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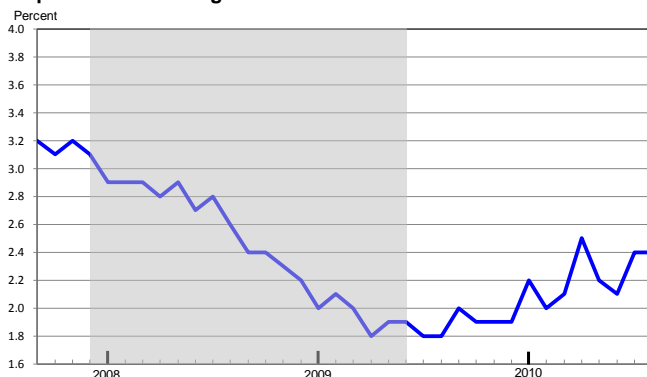
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JOB OPENINGS AND LABOR TURNOVER – AUGUST 2010

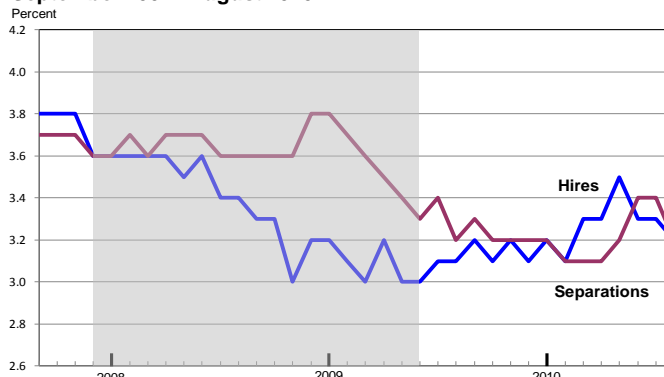
There were 3.2 million job openings on the last business day of August 2010, the U.S. Bureau of Labor Statistics reported today. The job openings rate was unchanged over the month at 2.4 percent. The hires rate (3.2 percent) and the separations rate (3.2 percent) were little changed. This release includes 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, September 2007 - August 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, September 2007 - August 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in August was 3.2 million, which was little changed from July. Although the month-to-month change is small, the number of job openings has risen by 863,000 (37 percent) since the most recent series trough of 2.3 million in July 2009. (See table 1.) This trough immediately followed the end of the recession in June 2009 (as designated by the National Bureau of Economic Research). Even with the gains since July 2009, the number of job openings remained below the 4.4 million jobs open when the recession began in December 2007.

The number of job openings in August (not seasonally adjusted) increased from 12 months earlier for total nonfarm and total private. Over that period, the job openings level decreased in educational services but increased in many other industries and in all of the regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Aug. 2009	July 2010	Aug. 2010 ^P	Aug. 2009	July 2010	Aug. 2010 ^P	Aug. 2009	July 2010	Aug. 2010 ^P
	Levels (in thousands)								
Total	2,411	3,141	3,201	3,975	4,275	4,136	4,166	4,390	4,196
Total private ¹	2,098	2,821	2,849	3,696	3,985	3,855	3,883	3,940	3,785
Construction.....	66	101	68	278	361	382	335	361	357
Manufacturing.....	134	238	192	254	297	268	297	271	278
Trade, transportation, and utilities ²	425	485	455	798	864	799	826	855	812
Retail trade.....	248	295	281	545	608	569	558	613	576
Professional and business services.....	404	564	689	680	810	808	711	830	804
Education and health services.....	531	515	494	531	515	487	501	491	445
Leisure and hospitality	241	365	391	711	712	671	718	701	656
Arts, entertainment, and recreation.....	20	42	40	115	119	105	116	121	107
Accommodation and food services.....	221	323	351	596	593	566	602	580	550
Government ³	313	320	352	279	289	282	283	450	411
State and local government.....	287	246	274	252	247	244	259	268	264
	Rates (percent)								
Total	1.8	2.4	2.4	3.1	3.3	3.2	3.2	3.4	3.2
Total private ¹	1.9	2.5	2.6	3.4	3.7	3.6	3.6	3.7	3.5
Construction.....	1.1	1.8	1.2	4.7	6.4	6.8	5.7	6.5	6.4
Manufacturing.....	1.1	2.0	1.6	2.2	2.5	2.3	2.5	2.3	2.4
Trade, transportation, and utilities ²	1.7	1.9	1.8	3.2	3.5	3.2	3.3	3.5	3.3
Retail trade.....	1.7	2.0	1.9	3.8	4.2	3.9	3.9	4.2	4.0
Professional and business services.....	2.4	3.3	4.0	4.2	4.8	4.8	4.3	5.0	4.8
Education and health services.....	2.7	2.6	2.5	2.8	2.6	2.5	2.6	2.5	2.3
Leisure and hospitality	1.8	2.7	2.9	5.4	5.4	5.1	5.5	5.3	5.0
Arts, entertainment, and recreation.....	1.0	2.1	2.0	6.1	6.2	5.5	6.1	6.3	5.6
Accommodation and food services.....	1.9	2.8	3.0	5.3	5.3	5.0	5.4	5.2	4.9
Government ³	1.4	1.4	1.5	1.2	1.3	1.3	1.3	2.0	1.8
State and local government.....	1.4	1.2	1.4	1.3	1.3	1.3	1.3	1.4	1.4

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

In August, the hires rate was little changed for total nonfarm at 3.2 percent. There were 4.1 million hires during the month for total nonfarm, 280,000 (7 percent) higher than its most recent trough in June 2009. This trough coincided with the official end of the recession. Hires remain below the 5.0 million hires in December 2007 when the recession began. The hires level in August was little changed for all industries and regions. (See table 2.)

Over the 12 months ending in August, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate increased over the past 12 months in mining and logging and in construction. The rate decreased in real estate and rental and leasing as well as in health care and social assistance. (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 in August was little changed for total nonfarm and total private but decreased for government. Over the 12 months ending in August, the total separations rate (not seasonally adjusted) was little changed for total nonfarm and total private but increased for government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In August, the quits rate remained unchanged at 1.5 percent for total nonfarm and 1.7 percent for total private and was little changed in every industry and region. (See table 4.) The number of quits for total nonfarm fell by 1.4 million between the November 2006 peak and the September 2009 trough. Since September 2009, the number of quits has risen by 282,000.

Over the 12 months ending in August, the quits rate (not seasonally adjusted) increased for total nonfarm and total private, and was little changed for government. The quits rate increased over the 12 months ending in August in nondurable goods manufacturing, professional and business services, and other services as well as in the Northeast and Midwest regions. (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 level decreased in August for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm peaked at 2.6 million in January 2009, falling to 1.8 million in August 2010. In government, the number of layoffs and discharges in August (236,000) was higher than when the recession began in December 2007 (117,000) due, in part, to the release of temporary Census 2010 workers in August. (See table B below.)

The layoffs and discharges level (not seasonally adjusted) declined over the 12 months ending in August for total nonfarm and total private but increased for government. The layoffs and discharges level increased over the year in federal government reflecting, in part, the layoffs of temporary Census 2010 workers. In many industries, the layoffs and discharges level declined. The layoffs and discharges level decreased over the year in the Midwest and West regions. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	Aug. 2009	July 2010	Aug. 2010 ^P	Aug. 2009	July 2010	Aug. 2010 ^P
Total.....	2,129	2,112	1,830	1.6	1.6	1.4
Total private.....	2,006	1,848	1,594	1.9	1.7	1.5
Government.....	123	265	236	0.5	1.2	1.0

^P = preliminary.

The other separations series is not seasonally adjusted. In August, there were 367,000 other separations for total nonfarm, 289,000 for total private, and 78,000 for government. Compared to August 2009, the number of other separations was little changed for total nonfarm and total private but increased for government. The rise in government other separations is due to an increase in state and local government. (See table 10.)

Relative Contributions to Separations

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, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of the total.

Since February 2010, the proportions of quits and layoffs and discharges at the total nonfarm level have been close. In August 2010, the proportion of quits was 48 percent and the proportion of layoffs and discharges was 44 percent for total nonfarm. For total private, the proportions were 50 percent quits and 42 percent layoffs and discharges. For government, the proportions were 28 percent quits and 57 percent layoffs and discharges. (See table C below.)

Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)

Industry	Quits						Layoffs and discharges					
	Aug. 2009		July 2010		Aug. 2010 ^P		Aug. 2009		July 2010		Aug. 2010 ^P	
	Level	Percent of total	Level	Percent of total	Level	Percent of total	Level	Percent of total	Level	Percent of total	Level	Percent of total
Total	1,779	43%	1,974	45%	1,998	48%	2,129	51%	2,112	48%	1,830	44%
Total private.....	1,669	43%	1,855	47%	1,881	50%	2,006	52%	1,848	47%	1,594	42%
Government.....	110	39%	119	26%	116	28%	123	43%	265	59%	236	57%

^P = preliminary.

Net Change in Employment

Over the 12 months ending in August, hires totaled 50.2 million and separations totaled 50.1 million, yielding a net employment gain of 0.1 million.

The Job Openings and Labor Turnover Survey results for September 2010 are scheduled to be released on Tuesday, November 9, 2010 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, web, 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.

rations 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.

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.

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.

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 non-sampling 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; Federal Relay Service: (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						
	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^p	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^p
Total	2,411	2,785	3,302	2,939	2,864	3,141	3,201	1.8	2.1	2.5	2.2	2.1	2.4	2.4
INDUSTRY														
Total private ⁴	2,098	2,363	2,675	2,597	2,537	2,821	2,849	1.9	2.2	2.4	2.4	2.3	2.5	2.6
Construction.....	66	83	88	79	53	101	68	1.1	1.5	1.5	1.4	.9	1.8	1.2
Manufacturing.....	134	180	195	205	226	238	192	1.1	1.5	1.7	1.7	1.9	2.0	1.6
Trade, transportation, and utilities ⁵	425	470	456	452	449	485	455	1.7	1.9	1.8	1.8	1.8	1.9	1.8
Retail trade.....	248	305	292	274	284	295	281	1.7	2.1	2.0	1.9	1.9	2.0	1.9
Professional and business services.....	404	423	550	601	514	564	689	2.4	2.5	3.2	3.5	3.0	3.3	4.0
Education and health services.....	531	536	561	512	487	515	494	2.7	2.7	2.8	2.6	2.4	2.6	2.5
Leisure and hospitality.....	241	257	274	288	317	365	391	1.8	1.9	2.1	2.2	2.4	2.7	2.9
Arts, entertainment, and recreation..	20	24	24	41	55	42	40	1.0	1.3	1.3	2.1	2.8	2.1	2.0
Accommodation and food services..	221	232	250	247	263	323	351	1.9	2.0	2.2	2.2	2.3	2.8	3.0
Government ⁶	313	421	627	342	327	320	352	1.4	1.8	2.7	1.5	1.4	1.4	1.5
State and local government.....	287	262	260	237	238	246	274	1.4	1.3	1.3	1.2	1.2	1.2	1.4
REGION ⁷														
Northeast.....	504	599	678	657	631	639	688	2.0	2.4	2.7	2.6	2.5	2.5	2.7
South.....	883	945	1,080	1,078	982	1,100	1,190	1.8	2.0	2.2	2.2	2.0	2.3	2.5
Midwest.....	478	573	664	568	604	617	684	1.6	1.9	2.2	1.9	2.0	2.0	2.3
West.....	535	707	821	689	632	696	801	1.8	2.4	2.8	2.3	2.1	2.4	2.7

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

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

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

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						
	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^p	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^p
Total	3,975	4,331	4,292	4,581	4,250	4,275	4,136	3.1	3.3	3.3	3.5	3.3	3.3	3.2
INDUSTRY														
Total private ⁴	3,696	3,970	3,935	3,846	3,946	3,985	3,855	3.4	3.7	3.7	3.6	3.7	3.7	3.6
Construction.....	278	400	349	321	289	361	382	4.7	7.1	6.2	5.7	5.2	6.4	6.8
Manufacturing.....	254	279	305	266	267	297	268	2.2	2.4	2.6	2.3	2.3	2.5	2.3
Trade, transportation, and utilities ⁵	798	897	856	819	876	864	799	3.2	3.6	3.5	3.3	3.5	3.5	3.2
Retail trade.....	545	646	593	567	589	608	569	3.8	4.5	4.1	3.9	4.1	4.2	3.9
Professional and business services.....	680	744	780	805	825	810	808	4.2	4.5	4.7	4.8	4.9	4.8	4.8
Education and health services.....	531	503	496	479	523	515	487	2.8	2.6	2.5	2.5	2.7	2.6	2.5
Leisure and hospitality.....	711	712	711	678	691	712	671	5.4	5.5	5.4	5.2	5.3	5.4	5.1
Arts, entertainment, and recreation..	115	114	127	105	127	119	105	6.1	6.0	6.7	5.5	6.7	6.2	5.5
Accommodation and food services..	596	598	584	573	564	593	566	5.3	5.4	5.2	5.1	5.0	5.3	5.0
Government ⁶	279	360	357	735	304	289	282	1.2	1.6	1.6	3.2	1.3	1.3	1.3
State and local government.....	252	268	248	246	247	247	244	1.3	1.4	1.3	1.3	1.3	1.3	1.3
REGION ⁷														
Northeast.....	676	837	695	844	718	731	679	2.7	3.4	2.8	3.4	2.9	3.0	2.7
South.....	1,436	1,618	1,585	1,681	1,505	1,531	1,528	3.1	3.4	3.4	3.6	3.2	3.2	3.2
Midwest.....	915	1,073	1,012	1,090	1,013	1,011	953	3.1	3.6	3.4	3.7	3.4	3.4	3.2
West.....	838	1,025	870	1,014	923	923	827	2.9	3.6	3.0	3.5	3.2	3.2	2.9

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 and because not all series are shown.

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						
	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^P	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^P
Total	4,166	4,048	4,013	4,146	4,436	4,390	4,196	3.2	3.1	3.1	3.2	3.4	3.4	3.2
INDUSTRY														
Total private ⁴	3,883	3,743	3,726	3,816	3,884	3,940	3,785	3.6	3.5	3.5	3.5	3.6	3.7	3.5
Construction.....	335	365	345	340	314	361	357	5.7	6.5	6.1	6.1	5.6	6.5	6.4
Manufacturing.....	297	245	249	238	260	271	278	2.5	2.1	2.1	2.0	2.2	2.3	2.4
Trade, transportation, and utilities ⁵	826	866	803	800	874	855	812	3.3	3.5	3.2	3.2	3.5	3.5	3.3
Retail trade.....	558	620	551	574	604	613	576	3.9	4.3	3.8	4.0	4.2	4.2	4.0
Professional and business services.....	711	699	733	806	777	830	804	4.3	4.2	4.4	4.8	4.7	5.0	4.8
Education and health services.....	501	455	475	446	493	491	445	2.6	2.3	2.4	2.3	2.5	2.5	2.3
Leisure and hospitality.....	718	677	684	707	668	701	656	5.5	5.2	5.2	5.4	5.1	5.3	5.0
Arts, entertainment, and recreation.....	116	119	114	122	113	121	107	6.1	6.3	6.0	6.5	5.9	6.3	5.6
Accommodation and food services.....	602	558	570	585	555	580	550	5.4	5.0	5.1	5.2	5.0	5.2	4.9
Government ⁶	283	305	287	331	552	450	411	1.3	1.4	1.3	1.4	2.4	2.0	1.8
State and local government.....	259	268	248	263	275	268	264	1.3	1.4	1.3	1.3	1.4	1.4	1.4
REGION ⁷														
Northeast.....	698	821	690	734	748	775	759	2.8	3.3	2.8	3.0	3.0	3.1	3.1
South.....	1,419	1,423	1,427	1,521	1,606	1,533	1,567	3.0	3.0	3.0	3.2	3.4	3.3	3.3
Midwest.....	913	895	948	988	981	1,018	933	3.1	3.0	3.2	3.3	3.3	3.4	3.2
West.....	992	920	944	920	928	929	892	3.4	3.2	3.3	3.2	3.2	3.2	3.1

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 and because not all series are shown.

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						
	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^P	Aug. 2009	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010	Aug. 2010 ^P
Total	1,779	1,918	1,972	1,929	1,951	1,974	1,998	1.4	1.5	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,669	1,802	1,871	1,828	1,819	1,855	1,881	1.6	1.7	1.7	1.7	1.7	1.7	1.7
Construction.....	68	83	67	64	67	72	79	1.2	1.5	1.2	1.1	1.2	1.3	1.4
Manufacturing.....	82	89	99	96	105	97	106	.7	.8	.8	.8	.9	.8	.9
Trade, transportation, and utilities ⁵	408	424	442	438	443	451	416	1.6	1.7	1.8	1.8	1.8	1.8	1.7
Retail trade.....	307	316	330	338	331	347	311	2.1	2.2	2.3	2.3	2.3	2.4	2.2
Professional and business services.....	263	315	323	330	325	357	384	1.6	1.9	1.9	2.0	1.9	2.1	2.3
Education and health services.....	247	253	299	254	268	258	246	1.3	1.3	1.5	1.3	1.4	1.3	1.3
Leisure and hospitality.....	410	406	419	428	373	401	413	3.1	3.1	3.2	3.3	2.8	3.1	3.2
Arts, entertainment, and recreation.....	41	36	40	39	26	31	35	2.2	1.9	2.1	2.0	1.4	1.6	1.8
Accommodation and food services.....	368	371	379	390	347	370	379	3.3	3.3	3.4	3.5	3.1	3.3	3.4
Government ⁶	110	117	101	101	131	119	116	.5	.5	.4	.4	.6	.5	.5
State and local government.....	100	105	93	88	105	100	100	.5	.5	.5	.4	.5	.5	.5
REGION ⁷														
Northeast.....	275	325	332	286	341	318	341	1.1	1.3	1.3	1.2	1.4	1.3	1.4
South.....	696	750	744	736	796	749	780	1.5	1.6	1.6	1.6	1.7	1.6	1.7
Midwest.....	383	438	442	496	438	475	469	1.3	1.5	1.5	1.7	1.5	1.6	1.6
West.....	454	406	429	433	437	404	435	1.6	1.4	1.5	1.5	1.5	1.4	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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

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		
	Aug. 2009	July 2010	Aug. 2010 ^p	Aug. 2009	July 2010	Aug. 2010 ^p
Total	2,482	3,423	3,284	1.9	2.6	2.5
INDUSTRY						
Total private.....	2,147	3,081	2,913	1.9	2.8	2.6
Mining and logging.....	4	16	17	.6	2.1	2.2
Construction.....	69	122	68	1.1	2.0	1.1
Manufacturing.....	142	264	203	1.2	2.2	1.7
Durable goods.....	67	177	129	.9	2.4	1.8
Nondurable goods.....	75	87	73	1.6	1.9	1.6
Trade, transportation, and utilities.....	470	536	508	1.9	2.1	2.0
Wholesale trade.....	98	129	100	1.7	2.2	1.7
Retail trade.....	279	335	312	1.9	2.3	2.1
Transportation, warehousing, and utilities...	93	72	97	1.9	1.5	2.0
Information.....	45	126	104	1.6	4.4	3.7
Financial activities.....	122	301	303	1.6	3.8	3.8
Finance and insurance.....	91	266	238	1.6	4.5	4.0
Real estate and rental and leasing.....	32	35	65	1.6	1.8	3.2
Professional and business services.....	393	595	686	2.3	3.4	3.9
Education and health services.....	537	559	490	2.8	2.8	2.5
Educational services.....	69	66	53	2.4	2.3	1.8
Health care and social assistance.....	468	492	438	2.8	2.9	2.6
Leisure and hospitality.....	240	398	399	1.7	2.8	2.8
Arts, entertainment, and recreation.....	21	41	43	.9	1.8	1.9
Accommodation and food services.....	219	357	357	1.9	3.0	3.0
Other services.....	125	164	135	2.3	2.9	2.4
Government.....	334	342	371	1.5	1.6	1.7
Federal.....	33	75	82	1.1	2.4	2.7
State and local.....	302	267	289	1.6	1.4	1.6
REGION ³						
Northeast.....	536	706	668	2.1	2.8	2.6
South.....	895	1,221	1,185	1.9	2.5	2.5
Midwest.....	502	723	659	1.7	2.4	2.2
West.....	548	772	772	1.9	2.6	2.6

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		
	Aug. 2009	July 2010	Aug. 2010 ^p	Aug. 2009	July 2010	Aug. 2010 ^p
Total	4,395	4,817	4,540	3.4	3.7	3.5
INDUSTRY						
Total private.....	3,928	4,477	4,071	3.6	4.1	3.7
Mining and logging.....	15	30	31	2.1	4.0	4.1
Construction.....	279	418	394	4.5	7.1	6.7
Manufacturing.....	274	336	289	2.3	2.9	2.5
Durable goods.....	139	200	150	1.9	2.8	2.1
Nondurable goods.....	134	137	139	2.9	3.0	3.0
Trade, transportation, and utilities.....	840	915	836	3.4	3.7	3.4
Wholesale trade.....	112	142	120	2.0	2.5	2.1
Retail trade.....	586	615	607	4.0	4.3	4.2
Transportation, warehousing, and utilities...	142	158	109	3.0	3.4	2.3
Information.....	56	66	66	2.0	2.4	2.4
Financial activities.....	186	215	172	2.4	2.8	2.3
Finance and insurance.....	93	140	108	1.6	2.5	1.9
Real estate and rental and leasing.....	93	75	64	4.6	3.8	3.2
Professional and business services.....	686	874	812	4.2	5.2	4.8
Education and health services.....	661	609	604	3.5	3.2	3.1
Educational services.....	120	104	109	4.3	3.6	3.8
Health care and social assistance.....	541	505	494	3.4	3.1	3.0
Leisure and hospitality.....	754	804	705	5.5	5.8	5.1
Arts, entertainment, and recreation.....	107	144	97	4.9	6.5	4.5
Accommodation and food services.....	647	660	608	5.6	5.7	5.2
Other services.....	178	209	163	3.3	3.9	3.0
Government.....	467	339	469	2.2	1.6	2.2
Federal.....	34	46	44	1.2	1.5	1.5
State and local.....	433	293	424	2.3	1.6	2.3
REGION ³						
Northeast.....	731	888	739	3.0	3.6	3.0
South.....	1,654	1,716	1,775	3.5	3.6	3.8
Midwest.....	1,032	1,112	1,074	3.5	3.8	3.6
West.....	978	1,100	952	3.4	3.8	3.3

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		
	Aug. 2009	July 2010	Aug. 2010 ^p	Aug. 2009	July 2010	Aug. 2010 ^p
Total	4,776	4,954	4,746	3.7	3.8	3.6
INDUSTRY						
Total private.....	4,348	4,383	4,194	4.0	4.0	3.9
Mining and logging.....	24	21	23	3.5	2.8	3.0
Construction.....	360	394	385	5.8	6.7	6.5
Manufacturing.....	318	280	302	2.7	2.4	2.6
Durable goods.....	174	152	164	2.4	2.1	2.3
Nondurable goods.....	144	128	138	3.1	2.8	3.0
Trade, transportation, and utilities.....	874	895	851	3.5	3.6	3.4
Wholesale trade.....	136	136	121	2.4	2.4	2.2
Retail trade.....	600	625	617	4.1	4.3	4.3
Transportation, warehousing, and utilities...	138	134	114	2.9	2.9	2.4
Information.....	63	66	62	2.3	2.4	2.3
Financial activities.....	221	222	189	2.9	2.9	2.5
Finance and insurance.....	128	146	120	2.2	2.6	2.1
Real estate and rental and leasing.....	93	76	69	4.6	3.8	3.5
Professional and business services.....	717	909	819	4.3	5.4	4.9
Education and health services.....	618	611	542	3.3	3.2	2.8
Educational services.....	119	118	102	4.3	4.1	3.6
Health care and social assistance.....	499	493	440	3.1	3.0	2.7
Leisure and hospitality.....	886	787	800	6.5	5.7	5.8
Arts, entertainment, and recreation.....	179	119	159	8.3	5.4	7.3
Accommodation and food services.....	706	669	641	6.1	5.8	5.5
Other services.....	268	198	221	5.0	3.7	4.1
Government.....	428	571	552	2.0	2.7	2.6
Federal.....	33	183	156	1.2	6.0	5.3
State and local.....	395	388	396	2.1	2.1	2.2
REGION ³						
Northeast.....	864	911	892	3.5	3.7	3.6
South.....	1,661	1,773	1,790	3.5	3.8	3.8
Midwest.....	1,088	1,157	1,066	3.7	3.9	3.6
West.....	1,164	1,114	998	4.0	3.9	3.5

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

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

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		
	Aug. 2009	July 2010	Aug. 2010 ^p	Aug. 2009	July 2010	Aug. 2010 ^p
Total	2,200	2,353	2,498	1.7	1.8	1.9
INDUSTRY						
Total private.....	2,030	2,204	2,324	1.9	2.0	2.1
Mining and logging.....	12	12	13	1.8	1.6	1.7
Construction.....	89	99	115	1.4	1.7	1.9
Manufacturing.....	112	110	146	1.0	.9	1.2
Durable goods.....	62	61	77	.9	.8	1.1
Nondurable goods.....	50	49	69	1.1	1.1	1.5
Trade, transportation, and utilities.....	499	512	503	2.0	2.1	2.0
Wholesale trade.....	46	57	56	.8	1.0	1.0
Retail trade.....	380	378	381	2.6	2.6	2.6
Transportation, warehousing, and utilities...	72	77	66	1.5	1.6	1.4
Information.....	34	35	35	1.2	1.3	1.3
Financial activities.....	91	107	115	1.2	1.4	1.5
Finance and insurance.....	66	73	74	1.2	1.3	1.3
Real estate and rental and leasing.....	25	34	40	1.3	1.7	2.0
Professional and business services.....	300	424	464	1.8	2.5	2.7
Education and health services.....	296	309	291	1.6	1.6	1.5
Educational services.....	37	44	37	1.3	1.5	1.3
Health care and social assistance.....	258	265	254	1.6	1.6	1.5
Leisure and hospitality.....	516	495	524	3.8	3.6	3.8
Arts, entertainment, and recreation.....	71	44	62	3.3	2.0	2.8
Accommodation and food services.....	445	451	463	3.8	3.9	4.0
Other services.....	82	101	118	1.5	1.9	2.2
Government.....	169	149	174	.8	.7	.8
Federal.....	17	20	20	.6	.6	.7
State and local.....	153	129	154	.8	.7	.8
REGION ³						
Northeast.....	333	401	414	1.4	1.6	1.7
South.....	838	900	943	1.8	1.9	2.0
Midwest.....	489	562	602	1.7	1.9	2.0
West.....	539	489	538	1.9	1.7	1.9

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		
	Aug. 2009	July 2010	Aug. 2010 ^p	Aug. 2009	July 2010	Aug. 2010 ^p
Total	2,239	2,170	1,881	1.7	1.7	1.4
INDUSTRY						
Total private.....	2,036	1,857	1,581	1.9	1.7	1.5
Mining and logging.....	10	7	7	1.5	1.0	1.0
Construction.....	266	280	265	4.3	4.8	4.5
Manufacturing.....	185	146	133	1.6	1.2	1.1
Durable goods.....	97	77	74	1.3	1.1	1.0
Nondurable goods.....	88	69	58	1.9	1.5	1.3
Trade, transportation, and utilities.....	300	306	256	1.2	1.2	1.0
Wholesale trade.....	85	65	58	1.5	1.2	1.0
Retail trade.....	157	198	167	1.1	1.4	1.2
Transportation, warehousing, and utilities...	59	43	31	1.2	.9	.7
Information.....	22	28	24	.8	1.0	.9
Financial activities.....	112	83	51	1.5	1.1	.7
Finance and insurance.....	48	43	34	.8	.8	.6
Real estate and rental and leasing.....	64	40	17	3.2	2.0	.9
Professional and business services.....	364	422	303	2.2	2.5	1.8
Education and health services.....	269	253	213	1.4	1.3	1.1
Educational services.....	77	67	61	2.8	2.3	2.1
Health care and social assistance.....	193	187	152	1.2	1.1	.9
Leisure and hospitality.....	342	242	235	2.5	1.8	1.7
Arts, entertainment, and recreation.....	103	66	92	4.8	3.0	4.3
Accommodation and food services.....	238	176	143	2.1	1.5	1.2
Other services.....	165	89	94	3.1	1.6	1.8
Government.....	203	314	300	1.0	1.5	1.4
Federal.....	9	153	128	.3	5.0	4.4
State and local.....	194	161	172	1.0	.9	.9
REGION ³						
Northeast.....	476	434	418	1.9	1.8	1.7
South.....	699	708	695	1.5	1.5	1.5
Midwest.....	502	503	376	1.7	1.7	1.3
West.....	561	526	393	1.9	1.8	1.4

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		
	Aug. 2009	July 2010	Aug. 2010 ^p	Aug. 2009	July 2010	Aug. 2010 ^p
Total	338	431	367	0.3	0.3	0.3
INDUSTRY						
Total private.....	282	323	289	.3	.3	.3
Mining and logging.....	2	3	3	.3	.3	.3
Construction.....	5	16	5	.1	.3	.1
Manufacturing.....	21	24	23	.2	.2	.2
Durable goods.....	15	14	12	.2	.2	.2
Nondurable goods.....	5	10	11	.1	.2	.2
Trade, transportation, and utilities.....	75	77	93	.3	.3	.4
Wholesale trade.....	5	14	7	.1	.2	.1
Retail trade.....	63	48	69	.4	.3	.5
Transportation, warehousing, and utilities...	7	15	17	.1	.3	.4
Information.....	7	4	2	.3	.1	.1
Financial activities.....	18	32	23	.2	.4	.3
Finance and insurance.....	14	30	11	.2	.5	.2
Real estate and rental and leasing.....	4	2	12	.2	.1	.6
Professional and business services.....	52	63	53	.3	.4	.3
Education and health services.....	52	48	38	.3	.2	.2
Educational services.....	5	7	4	.2	.2	.1
Health care and social assistance.....	48	41	34	.3	.3	.2
Leisure and hospitality.....	29	50	41	.2	.4	.3
Arts, entertainment, and recreation.....	5	9	5	.2	.4	.2
Accommodation and food services.....	24	42	36	.2	.4	.3
Other services.....	22	8	8	.4	.1	.1
Government.....	56	108	78	.3	.5	.4
Federal.....	7	11	8	.3	.4	.3
State and local.....	48	98	70	.3	.5	.4
REGION ³						
Northeast.....	55	76	60	.2	.3	.2
South.....	123	166	152	.3	.4	.3
Midwest.....	97	92	88	.3	.3	.3
West.....	63	98	67	.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.

^p = preliminary.