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JOB OPENINGS AND LABOR TURNOVER: APRIL 2005

The job openings rate was essentially unchanged in April at 2.7 percent, while the hires rate decreased to 3.4 percent, and the total separations rate was unchanged at 3.4 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

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

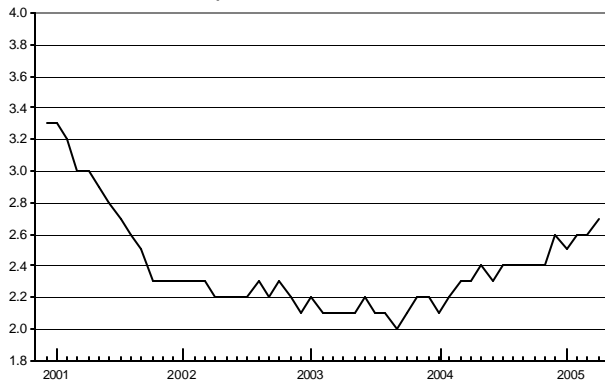
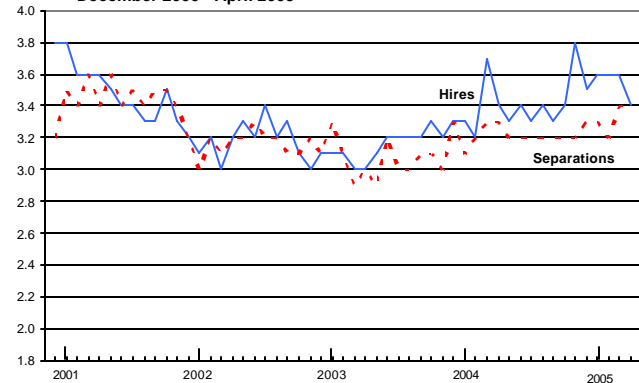


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2000 - April 2005



Job Openings

On the last business day of April 2005, there were 3.7 million job openings in the United States, and the job openings rate was 2.7 percent. (See table 1.) The job openings rate was little changed in April, but has generally trended upward since September 2003. In April, the job openings rate decreased in the construction sector and increased in professional and business services. The job openings rate did not change significantly in any of the regions.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) fell to 3.4 percent in April. (See table 2.) Hires are any additions to the payroll during the month. In April, the hires rate fell in the private sector overall, in the leisure and hospitality sector, and in the South region.

The total separations, or turnover, rate (the total number of separations during the month divided by employment) was 3.4 percent in April, the same as in March. Separations are terminations of employment that occur at any time during the month. (See table 3.) In April, the total separations rate changed significantly only in the construction sector, where the rate increased.

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

Industry	Job openings			Hires			Total separations		
	Apr. 2004	Mar. 2005	Apr. 2005 ^p	Apr. 2004	Mar. 2005	Apr. 2005 ^p	Apr. 2004	Mar. 2005	Apr. 2005 ^p
	Levels (in thousands)								
Total ¹	3,111	3,598	3,664	4,509	4,841	4,507	4,334	4,502	4,588
Total private ¹	2,768	3,212	3,267	4,203	4,497	4,174	4,090	4,237	4,331
Construction	113	170	112	378	414	433	397	303	416
Manufacturing	248	258	253	360	334	318	348	360	372
Trade, transportation, and utilities	537	624	644	1,067	1,047	988	1,029	980	984
Professional and business services	528	646	765	720	895	815	816	924	914
Education and health services	575	616	617	452	472	483	398	445	424
Leisure and hospitality	383	440	430	756	798	693	695	743	667
Government	339	383	395	298	336	325	242	267	256
	Rates (percent)								
Total ¹	2.3	2.6	2.7	3.4	3.6	3.4	3.3	3.4	3.4
Total private ¹	2.5	2.8	2.8	3.8	4.0	3.7	3.7	3.8	3.9
Construction	1.6	2.3	1.5	5.5	5.8	6.0	5.7	4.2	5.8
Manufacturing	1.7	1.8	1.7	2.5	2.3	2.2	2.4	2.5	2.6
Trade, transportation, and utilities	2.1	2.4	2.4	4.2	4.1	3.8	4.0	3.8	3.8
Professional and business services	3.1	3.7	4.3	4.4	5.3	4.8	5.0	5.5	5.4
Education and health services	3.3	3.5	3.5	2.7	2.7	2.8	2.4	2.6	2.5
Leisure and hospitality	3.0	3.4	3.3	6.1	6.3	5.4	5.6	5.9	5.2
Government	1.5	1.7	1.8	1.4	1.5	1.5	1.1	1.2	1.2

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

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, remained at 1.9 percent in April. (See table 4.) The quits rate did not change significantly for any sector or region in April. The other two components of total separations—layoffs and discharges and other separations—are not seasonally adjusted. From April 2004 to April 2005, the layoffs and discharges rate (1.2 percent) and the other separations rate (0.2 percent) were unchanged. (See tables 9 and 10.)

Hires and separations data help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.6 million per month and separations have averaged 4.3 million per month. The comparable figures a year earlier were 4.3 million hires and 4.1 million separations. (See the Technical Note for additional information on these measures.)

For More Information

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

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

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

Sample methodology

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

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample

with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

Using JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Seasonal adjustment

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

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Since the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these

effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

Table 1. Job openings levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P
Total⁴	3,111	3,277	3,507	3,385	3,569	3,598	3,664	2.3	2.4	2.6	2.5	2.6	2.6	2.7
INDUSTRY														
Total private ⁴	2,768	2,910	3,106	3,020	3,160	3,212	3,267	2.5	2.6	2.7	2.7	2.8	2.8	2.8
Construction.....	113	118	132	127	133	170	112	1.6	1.6	1.8	1.8	1.8	2.3	1.5
Manufacturing.....	248	248	266	252	252	258	253	1.7	1.7	1.8	1.7	1.7	1.8	1.7
Trade, transportation, and utilities.....	537	554	561	564	668	624	644	2.1	2.1	2.1	2.2	2.5	2.4	2.4
Professional and business services.....	528	620	699	682	607	646	765	3.1	3.6	4.0	3.9	3.5	3.7	4.3
Education and health services.....	575	543	557	560	602	616	617	3.3	3.1	3.1	3.2	3.4	3.5	3.5
Leisure and hospitality.....	383	411	450	434	447	440	430	3.0	3.2	3.4	3.3	3.4	3.4	3.3
Government.....	339	369	396	346	404	383	395	1.5	1.7	1.8	1.6	1.8	1.7	1.8
REGION														
Northeast.....	563	560	620	602	606	615	621	2.2	2.2	2.4	2.3	2.3	2.4	2.4
South.....	1,216	1,250	1,329	1,342	1,399	1,447	1,501	2.6	2.6	2.8	2.8	2.9	3.0	3.1
Midwest.....	683	726	740	716	745	737	716	2.2	2.3	2.3	2.2	2.3	2.3	2.2
West.....	641	759	792	718	823	806	818	2.2	2.6	2.7	2.4	2.8	2.7	2.7

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

^P = preliminary.

NOTE: The States (including the District of Columbia) that comprise

the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 2. Hires levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P
Total⁴	4,509	4,990	4,639	4,709	4,760	4,841	4,507	3.4	3.8	3.5	3.6	3.6	3.6	3.4
INDUSTRY														
Total private ⁴	4,203	4,652	4,337	4,374	4,430	4,497	4,174	3.8	4.2	3.9	3.9	4.0	4.0	3.7
Construction.....	378	373	368	339	430	414	433	5.5	5.3	5.2	4.8	6.0	5.8	6.0
Manufacturing.....	360	386	324	307	336	334	318	2.5	2.7	2.3	2.1	2.3	2.3	2.2
Trade, transportation, and utilities.....	1,067	1,077	986	1,056	1,055	1,047	988	4.2	4.2	3.8	4.1	4.1	4.1	3.8
Professional and business services.....	720	935	878	882	853	895	815	4.4	5.6	5.3	5.3	5.1	5.3	4.8
Education and health services.....	452	447	452	445	500	472	483	2.7	2.6	2.6	2.6	2.9	2.7	2.8
Leisure and hospitality.....	756	858	834	826	771	798	693	6.1	6.8	6.6	6.6	6.1	6.3	5.4
Government.....	298	335	307	341	329	336	325	1.4	1.5	1.4	1.6	1.5	1.5	1.5
REGION														
Northeast.....	832	851	858	762	820	856	838	3.3	3.4	3.4	3.0	3.2	3.4	3.3
South.....	1,620	1,903	1,770	1,880	1,867	1,922	1,739	3.5	4.1	3.8	4.0	4.0	4.1	3.7
Midwest.....	1,006	1,149	1,043	1,092	1,081	1,034	973	3.2	3.7	3.3	3.5	3.5	3.3	3.1
West.....	1,096	1,014	970	959	1,069	1,036	1,030	3.8	3.5	3.4	3.3	3.7	3.6	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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 3. Total separations levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P
Total⁴	4,334	4,266	4,435	4,352	4,295	4,502	4,588	3.3	3.2	3.3	3.3	3.2	3.4	3.4
INDUSTRY														
Total private ⁴	4,090	3,996	4,146	4,091	4,035	4,237	4,331	3.7	3.6	3.7	3.7	3.6	3.8	3.9
Construction.....	397	351	355	417	403	303	416	5.7	5.0	5.0	5.9	5.7	4.2	5.8
Manufacturing.....	348	327	353	361	341	360	372	2.4	2.3	2.5	2.5	2.4	2.5	2.6
Trade, transportation, and utilities.....	1,029	943	1,062	882	940	980	984	4.0	3.7	4.1	3.4	3.7	3.8	3.8
Professional and business services.....	816	822	833	836	772	924	914	5.0	4.9	5.0	5.0	4.6	5.5	5.4
Education and health services.....	398	408	375	356	389	445	424	2.4	2.4	2.2	2.1	2.3	2.6	2.5
Leisure and hospitality.....	695	727	758	832	790	743	667	5.6	5.8	6.0	6.6	6.3	5.9	5.2
Government.....	242	275	274	258	260	267	256	1.1	1.3	1.3	1.2	1.2	1.2	1.2
REGION														
Northeast.....	794	756	773	773	732	802	807	3.2	3.0	3.0	3.1	2.9	3.2	3.2
South.....	1,657	1,594	1,707	1,747	1,647	1,763	1,784	3.6	3.4	3.6	3.7	3.5	3.7	3.8
Midwest.....	917	1,041	986	981	937	1,051	976	3.0	3.3	3.1	3.1	3.0	3.4	3.1
West.....	989	826	953	964	961	926	1,017	3.5	2.9	3.3	3.3	3.3	3.2	3.5

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

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 4. Quits levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Nov. 2004	Dec. 2004	Jan. 2005	Feb. 2005	Mar. 2005	Apr. 2005 ^P
Total⁴	2,302	2,436	2,495	2,530	2,307	2,516	2,523	1.8	1.8	1.9	1.9	1.7	1.9	1.9
INDUSTRY														
Total private ⁴	2,176	2,319	2,366	2,412	2,192	2,383	2,397	2.0	2.1	2.1	2.2	2.0	2.1	2.1
Construction.....	151	159	162	171	139	150	148	2.2	2.2	2.3	2.4	2.0	2.1	2.1
Manufacturing.....	187	185	194	185	181	186	178	1.3	1.3	1.4	1.3	1.3	1.3	1.2
Trade, transportation, and utilities.....	563	568	570	563	512	583	567	2.2	2.2	2.2	2.2	2.0	2.3	2.2
Professional and business services.....	340	401	415	417	410	424	439	2.1	2.4	2.5	2.5	2.4	2.5	2.6
Education and health services.....	239	250	232	230	259	280	285	1.4	1.5	1.4	1.3	1.5	1.6	1.7
Leisure and hospitality.....	440	499	506	516	474	458	471	3.5	4.0	4.0	4.1	3.8	3.6	3.7
Government.....	130	118	129	124	117	124	126	.6	.5	.6	.6	.5	.6	.6
REGION														
Northeast.....	397	359	392	424	340	410	431	1.6	1.4	1.5	1.7	1.3	1.6	1.7
South.....	911	1,014	1,021	1,053	914	1,003	1,003	2.0	2.2	2.2	2.2	1.9	2.1	2.1
Midwest.....	486	551	544	539	509	561	513	1.6	1.8	1.7	1.7	1.6	1.8	1.6
West.....	530	492	536	530	550	562	598	1.9	1.7	1.9	1.8	1.9	1.9	2.0

¹ Quits are the number of quits during the entire month.

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

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 5. Job openings levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2004	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Mar. 2005	Apr. 2005 ^P
Total	3,203	3,607	3,800	2.4	2.7	2.8
INDUSTRY						
Total private.....	2,876	3,229	3,417	2.6	2.9	3.0
Natural resources and mining.....	6	13	10	1.0	2.0	1.6
Construction.....	145	175	139	2.1	2.5	1.9
Manufacturing.....	250	266	257	1.7	1.8	1.8
Durable goods.....	166	174	175	1.8	1.9	1.9
Nondurable goods.....	83	92	82	1.5	1.7	1.5
Trade, transportation, and utilities.....	537	618	651	2.1	2.4	2.5
Wholesale trade.....	92	120	116	1.6	2.1	2.0
Retail trade.....	357	399	436	2.3	2.6	2.8
Transportation, warehousing, and utilities.....	88	98	99	1.8	2.0	2.0
Information.....	68	83	83	2.1	2.6	2.6
Financial activities.....	198	219	238	2.4	2.6	2.8
Finance and insurance.....	165	184	192	2.7	3.0	3.1
Real estate and rental and leasing.....	33	35	45	1.6	1.7	2.1
Professional and business services.....	525	614	784	3.1	3.6	4.4
Education and health services.....	565	611	615	3.2	3.4	3.4
Educational services.....	51	57	62	1.7	1.9	2.0
Health care and social assistance.....	514	555	552	3.5	3.7	3.7
Leisure and hospitality.....	454	488	507	3.5	3.8	3.9
Arts, entertainment, and recreation.....	47	51	61	2.5	3.0	3.3
Accommodations and food services.....	407	437	446	3.7	3.9	3.9
Other services.....	129	142	132	2.3	2.5	2.4
Government.....	326	379	383	1.5	1.7	1.7
Federal.....	42	48	48	1.5	1.8	1.7
State and local.....	285	330	335	1.5	1.7	1.7
REGION						
Northeast.....	586	603	648	2.3	2.3	2.5
South.....	1,246	1,436	1,559	2.6	3.0	3.2
Midwest.....	719	777	754	2.3	2.4	2.3
West.....	652	792	839	2.2	2.7	2.8

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 6. Hires levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2004	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Mar. 2005	Apr. 2005 ^P
Total	4,766	4,673	4,740	3.6	3.5	3.6
INDUSTRY						
Total private.....	4,549	4,443	4,503	4.2	4.0	4.0
Natural resources and mining.....	25	24	26	4.3	4.0	4.3
Construction.....	491	469	579	7.2	6.9	8.2
Manufacturing.....	371	351	326	2.6	2.5	2.3
Durable goods.....	224	216	191	2.5	2.4	2.1
Nondurable goods.....	147	135	135	2.7	2.5	2.6
Trade, transportation, and utilities.....	1,063	964	967	4.2	3.8	3.8
Wholesale trade.....	178	142	157	3.2	2.5	2.7
Retail trade.....	742	674	670	5.0	4.5	4.5
Transportation, warehousing, and utilities.....	143	148	140	3.0	3.0	2.9
Information.....	77	80	91	2.4	2.6	2.9
Financial activities.....	194	198	176	2.4	2.4	2.1
Finance and insurance.....	114	110	117	1.9	1.8	1.9
Real estate and rental and leasing.....	80	87	59	3.9	4.2	2.8
Professional and business services.....	840	894	931	5.2	5.4	5.5
Education and health services.....	392	443	426	2.3	2.6	2.4
Educational services.....	40	40	41	1.4	1.3	1.4
Health care and social assistance.....	353	403	384	2.5	2.8	2.7
Leisure and hospitality.....	893	831	798	7.2	6.7	6.3
Arts, entertainment, and recreation.....	142	101	148	7.9	6.1	8.3
Accommodations and food services.....	751	730	649	7.1	6.8	6.0
Other services.....	203	189	184	3.8	3.5	3.4
Government.....	217	230	236	1.0	1.0	1.1
Federal.....	41	28	31	1.5	1.0	1.1
State and local.....	176	203	205	.9	1.0	1.1
REGION						
Northeast.....	802	745	809	3.2	3.0	3.2
South.....	1,681	1,922	1,774	3.6	4.1	3.7
Midwest.....	1,154	1,004	1,095	3.7	3.2	3.5
West.....	1,129	1,003	1,061	3.9	3.5	3.6

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 7. Total separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2004	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Mar. 2005	Apr. 2005 ^P
Total	3,994	3,944	4,255	3.0	3.0	3.2
INDUSTRY						
Total private.....	3,809	3,764	4,064	3.5	3.4	3.7
Natural resources and mining.....	18	19	14	3.0	3.1	2.2
Construction.....	324	278	352	4.8	4.1	5.0
Manufacturing.....	341	329	369	2.4	2.3	2.6
Durable goods.....	198	198	241	2.2	2.2	2.7
Nondurable goods.....	144	131	128	2.7	2.5	2.4
Trade, transportation, and utilities.....	887	889	853	3.5	3.5	3.3
Wholesale trade.....	150	113	134	2.7	2.0	2.4
Retail trade.....	612	654	617	4.1	4.4	4.1
Transportation, warehousing, and utilities.....	125	122	102	2.6	2.5	2.1
Information.....	80	71	82	2.6	2.3	2.6
Financial activities.....	140	136	211	1.8	1.7	2.6
Finance and insurance.....	84	95	130	1.4	1.6	2.1
Real estate and rental and leasing.....	56	41	81	2.7	2.0	3.8
Professional and business services.....	822	854	956	5.0	5.1	5.7
Education and health services.....	352	414	386	2.1	2.4	2.2
Educational services.....	37	46	41	1.3	1.6	1.4
Health care and social assistance.....	315	368	345	2.2	2.6	2.4
Leisure and hospitality.....	690	611	650	5.6	5.0	5.1
Arts, entertainment, and recreation.....	122	67	103	6.8	4.1	5.7
Accommodations and food services.....	568	544	547	5.4	5.1	5.0
Other services.....	155	163	192	2.9	3.0	3.5
Government.....	185	180	191	.8	.8	.9
Federal.....	33	22	25	1.2	.8	.9
State and local.....	152	158	166	.8	.8	.9
REGION						
Northeast.....	698	664	720	2.8	2.6	2.8
South.....	1,572	1,555	1,715	3.4	3.3	3.6
Midwest.....	821	886	861	2.6	2.9	2.7
West.....	904	839	959	3.2	2.9	3.3

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 8. Quits levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2004	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Mar. 2005	Apr. 2005 ^P
Total	2,205	2,248	2,421	1.7	1.7	1.8
INDUSTRY						
Total private.....	2,104	2,154	2,322	1.9	2.0	2.1
Natural resources and mining.....	8	12	8	1.3	1.9	1.3
Construction.....	156	141	151	2.3	2.1	2.1
Manufacturing.....	191	178	179	1.3	1.2	1.3
Durable goods.....	117	108	106	1.3	1.2	1.2
Nondurable goods.....	74	70	73	1.4	1.3	1.4
Trade, transportation, and utilities.....	529	544	538	2.1	2.1	2.1
Wholesale trade.....	61	74	72	1.1	1.3	1.3
Retail trade.....	416	412	412	2.8	2.8	2.7
Transportation, warehousing, and utilities.....	52	58	55	1.1	1.2	1.1
Information.....	52	45	59	1.7	1.5	1.9
Financial activities.....	94	78	96	1.2	1.0	1.2
Finance and insurance.....	55	58	59	.9	1.0	1.0
Real estate and rental and leasing.....	39	21	37	1.9	1.0	1.8
Professional and business services.....	322	408	424	2.0	2.5	2.5
Education and health services.....	220	263	268	1.3	1.5	1.5
Educational services.....	22	25	21	.7	.9	.7
Health care and social assistance.....	198	237	247	1.4	1.7	1.7
Leisure and hospitality.....	427	384	453	3.5	3.1	3.6
Arts, entertainment, and recreation.....	44	41	48	2.4	2.5	2.7
Accommodations and food services.....	383	343	405	3.6	3.2	3.7
Other services.....	106	101	145	1.9	1.8	2.7
Government.....	101	94	99	.5	.4	.4
Federal.....	18	7	8	.7	.3	.3
State and local.....	83	87	91	.4	.4	.5
REGION						
Northeast.....	351	343	383	1.4	1.4	1.5
South.....	909	897	997	2.0	1.9	2.1
Midwest.....	456	493	476	1.5	1.6	1.5
West.....	489	516	565	1.7	1.8	1.9

¹ Quits are the number of quits during the entire month.

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 9. Layoffs and discharges levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2004	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Mar. 2005	Apr. 2005 ^P
Total	1,526	1,454	1,556	1.2	1.1	1.2
INDUSTRY						
Total private.....	1,478	1,411	1,504	1.4	1.3	1.4
Natural resources and mining.....	6	6	5	1.0	1.0	.7
Construction.....	157	131	188	2.3	1.9	2.7
Manufacturing.....	122	124	157	.9	.9	1.1
Durable goods.....	60	74	111	.7	.8	1.2
Nondurable goods.....	63	51	45	1.2	1.0	.9
Trade, transportation, and utilities.....	299	272	269	1.2	1.1	1.1
Wholesale trade.....	75	35	57	1.3	.6	1.0
Retail trade.....	169	187	177	1.1	1.3	1.2
Transportation, warehousing, and utilities.....	54	50	34	1.1	1.0	.7
Information.....	19	22	14	.6	.7	.5
Financial activities.....	25	46	79	.3	.6	1.0
Finance and insurance.....	15	30	45	.2	.5	.8
Real estate and rental and leasing.....	11	16	34	.5	.8	1.6
Professional and business services.....	455	410	477	2.8	2.5	2.8
Education and health services.....	111	136	95	.6	.8	.5
Educational services.....	11	17	14	.4	.6	.5
Health care and social assistance.....	100	119	81	.7	.8	.6
Leisure and hospitality.....	238	214	179	1.9	1.7	1.4
Arts, entertainment, and recreation.....	78	25	53	4.3	1.5	3.0
Accommodations and food services.....	161	189	126	1.5	1.8	1.2
Other services.....	45	49	42	.8	.9	.8
Government.....	48	43	52	.2	.2	.2
Federal.....	6	5	6	.2	.2	.2
State and local.....	42	38	46	.2	.2	.2
REGION						
Northeast.....	295	271	271	1.2	1.1	1.1
South.....	556	575	624	1.2	1.2	1.3
Midwest.....	310	339	316	1.0	1.1	1.0
West.....	365	269	345	1.3	.9	1.2

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

Table 10. Other separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Apr. 2004	Mar. 2005	Apr. 2005 ^P	Apr. 2004	Mar. 2005	Apr. 2005 ^P
Total	263	242	278	.2	.2	.2
INDUSTRY						
Total private.....	227	199	238	.2	.2	.2
Natural resources and mining.....	4	1	1	.7	.2	.2
Construction.....	11	6	12	.2	.1	.2
Manufacturing.....	28	27	33	.2	.2	.2
Durable goods.....	21	17	24	.2	.2	.3
Nondurable goods.....	7	10	10	.1	.2	.2
Trade, transportation, and utilities.....	59	73	46	.2	.3	.2
Wholesale trade.....	13	4	5	.2	.1	.1
Retail trade.....	27	56	28	.2	.4	.2
Transportation, warehousing, and utilities.....	19	13	13	.4	.3	.3
Information.....	9	4	9	.3	.1	.3
Financial activities.....	21	11	36	.3	.1	.4
Finance and insurance.....	15	7	26	.2	.1	.4
Real estate and rental and leasing.....	6	4	10	.3	.2	.5
Professional and business services.....	44	35	55	.3	.2	.3
Education and health services.....	21	16	22	.1	.1	.1
Educational services.....	4	4	6	.2	.1	.2
Health care and social assistance.....	17	11	16	.1	.1	.1
Leisure and hospitality.....	25	13	18	.2	.1	.1
Arts, entertainment, and recreation.....	1	1	2	(³)	(³)	.1
Accommodations and food services.....	24	12	16	.2	.1	.1
Other services.....	5	13	4	.1	.2	.1
Government.....	36	43	40	.2	.2	.2
Federal.....	9	10	11	.3	.4	.4
State and local.....	27	32	29	.1	.2	.1
REGION						
Northeast.....	53	51	66	.2	.2	.3
South.....	106	82	94	.2	.2	.2
Midwest.....	55	54	69	.2	.2	.2
West.....	49	54	49	.2	.2	.2

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

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

³ Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.