

News

United States
Department
of Labor



Bureau of Labor Statistics

Washington, D.C. 20212

Technical information: (202) 691-5870
<http://www.bls.gov/jlt/>

USDL 05-431

Media contact: 691-5902

For release: 10:00 A.M. EST
Tuesday, March 15, 2005

JOB OPENINGS AND LABOR TURNOVER: JANUARY 2005

The job openings rate fell slightly in January to 2.4 percent, while the hires and total separations rates were unchanged at 3.5 and 3.3 percent, respectively, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent December 2000 - January 2005

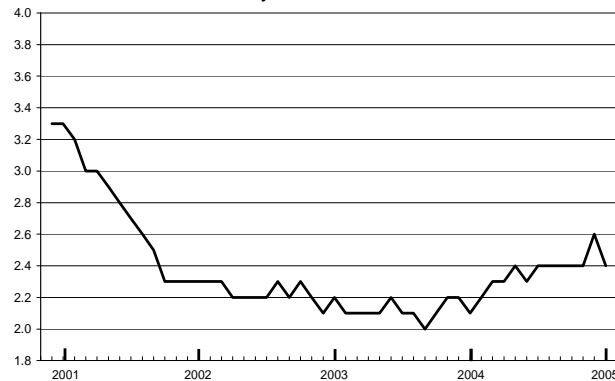
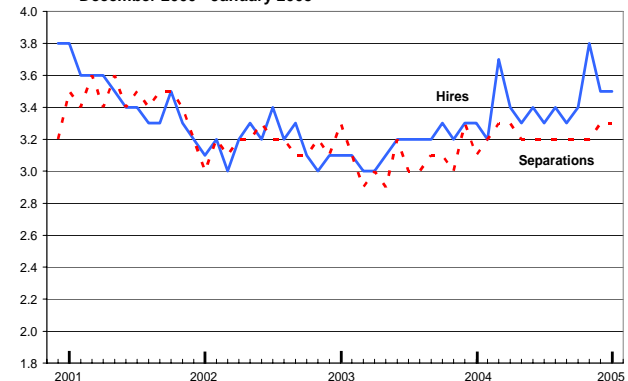


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - January 2005



Revisions to the JOLTS Data

The job openings, hires, and separations data in this release have been revised to incorporate annual updates to the Current Employment Statistics employment counts and the JOLTS seasonal adjustment factors. See page 3 for more information.

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

Industry	Job openings			Hires			Total separations		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
	Levels (in thousands)								
Total ¹	2,864	3,507	3,305	4,310	4,639	4,669	3,994	4,435	4,361
Total private ¹	2,527	3,106	2,953	4,010	4,337	4,356	3,703	4,146	4,086
Construction.....	144	132	121	374	368	293	411	355	403
Manufacturing.....	223	266	252	369	324	292	314	353	340
Trade, transportation, and utilities....	442	561	536	970	986	1,066	901	1,062	887
Professional and business services....	507	699	682	723	878	882	551	833	851
Education and health services.....	537	557	551	427	452	443	391	375	346
Leisure and hospitality.....	369	450	437	759	834	856	693	758	797
Government.....	327	396	340	306	307	321	276	274	250
	Rates (percent)								
Total ¹	2.1	2.6	2.4	3.3	3.5	3.5	3.1	3.3	3.3
Total private ¹	2.3	2.7	2.6	3.7	3.9	3.9	3.4	3.7	3.7
Construction.....	2.1	1.8	1.7	5.5	5.2	4.1	6.0	5.0	5.7
Manufacturing.....	1.5	1.8	1.7	2.6	2.3	2.0	2.2	2.5	2.4
Trade, transportation, and utilities....	1.7	2.1	2.0	3.8	3.8	4.2	3.6	4.1	3.5
Professional and business services....	3.0	4.0	3.9	4.5	5.3	5.3	3.4	5.0	5.1
Education and health services.....	3.1	3.1	3.1	2.5	2.6	2.6	2.3	2.2	2.0
Leisure and hospitality.....	2.9	3.4	3.3	6.1	6.6	6.8	5.6	6.0	6.3
Government.....	1.5	1.8	1.5	1.4	1.4	1.5	1.3	1.3	1.2

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

^P = preliminary.

Job Openings

On the last business day of January 2005, there were 3.3 million job openings in the United States, and the job openings rate was 2.4 percent. (See table 1.) The job openings rate trended upward from September 2003 through May 2004, but then leveled off. In January, the job openings rate decreased for private industries overall and for government. The job openings rate fell in the West region, but showed little or no change in the other regions of the country.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.5 percent in January, unchanged from a month earlier. (See table 2.) Hires are any additions to the payroll during the month. No industries or regions showed a significant change in their hires rates from December to January.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.3 percent in January. Separations are terminations of

employment that occur at any time during the month. (See table 3.) The total separations rate fell in government and in the trade, transportation, and utilities industry in January.

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 unchanged at 1.9 percent in January. (See table 4.) The quits rate did not change significantly in any industry in January, but did rise slightly in the Northeast region. The other two components of total separations, layoffs and discharges and other separations, are not seasonally adjusted. The layoffs and discharges rate (1.3 percent) was little changed from January 2004 to January 2005; the other separations rate (0.3 percent) was unchanged. (See tables 9 and 10.)

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.5 million per month and separations have averaged 4.3 million per month. (See the Technical Note for additional information on these measures.)

For More Information

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

The Job Openings and Labor Turnover release for February 2005 is scheduled to be issued on Tuesday, April 12, 2005.

Revisions to Job Openings and Labor Turnover Data

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES), or establishment survey, employment counts. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmark process resulted in revisions to all not seasonally adjusted JOLTS data series from April 2003 forward. Additionally, the seasonally adjusted JOLTS data series have been recalculated from December 2000 forward to reflect updated seasonal adjustment factors.

Table B presents updated seasonally adjusted job openings data for April 2003 forward, while Table C presents updated hires data, and Table D presents updated total separations data.

Table B. Revisions in job openings data, seasonally adjusted, April 2003 - December 2004

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2003						
April.....	2,807	2,759	-48	2.1	2.1	0.0
May.....	2,723	2,719	-4	2.1	2.1	0.0
June.....	2,859	2,876	17	2.2	2.2	0.0
July.....	2,738	2,769	31	2.1	2.1	0.0
August.....	2,688	2,773	85	2.0	2.1	0.1
September.....	2,755	2,657	-98	2.1	2.0	-0.1
October.....	2,823	2,814	-9	2.1	2.1	0.0
November.....	2,952	2,902	-50	2.2	2.2	0.0
December.....	3,062	2,978	-84	2.3	2.2	-0.1
2004						
January.....	2,868	2,864	-4	2.2	2.1	-0.1
February.....	2,906	2,961	55	2.2	2.2	0.0
March.....	3,079	3,105	26	2.3	2.3	0.0
April.....	3,135	3,111	-24	2.3	2.3	0.0
May.....	3,105	3,181	76	2.3	2.4	0.1
June.....	3,022	3,140	118	2.3	2.3	0.0
July.....	3,237	3,231	-6	2.4	2.4	0.0
August.....	3,195	3,206	11	2.4	2.4	0.0
September.....	3,294	3,265	-29	2.4	2.4	0.0
October.....	3,420	3,300	-120	2.5	2.4	-0.1
November.....	3,205	3,277	72	2.4	2.4	0.0
December.....	3,385	3,507	122	2.5	2.6	0.1

Table C. Revisions in hires data, seasonally adjusted, April 2003 - December 2004

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2003						
April.....	3,911	3,903	-8	3.0	3.0	0.0
May.....	3,958	4,027	69	3.0	3.1	0.1
June.....	4,035	4,107	72	3.1	3.2	0.1
July.....	4,014	4,165	151	3.1	3.2	0.1
August.....	4,010	4,150	140	3.1	3.2	0.1
September.....	4,061	4,182	121	3.1	3.2	0.1
October.....	4,108	4,240	132	3.2	3.3	0.1
November.....	4,135	4,177	42	3.2	3.2	0.0
December.....	4,216	4,348	132	3.2	3.3	0.1
2004						
January.....	4,106	4,310	204	3.2	3.3	0.1
February.....	4,103	4,159	56	3.2	3.2	0.0
March.....	4,603	4,838	235	3.5	3.7	0.2
April.....	4,398	4,509	111	3.4	3.4	0.0
May.....	4,206	4,339	133	3.2	3.3	0.1
June.....	4,433	4,492	59	3.4	3.4	0.0
July.....	4,229	4,297	68	3.2	3.3	0.1
August.....	4,375	4,504	129	3.3	3.4	0.1
September.....	4,253	4,406	153	3.2	3.3	0.1
October.....	4,469	4,552	83	3.4	3.4	0.0
November.....	4,780	4,990	210	3.6	3.8	0.2
December.....	4,488	4,639	151	3.4	3.5	0.1

Table D. Revisions in total separations data, seasonally adjusted, April 2003 - December 2004

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2003						
April.....	3,975	3,946	-29	3.1	3.0	-0.1
May.....	3,736	3,824	88	2.9	2.9	0.0
June.....	4,002	4,186	184	3.1	3.2	0.1
July.....	3,861	3,944	83	3.0	3.0	0.0
August.....	3,815	3,909	94	2.9	3.0	0.1
September.....	3,845	4,013	168	3.0	3.1	0.1
October.....	3,859	4,073	214	3.0	3.1	0.1
November.....	3,797	3,948	151	2.9	3.0	0.1
December.....	4,022	4,298	276	3.1	3.3	0.2
2004						
January.....	3,968	3,994	26	3.0	3.1	0.1
February.....	4,073	4,196	123	3.1	3.2	0.1
March.....	4,134	4,289	155	3.2	3.3	0.1
April.....	4,088	4,334	246	3.1	3.3	0.2
May.....	4,040	4,254	214	3.1	3.2	0.1
June.....	4,069	4,235	166	3.1	3.2	0.1
July.....	4,074	4,190	116	3.1	3.2	0.1
August.....	4,134	4,271	137	3.1	3.2	0.1
September.....	4,158	4,214	56	3.2	3.2	0.0
October.....	4,129	4,215	86	3.1	3.2	0.1
November.....	4,131	4,266	135	3.1	3.2	0.1
December.....	4,278	4,435	157	3.2	3.3	0.1

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						
	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P
Total⁴	2,864	3,206	3,265	3,300	3,277	3,507	3,305	2.1	2.4	2.4	2.4	2.4	2.6	2.4
INDUSTRY														
Total private ⁴	2,527	2,855	2,905	2,924	2,910	3,106	2,953	2.3	2.5	2.6	2.6	2.6	2.7	2.6
Construction.....	144	110	105	114	118	132	121	2.1	1.6	1.5	1.6	1.6	1.8	1.7
Manufacturing.....	223	238	245	250	248	266	252	1.5	1.6	1.7	1.7	1.7	1.8	1.7
Trade, transportation, and utilities.....	442	548	609	559	554	561	536	1.7	2.1	2.3	2.1	2.1	2.1	2.0
Professional and business services.....	507	589	583	602	620	699	682	3.0	3.5	3.4	3.5	3.6	4.0	3.9
Education and health services.....	537	533	529	547	543	557	551	3.1	3.0	3.0	3.1	3.1	3.1	3.1
Leisure and hospitality.....	369	418	419	413	411	450	437	2.9	3.2	3.2	3.2	3.2	3.4	3.3
Government.....	327	348	360	400	369	396	340	1.5	1.6	1.6	1.8	1.7	1.8	1.5
REGION														
Northeast.....	487	562	564	562	560	620	595	1.9	2.2	2.2	2.2	2.2	2.4	2.3
South.....	1,140	1,248	1,239	1,318	1,250	1,329	1,306	2.4	2.6	2.6	2.7	2.6	2.8	2.7
Midwest.....	672	671	699	688	726	740	727	2.1	2.1	2.2	2.1	2.3	2.3	2.3
West.....	578	738	797	742	759	792	692	2.0	2.5	2.7	2.5	2.6	2.7	2.3

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						
	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P
Total⁴	4,310	4,504	4,406	4,552	4,990	4,639	4,669	3.3	3.4	3.3	3.4	3.8	3.5	3.5
INDUSTRY														
Total private ⁴	4,010	4,174	3,957	4,216	4,652	4,337	4,356	3.7	3.8	3.6	3.8	4.2	3.9	3.9
Construction.....	374	398	363	353	373	368	293	5.5	5.7	5.2	5.0	5.3	5.2	4.1
Manufacturing.....	369	356	361	353	386	324	292	2.6	2.5	2.5	2.5	2.7	2.3	2.0
Trade, transportation, and utilities.....	970	975	908	977	1,077	986	1,066	3.8	3.8	3.6	3.8	4.2	3.8	4.2
Professional and business services.....	723	770	761	812	935	878	882	4.5	4.7	4.6	4.9	5.6	5.3	5.3
Education and health services.....	427	450	416	420	447	452	443	2.5	2.6	2.4	2.5	2.6	2.6	2.6
Leisure and hospitality.....	759	770	772	801	858	834	856	6.1	6.2	6.2	6.4	6.8	6.6	6.8
Government.....	306	339	375	318	335	307	321	1.4	1.6	1.7	1.5	1.5	1.4	1.5
REGION														
Northeast.....	811	785	794	811	851	858	777	3.2	3.1	3.1	3.2	3.4	3.4	3.1
South.....	1,637	1,668	1,754	1,809	1,903	1,770	1,833	3.6	3.6	3.8	3.9	4.1	3.8	3.9
Midwest.....	956	996	889	1,013	1,149	1,043	1,098	3.1	3.2	2.8	3.2	3.7	3.3	3.5
West.....	897	1,057	963	916	1,014	970	944	3.2	3.7	3.3	3.2	3.5	3.4	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						
	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P
Total⁴	3,994	4,271	4,214	4,215	4,266	4,435	4,361	3.1	3.2	3.2	3.2	3.2	3.3	3.3
INDUSTRY														
Total private ⁴	3,703	4,038	3,918	3,957	3,996	4,146	4,086	3.4	3.7	3.6	3.6	3.6	3.7	3.7
Construction.....	411	412	377	425	351	355	403	6.0	5.9	5.4	6.0	5.0	5.0	5.7
Manufacturing.....	314	383	368	354	327	353	340	2.2	2.7	2.6	2.5	2.3	2.5	2.4
Trade, transportation, and utilities.....	901	942	909	889	943	1,062	887	3.6	3.7	3.6	3.5	3.7	4.1	3.5
Professional and business services.....	551	663	686	585	822	833	851	3.4	4.0	4.2	3.5	4.9	5.0	5.1
Education and health services.....	391	401	380	376	408	375	346	2.3	2.4	2.2	2.2	2.4	2.2	2.0
Leisure and hospitality.....	693	789	732	767	727	758	797	5.6	6.3	5.8	6.1	5.8	6.0	6.3
Government.....	276	248	305	263	275	274	250	1.3	1.1	1.4	1.2	1.3	1.3	1.2
REGION														
Northeast.....	747	748	725	711	756	773	783	3.0	3.0	2.9	2.8	3.0	3.0	3.1
South.....	1,539	1,563	1,604	1,614	1,594	1,707	1,678	3.3	3.4	3.4	3.5	3.4	3.6	3.6
Midwest.....	876	915	922	952	1,041	986	989	2.8	2.9	3.0	3.0	3.3	3.1	3.1
West.....	849	1,084	982	896	826	953	929	3.0	3.8	3.4	3.1	2.9	3.3	3.2

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						
	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Aug. 2004	Sept. 2004	Oct. 2004	Nov. 2004	Dec. 2004	Jan. 2005 ^P
Total⁴	2,074	2,288	2,291	2,344	2,436	2,495	2,496	1.6	1.7	1.7	1.8	1.8	1.9	1.9
INDUSTRY														
Total private ⁴	1,957	2,178	2,166	2,217	2,319	2,366	2,382	1.8	2.0	2.0	2.0	2.1	2.1	2.1
Construction.....	139	156	159	182	159	162	165	2.0	2.2	2.3	2.6	2.2	2.3	2.3
Manufacturing.....	158	166	181	187	185	194	186	1.1	1.2	1.3	1.3	1.3	1.4	1.3
Trade, transportation, and utilities.....	483	543	529	517	568	570	599	1.9	2.1	2.1	2.0	2.2	2.2	2.3
Professional and business services.....	253	326	358	281	401	415	408	1.6	2.0	2.2	1.7	2.4	2.5	2.4
Education and health services.....	255	241	235	239	250	232	226	1.5	1.4	1.4	1.4	1.5	1.4	1.3
Leisure and hospitality.....	405	477	451	474	499	506	508	3.3	3.8	3.6	3.8	4.0	4.0	4.0
Government.....	120	116	127	123	118	129	116	.6	.5	.6	.6	.5	.6	.5
REGION														
Northeast.....	299	342	317	333	359	392	439	1.2	1.4	1.3	1.3	1.4	1.5	1.7
South.....	868	897	950	943	1,014	1,021	1,033	1.9	1.9	2.0	2.0	2.2	2.2	2.2
Midwest.....	453	484	492	500	551	544	523	1.5	1.6	1.6	1.6	1.8	1.7	1.7
West.....	469	562	541	550	492	536	526	1.6	2.0	1.9	1.9	1.7	1.9	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		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
Total	2,671	3,043	3,083	2.0	2.2	2.3
INDUSTRY						
Total private.....	2,366	2,677	2,765	2.2	2.4	2.5
Natural resources and mining.....	7	10	10	1.2	1.7	1.7
Construction.....	118	89	98	1.8	1.3	1.5
Manufacturing.....	209	220	236	1.5	1.5	1.6
Durable goods.....	133	140	163	1.5	1.5	1.8
Nondurable goods.....	76	81	74	1.4	1.5	1.4
Trade, transportation, and utilities.....	394	451	478	1.5	1.7	1.8
Wholesale trade.....	81	105	100	1.4	1.8	1.7
Retail trade.....	243	269	284	1.6	1.7	1.9
Transportation, warehousing, and utilities.....	70	76	93	1.5	1.5	1.9
Information.....	56	87	89	1.8	2.7	2.8
Financial activities.....	151	198	198	1.9	2.4	2.4
Finance and insurance.....	125	160	158	2.1	2.6	2.6
Real estate and rental and leasing.....	26	38	40	1.3	1.8	1.9
Professional and business services.....	466	638	627	2.9	3.7	3.7
Education and health services.....	518	526	532	3.0	2.9	3.0
Educational services.....	30	51	47	1.1	1.7	1.7
Health care and social assistance.....	488	475	485	3.4	3.2	3.3
Leisure and hospitality.....	328	355	388	2.7	2.8	3.1
Arts, entertainment, and recreation.....	56	46	58	3.3	2.7	3.5
Accommodations and food services.....	272	309	330	2.6	2.8	3.1
Other services.....	120	103	108	2.2	1.9	2.0
Government.....	306	366	318	1.4	1.6	1.4
Federal.....	42	38	36	1.5	1.4	1.3
State and local.....	264	328	282	1.4	1.7	1.5
REGION						
Northeast.....	432	527	528	1.7	2.0	2.1
South.....	1,093	1,165	1,252	2.4	2.4	2.6
Midwest.....	609	650	659	2.0	2.0	2.1
West.....	537	702	644	1.9	2.4	2.2

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		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
Total	3,640	3,449	3,944	2.8	2.6	3.0
INDUSTRY						
Total private.....	3,369	3,244	3,660	3.2	2.9	3.4
Natural resources and mining.....	15	14	24	2.8	2.4	4.0
Construction.....	298	228	234	4.6	3.3	3.5
Manufacturing.....	361	225	285	2.5	1.6	2.0
Durable goods.....	242	136	190	2.8	1.5	2.1
Nondurable goods.....	118	89	95	2.2	1.7	1.8
Trade, transportation, and utilities.....	703	810	773	2.8	3.1	3.0
Wholesale trade.....	135	70	148	2.4	1.2	2.6
Retail trade.....	440	582	465	3.0	3.7	3.1
Transportation, warehousing, and utilities.....	128	158	161	2.7	3.2	3.3
Information.....	46	43	58	1.5	1.4	1.9
Financial activities.....	133	138	196	1.7	1.7	2.4
Finance and insurance.....	79	84	131	1.3	1.4	2.2
Real estate and rental and leasing.....	54	53	64	2.6	2.5	3.1
Professional and business services.....	680	681	830	4.3	4.1	5.1
Education and health services.....	411	332	427	2.5	1.9	2.5
Educational services.....	49	36	53	1.8	1.2	1.9
Health care and social assistance.....	362	295	373	2.6	2.1	2.6
Leisure and hospitality.....	570	621	642	4.8	5.0	5.3
Arts, entertainment, and recreation.....	108	72	117	6.6	4.4	7.3
Accommodations and food services.....	462	549	525	4.6	5.2	5.0
Other services.....	152	153	191	2.8	2.8	3.5
Government.....	271	205	284	1.3	.9	1.3
Federal.....	46	32	29	1.7	1.2	1.1
State and local.....	225	173	254	1.2	.9	1.3
REGION						
Northeast.....	639	624	612	2.6	2.4	2.4
South.....	1,451	1,339	1,624	3.2	2.8	3.5
Midwest.....	787	718	904	2.6	2.3	2.9
West.....	764	768	804	2.7	2.6	2.8

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		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
Total	3,926	4,275	4,287	3.1	3.2	3.3
INDUSTRY						
Total private.....	3,700	4,039	4,083	3.5	3.6	3.8
Natural resources and mining.....	15	18	24	2.7	3.0	4.1
Construction.....	449	399	440	7.0	5.7	6.6
Manufacturing.....	308	322	334	2.2	2.2	2.4
Durable goods.....	187	199	201	2.1	2.2	2.3
Nondurable goods.....	121	123	134	2.3	2.3	2.5
Trade, transportation, and utilities.....	1,024	1,116	1,008	4.1	4.3	4.0
Wholesale trade.....	119	121	125	2.1	2.1	2.2
Retail trade.....	755	789	740	5.1	5.0	4.9
Transportation, warehousing, and utilities.....	150	206	143	3.2	4.2	3.0
Information.....	61	55	61	2.0	1.8	2.0
Financial activities.....	139	171	205	1.8	2.1	2.5
Finance and insurance.....	90	100	116	1.5	1.7	1.9
Real estate and rental and leasing.....	49	71	89	2.4	3.4	4.3
Professional and business services.....	530	824	819	3.4	4.9	5.0
Education and health services.....	394	339	349	2.4	2.0	2.0
Educational services.....	51	38	37	1.9	1.3	1.3
Health care and social assistance.....	343	301	312	2.4	2.1	2.2
Leisure and hospitality.....	607	625	698	5.2	5.1	5.8
Arts, entertainment, and recreation.....	65	97	67	4.0	5.8	4.2
Accommodations and food services.....	542	529	631	5.4	5.0	6.1
Other services.....	172	170	144	3.2	3.1	2.7
Government.....	226	236	205	1.1	1.1	.9
Federal.....	45	41	37	1.7	1.5	1.4
State and local.....	181	195	168	1.0	1.0	.9
REGION						
Northeast.....	717	790	751	2.9	3.1	3.0
South.....	1,484	1,597	1,617	3.3	3.4	3.5
Midwest.....	873	966	985	2.9	3.1	3.2
West.....	853	922	934	3.0	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		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
Total	1,841	2,073	2,215	1.4	1.6	1.7
INDUSTRY						
Total private.....	1,742	1,972	2,120	1.6	1.8	1.9
Natural resources and mining.....	5	6	10	.9	.9	1.7
Construction.....	101	122	128	1.6	1.7	1.9
Manufacturing.....	133	137	157	.9	1.0	1.1
Durable goods.....	81	85	95	.9	.9	1.1
Nondurable goods.....	52	53	63	1.0	1.0	1.2
Trade, transportation, and utilities.....	456	502	566	1.8	1.9	2.2
Wholesale trade.....	65	63	69	1.2	1.1	1.2
Retail trade.....	343	371	429	2.3	2.4	2.9
Transportation, warehousing, and utilities.....	49	68	68	1.0	1.4	1.4
Information.....	32	33	38	1.0	1.0	1.2
Financial activities.....	70	88	101	.9	1.1	1.3
Finance and insurance.....	48	64	58	.8	1.1	1.0
Real estate and rental and leasing.....	22	24	43	1.1	1.1	2.1
Professional and business services.....	230	354	371	1.5	2.1	2.3
Education and health services.....	248	207	221	1.5	1.2	1.3
Educational services.....	21	20	21	.8	.7	.8
Health care and social assistance.....	227	187	200	1.6	1.3	1.4
Leisure and hospitality.....	348	403	437	3.0	3.3	3.6
Arts, entertainment, and recreation.....	21	38	29	1.3	2.3	1.8
Accommodations and food services.....	328	365	408	3.2	3.4	3.9
Other services.....	117	120	92	2.2	2.2	1.7
Government.....	99	102	95	.5	.5	.4
Federal.....	14	10	10	.5	.4	.4
State and local.....	84	92	85	.5	.5	.5
REGION						
Northeast.....	247	311	361	1.0	1.2	1.4
South.....	764	846	909	1.7	1.8	2.0
Midwest.....	403	460	465	1.3	1.5	1.5
West.....	427	456	479	1.5	1.6	1.7

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		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
Total	1,737	1,923	1,723	1.4	1.4	1.3
INDUSTRY						
Total private.....	1,669	1,839	1,669	1.6	1.7	1.5
Natural resources and mining.....	7	7	8	1.3	1.2	1.4
Construction.....	309	266	303	4.8	3.8	4.6
Manufacturing.....	150	161	145	1.1	1.1	1.0
Durable goods.....	92	98	83	1.0	1.1	.9
Nondurable goods.....	58	63	61	1.1	1.2	1.2
Trade, transportation, and utilities.....	496	549	359	2.0	2.1	1.4
Wholesale trade.....	45	44	47	.8	.8	.8
Retail trade.....	371	382	256	2.5	2.4	1.7
Transportation, warehousing, and utilities.....	79	124	56	1.7	2.5	1.2
Information.....	24	16	20	.8	.5	.6
Financial activities.....	48	66	75	.6	.8	.9
Finance and insurance.....	22	26	38	.4	.4	.6
Real estate and rental and leasing.....	26	40	37	1.3	1.9	1.8
Professional and business services.....	263	430	396	1.7	2.6	2.4
Education and health services.....	111	110	102	.7	.6	.6
Educational services.....	26	16	13	1.0	.6	.5
Health care and social assistance.....	86	94	89	.6	.7	.6
Leisure and hospitality.....	222	195	216	1.9	1.6	1.8
Arts, entertainment, and recreation.....	43	57	34	2.6	3.4	2.1
Accommodations and food services.....	179	138	183	1.8	1.3	1.8
Other services.....	39	38	45	.7	.7	.8
Government.....	68	84	54	.3	.4	.2
Federal.....	8	17	7	.3	.6	.3
State and local.....	60	68	46	.3	.4	.2
REGION						
Northeast.....	408	412	327	1.7	1.6	1.3
South.....	593	653	605	1.3	1.4	1.3
Midwest.....	381	456	435	1.3	1.4	1.4
West.....	355	403	356	1.3	1.4	1.3

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		
	Jan. 2004	Dec. 2004	Jan. 2005 ^P	Jan. 2004	Dec. 2004	Jan. 2005 ^P
Total	349	279	349	0.3	0.2	0.3
INDUSTRY						
Total private.....	289	229	293	.3	.2	.3
Natural resources and mining.....	3	5	6	.5	.8	1.1
Construction.....	40	10	9	.6	.1	.1
Manufacturing.....	25	24	32	.2	.2	.2
Durable goods.....	14	16	22	.2	.2	.3
Nondurable goods.....	11	7	10	.2	.1	.2
Trade, transportation, and utilities.....	72	65	83	.3	.2	.3
Wholesale trade.....	8	14	9	.1	.3	.2
Retail trade.....	41	36	55	.3	.2	.4
Transportation, warehousing, and utilities.....	23	15	19	.5	.3	.4
Information.....	5	6	4	.2	.2	.1
Financial activities.....	21	17	29	.3	.2	.4
Finance and insurance.....	20	10	20	.3	.2	.3
Real estate and rental and leasing.....	1	7	9	(³)	.3	.4
Professional and business services.....	38	40	52	.2	.2	.3
Education and health services.....	34	22	26	.2	.1	.2
Educational services.....	4	2	3	.2	.1	.1
Health care and social assistance.....	30	20	23	.2	.1	.2
Leisure and hospitality.....	37	28	44	.3	.2	.4
Arts, entertainment, and recreation.....	2	2	4	.1	.1	.2
Accommodations and food services.....	35	26	41	.3	.2	.4
Other services.....	16	12	7	.3	.2	.1
Government.....	60	50	56	.3	.2	.3
Federal.....	23	15	20	.8	.5	.7
State and local.....	37	35	36	.2	.2	.2
REGION						
Northeast.....	62	67	62	.3	.3	.2
South.....	127	98	103	.3	.2	.2
Midwest.....	89	51	85	.3	.2	.3
West.....	71	63	99	.3	.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.

³ Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.