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JOB OPENINGS AND LABOR TURNOVER: SEPTEMBER 2004

The job openings, hires, and total separations rates showed little or no change in September, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was unchanged at 2.4 percent. The hires rate remained at 3.3 percent, and the total separations rate was essentially unchanged at 3.2 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

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

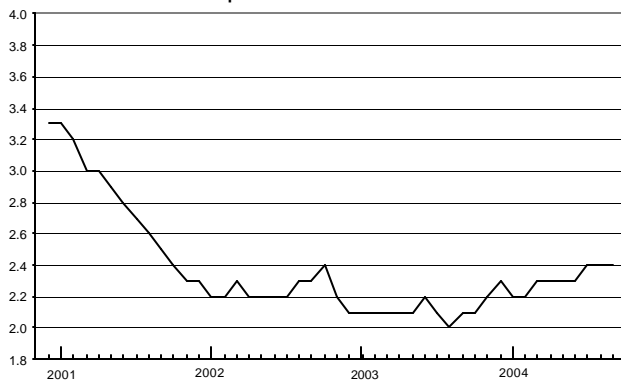
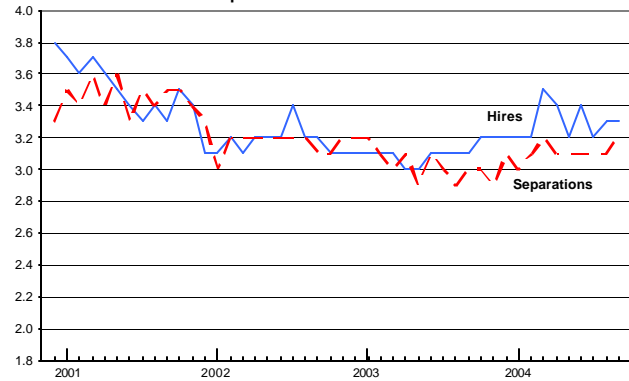


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - September 2004



Job Openings

On the last business day of September 2004, there were 3.2 million job openings in the United States, and the job openings rate was 2.4 percent. (See table 1.) The overall job openings rate is 0.4 percentage point higher than its most recent low in August 2003. In September, the job openings rate showed little or no change for the major industry categories.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.3 percent in September, unchanged from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. The hires rate decreased in trade, transportation, and utilities and in education and health services over the month, while other major industries showed little change in their hires rates.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.2 percent in September 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.

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

Industry	Job openings			Hires			Total separations		
	Sept. 2003	Aug. 2004	Sept. 2004 ^p	Sept. 2003	Aug. 2004	Sept. 2004 ^p	Sept. 2003	Aug. 2004	Sept. 2004 ^p
	Levels (in thousands)								
Total ¹	2,755	3,195	3,235	4,061	4,375	4,297	3,845	4,134	4,165
Total private ¹	2,399	2,859	2,889	3,787	4,058	3,948	3,588	3,894	3,876
Construction	58	121	126	405	401	388	408	391	367
Manufacturing	183	234	246	336	356	379	340	379	379
Trade, transportation, and utilities	484	551	561	859	984	879	821	951	906
Professional and business services	467	594	564	606	690	674	524	575	588
Education and health services	499	536	546	439	470	403	399	380	386
Leisure and hospitality	348	410	411	732	760	834	657	760	769
Government	364	337	339	290	322	339	259	246	290
	Rates (percent)								
Total ¹	2.1	2.4	2.4	3.1	3.3	3.3	3.0	3.1	3.2
Total private ¹	2.2	2.5	2.6	3.5	3.7	3.6	3.3	3.5	3.5
Construction9	1.7	1.8	6.0	5.8	5.6	6.0	5.6	5.3
Manufacturing	1.3	1.6	1.7	2.3	2.5	2.6	2.4	2.6	2.6
Trade, transportation, and utilities	1.9	2.1	2.2	3.4	3.9	3.4	3.3	3.7	3.6
Professional and business services	2.8	3.5	3.3	3.8	4.2	4.1	3.3	3.5	3.6
Education and health services	2.9	3.1	3.1	2.6	2.8	2.4	2.4	2.2	2.3
Leisure and hospitality	2.8	3.2	3.2	6.0	6.1	6.7	5.4	6.2	6.2
Government	1.7	1.5	1.5	1.3	1.5	1.6	1.2	1.1	1.3

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

(See table 3.) The total separations rate increased in government in September, following a decrease in August. Other major industries showed little or no change in their total separations rates in September.

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 1.7 percent in September and has been unchanged since February 2004. (See table 4.) The quits rate increased in manufacturing from a month earlier. The other two components of total separations, layoffs and discharges (1.3 percent) and other separations (0.2 percent) are not seasonally adjusted. The layoffs and discharges rate was little changed from a year earlier, and the other separations rate was unchanged.

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.3 million per month and separations have averaged 4.0 million per month. (See the Technical Note for additional information on these measures.)

For More Information

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

The Job Openings and Labor Turnover release for October 2004 is scheduled to be issued on Wednesday, December 8, 2004.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

Sample methodology

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

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

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

Using JOLTS data

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

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

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

Seasonal adjustment

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

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

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

Reliability of the estimates

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

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

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

Other information

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

Table 1. Job openings levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates							
	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P	
Total⁴	2,755	3,135	3,105	3,022	3,237	3,195	3,235	2.1	2.3	2.3	2.3	2.4	2.4	2.4	
INDUSTRY															
Total private ⁴	2,399	2,778	2,746	2,640	2,894	2,859	2,889	2.2	2.5	2.4	2.3	2.6	2.5	2.6	
Construction.....	58	105	108	94	88	121	126	.9	1.5	1.5	1.3	1.3	1.7	1.8	
Manufacturing.....	183	251	244	247	240	234	246	1.3	1.7	1.7	1.7	1.6	1.6	1.7	
Trade, transportation, and utilities.....	484	531	521	503	567	551	561	1.9	2.0	2.0	1.9	2.2	2.1	2.2	
Professional and business services.....	467	518	530	494	583	594	564	2.8	3.1	3.1	2.9	3.4	3.5	3.3	
Education and health services.....	499	576	542	496	537	536	546	2.9	3.3	3.1	2.9	3.1	3.1	3.1	
Leisure and hospitality.....	348	376	391	421	435	410	411	2.8	3.0	3.1	3.3	3.4	3.2	3.2	
Government.....	364	354	360	380	343	337	339	1.7	1.6	1.6	1.7	1.6	1.5	1.5	
REGION															
Northeast.....	488	560	526	546	545	540	547	1.9	2.2	2.0	2.1	2.1	2.1	2.1	
South.....	1,039	1,191	1,164	1,164	1,280	1,259	1,210	2.2	2.5	2.5	2.4	2.7	2.6	2.5	
Midwest.....	581	692	688	631	635	613	696	1.9	2.2	2.2	2.0	2.0	1.9	2.2	
West.....	657	694	765	677	738	771	778	2.3	2.4	2.6	2.3	2.5	2.6	2.6	

¹ Job openings are the number of job openings on the last business day of the month.

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

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

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

^P = preliminary.

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

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

Table 2. Hires levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates							
	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P	
Total⁴	4,061	4,398	4,206	4,433	4,229	4,375	4,297	3.1	3.4	3.2	3.4	3.2	3.3	3.3	
INDUSTRY															
Total private ⁴	3,787	4,090	3,938	4,110	3,930	4,058	3,948	3.5	3.7	3.6	3.7	3.6	3.7	3.6	
Construction.....	405	421	406	436	368	401	388	6.0	6.1	5.9	6.3	5.3	5.8	5.6	
Manufacturing.....	336	354	336	370	352	356	379	2.3	2.5	2.3	2.6	2.4	2.5	2.6	
Trade, transportation, and utilities.....	859	1,032	938	945	957	984	879	3.4	4.1	3.7	3.7	3.8	3.9	3.4	
Professional and business services.....	606	609	631	692	621	690	674	3.8	3.7	3.8	4.2	3.8	4.2	4.1	
Education and health services.....	439	460	451	428	418	470	403	2.6	2.7	2.7	2.5	2.5	2.8	2.4	
Leisure and hospitality.....	732	766	739	749	760	760	834	6.0	6.2	6.0	6.1	6.2	6.1	6.7	
Government.....	290	300	272	328	310	322	339	1.3	1.4	1.3	1.5	1.4	1.5	1.6	
REGION															
Northeast.....	705	810	708	703	720	763	758	2.8	3.2	2.8	2.8	2.9	3.0	3.0	
South.....	1,524	1,582	1,606	1,709	1,640	1,643	1,659	3.3	3.4	3.5	3.7	3.5	3.5	3.6	
Midwest.....	885	991	956	1,009	935	945	939	2.9	3.2	3.1	3.2	3.0	3.0	3.0	
West.....	973	1,093	951	1,023	865	1,018	960	3.4	3.8	3.3	3.6	3.0	3.5	3.3	

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

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P
Total⁴	3,845	4,088	4,040	4,069	4,074	4,134	4,165	3.0	3.1	3.1	3.1	3.1	3.1	3.2
INDUSTRY														
Total private ⁴	3,588	3,843	3,761	3,789	3,793	3,894	3,876	3.3	3.5	3.4	3.5	3.5	3.5	3.5
Construction.....	408	391	367	382	364	391	367	6.0	5.7	5.3	5.5	5.3	5.6	5.3
Manufacturing.....	340	353	377	343	367	379	379	2.4	2.5	2.6	2.4	2.5	2.6	2.6
Trade, transportation, and utilities.....	821	1,013	917	927	972	951	906	3.3	4.0	3.6	3.6	3.8	3.7	3.6
Professional and business services.....	524	606	556	607	613	575	588	3.3	3.7	3.4	3.7	3.7	3.5	3.6
Education and health services.....	399	386	379	362	363	380	386	2.4	2.3	2.2	2.1	2.1	2.2	2.3
Leisure and hospitality.....	657	679	696	734	694	760	769	5.4	5.5	5.6	5.9	5.6	6.2	6.2
Government.....	259	245	268	270	273	246	290	1.2	1.1	1.2	1.3	1.3	1.1	1.3
REGION														
Northeast.....	660	716	648	704	674	717	724	2.6	2.9	2.6	2.8	2.7	2.8	2.9
South.....	1,468	1,524	1,504	1,533	1,545	1,527	1,504	3.2	3.3	3.2	3.3	3.3	3.3	3.2
Midwest.....	832	877	833	853	935	831	934	2.7	2.8	2.7	2.7	3.0	2.7	3.0
West.....	878	959	1,008	979	945	1,087	991	3.1	3.4	3.5	3.4	3.3	3.8	3.5

¹ Total separations are the number of total separations during the entire month.

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 4. Quits levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Apr. 2004	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004 ^P
Total⁴	2,072	2,278	2,173	2,284	2,265	2,252	2,258	1.6	1.7	1.7	1.7	1.7	1.7	1.7
INDUSTRY														
Total private ⁴	1,949	2,151	2,036	2,162	2,141	2,140	2,130	1.8	2.0	1.9	2.0	2.0	1.9	1.9
Construction.....	151	149	144	156	101	147	132	2.2	2.2	2.1	2.3	1.5	2.1	1.9
Manufacturing.....	142	189	171	171	174	165	186	1.0	1.3	1.2	1.2	1.2	1.1	1.3
Trade, transportation, and utilities.....	473	563	525	536	559	552	539	1.9	2.2	2.1	2.1	2.2	2.2	2.1
Professional and business services.....	276	323	259	322	322	308	309	1.7	2.0	1.6	2.0	2.0	1.9	1.9
Education and health services.....	252	245	223	225	271	239	244	1.5	1.5	1.3	1.3	1.6	1.4	1.4
Leisure and hospitality.....	392	429	455	480	442	476	457	3.2	3.5	3.7	3.9	3.6	3.9	3.7
Government.....	123	129	129	123	126	116	129	.6	.6	.6	.6	.6	.5	.6
REGION														
Northeast.....	295	390	318	334	338	339	323	1.2	1.6	1.3	1.3	1.3	1.3	1.3
South.....	811	888	857	910	901	897	916	1.8	1.9	1.8	2.0	1.9	1.9	2.0
Midwest.....	462	479	479	485	505	447	464	1.5	1.5	1.5	1.6	1.6	1.4	1.5
West.....	504	524	521	573	519	566	552	1.8	1.8	1.8	2.0	1.8	2.0	1.9

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

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2003	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Aug. 2004	Sept. 2004 ^P
Total	2,844	3,413	3,373	2.1	2.5	2.5
INDUSTRY						
Total private.....	2,486	3,061	3,043	2.2	2.7	2.7
Natural resources and mining.....	6	7	9	1.0	1.2	1.5
Construction.....	59	115	135	.8	1.6	1.8
Manufacturing.....	192	252	256	1.3	1.7	1.7
Durable goods.....	111	146	163	1.2	1.6	1.8
Nondurable goods.....	82	105	94	1.4	1.9	1.7
Trade, transportation, and utilities.....	539	620	637	2.1	2.4	2.4
Wholesale trade.....	82	112	113	1.4	1.9	2.0
Retail trade.....	389	424	438	2.6	2.7	2.8
Transportation, warehousing, and utilities.....	68	84	86	1.4	1.7	1.7
Information.....	59	76	68	1.8	2.3	2.1
Financial activities.....	172	215	242	2.1	2.6	2.9
Finance and insurance.....	134	175	203	2.2	2.8	3.3
Real estate and rental and leasing.....	38	40	38	1.8	1.9	1.8
Professional and business services.....	490	620	602	2.9	3.6	3.5
Education and health services.....	523	571	568	3.1	3.3	3.3
Educational services.....	33	54	55	1.2	2.2	2.0
Health care and social assistance.....	490	518	513	3.4	3.5	3.5
Leisure and hospitality.....	342	455	407	2.7	3.4	3.1
Arts, entertainment, and recreation.....	37	51	53	2.0	2.5	2.7
Accommodations and food services.....	306	403	355	2.8	3.6	3.2
Other services.....	104	130	118	1.9	2.3	2.1
Government.....	358	352	329	1.7	1.7	1.5
Federal.....	41	41	37	1.5	1.5	1.3
State and local.....	317	311	292	1.7	1.7	1.5
REGION						
Northeast.....	509	600	579	2.0	2.3	2.2
South.....	1,058	1,312	1,240	2.2	2.8	2.6
Midwest.....	607	688	735	1.9	2.2	2.3
West.....	669	813	818	2.3	2.8	2.8

¹ Job openings are the number of job openings on the last business day of the month.

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 6. Hires levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2003	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Aug. 2004	Sept. 2004 ^P
Total	4,612	5,038	4,868	3.5	3.8	3.7
INDUSTRY						
Total private.....	4,193	4,534	4,356	3.9	4.1	3.9
Natural resources and mining.....	14	20	20	2.3	3.3	3.4
Construction.....	400	385	383	5.7	5.3	5.3
Manufacturing.....	347	397	400	2.4	2.7	2.8
Durable goods.....	211	245	250	2.4	2.7	2.8
Nondurable goods.....	137	152	151	2.5	2.8	2.8
Trade, transportation, and utilities.....	1,028	1,071	1,026	4.1	4.2	4.0
Wholesale trade.....	169	176	169	3.0	3.1	3.0
Retail trade.....	698	726	650	4.7	4.8	4.3
Transportation, warehousing, and utilities.....	161	169	207	3.4	3.5	4.3
Information.....	59	76	68	1.9	2.4	2.2
Financial activities.....	195	185	201	2.4	2.3	2.5
Finance and insurance.....	122	122	118	2.1	2.0	2.0
Real estate and rental and leasing.....	73	62	83	3.5	2.9	3.9
Professional and business services.....	637	767	715	3.9	4.6	4.3
Education and health services.....	585	577	523	3.5	3.5	3.1
Educational services.....	117	89	111	4.5	3.7	4.2
Health care and social assistance.....	468	488	411	3.4	3.4	2.9
Leisure and hospitality.....	728	841	838	5.9	6.5	6.7
Arts, entertainment, and recreation.....	84	111	122	4.6	5.5	6.6
Accommodations and food services.....	644	730	716	6.1	6.7	6.7
Other services.....	201	215	182	3.7	3.9	3.4
Government.....	418	504	512	2.0	2.5	2.4
Federal.....	38	35	42	1.4	1.3	1.5
State and local.....	381	469	470	2.1	2.7	2.5
REGION						
Northeast.....	870	802	960	3.5	3.2	3.8
South.....	1,605	1,956	1,740	3.5	4.2	3.7
Midwest.....	1,078	1,167	1,134	3.5	3.8	3.6
West.....	1,059	1,113	1,035	3.7	3.9	3.6

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 7. Total separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2003	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Aug. 2004	Sept. 2004 ^P
Total	4,309	5,269	4,672	3.3	4.0	3.5
INDUSTRY						
Total private.....	4,007	4,887	4,330	3.7	4.4	3.9
Natural resources and mining.....	18	22	19	3.2	3.6	3.2
Construction.....	443	466	388	6.3	6.4	5.4
Manufacturing.....	338	455	378	2.3	3.1	2.6
Durable goods.....	201	298	244	2.3	3.3	2.7
Nondurable goods.....	136	157	135	2.5	2.9	2.5
Trade, transportation, and utilities.....	883	1,117	967	3.5	4.4	3.8
Wholesale trade.....	150	160	146	2.7	2.8	2.6
Retail trade.....	621	796	682	4.2	5.3	4.6
Transportation, warehousing, and utilities.....	113	162	139	2.4	3.4	2.9
Information.....	66	87	66	2.1	2.7	2.1
Financial activities.....	202	204	197	2.5	2.5	2.4
Finance and insurance.....	112	141	117	1.9	2.4	2.0
Real estate and rental and leasing.....	91	63	80	4.4	2.9	3.7
Professional and business services.....	548	727	617	3.4	4.3	3.7
Education and health services.....	430	492	420	2.6	3.0	2.5
Educational services.....	49	62	61	1.9	2.6	2.3
Health care and social assistance.....	381	431	358	2.7	3.0	2.5
Leisure and hospitality.....	883	1,019	1,050	7.2	7.9	8.4
Arts, entertainment, and recreation.....	212	145	232	11.4	7.2	12.4
Accommodations and food services.....	672	874	818	6.4	8.0	7.7
Other services.....	197	299	229	3.7	5.5	4.2
Government.....	302	381	342	1.4	1.9	1.6
Federal.....	36	26	26	1.3	.9	1.0
State and local.....	265	356	316	1.4	2.0	1.7
REGION						
Northeast.....	825	951	914	3.3	3.8	3.6
South.....	1,574	1,957	1,600	3.4	4.2	3.4
Midwest.....	945	1,107	1,075	3.1	3.6	3.4
West.....	964	1,254	1,083	3.4	4.4	3.8

¹ Total separations are the number of total separations during the entire month.

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 8. Quits levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2003	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Aug. 2004	Sept. 2004 ^P
Total	2,406	3,103	2,613	1.8	2.4	2.0
INDUSTRY						
Total private.....	2,276	2,916	2,475	2.1	2.6	2.2
Natural resources and mining.....	8	11	12	1.4	1.8	2.0
Construction.....	175	191	153	2.5	2.6	2.1
Manufacturing.....	161	237	215	1.1	1.6	1.5
Durable goods.....	98	139	131	1.1	1.5	1.5
Nondurable goods.....	63	98	84	1.1	1.8	1.5
Trade, transportation, and utilities.....	544	740	608	2.2	2.9	2.4
Wholesale trade.....	85	82	90	1.5	1.4	1.6
Retail trade.....	398	586	453	2.7	3.9	3.0
Transportation, warehousing, and utilities.....	61	72	65	1.3	1.5	1.3
Information.....	40	61	37	1.3	1.9	1.2
Financial activities.....	97	129	110	1.2	1.6	1.4
Finance and insurance.....	60	83	65	1.0	1.4	1.1
Real estate and rental and leasing.....	37	46	46	1.8	2.1	2.1
Professional and business services.....	301	438	333	1.9	2.6	2.0
Education and health services.....	293	315	279	1.8	1.9	1.7
Educational services.....	31	32	34	1.2	1.3	1.3
Health care and social assistance.....	262	283	245	1.9	2.0	1.7
Leisure and hospitality.....	529	664	619	4.3	5.1	4.9
Arts, entertainment, and recreation.....	75	56	67	4.1	2.7	3.6
Accommodations and food services.....	454	609	552	4.3	5.6	5.2
Other services.....	127	131	107	2.4	2.4	2.0
Government.....	131	186	139	.6	.9	.6
Federal.....	14	13	10	.5	.5	.4
State and local.....	117	173	129	.6	1.0	.7
REGION						
Northeast.....	398	484	425	1.6	1.9	1.7
South.....	893	1,181	1,016	1.9	2.5	2.2
Midwest.....	541	665	541	1.8	2.1	1.7
West.....	575	773	631	2.0	2.7	2.2

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 9. Layoffs and discharges levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Sept. 2003	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Aug. 2004	Sept. 2004 ^P
Total	1,607	1,832	1,760	1.2	1.4	1.3
INDUSTRY						
Total private.....	1,487	1,692	1,604	1.4	1.5	1.5
Natural resources and mining.....	8	7	4	1.4	1.2	.7
Construction.....	257	259	214	3.7	3.6	3.0
Manufacturing.....	147	186	135	1.0	1.3	.9
Durable goods.....	86	136	92	1.0	1.5	1.0
Nondurable goods.....	61	49	44	1.1	.9	.8
Trade, transportation, and utilities.....	265	303	302	1.1	1.2	1.2
Wholesale trade.....	52	64	47	.9	1.1	.8
Retail trade.....	175	165	194	1.2	1.1	1.3
Transportation, warehousing, and utilities.....	39	74	61	.8	1.5	1.3
Information.....	24	22	20	.7	.7	.6
Financial activities.....	90	46	70	1.1	.6	.9
Finance and insurance.....	37	31	37	.6	.5	.6
Real estate and rental and leasing.....	53	15	32	2.5	.7	1.5
Professional and business services.....	206	249	247	1.3	1.5	1.5
Education and health services.....	106	144	107	.6	.9	.6
Educational services.....	14	26	23	.5	1.1	.9
Health care and social assistance.....	91	119	84	.7	.8	.6
Leisure and hospitality.....	331	313	397	2.7	2.4	3.2
Arts, entertainment, and recreation.....	133	88	159	7.2	4.4	8.5
Accommodations and food services.....	198	224	238	1.9	2.1	2.2
Other services.....	55	163	109	1.0	3.0	2.0
Government.....	120	139	156	.6	.7	.7
Federal.....	13	6	9	.5	.2	.3
State and local.....	106	133	147	.6	.8	.8
REGION						
Northeast.....	369	389	413	1.5	1.6	1.6
South.....	580	660	480	1.3	1.4	1.0
Midwest.....	342	369	475	1.1	1.2	1.5
West.....	315	413	392	1.1	1.4	1.4

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2003	Aug. 2004	Sept. 2004 ^P	Sept. 2003	Aug. 2004	Sept. 2004 ^P
Total	295	335	298	0.2	0.3	0.2
INDUSTRY						
Total private.....	244	279	251	.2	.3	.2
Natural resources and mining.....	2	4	3	.3	.6	.5
Construction.....	11	15	22	.2	.2	.3
Manufacturing.....	30	32	28	.2	.2	.2
Durable goods.....	18	22	21	.2	.2	.2
Nondurable goods.....	13	10	7	.2	.2	.1
Trade, transportation, and utilities.....	74	75	56	.3	.3	.2
Wholesale trade.....	13	14	8	.2	.2	.1
Retail trade.....	48	45	35	.3	.3	.2
Transportation, warehousing, and utilities.....	13	16	13	.3	.3	.3
Information.....	2	4	9	.1	.1	.3
Financial activities.....	16	29	17	.2	.4	.2
Finance and insurance.....	14	27	15	.2	.5	.2
Real estate and rental and leasing.....	1	2	2	.1	.1	.1
Professional and business services.....	41	39	37	.3	.2	.2
Education and health services.....	31	34	33	.2	.2	.2
Educational services.....	4	4	4	.1	.2	.2
Health care and social assistance.....	27	29	29	.2	.2	.2
Leisure and hospitality.....	23	42	34	.2	.3	.3
Arts, entertainment, and recreation.....	3	1	6	.2	.1	.3
Accommodations and food services.....	20	40	28	.2	.4	.3
Other services.....	14	5	13	.3	.1	.2
Government.....	52	56	48	.2	.3	.2
Federal.....	10	6	7	.4	.2	.3
State and local.....	42	49	40	.2	.3	.2
REGION						
Northeast.....	58	78	77	.2	.3	.3
South.....	101	115	104	.2	.2	.2
Midwest.....	61	73	58	.2	.2	.2
West.....	75	68	59	.3	.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.

^P = preliminary.

NOTE: See NOTE, table 1.