JOB OPENINGS AND LABOR TURNOVER – MARCH 2010

There were 2.7 million job openings on the last business day of March 2010, the U.S. Bureau of Labor Statistics reported today. The job openings rate was unchanged over the month at 2.0 percent. The hires rate (3.3 percent) was little changed, and the separations rate (3.1 percent) was unchanged in March. 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, April 2007 - March 2010
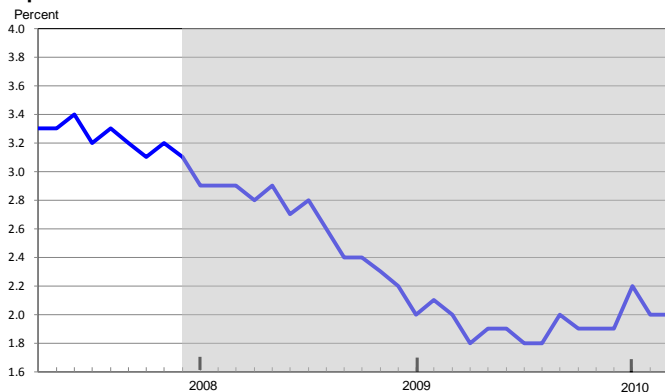
NOTE: The shaded area represents the recession that began in Dec. 2007 as designated by the National Bureau of Economic Research (NBER). NBER has not yet determined an end point for the recession.

Chart 2. Hires and separations rates, seasonally adjusted, April 2007 - March 2010
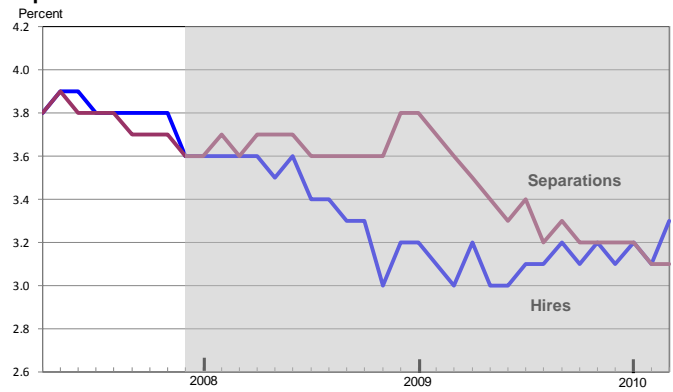
NOTE: The shaded area represents the recession that began in Dec. 2007 as designated by the National Bureau of Economic Research (NBER). NBER has not yet determined an end point for the recession.

Job Openings

The number of job openings was little changed in March at 2.7 million but has trended upward since the most recent trough of 2.3 million in July 2009. The job openings level was little changed in March for all industries and all four regions. (See table 1.)

The number of job openings in March was little different from 12 months earlier for total nonfarm, total private, government, most industries, and in 3 of the 4 regions over the year. The level increased in the West over the year. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
	Levels (in thousands)								
Total	2,671	2,647	2,694	3,935	4,011	4,242	4,710	3,969	4,016
Total private [1]	2,227	2,266	2,286	3,670	3,710	3,887	4,444	3,663	3,698
Construction.....................................	55	65	77	314	306	398	458	362	376
Manufacturing...................................	120	167	176	248	267	279	413	260	251
Trade, transportation, and utilities [2]	425	453	473	863	821	901	1,011	806	873
Retail trade.....................................	266	297	314	564	572	649	649	551	626
Professional and business services.......	413	409	420	640	767	742	782	716	708
Education and health services..............	513	502	510	469	470	473	470	440	424
Leisure and hospitality	291	285	262	697	652	671	756	621	639
Arts, entertainment, and recreation.....	25	19	20	90	88	100	101	78	98
Accommodation and food services.....	266	266	242	607	564	571	655	543	540
Government [3]	444	381	408	265	301	355	266	306	318
State and local government................	269	246	265	241	258	265	248	273	279
	Rates (percent)								
Total	2.0	2.0	2.0	3.0	3.1	3.3	3.6	3.1	3.1
Total private [1]	2.0	2.1	2.1	3.4	3.5	3.6	4.1	3.4	3.4
Construction.....................................	0.9	1.2	1.4	5.0	5.5	7.1	7.3	6.5	6.7
Manufacturing...................................	1.0	1.4	1.5	2.0	2.3	2.4	3.4	2.3	2.2
Trade, transportation, and utilities [2]	1.7	1.8	1.9	3.4	3.3	3.6	4.0	3.3	3.5
Retail trade.....................................	1.8	2.0	2.1	3.9	4.0	4.5	4.4	3.8	4.3
Professional and business services.......	2.4	2.4	2.5	3.8	4.6	4.5	4.7	4.3	4.3
Education and health services..............	2.6	2.5	2.6	2.5	2.4	2.4	2.5	2.3	2.2
Leisure and hospitality	2.2	2.1	2.0	5.3	5.0	5.1	5.8	4.8	4.9
Arts, entertainment, and recreation.....	1.3	1.0	1.1	4.7	4.6	5.3	5.2	4.1	5.2
Accommodation and food services.....	2.3	2.3	2.1	5.4	5.1	5.1	5.8	4.9	4.9
Government [3]	1.9	1.7	1.8	1.2	1.3	1.6	1.2	1.4	1.4
State and local government................	1.3	1.2	1.3	1.2	1.3	1.4	1.3	1.4	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

The hires rate was little changed in March at 3.3 percent. The rate has remained between 3.0 percent and 3.3 percent since September 2008. The hires rate was little changed in March for most industries and 3 of the 4 regions; the rate increased in the South. (See table 2.)

Over the 12 months ending in March, the hires rate (not seasonally adjusted) increased for total nonfarm, total private, and government. The hires rate was little changed in most industries. The hires rate increased in the Midwest and was little changed in the remaining regions over the year. (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 in March for total nonfarm and remained low at 3.1 percent. The rate was also unchanged over the month for total private and government. The total separations rate (not seasonally adjusted) decreased over the 12 months ending in March for total nonfarm and total private, while the rate for government increased. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In March, the quits rate remained unchanged for total nonfarm (1.4 percent) and total private (1.6 percent) while the rate for government was little changed (0.5 percent). The rate was little changed over the month for all industries and regions. (See table 4.)

Over the 12 months ending in March, the quits rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government as well as in every industry and 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 level was little changed in March for total nonfarm (1.8 million), total private (1.7 million), and government (132,000). (See table B below.)

The layoffs and discharges rate (not seasonally adjusted) fell over the 12 months ending in March for total nonfarm and total private, and was little changed for government. The layoffs and discharges rate fell over the year in many industries and in 3 of the 4 regions—Midwest, South, and West. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total………………………………………………	2,462	1,823	1,830	1.9	1.4	1.4
Total private……………………………………	2,356	1,704	1,698	2.2	1.6	1.6
Government……………………………………	106	119	132	0.5	0.5	0.6

[p] = preliminary.

The other separations series is not seasonally adjusted. In March, there were 310,000 other separations for total nonfarm, 264,000 for total private, and 46,000 for government. Compared to March 2009, the number of other separations was little changed for total nonfarm, total private, and increased for government. (See table 10.)

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. The proportion of quits had exceeded the proportion of layoffs and discharges every month from the beginning of the series in December 2000 until November 2008 when layoffs and discharges became the larger contributor to total separations. In April 2009, the proportion of quits hit a low of 39 percent and began to rise, while the proportion of layoffs and discharges hit a high of 56 percent and began to fall. In February 2010, the relative contribution reversed again with the proportion of quits (47 percent) slightly exceeding the

proportion of layoffs and discharges (46 percent). The proportions for quits and layoffs and discharges remained the same in March 2010. (Computed using values from tables 3 and 4, and table B above.)

Net Change in Employment

Over the 12 months ending in March, hires totaled 48.6 million and separations totaled 50.9 million, yielding a net employment loss of 2.3 million.

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The Job Openings and Labor Turnover Survey results for April 2010 are scheduled to be released on Tuesday, June 8, 2010 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, 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 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.

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.

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.

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.

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 levels [1] and rates [2] by industry and region, seasonally adjusted

Industry and region	Levels [3] (in thousands)							Rates						
	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010p	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010p
Total………………………………………	2,671	2,546	2,456	2,531	2,854	2,647	2,694	2.0	1.9	1.9	1.9	2.2	2.0	2.0
INDUSTRY														
Total private [4]…………………………	2,227	2,164	2,113	2,130	2,471	2,266	2,286	2.0	2.0	1.9	2.0	2.3	2.1	2.1
Construction…………………………	55	65	71	67	62	65	77	.9	1.1	1.2	1.2	1.1	1.2	1.4
Manufacturing………………………	120	141	155	171	154	167	176	1.0	1.2	1.3	1.5	1.3	1.4	1.5
Trade, transportation, and utilities [5]…..	425	363	334	378	395	453	473	1.7	1.4	1.3	1.5	1.6	1.8	1.9
Retail trade………………………	266	228	207	237	255	297	314	1.8	1.6	1.4	1.6	1.7	2.0	2.1
Professional and business services…..	413	436	425	404	424	409	420	2.4	2.6	2.5	2.4	2.5	2.4	2.5
Education and health services…………	513	529	537	545	624	502	510	2.6	2.7	2.7	2.7	3.1	2.5	2.6
Leisure and hospitality ………………...	291	268	236	227	268	285	262	2.2	2.0	1.8	1.7	2.0	2.1	2.0
Arts, entertainment, and recreation..	25	19	23	20	19	19	20	1.3	1.0	1.2	1.1	1.0	1.0	1.1
Accommodation and food services..	266	249	214	207	250	266	242	2.3	2.2	1.9	1.8	2.2	2.3	2.1
Government [6]…………………………	444	382	343	401	383	381	408	1.9	1.7	1.5	1.8	1.7	1.7	1.8
State and local government…………..	269	292	249	294	256	246	265	1.3	1.5	1.3	1.5	1.3	1.2	1.3
REGION [7]														
Northeast……………………………..	594	532	482	547	585	542	536	2.3	2.1	1.9	2.2	2.3	2.2	2.1
South…………………………………….	988	915	859	943	986	916	942	2.0	1.9	1.8	2.0	2.1	1.9	2.0
Midwest………………………………..	510	566	553	495	613	566	566	1.7	1.9	1.8	1.7	2.0	1.9	1.9
West……………………………………	562	605	586	603	648	682	680	1.9	2.1	2.0	2.1	2.2	2.3	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						
	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010p	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010p
Total………………………………………	3,935	4,001	4,160	3,997	4,087	4,011	4,242	3.0	3.1	3.2	3.1	3.2	3.1	3.3
INDUSTRY														
Total private [4]…………………………	3,670	3,689	3,878	3,715	3,790	3,710	3,887	3.4	3.4	3.6	3.5	3.5	3.5	3.6
Construction…………………………	314	325	329	335	312	306	398	5.0	5.7	5.7	5.9	5.6	5.5	7.1
Manufacturing………………………	248	243	259	244	289	267	279	2.0	2.1	2.2	2.1	2.5	2.3	2.4
Trade, transportation, and utilities [5]…..	863	772	847	849	822	821	901	3.4	3.1	3.4	3.4	3.3	3.3	3.6
Retail trade………………………	564	518	554	547	584	572	649	3.9	3.6	3.9	3.8	4.1	4.0	4.5
Professional and business services…..	640	709	808	652	729	767	742	3.8	4.3	4.9	4.0	4.4	4.6	4.5
Education and health services…………	469	522	512	496	487	470	473	2.5	2.7	2.7	2.6	2.5	2.4	2.4
Leisure and hospitality ………………...	697	663	693	657	715	652	671	5.3	5.1	5.3	5.1	5.5	5.0	5.1
Arts, entertainment, and recreation..	90	100	111	94	102	88	100	4.7	5.2	5.9	5.0	5.4	4.6	5.3
Accommodation and food services..	607	563	582	562	613	564	571	5.4	5.1	5.2	5.1	5.5	5.1	5.1
Government [6]…………………………	265	312	282	282	297	301	355	1.2	1.4	1.3	1.3	1.3	1.3	1.6
State and local government…………..	241	271	247	254	254	258	265	1.2	1.4	1.3	1.3	1.3	1.3	1.4
REGION [7]														
Northeast……………………………..	699	805	758	746	836	733	837	2.8	3.3	3.1	3.0	3.4	3.0	3.4
South…………………………………….	1,424	1,420	1,555	1,463	1,449	1,381	1,596	3.0	3.0	3.3	3.1	3.1	2.9	3.4
Midwest………………………………..	910	949	896	900	936	965	1,030	3.0	3.2	3.0	3.1	3.2	3.3	3.5
West……………………………………	871	933	970	879	922	861	958	3.0	3.2	3.4	3.1	3.2	3.0	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 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						
	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010p
Total..	4,710	4,171	4,130	4,195	4,155	3,969	4,016	3.6	3.2	3.2	3.2	3.2	3.1	3.1
INDUSTRY														
Total private [4]...................................	4,444	3,901	3,846	3,884	3,858	3,663	3,698	4.1	3.6	3.6	3.6	3.6	3.4	3.4
Construction...................................	458	381	347	382	405	362	376	7.3	6.6	6.1	6.7	7.2	6.5	6.7
Manufacturing.................................	413	293	285	273	276	260	251	3.4	2.5	2.5	2.4	2.4	2.3	2.2
Trade, transportation, and utilities [5].....	1,011	844	853	901	856	806	873	4.0	3.4	3.5	3.7	3.5	3.3	3.5
Retail trade.................................	649	567	544	567	577	551	626	4.4	3.9	3.8	3.9	4.0	3.8	4.3
Professional and business services....	782	717	706	649	698	716	708	4.7	4.4	4.3	3.9	4.2	4.3	4.3
Education and health services...........	470	473	486	486	457	440	424	2.5	2.5	2.5	2.5	2.4	2.3	2.2
Leisure and hospitality	756	707	716	688	709	621	639	5.8	5.4	5.5	5.3	5.5	4.8	4.9
Arts, entertainment, and recreation..	101	128	116	109	111	78	98	5.2	6.7	6.1	5.8	5.9	4.1	5.2
Accommodation and food services..	655	579	600	578	598	543	540	5.8	5.2	5.4	5.2	5.4	4.9	4.9
Government [6]...................................	266	269	284	311	296	306	318	1.2	1.2	1.3	1.4	1.3	1.4	1.4
State and local government..............	248	242	249	283	269	273	279	1.3	1.2	1.3	1.4	1.4	1.4	1.4
REGION [7]														
Northeast.....................................	852	727	728	817	789	730	804	3.4	3.0	3.0	3.3	3.2	3.0	3.3
South...	1,743	1,544	1,531	1,499	1,561	1,459	1,426	3.7	3.3	3.3	3.2	3.3	3.1	3.0
Midwest.......................................	1,071	920	752	1,016	988	858	894	3.6	3.1	2.6	3.5	3.4	2.9	3.0
West..	994	939	894	1,061	1,034	954	890	3.4	3.3	3.1	3.7	3.6	3.3	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] 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						
	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Oct. 2009	Nov. 2009	Dec. 2009	Jan. 2009	Feb. 2010	Mar. 2010p
Total..	1,942	1,723	1,837	1,753	1,772	1,851	1,868	1.5	1.3	1.4	1.4	1.4	1.4	1.4
INDUSTRY														
Total private [4]...................................	1,836	1,620	1,731	1,639	1,661	1,719	1,749	1.7	1.5	1.6	1.5	1.6	1.6	1.6
Construction...................................	99	62	92	76	99	84	90	1.6	1.1	1.6	1.3	1.8	1.5	1.6
Manufacturing.................................	90	80	75	75	85	97	89	.7	.7	.6	.7	.7	.8	.8
Trade, transportation, and utilities [5].....	470	382	413	392	368	432	414	1.9	1.6	1.7	1.6	1.5	1.8	1.7
Retail trade.................................	335	287	276	291	266	333	307	2.3	2.0	1.9	2.0	1.8	2.3	2.1
Professional and business services....	294	277	264	248	259	300	301	1.8	1.7	1.6	1.5	1.6	1.8	1.8
Education and health services...........	248	267	262	271	248	237	227	1.3	1.4	1.4	1.4	1.3	1.2	1.2
Leisure and hospitality	424	356	397	375	401	393	403	3.2	2.7	3.0	2.9	3.1	3.0	3.1
Arts, entertainment, and recreation..	30	39	42	32	48	35	39	1.6	2.0	2.2	1.7	2.5	1.9	2.0
Accommodation and food services..	393	317	355	344	353	358	364	3.5	2.8	3.2	3.1	3.2	3.2	3.3
Government [6]...................................	106	102	106	114	112	132	118	.5	.5	.5	.5	.5	.6	.5
State and local government..............	102	98	101	106	106	121	107	.5	.5	.5	.5	.5	.6	.5
REGION [7]														
Northeast.....................................	293	300	276	280	268	320	323	1.2	1.2	1.1	1.1	1.1	1.3	1.3
South...	821	677	757	722	736	755	752	1.7	1.4	1.6	1.5	1.6	1.6	1.6
Midwest.......................................	442	382	377	391	380	421	434	1.5	1.3	1.3	1.3	1.3	1.4	1.5
West..	429	388	446	382	362	434	390	1.5	1.3	1.6	1.3	1.3	1.5	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		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total...	2,591	2,516	2,647	1.9	1.9	2.0
INDUSTRY						
Total private..	2,162	2,171	2,250	2.0	2.0	2.1
Mining and logging....................................	10	12	13	1.4	1.7	1.9
Construction..	52	65	75	.9	1.2	1.4
Manufacturing..	112	165	166	.9	1.4	1.4
Durable goods..	56	94	100	.7	1.3	1.4
Nondurable goods...................................	56	71	66	1.2	1.6	1.5
Trade, transportation, and utilities...............	412	439	491	1.6	1.8	2.0
Wholesale trade.....................................	98	112	126	1.7	2.0	2.2
Retail trade..	245	267	311	1.7	1.9	2.1
Transportation, warehousing, and utilities...	69	60	55	1.4	1.3	1.2
Information..	57	78	73	2.0	2.8	2.6
Financial activities.....................................	177	142	171	2.2	1.8	2.2
Finance and insurance............................	132	109	152	2.2	1.9	2.6
Real estate and rental and leasing............	44	33	18	2.2	1.7	1.0
Professional and business services.............	390	400	400	2.3	2.4	2.4
Education and health services.....................	503	487	489	2.5	2.4	2.4
Educational services..............................	32	56	53	1.0	1.7	1.6
Health care and social assistance.............	471	431	436	2.9	2.6	2.6
Leisure and hospitality...............................	303	262	273	2.3	2.1	2.1
Arts, entertainment, and recreation...........	26	19	22	1.5	1.1	1.2
Accommodation and food services...........	277	242	251	2.5	2.2	2.2
Other services...	147	122	100	2.7	2.3	1.9
Government..	429	345	397	1.8	1.5	1.7
Federal...	175	117	147	5.9	4.0	4.8
State and local...	255	228	249	1.2	1.1	1.2
REGION [3]						
Northeast..	555	482	488	2.2	1.9	2.0
South..	981	875	934	2.0	1.9	2.0
Midwest...	508	515	561	1.7	1.7	1.9
West...	547	642	665	1.8	2.2	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] 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		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total...	3,661	3,243	3,962	2.8	2.5	3.1
INDUSTRY						
Total private...	3,481	3,036	3,696	3.2	2.9	3.5
Mining and logging......................................	14	20	23	2.0	3.0	3.4
Construction..	330	238	417	5.6	4.6	7.9
Manufacturing..	235	237	270	1.9	2.1	2.4
Durable goods..	146	132	152	1.9	1.9	2.2
Nondurable goods.....................................	89	105	118	1.9	2.4	2.7
Trade, transportation, and utilities...............	828	609	885	3.3	2.5	3.6
Wholesale trade.......................................	129	107	138	2.3	1.9	2.5
Retail trade..	539	411	637	3.7	2.9	4.5
Transportation, warehousing, and utilities...	160	91	110	3.3	2.0	2.4
Information..	56	44	48	2.0	1.6	1.8
Financial activities......................................	155	135	136	2.0	1.8	1.8
Finance and insurance.............................	99	86	94	1.7	1.5	1.7
Real estate and rental and leasing............	56	49	42	2.8	2.5	2.2
Professional and business services..............	607	677	707	3.7	4.2	4.3
Education and health services.....................	411	401	396	2.1	2.1	2.0
Educational services................................	37	58	45	1.1	1.8	1.4
Health care and social assistance.............	374	344	351	2.3	2.1	2.2
Leisure and hospitality................................	686	539	658	5.4	4.3	5.2
Arts, entertainment, and recreation...........	82	56	89	4.6	3.3	5.1
Accommodation and food services...........	604	483	569	5.5	4.5	5.2
Other services..	159	135	156	3.0	2.6	2.9
Government...	180	207	266	.8	.9	1.2
Federal..	19	34	85	.7	1.2	2.9
State and local...	160	172	180	.8	.9	.9
REGION [3]						
Northeast...	625	543	695	2.5	2.2	2.8
South...	1,357	1,205	1,477	2.9	2.6	3.2
Midwest..	876	788	954	2.9	2.7	3.3
West..	802	706	835	2.8	2.5	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] 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		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total..	3,962	3,136	3,339	3.0	2.4	2.6
INDUSTRY						
Total private...	3,802	2,956	3,140	3.5	2.8	3.0
Mining and logging...................................	33	15	15	4.6	2.3	2.2
Construction...	370	304	304	6.2	5.9	5.8
Manufacturing...	385	230	227	3.2	2.0	2.0
Durable goods......................................	263	131	124	3.5	1.9	1.8
Nondurable goods.................................	122	99	103	2.7	2.2	2.3
Trade, transportation, and utilities...............	842	654	730	3.4	2.7	3.0
Wholesale trade....................................	151	105	118	2.7	1.9	2.1
Retail trade..	524	453	517	3.6	3.2	3.6
Transportation, warehousing, and utilities...	167	96	94	3.4	2.1	2.0
Information..	67	48	58	2.4	1.8	2.1
Financial activities.....................................	211	151	160	2.7	2.0	2.1
Finance and insurance............................	122	90	112	2.1	1.6	2.0
Real estate and rental and leasing............	89	61	49	4.5	3.2	2.5
Professional and business services..............	755	625	702	4.6	3.8	4.3
Education and health services.....................	396	333	347	2.1	1.7	1.8
Educational services..............................	43	32	40	1.3	1.0	1.2
Health care and social assistance.............	353	301	307	2.2	1.9	1.9
Leisure and hospitality...............................	583	459	476	4.6	3.7	3.8
Arts, entertainment, and recreation...........	61	41	56	3.4	2.4	3.2
Accommodation and food services...........	522	418	420	4.8	3.9	3.9
Other services..	160	136	120	3.0	2.6	2.3
Government..	161	180	199	.7	.8	.9
Federal..	13	26	32	.5	.9	1.1
State and local.......................................	147	154	167	.7	.8	.8
REGION [3]						
Northeast...	685	528	651	2.8	2.2	2.7
South..	1,518	1,181	1,226	3.2	2.6	2.6
Midwest...	890	658	734	3.0	2.3	2.5
West...	870	769	729	3.0	2.7	2.6

[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		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total...	1,628	1,435	1,591	1.2	1.1	1.2
INDUSTRY						
Total private...	1,556	1,347	1,508	1.4	1.3	1.4
Mining and logging.......................................	7	6	7	1.0	.8	1.0
Construction..	80	67	73	1.3	1.3	1.4
Manufacturing...	79	80	79	.6	.7	.7
Durable goods...	38	42	37	.5	.6	.5
Nondurable goods......................................	40	38	41	.9	.9	.9
Trade, transportation, and utilities...............	401	336	362	1.6	1.4	1.5
Wholesale trade...	54	31	56	.9	.6	1.0
Retail trade..	278	258	259	1.9	1.8	1.8
Transportation, warehousing, and utilities...	69	47	47	1.4	1.0	1.0
Information..	28	20	34	1.0	.7	1.2
Financial activities.......................................	67	61	81	.9	.8	1.1
Finance and insurance..............................	41	34	63	.7	.6	1.1
Real estate and rental and leasing............	26	27	19	1.3	1.4	1.0
Professional and business services..............	286	259	307	1.7	1.6	1.9
Education and health services......................	210	178	186	1.1	.9	.9
Educational services..................................	20	19	23	.6	.6	.7
Health care and social assistance.............	190	159	162	1.2	1.0	1.0
Leisure and hospitality.................................	329	294	313	2.6	2.4	2.5
Arts, entertainment, and recreation...........	20	20	24	1.1	1.2	1.4
Accommodation and food services...........	309	274	289	2.8	2.6	2.6
Other services..	70	47	67	1.3	.9	1.3
Government..	72	88	83	.3	.4	.4
Federal...	2	9	10	.1	.3	.3
State and local..	70	79	74	.3	.4	.4
REGION [3]						
Northeast..	232	211	267	.9	.9	1.1
South...	695	577	649	1.5	1.2	1.4
Midwest...	356	302	366	1.2	1.0	1.3
West..	344	345	309	1.2	1.2	1.1

[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		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total...	2,041	1,424	1,438	1.6	1.1	1.1
INDUSTRY						
Total private..	1,984	1,373	1,368	1.8	1.3	1.3
Mining and logging.....................................	23	8	7	3.2	1.2	1.0
Construction..	281	220	212	4.7	4.3	4.0
Manufacturing..	283	135	128	2.3	1.2	1.1
Durable goods.......................................	210	79	76	2.8	1.1	1.1
Nondurable goods..................................	73	56	52	1.6	1.3	1.2
Trade, transportation, and utilities...............	360	251	313	1.4	1.0	1.3
Wholesale trade....................................	79	58	51	1.4	1.0	.9
Retail trade...	194	152	232	1.3	1.1	1.6
Transportation, warehousing, and utilities...	87	42	30	1.8	.9	.7
Information..	33	23	17	1.2	.9	.6
Financial activities.....................................	123	58	59	1.6	.8	.8
Finance and insurance...........................	68	30	33	1.2	.5	.6
Real estate and rental and leasing............	55	29	26	2.8	1.5	1.3
Professional and business services.............	420	324	318	2.5	2.0	1.9
Education and health services....................	138	126	121	.7	.6	.6
Educational services..............................	14	11	13	.4	.3	.4
Health care and social assistance.............	124	116	109	.8	.7	.7
Leisure and hospitality...............................	236	145	141	1.9	1.2	1.1
Arts, entertainment, and recreation...........	39	18	29	2.2	1.0	1.7
Accommodation and food services...........	197	127	112	1.8	1.2	1.0
Other services...	87	81	51	1.6	1.5	1.0
Government...	56	51	70	.2	.2	.3
Federal...	5	8	12	.2	.3	.4
State and local..	52	42	59	.3	.2	.3
REGION [3]						
Northeast..	381	264	331	1.5	1.1	1.4
South..	719	502	474	1.5	1.1	1.0
Midwest...	472	301	318	1.6	1.0	1.1
West...	468	356	315	1.6	1.3	1.1

[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		
	Mar. 2009	Feb. 2010	Mar. 2010[p]	Mar. 2009	Feb. 2010	Mar. 2010[p]
Total...	294	277	310	0.2	0.2	0.2
INDUSTRY						
Total private...	262	236	264	.2	.2	.2
Mining and logging.....................................	2	1	2	.3	.2	.3
Construction...	9	17	19	.2	.3	.4
Manufacturing..	24	14	20	.2	.1	.2
Durable goods.......................................	15	10	10	.2	.1	.1
Nondurable goods..................................	9	5	10	.2	.1	.2
Trade, transportation, and utilities................	80	67	55	.3	.3	.2
Wholesale trade.....................................	19	16	12	.3	.3	.2
Retail trade...	52	44	27	.4	.3	.2
Transportation, warehousing, and utilities...	10	7	16	.2	.2	.4
Information..	6	4	7	.2	.2	.2
Financial activities.....................................	21	32	20	.3	.4	.3
Finance and insurance............................	13	26	16	.2	.5	.3
Real estate and rental and leasing............	7	6	5	.4	.3	.2
Professional and business services..............	50	43	77	.3	.3	.5
Education and health services.....................	49	28	40	.3	.1	.2
Educational services...............................	9	2	4	.3	.1	.1
Health care and social assistance.............	40	26	36	.2	.2	.2
Leisure and hospitality...............................	18	20	22	.1	.2	.2
Arts, entertainment, and recreation...........	2	4	2	.1	.2	.1
Accommodation and food services...........	15	17	19	.1	.2	.2
Other services...	2	8	2	(⁴)	.2	(⁴)
Government..	32	40	46	.1	.2	.2
Federal...	7	9	11	.2	.3	.4
State and local...	26	32	35	.1	.2	.2
REGION [3]						
Northeast..	72	53	52	.3	.2	.2
South..	104	101	104	.2	.2	.2
Midwest...	61	55	49	.2	.2	.2
West...	58	67	104	.2	.2	.4

[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.