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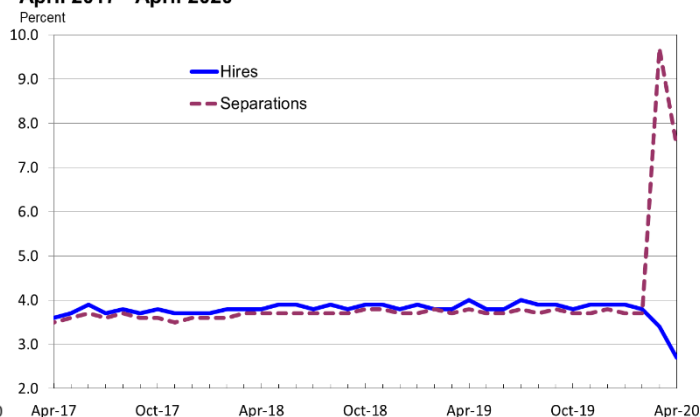
JOB OPENINGS AND LABOR TURNOVER – APRIL 2020

The number of total separations decreased by 4.8 million to 9.9 million in April, the U.S. Bureau of Labor Statistics reported today. Despite the over the month decline, the total separations level is the second highest in series history. Within separations, the quits rate fell to 1.4 percent and the layoffs and discharges rate decreased to 5.9 percent. Job openings decreased to 5.0 million on the last business day of April. Over the month, hires declined to 3.5 million, a series low. 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, April 2017 - April 2020



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



Job Openings

On the last business day of April, the number of **job openings** declined to 5.0 million (-965,000). The job openings rate was little changed at 3.7 percent. Job openings fell in total private (-883,000) and in government (-82,000). Among the industries, the largest declines were in professional and business services (-309,000), health care and social assistance (-115,000), and retail trade (-113,000). The number of job openings decreased in all four regions. (See table 1.)

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

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

Hires

In April, the number and rate of **hires** decreased to series lows of 3.5 million (-1,587,000) and 2.7 percent, respectively. The hires level decreased for total private (-1,439,000) and for government (-148,000). Hires decreased in a number of industries, with the largest declines in professional and business services (-422,000), accommodation and food services (-247,000), and construction (-196,000). The number of hires decreased in all four 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 April, the number and rate of **total separations** decreased to 9.9 million (-4,755,000) and 7.5 percent, respectively. Total separations decreased in many industries, with the largest decreases in accommodation and food services (-3,001,000), professional and business services (-473,000), and retail trade (-460,000). The number of total separations increased in real estate and rental and leasing (+47,000), state and local government, excluding education (+46,000), and information (+42,000). Total separations decreased in all four regions. (See table 3.)

In April, the number and rate of **quits** decreased to 1.8 million (-1,003,000) and 1.4 percent, respectively. Quits fell to 1.6 million (-976,000) for total private and 143,000 (-27,000) for government. Quits decreased in a number of industries, with the largest decreases in accommodation and food services (-249,000) and professional and business services (-216,000). The number of quits decreased in all four regions. (See table 4.)

The number and rate of **layoffs and discharges** decreased in April to 7.7 million (-3,773,000) and 5.9 percent, respectively. The number of layoffs and discharges decreased for total private to 7.5 million (-3,816,000) but increased for government to 216,000 (+43,000). The layoffs and discharges level decreased significantly in several industries. The majority of the decline occurred in accommodation and food services (-2,738,000) followed by retail trade (-338,000). Layoffs and discharges increased in construction (+85,000), information (+53,000), and wholesale trade (+50,000). The number of layoffs and discharges decreased in all four regions. (See table 5.)

The number of **other separations** was little changed in April. The other separations level was little changed for total private and for government. Other separations increased in professional and business services (+29,000) and health care and social assistance (+19,000). The number of other separations decreased in accommodation and food services (-15,000). Other separations were 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 April, hires totaled 67.2 million and separations totaled 81.1 million, yielding a net employment loss of 13.9 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 May 2020 are scheduled to be released on Tuesday, July 7, 2020 at 10:00 a.m. (EDT).

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

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 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 April was 44 percent, while response rates prior to the pandemic averaged 54 percent.

BLS modified the JOLTS estimates for April 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 April 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. 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 www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-april-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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^P	Apr. 2019	Mar. 2020	Apr. 2020 ^P	Apr. 2019	Mar. 2020	Apr. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,284	6,011	5,046	6,000	5,111	3,524	5,763	14,643	9,888
Total private.....	6,540	5,284	4,401	5,625	4,744	3,305	5,414	14,243	9,467
Mining and logging ¹	31	12	10	28	19	11	30	42	69
Construction ¹	430	240	256	423	389	193	404	756	791
Manufacturing.....	479	310	311	359	299	305	352	804	706
Durable goods ¹	304	178	161	208	159	144	203	474	477
Nondurable goods ¹	175	132	150	151	140	161	150	329	229
Trade, transportation, and utilities.....	1,346	1,069	882	1,145	1,137	993	1,117	2,408	1,838
Wholesale trade.....	264	156	150	157	136	124	136	252	261
Retail trade.....	740	626	513	748	764	688	752	1,654	1,194
Transportation, warehousing, and utilities ¹	342	286	219	240	237	181	229	502	383
Information ¹	120	119	122	93	74	34	104	107	149
Financial activities.....	343	336	252	228	218	136	218	350	339
Finance and insurance.....	234	262	185	148	151	104	139	169	111
Real estate and rental and leasing ¹	108	75	67	81	67	33	79	181	228
Professional and business services.....	1,178	1,192	883	1,248	1,103	681	1,187	1,714	1,241
Education and health services.....	1,377	1,193	1,076	736	663	519	675	1,747	1,423
Educational services ¹	140	106	104	105	92	67	90	327	290
Health care and social assistance.....	1,238	1,087	972	630	571	452	585	1,420	1,133
Leisure and hospitality.....	1,017	664	454	1,144	673	321	1,114	5,345	2,033
Arts, entertainment, and recreation.....	114	130	27	163	127	22	159	599	288
Accommodation and food services.....	903	534	427	982	546	299	954	4,746	1,745
Other services.....	218	147	156	221	168	112	214	969	879
Government.....	744	727	645	376	367	219	349	400	421
Federal ¹	154	131	114	37	58	45	31	39	36
State and local.....	590	596	531	338	309	174	318	361	384
State and local education.....	211	215	192	170	153	97	161	180	158
State and local, excluding education ¹	379	381	339	168	156	77	157	181	227
RATES BY INDUSTRY (percent)									
Total.....	4.6	3.8	3.7	4.0	3.4	2.7	3.8	9.7	7.5
Total private.....	4.9	3.9	3.9	4.4	3.7	3.0	4.2	11.1	8.7
Mining and logging ¹	4.0	1.7	1.5	3.8	2.7	1.7	4.0	6.0	10.4
Construction ¹	5.4	3.1	3.7	5.7	5.1	2.9	5.4	9.9	11.9
Manufacturing.....	3.6	2.4	2.6	2.8	2.3	2.7	2.7	6.3	6.1
Durable goods ¹	3.6	2.2	2.2	2.6	2.0	2.0	2.5	5.9	6.7
Nondurable goods ¹	3.5	2.7	3.3	3.2	2.9	3.7	3.1	6.9	5.3
Trade, transportation, and utilities.....	4.6	3.7	3.4	4.1	4.1	4.0	4.0	8.7	7.4
Wholesale trade.....	4.3	2.6	2.6	2.7	2.3	2.2	2.3	4.2	4.7
Retail trade.....	4.5	3.9	3.7	4.8	4.9	5.1	4.8	10.6	8.8
Transportation, warehousing, and utilities ¹	5.3	4.4	3.7	3.9	3.8	3.2	3.7	8.1	6.8
Information ¹	4.0	4.0	4.4	3.3	2.6	1.3	3.6	3.7	5.6
Financial activities.....	3.8	3.7	2.9	2.6	2.5	1.6	2.5	4.0	4.0
Finance and insurance.....	3.5	3.9	2.8	2.3	2.3	1.6	2.2	2.6	1.7
Real estate and rental and leasing ¹	4.5	3.1	3.1	3.5	2.9	1.5	3.4	7.7	10.7
Professional and business services.....	5.3	5.3	4.4	5.9	5.1	3.5	5.6	8.0	6.4
Education and health services.....	5.4	4.6	4.7	3.1	2.7	2.4	2.8	7.1	6.5
Educational services ¹	3.6	2.7	3.0	2.8	2.4	2.0	2.4	8.6	8.7
Health care and social assistance.....	5.7	5.0	5.0	3.1	2.8	2.4	2.9	6.9	6.1
Leisure and hospitality.....	5.8	3.9	4.9	6.9	4.1	3.7	6.7	32.7	23.3
Arts, entertainment, and recreation.....	4.5	5.1	2.3	6.7	5.2	1.9	6.6	24.5	25.6
Accommodation and food services.....	6.0	3.7	5.3	7.0	3.9	3.9	6.8	34.1	23.0
Other services.....	3.6	2.4	3.2	3.7	2.8	2.4	3.6	16.4	19.0

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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Government.....	3.2	3.1	2.9	1.7	1.6	1.0	1.5	1.8	1.9
Federal ¹	5.2	4.3	3.8	1.3	2.0	1.6	1.1	1.4	1.3
State and local.....	2.9	2.9	2.7	1.7	1.6	0.9	1.6	1.8	2.0
State and local education.....	2.0	2.0	1.9	1.6	1.5	1.0	1.5	1.7	1.6
State and local, excluding education ¹	3.9	3.9	3.6	1.8	1.7	0.9	1.7	1.9	2.5

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					
	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p
Total.....	7,284	6,552	7,012	7,004	6,011	5,046	4.6	4.1	4.4	4.4	3.8	3.7
INDUSTRY												
Total private.....	6,540	5,838	6,231	6,236	5,284	4,401	4.9	4.3	4.6	4.6	3.9	3.9
Mining and logging ³	31	13	19	26	12	10	4.0	1.8	2.7	3.4	1.7	1.5
Construction ³	430	216	267	296	240	256	5.4	2.8	3.4	3.7	3.1	3.7
Manufacturing.....	479	360	408	422	310	311	3.6	2.7	3.1	3.2	2.4	2.6
Durable goods ³	304	222	256	269	178	161	3.6	2.7	3.1	3.2	2.2	2.2
Nondurable goods ³	175	138	152	153	132	150	3.5	2.8	3.1	3.1	2.7	3.3
Trade, transportation, and utilities.....	1,346	1,192	1,214	1,168	1,069	882	4.6	4.1	4.2	4.0	3.7	3.4
Wholesale trade.....	264	187	172	183	156	150	4.3	3.1	2.8	3.0	2.6	2.6
Retail trade.....	740	762	759	715	626	513	4.5	4.6	4.6	4.4	3.9	3.7
Transportation, warehousing, and utilities ³	342	244	283	270	286	219	5.3	3.8	4.3	4.2	4.4	3.7
Information ³	120	146	152	132	119	122	4.0	4.8	5.0	4.4	4.0	4.4
Financial activities.....	343	319	427	400	336	252	3.8	3.5	4.6	4.3	3.7	2.9
Finance and insurance.....	234	235	312	306	262	185	3.5	3.5	4.6	4.5	3.9	2.8
Real estate and rental and leasing ³	108	84	115	94	75	67	4.5	3.4	4.7	3.8	3.1	3.1
Professional and business services.....	1,178	1,223	1,265	1,357	1,192	883	5.3	5.4	5.6	5.9	5.3	4.4
Education and health services.....	1,377	1,203	1,294	1,252	1,193	1,076	5.4	4.7	5.0	4.8	4.6	4.7
Educational services ³	140	106	133	121	106	104	3.6	2.7	3.4	3.1	2.7	3.0
Health care and social assistance.....	1,238	1,097	1,161	1,131	1,087	972	5.7	5.0	5.3	5.2	5.0	5.0
Leisure and hospitality.....	1,017	916	919	950	664	454	5.8	5.2	5.2	5.3	3.9	4.9
Arts, entertainment, and recreation.....	114	127	148	135	130	27	4.5	4.9	5.6	5.2	5.1	2.3
Accommodation and food services.....	903	789	771	815	534	427	6.0	5.2	5.1	5.4	3.7	5.3
Other services.....	218	250	264	232	147	156	3.6	4.1	4.3	3.8	2.4	3.2
Government.....	744	715	781	769	727	645	3.2	3.1	3.3	3.3	3.1	2.9
Federal ³	154	88	113	119	131	114	5.2	3.0	3.8	4.0	4.3	3.8
State and local.....	590	626	669	649	596	531	2.9	3.1	3.3	3.2	2.9	2.7
State and local education.....	211	234	275	252	215	192	2.0	2.2	2.5	2.3	2.0	1.9
State and local, excluding education ³	379	393	393	397	381	339	3.9	4.0	4.0	4.1	3.9	3.6
REGION⁴												
Northeast.....	1,143	1,135	1,224	1,237	1,102	968	4.0	3.9	4.2	4.2	3.8	3.9
South.....	2,721	2,439	2,631	2,589	2,251	1,816	4.7	4.2	4.5	4.4	3.9	3.6
Midwest.....	1,742	1,400	1,522	1,556	1,286	1,078	5.0	4.1	4.4	4.5	3.8	3.6
West.....	1,678	1,578	1,634	1,621	1,373	1,183	4.6	4.3	4.4	4.4	3.7	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					
	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p
Total.....	6,000	5,927	5,925	5,864	5,111	3,524	4.0	3.9	3.9	3.8	3.4	2.7
INDUSTRY												
Total private.....	5,625	5,574	5,541	5,489	4,744	3,305	4.4	4.3	4.3	4.2	3.7	3.0
Mining and logging.....	28	25	20	25	19	11	3.8	3.6	2.8	3.4	2.7	1.7
Construction.....	423	467	435	390	389	193	5.7	6.2	5.7	5.1	5.1	2.9
Manufacturing.....	359	334	311	334	299	305	2.8	2.6	2.4	2.6	2.3	2.7
Durable goods.....	208	192	174	196	159	144	2.6	2.4	2.2	2.4	2.0	2.0
Nondurable goods.....	151	142	137	138	140	161	3.2	3.0	2.9	2.9	2.9	3.7
Trade, transportation, and utilities.....	1,145	1,161	1,220	1,221	1,137	993	4.1	4.2	4.4	4.4	4.1	4.0
Wholesale trade.....	157	133	138	153	136	124	2.7	2.2	2.3	2.6	2.3	2.2
Retail trade.....	748	772	818	812	764	688	4.8	4.9	5.2	5.2	4.9	5.1
Transportation, warehousing, and utilities.....	240	256	264	256	237	181	3.9	4.1	4.2	4.1	3.8	3.2
Information.....	93	87	86	96	74	34	3.3	3.0	3.0	3.3	2.6	1.3
Financial activities.....	228	218	217	243	218	136	2.6	2.5	2.5	2.7	2.5	1.6
Finance and insurance.....	148	135	142	161	151	104	2.3	2.1	2.2	2.5	2.3	1.6
Real estate and rental and leasing. ...	81	83	75	81	67	33	3.5	3.5	3.2	3.4	2.9	1.5
Professional and business services.	1,248	1,151	1,163	1,104	1,103	681	5.9	5.4	5.4	5.1	5.1	3.5
Education and health services.....	736	723	753	762	663	519	3.1	3.0	3.1	3.1	2.7	2.4
Educational services.....	105	104	109	95	92	67	2.8	2.7	2.8	2.5	2.4	2.0
Health care and social assistance.	630	619	644	667	571	452	3.1	3.0	3.1	3.2	2.8	2.4
Leisure and hospitality.....	1,144	1,165	1,126	1,091	673	321	6.9	6.9	6.7	6.5	4.1	3.7
Arts, entertainment, and recreation. ...	163	186	176	168	127	22	6.7	7.5	7.1	6.8	5.2	1.9
Accommodation and food services. ...	982	979	949	923	546	299	7.0	6.8	6.6	6.4	3.9	3.9
Other services.....	221	243	210	224	168	112	3.7	4.1	3.5	3.8	2.8	2.4
Government.....	376	352	384	375	367	219	1.7	1.6	1.7	1.6	1.6	1.0
Federal.....	37	43	48	51	58	45	1.3	1.5	1.7	1.8	2.0	1.6
State and local.....	338	309	336	324	309	174	1.7	1.6	1.7	1.6	1.6	0.9
State and local education.....	170	153	173	157	153	97	1.6	1.5	1.6	1.5	1.5	1.0
State and local, excluding education.....	168	156	163	167	156	77	1.8	1.7	1.7	1.8	1.7	0.9
REGION³												
Northeast.....	938	935	949	960	869	479	3.4	3.4	3.4	3.4	3.1	2.0
South.....	2,365	2,358	2,345	2,321	1,998	1,368	4.3	4.2	4.2	4.2	3.6	2.8
Midwest.....	1,290	1,263	1,187	1,231	1,097	894	3.9	3.8	3.6	3.7	3.3	3.1
West.....	1,407	1,371	1,444	1,352	1,147	783	4.0	3.9	4.1	3.8	3.3	2.6

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					
	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p
Total.....	5,763	5,762	5,703	5,595	14,643	9,888	3.8	3.8	3.7	3.7	9.7	7.5
INDUSTRY												
Total private.....	5,414	5,419	5,382	5,244	14,243	9,467	4.2	4.2	4.2	4.0	11.1	8.7
Mining and logging.....	30	31	24	20	42	69	4.0	4.3	3.4	2.8	6.0	10.4
Construction.....	404	432	386	359	756	791	5.4	5.7	5.1	4.7	9.9	11.9
Manufacturing.....	352	342	331	318	804	706	2.7	2.7	2.6	2.5	6.3	6.1
Durable goods.....	203	193	184	183	474	477	2.5	2.4	2.3	2.3	5.9	6.7
Nondurable goods.....	150	149	147	135	329	229	3.1	3.1	3.1	2.8	6.9	5.3
Trade, transportation, and utilities.....	1,117	1,115	1,220	1,221	2,408	1,838	4.0	4.0	4.4	4.4	8.7	7.4
Wholesale trade.....	136	123	137	155	252	261	2.3	2.1	2.3	2.6	4.2	4.7
Retail trade.....	752	741	830	812	1,654	1,194	4.8	4.7	5.3	5.2	10.6	8.8
Transportation, warehousing, and utilities.....	229	250	253	254	502	383	3.7	4.0	4.1	4.1	8.1	6.8
Information.....	104	84	75	87	107	149	3.6	2.9	2.6	3.0	3.7	5.6
Financial activities.....	218	203	217	210	350	339	2.5	2.3	2.5	2.4	4.0	4.0
Finance and insurance.....	139	134	141	150	169	111	2.2	2.1	2.2	2.3	2.6	1.7
Real estate and rental and leasing. . .	79	69	75	60	181	228	3.4	3.0	3.2	2.5	7.7	10.7
Professional and business services. . . .	1,187	1,134	1,151	1,073	1,714	1,241	5.6	5.3	5.3	5.0	8.0	6.4
Education and health services.....	675	690	701	699	1,747	1,423	2.8	2.8	2.9	2.8	7.1	6.5
Educational services.....	90	97	83	93	327	290	2.4	2.5	2.2	2.4	8.6	8.7
Health care and social assistance. . . .	585	593	617	606	1,420	1,133	2.9	2.9	3.0	2.9	6.9	6.1
Leisure and hospitality.....	1,114	1,146	1,090	1,036	5,345	2,033	6.7	6.8	6.5	6.1	32.7	23.3
Arts, entertainment, and recreation. . .	159	184	172	157	599	288	6.6	7.4	6.9	6.3	24.5	25.6
Accommodation and food services. . .	954	963	918	880	4,746	1,745	6.8	6.7	6.4	6.1	34.1	23.0
Other services.....	214	242	187	220	969	879	3.6	4.1	3.1	3.7	16.4	19.0
Government.....	349	343	321	351	400	421	1.5	1.5	1.4	1.5	1.8	1.9
Federal.....	31	45	38	41	39	36	1.1	1.6	1.3	1.4	1.4	1.3
State and local.....	318	298	283	311	361	384	1.6	1.5	1.4	1.6	1.8	2.0
State and local education.....	161	164	149	155	180	158	1.5	1.6	1.4	1.5	1.7	1.6
State and local, excluding education.....	157	134	134	156	181	227	1.7	1.4	1.4	1.7	1.9	2.5
REGION³												
Northeast.....	849	887	911	888	2,807	1,897	3.1	3.2	3.3	3.2	10.1	7.9
South.....	2,292	2,249	2,252	2,097	4,978	3,325	4.2	4.0	4.0	3.8	9.0	6.9
Midwest.....	1,241	1,220	1,249	1,293	3,635	2,212	3.8	3.7	3.8	3.9	11.0	7.8
West.....	1,382	1,406	1,291	1,317	3,222	2,454	3.9	4.0	3.6	3.7	9.1	8.1

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					
	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p
Total.....	3,492	3,528	3,574	3,436	2,789	1,786	2.3	2.3	2.3	2.3	1.8	1.4
INDUSTRY												
Total private.....	3,306	3,331	3,399	3,245	2,619	1,643	2.6	2.6	2.6	2.5	2.0	1.5
Mining and logging.....	17	13	14	12	9	6	2.3	1.8	1.9	1.7	1.3	0.9
Construction.....	144	170	165	153	130	80	1.9	2.2	2.2	2.0	1.7	1.2
Manufacturing.....	219	206	188	183	150	98	1.7	1.6	1.5	1.4	1.2	0.8
Durable goods.....	128	110	103	107	86	43	1.6	1.4	1.3	1.3	1.1	0.6
Nondurable goods.....	92	97	84	75	64	54	1.9	2.0	1.8	1.6	1.3	1.2
Trade, transportation, and utilities.....	729	734	831	794	607	413	2.6	2.6	3.0	2.9	2.2	1.7
Wholesale trade.....	94	77	86	101	93	46	1.6	1.3	1.4	1.7	1.6	0.8
Retail trade.....	502	507	597	546	386	282	3.2	3.2	3.8	3.5	2.5	2.1
Transportation, warehousing, and utilities.....	132	150	148	147	129	85	2.2	2.4	2.4	2.4	2.1	1.5
Information.....	53	41	40	50	35	27	1.9	1.4	1.4	1.7	1.2	1.0
Financial activities.....	144	127	145	123	93	59	1.6	1.4	1.6	1.4	1.1	0.7
Finance and insurance.....	88	88	89	88	70	41	1.4	1.4	1.4	1.4	1.1	0.6
Real estate and rental and leasing ³ ...	56	40	57	35	23	17	2.4	1.7	2.4	1.5	1.0	0.8
Professional and business services.....	654	622	684	628	561	345	3.1	2.9	3.2	2.9	2.6	1.8
Education and health services.....	447	500	476	478	426	319	1.9	2.0	1.9	1.9	1.7	1.5
Educational services.....	44	66	55	58	50	38	1.2	1.7	1.4	1.5	1.3	1.2
Health care and social assistance.....	404	434	421	420	376	281	2.0	2.1	2.0	2.0	1.8	1.5
Leisure and hospitality.....	757	771	758	699	534	259	4.6	4.6	4.5	4.2	3.3	3.0
Arts, entertainment, and recreation... ..	79	72	79	77	52	26	3.2	2.9	3.2	3.1	2.1	2.3
Accommodation and food services... ..	679	698	679	622	483	234	4.8	4.9	4.7	4.3	3.5	3.1
Other services.....	141	147	98	125	74	37	2.4	2.5	1.6	2.1	1.3	0.8
Government.....	187	197	175	191	170	143	0.8	0.9	0.8	0.8	0.7	0.7
Federal.....	15	23	19	19	17	15	0.5	0.8	0.7	0.7	0.6	0.5
State and local.....	172	174	156	172	152	128	0.9	0.9	0.8	0.9	0.8	0.7
State and local education.....	89	98	83	90	79	66	0.8	0.9	0.8	0.9	0.8	0.7
State and local, excluding education.....	83	76	73	82	73	62	0.9	0.8	0.8	0.9	0.8	0.7
REGION⁴												
Northeast.....	447	462	492	494	404	269	1.6	1.7	1.8	1.8	1.5	1.1
South.....	1,445	1,452	1,494	1,347	1,098	732	2.6	2.6	2.7	2.4	2.0	1.5
Midwest.....	788	760	797	783	654	399	2.4	2.3	2.4	2.4	2.0	1.4
West.....	812	854	790	812	633	386	2.3	2.4	2.2	2.3	1.8	1.3

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					
	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p
Total.....	1,950	1,893	1,741	1,846	11,489	7,716	1.3	1.2	1.1	1.2	7.6	5.9
INDUSTRY												
Total private.....	1,844	1,815	1,659	1,752	11,316	7,500	1.4	1.4	1.3	1.4	8.8	6.9
Mining and logging.....	12	17	9	6	32	61	1.6	2.3	1.2	0.8	4.5	9.3
Construction.....	240	243	194	202	604	689	3.2	3.2	2.6	2.6	7.9	10.4
Manufacturing.....	113	110	115	113	632	587	0.9	0.9	0.9	0.9	4.9	5.1
Durable goods.....	65	67	64	63	374	420	0.8	0.8	0.8	0.8	4.7	5.9
Nondurable goods.....	49	43	51	49	257	167	1.0	0.9	1.1	1.0	5.4	3.8
Trade, transportation, and utilities.....	347	323	325	363	1,730	1,372	1.3	1.2	1.2	1.3	6.2	5.6
Wholesale trade ³	36	35	47	47	154	204	0.6	0.6	0.8	0.8	2.6	3.7
Retail trade.....	227	197	193	224	1,226	888	1.5	1.3	1.2	1.4	7.8	6.6
Transportation, warehousing, and utilities.....	84	90	85	91	350	281	1.4	1.5	1.4	1.5	5.6	5.0
Information.....	38	37	24	32	64	117	1.3	1.3	0.8	1.1	2.2	4.4
Financial activities.....	49	48	40	67	228	257	0.6	0.5	0.5	0.8	2.6	3.0
Finance and insurance.....	30	24	31	42	77	57	0.5	0.4	0.5	0.7	1.2	0.9
Real estate and rental and leasing. . .	18	24	9	25	151	200	0.8	1.0	0.4	1.0	6.4	9.4
Professional and business services. . . .	477	454	413	392	1,086	800	2.2	2.1	1.9	1.8	5.1	4.1
Education and health services.....	181	150	160	167	1,274	1,036	0.8	0.6	0.7	0.7	5.2	4.7
Educational services.....	41	26	22	30	272	246	1.1	0.7	0.6	0.8	7.2	7.4
Health care and social assistance. . . .	140	124	139	136	1,001	790	0.7	0.6	0.7	0.7	4.8	4.2
Leisure and hospitality.....	329	342	295	318	4,783	1,759	2.0	2.0	1.8	1.9	29.2	20.2
Arts, entertainment, and recreation. . .	79	108	90	77	545	259	3.3	4.3	3.6	3.1	22.3	23.0
Accommodation and food services. . .	250	234	205	240	4,238	1,500	1.8	1.6	1.4	1.7	30.4	19.8
Other services.....	59	91	84	93	884	822	1.0	1.5	1.4	1.6	15.0	17.7
Government.....	106	78	82	95	173	216	0.5	0.3	0.4	0.4	0.8	1.0
Federal.....	6	9	8	8	9	11	0.2	0.3	0.3	0.3	0.3	0.4
State and local.....	99	69	74	86	164	205	0.5	0.3	0.4	0.4	0.8	1.1
State and local education.....	50	40	41	42	79	69	0.5	0.4	0.4	0.4	0.8	0.7
State and local, excluding education.....	49	29	33	44	85	136	0.5	0.3	0.4	0.5	0.9	1.5
REGION⁴												
Northeast.....	352	347	354	348	2,348	1,554	1.3	1.2	1.3	1.2	8.4	6.5
South.....	725	692	601	624	3,747	2,466	1.3	1.2	1.1	1.1	6.7	5.1
Midwest.....	394	389	382	440	2,898	1,713	1.2	1.2	1.2	1.3	8.8	6.0
West.....	480	464	404	435	2,496	1,982	1.4	1.3	1.1	1.2	7.1	6.5

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					
	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020 ^p
Total.....	321	341	388	313	366	386	0.2	0.2	0.3	0.2	0.2	0.3
INDUSTRY												
Total private.....	264	272	323	247	308	325	0.2	0.2	0.2	0.2	0.2	0.3
Mining and logging.....	1	1	2	2	2	1	0.1	0.2	0.2	0.3	0.2	0.2
Construction ³	20	19	27	5	22	22	0.3	0.3	0.4	0.1	0.3	0.3
Manufacturing.....	20	26	28	23	22	22	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	10	16	16	13	14	14	0.1	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	9	9	12	10	9	8	0.2	0.2	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	41	58	64	64	71	52	0.1	0.2	0.2	0.2	0.3	0.2
Wholesale trade.....	6	10	5	6	5	11	0.1	0.2	0.1	0.1	0.1	0.2
Retail trade.....	22	38	40	42	42	25	0.1	0.2	0.3	0.3	0.3	0.2
Transportation, warehousing, and utilities ³	13	10	19	16	24	17	0.2	0.2	0.3	0.3	0.4	0.3
Information ³	12	6	11	5	8	5	0.4	0.2	0.4	0.2	0.3	0.2
Financial activities.....	26	27	31	19	30	24	0.3	0.3	0.3	0.2	0.3	0.3
Finance and insurance.....	21	22	22	19	22	12	0.3	0.3	0.3	0.3	0.3	0.2
Real estate and rental and leasing ³ ...	5	5	9	1	7	11	0.2	0.2	0.4	0.0	0.3	0.5
Professional and business services.....	57	58	54	53	67	96	0.3	0.3	0.2	0.2	0.3	0.5
Education and health services.....	46	39	65	55	47	67	0.2	0.2	0.3	0.2	0.2	0.3
Educational services.....	6	4	7	4	4	5	0.2	0.1	0.2	0.1	0.1	0.2
Health care and social assistance ³ ...	40	35	58	51	43	62	0.2	0.2	0.3	0.2	0.2	0.3
Leisure and hospitality.....	27	34	37	19	28	14	0.2	0.2	0.2	0.1	0.2	0.2
Arts, entertainment, and recreation ³ ...	2	3	3	2	2	3	0.1	0.1	0.1	0.1	0.1	0.3
Accommodation and food services ³ ...	26	30	34	17	26	11	0.2	0.2	0.2	0.1	0.2	0.1
Other services ³	15	4	5	2	11	20	0.3	0.1	0.1	0.0	0.2	0.4
Government.....	57	68	64	66	58	62	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	10	13	12	14	12	11	0.4	0.5	0.4	0.5	0.4	0.4
State and local.....	47	56	53	52	46	51	0.2	0.3	0.3	0.3	0.2	0.3
State and local education.....	23	27	25	23	22	22	0.2	0.3	0.2	0.2	0.2	0.2
State and local, excluding education.....	24	29	28	29	24	29	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	50	77	65	46	56	74	0.2	0.3	0.2	0.2	0.2	0.3
South.....	121	104	156	126	133	127	0.2	0.2	0.3	0.2	0.2	0.3
Midwest.....	60	71	70	70	83	100	0.2	0.2	0.2	0.2	0.3	0.3
West.....	90	88	97	71	93	86	0.3	0.2	0.3	0.2	0.3	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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Total.....	7,746	5,857	5,347	4.9	3.7	3.9
INDUSTRY						
Total private.....	7,014	5,145	4,719	5.2	3.9	4.2
Mining and logging.....	31	12	10	4.1	1.7	1.5
Construction.....	430	240	256	5.5	3.2	3.8
Manufacturing.....	479	310	311	3.6	2.4	2.6
Durable goods.....	304	178	161	3.6	2.2	2.2
Nondurable goods.....	175	132	150	3.6	2.7	3.4
Trade, transportation, and utilities.....	1,350	973	827	4.7	3.4	3.3
Wholesale trade.....	283	149	161	4.6	2.5	2.8
Retail trade.....	725	538	446	4.5	3.4	3.2
Transportation, warehousing, and utilities.....	342	286	219	5.3	4.5	3.8
Information.....	120	119	122	4.1	4.0	4.4
Financial activities.....	387	321	286	4.3	3.5	3.2
Finance and insurance.....	279	246	218	4.2	3.7	3.3
Real estate and rental and leasing.....	108	75	67	4.5	3.1	3.1
Professional and business services.....	1,243	1,160	949	5.5	5.2	4.7
Education and health services.....	1,511	1,178	1,191	5.9	4.6	5.1
Educational services.....	140	106	104	3.4	2.6	2.9
Health care and social assistance.....	1,372	1,072	1,086	6.3	4.9	5.5
Leisure and hospitality.....	1,204	675	600	6.8	4.1	6.5
Arts, entertainment, and recreation.....	162	142	73	6.4	5.9	6.2
Accommodation and food services.....	1,042	533	528	6.9	3.7	6.5
Other services.....	258	156	168	4.2	2.6	3.5
Government.....	732	712	629	3.1	3.0	2.8
Federal.....	154	131	114	5.2	4.4	3.8
State and local.....	578	581	514	2.8	2.8	2.6
State and local education.....	199	199	175	1.8	1.8	1.7
State and local, excluding education.....	379	381	339	4.0	4.0	3.7
REGION³						
Northeast.....	1,209	1,065	1,002	4.2	3.7	4.0
South.....	2,905	2,203	1,939	5.0	3.8	3.9
Midwest.....	1,830	1,271	1,137	5.3	3.7	3.8
West.....	1,803	1,317	1,270	4.9	3.6	4.0

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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Total.....	6,421	4,656	3,804	4.3	3.1	2.9
INDUSTRY						
Total private.....	6,122	4,386	3,655	4.8	3.4	3.4
Mining and logging.....	32	19	15	4.4	2.7	2.3
Construction.....	581	362	326	7.9	4.9	5.0
Manufacturing.....	369	279	310	2.9	2.2	2.7
Durable goods.....	213	149	144	2.7	1.9	2.0
Nondurable goods.....	156	131	165	3.3	2.8	3.8
Trade, transportation, and utilities.....	1,115	1,054	931	4.1	3.8	3.8
Wholesale trade.....	165	136	125	2.8	2.3	2.2
Retail trade.....	744	738	659	4.8	4.8	4.9
Transportation, warehousing, and utilities.....	207	180	147	3.4	2.9	2.7
Information.....	90	63	32	3.2	2.2	1.2
Financial activities.....	243	200	148	2.8	2.3	1.7
Finance and insurance.....	145	140	99	2.3	2.2	1.5
Real estate and rental and leasing.....	99	60	49	4.3	2.6	2.3
Professional and business services.....	1,369	1,038	799	6.5	4.9	4.1
Education and health services.....	723	592	509	3.0	2.4	2.3
Educational services.....	80	58	42	2.1	1.5	1.2
Health care and social assistance.....	642	535	466	3.2	2.6	2.5
Leisure and hospitality.....	1,349	653	448	8.2	4.1	5.2
Arts, entertainment, and recreation.....	242	123	32	10.2	5.4	2.9
Accommodation and food services.....	1,107	530	415	7.9	3.9	5.5
Other services.....	250	127	139	4.2	2.2	3.0
Government.....	299	269	149	1.3	1.2	0.7
Federal.....	36	58	43	1.3	2.0	1.5
State and local.....	262	212	106	1.3	1.0	0.6
State and local education.....	92	79	25	0.8	0.7	0.2
State and local, excluding education.....	171	132	80	1.9	1.4	0.9
REGION³						
Northeast.....	1,039	758	564	3.8	2.7	2.3
South.....	2,465	1,869	1,429	4.5	3.4	3.0
Midwest.....	1,420	1,001	959	4.3	3.1	3.4
West.....	1,496	1,028	853	4.3	2.9	2.8

¹ Hires are the number of hires during the entire month.

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

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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Total.....	5,573	13,999	9,751	3.7	9.3	7.4
INDUSTRY						
Total private.....	5,324	13,710	9,441	4.2	10.8	8.7
Mining and logging.....	30	41	68	4.1	5.9	10.5
Construction.....	381	739	828	5.2	10.1	12.7
Manufacturing.....	360	806	732	2.8	6.3	6.4
Durable goods.....	211	487	507	2.6	6.1	7.1
Nondurable goods.....	149	319	225	3.1	6.7	5.2
Trade, transportation, and utilities.....	1,064	2,281	1,778	3.9	8.3	7.3
Wholesale trade.....	145	252	270	2.5	4.3	4.9
Retail trade.....	717	1,559	1,152	4.6	10.1	8.6
Transportation, warehousing, and utilities.....	203	470	356	3.3	7.6	6.4
Information.....	104	96	146	3.7	3.3	5.5
Financial activities.....	231	333	351	2.7	3.8	4.1
Finance and insurance.....	151	157	122	2.4	2.4	1.9
Real estate and rental and leasing.....	80	176	228	3.5	7.6	10.8
Professional and business services.....	1,204	1,629	1,258	5.7	7.7	6.5
Education and health services.....	648	1,692	1,391	2.7	6.9	6.3
Educational services.....	64	287	258	1.6	7.3	7.4
Health care and social assistance.....	584	1,405	1,133	2.9	6.8	6.1
Leisure and hospitality.....	1,095	5,155	2,013	6.7	32.3	23.3
Arts, entertainment, and recreation.....	140	547	271	5.9	24.1	24.7
Accommodation and food services.....	955	4,608	1,742	6.8	33.6	23.1
Other services.....	208	937	877	3.5	16.0	18.9
Government.....	249	289	310	1.1	1.3	1.4
Federal.....	28	35	31	1.0	1.2	1.1
State and local.....	221	254	279	1.1	1.3	1.4
State and local education.....	94	106	86	0.9	1.0	0.8
State and local, excluding education.....	127	149	193	1.4	1.6	2.2
REGION³						
Northeast.....	792	2,654	1,857	2.9	9.6	7.7
South.....	2,273	4,778	3,310	4.1	8.7	6.9
Midwest.....	1,140	3,482	2,132	3.5	10.6	7.5
West.....	1,368	3,086	2,451	3.9	8.8	8.1

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

Industry and region	Levels (in thousands)			Rates ²		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Total.....	3,485	2,453	1,729	2.3	1.6	1.3
INDUSTRY						
Total private.....	3,339	2,327	1,639	2.6	1.8	1.5
Mining and logging.....	18	7	6	2.5	1.0	1.0
Construction.....	150	106	79	2.0	1.4	1.2
Manufacturing.....	231	140	103	1.8	1.1	0.9
Durable goods.....	139	79	53	1.7	1.0	0.7
Nondurable goods.....	92	60	50	1.9	1.3	1.2
Trade, transportation, and utilities.....	729	561	408	2.7	2.0	1.7
Wholesale trade.....	103	93	55	1.7	1.6	1.0
Retail trade.....	491	345	267	3.2	2.2	2.0
Transportation, warehousing, and utilities.....	135	123	87	2.2	2.0	1.6
Information.....	54	28	24	1.9	1.0	0.9
Financial activities.....	147	81	62	1.7	0.9	0.7
Finance and insurance.....	91	58	44	1.4	0.9	0.7
Real estate and rental and leasing.....	56	23	17	2.4	1.0	0.8
Professional and business services.....	659	519	350	3.1	2.5	1.8
Education and health services.....	445	395	306	1.8	1.6	1.4
Educational services.....	35	31	21	0.9	0.8	0.6
Health care and social assistance.....	410	364	284	2.0	1.8	1.5
Leisure and hospitality.....	764	429	260	4.7	2.7	3.0
Arts, entertainment, and recreation.....	63	35	10	2.6	1.5	0.9
Accommodation and food services.....	701	394	250	5.0	2.9	3.3
Other services.....	142	61	41	2.4	1.0	0.9
Government.....	146	126	90	0.6	0.5	0.4
Federal.....	14	16	13	0.5	0.6	0.5
State and local.....	132	110	76	0.7	0.5	0.4
State and local education.....	55	43	23	0.5	0.4	0.2
State and local, excluding education.....	77	67	53	0.8	0.7	0.6
REGION³						
Northeast.....	443	336	254	1.6	1.2	1.1
South.....	1,470	989	733	2.7	1.8	1.5
Midwest.....	756	576	363	2.3	1.8	1.3
West.....	816	552	379	2.3	1.6	1.3

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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Total.....	1,783	11,207	7,659	1.2	7.4	5.8
INDUSTRY						
Total private.....	1,725	11,086	7,486	1.4	8.7	6.9
Mining and logging.....	11	32	60	1.5	4.6	9.3
Construction.....	211	611	727	2.9	8.3	11.1
Manufacturing.....	109	645	606	0.9	5.1	5.3
Durable goods.....	61	394	439	0.8	4.9	6.2
Nondurable goods.....	48	251	166	1.0	5.3	3.8
Trade, transportation, and utilities.....	294	1,661	1,321	1.1	6.0	5.4
Wholesale trade.....	36	154	204	0.6	2.6	3.7
Retail trade.....	204	1,184	865	1.3	7.7	6.5
Transportation, warehousing, and utilities.....	55	323	252	0.9	5.3	4.5
Information.....	38	60	116	1.3	2.1	4.4
Financial activities.....	52	221	263	0.6	2.5	3.1
Finance and insurance.....	33	76	63	0.5	1.2	1.0
Real estate and rental and leasing.....	19	145	200	0.8	6.3	9.5
Professional and business services.....	495	1,040	818	2.3	4.9	4.2
Education and health services.....	159	1,252	1,020	0.7	5.1	4.6
Educational services.....	26	254	234	0.7	6.5	6.7
Health care and social assistance.....	133	998	786	0.7	4.8	4.2
Leisure and hospitality.....	304	4,698	1,739	1.9	29.4	20.1
Arts, entertainment, and recreation.....	76	510	258	3.2	22.5	23.5
Accommodation and food services.....	228	4,188	1,481	1.6	30.6	19.6
Other services.....	51	865	815	0.9	14.7	17.6
Government.....	58	121	173	0.3	0.5	0.8
Federal.....	4	8	8	0.1	0.3	0.3
State and local.....	54	113	164	0.3	0.6	0.9
State and local education.....	26	54	51	0.2	0.5	0.5
State and local, excluding education.....	28	60	114	0.3	0.6	1.3
REGION³						
Northeast.....	300	2,270	1,527	1.1	8.2	6.3
South.....	689	3,666	2,465	1.2	6.6	5.1
Midwest.....	331	2,831	1,676	1.0	8.6	5.9
West.....	463	2,440	1,991	1.3	7.0	6.6

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		
	Apr. 2019	Mar. 2020	Apr. 2020 ^p	Apr. 2019	Mar. 2020	Apr. 2020 ^p
Total.....	305	340	363	0.2	0.2	0.3
INDUSTRY						
Total private.....	260	297	315	0.2	0.2	0.3
Mining and logging.....	1	2	1	0.1	0.2	0.1
Construction.....	20	22	22	0.3	0.3	0.3
Manufacturing.....	20	22	23	0.2	0.2	0.2
Durable goods.....	11	13	15	0.1	0.2	0.2
Nondurable goods.....	9	9	8	0.2	0.2	0.2
Trade, transportation, and utilities.....	41	59	49	0.2	0.2	0.2
Wholesale trade.....	6	4	12	0.1	0.1	0.2
Retail trade.....	22	31	20	0.1	0.2	0.2
Transportation, warehousing, and utilities.....	13	24	17	0.2	0.4	0.3
Information.....	12	8	5	0.4	0.3	0.2
Financial activities.....	31	31	26	0.4	0.4	0.3
Finance and insurance.....	26	23	14	0.4	0.4	0.2
Real estate and rental and leasing.....	5	7	11	0.2	0.3	0.5
Professional and business services.....	49	70	90	0.2	0.3	0.5
Education and health services.....	44	44	65	0.2	0.2	0.3
Educational services.....	4	1	3	0.1	0.0	0.1
Health care and social assistance.....	40	43	62	0.2	0.2	0.3
Leisure and hospitality.....	27	28	14	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	2	3	0.1	0.1	0.3
Accommodation and food services.....	26	26	11	0.2	0.2	0.1
Other services.....	15	11	20	0.3	0.2	0.4
Government.....	45	42	47	0.2	0.2	0.2
Federal.....	10	11	9	0.4	0.4	0.3
State and local.....	35	32	38	0.2	0.2	0.2
State and local education.....	13	9	12	0.1	0.1	0.1
State and local, excluding education.....	22	22	26	0.2	0.2	0.3
REGION³						
Northeast.....	48	47	76	0.2	0.2	0.3
South.....	114	123	113	0.2	0.2	0.2
Midwest.....	53	75	93	0.2	0.2	0.3
West.....	89	94	81	0.3	0.3	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.