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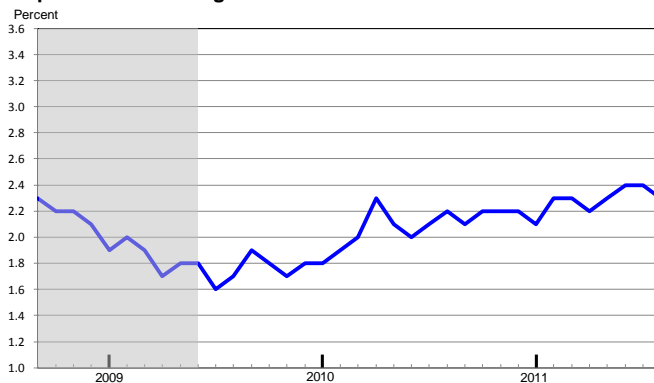
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(Note: August estimates of hires, separations, and job openings originally published on October 12, 2011, had not been adjusted to account for a strike in the information industry. With the release of September estimates, August estimates found in the September release and database reflect both regular revisions and corrections. Estimates in this release will not be corrected. For further assistance, see www.bls.gov/bls/errata/jolts_corrections_11082011.htm.)

JOB OPENINGS AND LABOR TURNOVER – AUGUST 2011

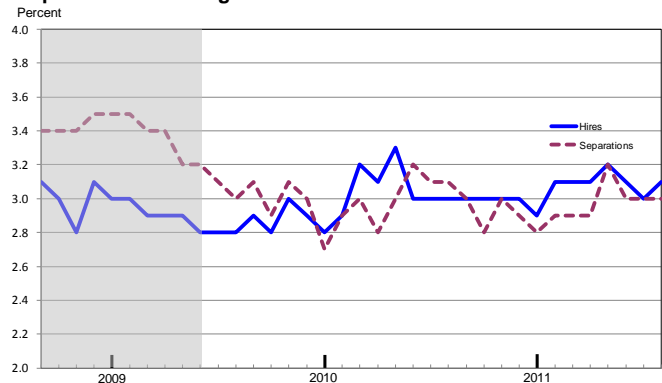
There were 3.1 million job openings on the last business day of August, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.1 percent) and separations rate (3.0 percent) were essentially unchanged over the month. The job openings rate has trended upward slowly since the end of the recession in June 2009 (as determined by the National Bureau of Economic Research). 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, September 2008 - August 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, September 2008 - August 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 August was 3.1 million, little changed from July. (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 August was 944,000 higher than in July 2009 (the most recent trough). The number of job openings is up 26 percent since the end of the recession in June 2009.

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

Industry	Job openings			Hires			Total separations		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Levels (in thousands)									
Total	2,862	3,213	3,056	3,886	3,976	4,014	3,996	3,962	3,968
Total private ¹	2,556	2,905	2,757	3,627	3,733	3,755	3,556	3,659	3,692
Construction.....	54	75	92	332	334	323	320	327	330
Manufacturing.....	173	252	240	259	259	252	279	239	248
Trade, transportation, and utilities ²	409	540	489	749	767	782	769	770	773
Retail trade.....	250	312	322	528	552	534	545	547	536
Professional and business services.....	613	640	623	777	819	839	757	806	805
Education and health services.....	477	604	607	471	472	480	429	431	446
Leisure and hospitality	350	338	339	628	682	673	601	670	683
Arts, entertainment, and recreation.....	37	62	44	102	96	102	103	97	108
Accommodation and food services.....	313	276	295	527	586	572	498	573	576
Government ³	306	309	299	259	243	259	440	302	275
State and local government.....	228	253	261	221	219	231	289	271	244
Rates (percent)									
Total	2.2	2.4	2.3	3.0	3.0	3.1	3.1	3.0	3.0
Total private ¹	2.3	2.6	2.5	3.4	3.4	3.4	3.3	3.4	3.4
Construction.....	1.0	1.3	1.6	6.0	6.0	5.9	5.8	5.9	6.0
Manufacturing.....	1.5	2.1	2.0	2.2	2.2	2.1	2.4	2.0	2.1
Trade, transportation, and utilities ²	1.6	2.1	1.9	3.0	3.1	3.1	3.1	3.1	3.1
Retail trade.....	1.7	2.1	2.2	3.7	3.8	3.7	3.8	3.8	3.7
Professional and business services.....	3.5	3.6	3.5	4.6	4.8	4.9	4.5	4.7	4.7
Education and health services.....	2.4	2.9	2.9	2.4	2.4	2.4	2.2	2.2	2.2
Leisure and hospitality	2.6	2.5	2.5	4.8	5.2	5.1	4.6	5.1	5.2
Arts, entertainment, and recreation.....	1.9	3.2	2.3	5.3	5.1	5.4	5.4	5.1	5.7
Accommodation and food services.....	2.7	2.4	2.5	4.7	5.2	5.0	4.5	5.1	5.1
Government ³	1.3	1.4	1.3	1.2	1.1	1.2	2.0	1.4	1.3
State and local government.....	1.2	1.3	1.3	1.1	1.1	1.2	1.5	1.4	1.3

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

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

³ Includes federal government, not shown separately.

^P = Preliminary

The number of job openings in August (not seasonally adjusted) increased over the year for total private and was essentially unchanged for total nonfarm and government. Several 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.

Hires

In August, the hires rate was little changed at 3.1 percent for total nonfarm. The hires rate was also essentially unchanged for all industries and regions. (See table 2.) The number of hires in August 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. The number of hires has increased 11 percent since the end of the recession in June 2009.

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 August for total nonfarm (3.0 percent) and total private (3.4 percent) and little changed for government (1.3 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 August, the quits rate was essentially unchanged for total nonfarm (at 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 August although it remained below the 2.8 million recorded when the recession began in December 2007.

The number of quits (not seasonally adjusted) in August 2011 increased from 12 months earlier for total nonfarm and total private and was essentially unchanged for government. Several industries experienced an increase in the number of quits over the year, while federal government experienced a decline. Among the regions, the number of quits rose in the Midwest and South. (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 unchanged in August for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm was 1.7 million in August, 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.)

The layoffs and discharges level (not seasonally adjusted) declined over the 12 months ending in August 2011 for government. The level decreased over the year for educational services, other services, and for state and local government. The level also decreased over the year for federal government, returning to a more typical level after a large number of layoffs in August 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)		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total.....	1,809	1,694	1,659	1.4	1.3	1.3
Total private.....	1,555	1,579	1,559	1.4	1.4	1.4
Government.....	254	115	99	1.1	0.5	0.5

^P = Preliminary

The other separations series is not seasonally adjusted. In August 2011, there were 321,000 other separations for total nonfarm, 259,000 for total private, and 62,000 for government. Compared to August 2010, the number of other separations was down for total nonfarm 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. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of total 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. For the majority of the months between November 2008 and November 2010, however, the proportion of layoffs and discharges was equal to or greater than the proportion of quits. Since November 2010 the series have returned to their historical pattern. In August, the proportion of quits for total nonfarm was 51 percent, and the proportion of layoffs and discharges was 42 percent. (See table C.)

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

Industry	Quits						Layoffs and discharges					
	Aug. 2010		July 2011		Aug. 2011 ^P		Aug. 2010		July 2011		Aug. 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	1,846	46%	1,969	50%	2,030	51%	1,809	45%	1,694	43%	1,659	42%
Total private.....	1,726	49%	1,839	50%	1,909	52%	1,555	44%	1,579	43%	1,559	42%
Government	120	27%	130	43%	122	44%	254	58%	115	38%	99	36%

^P = Preliminary

Net Change in Employment

Large numbers of hires and separations occur every month. Over the 12 months ending in August 2011, hires totaled 47.9 million and separations totaled 46.7 million, yielding a net employment gain of 1.2 million based on not seasonally adjusted data. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for September 2011 are scheduled to be released on Tuesday, November 8, 2011 at 10:00 a.m. (EST).

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

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

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

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

Special collection procedures

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

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

Sample and estimation methodology

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

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

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

JOLTS business birth/death model

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

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						
	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P
Total	2,862	3,123	2,953	3,034	3,169	3,213	3,056	2.2	2.3	2.2	2.3	2.4	2.4	2.3
INDUSTRY														
Total private ⁴	2,556	2,793	2,635	2,725	2,835	2,905	2,757	2.3	2.5	2.4	2.4	2.5	2.6	2.5
Construction.....	54	68	90	100	68	75	92	1.0	1.2	1.6	1.8	1.2	1.3	1.6
Manufacturing.....	173	235	226	211	217	252	240	1.5	2.0	1.9	1.8	1.8	2.1	2.0
Trade, transportation, and utilities ⁵	409	472	524	484	515	540	489	1.6	1.9	2.1	1.9	2.0	2.1	1.9
Retail trade.....	250	254	312	276	332	312	322	1.7	1.7	2.1	1.9	2.2	2.1	2.2
Professional and business services.....	613	613	497	615	616	640	623	3.5	3.5	2.8	3.5	3.5	3.6	3.5
Education and health services.....	477	609	550	594	596	604	607	2.4	3.0	2.7	2.9	2.9	2.9	2.9
Leisure and hospitality	350	340	305	298	360	338	339	2.6	2.5	2.3	2.2	2.6	2.5	2.5
Arts, entertainment, and recreation..	37	41	36	34	55	62	44	1.9	2.1	1.9	1.8	2.8	3.2	2.3
Accommodation and food services..	313	299	269	264	305	276	295	2.7	2.6	2.3	2.3	2.6	2.4	2.5
Government ⁶	306	331	319	309	334	309	299	1.3	1.5	1.4	1.4	1.5	1.4	1.3
State and local government.....	228	274	268	261	279	253	261	1.2	1.4	1.4	1.3	1.4	1.3	1.3
REGION ⁷														
Northeast	594	675	531	586	522	570	548	2.3	2.6	2.1	2.3	2.0	2.2	2.1
South	1,035	1,082	985	1,087	1,109	1,192	1,096	2.2	2.2	2.0	2.2	2.3	2.4	2.3
Midwest	612	672	664	730	686	714	707	2.0	2.2	2.2	2.4	2.3	2.3	2.3
West	685	752	681	719	753	753	731	2.3	2.5	2.3	2.4	2.5	2.5	2.5

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

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

³ 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						
	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P
Total	3,886	4,067	4,001	4,129	4,058	3,976	4,014	3.0	3.1	3.1	3.2	3.1	3.0	3.1
INDUSTRY														
Total private ⁴	3,627	3,807	3,733	3,870	3,797	3,733	3,755	3.4	3.5	3.4	3.6	3.5	3.4	3.4
Construction.....	332	338	355	371	360	334	323	6.0	6.1	6.4	6.7	6.5	6.0	5.9
Manufacturing.....	259	269	257	263	260	259	252	2.2	2.3	2.2	2.2	2.2	2.2	2.1
Trade, transportation, and utilities ⁵	749	803	791	804	802	767	782	3.0	3.2	3.2	3.2	3.2	3.1	3.1
Retail trade.....	528	553	556	557	553	552	534	3.7	3.8	3.8	3.8	3.8	3.8	3.7
Professional and business services.....	777	840	831	902	806	819	839	4.6	4.9	4.9	5.3	4.7	4.8	4.9
Education and health services.....	471	470	468	480	485	472	480	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Leisure and hospitality	628	681	653	629	689	682	673	4.8	5.2	4.9	4.8	5.2	5.2	5.1
Arts, entertainment, and recreation..	102	120	107	111	104	96	102	5.3	6.3	5.6	5.9	5.5	5.1	5.4
Accommodation and food services..	527	560	546	517	585	586	572	4.7	5.0	4.8	4.6	5.2	5.2	5.0
Government ⁶	259	260	269	259	261	243	259	1.2	1.2	1.2	1.2	1.2	1.1	1.2
State and local government.....	221	229	244	232	238	219	231	1.1	1.2	1.3	1.2	1.2	1.1	1.2
REGION ⁷														
Northeast	670	717	695	675	681	675	640	2.7	2.9	2.8	2.7	2.7	2.7	2.6
South	1,465	1,535	1,471	1,643	1,503	1,488	1,527	3.1	3.2	3.1	3.5	3.2	3.1	3.2
Midwest	899	862	941	890	908	910	932	3.1	2.9	3.2	3.0	3.1	3.1	3.1
West	845	851	864	826	910	893	890	3.0	3.0	3.0	2.9	3.2	3.1	3.1

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series 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							
	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P	
Total	3,996	3,805	3,833	4,145	3,993	3,962	3,968	3.1	2.9	2.9	3.2	3.0	3.0	3.0	
INDUSTRY															
Total private ⁴	3,556	3,534	3,528	3,844	3,687	3,659	3,692	3.3	3.3	3.2	3.5	3.4	3.4	3.4	
Construction	320	334	357	376	371	327	330	5.8	6.0	6.5	6.8	6.7	5.9	6.0	
Manufacturing	279	245	241	272	252	239	248	2.4	2.1	2.1	2.3	2.2	2.0	2.1	
Trade, transportation, and utilities ⁵	769	772	725	799	785	770	773	3.1	3.1	2.9	3.2	3.1	3.1	3.1	
Retail trade	545	541	511	562	538	547	536	3.8	3.7	3.5	3.9	3.7	3.8	3.7	
Professional and business services	757	719	785	892	766	806	805	4.5	4.2	4.6	5.2	4.5	4.7	4.7	
Education and health services	429	429	428	450	459	431	446	2.2	2.2	2.1	2.3	2.3	2.2	2.2	
Leisure and hospitality	601	650	621	652	653	670	683	4.6	4.9	4.7	4.9	4.9	5.1	5.2	
Arts, entertainment, and recreation	103	122	109	123	101	97	108	5.4	6.4	5.7	6.6	5.3	5.1	5.7	
Accommodation and food services	498	528	512	528	552	573	576	4.5	4.7	4.5	4.7	4.9	5.1	5.1	
Government ⁶	440	271	304	301	306	302	275	2.0	1.2	1.4	1.4	1.4	1.4	1.3	
State and local government	289	247	278	271	273	271	244	1.5	1.3	1.4	1.4	1.4	1.4	1.3	
REGION ⁷															
Northeast	684	649	763	757	634	665	635	2.8	2.6	3.1	3.0	2.5	2.7	2.5	
South	1,494	1,519	1,402	1,528	1,421	1,482	1,487	3.2	3.2	3.0	3.2	3.0	3.1	3.1	
Midwest	886	912	947	942	934	905	921	3.0	3.1	3.2	3.2	3.1	3.0	3.1	
West	823	872	898	974	863	853	824	2.9	3.0	3.1	3.4	3.0	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							
	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P	Aug. 2010	Mar. 2011	Apr. 2011	May 2011	June 2011	July 2011	Aug. 2011 ^P	
Total	1,846	1,924	1,887	2,000	1,904	1,969	2,030	1.4	1.5	1.4	1.5	1.5	1.5	1.5	
INDUSTRY															
Total private ⁴	1,726	1,820	1,771	1,877	1,786	1,839	1,909	1.6	1.7	1.6	1.7	1.6	1.7	1.7	
Construction	77	72	91	92	75	71	69	1.4	1.3	1.7	1.7	1.3	1.3	1.2	
Manufacturing	101	115	105	109	109	101	99	.9	1.0	.9	.9	.9	.9	.8	
Trade, transportation, and utilities ⁵	398	443	410	463	432	412	426	1.6	1.8	1.6	1.9	1.7	1.7	1.7	
Retail trade	299	342	315	351	333	316	327	2.1	2.4	2.2	2.4	2.3	2.2	2.2	
Professional and business services	363	357	360	372	330	391	377	2.2	2.1	2.1	2.2	1.9	2.3	2.2	
Education and health services	230	251	239	253	264	238	269	1.2	1.3	1.2	1.3	1.3	1.2	1.3	
Leisure and hospitality	366	382	386	388	395	401	449	2.8	2.9	2.9	2.9	3.0	3.0	3.4	
Arts, entertainment, and recreation	36	46	42	45	42	44	47	1.9	2.4	2.2	2.4	2.2	2.3	2.5	
Accommodation and food services	330	337	344	343	353	357	402	3.0	3.0	3.0	3.0	3.1	3.2	3.5	
Government ⁶	120	104	117	123	117	130	122	.5	.5	.5	.6	.5	.6	.6	
State and local government	103	97	108	114	108	121	113	.5	.5	.6	.6	.6	.6	.6	
REGION ⁷															
Northeast	308	293	266	330	264	264	294	1.2	1.2	1.1	1.3	1.1	1.1	1.2	
South	737	779	741	816	744	782	830	1.6	1.6	1.6	1.7	1.6	1.6	1.7	
Midwest	426	437	456	484	465	476	509	1.4	1.5	1.5	1.6	1.6	1.6	1.7	
West	402	455	400	460	406	460	446	1.4	1.6	1.4	1.6	1.4	1.6	1.5	

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series 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		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total	2,954	3,392	3,158	2.2	2.5	2.4
INDUSTRY						
Total private.....	2,620	3,062	2,840	2.4	2.7	2.5
Mining and logging.....	15	35	29	2.0	4.1	3.5
Construction.....	56	86	101	1.0	1.5	1.7
Manufacturing.....	186	282	257	1.6	2.3	2.1
Durable goods.....	129	201	186	1.8	2.7	2.5
Nondurable goods.....	57	81	71	1.2	1.8	1.6
Trade, transportation, and utilities.....	452	583	534	1.8	2.3	2.1
Wholesale trade.....	85	114	67	1.5	2.0	1.2
Retail trade.....	273	354	359	1.9	2.4	2.4
Transportation, warehousing, and utilities.....	94	115	108	2.0	2.3	2.2
Information.....	98	102	58	3.5	3.7	2.1
Financial activities.....	212	202	176	2.7	2.6	2.2
Finance and insurance.....	170	149	130	2.9	2.6	2.2
Real estate and rental and leasing.....	43	53	46	2.1	2.6	2.3
Professional and business services.....	599	661	611	3.4	3.7	3.4
Education and health services.....	477	629	605	2.4	3.1	3.0
Educational services.....	52	83	59	1.8	2.8	2.0
Health care and social assistance.....	426	545	545	2.5	3.2	3.1
Leisure and hospitality.....	371	341	376	2.6	2.4	2.6
Arts, entertainment, and recreation.....	43	58	51	1.9	2.6	2.3
Accommodation and food services.....	328	283	325	2.8	2.4	2.7
Other services.....	153	141	94	2.7	2.5	1.7
Government.....	334	330	318	1.5	1.6	1.5
Federal.....	88	55	39	2.9	1.9	1.3
State and local.....	246	275	279	1.3	1.5	1.5
REGION ³						
Northeast.....	611	600	572	2.4	2.4	2.2
South.....	1,043	1,257	1,113	2.2	2.6	2.3
Midwest.....	636	754	762	2.1	2.5	2.5
West.....	664	781	712	2.3	2.6	2.4

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		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total	4,317	4,281	4,462	3.3	3.3	3.4
INDUSTRY						
Total private.....	3,890	4,010	4,026	3.6	3.6	3.7
Mining and logging.....	30	29	29	4.1	3.6	3.6
Construction.....	342	375	322	5.9	6.5	5.5
Manufacturing.....	288	290	282	2.5	2.5	2.4
Durable goods.....	155	161	156	2.2	2.2	2.1
Nondurable goods.....	133	128	125	3.0	2.9	2.8
Trade, transportation, and utilities.....	786	767	810	3.2	3.1	3.2
Wholesale trade.....	101	98	111	1.8	1.8	2.0
Retail trade.....	571	536	568	4.0	3.7	3.9
Transportation, warehousing, and utilities.....	114	132	130	2.4	2.8	2.7
Information.....	59	45	39	2.2	1.7	1.5
Financial activities.....	151	157	162	2.0	2.0	2.1
Finance and insurance.....	97	107	89	1.7	1.9	1.6
Real estate and rental and leasing.....	54	50	72	2.7	2.5	3.7
Professional and business services.....	780	843	851	4.6	4.9	4.9
Education and health services.....	599	530	618	3.1	2.7	3.1
Educational services.....	114	96	112	4.0	3.3	3.9
Health care and social assistance.....	485	434	505	3.0	2.6	3.0
Leisure and hospitality.....	689	737	743	5.0	5.3	5.4
Arts, entertainment, and recreation.....	98	112	97	4.5	5.1	4.5
Accommodation and food services.....	592	625	646	5.2	5.4	5.5
Other services.....	165	237	171	3.0	4.3	3.1
Government.....	427	271	437	2.0	1.3	2.1
Federal.....	40	25	30	1.4	.9	1.0
State and local.....	387	246	407	2.1	1.4	2.3
REGION ³						
Northeast.....	697	773	655	2.8	3.1	2.6
South.....	1,700	1,552	1,777	3.6	3.3	3.7
Midwest.....	993	927	1,052	3.4	3.1	3.5
West.....	927	1,029	978	3.2	3.6	3.4

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		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total	4,725	4,393	4,742	3.6	3.4	3.6
INDUSTRY						
Total private.....	4,117	3,960	4,338	3.8	3.6	3.9
Mining and logging.....	21	20	23	2.9	2.5	2.8
Construction.....	333	341	339	5.7	5.9	5.8
Manufacturing.....	309	229	281	2.7	1.9	2.4
Durable goods.....	165	121	158	2.3	1.7	2.1
Nondurable goods.....	144	108	123	3.2	2.4	2.7
Trade, transportation, and utilities.....	849	789	859	3.5	3.2	3.4
Wholesale trade.....	112	104	110	2.0	1.9	2.0
Retail trade.....	622	555	615	4.3	3.8	4.2
Transportation, warehousing, and utilities.....	116	130	134	2.5	2.7	2.8
Information.....	57	67	87	2.1	2.5	3.3
Financial activities.....	177	157	176	2.3	2.0	2.3
Finance and insurance.....	114	111	98	2.0	2.0	1.7
Real estate and rental and leasing.....	63	45	79	3.2	2.3	4.0
Professional and business services.....	812	853	876	4.8	4.9	5.0
Education and health services.....	541	526	583	2.8	2.7	3.0
Educational services.....	107	108	115	3.8	3.7	4.0
Health care and social assistance.....	434	418	468	2.6	2.5	2.8
Leisure and hospitality.....	763	729	885	5.6	5.3	6.4
Arts, entertainment, and recreation.....	154	89	165	7.0	4.0	7.7
Accommodation and food services.....	609	640	720	5.3	5.5	6.2
Other services.....	255	248	230	4.7	4.5	4.2
Government.....	608	432	404	2.9	2.1	1.9
Federal.....	162	32	43	5.5	1.1	1.5
State and local.....	446	400	362	2.4	2.2	2.0
REGION ³						
Northeast.....	859	736	786	3.5	3.0	3.2
South.....	1,807	1,666	1,834	3.8	3.5	3.9
Midwest.....	1,067	980	1,129	3.6	3.3	3.8
West.....	992	1,010	993	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 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		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total	2,393	2,248	2,677	1.8	1.7	2.0
INDUSTRY						
Total private.....	2,205	2,086	2,482	2.0	1.9	2.3
Mining and logging.....	12	13	15	1.7	1.6	1.9
Construction.....	108	91	93	1.9	1.6	1.6
Manufacturing.....	145	111	140	1.2	.9	1.2
Durable goods.....	75	52	70	1.1	.7	1.0
Nondurable goods.....	70	58	70	1.5	1.3	1.6
Trade, transportation, and utilities.....	501	448	541	2.0	1.8	2.2
Wholesale trade.....	58	48	53	1.1	.9	1.0
Retail trade.....	377	336	419	2.6	2.3	2.9
Transportation, warehousing, and utilities.....	65	64	69	1.4	1.3	1.4
Information.....	31	37	53	1.1	1.4	2.0
Financial activities.....	103	102	100	1.3	1.3	1.3
Finance and insurance.....	64	79	54	1.1	1.4	1.0
Real estate and rental and leasing.....	39	23	46	2.0	1.2	2.3
Professional and business services.....	451	441	475	2.7	2.6	2.7
Education and health services.....	284	268	340	1.5	1.4	1.7
Educational services.....	37	42	65	1.3	1.4	2.3
Health care and social assistance.....	247	226	275	1.5	1.3	1.6
Leisure and hospitality.....	476	462	613	3.5	3.3	4.4
Arts, entertainment, and recreation.....	62	55	83	2.8	2.5	3.8
Accommodation and food services.....	414	407	530	3.6	3.5	4.5
Other services.....	93	114	111	1.7	2.1	2.0
Government.....	188	162	195	.9	.8	.9
Federal.....	24	10	15	.8	.3	.5
State and local.....	165	152	180	.9	.9	1.0
REGION ³						
Northeast.....	398	300	373	1.6	1.2	1.5
South.....	925	889	1,062	2.0	1.9	2.2
Midwest.....	572	536	694	1.9	1.8	2.3
West.....	499	524	548	1.7	1.8	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 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		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total	1,947	1,761	1,744	1.5	1.3	1.3
INDUSTRY						
Total private.....	1,620	1,585	1,598	1.5	1.4	1.5
Mining and logging.....	6	6	6	.9	.7	.8
Construction.....	218	237	241	3.7	4.1	4.1
Manufacturing.....	143	96	122	1.2	.8	1.0
Durable goods.....	78	56	76	1.1	.8	1.0
Nondurable goods.....	64	40	46	1.4	.9	1.0
Trade, transportation, and utilities.....	247	251	240	1.0	1.0	1.0
Wholesale trade.....	47	41	30	.8	.7	.5
Retail trade.....	167	165	164	1.2	1.1	1.1
Transportation, warehousing, and utilities.....	34	46	47	.7	1.0	1.0
Information.....	21	26	28	.8	1.0	1.1
Financial activities.....	53	47	52	.7	.6	.7
Finance and insurance.....	38	27	26	.7	.5	.5
Real estate and rental and leasing.....	15	20	26	.8	1.0	1.3
Professional and business services.....	312	364	354	1.9	2.1	2.0
Education and health services.....	221	215	200	1.1	1.1	1.0
Educational services.....	66	57	38	2.3	2.0	1.3
Health care and social assistance.....	155	158	162	.9	.9	1.0
Leisure and hospitality.....	243	218	244	1.8	1.6	1.8
Arts, entertainment, and recreation.....	87	32	80	4.0	1.4	3.7
Accommodation and food services.....	155	187	164	1.4	1.6	1.4
Other services.....	156	124	111	2.9	2.2	2.0
Government.....	327	176	147	1.5	.9	.7
Federal.....	129	10	20	4.4	.3	.7
State and local.....	198	167	127	1.1	.9	.7
REGION ³						
Northeast.....	400	342	356	1.6	1.4	1.4
South.....	734	638	653	1.6	1.3	1.4
Midwest.....	395	372	356	1.3	1.3	1.2
West.....	418	409	379	1.5	1.4	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		
	Aug. 2010	July 2011	Aug. 2011 ^P	Aug. 2010	July 2011	Aug. 2011 ^P
Total	385	383	321	0.3	0.3	0.2
INDUSTRY						
Total private.....	292	290	259	.3	.3	.2
Mining and logging.....	3	1	1	.4	.2	.1
Construction.....	6	13	6	.1	.2	.1
Manufacturing.....	21	23	20	.2	.2	.2
Durable goods.....	12	13	12	.2	.2	.2
Nondurable goods.....	10	10	7	.2	.2	.2
Trade, transportation, and utilities.....	101	90	77	.4	.4	.3
Wholesale trade.....	7	16	27	.1	.3	.5
Retail trade.....	78	54	32	.5	.4	.2
Transportation, warehousing, and utilities.....	17	20	19	.4	.4	.4
Information.....	4	4	5	.2	.2	.2
Financial activities.....	21	8	25	.3	.1	.3
Finance and insurance.....	13	5	18	.2	.1	.3
Real estate and rental and leasing.....	9	3	7	.4	.1	.3
Professional and business services.....	49	48	47	.3	.3	.3
Education and health services.....	36	42	43	.2	.2	.2
Educational services.....	5	9	11	.2	.3	.4
Health care and social assistance.....	31	34	32	.2	.2	.2
Leisure and hospitality.....	44	48	27	.3	.3	.2
Arts, entertainment, and recreation.....	5	2	2	.2	.1	.1
Accommodation and food services.....	39	46	25	.3	.4	.2
Other services.....	6	11	8	.1	.2	.1
Government.....	93	94	62	.4	.5	.3
Federal.....	9	13	8	.3	.4	.3
State and local.....	84	81	55	.5	.5	.3
REGION ³						
Northeast.....	62	95	57	.2	.4	.2
South.....	148	139	120	.3	.3	.3
Midwest.....	100	73	79	.3	.2	.3
West.....	76	77	66	.3	.3	.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 7, table 1.

^P = Preliminary