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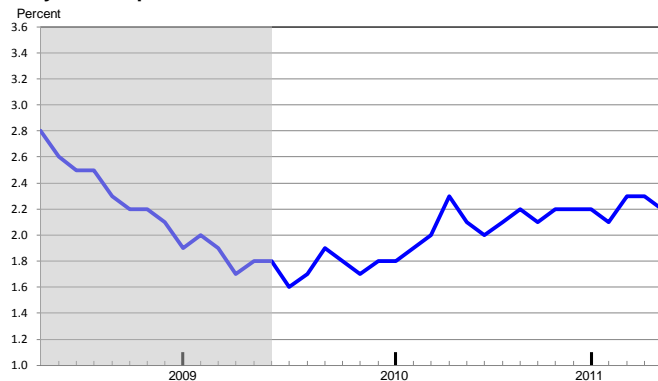
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JOB OPENINGS AND LABOR TURNOVER – APRIL 2011

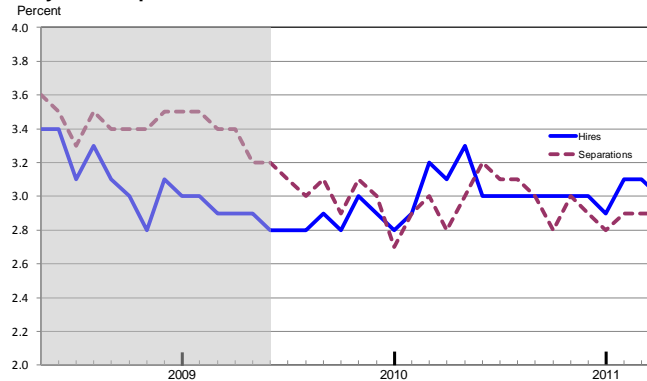
There were 3.0 million job openings on the last business day of April, the U.S. Bureau of Labor Statistics reported today. The job openings rate (2.2 percent), the hires rate (3.0 percent), and the separations rate (2.9 percent) were essentially unchanged in April. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, May 2008 - April 2011



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

Chart 2. Hires and separations rates, seasonally adjusted, May 2008 - April 2011



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

Job Openings

The number of job openings in April was 3.0 million, little changed from 3.1 million in March. (See table 1.) After increasing in February, job openings have been flat. Job openings have been around 3.0 million for three consecutive months; the last three-month period with levels this high was September—November 2008. The number of job openings was 549,000 higher than at the end of the recession in June 2009 (as designated by the National Bureau of Economic Research) but remains well below the 4.4 million openings when the recession began in December 2007.

The number of job openings in April (not seasonally adjusted) increased from 12 months earlier for total private, four industries, and in the Midwest region. The level decreased over the year for other services, government, and federal government. (See table 5.) Over-the-year comparisons for federal government in April are impacted, in part, by the large number of job openings for temporary workers to conduct the 2010 Census.

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

Industry	Job openings			Hires			Total separations		
	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P
Levels (in thousands)									
Total	3,043	3,123	2,972	3,967	4,067	3,972	3,642	3,805	3,743
Total private ¹	2,396	2,793	2,657	3,613	3,807	3,710	3,343	3,534	3,455
Construction.....	77	68	96	340	338	339	323	334	345
Manufacturing.....	176	235	230	275	269	257	233	245	233
Trade, transportation, and utilities ²	402	472	484	773	803	795	715	772	733
Retail trade.....	248	254	275	534	553	557	497	541	514
Professional and business services.....	480	613	522	740	840	798	684	719	731
Education and health services.....	503	609	544	459	470	461	439	429	422
Leisure and hospitality	259	340	311	642	681	672	595	650	619
Arts, entertainment, and recreation.....	25	41	38	118	120	118	105	122	106
Accommodation and food services.....	234	299	273	524	560	554	490	528	513
Government ³	647	331	315	355	260	262	298	271	287
State and local government.....	250	274	268	240	229	238	252	247	263
Rates (percent)									
Total	2.3	2.3	2.2	3.1	3.1	3.0	2.8	2.9	2.9
Total private ¹	2.2	2.5	2.4	3.4	3.5	3.4	3.1	3.3	3.2
Construction.....	1.4	1.2	1.7	6.1	6.1	6.1	5.8	6.0	6.3
Manufacturing.....	1.5	2.0	1.9	2.4	2.3	2.2	2.0	2.1	2.0
Trade, transportation, and utilities ²	1.6	1.9	1.9	3.1	3.2	3.2	2.9	3.1	3.0
Retail trade.....	1.7	1.7	1.9	3.7	3.8	3.8	3.4	3.7	3.5
Professional and business services.....	2.8	3.5	3.0	4.5	4.9	4.7	4.1	4.2	4.3
Education and health services.....	2.5	3.0	2.7	2.4	2.4	2.3	2.3	2.2	2.1
Leisure and hospitality	2.0	2.5	2.3	4.9	5.2	5.1	4.6	4.9	4.7
Arts, entertainment, and recreation.....	1.3	2.1	1.9	6.2	6.3	6.2	5.5	6.4	5.5
Accommodation and food services.....	2.1	2.6	2.4	4.7	5.0	4.9	4.4	4.7	4.5
Government ³	2.8	1.5	1.4	1.6	1.2	1.2	1.3	1.2	1.3
State and local government.....	1.3	1.4	1.4	1.2	1.2	1.2	1.3	1.3	1.4

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

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

³ Includes federal government, not shown separately.

^P = Preliminary

Hires

In April, the hires rate was essentially unchanged at 3.0 percent for total nonfarm. The hires rate also was essentially unchanged for all industries and regions. (See table 2.) At 4.0 million in April, the number of hires has increased from 3.6 million in October 2009 (the series trough) but remains below the 5.0 million hires in December 2007 when the recession began.

Over the 12 months ending in April, the hires rate (not seasonally adjusted) was little changed for total nonfarm and total private. Over the year, the hires rate fell for government and federal government due, in part, to hiring last year for the 2010 Census. The hires rate increased for information but was about unchanged for all other industries and all regions. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate was

unchanged at 2.9 percent for total nonfarm in April on a seasonally adjusted basis. Over the year, the total separations rate (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In April, the quits rate was essentially unchanged for total nonfarm (1.4 percent), total private (1.6 percent), and government (0.5 percent) and was little changed in every industry and region. (See table 4.) The 1.9 million quits in April remained well below the 2.8 million quits in December 2007 when the recession began.

The number of quits (not seasonally adjusted) in April was about unchanged over the year for total nonfarm, total private, and government. The number of quits held steady in all industries but increased in the Midwest region. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges rate was essentially unchanged in April for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm was 1.5 million in April, the same as the previous low point of 1.5 million in January 2011. (See table B below.) The number of layoffs and discharges for total nonfarm had peaked at 2.5 million in February 2009.

The layoffs and discharges level (not seasonally adjusted) was essentially unchanged over the 12 months ending in April for total nonfarm, total private, and government. The layoffs and discharges level decreased over the year for finance and insurance and in federal government. The number of layoffs and discharges increased in the Northeast region. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Apr.	Mar.	Apr.	Apr.	Mar.	Apr.
	2010	2011	2011 ^P	2010	2011	2011 ^P
Total.....	1,594	1,606	1,531	1.2	1.2	1.2
Total private.....	1,465	1,502	1,417	1.4	1.4	1.3
Government.....	129	104	115	0.6	0.5	0.5

^P = Preliminary

The other separations series is not seasonally adjusted. In April, there were 313,000 other separations for total nonfarm, 266,000 for total private, and 47,000 for government. Compared to April 2010, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of total separations.

Since the end of the recession, the proportion of layoffs and discharges has declined; however, the proportion of quits has not returned to pre-recession levels. In April, the proportion of quits for total nonfarm was 50 percent and the proportion of layoffs and discharges was 41 percent. The proportion of quits for total private was 51 percent and the proportion of layoffs and discharges was 41 percent. For government, the proportions were 39 percent quits and 40 percent layoffs and discharges. (See table C below.)

Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)

Industry	Quits						Layoffs and discharges					
	Apr. 2010		Mar. 2011		Apr. 2011 ^P		Apr. 2010		Mar. 2011		Apr. 2011 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,739	48%	1,924	51%	1,857	50%	1,594	44%	1,606	42%	1,531	41%
Total private.....	1,635	49%	1,820	51%	1,747	51%	1,465	44%	1,502	43%	1,417	41%
Government	104	35%	104	38%	111	39%	129	43%	104	38%	115	40%

^P = Preliminary

Net Change in Employment

Over the 12 months ending in April, hires (not seasonally adjusted) totaled nearly 47.7 million and separations (not seasonally adjusted) totaled 46.4 million, yielding a net employment gain of 1.2 million. These figures include workers who may have been hired and separated more than once during the year. Nearly half of the hires and nearly half of the separations during these 12 months occurred in three industries: retail trade; professional and business services; and accommodation and food services. The large share of total hires and separations accounted for by these three industries reflects the size of the industries as well as their relatively high hires and separations rates.

The Job Openings and Labor Turnover Survey results for May 2011 are scheduled to be released on Tuesday, July 12, 2011 at 10:00 a.m. (EDT).

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2007 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 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 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 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 monthly 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.

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.

rations 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 to the present using an econometric technique known as X-12 ARIMA modeling. 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.

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 to estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the

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

Reliability of the estimates

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

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P
Total	3,043	2,966	2,921	2,741	3,025	3,123	2,972	2.3	2.2	2.2	2.1	2.3	2.3	2.2
INDUSTRY														
Total private ⁴	2,396	2,639	2,500	2,418	2,695	2,793	2,657	2.2	2.4	2.3	2.2	2.4	2.5	2.4
Construction.....	77	94	44	60	55	68	96	1.4	1.7	.8	1.1	1.0	1.2	1.7
Manufacturing.....	176	213	184	207	209	235	230	1.5	1.8	1.6	1.7	1.8	2.0	1.9
Trade, transportation, and utilities ⁵	402	430	463	470	448	472	484	1.6	1.7	1.8	1.9	1.8	1.9	1.9
Retail trade.....	248	248	268	263	232	254	275	1.7	1.7	1.8	1.8	1.6	1.7	1.9
Professional and business services.....	480	647	609	459	606	613	522	2.8	3.7	3.5	2.6	3.4	3.5	3.0
Education and health services.....	503	528	510	482	553	609	544	2.5	2.6	2.5	2.4	2.7	3.0	2.7
Leisure and hospitality	259	253	270	301	378	340	311	2.0	1.9	2.0	2.3	2.8	2.5	2.3
Arts, entertainment, and recreation..	25	30	41	39	48	41	38	1.3	1.5	2.1	2.0	2.5	2.1	1.9
Accommodation and food services..	234	224	229	262	330	299	273	2.1	2.0	2.0	2.3	2.9	2.6	2.4
Government ⁶	647	327	421	323	330	331	315	2.8	1.4	1.9	1.4	1.5	1.5	1.4
State and local government.....	250	244	319	259	260	274	268	1.3	1.2	1.6	1.3	1.3	1.4	1.4
REGION ⁷														
Northeast	607	603	548	492	594	675	542	2.4	2.4	2.2	1.9	2.3	2.6	2.1
South	1,012	1,053	1,023	960	1,082	1,082	1,003	2.1	2.2	2.1	2.0	2.2	2.2	2.1
Midwest	575	634	617	513	630	672	670	1.9	2.1	2.0	1.7	2.1	2.2	2.2
West	723	769	829	573	715	752	685	2.5	2.6	2.8	2.0	2.4	2.5	2.3

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

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

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

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

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

⁶ Includes federal government, not shown separately.

⁷ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P
Total	3,967	3,943	3,905	3,769	3,986	4,067	3,972	3.1	3.0	3.0	2.9	3.1	3.1	3.0
INDUSTRY														
Total private ⁴	3,613	3,668	3,631	3,494	3,729	3,807	3,710	3.4	3.4	3.4	3.2	3.4	3.5	3.4
Construction.....	340	324	356	254	369	338	339	6.1	5.9	6.5	4.6	6.7	6.1	6.1
Manufacturing.....	275	272	264	246	250	269	257	2.4	2.4	2.3	2.1	2.1	2.3	2.2
Trade, transportation, and utilities ⁵	773	799	756	783	816	803	795	3.1	3.2	3.1	3.2	3.3	3.2	3.2
Retail trade.....	534	548	476	536	547	553	557	3.7	3.8	3.3	3.7	3.8	3.8	3.8
Professional and business services.....	740	761	780	810	791	840	798	4.5	4.5	4.6	4.8	4.7	4.9	4.7
Education and health services.....	459	491	465	437	468	470	461	2.4	2.5	2.4	2.2	2.4	2.4	2.3
Leisure and hospitality	642	590	596	588	632	681	672	4.9	4.5	4.6	4.5	4.8	5.2	5.1
Arts, entertainment, and recreation..	118	94	98	84	101	120	118	6.2	5.0	5.2	4.5	5.3	6.3	6.2
Accommodation and food services..	524	496	498	504	531	560	554	4.7	4.4	4.5	4.5	4.7	5.0	4.9
Government ⁶	355	275	274	275	257	260	262	1.6	1.2	1.2	1.2	1.2	1.2	1.2
State and local government.....	240	243	242	242	218	229	238	1.2	1.3	1.2	1.3	1.1	1.2	1.2
REGION ⁷														
Northeast	688	701	680	633	646	717	688	2.8	2.8	2.7	2.5	2.6	2.9	2.8
South	1,468	1,572	1,513	1,412	1,466	1,535	1,475	3.1	3.3	3.2	3.0	3.1	3.2	3.1
Midwest	967	879	878	920	901	862	935	3.3	3.0	3.0	3.1	3.0	2.9	3.1
West	853	883	806	939	862	851	842	3.0	3.1	2.8	3.3	3.0	3.0	2.9

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 federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates							
	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P	
Total	3,642	3,869	3,836	3,612	3,825	3,805	3,743	2.8	3.0	2.9	2.8	2.9	2.9	2.9	
INDUSTRY															
Total private ⁴	3,343	3,568	3,539	3,337	3,538	3,534	3,455	3.1	3.3	3.3	3.1	3.3	3.3	3.2	
Construction.....	323	342	393	281	324	334	345	5.8	6.2	7.2	5.1	5.9	6.0	6.3	
Manufacturing.....	233	265	252	184	234	245	233	2.0	2.3	2.2	1.6	2.0	2.1	2.0	
Trade, transportation, and utilities ⁵	715	773	718	769	800	772	733	2.9	3.1	2.9	3.1	3.2	3.1	3.0	
Retail trade.....	497	541	470	527	549	541	514	3.4	3.7	3.3	3.6	3.8	3.7	3.5	
Professional and business services.....	684	687	735	756	760	719	731	4.1	4.1	4.3	4.5	4.5	4.2	4.3	
Education and health services.....	439	460	450	394	441	429	422	2.3	2.3	2.3	2.0	2.2	2.2	2.1	
Leisure and hospitality	595	595	583	596	582	650	619	4.6	4.6	4.5	4.6	4.4	4.9	4.7	
Arts, entertainment, and recreation.....	105	99	98	92	86	122	106	5.5	5.2	5.2	4.9	4.6	6.4	5.5	
Accommodation and food services.....	490	497	485	505	495	528	513	4.4	4.4	4.3	4.5	4.4	4.7	4.5	
Government ⁶	298	300	297	275	287	271	287	1.3	1.3	1.3	1.2	1.3	1.2	1.3	
State and local government.....	252	263	269	245	255	247	263	1.3	1.4	1.4	1.3	1.3	1.3	1.4	
REGION ⁷															
Northeast.....	656	715	598	569	703	649	757	2.6	2.9	2.4	2.3	2.8	2.6	3.0	
South.....	1,363	1,407	1,476	1,499	1,451	1,519	1,394	2.9	3.0	3.1	3.2	3.1	3.2	2.9	
Midwest.....	820	890	841	912	830	912	921	2.8	3.0	2.8	3.1	2.8	3.1	3.1	
West.....	921	829	759	817	857	872	858	3.2	2.9	2.7	2.9	3.0	3.0	3.0	

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 federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates							
	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Nov. 2010	Dec. 2010	Jan. 2011	Feb. 2011	Mar. 2011	Apr. 2011 ^P	
Total	1,739	1,756	1,838	1,679	1,910	1,924	1,857	1.3	1.3	1.4	1.3	1.5	1.5	1.4	
INDUSTRY															
Total private ⁴	1,635	1,653	1,731	1,572	1,793	1,820	1,747	1.5	1.5	1.6	1.5	1.7	1.7	1.6	
Construction.....	62	56	81	56	62	72	89	1.1	1.0	1.5	1.0	1.1	1.3	1.6	
Manufacturing.....	89	103	107	83	94	115	103	.8	.9	.9	.7	.8	1.0	.9	
Trade, transportation, and utilities ⁵	397	388	373	338	442	443	412	1.6	1.6	1.5	1.4	1.8	1.8	1.7	
Retail trade.....	301	292	274	240	317	342	314	2.1	2.0	1.9	1.7	2.2	2.4	2.2	
Professional and business services.....	294	317	335	361	396	357	342	1.8	1.9	2.0	2.1	2.3	2.1	2.0	
Education and health services.....	256	248	244	206	241	251	232	1.3	1.3	1.2	1.0	1.2	1.3	1.2	
Leisure and hospitality	352	335	368	352	353	382	386	2.7	2.6	2.8	2.7	2.7	2.9	2.9	
Arts, entertainment, and recreation.....	38	37	41	28	37	46	43	2.0	2.0	2.2	1.5	1.9	2.4	2.3	
Accommodation and food services.....	314	297	327	324	317	337	343	2.8	2.7	2.9	2.9	2.8	3.0	3.0	
Government ⁶	104	102	107	107	117	104	111	.5	.5	.5	.5	.5	.5	.5	
State and local government.....	93	91	98	100	108	97	103	.5	.5	.5	.5	.6	.5	.5	
REGION ⁷															
Northeast.....	280	248	251	214	335	293	274	1.1	1.0	1.0	.9	1.3	1.2	1.1	
South.....	677	702	761	656	779	779	737	1.4	1.5	1.6	1.4	1.6	1.6	1.6	
Midwest.....	366	403	411	368	455	437	452	1.2	1.4	1.4	1.2	1.5	1.5	1.5	
West.....	392	367	343	366	447	455	390	1.4	1.3	1.2	1.3	1.6	1.6	1.4	

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 federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Apr. 2010	Mar. 2011	Apr. 2011 ^p	Apr. 2010	Mar. 2011	Apr. 2011 ^p
Total	3,295	3,139	3,237	2.5	2.4	2.4
INDUSTRY						
Total private.....	2,613	2,806	2,905	2.4	2.5	2.6
Mining and logging.....	17	34	23	2.5	4.4	2.9
Construction.....	93	67	120	1.7	1.3	2.2
Manufacturing.....	179	230	240	1.5	1.9	2.0
Durable goods.....	110	156	163	1.5	2.1	2.2
Nondurable goods.....	68	74	77	1.5	1.7	1.7
Trade, transportation, and utilities.....	418	495	510	1.7	2.0	2.0
Wholesale trade.....	84	123	103	1.5	2.2	1.8
Retail trade.....	261	253	298	1.8	1.7	2.0
Transportation, warehousing, and utilities...	74	119	109	1.6	2.4	2.2
Information.....	82	105	110	2.9	3.8	3.9
Financial activities.....	217	198	242	2.8	2.6	3.1
Finance and insurance.....	176	163	184	3.0	2.8	3.2
Real estate and rental and leasing.....	41	35	58	2.1	1.8	2.9
Professional and business services.....	522	579	559	3.0	3.3	3.2
Education and health services.....	546	603	587	2.7	2.9	2.8
Educational services.....	59	51	62	1.7	1.5	1.8
Health care and social assistance.....	487	551	526	2.9	3.2	3.1
Leisure and hospitality.....	319	375	384	2.4	2.9	2.8
Arts, entertainment, and recreation.....	33	43	48	1.8	2.4	2.5
Accommodation and food services.....	285	332	335	2.5	2.9	2.9
Other services.....	221	120	130	4.0	2.2	2.3
Government.....	682	333	331	2.9	1.5	1.4
Federal.....	430	66	55	12.6	2.3	1.9
State and local.....	252	267	276	1.2	1.3	1.4
REGION ³						
Northeast.....	692	623	591	2.7	2.4	2.3
South.....	1,112	1,097	1,080	2.3	2.3	2.2
Midwest.....	651	675	782	2.2	2.2	2.6
West.....	840	744	783	2.9	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 See footnote 7, table 1.

^p = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P
Total	4,258	4,035	4,289	3.3	3.1	3.3
INDUSTRY						
Total private.....	3,972	3,854	4,099	3.7	3.6	3.8
Mining and logging.....	25	25	32	3.8	3.4	4.3
Construction.....	471	384	476	8.7	7.4	8.8
Manufacturing.....	278	271	265	2.4	2.3	2.3
Durable goods.....	158	157	152	2.3	2.2	2.1
Nondurable goods.....	120	115	113	2.7	2.6	2.6
Trade, transportation, and utilities.....	804	835	830	3.3	3.4	3.4
Wholesale trade.....	141	129	122	2.6	2.3	2.2
Retail trade.....	548	585	586	3.8	4.1	4.1
Transportation, warehousing, and utilities...	115	122	123	2.5	2.6	2.6
Information.....	44	53	69	1.6	2.0	2.6
Financial activities.....	176	143	128	2.3	1.9	1.7
Finance and insurance.....	105	85	73	1.8	1.5	1.3
Real estate and rental and leasing.....	72	58	55	3.7	3.1	2.8
Professional and business services.....	828	826	890	5.0	4.9	5.2
Education and health services.....	434	412	429	2.2	2.1	2.1
Educational services.....	40	43	48	1.2	1.3	1.4
Health care and social assistance.....	394	369	381	2.4	2.2	2.3
Leisure and hospitality.....	742	747	797	5.7	5.8	6.1
Arts, entertainment, and recreation.....	152	120	162	8.1	6.8	8.6
Accommodation and food services.....	590	628	635	5.3	5.7	5.6
Other services.....	171	156	183	3.2	2.9	3.4
Government.....	286	181	190	1.2	.8	.8
Federal.....	120	29	26	4.0	1.0	.9
State and local.....	166	152	163	.8	.8	.8
REGION ³						
Northeast.....	735	705	752	3.0	2.8	3.0
South.....	1,578	1,566	1,590	3.4	3.3	3.4
Midwest.....	1,051	907	1,059	3.6	3.1	3.6
West.....	895	857	888	3.1	3.0	3.1

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

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

³ See footnote 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P
Total	3,480	3,259	3,528	2.7	2.5	2.7
INDUSTRY						
Total private.....	3,267	3,091	3,333	3.1	2.9	3.1
Mining and logging.....	16	12	20	2.3	1.6	2.6
Construction.....	304	276	331	5.6	5.3	6.2
Manufacturing.....	233	221	230	2.0	1.9	2.0
Durable goods.....	119	125	123	1.7	1.7	1.7
Nondurable goods.....	114	96	107	2.6	2.2	2.4
Trade, transportation, and utilities.....	676	676	672	2.8	2.8	2.7
Wholesale trade.....	107	100	87	2.0	1.8	1.6
Retail trade.....	476	464	481	3.3	3.3	3.3
Transportation, warehousing, and utilities...	93	113	104	2.0	2.4	2.2
Information.....	37	63	55	1.4	2.3	2.0
Financial activities.....	171	135	120	2.2	1.8	1.6
Finance and insurance.....	121	93	81	2.1	1.6	1.4
Real estate and rental and leasing.....	50	42	39	2.6	2.2	2.0
Professional and business services.....	715	683	760	4.3	4.0	4.4
Education and health services.....	410	373	386	2.1	1.9	1.9
Educational services.....	46	43	53	1.4	1.3	1.6
Health care and social assistance.....	364	330	334	2.2	2.0	2.0
Leisure and hospitality.....	552	529	576	4.3	4.1	4.4
Arts, entertainment, and recreation.....	92	85	95	4.9	4.9	5.1
Accommodation and food services.....	460	445	481	4.2	4.0	4.3
Other services.....	152	122	183	2.9	2.2	3.4
Government.....	213	168	195	.9	.7	.9
Federal.....	44	18	21	1.5	.6	.7
State and local.....	169	150	174	.8	.8	.9
REGION ³						
Northeast.....	561	503	643	2.3	2.0	2.6
South.....	1,365	1,316	1,341	2.9	2.8	2.8
Midwest.....	697	713	767	2.4	2.4	2.6
West.....	857	726	777	3.0	2.5	2.7

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 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P
Total	1,749	1,719	1,865	1.3	1.3	1.4
INDUSTRY						
Total private.....	1,667	1,644	1,778	1.6	1.5	1.6
Mining and logging.....	7	8	10	1.0	1.0	1.4
Construction.....	60	65	88	1.1	1.3	1.6
Manufacturing.....	89	109	103	.8	.9	.9
Durable goods.....	43	61	59	.6	.9	.8
Nondurable goods.....	45	48	44	1.0	1.1	1.0
Trade, transportation, and utilities.....	401	395	416	1.6	1.6	1.7
Wholesale trade.....	52	43	44	1.0	.8	.8
Retail trade.....	302	291	318	2.1	2.0	2.2
Transportation, warehousing, and utilities...	47	61	55	1.0	1.3	1.2
Information.....	21	26	35	.8	1.0	1.3
Financial activities.....	91	90	72	1.2	1.2	1.0
Finance and insurance.....	64	60	55	1.1	1.1	1.0
Real estate and rental and leasing.....	28	29	17	1.4	1.5	.9
Professional and business services.....	300	346	340	1.8	2.1	2.0
Education and health services.....	257	230	232	1.3	1.2	1.2
Educational services.....	28	26	27	.9	.8	.8
Health care and social assistance.....	229	204	205	1.4	1.2	1.2
Leisure and hospitality.....	351	317	395	2.7	2.5	3.0
Arts, entertainment, and recreation.....	35	31	43	1.9	1.8	2.3
Accommodation and food services.....	316	286	352	2.9	2.6	3.1
Other services.....	91	59	86	1.7	1.1	1.6
Government.....	81	75	87	.4	.3	.4
Federal.....	10	5	6	.3	.2	.2
State and local.....	72	70	81	.4	.4	.4
REGION ³						
Northeast.....	286	257	272	1.2	1.0	1.1
South.....	722	709	777	1.5	1.5	1.6
Midwest.....	335	365	421	1.1	1.2	1.4
West.....	406	388	395	1.4	1.4	1.4

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 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P
Total	1,455	1,269	1,350	1.1	1.0	1.0
INDUSTRY						
Total private.....	1,375	1,217	1,289	1.3	1.1	1.2
Mining and logging.....	7	3	8	1.1	.4	1.1
Construction.....	221	198	233	4.1	3.8	4.3
Manufacturing.....	123	90	106	1.1	.8	.9
Durable goods.....	61	53	52	.9	.7	.7
Nondurable goods.....	62	37	54	1.4	.8	1.2
Trade, transportation, and utilities.....	221	226	191	.9	.9	.8
Wholesale trade.....	50	43	30	.9	.8	.5
Retail trade.....	137	146	131	1.0	1.0	.9
Transportation, warehousing, and utilities...	34	37	30	.7	.8	.6
Information.....	14	34	14	.5	1.3	.5
Financial activities.....	52	36	27	.7	.5	.4
Finance and insurance.....	34	26	11	.6	.5	.2
Real estate and rental and leasing.....	18	10	16	.9	.5	.8
Professional and business services.....	379	283	361	2.3	1.7	2.1
Education and health services.....	128	105	103	.7	.5	.5
Educational services.....	15	14	19	.5	.4	.6
Health care and social assistance.....	113	91	84	.7	.5	.5
Leisure and hospitality.....	179	198	153	1.4	1.5	1.2
Arts, entertainment, and recreation.....	57	52	51	3.1	3.0	2.7
Accommodation and food services.....	123	146	102	1.1	1.3	.9
Other services.....	51	45	91	.9	.8	1.7
Government.....	80	51	61	.3	.2	.3
Federal.....	20	6	7	.7	.2	.3
State and local.....	60	46	54	.3	.2	.3
REGION ³						
Northeast.....	219	208	315	.9	.8	1.3
South.....	552	511	460	1.2	1.1	1.0
Midwest.....	303	270	280	1.0	.9	.9
West.....	382	281	296	1.3	1.0	1.0

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 7, table 1.

^P = Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Apr. 2010	Mar. 2011	Apr. 2011 ^P	Apr. 2010	Mar. 2011	Apr. 2011 ^P
Total	277	271	313	0.2	0.2	0.2
INDUSTRY						
Total private.....	225	229	266	.2	.2	.2
Mining and logging.....	2	1	1	.3	.1	.1
Construction.....	23	13	10	.4	.3	.2
Manufacturing.....	22	22	21	.2	.2	.2
Durable goods.....	15	11	12	.2	.2	.2
Nondurable goods.....	6	11	8	.1	.2	.2
Trade, transportation, and utilities.....	54	55	65	.2	.2	.3
Wholesale trade.....	5	14	14	.1	.3	.3
Retail trade.....	37	27	32	.3	.2	.2
Transportation, warehousing, and utilities...	11	14	19	.2	.3	.4
Information.....	2	3	5	.1	.1	.2
Financial activities.....	28	10	20	.4	.1	.3
Finance and insurance.....	24	7	14	.4	.1	.3
Real estate and rental and leasing.....	4	3	6	.2	.1	.3
Professional and business services.....	36	54	59	.2	.3	.3
Education and health services.....	24	39	51	.1	.2	.3
Educational services.....	2	3	6	.1	.1	.2
Health care and social assistance.....	22	35	45	.1	.2	.3
Leisure and hospitality.....	22	15	28	.2	.1	.2
Arts, entertainment, and recreation.....	(⁴)	3	1	(⁴)	.1	.1
Accommodation and food services.....	22	12	27	.2	.1	.2
Other services.....	11	18	5	.2	.3	.1
Government.....	52	41	47	.2	.2	.2
Federal.....	15	7	8	.5	.2	.3
State and local.....	37	34	39	.2	.2	.2
REGION ³						
Northeast.....	57	38	56	.2	.2	.2
South.....	91	97	106	.2	.2	.2
Midwest.....	60	78	66	.2	.3	.2
West.....	69	57	86	.2	.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 7, table 1.

⁴ Data round to zero.

^P = Preliminary