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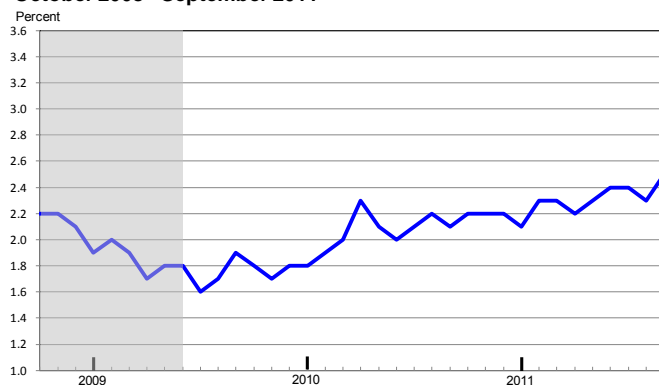
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Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt
Media contact: (202) 691-5902 • PressOffice@bls.gov

JOB OPENINGS AND LABOR TURNOVER – SEPTEMBER 2011

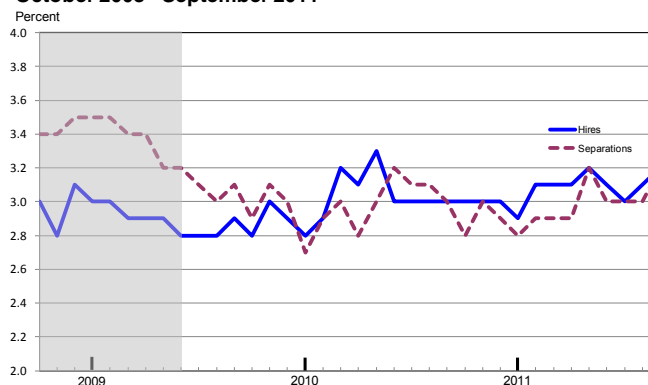
There were 3.4 million job openings on the last business day of September, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.2 percent) and separations rate (3.2 percent) were little changed over the month. The job openings rate has trended upward since the end of the recession in June 2009 (as determined by the National Bureau of Economic Research). This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, October 2008 - September 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, October 2008 - September 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 September was 3.4 million, up from 3.1 million in August. (See table 1.) Although the number of job openings remained below the 4.4 million openings when the recession began in December 2007, the level in September was 1.2 million higher than in July 2009 (the most recent trough for the series). The number of job openings has increased 38 percent since the end of the recession in June 2009.

Adjustments to August JOLTS data

August estimates of hires, separations, and job openings originally published on October 12, 2011, had not been adjusted to account for a strike in the information industry. With this release, August estimates reflect both regular revisions and corrections. For further assistance, see www.bls.gov/bls/errata/jolts_corrections_11082011.htm.

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

Industry	Job openings			Hires			Total separations		
	Sept. 2010	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Aug. 2011	Sept. 2011 ^P
	Levels (in thousands)								
Total	2,756	3,129	3,354	3,869	4,060	4,245	3,904	3,960	4,149
Total private ¹	2,429	2,799	2,988	3,614	3,785	3,984	3,526	3,688	3,861
Construction.....	68	102	75	327	309	404	330	320	367
Manufacturing.....	183	232	242	240	249	239	245	250	246
Trade, transportation, and utilities ²	419	490	546	776	779	758	763	762	757
Retail trade.....	239	324	344	539	526	537	531	521	534
Professional and business services.....	554	621	684	747	863	1,002	742	824	946
Education and health services.....	510	609	616	487	481	470	460	444	407
Leisure and hospitality	284	351	362	645	679	699	607	689	707
Arts, entertainment, and recreation.....	35	44	53	110	110	126	104	113	144
Accommodation and food services.....	248	307	309	535	569	573	503	576	563
Government ³	326	329	366	255	275	262	379	272	288
State and local government.....	239	287	313	224	247	233	266	240	255
	Rates (percent)								
Total	2.1	2.3	2.5	3.0	3.1	3.2	3.0	3.0	3.2
Total private ¹	2.2	2.5	2.7	3.4	3.5	3.6	3.3	3.4	3.5
Construction.....	1.2	1.8	1.3	5.9	5.6	7.3	6.0	5.8	6.6
Manufacturing.....	1.6	1.9	2.0	2.1	2.1	2.0	2.1	2.1	2.1
Trade, transportation, and utilities ²	1.7	1.9	2.1	3.2	3.1	3.0	3.1	3.1	3.0
Retail trade.....	1.6	2.2	2.3	3.7	3.6	3.7	3.7	3.6	3.7
Professional and business services.....	3.2	3.5	3.8	4.5	5.0	5.8	4.4	4.8	5.5
Education and health services.....	2.5	2.9	3.0	2.5	2.4	2.3	2.3	2.2	2.0
Leisure and hospitality	2.1	2.6	2.7	4.9	5.1	5.3	4.6	5.2	5.3
Arts, entertainment, and recreation.....	1.8	2.3	2.7	5.7	5.8	6.7	5.4	6.0	7.6
Accommodation and food services.....	2.2	2.6	2.7	4.8	5.0	5.1	4.5	5.1	5.0
Government ³	1.4	1.5	1.6	1.1	1.2	1.2	1.7	1.2	1.3
State and local government.....	1.2	1.5	1.6	1.2	1.3	1.2	1.4	1.2	1.3

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

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

³ Includes federal government, not shown separately.

^P = Preliminary

The number of job openings in September (not seasonally adjusted) increased over the year for total nonfarm, total private, and government. Several industries experienced an increase over the year in the number of job openings; the number of job openings decreased for federal government. The number of job openings rose in 3 out of 4 regions. (See table 5.)

Hires

In September, the hires rate was little changed at 3.2 percent for total nonfarm. The hires rate increased in construction and professional and business services as well as in 3 out of 4 regions. (See table 2.) The number of hires in September was 4.2 million, up from 3.6 million in October 2009 (the most recent trough) but below the 5.0 million hires recorded when the recession began in December 2007. The number of hires has increased 17 percent since the end of the recession in June 2009.

Over the past 12 months, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate increased for construction and professional and business services. The hires rate increased in the Midwest and decreased in the Northeast. (See table 6.)

Separations

The total separations figure includes voluntary quits, involuntary layoffs and discharges, and other separations, including retirements. Total separations is also referred to as turnover.

The seasonally adjusted total separations rate was little changed in September for total nonfarm, total private, and government. (See table 3.) Over the year, the total separations rate (not seasonally adjusted) increased for total nonfarm and total private but decreased for government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In September, the quits rate was essentially unchanged for total nonfarm, total private, and government. (See table 4.) The number of quits rose from 1.5 million in January 2010 (the most recent trough) to 2.0 million in September, although it remained below the 2.8 million recorded when the recession began in December 2007.

The number of quits (not seasonally adjusted) in September 2011 increased from 12 months earlier for total nonfarm and total private and was essentially unchanged for government. Several industries experienced an increase in the number of quits over the year. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted only at the total nonfarm, total private, and government levels. The layoffs and discharges rate remained unchanged in September for total nonfarm and government. The rate was little changed for total private. The number of layoffs and discharges for total nonfarm has declined to 1.8 million in September 2011 from 2.5 million in February 2009 (peak), returning to pre-recession levels. (See table B.)

The layoffs and discharges level (not seasonally adjusted) for total nonfarm and total private were little changed but declined over the 12 months ending in September 2011 for government. Over the year, the number of layoffs and discharges was little changed for most industries and in all four regions. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Sept. 2010	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Aug. 2011	Sept. 2011 ^P
Total.....	1,714	1,687	1,756	1.3	1.3	1.3
Total private.....	1,518	1,583	1,638	1.4	1.4	1.5
Government.....	196	104	118	0.9	0.5	0.5

^P = Preliminary

The other separations series is not seasonally adjusted. In September 2011, there were 329,000 other separations for total nonfarm, 276,000 for total private, and 53,000 for government. Compared to September 2010, the number of other separations was down for government and the South region. (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. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of total separations. The percentage of total separations attributable to the individual components has varied over time at the total nonfarm level, 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. For most of the months between November 2008 and November 2010, however, the proportion of layoffs and discharges was equal to or greater than the proportion of quits. Since November 2010, the series have returned to their historical pattern. In September 2011, the proportion of quits for total nonfarm was 49 percent, and the proportion of layoffs and discharges was 42 percent. (See table C.)

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

Industry	Quits						Layoffs and discharges					
	Sept. 2010		Aug. 2011		Sept. 2011 ^P		Sept. 2010		Aug. 2011		Sept. 2011 ^P	
	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	1,843	47%	2,006	51%	2,048	49%	1,714	44%	1,687	43%	1,756	42%
Total private.....	1,723	49%	1,889	51%	1,933	50%	1,518	43%	1,583	43%	1,638	42%
Government	120	32%	117	43%	115	40%	196	52%	104	38%	118	41%

^P = Preliminary

Net Change in Employment

Large numbers of hires and separations occur every month. Over the 12 months ending in September 2011, hires totaled 48.3 million and separations totaled 47.0 million, yielding a net employment gain of 1.3 million based on not seasonally adjusted data. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for October 2011 are scheduled to be released on Tuesday, December 13, 2011 at 10:00 a.m. (EST).

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 ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P
Total	2,756	2,953	3,034	3,169	3,213	3,129	3,354	2.1	2.2	2.3	2.4	2.4	2.3	2.5
INDUSTRY														
Total private ⁴	2,429	2,635	2,725	2,835	2,905	2,799	2,988	2.2	2.4	2.4	2.5	2.6	2.5	2.7
Construction.....	68	90	100	68	75	102	75	1.2	1.6	1.8	1.2	1.3	1.8	1.3
Manufacturing.....	183	226	211	217	252	232	242	1.6	1.9	1.8	1.8	2.1	1.9	2.0
Trade, transportation, and utilities ⁵	419	524	484	515	540	490	546	1.7	2.1	1.9	2.0	2.1	1.9	2.1
Retail trade.....	239	312	276	332	312	324	344	1.6	2.1	1.9	2.2	2.1	2.2	2.3
Professional and business services.....	554	497	615	616	640	621	684	3.2	2.8	3.5	3.5	3.6	3.5	3.8
Education and health services.....	510	550	594	596	604	609	616	2.5	2.7	2.9	2.9	2.9	2.9	3.0
Leisure and hospitality	284	305	298	360	338	351	362	2.1	2.3	2.2	2.6	2.5	2.6	2.7
Arts, entertainment, and recreation..	35	36	34	55	62	44	53	1.8	1.9	1.8	2.8	3.2	2.3	2.7
Accommodation and food services..	248	269	264	305	276	307	309	2.2	2.3	2.3	2.6	2.4	2.6	2.7
Government ⁶	326	319	309	334	309	329	366	1.4	1.4	1.4	1.5	1.4	1.5	1.6
State and local government.....	239	268	261	279	253	287	313	1.2	1.4	1.3	1.4	1.3	1.5	1.6
REGION ⁷														
Northeast	559	531	586	522	570	589	607	2.2	2.1	2.3	2.0	2.2	2.3	2.4
South	1,015	985	1,087	1,109	1,192	1,108	1,251	2.1	2.0	2.2	2.3	2.4	2.3	2.6
Midwest	540	664	730	686	714	732	714	1.8	2.2	2.4	2.3	2.3	2.4	2.3
West	648	681	719	753	753	775	810	2.2	2.3	2.4	2.5	2.5	2.6	2.7

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 and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

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

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P
Total	3,869	4,001	4,129	4,058	3,976	4,060	4,245	3.0	3.1	3.2	3.1	3.0	3.1	3.2
INDUSTRY														
Total private ⁴	3,614	3,733	3,870	3,797	3,733	3,785	3,984	3.4	3.4	3.6	3.5	3.4	3.5	3.6
Construction.....	327	355	371	360	334	309	404	5.9	6.4	6.7	6.5	6.0	5.6	7.3
Manufacturing.....	240	257	263	260	259	249	239	2.1	2.2	2.2	2.2	2.2	2.1	2.0
Trade, transportation, and utilities ⁵	776	791	804	802	767	779	758	3.2	3.2	3.2	3.2	3.1	3.1	3.0
Retail trade.....	539	556	557	553	552	526	537	3.7	3.8	3.8	3.8	3.8	3.6	3.7
Professional and business services.....	747	831	902	806	819	863	1,002	4.5	4.9	5.3	4.7	4.8	5.0	5.8
Education and health services.....	487	468	480	485	472	481	470	2.5	2.4	2.4	2.4	2.4	2.4	2.3
Leisure and hospitality	645	653	629	689	682	679	699	4.9	4.9	4.8	5.2	5.2	5.1	5.3
Arts, entertainment, and recreation..	110	107	111	104	96	110	126	5.7	5.6	5.9	5.5	5.1	5.8	6.7
Accommodation and food services..	535	546	517	585	586	569	573	4.8	4.8	4.6	5.2	5.2	5.0	5.1
Government ⁶	255	269	259	261	243	275	262	1.1	1.2	1.2	1.2	1.1	1.2	1.2
State and local government.....	224	244	232	238	219	247	233	1.2	1.3	1.2	1.2	1.1	1.3	1.2
REGION ⁷														
Northeast	724	695	675	681	675	604	719	2.9	2.8	2.7	2.7	2.7	2.4	2.9
South	1,427	1,471	1,643	1,503	1,488	1,526	1,652	3.0	3.1	3.5	3.2	3.1	3.2	3.5
Midwest	854	941	890	908	910	919	1,087	2.9	3.2	3.0	3.1	3.1	3.1	3.6
West	852	864	826	910	893	868	1,000	3.0	3.0	2.9	3.2	3.1	3.0	3.5

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 and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug 2011	Sept. 2011 ^P	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P
Total	3,904	3,833	4,145	3,993	3,962	3,960	4,149	3.0	2.9	3.2	3.0	3.0	3.0	3.2
INDUSTRY														
Total private ⁴	3,526	3,528	3,844	3,687	3,659	3,688	3,861	3.3	3.2	3.5	3.4	3.4	3.4	3.5
Construction.....	330	357	376	371	327	320	367	6.0	6.5	6.8	6.7	5.9	5.8	6.6
Manufacturing.....	245	241	272	252	239	250	246	2.1	2.1	2.3	2.2	2.0	2.1	2.1
Trade, transportation, and utilities ⁵	763	725	799	785	770	762	757	3.1	2.9	3.2	3.1	3.1	3.1	3.0
Retail trade.....	531	511	562	538	547	521	534	3.7	3.5	3.9	3.7	3.8	3.6	3.7
Professional and business services.....	742	785	892	766	806	824	946	4.4	4.6	5.2	4.5	4.7	4.8	5.5
Education and health services.....	460	428	450	459	431	444	407	2.3	2.1	2.3	2.3	2.2	2.2	2.0
Leisure and hospitality	607	621	652	653	670	689	707	4.6	4.7	4.9	4.9	5.1	5.2	5.3
Arts, entertainment, and recreation.....	104	109	123	101	97	113	144	5.4	5.7	6.6	5.3	5.1	6.0	7.6
Accommodation and food services.....	503	512	528	552	573	576	563	4.5	4.5	4.7	4.9	5.1	5.1	5.0
Government ⁶	379	304	301	306	302	272	288	1.7	1.4	1.4	1.4	1.4	1.2	1.3
State and local government.....	266	278	271	273	271	240	255	1.4	1.4	1.4	1.4	1.4	1.2	1.3
REGION ⁷														
Northeast.....	664	763	757	634	665	627	718	2.7	3.1	3.0	2.5	2.7	2.5	2.9
South.....	1,456	1,402	1,528	1,421	1,482	1,463	1,555	3.1	3.0	3.2	3.0	3.1	3.1	3.3
Midwest.....	902	947	942	934	905	903	982	3.1	3.2	3.2	3.1	3.0	3.0	3.3
West.....	851	898	974	863	853	812	902	3.0	3.1	3.4	3.0	3.0	2.8	3.1

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 and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011 ^P
Total	1,843	1,887	2,000	1,904	1,969	2,006	2,048	1.4	1.4	1.5	1.5	1.5	1.5	1.6
INDUSTRY														
Total private ⁴	1,723	1,771	1,877	1,786	1,839	1,889	1,933	1.6	1.6	1.7	1.6	1.7	1.7	1.8
Construction.....	80	91	92	75	71	66	84	1.5	1.7	1.7	1.3	1.3	1.2	1.5
Manufacturing.....	93	105	109	109	101	98	95	.8	.9	.9	.9	.9	.8	.8
Trade, transportation, and utilities ⁵	411	410	463	432	412	422	432	1.7	1.6	1.9	1.7	1.7	1.7	1.7
Retail trade.....	319	315	351	333	316	319	327	2.2	2.2	2.4	2.3	2.2	2.2	2.2
Professional and business services.....	337	360	372	330	391	383	425	2.0	2.1	2.2	1.9	2.3	2.2	2.5
Education and health services.....	235	239	253	264	238	268	243	1.2	1.2	1.3	1.3	1.2	1.3	1.2
Leisure and hospitality	358	386	388	395	401	432	421	2.7	2.9	2.9	3.0	3.0	3.3	3.2
Arts, entertainment, and recreation.....	38	42	45	42	44	48	44	2.0	2.2	2.4	2.2	2.3	2.6	2.3
Accommodation and food services.....	320	344	343	353	357	384	378	2.9	3.0	3.0	3.1	3.2	3.4	3.3
Government ⁶	120	117	123	117	130	117	115	.5	.5	.6	.5	.6	.5	.5
State and local government.....	106	108	114	108	121	108	105	.5	.6	.6	.6	.6	.6	.5
REGION ⁷														
Northeast.....	262	266	330	264	264	285	295	1.1	1.1	1.3	1.1	1.1	1.1	1.2
South.....	762	741	816	744	782	821	837	1.6	1.6	1.7	1.6	1.6	1.7	1.8
Midwest.....	374	456	484	465	476	495	482	1.3	1.5	1.6	1.6	1.6	1.7	1.6
West.....	382	400	460	406	460	447	444	1.3	1.4	1.6	1.4	1.6	1.5	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 and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2010	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Aug. 2011	Sept. 2011 ^P
Total	2,763	3,220	3,425	2.1	2.4	2.5
INDUSTRY						
Total private.....	2,454	2,864	3,061	2.2	2.5	2.7
Mining and logging.....	14	27	32	1.9	3.2	3.7
Construction.....	75	110	80	1.3	1.9	1.4
Manufacturing.....	191	244	254	1.6	2.0	2.1
Durable goods.....	129	170	179	1.8	2.3	2.4
Nondurable goods.....	62	74	75	1.4	1.6	1.6
Trade, transportation, and utilities.....	458	534	610	1.8	2.1	2.4
Wholesale trade.....	81	69	106	1.5	1.2	1.9
Retail trade.....	267	358	395	1.8	2.4	2.7
Transportation, warehousing, and utilities.....	109	107	109	2.2	2.2	2.2
Information.....	58	94	112	2.1	3.4	4.1
Financial activities.....	215	172	194	2.7	2.2	2.5
Finance and insurance.....	191	129	149	3.3	2.2	2.6
Real estate and rental and leasing.....	24	43	45	1.2	2.1	2.3
Professional and business services.....	545	598	685	3.1	3.3	3.8
Education and health services.....	492	603	601	2.5	3.0	2.9
Educational services.....	43	62	57	1.4	2.1	1.8
Health care and social assistance.....	449	542	544	2.7	3.1	3.1
Leisure and hospitality.....	290	391	380	2.1	2.7	2.7
Arts, entertainment, and recreation.....	33	51	51	1.6	2.3	2.5
Accommodation and food services.....	257	341	328	2.2	2.8	2.8
Other services.....	117	89	113	2.1	1.6	2.0
Government.....	309	356	364	1.4	1.7	1.6
Federal.....	70	44	45	2.4	1.5	1.6
State and local.....	238	312	319	1.2	1.7	1.7
REGION ³						
Northeast.....	552	598	610	2.2	2.3	2.4
South.....	1,018	1,106	1,304	2.1	2.3	2.7
Midwest.....	569	779	732	1.9	2.6	2.4
West.....	623	737	779	2.1	2.5	2.6

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 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2010	Aug. 2011	Sept. 2011 ^p	Sept. 2010	Aug. 2011	Sept. 2011 ^p
Total	4,115	4,545	4,456	3.2	3.5	3.4
INDUSTRY						
Total private.....	3,752	4,057	4,096	3.5	3.7	3.7
Mining and logging.....	20	27	24	2.7	3.3	2.9
Construction.....	299	306	373	5.2	5.2	6.4
Manufacturing.....	257	280	246	2.2	2.4	2.1
Durable goods.....	132	153	137	1.9	2.1	1.9
Nondurable goods.....	125	126	109	2.8	2.8	2.4
Trade, transportation, and utilities.....	851	806	816	3.5	3.2	3.3
Wholesale trade.....	133	118	109	2.4	2.1	2.0
Retail trade.....	579	556	573	4.0	3.8	4.0
Transportation, warehousing, and utilities.....	140	132	134	2.9	2.8	2.8
Information.....	50	64	57	1.9	2.4	2.1
Financial activities.....	155	169	137	2.0	2.2	1.8
Finance and insurance.....	115	98	86	2.0	1.7	1.5
Real estate and rental and leasing.....	40	71	51	2.1	3.6	2.6
Professional and business services.....	704	863	954	4.2	5.0	5.5
Education and health services.....	589	624	576	3.0	3.2	2.9
Educational services.....	137	121	152	4.4	4.2	4.8
Health care and social assistance.....	453	503	424	2.8	3.0	2.5
Leisure and hospitality.....	646	749	711	4.9	5.4	5.3
Arts, entertainment, and recreation.....	102	107	126	5.1	5.0	6.4
Accommodation and food services.....	544	642	586	4.8	5.5	5.1
Other services.....	180	170	202	3.4	3.1	3.7
Government.....	363	487	359	1.6	2.3	1.7
Federal.....	32	29	30	1.1	1.0	1.1
State and local.....	331	458	329	1.7	2.5	1.7
REGION ³						
Northeast.....	839	658	733	3.4	2.6	2.9
South.....	1,468	1,821	1,628	3.1	3.8	3.4
Midwest.....	896	1,067	1,095	3.0	3.6	3.7
West.....	913	999	999	3.2	3.5	3.5

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 7, table 1.

^p = Preliminary

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2010	Aug. 2011	Sept. 2011 ^p	Sept. 2010	Aug. 2011	Sept. 2011 ^p
Total	4,090	4,714	4,422	3.1	3.6	3.4
INDUSTRY						
Total private.....	3,652	4,318	4,068	3.4	3.9	3.7
Mining and logging.....	17	24	21	2.3	3.0	2.6
Construction.....	327	324	370	5.7	5.6	6.4
Manufacturing.....	238	282	240	2.0	2.4	2.0
Durable goods.....	122	164	140	1.7	2.2	1.9
Nondurable goods.....	117	118	101	2.6	2.6	2.2
Trade, transportation, and utilities.....	772	840	767	3.1	3.4	3.1
Wholesale trade.....	129	118	112	2.4	2.1	2.0
Retail trade.....	528	590	536	3.7	4.0	3.7
Transportation, warehousing, and utilities.....	115	132	119	2.4	2.7	2.5
Information.....	50	68	60	1.9	2.5	2.3
Financial activities.....	150	181	152	2.0	2.4	2.0
Finance and insurance.....	102	102	97	1.8	1.8	1.7
Real estate and rental and leasing.....	48	78	55	2.5	4.0	2.8
Professional and business services.....	696	885	919	4.1	5.1	5.3
Education and health services.....	491	591	423	2.5	3.0	2.1
Educational services.....	80	111	72	2.6	3.8	2.3
Health care and social assistance.....	412	479	351	2.5	2.9	2.1
Leisure and hospitality.....	762	893	918	5.7	6.4	6.8
Arts, entertainment, and recreation.....	184	171	267	9.1	7.9	13.6
Accommodation and food services.....	578	722	650	5.1	6.2	5.7
Other services.....	148	231	198	2.8	4.2	3.6
Government.....	438	396	354	2.0	1.9	1.6
Federal.....	119	43	40	4.2	1.5	1.4
State and local.....	319	353	314	1.7	2.0	1.7
REGION ³						
Northeast.....	734	798	794	3.0	3.2	3.2
South.....	1,460	1,806	1,564	3.1	3.8	3.3
Midwest.....	987	1,116	1,094	3.3	3.7	3.7
West.....	908	994	969	3.2	3.4	3.3

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

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

³ See footnote 7, table 1.

^p = Preliminary

Table 8. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2010	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Aug. 2011	Sept. 2011 ^P
Total	1,988	2,612	2,238	1.5	2.0	1.7
INDUSTRY						
Total private.....	1,851	2,430	2,112	1.7	2.2	1.9
Mining and logging.....	8	17	12	1.1	2.1	1.4
Construction.....	85	88	96	1.5	1.5	1.7
Manufacturing.....	104	138	103	.9	1.2	.9
Durable goods.....	46	71	53	.6	1.0	.7
Nondurable goods.....	58	67	50	1.3	1.5	1.1
Trade, transportation, and utilities.....	445	533	474	1.8	2.1	1.9
Wholesale trade.....	43	61	63	.8	1.1	1.1
Retail trade.....	344	405	355	2.4	2.8	2.5
Transportation, warehousing, and utilities.....	57	67	56	1.2	1.4	1.1
Information.....	27	44	35	1.0	1.6	1.3
Financial activities.....	92	105	69	1.2	1.4	.9
Finance and insurance.....	55	59	45	1.0	1.0	.8
Real estate and rental and leasing.....	36	46	24	1.9	2.3	1.3
Professional and business services.....	326	463	426	1.9	2.7	2.5
Education and health services.....	260	341	267	1.3	1.7	1.3
Educational services.....	39	65	34	1.3	2.2	1.1
Health care and social assistance.....	221	276	232	1.3	1.6	1.4
Leisure and hospitality.....	425	590	512	3.2	4.3	3.8
Arts, entertainment, and recreation.....	59	85	67	2.9	3.9	3.4
Accommodation and food services.....	367	505	445	3.2	4.3	3.9
Other services.....	79	112	118	1.5	2.0	2.2
Government.....	137	183	126	.6	.9	.6
Federal.....	14	14	11	.5	.5	.4
State and local.....	123	168	115	.6	.9	.6
REGION ³						
Northeast.....	333	356	352	1.3	1.4	1.4
South.....	788	1,034	880	1.7	2.2	1.8
Midwest.....	430	673	522	1.5	2.3	1.7
West.....	437	549	484	1.5	1.9	1.7

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 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2010	Aug. 2011	Sept. 2011 ^p	Sept. 2010	Aug. 2011	Sept. 2011 ^p
Total	1,761	1,783	1,855	1.4	1.4	1.4
INDUSTRY						
Total private.....	1,529	1,627	1,679	1.4	1.5	1.5
Mining and logging.....	6	6	8	.9	.8	.9
Construction.....	229	227	257	4.0	3.9	4.4
Manufacturing.....	120	121	120	1.0	1.0	1.0
Durable goods.....	67	77	74	.9	1.1	1.0
Nondurable goods.....	53	44	47	1.2	1.0	1.0
Trade, transportation, and utilities.....	249	230	215	1.0	.9	.9
Wholesale trade.....	72	33	36	1.3	.6	.6
Retail trade.....	137	150	136	1.0	1.0	.9
Transportation, warehousing, and utilities.....	40	46	43	.8	1.0	.9
Information.....	16	21	21	.6	.8	.8
Financial activities.....	46	54	65	.6	.7	.9
Finance and insurance.....	38	28	43	.7	.5	.8
Real estate and rental and leasing.....	8	26	22	.4	1.3	1.1
Professional and business services.....	309	371	419	1.8	2.1	2.4
Education and health services.....	200	212	132	1.0	1.1	.7
Educational services.....	36	36	33	1.2	1.2	1.1
Health care and social assistance.....	163	176	98	1.0	1.0	.6
Leisure and hospitality.....	298	275	376	2.2	2.0	2.8
Arts, entertainment, and recreation.....	123	84	198	6.1	3.9	10.1
Accommodation and food services.....	175	191	178	1.6	1.6	1.6
Other services.....	56	110	67	1.0	2.0	1.2
Government.....	232	155	175	1.1	.7	.8
Federal.....	92	21	20	3.2	.8	.7
State and local.....	140	134	155	.7	.7	.8
REGION ³						
Northeast.....	334	381	387	1.3	1.5	1.5
South.....	535	660	588	1.1	1.4	1.2
Midwest.....	485	367	483	1.6	1.2	1.6
West.....	407	375	396	1.4	1.3	1.4

¹ Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

³ See footnote 7, table 1.

^p = Preliminary

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2010	Aug. 2011	Sept. 2011 ^P	Sept. 2010	Aug. 2011	Sept. 2011 ^P
Total	341	319	329	0.3	0.2	0.3
INDUSTRY						
Total private.....	272	261	276	.3	.2	.3
Mining and logging.....	2	1	2	.3	.1	.2
Construction.....	13	9	16	.2	.2	.3
Manufacturing.....	14	22	17	.1	.2	.1
Durable goods.....	9	16	12	.1	.2	.2
Nondurable goods.....	6	7	5	.1	.2	.1
Trade, transportation, and utilities.....	79	77	79	.3	.3	.3
Wholesale trade.....	13	24	14	.2	.4	.2
Retail trade.....	47	35	44	.3	.2	.3
Transportation, warehousing, and utilities.....	18	18	21	.4	.4	.4
Information.....	7	3	5	.3	.1	.2
Financial activities.....	13	22	17	.2	.3	.2
Finance and insurance.....	9	16	9	.2	.3	.2
Real estate and rental and leasing.....	4	7	8	.2	.3	.4
Professional and business services.....	62	50	74	.4	.3	.4
Education and health services.....	31	38	24	.2	.2	.1
Educational services.....	4	10	4	.1	.4	.1
Health care and social assistance.....	27	28	20	.2	.2	.1
Leisure and hospitality.....	39	28	30	.3	.2	.2
Arts, entertainment, and recreation.....	2	2	2	.1	.1	.1
Accommodation and food services.....	36	27	28	.3	.2	.2
Other services.....	13	9	12	.2	.2	.2
Government.....	69	58	53	.3	.3	.2
Federal.....	13	7	9	.4	.2	.3
State and local.....	56	51	44	.3	.3	.2
REGION ³						
Northeast.....	67	60	55	.3	.2	.2
South.....	137	111	97	.3	.2	.2
Midwest.....	73	77	89	.2	.3	.3
West.....	64	70	88	.2	.2	.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 7, table 1.

^P = Preliminary