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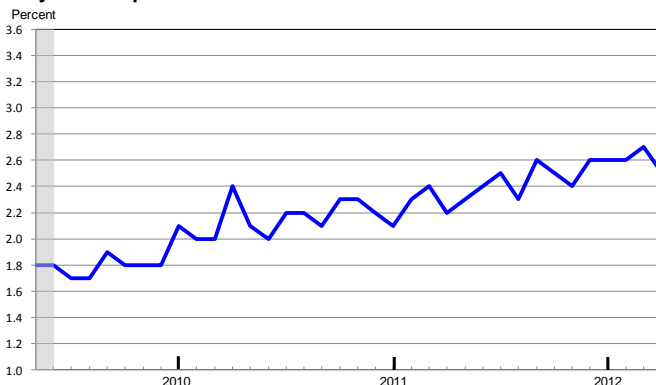
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JOB OPENINGS AND LABOR TURNOVER – APRIL 2012

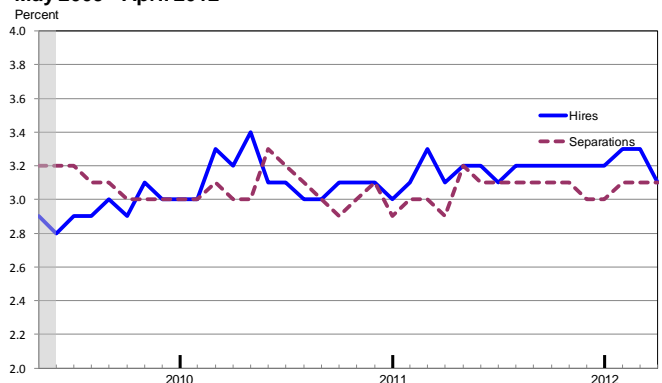
There were 3.4 million job openings on the last business day of April, down from 3.7 million in March, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.1 percent) and separations rate (3.1 percent) were essentially unchanged in April. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, May 2009 - April 2012



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, May 2009 - April 2012



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in April was 3.4 million, a decline from March. (See table 1.) Job openings decreased for total nonfarm, total private, and government as well as in manufacturing, professional and business services, and state and local government. The number of openings also decreased in April for the Midwest region. Although the number of total nonfarm job openings declined in April, the number of openings was 1.0 million higher than at the end of the recession in June 2009.

The number of job openings in April (not seasonally adjusted) increased over the year for total nonfarm and total private but was little changed for government. Job openings increased over the year for several industries and the Northeast and South regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Apr. 2011	Mar. 2012	Apr. 2012 ^P	Apr. 2011	Mar. 2012	Apr. 2012 ^P	Apr. 2011	Mar. 2012	Apr. 2012 ^P
	Levels (in thousands)								
Total	3,014	3,741	3,416	4,015	4,335	4,175	3,799	4,167	4,086
Total private ¹	2,688	3,362	3,080	3,738	4,041	3,882	3,496	3,869	3,785
Construction.....	119	92	90	338	286	281	358	281	293
Manufacturing.....	223	308	246	257	263	255	233	234	232
Trade, transportation, and utilities ²	500	598	550	802	827	829	714	832	829
Retail trade.....	296	368	322	563	550	551	509	566	558
Professional and business services.....	557	787	679	832	888	854	803	835	798
Education and health services ³	536	670	653	456	523	488	408	473	470
Health care and social assistance...	478	605	601	386	442	422	352	414	408
Leisure and hospitality	305	431	428	675	795	733	623	753	710
Arts, entertainment, and recreation.....	37	57	55	116	154	128	114	128	134
Accommodation and food services.....	268	375	374	560	640	606	509	625	576
Government ⁴	326	378	336	277	294	293	304	299	301
State and local government.....	279	310	268	251	264	261	272	267	268
	Rates (percent)								
Total	2.2	2.7	2.5	3.1	3.3	3.1	2.9	3.1	3.1
Total private ¹	2.4	2.9	2.7	3.4	3.6	3.5	3.2	3.5	3.4
Construction.....	2.1	1.6	1.6	6.2	5.1	5.1	6.5	5.1	5.3
Manufacturing.....	1.9	2.5	2.0	2.2	2.2	2.1	2.0	2.0	1.9
Trade, transportation, and utilities ²	2.0	2.3	2.1	3.2	3.3	3.3	2.9	3.3	3.3
Retail trade.....	2.0	2.4	2.1	3.9	3.7	3.7	3.5	3.8	3.8
Professional and business services.....	3.1	4.2	3.7	4.8	5.0	4.8	4.7	4.7	4.5
Education and health services ³	2.6	3.2	3.1	2.3	2.6	2.4	2.1	2.3	2.3
Health care and social assistance...	2.8	3.5	3.4	2.3	2.6	2.5	2.1	2.4	2.4
Leisure and hospitality	2.2	3.1	3.1	5.1	5.8	5.4	4.7	5.5	5.2
Arts, entertainment, and recreation.....	1.9	2.8	2.8	6.0	7.9	6.6	5.9	6.6	6.9
Accommodation and food services.....	2.3	3.1	3.1	4.9	5.5	5.2	4.5	5.4	4.9
Government ⁴	1.4	1.7	1.5	1.2	1.3	1.3	1.4	1.4	1.4
State and local government.....	1.4	1.6	1.4	1.3	1.4	1.4	1.4	1.4	1.4

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

² Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

^P = Preliminary

Hires

In April, the hires rate was little changed at 3.1 percent for total nonfarm. The hires rate was little changed in all industries and regions. (See table 2.) The number of hires in April 2012 was 4.2 million, up from 3.7 million at the end of the recession in June 2009.

Over the 12 months ending in April, the hires rate (not seasonally adjusted) was unchanged for total nonfarm, total private, and government. The hires rate declined over the year in construction but rose in finance and insurance. (See table 6.)

Separations

The total separations figure includes quits, layoffs and discharges, and other separations, including retirements. Total separations is also referred to as turnover.

The seasonally adjusted total separations rate was unchanged for total nonfarm and government, and little changed for total private in April. (See table 3.) Over the year, the total separations rate (not seasonally adjusted) was little changed for total nonfarm and total private, and unchanged for government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In April, the quits rate was unchanged for total nonfarm, and essentially unchanged for total private and government. (See table 4.) The number of quits was 2.1 million in April 2012, up from 1.8 million at the end of the recession in June 2009.

The number of quits (not seasonally adjusted) in April increased over the year for total nonfarm, total private, and government. The number of quits increased over the year in several industries. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels and for the four regions. The layoffs and discharges rate displayed little or no change in April for total nonfarm, total private, government, and all four regions. (See table B.) The number of layoffs and discharges for total nonfarm was 1.7 million in April 2012, down from 2.1 million at the end of the recession in June 2009.

Table B. Layoffs and discharges, seasonally adjusted

Industry and region ¹	Levels (in thousands)			Rates (percent)		
	Apr.	Mar.	Apr.	Apr.	Mar.	Apr.
	2011	2012	2012 ^P	2011	2012	2012 ^P
Total.....	1,616	1,652	1,720	1.2	1.2	1.3
Total private.....	1,476	1,552	1,623	1.4	1.4	1.5
Government.....	140	100	97	0.6	0.5	0.4
Northeast.....	382	277	301	1.5	1.1	1.2
South.....	486	648	622	1.0	1.3	1.3
Midwest.....	428	364	407	1.4	1.2	1.3
West.....	319	364	391	1.1	1.2	1.3

¹ For region definitions see footnote 8, table 1.

^P = Preliminary

The layoffs and discharges level (not seasonally adjusted) for total nonfarm, total private, and government was little changed over the 12 months ending in April 2012. Over the year, the number of layoffs and discharges rose for health care and social assistance and in the South region. (See table 9.)

The other separations component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Other separations include separations due to retirement, death, and disability, as well as transfers to other locations of the same firm. In April 2012, there were 296,000 other separations for total nonfarm, a decline from March. Over the 12 months ending in April 2012, the number of other separations was little changed. (See table C and 10.)

Table C. Other separations, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Apr.	Mar.	Apr.	Apr.	Mar.	Apr.
	2011	2012	2012 ^P	2011	2012	2012 ^P
Total.....	309	356	296	0.2	0.3	0.2
Total private.....	251	292	236	0.2	0.3	0.2
Government.....	59	64	60	0.3	0.3	0.3

^P = Preliminary

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in April 2012, hires totaled 50.9 million and separations totaled 49.1 million, yielding a net employment gain of 1.8 million. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for May 2012 are scheduled to be released on Tuesday, July 10, 2012 at 10:00 a.m. (EDT).

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

In a monthly survey of business establishments, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, web, fax, e-mail, 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 2012 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 are 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.

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more

closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used; they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,400 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 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (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 establishment size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

JOLTS total employment estimates are benchmarked or ratio adjusted monthly to the strike-adjusted 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.

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS

sample cannot capture job openings, hires, and separations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward using the ratio of over-the-year CES employment change. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components—quits; layoffs and discharges; and other separations—in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

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.

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit

the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Historical changes in 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 to 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.

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 non-sampling 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.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Table 1. Job openings levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^P	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^P
Total	3,014	3,274	3,540	3,477	3,565	3,741	3,416	2.2	2.4	2.6	2.6	2.6	2.7	2.5
INDUSTRY														
Total private ⁴	2,688	2,925	3,188	3,119	3,163	3,362	3,080	2.4	2.6	2.8	2.7	2.8	2.9	2.7
Construction.....	119	83	78	86	73	92	90	2.1	1.5	1.4	1.5	1.3	1.6	1.6
Manufacturing.....	223	240	252	261	271	308	246	1.9	2.0	2.1	2.2	2.2	2.5	2.0
Trade, transportation, and utilities ⁵	500	581	574	584	584	598	550	2.0	2.3	2.2	2.3	2.3	2.3	2.1
Retail trade.....	296	316	323	315	365	368	322	2.0	2.1	2.1	2.1	2.4	2.4	2.1
Professional and business services.....	557	561	785	695	710	787	679	3.1	3.1	4.3	3.8	3.8	4.2	3.7
Education and health services ⁶	536	616	605	630	655	670	653	2.6	3.0	2.9	3.0	3.1	3.2	3.1
Health care and social assistance.....	478	552	552	576	598	605	601	2.8	3.2	3.2	3.3	3.4	3.5	3.4
Leisure and hospitality	305	434	441	432	408	431	428	2.2	3.1	3.2	3.1	2.9	3.1	3.1
Arts, entertainment, and recreation.....	37	58	44	72	48	57	55	1.9	2.9	2.3	3.6	2.5	2.8	2.8
Accommodation and food services.....	268	376	397	360	360	375	374	2.3	3.2	3.3	3.0	3.0	3.1	3.1
Government ⁷	326	349	352	358	402	378	336	1.4	1.6	1.6	1.6	1.8	1.7	1.5
State and local government.....	279	299	301	305	338	310	268	1.4	1.5	1.5	1.6	1.7	1.6	1.4
REGION ⁸														
Northeast	513	557	595	590	671	688	676	2.0	2.2	2.3	2.3	2.6	2.6	2.6
South	1,068	1,306	1,443	1,442	1,402	1,453	1,381	2.2	2.7	2.9	2.9	2.8	2.9	2.8
Midwest	698	730	763	738	791	853	672	2.3	2.4	2.5	2.4	2.6	2.7	2.2
West	734	682	740	707	702	746	687	2.5	2.3	2.5	2.4	2.4	2.5	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 and because not all series are shown.

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

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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.

^P = Preliminary

Table 2. Hires levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^P	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^P
Total	4,015	4,268	4,188	4,239	4,444	4,335	4,175	3.1	3.2	3.2	3.2	3.3	3.3	3.1
INDUSTRY														
Total private ⁴	3,738	3,986	3,889	3,945	4,128	4,041	3,882	3.4	3.6	3.5	3.6	3.7	3.6	3.5
Construction.....	338	312	315	331	318	286	281	6.2	5.7	5.7	5.9	5.7	5.1	5.1
Manufacturing.....	257	237	269	253	260	263	255	2.2	2.0	2.3	2.1	2.2	2.2	2.1
Trade, transportation, and utilities ⁵	802	849	812	836	815	827	829	3.2	3.4	3.2	3.3	3.2	3.3	3.3
Retail trade.....	563	573	517	557	551	550	551	3.9	3.9	3.5	3.8	3.7	3.7	3.7
Professional and business services.....	832	858	818	831	973	888	854	4.8	4.9	4.6	4.7	5.5	5.0	4.8
Education and health services ⁶	456	483	494	517	527	523	488	2.3	2.4	2.5	2.6	2.6	2.6	2.4
Health care and social assistance.....	386	407	414	441	455	442	422	2.3	2.4	2.5	2.6	2.7	2.6	2.5
Leisure and hospitality	675	779	743	757	794	795	733	5.1	5.8	5.5	5.6	5.9	5.8	5.4
Arts, entertainment, and recreation.....	116	157	141	139	156	154	128	6.0	8.2	7.4	7.2	8.1	7.9	6.6
Accommodation and food services.....	560	622	602	618	639	640	606	4.9	5.4	5.2	5.3	5.5	5.5	5.2
Government ⁷	277	281	299	294	316	294	293	1.2	1.3	1.4	1.3	1.4	1.3	1.3
State and local government.....	251	252	270	275	284	264	261	1.3	1.3	1.4	1.4	1.5	1.4	1.4
REGION ⁸														
Northeast	698	691	676	710	756	711	674	2.8	2.7	2.7	2.8	3.0	2.8	2.7
South	1,459	1,626	1,634	1,667	1,748	1,677	1,640	3.1	3.4	3.4	3.5	3.6	3.5	3.4
Midwest	968	1,004	986	977	985	1,004	930	3.3	3.3	3.3	3.2	3.3	3.3	3.1
West	889	947	891	884	955	943	931	3.1	3.3	3.1	3.0	3.3	3.2	3.2

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 and because not all series are shown.

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

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = Preliminary

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^p
Total	3,799	4,057	4,023	4,017	4,124	4,167	4,086	2.9	3.1	3.0	3.0	3.1	3.1	3.1
INDUSTRY														
Total private ⁴	3,496	3,750	3,695	3,729	3,823	3,869	3,785	3.2	3.4	3.4	3.4	3.5	3.5	3.4
Construction.....	358	300	303	308	317	281	293	6.5	5.4	5.5	5.5	5.7	5.1	5.3
Manufacturing.....	233	236	239	217	235	234	232	2.0	2.0	2.0	1.8	2.0	2.0	1.9
Trade, transportation, and utilities ⁵	714	770	773	837	780	832	829	2.9	3.1	3.1	3.3	3.1	3.3	3.3
Retail trade.....	509	520	509	579	543	566	558	3.5	3.5	3.5	3.9	3.7	3.8	3.8
Professional and business services.....	803	807	792	745	850	835	798	4.7	4.6	4.5	4.2	4.8	4.7	4.5
Education and health services ⁶	408	462	468	501	458	473	470	2.1	2.3	2.3	2.5	2.3	2.3	2.3
Health care and social assistance.....	352	396	402	412	396	414	408	2.1	2.4	2.4	2.4	2.3	2.4	2.4
Leisure and hospitality	623	715	695	700	747	753	710	4.7	5.3	5.2	5.2	5.5	5.5	5.2
Arts, entertainment, and recreation..	114	142	133	125	153	128	134	5.9	7.4	7.0	6.5	7.9	6.6	6.9
Accommodation and food services..	509	573	562	575	594	625	576	4.5	5.0	4.9	5.0	5.1	5.4	4.9
Government ⁷	304	307	328	288	301	299	301	1.4	1.4	1.5	1.3	1.4	1.4	1.4
State and local government.....	272	268	292	262	269	267	268	1.4	1.4	1.5	1.4	1.4	1.4	1.4
REGION ⁸														
Northeast.....	710	667	631	692	703	624	658	2.8	2.7	2.5	2.7	2.8	2.5	2.6
South.....	1,339	1,609	1,592	1,598	1,571	1,678	1,559	2.8	3.4	3.3	3.3	3.3	3.5	3.2
Midwest.....	960	881	905	866	970	943	963	3.2	2.9	3.0	2.9	3.2	3.1	3.2
West.....	791	899	895	862	880	923	906	2.8	3.1	3.1	3.0	3.0	3.2	3.1

¹ Total separations are the number of total separations during the entire month.

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

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

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

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012 ^p
Total	1,874	1,976	2,008	2,002	2,072	2,159	2,070	1.4	1.5	1.5	1.5	1.6	1.6	1.6
INDUSTRY														
Total private ⁴	1,769	1,860	1,867	1,876	1,947	2,025	1,926	1.6	1.7	1.7	1.7	1.8	1.8	1.7
Construction.....	98	91	76	70	75	74	69	1.8	1.7	1.4	1.3	1.3	1.3	1.2
Manufacturing.....	107	121	113	97	102	112	114	.9	1.0	1.0	.8	.9	.9	1.0
Trade, transportation, and utilities ⁵	411	413	447	449	461	472	471	1.6	1.6	1.8	1.8	1.8	1.9	1.9
Retail trade.....	314	294	331	342	345	343	340	2.1	2.0	2.2	2.3	2.3	2.3	2.3
Professional and business services.....	360	380	363	352	371	380	350	2.1	2.2	2.1	2.0	2.1	2.1	2.0
Education and health services ⁶	236	247	265	282	287	284	267	1.2	1.2	1.3	1.4	1.4	1.4	1.3
Health care and social assistance.....	205	225	233	251	256	253	239	1.2	1.3	1.4	1.5	1.5	1.5	1.4
Leisure and hospitality	389	370	388	398	425	471	434	2.9	2.8	2.9	2.9	3.1	3.5	3.2
Arts, entertainment, and recreation..	41	36	48	43	58	47	45	2.2	1.9	2.5	2.2	3.0	2.4	2.3
Accommodation and food services..	347	335	340	355	368	425	389	3.1	2.9	2.9	3.1	3.2	3.6	3.3
Government ⁷	105	116	141	125	125	134	144	.5	.5	.6	.6	.6	.6	.7
State and local government.....	96	106	131	116	113	122	133	.5	.6	.7	.6	.6	.6	.7
REGION ⁸														
Northeast.....	271	275	279	343	314	278	305	1.1	1.1	1.1	1.4	1.2	1.1	1.2
South.....	740	830	816	827	825	908	835	1.6	1.7	1.7	1.7	1.7	1.9	1.7
Midwest.....	463	443	469	412	493	508	487	1.6	1.5	1.6	1.4	1.6	1.7	1.6
West.....	400	428	445	419	440	465	443	1.4	1.5	1.5	1.4	1.5	1.6	1.5

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 and because not all series are shown.

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

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2011	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Mar. 2012	Apr. 2012 ^p
Total	3,273	3,722	3,665	2.4	2.7	2.7
INDUSTRY						
Total private.....	2,945	3,341	3,332	2.6	3.0	2.9
Mining and logging.....	27	15	14	3.5	1.8	1.7
Construction.....	154	90	123	2.8	1.7	2.2
Manufacturing.....	230	302	252	1.9	2.5	2.1
Durable goods.....	159	192	161	2.2	2.5	2.1
Nondurable goods.....	71	110	91	1.6	2.4	2.0
Trade, transportation, and utilities.....	527	593	566	2.1	2.3	2.2
Wholesale trade.....	98	114	122	1.8	2.0	2.1
Retail trade.....	309	353	330	2.1	2.4	2.2
Transportation, warehousing, and utilities.....	120	126	114	2.4	2.5	2.3
Information.....	109	99	106	3.9	3.6	3.9
Financial activities.....	237	225	223	3.0	2.8	2.8
Finance and insurance.....	174	178	182	2.9	3.0	3.1
Real estate and rental and leasing.....	62	47	41	3.2	2.4	2.1
Professional and business services.....	597	759	696	3.3	4.1	3.8
Education and health services.....	568	665	693	2.8	3.2	3.3
Educational services.....	66	63	58	1.9	1.8	1.6
Health care and social assistance.....	503	603	635	2.9	3.4	3.6
Leisure and hospitality.....	374	455	524	2.7	3.3	3.7
Arts, entertainment, and recreation.....	46	58	68	2.4	3.1	3.5
Accommodation and food services.....	327	397	457	2.8	3.4	3.8
Other services.....	121	136	135	2.2	2.5	2.5
Government.....	328	381	333	1.4	1.7	1.5
Federal.....	48	82	70	1.6	2.8	2.4
State and local.....	280	298	263	1.4	1.5	1.3
REGION ³						
Northeast.....	564	672	709	2.2	2.6	2.7
South.....	1,132	1,437	1,472	2.3	2.9	3.0
Midwest.....	794	882	760	2.6	2.9	2.5
West.....	783	731	724	2.6	2.5	2.4

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 See footnote 8, table 1.

^p = Preliminary

Table 6. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2011	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Mar. 2012	Apr. 2012 ^p
Total	4,334	4,127	4,447	3.3	3.1	3.3
INDUSTRY						
Total private.....	4,140	3,921	4,244	3.8	3.6	3.8
Mining and logging.....	36	31	34	4.8	3.8	4.1
Construction.....	462	305	375	8.6	5.8	6.9
Manufacturing.....	271	263	266	2.3	2.2	2.2
Durable goods.....	153	160	163	2.1	2.2	2.2
Nondurable goods.....	118	104	103	2.7	2.3	2.3
Trade, transportation, and utilities.....	849	815	881	3.4	3.3	3.5
Wholesale trade.....	128	135	141	2.3	2.4	2.5
Retail trade.....	595	546	585	4.1	3.8	4.0
Transportation, warehousing, and utilities.....	125	133	155	2.6	2.7	3.2
Information.....	66	52	59	2.5	2.0	2.3
Financial activities.....	126	155	178	1.6	2.0	2.3
Finance and insurance.....	75	97	114	1.3	1.7	2.0
Real estate and rental and leasing.....	51	58	64	2.7	3.0	3.3
Professional and business services.....	932	848	947	5.4	4.8	5.3
Education and health services.....	429	449	452	2.1	2.2	2.2
Educational services.....	51	50	43	1.5	1.5	1.2
Health care and social assistance.....	378	399	409	2.3	2.4	2.4
Leisure and hospitality.....	793	830	847	6.0	6.3	6.3
Arts, entertainment, and recreation.....	151	157	163	8.1	8.7	8.7
Accommodation and food services.....	642	673	683	5.7	5.9	5.9
Other services.....	176	173	205	3.3	3.2	3.8
Government.....	194	206	203	.9	.9	.9
Federal.....	22	28	28	.8	1.0	1.0
State and local.....	172	178	175	.9	.9	.9
REGION ³						
Northeast.....	745	645	708	3.0	2.6	2.8
South.....	1,586	1,630	1,751	3.3	3.4	3.6
Midwest.....	1,090	979	1,033	3.7	3.3	3.4
West.....	912	874	956	3.2	3.0	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 See footnote 8, table 1.

^p = Preliminary

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2011	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Mar. 2012	Apr. 2012 ^p
Total	3,693	3,530	3,966	2.8	2.7	3.0
INDUSTRY						
Total private.....	3,491	3,338	3,760	3.2	3.0	3.4
Mining and logging.....	20	31	30	2.6	3.8	3.7
Construction.....	349	236	279	6.5	4.5	5.2
Manufacturing.....	237	216	239	2.0	1.8	2.0
Durable goods.....	123	129	133	1.7	1.7	1.8
Nondurable goods.....	114	88	106	2.6	2.0	2.4
Trade, transportation, and utilities.....	664	725	779	2.7	2.9	3.1
Wholesale trade.....	91	118	105	1.6	2.1	1.9
Retail trade.....	469	482	517	3.2	3.3	3.5
Transportation, warehousing, and utilities.....	105	125	157	2.2	2.6	3.2
Information.....	62	66	58	2.3	2.5	2.2
Financial activities.....	128	143	185	1.7	1.9	2.4
Finance and insurance.....	88	97	126	1.5	1.7	2.2
Real estate and rental and leasing.....	40	47	60	2.1	2.4	3.1
Professional and business services.....	875	775	866	5.1	4.4	4.9
Education and health services.....	386	410	439	1.9	2.0	2.2
Educational services.....	48	38	47	1.4	1.1	1.4
Health care and social assistance.....	338	372	392	2.0	2.2	2.3
Leisure and hospitality.....	605	593	683	4.6	4.5	5.1
Arts, entertainment, and recreation.....	107	91	130	5.7	5.1	6.9
Accommodation and food services.....	498	501	553	4.4	4.4	4.7
Other services.....	164	143	201	3.1	2.7	3.8
Government.....	203	192	206	.9	.9	.9
Federal.....	27	24	28	.9	.9	1.0
State and local.....	175	168	178	.9	.9	.9
REGION ³						
Northeast.....	654	496	599	2.6	2.0	2.4
South.....	1,392	1,474	1,592	2.9	3.1	3.3
Midwest.....	863	772	882	2.9	2.6	2.9
West.....	785	788	894	2.7	2.7	3.1

¹ Total separations are the number of total separations during the entire month.

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

³ See footnote 8, table 1.

^p = Preliminary

Table 8. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2011	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Mar. 2012	Apr. 2012 ^p
Total	1,901	1,932	2,085	1.4	1.5	1.6
INDUSTRY						
Total private.....	1,819	1,834	1,979	1.7	1.7	1.8
Mining and logging.....	9	15	18	1.1	1.9	2.2
Construction.....	99	68	67	1.9	1.3	1.2
Manufacturing.....	109	105	120	.9	.9	1.0
Durable goods.....	57	62	64	.8	.8	.9
Nondurable goods.....	52	43	56	1.2	1.0	1.3
Trade, transportation, and utilities.....	412	431	481	1.7	1.7	1.9
Wholesale trade.....	47	55	53	.9	1.0	.9
Retail trade.....	310	301	338	2.1	2.1	2.3
Transportation, warehousing, and utilities.....	55	74	90	1.2	1.5	1.8
Information.....	37	34	33	1.4	1.3	1.3
Financial activities.....	76	85	107	1.0	1.1	1.4
Finance and insurance.....	56	66	68	1.0	1.1	1.2
Real estate and rental and leasing.....	20	20	39	1.0	1.0	2.0
Professional and business services.....	372	368	354	2.2	2.1	2.0
Education and health services.....	235	260	262	1.2	1.3	1.3
Educational services.....	27	22	25	.8	.6	.7
Health care and social assistance.....	207	238	237	1.3	1.4	1.4
Leisure and hospitality.....	396	394	446	3.0	3.0	3.3
Arts, entertainment, and recreation.....	40	32	43	2.1	1.8	2.3
Accommodation and food services.....	356	361	403	3.1	3.2	3.5
Other services.....	75	74	92	1.4	1.4	1.7
Government.....	82	98	107	.4	.4	.5
Federal.....	8	10	10	.3	.4	.3
State and local.....	74	87	97	.4	.4	.5
REGION ³						
Northeast.....	272	249	307	1.1	1.0	1.2
South.....	787	818	878	1.7	1.7	1.8
Midwest.....	437	447	460	1.5	1.5	1.5
West.....	405	418	441	1.4	1.4	1.5

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 See footnote 8, table 1.

^p = Preliminary

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2011	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Mar. 2012	Apr. 2012 ^p
Total	1,486	1,290	1,594	1.1	1.0	1.2
INDUSTRY						
Total private.....	1,413	1,241	1,541	1.3	1.1	1.4
Mining and logging.....	10	13	11	1.3	1.5	1.3
Construction.....	233	159	200	4.4	3.0	3.7
Manufacturing.....	107	88	93	.9	.7	.8
Durable goods.....	53	51	53	.7	.7	.7
Nondurable goods.....	54	38	40	1.2	.8	.9
Trade, transportation, and utilities.....	192	227	222	.8	.9	.9
Wholesale trade.....	31	54	44	.6	1.0	.8
Retail trade.....	128	138	133	.9	1.0	.9
Transportation, warehousing, and utilities.....	32	35	44	.7	.7	.9
Information.....	16	22	19	.6	.9	.7
Financial activities.....	32	44	51	.4	.6	.7
Finance and insurance.....	13	20	34	.2	.3	.6
Real estate and rental and leasing.....	19	24	17	1.0	1.2	.9
Professional and business services.....	455	343	476	2.6	1.9	2.7
Education and health services.....	107	116	153	.5	.6	.8
Educational services.....	15	11	19	.4	.3	.5
Health care and social assistance.....	92	105	135	.6	.6	.8
Leisure and hospitality.....	178	183	212	1.3	1.4	1.6
Arts, entertainment, and recreation.....	66	57	84	3.5	3.2	4.5
Accommodation and food services.....	112	125	128	1.0	1.1	1.1
Other services.....	85	47	104	1.6	.9	1.9
Government.....	73	49	53	.3	.2	.2
Federal.....	9	6	7	.3	.2	.3
State and local.....	64	43	45	.3	.2	.2
REGION ³						
Northeast.....	325	185	243	1.3	.7	1.0
South.....	486	558	609	1.0	1.2	1.3
Midwest.....	364	269	359	1.2	.9	1.2
West.....	311	277	383	1.1	1.0	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.

³ See footnote 8, table 1.

^p = Preliminary

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2011	Mar. 2012	Apr. 2012 ^p	Apr. 2011	Mar. 2012	Apr. 2012 ^p
Total	307	308	287	0.2	0.2	0.2
INDUSTRY						
Total private.....	259	263	240	.2	.2	.2
Mining and logging.....	2	3	2	.2	.4	.2
Construction.....	16	9	12	.3	.2	.2
Manufacturing.....	22	23	26	.2	.2	.2
Durable goods.....	13	16	16	.2	.2	.2
Nondurable goods.....	9	7	10	.2	.2	.2
Trade, transportation, and utilities.....	60	68	77	.2	.3	.3
Wholesale trade.....	13	9	8	.2	.2	.1
Retail trade.....	30	42	45	.2	.3	.3
Transportation, warehousing, and utilities.....	18	16	23	.4	.3	.5
Information.....	9	10	6	.3	.4	.2
Financial activities.....	20	14	28	.3	.2	.4
Finance and insurance.....	18	11	24	.3	.2	.4
Real estate and rental and leasing.....	2	4	4	.1	.2	.2
Professional and business services.....	49	64	37	.3	.4	.2
Education and health services.....	45	34	24	.2	.2	.1
Educational services.....	5	5	4	.2	.1	.1
Health care and social assistance.....	40	29	20	.2	.2	.1
Leisure and hospitality.....	31	16	25	.2	.1	.2
Arts, entertainment, and recreation.....	2	1	3	.1	.1	.1
Accommodation and food services.....	29	15	22	.3	.1	.2
Other services.....	5	23	5	.1	.4	.1
Government.....	48	45	47	.2	.2	.2
Federal.....	10	8	11	.3	.3	.4
State and local.....	38	38	35	.2	.2	.2
REGION ³						
Northeast.....	57	62	49	.2	.2	.2
South.....	119	98	105	.3	.2	.2
Midwest.....	62	55	63	.2	.2	.2
West.....	69	93	71	.2	.3	.2

¹ Other separations are the number of other separations during the entire month.

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

³ See footnote 8, table 1.

^p = Preliminary