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JOB OPENINGS AND LABOR TURNOVER: JULY 2005

The job openings and hires rates were little changed in July, while the total separations rate decreased to 3.1 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent December 2000 - July 2005

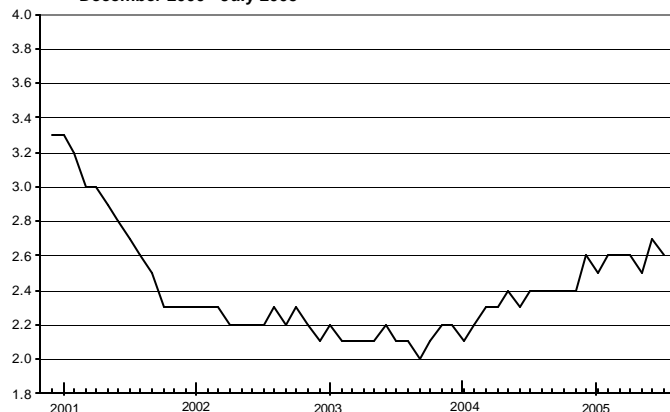
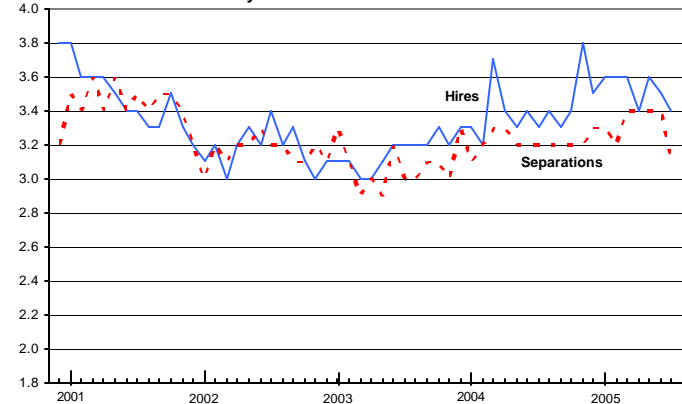


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - July 2005



Job Openings

On the last business day of July 2005, there were 3.5 million job openings in the United States, and the job openings rate was 2.6 percent. (See table 1.) The job openings rate was little changed in July, but has generally trended upward since September 2003. In July, the job openings rate increased in the manufacturing industry and decreased in the leisure and hospitality industry and in the Northeast region.

Hires and Separations

The hires rate was little changed at 3.4 percent in July. (See table 2.) Hires are any additions to the payroll during the month. In July, the hires rate did not change significantly in any industry or region.

The total separations, or turnover, rate decreased from 3.4 to 3.1 percent in July. (See table 3.) Separations are terminations of employment that occur at any time during the month. In July, the total separations rate decreased in the professional and business services industry and in the South region.

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

Industry	Job openings			Hires			Total separations		
	July 2004	June 2005	July 2005 ^p	July 2004	June 2005	July 2005 ^p	July 2004	June 2005	July 2005 ^p
	Levels (in thousands)								
Total ¹	3,231	3,647	3,545	4,297	4,694	4,545	4,190	4,477	4,132
Total private ¹	2,871	3,239	3,167	4,015	4,365	4,237	3,923	4,223	3,864
Construction	89	104	112	357	393	384	345	380	373
Manufacturing	238	269	293	340	347	344	363	350	362
Trade, transportation, and utilities	558	624	607	925	1,045	977	979	980	953
Professional and business services	615	686	682	725	835	795	683	818	669
Education and health services	524	609	605	424	457	440	370	401	396
Leisure and hospitality	411	517	424	804	877	819	729	803	720
Government	358	394	380	314	337	327	264	254	261
	Rates (percent)								
Total ¹	2.4	2.7	2.6	3.3	3.5	3.4	3.2	3.4	3.1
Total private ¹	2.5	2.8	2.7	3.7	3.9	3.8	3.6	3.8	3.5
Construction	1.3	1.4	1.5	5.1	5.4	5.3	5.0	5.3	5.2
Manufacturing	1.6	1.8	2.0	2.4	2.4	2.4	2.5	2.4	2.5
Trade, transportation, and utilities	2.1	2.4	2.3	3.6	4.0	3.8	3.8	3.8	3.7
Professional and business services	3.6	3.9	3.9	4.4	4.9	4.7	4.2	4.8	4.0
Education and health services	3.0	3.4	3.4	2.5	2.6	2.5	2.2	2.3	2.3
Leisure and hospitality	3.2	3.9	3.2	6.4	6.9	6.4	5.8	6.3	5.6
Government	1.6	1.8	1.7	1.5	1.6	1.5	1.2	1.2	1.2

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

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 essentially unchanged at 1.8 percent in July. (See table 4.) The quits rate decreased in the professional and business services industry and in the West region in July.

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. From July 2004 to July 2005, the layoffs and discharges rate (1.0 percent) and the other separations rate (0.2 percent) were essentially unchanged. (See tables 9 and 10.)

Hires and separations data help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.7 million per month and separations have averaged 4.4 million per month (not seasonally adjusted). The comparable figures a year earlier were 4.3 million hires and 4.1 million separations. (See the Technical Note for additional information on these measures.)

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 August 2005 is scheduled to be issued on Wednesday, October 12, 2005.

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 Employment Security 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.

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 levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^p	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^p
Total⁴	3,231	3,569	3,598	3,576	3,416	3,647	3,545	2.4	2.6	2.6	2.6	2.5	2.7	2.6
INDUSTRY														
Total private ⁴	2,871	3,160	3,212	3,178	3,050	3,239	3,167	2.5	2.8	2.8	2.8	2.7	2.8	2.7
Construction.....	89	133	170	113	107	104	112	1.3	1.8	2.3	1.5	1.5	1.4	1.5
Manufacturing.....	238	252	258	259	240	269	293	1.6	1.7	1.8	1.8	1.6	1.8	2.0
Trade, transportation, and utilities.....	558	668	624	627	597	624	607	2.1	2.5	2.4	2.4	2.3	2.4	2.3
Professional and business services.....	615	607	646	691	659	686	682	3.6	3.5	3.7	3.9	3.8	3.9	3.9
Education and health services.....	524	602	616	608	611	609	605	3.0	3.4	3.5	3.4	3.4	3.4	3.4
Leisure and hospitality.....	411	447	440	457	440	517	424	3.2	3.4	3.4	3.5	3.3	3.9	3.2
Government.....	358	404	383	396	378	394	380	1.6	1.8	1.7	1.8	1.7	1.8	1.7
REGION														
Northeast.....	535	606	615	602	563	634	582	2.1	2.3	2.4	2.3	2.2	2.4	2.2
South.....	1,291	1,399	1,447	1,414	1,303	1,333	1,331	2.7	2.9	3.0	2.9	2.7	2.7	2.7
Midwest.....	656	745	737	742	786	781	775	2.1	2.3	2.3	2.3	2.4	2.4	2.4
West.....	719	823	806	818	799	869	821	2.4	2.8	2.7	2.7	2.7	2.9	2.7

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

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

³ 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.

^p = preliminary.

NOTE: 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.

Table 2. Hires levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^p	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^p
Total⁴	4,297	4,760	4,841	4,538	4,740	4,694	4,545	3.3	3.6	3.6	3.4	3.6	3.5	3.4
INDUSTRY														
Total private ⁴	4,015	4,430	4,497	4,212	4,398	4,365	4,237	3.7	4.0	4.0	3.8	3.9	3.9	3.8
Construction.....	357	430	414	412	420	393	384	5.1	6.0	5.8	5.7	5.8	5.4	5.3
Manufacturing.....	340	336	334	319	342	347	344	2.4	2.3	2.3	2.2	2.4	2.4	2.4
Trade, transportation, and utilities.....	925	1,055	1,047	1,042	1,030	1,045	977	3.6	4.1	4.1	4.0	4.0	4.0	3.8
Professional and business services.....	725	853	895	792	887	835	795	4.4	5.1	5.3	4.7	5.3	4.9	4.7
Education and health services.....	424	500	472	487	466	457	440	2.5	2.9	2.7	2.8	2.7	2.6	2.5
Leisure and hospitality.....	804	771	798	742	750	877	819	6.4	6.1	6.3	5.8	5.9	6.9	6.4
Government.....	314	329	336	329	339	337	327	1.5	1.5	1.5	1.5	1.6	1.6	1.5
REGION														
Northeast.....	748	820	856	825	764	794	767	3.0	3.2	3.4	3.3	3.0	3.1	3.0
South.....	1,678	1,867	1,922	1,701	1,816	1,786	1,673	3.6	4.0	4.1	3.6	3.8	3.8	3.5
Midwest.....	931	1,081	1,034	1,020	1,129	1,054	1,018	3.0	3.5	3.3	3.3	3.6	3.4	3.2
West.....	872	1,069	1,036	1,037	1,048	1,070	1,035	3.0	3.7	3.6	3.6	3.6	3.7	3.5

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.

^p = preliminary.

NOTE: See NOTE, table 1.

Table 3. Total separations levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^P	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^P
Total⁴	4,190	4,295	4,502	4,562	4,504	4,477	4,132	3.2	3.2	3.4	3.4	3.4	3.4	3.1
INDUSTRY														
Total private ⁴	3,923	4,035	4,237	4,306	4,256	4,223	3,864	3.6	3.6	3.8	3.9	3.8	3.8	3.5
Construction.....	345	403	303	421	408	380	373	5.0	5.7	4.2	5.8	5.6	5.3	5.2
Manufacturing.....	363	341	360	369	369	350	362	2.5	2.4	2.5	2.6	2.6	2.4	2.5
Trade, transportation, and utilities.....	979	940	980	1,018	989	980	953	3.8	3.7	3.8	3.9	3.8	3.8	3.7
Professional and business services.....	683	772	924	869	851	818	669	4.2	4.6	5.5	5.2	5.1	4.8	4.0
Education and health services.....	370	389	445	433	405	401	396	2.2	2.3	2.6	2.5	2.3	2.3	2.3
Leisure and hospitality.....	729	790	743	709	750	803	720	5.8	6.3	5.9	5.6	5.9	6.3	5.6
Government.....	264	260	267	256	254	254	261	1.2	1.2	1.2	1.2	1.2	1.2	1.2
REGION														
Northeast.....	748	732	802	807	714	761	709	3.0	2.9	3.2	3.2	2.8	3.0	2.8
South.....	1,578	1,647	1,763	1,766	1,743	1,653	1,500	3.4	3.5	3.7	3.7	3.7	3.5	3.2
Midwest.....	966	937	1,051	982	976	946	982	3.1	3.0	3.4	3.1	3.1	3.0	3.1
West.....	934	961	926	1,006	1,034	1,062	976	3.3	3.3	3.2	3.4	3.5	3.6	3.3

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 4. Quits levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^P	July 2004	Feb. 2005	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005 ^P
Total⁴	2,340	2,307	2,516	2,520	2,514	2,475	2,404	1.8	1.7	1.9	1.9	1.9	1.9	1.8
INDUSTRY														
Total private ⁴	2,215	2,192	2,383	2,395	2,391	2,348	2,278	2.0	2.0	2.1	2.1	2.1	2.1	2.0
Construction.....	104	139	150	146	168	139	144	1.5	2.0	2.1	2.0	2.3	1.9	2.0
Manufacturing.....	179	181	186	178	183	190	191	1.2	1.3	1.3	1.2	1.3	1.3	1.3
Trade, transportation, and utilities.....	561	512	583	577	589	588	567	2.2	2.0	2.3	2.2	2.3	2.3	2.2
Professional and business services.....	365	410	424	417	420	386	314	2.2	2.4	2.5	2.5	2.5	2.3	1.9
Education and health services.....	269	259	280	272	249	256	276	1.6	1.5	1.6	1.6	1.4	1.5	1.6
Leisure and hospitality.....	449	474	458	506	488	510	505	3.6	3.8	3.6	4.0	3.8	4.0	3.9
Government.....	127	117	124	125	123	124	127	.6	.5	.6	.6	.6	.6	.6
REGION														
Northeast.....	345	340	410	446	373	350	368	1.4	1.3	1.6	1.8	1.5	1.4	1.4
South.....	945	914	1,003	992	1,020	960	929	2.0	1.9	2.1	2.1	2.2	2.0	2.0
Midwest.....	534	509	561	540	554	542	529	1.7	1.6	1.8	1.7	1.8	1.7	1.7
West.....	514	550	562	573	562	653	581	1.8	1.9	1.9	2.0	1.9	2.2	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 5. Job openings levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2004	June 2005	July 2005 ^P	July 2004	June 2005	July 2005 ^P
Total.....	3,442	3,813	3,766	2.6	2.8	2.7
INDUSTRY						
Total private.....	3,053	3,363	3,358	2.7	2.9	2.9
Natural resources and mining.....	10	12	12	1.7	1.8	1.9
Construction.....	103	120	132	1.4	1.6	1.7
Manufacturing.....	255	284	317	1.7	1.9	2.2
Durable goods.....	151	184	205	1.7	2.0	2.2
Nondurable goods.....	104	100	111	1.9	1.8	2.0
Trade, transportation, and utilities.....	575	618	621	2.2	2.3	2.3
Wholesale trade.....	129	116	128	2.2	2.0	2.2
Retail trade.....	356	380	384	2.3	2.4	2.5
Transportation, warehousing, and utilities.....	89	122	109	1.8	2.4	2.2
Information.....	87	85	77	2.7	2.6	2.4
Financial activities.....	200	235	225	2.4	2.8	2.6
Finance and insurance.....	160	189	181	2.6	3.0	2.9
Real estate and rental and leasing.....	39	45	43	1.8	2.0	1.9
Professional and business services.....	660	745	731	3.8	4.2	4.1
Education and health services.....	544	623	629	3.2	3.5	3.6
Educational services.....	48	63	63	1.9	2.3	2.4
Health care and social assistance.....	496	560	566	3.4	3.7	3.8
Leisure and hospitality.....	469	515	476	3.5	3.7	3.4
Arts, entertainment, and recreation.....	45	76	73	2.1	3.5	3.3
Accommodations and food services.....	424	438	403	3.7	3.7	3.4
Other services.....	151	126	139	2.7	2.2	2.4
Government.....	388	451	408	1.9	2.0	1.9
Federal.....	41	52	46	1.5	1.8	1.7
State and local.....	348	399	362	1.9	2.1	2.0
REGION						
Northeast.....	554	665	598	2.2	2.5	2.3
South.....	1,411	1,401	1,457	2.9	2.8	3.0
Midwest.....	696	805	822	2.2	2.5	2.6
West.....	780	943	890	2.6	3.1	2.9

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 6. Hires levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2004	June 2005	July 2005 ^P	July 2004	June 2005	July 2005 ^P
Total	4,512	5,702	4,713	3.4	4.2	3.5
INDUSTRY						
Total private.....	4,160	5,270	4,349	3.7	4.7	3.9
Natural resources and mining.....	20	29	18	3.3	4.5	2.8
Construction.....	379	516	401	5.2	6.9	5.3
Manufacturing.....	371	399	373	2.6	2.8	2.6
Durable goods.....	227	272	216	2.5	3.0	2.4
Nondurable goods.....	144	126	157	2.6	2.4	2.9
Trade, transportation, and utilities.....	907	1,150	945	3.6	4.4	3.6
Wholesale trade.....	131	174	132	2.3	3.0	2.3
Retail trade.....	640	801	679	4.3	5.3	4.5
Transportation, warehousing, and utilities.....	137	175	134	2.9	3.5	2.7
Information.....	64	82	59	2.0	2.6	1.9
Financial activities.....	195	202	173	2.4	2.4	2.1
Finance and insurance.....	94	121	116	1.6	2.0	1.9
Real estate and rental and leasing.....	101	80	57	4.8	3.7	2.6
Professional and business services.....	746	928	806	4.5	5.4	4.7
Education and health services.....	459	549	471	2.8	3.2	2.8
Educational services.....	59	61	72	2.4	2.3	2.9
Health care and social assistance.....	400	488	399	2.8	3.4	2.7
Leisure and hospitality.....	842	1,136	867	6.4	8.5	6.5
Arts, entertainment, and recreation.....	147	210	119	6.9	10.1	5.6
Accommodations and food services.....	695	925	748	6.3	8.2	6.6
Other services.....	177	280	236	3.2	5.1	4.3
Government.....	352	432	364	1.7	2.0	1.8
Federal.....	41	50	35	1.5	1.8	1.3
State and local.....	311	382	329	1.8	2.0	1.8
REGION						
Northeast.....	829	1,059	844	3.3	4.1	3.3
South.....	1,817	2,081	1,759	3.9	4.3	3.7
Midwest.....	917	1,268	994	3.0	4.0	3.2
West.....	949	1,294	1,116	3.3	4.4	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 7. Total separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2004	June 2005	July 2005 ^P	July 2004	June 2005	July 2005 ^P
Total	4,421	4,675	4,338	3.4	3.5	3.2
INDUSTRY						
Total private.....	4,094	4,291	4,014	3.7	3.8	3.6
Natural resources and mining.....	16	15	13	2.7	2.4	2.1
Construction.....	304	365	320	4.2	4.9	4.2
Manufacturing.....	384	355	387	2.7	2.5	2.7
Durable goods.....	250	219	242	2.8	2.4	2.7
Nondurable goods.....	134	135	146	2.5	2.5	2.7
Trade, transportation, and utilities.....	987	960	954	3.9	3.7	3.7
Wholesale trade.....	155	119	131	2.7	2.1	2.3
Retail trade.....	667	646	691	4.4	4.3	4.5
Transportation, warehousing, and utilities.....	166	194	132	3.4	3.9	2.7
Information.....	57	71	75	1.8	2.2	2.4
Financial activities.....	181	192	160	2.2	2.3	1.9
Finance and insurance.....	104	133	116	1.7	2.2	1.9
Real estate and rental and leasing.....	77	59	43	3.6	2.7	2.0
Professional and business services.....	772	847	749	4.7	5.0	4.4
Education and health services.....	417	469	443	2.5	2.7	2.6
Educational services.....	57	76	61	2.3	2.9	2.4
Health care and social assistance.....	360	393	382	2.5	2.7	2.6
Leisure and hospitality.....	763	823	726	5.8	6.2	5.4
Arts, entertainment, and recreation.....	94	110	69	4.4	5.3	3.2
Accommodations and food services.....	669	713	657	6.1	6.3	5.8
Other services.....	213	194	186	3.9	3.5	3.4
Government.....	327	383	325	1.6	1.8	1.6
Federal.....	30	38	34	1.1	1.4	1.2
State and local.....	297	345	291	1.7	1.8	1.6
REGION						
Northeast.....	738	854	689	2.9	3.3	2.7
South.....	1,731	1,706	1,636	3.7	3.6	3.4
Midwest.....	954	1,020	976	3.1	3.2	3.1
West.....	998	1,094	1,037	3.5	3.7	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 8. Quits levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2004	June 2005	July 2005 ^P	July 2004	June 2005	July 2005 ^P
Total	2,602	2,682	2,655	2.0	2.0	2.0
INDUSTRY						
Total private.....	2,450	2,512	2,503	2.2	2.2	2.2
Natural resources and mining.....	10	9	10	1.7	1.5	1.5
Construction.....	131	168	170	1.8	2.2	2.3
Manufacturing.....	212	202	229	1.5	1.4	1.6
Durable goods.....	137	129	137	1.5	1.4	1.5
Nondurable goods.....	75	72	92	1.4	1.4	1.7
Trade, transportation, and utilities.....	585	591	589	2.3	2.3	2.3
Wholesale trade.....	93	77	79	1.6	1.3	1.4
Retail trade.....	409	423	441	2.7	2.8	2.9
Transportation, warehousing, and utilities.....	82	90	69	1.7	1.8	1.4
Information.....	40	48	43	1.3	1.5	1.3
Financial activities.....	129	148	99	1.6	1.8	1.2
Finance and insurance.....	66	100	71	1.1	1.6	1.2
Real estate and rental and leasing.....	63	48	27	3.0	2.2	1.2
Professional and business services.....	425	407	359	2.6	2.4	2.1
Education and health services.....	290	283	303	1.7	1.7	1.8
Educational services.....	32	39	34	1.3	1.5	1.3
Health care and social assistance.....	258	244	270	1.8	1.7	1.9
Leisure and hospitality.....	503	519	567	3.8	3.9	4.2
Arts, entertainment, and recreation.....	44	58	48	2.1	2.8	2.3
Accommodations and food services.....	459	461	519	4.2	4.1	4.6
Other services.....	125	137	135	2.3	2.5	2.4
Government.....	152	170	152	.7	.8	.7
Federal.....	11	14	14	.4	.5	.5
State and local.....	141	156	138	.8	.8	.8
REGION						
Northeast.....	376	382	400	1.5	1.5	1.6
South.....	1,097	1,028	1,065	2.4	2.1	2.2
Midwest.....	560	583	551	1.8	1.8	1.8
West.....	569	689	640	2.0	2.3	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 9. Layoffs and discharges levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2004	June 2005	July 2005 ^P	July 2004	June 2005	July 2005 ^P
Total.....	1,473	1,648	1,380	1.1	1.2	1.0
INDUSTRY						
Total private.....	1,367	1,529	1,274	1.2	1.4	1.1
Natural resources and mining.....	4	2	3	.7	.4	.4
Construction.....	161	182	143	2.2	2.4	1.9
Manufacturing.....	145	129	124	1.0	.9	.9
Durable goods.....	94	73	82	1.0	.8	.9
Nondurable goods.....	51	56	42	.9	1.0	.8
Trade, transportation, and utilities.....	326	302	302	1.3	1.2	1.2
Wholesale trade.....	54	34	45	.9	.6	.8
Retail trade.....	208	182	207	1.4	1.2	1.4
Transportation, warehousing, and utilities.....	64	86	50	1.3	1.7	1.0
Information.....	13	16	22	.4	.5	.7
Financial activities.....	32	34	41	.4	.4	.5
Finance and insurance.....	23	23	27	.4	.4	.4
Real estate and rental and leasing.....	9	11	15	.4	.5	.7
Professional and business services.....	283	395	348	1.7	2.3	2.0
Education and health services.....	106	150	107	.6	.9	.6
Educational services.....	23	32	22	.9	1.2	.9
Health care and social assistance.....	83	117	85	.6	.8	.6
Leisure and hospitality.....	238	275	139	1.8	2.1	1.0
Arts, entertainment, and recreation.....	46	51	19	2.2	2.5	.9
Accommodations and food services.....	192	224	120	1.7	2.0	1.1
Other services.....	59	44	45	1.1	.8	.8
Government.....	106	119	106	.5	.5	.5
Federal.....	5	10	9	.2	.4	.3
State and local.....	101	108	96	.6	.6	.5
REGION						
Northeast.....	285	386	240	1.1	1.5	.9
South.....	518	559	460	1.1	1.2	1.0
Midwest.....	323	374	343	1.0	1.2	1.1
West.....	347	329	338	1.2	1.1	1.2

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 10. Other separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2004	June 2005	July 2005 ^P	July 2004	June 2005	July 2005 ^P
Total	346	344	303	.3	.3	.2
INDUSTRY						
Total private.....	277	250	236	.2	.2	.2
Natural resources and mining.....	1	3	1	.2	.5	.2
Construction.....	12	15	7	.2	.2	.1
Manufacturing.....	27	24	34	.2	.2	.2
Durable goods.....	19	17	22	.2	.2	.3
Nondurable goods.....	8	7	12	.1	.1	.2
Trade, transportation, and utilities.....	76	66	63	.3	.3	.2
Wholesale trade.....	8	8	7	.1	.1	.1
Retail trade.....	49	41	43	.3	.3	.3
Transportation, warehousing, and utilities.....	19	18	12	.4	.4	.2
Information.....	3	7	11	.1	.2	.3
Financial activities.....	21	10	20	.3	.1	.2
Finance and insurance.....	15	10	18	.3	.2	.3
Real estate and rental and leasing.....	6	1	2	.3	(³)	.1
Professional and business services.....	65	46	42	.4	.3	.2
Education and health services.....	22	35	32	.1	.2	.2
Educational services.....	2	4	5	.1	.2	.2
Health care and social assistance.....	20	31	27	.1	.2	.2
Leisure and hospitality.....	22	29	20	.2	.2	.1
Arts, entertainment, and recreation.....	3	1	2	.2	.1	.1
Accommodations and food services.....	18	28	18	.2	.2	.2
Other services.....	28	14	7	.5	.2	.1
Government.....	69	94	67	.3	.4	.3
Federal.....	14	14	10	.5	.5	.4
State and local.....	55	81	56	.3	.4	.3
REGION						
Northeast.....	76	85	50	.3	.3	.2
South.....	116	120	112	.3	.3	.2
Midwest.....	71	63	83	.2	.2	.3
West.....	83	76	58	.3	.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 Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.