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## JOB OPENINGS AND LABOR TURNOVER: MARCH 2006

The job openings, hires, and total separations rates showed little or no change in March, 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 April 2003 - March 2006

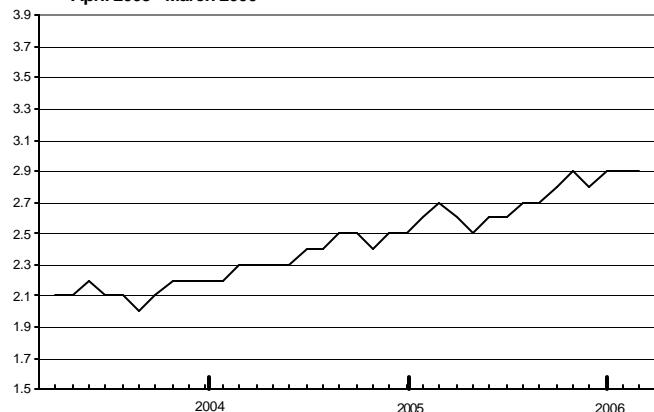
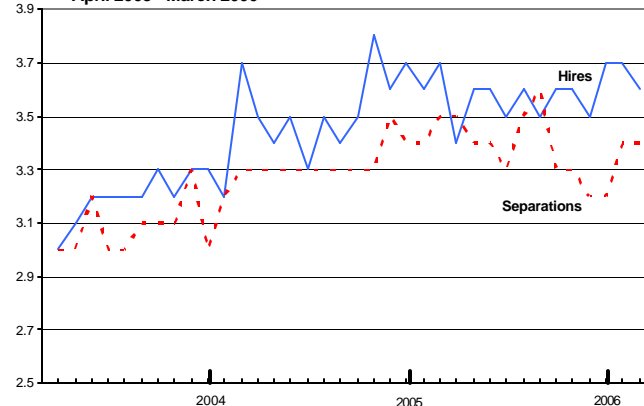


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent April 2003 - March 2006



### Job Openings

On the last business day of March 2006, there were 4.0 million job openings in the United States, and the job openings rate was 2.9 percent. The job openings rate was unchanged over the month but has generally trended upward since September 2003. In March, the job openings rates decreased in leisure and hospitality and in the Midwest. The industries with the highest seasonally adjusted job openings rates in March 2006 were professional and business services (3.8 percent), education and health services (3.7 percent), and leisure and hospitality (3.5 percent). (See table 1.)

Over the year, the job openings rates increased in many industries and in the West region; none of the industries or regions experienced a significant decrease in their job openings rates from the prior year. (See table 5.)

### Hires and Separations

The hires rate was essentially unchanged at 3.6 percent in March. Hires are any additions to the payroll during the month. Over the month, the hires rate did not change significantly in any industry but decreased in

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

Industry	Job openings			Hires			Total separations		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>p</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>p</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	3,658	3,994	3,989	4,902	4,954	4,848	4,610	4,531	4,642
Total private <sup>1</sup> .....	3,284	3,531	3,549	4,558	4,578	4,483	4,341	4,252	4,331
Construction .....	156	121	152	429	403	339	306	335	436
Manufacturing .....	261	318	319	337	333	337	384	380	396
Trade, transportation, and utilities .....	638	660	645	1,082	1,177	1,115	1,037	997	986
Professional and business services .....	636	716	687	880	841	854	896	826	776
Education and health services .....	616	640	673	472	435	434	444	403	400
Leisure and hospitality .....	481	587	466	822	1,019	945	775	881	818
Government .....	378	460	444	340	379	374	279	285	330
	Rates (percent)								
Total <sup>1</sup> .....	2.7	2.9	2.9	3.7	3.7	3.6	3.5	3.4	3.4
Total private <sup>1</sup> .....	2.9	3.0	3.0	4.1	4.1	4.0	3.9	3.8	3.8
Construction .....	2.1	1.6	2.0	6.0	5.4	4.5	4.3	4.5	5.8
Manufacturing .....	1.8	2.2	2.2	2.4	2.3	2.4	2.7	2.7	2.8
Trade, transportation, and utilities .....	2.4	2.5	2.4	4.2	4.3	4.3	4.0	3.8	3.8
Professional and business services .....	3.7	4.0	3.8	5.3	4.9	5.0	5.4	4.8	4.5
Education and health services .....	3.5	3.5	3.7	2.7	2.5	2.5	2.6	2.3	2.3
Leisure and hospitality .....	3.6	4.3	3.5	6.5	7.9	7.3	6.1	6.8	6.3
Government .....	1.7	2.1	2.0	1.6	1.7	1.7	1.3	1.3	1.5

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

p = preliminary.

the South. In March, the seasonally adjusted hires rate was highest in the leisure and hospitality industry (7.3 percent). (See table 2.)

From March 2005 to March 2006, the hires rates rose in accommodation and food services and in federal government. Industries with over-the-year declines in their hires rates were: construction; information; and healthcare and social assistance. The only significant over-the-year change in the hires rates for the regions was a decrease in the South. (See table 6.)

The total separations, or turnover, rate was unchanged at 3.4 percent in March. Separations are terminations of employment that occur at any time during the month. In March, the total separations rates increased in construction and government and in the West region. (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, rose slightly to 2.1 percent in March. The quits rate did not change significantly for any particular industry; however, rates rose at the total nonfarm, total private, and total government levels. The quits rate also rose in the Midwest region. In March, the seasonally adjusted quits rate was highest in the leisure and hospitality industry (4.7 percent), which also had the highest hires rate. (See table 4.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. From March 2005 to March 2006, the layoffs and discharges rate fell to 0.9 percent, with decreases for total private and three of the four regions—the Northeast, South, and Midwest. For March 2006, the construction industry had the highest layoffs and discharges rate. From March 2005 to March 2006, the other separations rate was unchanged at 0.2 percent at the total nonfarm level, but did increase in the West. (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 4.8 million per month and separations have averaged 4.5 million per month (not seasonally adjusted). The comparable figures a year earlier were 4.7 million hires and 4.4 million separations. (See the Technical Note for additional information on these measures.)

#### For More Information

For additional information, please read the Technical Note or visit the JOLTS Web site at <http://www.bls.gov/jlt/>. Additional information about JOLTS also may be obtained by e-mailing [Joltsinfo@bls.gov](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

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The Job Openings and Labor Turnover release for April 2006 is scheduled to be issued on Tuesday, June 6, 2006.

# Technical Note

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

## Collection

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

## Coverage

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

## Concepts

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

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

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

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

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

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

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

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

**Annual estimates.** Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates will be published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

### **Sample methodology**

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

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

### **Using JOLTS data**

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of

transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

### **Seasonal adjustment**

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

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						
	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	3,658	3,867	4,031	3,941	3,981	3,994	3,989	2.7	2.8	2.9	2.8	2.9	2.9	2.9
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,284	3,460	3,604	3,509	3,533	3,531	3,549	2.9	3.0	3.1	3.0	3.0	3.0	3.0
Construction.....	156	148	146	170	114	121	152	2.1	2.0	1.9	2.2	1.5	1.6	2.0
Manufacturing.....	261	297	333	313	324	318	319	1.8	2.1	2.3	2.2	2.2	2.2	2.2
Trade, transportation, and utilities.....	638	654	696	661	687	660	645	2.4	2.5	2.6	2.5	2.6	2.5	2.4
Professional and business services.....	636	723	782	750	777	716	687	3.7	4.1	4.4	4.2	4.3	4.0	3.8
Education and health services.....	616	613	601	618	627	640	673	3.5	3.4	3.3	3.4	3.4	3.5	3.7
Leisure and hospitality.....	481	498	519	522	507	587	466	3.6	3.7	3.9	3.9	3.8	4.3	3.5
Government.....	378	416	434	435	449	460	444	1.7	1.9	1.9	2.0	2.0	2.1	2.0
<b>REGION<sup>5</sup></b>														
Northeast.....	606	704	704	718	740	707	674	2.4	2.7	2.7	2.8	2.8	2.7	2.6
South.....	1,467	1,515	1,562	1,612	1,550	1,547	1,601	3.0	3.1	3.2	3.3	3.1	3.1	3.2
Midwest.....	735	762	748	738	745	797	708	2.3	2.4	2.3	2.3	2.3	2.5	2.2
West.....	829	873	1,046	919	928	957	985	2.7	2.9	3.4	3.0	3.0	3.1	3.2

<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>5</sup> 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.

<sup>P</sup> = preliminary.

**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						
	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	4,902	4,822	4,813	4,694	4,941	4,954	4,848	3.7	3.6	3.6	3.5	3.7	3.7	3.6
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,558	4,488	4,498	4,397	4,584	4,578	4,483	4.1	4.0	4.0	3.9	4.1	4.1	4.0
Construction.....	429	430	393	426	379	403	339	6.0	5.9	5.3	5.8	5.1	5.4	4.5
Manufacturing.....	337	449	335	307	366	333	337	2.4	3.2	2.4	2.2	2.6	2.3	2.4
Trade, transportation, and utilities.....	1,082	967	954	1,011	1,177	1,117	1,115	4.2	3.7	3.7	3.9	4.5	4.3	4.3
Professional and business services.....	880	849	907	849	953	841	854	5.3	5.0	5.3	5.0	5.6	4.9	5.0
Education and health services.....	472	460	459	467	446	435	434	2.7	2.6	2.6	2.7	2.5	2.5	2.5
Leisure and hospitality.....	822	859	895	853	847	1,019	945	6.5	6.7	6.9	6.6	6.6	7.9	7.3
Government.....	340	319	314	293	352	379	374	1.6	1.5	1.4	1.3	1.6	1.7	1.7
<b>REGION<sup>5</sup></b>														
Northeast.....	877	744	747	698	727	814	879	3.5	2.9	3.0	2.8	2.9	3.2	3.5
South.....	1,913	1,886	1,813	1,817	1,946	2,061	1,817	4.0	3.9	3.8	3.8	4.1	4.3	3.8
Midwest.....	1,056	1,017	1,031	1,038	1,043	1,045	1,126	3.4	3.3	3.3	3.3	3.3	3.3	3.6
West.....	1,077	1,154	1,188	1,127	1,176	1,083	1,057	3.7	3.9	4.0	3.8	4.0	3.6	3.5

<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>5</sup> See footnote 5, table 1.

<sup>P</sup> = preliminary.

**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						
	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>p</sup>	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>p</sup>
<b>Total<sup>4</sup></b> .....	4,610	4,359	4,476	4,359	4,285	4,531	4,642	3.5	3.3	3.3	3.2	3.2	3.4	3.4
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,341	4,103	4,205	4,067	3,995	4,252	4,331	3.9	3.7	3.7	3.6	3.5	3.8	3.8
Construction.....	306	392	371	348	374	335	436	4.3	5.3	5.0	4.7	5.0	4.5	5.8
Manufacturing.....	384	340	388	355	353	380	396	2.7	2.4	2.7	2.5	2.5	2.7	2.8
Trade, transportation, and utilities.....	1,037	935	1,003	1,027	880	997	986	4.0	3.6	3.9	3.9	3.4	3.8	3.8
Professional and business services.....	896	757	753	735	780	826	776	5.4	4.5	4.4	4.3	4.6	4.8	4.5
Education and health services.....	444	404	418	400	353	403	400	2.6	2.3	2.4	2.3	2.0	2.3	2.3
Leisure and hospitality.....	775	798	834	843	848	881	818	6.1	6.2	6.5	6.5	6.6	6.8	6.3
Government.....	279	255	270	270	300	285	330	1.3	1.2	1.2	1.2	1.4	1.3	1.5
<b>REGION<sup>5</sup></b>														
Northeast.....	823	657	619	685	701	736	676	3.3	2.6	2.4	2.7	2.8	2.9	2.7
South.....	1,752	1,710	1,711	1,759	1,653	1,694	1,823	3.7	3.6	3.6	3.7	3.4	3.5	3.8
Midwest.....	1,109	961	1,081	934	987	1,032	1,029	3.6	3.1	3.5	3.0	3.1	3.3	3.3
West.....	995	1,012	1,004	997	970	1,054	1,174	3.4	3.4	3.4	3.4	3.3	3.5	3.9

<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>5</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

**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						
	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>p</sup>	Mar. 2005	Oct. 2005	Nov. 2005	Dec. 2005	Jan. 2006	Feb. 2006	Mar. 2006 <sup>p</sup>
<b>Total<sup>4</sup></b> .....	2,552	2,619	2,683	2,567	2,577	2,663	2,814	1.9	2.0	2.0	1.9	1.9	2.0	2.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,423	2,470	2,540	2,428	2,435	2,526	2,667	2.2	2.2	2.3	2.2	2.2	2.2	2.4
Construction.....	145	205	183	189	179	153	191	2.0	2.8	2.5	2.6	2.4	2.0	2.5
Manufacturing.....	182	200	210	184	196	202	212	1.3	1.4	1.5	1.3	1.4	1.4	1.5
Trade, transportation, and utilities.....	606	573	606	634	551	602	611	2.3	2.2	2.3	2.4	2.1	2.3	2.3
Professional and business services.....	422	345	359	365	415	422	427	2.5	2.0	2.1	2.1	2.4	2.5	2.5
Education and health services.....	297	258	277	254	225	279	270	1.7	1.5	1.6	1.4	1.3	1.6	1.5
Leisure and hospitality.....	472	597	595	558	569	607	606	3.7	4.6	4.6	4.3	4.4	4.7	4.7
Government.....	131	142	142	139	143	139	156	.6	.6	.6	.6	.7	.6	.7
<b>REGION<sup>5</sup></b>														
Northeast.....	413	341	333	390	369	368	397	1.6	1.3	1.3	1.5	1.5	1.4	1.6
South.....	1,003	1,109	1,102	1,069	1,068	1,114	1,175	2.1	2.3	2.3	2.2	2.2	2.3	2.4
Midwest.....	574	552	572	481	571	600	662	1.9	1.8	1.8	1.5	1.8	1.9	2.1
West.....	581	601	657	618	569	567	607	2.0	2.0	2.2	2.1	1.9	1.9	2.0

<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>5</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.



**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		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total</b> .....	3,642	3,837	3,975	2.7	2.8	2.9
<b>INDUSTRY</b>						
Total private.....	3,271	3,413	3,540	2.9	3.0	3.1
Natural resources and mining.....	13	12	11	2.1	1.9	1.7
Construction.....	159	109	168	2.3	1.5	2.3
Manufacturing.....	265	323	326	1.8	2.2	2.3
Durable goods.....	172	228	225	1.9	2.5	2.5
Nondurable goods.....	93	95	101	1.7	1.8	1.9
Trade, transportation, and utilities.....	640	595	643	2.4	2.3	2.4
Wholesale trade.....	130	145	144	2.2	2.5	2.4
Retail trade.....	409	337	380	2.7	2.2	2.5
Transportation, warehousing, and utilities.....	101	112	119	2.0	2.2	2.4
Information.....	74	116	121	2.3	3.7	3.8
Financial activities.....	215	298	300	2.6	3.5	3.5
Finance and insurance.....	180	256	241	2.9	4.0	3.8
Real estate and rental and leasing.....	35	42	59	1.7	2.0	2.7
Professional and business services.....	621	707	663	3.6	4.0	3.7
Education and health services.....	609	629	671	3.4	3.4	3.6
Educational services.....	55	66	76	1.8	2.2	2.5
Health care and social assistance.....	553	563	594	3.7	3.7	3.9
Leisure and hospitality.....	542	557	516	4.2	4.3	3.9
Arts, entertainment, and recreation.....	59	51	49	3.3	3.0	2.7
Accommodations and food services.....	483	505	467	4.3	4.5	4.1
Other services.....	134	69	120	2.4	1.3	2.2
Government.....	371	424	436	1.6	1.9	1.9
Federal.....	50	49	48	1.8	1.8	1.8
State and local.....	321	375	388	1.6	1.9	1.9
<b>REGION <sup>3</sup></b>						
Northeast.....	594	659	653	2.3	2.6	2.5
South.....	1,456	1,531	1,596	3.0	3.1	3.2
Midwest.....	775	746	740	2.5	2.3	2.3
West.....	817	900	986	2.7	3.0	3.2

<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> See footnote 5, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total</b> .....	4,699	4,132	4,644	3.6	3.1	3.5
<b>INDUSTRY</b>						
Total private.....	4,464	3,863	4,382	4.1	3.5	3.9
Natural resources and mining.....	24	17	20	3.9	2.7	3.2
Construction.....	476	333	371	7.0	4.7	5.2
Manufacturing.....	350	309	351	2.5	2.2	2.5
Durable goods.....	220	177	214	2.5	2.0	2.4
Nondurable goods.....	130	132	137	2.5	2.6	2.6
Trade, transportation, and utilities.....	995	856	1,030	3.9	3.3	4.0
Wholesale trade.....	148	121	122	2.6	2.1	2.1
Retail trade.....	700	579	728	4.7	3.9	4.8
Transportation, warehousing, and utilities.....	147	155	180	3.0	3.2	3.7
Information.....	82	97	60	2.7	3.2	2.0
Financial activities.....	196	194	186	2.4	2.4	2.3
Finance and insurance.....	113	119	118	1.9	2.0	1.9
Real estate and rental and leasing.....	84	75	68	4.0	3.5	3.2
Professional and business services.....	864	755	832	5.2	4.5	4.9
Education and health services.....	441	374	402	2.5	2.1	2.3
Educational services.....	39	54	41	1.3	1.8	1.4
Health care and social assistance.....	402	320	361	2.8	2.2	2.4
Leisure and hospitality.....	848	797	981	6.9	6.4	7.8
Arts, entertainment, and recreation.....	106	91	124	6.2	5.4	7.1
Accommodations and food services.....	741	707	857	7.0	6.6	7.9
Other services.....	189	131	149	3.5	2.4	2.8
Government.....	235	269	262	1.1	1.2	1.2
Federal.....	34	40	45	1.2	1.5	1.7
State and local.....	202	229	217	1.0	1.2	1.1
<b>REGION <sup>3</sup></b>						
Northeast.....	765	587	775	3.1	2.3	3.1
South.....	1,911	1,824	1,785	4.1	3.8	3.7
Midwest.....	994	811	1,091	3.2	2.6	3.5
West.....	1,029	911	994	3.5	3.1	3.3

<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> See footnote 5, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total</b> .....	4,038	3,735	4,109	3.1	2.8	3.1
<b>INDUSTRY</b>						
Total private.....	3,850	3,538	3,883	3.5	3.2	3.5
Natural resources and mining.....	18	17	25	3.0	2.7	3.9
Construction.....	282	314	403	4.1	4.5	5.6
Manufacturing.....	355	332	371	2.5	2.4	2.6
Durable goods.....	205	190	222	2.3	2.1	2.5
Nondurable goods.....	150	142	149	2.8	2.7	2.9
Trade, transportation, and utilities.....	942	863	898	3.7	3.4	3.5
Wholesale trade.....	120	140	136	2.1	2.4	2.3
Retail trade.....	705	611	612	4.7	4.1	4.1
Transportation, warehousing, and utilities.....	117	113	150	2.4	2.3	3.1
Information.....	72	65	63	2.4	2.1	2.0
Financial activities.....	134	186	185	1.7	2.3	2.2
Finance and insurance.....	96	118	117	1.6	1.9	1.9
Real estate and rental and leasing.....	38	68	69	1.8	3.2	3.2
Professional and business services.....	832	662	721	5.0	3.9	4.2
Education and health services.....	413	341	368	2.4	1.9	2.1
Educational services.....	48	29	40	1.6	1.0	1.3
Health care and social assistance.....	365	313	328	2.5	2.1	2.2
Leisure and hospitality.....	636	630	669	5.1	5.1	5.3
Arts, entertainment, and recreation.....	74	38	66	4.3	2.2	3.8
Accommodations and food services.....	562	592	603	5.3	5.5	5.5
Other services.....	167	126	180	3.1	2.4	3.3
Government.....	188	197	226	.9	.9	1.0
Federal.....	26	43	50	1.0	1.6	1.9
State and local.....	162	154	176	.8	.8	.9
<b>REGION <sup>3</sup></b>						
Northeast.....	689	571	556	2.8	2.3	2.2
South.....	1,536	1,441	1,608	3.3	3.0	3.4
Midwest.....	919	837	882	3.0	2.7	2.8
West.....	894	886	1,063	3.1	3.0	3.6

<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> See footnote 5, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total</b> .....	2,277	2,185	2,550	1.7	1.6	1.9
<b>INDUSTRY</b>						
Total private.....	2,178	2,077	2,430	2.0	1.9	2.2
Natural resources and mining.....	11	8	13	1.8	1.2	2.0
Construction.....	131	132	179	1.9	1.9	2.5
Manufacturing.....	172	171	203	1.2	1.2	1.4
Durable goods.....	105	97	123	1.2	1.1	1.4
Nondurable goods.....	67	74	80	1.3	1.4	1.5
Trade, transportation, and utilities.....	564	500	571	2.2	1.9	2.2
Wholesale trade.....	81	68	96	1.4	1.2	1.6
Retail trade.....	422	361	396	2.8	2.4	2.6
Transportation, warehousing, and utilities.....	61	71	80	1.3	1.4	1.6
Information.....	44	45	43	1.4	1.5	1.4
Financial activities.....	78	115	100	1.0	1.4	1.2
Finance and insurance.....	58	69	76	1.0	1.1	1.2
Real estate and rental and leasing.....	20	46	24	.9	2.2	1.1
Professional and business services.....	414	326	425	2.5	1.9	2.5
Education and health services.....	269	234	247	1.6	1.3	1.4
Educational services.....	29	21	21	1.0	.7	.7
Health care and social assistance.....	240	214	226	1.7	1.5	1.5
Leisure and hospitality.....	394	471	509	3.2	3.8	4.0
Arts, entertainment, and recreation.....	45	22	39	2.6	1.3	2.2
Accommodations and food services.....	349	449	471	3.3	4.2	4.3
Other services.....	100	75	138	1.9	1.4	2.6
Government.....	100	109	120	.4	.5	.5
Federal.....	9	19	21	.3	.7	.8
State and local.....	91	90	99	.5	.5	.5
<b>REGION <sup>3</sup></b>						
Northeast.....	356	285	348	1.4	1.1	1.4
South.....	885	947	1,055	1.9	2.0	2.2
Midwest.....	499	479	583	1.6	1.5	1.9
West.....	537	475	564	1.8	1.6	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> See footnote 5, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total</b> .....	1,505	1,250	1,241	1.1	0.9	0.9
<b>INDUSTRY</b>						
Total private.....	1,458	1,201	1,185	1.3	1.1	1.1
Natural resources and mining.....	6	8	9	.9	1.3	1.4
Construction.....	144	165	205	2.1	2.3	2.9
Manufacturing.....	154	118	134	1.1	.8	.9
Durable goods.....	84	64	75	.9	.7	.8
Nondurable goods.....	70	54	59	1.3	1.0	1.1
Trade, transportation, and utilities.....	305	282	260	1.2	1.1	1.0
Wholesale trade.....	35	52	33	.6	.9	.6
Retail trade.....	226	202	170	1.5	1.3	1.1
Transportation, warehousing, and utilities.....	44	28	57	.9	.6	1.2
Information.....	22	14	15	.7	.5	.5
Financial activities.....	45	58	71	.6	.7	.9
Finance and insurance.....	29	38	32	.5	.6	.5
Real estate and rental and leasing.....	15	19	39	.7	.9	1.8
Professional and business services.....	377	296	228	2.3	1.8	1.3
Education and health services.....	127	85	97	.7	.5	.5
Educational services.....	13	6	16	.4	.2	.5
Health care and social assistance.....	114	79	80	.8	.5	.5
Leisure and hospitality.....	224	132	135	1.8	1.1	1.1
Arts, entertainment, and recreation.....	28	13	25	1.6	.7	1.4
Accommodations and food services.....	196	120	110	1.8	1.1	1.0
Other services.....	55	43	31	1.0	.8	.6
Government.....	46	49	56	.2	.2	.3
Federal.....	7	10	11	.3	.4	.4
State and local.....	39	39	45	.2	.2	.2
<b>REGION <sup>3</sup></b>						
Northeast.....	280	233	149	1.1	.9	.6
South.....	559	397	448	1.2	.8	.9
Midwest.....	364	288	250	1.2	.9	.8
West.....	303	331	394	1.0	1.1	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>3</sup> See footnote 5, table 1.

<sup>P</sup> = preliminary.

**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		
	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>	Mar. 2005	Feb. 2006	Mar. 2006 <sup>P</sup>
<b>Total</b> .....	256	300	318	.2	.2	.2
<b>INDUSTRY</b>						
Total private.....	214	261	268	.2	.2	.2
Natural resources and mining.....	1	1	3	.2	.2	.5
Construction.....	7	17	18	.1	.2	.3
Manufacturing.....	28	43	33	.2	.3	.2
Durable goods.....	16	30	23	.2	.3	.3
Nondurable goods.....	12	14	10	.2	.3	.2
Trade, transportation, and utilities.....	72	81	67	.3	.3	.3
Wholesale trade.....	4	19	7	.1	.3	.1
Retail trade.....	56	47	46	.4	.3	.3
Transportation, warehousing, and utilities.....	12	15	13	.2	.3	.3
Information.....	6	6	5	.2	.2	.2
Financial activities.....	12	13	14	.1	.2	.2
Finance and insurance.....	9	11	9	.1	.2	.1
Real estate and rental and leasing.....	3	2	6	.1	.1	.3
Professional and business services.....	41	41	68	.2	.2	.4
Education and health services.....	16	22	24	.1	.1	.1
Educational services.....	5	2	3	.2	.1	.1
Health care and social assistance.....	11	21	21	.1	.1	.1
Leisure and hospitality.....	18	27	25	.1	.2	.2
Arts, entertainment, and recreation.....	1	3	2	( <sup>4</sup> )	.2	.1
Accommodations and food services.....	17	24	22	.2	.2	.2
Other services.....	13	9	11	.2	.2	.2
Government.....	42	39	49	.2	.2	.2
Federal.....	10	14	18	.4	.5	.7
State and local.....	32	25	32	.2	.1	.2
<b>REGION <sup>3</sup></b>						
Northeast.....	54	53	60	.2	.2	.2
South.....	92	97	104	.2	.2	.2
Midwest.....	56	70	49	.2	.2	.2
West.....	54	80	105	.2	.3	.4

<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>3</sup> See footnote 5, table 1.

<sup>4</sup> Data round to zero.

<sup>P</sup> = preliminary.