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JOB OPENINGS AND LABOR TURNOVER: FEBRUARY 2005

The job openings rate was unchanged in February at 2.5 percent, while the hires and total separations rates were little changed at 3.5 and 3.1 percent, respectively, 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,
Percent December 2000 - February 2005

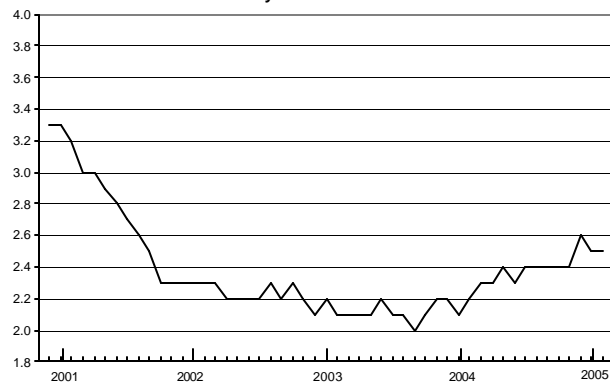
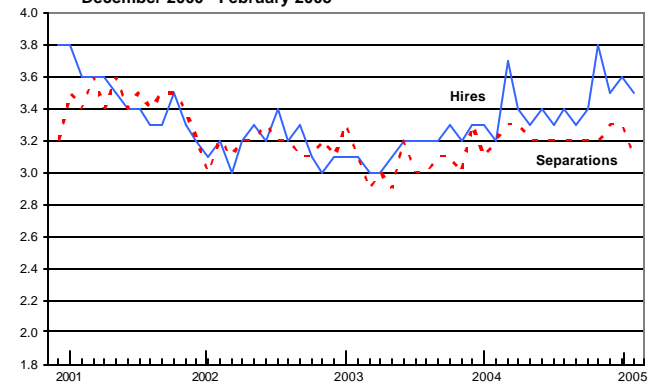


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - February 2005



Job Openings

On the last business day of February 2005, there were 3.5 million job openings in the United States, and the job openings rate was 2.5 percent. (See table 1.) The job openings rate has generally trended upward since September 2003. In February, the job openings rate increased for government; trade, transportation, and utilities; and education and health services. The job openings rate fell in the professional and business services sector. The job openings rate rose slightly in the West region but showed little or no change in the other regions of the country.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.5 percent in February, essentially unchanged from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. Professional and business services and leisure and hospitality were the only two industries showing significant change in the hires rate from January to February; both industries registered declines.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.1 percent in February. The overall total separations rate is near its most recent low

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

Industry	Job openings			Hires			Total separations		
	Feb. 2004	Jan. 2005	Feb. 2005 ^p	Feb. 2004	Jan. 2005	Feb. 2005 ^p	Feb. 2004	Jan. 2005	Feb. 2005 ^p
	Levels (in thousands)								
Total ¹	2,961	3,385	3,458	4,159	4,709	4,595	4,196	4,352	4,157
Total private ¹	2,606	3,020	3,053	3,832	4,374	4,271	3,926	4,091	3,894
Construction	114	127	140	352	339	406	378	417	408
Manufacturing	206	252	246	361	307	327	345	361	338
Trade, transportation, and utilities	474	564	627	978	1,056	1,054	1,003	882	914
Professional and business services	493	682	604	549	882	773	645	836	734
Education and health services	542	560	603	453	445	477	389	356	372
Leisure and hospitality	399	434	408	779	826	740	725	832	778
Government	344	346	387	338	341	330	273	258	263
	Rates (percent)								
Total ¹	2.2	2.5	2.5	3.2	3.6	3.5	3.2	3.3	3.1
Total private ¹	2.3	2.7	2.7	3.5	3.9	3.8	3.6	3.7	3.5
Construction	1.6	1.8	1.9	5.1	4.8	5.7	5.5	5.9	5.7
Manufacturing	1.4	1.7	1.7	2.5	2.1	2.3	2.4	2.5	2.4
Trade, transportation, and utilities	1.8	2.2	2.4	3.9	4.1	4.1	4.0	3.4	3.6
Professional and business services	3.0	3.9	3.5	3.4	5.3	4.6	4.0	5.0	4.4
Education and health services	3.1	3.2	3.4	2.7	2.6	2.8	2.3	2.1	2.2
Leisure and hospitality	3.1	3.3	3.1	6.3	6.6	5.9	5.9	6.6	6.2
Government	1.6	1.6	1.7	1.6	1.6	1.5	1.3	1.2	1.2

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

reached in November 2003. Separations are terminations of employment that occur at any time during the month. (See table 3.) The total separations rate fell in the professional and business services industry and in the South region in February.

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, declined to 1.7 percent in February. (See table 4.) The quits rate fell in February for private industries overall, for the leisure and hospitality industry, and for the Northeast and South regions. The other two components of total separations, layoffs and discharges and other separations, are not seasonally adjusted. The layoffs and discharges rate (1.0 percent) was little changed from February 2004 to February 2005; the other separations rate (0.2 percent) was unchanged. (See tables 9 and 10.)

Hires and separations data show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.6 million per month and separations have averaged 4.3 million per month. The comparable figures a year earlier were 4.1 million hires and 4.0 million separations. (See the Technical Note for additional information on these measures.)

For More Information

For additional information, please see the Technical Note or the JOLTS Web site at 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 March 2005 is scheduled to be issued on Tuesday, May 10, 2005.

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						
	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P
Total⁴	2,961	3,265	3,300	3,277	3,507	3,385	3,458	2.2	2.4	2.4	2.4	2.6	2.5	2.5
INDUSTRY														
Total private ⁴	2,606	2,905	2,924	2,910	3,106	3,020	3,053	2.3	2.6	2.6	2.6	2.7	2.7	2.7
Construction.....	114	105	114	118	132	127	140	1.6	1.5	1.6	1.6	1.8	1.8	1.9
Manufacturing.....	206	245	250	248	266	252	246	1.4	1.7	1.7	1.7	1.8	1.7	1.7
Trade, transportation, and utilities.....	474	609	559	554	561	564	627	1.8	2.3	2.1	2.1	2.1	2.2	2.4
Professional and business services.....	493	583	602	620	699	682	604	3.0	3.4	3.5	3.6	4.0	3.9	3.5
Education and health services.....	542	529	547	543	557	560	603	3.1	3.0	3.1	3.1	3.1	3.2	3.4
Leisure and hospitality.....	399	419	413	411	450	434	408	3.1	3.2	3.2	3.2	3.4	3.3	3.1
Government.....	344	360	400	369	396	346	387	1.6	1.6	1.8	1.7	1.8	1.6	1.7
REGION														
Northeast.....	528	564	562	560	620	602	565	2.1	2.2	2.2	2.2	2.4	2.3	2.2
South.....	1,172	1,239	1,318	1,250	1,329	1,342	1,375	2.5	2.6	2.7	2.6	2.8	2.8	2.8
Midwest.....	680	699	688	726	740	716	724	2.2	2.2	2.1	2.3	2.3	2.2	2.3
West.....	583	797	742	759	792	718	798	2.0	2.7	2.5	2.6	2.7	2.4	2.7

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

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

³ 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						
	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P
Total⁴	4,159	4,406	4,552	4,990	4,639	4,709	4,595	3.2	3.3	3.4	3.8	3.5	3.6	3.5
INDUSTRY														
Total private ⁴	3,832	3,957	4,216	4,652	4,337	4,374	4,271	3.5	3.6	3.8	4.2	3.9	3.9	3.8
Construction.....	352	363	353	373	368	339	406	5.1	5.2	5.0	5.3	5.2	4.8	5.7
Manufacturing.....	361	361	353	386	324	307	327	2.5	2.5	2.5	2.7	2.3	2.1	2.3
Trade, transportation, and utilities.....	978	908	977	1,077	986	1,056	1,054	3.9	3.6	3.8	4.2	3.8	4.1	4.1
Professional and business services.....	549	761	812	935	878	882	773	3.4	4.6	4.9	5.6	5.3	5.3	4.6
Education and health services.....	453	416	420	447	452	445	477	2.7	2.4	2.5	2.6	2.6	2.6	2.8
Leisure and hospitality.....	779	772	801	858	834	826	740	6.3	6.2	6.4	6.8	6.6	6.6	5.9
Government.....	338	375	318	335	307	341	330	1.6	1.7	1.5	1.5	1.4	1.6	1.5
REGION														
Northeast.....	704	794	811	851	858	762	774	2.8	3.1	3.2	3.4	3.4	3.0	3.1
South.....	1,666	1,754	1,809	1,903	1,770	1,880	1,827	3.6	3.8	3.9	4.1	3.8	4.0	3.9
Midwest.....	974	889	1,013	1,149	1,043	1,092	1,038	3.2	2.8	3.2	3.7	3.3	3.5	3.3
West.....	910	963	916	1,014	970	959	1,032	3.2	3.3	3.2	3.5	3.4	3.3	3.5

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						
	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P
Total⁴	4,196	4,214	4,215	4,266	4,435	4,352	4,157	3.2	3.2	3.2	3.2	3.3	3.3	3.1
INDUSTRY														
Total private ⁴	3,926	3,918	3,957	3,996	4,146	4,091	3,894	3.6	3.6	3.6	3.6	3.7	3.7	3.5
Construction.....	378	377	425	351	355	417	408	5.5	5.4	6.0	5.0	5.0	5.9	5.7
Manufacturing.....	345	368	354	327	353	361	338	2.4	2.6	2.5	2.3	2.5	2.5	2.4
Trade, transportation, and utilities.....	1,003	909	889	943	1,062	882	914	4.0	3.6	3.5	3.7	4.1	3.4	3.6
Professional and business services.....	645	686	585	822	833	836	734	4.0	4.2	3.5	4.9	5.0	5.0	4.4
Education and health services.....	389	380	376	408	375	356	372	2.3	2.2	2.2	2.4	2.2	2.1	2.2
Leisure and hospitality.....	725	732	767	727	758	832	778	5.9	5.8	6.1	5.8	6.0	6.6	6.2
Government.....	273	305	263	275	274	258	263	1.3	1.4	1.2	1.3	1.3	1.2	1.2
REGION														
Northeast.....	749	725	711	756	773	773	681	3.0	2.9	2.8	3.0	3.0	3.1	2.7
South.....	1,554	1,604	1,614	1,594	1,707	1,747	1,578	3.4	3.4	3.5	3.4	3.6	3.7	3.3
Midwest.....	901	922	952	1,041	986	981	947	2.9	3.0	3.0	3.3	3.1	3.1	3.0
West.....	977	982	896	826	953	964	954	3.4	3.4	3.1	2.9	3.3	3.3	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						
	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005 ^P
Total⁴	2,130	2,291	2,344	2,436	2,495	2,530	2,225	1.6	1.7	1.8	1.8	1.9	1.9	1.7
INDUSTRY														
Total private ⁴	1,990	2,166	2,217	2,319	2,366	2,412	2,112	1.8	2.0	2.0	2.1	2.1	2.2	1.9
Construction.....	111	159	182	159	162	171	146	1.6	2.3	2.6	2.2	2.3	2.4	2.1
Manufacturing.....	169	181	187	185	194	185	180	1.2	1.3	1.3	1.3	1.4	1.3	1.3
Trade, transportation, and utilities.....	497	529	517	568	570	563	518	2.0	2.1	2.0	2.2	2.2	2.2	2.0
Professional and business services.....	304	358	281	401	415	417	375	1.9	2.2	1.7	2.4	2.5	2.5	2.2
Education and health services.....	227	235	239	250	232	230	238	1.3	1.4	1.4	1.5	1.4	1.3	1.4
Leisure and hospitality.....	433	451	474	499	506	516	462	3.5	3.6	3.8	4.0	4.0	4.1	3.7
Government.....	132	127	123	118	129	124	116	.6	.6	.6	.5	.6	.6	.5
REGION														
Northeast.....	310	317	333	359	392	424	312	1.2	1.3	1.3	1.4	1.5	1.7	1.2
South.....	854	950	943	1,014	1,021	1,053	898	1.9	2.0	2.0	2.2	2.2	2.2	1.9
Midwest.....	462	492	500	551	544	539	488	1.5	1.6	1.6	1.8	1.7	1.7	1.6
West.....	497	541	550	492	536	530	529	1.7	1.9	1.9	1.7	1.9	1.8	1.8

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

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

³ 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		
	Feb. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Jan. 2005	Feb. 2005 ^P
Total	2,829	3,157	3,317	2.1	2.4	2.5
INDUSTRY						
Total private.....	2,521	2,833	2,961	2.3	2.5	2.6
Natural resources and mining.....	6	9	9	1.0	1.5	1.5
Construction.....	105	104	131	1.6	1.5	1.9
Manufacturing.....	204	236	244	1.4	1.6	1.7
Durable goods.....	134	163	166	1.5	1.8	1.8
Nondurable goods.....	70	73	78	1.3	1.4	1.4
Trade, transportation, and utilities.....	423	495	580	1.7	1.9	2.2
Wholesale trade.....	78	103	130	1.4	1.8	2.3
Retail trade.....	266	302	352	1.8	2.0	2.3
Transportation, warehousing, and utilities.....	78	90	98	1.6	1.8	2.0
Information.....	69	93	84	2.2	2.9	2.6
Financial activities.....	178	203	220	2.2	2.5	2.6
Finance and insurance.....	152	168	177	2.5	2.7	2.9
Real estate and rental and leasing.....	27	36	43	1.3	1.7	2.0
Professional and business services.....	495	641	594	3.0	3.8	3.5
Education and health services.....	530	534	597	3.0	3.0	3.3
Educational services.....	43	46	51	1.5	1.7	1.7
Health care and social assistance.....	487	487	546	3.4	3.3	3.7
Leisure and hospitality.....	385	391	384	3.1	3.2	3.1
Arts, entertainment, and recreation.....	59	54	49	3.5	3.3	3.0
Accommodations and food services.....	326	337	335	3.1	3.1	3.1
Other services.....	126	126	118	2.3	2.3	2.1
Government.....	309	324	356	1.4	1.5	1.6
Federal.....	42	31	44	1.5	1.1	1.6
State and local.....	267	293	312	1.4	1.5	1.6
REGION						
Northeast.....	491	552	520	1.9	2.2	2.0
South.....	1,161	1,287	1,368	2.5	2.7	2.8
Midwest.....	634	645	676	2.0	2.1	2.1
West.....	543	674	753	1.9	2.3	2.6

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

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

^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		
	Feb. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Jan. 2005	Feb. 2005 ^P
Total	3,440	3,991	3,779	2.7	3.1	2.9
INDUSTRY						
Total private.....	3,204	3,686	3,548	3.0	3.4	3.2
Natural resources and mining.....	16	21	19	2.8	3.5	3.2
Construction.....	286	267	340	4.5	4.0	5.1
Manufacturing.....	337	301	309	2.4	2.1	2.2
Durable goods.....	228	206	209	2.6	2.3	2.3
Nondurable goods.....	109	95	100	2.0	1.8	1.9
Trade, transportation, and utilities.....	740	763	802	3.0	3.0	3.2
Wholesale trade.....	113	156	122	2.0	2.8	2.2
Retail trade.....	499	448	566	3.4	3.0	3.8
Transportation, warehousing, and utilities.....	128	159	113	2.7	3.3	2.3
Information.....	71	56	60	2.3	1.8	1.9
Financial activities.....	124	192	151	1.6	2.4	1.9
Finance and insurance.....	79	125	86	1.3	2.1	1.4
Real estate and rental and leasing.....	45	68	65	2.2	3.2	3.1
Professional and business services.....	491	840	678	3.1	5.1	4.1
Education and health services.....	387	425	414	2.3	2.5	2.4
Educational services.....	59	52	47	2.1	1.9	1.6
Health care and social assistance.....	327	373	367	2.3	2.6	2.6
Leisure and hospitality.....	617	630	585	5.2	5.2	4.8
Arts, entertainment, and recreation.....	76	110	71	4.6	6.9	4.4
Accommodations and food services.....	541	519	514	5.3	5.0	4.9
Other services.....	135	192	190	2.5	3.6	3.5
Government.....	236	305	231	1.1	1.4	1.0
Federal.....	32	31	31	1.2	1.2	1.1
State and local.....	204	274	200	1.1	1.4	1.0
REGION						
Northeast.....	501	597	539	2.0	2.4	2.2
South.....	1,441	1,675	1,580	3.2	3.6	3.4
Midwest.....	744	901	783	2.4	2.9	2.5
West.....	754	818	877	2.7	2.9	3.0

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

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

^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		
	Feb. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Jan. 2005	Feb. 2005 ^P
Total	3,464	4,399	3,420	2.7	3.4	2.6
INDUSTRY						
Total private.....	3,275	4,186	3,238	3.1	3.8	3.0
Natural resources and mining.....	14	21	14	2.5	3.6	2.4
Construction.....	355	454	391	5.6	6.8	5.9
Manufacturing.....	303	366	294	2.1	2.6	2.1
Durable goods.....	181	232	191	2.1	2.6	2.1
Nondurable goods.....	122	134	103	2.3	2.5	1.9
Trade, transportation, and utilities.....	871	1,011	790	3.5	4.0	3.1
Wholesale trade.....	126	117	133	2.3	2.1	2.4
Retail trade.....	635	759	541	4.3	5.1	3.6
Transportation, warehousing, and utilities.....	110	135	116	2.3	2.8	2.4
Information.....	85	71	41	2.7	2.3	1.3
Financial activities.....	146	204	133	1.8	2.5	1.6
Finance and insurance.....	106	121	87	1.8	2.0	1.5
Real estate and rental and leasing.....	40	84	45	2.0	4.0	2.2
Professional and business services.....	497	818	559	3.1	5.0	3.4
Education and health services.....	332	357	314	2.0	2.1	1.8
Educational services.....	34	41	27	1.2	1.5	.9
Health care and social assistance.....	299	316	288	2.1	2.2	2.0
Leisure and hospitality.....	502	732	541	4.2	6.1	4.5
Arts, entertainment, and recreation.....	59	71	65	3.6	4.4	4.0
Accommodations and food services.....	443	661	476	4.4	6.3	4.5
Other services.....	170	153	161	3.2	2.8	3.0
Government.....	189	213	182	.9	1.0	.8
Federal.....	38	36	19	1.4	1.3	.7
State and local.....	152	177	163	.8	.9	.8
REGION						
Northeast.....	582	742	512	2.4	3.0	2.0
South.....	1,327	1,694	1,339	2.9	3.7	2.9
Midwest.....	732	976	762	2.4	3.2	2.5
West.....	822	987	808	2.9	3.5	2.8

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		
	Feb. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Jan. 2005	Feb. 2005 ^P
Total	1,773	2,250	1,843	1.4	1.7	1.4
INDUSTRY						
Total private.....	1,666	2,146	1,752	1.6	2.0	1.6
Natural resources and mining.....	7	8	6	1.2	1.3	1.0
Construction.....	102	136	131	1.6	2.0	2.0
Manufacturing.....	144	159	152	1.0	1.1	1.1
Durable goods.....	89	93	95	1.0	1.1	1.1
Nondurable goods.....	54	65	57	1.0	1.2	1.1
Trade, transportation, and utilities.....	416	530	425	1.7	2.1	1.7
Wholesale trade.....	51	65	72	.9	1.2	1.3
Retail trade.....	317	404	298	2.2	2.7	2.0
Transportation, warehousing, and utilities.....	49	61	55	1.0	1.3	1.1
Information.....	42	42	30	1.4	1.3	1.0
Financial activities.....	90	105	79	1.1	1.3	1.0
Finance and insurance.....	63	59	61	1.1	1.0	1.0
Real estate and rental and leasing.....	27	46	19	1.3	2.2	.9
Professional and business services.....	231	393	279	1.5	2.4	1.7
Education and health services.....	188	225	197	1.1	1.3	1.1
Educational services.....	18	22	16	.6	.8	.5
Health care and social assistance.....	170	203	182	1.2	1.4	1.3
Leisure and hospitality.....	334	449	351	2.8	3.7	2.9
Arts, entertainment, and recreation.....	23	30	30	1.4	1.9	1.8
Accommodations and food services.....	311	419	322	3.1	4.0	3.1
Other services.....	111	99	102	2.1	1.8	1.9
Government.....	106	104	91	.5	.5	.4
Federal.....	24	9	7	.9	.3	.3
State and local.....	82	95	84	.4	.5	.4
REGION						
Northeast.....	244	347	241	1.0	1.4	1.0
South.....	731	934	757	1.6	2.0	1.6
Midwest.....	370	486	389	1.2	1.6	1.3
West.....	427	483	456	1.5	1.7	1.6

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

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

^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		
	Feb. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Jan. 2005	Feb. 2005 ^P
Total	1,426	1,841	1,327	1.1	1.4	1.0
INDUSTRY						
Total private.....	1,388	1,788	1,280	1.3	1.6	1.2
Natural resources and mining.....	4	8	5	.7	1.3	.9
Construction.....	239	310	246	3.7	4.7	3.7
Manufacturing.....	135	174	113	1.0	1.2	.8
Durable goods.....	76	114	76	.9	1.3	.8
Nondurable goods.....	59	60	37	1.1	1.1	.7
Trade, transportation, and utilities.....	399	416	304	1.6	1.6	1.2
Wholesale trade.....	64	45	51	1.1	.8	.9
Retail trade.....	289	316	209	2.0	2.1	1.4
Transportation, warehousing, and utilities.....	47	56	45	1.0	1.1	.9
Information.....	39	26	8	1.2	.8	.3
Financial activities.....	38	70	44	.5	.9	.5
Finance and insurance.....	28	41	19	.5	.7	.3
Real estate and rental and leasing.....	10	28	25	.5	1.4	1.2
Professional and business services.....	228	390	238	1.4	2.4	1.4
Education and health services.....	107	105	97	.6	.6	.6
Educational services.....	14	15	10	.5	.5	.3
Health care and social assistance.....	94	90	87	.7	.6	.6
Leisure and hospitality.....	152	244	175	1.3	2.0	1.4
Arts, entertainment, and recreation.....	34	38	34	2.0	2.4	2.1
Accommodations and food services.....	119	206	140	1.2	2.0	1.3
Other services.....	45	46	50	.8	.9	.9
Government.....	38	53	47	.2	.2	.2
Federal.....	5	5	5	.2	.2	.2
State and local.....	34	47	42	.2	.3	.2
REGION						
Northeast.....	290	344	224	1.2	1.4	.9
South.....	492	663	487	1.1	1.4	1.0
Midwest.....	307	416	324	1.0	1.4	1.1
West.....	338	418	293	1.2	1.5	1.0

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		
	Feb. 2004	Jan. 2005	Feb. 2005 ^P	Feb. 2004	Jan. 2005	Feb. 2005 ^P
Total	265	308	250	0.2	0.2	0.2
INDUSTRY						
Total private.....	221	252	205	.2	.2	.2
Natural resources and mining.....	3	6	3	.5	1.0	.5
Construction.....	14	8	14	.2	.1	.2
Manufacturing.....	24	33	30	.2	.2	.2
Durable goods.....	16	24	20	.2	.3	.2
Nondurable goods.....	8	9	10	.1	.2	.2
Trade, transportation, and utilities.....	56	65	60	.2	.3	.2
Wholesale trade.....	11	7	10	.2	.1	.2
Retail trade.....	30	40	34	.2	.3	.2
Transportation, warehousing, and utilities.....	14	18	16	.3	.4	.3
Information.....	4	4	3	.1	.1	.1
Financial activities.....	18	29	9	.2	.4	.1
Finance and insurance.....	15	20	7	.2	.3	.1
Real estate and rental and leasing.....	3	9	1	.2	.4	.1
Professional and business services.....	38	35	42	.2	.2	.3
Education and health services.....	37	26	20	.2	.2	.1
Educational services.....	2	4	1	.1	.1	(³)
Health care and social assistance.....	34	23	19	.2	.2	.1
Leisure and hospitality.....	15	39	15	.1	.3	.1
Arts, entertainment, and recreation.....	2	3	1	.1	.2	(³)
Accommodations and food services.....	13	36	14	.1	.3	.1
Other services.....	14	7	9	.3	.1	.2
Government.....	45	56	45	.2	.3	.2
Federal.....	8	21	7	.3	.8	.2
State and local.....	36	35	38	.2	.2	.2
REGION						
Northeast.....	48	51	47	.2	.2	.2
South.....	104	98	95	.2	.2	.2
Midwest.....	55	74	48	.2	.2	.2
West.....	58	85	59	.2	.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 Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.