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JOB OPENINGS AND LABOR TURNOVER: AUGUST 2004

The job openings, hires, and total separations rates showed little or no change from July to August, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was unchanged at 2.4 percent. The hires rate was essentially unchanged at 3.3 percent, and the total separations rate remained at 3.1 percent. 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 - August 2004

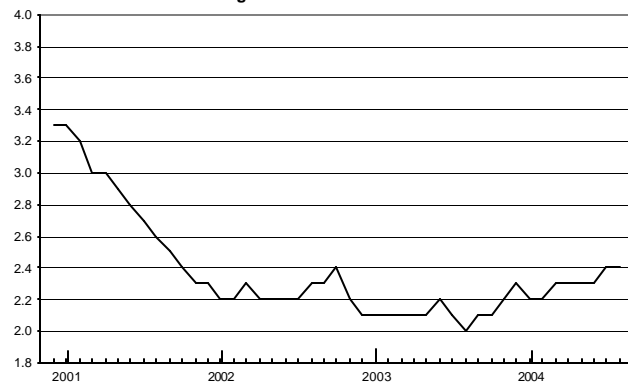
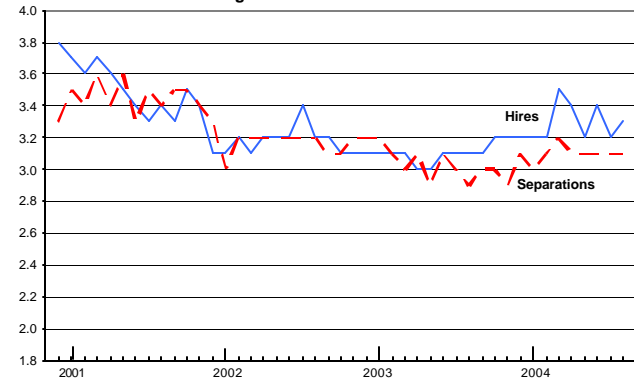


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - August 2004



Job Openings

On the last business day of August 2004, there were 3.2 million job openings in the United States, and the job openings rate was 2.4 percent. (See table 1.) The job openings rate has generally trended upward over the last 12 months. In August, the job openings rate showed little or no change for the major industry categories.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.3 percent in August, little changed from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. The hires rate increased in education and health services over the month, while other major industries showed little or no change in their hires rates. The hires rate in the West region increased from a month earlier.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.1 percent in August, unchanged from the month before. The total separations rate has

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

Industry	Job openings			Hires			Total separations		
	Aug. 2003	July 2004	Aug. 2004 ^p	Aug. 2003	July 2004	Aug. 2004 ^p	Aug. 2003	July 2004	Aug. 2004 ^p
	Levels (in thousands)								
Total ¹	2,688	3,237	3,191	4,010	4,229	4,358	3,815	4,074	4,060
Total private ¹	2,364	2,894	2,854	3,729	3,930	4,058	3,572	3,793	3,843
Construction	107	88	118	491	368	399	432	364	394
Manufacturing	184	240	233	326	352	339	332	367	364
Trade, transportation, and utilities	458	567	537	837	957	999	850	972	952
Professional and business services	469	583	601	597	621	693	508	613	584
Education and health services	499	537	533	433	418	478	365	363	378
Leisure and hospitality	314	435	413	696	760	741	704	694	724
Government	328	343	340	289	310	308	250	273	225
	Rates (percent)								
Total ¹	2.0	2.4	2.4	3.1	3.2	3.3	2.9	3.1	3.1
Total private ¹	2.1	2.6	2.5	3.4	3.6	3.7	3.3	3.5	3.5
Construction	1.6	1.3	1.7	7.3	5.3	5.8	6.4	5.3	5.7
Manufacturing	1.3	1.6	1.6	2.3	2.4	2.4	2.3	2.5	2.5
Trade, transportation, and utilities	1.8	2.2	2.1	3.3	3.8	3.9	3.4	3.8	3.7
Professional and business services	2.8	3.4	3.5	3.7	3.8	4.2	3.2	3.7	3.5
Education and health services	2.9	3.1	3.0	2.6	2.5	2.8	2.2	2.1	2.2
Leisure and hospitality	2.5	3.4	3.2	5.7	6.2	6.0	5.8	5.6	5.9
Government	1.5	1.6	1.6	1.3	1.4	1.4	1.2	1.3	1.0

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

been relatively unchanged since December 2001, ranging from 2.9 percent to 3.3 percent. Separations are terminations of employment that occur at any time during the month. (See table 3.) In August, the total separations rate decreased in government and showed little or no change for all other major industry categories.

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, was unchanged at 1.7 percent in August. (See table 4.) The quits rate increased in construction and decreased in education and health services and in government over the month.

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.2 million per month and separations have averaged 4.0 million per month. (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 September 2004 is scheduled to be issued on Tuesday, November 9, 2004.

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						
	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P
Total⁴	2,688	3,079	3,135	3,105	3,022	3,237	3,191	2.0	2.3	2.3	2.3	2.3	2.4	2.4
INDUSTRY														
Total private ⁴	2,364	2,740	2,778	2,746	2,640	2,894	2,854	2.1	2.5	2.5	2.4	2.3	2.6	2.5
Construction.....	107	113	105	108	94	88	118	1.6	1.6	1.5	1.5	1.3	1.3	1.7
Manufacturing.....	184	232	251	244	247	240	233	1.3	1.6	1.7	1.7	1.7	1.6	1.6
Trade, transportation, and utilities.....	458	524	531	521	503	567	537	1.8	2.0	2.0	2.0	1.9	2.2	2.1
Professional and business services.....	469	502	518	530	494	583	601	2.8	3.0	3.1	3.1	2.9	3.4	3.5
Education and health services.....	499	559	576	542	496	537	533	2.9	3.2	3.3	3.1	2.9	3.1	3.0
Leisure and hospitality.....	314	370	376	391	421	435	413	2.5	2.9	3.0	3.1	3.3	3.4	3.2
Government.....	328	353	354	360	380	343	340	1.5	1.6	1.6	1.6	1.7	1.6	1.6
REGION														
Northeast.....	485	569	560	526	546	545	545	1.9	2.2	2.2	2.0	2.1	2.1	2.1
South.....	1,021	1,176	1,191	1,164	1,164	1,280	1,290	2.2	2.5	2.5	2.5	2.4	2.7	2.7
Midwest.....	575	663	692	688	631	635	598	1.8	2.1	2.2	2.2	2.0	2.0	1.9
West.....	629	655	694	765	677	738	761	2.2	2.2	2.4	2.6	2.3	2.5	2.6

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

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

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

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						
	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P
Total⁴	4,010	4,603	4,398	4,206	4,433	4,229	4,358	3.1	3.5	3.4	3.2	3.4	3.2	3.3
INDUSTRY														
Total private ⁴	3,729	4,256	4,090	3,938	4,110	3,930	4,058	3.4	3.9	3.7	3.6	3.7	3.6	3.7
Construction.....	491	437	421	406	436	368	399	7.3	6.4	6.1	5.9	6.3	5.3	5.8
Manufacturing.....	326	361	354	336	370	352	339	2.3	2.5	2.5	2.3	2.6	2.4	2.4
Trade, transportation, and utilities.....	837	1,009	1,032	938	945	957	999	3.3	4.0	4.1	3.7	3.7	3.8	3.9
Professional and business services.....	597	713	609	631	692	621	693	3.7	4.4	3.7	3.8	4.2	3.8	4.2
Education and health services.....	433	444	460	451	428	418	478	2.6	2.6	2.7	2.7	2.5	2.5	2.8
Leisure and hospitality.....	696	810	766	739	749	760	741	5.7	6.6	6.2	6.0	6.1	6.2	6.0
Government.....	289	343	300	272	328	310	308	1.3	1.6	1.4	1.3	1.5	1.4	1.4
REGION														
Northeast.....	675	744	810	708	703	720	735	2.7	3.0	3.2	2.8	2.8	2.9	2.9
South.....	1,512	1,781	1,582	1,606	1,709	1,640	1,643	3.3	3.9	3.4	3.5	3.7	3.5	3.5
Midwest.....	843	1,040	991	956	1,009	935	955	2.7	3.4	3.2	3.1	3.2	3.0	3.1
West.....	994	1,029	1,093	951	1,023	865	1,020	3.5	3.6	3.8	3.3	3.6	3.0	3.6

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

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

³ 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						
	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P
Total⁴	3,815	4,134	4,088	4,040	4,069	4,074	4,060	2.9	3.2	3.1	3.1	3.1	3.1	3.1
INDUSTRY														
Total private ⁴	3,572	3,868	3,843	3,761	3,789	3,793	3,843	3.3	3.5	3.5	3.4	3.5	3.5	3.5
Construction.....	432	392	391	367	382	364	394	6.4	5.7	5.7	5.3	5.5	5.3	5.7
Manufacturing.....	332	377	353	377	343	367	364	2.3	2.6	2.5	2.6	2.4	2.5	2.5
Trade, transportation, and utilities.....	850	978	1,013	917	927	972	952	3.4	3.8	4.0	3.6	3.6	3.8	3.7
Professional and business services.....	508	597	606	556	607	613	584	3.2	3.7	3.7	3.4	3.7	3.7	3.5
Education and health services.....	365	382	386	379	362	363	378	2.2	2.3	2.3	2.2	2.1	2.1	2.2
Leisure and hospitality.....	704	715	679	696	734	694	724	5.8	5.8	5.5	5.6	5.9	5.6	5.9
Government.....	250	284	245	268	270	273	225	1.2	1.3	1.1	1.2	1.3	1.3	1.0
REGION														
Northeast.....	644	666	716	648	704	674	717	2.6	2.7	2.9	2.6	2.8	2.7	2.8
South.....	1,428	1,612	1,524	1,504	1,533	1,545	1,500	3.1	3.5	3.3	3.2	3.3	3.3	3.2
Midwest.....	848	938	877	833	853	935	827	2.8	3.0	2.8	2.7	2.7	3.0	2.7
West.....	903	1,003	959	1,008	979	945	1,041	3.2	3.5	3.4	3.5	3.4	3.3	3.6

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						
	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P	Aug. 2003	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004 ^P
Total⁴	1,984	2,271	2,278	2,173	2,284	2,265	2,229	1.5	1.7	1.7	1.7	1.7	1.7	1.7
INDUSTRY														
Total private ⁴	1,881	2,144	2,151	2,036	2,162	2,141	2,122	1.7	2.0	2.0	1.9	2.0	2.0	1.9
Construction.....	138	154	149	144	156	101	144	2.0	2.3	2.2	2.1	2.3	1.5	2.1
Manufacturing.....	150	176	189	171	171	174	157	1.0	1.2	1.3	1.2	1.2	1.2	1.1
Trade, transportation, and utilities.....	462	530	563	525	536	559	552	1.8	2.1	2.2	2.1	2.1	2.2	2.2
Professional and business services.....	253	309	323	259	322	322	309	1.6	1.9	2.0	1.6	2.0	2.0	1.9
Education and health services.....	222	252	245	223	225	271	238	1.3	1.5	1.5	1.3	1.3	1.6	1.4
Leisure and hospitality.....	431	465	429	455	480	442	465	3.6	3.8	3.5	3.7	3.9	3.6	3.8
Government.....	110	129	129	129	123	126	111	.5	.6	.6	.6	.6	.6	.5
REGION														
Northeast.....	295	314	390	318	334	338	337	1.2	1.3	1.6	1.3	1.3	1.3	1.3
South.....	805	957	888	857	910	901	880	1.8	2.1	1.9	1.8	2.0	1.9	1.9
Midwest.....	445	474	479	479	485	505	453	1.4	1.5	1.5	1.5	1.6	1.6	1.5
West.....	457	565	524	521	573	519	552	1.6	2.0	1.8	1.8	2.0	1.8	1.9

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

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

³ 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		
	Aug. 2003	July 2004	Aug. 2004 ^P	Aug. 2003	July 2004	Aug. 2004 ^P
Total	2,869	3,439	3,415	2.2	2.6	2.5
INDUSTRY						
Total private.....	2,515	3,068	3,059	2.3	2.7	2.7
Natural resources and mining.....	6	8	7	1.1	1.3	1.2
Construction.....	97	106	121	1.4	1.4	1.6
Manufacturing.....	199	263	251	1.4	1.8	1.7
Durable goods.....	115	159	149	1.3	1.7	1.6
Nondurable goods.....	83	104	102	1.5	1.9	1.8
Trade, transportation, and utilities.....	508	586	603	2.0	2.2	2.3
Wholesale trade.....	100	128	108	1.8	2.2	1.9
Retail trade.....	338	366	405	2.2	2.4	2.6
Transportation, warehousing, and utilities.....	71	92	90	1.5	1.9	1.8
Information.....	53	81	77	1.6	2.5	2.4
Financial activities.....	179	207	214	2.2	2.5	2.6
Finance and insurance.....	138	165	173	2.3	2.7	2.8
Real estate and rental and leasing.....	41	43	40	1.9	2.0	1.8
Professional and business services.....	470	601	627	2.8	3.5	3.6
Education and health services.....	538	561	571	3.2	3.3	3.3
Educational services.....	45	49	52	1.9	2.0	2.1
Health care and social assistance.....	492	512	519	3.4	3.5	3.5
Leisure and hospitality.....	350	497	459	2.7	3.7	3.4
Arts, entertainment, and recreation.....	35	49	47	1.7	2.3	2.3
Accommodations and food services.....	316	448	411	2.9	4.0	3.6
Other services.....	114	157	130	2.1	2.8	2.3
Government.....	354	371	355	1.7	1.8	1.7
Federal.....	41	37	43	1.5	1.3	1.6
State and local.....	312	334	312	1.7	1.9	1.7
REGION						
Northeast.....	537	574	607	2.1	2.2	2.4
South.....	1,026	1,373	1,334	2.2	2.9	2.8
Midwest.....	652	686	667	2.1	2.2	2.1
West.....	653	805	806	2.3	2.7	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.

^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		
	Aug. 2003	July 2004	Aug. 2004 ^P	Aug. 2003	July 2004	Aug. 2004 ^P
Total	4,599	4,456	5,011	3.6	3.4	3.8
INDUSTRY						
Total private.....	4,143	4,110	4,524	3.8	3.7	4.1
Natural resources and mining.....	15	20	20	2.6	3.3	3.3
Construction.....	484	403	380	6.9	5.6	5.2
Manufacturing.....	374	387	376	2.6	2.7	2.6
Durable goods.....	222	240	230	2.5	2.7	2.5
Nondurable goods.....	152	146	146	2.7	2.7	2.7
Trade, transportation, and utilities.....	908	938	1,095	3.6	3.7	4.3
Wholesale trade.....	134	132	185	2.4	2.3	3.3
Retail trade.....	652	662	725	4.4	4.4	4.8
Transportation, warehousing, and utilities.....	122	145	186	2.6	3.0	3.9
Information.....	72	60	74	2.3	1.9	2.3
Financial activities.....	164	186	181	2.0	2.3	2.2
Finance and insurance.....	97	93	115	1.6	1.6	1.9
Real estate and rental and leasing.....	67	93	67	3.2	4.4	3.1
Professional and business services.....	652	647	773	4.0	3.9	4.6
Education and health services.....	512	465	588	3.2	2.8	3.5
Educational services.....	106	64	90	4.5	2.6	3.8
Health care and social assistance.....	406	401	498	2.9	2.8	3.5
Leisure and hospitality.....	776	804	825	6.1	6.2	6.4
Arts, entertainment, and recreation.....	95	108	72	4.6	5.2	3.5
Accommodations and food services.....	681	697	753	6.4	6.4	6.9
Other services.....	186	200	213	3.4	3.7	3.9
Government.....	456	345	486	2.2	1.7	2.4
Federal.....	37	40	33	1.3	1.5	1.2
State and local.....	419	305	454	2.4	1.7	2.6
REGION						
Northeast.....	691	820	760	2.8	3.3	3.0
South.....	1,797	1,736	1,957	3.9	3.7	4.2
Midwest.....	1,042	923	1,180	3.4	3.0	3.8
West.....	1,069	977	1,113	3.8	3.4	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		
	Aug. 2003	July 2004	Aug. 2004 ^P	Aug. 2003	July 2004	Aug. 2004 ^P
Total	4,863	4,320	5,160	3.8	3.3	3.9
INDUSTRY						
Total private.....	4,469	3,970	4,813	4.1	3.6	4.3
Natural resources and mining.....	19	17	22	3.2	2.9	3.7
Construction.....	494	324	462	7.0	4.5	6.4
Manufacturing.....	403	389	437	2.8	2.7	3.0
Durable goods.....	260	259	281	2.9	2.9	3.1
Nondurable goods.....	143	130	156	2.6	2.4	2.8
Trade, transportation, and utilities.....	991	978	1,115	3.9	3.8	4.4
Wholesale trade.....	164	160	162	2.9	2.8	2.9
Retail trade.....	694	669	780	4.7	4.5	5.2
Transportation, warehousing, and utilities.....	134	149	172	2.8	3.1	3.6
Information.....	63	58	86	2.0	1.8	2.7
Financial activities.....	198	182	206	2.5	2.2	2.5
Finance and insurance.....	115	105	139	1.9	1.8	2.3
Real estate and rental and leasing.....	84	77	67	4.0	3.6	3.1
Professional and business services.....	649	669	739	4.0	4.0	4.4
Education and health services.....	479	411	491	3.0	2.5	3.0
Educational services.....	69	54	64	2.9	2.2	2.7
Health care and social assistance.....	410	357	426	3.0	2.5	3.0
Leisure and hospitality.....	899	735	942	7.1	5.7	7.3
Arts, entertainment, and recreation.....	191	97	96	9.3	4.7	4.7
Accommodations and food services.....	708	638	847	6.6	5.9	7.8
Other services.....	273	207	312	5.0	3.8	5.7
Government.....	394	351	348	1.9	1.7	1.7
Federal.....	45	24	27	1.6	.9	1.0
State and local.....	349	326	321	2.0	1.8	1.8
REGION						
Northeast.....	847	672	953	3.4	2.7	3.8
South.....	1,833	1,692	1,896	4.0	3.6	4.1
Midwest.....	1,147	942	1,097	3.7	3.0	3.5
West.....	1,036	1,015	1,215	3.7	3.5	4.2

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		
	Aug. 2003	July 2004	Aug. 2004 ^P	Aug. 2003	July 2004	Aug. 2004 ^P
Total	2,763	2,537	3,056	2.1	1.9	2.3
INDUSTRY						
Total private.....	2,575	2,385	2,877	2.4	2.2	2.6
Natural resources and mining.....	9	11	11	1.6	1.8	1.8
Construction.....	178	137	186	2.5	1.9	2.6
Manufacturing.....	218	206	224	1.5	1.4	1.5
Durable goods.....	136	137	132	1.5	1.5	1.5
Nondurable goods.....	82	69	92	1.5	1.3	1.7
Trade, transportation, and utilities.....	616	586	737	2.4	2.3	2.9
Wholesale trade.....	95	95	85	1.7	1.7	1.5
Retail trade.....	455	418	572	3.1	2.8	3.8
Transportation, warehousing, and utilities.....	66	74	80	1.4	1.5	1.7
Information.....	40	40	61	1.2	1.2	1.9
Financial activities.....	132	127	130	1.6	1.6	1.6
Finance and insurance.....	73	66	81	1.2	1.1	1.4
Real estate and rental and leasing.....	59	60	48	2.8	2.8	2.3
Professional and business services.....	365	363	440	2.3	2.2	2.6
Education and health services.....	295	291	313	1.8	1.7	1.9
Educational services.....	36	34	32	1.6	1.4	1.3
Health care and social assistance.....	259	257	281	1.9	1.8	2.0
Leisure and hospitality.....	594	503	646	4.7	3.9	5.0
Arts, entertainment, and recreation.....	89	50	55	4.3	2.4	2.7
Accommodations and food services.....	506	453	591	4.7	4.2	5.4
Other services.....	127	124	132	2.3	2.3	2.4
Government.....	188	152	179	.9	.7	.9
Federal.....	26	11	13	.9	.4	.5
State and local.....	162	141	165	.9	.8	.9
REGION						
Northeast.....	414	367	478	1.7	1.5	1.9
South.....	1,063	1,056	1,156	2.3	2.3	2.5
Midwest.....	669	540	670	2.2	1.7	2.2
West.....	617	574	751	2.2	2.0	2.6

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		
	Aug. 2003	July 2004	Aug. 2004 ^P	Aug. 2003	July 2004	Aug. 2004 ^P
Total	1,788	1,452	1,758	1.4	1.1	1.3
INDUSTRY						
Total private.....	1,638	1,322	1,646	1.5	1.2	1.5
Natural resources and mining.....	7	5	7	1.2	.8	1.2
Construction.....	304	170	258	4.3	2.4	3.6
Manufacturing.....	147	155	179	1.0	1.1	1.2
Durable goods.....	101	102	127	1.1	1.1	1.4
Nondurable goods.....	46	53	52	.8	1.0	1.0
Trade, transportation, and utilities.....	325	324	303	1.3	1.3	1.2
Wholesale trade.....	59	58	63	1.0	1.0	1.1
Retail trade.....	208	204	164	1.4	1.4	1.1
Transportation, warehousing, and utilities.....	58	63	76	1.2	1.3	1.6
Information.....	18	15	22	.6	.5	.7
Financial activities.....	45	33	46	.6	.4	.6
Finance and insurance.....	27	23	30	.4	.4	.5
Real estate and rental and leasing.....	19	11	16	.9	.5	.7
Professional and business services.....	225	254	258	1.4	1.5	1.5
Education and health services.....	156	97	143	1.0	.6	.9
Educational services.....	29	17	28	1.2	.7	1.2
Health care and social assistance.....	127	79	115	.9	.6	.8
Leisure and hospitality.....	272	211	260	2.1	1.6	2.0
Arts, entertainment, and recreation.....	100	44	40	4.9	2.1	1.9
Accommodations and food services.....	172	167	220	1.6	1.5	2.0
Other services.....	137	57	171	2.5	1.0	3.1
Government.....	150	130	112	.7	.6	.6
Federal.....	11	5	7	.4	.2	.2
State and local.....	139	125	106	.8	.7	.6
REGION						
Northeast.....	377	236	393	1.5	.9	1.6
South.....	640	526	619	1.4	1.1	1.3
Midwest.....	413	334	356	1.3	1.1	1.1
West.....	358	356	390	1.3	1.2	1.4

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		
	Aug. 2003	July 2004	Aug. 2004 ^P	Aug. 2003	July 2004	Aug. 2004 ^P
Total	312	331	346	0.2	0.3	0.3
INDUSTRY						
Total private.....	256	263	289	.2	.2	.3
Natural resources and mining.....	2	2	4	.4	.3	.7
Construction.....	12	18	19	.2	.2	.3
Manufacturing.....	37	28	34	.3	.2	.2
Durable goods.....	23	20	22	.3	.2	.2
Nondurable goods.....	15	8	12	.3	.1	.2
Trade, transportation, and utilities.....	50	68	75	.2	.3	.3
Wholesale trade.....	10	7	14	.2	.1	.2
Retail trade.....	31	48	45	.2	.3	.3
Transportation, warehousing, and utilities.....	10	13	16	.2	.3	.3
Information.....	5	3	4	.2	.1	.1
Financial activities.....	21	22	31	.3	.3	.4
Finance and insurance.....	16	16	28	.3	.3	.5
Real estate and rental and leasing.....	6	6	3	.3	.3	.1
Professional and business services.....	59	52	41	.4	.3	.2
Education and health services.....	28	23	35	.2	.1	.2
Educational services.....	4	2	4	.2	.1	.2
Health care and social assistance.....	24	21	30	.2	.1	.2
Leisure and hospitality.....	32	21	37	.3	.2	.3
Arts, entertainment, and recreation.....	2	3	1	.1	.1	.1
Accommodations and food services.....	30	18	36	.3	.2	.3
Other services.....	9	26	10	.2	.5	.2
Government.....	56	69	57	.3	.3	.3
Federal.....	8	9	7	.3	.3	.2
State and local.....	48	60	50	.3	.3	.3
REGION						
Northeast.....	56	69	82	.2	.3	.3
South.....	130	110	120	.3	.2	.3
Midwest.....	65	68	71	.2	.2	.2
West.....	60	85	73	.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.

^P = preliminary.

NOTE: See NOTE, table 1.