



For release 10:00 a.m. (EDT) Friday, May 15, 2020

USDL-20-0923

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JOB OPENINGS AND LABOR TURNOVER – MARCH 2020

The number of total separations increased by 8.9 million to a series high of 14.5 million in March, the U.S. Bureau of Labor Statistics reported today. Within separations, the quits rate fell to 1.8 percent and the layoffs and discharges rate increased to 7.5 percent. Job openings decreased to 6.2 million on the last business day of March. Over the month, hires declined to 5.2 million. The changes in these measures reflect the effects of the coronavirus (COVID-19) pandemic and efforts to contain it. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, March 2017 - March 2020

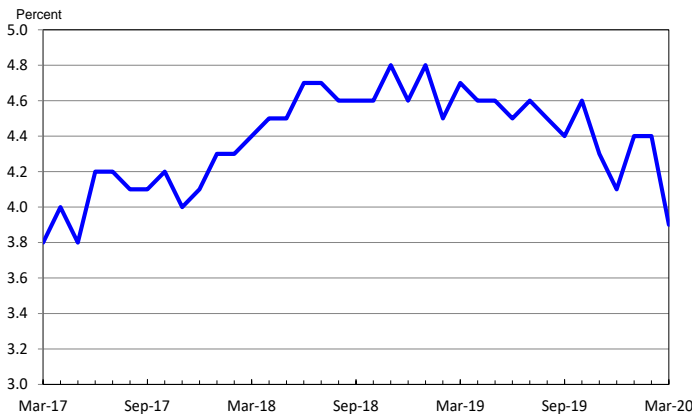
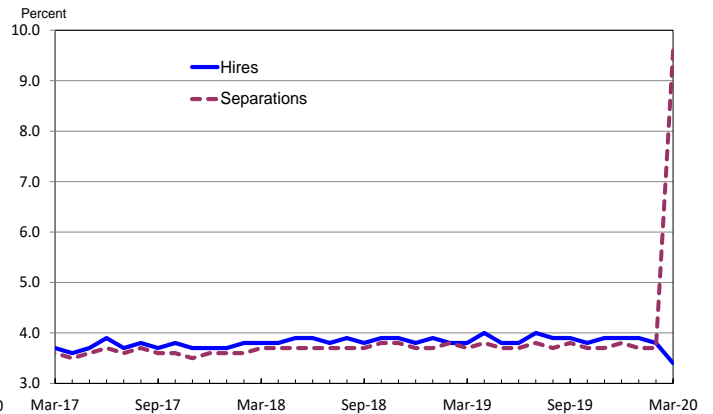


Chart 2. Hires and total separations rates, seasonally adjusted, March 2017 - March 2020



Job Openings

On the last business day of March, the number and rate of **job openings** declined to 6.2 million (-813,000) and 3.9 percent, respectively. Job openings fell in total private (-774,000), with the largest declines in accommodation and food services (-258,000) and durable goods manufacturing (-82,000). The number of job openings decreased in the South, Midwest, and West regions. (See table 1.)

Coronavirus (COVID-19) Pandemic Impact on March 2020 JOLTS Data

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. More information is available at the end of this news release and www.bls.gov/bls/job-openings-and-labor-turnover-covid19-march-2020.htm

Hires

In March, the number and rate of **hires** decreased to 5.2 million (-658,000) and 3.4 percent, respectively. The hires level decreased for total private (-654,000) and was little changed for government. Hires decreased in accommodation and food services (-344,000), health care and social assistance (-87,000), and durable goods manufacturing (-33,000). Hires increased in federal government (+8,000). The number of hires decreased in the Northeast, South, and West regions. (See table 2.)

Separations

Total separations includes quits, layoffs and discharges, and other separations. Total separations is referred to as turnover. Quits are generally voluntary separations initiated by the employee. Therefore, the quits rate can serve as a measure of workers' willingness or ability to leave jobs. Layoffs and discharges are involuntary separations initiated by the employer. Other separations includes separations due to retirement, death, disability, and transfers to other locations of the same firm.

In March, the number and rate of **total separations** increased to a series high of 14.5 million (+8,922,000) and 9.6 percent, respectively. The number of total separations increased for total private to 14.1 million (+8,862,000) and for government to 411,000 (+60,000). Total separations increased in almost all industries, with the largest increases in accommodation and food services (+3,999,000) and other services (+839,000). The number of total separations increased in all four regions. (See table 3.)

In March, the number and rate of **quits** decreased to 2.8 million (-654,000) and 1.8 percent, respectively. Total private quits fell to 2.6 million (-640,000), while government edged down to 177,000 (-14,000). Quits decreased in a number of industries, with the largest decreases in accommodation and food services (-145,000) and retail trade (-137,000). The number of quits decreased in all four regions. (See table 4.)

The number and rate of **layoffs and discharges** increased in March to a series high of 11.4 million (+9,526,000) and 7.5 percent, respectively. The number of layoffs and discharges increased for total private to 11.2 million (+9,445,000) and for government to 175,000 (+80,000). The layoffs and discharges level increased significantly in all but one industry, with the largest increases in accommodation and food services (+4,136,000) and retail trade (+908,000). The number of layoffs and discharges increased in all four regions. (See table 5.)

The number of **other separations** edged up in March (+50,000). Other separations increased for total private (+57,000) and edged down for government (-7,000). The largest increase in other separations was in other services (+17,000). The number of other separations was little changed in all four regions. (See table 6.)

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 March, hires totaled 69.8 million and separations totaled 76.9 million, yielding a net employment loss of 7.1 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for April 2020 are scheduled to be released on Tuesday, June 9, 2020 at 10:00 a.m. (EDT).

Coronavirus (COVID-19) Pandemic Impact on March 2020 Job Openings and Labor Turnover Survey Data

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 41 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically via our data collection website. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for March was 57 percent, while response rates prior to the pandemic averaged 67 percent.

BLS modified the JOLTS estimates for March to better reflect the impact of the coronavirus (COVID-19) pandemic. The estimation process usually includes an alignment of monthly hires minus separations to the over-the-month change in the Current Employment Statistics (CES) employment estimates. For March estimates, however, BLS suspended the alignment process because the differing reference periods for the CES employment estimates (pay period including the 12th of the month) and the JOLTS hires and separations estimates (the entire reference month) led to substantially different measurement outcomes. The extremely large increase in separations during the latter half of March were not included in the CES employment change for March, but were included in the JOLTS data for the month. For more information about the impact of the COVID-19 pandemic on the JOLTS survey, including more information about the JOLTS estimation methodology, please see <https://www.bls.gov/bls/job-openings-and-labor-turnover-covid19-march-2020.htm>

Error in JOLTS federal government estimates

BLS identified errors in the JOLTS federal government estimates for January 2020. These errors also affect total nonfarm, government, and the regions. JOLTS has suppressed these data from the LABSTAT database. JOLTS plans to reissue the data, possibly with the release on July 7, 2020.

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

Category	Job openings			Hires			Total separations		
	Mar. 2019	Feb. 2020	Mar. 2020 ^P	Mar. 2019	Feb. 2020	Mar. 2020 ^P	Mar. 2019	Feb. 2020	Mar. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,364	7,004	6,191	5,689	5,864	5,206	5,553	5,595	14,517
Total private.....	6,625	6,236	5,462	5,337	5,489	4,835	5,212	5,244	14,106
Mining and logging ¹	30	26	14	35	25	20	35	20	44
Construction ¹	354	296	243	363	390	403	346	359	762
Manufacturing.....	441	422	320	352	334	299	364	318	732
Durable goods ¹	286	269	187	186	196	163	202	183	471
Nondurable goods ¹	155	153	132	165	138	136	162	135	261
Trade, transportation, and utilities.....	1,298	1,168	1,092	1,080	1,221	1,171	1,106	1,221	2,327
Wholesale trade.....	217	183	164	128	153	130	136	155	320
Retail trade.....	749	715	706	715	812	806	735	812	1,592
Transportation, warehousing, and utilities ¹	332	270	222	238	256	235	236	254	415
Information ¹	146	132	126	99	96	83	94	87	113
Financial activities.....	362	400	337	194	243	221	171	210	347
Finance and insurance.....	244	306	265	135	161	156	118	150	172
Real estate and rental and leasing ¹	118	94	72	59	81	65	53	60	175
Professional and business services.....	1,355	1,357	1,226	1,168	1,104	1,084	1,153	1,073	1,573
Education and health services.....	1,378	1,252	1,228	740	762	678	702	699	1,695
Educational services ¹	108	121	111	91	95	98	90	93	322
Health care and social assistance.....	1,270	1,131	1,117	649	667	580	612	606	1,374
Leisure and hospitality.....	1,022	950	699	1,095	1,091	717	1,039	1,036	5,453
Arts, entertainment, and recreation.....	104	135	142	165	168	138	140	157	574
Accommodation and food services.....	918	815	557	931	923	579	900	880	4,879
Other services.....	239	232	176	210	224	159	201	220	1,059
Government.....	739	769	730	352	375	372	341	351	411
Federal ¹	136	119	125	39	51	59	38	41	40
State and local.....	604	649	605	313	324	313	303	311	371
State and local education.....	226	252	216	171	157	157	160	155	181
State and local, excluding education ¹	378	397	389	142	167	156	143	156	190
RATES BY INDUSTRY (percent)									
Total.....	4.7	4.4	3.9	3.8	3.8	3.4	3.7	3.7	9.6
Total private.....	4.9	4.6	4.1	4.2	4.2	3.7	4.1	4.0	10.9
Mining and logging ¹	3.9	3.4	2.0	4.7	3.4	2.8	4.8	2.8	6.2
Construction ¹	4.5	3.7	3.1	4.9	5.1	5.3	4.6	4.7	10.0
Manufacturing.....	3.3	3.2	2.4	2.7	2.6	2.3	2.8	2.5	5.7
Durable goods ¹	3.4	3.2	2.3	2.3	2.4	2.0	2.5	2.3	5.8
Nondurable goods ¹	3.1	3.1	2.7	3.5	2.9	2.9	3.4	2.8	5.5
Trade, transportation, and utilities.....	4.5	4.0	3.8	3.9	4.4	4.2	4.0	4.4	8.4
Wholesale trade.....	3.6	3.0	2.7	2.2	2.6	2.2	2.3	2.6	5.4
Retail trade.....	4.6	4.4	4.3	4.6	5.2	5.2	4.7	5.2	10.2
Transportation, warehousing, and utilities ¹	5.1	4.2	3.4	3.9	4.1	3.8	3.8	4.1	6.7
Information ¹	4.9	4.4	4.2	3.5	3.3	2.9	3.3	3.0	3.9
Financial activities.....	4.0	4.3	3.7	2.2	2.7	2.5	2.0	2.4	3.9
Finance and insurance.....	3.7	4.5	3.9	2.1	2.5	2.4	1.8	2.3	2.7
Real estate and rental and leasing ¹	4.9	3.8	3.0	2.6	3.4	2.8	2.3	2.5	7.4
Professional and business services.....	6.0	5.9	5.4	5.5	5.1	5.0	5.4	5.0	7.3
Education and health services.....	5.4	4.8	4.8	3.1	3.1	2.8	2.9	2.8	6.9
Educational services ¹	2.8	3.1	2.8	2.4	2.5	2.6	2.4	2.4	8.4
Health care and social assistance.....	5.9	5.2	5.1	3.2	3.2	2.8	3.0	2.9	6.6
Leisure and hospitality.....	5.8	5.3	4.1	6.6	6.5	4.4	6.3	6.1	33.3
Arts, entertainment, and recreation.....	4.1	5.2	5.4	6.8	6.8	5.6	5.8	6.3	23.3
Accommodation and food services.....	6.1	5.4	3.8	6.6	6.4	4.2	6.4	6.1	35.0
Other services.....	3.9	3.8	2.9	3.6	3.8	2.7	3.4	3.7	17.9

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Government.....	3.2	3.3	3.1	1.6	1.6	1.6	1.5	1.5	1.8
Federal ¹	4.6	4.0	4.2	1.4	1.8	2.0	1.4	1.4	1.4
State and local.....	3.0	3.2	3.0	1.6	1.6	1.6	1.5	1.6	1.9
State and local education.....	2.1	2.3	2.0	1.6	1.5	1.5	1.5	1.5	1.7
State and local, excluding education ¹	3.9	4.1	4.0	1.5	1.8	1.7	1.5	1.7	2.0

¹ No regular seasonal movements could be identified in the job openings series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

p Preliminary

Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Industries are classified in accordance with the North American Industry Classification System.

Definitions

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 vacation or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or employees on strike for the entire pay period, and employees on leave without pay 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. JOLTS does not publish employment estimates but uses the reported employment for validation of the other reported data elements.

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the

establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions 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 include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, 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 include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) 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 (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. 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.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.4 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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.

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for job openings, hires, and separations.

Alignment. The JOLTS figure for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and nonsampling 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. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. 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 current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated 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. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates 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. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. 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.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. 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. Sampling error estimates are available at www.bls.gov/jlt/jolts_median_standard_errors.htm.

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.

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 and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p
Total.....	7,364	6,793	6,552	7,012	7,004	6,191	4.7	4.3	4.1	4.4	4.4	3.9
INDUSTRY												
Total private.....	6,625	6,070	5,838	6,231	6,236	5,462	4.9	4.5	4.3	4.6	4.6	4.1
Mining and logging ³	30	20	13	19	26	14	3.9	2.7	1.8	2.7	3.4	2.0
Construction ³	354	215	216	267	296	243	4.5	2.8	2.8	3.4	3.7	3.1
Manufacturing.....	441	401	360	408	422	320	3.3	3.0	2.7	3.1	3.2	2.4
Durable goods ³	286	270	222	256	269	187	3.4	3.2	2.7	3.1	3.2	2.3
Nondurable goods ³	155	131	138	152	153	132	3.1	2.6	2.8	3.1	3.1	2.7
Trade, transportation, and utilities.....	1,298	1,271	1,192	1,214	1,168	1,092	4.5	4.4	4.1	4.2	4.0	3.8
Wholesale trade.....	217	188	187	172	183	164	3.6	3.1	3.1	2.8	3.0	2.7
Retail trade.....	749	752	762	759	715	706	4.6	4.6	4.6	4.6	4.4	4.3
Transportation, warehousing, and utilities ³	332	331	244	283	270	222	5.1	5.1	3.8	4.3	4.2	3.4
Information ³	146	136	146	152	132	126	4.9	4.5	4.8	5.0	4.4	4.2
Financial activities.....	362	348	319	427	400	337	4.0	3.8	3.5	4.6	4.3	3.7
Finance and insurance.....	244	259	235	312	306	265	3.7	3.9	3.5	4.6	4.5	3.9
Real estate and rental and leasing ³	118	88	84	115	94	72	4.9	3.6	3.4	4.7	3.8	3.0
Professional and business services.....	1,355	1,217	1,223	1,265	1,357	1,226	6.0	5.4	5.4	5.6	5.9	5.4
Education and health services.....	1,378	1,311	1,203	1,294	1,252	1,228	5.4	5.1	4.7	5.0	4.8	4.8
Educational services ³	108	146	106	133	121	111	2.8	3.7	2.7	3.4	3.1	2.8
Health care and social assistance.....	1,270	1,165	1,097	1,161	1,131	1,117	5.9	5.3	5.0	5.3	5.2	5.1
Leisure and hospitality.....	1,022	966	916	919	950	699	5.8	5.5	5.2	5.2	5.3	4.1
Arts, entertainment, and recreation.....	104	120	127	148	135	142	4.1	4.6	4.9	5.6	5.2	5.4
Accommodation and food services.....	918	845	789	771	815	557	6.1	5.6	5.2	5.1	5.4	3.8
Other services.....	239	185	250	264	232	176	3.9	3.0	4.1	4.3	3.8	2.9
Government.....	739	723	715	781	769	730	3.2	3.1	3.1	3.3	3.3	3.1
Federal ³	136	117	88	113	119	125	4.6	3.9	3.0	3.8	4.0	4.2
State and local.....	604	606	626	669	649	605	3.0	3.0	3.1	3.3	3.2	3.0
State and local education.....	226	220	234	275	252	216	2.1	2.0	2.2	2.5	2.3	2.0
State and local, excluding education ³	378	386	393	393	397	389	3.9	4.0	4.0	4.0	4.1	4.0
REGION⁴												
Northeast.....	1,201	1,178	1,135	1,224	1,237	1,156	4.2	4.1	3.9	4.2	4.2	4.0
South.....	2,795	2,545	2,439	2,631	2,589	2,383	4.8	4.4	4.2	4.5	4.4	4.1
Midwest.....	1,674	1,485	1,400	1,522	1,556	1,309	4.9	4.3	4.1	4.4	4.5	3.8
West.....	1,694	1,585	1,578	1,634	1,621	1,343	4.6	4.3	4.3	4.4	4.4	3.7

¹ Job openings are the number of job openings on the last business day of the month.

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

³ No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

⁴ 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.

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Table 2. Hires levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p
Total.....	5,689	5,857	5,927	5,925	5,864	5,206	3.8	3.9	3.9	3.9	3.8	3.4
INDUSTRY												
Total private.....	5,337	5,485	5,574	5,541	5,489	4,835	4.2	4.2	4.3	4.3	4.2	3.7
Mining and logging.....	35	22	25	20	25	20	4.7	3.1	3.6	2.8	3.4	2.8
Construction.....	363	426	467	435	390	403	4.9	5.7	6.2	5.7	5.1	5.3
Manufacturing.....	352	357	334	311	334	299	2.7	2.8	2.6	2.4	2.6	2.3
Durable goods.....	186	212	192	174	196	163	2.3	2.6	2.4	2.2	2.4	2.0
Nondurable goods.....	165	145	142	137	138	136	3.5	3.0	3.0	2.9	2.9	2.9
Trade, transportation, and utilities.....	1,080	1,170	1,161	1,220	1,221	1,171	3.9	4.2	4.2	4.4	4.4	4.2
Wholesale trade.....	128	156	133	138	153	130	2.2	2.6	2.2	2.3	2.6	2.2
Retail trade.....	715	763	772	818	812	806	4.6	4.9	4.9	5.2	5.2	5.2
Transportation, warehousing, and utilities.....	238	251	256	264	256	235	3.9	4.0	4.1	4.2	4.1	3.8
Information.....	99	90	87	86	96	83	3.5	3.1	3.0	3.0	3.3	2.9
Financial activities.....	194	236	218	217	243	221	2.2	2.7	2.5	2.5	2.7	2.5
Finance and insurance.....	135	149	135	142	161	156	2.1	2.3	2.1	2.2	2.5	2.4
Real estate and rental and leasing. . .	59	87	83	75	81	65	2.6	3.7	3.5	3.2	3.4	2.8
Professional and business services. . . .	1,168	1,157	1,151	1,163	1,104	1,084	5.5	5.4	5.4	5.4	5.1	5.0
Education and health services.....	740	730	723	753	762	678	3.1	3.0	3.0	3.1	3.1	2.8
Educational services.....	91	107	104	109	95	98	2.4	2.8	2.7	2.8	2.5	2.6
Health care and social assistance. . . .	649	623	619	644	667	580	3.2	3.0	3.0	3.1	3.2	2.8
Leisure and hospitality.....	1,095	1,078	1,165	1,126	1,091	717	6.6	6.4	6.9	6.7	6.5	4.4
Arts, entertainment, and recreation. . .	165	187	186	176	168	138	6.8	7.6	7.5	7.1	6.8	5.6
Accommodation and food services. . .	931	891	979	949	923	579	6.6	6.2	6.8	6.6	6.4	4.2
Other services.....	210	220	243	210	224	159	3.6	3.7	4.1	3.5	3.8	2.7
Government.....	352	371	352	384	375	372	1.6	1.6	1.6	1.7	1.6	1.6
Federal.....	39	51	43	48	51	59	1.4	1.8	1.5	1.7	1.8	2.0
State and local.....	313	321	309	336	324	313	1.6	1.6	1.6	1.7	1.6	1.6
State and local education.....	171	160	153	173	157	157	1.6	1.5	1.5	1.6	1.5	1.5
State and local, excluding education.....	142	160	156	163	167	156	1.5	1.7	1.7	1.7	1.8	1.7
REGION³												
Northeast.....	898	949	935	949	960	855	3.3	3.4	3.4	3.4	3.4	3.1
South.....	2,346	2,296	2,358	2,345	2,321	2,006	4.3	4.1	4.2	4.2	4.2	3.6
Midwest.....	1,168	1,304	1,263	1,187	1,231	1,115	3.6	3.9	3.8	3.6	3.7	3.4
West.....	1,277	1,308	1,371	1,444	1,352	1,230	3.7	3.7	3.9	4.1	3.8	3.5

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 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.

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Table 3. Total separations levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p
Total.....	5,553	5,657	5,762	5,703	5,595	14,517	3.7	3.7	3.8	3.7	3.7	9.6
INDUSTRY												
Total private.....	5,212	5,307	5,419	5,382	5,244	14,106	4.1	4.1	4.2	4.2	4.0	10.9
Mining and logging.....	35	29	31	24	20	44	4.8	4.0	4.3	3.4	2.8	6.2
Construction.....	346	416	432	386	359	762	4.6	5.5	5.7	5.1	4.7	10.0
Manufacturing.....	364	318	342	331	318	732	2.8	2.5	2.7	2.6	2.5	5.7
Durable goods.....	202	184	193	184	183	471	2.5	2.3	2.4	2.3	2.3	5.8
Nondurable goods.....	162	134	149	147	135	261	3.4	2.8	3.1	3.1	2.8	5.5
Trade, transportation, and utilities.....	1,106	1,198	1,115	1,220	1,221	2,327	4.0	4.3	4.0	4.4	4.4	8.4
Wholesale trade.....	136	147	123	137	155	320	2.3	2.5	2.1	2.3	2.6	5.4
Retail trade.....	735	816	741	830	812	1,592	4.7	5.2	4.7	5.3	5.2	10.2
Transportation, warehousing, and utilities.....	236	235	250	253	254	415	3.8	3.8	4.0	4.1	4.1	6.7
Information.....	94	79	84	75	87	113	3.3	2.7	2.9	2.6	3.0	3.9
Financial activities.....	171	213	203	217	210	347	2.0	2.4	2.3	2.5	2.4	3.9
Finance and insurance.....	118	143	134	141	150	172	1.8	2.2	2.1	2.2	2.3	2.7
Real estate and rental and leasing. . .	53	70	69	75	60	175	2.3	3.0	3.0	3.2	2.5	7.4
Professional and business services. . . .	1,153	1,131	1,134	1,151	1,073	1,573	5.4	5.3	5.3	5.3	5.0	7.3
Education and health services.....	702	663	690	701	699	1,695	2.9	2.7	2.8	2.9	2.8	6.9
Educational services.....	90	89	97	83	93	322	2.4	2.3	2.5	2.2	2.4	8.4
Health care and social assistance. . . .	612	574	593	617	606	1,374	3.0	2.8	2.9	3.0	2.9	6.6
Leisure and hospitality.....	1,039	1,063	1,146	1,090	1,036	5,453	6.3	6.3	6.8	6.5	6.1	33.3
Arts, entertainment, and recreation. . .	140	175	184	172	157	574	5.8	7.1	7.4	6.9	6.3	23.3
Accommodation and food services. . .	900	888	963	918	880	4,879	6.4	6.2	6.7	6.4	6.1	35.0
Other services.....	201	197	242	187	220	1,059	3.4	3.3	4.1	3.1	3.7	17.9
Government.....	341	350	343	321	351	411	1.5	1.5	1.5	1.4	1.5	1.8
Federal.....	38	41	45	38	41	40	1.4	1.4	1.6	1.3	1.4	1.4
State and local.....	303	309	298	283	311	371	1.5	1.6	1.5	1.4	1.6	1.9
State and local education.....	160	157	164	149	155	181	1.5	1.5	1.6	1.4	1.5	1.7
State and local, excluding education.....	143	152	134	134	156	190	1.5	1.6	1.4	1.4	1.7	2.0
REGION³												
Northeast.....	869	909	887	911	888	2,835	3.2	3.3	3.2	3.3	3.2	10.2
South.....	2,313	2,147	2,249	2,252	2,097	4,873	4.2	3.9	4.0	4.0	3.8	8.8
Midwest.....	1,145	1,235	1,220	1,249	1,293	3,588	3.5	3.7	3.7	3.8	3.9	10.9
West.....	1,227	1,366	1,406	1,291	1,317	3,221	3.5	3.9	4.0	3.6	3.7	9.1

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 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.

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Table 4. Quits levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p
Total.....	3,525	3,528	3,528	3,574	3,436	2,782	2.3	2.3	2.3	2.3	2.3	1.8
INDUSTRY												
Total private.....	3,347	3,341	3,331	3,399	3,245	2,605	2.6	2.6	2.6	2.6	2.5	2.0
Mining and logging.....	21	14	13	14	12	10	2.8	1.9	1.8	1.9	1.7	1.4
Construction.....	146	164	170	165	153	130	2.0	2.2	2.2	2.2	2.0	1.7
Manufacturing.....	221	201	206	188	183	142	1.7	1.6	1.6	1.5	1.4	1.1
Durable goods.....	116	107	110	103	107	85	1.4	1.3	1.4	1.3	1.3	1.1
Nondurable goods.....	105	94	97	84	75	57	2.2	2.0	2.0	1.8	1.6	1.2
Trade, transportation, and utilities.....	744	802	734	831	794	603	2.7	2.9	2.6	3.0	2.9	2.2
Wholesale trade.....	97	89	77	86	101	83	1.6	1.5	1.3	1.4	1.7	1.4
Retail trade.....	514	577	507	597	546	409	3.3	3.7	3.2	3.8	3.5	2.6
Transportation, warehousing, and utilities.....	133	135	150	148	147	111	2.2	2.2	2.4	2.4	2.4	1.8
Information.....	48	43	41	40	50	38	1.7	1.5	1.4	1.4	1.7	1.3
Financial activities.....	100	148	127	145	123	100	1.2	1.7	1.4	1.6	1.4	1.1
Finance and insurance.....	65	102	88	89	88	75	1.0	1.6	1.4	1.4	1.4	1.2
Real estate and rental and leasing ³ ...	35	46	40	57	35	25	1.5	1.9	1.7	2.4	1.5	1.0
Professional and business services.....	697	636	622	684	628	574	3.3	3.0	2.9	3.2	2.9	2.7
Education and health services.....	486	462	500	476	478	426	2.0	1.9	2.0	1.9	1.9	1.7
Educational services.....	49	53	66	55	58	50	1.3	1.4	1.7	1.4	1.5	1.3
Health care and social assistance.....	437	409	434	421	420	376	2.2	2.0	2.1	2.0	2.0	1.8
Leisure and hospitality.....	747	736	771	758	699	529	4.5	4.4	4.6	4.5	4.2	3.2
Arts, entertainment, and recreation. . .	81	86	72	79	77	51	3.3	3.5	2.9	3.2	3.1	2.1
Accommodation and food services. . .	666	650	698	679	622	477	4.7	4.6	4.9	4.7	4.3	3.4
Other services.....	137	134	147	98	125	53	2.3	2.3	2.5	1.6	2.1	0.9
Government.....	178	188	197	175	191	177	0.8	0.8	0.9	0.8	0.8	0.8
Federal.....	20	17	23	19	19	18	0.7	0.6	0.8	0.7	0.7	0.6
State and local.....	158	171	174	156	172	159	0.8	0.9	0.9	0.8	0.9	0.8
State and local education.....	91	90	98	83	90	82	0.9	0.9	0.9	0.8	0.9	0.8
State and local, excluding education.....	67	81	76	73	82	78	0.7	0.9	0.8	0.8	0.9	0.8
REGION⁴												
Northeast.....	519	478	462	492	494	401	1.9	1.7	1.7	1.8	1.8	1.4
South.....	1,464	1,429	1,452	1,494	1,347	1,091	2.7	2.6	2.6	2.7	2.4	2.0
Midwest.....	749	777	760	797	783	654	2.3	2.4	2.3	2.4	2.4	2.0
West.....	794	844	854	790	812	636	2.3	2.4	2.4	2.2	2.3	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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

⁴ 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.

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Table 5. Layoffs and discharges levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p
Total.....	1,698	1,769	1,893	1,741	1,846	11,372	1.1	1.2	1.2	1.1	1.2	7.5
INDUSTRY												
Total private.....	1,596	1,672	1,815	1,659	1,752	11,197	1.2	1.3	1.4	1.3	1.4	8.7
Mining and logging.....	13	14	17	9	6	32	1.8	1.9	2.3	1.2	0.8	4.5
Construction.....	179	233	243	194	202	618	2.4	3.1	3.2	2.6	2.6	8.1
Manufacturing.....	123	95	110	115	113	566	1.0	0.7	0.9	0.9	0.9	4.4
Durable goods.....	76	62	67	64	63	371	0.9	0.8	0.8	0.8	0.8	4.6
Nondurable goods.....	47	33	43	51	49	195	1.0	0.7	0.9	1.1	1.0	4.1
Trade, transportation, and utilities.....	310	311	323	325	363	1,649	1.1	1.1	1.2	1.2	1.3	5.9
Wholesale trade ³	33	46	35	47	47	228	0.6	0.8	0.6	0.8	0.8	3.8
Retail trade.....	189	185	197	193	224	1,132	1.2	1.2	1.3	1.2	1.4	7.2
Transportation, warehousing, and utilities.....	88	81	90	85	91	289	1.4	1.3	1.5	1.4	1.5	4.6
Information.....	36	33	37	24	32	62	1.3	1.2	1.3	0.8	1.1	2.1
Financial activities.....	35	44	48	40	67	218	0.4	0.5	0.5	0.5	0.8	2.5
Finance and insurance.....	22	20	24	31	42	74	0.3	0.3	0.4	0.5	0.7	1.1
Real estate and rental and leasing. ...	13	23	24	9	25	144	0.6	1.0	1.0	0.4	1.0	6.1
Professional and business services.	399	434	454	413	392	945	1.9	2.0	2.1	1.9	1.8	4.4
Education and health services.....	167	165	150	160	167	1,223	0.7	0.7	0.6	0.7	0.7	5.0
Educational services.....	36	31	26	22	30	268	1.0	0.8	0.7	0.6	0.8	7.0
Health care and social assistance.	131	134	124	139	136	955	0.6	0.6	0.6	0.7	0.7	4.6
Leisure and hospitality.....	275	298	342	295	318	4,897	1.7	1.8	2.0	1.8	1.9	29.9
Arts, entertainment, and recreation. ...	56	84	108	90	77	521	2.3	3.4	4.3	3.6	3.1	21.2
Accommodation and food services. ...	220	214	234	205	240	4,376	1.6	1.5	1.6	1.4	1.7	31.4
Other services.....	58	44	91	84	93	987	1.0	0.7	1.5	1.4	1.6	16.7
Government.....	102	98	78	82	95	175	0.5	0.4	0.3	0.4	0.4	0.8
Federal.....	6	12	9	8	8	9	0.2	0.4	0.3	0.3	0.3	0.3
State and local.....	96	86	69	74	86	166	0.5	0.4	0.3	0.4	0.4	0.8
State and local education.....	44	41	40	41	42	78	0.4	0.4	0.4	0.4	0.4	0.7
State and local, excluding education.....	51	44	29	33	44	88	0.6	0.5	0.3	0.4	0.5	0.9
REGION⁴												
Northeast.....	301	362	347	354	348	2,375	1.1	1.3	1.2	1.3	1.2	8.5
South.....	716	587	692	601	624	3,655	1.3	1.1	1.2	1.1	1.1	6.6
Midwest.....	329	390	389	382	440	2,851	1.0	1.2	1.2	1.2	1.3	8.6
West.....	352	430	464	404	435	2,491	1.0	1.2	1.3	1.1	1.2	7.1

¹ Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

³ No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

⁴ 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.

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Table 6. Other separations levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020 ^p
Total.....	330	359	341	388	313	363	0.2	0.2	0.2	0.3	0.2	0.2
INDUSTRY												
Total private.....	269	294	272	323	247	304	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	2	2	1	0.2	0.2	0.2	0.2	0.3	0.2
Construction ³	20	18	19	27	5	14	0.3	0.2	0.3	0.4	0.1	0.2
Manufacturing.....	20	21	26	28	23	24	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	10	14	16	16	13	14	0.1	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	10	7	9	12	10	10	0.2	0.1	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	53	85	58	64	64	75	0.2	0.3	0.2	0.2	0.2	0.3
Wholesale trade.....	6	12	10	5	6	9	0.1	0.2	0.2	0.1	0.1	0.2
Retail trade.....	31	54	38	40	42	51	0.2	0.3	0.2	0.3	0.3	0.3
Transportation, warehousing, and utilities ³	15	20	10	19	16	15	0.2	0.3	0.2	0.3	0.3	0.2
Information ³	10	3	6	11	5	13	0.3	0.1	0.2	0.4	0.2	0.4
Financial activities.....	35	22	27	31	19	29	0.4	0.2	0.3	0.3	0.2	0.3
Finance and insurance.....	31	21	22	22	19	23	0.5	0.3	0.3	0.3	0.3	0.4
Real estate and rental and leasing ³ ...	5	1	5	9	1	6	0.2	0.0	0.2	0.4	0.0	0.2
Professional and business services.....	57	60	58	54	53	54	0.3	0.3	0.3	0.2	0.2	0.3
Education and health services.....	49	36	39	65	55	46	0.2	0.1	0.2	0.3	0.2	0.2
Educational services.....	5	4	4	7	4	4	0.1	0.1	0.1	0.2	0.1	0.1
Health care and social assistance ³ ...	44	31	35	58	51	42	0.2	0.2	0.2	0.3	0.2	0.2
Leisure and hospitality.....	17	29	34	37	19	28	0.1	0.2	0.2	0.2	0.1	0.2
Arts, entertainment, and recreation ³ ...	3	5	3	3	2	2	0.1	0.2	0.1	0.1	0.1	0.1
Accommodation and food services ³ ...	14	24	30	34	17	26	0.1	0.2	0.2	0.2	0.1	0.2
Other services ³	7	19	4	5	2	19	0.1	0.3	0.1	0.1	0.0	0.3
Government.....	61	65	68	64	66	59	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	12	12	13	12	14	13	0.4	0.4	0.5	0.4	0.5	0.5
State and local.....	49	52	56	53	52	46	0.3	0.3	0.3	0.3	0.3	0.2
State and local education.....	25	25	27	25	23	22	0.2	0.2	0.3	0.2	0.2	0.2
State and local, excluding education.....	25	27	29	28	29	24	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	49	69	77	65	46	59	0.2	0.2	0.3	0.2	0.2	0.2
South.....	133	132	104	156	126	127	0.2	0.2	0.2	0.3	0.2	0.2
Midwest.....	67	67	71	70	70	82	0.2	0.2	0.2	0.2	0.2	0.2
West.....	81	91	88	97	71	94	0.2	0.3	0.2	0.3	0.2	0.3

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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

⁴ 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.

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NOTE: Levels are rounded to the nearest thousand and rates are rounded to the nearest tenth. Levels and rates may round down to zero.

Table 7. Job openings levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Total.....	7,302	6,761	6,060	4.7	4.3	3.9
INDUSTRY						
Total private.....	6,578	6,009	5,343	4.9	4.5	4.0
Mining and logging.....	30	26	14	3.9	3.5	2.0
Construction.....	354	296	243	4.7	3.9	3.2
Manufacturing.....	441	422	320	3.3	3.2	2.4
Durable goods.....	286	269	187	3.4	3.2	2.3
Nondurable goods.....	155	153	132	3.2	3.1	2.7
Trade, transportation, and utilities.....	1,235	1,046	990	4.3	3.7	3.5
Wholesale trade.....	215	176	156	3.5	2.9	2.6
Retail trade.....	688	600	613	4.3	3.7	3.8
Transportation, warehousing, and utilities.....	332	270	222	5.2	4.2	3.5
Information.....	146	132	126	4.9	4.4	4.2
Financial activities.....	345	383	316	3.8	4.2	3.5
Finance and insurance.....	227	289	244	3.4	4.3	3.6
Real estate and rental and leasing.....	118	94	72	4.9	3.9	3.0
Professional and business services.....	1,334	1,314	1,198	6.0	5.8	5.3
Education and health services.....	1,366	1,224	1,205	5.4	4.7	4.7
Educational services.....	108	121	111	2.7	2.9	2.7
Health care and social assistance.....	1,257	1,103	1,094	5.9	5.1	5.0
Leisure and hospitality.....	1,068	948	742	6.2	5.5	4.4
Arts, entertainment, and recreation.....	119	146	156	5.0	6.1	6.4
Accommodation and food services.....	948	802	585	6.4	5.4	4.1
Other services.....	261	218	188	4.3	3.6	3.1
Government.....	724	752	717	3.1	3.2	3.0
Federal.....	136	119	125	4.6	4.0	4.2
State and local.....	589	633	592	2.8	3.0	2.8
State and local education.....	211	236	204	1.9	2.1	1.8
State and local, excluding education.....	378	397	389	4.0	4.1	4.0
REGION³						
Northeast.....	1,191	1,175	1,126	4.2	4.1	3.9
South.....	2,776	2,527	2,334	4.8	4.4	4.1
Midwest.....	1,679	1,519	1,302	4.9	4.4	3.8
West.....	1,657	1,540	1,299	4.6	4.2	3.6

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 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.

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Table 8. Hires levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Total.....	5,330	4,901	4,750	3.6	3.2	3.1
INDUSTRY						
Total private.....	5,071	4,612	4,474	4.0	3.6	3.5
Mining and logging.....	34	21	18	4.7	3.0	2.6
Construction.....	350	324	380	4.9	4.5	5.2
Manufacturing.....	335	304	282	2.6	2.4	2.2
Durable goods.....	180	179	155	2.2	2.2	1.9
Nondurable goods.....	154	125	127	3.3	2.6	2.7
Trade, transportation, and utilities.....	1,013	984	1,083	3.7	3.6	3.9
Wholesale trade.....	132	135	122	2.2	2.3	2.1
Retail trade.....	694	656	784	4.5	4.2	5.1
Transportation, warehousing, and utilities.....	187	194	178	3.1	3.1	2.9
Information.....	92	83	71	3.2	2.9	2.5
Financial activities.....	177	212	203	2.0	2.4	2.3
Finance and insurance.....	121	148	145	1.9	2.3	2.2
Real estate and rental and leasing.....	56	65	58	2.5	2.8	2.5
Professional and business services.....	1,115	974	1,013	5.3	4.6	4.8
Education and health services.....	691	663	611	2.9	2.7	2.5
Educational services.....	58	73	64	1.5	1.8	1.6
Health care and social assistance.....	633	591	548	3.1	2.9	2.6
Leisure and hospitality.....	1,087	870	697	6.8	5.4	4.4
Arts, entertainment, and recreation.....	167	117	134	7.4	5.2	5.9
Accommodation and food services.....	920	754	562	6.7	5.4	4.1
Other services.....	178	176	116	3.1	3.0	2.0
Government.....	259	290	276	1.1	1.3	1.2
Federal.....	38	46	58	1.4	1.6	2.0
State and local.....	221	244	218	1.1	1.2	1.1
State and local education.....	96	117	85	0.9	1.1	0.8
State and local, excluding education.....	125	127	133	1.4	1.4	1.4
REGION³						
Northeast.....	811	734	748	3.0	2.6	2.7
South.....	2,226	2,027	1,890	4.1	3.7	3.4
Midwest.....	1,120	985	1,029	3.4	3.0	3.1
West.....	1,173	1,156	1,082	3.4	3.3	3.1

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 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.

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Table 9. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Total.....	4,909	4,531	13,808	3.3	3.0	9.2
INDUSTRY						
Total private.....	4,678	4,300	13,517	3.7	3.4	10.6
Mining and logging.....	35	22	43	4.8	3.1	6.1
Construction.....	309	277	708	4.3	3.8	9.7
Manufacturing.....	344	279	710	2.7	2.2	5.6
Durable goods.....	190	160	458	2.4	2.0	5.7
Nondurable goods.....	154	118	252	3.2	2.5	5.3
Trade, transportation, and utilities.....	986	1,029	2,202	3.6	3.7	8.0
Wholesale trade.....	136	134	319	2.3	2.3	5.4
Retail trade.....	648	683	1,499	4.2	4.4	9.7
Transportation, warehousing, and utilities.....	202	212	385	3.3	3.4	6.3
Information.....	84	76	102	3.0	2.6	3.5
Financial activities.....	155	184	328	1.8	2.1	3.7
Finance and insurance.....	108	130	159	1.7	2.0	2.5
Real estate and rental and leasing.....	48	54	169	2.1	2.3	7.3
Professional and business services.....	1,077	918	1,487	5.2	4.3	7.0
Education and health services.....	646	585	1,642	2.7	2.4	6.7
Educational services.....	54	56	283	1.4	1.4	7.1
Health care and social assistance.....	592	529	1,359	2.9	2.6	6.6
Leisure and hospitality.....	869	769	5,262	5.4	4.7	32.9
Arts, entertainment, and recreation.....	100	77	522	4.4	3.4	22.8
Accommodation and food services.....	769	692	4,740	5.6	4.9	34.6
Other services.....	172	162	1,034	3.0	2.7	17.6
Government.....	232	230	291	1.0	1.0	1.3
Federal.....	35	36	36	1.3	1.3	1.3
State and local.....	196	194	254	1.0	1.0	1.3
State and local education.....	87	83	101	0.8	0.8	0.9
State and local, excluding education.....	109	111	154	1.2	1.2	1.7
REGION³						
Northeast.....	711	641	2,669	2.6	2.3	9.6
South.....	2,096	1,776	4,649	3.8	3.2	8.4
Midwest.....	999	1,051	3,419	3.1	3.2	10.4
West.....	1,103	1,063	3,071	3.2	3.0	8.8

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 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.

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Table 10. Quits levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Total.....	3,228	2,822	2,447	2.2	1.9	1.6
INDUSTRY						
Total private.....	3,091	2,685	2,319	2.4	2.1	1.8
Mining and logging.....	20	11	8	2.7	1.6	1.2
Construction.....	133	116	105	1.9	1.6	1.4
Manufacturing.....	215	159	132	1.7	1.2	1.0
Durable goods.....	111	94	78	1.4	1.2	1.0
Nondurable goods.....	103	65	54	2.2	1.4	1.1
Trade, transportation, and utilities.....	700	666	557	2.6	2.4	2.0
Wholesale trade.....	96	84	81	1.6	1.4	1.4
Retail trade.....	475	449	368	3.1	2.9	2.4
Transportation, warehousing, and utilities.....	129	132	108	2.1	2.2	1.8
Information.....	41	45	30	1.4	1.5	1.0
Financial activities.....	94	109	86	1.1	1.2	1.0
Finance and insurance.....	58	74	62	0.9	1.1	1.0
Real estate and rental and leasing.....	35	35	25	1.6	1.5	1.1
Professional and business services.....	660	532	533	3.2	2.5	2.5
Education and health services.....	457	413	397	1.9	1.7	1.6
Educational services.....	34	43	32	0.9	1.1	0.8
Health care and social assistance.....	423	370	365	2.1	1.8	1.8
Leisure and hospitality.....	647	550	423	4.0	3.4	2.6
Arts, entertainment, and recreation.....	64	57	34	2.8	2.5	1.5
Accommodation and food services.....	583	494	389	4.2	3.5	2.8
Other services.....	124	83	46	2.1	1.4	0.8
Government.....	137	137	128	0.6	0.6	0.6
Federal.....	19	17	17	0.7	0.6	0.6
State and local.....	118	120	111	0.6	0.6	0.5
State and local education.....	57	55	43	0.5	0.5	0.4
State and local, excluding education.....	61	66	68	0.7	0.7	0.7
REGION³						
Northeast.....	453	386	334	1.7	1.4	1.2
South.....	1,368	1,156	983	2.5	2.1	1.8
Midwest.....	680	633	576	2.1	1.9	1.8
West.....	727	646	555	2.1	1.8	1.6

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 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.

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Table 11. Layoffs and discharges levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Total.....	1,378	1,433	11,025	0.9	0.9	7.3
INDUSTRY						
Total private.....	1,331	1,388	10,906	1.1	1.1	8.5
Mining and logging.....	14	9	33	1.9	1.3	4.7
Construction.....	156	156	589	2.2	2.1	8.0
Manufacturing.....	110	99	554	0.9	0.8	4.3
Durable goods.....	69	56	366	0.9	0.7	4.5
Nondurable goods.....	41	44	188	0.9	0.9	4.0
Trade, transportation, and utilities.....	240	305	1,579	0.9	1.1	5.8
Wholesale trade.....	33	47	228	0.6	0.8	3.9
Retail trade.....	150	195	1,089	1.0	1.3	7.1
Transportation, warehousing, and utilities.....	58	63	262	0.9	1.0	4.3
Information.....	33	27	59	1.2	0.9	2.0
Financial activities.....	30	58	212	0.3	0.7	2.4
Finance and insurance.....	22	39	73	0.4	0.6	1.1
Real estate and rental and leasing.....	7	19	139	0.3	0.8	6.0
Professional and business services.....	359	340	900	1.7	1.6	4.2
Education and health services.....	143	119	1,201	0.6	0.5	4.9
Educational services.....	18	11	249	0.5	0.3	6.3
Health care and social assistance.....	126	108	952	0.6	0.5	4.6
Leisure and hospitality.....	204	200	4,811	1.3	1.2	30.1
Arts, entertainment, and recreation.....	33	19	486	1.5	0.8	21.2
Accommodation and food services.....	171	181	4,326	1.2	1.3	31.6
Other services.....	41	76	968	0.7	1.3	16.5
Government.....	48	45	120	0.2	0.2	0.5
Federal.....	5	6	7	0.2	0.2	0.3
State and local.....	42	39	112	0.2	0.2	0.6
State and local education.....	18	19	49	0.2	0.2	0.4
State and local, excluding education.....	25	20	63	0.3	0.2	0.7
REGION³						
Northeast.....	214	218	2,283	0.8	0.8	8.2
South.....	608	503	3,553	1.1	0.9	6.4
Midwest.....	262	361	2,768	0.8	1.1	8.4
West.....	295	351	2,421	0.8	1.0	6.9

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 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.

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Table 12. Other separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2019	Feb. 2020	Mar. 2020 ^p	Mar. 2019	Feb. 2020	Mar. 2020 ^p
Total.....	303	275	336	0.2	0.2	0.2
INDUSTRY						
Total private.....	257	227	292	0.2	0.2	0.2
Mining and logging.....	1	1	1	0.2	0.2	0.2
Construction.....	20	5	14	0.3	0.1	0.2
Manufacturing.....	19	21	24	0.2	0.2	0.2
Durable goods.....	10	10	14	0.1	0.1	0.2
Nondurable goods.....	10	10	10	0.2	0.2	0.2
Trade, transportation, and utilities.....	46	58	66	0.2	0.2	0.2
Wholesale trade.....	7	3	10	0.1	0.0	0.2
Retail trade.....	24	40	41	0.2	0.3	0.3
Transportation, warehousing, and utilities.....	15	16	15	0.2	0.3	0.2
Information.....	10	5	13	0.3	0.2	0.4
Financial activities.....	32	17	30	0.4	0.2	0.3
Finance and insurance.....	27	16	24	0.4	0.3	0.4
Real estate and rental and leasing.....	5	1	6	0.2	0.0	0.2
Professional and business services.....	58	46	54	0.3	0.2	0.3
Education and health services.....	47	53	44	0.2	0.2	0.2
Educational services.....	3	2	1	0.1	0.1	0.0
Health care and social assistance.....	44	51	42	0.2	0.2	0.2
Leisure and hospitality.....	17	19	28	0.1	0.1	0.2
Arts, entertainment, and recreation.....	3	2	2	0.1	0.1	0.1
Accommodation and food services.....	14	17	26	0.1	0.1	0.2
Other services.....	7	2	19	0.1	0.0	0.3
Government.....	47	48	43	0.2	0.2	0.2
Federal.....	11	13	12	0.4	0.5	0.4
State and local.....	36	35	31	0.2	0.2	0.2
State and local education.....	13	10	9	0.1	0.1	0.1
State and local, excluding education.....	24	25	23	0.3	0.3	0.2
REGION³						
Northeast.....	44	36	52	0.2	0.1	0.2
South.....	121	117	114	0.2	0.2	0.2
Midwest.....	57	57	75	0.2	0.2	0.2
West.....	81	65	95	0.2	0.2	0.3

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 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.

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NOTE: Levels are rounded to the nearest thousand and rates are rounded to the nearest tenth. Levels and rates may round down to zero.