

News

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JOB OPENINGS AND LABOR TURNOVER: JUNE 2009

On the last business day of June, the number of job openings in the U.S. was little changed near a series low level of 2.6 million, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The hires rate at 2.9 percent in June was at the lowest point since the series began in December 2000. The total separations rate remained at a series low of 3.3 percent. 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 July 2006 - June 2009

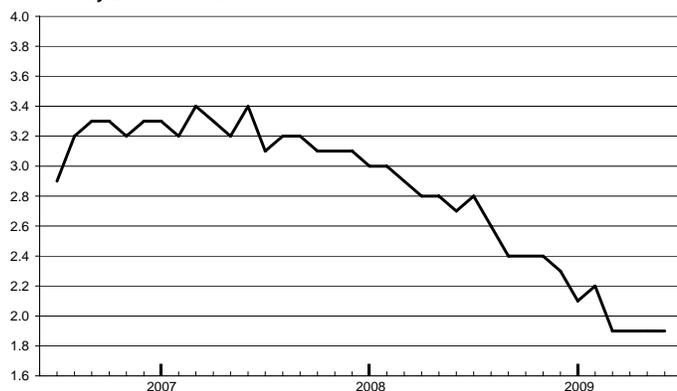
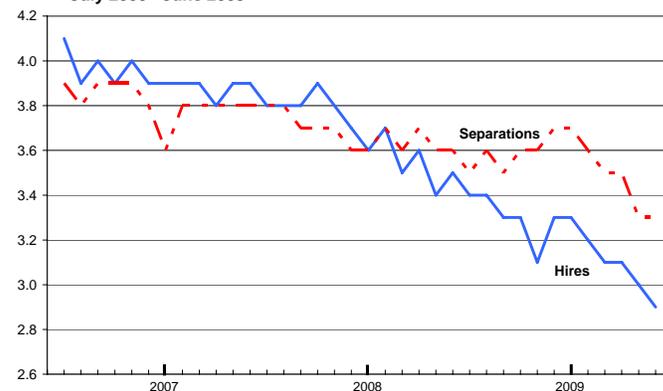


Chart 2. Hires and separations rates, seasonally adjusted,
Percent July 2006 - June 2009



Job Openings

The job openings rate was unchanged in June; the rate has held at 1.9 percent since March 2009. The number of job openings varied little over the last four months, after falling by 2.2 million, or 45 percent, from June 2007 to March 2009. The job openings rate was little changed in June in every industry and region. (See table 1.)

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

Industry	Job openings			Hires			Total separations		
	June 2008	May 2009	June 2009 ^P	June 2008	May 2009	June 2009 ^P	June 2008	May 2009	June 2009 ^P
Levels (in thousands)									
Total ¹	3,850	2,523	2,558	4,811	3,942	3,776	4,963	4,356	4,337
Total private ¹	3,429	2,191	2,206	4,498	3,739	3,673	4,674	4,066	3,985
Construction.....	117	39	67	394	365	289	451	411	359
Manufacturing.....	268	105	101	318	206	209	369	367	359
Trade, transportation, and utilities ²	608	466	484	996	842	740	1,031	951	785
Retail trade.....	361	319	316	679	575	516	692	601	546
Professional and business services.....	713	451	412	869	721	680	928	771	727
Education and health services.....	714	530	528	547	473	530	495	419	485
Leisure and hospitality	516	265	304	820	695	708	823	684	711
Arts, entertainment, and recreation.....	46	20	16	109	83	104	116	88	104
Accommodation and food services.....	468	239	283	707	606	601	714	596	611
Government ³	420	310	321	321	273	254	295	288	324
State and local government.....	359	267	269	295	257	237	269	250	258
Rates (percent)									
Total ¹	2.7	1.9	1.9	3.5	3.0	2.9	3.6	3.3	3.3
Total private ¹	2.9	2.0	2.0	3.9	3.4	3.4	4.1	3.7	3.7
Construction.....	1.6	0.6	1.1	5.5	5.8	4.6	6.2	6.5	5.8
Manufacturing.....	1.9	0.9	0.8	2.4	1.7	1.8	2.7	3.1	3.0
Trade, transportation, and utilities ²	2.2	1.8	1.9	3.8	3.3	2.9	3.9	3.8	3.1
Retail trade.....	2.3	2.1	2.1	4.4	3.9	3.5	4.5	4.1	3.7
Professional and business services.....	3.8	2.6	2.4	4.9	4.3	4.1	5.2	4.6	4.4
Education and health services.....	3.7	2.7	2.7	2.9	2.5	2.8	2.6	2.2	2.5
Leisure and hospitality	3.7	2.0	2.3	6.1	5.3	5.4	6.1	5.2	5.4
Arts, entertainment, and recreation.....	2.3	1.0	0.8	5.5	4.4	5.5	5.9	4.6	5.5
Accommodation and food services.....	3.9	2.1	2.5	6.1	5.4	5.3	6.2	5.3	5.4
Government ³	1.8	1.4	1.4	1.4	1.2	1.1	1.3	1.3	1.4
State and local government.....	1.8	1.3	1.3	1.5	1.3	1.2	1.4	1.3	1.3

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

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

³ Includes federal government, not shown separately.

^P = preliminary.

Over the 12 months ending in June, the job openings rate (not seasonally adjusted) fell for total nonfarm, total private, government, and a majority of the industries. The exceptions were construction; wholesale trade; retail trade; finance and insurance; real estate and rental and leasing; educational services; other services; and federal government, which were little changed. Three of the four regions experienced a drop in the job openings rate in the 12 months ending in June: Midwest, South, and West. (See table 5.)

Hires

The hires level was little changed at 3.8 million in June but has declined by 1.9 million, or 33 percent, since the recent peak in July 2006. The hires rate was 2.9 percent in June. The hires rate declined over the month in construction and trade, transportation, and utilities. The rate increased over the month in education and health services. (See table 2.)

Over the 12 months ending in June, the hires rate (not seasonally adjusted) declined for total nonfarm, total private, government, and many industries. The rate rose in the other services industry. The industries with little change in the rate were nondurable goods manufacturing; transportation, warehousing, and utilities; information; real estate and rental and leasing; educational services; health care and social assistance; and arts, entertainment, and recreation. The hires rate fell over the past 12 months in three of the four regions: Midwest, South, and West. (See table 6.)

Separations

The total separations, or turnover, rate was unchanged in June and remained low at 3.3 percent. The total separations rate (not seasonally adjusted) decreased over the 12 months ending in June for total nonfarm and total private. Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. The rate was unchanged in June and remained low at 1.4 percent. The quits level was 1.8 million in June, which is 43 percent lower than the recent peak in December 2006. (See table 4.)

Over the 12 months ending in June, the quits rate (not seasonally adjusted) was lower for total nonfarm, total private, government, nearly every industry, and all four regions. The three industries in which the quits rate was little changed over the year were information; educational services; and arts, entertainment, and recreation. The only industry in which the quits rate rose over the year was federal government. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Layoffs and discharges levels were little changed in June at 2.2 million for total nonfarm, 2.0 million for total private, and 150,000 for government. The corresponding layoffs and discharges rates were 1.6 percent, 1.8 percent, and 0.7 percent, respectively. The number of layoffs for the U.S. in June was 35 percent higher than the recent low in January 2006. (See table B below.)

The layoffs and discharges rate (not seasonally adjusted) was little changed over the 12 months ending in June at the total nonfarm and total private levels after rising over the year in January through May. Although the total nonfarm layoffs and discharges rate was little changed over the 12 months ending in June, the rate rose in mining and logging; durable goods manufacturing; federal government; and state and local government. The remaining industries and all four regions were little changed over the year. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	June 2008	May 2009	June 2009 ^P	June 2008	May 2009	June 2009 ^P
Total.....	1,990	2,273	2,150	1.4	1.7	1.6
Total private.....	1,882	2,140	2,004	1.6	2.0	1.8
Government.....	105	130	150	0.5	0.6	0.7

^P = preliminary.

The other separations series is not seasonally adjusted. In June, there were 363,000 other separations for total nonfarm, 251,000 for total private, and 111,000 for government. Compared to June 2008, the number of other separations was little changed for total nonfarm and total private, but higher for government. (See table 10.)

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. After the proportion of quits decreased to an all-time low of 38 percent in April 2009, it increased to 42 percent of total separations in June 2009. The proportion of layoffs and discharges moved in the opposite direction, increasing to an all-time high of 54 percent in April 2009, and then decreasing to 50 percent in June 2009. (See tables 3 and 4, and table B above.)

Net Change in Employment

In each month from July 2008 to June 2009, separations exceeded hires. Over the 12 months ending in June, hires totaled 51.8 million and separations totaled 57.1 million, yielding a net employment loss of 5.3 million.

The Job Openings and Labor Turnover release for July 2009 is scheduled to be issued on Wednesday, September 9.

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, 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.

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.

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.

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						
	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P
Total ⁴	3,850	2,920	2,973	2,633	2,513	2,523	2,558	2.7	2.1	2.2	1.9	1.9	1.9	1.9
INDUSTRY														
Total private ⁴	3,429	2,461	2,606	2,269	2,042	2,191	2,206	2.9	2.2	2.3	2.0	1.8	2.0	2.0
Construction.....	117	55	58	51	29	39	67	1.6	.8	.9	.8	.5	.6	1.1
Manufacturing.....	268	115	141	115	95	105	101	1.9	.9	1.1	.9	.8	.9	.8
Trade, transportation, and utilities ⁵	608	488	488	414	332	466	484	2.2	1.9	1.9	1.6	1.3	1.8	1.9
Retail trade.....	361	362	334	265	205	319	316	2.3	2.4	2.2	1.8	1.4	2.1	2.1
Professional and business services.....	713	501	482	428	461	451	412	3.8	2.8	2.8	2.5	2.7	2.6	2.4
Education and health services.....	714	636	589	537	515	530	528	3.7	3.2	3.0	2.7	2.6	2.7	2.7
Leisure and hospitality.....	516	272	332	289	322	265	304	3.7	2.0	2.4	2.1	2.4	2.0	2.3
Arts, entertainment, and recreation.....	46	27	30	25	22	20	16	2.3	1.4	1.5	1.3	1.1	1.0	.8
Accommodation and food services.....	468	242	302	263	312	239	283	3.9	2.1	2.6	2.3	2.7	2.1	2.5
Government ⁶	420	417	367	353	461	310	321	1.8	1.8	1.6	1.5	2.0	1.4	1.4
State and local government.....	359	328	317	291	307	267	269	1.8	1.6	1.6	1.5	1.5	1.3	1.3
REGION ⁷														
Northeast.....	661	560	607	583	520	554	610	2.5	2.2	2.4	2.3	2.0	2.2	2.4
South.....	1,529	1,109	1,109	1,000	942	888	880	3.0	2.2	2.2	2.0	1.9	1.8	1.8
Midwest.....	758	587	563	499	512	512	485	2.4	1.9	1.8	1.6	1.7	1.7	1.6
West.....	879	655	638	556	570	544	560	2.8	2.1	2.1	1.8	1.9	1.8	1.9

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.

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						
	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P
Total ⁴	4,811	4,460	4,339	4,099	4,117	3,942	3,776	3.5	3.3	3.2	3.1	3.1	3.0	2.9
INDUSTRY														
Total private ⁴	4,498	4,141	4,042	3,799	3,822	3,739	3,673	3.9	3.7	3.6	3.4	3.5	3.4	3.4
Construction.....	394	381	370	343	341	365	289	5.5	5.7	5.6	5.3	5.4	5.8	4.6
Manufacturing.....	318	237	257	244	236	206	209	2.4	1.9	2.1	2.0	1.9	1.7	1.8
Trade, transportation, and utilities ⁵	996	949	814	883	888	842	740	3.8	3.7	3.2	3.5	3.5	3.3	2.9
Retail trade.....	679	587	563	595	655	575	516	4.4	3.9	3.8	4.0	4.4	3.9	3.5
Professional and business services.....	869	762	730	668	733	721	680	4.9	4.4	4.3	4.0	4.4	4.3	4.1
Education and health services.....	547	539	527	483	475	473	530	2.9	2.8	2.8	2.5	2.5	2.5	2.8
Leisure and hospitality.....	820	743	704	693	691	695	708	6.1	5.6	5.3	5.3	5.3	5.3	5.4
Arts, entertainment, and recreation.....	109	105	89	85	86	83	104	5.5	5.4	4.6	4.4	4.5	4.4	5.5
Accommodation and food services.....	707	627	614	607	603	606	601	6.1	5.5	5.4	5.4	5.4	5.4	5.3
Government ⁶	321	306	275	271	340	273	254	1.4	1.4	1.2	1.2	1.5	1.2	1.1
State and local government.....	295	261	252	247	246	257	237	1.5	1.3	1.3	1.2	1.2	1.3	1.2
REGION ⁷														
Northeast.....	824	753	837	696	729	712	766	3.2	3.0	3.3	2.8	2.9	2.9	3.1
South.....	1,722	1,663	1,566	1,458	1,619	1,423	1,331	3.5	3.4	3.2	3.0	3.4	3.0	2.8
Midwest.....	1,130	1,003	904	943	901	867	856	3.6	3.3	3.0	3.1	3.0	2.9	2.9
West.....	1,152	1,002	960	931	949	995	904	3.7	3.3	3.2	3.1	3.2	3.4	3.1

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

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

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

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						
	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P
Total ⁴	4,963	4,949	4,833	4,712	4,641	4,356	4,337	3.6	3.7	3.6	3.5	3.5	3.3	3.3
INDUSTRY														
Total private ⁴	4,674	4,686	4,555	4,434	4,362	4,066	3,985	4.1	4.2	4.1	4.0	4.0	3.7	3.7
Construction.....	451	524	463	463	437	411	359	6.2	7.8	7.0	7.2	6.9	6.5	5.8
Manufacturing.....	369	476	424	401	390	367	359	2.7	3.8	3.4	3.3	3.2	3.1	3.0
Trade, transportation, and utilities ⁵	1,031	1,049	920	1,001	982	951	785	3.9	4.1	3.6	3.9	3.9	3.8	3.1
Retail trade.....	692	645	590	646	678	601	546	4.5	4.3	3.9	4.3	4.6	4.1	3.7
Professional and business services.....	928	866	951	778	839	771	727	5.2	5.0	5.6	4.6	5.0	4.6	4.4
Education and health services.....	495	494	498	466	462	419	485	2.6	2.6	2.6	2.4	2.4	2.2	2.5
Leisure and hospitality.....	823	763	731	751	716	684	711	6.1	5.7	5.5	5.7	5.4	5.2	5.4
Arts, entertainment, and recreation.....	116	117	88	95	102	88	104	5.9	6.0	4.5	4.9	5.4	4.6	5.5
Accommodation and food services.....	714	650	635	649	612	596	611	6.2	5.7	5.6	5.8	5.4	5.3	5.4
Government ⁶	295	277	271	265	255	288	324	1.3	1.2	1.2	1.2	1.1	1.3	1.4
State and local government.....	269	267	251	251	243	250	258	1.4	1.3	1.3	1.3	1.2	1.3	1.3
REGION ⁷														
Northeast.....	811	813	783	878	700	774	780	3.2	3.2	3.1	3.5	2.8	3.1	3.2
South.....	1,837	1,898	1,742	1,741	1,682	1,565	1,524	3.7	3.9	3.6	3.6	3.5	3.3	3.2
Midwest.....	1,123	1,120	1,121	1,085	1,065	1,016	998	3.6	3.7	3.7	3.6	3.5	3.4	3.3
West.....	1,182	1,180	1,188	978	1,188	980	1,060	3.8	3.9	4.0	3.3	4.0	3.3	3.6

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.

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						
	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P	June 2008	Jan. 2009	Feb. 2009	Mar. 2009	Apr. 2009	May 2009	June 2009 ^P
Total ⁴	2,682	2,063	1,911	1,856	1,777	1,788	1,808	2.0	1.5	1.4	1.4	1.3	1.4	1.4
INDUSTRY														
Total private ⁴	2,548	1,945	1,831	1,749	1,678	1,682	1,698	2.2	1.7	1.6	1.6	1.5	1.5	1.6
Construction.....	153	85	87	102	74	84	75	2.1	1.3	1.3	1.6	1.2	1.3	1.2
Manufacturing.....	166	105	105	81	80	86	88	1.2	.8	.8	.7	.7	.7	.7
Trade, transportation, and utilities ⁵	571	469	372	444	385	398	392	2.2	1.8	1.5	1.7	1.5	1.6	1.6
Retail trade.....	400	360	323	344	271	296	299	2.6	2.4	2.2	2.3	1.8	2.0	2.0
Professional and business services.....	487	326	310	278	272	281	267	2.7	1.9	1.8	1.6	1.6	1.7	1.6
Education and health services.....	299	248	258	249	228	249	263	1.6	1.3	1.3	1.3	1.2	1.3	1.4
Leisure and hospitality.....	585	443	431	433	430	396	434	4.3	3.3	3.3	3.3	3.3	3.0	3.3
Arts, entertainment, and recreation.....	50	31	36	35	41	45	37	2.5	1.6	1.9	1.8	2.1	2.4	2.0
Accommodation and food services.....	532	412	399	402	392	351	394	4.6	3.6	3.5	3.6	3.5	3.1	3.5
Government ⁶	138	105	115	107	99	107	110	.6	.5	.5	.5	.4	.5	.5
State and local government.....	130	100	110	106	96	97	99	.7	.5	.6	.5	.5	.5	.5
REGION ⁷														
Northeast.....	397	278	271	273	263	303	262	1.5	1.1	1.1	1.1	1.1	1.2	1.1
South.....	1,062	790	759	751	691	718	671	2.1	1.6	1.6	1.6	1.4	1.5	1.4
Midwest.....	605	491	468	431	410	397	419	1.9	1.6	1.5	1.4	1.4	1.3	1.4
West.....	608	492	453	408	453	398	450	2.0	1.6	1.5	1.4	1.5	1.3	1.5

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

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

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

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		
	June 2008	May 2009	June 2009 ^P	June 2008	May 2009	June 2009 ^P
Total	3,727	2,509	2,495	2.6	1.9	1.8
INDUSTRY						
Total private.....	3,265	2,194	2,152	2.7	2.0	1.9
Mining and logging.....	21	15	5	2.6	2.0	.7
Construction.....	122	44	72	1.6	.7	1.1
Manufacturing.....	270	108	104	1.9	.9	.9
Durable goods.....	163	64	53	1.9	.9	.7
Nondurable goods.....	108	44	50	2.1	.9	1.1
Trade, transportation, and utilities.....	574	465	463	2.1	1.8	1.8
Wholesale trade.....	141	81	97	2.3	1.4	1.7
Retail trade.....	319	320	289	2.0	2.1	1.9
Transportation, warehousing, and utilities.....	114	65	78	2.2	1.3	1.6
Information.....	111	51	33	3.5	1.7	1.2
Financial activities.....	193	150	149	2.3	1.9	1.9
Finance and insurance.....	150	111	113	2.4	1.9	1.9
Real estate and rental and leasing.....	42	39	36	1.9	1.9	1.7
Professional and business services.....	673	444	386	3.6	2.6	2.3
Education and health services.....	694	505	508	3.6	2.6	2.6
Educational services.....	58	43	71	2.0	1.4	2.4
Health care and social assistance.....	636	462	437	3.9	2.8	2.6
Leisure and hospitality.....	490	287	295	3.4	2.1	2.1
Arts, entertainment, and recreation.....	44	25	14	1.9	1.2	.7
Accommodation and food services.....	447	262	281	3.6	2.2	2.4
Other services.....	117	126	136	2.0	2.3	2.4
Government.....	461	314	343	2.0	1.3	1.5
Federal.....	56	43	49	2.0	1.5	1.7
State and local.....	405	272	295	2.0	1.3	1.5
REGION ³						
Northeast.....	636	509	595	2.4	2.0	2.3
South.....	1,501	912	860	2.9	1.9	1.8
Midwest.....	719	510	460	2.2	1.7	1.5
West.....	870	578	581	2.7	1.9	1.9

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		
	June 2008	May 2009	June 2009 ^p	June 2008	May 2009	June 2009 ^p
Total	5,688	4,365	4,569	4.1	3.3	3.4
INDUSTRY						
Total private.....	5,242	4,073	4,221	4.5	3.7	3.8
Mining and logging.....	44	19	20	5.6	2.6	2.8
Construction.....	495	455	358	6.6	7.2	5.6
Manufacturing.....	380	232	249	2.8	1.9	2.1
Durable goods.....	215	106	120	2.5	1.4	1.7
Nondurable goods.....	165	125	129	3.3	2.7	2.8
Trade, transportation, and utilities.....	1,071	892	783	4.0	3.5	3.1
Wholesale trade.....	196	166	127	3.3	2.9	2.2
Retail trade.....	708	606	531	4.6	4.1	3.6
Transportation, warehousing, and utilities.....	166	119	124	3.3	2.5	2.6
Information.....	79	56	65	2.6	1.9	2.3
Financial activities.....	272	182	213	3.3	2.3	2.7
Finance and insurance.....	169	110	115	2.8	1.9	2.0
Real estate and rental and leasing.....	103	72	97	4.7	3.6	4.8
Professional and business services.....	983	749	703	5.5	4.5	4.2
Education and health services.....	614	438	601	3.3	2.3	3.2
Educational services.....	113	53	102	4.0	1.7	3.5
Health care and social assistance.....	502	385	500	3.2	2.4	3.1
Leisure and hospitality.....	1,001	849	875	7.1	6.3	6.4
Arts, entertainment, and recreation.....	168	130	165	7.5	6.5	7.8
Accommodation and food services.....	833	719	709	7.0	6.3	6.1
Other services.....	302	202	354	5.4	3.7	6.4
Government.....	446	292	347	2.0	1.3	1.5
Federal.....	32	19	21	1.1	.7	.7
State and local.....	414	273	327	2.1	1.4	1.7
REGION ³						
Northeast.....	1,003	764	949	3.9	3.1	3.8
South.....	1,993	1,520	1,571	4.0	3.2	3.3
Midwest.....	1,325	1,002	999	4.2	3.3	3.3
West.....	1,367	1,079	1,050	4.4	3.6	3.5

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		
	June 2008	May 2009	June 2009 ^p	June 2008	May 2009	June 2009 ^p
Total	4,896	3,893	4,181	3.5	2.9	3.2
INDUSTRY						
Total private.....	4,464	3,582	3,720	3.8	3.3	3.4
Mining and logging.....	24	21	19	3.0	3.0	2.7
Construction.....	403	338	316	5.4	5.3	4.9
Manufacturing.....	337	323	317	2.5	2.7	2.7
Durable goods.....	202	198	199	2.3	2.7	2.7
Nondurable goods.....	135	125	118	2.7	2.7	2.6
Trade, transportation, and utilities.....	954	854	723	3.6	3.4	2.9
Wholesale trade.....	163	160	117	2.7	2.8	2.0
Retail trade.....	631	567	482	4.1	3.8	3.3
Transportation, warehousing, and utilities.....	160	126	124	3.1	2.6	2.6
Information.....	73	69	70	2.4	2.4	2.5
Financial activities.....	204	161	157	2.5	2.1	2.0
Finance and insurance.....	133	103	97	2.2	1.8	1.7
Real estate and rental and leasing.....	72	57	60	3.3	2.9	3.0
Professional and business services.....	918	626	673	5.1	3.7	4.0
Education and health services.....	540	424	533	2.9	2.2	2.8
Educational services.....	102	80	94	3.6	2.6	3.2
Health care and social assistance.....	438	344	438	2.8	2.1	2.7
Leisure and hospitality.....	812	606	710	5.8	4.5	5.2
Arts, entertainment, and recreation.....	87	63	84	3.9	3.2	3.9
Accommodation and food services.....	725	543	626	6.1	4.7	5.4
Other services.....	199	160	202	3.5	2.9	3.7
Government.....	432	311	461	1.9	1.4	2.0
Federal.....	25	37	66	.9	1.3	2.3
State and local.....	407	274	395	2.1	1.4	2.0
REGION ³						
Northeast.....	801	634	767	3.1	2.5	3.1
South.....	1,844	1,493	1,450	3.7	3.1	3.0
Midwest.....	1,064	875	923	3.4	2.9	3.1
West.....	1,187	890	1,040	3.8	3.0	3.5

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	June 2008	May 2009	June 2009 ^p	June 2008	May 2009	June 2009 ^p
Total	2,767	1,767	1,869	2.0	1.3	1.4
INDUSTRY						
Total private.....	2,584	1,645	1,720	2.2	1.5	1.6
Mining and logging.....	17	5	6	2.1	.7	.8
Construction.....	167	83	81	2.2	1.3	1.3
Manufacturing.....	158	85	85	1.2	.7	.7
Durable goods.....	91	38	40	1.1	.5	.6
Nondurable goods.....	67	47	44	1.3	1.0	1.0
Trade, transportation, and utilities.....	542	397	369	2.0	1.6	1.5
Wholesale trade.....	74	39	45	1.2	.7	.8
Retail trade.....	379	301	281	2.5	2.0	1.9
Transportation, warehousing, and utilities.....	89	58	44	1.7	1.2	.9
Information.....	39	38	33	1.3	1.3	1.1
Financial activities.....	121	67	60	1.5	.9	.8
Finance and insurance.....	82	34	43	1.4	.6	.7
Real estate and rental and leasing.....	39	33	17	1.8	1.7	.8
Professional and business services.....	518	272	282	2.9	1.6	1.7
Education and health services.....	303	245	269	1.6	1.3	1.4
Educational services.....	41	22	40	1.4	.7	1.4
Health care and social assistance.....	262	223	229	1.7	1.4	1.4
Leisure and hospitality.....	579	371	434	4.1	2.8	3.2
Arts, entertainment, and recreation.....	53	38	40	2.4	1.9	1.9
Accommodation and food services.....	526	333	394	4.4	2.9	3.4
Other services.....	142	81	101	2.5	1.5	1.8
Government.....	183	123	149	.8	.5	.7
Federal.....	8	12	16	.3	.4	.6
State and local.....	175	110	133	.9	.5	.7
REGION ³						
Northeast.....	402	283	268	1.6	1.1	1.1
South.....	1,099	729	685	2.2	1.5	1.4
Midwest.....	610	365	426	1.9	1.2	1.4
West.....	656	390	490	2.1	1.3	1.6

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

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

³ See footnote 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	June 2008	May 2009	June 2009 ^P	June 2008	May 2009	June 2009 ^P
Total	1,826	1,838	1,949	1.3	1.4	1.5
INDUSTRY						
Total private.....	1,667	1,702	1,749	1.4	1.6	1.6
Mining and logging.....	6	14	10	.7	2.0	1.4
Construction.....	220	249	225	2.9	3.9	3.5
Manufacturing.....	155	216	198	1.1	1.8	1.7
Durable goods.....	96	147	131	1.1	2.0	1.8
Nondurable goods.....	59	70	66	1.2	1.5	1.4
Trade, transportation, and utilities.....	349	374	310	1.3	1.5	1.2
Wholesale trade.....	75	106	68	1.2	1.9	1.2
Retail trade.....	211	206	170	1.4	1.4	1.1
Transportation, warehousing, and utilities.....	63	62	72	1.2	1.3	1.5
Information.....	30	23	31	1.0	.8	1.1
Financial activities.....	74	75	92	.9	1.0	1.2
Finance and insurance.....	46	52	50	.8	.9	.9
Real estate and rental and leasing.....	28	23	42	1.3	1.1	2.1
Professional and business services.....	369	309	341	2.1	1.8	2.0
Education and health services.....	207	152	209	1.1	.8	1.1
Educational services.....	58	52	48	2.0	1.7	1.6
Health care and social assistance.....	148	99	162	.9	.6	1.0
Leisure and hospitality.....	203	213	247	1.4	1.6	1.8
Arts, entertainment, and recreation.....	32	24	42	1.5	1.2	2.0
Accommodation and food services.....	170	189	205	1.4	1.7	1.8
Other services.....	55	78	85	1.0	1.4	1.6
Government.....	158	135	200	.7	.6	.9
Federal.....	10	10	20	.4	.4	.7
State and local.....	148	125	181	.8	.6	.9
REGION ³						
Northeast.....	344	305	407	1.3	1.2	1.6
South.....	637	666	642	1.3	1.4	1.3
Midwest.....	377	434	428	1.2	1.4	1.4
West.....	468	433	472	1.5	1.5	1.6

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		
	June 2008	May 2009	June 2009 ^P	June 2008	May 2009	June 2009 ^P
Total	303	288	363	0.2	0.2	0.3
INDUSTRY						
Total private.....	212	235	251	.2	.2	.2
Mining and logging.....	1	2	3	.2	.3	.4
Construction.....	17	7	9	.2	.1	.1
Manufacturing.....	24	22	35	.2	.2	.3
Durable goods.....	14	13	27	.2	.2	.4
Nondurable goods.....	10	8	8	.2	.2	.2
Trade, transportation, and utilities.....	63	82	44	.2	.3	.2
Wholesale trade.....	14	16	4	.2	.3	.1
Retail trade.....	42	60	32	.3	.4	.2
Transportation, warehousing, and utilities.....	7	6	9	.1	.1	.2
Information.....	4	8	7	.1	.3	.2
Financial activities.....	10	19	5	.1	.2	.1
Finance and insurance.....	5	17	4	.1	.3	.1
Real estate and rental and leasing.....	5	2	1	.2	.1	(⁴)
Professional and business services.....	30	45	50	.2	.3	.3
Education and health services.....	30	28	54	.2	.1	.3
Educational services.....	3	5	6	.1	.2	.2
Health care and social assistance.....	27	22	48	.2	.1	.3
Leisure and hospitality.....	31	21	28	.2	.2	.2
Arts, entertainment, and recreation.....	2	1	2	.1	(⁴)	.1
Accommodation and food services.....	29	20	27	.2	.2	.2
Other services.....	2	1	15	(⁴)	(⁴)	.3
Government.....	91	53	111	.4	.2	.5
Federal.....	8	14	31	.3	.5	1.1
State and local.....	84	39	81	.4	.2	.4
REGION ³						
Northeast.....	55	46	93	.2	.2	.4
South.....	108	99	124	.2	.2	.3
Midwest.....	77	76	68	.2	.3	.2
West.....	63	67	78	.2	.2	.3

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.

⁴ Data round to zero.

^P = preliminary.