

# News

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Bureau of Labor Statistics

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## JOB OPENINGS AND LABOR TURNOVER: MARCH 2008

On the last business day of March, there were 3.7 million job openings in the United States, and the job openings rate was 2.6 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings, hires, and total separations rates were essentially unchanged in March. 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 April 2005 - March 2008

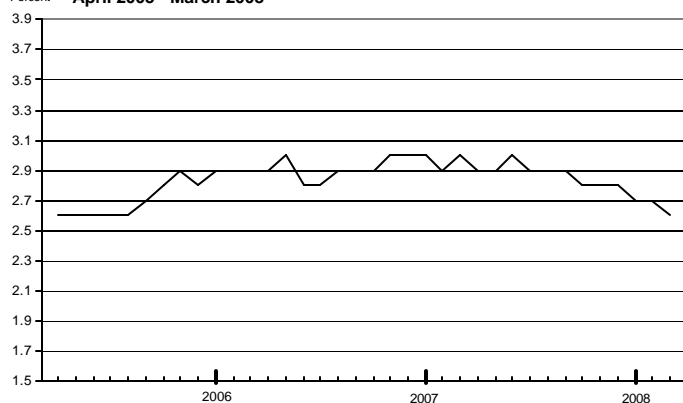
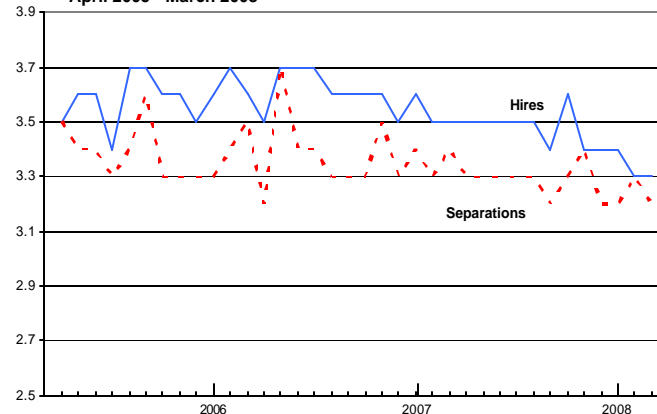


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent April 2005 - March 2008



Although the month-to-month changes in job openings, hires, and turnover data are often small, the trends over time are notable. The job openings rate remained essentially flat from August 2006 through September 2007 then began trending downward; the rate in March was at the lowest point since mid-2005. The hires rate has had an overall downward trend since July 2006, and has reached the lowest level since early 2004. The separations rate has had an overall downward trend since November 2006. (See tables 1, 2, and 3.)

### Job Openings

In March, the job openings rate was essentially unchanged at 2.6 percent. Job openings include only those jobs open on the last business day of the month. Over the month, the job openings rate did not rise

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

Industry	Job openings			Hires			Total separations		
	Mar.	Feb.	Mar.	Mar.	Feb.	Mar.	Mar.	Feb.	Mar.
	2007	2008	2008 <sup>P</sup>	2007	2008	2008 <sup>P</sup>	2007	2008	2008 <sup>P</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	4,201	3,799	3,733	4,828	4,586	4,547	4,663	4,503	4,378
Total private <sup>1</sup> .....	3,736	3,350	3,293	4,438	4,203	4,159	4,339	4,224	4,103
Construction.....	152	123	94	358	349	362	336	329	349
Manufacturing.....	313	239	252	325	285	313	401	350	310
Trade, transportation, and utilities <sup>2</sup> .....	738	598	566	1,000	882	905	995	957	932
Retail trade.....	384	326	344	695	603	617	678	669	681
Professional and business services.....	722	699	722	873	780	856	802	861	797
Education and health services.....	692	737	715	504	522	498	427	459	459
Leisure and hospitality <sup>3</sup> .....	540	530	520	841	868	802	826	854	774
Accommodation and food services.....	465	477	465	703	730	663	691	718	648
Government <sup>4</sup> .....	460	450	441	389	387	385	315	278	271
State and local government.....	425	413	393	309	306	317	250	229	226
	Rates (percent)								
Total <sup>1</sup> .....	3.0	2.7	2.6	3.5	3.3	3.3	3.4	3.3	3.2
Total private <sup>1</sup> .....	3.1	2.8	2.8	3.9	3.6	3.6	3.8	3.7	3.6
Construction.....	1.9	1.6	1.3	4.7	4.7	4.9	4.4	4.5	4.8
Manufacturing.....	2.2	1.7	1.8	2.3	2.1	2.3	2.9	2.6	2.3
Trade, transportation, and utilities <sup>2</sup> .....	2.7	2.2	2.1	3.8	3.3	3.4	3.7	3.6	3.5
Retail trade.....	2.4	2.1	2.2	4.5	3.9	4.0	4.4	4.3	4.4
Professional and business services.....	3.9	3.7	3.9	4.9	4.3	4.7	4.5	4.8	4.4
Education and health services.....	3.7	3.8	3.7	2.8	2.8	2.7	2.4	2.5	2.5
Leisure and hospitality <sup>3</sup> .....	3.9	3.7	3.7	6.3	6.4	5.9	6.2	6.2	5.7
Accommodation and food services.....	3.9	3.9	3.8	6.2	6.3	5.7	6.1	6.2	5.6
Government <sup>4</sup> .....	2.0	2.0	1.9	1.8	1.7	1.7	1.4	1.2	1.2
State and local government.....	2.1	2.1	2.0	1.6	1.6	1.6	1.3	1.2	1.1

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

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>4</sup> Includes federal government, not shown separately.

<sup>P</sup> = preliminary.

or fall significantly in any industry or region. Since the series began in December 2000, three industries have consistently had higher job openings rates than the other industries: education and health services (3.7 percent in March), accommodation and food services (3.8 percent), and professional and business services (3.9 percent). (See table 1.)

Over the year, the job openings rate (not seasonally adjusted) rose significantly only for federal government. The rate fell over the year for total nonfarm (to 2.7 percent) and total private (2.9 percent)

as well as in several industries, including construction (1.4 percent); durable goods manufacturing (1.8 percent); wholesale trade (2.2 percent); transportation, warehousing, and utilities (1.9 percent); information (1.7 percent); and finance and insurance (2.7 percent). Two industries—wholesale trade and information—have experienced exceptionally steep declines in the job openings rate over the past year. The job openings rate for wholesale trade fell from 3.8 percent in March 2007 to 2.2 percent in March 2008; the rate for information fell from 4.5 percent in March 2007 to 1.7 percent in March 2008. Regionally, the job openings rate fell over the year in the Northeast (2.3 percent) and in the South (2.8 percent). (See table 5.)

### Hires

The hires rate was unchanged at 3.3 percent in March. Hires are any additions to the payroll during the month. Over the month, the hires rate did not change significantly in any industry or region. As occurs nearly every month, the seasonally adjusted hires rate was highest in March in accommodation and food services (5.7 percent) and lowest in state and local government (1.6 percent). (See table 2.)

From March 2007 to March 2008, the hires rate (not seasonally adjusted) did not increase significantly in any industry or region. Over the year, the hires rate did fall significantly for total nonfarm (to 3.2 percent) and total private (3.6 percent) as well as in the information industry (1.4 percent), in the South region (3.3 percent), and in the Midwest region (3.0 percent). (See table 6.) The downward trend in the hires rate since 2006 was steepest in construction; transportation, warehousing, and utilities; information; and professional and business services.

### Separations

The total separations, or turnover, rate was essentially unchanged at 3.2 percent in March. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate did not change significantly in any industry or region. As with hires, the seasonally adjusted separations rate was, as usual, highest in March in accommodation and food services (5.6 percent) and lowest in state and local government (1.1 percent). From March 2007 to March 2008, the total separations rate did not rise in any industry or region; the rate fell for total nonfarm (to 2.8 percent); durable goods manufacturing (2.2 percent); nondurable goods manufacturing (2.3 percent); wholesale trade (2.0 percent); federal government (1.4 percent); and in the Midwest (2.4 percent) and South (3.0 percent) regions. (See tables 3 and 7.)

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 little changed in March for total nonfarm (1.7 percent). The quits rate fell over the month in manufacturing (to 1.2 percent); professional and business services (2.1 percent); state and local government (0.5 percent); and in the Northeast region (1.3 percent). As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in the accommodation and food services industry (4.2 percent) and lowest in state and local government (0.5 percent). (See table 4.)

From March 2007 to March 2008, the quits rate (not seasonally adjusted) did not increase significantly in any industry. The quits rate fell over the year for total nonfarm (to 1.6 percent) and total private (1.8 percent), as well as in many industries, including durable goods manufacturing (1.1 percent); nondurable goods manufacturing (1.3 percent); wholesale trade (1.0 percent); information (1.0 percent); professional and business services (2.1 percent); and state and local government (0.4 percent).

Geographically, the quits rate fell over the year in the Midwest (1.3 percent) and South (1.9 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For March, the layoffs and discharges rate (1.0 percent) and level (1.4 million) were unchanged from a year earlier. The layoffs and discharges rate in March 2008 was highest in arts, entertainment, and recreation (2.9 percent) and lowest in state and local government (0.2 percent). The other separations rate (0.2 percent) and level (310,000) were essentially unchanged in March from a year earlier. The highest other separations rate in March was for federal government (0.6 percent). The other separations rate for most of the other industries range from 0.1 to 0.3 each month. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has risen and fallen over time along with total nonfarm employment levels. The proportion of total separations due to quits rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 (seasonally adjusted) before trending downward again. In March 2008, quits accounted for 54 percent of total separations. The proportion of separations attributable to quits varies widely by industry with the highest proportion regularly occurring in the accommodation and food services industry (76 percent in March) and the lowest proportion regularly occurring in the construction industry (30 percent in March). (See tables 3 and 4.)

### Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodation and food services. In the 12 months ending in March 2008, these 5 industries produced 32.9 million hires and 31.8 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 40 percent of total nonfarm employment.

### For More Information

For additional information, please read the Technical Note or visit the JOLTS Web site at <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 April 2008 is scheduled to be issued on Tuesday, June 10.

# 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 2007 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce 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.

**Annual estimates.** Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates will be published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

### **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.

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12 ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

### **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						
	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>p</sup>	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,201	4,044	3,972	3,974	3,889	3,799	3,733	3.0	2.8	2.8	2.8	2.7	2.7	2.6
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,736	3,597	3,520	3,526	3,449	3,350	3,293	3.1	3.0	3.0	3.0	2.9	2.8	2.8
Construction.....	152	150	138	140	133	123	94	1.9	1.9	1.8	1.8	1.8	1.6	1.3
Manufacturing.....	313	303	303	305	286	239	252	2.2	2.2	2.2	2.2	2.0	1.7	1.8
Trade, transportation, and utilities <sup>5</sup> .....	738	644	648	667	643	598	566	2.7	2.4	2.4	2.4	2.4	2.2	2.1
Retail trade.....	384	321	344	358	346	326	344	2.4	2.0	2.2	2.3	2.2	2.1	2.2
Professional and business services.....	722	758	685	706	752	699	722	3.9	4.0	3.7	3.7	4.0	3.7	3.9
Education and health services.....	692	704	713	698	680	737	715	3.7	3.7	3.7	3.6	3.5	3.8	3.7
Leisure and hospitality <sup>6</sup> .....	540	614	591	574	515	530	520	3.9	4.3	4.2	4.0	3.6	3.7	3.7
Accommodation and food services.....	465	543	518	514	467	477	465	3.9	4.5	4.3	4.2	3.9	3.9	3.8
Government <sup>7</sup> .....	460	448	454	446	439	450	441	2.0	2.0	2.0	2.0	1.9	2.0	1.9
State and local government.....	425	408	404	398	401	413	393	2.1	2.0	2.0	2.0	2.0	2.1	2.0
<b>REGION <sup>8</sup></b>														
Northeast.....	688	657	629	644	662	576	614	2.6	2.5	2.4	2.4	2.5	2.2	2.3
South.....	1,718	1,629	1,620	1,574	1,536	1,485	1,390	3.4	3.2	3.2	3.1	3.0	2.9	2.7
Midwest.....	772	747	755	779	749	766	789	2.4	2.3	2.3	2.4	2.3	2.4	2.4
West.....	1,016	1,014	957	988	966	954	943	3.2	3.2	3.0	3.1	3.0	3.0	3.0

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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.

<sup>p</sup> = preliminary.

**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						
	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>p</sup>	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,828	4,914	4,672	4,717	4,639	4,586	4,547	3.5	3.6	3.4	3.4	3.4	3.3	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,438	4,552	4,305	4,314	4,227	4,203	4,159	3.9	3.9	3.7	3.7	3.7	3.6	3.6
Construction.....	358	331	351	335	319	349	362	4.7	4.4	4.7	4.5	4.3	4.7	4.9
Manufacturing.....	325	396	353	350	326	285	313	2.3	2.9	2.6	2.5	2.4	2.1	2.3
Trade, transportation, and utilities <sup>5</sup> .....	1,000	1,018	946	970	916	882	905	3.8	3.8	3.5	3.6	3.4	3.3	3.4
Retail trade.....	695	699	655	693	656	603	617	4.5	4.5	4.2	4.5	4.2	3.9	4.0
Professional and business services.....	873	855	902	851	897	780	856	4.9	4.7	5.0	4.7	5.0	4.3	4.7
Education and health services.....	504	517	527	460	516	522	498	2.8	2.8	2.8	2.5	2.8	2.8	2.7
Leisure and hospitality <sup>6</sup> .....	841	924	846	880	824	868	802	6.3	6.8	6.2	6.4	6.0	6.4	5.9
Accommodation and food services.....	703	803	708	713	702	730	663	6.2	6.9	6.1	6.1	6.0	6.3	5.7
Government <sup>7</sup> .....	389	373	349	390	394	387	385	1.8	1.7	1.6	1.7	1.8	1.7	1.7
State and local government.....	309	315	287	326	319	306	317	1.6	1.6	1.5	1.7	1.6	1.6	1.6
<b>REGION <sup>8</sup></b>														
Northeast.....	708	653	761	770	767	713	714	2.8	2.5	3.0	3.0	3.0	2.8	2.8
South.....	1,893	1,924	1,828	1,802	1,814	1,769	1,710	3.8	3.9	3.7	3.6	3.6	3.6	3.4
Midwest.....	1,072	1,097	1,027	1,045	998	944	966	3.4	3.5	3.3	3.3	3.2	3.0	3.1
West.....	1,166	1,216	1,018	1,067	1,058	1,186	1,167	3.8	3.9	3.3	3.4	3.4	3.8	3.8

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.



**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						
	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>P</sup>	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,663	4,594	4,640	4,408	4,477	4,503	4,378	3.4	3.3	3.4	3.2	3.2	3.3	3.2
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,339	4,314	4,367	4,107	4,188	4,224	4,103	3.8	3.7	3.8	3.5	3.6	3.7	3.6
Construction.....	336	355	322	331	311	329	349	4.4	4.7	4.3	4.4	4.2	4.5	4.8
Manufacturing.....	401	393	400	325	348	350	310	2.9	2.9	2.9	2.4	2.5	2.6	2.3
Trade, transportation, and utilities <sup>5</sup> .....	995	1,010	1,065	981	1,005	957	932	3.7	3.8	4.0	3.7	3.8	3.6	3.5
Retail trade.....	678	702	764	686	689	669	681	4.4	4.5	4.9	4.4	4.4	4.3	4.4
Professional and business services.....	802	935	878	814	790	861	797	4.5	5.2	4.9	4.5	4.4	4.8	4.4
Education and health services.....	427	434	423	417	447	459	459	2.4	2.3	2.3	2.2	2.4	2.5	2.5
Leisure and hospitality <sup>6</sup> .....	826	761	799	803	800	854	774	6.2	5.6	5.9	5.9	5.9	6.2	5.7
Accommodation and food services.....	691	651	667	697	657	718	648	6.1	5.6	5.7	6.0	5.7	6.2	5.6
Government <sup>7</sup> .....	315	286	286	295	290	278	271	1.4	1.3	1.3	1.3	1.3	1.2	1.2
State and local government.....	250	238	240	256	237	229	226	1.3	1.2	1.2	1.3	1.2	1.2	1.1
<b>REGION <sup>8</sup></b>														
Northeast.....	661	652	860	635	697	770	732	2.6	2.5	3.3	2.5	2.7	3.0	2.8
South.....	1,843	1,764	1,709	1,712	1,699	1,673	1,633	3.7	3.5	3.4	3.4	3.4	3.4	3.3
Midwest.....	993	994	974	980	975	902	867	3.2	3.2	3.1	3.1	3.1	2.9	2.8
West.....	1,095	1,186	1,117	1,117	1,107	1,167	1,126	3.6	3.8	3.6	3.6	3.6	3.8	3.6

<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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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						
	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>P</sup>	Mar. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	2,684	2,648	2,501	2,494	2,493	2,522	2,376	2.0	1.9	1.8	1.8	1.8	1.8	1.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,526	2,508	2,361	2,358	2,355	2,384	2,253	2.2	2.2	2.0	2.0	2.0	2.1	2.0
Construction.....	132	137	116	119	113	133	105	1.7	1.8	1.5	1.6	1.5	1.8	1.4
Manufacturing.....	219	199	187	182	183	187	160	1.6	1.4	1.4	1.3	1.3	1.4	1.2
Trade, transportation, and utilities <sup>5</sup> .....	593	588	572	590	598	532	538	2.2	2.2	2.1	2.2	2.2	2.0	2.0
Retail trade.....	412	432	433	445	437	374	405	2.7	2.8	2.8	2.9	2.8	2.4	2.6
Professional and business services.....	441	479	398	367	351	492	377	2.5	2.7	2.2	2.0	1.9	2.7	2.1
Education and health services.....	268	264	269	258	276	271	283	1.5	1.4	1.5	1.4	1.5	1.5	1.5
Leisure and hospitality <sup>6</sup> .....	573	545	557	561	525	539	530	4.3	4.0	4.1	4.1	3.8	3.9	3.9
Accommodation and food services.....	528	503	516	513	465	488	492	4.6	4.3	4.4	4.4	4.0	4.2	4.2
Government <sup>7</sup> .....	157	144	140	137	138	135	117	.7	.6	.6	.6	.6	.6	.5
State and local government.....	137	128	125	120	119	116	102	.7	.7	.6	.6	.6	.6	.5
<b>REGION <sup>8</sup></b>														
Northeast.....	353	338	367	312	358	410	326	1.4	1.3	1.4	1.2	1.4	1.6	1.3
South.....	1,148	1,088	996	1,008	1,045	1,021	1,003	2.3	2.2	2.0	2.0	2.1	2.1	2.0
Midwest.....	578	524	529	521	502	475	449	1.8	1.7	1.7	1.6	1.6	1.5	1.4
West.....	613	691	607	632	583	632	591	2.0	2.2	2.0	2.0	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>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2007	Feb. 2008	Mar. 2008 <sup>P</sup>	Mar. 2007	Feb. 2008	Mar. 2008 <sup>P</sup>
<b>Total</b> .....	4,296	3,620	3,784	3.1	2.6	2.7
<b>INDUSTRY</b>						
Total private.....	3,848	3,204	3,355	3.3	2.7	2.9
Natural resources and mining.....	13	14	15	1.9	1.9	2.0
Construction.....	162	113	96	2.2	1.6	1.4
Manufacturing.....	323	237	255	2.3	1.7	1.8
Durable goods.....	204	137	155	2.3	1.6	1.8
Nondurable goods.....	119	100	100	2.3	2.0	2.0
Trade, transportation, and utilities.....	759	536	571	2.8	2.0	2.1
Wholesale trade.....	238	158	138	3.8	2.6	2.2
Retail trade.....	374	261	335	2.4	1.7	2.2
Transportation, warehousing, and utilities.....	146	117	98	2.8	2.3	1.9
Information.....	143	51	52	4.5	1.7	1.7
Financial activities.....	282	230	230	3.3	2.7	2.7
Finance and insurance.....	219	177	169	3.4	2.8	2.7
Real estate and rental and leasing.....	63	52	61	2.8	2.4	2.9
Professional and business services.....	711	670	718	3.9	3.6	3.9
Education and health services.....	694	735	718	3.7	3.8	3.7
Educational services.....	56	53	60	1.8	1.6	1.9
Health care and social assistance.....	637	682	658	4.0	4.2	4.0
Leisure and hospitality.....	604	500	575	4.4	3.7	4.1
Arts, entertainment, and recreation.....	78	55	62	4.2	2.9	3.2
Accommodation and food services.....	525	445	513	4.5	3.8	4.3
Other services.....	157	118	126	2.8	2.1	2.2
Government.....	448	416	429	1.9	1.8	1.8
Federal.....	40	42	53	1.4	1.5	1.9
State and local.....	409	373	376	2.0	1.8	1.8
<b>REGION <sup>3</sup></b>						
Northeast.....	672	543	594	2.6	2.1	2.3
South.....	1,813	1,451	1,435	3.6	2.9	2.8
Midwest.....	798	734	820	2.5	2.3	2.6
West.....	1,013	892	936	3.2	2.8	3.0

<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> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>
<b>Total</b> .....	4,651	3,788	4,343	3.4	2.8	3.2
<b>INDUSTRY</b>						
Total private.....	4,376	3,517	4,071	3.8	3.1	3.6
Natural resources and mining.....	19	21	24	2.6	2.9	3.3
Construction.....	395	275	404	5.4	4.0	5.8
Manufacturing.....	330	263	316	2.4	1.9	2.3
Durable goods.....	189	149	186	2.1	1.7	2.2
Nondurable goods.....	141	114	130	2.8	2.3	2.6
Trade, transportation, and utilities.....	968	688	869	3.7	2.6	3.3
Wholesale trade.....	151	110	140	2.5	1.8	2.3
Retail trade.....	683	456	598	4.5	3.0	3.9
Transportation, warehousing, and utilities.....	134	122	131	2.7	2.4	2.6
Information.....	68	40	43	2.2	1.3	1.4
Financial activities.....	194	197	166	2.3	2.4	2.0
Finance and insurance.....	125	123	111	2.0	2.0	1.8
Real estate and rental and leasing.....	69	74	55	3.2	3.6	2.6
Professional and business services.....	857	693	845	4.8	3.9	4.7
Education and health services.....	456	464	445	2.5	2.5	2.4
Educational services.....	45	71	47	1.5	2.3	1.5
Health care and social assistance.....	411	393	399	2.7	2.5	2.5
Leisure and hospitality.....	892	716	794	6.9	5.5	6.0
Arts, entertainment, and recreation.....	137	79	112	7.6	4.3	6.0
Accommodation and food services.....	755	637	682	6.8	5.6	6.0
Other services.....	198	159	163	3.6	2.9	3.0
Government.....	275	271	271	1.2	1.2	1.2
Federal.....	63	60	54	2.3	2.2	2.0
State and local.....	212	211	217	1.1	1.1	1.1
<b>REGION <sup>3</sup></b>						
Northeast.....	656	504	655	2.6	2.0	2.6
South.....	1,835	1,553	1,638	3.7	3.2	3.3
Midwest.....	1,074	748	944	3.4	2.4	3.0
West.....	1,086	983	1,106	3.5	3.2	3.6

<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> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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		
	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>
<b>Total</b> .....	4,173	3,719	3,903	3.1	2.7	2.8
<b>INDUSTRY</b>						
Total private.....	3,950	3,542	3,717	3.5	3.1	3.3
Natural resources and mining.....	19	24	21	2.7	3.4	2.8
Construction.....	298	286	318	4.1	4.1	4.6
Manufacturing.....	409	319	304	2.9	2.3	2.2
Durable goods.....	253	173	189	2.9	2.0	2.2
Nondurable goods.....	156	146	116	3.1	2.9	2.3
Trade, transportation, and utilities.....	912	808	830	3.5	3.1	3.2
Wholesale trade.....	180	123	121	3.0	2.0	2.0
Retail trade.....	589	573	587	3.9	3.8	3.9
Transportation, warehousing, and utilities.....	143	112	122	2.8	2.2	2.4
Information.....	75	46	72	2.5	1.5	2.4
Financial activities.....	242	170	211	2.9	2.1	2.6
Finance and insurance.....	157	109	137	2.5	1.8	2.2
Real estate and rental and leasing.....	86	62	74	4.0	3.0	3.5
Professional and business services.....	792	750	770	4.5	4.2	4.3
Education and health services.....	389	375	427	2.1	2.0	2.3
Educational services.....	40	32	39	1.3	1.0	1.2
Health care and social assistance.....	349	343	389	2.3	2.2	2.5
Leisure and hospitality.....	681	647	632	5.2	4.9	4.8
Arts, entertainment, and recreation.....	87	82	85	4.8	4.5	4.6
Accommodation and food services.....	594	565	548	5.3	5.0	4.8
Other services.....	134	118	131	2.4	2.2	2.4
Government.....	223	177	186	1.0	.8	.8
Federal.....	56	40	37	2.1	1.5	1.4
State and local.....	167	138	149	.8	.7	.7
<b>REGION <sup>3</sup></b>						
Northeast.....	555	616	623	2.2	2.4	2.4
South.....	1,718	1,399	1,486	3.5	2.8	3.0
Midwest.....	899	741	754	2.9	2.4	2.4
West.....	1,001	963	1,041	3.3	3.1	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> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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		
	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>
<b>Total</b> .....	2,510	2,076	2,177	1.8	1.5	1.6
<b>INDUSTRY</b>						
Total private.....	2,387	1,977	2,088	2.1	1.7	1.8
Natural resources and mining.....	11	13	11	1.6	1.8	1.5
Construction.....	120	102	90	1.6	1.5	1.3
Manufacturing.....	223	165	162	1.6	1.2	1.2
Durable goods.....	128	93	95	1.5	1.1	1.1
Nondurable goods.....	95	72	67	1.9	1.5	1.3
Trade, transportation, and utilities.....	561	441	498	2.1	1.7	1.9
Wholesale trade.....	119	66	61	2.0	1.1	1.0
Retail trade.....	380	309	365	2.5	2.0	2.4
Transportation, warehousing, and utilities.....	62	65	72	1.2	1.3	1.4
Information.....	50	29	31	1.6	1.0	1.0
Financial activities.....	147	111	120	1.8	1.4	1.5
Finance and insurance.....	91	76	73	1.5	1.2	1.2
Real estate and rental and leasing.....	55	35	47	2.6	1.7	2.2
Professional and business services.....	458	402	381	2.6	2.3	2.1
Education and health services.....	246	224	265	1.3	1.2	1.4
Educational services.....	21	17	21	.7	.6	.7
Health care and social assistance.....	224	207	243	1.5	1.3	1.6
Leisure and hospitality.....	484	423	444	3.7	3.2	3.3
Arts, entertainment, and recreation.....	39	38	31	2.2	2.1	1.7
Accommodation and food services.....	445	384	414	4.0	3.4	3.6
Other services.....	88	67	86	1.6	1.2	1.6
Government.....	123	99	89	.5	.4	.4
Federal.....	18	16	12	.7	.6	.5
State and local.....	105	83	77	.5	.4	.4
<b>REGION <sup>3</sup></b>						
Northeast.....	320	308	290	1.3	1.2	1.1
South.....	1,065	855	924	2.2	1.7	1.9
Midwest.....	552	394	416	1.8	1.3	1.3
West.....	573	519	547	1.9	1.7	1.8

<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> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**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		
	Mar. 2007	Feb. 2008	Mar. 2008 <sup>P</sup>	Mar. 2007	Feb. 2008	Mar. 2008 <sup>P</sup>
<b>Total</b> .....	1,350	1,384	1,416	1.0	1.0	1.0
<b>INDUSTRY</b>						
Total private.....	1,301	1,348	1,363	1.1	1.2	1.2
Natural resources and mining.....	4	10	7	.6	1.3	.9
Construction.....	157	172	209	2.1	2.5	3.0
Manufacturing.....	159	130	112	1.1	1.0	.8
Durable goods.....	106	68	73	1.2	.8	.8
Nondurable goods.....	53	63	40	1.1	1.3	.8
Trade, transportation, and utilities.....	261	293	258	1.0	1.1	1.0
Wholesale trade.....	56	52	55	.9	.9	.9
Retail trade.....	150	202	161	1.0	1.3	1.1
Transportation, warehousing, and utilities.....	55	39	42	1.1	.8	.8
Information.....	18	14	37	.6	.5	1.2
Financial activities.....	71	41	78	.9	.5	1.0
Finance and insurance.....	49	21	57	.8	.3	.9
Real estate and rental and leasing.....	22	20	21	1.0	1.0	1.0
Professional and business services.....	296	318	320	1.7	1.8	1.8
Education and health services.....	118	113	130	.6	.6	.7
Educational services.....	17	13	13	.5	.4	.4
Health care and social assistance.....	102	100	117	.7	.6	.7
Leisure and hospitality.....	176	212	170	1.4	1.6	1.3
Arts, entertainment, and recreation.....	45	42	53	2.5	2.3	2.9
Accommodation and food services.....	131	170	117	1.2	1.5	1.0
Other services.....	40	45	39	.7	.8	.7
Government.....	49	37	53	.2	.2	.2
Federal.....	13	9	9	.5	.3	.3
State and local.....	36	27	45	.2	.1	.2
<b>REGION <sup>3</sup></b>						
Northeast.....	179	254	263	.7	1.0	1.0
South.....	526	468	491	1.1	1.0	1.0
Midwest.....	283	278	264	.9	.9	.8
West.....	361	384	398	1.2	1.3	1.3

<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>3</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>	Mar. 2007	Feb. 2008	Mar. 2008 <sup>p</sup>
<b>Total</b> .....	313	259	310	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	262	217	267	.2	.2	.2
Natural resources and mining.....	3	2	3	.4	.2	.4
Construction.....	22	11	20	.3	.2	.3
Manufacturing.....	26	23	30	.2	.2	.2
Durable goods.....	18	13	21	.2	.1	.2
Nondurable goods.....	8	11	9	.2	.2	.2
Trade, transportation, and utilities.....	90	74	74	.3	.3	.3
Wholesale trade.....	5	5	5	.1	.1	.1
Retail trade.....	59	61	62	.4	.4	.4
Transportation, warehousing, and utilities.....	26	8	8	.5	.2	.1
Information.....	7	3	3	.2	.1	.1
Financial activities.....	24	18	13	.3	.2	.2
Finance and insurance.....	16	12	7	.3	.2	.1
Real estate and rental and leasing.....	8	6	6	.4	.3	.3
Professional and business services.....	38	30	68	.2	.2	.4
Education and health services.....	25	37	32	.1	.2	.2
Educational services.....	2	2	4	.1	( <sup>4</sup> )	.1
Health care and social assistance.....	23	36	28	.1	.2	.2
Leisure and hospitality.....	21	12	18	.2	.1	.1
Arts, entertainment, and recreation.....	4	1	1	.2	.1	.1
Accommodation and food services.....	18	11	17	.2	.1	.1
Other services.....	6	6	6	.1	.1	.1
Government.....	51	42	44	.2	.2	.2
Federal.....	24	14	16	.9	.5	.6
State and local.....	27	28	27	.1	.1	.1
<b>REGION <sup>3</sup></b>						
Northeast.....	56	55	70	.2	.2	.3
South.....	127	76	71	.3	.2	.1
Midwest.....	63	68	73	.2	.2	.2
West.....	67	60	96	.2	.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>3</sup> See footnote 8, table 1.

<sup>4</sup> Data round to zero.

<sup>p</sup> = preliminary.