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USDL 07-1032

Media contact: 691-5902

For release: 10:00 A.M. EDT
Tuesday, July 10, 2007

JOB OPENINGS AND LABOR TURNOVER: MAY 2007

On the last business day of May, there were 4.2 million job openings in the United States, and the job openings rate was 2.9 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was unchanged in May, and the hires and total separations rates were essentially unchanged. 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 June 2004 - May 2007

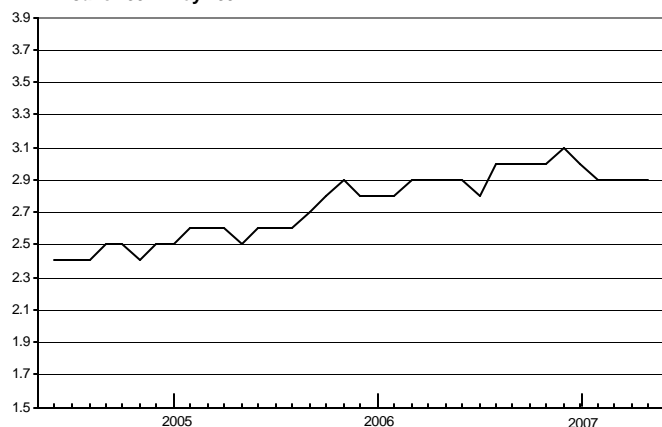
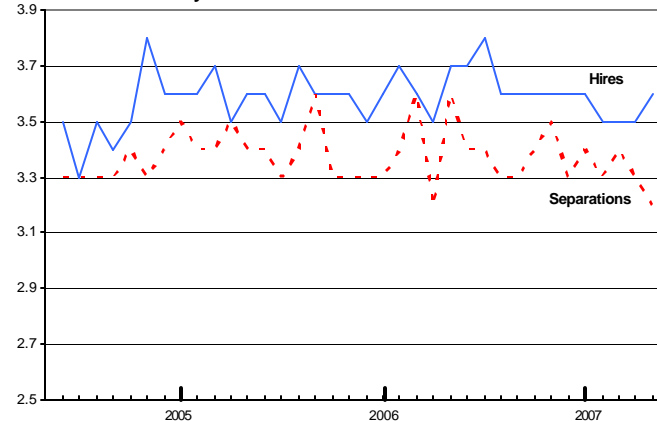


Chart 2. Hires and separations rates, seasonally adjusted,
Percent June 2004 - May 2007



Job Openings

In May, the job openings rate was unchanged at 2.9 percent. Job openings include only those jobs still open on the last business day of the month. The job openings rate rose over the month in the accommodations and food services industry. None of the regions experienced a significant over-the-month change in the job openings rate. The seasonally adjusted job openings rate was highest in May for the following industries: accommodations and food services (4.2 percent), professional and business services (3.7 percent), and education and health services (3.7 percent). (See table 1.)

Over the year, the job openings rate increased in construction; nondurable goods manufacturing; health care and social assistance; and accommodations and food services. The rate decreased in wholesale trade and retail trade. The job openings rate did not change significantly over the year in any of the regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p
	Levels (in thousands)								
Total ¹	4,037	4,170	4,163	5,068	4,832	4,929	4,953	4,524	4,419
Total private ¹	3,611	3,683	3,703	4,618	4,423	4,499	4,647	4,227	4,089
Construction	138	154	159	378	330	332	479	360	330
Manufacturing	310	350	370	385	350	357	385	380	385
Trade, transportation, and utilities ²	703	669	614	1,064	1,028	1,046	1,061	975	943
Retail trade	405	389	345	749	706	721	780	678	685
Professional and business services	739	735	687	1,095	828	927	931	805	720
Education and health services	648	706	713	545	507	498	445	414	431
Leisure and hospitality ³	509	512	578	811	903	905	831	861	823
Accommodations and food services ..	458	453	504	698	811	795	693	720	709
Government ⁴	438	488	470	390	421	412	313	311	317
State and local government	396	439	434	332	333	334	253	241	240
	Rates (percent)								
Total ¹	2.9	2.9	2.9	3.7	3.5	3.6	3.6	3.3	3.2
Total private ¹	3.1	3.1	3.1	4.1	3.8	3.9	4.1	3.7	3.5
Construction	1.8	2.0	2.0	4.9	4.3	4.3	6.2	4.7	4.3
Manufacturing	2.1	2.4	2.6	2.7	2.5	2.5	2.7	2.7	2.7
Trade, transportation, and utilities ²	2.6	2.5	2.3	4.1	3.9	4.0	4.1	3.7	3.6
Retail trade	2.6	2.5	2.2	4.9	4.6	4.7	5.1	4.4	4.5
Professional and business services	4.1	4.0	3.7	6.3	4.6	5.2	5.3	4.5	4.0
Education and health services	3.5	3.7	3.7	3.1	2.8	2.7	2.5	2.3	2.4
Leisure and hospitality ³	3.7	3.7	4.1	6.2	6.7	6.7	6.4	6.4	6.1
Accommodations and food services ..	3.9	3.8	4.2	6.3	7.0	6.9	6.2	6.3	6.1
Government ⁴	2.0	2.1	2.1	1.8	1.9	1.9	1.4	1.4	1.4
State and local government	2.0	2.2	2.2	1.7	1.7	1.7	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.

Hires

The hires rate was little changed at 3.6 percent in May. Hires are any additions to the payroll during the month. In May, there were no significant increases or decreases in the hires rate for any of the industries or regions. The seasonally adjusted hires rate was highest in May in accommodations and food services (6.9 percent). (See table 2.)

From May 2006 to May 2007, the hires rate rose in finance and insurance; accommodations and food services; and federal government. The hires rate fell in durable goods manufacturing; information; professional and business services; and health care and social assistance. The hires rate decreased over the year in the Northeast region. (See table 6.)

Separations

The total separations, or turnover, rate was little changed at 3.2 percent in May. Separations are terminations of employment that occur at any time during the month. Over the month, none of the industries or regions experienced a significant change in the separations rate. From May 2006 to May 2007, the total separations rate increased in natural resources and mining and in federal government. The total separations rate decreased in construction; trade, transportation, and utilities; professional and business services; educational services; and state and local government. Geographically, the total separations rate fell over the year in both the Northeast and Midwest regions. (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, was unchanged at 1.9 percent in May. None of the industries or regions experienced a significant change in the quits rate over the month. In May, the seasonally adjusted quits rate among industries was highest in the accommodations and food services industry (4.4 percent). (See table 4.)

Over the year, the quits rate rose in natural resources and mining; durable goods manufacturing; and finance and insurance. The quits rate fell over the year in construction; information; professional and business services; and educational services. Geographically, the quits rate fell over the year in the Northeast and Midwest regions. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For May, the layoffs and discharges rate (0.9 percent) and level (1.3 million) decreased from a year earlier. As is the case in many months, the layoffs and discharges rate in May was highest in arts, entertainment, and recreation (3.0 percent) and construction (2.0 percent). From May 2006 to May 2007, the other separations rate decreased slightly to 0.2 percent, and the level decreased to 311,000. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has risen and fallen over time along with total nonfarm employment levels. The proportion of total separations due to quits fell from 61 percent in February 2001 to 51 percent in August 2003 (seasonally adjusted), and has since risen. In May 2007, quits accounted for 60 percent of total separations.

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 accommodations and food services. In the 12 months ending in May 2007, these 5 industries produced 34.6 million hires and 32.5 million separations. Thus, these five industries accounted for 59 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 June 2007 is scheduled to be issued on Wednesday, August 8.

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.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Since the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, 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						
	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P
Total ⁴	4,037	4,401	4,222	4,149	4,176	4,170	4,163	2.9	3.1	3.0	2.9	2.9	2.9	2.9
INDUSTRY														
Total private ⁴	3,611	3,928	3,746	3,666	3,702	3,683	3,703	3.1	3.3	3.1	3.1	3.1	3.1	3.1
Construction.....	138	107	142	229	152	154	159	1.8	1.4	1.8	2.9	1.9	2.0	2.0
Manufacturing.....	310	362	337	330	316	350	370	2.1	2.5	2.3	2.3	2.2	2.4	2.6
Trade, transportation, and utilities ⁵	703	767	727	660	677	669	614	2.6	2.8	2.7	2.4	2.5	2.5	2.3
Retail trade.....	405	471	413	378	375	389	345	2.6	3.0	2.6	2.4	2.4	2.5	2.2
Professional and business services.....	739	745	707	642	758	735	687	4.1	4.0	3.8	3.5	4.1	4.0	3.7
Education and health services.....	648	734	707	670	685	706	713	3.5	3.9	3.8	3.6	3.6	3.7	3.7
Leisure and hospitality ⁶	509	612	552	566	574	512	578	3.7	4.4	4.0	4.0	4.1	3.7	4.1
Accommodations and food services.....	458	538	495	511	506	453	504	3.9	4.5	4.1	4.3	4.2	3.8	4.2
Government ⁷	438	473	477	482	470	488	470	2.0	2.1	2.1	2.1	2.1	2.1	2.1
State and local government.....	396	427	439	438	430	439	434	2.0	2.2	2.2	2.2	2.2	2.2	2.2
REGION ⁸														
Northeast.....	673	849	733	717	703	675	674	2.6	3.2	2.8	2.7	2.7	2.6	2.5
South.....	1,670	1,674	1,653	1,631	1,658	1,670	1,650	3.3	3.3	3.2	3.2	3.3	3.3	3.2
Midwest.....	757	810	822	783	797	779	814	2.4	2.5	2.5	2.4	2.4	2.4	2.5
West.....	949	1,044	1,005	1,011	1,027	1,038	1,042	3.0	3.3	3.2	3.2	3.2	3.3	3.3

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						
	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P
Total ⁴	5,068	4,959	4,959	4,815	4,815	4,832	4,929	3.7	3.6	3.6	3.5	3.5	3.5	3.6
INDUSTRY														
Total private ⁴	4,618	4,662	4,607	4,509	4,416	4,423	4,499	4.1	4.1	4.0	3.9	3.8	3.8	3.9
Construction.....	378	341	299	298	356	330	332	4.9	4.4	3.9	3.9	4.6	4.3	4.3
Manufacturing.....	385	375	369	371	318	350	357	2.7	2.7	2.6	2.6	2.3	2.5	2.5
Trade, transportation, and utilities ⁵	1,064	990	1,020	1,018	1,006	1,028	1,046	4.1	3.8	3.9	3.9	3.8	3.9	4.0
Retail trade.....	749	699	757	695	691	706	721	4.9	4.6	4.9	4.5	4.5	4.6	4.7
Professional and business services.....	1,095	963	954	953	881	828	927	6.3	5.4	5.4	5.3	4.9	4.6	5.2
Education and health services.....	545	515	508	518	497	507	498	3.1	2.8	2.8	2.9	2.7	2.8	2.7
Leisure and hospitality ⁶	811	969	956	934	867	903	905	6.2	7.2	7.1	7.0	6.4	6.7	6.7
Accommodations and food services.....	698	793	825	778	726	811	795	6.3	6.9	7.2	6.8	6.3	7.0	6.9
Government ⁷	390	371	384	379	404	421	412	1.8	1.7	1.7	1.7	1.8	1.9	1.9
State and local government.....	332	313	321	317	313	333	334	1.7	1.6	1.7	1.6	1.6	1.7	1.7
REGION ⁸														
Northeast.....	842	768	833	709	740	759	712	3.3	3.0	3.2	2.8	2.9	2.9	2.8
South.....	1,882	1,900	1,899	1,837	1,835	1,894	1,916	3.9	3.9	3.9	3.7	3.7	3.8	3.9
Midwest.....	1,096	1,150	1,167	1,184	1,105	1,069	1,098	3.5	3.6	3.7	3.7	3.5	3.4	3.4
West.....	1,172	1,209	1,142	1,156	1,157	1,122	1,163	3.9	3.9	3.7	3.8	3.8	3.6	3.8

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						
	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P
Total ⁴	4,953	4,540	4,602	4,556	4,741	4,524	4,419	3.6	3.3	3.4	3.3	3.4	3.3	3.2
INDUSTRY														
Total private ⁴	4,647	4,253	4,296	4,263	4,417	4,227	4,089	4.1	3.7	3.7	3.7	3.8	3.7	3.5
Construction.....	479	387	400	322	344	360	330	6.2	5.0	5.2	4.2	4.5	4.7	4.3
Manufacturing.....	385	372	399	422	400	380	385	2.7	2.6	2.8	3.0	2.8	2.7	2.7
Trade, transportation, and utilities ⁵	1,061	962	973	943	974	975	943	4.1	3.7	3.7	3.6	3.7	3.7	3.6
Retail trade.....	780	707	680	656	682	678	685	5.1	4.6	4.4	4.3	4.4	4.4	4.5
Professional and business services.....	931	851	894	862	876	805	720	5.3	4.8	5.0	4.8	4.9	4.5	4.0
Education and health services.....	445	430	423	419	429	414	431	2.5	2.4	2.3	2.3	2.4	2.3	2.4
Leisure and hospitality ⁶	831	835	768	835	846	861	823	6.4	6.2	5.7	6.2	6.3	6.4	6.1
Accommodations and food services.....	693	757	612	697	702	720	709	6.2	6.6	5.4	6.1	6.1	6.3	6.1
Government ⁷	313	283	309	294	315	311	317	1.4	1.3	1.4	1.3	1.4	1.4	1.4
State and local government.....	253	255	254	243	238	241	240	1.3	1.3	1.3	1.2	1.2	1.2	1.2
REGION ⁸														
Northeast.....	827	670	740	675	667	640	618	3.3	2.6	2.9	2.6	2.6	2.5	2.4
South.....	1,899	1,796	1,783	1,763	1,829	1,904	1,756	3.9	3.7	3.6	3.6	3.7	3.9	3.6
Midwest.....	1,076	1,054	1,034	1,054	1,006	981	978	3.4	3.3	3.3	3.3	3.2	3.1	3.1
West.....	1,122	1,036	1,037	1,041	1,165	1,040	1,053	3.7	3.4	3.4	3.4	3.8	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 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						
	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P	May 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007 ^P
Total ⁴	2,785	2,759	2,648	2,705	2,763	2,637	2,635	2.0	2.0	1.9	2.0	2.0	1.9	1.9
INDUSTRY														
Total private ⁴	2,628	2,615	2,505	2,571	2,591	2,486	2,479	2.3	2.3	2.2	2.2	2.2	2.2	2.1
Construction.....	198	143	141	120	131	126	118	2.6	1.9	1.8	1.6	1.7	1.6	1.5
Manufacturing.....	208	222	229	212	216	199	213	1.5	1.6	1.6	1.5	1.5	1.4	1.5
Trade, transportation, and utilities ⁵	641	597	594	606	608	600	602	2.4	2.3	2.3	2.3	2.3	2.3	2.3
Retail trade.....	469	438	422	438	428	440	443	3.1	2.9	2.7	2.9	2.8	2.9	2.9
Professional and business services.....	437	497	498	486	461	418	394	2.5	2.8	2.8	2.7	2.6	2.3	2.2
Education and health services.....	280	289	271	280	267	274	280	1.6	1.6	1.5	1.5	1.5	1.5	1.5
Leisure and hospitality ⁶	563	602	489	579	590	592	551	4.3	4.5	3.7	4.3	4.4	4.4	4.1
Accommodations and food services.....	515	560	448	531	539	542	505	4.6	4.9	3.9	4.6	4.7	4.7	4.4
Government ⁷	157	146	150	139	155	153	157	.7	.7	.7	.6	.7	.7	.7
State and local government.....	131	130	129	117	130	129	131	.7	.7	.7	.6	.7	.7	.7
REGION ⁸														
Northeast.....	397	367	355	322	352	350	327	1.6	1.4	1.4	1.3	1.4	1.4	1.3
South.....	1,177	1,171	1,099	1,152	1,150	1,163	1,128	2.4	2.4	2.2	2.3	2.3	2.4	2.3
Midwest.....	572	559	595	599	588	544	526	1.8	1.8	1.9	1.9	1.9	1.7	1.7
West.....	627	638	602	629	665	590	644	2.1	2.1	2.0	2.0	2.2	1.9	2.1

¹ Quits are the number of quits during the entire month.
² The quits rate is the number of quits during the entire month as a percent of total employment.
³ 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		
	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p
Total	4,300	4,367	4,400	3.1	3.1	3.1
INDUSTRY						
Total private.....	3,838	3,870	3,912	3.2	3.3	3.3
Natural resources and mining.....	15	13	15	2.2	1.7	2.0
Construction.....	162	187	192	2.0	2.4	2.4
Manufacturing.....	324	361	384	2.2	2.5	2.7
Durable goods.....	218	212	222	2.4	2.3	2.4
Nondurable goods.....	106	148	163	2.0	2.8	3.1
Trade, transportation, and utilities.....	733	685	623	2.7	2.5	2.3
Wholesale trade.....	162	163	130	2.7	2.7	2.1
Retail trade.....	424	391	351	2.7	2.5	2.2
Transportation, warehousing, and utilities.....	147	131	142	2.8	2.5	2.7
Information.....	132	143	139	4.1	4.4	4.3
Financial activities.....	289	242	267	3.3	2.8	3.1
Finance and insurance.....	227	173	214	3.5	2.7	3.3
Real estate and rental and leasing.....	62	70	54	2.8	3.1	2.4
Professional and business services.....	761	767	698	4.2	4.1	3.8
Education and health services.....	676	724	742	3.6	3.8	3.9
Educational services.....	78	74	75	2.6	2.3	2.4
Health care and social assistance.....	598	651	667	3.9	4.1	4.2
Leisure and hospitality.....	583	594	665	4.2	4.3	4.6
Arts, entertainment, and recreation.....	64	83	87	3.1	4.2	4.1
Accommodations and food services.....	518	511	577	4.4	4.3	4.7
Other services.....	164	153	187	2.9	2.7	3.3
Government.....	462	498	488	2.0	2.2	2.1
Federal.....	41	55	37	1.5	2.0	1.3
State and local.....	421	443	451	2.1	2.2	2.2
REGION ³						
Northeast.....	708	682	695	2.7	2.6	2.6
South.....	1,785	1,790	1,753	3.5	3.5	3.4
Midwest.....	786	817	845	2.4	2.5	2.6
West.....	1,021	1,078	1,106	3.2	3.4	3.4

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		
	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p
Total	5,752	4,883	5,658	4.2	3.5	4.1
INDUSTRY						
Total private.....	5,352	4,575	5,231	4.7	4.0	4.5
Natural resources and mining.....	23	23	35	3.4	3.2	4.8
Construction.....	494	442	430	6.3	5.9	5.6
Manufacturing.....	446	353	419	3.1	2.5	3.0
Durable goods.....	272	205	244	3.0	2.3	2.7
Nondurable goods.....	174	148	175	3.4	2.9	3.4
Trade, transportation, and utilities.....	1,162	1,001	1,157	4.4	3.8	4.4
Wholesale trade.....	156	182	193	2.6	3.0	3.2
Retail trade.....	832	688	805	5.5	4.5	5.3
Transportation, warehousing, and utilities.....	174	131	158	3.5	2.6	3.1
Information.....	91	84	78	3.0	2.7	2.5
Financial activities.....	220	203	281	2.6	2.4	3.3
Finance and insurance.....	130	149	182	2.1	2.4	2.9
Real estate and rental and leasing.....	90	54	99	4.1	2.5	4.5
Professional and business services.....	1,130	859	983	6.5	4.8	5.5
Education and health services.....	541	452	492	3.0	2.5	2.7
Educational services.....	65	48	56	2.2	1.5	1.8
Health care and social assistance.....	475	404	436	3.2	2.6	2.8
Leisure and hospitality.....	1,060	992	1,169	8.0	7.4	8.5
Arts, entertainment, and recreation.....	212	139	204	10.6	7.3	9.9
Accommodations and food services.....	849	852	965	7.5	7.4	8.3
Other services.....	184	167	187	3.4	3.1	3.4
Government.....	401	308	427	1.8	1.4	1.9
Federal.....	68	73	87	2.5	2.7	3.2
State and local.....	333	235	340	1.7	1.2	1.7
REGION ³						
Northeast.....	997	781	842	3.9	3.0	3.2
South.....	2,115	1,876	2,164	4.3	3.8	4.4
Midwest.....	1,366	1,118	1,383	4.3	3.5	4.3
West.....	1,274	1,109	1,269	4.2	3.6	4.1

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		
	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p
Total	4,940	4,260	4,385	3.6	3.1	3.2
INDUSTRY						
Total private.....	4,603	4,034	4,040	4.0	3.5	3.5
Natural resources and mining.....	13	22	25	1.9	3.1	3.5
Construction.....	457	299	304	5.9	4.0	3.9
Manufacturing.....	383	369	384	2.7	2.6	2.7
Durable goods.....	205	211	220	2.3	2.4	2.5
Nondurable goods.....	178	158	163	3.4	3.1	3.2
Trade, transportation, and utilities.....	1,115	882	964	4.3	3.4	3.7
Wholesale trade.....	150	154	112	2.5	2.6	1.9
Retail trade.....	791	604	708	5.2	4.0	4.6
Transportation, warehousing, and utilities.....	174	125	143	3.5	2.5	2.8
Information.....	77	71	71	2.5	2.3	2.3
Financial activities.....	200	197	225	2.4	2.3	2.7
Finance and insurance.....	146	141	156	2.4	2.3	2.5
Real estate and rental and leasing.....	54	56	70	2.5	2.6	3.2
Professional and business services.....	909	835	653	5.2	4.7	3.7
Education and health services.....	496	386	482	2.8	2.1	2.6
Educational services.....	88	45	64	3.0	1.4	2.1
Health care and social assistance.....	408	340	418	2.7	2.2	2.7
Leisure and hospitality.....	800	835	790	6.0	6.3	5.8
Arts, entertainment, and recreation.....	118	155	102	5.9	8.2	5.0
Accommodations and food services.....	682	680	688	6.0	5.9	5.9
Other services.....	153	138	143	2.8	2.5	2.6
Government.....	336	226	345	1.5	1.0	1.5
Federal.....	54	59	79	2.0	2.2	2.9
State and local.....	282	167	266	1.4	.8	1.3
REGION ³						
Northeast.....	738	573	537	2.9	2.2	2.1
South.....	2,027	1,883	1,857	4.1	3.8	3.7
Midwest.....	1,038	842	916	3.3	2.7	2.9
West.....	1,137	962	1,075	3.7	3.1	3.5

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

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

³ 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		
	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p
Total	2,932	2,518	2,759	2.1	1.8	2.0
INDUSTRY						
Total private.....	2,752	2,396	2,577	2.4	2.1	2.2
Natural resources and mining.....	9	13	16	1.3	1.8	2.3
Construction.....	226	121	131	2.9	1.6	1.7
Manufacturing.....	215	198	221	1.5	1.4	1.6
Durable goods.....	109	109	130	1.2	1.2	1.5
Nondurable goods.....	106	88	92	2.0	1.7	1.8
Trade, transportation, and utilities.....	690	571	646	2.6	2.2	2.4
Wholesale trade.....	73	91	68	1.2	1.5	1.1
Retail trade.....	514	412	491	3.4	2.7	3.2
Transportation, warehousing, and utilities.....	102	68	88	2.0	1.3	1.7
Information.....	62	50	42	2.0	1.6	1.4
Financial activities.....	126	121	159	1.5	1.4	1.9
Finance and insurance.....	95	95	118	1.5	1.5	1.9
Real estate and rental and leasing.....	31	26	41	1.4	1.2	1.8
Professional and business services.....	460	403	387	2.6	2.3	2.2
Education and health services.....	297	258	299	1.7	1.4	1.6
Educational services.....	41	29	26	1.4	.9	.9
Health care and social assistance.....	257	229	273	1.7	1.5	1.8
Leisure and hospitality.....	581	572	565	4.4	4.3	4.1
Arts, entertainment, and recreation.....	41	45	38	2.1	2.4	1.9
Accommodations and food services.....	540	526	527	4.8	4.6	4.5
Other services.....	86	90	110	1.6	1.6	2.0
Government.....	179	122	182	.8	.5	.8
Federal.....	27	22	27	1.0	.8	1.0
State and local.....	152	100	155	.8	.5	.8
REGION ³						
Northeast.....	407	313	328	1.6	1.2	1.3
South.....	1,255	1,170	1,199	2.6	2.4	2.4
Midwest.....	618	485	552	2.0	1.5	1.7
West.....	651	549	680	2.1	1.8	2.2

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		
	May 2006	Apr. 2007	May 2007 ^P	May 2006	Apr. 2007	May 2007 ^P
Total	1,598	1,451	1,316	1.2	1.1	0.9
INDUSTRY						
Total private.....	1,498	1,398	1,226	1.3	1.2	1.1
Natural resources and mining.....	2	5	6	.3	.8	.9
Construction.....	198	171	152	2.5	2.3	2.0
Manufacturing.....	138	132	138	1.0	.9	1.0
Durable goods.....	76	80	76	.8	.9	.9
Nondurable goods.....	63	52	62	1.2	1.0	1.2
Trade, transportation, and utilities.....	309	251	261	1.2	1.0	1.0
Wholesale trade.....	48	56	35	.8	.9	.6
Retail trade.....	207	147	183	1.4	1.0	1.2
Transportation, warehousing, and utilities.....	55	47	42	1.1	.9	.8
Information.....	11	16	25	.3	.5	.8
Financial activities.....	49	52	48	.6	.6	.6
Finance and insurance.....	29	31	26	.5	.5	.4
Real estate and rental and leasing.....	20	21	22	.9	1.0	1.0
Professional and business services.....	379	391	222	2.2	2.2	1.2
Education and health services.....	174	105	144	1.0	.6	.8
Educational services.....	45	13	33	1.5	.4	1.1
Health care and social assistance.....	129	92	111	.9	.6	.7
Leisure and hospitality.....	187	243	201	1.4	1.8	1.5
Arts, entertainment, and recreation.....	73	105	61	3.7	5.5	3.0
Accommodations and food services.....	114	139	139	1.0	1.2	1.2
Other services.....	50	31	27	.9	.6	.5
Government.....	99	53	90	.4	.2	.4
Federal.....	12	13	18	.4	.5	.7
State and local.....	87	40	72	.4	.2	.4
REGION ³						
Northeast.....	255	203	161	1.0	.8	.6
South.....	592	612	545	1.2	1.2	1.1
Midwest.....	349	291	303	1.1	.9	.9
West.....	401	345	306	1.3	1.1	1.0

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		
	May 2006	Apr. 2007	May 2007 ^p	May 2006	Apr. 2007	May 2007 ^p
Total	411	292	311	0.3	0.2	0.2
INDUSTRY						
Total private.....	353	241	238	.3	.2	.2
Natural resources and mining.....	2	3	3	.3	.5	.4
Construction.....	33	7	21	.4	.1	.3
Manufacturing.....	30	39	25	.2	.3	.2
Durable goods.....	21	22	15	.2	.2	.2
Nondurable goods.....	9	18	9	.2	.3	.2
Trade, transportation, and utilities.....	116	61	57	.4	.2	.2
Wholesale trade.....	29	6	9	.5	.1	.1
Retail trade.....	70	45	35	.5	.3	.2
Transportation, warehousing, and utilities.....	17	10	13	.3	.2	.3
Information.....	4	5	4	.1	.2	.1
Financial activities.....	25	24	18	.3	.3	.2
Finance and insurance.....	22	16	11	.4	.3	.2
Real estate and rental and leasing.....	3	9	7	.1	.4	.3
Professional and business services.....	69	41	43	.4	.2	.2
Education and health services.....	24	23	38	.1	.1	.2
Educational services.....	2	3	4	.1	.1	.1
Health care and social assistance.....	22	19	34	.1	.1	.2
Leisure and hospitality.....	31	20	24	.2	.2	.2
Arts, entertainment, and recreation.....	4	6	3	.2	.3	.1
Accommodations and food services.....	28	15	21	.2	.1	.2
Other services.....	17	16	6	.3	.3	.1
Government.....	58	51	73	.3	.2	.3
Federal.....	15	24	34	.5	.9	1.2
State and local.....	43	27	39	.2	.1	.2
REGION ³						
Northeast.....	76	57	48	.3	.2	.2
South.....	180	101	113	.4	.2	.2
Midwest.....	70	65	61	.2	.2	.2
West.....	84	69	89	.3	.2	.3

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

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

³ See footnote 8, table 1.

^p = preliminary.