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JOB OPENINGS AND LABOR TURNOVER – MAY 2012

There were 3.6 million job openings on the last business day of May, little changed from 3.4 million in April, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.3 percent) and separations rate (3.3 percent) were essentially unchanged in May. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

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

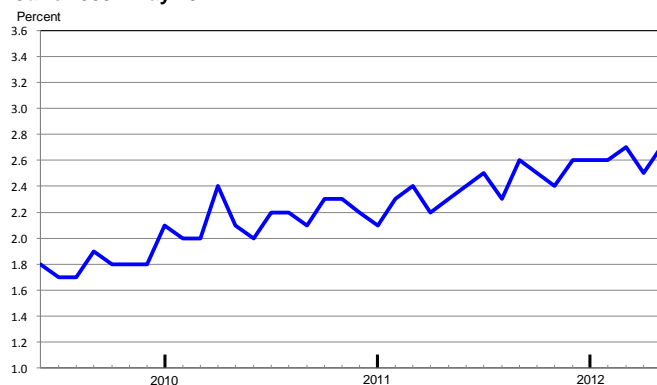
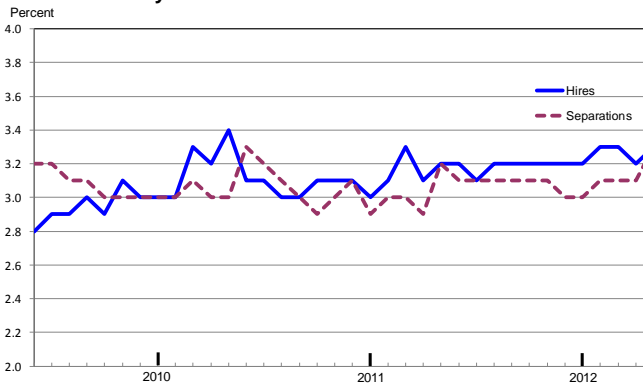


Chart 2. Hires and separations rates, seasonally adjusted, June 2009 - May 2012



Job Openings

The number of job openings in May was 3.6 million, little changed from April. (See table 1.) Job openings increased for manufacturing, government, and state and local government. The number of openings also increased for the Midwest region. The level of total nonfarm job openings in May was up from 2.4 million at the end of the recession in June 2009. (Recession dates are determined by the National Bureau of Economic Research.)

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

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

Industry	Job openings			Hires			Total separations		
	May 2011	Apr. 2012	May 2012 ^P	May 2011	Apr. 2012	May 2012 ^P	May 2011	Apr. 2012	May 2012 ^P
	Levels (in thousands)								
Total	3,077	3,447	3,642	4,182	4,213	4,361	4,177	4,142	4,349
Total private ¹	2,774	3,093	3,247	3,923	3,916	4,063	3,867	3,838	4,020
Construction.....	100	69	77	366	276	284	369	290	327
Manufacturing.....	227	259	310	269	260	258	258	239	241
Trade, transportation, and utilities ²	513	562	594	833	826	857	793	817	790
Retail trade.....	303	338	348	564	556	552	548	560	539
Professional and business services.....	626	660	688	911	888	925	894	855	961
Education and health services ³	575	665	699	468	495	536	438	470	479
Health care and social assistance...	527	610	640	412	427	462	372	408	416
Leisure and hospitality	301	419	429	643	717	727	688	710	732
Arts, entertainment, and recreation.....	33	61	56	120	123	113	151	133	139
Accommodation and food services.....	268	358	373	523	594	614	538	577	594
Government ⁴	303	354	395	258	297	298	310	304	329
State and local government.....	257	282	333	228	263	261	281	271	297
	Rates (percent)								
Total	2.3	2.5	2.7	3.2	3.2	3.3	3.2	3.1	3.3
Total private ¹	2.5	2.7	2.8	3.6	3.5	3.7	3.5	3.5	3.6
Construction.....	1.8	1.2	1.4	6.7	5.0	5.2	6.7	5.2	5.9
Manufacturing.....	1.9	2.1	2.5	2.3	2.2	2.2	2.2	2.0	2.0
Trade, transportation, and utilities ²	2.0	2.2	2.3	3.3	3.3	3.4	3.2	3.2	3.1
Retail trade.....	2.0	2.2	2.3	3.9	3.8	3.7	3.8	3.8	3.7
Professional and business services.....	3.5	3.6	3.7	5.3	5.0	5.2	5.2	4.8	5.4
Education and health services ³	2.8	3.2	3.3	2.4	2.4	2.6	2.2	2.3	2.4
Health care and social assistance...	3.1	3.5	3.6	2.5	2.5	2.7	2.2	2.4	2.5
Leisure and hospitality	2.2	3.0	3.1	4.8	5.3	5.4	5.2	5.2	5.4
Arts, entertainment, and recreation.....	1.7	3.1	2.8	6.3	6.4	5.9	7.9	6.9	7.3
Accommodation and food services.....	2.3	3.0	3.1	4.6	5.1	5.3	4.7	4.9	5.1
Government ⁴	1.4	1.6	1.8	1.2	1.3	1.4	1.4	1.4	1.5
State and local government.....	1.3	1.5	1.7	1.2	1.4	1.4	1.5	1.4	1.5

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

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

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

^P = Preliminary

Hires

In May, the hires rate was essentially unchanged at 3.3 percent for total nonfarm. The hires rate was little changed in all industries and regions. (See table 2.) The number of hires in May was 4.4 million, up from 3.7 million at the end of the recession in June 2009.

Over the 12 months ending in May, the hires rate (not seasonally adjusted) was little changed for total nonfarm and total private but increased for government. The hires rate declined over the year in construction but rose in transportation, warehousing, and utilities and federal government. (See table 6.)

Separations

The total separations figure includes quits, layoffs and discharges, and other separations. Total separations is also 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 include separations due to retirement, death, and disability, as well as transfers to other locations of the same firm.

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

In May, the quits rate displayed little or no change for total nonfarm, total private, and government. (See table 4.) The number of quits was 2.1 million in May, up from 1.8 million at the end of the recession in June 2009.

The number of quits (not seasonally adjusted) in May was essentially unchanged over the year for total nonfarm, total private, and government. The number of quits increased over the year in several industries but decreased in retail trade. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels and for the four regions. The layoffs and discharges rate was essentially unchanged for total nonfarm and total private but increased for government. The layoffs and discharges rate showed little change in all four regions. (See table B.) The number of layoffs and discharges for total nonfarm was 1.9 million in May 2012, down from 2.1 million at the end of the recession in June 2009.

Table B. Layoffs and discharges, seasonally adjusted

Industry and region ¹	Levels (in thousands)			Rates (percent)		
	May 2011	Apr. 2012	May 2012 ^P	May 2011	Apr. 2012	May 2012 ^P
Total.....	1,843	1,743	1,885	1.4	1.3	1.4
Total private.....	1,732	1,644	1,749	1.6	1.5	1.6
Government.....	111	98	136	0.5	0.4	0.6
Northeast.....	377	334	354	1.5	1.3	1.4
South.....	612	614	662	1.3	1.3	1.4
Midwest.....	399	406	459	1.3	1.3	1.5
West.....	455	388	410	1.6	1.3	1.4

¹ For region definitions see footnote 8, table 1.

^P = Preliminary

The layoffs and discharges level (not seasonally adjusted) for total nonfarm, total private, and government was little changed over the 12 months ending in May 2012. Over the year, the number of layoffs and discharges rose for mining and logging and was essentially unchanged in all four regions. (See table 9.)

The other separations component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. In May 2012, there were 344,000 other separations for total nonfarm, an increase from the previous month. Over the 12 months ending in May 2012, the number of other separations was little changed. (See tables C and 10.)

Table C. Other separations, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	May 2011	Apr. 2012	May 2012 ^P	May 2011	Apr. 2012	May 2012 ^P
Total.....	338	285	344	0.3	0.2	0.3
Total private.....	261	224	286	0.2	0.2	0.3
Government.....	77	61	58	0.3	0.3	0.3

^P = Preliminary

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in May 2012, hires totaled 51.1 million and separations totaled 49.3 million, yielding a net employment gain of 1.8 million. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for June 2012 are scheduled to be released on Tuesday, August 7, 2012 at 10:00 a.m. (EDT).

Upcoming Changes to the Job Openings and Labor Turnover News Release

Effective with the release of June data on Tuesday, August 7, 2012, current tables B and C will be moved to the numbered tables section and will become tables 5 and 6, respectively. Current tables 5 through 10 will be renumbered tables 7 through 12.

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2012 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the

establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

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

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

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

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

Annual estimates. Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Special collection procedures

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

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

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,400 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

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

JOLTS total employment estimates are benchmarked or ratio adjusted monthly to the strike-adjusted employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements.

JOLTS business birth/death model

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

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

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

Seasonal adjustment

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

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

Alignment procedure

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

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

Historical changes in JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected

in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of

confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p
Total	3,077	3,540	3,477	3,565	3,741	3,447	3,642	2.3	2.6	2.6	2.6	2.7	2.5	2.7
INDUSTRY														
Total private ⁴	2,774	3,188	3,119	3,163	3,362	3,093	3,247	2.5	2.8	2.7	2.8	2.9	2.7	2.8
Construction.....	100	78	86	73	92	69	77	1.8	1.4	1.5	1.3	1.6	1.2	1.4
Manufacturing.....	227	252	261	271	308	259	310	1.9	2.1	2.2	2.2	2.5	2.1	2.5
Trade, transportation, and utilities ⁵	513	574	584	584	598	562	594	2.0	2.2	2.3	2.3	2.3	2.2	2.3
Retail trade.....	303	323	315	365	368	338	348	2.0	2.1	2.1	2.4	2.4	2.2	2.3
Professional and business services.....	626	785	695	710	787	660	688	3.5	4.3	3.8	3.8	4.2	3.6	3.7
Education and health services ⁶	575	605	630	655	670	665	699	2.8	2.9	3.0	3.1	3.2	3.2	3.3
Health care and social assistance.....	527	552	576	598	605	610	640	3.1	3.2	3.3	3.4	3.5	3.5	3.6
Leisure and hospitality	301	441	432	408	431	419	429	2.2	3.2	3.1	2.9	3.1	3.0	3.1
Arts, entertainment, and recreation.....	33	44	72	48	57	61	56	1.7	2.3	3.6	2.5	2.8	3.1	2.8
Accommodation and food services.....	268	397	360	360	375	358	373	2.3	3.3	3.0	3.0	3.1	3.0	3.1
Government ⁷	303	352	358	402	378	354	395	1.4	1.6	1.6	1.8	1.7	1.6	1.8
State and local government.....	257	301	305	338	310	282	333	1.3	1.5	1.6	1.7	1.6	1.5	1.7
REGION ⁸														
Northeast	565	595	590	671	688	679	684	2.2	2.3	2.3	2.6	2.6	2.6	2.6
South	1,078	1,443	1,442	1,402	1,453	1,370	1,428	2.2	2.9	2.9	2.8	2.9	2.8	2.9
Midwest	706	763	738	791	853	666	758	2.3	2.5	2.4	2.6	2.7	2.2	2.4
West	728	740	707	702	746	732	774	2.5	2.5	2.4	2.4	2.5	2.5	2.6

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^p = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p
Total	4,182	4,188	4,239	4,444	4,335	4,213	4,361	3.2	3.2	3.2	3.3	3.3	3.2	3.3
INDUSTRY														
Total private ⁴	3,923	3,889	3,945	4,128	4,041	3,916	4,063	3.6	3.5	3.6	3.7	3.6	3.5	3.7
Construction.....	366	315	331	318	286	276	284	6.7	5.7	5.9	5.7	5.1	5.0	5.2
Manufacturing.....	269	269	253	260	263	260	258	2.3	2.3	2.1	2.2	2.2	2.2	2.2
Trade, transportation, and utilities ⁵	833	812	836	815	827	826	857	3.3	3.2	3.3	3.2	3.3	3.3	3.4
Retail trade.....	564	517	557	551	550	556	552	3.9	3.5	3.8	3.7	3.7	3.8	3.7
Professional and business services.....	911	818	831	973	888	888	925	5.3	4.6	4.7	5.5	5.0	5.0	5.2
Education and health services ⁶	468	494	517	527	523	495	536	2.4	2.5	2.6	2.6	2.6	2.4	2.6
Health care and social assistance.....	412	414	441	455	442	427	462	2.5	2.5	2.6	2.7	2.6	2.5	2.7
Leisure and hospitality	643	743	757	794	795	717	727	4.8	5.5	5.6	5.9	5.8	5.3	5.4
Arts, entertainment, and recreation.....	120	141	139	156	154	123	113	6.3	7.4	7.2	8.1	7.9	6.4	5.9
Accommodation and food services.....	523	602	618	639	640	594	614	4.6	5.2	5.3	5.5	5.5	5.1	5.3
Government ⁷	258	299	294	316	294	297	298	1.2	1.4	1.3	1.4	1.3	1.3	1.4
State and local government.....	228	270	275	284	264	263	261	1.2	1.4	1.4	1.5	1.4	1.4	1.4
REGION ⁸														
Northeast	717	676	710	756	711	673	669	2.9	2.7	2.8	3.0	2.8	2.7	2.6
South	1,646	1,634	1,667	1,748	1,677	1,676	1,748	3.5	3.4	3.5	3.6	3.5	3.5	3.6
Midwest	942	986	977	985	1,004	938	979	3.2	3.3	3.2	3.3	3.3	3.1	3.2
West	876	891	884	955	943	925	965	3.0	3.1	3.0	3.3	3.2	3.2	3.3

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p
Total	4,177	4,023	4,017	4,124	4,167	4,142	4,349	3.2	3.0	3.0	3.1	3.1	3.1	3.3
INDUSTRY														
Total private ⁴	3,867	3,695	3,729	3,823	3,869	3,838	4,020	3.5	3.4	3.4	3.5	3.5	3.5	3.6
Construction.....	369	303	308	317	281	290	327	6.7	5.5	5.5	5.7	5.1	5.2	5.9
Manufacturing.....	258	239	217	235	234	239	241	2.2	2.0	1.8	2.0	2.0	2.0	2.0
Trade, transportation, and utilities ⁵	793	773	837	780	832	817	790	3.2	3.1	3.3	3.1	3.3	3.2	3.1
Retail trade.....	548	509	579	543	566	560	539	3.8	3.5	3.9	3.7	3.8	3.8	3.7
Professional and business services.....	894	792	745	850	835	855	961	5.2	4.5	4.2	4.8	4.7	4.8	5.4
Education and health services ⁶	438	468	501	458	473	470	479	2.2	2.3	2.5	2.3	2.3	2.3	2.4
Health care and social assistance.....	372	402	412	396	414	408	416	2.2	2.4	2.4	2.3	2.4	2.4	2.5
Leisure and hospitality	688	695	700	747	753	710	732	5.2	5.2	5.2	5.5	5.5	5.2	5.4
Arts, entertainment, and recreation..	151	133	125	153	128	133	139	7.9	7.0	6.5	7.9	6.6	6.9	7.3
Accommodation and food services..	538	562	575	594	625	577	594	4.7	4.9	5.0	5.1	5.4	4.9	5.1
Government ⁷	310	328	288	301	299	304	329	1.4	1.5	1.3	1.4	1.4	1.4	1.5
State and local government.....	281	292	262	269	267	271	297	1.5	1.5	1.4	1.4	1.4	1.4	1.5
REGION ⁸														
Northeast.....	753	631	692	703	624	697	701	3.0	2.5	2.7	2.8	2.5	2.8	2.8
South.....	1,523	1,592	1,598	1,571	1,678	1,556	1,643	3.2	3.3	3.3	3.3	3.5	3.2	3.4
Midwest.....	927	905	866	970	943	971	1,047	3.1	3.0	2.9	3.2	3.1	3.2	3.5
West.....	974	895	862	880	923	918	958	3.4	3.1	3.0	3.0	3.2	3.1	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.

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p	May 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012	Apr. 2012	May 2012 ^p
Total	1,996	2,008	2,002	2,072	2,159	2,114	2,120	1.5	1.5	1.5	1.6	1.6	1.6	1.6
INDUSTRY														
Total private ⁴	1,874	1,867	1,876	1,947	2,025	1,969	1,986	1.7	1.7	1.7	1.8	1.8	1.8	1.8
Construction.....	91	76	70	75	74	70	64	1.7	1.4	1.3	1.3	1.3	1.3	1.2
Manufacturing.....	109	113	97	102	112	114	108	.9	1.0	.8	.9	.9	1.0	.9
Trade, transportation, and utilities ⁵	473	447	449	461	472	455	421	1.9	1.8	1.8	1.8	1.9	1.8	1.7
Retail trade.....	351	331	342	345	343	332	301	2.4	2.2	2.3	2.3	2.3	2.3	2.0
Professional and business services.....	366	363	352	371	380	396	430	2.1	2.1	2.0	2.1	2.1	2.2	2.4
Education and health services ⁶	247	265	282	287	284	266	262	1.2	1.3	1.4	1.4	1.4	1.3	1.3
Health care and social assistance.....	217	233	251	256	253	238	234	1.3	1.4	1.5	1.5	1.5	1.4	1.4
Leisure and hospitality	383	388	398	425	471	445	470	2.9	2.9	2.9	3.1	3.5	3.3	3.5
Arts, entertainment, and recreation..	39	48	43	58	47	47	55	2.0	2.5	2.2	3.0	2.4	2.5	2.9
Accommodation and food services..	344	340	355	368	425	398	415	3.0	2.9	3.1	3.2	3.6	3.4	3.6
Government ⁷	122	141	125	125	134	145	134	.6	.6	.6	.6	.6	.7	.6
State and local government.....	113	131	116	113	122	132	121	.6	.7	.6	.6	.6	.7	.6
REGION ⁸														
Northeast.....	310	279	343	314	278	309	292	1.2	1.1	1.4	1.2	1.1	1.2	1.2
South.....	793	816	827	825	908	855	864	1.7	1.7	1.7	1.7	1.9	1.8	1.8
Midwest.....	454	469	412	493	508	495	506	1.5	1.6	1.4	1.6	1.7	1.6	1.7
West.....	440	445	419	440	465	456	458	1.5	1.5	1.4	1.5	1.6	1.6	1.6

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	May 2011	Apr. 2012	May 2012 ^p	May 2011	Apr. 2012	May 2012 ^p
Total	3,074	3,683	3,669	2.3	2.7	2.7
INDUSTRY						
Total private.....	2,766	3,326	3,266	2.5	2.9	2.8
Mining and logging.....	22	16	19	2.8	1.9	2.2
Construction.....	121	87	97	2.1	1.6	1.7
Manufacturing.....	236	268	330	2.0	2.2	2.7
Durable goods.....	157	167	220	2.1	2.2	2.9
Nondurable goods.....	80	101	110	1.8	2.2	2.4
Trade, transportation, and utilities.....	499	580	578	2.0	2.3	2.2
Wholesale trade.....	84	126	127	1.5	2.2	2.2
Retail trade.....	293	350	336	2.0	2.3	2.2
Transportation, warehousing, and utilities.....	123	103	115	2.5	2.1	2.3
Information.....	101	110	79	3.6	4.0	2.9
Financial activities.....	187	226	202	2.4	2.9	2.6
Finance and insurance.....	142	192	149	2.4	3.2	2.5
Real estate and rental and leasing.....	46	34	53	2.3	1.7	2.6
Professional and business services.....	607	675	671	3.4	3.7	3.6
Education and health services.....	566	693	701	2.8	3.3	3.3
Educational services.....	51	62	60	1.5	1.8	1.8
Health care and social assistance.....	515	631	641	3.0	3.6	3.6
Leisure and hospitality.....	319	508	456	2.3	3.6	3.2
Arts, entertainment, and recreation.....	43	77	74	2.1	4.0	3.6
Accommodation and food services.....	276	430	382	2.3	3.6	3.1
Other services.....	106	164	135	1.9	3.0	2.4
Government.....	309	357	403	1.4	1.6	1.8
Federal.....	44	79	59	1.5	2.7	2.0
State and local.....	265	278	344	1.3	1.4	1.7
REGION ³						
Northeast.....	563	708	695	2.2	2.7	2.7
South.....	1,055	1,447	1,415	2.2	2.9	2.8
Midwest.....	718	752	769	2.3	2.4	2.5
West.....	739	776	790	2.5	2.6	2.6

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

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

³ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	May 2011	Apr. 2012	May 2012 ^p	May 2011	Apr. 2012	May 2012 ^p
Total	4,577	4,490	4,796	3.5	3.4	3.6
INDUSTRY						
Total private.....	4,297	4,281	4,469	3.9	3.9	4.0
Mining and logging.....	32	34	37	4.2	4.2	4.4
Construction.....	460	366	358	8.3	6.8	6.4
Manufacturing.....	303	271	292	2.6	2.3	2.4
Durable goods.....	181	169	180	2.5	2.3	2.4
Nondurable goods.....	121	102	113	2.7	2.3	2.5
Trade, transportation, and utilities.....	864	874	893	3.5	3.5	3.5
Wholesale trade.....	144	146	127	2.6	2.6	2.3
Retail trade.....	596	592	585	4.1	4.1	4.0
Transportation, warehousing, and utilities.....	124	136	180	2.6	2.8	3.7
Information.....	61	59	70	2.3	2.2	2.6
Financial activities.....	173	198	191	2.3	2.6	2.5
Finance and insurance.....	115	115	123	2.0	2.0	2.1
Real estate and rental and leasing.....	58	83	69	3.0	4.3	3.5
Professional and business services.....	958	991	1,000	5.5	5.6	5.6
Education and health services.....	437	457	511	2.2	2.2	2.5
Educational services.....	38	45	48	1.2	1.3	1.4
Health care and social assistance.....	399	411	463	2.4	2.4	2.7
Leisure and hospitality.....	810	828	896	6.0	6.1	6.5
Arts, entertainment, and recreation.....	189	159	171	9.6	8.5	8.6
Accommodation and food services.....	621	669	725	5.4	5.8	6.1
Other services.....	199	202	221	3.7	3.8	4.1
Government.....	280	209	328	1.2	.9	1.5
Federal.....	35	29	48	1.2	1.0	1.7
State and local.....	245	180	279	1.2	.9	1.4
REGION ³						
Northeast.....	803	711	738	3.2	2.8	2.9
South.....	1,707	1,793	1,852	3.6	3.7	3.8
Midwest.....	1,110	1,046	1,144	3.7	3.5	3.8
West.....	957	941	1,062	3.3	3.2	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.

³ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	May 2011	Apr. 2012	May 2012 ^p	May 2011	Apr. 2012	May 2012 ^p
Total	3,912	4,034	4,092	3.0	3.0	3.1
INDUSTRY						
Total private.....	3,549	3,825	3,733	3.2	3.5	3.4
Mining and logging.....	16	30	28	2.1	3.7	3.3
Construction.....	310	277	280	5.6	5.1	5.0
Manufacturing.....	243	246	232	2.1	2.1	1.9
Durable goods.....	130	139	134	1.8	1.9	1.8
Nondurable goods.....	113	107	98	2.5	2.4	2.2
Trade, transportation, and utilities.....	776	770	744	3.1	3.1	2.9
Wholesale trade.....	135	105	104	2.4	1.9	1.9
Retail trade.....	543	525	515	3.7	3.6	3.5
Transportation, warehousing, and utilities.....	98	139	125	2.0	2.9	2.5
Information.....	60	57	68	2.2	2.2	2.6
Financial activities.....	128	190	163	1.7	2.5	2.1
Finance and insurance.....	94	127	114	1.6	2.2	2.0
Real estate and rental and leasing.....	35	64	50	1.8	3.3	2.5
Professional and business services.....	803	933	885	4.6	5.2	5.0
Education and health services.....	430	439	472	2.2	2.2	2.3
Educational services.....	76	48	71	2.3	1.4	2.1
Health care and social assistance.....	354	392	401	2.1	2.3	2.4
Leisure and hospitality.....	612	683	671	4.5	5.1	4.9
Arts, entertainment, and recreation.....	112	128	108	5.7	6.8	5.5
Accommodation and food services.....	501	555	563	4.3	4.8	4.8
Other services.....	169	199	190	3.2	3.7	3.5
Government.....	363	209	358	1.6	.9	1.6
Federal.....	27	29	31	.9	1.0	1.1
State and local.....	337	180	328	1.7	.9	1.7
REGION ³						
Northeast.....	658	644	602	2.6	2.5	2.4
South.....	1,503	1,608	1,613	3.1	3.3	3.3
Midwest.....	844	879	962	2.8	2.9	3.2
West.....	907	903	915	3.1	3.1	3.1

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

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

³ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	May 2011	Apr. 2012	May 2012 ^p	May 2011	Apr. 2012	May 2012 ^p
Total	2,010	2,144	2,143	1.5	1.6	1.6
INDUSTRY						
Total private.....	1,866	2,036	1,987	1.7	1.8	1.8
Mining and logging.....	10	18	16	1.3	2.1	1.9
Construction.....	87	70	62	1.6	1.3	1.1
Manufacturing.....	113	120	111	1.0	1.0	.9
Durable goods.....	59	65	59	.8	.9	.8
Nondurable goods.....	54	56	52	1.2	1.3	1.2
Trade, transportation, and utilities.....	491	469	426	2.0	1.9	1.7
Wholesale trade.....	63	51	53	1.1	.9	.9
Retail trade.....	372	337	310	2.6	2.3	2.1
Transportation, warehousing, and utilities.....	56	80	64	1.1	1.6	1.3
Information.....	34	32	35	1.3	1.2	1.3
Financial activities.....	76	112	89	1.0	1.5	1.2
Finance and insurance.....	51	70	61	.9	1.2	1.1
Real estate and rental and leasing.....	24	42	28	1.3	2.2	1.4
Professional and business services.....	358	406	437	2.1	2.3	2.5
Education and health services.....	244	262	256	1.2	1.3	1.3
Educational services.....	31	24	28	.9	.7	.8
Health care and social assistance.....	213	237	228	1.3	1.4	1.3
Leisure and hospitality.....	372	456	468	2.8	3.4	3.4
Arts, entertainment, and recreation.....	36	45	51	1.8	2.4	2.6
Accommodation and food services.....	337	411	417	2.9	3.5	3.5
Other services.....	81	94	86	1.5	1.8	1.6
Government.....	144	107	156	.6	.5	.7
Federal.....	9	11	14	.3	.4	.5
State and local.....	135	97	142	.7	.5	.7
REGION ³						
Northeast.....	300	314	277	1.2	1.2	1.1
South.....	812	905	887	1.7	1.9	1.8
Midwest.....	439	468	495	1.5	1.5	1.6
West.....	459	457	484	1.6	1.6	1.6

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

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

³ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	May 2011	Apr. 2012	May 2012 ^p	May 2011	Apr. 2012	May 2012 ^p
Total	1,578	1,618	1,608	1.2	1.2	1.2
INDUSTRY						
Total private.....	1,443	1,564	1,473	1.3	1.4	1.3
Mining and logging.....	5	11	10	.7	1.4	1.2
Construction.....	211	196	207	3.8	3.6	3.7
Manufacturing.....	110	99	97	.9	.8	.8
Durable goods.....	58	58	58	.8	.8	.8
Nondurable goods.....	52	41	39	1.2	.9	.9
Trade, transportation, and utilities.....	208	231	237	.8	.9	.9
Wholesale trade.....	62	43	40	1.1	.8	.7
Retail trade.....	121	143	150	.8	1.0	1.0
Transportation, warehousing, and utilities.....	25	44	47	.5	.9	.9
Information.....	22	21	24	.8	.8	.9
Financial activities.....	36	53	46	.5	.7	.6
Finance and insurance.....	26	34	28	.5	.6	.5
Real estate and rental and leasing.....	10	18	18	.5	.9	.9
Professional and business services.....	402	497	402	2.3	2.8	2.3
Education and health services.....	150	153	181	.8	.7	.9
Educational services.....	38	20	39	1.2	.6	1.1
Health care and social assistance.....	112	133	142	.7	.8	.8
Leisure and hospitality.....	220	201	175	1.6	1.5	1.3
Arts, entertainment, and recreation.....	73	81	54	3.7	4.3	2.8
Accommodation and food services.....	148	120	121	1.3	1.0	1.0
Other services.....	77	101	95	1.4	1.9	1.8
Government.....	135	54	134	.6	.2	.6
Federal.....	7	7	7	.3	.3	.2
State and local.....	128	47	128	.7	.2	.7
REGION ³						
Northeast.....	299	280	276	1.2	1.1	1.1
South.....	573	614	604	1.2	1.3	1.2
Midwest.....	333	348	386	1.1	1.2	1.3
West.....	373	376	341	1.3	1.3	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.

³ See footnote 8, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	May 2011	Apr. 2012	May 2012 ^p	May 2011	Apr. 2012	May 2012 ^p
Total	324	273	341	0.2	0.2	0.3
INDUSTRY						
Total private.....	240	225	273	.2	.2	.2
Mining and logging.....	1	2	2	.2	.2	.3
Construction.....	12	11	10	.2	.2	.2
Manufacturing.....	20	27	24	.2	.2	.2
Durable goods.....	13	16	17	.2	.2	.2
Nondurable goods.....	7	10	7	.2	.2	.2
Trade, transportation, and utilities.....	77	71	80	.3	.3	.3
Wholesale trade.....	10	11	11	.2	.2	.2
Retail trade.....	50	45	55	.3	.3	.4
Transportation, warehousing, and utilities.....	18	15	14	.4	.3	.3
Information.....	3	4	8	.1	.2	.3
Financial activities.....	17	26	29	.2	.3	.4
Finance and insurance.....	16	22	25	.3	.4	.4
Real estate and rental and leasing.....	1	4	4	(⁴)	.2	.2
Professional and business services.....	43	30	46	.2	.2	.3
Education and health services.....	35	25	36	.2	.1	.2
Educational services.....	7	4	4	.2	.1	.1
Health care and social assistance.....	28	21	31	.2	.1	.2
Leisure and hospitality.....	20	27	28	.1	.2	.2
Arts, entertainment, and recreation.....	3	3	3	.2	.1	.1
Accommodation and food services.....	17	24	26	.1	.2	.2
Other services.....	11	4	10	.2	.1	.2
Government.....	84	47	68	.4	.2	.3
Federal.....	11	11	10	.4	.4	.4
State and local.....	74	36	58	.4	.2	.3
REGION ³						
Northeast.....	59	50	49	.2	.2	.2
South.....	118	90	122	.2	.2	.3
Midwest.....	71	62	80	.2	.2	.3
West.....	75	70	91	.3	.2	.3

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = Preliminary