

For release 10:00 a.m. (EST) Tuesday, March 9, 2010

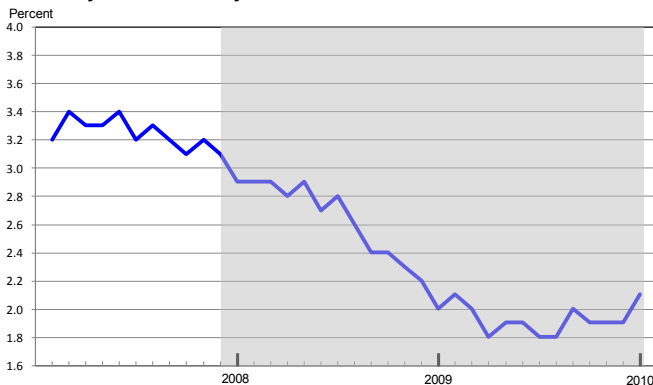
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Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt  
Media contact: (202) 691-5902 • PressOffice@bls.gov

## JOB OPENINGS AND LABOR TURNOVER – JANUARY 2010

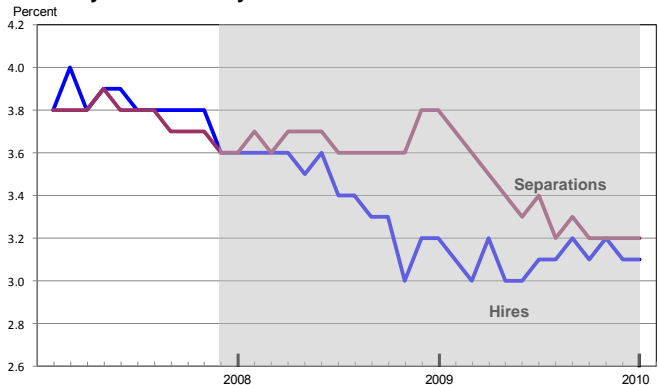
There were 2.7 million job openings on the last business day of January 2010, the U.S. Bureau of Labor Statistics reported today. The job openings rate rose over the month to 2.1 percent, the highest the rate has been since February 2009. The hires rate (3.1 percent) and the separations rate (3.2 percent) were unchanged in January. 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. This release also includes annual estimates for hires and separations. The annual totals for hires and quits decreased in 2009 while the annual total for layoffs and discharges increased.

**Chart 1. Job openings rate, seasonally adjusted, February 2007 - January 2010**



NOTE: The shaded area represents the recession that began in Dec. 2007 as designated by the National Bureau of Economic Research (NBER). NBER has not yet determined an end point for the recession.

**Chart 2. Hires and separations rates, seasonally adjusted, February 2007 - January 2010**



NOTE: The shaded area represents the recession that began in Dec. 2007 as designated by the National Bureau of Economic Research (NBER). NBER has not yet determined an end point for the recession.

### Revisions to the JOLTS Data

The job openings, hires, and separations data in this release have been revised from December 2000 forward to incorporate annual updates to the Current Employment Statistics employment estimates and the Job Openings and Labor Turnover Survey (JOLTS) seasonal adjustment factors. See page 5 for more information.

### Job Openings

The job openings rate increased in January to 2.1 percent, the highest the rate has been since February 2009. In January, the job openings rate increased in education and health services. (See table 1.)

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

Industry	Job openings			Hires			Total separations		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>
Levels (in thousands)									
Total .....	2,792	2,531	2,724	4,330	3,997	4,080	5,121	4,195	4,122
Total private <sup>1</sup> .....	2,396	2,130	2,327	4,005	3,715	3,802	4,833	3,884	3,843
Construction.....	33	67	60	358	335	326	523	382	409
Manufacturing.....	114	171	153	213	244	252	502	273	250
Trade, transportation, and utilities <sup>2</sup> .....	482	378	385	928	849	844	1,085	901	854
Retail trade.....	349	237	231	572	547	594	662	567	583
Professional and business services.....	508	404	432	726	652	741	855	649	703
Education and health services.....	620	545	617	552	496	488	499	486	461
Leisure and hospitality .....	235	227	252	725	657	711	757	688	711
Arts, entertainment, and recreation.....	31	20	17	109	94	99	113	109	110
Accommodation and food services.....	203	207	235	616	562	611	644	578	601
Government <sup>3</sup> .....	396	401	397	325	282	278	288	311	279
State and local government.....	313	294	266	286	254	234	267	283	258
Rates (percent)									
Total .....	2.0	1.9	2.1	3.2	3.1	3.1	3.8	3.2	3.2
Total private <sup>1</sup> .....	2.1	2.0	2.1	3.6	3.5	3.6	4.4	3.6	3.6
Construction.....	0.5	1.2	1.1	5.5	5.9	5.8	8.0	6.7	7.3
Manufacturing.....	0.9	1.5	1.3	1.7	2.1	2.2	4.0	2.4	2.2
Trade, transportation, and utilities <sup>2</sup> .....	1.9	1.5	1.5	3.6	3.4	3.4	4.3	3.7	3.5
Retail trade.....	2.3	1.6	1.6	3.9	3.8	4.1	4.5	3.9	4.0
Professional and business services.....	2.9	2.4	2.5	4.2	4.0	4.5	5.0	3.9	4.3
Education and health services.....	3.2	2.7	3.1	2.9	2.6	2.5	2.6	2.5	2.4
Leisure and hospitality .....	1.7	1.7	1.9	5.5	5.1	5.5	5.7	5.3	5.5
Arts, entertainment, and recreation.....	1.6	1.1	0.9	5.6	5.0	5.3	5.8	5.8	5.9
Accommodation and food services.....	1.8	1.8	2.1	5.5	5.1	5.5	5.7	5.2	5.4
Government <sup>3</sup> .....	1.7	1.8	1.7	1.4	1.3	1.2	1.3	1.4	1.2
State and local government.....	1.6	1.5	1.3	1.4	1.3	1.2	1.3	1.4	1.3

<sup>1</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes federal government, not shown separately.

<sup>P</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

Over the 12 months ending in January, the job openings rate (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government. The job openings rate increased over the year in construction, durable goods manufacturing, wholesale trade, information, and federal government. The job openings rate decreased over the 12-month period in retail trade and educational services. (See table 5.)

## Hires

The hires rate was unchanged in January, remaining at 3.1 percent. The rate has remained between 3.0 percent and 3.2 percent since November 2008. After falling from the most recent peak of 5.6 million hires in January 2005, the hires level reached a low point of 3.9 million in June 2009. In January 2010,

the hires level was 4.1 million. The hires rate was essentially unchanged in January for all industries and all four regions. (See table 2.)

Over the 12 months ending in January, the hires rate (not seasonally adjusted) was little changed for total nonfarm and total private, but fell for government. Over the 12 months ending in January, the hires rate increased for durable goods manufacturing and decreased for wholesale trade, health care and social assistance, and the South region. (See table 6.)

## **Separations**

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

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In January, the quits rate was little changed for total nonfarm (1.4 percent), total private (1.6 percent), and government (0.5 percent). The rate rose over the month in construction and arts, entertainment, and recreation. After falling from the most recent peak of 3.2 million in November 2006, the number of quits has held steady at 1.7 million or 1.8 million since April 2009. (See table 4.)

Over the 12 months ending in January, the quits rate (not seasonally adjusted) was little changed for total nonfarm and government, but decreased for total private. The quits rate increased over the year in educational services and arts, entertainment, and recreation; the rate decreased in mining and logging, durable goods manufacturing, and retail trade. The quits rate fell over the year in the Midwest and was essentially unchanged in the other 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 level for total nonfarm (1.9 million) and total private (1.8 million) were essentially unchanged in January, while the level for government (110,000) fell. The corresponding layoffs and discharges rates were 1.5 percent, 1.7 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) fell over the 12 months ending in January for total nonfarm and total private, and was little changed for government. The layoffs and discharges rate fell over the year in many industries, including construction, durable goods manufacturing, nondurable goods manufacturing, wholesale trade, information, finance and insurance, real estate and rental and leasing, and other services. Regionally, the rate fell over the year in 3 of the 4 regions—Midwest, Northeast, and South. The layoffs and discharges rate did not rise over the year in any industry or region. (See table 9.)

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

Industry	Levels (in thousands)			Rates		
	Jan.	Dec.	Jan.	Jan.	Dec.	Jan.
	2009	2009	2010 <sup>P</sup>	2009	2009	2010 <sup>P</sup>
Total.....	2,641	2,049	1,890	2.0	1.6	1.5
Total private.....	2,518	1,914	1,780	2.3	1.8	1.7
Government.....	123	135	110	0.5	0.6	0.5

<sup>P</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

The other separations series is not seasonally adjusted. In January, there were 547,000 other separations for total nonfarm, 476,000 for total private, and 71,000 for government. Compared to January 2009, the number of other separations was little changed for total nonfarm, total private, and 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 in December 2000 until November 2008 when layoffs and discharges became the larger contributor to total separations. The proportion of separations due to quits hit a series low of 39 percent in January 2009 and again in April 2009. The proportion is now 43 percent in January 2010. The proportion of separations due to layoffs and discharges rose to a series high of 56 percent in April 2009 and was 46 percent in January 2010. (See tables 3 and 4, and table B above.)

### Net Change in Employment

Over the 12 months ending in January, hires totaled 48.4 million and separations totaled 52.4 million, yielding a net employment loss of 4.0 million.

### Annual Levels and Rates

This release contains the 2009 annual rates and levels for hires, total separations, quits, layoffs and discharges, and other separations. Note that annual figures for job openings are not calculated because job openings are measured on a stock, or point-in-time, basis rather than on a flow basis over a specified time period. The annual figures and additional tables are published with the release of January data each year. (See the Technical Note for additional information on these measures.)

Calculating annual levels and rates allows additional comparisons across years. For the third year in a row, annual levels fell for hires, total separations, quits, and other separations, while rising for layoffs and discharges. In 2009, annual hires fell to 48.7 million (37.2 percent of employment), annual total separations fell to 53.7 million (41.0 percent of employment), annual quits declined steeply to 22.0 million (16.8 percent of employment), and annual other separations decreased slightly to 3.9 million (3.0 percent of employment). Annual layoffs and discharges rose in 2009 to 27.8 million (21.2 percent of employment). (See tables 11 through 20.)

**The Job Openings and Labor Turnover Survey results for February 2010 are scheduled to be released on Tuesday, April 6, 2010 at 10:00 a.m. (EDT).**

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

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES), or establishment survey, employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmark process resulted in revisions to all not seasonally adjusted JOLTS data series from April 2008 forward, the time period since the last benchmark was established. Additionally, the seasonally adjusted JOLTS data series have been recalculated from December 2000 forward to reflect updated seasonal adjustment factors. Further, the new methodology incorporated in 2009 to more closely align the hires and separations estimates with the monthly payroll employment change created a dependency of the not seasonally adjusted estimates on the seasonal adjustment process. Therefore, the not seasonally adjusted data series have been recalculated from December 2000 forward to reflect the updated seasonal adjustment factors' effect on the alignment process.

Tables C through H present revised total nonfarm data for January through December 2009. The revised data incorporate the effect of applying the new benchmark level. The December 2009 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Table C (job openings), table D (hires), table E (total separations), table F (quits), and table G (layoffs and discharges) present revised data on a seasonally adjusted basis, incorporating the new seasonal adjustment factors as well as the new benchmark level. Table H (other separations) present revisions on a not seasonally adjusted basis since that series is not adjusted.

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

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

**Table C. Revisions in job openings data, January-December 2009, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2009</b>						
January.....	2,920	2,792	-128	2.1	2.0	-0.1
February.....	2,973	2,830	-143	2.2	2.1	-.1
March.....	2,633	2,671	38	1.9	2.0	.1
April.....	2,513	2,475	-38	1.9	1.8	-.1
May.....	2,523	2,488	-35	1.9	1.9	.0
June.....	2,513	2,519	6	1.9	1.9	.0
July.....	2,408	2,338	-70	1.8	1.8	.0
August.....	2,423	2,411	-12	1.8	1.8	.0
September.....	2,586	2,624	38	1.9	2.0	.1
October.....	2,571	2,546	-25	1.9	1.9	.0
November.....	2,434	2,456	22	1.8	1.9	.1
December.....	2,497	2,531	34	1.9	1.9	.0

**Table D. Revisions in hires data, January-December 2009, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2009</b>						
January.....	4,460	4,330	-130	3.3	3.2	-0.1
February.....	4,339	4,095	-244	3.2	3.1	-.1
March.....	4,099	3,935	-164	3.1	3.0	-.1
April.....	4,117	4,182	65	3.1	3.2	.1
May.....	3,942	3,962	20	3.0	3.0	.0
June.....	3,919	3,856	-63	3.0	3.0	.0
July.....	4,228	4,065	-163	3.2	3.1	-.1
August.....	4,040	3,975	-65	3.1	3.1	.0
September.....	4,061	4,091	30	3.1	3.2	.1
October.....	4,045	4,001	-44	3.1	3.1	.0
November.....	4,125	4,160	35	3.1	3.2	.1
December.....	4,073	3,997	-76	3.1	3.1	.0

**Table E. Revisions in total separations data, January-December 2009, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2009</b>						
January.....	4,949	5,121	172	3.7	3.8	0.1
February.....	4,833	4,869	36	3.6	3.7	.1
March.....	4,712	4,710	-2	3.5	3.6	.1
April.....	4,641	4,651	10	3.5	3.5	.0
May.....	4,356	4,401	45	3.3	3.4	.1
June.....	4,306	4,310	4	3.3	3.3	.0
July.....	4,430	4,424	-6	3.4	3.4	.0
August.....	4,284	4,166	-118	3.3	3.2	-.1
September.....	4,325	4,274	-51	3.3	3.3	.0
October.....	4,223	4,171	-52	3.2	3.2	.0
November.....	4,274	4,130	-144	3.3	3.2	-.1
December.....	4,238	4,195	-43	3.2	3.2	.0

**Table F. Revisions in quits data, January-December 2009, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2009</b>						
January.....	2,063	1,980	-83	1.5	1.5	0.0
February.....	1,911	2,003	92	1.4	1.5	.1
March.....	1,856	1,942	86	1.4	1.5	.1
April.....	1,777	1,821	44	1.3	1.4	.1
May.....	1,788	1,807	19	1.4	1.4	.0
June.....	1,787	1,830	43	1.4	1.4	.0
July.....	1,778	1,822	44	1.4	1.4	.0
August.....	1,779	1,779	0	1.4	1.4	.0
September.....	1,804	1,716	-88	1.4	1.3	-.1
October.....	1,771	1,723	-48	1.4	1.3	-.1
November.....	1,919	1,837	-82	1.5	1.4	-.1
December.....	1,764	1,753	-11	1.3	1.4	.1

**Table G. Revisions in layoffs and discharges data, January-December 2009, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2009</b>						
January.....	2,568	2,641	73	1.9	2.0	0.1
February.....	2,546	2,593	47	1.9	2.0	.1
March.....	2,528	2,462	-66	1.9	1.9	.0
April.....	2,513	2,617	104	1.9	2.0	.1
May.....	2,273	2,342	69	1.7	1.8	.1
June.....	2,141	2,224	83	1.6	1.7	.1
July.....	2,431	2,349	-82	1.8	1.8	.0
August.....	2,248	2,129	-119	1.7	1.6	-.1
September.....	2,128	2,241	113	1.6	1.7	.1
October.....	2,128	2,063	-65	1.6	1.6	.0
November.....	2,011	1,973	-38	1.5	1.5	.0
December.....	2,079	2,049	-30	1.6	1.6	.0

**Table H. Revisions in other separations data, January-December 2009, not seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2009</b>						
January.....	514	531	17	0.4	0.4	0.0
February.....	272	264	-8	0.2	0.2	.0
March.....	284	294	10	0.2	0.2	.0
April.....	384	357	-27	0.3	0.3	.0
May.....	288	271	-17	0.2	0.2	.0
June.....	364	335	-29	0.3	0.3	.0
July.....	351	370	19	0.3	0.3	.0
August.....	338	338	0	0.3	0.3	.0
September.....	309	305	-4	0.2	0.2	.0
October.....	325	357	32	0.2	0.3	.1
November.....	232	220	-12	0.2	0.2	.0
December.....	289	279	-10	0.2	0.2	.0



# 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 <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>
<b>Total</b> .....	2,792	2,411	2,624	2,546	2,456	2,531	2,724	2.0	1.8	2.0	1.9	1.9	1.9	2.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,396	2,098	2,333	2,164	2,113	2,130	2,327	2.1	1.9	2.1	2.0	1.9	2.0	2.1
Construction.....	33	66	73	65	71	67	60	.5	1.1	1.2	1.1	1.2	1.2	1.1
Manufacturing.....	114	134	139	141	155	171	153	.9	1.1	1.2	1.2	1.3	1.5	1.3
Trade, transportation, and utilities <sup>5</sup> .....	482	425	415	363	334	378	385	1.9	1.7	1.7	1.4	1.3	1.5	1.5
Retail trade.....	349	248	282	228	207	237	231	2.3	1.7	1.9	1.6	1.4	1.6	1.6
Professional and business services.....	508	404	446	436	425	404	432	2.9	2.4	2.7	2.6	2.5	2.4	2.5
Education and health services.....	620	531	573	529	537	545	617	3.2	2.7	2.9	2.7	2.7	2.7	3.1
Leisure and hospitality.....	235	241	305	268	236	227	252	1.7	1.8	2.3	2.0	1.8	1.7	1.9
Arts, entertainment, and recreation..	31	20	27	19	23	20	17	1.6	1.0	1.4	1.0	1.2	1.1	.9
Accommodation and food services..	203	221	278	249	214	207	235	1.8	1.9	2.4	2.2	1.9	1.8	2.1
Government <sup>6</sup> .....	396	313	292	382	343	401	397	1.7	1.4	1.3	1.7	1.5	1.8	1.7
State and local government.....	313	287	232	292	249	294	266	1.6	1.4	1.2	1.5	1.3	1.5	1.3
<b>REGION <sup>7</sup></b>														
Northeast.....	566	504	532	532	482	547	468	2.2	2.0	2.1	2.1	1.9	2.2	1.9
South.....	1,031	883	952	915	859	943	953	2.1	1.8	2.0	1.9	1.8	2.0	2.0
Midwest.....	567	478	565	566	553	495	552	1.8	1.6	1.9	1.9	1.8	1.7	1.8
West.....	616	535	566	605	586	603	586	2.0	1.8	1.9	2.1	2.0	2.1	2.0

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

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

<sup>P</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

**Table 2. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>P</sup>
<b>Total</b> .....	4,330	3,975	4,091	4,001	4,160	3,997	4,080	3.2	3.1	3.2	3.1	3.2	3.1	3.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,005	3,696	3,833	3,689	3,878	3,715	3,802	3.6	3.4	3.6	3.4	3.6	3.5	3.6
Construction.....	358	278	349	325	329	335	326	5.5	4.7	6.0	5.7	5.7	5.9	5.8
Manufacturing.....	213	254	271	243	259	244	252	1.7	2.2	2.3	2.1	2.2	2.1	2.2
Trade, transportation, and utilities <sup>5</sup> .....	928	798	854	772	847	849	844	3.6	3.2	3.4	3.1	3.4	3.4	3.4
Retail trade.....	572	545	566	518	554	547	594	3.9	3.8	3.9	3.6	3.9	3.8	4.1
Professional and business services.....	726	680	698	709	808	652	741	4.2	4.2	4.3	4.3	4.9	4.0	4.5
Education and health services.....	552	531	532	522	512	496	488	2.9	2.8	2.8	2.7	2.7	2.6	2.5
Leisure and hospitality.....	725	711	693	663	693	657	711	5.5	5.4	5.3	5.1	5.3	5.1	5.5
Arts, entertainment, and recreation..	109	115	121	100	111	94	99	5.6	6.1	6.3	5.2	5.9	5.0	5.3
Accommodation and food services..	616	596	572	563	582	562	611	5.5	5.3	5.1	5.1	5.2	5.1	5.5
Government <sup>6</sup> .....	325	279	258	312	282	282	278	1.4	1.2	1.1	1.4	1.3	1.3	1.2
State and local government.....	286	252	236	271	247	254	234	1.4	1.3	1.2	1.4	1.3	1.3	1.2
<b>REGION <sup>7</sup></b>														
Northeast.....	755	676	731	805	758	746	811	3.0	2.7	3.0	3.3	3.1	3.0	3.3
South.....	1,721	1,436	1,518	1,420	1,555	1,463	1,485	3.6	3.1	3.2	3.0	3.3	3.1	3.2
Midwest.....	948	915	926	949	896	900	927	3.1	3.1	3.1	3.2	3.0	3.1	3.2
West.....	974	838	954	933	970	879	936	3.3	2.9	3.3	3.2	3.4	3.1	3.3

<sup>1</sup> Hires are the number of hires during the entire month.

<sup>2</sup> The hires rate is the number of hires during the entire month as a percent of total employment.

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

**Table 3. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	5,121	4,166	4,274	4,171	4,130	4,195	4,122	3.8	3.2	3.3	3.2	3.2	3.2	3.2
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,833	3,883	3,990	3,901	3,846	3,884	3,843	4.4	3.6	3.7	3.6	3.6	3.6	3.6
Construction.....	523	335	415	381	347	382	409	8.0	5.7	7.1	6.6	6.1	6.7	7.3
Manufacturing.....	502	297	313	293	285	273	250	4.0	2.5	2.7	2.5	2.5	2.4	2.2
Trade, transportation, and utilities <sup>5</sup> .....	1,085	826	916	844	853	901	854	4.3	3.3	3.7	3.4	3.5	3.7	3.5
Retail trade.....	662	558	605	567	544	567	583	4.5	3.9	4.2	3.9	3.8	3.9	4.0
Professional and business services.....	855	711	705	717	706	649	703	5.0	4.3	4.3	4.4	4.3	3.9	4.3
Education and health services.....	499	501	503	473	486	486	461	2.6	2.6	2.6	2.5	2.5	2.5	2.4
Leisure and hospitality.....	757	718	677	707	716	688	711	5.7	5.5	5.2	5.4	5.5	5.3	5.5
Arts, entertainment, and recreation.....	113	116	86	128	116	109	110	5.8	6.1	4.4	6.7	6.1	5.8	5.9
Accommodation and food services.....	644	602	591	579	600	578	601	5.7	5.4	5.3	5.2	5.4	5.2	5.4
Government <sup>6</sup> .....	288	283	284	269	284	311	279	1.3	1.3	1.3	1.2	1.3	1.4	1.2
State and local government.....	267	259	267	242	249	283	258	1.3	1.3	1.4	1.2	1.3	1.4	1.3
<b>REGION <sup>7</sup></b>														
Northeast.....	844	698	744	727	728	817	760	3.3	2.8	3.0	3.0	3.0	3.3	3.1
South.....	2,007	1,419	1,598	1,544	1,531	1,499	1,550	4.2	3.0	3.4	3.3	3.3	3.2	3.3
Midwest.....	1,168	913	948	920	752	1,016	973	3.8	3.1	3.2	3.1	2.6	3.5	3.3
West.....	1,179	992	1,037	939	894	1,061	1,050	4.0	3.4	3.6	3.3	3.1	3.7	3.7

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

**Table 4. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	1,980	1,779	1,716	1,723	1,837	1,753	1,781	1.5	1.4	1.3	1.3	1.4	1.4	1.4
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	1,872	1,669	1,616	1,620	1,731	1,639	1,669	1.7	1.6	1.5	1.5	1.6	1.5	1.6
Construction.....	80	68	77	62	92	76	105	1.2	1.2	1.3	1.1	1.6	1.3	1.9
Manufacturing.....	105	82	90	80	75	75	75	.8	.7	.8	.7	.6	.7	.7
Trade, transportation, and utilities <sup>5</sup> .....	454	408	387	382	413	392	367	1.8	1.6	1.6	1.6	1.7	1.6	1.5
Retail trade.....	351	307	285	287	276	291	266	2.4	2.1	2.0	2.0	1.9	2.0	1.8
Professional and business services.....	329	263	265	277	264	248	263	1.9	1.6	1.6	1.7	1.6	1.5	1.6
Education and health services.....	245	247	270	267	262	271	253	1.3	1.3	1.4	1.4	1.4	1.4	1.3
Leisure and hospitality.....	439	410	345	356	397	375	409	3.3	3.1	2.6	2.7	3.0	2.9	3.2
Arts, entertainment, and recreation.....	30	41	14	39	42	32	51	1.5	2.2	.7	2.0	2.2	1.7	2.7
Accommodation and food services.....	409	368	331	317	355	344	359	3.6	3.3	3.0	2.8	3.2	3.1	3.2
Government <sup>6</sup> .....	108	110	100	102	106	114	112	.5	.5	.4	.5	.5	.5	.5
State and local government.....	103	100	96	98	101	106	107	.5	.5	.5	.5	.5	.5	.5
<b>REGION <sup>7</sup></b>														
Northeast.....	273	275	245	300	276	280	283	1.1	1.1	1.0	1.2	1.1	1.1	1.2
South.....	746	696	659	677	757	722	754	1.5	1.5	1.4	1.4	1.6	1.5	1.6
Midwest.....	461	383	359	382	377	391	372	1.5	1.3	1.2	1.3	1.3	1.3	1.3
West.....	457	454	371	388	446	382	393	1.5	1.6	1.3	1.3	1.6	1.3	1.4

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

**Table 5. Job openings levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	3,020	2,279	3,020	2.2	1.7	2.3
<b>INDUSTRY</b>						
Total private.....	2,607	1,927	2,577	2.3	1.8	2.4
Mining and logging.....	18	6	12	2.3	.9	1.8
Construction.....	33	55	59	.5	1.0	1.1
Manufacturing.....	120	159	162	1.0	1.4	1.4
Durable goods.....	54	80	92	.7	1.1	1.3
Nondurable goods.....	65	79	70	1.4	1.7	1.5
Trade, transportation, and utilities.....	490	295	405	1.9	1.2	1.6
Wholesale trade.....	70	75	125	1.2	1.3	2.2
Retail trade.....	343	177	228	2.3	1.2	1.6
Transportation, warehousing, and utilities.....	77	43	52	1.6	.9	1.1
Information.....	77	56	133	2.6	2.0	4.7
Financial activities.....	231	134	220	2.8	1.7	2.8
Finance and insurance.....	191	97	187	3.1	1.7	3.2
Real estate and rental and leasing.....	41	37	33	2.0	1.8	1.7
Professional and business services.....	583	381	498	3.4	2.2	3.0
Education and health services.....	667	532	675	3.4	2.7	3.4
Educational services.....	69	42	36	2.2	1.3	1.2
Health care and social assistance.....	598	490	639	3.6	2.9	3.8
Leisure and hospitality.....	238	186	259	1.9	1.4	2.1
Arts, entertainment, and recreation.....	29	14	16	1.7	.8	.9
Accommodation and food services.....	208	172	243	1.9	1.5	2.2
Other services.....	151	123	154	2.8	2.3	2.8
Government.....	413	352	443	1.8	1.5	1.9
Federal.....	115	86	190	4.0	3.0	6.3
State and local.....	297	266	253	1.5	1.3	1.3
<b>REGION <sup>3</sup></b>						
Northeast.....	637	488	581	2.5	1.9	2.3
South.....	1,105	873	1,083	2.3	1.8	2.3
Midwest.....	601	419	646	2.0	1.4	2.2
West.....	677	499	710	2.3	1.7	2.4

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 6. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	4,254	2,912	4,014	3.2	2.2	3.1
<b>INDUSTRY</b>						
Total private.....	3,949	2,746	3,750	3.6	2.6	3.6
Mining and logging.....	28	16	33	3.7	2.4	5.0
Construction.....	315	206	287	5.1	3.7	5.5
Manufacturing.....	221	152	267	1.8	1.3	2.3
Durable goods.....	112	85	170	1.4	1.2	2.4
Nondurable goods.....	109	67	97	2.3	1.5	2.2
Trade, transportation, and utilities.....	845	672	746	3.3	2.7	3.0
Wholesale trade.....	252	82	145	4.4	1.5	2.6
Retail trade.....	463	435	483	3.2	2.9	3.4
Transportation, warehousing, and utilities.....	131	156	118	2.7	3.3	2.5
Information.....	86	57	77	3.0	2.1	2.8
Financial activities.....	225	148	192	2.9	1.9	2.5
Finance and insurance.....	154	83	130	2.6	1.5	2.3
Real estate and rental and leasing.....	71	64	62	3.5	3.3	3.2
Professional and business services.....	817	524	843	4.9	3.2	5.2
Education and health services.....	569	356	504	3.0	1.8	2.6
Educational services.....	71	31	70	2.3	1.0	2.3
Health care and social assistance.....	498	326	434	3.1	2.0	2.7
Leisure and hospitality.....	626	477	617	5.0	3.8	5.0
Arts, entertainment, and recreation.....	95	71	87	5.5	4.1	5.2
Accommodation and food services.....	531	406	530	4.9	3.7	5.0
Other services.....	217	138	185	4.1	2.6	3.5
Government.....	305	166	264	1.4	.7	1.2
Federal.....	43	23	50	1.5	.8	1.7
State and local.....	262	144	215	1.3	.7	1.1
<b>REGION <sup>3</sup></b>						
Northeast.....	717	544	775	2.9	2.2	3.2
South.....	1,717	1,066	1,482	3.6	2.3	3.2
Midwest.....	918	641	894	3.1	2.2	3.1
West.....	902	661	864	3.1	2.3	3.1

<sup>1</sup> Hires are the number of hires during the entire month.

<sup>2</sup> The hires rate is the number of hires during the entire month as a percent of total employment.

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.



**Table 7. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	6,766	3,900	5,405	5.1	3.0	4.2
<b>INDUSTRY</b>						
Total private.....	6,445	3,654	5,092	5.9	3.4	4.8
Mining and logging.....	44	22	32	5.9	3.2	4.8
Construction.....	688	403	540	11.2	7.2	10.3
Manufacturing.....	711	237	356	5.7	2.0	3.1
Durable goods.....	474	127	209	6.1	1.8	3.0
Nondurable goods.....	237	110	147	5.1	2.4	3.3
Trade, transportation, and utilities.....	1,556	952	1,235	6.2	3.8	5.0
Wholesale trade.....	348	124	178	6.1	2.2	3.2
Retail trade.....	982	606	871	6.7	4.1	6.1
Transportation, warehousing, and utilities.....	226	222	186	4.6	4.6	4.0
Information.....	165	72	115	5.8	2.6	4.2
Financial activities.....	464	156	341	5.9	2.0	4.5
Finance and insurance.....	323	83	242	5.5	1.5	4.3
Real estate and rental and leasing.....	141	73	99	7.0	3.7	5.1
Professional and business services.....	1,013	707	838	6.0	4.3	5.2
Education and health services.....	675	388	617	3.6	2.0	3.2
Educational services.....	56	52	84	1.9	1.6	2.8
Health care and social assistance.....	618	336	534	3.9	2.1	3.3
Leisure and hospitality.....	832	563	785	6.6	4.4	6.3
Arts, entertainment, and recreation.....	103	81	101	6.0	4.6	6.1
Accommodation and food services.....	728	483	684	6.7	4.4	6.4
Other services.....	298	154	233	5.6	2.9	4.5
Government.....	321	246	314	1.4	1.1	1.4
Federal.....	30	31	31	1.1	1.1	1.1
State and local.....	291	215	283	1.5	1.1	1.4
<b>REGION <sup>3</sup></b>						
Northeast.....	1,114	736	936	4.5	3.0	3.9
South.....	2,543	1,278	1,910	5.3	2.7	4.1
Midwest.....	1,595	969	1,267	5.3	3.3	4.4
West.....	1,515	917	1,293	5.2	3.2	4.6

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 8. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	2,376	1,402	2,123	1.8	1.1	1.7
<b>INDUSTRY</b>						
Total private.....	2,251	1,318	1,992	2.1	1.2	1.9
Mining and logging.....	17	3	9	2.3	.5	1.4
Construction.....	77	58	100	1.3	1.0	1.9
Manufacturing.....	133	48	95	1.1	.4	.8
Durable goods.....	68	22	43	.9	.3	.6
Nondurable goods.....	65	26	53	1.4	.6	1.2
Trade, transportation, and utilities.....	548	345	443	2.2	1.4	1.8
Wholesale trade.....	49	31	54	.9	.6	1.0
Retail trade.....	424	265	320	2.9	1.8	2.2
Transportation, warehousing, and utilities.....	75	49	69	1.5	1.0	1.5
Information.....	58	21	41	2.0	.8	1.5
Financial activities.....	125	66	118	1.6	.9	1.6
Finance and insurance.....	90	35	76	1.5	.6	1.3
Real estate and rental and leasing.....	34	31	42	1.7	1.6	2.2
Professional and business services.....	364	226	292	2.2	1.4	1.8
Education and health services.....	332	206	340	1.7	1.1	1.8
Educational services.....	23	23	46	.8	.7	1.5
Health care and social assistance.....	309	184	294	1.9	1.1	1.8
Leisure and hospitality.....	476	293	438	3.8	2.3	3.5
Arts, entertainment, and recreation.....	26	21	43	1.5	1.2	2.6
Accommodation and food services.....	450	272	395	4.1	2.5	3.7
Other services.....	121	51	116	2.3	1.0	2.2
Government.....	126	84	130	.6	.4	.6
Federal.....	8	8	7	.3	.3	.3
State and local.....	118	76	123	.6	.4	.6
<b>REGION <sup>3</sup></b>						
Northeast.....	346	214	335	1.4	.9	1.4
South.....	907	558	897	1.9	1.2	1.9
Midwest.....	579	318	445	1.9	1.1	1.5
West.....	544	313	446	1.9	1.1	1.6

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 9. Layoffs and discharges levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	3,859	2,219	2,736	2.9	1.7	2.1
<b>INDUSTRY</b>						
Total private.....	3,733	2,111	2,623	3.4	2.0	2.5
Mining and logging.....	21	17	18	2.8	2.5	2.8
Construction.....	587	326	410	9.5	5.8	7.8
Manufacturing.....	533	168	219	4.3	1.4	1.9
Durable goods.....	368	95	142	4.7	1.3	2.0
Nondurable goods.....	164	73	78	3.5	1.6	1.8
Trade, transportation, and utilities.....	877	563	684	3.5	2.2	2.8
Wholesale trade.....	270	84	96	4.7	1.5	1.7
Retail trade.....	483	314	492	3.3	2.1	3.4
Transportation, warehousing, and utilities.....	124	164	96	2.5	3.4	2.1
Information.....	98	45	55	3.4	1.6	2.0
Financial activities.....	296	79	136	3.7	1.0	1.8
Finance and insurance.....	195	39	88	3.3	.7	1.6
Real estate and rental and leasing.....	101	40	48	5.0	2.0	2.5
Professional and business services.....	588	441	484	3.5	2.7	3.0
Education and health services.....	244	144	203	1.3	.7	1.1
Educational services.....	31	26	30	1.0	.8	1.0
Health care and social assistance.....	213	118	173	1.3	.7	1.1
Leisure and hospitality.....	331	250	303	2.6	2.0	2.5
Arts, entertainment, and recreation.....	71	59	50	4.1	3.4	3.0
Accommodation and food services.....	260	191	253	2.4	1.7	2.4
Other services.....	159	80	109	3.0	1.5	2.1
Government.....	125	108	113	.6	.5	.5
Federal.....	10	12	9	.4	.4	.3
State and local.....	115	96	104	.6	.5	.5
<b>REGION <sup>3</sup></b>						
Northeast.....	677	463	483	2.7	1.9	2.0
South.....	1,437	624	824	3.0	1.3	1.8
Midwest.....	866	597	691	2.9	2.0	2.4
West.....	879	535	738	3.0	1.9	2.6

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 10. Other separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>	Jan. 2009	Dec. 2009	Jan. 2010 <sup>p</sup>
<b>Total</b> .....	531	279	547	0.4	0.2	0.4
<b>INDUSTRY</b>						
Total private.....	461	225	476	.4	.2	.5
Mining and logging.....	6	1	5	.8	.2	.7
Construction.....	23	20	29	.4	.4	.6
Manufacturing.....	46	20	41	.4	.2	.4
Durable goods.....	38	10	25	.5	.1	.4
Nondurable goods.....	8	11	16	.2	.2	.4
Trade, transportation, and utilities.....	131	44	109	.5	.2	.4
Wholesale trade.....	29	9	28	.5	.2	.5
Retail trade.....	75	27	59	.5	.2	.4
Transportation, warehousing, and utilities.....	27	9	22	.5	.2	.5
Information.....	9	6	19	.3	.2	.7
Financial activities.....	44	11	87	.6	.1	1.1
Finance and insurance.....	38	9	78	.6	.2	1.4
Real estate and rental and leasing.....	6	2	9	.3	.1	.5
Professional and business services.....	60	40	62	.4	.2	.4
Education and health services.....	99	38	74	.5	.2	.4
Educational services.....	2	3	7	.1	.1	.2
Health care and social assistance.....	97	34	66	.6	.2	.4
Leisure and hospitality.....	25	21	44	.2	.2	.4
Arts, entertainment, and recreation.....	7	1	8	.4	.1	.5
Accommodation and food services.....	18	19	36	.2	.2	.3
Other services.....	18	23	8	.3	.4	.2
Government.....	70	54	71	.3	.2	.3
Federal.....	12	11	15	.4	.4	.5
State and local.....	58	43	55	.3	.2	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	90	58	117	.4	.2	.5
South.....	199	100	189	.4	.2	.4
Midwest.....	150	53	131	.5	.2	.5
West.....	93	68	111	.3	.2	.4

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 11. Annual hires levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	59,797	57,787	61,624	64,498	64,906	63,404	56,204	48,696
<b>INDUSTRY</b>								
Total private.....	55,665	54,082	57,534	60,444	60,481	58,843	52,486	45,237
Mining and logging.....	238	261	284	303	311	346	364	214
Construction.....	5,104	5,234	5,438	5,884	5,396	4,813	4,564	3,882
Manufacturing.....	4,679	4,245	4,675	4,535	4,601	4,613	3,671	2,906
Durable goods.....	2,735	2,581	2,961	2,893	2,735	2,685	2,110	1,513
Nondurable goods.....	1,946	1,663	1,714	1,640	1,864	1,928	1,558	1,391
Trade, transportation, and utilities.....	12,235	11,837	13,291	13,683	13,805	13,212	11,600	10,009
Wholesale trade.....	1,929	1,869	2,069	2,008	2,045	2,208	1,905	1,648
Retail trade.....	8,565	8,248	9,130	9,440	9,602	9,121	7,897	6,658
Transportation, warehousing, and utilities.....	1,744	1,720	2,096	2,235	2,160	1,882	1,801	1,704
Information.....	1,095	942	983	1,045	1,123	985	805	760
Financial activities.....	2,679	2,598	2,866	2,868	3,099	3,160	2,629	2,136
Finance and insurance.....	1,723	1,580	1,771	1,850	1,991	2,092	1,697	1,274
Real estate and rental and leasing.....	954	1,020	1,092	1,018	1,107	1,066	932	861
Professional and business services.....	11,352	10,631	11,035	12,152	11,955	11,474	9,983	8,428
Education and health services.....	5,773	5,730	5,792	6,207	6,382	6,440	6,499	6,156
Educational services.....	708	825	756	826	879	915	934	888
Health care and social assistance.....	5,064	4,906	5,036	5,379	5,503	5,524	5,565	5,268
Leisure and hospitality.....	9,993	9,979	10,558	10,953	11,258	11,208	9,981	8,313
Arts, entertainment, and recreation.....	1,579	1,609	1,633	1,643	1,581	1,648	1,471	1,246
Accommodation and food services.....	8,414	8,370	8,926	9,310	9,677	9,561	8,509	7,066
Other services.....	2,516	2,629	2,615	2,818	2,559	2,595	2,386	2,430
Government.....	4,132	3,706	4,090	4,052	4,427	4,562	3,720	3,457
Federal.....	593	530	503	511	714	853	333	452
State and local.....	3,536	3,176	3,586	3,541	3,711	3,709	3,387	3,007
<b>REGION <sup>2</sup></b>								
Northeast.....	9,725	10,010	10,722	10,676	10,246	10,015	9,210	8,810
South.....	22,451	21,823	23,530	24,610	25,299	24,368	20,822	18,020
Midwest.....	14,066	12,909	13,754	14,123	14,030	14,244	12,628	10,822
West.....	13,557	13,045	13,619	15,085	15,335	14,781	13,543	11,041

<sup>1</sup> The annual hires level is the total number of hires during the entire year.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 12. Annual hires rates <sup>1</sup> by industry and region, not seasonally adjusted**  
(Percent)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	45.9	44.5	46.9	48.2	47.7	46.1	41.1	37.2
<b>INDUSTRY</b>								
Total private.....	51.1	49.9	52.4	54.0	53.0	51.0	45.9	41.7
Mining and logging.....	40.8	45.6	48.1	48.2	45.5	47.8	47.5	30.6
Construction.....	76.0	77.7	78.0	80.2	70.2	63.1	63.7	64.3
Manufacturing.....	30.7	29.3	32.7	31.9	32.5	33.2	27.4	24.5
Durable goods.....	28.8	28.8	33.2	32.3	30.5	30.5	24.9	20.7
Nondurable goods.....	33.7	30.0	31.8	31.1	36.0	38.0	31.5	30.4
Trade, transportation, and utilities.....	48.0	46.8	52.1	52.7	52.5	49.6	44.1	40.1
Wholesale trade.....	34.1	33.3	36.5	34.8	34.6	36.7	32.1	29.3
Retail trade.....	57.0	55.3	60.6	61.8	62.5	58.8	51.7	45.8
Transportation, warehousing, and utilities.....	36.2	36.1	43.6	45.5	43.0	36.9	35.5	35.5
Information.....	32.3	29.5	31.5	34.1	37.0	32.5	27.0	27.1
Financial activities.....	34.1	32.6	35.7	35.2	37.2	38.1	32.3	27.5
Finance and insurance.....	29.6	26.7	29.8	30.7	32.3	34.1	28.2	22.1
Real estate and rental and leasing.....	46.9	49.6	52.3	47.7	51.0	49.1	43.8	43.1
Professional and business services.....	71.1	66.5	67.3	71.7	68.1	64.0	56.3	50.8
Education and health services.....	35.6	34.5	34.2	35.7	35.8	35.1	34.5	32.1
Educational services.....	26.8	30.6	27.4	29.1	30.3	31.1	30.7	28.7
Health care and social assistance.....	37.4	35.3	35.5	37.0	36.9	35.9	35.2	32.7
Leisure and hospitality.....	83.4	82.0	84.5	85.5	85.9	83.5	74.3	63.4
Arts, entertainment, and recreation.....	88.6	88.7	88.3	86.8	82.0	83.7	74.7	65.1
Accommodation and food services.....	82.5	80.8	83.9	85.2	86.5	83.5	74.2	63.2
Other services.....	46.8	48.7	48.3	52.2	47.1	47.2	43.3	45.3
Government.....	19.2	17.2	18.9	18.6	20.1	20.5	16.5	15.3
Federal.....	21.4	19.2	18.4	18.7	26.1	31.2	12.1	16.0
State and local.....	18.9	16.9	19.0	18.6	19.3	19.0	17.2	15.2
<b>REGION <sup>2</sup></b>								
Northeast.....	39.0	40.4	43.2	42.7	40.4	39.0	35.7	35.5
South.....	48.8	47.3	50.2	51.4	51.6	49.0	42.1	38.1
Midwest.....	45.5	42.1	44.8	45.6	45.0	45.4	40.6	36.4
West.....	47.7	45.8	46.9	50.6	50.2	47.9	44.5	38.0

<sup>1</sup> The annual hires rate is the number of hires during the entire year as a percent of annual average employment.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 13. Annual total separations levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	60,412	57,847	59,666	62,107	62,661	62,125	59,640	53,679
<b>INDUSTRY</b>								
Total private.....	56,498	54,027	55,654	58,234	58,467	57,882	56,111	50,112
Mining and logging.....	258	268	262	252	255	310	332	310
Construction.....	5,182	5,104	5,138	5,485	5,232	4,972	5,303	4,930
Manufacturing.....	5,474	4,893	4,674	4,637	4,762	4,873	4,543	4,277
Durable goods.....	3,305	2,992	2,850	2,887	2,770	2,884	2,736	2,600
Nondurable goods.....	2,170	1,901	1,821	1,751	1,988	1,989	1,808	1,677
Trade, transportation, and utilities.....	12,479	12,043	12,868	13,304	13,442	12,893	12,708	11,030
Wholesale trade.....	1,989	1,912	1,940	1,913	1,894	2,129	2,161	1,900
Retail trade.....	8,710	8,330	8,946	9,239	9,513	8,931	8,612	7,172
Transportation, warehousing, and utilities.....	1,782	1,799	1,982	2,152	2,034	1,835	1,935	1,955
Information.....	1,355	1,088	1,039	1,072	1,139	997	919	928
Financial activities.....	2,620	2,504	2,738	2,710	2,949	3,260	2,845	2,528
Finance and insurance.....	1,663	1,525	1,703	1,737	1,864	2,177	1,849	1,545
Real estate and rental and leasing.....	957	980	1,037	976	1,081	1,082	997	984
Professional and business services.....	11,562	10,356	10,624	11,467	11,424	11,187	10,784	9,146
Education and health services.....	5,316	5,408	5,402	5,769	5,908	5,913	6,035	5,850
Educational services.....	621	774	693	753	835	852	840	855
Health care and social assistance.....	4,697	4,636	4,710	5,017	5,074	5,060	5,196	4,994
Leisure and hospitality.....	9,790	9,738	10,278	10,712	10,861	10,940	10,208	8,568
Arts, entertainment, and recreation.....	1,525	1,577	1,643	1,587	1,497	1,602	1,496	1,319
Accommodation and food services.....	8,265	8,161	8,637	9,124	9,364	9,338	8,711	7,249
Other services.....	2,460	2,625	2,634	2,818	2,498	2,537	2,438	2,549
Government.....	3,913	3,823	4,013	3,873	4,195	4,243	3,528	3,564
Federal.....	559	574	549	507	715	819	329	391
State and local.....	3,355	3,249	3,464	3,365	3,478	3,426	3,199	3,174
<b>REGION <sup>2</sup></b>								
Northeast.....	10,008	9,700	10,276	10,199	9,861	9,536	9,800	9,370
South.....	22,362	22,112	22,388	23,524	24,353	23,858	22,092	19,641
Midwest.....	14,199	13,094	13,520	14,079	13,967	13,869	13,161	11,931
West.....	13,841	12,942	13,481	14,306	14,480	14,863	14,589	12,741

<sup>1</sup> The annual total separations level is the total number of total separations during the entire year.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 14. Annual total separations rates <sup>1</sup> by industry and region, not seasonally adjusted**  
(Percent)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	46.3	44.5	45.4	46.5	46.0	45.1	43.6	41.0
<b>INDUSTRY</b>								
Total private.....	51.9	49.8	50.7	52.0	51.2	50.2	49.1	46.2
Mining and logging.....	44.3	46.9	44.3	40.1	37.3	42.8	43.3	44.3
Construction.....	77.2	75.8	73.7	74.8	68.0	65.2	74.0	81.7
Manufacturing.....	35.9	33.7	32.7	32.6	33.6	35.1	33.9	36.0
Durable goods.....	34.8	33.4	31.9	32.2	30.8	32.7	32.3	35.6
Nondurable goods.....	37.6	34.3	33.8	33.2	38.4	39.2	36.6	36.7
Trade, transportation, and utilities.....	48.9	47.6	50.4	51.3	51.2	48.4	48.3	44.2
Wholesale trade.....	35.2	34.1	34.3	33.2	32.1	35.4	36.4	33.8
Retail trade.....	58.0	55.8	59.4	60.5	62.0	57.5	56.4	49.4
Transportation, warehousing, and utilities.....	37.0	37.8	41.2	43.8	40.5	36.0	38.2	40.8
Information.....	39.9	34.1	33.3	35.0	37.5	32.9	30.8	33.1
Financial activities.....	33.4	31.4	34.1	33.2	35.4	39.3	34.9	32.6
Finance and insurance.....	28.6	25.8	28.6	28.9	30.3	35.5	30.7	26.8
Real estate and rental and leasing.....	47.1	47.6	49.7	45.7	49.8	49.9	46.8	49.3
Professional and business services.....	72.4	64.8	64.8	67.6	65.0	62.4	60.8	55.2
Education and health services.....	32.8	32.6	31.9	33.2	33.1	32.3	32.0	30.5
Educational services.....	23.5	28.7	25.1	26.6	28.8	29.0	27.6	27.7
Health care and social assistance.....	34.6	33.4	33.2	34.5	34.0	32.9	32.9	31.0
Leisure and hospitality.....	81.7	80.0	82.3	83.6	82.8	81.5	76.0	65.4
Arts, entertainment, and recreation.....	85.5	87.0	88.8	83.9	77.6	81.4	75.9	68.9
Accommodation and food services.....	81.0	78.8	81.2	83.5	83.7	81.5	76.0	64.8
Other services.....	45.8	48.6	48.7	52.2	45.9	46.2	44.2	47.5
Government.....	18.2	17.7	18.6	17.8	19.1	19.1	15.7	15.8
Federal.....	20.2	20.8	20.1	18.6	26.2	30.0	11.9	13.9
State and local.....	17.9	17.3	18.3	17.6	18.1	17.6	16.2	16.1
<b>REGION <sup>2</sup></b>								
Northeast.....	40.1	39.2	41.4	40.8	38.9	37.1	38.0	37.7
South.....	48.6	47.9	47.7	49.1	49.7	48.0	44.7	41.5
Midwest.....	45.9	42.7	44.0	45.5	44.8	44.2	42.3	40.1
West.....	48.7	45.5	46.5	48.0	47.4	48.1	47.9	43.9

<sup>1</sup> The annual total separations rate is the number of total separations during the entire year as a percent of annual average employment.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.



**Table 15. Annual quits levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	32,375	29,351	31,852	34,964	36,327	35,108	31,074	21,964
<b>INDUSTRY</b>								
Total private.....	30,472	27,593	30,011	33,116	34,246	33,094	29,374	20,689
Mining and logging.....	110	98	113	121	141	184	184	90
Construction.....	1,848	1,776	1,962	2,362	2,245	1,901	1,623	906
Manufacturing.....	2,290	2,104	2,327	2,363	2,509	2,513	1,938	1,064
Durable goods.....	1,324	1,274	1,400	1,427	1,454	1,424	1,068	519
Nondurable goods.....	968	827	929	937	1,055	1,089	870	544
Trade, transportation, and utilities.....	7,044	6,387	7,107	7,866	8,159	7,650	6,858	4,911
Wholesale trade.....	1,014	929	964	1,033	1,055	1,177	1,004	551
Retail trade.....	5,176	4,699	5,323	5,850	5,996	5,550	4,897	3,615
Transportation, warehousing, and utilities.....	856	762	822	983	1,111	927	956	744
Information.....	720	592	571	700	794	579	469	409
Financial activities.....	1,422	1,407	1,609	1,563	1,766	1,899	1,492	918
Finance and insurance.....	905	870	1,009	1,044	1,175	1,399	1,019	593
Real estate and rental and leasing.....	516	538	603	520	593	499	475	325
Professional and business services.....	5,963	4,667	5,050	5,588	5,988	5,795	5,186	3,398
Education and health services.....	3,286	3,243	3,361	3,701	3,799	3,731	3,538	3,057
Educational services.....	326	364	355	400	443	414	395	328
Health care and social assistance.....	2,961	2,880	3,004	3,298	3,355	3,318	3,144	2,729
Leisure and hospitality.....	6,330	5,920	6,287	7,111	7,483	7,440	6,730	4,808
Arts, entertainment, and recreation.....	681	567	543	657	619	633	557	421
Accommodation and food services.....	5,646	5,353	5,744	6,456	6,864	6,807	6,171	4,386
Other services.....	1,460	1,403	1,623	1,739	1,361	1,403	1,360	1,128
Government.....	1,903	1,758	1,842	1,850	2,082	2,012	1,701	1,278
Federal.....	267	254	204	195	324	284	105	65
State and local.....	1,635	1,500	1,637	1,655	1,759	1,730	1,597	1,214
<b>REGION <sup>2</sup></b>								
Northeast.....	4,905	4,272	4,668	5,225	5,316	4,708	4,622	3,294
South.....	12,435	11,902	12,842	14,052	15,116	14,475	12,426	8,645
Midwest.....	7,592	6,615	7,061	7,528	7,758	7,554	6,893	4,928
West.....	7,444	6,560	7,280	8,160	8,141	8,370	7,131	5,100

<sup>1</sup> The annual quits level is the total number of quits during the entire year.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 16. Annual quits rates <sup>1</sup> by industry and region, not seasonally adjusted**  
(Percent)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	24.8	22.6	24.2	26.2	26.7	25.5	22.7	16.8
<b>INDUSTRY</b>								
Total private.....	28.0	25.5	27.3	29.6	30.0	28.7	25.7	19.1
Mining and logging.....	18.9	17.1	19.1	19.3	20.6	25.4	24.0	12.9
Construction.....	27.5	26.4	28.1	32.2	29.2	24.9	22.7	15.0
Manufacturing.....	15.0	14.5	16.3	16.6	17.7	18.1	14.5	9.0
Durable goods.....	14.0	14.2	15.7	15.9	16.2	16.2	12.6	7.1
Nondurable goods.....	16.8	14.9	17.2	17.8	20.4	21.5	17.6	11.9
Trade, transportation, and utilities.....	27.6	25.3	27.8	30.3	31.1	28.7	26.1	19.7
Wholesale trade.....	17.9	16.6	17.0	17.9	17.9	19.6	16.9	9.8
Retail trade.....	34.4	31.5	35.3	38.3	39.1	35.8	32.0	24.9
Transportation, warehousing, and utilities.....	17.8	16.0	17.1	20.0	22.1	18.2	18.9	15.5
Information.....	21.2	18.6	18.3	22.9	26.1	19.1	15.7	14.6
Financial activities.....	18.1	17.6	20.0	19.2	21.2	22.9	18.3	11.8
Finance and insurance.....	15.6	14.7	17.0	17.3	19.1	22.8	16.9	10.3
Real estate and rental and leasing.....	25.4	26.2	28.9	24.4	27.3	23.0	22.3	16.3
Professional and business services.....	37.3	29.2	30.8	33.0	34.1	32.3	29.2	20.5
Education and health services.....	20.3	19.6	19.8	21.3	21.3	20.4	18.8	15.9
Educational services.....	12.3	13.5	12.9	14.1	15.3	14.1	13.0	10.6
Health care and social assistance.....	21.8	20.7	21.2	22.7	22.5	21.6	19.9	16.9
Leisure and hospitality.....	52.8	48.6	50.3	55.5	57.1	55.4	50.1	36.7
Arts, entertainment, and recreation.....	38.2	31.3	29.4	34.7	32.1	32.1	28.3	22.0
Accommodation and food services.....	55.3	51.7	54.0	59.1	61.4	59.4	53.8	39.2
Other services.....	27.2	26.0	30.0	32.2	25.0	25.5	24.7	21.0
Government.....	8.8	8.1	8.5	8.5	9.5	9.1	7.6	5.7
Federal.....	9.7	9.2	7.5	7.1	11.9	10.4	3.8	2.3
State and local.....	8.7	8.0	8.7	8.7	9.1	8.9	8.1	6.2
<b>REGION <sup>2</sup></b>								
Northeast.....	19.6	17.3	18.8	20.9	21.0	18.3	17.9	13.3
South.....	27.0	25.8	27.4	29.3	30.8	29.1	25.1	18.3
Midwest.....	24.6	21.6	23.0	24.3	24.9	24.1	22.1	16.6
West.....	26.2	23.0	25.1	27.4	26.7	27.1	23.4	17.6

<sup>1</sup> The annual quits rate is the number of quits during the entire year as a percent of annual average employment.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 17. Annual layoff and discharges levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	23,325	23,959	23,389	22,774	21,460	22,557	24,549	27,790
<b>INDUSTRY</b>								
Total private.....	22,124	22,666	22,011	21,476	20,094	21,197	23,368	26,154
Mining and logging.....	106	107	83	78	74	90	119	193
Construction.....	3,118	3,145	2,945	2,928	2,634	2,850	3,448	3,891
Manufacturing.....	2,690	2,326	1,998	1,847	1,819	1,969	2,259	2,929
Durable goods.....	1,653	1,414	1,219	1,154	1,022	1,208	1,445	1,892
Nondurable goods.....	1,038	914	782	693	797	761	814	1,035
Trade, transportation, and utilities.....	4,536	4,783	4,809	4,641	4,174	4,283	4,890	5,185
Wholesale trade.....	810	836	790	761	645	821	1,035	1,171
Retail trade.....	2,990	3,141	3,070	2,922	2,848	2,754	3,061	2,960
Transportation, warehousing, and utilities.....	735	805	946	957	681	706	796	1,055
Information.....	534	426	390	272	259	316	378	438
Financial activities.....	950	771	785	863	869	1,107	1,105	1,389
Finance and insurance.....	577	421	427	474	465	607	661	784
Real estate and rental and leasing.....	374	349	358	389	406	501	448	603
Professional and business services.....	4,637	4,924	4,907	5,080	4,585	4,749	4,997	5,115
Education and health services.....	1,626	1,732	1,655	1,680	1,686	1,737	2,042	2,255
Educational services.....	247	359	287	301	339	388	396	469
Health care and social assistance.....	1,380	1,372	1,370	1,381	1,348	1,351	1,644	1,785
Leisure and hospitality.....	3,090	3,408	3,584	3,232	3,053	3,175	3,161	3,467
Arts, entertainment, and recreation.....	804	966	1,061	907	836	911	899	859
Accommodation and food services.....	2,286	2,442	2,522	2,328	2,218	2,263	2,262	2,607
Other services.....	841	1,042	853	855	937	915	968	1,291
Government.....	1,202	1,292	1,380	1,298	1,365	1,360	1,179	1,634
Federal.....	143	160	162	166	190	224	111	217
State and local.....	1,058	1,134	1,217	1,134	1,174	1,135	1,070	1,419
<b>REGION <sup>2</sup></b>								
Northeast.....	4,201	4,530	4,689	4,201	3,675	4,002	4,395	5,335
South.....	8,297	8,548	7,946	7,967	7,470	7,912	8,300	9,554
Midwest.....	5,505	5,454	5,501	5,547	5,079	5,282	5,316	6,103
West.....	5,318	5,429	5,257	5,058	5,236	5,359	6,538	6,797

<sup>1</sup> The annual layoffs and discharges level is the total number of layoffs and discharges during the entire year.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 18. Annual layoffs and discharges rates <sup>1</sup> by industry and region, not seasonally adjusted  
(Percent)**

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	17.9	18.4	17.8	17.0	15.8	16.4	17.9	21.2
<b>INDUSTRY</b>								
Total private.....	20.3	20.9	20.0	19.2	17.6	18.4	20.4	24.1
Mining and logging.....	18.2	18.7	14.0	12.4	10.8	12.4	15.5	27.6
Construction.....	46.4	46.7	42.2	39.9	34.2	37.4	48.1	64.5
Manufacturing.....	17.6	16.0	14.0	13.0	12.9	14.2	16.9	24.6
Durable goods.....	17.4	15.8	13.7	12.9	11.4	13.7	17.1	25.9
Nondurable goods.....	18.0	16.5	14.5	13.1	15.4	15.0	16.5	22.6
Trade, transportation, and utilities.....	17.8	18.9	18.8	17.9	15.9	16.1	18.6	20.8
Wholesale trade.....	14.3	14.9	14.0	13.2	10.9	13.6	17.4	20.8
Retail trade.....	19.9	21.1	20.4	19.1	18.6	17.7	20.0	20.4
Transportation, warehousing, and utilities.....	15.2	16.9	19.7	19.5	13.6	13.9	15.7	22.0
Information.....	15.7	13.4	12.5	8.9	8.5	10.4	12.7	15.6
Financial activities.....	12.1	9.7	9.8	10.6	10.4	13.3	13.6	17.9
Finance and insurance.....	9.9	7.1	7.2	7.9	7.6	9.9	11.0	13.6
Real estate and rental and leasing.....	18.4	17.0	17.2	18.2	18.7	23.1	21.0	30.2
Professional and business services.....	29.0	30.8	29.9	30.0	26.1	26.5	28.2	30.9
Education and health services.....	10.0	10.4	9.8	9.7	9.5	9.5	10.8	11.8
Educational services.....	9.3	13.3	10.4	10.6	11.7	13.2	13.0	15.2
Health care and social assistance.....	10.2	9.9	9.7	9.5	9.0	8.8	10.4	11.1
Leisure and hospitality.....	25.8	28.0	28.7	25.2	23.3	23.6	23.5	26.5
Arts, entertainment, and recreation.....	45.1	53.3	57.4	47.9	43.4	46.3	45.6	44.9
Accommodation and food services.....	22.4	23.6	23.7	21.3	19.8	19.8	19.7	23.3
Other services.....	15.7	19.3	15.8	15.8	17.2	16.7	17.6	24.1
Government.....	5.6	6.0	6.4	6.0	6.2	6.1	5.2	7.2
Federal.....	5.2	5.8	5.9	6.1	7.0	8.2	4.0	7.7
State and local.....	5.6	6.0	6.4	5.9	6.1	5.8	5.4	7.2
<b>REGION <sup>2</sup></b>								
Northeast.....	16.8	18.3	18.9	16.8	14.5	15.6	17.1	21.5
South.....	18.0	18.5	16.9	16.6	15.2	15.9	16.8	20.2
Midwest.....	17.8	17.8	17.9	17.9	16.3	16.9	17.1	20.5
West.....	18.7	19.1	18.1	17.0	17.1	17.4	21.5	23.4

<sup>1</sup> The annual layoffs and discharges rate is the number of layoffs and discharges during the entire year as a percent of annual average employment.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 19. Annual other separations levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	4,711	4,537	4,425	4,369	4,871	4,464	4,018	3,921
<b>INDUSTRY</b>								
Total private.....	3,901	3,766	3,634	3,646	4,125	3,592	3,370	3,273
Mining and logging.....	44	64	67	55	39	35	30	26
Construction.....	215	181	231	199	353	220	231	131
Manufacturing.....	495	462	349	429	431	391	345	288
Durable goods.....	327	305	237	309	294	251	223	190
Nondurable goods.....	165	159	113	119	136	144	124	97
Trade, transportation, and utilities.....	897	871	952	797	1,104	958	960	931
Wholesale trade.....	165	147	188	116	196	132	124	182
Retail trade.....	543	492	551	469	668	623	650	597
Transportation, warehousing, and utilities.....	191	232	214	211	242	200	186	155
Information.....	102	67	76	101	84	101	75	76
Financial activities.....	246	326	341	287	310	256	244	221
Finance and insurance.....	179	234	266	217	226	173	167	165
Real estate and rental and leasing.....	67	97	76	67	85	81	75	55
Professional and business services.....	964	768	669	796	849	646	603	632
Education and health services.....	407	435	385	389	424	443	455	538
Educational services.....	50	50	51	54	53	51	47	55
Health care and social assistance.....	355	384	336	336	372	395	409	481
Leisure and hospitality.....	369	410	406	365	326	323	315	295
Arts, entertainment, and recreation.....	37	46	38	26	42	59	40	39
Accommodation and food services.....	333	364	369	340	280	265	278	254
Other services.....	160	181	156	227	201	216	112	130
Government.....	807	772	791	723	749	871	648	650
Federal.....	148	162	182	148	203	310	114	109
State and local.....	661	610	610	576	546	562	535	541
<b>REGION <sup>2</sup></b>								
Northeast.....	898	891	916	775	871	820	779	740
South.....	1,632	1,665	1,604	1,507	1,769	1,475	1,372	1,445
Midwest.....	1,101	1,024	955	1,000	1,129	1,034	954	900
West.....	1,079	951	948	1,088	1,105	1,134	916	839

<sup>1</sup> The annual other separations level is the total number of other separations during the entire year.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 20. Annual other separations rates <sup>1</sup> by industry and region, not seasonally adjusted (Percent)**

Industry and region	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total</b> .....	3.6	3.5	3.4	3.3	3.6	3.2	2.9	3.0
<b>INDUSTRY</b>								
Total private.....	3.6	3.5	3.3	3.3	3.6	3.1	2.9	3.0
Mining and logging.....	7.5	11.2	11.3	8.8	5.7	4.8	3.9	3.7
Construction.....	3.2	2.7	3.3	2.7	4.6	2.9	3.2	2.2
Manufacturing.....	3.2	3.2	2.4	3.0	3.0	2.8	2.6	2.4
Durable goods.....	3.4	3.4	2.7	3.5	3.3	2.8	2.6	2.6
Nondurable goods.....	2.9	2.9	2.1	2.3	2.6	2.8	2.5	2.1
Trade, transportation, and utilities.....	3.5	3.4	3.7	3.1	4.2	3.6	3.7	3.7
Wholesale trade.....	2.9	2.6	3.3	2.0	3.3	2.2	2.1	3.2
Retail trade.....	3.6	3.3	3.7	3.1	4.4	4.0	4.3	4.1
Transportation, warehousing, and utilities.....	4.0	4.9	4.4	4.3	4.8	3.9	3.7	3.2
Information.....	3.0	2.1	2.4	3.3	2.8	3.3	2.5	2.7
Financial activities.....	3.1	4.1	4.2	3.5	3.7	3.1	3.0	2.8
Finance and insurance.....	3.1	4.0	4.5	3.6	3.7	2.8	2.8	2.9
Real estate and rental and leasing.....	3.3	4.7	3.6	3.1	3.9	3.7	3.5	2.8
Professional and business services.....	6.0	4.8	4.1	4.7	4.8	3.6	3.4	3.8
Education and health services.....	2.5	2.6	2.3	2.2	2.4	2.4	2.4	2.8
Educational services.....	1.9	1.9	1.8	1.9	1.8	1.7	1.5	1.8
Health care and social assistance.....	2.6	2.8	2.4	2.3	2.5	2.6	2.6	3.0
Leisure and hospitality.....	3.1	3.4	3.2	2.8	2.5	2.4	2.3	2.3
Arts, entertainment, and recreation.....	2.1	2.5	2.1	1.4	2.2	3.0	2.0	2.0
Accommodation and food services.....	3.3	3.5	3.5	3.1	2.5	2.3	2.4	2.3
Other services.....	3.0	3.4	2.9	4.2	3.7	3.9	2.0	2.4
Government.....	3.8	3.6	3.7	3.3	3.4	3.9	2.9	2.9
Federal.....	5.4	5.9	6.7	5.4	7.4	11.3	4.1	3.9
State and local.....	3.5	3.2	3.2	3.0	2.8	2.9	2.7	2.7
<b>REGION <sup>2</sup></b>								
Northeast.....	3.6	3.6	3.7	3.1	3.4	3.2	3.0	3.0
South.....	3.5	3.6	3.4	3.1	3.6	3.0	2.8	3.1
Midwest.....	3.6	3.3	3.1	3.2	3.6	3.3	3.1	3.0
West.....	3.8	3.3	3.3	3.6	3.6	3.7	3.0	2.9

<sup>1</sup> The annual other separations rate is the number of other separations during the entire year as a percent of annual average employment.

<sup>2</sup> See footnote 7, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.