

Job openings, hires, and turnover decrease in 2007

Although the number of job openings, hires, and separations all declined in 2007, the current labor market slowdown can be seen most in the decrease in hiring; at the industry level, the job openings rate and hires rate declined in several industries, while the separations rate was either unchanged or inconsistent, with no discernible trend

Zhi Boon

The U.S. labor market slowed considerably in the latter portion of 2007, as indicated by increasing unemployment¹ and slowing job growth.² Data from the Job Openings and Labor Turnover Survey (JOLTS)³ also reflect a labor market slowdown in 2007, as job openings—a measure of labor demand—and hires and separations—measures of worker flows—decreased over the year.

After reaching a low point in September 2003, the job openings level displayed an overall upward trend through January 2007, when it reached a post-recession high of 4.3 million openings on the last business day of the month, the highest level since February 2001. After the January 2007 high point, the job openings level generally trended downward for 7 months, then fell in 3 of the last 4 months of the year. The end-of-year labor demand—as measured by the number of openings on the last business day of the year—was down as well, with 298,000 fewer openings in 2007 than in 2006.

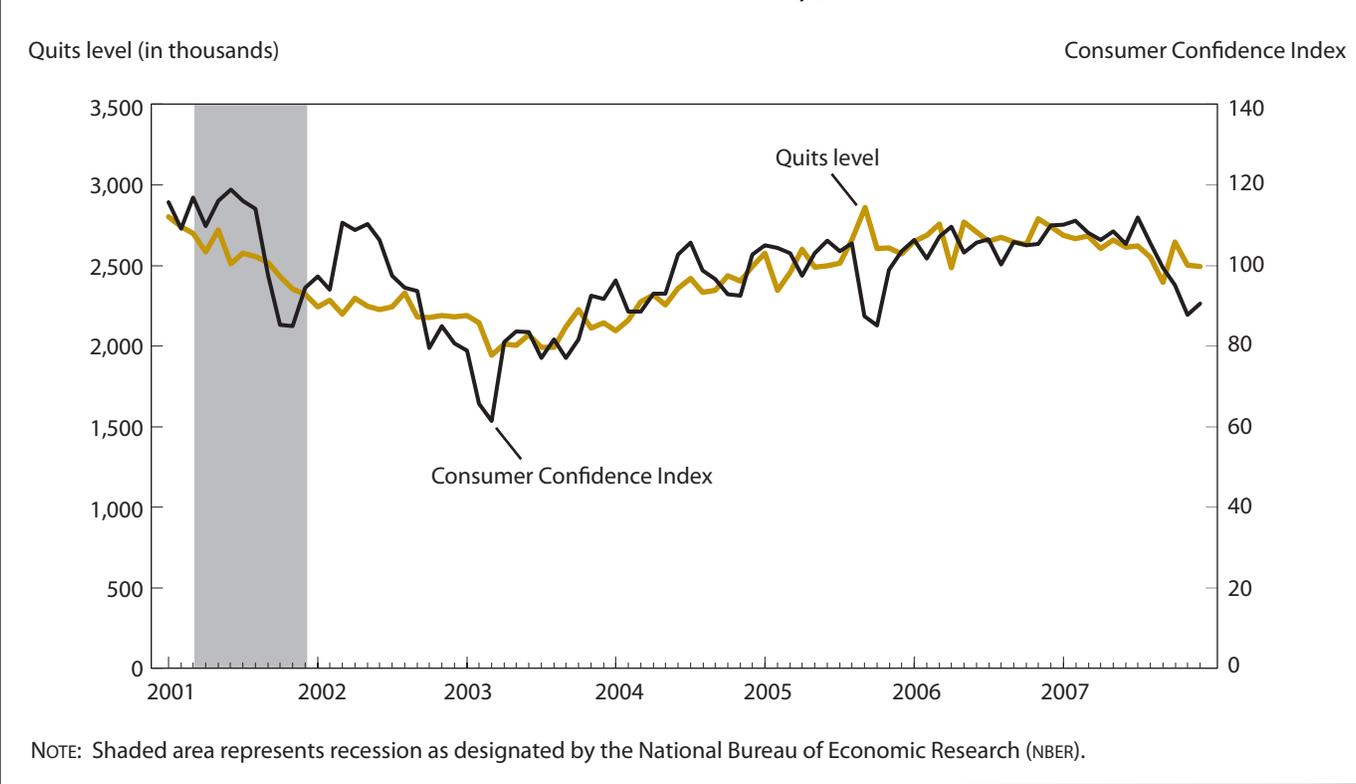
Trends in the 2007 hires and separations data also reflect a labor market slowdown, with businesses responding to weaker demand by hiring fewer workers, rather than by laying off more workers, whereas in previous labor market slowdowns, layoffs typically

have increased.⁴ The hires level throughout 2007 continued the overall decreasing trend that began after the series reached a high of 5.1 million in July 2006. The total separations level also trended downward in 2007, although not as rapidly as hires. The total separations level began an overall decreasing trend after reaching a series high point in May 2006. Quits—the largest component of separations⁵—began to decrease in 2006 and continued a decreasing trend through 2007. As in the past, the number of quits trended similarly to the Conference Board's Consumer Confidence Index. (See chart 1.) The number of layoffs and discharges—which make up a smaller percentage of total separations than quits—finished the year at 1.8 million, unchanged from December 2006.

These three JOLTS measures—openings, hires, and separations—capture subtle changes in employers' and employees' behavior and expectations and thus provide valuable insight into the dynamics of the U.S. labor market. However, because the JOLTS data time series are relatively short—they begin at the end of 2000—the full analytical potential of the data has not yet been realized. This article discusses the trends in these data from 2001 to 2007, with emphasis on the changes from 2006 to 2007.

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Chart 1. Total nonfarm quits levels (Job Openings and Labor Turnover Survey), seasonally adjusted, and the Conference Board's Consumer Confidence Index, 2001–07



Job openings

Historically, the number of job openings in the private sector has generally trended closely with total private sector employment, as measured by the Current Employment Statistics (CES) survey. (See charts 2 and 3.) Beginning in early 2007, however, the trends in employment and job openings diverged, with employment continuing to rise while job openings started to fall. These deviating trends suggest that employers might have attempted to reduce costs by posting fewer job openings.

Although job openings for the entire U.S. economy and for the private sector exhibited decreases through 2007, what is seen across industries is mixed. For example, the job openings rate decreased throughout the year in the following industries: trade, transportation, and utilities; retail trade; and construction. Before it began to decline, the job openings rate in construction reached a series high of 3.0 percent in February 2007. The job openings rate increased over the year in just one industry, accommodation and food services, which has shown a gradually rising rate since 2003. At 4.9 percent in September, the rate in this industry reached a high not seen

since prior to the 2001 recession. The job openings rates in the remaining industries were little changed during the year.

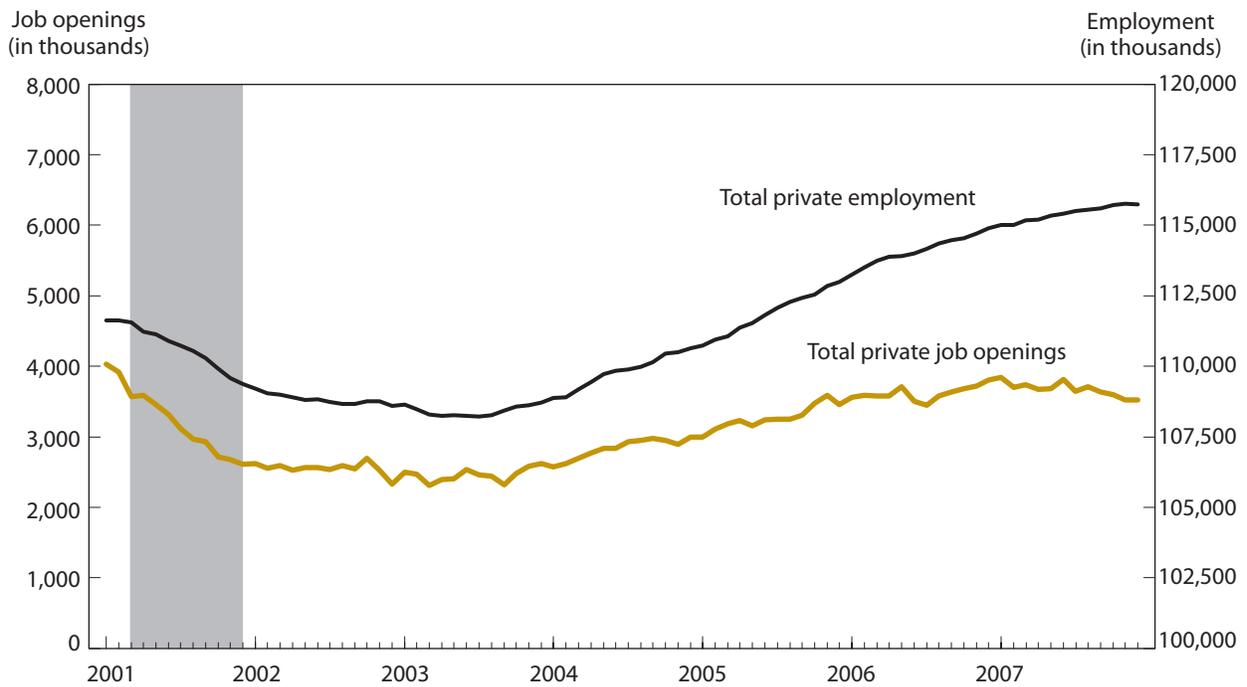
Historically, not seasonally adjusted data show that arts, entertainment, and recreation; accommodation and food services; and professional and business services typically have the highest job openings rates. In 2007, however, the information industry had the highest job openings rate during the year, at 4.8 percent in February. The high rate in information was not sustained, though, and by the end of the year it had dropped to 2.2 percent.

Across the regions, the 2007 job openings rate was highest in the West and exhibited decreasing trends in the second half of the year in the Northeast and West. The job openings rate was basically static over the year in the South and Midwest regions.

Hires and quits

Similar to the job openings data, the private sector hires and quits levels trended closely with the CES employment level until early 2006, when the series began to diverge, with hires and quits starting to level off as employment

Chart 2. Total private job openings (Job Openings and Labor Turnover Survey) and total private employment (Current Employment Statistics survey), seasonally adjusted, 2001–07



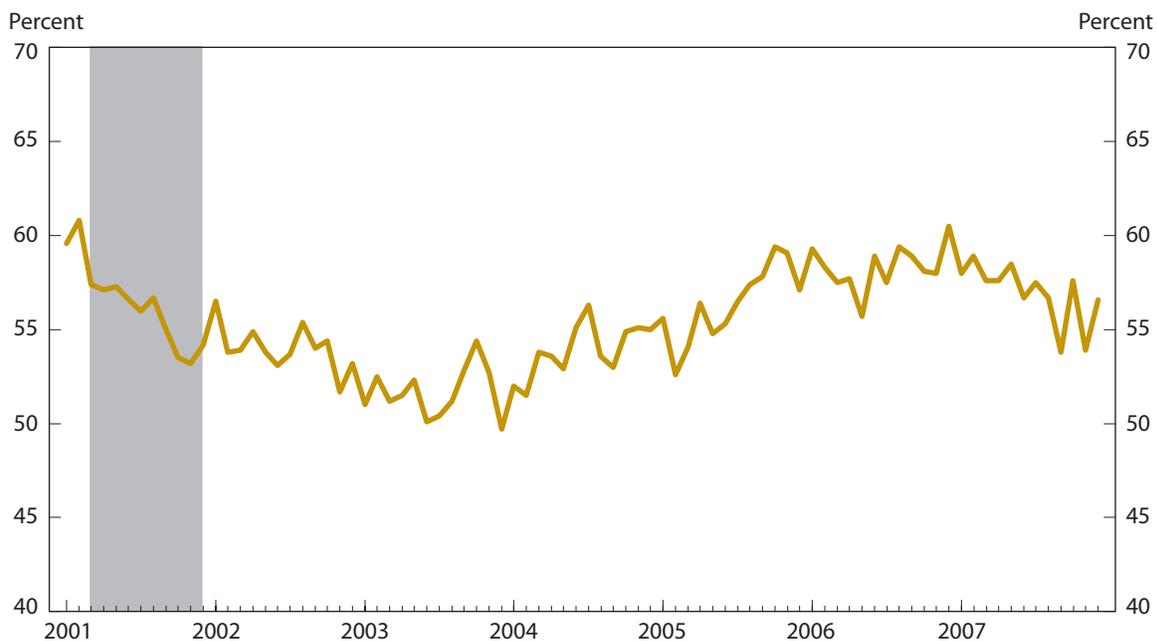
NOTE: Shaded area represents recession as designated by the National Bureau of Economic Research (NBER).

Chart 3. Total private hires (Job Openings and Labor Turnover Survey) and total private employment (Current Employment Statistics survey), seasonally adjusted, 2001–07



NOTE: Shaded area represents recession as designated by the National Bureau of Economic Research (NBER).

Chart 4. Quits as a percentage of total separations (Job Openings and Labor Turnover Survey) in total nonfarm employment, seasonally adjusted, 2001–07



NOTE: Shaded area represents recession as designated by the National Bureau of Economic Research (NBER).

continued to grow. (See charts 2 and 3.) The divergence of hires from employment, which began in the early months of 2006, suggests that employers slowed down their hiring, but not to the extent that it caused CES private sector employment to decline. The trend in quits began to deviate from the CES employment trend near the end of 2005, and it began to decrease late in 2006. This suggests that workers reacted to economic uncertainty by holding onto their current jobs. The decreased number of quits is consistent with the decreased number of job openings, as fewer job openings limit the prospects of moving to a new job.

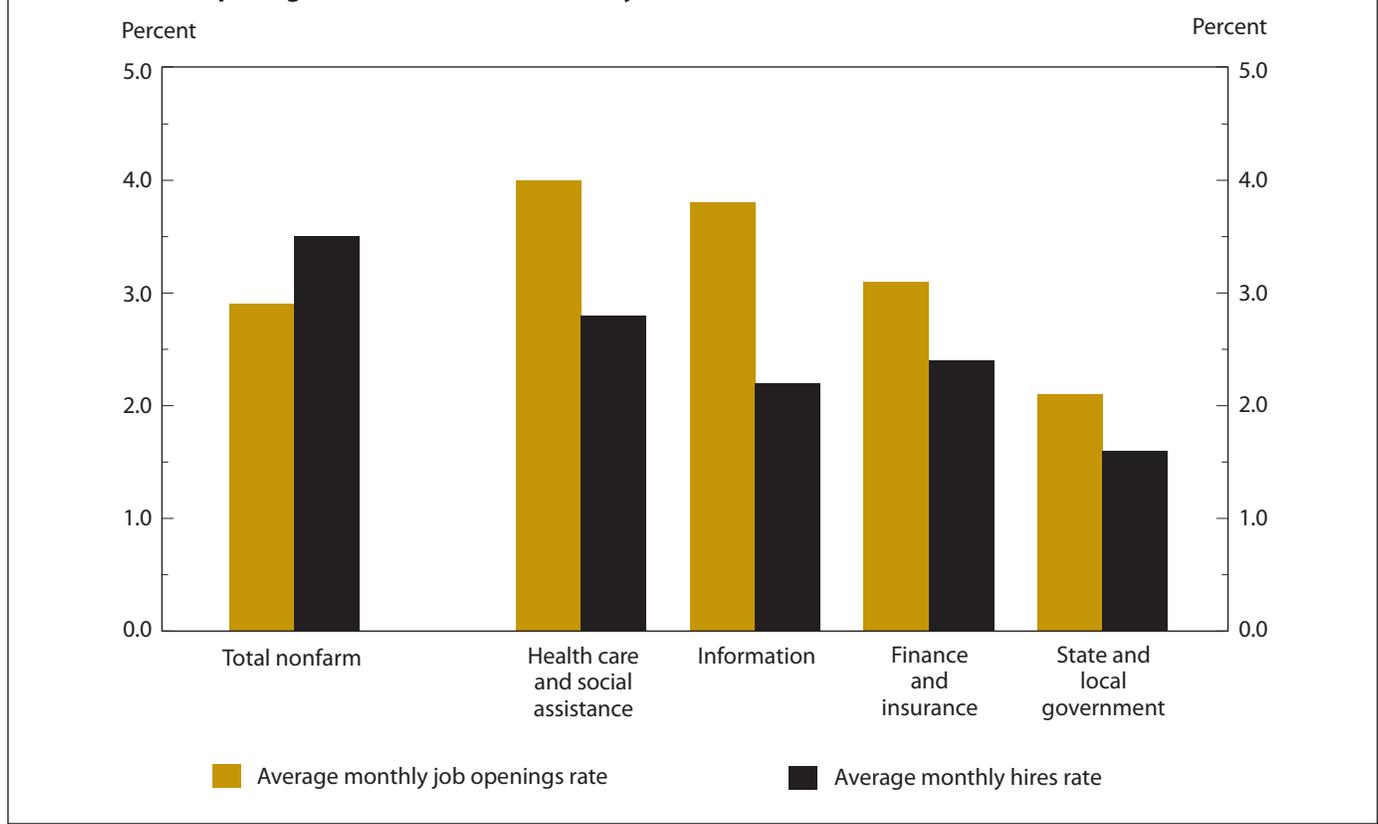
For both hires and separations, most industries exhibited large month-to-month changes in rates but no consistent trends. Education and health services and State and local government were both static during the year. The hires rate in accommodation and food services exhibited a decreasing trend throughout the year—its first decreasing trend since its post-recession low in March 2003. The hires rates in retail trade and in trade, transportation, and utilities continued their downward trends that began in 2006, with retail trade reaching its low point during the year in May, at 3.9 percent, the lowest it has been since July 2003. The hires rate in professional

and business services also reached a series low point during the year in August, at 4.3 percent, the lowest it has been since February 2004. In construction, the hires rate reached a series low in February, at 3.6 percent.

The number of quits, which make up the majority of total separations, showed no clear trends in any industry. Still, in construction and in accommodation and food services, the quits rate reached series lows. Quits as a percentage of total separations—an indicator of employees' confidence in their ability to change jobs—declined in 2007 to a monthly average of 56.9 percent. In the last 4 months of the year, the series exhibited large month-to-month swings, sometimes as high as 3.9 percentage points. (See chart 4.) Over the course of the year, as the economy softened, the ratio fell from a high of 59 percent early in the year to a low of 54 percent later in the year. The only industry that showed a consistent trend through the year was professional and business services, in which the ratio of quits to total separations declined by 12.9 percentage points. Compared with 2006, the average monthly ratio of quits to separations in 2007 decreased for almost all industries, most notably construction, in which the ratio decreased by 5.3 percentage points.

Regionally, the only area that exhibited a consistent

Chart 5. Industries in which the average monthly job openings rate exceeds the average monthly hires rate, Job Openings and Labor Turnover Survey, 2007



trend in 2007 was the Midwest, where the ratio decreased from 60 percent at the start of the year to 53 percent at the end of the year. The ratio also declined from the previous year in the Northeast and South regions and showed no change in the West.

Unmet labor demand

Given the reference periods for the data—job openings data are referenced to the last business day of the month and hires data cover the entire month—one would normally expect the hires rate to exceed the job openings rate. Yet, in several industries the opposite occurs, indicating that the demand for labor might be greater than the supply of labor, or that a shortage of labor exists. It appears that employers in these industries may be having difficulty finding qualified workers who are willing to fill the job openings at the prevailing wage rate. Another possible explanation for the higher openings rate in some industries is that employers are leaving vacancy announcements open as they become more selective in the actual hiring of employees. As in the previous year, in 2007, the job openings rate exceeded the hires rate in finance and insurance,

in health care and social assistance, and in State and local government. For 2007, the information sector also exhibited potential unmet labor demand, averaging a monthly job openings rate of 3.8 percent and a hires rate of 2.2 percent. (See chart 5.)

Annual hires and separations

After increasing—although at a decreasing rate—for 3 consecutive years, the 2007 annual hires rate decreased by 1.5 percentage points to 42 percent. (See table 1; tables are collected at the end of the article.) The largest decreases in the annual hires rate occurred in construction, retail trade; transportation, warehousing, and utilities; real estate and rental and leasing; professional and business services; and information. The largest increases in the 2007 annual hires rate occurred in natural resources and mining; wholesale trade; finance and insurance; and Federal Government.

The 2007 annual total separations rate decreased for the second consecutive year—by 0.9 percentage point, to 39.7 percent. (See table 2.) The majority of industries exhibited decreases in the annual total separations rate. Exceptions to this were natural resources and mining; durable goods

manufacturing; finance and insurance; and Federal Government, all of which exhibited significant increases in annual total separations rates.

Layoffs and discharges and other separations, which are components of total separations, exhibited small changes in their annual rates compared with their 2006 rates. (See tables 3 and 4.) The annual layoffs and discharges rate increased 0.5 percentage point from 2006 to 2007. Compared with the 2006 industry rates, the annual layoffs and discharges rate increased across the majority of industries with the largest increases occurring in the following industries: natural resources and mining; durable goods manufacturing; wholesale trade; information; finance and insurance; and educational services. The annual other separations rate in 2007 decreased from the previous year by 0.3 percentage

point, which equates to 359,000 other separations. A few industries experienced an increase in the annual other separations rate from 2006 to 2007, with the most significant increase occurring in Federal government, which increased by 3.7 percentage points. This high rate of other separations (which includes retirements) in the Federal Government might be attributable to the fact that increasing numbers of baby boomers are retiring from the Federal Government.

THE LEVELS OF JOB OPENINGS, HIRES and separations all decreased in 2007, but the labor market slowdown mostly reflected the decrease in hiring. At the industry level, the job openings rate and hires rate declined in several industries, while the separations rate was either static or did not exhibit consistent trends in the industries. □

Notes

¹James Marschall Borbely, "Household survey indicators weaken in 2007," *Monthly Labor Review*, March 2008, pp. 3–18; on the Internet at <http://www.bls.gov/opub/mlr/2008/03/art1full.pdf> (visited May 15, 2008).

²Robyn J. Richards, "Payroll employment in 2007: job growth slows," *Monthly Labor Review*, March 2008, pp. 19–31; on the Internet at <http://www.bls.gov/opub/mlr/2008/03/art2full.pdf> (visited May 15, 2008).

³The Job Openings and Labor Turnover Survey (JOLTS) provides measures of job openings, hires, and separations on a monthly basis, by industry and region, from December 2000 forward. JOLTS is a monthly survey of approximately 16,000 nonfarm business establishments and is benchmarked to the BLS Current Employment Statistics (CES) survey. Job openings are measured as the number of positions open at an

establishment on the last business day of the reference month. Hires and separations are measured as the number of additions and subtractions from an establishment's payroll for the entire month. Data by type of separation are also available and consist of quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (such as retirements, transfers, and death).

⁴Kelly Evans, "Slower Hiring, Not Layoffs, Hurts Labor Market," *Wall Street Journal*, Feb. 13, 2008; on the Internet at <http://online.wsj.com/article/SB120285948548463683.html> (visited May 15, 2008).

⁵Kelly A. Clark, "The Job Openings and Labor Turnover Survey: what initial data show," *Monthly Labor Review*, November 2004, pp. 14–23; on the Internet at <http://www.bls.gov/opub/mlr/2004/11/art2full.pdf> (visited May 15, 2008).

Table 1. Annual hires rates and levels, Job Openings and Labor Turnover Survey (JOLTS), 2006–07

Industry and region	Rate (percent)				Levels (in thousands)			
	2006	2007	Change	Percent change	2006	2007	Change	Percent change
Total	43.5	42.0	-1.5	-3.4	59,158	57,778	-1,380	-2.3
Industry								
Total private	47.9	46.1	-1.8	-3.8	54,612	53,158	-1,454	-2.7
Natural resources and mining	35.4	39.7	4.3	12.1	242	287	45	18.6
Construction	58.9	54.5	-4.4	-7.5	4,530	4,151	-379	-8.4
Manufacturing.....	30.3	30.8	.5	1.7	4,282	4,274	-8	-.2
Durable goods.....	28.3	27.6	-.7	-2.5	2,545	2,437	-108	-4.2
Nondurable goods.....	33.7	36.2	2.5	7.4	1,742	1,836	94	5.4
Trade, transportation, and utilities.....	48.2	44.5	-3.7	-7.7	12,669	11,843	-826	-6.5
Wholesale trade.....	27.4	32.4	5.0	18.2	1,618	1,955	337	20.8
Retail trade.....	58.4	53.1	-5.3	-9.1	8,964	8,219	-745	-8.3
Transportation, warehousing, and utilities.....	41.6	32.8	-8.8	-21.2	2,087	1,669	-418	-20.0
Information.....	31.8	26.6	-5.2	-16.4	965	807	-158	-16.4
Financial activities.....	30.1	31.7	1.6	5.3	2,505	2,634	129	5.1
Finance and insurance.....	25.9	29.3	3.4	13.1	1,597	1,804	207	13.0
Real estate and rental and leasing	41.9	38.4	-3.5	-8.4	909	831	-78	-8.6
Professional and business services.....	62.6	57.8	-4.8	-7.7	10,989	10,379	-610	-5.6
Education and health services.....	33.0	32.8	-.2	-.6	5,888	6,009	121	2.1
Educational services.....	29.0	29.9	.9	3.1	842	882	40	4.8
Health care and social assistance	33.8	33.3	-.5	-1.5	5,042	5,127	85	1.7
Leisure and hospitality	79.2	79.1	-.1	-.1	10,388	10,661	273	2.6
Arts, entertainment, and recreation	80.1	82.5	2.4	3.0	1,545	1,631	86	5.6
Accommodations and food services	79.1	78.5	-.6	-.8	8,843	9,030	187	2.1
Other services.....	39.6	38.5	-1.1	-2.8	2,152	2,114	-38	-1.8
Government	20.7	20.8	.1	.5	4,546	4,621	75	1.6
Federal.....	24.9	32.0	7.1	28.5	680	873	193	28.4
State and local.....	20.1	19.2	-.9	-4.5	3,866	3,749	-117	-3.0
Region¹								
Northeast	35.9	33.9	-2.0	-5.6	9,102	8,680	-422	-4.6
South	47.6	45.6	-2.0	-4.2	23,327	22,616	-711	-3.0
Midwest	40.4	41.2	.8	2.0	12,589	12,955	366	2.9
West.....	46.3	43.7	-2.6	-5.6	14,140	13,527	-613	-4.3

¹ The four regions are defined as follows: The Northeast region comprises Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; the South region comprises Alabama, Arkansas, Delaware, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; the Midwest region comprises Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio,

South Dakota, and Wisconsin; the West region comprises Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The annual hires *rate* is the number of hires during the entire year as a percent of annual average employment. The annual hires *level* is the total number of hires during the entire year.

Table 2. Annual total separations rates and levels, Job Openings and Labor Turnover Survey (JOLTS), 2006–07

Industry and region	Rate (percent)				Levels (in thousands)			
	2006	2007	Change	Percent change	2006	2007	Change	Percent change
Total	40.6	39.7	-0.9	-2.2	55,199	54,641	-558	-1.0
Industry								
Total private	5.1	44.1	-1.0	-2.2	51,492	50,925	-567	-1.1
Natural resources and mining	32.0	38.0	6.0	18.8	219	275	56	25.6
Construction	60.6	56.3	-4.3	-7.1	4,657	4,285	-372	-8.0
Manufacturing.....	31.4	33.2	1.8	5.7	4,442	4,612	170	3.8
Durable goods.....	28.3	31.0	2.7	9.5	2,546	2,734	188	7.4
Nondurable goods.....	36.6	37.1	.5	1.4	1,894	1,880	-14	-.7
Trade, transportation, and utilities..	45.8	44.6	-1.2	-2.6	12,031	11,859	-172	-1.4
Wholesale trade.....	29.3	31.3	2.0	6.8	1,732	1,885	153	8.8
Retail trade.....	55.7	53.6	-2.1	-3.8	8,559	8,301	-258	-3.0
Transportation, warehousing, and utilities.....	34.7	32.9	-1.8	-5.2	1,739	1,672	-67	-3.9
Information.....	31.1	27.2	-3.9	-12.5	945	824	-121	-12.8
Financial activities.....	30.6	31.3	.7	2.3	2,545	2,603	58	2.3
Finance and insurance.....	26.2	28.4	2.2	8.4	1,613	1,746	133	8.2
Real estate and rental and leasing	42.9	39.7	-3.2	-7.5	931	858	-73	-7.8
Professional and business services...	55.9	54.0	-1.9	-3.4	9,824	9,709	-115	-1.2
Education and health services.....	28.5	28.0	-.5	-1.8	5,078	5,131	53	1.0
Educational services.....	23.3	24.2	.9	3.9	677	714	37	5.5
Health care and social assistance...	29.5	28.7	-.8	-2.7	4,403	4,417	14	.3
Leisure and hospitality	74.5	71.6	-2.9	-3.9	9,762	9,643	-119	-1.2
Arts, entertainment, and recreation	71.9	71.7	-.2	-.3	1,386	1,419	33	2.4
Accommodations and food services	74.9	71.5	-3.4	-4.5	8,379	8,223	-156	-1.9
Other services.....	36.6	36.2	-.4	-1.1	1,988	1,988	0	.0
Government	16.9	16.7	-.2	-1.2	3,707	3,715	8	.2
Federal.....	24.0	27.1	3.1	12.9	656	739	83	12.7
State and local.....	15.9	15.3	-.6	-3.8	3,051	2,978	-73	-2.4
Region¹								
Northeast	33.5	31.5	-2.0	-6.0	8,483	8,076	-407	-4.8
South	44.2	42.9	-1.3	-2.9	21,661	21,289	-372	-1.7
Midwest	38.8	38.1	-.7	-1.8	12,103	11,974	-129	-1.1
West.....	42.4	43.0	.6	1.4	12,953	13,298	345	2.7

¹ The four regions are defined as follows: The Northeast region comprises Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; the South region comprises Alabama, Arkansas, Delaware, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; the Midwest region comprises Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio,

South Dakota, and Wisconsin; the West region comprises Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The annual total separations *rate* is the number of total separations during the entire year as a percent of annual average employment. The annual total separations *level* is the total number of separations during the entire year.

Table 3. Annual layoffs and discharges rates and levels, Job Openings and Labor Turnover Survey (JOLTS), 2006–07

Industry and region	Rate (percent)				Levels (in thousands)			
	2006	2007	Change	Percent change	2006	2007	Change	Percent change
Total	13.8	14.3	0.5	3.6	18,792	19,674	882	4.7
Industry								
Total private.....	15.4	16.0	.6	3.9	17,578	18,505	927	5.3
Natural resources and mining	9.5	11.8	2.3	24.2	65	85	20	30.8
Construction	31.0	32.4	1.4	4.5	2,382	2,465	83	3.5
Manufacturing.....	12.0	13.4	1.4	11.7	1,700	1,867	167	9.8
Durable goods	10.5	13.1	2.6	24.8	946	1,154	208	22.0
Nondurable goods	14.7	14.2	-.5	-3.4	758	717	-41	-5.4
Trade, transportation, and utilities.....	14.1	14.8	.7	5.0	3,709	3,941	232	6.3
Wholesale trade.....	9.8	12.5	2.7	27.6	581	752	171	29.4
Retail trade	16.6	16.5	-.1	-.6	2,548	2,552	4	.2
Transportation, warehousing, and utilities.....	11.6	12.5	.9	7.8	581	634	53	9.1
Information.....	6.6	7.8	1.2	18.2	199	235	36	18.1
Financial activities.....	9.3	10.3	1.0	10.8	774	854	80	10.3
Finance and insurance	6.6	8.2	1.6	24.2	409	504	95	23.2
Real estate and rental and leasing.....	16.7	16.3	-.4	-2.4	363	352	-11	-3.0
Professional and business services.....	21.8	22.8	1.0	4.6	3,822	4,087	265	6.9
Education and health services.....	7.9	8.3	.4	5.1	1,414	1,521	107	7.6
Educational services.....	9.3	11.2	1.9	20.4	270	331	61	22.6
Health care and social assistance.....	7.7	7.8	.1	1.3	1,144	1,192	48	4.2
Leisure and hospitality	21.4	20.8	-.6	-2.8	2,807	2,797	-10	-.4
Arts, entertainment, and recreation.....	40.8	40.7	-.1	-.2	787	806	19	2.4
Accommodations and food services	18.1	17.3	-.8	-4.4	2,019	1,991	-28	-1.4
Other services.....	13.0	11.9	-1.1	-8.5	705	652	-53	-7.5
Government	5.5	5.3	-.2	-3.6	1,215	1,171	-44	-3.6
Federal.....	6.7	7.5	.8	11.9	184	205	21	11.4
State and local.....	5.4	5.0	-.4	-7.4	1,031	966	-65	-6.3
Region¹								
Northeast	12.7	13.0	.3	2.4	3,220	3,344	124	3.9
South	13.2	14.1	.9	6.8	6,476	6,986	510	7.9
Midwest	14.1	14.4	.3	2.1	4,404	4,538	134	3.0
West.....	15.4	15.5	.1	.6	4,694	4,807	113	2.4

¹ The four regions are defined as follows: The Northeast region comprises Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; the South region comprises Alabama, Arkansas, Delaware, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; the Midwest region comprises Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; the West region comprises Alaska, Arizona,

California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The annual layoffs and discharges *rate* is the number of layoffs and discharges during the entire year as a percent of annual average employment. The annual layoffs and discharges *level* is the total number of layoffs and discharges during the entire year.

Table 4. Annual other separations rates and levels, Job Openings and Labor Turnover Survey (JOLTS), 2006–07

Industry and region	Rate (percent)				Levels (in thousands)			
	2006	2007	Change	Percent change	2006	2007	Change	Percent change
Total	3.1	2.8	-0.3	-9.7	4,227	3,868	-359	-8.5
Industry								
Total private.....	3.1	2.7	- .4	-12.9	3,563	3,088	-475	-13.3
Natural resources and mining	4.5	4.1	- .4	-8.9	31	30	-1	-3.2
Construction	3.7	2.7	-1.0	-27.0	285	203	-82	-28.8
Manufacturing.....	2.7	2.6	- .1	-3.7	376	359	-17	-4.5
Durable goods	2.8	2.6	- .2	-7.1	252	233	-19	-7.5
Nondurable goods	2.4	2.5	.1	4.2	124	125	1	.8
Trade, transportation, and utilities	3.8	3.4	- .4	-10.5	995	897	-98	-9.8
Wholesale trade.....	3.1	1.9	-1.2	-38.7	183	116	-67	-36.6
Retail trade	4.0	3.8	- .2	-5.0	615	581	-34	-5.5
Transportation, warehousing, and utilities.....	4.0	3.9	- .1	-2.5	199	200	1	.5
Information.....	2.4	2.9	.5	20.8	73	87	14	19.2
Financial activities.....	2.9	2.5	- .4	-13.8	239	208	-31	-13.0
Finance and insurance	2.9	2.3	- .6	-20.7	180	141	-39	-21.7
Real estate and rental and leasing.....	2.7	3.1	.4	14.8	59	68	9	15.3
Professional and business services.....	4.1	2.9	-1.2	-29.3	727	520	-207	-28.5
Education and health services.....	2.1	2.1	.0	.0	370	377	7	1.9
Educational services.....	1.5	1.4	- .1	-6.7	43	41	-2	-4.7
Health care and social assistance.....	2.2	2.2	.0	.0	327	335	8	2.4
Leisure and hospitality	2.2	2.1	- .1	-4.5	282	283	1	.4
Arts, entertainment, and recreation.....	2.0	2.3	.3	15.0	39	45	6	15.4
Accommodations and food services	2.2	2.1	- .1	-4.5	244	242	-2	-.8
Other services.....	3.4	2.2	-1.2	-35.3	183	119	-64	-35.0
Government.....	3.0	3.5	.5	16.7	663	782	119	17.9
Federal.....	6.6	10.3	3.7	56.1	180	280	100	55.6
State and local.....	2.5	2.6	.1	4.0	479	502	23	4.8
Region¹								
Northeast	3.0	2.8	- .2	-6.7	757	714	-43	-5.7
South	3.2	2.6	- .6	-18.8	1,557	1,285	-272	-17.5
Midwest.....	3.0	2.8	- .2	-6.7	943	876	-67	-7.1
West.....	3.2	3.2	.0	.0	966	992	26	2.7

¹ The four regions are defined as follows: The Northeast region comprises Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; the South region comprises Alabama, Arkansas, Delaware, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; the Midwest region comprises Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; the West region comprises Alaska, Arizona,

California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The annual other separations *rate* is the number of other separations during the entire year as a percent of annual average employment. The annual other separations *level* is the total number of other separations during the entire year.