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JOB OPENINGS AND LABOR TURNOVER: MARCH 2007

On the last business day of March, there were 4.2 million job openings in the United States, and the job openings rate was 2.9 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings and hires rates were unchanged, and the total separations rate was 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 2004 - March 2007

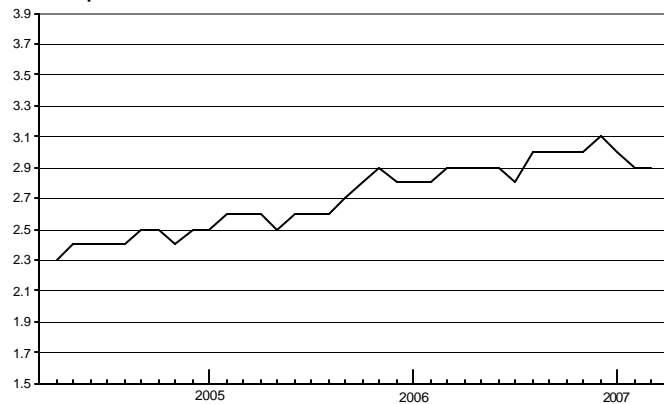
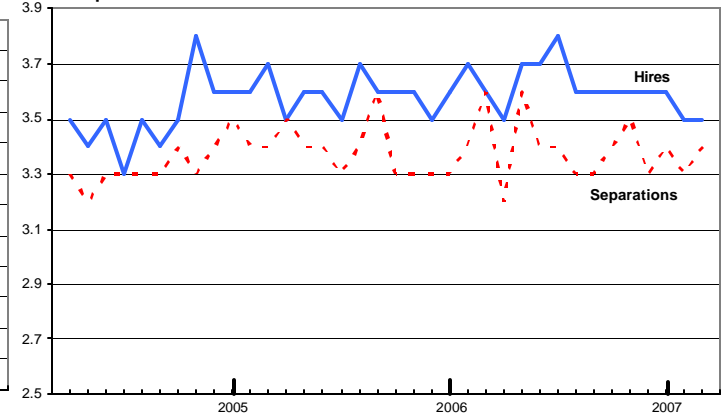


Chart 2. Hires and separations rates, seasonally adjusted,
Percent April 2004 - March 2007



Job Openings

At 2.9 percent in March, the job openings rate has been essentially flat since November 2005. In March, the job openings rate rose in professional and business services and fell in construction. None of the regions experienced a significant over-the-month change in the job openings rate. The seasonally adjusted job openings rate was highest in March for the following industries: accommodations and food services (4.1 percent), professional and business services (4.1 percent), and education and health services (3.6 percent). (See table 1.)

Over the year, the job openings rate increased in nondurable goods manufacturing, wholesale trade, and information. The rate decreased in finance and insurance and in educational services. The job openings rate did not change significantly over the year in any of the regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Mar. 2006	Feb. 2007	Mar. 2007 ^P	Mar. 2006	Feb. 2007	Mar. 2007 ^P	Mar. 2006	Feb. 2007	Mar. 2007 ^P
	Levels (in thousands)								
Total ¹	3,999	4,149	4,173	4,877	4,815	4,786	4,846	4,556	4,629
Total private ¹	3,568	3,666	3,689	4,503	4,509	4,442	4,529	4,263	4,357
Construction	155	229	139	372	298	371	423	322	330
Manufacturing	320	330	319	344	371	323	429	422	394
Trade, transportation, and utilities ²	663	660	679	1,082	1,018	1,002	965	943	951
Retail trade.....	388	378	364	772	695	687	684	656	663
Professional and business services	682	642	756	904	953	851	853	862	877
Education and health services	661	670	687	441	518	498	419	419	438
Leisure and hospitality ³	525	566	550	846	934	881	810	835	820
Accommodations and food services ..	453	511	487	722	778	737	698	697	691
Government ⁴	421	482	482	377	379	330	322	294	265
State and local government	392	438	436	322	317	304	256	243	240
	Rates (percent)								
Total ¹	2.9	2.9	2.9	3.6	3.5	3.5	3.6	3.3	3.4
Total private ¹	3.0	3.1	3.1	4.0	3.9	3.8	4.0	3.7	3.8
Construction	2.0	2.9	1.8	4.8	3.9	4.8	5.5	4.2	4.3
Manufacturing	2.2	2.3	2.2	2.4	2.6	2.3	3.0	3.0	2.8
Trade, transportation, and utilities ²	2.5	2.4	2.5	4.1	3.9	3.8	3.7	3.6	3.6
Retail trade	2.5	2.4	2.3	5.0	4.5	4.5	4.4	4.3	4.3
Professional and business services	3.8	3.5	4.1	5.2	5.3	4.8	4.9	4.8	4.9
Education and health services	3.6	3.6	3.6	2.5	2.9	2.7	2.4	2.3	2.4
Leisure and hospitality ³	3.9	4.0	3.9	6.5	7.0	6.6	6.2	6.2	6.1
Accommodations and food services ..	3.9	4.3	4.1	6.5	6.8	6.4	6.3	6.1	6.0
Government ⁴	1.9	2.1	2.1	1.7	1.7	1.5	1.5	1.3	1.2
State and local government	2.0	2.2	2.2	1.7	1.6	1.6	1.3	1.2	1.2

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

² Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

³ Includes arts, entertainment, and recreation, not shown separately.

⁴ Includes federal government, not shown separately.

^P = preliminary.

Hires

The hires rate was unchanged at 3.5 percent in March. Hires are any additions to the payroll during the month. In March, the hires rate fell in manufacturing and government. None of the regions experienced a significant over-the-month change in the hires rate. The seasonally adjusted hires rate was highest in March in accommodations and food services (6.4 percent). (See table 2.)

From March 2006 to March 2007, the hires rate rose in wholesale trade and educational services and fell in retail trade; transportation, warehousing, and utilities; professional and business services; federal government; and state and local government. Regionally, the hires rate decreased over the year in the Northeast. (See table 6.)

Separations

The total separations, or turnover, rate was little changed at 3.4 percent in March. Separations are terminations of employment that occur at any time during the month. In March, the only sector to experience

a change in the separations rate was government, where the rate declined slightly. None of the regions experienced a significant change in the separations rate. From March 2006 to March 2007, the total separations rate did not rise significantly in any industry; the rate declined in construction, other services, and federal government. Geographically, none of the regions experienced a significant change in the total separations rate over the year. (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 unchanged at 2.0 percent in March. Over the month, the quits rate rose in state and local government; the rate did not fall in any industry. None of the regions experienced a significant change in the quits rate over the month. In March, the seasonally adjusted quits rate was highest in the accommodations and food services industry (4.7 percent). (See table 4.)

Over the year, the quits rate rose in nondurable manufacturing; finance and insurance; and real estate and rental and leasing. The quits rate fell over the year in construction, other services, and federal government. Geographically, the quits rate declined over the year in the Northeast region. (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 (1.3 million) were unchanged from a year earlier. As is typical in many months, the layoffs and discharges rate in March was highest in construction (2.4 percent) and arts, entertainment, and recreation (2.2 percent). From March 2006 to March 2007, the other separations rate was essentially unchanged at 0.2 percent, and the level was little changed at 288,000. (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 employment levels. The proportion of quits fell from 61 percent in February 2001 to 51 percent in August 2003 (seasonally adjusted), and has since risen. In March 2007, the percentage of quits was 58 percent.

Flows in the Labor Market

Hires and separations data help show dynamic flows in the labor market. For the 12 months ending in March 2007, hires have averaged 4.9 million per month and separations have averaged 4.6 million per month (not seasonally adjusted). The comparable figures for the prior 12-month period were 4.8 million hires and 4.6 million separations. (See the Technical Note for additional information on these measures.)

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 accommodations and food services. In the 12 months ending in March 2007, these 5 industries produced 34.8 million hires and 32.8 million separations. Thus, these five industries accounted for 59 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 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 or by calling (202) 691-5870.

The Job Openings and Labor Turnover release for April 2007 is scheduled to be issued on Tuesday, June 12.

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 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. Due to the improved diagnostics, three additional industries are now seasonally adjusted: retail trade, accommodations and food services, and state and local government. It is expected that more series 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 ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^p
Total ⁴	3,999	4,157	4,200	4,401	4,222	4,149	4,173	2.9	3.0	3.0	3.1	3.0	2.9	2.9
INDUSTRY														
Total private ⁴	3,568	3,702	3,735	3,928	3,746	3,666	3,689	3.0	3.1	3.1	3.3	3.1	3.1	3.1
Construction.....	155	137	106	107	142	229	139	2.0	1.7	1.4	1.4	1.8	2.9	1.8
Manufacturing.....	320	364	328	362	337	330	319	2.2	2.5	2.3	2.5	2.3	2.3	2.2
Trade, transportation, and utilities ⁵	663	658	671	767	727	660	679	2.5	2.4	2.5	2.8	2.7	2.4	2.5
Retail trade.....	388	370	417	471	413	378	364	2.5	2.4	2.7	3.0	2.6	2.4	2.3
Professional and business services.....	682	709	705	745	707	642	756	3.8	3.9	3.8	4.0	3.8	3.5	4.1
Education and health services.....	661	749	713	734	707	670	687	3.6	4.0	3.8	3.9	3.8	3.6	3.6
Leisure and hospitality ⁶	525	579	625	612	552	566	550	3.9	4.2	4.5	4.4	4.0	4.0	3.9
Accommodations and food services.....	453	487	528	538	495	511	487	3.9	4.1	4.4	4.5	4.1	4.3	4.1
Government ⁷	421	460	463	473	477	482	482	1.9	2.0	2.0	2.1	2.1	2.1	2.1
State and local government.....	392	423	427	427	439	438	436	2.0	2.1	2.2	2.2	2.2	2.2	2.2
REGION ⁸														
Northeast.....	662	760	772	849	733	717	707	2.5	2.9	2.9	3.2	2.8	2.7	2.7
South.....	1,618	1,649	1,572	1,674	1,653	1,631	1,648	3.2	3.3	3.1	3.3	3.2	3.2	3.2
Midwest.....	733	769	770	810	822	783	783	2.3	2.4	2.4	2.5	2.5	2.4	2.4
West.....	998	989	1,034	1,044	1,005	1,011	1,035	3.2	3.1	3.3	3.3	3.2	3.2	3.3

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.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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, 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.
p = preliminary.

Table 2. Hires levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^p
Total ⁴	4,877	4,983	4,994	4,959	4,959	4,815	4,786	3.6	3.6	3.6	3.6	3.6	3.5	3.5
INDUSTRY														
Total private ⁴	4,503	4,616	4,665	4,662	4,607	4,509	4,442	4.0	4.0	4.1	4.1	4.0	3.9	3.8
Construction.....	372	345	395	341	299	298	371	4.8	4.5	5.1	4.4	3.9	3.9	4.8
Manufacturing.....	344	366	363	375	369	371	323	2.4	2.6	2.6	2.7	2.6	2.6	2.3
Trade, transportation, and utilities ⁵	1,082	1,008	1,012	990	1,020	1,018	1,002	4.1	3.8	3.8	3.8	3.9	3.9	3.8
Retail trade.....	772	713	737	699	757	695	687	5.0	4.7	4.8	4.6	4.9	4.5	4.5
Professional and business services.....	904	994	1,010	963	954	953	851	5.2	5.6	5.7	5.4	5.4	5.3	4.8
Education and health services.....	441	529	492	515	508	518	498	2.5	2.9	2.7	2.8	2.8	2.9	2.7
Leisure and hospitality ⁶	846	893	903	969	956	934	881	6.5	6.7	6.8	7.2	7.1	7.0	6.6
Accommodations and food services.....	722	758	748	793	825	778	737	6.5	6.7	6.6	6.9	7.2	6.8	6.4
Government ⁷	377	363	348	371	384	379	330	1.7	1.6	1.6	1.7	1.7	1.7	1.5
State and local government.....	322	320	303	313	321	317	304	1.7	1.7	1.6	1.6	1.7	1.6	1.6
REGION ⁸														
Northeast.....	830	727	713	768	833	709	704	3.3	2.8	2.8	3.0	3.2	2.8	2.7
South.....	1,798	1,969	1,979	1,900	1,899	1,837	1,836	3.7	4.0	4.0	3.9	3.9	3.7	3.7
Midwest.....	1,061	1,097	1,061	1,150	1,167	1,184	1,093	3.4	3.5	3.4	3.6	3.7	3.7	3.4
West.....	1,142	1,198	1,249	1,209	1,142	1,156	1,145	3.8	3.9	4.1	3.9	3.7	3.8	3.7

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.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = preliminary.

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^P	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^P
Total ⁴	4,846	4,613	4,844	4,540	4,602	4,556	4,629	3.6	3.4	3.5	3.3	3.4	3.3	3.4
INDUSTRY														
Total private ⁴	4,529	4,323	4,543	4,253	4,296	4,263	4,357	4.0	3.8	4.0	3.7	3.7	3.7	3.8
Construction.....	423	373	413	387	400	322	330	5.5	4.8	5.4	5.0	5.2	4.2	4.3
Manufacturing.....	429	359	360	372	399	422	394	3.0	2.5	2.5	2.6	2.8	3.0	2.8
Trade, transportation, and utilities ⁵	965	987	1,020	962	973	943	951	3.7	3.8	3.9	3.7	3.7	3.6	3.6
Retail trade.....	684	688	719	707	680	656	663	4.4	4.5	4.7	4.6	4.4	4.3	4.3
Professional and business services.....	853	921	974	851	894	862	877	4.9	5.2	5.5	4.8	5.0	4.8	4.9
Education and health services.....	419	424	430	430	423	419	438	2.4	2.4	2.4	2.4	2.3	2.3	2.4
Leisure and hospitality ⁶	810	791	838	835	768	835	820	6.2	6.0	6.3	6.2	5.7	6.2	6.1
Accommodations and food services.....	698	673	721	757	612	697	691	6.3	5.9	6.3	6.6	5.4	6.1	6.0
Government ⁷	322	298	305	283	309	294	265	1.5	1.3	1.4	1.3	1.4	1.3	1.2
State and local government.....	256	248	256	255	254	243	240	1.3	1.3	1.3	1.3	1.3	1.2	1.2
REGION ⁸														
Northeast.....	699	745	707	670	740	675	659	2.8	2.9	2.8	2.6	2.9	2.6	2.6
South.....	1,858	1,709	2,011	1,796	1,783	1,763	1,782	3.8	3.5	4.1	3.7	3.6	3.6	3.6
Midwest.....	1,030	1,072	985	1,054	1,034	1,054	1,010	3.3	3.4	3.1	3.3	3.3	3.3	3.2
West.....	1,168	1,081	1,079	1,036	1,037	1,041	1,104	3.9	3.5	3.5	3.4	3.4	3.4	3.6

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.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^P	Mar. 2006	Oct. 2006	Nov. 2006	Dec. 2006	Jan. 2007	Feb. 2007	Mar. 2007 ^P
Total ⁴	2,797	2,655	2,774	2,759	2,648	2,705	2,706	2.1	1.9	2.0	2.0	1.9	2.0	2.0
INDUSTRY														
Total private ⁴	2,632	2,513	2,625	2,615	2,505	2,571	2,560	2.3	2.2	2.3	2.3	2.2	2.2	2.2
Construction.....	196	137	144	143	141	120	115	2.5	1.8	1.9	1.9	1.8	1.6	1.5
Manufacturing.....	206	196	211	222	229	212	223	1.4	1.4	1.5	1.6	1.6	1.5	1.6
Trade, transportation, and utilities ⁵	601	593	661	597	594	606	573	2.3	2.3	2.5	2.3	2.3	2.3	2.2
Retail trade.....	442	438	472	438	422	438	401	2.9	2.9	3.1	2.9	2.7	2.9	2.6
Professional and business services.....	437	475	486	497	498	486	461	2.5	2.7	2.7	2.8	2.8	2.7	2.6
Education and health services.....	271	274	278	289	271	280	277	1.5	1.5	1.5	1.6	1.5	1.5	1.5
Leisure and hospitality ⁶	564	542	565	602	489	579	590	4.3	4.1	4.2	4.5	3.7	4.3	4.4
Accommodations and food services.....	518	496	520	560	448	531	542	4.7	4.4	4.6	4.9	3.9	4.6	4.7
Government ⁷	154	144	147	146	150	139	141	.7	.7	.7	.7	.7	.6	.6
State and local government.....	127	124	125	130	129	117	130	.7	.6	.6	.7	.7	.6	.7
REGION ⁸														
Northeast.....	379	359	409	367	355	322	331	1.5	1.4	1.6	1.4	1.4	1.3	1.3
South.....	1,179	1,101	1,167	1,171	1,099	1,152	1,139	2.4	2.2	2.4	2.4	2.2	2.3	2.3
Midwest.....	612	604	543	559	595	599	599	2.0	1.9	1.7	1.8	1.9	1.9	1.9
West.....	625	592	645	638	602	629	635	2.1	1.9	2.1	2.1	2.0	2.0	2.1

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.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2006	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Feb. 2007	Mar. 2007 ^p
Total	4,100	3,967	4,259	3.0	2.8	3.0
INDUSTRY						
Total private.....	3,688	3,521	3,788	3.2	3.0	3.2
Natural resources and mining.....	14	12	13	2.2	1.7	1.8
Construction.....	163	209	145	2.2	2.8	1.9
Manufacturing.....	337	341	333	2.3	2.4	2.3
Durable goods.....	234	208	205	2.5	2.3	2.2
Nondurable goods.....	103	132	128	2.0	2.5	2.4
Trade, transportation, and utilities.....	671	594	683	2.5	2.2	2.5
Wholesale trade.....	158	132	194	2.6	2.2	3.2
Retail trade.....	383	323	351	2.5	2.1	2.3
Transportation, warehousing, and utilities.....	130	140	138	2.6	2.7	2.7
Information.....	123	150	156	3.9	4.6	4.8
Financial activities.....	304	214	240	3.5	2.5	2.8
Finance and insurance.....	246	176	186	3.8	2.7	2.9
Real estate and rental and leasing.....	58	38	54	2.6	1.7	2.4
Professional and business services.....	657	627	735	3.7	3.5	4.0
Education and health services.....	679	657	697	3.7	3.5	3.7
Educational services.....	75	60	55	2.4	1.9	1.7
Health care and social assistance.....	603	597	642	3.9	3.8	4.0
Leisure and hospitality.....	599	541	622	4.5	4.0	4.5
Arts, entertainment, and recreation.....	78	56	69	4.3	3.1	3.7
Accommodations and food services.....	520	485	553	4.5	4.2	4.7
Other services.....	140	176	164	2.5	3.2	2.9
Government.....	412	447	471	1.8	1.9	2.0
Federal.....	36	49	53	1.3	1.8	1.9
State and local.....	376	397	418	1.9	2.0	2.1
REGION ³						
Northeast.....	651	666	680	2.5	2.5	2.6
South.....	1,684	1,607	1,723	3.4	3.2	3.4
Midwest.....	769	741	816	2.4	2.3	2.5
West.....	996	953	1,040	3.2	3.0	3.3

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 See footnote 8, table 1.

^p = preliminary.

Table 6. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2006	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Feb. 2007	Mar. 2007 ^p
Total	4,724	4,068	4,587	3.5	3.0	3.4
INDUSTRY						
Total private.....	4,457	3,796	4,358	4.0	3.3	3.8
Natural resources and mining.....	22	21	20	3.4	3.1	2.8
Construction.....	409	237	407	5.6	3.3	5.5
Manufacturing.....	357	351	335	2.5	2.5	2.4
Durable goods.....	217	200	193	2.4	2.3	2.2
Nondurable goods.....	140	150	141	2.7	2.9	2.8
Trade, transportation, and utilities.....	1,040	806	966	4.0	3.1	3.7
Wholesale trade.....	125	125	166	2.1	2.1	2.8
Retail trade.....	750	539	662	5.0	3.6	4.4
Transportation, warehousing, and utilities.....	165	142	138	3.3	2.8	2.7
Information.....	67	59	69	2.2	1.9	2.3
Financial activities.....	197	181	184	2.4	2.2	2.2
Finance and insurance.....	133	117	114	2.2	1.9	1.8
Real estate and rental and leasing.....	64	64	71	3.0	2.9	3.3
Professional and business services.....	888	871	831	5.2	5.0	4.7
Education and health services.....	408	448	455	2.3	2.5	2.5
Educational services.....	41	69	42	1.3	2.2	1.3
Health care and social assistance.....	367	379	413	2.5	2.5	2.7
Leisure and hospitality.....	917	743	917	7.2	5.8	7.0
Arts, entertainment, and recreation.....	130	84	132	7.4	4.8	7.3
Accommodations and food services.....	787	659	785	7.2	5.9	7.0
Other services.....	152	81	175	2.8	1.5	3.2
Government.....	267	272	229	1.2	1.2	1.0
Federal.....	43	49	22	1.6	1.8	.8
State and local.....	223	223	208	1.1	1.1	1.0
REGION ³						
Northeast.....	761	506	643	3.0	2.0	2.5
South.....	1,808	1,625	1,823	3.7	3.3	3.7
Midwest.....	1,087	974	1,054	3.5	3.1	3.3
West.....	1,068	962	1,067	3.5	3.2	3.5

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

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

³ See footnote 8, table 1.

^p = preliminary.

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2006	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Feb. 2007	Mar. 2007 ^p
Total	4,291	3,752	4,127	3.2	2.8	3.0
INDUSTRY						
Total private.....	4,066	3,554	3,951	3.6	3.1	3.5
Natural resources and mining.....	27	20	20	4.1	2.8	2.9
Construction.....	398	271	297	5.4	3.8	4.0
Manufacturing.....	428	378	397	3.0	2.7	2.8
Durable goods.....	239	234	235	2.7	2.6	2.6
Nondurable goods.....	189	145	162	3.7	2.8	3.2
Trade, transportation, and utilities.....	870	805	848	3.4	3.1	3.2
Wholesale trade.....	145	105	138	2.5	1.8	2.3
Retail trade.....	606	574	574	4.0	3.8	3.8
Transportation, warehousing, and utilities.....	119	126	135	2.4	2.5	2.7
Information.....	60	69	76	2.0	2.2	2.5
Financial activities.....	210	201	240	2.5	2.4	2.8
Finance and insurance.....	130	133	160	2.1	2.1	2.6
Real estate and rental and leasing.....	79	67	79	3.7	3.1	3.7
Professional and business services.....	834	729	860	4.8	4.2	4.9
Education and health services.....	380	337	401	2.1	1.8	2.2
Educational services.....	42	44	34	1.4	1.4	1.1
Health care and social assistance.....	339	293	367	2.3	1.9	2.4
Leisure and hospitality.....	667	625	677	5.3	4.9	5.2
Arts, entertainment, and recreation.....	65	83	80	3.7	4.7	4.4
Accommodations and food services.....	602	542	597	5.5	4.9	5.3
Other services.....	192	119	135	3.5	2.2	2.5
Government.....	225	198	176	1.0	.9	.8
Federal.....	50	46	16	1.9	1.7	.6
State and local.....	175	152	160	.9	.8	.8
REGION ³						
Northeast.....	582	518	540	2.3	2.0	2.1
South.....	1,703	1,495	1,626	3.5	3.1	3.3
Midwest.....	944	884	916	3.0	2.8	2.9
West.....	1,063	856	1,045	3.5	2.8	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 See footnote 8, table 1.

^p = preliminary.

Table 8. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2006	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Feb. 2007	Mar. 2007 ^p
Total	2,572	2,201	2,503	1.9	1.6	1.8
INDUSTRY						
Total private.....	2,454	2,102	2,395	2.2	1.9	2.1
Natural resources and mining.....	14	11	13	2.1	1.6	1.8
Construction.....	184	88	103	2.5	1.2	1.4
Manufacturing.....	203	182	224	1.4	1.3	1.6
Durable goods.....	125	95	128	1.4	1.1	1.4
Nondurable goods.....	79	86	96	1.5	1.7	1.9
Trade, transportation, and utilities.....	565	505	524	2.2	1.9	2.0
Wholesale trade.....	82	75	96	1.4	1.3	1.6
Retail trade.....	412	365	364	2.7	2.4	2.4
Transportation, warehousing, and utilities.....	71	65	64	1.4	1.3	1.3
Information.....	42	37	51	1.4	1.2	1.7
Financial activities.....	117	117	160	1.4	1.4	1.9
Finance and insurance.....	87	87	108	1.4	1.4	1.7
Real estate and rental and leasing.....	30	30	52	1.4	1.4	2.4
Professional and business services.....	465	397	474	2.7	2.3	2.7
Education and health services.....	251	229	256	1.4	1.3	1.4
Educational services.....	20	19	20	.7	.6	.7
Health care and social assistance.....	231	210	236	1.6	1.4	1.5
Leisure and hospitality.....	466	453	497	3.7	3.5	3.8
Arts, entertainment, and recreation.....	34	31	37	1.9	1.7	2.0
Accommodations and food services.....	432	422	460	4.0	3.8	4.1
Other services.....	147	84	92	2.7	1.5	1.7
Government.....	118	99	107	.5	.4	.5
Federal.....	21	15	7	.8	.6	.3
State and local.....	97	84	100	.5	.4	.5
REGION ³						
Northeast.....	335	237	287	1.3	.9	1.1
South.....	1,077	961	1,044	2.2	2.0	2.1
Midwest.....	570	486	565	1.8	1.5	1.8
West.....	591	517	607	2.0	1.7	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 See footnote 8, table 1.

^p = preliminary.

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2006	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Feb. 2007	Mar. 2007 ^p
Total	1,371	1,275	1,336	1.0	0.9	1.0
INDUSTRY						
Total private.....	1,311	1,229	1,299	1.2	1.1	1.1
Natural resources and mining.....	10	5	5	1.5	.7	.7
Construction.....	192	170	173	2.6	2.4	2.4
Manufacturing.....	185	161	138	1.3	1.1	1.0
Durable goods.....	85	108	82	.9	1.2	.9
Nondurable goods.....	100	52	56	1.9	1.0	1.1
Trade, transportation, and utilities.....	220	240	243	.8	.9	.9
Wholesale trade.....	40	25	38	.7	.4	.6
Retail trade.....	149	171	155	1.0	1.1	1.0
Transportation, warehousing, and utilities.....	31	44	50	.6	.9	1.0
Information.....	13	29	17	.4	.9	.6
Financial activities.....	70	70	66	.8	.8	.8
Finance and insurance.....	33	38	44	.5	.6	.7
Real estate and rental and leasing.....	37	32	21	1.7	1.5	1.0
Professional and business services.....	305	286	340	1.8	1.6	1.9
Education and health services.....	105	89	119	.6	.5	.7
Educational services.....	18	20	13	.6	.6	.4
Health care and social assistance.....	88	68	107	.6	.5	.7
Leisure and hospitality.....	178	154	161	1.4	1.2	1.2
Arts, entertainment, and recreation.....	30	51	40	1.7	2.9	2.2
Accommodations and food services.....	148	104	120	1.4	.9	1.1
Other services.....	32	25	37	.6	.5	.7
Government.....	60	46	37	.3	.2	.2
Federal.....	13	11	3	.5	.4	.1
State and local.....	47	35	34	.2	.2	.2
REGION ³						
Northeast.....	190	226	188	.8	.9	.7
South.....	527	436	469	1.1	.9	1.0
Midwest.....	312	346	303	1.0	1.1	1.0
West.....	341	268	376	1.1	.9	1.2

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.

³ See footnote 8, table 1.

^p = preliminary.

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2006	Feb. 2007	Mar. 2007 ^p	Mar. 2006	Feb. 2007	Mar. 2007 ^p
Total	348	276	288	0.3	0.2	0.2
INDUSTRY						
Total private.....	301	223	257	.3	.2	.2
Natural resources and mining.....	3	3	3	.5	.5	.4
Construction.....	22	12	21	.3	.2	.3
Manufacturing.....	40	36	35	.3	.3	.2
Durable goods.....	29	30	26	.3	.3	.3
Nondurable goods.....	11	6	9	.2	.1	.2
Trade, transportation, and utilities.....	85	60	81	.3	.2	.3
Wholesale trade.....	24	5	4	.4	.1	.1
Retail trade.....	45	38	55	.3	.3	.4
Transportation, warehousing, and utilities.....	17	18	22	.3	.4	.4
Information.....	5	3	8	.1	.1	.2
Financial activities.....	23	14	14	.3	.2	.2
Finance and insurance.....	10	8	8	.2	.1	.1
Real estate and rental and leasing.....	12	6	6	.6	.3	.3
Professional and business services.....	64	46	45	.4	.3	.3
Education and health services.....	25	19	26	.1	.1	.1
Educational services.....	4	4	1	.1	.1	(⁴)
Health care and social assistance.....	21	15	25	.1	.1	.2
Leisure and hospitality.....	23	18	19	.2	.1	.1
Arts, entertainment, and recreation.....	2	2	2	.1	.1	.1
Accommodations and food services.....	22	16	16	.2	.1	.1
Other services.....	12	11	6	.2	.2	.1
Government.....	47	53	31	.2	.2	.1
Federal.....	16	20	5	.6	.7	.2
State and local.....	30	33	26	.2	.2	.1
REGION ³						
Northeast.....	56	55	65	.2	.2	.3
South.....	99	98	113	.2	.2	.2
Midwest.....	62	53	48	.2	.2	.2
West.....	130	71	62	.4	.2	.2

¹ Other separations are the number of other separations during the entire month.

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.