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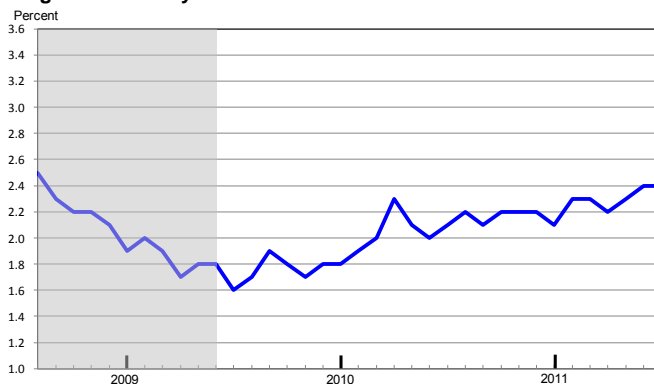
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JOB OPENINGS AND LABOR TURNOVER – JULY 2011

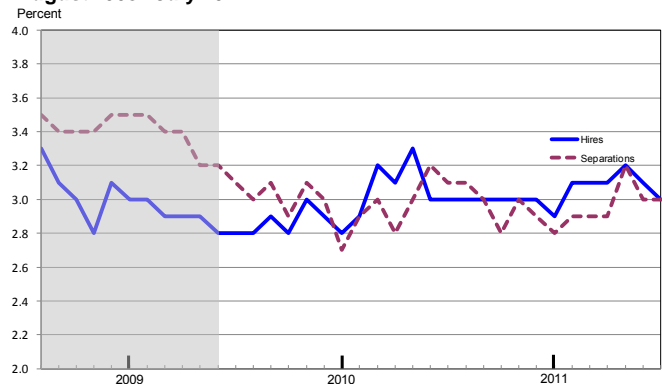
There were 3.2 million job openings on the last business day of July, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.0 percent) and separations rate (3.0 percent) were essentially unchanged over the month. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, August 2008 - July 2011



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, August 2008 - July 2011



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in July was 3.2 million, little changed from June. (See table 1.) Although the number of job openings remained below the 4.4 million openings when the recession began in December 2007, the level in July was 1.1 million openings higher than in July 2009 (the most recent trough). The number of job openings increased over the month for manufacturing and for arts, entertainment, and recreation.

The number of job openings in July (not seasonally adjusted) increased over the year for total nonfarm and total private. Eight industries experienced an increase over the year in the number of job openings; the number of job openings decreased for federal government. The number of job openings rose in the Midwest, South, and West.

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

Industry	Job openings			Hires			Total separations		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
	Levels (in thousands)								
Total	2,848	3,169	3,228	3,937	4,058	3,984	4,032	3,993	3,920
Total private ¹	2,516	2,835	2,900	3,650	3,797	3,720	3,588	3,687	3,621
Construction.....	89	68	70	323	360	331	334	371	327
Manufacturing.....	219	217	257	278	260	250	252	252	241
Trade, transportation, and utilities ²	416	515	551	798	802	780	794	785	778
Retail trade.....	262	332	310	549	553	559	558	538	555
Professional and business services.....	517	616	616	752	806	829	760	766	797
Education and health services.....	504	596	591	497	485	461	478	459	431
Leisure and hospitality	304	360	339	630	689	686	619	653	664
Arts, entertainment, and recreation.....	39	55	75	113	104	103	109	101	98
Accommodation and food services.....	266	305	264	517	585	583	511	552	566
Government ³	333	334	328	287	261	264	445	306	300
State and local government.....	248	279	262	247	238	238	257	273	272
	Rates (percent)								
Total	2.1	2.4	2.4	3.0	3.1	3.0	3.1	3.0	3.0
Total private ¹	2.3	2.5	2.6	3.4	3.5	3.4	3.3	3.4	3.3
Construction.....	1.6	1.2	1.3	5.9	6.5	6.0	6.1	6.7	5.9
Manufacturing.....	1.9	1.8	2.1	2.4	2.2	2.1	2.2	2.2	2.0
Trade, transportation, and utilities ²	1.7	2.0	2.2	3.2	3.2	3.1	3.2	3.1	3.1
Retail trade.....	1.8	2.2	2.1	3.8	3.8	3.8	3.9	3.7	3.8
Professional and business services.....	3.0	3.5	3.5	4.5	4.7	4.8	4.6	4.5	4.6
Education and health services.....	2.5	2.9	2.9	2.5	2.4	2.3	2.4	2.3	2.2
Leisure and hospitality	2.3	2.6	2.5	4.8	5.2	5.2	4.8	4.9	5.0
Arts, entertainment, and recreation.....	2.0	2.8	3.8	5.9	5.5	5.4	5.7	5.3	5.1
Accommodation and food services.....	2.3	2.6	2.3	4.7	5.2	5.2	4.6	4.9	5.0
Government ³	1.5	1.5	1.5	1.3	1.2	1.2	2.0	1.4	1.4
State and local government.....	1.3	1.4	1.3	1.3	1.2	1.2	1.3	1.4	1.4

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

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

³ Includes federal government, not shown separately.

^P = Preliminary

Hires

In July, the hires rate was little changed at 3.0 percent for total nonfarm. The hires rate was also essentially unchanged for all industries and regions. (See table 2.) The number of hires in July was 4.0 million, up from 3.6 million in October 2009 (the most recent trough) but below the 5.0 million hires recorded when the recession began in December 2007.

Over the past 12 months, the hires rate (not seasonally adjusted) fell for federal government. The hires rate was essentially unchanged for all other industries and regions. (See table 6.)

Separations

The total separations figure includes voluntary quits, involuntary layoffs and discharges, and other separations, including retirements. Total separations is also referred to as turnover.

The seasonally adjusted total separations rate was unchanged in July for total nonfarm (3.0 percent) and government (1.4 percent) and essentially unchanged for total private (3.3 percent). (See table 3.) Over the year, the total separations rate (not seasonally adjusted) was essentially unchanged for total nonfarm and total private but decreased for government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In July, the quits rate was essentially unchanged for total nonfarm (1.5 percent), total private (1.7 percent), and government (0.6 percent). (See table 4.) The number of quits rose from 1.5 million in January 2010 (the most recent trough) to 2.0 million in July although it remained below the 2.8 million recorded when the recession began in December 2007.

The number of quits (not seasonally adjusted) in July 2011 increased from 12 months earlier for total nonfarm, total private, and government. Arts, entertainment, and recreation and state and local government experienced an increase in the number of quits over the year, while federal government experienced a decline. In the regions, the number of quits rose in the Midwest and West. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted only at the total nonfarm, total private, and government levels. The layoffs and discharges rate was little changed in July for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm was 1.7 million in July, up slightly from the recent low point of 1.5 million in January 2011, but still below the peak of 2.5 million in February 2009. (See table B below.)

The layoffs and discharges level (not seasonally adjusted) declined over the 12 months ending in July for total nonfarm and government. The level decreased over the year for health care and social assistance. The level decreased over the year for federal government, returning to a more typical level after a large number of layoffs in July 2010 of temporary Census workers. The number of layoffs and discharges was little changed in all four regions over the year. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total.....	1,964	1,773	1,696	1.5	1.4	1.3
Total private.....	1,702	1,646	1,586	1.6	1.5	1.5
Government.....	263	128	110	1.2	0.6	0.5

^P = Preliminary

The other separations series is not seasonally adjusted. In July, there were 363,000 other separations for total nonfarm, 266,000 for total private, and 97,000 for government. Compared to July 2010, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations attributable to the individual components has varied over time at the total nonfarm level, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs

and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of total separations.

The proportions of quits and layoffs and discharges were last equal in November 2010. Since then, the proportion of quits has trended upward, again exceeding the proportion of layoffs and discharges. In July, the proportion of quits for total nonfarm was 50 percent and the proportion of layoffs and discharges was 43 percent. For total private quits, the proportion was 50 percent while the total private layoffs and discharges proportion was 44 percent. For government, the proportions were 43 percent quits and 37 percent layoffs and discharges. (See table C below.)

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

Industry	Quits						Layoffs and discharges					
	July 2010		June 2011		July 2011 ^P		July 2010		June 2011		July 2011 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,788	44%	1,904	48%	1,950	50%	1,964	49%	1,773	44%	1,696	43%
Total private.....	1,673	47%	1,786	48%	1,822	50%	1,702	47%	1,646	45%	1,586	44%
Government	115	26%	117	38%	128	43%	263	59%	128	42%	110	37%

^P = Preliminary

Net Change in Employment

Over the 12 months ending in July 2011, hires totaled 47.8 million and separations totaled 46.6 million, yielding a net employment gain of 1.1 million based on not seasonally adjusted data. These figures include workers who may have been hired and separated more than once during the year. Nearly half of the hires and nearly half of the separations during these 12 months occurred in three industries: retail trade; professional and business services; and accommodation and food services. The large share of total hires and separations accounted for by these three industries reflects the size of the industries as well as their relatively high hires and separations rates.

The Job Openings and Labor Turnover Survey results for August 2011 are scheduled to be released on Wednesday, October 12, 2011 at 10:00 a.m. (EDT).

Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2007 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

Employment. Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or persons on leave without pay or on strike for the entire pay period, are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working.

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the

establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

Annual estimates. Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

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

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more

closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used; they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

JOLTS total employment estimates are benchmarked monthly to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements.

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and sepa-

rations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward to the present using an econometric technique known as X-12 ARIMA modeling. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components—quits; layoffs and discharges; and other separations—in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

Seasonal adjustment

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

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS

hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Using JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the

federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of

confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

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

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

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

Industry and region	Levels ³ (in thousands)							Rates						
	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P
Total	2,848	3,025	3,123	2,953	3,034	3,169	3,228	2.1	2.3	2.3	2.2	2.3	2.4	2.4
INDUSTRY														
Total private ⁴	2,516	2,695	2,793	2,635	2,725	2,835	2,900	2.3	2.4	2.5	2.4	2.4	2.5	2.6
Construction.....	89	55	68	90	100	68	70	1.6	1.0	1.2	1.6	1.8	1.2	1.3
Manufacturing.....	219	209	235	226	211	217	257	1.9	1.8	2.0	1.9	1.8	1.8	2.1
Trade, transportation, and utilities ⁵	416	448	472	524	484	515	551	1.7	1.8	1.9	2.1	1.9	2.0	2.2
Retail trade.....	262	232	254	312	276	332	310	1.8	1.6	1.7	2.1	1.9	2.2	2.1
Professional and business services.....	517	606	613	497	615	616	616	3.0	3.4	3.5	2.8	3.5	3.5	3.5
Education and health services.....	504	553	609	550	594	596	591	2.5	2.7	3.0	2.7	2.9	2.9	2.9
Leisure and hospitality	304	378	340	305	298	360	339	2.3	2.8	2.5	2.3	2.2	2.6	2.5
Arts, entertainment, and recreation..	39	48	41	36	34	55	75	2.0	2.5	2.1	1.9	1.8	2.8	3.8
Accommodation and food services..	266	330	299	269	264	305	264	2.3	2.9	2.6	2.3	2.3	2.6	2.3
Government ⁶	333	330	331	319	309	334	328	1.5	1.5	1.5	1.4	1.4	1.5	1.5
State and local government.....	248	260	274	268	261	279	262	1.3	1.3	1.4	1.4	1.3	1.4	1.3
REGION ⁷														
Northeast	573	594	675	531	586	522	552	2.3	2.3	2.6	2.1	2.3	2.0	2.2
South	988	1,082	1,082	985	1,087	1,109	1,184	2.1	2.2	2.2	2.0	2.2	2.3	2.4
Midwest	592	630	672	664	730	686	718	2.0	2.1	2.2	2.2	2.4	2.3	2.4
West	649	715	752	681	719	753	784	2.2	2.4	2.5	2.3	2.4	2.5	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 and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

⁷ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P
Total	3,937	3,986	4,067	4,001	4,129	4,058	3,984	3.0	3.1	3.1	3.1	3.2	3.1	3.0
INDUSTRY														
Total private ⁴	3,650	3,729	3,807	3,733	3,870	3,797	3,720	3.4	3.4	3.5	3.4	3.6	3.5	3.4
Construction.....	323	369	338	355	371	360	331	5.9	6.7	6.1	6.4	6.7	6.5	6.0
Manufacturing.....	278	250	269	257	263	260	250	2.4	2.1	2.3	2.2	2.2	2.2	2.1
Trade, transportation, and utilities ⁵	798	816	803	791	804	802	780	3.2	3.3	3.2	3.2	3.2	3.2	3.1
Retail trade.....	549	547	553	556	557	553	559	3.8	3.8	3.8	3.8	3.8	3.8	3.8
Professional and business services.....	752	791	840	831	902	806	829	4.5	4.7	4.9	4.9	5.3	4.7	4.8
Education and health services.....	497	468	470	468	480	485	461	2.5	2.4	2.4	2.4	2.4	2.4	2.3
Leisure and hospitality	630	632	681	653	629	689	686	4.8	4.8	5.2	4.9	4.8	5.2	5.2
Arts, entertainment, and recreation..	113	101	120	107	111	104	103	5.9	5.3	6.3	5.6	5.9	5.5	5.4
Accommodation and food services..	517	531	560	546	517	585	583	4.7	4.7	5.0	4.8	4.6	5.2	5.2
Government ⁶	287	257	260	269	259	261	264	1.3	1.2	1.2	1.2	1.2	1.2	1.2
State and local government.....	247	218	229	244	232	238	238	1.3	1.1	1.2	1.3	1.2	1.2	1.2
REGION ⁷														
Northeast	715	646	717	695	675	681	682	2.9	2.6	2.9	2.8	2.7	2.7	2.7
South	1,427	1,466	1,535	1,471	1,643	1,503	1,486	3.0	3.1	3.2	3.1	3.5	3.2	3.1
Midwest	953	901	862	941	890	908	916	3.2	3.0	2.9	3.2	3.0	3.1	3.1
West	859	862	851	864	826	910	910	3.0	3.0	3.0	3.0	2.9	3.2	3.2

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P
Total	4,032	3,825	3,805	3,833	4,145	3,993	3,920	3.1	2.9	2.9	2.9	3.2	3.0	3.0
INDUSTRY														
Total private ⁴	3,588	3,538	3,534	3,528	3,844	3,687	3,621	3.3	3.3	3.3	3.2	3.5	3.4	3.3
Construction.....	334	324	334	357	376	371	327	6.1	5.9	6.0	6.5	6.8	6.7	5.9
Manufacturing.....	252	234	245	241	272	252	241	2.2	2.0	2.1	2.1	2.3	2.2	2.0
Trade, transportation, and utilities ⁵	794	800	772	725	799	785	778	3.2	3.2	3.1	2.9	3.2	3.1	3.1
Retail trade.....	558	549	541	511	562	538	555	3.9	3.8	3.7	3.5	3.9	3.7	3.8
Professional and business services.....	760	760	719	785	892	766	797	4.6	4.5	4.2	4.6	5.2	4.5	4.6
Education and health services.....	478	441	429	428	450	459	431	2.4	2.2	2.2	2.1	2.3	2.3	2.2
Leisure and hospitality	619	582	650	621	652	653	664	4.8	4.4	4.9	4.7	4.9	4.9	5.0
Arts, entertainment, and recreation.....	109	86	122	109	123	101	98	5.7	4.6	6.4	5.7	6.6	5.3	5.1
Accommodation and food services.....	511	495	528	512	528	552	566	4.6	4.4	4.7	4.5	4.7	4.9	5.0
Government ⁶	445	287	271	304	301	306	300	2.0	1.3	1.2	1.4	1.4	1.4	1.4
State and local government.....	257	255	247	278	271	273	272	1.3	1.3	1.3	1.4	1.4	1.4	1.4
REGION ⁷														
Northeast.....	764	703	649	763	757	634	661	3.1	2.8	2.6	3.1	3.0	2.5	2.6
South.....	1,474	1,451	1,519	1,402	1,528	1,421	1,459	3.1	3.1	3.2	3.0	3.2	3.0	3.1
Midwest.....	948	830	912	947	942	934	883	3.2	2.8	3.1	3.2	3.2	3.1	3.0
West.....	875	857	872	898	974	863	834	3.1	3.0	3.0	3.1	3.4	3.0	2.9

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P	July 2010	Feb. 2011	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011 ^P
Total	1,788	1,910	1,924	1,887	2,000	1,904	1,950	1.4	1.5	1.5	1.4	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,673	1,793	1,820	1,771	1,877	1,786	1,822	1.6	1.7	1.7	1.6	1.7	1.6	1.7
Construction.....	69	62	72	91	92	75	71	1.2	1.1	1.3	1.7	1.7	1.3	1.3
Manufacturing.....	86	94	115	105	109	109	99	.7	.8	1.0	.9	.9	.9	.8
Trade, transportation, and utilities ⁵	405	442	443	410	463	432	406	1.6	1.8	1.8	1.6	1.9	1.7	1.6
Retail trade.....	311	317	342	315	351	333	317	2.2	2.2	2.4	2.2	2.4	2.3	2.2
Professional and business services.....	337	396	357	360	372	330	385	2.0	2.3	2.1	2.1	2.2	1.9	2.2
Education and health services.....	240	241	251	239	253	264	242	1.2	1.2	1.3	1.2	1.3	1.3	1.2
Leisure and hospitality	349	353	382	386	388	395	402	2.7	2.7	2.9	2.9	2.9	3.0	3.0
Arts, entertainment, and recreation.....	29	37	46	42	45	42	43	1.5	1.9	2.4	2.2	2.4	2.2	2.3
Accommodation and food services.....	320	317	337	344	343	353	359	2.9	2.8	3.0	3.0	3.0	3.1	3.2
Government ⁶	115	117	104	117	123	117	128	.5	.5	.5	.5	.6	.5	.6
State and local government.....	94	108	97	108	114	108	119	.5	.6	.5	.6	.6	.6	.6
REGION ⁷														
Northeast.....	302	335	293	266	330	264	266	1.2	1.3	1.2	1.1	1.3	1.1	1.1
South.....	707	779	779	741	816	744	771	1.5	1.6	1.6	1.6	1.7	1.6	1.6
Midwest.....	423	455	437	456	484	465	468	1.4	1.5	1.5	1.5	1.6	1.6	1.6
West.....	390	447	455	400	460	406	457	1.4	1.6	1.6	1.4	1.6	1.4	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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total	2,987	3,185	3,413	2.3	2.4	2.5
INDUSTRY						
Total private.....	2,629	2,825	3,053	2.4	2.5	2.7
Mining and logging.....	15	25	40	2.0	3.0	4.7
Construction.....	109	72	83	1.9	1.2	1.4
Manufacturing.....	237	223	288	2.0	1.9	2.4
Durable goods.....	169	160	201	2.3	2.1	2.7
Nondurable goods.....	67	63	87	1.5	1.4	1.9
Trade, transportation, and utilities.....	441	531	589	1.8	2.1	2.3
Wholesale trade.....	80	90	120	1.4	1.6	2.1
Retail trade.....	293	343	353	2.0	2.3	2.4
Transportation, warehousing, and utilities.....	68	97	116	1.4	2.0	2.4
Information.....	94	91	107	3.3	3.3	3.8
Financial activities.....	208	213	212	2.6	2.7	2.7
Finance and insurance.....	180	171	157	3.1	2.9	2.7
Real estate and rental and leasing.....	28	42	55	1.4	2.1	2.7
Professional and business services.....	528	584	633	3.0	3.3	3.5
Education and health services.....	521	572	619	2.6	2.8	3.1
Educational services.....	60	65	66	2.1	2.1	2.2
Health care and social assistance.....	461	507	552	2.7	2.9	3.2
Leisure and hospitality.....	320	378	344	2.3	2.7	2.4
Arts, entertainment, and recreation.....	36	55	71	1.6	2.5	3.1
Accommodation and food services.....	284	323	273	2.4	2.7	2.3
Other services.....	159	136	139	2.8	2.4	2.5
Government.....	358	361	360	1.6	1.6	1.7
Federal.....	83	46	66	2.6	1.6	2.3
State and local.....	275	315	293	1.5	1.6	1.6
REGION ³						
Northeast.....	616	568	572	2.4	2.2	2.2
South.....	1,039	1,114	1,258	2.2	2.3	2.6
Midwest.....	644	709	765	2.1	2.3	2.5
West.....	689	795	818	2.4	2.7	2.8

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

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

³ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total	4,263	4,835	4,291	3.3	3.7	3.3
INDUSTRY						
Total private.....	3,933	4,481	3,985	3.6	4.1	3.6
Mining and logging.....	25	38	30	3.5	4.7	3.7
Construction.....	368	440	369	6.4	7.7	6.3
Manufacturing.....	307	300	275	2.6	2.5	2.3
Durable goods.....	186	177	159	2.6	2.4	2.2
Nondurable goods.....	121	123	115	2.7	2.8	2.6
Trade, transportation, and utilities.....	809	852	782	3.3	3.4	3.1
Wholesale trade.....	131	119	98	2.4	2.1	1.8
Retail trade.....	526	579	542	3.6	4.0	3.7
Transportation, warehousing, and utilities.....	152	154	142	3.2	3.2	3.0
Information.....	49	75	47	1.8	2.8	1.8
Financial activities.....	174	195	152	2.3	2.5	2.0
Finance and insurance.....	113	108	108	2.0	1.9	1.9
Real estate and rental and leasing.....	61	87	45	3.1	4.4	2.2
Professional and business services.....	780	866	859	4.6	5.0	5.0
Education and health services.....	561	598	516	2.9	3.0	2.6
Educational services.....	95	86	83	3.3	2.9	2.9
Health care and social assistance.....	466	511	432	2.8	3.1	2.6
Leisure and hospitality.....	673	879	747	4.9	6.4	5.4
Arts, entertainment, and recreation.....	133	168	124	5.9	7.8	5.6
Accommodation and food services.....	540	710	623	4.7	6.1	5.3
Other services.....	185	239	208	3.4	4.3	3.8
Government.....	330	354	306	1.5	1.6	1.5
Federal.....	46	30	29	1.5	1.0	1.0
State and local.....	284	325	276	1.6	1.7	1.5
REGION ³						
Northeast.....	805	897	763	3.3	3.6	3.1
South.....	1,505	1,706	1,546	3.2	3.6	3.3
Midwest.....	978	1,127	939	3.3	3.8	3.2
West.....	974	1,104	1,043	3.4	3.8	3.6

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

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

³ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total	4,412	4,180	4,340	3.4	3.2	3.3
INDUSTRY						
Total private.....	3,874	3,669	3,926	3.6	3.3	3.6
Mining and logging.....	17	19	20	2.4	2.4	2.4
Construction.....	352	318	343	6.1	5.5	5.9
Manufacturing.....	246	232	232	2.1	2.0	2.0
Durable goods.....	132	128	128	1.9	1.7	1.8
Nondurable goods.....	115	105	104	2.6	2.3	2.3
Trade, transportation, and utilities.....	812	749	802	3.3	3.0	3.2
Wholesale trade.....	130	114	101	2.4	2.0	1.8
Retail trade.....	556	512	568	3.9	3.5	3.9
Transportation, warehousing, and utilities.....	126	123	133	2.7	2.5	2.8
Information.....	55	56	63	2.0	2.1	2.3
Financial activities.....	175	160	148	2.3	2.1	1.9
Finance and insurance.....	113	105	107	2.0	1.9	1.9
Real estate and rental and leasing.....	62	55	41	3.2	2.8	2.1
Professional and business services.....	791	737	841	4.7	4.3	4.9
Education and health services.....	598	575	532	3.1	2.9	2.7
Educational services.....	110	130	110	3.8	4.3	3.8
Health care and social assistance.....	488	445	422	3.0	2.7	2.5
Leisure and hospitality.....	657	652	728	4.8	4.7	5.2
Arts, entertainment, and recreation.....	101	80	90	4.5	3.7	4.0
Accommodation and food services.....	556	573	638	4.9	4.9	5.5
Other services.....	170	170	217	3.1	3.1	3.9
Government.....	539	510	414	2.5	2.3	2.0
Federal.....	189	34	29	6.1	1.2	1.0
State and local.....	350	477	385	1.9	2.5	2.1
REGION ³						
Northeast.....	807	717	732	3.3	2.8	2.9
South.....	1,620	1,512	1,654	3.5	3.2	3.5
Midwest.....	995	1,011	966	3.4	3.4	3.2
West.....	989	940	988	3.5	3.2	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 See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total	2,038	2,091	2,236	1.6	1.6	1.7
INDUSTRY						
Total private.....	1,900	1,922	2,073	1.8	1.7	1.9
Mining and logging.....	9	11	13	1.3	1.4	1.6
Construction.....	91	81	91	1.6	1.4	1.6
Manufacturing.....	94	118	106	.8	1.0	.9
Durable goods.....	51	57	52	.7	.8	.7
Nondurable goods.....	43	61	54	1.0	1.4	1.2
Trade, transportation, and utilities.....	446	440	439	1.8	1.8	1.8
Wholesale trade.....	46	37	42	.8	.7	.7
Retail trade.....	335	335	338	2.3	2.3	2.3
Transportation, warehousing, and utilities.....	64	68	59	1.4	1.4	1.2
Information.....	31	32	35	1.1	1.2	1.3
Financial activities.....	85	87	98	1.1	1.1	1.3
Finance and insurance.....	57	58	78	1.0	1.0	1.4
Real estate and rental and leasing.....	28	29	20	1.4	1.5	1.0
Professional and business services.....	369	350	433	2.2	2.0	2.5
Education and health services.....	277	313	275	1.4	1.6	1.4
Educational services.....	40	47	41	1.4	1.5	1.4
Health care and social assistance.....	237	266	234	1.4	1.6	1.4
Leisure and hospitality.....	405	416	474	3.0	3.0	3.4
Arts, entertainment, and recreation.....	37	42	54	1.7	1.9	2.4
Accommodation and food services.....	368	374	420	3.2	3.2	3.6
Other services.....	93	73	109	1.7	1.3	2.0
Government.....	138	169	163	.6	.8	.8
Federal.....	22	10	9	.7	.4	.3
State and local.....	116	158	153	.6	.8	.9
REGION ³						
Northeast.....	350	310	305	1.4	1.2	1.2
South.....	803	797	885	1.7	1.7	1.9
Midwest.....	466	519	530	1.6	1.7	1.8
West.....	420	466	516	1.5	1.6	1.8

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

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

³ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total	2,009	1,696	1,741	1.6	1.3	1.3
INDUSTRY						
Total private.....	1,707	1,492	1,587	1.6	1.4	1.4
Mining and logging.....	6	7	6	.8	.9	.7
Construction.....	247	225	238	4.3	3.9	4.1
Manufacturing.....	131	92	102	1.1	.8	.9
Durable goods.....	68	54	62	1.0	.7	.9
Nondurable goods.....	63	38	40	1.4	.8	.9
Trade, transportation, and utilities.....	302	242	275	1.2	1.0	1.1
Wholesale trade.....	73	64	42	1.3	1.1	.7
Retail trade.....	185	139	180	1.3	1.0	1.2
Transportation, warehousing, and utilities.....	45	39	53	.9	.8	1.1
Information.....	21	21	24	.8	.8	.9
Financial activities.....	66	56	42	.9	.7	.5
Finance and insurance.....	34	32	24	.6	.6	.4
Real estate and rental and leasing.....	32	24	18	1.6	1.2	.9
Professional and business services.....	376	348	355	2.2	2.0	2.1
Education and health services.....	281	209	221	1.5	1.1	1.1
Educational services.....	64	74	63	2.2	2.5	2.2
Health care and social assistance.....	217	135	158	1.3	.8	.9
Leisure and hospitality.....	207	218	227	1.5	1.6	1.6
Arts, entertainment, and recreation.....	56	35	33	2.5	1.6	1.5
Accommodation and food services.....	151	183	194	1.3	1.6	1.7
Other services.....	71	73	98	1.3	1.3	1.8
Government.....	302	205	154	1.4	.9	.7
Federal.....	154	10	9	5.0	.3	.3
State and local.....	148	195	145	.8	1.0	.8
REGION ³						
Northeast.....	388	341	350	1.6	1.4	1.4
South.....	687	568	633	1.5	1.2	1.3
Midwest.....	454	397	370	1.5	1.3	1.2
West.....	480	391	388	1.7	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 7, table 1.

^P = Preliminary

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2010	June 2011	July 2011 ^P	July 2010	June 2011	July 2011 ^P
Total	365	392	363	0.3	0.3	0.3
INDUSTRY						
Total private.....	267	256	266	.2	.2	.2
Mining and logging.....	2	1	1	.3	.1	.2
Construction.....	14	11	13	.2	.2	.2
Manufacturing.....	22	22	24	.2	.2	.2
Durable goods.....	13	16	14	.2	.2	.2
Nondurable goods.....	8	6	10	.2	.1	.2
Trade, transportation, and utilities.....	64	67	88	.3	.3	.4
Wholesale trade.....	11	12	18	.2	.2	.3
Retail trade.....	36	39	50	.3	.3	.3
Transportation, warehousing, and utilities.....	17	16	20	.4	.3	.4
Information.....	3	3	4	.1	.1	.2
Financial activities.....	24	17	8	.3	.2	.1
Finance and insurance.....	22	15	5	.4	.3	.1
Real estate and rental and leasing.....	2	2	3	.1	.1	.2
Professional and business services.....	46	39	53	.3	.2	.3
Education and health services.....	41	53	37	.2	.3	.2
Educational services.....	6	10	6	.2	.3	.2
Health care and social assistance.....	34	44	31	.2	.3	.2
Leisure and hospitality.....	45	18	27	.3	.1	.2
Arts, entertainment, and recreation.....	7	3	3	.3	.1	.1
Accommodation and food services.....	38	15	24	.3	.1	.2
Other services.....	7	24	10	.1	.4	.2
Government.....	98	137	97	.5	.6	.5
Federal.....	13	13	10	.4	.5	.4
State and local.....	86	123	87	.5	.6	.5
REGION ³						
Northeast.....	69	66	78	.3	.3	.3
South.....	131	148	136	.3	.3	.3
Midwest.....	75	95	65	.3	.3	.2
West.....	90	84	84	.3	.3	.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.

^P = Preliminary