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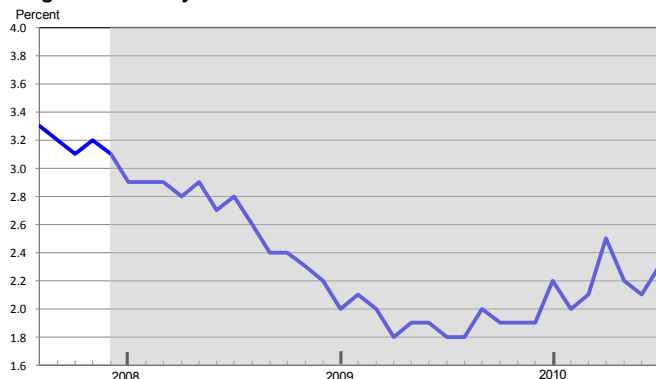
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JOB OPENINGS AND LABOR TURNOVER – JULY 2010

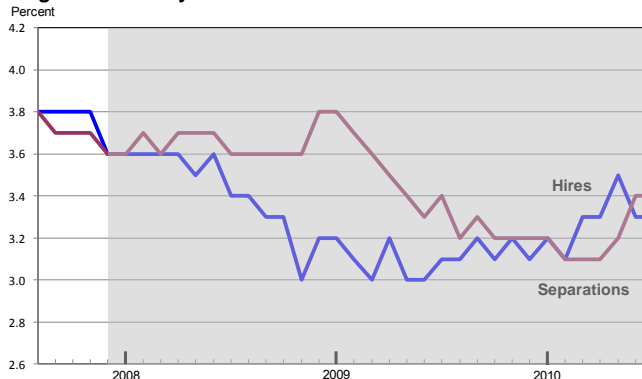
There were 3.0 million job openings on the last business day of July 2010, the U.S. Bureau of Labor Statistics reported today. The job openings rate increased over the month to 2.3 percent. The hires rate (3.3 percent) and the separations rate (3.4 percent) were unchanged. This release includes estimates 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, August 2007 - July 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 as designated by the National Bureau of Economic Research (NBER). NBER has not yet determined an end point for the recession.

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



NOTE: The shaded area represents the recession that began in Dec. 2007 as designated by the National Bureau of Economic Research (NBER). NBER has not yet determined an end point for the recession.

Job Openings

The number of job openings in July was 3.0 million, which was little changed from June. Although the month-to-month change is small, the number of job openings has risen by 704,000 (30 percent) since the most recent series trough of 2.3 million in July 2009. Even with the gains since July 2009, the number of job openings remained below the 4.4 million open jobs when the recession began in December 2007 (as designated by the National Bureau of Economic Research). (See table 1.)

Changes to the Job Openings and Labor Turnover news release

Effective with this release, a new section and a new table have been added to the text. The section 'Relative Contributions to Separations' discusses the types of separations, and table C provides quits and layoffs and discharges as a percentage of total separations.

The number of job openings in July (not seasonally adjusted) increased from 12 months earlier for total nonfarm and total private. The job openings level increased in many industries and in all of the regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	July 2009	June 2010	July 2010 ^P	July 2009	June 2010	July 2010 ^P	July 2009	June 2010	July 2010 ^P
Levels (in thousands)									
Total	2,338	2,864	3,042	4,065	4,250	4,234	4,424	4,436	4,402
Total private ¹	2,046	2,537	2,723	3,805	3,946	3,960	4,102	3,884	3,941
Construction.....	45	53	76	338	289	351	417	314	361
Manufacturing.....	109	226	228	263	267	294	309	260	260
Trade, transportation, and utilities ²	337	449	492	788	876	859	880	874	845
Retail trade.....	210	284	299	526	589	603	577	604	605
Professional and business services.....	431	514	528	687	825	817	744	777	853
Education and health services.....	550	487	533	530	523	518	507	493	493
Leisure and hospitality	262	317	352	717	691	691	715	668	689
Arts, entertainment, and recreation.....	17	55	42	140	127	114	130	113	118
Accommodation and food services.....	245	263	310	577	564	576	585	555	571
Government ³	292	327	319	260	304	274	322	552	461
State and local government.....	233	238	248	227	247	239	297	275	274
Rates (percent)									
Total	1.8	2.1	2.3	3.1	3.3	3.3	3.4	3.4	3.4
Total private ¹	1.9	2.3	2.5	3.5	3.7	3.7	3.8	3.6	3.7
Construction.....	0.7	0.9	1.3	5.7	5.2	6.3	7.0	5.6	6.5
Manufacturing.....	0.9	1.9	1.9	2.2	2.3	2.5	2.6	2.2	2.2
Trade, transportation, and utilities ²	1.3	1.8	1.9	3.2	3.5	3.5	3.5	3.5	3.4
Retail trade.....	1.4	1.9	2.0	3.6	4.1	4.2	4.0	4.2	4.2
Professional and business services.....	2.6	3.0	3.1	4.2	4.9	4.9	4.5	4.7	5.1
Education and health services.....	2.8	2.4	2.7	2.8	2.7	2.7	2.6	2.5	2.5
Leisure and hospitality	2.0	2.4	2.6	5.5	5.3	5.3	5.5	5.1	5.3
Arts, entertainment, and recreation.....	0.9	2.8	2.1	7.3	6.7	6.0	6.8	5.9	6.2
Accommodation and food services.....	2.1	2.3	2.7	5.2	5.0	5.2	5.2	5.0	5.1
Government ³	1.3	1.4	1.4	1.2	1.3	1.2	1.4	2.4	2.0
State and local government.....	1.2	1.2	1.3	1.2	1.3	1.2	1.5	1.4	1.4

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

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

³ Includes federal government, not shown separately.

^P = preliminary.

Hires

In July, the hires rate was unchanged for total nonfarm at 3.3 percent. There were 4.2 million hires in July for total nonfarm, 378,000 (10 percent) higher than its most recent trough in June 2009. Hires remain below the 5.0 million hires in December 2007 when the recession began. The hires level in July was little changed for all industries and regions. (See table 2.)

Over the 12 months ending in July, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate increased over the past 12 months in durable goods manufacturing and retail trade and decreased in other services. In the Midwest region, the hires rate increased. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate in July was little changed for total nonfarm and total private but decreased for government. Over the 12 months ending in July, the total separations rate (not seasonally adjusted) was little changed for total nonfarm and total private but increased for government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In July, the quits rate remained unchanged at 1.5 percent for total nonfarm and 1.7 percent for total private and was little changed in every industry. (See table 4.) The number of quits for total nonfarm fell by 1.4 million between the November 2006 peak and the September 2009 trough. Since September 2009, the number of quits has risen by 231,000.

Over the 12 months ending in July, the quits rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The quits rate increased over the 12 months ending in July in retail trade, professional and business services, and educational services as well as the Northeast region. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges rate was unchanged in July for total nonfarm and total private but decreased for government. The number of layoffs and discharges for total nonfarm peaked at 2.6 million in January 2009, falling to 2.1 million in July 2010. In government, the number of layoffs and discharges in July (262,000) was higher than when the recession began (117,000) due to the release of temporary Census 2010 workers. (See table B below.)

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

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	July 2009	June 2010	July 2010 ^P	July 2009	June 2010	July 2010 ^P
Total.....	2,349	2,139	2,118	1.8	1.6	1.6
Total private.....	2,205	1,792	1,856	2.0	1.7	1.7
Government.....	143	348	262	0.6	1.5	1.2

^P = preliminary.

The other separations series is not seasonally adjusted. In July, there were 440,000 other separations for total nonfarm, 315,000 for total private, and 124,000 for government. Compared to July 2009, the

number of other separations increased for total nonfarm and government but was little changed for total private. The rise in government other separations is due to state and local government where other separations rose from 82,000 in July 2009 to 111,000 in July 2010. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10% of the total.

Since February 2010, the proportions of quits and layoffs and discharges have been close. In July 2010, the proportion of quits was 44 percent and the proportion of layoffs and discharges was 48 percent for total nonfarm. For total private, the proportions were 46 percent quits and 47 percent layoffs and discharges. For government, the proportions were 26 percent quits and 57 percent layoffs and discharges. (See table C below.)

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

Industry	Quits						Layoffs and discharges					
	July 2009		June 2010		July 2010 ^P		July 2009		June 2010		July 2010 ^P	
	Level	Percent of total	Level	Percent of total	Level	Percent of total	Level	Percent of total	Level	Percent of total	Level	Percent of total
Total	1,822	41%	1,951	44%	1,947	44%	2,349	53%	2,139	48%	2,118	48%
Total private.....	1,709	42%	1,819	47%	1,826	46%	2,205	54%	1,792	46%	1,856	47%
Government.....	113	35%	131	24%	121	26%	143	44%	348	63%	262	57%

^P = preliminary.

Net Change in Employment

Over the 12 months ending in July, hires totaled 50.0 million and separations totaled 50.1 million, yielding a net employment loss of 0.1 million.

The Job Openings and Labor Turnover Survey results for August 2010 are scheduled to be released on Thursday, October 7, 2010 at 10:00 a.m. (EDT).

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^p	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^p
Total	2,338	2,647	2,785	3,302	2,939	2,864	3,042	1.8	2.0	2.1	2.5	2.2	2.1	2.3
INDUSTRY														
Total private ⁴	2,046	2,266	2,363	2,675	2,597	2,537	2,723	1.9	2.1	2.2	2.4	2.4	2.3	2.5
Construction.....	45	65	83	88	79	53	76	.7	1.2	1.5	1.5	1.4	.9	1.3
Manufacturing.....	109	167	180	195	205	226	228	.9	1.4	1.5	1.7	1.7	1.9	1.9
Trade, transportation, and utilities ⁵	337	453	470	456	452	449	492	1.3	1.8	1.9	1.8	1.8	1.8	1.9
Retail trade.....	210	297	305	292	274	284	299	1.4	2.0	2.1	2.0	1.9	1.9	2.0
Professional and business services.....	431	409	423	550	601	514	528	2.6	2.4	2.5	3.2	3.5	3.0	3.1
Education and health services.....	550	502	536	561	512	487	533	2.8	2.5	2.7	2.8	2.6	2.4	2.7
Leisure and hospitality.....	262	285	257	274	288	317	352	2.0	2.1	1.9	2.1	2.2	2.4	2.6
Arts, entertainment, and recreation..	17	19	24	24	41	55	42	.9	1.0	1.3	1.3	2.1	2.8	2.1
Accommodation and food services..	245	266	232	250	247	263	310	2.1	2.3	2.0	2.2	2.2	2.3	2.7
Government ⁶	292	381	421	627	342	327	319	1.3	1.7	1.8	2.7	1.5	1.4	1.4
State and local government.....	233	246	262	260	237	238	248	1.2	1.2	1.3	1.3	1.2	1.2	1.3
REGION ⁷														
Northeast.....	467	542	599	678	657	631	634	1.9	2.2	2.4	2.7	2.6	2.5	2.5
South.....	825	916	945	1,080	1,078	982	1,081	1.7	1.9	2.0	2.2	2.2	2.0	2.2
Midwest.....	477	566	573	664	568	604	591	1.6	1.9	1.9	2.2	1.9	2.0	2.0
West.....	468	682	707	821	689	632	662	1.6	2.3	2.4	2.8	2.3	2.1	2.2

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						
	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^p	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^p
Total	4,065	4,011	4,331	4,292	4,581	4,250	4,234	3.1	3.1	3.3	3.3	3.5	3.3	3.3
INDUSTRY														
Total private ⁴	3,805	3,710	3,970	3,935	3,846	3,946	3,960	3.5	3.5	3.7	3.7	3.6	3.7	3.7
Construction.....	338	306	400	349	321	289	351	5.7	5.5	7.1	6.2	5.7	5.2	6.3
Manufacturing.....	263	267	279	305	266	267	294	2.2	2.3	2.4	2.6	2.3	2.3	2.5
Trade, transportation, and utilities ⁵	788	821	897	856	819	876	859	3.2	3.3	3.6	3.5	3.3	3.5	3.5
Retail trade.....	526	572	646	593	567	589	603	3.6	4.0	4.5	4.1	3.9	4.1	4.2
Professional and business services.....	687	767	744	780	805	825	817	4.2	4.6	4.5	4.7	4.8	4.9	4.9
Education and health services.....	530	470	503	496	479	523	518	2.8	2.4	2.6	2.5	2.5	2.7	2.7
Leisure and hospitality.....	717	652	712	711	678	691	691	5.5	5.0	5.5	5.4	5.2	5.3	5.3
Arts, entertainment, and recreation..	140	88	114	127	105	127	114	7.3	4.6	6.0	6.7	5.5	6.7	6.0
Accommodation and food services..	577	564	598	584	573	564	576	5.2	5.1	5.4	5.2	5.1	5.0	5.2
Government ⁶	260	301	360	357	735	304	274	1.2	1.3	1.6	1.6	3.2	1.3	1.2
State and local government.....	227	258	268	248	246	247	239	1.2	1.3	1.4	1.3	1.3	1.3	1.2
REGION ⁷														
Northeast.....	674	733	837	695	844	718	727	2.7	3.0	3.4	2.8	3.4	2.9	2.9
South.....	1,487	1,381	1,618	1,585	1,681	1,505	1,510	3.2	2.9	3.4	3.4	3.6	3.2	3.2
Midwest.....	847	965	1,073	1,012	1,090	1,013	1,007	2.9	3.3	3.6	3.4	3.7	3.4	3.4
West.....	981	861	1,025	870	1,014	923	913	3.4	3.0	3.6	3.0	3.5	3.2	3.2

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						
	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^P	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^P
Total	4,424	3,969	4,048	4,013	4,146	4,436	4,402	3.4	3.1	3.1	3.1	3.2	3.4	3.4
INDUSTRY														
Total private ⁴	4,102	3,663	3,743	3,726	3,816	3,884	3,941	3.8	3.4	3.5	3.5	3.5	3.6	3.7
Construction.....	417	362	365	345	340	314	361	7.0	6.5	6.5	6.1	6.1	5.6	6.5
Manufacturing.....	309	260	245	249	238	260	260	2.6	2.3	2.1	2.1	2.0	2.2	2.2
Trade, transportation, and utilities ⁵	880	806	866	803	800	874	845	3.5	3.3	3.5	3.2	3.2	3.5	3.4
Retail trade.....	577	551	620	551	574	604	605	4.0	3.8	4.3	3.8	4.0	4.2	4.2
Professional and business services.....	744	716	699	733	806	777	853	4.5	4.3	4.2	4.4	4.8	4.7	5.1
Education and health services.....	507	440	455	475	446	493	493	2.6	2.3	2.3	2.4	2.3	2.5	2.5
Leisure and hospitality.....	715	621	677	684	707	668	689	5.5	4.8	5.2	5.2	5.4	5.1	5.3
Arts, entertainment, and recreation.....	130	78	119	114	122	113	118	6.8	4.1	6.3	6.0	6.5	5.9	6.2
Accommodation and food services.....	585	543	558	570	585	555	571	5.2	4.9	5.0	5.1	5.2	5.0	5.1
Government ⁶	322	306	305	287	331	552	461	1.4	1.4	1.4	1.3	1.4	2.4	2.0
State and local government.....	297	273	268	248	263	275	274	1.5	1.4	1.4	1.3	1.3	1.4	1.4
REGION ⁷														
Northeast.....	695	730	821	690	734	748	796	2.8	3.0	3.3	2.8	3.0	3.0	3.2
South.....	1,555	1,459	1,423	1,427	1,521	1,606	1,555	3.3	3.1	3.0	3.0	3.2	3.4	3.3
Midwest.....	911	858	895	948	988	981	1,033	3.1	2.9	3.0	3.2	3.3	3.3	3.5
West.....	1,124	954	920	944	920	928	958	3.9	3.3	3.2	3.3	3.2	3.2	3.3

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series 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						
	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^P	July 2009	Feb. 2010	Mar. 2010	Apr. 2010	May 2010	June 2010	July 2010 ^P
Total	1,822	1,851	1,918	1,972	1,929	1,951	1,947	1.4	1.4	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,709	1,719	1,802	1,871	1,828	1,819	1,826	1.6	1.6	1.7	1.7	1.7	1.7	1.7
Construction.....	70	84	83	67	64	67	69	1.2	1.5	1.5	1.2	1.1	1.2	1.2
Manufacturing.....	86	97	89	99	96	105	95	.7	.8	.8	.8	.8	.9	.8
Trade, transportation, and utilities ⁵	411	432	424	442	438	443	446	1.7	1.8	1.7	1.8	1.8	1.8	1.8
Retail trade.....	294	333	316	330	338	331	343	2.0	2.3	2.2	2.3	2.3	2.3	2.4
Professional and business services.....	282	300	315	323	330	325	360	1.7	1.8	1.9	1.9	2.0	1.9	2.2
Education and health services.....	242	237	253	299	254	268	261	1.3	1.2	1.3	1.5	1.3	1.4	1.3
Leisure and hospitality.....	407	393	406	419	428	373	377	3.1	3.0	3.1	3.2	3.3	2.8	2.9
Arts, entertainment, and recreation.....	40	35	36	40	39	26	30	2.1	1.9	1.9	2.1	2.0	1.4	1.6
Accommodation and food services.....	367	358	371	379	390	347	347	3.3	3.2	3.3	3.4	3.5	3.1	3.1
Government ⁶	113	132	117	101	101	131	121	.5	.6	.5	.4	.4	.6	.5
State and local government.....	110	121	105	93	88	105	100	.6	.6	.5	.5	.4	.5	.5
REGION ⁷														
Northeast.....	239	320	325	332	286	341	312	1.0	1.3	1.3	1.3	1.2	1.4	1.3
South.....	720	755	750	744	736	796	739	1.5	1.6	1.6	1.6	1.6	1.7	1.6
Midwest.....	420	421	438	442	496	438	458	1.4	1.4	1.5	1.5	1.7	1.5	1.5
West.....	391	434	406	429	433	437	400	1.4	1.5	1.4	1.5	1.5	1.5	1.4

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

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

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

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

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

⁶ Includes 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		
	July 2009	June 2010	July 2010 ^p	July 2009	June 2010	July 2010 ^p
Total	2,497	2,772	3,313	1.9	2.1	2.5
INDUSTRY						
Total private.....	2,177	2,436	2,972	2.0	2.2	2.7
Mining and logging.....	3	14	19	.5	1.9	2.5
Construction.....	54	56	92	.9	1.0	1.5
Manufacturing.....	115	225	250	1.0	1.9	2.1
Durable goods.....	63	146	167	.9	2.0	2.3
Nondurable goods.....	52	79	83	1.1	1.7	1.8
Trade, transportation, and utilities.....	361	436	546	1.4	1.7	2.2
Wholesale trade.....	79	91	131	1.4	1.6	2.3
Retail trade.....	234	262	340	1.6	1.8	2.3
Transportation, warehousing, and utilities...	48	84	75	1.0	1.7	1.6
Information.....	52	57	99	1.8	2.1	3.5
Financial activities.....	152	269	274	1.9	3.4	3.5
Finance and insurance.....	116	219	242	2.0	3.7	4.1
Real estate and rental and leasing.....	36	50	33	1.7	2.5	1.6
Professional and business services.....	454	484	565	2.7	2.8	3.3
Education and health services.....	587	450	580	3.0	2.3	2.9
Educational services.....	51	47	65	1.8	1.6	2.2
Health care and social assistance.....	535	402	515	3.2	2.4	3.0
Leisure and hospitality.....	273	308	377	1.9	2.2	2.7
Arts, entertainment, and recreation.....	16	54	41	.7	2.4	1.8
Accommodation and food services.....	257	254	336	2.2	2.2	2.8
Other services.....	125	136	171	2.3	2.5	3.1
Government.....	320	336	340	1.5	1.5	1.6
Federal.....	62	75	70	2.1	2.3	2.2
State and local.....	258	261	271	1.4	1.3	1.5
REGION ³						
Northeast.....	514	621	688	2.0	2.4	2.7
South.....	893	946	1,204	1.9	2.0	2.5
Midwest.....	560	570	686	1.9	1.9	2.3
West.....	530	634	734	1.8	2.1	2.5

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

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

³ See footnote 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		
	July 2009	June 2010	July 2010 ^p	July 2009	June 2010	July 2010 ^p
Total	4,558	4,929	4,732	3.5	3.8	3.6
INDUSTRY						
Total private.....	4,250	4,539	4,426	3.9	4.2	4.1
Mining and logging.....	20	29	30	2.9	4.0	4.0
Construction.....	384	358	410	6.2	6.2	7.0
Manufacturing.....	303	313	333	2.6	2.7	2.8
Durable goods.....	150	181	201	2.1	2.5	2.8
Nondurable goods.....	153	132	132	3.3	2.9	2.9
Trade, transportation, and utilities.....	817	893	895	3.3	3.6	3.6
Wholesale trade.....	141	129	140	2.5	2.3	2.5
Retail trade.....	519	604	603	3.6	4.2	4.2
Transportation, warehousing, and utilities...	158	160	152	3.3	3.4	3.2
Information.....	77	63	72	2.7	2.3	2.6
Financial activities.....	225	253	216	2.9	3.3	2.8
Finance and insurance.....	132	171	144	2.3	3.0	2.5
Real estate and rental and leasing.....	93	82	72	4.6	4.1	3.6
Professional and business services.....	739	889	881	4.5	5.3	5.2
Education and health services.....	611	610	611	3.2	3.2	3.2
Educational services.....	108	86	101	3.9	2.9	3.5
Health care and social assistance.....	503	525	510	3.1	3.2	3.1
Leisure and hospitality.....	796	857	769	5.8	6.3	5.6
Arts, entertainment, and recreation.....	163	201	135	7.4	9.3	6.1
Accommodation and food services.....	633	656	634	5.5	5.7	5.5
Other services.....	277	274	209	5.1	5.1	3.9
Government.....	308	390	307	1.4	1.7	1.4
Federal.....	41	70	39	1.4	2.2	1.3
State and local.....	268	319	267	1.5	1.6	1.5
REGION ³						
Northeast.....	825	922	879	3.4	3.7	3.6
South.....	1,660	1,708	1,690	3.5	3.6	3.6
Midwest.....	928	1,202	1,100	3.1	4.0	3.7
West.....	1,144	1,096	1,063	4.0	3.8	3.7

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	July 2009	June 2010	July 2010 ^p	July 2009	June 2010	July 2010 ^p
Total	4,946	4,364	4,947	3.8	3.3	3.8
INDUSTRY						
Total private.....	4,498	3,642	4,363	4.1	3.4	4.0
Mining and logging.....	25	17	20	3.6	2.3	2.7
Construction.....	451	269	396	7.2	4.7	6.8
Manufacturing.....	313	234	268	2.7	2.0	2.3
Durable goods.....	162	128	149	2.3	1.8	2.1
Nondurable goods.....	151	106	118	3.3	2.3	2.6
Trade, transportation, and utilities.....	918	799	877	3.7	3.2	3.5
Wholesale trade.....	156	104	132	2.8	1.8	2.4
Retail trade.....	572	561	612	4.0	3.9	4.2
Transportation, warehousing, and utilities...	190	134	132	4.0	2.8	2.8
Information.....	88	59	71	3.1	2.2	2.6
Financial activities.....	249	189	227	3.2	2.5	3.0
Finance and insurance.....	150	134	148	2.6	2.4	2.6
Real estate and rental and leasing.....	99	55	79	4.9	2.8	4.0
Professional and business services.....	783	704	928	4.7	4.2	5.5
Education and health services.....	619	553	612	3.3	2.9	3.2
Educational services.....	129	108	115	4.6	3.7	4.0
Health care and social assistance.....	490	445	497	3.0	2.7	3.0
Leisure and hospitality.....	779	632	763	5.7	4.6	5.5
Arts, entertainment, and recreation.....	117	84	111	5.3	3.9	5.0
Accommodation and food services.....	662	548	652	5.7	4.8	5.6
Other services.....	273	185	201	5.0	3.4	3.7
Government.....	448	722	584	2.1	3.2	2.8
Federal.....	27	278	189	.9	8.7	6.2
State and local.....	422	444	395	2.3	2.3	2.2
REGION ³						
Northeast.....	822	809	908	3.3	3.3	3.7
South.....	1,795	1,637	1,779	3.8	3.4	3.8
Midwest.....	1,009	973	1,141	3.4	3.3	3.9
West.....	1,320	946	1,119	4.6	3.2	3.9

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 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		
	July 2009	June 2010	July 2010 ^p	July 2009	June 2010	July 2010 ^p
Total	2,169	1,998	2,334	1.7	1.5	1.8
INDUSTRY						
Total private.....	2,021	1,824	2,183	1.9	1.7	2.0
Mining and logging.....	6	9	11	.8	1.2	1.4
Construction.....	97	69	97	1.6	1.2	1.7
Manufacturing.....	97	104	109	.8	.9	.9
Durable goods.....	44	58	58	.6	.8	.8
Nondurable goods.....	52	46	51	1.1	1.0	1.1
Trade, transportation, and utilities.....	463	430	503	1.9	1.7	2.0
Wholesale trade.....	61	56	56	1.1	1.0	1.0
Retail trade.....	317	319	371	2.2	2.2	2.6
Transportation, warehousing, and utilities...	85	55	76	1.8	1.2	1.6
Information.....	50	26	36	1.8	1.0	1.3
Financial activities.....	94	113	108	1.2	1.5	1.4
Finance and insurance.....	58	77	72	1.0	1.4	1.3
Real estate and rental and leasing.....	36	36	36	1.8	1.8	1.8
Professional and business services.....	323	322	443	2.0	1.9	2.6
Education and health services.....	288	279	311	1.5	1.4	1.6
Educational services.....	29	37	42	1.0	1.2	1.5
Health care and social assistance.....	259	242	269	1.6	1.5	1.6
Leisure and hospitality.....	502	371	462	3.6	2.7	3.4
Arts, entertainment, and recreation.....	57	27	42	2.6	1.2	1.9
Accommodation and food services.....	445	344	421	3.9	3.0	3.6
Other services.....	102	100	104	1.9	1.8	1.9
Government.....	148	173	151	.7	.8	.7
Federal.....	3	27	21	.1	.9	.7
State and local.....	145	146	130	.8	.7	.7
REGION ³						
Northeast.....	313	335	399	1.3	1.3	1.6
South.....	878	795	896	1.9	1.7	1.9
Midwest.....	490	409	546	1.7	1.4	1.9
West.....	489	459	493	1.7	1.6	1.7

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		
	July 2009	June 2010	July 2010 ^p	July 2009	June 2010	July 2010 ^p
Total	2,406	1,977	2,173	1.9	1.5	1.7
INDUSTRY						
Total private.....	2,204	1,556	1,865	2.0	1.4	1.7
Mining and logging.....	17	5	7	2.5	.7	1.0
Construction.....	342	191	283	5.5	3.3	4.8
Manufacturing.....	195	111	134	1.7	.9	1.1
Durable goods.....	108	56	76	1.5	.8	1.1
Nondurable goods.....	86	56	57	1.9	1.2	1.3
Trade, transportation, and utilities.....	382	306	313	1.5	1.2	1.3
Wholesale trade.....	85	45	63	1.5	.8	1.1
Retail trade.....	209	200	202	1.4	1.4	1.4
Transportation, warehousing, and utilities...	88	62	47	1.9	1.3	1.0
Information.....	34	27	31	1.2	1.0	1.2
Financial activities.....	140	44	89	1.8	.6	1.2
Finance and insurance.....	84	27	48	1.5	.5	.8
Real estate and rental and leasing.....	56	17	41	2.8	.9	2.1
Professional and business services.....	396	332	415	2.4	2.0	2.5
Education and health services.....	295	230	255	1.6	1.2	1.3
Educational services.....	92	65	65	3.3	2.2	2.3
Health care and social assistance.....	202	164	190	1.3	1.0	1.2
Leisure and hospitality.....	247	242	249	1.8	1.8	1.8
Arts, entertainment, and recreation.....	56	54	61	2.5	2.5	2.7
Accommodation and food services.....	192	187	189	1.7	1.6	1.6
Other services.....	155	68	89	2.8	1.3	1.6
Government.....	202	421	309	1.0	1.9	1.5
Federal.....	8	242	155	.3	7.6	5.1
State and local.....	194	179	153	1.1	.9	.8
REGION ³						
Northeast.....	428	390	439	1.7	1.6	1.8
South.....	780	709	719	1.7	1.5	1.5
Midwest.....	437	471	496	1.5	1.6	1.7
West.....	761	406	520	2.6	1.4	1.8

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

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

³ See footnote 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		
	July 2009	June 2010	July 2010 ^p	July 2009	June 2010	July 2010 ^p
Total	370	389	440	0.3	0.3	0.3
INDUSTRY						
Total private.....	273	261	315	.3	.2	.3
Mining and logging.....	2	3	3	.3	.4	.4
Construction.....	11	10	16	.2	.2	.3
Manufacturing.....	22	19	25	.2	.2	.2
Durable goods.....	10	14	15	.1	.2	.2
Nondurable goods.....	12	5	11	.3	.1	.2
Trade, transportation, and utilities.....	73	62	62	.3	.3	.2
Wholesale trade.....	11	3	13	.2	.1	.2
Retail trade.....	46	42	39	.3	.3	.3
Transportation, warehousing, and utilities...	16	17	9	.3	.4	.2
Information.....	3	6	4	.1	.2	.2
Financial activities.....	15	31	31	.2	.4	.4
Finance and insurance.....	8	29	29	.1	.5	.5
Real estate and rental and leasing.....	7	2	2	.3	.1	.1
Professional and business services.....	64	49	70	.4	.3	.4
Education and health services.....	36	45	45	.2	.2	.2
Educational services.....	8	6	7	.3	.2	.3
Health care and social assistance.....	28	39	38	.2	.2	.2
Leisure and hospitality.....	29	20	51	.2	.1	.4
Arts, entertainment, and recreation.....	4	3	9	.2	.1	.4
Accommodation and food services.....	25	17	42	.2	.1	.4
Other services.....	17	18	8	.3	.3	.2
Government.....	98	127	124	.5	.6	.6
Federal.....	15	9	13	.5	.3	.4
State and local.....	82	119	111	.4	.6	.6
REGION ³						
Northeast.....	82	84	70	.3	.3	.3
South.....	137	133	164	.3	.3	.3
Midwest.....	83	92	99	.3	.3	.3
West.....	69	81	107	.2	.3	.4

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.