



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

USDL 08-0201

Media contact: (202) 691-5902

For release: 10:00 A.M. EST
Tuesday, February 12, 2008

JOB OPENINGS AND LABOR TURNOVER: DECEMBER 2007

On the last business day of December, 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 and hires rates were essentially unchanged in December. The separations rate fell to 3.1 percent in December. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent January 2005 - December 2007

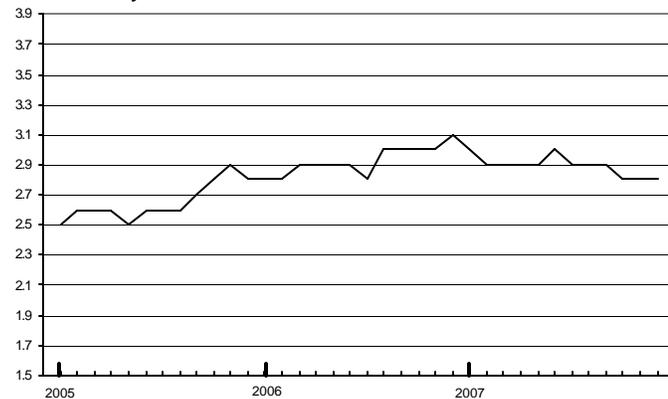
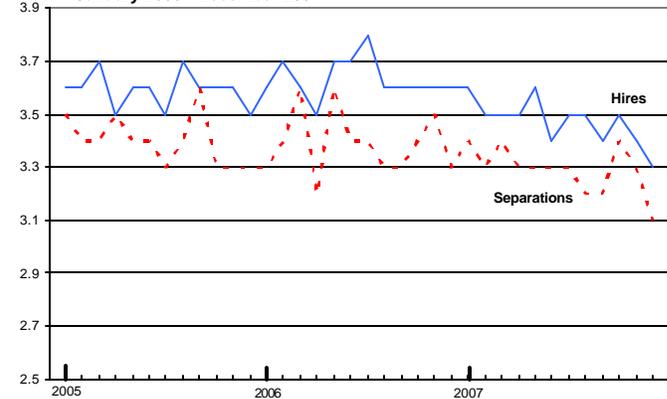


Chart 2. Hires and separations rates, seasonally adjusted,
Percent January 2005 - December 2007



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

Job Openings

In December, 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 did not change significantly in any industry or region. As occurs nearly every month, the seasonally adjusted job openings rate was highest in the accommodation and food services industry (4.4 percent). (See table 1.)

Over the year, the job openings rate rose significantly only in construction (to 1.6 percent). The rate fell over the year in durable goods manufacturing (1.7 percent); retail trade (1.8 percent); information (2.3 percent); real estate and rental and leasing (2.0 percent); arts, entertainment, and recreation (2.1 percent); other services (2.0 percent); and state and local government (1.8 percent). Regionally, the job openings rate fell over the year in the Northeast (2.1 percent) and in the South (2.7 percent). (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Dec. 2006	Nov. 2007	Dec. 2007 ^P	Dec. 2006	Nov. 2007	Dec. 2007 ^P	Dec. 2006	Nov. 2007	Dec. 2007 ^P
Levels (in thousands)									
Total ¹	4,401	4,024	4,039	4,959	4,657	4,636	4,540	4,599	4,345
Total private ¹	3,928	3,573	3,603	4,662	4,293	4,205	4,253	4,327	4,038
Construction	107	144	160	341	357	353	387	326	327
Manufacturing	362	309	307	375	356	340	372	402	320
Trade, transportation, and utilities ²	767	637	665	990	931	933	962	1,034	933
Retail trade	471	345	364	699	644	659	707	758	660
Professional and business services	745	685	682	963	894	809	851	842	818
Education and health services	734	719	705	515	531	461	430	423	426
Leisure and hospitality ³	612	605	609	969	864	879	835	808	803
Accommodation and food services	538	530	546	793	726	727	757	682	705
Government ⁴	473	456	437	371	349	391	283	287	301
State and local government	427	404	395	313	285	315	255	239	258
Rates (percent)									
Total ¹	3.1	2.8	2.8	3.6	3.4	3.3	3.3	3.3	3.1
Total private ¹	3.3	3.0	3.0	4.1	3.7	3.6	3.7	3.7	3.5
Construction	1.4	1.9	2.1	4.4	4.7	4.7	5.0	4.3	4.4
Manufacturing	2.5	2.2	2.2	2.7	2.6	2.4	2.6	2.9	2.3
Trade, transportation, and utilities ²	2.8	2.3	2.4	3.8	3.5	3.5	3.7	3.9	3.5
Retail trade	3.0	2.2	2.3	4.6	4.2	4.3	4.6	4.9	4.3
Professional and business services	4.0	3.7	3.6	5.4	4.9	4.5	4.8	4.7	4.5
Education and health services	3.9	3.7	3.6	2.8	2.9	2.5	2.4	2.3	2.3
Leisure and hospitality ³	4.4	4.2	4.2	7.2	6.3	6.4	6.2	5.9	5.8
Accommodation and food services	4.5	4.3	4.4	6.9	6.2	6.2	6.6	5.8	6.0
Government ⁴	2.1	2.0	1.9	1.7	1.6	1.7	1.3	1.3	1.3
State and local government	2.2	2.0	2.0	1.6	1.5	1.6	1.3	1.2	1.3

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

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

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

⁴ Includes federal government, not shown separately.

^P = preliminary.

Hires

The hires rate was little changed at 3.3 percent in December. Hires are any additions to the payroll during the month. In December, the hires rate increased in state and local government (to 1.6 percent) and decreased in education and health services (2.5 percent). The hires rate did not change significantly in December in any region. As occurs nearly every month, the seasonally adjusted hires rate was highest in December in accommodation and food services (6.2 percent). (See table 2.)

From December 2006 to December 2007, the hires rate decreased in professional and business services (to 3.5 percent), health care and social assistance (1.9 percent), and in the West region (2.6 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 fell to 3.1 percent in December. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate decreased in

manufacturing (to 2.3 percent), retail trade (4.3 percent), and the Northeast (2.5 percent). From December 2006 to December 2007, the total separations rate rose in federal government (1.6 percent). The rate fell over the year in durable goods manufacturing (1.5 percent), information (1.6 percent), finance and insurance (1.8 percent), and in the Midwest region (2.9 percent). (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, fell slightly in December in manufacturing (to 1.2 percent) and in the Northeast (1.2 percent). The quits rate did not rise significantly in any industry or region over the month. As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in the accommodation and food services industry (4.5 percent). (See table 4.)

Over the year, the quits rate did not rise significantly in any industry but did fall in several industries, including durable goods manufacturing (to 0.6 percent), information (0.9 percent), finance and insurance (0.8 percent), professional and business services (1.7 percent), health care and social assistance (1.3 percent), and in the South region (1.6 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For December, the layoffs and discharges rate (1.3 percent) and level (1.8 million) were unchanged from a year earlier. The layoffs and discharges rate in December 2007 was highest in construction (3.4 percent). The other separations rate (0.2 percent) and level (324,000) were essentially unchanged over the year. (See tables 9 and 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 December 2007, these 5 industries produced 33.4 million hires and 32.0 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 January 2008 is scheduled to be issued on Wednesday, March 12.

Revisions to the JOLTS Data

With the release of January data on March 12, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data from April 2006 forward and seasonally adjusted data from December 2000 forward are subject to revision. Also with the release of January 2008 data, JOLTS will revise the basis for industry classification from the 2002 North American Industry Classification System (NAICS) to the 2007 North American Industry Classification.

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						
	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P
Total ⁴	4,401	4,186	4,168	4,119	4,059	4,024	4,039	3.1	2.9	2.9	2.9	2.8	2.8	2.8
INDUSTRY														
Total private ⁴	3,928	3,711	3,709	3,664	3,597	3,573	3,603	3.3	3.1	3.1	3.1	3.0	3.0	3.0
Construction.....	107	167	149	138	155	144	160	1.4	2.1	1.9	1.8	2.0	1.9	2.1
Manufacturing.....	362	340	328	319	304	309	307	2.5	2.4	2.3	2.2	2.1	2.2	2.2
Trade, transportation, and utilities ⁵	767	684	703	691	598	637	665	2.8	2.5	2.6	2.5	2.2	2.3	2.4
Retail trade.....	471	399	380	367	298	345	364	3.0	2.5	2.4	2.3	1.9	2.2	2.3
Professional and business services.....	745	693	676	661	730	685	682	4.0	3.7	3.6	3.5	3.9	3.7	3.6
Education and health services.....	734	717	700	720	701	719	705	3.9	3.7	3.6	3.7	3.6	3.7	3.6
Leisure and hospitality ⁶	612	547	585	653	653	605	609	4.4	3.9	4.1	4.6	4.6	4.2	4.2
Accommodation and food services.....	538	497	518	587	590	530	546	4.5	4.1	4.3	4.8	4.8	4.3	4.4
Government ⁷	473	475	449	455	465	456	437	2.1	2.1	2.0	2.0	2.0	2.0	1.9
State and local government.....	427	430	410	408	414	404	395	2.2	2.2	2.1	2.0	2.1	2.0	2.0
REGION ⁸														
Northeast.....	849	741	682	611	664	627	656	3.2	2.8	2.6	2.3	2.5	2.4	2.5
South.....	1,674	1,612	1,690	1,651	1,641	1,613	1,562	3.3	3.2	3.3	3.2	3.2	3.1	3.0
Midwest.....	810	754	778	828	742	772	823	2.5	2.3	2.4	2.5	2.3	2.4	2.5
West.....	1,044	1,120	1,024	1,048	1,019	976	985	3.3	3.5	3.2	3.3	3.2	3.1	3.1

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						
	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P
Total ⁴	4,959	4,802	4,836	4,714	4,870	4,657	4,636	3.6	3.5	3.5	3.4	3.5	3.4	3.3
INDUSTRY														
Total private ⁴	4,662	4,443	4,369	4,355	4,507	4,293	4,205	4.1	3.8	3.8	3.8	3.9	3.7	3.6
Construction.....	341	408	371	336	334	357	353	4.4	5.3	4.9	4.4	4.4	4.7	4.7
Manufacturing.....	375	359	349	365	407	356	340	2.7	2.6	2.5	2.6	2.9	2.6	2.4
Trade, transportation, and utilities ⁵	990	924	922	994	1,034	931	933	3.8	3.5	3.5	3.7	3.9	3.5	3.5
Retail trade.....	699	613	666	709	709	644	659	4.6	4.0	4.3	4.6	4.6	4.2	4.3
Professional and business services.....	963	879	797	800	840	894	809	5.4	4.9	4.4	4.5	4.7	4.9	4.5
Education and health services.....	515	502	501	448	514	531	461	2.8	2.7	2.7	2.4	2.8	2.9	2.5
Leisure and hospitality ⁶	969	874	901	906	916	864	879	7.2	6.4	6.6	6.6	6.7	6.3	6.4
Accommodation and food services.....	793	748	758	749	796	726	727	6.9	6.5	6.5	6.4	6.8	6.2	6.2
Government ⁷	371	385	396	370	377	349	391	1.7	1.7	1.8	1.7	1.7	1.6	1.7
State and local government.....	313	293	314	296	313	285	315	1.6	1.5	1.6	1.5	1.6	1.5	1.6
REGION ⁸														
Northeast.....	768	750	761	689	672	764	754	3.0	2.9	2.9	2.7	2.6	2.9	2.9
South.....	1,900	1,898	1,841	1,848	1,925	1,821	1,766	3.9	3.8	3.7	3.7	3.9	3.7	3.6
Midwest.....	1,150	1,039	1,081	1,125	1,084	1,038	1,019	3.6	3.3	3.4	3.5	3.4	3.2	3.2
West.....	1,209	1,135	1,148	1,068	1,211	1,016	1,042	3.9	3.7	3.7	3.5	3.9	3.3	3.4

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						
	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P
Total ⁴	4,540	4,507	4,446	4,430	4,639	4,599	4,345	3.3	3.3	3.2	3.2	3.4	3.3	3.1
INDUSTRY														
Total private ⁴	4,253	4,173	4,120	4,146	4,376	4,327	4,038	3.7	3.6	3.6	3.6	3.8	3.7	3.5
Construction.....	387	384	371	364	359	326	327	5.0	5.0	4.9	4.8	4.7	4.3	4.4
Manufacturing.....	372	379	380	379	408	402	320	2.6	2.7	2.7	2.7	2.9	2.9	2.3
Trade, transportation, and utilities ⁵	962	987	926	954	1,007	1,034	933	3.7	3.7	3.5	3.6	3.8	3.9	3.5
Retail trade.....	707	687	652	676	703	758	660	4.6	4.5	4.2	4.4	4.6	4.9	4.3
Professional and business services.....	851	733	742	832	888	842	818	4.8	4.1	4.1	4.6	4.9	4.7	4.5
Education and health services.....	430	414	430	411	428	423	426	2.4	2.2	2.3	2.2	2.3	2.3	2.3
Leisure and hospitality ⁶	835	837	808	723	803	808	803	6.2	6.2	6.0	5.3	5.9	5.9	5.8
Accommodation and food services.....	757	735	703	627	686	682	705	6.6	6.3	6.1	5.4	5.9	5.8	6.0
Government ⁷	283	323	322	289	289	287	301	1.3	1.5	1.4	1.3	1.3	1.3	1.3
State and local government.....	255	254	255	213	237	239	258	1.3	1.3	1.3	1.1	1.2	1.2	1.3
REGION ⁸														
Northeast.....	670	622	667	631	680	798	642	2.6	2.4	2.6	2.4	2.6	3.1	2.5
South.....	1,796	1,744	1,710	1,760	1,802	1,708	1,668	3.7	3.5	3.5	3.6	3.6	3.4	3.4
Midwest.....	1,054	1,014	1,038	998	992	992	951	3.3	3.2	3.3	3.1	3.1	3.1	3.0
West.....	1,036	1,149	1,053	1,018	1,160	1,126	1,118	3.4	3.7	3.4	3.3	3.8	3.6	3.6

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						
	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P	Dec. 2006	July 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007 ^P
Total ⁴	2,759	2,640	2,539	2,450	2,682	2,515	2,461	2.0	1.9	1.8	1.8	1.9	1.8	1.8
INDUSTRY														
Total private ⁴	2,615	2,493	2,391	2,308	2,534	2,374	2,322	2.3	2.2	2.1	2.0	2.2	2.0	2.0
Construction.....	143	176	145	135	137	116	104	1.9	2.3	1.9	1.8	1.8	1.5	1.4
Manufacturing.....	222	186	202	189	208	190	168	1.6	1.3	1.4	1.4	1.5	1.4	1.2
Trade, transportation, and utilities ⁵	597	572	545	559	607	571	580	2.3	2.2	2.1	2.1	2.3	2.1	2.2
Retail trade.....	438	427	401	412	443	432	435	2.9	2.8	2.6	2.7	2.9	2.8	2.8
Professional and business services.....	497	418	395	420	482	418	355	2.8	2.3	2.2	2.3	2.7	2.3	2.0
Education and health services.....	289	276	270	253	260	267	256	1.6	1.5	1.5	1.4	1.4	1.4	1.4
Leisure and hospitality ⁶	602	597	557	410	558	577	575	4.5	4.4	4.1	3.0	4.1	4.2	4.2
Accommodation and food services.....	560	552	505	363	514	528	527	4.9	4.8	4.4	3.1	4.4	4.5	4.5
Government ⁷	146	148	148	146	147	142	141	.7	.7	.7	.7	.7	.6	.6
State and local government.....	130	125	126	123	129	126	122	.7	.6	.6	.6	.7	.6	.6
REGION ⁸														
Northeast.....	367	314	313	306	340	368	315	1.4	1.2	1.2	1.2	1.3	1.4	1.2
South.....	1,171	1,097	1,070	1,012	1,121	993	986	2.4	2.2	2.2	2.0	2.3	2.0	2.0
Midwest.....	559	553	564	543	542	541	525	1.8	1.7	1.8	1.7	1.7	1.7	1.6
West.....	638	669	598	582	697	614	623	2.1	2.2	1.9	1.9	2.3	2.0	2.0

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

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

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2006	Nov. 2007	Dec. 2007 ^p	Dec. 2006	Nov. 2007	Dec. 2007 ^p
Total	3,888	3,671	3,572	2.7	2.6	2.5
INDUSTRY						
Total private.....	3,451	3,244	3,173	2.9	2.7	2.7
Natural resources and mining.....	15	13	14	2.2	1.7	1.9
Construction.....	73	115	117	1.0	1.5	1.6
Manufacturing.....	323	271	270	2.2	1.9	1.9
Durable goods.....	201	158	155	2.2	1.8	1.7
Nondurable goods.....	122	113	115	2.3	2.2	2.2
Trade, transportation, and utilities.....	647	578	571	2.3	2.1	2.1
Wholesale trade.....	140	114	150	2.3	1.9	2.4
Retail trade.....	378	323	290	2.3	2.0	1.8
Transportation, warehousing, and utilities.....	129	141	131	2.5	2.6	2.5
Information.....	135	83	71	4.2	2.6	2.3
Financial activities.....	218	219	210	2.5	2.5	2.4
Finance and insurance.....	152	173	165	2.4	2.7	2.6
Real estate and rental and leasing.....	67	45	45	2.9	2.0	2.0
Professional and business services.....	702	640	646	3.8	3.4	3.4
Education and health services.....	695	681	671	3.7	3.5	3.4
Educational services.....	69	61	60	2.2	1.8	1.8
Health care and social assistance.....	626	620	612	4.0	3.8	3.8
Leisure and hospitality.....	491	527	494	3.6	3.8	3.5
Arts, entertainment, and recreation.....	55	54	39	3.0	2.8	2.1
Accommodation and food services.....	436	473	454	3.7	3.9	3.8
Other services.....	150	118	109	2.7	2.1	2.0
Government.....	436	427	398	1.9	1.8	1.7
Federal.....	41	46	38	1.5	1.7	1.4
State and local.....	395	381	361	2.0	1.9	1.8
REGION ³						
Northeast.....	732	603	571	2.8	2.3	2.1
South.....	1,514	1,489	1,384	3.0	2.9	2.7
Midwest.....	689	673	722	2.1	2.0	2.2
West.....	953	905	895	3.0	2.8	2.8

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

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

³ See footnote 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		
	Dec. 2006	Nov. 2007	Dec. 2007 ^p	Dec. 2006	Nov. 2007	Dec. 2007 ^p
Total	3,720	4,234	3,381	2.7	3.0	2.4
INDUSTRY						
Total private.....	3,493	3,978	3,143	3.0	3.4	2.7
Natural resources and mining.....	16	19	18	2.3	2.6	2.4
Construction.....	212	277	219	2.8	3.6	3.0
Manufacturing.....	252	294	221	1.8	2.1	1.6
Durable goods.....	142	167	113	1.6	1.9	1.3
Nondurable goods.....	109	128	108	2.1	2.5	2.1
Trade, transportation, and utilities.....	795	1,057	736	3.0	3.9	2.7
Wholesale trade.....	98	139	102	1.7	2.3	1.7
Retail trade.....	559	800	522	3.5	5.1	3.3
Transportation, warehousing, and utilities.....	138	118	112	2.7	2.3	2.2
Information.....	53	48	42	1.7	1.6	1.4
Financial activities.....	170	178	143	2.0	2.1	1.7
Finance and insurance.....	111	107	102	1.8	1.7	1.6
Real estate and rental and leasing.....	59	70	41	2.7	3.2	1.9
Professional and business services.....	788	829	632	4.4	4.6	3.5
Education and health services.....	374	447	338	2.1	2.4	1.8
Educational services.....	36	50	38	1.2	1.5	1.2
Health care and social assistance.....	339	397	299	2.2	2.5	1.9
Leisure and hospitality.....	727	737	669	5.6	5.5	5.0
Arts, entertainment, and recreation.....	133	110	123	7.4	5.9	6.6
Accommodation and food services.....	594	627	546	5.3	5.4	4.7
Other services.....	106	93	125	1.9	1.7	2.3
Government.....	227	256	238	1.0	1.1	1.0
Federal.....	51	42	59	1.9	1.6	2.2
State and local.....	176	214	178	.9	1.1	.9
REGION ³						
Northeast.....	556	694	561	2.2	2.7	2.2
South.....	1,411	1,659	1,298	2.9	3.3	2.6
Midwest.....	792	919	698	2.5	2.9	2.2
West.....	961	962	824	3.1	3.1	2.6

¹ Hires are the number of hires during the entire month.

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

³ 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		
	Dec. 2006	Nov. 2007	Dec. 2007 ^p	Dec. 2006	Nov. 2007	Dec. 2007 ^p
Total	4,369	4,247	4,142	3.2	3.0	3.0
INDUSTRY						
Total private.....	4,136	4,056	3,891	3.6	3.5	3.3
Natural resources and mining.....	15	24	28	2.2	3.2	3.8
Construction.....	407	337	347	5.4	4.4	4.7
Manufacturing.....	332	367	274	2.4	2.6	2.0
Durable goods.....	195	209	129	2.2	2.4	1.5
Nondurable goods.....	138	158	145	2.7	3.1	2.8
Trade, transportation, and utilities.....	1,080	1,001	1,030	4.0	3.7	3.8
Wholesale trade.....	130	126	171	2.2	2.1	2.8
Retail trade.....	806	728	741	5.1	4.6	4.7
Transportation, warehousing, and utilities.....	144	147	117	2.8	2.8	2.3
Information.....	72	53	49	2.3	1.7	1.6
Financial activities.....	217	166	199	2.6	2.0	2.4
Finance and insurance.....	145	87	112	2.3	1.4	1.8
Real estate and rental and leasing.....	72	79	87	3.3	3.6	4.0
Professional and business services.....	823	858	794	4.6	4.7	4.4
Education and health services.....	360	342	358	2.0	1.8	1.9
Educational services.....	45	40	45	1.5	1.2	1.4
Health care and social assistance.....	315	302	313	2.1	1.9	2.0
Leisure and hospitality.....	712	781	684	5.4	5.8	5.1
Arts, entertainment, and recreation.....	62	149	71	3.4	8.0	3.9
Accommodation and food services.....	650	632	613	5.8	5.5	5.3
Other services.....	117	127	128	2.2	2.3	2.3
Government.....	233	192	251	1.0	.8	1.1
Federal.....	35	23	43	1.3	.8	1.6
State and local.....	198	169	207	1.0	.8	1.0
REGION ³						
Northeast.....	671	733	627	2.6	2.8	2.4
South.....	1,661	1,459	1,526	3.4	2.9	3.1
Midwest.....	1,052	999	932	3.3	3.1	2.9
West.....	986	1,056	1,057	3.2	3.4	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 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		
	Dec. 2006	Nov. 2007	Dec. 2007 ^p	Dec. 2006	Nov. 2007	Dec. 2007 ^p
Total	2,296	2,193	2,032	1.7	1.6	1.5
INDUSTRY						
Total private.....	2,186	2,092	1,930	1.9	1.8	1.7
Natural resources and mining.....	8	10	12	1.1	1.3	1.6
Construction.....	115	96	81	1.5	1.3	1.1
Manufacturing.....	158	151	119	1.1	1.1	.9
Durable goods.....	83	81	55	.9	.9	.6
Nondurable goods.....	76	70	64	1.5	1.4	1.3
Trade, transportation, and utilities.....	544	516	531	2.0	1.9	2.0
Wholesale trade.....	71	53	76	1.2	.9	1.3
Retail trade.....	404	404	399	2.5	2.6	2.5
Transportation, warehousing, and utilities.....	69	59	56	1.3	1.1	1.1
Information.....	41	34	28	1.3	1.1	.9
Financial activities.....	109	97	91	1.3	1.2	1.1
Finance and insurance.....	72	65	47	1.2	1.0	.8
Real estate and rental and leasing.....	37	32	44	1.7	1.5	2.0
Professional and business services.....	422	375	303	2.4	2.1	1.7
Education and health services.....	244	228	215	1.3	1.2	1.1
Educational services.....	20	23	19	.6	.7	.6
Health care and social assistance.....	224	205	196	1.5	1.3	1.3
Leisure and hospitality.....	485	515	463	3.7	3.8	3.4
Arts, entertainment, and recreation.....	31	37	36	1.7	2.0	1.9
Accommodation and food services.....	454	478	428	4.0	4.1	3.7
Other services.....	59	69	86	1.1	1.3	1.6
Government.....	109	101	102	.5	.4	.4
Federal.....	12	8	12	.5	.3	.4
State and local.....	97	92	91	.5	.5	.5
REGION ³						
Northeast.....	294	334	252	1.1	1.3	1.0
South.....	983	837	816	2.0	1.7	1.6
Midwest.....	470	491	431	1.5	1.5	1.3
West.....	548	531	533	1.8	1.7	1.7

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

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

³ See footnote 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		
	Dec. 2006	Nov. 2007	Dec. 2007 ^p	Dec. 2006	Nov. 2007	Dec. 2007 ^p
Total	1,789	1,769	1,785	1.3	1.3	1.3
INDUSTRY						
Total private.....	1,710	1,710	1,694	1.5	1.5	1.5
Natural resources and mining.....	6	12	13	.8	1.7	1.7
Construction.....	285	219	250	3.8	2.9	3.4
Manufacturing.....	148	189	135	1.0	1.4	1.0
Durable goods.....	93	113	63	1.0	1.3	.7
Nondurable goods.....	56	76	71	1.1	1.5	1.4
Trade, transportation, and utilities.....	458	402	404	1.7	1.5	1.5
Wholesale trade.....	41	63	78	.7	1.0	1.3
Retail trade.....	353	261	282	2.2	1.7	1.8
Transportation, warehousing, and utilities.....	64	77	45	1.3	1.5	.9
Information.....	26	14	16	.8	.4	.5
Financial activities.....	80	58	91	.9	.7	1.1
Finance and insurance.....	48	16	51	.8	.3	.8
Real estate and rental and leasing.....	31	41	41	1.4	1.9	1.9
Professional and business services.....	361	444	437	2.0	2.4	2.4
Education and health services.....	90	88	113	.5	.5	.6
Educational services.....	20	14	23	.7	.4	.7
Health care and social assistance.....	70	74	90	.5	.5	.6
Leisure and hospitality.....	204	244	199	1.6	1.8	1.5
Arts, entertainment, and recreation.....	27	110	34	1.5	5.9	1.8
Accommodation and food services.....	177	134	165	1.6	1.2	1.4
Other services.....	52	42	37	1.0	.8	.7
Government.....	79	59	91	.4	.3	.4
Federal.....	13	8	22	.5	.3	.8
State and local.....	66	51	69	.3	.3	.3
REGION ³						
Northeast.....	332	351	295	1.3	1.3	1.1
South.....	568	534	605	1.1	1.1	1.2
Midwest.....	517	455	434	1.6	1.4	1.4
West.....	372	429	452	1.2	1.4	1.5

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		
	Dec. 2006	Nov. 2007	Dec. 2007 ^p	Dec. 2006	Nov. 2007	Dec. 2007 ^p
Total	284	285	324	0.2	0.2	0.2
INDUSTRY						
Total private.....	240	253	267	.2	.2	.2
Natural resources and mining.....	1	2	3	.2	.2	.5
Construction.....	7	23	17	.1	.3	.2
Manufacturing.....	26	27	20	.2	.2	.1
Durable goods.....	20	14	11	.2	.2	.1
Nondurable goods.....	6	12	9	.1	.2	.2
Trade, transportation, and utilities.....	78	84	94	.3	.3	.3
Wholesale trade.....	18	9	17	.3	.2	.3
Retail trade.....	49	63	60	.3	.4	.4
Transportation, warehousing, and utilities.....	11	11	16	.2	.2	.3
Information.....	4	5	6	.1	.2	.2
Financial activities.....	28	11	17	.3	.1	.2
Finance and insurance.....	25	5	14	.4	.1	.2
Real estate and rental and leasing.....	3	6	2	.2	.3	.1
Professional and business services.....	40	39	54	.2	.2	.3
Education and health services.....	26	26	30	.1	.1	.2
Educational services.....	5	3	2	.2	.1	.1
Health care and social assistance.....	21	23	28	.1	.1	.2
Leisure and hospitality.....	23	22	22	.2	.2	.2
Arts, entertainment, and recreation.....	4	3	2	.2	.1	.1
Accommodation and food services.....	19	20	20	.2	.2	.2
Other services.....	6	15	5	.1	.3	.1
Government.....	45	32	57	.2	.1	.3
Federal.....	9	6	9	.3	.2	.3
State and local.....	35	26	48	.2	.1	.2
REGION ³						
Northeast.....	44	48	81	.2	.2	.3
South.....	110	88	105	.2	.2	.2
Midwest.....	64	54	67	.2	.2	.2
West.....	66	96	73	.2	.3	.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.

^p = preliminary.