



Technical information: (202) 691-5870  
<http://www.bls.gov/jlt/>

USDL 07-1881

Media contact: 691-5902

For release: 10:00 A.M. EST  
Tuesday, December 11, 2007

## JOB OPENINGS AND LABOR TURNOVER: OCTOBER 2007

On the last business day of October, there were 4.1 million job openings in the United States, and the job openings rate was 2.9 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings, hires, and total separations rates were all essentially unchanged in October. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,  
Percent November 2004 - October 2007

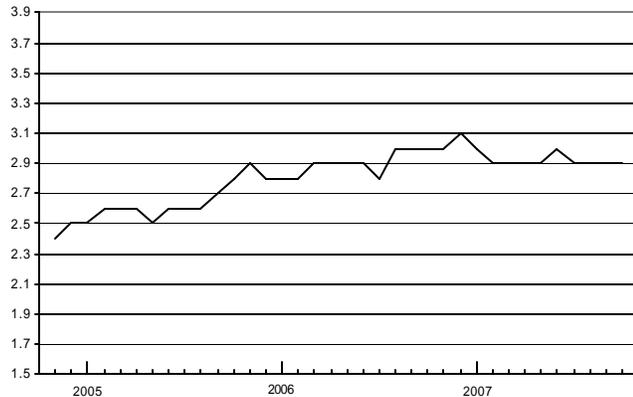
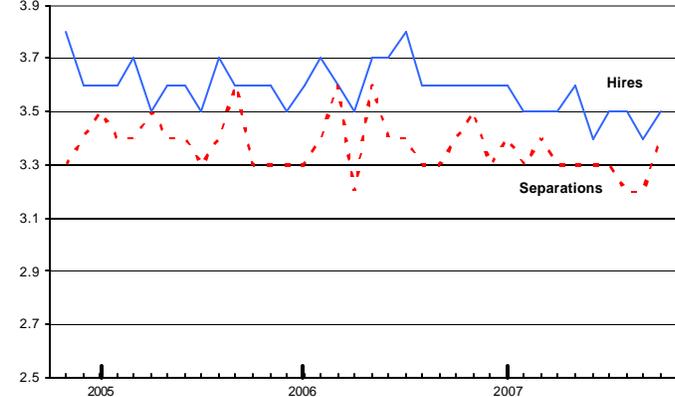


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent November 2004 - October 2007



### Job Openings

In October, the job openings rate remained at 2.9 percent. The rate has been 2.9 percent for 8 of the past 9 months. Job openings include only those jobs open on the last business day of the month. The job openings rate changed significantly in October only in retail trade, falling from 2.3 percent in September to 1.9 percent in October. Over the month, the job openings rate rose in the Northeast region (2.6 percent) and fell in the Midwest region (2.3 percent). The seasonally adjusted job openings rate was highest in October in accommodations and food services (4.9 percent). (See table 1.)

Over the year, the job openings rate rose in wholesale trade (2.9 percent); accommodations and food services (4.6 percent); and federal government (1.7 percent). The rate fell over the year in natural resources and mining (1.4 percent); durable goods manufacturing (1.9 percent); retail trade (2.5 percent); information (2.7 percent); health care and social assistance (3.9 percent); and arts, entertainment, and recreation (2.8 percent). Regionally, the job openings rate fell over the year in the Northeast (2.8 percent). (See table 5.)

### Hires

The hires rate was little changed at 3.5 percent in October. Hires are any additions to the payroll during the month. In October, the hires rate increased in education and health services (2.8 percent), in accommo-

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

Industry	Job openings			Hires			Total separations		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>P</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	4,157	4,119	4,122	4,983	4,714	4,903	4,613	4,430	4,665
Total private <sup>1</sup> .....	3,702	3,664	3,652	4,616	4,355	4,502	4,323	4,146	4,394
Construction .....	137	138	163	345	336	336	373	364	384
Manufacturing .....	364	319	309	366	365	389	359	379	397
Trade, transportation, and utilities <sup>2</sup> .....	658	691	638	1,008	994	1,019	987	954	994
Retail trade .....	370	367	303	713	709	708	688	676	682
Professional and business services .....	709	661	712	994	800	828	921	832	882
Education and health services .....	749	720	704	529	448	523	424	411	431
Leisure and hospitality <sup>3</sup> .....	579	653	664	893	906	960	791	723	811
Accommodations and food services...	487	587	598	758	749	835	673	627	692
Government <sup>4</sup> .....	460	455	470	363	370	378	298	289	292
State and local government .....	423	408	420	320	296	314	248	213	240
	Rates (percent)								
Total <sup>1</sup> .....	3.0	2.9	2.9	3.6	3.4	3.5	3.4	3.2	3.4
Total private <sup>1</sup> .....	3.1	3.1	3.0	4.0	3.8	3.9	3.8	3.6	3.8
Construction .....	1.7	1.8	2.1	4.5	4.4	4.4	4.8	4.8	5.1
Manufacturing .....	2.5	2.2	2.2	2.6	2.6	2.8	2.5	2.7	2.8
Trade, transportation, and utilities <sup>2</sup> .....	2.4	2.5	2.4	3.8	3.7	3.8	3.8	3.6	3.8
Retail trade .....	2.4	2.3	1.9	4.7	4.6	4.6	4.5	4.4	4.4
Professional and business services .....	3.9	3.5	3.8	5.6	4.5	4.6	5.2	4.6	4.9
Education and health services .....	4.0	3.7	3.7	2.9	2.4	2.8	2.4	2.2	2.3
Leisure and hospitality <sup>3</sup> .....	4.2	4.6	4.6	6.7	6.6	7.0	6.0	5.3	5.9
Accommodations and food services	4.1	4.8	4.9	6.7	6.4	7.1	5.9	5.4	5.9
Government <sup>4</sup> .....	2.0	2.0	2.1	1.6	1.7	1.7	1.3	1.3	1.3
State and local government .....	2.1	2.0	2.1	1.7	1.5	1.6	1.3	1.1	1.2

<sup>1</sup> Includes natural resources and mining, information, financial activities, and other services, not shown separately.

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>4</sup> Includes federal government, not shown separately.

p = preliminary.

dations and food services (7.1 percent), and in the West region (3.9 percent). The hires rate did not fall significantly in October in any industry or region. As occurs nearly every month, the seasonally adjusted hires rate in October was highest in accommodations and food services (7.1 percent). (See table 2.)

From October 2006 to October 2007, the hires rate decreased over the year in professional and business services (4.7 percent), in other services (3.0 percent), and in the Northeast region (2.5 percent). The hires rate did not increase significantly in any industry or region over the year. (See table 6.)

### Separations

The total separations, or turnover, rate was essentially unchanged at 3.4 percent in October. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate changed significantly in state and local government (1.2 percent) and in the West region (3.8 percent); both rates rose. From October 2006 to October 2007, the total separations rate increased in durable goods manufacturing (2.7 percent) and wholesale trade (2.8 percent). Over the year, the total separations rate decreased in information (1.7 percent) and federal government (0.9 percent). The total separations rate did not change significantly in any region over the year. (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged in October. The quits rate increased over the month in professional and business services (2.8 percent) and accommodations and food services (4.4 percent). Geographically, the quits rate rose over the month in the West (2.3 percent). As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate in October was highest in accommodations and food services (4.4 percent). (See table 4.)

Over the year, the quits rate did not rise significantly in any industry but did fall in several industries, including information (1.1 percent); real estate and rental and leasing (1.4 percent); health care and social assistance (1.4 percent); and federal government (0.3 percent). Geographically, the quits rate rose over the year in the West (2.1 percent) and fell over the year in the Midwest (1.6 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For October, the layoffs and discharges rate (1.3 percent) and level (1.8 million) were little changed from a year earlier. The layoffs and discharges rate in October 2007 was highest in arts, entertainment, and recreation (5.4 percent). The other separations level decreased over the year to 247,000. (See tables 9 and 10.)

### Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodations and food services. In the 12 months ending in October 2007, these 5 industries produced 33.9 million hires and 32.3 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 percent of total nonfarm employment.

Although the month-to-month changes in job openings and turnover data are often small, some industries are experiencing significant over-the-year change. From October 2006 to October 2007, the information industry had decreases in its job openings, hires, and total separations rates.

For More Information

For additional information, please read the Technical Note or visit the JOLTS Web site at <http://www.bls.gov/jlt/>. Additional information about JOLTS also may be obtained by e-mailing [Joltsinfo@bls.gov](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

---

The Job Openings and Labor Turnover release for November 2007 is scheduled to be issued on Thursday, January 10, 2008. Release dates for the balance of 2008 are as follows:

Dec. — Feb. 12	March — May 15	June — Aug. 12	Sept. — Nov. 13
Jan. — March 12	April — June 10	July — Sept. 9	Oct. — Dec. 9
Feb. — April 8	May — July 9	Aug. — Oct. 7	

# 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

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, fax, 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 2002 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 will be 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.

### **Sample methodology**

The JOLTS sample 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 eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or 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. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled 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. Rates are then computed from the adjusted levels.

### **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 with 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.

### **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.

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12-ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now 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. Due to the improved diagnostics, three additional industries are now seasonally adjusted: retail trade, accommodations and food services, and state and local government. It is expected that more series may be seasonally adjusted when more data are available.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true"

population value because of sampling error. Estimates of sampling errors are available upon request.

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

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for

payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

#### **Other information**

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

**Table 1. Job openings levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,157	4,095	4,280	4,186	4,168	4,119	4,122	3.0	2.9	3.0	2.9	2.9	2.9	2.9
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,702	3,627	3,810	3,711	3,709	3,664	3,652	3.1	3.0	3.2	3.1	3.1	3.1	3.0
Construction.....	137	157	139	167	149	138	163	1.7	2.0	1.8	2.1	1.9	1.8	2.1
Manufacturing.....	364	345	344	340	328	319	309	2.5	2.4	2.4	2.4	2.3	2.2	2.2
Trade, transportation, and utilities <sup>5</sup> .....	658	609	676	684	703	691	638	2.4	2.3	2.5	2.5	2.6	2.5	2.4
Retail trade.....	370	337	409	399	380	367	303	2.4	2.1	2.6	2.5	2.4	2.3	1.9
Professional and business services.....	709	654	763	693	676	661	712	3.9	3.5	4.1	3.7	3.6	3.5	3.8
Education and health services.....	749	703	711	717	700	720	704	4.0	3.7	3.7	3.7	3.6	3.7	3.7
Leisure and hospitality <sup>6</sup> .....	579	571	568	547	585	653	664	4.2	4.0	4.0	3.9	4.1	4.6	4.6
Accommodations and food services.....	487	500	497	497	518	587	598	4.1	4.1	4.1	4.1	4.3	4.8	4.9
Government <sup>7</sup> .....	460	468	465	475	449	455	470	2.0	2.1	2.0	2.1	2.0	2.0	2.1
State and local government.....	423	424	424	430	410	408	420	2.1	2.1	2.1	2.2	2.1	2.0	2.1
<b>REGION <sup>8</sup></b>														
Northeast.....	760	674	732	741	682	611	687	2.9	2.5	2.8	2.8	2.6	2.3	2.6
South.....	1,649	1,648	1,635	1,612	1,690	1,651	1,663	3.3	3.2	3.2	3.2	3.3	3.2	3.2
Midwest.....	769	799	805	754	778	828	757	2.4	2.4	2.5	2.3	2.4	2.5	2.3
West.....	989	970	1,106	1,120	1,024	1,048	1,025	3.1	3.1	3.5	3.5	3.2	3.3	3.2

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

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

<sup>4</sup> Includes natural resources and mining, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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.

<sup>P</sup> = preliminary.

**Table 2. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,983	4,982	4,741	4,802	4,836	4,714	4,903	3.6	3.6	3.4	3.5	3.5	3.4	3.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,616	4,503	4,335	4,443	4,369	4,355	4,502	4.0	3.9	3.7	3.8	3.8	3.8	3.9
Construction.....	345	351	358	408	371	336	336	4.5	4.6	4.7	5.3	4.9	4.4	4.4
Manufacturing.....	366	356	355	359	349	365	389	2.6	2.5	2.5	2.6	2.5	2.6	2.8
Trade, transportation, and utilities <sup>5</sup> .....	1,008	1,044	910	924	922	994	1,019	3.8	3.9	3.4	3.5	3.5	3.7	3.8
Retail trade.....	713	715	605	613	666	709	708	4.7	4.6	3.9	4.0	4.3	4.6	4.6
Professional and business services.....	994	935	865	879	797	800	828	5.6	5.2	4.8	4.9	4.4	4.5	4.6
Education and health services.....	529	507	493	502	501	448	523	2.9	2.8	2.7	2.7	2.7	2.4	2.8
Leisure and hospitality <sup>6</sup> .....	893	873	854	874	901	906	960	6.7	6.5	6.3	6.4	6.6	6.6	7.0
Accommodations and food services.....	758	755	736	748	758	749	835	6.7	6.5	6.4	6.5	6.5	6.4	7.1
Government <sup>7</sup> .....	363	409	395	385	396	370	378	1.6	1.8	1.8	1.7	1.8	1.7	1.7
State and local government.....	320	330	312	293	314	296	314	1.7	1.7	1.6	1.5	1.6	1.5	1.6
<b>REGION <sup>8</sup></b>														
Northeast.....	727	705	684	750	761	689	647	2.8	2.7	2.6	2.9	2.9	2.7	2.5
South.....	1,969	1,960	1,842	1,898	1,841	1,848	1,916	4.0	4.0	3.7	3.8	3.7	3.7	3.9
Midwest.....	1,097	1,101	1,082	1,039	1,081	1,125	1,114	3.5	3.5	3.4	3.3	3.4	3.5	3.5
West.....	1,198	1,143	1,117	1,135	1,148	1,068	1,211	3.9	3.7	3.6	3.7	3.7	3.5	3.9

<sup>1</sup> Hires are the number of hires during the entire month.

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

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

<sup>4</sup> Includes natural resources and mining, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**Table 3. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,613	4,544	4,543	4,507	4,446	4,430	4,665	3.4	3.3	3.3	3.3	3.2	3.2	3.4
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,323	4,233	4,234	4,173	4,120	4,146	4,394	3.8	3.7	3.7	3.6	3.6	3.6	3.8
Construction.....	373	346	363	384	371	364	384	4.8	4.5	4.7	5.0	4.9	4.8	5.1
Manufacturing.....	359	396	382	379	380	379	397	2.5	2.8	2.7	2.7	2.7	2.7	2.8
Trade, transportation, and utilities <sup>5</sup> .....	987	950	974	987	926	954	994	3.8	3.6	3.7	3.7	3.5	3.6	3.8
Retail trade.....	688	685	688	687	652	676	682	4.5	4.5	4.5	4.5	4.2	4.4	4.4
Professional and business services.....	921	775	728	733	742	832	882	5.2	4.3	4.1	4.1	4.1	4.6	4.9
Education and health services.....	424	437	473	414	430	411	431	2.4	2.4	2.6	2.2	2.3	2.2	2.3
Leisure and hospitality <sup>6</sup> .....	791	833	850	837	808	723	811	6.0	6.2	6.3	6.2	6.0	5.3	5.9
Accommodations and food services.....	673	715	730	735	703	627	692	5.9	6.2	6.3	6.3	6.1	5.4	5.9
Government <sup>7</sup> .....	298	315	310	323	322	289	292	1.3	1.4	1.4	1.5	1.4	1.3	1.3
State and local government.....	248	239	239	254	255	213	240	1.3	1.2	1.2	1.3	1.3	1.1	1.2
<b>REGION <sup>8</sup></b>														
Northeast.....	745	642	634	622	667	631	681	2.9	2.5	2.5	2.4	2.6	2.4	2.6
South.....	1,709	1,798	1,699	1,744	1,710	1,760	1,757	3.5	3.6	3.4	3.5	3.5	3.6	3.5
Midwest.....	1,072	1,024	1,033	1,014	1,038	998	1,005	3.4	3.2	3.2	3.2	3.3	3.1	3.1
West.....	1,081	1,062	1,191	1,149	1,053	1,018	1,190	3.5	3.4	3.9	3.7	3.4	3.3	3.8

<sup>1</sup> Total separations are the number of total separations during the entire month.  
<sup>2</sup> The total separations rate is the number of total separations during the entire month as a percent of total employment.  
<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.  
<sup>4</sup> Includes natural resources and mining, information, financial activities,

and other services, not shown separately.  
<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.  
<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.  
<sup>7</sup> Includes federal government, not shown separately.  
<sup>8</sup> See footnote 8, table 1.  
<sup>P</sup> = preliminary.

**Table 4. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007	Oct. 2007 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	2,655	2,686	2,627	2,640	2,539	2,450	2,653	1.9	1.9	1.9	1.9	1.8	1.8	1.9
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,513	2,530	2,475	2,493	2,391	2,308	2,507	2.2	2.2	2.1	2.2	2.1	2.0	2.2
Construction.....	137	124	129	176	145	135	136	1.8	1.6	1.7	2.3	1.9	1.8	1.8
Manufacturing.....	196	216	195	186	202	189	200	1.4	1.5	1.4	1.3	1.4	1.4	1.4
Trade, transportation, and utilities <sup>5</sup> .....	593	606	618	572	545	559	589	2.3	2.3	2.3	2.2	2.1	2.1	2.2
Retail trade.....	438	445	448	427	401	412	433	2.9	2.9	2.9	2.8	2.6	2.7	2.8
Professional and business services.....	475	424	411	418	395	420	504	2.7	2.4	2.3	2.3	2.2	2.3	2.8
Education and health services.....	274	284	271	276	270	253	256	1.5	1.6	1.5	1.5	1.5	1.4	1.4
Leisure and hospitality <sup>6</sup> .....	542	551	595	597	557	410	561	4.1	4.1	4.4	4.4	4.1	3.0	4.1
Accommodations and food services.....	496	503	540	552	505	363	519	4.4	4.3	4.7	4.8	4.4	3.1	4.4
Government <sup>7</sup> .....	144	157	152	148	148	146	146	.7	.7	.7	.7	.7	.7	.7
State and local government.....	124	130	123	125	126	123	128	.6	.7	.6	.6	.6	.6	.7
<b>REGION <sup>8</sup></b>														
Northeast.....	359	331	380	314	313	306	336	1.4	1.3	1.5	1.2	1.2	1.2	1.3
South.....	1,101	1,162	1,049	1,097	1,070	1,012	1,077	2.2	2.4	2.1	2.2	2.2	2.0	2.2
Midwest.....	604	551	555	553	564	543	549	1.9	1.7	1.7	1.7	1.8	1.7	1.7
West.....	592	643	648	669	598	582	702	1.9	2.1	2.1	2.2	1.9	1.9	2.3

<sup>1</sup> Quits are the number of quits during the entire month.  
<sup>2</sup> The quits rate is the number of quits during the entire month as a percent of total employment.  
<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.  
<sup>4</sup> Includes natural resources and mining, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.  
<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.  
<sup>7</sup> Includes federal government, not shown separately.  
<sup>8</sup> See footnote 8, table 1.  
<sup>P</sup> = preliminary.

**Table 5. Job openings levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>
<b>Total</b> .....	4,189	4,273	4,157	3.0	3.0	2.9
<b>INDUSTRY</b>						
Total private.....	3,740	3,830	3,698	3.1	3.2	3.1
Natural resources and mining.....	14	12	11	2.0	1.7	1.4
Construction.....	120	132	145	1.5	1.7	1.8
Manufacturing.....	356	321	300	2.4	2.2	2.1
Durable goods.....	226	191	174	2.5	2.1	1.9
Nondurable goods.....	130	130	126	2.4	2.5	2.4
Trade, transportation, and utilities.....	762	790	729	2.8	2.9	2.7
Wholesale trade.....	130	190	181	2.1	3.0	2.9
Retail trade.....	489	445	401	3.1	2.8	2.5
Transportation, warehousing, and utilities.....	143	156	148	2.7	2.9	2.8
Information.....	153	90	86	4.8	2.8	2.7
Financial activities.....	227	244	233	2.6	2.8	2.7
Finance and insurance.....	184	203	186	2.9	3.2	2.9
Real estate and rental and leasing.....	43	41	47	1.9	1.8	2.1
Professional and business services.....	711	669	721	3.8	3.6	3.8
Education and health services.....	740	750	698	3.9	3.9	3.6
Educational services.....	68	69	65	2.1	2.3	2.0
Health care and social assistance.....	673	681	633	4.3	4.2	3.9
Leisure and hospitality.....	517	639	614	3.8	4.4	4.3
Arts, entertainment, and recreation.....	81	67	55	4.1	3.2	2.8
Accommodations and food services.....	436	572	559	3.7	4.6	4.6
Other services.....	140	184	161	2.5	3.3	2.9
Government.....	448	443	459	2.0	2.0	2.0
Federal.....	32	42	46	1.1	1.5	1.7
State and local.....	417	401	413	2.1	2.0	2.0
<b>REGION <sup>3</sup></b>						
Northeast.....	810	661	744	3.1	2.5	2.8
South.....	1,620	1,662	1,637	3.2	3.2	3.2
Midwest.....	775	885	762	2.4	2.7	2.3
West.....	984	1,064	1,015	3.1	3.3	3.2

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 6. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>
<b>Total</b> .....	4,985	5,135	4,931	3.6	3.7	3.5
<b>INDUSTRY</b>						
Total private.....	4,645	4,572	4,587	4.0	3.9	3.9
Natural resources and mining.....	20	27	19	2.8	3.7	2.5
Construction.....	309	332	297	3.9	4.2	3.8
Manufacturing.....	331	382	359	2.3	2.7	2.6
Durable goods.....	187	214	211	2.1	2.4	2.4
Nondurable goods.....	144	168	148	2.8	3.3	2.9
Trade, transportation, and utilities.....	1,122	1,105	1,149	4.3	4.2	4.3
Wholesale trade.....	139	183	171	2.3	3.0	2.8
Retail trade.....	823	756	831	5.4	4.9	5.4
Transportation, warehousing, and utilities.....	159	167	147	3.1	3.2	2.9
Information.....	74	60	60	2.4	2.0	2.0
Financial activities.....	217	236	224	2.6	2.8	2.7
Finance and insurance.....	140	142	164	2.3	2.3	2.6
Real estate and rental and leasing.....	77	93	59	3.5	4.2	2.7
Professional and business services.....	1,013	830	854	5.7	4.6	4.7
Education and health services.....	535	561	539	2.9	3.0	2.9
Educational services.....	73	130	68	2.3	4.4	2.1
Health care and social assistance.....	463	431	472	3.1	2.8	3.0
Leisure and hospitality.....	810	866	920	6.1	6.3	6.8
Arts, entertainment, and recreation.....	81	124	93	4.3	6.1	4.8
Accommodations and food services.....	729	742	827	6.5	6.3	7.1
Other services.....	215	172	166	4.0	3.2	3.0
Government.....	340	563	344	1.5	2.5	1.5
Federal.....	31	113	37	1.2	4.2	1.4
State and local.....	308	451	307	1.6	2.3	1.5
<b>REGION <sup>3</sup></b>						
Northeast.....	738	848	642	2.9	3.3	2.5
South.....	1,962	1,922	1,938	4.0	3.9	3.9
Midwest.....	1,068	1,214	1,098	3.4	3.8	3.4
West.....	1,218	1,150	1,253	4.0	3.7	4.0

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 7. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>
<b>Total</b> .....	4,621	4,896	4,689	3.4	3.5	3.4
<b>INDUSTRY</b>						
Total private.....	4,380	4,526	4,462	3.8	3.9	3.8
Natural resources and mining.....	16	30	19	2.3	4.1	2.5
Construction.....	380	379	407	4.8	4.8	5.2
Manufacturing.....	357	400	399	2.5	2.8	2.9
Durable goods.....	201	228	239	2.2	2.6	2.7
Nondurable goods.....	157	173	160	3.0	3.3	3.1
Trade, transportation, and utilities.....	926	1,008	948	3.5	3.8	3.6
Wholesale trade.....	119	152	172	2.0	2.5	2.8
Retail trade.....	642	706	634	4.2	4.6	4.1
Transportation, warehousing, and utilities.....	165	150	142	3.3	2.9	2.8
Information.....	80	78	54	2.6	2.5	1.7
Financial activities.....	249	235	228	3.0	2.8	2.7
Finance and insurance.....	149	153	155	2.4	2.5	2.5
Real estate and rental and leasing.....	100	82	74	4.6	3.7	3.3
Professional and business services.....	888	847	910	5.0	4.7	5.0
Education and health services.....	379	442	387	2.1	2.4	2.1
Educational services.....	38	53	34	1.2	1.8	1.1
Health care and social assistance.....	342	389	353	2.3	2.5	2.3
Leisure and hospitality.....	935	928	946	7.1	6.7	7.0
Arts, entertainment, and recreation.....	153	209	153	8.0	10.2	7.9
Accommodations and food services.....	782	719	793	6.9	6.1	6.8
Other services.....	169	179	165	3.1	3.3	3.0
Government.....	241	370	227	1.1	1.7	1.0
Federal.....	32	103	24	1.2	3.8	.9
State and local.....	209	267	203	1.1	1.4	1.0
<b>REGION <sup>3</sup></b>						
Northeast.....	754	802	711	2.9	3.1	2.7
South.....	1,731	1,839	1,771	3.5	3.7	3.5
Midwest.....	1,055	1,098	991	3.3	3.4	3.1
West.....	1,081	1,157	1,217	3.5	3.7	3.9

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 8. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>
<b>Total</b> .....	2,593	2,671	2,604	1.9	1.9	1.9
<b>INDUSTRY</b>						
Total private.....	2,473	2,498	2,486	2.1	2.1	2.1
Natural resources and mining.....	10	20	11	1.5	2.7	1.5
Construction.....	140	144	141	1.8	1.8	1.8
Manufacturing.....	196	207	202	1.4	1.5	1.4
Durable goods.....	104	114	116	1.2	1.3	1.3
Nondurable goods.....	93	93	86	1.8	1.8	1.7
Trade, transportation, and utilities.....	567	610	566	2.2	2.3	2.1
Wholesale trade.....	65	87	78	1.1	1.4	1.3
Retail trade.....	424	445	422	2.8	2.9	2.7
Transportation, warehousing, and utilities.....	78	78	66	1.5	1.5	1.3
Information.....	52	52	34	1.7	1.7	1.1
Financial activities.....	157	132	124	1.9	1.6	1.5
Finance and insurance.....	100	91	92	1.6	1.5	1.5
Real estate and rental and leasing.....	57	41	32	2.6	1.9	1.4
Professional and business services.....	432	426	477	2.4	2.4	2.6
Education and health services.....	260	275	237	1.4	1.5	1.3
Educational services.....	17	32	20	.6	1.1	.6
Health care and social assistance.....	243	243	217	1.6	1.6	1.4
Leisure and hospitality.....	580	517	590	4.4	3.8	4.3
Arts, entertainment, and recreation.....	56	68	44	3.0	3.3	2.3
Accommodations and food services.....	524	450	545	4.6	3.8	4.7
Other services.....	78	116	104	1.4	2.1	1.9
Government.....	120	173	118	.5	.8	.5
Federal.....	14	36	9	.5	1.3	.3
State and local.....	105	137	109	.5	.7	.5
<b>REGION <sup>3</sup></b>						
Northeast.....	351	389	341	1.4	1.5	1.3
South.....	1,109	1,047	1,079	2.2	2.1	2.2
Midwest.....	584	595	527	1.8	1.9	1.6
West.....	549	640	656	1.8	2.1	2.1

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 9. Layoffs and discharges levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>p</sup>
<b>Total</b> .....	1,706	1,924	1,838	1.2	1.4	1.3
<b>INDUSTRY</b>						
Total private.....	1,620	1,800	1,762	1.4	1.5	1.5
Natural resources and mining.....	4	8	6	.5	1.1	.8
Construction.....	206	221	251	2.6	2.8	3.2
Manufacturing.....	134	167	178	.9	1.2	1.3
Durable goods.....	80	101	113	.9	1.1	1.3
Nondurable goods.....	54	67	64	1.0	1.3	1.3
Trade, transportation, and utilities.....	282	327	337	1.1	1.2	1.3
Wholesale trade.....	46	59	89	.8	1.0	1.5
Retail trade.....	174	210	189	1.1	1.4	1.2
Transportation, warehousing, and utilities.....	62	59	59	1.2	1.1	1.2
Information.....	23	19	12	.8	.6	.4
Financial activities.....	73	91	89	.9	1.1	1.1
Finance and insurance.....	36	53	53	.6	.9	.9
Real estate and rental and leasing.....	37	38	36	1.7	1.7	1.6
Professional and business services.....	400	371	395	2.2	2.1	2.2
Education and health services.....	88	143	112	.5	.8	.6
Educational services.....	17	18	11	.6	.6	.4
Health care and social assistance.....	71	126	100	.5	.8	.6
Leisure and hospitality.....	337	397	333	2.6	2.9	2.4
Arts, entertainment, and recreation.....	94	139	106	4.9	6.8	5.4
Accommodations and food services.....	243	257	228	2.2	2.2	2.0
Other services.....	71	55	50	1.3	1.0	.9
Government.....	87	124	76	.4	.6	.3
Federal.....	11	27	9	.4	1.0	.3
State and local.....	76	97	67	.4	.5	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	345	345	309	1.3	1.3	1.2
South.....	495	707	598	1.0	1.4	1.2
Midwest.....	411	438	414	1.3	1.4	1.3
West.....	455	435	517	1.5	1.4	1.7

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 10. Other separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Oct. 2006	Sept. 2007	Oct. 2007 <sup>P</sup>	Oct. 2006	Sept. 2007	Oct. 2007 <sup>P</sup>
<b>Total</b> .....	322	301	247	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	287	228	214	.2	.2	.2
Natural resources and mining.....	2	2	2	.3	.3	.2
Construction.....	34	14	15	.4	.2	.2
Manufacturing.....	27	26	19	.2	.2	.1
Durable goods.....	17	13	10	.2	.1	.1
Nondurable goods.....	10	13	10	.2	.2	.2
Trade, transportation, and utilities.....	77	71	45	.3	.3	.2
Wholesale trade.....	7	6	5	.1	.1	.1
Retail trade.....	44	51	23	.3	.3	.1
Transportation, warehousing, and utilities.....	26	13	16	.5	.3	.3
Information.....	5	7	8	.2	.2	.3
Financial activities.....	19	12	15	.2	.1	.2
Finance and insurance.....	13	9	9	.2	.1	.1
Real estate and rental and leasing.....	7	3	6	.3	.1	.3
Professional and business services.....	55	50	39	.3	.3	.2
Education and health services.....	31	25	38	.2	.1	.2
Educational services.....	3	3	3	.1	.1	.1
Health care and social assistance.....	27	21	35	.2	.1	.2
Leisure and hospitality.....	17	14	23	.1	.1	.2
Arts, entertainment, and recreation.....	2	2	3	.1	.1	.2
Accommodations and food services.....	15	12	20	.1	.1	.2
Other services.....	20	8	10	.4	.1	.2
Government.....	35	73	32	.2	.3	.1
Federal.....	7	40	6	.3	1.5	.2
State and local.....	27	33	27	.1	.2	.1
<b>REGION <sup>3</sup></b>						
Northeast.....	58	68	60	.2	.3	.2
South.....	127	86	94	.3	.2	.2
Midwest.....	60	65	49	.2	.2	.2
West.....	77	82	44	.3	.3	.1

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.