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## JOB OPENINGS AND LABOR TURNOVER: MARCH 2004

The number of hires rose by 441,000 in March to 4.5 million, while the number of separations was about unchanged at 4.1 million, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate edged up to 2.3 percent in March. The series in this report include estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector with breakouts by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,  
Percent  
December 2000 - March 2004

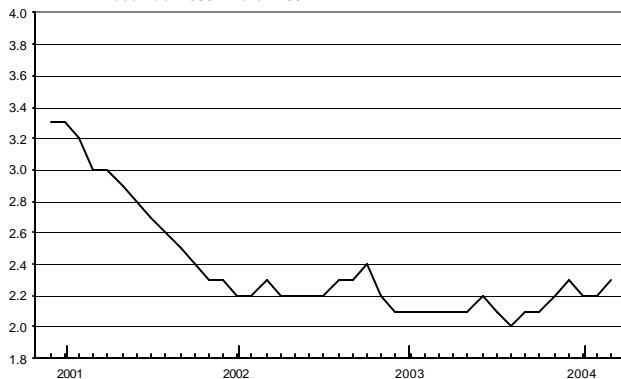
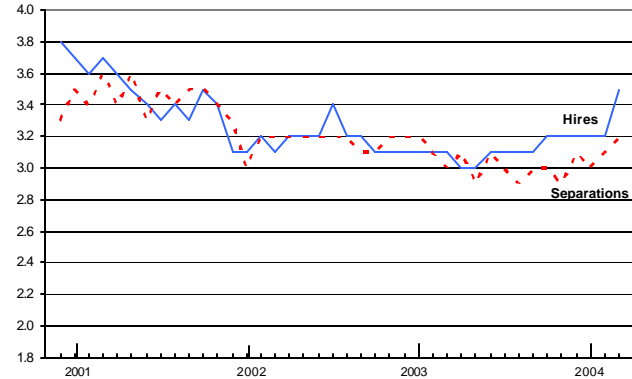


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent  
December 2000 - March 2004



### Job Openings

On the last business day of March 2004, there were 3.1 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 ranged from 2.0 to 2.4 percent since October 2001. Over the month, the job openings rates for major industry categories showed little or no change. Among the geographic regions, there was an increase in the job openings rate in the Northeast.

### Hires and Separations

The hires rate (the number of hires during the month divided by employment) increased in March to 3.5 percent. (See table 2.) Hires are any additions to the payroll during the month. The hires rate was at its highest point since late 2001. The hires rate increased in professional and business services in March, largely offsetting the drop in February, while the hires rates for trade, transportation, and utilities and leisure and hospitality continued on an upward trend. Other major industries showed little or no change in their hires rates over the month. The hires rate increased in the South, Midwest, and West regions in March.

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

Industry	Job openings			Hires			Total separations		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>p</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>p</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	2,771	2,906	3,072	4,003	4,103	4,544	3,912	4,073	4,113
Total private <sup>1</sup> .....	2,387	2,534	2,729	3,694	3,772	4,204	3,665	3,807	3,845
Construction .....	78	99	113	373	382	430	363	400	385
Manufacturing .....	178	226	231	326	355	361	387	355	376
Trade, transportation, and utilities .....	439	458	500	877	945	995	856	899	988
Professional and business services .....	457	491	509	594	529	683	473	590	557
Education and health services .....	565	551	558	428	447	433	356	388	380
Leisure and hospitality .....	319	383	372	686	766	799	745	727	697
Government .....	388	364	354	312	323	331	259	268	282
	Rates (percent)								
Total <sup>1</sup> .....	2.1	2.2	2.3	3.1	3.2	3.5	3.0	3.1	3.2
Total private <sup>1</sup> .....	2.2	2.3	2.4	3.4	3.5	3.9	3.4	3.5	3.5
Construction .....	1.2	1.4	1.6	5.6	5.6	6.3	5.4	5.9	5.6
Manufacturing .....	1.2	1.6	1.6	2.2	2.5	2.5	2.6	2.5	2.6
Trade, transportation, and utilities .....	1.7	1.8	1.9	3.5	3.7	3.9	3.4	3.5	3.9
Professional and business services .....	2.8	2.9	3.0	3.7	3.3	4.2	3.0	3.6	3.4
Education and health services .....	3.3	3.2	3.2	2.6	2.7	2.6	2.2	2.3	2.3
Leisure and hospitality .....	2.6	3.0	2.9	5.7	6.3	6.5	6.2	5.9	5.7
Government .....	1.8	1.7	1.6	1.4	1.5	1.5	1.2	1.2	1.3

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

The total separations, or turnover, rate (the number of separations during the month divided by employment) was 3.2 percent in March 2004 and has remained in the range of 2.9 to 3.3 percent since December 2001. Separations are terminations of employment that occur at any time during the month. The major industries showed little or no change in their total separations rates over the month. (See table 3.)

Total separations includes 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 in March at 1.7 percent. (See table 4.) Quits as a percent of the total separations has been increasing since December 2003; quits were 54.3 percent of total separations in March. The other two components of total separations, layoffs and discharges (1.0 percent) and other separations (0.2 percent), are not seasonally adjusted. (See tables 9 and 10.)

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.1 million per month and separations have averaged 3.9 million per month. (See the Technical Note for additional information on these measures.) Hires have outpaced separations in 11 of the past 12 months. The trade, transportation, and utilities; professional and business services; and leisure and hospitality industries have reported the largest share of hires and separations over the last year.

For More Information

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

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The report on Job Openings and Labor Turnover for April 2004 is scheduled to be released on Wednesday, June 9, 2004.

# Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

## Collection

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, fax, and mail.

## Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 2002 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Employment Security Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

**Employment.** Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or persons on leave without pay or on strike for the entire pay period, are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working.

**Job openings.** Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded

are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

**Hires.** Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term, and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

**Separations.** Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

## Sample methodology

The JOLTS sample design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample

with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

### Using JOLTS data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

### Seasonal adjustment

BLS seasonally adjusts several JOLTS series using the X-12-ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including the data for the current month.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Since the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these

effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

### Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

### Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

**Table 1. Job openings 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. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,771	2,823	2,952	3,062	2,868	2,906	3,072	2.1	2.1	2.2	2.3	2.2	2.2	2.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,387	2,479	2,593	2,719	2,518	2,534	2,729	2.2	2.2	2.3	2.4	2.3	2.3	2.4
Construction.....	78	78	89	110	106	99	113	1.2	1.1	1.3	1.6	1.5	1.4	1.6
Manufacturing.....	178	199	221	234	233	226	231	1.2	1.4	1.5	1.6	1.6	1.6	1.6
Trade, transportation, and utilities.....	439	451	513	520	430	458	500	1.7	1.8	2.0	2.0	1.7	1.8	1.9
Professional and business services.....	457	488	499	594	501	491	509	2.8	2.9	3.0	3.5	3.0	2.9	3.0
Education and health services.....	565	545	551	520	549	551	558	3.3	3.2	3.2	3.0	3.2	3.2	3.2
Leisure and hospitality.....	319	367	364	399	368	383	372	2.6	2.9	2.9	3.2	2.9	3.0	2.9
Government.....	388	346	358	351	350	364	354	1.8	1.6	1.6	1.6	1.6	1.7	1.6
<b>REGION</b>														
Northeast.....	505	499	526	541	476	500	554	2.0	2.0	2.1	2.1	1.9	2.0	2.2
South.....	1,052	1,092	1,154	1,204	1,132	1,112	1,166	2.2	2.3	2.5	2.6	2.4	2.4	2.5
Midwest.....	609	628	655	666	679	680	658	1.9	2.0	2.1	2.1	2.2	2.2	2.1
West.....	568	636	621	649	586	632	661	2.0	2.2	2.1	2.2	2.0	2.2	2.3

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: The States (including the District of Columbia) that comprise

the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	4,003	4,108	4,135	4,216	4,106	4,103	4,544	3.1	3.2	3.2	3.2	3.2	3.2	3.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,694	3,815	3,843	3,923	3,800	3,772	4,204	3.4	3.5	3.5	3.6	3.5	3.5	3.9
Construction.....	373	391	397	404	358	382	430	5.6	5.8	5.9	6.0	5.3	5.6	6.3
Manufacturing.....	326	335	345	340	349	355	361	2.2	2.3	2.4	2.4	2.4	2.5	2.5
Trade, transportation, and utilities.....	877	880	875	913	957	945	995	3.5	3.5	3.5	3.6	3.8	3.7	3.9
Professional and business services.....	594	590	613	650	708	529	683	3.7	3.7	3.8	4.0	4.4	3.3	4.2
Education and health services.....	428	433	436	427	416	447	433	2.6	2.6	2.6	2.5	2.5	2.7	2.6
Leisure and hospitality.....	686	729	776	753	715	766	799	5.7	6.0	6.4	6.2	5.9	6.3	6.5
Government.....	312	269	302	300	295	323	331	1.4	1.2	1.4	1.4	1.4	1.5	1.5
<b>REGION</b>														
Northeast.....	629	695	717	792	722	689	721	2.5	2.8	2.9	3.2	2.9	2.8	2.9
South.....	1,565	1,500	1,508	1,517	1,585	1,608	1,743	3.4	3.3	3.3	3.3	3.4	3.5	3.8
Midwest.....	939	905	925	897	921	953	1,070	3.1	2.9	3.0	2.9	3.0	3.1	3.5
West.....	894	969	924	992	883	876	988	3.2	3.4	3.3	3.5	3.1	3.1	3.5

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	3,912	3,859	3,797	4,022	3,968	4,073	4,113	3.0	3.0	2.9	3.1	3.0	3.1	3.2
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,665	3,612	3,543	3,723	3,716	3,807	3,845	3.4	3.3	3.3	3.4	3.4	3.5	3.5
Construction.....	363	365	372	391	436	400	385	5.4	5.4	5.5	5.8	6.4	5.9	5.6
Manufacturing.....	387	332	330	343	323	355	376	2.6	2.3	2.3	2.4	2.3	2.5	2.6
Trade, transportation, and utilities.....	856	854	856	968	936	899	988	3.4	3.4	3.4	3.8	3.7	3.5	3.9
Professional and business services.....	473	523	542	575	572	590	557	3.0	3.3	3.4	3.6	3.5	3.6	3.4
Education and health services.....	356	377	372	330	389	388	380	2.2	2.3	2.2	2.0	2.3	2.3	2.3
Leisure and hospitality.....	745	725	678	723	709	727	697	6.2	6.0	5.6	5.9	5.8	5.9	5.7
Government.....	259	257	259	269	258	268	282	1.2	1.2	1.2	1.2	1.2	1.2	1.3
<b>REGION</b>														
Northeast.....	594	615	622	687	712	688	661	2.4	2.5	2.5	2.8	2.9	2.8	2.6
South.....	1,539	1,465	1,438	1,518	1,505	1,499	1,567	3.4	3.2	3.1	3.3	3.3	3.3	3.4
Midwest.....	871	859	881	901	903	929	951	2.8	2.8	2.9	2.9	2.9	3.0	3.1
West.....	911	877	858	898	896	941	968	3.2	3.1	3.0	3.2	3.2	3.3	3.4

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Oct. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,033	2,129	2,104	2,131	2,118	2,178	2,233	1.6	1.6	1.6	1.6	1.6	1.7	1.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	1,910	1,995	1,999	2,010	2,002	2,051	2,105	1.8	1.8	1.8	1.9	1.8	1.9	1.9
Construction.....	108	139	158	171	148	133	151	1.6	2.1	2.3	2.5	2.2	2.0	2.2
Manufacturing.....	150	162	166	178	165	169	171	1.0	1.1	1.2	1.2	1.2	1.2	1.2
Trade, transportation, and utilities.....	492	482	491	534	530	493	536	1.9	1.9	1.9	2.1	2.1	1.9	2.1
Professional and business services.....	250	266	261	256	261	302	302	1.6	1.7	1.6	1.6	1.6	1.9	1.9
Education and health services.....	219	230	225	212	237	234	252	1.3	1.4	1.3	1.3	1.4	1.4	1.5
Leisure and hospitality.....	440	515	463	462	428	447	444	3.6	4.2	3.8	3.8	3.5	3.7	3.6
Government.....	120	135	100	119	116	126	127	.6	.6	.5	.6	.5	.6	.6
<b>REGION</b>														
Northeast.....	298	288	301	315	288	319	319	1.2	1.2	1.2	1.3	1.2	1.3	1.3
South.....	824	840	869	894	852	867	920	1.8	1.8	1.9	1.9	1.9	1.9	2.0
Midwest.....	447	464	466	465	513	455	478	1.5	1.5	1.5	1.5	1.7	1.5	1.5
West.....	465	552	464	436	475	520	534	1.6	1.9	1.6	1.5	1.7	1.8	1.9

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total</b> .....	2,731	2,807	3,056	2.1	2.1	2.3
<b>INDUSTRY</b>						
Total private.....	2,346	2,475	2,704	2.1	2.3	2.4
Natural resources and mining.....	6	6	8	1.0	1.1	1.4
Construction.....	71	85	117	1.1	1.3	1.8
Manufacturing.....	181	223	231	1.2	1.5	1.6
Durable goods.....	112	143	149	1.2	1.6	1.7
Nondurable goods.....	69	80	82	1.2	1.5	1.5
Trade, transportation, and utilities.....	420	409	493	1.7	1.6	1.9
Wholesale trade.....	72	77	101	1.3	1.4	1.8
Retail trade.....	280	262	304	1.9	1.8	2.0
Transportation, warehousing, and utilities.....	68	70	87	1.4	1.5	1.8
Information.....	49	63	70	1.5	2.0	2.2
Financial activities.....	157	167	187	1.9	2.1	2.3
Finance and insurance.....	110	137	152	1.8	2.3	2.5
Real estate and rental and leasing.....	47	30	35	2.3	1.4	1.7
Professional and business services.....	458	498	506	2.8	3.0	3.1
Education and health services.....	542	537	543	3.2	3.1	3.1
Educational services.....	32	43	40	1.1	1.5	1.4
Health care and social assistance.....	510	494	503	3.6	3.4	3.5
Leisure and hospitality.....	351	357	409	2.9	3.0	3.3
Arts, entertainment, and recreation.....	38	50	41	2.2	3.0	2.4
Accommodations and food services.....	314	307	368	3.0	2.9	3.5
Other services.....	111	131	140	2.0	2.4	2.5
Government.....	385	333	352	1.7	1.5	1.6
Federal.....	49	48	39	1.7	1.7	1.4
State and local.....	336	285	313	1.7	1.5	1.6
<b>REGION</b>						
Northeast.....	489	455	542	1.9	1.8	2.1
South.....	1,052	1,108	1,168	2.3	2.4	2.5
Midwest.....	629	642	674	2.0	2.1	2.1
West.....	561	602	672	2.0	2.1	2.3

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.



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

Industry and region	Levels (in thousands)			Rates		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total</b> .....	3,761	3,364	4,295	2.9	2.6	3.3
<b>INDUSTRY</b>						
Total private.....	3,550	3,139	4,067	3.3	2.9	3.8
Natural resources and mining.....	17	17	20	3.1	3.1	3.5
Construction.....	390	311	472	6.2	4.9	7.3
Manufacturing.....	328	332	370	2.2	2.3	2.6
Durable goods.....	190	222	236	2.1	2.5	2.7
Nondurable goods.....	138	110	134	2.5	2.0	2.5
Trade, transportation, and utilities.....	761	698	880	3.0	2.8	3.5
Wholesale trade.....	110	114	170	2.0	2.1	3.0
Retail trade.....	551	471	594	3.8	3.2	4.0
Transportation, warehousing, and utilities.....	100	113	116	2.1	2.4	2.5
Information.....	64	67	65	2.0	2.1	2.0
Financial activities.....	146	117	178	1.8	1.5	2.2
Finance and insurance.....	83	76	111	1.4	1.3	1.9
Real estate and rental and leasing.....	63	42	67	3.1	2.0	3.3
Professional and business services.....	594	488	703	3.8	3.1	4.4
Education and health services.....	395	382	400	2.4	2.3	2.4
Educational services.....	39	49	40	1.4	1.7	1.4
Health care and social assistance.....	356	333	360	2.6	2.4	2.6
Leisure and hospitality.....	692	606	819	5.9	5.2	6.9
Arts, entertainment, and recreation.....	118	75	104	7.1	4.7	6.2
Accommodations and food services.....	574	531	715	5.7	5.3	7.0
Other services.....	164	120	160	3.0	2.3	3.0
Government.....	210	225	228	1.0	1.0	1.0
Federal.....	28	28	28	1.0	1.0	1.0
State and local.....	182	197	200	.9	1.0	1.0
<b>REGION</b>						
Northeast.....	549	518	629	2.2	2.1	2.5
South.....	1,507	1,417	1,717	3.3	3.1	3.7
Midwest.....	872	711	1,015	2.8	2.3	3.3
West.....	833	718	934	3.0	2.6	3.3

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total</b> .....	3,331	3,377	3,541	2.6	2.6	2.7
<b>INDUSTRY</b>						
Total private.....	3,159	3,192	3,346	2.9	3.0	3.1
Natural resources and mining.....	16	17	15	2.9	3.0	2.7
Construction.....	334	388	351	5.3	6.1	5.4
Manufacturing.....	348	314	344	2.4	2.2	2.4
Durable goods.....	218	186	203	2.4	2.1	2.3
Nondurable goods.....	130	128	141	2.3	2.4	2.6
Trade, transportation, and utilities.....	759	758	890	3.0	3.0	3.5
Wholesale trade.....	118	119	157	2.1	2.1	2.8
Retail trade.....	531	531	606	3.6	3.6	4.1
Transportation, warehousing, and utilities.....	110	109	127	2.3	2.3	2.7
Information.....	59	68	65	1.8	2.1	2.1
Financial activities.....	156	147	122	2.0	1.8	1.5
Finance and insurance.....	100	103	84	1.7	1.7	1.4
Real estate and rental and leasing.....	56	44	38	2.8	2.2	1.9
Professional and business services.....	428	481	502	2.7	3.0	3.1
Education and health services.....	321	333	345	1.9	2.0	2.0
Educational services.....	30	29	35	1.1	1.0	1.2
Health care and social assistance.....	290	304	310	2.1	2.2	2.2
Leisure and hospitality.....	608	528	565	5.2	4.5	4.7
Arts, entertainment, and recreation.....	75	54	73	4.5	3.4	4.4
Accommodations and food services.....	533	473	492	5.3	4.7	4.8
Other services.....	131	159	147	2.4	3.0	2.7
Government.....	173	185	195	.8	.8	.9
Federal.....	25	33	25	.9	1.2	.9
State and local.....	147	152	170	.8	.8	.9
<b>REGION</b>						
Northeast.....	507	552	536	2.0	2.2	2.2
South.....	1,338	1,292	1,378	2.9	2.8	3.0
Midwest.....	679	747	752	2.2	2.5	2.4
West.....	807	786	875	2.9	2.8	3.1

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total</b> .....	1,769	1,809	1,983	1.4	1.4	1.5
<b>INDUSTRY</b>						
Total private.....	1,680	1,709	1,886	1.6	1.6	1.7
Natural resources and mining.....	8	6	7	1.4	1.1	1.2
Construction.....	97	120	138	1.5	1.9	2.1
Manufacturing.....	141	144	160	1.0	1.0	1.1
Durable goods.....	90	89	89	1.0	1.0	1.0
Nondurable goods.....	51	55	71	.9	1.0	1.3
Trade, transportation, and utilities.....	447	414	492	1.8	1.7	2.0
Wholesale trade.....	55	46	80	1.0	.8	1.4
Retail trade.....	328	314	356	2.2	2.1	2.4
Transportation, warehousing, and utilities.....	64	53	56	1.3	1.1	1.2
Information.....	34	45	32	1.0	1.4	1.0
Financial activities.....	81	90	72	1.0	1.1	.9
Finance and insurance.....	50	64	51	.9	1.1	.9
Real estate and rental and leasing.....	31	27	21	1.5	1.3	1.0
Professional and business services.....	230	241	287	1.5	1.5	1.8
Education and health services.....	188	195	227	1.1	1.2	1.3
Educational services.....	23	16	15	.8	.6	.5
Health care and social assistance.....	165	179	212	1.2	1.3	1.5
Leisure and hospitality.....	364	355	366	3.1	3.0	3.1
Arts, entertainment, and recreation.....	32	22	29	1.9	1.4	1.7
Accommodations and food services.....	332	333	338	3.3	3.3	3.3
Other services.....	92	98	106	1.7	1.8	2.0
Government.....	89	101	97	.4	.5	.4
Federal.....	11	19	12	.4	.7	.4
State and local.....	78	82	86	.4	.4	.4
<b>REGION</b>						
Northeast.....	245	252	265	1.0	1.0	1.1
South.....	733	739	825	1.6	1.6	1.8
Midwest.....	372	364	400	1.2	1.2	1.3
West.....	419	454	494	1.5	1.6	1.7

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total</b> .....	1,281	1,318	1,302	1.0	1.0	1.0
<b>INDUSTRY</b>						
Total private.....	1,236	1,276	1,246	1.2	1.2	1.2
Natural resources and mining.....	6	7	5	1.1	1.3	.9
Construction.....	226	256	199	3.6	4.0	3.1
Manufacturing.....	177	146	150	1.2	1.0	1.1
Durable goods.....	108	81	87	1.2	.9	1.0
Nondurable goods.....	69	65	63	1.2	1.2	1.2
Trade, transportation, and utilities.....	252	293	325	1.0	1.2	1.3
Wholesale trade.....	53	63	69	1.0	1.1	1.2
Retail trade.....	166	187	195	1.1	1.3	1.3
Transportation, warehousing, and utilities.....	33	43	62	.7	.9	1.3
Information.....	21	19	30	.6	.6	1.0
Financial activities.....	69	35	31	.9	.4	.4
Finance and insurance.....	46	25	16	.8	.4	.3
Real estate and rental and leasing.....	23	10	15	1.2	.5	.7
Professional and business services.....	156	206	188	1.0	1.3	1.2
Education and health services.....	93	104	102	.6	.6	.6
Educational services.....	6	11	17	.2	.4	.6
Health care and social assistance.....	88	93	85	.6	.7	.6
Leisure and hospitality.....	200	157	181	1.7	1.3	1.5
Arts, entertainment, and recreation.....	42	31	43	2.5	1.9	2.6
Accommodations and food services.....	159	126	138	1.6	1.2	1.3
Other services.....	34	52	36	.6	1.0	.7
Government.....	45	42	55	.2	.2	.3
Federal.....	7	7	7	.2	.3	.2
State and local.....	38	35	49	.2	.2	.3
<b>REGION</b>						
Northeast.....	216	252	230	.9	1.0	.9
South.....	492	453	452	1.1	1.0	1.0
Midwest.....	247	330	297	.8	1.1	1.0
West.....	326	284	323	1.2	1.0	1.1

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>	Mar. 2003	Feb. 2004	Mar. 2004 <sup>P</sup>
<b>Total</b> .....	282	250	256	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	242	208	214	.2	.2	.2
Natural resources and mining.....	2	3	3	.4	.5	.6
Construction.....	10	12	14	.2	.2	.2
Manufacturing.....	30	24	34	.2	.2	.2
Durable goods.....	20	16	27	.2	.2	.3
Nondurable goods.....	10	8	7	.2	.1	.1
Trade, transportation, and utilities.....	60	51	73	.2	.2	.3
Wholesale trade.....	9	10	8	.2	.2	.1
Retail trade.....	37	30	56	.3	.2	.4
Transportation, warehousing, and utilities.....	13	12	10	.3	.3	.2
Information.....	4	4	3	.1	.1	.1
Financial activities.....	5	22	19	.1	.3	.2
Finance and insurance.....	3	14	17	.1	.2	.3
Real estate and rental and leasing.....	2	8	2	.1	.4	.1
Professional and business services.....	42	34	28	.3	.2	.2
Education and health services.....	40	35	16	.2	.2	.1
Educational services.....	2	2	2	.1	.1	.1
Health care and social assistance.....	38	33	13	.3	.2	.1
Leisure and hospitality.....	44	15	18	.4	.1	.2
Arts, entertainment, and recreation.....	2	1	1	.1	.1	.1
Accommodations and food services.....	42	14	17	.4	.1	.2
Other services.....	5	9	5	.1	.2	.1
Government.....	39	42	42	.2	.2	.2
Federal.....	8	7	7	.3	.3	.2
State and local.....	31	35	36	.2	.2	.2
<b>REGION</b>						
Northeast.....	46	48	42	.2	.2	.2
South.....	113	100	101	.2	.2	.2
Midwest.....	61	54	55	.2	.2	.2
West.....	62	49	58	.2	.2	.2

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.