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JOB OPENINGS AND LABOR TURNOVER: NOVEMBER 2004

The job openings rate edged down in November, while the hires rate increased and the total separations rate remained unchanged, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate decreased slightly to 2.4 percent. The hires rate increased to 3.6 percent; the total separations rate was unchanged 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 - November 2004

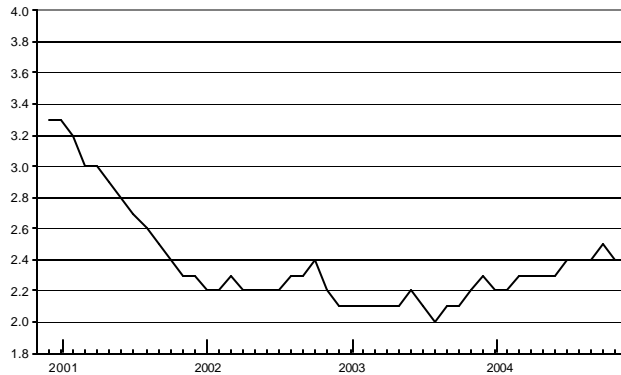
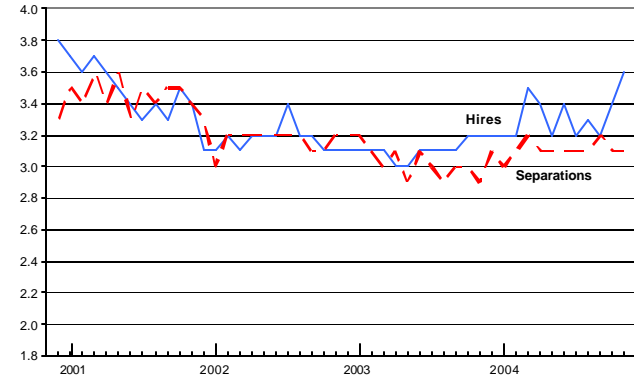


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - November 2004



Job Openings

On the last business day of November 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 edged down in November, although it has followed a generally upward trend since August 2003. In November, the job openings rate decreased in government; manufacturing; and trade, transportation, and utilities. The job openings rate was down in the Northeast and South regions.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.6 percent in November, a slight increase from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. The hires rate increased in the manufacturing; trade, transportation, and utilities; and education and health services industries over the month. The hires rate rose in the Midwest region.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.1 percent in November. The overall total separations rate is 0.2 percentage point higher than its most recent low in November 2003. Separations are terminations of employment that occur at any

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

Industry	Job openings			Hires			Total separations		
	Nov. 2003	Oct. 2004	Nov. 2004 ^p	Nov. 2003	Oct. 2004	Nov. 2004 ^p	Nov. 2003	Oct. 2004	Nov. 2004 ^p
	Levels (in thousands)								
Total ¹	2,952	3,420	3,204	4,135	4,469	4,821	3,797	4,129	4,098
Total private ¹	2,593	3,042	2,867	3,843	4,149	4,521	3,543	3,877	3,843
Construction	89	114	108	397	361	388	372	423	358
Manufacturing	221	263	236	345	333	389	330	338	307
Trade, transportation, and utilities	513	630	551	875	976	1,088	856	922	930
Professional and business services	499	614	595	613	783	843	542	580	721
Education and health services	551	550	540	436	411	453	372	373	403
Leisure and hospitality	364	405	385	776	769	805	678	747	732
Government	358	403	335	302	321	310	259	260	255
	Rates (percent)								
Total ¹	2.2	2.5	2.4	3.2	3.4	3.6	2.9	3.1	3.1
Total private ¹	2.3	2.7	2.5	3.5	3.8	4.1	3.3	3.5	3.5
Construction	1.3	1.6	1.5	5.9	5.1	5.5	5.5	6.0	5.1
Manufacturing	1.5	1.8	1.6	2.4	2.3	2.7	2.3	2.3	2.1
Trade, transportation, and utilities	2.0	2.4	2.1	3.5	3.8	4.3	3.4	3.6	3.6
Professional and business services	3.0	3.6	3.4	3.8	4.7	5.1	3.4	3.5	4.3
Education and health services	3.2	3.1	3.1	2.6	2.4	2.7	2.2	2.2	2.4
Leisure and hospitality	2.9	3.2	3.0	6.4	6.2	6.5	5.6	6.0	5.9
Government	1.6	1.8	1.5	1.4	1.5	1.4	1.2	1.2	1.2

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

time during the month. (See table 3.) The total separations rate increased in professional and business services in November.

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 essentially unchanged at 1.8 percent in November, after holding steady at 1.7 percent from February through October 2004. (See table 4.) The quits rate increased in professional and business services and edged down in government in November. The other two components of total separations, layoffs and discharges (1.2 percent) and other separations (0.2 percent), are not seasonally adjusted. Both rates showed little change from a year earlier.

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.3 million per month and separations have averaged 4.1 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 December 2004 is scheduled to be issued on Wednesday, February 9, 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						
	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P
Total⁴	2,952	3,022	3,237	3,195	3,294	3,420	3,204	2.2	2.3	2.4	2.4	2.4	2.5	2.4
INDUSTRY														
Total private ⁴	2,593	2,640	2,894	2,859	2,934	3,042	2,867	2.3	2.3	2.6	2.5	2.6	2.7	2.5
Construction.....	89	94	88	121	113	114	108	1.3	1.3	1.3	1.7	1.6	1.6	1.5
Manufacturing.....	221	247	240	234	251	263	236	1.5	1.7	1.6	1.6	1.7	1.8	1.6
Trade, transportation, and utilities.....	513	503	567	551	591	630	551	2.0	1.9	2.2	2.1	2.3	2.4	2.1
Professional and business services.....	499	494	583	594	564	614	595	3.0	2.9	3.4	3.5	3.3	3.6	3.4
Education and health services.....	551	496	537	536	543	550	540	3.2	2.9	3.1	3.1	3.1	3.1	3.1
Leisure and hospitality.....	364	421	435	410	425	405	385	2.9	3.3	3.4	3.2	3.3	3.2	3.0
Government.....	358	380	343	337	350	403	335	1.6	1.7	1.6	1.5	1.6	1.8	1.5
REGION														
Northeast.....	526	546	545	540	562	606	523	2.1	2.1	2.1	2.1	2.2	2.3	2.0
South.....	1,154	1,164	1,280	1,259	1,245	1,385	1,214	2.5	2.4	2.7	2.6	2.6	2.9	2.5
Midwest.....	655	631	635	613	699	711	713	2.1	2.0	2.0	1.9	2.2	2.2	2.2
West.....	621	677	738	771	790	756	750	2.1	2.3	2.5	2.6	2.7	2.6	2.5

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						
	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P
Total⁴	4,135	4,433	4,229	4,375	4,253	4,469	4,821	3.2	3.4	3.2	3.3	3.2	3.4	3.6
INDUSTRY														
Total private ⁴	3,843	4,110	3,930	4,058	3,906	4,149	4,521	3.5	3.7	3.6	3.7	3.6	3.8	4.1
Construction.....	397	436	368	401	383	361	388	5.9	6.3	5.3	5.8	5.5	5.1	5.5
Manufacturing.....	345	370	352	356	379	333	389	2.4	2.6	2.4	2.5	2.6	2.3	2.7
Trade, transportation, and utilities.....	875	945	957	984	864	976	1,088	3.5	3.7	3.8	3.9	3.4	3.8	4.3
Professional and business services.....	613	692	621	690	689	783	843	3.8	4.2	3.8	4.2	4.2	4.7	5.1
Education and health services.....	436	428	418	470	401	411	453	2.6	2.5	2.5	2.8	2.4	2.4	2.7
Leisure and hospitality.....	776	749	760	760	782	769	805	6.4	6.1	6.2	6.1	6.3	6.2	6.5
Government.....	302	328	310	322	337	321	310	1.4	1.5	1.4	1.5	1.6	1.5	1.4
REGION														
Northeast.....	717	703	720	763	745	755	812	2.9	2.8	2.9	3.0	2.9	3.0	3.2
South.....	1,508	1,709	1,640	1,643	1,635	1,694	1,809	3.3	3.7	3.5	3.5	3.5	3.6	3.9
Midwest.....	925	1,009	935	945	942	1,054	1,149	3.0	3.2	3.0	3.0	3.0	3.4	3.7
West.....	924	1,023	865	1,018	942	928	994	3.3	3.6	3.0	3.5	3.3	3.2	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							
	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P	
Total⁴	3,797	4,069	4,074	4,134	4,158	4,129	4,098	2.9	3.1	3.1	3.1	3.2	3.1	3.1	
INDUSTRY															
Total private ⁴	3,543	3,789	3,793	3,894	3,856	3,877	3,843	3.3	3.5	3.5	3.5	3.5	3.5	3.5	
Construction.....	372	382	364	391	350	423	358	5.5	5.5	5.3	5.6	5.0	6.0	5.1	
Manufacturing.....	330	343	367	379	381	338	307	2.3	2.4	2.5	2.6	2.6	2.3	2.1	
Trade, transportation, and utilities.....	856	927	972	951	909	922	930	3.4	3.6	3.8	3.7	3.6	3.6	3.6	
Professional and business services.....	542	607	613	575	590	580	721	3.4	3.7	3.7	3.5	3.6	3.5	4.3	
Education and health services.....	372	362	363	380	384	373	403	2.2	2.1	2.1	2.2	2.3	2.2	2.4	
Leisure and hospitality.....	678	734	694	760	756	747	732	5.6	5.9	5.6	6.2	6.1	6.0	5.9	
Government.....	259	270	273	246	306	260	255	1.2	1.3	1.3	1.1	1.4	1.2	1.2	
REGION															
Northeast.....	622	704	674	717	730	670	716	2.5	2.8	2.7	2.8	2.9	2.6	2.8	
South.....	1,438	1,533	1,545	1,527	1,506	1,568	1,549	3.1	3.3	3.3	3.3	3.2	3.4	3.3	
Midwest.....	881	853	935	831	931	948	1,028	2.9	2.7	3.0	2.7	3.0	3.0	3.3	
West.....	858	979	945	1,087	978	914	800	3.0	3.4	3.3	3.8	3.4	3.2	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.

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							
	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P	Nov. 2003	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004 ^P	
Total⁴	2,104	2,284	2,265	2,252	2,248	2,283	2,363	1.6	1.7	1.7	1.7	1.7	1.7	1.8	
INDUSTRY															
Total private ⁴	1,999	2,162	2,141	2,140	2,118	2,147	2,269	1.8	2.0	2.0	1.9	1.9	1.9	2.1	
Construction.....	158	156	101	147	138	161	152	2.3	2.3	1.5	2.1	2.0	2.3	2.2	
Manufacturing.....	166	171	174	165	183	172	176	1.2	1.2	1.2	1.1	1.3	1.2	1.2	
Trade, transportation, and utilities.....	491	536	559	552	536	515	559	1.9	2.1	2.2	2.2	2.1	2.0	2.2	
Professional and business services.....	261	322	322	308	325	296	374	1.6	2.0	2.0	1.9	2.0	1.8	2.2	
Education and health services.....	225	225	271	239	240	242	250	1.3	1.3	1.6	1.4	1.4	1.4	1.5	
Leisure and hospitality.....	463	480	442	476	439	476	488	3.8	3.9	3.6	3.9	3.6	3.9	3.9	
Government.....	100	123	126	116	130	122	106	.5	.6	.6	.5	.6	.6	.5	
REGION															
Northeast.....	301	334	338	339	325	316	353	1.2	1.3	1.3	1.3	1.3	1.2	1.4	
South.....	869	910	901	897	903	910	955	1.9	2.0	1.9	1.9	1.9	2.0	2.0	
Midwest.....	466	485	505	447	472	510	558	1.5	1.6	1.6	1.4	1.5	1.6	1.8	
West.....	464	573	519	566	546	539	483	1.6	2.0	1.8	2.0	1.9	1.9	1.7	

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		
	Nov. 2003	Oct. 2004	Nov. 2004 ^P	Nov. 2003	Oct. 2004	Nov. 2004 ^P
Total.....	2,714	3,458	2,934	2.0	2.5	2.2
INDUSTRY						
Total private.....	2,365	3,071	2,610	2.1	2.7	2.3
Natural resources and mining.....	7	10	9	1.2	1.6	1.4
Construction.....	72	102	86	1.0	1.4	1.2
Manufacturing.....	193	258	205	1.3	1.8	1.4
Durable goods.....	122	164	126	1.3	1.8	1.4
Nondurable goods.....	71	93	79	1.3	1.7	1.4
Trade, transportation, and utilities.....	481	765	511	1.8	2.9	1.9
Wholesale trade.....	77	82	99	1.4	1.4	1.7
Retail trade.....	307	591	316	2.0	3.8	2.0
Transportation, warehousing, and utilities.....	97	92	96	2.0	1.8	1.9
Information.....	53	78	64	1.6	2.4	2.0
Financial activities.....	160	220	206	2.0	2.7	2.5
Finance and insurance.....	133	185	177	2.2	3.0	2.9
Real estate and rental and leasing.....	27	35	29	1.3	1.7	1.4
Professional and business services.....	441	603	537	2.6	3.5	3.1
Education and health services.....	533	546	519	3.1	3.1	2.9
Educational services.....	37	59	49	1.3	2.0	1.6
Health care and social assistance.....	496	487	470	3.4	3.3	3.2
Leisure and hospitality.....	323	366	336	2.6	2.9	2.7
Arts, entertainment, and recreation.....	32	35	38	1.9	2.0	2.2
Accommodations and food services.....	290	331	298	2.7	3.0	2.8
Other services.....	103	122	137	1.9	2.2	2.5
Government.....	349	388	323	1.6	1.7	1.4
Federal.....	45	42	31	1.6	1.5	1.1
State and local.....	304	345	292	1.6	1.8	1.5
REGION						
Northeast.....	515	635	503	2.0	2.4	1.9
South.....	1,060	1,345	1,118	2.2	2.8	2.3
Midwest.....	583	718	641	1.8	2.2	2.0
West.....	555	759	672	1.9	2.5	2.3

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		
	Nov. 2003	Oct. 2004	Nov. 2004 ^P	Nov. 2003	Oct. 2004	Nov. 2004 ^P
Total.....	3,706	4,411	4,392	2.8	3.3	3.3
INDUSTRY						
Total private.....	3,459	4,096	4,143	3.2	3.7	3.7
Natural resources and mining.....	11	21	18	1.9	3.5	2.9
Construction.....	309	336	299	4.5	4.7	4.2
Manufacturing.....	282	302	322	2.0	2.1	2.2
Durable goods.....	167	190	176	1.9	2.1	2.0
Nondurable goods.....	116	112	146	2.1	2.1	2.7
Trade, transportation, and utilities.....	1,056	1,144	1,310	4.1	4.5	5.0
Wholesale trade.....	87	159	96	1.6	2.8	1.7
Retail trade.....	836	830	1,037	5.5	5.5	6.7
Transportation, warehousing, and utilities.....	134	155	177	2.8	3.2	3.6
Information.....	54	61	75	1.7	1.9	2.4
Financial activities.....	139	179	183	1.7	2.2	2.3
Finance and insurance.....	96	129	129	1.6	2.2	2.2
Real estate and rental and leasing.....	44	50	54	2.1	2.4	2.6
Professional and business services.....	500	813	730	3.1	4.8	4.3
Education and health services.....	366	414	388	2.2	2.4	2.2
Educational services.....	40	59	50	1.4	2.0	1.7
Health care and social assistance.....	326	356	338	2.3	2.5	2.4
Leisure and hospitality.....	626	671	670	5.2	5.5	5.5
Arts, entertainment, and recreation.....	87	73	67	5.2	4.2	4.1
Accommodations and food services.....	540	598	604	5.3	5.7	5.8
Other services.....	115	155	148	2.1	2.9	2.7
Government.....	247	315	249	1.1	1.4	1.1
Federal.....	44	37	27	1.6	1.3	1.0
State and local.....	203	279	221	1.1	1.4	1.1
REGION						
Northeast.....	653	754	762	2.6	3.0	3.0
South.....	1,394	1,689	1,694	3.0	3.6	3.6
Midwest.....	803	1,034	1,009	2.6	3.3	3.2
West.....	855	933	927	3.0	3.2	3.2

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		
	Nov. 2003	Oct. 2004	Nov. 2004 ^P	Nov. 2003	Oct. 2004	Nov. 2004 ^P
Total	3,557	4,196	3,814	2.7	3.2	2.9
INDUSTRY						
Total private.....	3,365	3,966	3,629	3.1	3.6	3.3
Natural resources and mining.....	11	18	16	1.8	3.0	2.7
Construction.....	426	453	394	6.2	6.3	5.5
Manufacturing.....	310	375	276	2.2	2.6	1.9
Durable goods.....	204	230	148	2.3	2.6	1.6
Nondurable goods.....	106	146	128	1.9	2.7	2.4
Trade, transportation, and utilities.....	799	890	866	3.1	3.5	3.3
Wholesale trade.....	106	132	109	1.9	2.3	1.9
Retail trade.....	587	629	637	3.8	4.2	4.1
Transportation, warehousing, and utilities.....	105	130	121	2.2	2.7	2.5
Information.....	54	81	51	1.7	2.6	1.6
Financial activities.....	128	190	171	1.6	2.4	2.1
Finance and insurance.....	75	124	111	1.3	2.1	1.9
Real estate and rental and leasing.....	53	67	59	2.6	3.2	2.8
Professional and business services.....	487	561	646	3.0	3.3	3.8
Education and health services.....	289	347	323	1.7	2.0	1.9
Educational services.....	25	45	26	.8	1.5	.9
Health care and social assistance.....	264	302	296	1.9	2.1	2.1
Leisure and hospitality.....	668	882	716	5.6	7.2	5.9
Arts, entertainment, and recreation.....	129	153	130	7.8	8.8	7.9
Accommodations and food services.....	539	729	586	5.2	6.9	5.6
Other services.....	194	169	170	3.6	3.1	3.2
Government.....	192	230	186	.9	1.0	.8
Federal.....	39	29	21	1.4	1.1	.8
State and local.....	153	201	165	.8	1.0	.8
REGION						
Northeast.....	591	695	682	2.3	2.7	2.7
South.....	1,267	1,612	1,354	2.7	3.4	2.9
Midwest.....	833	938	989	2.7	3.0	3.1
West.....	866	952	789	3.0	3.3	2.7

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		
	Nov. 2003	Oct. 2004	Nov. 2004 ^P	Nov. 2003	Oct. 2004	Nov. 2004 ^P
Total	1,810	2,241	2,040	1.4	1.7	1.5
INDUSTRY						
Total private.....	1,730	2,135	1,958	1.6	1.9	1.8
Natural resources and mining.....	5	10	7	.8	1.7	1.2
Construction.....	120	156	128	1.7	2.2	1.8
Manufacturing.....	125	176	133	.9	1.2	.9
Durable goods.....	71	112	64	.8	1.2	.7
Nondurable goods.....	54	64	69	1.0	1.2	1.3
Trade, transportation, and utilities.....	429	517	502	1.7	2.0	1.9
Wholesale trade.....	61	66	48	1.1	1.2	.9
Retail trade.....	324	386	386	2.1	2.6	2.5
Transportation, warehousing, and utilities.....	44	65	68	.9	1.3	1.4
Information.....	26	44	29	.8	1.4	.9
Financial activities.....	69	95	89	.9	1.2	1.1
Finance and insurance.....	41	67	63	.7	1.1	1.1
Real estate and rental and leasing.....	29	28	26	1.4	1.4	1.2
Professional and business services.....	232	292	334	1.4	1.7	2.0
Education and health services.....	184	228	204	1.1	1.3	1.2
Educational services.....	12	27	16	.4	.9	.5
Health care and social assistance.....	172	201	188	1.2	1.4	1.3
Leisure and hospitality.....	401	499	433	3.4	4.1	3.6
Arts, entertainment, and recreation.....	33	45	40	2.0	2.6	2.4
Accommodations and food services.....	368	453	393	3.6	4.3	3.7
Other services.....	138	118	99	2.6	2.2	1.8
Government.....	80	106	81	.4	.5	.4
Federal.....	10	11	7	.4	.4	.3
State and local.....	71	95	74	.4	.5	.4
REGION						
Northeast.....	253	337	306	1.0	1.3	1.2
South.....	739	906	830	1.6	1.9	1.8
Midwest.....	404	491	488	1.3	1.6	1.5
West.....	415	507	416	1.4	1.7	1.4

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		
	Nov. 2003	Oct. 2004	Nov. 2004 ^P	Nov. 2003	Oct. 2004	Nov. 2004 ^P
Total.....	1,530	1,689	1,535	1.2	1.3	1.2
INDUSTRY						
Total private.....	1,452	1,600	1,462	1.3	1.4	1.3
Natural resources and mining.....	5	5	6	.9	.9	1.0
Construction.....	297	271	256	4.3	3.8	3.6
Manufacturing.....	159	180	126	1.1	1.2	.9
Durable goods.....	115	105	73	1.3	1.2	.8
Nondurable goods.....	44	74	53	.8	1.4	1.0
Trade, transportation, and utilities.....	319	305	305	1.2	1.2	1.2
Wholesale trade.....	37	59	57	.7	1.0	1.0
Retail trade.....	236	194	210	1.5	1.3	1.4
Transportation, warehousing, and utilities.....	46	51	38	1.0	1.0	.8
Information.....	25	33	16	.8	1.0	.5
Financial activities.....	47	69	69	.6	.8	.9
Finance and insurance.....	24	32	36	.4	.5	.6
Real estate and rental and leasing.....	23	36	33	1.1	1.7	1.6
Professional and business services.....	232	232	278	1.4	1.4	1.7
Education and health services.....	82	95	99	.5	.6	.6
Educational services.....	9	14	10	.3	.5	.3
Health care and social assistance.....	73	81	89	.5	.6	.6
Leisure and hospitality.....	232	367	242	1.9	3.0	2.0
Arts, entertainment, and recreation.....	92	104	85	5.6	6.0	5.2
Accommodations and food services.....	141	262	157	1.4	2.5	1.5
Other services.....	53	44	64	1.0	.8	1.2
Government.....	78	89	73	.4	.4	.3
Federal.....	22	9	3	.8	.3	.1
State and local.....	56	80	71	.3	.4	.4
REGION						
Northeast.....	297	296	320	1.2	1.2	1.3
South.....	448	603	449	1.0	1.3	1.0
Midwest.....	378	405	448	1.2	1.3	1.4
West.....	407	385	318	1.4	1.3	1.1

¹ Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Nov. 2003	Oct. 2004	Nov. 2004 ^P	Nov. 2003	Oct. 2004	Nov. 2004 ^P
Total	218	266	239	0.2	0.2	0.2
INDUSTRY						
Total private.....	184	231	208	.2	.2	.2
Natural resources and mining.....	1	3	3	.1	.5	.5
Construction.....	9	25	9	.1	.4	.1
Manufacturing.....	26	19	17	.2	.1	.1
Durable goods.....	18	13	11	.2	.1	.1
Nondurable goods.....	8	7	6	.1	.1	.1
Trade, transportation, and utilities.....	50	68	60	.2	.3	.2
Wholesale trade.....	9	7	3	.2	.1	.1
Retail trade.....	27	48	41	.2	.3	.3
Transportation, warehousing, and utilities.....	15	14	15	.3	.3	.3
Information.....	4	5	6	.1	.2	.2
Financial activities.....	11	26	13	.1	.3	.2
Finance and insurance.....	10	24	12	.2	.4	.2
Real estate and rental and leasing.....	1	2	1	(³)	.1	(³)
Professional and business services.....	23	36	34	.1	.2	.2
Education and health services.....	22	24	20	.1	.1	.1
Educational services.....	3	3	1	.1	.1	(³)
Health care and social assistance.....	19	20	19	.1	.1	.1
Leisure and hospitality.....	34	16	40	.3	.1	.3
Arts, entertainment, and recreation.....	4	3	5	.2	.2	.3
Accommodations and food services.....	30	13	36	.3	.1	.3
Other services.....	3	7	7	.1	.1	.1
Government.....	34	36	31	.2	.2	.1
Federal.....	8	9	10	.3	.4	.4
State and local.....	26	26	21	.1	.1	.1
REGION						
Northeast.....	42	62	56	.2	.2	.2
South.....	81	103	76	.2	.2	.2
Midwest.....	51	42	53	.2	.1	.2
West.....	44	60	54	.2	.2	.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.