

For release 10:00 a.m. (EDT) Tuesday, March 13, 2012

USDL-12-0447

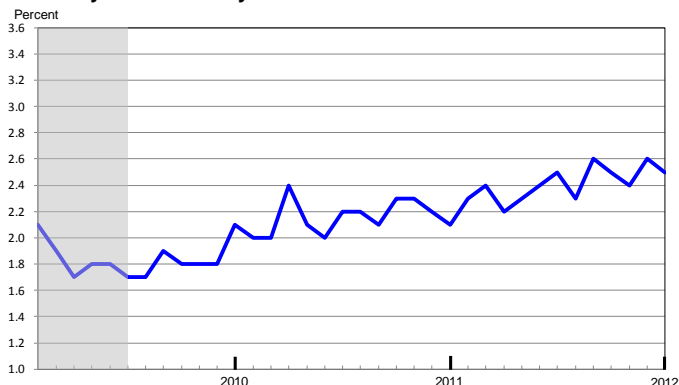
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JOB OPENINGS AND LABOR TURNOVER – JANUARY 2012

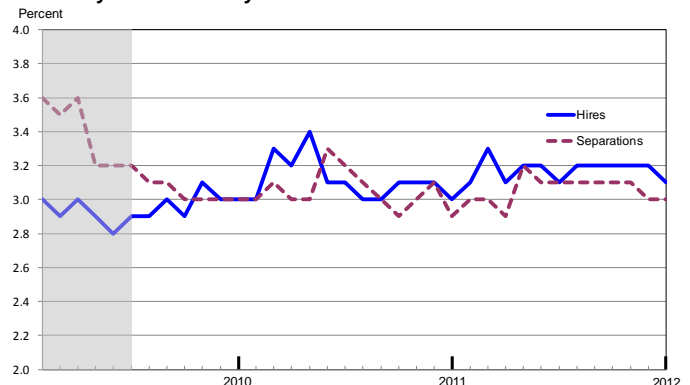
There were 3.5 million job openings on the last business day of January, unchanged from December, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.1 percent) and separations rate (3.0 percent) were little changed over the month. The job openings rate has trended upward since the end of the recession in June 2009. (Recession dates are determined by the National Bureau of Economic Research.) This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region for January 2012. The release also includes 2011 annual estimates for hires and separations. The annual totals for hires and quits increased in 2011 while the annual total for layoffs and discharges decreased.

Chart 1. Job openings rate, seasonally adjusted, February 2009 - January 2012



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, February 2009 - January 2012



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 January was 3.5 million, unchanged from December. (See table 1.) Although the number of job openings remained below the 4.3 million openings when the recession began in December 2007, the number of job openings has increased 45 percent since the end of the recession in June 2009.

Revisions to the JOLTS Data

Effective with this release, revisions incorporating improvements to the JOLTS birth-death model have been made to the full data series for job openings, hires, and separations. In addition, data from January 2007 forward incorporate annual updates to the Current Employment Statistics employment estimates and the Job Openings and Labor Turnover Survey seasonal adjustment factors. See page 5 for more information on all the revisions. Also effective with this release, JOLTS is adopting the 2012 version of the North American Industry Classification System (NAICS). Changes in the 2012 NAICS structure are minor and do not impact the published JOLTS data series.

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

Industry	Job openings			Hires			Total separations		
	Jan. 2011	Dec. 2011	Jan. 2012 ^P	Jan. 2011	Dec. 2011	Jan. 2012 ^P	Jan. 2011	Dec. 2011	Jan. 2012 ^P
	Levels (in thousands)								
Total	2,860	3,540	3,459	3,934	4,188	4,158	3,816	4,023	3,944
Total private ¹	2,536	3,188	3,107	3,671	3,889	3,835	3,560	3,695	3,619
Construction.....	67	78	82	288	315	307	309	303	290
Manufacturing.....	212	252	285	259	269	246	223	239	213
Trade, transportation, and utilities ²	502	574	554	834	812	822	784	773	810
Retail trade.....	282	323	317	568	517	552	533	509	566
Professional and business services.....	478	785	729	827	818	779	772	792	705
Education and health services ³	506	605	611	439	494	499	423	468	481
Health care and social assistance.....	443	552	554	358	414	419	355	402	398
Leisure and hospitality	294	441	437	621	743	768	624	695	708
Arts, entertainment, and recreation.....	37	44	79	95	141	146	104	133	125
Accommodation and food services.....	257	397	358	527	602	622	520	562	582
Government ⁴	325	352	352	263	299	323	256	328	325
State and local government.....	258	301	302	231	270	303	227	292	299
	Rates (percent)								
Total	2.1	2.6	2.5	3.0	3.2	3.1	2.9	3.0	3.0
Total private ¹	2.3	2.8	2.7	3.4	3.5	3.5	3.3	3.4	3.3
Construction.....	1.2	1.4	1.5	5.3	5.7	5.5	5.7	5.5	5.2
Manufacturing.....	1.8	2.1	2.3	2.2	2.3	2.1	1.9	2.0	1.8
Trade, transportation, and utilities ²	2.0	2.2	2.1	3.4	3.2	3.3	3.2	3.1	3.2
Retail trade.....	1.9	2.1	2.1	3.9	3.5	3.7	3.7	3.5	3.8
Professional and business services.....	2.7	4.3	4.0	4.8	4.6	4.4	4.5	4.5	4.0
Education and health services ³	2.5	2.9	2.9	2.2	2.5	2.5	2.1	2.3	2.4
Health care and social assistance.....	2.6	3.2	3.2	2.2	2.5	2.5	2.2	2.4	2.4
Leisure and hospitality	2.2	3.2	3.1	4.7	5.5	5.7	4.7	5.2	5.2
Arts, entertainment, and recreation.....	1.9	2.3	3.9	5.0	7.4	7.6	5.5	7.0	6.5
Accommodation and food services.....	2.2	3.3	3.0	4.7	5.2	5.4	4.6	4.9	5.0
Government ⁴	1.4	1.6	1.6	1.2	1.4	1.5	1.2	1.5	1.5
State and local government.....	1.3	1.5	1.6	1.2	1.4	1.6	1.2	1.5	1.6

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 educational services, not shown separately.

⁴ Includes federal government, not shown separately.

^P = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death model.

The number of job openings in January (not seasonally adjusted) increased over the year for total nonfarm and total private; the level was little changed for government. Several industries had increases in the number of job openings over the year. The Midwest and South regions also experienced an increase in the number of job openings over the year. (See table 5.)

Hires

In January, the hires rate was essentially unchanged at 3.1 percent for total nonfarm. The hires rate was little changed over the month in all industries and regions. (See table 2.) The number of hires in January was 4.2 million, still below the 5.0 million hires at the beginning of the recession (December 2007) but up 13 percent since the end of the recession (June 2009).

Over the past 12 months, the hires rate (not seasonally adjusted) was little changed for total nonfarm and total private but increased for government. The hires rate rose over the year in mining and logging; arts, entertainment, and recreation; and state and local government. The hires rate fell over the year in federal government. In all four regions, the hires rate was little changed over the year. (See table 6.)

Separations

The total separations figure includes voluntary quits, involuntary layoffs and discharges, and other separations, including retirements. Total separations is also referred to as turnover.

The seasonally adjusted total separations rate was little changed in January for total nonfarm, total private, and government. (See table 3.) Over the year, the total separations rate (not seasonally adjusted) was little changed for total nonfarm and total private but increased for government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In January, the quits rate was unchanged for total nonfarm, total private, and government. (See table 4.) The number of quits rose to 2.0 million in January from 1.8 million at the end of the recession in June 2009, although it remained below the 2.9 million recorded when the recession began in December 2007.

The number of quits (not seasonally adjusted) in January 2012 increased from January 2011 for total nonfarm, total private, and government. One region—the Northeast—experienced an increase in the number of quits over the year; the other regions had little change in the number of quits. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Beginning with this release, layoffs and discharges is also seasonally adjusted for the regions. The layoffs and discharges rate was essentially unchanged in January 2012 for total nonfarm, total private, government, and in all four regions. The number of layoffs and discharges for total nonfarm was 1.6 million in January, down from 2.1 million at the end of the recession in June 2009. (See table B.)

The layoffs and discharges level (not seasonally adjusted) for total nonfarm and total private was little changed from January 2011 to January 2012 but increased for government. Over the year, the number of layoffs and discharges rose for educational services and state and local government but fell for finance and insurance. In the regions, the West experienced an increase in the number of layoffs and discharges over the year while the South experienced a decrease. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry and region ¹	Levels (in thousands)			Rates (percent)		
	Jan.	Dec.	Jan.	Jan.	Dec.	Jan.
	2011	2011	2012 ^P	2011	2011	2012 ^P
Total.....	1,659	1,685	1,646	1.3	1.3	1.2
Total private.....	1,577	1,572	1,517	1.5	1.4	1.4
Government.....	82	112	129	0.4	0.5	0.6
Northeast.....	277	296	270	1.1	1.2	1.1
South.....	709	649	611	1.5	1.4	1.3
Midwest.....	376	354	353	1.3	1.2	1.2
West.....	298	386	411	1.0	1.3	1.4

¹ For region definitions see footnote 8, table 1.

^P = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death model.

Beginning with this release, the other separations component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Other separations include separations due to retirement, death, and disability, as well as transfers to other locations of the same firm. In January 2012, there were 326,000 other separations for total nonfarm, 260,000 for total private, and 66,000 for government. (See table C.) The number of other separations for total nonfarm in January 2012 was 11 percent higher than at the end of the recession in June 2009.

Table C. Other Separations, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Jan.	Dec.	Jan.	Jan.	Dec.	Jan.
	2011	2011	2012 ^P	2011	2011	2012 ^P
Total.....	354	330	326	0.3	0.2	0.2
Total private.....	290	255	260	0.3	0.2	0.2
Government.....	64	75	66	0.3	0.3	0.3

^P = Preliminary

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death factor.

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in January 2012, hires totaled 50.2 million and separations totaled 48.3 million, yielding a net employment gain of 2.0 million. These figures include workers who may have been hired and separated more than once during the year.

Annual Levels and Rates

This release contains the 2011 annual levels and rates for hires, total separations, quits, layoffs and discharges, and other separations. Note that annual figures for job openings are not calculated because job openings are measured on a stock, or point-in-time, basis rather than on a flow basis over a specified time period. The annual figures and additional tables are published with the release of January data each year. (See the Technical Note for additional information on these measures.)

Calculating annual levels and rates allows additional comparisons across years. In 2011, annual hires, quits, and other separations rose for the second year in a row while layoffs and discharges annual levels fell for the second year in a row.

In 2011, annual hires increased to 50.1 million (38.1 percent of employment) and annual total separations rose to 48.2 million (36.7 percent of employment). Annual quits increased to 23.6 million (17.9 percent of employment) in 2011. Annual other separations also increased in 2011 to 3.9 million (3.0 percent of employment). Annual layoffs and discharges decreased in 2011 to 20.7 million (15.8 percent of employment). (See tables 11 through 20.)

The Job Openings and Labor Turnover Survey results for February 2012 are scheduled to be released on Tuesday, April 10, 2012 at 10:00 a.m. (EDT).

Revisions to Job Openings and Labor Turnover Data

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES), or establishment survey, employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmark process resulted in revisions to all not seasonally adjusted JOLTS data series from April 2010 forward, the time period since the last benchmark was established. Additionally, the seasonally adjusted JOLTS data series have been recalculated from January 2007 forward to reflect updated seasonal adjustment factors. Further, the methodology incorporated in 2009 to more closely align the hires and separations estimates with the monthly payroll employment change created a dependency of the not seasonally adjusted estimates on the seasonal adjustment process. Therefore, the not seasonally adjusted data series have been recalculated from January 2007 forward to reflect the updated seasonal adjustment factors' effect on the alignment process.

Effective with this release, BLS has implemented an improved birth/death model in the JOLTS program. Data from December 2000 forward were revised using the improved model. The original birth/death model was implemented in 2009 to provide an estimate for that part of the population that cannot be captured in the traditional sample. The improved model better distributes business births and deaths throughout the calendar year. (See the Technical Note for a more complete description of the revised birth/death model.)

Also effective with this release, several additional data series will be published on a seasonally adjusted basis. Job openings, hires, and separations data for the health care and social assistance industry are available online and are published in this release in tables A, 1, 2, 3, and 4. Layoffs and discharges data by region are available online and published in table B of this release. Other separations data by

ownership (total nonfarm, total private, and total government) are available online and published in a new table C in this release. The previous table C in this release has been dropped. The quits and layoffs and discharges levels in the previous table C remain available on the JOLTS website, enabling users to calculate the percentage contribution to total separations that were contained in the table.

Tables D through I present revised total nonfarm data for January through December 2011. The December 2011 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Table D (job openings), table E (hires), table F (total separations), table G (quits), and table H (layoffs and discharges) present revised data on a seasonally adjusted basis, incorporating the new seasonal adjustment factors, benchmark level, and birth/death model update. Table I (other separations) presents revisions on a not seasonally adjusted basis since that series was not available on a seasonally adjusted basis last year. Tables presenting revisions to historical series will be available on the JOLTS website in the near future.

The JOLTS website contains all revised historical seasonally adjusted and not seasonally adjusted JOLTS data. The data can be accessed through the JOLTS homepage at <http://www.bls.gov/jlt/>.

Further information on the revisions released today may be obtained by calling (202) 691-5870 or via the Internet on the JOLTS homepage.

Table D. Revisions in job openings data, January-December 2011, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2011						
January.....	2,741	2,860	119	2.1	2.1	0.0
February.....	3,025	3,012	-13	2.3	2.3	.0
March.....	3,123	3,189	66	2.3	2.4	.1
April.....	2,953	3,014	61	2.2	2.2	.0
May.....	3,034	3,077	43	2.3	2.3	.0
June.....	3,169	3,241	72	2.4	2.4	.0
July.....	3,213	3,366	153	2.4	2.5	.1
August.....	3,129	3,152	23	2.3	2.3	.0
September.....	3,377	3,501	124	2.5	2.6	.1
October.....	3,224	3,408	184	2.4	2.5	.1
November.....	3,118	3,274	156	2.3	2.4	.1
December.....	3,376	3,540	164	2.5	2.6	.1

Table E. Revisions in hires data, January-December 2011, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2011						
January.....	3,769	3,934	165	2.9	3.0	0.1
February.....	3,986	4,089	103	3.1	3.1	.0
March.....	4,067	4,293	226	3.1	3.3	.2
April.....	4,001	4,015	14	3.1	3.1	.0
May.....	4,129	4,182	53	3.2	3.2	.0
June.....	4,058	4,208	150	3.1	3.2	.1
July.....	3,976	4,112	136	3.0	3.1	.1
August.....	4,060	4,221	161	3.1	3.2	.1
September.....	4,150	4,276	126	3.2	3.2	.0
October.....	4,042	4,220	178	3.1	3.2	.1
November.....	4,132	4,268	136	3.1	3.2	.1
December.....	4,046	4,188	142	3.1	3.2	.1

Table F. Revisions in total separations data, January-December 2011, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2011						
January.....	3,612	3,816	204	2.8	2.9	0.1
February.....	3,825	3,877	52	2.9	3.0	.1
March.....	3,805	3,988	183	2.9	3.0	.1
April.....	3,833	3,799	-34	2.9	2.9	.0
May.....	4,145	4,177	32	3.2	3.2	.0
June.....	3,993	4,112	119	3.0	3.1	.1
July.....	3,962	4,023	61	3.0	3.1	.1
August.....	3,960	4,112	152	3.0	3.1	.1
September.....	4,052	4,089	37	3.1	3.1	.0
October.....	3,898	4,065	167	3.0	3.1	.1
November.....	3,986	4,057	71	3.0	3.1	.1
December.....	3,909	4,023	114	3.0	3.0	.0

Table G. Revisions in quits data, January-December 2011, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2011						
January.....	1,679	1,803	124	1.3	1.4	0.1
February.....	1,910	1,918	8	1.5	1.5	.0
March.....	1,924	1,979	55	1.5	1.5	.0
April.....	1,887	1,874	-13	1.4	1.4	.0
May.....	2,000	1,996	-4	1.5	1.5	.0
June.....	1,904	1,930	26	1.5	1.5	.0
July.....	1,969	2,002	33	1.5	1.5	.0
August.....	2,006	2,048	42	1.5	1.6	.1
September.....	2,000	2,015	15	1.5	1.5	.0
October.....	1,923	1,983	60	1.5	1.5	.0
November.....	1,955	1,976	21	1.5	1.5	.0
December.....	1,926	2,008	82	1.5	1.5	.0

Table H. Revisions in layoffs and discharges data, January-December 2011, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2011						
January.....	1,541	1,659	118	1.2	1.3	0.1
February.....	1,620	1,624	4	1.2	1.2	.0
March.....	1,606	1,690	84	1.2	1.3	.1
April.....	1,603	1,616	13	1.2	1.2	.0
May.....	1,837	1,843	6	1.4	1.4	.0
June.....	1,773	1,850	77	1.4	1.4	.0
July.....	1,694	1,681	-13	1.3	1.3	.0
August.....	1,687	1,755	68	1.3	1.3	.0
September.....	1,723	1,765	42	1.3	1.3	.0
October.....	1,595	1,740	145	1.2	1.3	.1
November.....	1,718	1,770	52	1.3	1.3	.0
December.....	1,644	1,685	41	1.2	1.3	.1

Table I. Revisions in other separations data, January-December 2011, not seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2011						
January.....	462	456	-6	0.4	0.4	0.0
February.....	295	285	-10	0.2	0.2	.0
March.....	271	269	-2	0.2	0.2	.0
April.....	305	307	2	0.2	0.2	.0
May.....	311	324	13	0.2	0.2	.0
June.....	392	385	-7	0.3	0.3	.0
July.....	383	401	18	0.3	0.3	.0
August.....	319	318	-1	0.2	0.2	.0
September.....	305	299	-6	0.2	0.2	.0
October.....	333	333	0	0.3	0.3	.0
November.....	237	243	6	0.2	0.2	.0
December.....	330	323	-7	0.2	0.2	.0

NOTE: Data in this table are not seasonally adjusted because seasonally adjusted data for this series (from December 2000 forward) did not become available until 2012.

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 2012 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 stratified random sample of 16,400 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 establishment 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 or ratio adjusted monthly to the strike-adjusted 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 using the ratio of over-the-year CES employment change. 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.

Historical changes in 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						
	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p
Total	2,860	3,152	3,501	3,408	3,274	3,540	3,459	2.1	2.3	2.6	2.5	2.4	2.6	2.5
INDUSTRY														
Total private ⁴	2,536	2,818	3,100	3,062	2,925	3,188	3,107	2.3	2.5	2.7	2.7	2.6	2.8	2.7
Construction	67	103	78	80	83	78	82	1.2	1.8	1.4	1.4	1.5	1.4	1.5
Manufacturing	212	238	249	240	240	252	285	1.8	2.0	2.1	2.0	2.0	2.1	2.3
Trade, transportation, and utilities ⁵	502	491	599	594	581	574	554	2.0	1.9	2.3	2.3	2.3	2.2	2.1
Retail trade	282	321	359	334	316	323	317	1.9	2.1	2.4	2.2	2.1	2.1	2.1
Professional and business services	478	622	692	644	561	785	729	2.7	3.5	3.8	3.6	3.1	4.3	4.0
Education and health services ⁶	506	606	600	622	616	605	611	2.5	3.0	2.9	3.0	3.0	2.9	2.9
Health care and social assistance	443	542	530	558	552	552	554	2.6	3.1	3.1	3.2	3.2	3.2	3.2
Leisure and hospitality	294	362	392	404	434	441	437	2.2	2.6	2.9	2.9	3.1	3.2	3.1
Arts, entertainment, and recreation	37	41	56	62	58	44	79	1.9	2.1	2.8	3.1	2.9	2.3	3.9
Accommodation and food services	257	321	336	342	376	397	358	2.2	2.7	2.9	2.9	3.2	3.3	3.0
Government ⁷	325	334	400	345	349	352	352	1.4	1.5	1.8	1.5	1.6	1.6	1.6
State and local government	258	287	345	279	299	301	302	1.3	1.5	1.8	1.4	1.5	1.5	1.6
REGION ⁸														
Northeast	579	552	606	573	557	595	591	2.3	2.2	2.4	2.2	2.2	2.3	2.3
South	1,045	1,135	1,335	1,310	1,306	1,443	1,434	2.2	2.3	2.7	2.7	2.7	2.9	2.9
Midwest	612	714	736	715	730	763	745	2.0	2.3	2.4	2.3	2.4	2.5	2.4
West	625	750	824	811	682	740	689	2.1	2.5	2.8	2.7	2.3	2.5	2.3

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 educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death model.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p
Total	3,934	4,221	4,276	4,220	4,268	4,188	4,158	3.0	3.2	3.2	3.2	3.2	3.2	3.1
INDUSTRY														
Total private ⁴	3,671	3,932	4,002	3,979	3,986	3,889	3,835	3.4	3.6	3.6	3.6	3.6	3.5	3.5
Construction	288	325	360	333	312	315	307	5.3	5.9	6.5	6.0	5.7	5.7	5.5
Manufacturing	259	257	240	240	237	269	246	2.2	2.2	2.0	2.0	2.0	2.3	2.1
Trade, transportation, and utilities ⁵	834	823	810	840	849	812	822	3.4	3.3	3.2	3.3	3.4	3.2	3.3
Retail trade	568	544	567	559	573	517	552	3.9	3.7	3.9	3.8	3.9	3.5	3.7
Professional and business services	827	890	911	893	858	818	779	4.8	5.1	5.2	5.1	4.9	4.6	4.4
Education and health services ⁶	439	489	486	484	483	494	499	2.2	2.5	2.4	2.4	2.4	2.5	2.5
Health care and social assistance	358	414	391	414	407	414	419	2.2	2.5	2.3	2.5	2.4	2.5	2.5
Leisure and hospitality	621	711	736	719	779	743	768	4.7	5.3	5.5	5.4	5.8	5.5	5.7
Arts, entertainment, and recreation	95	115	135	131	157	141	146	5.0	6.0	7.1	6.9	8.2	7.4	7.6
Accommodation and food services	527	596	600	588	622	602	622	4.7	5.2	5.2	5.1	5.4	5.2	5.4
Government ⁷	263	290	275	241	281	299	323	1.2	1.3	1.2	1.1	1.3	1.4	1.5
State and local government	231	263	248	215	252	270	303	1.2	1.4	1.3	1.1	1.3	1.4	1.6
REGION ⁸														
Northeast	647	685	664	684	691	676	680	2.6	2.7	2.6	2.7	2.7	2.7	2.7
South	1,461	1,617	1,626	1,656	1,626	1,634	1,613	3.1	3.4	3.4	3.5	3.4	3.4	3.4
Midwest	924	978	996	960	1,004	986	960	3.1	3.3	3.3	3.2	3.3	3.3	3.2
West	902	942	990	919	947	891	904	3.2	3.3	3.4	3.2	3.3	3.1	3.1

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death model.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p
Total	3,816	4,112	4,089	4,065	4,057	4,023	3,944	2.9	3.1	3.1	3.1	3.1	3.0	3.0
INDUSTRY														
Total private ⁴	3,560	3,835	3,808	3,781	3,750	3,695	3,619	3.3	3.5	3.5	3.4	3.4	3.4	3.3
Construction.....	309	338	324	325	300	303	290	5.7	6.1	5.9	5.9	5.4	5.5	5.2
Manufacturing.....	223	247	236	227	236	239	213	1.9	2.1	2.0	1.9	2.0	2.0	1.8
Trade, transportation, and utilities ⁵	784	805	811	813	770	773	810	3.2	3.2	3.2	3.2	3.1	3.1	3.2
Retail trade.....	533	544	567	539	520	509	566	3.7	3.7	3.9	3.7	3.5	3.5	3.8
Professional and business services.....	772	845	857	831	807	792	705	4.5	4.9	4.9	4.8	4.6	4.5	4.0
Education and health services ⁶	423	460	409	450	462	468	481	2.1	2.3	2.0	2.2	2.3	2.3	2.4
Health care and social assistance.....	355	382	342	386	396	402	398	2.2	2.3	2.0	2.3	2.4	2.4	2.4
Leisure and hospitality	624	716	716	663	715	695	708	4.7	5.4	5.4	5.0	5.3	5.2	5.2
Arts, entertainment, and recreation..	104	116	140	114	142	133	125	5.5	6.1	7.3	6.0	7.4	7.0	6.5
Accommodation and food services..	520	600	576	549	573	562	582	4.6	5.2	5.0	4.8	5.0	4.9	5.0
Government ⁷	256	276	281	285	307	328	325	1.2	1.3	1.3	1.3	1.4	1.5	1.5
State and local government.....	227	245	250	253	268	292	299	1.2	1.3	1.3	1.3	1.4	1.5	1.6
REGION ⁸														
Northeast.....	595	677	660	702	667	631	667	2.4	2.7	2.6	2.8	2.7	2.5	2.6
South.....	1,524	1,578	1,607	1,537	1,609	1,592	1,529	3.2	3.3	3.4	3.2	3.4	3.3	3.2
Midwest.....	917	951	897	949	881	905	871	3.1	3.2	3.0	3.2	2.9	3.0	2.9
West.....	780	906	925	877	899	895	877	2.7	3.1	3.2	3.0	3.1	3.1	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 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 educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death model.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012 ^p
Total	1,803	2,048	2,015	1,983	1,976	2,008	1,972	1.4	1.6	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,693	1,932	1,902	1,869	1,860	1,867	1,843	1.6	1.8	1.7	1.7	1.7	1.7	1.7
Construction.....	65	69	80	80	91	76	71	1.2	1.3	1.4	1.5	1.7	1.4	1.3
Manufacturing.....	96	99	99	105	121	113	95	.8	.8	.8	.9	1.0	1.0	.8
Trade, transportation, and utilities ⁵	377	439	456	461	413	447	437	1.5	1.8	1.8	1.8	1.6	1.8	1.7
Retail trade.....	275	327	336	330	294	331	325	1.9	2.2	2.3	2.2	2.0	2.2	2.2
Professional and business services.....	355	387	395	368	380	363	339	2.1	2.2	2.3	2.1	2.2	2.1	1.9
Education and health services ⁶	231	270	244	242	247	265	274	1.2	1.4	1.2	1.2	1.2	1.3	1.4
Health care and social assistance.....	201	223	215	215	225	233	245	1.2	1.3	1.3	1.3	1.3	1.4	1.5
Leisure and hospitality	370	439	403	374	370	388	396	2.8	3.3	3.0	2.8	2.8	2.9	2.9
Arts, entertainment, and recreation..	36	45	45	41	36	48	40	1.9	2.4	2.4	2.1	1.9	2.5	2.1
Accommodation and food services..	334	394	358	334	335	340	356	3.0	3.4	3.1	2.9	2.9	2.9	3.1
Government ⁷	110	116	114	114	116	141	130	.5	.5	.5	.5	.5	.6	.6
State and local government.....	102	106	104	102	106	131	121	.5	.6	.5	.5	.6	.7	.6
REGION ⁸														
Northeast.....	253	283	281	288	275	279	333	1.0	1.1	1.1	1.1	1.1	1.1	1.3
South.....	699	831	877	782	830	816	783	1.5	1.7	1.8	1.6	1.7	1.7	1.6
Midwest.....	441	495	425	477	443	469	442	1.5	1.7	1.4	1.6	1.5	1.6	1.5
West.....	410	439	433	436	428	445	415	1.4	1.5	1.5	1.5	1.5	1.5	1.4

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series 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 educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and a revised birth/death model.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Dec. 2011	Jan. 2012 ^p
Total	3,020	3,118	3,638	2.3	2.3	2.7
INDUSTRY						
Total private.....	2,719	2,779	3,310	2.5	2.5	3.0
Mining and logging.....	40	28	23	5.3	3.3	2.7
Construction.....	61	52	74	1.2	.9	1.4
Manufacturing.....	218	218	294	1.9	1.8	2.4
Durable goods.....	143	149	223	2.0	2.0	2.9
Nondurable goods.....	75	69	71	1.7	1.5	1.6
Trade, transportation, and utilities.....	501	443	554	2.0	1.7	2.2
Wholesale trade.....	128	94	147	2.3	1.7	2.6
Retail trade.....	265	235	299	1.8	1.5	2.0
Transportation, warehousing, and utilities.....	108	114	108	2.2	2.2	2.2
Information.....	104	103	93	3.8	3.7	3.4
Financial activities.....	264	176	255	3.3	2.2	3.2
Finance and insurance.....	230	156	199	3.8	2.6	3.4
Real estate and rental and leasing.....	34	20	56	1.8	1.0	2.8
Professional and business services.....	551	748	839	3.2	4.1	4.6
Education and health services.....	554	573	671	2.8	2.8	3.2
Educational services.....	65	45	56	2.0	1.3	1.7
Health care and social assistance.....	490	528	614	2.9	3.0	3.5
Leisure and hospitality.....	266	332	387	2.1	2.5	2.9
Arts, entertainment, and recreation.....	31	26	65	1.8	1.5	3.7
Accommodation and food services.....	235	306	322	2.1	2.6	2.8
Other services.....	159	107	121	2.9	2.0	2.2
Government.....	301	338	328	1.3	1.5	1.5
Federal.....	58	50	46	2.0	1.7	1.6
State and local.....	242	289	282	1.2	1.5	1.5
REGION ³						
Northeast.....	621	506	631	2.5	2.0	2.5
South.....	1,122	1,329	1,535	2.4	2.7	3.1
Midwest.....	607	648	738	2.0	2.1	2.4
West.....	671	633	734	2.3	2.1	2.5

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 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Dec. 2011	Jan. 2012 ^p
Total	3,801	3,038	3,993	3.0	2.3	3.1
INDUSTRY						
Total private.....	3,542	2,856	3,668	3.3	2.6	3.4
Mining and logging.....	24	20	41	3.3	2.4	5.0
Construction.....	239	199	252	4.7	3.7	4.9
Manufacturing.....	284	171	271	2.5	1.4	2.3
Durable goods.....	178	108	167	2.5	1.5	2.3
Nondurable goods.....	106	64	105	2.4	1.4	2.4
Trade, transportation, and utilities.....	711	635	704	2.9	2.5	2.8
Wholesale trade.....	143	101	139	2.6	1.8	2.5
Retail trade.....	442	385	431	3.1	2.5	2.9
Transportation, warehousing, and utilities.....	125	149	134	2.6	3.0	2.8
Information.....	62	52	55	2.4	2.0	2.1
Financial activities.....	161	124	171	2.1	1.6	2.2
Finance and insurance.....	105	86	115	1.8	1.5	2.0
Real estate and rental and leasing.....	57	38	56	3.0	2.0	3.0
Professional and business services.....	914	663	857	5.5	3.7	4.9
Education and health services.....	453	347	514	2.3	1.7	2.6
Educational services.....	82	41	82	2.6	1.2	2.6
Health care and social assistance.....	371	307	431	2.3	1.8	2.6
Leisure and hospitality.....	510	515	627	4.1	3.9	4.9
Arts, entertainment, and recreation.....	74	96	113	4.5	5.5	6.7
Accommodation and food services.....	435	419	513	4.0	3.7	4.6
Other services.....	184	131	176	3.5	2.5	3.3
Government.....	259	181	324	1.2	.8	1.5
Federal.....	31	23	19	1.1	.8	.7
State and local.....	228	158	305	1.2	.8	1.6
REGION ³						
Northeast.....	609	492	636	2.5	1.9	2.6
South.....	1,475	1,204	1,617	3.2	2.5	3.4
Midwest.....	857	683	880	2.9	2.3	3.0
West.....	861	659	860	3.1	2.3	3.0

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 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Dec. 2011	Jan. 2012 ^p
Total	4,407	3,903	4,475	3.4	2.9	3.4
INDUSTRY						
Total private.....	4,164	3,618	4,174	3.9	3.3	3.8
Mining and logging.....	18	26	30	2.4	3.1	3.7
Construction.....	398	341	366	7.9	6.3	7.1
Manufacturing.....	253	210	240	2.2	1.8	2.0
Durable goods.....	133	115	130	1.9	1.6	1.8
Nondurable goods.....	120	94	110	2.7	2.1	2.5
Trade, transportation, and utilities.....	1,077	847	1,081	4.4	3.3	4.3
Wholesale trade.....	150	121	140	2.8	2.2	2.5
Retail trade.....	764	521	786	5.3	3.4	5.4
Transportation, warehousing, and utilities.....	163	205	156	3.4	4.1	3.2
Information.....	84	61	82	3.2	2.3	3.2
Financial activities.....	213	136	227	2.8	1.8	3.0
Finance and insurance.....	113	99	140	2.0	1.7	2.4
Real estate and rental and leasing.....	100	37	87	5.3	1.9	4.6
Professional and business services.....	853	844	767	5.1	4.8	4.4
Education and health services.....	438	416	484	2.2	2.1	2.4
Educational services.....	62	49	71	2.0	1.5	2.2
Health care and social assistance.....	376	367	413	2.3	2.2	2.5
Leisure and hospitality.....	627	591	717	5.0	4.5	5.6
Arts, entertainment, and recreation.....	86	104	104	5.2	5.9	6.1
Accommodation and food services.....	541	488	613	5.0	4.3	5.5
Other services.....	203	146	179	3.9	2.7	3.4
Government.....	243	285	301	1.1	1.3	1.4
Federal.....	36	36	30	1.3	1.3	1.1
State and local.....	207	249	271	1.1	1.3	1.4
REGION ³						
Northeast.....	698	634	763	2.9	2.5	3.1
South.....	1,773	1,492	1,744	3.8	3.1	3.7
Midwest.....	1,060	929	978	3.6	3.1	3.3
West.....	875	847	990	3.1	2.9	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 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Dec. 2011	Jan. 2012 ^p
Total	1,796	1,642	1,964	1.4	1.2	1.5
INDUSTRY						
Total private.....	1,693	1,532	1,843	1.6	1.4	1.7
Mining and logging.....	6	12	19	.9	1.5	2.3
Construction.....	55	56	60	1.1	1.0	1.2
Manufacturing.....	90	78	89	.8	.7	.8
Durable goods.....	45	41	46	.6	.6	.6
Nondurable goods.....	45	37	42	1.0	.8	1.0
Trade, transportation, and utilities.....	399	393	461	1.6	1.5	1.8
Wholesale trade.....	58	40	52	1.1	.7	.9
Retail trade.....	293	297	345	2.0	2.0	2.4
Transportation, warehousing, and utilities.....	48	56	64	1.0	1.1	1.3
Information.....	32	26	45	1.2	1.0	1.7
Financial activities.....	79	74	91	1.0	1.0	1.2
Finance and insurance.....	48	55	56	.8	.9	1.0
Real estate and rental and leasing.....	32	19	35	1.7	1.0	1.9
Professional and business services.....	348	293	328	2.1	1.7	1.9
Education and health services.....	232	225	276	1.2	1.1	1.4
Educational services.....	29	23	27	.9	.7	.8
Health care and social assistance.....	203	202	249	1.2	1.2	1.5
Leisure and hospitality.....	354	314	378	2.8	2.4	2.9
Arts, entertainment, and recreation.....	24	34	27	1.5	1.9	1.6
Accommodation and food services.....	329	280	351	3.0	2.5	3.2
Other services.....	97	62	96	1.9	1.2	1.8
Government.....	103	110	120	.5	.5	.6
Federal.....	11	9	11	.4	.3	.4
State and local.....	92	101	109	.5	.5	.6
REGION ³						
Northeast.....	245	217	323	1.0	.9	1.3
South.....	730	664	817	1.6	1.4	1.7
Midwest.....	423	400	421	1.4	1.3	1.4
West.....	399	362	402	1.4	1.2	1.4

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

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

³ See footnote 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Dec. 2011	Jan. 2012 ^p
Total	2,155	1,937	2,077	1.7	1.5	1.6
INDUSTRY						
Total private.....	2,080	1,837	1,962	2.0	1.7	1.8
Mining and logging.....	10	12	9	1.3	1.5	1.1
Construction.....	332	265	281	6.6	4.9	5.4
Manufacturing.....	138	112	119	1.2	.9	1.0
Durable goods.....	72	63	63	1.0	.9	.9
Nondurable goods.....	67	49	55	1.5	1.1	1.3
Trade, transportation, and utilities.....	565	397	516	2.3	1.5	2.1
Wholesale trade.....	53	71	70	1.0	1.3	1.3
Retail trade.....	413	196	366	2.9	1.3	2.5
Transportation, warehousing, and utilities.....	99	130	79	2.1	2.6	1.6
Information.....	34	30	35	1.3	1.1	1.3
Financial activities.....	112	38	72	1.5	.5	.9
Finance and insurance.....	49	22	25	.9	.4	.4
Real estate and rental and leasing.....	63	16	48	3.4	.8	2.5
Professional and business services.....	424	507	370	2.5	2.9	2.1
Education and health services.....	136	139	168	.7	.7	.8
Educational services.....	22	23	38	.7	.7	1.2
Health care and social assistance.....	114	117	129	.7	.7	.8
Leisure and hospitality.....	245	257	323	2.0	2.0	2.5
Arts, entertainment, and recreation.....	58	68	76	3.5	3.9	4.5
Accommodation and food services.....	188	190	247	1.7	1.7	2.2
Other services.....	83	79	70	1.6	1.5	1.3
Government.....	75	100	116	.3	.4	.5
Federal.....	10	10	8	.4	.4	.3
State and local.....	65	90	107	.3	.5	.6
REGION ³						
Northeast.....	370	363	353	1.5	1.4	1.4
South.....	900	708	756	1.9	1.5	1.6
Midwest.....	494	454	442	1.7	1.5	1.5
West.....	391	412	526	1.4	1.4	1.8

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 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2011	Dec. 2011	Jan. 2012 ^p	Jan. 2011	Dec. 2011	Jan. 2012 ^p
Total	456	323	434	0.4	0.2	0.3
INDUSTRY						
Total private.....	391	248	368	.4	.2	.3
Mining and logging.....	2	1	3	.2	.2	.3
Construction.....	11	20	26	.2	.4	.5
Manufacturing.....	24	20	33	.2	.2	.3
Durable goods.....	16	11	21	.2	.2	.3
Nondurable goods.....	8	8	12	.2	.2	.3
Trade, transportation, and utilities.....	113	57	104	.5	.2	.4
Wholesale trade.....	39	11	17	.7	.2	.3
Retail trade.....	58	27	74	.4	.2	.5
Transportation, warehousing, and utilities.....	16	19	13	.3	.4	.3
Information.....	18	5	3	.7	.2	.1
Financial activities.....	22	25	64	.3	.3	.8
Finance and insurance.....	16	23	59	.3	.4	1.0
Real estate and rental and leasing.....	6	2	4	.3	.1	.2
Professional and business services.....	81	44	69	.5	.2	.4
Education and health services.....	70	52	40	.4	.3	.2
Educational services.....	11	4	5	.3	.1	.2
Health care and social assistance.....	59	48	35	.4	.3	.2
Leisure and hospitality.....	28	20	16	.2	.2	.1
Arts, entertainment, and recreation.....	4	2	1	.3	.1	.1
Accommodation and food services.....	24	18	15	.2	.2	.1
Other services.....	22	5	12	.4	.1	.2
Government.....	65	75	65	.3	.3	.3
Federal.....	15	17	11	.5	.6	.4
State and local.....	50	58	54	.3	.3	.3
REGION ³						
Northeast.....	84	54	86	.3	.2	.3
South.....	143	121	173	.3	.3	.4
Midwest.....	144	76	114	.5	.3	.4
West.....	85	73	61	.3	.2	.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 8, table 1.

^p = Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 11. Annual hires levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2007	2008	2009	2010	2011
Total	62,421	55,166	46,398	48,647	50,083
INDUSTRY					
Total private.....	58,035	51,606	43,052	44,826	46,869
Mining and logging.....	333	357	185	286	328
Construction.....	4,770	4,479	3,679	3,996	4,096
Manufacturing.....	4,516	3,592	2,755	3,134	3,082
Durable goods.....	2,636	2,064	1,409	1,797	1,792
Nondurable goods.....	1,881	1,526	1,344	1,337	1,289
Trade, transportation, and utilities.....	13,089	11,413	9,440	9,681	9,942
Wholesale trade.....	2,132	1,765	1,453	1,411	1,504
Retail trade.....	9,107	7,882	6,333	6,697	6,752
Transportation, warehousing, and utilities...	1,851	1,768	1,659	1,576	1,686
Information.....	940	753	667	651	708
Financial activities.....	3,000	2,502	1,995	2,046	1,861
Finance and insurance.....	1,959	1,604	1,192	1,359	1,178
Real estate and rental and leasing.....	1,044	897	801	687	685
Professional and business services.....	11,359	9,966	8,256	9,330	10,391
Education and health services.....	6,311	6,352	5,952	5,770	5,730
Educational services.....	889	910	862	887	924
Health care and social assistance.....	5,422	5,441	5,091	4,882	4,807
Leisure and hospitality.....	11,083	9,820	7,779	7,822	8,453
Arts, entertainment, and recreation.....	1,624	1,449	1,198	1,317	1,455
Accommodation and food services.....	9,457	8,369	6,580	6,507	6,995
Other services.....	2,637	2,372	2,338	2,102	2,279
Government.....	4,385	3,558	3,346	3,821	3,213
Federal.....	816	321	460	1,048	330
State and local.....	3,571	3,238	2,886	2,772	2,883
REGION ²					
Northeast.....	9,716	8,862	8,291	8,686	8,394
South.....	24,297	20,829	17,492	18,230	18,979
Midwest.....	13,664	12,025	10,059	11,136	11,634
West.....	14,747	13,453	10,557	10,595	11,075

¹ The annual hires level is the total number of hires during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 12. Annual hires rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2007	2008	2009	2010	2011
Total	45.4	40.3	35.5	37.5	38.1
INDUSTRY					
Total private.....	50.3	45.2	39.8	41.7	42.9
Mining and logging.....	46.0	46.6	26.7	40.6	41.8
Construction.....	62.5	62.5	61.2	72.4	74.4
Manufacturing.....	32.5	26.8	23.3	27.2	26.3
Durable goods.....	29.9	24.4	19.3	25.4	24.6
Nondurable goods.....	37.1	30.9	29.4	30.0	28.9
Trade, transportation, and utilities.....	49.2	43.4	37.9	39.3	39.7
Wholesale trade.....	35.4	29.7	26.0	25.9	27.2
Retail trade.....	58.7	51.6	43.6	46.4	46.1
Transportation, warehousing, and utilities.....	36.3	34.9	34.6	33.2	34.8
Information.....	31.0	25.2	23.8	24.0	26.6
Financial activities.....	36.1	30.7	25.7	26.7	24.2
Finance and insurance.....	31.9	26.7	20.6	23.8	20.5
Real estate and rental and leasing.....	48.1	42.1	40.2	35.5	35.5
Professional and business services.....	63.3	56.2	49.8	55.8	60.0
Education and health services.....	34.4	33.7	31.0	29.5	28.8
Educational services.....	30.2	29.9	27.9	28.1	28.5
Health care and social assistance.....	35.3	34.4	31.6	29.8	28.9
Leisure and hospitality.....	82.5	73.1	59.5	59.9	63.5
Arts, entertainment, and recreation.....	82.5	73.6	62.5	68.8	76.2
Accommodation and food services.....	82.5	73.0	59.0	58.4	61.3
Other services.....	48.0	43.0	43.6	39.4	42.7
Government.....	19.7	15.8	14.8	17.0	14.5
Federal.....	29.8	11.6	16.2	35.2	11.5
State and local.....	18.3	16.4	14.6	14.2	15.0
REGION ²					
Northeast.....	37.8	34.4	33.3	35.1	33.5
South.....	48.9	42.1	36.9	38.7	39.8
Midwest.....	43.6	38.6	33.9	37.8	39.0
West.....	47.7	44.2	36.6	37.2	38.4

¹ The annual hires rate is the number of hires during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 13. Annual total separations levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2007	2008	2009	2010	2011
Total	61,162	58,601	51,527	47,641	48,242
INDUSTRY					
Total private.....	57,090	55,216	48,095	43,518	44,774
Mining and logging.....	301	324	295	219	241
Construction.....	4,939	5,228	4,764	4,195	3,962
Manufacturing.....	4,799	4,452	4,172	3,036	2,831
Durable goods.....	2,841	2,688	2,519	1,679	1,541
Nondurable goods.....	1,958	1,765	1,654	1,356	1,290
Trade, transportation, and utilities.....	12,758	12,499	10,526	9,401	9,531
Wholesale trade.....	2,045	2,000	1,777	1,406	1,416
Retail trade.....	8,916	8,599	6,872	6,475	6,517
Transportation, warehousing, and utilities...	1,797	1,900	1,878	1,521	1,601
Information.....	946	867	840	709	752
Financial activities.....	3,125	2,716	2,325	2,047	1,852
Finance and insurance.....	2,062	1,753	1,397	1,328	1,168
Real estate and rental and leasing.....	1,060	962	925	718	686
Professional and business services.....	11,088	10,787	9,011	8,801	9,807
Education and health services.....	5,781	5,881	5,641	5,459	5,319
Educational services.....	823	814	830	808	828
Health care and social assistance.....	4,958	5,070	4,811	4,647	4,489
Leisure and hospitality.....	10,783	10,038	8,087	7,576	8,204
Arts, entertainment, and recreation.....	1,565	1,477	1,267	1,271	1,491
Accommodation and food services.....	9,217	8,564	6,822	6,304	6,714
Other services.....	2,568	2,418	2,434	2,075	2,271
Government.....	4,071	3,382	3,433	4,124	3,470
Federal.....	795	302	409	995	374
State and local.....	3,278	3,082	3,023	3,129	3,094
REGION ²					
Northeast.....	9,309	9,505	8,922	8,601	8,137
South.....	23,694	22,023	19,055	17,666	18,424
Midwest.....	13,252	12,561	11,161	10,782	11,115
West.....	14,904	14,508	12,390	10,598	10,565

¹ The annual total separations level is the total number of total separations during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 14. Annual total separations rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2007	2008	2009	2010	2011
Total	44.4	42.8	39.4	36.7	36.7
INDUSTRY					
Total private.....	49.5	48.3	44.4	40.5	41.0
Mining and logging.....	41.6	42.3	42.5	31.1	30.7
Construction.....	64.7	73.0	79.2	76.0	72.0
Manufacturing.....	34.6	33.2	35.2	26.3	24.1
Durable goods.....	32.2	31.7	34.6	23.8	21.2
Nondurable goods.....	38.6	35.7	36.2	30.4	28.9
Trade, transportation, and utilities.....	47.9	47.5	42.3	38.2	38.1
Wholesale trade.....	34.0	33.7	31.8	25.8	25.6
Retail trade.....	57.4	56.3	47.3	44.8	44.5
Transportation, warehousing, and utilities.....	35.3	37.5	39.2	32.1	33.0
Information.....	31.2	29.1	30.0	26.2	28.2
Financial activities.....	37.6	33.3	29.9	26.8	24.1
Finance and insurance.....	33.6	29.1	24.2	23.2	20.3
Real estate and rental and leasing.....	48.9	45.2	46.4	37.1	35.6
Professional and business services.....	61.8	60.8	54.4	52.6	56.6
Education and health services.....	31.6	31.2	29.4	28.0	26.8
Educational services.....	28.0	26.8	26.9	25.6	25.5
Health care and social assistance.....	32.2	32.1	29.9	28.4	27.0
Leisure and hospitality.....	80.3	74.7	61.8	58.1	61.6
Arts, entertainment, and recreation.....	79.5	75.0	66.1	66.4	78.1
Accommodation and food services.....	80.4	74.7	61.1	56.6	58.8
Other services.....	46.7	43.8	45.4	38.9	42.5
Government.....	18.3	15.0	15.2	18.3	15.7
Federal.....	29.1	10.9	14.4	33.4	13.1
State and local.....	16.8	15.6	15.3	16.0	16.1
REGION ²					
Northeast.....	36.3	36.9	35.8	34.7	32.5
South.....	47.7	44.5	40.2	37.5	38.6
Midwest.....	42.3	40.4	37.6	36.6	37.2
West.....	48.3	47.7	43.0	37.2	36.7

¹ The annual total separations rate is the number of total separations during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 15. Annual quits levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2007	2008	2009	2010	2011
Total	34,612	30,558	21,021	21,967	23,578
INDUSTRY					
Total private.....	32,686	28,952	19,817	20,652	22,191
Mining and logging.....	177	177	88	94	140
Construction.....	1,874	1,589	889	902	945
Manufacturing.....	2,474	1,873	1,032	1,139	1,254
Durable goods.....	1,399	1,033	501	570	640
Nondurable goods.....	1,072	837	534	569	615
Trade, transportation, and utilities.....	7,612	6,843	4,657	4,866	5,247
Wholesale trade.....	1,162	983	541	541	634
Retail trade.....	5,544	4,935	3,428	3,668	3,880
Transportation, warehousing, and utilities...	909	926	690	655	734
Information.....	552	433	390	353	405
Financial activities.....	1,801	1,423	862	985	995
Finance and insurance.....	1,307	956	559	650	667
Real estate and rental and leasing.....	496	464	300	335	328
Professional and business services.....	5,734	5,185	3,373	3,866	4,485
Education and health services.....	3,639	3,457	2,946	2,942	2,965
Educational services.....	404	384	318	361	384
Health care and social assistance.....	3,235	3,072	2,627	2,580	2,582
Leisure and hospitality.....	7,391	6,610	4,512	4,483	4,729
Arts, entertainment, and recreation.....	643	536	398	448	509
Accommodation and food services.....	6,749	6,073	4,112	4,034	4,220
Other services.....	1,432	1,366	1,071	1,024	1,026
Government.....	1,927	1,606	1,205	1,314	1,389
Federal.....	277	98	81	147	113
State and local.....	1,648	1,506	1,125	1,166	1,276
REGION ²					
Northeast.....	4,543	4,421	3,136	3,466	3,367
South.....	14,431	12,427	8,489	8,889	9,511
Midwest.....	7,280	6,587	4,502	4,893	5,534
West.....	8,355	7,121	4,896	4,719	5,169

¹ The annual quits level is the total number of quits during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 16. Annual quits rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2007	2008	2009	2010	2011
Total	25.2	22.3	16.1	16.9	17.9
INDUSTRY					
Total private.....	28.3	25.3	18.3	19.2	20.3
Mining and logging.....	24.4	23.1	12.7	13.3	17.9
Construction.....	24.6	22.2	14.8	16.3	17.2
Manufacturing.....	17.8	14.0	8.7	9.9	10.7
Durable goods.....	15.9	12.2	6.9	8.1	8.8
Nondurable goods.....	21.1	16.9	11.7	12.7	13.8
Trade, transportation, and utilities.....	28.6	26.0	18.7	19.8	21.0
Wholesale trade.....	19.3	16.5	9.7	9.9	11.5
Retail trade.....	35.7	32.3	23.6	25.4	26.5
Transportation, warehousing, and utilities...	17.8	18.3	14.4	13.8	15.1
Information.....	18.2	14.5	13.9	13.0	15.2
Financial activities.....	21.7	17.5	11.1	12.9	13.0
Finance and insurance.....	21.3	15.9	9.7	11.4	11.6
Real estate and rental and leasing.....	22.9	21.8	15.0	17.3	17.0
Professional and business services.....	32.0	29.2	20.3	23.1	25.9
Education and health services.....	19.9	18.4	15.3	15.1	14.9
Educational services.....	13.7	12.6	10.3	11.4	11.8
Health care and social assistance.....	21.0	19.4	16.3	15.8	15.5
Leisure and hospitality.....	55.0	49.2	34.5	34.4	35.5
Arts, entertainment, and recreation.....	32.7	27.2	20.8	23.4	26.6
Accommodation and food services.....	58.9	53.0	36.8	36.2	37.0
Other services.....	26.1	24.8	20.0	19.2	19.2
Government.....	8.7	7.1	5.3	5.8	6.3
Federal.....	10.1	3.5	2.9	4.9	4.0
State and local.....	8.5	7.6	5.7	6.0	6.6
REGION ²					
Northeast.....	17.7	17.2	12.6	14.0	13.5
South.....	29.0	25.1	17.9	18.9	19.9
Midwest.....	23.2	21.2	15.2	16.6	18.5
West.....	27.0	23.4	17.0	16.6	17.9

¹ The annual quits rate is the number of quits during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 17. Annual layoff and discharges levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2007	2008	2009	2010	2011
Total	22,142	24,166	26,783	21,784	20,718
INDUSTRY					
Total private.....	20,834	23,015	25,172	19,729	19,394
Mining and logging.....	88	120	178	98	84
Construction.....	2,837	3,420	3,743	3,105	2,865
Manufacturing.....	1,952	2,252	2,863	1,655	1,327
Durable goods.....	1,202	1,441	1,836	954	747
Nondurable goods.....	751	809	1,028	701	581
Trade, transportation, and utilities.....	4,187	4,718	5,007	3,720	3,400
Wholesale trade.....	764	898	1,083	741	591
Retail trade.....	2,733	3,027	2,875	2,315	2,154
Transportation, warehousing, and utilities...	691	796	1,047	669	655
Information.....	284	364	379	292	284
Financial activities.....	1,079	1,030	1,264	776	650
Finance and insurance.....	592	616	693	450	344
Real estate and rental and leasing.....	488	415	571	325	307
Professional and business services.....	4,679	5,036	5,010	4,326	4,720
Education and health services.....	1,711	1,980	2,183	2,089	1,814
Educational services.....	369	382	453	399	369
Health care and social assistance.....	1,341	1,598	1,728	1,691	1,445
Leisure and hospitality.....	3,078	3,130	3,316	2,742	3,145
Arts, entertainment, and recreation.....	864	900	833	785	953
Accommodation and food services.....	2,213	2,231	2,483	1,959	2,197
Other services.....	936	961	1,231	924	1,101
Government.....	1,308	1,149	1,610	2,050	1,324
Federal.....	219	102	224	742	133
State and local.....	1,090	1,047	1,387	1,312	1,194
REGION ²					
Northeast.....	3,967	4,309	5,082	4,386	4,028
South.....	7,796	8,265	9,195	7,402	7,504
Midwest.....	4,992	5,115	5,824	5,000	4,638
West.....	5,385	6,481	6,681	4,994	4,550

¹ The annual layoffs and discharges level is the total number of layoffs and discharges during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 18. Annual layoffs and discharges rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2007	2008	2009	2010	2011
Total	16.1	17.7	20.5	16.8	15.8
INDUSTRY					
Total private.....	18.1	20.1	23.3	18.4	17.8
Mining and logging.....	12.2	15.7	25.6	13.9	10.7
Construction.....	37.2	47.8	62.2	56.3	52.1
Manufacturing.....	14.1	16.8	24.2	14.4	11.3
Durable goods.....	13.6	17.0	25.2	13.5	10.3
Nondurable goods.....	14.8	16.4	22.5	15.7	13.0
Trade, transportation, and utilities.....	15.7	17.9	20.1	15.1	13.6
Wholesale trade.....	12.7	15.1	19.4	13.6	10.7
Retail trade.....	17.6	19.8	19.8	16.0	14.7
Transportation, warehousing, and utilities...	13.6	15.7	21.8	14.1	13.5
Information.....	9.4	12.2	13.5	10.8	10.7
Financial activities.....	13.0	12.6	16.3	10.1	8.5
Finance and insurance.....	9.7	10.2	12.0	7.9	6.0
Real estate and rental and leasing.....	22.5	19.5	28.6	16.8	15.9
Professional and business services.....	26.1	28.4	30.2	25.9	27.2
Education and health services.....	9.3	10.5	11.4	10.7	9.1
Educational services.....	12.5	12.6	14.7	12.6	11.4
Health care and social assistance.....	8.7	10.1	10.7	10.3	8.7
Leisure and hospitality.....	22.9	23.3	25.4	21.0	23.6
Arts, entertainment, and recreation.....	43.9	45.7	43.5	41.0	49.9
Accommodation and food services.....	19.3	19.5	22.2	17.6	19.3
Other services.....	17.0	17.4	22.9	17.3	20.6
Government.....	5.9	5.1	7.1	9.1	6.0
Federal.....	8.0	3.7	7.9	24.9	4.7
State and local.....	5.6	5.3	7.0	6.7	6.2
REGION ²					
Northeast.....	15.5	16.7	20.4	17.7	16.1
South.....	15.7	16.7	19.4	15.7	15.7
Midwest.....	15.9	16.4	19.6	17.0	15.5
West.....	17.4	21.3	23.2	17.5	15.8

¹ The annual layoffs and discharges rate is the number of layoffs and discharges during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 19. Annual other separations levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2007	2008	2009	2010	2011
Total	4,407	3,876	3,722	3,892	3,943
INDUSTRY					
Total private.....	3,568	3,251	3,104	3,133	3,188
Mining and logging.....	35	29	29	23	17
Construction.....	228	220	134	190	154
Manufacturing.....	373	330	276	244	250
Durable goods.....	240	208	183	156	157
Nondurable goods.....	134	119	95	87	94
Trade, transportation, and utilities.....	956	936	864	816	883
Wholesale trade.....	123	121	154	125	193
Retail trade.....	636	638	568	492	481
Transportation, warehousing, and utilities...	198	177	140	199	213
Information.....	111	69	73	63	62
Financial activities.....	242	262	197	286	211
Finance and insurance.....	163	180	147	233	156
Real estate and rental and leasing.....	80	82	52	56	55
Professional and business services.....	675	568	630	610	600
Education and health services.....	433	444	511	426	538
Educational services.....	48	45	57	54	75
Health care and social assistance.....	384	400	454	373	466
Leisure and hospitality.....	315	300	262	350	327
Arts, entertainment, and recreation.....	57	42	33	37	29
Accommodation and food services.....	255	258	228	310	299
Other services.....	201	93	134	127	142
Government.....	839	627	618	760	756
Federal.....	299	102	108	108	130
State and local.....	540	525	510	652	627
REGION ²					
Northeast.....	796	771	700	744	740
South.....	1,469	1,335	1,380	1,380	1,415
Midwest.....	984	866	831	886	941
West.....	1,161	904	811	882	846

¹ The annual other separations level is the total number of other separations during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.

Table 20. Annual other separations rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2007	2008	2009	2010	2011
Total	3.2	2.8	2.8	3.0	3.0
INDUSTRY					
Total private.....	3.1	2.8	2.9	2.9	2.9
Mining and logging.....	4.8	3.8	4.2	3.3	2.2
Construction.....	3.0	3.1	2.2	3.4	2.8
Manufacturing.....	2.7	2.5	2.3	2.1	2.1
Durable goods.....	2.7	2.5	2.5	2.2	2.2
Nondurable goods.....	2.6	2.4	2.1	1.9	2.1
Trade, transportation, and utilities.....	3.6	3.6	3.5	3.3	3.5
Wholesale trade.....	2.0	2.0	2.8	2.3	3.5
Retail trade.....	4.1	4.2	3.9	3.4	3.3
Transportation, warehousing, and utilities...	3.9	3.5	2.9	4.2	4.4
Information.....	3.7	2.3	2.6	2.3	2.3
Financial activities.....	2.9	3.2	2.5	3.7	2.7
Finance and insurance.....	2.7	3.0	2.5	4.1	2.7
Real estate and rental and leasing.....	3.7	3.8	2.6	2.9	2.9
Professional and business services.....	3.8	3.2	3.8	3.6	3.5
Education and health services.....	2.4	2.4	2.7	2.2	2.7
Educational services.....	1.6	1.5	1.8	1.7	2.3
Health care and social assistance.....	2.5	2.5	2.8	2.3	2.8
Leisure and hospitality.....	2.3	2.2	2.0	2.7	2.5
Arts, entertainment, and recreation.....	2.9	2.1	1.7	1.9	1.5
Accommodation and food services.....	2.2	2.3	2.0	2.8	2.6
Other services.....	3.7	1.7	2.5	2.4	2.7
Government.....	3.8	2.8	2.7	3.4	3.4
Federal.....	10.9	3.7	3.8	3.6	4.5
State and local.....	2.8	2.7	2.6	3.3	3.3
REGION ²					
Northeast.....	3.1	3.0	2.8	3.0	3.0
South.....	3.0	2.7	2.9	2.9	3.0
Midwest.....	3.1	2.8	2.8	3.0	3.2
West.....	3.8	3.0	2.8	3.1	2.9

¹ The annual other separations rate is the number of other separations during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and a revised birth/death model.