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## JOB OPENINGS AND LABOR TURNOVER: AUGUST 2005

The job openings, hires, and total separations rates were all essentially unchanged in August, 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 - August 2005

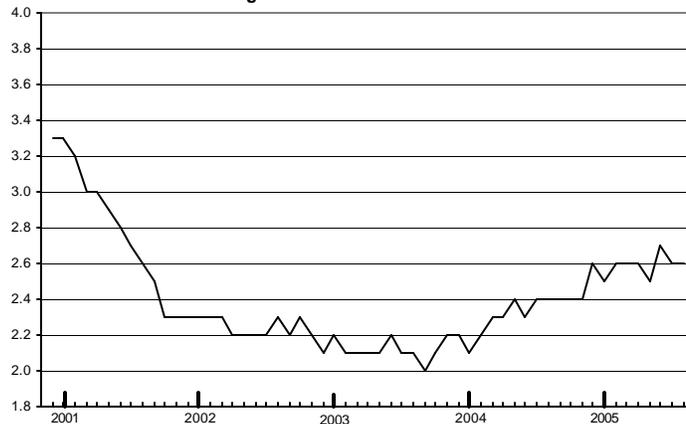
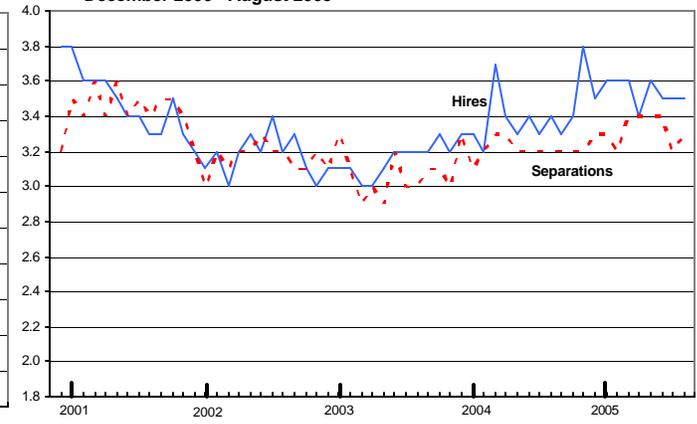


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent December 2000 - August 2005



### Job Openings

On the last business day of August 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 unchanged in August, but has generally trended upward since September 2003. In August, the job openings rate did not change significantly in any industry or region.

### Hurricane Katrina

Hurricane Katrina struck Florida and the Gulf Coast at the end of August, the reference month for the preliminary estimates in this release. All possible efforts were made to contact survey respondents in the hurricane-affected areas. Special estimation procedures were used for selected nonresponding sample units as discussed in the note on page 3.

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

Industry	Job openings			Hires			Total separations		
	Aug. 2004	July 2005	Aug. 2005 <sup>p</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>p</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	3,206	3,588	3,549	4,504	4,649	4,654	4,271	4,270	4,457
Total private <sup>1</sup> .....	2,855	3,204	3,173	4,174	4,342	4,341	4,038	4,007	4,202
Construction .....	110	128	133	398	381	427	412	370	436
Manufacturing .....	238	287	275	356	345	350	383	361	377
Trade, transportation, and utilities .....	548	600	601	975	990	1,046	942	948	1,048
Professional and business services .....	589	666	633	770	832	783	663	747	634
Education and health services ....	533	607	622	450	453	463	401	391	414
Leisure and hospitality .....	418	439	428	770	834	798	789	750	783
Government .....	348	388	379	339	330	332	248	257	263
	Rates (percent)								
Total <sup>1</sup> .....	2.4	2.6	2.6	3.4	3.5	3.5	3.2	3.2	3.3
Total private <sup>1</sup> .....	2.5	2.8	2.8	3.8	3.9	3.9	3.7	3.6	3.7
Construction .....	1.6	1.7	1.8	5.7	5.3	5.9	5.9	5.1	6.0
Manufacturing .....	1.6	2.0	1.9	2.5	2.4	2.5	2.7	2.5	2.6
Trade, transportation, and utilities .....	2.1	2.3	2.3	3.8	3.8	4.0	3.7	3.7	4.0
Professional and business services .....	3.5	3.8	3.6	4.7	4.9	4.6	4.0	4.4	3.7
Education and health services ....	3.0	3.4	3.5	2.6	2.6	2.7	2.4	2.3	2.4
Leisure and hospitality .....	3.2	3.3	3.2	6.2	6.5	6.2	6.3	5.9	6.1
Government .....	1.6	1.7	1.7	1.6	1.5	1.5	1.1	1.2	1.2

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

### Hires and Separations

The hires rate was unchanged at 3.5 percent in August. (See table 2.) Hires are any additions to the payroll during the month. In August, the hires rate did not change significantly in any industry, but did decrease in the Midwest region.

The total separations, or turnover, rate was little changed at 3.3 percent in August. (See table 3.) Separations are terminations of employment that occur at any time during the month. In August, the total separations rate decreased in the professional and business services industry. The total separations rates in all other industries and the regions did not change significantly from July.

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 1.9 percent in August. (See table 4.) The quits rate increased in the construction industry but did not change significantly in any other industry or in any of the regions.

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. From August 2004 to August 2005, the layoffs and discharges rate decreased to 1.3 percent, but the other separations rate was unchanged at 0.3 percent. (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 4.4 million hires and 4.2 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](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

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The Job Openings and Labor Turnover release for September 2005 is scheduled to be issued on Tuesday, November 8, 2005.

#### **Hurricane Katrina**

The Job Openings and Labor Turnover Survey (JOLTS) sample is designed to produce estimates of job openings, hires, and separations for the nation as a whole and for four geographic regions. Industry detail is produced only for the national-level estimates. While JOLTS does not produce data at the detailed local level, some effect of the storm and ensuing flooding may be reflected in the JOLTS estimates.

All possible efforts were made to contact survey respondents in the areas affected by Hurricane Katrina, and special treatment procedures were used for selected cases as described below. Nonresponding sample units that met the following criteria were given special treatment in the August estimation: 1) the unit had established a consistent pattern of reporting survey data in the months preceding the storm, 2) the unit was located in one of the most heavily damaged or flooded areas as defined by the Federal Emergency Management Agency (FEMA), 3) research produced independent corroboration that the business location itself was physically damaged, and 4) research produced no evidence that the unit's workforce was still being paid or was otherwise considered employed. For such sample units, BLS assumed that they had no job openings as of the last business day of the month, and that by the end of August the business was closed and their entire workforce was laid off. There were very few units subject to the special procedures.

While the preliminary estimates in this release reflect this special treatment, it is not possible to quantify the effect of Hurricane Katrina on the overall JOLTS estimates. Attempts to collect August data in the affected areas will continue, and final August estimates will be released next month.

# 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 levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>p</sup>	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>p</sup>
<b>Total<sup>4</sup></b> .....	3,206	3,598	3,576	3,416	3,647	3,588	3,549	2.4	2.6	2.6	2.5	2.7	2.6	2.6
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,855	3,212	3,178	3,050	3,239	3,204	3,173	2.5	2.8	2.8	2.7	2.8	2.8	2.8
Construction.....	110	170	113	107	104	128	133	1.6	2.3	1.5	1.5	1.4	1.7	1.8
Manufacturing.....	238	258	259	240	269	287	275	1.6	1.8	1.8	1.6	1.8	2.0	1.9
Trade, transportation, and utilities.....	548	624	627	597	624	600	601	2.1	2.4	2.4	2.3	2.4	2.3	2.3
Professional and business services.....	589	646	691	659	686	666	633	3.5	3.7	3.9	3.8	3.9	3.8	3.6
Education and health services.....	533	616	608	611	609	607	622	3.0	3.5	3.4	3.4	3.4	3.4	3.5
Leisure and hospitality.....	418	440	457	440	517	439	428	3.2	3.4	3.5	3.3	3.9	3.3	3.2
Government.....	348	383	396	378	394	388	379	1.6	1.7	1.8	1.7	1.8	1.7	1.7
<b>REGION</b>														
Northeast.....	562	615	602	563	634	610	607	2.2	2.4	2.3	2.2	2.4	2.3	2.3
South.....	1,248	1,447	1,414	1,303	1,333	1,343	1,366	2.6	3.0	2.9	2.7	2.7	2.7	2.8
Midwest.....	671	737	742	786	781	764	720	2.1	2.3	2.3	2.4	2.4	2.4	2.2
West.....	738	806	818	799	869	832	862	2.5	2.7	2.7	2.7	2.9	2.8	2.9

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

<sup>p</sup> = 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 levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>p</sup>	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>p</sup>
<b>Total<sup>4</sup></b> .....	4,504	4,841	4,538	4,740	4,694	4,649	4,654	3.4	3.6	3.4	3.6	3.5	3.5	3.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,174	4,497	4,212	4,398	4,365	4,342	4,341	3.8	4.0	3.8	3.9	3.9	3.9	3.9
Construction.....	398	414	412	420	393	381	427	5.7	5.8	5.7	5.8	5.4	5.3	5.9
Manufacturing.....	356	334	319	342	347	345	350	2.5	2.3	2.2	2.4	2.4	2.4	2.5
Trade, transportation, and utilities.....	975	1,047	1,042	1,030	1,045	990	1,046	3.8	4.1	4.0	4.0	4.0	3.8	4.0
Professional and business services.....	770	895	792	887	835	832	783	4.7	5.3	4.7	5.3	4.9	4.9	4.6
Education and health services.....	450	472	487	466	457	453	463	2.6	2.7	2.8	2.7	2.6	2.6	2.7
Leisure and hospitality.....	770	798	742	750	877	834	798	6.2	6.3	5.8	5.9	6.9	6.5	6.2
Government.....	339	336	329	339	337	330	332	1.6	1.5	1.5	1.6	1.6	1.5	1.5
<b>REGION</b>														
Northeast.....	785	856	825	764	794	772	779	3.1	3.4	3.3	3.0	3.1	3.0	3.1
South.....	1,668	1,922	1,701	1,816	1,786	1,689	1,766	3.6	4.1	3.6	3.8	3.8	3.6	3.7
Midwest.....	996	1,034	1,020	1,129	1,054	1,045	936	3.2	3.3	3.3	3.6	3.4	3.3	3.0
West.....	1,057	1,036	1,037	1,048	1,070	1,081	1,158	3.7	3.6	3.6	3.6	3.7	3.7	3.9

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

<sup>p</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 3. Total separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	4,271	4,502	4,562	4,504	4,477	4,270	4,457	3.2	3.4	3.4	3.4	3.4	3.2	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,038	4,237	4,306	4,256	4,223	4,007	4,202	3.7	3.8	3.9	3.8	3.8	3.6	3.7
Construction.....	412	303	421	408	380	370	436	5.9	4.2	5.8	5.6	5.3	5.1	6.0
Manufacturing.....	383	360	369	369	350	361	377	2.7	2.5	2.6	2.6	2.4	2.5	2.6
Trade, transportation, and utilities.....	942	980	1,018	989	980	948	1,048	3.7	3.8	3.9	3.8	3.8	3.7	4.0
Professional and business services.....	663	924	869	851	818	747	634	4.0	5.5	5.2	5.1	4.8	4.4	3.7
Education and health services.....	401	445	433	405	401	391	414	2.4	2.6	2.5	2.3	2.3	2.3	2.4
Leisure and hospitality.....	789	743	709	750	803	750	783	6.3	5.9	5.6	5.9	6.3	5.9	6.1
Government.....	248	267	256	254	254	257	263	1.1	1.2	1.2	1.2	1.2	1.2	1.2
<b>REGION</b>														
Northeast.....	748	802	807	714	761	715	718	3.0	3.2	3.2	2.8	3.0	2.8	2.8
South.....	1,563	1,763	1,766	1,743	1,653	1,567	1,653	3.4	3.7	3.7	3.7	3.5	3.3	3.5
Midwest.....	915	1,051	982	976	946	1,011	1,018	2.9	3.4	3.1	3.1	3.0	3.2	3.2
West.....	1,084	926	1,006	1,034	1,062	1,001	1,086	3.8	3.2	3.4	3.5	3.6	3.4	3.7

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 4. Quits levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	Mar. 2005	Apr. 2005	May 2005	June 2005	July 2005	Aug. 2005 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,288	2,516	2,520	2,514	2,475	2,474	2,590	1.7	1.9	1.9	1.9	1.9	1.8	1.9
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,178	2,383	2,395	2,391	2,348	2,351	2,461	2.0	2.1	2.1	2.1	2.1	2.1	2.2
Construction.....	156	150	146	168	139	140	211	2.2	2.1	2.0	2.3	1.9	1.9	2.9
Manufacturing.....	166	186	178	183	190	189	191	1.2	1.3	1.2	1.3	1.3	1.3	1.3
Trade, transportation, and utilities.....	543	583	577	589	588	577	626	2.1	2.3	2.2	2.3	2.3	2.2	2.4
Professional and business services.....	326	424	417	420	386	353	350	2.0	2.5	2.5	2.5	2.3	2.1	2.1
Education and health services.....	241	280	272	249	256	271	271	1.4	1.6	1.6	1.4	1.5	1.6	1.6
Leisure and hospitality.....	477	458	506	488	510	525	519	3.8	3.6	4.0	3.8	4.0	4.1	4.0
Government.....	116	124	125	123	124	125	130	.5	.6	.6	.6	.6	.6	.6
<b>REGION</b>														
Northeast.....	342	410	446	373	350	381	401	1.4	1.6	1.8	1.5	1.4	1.5	1.6
South.....	897	1,003	992	1,020	960	964	1,038	1.9	2.1	2.1	2.2	2.0	2.0	2.2
Midwest.....	484	561	540	554	542	548	547	1.6	1.8	1.7	1.8	1.7	1.7	1.7
West.....	562	562	573	562	653	577	597	2.0	1.9	2.0	1.9	2.2	2.0	2.0

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 5. Job openings levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>
<b>Total.....</b>	3,466	3,821	3,821	2.6	2.8	2.8
<b>INDUSTRY</b>						
Total private.....	3,084	3,402	3,410	2.7	2.9	2.9
Natural resources and mining.....	8	14	12	1.3	2.2	1.8
Construction.....	118	152	149	1.6	2.0	1.9
Manufacturing.....	257	311	297	1.7	2.1	2.0
Durable goods.....	154	204	203	1.7	2.2	2.2
Nondurable goods.....	102	107	94	1.8	2.0	1.7
Trade, transportation, and utilities.....	607	613	661	2.3	2.3	2.5
Wholesale trade.....	113	128	128	1.9	2.2	2.2
Retail trade.....	410	372	425	2.7	2.4	2.7
Transportation, warehousing, and utilities.....	85	113	107	1.7	2.3	2.1
Information.....	68	79	87	2.1	2.4	2.7
Financial activities.....	211	246	237	2.5	2.9	2.8
Finance and insurance.....	173	197	191	2.8	3.1	3.0
Real estate and rental and leasing.....	39	48	45	1.8	2.1	2.0
Professional and business services.....	642	720	683	3.7	4.0	3.8
Education and health services.....	571	629	665	3.3	3.6	3.8
Educational services.....	57	65	73	2.3	2.5	2.9
Health care and social assistance.....	514	564	592	3.5	3.7	3.9
Leisure and hospitality.....	471	500	476	3.5	3.6	3.4
Arts, entertainment, and recreation.....	52	73	66	2.4	3.3	3.0
Accommodations and food services.....	419	426	411	3.7	3.6	3.5
Other services.....	131	139	142	2.3	2.4	2.5
Government.....	382	419	411	1.8	2.0	2.0
Federal.....	45	50	43	1.6	1.8	1.5
State and local.....	338	369	368	1.9	2.0	2.0
<b>REGION</b>						
Northeast.....	627	631	677	2.4	2.4	2.6
South.....	1,302	1,468	1,425	2.7	3.0	2.9
Midwest.....	748	822	790	2.4	2.6	2.5
West.....	789	900	929	2.7	3.0	3.1

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 6. Hires levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>
<b>Total.....</b>	5,209	4,847	5,363	4.0	3.6	4.0
<b>INDUSTRY</b>						
Total private.....	4,686	4,479	4,855	4.2	4.0	4.3
Natural resources and mining.....	20	22	24	3.2	3.5	3.7
Construction.....	399	396	446	5.5	5.2	5.9
Manufacturing.....	409	375	401	2.8	2.6	2.8
Durable goods.....	255	221	229	2.8	2.5	2.6
Nondurable goods.....	154	154	172	2.8	2.9	3.2
Trade, transportation, and utilities.....	1,072	956	1,156	4.2	3.7	4.5
Wholesale trade.....	174	120	148	3.1	2.1	2.6
Retail trade.....	716	681	819	4.8	4.5	5.4
Transportation, warehousing, and utilities.....	183	156	189	3.8	3.2	3.8
Information.....	75	59	77	2.4	1.9	2.4
Financial activities.....	186	205	184	2.3	2.5	2.2
Finance and insurance.....	125	128	118	2.1	2.1	1.9
Real estate and rental and leasing.....	61	76	66	2.9	3.5	3.0
Professional and business services.....	858	854	860	5.1	5.0	5.0
Education and health services.....	561	489	574	3.4	2.9	3.4
Educational services.....	90	69	97	3.7	2.8	3.9
Health care and social assistance.....	472	420	477	3.3	2.9	3.3
Leisure and hospitality.....	877	889	910	6.7	6.6	6.8
Arts, entertainment, and recreation.....	118	133	103	5.7	6.2	4.9
Accommodations and food services.....	758	756	807	6.9	6.7	7.1
Other services.....	230	234	223	4.2	4.2	4.0
Government.....	522	368	509	2.6	1.8	2.5
Federal.....	38	39	40	1.4	1.4	1.5
State and local.....	484	329	468	2.7	1.8	2.6
<b>REGION</b>						
Northeast.....	845	851	836	3.4	3.4	3.3
South.....	1,956	1,778	2,072	4.2	3.7	4.4
Midwest.....	1,228	1,037	1,142	4.0	3.3	3.6
West.....	1,180	1,181	1,313	4.1	4.0	4.5

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 7. Total separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>
<b>Total.....</b>	5,455	4,470	5,683	4.2	3.3	4.3
<b>INDUSTRY</b>						
Total private.....	5,074	4,153	5,277	4.6	3.7	4.7
Natural resources and mining.....	21	15	27	3.5	2.3	4.1
Construction.....	480	315	525	6.6	4.2	6.9
Manufacturing.....	467	384	463	3.2	2.7	3.2
Durable goods.....	311	247	302	3.5	2.8	3.4
Nondurable goods.....	156	137	161	2.9	2.5	3.0
Trade, transportation, and utilities.....	1,105	944	1,243	4.3	3.6	4.8
Wholesale trade.....	176	134	154	3.1	2.3	2.7
Retail trade.....	768	675	898	5.1	4.4	5.9
Transportation, warehousing, and utilities.....	161	135	191	3.3	2.7	3.9
Information.....	89	82	91	2.8	2.6	2.9
Financial activities.....	241	171	226	3.0	2.1	2.7
Finance and insurance.....	164	123	160	2.7	2.0	2.6
Real estate and rental and leasing.....	77	49	65	3.6	2.2	3.0
Professional and business services.....	855	835	803	5.1	4.9	4.7
Education and health services.....	523	436	539	3.1	2.6	3.2
Educational services.....	75	61	76	3.1	2.4	3.1
Health care and social assistance.....	448	375	464	3.2	2.6	3.2
Leisure and hospitality.....	1,002	773	1,011	7.7	5.8	7.5
Arts, entertainment, and recreation.....	165	83	183	7.9	3.9	8.7
Accommodations and food services.....	838	690	827	7.6	6.1	7.3
Other services.....	290	199	350	5.3	3.6	6.3
Government.....	381	317	407	1.9	1.5	2.0
Federal.....	32	31	39	1.2	1.1	1.4
State and local.....	349	286	368	2.0	1.6	2.1
<b>REGION</b>						
Northeast.....	976	697	930	3.9	2.8	3.7
South.....	2,036	1,701	2,141	4.4	3.6	4.5
Midwest.....	1,194	1,009	1,337	3.8	3.2	4.3
West.....	1,248	1,062	1,276	4.3	3.6	4.3

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 8. Quits levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>
<b>Total.....</b>	3,120	2,730	3,576	2.4	2.0	2.7
<b>INDUSTRY</b>						
Total private.....	2,934	2,583	3,358	2.6	2.3	3.0
Natural resources and mining.....	10	9	12	1.7	1.5	1.8
Construction.....	195	164	253	2.7	2.2	3.3
Manufacturing.....	234	227	272	1.6	1.6	1.9
Durable goods.....	141	140	166	1.6	1.6	1.8
Nondurable goods.....	93	87	107	1.7	1.6	2.0
Trade, transportation, and utilities.....	722	597	844	2.8	2.3	3.3
Wholesale trade.....	80	82	92	1.4	1.4	1.6
Retail trade.....	558	439	636	3.7	2.9	4.2
Transportation, warehousing, and utilities.....	83	76	117	1.7	1.5	2.4
Information.....	66	48	68	2.1	1.5	2.1
Financial activities.....	136	104	160	1.7	1.3	1.9
Finance and insurance.....	93	77	109	1.5	1.3	1.8
Real estate and rental and leasing.....	44	26	52	2.1	1.2	2.3
Professional and business services.....	451	400	467	2.7	2.3	2.7
Education and health services.....	321	293	362	1.9	1.7	2.1
Educational services.....	35	34	50	1.4	1.4	2.0
Health care and social assistance.....	287	259	312	2.0	1.8	2.1
Leisure and hospitality.....	658	593	721	5.0	4.4	5.4
Arts, entertainment, and recreation.....	63	60	66	3.0	2.8	3.2
Accommodations and food services.....	596	533	654	5.4	4.7	5.8
Other services.....	140	148	199	2.6	2.7	3.6
Government.....	185	148	218	.9	.7	1.1
Federal.....	13	14	21	.5	.5	.8
State and local.....	172	134	197	1.0	.7	1.1
<b>REGION</b>						
Northeast.....	481	414	570	1.9	1.6	2.2
South.....	1,171	1,106	1,398	2.5	2.3	2.9
Midwest.....	699	574	788	2.3	1.8	2.5
West.....	769	636	820	2.7	2.2	2.8

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 9. Layoffs and discharges levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>
<b>Total.....</b>	1,984	1,442	1,771	1.5	1.1	1.3
<b>INDUSTRY</b>						
Total private.....	1,853	1,335	1,636	1.7	1.2	1.4
Natural resources and mining.....	7	5	9	1.1	.7	1.4
Construction.....	268	144	248	3.7	1.9	3.3
Manufacturing.....	203	122	155	1.4	.9	1.1
Durable goods.....	148	82	109	1.6	.9	1.2
Nondurable goods.....	54	40	45	1.0	.8	.8
Trade, transportation, and utilities.....	305	290	342	1.2	1.1	1.3
Wholesale trade.....	77	45	51	1.4	.8	.9
Retail trade.....	163	198	230	1.1	1.3	1.5
Transportation, warehousing, and utilities.....	64	47	61	1.3	1.0	1.2
Information.....	19	23	18	.6	.7	.6
Financial activities.....	80	46	53	1.0	.6	.6
Finance and insurance.....	49	26	43	.8	.4	.7
Real estate and rental and leasing.....	32	20	10	1.5	.9	.4
Professional and business services.....	357	395	281	2.1	2.3	1.6
Education and health services.....	163	110	143	1.0	.6	.8
Educational services.....	35	21	22	1.5	.8	.9
Health care and social assistance.....	128	89	121	.9	.6	.8
Leisure and hospitality.....	304	156	250	2.3	1.2	1.9
Arts, entertainment, and recreation.....	100	21	113	4.8	1.0	5.4
Accommodations and food services.....	205	135	137	1.9	1.2	1.2
Other services.....	146	44	138	2.7	.8	2.5
Government.....	131	108	134	.6	.5	.7
Federal.....	9	9	9	.3	.3	.3
State and local.....	123	98	126	.7	.5	.7
<b>REGION</b>						
Northeast.....	416	236	302	1.7	.9	1.2
South.....	747	490	616	1.6	1.0	1.3
Midwest.....	419	350	483	1.3	1.1	1.5
West.....	403	366	369	1.4	1.2	1.3

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 10. Other separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>	Aug. 2004	July 2005	Aug. 2005 <sup>P</sup>
<b>Total</b> .....	351	297	336	.3	.2	.3
<b>INDUSTRY</b>						
Total private.....	286	236	282	.3	.2	.2
Natural resources and mining.....	4	1	6	.6	.2	.9
Construction.....	16	7	23	.2	.1	.3
Manufacturing.....	30	35	36	.2	.2	.3
Durable goods.....	22	26	27	.2	.3	.3
Nondurable goods.....	8	10	9	.1	.2	.2
Trade, transportation, and utilities.....	78	57	57	.3	.2	.2
Wholesale trade.....	18	7	12	.3	.1	.2
Retail trade.....	46	38	32	.3	.3	.2
Transportation, warehousing, and utilities.....	13	11	14	.3	.2	.3
Information.....	4	11	6	.1	.3	.2
Financial activities.....	25	22	13	.3	.3	.2
Finance and insurance.....	23	20	9	.4	.3	.1
Real estate and rental and leasing.....	2	2	4	.1	.1	.2
Professional and business services.....	47	40	54	.3	.2	.3
Education and health services.....	38	33	34	.2	.2	.2
Educational services.....	5	6	4	.2	.2	.2
Health care and social assistance.....	34	27	30	.2	.2	.2
Leisure and hospitality.....	40	23	40	.3	.2	.3
Arts, entertainment, and recreation.....	2	2	4	.1	.1	.2
Accommodations and food services.....	37	22	36	.3	.2	.3
Other services.....	4	7	12	.1	.1	.2
Government.....	64	61	55	.3	.3	.3
Federal.....	11	8	9	.4	.3	.3
State and local.....	54	54	46	.3	.3	.3
<b>REGION</b>						
Northeast.....	79	47	58	.3	.2	.2
South.....	119	105	127	.3	.2	.3
Midwest.....	76	84	65	.2	.3	.2
West.....	77	61	87	.3	.2	.3

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.