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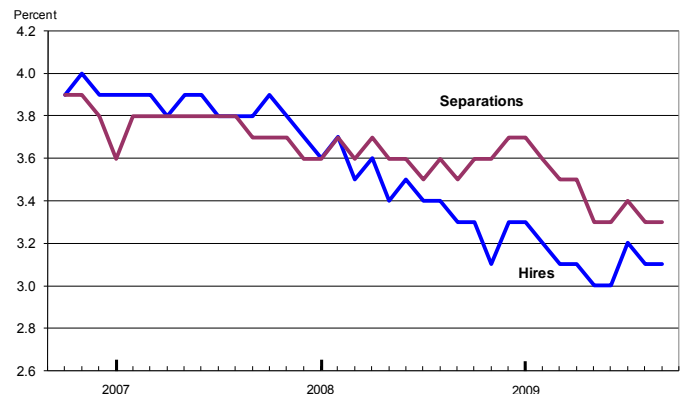
JOB OPENINGS AND LABOR TURNOVER – SEPTEMBER 2009

On the last business day of September, the number of job openings in the U.S. was little changed at 2.5 million, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The hires rate (3.1 percent) and the separations rate (3.3 percent) were unchanged and remained low in September. 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, October 2006 - September 2009



Chart 2. Hires and separations rates, seasonally adjusted, October 2006 - September 2009



Job Openings

The job openings rate was little changed in September at a rate of 1.9 percent. The number of job openings has fallen by 2.3 million, or 48 percent, since the most recent peak in June 2007. The job openings rate decreased in state and local government in September and was little changed in the remaining industries. The job openings rate increased in the Midwest. (See table 1.)

Over the 12 months ending in September, the job openings rate (not seasonally adjusted) decreased for total nonfarm, total private, and government. The job openings rate also decreased in the following industries: construction; durable goods manufacturing; nondurable goods manufacturing; transportation, warehousing, and utilities; health care and social assistance; accommodation and food services; federal government; and state and local government. The job openings rate decreased in 3 of the 4 regions—Midwest, South, and West. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Sept. 2008	Aug. 2009	Sept. 2009 ^P	Sept. 2008	Aug. 2009	Sept. 2009 ^P	Sept. 2008	Aug. 2009	Sept. 2009 ^P
Levels (in thousands)									
Total ¹	3,346	2,423	2,480	4,505	4,040	4,010	4,852	4,284	4,311
Total private ¹	2,913	2,128	2,232	4,263	3,779	3,758	4,553	3,976	4,017
Construction.....	152	65	62	365	297	353	412	342	421
Manufacturing.....	236	122	136	305	243	262	371	313	316
Trade, transportation, and utilities ²	525	422	414	959	818	832	1,046	850	864
Retail trade.....	297	273	268	649	557	525	684	567	548
Professional and business services.....	608	438	455	787	715	699	809	728	701
Education and health services.....	624	520	547	506	538	524	488	509	513
Leisure and hospitality	427	238	299	814	695	653	830	704	685
Arts, entertainment, and recreation.....	44	22	24	117	107	104	115	111	100
Accommodation and food services.....	374	216	274	708	591	556	714	593	583
Government ³	431	300	267	278	261	258	294	293	283
State and local government.....	352	269	221	259	233	235	280	271	263
Rates (percent)									
Total ¹	2.4	1.8	1.9	3.3	3.1	3.1	3.5	3.3	3.3
Total private ¹	2.5	1.9	2.0	3.7	3.5	3.5	4.0	3.7	3.7
Construction.....	2.1	1.1	1.0	5.1	4.9	5.9	5.8	5.6	7.0
Manufacturing.....	1.7	1.0	1.1	2.3	2.1	2.2	2.8	2.7	2.7
Trade, transportation, and utilities ²	2.0	1.6	1.6	3.7	3.3	3.3	4.0	3.4	3.4
Retail trade.....	1.9	1.8	1.8	4.2	3.8	3.6	4.5	3.8	3.7
Professional and business services.....	3.3	2.6	2.7	4.5	4.3	4.2	4.6	4.4	4.2
Education and health services.....	3.2	2.6	2.8	2.7	2.8	2.7	2.6	2.6	2.7
Leisure and hospitality	3.1	1.8	2.2	6.1	5.3	5.0	6.2	5.3	5.2
Arts, entertainment, and recreation.....	2.2	1.1	1.3	6.0	5.7	5.4	5.9	5.9	5.2
Accommodation and food services.....	3.2	1.9	2.4	6.2	5.2	4.9	6.2	5.3	5.2
Government ³	1.9	1.3	1.2	1.2	1.2	1.2	1.3	1.3	1.3
State and local government.....	1.7	1.4	1.1	1.3	1.2	1.2	1.4	1.4	1.3

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

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

³ Includes federal government, not shown separately.

^P = preliminary.

Hires

The hires level was little changed at 4.0 million in September but has declined by 1.6 million, or 29 percent, since its most recent peak in July 2006. The hires rate was unchanged in September at 3.1 percent. The hires rate increased in construction and was little changed in the remaining industries and all four regions. (See table 2.)

Over the 12 months ending in September, the hires rate (not seasonally adjusted) declined for total nonfarm, total private, and government. The hires rate decreased over the 12 months for retail trade; finance and insurance; accommodation and food services; and state and local government. The rate increased for educational services. The hires rate fell over the past 12 months in the Midwest and West. (See table 6.)

Separations

The total separations, or turnover, rate was unchanged in September and remained low at 3.3 percent. The total separations rate (not seasonally adjusted) decreased over the 12 months ending in September for total nonfarm and total private. Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. The quits rate remained unchanged in September at 1.4 percent. The quits level was 1.8 million in September, which is 43 percent lower than its most recent peak in December 2006. (See table 4.)

Over the 12 months ending in September, the quits rate (not seasonally adjusted) was lower for total nonfarm, total private, government, the majority of industries, and the South, Midwest, and West regions. The industries for which the quits rate was little changed over the year include construction; nondurable goods manufacturing; information; professional and business services; health care and social assistance; other services; and federal government. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges levels for total nonfarm, total private, and government were little changed in September at 2.1 million, 2.0 million, and 118,000 respectively. The corresponding layoffs and discharges rates were 1.6 percent, 1.9 percent, and 0.5 percent. The number of layoffs and discharges at the total nonfarm level in September was 35 percent higher than the most recent trough in January 2006. (See table B below.)

The layoffs and discharges rate (not seasonally adjusted) was little changed over the 12 months ending in September for total nonfarm and total private, while the rate increased for government. The layoffs and discharges rate rose in mining and logging; construction; transportation, warehousing, and utilities; other services; federal government; and state and local government. The rate decreased in retail trade. The layoffs and discharges rate increased in the Northeast. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total.....	1,910	2,248	2,141	1.4	1.7	1.6
Total private.....	1,827	2,123	2,023	1.6	2.0	1.9
Government.....	100	135	118	0.4	0.6	0.5

^p = preliminary.

The other separations series is not seasonally adjusted. In September, there were 323,000 other separations for total nonfarm, 266,000 for total private, and 57,000 for government. Compared to September 2008, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time. The proportion of separations due

to quits declined from the most recent high of 59 percent in January 2008 to a series low of 38 percent in April 2009. It then rose slightly and stood at 42 percent in September 2009. The proportion of separations due to layoffs and discharges reached a series high of 55 percent in July 2009 then dropped to 50 percent in September 2009. (See tables 3 and 4, and table B above.)

Net Change in Employment

Over the 12 months ending in September, hires totaled 50.4 million and separations totaled 55.6 million, yielding a net employment loss of 5.2 million.

The Job Openings and Labor Turnover Survey results for October 2009 are scheduled to be released on Tuesday, December 8, 2009 at 10:00 a.m. (EST).

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a

position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

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

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

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

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

Annual estimates. Annual estimates of rates and levels

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

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

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

Special Collection Procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used, they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a random sample of 16,000

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

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

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

JOLTS Business Birth/Death Model

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

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

Seasonal adjustment

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

Alignment procedure

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

implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Using JOLTS data

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

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

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

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

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a

90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p
Total ⁴	3,346	2,513	2,523	2,513	2,408	2,423	2,480	2.4	1.9	1.9	1.9	1.8	1.8	1.9
INDUSTRY														
Total private ⁴	2,913	2,042	2,191	2,163	2,090	2,128	2,232	2.5	1.8	2.0	1.9	1.9	1.9	2.0
Construction.....	152	29	39	56	47	65	62	2.1	.5	.6	.9	.8	1.1	1.0
Manufacturing.....	236	95	105	113	110	122	136	1.7	.8	.9	.9	.9	1.0	1.1
Trade, transportation, and utilities ⁵	525	332	466	469	393	422	414	2.0	1.3	1.8	1.8	1.5	1.6	1.6
Retail trade.....	297	205	319	308	260	273	268	1.9	1.4	2.1	2.0	1.7	1.8	1.8
Professional and business services.....	608	461	451	445	431	438	455	3.3	2.7	2.6	2.6	2.5	2.6	2.7
Education and health services.....	624	515	530	531	553	520	547	3.2	2.6	2.7	2.7	2.8	2.6	2.8
Leisure and hospitality.....	427	322	265	276	256	238	299	3.1	2.4	2.0	2.1	1.9	1.8	2.2
Arts, entertainment, and recreation..	44	22	20	19	17	22	24	2.2	1.1	1.0	1.0	.9	1.1	1.3
Accommodation and food services..	374	312	239	254	237	216	274	3.2	2.7	2.1	2.2	2.1	1.9	2.4
Government ⁶	431	461	310	322	314	300	267	1.9	2.0	1.4	1.4	1.4	1.3	1.2
State and local government.....	352	307	267	273	266	269	221	1.7	1.5	1.3	1.4	1.3	1.4	1.1
REGION ⁷														
Northeast.....	644	520	554	609	508	513	533	2.5	2.0	2.2	2.4	2.0	2.0	2.1
South.....	1,269	942	888	882	870	911	908	2.5	1.9	1.8	1.8	1.8	1.9	1.9
Midwest.....	674	512	512	496	509	476	553	2.1	1.7	1.7	1.6	1.7	1.6	1.8
West.....	785	570	544	561	517	533	519	2.5	1.9	1.8	1.9	1.7	1.8	1.7

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

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

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

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

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

⁶ Includes federal government, not shown separately.

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

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p
Total ⁴	4,505	4,117	3,942	3,919	4,228	4,040	4,010	3.3	3.1	3.0	3.0	3.2	3.1	3.1
INDUSTRY														
Total private ⁴	4,263	3,822	3,739	3,654	3,930	3,779	3,758	3.7	3.5	3.4	3.3	3.6	3.5	3.5
Construction.....	365	341	365	277	355	297	353	5.1	5.4	5.8	4.5	5.8	4.9	5.9
Manufacturing.....	305	236	206	225	272	243	262	2.3	1.9	1.7	1.9	2.3	2.1	2.2
Trade, transportation, and utilities ⁵	959	888	842	744	819	818	832	3.7	3.5	3.3	2.9	3.3	3.3	3.3
Retail trade.....	649	655	575	519	547	557	525	4.2	4.4	3.9	3.5	3.7	3.8	3.6
Professional and business services.....	787	733	721	644	686	715	699	4.5	4.4	4.3	3.9	4.1	4.3	4.2
Education and health services.....	506	475	473	530	522	538	524	2.7	2.5	2.5	2.8	2.7	2.8	2.7
Leisure and hospitality.....	814	691	695	695	716	695	653	6.1	5.3	5.3	5.3	5.4	5.3	5.0
Arts, entertainment, and recreation..	117	86	83	107	138	107	104	6.0	4.5	4.4	5.7	7.3	5.7	5.4
Accommodation and food services..	708	603	606	590	582	591	556	6.2	5.4	5.4	5.2	5.2	5.2	4.9
Government ⁶	278	340	273	262	282	261	258	1.2	1.5	1.2	1.2	1.3	1.2	1.2
State and local government.....	259	246	257	237	253	233	235	1.3	1.2	1.3	1.2	1.3	1.2	1.2
REGION ⁷														
Northeast.....	742	729	712	735	714	720	729	2.9	2.9	2.9	3.0	2.9	2.9	3.0
South.....	1,643	1,619	1,423	1,428	1,544	1,493	1,468	3.3	3.4	3.0	3.0	3.3	3.2	3.1
Midwest.....	1,038	901	867	839	885	947	879	3.3	3.0	2.9	2.8	3.0	3.2	2.9
West.....	1,088	949	995	917	1,042	884	912	3.6	3.2	3.4	3.1	3.5	3.0	3.1

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p
Total ⁴	4,852	4,641	4,356	4,306	4,430	4,284	4,311	3.5	3.5	3.3	3.3	3.4	3.3	3.3
INDUSTRY														
Total private ⁴	4,553	4,362	4,066	3,939	4,147	3,976	4,017	4.0	4.0	3.7	3.6	3.8	3.7	3.7
Construction.....	412	437	411	355	444	342	421	5.8	6.9	6.5	5.7	7.2	5.6	7.0
Manufacturing.....	371	390	367	352	329	313	316	2.8	3.2	3.1	3.0	2.8	2.7	2.7
Trade, transportation, and utilities ⁵	1,046	982	951	816	874	850	864	4.0	3.9	3.8	3.2	3.5	3.4	3.4
Retail trade.....	684	678	601	549	578	567	548	4.5	4.6	4.1	3.7	3.9	3.8	3.7
Professional and business services.....	809	839	771	698	738	728	701	4.6	5.0	4.6	4.2	4.4	4.4	4.2
Education and health services.....	488	462	419	489	500	509	513	2.6	2.4	2.2	2.5	2.6	2.6	2.7
Leisure and hospitality.....	830	716	684	696	713	704	685	6.2	5.4	5.2	5.3	5.4	5.3	5.2
Arts, entertainment, and recreation.....	115	102	88	115	121	111	100	5.9	5.4	4.6	6.1	6.4	5.9	5.2
Accommodation and food services.....	714	612	596	594	594	593	583	6.2	5.4	5.3	5.3	5.3	5.3	5.2
Government ⁶	294	255	288	340	298	293	283	1.3	1.1	1.3	1.5	1.3	1.3	1.3
State and local government.....	280	243	250	272	274	271	263	1.4	1.2	1.3	1.4	1.4	1.4	1.3
REGION ⁷														
Northeast.....	734	700	774	799	716	759	762	2.9	2.8	3.1	3.2	2.9	3.1	3.1
South.....	1,767	1,682	1,565	1,535	1,602	1,490	1,518	3.6	3.5	3.3	3.2	3.4	3.1	3.2
Midwest.....	1,116	1,065	1,016	958	958	951	898	3.6	3.5	3.4	3.2	3.2	3.2	3.0
West.....	1,184	1,188	980	1,053	1,181	1,086	1,090	3.9	4.0	3.3	3.6	4.0	3.7	3.7

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Apr. 2009	May 2009	June 2009	July 2009	Aug. 2009	Sept. 2009 ^p
Total ⁴	2,454	1,777	1,788	1,787	1,778	1,779	1,805	1.8	1.3	1.4	1.4	1.4	1.4	1.4
INDUSTRY														
Total private ⁴	2,319	1,678	1,682	1,680	1,673	1,680	1,709	2.0	1.5	1.5	1.5	1.5	1.5	1.6
Construction.....	128	74	84	70	68	67	91	1.8	1.2	1.3	1.1	1.1	1.1	1.5
Manufacturing.....	147	80	86	93	82	85	91	1.1	.7	.7	.8	.7	.7	.8
Trade, transportation, and utilities ⁵	580	385	398	391	415	407	435	2.2	1.5	1.6	1.5	1.6	1.6	1.7
Retail trade.....	414	271	296	299	295	309	336	2.7	1.8	2.0	2.0	2.0	2.1	2.3
Professional and business services.....	368	272	281	257	265	269	271	2.1	1.6	1.7	1.5	1.6	1.6	1.6
Education and health services.....	290	228	249	264	235	249	268	1.5	1.2	1.3	1.4	1.2	1.3	1.4
Leisure and hospitality.....	514	430	396	429	411	413	363	3.8	3.3	3.0	3.3	3.1	3.1	2.8
Arts, entertainment, and recreation.....	52	41	45	46	38	38	16	2.7	2.1	2.4	2.4	2.0	2.0	.8
Accommodation and food services.....	467	392	351	378	372	374	351	4.1	3.5	3.1	3.4	3.3	3.3	3.1
Government ⁶	134	99	107	111	107	106	100	.6	.4	.5	.5	.5	.5	.4
State and local government.....	133	96	97	99	101	97	96	.7	.5	.5	.5	.5	.5	.5
REGION ⁷														
Northeast.....	338	263	303	279	234	270	300	1.3	1.1	1.2	1.1	1.0	1.1	1.2
South.....	971	691	718	693	724	687	704	2.0	1.4	1.5	1.5	1.5	1.5	1.5
Midwest.....	577	410	397	403	435	374	403	1.9	1.4	1.3	1.3	1.5	1.3	1.4
West.....	560	453	398	434	404	460	421	1.8	1.5	1.3	1.5	1.4	1.6	1.4

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total	3,369	2,542	2,555	2.4	1.9	1.9
INDUSTRY						
Total private.....	2,946	2,218	2,303	2.5	2.0	2.1
Mining and logging.....	18	9	10	2.1	1.2	1.3
Construction.....	144	73	63	1.9	1.1	1.0
Manufacturing.....	237	132	148	1.7	1.1	1.2
Durable goods.....	140	58	75	1.6	.8	1.0
Nondurable goods.....	97	74	72	1.9	1.6	1.5
Trade, transportation, and utilities.....	563	486	439	2.1	1.9	1.7
Wholesale trade.....	95	97	70	1.6	1.7	1.2
Retail trade.....	340	308	302	2.2	2.0	2.0
Transportation, warehousing, and utilities.....	128	80	67	2.5	1.7	1.4
Information.....	60	56	53	2.0	1.9	1.8
Financial activities.....	191	128	211	2.3	1.6	2.7
Finance and insurance.....	137	95	139	2.2	1.6	2.4
Real estate and rental and leasing.....	55	32	71	2.5	1.6	3.5
Professional and business services.....	588	433	445	3.2	2.5	2.6
Education and health services.....	597	527	534	3.1	2.7	2.7
Educational services.....	34	69	33	1.1	2.4	1.1
Health care and social assistance.....	563	458	501	3.4	2.7	3.0
Leisure and hospitality.....	424	235	311	3.0	1.7	2.3
Arts, entertainment, and recreation.....	39	23	23	1.9	1.1	1.1
Accommodation and food services.....	385	212	288	3.2	1.8	2.5
Other services.....	124	140	90	2.2	2.5	1.6
Government.....	424	324	252	1.9	1.5	1.1
Federal.....	74	35	41	2.6	1.2	1.4
State and local.....	349	289	211	1.8	1.5	1.1
REGION ³						
Northeast.....	653	548	543	2.5	2.2	2.2
South.....	1,245	943	923	2.5	2.0	1.9
Midwest.....	704	494	579	2.2	1.6	1.9
West.....	768	557	510	2.4	1.9	1.7

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total	4,717	4,442	4,169	3.4	3.4	3.2
INDUSTRY						
Total private.....	4,315	4,011	3,809	3.8	3.7	3.5
Mining and logging.....	27	18	18	3.4	2.6	2.5
Construction.....	337	296	326	4.6	4.6	5.2
Manufacturing.....	316	260	279	2.4	2.2	2.4
Durable goods.....	172	129	130	2.0	1.8	1.8
Nondurable goods.....	144	131	149	2.9	2.8	3.2
Trade, transportation, and utilities.....	1,015	862	887	3.9	3.4	3.5
Wholesale trade.....	160	114	145	2.7	2.0	2.6
Retail trade.....	687	604	549	4.5	4.1	3.7
Transportation, warehousing, and utilities.....	168	144	193	3.3	3.0	4.0
Information.....	66	54	53	2.2	1.9	1.9
Financial activities.....	225	194	153	2.8	2.5	2.0
Finance and insurance.....	142	97	83	2.4	1.7	1.5
Real estate and rental and leasing.....	83	97	70	3.9	4.8	3.5
Professional and business services.....	752	718	674	4.2	4.3	4.0
Education and health services.....	582	680	597	3.1	3.6	3.1
Educational services.....	87	123	106	2.9	4.4	3.5
Health care and social assistance.....	495	556	491	3.1	3.4	3.0
Leisure and hospitality.....	797	748	621	5.9	5.4	4.7
Arts, entertainment, and recreation.....	96	99	89	4.8	4.6	4.5
Accommodation and food services.....	701	649	532	6.1	5.6	4.7
Other services.....	197	182	200	3.6	3.3	3.7
Government.....	402	431	359	1.8	2.0	1.6
Federal.....	28	33	24	1.0	1.2	.9
State and local.....	374	398	335	1.9	2.2	1.7
REGION ³						
Northeast.....	845	745	829	3.3	3.0	3.4
South.....	1,659	1,681	1,474	3.3	3.6	3.1
Midwest.....	1,078	1,021	916	3.5	3.4	3.1
West.....	1,135	996	950	3.7	3.4	3.2

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total	4,905	4,860	4,336	3.6	3.7	3.3
INDUSTRY						
Total private.....	4,536	4,421	3,982	4.0	4.0	3.6
Mining and logging.....	23	24	20	2.9	3.4	2.7
Construction.....	400	373	414	5.4	5.8	6.6
Manufacturing.....	355	315	289	2.6	2.7	2.4
Durable goods.....	208	178	158	2.5	2.5	2.2
Nondurable goods.....	147	137	132	3.0	3.0	2.8
Trade, transportation, and utilities.....	1,020	893	841	3.9	3.6	3.4
Wholesale trade.....	170	133	138	2.8	2.3	2.4
Retail trade.....	671	620	526	4.4	4.2	3.6
Transportation, warehousing, and utilities.....	179	140	177	3.5	3.0	3.7
Information.....	63	63	49	2.1	2.2	1.7
Financial activities.....	225	224	144	2.8	2.9	1.9
Finance and insurance.....	136	130	76	2.3	2.3	1.3
Real estate and rental and leasing.....	88	94	68	4.1	4.7	3.4
Professional and business services.....	780	752	660	4.4	4.5	3.9
Education and health services.....	475	620	510	2.5	3.3	2.7
Educational services.....	77	116	68	2.5	4.2	2.3
Health care and social assistance.....	399	504	442	2.5	3.1	2.7
Leisure and hospitality.....	997	881	816	7.3	6.4	6.1
Arts, entertainment, and recreation.....	201	169	171	10.0	7.9	8.7
Accommodation and food services.....	797	712	645	6.9	6.1	5.7
Other services.....	197	274	239	3.6	5.0	4.4
Government.....	369	438	354	1.7	2.1	1.6
Federal.....	23	37	34	.8	1.3	1.2
State and local.....	346	401	320	1.8	2.2	1.7
REGION ³						
Northeast.....	849	891	873	3.3	3.6	3.5
South.....	1,694	1,680	1,444	3.4	3.6	3.0
Midwest.....	1,153	1,089	906	3.7	3.7	3.0
West.....	1,209	1,200	1,113	3.9	4.1	3.8

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total	2,551	2,244	1,918	1.9	1.7	1.5
INDUSTRY						
Total private.....	2,396	2,078	1,804	2.1	1.9	1.7
Mining and logging.....	15	12	5	1.9	1.6	.6
Construction.....	122	93	92	1.6	1.5	1.5
Manufacturing.....	152	111	98	1.1	.9	.8
Durable goods.....	79	59	44	.9	.8	.6
Nondurable goods.....	72	52	54	1.4	1.1	1.2
Trade, transportation, and utilities.....	593	495	460	2.3	2.0	1.8
Wholesale trade.....	85	49	51	1.4	.9	.9
Retail trade.....	422	378	350	2.8	2.6	2.4
Transportation, warehousing, and utilities.....	85	68	59	1.7	1.4	1.2
Information.....	29	34	31	1.0	1.2	1.1
Financial activities.....	126	96	65	1.5	1.2	.8
Finance and insurance.....	71	67	35	1.2	1.2	.6
Real estate and rental and leasing.....	55	29	30	2.6	1.4	1.5
Professional and business services.....	355	326	268	2.0	1.9	1.6
Education and health services.....	298	305	280	1.6	1.6	1.5
Educational services.....	49	36	31	1.6	1.3	1.0
Health care and social assistance.....	250	268	249	1.6	1.7	1.5
Leisure and hospitality.....	605	525	418	4.4	3.8	3.1
Arts, entertainment, and recreation.....	74	64	24	3.7	3.0	1.2
Accommodation and food services.....	531	461	394	4.6	4.0	3.5
Other services.....	102	82	87	1.9	1.5	1.6
Government.....	155	166	114	.7	.8	.5
Federal.....	9	19	8	.3	.7	.3
State and local.....	146	148	106	.7	.8	.5
REGION ³						
Northeast.....	379	341	340	1.5	1.4	1.4
South.....	950	849	694	1.9	1.8	1.5
Midwest.....	627	488	444	2.0	1.6	1.5
West.....	594	567	440	1.9	1.9	1.5

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total	2,015	2,277	2,095	1.5	1.7	1.6
INDUSTRY						
Total private.....	1,861	2,063	1,912	1.6	1.9	1.8
Mining and logging.....	6	11	14	.7	1.5	1.9
Construction.....	268	274	314	3.6	4.3	5.0
Manufacturing.....	176	181	171	1.3	1.5	1.4
Durable goods.....	113	102	101	1.3	1.4	1.4
Nondurable goods.....	63	79	70	1.3	1.7	1.5
Trade, transportation, and utilities.....	349	322	303	1.3	1.3	1.2
Wholesale trade.....	71	79	65	1.2	1.4	1.2
Retail trade.....	206	178	135	1.4	1.2	.9
Transportation, warehousing, and utilities.....	72	64	103	1.4	1.4	2.2
Information.....	29	22	12	1.0	.8	.4
Financial activities.....	73	111	61	.9	1.4	.8
Finance and insurance.....	40	50	26	.7	.9	.5
Real estate and rental and leasing.....	33	61	36	1.5	3.0	1.8
Professional and business services.....	374	384	345	2.1	2.3	2.1
Education and health services.....	141	260	184	.7	1.4	1.0
Educational services.....	23	75	30	.8	2.7	1.0
Health care and social assistance.....	119	185	155	.7	1.1	1.0
Leisure and hospitality.....	368	327	361	2.7	2.4	2.7
Arts, entertainment, and recreation.....	117	100	144	5.8	4.7	7.3
Accommodation and food services.....	252	226	217	2.2	1.9	1.9
Other services.....	77	171	146	1.4	3.1	2.7
Government.....	154	214	183	.7	1.0	.8
Federal.....	7	10	11	.2	.4	.4
State and local.....	147	204	172	.7	1.1	.9
REGION ³						
Northeast.....	403	494	484	1.6	2.0	2.0
South.....	625	702	640	1.3	1.5	1.4
Midwest.....	455	515	400	1.5	1.7	1.3
West.....	531	565	570	1.7	1.9	1.9

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2008	Aug. 2009	Sept. 2009 ^p	Sept. 2008	Aug. 2009	Sept. 2009 ^p
Total	340	338	323	0.2	0.3	0.2
INDUSTRY						
Total private.....	279	280	266	.2	.3	.2
Mining and logging.....	2	2	1	.3	.2	.2
Construction.....	10	6	7	.1	.1	.1
Manufacturing.....	27	23	20	.2	.2	.2
Durable goods.....	16	17	12	.2	.2	.2
Nondurable goods.....	12	6	8	.2	.1	.2
Trade, transportation, and utilities.....	78	77	78	.3	.3	.3
Wholesale trade.....	13	6	23	.2	.1	.4
Retail trade.....	43	64	41	.3	.4	.3
Transportation, warehousing, and utilities.....	23	7	15	.4	.2	.3
Information.....	5	7	6	.2	.3	.2
Financial activities.....	27	17	18	.3	.2	.2
Finance and insurance.....	26	13	16	.4	.2	.3
Real estate and rental and leasing.....	1	5	2	(⁴)	.2	.1
Professional and business services.....	51	42	46	.3	.3	.3
Education and health services.....	36	55	45	.2	.3	.2
Educational services.....	5	4	7	.2	.2	.2
Health care and social assistance.....	30	51	38	.2	.3	.2
Leisure and hospitality.....	25	30	38	.2	.2	.3
Arts, entertainment, and recreation.....	10	5	3	.5	.2	.2
Accommodation and food services.....	14	25	34	.1	.2	.3
Other services.....	18	21	6	.3	.4	.1
Government.....	61	58	57	.3	.3	.3
Federal.....	8	8	15	.3	.3	.5
State and local.....	53	50	43	.3	.3	.2
REGION ³						
Northeast.....	67	56	47	.3	.2	.2
South.....	119	129	110	.2	.3	.2
Midwest.....	71	86	62	.2	.3	.2
West.....	83	68	103	.3	.2	.4

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

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

³ See footnote 7, table 1.

⁴ Data round to zero.

^p = preliminary.