



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

USDL 08-1801

Media contact: (202) 691-5902

For release: 10:00 A.M. EST  
Tuesday, December 9, 2008

## JOB OPENINGS AND LABOR TURNOVER: OCTOBER 2008

On the last business day of October, there were 3.1 million job openings in the United States, and the job openings rate was 2.2 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was little changed in October but continued to trend downward. The hires rate decreased slightly to 3.0 percent in October, while the total separations rate was little changed at 3.1 percent. 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 November 2005 - October 2008

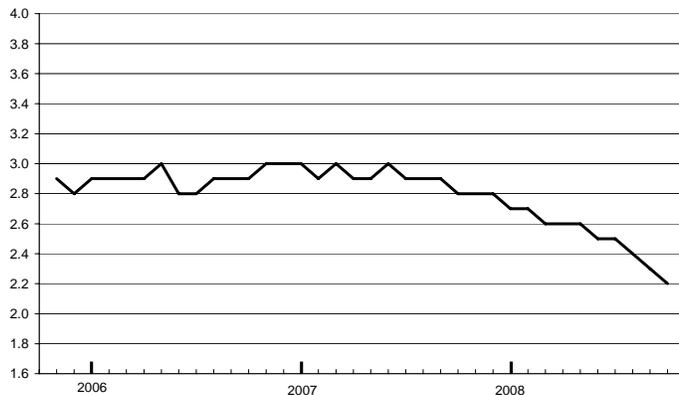
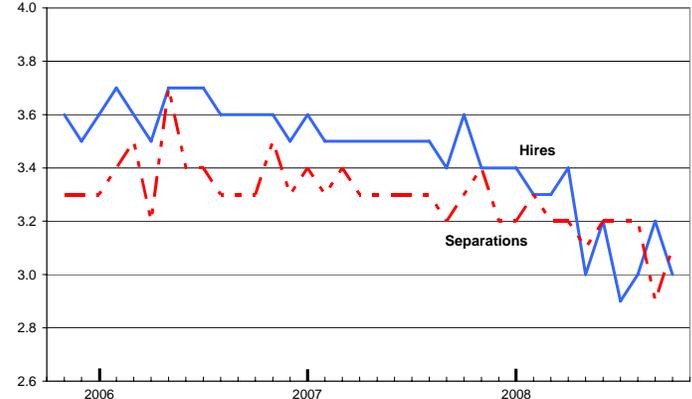


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent November 2005 - October 2008



Although the month-to-month changes in job openings, hires, and turnover data are often small, the trends over time are notable. The job openings rate has declined for the past 13 months after remaining essentially flat from August 2006 through September 2007. For the third time in 2008, the hires rate was 3.0 percent in October. Prior to 2008, the last time the hires rate was this low was May 2003. The separations rate has remained low for the past seven months, ranging from 2.9 to 3.2. The last time period that the separations rate was consistently at or below 3.2 was March 2003 thru March 2004. (See tables 1, 2, and 3.)

### Job Openings

The job openings rate was little changed in October 2008 but has been trending downward for over a year. At 2.2 percent in October, the job openings rate was at the lowest level since February 2004.

Although the job openings rate was little changed at the total nonfarm and total private levels, the rate decreased significantly in October in the construction industry and in the West region. The rate increased significantly in October only in retail trade. (See table 1.)

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

| Industry  | Job openings          |               |                           | Hires        |               |                           | Total separations |               |                           |
|---|-----------------------|---------------|---------------------------|--------------|---------------|---------------------------|-------------------|---------------|---------------------------|
|   | Oct.<br>2007          | Sept.<br>2008 | Oct.<br>2008 <sup>p</sup> | Oct.<br>2007 | Sept.<br>2008 | Oct.<br>2008 <sup>p</sup> | Oct.<br>2007      | Sept.<br>2008 | Oct.<br>2008 <sup>p</sup> |
|   | Levels (in thousands) |               |                           |              |               |                           |                   |               |                           |
| Total <sup>1</sup> .....                                | 4,044                 | 3,214         | 3,052                     | 4,914        | 4,362         | 4,062                     | 4,594             | 4,042         | 4,234                     |
| Total private <sup>1</sup> .....                        | 3,597                 | 2,778         | 2,609                     | 4,552        | 4,090         | 3,743                     | 4,314             | 3,792         | 3,972                     |
| Construction.....                                       | 150                   | 110           | 56                        | 331          | 288           | 337                       | 355               | 403           | 437                       |
| Manufacturing.....                                      | 303                   | 213           | 196                       | 396          | 281           | 268                       | 393               | 335           | 459                       |
| Trade, transportation, and utilities <sup>2</sup> ..... | 644                   | 458           | 520                       | 1,018        | 875           | 849                       | 1,010             | 916           | 959                       |
| Retail trade.....                                       | 321                   | 260           | 317                       | 699          | 616           | 551                       | 702               | 581           | 646                       |
| Professional and business services.....                 | 758                   | 567           | 503                       | 855          | 741           | 678                       | 935               | 696           | 719                       |
| Education and health services.....                      | 704                   | 617           | 611                       | 517          | 514           | 507                       | 434               | 378           | 427                       |
| Leisure and hospitality <sup>3</sup> .....              | 614                   | 443           | 392                       | 924          | 830           | 705                       | 761               | 714           | 641                       |
| Accommodation and food services.....                    | 543                   | 373           | 337                       | 803          | 681           | 585                       | 651               | 634           | 543                       |
| Government <sup>4</sup> .....                           | 448                   | 440           | 436                       | 373          | 313           | 332                       | 286               | 251           | 258                       |
| State and local government.....                         | 408                   | 387           | 365                       | 315          | 283           | 286                       | 238               | 233           | 228                       |
|   | Rates (percent)       |               |                           |              |               |                           |                   |               |                           |
| Total <sup>1</sup> .....                                | 2.8                   | 2.3           | 2.2                       | 3.6          | 3.2           | 3.0                       | 3.3               | 2.9           | 3.1                       |
| Total private <sup>1</sup> .....                        | 3.0                   | 2.4           | 2.2                       | 3.9          | 3.6           | 3.3                       | 3.7               | 3.3           | 3.5                       |
| Construction.....                                       | 1.9                   | 1.5           | 0.8                       | 4.4          | 4.0           | 4.8                       | 4.7               | 5.7           | 6.2                       |
| Manufacturing.....                                      | 2.2                   | 1.6           | 1.5                       | 2.9          | 2.1           | 2.0                       | 2.9               | 2.5           | 3.5                       |
| Trade, transportation, and utilities <sup>2</sup> ..... | 2.4                   | 1.7           | 1.9                       | 3.8          | 3.3           | 3.2                       | 3.8               | 3.5           | 3.7                       |
| Retail trade.....                                       | 2.0                   | 1.7           | 2.0                       | 4.5          | 4.0           | 3.6                       | 4.5               | 3.8           | 4.3                       |
| Professional and business services.....                 | 4.0                   | 3.1           | 2.8                       | 4.7          | 4.2           | 3.8                       | 5.2               | 3.9           | 4.0                       |
| Education and health services.....                      | 3.7                   | 3.1           | 3.1                       | 2.8          | 2.7           | 2.7                       | 2.3               | 2.0           | 2.2                       |
| Leisure and hospitality <sup>3</sup> .....              | 4.3                   | 3.2           | 2.8                       | 6.8          | 6.1           | 5.2                       | 5.6               | 5.2           | 4.7                       |
| Accommodation and food services.....                    | 4.5                   | 3.1           | 2.8                       | 6.9          | 5.9           | 5.0                       | 5.6               | 5.5           | 4.7                       |
| Government <sup>4</sup> .....                           | 2.0                   | 1.9           | 1.9                       | 1.7          | 1.4           | 1.5                       | 1.3               | 1.1           | 1.1                       |
| State and local government.....                         | 2.0                   | 1.9           | 1.8                       | 1.6          | 1.4           | 1.5                       | 1.2               | 1.2           | 1.2                       |

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

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>4</sup> Includes federal government, not shown separately.

<sup>p</sup> = preliminary.

Over the last 12 months, the job openings rate (not seasonally adjusted) rose significantly only in the federal government (to 2.5 percent). The rate fell over the year for total nonfarm and total private as well as in most industries, including construction; durable goods manufacturing; nondurable goods manufacturing; wholesale trade; transportation, warehousing, and utilities; information; finance and

insurance; professional and business services; health care and social assistance; accommodation and food services; other services; and state and local government. The job openings rate also fell significantly over the year in three of the four regions—Northeast, South, and West. (See table 5.)

### Hires

The hires rate decreased in October to 3.0 percent due to small declines in the rate for several industries. Only accommodation and food services experienced a significant decrease in the hires rate in October; no industry or region experienced a significant increase in the hires rate in October. Over the past 12 months, the hires rate did not increase significantly in any industry or region but decreased for total nonfarm and total private and in several industries, including durable goods manufacturing; nondurable goods manufacturing; retail trade; finance and insurance; professional and business services; accommodation and food services; and state and local government. The hires rate dropped significantly over the past 12 months in three of the four regions—Midwest, South, and West. (See tables 2 and 6.)

### Separations

The total separations, or turnover, rate ticked upward to 3.1 percent in October, but the change was not statistically significant. Between October 2007 and October 2008, the total separations rate decreased significantly due to a decline in quits, the largest component of total separations. (See tables 7 and 8.)

The quits rate can serve as a barometer of workers' ability to change jobs. Although the quits rate was unchanged in October for total nonfarm, the rate has remained at 1.6 percent for three months—a low point last seen in January 2004. Comparing October 2008 to October 2007, the quits rate was significantly lower for total nonfarm and total private and in many industries, including nondurable goods manufacturing; retail trade; finance and insurance; professional and business services; accommodation and food services; other services; and state and local government. The quits rate also fell over the year in three of the four regions—Northeast, South, and West. The quits rate rose significantly over the past 12 months only in the mining industry. (See tables 4 and 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. In October, the layoffs and discharges rate (1.4 percent) and level (1.9 million) were little changed from a year earlier. Although essentially unchanged at the total nonfarm level, the layoffs and discharges rate increased between October 2007 and October 2008 in construction; durable goods manufacturing; nondurable goods manufacturing; and information. The layoffs and discharges rate declined over the year in finance and insurance and in professional and business services. The other separations rate (0.2 percent) and level (273,000) were essentially unchanged from a year earlier at the total nonfarm level. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has varied over time. The proportion of total separations due to quits (seasonally adjusted) rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 before trending downward again. Quits accounted for only 51 percent of total separations in October 2008, down five percentage points in 2008 as quits decreased and layoffs increased. (See tables 3 and 4.)

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.

---

The Job Openings and Labor Turnover release for November 2008 is scheduled to be issued on Tuesday, January 13. Release dates for the balance of 2009 are as follows:

|                 |                |                |                 |
|-----------------|----------------|----------------|-----------------|
| Dec. — Feb. 10  | March — May 12 | June — Aug. 12 | Sept. — Nov. 10 |
| Jan. — March 10 | April — June 9 | July — Sept. 9 | Oct. — Dec. 8   |
| Feb. — April 7  | May — July 7   | Aug. — Oct. 9  |                 |

# 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 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 will be published only for not seasonally adjusted data.

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

### **Sample methodology**

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

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

### **Using JOLTS data**

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of

transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

### **Seasonal adjustment**

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

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12 ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

### **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     |          |           |           |           |            |                        |
|---|------------------------------------|----------|-----------|-----------|-----------|------------|------------------------|-----------|----------|-----------|-----------|-----------|------------|------------------------|
|   | Oct. 2007                          | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>p</sup> |
| <b>Total <sup>4</sup></b> .....                         | 4,044                              | 3,631    | 3,497     | 3,492     | 3,375     | 3,214      | 3,052                  | 2.8       | 2.6      | 2.5       | 2.5       | 2.4       | 2.3        | 2.2                    |
| <b>INDUSTRY</b>   |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Total private <sup>4</sup> .....                        | 3,597                              | 3,185    | 3,073     | 3,046     | 2,952     | 2,778      | 2,609                  | 3.0       | 2.7      | 2.6       | 2.6       | 2.5       | 2.4        | 2.2                    |
| Construction.....                                       | 150                                | 130      | 100       | 94        | 85        | 110        | 56                     | 1.9       | 1.8      | 1.4       | 1.3       | 1.2       | 1.5        | .8                     |
| Manufacturing.....                                      | 303                                | 249      | 241       | 229       | 245       | 213        | 196                    | 2.2       | 1.8      | 1.7       | 1.7       | 1.8       | 1.6        | 1.5                    |
| Trade, transportation, and utilities <sup>5</sup> ..... | 644                                | 572      | 539       | 569       | 572       | 458        | 520                    | 2.4       | 2.1      | 2.0       | 2.1       | 2.1       | 1.7        | 1.9                    |
| Retail trade.....                                       | 321                                | 363      | 322       | 346       | 357       | 260        | 317                    | 2.0       | 2.3      | 2.1       | 2.2       | 2.3       | 1.7        | 2.0                    |
| Professional and business services.....                 | 758                                | 649      | 670       | 696       | 634       | 567        | 503                    | 4.0       | 3.5      | 3.6       | 3.7       | 3.4       | 3.1        | 2.8                    |
| Education and health services.....                      | 704                                | 648      | 682       | 687       | 643       | 617        | 611                    | 3.7       | 3.3      | 3.5       | 3.5       | 3.3       | 3.1        | 3.1                    |
| Leisure and hospitality <sup>6</sup> .....              | 614                                | 503      | 452       | 432       | 383       | 443        | 392                    | 4.3       | 3.5      | 3.2       | 3.1       | 2.7       | 3.2        | 2.8                    |
| Accommodation and food services.....                    | 543                                | 438      | 406       | 388       | 316       | 373        | 337                    | 4.5       | 3.6      | 3.4       | 3.2       | 2.6       | 3.1        | 2.8                    |
| Government <sup>7</sup> .....                           | 448                                | 451      | 417       | 412       | 423       | 440        | 436                    | 2.0       | 2.0      | 1.8       | 1.8       | 1.8       | 1.9        | 1.9                    |
| State and local government.....                         | 408                                | 407      | 361       | 362       | 363       | 387        | 365                    | 2.0       | 2.0      | 1.8       | 1.8       | 1.8       | 1.9        | 1.8                    |
| <b>REGION <sup>8</sup></b>                              |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Northeast.....  | 657                                | 600      | 608       | 615       | 617       | 590        | 557                    | 2.5       | 2.3      | 2.3       | 2.3       | 2.4       | 2.3        | 2.1                    |
| South.....  | 1,629                              | 1,386    | 1,440     | 1,384     | 1,317     | 1,240      | 1,194                  | 3.2       | 2.7      | 2.8       | 2.7       | 2.6       | 2.4        | 2.4                    |
| Midwest.....  | 747                                | 721      | 676       | 638       | 664       | 664        | 685                    | 2.3       | 2.2      | 2.1       | 2.0       | 2.1       | 2.1        | 2.1                    |
| West.....   | 1,014                              | 937      | 789       | 847       | 777       | 710        | 610                    | 3.2       | 2.9      | 2.5       | 2.7       | 2.5       | 2.3        | 1.9                    |

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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.

<sup>p</sup> = preliminary.

**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     |          |           |           |           |            |                        |
|---|------------------------------------|----------|-----------|-----------|-----------|------------|------------------------|-----------|----------|-----------|-----------|-----------|------------|------------------------|
|   | Oct. 2007                          | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>p</sup> |
| <b>Total <sup>4</sup></b> .....                         | 4,914                              | 4,123    | 4,438     | 4,026     | 4,063     | 4,362      | 4,062                  | 3.6       | 3.0      | 3.2       | 2.9       | 3.0       | 3.2        | 3.0                    |
| <b>INDUSTRY</b>   |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Total private <sup>4</sup> .....                        | 4,552                              | 3,871    | 4,136     | 3,751     | 3,822     | 4,090      | 3,743                  | 3.9       | 3.4      | 3.6       | 3.3       | 3.3       | 3.6        | 3.3                    |
| Construction.....                                       | 331                                | 286      | 354       | 242       | 322       | 288        | 337                    | 4.4       | 3.9      | 4.9       | 3.4       | 4.5       | 4.0        | 4.8                    |
| Manufacturing.....                                      | 396                                | 274      | 285       | 249       | 251       | 281        | 268                    | 2.9       | 2.0      | 2.1       | 1.8       | 1.9       | 2.1        | 2.0                    |
| Trade, transportation, and utilities <sup>5</sup> ..... | 1,018                              | 828      | 906       | 858       | 878       | 875        | 849                    | 3.8       | 3.1      | 3.4       | 3.3       | 3.3       | 3.3        | 3.2                    |
| Retail trade.....                                       | 699                                | 585      | 608       | 585       | 619       | 616        | 551                    | 4.5       | 3.8      | 4.0       | 3.8       | 4.0       | 4.0        | 3.6                    |
| Professional and business services.....                 | 855                                | 770      | 889       | 748       | 701       | 741        | 678                    | 4.7       | 4.3      | 5.0       | 4.2       | 3.9       | 4.2        | 3.8                    |
| Education and health services.....                      | 517                                | 479      | 485       | 474       | 509       | 514        | 507                    | 2.8       | 2.5      | 2.6       | 2.5       | 2.7       | 2.7        | 2.7                    |
| Leisure and hospitality <sup>6</sup> .....              | 924                                | 847      | 741       | 798       | 728       | 830        | 705                    | 6.8       | 6.2      | 5.4       | 5.8       | 5.3       | 6.1        | 5.2                    |
| Accommodation and food services.....                    | 803                                | 731      | 645       | 683       | 626       | 681        | 585                    | 6.9       | 6.3      | 5.5       | 5.9       | 5.4       | 5.9        | 5.0                    |
| Government <sup>7</sup> .....                           | 373                                | 329      | 340       | 321       | 315       | 313        | 332                    | 1.7       | 1.5      | 1.5       | 1.4       | 1.4       | 1.4        | 1.5                    |
| State and local government.....                         | 315                                | 304      | 309       | 300       | 286       | 283        | 286                    | 1.6       | 1.5      | 1.6       | 1.5       | 1.4       | 1.4        | 1.5                    |
| <b>REGION <sup>8</sup></b>                              |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Northeast.....  | 653                                | 646      | 761       | 657       | 679       | 688        | 651                    | 2.5       | 2.5      | 3.0       | 2.6       | 2.7       | 2.7        | 2.5                    |
| South.....  | 1,924                              | 1,538    | 1,666     | 1,512     | 1,549     | 1,570      | 1,511                  | 3.9       | 3.1      | 3.4       | 3.0       | 3.1       | 3.2        | 3.1                    |
| Midwest.....  | 1,097                              | 914      | 966       | 934       | 926       | 1,020      | 926                    | 3.5       | 2.9      | 3.1       | 3.0       | 2.9       | 3.3        | 3.0                    |
| West.....   | 1,216                              | 1,111    | 1,084     | 979       | 1,004     | 1,057      | 956                    | 3.9       | 3.6      | 3.5       | 3.2       | 3.3       | 3.4        | 3.1                    |

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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     |          |           |           |           |            |                        |
|---|------------------------------------|----------|-----------|-----------|-----------|------------|------------------------|-----------|----------|-----------|-----------|-----------|------------|------------------------|
|   | Oct. 2007                          | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>P</sup> | Oct. 2007 | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>P</sup> |
| <b>Total <sup>4</sup></b> .....                         | 4,594                              | 4,313    | 4,368     | 4,359     | 4,398     | 4,042      | 4,234                  | 3.3       | 3.1      | 3.2       | 3.2       | 3.2       | 2.9        | 3.1                    |
| <b>INDUSTRY</b>   |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Total private <sup>4</sup> .....                        | 4,314                              | 4,046    | 4,115     | 4,128     | 4,149     | 3,792      | 3,972                  | 3.7       | 3.5      | 3.6       | 3.6       | 3.6       | 3.3        | 3.5                    |
| Construction.....                                       | 355                                | 393      | 409       | 473       | 400       | 403        | 437                    | 4.7       | 5.4      | 5.7       | 6.6       | 5.6       | 5.7        | 6.2                    |
| Manufacturing.....                                      | 393                                | 359      | 353       | 324       | 325       | 335        | 459                    | 2.9       | 2.6      | 2.6       | 2.4       | 2.4       | 2.5        | 3.5                    |
| Trade, transportation, and utilities <sup>5</sup> ..... | 1,010                              | 868      | 1,003     | 1,013     | 933       | 916        | 959                    | 3.8       | 3.3      | 3.8       | 3.8       | 3.5       | 3.5        | 3.7                    |
| Retail trade.....                                       | 702                                | 605      | 679       | 692       | 642       | 581        | 646                    | 4.5       | 3.9      | 4.4       | 4.5       | 4.2       | 3.8        | 4.3                    |
| Professional and business services.....                 | 935                                | 741      | 799       | 694       | 851       | 696        | 719                    | 5.2       | 4.1      | 4.5       | 3.9       | 4.8       | 3.9        | 4.0                    |
| Education and health services.....                      | 434                                | 434      | 417       | 464       | 424       | 378        | 427                    | 2.3       | 2.3      | 2.2       | 2.4       | 2.2       | 2.0        | 2.2                    |
| Leisure and hospitality <sup>6</sup> .....              | 761                                | 801      | 749       | 741       | 754       | 714        | 641                    | 5.6       | 5.8      | 5.5       | 5.4       | 5.5       | 5.2        | 4.7                    |
| Accommodation and food services.....                    | 651                                | 675      | 641       | 629       | 652       | 634        | 543                    | 5.6       | 5.8      | 5.5       | 5.4       | 5.6       | 5.5        | 4.7                    |
| Government <sup>7</sup> .....                           | 286                                | 269      | 259       | 244       | 257       | 251        | 258                    | 1.3       | 1.2      | 1.1       | 1.1       | 1.1       | 1.1        | 1.1                    |
| State and local government.....                         | 238                                | 240      | 233       | 222       | 231       | 233        | 228                    | 1.2       | 1.2      | 1.2       | 1.1       | 1.2       | 1.2        | 1.2                    |
| <b>REGION <sup>8</sup></b>                              |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Northeast.....  | 652                                | 685      | 658       | 745       | 705       | 600        | 578                    | 2.5       | 2.7      | 2.6       | 2.9       | 2.7       | 2.3        | 2.3                    |
| South.....  | 1,764                              | 1,614    | 1,681     | 1,629     | 1,633     | 1,456      | 1,576                  | 3.5       | 3.3      | 3.4       | 3.3       | 3.3       | 2.9        | 3.2                    |
| Midwest.....  | 994                                | 915      | 954       | 912       | 893       | 956        | 1,013                  | 3.2       | 2.9      | 3.0       | 2.9       | 2.8       | 3.0        | 3.2                    |
| West.....   | 1,186                              | 1,096    | 1,089     | 1,099     | 1,142     | 1,017      | 1,076                  | 3.8       | 3.5      | 3.5       | 3.6       | 3.7       | 3.3        | 3.5                    |

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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     |          |           |           |           |            |                        |
|---|------------------------------------|----------|-----------|-----------|-----------|------------|------------------------|-----------|----------|-----------|-----------|-----------|------------|------------------------|
|   | Oct. 2007                          | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>P</sup> | Oct. 2007 | May 2008 | June 2008 | July 2008 | Aug. 2008 | Sept. 2008 | Oct. 2008 <sup>P</sup> |
| <b>Total <sup>4</sup></b> .....                         | 2,648                              | 2,336    | 2,365     | 2,314     | 2,252     | 2,144      | 2,163                  | 1.9       | 1.7      | 1.7       | 1.7       | 1.6       | 1.6        | 1.6                    |
| <b>INDUSTRY</b>   |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Total private <sup>4</sup> .....                        | 2,508                              | 2,210    | 2,242     | 2,209     | 2,134     | 2,032      | 2,048                  | 2.2       | 1.9      | 1.9       | 1.9       | 1.9       | 1.8        | 1.8                    |
| Construction.....                                       | 137                                | 124      | 139       | 157       | 150       | 118        | 115                    | 1.8       | 1.7      | 1.9       | 2.2       | 2.1       | 1.7        | 1.6                    |
| Manufacturing.....                                      | 199                                | 163      | 154       | 134       | 143       | 141        | 148                    | 1.4       | 1.2      | 1.1       | 1.0       | 1.1       | 1.1        | 1.1                    |
| Trade, transportation, and utilities <sup>5</sup> ..... | 588                                | 495      | 545       | 545       | 485       | 494        | 503                    | 2.2       | 1.9      | 2.1       | 2.1       | 1.8       | 1.9        | 1.9                    |
| Retail trade.....                                       | 432                                | 352      | 391       | 405       | 355       | 351        | 351                    | 2.8       | 2.3      | 2.6       | 2.6       | 2.3       | 2.3        | 2.3                    |
| Professional and business services.....                 | 479                                | 391      | 413       | 363       | 352       | 317        | 360                    | 2.7       | 2.2      | 2.3       | 2.0       | 2.0       | 1.8        | 2.0                    |
| Education and health services.....                      | 264                                | 229      | 246       | 268       | 234       | 234        | 254                    | 1.4       | 1.2      | 1.3       | 1.4       | 1.2       | 1.2        | 1.3                    |
| Leisure and hospitality <sup>6</sup> .....              | 545                                | 547      | 525       | 499       | 482       | 485        | 448                    | 4.0       | 4.0      | 3.8       | 3.7       | 3.5       | 3.6        | 3.3                    |
| Accommodation and food services.....                    | 503                                | 500      | 481       | 452       | 445       | 423        | 414                    | 4.3       | 4.3      | 4.1       | 3.9       | 3.8       | 3.6        | 3.6                    |
| Government <sup>7</sup> .....                           | 144                                | 126      | 123       | 111       | 121       | 120        | 118                    | .6        | .6       | .5        | .5        | .5        | .5         | .5                     |
| State and local government.....                         | 128                                | 117      | 114       | 104       | 113       | 121        | 108                    | .7        | .6       | .6        | .5        | .6        | .6         | .5                     |
| <b>REGION <sup>8</sup></b>                              |                                    |          |           |           |           |            |                        |           |          |           |           |           |            |                        |
| Northeast.....  | 338                                | 327      | 344       | 341       | 306       | 279        | 278                    | 1.3       | 1.3      | 1.3       | 1.3       | 1.2       | 1.1        | 1.1                    |
| South.....  | 1,088                              | 937      | 969       | 930       | 912       | 821        | 855                    | 2.2       | 1.9      | 2.0       | 1.9       | 1.8       | 1.7        | 1.7                    |
| Midwest.....  | 524                                | 485      | 515       | 504       | 513       | 531        | 506                    | 1.7       | 1.5      | 1.6       | 1.6       | 1.6       | 1.7        | 1.6                    |
| West.....   | 691                                | 584      | 539       | 541       | 518       | 492        | 511                    | 2.2       | 1.9      | 1.7       | 1.8       | 1.7       | 1.6        | 1.7                    |

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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     |            |                        |
|---|-----------------------|------------|------------------------|-----------|------------|------------------------|
|   | Oct. 2007             | Sept. 2008 | Oct. 2008 <sup>P</sup> | Oct. 2007 | Sept. 2008 | Oct. 2008 <sup>P</sup> |
| <b>Total</b> .....                              | 4,120                 | 3,327      | 3,070                  | 2.9       | 2.4        | 2.2                    |
| <b>INDUSTRY</b>                                 |                       |            |                        |           |            |                        |
| Total private.....                              | 3,683                 | 2,893      | 2,642                  | 3.1       | 2.5        | 2.2                    |
| Natural resources and mining.....               | 9                     | 18         | 15                     | 1.2       | 2.2        | 1.8                    |
| Construction.....                               | 133                   | 108        | 49                     | 1.7       | 1.5        | .7                     |
| Manufacturing.....                              | 291                   | 218        | 186                    | 2.1       | 1.6        | 1.4                    |
| Durable goods.....                              | 166                   | 122        | 99                     | 1.9       | 1.4        | 1.2                    |
| Nondurable goods.....                           | 125                   | 95         | 87                     | 2.4       | 1.9        | 1.7                    |
| Trade, transportation, and utilities.....       | 717                   | 535        | 604                    | 2.6       | 2.0        | 2.2                    |
| Wholesale trade.....                            | 153                   | 82         | 101                    | 2.5       | 1.3        | 1.7                    |
| Retail trade.....                               | 416                   | 327        | 408                    | 2.6       | 2.1        | 2.6                    |
| Transportation, warehousing, and utilities..... | 148                   | 126        | 95                     | 2.8       | 2.4        | 1.8                    |
| Information.....                                | 90                    | 59         | 60                     | 2.9       | 2.0        | 2.0                    |
| Financial activities.....                       | 237                   | 195        | 148                    | 2.8       | 2.3        | 1.8                    |
| Finance and insurance.....                      | 188                   | 141        | 109                    | 3.0       | 2.3        | 1.8                    |
| Real estate and rental and leasing.....         | 50                    | 54         | 39                     | 2.3       | 2.5        | 1.8                    |
| Professional and business services.....         | 769                   | 570        | 509                    | 4.0       | 3.1        | 2.8                    |
| Education and health services.....              | 701                   | 628        | 598                    | 3.6       | 3.2        | 3.0                    |
| Educational services.....                       | 60                    | 55         | 59                     | 1.9       | 1.8        | 1.8                    |
| Health care and social assistance.....          | 641                   | 572        | 539                    | 4.0       | 3.5        | 3.3                    |
| Leisure and hospitality.....                    | 572                   | 431        | 361                    | 4.1       | 3.0        | 2.6                    |
| Arts, entertainment, and recreation.....        | 60                    | 51         | 47                     | 3.0       | 2.4        | 2.4                    |
| Accommodation and food services.....            | 513                   | 381        | 313                    | 4.2       | 3.1        | 2.6                    |
| Other services.....                             | 164                   | 131        | 113                    | 2.9       | 2.3        | 2.0                    |
| Government.....                                 | 437                   | 434        | 428                    | 1.9       | 1.9        | 1.8                    |
| Federal.....                                    | 35                    | 50         | 70                     | 1.3       | 1.8        | 2.5                    |
| State and local.....                            | 401                   | 384        | 358                    | 2.0       | 1.9        | 1.8                    |
| <b>REGION <sup>3</sup></b>                      |                       |            |                        |           |            |                        |
| Northeast.....                                  | 725                   | 633        | 609                    | 2.7       | 2.4        | 2.3                    |
| South.....                                      | 1,633                 | 1,250      | 1,175                  | 3.2       | 2.5        | 2.3                    |
| Midwest.....                                    | 741                   | 721        | 680                    | 2.3       | 2.2        | 2.1                    |
| West.....                                       | 1,020                 | 723        | 605                    | 3.2       | 2.3        | 1.9                    |

<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> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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     |            |                        |
|---|-----------------------|------------|------------------------|-----------|------------|------------------------|
|   | Oct. 2007             | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | Sept. 2008 | Oct. 2008 <sup>p</sup> |
| <b>Total</b> .....                              | 4,971                 | 4,754      | 4,069                  | 3.6       | 3.5        | 3.0                    |
| <b>INDUSTRY</b>                                 |                       |            |                        |           |            |                        |
| Total private.....                              | 4,631                 | 4,306      | 3,765                  | 4.0       | 3.7        | 3.3                    |
| Natural resources and mining.....               | 19                    | 29         | 29                     | 2.6       | 3.6        | 3.5                    |
| Construction.....                               | 299                   | 274        | 303                    | 3.8       | 3.7        | 4.2                    |
| Manufacturing.....                              | 373                   | 292        | 258                    | 2.7       | 2.2        | 1.9                    |
| Durable goods.....                              | 210                   | 145        | 141                    | 2.4       | 1.7        | 1.7                    |
| Nondurable goods.....                           | 163                   | 147        | 117                    | 3.2       | 3.0        | 2.4                    |
| Trade, transportation, and utilities.....       | 1,150                 | 996        | 952                    | 4.3       | 3.8        | 3.6                    |
| Wholesale trade.....                            | 171                   | 133        | 173                    | 2.8       | 2.2        | 2.9                    |
| Retail trade.....                               | 831                   | 697        | 646                    | 5.4       | 4.6        | 4.3                    |
| Transportation, warehousing, and utilities..... | 148                   | 166        | 133                    | 2.9       | 3.3        | 2.6                    |
| Information.....                                | 55                    | 62         | 64                     | 1.8       | 2.1        | 2.2                    |
| Financial activities.....                       | 252                   | 204        | 159                    | 3.1       | 2.5        | 1.9                    |
| Finance and insurance.....                      | 190                   | 137        | 100                    | 3.1       | 2.3        | 1.7                    |
| Real estate and rental and leasing.....         | 62                    | 67         | 59                     | 2.9       | 3.2        | 2.8                    |
| Professional and business services.....         | 866                   | 781        | 662                    | 4.8       | 4.4        | 3.7                    |
| Education and health services.....              | 543                   | 643        | 536                    | 2.9       | 3.4        | 2.8                    |
| Educational services.....                       | 65                    | 154        | 74                     | 2.1       | 5.1        | 2.3                    |
| Health care and social assistance.....          | 478                   | 489        | 462                    | 3.1       | 3.1        | 2.9                    |
| Leisure and hospitality.....                    | 886                   | 816        | 651                    | 6.5       | 5.9        | 4.8                    |
| Arts, entertainment, and recreation.....        | 93                    | 130        | 93                     | 4.8       | 6.4        | 4.8                    |
| Accommodation and food services.....            | 793                   | 686        | 558                    | 6.8       | 5.9        | 4.8                    |
| Other services.....                             | 188                   | 208        | 151                    | 3.4       | 3.8        | 2.7                    |
| Government.....                                 | 340                   | 448        | 304                    | 1.5       | 2.0        | 1.3                    |
| Federal.....                                    | 34                    | 27         | 26                     | 1.2       | 1.0        | .9                     |
| State and local.....                            | 307                   | 421        | 278                    | 1.5       | 2.2        | 1.4                    |
| <b>REGION <sup>3</sup></b>                      |                       |            |                        |           |            |                        |
| Northeast.....                                  | 665                   | 835        | 654                    | 2.6       | 3.3        | 2.5                    |
| South.....                                      | 1,948                 | 1,643      | 1,520                  | 3.9       | 3.3        | 3.1                    |
| Midwest.....                                    | 1,107                 | 1,130      | 935                    | 3.5       | 3.6        | 3.0                    |
| West.....                                       | 1,251                 | 1,146      | 960                    | 4.0       | 3.7        | 3.1                    |

<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> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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     |            |                        |
|---|-----------------------|------------|------------------------|-----------|------------|------------------------|
|   | Oct. 2007             | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | Sept. 2008 | Oct. 2008 <sup>p</sup> |
| <b>Total</b> .....                              | 4,627                 | 4,454      | 4,264                  | 3.3       | 3.2        | 3.1                    |
| <b>INDUSTRY</b>                                 |                       |            |                        |           |            |                        |
| Total private.....                              | 4,405                 | 4,135      | 4,058                  | 3.8       | 3.6        | 3.5                    |
| Natural resources and mining.....               | 18                    | 19         | 29                     | 2.5       | 2.4        | 3.6                    |
| Construction.....                               | 380                   | 428        | 476                    | 4.9       | 5.8        | 6.5                    |
| Manufacturing.....                              | 400                   | 357        | 470                    | 2.9       | 2.7        | 3.5                    |
| Durable goods.....                              | 229                   | 221        | 308                    | 2.6       | 2.6        | 3.7                    |
| Nondurable goods.....                           | 172                   | 136        | 163                    | 3.4       | 2.7        | 3.3                    |
| Trade, transportation, and utilities.....       | 960                   | 945        | 924                    | 3.6       | 3.6        | 3.5                    |
| Wholesale trade.....                            | 164                   | 184        | 154                    | 2.7       | 3.1        | 2.6                    |
| Retail trade.....                               | 660                   | 594        | 610                    | 4.3       | 3.9        | 4.0                    |
| Transportation, warehousing, and utilities..... | 136                   | 168        | 160                    | 2.6       | 3.3        | 3.2                    |
| Information.....                                | 55                    | 53         | 58                     | 1.8       | 1.8        | 2.0                    |
| Financial activities.....                       | 235                   | 188        | 175                    | 2.8       | 2.3        | 2.2                    |
| Finance and insurance.....                      | 161                   | 119        | 90                     | 2.6       | 2.0        | 1.5                    |
| Real estate and rental and leasing.....         | 74                    | 69         | 85                     | 3.5       | 3.3        | 4.0                    |
| Professional and business services.....         | 908                   | 707        | 697                    | 5.0       | 3.9        | 3.9                    |
| Education and health services.....              | 391                   | 384        | 385                    | 2.1       | 2.0        | 2.0                    |
| Educational services.....                       | 34                    | 49         | 46                     | 1.1       | 1.6        | 1.4                    |
| Health care and social assistance.....          | 357                   | 335        | 339                    | 2.3       | 2.1        | 2.1                    |
| Leisure and hospitality.....                    | 883                   | 890        | 719                    | 6.5       | 6.5        | 5.3                    |
| Arts, entertainment, and recreation.....        | 145                   | 152        | 124                    | 7.4       | 7.4        | 6.4                    |
| Accommodation and food services.....            | 738                   | 738        | 595                    | 6.4       | 6.3        | 5.2                    |
| Other services.....                             | 175                   | 162        | 126                    | 3.2       | 2.9        | 2.3                    |
| Government.....                                 | 222                   | 318        | 206                    | 1.0       | 1.4        | .9                     |
| Federal.....                                    | 25                    | 20         | 20                     | .9        | .7         | .7                     |
| State and local.....                            | 196                   | 298        | 186                    | 1.0       | 1.5        | .9                     |
| <b>REGION <sup>3</sup></b>                      |                       |            |                        |           |            |                        |
| Northeast.....                                  | 670                   | 728        | 566                    | 2.6       | 2.8        | 2.2                    |
| South.....                                      | 1,790                 | 1,537      | 1,592                  | 3.6       | 3.1        | 3.2                    |
| Midwest.....                                    | 959                   | 1,063      | 1,001                  | 3.0       | 3.4        | 3.2                    |
| West.....                                       | 1,207                 | 1,125      | 1,105                  | 3.9       | 3.6        | 3.6                    |

<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> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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     |            |                        |
|---|-----------------------|------------|------------------------|-----------|------------|------------------------|
|   | Oct. 2007             | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | Sept. 2008 | Oct. 2008 <sup>p</sup> |
| <b>Total</b> .....                              | 2,594                 | 2,313      | 2,094                  | 1.9       | 1.7        | 1.5                    |
| <b>INDUSTRY</b>                                 |                       |            |                        |           |            |                        |
| Total private.....                              | 2,475                 | 2,171      | 1,998                  | 2.1       | 1.9        | 1.7                    |
| Natural resources and mining.....               | 10                    | 13         | 17                     | 1.3       | 1.6        | 2.1                    |
| Construction.....                               | 149                   | 121        | 116                    | 1.9       | 1.6        | 1.6                    |
| Manufacturing.....                              | 205                   | 152        | 152                    | 1.5       | 1.1        | 1.1                    |
| Durable goods.....                              | 113                   | 88         | 91                     | 1.3       | 1.0        | 1.1                    |
| Nondurable goods.....                           | 92                    | 64         | 61                     | 1.8       | 1.3        | 1.2                    |
| Trade, transportation, and utilities.....       | 567                   | 543        | 493                    | 2.1       | 2.1        | 1.9                    |
| Wholesale trade.....                            | 79                    | 89         | 65                     | 1.3       | 1.5        | 1.1                    |
| Retail trade.....                               | 422                   | 380        | 345                    | 2.7       | 2.5        | 2.3                    |
| Transportation, warehousing, and utilities..... | 66                    | 74         | 83                     | 1.3       | 1.5        | 1.6                    |
| Information.....                                | 33                    | 23         | 26                     | 1.1       | .8         | .9                     |
| Financial activities.....                       | 134                   | 93         | 86                     | 1.6       | 1.1        | 1.1                    |
| Finance and insurance.....                      | 100                   | 57         | 52                     | 1.6       | .9         | .9                     |
| Real estate and rental and leasing.....         | 33                    | 36         | 34                     | 1.5       | 1.7        | 1.6                    |
| Professional and business services.....         | 443                   | 322        | 338                    | 2.4       | 1.8        | 1.9                    |
| Education and health services.....              | 246                   | 244        | 237                    | 1.3       | 1.3        | 1.2                    |
| Educational services.....                       | 20                    | 30         | 21                     | .7        | 1.0        | .7                     |
| Health care and social assistance.....          | 225                   | 214        | 216                    | 1.5       | 1.3        | 1.4                    |
| Leisure and hospitality.....                    | 580                   | 576        | 465                    | 4.3       | 4.2        | 3.4                    |
| Arts, entertainment, and recreation.....        | 48                    | 63         | 33                     | 2.4       | 3.1        | 1.7                    |
| Accommodation and food services.....            | 533                   | 513        | 432                    | 4.6       | 4.4        | 3.7                    |
| Other services.....                             | 108                   | 85         | 69                     | 2.0       | 1.5        | 1.2                    |
| Government.....                                 | 119                   | 142        | 96                     | .5        | .6         | .4                     |
| Federal.....                                    | 9                     | 7          | 5                      | .3        | .3         | .2                     |
| State and local.....                            | 109                   | 135        | 91                     | .5        | .7         | .5                     |
| <b>REGION <sup>3</sup></b>                      |                       |            |                        |           |            |                        |
| Northeast.....                                  | 336                   | 341        | 268                    | 1.3       | 1.3        | 1.0                    |
| South.....                                      | 1,088                 | 836        | 846                    | 2.2       | 1.7        | 1.7                    |
| Midwest.....                                    | 508                   | 604        | 491                    | 1.6       | 1.9        | 1.6                    |
| West.....                                       | 662                   | 531        | 489                    | 2.1       | 1.7        | 1.6                    |

<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> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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     |            |                        |
|---|-----------------------|------------|------------------------|-----------|------------|------------------------|
|   | Oct. 2007             | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | Sept. 2008 | Oct. 2008 <sup>p</sup> |
| <b>Total</b> .....                              | 1,786                 | 1,851      | 1,897                  | 1.3       | 1.3        | 1.4                    |
| <b>INDUSTRY</b>                                 |                       |            |                        |           |            |                        |
| Total private.....                              | 1,713                 | 1,727      | 1,825                  | 1.5       | 1.5        | 1.6                    |
| Natural resources and mining.....               | 7                     | 5          | 10                     | .9        | .6         | 1.2                    |
| Construction.....                               | 216                   | 295        | 343                    | 2.8       | 4.0        | 4.7                    |
| Manufacturing.....                              | 174                   | 173        | 282                    | 1.3       | 1.3        | 2.1                    |
| Durable goods.....                              | 105                   | 112        | 191                    | 1.2       | 1.3        | 2.3                    |
| Nondurable goods.....                           | 70                    | 61         | 91                     | 1.4       | 1.2        | 1.8                    |
| Trade, transportation, and utilities.....       | 340                   | 330        | 367                    | 1.3       | 1.3        | 1.4                    |
| Wholesale trade.....                            | 77                    | 80         | 80                     | 1.3       | 1.3        | 1.3                    |
| Retail trade.....                               | 207                   | 177        | 226                    | 1.3       | 1.2        | 1.5                    |
| Transportation, warehousing, and utilities..... | 55                    | 73         | 61                     | 1.1       | 1.4        | 1.2                    |
| Information.....                                | 13                    | 25         | 30                     | .4        | .9         | 1.0                    |
| Financial activities.....                       | 86                    | 73         | 68                     | 1.0       | .9         | .8                     |
| Finance and insurance.....                      | 53                    | 40         | 23                     | .9        | .7         | .4                     |
| Real estate and rental and leasing.....         | 34                    | 32         | 45                     | 1.6       | 1.5        | 2.1                    |
| Professional and business services.....         | 431                   | 350        | 319                    | 2.4       | 2.0        | 1.8                    |
| Education and health services.....              | 110                   | 113        | 113                    | .6        | .6         | .6                     |
| Educational services.....                       | 11                    | 15         | 21                     | .4        | .5         | .7                     |
| Health care and social assistance.....          | 99                    | 98         | 92                     | .6        | .6         | .6                     |
| Leisure and hospitality.....                    | 280                   | 297        | 240                    | 2.1       | 2.2        | 1.8                    |
| Arts, entertainment, and recreation.....        | 94                    | 84         | 90                     | 4.8       | 4.1        | 4.6                    |
| Accommodation and food services.....            | 186                   | 214        | 150                    | 1.6       | 1.8        | 1.3                    |
| Other services.....                             | 56                    | 65         | 51                     | 1.0       | 1.2        | .9                     |
| Government.....                                 | 74                    | 124        | 72                     | .3        | .6         | .3                     |
| Federal.....                                    | 10                    | 6          | 10                     | .4        | .2         | .4                     |
| State and local.....                            | 64                    | 117        | 62                     | .3        | .6         | .3                     |
| <b>REGION <sup>3</sup></b>                      |                       |            |                        |           |            |                        |
| Northeast.....                                  | 280                   | 332        | 251                    | 1.1       | 1.3        | 1.0                    |
| South.....                                      | 603                   | 597        | 632                    | 1.2       | 1.2        | 1.3                    |
| Midwest.....                                    | 404                   | 399        | 453                    | 1.3       | 1.3        | 1.4                    |
| West.....                                       | 500                   | 523        | 560                    | 1.6       | 1.7        | 1.8                    |

<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>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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     |                  |                        |
|---|-----------------------|------------|------------------------|-----------|------------------|------------------------|
|   | Oct. 2007             | Sept. 2008 | Oct. 2008 <sup>p</sup> | Oct. 2007 | Sept. 2008       | Oct. 2008 <sup>p</sup> |
| <b>Total</b> .....                              | 246                   | 290        | 273                    | 0.2       | 0.2              | 0.2                    |
| <b>INDUSTRY</b>                                 |                       |            |                        |           |                  |                        |
| Total private.....                              | 217                   | 237        | 235                    | .2        | .2               | .2                     |
| Natural resources and mining.....               | 2                     | 2          | 2                      | .3        | .2               | .2                     |
| Construction.....                               | 15                    | 12         | 17                     | .2        | .2               | .2                     |
| Manufacturing.....                              | 21                    | 32         | 36                     | .2        | .2               | .3                     |
| Durable goods.....                              | 11                    | 21         | 26                     | .1        | .2               | .3                     |
| Nondurable goods.....                           | 10                    | 11         | 10                     | .2        | .2               | .2                     |
| Trade, transportation, and utilities.....       | 53                    | 72         | 64                     | .2        | .3               | .2                     |
| Wholesale trade.....                            | 8                     | 14         | 8                      | .1        | .2               | .1                     |
| Retail trade.....                               | 30                    | 37         | 39                     | .2        | .2               | .3                     |
| Transportation, warehousing, and utilities..... | 14                    | 21         | 17                     | .3        | .4               | .3                     |
| Information.....                                | 9                     | 5          | 3                      | .3        | .2               | .1                     |
| Financial activities.....                       | 15                    | 23         | 21                     | .2        | .3               | .3                     |
| Finance and insurance.....                      | 8                     | 22         | 15                     | .1        | .4               | .3                     |
| Real estate and rental and leasing.....         | 7                     | 1          | 6                      | .3        | ( <sup>4</sup> ) | .3                     |
| Professional and business services.....         | 34                    | 35         | 39                     | .2        | .2               | .2                     |
| Education and health services.....              | 35                    | 27         | 34                     | .2        | .1               | .2                     |
| Educational services.....                       | 2                     | 3          | 3                      | .1        | .1               | .1                     |
| Health care and social assistance.....          | 33                    | 24         | 31                     | .2        | .1               | .2                     |
| Leisure and hospitality.....                    | 22                    | 17         | 14                     | .2        | .1               | .1                     |
| Arts, entertainment, and recreation.....        | 3                     | 5          | 1                      | .1        | .3               | .1                     |
| Accommodation and food services.....            | 20                    | 11         | 13                     | .2        | .1               | .1                     |
| Other services.....                             | 10                    | 12         | 6                      | .2        | .2               | .1                     |
| Government.....                                 | 29                    | 53         | 38                     | .1        | .2               | .2                     |
| Federal.....                                    | 7                     | 7          | 5                      | .2        | .2               | .2                     |
| State and local.....                            | 23                    | 46         | 33                     | .1        | .2               | .2                     |
| <b>REGION <sup>3</sup></b>                      |                       |            |                        |           |                  |                        |
| Northeast.....                                  | 55                    | 55         | 47                     | .2        | .2               | .2                     |
| South.....                                      | 99                    | 104        | 114                    | .2        | .2               | .2                     |
| Midwest.....                                    | 47                    | 60         | 57                     | .1        | .2               | .2                     |
| West.....                                       | 45                    | 70         | 56                     | .1        | .2               | .2                     |

<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>3</sup> See footnote 8, table 1.

<sup>4</sup> Data round to zero.

<sup>p</sup> = preliminary.