



Technical information: (202) 691-5870
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USDL 05-833

Media contact: 691-5902

For release: 10:00 A.M. EDT
Tuesday, May 10, 2005

JOB OPENINGS AND LABOR TURNOVER: MARCH 2005

The job openings rate was unchanged in March at 2.6 percent, while the hires and total separations rates were little changed at 3.7 and 3.3 percent, respectively, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. 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 - March 2005

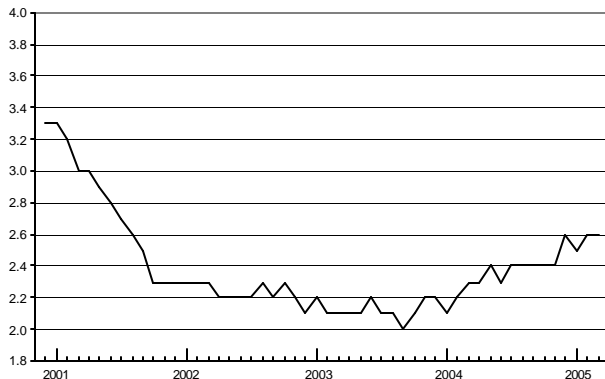
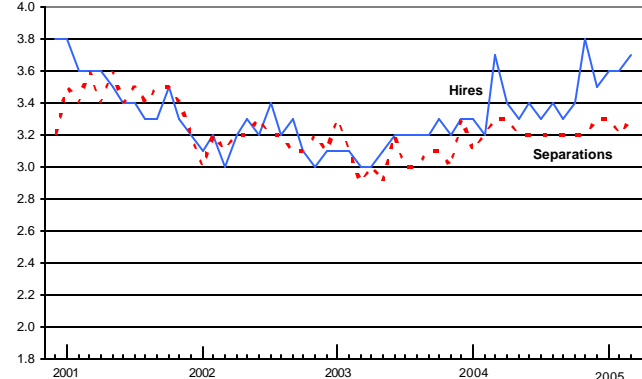


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - March 2005



Job Openings

On the last business day of March 2005, there were 3.6 million job openings in the United States, and the job openings rate was 2.6 percent. (See table 1.) The job openings rate was unchanged in March but has generally trended upward since September 2003. In March, the job openings rate changed significantly only for the government sector, where the rate fell slightly. The job openings rate did not change significantly in any of the regions.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.7 percent in March, essentially unchanged from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. None of the industries or regions had significant changes in their hires rates from February to March.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.3 percent in March, little changed from February. Separations are terminations of employment that occur at any time during the month. (See table 3.) The total separations rate fell in construction and rose in professional and business services and in the Midwest region in March.

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

Industry	Job openings			Hires			Total separations		
	Mar. 2004	Feb. 2005	Mar. 2005 ^p	Mar. 2004	Feb. 2005	Mar. 2005 ^p	Mar. 2004	Feb. 2005	Mar. 2005 ^p
	Levels (in thousands)								
Total ¹	3,105	3,569	3,568	4,838	4,760	4,880	4,289	4,295	4,421
Total private ¹	2,780	3,160	3,199	4,494	4,430	4,541	4,013	4,035	4,158
Construction	114	133	158	408	430	409	394	403	297
Manufacturing	240	252	258	376	336	335	373	341	356
Trade, transportation, and utilities	562	668	615	1,068	1,055	1,046	1,003	940	971
Professional and business services	529	607	667	815	853	924	674	772	902
Education and health services	551	602	599	441	500	464	386	389	441
Leisure and hospitality	379	447	437	885	771	822	759	790	728
Government	341	404	365	341	329	336	273	260	261
	Rates (percent)								
Total ¹	2.3	2.6	2.6	3.7	3.6	3.7	3.3	3.2	3.3
Total private ¹	2.5	2.8	2.8	4.1	4.0	4.1	3.7	3.6	3.7
Construction	1.6	1.8	2.2	5.9	6.0	5.7	5.7	5.7	4.2
Manufacturing	1.7	1.7	1.8	2.6	2.3	2.3	2.6	2.4	2.5
Trade, transportation, and utilities	2.2	2.5	2.3	4.2	4.1	4.1	3.9	3.7	3.8
Professional and business services	3.2	3.5	3.8	5.0	5.1	5.5	4.2	4.6	5.4
Education and health services	3.2	3.4	3.4	2.6	2.9	2.7	2.3	2.3	2.6
Leisure and hospitality	3.0	3.4	3.3	7.1	6.1	6.5	6.1	6.3	5.8
Government	1.6	1.8	1.7	1.6	1.5	1.5	1.3	1.2	1.2

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

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, increased to 1.9 percent in March. (See table 4.) The quits rate rose in March for private industries overall; for the trade, transportation, and utilities industry; and for the Northeast and Midwest regions. The other two components of total separations, layoffs and discharges and other separations, are not seasonally adjusted. From March 2004 to March 2005, the layoffs and discharges rate (1.0 percent) was little changed and the other separations rate (0.2 percent) was unchanged. (See tables 9 and 10.)

Hires and separations data help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.6 million per month and separations have averaged 4.3 million per month. The comparable figures a year earlier were 4.2 million hires and 4.0 million separations. (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 April 2005 is scheduled to be issued on Tuesday, June 7, 2005.

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							
	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P	
Total⁴	3,105	3,300	3,277	3,507	3,385	3,569	3,568	2.3	2.4	2.4	2.6	2.5	2.6	2.6	
INDUSTRY															
Total private ⁴	2,780	2,924	2,910	3,106	3,020	3,160	3,199	2.5	2.6	2.6	2.7	2.7	2.8	2.8	
Construction.....	114	114	118	132	127	133	158	1.6	1.6	1.6	1.8	1.8	1.8	2.2	
Manufacturing.....	240	250	248	266	252	252	258	1.7	1.7	1.7	1.8	1.7	1.7	1.8	
Trade, transportation, and utilities.....	562	559	554	561	564	668	615	2.2	2.1	2.1	2.1	2.2	2.5	2.3	
Professional and business services.....	529	602	620	699	682	607	667	3.2	3.5	3.6	4.0	3.9	3.5	3.8	
Education and health services.....	551	547	543	557	560	602	599	3.2	3.1	3.1	3.1	3.2	3.4	3.4	
Leisure and hospitality.....	379	413	411	450	434	447	437	3.0	3.2	3.2	3.4	3.3	3.4	3.3	
Government.....	341	400	369	396	346	404	365	1.6	1.8	1.7	1.8	1.6	1.8	1.7	
REGION															
Northeast.....	606	562	560	620	602	606	587	2.4	2.2	2.2	2.4	2.3	2.3	2.3	
South.....	1,197	1,318	1,250	1,329	1,342	1,399	1,416	2.5	2.7	2.6	2.8	2.8	2.9	2.9	
Midwest.....	673	688	726	740	716	745	759	2.1	2.1	2.3	2.3	2.2	2.3	2.4	
West.....	634	742	759	792	718	823	811	2.2	2.5	2.6	2.7	2.4	2.8	2.7	

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							
	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P	
Total⁴	4,838	4,552	4,990	4,639	4,709	4,760	4,880	3.7	3.4	3.8	3.5	3.6	3.6	3.7	
INDUSTRY															
Total private ⁴	4,494	4,216	4,652	4,337	4,374	4,430	4,541	4.1	3.8	4.2	3.9	3.9	4.0	4.1	
Construction.....	408	353	373	368	339	430	409	5.9	5.0	5.3	5.2	4.8	6.0	5.7	
Manufacturing.....	376	353	386	324	307	336	335	2.6	2.5	2.7	2.3	2.1	2.3	2.3	
Trade, transportation, and utilities.....	1,068	977	1,077	986	1,056	1,055	1,046	4.2	3.8	4.2	3.8	4.1	4.1	4.1	
Professional and business services.....	815	812	935	878	882	853	924	5.0	4.9	5.6	5.3	5.3	5.1	5.5	
Education and health services.....	441	420	447	452	445	500	464	2.6	2.5	2.6	2.6	2.6	2.9	2.7	
Leisure and hospitality.....	885	801	858	834	826	771	822	7.1	6.4	6.8	6.6	6.6	6.1	6.5	
Government.....	341	318	335	307	341	329	336	1.6	1.5	1.5	1.4	1.6	1.5	1.5	
REGION															
Northeast.....	803	811	851	858	762	820	873	3.2	3.2	3.4	3.4	3.0	3.2	3.4	
South.....	1,912	1,809	1,903	1,770	1,880	1,867	1,904	4.1	3.9	4.1	3.8	4.0	4.0	4.0	
Midwest.....	1,043	1,013	1,149	1,043	1,092	1,081	1,083	3.4	3.2	3.7	3.3	3.5	3.5	3.5	
West.....	1,087	916	1,014	970	959	1,069	1,024	3.8	3.2	3.5	3.4	3.3	3.7	3.5	

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

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P
Total⁴	4,289	4,215	4,266	4,435	4,352	4,295	4,421	3.3	3.2	3.2	3.3	3.3	3.2	3.3
INDUSTRY														
Total private ⁴	4,013	3,957	3,996	4,146	4,091	4,035	4,158	3.7	3.6	3.6	3.7	3.7	3.6	3.7
Construction.....	394	425	351	355	417	403	297	5.7	6.0	5.0	5.0	5.9	5.7	4.2
Manufacturing.....	373	354	327	353	361	341	356	2.6	2.5	2.3	2.5	2.5	2.4	2.5
Trade, transportation, and utilities.....	1,003	889	943	1,062	882	940	971	3.9	3.5	3.7	4.1	3.4	3.7	3.8
Professional and business services.....	674	585	822	833	836	772	902	4.2	3.5	4.9	5.0	5.0	4.6	5.4
Education and health services.....	386	376	408	375	356	389	441	2.3	2.2	2.4	2.2	2.1	2.3	2.6
Leisure and hospitality.....	759	767	727	758	832	790	728	6.1	6.1	5.8	6.0	6.6	6.3	5.8
Government.....	273	263	275	274	258	260	261	1.3	1.2	1.3	1.3	1.2	1.2	1.2
REGION														
Northeast.....	729	711	756	773	773	732	778	2.9	2.8	3.0	3.0	3.1	2.9	3.1
South.....	1,631	1,614	1,594	1,707	1,747	1,647	1,713	3.5	3.5	3.4	3.6	3.7	3.5	3.6
Midwest.....	1,004	952	1,041	986	981	937	1,094	3.2	3.0	3.3	3.1	3.1	3.0	3.5
West.....	990	896	826	953	964	961	898	3.5	3.1	2.9	3.3	3.3	3.3	3.1

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						
	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005 ^P
Total⁴	2,346	2,344	2,436	2,495	2,530	2,307	2,496	1.8	1.8	1.8	1.9	1.9	1.7	1.9
INDUSTRY														
Total private ⁴	2,211	2,217	2,319	2,366	2,412	2,192	2,368	2.0	2.0	2.1	2.1	2.2	2.0	2.1
Construction.....	152	182	159	162	171	139	146	2.2	2.6	2.2	2.3	2.4	2.0	2.0
Manufacturing.....	194	187	185	194	185	181	182	1.4	1.3	1.3	1.4	1.3	1.3	1.3
Trade, transportation, and utilities.....	541	517	568	570	563	512	584	2.1	2.0	2.2	2.2	2.2	2.0	2.3
Professional and business services.....	341	281	401	415	417	410	429	2.1	1.7	2.4	2.5	2.5	2.4	2.6
Education and health services.....	245	239	250	232	230	259	286	1.5	1.4	1.5	1.4	1.3	1.5	1.7
Leisure and hospitality.....	469	474	499	506	516	474	461	3.8	3.8	4.0	4.0	4.1	3.8	3.6
Government.....	130	123	118	129	124	117	123	.6	.6	.5	.6	.6	.5	.6
REGION														
Northeast.....	327	333	359	392	424	340	396	1.3	1.3	1.4	1.5	1.7	1.3	1.6
South.....	992	943	1,014	1,021	1,053	914	972	2.1	2.0	2.2	2.2	2.2	1.9	2.1
Midwest.....	491	500	551	544	539	509	619	1.6	1.6	1.8	1.7	1.7	1.6	2.0
West.....	545	550	492	536	530	550	549	1.9	1.9	1.7	1.9	1.8	1.9	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		
	Mar. 2004	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Feb. 2005	Mar. 2005 ^P
Total	3,098	3,433	3,586	2.3	2.5	2.6
INDUSTRY						
Total private.....	2,761	3,064	3,228	2.5	2.7	2.9
Natural resources and mining.....	7	8	12	1.1	1.4	1.9
Construction.....	106	121	162	1.6	1.8	2.3
Manufacturing.....	246	248	265	1.7	1.7	1.8
Durable goods.....	167	164	176	1.9	1.8	1.9
Nondurable goods.....	79	85	89	1.5	1.6	1.6
Trade, transportation, and utilities.....	552	619	610	2.1	2.4	2.3
Wholesale trade.....	98	143	121	1.7	2.5	2.1
Retail trade.....	352	373	391	2.3	2.4	2.6
Transportation, warehousing, and utilities.....	102	103	99	2.1	2.1	2.0
Information.....	63	87	85	2.0	2.7	2.6
Financial activities.....	182	220	227	2.2	2.6	2.7
Finance and insurance.....	159	174	184	2.6	2.8	3.0
Real estate and rental and leasing.....	23	46	44	1.1	2.2	2.0
Professional and business services.....	518	597	651	3.1	3.5	3.8
Education and health services.....	540	597	593	3.1	3.3	3.3
Educational services.....	41	57	59	1.4	1.9	1.9
Health care and social assistance.....	499	540	534	3.4	3.6	3.6
Leisure and hospitality.....	418	436	483	3.3	3.5	3.8
Arts, entertainment, and recreation.....	43	57	50	2.5	3.4	2.9
Accommodations and food services.....	375	379	433	3.5	3.5	3.9
Other services.....	129	132	140	2.3	2.4	2.5
Government.....	337	369	358	1.5	1.6	1.6
Federal.....	46	48	52	1.7	1.8	1.9
State and local.....	291	321	306	1.5	1.6	1.6
REGION						
Northeast.....	594	567	573	2.3	2.2	2.2
South.....	1,181	1,393	1,408	2.5	2.9	2.9
Midwest.....	701	695	797	2.2	2.2	2.5
West.....	621	778	809	2.1	2.6	2.7

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		
	Mar. 2004	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Feb. 2005	Mar. 2005 ^P
Total	4,603	3,938	4,680	3.5	3.0	3.5
INDUSTRY						
Total private.....	4,373	3,709	4,451	4.0	3.4	4.0
Natural resources and mining.....	18	19	24	3.1	3.1	3.9
Construction.....	450	363	466	6.9	5.5	6.9
Manufacturing.....	390	318	351	2.7	2.2	2.5
Durable goods.....	256	211	214	2.9	2.4	2.4
Nondurable goods.....	134	107	136	2.5	2.0	2.6
Trade, transportation, and utilities.....	968	803	948	3.9	3.2	3.7
Wholesale trade.....	171	116	137	3.1	2.1	2.4
Retail trade.....	655	560	684	4.4	3.8	4.6
Transportation, warehousing, and utilities.....	141	126	126	3.0	2.6	2.6
Information.....	62	62	71	2.0	2.0	2.3
Financial activities.....	173	158	200	2.2	1.9	2.5
Finance and insurance.....	111	93	112	1.9	1.5	1.9
Real estate and rental and leasing.....	62	65	88	3.0	3.1	4.2
Professional and business services.....	803	758	923	5.0	4.6	5.6
Education and health services.....	410	430	435	2.4	2.5	2.5
Educational services.....	40	51	41	1.4	1.7	1.4
Health care and social assistance.....	370	380	393	2.6	2.6	2.7
Leisure and hospitality.....	913	607	849	7.6	5.0	6.9
Arts, entertainment, and recreation.....	122	78	103	7.2	4.8	6.3
Accommodations and food services.....	791	529	746	7.6	5.0	7.0
Other services.....	187	192	186	3.5	3.5	3.4
Government.....	230	230	229	1.0	1.0	1.0
Federal.....	29	33	24	1.1	1.2	.9
State and local.....	201	197	205	1.0	1.0	1.1
REGION						
Northeast.....	692	578	762	2.8	2.3	3.0
South.....	1,868	1,619	1,879	4.1	3.5	4.0
Midwest.....	1,002	823	1,049	3.3	2.7	3.4
West.....	1,041	918	990	3.7	3.2	3.4

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		
	Mar. 2004	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Feb. 2005	Mar. 2005 ^P
Total	3,739	3,529	3,878	2.9	2.7	2.9
INDUSTRY						
Total private.....	3,555	3,350	3,703	3.3	3.1	3.4
Natural resources and mining.....	15	15	18	2.6	2.5	3.0
Construction.....	363	386	271	5.5	5.8	4.0
Manufacturing.....	340	297	325	2.4	2.1	2.3
Durable goods.....	212	189	196	2.4	2.1	2.2
Nondurable goods.....	128	108	129	2.4	2.0	2.4
Trade, transportation, and utilities.....	904	815	881	3.6	3.2	3.5
Wholesale trade.....	134	134	113	2.4	2.4	2.0
Retail trade.....	612	549	655	4.1	3.7	4.4
Transportation, warehousing, and utilities.....	158	133	113	3.3	2.7	2.3
Information.....	73	45	68	2.3	1.5	2.2
Financial activities.....	130	146	135	1.6	1.8	1.7
Finance and insurance.....	89	97	94	1.5	1.6	1.6
Real estate and rental and leasing.....	42	49	41	2.0	2.3	1.9
Professional and business services.....	601	591	838	3.8	3.6	5.1
Education and health services.....	351	333	409	2.1	1.9	2.4
Educational services.....	37	27	45	1.3	.9	1.5
Health care and social assistance.....	314	305	364	2.2	2.1	2.5
Leisure and hospitality.....	626	553	593	5.2	4.6	4.8
Arts, entertainment, and recreation.....	81	66	71	4.8	4.1	4.3
Accommodations and food services.....	545	486	522	5.2	4.6	4.9
Other services.....	152	169	164	2.8	3.1	3.0
Government.....	184	179	175	.8	.8	.8
Federal.....	30	21	21	1.1	.8	.8
State and local.....	154	158	154	.8	.8	.8
REGION						
Northeast.....	595	553	643	2.4	2.2	2.6
South.....	1,422	1,406	1,507	3.1	3.0	3.2
Midwest.....	813	753	922	2.6	2.4	3.0
West.....	909	816	806	3.2	2.8	2.8

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		
	Mar. 2004	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Feb. 2005	Mar. 2005 ^P
Total	2,089	1,912	2,249	1.6	1.5	1.7
INDUSTRY						
Total private.....	1,990	1,820	2,155	1.8	1.7	2.0
Natural resources and mining.....	6	6	11	1.1	1.0	1.9
Construction.....	144	123	136	2.2	1.8	2.0
Manufacturing.....	185	152	172	1.3	1.1	1.2
Durable goods.....	114	96	104	1.3	1.1	1.2
Nondurable goods.....	71	56	68	1.3	1.1	1.3
Trade, transportation, and utilities.....	501	426	546	2.0	1.7	2.1
Wholesale trade.....	72	73	74	1.3	1.3	1.3
Retail trade.....	371	302	410	2.5	2.0	2.8
Transportation, warehousing, and utilities.....	58	51	62	1.2	1.1	1.3
Information.....	31	29	39	1.0	.9	1.3
Financial activities.....	72	87	79	.9	1.1	1.0
Finance and insurance.....	52	67	57	.9	1.1	.9
Real estate and rental and leasing.....	20	21	22	1.0	1.0	1.1
Professional and business services.....	324	311	417	2.0	1.9	2.5
Education and health services.....	221	217	264	1.3	1.3	1.5
Educational services.....	17	18	25	.6	.6	.8
Health care and social assistance.....	204	199	239	1.4	1.4	1.7
Leisure and hospitality.....	399	364	387	3.3	3.0	3.1
Arts, entertainment, and recreation.....	31	31	40	1.9	1.9	2.4
Accommodations and food services.....	367	333	347	3.5	3.2	3.3
Other services.....	108	105	104	2.0	1.9	1.9
Government.....	99	92	94	.5	.4	.4
Federal.....	15	8	6	.6	.3	.2
State and local.....	84	83	88	.4	.4	.5
REGION						
Northeast.....	274	262	333	1.1	1.0	1.3
South.....	886	766	865	1.9	1.6	1.8
Midwest.....	424	407	542	1.4	1.3	1.7
West.....	505	477	509	1.8	1.7	1.8

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		
	Mar. 2004	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Feb. 2005	Mar. 2005 ^P
Total	1,407	1,364	1,375	1.1	1.0	1.0
INDUSTRY						
Total private.....	1,363	1,320	1,336	1.3	1.2	1.2
Natural resources and mining.....	6	6	6	1.1	1.0	.9
Construction.....	209	255	129	3.2	3.8	1.9
Manufacturing.....	132	116	128	.9	.8	.9
Durable goods.....	82	74	76	.9	.8	.9
Nondurable goods.....	50	42	51	.9	.8	1.0
Trade, transportation, and utilities.....	334	331	259	1.3	1.3	1.0
Wholesale trade.....	55	51	36	1.0	.9	.6
Retail trade.....	189	212	185	1.3	1.4	1.2
Transportation, warehousing, and utilities.....	90	67	38	1.9	1.4	.8
Information.....	39	13	23	1.2	.4	.8
Financial activities.....	42	44	45	.5	.5	.6
Finance and insurance.....	24	19	29	.4	.3	.5
Real estate and rental and leasing.....	19	26	16	.9	1.2	.8
Professional and business services.....	247	235	380	1.5	1.4	2.3
Education and health services.....	115	97	131	.7	.6	.8
Educational services.....	18	8	16	.6	.3	.5
Health care and social assistance.....	97	89	115	.7	.6	.8
Leisure and hospitality.....	204	172	186	1.7	1.4	1.5
Arts, entertainment, and recreation.....	49	34	30	2.9	2.1	1.8
Accommodations and food services.....	155	139	157	1.5	1.3	1.5
Other services.....	35	49	48	.6	.9	.9
Government.....	44	44	39	.2	.2	.2
Federal.....	7	5	4	.3	.2	.1
State and local.....	37	39	36	.2	.2	.2
REGION						
Northeast.....	278	250	259	1.1	1.0	1.0
South.....	442	544	553	1.0	1.2	1.2
Midwest.....	333	299	329	1.1	1.0	1.1
West.....	354	271	235	1.2	.9	.8

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		
	Mar. 2004	Feb. 2005	Mar. 2005 ^P	Mar. 2004	Feb. 2005	Mar. 2005 ^P
Total	243	253	254	0.2	0.2	0.2
INDUSTRY						
Total private.....	202	210	212	.2	.2	.2
Natural resources and mining.....	2	3	1	.3	.6	.2
Construction.....	10	8	6	.2	.1	.1
Manufacturing.....	24	28	26	.2	.2	.2
Durable goods.....	16	18	16	.2	.2	.2
Nondurable goods.....	8	10	10	.1	.2	.2
Trade, transportation, and utilities.....	69	58	76	.3	.2	.3
Wholesale trade.....	7	10	4	.1	.2	.1
Retail trade.....	52	34	60	.4	.2	.4
Transportation, warehousing, and utilities.....	10	14	12	.2	.3	.3
Information.....	3	3	5	.1	.1	.2
Financial activities.....	15	14	10	.2	.2	.1
Finance and insurance.....	12	12	8	.2	.2	.1
Real estate and rental and leasing.....	3	2	2	.2	.1	.1
Professional and business services.....	30	44	42	.2	.3	.3
Education and health services.....	15	19	14	.1	.1	.1
Educational services.....	2	1	3	.1	(³)	.1
Health care and social assistance.....	13	18	10	.1	.1	.1
Leisure and hospitality.....	24	16	20	.2	.1	.2
Arts, entertainment, and recreation.....	1	1	2	.1	.1	.1
Accommodations and food services.....	22	15	18	.2	.1	.2
Other services.....	10	16	12	.2	.3	.2
Government.....	41	43	42	.2	.2	.2
Federal.....	8	8	12	.3	.3	.4
State and local.....	33	35	30	.2	.2	.2
REGION						
Northeast.....	43	41	51	.2	.2	.2
South.....	95	96	89	.2	.2	.2
Midwest.....	56	48	52	.2	.2	.2
West.....	50	68	62	.2	.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 Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.