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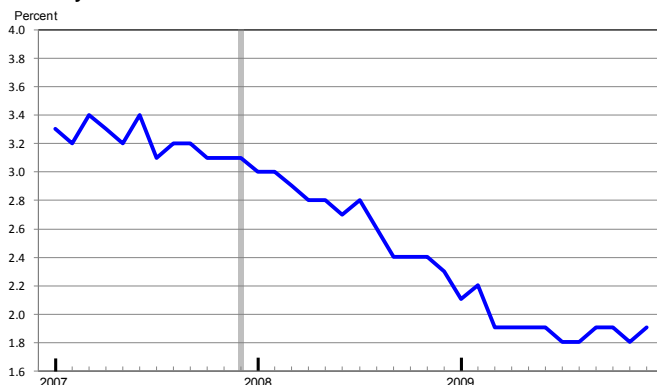
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JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2009

There were 2.5 million job openings on the last business day of December 2009, the U.S. Bureau of Labor Statistics reported today. The job openings rate was little changed over the month at 1.9 percent. The job openings rate has held relatively steady since March 2009. The hires rate (3.1 percent) and the separations rate (3.2 percent) were essentially unchanged in December. 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, January 2007 - December 2009



NOTE: Shaded line represents the start point for the December 2007 recession as designated by the National Bureau of Economic Research (NBER). The NBER has not yet determined an end point.

Chart 2. Hires and separations rates, seasonally adjusted, January 2007 - December 2009



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

Industry	Job openings			Hires			Total separations		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
	Levels (in thousands)								
Total	3,224	2,434	2,497	4,508	4,125	4,073	4,958	4,274	4,238
Total private ¹	2,861	2,088	2,151	4,214	3,852	3,816	4,673	3,993	3,944
Construction.....	66	75	53	366	324	358	452	361	436
Manufacturing.....	188	154	175	252	252	237	419	299	298
Trade, transportation, and utilities ²	495	329	361	891	839	871	1,041	863	917
Retail trade.....	337	197	246	595	539	548	664	544	571
Professional and business services.....	562	431	415	786	808	661	898	763	620
Education and health services.....	685	543	550	528	517	524	498	488	510
Leisure and hospitality	315	229	234	711	703	684	755	752	704
Arts, entertainment, and recreation.....	40	24	22	111	119	89	106	117	104
Accommodation and food services.....	274	207	213	605	590	588	647	622	595
Government ³	345	341	343	271	278	262	278	280	297
State and local government.....	312	258	294	253	248	244	251	240	255
	Rates (percent)								
Total	2.3	1.8	1.9	3.3	3.1	3.1	3.7	3.3	3.2
Total private ¹	2.5	1.9	1.9	3.7	3.6	3.5	4.1	3.7	3.6
Construction.....	0.9	1.2	0.9	5.3	5.4	6.1	6.6	6.1	7.4
Manufacturing.....	1.4	1.3	1.5	2.0	2.2	2.0	3.2	2.6	2.6
Trade, transportation, and utilities ²	1.9	1.3	1.4	3.4	3.4	3.5	4.0	3.5	3.7
Retail trade.....	2.2	1.3	1.7	4.0	3.7	3.7	4.4	3.7	3.9
Professional and business services.....	3.1	2.5	2.4	4.5	4.8	3.9	5.2	4.5	3.7
Education and health services.....	3.5	2.7	2.7	2.8	2.7	2.7	2.6	2.5	2.6
Leisure and hospitality	2.3	1.7	1.8	5.3	5.4	5.2	5.7	5.7	5.4
Arts, entertainment, and recreation.....	2.0	1.2	1.1	5.7	6.2	4.7	5.4	6.2	5.5
Accommodation and food services.....	2.4	1.8	1.9	5.3	5.3	5.2	5.7	5.5	5.3
Government ³	1.5	1.5	1.5	1.2	1.2	1.2	1.2	1.2	1.3
State and local government.....	1.6	1.3	1.5	1.3	1.3	1.2	1.3	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.

Over the 12 months ending in December, the job openings rate (not seasonally adjusted) decreased for total nonfarm and total private and was unchanged in government. The job openings rate also decreased over that period in educational services and health care and social assistance and in the South and Midwest. (See table 5.)

Hires

The hires rate was unchanged in December, remaining at 3.1 percent for the fifth consecutive month. The rate hovered between 3.0 percent and 3.2 percent since February 2009. After falling from the most recent peak of 5.6 million hires in July 2006, the hires level reached a low point in June 2009 of 3.9 million. In December 2009, the hires level was 4.1 million. The hires rate decreased in professional and business services and was essentially unchanged for all four regions. (See table 2.)

Over the 12 months ending in December, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate increased for transportation, warehousing, and utilities and was essentially unchanged in all four regions. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate was little changed in December and remained low at 3.2 percent. The total separations rate (not seasonally adjusted) decreased over the 12 months ending in December for total nonfarm and total private while the rate for government was little changed. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. The quits rate decreased for total nonfarm and total private and was unchanged for government in December. The quits rate was essentially unchanged in all industries and all four regions. After falling from the most recent peak of 3.2 million in December 2006, the number of quits has held steady at 1.8 million or 1.9 million since February 2009. (See table 4.)

Over the 12 months ending in December, the quits rate (not seasonally adjusted) was essentially unchanged for total nonfarm and government and decreased for total private. The quits rate decreased in retail trade. The quits rate was essentially unchanged in all four regions. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges levels for total nonfarm, total private, and government were little changed in December at 2.1 million, 2.0 million, and 117,000 respectively. The corresponding layoffs and discharges rates were 1.6 percent, 1.8 percent, and 0.5 percent. The number of layoffs and discharges at the total nonfarm level peaked at 2.6 million in January 2009; the most recent trough was 1.6 million in January 2006. (See table B below.)

The layoffs and discharges rate (not seasonally adjusted) was little changed over the 12 months ending in December for total nonfarm and government and decreased for total private. The layoffs and discharges rate fell in durable goods; wholesale trade; and professional and business services. The rate rose in transportation, warehousing, and utilities as well as federal government. The layoffs and discharges rate remained essentially unchanged in all four regions. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	Dec. 2008	Nov. 2009	Dec. 2009 ^P	Dec. 2008	Nov. 2009	Dec. 2009 ^P
Total.....	2,360	2,011	2,079	1.7	1.5	1.6
Total private.....	2,241	1,895	1,953	2.0	1.7	1.8
Government.....	98	112	117	0.4	0.5	0.5

^P = preliminary.

The other separations series is not seasonally adjusted. In December, there were 289,000 other separations for total nonfarm, 236,000 for total private, and 53,000 for government. Compared to

December 2008, the number of other separations was little changed for total nonfarm and total private, and rose for government. (See table 10.)

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time. The proportion of quits had exceeded the proportion of layoffs and discharges every month from the beginning of the series from December 2000 until November 2008 when layoffs and discharges became the larger contributor to total separations. The proportion of separations due to quits fell to a series low of 38 percent in April 2009 and is now 42 percent in December 2009. The proportion of separations due to layoffs and discharges rose to a series high of 55 percent in July 2009 and is now 49 percent in December 2009. (See tables 3 and 4, and table B above.)

Net Change in Employment

Over the 12 months ending in December, hires totaled 49.4 million and separations totaled 53.6 million, yielding a net employment loss of 4.2 million.

The Job Openings and Labor Turnover Survey results for January 2010 are scheduled to be released on Tuesday, March 9, 2010 at 10:00 a.m. (EST).

Revisions to the JOLTS Data

With the release of January data on March 9, 2010, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data from April 2008 forward and seasonally adjusted data from December 2000 forward are subject to revision.

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, 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 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.

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.

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.

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.

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						
	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P
Total	3,224	2,408	2,423	2,586	2,571	2,434	2,497	2.3	1.8	1.8	1.9	1.9	1.8	1.9
INDUSTRY														
Total private ⁴	2,861	2,090	2,128	2,298	2,206	2,088	2,151	2.5	1.9	1.9	2.1	2.0	1.9	1.9
Construction.....	66	47	65	70	69	75	53	.9	.8	1.1	1.2	1.1	1.2	.9
Manufacturing.....	188	110	122	132	139	154	175	1.4	.9	1.0	1.1	1.2	1.3	1.5
Trade, transportation, and utilities ⁵	495	393	422	407	373	329	361	1.9	1.5	1.6	1.6	1.5	1.3	1.4
Retail trade.....	337	260	273	271	247	197	246	2.2	1.7	1.8	1.8	1.7	1.3	1.7
Professional and business services.....	562	431	438	501	480	431	415	3.1	2.5	2.6	2.9	2.8	2.5	2.4
Education and health services.....	685	553	520	546	524	543	550	3.5	2.8	2.6	2.7	2.6	2.7	2.7
Leisure and hospitality.....	315	256	238	311	258	229	234	2.3	1.9	1.8	2.3	1.9	1.7	1.8
Arts, entertainment, and recreation.....	40	17	22	23	17	24	22	2.0	.9	1.1	1.2	.9	1.2	1.1
Accommodation and food services.....	274	237	216	286	242	207	213	2.4	2.1	1.9	2.5	2.1	1.8	1.9
Government ⁶	345	314	300	296	376	341	343	1.5	1.4	1.3	1.3	1.6	1.5	1.5
State and local government.....	312	266	269	240	286	258	294	1.6	1.3	1.4	1.2	1.4	1.3	1.5
REGION ⁷														
Northeast.....	633	508	513	539	503	493	522	2.4	2.0	2.0	2.1	2.0	2.0	2.1
South.....	1,245	870	911	930	897	838	914	2.5	1.8	1.9	1.9	1.9	1.7	1.9
Midwest.....	607	509	476	556	550	542	452	1.9	1.7	1.6	1.8	1.8	1.8	1.5
West.....	689	517	533	575	609	571	613	2.2	1.7	1.8	1.9	2.0	1.9	2.0

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						
	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P
Total	4,508	4,228	4,040	4,061	4,045	4,125	4,073	3.3	3.2	3.1	3.1	3.1	3.1	3.1
INDUSTRY														
Total private ⁴	4,214	3,930	3,779	3,800	3,730	3,852	3,816	3.7	3.6	3.5	3.5	3.4	3.6	3.5
Construction.....	366	355	297	349	332	324	358	5.3	5.8	4.9	5.8	5.6	5.4	6.1
Manufacturing.....	252	272	243	270	245	252	237	2.0	2.3	2.1	2.3	2.1	2.2	2.0
Trade, transportation, and utilities ⁵	891	819	818	842	768	839	871	3.4	3.3	3.3	3.4	3.1	3.4	3.5
Retail trade.....	595	547	557	535	523	539	548	4.0	3.7	3.8	3.6	3.6	3.7	3.7
Professional and business services.....	786	686	715	724	735	808	661	4.5	4.1	4.3	4.4	4.4	4.8	3.9
Education and health services.....	528	522	538	526	522	517	524	2.8	2.7	2.8	2.7	2.7	2.7	2.7
Leisure and hospitality.....	711	716	695	656	677	703	684	5.3	5.4	5.3	5.0	5.2	5.4	5.2
Arts, entertainment, and recreation.....	111	138	107	104	112	119	89	5.7	7.3	5.7	5.5	5.9	6.2	4.7
Accommodation and food services.....	605	582	591	562	566	590	588	5.3	5.2	5.2	5.0	5.0	5.3	5.2
Government ⁶	271	282	261	266	304	278	262	1.2	1.3	1.2	1.2	1.4	1.2	1.2
State and local government.....	253	253	233	244	263	248	244	1.3	1.3	1.2	1.2	1.3	1.3	1.2
REGION ⁷														
Northeast.....	726	714	720	693	769	754	748	2.9	2.9	2.9	2.8	3.1	3.1	3.0
South.....	1,659	1,544	1,493	1,502	1,403	1,546	1,516	3.4	3.3	3.2	3.2	3.0	3.3	3.2
Midwest.....	1,009	885	947	911	915	902	900	3.3	3.0	3.2	3.1	3.1	3.0	3.0
West.....	1,053	1,042	884	939	929	935	903	3.5	3.5	3.0	3.2	3.2	3.2	3.1

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						
	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P
Total	4,958	4,430	4,284	4,325	4,223	4,274	4,238	3.7	3.4	3.3	3.3	3.2	3.3	3.2
INDUSTRY														
Total private ⁴	4,673	4,147	3,976	4,038	3,944	3,993	3,944	4.1	3.8	3.7	3.7	3.6	3.7	3.6
Construction.....	452	444	342	421	384	361	436	6.6	7.2	5.6	7.0	6.4	6.1	7.4
Manufacturing.....	419	329	313	314	300	299	298	3.2	2.8	2.7	2.7	2.6	2.6	2.6
Trade, transportation, and utilities ⁵	1,041	874	850	870	840	863	917	4.0	3.5	3.4	3.5	3.4	3.5	3.7
Retail trade.....	664	578	567	561	568	544	571	4.4	3.9	3.8	3.8	3.9	3.7	3.9
Professional and business services.....	898	738	728	740	725	763	620	5.2	4.4	4.4	4.5	4.3	4.5	3.7
Education and health services.....	498	500	509	502	470	488	510	2.6	2.6	2.6	2.6	2.4	2.5	2.6
Leisure and hospitality.....	755	713	704	697	723	752	704	5.7	5.4	5.3	5.3	5.5	5.7	5.4
Arts, entertainment, and recreation.....	106	121	111	102	129	117	104	5.4	6.4	5.9	5.3	6.8	6.2	5.5
Accommodation and food services.....	647	594	593	590	590	622	595	5.7	5.3	5.3	5.2	5.3	5.5	5.3
Government ⁶	278	298	293	279	275	280	297	1.2	1.3	1.3	1.2	1.2	1.2	1.3
State and local government.....	251	274	271	260	242	240	255	1.3	1.4	1.4	1.3	1.2	1.2	1.3
REGION ⁷														
Northeast.....	799	716	759	744	739	820	763	3.2	2.9	3.1	3.0	3.0	3.3	3.1
South.....	1,815	1,602	1,490	1,521	1,561	1,644	1,493	3.7	3.4	3.1	3.2	3.3	3.5	3.2
Midwest.....	1,088	958	951	985	920	868	940	3.5	3.2	3.2	3.3	3.1	2.9	3.2
West.....	1,227	1,181	1,086	1,036	963	985	1,021	4.0	4.0	3.7	3.5	3.3	3.4	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 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						
	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P	Dec. 2008	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009 ^P
Total	2,114	1,778	1,779	1,804	1,771	1,919	1,764	1.6	1.4	1.4	1.4	1.4	1.5	1.3
INDUSTRY														
Total private ⁴	1,984	1,673	1,680	1,713	1,663	1,817	1,653	1.8	1.5	1.5	1.6	1.5	1.7	1.5
Construction.....	92	68	67	90	68	77	78	1.3	1.1	1.1	1.5	1.1	1.3	1.3
Manufacturing.....	87	82	85	94	78	77	76	.7	.7	.7	.8	.7	.7	.7
Trade, transportation, and utilities ⁵	518	415	407	445	389	451	397	2.0	1.6	1.6	1.8	1.6	1.8	1.6
Retail trade.....	379	295	309	342	292	300	290	2.5	2.0	2.1	2.3	2.0	2.0	2.0
Professional and business services.....	297	265	269	276	283	294	253	1.7	1.6	1.6	1.7	1.7	1.8	1.5
Education and health services.....	256	235	249	269	268	262	282	1.3	1.2	1.3	1.4	1.4	1.3	1.4
Leisure and hospitality.....	461	411	413	351	363	413	370	3.5	3.1	3.1	2.7	2.8	3.1	2.8
Arts, entertainment, and recreation.....	29	38	38	17	37	42	29	1.5	2.0	2.0	.9	2.0	2.2	1.5
Accommodation and food services.....	435	372	374	339	328	374	340	3.8	3.3	3.3	3.0	2.9	3.3	3.0
Government ⁶	130	107	106	98	103	108	111	.6	.5	.5	.4	.5	.5	.5
State and local government.....	121	101	97	95	97	99	98	.6	.5	.5	.5	.5	.5	.5
REGION ⁷														
Northeast.....	302	234	270	297	291	273	274	1.2	1.0	1.1	1.2	1.2	1.1	1.1
South.....	847	724	687	701	682	814	720	1.7	1.5	1.5	1.5	1.4	1.7	1.5
Midwest.....	452	435	374	405	386	406	383	1.5	1.5	1.3	1.4	1.3	1.4	1.3
West.....	498	404	460	414	386	438	383	1.6	1.4	1.6	1.4	1.3	1.5	1.3

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		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
Total	2,796	2,215	2,304	2.0	1.6	1.7
INDUSTRY						
Total private.....	2,492	1,895	1,994	2.2	1.7	1.8
Mining and logging.....	17	6	6	2.1	.9	.9
Construction.....	54	58	40	.8	.9	.7
Manufacturing.....	161	138	173	1.2	1.2	1.5
Durable goods.....	83	66	89	1.0	.9	1.2
Nondurable goods.....	78	72	85	1.6	1.5	1.8
Trade, transportation, and utilities.....	399	296	296	1.5	1.1	1.1
Wholesale trade.....	85	60	67	1.4	1.1	1.2
Retail trade.....	252	191	191	1.6	1.3	1.2
Transportation, warehousing, and utilities.....	62	44	38	1.2	.9	.8
Information.....	62	42	60	2.1	1.5	2.1
Financial activities.....	190	161	148	2.3	2.0	1.9
Finance and insurance.....	144	129	112	2.4	2.2	1.9
Real estate and rental and leasing.....	46	31	36	2.2	1.6	1.8
Professional and business services.....	522	386	386	2.9	2.2	2.2
Education and health services.....	651	517	547	3.3	2.6	2.7
Educational services.....	68	40	39	2.1	1.2	1.2
Health care and social assistance.....	584	477	508	3.5	2.8	3.0
Leisure and hospitality.....	268	190	191	2.0	1.5	1.5
Arts, entertainment, and recreation.....	27	21	15	1.5	1.2	.9
Accommodation and food services.....	242	169	176	2.1	1.5	1.6
Other services.....	168	102	147	3.0	1.9	2.7
Government.....	304	319	310	1.3	1.4	1.3
Federal.....	33	74	42	1.2	2.5	1.5
State and local.....	271	245	268	1.3	1.2	1.3
REGION ³						
Northeast.....	560	438	476	2.1	1.7	1.9
South.....	1,131	766	890	2.3	1.6	1.8
Midwest.....	539	472	399	1.7	1.6	1.3
West.....	567	539	538	1.8	1.8	1.8

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		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
Total	3,124	3,694	2,965	2.3	2.8	2.2
INDUSTRY						
Total private.....	2,963	3,498	2,815	2.6	3.2	2.6
Mining and logging.....	18	20	15	2.3	2.8	2.2
Construction.....	222	243	225	3.3	4.0	3.9
Manufacturing.....	165	208	152	1.3	1.8	1.3
Durable goods.....	95	115	82	1.2	1.6	1.2
Nondurable goods.....	70	94	70	1.5	2.0	1.5
Trade, transportation, and utilities.....	689	945	683	2.6	3.7	2.7
Wholesale trade.....	113	126	81	1.9	2.2	1.4
Retail trade.....	467	669	432	3.0	4.5	2.8
Transportation, warehousing, and utilities.....	109	151	170	2.2	3.2	3.5
Information.....	48	62	63	1.6	2.2	2.2
Financial activities.....	141	113	146	1.8	1.5	1.9
Finance and insurance.....	84	74	79	1.4	1.3	1.4
Real estate and rental and leasing.....	57	40	66	2.7	2.0	3.4
Professional and business services.....	629	776	527	3.6	4.6	3.1
Education and health services.....	372	425	374	1.9	2.2	1.9
Educational services.....	31	47	32	1.0	1.4	1.0
Health care and social assistance.....	341	378	342	2.1	2.3	2.1
Leisure and hospitality.....	522	591	499	4.0	4.6	3.9
Arts, entertainment, and recreation.....	80	93	66	4.5	5.3	3.8
Accommodation and food services.....	442	498	433	3.9	4.5	3.9
Other services.....	157	113	131	2.9	2.1	2.5
Government.....	161	196	150	.7	.9	.7
Federal.....	19	22	13	.7	.8	.5
State and local.....	141	174	137	.7	.9	.7
REGION ³						
Northeast.....	534	678	550	2.1	2.7	2.2
South.....	1,129	1,394	1,101	2.3	2.9	2.3
Midwest.....	703	781	638	2.3	2.6	2.1
West.....	758	841	677	2.5	2.8	2.3

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		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
Total	4,579	3,686	3,965	3.4	2.8	3.0
INDUSTRY						
Total private.....	4,367	3,506	3,732	3.9	3.2	3.4
Mining and logging.....	29	17	23	3.7	2.4	3.2
Construction.....	465	357	455	6.9	5.9	7.8
Manufacturing.....	345	246	247	2.7	2.1	2.1
Durable goods.....	214	132	127	2.6	1.8	1.8
Nondurable goods.....	131	114	119	2.7	2.5	2.6
Trade, transportation, and utilities.....	1,078	750	981	4.1	2.9	3.8
Wholesale trade.....	204	117	141	3.5	2.1	2.5
Retail trade.....	697	480	610	4.5	3.2	4.0
Transportation, warehousing, and utilities.....	177	153	230	3.5	3.2	4.8
Information.....	74	66	73	2.5	2.3	2.6
Financial activities.....	166	108	145	2.1	1.4	1.9
Finance and insurance.....	97	57	71	1.6	1.0	1.2
Real estate and rental and leasing.....	69	51	74	3.3	2.6	3.7
Professional and business services.....	1,019	765	675	5.9	4.5	4.0
Education and health services.....	387	349	403	2.0	1.8	2.1
Educational services.....	48	33	47	1.5	1.0	1.5
Health care and social assistance.....	339	316	355	2.1	1.9	2.2
Leisure and hospitality.....	624	692	582	4.8	5.4	4.5
Arts, entertainment, and recreation.....	78	129	75	4.4	7.3	4.3
Accommodation and food services.....	545	564	507	4.9	5.1	4.6
Other services.....	181	156	149	3.3	2.9	2.8
Government.....	212	180	233	.9	.8	1.0
Federal.....	24	23	38	.9	.8	1.4
State and local.....	187	157	195	.9	.8	1.0
REGION ³						
Northeast.....	768	694	734	3.0	2.8	3.0
South.....	1,604	1,363	1,333	3.3	2.9	2.8
Midwest.....	1,103	793	964	3.6	2.6	3.2
West.....	1,104	836	934	3.6	2.8	3.2

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 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		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
Total	1,659	1,542	1,401	1.2	1.2	1.1
INDUSTRY						
Total private.....	1,568	1,468	1,319	1.4	1.3	1.2
Mining and logging.....	9	4	3	1.2	.6	.5
Construction.....	58	56	60	.9	.9	1.0
Manufacturing.....	60	55	49	.5	.5	.4
Durable goods.....	34	27	20	.4	.4	.3
Nondurable goods.....	25	28	29	.5	.6	.6
Trade, transportation, and utilities.....	448	378	348	1.7	1.5	1.4
Wholesale trade.....	53	54	41	.9	1.0	.7
Retail trade.....	332	265	260	2.1	1.8	1.7
Transportation, warehousing, and utilities.....	64	59	47	1.3	1.2	1.0
Information.....	21	34	25	.7	1.2	.9
Financial activities.....	52	50	62	.7	.6	.8
Finance and insurance.....	42	29	34	.7	.5	.6
Real estate and rental and leasing.....	10	21	29	.5	1.1	1.4
Professional and business services.....	274	263	207	1.6	1.6	1.2
Education and health services.....	193	198	218	1.0	1.0	1.1
Educational services.....	14	19	23	.4	.6	.7
Health care and social assistance.....	179	179	195	1.1	1.1	1.2
Leisure and hospitality.....	369	348	294	2.8	2.7	2.3
Arts, entertainment, and recreation.....	16	28	18	.9	1.6	1.0
Accommodation and food services.....	352	320	277	3.1	2.9	2.5
Other services.....	84	81	51	1.5	1.5	1.0
Government.....	91	74	82	.4	.3	.4
Federal.....	5	4	10	.2	.1	.3
State and local.....	86	70	73	.4	.3	.4
REGION ³						
Northeast.....	230	220	209	.9	.9	.8
South.....	661	635	573	1.3	1.3	1.2
Midwest.....	355	338	303	1.2	1.1	1.0
West.....	412	349	315	1.4	1.2	1.1

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		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
Total	2,631	1,912	2,274	1.9	1.4	1.7
INDUSTRY						
Total private.....	2,550	1,839	2,177	2.3	1.7	2.0
Mining and logging.....	18	12	18	2.4	1.7	2.6
Construction.....	389	292	377	5.8	4.8	6.5
Manufacturing.....	269	178	171	2.1	1.5	1.5
Durable goods.....	169	98	92	2.1	1.4	1.3
Nondurable goods.....	100	80	80	2.1	1.7	1.7
Trade, transportation, and utilities.....	563	330	582	2.1	1.3	2.3
Wholesale trade.....	143	58	93	2.4	1.0	1.6
Retail trade.....	331	185	318	2.1	1.2	2.1
Transportation, warehousing, and utilities.....	89	87	172	1.8	1.8	3.6
Information.....	42	25	41	1.4	.9	1.4
Financial activities.....	95	48	70	1.2	.6	.9
Finance and insurance.....	47	22	28	.8	.4	.5
Real estate and rental and leasing.....	48	26	42	2.3	1.3	2.1
Professional and business services.....	679	433	433	3.9	2.6	2.6
Education and health services.....	168	130	149	.9	.7	.8
Educational services.....	31	12	20	1.0	.4	.6
Health care and social assistance.....	137	118	129	.9	.7	.8
Leisure and hospitality.....	238	325	263	1.8	2.5	2.1
Arts, entertainment, and recreation.....	60	96	55	3.3	5.4	3.1
Accommodation and food services.....	178	229	208	1.6	2.1	1.9
Other services.....	88	66	72	1.6	1.2	1.3
Government.....	82	73	97	.4	.3	.4
Federal.....	14	13	19	.5	.5	.7
State and local.....	68	60	78	.3	.3	.4
REGION ³						
Northeast.....	466	445	463	1.8	1.8	1.9
South.....	853	619	680	1.7	1.3	1.4
Midwest.....	690	407	600	2.2	1.4	2.0
West.....	623	441	531	2.0	1.5	1.8

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		
	Dec. 2008	Nov. 2009	Dec. 2009 ^p	Dec. 2008	Nov. 2009	Dec. 2009 ^p
Total	289	232	289	0.2	0.2	0.2
INDUSTRY						
Total private.....	250	199	236	.2	.2	.2
Mining and logging.....	1	1	1	.2	.1	.1
Construction.....	19	9	18	.3	.1	.3
Manufacturing.....	16	12	26	.1	.1	.2
Durable goods.....	10	6	16	.1	.1	.2
Nondurable goods.....	6	6	10	.1	.1	.2
Trade, transportation, and utilities.....	67	42	51	.3	.2	.2
Wholesale trade.....	9	5	8	.1	.1	.1
Retail trade.....	34	30	32	.2	.2	.2
Transportation, warehousing, and utilities.....	24	7	11	.5	.1	.2
Information.....	11	7	8	.4	.2	.3
Financial activities.....	19	10	12	.2	.1	.2
Finance and insurance.....	8	6	9	.1	.1	.2
Real estate and rental and leasing.....	10	4	4	.5	.2	.2
Professional and business services.....	65	69	36	.4	.4	.2
Education and health services.....	26	20	35	.1	.1	.2
Educational services.....	3	2	4	.1	.1	.1
Health care and social assistance.....	23	18	31	.1	.1	.2
Leisure and hospitality.....	17	19	24	.1	.1	.2
Arts, entertainment, and recreation.....	2	5	2	.1	.3	.1
Accommodation and food services.....	15	14	22	.1	.1	.2
Other services.....	10	9	26	.2	.2	.5
Government.....	39	32	53	.2	.1	.2
Federal.....	6	6	9	.2	.2	.3
State and local.....	33	27	44	.2	.1	.2
REGION ³						
Northeast.....	71	28	60	.3	.1	.2
South.....	94	110	83	.2	.2	.2
Midwest.....	54	47	59	.2	.2	.2
West.....	71	46	87	.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.