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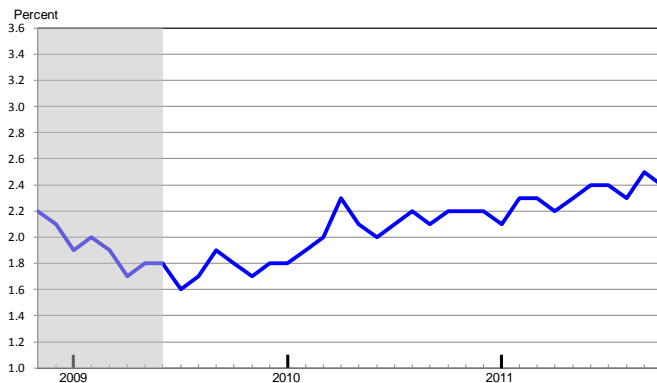
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JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2011

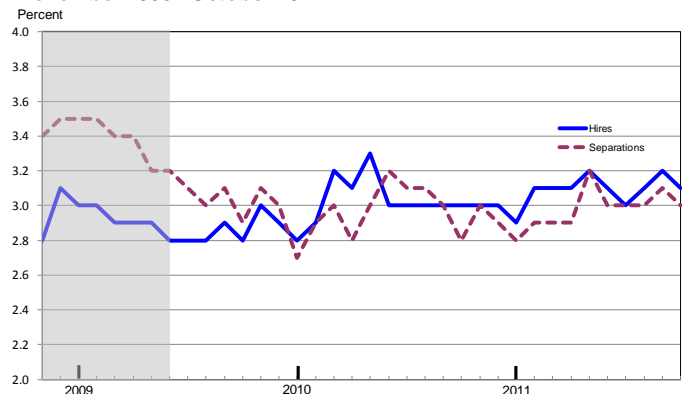
There were 3.3 million job openings on the last business day of October, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.1 percent) and separations rate (3.0 percent) were little changed over the month. The job openings rate has trended upward since the end of the recession in June 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.

Chart 1. Job openings rate, seasonally adjusted, November 2008 - October 2011



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, November 2008 - October 2011



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 October was 3.3 million, essentially unchanged from 3.4 million in September. (See table 1.) Although the number of job openings remained below the 4.4 million openings when the recession began in December 2007, the level in October was 1.2 million higher than in July 2009 (the most recent trough for the series). The number of job openings has increased 35 percent since the end of the recession in June 2009.

The number of job openings in October (not seasonally adjusted) increased over the year for total nonfarm and total private but was little changed for government. A few industries and 3 out of 4 regions experienced an increase over the year in the number of job openings. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
	Levels (in thousands)								
Total	2,905	3,377	3,267	3,865	4,150	4,040	3,702	4,052	3,932
Total private ¹	2,560	3,003	2,907	3,580	3,885	3,782	3,436	3,763	3,646
Construction.....	69	70	93	331	367	320	323	338	309
Manufacturing.....	193	235	231	259	234	226	266	238	209
Trade, transportation, and utilities ²	445	561	564	777	778	823	741	782	782
Retail trade.....	272	328	321	545	547	549	527	546	523
Professional and business services.....	575	675	618	730	895	833	709	850	809
Education and health services.....	569	616	602	465	482	464	408	414	436
Leisure and hospitality	274	383	366	596	698	670	613	693	639
Arts, entertainment, and recreation.....	27	62	50	87	126	117	106	137	98
Accommodation and food services.....	247	321	316	508	572	553	507	557	541
Government ³	345	374	360	285	264	258	265	289	287
State and local government.....	272	312	293	250	237	232	220	255	255
	Rates (percent)								
Total	2.2	2.5	2.4	3.0	3.2	3.1	2.8	3.1	3.0
Total private ¹	2.3	2.7	2.6	3.3	3.6	3.5	3.2	3.4	3.3
Construction.....	1.2	1.3	1.7	6.0	6.6	5.8	5.9	6.1	5.6
Manufacturing.....	1.6	2.0	1.9	2.2	2.0	1.9	2.3	2.0	1.8
Trade, transportation, and utilities ²	1.8	2.2	2.2	3.1	3.1	3.3	3.0	3.1	3.1
Retail trade.....	1.8	2.2	2.1	3.8	3.8	3.8	3.6	3.7	3.6
Professional and business services.....	3.3	3.8	3.4	4.4	5.2	4.8	4.2	4.9	4.7
Education and health services.....	2.8	3.0	2.9	2.4	2.4	2.3	2.1	2.1	2.2
Leisure and hospitality	2.1	2.8	2.7	4.6	5.3	5.0	4.7	5.2	4.8
Arts, entertainment, and recreation.....	1.4	3.1	2.6	4.6	6.6	6.2	5.6	7.2	5.1
Accommodation and food services.....	2.2	2.8	2.7	4.5	5.0	4.9	4.5	4.9	4.8
Government ³	1.5	1.7	1.6	1.3	1.2	1.2	1.2	1.3	1.3
State and local government.....	1.4	1.6	1.5	1.3	1.2	1.2	1.1	1.3	1.3

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

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

³ Includes federal government, not shown separately.

^P = Preliminary

Hires

In October, the hires rate was little changed at 3.1 percent for total nonfarm. The hires rate was essentially unchanged over the month in all industries and regions. (See table 2.) The number of hires in October was 4.0 million, up from 3.6 million in October 2009 (the most recent trough) but below the 5.0 million hires recorded when the recession began in December 2007. The number of hires has edged up by 12 percent since the end of the recession in June 2009.

Over the past 12 months, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate was essentially unchanged over the year in every industry except finance and insurance where the rate decreased, and real estate and rental and leasing where the rate increased. The hires rate was essentially unchanged in all four regions. (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 October 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, total private, and government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In October, the quits rate was unchanged for total nonfarm, total private, and government. (See table 4.) The number of quits rose from 1.5 million in January 2010 (the most recent trough) to 1.9 million in October, although it remained below the 2.8 million recorded when the recession began in December 2007.

The number of quits (not seasonally adjusted) in October 2011 was little changed from 12 months earlier for total nonfarm, total private, and government. Two industries experienced an over-the-year change—mining and logging, and wholesale trade—where the number of quits increased from October 2010. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted only at the total nonfarm, total private, and government levels. The layoffs and discharges rate was essentially unchanged in October 2011 for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm was 1.6 million in October, down from a peak of 2.5 million in February 2009, and below the 1.8 million layoffs and discharges at the start of the recession in December 2007. (See table B.)

The layoffs and discharges level (not seasonally adjusted) for total nonfarm, total private, and government was little changed over the 12 months ending in October 2011. Over the year, the number of layoffs and discharges declined for durable goods manufacturing, nondurable goods manufacturing, and finance and insurance. The number of layoffs and discharges was little changed over the year in all four regions. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total.....	1,635	1,723	1,601	1.3	1.3	1.2
Total private.....	1,534	1,605	1,494	1.4	1.5	1.4
Government.....	102	117	106	0.5	0.5	0.5

^P = Preliminary

The other separations series is not seasonally adjusted. In October 2011, there were 356,000 other separations for total nonfarm, 315,000 for total private, and 41,000 for government. Compared to October 2010, the number of other separations was up for total nonfarm and total private, but the same for 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. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of total separations. The percentage of total separations attributable to the individual components has varied over time at the total nonfarm level, 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. For most of the months between November 2008 and November 2010, however, the proportion of layoffs and discharges was equal to or greater than the proportion of quits. Since November 2010, the series have returned to their historical pattern. In October 2011, the proportion of quits for total nonfarm was 49 percent, and the proportion of layoffs and discharges was 41 percent. (See table C.)

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

Industry	Quits						Layoffs and discharges					
	Oct. 2010		Sept. 2011		Oct. 2011 ^P		Oct. 2010		Sept. 2011		Oct. 2011 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,755	47%	2,000	49%	1,934	49%	1,635	44%	1,723	43%	1,601	41%
Total private.....	1,654	48%	1,884	50%	1,817	50%	1,534	45%	1,605	43%	1,494	41%
Government	101	38%	116	40%	117	41%	102	38%	117	40%	106	37%

^P = Preliminary

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Over the 12 months ending in October 2011, hires totaled 48.1 million and separations totaled 46.8 million, yielding a net employment gain of 1.3 million. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for November 2011 are scheduled to be released on Tuesday, January 10, 2012 at 10:00 a.m. (EST). Scheduled release dates for 2012 are as follows:

Dec. — Feb. 7	June — Aug. 7
Jan. — March 13	July — Sept. 11
Feb. — April 10	Aug. — Oct. 10
March — May 8	Sept. — Nov. 6
April — June 19	Oct. — Dec. 11
May — July 10	

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						
	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P
Total	2,905	3,034	3,169	3,213	3,129	3,377	3,267	2.2	2.3	2.4	2.4	2.3	2.5	2.4
INDUSTRY														
Total private ⁴	2,560	2,725	2,835	2,905	2,799	3,003	2,907	2.3	2.4	2.5	2.6	2.5	2.7	2.6
Construction.....	69	100	68	75	102	70	93	1.2	1.8	1.2	1.3	1.8	1.3	1.7
Manufacturing.....	193	211	217	252	232	235	231	1.6	1.8	1.8	2.1	1.9	2.0	1.9
Trade, transportation, and utilities ⁵	445	484	515	540	490	561	564	1.8	1.9	2.0	2.1	1.9	2.2	2.2
Retail trade.....	272	276	332	312	324	328	321	1.8	1.9	2.2	2.1	2.2	2.2	2.1
Professional and business services.....	575	615	616	640	621	675	618	3.3	3.5	3.5	3.6	3.5	3.8	3.4
Education and health services.....	569	594	596	604	609	616	602	2.8	2.9	2.9	2.9	2.9	3.0	2.9
Leisure and hospitality	274	298	360	338	351	383	366	2.1	2.2	2.6	2.5	2.6	2.8	2.7
Arts, entertainment, and recreation.....	27	34	55	62	44	62	50	1.4	1.8	2.8	3.2	2.3	3.1	2.6
Accommodation and food services.....	247	264	305	276	307	321	316	2.2	2.3	2.6	2.4	2.6	2.8	2.7
Government ⁶	345	309	334	309	329	374	360	1.5	1.4	1.5	1.4	1.5	1.7	1.6
State and local government.....	272	261	279	253	287	312	293	1.4	1.3	1.4	1.3	1.5	1.6	1.5
REGION ⁷														
Northeast	605	586	522	570	589	586	535	2.4	2.3	2.0	2.2	2.3	2.3	2.1
South	1,084	1,087	1,109	1,192	1,108	1,273	1,233	2.2	2.2	2.3	2.4	2.3	2.6	2.5
Midwest	584	730	686	714	732	704	694	1.9	2.4	2.3	2.3	2.4	2.3	2.3
West	740	719	753	753	775	818	827	2.5	2.4	2.5	2.5	2.6	2.8	2.8

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						
	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P
Total	3,865	4,129	4,058	3,976	4,060	4,150	4,040	3.0	3.2	3.1	3.0	3.1	3.2	3.1
INDUSTRY														
Total private ⁴	3,580	3,870	3,797	3,733	3,785	3,885	3,782	3.3	3.6	3.5	3.4	3.5	3.6	3.5
Construction.....	331	371	360	334	309	367	320	6.0	6.7	6.5	6.0	5.6	6.6	5.8
Manufacturing.....	259	263	260	259	249	234	226	2.2	2.2	2.2	2.2	2.1	2.0	1.9
Trade, transportation, and utilities ⁵	777	804	802	767	779	778	823	3.1	3.2	3.2	3.1	3.1	3.1	3.3
Retail trade.....	545	557	553	552	526	547	549	3.8	3.8	3.8	3.8	3.6	3.8	3.8
Professional and business services.....	730	902	806	819	863	895	833	4.4	5.3	4.7	4.8	5.0	5.2	4.8
Education and health services.....	465	480	485	472	481	482	464	2.4	2.4	2.4	2.4	2.4	2.4	2.3
Leisure and hospitality	596	629	689	682	679	698	670	4.6	4.8	5.2	5.2	5.1	5.3	5.0
Arts, entertainment, and recreation.....	87	111	104	96	110	126	117	4.6	5.9	5.5	5.1	5.8	6.6	6.2
Accommodation and food services.....	508	517	585	586	569	572	553	4.5	4.6	5.2	5.2	5.0	5.0	4.9
Government ⁶	285	259	261	243	275	264	258	1.3	1.2	1.2	1.1	1.2	1.2	1.2
State and local government.....	250	232	238	219	247	237	232	1.3	1.2	1.2	1.1	1.3	1.2	1.2
REGION ⁷														
Northeast	690	675	681	675	604	662	663	2.8	2.7	2.7	2.7	2.4	2.6	2.6
South	1,449	1,643	1,503	1,488	1,526	1,592	1,578	3.1	3.5	3.2	3.1	3.2	3.3	3.3
Midwest	880	890	908	910	919	987	915	3.0	3.0	3.1	3.1	3.1	3.3	3.1
West	839	826	910	893	868	969	901	2.9	2.9	3.2	3.1	3.0	3.4	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, 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						
	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P
Total	3,702	4,145	3,993	3,962	3,960	4,052	3,932	2.8	3.2	3.0	3.0	3.0	3.1	3.0
INDUSTRY														
Total private ⁴	3,436	3,844	3,687	3,659	3,688	3,763	3,646	3.2	3.5	3.4	3.4	3.4	3.4	3.3
Construction.....	323	376	371	327	320	338	309	5.9	6.8	6.7	5.9	5.8	6.1	5.6
Manufacturing.....	266	272	252	239	250	238	209	2.3	2.3	2.2	2.0	2.1	2.0	1.8
Trade, transportation, and utilities ⁵	741	799	785	770	762	782	782	3.0	3.2	3.1	3.1	3.1	3.1	3.1
Retail trade.....	527	562	538	547	521	546	523	3.6	3.9	3.7	3.8	3.6	3.7	3.6
Professional and business services.....	709	892	766	806	824	850	809	4.2	5.2	4.5	4.7	4.8	4.9	4.7
Education and health services.....	408	450	459	431	444	414	436	2.1	2.3	2.3	2.2	2.2	2.1	2.2
Leisure and hospitality	613	652	653	670	689	693	639	4.7	4.9	4.9	5.1	5.2	5.2	4.8
Arts, entertainment, and recreation.....	106	123	101	97	113	137	98	5.6	6.6	5.3	5.1	6.0	7.2	5.1
Accommodation and food services.....	507	528	552	573	576	557	541	4.5	4.7	4.9	5.1	5.1	4.9	4.8
Government ⁶	265	301	306	302	272	289	287	1.2	1.4	1.4	1.4	1.2	1.3	1.3
State and local government.....	220	271	273	271	240	255	255	1.1	1.4	1.4	1.4	1.2	1.3	1.3
REGION ⁷														
Northeast.....	678	757	634	665	627	687	664	2.7	3.0	2.5	2.7	2.5	2.7	2.6
South.....	1,290	1,528	1,421	1,482	1,463	1,519	1,482	2.7	3.2	3.0	3.1	3.1	3.2	3.1
Midwest.....	822	942	934	905	903	877	879	2.8	3.2	3.1	3.0	3.0	2.9	2.9
West.....	782	974	863	853	812	901	840	2.7	3.4	3.0	3.0	2.8	3.1	2.9

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						
	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P	Oct. 2010	May 2011	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011 ^P
Total	1,755	2,000	1,904	1,969	2,006	2,000	1,934	1.4	1.5	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,654	1,877	1,786	1,839	1,889	1,884	1,817	1.5	1.7	1.6	1.7	1.7	1.7	1.7
Construction.....	77	92	75	71	66	84	78	1.4	1.7	1.3	1.3	1.2	1.5	1.4
Manufacturing.....	95	109	109	101	98	97	100	.8	.9	.9	.9	.8	.8	.9
Trade, transportation, and utilities ⁵	376	463	432	412	422	437	440	1.5	1.9	1.7	1.7	1.7	1.8	1.8
Retail trade.....	291	351	333	316	319	327	309	2.0	2.4	2.3	2.2	2.2	2.2	2.1
Professional and business services.....	342	372	330	391	383	391	343	2.0	2.2	1.9	2.3	2.2	2.3	2.0
Education and health services.....	228	253	264	238	268	246	236	1.2	1.3	1.3	1.2	1.3	1.2	1.2
Leisure and hospitality	357	388	395	401	432	406	390	2.7	2.9	3.0	3.0	3.3	3.1	2.9
Arts, entertainment, and recreation.....	43	45	42	44	48	45	43	2.2	2.4	2.2	2.3	2.6	2.4	2.3
Accommodation and food services.....	314	343	353	357	384	361	347	2.8	3.0	3.1	3.2	3.4	3.2	3.0
Government ⁶	101	123	117	130	117	116	117	.5	.6	.5	.6	.5	.5	.5
State and local government.....	89	114	108	121	108	105	105	.5	.6	.6	.6	.6	.5	.5
REGION ⁷														
Northeast.....	266	330	264	264	285	275	266	1.1	1.3	1.1	1.1	1.1	1.1	1.1
South.....	679	816	744	782	821	836	766	1.4	1.7	1.6	1.6	1.7	1.8	1.6
Midwest.....	415	484	465	476	495	440	429	1.4	1.6	1.6	1.6	1.7	1.5	1.4
West.....	377	460	406	460	447	433	437	1.3	1.6	1.4	1.6	1.5	1.5	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		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total	2,979	3,454	3,370	2.2	2.6	2.5
INDUSTRY						
Total private.....	2,636	3,083	3,004	2.4	2.7	2.7
Mining and logging.....	18	32	15	2.3	3.8	1.8
Construction.....	61	74	87	1.1	1.3	1.5
Manufacturing.....	191	246	229	1.6	2.0	1.9
Durable goods.....	134	170	154	1.8	2.3	2.1
Nondurable goods.....	57	76	75	1.3	1.7	1.7
Trade, transportation, and utilities.....	479	625	614	1.9	2.4	2.4
Wholesale trade.....	77	126	131	1.4	2.2	2.3
Retail trade.....	315	373	379	2.1	2.5	2.5
Transportation, warehousing, and utilities.....	87	125	105	1.8	2.5	2.1
Information.....	68	114	103	2.4	4.1	3.7
Financial activities.....	234	180	207	3.0	2.3	2.7
Finance and insurance.....	199	144	154	3.4	2.5	2.6
Real estate and rental and leasing.....	35	37	54	1.8	1.8	2.7
Professional and business services.....	614	678	654	3.5	3.8	3.6
Education and health services.....	581	604	615	2.8	2.9	2.9
Educational services.....	60	62	62	1.8	1.9	1.8
Health care and social assistance.....	521	542	552	3.1	3.1	3.2
Leisure and hospitality.....	273	405	364	2.1	2.9	2.7
Arts, entertainment, and recreation.....	30	60	55	1.6	3.0	2.8
Accommodation and food services.....	243	344	309	2.1	2.9	2.6
Other services.....	118	125	116	2.1	2.2	2.1
Government.....	343	371	366	1.5	1.7	1.6
Federal.....	71	54	72	2.4	1.9	2.5
State and local.....	272	318	294	1.4	1.6	1.5
REGION ³						
Northeast.....	623	603	562	2.4	2.3	2.2
South.....	1,085	1,323	1,290	2.2	2.7	2.6
Midwest.....	555	738	673	1.8	2.4	2.2
West.....	716	790	845	2.4	2.7	2.8

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		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total	3,984	4,396	4,091	3.0	3.3	3.1
INDUSTRY						
Total private.....	3,705	4,027	3,847	3.4	3.7	3.5
Mining and logging.....	24	27	29	3.2	3.3	3.5
Construction.....	322	339	301	5.6	5.9	5.2
Manufacturing.....	266	244	224	2.3	2.1	1.9
Durable goods.....	143	131	123	2.0	1.8	1.7
Nondurable goods.....	123	112	100	2.7	2.5	2.2
Trade, transportation, and utilities.....	865	838	918	3.5	3.4	3.7
Wholesale trade.....	101	123	132	1.8	2.2	2.4
Retail trade.....	634	587	635	4.4	4.1	4.3
Transportation, warehousing, and utilities.....	130	129	151	2.7	2.7	3.1
Information.....	55	58	56	2.0	2.2	2.1
Financial activities.....	167	136	156	2.2	1.8	2.1
Finance and insurance.....	124	86	85	2.2	1.5	1.5
Real estate and rental and leasing.....	43	51	71	2.2	2.6	3.6
Professional and business services.....	762	852	849	4.5	4.9	4.9
Education and health services.....	490	595	479	2.5	3.0	2.4
Educational services.....	85	161	72	2.6	5.1	2.1
Health care and social assistance.....	405	434	407	2.4	2.6	2.4
Leisure and hospitality.....	559	717	601	4.3	5.3	4.5
Arts, entertainment, and recreation.....	67	125	90	3.6	6.3	4.8
Accommodation and food services.....	492	592	511	4.4	5.2	4.5
Other services.....	196	221	233	3.6	4.1	4.3
Government.....	279	369	244	1.2	1.7	1.1
Federal.....	35	28	26	1.2	1.0	.9
State and local.....	243	342	218	1.2	1.8	1.1
REGION ³						
Northeast.....	701	723	659	2.8	2.9	2.6
South.....	1,502	1,614	1,611	3.2	3.4	3.4
Midwest.....	932	1,024	934	3.1	3.4	3.1
West.....	850	1,036	888	2.9	3.6	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 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		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total	3,832	4,327	4,005	2.9	3.3	3.0
INDUSTRY						
Total private.....	3,609	3,971	3,771	3.3	3.6	3.4
Mining and logging.....	16	25	26	2.1	3.1	3.1
Construction.....	348	337	325	6.1	5.8	5.6
Manufacturing.....	304	237	230	2.6	2.0	1.9
Durable goods.....	158	131	122	2.2	1.8	1.7
Nondurable goods.....	146	106	108	3.3	2.4	2.4
Trade, transportation, and utilities.....	735	803	777	3.0	3.2	3.1
Wholesale trade.....	91	123	129	1.7	2.2	2.3
Retail trade.....	520	558	508	3.6	3.9	3.5
Transportation, warehousing, and utilities.....	124	122	140	2.6	2.5	2.9
Information.....	56	61	57	2.1	2.3	2.2
Financial activities.....	158	138	164	2.1	1.8	2.2
Finance and insurance.....	109	83	80	1.9	1.5	1.4
Real estate and rental and leasing.....	48	55	84	2.5	2.8	4.3
Professional and business services.....	723	820	812	4.3	4.7	4.6
Education and health services.....	366	427	400	1.8	2.1	2.0
Educational services.....	40	70	40	1.2	2.2	1.2
Health care and social assistance.....	326	357	360	2.0	2.1	2.1
Leisure and hospitality.....	736	901	742	5.6	6.7	5.6
Arts, entertainment, and recreation.....	151	253	132	8.1	12.8	7.1
Accommodation and food services.....	585	648	610	5.2	5.6	5.4
Other services.....	166	223	238	3.1	4.1	4.4
Government.....	223	356	234	1.0	1.6	1.0
Federal.....	47	41	35	1.6	1.5	1.2
State and local.....	177	315	199	.9	1.7	1.0
REGION ³						
Northeast.....	710	785	681	2.8	3.1	2.7
South.....	1,351	1,552	1,508	2.8	3.3	3.1
Midwest.....	887	974	911	3.0	3.3	3.0
West.....	885	1,016	905	3.1	3.5	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 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		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total	1,821	2,185	1,964	1.4	1.7	1.5
INDUSTRY						
Total private.....	1,738	2,056	1,868	1.6	1.9	1.7
Mining and logging.....	8	17	16	1.1	2.0	2.0
Construction.....	86	96	86	1.5	1.7	1.5
Manufacturing.....	107	104	110	.9	.9	.9
Durable goods.....	46	51	54	.6	.7	.7
Nondurable goods.....	61	53	56	1.4	1.2	1.3
Trade, transportation, and utilities.....	384	479	440	1.6	1.9	1.8
Wholesale trade.....	35	64	74	.6	1.2	1.3
Retail trade.....	299	357	307	2.1	2.5	2.1
Transportation, warehousing, and utilities.....	51	58	59	1.1	1.2	1.2
Information.....	33	38	32	1.2	1.4	1.2
Financial activities.....	62	72	84	.8	1.0	1.1
Finance and insurance.....	44	47	53	.8	.8	.9
Real estate and rental and leasing.....	17	25	31	.9	1.3	1.6
Professional and business services.....	374	391	363	2.2	2.3	2.1
Education and health services.....	229	273	231	1.2	1.4	1.1
Educational services.....	24	38	22	.7	1.2	.6
Health care and social assistance.....	205	235	209	1.2	1.4	1.2
Leisure and hospitality.....	380	489	407	2.9	3.6	3.1
Arts, entertainment, and recreation.....	45	70	45	2.4	3.5	2.4
Accommodation and food services.....	335	419	362	3.0	3.6	3.2
Other services.....	75	97	100	1.4	1.8	1.8
Government.....	83	129	95	.4	.6	.4
Federal.....	8	11	10	.3	.4	.4
State and local.....	75	118	85	.4	.6	.4
REGION ³						
Northeast.....	276	332	279	1.1	1.3	1.1
South.....	705	898	768	1.5	1.9	1.6
Midwest.....	453	476	464	1.5	1.6	1.5
West.....	387	479	452	1.3	1.7	1.6

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		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total	1,762	1,837	1,686	1.3	1.4	1.3
INDUSTRY						
Total private.....	1,663	1,663	1,588	1.5	1.5	1.4
Mining and logging.....	6	7	6	.8	.9	.7
Construction.....	256	224	213	4.4	3.9	3.7
Manufacturing.....	174	113	91	1.5	1.0	.8
Durable goods.....	95	65	54	1.3	.9	.7
Nondurable goods.....	79	48	36	1.8	1.1	.8
Trade, transportation, and utilities.....	298	257	248	1.2	1.0	1.0
Wholesale trade.....	48	50	40	.9	.9	.7
Retail trade.....	186	164	146	1.3	1.1	1.0
Transportation, warehousing, and utilities.....	63	44	62	1.3	.9	1.3
Information.....	19	19	22	.7	.7	.8
Financial activities.....	84	45	57	1.1	.6	.7
Finance and insurance.....	54	25	17	1.0	.4	.3
Real estate and rental and leasing.....	30	20	40	1.5	1.0	2.0
Professional and business services.....	312	371	383	1.8	2.1	2.2
Education and health services.....	108	127	130	.5	.6	.6
Educational services.....	13	28	15	.4	.9	.4
Health care and social assistance.....	95	99	115	.6	.6	.7
Leisure and hospitality.....	326	384	315	2.5	2.9	2.4
Arts, entertainment, and recreation.....	103	180	86	5.5	9.1	4.6
Accommodation and food services.....	223	204	228	2.0	1.8	2.0
Other services.....	80	115	124	1.5	2.1	2.3
Government.....	99	173	98	.4	.8	.4
Federal.....	31	21	16	1.1	.7	.6
State and local.....	68	152	82	.3	.8	.4
REGION ³						
Northeast.....	395	397	309	1.6	1.6	1.2
South.....	545	563	627	1.1	1.2	1.3
Midwest.....	370	414	369	1.2	1.4	1.2
West.....	451	463	382	1.6	1.6	1.3

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		
	Oct. 2010	Sept. 2011	Oct. 2011 ^P	Oct. 2010	Sept. 2011	Oct. 2011 ^P
Total	249	305	356	0.2	0.2	0.3
INDUSTRY						
Total private.....	208	251	315	.2	.2	.3
Mining and logging.....	2	1	3	.2	.2	.4
Construction.....	7	17	25	.1	.3	.4
Manufacturing.....	24	20	30	.2	.2	.3
Durable goods.....	17	15	14	.2	.2	.2
Nondurable goods.....	7	5	16	.1	.1	.3
Trade, transportation, and utilities.....	54	66	90	.2	.3	.4
Wholesale trade.....	8	9	15	.1	.2	.3
Retail trade.....	36	37	55	.2	.3	.4
Transportation, warehousing, and utilities.....	10	20	19	.2	.4	.4
Information.....	4	4	3	.1	.1	.1
Financial activities.....	12	21	24	.2	.3	.3
Finance and insurance.....	11	11	11	.2	.2	.2
Real estate and rental and leasing.....	2	9	13	.1	.5	.7
Professional and business services.....	37	58	66	.2	.3	.4
Education and health services.....	29	27	40	.1	.1	.2
Educational services.....	3	4	3	.1	.1	.1
Health care and social assistance.....	26	23	37	.2	.1	.2
Leisure and hospitality.....	29	28	21	.2	.2	.2
Arts, entertainment, and recreation.....	3	2	2	.2	.1	.1
Accommodation and food services.....	27	25	19	.2	.2	.2
Other services.....	11	10	13	.2	.2	.2
Government.....	41	54	41	.2	.2	.2
Federal.....	8	9	9	.3	.3	.3
State and local.....	33	45	32	.2	.2	.2
REGION ³						
Northeast.....	39	56	93	.2	.2	.4
South.....	100	92	113	.2	.2	.2
Midwest.....	63	84	78	.2	.3	.3
West.....	48	73	71	.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