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JOB OPENINGS AND LABOR TURNOVER: NOVEMBER 2007

On the last business day of November, there were 4.0 million job openings in the United States, and the job openings rate was 2.8 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings, hires, and total separations rates were all essentially unchanged in November. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent December 2004 - November 2007

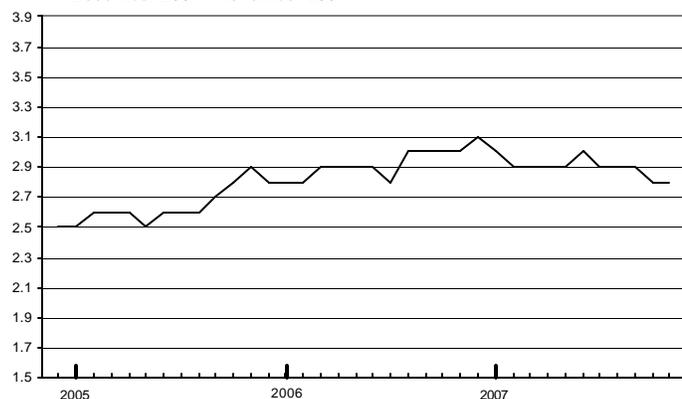
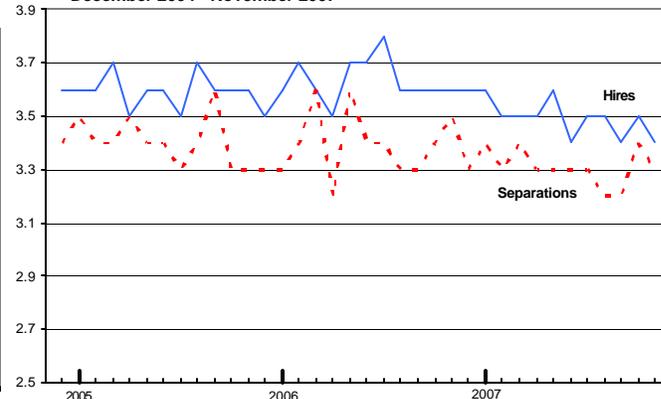


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2004 - November 2007



Although month-to-month changes in job openings, hires, and turnover data are often small, some over-the-year changes are significant. From November 2006 to November 2007, the job openings, hires, quits, and total separations rates all fell significantly for total nonfarm and total private employment. (See tables 5, 6, 7, and 8.)

Job Openings

In November, the job openings rate remained at 2.8 percent. Job openings include only those jobs open on the last business day of the month. Over the month, the job openings rate rose in retail trade and fell in accommodation and food services. The job openings rate did not change significantly in any region in November. As occurs nearly every month, the seasonally adjusted job openings rate was highest in November in the accommodation and food services industry (4.0 percent). (See table 1.)

Over the year, the job openings rate rose significantly only in federal government (to 1.4 percent). The rate fell over the year in natural resources and mining (1.0 percent), durable goods manufacturing (1.7 percent), information (2.6 percent), arts, entertainment, and recreation (2.7 percent), and state and local

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

Industry	Job openings			Hires			Total separations		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
	Levels (in thousands)								
Total ¹	4,200	4,059	4,021	4,994	4,870	4,650	4,844	4,639	4,541
Total private ¹	3,735	3,597	3,571	4,665	4,507	4,277	4,543	4,376	4,259
Construction	106	155	142	395	334	351	413	359	338
Manufacturing	328	304	305	363	407	367	360	408	393
Trade, transportation, and utilities ²	671	598	639	1,012	1,034	913	1,020	1,007	980
Retail trade	417	298	357	737	709	628	719	703	697
Professional and business services	705	730	724	1,010	840	894	974	888	843
Education and health services	713	701	715	492	514	523	430	428	423
Leisure and hospitality ³	625	653	560	903	916	836	838	803	809
Accommodation and food services	528	590	488	748	796	702	721	686	682
Government ⁴	463	465	453	348	377	359	305	289	287
State and local government	427	414	407	303	313	290	256	237	238
	Rates (percent)								
Total ¹	3.0	2.8	2.8	3.6	3.5	3.4	3.5	3.4	3.3
Total private ¹	3.1	3.0	3.0	4.1	3.9	3.7	4.0	3.8	3.7
Construction	1.4	2.0	1.8	5.1	4.4	4.6	5.4	4.7	4.5
Manufacturing	2.3	2.1	2.1	2.6	2.9	2.6	2.5	2.9	2.8
Trade, transportation, and utilities ²	2.5	2.2	2.4	3.8	3.9	3.4	3.9	3.8	3.7
Retail trade	2.7	1.9	2.3	4.8	4.6	4.1	4.7	4.6	4.5
Professional and business services	3.8	3.9	3.9	5.7	4.7	5.0	5.5	4.9	4.7
Education and health services	3.8	3.6	3.7	2.7	2.8	2.8	2.4	2.3	2.3
Leisure and hospitality ³	4.5	4.6	3.9	6.8	6.7	6.1	6.3	5.9	5.9
Accommodation and food services	4.4	4.8	4.0	6.6	6.8	6.0	6.3	5.9	5.8
Government ⁴	2.0	2.0	2.0	1.6	1.7	1.6	1.4	1.3	1.3
State and local government	2.2	2.1	2.0	1.6	1.6	1.5	1.3	1.2	1.2

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

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

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

⁴ Includes federal government, not shown separately.

p = preliminary.

government (1.9 percent). Regionally, the job openings rate fell over the year in the Northeast (2.2 percent) and in the West (2.7 percent). (See table 5.)

Hires

The hires rate was little changed at 3.4 percent in November. Hires are any additions to the payroll during the month. In November, the hires rate decreased in retail trade, in accommodation and food services, and in the West region. The hires rate did not increase significantly in November in any industry or region. As occurs nearly every month, the seasonally adjusted hires rate was highest in November in accommodation and food services (6.0 percent). (See table 2.)

From November 2006 to November 2007, the hires rate decreased over the year in retail trade (to 4.9 percent), information (1.5 percent), the South region (3.3 percent), and the West region (3.1 percent). The hires rate did not increase significantly in any industry or region over the year. (See table 6.)

Separations

The total separations, or turnover, rate was essentially unchanged at 3.3 percent in November. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate did not change significantly in any industry or region. (See table 3.) From November 2006 to November 2007, the total separations rate decreased in construction (to 4.6 percent), in federal government (0.8 percent), and in the South region (2.9 percent). The separations rate did not increase significantly in any industry or region over the year. (See table 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, fell slightly from 1.9 percent in October to 1.8 percent in November. The quits rate fell over the month in professional and business services, and in the South and West regions. As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in November in the accommodation and food services industry (4.3 percent). (See table 4.)

Over the year, the quits rate did not rise significantly in any industry but did fall in several industries, including wholesale trade (to 0.8 percent), retail trade (2.4 percent), professional and business services (2.0 percent), and federal government (0.3 percent). Geographically, the quits rate fell over the year in 3 of the 4 regions—Northeast (1.2 percent), South (1.6 percent), and West (1.6 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For November, the layoffs and discharges rate (1.3 percent) and level (1.8 million) were little changed from a year earlier. The layoffs and discharges rate in November 2007 was highest in arts, entertainment, and recreation (6.0 percent). (See table 9.) The other separations rate (0.2 percent) and level (252,000) were essentially unchanged over the year. (See table 10.)

Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodation and food services. In the 12 months ending in November 2007, these 5 industries produced 33.6 million hires and 32.1 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 percent of total nonfarm employment.

For More Information

For additional information, please read the Technical Note or visit the JOLTS Web site at <http://www.bls.gov/jlt/>. Additional information about JOLTS also may be obtained by e-mailing Joltsinfo@bls.gov or by calling (202) 691-5870.

The Job Openings and Labor Turnover release for December 2007 is scheduled to be issued on Tuesday, February 12.

Upcoming Changes to Job Openings and Labor Turnover Data

With the release of January 2008 data on March 12, 2008, the Job Openings and Labor Turnover Survey (JOLTS) will revise the basis for industry classification from the 2002 North American Industry Classification system (NAICS) to the 2007 North American Industry Classification system. The new classification reflects minor definitional changes within manufacturing, telecommunications, financial activities, and professional, scientific, and technical services. None of the changes will impact published JOLTS data.

For more information on 2007 NAICS, see <http://www.census.gov/epcd/www/naics.html>.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

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

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

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

Sample methodology

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

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

Using JOLTS data

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

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

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

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

Seasonal adjustment

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P
Total ⁴	4,200	4,280	4,186	4,168	4,119	4,059	4,021	3.0	3.0	2.9	2.9	2.9	2.8	2.8
INDUSTRY														
Total private ⁴	3,735	3,810	3,711	3,709	3,664	3,597	3,571	3.1	3.2	3.1	3.1	3.1	3.0	3.0
Construction.....	106	139	167	149	138	155	142	1.4	1.8	2.1	1.9	1.8	2.0	1.8
Manufacturing.....	328	344	340	328	319	304	305	2.3	2.4	2.4	2.3	2.2	2.1	2.1
Trade, transportation, and utilities ⁵	671	676	684	703	691	598	639	2.5	2.5	2.5	2.6	2.5	2.2	2.4
Retail trade.....	417	409	399	380	367	298	357	2.7	2.6	2.5	2.4	2.3	1.9	2.3
Professional and business services.....	705	763	693	676	661	730	724	3.8	4.1	3.7	3.6	3.5	3.9	3.9
Education and health services.....	713	711	717	700	720	701	715	3.8	3.7	3.7	3.6	3.7	3.6	3.7
Leisure and hospitality ⁶	625	568	547	585	653	653	560	4.5	4.0	3.9	4.1	4.6	4.6	3.9
Accommodation and food services.....	528	497	497	518	587	590	488	4.4	4.1	4.1	4.3	4.8	4.8	4.0
Government ⁷	463	465	475	449	455	465	453	2.0	2.0	2.1	2.0	2.0	2.0	2.0
State and local government.....	427	424	430	410	408	414	407	2.2	2.1	2.2	2.1	2.0	2.1	2.0
REGION ⁸														
Northeast.....	772	732	741	682	611	664	619	2.9	2.8	2.8	2.6	2.3	2.5	2.3
South.....	1,572	1,635	1,612	1,690	1,651	1,641	1,639	3.1	3.2	3.2	3.3	3.2	3.2	3.2
Midwest.....	770	805	754	778	828	742	792	2.4	2.5	2.3	2.4	2.5	2.3	2.4
West.....	1,034	1,106	1,120	1,024	1,048	1,019	950	3.3	3.5	3.5	3.2	3.3	3.2	3.0

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.

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

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

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

⁷ Includes federal government, not shown separately.

⁸ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P
Total ⁴	4,994	4,741	4,802	4,836	4,714	4,870	4,650	3.6	3.4	3.5	3.5	3.4	3.5	3.4
INDUSTRY														
Total private ⁴	4,665	4,335	4,443	4,369	4,355	4,507	4,277	4.1	3.7	3.8	3.8	3.8	3.9	3.7
Construction.....	395	358	408	371	336	334	351	5.1	4.7	5.3	4.9	4.4	4.4	4.6
Manufacturing.....	363	355	359	349	365	407	367	2.6	2.5	2.6	2.5	2.6	2.9	2.6
Trade, transportation, and utilities ⁵	1,012	910	924	922	994	1,034	913	3.8	3.4	3.5	3.5	3.7	3.9	3.4
Retail trade.....	737	605	613	666	709	709	628	4.8	3.9	4.0	4.3	4.6	4.6	4.1
Professional and business services.....	1,010	865	879	797	800	840	894	5.7	4.8	4.9	4.4	4.5	4.7	5.0
Education and health services.....	492	493	502	501	448	514	523	2.7	2.7	2.7	2.7	2.4	2.8	2.8
Leisure and hospitality ⁶	903	854	874	901	906	916	836	6.8	6.3	6.4	6.6	6.6	6.7	6.1
Accommodation and food services.....	748	736	748	758	749	796	702	6.6	6.4	6.5	6.5	6.4	6.8	6.0
Government ⁷	348	395	385	396	370	377	359	1.6	1.8	1.7	1.8	1.7	1.7	1.6
State and local government.....	303	312	293	314	296	313	290	1.6	1.6	1.5	1.6	1.5	1.6	1.5
REGION ⁸														
Northeast.....	713	684	750	761	689	672	721	2.8	2.6	2.9	2.9	2.7	2.6	2.8
South.....	1,979	1,842	1,898	1,841	1,848	1,925	1,824	4.0	3.7	3.8	3.7	3.7	3.9	3.7
Midwest.....	1,061	1,082	1,039	1,081	1,125	1,084	1,067	3.4	3.4	3.3	3.4	3.5	3.4	3.3
West.....	1,249	1,117	1,135	1,148	1,068	1,211	1,008	4.1	3.6	3.7	3.7	3.5	3.9	3.3

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P
Total ⁴	4,844	4,543	4,507	4,446	4,430	4,639	4,541	3.5	3.3	3.3	3.2	3.2	3.4	3.3
INDUSTRY														
Total private ⁴	4,543	4,234	4,173	4,120	4,146	4,376	4,259	4.0	3.7	3.6	3.6	3.6	3.8	3.7
Construction.....	413	363	384	371	364	359	338	5.4	4.7	5.0	4.9	4.8	4.7	4.5
Manufacturing.....	360	382	379	380	379	408	393	2.5	2.7	2.7	2.7	2.7	2.9	2.8
Trade, transportation, and utilities ⁵	1,020	974	987	926	954	1,007	980	3.9	3.7	3.7	3.5	3.6	3.8	3.7
Retail trade.....	719	688	687	652	676	703	697	4.7	4.5	4.5	4.2	4.4	4.6	4.5
Professional and business services.....	974	728	733	742	832	888	843	5.5	4.1	4.1	4.1	4.6	4.9	4.7
Education and health services.....	430	473	414	430	411	428	423	2.4	2.6	2.2	2.3	2.2	2.3	2.3
Leisure and hospitality ⁶	838	850	837	808	723	803	809	6.3	6.3	6.2	6.0	5.3	5.9	5.9
Accommodation and food services.....	721	730	735	703	627	686	682	6.3	6.3	6.3	6.1	5.4	5.9	5.8
Government ⁷	305	310	323	322	289	289	287	1.4	1.4	1.5	1.4	1.3	1.3	1.3
State and local government.....	256	239	254	255	213	237	238	1.3	1.2	1.3	1.3	1.1	1.2	1.2
REGION ⁸														
Northeast.....	707	634	622	667	631	680	749	2.8	2.5	2.4	2.6	2.4	2.6	2.9
South.....	2,011	1,699	1,744	1,710	1,760	1,802	1,710	4.1	3.4	3.5	3.5	3.6	3.6	3.4
Midwest.....	985	1,033	1,014	1,038	998	992	1,017	3.1	3.2	3.2	3.3	3.1	3.1	3.2
West.....	1,079	1,191	1,149	1,053	1,018	1,160	1,065	3.5	3.9	3.7	3.4	3.3	3.8	3.4

¹ Total separations are the number of total separations during the entire month.
² The total separations rate is the number of total separations during the entire month as a percent of total employment.
³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.
⁴ Includes natural resources and mining, information, financial activities,

and other services, not shown separately.
⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.
⁶ Includes arts, entertainment, and recreation, not shown separately.
⁷ Includes federal government, not shown separately.
⁸ See footnote 8, table 1.
^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P	Nov. 2006	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007 ^P
Total ⁴	2,774	2,627	2,640	2,539	2,450	2,682	2,457	2.0	1.9	1.9	1.8	1.8	1.9	1.8
INDUSTRY														
Total private ⁴	2,625	2,475	2,493	2,391	2,308	2,534	2,317	2.3	2.1	2.2	2.1	2.0	2.2	2.0
Construction.....	144	129	176	145	135	137	113	1.9	1.7	2.3	1.9	1.8	1.8	1.5
Manufacturing.....	211	195	186	202	189	208	189	1.5	1.4	1.3	1.4	1.4	1.5	1.4
Trade, transportation, and utilities ⁵	661	618	572	545	559	607	547	2.5	2.3	2.2	2.1	2.1	2.3	2.1
Retail trade.....	472	448	427	401	412	443	407	3.1	2.9	2.8	2.6	2.7	2.9	2.6
Professional and business services.....	486	411	418	395	420	482	412	2.7	2.3	2.3	2.2	2.3	2.7	2.3
Education and health services.....	278	271	276	270	253	260	265	1.5	1.5	1.5	1.5	1.4	1.4	1.4
Leisure and hospitality ⁶	565	595	597	557	410	558	553	4.2	4.4	4.4	4.1	3.0	4.1	4.0
Accommodation and food services.....	520	540	552	505	363	514	508	4.6	4.7	4.8	4.4	3.1	4.4	4.3
Government ⁷	147	152	148	148	146	147	145	.7	.7	.7	.7	.7	.7	.6
State and local government.....	125	123	125	126	123	129	129	.6	.6	.6	.6	.6	.7	.7
REGION ⁸														
Northeast.....	409	380	314	313	306	340	340	1.6	1.5	1.2	1.2	1.2	1.3	1.3
South.....	1,167	1,049	1,097	1,070	1,012	1,121	974	2.4	2.1	2.2	2.2	2.0	2.3	2.0
Midwest.....	543	555	553	564	543	542	542	1.7	1.7	1.7	1.8	1.7	1.7	1.7
West.....	645	648	669	598	582	697	576	2.1	2.1	2.2	1.9	1.9	2.3	1.9

¹ Quits are the number of quits during the entire month.
² The quits rate is the number of quits during the entire month as a percent of total employment.
³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.
⁴ Includes natural resources and mining, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.
⁶ Includes arts, entertainment, and recreation, not shown separately.
⁷ Includes federal government, not shown separately.
⁸ See footnote 8, table 1.
^P = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
Total	3,834	4,102	3,667	2.7	2.9	2.6
INDUSTRY						
Total private.....	3,401	3,647	3,248	2.9	3.0	2.7
Natural resources and mining.....	18	9	7	2.4	1.2	1.0
Construction.....	89	136	115	1.1	1.7	1.5
Manufacturing.....	284	293	264	2.0	2.1	1.9
Durable goods.....	187	169	157	2.0	1.9	1.7
Nondurable goods.....	97	124	107	1.8	2.4	2.0
Trade, transportation, and utilities.....	635	690	600	2.3	2.5	2.2
Wholesale trade.....	107	154	111	1.8	2.5	1.8
Retail trade.....	393	392	344	2.4	2.5	2.1
Transportation, warehousing, and utilities.....	135	144	145	2.6	2.7	2.7
Information.....	153	86	82	4.8	2.7	2.6
Financial activities.....	224	229	212	2.6	2.6	2.5
Finance and insurance.....	179	179	172	2.8	2.8	2.7
Real estate and rental and leasing.....	45	50	40	2.0	2.2	1.8
Professional and business services.....	653	741	685	3.5	3.9	3.6
Education and health services.....	661	688	672	3.5	3.5	3.4
Educational services.....	55	65	63	1.7	2.0	1.9
Health care and social assistance.....	605	623	610	3.9	3.9	3.8
Leisure and hospitality.....	543	616	485	4.0	4.3	3.5
Arts, entertainment, and recreation.....	76	69	52	4.0	3.4	2.7
Accommodation and food services.....	467	547	432	4.0	4.5	3.6
Other services.....	142	159	126	2.6	2.8	2.3
Government.....	433	455	419	1.9	2.0	1.8
Federal.....	29	47	38	1.0	1.7	1.4
State and local.....	404	408	381	2.0	2.0	1.9
REGION ³						
Northeast.....	747	724	598	2.8	2.7	2.2
South.....	1,446	1,612	1,486	2.8	3.1	2.9
Midwest.....	681	743	706	2.1	2.3	2.1
West.....	960	1,022	877	3.0	3.2	2.7

¹ Job openings are the number of job openings on the last business day of the month.

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
Total	4,569	4,931	4,203	3.3	3.5	3.0
INDUSTRY						
Total private.....	4,294	4,584	3,941	3.7	3.9	3.4
Natural resources and mining.....	16	18	22	2.3	2.4	3.0
Construction.....	307	295	271	4.0	3.8	3.6
Manufacturing.....	295	375	299	2.1	2.7	2.1
Durable goods.....	172	211	175	1.9	2.4	2.0
Nondurable goods.....	123	164	125	2.4	3.2	2.4
Trade, transportation, and utilities.....	1,179	1,165	1,024	4.4	4.4	3.8
Wholesale trade.....	100	174	131	1.7	2.9	2.2
Retail trade.....	931	850	771	5.9	5.5	4.9
Transportation, warehousing, and utilities.....	149	142	122	2.9	2.8	2.4
Information.....	74	57	47	2.4	1.8	1.5
Financial activities.....	197	235	176	2.3	2.8	2.1
Finance and insurance.....	123	173	108	2.0	2.8	1.7
Real estate and rental and leasing.....	74	62	68	3.4	2.8	3.1
Professional and business services.....	930	860	840	5.2	4.7	4.6
Education and health services.....	411	534	447	2.3	2.8	2.4
Educational services.....	37	67	47	1.2	2.1	1.4
Health care and social assistance.....	374	467	400	2.5	3.0	2.6
Leisure and hospitality.....	767	874	706	5.9	6.4	5.3
Arts, entertainment, and recreation.....	120	97	107	6.6	5.0	5.8
Accommodation and food services.....	647	777	599	5.7	6.7	5.2
Other services.....	120	172	108	2.2	3.2	2.0
Government.....	275	346	262	1.2	1.5	1.1
Federal.....	40	40	46	1.5	1.5	1.7
State and local.....	235	307	216	1.2	1.5	1.1
REGION ³						
Northeast.....	636	672	649	2.5	2.6	2.5
South.....	1,793	1,956	1,649	3.6	3.9	3.3
Midwest.....	951	1,059	946	3.0	3.3	2.9
West.....	1,188	1,243	960	3.8	4.0	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 See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
Total	4,411	4,673	4,150	3.2	3.4	3.0
INDUSTRY						
Total private.....	4,198	4,449	3,956	3.6	3.8	3.4
Natural resources and mining.....	16	18	24	2.3	2.4	3.2
Construction.....	447	378	352	5.7	4.9	4.6
Manufacturing.....	322	417	348	2.3	3.0	2.5
Durable goods.....	196	240	204	2.2	2.7	2.3
Nondurable goods.....	127	177	144	2.4	3.4	2.8
Trade, transportation, and utilities.....	954	962	928	3.6	3.6	3.4
Wholesale trade.....	137	164	112	2.3	2.7	1.9
Retail trade.....	668	660	657	4.2	4.3	4.2
Transportation, warehousing, and utilities.....	148	138	160	2.9	2.7	3.1
Information.....	74	55	57	2.4	1.8	1.8
Financial activities.....	194	234	173	2.3	2.8	2.1
Finance and insurance.....	106	159	90	1.7	2.6	1.4
Real estate and rental and leasing.....	88	75	83	4.0	3.4	3.8
Professional and business services.....	907	916	845	5.1	5.0	4.7
Education and health services.....	348	384	342	1.9	2.0	1.8
Educational services.....	36	35	43	1.2	1.1	1.3
Health care and social assistance.....	312	349	299	2.1	2.2	1.9
Leisure and hospitality.....	806	933	782	6.2	6.9	5.8
Arts, entertainment, and recreation.....	130	148	148	7.2	7.6	8.0
Accommodation and food services.....	675	785	633	6.0	6.7	5.5
Other services.....	131	153	105	2.4	2.8	1.9
Government.....	213	224	194	.9	1.0	.9
Federal.....	31	26	23	1.1	1.0	.8
State and local.....	182	198	172	.9	1.0	.9
REGION ³						
Northeast.....	635	702	688	2.5	2.7	2.6
South.....	1,778	1,837	1,454	3.6	3.7	2.9
Midwest.....	992	951	1,030	3.1	3.0	3.2
West.....	1,005	1,183	978	3.3	3.8	3.1

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
Total	2,408	2,626	2,100	1.7	1.9	1.5
INDUSTRY						
Total private.....	2,302	2,506	1,997	2.0	2.1	1.7
Natural resources and mining.....	9	9	12	1.2	1.2	1.6
Construction.....	122	147	91	1.6	1.9	1.2
Manufacturing.....	164	211	148	1.2	1.5	1.1
Durable goods.....	95	115	80	1.1	1.3	.9
Nondurable goods.....	69	95	68	1.3	1.9	1.3
Trade, transportation, and utilities.....	604	581	488	2.3	2.2	1.8
Wholesale trade.....	86	87	51	1.4	1.4	.8
Retail trade.....	441	430	374	2.8	2.8	2.4
Transportation, warehousing, and utilities.....	77	64	63	1.5	1.2	1.2
Information.....	46	33	37	1.5	1.1	1.2
Financial activities.....	116	131	88	1.4	1.6	1.0
Finance and insurance.....	74	99	64	1.2	1.6	1.0
Real estate and rental and leasing.....	42	32	24	1.9	1.4	1.1
Professional and business services.....	422	455	355	2.4	2.5	2.0
Education and health services.....	237	242	224	1.3	1.3	1.2
Educational services.....	18	21	24	.6	.7	.7
Health care and social assistance.....	218	221	200	1.4	1.4	1.3
Leisure and hospitality.....	511	588	490	3.9	4.3	3.6
Arts, entertainment, and recreation.....	38	48	34	2.1	2.4	1.8
Accommodation and food services.....	472	540	456	4.2	4.6	3.9
Other services.....	72	109	64	1.3	2.0	1.2
Government.....	106	120	103	.5	.5	.5
Federal.....	15	10	8	.5	.4	.3
State and local.....	91	110	95	.5	.6	.5
REGION ³						
Northeast.....	355	340	309	1.4	1.3	1.2
South.....	999	1,119	818	2.0	2.2	1.6
Midwest.....	486	513	484	1.5	1.6	1.5
West.....	567	653	489	1.8	2.1	1.6

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
Total	1,719	1,796	1,798	1.2	1.3	1.3
INDUSTRY						
Total private.....	1,646	1,723	1,739	1.4	1.5	1.5
Natural resources and mining.....	5	7	10	.8	.9	1.4
Construction.....	294	217	243	3.8	2.8	3.2
Manufacturing.....	135	185	175	1.0	1.3	1.3
Durable goods.....	87	114	111	1.0	1.3	1.3
Nondurable goods.....	47	72	64	.9	1.4	1.3
Trade, transportation, and utilities.....	289	324	380	1.1	1.2	1.4
Wholesale trade.....	44	72	52	.7	1.2	.9
Retail trade.....	184	196	241	1.2	1.3	1.5
Transportation, warehousing, and utilities.....	61	55	87	1.2	1.1	1.7
Information.....	22	13	15	.7	.4	.5
Financial activities.....	69	88	73	.8	1.0	.9
Finance and insurance.....	24	50	21	.4	.8	.3
Real estate and rental and leasing.....	45	38	53	2.1	1.7	2.4
Professional and business services.....	422	424	448	2.4	2.3	2.5
Education and health services.....	81	107	92	.4	.6	.5
Educational services.....	13	12	16	.4	.4	.5
Health care and social assistance.....	68	95	76	.4	.6	.5
Leisure and hospitality.....	281	324	270	2.1	2.4	2.0
Arts, entertainment, and recreation.....	89	97	112	4.9	5.0	6.0
Accommodation and food services.....	192	227	159	1.7	1.9	1.4
Other services.....	49	34	32	.9	.6	.6
Government.....	72	73	59	.3	.3	.3
Federal.....	8	9	8	.3	.3	.3
State and local.....	64	64	51	.3	.3	.3
REGION ³						
Northeast.....	214	307	327	.8	1.2	1.3
South.....	688	621	553	1.4	1.2	1.1
Midwest.....	445	387	494	1.4	1.2	1.5
West.....	371	481	424	1.2	1.5	1.4

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2006	Oct. 2007	Nov. 2007 ^p	Nov. 2006	Oct. 2007	Nov. 2007 ^p
Total	285	251	252	0.2	0.2	0.2
INDUSTRY						
Total private.....	250	220	221	.2	.2	.2
Natural resources and mining.....	2	2	2	.3	.3	.2
Construction.....	30	13	18	.4	.2	.2
Manufacturing.....	23	21	25	.2	.1	.2
Durable goods.....	13	11	14	.1	.1	.2
Nondurable goods.....	10	10	12	.2	.2	.2
Trade, transportation, and utilities.....	61	57	60	.2	.2	.2
Wholesale trade.....	7	4	9	.1	.1	.2
Retail trade.....	44	33	41	.3	.2	.3
Transportation, warehousing, and utilities.....	10	20	10	.2	.4	.2
Information.....	6	9	5	.2	.3	.2
Financial activities.....	9	16	12	.1	.2	.1
Finance and insurance.....	8	10	5	.1	.2	.1
Real estate and rental and leasing.....	1	6	7	(⁴)	.3	.3
Professional and business services.....	64	36	42	.4	.2	.2
Education and health services.....	30	35	26	.2	.2	.1
Educational services.....	5	2	3	.1	.1	.1
Health care and social assistance.....	26	32	23	.2	.2	.1
Leisure and hospitality.....	14	21	21	.1	.2	.2
Arts, entertainment, and recreation.....	3	3	3	.2	.1	.1
Accommodation and food services.....	11	19	19	.1	.2	.2
Other services.....	11	11	9	.2	.2	.2
Government.....	35	31	32	.2	.1	.1
Federal.....	8	7	6	.3	.3	.2
State and local.....	27	24	26	.1	.1	.1
REGION ³						
Northeast.....	66	55	52	.3	.2	.2
South.....	91	96	83	.2	.2	.2
Midwest.....	61	51	53	.2	.2	.2
West.....	67	49	65	.2	.2	.2

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.