

For release 10:00 a.m. (EDT) Tuesday, July 13, 2010

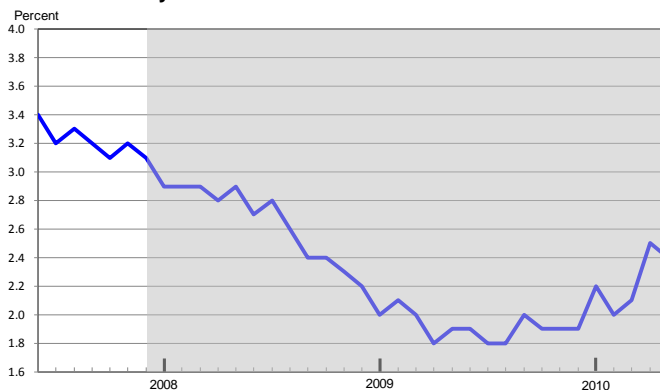
USDL-10-0963

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

JOB OPENINGS AND LABOR TURNOVER – MAY 2010

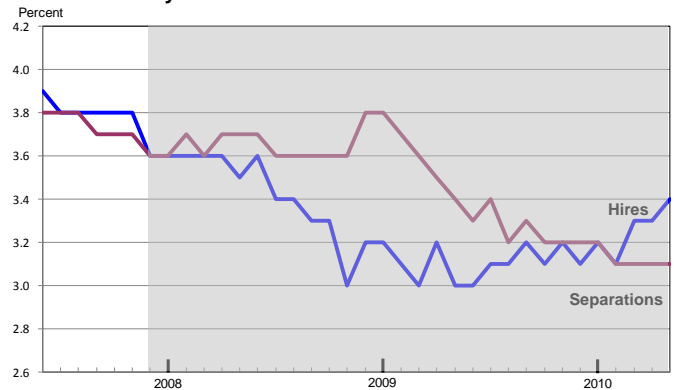
There were 3.2 million job openings on the last business day of May 2010, the U.S. Bureau of Labor Statistics reported today. The job openings rate was little changed over the month at 2.4 percent. The hires rate (3.4 percent) was little changed and the separations rate (3.1 percent) was unchanged. This 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, June 2007 - May 2010



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

Chart 2. Hires and separations rates, seasonally adjusted, June 2007 - May 2010



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

Job Openings

The number of job openings in May was 3.2 million, which was little changed from April. Although the month-to-month change is small, the number of job openings has risen by 868,000 (37 percent) since the most recent trough of 2.3 million in July 2009. Even with the gains since July 2009, the number of job openings in May 2010 remained below those in place at the start of the recession in every industry except government, and in each region except the Northeast. (See table 1.)

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

Industry	Job openings			Hires			Total separations		
	May 2009	Apr. 2010	May 2010 ^P	May 2009	Apr. 2010	May 2010 ^P	May 2009	Apr. 2010	May 2010 ^P
	Levels (in thousands)								
Total	2,488	3,302	3,206	3,962	4,292	4,504	4,401	4,013	4,085
Total private ¹	2,183	2,675	2,596	3,690	3,935	3,778	4,076	3,726	3,756
Construction.....	37	88	80	328	349	313	393	345	344
Manufacturing.....	104	195	196	204	305	258	364	249	232
Trade, transportation, and utilities ²	479	456	455	843	856	807	905	803	787
Retail trade.....	334	292	281	562	593	558	597	551	565
Professional and business services.....	407	550	580	739	780	777	790	733	785
Education and health services.....	523	561	520	460	496	482	427	475	443
Leisure and hospitality	278	274	299	683	711	671	684	684	689
Arts, entertainment, and recreation.....	22	24	42	81	127	101	88	114	117
Accommodation and food services.....	255	250	257	602	584	570	596	570	571
Government ³	304	627	611	272	357	726	325	287	328
State and local government.....	256	260	239	251	248	240	250	248	257
	Rates (percent)								
Total	1.9	2.5	2.4	3.0	3.3	3.4	3.4	3.1	3.1
Total private ¹	2.0	2.4	2.4	3.4	3.7	3.5	3.8	3.5	3.5
Construction.....	0.6	1.5	1.4	5.4	6.2	5.6	6.4	6.1	6.2
Manufacturing.....	0.9	1.7	1.7	1.7	2.6	2.2	3.1	2.1	2.0
Trade, transportation, and utilities ²	1.9	1.8	1.8	3.4	3.5	3.3	3.6	3.2	3.2
Retail trade.....	2.2	2.0	1.9	3.9	4.1	3.9	4.1	3.8	3.9
Professional and business services.....	2.4	3.2	3.4	4.5	4.7	4.7	4.8	4.4	4.7
Education and health services.....	2.7	2.8	2.6	2.4	2.5	2.5	2.2	2.4	2.3
Leisure and hospitality	2.1	2.1	2.2	5.2	5.4	5.1	5.2	5.2	5.3
Arts, entertainment, and recreation.....	1.2	1.3	2.2	4.3	6.7	5.4	4.6	6.0	6.2
Accommodation and food services.....	2.2	2.2	2.2	5.4	5.2	5.1	5.3	5.1	5.1
Government ³	1.3	2.7	2.6	1.2	1.6	3.2	1.4	1.3	1.4
State and local government.....	1.3	1.3	1.2	1.3	1.3	1.2	1.3	1.3	1.3

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

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

³ Includes federal government, not shown separately.

^P = preliminary.

The number of job openings in May (not seasonally adjusted) increased from 12 months earlier for total nonfarm, total private, and government. The job openings level increased in many industries and in 3 of the 4 regions—Northeast, South, and West. (See table 5.)

Hires

In May, the hires rate was essentially unchanged for total nonfarm at 3.4 percent. Although the over-the-month change in the rate was not significant, the last time the hires rate was 3.4 percent was August 2008. The rate was between 3.0 percent and 3.3 percent from September 2008 through April 2010. The number of hires for total nonfarm has increased by 648,000 (17 percent) since the most recent trough in June 2009 but remains below pre-recession levels. The hires rate increased in May for government, reflecting the temporary workers hired for Census 2010. The number of hires remained below pre-

recession levels in every industry except government (due to Census 2010 hires) and in each region. (See table 2.)

Over the 12 months ending in May, the hires rate (not seasonally adjusted) rose for total nonfarm. The hires rate increased over the past 12 months in mining and logging, durable goods manufacturing, and federal government, and fell in wholesale trade. The hires rate increased over the year in the Midwest and South and was little changed in the other two regions. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate for total nonfarm remained at 3.1 percent in May for the fourth consecutive month. The rate was also little changed over the month for total private and government. The total separations rate (not seasonally adjusted) was little changed over the 12 months ending in May for total nonfarm and total private, and was unchanged for government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In May, the quits rate was essentially unchanged at 1.4 percent for total nonfarm and was little changed in every industry and region. The number of quits fell by 1.4 million (46 percent) between the November 2006 peak and the September 2009 trough. Since September 2009, the number of quits has risen by 161,000. (See table 4.)

Over the 12 months ending in May, the quits rate (not seasonally adjusted) was little changed for total nonfarm and total private and unchanged for government. The quits rate was little changed in every industry and region over the year except in information where the rate decreased and in federal government where the rate increased. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges rate was little changed in May for total nonfarm, total private, and government. Layoffs and discharges declined from a peak of 2.6 million in January 2009 to 1.9 million in May 2010, just 30,000 above the level at the start of the recession. (See table B below.)

The layoffs and discharges rate (not seasonally adjusted) fell over the 12 months ending in May for total nonfarm and total private and was little changed for government. The layoffs and discharges rate fell over the year in many industries and 2 of the 4 regions—Midwest and West. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^P	May 2009	Apr. 2010	May 2010 ^P
Total.....	2,342	1,760	1,865	1.8	1.4	1.4
Total private.....	2,163	1,633	1,708	2.0	1.5	1.6
Government.....	179	127	157	0.8	0.6	0.7

^P = preliminary.

The other separations series is not seasonally adjusted. In May, there were 312,000 other separations for total nonfarm, 242,000 for total private, and 71,000 for government. Compared to May 2009, the number of other separations was little changed for total nonfarm and total private but increased for government. (See table 10.)

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time. In May 2010, the proportion of quits and layoffs and discharges were equal at 46 percent. From the beginning of the series in December 2000 through October 2008, the proportion of quits exceeded the proportion of layoffs and discharges. In November 2008, layoffs and discharges became the larger contributor to total separations. In February 2010, the relative contribution reversed again with the proportion of quits slightly exceeding the proportion of layoffs and discharges. (Computed using values from tables 3 and 4, and table B above.)

Net Change in Employment

Over the 12 months ending in May, hires totaled 49.4 million and separations totaled 49.9 million, yielding a net employment loss of 0.6 million.

The Job Openings and Labor Turnover Survey results for June 2010 are scheduled to be released on Wednesday, August 11, 2010 at 10:00 a.m. (EDT).

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2007 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the

establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

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

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

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

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

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

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

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

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes

additional resources to the collection, editing, and review of data for these industries. BLS analysts more closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used, they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW), program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

JOLTS total employment estimates are benchmarked monthly to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements.

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the

first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward to the present using an econometric technique known as X-12 ARIMA modeling. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components – quits; layoffs and discharges; and other separations - in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

Seasonal adjustment

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

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However,

definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the monthly alignment method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The Monthly Alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Using JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p
Total	2,488	2,531	2,854	2,647	2,785	3,302	3,206	1.9	1.9	2.2	2.0	2.1	2.5	2.4
INDUSTRY														
Total private ⁴	2,183	2,130	2,471	2,266	2,363	2,675	2,596	2.0	2.0	2.3	2.1	2.2	2.4	2.4
Construction.....	37	67	62	65	83	88	80	.6	1.2	1.1	1.2	1.5	1.5	1.4
Manufacturing.....	104	171	154	167	180	195	196	.9	1.5	1.3	1.4	1.5	1.7	1.7
Trade, transportation, and utilities ⁵	479	378	395	453	470	456	455	1.9	1.5	1.6	1.8	1.9	1.8	1.8
Retail trade.....	334	237	255	297	305	292	281	2.2	1.6	1.7	2.0	2.1	2.0	1.9
Professional and business services.....	407	404	424	409	423	550	580	2.4	2.4	2.5	2.4	2.5	3.2	3.4
Education and health services.....	523	545	624	502	536	561	520	2.7	2.7	3.1	2.5	2.7	2.8	2.6
Leisure and hospitality.....	278	227	268	285	257	274	299	2.1	1.7	2.0	2.1	1.9	2.1	2.2
Arts, entertainment, and recreation..	22	20	19	19	24	24	42	1.2	1.1	1.0	1.0	1.3	1.3	2.2
Accommodation and food services..	255	207	250	266	232	250	257	2.2	1.8	2.2	2.3	2.0	2.2	2.2
Government ⁶	304	401	383	381	421	627	611	1.3	1.8	1.7	1.7	1.8	2.7	2.6
State and local government.....	256	294	256	246	262	260	239	1.3	1.5	1.3	1.2	1.3	1.3	1.2
REGION ⁷														
Northeast.....	552	547	585	542	599	678	705	2.2	2.2	2.3	2.2	2.4	2.7	2.8
South.....	864	943	986	916	945	1,080	1,175	1.8	2.0	2.1	1.9	2.0	2.2	2.4
Midwest.....	525	495	613	566	573	664	610	1.7	1.7	2.0	1.9	1.9	2.2	2.0
West.....	554	603	648	682	707	821	718	1.9	2.1	2.2	2.3	2.4	2.8	2.4

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

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

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

⁶ Includes federal government, not shown separately.

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

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p
Total	3,962	3,997	4,087	4,011	4,331	4,292	4,504	3.0	3.1	3.2	3.1	3.3	3.3	3.4
INDUSTRY														
Total private ⁴	3,690	3,715	3,790	3,710	3,970	3,935	3,778	3.4	3.5	3.5	3.5	3.7	3.7	3.5
Construction.....	328	335	312	306	400	349	313	5.4	5.9	5.6	5.5	7.1	6.2	5.6
Manufacturing.....	204	244	289	267	279	305	258	1.7	2.1	2.5	2.3	2.4	2.6	2.2
Trade, transportation, and utilities ⁵	843	849	822	821	897	856	807	3.4	3.4	3.3	3.3	3.6	3.5	3.3
Retail trade.....	562	547	584	572	646	593	558	3.9	3.8	4.1	4.0	4.5	4.1	3.9
Professional and business services.....	739	652	729	767	744	780	777	4.5	4.0	4.4	4.6	4.5	4.7	4.7
Education and health services.....	460	496	487	470	503	496	482	2.4	2.6	2.5	2.4	2.6	2.5	2.5
Leisure and hospitality.....	683	657	715	652	712	711	671	5.2	5.1	5.5	5.0	5.5	5.4	5.1
Arts, entertainment, and recreation..	81	94	102	88	114	127	101	4.3	5.0	5.4	4.6	6.0	6.7	5.4
Accommodation and food services..	602	562	613	564	598	584	570	5.4	5.1	5.5	5.1	5.4	5.2	5.1
Government ⁶	272	282	297	301	360	357	726	1.2	1.3	1.3	1.3	1.6	1.6	3.2
State and local government.....	251	254	254	258	268	248	240	1.3	1.3	1.3	1.3	1.4	1.3	1.2
REGION ⁷														
Northeast.....	706	746	836	733	837	695	811	2.8	3.0	3.4	3.0	3.4	2.8	3.3
South.....	1,448	1,463	1,449	1,381	1,618	1,585	1,640	3.1	3.1	3.1	2.9	3.4	3.4	3.5
Midwest.....	871	900	936	965	1,073	1,012	1,055	2.9	3.1	3.2	3.3	3.6	3.4	3.6
West.....	923	879	922	861	1,025	870	972	3.2	3.1	3.2	3.0	3.6	3.0	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 and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p
Total	4,401	4,195	4,155	3,969	4,048	4,013	4,085	3.4	3.2	3.2	3.1	3.1	3.1	3.1
INDUSTRY														
Total private ⁴	4,076	3,884	3,858	3,663	3,743	3,726	3,756	3.8	3.6	3.6	3.4	3.5	3.5	3.5
Construction.....	393	382	405	362	365	345	344	6.4	6.7	7.2	6.5	6.5	6.1	6.2
Manufacturing.....	364	273	276	260	245	249	232	3.1	2.4	2.4	2.3	2.1	2.1	2.0
Trade, transportation, and utilities ⁵	905	901	856	806	866	803	787	3.6	3.7	3.5	3.3	3.5	3.2	3.2
Retail trade.....	597	567	577	551	620	551	565	4.1	3.9	4.0	3.8	4.3	3.8	3.9
Professional and business services.....	790	649	698	716	699	733	785	4.8	3.9	4.2	4.3	4.2	4.4	4.7
Education and health services.....	427	486	457	440	455	475	443	2.2	2.5	2.4	2.3	2.3	2.4	2.3
Leisure and hospitality.....	684	688	709	621	677	684	689	5.2	5.3	5.5	4.8	5.2	5.2	5.3
Arts, entertainment, and recreation.....	88	109	111	78	119	114	117	4.6	5.8	5.9	4.1	6.3	6.0	6.2
Accommodation and food services.....	596	578	598	543	558	570	571	5.3	5.2	5.4	4.9	5.0	5.1	5.1
Government ⁶	325	311	296	306	305	287	328	1.4	1.4	1.3	1.4	1.4	1.3	1.4
State and local government.....	250	283	269	273	268	248	257	1.3	1.4	1.4	1.4	1.4	1.3	1.3
REGION ⁷														
Northeast.....	830	817	789	730	821	690	774	3.3	3.3	3.2	3.0	3.3	2.8	3.1
South.....	1,600	1,499	1,561	1,459	1,423	1,427	1,495	3.4	3.2	3.3	3.1	3.0	3.0	3.2
Midwest.....	1,053	1,016	988	858	895	948	978	3.5	3.5	3.4	2.9	3.0	3.2	3.3
West.....	1,033	1,061	1,034	954	920	944	933	3.6	3.7	3.6	3.3	3.2	3.3	3.2

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p	May 2009	Dec. 2009	Jan. 2010	Feb. 2010	Mar. 2010	Apr. 2010	May 2010 ^p
Total	1,807	1,753	1,772	1,851	1,918	1,972	1,877	1.4	1.4	1.4	1.4	1.5	1.5	1.4
INDUSTRY														
Total private ⁴	1,706	1,639	1,661	1,719	1,802	1,871	1,774	1.6	1.5	1.6	1.6	1.7	1.7	1.6
Construction.....	77	76	99	84	83	67	59	1.3	1.3	1.8	1.5	1.5	1.2	1.0
Manufacturing.....	91	75	85	97	89	99	95	.8	.7	.7	.8	.8	.8	.8
Trade, transportation, and utilities ⁵	394	392	368	432	424	442	422	1.6	1.6	1.5	1.8	1.7	1.8	1.7
Retail trade.....	291	291	266	333	316	330	324	2.0	2.0	1.8	2.3	2.2	2.3	2.2
Professional and business services.....	309	248	259	300	315	323	322	1.9	1.5	1.6	1.8	1.9	1.9	1.9
Education and health services.....	251	271	248	237	253	299	250	1.3	1.4	1.3	1.2	1.3	1.5	1.3
Leisure and hospitality.....	381	375	401	393	406	419	413	2.9	2.9	3.1	3.0	3.1	3.2	3.2
Arts, entertainment, and recreation.....	42	32	48	35	36	40	39	2.2	1.7	2.5	1.9	1.9	2.1	2.1
Accommodation and food services.....	339	344	353	358	371	379	374	3.0	3.1	3.2	3.2	3.3	3.4	3.3
Government ⁶	100	114	112	132	117	101	103	.4	.5	.5	.6	.5	.4	.4
State and local government.....	97	106	106	121	105	93	89	.5	.5	.5	.6	.5	.5	.5
REGION ⁷														
Northeast.....	296	280	268	320	325	332	291	1.2	1.1	1.1	1.3	1.3	1.3	1.2
South.....	726	722	736	755	750	744	714	1.5	1.5	1.6	1.6	1.6	1.6	1.5
Midwest.....	392	391	380	421	438	442	440	1.3	1.3	1.3	1.4	1.5	1.5	1.5
West.....	396	382	362	434	406	429	412	1.4	1.3	1.3	1.5	1.4	1.5	1.4

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^p	May 2009	Apr. 2010	May 2010 ^p
Total	2,452	3,638	3,207	1.8	2.7	2.4
INDUSTRY						
Total private.....	2,144	2,988	2,600	1.9	2.7	2.4
Mining and logging.....	12	26	18	1.7	3.6	2.5
Construction.....	41	110	89	.7	2.0	1.6
Manufacturing.....	105	205	201	.9	1.7	1.7
Durable goods.....	60	128	133	.8	1.8	1.8
Nondurable goods.....	44	77	68	1.0	1.7	1.5
Trade, transportation, and utilities.....	460	473	450	1.8	1.9	1.8
Wholesale trade.....	79	94	118	1.4	1.7	2.1
Retail trade.....	316	304	265	2.1	2.1	1.8
Transportation, warehousing, and utilities...	65	75	66	1.3	1.6	1.4
Information.....	48	104	92	1.7	3.7	3.3
Financial activities.....	154	274	225	1.9	3.5	2.9
Finance and insurance.....	118	226	187	2.0	3.9	3.2
Real estate and rental and leasing.....	36	48	37	1.8	2.4	1.9
Professional and business services.....	398	591	578	2.4	3.4	3.4
Education and health services.....	495	612	488	2.5	3.0	2.4
Educational services.....	43	74	62	1.3	2.2	1.9
Health care and social assistance.....	452	538	426	2.7	3.2	2.5
Leisure and hospitality.....	305	346	338	2.2	2.6	2.5
Arts, entertainment, and recreation.....	27	33	53	1.3	1.8	2.6
Accommodation and food services.....	278	313	285	2.4	2.7	2.4
Other services.....	128	247	122	2.3	4.4	2.2
Government.....	308	650	606	1.3	2.7	2.5
Federal.....	45	381	365	1.5	11.3	9.7
State and local.....	263	269	241	1.3	1.3	1.2
REGION ³						
Northeast.....	517	773	687	2.0	3.0	2.7
South.....	844	1,184	1,178	1.7	2.5	2.4
Midwest.....	521	745	604	1.7	2.5	2.0
West.....	571	936	737	1.9	3.1	2.5

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^p	May 2009	Apr. 2010	May 2010 ^p
Total	4,327	4,762	4,875	3.3	3.7	3.7
INDUSTRY						
Total private.....	4,040	4,478	4,135	3.7	4.2	3.8
Mining and logging.....	16	32	33	2.3	4.5	4.6
Construction.....	403	494	381	6.6	9.0	6.7
Manufacturing.....	234	314	295	2.0	2.7	2.5
Durable goods.....	106	183	179	1.4	2.6	2.5
Nondurable goods.....	128	131	116	2.8	2.9	2.6
Trade, transportation, and utilities.....	907	933	847	3.6	3.8	3.4
Wholesale trade.....	190	174	135	3.4	3.1	2.4
Retail trade.....	597	640	584	4.1	4.5	4.1
Transportation, warehousing, and utilities...	119	119	128	2.5	2.5	2.7
Information.....	57	57	54	2.0	2.1	2.0
Financial activities.....	176	220	204	2.3	2.9	2.7
Finance and insurance.....	108	140	126	1.9	2.5	2.2
Real estate and rental and leasing.....	68	80	78	3.4	4.1	4.0
Professional and business services.....	770	900	822	4.7	5.4	5.0
Education and health services.....	425	484	440	2.2	2.5	2.3
Educational services.....	51	47	44	1.6	1.4	1.4
Health care and social assistance.....	374	436	396	2.3	2.7	2.4
Leisure and hospitality.....	853	855	839	6.4	6.6	6.3
Arts, entertainment, and recreation.....	129	159	150	6.5	8.5	7.6
Accommodation and food services.....	724	697	689	6.4	6.3	6.1
Other services.....	200	189	219	3.7	3.6	4.1
Government.....	287	284	740	1.2	1.2	3.2
Federal.....	21	104	487	.7	3.5	14.4
State and local.....	266	180	253	1.3	.9	1.3
REGION ³						
Northeast.....	766	812	875	3.1	3.3	3.5
South.....	1,520	1,769	1,705	3.2	3.8	3.6
Midwest.....	1,016	1,189	1,219	3.4	4.0	4.1
West.....	1,025	992	1,075	3.5	3.4	3.7

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^p	May 2009	Apr. 2010	May 2010 ^p
Total	3,959	4,129	3,671	3.0	3.2	2.8
INDUSTRY						
Total private.....	3,608	3,923	3,328	3.3	3.7	3.1
Mining and logging.....	23	21	16	3.3	3.1	2.2
Construction.....	327	331	283	5.3	6.0	5.0
Manufacturing.....	324	279	202	2.7	2.4	1.7
Durable goods.....	200	149	111	2.7	2.1	1.5
Nondurable goods.....	124	131	92	2.7	2.9	2.0
Trade, transportation, and utilities.....	849	817	729	3.4	3.3	3.0
Wholesale trade.....	162	142	103	2.9	2.6	1.8
Retail trade.....	558	550	528	3.9	3.8	3.7
Transportation, warehousing, and utilities...	128	125	99	2.7	2.7	2.1
Information.....	67	54	48	2.4	2.0	1.7
Financial activities.....	167	229	170	2.1	3.0	2.2
Finance and insurance.....	106	162	104	1.8	2.9	1.8
Real estate and rental and leasing.....	61	67	65	3.1	3.5	3.4
Professional and business services.....	655	813	671	4.0	4.9	4.0
Education and health services.....	429	486	430	2.2	2.5	2.2
Educational services.....	85	55	69	2.7	1.7	2.2
Health care and social assistance.....	344	430	361	2.1	2.6	2.2
Leisure and hospitality.....	606	707	619	4.5	5.4	4.6
Arts, entertainment, and recreation.....	63	104	92	3.1	5.6	4.6
Accommodation and food services.....	543	603	528	4.8	5.4	4.6
Other services.....	163	187	160	3.0	3.5	3.0
Government.....	350	206	343	1.5	.9	1.5
Federal.....	73	35	70	2.6	1.2	2.1
State and local.....	277	171	273	1.4	.9	1.4
REGION ³						
Northeast.....	655	686	612	2.6	2.8	2.5
South.....	1,508	1,551	1,421	3.2	3.3	3.0
Midwest.....	887	931	833	3.0	3.2	2.8
West.....	910	960	805	3.1	3.3	2.8

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^p	May 2009	Apr. 2010	May 2010 ^p
Total	1,764	2,120	1,847	1.3	1.6	1.4
INDUSTRY						
Total private.....	1,646	2,040	1,731	1.5	1.9	1.6
Mining and logging.....	6	10	7	.8	1.4	1.0
Construction.....	75	64	54	1.2	1.2	1.0
Manufacturing.....	83	111	90	.7	1.0	.8
Durable goods.....	39	55	40	.5	.8	.6
Nondurable goods.....	45	56	50	1.0	1.3	1.1
Trade, transportation, and utilities.....	393	477	421	1.6	1.9	1.7
Wholesale trade.....	40	66	43	.7	1.2	.8
Retail trade.....	297	346	334	2.0	2.4	2.3
Transportation, warehousing, and utilities...	55	65	44	1.2	1.4	.9
Information.....	35	30	20	1.3	1.1	.7
Financial activities.....	69	119	85	.9	1.6	1.1
Finance and insurance.....	33	83	54	.6	1.5	1.0
Real estate and rental and leasing.....	36	36	31	1.8	1.9	1.6
Professional and business services.....	299	355	325	1.8	2.1	2.0
Education and health services.....	244	306	240	1.3	1.6	1.2
Educational services.....	23	32	30	.7	1.0	.9
Health care and social assistance.....	220	274	211	1.4	1.7	1.3
Leisure and hospitality.....	360	452	395	2.7	3.5	3.0
Arts, entertainment, and recreation.....	38	37	36	1.9	2.0	1.9
Accommodation and food services.....	322	415	359	2.8	3.7	3.2
Other services.....	82	117	94	1.5	2.2	1.8
Government.....	118	80	116	.5	.3	.5
Federal.....	3	7	15	.1	.2	.4
State and local.....	115	73	101	.6	.4	.5
REGION ³						
Northeast.....	274	353	274	1.1	1.4	1.1
South.....	730	839	725	1.5	1.8	1.5
Midwest.....	367	468	429	1.2	1.6	1.4
West.....	393	460	418	1.3	1.6	1.4

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^p	May 2009	Apr. 2010	May 2010 ^p
Total	1,924	1,650	1,512	1.5	1.3	1.2
INDUSTRY						
Total private.....	1,738	1,572	1,355	1.6	1.5	1.3
Mining and logging.....	16	9	8	2.2	1.3	1.1
Construction.....	246	242	219	4.0	4.4	3.9
Manufacturing.....	219	142	93	1.8	1.2	.8
Durable goods.....	147	75	60	2.0	1.1	.8
Nondurable goods.....	72	67	33	1.6	1.5	.7
Trade, transportation, and utilities.....	376	277	239	1.5	1.1	1.0
Wholesale trade.....	107	69	58	1.9	1.2	1.0
Retail trade.....	206	161	140	1.4	1.1	1.0
Transportation, warehousing, and utilities...	64	46	42	1.3	1.0	.9
Information.....	25	21	25	.9	.8	.9
Financial activities.....	78	69	66	1.0	.9	.9
Finance and insurance.....	54	44	38	.9	.8	.7
Real estate and rental and leasing.....	24	25	28	1.2	1.3	1.4
Professional and business services.....	323	378	296	2.0	2.3	1.8
Education and health services.....	153	151	161	.8	.8	.8
Educational services.....	56	21	36	1.8	.6	1.1
Health care and social assistance.....	97	131	125	.6	.8	.8
Leisure and hospitality.....	221	226	193	1.7	1.7	1.4
Arts, entertainment, and recreation.....	24	66	52	1.2	3.6	2.6
Accommodation and food services.....	198	160	141	1.7	1.4	1.2
Other services.....	80	57	56	1.5	1.1	1.1
Government.....	185	78	157	.8	.3	.7
Federal.....	62	17	43	2.2	.6	1.3
State and local.....	124	61	114	.6	.3	.6
REGION ³						
Northeast.....	331	267	292	1.3	1.1	1.2
South.....	682	602	572	1.4	1.3	1.2
Midwest.....	456	358	330	1.5	1.2	1.1
West.....	455	423	318	1.6	1.5	1.1

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2009	Apr. 2010	May 2010 ^p	May 2009	Apr. 2010	May 2010 ^p
Total	271	359	312	0.2	0.3	0.2
INDUSTRY						
Total private.....	224	311	242	.2	.3	.2
Mining and logging.....	2	3	1	.3	.4	.2
Construction.....	6	25	10	.1	.4	.2
Manufacturing.....	22	26	20	.2	.2	.2
Durable goods.....	14	19	11	.2	.3	.2
Nondurable goods.....	8	8	9	.2	.2	.2
Trade, transportation, and utilities.....	80	63	69	.3	.3	.3
Wholesale trade.....	15	7	2	.3	.1	(⁴)
Retail trade.....	56	43	54	.4	.3	.4
Transportation, warehousing, and utilities...	9	14	14	.2	.3	.3
Information.....	6	3	3	.2	.1	.1
Financial activities.....	19	41	19	.2	.5	.3
Finance and insurance.....	18	35	12	.3	.6	.2
Real estate and rental and leasing.....	1	6	7	(⁴)	.3	.4
Professional and business services.....	32	80	50	.2	.5	.3
Education and health services.....	32	29	28	.2	.1	.1
Educational services.....	6	3	3	.2	.1	.1
Health care and social assistance.....	26	26	25	.2	.2	.2
Leisure and hospitality.....	24	28	31	.2	.2	.2
Arts, entertainment, and recreation.....	1	1	3	(⁴)	(⁴)	.2
Accommodation and food services.....	23	27	28	.2	.2	.2
Other services.....	1	13	9	(⁴)	.2	.2
Government.....	47	48	71	.2	.2	.3
Federal.....	8	11	12	.3	.4	.3
State and local.....	39	37	59	.2	.2	.3
REGION ³						
Northeast.....	50	67	46	.2	.3	.2
South.....	95	110	123	.2	.2	.3
Midwest.....	65	105	74	.2	.4	.2
West.....	62	77	69	.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 7, table 1.

⁴ Data round to zero.

^p = preliminary.