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JOB OPENINGS AND LABOR TURNOVER: JUNE 2004

The number of hires continued to outpace the number of separations in June, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. There were 4.3 million hires and 4.1 million separations in June, little changed from the month before. The job openings rate was unchanged at 2.3 percent in June. The series in this report include 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,
December 2000 - June 2004

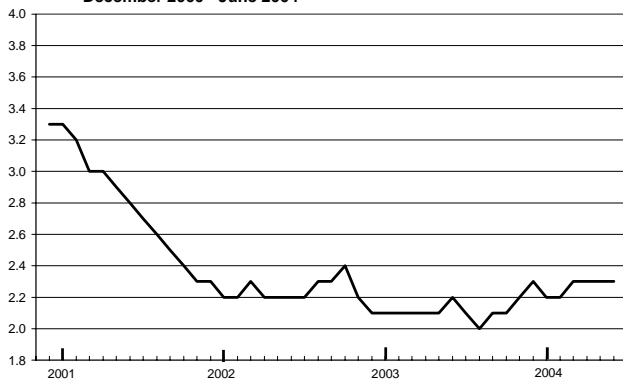
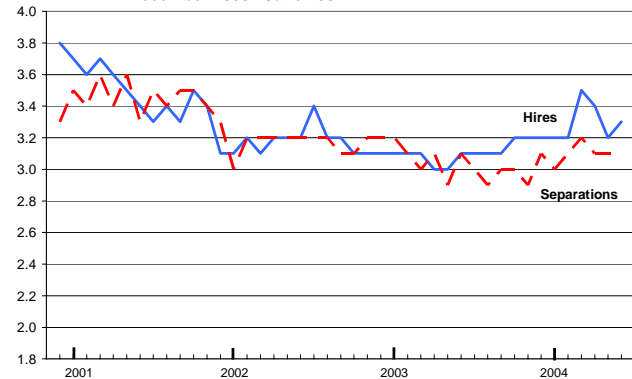


Chart 2. Hires and separations rates, seasonally adjusted,
December 2000 - June 2004



Job Openings

On the last business day of June 2004, there were 3.0 million job openings in the United States, and the job openings rate (the number of job openings on the last business day of the month divided by employment plus job openings) was 2.3 percent. (See table 1.) The job openings rate has remained in the range of 2.0 percent to 2.4 percent since October 2001. In June, the job openings rate showed little or no change for all major industry categories.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.3 percent in June, little changed from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. Most major industries showed little or no change in their hires rates.

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

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

Industry	Job openings			Hires			Total separations		
	June 2003	May 2004	June 2004 ^p	June 2003	May 2004	June 2004 ^p	June 2003	May 2004	June 2004 ^p
	Levels (in thousands)								
Total ¹	2,859	3,105	3,029	4,035	4,206	4,329	4,002	4,040	4,052
Total private ¹	2,498	2,746	2,688	3,742	3,938	4,028	3,735	3,761	3,766
Construction	88	108	87	385	406	403	377	367	365
Manufacturing	178	244	256	315	336	364	368	377	362
Trade, transportation, and utilities	433	521	500	852	938	917	872	917	914
Professional and business services	516	530	515	629	631	677	545	556	576
Education and health services	551	542	516	424	451	429	375	379	357
Leisure and hospitality	382	391	413	713	739	735	749	696	700
Government	357	360	342	296	272	305	259	268	272
	Rates (percent)								
Total ¹	2.2	2.3	2.3	3.1	3.2	3.3	3.1	3.1	3.1
Total private ¹	2.3	2.4	2.4	3.5	3.6	3.7	3.4	3.4	3.4
Construction	1.3	1.5	1.2	5.7	5.9	5.8	5.6	5.3	5.3
Manufacturing	1.2	1.7	1.8	2.2	2.3	2.5	2.5	2.6	2.5
Trade, transportation, and utilities	1.7	2.0	1.9	3.4	3.7	3.6	3.5	3.6	3.6
Professional and business services	3.1	3.1	3.0	3.9	3.8	4.1	3.4	3.4	3.5
Education and health services	3.2	3.1	3.0	2.6	2.7	2.5	2.3	2.2	2.1
Leisure and hospitality	3.1	3.1	3.2	5.9	6.0	6.0	6.2	5.6	5.7
Government	1.6	1.6	1.6	1.4	1.3	1.4	1.2	1.2	1.3

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

the range of 2.9 percent to 3.3 percent since December 2001. Separations are terminations of employment that occur at any time during the month. (See table 3.)

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 June. (See table 4.) The quits rate increased in professional and business services over the month. Quits as a percent of the total separations increased to 55.2 percent in June. The other two components of total separations, layoffs and discharges (1.1 percent) and other separations (0.3 percent), are not seasonally adjusted. The layoffs and discharges rate was lower than a year ago, and the other separations rate was little changed over the year. (See tables 9 and 10.)

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.) Hires have outpaced separations in each of the last 14 months. In June, hires outpaced separations in every industry.

For More Information

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

The report on Job Openings and Labor Turnover for July 2004 is scheduled to be released on Wednesday, September 8, 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						
	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P
Total⁴	2,859	2,868	2,906	3,079	3,135	3,105	3,029	2.2	2.2	2.2	2.3	2.3	2.3	2.3
INDUSTRY														
Total private ⁴	2,498	2,518	2,534	2,740	2,778	2,746	2,688	2.3	2.3	2.3	2.5	2.5	2.4	2.4
Construction.....	88	106	99	113	105	108	87	1.3	1.5	1.4	1.6	1.5	1.5	1.2
Manufacturing.....	178	233	226	232	251	244	256	1.2	1.6	1.6	1.6	1.7	1.7	1.8
Trade, transportation, and utilities.....	433	430	458	524	531	521	500	1.7	1.7	1.8	2.0	2.0	2.0	1.9
Professional and business services.....	516	501	491	502	518	530	515	3.1	3.0	2.9	3.0	3.1	3.1	3.0
Education and health services.....	551	549	551	559	576	542	516	3.2	3.2	3.2	3.2	3.3	3.1	3.0
Leisure and hospitality.....	382	368	383	370	376	391	413	3.1	2.9	3.0	2.9	3.0	3.1	3.2
Government.....	357	350	364	353	354	360	342	1.6	1.6	1.7	1.6	1.6	1.6	1.6
REGION														
Northeast.....	517	476	500	569	560	526	543	2.0	1.9	2.0	2.2	2.2	2.0	2.1
South.....	1,045	1,132	1,112	1,176	1,191	1,164	1,135	2.2	2.4	2.4	2.5	2.5	2.5	2.4
Midwest.....	586	679	680	663	692	688	675	1.9	2.2	2.2	2.1	2.2	2.2	2.1
West.....	690	586	632	655	694	765	659	2.4	2.0	2.2	2.2	2.4	2.6	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.

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						
	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P
Total⁴	4,035	4,106	4,103	4,603	4,398	4,206	4,329	3.1	3.2	3.2	3.5	3.4	3.2	3.3
INDUSTRY														
Total private ⁴	3,742	3,800	3,772	4,256	4,090	3,938	4,028	3.5	3.5	3.5	3.9	3.7	3.6	3.7
Construction.....	385	358	382	437	421	406	403	5.7	5.3	5.6	6.4	6.1	5.9	5.8
Manufacturing.....	315	349	355	361	354	336	364	2.2	2.4	2.5	2.5	2.5	2.3	2.5
Trade, transportation, and utilities.....	852	957	945	1,009	1,032	938	917	3.4	3.8	3.7	4.0	4.1	3.7	3.6
Professional and business services.....	629	708	529	713	609	631	677	3.9	4.4	3.3	4.4	3.7	3.8	4.1
Education and health services.....	424	416	447	444	460	451	429	2.6	2.5	2.7	2.6	2.7	2.7	2.5
Leisure and hospitality.....	713	715	766	810	766	739	735	5.9	5.9	6.3	6.6	6.2	6.0	6.0
Government.....	296	295	323	343	300	272	305	1.4	1.4	1.5	1.6	1.4	1.3	1.4
REGION														
Northeast.....	661	722	689	744	810	708	693	2.7	2.9	2.8	3.0	3.2	2.8	2.8
South.....	1,507	1,585	1,608	1,781	1,582	1,606	1,666	3.3	3.4	3.5	3.9	3.4	3.5	3.6
Midwest.....	862	921	953	1,040	991	956	971	2.8	3.0	3.1	3.4	3.2	3.1	3.1
West.....	1,037	883	876	1,029	1,093	951	1,016	3.7	3.1	3.1	3.6	3.8	3.3	3.5

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

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels ³ (in thousands)							Rates						
	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P
Total⁴	4,002	3,968	4,073	4,134	4,088	4,040	4,052	3.1	3.0	3.1	3.2	3.1	3.1	3.1
INDUSTRY														
Total private ⁴	3,735	3,716	3,807	3,868	3,843	3,761	3,766	3.4	3.4	3.5	3.5	3.5	3.4	3.4
Construction.....	377	436	400	392	391	367	365	5.6	6.4	5.9	5.7	5.7	5.3	5.3
Manufacturing.....	368	323	355	377	353	377	362	2.5	2.3	2.5	2.6	2.5	2.6	2.5
Trade, transportation, and utilities.....	872	936	899	978	1,013	917	914	3.5	3.7	3.5	3.8	4.0	3.6	3.6
Professional and business services.....	545	572	590	597	606	556	576	3.4	3.5	3.6	3.7	3.7	3.4	3.5
Education and health services.....	375	389	388	382	386	379	357	2.3	2.3	2.3	2.3	2.3	2.2	2.1
Leisure and hospitality.....	749	709	727	715	679	696	700	6.2	5.8	5.9	5.8	5.5	5.6	5.7
Government.....	259	258	268	284	245	268	272	1.2	1.2	1.2	1.3	1.1	1.2	1.3
REGION														
Northeast.....	695	712	688	666	716	648	670	2.8	2.9	2.8	2.7	2.9	2.6	2.7
South.....	1,539	1,505	1,499	1,612	1,524	1,504	1,534	3.4	3.3	3.3	3.5	3.3	3.2	3.3
Midwest.....	851	903	929	938	877	833	820	2.8	2.9	3.0	3.0	2.8	2.7	2.6
West.....	891	896	941	1,003	959	1,008	977	3.1	3.2	3.3	3.5	3.4	3.5	3.4

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						
	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P	June 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004 ^P
Total⁴	2,052	2,118	2,178	2,271	2,278	2,173	2,238	1.6	1.6	1.7	1.7	1.7	1.7	1.7
INDUSTRY														
Total private ⁴	1,936	2,002	2,051	2,144	2,151	2,036	2,120	1.8	1.8	1.9	2.0	2.0	1.9	1.9
Construction.....	134	148	133	154	149	144	159	2.0	2.2	2.0	2.3	2.2	2.1	2.3
Manufacturing.....	144	165	169	176	189	171	169	1.0	1.2	1.2	1.2	1.3	1.2	1.2
Trade, transportation, and utilities.....	468	530	493	530	563	525	531	1.9	2.1	1.9	2.1	2.2	2.1	2.1
Professional and business services.....	278	261	302	309	323	259	305	1.7	1.6	1.9	1.9	2.0	1.6	1.9
Education and health services.....	212	237	234	252	245	223	223	1.3	1.4	1.4	1.5	1.5	1.3	1.3
Leisure and hospitality.....	492	428	447	465	429	455	461	4.1	3.5	3.7	3.8	3.5	3.7	3.7
Government.....	121	116	126	129	129	129	118	.6	.5	.6	.6	.6	.6	.5
REGION														
Northeast.....	304	288	319	314	390	318	318	1.2	1.2	1.3	1.3	1.6	1.3	1.3
South.....	829	852	867	957	888	857	878	1.8	1.9	1.9	2.1	1.9	1.8	1.9
Midwest.....	442	513	455	474	479	479	476	1.4	1.7	1.5	1.5	1.5	1.5	1.5
West.....	482	475	520	565	524	521	567	1.7	1.7	1.8	2.0	1.8	1.8	2.0

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

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	June 2003	May 2004	June 2004 ^P	June 2003	May 2004	June 2004 ^P
Total.....	2,971	3,402	3,139	2.2	2.5	2.3
INDUSTRY						
Total private.....	2,577	3,008	2,765	2.3	2.7	2.4
Natural resources and mining.....	5	6	7	.8	1.0	1.1
Construction.....	110	145	103	1.6	2.0	1.4
Manufacturing.....	186	263	269	1.3	1.8	1.8
Durable goods.....	102	165	165	1.1	1.8	1.8
Nondurable goods.....	85	98	104	1.5	1.8	1.9
Trade, transportation, and utilities.....	429	543	496	1.7	2.1	1.9
Wholesale trade.....	81	120	119	1.4	2.1	2.1
Retail trade.....	284	346	295	1.9	2.3	1.9
Transportation, warehousing, and utilities.....	64	77	82	1.3	1.6	1.7
Information.....	53	74	83	1.6	2.3	2.5
Financial activities.....	181	210	216	2.2	2.6	2.6
Finance and insurance.....	138	171	166	2.3	2.8	2.7
Real estate and rental and leasing.....	42	39	50	2.0	1.8	2.3
Professional and business services.....	561	575	558	3.4	3.4	3.2
Education and health services.....	572	564	530	3.4	3.2	3.1
Educational services.....	46	50	39	1.8	1.8	1.5
Health care and social assistance.....	526	514	491	3.6	3.5	3.3
Leisure and hospitality.....	365	457	404	2.8	3.5	3.0
Arts, entertainment, and recreation.....	44	58	35	2.1	3.0	1.7
Accommodations and food services.....	322	399	369	2.9	3.6	3.3
Other services.....	115	170	100	2.1	3.0	1.8
Government.....	394	394	375	1.8	1.8	1.7
Federal.....	38	42	44	1.4	1.5	1.6
State and local.....	356	352	331	1.9	1.8	1.7
REGION						
Northeast.....	532	586	560	2.1	2.3	2.2
South.....	1,112	1,255	1,205	2.3	2.6	2.5
Midwest.....	605	722	693	1.9	2.3	2.2
West.....	722	839	682	2.5	2.8	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		
	June 2003	May 2004	June 2004 ^P	June 2003	May 2004	June 2004 ^P
Total	4,859	4,802	5,232	3.7	3.6	4.0
INDUSTRY						
Total private.....	4,479	4,513	4,838	4.1	4.1	4.4
Natural resources and mining.....	22	22	23	3.8	3.8	3.9
Construction.....	499	505	520	7.2	7.3	7.3
Manufacturing.....	363	383	422	2.5	2.7	2.9
Durable goods.....	225	234	259	2.5	2.6	2.9
Nondurable goods.....	139	149	163	2.5	2.8	3.0
Trade, transportation, and utilities.....	954	1,034	1,018	3.8	4.1	4.0
Wholesale trade.....	135	139	172	2.4	2.5	3.0
Retail trade.....	704	744	686	4.7	5.0	4.6
Transportation, warehousing, and utilities.....	115	152	160	2.4	3.2	3.3
Information.....	88	70	89	2.7	2.2	2.8
Financial activities.....	203	206	268	2.5	2.6	3.3
Finance and insurance.....	123	119	151	2.1	2.0	2.5
Real estate and rental and leasing.....	80	87	117	3.8	4.2	5.5
Professional and business services.....	685	691	753	4.3	4.2	4.5
Education and health services.....	509	439	507	3.1	2.6	3.0
Educational services.....	65	36	68	2.6	1.3	2.7
Health care and social assistance.....	443	403	439	3.2	2.8	3.1
Leisure and hospitality.....	939	981	963	7.4	7.8	7.5
Arts, entertainment, and recreation.....	161	165	141	7.9	8.8	7.0
Accommodations and food services.....	778	816	822	7.3	7.6	7.6
Other services.....	218	180	274	4.0	3.3	5.0
Government.....	380	289	394	1.8	1.3	1.8
Federal.....	46	36	42	1.7	1.3	1.6
State and local.....	334	253	351	1.8	1.3	1.9
REGION						
Northeast.....	906	845	939	3.6	3.3	3.7
South.....	1,728	1,776	1,928	3.7	3.8	4.1
Midwest.....	1,030	1,147	1,163	3.3	3.7	3.7
West.....	1,194	1,034	1,202	4.2	3.6	4.1

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		
	June 2003	May 2004	June 2004 ^P	June 2003	May 2004	June 2004 ^P
Total	4,207	3,923	4,209	3.2	3.0	3.2
INDUSTRY						
Total private.....	3,819	3,633	3,797	3.5	3.3	3.4
Natural resources and mining.....	15	19	16	2.6	3.3	2.8
Construction.....	366	316	344	5.3	4.5	4.8
Manufacturing.....	388	361	383	2.7	2.5	2.6
Durable goods.....	238	211	251	2.6	2.4	2.8
Nondurable goods.....	150	150	132	2.7	2.8	2.4
Trade, transportation, and utilities.....	893	904	907	3.5	3.6	3.5
Wholesale trade.....	121	151	169	2.1	2.7	3.0
Retail trade.....	596	623	571	4.0	4.2	3.8
Transportation, warehousing, and utilities.....	176	130	167	3.7	2.7	3.5
Information.....	73	63	65	2.3	2.0	2.0
Financial activities.....	162	160	202	2.0	2.0	2.5
Finance and insurance.....	107	107	112	1.8	1.8	1.9
Real estate and rental and leasing.....	55	53	90	2.6	2.5	4.2
Professional and business services.....	545	577	560	3.4	3.5	3.4
Education and health services.....	449	391	424	2.7	2.3	2.5
Educational services.....	79	54	73	3.2	1.9	2.9
Health care and social assistance.....	370	337	351	2.7	2.4	2.5
Leisure and hospitality.....	733	657	689	5.8	5.2	5.3
Arts, entertainment, and recreation.....	67	72	80	3.3	3.8	4.0
Accommodations and food services.....	666	585	609	6.3	5.5	5.6
Other services.....	194	184	206	3.6	3.4	3.8
Government.....	389	291	412	1.8	1.3	1.9
Federal.....	46	30	41	1.6	1.1	1.5
State and local.....	343	260	371	1.8	1.4	2.0
REGION						
Northeast.....	771	577	745	3.1	2.3	2.9
South.....	1,602	1,553	1,597	3.5	3.3	3.4
Midwest.....	947	824	889	3.1	2.6	2.8
West.....	887	968	978	3.1	3.4	3.4

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		
	June 2003	May 2004	June 2004 ^P	June 2003	May 2004	June 2004 ^P
Total	2,186	2,265	2,385	1.7	1.7	1.8
INDUSTRY						
Total private.....	2,020	2,116	2,225	1.8	1.9	2.0
Natural resources and mining.....	6	8	9	1.0	1.3	1.5
Construction.....	164	143	194	2.4	2.1	2.7
Manufacturing.....	154	181	181	1.1	1.3	1.2
Durable goods.....	95	113	118	1.1	1.3	1.3
Nondurable goods.....	59	68	63	1.1	1.3	1.1
Trade, transportation, and utilities.....	468	538	527	1.9	2.1	2.1
Wholesale trade.....	64	92	100	1.1	1.6	1.8
Retail trade.....	343	391	363	2.3	2.6	2.4
Transportation, warehousing, and utilities.....	61	56	65	1.3	1.2	1.3
Information.....	39	33	45	1.2	1.0	1.4
Financial activities.....	98	114	120	1.2	1.4	1.5
Finance and insurance.....	68	76	70	1.1	1.3	1.2
Real estate and rental and leasing.....	30	39	50	1.4	1.8	2.3
Professional and business services.....	283	273	316	1.8	1.7	1.9
Education and health services.....	240	235	247	1.5	1.4	1.5
Educational services.....	33	24	27	1.3	.8	1.1
Health care and social assistance.....	207	211	220	1.5	1.5	1.5
Leisure and hospitality.....	478	474	457	3.8	3.8	3.5
Arts, entertainment, and recreation.....	43	34	36	2.1	1.8	1.8
Accommodations and food services.....	435	440	421	4.1	4.1	3.9
Other services.....	90	117	130	1.7	2.2	2.4
Government.....	166	149	160	.8	.7	.7
Federal.....	21	14	9	.8	.5	.3
State and local.....	145	135	151	.8	.7	.8
REGION						
Northeast.....	341	327	350	1.4	1.3	1.4
South.....	888	889	944	1.9	1.9	2.0
Midwest.....	473	512	508	1.5	1.6	1.6
West.....	484	538	583	1.7	1.9	2.0

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

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

^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		
	June 2003	May 2004	June 2004 ^P	June 2003	May 2004	June 2004 ^P
Total	1,709	1,320	1,483	1.3	1.0	1.1
INDUSTRY						
Total private.....	1,567	1,240	1,315	1.4	1.1	1.2
Natural resources and mining.....	8	8	4	1.4	1.3	.7
Construction.....	193	163	138	2.8	2.3	1.9
Manufacturing.....	204	146	172	1.4	1.0	1.2
Durable goods.....	125	74	113	1.4	.8	1.2
Nondurable goods.....	80	72	59	1.4	1.3	1.1
Trade, transportation, and utilities.....	362	301	300	1.4	1.2	1.2
Wholesale trade.....	49	51	55	.9	.9	1.0
Retail trade.....	219	188	155	1.5	1.3	1.0
Transportation, warehousing, and utilities.....	94	62	90	2.0	1.3	1.9
Information.....	29	26	14	.9	.8	.5
Financial activities.....	44	33	58	.6	.4	.7
Finance and insurance.....	23	22	27	.4	.4	.4
Real estate and rental and leasing.....	22	12	31	1.0	.6	1.5
Professional and business services.....	226	240	199	1.4	1.5	1.2
Education and health services.....	172	120	148	1.1	.7	.9
Educational services.....	40	26	42	1.6	.9	1.6
Health care and social assistance.....	132	94	106	.9	.7	.7
Leisure and hospitality.....	230	154	212	1.8	1.2	1.6
Arts, entertainment, and recreation.....	22	34	42	1.1	1.8	2.1
Accommodations and food services.....	208	120	171	2.0	1.1	1.6
Other services.....	97	48	69	1.8	.9	1.3
Government.....	142	80	168	.7	.4	.8
Federal.....	12	6	17	.4	.2	.6
State and local.....	131	74	151	.7	.4	.8
REGION						
Northeast.....	358	174	322	1.4	.7	1.3
South.....	602	561	535	1.3	1.2	1.1
Midwest.....	417	247	309	1.3	.8	1.0
West.....	331	338	318	1.2	1.2	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		
	June 2003	May 2004	June 2004 ^P	June 2003	May 2004	June 2004 ^P
Total	312	338	341	0.2	0.3	0.3
INDUSTRY						
Total private.....	231	276	257	.2	.3	.2
Natural resources and mining.....	1	4	3	.2	.7	.5
Construction.....	9	10	13	.1	.1	.2
Manufacturing.....	29	34	31	.2	.2	.2
Durable goods.....	18	23	20	.2	.3	.2
Nondurable goods.....	11	10	10	.2	.2	.2
Trade, transportation, and utilities.....	63	64	80	.2	.3	.3
Wholesale trade.....	8	8	14	.1	.1	.2
Retail trade.....	34	44	54	.2	.3	.4
Transportation, warehousing, and utilities.....	21	12	12	.4	.2	.3
Information.....	5	4	5	.1	.1	.2
Financial activities.....	20	13	25	.3	.2	.3
Finance and insurance.....	16	10	16	.3	.2	.3
Real estate and rental and leasing.....	4	3	9	.2	.1	.4
Professional and business services.....	36	65	45	.2	.4	.3
Education and health services.....	37	36	29	.2	.2	.2
Educational services.....	6	5	4	.3	.2	.2
Health care and social assistance.....	31	31	25	.2	.2	.2
Leisure and hospitality.....	25	29	19	.2	.2	.1
Arts, entertainment, and recreation.....	1	4	3	.1	.2	.1
Accommodations and food services.....	23	25	17	.2	.2	.2
Other services.....	7	18	7	.1	.3	.1
Government.....	81	62	84	.4	.3	.4
Federal.....	13	11	15	.5	.4	.6
State and local.....	68	51	69	.4	.3	.4
REGION						
Northeast.....	72	77	73	.3	.3	.3
South.....	111	103	118	.2	.2	.3
Midwest.....	56	66	72	.2	.2	.2
West.....	72	92	78	.3	.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.