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JOB OPENINGS AND LABOR TURNOVER: MAY 2004

There were 4.2 million hires and 4.0 million separations in May, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The number of hires outpaced the number of separations for the 13th straight month, and there were fewer hires and separations than in April. The job openings rate was unchanged at 2.3 percent in May. The series in this report include 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 - May 2004

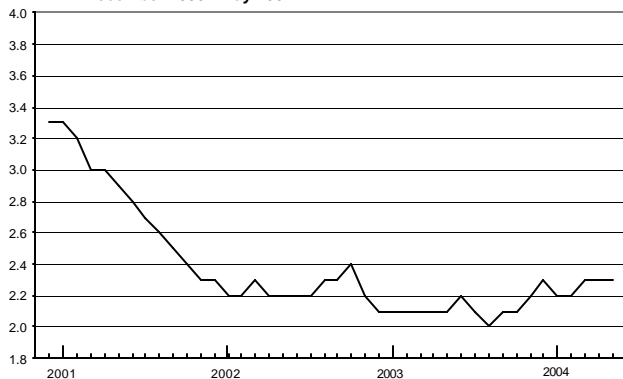
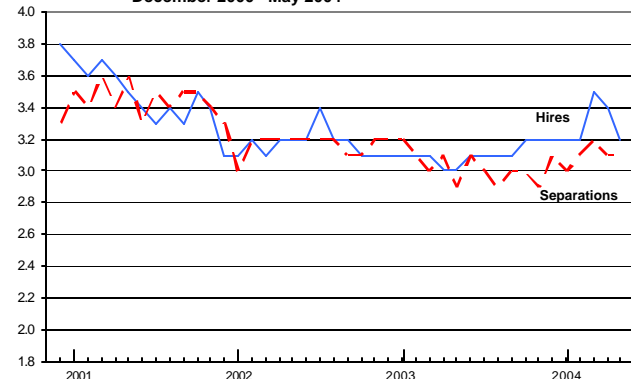


Chart 2. Hires and separations rates, seasonally adjusted,
Percent
December 2000 - May 2004



Job Openings

On the last business day of May 2004, there were 3.1 million job openings in the United States, and the job openings rate (the number of job openings on the last business day of the month divided by employment plus job openings) was 2.3 percent. (See table 1.) The job openings rate has ranged from 2.0 percent to 2.4 percent since October 2001. In May, the job openings rate edged down in manufacturing and showed little or no change for other major industry categories.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) decreased to 3.2 percent in May. (See table 2.) Hires are any additions to the payroll during the month. The hires rate decreased in trade, transportation, and utilities and government over the month, while other major industries showed little or no change in their hires rates.

The total separations, or turnover, rate (the number of separations during the month divided by employment) was 3.1 percent in May and has remained in the range of 2.9 percent to 3.3 percent since

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

Industry	Job openings			Hires			Total separations		
	May 2003	Apr. 2004	May 2004 ^p	May 2003	Apr. 2004	May 2004 ^p	May 2003	Apr. 2004	May 2004 ^p
Levels (in thousands)									
Total	2,723	3,135	3,104	3,958	4,398	4,173	3,736	4,088	4,003
Total private ¹	2,370	2,778	2,727	3,652	4,090	3,907	3,456	3,843	3,745
Construction	90	105	98	430	421	405	364	391	360
Manufacturing	180	251	231	305	354	332	375	353	375
Trade, transportation, and utilities	422	531	522	837	1,032	927	784	1,013	903
Professional and business services	461	518	521	527	609	624	437	606	571
Education and health services	563	576	556	425	460	452	410	386	375
Leisure and hospitality	326	376	387	686	766	725	700	679	697
Government	350	354	375	307	300	268	267	245	257
Rates (percent)									
Total ¹	2.1	2.3	2.3	3.0	3.4	3.2	2.9	3.1	3.1
Total private ¹	2.1	2.5	2.4	3.4	3.7	3.6	3.2	3.5	3.4
Construction	1.3	1.5	1.4	6.4	6.1	5.9	5.4	5.7	5.2
Manufacturing	1.2	1.7	1.6	2.1	2.5	2.3	2.6	2.5	2.6
Trade, transportation, and utilities	1.6	2.0	2.0	3.3	4.1	3.6	3.1	4.0	3.5
Professional and business services	2.8	3.1	3.1	3.3	3.7	3.8	2.7	3.7	3.5
Education and health services	3.3	3.3	3.2	2.6	2.7	2.7	2.5	2.3	2.2
Leisure and hospitality	2.6	3.0	3.0	5.7	6.2	5.9	5.8	5.5	5.6
Government	1.6	1.6	1.7	1.4	1.4	1.2	1.2	1.1	1.2

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

December 2001. Separations are terminations of employment that occur at any time during the month. The total separations rate for trade, transportation, and utilities decreased to 3.5 percent in May, and the total separations rate in construction continued on a downward trend. The other major industries showed little change in their total separations rates over the month. (See table 3.)

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, edged down to 1.6 percent in May. (See table 4.) The quits rate fell in professional and business services and edged down in manufacturing over the month. Quits as a percent of total separations fell to 53.8 percent in May, after increasing each month since December 2003. The other two components of total separations, layoffs and discharges (1.0 percent) and other separations (0.2 percent), are not seasonally adjusted and were unchanged over the year. (See tables 9 and 10.)

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.2 million per month and separations have averaged 4.0 million per month. (See the Technical Note for additional information on these measures.) Hires have outpaced separations in each of the last 13 months. In April and May, hires outpaced separations in every industry except manufacturing.

For More Information

For additional information, please see the Technical Note or the JOLTS website 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 report on Job Openings and Labor Turnover for June 2004 is scheduled to be released on Wednesday, August 11, 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						
	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P
Total⁴	2,723	3,062	2,868	2,906	3,079	3,135	3,104	2.1	2.3	2.2	2.2	2.3	2.3	2.3
INDUSTRY														
Total private ⁴	2,370	2,719	2,518	2,534	2,740	2,778	2,727	2.1	2.4	2.3	2.3	2.5	2.5	2.4
Construction.....	90	110	106	99	113	105	98	1.3	1.6	1.5	1.4	1.6	1.5	1.4
Manufacturing.....	180	234	233	226	232	251	231	1.2	1.6	1.6	1.6	1.6	1.7	1.6
Trade, transportation, and utilities.....	422	520	430	458	524	531	522	1.6	2.0	1.7	1.8	2.0	2.0	2.0
Professional and business services.....	461	594	501	491	502	518	521	2.8	3.5	3.0	2.9	3.0	3.1	3.1
Education and health services.....	563	520	549	551	559	576	556	3.3	3.0	3.2	3.2	3.2	3.3	3.2
Leisure and hospitality.....	326	399	368	383	370	376	387	2.6	3.2	2.9	3.0	2.9	3.0	3.0
Government.....	350	351	350	364	353	354	375	1.6	1.6	1.6	1.7	1.6	1.6	1.7
REGION														
Northeast.....	513	541	476	500	569	560	515	2.0	2.1	1.9	2.0	2.2	2.2	2.0
South.....	1,026	1,204	1,132	1,112	1,176	1,191	1,195	2.2	2.6	2.4	2.4	2.5	2.5	2.5
Midwest.....	591	666	679	680	663	692	679	1.9	2.1	2.2	2.2	2.1	2.2	2.1
West.....	607	649	586	632	655	694	734	2.1	2.2	2.0	2.2	2.2	2.4	2.5

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						
	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P
Total⁴	3,958	4,216	4,106	4,103	4,603	4,398	4,173	3.0	3.2	3.2	3.2	3.5	3.4	3.2
INDUSTRY														
Total private ⁴	3,652	3,923	3,800	3,772	4,256	4,090	3,907	3.4	3.6	3.5	3.5	3.9	3.7	3.6
Construction.....	430	404	358	382	437	421	405	6.4	6.0	5.3	5.6	6.4	6.1	5.9
Manufacturing.....	305	340	349	355	361	354	332	2.1	2.4	2.4	2.5	2.5	2.5	2.3
Trade, transportation, and utilities.....	837	913	957	945	1,009	1,032	927	3.3	3.6	3.8	3.7	4.0	4.1	3.6
Professional and business services.....	527	650	708	529	713	609	624	3.3	4.0	4.4	3.3	4.4	3.7	3.8
Education and health services.....	425	427	416	447	444	460	452	2.6	2.5	2.5	2.7	2.6	2.7	2.7
Leisure and hospitality.....	686	753	715	766	810	766	725	5.7	6.2	5.9	6.3	6.6	6.2	5.9
Government.....	307	300	295	323	343	300	268	1.4	1.4	1.4	1.5	1.6	1.4	1.2
REGION														
Northeast.....	675	792	722	689	744	810	695	2.7	3.2	2.9	2.8	3.0	3.2	2.8
South.....	1,468	1,517	1,585	1,608	1,781	1,582	1,612	3.2	3.3	3.4	3.5	3.9	3.4	3.5
Midwest.....	881	897	921	953	1,040	991	941	2.9	2.9	3.0	3.1	3.4	3.2	3.0
West.....	927	992	883	876	1,029	1,093	944	3.3	3.5	3.1	3.1	3.6	3.8	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						
	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P
Total⁴	3,736	4,022	3,968	4,073	4,134	4,088	4,003	2.9	3.1	3.0	3.1	3.2	3.1	3.1
INDUSTRY														
Total private ⁴	3,456	3,723	3,716	3,807	3,868	3,843	3,745	3.2	3.4	3.4	3.5	3.5	3.5	3.4
Construction.....	364	391	436	400	392	391	360	5.4	5.8	6.4	5.9	5.7	5.7	5.2
Manufacturing.....	375	343	323	355	377	353	375	2.6	2.4	2.3	2.5	2.6	2.5	2.6
Trade, transportation, and utilities.....	784	968	936	899	978	1,013	903	3.1	3.8	3.7	3.5	3.8	4.0	3.5
Professional and business services.....	437	575	572	590	597	606	571	2.7	3.6	3.5	3.6	3.7	3.7	3.5
Education and health services.....	410	330	389	388	382	386	375	2.5	2.0	2.3	2.3	2.3	2.3	2.2
Leisure and hospitality.....	700	723	709	727	715	679	697	5.8	5.9	5.8	5.9	5.8	5.5	5.6
Government.....	267	269	258	268	284	245	257	1.2	1.2	1.2	1.2	1.3	1.1	1.2
REGION														
Northeast.....	697	687	712	688	666	716	644	2.8	2.8	2.9	2.8	2.7	2.9	2.6
South.....	1,337	1,518	1,505	1,499	1,612	1,524	1,483	2.9	3.3	3.3	3.3	3.5	3.3	3.2
Midwest.....	848	901	903	929	938	877	837	2.8	2.9	2.9	3.0	3.0	2.8	2.7
West.....	867	898	896	941	1,003	959	1,001	3.1	3.2	3.2	3.3	3.5	3.4	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						
	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P	May 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004	May 2004 ^P
Total⁴	2,013	2,131	2,118	2,178	2,271	2,278	2,152	1.5	1.6	1.6	1.7	1.7	1.7	1.6
INDUSTRY														
Total private ⁴	1,889	2,010	2,002	2,051	2,144	2,151	2,014	1.7	1.9	1.8	1.9	2.0	2.0	1.8
Construction.....	134	171	148	133	154	149	139	2.0	2.5	2.2	2.0	2.3	2.2	2.0
Manufacturing.....	149	178	165	169	176	189	167	1.0	1.2	1.2	1.2	1.2	1.3	1.2
Trade, transportation, and utilities.....	475	534	530	493	530	563	520	1.9	2.1	2.1	1.9	2.1	2.2	2.0
Professional and business services.....	240	256	261	302	309	323	257	1.5	1.6	1.6	1.9	1.9	2.0	1.6
Education and health services.....	228	212	237	234	252	245	220	1.4	1.3	1.4	1.4	1.5	1.5	1.3
Leisure and hospitality.....	439	462	428	447	465	429	454	3.6	3.8	3.5	3.7	3.8	3.5	3.7
Government.....	120	119	116	126	129	129	130	.6	.6	.5	.6	.6	.6	.6
REGION														
Northeast.....	311	315	288	319	314	390	312	1.2	1.3	1.2	1.3	1.3	1.6	1.2
South.....	798	894	852	867	957	888	851	1.7	1.9	1.9	1.9	2.1	1.9	1.8
Midwest.....	459	465	513	455	474	479	473	1.5	1.5	1.7	1.5	1.5	1.5	1.5
West.....	426	436	475	520	565	524	518	1.5	1.5	1.7	1.8	2.0	1.8	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.

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		
	May 2003	Apr. 2004	May 2004 ^P	May 2003	Apr. 2004	May 2004 ^P
Total	2,954	3,307	3,381	2.2	2.5	2.5
INDUSTRY						
Total private.....	2,575	2,951	2,970	2.3	2.6	2.6
Natural resources and mining.....	5	6	6	.9	1.0	1.0
Construction.....	118	137	126	1.7	2.0	1.8
Manufacturing.....	198	254	259	1.3	1.7	1.8
Durable goods.....	114	166	165	1.3	1.8	1.8
Nondurable goods.....	84	88	95	1.5	1.6	1.7
Trade, transportation, and utilities.....	435	553	541	1.7	2.1	2.1
Wholesale trade.....	75	118	120	1.3	2.0	2.1
Retail trade.....	283	351	345	1.9	2.3	2.2
Transportation, warehousing, and utilities.....	77	84	76	1.6	1.7	1.6
Information.....	45	70	77	1.4	2.2	2.4
Financial activities.....	171	220	199	2.1	2.7	2.4
Finance and insurance.....	138	177	154	2.3	2.9	2.5
Real estate and rental and leasing.....	33	43	45	1.6	2.1	2.1
Professional and business services.....	497	546	561	3.0	3.2	3.3
Education and health services.....	581	578	575	3.4	3.3	3.3
Educational services.....	45	51	52	1.6	1.7	1.8
Health care and social assistance.....	536	527	523	3.7	3.6	3.6
Leisure and hospitality.....	381	446	457	3.0	3.5	3.5
Arts, entertainment, and recreation.....	36	45	59	1.9	2.5	3.1
Accommodations and food services.....	344	401	398	3.2	3.7	3.6
Other services.....	142	141	168	2.6	2.5	3.0
Government.....	379	355	411	1.7	1.6	1.8
Federal.....	41	46	42	1.5	1.6	1.5
State and local.....	338	310	369	1.7	1.6	1.9
REGION						
Northeast.....	580	585	572	2.3	2.3	2.2
South.....	1,102	1,249	1,289	2.3	2.6	2.7
Midwest.....	614	746	710	2.0	2.4	2.2
West.....	657	727	810	2.3	2.5	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		
	May 2003	Apr. 2004	May 2004 ^P	May 2003	Apr. 2004	May 2004 ^P
Total	4,527	4,668	4,761	3.5	3.6	3.6
INDUSTRY						
Total private.....	4,200	4,444	4,476	3.9	4.1	4.1
Natural resources and mining.....	26	27	23	4.6	4.7	4.0
Construction.....	532	552	502	7.9	8.2	7.2
Manufacturing.....	359	377	382	2.5	2.6	2.7
Durable goods.....	225	227	232	2.5	2.5	2.6
Nondurable goods.....	133	150	150	2.4	2.8	2.8
Trade, transportation, and utilities.....	921	1,013	1,026	3.7	4.0	4.0
Wholesale trade.....	133	174	136	2.4	3.1	2.4
Retail trade.....	689	708	728	4.6	4.8	4.9
Transportation, warehousing, and utilities.....	99	130	163	2.1	2.7	3.4
Information.....	70	66	64	2.2	2.1	2.0
Financial activities.....	192	190	218	2.4	2.4	2.7
Finance and insurance.....	112	112	119	1.9	1.9	2.0
Real estate and rental and leasing.....	81	78	99	3.9	3.8	4.7
Professional and business services.....	582	695	692	3.7	4.3	4.2
Education and health services.....	410	401	439	2.5	2.4	2.6
Educational services.....	40	37	37	1.5	1.3	1.3
Health care and social assistance.....	370	365	401	2.7	2.6	2.8
Leisure and hospitality.....	914	930	956	7.4	7.6	7.6
Arts, entertainment, and recreation.....	191	167	148	10.2	9.5	7.9
Accommodations and food services.....	724	763	808	7.0	7.3	7.6
Other services.....	192	192	174	3.6	3.5	3.2
Government.....	327	224	285	1.5	1.0	1.3
Federal.....	54	36	35	1.9	1.3	1.3
State and local.....	273	188	250	1.4	1.0	1.3
REGION						
Northeast.....	814	794	821	3.3	3.2	3.2
South.....	1,625	1,638	1,789	3.5	3.5	3.8
Midwest.....	1,067	1,115	1,122	3.5	3.6	3.6
West.....	1,021	1,121	1,029	3.6	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		
	May 2003	Apr. 2004	May 2004 ^P	May 2003	Apr. 2004	May 2004 ^P
Total	3,689	3,759	3,870	2.8	2.9	2.9
INDUSTRY						
Total private.....	3,402	3,578	3,595	3.1	3.3	3.3
Natural resources and mining.....	16	18	19	2.9	3.1	3.2
Construction.....	322	322	305	4.8	4.8	4.4
Manufacturing.....	347	339	357	2.4	2.4	2.5
Durable goods.....	215	196	207	2.4	2.2	2.3
Nondurable goods.....	132	143	150	2.4	2.6	2.8
Trade, transportation, and utilities.....	804	886	878	3.2	3.5	3.5
Wholesale trade.....	134	135	149	2.4	2.4	2.6
Retail trade.....	566	629	605	3.8	4.2	4.0
Transportation, warehousing, and utilities.....	104	122	124	2.2	2.6	2.6
Information.....	63	85	57	2.0	2.7	1.8
Financial activities.....	144	146	155	1.8	1.8	1.9
Finance and insurance.....	91	86	96	1.5	1.5	1.6
Real estate and rental and leasing.....	53	60	59	2.6	2.9	2.8
Professional and business services.....	469	606	598	2.9	3.7	3.6
Education and health services.....	424	355	384	2.5	2.1	2.3
Educational services.....	68	30	56	2.5	1.0	2.0
Health care and social assistance.....	356	325	328	2.6	2.3	2.3
Leisure and hospitality.....	675	678	659	5.5	5.5	5.2
Arts, entertainment, and recreation.....	80	118	71	4.3	6.7	3.8
Accommodations and food services.....	596	560	588	5.7	5.3	5.5
Other services.....	138	144	183	2.6	2.7	3.4
Government.....	287	181	276	1.3	.8	1.3
Federal.....	32	26	29	1.2	.9	1.1
State and local.....	255	156	247	1.3	.8	1.3
REGION						
Northeast.....	634	624	569	2.5	2.5	2.3
South.....	1,388	1,456	1,517	3.0	3.1	3.3
Midwest.....	848	776	824	2.7	2.5	2.6
West.....	820	903	960	2.9	3.2	3.3

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		
	May 2003	Apr. 2004	May 2004 ^P	May 2003	Apr. 2004	May 2004 ^P
Total	2,098	2,184	2,233	1.6	1.7	1.7
INDUSTRY						
Total private.....	1,962	2,085	2,085	1.8	1.9	1.9
Natural resources and mining.....	7	10	8	1.2	1.7	1.4
Construction.....	137	151	140	2.0	2.2	2.0
Manufacturing.....	158	191	176	1.1	1.3	1.2
Durable goods.....	95	116	108	1.1	1.3	1.2
Nondurable goods.....	63	75	68	1.1	1.4	1.2
Trade, transportation, and utilities.....	501	543	531	2.0	2.2	2.1
Wholesale trade.....	68	65	92	1.2	1.1	1.6
Retail trade.....	377	422	384	2.5	2.8	2.6
Transportation, warehousing, and utilities.....	56	56	55	1.2	1.2	1.1
Information.....	37	51	32	1.2	1.6	1.0
Financial activities.....	80	95	110	1.0	1.2	1.4
Finance and insurance.....	53	57	66	.9	1.0	1.1
Real estate and rental and leasing.....	27	38	44	1.3	1.9	2.1
Professional and business services.....	262	305	266	1.6	1.9	1.6
Education and health services.....	244	231	231	1.5	1.4	1.4
Educational services.....	30	16	24	1.1	.6	.9
Health care and social assistance.....	215	214	207	1.5	1.5	1.5
Leisure and hospitality.....	452	413	473	3.7	3.4	3.8
Arts, entertainment, and recreation.....	39	44	35	2.1	2.5	1.9
Accommodations and food services.....	413	369	438	4.0	3.5	4.1
Other services.....	84	96	116	1.6	1.8	2.1
Government.....	136	98	149	.6	.4	.7
Federal.....	16	12	13	.6	.4	.5
State and local.....	120	86	136	.6	.4	.7
REGION						
Northeast.....	319	339	313	1.3	1.3	1.2
South.....	837	888	881	1.8	1.9	1.9
Midwest.....	488	450	500	1.6	1.5	1.6
West.....	454	507	540	1.6	1.8	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.

^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		
	May 2003	Apr. 2004	May 2004 ^P	May 2003	Apr. 2004	May 2004 ^P
Total.....	1,308	1,328	1,323	1.0	1.0	1.0
INDUSTRY						
Total private.....	1,212	1,280	1,250	1.1	1.2	1.1
Natural resources and mining.....	6	5	7	1.1	.9	1.3
Construction.....	179	155	156	2.6	2.3	2.2
Manufacturing.....	158	122	146	1.1	.9	1.0
Durable goods.....	100	61	75	1.1	.7	.8
Nondurable goods.....	58	61	71	1.0	1.1	1.3
Trade, transportation, and utilities.....	240	287	287	1.0	1.1	1.1
Wholesale trade.....	51	61	51	.9	1.1	.9
Retail trade.....	151	176	178	1.0	1.2	1.2
Transportation, warehousing, and utilities.....	38	50	58	.8	1.1	1.2
Information.....	23	25	22	.7	.8	.7
Financial activities.....	43	30	32	.5	.4	.4
Finance and insurance.....	24	14	21	.4	.2	.3
Real estate and rental and leasing.....	19	16	12	.9	.8	.6
Professional and business services.....	176	270	281	1.1	1.7	1.7
Education and health services.....	150	103	117	.9	.6	.7
Educational services.....	34	10	27	1.2	.3	1.0
Health care and social assistance.....	116	93	89	.8	.7	.6
Leisure and hospitality.....	199	238	155	1.6	1.9	1.2
Arts, entertainment, and recreation.....	39	72	34	2.1	4.1	1.8
Accommodations and food services.....	160	166	121	1.5	1.6	1.1
Other services.....	39	44	49	.7	.8	.9
Government.....	96	47	72	.4	.2	.3
Federal.....	6	6	6	.2	.2	.2
State and local.....	90	42	67	.5	.2	.3
REGION						
Northeast.....	252	238	187	1.0	.9	.7
South.....	456	473	539	1.0	1.0	1.2
Midwest.....	303	272	266	1.0	.9	.9
West.....	296	345	331	1.0	1.2	1.1

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		
	May 2003	Apr. 2004	May 2004 ^P	May 2003	Apr. 2004	May 2004 ^P
Total	284	248	314	0.2	0.2	0.2
INDUSTRY						
Total private.....	229	213	260	.2	.2	.2
Natural resources and mining.....	3	3	3	.6	.5	.5
Construction.....	6	16	10	.1	.2	.1
Manufacturing.....	31	26	35	.2	.2	.2
Durable goods.....	19	19	24	.2	.2	.3
Nondurable goods.....	12	7	11	.2	.1	.2
Trade, transportation, and utilities.....	62	56	60	.2	.2	.2
Wholesale trade.....	14	10	7	.3	.2	.1
Retail trade.....	38	30	43	.3	.2	.3
Transportation, warehousing, and utilities.....	10	16	11	.2	.3	.2
Information.....	2	9	4	.1	.3	.1
Financial activities.....	22	21	12	.3	.3	.1
Finance and insurance.....	15	15	9	.2	.2	.1
Real estate and rental and leasing.....	7	6	3	.3	.3	.1
Professional and business services.....	31	32	50	.2	.2	.3
Education and health services.....	30	21	36	.2	.1	.2
Educational services.....	5	4	5	.2	.1	.2
Health care and social assistance.....	25	17	32	.2	.1	.2
Leisure and hospitality.....	25	26	30	.2	.2	.2
Arts, entertainment, and recreation.....	2	1	2	.1	.1	.1
Accommodations and food services.....	23	25	29	.2	.2	.3
Other services.....	15	4	19	.3	.1	.3
Government.....	55	36	54	.3	.2	.2
Federal.....	9	8	10	.3	.3	.4
State and local.....	46	28	45	.2	.1	.2
REGION						
Northeast.....	62	47	70	.2	.2	.3
South.....	95	96	96	.2	.2	.2
Midwest.....	57	54	58	.2	.2	.2
West.....	69	51	90	.2	.2	.3

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.