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JOB OPENINGS AND LABOR TURNOVER: MAY 2009

On the last business day of May job openings in the U.S. numbered 2.6 million, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The hires rate at 3.0 percent in May was at the lowest point since the series began in December 2000. The total separations rate at 3.3 percent declined over the month. 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 June 2006 - May 2009

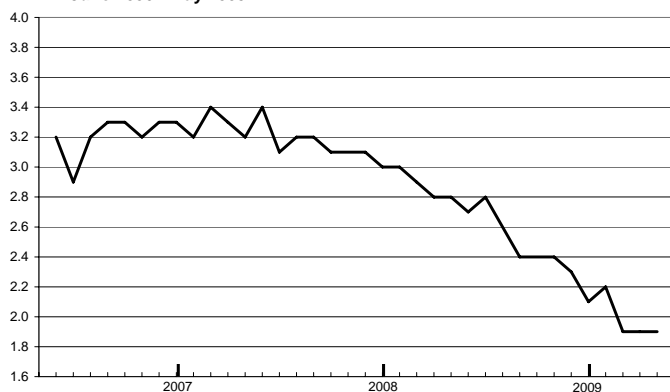
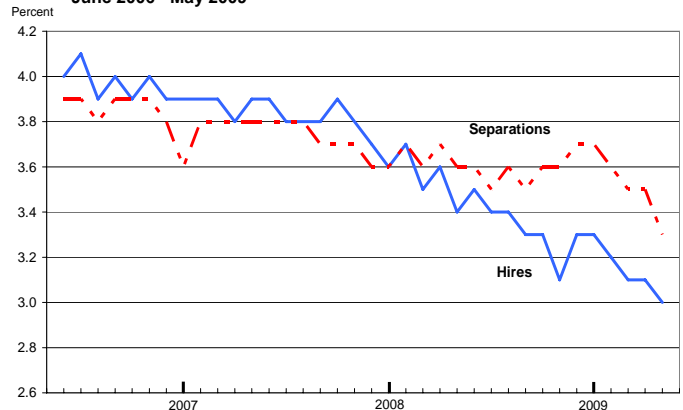


Chart 2. Hires and separations rates, seasonally adjusted,
Percent June 2006 - May 2009



Job Openings

The job openings rate remained unchanged in May at 1.9 percent. In May, the job openings rate increased significantly in retail trade; the rate decreased significantly in accommodation and food services and state and local government. Since May 2008, the number of job openings has declined by 1.5 million, or 36 percent. (See table 1.)

Over the 12 months ending in May, the job openings rate (not seasonally adjusted) fell significantly in the majority of industries. Federal government experienced a significant increase in the job openings rate. The job openings rate declined significantly in all four regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	May 2008	Apr. 2009	May 2009 ^P	May 2008	Apr. 2009	May 2009 ^P	May 2008	Apr. 2009	May 2009 ^P
Levels (in thousands)									
Total ¹	4,009	2,513	2,554	4,726	4,117	3,980	4,933	4,641	4,359
Total private ¹	3,577	2,042	2,221	4,406	3,822	3,706	4,641	4,362	4,082
Construction.....	162	29	39	381	341	348	428	437	408
Manufacturing.....	280	95	91	318	236	204	360	390	365
Trade, transportation, and utilities ²	649	332	430	910	888	837	973	982	927
Retail trade.....	402	205	302	640	655	580	672	678	595
Professional and business services.....	681	461	520	868	733	729	908	839	795
Education and health services.....	728	515	537	540	475	468	502	462	422
Leisure and hospitality.....	575	322	269	900	691	693	916	716	707
Arts, entertainment, and recreation.....	72	22	17	130	86	78	141	102	86
Accommodation and food services.....	491	312	248	759	603	612	766	612	613
Government ³	435	461	344	317	340	326	296	255	265
State and local government.....	379	307	261	293	246	257	268	243	250
Rates (percent)									
Total ¹	2.8	1.9	1.9	3.4	3.1	3.0	3.6	3.5	3.3
Total private ¹	3.0	1.8	2.0	3.8	3.5	3.4	4.0	4.0	3.7
Construction.....	2.2	0.5	0.6	5.2	5.4	5.5	5.9	6.9	6.5
Manufacturing.....	2.0	0.8	0.8	2.3	1.9	1.7	2.7	3.2	3.0
Trade, transportation, and utilities ²	2.4	1.3	1.7	3.4	3.5	3.3	3.7	3.9	3.7
Retail trade.....	2.5	1.4	2.0	4.1	4.4	3.9	4.4	4.6	4.0
Professional and business services.....	3.7	2.7	3.0	4.9	4.4	4.4	5.1	5.0	4.7
Education and health services.....	3.7	2.6	2.7	2.9	2.5	2.4	2.7	2.4	2.2
Leisure and hospitality.....	4.1	2.4	2.0	6.7	5.3	5.3	6.8	5.4	5.4
Arts, entertainment, and recreation.....	3.5	1.1	0.9	6.6	4.5	4.1	7.1	5.4	4.6
Accommodation and food services.....	4.1	2.7	2.2	6.6	5.4	5.4	6.7	5.4	5.4
Government ³	1.9	2.0	1.5	1.4	1.5	1.4	1.3	1.1	1.2
State and local government.....	1.9	1.5	1.3	1.5	1.2	1.3	1.4	1.2	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 May. The hires rate was 3.0 percent in May. The hires rate declined significantly in retail trade but did not change significantly in the remaining industries. Regionally, the South experienced a significant decrease in the hires rate. The hires rate for the remaining regions did not change significantly. (See table 2.)

Over the 12 months ending in May, the hires rate (not seasonally adjusted) increased significantly in federal government due to hiring of temporary workers for Census 2010. The hires level

decreased significantly over the year for total nonfarm, falling by 829,000 or 16 percent since May 2008. Total private and many industries showed significant declines in the hires rate including mining and logging; durable goods manufacturing; real estate and rental and leasing; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and state and local government. Regionally, the hires rate dropped significantly over the past 12 months in the Midwest, South, and West. The rate did not change significantly in the Northeast. (See table 6.)

Separations

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

The quits rate can serve as a measure of workers' willingness or ability to change jobs. Although the rate was unchanged over the month at 1.3 percent in May, it remained at the lowest point in the 8-year series. Quits have fallen to 1.7 million, a decline of 904,000 or 34 percent since May 2008. (See table 4.)

Over the 12 months ending in May, the quits rate (not seasonally adjusted) was significantly lower for total nonfarm, total private, and government. The majority of industries experienced a significant decline in the quits rate. The quits rate did not rise significantly over the past 12 months in any industry. The quits rate fell significantly over the past 12 months in all four regions. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Layoffs and discharges in May were 2.3 million for total nonfarm, 2.2 million for total private, and 121,000 for government, corresponding to layoffs and discharges rates of 1.7 percent, 2.0 percent, and 0.5 percent, respectively. The layoffs and discharges rate did not change significantly in May for total nonfarm, total private, or government.

Over the 12 months ending in May, the layoffs and discharges rate (not seasonally adjusted) rose significantly for total nonfarm, total private, and many industries including mining and logging; construction; durable goods manufacturing; wholesale trade; finance and insurance; and professional and business services. The rate decreased significantly in health care and social assistance and arts, entertainment, and recreation. In the remaining industries, the layoffs and discharges rate did not change significantly. The Midwest was the only region to experience a significant increase in the layoffs and discharges rate over the 12 months ending in May; the remaining regions did not change significantly. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	May 2008	Apr. 2009	May 2009 ^P	May 2008	Apr. 2009	May 2009 ^P
Total.....	1,988	2,513	2,311	1.4	1.9	1.7
Total private.....	1,871	2,378	2,196	1.6	2.2	2.0
Government.....	108	119	121	0.5	0.5	0.5

^P = preliminary.

The other separations series is not seasonally adjusted. In May, there were 287,000 other separations for total nonfarm, 242,000 for total private, and 45,000 for government. Compared to May 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 quits decreased from 59 percent in January 2008 to 38 percent in April 2009. Quits made up 40 percent of total separations in May 2009. The proportion of layoffs and discharges increased from 33 percent in August 2006 to 54 percent in April 2009. Layoffs and discharges made up 53 percent of total separations in May 2009. (See tables 3 and 4, and table B above.)

Net Change in Employment

In each month from June 2008 to May 2009, separations exceeded hires. Over the 12 months ending in May, hires totaled 52.9 million and separations totaled 57.8 million yielding a net employment loss of 4.9 million.

For More Information

For additional information, please read the Technical Note attached to this release, visit the JOLTS Web site at www.bls.gov/jlt/, send e-mail to Joltsinfo@bls.gov, or call (202) 691-5870.

The Job Openings and Labor Turnover release for June 2009 is scheduled to be issued on Wednesday, August 12.

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						
	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P
Total ⁴	4,009	3,224	2,920	2,973	2,633	2,513	2,554	2.8	2.3	2.1	2.2	1.9	1.9	1.9
INDUSTRY														
Total private ⁴	3,577	2,861	2,461	2,606	2,269	2,042	2,221	3.0	2.5	2.2	2.3	2.0	1.8	2.0
Construction.....	162	66	55	58	51	29	39	2.2	.9	.8	.9	.8	.5	.6
Manufacturing.....	280	188	115	141	115	95	91	2.0	1.4	.9	1.1	.9	.8	.8
Trade, transportation, and utilities ⁵	649	495	488	488	414	332	430	2.4	1.9	1.9	1.9	1.6	1.3	1.7
Retail trade.....	402	337	362	334	265	205	302	2.5	2.2	2.4	2.2	1.8	1.4	2.0
Professional and business services.....	681	562	501	482	428	461	520	3.7	3.1	2.8	2.8	2.5	2.7	3.0
Education and health services.....	728	685	636	589	537	515	537	3.7	3.5	3.2	3.0	2.7	2.6	2.7
Leisure and hospitality.....	575	315	272	332	289	322	269	4.1	2.3	2.0	2.4	2.1	2.4	2.0
Arts, entertainment, and recreation.....	72	40	27	30	25	22	17	3.5	2.0	1.4	1.5	1.3	1.1	.9
Accommodation and food services.....	491	274	242	302	263	312	248	4.1	2.4	2.1	2.6	2.3	2.7	2.2
Government ⁶	435	345	417	367	353	461	344	1.9	1.5	1.8	1.6	1.5	2.0	1.5
State and local government.....	379	312	328	317	291	307	261	1.9	1.6	1.6	1.6	1.5	1.5	1.3
REGION ⁷														
Northeast.....	664	633	560	607	583	520	545	2.5	2.4	2.2	2.4	2.3	2.0	2.2
South.....	1,518	1,245	1,109	1,109	1,000	942	922	3.0	2.5	2.2	2.2	2.0	1.9	1.9
Midwest.....	842	607	587	563	499	512	517	2.6	1.9	1.9	1.8	1.6	1.7	1.7
West.....	996	689	655	638	556	570	567	3.1	2.2	2.1	2.1	1.8	1.9	1.9

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

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

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						
	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P
Total ⁴	4,726	4,508	4,460	4,339	4,099	4,117	3,980	3.4	3.3	3.3	3.2	3.1	3.1	3.0
INDUSTRY														
Total private ⁴	4,406	4,214	4,141	4,042	3,799	3,822	3,706	3.8	3.7	3.7	3.6	3.4	3.5	3.4
Construction.....	381	366	381	370	343	341	348	5.2	5.3	5.7	5.6	5.3	5.4	5.5
Manufacturing.....	318	252	237	257	244	236	204	2.3	2.0	1.9	2.1	2.0	1.9	1.7
Trade, transportation, and utilities ⁵	910	891	949	814	883	888	837	3.4	3.4	3.7	3.2	3.5	3.5	3.3
Retail trade.....	640	595	587	563	595	655	580	4.1	4.0	3.9	3.8	4.0	4.4	3.9
Professional and business services.....	868	786	762	730	668	733	729	4.9	4.5	4.4	4.3	4.0	4.4	4.4
Education and health services.....	540	528	539	527	483	475	468	2.9	2.8	2.8	2.8	2.5	2.5	2.4
Leisure and hospitality.....	900	711	743	704	693	691	693	6.7	5.3	5.6	5.3	5.3	5.3	5.3
Arts, entertainment, and recreation.....	130	111	105	89	85	86	78	6.6	5.7	5.4	4.6	4.4	4.5	4.1
Accommodation and food services.....	759	605	627	614	607	603	612	6.6	5.3	5.5	5.4	5.4	5.4	5.4
Government ⁶	317	271	306	275	271	340	326	1.4	1.2	1.4	1.2	1.2	1.5	1.4
State and local government.....	293	253	261	252	247	246	257	1.5	1.3	1.3	1.3	1.2	1.2	1.3
REGION ⁷														
Northeast.....	755	726	753	837	696	729	692	2.9	2.9	3.0	3.3	2.8	2.9	2.8
South.....	1,722	1,659	1,663	1,566	1,458	1,619	1,442	3.5	3.4	3.4	3.2	3.0	3.4	3.0
Midwest.....	1,053	1,009	1,003	904	943	901	886	3.4	3.3	3.3	3.0	3.1	3.0	2.9
West.....	1,208	1,053	1,002	960	931	949	1,007	3.9	3.5	3.3	3.2	3.1	3.2	3.4

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P
Total ⁴	4,933	4,958	4,949	4,833	4,712	4,641	4,359	3.6	3.7	3.7	3.6	3.5	3.5	3.3
INDUSTRY														
Total private ⁴	4,641	4,673	4,686	4,555	4,434	4,362	4,082	4.0	4.1	4.2	4.1	4.0	4.0	3.7
Construction.....	428	452	524	463	463	437	408	5.9	6.6	7.8	7.0	7.2	6.9	6.5
Manufacturing.....	360	419	476	424	401	390	365	2.7	3.2	3.8	3.4	3.3	3.2	3.0
Trade, transportation, and utilities ⁵	973	1,041	1,049	920	1,001	982	927	3.7	4.0	4.1	3.6	3.9	3.9	3.7
Retail trade.....	672	664	645	590	646	678	595	4.4	4.4	4.3	3.9	4.3	4.6	4.0
Professional and business services.....	908	898	866	951	778	839	795	5.1	5.2	5.0	5.6	4.6	5.0	4.7
Education and health services.....	502	498	494	498	466	462	422	2.7	2.6	2.6	2.6	2.4	2.4	2.2
Leisure and hospitality.....	916	755	763	731	751	716	707	6.8	5.7	5.7	5.5	5.7	5.4	5.4
Arts, entertainment, and recreation.....	141	106	117	88	95	102	86	7.1	5.4	6.0	4.5	4.9	5.4	4.6
Accommodation and food services.....	766	647	650	635	649	612	613	6.7	5.7	5.7	5.6	5.8	5.4	5.4
Government ⁶	296	278	277	271	265	255	265	1.3	1.2	1.2	1.2	1.2	1.1	1.2
State and local government.....	268	251	267	251	251	243	250	1.4	1.3	1.3	1.3	1.3	1.2	1.3
REGION ⁷														
Northeast.....	838	799	813	783	878	700	779	3.3	3.2	3.2	3.1	3.5	2.8	3.1
South.....	1,796	1,815	1,898	1,742	1,741	1,682	1,562	3.6	3.7	3.9	3.6	3.6	3.5	3.3
Midwest.....	1,042	1,088	1,120	1,121	1,085	1,065	1,018	3.3	3.5	3.7	3.7	3.6	3.5	3.4
West.....	1,219	1,227	1,180	1,188	978	1,188	980	4.0	4.0	3.9	4.0	3.3	4.0	3.3

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P	May 2008	Dec. 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009 ^P
Total ⁴	2,650	2,114	2,063	1,911	1,856	1,777	1,746	1.9	1.6	1.5	1.4	1.4	1.3	1.3
INDUSTRY														
Total private ⁴	2,510	1,984	1,945	1,831	1,749	1,678	1,650	2.2	1.8	1.7	1.6	1.6	1.5	1.5
Construction.....	142	92	85	87	102	74	62	2.0	1.3	1.3	1.3	1.6	1.2	1.0
Manufacturing.....	165	87	105	105	81	80	83	1.2	.7	.8	.8	.7	.7	.7
Trade, transportation, and utilities ⁵	570	518	469	372	444	385	388	2.1	2.0	1.8	1.5	1.7	1.5	1.5
Retail trade.....	395	379	360	323	344	271	283	2.6	2.5	2.4	2.2	2.3	1.8	1.9
Professional and business services.....	481	297	326	310	278	272	266	2.7	1.7	1.9	1.8	1.6	1.6	1.6
Education and health services.....	268	256	248	258	249	228	245	1.4	1.3	1.3	1.3	1.3	1.2	1.3
Leisure and hospitality.....	617	461	443	431	433	430	422	4.6	3.5	3.3	3.3	3.3	3.3	3.2
Arts, entertainment, and recreation.....	56	29	31	36	35	41	45	2.9	1.5	1.6	1.9	1.8	2.1	2.4
Accommodation and food services.....	560	435	412	399	402	392	380	4.9	3.8	3.6	3.5	3.6	3.5	3.4
Government ⁶	138	130	105	115	107	99	99	.6	.6	.5	.5	.5	.4	.4
State and local government.....	129	121	100	110	106	96	96	.7	.6	.5	.6	.5	.5	.5
REGION ⁷														
Northeast.....	396	302	278	271	273	263	294	1.5	1.2	1.1	1.1	1.1	1.1	1.2
South.....	1,034	847	790	759	751	691	699	2.1	1.7	1.6	1.6	1.6	1.4	1.5
Midwest.....	568	452	491	468	431	410	396	1.8	1.5	1.6	1.5	1.4	1.4	1.3
West.....	653	498	492	453	408	453	372	2.1	1.6	1.6	1.5	1.4	1.5	1.3

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		
	May 2008	Apr. 2009	May 2009 ^p	May 2008	Apr. 2009	May 2009 ^p
Total	4,033	2,806	2,604	2.8	2.1	1.9
INDUSTRY						
Total private.....	3,583	2,334	2,254	3.0	2.1	2.0
Mining and logging.....	18	13	13	2.3	1.7	1.8
Construction.....	183	32	45	2.4	.5	.7
Manufacturing.....	286	113	102	2.1	.9	.8
Durable goods.....	173	57	59	2.0	.8	.8
Nondurable goods.....	114	56	43	2.2	1.2	.9
Trade, transportation, and utilities.....	637	354	429	2.4	1.4	1.7
Wholesale trade.....	151	76	83	2.5	1.3	1.4
Retail trade.....	390	210	285	2.5	1.4	1.9
Transportation, warehousing, and utilities.....	97	68	61	1.9	1.4	1.3
Information.....	80	35	46	2.6	1.2	1.6
Financial activities.....	208	199	159	2.5	2.5	2.0
Finance and insurance.....	141	155	121	2.3	2.6	2.1
Real estate and rental and leasing.....	67	44	37	3.0	2.2	1.8
Professional and business services.....	682	494	520	3.7	2.9	3.0
Education and health services.....	704	556	513	3.6	2.8	2.6
Educational services.....	60	49	44	1.9	1.5	1.4
Health care and social assistance.....	644	507	469	3.9	3.1	2.8
Leisure and hospitality.....	620	394	290	4.3	2.9	2.1
Arts, entertainment, and recreation.....	87	31	19	4.0	1.6	1.0
Accommodation and food services.....	534	363	271	4.4	3.1	2.3
Other services.....	163	142	137	2.8	2.6	2.5
Government.....	450	473	350	1.9	2.0	1.5
Federal.....	55	155	82	1.9	5.1	2.8
State and local.....	395	317	268	1.9	1.6	1.3
REGION ³						
Northeast.....	623	565	507	2.4	2.2	2.0
South.....	1,563	1,037	960	3.0	2.1	2.0
Midwest.....	824	557	515	2.6	1.8	1.7
West.....	1,024	647	621	3.2	2.1	2.0

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2008	Apr. 2009	May 2009 ^p	May 2008	Apr. 2009	May 2009 ^p
Total	5,192	4,554	4,363	3.8	3.4	3.3
INDUSTRY						
Total private.....	4,860	4,281	4,022	4.2	3.9	3.7
Mining and logging.....	36	19	18	4.8	2.6	2.5
Construction.....	475	464	432	6.5	7.5	6.8
Manufacturing.....	360	250	227	2.7	2.1	1.9
Durable goods.....	207	150	104	2.4	2.0	1.4
Nondurable goods.....	152	100	123	3.1	2.2	2.7
Trade, transportation, and utilities.....	951	950	859	3.6	3.8	3.4
Wholesale trade.....	158	141	160	2.6	2.5	2.8
Retail trade.....	664	682	584	4.3	4.7	4.0
Transportation, warehousing, and utilities.....	129	128	116	2.5	2.7	2.4
Information.....	65	66	52	2.2	2.3	1.8
Financial activities.....	232	194	173	2.8	2.5	2.2
Finance and insurance.....	136	101	109	2.3	1.7	1.9
Real estate and rental and leasing.....	96	93	65	4.5	4.7	3.2
Professional and business services.....	878	819	754	4.9	4.9	4.5
Education and health services.....	517	466	439	2.7	2.4	2.3
Educational services.....	57	41	57	1.9	1.3	1.8
Health care and social assistance.....	460	425	382	2.9	2.6	2.4
Leisure and hospitality.....	1,094	816	854	8.0	6.2	6.4
Arts, entertainment, and recreation.....	210	112	122	10.2	6.0	6.2
Accommodation and food services.....	884	704	733	7.6	6.3	6.4
Other services.....	253	238	212	4.5	4.4	3.9
Government.....	331	273	341	1.4	1.2	1.5
Federal.....	28	97	71	1.0	3.3	2.4
State and local.....	303	176	271	1.5	.9	1.3
REGION ³						
Northeast.....	823	807	733	3.2	3.2	2.9
South.....	1,836	1,745	1,523	3.7	3.7	3.2
Midwest.....	1,236	989	1,021	3.9	3.3	3.4
West.....	1,297	1,013	1,087	4.2	3.4	3.7

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2008	Apr. 2009	May 2009 ^p	May 2008	Apr. 2009	May 2009 ^p
Total	4,502	4,731	3,888	3.3	3.6	2.9
INDUSTRY						
Total private.....	4,184	4,542	3,602	3.6	4.2	3.3
Mining and logging.....	20	30	20	2.6	4.1	2.8
Construction.....	357	424	333	4.9	6.8	5.3
Manufacturing.....	325	421	318	2.4	3.5	2.7
Durable goods.....	186	291	198	2.2	3.9	2.7
Nondurable goods.....	140	130	120	2.8	2.8	2.6
Trade, transportation, and utilities.....	919	1,013	829	3.5	4.0	3.3
Wholesale trade.....	141	170	163	2.4	3.0	2.9
Retail trade.....	644	686	549	4.2	4.7	3.7
Transportation, warehousing, and utilities.....	134	157	117	2.6	3.3	2.4
Information.....	56	86	64	1.8	3.0	2.2
Financial activities.....	195	237	157	2.4	3.0	2.0
Finance and insurance.....	123	148	105	2.0	2.6	1.8
Real estate and rental and leasing.....	72	89	52	3.4	4.5	2.6
Professional and business services.....	753	872	646	4.2	5.2	3.9
Education and health services.....	519	468	429	2.8	2.4	2.2
Educational services.....	89	52	82	2.9	1.6	2.6
Health care and social assistance.....	430	417	347	2.7	2.6	2.1
Leisure and hospitality.....	836	750	638	6.1	5.7	4.8
Arts, entertainment, and recreation.....	116	102	63	5.6	5.5	3.2
Accommodation and food services.....	720	648	575	6.2	5.8	5.0
Other services.....	204	241	168	3.7	4.5	3.1
Government.....	318	189	287	1.4	.8	1.2
Federal.....	21	12	12	.8	.4	.4
State and local.....	297	176	275	1.5	.9	1.4
REGION ³						
Northeast.....	682	706	639	2.6	2.8	2.6
South.....	1,775	1,820	1,495	3.6	3.8	3.1
Midwest.....	909	1,008	862	2.9	3.4	2.9
West.....	1,136	1,197	892	3.7	4.0	3.0

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2008	Apr. 2009	May 2009 ^p	May 2008	Apr. 2009	May 2009 ^p
Total	2,614	1,877	1,724	1.9	1.4	1.3
INDUSTRY						
Total private.....	2,455	1,798	1,613	2.1	1.6	1.5
Mining and logging.....	14	8	5	1.8	1.1	.7
Construction.....	135	81	59	1.8	1.3	.9
Manufacturing.....	160	85	83	1.2	.7	.7
Durable goods.....	83	41	37	1.0	.6	.5
Nondurable goods.....	77	43	45	1.6	.9	1.0
Trade, transportation, and utilities.....	573	399	381	2.2	1.6	1.5
Wholesale trade.....	88	50	37	1.5	.9	.7
Retail trade.....	406	277	287	2.6	1.9	1.9
Transportation, warehousing, and utilities.....	79	72	57	1.6	1.5	1.2
Information.....	38	35	32	1.3	1.2	1.1
Financial activities.....	118	81	66	1.4	1.0	.8
Finance and insurance.....	83	49	34	1.4	.9	.6
Real estate and rental and leasing.....	34	32	32	1.6	1.6	1.6
Professional and business services.....	458	269	254	2.6	1.6	1.5
Education and health services.....	262	233	242	1.4	1.2	1.3
Educational services.....	33	21	20	1.1	.7	.6
Health care and social assistance.....	230	211	222	1.5	1.3	1.4
Leisure and hospitality.....	593	458	403	4.3	3.5	3.0
Arts, entertainment, and recreation.....	46	35	38	2.2	1.9	1.9
Accommodation and food services.....	547	423	365	4.7	3.8	3.2
Other services.....	105	150	89	1.9	2.8	1.6
Government.....	159	79	111	.7	.3	.5
Federal.....	7	3	2	.2	.1	.1
State and local.....	152	77	109	.8	.4	.5
REGION ³						
Northeast.....	369	257	280	1.4	1.0	1.1
South.....	1,032	769	704	2.1	1.6	1.5
Midwest.....	547	403	369	1.7	1.3	1.2
West.....	665	448	372	2.1	1.5	1.3

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2008	Apr. 2009	May 2009 ^P	May 2008	Apr. 2009	May 2009 ^P
Total	1,605	2,469	1,877	1.2	1.9	1.4
INDUSTRY						
Total private.....	1,497	2,398	1,747	1.3	2.2	1.6
Mining and logging.....	4	19	14	.5	2.6	1.9
Construction.....	205	323	269	2.8	5.2	4.2
Manufacturing.....	143	314	211	1.1	2.6	1.8
Durable goods.....	89	236	145	1.0	3.2	2.0
Nondurable goods.....	54	78	67	1.1	1.7	1.4
Trade, transportation, and utilities.....	284	494	363	1.1	2.0	1.4
Wholesale trade.....	48	106	110	.8	1.9	1.9
Retail trade.....	193	316	200	1.3	2.2	1.4
Transportation, warehousing, and utilities.....	43	71	53	.8	1.5	1.1
Information.....	14	42	23	.5	1.5	.8
Financial activities.....	60	110	73	.7	1.4	.9
Finance and insurance.....	29	68	54	.5	1.2	.9
Real estate and rental and leasing.....	31	41	19	1.4	2.1	1.0
Professional and business services.....	255	532	346	1.4	3.2	2.1
Education and health services.....	224	195	155	1.2	1.0	.8
Educational services.....	52	28	55	1.7	.9	1.8
Health care and social assistance.....	173	167	100	1.1	1.0	.6
Leisure and hospitality.....	211	278	214	1.5	2.1	1.6
Arts, entertainment, and recreation.....	67	66	24	3.3	3.5	1.2
Accommodation and food services.....	144	212	190	1.2	1.9	1.7
Other services.....	96	90	78	1.7	1.7	1.4
Government.....	109	72	131	.5	.3	.6
Federal.....	5	4	4	.2	.1	.2
State and local.....	103	67	126	.5	.3	.6
REGION ³						
Northeast.....	267	381	315	1.0	1.5	1.3
South.....	632	899	693	1.3	1.9	1.4
Midwest.....	307	530	422	1.0	1.8	1.4
West.....	399	660	446	1.3	2.2	1.5

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

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

³ See footnote 7, table 1.

^P = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	May 2008	Apr. 2009	May 2009 ^p	May 2008	Apr. 2009	May 2009 ^p
Total	283	384	287	0.2	0.3	0.2
INDUSTRY						
Total private.....	232	346	242	.2	.3	.2
Mining and logging.....	2	3	1	.2	.4	.2
Construction.....	17	20	5	.2	.3	.1
Manufacturing.....	22	23	23	.2	.2	.2
Durable goods.....	14	14	16	.2	.2	.2
Nondurable goods.....	9	9	8	.2	.2	.2
Trade, transportation, and utilities.....	63	120	85	.2	.5	.3
Wholesale trade.....	5	14	16	.1	.2	.3
Retail trade.....	45	93	62	.3	.6	.4
Transportation, warehousing, and utilities.....	12	13	6	.2	.3	.1
Information.....	4	9	9	.1	.3	.3
Financial activities.....	18	47	18	.2	.6	.2
Finance and insurance.....	11	30	17	.2	.5	.3
Real estate and rental and leasing.....	8	16	1	.4	.8	(⁴)
Professional and business services.....	40	71	46	.2	.4	.3
Education and health services.....	33	40	32	.2	.2	.2
Educational services.....	5	2	6	.2	.1	.2
Health care and social assistance.....	28	38	25	.2	.2	.2
Leisure and hospitality.....	32	14	22	.2	.1	.2
Arts, entertainment, and recreation.....	3	1	1	.1	.1	.1
Accommodation and food services.....	29	12	20	.3	.1	.2
Other services.....	3	(⁴)	1	.1	(⁴)	(⁴)
Government.....	50	38	45	.2	.2	.2
Federal.....	9	6	5	.3	.2	.2
State and local.....	41	32	39	.2	.2	.2
REGION ³						
Northeast.....	45	68	44	.2	.3	.2
South.....	111	152	99	.2	.3	.2
Midwest.....	55	75	71	.2	.2	.2
West.....	72	89	73	.2	.3	.2

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

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

³ See footnote 7, table 1.

⁴ Data round to zero.

^p = preliminary.