



Technical information: (202) 691-5870  
<http://www.bls.gov/jlt/>

USDL 05-1290

Media contact: 691-5902

For release: 10:00 A.M. EDT  
Tuesday, July 12, 2005

## JOB OPENINGS AND LABOR TURNOVER: MAY 2005

The job openings, hires, and total separations rates were all essentially unchanged in May, 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 - May 2005

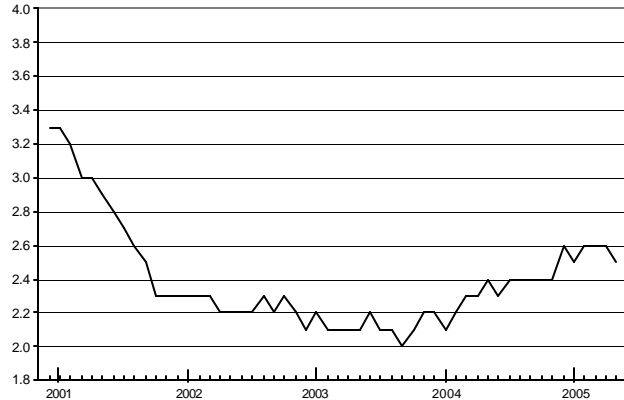
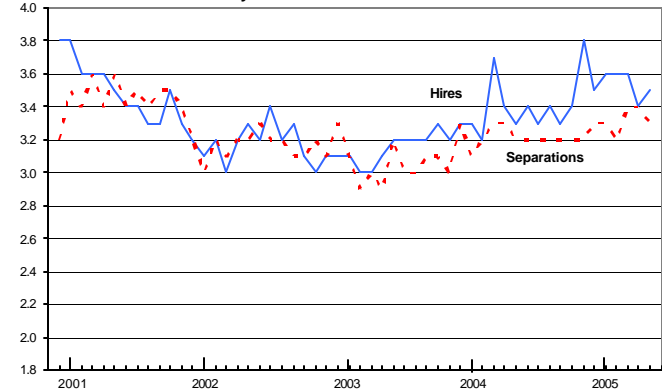


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent  
December 2000 - May 2005



### Job Openings

On the last business day of May 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 was little changed in May, but has generally trended upward since September 2003. In May, the job openings rate decreased in the manufacturing industry and in the Northeast region.

### Hires and Separations

The hires rate was little changed at 3.5 percent in May. (See table 2.) Hires are any additions to the payroll during the month. In May, the hires rate did not change significantly in any industry, but increased in the South and Midwest regions.

The total separations, or turnover, rate was little changed at 3.3 percent in May. (See table 3.) Separations are terminations of employment that occur at any time during the month. In May, the total separations rate did not change significantly in any industry, but decreased in the Northeast region.

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

Industry	Job openings			Hires			Total separations		
	May 2004	Apr. 2005	May 2005 <sup>p</sup>	May 2004	Apr. 2005	May 2005 <sup>p</sup>	May 2004	Apr. 2005	May 2005 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	3,181	3,576	3,465	4,339	4,538	4,708	4,254	4,562	4,425
Total private <sup>1</sup> .....	2,819	3,178	3,090	4,057	4,212	4,366	3,986	4,306	4,180
Construction .....	114	113	111	369	412	422	388	421	392
Manufacturing .....	241	259	236	347	319	345	370	369	357
Trade, transportation, and utilities .....	549	627	622	954	1,042	1,036	976	1,018	946
Professional and business services .....	582	691	645	691	792	834	648	869	824
Education and health services ....	540	608	604	445	487	460	390	433	413
Leisure and hospitality .....	394	457	465	790	742	750	736	709	746
Government .....	359	396	374	276	329	338	274	256	254
	Rates (percent)								
Total <sup>1</sup> .....	2.4	2.6	2.5	3.3	3.4	3.5	3.2	3.4	3.3
Total private <sup>1</sup> .....	2.5	2.8	2.7	3.7	3.8	3.9	3.6	3.9	3.7
Construction .....	1.6	1.5	1.5	5.3	5.7	5.8	5.6	5.8	5.4
Manufacturing .....	1.7	1.8	1.6	2.4	2.2	2.4	2.6	2.6	2.5
Trade, transportation, and utilities .....	2.1	2.4	2.4	3.7	4.0	4.0	3.8	3.9	3.7
Professional and business services .....	3.4	3.9	3.7	4.2	4.7	5.0	4.0	5.2	4.9
Education and health services ....	3.1	3.4	3.4	2.6	2.8	2.7	2.3	2.5	2.4
Leisure and hospitality .....	3.1	3.5	3.5	6.3	5.8	5.9	5.9	5.6	5.9
Government .....	1.6	1.8	1.7	1.3	1.5	1.6	1.3	1.2	1.2

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

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, remained at 1.9 percent in May. (See table 4.) The quits rate did not change significantly in any industry in May, but decreased in the Northeast region. The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. From May 2004 to May 2005, the layoffs and discharges rate (1.1 percent) and the other separations rate (0.2 percent) were unchanged. (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 4.6 million per month and separations have averaged 4.3 million per month. The comparable figures a year earlier were 4.3 million hires and 4.1 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/](http://www.bls.gov/jlt/). Additional information about JOLTS also may be obtained by e-mailing [Joltsinfo@bls.gov](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

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The Job Openings and Labor Turnover release for June 2005 is scheduled to be issued on Wednesday, August 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 levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	3,181	3,507	3,385	3,569	3,598	3,576	3,465	2.4	2.6	2.5	2.6	2.6	2.6	2.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,819	3,106	3,020	3,160	3,212	3,178	3,090	2.5	2.7	2.7	2.8	2.8	2.8	2.7
Construction.....	114	132	127	133	170	113	111	1.6	1.8	1.8	1.8	2.3	1.5	1.5
Manufacturing.....	241	266	252	252	258	259	236	1.7	1.8	1.7	1.7	1.8	1.8	1.6
Trade, transportation, and utilities.....	549	561	564	668	624	627	622	2.1	2.1	2.2	2.5	2.4	2.4	2.4
Professional and business services.....	582	699	682	607	646	691	645	3.4	4.0	3.9	3.5	3.7	3.9	3.7
Education and health services.....	540	557	560	602	616	608	604	3.1	3.1	3.2	3.4	3.5	3.4	3.4
Leisure and hospitality.....	394	450	434	447	440	457	465	3.1	3.4	3.3	3.4	3.4	3.5	3.5
Government.....	359	396	346	404	383	396	374	1.6	1.8	1.6	1.8	1.7	1.8	1.7
<b>REGION</b>														
Northeast.....	546	620	602	606	615	602	548	2.1	2.4	2.3	2.3	2.4	2.3	2.1
South.....	1,224	1,329	1,342	1,399	1,447	1,414	1,335	2.6	2.8	2.8	2.9	3.0	2.9	2.7
Midwest.....	698	740	716	745	737	742	798	2.2	2.3	2.2	2.3	2.3	2.3	2.5
West.....	720	792	718	823	806	818	801	2.5	2.7	2.4	2.8	2.7	2.7	2.7

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

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

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

<sup>P</sup> = 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 levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	4,339	4,639	4,709	4,760	4,841	4,538	4,708	3.3	3.5	3.6	3.6	3.6	3.4	3.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,057	4,337	4,374	4,430	4,497	4,212	4,366	3.7	3.9	3.9	4.0	4.0	3.8	3.9
Construction.....	369	368	339	430	414	412	422	5.3	5.2	4.8	6.0	5.8	5.7	5.8
Manufacturing.....	347	324	307	336	334	319	345	2.4	2.3	2.1	2.3	2.3	2.2	2.4
Trade, transportation, and utilities.....	954	986	1,056	1,055	1,047	1,042	1,036	3.7	3.8	4.1	4.1	4.1	4.0	4.0
Professional and business services.....	691	878	882	853	895	792	834	4.2	5.3	5.3	5.1	5.3	4.7	5.0
Education and health services.....	445	452	445	500	472	487	460	2.6	2.6	2.6	2.9	2.7	2.8	2.7
Leisure and hospitality.....	790	834	826	771	798	742	750	6.3	6.6	6.6	6.1	6.3	5.8	5.9
Government.....	276	307	341	329	336	329	338	1.3	1.4	1.6	1.5	1.5	1.5	1.6
<b>REGION</b>														
Northeast.....	769	858	762	820	856	825	768	3.1	3.4	3.0	3.2	3.4	3.3	3.0
South.....	1,645	1,770	1,880	1,867	1,922	1,701	1,834	3.5	3.8	4.0	4.0	4.1	3.6	3.9
Midwest.....	982	1,043	1,092	1,081	1,034	1,020	1,113	3.2	3.3	3.5	3.5	3.3	3.3	3.5
West.....	957	970	959	1,069	1,036	1,037	1,005	3.3	3.4	3.3	3.7	3.6	3.6	3.4

<sup>1</sup> Hires are the number of hires during the entire month.

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 3. Total separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	4,254	4,435	4,352	4,295	4,502	4,562	4,425	3.2	3.3	3.3	3.2	3.4	3.4	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,986	4,146	4,091	4,035	4,237	4,306	4,180	3.6	3.7	3.7	3.6	3.8	3.9	3.7
Construction.....	388	355	417	403	303	421	392	5.6	5.0	5.9	5.7	4.2	5.8	5.4
Manufacturing.....	370	353	361	341	360	369	357	2.6	2.5	2.5	2.4	2.5	2.6	2.5
Trade, transportation, and utilities.....	976	1,062	882	940	980	1,018	946	3.8	4.1	3.4	3.7	3.8	3.9	3.7
Professional and business services.....	648	833	836	772	924	869	824	4.0	5.0	5.0	4.6	5.5	5.2	4.9
Education and health services.....	390	375	356	389	445	433	413	2.3	2.2	2.1	2.3	2.6	2.5	2.4
Leisure and hospitality.....	736	758	832	790	743	709	746	5.9	6.0	6.6	6.3	5.9	5.6	5.9
Government.....	274	274	258	260	267	256	251	1.3	1.3	1.2	1.2	1.2	1.2	1.2
<b>REGION</b>														
Northeast.....	753	773	773	732	802	807	685	3.0	3.0	3.1	2.9	3.2	3.2	2.7
South.....	1,594	1,707	1,747	1,647	1,763	1,766	1,728	3.4	3.6	3.7	3.5	3.7	3.7	3.6
Midwest.....	881	986	981	937	1,051	982	976	2.8	3.1	3.1	3.0	3.4	3.1	3.1
West.....	1,026	953	964	961	926	1,006	984	3.6	3.3	3.3	3.3	3.2	3.4	3.4

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 4. Quits levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005	May 2005 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,276	2,495	2,530	2,307	2,516	2,520	2,493	1.7	1.9	1.9	1.7	1.9	1.9	1.9
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,148	2,366	2,412	2,192	2,383	2,395	2,370	2.0	2.1	2.2	2.0	2.1	2.1	2.1
Construction.....	142	162	171	139	150	146	151	2.0	2.3	2.4	2.0	2.1	2.0	2.1
Manufacturing.....	170	194	185	181	186	178	168	1.2	1.4	1.3	1.3	1.3	1.2	1.2
Trade, transportation, and utilities.....	533	570	563	512	583	577	589	2.1	2.2	2.2	2.0	2.3	2.2	2.3
Professional and business services.....	311	415	417	410	424	417	413	1.9	2.5	2.5	2.4	2.5	2.5	2.5
Education and health services.....	229	232	230	259	280	272	260	1.4	1.4	1.3	1.5	1.6	1.6	1.5
Leisure and hospitality.....	480	506	516	474	458	506	494	3.8	4.0	4.1	3.8	3.6	4.0	3.9
Government.....	128	129	124	117	124	125	122	.6	.6	.6	.5	.6	.6	.6
<b>REGION</b>														
Northeast.....	331	392	424	340	410	446	364	1.3	1.5	1.7	1.3	1.6	1.8	1.4
South.....	896	1,021	1,053	914	1,003	992	1,024	1.9	2.2	2.2	1.9	2.1	2.1	2.2
Midwest.....	502	544	539	509	561	540	556	1.6	1.7	1.7	1.6	1.8	1.7	1.8
West.....	545	536	530	550	562	573	544	1.9	1.9	1.8	1.9	1.9	2.0	1.9

<sup>1</sup> Quits are the number of quits during the entire month.

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 5. Job openings levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	May 2004	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Apr. 2005	May 2005 <sup>P</sup>
<b>Total</b> .....	3,456	3,711	3,761	2.6	2.7	2.7
<b>INDUSTRY</b>						
Total private.....	3,059	3,323	3,349	2.7	2.9	2.9
Natural resources and mining.....	5	9	13	.9	1.4	2.0
Construction.....	151	141	143	2.1	2.0	1.9
Manufacturing.....	272	266	265	1.9	1.8	1.8
Durable goods.....	168	178	176	1.8	1.9	1.9
Nondurable goods.....	104	88	89	1.9	1.6	1.6
Trade, transportation, and utilities.....	577	631	654	2.2	2.4	2.5
Wholesale trade.....	111	126	137	1.9	2.2	2.3
Retail trade.....	379	413	381	2.5	2.7	2.5
Transportation, warehousing, and utilities.....	87	92	135	1.8	1.8	2.7
Information.....	83	78	79	2.6	2.4	2.4
Financial activities.....	199	226	224	2.4	2.7	2.7
Finance and insurance.....	163	175	168	2.7	2.8	2.7
Real estate and rental and leasing.....	36	51	57	1.7	2.4	2.6
Professional and business services.....	627	707	683	3.7	4.0	3.9
Education and health services.....	559	604	630	3.2	3.3	3.5
Educational services.....	47	62	72	1.6	2.0	2.4
Health care and social assistance.....	513	542	558	3.5	3.6	3.7
Leisure and hospitality.....	449	543	533	3.4	4.1	4.0
Arts, entertainment, and recreation.....	64	67	53	3.3	3.6	2.7
Accommodations and food services.....	385	476	481	3.4	4.2	4.2
Other services.....	137	118	125	2.4	2.1	2.2
Government.....	397	388	412	1.8	1.7	1.8
Federal.....	49	58	62	1.8	2.1	2.2
State and local.....	348	330	350	1.8	1.7	1.8
<b>REGION</b>						
Northeast.....	619	632	607	2.4	2.4	2.3
South.....	1,305	1,465	1,418	2.7	3.0	2.9
Midwest.....	730	774	843	2.3	2.4	2.6
West.....	802	840	893	2.7	2.8	2.9

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.



**Table 6. Hires levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	May 2004	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Apr. 2005	May 2005 <sup>P</sup>
<b>Total</b> .....	4,935	4,774	5,354	3.7	3.6	4.0
<b>INDUSTRY</b>						
Total private.....	4,653	4,535	5,007	4.2	4.1	4.5
Natural resources and mining.....	22	28	25	3.7	4.6	4.1
Construction.....	461	541	541	6.6	7.6	7.4
Manufacturing.....	391	326	398	2.7	2.3	2.8
Durable goods.....	243	193	248	2.7	2.2	2.8
Nondurable goods.....	148	132	149	2.7	2.5	2.8
Trade, transportation, and utilities.....	1,044	1,031	1,131	4.1	4.0	4.4
Wholesale trade.....	147	167	165	2.6	2.9	2.9
Retail trade.....	746	709	792	5.0	4.7	5.2
Transportation, warehousing, and utilities.....	151	155	174	3.1	3.2	3.5
Information.....	80	80	82	2.6	2.6	2.6
Financial activities.....	235	174	268	2.9	2.1	3.3
Finance and insurance.....	118	117	166	2.0	1.9	2.7
Real estate and rental and leasing.....	117	57	102	5.6	2.7	4.8
Professional and business services.....	735	895	892	4.5	5.3	5.3
Education and health services.....	432	431	447	2.5	2.5	2.6
Educational services.....	41	45	45	1.5	1.5	1.6
Health care and social assistance.....	391	386	403	2.8	2.7	2.8
Leisure and hospitality.....	1,054	853	992	8.3	6.7	7.7
Arts, entertainment, and recreation.....	193	145	160	10.1	8.1	8.5
Accommodations and food services.....	862	709	832	8.0	6.5	7.5
Other services.....	197	176	230	3.6	3.2	4.2
Government.....	282	239	347	1.3	1.1	1.6
Federal.....	45	34	44	1.6	1.3	1.6
State and local.....	238	205	304	1.2	1.1	1.6
<b>REGION</b>						
Northeast.....	905	803	891	3.6	3.2	3.5
South.....	1,839	1,749	2,052	3.9	3.7	4.3
Midwest.....	1,153	1,146	1,326	3.7	3.7	4.2
West.....	1,038	1,075	1,085	3.6	3.7	3.7

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 7. Total separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	May 2004	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Apr. 2005	May 2005 <sup>P</sup>
<b>Total</b> .....	4,222	4,231	4,368	3.2	3.2	3.3
<b>INDUSTRY</b>						
Total private.....	3,931	4,039	4,104	3.6	3.6	3.7
Natural resources and mining.....	19	15	18	3.2	2.5	2.9
Construction.....	344	355	348	4.9	5.0	4.8
Manufacturing.....	351	366	337	2.4	2.6	2.4
Durable goods.....	202	242	226	2.3	2.7	2.5
Nondurable goods.....	150	124	111	2.8	2.3	2.1
Trade, transportation, and utilities.....	1,001	891	966	3.9	3.5	3.7
Wholesale trade.....	183	135	158	3.2	2.4	2.8
Retail trade.....	645	631	656	4.3	4.2	4.3
Transportation, warehousing, and utilities.....	172	125	152	3.6	2.6	3.1
Information.....	71	80	72	2.3	2.5	2.3
Financial activities.....	184	159	190	2.3	2.0	2.3
Finance and insurance.....	110	99	101	1.8	1.6	1.7
Real estate and rental and leasing.....	74	61	89	3.5	2.9	4.2
Professional and business services.....	655	890	816	4.0	5.3	4.8
Education and health services.....	404	394	430	2.4	2.3	2.5
Educational services.....	59	38	58	2.1	1.3	2.0
Health care and social assistance.....	345	356	371	2.4	2.5	2.6
Leisure and hospitality.....	713	692	720	5.6	5.5	5.6
Arts, entertainment, and recreation.....	81	88	85	4.2	4.9	4.5
Accommodations and food services.....	632	604	635	5.9	5.6	5.8
Other services.....	189	196	207	3.5	3.6	3.8
Government.....	291	192	264	1.3	.9	1.2
Federal.....	35	28	26	1.3	1.0	.9
State and local.....	256	164	238	1.3	.8	1.2
<b>REGION</b>						
Northeast.....	673	723	607	2.7	2.8	2.4
South.....	1,673	1,694	1,823	3.6	3.6	3.8
Midwest.....	860	870	950	2.8	2.8	3.0
West.....	1,016	944	988	3.5	3.2	3.4

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 8. Quits levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	May 2004	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Apr. 2005	May 2005 <sup>P</sup>
<b>Total</b> .....	2,396	2,420	2,625	1.8	1.8	2.0
<b>INDUSTRY</b>						
Total private.....	2,251	2,321	2,486	2.0	2.1	2.2
Natural resources and mining.....	7	9	12	1.1	1.4	1.9
Construction.....	143	148	152	2.0	2.1	2.1
Manufacturing.....	179	183	176	1.2	1.3	1.2
Durable goods.....	112	112	108	1.3	1.3	1.2
Nondurable goods.....	67	71	67	1.2	1.3	1.3
Trade, transportation, and utilities.....	551	545	616	2.2	2.1	2.4
Wholesale trade.....	101	71	71	1.8	1.2	1.2
Retail trade.....	392	419	478	2.6	2.8	3.2
Transportation, warehousing, and utilities.....	58	55	67	1.2	1.1	1.3
Information.....	33	51	50	1.1	1.6	1.6
Financial activities.....	139	89	125	1.7	1.1	1.5
Finance and insurance.....	78	55	65	1.3	.9	1.1
Real estate and rental and leasing.....	62	34	59	2.9	1.6	2.8
Professional and business services.....	315	399	412	1.9	2.4	2.4
Education and health services.....	243	254	276	1.4	1.5	1.6
Educational services.....	27	21	31	1.0	.7	1.1
Health care and social assistance.....	216	234	245	1.5	1.6	1.7
Leisure and hospitality.....	514	493	529	4.0	3.9	4.1
Arts, entertainment, and recreation.....	37	44	49	2.0	2.5	2.6
Accommodations and food services.....	476	449	480	4.4	4.1	4.4
Other services.....	126	150	139	2.3	2.7	2.5
Government.....	145	99	139	.7	.4	.6
Federal.....	15	11	11	.5	.4	.4
State and local.....	130	89	128	.7	.5	.7
<b>REGION</b>						
Northeast.....	345	399	367	1.4	1.6	1.4
South.....	946	978	1,098	2.0	2.1	2.3
Midwest.....	533	503	592	1.7	1.6	1.9
West.....	572	540	567	2.0	1.8	1.9

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 9. Layoffs and discharges levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	May 2004	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Apr. 2005	May 2005 <sup>P</sup>
<b>Total</b> .....	1,509	1,549	1,451	1.1	1.2	1.1
<b>INDUSTRY</b>						
Total private.....	1,420	1,495	1,376	1.3	1.3	1.2
Natural resources and mining.....	8	5	4	1.4	.7	.6
Construction.....	190	194	180	2.7	2.7	2.5
Manufacturing.....	136	150	133	.9	1.1	.9
Durable goods.....	65	105	95	.7	1.2	1.1
Nondurable goods.....	71	45	38	1.3	.9	.7
Trade, transportation, and utilities.....	382	292	299	1.5	1.1	1.2
Wholesale trade.....	76	61	80	1.3	1.1	1.4
Retail trade.....	206	182	150	1.4	1.2	1.0
Transportation, warehousing, and utilities.....	99	49	70	2.1	1.0	1.4
Information.....	33	19	19	1.1	.6	.6
Financial activities.....	30	51	54	.4	.6	.7
Finance and insurance.....	21	28	26	.4	.5	.4
Real estate and rental and leasing.....	9	23	28	.4	1.1	1.3
Professional and business services.....	296	446	341	1.8	2.6	2.0
Education and health services.....	131	118	129	.8	.7	.7
Educational services.....	28	13	25	1.0	.4	.9
Health care and social assistance.....	103	105	104	.7	.7	.7
Leisure and hospitality.....	169	179	163	1.3	1.4	1.3
Arts, entertainment, and recreation.....	39	42	35	2.0	2.4	1.9
Accommodations and food services.....	130	137	128	1.2	1.3	1.2
Other services.....	44	42	55	.8	.8	1.0
Government.....	89	54	75	.4	.2	.3
Federal.....	6	7	8	.2	.3	.3
State and local.....	83	47	67	.4	.2	.3
<b>REGION</b>						
Northeast.....	249	265	188	1.0	1.0	.7
South.....	632	624	636	1.4	1.3	1.3
Midwest.....	264	307	296	.8	1.0	.9
West.....	364	353	331	1.3	1.2	1.1

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

<sup>2</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 10. Other separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	May 2004	Apr. 2005	May 2005 <sup>P</sup>	May 2004	Apr. 2005	May 2005 <sup>P</sup>
<b>Total</b> .....	317	263	292	.2	.2	.2
<b>INDUSTRY</b>						
Total private.....	260	224	242	.2	.2	.2
Natural resources and mining.....	4	2	3	.7	.4	.4
Construction.....	10	14	17	.1	.2	.2
Manufacturing.....	36	33	29	.3	.2	.2
Durable goods.....	25	25	23	.3	.3	.3
Nondurable goods.....	11	8	6	.2	.2	.1
Trade, transportation, and utilities.....	68	54	51	.3	.2	.2
Wholesale trade.....	7	3	7	.1	.1	.1
Retail trade.....	47	30	28	.3	.2	.2
Transportation, warehousing, and utilities.....	15	21	16	.3	.4	.3
Information.....	4	9	4	.1	.3	.1
Financial activities.....	14	19	11	.2	.2	.1
Finance and insurance.....	11	16	9	.2	.3	.1
Real estate and rental and leasing.....	3	3	2	.2	.1	.1
Professional and business services.....	44	46	63	.3	.3	.4
Education and health services.....	29	22	25	.2	.1	.1
Educational services.....	4	5	2	.1	.2	.1
Health care and social assistance.....	25	17	23	.2	.1	.2
Leisure and hospitality.....	30	20	28	.2	.2	.2
Arts, entertainment, and recreation.....	4	2	1	.2	.1	.1
Accommodations and food services.....	26	18	26	.2	.2	.2
Other services.....	19	4	13	.4	.1	.2
Government.....	57	39	50	.3	.2	.2
Federal.....	14	10	7	.5	.4	.3
State and local.....	43	29	43	.2	.1	.2
<b>REGION</b>						
Northeast.....	79	60	52	.3	.2	.2
South.....	95	92	89	.2	.2	.2
Midwest.....	62	61	62	.2	.2	.2
West.....	80	51	90	.3	.2	.3

<sup>1</sup> Other separations are the number of other separations during the entire month.

<sup>2</sup> The other separations rate is the number of other separations during the entire month as a percent of total employment.

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.