



Technical information: (202) 691-5870
<http://www.bls.gov/jlt/>

USDL 06-225

Media contact: 691-5902

For release: 10:00 A.M. EST
Tuesday, February 7, 2006

JOB OPENINGS AND LABOR TURNOVER: DECEMBER 2005

The job openings, hires, and total separations rates were all essentially unchanged in December, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
January 2003 - December 2005

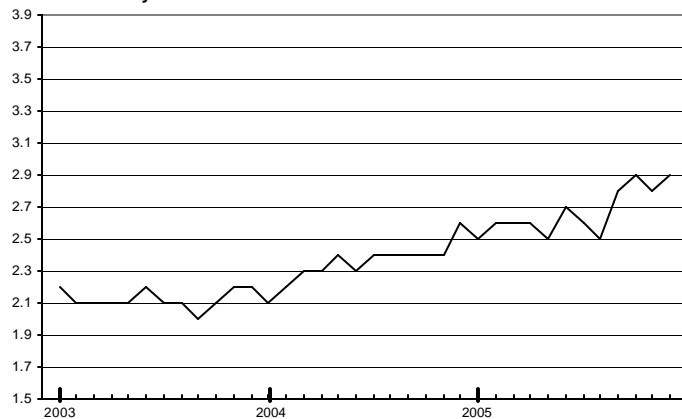
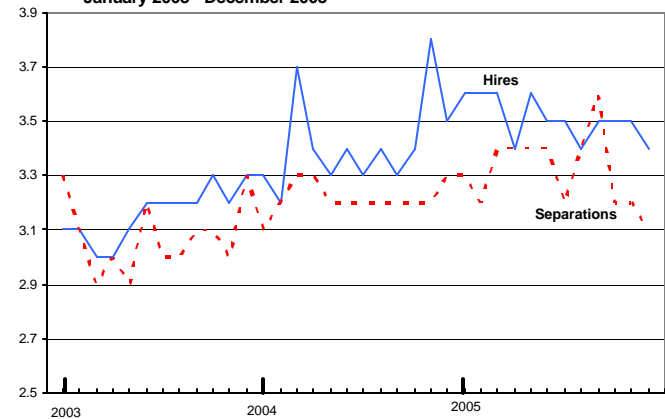


Chart 2. Hires and separations rates, seasonally adjusted,
January 2003 - December 2005



Job Openings

On the last business day of December 2005, there were 4.1 million job openings in the United States, and the job openings rate was 2.9 percent. (See table 1.) The job openings rate did not change significantly in December but has generally trended upward since September 2003. In December, the job openings rate increased in professional and business services and in the West region, but decreased in manufacturing.

Hires and Separations

The hires rate was little changed at 3.4 percent in December. (See table 2.) Hires are any additions to the payroll during the month. Over the month, the hires rate increased in the trade, transportation, and utilities industry. At the same time, the hires rate decreased in manufacturing, leisure and hospitality, and in the Northeast region.

The total separations, or turnover, rate was essentially unchanged at 3.1 percent in December. (See table 3.) Separations are terminations of employment that occur at any time during the month. In December, the total separations rate did not change significantly in any industry. Geographically, the total separations rate decreased in the Midwest, while remaining essentially unchanged in all other regions.

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

Industry	Job openings			Hires			Total separations		
	Dec. 2004	Nov. 2005	Dec. 2005 ^p	Dec. 2004	Nov. 2005	Dec. 2005 ^p	Dec. 2004	Nov. 2005	Dec. 2005 ^p
	Levels (in thousands)								
Total ¹	3,507	3,927	4,050	4,639	4,641	4,507	4,435	4,315	4,133
Total private ¹	3,106	3,495	3,624	4,337	4,321	4,210	4,146	4,049	3,856
Construction	132	161	152	368	389	420	355	373	331
Manufacturing	266	337	312	324	332	287	353	386	349
Trade, transportation, and utilities	561	660	675	986	931	1,073	1,062	972	1,030
Professional and business services	699	707	813	878	770	704	833	685	625
Education and health services	557	611	626	452	471	468	375	419	389
Leisure and hospitality	450	480	518	834	853	746	758	778	802
Government	396	439	435	307	321	298	274	267	253
	Rates (percent)								
Total ¹	2.6	2.8	2.9	3.5	3.5	3.4	3.3	3.2	3.1
Total private ¹	2.7	3.0	3.1	3.9	3.8	3.7	3.7	3.6	3.4
Construction	1.8	2.2	2.0	5.2	5.3	5.7	5.0	5.1	4.5
Manufacturing	1.8	2.3	2.1	2.3	2.3	2.0	2.5	2.7	2.4
Trade, transportation, and utilities	2.1	2.5	2.5	3.8	3.6	4.1	4.1	3.8	4.0
Professional and business services	4.0	4.0	4.5	5.3	4.5	4.1	5.0	4.0	3.6
Education and health services	3.1	3.4	3.5	2.6	2.7	2.7	2.2	2.4	2.2
Leisure and hospitality	3.4	3.6	3.9	6.6	6.7	5.8	6.0	6.1	6.2
Government	1.8	2.0	1.9	1.4	1.5	1.4	1.3	1.2	1.2

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

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was little changed at 1.8 percent in December. (See table 4.) Over the month, the quits rate fell in manufacturing, education and health services, and in the Midwest region.

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. From December 2004 to December 2005, the layoffs and discharges rate fell to 1.1 percent, while the other separations rate was unchanged at 0.2 percent. (See tables 9 and 10.)

Hires and separations data help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.7 million per month and separations have averaged 4.4 million per month (not seasonally adjusted). The comparable figures a year earlier were 4.5 million hires and 4.2 million separations. (See the Technical Note for additional information on these measures.)

For More Information

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

The Job Openings and Labor Turnover release for January 2006 is scheduled to be issued on Tuesday, March 14, 2006.

Revisions to the JOLTS Data

With the release of January 2006 data on March 14, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data since April 2004 and seasonally adjusted data since December 2000 are subject to revision. Additionally, starting with next month's release, BLS will begin the publication of annual rates and levels for hires and separations in the January release each year.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

Sample methodology

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

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

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

Using JOLTS data

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

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

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

Seasonal adjustment

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

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

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

Reliability of the estimates

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

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p
Total⁴	3,507	3,588	3,487	3,836	3,937	3,927	4,050	2.6	2.6	2.5	2.8	2.9	2.8	2.9
INDUSTRY														
Total private ⁴	3,106	3,204	3,130	3,406	3,540	3,495	3,624	2.7	2.8	2.7	2.9	3.1	3.0	3.1
Construction.....	132	128	136	156	148	161	152	1.8	1.7	1.8	2.1	2.0	2.2	2.0
Manufacturing.....	266	287	266	293	320	337	312	1.8	2.0	1.8	2.0	2.2	2.3	2.1
Trade, transportation, and utilities.....	561	600	620	630	611	660	675	2.1	2.3	2.3	2.4	2.3	2.5	2.5
Professional and business services.....	699	666	590	725	848	707	813	4.0	3.8	3.4	4.1	4.7	4.0	4.5
Education and health services.....	557	607	604	606	597	611	626	3.1	3.4	3.3	3.4	3.3	3.4	3.5
Leisure and hospitality.....	450	439	427	469	492	480	518	3.4	3.3	3.2	3.5	3.7	3.6	3.9
Government.....	396	388	370	420	432	439	435	1.8	1.7	1.7	1.9	1.9	2.0	1.9
REGION														
Northeast.....	620	610	609	728	781	674	665	2.4	2.3	2.3	2.8	3.0	2.6	2.5
South.....	1,329	1,343	1,353	1,466	1,471	1,558	1,601	2.8	2.7	2.8	3.0	3.0	3.2	3.2
Midwest.....	740	764	704	754	777	720	765	2.3	2.4	2.2	2.3	2.4	2.2	2.4
West.....	792	832	841	895	920	971	1,056	2.7	2.8	2.8	3.0	3.0	3.2	3.5

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

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

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

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

^p = preliminary.

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

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p
Total⁴	4,639	4,649	4,601	4,719	4,650	4,641	4,507	3.5	3.5	3.4	3.5	3.5	3.5	3.4
INDUSTRY														
Total private ⁴	4,337	4,342	4,276	4,356	4,308	4,321	4,210	3.9	3.9	3.8	3.9	3.8	3.8	3.7
Construction.....	368	381	435	422	414	389	420	5.2	5.3	6.0	5.8	5.7	5.3	5.7
Manufacturing.....	324	345	344	338	436	332	287	2.3	2.4	2.4	2.4	3.1	2.3	2.0
Trade, transportation, and utilities.....	986	990	998	1,001	919	931	1,073	3.8	3.8	3.8	3.9	3.5	3.6	4.1
Professional and business services.....	878	832	786	925	780	770	704	5.3	4.9	4.6	5.4	4.6	4.5	4.1
Education and health services.....	452	453	465	460	460	471	468	2.6	2.6	2.7	2.6	2.6	2.7	2.7
Leisure and hospitality.....	834	834	771	808	840	853	746	6.6	6.5	6.0	6.3	6.6	6.7	5.8
Government.....	307	330	337	336	326	321	298	1.4	1.5	1.5	1.5	1.5	1.5	1.4
REGION														
Northeast.....	858	772	738	759	741	727	635	3.4	3.0	2.9	3.0	2.9	2.8	2.5
South.....	1,770	1,689	1,750	1,840	1,774	1,719	1,748	3.8	3.6	3.7	3.9	3.7	3.6	3.7
Midwest.....	1,043	1,045	970	996	1,003	1,018	1,001	3.3	3.3	3.1	3.2	3.2	3.2	3.2
West.....	970	1,081	1,144	1,136	1,125	1,143	1,110	3.4	3.7	3.9	3.9	3.8	3.9	3.8

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

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

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

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

^p = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p
Total⁴	4,435	4,270	4,499	4,779	4,331	4,315	4,133	3.3	3.2	3.4	3.6	3.2	3.2	3.1
INDUSTRY														
Total private ⁴	4,146	4,007	4,235	4,487	4,077	4,049	3,856	3.7	3.6	3.8	4.0	3.6	3.6	3.4
Construction.....	355	370	452	417	396	373	331	5.0	5.1	6.2	5.7	5.4	5.1	4.5
Manufacturing.....	353	361	369	408	339	386	349	2.5	2.5	2.6	2.9	2.4	2.7	2.4
Trade, transportation, and utilities.....	1,062	948	1,019	1,039	902	972	1,030	4.1	3.7	3.9	4.0	3.5	3.8	4.0
Professional and business services.....	833	747	670	897	805	685	625	5.0	4.4	3.9	5.3	4.7	4.0	3.6
Education and health services.....	375	391	406	430	402	419	389	2.2	2.3	2.3	2.5	2.3	2.4	2.2
Leisure and hospitality.....	758	750	785	814	742	778	802	6.0	5.9	6.1	6.4	5.8	6.1	6.2
Government.....	274	257	271	295	255	267	253	1.3	1.2	1.2	1.3	1.2	1.2	1.2
REGION														
Northeast.....	773	715	734	752	683	605	628	3.0	2.8	2.9	2.9	2.7	2.4	2.5
South.....	1,707	1,567	1,639	1,787	1,615	1,637	1,643	3.6	3.3	3.4	3.8	3.4	3.4	3.4
Midwest.....	986	1,011	1,047	1,135	979	1,033	905	3.1	3.2	3.3	3.6	3.1	3.3	2.9
West.....	953	1,001	1,094	1,085	1,012	995	947	3.3	3.4	3.7	3.7	3.4	3.4	3.2

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

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

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

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

^p = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p	Dec. 2004	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005	Dec. 2005 ^p
Total⁴	2,495	2,474	2,605	2,778	2,578	2,587	2,470	1.9	1.8	1.9	2.1	1.9	1.9	1.8
INDUSTRY														
Total private ⁴	2,366	2,351	2,467	2,630	2,441	2,447	2,340	2.1	2.1	2.2	2.3	2.2	2.2	2.1
Construction.....	162	140	222	202	203	176	185	2.3	1.9	3.1	2.8	2.8	2.4	2.5
Manufacturing.....	194	189	184	214	199	208	179	1.4	1.3	1.3	1.5	1.4	1.5	1.3
Trade, transportation, and utilities.....	570	577	604	580	555	585	589	2.2	2.2	2.3	2.2	2.1	2.3	2.3
Professional and business services.....	415	353	374	497	354	327	354	2.5	2.1	2.2	2.9	2.1	1.9	2.1
Education and health services.....	232	271	260	276	259	287	247	1.4	1.6	1.5	1.6	1.5	1.6	1.4
Leisure and hospitality.....	506	525	517	563	569	567	558	4.0	4.1	4.0	4.4	4.5	4.4	4.3
Government.....	129	125	139	149	134	140	131	.6	.6	.6	.7	.6	.6	.6
REGION														
Northeast.....	392	381	380	377	360	344	362	1.5	1.5	1.5	1.5	1.4	1.3	1.4
South.....	1,021	964	1,054	1,147	1,032	1,034	1,022	2.2	2.0	2.2	2.4	2.2	2.2	2.1
Midwest.....	544	548	570	613	571	556	490	1.7	1.7	1.8	1.9	1.8	1.8	1.5
West.....	536	577	585	643	598	638	595	1.9	2.0	2.0	2.2	2.0	2.2	2.0

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

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

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

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

^p = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2004	Nov. 2005	Dec. 2005 ^P	Dec. 2004	Nov. 2005	Dec. 2005 ^P
Total	3,043	3,575	3,563	2.2	2.6	2.6
INDUSTRY						
Total private.....	2,677	3,156	3,158	2.4	2.7	2.7
Natural resources and mining.....	10	11	12	1.7	1.7	1.8
Construction.....	89	133	103	1.3	1.7	1.4
Manufacturing.....	220	291	262	1.5	2.0	1.8
Durable goods.....	140	199	174	1.5	2.2	1.9
Nondurable goods.....	81	92	88	1.5	1.7	1.6
Trade, transportation, and utilities.....	451	611	543	1.7	2.3	2.0
Wholesale trade.....	105	98	104	1.8	1.7	1.8
Retail trade.....	269	390	335	1.7	2.4	2.1
Transportation, warehousing, and utilities.....	76	123	104	1.5	2.4	2.1
Information.....	87	101	101	2.7	3.1	3.1
Financial activities.....	198	274	286	2.4	3.2	3.3
Finance and insurance.....	160	226	219	2.6	3.6	3.4
Real estate and rental and leasing.....	38	48	67	1.8	2.1	3.0
Professional and business services.....	638	646	764	3.7	3.6	4.3
Education and health services.....	526	582	584	2.9	3.2	3.2
Educational services.....	51	71	66	1.7	2.3	2.2
Health care and social assistance.....	475	512	519	3.2	3.4	3.4
Leisure and hospitality.....	355	396	416	2.8	3.1	3.2
Arts, entertainment, and recreation.....	46	41	33	2.7	2.4	1.9
Accommodations and food services.....	309	355	384	2.8	3.2	3.4
Other services.....	103	112	85	1.9	2.0	1.5
Government.....	366	419	405	1.6	1.8	1.8
Federal.....	38	47	41	1.4	1.7	1.5
State and local.....	328	372	364	1.7	1.9	1.8
REGION						
Northeast.....	527	651	535	2.0	2.5	2.0
South.....	1,165	1,436	1,408	2.4	2.9	2.8
Midwest.....	650	636	669	2.0	2.0	2.1
West.....	702	852	951	2.4	2.8	3.1

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2004	Nov. 2005	Dec. 2005 ^P	Dec. 2004	Nov. 2005	Dec. 2005 ^P
Total	3,449	4,204	3,330	2.6	3.1	2.5
INDUSTRY						
Total private.....	3,244	3,941	3,133	2.9	3.5	2.8
Natural resources and mining.....	14	13	13	2.4	1.9	2.0
Construction.....	228	299	258	3.3	4.0	3.6
Manufacturing.....	225	271	197	1.6	1.9	1.4
Durable goods.....	136	167	116	1.5	1.9	1.3
Nondurable goods.....	89	105	81	1.7	2.0	1.5
Trade, transportation, and utilities.....	810	1,093	888	3.1	4.1	3.4
Wholesale trade.....	70	111	97	1.2	1.9	1.7
Retail trade.....	582	773	594	3.7	5.0	3.8
Transportation, warehousing, and utilities.....	158	210	197	3.2	4.2	3.9
Information.....	43	94	64	1.4	3.0	2.0
Financial activities.....	138	197	133	1.7	2.4	1.6
Finance and insurance.....	84	122	98	1.4	2.0	1.6
Real estate and rental and leasing.....	53	75	36	2.5	3.5	1.6
Professional and business services.....	681	683	535	4.1	4.0	3.1
Education and health services.....	332	400	342	1.9	2.3	1.9
Educational services.....	36	48	40	1.2	1.6	1.3
Health care and social assistance.....	295	351	302	2.1	2.4	2.1
Leisure and hospitality.....	621	709	561	5.0	5.6	4.5
Arts, entertainment, and recreation.....	72	80	67	4.4	4.7	4.0
Accommodations and food services.....	549	629	494	5.2	5.8	4.6
Other services.....	153	182	142	2.8	3.3	2.6
Government.....	205	263	197	.9	1.2	.9
Federal.....	32	32	24	1.2	1.2	.9
State and local.....	173	231	173	.9	1.2	.9
REGION						
Northeast.....	624	689	448	2.4	2.7	1.7
South.....	1,339	1,557	1,324	2.8	3.2	2.8
Midwest.....	718	898	688	2.3	2.8	2.2
West.....	768	1,060	869	2.6	3.6	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.

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2004	Nov. 2005	Dec. 2005 ^P	Dec. 2004	Nov. 2005	Dec. 2005 ^P
Total.....	4,275	4,004	3,910	3.2	3.0	2.9
INDUSTRY						
Total private.....	4,039	3,805	3,697	3.6	3.4	3.3
Natural resources and mining.....	18	13	14	3.0	2.0	2.1
Construction.....	399	399	366	5.7	5.3	5.1
Manufacturing.....	322	375	309	2.2	2.6	2.2
Durable goods.....	199	220	187	2.2	2.5	2.1
Nondurable goods.....	123	156	122	2.3	2.9	2.3
Trade, transportation, and utilities.....	1,116	891	1,093	4.3	3.4	4.1
Wholesale trade.....	121	138	129	2.1	2.4	2.2
Retail trade.....	789	597	711	5.0	3.8	4.5
Transportation, warehousing, and utilities.....	206	156	253	4.2	3.1	5.1
Information.....	55	82	70	1.8	2.6	2.2
Financial activities.....	171	137	150	2.1	1.7	1.8
Finance and insurance.....	100	83	108	1.7	1.4	1.8
Real estate and rental and leasing.....	71	54	42	3.4	2.5	1.9
Professional and business services.....	824	623	593	4.9	3.6	3.5
Education and health services.....	339	348	324	2.0	2.0	1.8
Educational services.....	38	38	40	1.3	1.3	1.3
Health care and social assistance.....	301	309	284	2.1	2.1	1.9
Leisure and hospitality.....	625	756	664	5.1	6.0	5.3
Arts, entertainment, and recreation.....	97	114	77	5.8	6.7	4.6
Accommodations and food services.....	529	642	587	5.0	5.9	5.4
Other services.....	170	181	113	3.1	3.3	2.1
Government.....	236	199	213	1.1	.9	1.0
Federal.....	41	29	32	1.5	1.1	1.2
State and local.....	195	170	182	1.0	.9	.9
REGION						
Northeast.....	790	587	628	3.1	2.3	2.4
South.....	1,597	1,394	1,510	3.4	2.9	3.1
Midwest.....	966	1,053	879	3.1	3.3	2.8
West.....	922	970	894	3.2	3.3	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.

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2004	Nov. 2005	Dec. 2005 ^P	Dec. 2004	Nov. 2005	Dec. 2005 ^P
Total	2,073	2,242	2,040	1.6	1.7	1.5
INDUSTRY						
Total private.....	1,972	2,131	1,939	1.8	1.9	1.7
Natural resources and mining.....	6	8	6	.9	1.2	.9
Construction.....	122	152	146	1.7	2.0	2.0
Manufacturing.....	137	160	125	1.0	1.1	.9
Durable goods.....	85	103	80	.9	1.1	.9
Nondurable goods.....	53	57	45	1.0	1.1	.9
Trade, transportation, and utilities.....	502	527	521	1.9	2.0	2.0
Wholesale trade.....	63	52	55	1.1	.9	1.0
Retail trade.....	371	412	380	2.4	2.6	2.4
Transportation, warehousing, and utilities.....	68	63	85	1.4	1.3	1.7
Information.....	33	54	39	1.0	1.7	1.2
Financial activities.....	88	80	80	1.1	1.0	1.0
Finance and insurance.....	64	56	61	1.1	.9	1.0
Real estate and rental and leasing.....	24	24	19	1.1	1.1	.9
Professional and business services.....	354	290	297	2.1	1.7	1.7
Education and health services.....	207	241	215	1.2	1.4	1.2
Educational services.....	20	25	21	.7	.8	.7
Health care and social assistance.....	187	216	194	1.3	1.5	1.3
Leisure and hospitality.....	403	498	444	3.3	4.0	3.5
Arts, entertainment, and recreation.....	38	34	33	2.3	2.0	2.0
Accommodations and food services.....	365	464	411	3.4	4.3	3.8
Other services.....	120	120	66	2.2	2.2	1.2
Government.....	102	111	101	.5	.5	.5
Federal.....	10	17	10	.4	.6	.4
State and local.....	92	94	91	.5	.5	.5
REGION						
Northeast.....	311	294	288	1.2	1.1	1.1
South.....	846	879	843	1.8	1.8	1.8
Midwest.....	460	508	410	1.5	1.6	1.3
West.....	456	562	499	1.6	1.9	1.7

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2004	Nov. 2005	Dec. 2005 ^p	Dec. 2004	Nov. 2005	Dec. 2005 ^p
Total	1,923	1,486	1,552	1.4	1.1	1.1
INDUSTRY						
Total private.....	1,839	1,425	1,483	1.7	1.3	1.3
Natural resources and mining.....	7	3	6	1.2	.5	1.0
Construction.....	266	214	210	3.8	2.9	2.9
Manufacturing.....	161	174	153	1.1	1.2	1.1
Durable goods.....	98	85	89	1.1	1.0	1.0
Nondurable goods.....	63	88	64	1.2	1.7	1.2
Trade, transportation, and utilities.....	549	321	482	2.1	1.2	1.8
Wholesale trade.....	44	78	67	.8	1.4	1.2
Retail trade.....	382	162	269	2.4	1.0	1.7
Transportation, warehousing, and utilities.....	124	82	146	2.5	1.6	2.9
Information.....	16	22	20	.5	.7	.6
Financial activities.....	66	47	45	.8	.6	.5
Finance and insurance.....	26	19	23	.4	.3	.4
Real estate and rental and leasing.....	40	28	21	1.9	1.3	1.0
Professional and business services.....	430	288	257	2.6	1.7	1.5
Education and health services.....	110	88	84	.6	.5	.5
Educational services.....	16	11	17	.6	.4	.6
Health care and social assistance.....	94	76	67	.7	.5	.5
Leisure and hospitality.....	195	226	187	1.6	1.8	1.5
Arts, entertainment, and recreation.....	57	79	42	3.4	4.7	2.5
Accommodations and food services.....	138	147	145	1.3	1.4	1.3
Other services.....	38	42	40	.7	.8	.7
Government.....	84	60	69	.4	.3	.3
Federal.....	17	7	16	.6	.3	.6
State and local.....	68	53	53	.4	.3	.3
REGION						
Northeast.....	412	253	291	1.6	1.0	1.1
South.....	653	442	584	1.4	.9	1.2
Midwest.....	456	455	386	1.4	1.4	1.2
West.....	403	335	292	1.4	1.1	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.

^p = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2004	Nov. 2005	Dec. 2005 ^P	Dec. 2004	Nov. 2005	Dec. 2005 ^P
Total	279	276	318	.2	.2	.2
INDUSTRY						
Total private.....	229	249	275	.2	.2	.2
Natural resources and mining.....	5	2	2	.8	.3	.2
Construction.....	10	32	11	.1	.4	.2
Manufacturing.....	24	42	31	.2	.3	.2
Durable goods.....	16	32	18	.2	.4	.2
Nondurable goods.....	7	10	13	.1	.2	.2
Trade, transportation, and utilities.....	65	42	90	.2	.2	.3
Wholesale trade.....	14	8	6	.3	.1	.1
Retail trade.....	36	23	62	.2	.1	.4
Transportation, warehousing, and utilities.....	15	11	22	.3	.2	.4
Information.....	6	6	12	.2	.2	.4
Financial activities.....	17	10	25	.2	.1	.3
Finance and insurance.....	10	7	24	.2	.1	.4
Real estate and rental and leasing.....	7	2	1	.3	.1	.1
Professional and business services.....	40	45	39	.2	.3	.2
Education and health services.....	22	19	25	.1	.1	.1
Educational services.....	2	2	1	.1	.1	(³)
Health care and social assistance.....	20	17	24	.1	.1	.2
Leisure and hospitality.....	28	32	33	.2	.3	.3
Arts, entertainment, and recreation.....	2	(³)	2	.1	(³)	.1
Accommodations and food services.....	26	31	31	.2	.3	.3
Other services.....	12	19	8	.2	.3	.1
Government.....	50	28	43	.2	.1	.2
Federal.....	15	5	6	.5	.2	.2
State and local.....	35	22	38	.2	.1	.2
REGION						
Northeast.....	67	40	49	.3	.2	.2
South.....	98	73	83	.2	.2	.2
Midwest.....	51	90	83	.2	.3	.3
West.....	63	73	103	.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 Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.