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JOB OPENINGS AND LABOR TURNOVER: OCTOBER 2005

The job openings rate increased to 2.9 percent in October, while the total separations rate decreased to 3.1 percent and the hires rate was unchanged at 3.5 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
November 2002 - October 2005

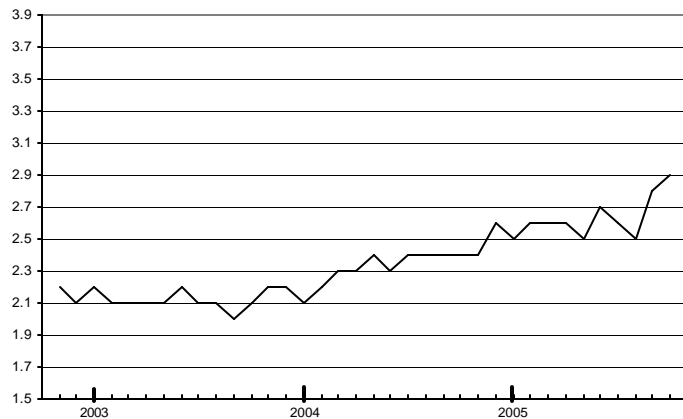
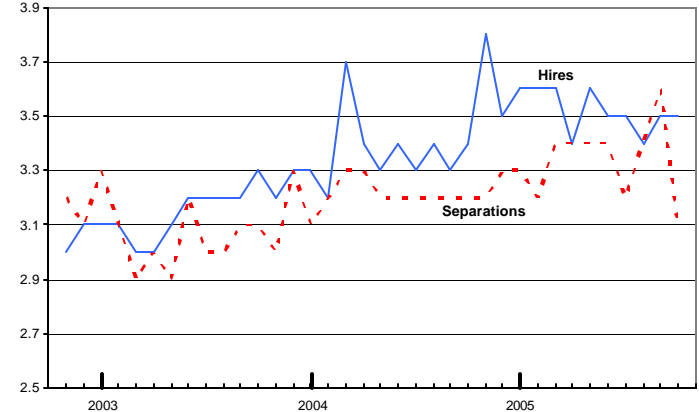


Chart 2. Hires and separations rates, seasonally adjusted,
November 2002 - October 2005



Job Openings

On the last business day of October 2005, there were 4.0 million job openings in the United States, and the job openings rate was 2.9 percent. (See table 1.) The job openings rate rose over the month, continuing the generally upward trend that began in September 2003. In October, the job openings rate increased for private industries overall and for government. The job openings rate also rose in the professional and business services industry and in the Northeast region.

Hires and Separations

The hires rate was unchanged at 3.5 percent in October. (See table 2.) Hires are any additions to the payroll during the month. Over the month, the hires rate increased in the manufacturing industry but decreased in the professional and business services industry.

The total separations, or turnover, rate decreased to 3.1 percent in October. (See table 3.) Separations are terminations of employment that occur at any time during the month. In October, the total separations

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

Industry	Job openings			Hires			Total separations		
	Oct. 2004	Sept. 2005	Oct. 2005 ^p	Oct. 2004	Sept. 2005	Oct. 2005 ^p	Oct. 2004	Sept. 2005	Oct. 2005 ^p
	Levels (in thousands)								
Total ¹	3,300	3,836	3,992	4,552	4,719	4,716	4,215	4,779	4,140
Total private ¹	2,924	3,406	3,568	4,216	4,356	4,370	3,957	4,487	3,890
Construction	114	156	163	353	422	428	425	417	391
Manufacturing	250	293	292	353	338	450	354	408	310
Trade, transportation, and utilities	559	630	601	977	1,001	944	889	1,039	878
Professional and business services	602	725	886	812	925	770	585	897	742
Education and health services	547	606	603	420	460	467	376	430	397
Leisure and hospitality	413	469	493	801	808	840	767	814	725
Government	400	420	463	318	336	327	263	295	252
	Rates (percent)								
Total ¹	2.4	2.8	2.9	3.4	3.5	3.5	3.2	3.6	3.1
Total private ¹	2.6	2.9	3.1	3.8	3.9	3.9	3.6	4.0	3.5
Construction	1.6	2.1	2.2	5.0	5.8	5.9	6.0	5.7	5.3
Manufacturing	1.7	2.0	2.0	2.5	2.4	3.2	2.5	2.9	2.2
Trade, transportation, and utilities	2.1	2.4	2.3	3.8	3.9	3.7	3.5	4.0	3.4
Professional and business services	3.5	4.1	4.9	4.9	5.4	4.5	3.5	5.3	4.3
Education and health services	3.1	3.4	3.3	2.5	2.6	2.7	2.2	2.5	2.3
Leisure and hospitality	3.2	3.5	3.7	6.4	6.3	6.6	6.1	6.4	5.7
Government	1.8	1.9	2.1	1.5	1.5	1.5	1.2	1.3	1.2

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

rate decreased for government and for private industries overall, and in the manufacturing; trade, transportation, and utilities; and professional and business services industries. The total separations rate also decreased in the South and Midwest regions.

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, decreased to 1.9 percent in October. (See table 4.) The quits rate decreased for private industries overall and for professional and business services. Geographically, the rate was down in the South and Midwest regions.

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. From October 2004 to October 2005, the layoffs and discharges rate decreased to 1.1 percent, but the other separations rate was unchanged at 0.2 percent. (See tables 9 and 10.)

Hires and separations data help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.7 million per month and separations have averaged 4.4 million per month (not seasonally adjusted). The comparable figures a year earlier were 4.4 million hires and 4.2 million separations. (See the Technical Note for additional information on these measures.)

For More Information

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

The Job Openings and Labor Turnover release for November 2005 is scheduled to be issued on Tuesday, January 10, 2006.

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2002 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Employment Security 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.

Sample methodology

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

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample

with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

Using JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Seasonal adjustment

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

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Since the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these

effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

Reliability of the estimates

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

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

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

Other information

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

Table 1. Job openings levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p
Total⁴	3,300	3,416	3,647	3,588	3,487	3,836	3,992	2.4	2.5	2.7	2.6	2.5	2.8	2.9
INDUSTRY														
Total private ⁴	2,924	3,050	3,239	3,204	3,130	3,406	3,568	2.6	2.7	2.8	2.8	2.7	2.9	3.1
Construction.....	114	107	104	128	136	156	163	1.6	1.5	1.4	1.7	1.8	2.1	2.2
Manufacturing.....	250	240	269	287	266	293	292	1.7	1.6	1.8	2.0	1.8	2.0	2.0
Trade, transportation, and utilities.....	559	597	624	600	620	630	601	2.1	2.3	2.4	2.3	2.3	2.4	2.3
Professional and business services.....	602	659	686	666	590	725	886	3.5	3.8	3.9	3.8	3.4	4.1	4.9
Education and health services.....	547	611	609	607	604	606	603	3.1	3.4	3.4	3.4	3.3	3.4	3.3
Leisure and hospitality.....	413	440	517	439	427	469	493	3.2	3.3	3.9	3.3	3.2	3.5	3.7
Government.....	400	378	394	388	370	420	463	1.8	1.7	1.8	1.7	1.7	1.9	2.1
REGION														
Northeast.....	562	563	634	610	609	728	803	2.2	2.2	2.4	2.3	2.3	2.8	3.1
South.....	1,318	1,303	1,333	1,343	1,353	1,466	1,512	2.7	2.7	2.7	2.7	2.8	3.0	3.1
Midwest.....	688	786	781	764	704	754	760	2.1	2.4	2.4	2.4	2.2	2.3	2.4
West.....	742	799	869	832	841	895	914	2.5	2.7	2.9	2.8	2.8	3.0	3.0

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

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

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

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

^p = preliminary.

NOTE: 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.

Table 2. Hires levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p
Total⁴	4,552	4,740	4,694	4,649	4,601	4,719	4,716	3.4	3.6	3.5	3.5	3.4	3.5	3.5
INDUSTRY														
Total private ⁴	4,216	4,398	4,365	4,342	4,276	4,356	4,370	3.8	3.9	3.9	3.9	3.8	3.9	3.9
Construction.....	353	420	393	381	435	422	428	5.0	5.8	5.4	5.3	6.0	5.8	5.9
Manufacturing.....	353	342	347	345	344	338	450	2.5	2.4	2.4	2.4	2.4	2.4	3.2
Trade, transportation, and utilities.....	977	1,030	1,045	990	998	1,001	944	3.8	4.0	4.0	3.8	3.8	3.9	3.7
Professional and business services.....	812	887	835	832	786	925	770	4.9	5.3	4.9	4.9	4.6	5.4	4.5
Education and health services.....	420	466	457	453	465	460	467	2.5	2.7	2.6	2.6	2.7	2.6	2.7
Leisure and hospitality.....	801	750	877	834	771	808	840	6.4	5.9	6.9	6.5	6.0	6.3	6.6
Government.....	318	339	337	330	337	336	327	1.5	1.6	1.6	1.5	1.5	1.5	1.5
REGION														
Northeast.....	811	764	794	772	738	759	748	3.2	3.0	3.1	3.0	2.9	3.0	2.9
South.....	1,809	1,816	1,786	1,689	1,750	1,840	1,783	3.9	3.8	3.8	3.6	3.7	3.9	3.7
Midwest.....	1,013	1,129	1,054	1,045	970	996	1,033	3.2	3.6	3.4	3.3	3.1	3.2	3.3
West.....	916	1,048	1,070	1,081	1,144	1,136	1,141	3.2	3.6	3.7	3.7	3.9	3.9	3.9

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

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

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

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

^p = preliminary.

NOTE: See NOTE, table 1.

Table 3. Total separations levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p
Total⁴	4,215	4,504	4,477	4,270	4,499	4,779	4,140	3.2	3.4	3.4	3.2	3.4	3.6	3.1
INDUSTRY														
Total private ⁴	3,957	4,256	4,223	4,007	4,235	4,487	3,890	3.6	3.8	3.8	3.6	3.8	4.0	3.5
Construction.....	425	408	380	370	452	417	391	6.0	5.6	5.3	5.1	6.2	5.7	5.3
Manufacturing.....	354	369	350	361	369	408	310	2.5	2.6	2.4	2.5	2.6	2.9	2.2
Trade, transportation, and utilities.....	889	989	980	948	1,019	1,039	878	3.5	3.8	3.8	3.7	3.9	4.0	3.4
Professional and business services.....	585	851	818	747	670	897	742	3.5	5.1	4.8	4.4	3.9	5.3	4.3
Education and health services.....	376	405	401	391	406	430	397	2.2	2.3	2.3	2.3	2.3	2.5	2.3
Leisure and hospitality.....	767	750	803	750	785	814	725	6.1	5.9	6.3	5.9	6.1	6.4	5.7
Government.....	263	254	254	257	271	295	252	1.2	1.2	1.2	1.2	1.2	1.3	1.2
REGION														
Northeast.....	711	714	761	715	734	752	670	2.8	2.8	3.0	2.8	2.9	2.9	2.6
South.....	1,614	1,743	1,653	1,567	1,639	1,787	1,589	3.5	3.7	3.5	3.3	3.4	3.8	3.3
Midwest.....	952	976	946	1,011	1,047	1,135	925	3.0	3.1	3.0	3.2	3.3	3.6	2.9
West.....	896	1,034	1,062	1,001	1,094	1,085	980	3.1	3.5	3.6	3.4	3.7	3.7	3.3

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

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

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

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

^p = preliminary.

NOTE: See NOTE, table 1.

Table 4. Quits levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p	Oct. 2004	May 2005	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005 ^p
Total⁴	2,344	2,514	2,475	2,474	2,605	2,778	2,547	1.8	1.9	1.9	1.8	1.9	2.1	1.9
INDUSTRY														
Total private ⁴	2,217	2,391	2,348	2,351	2,467	2,630	2,405	2.0	2.1	2.1	2.1	2.2	2.3	2.1
Construction.....	182	168	139	140	222	202	196	2.6	2.3	1.9	1.9	3.1	2.8	2.7
Manufacturing.....	187	183	190	189	184	214	194	1.3	1.3	1.3	1.3	1.3	1.5	1.4
Trade, transportation, and utilities.....	517	589	588	577	604	580	552	2.0	2.3	2.3	2.2	2.3	2.2	2.1
Professional and business services.....	281	420	386	353	374	497	361	1.7	2.5	2.3	2.1	2.2	2.9	2.1
Education and health services.....	239	249	256	271	260	276	260	1.4	1.4	1.5	1.6	1.5	1.6	1.5
Leisure and hospitality.....	474	488	510	525	517	563	558	3.8	3.8	4.0	4.1	4.0	4.4	4.4
Government.....	123	123	124	125	139	149	137	.6	.6	.6	.6	.6	.7	.6
REGION														
Northeast.....	333	373	350	381	380	377	365	1.3	1.5	1.4	1.5	1.5	1.5	1.4
South.....	943	1,020	960	964	1,054	1,147	1,017	2.0	2.2	2.0	2.0	2.2	2.4	2.1
Midwest.....	500	554	542	548	570	613	558	1.6	1.8	1.7	1.7	1.8	1.9	1.8
West.....	550	562	653	577	585	643	590	1.9	1.9	2.2	2.0	2.0	2.2	2.0

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

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

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

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

^p = preliminary.

NOTE: See NOTE, table 1.

Table 5. Job openings levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2004	Sept. 2005	Oct. 2005 ^P	Oct. 2004	Sept. 2005	Oct. 2005 ^P
Total	3,269	4,008	3,995	2.4	2.9	2.9
INDUSTRY						
Total private.....	2,886	3,604	3,547	2.5	3.1	3.0
Natural resources and mining.....	10	13	8	1.6	2.0	1.2
Construction.....	99	155	147	1.3	2.0	1.9
Manufacturing.....	243	307	285	1.7	2.1	2.0
Durable goods.....	153	203	195	1.7	2.2	2.1
Nondurable goods.....	90	104	89	1.6	1.9	1.6
Trade, transportation, and utilities.....	665	721	709	2.5	2.7	2.7
Wholesale trade.....	83	118	124	1.4	2.0	2.1
Retail trade.....	498	473	468	3.2	3.0	3.0
Transportation, warehousing, and utilities.....	84	130	116	1.7	2.5	2.3
Information.....	90	109	115	2.8	3.3	3.5
Financial activities.....	217	275	288	2.6	3.2	3.4
Finance and insurance.....	179	208	221	2.9	3.3	3.5
Real estate and rental and leasing.....	38	67	67	1.8	3.0	3.0
Professional and business services.....	543	756	817	3.1	4.2	4.5
Education and health services.....	542	618	595	3.0	3.4	3.3
Educational services.....	54	57	60	1.8	2.0	1.9
Health care and social assistance.....	489	560	536	3.3	3.7	3.5
Leisure and hospitality.....	364	461	441	2.8	3.4	3.4
Arts, entertainment, and recreation.....	41	42	51	2.2	2.1	2.8
Accommodations and food services.....	323	419	390	2.9	3.7	3.4
Other services.....	113	191	143	2.0	3.4	2.6
Government.....	383	404	448	1.7	1.8	2.0
Federal.....	41	43	34	1.5	1.6	1.2
State and local.....	342	360	415	1.7	1.9	2.1
REGION						
Northeast.....	553	781	823	2.1	3.0	3.1
South.....	1,274	1,516	1,477	2.6	3.1	3.0
Midwest.....	687	796	758	2.1	2.5	2.3
West.....	755	915	938	2.5	3.0	3.1

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 6. Hires levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2004	Sept. 2005	Oct. 2005 ^P	Oct. 2004	Sept. 2005	Oct. 2005 ^P
Total	4,535	5,284	4,698	3.4	3.9	3.5
INDUSTRY						
Total private.....	4,222	4,757	4,378	3.8	4.2	3.9
Natural resources and mining.....	23	17	16	3.8	2.7	2.4
Construction.....	321	435	390	4.4	5.8	5.2
Manufacturing.....	323	360	423	2.2	2.5	3.0
Durable goods.....	208	211	258	2.3	2.4	2.9
Nondurable goods.....	115	149	165	2.1	2.8	3.1
Trade, transportation, and utilities.....	1,160	1,146	1,104	4.5	4.4	4.3
Wholesale trade.....	164	160	146	2.9	2.8	2.5
Retail trade.....	853	788	800	5.6	5.2	5.3
Transportation, warehousing, and utilities.....	144	198	158	2.9	4.0	3.2
Information.....	65	80	92	2.1	2.6	2.9
Financial activities.....	199	189	210	2.5	2.3	2.5
Finance and insurance.....	126	117	115	2.1	1.9	1.9
Real estate and rental and leasing.....	73	72	95	3.5	3.3	4.4
Professional and business services.....	828	938	766	4.9	5.5	4.4
Education and health services.....	426	590	472	2.5	3.4	2.7
Educational services.....	68	128	55	2.3	4.6	1.8
Health care and social assistance.....	358	463	417	2.5	3.2	2.9
Leisure and hospitality.....	709	806	757	5.7	6.2	6.0
Arts, entertainment, and recreation.....	71	87	72	4.0	4.5	4.0
Accommodations and food services.....	638	719	685	6.0	6.5	6.3
Other services.....	168	194	149	3.1	3.6	2.7
Government.....	313	527	319	1.4	2.4	1.4
Federal.....	39	57	33	1.4	2.1	1.2
State and local.....	275	470	286	1.4	2.5	1.5
REGION						
Northeast.....	828	971	758	3.2	3.8	3.0
South.....	1,797	1,885	1,768	3.8	3.9	3.7
Midwest.....	979	1,171	1,004	3.1	3.7	3.2
West.....	932	1,257	1,168	3.2	4.3	3.9

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 7. Total separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2004	Sept. 2005	Oct. 2005 ^P	Oct. 2004	Sept. 2005	Oct. 2005 ^P
Total	4,278	5,353	4,168	3.2	4.0	3.1
INDUSTRY						
Total private.....	4,046	4,983	3,949	3.6	4.4	3.5
Natural resources and mining.....	20	18	12	3.3	2.7	1.9
Construction.....	452	451	408	6.2	6.0	5.4
Manufacturing.....	391	414	336	2.7	2.9	2.4
Durable goods.....	247	248	205	2.8	2.8	2.3
Nondurable goods.....	144	166	130	2.7	3.1	2.4
Trade, transportation, and utilities.....	897	1,115	876	3.5	4.3	3.4
Wholesale trade.....	126	157	116	2.2	2.7	2.0
Retail trade.....	645	768	612	4.3	5.1	4.0
Transportation, warehousing, and utilities.....	126	190	148	2.6	3.8	3.0
Information.....	87	96	73	2.8	3.1	2.3
Financial activities.....	208	202	151	2.6	2.4	1.8
Finance and insurance.....	120	112	80	2.0	1.8	1.3
Real estate and rental and leasing.....	88	90	71	4.2	4.1	3.3
Professional and business services.....	570	910	707	3.4	5.3	4.1
Education and health services.....	346	463	364	2.0	2.7	2.1
Educational services.....	45	84	34	1.5	3.0	1.1
Health care and social assistance.....	301	380	330	2.1	2.6	2.3
Leisure and hospitality.....	923	1,099	853	7.4	8.5	6.7
Arts, entertainment, and recreation.....	177	224	137	9.9	11.7	7.6
Accommodations and food services.....	746	876	716	7.0	7.9	6.6
Other services.....	154	215	168	2.8	4.0	3.1
Government.....	232	369	219	1.1	1.7	1.0
Federal.....	33	53	18	1.2	1.9	.7
State and local.....	199	317	201	1.0	1.7	1.0
REGION						
Northeast.....	735	936	675	2.9	3.7	2.6
South.....	1,676	1,868	1,606	3.6	3.9	3.3
Midwest.....	943	1,323	914	3.0	4.2	2.9
West.....	924	1,226	973	3.2	4.2	3.3

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 8. Quits levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2004	Sept. 2005	Oct. 2005 ^P	Oct. 2004	Sept. 2005	Oct. 2005 ^P
Total	2,300	3,211	2,489	1.7	2.4	1.8
INDUSTRY						
Total private.....	2,192	3,046	2,368	2.0	2.7	2.1
Natural resources and mining.....	9	10	7	1.6	1.6	1.1
Construction.....	178	228	201	2.5	3.0	2.7
Manufacturing.....	191	244	196	1.3	1.7	1.4
Durable goods.....	128	150	117	1.4	1.7	1.3
Nondurable goods.....	63	94	79	1.2	1.8	1.5
Trade, transportation, and utilities.....	527	672	551	2.0	2.6	2.1
Wholesale trade.....	64	95	56	1.1	1.7	1.0
Retail trade.....	402	486	419	2.7	3.2	2.8
Transportation, warehousing, and utilities.....	61	92	77	1.2	1.8	1.5
Information.....	48	66	54	1.5	2.1	1.7
Financial activities.....	124	118	90	1.5	1.4	1.1
Finance and insurance.....	67	74	55	1.1	1.2	.9
Real estate and rental and leasing.....	56	44	35	2.7	2.0	1.6
Professional and business services.....	281	516	348	1.7	3.0	2.0
Education and health services.....	226	312	244	1.3	1.8	1.4
Educational services.....	27	44	20	.9	1.6	.7
Health care and social assistance.....	199	267	224	1.4	1.8	1.5
Leisure and hospitality.....	489	750	580	3.9	5.8	4.6
Arts, entertainment, and recreation.....	48	73	64	2.7	3.8	3.6
Accommodations and food services.....	441	678	516	4.1	6.1	4.7
Other services.....	119	129	99	2.2	2.4	1.8
Government.....	107	165	121	.5	.8	.5
Federal.....	12	20	8	.4	.7	.3
State and local.....	95	145	113	.5	.8	.6
REGION						
Northeast.....	341	492	376	1.3	1.9	1.5
South.....	949	1,254	1,021	2.0	2.6	2.1
Midwest.....	483	723	535	1.5	2.3	1.7
West.....	527	741	557	1.8	2.5	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 9. Layoffs and discharges levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2004	Sept. 2005	Oct. 2005 ^P	Oct. 2004	Sept. 2005	Oct. 2005 ^P
Total	1,697	1,844	1,427	1.3	1.4	1.1
INDUSTRY						
Total private.....	1,614	1,704	1,360	1.5	1.5	1.2
Natural resources and mining.....	5	6	4	.8	1.0	.6
Construction.....	247	205	180	3.4	2.7	2.4
Manufacturing.....	180	143	122	1.3	1.0	.9
Durable goods.....	107	79	77	1.2	.9	.9
Nondurable goods.....	73	64	45	1.3	1.2	.8
Trade, transportation, and utilities.....	297	384	280	1.2	1.5	1.1
Wholesale trade.....	56	43	55	1.0	.7	1.0
Retail trade.....	190	255	170	1.3	1.7	1.1
Transportation, warehousing, and utilities.....	51	86	55	1.0	1.7	1.1
Information.....	34	20	14	1.1	.6	.4
Financial activities.....	61	73	52	.8	.9	.6
Finance and insurance.....	31	29	19	.5	.5	.3
Real estate and rental and leasing.....	30	44	32	1.4	2.0	1.5
Professional and business services.....	248	354	321	1.5	2.1	1.9
Education and health services.....	96	121	93	.6	.7	.5
Educational services.....	15	37	12	.5	1.3	.4
Health care and social assistance.....	81	84	81	.6	.6	.6
Leisure and hospitality.....	418	325	251	3.3	2.5	2.0
Arts, entertainment, and recreation.....	126	146	72	7.0	7.6	4.0
Accommodations and food services.....	292	179	179	2.7	1.6	1.6
Other services.....	27	74	43	.5	1.4	.8
Government.....	84	141	67	.4	.6	.3
Federal.....	8	13	5	.3	.5	.2
State and local.....	76	127	62	.4	.7	.3
REGION						
Northeast.....	326	407	259	1.3	1.6	1.0
South.....	616	519	519	1.3	1.1	1.1
Midwest.....	415	509	324	1.3	1.6	1.0
West.....	341	409	324	1.2	1.4	1.1

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 10. Other separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2004	Sept. 2005	Oct. 2005 ^P	Oct. 2004	Sept. 2005	Oct. 2005 ^P
Total	281	298	252	.2	.2	.2
INDUSTRY						
Total private.....	240	234	220	.2	.2	.2
Natural resources and mining.....	6	1	1	1.0	.2	.2
Construction.....	26	18	28	.4	.2	.4
Manufacturing.....	19	27	18	.1	.2	.1
Durable goods.....	12	19	11	.1	.2	.1
Nondurable goods.....	8	8	7	.1	.2	.1
Trade, transportation, and utilities.....	73	59	44	.3	.2	.2
Wholesale trade.....	6	19	6	.1	.3	.1
Retail trade.....	53	28	23	.3	.2	.2
Transportation, warehousing, and utilities.....	14	12	15	.3	.2	.3
Information.....	5	10	6	.2	.3	.2
Financial activities.....	24	11	10	.3	.1	.1
Finance and insurance.....	22	10	6	.4	.2	.1
Real estate and rental and leasing.....	2	2	4	.1	.1	.2
Professional and business services.....	40	40	38	.2	.2	.2
Education and health services.....	23	31	28	.1	.2	.2
Educational services.....	3	3	2	.1	.1	.1
Health care and social assistance.....	20	28	25	.1	.2	.2
Leisure and hospitality.....	16	24	22	.1	.2	.2
Arts, entertainment, and recreation.....	3	5	(³)	.2	.3	(³)
Accommodations and food services.....	13	19	21	.1	.2	.2
Other services.....	8	12	26	.1	.2	.5
Government.....	40	64	31	.2	.3	.1
Federal.....	12	19	5	.5	.7	.2
State and local.....	28	45	26	.1	.2	.1
REGION						
Northeast.....	68	37	41	.3	.1	.2
South.....	111	95	65	.2	.2	.1
Midwest.....	46	91	54	.1	.3	.2
West.....	56	76	91	.2	.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 Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.