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## JOB OPENINGS AND LABOR TURNOVER: OCTOBER 2004

The job openings, hires, and total separations rates showed little or no change in October, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was little changed at 2.5 percent. The hires rate was essentially unchanged at 3.3 percent, and the total separations rate was 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 - October 2004

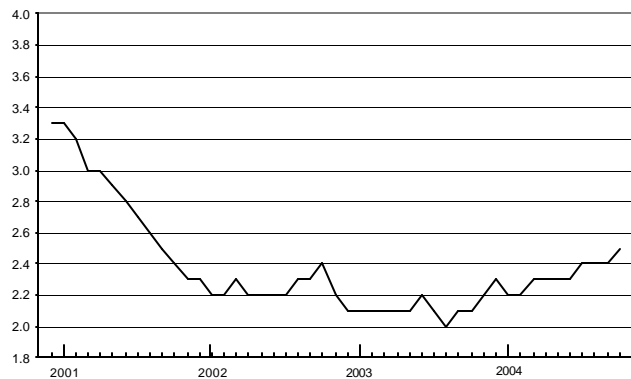
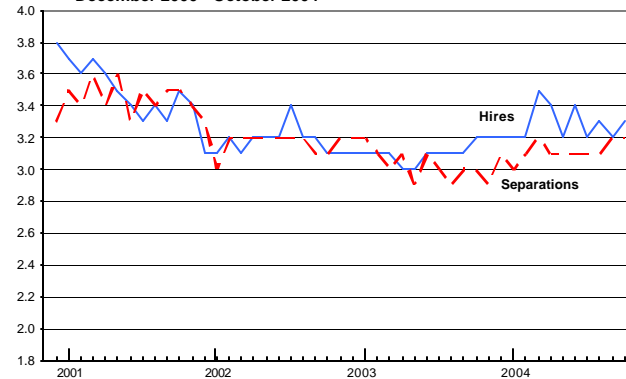


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent December 2000 - October 2004



### Job Openings

On the last business day of October 2004, there were 3.3 million job openings in the United States, and the job openings rate was 2.5 percent. (See table 1.) The job openings rate has generally trended upward since August 2003. In October, the job openings rate dropped in the leisure and hospitality industry and edged up in government.

### Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.3 percent in October, little changed from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. The hires rate decreased in manufacturing and government and increased in trade, transportation, and utilities over the month.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.2 percent in October. (See table 3.) The overall total separations rate is 0.3 percentage point higher than its most recent low in November 2003. Separations are terminations of employment that

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

Industry	Job openings			Hires			Total separations		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>p</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>p</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	2,823	3,294	3,330	4,108	4,253	4,317	3,859	4,158	4,159
Total private <sup>1</sup> .....	2,479	2,934	2,950	3,815	3,906	3,987	3,612	3,856	3,891
Construction .....	78	113	121	391	383	350	365	350	469
Manufacturing .....	199	251	259	335	379	323	332	381	352
Trade, transportation, and utilities .....	451	591	592	880	864	951	854	909	935
Professional and business services .....	488	564	585	590	689	720	523	590	539
Education and health services ....	545	543	543	433	401	409	377	384	361
Leisure and hospitality .....	367	425	356	729	782	747	725	756	743
Government .....	346	350	382	269	337	301	257	306	269
	Rates (percent)								
Total <sup>1</sup> .....	2.1	2.4	2.5	3.2	3.2	3.3	3.0	3.2	3.2
Total private <sup>1</sup> .....	2.2	2.6	2.6	3.5	3.6	3.6	3.3	3.5	3.5
Construction .....	1.1	1.6	1.7	5.8	5.5	5.0	5.4	5.0	6.7
Manufacturing .....	1.4	1.7	1.8	2.3	2.6	2.2	2.3	2.6	2.4
Trade, transportation, and utilities .....	1.8	2.3	2.3	3.5	3.4	3.7	3.4	3.6	3.7
Professional and business services .....	2.9	3.3	3.4	3.7	4.2	4.3	3.3	3.6	3.2
Education and health services ....	3.2	3.1	3.1	2.6	2.4	2.4	2.3	2.3	2.1
Leisure and hospitality .....	2.9	3.3	2.8	6.0	6.3	6.0	6.0	6.1	6.0
Government .....	1.6	1.6	1.7	1.2	1.6	1.4	1.2	1.4	1.2

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

occur at any time during the month. The total separations rate increased in construction and fell in government in October.

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 October and has been unchanged since February 2004. (See table 4.) The quits rate increased in construction in October. The other two components of total separations, layoffs and discharges (1.3 percent) and other separations (0.2 percent) are not seasonally adjusted. Both rates showed little or no change from a year earlier.

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 4.1 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/](http://www.bls.gov/jlt/). Additional information about JOLTS also may be obtained by e-mailing [Joltsinfo@bls.gov](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

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The Job Openings and Labor Turnover release for November 2004 is scheduled to be issued on Wednesday, January 12, 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 levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,823	3,105	3,022	3,237	3,195	3,294	3,330	2.1	2.3	2.3	2.4	2.4	2.4	2.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,479	2,746	2,640	2,894	2,859	2,934	2,950	2.2	2.4	2.3	2.6	2.5	2.6	2.6
Construction.....	78	108	94	88	121	113	121	1.1	1.5	1.3	1.3	1.7	1.6	1.7
Manufacturing.....	199	244	247	240	234	251	259	1.4	1.7	1.7	1.6	1.6	1.7	1.8
Trade, transportation, and utilities.....	451	521	503	567	551	591	592	1.8	2.0	1.9	2.2	2.1	2.3	2.3
Professional and business services.....	488	530	494	583	594	564	585	2.9	3.1	2.9	3.4	3.5	3.3	3.4
Education and health services.....	545	542	496	537	536	543	543	3.2	3.1	2.9	3.1	3.1	3.1	3.1
Leisure and hospitality.....	367	391	421	435	410	425	356	2.9	3.1	3.3	3.4	3.2	3.3	2.8
Government.....	346	360	380	343	337	350	382	1.6	1.6	1.7	1.6	1.5	1.6	1.7
<b>REGION</b>														
Northeast.....	499	526	546	545	540	562	599	2.0	2.0	2.1	2.1	2.1	2.2	2.3
South.....	1,092	1,164	1,164	1,280	1,259	1,245	1,311	2.3	2.5	2.4	2.7	2.6	2.6	2.7
Midwest.....	628	688	631	635	613	699	640	2.0	2.2	2.0	2.0	1.9	2.2	2.0
West.....	636	765	677	738	771	790	756	2.2	2.6	2.3	2.5	2.6	2.7	2.6

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

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

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

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

<sup>P</sup> = preliminary.

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

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

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	4,108	4,206	4,433	4,229	4,375	4,253	4,317	3.2	3.2	3.4	3.2	3.3	3.2	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,815	3,938	4,110	3,930	4,058	3,906	3,987	3.5	3.6	3.7	3.6	3.7	3.6	3.6
Construction.....	391	406	436	368	401	383	350	5.8	5.9	6.3	5.3	5.8	5.5	5.0
Manufacturing.....	335	336	370	352	356	379	323	2.3	2.3	2.6	2.4	2.5	2.6	2.2
Trade, transportation, and utilities.....	880	938	945	957	984	864	951	3.5	3.7	3.7	3.8	3.9	3.4	3.7
Professional and business services.....	590	631	692	621	690	689	720	3.7	3.8	4.2	3.8	4.2	4.2	4.3
Education and health services.....	433	451	428	418	470	401	409	2.6	2.7	2.5	2.5	2.8	2.4	2.4
Leisure and hospitality.....	729	739	749	760	760	782	747	6.0	6.0	6.1	6.2	6.1	6.3	6.0
Government.....	269	272	328	310	322	337	301	1.2	1.3	1.5	1.4	1.5	1.6	1.4
<b>REGION</b>														
Northeast.....	695	708	703	720	763	745	736	2.8	2.8	2.8	2.9	3.0	2.9	2.9
South.....	1,500	1,606	1,709	1,640	1,643	1,635	1,646	3.3	3.5	3.7	3.5	3.5	3.5	3.5
Midwest.....	905	956	1,009	935	945	942	1,010	2.9	3.1	3.2	3.0	3.0	3.0	3.2
West.....	969	951	1,023	865	1,018	942	893	3.4	3.3	3.6	3.0	3.5	3.3	3.1

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	3,859	4,040	4,069	4,074	4,134	4,158	4,159	3.0	3.1	3.1	3.1	3.1	3.2	3.2
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,612	3,761	3,789	3,793	3,894	3,856	3,891	3.3	3.4	3.5	3.5	3.5	3.5	3.5
Construction.....	365	367	382	364	391	350	469	5.4	5.3	5.5	5.3	5.6	5.0	6.7
Manufacturing.....	332	377	343	367	379	381	352	2.3	2.6	2.4	2.5	2.6	2.6	2.4
Trade, transportation, and utilities.....	854	917	927	972	951	909	935	3.4	3.6	3.6	3.8	3.7	3.6	3.7
Professional and business services.....	523	556	607	613	575	590	539	3.3	3.4	3.7	3.7	3.5	3.6	3.2
Education and health services.....	377	379	362	363	380	384	361	2.3	2.2	2.1	2.1	2.2	2.3	2.1
Leisure and hospitality.....	725	696	734	694	760	756	743	6.0	5.6	5.9	5.6	6.2	6.1	6.0
Government.....	257	268	270	273	246	306	269	1.2	1.2	1.3	1.3	1.1	1.4	1.2
<b>REGION</b>														
Northeast.....	615	648	704	674	717	730	693	2.5	2.6	2.8	2.7	2.8	2.9	2.7
South.....	1,465	1,504	1,533	1,545	1,527	1,506	1,595	3.2	3.2	3.3	3.3	3.3	3.2	3.4
Midwest.....	859	833	853	935	831	931	894	2.8	2.7	2.7	3.0	2.7	3.0	2.9
West.....	877	1,008	979	945	1,087	978	952	3.1	3.5	3.4	3.3	3.8	3.4	3.3

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	May 2004	June 2004	July 2004	Aug. 2004	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,129	2,173	2,284	2,265	2,252	2,248	2,259	1.6	1.7	1.7	1.7	1.7	1.7	1.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	1,995	2,036	2,162	2,141	2,140	2,118	2,130	1.8	1.9	2.0	2.0	1.9	1.9	1.9
Construction.....	139	144	156	101	147	138	198	2.1	2.1	2.3	1.5	2.1	2.0	2.8
Manufacturing.....	162	171	171	174	165	183	173	1.1	1.2	1.2	1.2	1.1	1.3	1.2
Trade, transportation, and utilities.....	482	525	536	559	552	536	520	1.9	2.1	2.1	2.2	2.2	2.1	2.0
Professional and business services.....	266	259	322	322	308	325	284	1.7	1.6	2.0	2.0	1.9	2.0	1.7
Education and health services.....	230	223	225	271	239	240	235	1.4	1.3	1.3	1.6	1.4	1.4	1.4
Leisure and hospitality.....	515	455	480	442	476	439	454	4.2	3.7	3.9	3.6	3.9	3.6	3.7
Government.....	135	129	123	126	116	130	124	.6	.6	.6	.6	.5	.6	.6
<b>REGION</b>														
Northeast.....	288	318	334	338	339	325	333	1.2	1.3	1.3	1.3	1.3	1.3	1.3
South.....	840	857	910	901	897	903	888	1.8	1.8	2.0	1.9	1.9	1.9	1.9
Midwest.....	464	479	485	505	447	472	480	1.5	1.5	1.6	1.6	1.4	1.5	1.5
West.....	552	521	573	519	566	546	561	1.9	1.8	2.0	1.8	2.0	1.9	1.9

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

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

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total</b> .....	2,763	3,439	3,274	2.1	2.5	2.4
<b>INDUSTRY</b>						
Total private.....	2,434	3,104	2,911	2.2	2.7	2.6
Natural resources and mining.....	6	9	11	1.1	1.5	1.9
Construction.....	70	113	111	1.0	1.6	1.5
Manufacturing.....	191	260	251	1.3	1.8	1.7
Durable goods.....	119	156	159	1.3	1.7	1.7
Nondurable goods.....	72	104	92	1.3	1.9	1.7
Trade, transportation, and utilities.....	513	677	680	2.0	2.6	2.6
Wholesale trade.....	64	118	85	1.1	2.0	1.5
Retail trade.....	375	477	502	2.4	3.1	3.2
Transportation, warehousing, and utilities.....	73	82	93	1.5	1.7	1.9
Information.....	71	76	80	2.2	2.4	2.5
Financial activities.....	164	243	230	2.0	2.9	2.8
Finance and insurance.....	134	207	190	2.2	3.3	3.1
Real estate and rental and leasing.....	30	36	40	1.4	1.7	1.9
Professional and business services.....	460	599	564	2.7	3.5	3.2
Education and health services.....	539	565	536	3.1	3.2	3.0
Educational services.....	35	53	54	1.2	1.9	1.8
Health care and social assistance.....	504	511	482	3.5	3.5	3.3
Leisure and hospitality.....	331	434	321	2.7	3.3	2.5
Arts, entertainment, and recreation.....	39	50	34	2.2	2.6	1.9
Accommodations and food services.....	291	384	287	2.7	3.5	2.6
Other services.....	90	128	127	1.7	2.3	2.3
Government.....	330	335	364	1.5	1.5	1.6
Federal.....	39	39	37	1.4	1.4	1.3
State and local.....	290	296	327	1.5	1.6	1.7
<b>REGION</b>						
Northeast.....	484	589	610	1.9	2.3	2.3
South.....	1,022	1,270	1,265	2.2	2.7	2.6
Midwest.....	628	736	637	2.0	2.3	2.0
West.....	630	844	762	2.2	2.8	2.6

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.



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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total.....</b>	4,072	4,805	4,273	3.1	3.6	3.2
<b>INDUSTRY</b>						
Total private.....	3,802	4,296	3,982	3.5	3.9	3.6
Natural resources and mining.....	12	20	20	2.0	3.4	3.3
Construction.....	375	386	323	5.4	5.4	4.5
Manufacturing.....	308	399	288	2.1	2.8	2.0
Durable goods.....	185	249	183	2.1	2.8	2.0
Nondurable goods.....	123	150	106	2.2	2.8	1.9
Trade, transportation, and utilities.....	1,043	1,016	1,128	4.1	4.0	4.4
Wholesale trade.....	143	160	160	2.6	2.8	2.8
Retail trade.....	789	660	812	5.3	4.4	5.4
Transportation, warehousing, and utilities.....	112	195	156	2.3	4.0	3.2
Information.....	70	72	71	2.2	2.3	2.3
Financial activities.....	149	188	174	1.9	2.3	2.1
Finance and insurance.....	98	117	126	1.7	2.0	2.1
Real estate and rental and leasing.....	51	72	47	2.5	3.4	2.3
Professional and business services.....	578	729	750	3.6	4.4	4.4
Education and health services.....	444	518	412	2.6	3.1	2.4
Educational services.....	70	110	61	2.4	4.1	2.1
Health care and social assistance.....	374	408	351	2.7	2.9	2.5
Leisure and hospitality.....	638	788	652	5.3	6.3	5.3
Arts, entertainment, and recreation.....	87	102	59	5.0	5.5	3.4
Accommodations and food services.....	550	686	594	5.3	6.4	5.6
Other services.....	185	178	164	3.4	3.3	3.0
Government.....	270	509	291	1.2	2.4	1.3
Federal.....	33	40	37	1.2	1.5	1.4
State and local.....	237	470	254	1.2	2.5	1.3
<b>REGION</b>						
Northeast.....	692	939	737	2.8	3.7	2.9
South.....	1,505	1,705	1,643	3.3	3.7	3.5
Midwest.....	886	1,130	1,002	2.9	3.6	3.2
West.....	989	1,031	892	3.5	3.6	3.1

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total</b> .....	3,918	4,659	4,222	3.0	3.5	3.2
<b>INDUSTRY</b>						
Total private.....	3,688	4,299	3,982	3.4	3.9	3.6
Natural resources and mining.....	17	19	18	2.9	3.2	3.0
Construction.....	386	368	503	5.5	5.1	7.0
Manufacturing.....	374	385	375	2.6	2.7	2.6
Durable goods.....	220	243	235	2.5	2.7	2.6
Nondurable goods.....	154	142	140	2.8	2.6	2.6
Trade, transportation, and utilities.....	832	970	911	3.3	3.8	3.5
Wholesale trade.....	143	137	156	2.6	2.4	2.8
Retail trade.....	568	704	623	3.8	4.7	4.1
Transportation, warehousing, and utilities.....	121	130	132	2.5	2.7	2.7
Information.....	68	66	75	2.1	2.1	2.4
Financial activities.....	145	200	183	1.8	2.5	2.3
Finance and insurance.....	98	128	110	1.7	2.1	1.8
Real estate and rental and leasing.....	47	72	73	2.3	3.4	3.5
Professional and business services.....	519	635	518	3.2	3.8	3.1
Education and health services.....	357	418	334	2.1	2.5	1.9
Educational services.....	40	61	46	1.4	2.3	1.6
Health care and social assistance.....	316	357	288	2.3	2.5	2.0
Leisure and hospitality.....	847	1,015	872	7.0	8.1	7.1
Arts, entertainment, and recreation.....	136	218	151	7.8	11.7	8.7
Accommodations and food services.....	711	797	721	6.9	7.5	6.8
Other services.....	145	222	193	2.7	4.1	3.6
Government.....	230	360	241	1.1	1.7	1.1
Federal.....	39	29	29	1.4	1.1	1.1
State and local.....	191	332	212	1.0	1.8	1.1
<b>REGION</b>						
Northeast.....	649	924	726	2.6	3.7	2.8
South.....	1,494	1,591	1,648	3.2	3.4	3.5
Midwest.....	851	1,072	886	2.7	3.4	2.8
West.....	923	1,072	963	3.2	3.7	3.3

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total.....</b>	2,119	2,599	2,233	1.6	2.0	1.7
<b>INDUSTRY</b>						
Total private.....	2,003	2,458	2,126	1.8	2.2	1.9
Natural resources and mining.....	7	12	10	1.2	2.0	1.7
Construction.....	125	157	192	1.8	2.2	2.7
Manufacturing.....	167	212	178	1.2	1.5	1.2
Durable goods.....	97	129	118	1.1	1.4	1.3
Nondurable goods.....	71	83	60	1.3	1.5	1.1
Trade, transportation, and utilities.....	495	614	526	2.0	2.4	2.1
Wholesale trade.....	71	86	73	1.3	1.5	1.3
Retail trade.....	363	461	385	2.4	3.1	2.5
Transportation, warehousing, and utilities.....	60	67	68	1.3	1.4	1.4
Information.....	40	36	35	1.3	1.2	1.1
Financial activities.....	74	107	90	.9	1.3	1.1
Finance and insurance.....	49	72	58	.8	1.2	1.0
Real estate and rental and leasing.....	25	36	31	1.2	1.7	1.5
Professional and business services.....	268	364	278	1.6	2.2	1.6
Education and health services.....	219	274	221	1.3	1.6	1.3
Educational services.....	18	32	30	.6	1.2	1.0
Health care and social assistance.....	201	242	191	1.4	1.7	1.3
Leisure and hospitality.....	533	578	469	4.4	4.6	3.8
Arts, entertainment, and recreation.....	54	59	34	3.1	3.2	2.0
Accommodations and food services.....	479	518	435	4.6	4.9	4.1
Other services.....	74	103	128	1.4	1.9	2.4
Government.....	115	141	106	.5	.7	.5
Federal.....	14	10	13	.5	.4	.5
State and local.....	101	131	94	.5	.7	.5
<b>REGION</b>						
Northeast.....	311	428	359	1.2	1.7	1.4
South.....	837	999	883	1.8	2.1	1.9
Midwest.....	446	552	462	1.4	1.8	1.5
West.....	525	621	528	1.8	2.2	1.8

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total</b> .....	1,507	1,755	1,697	1.2	1.3	1.3
<b>INDUSTRY</b>						
Total private.....	1,434	1,580	1,597	1.3	1.4	1.4
Natural resources and mining.....	7	4	5	1.2	.7	.9
Construction.....	247	194	279	3.6	2.7	3.9
Manufacturing.....	169	144	177	1.2	1.0	1.2
Durable goods.....	102	92	104	1.1	1.0	1.2
Nondurable goods.....	67	52	73	1.2	1.0	1.3
Trade, transportation, and utilities.....	282	295	306	1.1	1.2	1.2
Wholesale trade.....	59	43	76	1.1	.8	1.3
Retail trade.....	178	205	175	1.2	1.4	1.2
Transportation, warehousing, and utilities.....	45	46	55	.9	1.0	1.1
Information.....	26	22	31	.8	.7	1.0
Financial activities.....	39	74	70	.5	.9	.9
Finance and insurance.....	21	39	31	.4	.7	.5
Real estate and rental and leasing.....	18	35	40	.9	1.6	1.9
Professional and business services.....	211	237	198	1.3	1.4	1.2
Education and health services.....	112	112	86	.7	.7	.5
Educational services.....	20	25	11	.7	.9	.4
Health care and social assistance.....	92	87	75	.7	.6	.5
Leisure and hospitality.....	285	397	383	2.4	3.2	3.1
Arts, entertainment, and recreation.....	78	152	113	4.5	8.2	6.5
Accommodations and food services.....	207	245	271	2.0	2.3	2.6
Other services.....	56	100	61	1.0	1.8	1.1
Government.....	73	175	100	.3	.8	.5
Federal.....	12	8	9	.4	.3	.3
State and local.....	61	167	91	.3	.9	.5
<b>REGION</b>						
Northeast.....	288	416	298	1.1	1.6	1.2
South.....	538	481	646	1.2	1.0	1.4
Midwest.....	345	465	379	1.1	1.5	1.2
West.....	336	393	373	1.2	1.4	1.3

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>	Oct. 2003	Sept. 2004	Oct. 2004 <sup>P</sup>
<b>Total</b> .....	292	304	293	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	251	260	258	.2	.2	.2
Natural resources and mining.....	3	3	3	.5	.5	.4
Construction.....	13	16	32	.2	.2	.4
Manufacturing.....	37	28	20	.3	.2	.1
Durable goods.....	22	22	12	.2	.2	.1
Nondurable goods.....	16	6	8	.3	.1	.1
Trade, transportation, and utilities.....	54	61	79	.2	.2	.3
Wholesale trade.....	12	8	8	.2	.1	.1
Retail trade.....	26	37	62	.2	.2	.4
Transportation, warehousing, and utilities.....	15	16	8	.3	.3	.2
Information.....	2	8	9	.1	.2	.3
Financial activities.....	32	19	23	.4	.2	.3
Finance and insurance.....	28	17	21	.5	.3	.3
Real estate and rental and leasing.....	4	2	2	.2	.1	.1
Professional and business services.....	41	34	42	.2	.2	.3
Education and health services.....	25	32	26	.2	.2	.2
Educational services.....	2	4	5	.1	.2	.2
Health care and social assistance.....	23	27	21	.2	.2	.1
Leisure and hospitality.....	29	40	19	.2	.3	.2
Arts, entertainment, and recreation.....	4	6	4	.2	.3	.2
Accommodations and food services.....	25	34	15	.2	.3	.1
Other services.....	14	19	4	.3	.4	.1
Government.....	42	44	35	.2	.2	.2
Federal.....	13	10	8	.5	.4	.3
State and local.....	29	34	27	.2	.2	.1
<b>REGION</b>						
Northeast.....	51	80	68	.2	.3	.3
South.....	120	111	119	.3	.2	.3
Midwest.....	59	56	44	.2	.2	.1
West.....	62	58	62	.2	.2	.2

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.