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JOB OPENINGS AND LABOR TURNOVER: JUNE 2008

On the last business day of June, there were 3.6 million job openings in the United States, and the job openings rate was 2.6 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate, hires rate, and total separations rate were all essentially unchanged in June. 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 2005 - June 2008

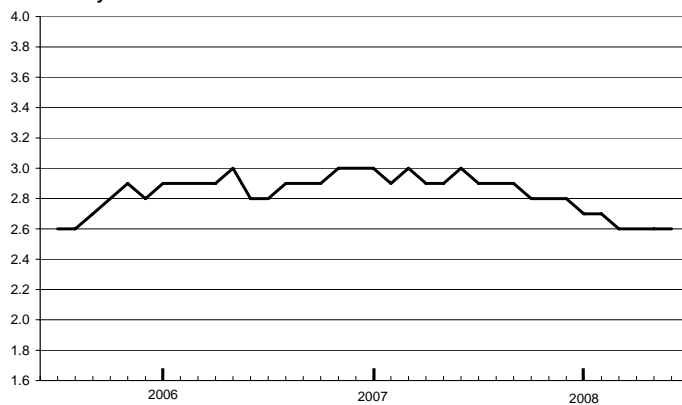
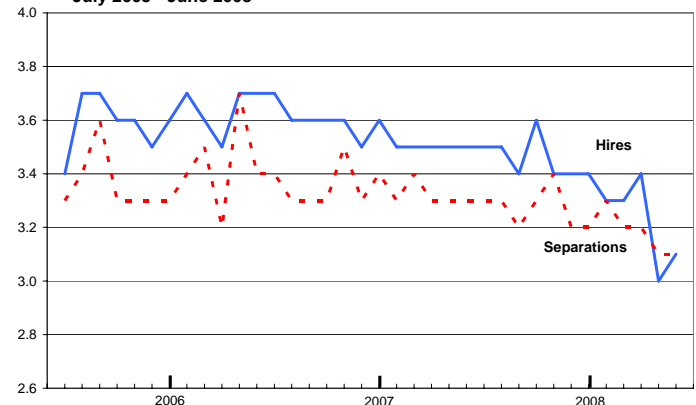


Chart 2. Hires and separations rates, seasonally adjusted,
Percent July 2005 - June 2008



Although the month-to-month changes in job openings, hires, and turnover data are often small, the trends over time are notable. The job openings rate remained essentially flat from August 2006 through September 2007, followed by a downward trend until March 2008 when the rate leveled off at 2.6 percent for four consecutive months. The hires rate has trended downward since July 2006 and experienced a large drop in May 2008. The uptick in the hires rate in June 2008 was not statistically significant, and the rate remains at the lowest levels since 2003. After remaining essentially flat for much of 2007, the separations rate began an overall downward trend in December 2007. (See tables 1, 2, and 3.)

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

Industry	Job openings			Hires			Total separations		
	June 2007	May 2008	June 2008 ^P	June 2007	May 2008	June 2008 ^P	June 2007	May 2008	June 2008 ^P
	Levels (in thousands)								
Total ¹	4,267	3,631	3,627	4,843	4,123	4,333	4,609	4,313	4,251
Total private ¹	3,819	3,185	3,193	4,419	3,871	4,081	4,289	4,046	3,981
Construction.....	139	130	108	358	286	284	374	393	373
Manufacturing.....	336	249	250	370	274	301	378	359	368
Trade, transportation, and utilities ²	723	572	541	943	828	900	1,001	868	908
Retail trade.....	414	363	325	602	585	621	685	605	645
Professional and business services.....	717	649	713	884	770	871	737	741	780
Education and health services.....	709	648	689	500	479	492	475	434	428
Leisure and hospitality ³	577	503	475	874	847	761	839	801	767
Accommodation and food services.....	504	438	427	735	731	670	715	675	659
Government ⁴	453	451	427	395	329	308	315	269	272
State and local government.....	416	407	372	318	304	278	252	240	243
	Rates (percent)								
Total ¹	3.0	2.6	2.6	3.5	3.0	3.1	3.3	3.1	3.1
Total private ¹	3.2	2.7	2.7	3.8	3.4	3.5	3.7	3.5	3.5
Construction.....	1.8	1.8	1.5	4.7	3.9	3.9	4.9	5.4	5.2
Manufacturing.....	2.4	1.8	1.8	2.7	2.0	2.2	2.7	2.6	2.7
Trade, transportation, and utilities ²	2.6	2.1	2.0	3.5	3.1	3.4	3.8	3.3	3.4
Retail trade.....	2.6	2.3	2.1	3.9	3.8	4.0	4.4	3.9	4.2
Professional and business services.....	3.8	3.5	3.8	4.9	4.3	4.9	4.1	4.1	4.3
Education and health services.....	3.7	3.3	3.5	2.7	2.5	2.6	2.6	2.3	2.3
Leisure and hospitality ³	4.1	3.5	3.3	6.5	6.2	5.5	6.2	5.8	5.6
Accommodation and food services.....	4.2	3.6	3.5	6.4	6.3	5.7	6.2	5.8	5.6
Government ⁴	2.0	2.0	1.9	1.8	1.5	1.4	1.4	1.2	1.2
State and local government.....	2.1	2.0	1.9	1.6	1.5	1.4	1.3	1.2	1.2

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

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

³ Includes arts, entertainment, and recreation, not shown separately.

⁴ Includes federal government, not shown separately.

^P = preliminary.

Job Openings

In June, the job openings rate was unchanged at 2.6 percent. Job openings include only those jobs open on the last business day of the month. Over the month, the job openings rate changed significantly only in state and local government and the West region, falling for both. Since the series began in December 2000, three industries consistently have had higher job openings rates than the other

industries: professional and business services (3.8 percent in June), education and health services (3.5 percent), and accommodation and food services (3.5 percent). (See table 1.)

Over the year, the job openings rate (not seasonally adjusted) rose significantly only in natural resources and mining (to 2.2 percent) and federal government (2.0 percent). The rate fell over the year for total nonfarm (2.6 percent) and total private (2.7 percent) as well as in most industries, including durable goods manufacturing (1.7 percent); nondurable goods manufacturing (2.1 percent); wholesale trade (2.1 percent); retail trade (1.9 percent); transportation, warehousing, and utilities (1.8 percent); information (2.5 percent); finance and insurance (2.5 percent); real estate and rental and leasing (1.2 percent); educational services (1.9 percent); arts, entertainment, and recreation (1.8 percent); accommodation and food services (3.5 percent); and state and local government (2.1 percent). Regionally, the job openings rate fell over the year in the Midwest (2.2 percent), South (2.9 percent), and West (2.7 percent). (See table 5.)

Hires

The hires rate was essentially unchanged in June at 3.1 percent. After dropping in May, the hires rate remains at the lowest point since June 2003. Hires are any additions to the payroll during the month. The hires rate did not change significantly in any industry or region in June. As occurs nearly every month, the seasonally adjusted hires rate was highest in June in accommodation and food services (5.7 percent) and lowest in state and local government (1.4 percent). (See table 2.)

From June 2007 to June 2008, the hires rate (not seasonally adjusted) increased significantly only in real estate and rental and leasing (to 4.7 percent); the rate decreased significantly for total nonfarm (to 3.8 percent) and total private (4.2 percent), and in construction (4.9 percent); durable goods manufacturing (2.3 percent); wholesale trade (2.6 percent); information (1.9 percent); arts, entertainment, and recreation (6.5 percent); accommodation and food services (6.8 percent); federal government (1.2 percent); and state and local government (1.9 percent). Regionally, the hires rate fell over the year in the South (3.8 percent) and West (4.0 percent). (See table 6.)

Separations

The total separations, or turnover, rate was unchanged at 3.1 percent in June. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate did not change significantly in any industry or region. As often occurs, the seasonally adjusted separations rate was highest in June in accommodation and food services (5.6 percent) and lowest in state and local government (1.2 percent). From June 2007 to June 2008, the total separations rate did not rise in any industry or region. The rate fell for total nonfarm (to 3.2 percent) and total private (3.5 percent), and in wholesale trade (2.3 percent); finance and insurance (1.6 percent); educational services (3.0 percent); other services (2.6 percent); and federal government (0.9 percent); and the West region (3.6 percent). (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged in June for total nonfarm (at 1.7 percent) and has been stable since November 2007. The quits rate did not change significantly in any industry or region in June. As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in the accommodation and food services industry (4.3 percent) and lowest in state and local government (0.6 percent). (See table 4.)

From June 2007 to June 2008, the quits rate (not seasonally adjusted) did not rise significantly for any industry. The rate fell for total nonfarm (to 1.9 percent) and total private (2.1 percent), and for several industries, including nondurable goods manufacturing (1.3 percent); wholesale trade (1.1 percent); finance and insurance (1.0 percent); educational services (1.1 percent); and federal government (0.3 percent). The quits rate did not change significantly in June in any region. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For June, the layoffs and discharges rate (1.2 percent) and level (1.6 million) are essentially unchanged from a year earlier. The layoffs and discharges rate did not increase significantly in any industry or region; the rate fell for educational services (to 1.8 percent); other services (0.7 percent); and federal government (0.4 percent). The layoffs and discharges rate in June 2008 was highest in construction (2.4 percent) and lowest in federal government (0.4 percent). The other separations rate (0.2 percent) and level (295,000) were lower in June than a year earlier. The other separations rate was highest in June 2008 for state and local government (0.4 percent). The other separations rate for most of the other industries range from 0.1 to 0.3 percent each month. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has risen and fallen over time. The proportion of total separations due to quits (seasonally adjusted) rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 before trending downward again. The proportion has been essentially level in 2008; quits accounted for 56 percent of total separations in June 2008. The proportion of separations attributable to quits has varied the most over the history of the series in the construction industry (ranging from 26 percent to 55 percent) and in the Northeast region (ranging from 39 percent to 65 percent). The proportion of separations attributable to quits varies widely by industry with the highest proportion regularly occurring in the accommodation and food services industry (76 percent in June) and the lowest proportion regularly occurring in the construction industry (37 percent in June). (See tables 3 and 4.)

Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodation and food services. In the 12 months ending in June 2008, these 5 industries produced 32.1 million hires and 31.5 million separations. Therefore, these five industries accounted for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 40 percent of total nonfarm employment.

For More Information

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

The Job Openings and Labor Turnover release for July 2008 is scheduled to be issued on Tuesday, 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

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

Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 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 will be published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Sample methodology

The JOLTS sample design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

Using JOLTS data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of

transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Seasonal adjustment

BLS seasonally adjusts several JOLTS series using the X-12-ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including the data for the current month.

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12 ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Reliability of the estimates

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

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including

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

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	June 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^p	June 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^p
Total ⁴	4,267	3,889	3,799	3,672	3,612	3,631	3,627	3.0	2.7	2.7	2.6	2.6	2.6	2.6
INDUSTRY														
Total private ⁴	3,819	3,449	3,350	3,225	3,192	3,185	3,193	3.2	2.9	2.8	2.7	2.7	2.7	2.7
Construction.....	139	133	123	102	99	130	108	1.8	1.8	1.6	1.4	1.3	1.8	1.5
Manufacturing.....	336	286	239	251	244	249	250	2.4	2.0	1.7	1.8	1.8	1.8	1.8
Trade, transportation, and utilities ⁵	723	643	598	562	550	572	541	2.6	2.4	2.2	2.1	2.0	2.1	2.0
Retail trade.....	414	346	326	344	338	363	325	2.6	2.2	2.1	2.2	2.2	2.3	2.1
Professional and business services.....	717	752	699	714	676	649	713	3.8	4.0	3.7	3.8	3.6	3.5	3.8
Education and health services.....	709	680	737	696	684	648	689	3.7	3.5	3.8	3.6	3.5	3.3	3.5
Leisure and hospitality ⁶	577	515	530	501	491	503	475	4.1	3.6	3.7	3.5	3.5	3.5	3.3
Accommodation and food services.....	504	467	477	450	433	438	427	4.2	3.9	3.9	3.7	3.6	3.6	3.5
Government ⁷	453	439	450	441	422	451	427	2.0	1.9	2.0	1.9	1.8	2.0	1.9
State and local government.....	416	401	413	389	395	407	372	2.1	2.0	2.1	1.9	2.0	2.0	1.9
REGION ⁸														
Northeast.....	696	662	576	602	618	600	637	2.6	2.5	2.2	2.3	2.3	2.3	2.4
South.....	1,675	1,536	1,485	1,386	1,364	1,386	1,487	3.3	3.0	2.9	2.7	2.7	2.7	2.9
Midwest.....	798	749	766	781	752	721	703	2.5	2.3	2.4	2.4	2.3	2.2	2.2
West.....	1,105	966	954	918	883	937	825	3.5	3.0	3.0	2.9	2.8	2.9	2.6

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 natural resources and mining, information, financial activities, and other services, not shown separately.

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

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	June 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^p	June 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^p
Total ⁴	4,843	4,639	4,586	4,569	4,715	4,123	4,333	3.5	3.4	3.3	3.3	3.4	3.0	3.1
INDUSTRY														
Total private ⁴	4,419	4,227	4,203	4,147	4,311	3,871	4,081	3.8	3.7	3.6	3.6	3.7	3.4	3.5
Construction.....	358	319	349	350	385	286	284	4.7	4.3	4.7	4.8	5.3	3.9	3.9
Manufacturing.....	370	326	285	309	300	274	301	2.7	2.4	2.1	2.3	2.2	2.0	2.2
Trade, transportation, and utilities ⁵	943	916	882	884	943	828	900	3.5	3.4	3.3	3.3	3.6	3.1	3.4
Retail trade.....	602	656	603	598	642	585	621	3.9	4.2	3.9	3.9	4.2	3.8	4.0
Professional and business services.....	884	897	780	893	858	770	871	4.9	5.0	4.3	5.0	4.8	4.3	4.9
Education and health services.....	500	516	522	501	510	479	492	2.7	2.8	2.8	2.7	2.7	2.5	2.6
Leisure and hospitality ⁶	874	824	868	801	841	847	761	6.5	6.0	6.4	5.9	6.1	6.2	5.5
Accommodation and food services.....	735	702	730	654	719	731	670	6.4	6.0	6.3	5.6	6.2	6.3	5.7
Government ⁷	395	394	387	429	407	329	308	1.8	1.8	1.7	1.9	1.8	1.5	1.4
State and local government.....	318	319	306	315	315	304	278	1.6	1.6	1.6	1.6	1.6	1.5	1.4
REGION ⁸														
Northeast.....	691	767	713	715	743	646	733	2.7	3.0	2.8	2.8	2.9	2.5	2.9
South.....	1,927	1,814	1,769	1,703	1,725	1,538	1,627	3.9	3.6	3.6	3.4	3.5	3.1	3.3
Midwest.....	1,076	998	944	986	986	914	987	3.4	3.2	3.0	3.1	3.1	2.9	3.1
West.....	1,126	1,058	1,186	1,170	1,246	1,111	1,018	3.6	3.4	3.8	3.8	4.0	3.6	3.3

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 natural resources and mining, information, financial activities, and other services, not shown separately.

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

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, 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 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^P	June 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^P
Total ⁴	4,609	4,477	4,503	4,390	4,404	4,313	4,251	3.3	3.2	3.3	3.2	3.2	3.1	3.1
INDUSTRY														
Total private ⁴	4,289	4,188	4,224	4,100	4,112	4,046	3,981	3.7	3.6	3.7	3.6	3.6	3.5	3.5
Construction.....	374	311	329	367	378	393	373	4.9	4.2	4.5	5.0	5.2	5.4	5.2
Manufacturing.....	378	348	350	304	390	359	368	2.7	2.5	2.6	2.2	2.9	2.6	2.7
Trade, transportation, and utilities ⁵	1,001	1,005	957	941	1,003	868	908	3.8	3.8	3.6	3.5	3.8	3.3	3.4
Retail trade.....	685	689	669	688	716	605	645	4.4	4.4	4.3	4.5	4.7	3.9	4.2
Professional and business services.....	737	790	861	806	739	741	780	4.1	4.4	4.8	4.5	4.1	4.1	4.3
Education and health services.....	475	447	459	449	429	434	428	2.6	2.4	2.5	2.4	2.3	2.3	2.3
Leisure and hospitality ⁶	839	800	854	776	722	801	767	6.2	5.9	6.2	5.7	5.3	5.8	5.6
Accommodation and food services.....	715	657	718	656	619	675	659	6.2	5.7	6.2	5.6	5.3	5.8	5.6
Government ⁷	315	290	278	291	295	269	272	1.4	1.3	1.2	1.3	1.3	1.2	1.2
State and local government.....	252	237	229	228	248	240	243	1.3	1.2	1.2	1.2	1.3	1.2	1.2
REGION ⁸														
Northeast.....	677	697	770	737	709	685	654	2.6	2.7	3.0	2.9	2.8	2.7	2.5
South.....	1,728	1,699	1,673	1,617	1,666	1,614	1,647	3.5	3.4	3.4	3.3	3.4	3.3	3.3
Midwest.....	1,016	975	902	918	949	915	935	3.2	3.1	2.9	2.9	3.0	2.9	3.0
West.....	1,220	1,107	1,167	1,101	1,094	1,096	1,059	4.0	3.6	3.8	3.6	3.5	3.5	3.4

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 natural resources and mining, information, financial activities,

and other services, not shown separately.

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

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, 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 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^P	June 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008 ^P
Total ⁴	2,612	2,493	2,522	2,375	2,444	2,336	2,383	1.9	1.8	1.8	1.7	1.8	1.7	1.7
INDUSTRY														
Total private ⁴	2,460	2,355	2,384	2,258	2,301	2,210	2,249	2.1	2.0	2.1	2.0	2.0	1.9	2.0
Construction.....	123	113	133	111	127	124	137	1.6	1.5	1.8	1.5	1.7	1.7	1.9
Manufacturing.....	191	183	187	157	182	163	162	1.4	1.3	1.4	1.2	1.3	1.2	1.2
Trade, transportation, and utilities ⁵	634	598	532	535	550	495	541	2.4	2.2	2.0	2.0	2.1	1.9	2.0
Retail trade.....	470	437	374	399	404	352	400	3.0	2.8	2.4	2.6	2.6	2.3	2.6
Professional and business services.....	416	351	492	386	385	391	399	2.3	1.9	2.7	2.1	2.1	2.2	2.2
Education and health services.....	274	276	271	279	270	229	249	1.5	1.5	1.5	1.5	1.4	1.2	1.3
Leisure and hospitality ⁶	569	525	539	529	516	547	542	4.2	3.8	3.9	3.9	3.8	4.0	3.9
Accommodation and food services.....	534	465	488	494	473	500	501	4.6	4.0	4.2	4.2	4.1	4.3	4.3
Government ⁷	148	138	135	126	144	126	133	.7	.6	.6	.6	.6	.6	.6
State and local government.....	124	119	116	101	129	117	122	.6	.6	.6	.5	.7	.6	.6
REGION ⁸														
Northeast.....	382	358	410	334	368	327	335	1.5	1.4	1.6	1.3	1.4	1.3	1.3
South.....	1,050	1,045	1,021	996	1,001	937	969	2.1	2.1	2.1	2.0	2.0	1.9	2.0
Midwest.....	548	502	475	491	500	485	509	1.7	1.6	1.5	1.6	1.6	1.5	1.6
West.....	634	583	632	568	575	584	573	2.1	1.9	2.0	1.8	1.9	1.9	1.9

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 natural resources and mining, information, financial activities, and other services, not shown separately.

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

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, 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 2007	May 2008	June 2008 ^P	June 2007	May 2008	June 2008 ^P
Total	4,361	3,793	3,712	3.0	2.7	2.6
INDUSTRY						
Total private.....	3,853	3,318	3,234	3.2	2.8	2.7
Natural resources and mining.....	11	16	17	1.5	2.0	2.2
Construction.....	159	153	122	2.0	2.1	1.6
Manufacturing.....	350	259	259	2.4	1.9	1.9
Durable goods.....	210	152	153	2.3	1.7	1.7
Nondurable goods.....	140	106	106	2.7	2.1	2.1
Trade, transportation, and utilities.....	719	598	526	2.6	2.2	1.9
Wholesale trade.....	195	134	133	3.1	2.2	2.1
Retail trade.....	396	368	299	2.5	2.4	1.9
Transportation, warehousing, and utilities.....	128	96	95	2.5	1.8	1.8
Information.....	148	66	78	4.6	2.1	2.5
Financial activities.....	263	184	183	3.0	2.2	2.2
Finance and insurance.....	212	127	158	3.3	2.0	2.5
Real estate and rental and leasing.....	51	57	26	2.3	2.6	1.2
Professional and business services.....	742	656	745	3.9	3.5	4.0
Education and health services.....	721	660	699	3.8	3.4	3.6
Educational services.....	79	56	56	2.8	1.8	1.9
Health care and social assistance.....	642	604	643	4.0	3.7	3.9
Leisure and hospitality.....	580	588	470	4.0	4.1	3.2
Arts, entertainment, and recreation.....	70	80	41	3.0	3.7	1.8
Accommodation and food services.....	509	508	429	4.1	4.1	3.5
Other services.....	160	139	135	2.8	2.4	2.3
Government.....	508	474	477	2.2	2.0	2.1
Federal.....	35	43	55	1.2	1.5	2.0
State and local.....	473	432	422	2.4	2.1	2.1
REGION ³						
Northeast.....	706	580	659	2.7	2.2	2.5
South.....	1,683	1,468	1,492	3.3	2.9	2.9
Midwest.....	802	753	695	2.5	2.3	2.2
West.....	1,171	991	866	3.6	3.1	2.7

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

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

³ See footnote 8, table 1.

^P = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	June 2007	May 2008	June 2008 ^p	June 2007	May 2008	June 2008 ^p
Total	5,872	4,825	5,316	4.2	3.5	3.8
INDUSTRY						
Total private.....	5,340	4,485	4,912	4.6	3.9	4.2
Natural resources and mining.....	34	31	40	4.6	4.1	5.2
Construction.....	472	367	365	6.0	5.0	4.9
Manufacturing.....	448	313	368	3.2	2.3	2.7
Durable goods.....	249	176	196	2.8	2.0	2.3
Nondurable goods.....	199	137	172	3.9	2.8	3.5
Trade, transportation, and utilities.....	1,044	896	1,000	3.9	3.4	3.8
Wholesale trade.....	229	135	159	3.8	2.2	2.6
Retail trade.....	659	626	688	4.3	4.1	4.5
Transportation, warehousing, and utilities.....	155	135	153	3.0	2.7	3.0
Information.....	81	54	58	2.7	1.8	1.9
Financial activities.....	265	207	284	3.2	2.5	3.4
Finance and insurance.....	194	124	183	3.1	2.0	3.0
Real estate and rental and leasing.....	71	84	101	3.2	3.9	4.7
Professional and business services.....	1,002	834	994	5.5	4.6	5.5
Education and health services.....	589	472	574	3.2	2.5	3.1
Educational services.....	85	57	96	3.1	1.9	3.4
Health care and social assistance.....	504	415	478	3.3	2.6	3.0
Leisure and hospitality.....	1,139	1,100	968	8.1	7.9	6.8
Arts, entertainment, and recreation.....	222	204	149	9.9	9.8	6.5
Accommodation and food services.....	917	896	819	7.8	7.6	6.8
Other services.....	265	210	261	4.8	3.8	4.7
Government.....	533	340	405	2.4	1.5	1.8
Federal.....	101	24	34	3.7	.9	1.2
State and local.....	432	316	371	2.2	1.6	1.9
REGION ³						
Northeast.....	872	752	928	3.4	2.9	3.6
South.....	2,286	1,726	1,920	4.6	3.5	3.8
Midwest.....	1,323	1,140	1,218	4.2	3.6	3.8
West.....	1,391	1,206	1,251	4.5	3.9	4.0

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	June 2007	May 2008	June 2008 ^p	June 2007	May 2008	June 2008 ^p
Total	4,905	4,294	4,497	3.5	3.1	3.2
INDUSTRY						
Total private.....	4,432	4,003	4,089	3.8	3.5	3.5
Natural resources and mining.....	18	18	23	2.4	2.3	3.0
Construction.....	353	374	353	4.5	5.1	4.8
Manufacturing.....	373	358	369	2.7	2.6	2.7
Durable goods.....	232	216	231	2.6	2.5	2.7
Nondurable goods.....	141	143	139	2.8	2.9	2.8
Trade, transportation, and utilities.....	1,003	869	905	3.8	3.3	3.4
Wholesale trade.....	201	144	140	3.3	2.4	2.3
Retail trade.....	677	615	630	4.4	4.0	4.1
Transportation, warehousing, and utilities.....	124	111	135	2.4	2.2	2.6
Information.....	79	53	58	2.6	1.8	1.9
Financial activities.....	194	185	152	2.3	2.2	1.8
Finance and insurance.....	138	119	98	2.2	1.9	1.6
Real estate and rental and leasing.....	55	66	53	2.5	3.1	2.5
Professional and business services.....	757	654	779	4.2	3.6	4.3
Education and health services.....	573	493	506	3.2	2.6	2.7
Educational services.....	126	95	84	4.6	3.1	3.0
Health care and social assistance.....	447	398	422	2.9	2.5	2.7
Leisure and hospitality.....	868	792	798	6.2	5.7	5.6
Arts, entertainment, and recreation.....	98	113	88	4.4	5.4	3.9
Accommodation and food services.....	770	679	710	6.5	5.7	5.9
Other services.....	215	207	144	3.9	3.7	2.6
Government.....	473	290	409	2.1	1.3	1.8
Federal.....	81	23	25	3.0	.8	.9
State and local.....	392	267	383	2.0	1.3	1.9
REGION ³						
Northeast.....	743	605	702	2.9	2.3	2.7
South.....	1,806	1,711	1,714	3.6	3.4	3.4
Midwest.....	1,041	867	961	3.3	2.7	3.0
West.....	1,315	1,111	1,120	4.2	3.6	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 See footnote 8, 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 2007	May 2008	June 2008 ^p	June 2007	May 2008	June 2008 ^p
Total	2,838	2,471	2,573	2.0	1.8	1.9
INDUSTRY						
Total private.....	2,632	2,325	2,388	2.3	2.0	2.1
Natural resources and mining.....	13	12	16	1.8	1.6	2.1
Construction.....	134	136	161	1.7	1.9	2.2
Manufacturing.....	199	172	166	1.4	1.3	1.2
Durable goods.....	114	94	101	1.3	1.1	1.2
Nondurable goods.....	85	78	65	1.7	1.6	1.3
Trade, transportation, and utilities.....	634	534	545	2.4	2.0	2.1
Wholesale trade.....	106	87	65	1.7	1.4	1.1
Retail trade.....	462	387	397	3.0	2.5	2.6
Transportation, warehousing, and utilities.....	66	60	82	1.3	1.2	1.6
Information.....	51	36	38	1.7	1.2	1.3
Financial activities.....	124	117	89	1.5	1.4	1.1
Finance and insurance.....	94	83	64	1.5	1.4	1.0
Real estate and rental and leasing.....	30	34	25	1.4	1.6	1.2
Professional and business services.....	432	394	413	2.4	2.2	2.3
Education and health services.....	309	248	279	1.7	1.3	1.5
Educational services.....	45	36	32	1.6	1.2	1.1
Health care and social assistance.....	264	213	247	1.7	1.3	1.6
Leisure and hospitality.....	604	565	578	4.3	4.1	4.1
Arts, entertainment, and recreation.....	47	45	51	2.1	2.1	2.2
Accommodation and food services.....	556	520	527	4.7	4.4	4.4
Other services.....	131	110	102	2.4	2.0	1.8
Government.....	206	146	185	.9	.6	.8
Federal.....	28	7	9	1.0	.3	.3
State and local.....	179	138	176	.9	.7	.9
REGION ³						
Northeast.....	404	328	352	1.6	1.3	1.4
South.....	1,133	1,006	1,030	2.3	2.0	2.1
Midwest.....	572	510	536	1.8	1.6	1.7
West.....	729	627	655	2.3	2.0	2.1

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

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

³ See footnote 8, table 1.

^p = preliminary.

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 2007	May 2008	June 2008 ^P	June 2007	May 2008	June 2008 ^P
Total	1,680	1,551	1,629	1.2	1.1	1.2
INDUSTRY						
Total private.....	1,533	1,455	1,495	1.3	1.3	1.3
Natural resources and mining.....	3	4	6	.5	.5	.7
Construction.....	212	213	176	2.7	2.9	2.4
Manufacturing.....	135	162	170	1.0	1.2	1.2
Durable goods.....	87	107	107	1.0	1.2	1.2
Nondurable goods.....	49	55	64	1.0	1.1	1.3
Trade, transportation, and utilities.....	287	280	302	1.1	1.1	1.1
Wholesale trade.....	80	51	68	1.3	.8	1.1
Retail trade.....	164	189	190	1.1	1.2	1.2
Transportation, warehousing, and utilities.....	43	40	44	.8	.8	.9
Information.....	21	13	16	.7	.4	.5
Financial activities.....	53	51	55	.6	.6	.7
Finance and insurance.....	35	27	31	.6	.4	.5
Real estate and rental and leasing.....	18	24	23	.8	1.1	1.1
Professional and business services.....	285	221	327	1.6	1.2	1.8
Education and health services.....	221	207	200	1.2	1.1	1.1
Educational services.....	75	54	51	2.7	1.8	1.8
Health care and social assistance.....	146	153	149	.9	1.0	.9
Leisure and hospitality.....	243	212	205	1.7	1.5	1.4
Arts, entertainment, and recreation.....	48	67	33	2.1	3.2	1.4
Accommodation and food services.....	196	145	172	1.7	1.2	1.4
Other services.....	73	93	39	1.3	1.7	.7
Government.....	147	95	134	.7	.4	.6
Federal.....	23	6	10	.8	.2	.4
State and local.....	124	90	125	.6	.4	.6
REGION ³						
Northeast.....	272	228	298	1.1	.9	1.2
South.....	558	609	587	1.1	1.2	1.2
Midwest.....	358	303	346	1.1	1.0	1.1
West.....	492	411	398	1.6	1.3	1.3

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

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

³ See footnote 8, 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 2007	May 2008	June 2008 ^p	June 2007	May 2008	June 2008 ^p
Total	387	272	295	0.3	0.2	0.2
INDUSTRY						
Total private.....	268	223	206	.2	.2	.2
Natural resources and mining.....	1	2	2	.2	.2	.2
Construction.....	7	25	16	.1	.3	.2
Manufacturing.....	38	24	33	.3	.2	.2
Durable goods.....	31	15	23	.3	.2	.3
Nondurable goods.....	7	10	10	.1	.2	.2
Trade, transportation, and utilities.....	82	56	58	.3	.2	.2
Wholesale trade.....	16	6	7	.3	.1	.1
Retail trade.....	52	39	43	.3	.3	.3
Transportation, warehousing, and utilities.....	15	10	8	.3	.2	.2
Information.....	7	4	4	.2	.1	.1
Financial activities.....	16	17	8	.2	.2	.1
Finance and insurance.....	9	8	4	.2	.1	.1
Real estate and rental and leasing.....	7	8	4	.3	.4	.2
Professional and business services.....	40	39	40	.2	.2	.2
Education and health services.....	43	37	27	.2	.2	.1
Educational services.....	6	5	2	.2	.2	.1
Health care and social assistance.....	37	32	25	.2	.2	.2
Leisure and hospitality.....	21	16	15	.1	.1	.1
Arts, entertainment, and recreation.....	3	2	4	.1	.1	.2
Accommodation and food services.....	18	14	12	.2	.1	.1
Other services.....	11	3	2	.2	.1	(⁴)
Government.....	119	49	89	.5	.2	.4
Federal.....	30	10	7	1.1	.4	.2
State and local.....	89	39	83	.5	.2	.4
REGION ³						
Northeast.....	67	48	51	.3	.2	.2
South.....	115	97	97	.2	.2	.2
Midwest.....	110	54	79	.3	.2	.2
West.....	94	74	68	.3	.2	.2

¹ Other separations are the number of other separations during the entire month.

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.