



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

USDL 04-1762

Media contact: 691-5902

For release: 10:00 A.M. EDT
Wednesday, September 8, 2004

JOB OPENINGS AND LABOR TURNOVER: JULY 2004

The hires rate fell in July but remained above the separations rate, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The hires rate was 3.2 percent in July, and the separations rate was 3.1 percent. The job openings rate edged up to 2.4 percent. This report includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent
December 2000 - July 2004

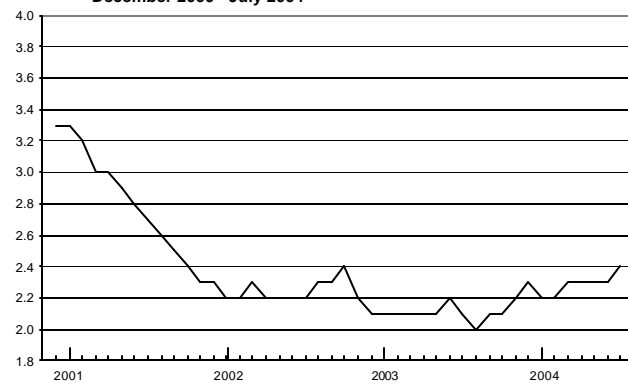
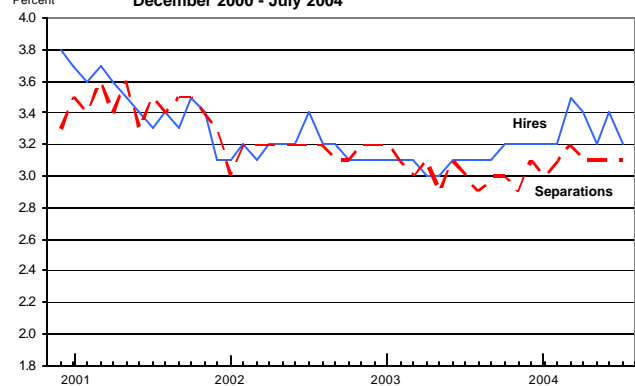


Chart 2. Hires and separations rates, seasonally adjusted,
Percent
December 2000 - July 2004



Job Openings

On the last business day of July 2004, there were 3.2 million job openings in the United States, and the job openings rate was 2.4 percent. (See table 1.) The job openings rate continued to remain in the range of 2.0 to 2.4 percent, as it has since October 2001. In July, the job openings rate increased in the trade, transportation, and utilities industry group and continued on an upward trend in leisure and hospitality. The job openings rate edged down in government and showed little or no change for the other major industry categories in July.

Hires and Separations

The hires rate (the number of hires during the month divided by employment) was 3.2 percent in July, down from 3.4 percent a month ago. (See table 2.) Hires are any additions to the payroll during the month. The hires rate decreased in construction and edged down in government (including federal, state, and local) over the month, while other major industries showed little or no change in their hires rates. The hires rates in the Midwest and West decreased from a month ago.

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

Industry	Job openings			Hires			Total separations		
	July 2003	June 2004	July 2004 ^p	July 2003	June 2004	July 2004 ^p	July 2003	June 2004	July 2004 ^p
Levels (in thousands)									
Total ¹	2,738	3,022	3,190	4,014	4,433	4,233	3,861	4,069	4,011
Total private ¹	2,390	2,640	2,836	3,715	4,110	3,936	3,579	3,789	3,725
Construction	95	94	85	383	436	351	380	382	380
Manufacturing	183	247	230	319	370	349	396	343	365
Trade, transportation, and utilities	428	503	571	812	945	939	842	927	939
Professional and business services	503	494	529	631	692	621	513	607	576
Education and health services	519	496	513	427	428	435	368	362	368
Leisure and hospitality	331	421	452	709	749	771	665	734	680
Government	345	380	353	289	328	301	272	270	273
Rates (percent)									
Total ¹	2.1	2.3	2.4	3.1	3.4	3.2	3.0	3.1	3.1
Total private ¹	2.2	2.3	2.5	3.4	3.7	3.6	3.3	3.5	3.4
Construction	1.4	1.3	1.2	5.7	6.3	5.1	5.7	5.5	5.5
Manufacturing	1.3	1.7	1.6	2.2	2.6	2.4	2.7	2.4	2.5
Trade, transportation, and utilities	1.7	1.9	2.2	3.2	3.7	3.7	3.3	3.6	3.7
Professional and business services	3.0	2.9	3.1	3.9	4.2	3.8	3.2	3.7	3.5
Education and health services	3.0	2.9	2.9	2.6	2.5	2.6	2.2	2.1	2.2
Leisure and hospitality	2.7	3.3	3.5	5.8	6.1	6.2	5.5	5.9	5.5
Government	1.6	1.7	1.6	1.3	1.5	1.4	1.3	1.3	1.3

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

The total separations, or turnover, rate (the number of separations during the month divided by employment) was 3.1 percent in July, unchanged from the month before. The total separations rate has been relatively unchanged since December 2001, ranging from 2.9 percent to 3.3 percent. Separations are terminations of employment that occur at any time during the month. (See table 3.) In July, the total separations rate showed little or no change for all major industry categories.

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 unchanged at 1.7 percent in July. (See table 4.) The quits rate increased in education and health services over the month. The other two components of total separations, layoffs and discharges (1.1 percent) and other separations (0.2 percent), are not seasonally adjusted. (See tables 9 and 10.)

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.2 million per month and separations have averaged 4.0 million per month. (See the Technical Note for additional information on these measures.)

For More Information

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

The report on Job Openings and Labor Turnover for August 2004 is scheduled to be released on Wednesday, October 13, 2004.

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						
	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P
Total⁴	2,738	2,906	3,079	3,135	3,105	3,022	3,190	2.1	2.2	2.3	2.3	2.3	2.3	2.4
INDUSTRY														
Total private ⁴	2,390	2,534	2,740	2,778	2,746	2,640	2,836	2.2	2.3	2.5	2.5	2.4	2.3	2.5
Construction.....	95	99	113	105	108	94	85	1.4	1.4	1.6	1.5	1.5	1.3	1.2
Manufacturing.....	183	226	232	251	244	247	230	1.3	1.6	1.6	1.7	1.7	1.7	1.6
Trade, transportation, and utilities.....	428	458	524	531	521	503	571	1.7	1.8	2.0	2.0	2.0	1.9	2.2
Professional and business services.....	503	491	502	518	530	494	529	3.0	2.9	3.0	3.1	3.1	2.9	3.1
Education and health services.....	519	551	559	576	542	496	513	3.0	3.2	3.2	3.3	3.1	2.9	2.9
Leisure and hospitality.....	331	383	370	376	391	421	452	2.7	3.0	2.9	3.0	3.1	3.3	3.5
Government.....	345	364	353	354	360	380	353	1.6	1.7	1.6	1.6	1.6	1.7	1.6
REGION														
Northeast.....	529	500	569	560	526	546	530	2.1	2.0	2.2	2.2	2.0	2.1	2.1
South.....	1,055	1,112	1,176	1,191	1,164	1,164	1,236	2.2	2.4	2.5	2.5	2.5	2.4	2.6
Midwest.....	567	680	663	692	688	631	655	1.8	2.2	2.1	2.2	2.2	2.0	2.1
West.....	565	632	655	694	765	677	725	2.0	2.2	2.2	2.4	2.6	2.3	2.5

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						
	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P
Total⁴	4,014	4,103	4,603	4,398	4,206	4,433	4,233	3.1	3.2	3.5	3.4	3.2	3.4	3.2
INDUSTRY														
Total private ⁴	3,715	3,772	4,256	4,090	3,938	4,110	3,936	3.4	3.5	3.9	3.7	3.6	3.7	3.6
Construction.....	383	382	437	421	406	436	351	5.7	5.6	6.4	6.1	5.9	6.3	5.1
Manufacturing.....	319	355	361	354	336	370	349	2.2	2.5	2.5	2.5	2.3	2.6	2.4
Trade, transportation, and utilities.....	812	945	1,009	1,032	938	945	939	3.2	3.7	4.0	4.1	3.7	3.7	3.7
Professional and business services.....	631	529	713	609	631	692	621	3.9	3.3	4.4	3.7	3.8	4.2	3.8
Education and health services.....	427	447	444	460	451	428	435	2.6	2.7	2.6	2.7	2.7	2.5	2.6
Leisure and hospitality.....	709	766	810	766	739	749	771	5.8	6.3	6.6	6.2	6.0	6.1	6.2
Government.....	289	323	343	300	272	328	301	1.3	1.5	1.6	1.4	1.3	1.5	1.4
REGION														
Northeast.....	681	689	744	810	708	703	760	2.7	2.8	3.0	3.2	2.8	2.8	3.0
South.....	1,513	1,608	1,781	1,582	1,606	1,709	1,628	3.3	3.5	3.9	3.4	3.5	3.7	3.5
Midwest.....	865	953	1,040	991	956	1,009	914	2.8	3.1	3.4	3.2	3.1	3.2	2.9
West.....	903	876	1,029	1,093	951	1,023	844	3.2	3.1	3.6	3.8	3.3	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.

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						
	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P
Total⁴	3,861	4,073	4,134	4,088	4,040	4,069	4,011	3.0	3.1	3.2	3.1	3.1	3.1	3.1
INDUSTRY														
Total private ⁴	3,579	3,807	3,868	3,843	3,761	3,789	3,725	3.3	3.5	3.5	3.5	3.4	3.5	3.4
Construction.....	380	400	392	391	367	382	380	5.7	5.9	5.7	5.7	5.3	5.5	5.5
Manufacturing.....	396	355	377	353	377	343	365	2.7	2.5	2.6	2.5	2.6	2.4	2.5
Trade, transportation, and utilities.....	842	899	978	1,013	917	927	939	3.3	3.5	3.8	4.0	3.6	3.6	3.7
Professional and business services.....	513	590	597	606	556	607	576	3.2	3.6	3.7	3.7	3.4	3.7	3.5
Education and health services.....	368	388	382	386	379	362	368	2.2	2.3	2.3	2.3	2.2	2.1	2.2
Leisure and hospitality.....	665	727	715	679	696	734	680	5.5	5.9	5.8	5.5	5.6	5.9	5.5
Government.....	272	268	284	245	268	270	273	1.3	1.2	1.3	1.1	1.2	1.3	1.3
REGION														
Northeast.....	648	688	666	716	648	704	699	2.6	2.8	2.7	2.9	2.6	2.8	2.8
South.....	1,474	1,499	1,612	1,524	1,504	1,533	1,505	3.2	3.3	3.5	3.3	3.2	3.3	3.2
Midwest.....	866	929	938	877	833	853	904	2.8	3.0	3.0	2.8	2.7	2.7	2.9
West.....	887	941	1,003	959	1,008	979	915	3.1	3.3	3.5	3.4	3.5	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						
	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P	July 2003	Feb. 2004	Mar. 2004	Apr. 2004	May 2004	June 2004	July 2004 ^P
Total⁴	2,024	2,178	2,271	2,278	2,173	2,284	2,235	1.6	1.7	1.7	1.7	1.7	1.7	1.7
INDUSTRY														
Total private ⁴	1,897	2,051	2,144	2,151	2,036	2,162	2,113	1.8	1.9	2.0	2.0	1.9	2.0	1.9
Construction.....	121	133	154	149	144	156	123	1.8	2.0	2.3	2.2	2.1	2.3	1.8
Manufacturing.....	157	169	176	189	171	171	180	1.1	1.2	1.2	1.3	1.2	1.2	1.3
Trade, transportation, and utilities.....	477	493	530	563	525	536	547	1.9	1.9	2.1	2.2	2.1	2.1	2.1
Professional and business services.....	268	302	309	323	259	322	306	1.7	1.9	1.9	2.0	1.6	2.0	1.9
Education and health services.....	220	234	252	245	223	225	264	1.3	1.4	1.5	1.5	1.3	1.3	1.6
Leisure and hospitality.....	429	447	465	429	455	480	430	3.5	3.7	3.8	3.5	3.7	3.9	3.5
Government.....	126	126	129	129	129	123	123	.6	.6	.6	.6	.6	.6	.6
REGION														
Northeast.....	294	319	314	390	318	334	347	1.2	1.3	1.3	1.6	1.3	1.3	1.4
South.....	814	867	957	888	857	910	869	1.8	1.9	2.1	1.9	1.8	2.0	1.9
Midwest.....	455	455	474	479	479	485	501	1.5	1.5	1.5	1.5	1.5	1.6	1.6
West.....	456	520	565	524	521	573	508	1.6	1.8	2.0	1.8	1.8	2.0	1.8

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		
	July 2003	June 2004	July 2004 ^P	July 2003	June 2004	July 2004 ^P
Total	2,878	3,125	3,369	2.2	2.3	2.5
INDUSTRY						
Total private.....	2,503	2,704	2,989	2.2	2.4	2.6
Natural resources and mining.....	6	10	8	1.0	1.6	1.3
Construction.....	125	114	106	1.8	1.6	1.4
Manufacturing.....	199	266	251	1.4	1.8	1.7
Durable goods.....	114	163	153	1.3	1.8	1.7
Nondurable goods.....	84	104	97	1.5	1.9	1.7
Trade, transportation, and utilities.....	429	493	590	1.7	1.9	2.3
Wholesale trade.....	93	123	136	1.6	2.1	2.3
Retail trade.....	270	288	368	1.8	1.9	2.4
Transportation, warehousing, and utilities.....	66	82	86	1.4	1.7	1.8
Information.....	48	75	83	1.5	2.3	2.5
Financial activities.....	179	203	201	2.2	2.4	2.4
Finance and insurance.....	133	157	153	2.2	2.5	2.5
Real estate and rental and leasing.....	46	47	48	2.1	2.1	2.2
Professional and business services.....	508	523	544	3.1	3.0	3.2
Education and health services.....	546	512	537	3.3	3.0	3.1
Educational services.....	47	43	48	1.9	1.7	1.9
Health care and social assistance.....	500	469	489	3.5	3.2	3.3
Leisure and hospitality.....	363	404	517	2.8	3.0	3.8
Arts, entertainment, and recreation.....	32	40	43	1.5	1.9	2.0
Accommodations and food services.....	331	364	474	3.0	3.2	4.2
Other services.....	101	105	153	1.8	1.9	2.7
Government.....	375	421	380	1.8	1.9	1.8
Federal.....	46	37	41	1.6	1.3	1.5
State and local.....	329	384	339	1.8	2.0	1.9
REGION						
Northeast.....	553	565	556	2.2	2.2	2.2
South.....	1,110	1,230	1,322	2.4	2.6	2.8
Midwest.....	606	634	699	1.9	2.0	2.2
West.....	610	697	792	2.1	2.4	2.7

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

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

^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		
	July 2003	June 2004	July 2004 ^P	July 2003	June 2004	July 2004 ^P
Total	4,275	5,399	4,455	3.3	4.1	3.4
INDUSTRY						
Total private.....	3,953	4,972	4,122	3.6	4.5	3.7
Natural resources and mining.....	16	23	23	2.7	3.9	3.8
Construction.....	443	580	389	6.3	8.1	5.4
Manufacturing.....	351	431	378	2.4	3.0	2.6
Durable goods.....	210	272	243	2.4	3.0	2.7
Nondurable goods.....	141	159	135	2.5	2.9	2.5
Trade, transportation, and utilities.....	811	1,058	925	3.2	4.1	3.6
Wholesale trade.....	132	193	133	2.4	3.4	2.4
Retail trade.....	559	725	646	3.8	4.8	4.3
Transportation, warehousing, and utilities.....	120	140	145	2.6	2.9	3.0
Information.....	52	94	61	1.6	2.9	1.9
Financial activities.....	172	256	177	2.1	3.2	2.2
Finance and insurance.....	109	144	89	1.8	2.4	1.5
Real estate and rental and leasing.....	63	112	88	3.0	5.3	4.1
Professional and business services.....	674	766	647	4.2	4.6	3.9
Education and health services.....	483	508	492	3.0	3.0	3.0
Educational services.....	59	77	72	2.5	3.1	3.0
Health care and social assistance.....	424	431	419	3.1	3.0	3.0
Leisure and hospitality.....	747	978	819	5.9	7.6	6.3
Arts, entertainment, and recreation.....	100	169	126	4.8	8.3	6.1
Accommodations and food services.....	647	809	694	6.1	7.5	6.4
Other services.....	204	278	210	3.7	5.1	3.8
Government.....	322	427	334	1.6	2.0	1.6
Federal.....	39	46	38	1.4	1.7	1.4
State and local.....	283	381	296	1.6	2.0	1.7
REGION						
Northeast.....	775	953	887	3.1	3.8	3.5
South.....	1,609	1,991	1,718	3.5	4.3	3.7
Midwest.....	862	1,227	899	2.8	3.9	2.9
West.....	1,029	1,228	951	3.6	4.2	3.3

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

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

^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		
	July 2003	June 2004	July 2004 ^P	July 2003	June 2004	July 2004 ^P
Total	4,095	4,310	4,234	3.2	3.3	3.2
INDUSTRY						
Total private.....	3,753	3,902	3,883	3.4	3.5	3.5
Natural resources and mining.....	18	17	18	3.1	2.8	3.0
Construction.....	354	366	349	5.0	5.1	4.8
Manufacturing.....	413	357	387	2.9	2.5	2.7
Durable goods.....	250	249	260	2.8	2.8	2.9
Nondurable goods.....	164	108	127	2.9	2.0	2.3
Trade, transportation, and utilities.....	837	930	935	3.3	3.6	3.7
Wholesale trade.....	155	182	146	2.8	3.2	2.6
Retail trade.....	560	588	623	3.8	3.9	4.2
Transportation, warehousing, and utilities.....	122	160	166	2.6	3.3	3.5
Information.....	81	69	57	2.5	2.1	1.8
Financial activities.....	145	217	176	1.8	2.7	2.2
Finance and insurance.....	92	126	104	1.5	2.1	1.7
Real estate and rental and leasing.....	53	91	72	2.5	4.3	3.4
Professional and business services.....	553	614	615	3.4	3.7	3.7
Education and health services.....	422	431	418	2.6	2.6	2.5
Educational services.....	59	73	59	2.5	2.9	2.4
Health care and social assistance.....	363	358	359	2.6	2.5	2.5
Leisure and hospitality.....	711	735	715	5.6	5.7	5.5
Arts, entertainment, and recreation.....	104	88	89	5.0	4.3	4.3
Accommodations and food services.....	606	647	627	5.7	6.0	5.8
Other services.....	220	168	212	4.0	3.1	3.9
Government.....	342	408	352	1.7	1.9	1.7
Federal.....	31	35	25	1.1	1.3	.9
State and local.....	310	373	327	1.8	2.0	1.8
REGION						
Northeast.....	656	789	705	2.6	3.1	2.8
South.....	1,606	1,605	1,634	3.5	3.4	3.5
Midwest.....	868	929	917	2.8	3.0	3.0
West.....	965	988	978	3.4	3.4	3.4

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		
	July 2003	June 2004	July 2004 ^P	July 2003	June 2004	July 2004 ^P
Total	2,257	2,464	2,489	1.7	1.9	1.9
INDUSTRY						
Total private.....	2,107	2,297	2,343	1.9	2.1	2.1
Natural resources and mining.....	8	10	11	1.4	1.7	1.9
Construction.....	164	192	158	2.3	2.7	2.2
Manufacturing.....	179	181	208	1.2	1.2	1.4
Durable goods.....	108	118	138	1.2	1.3	1.5
Nondurable goods.....	71	63	70	1.3	1.2	1.3
Trade, transportation, and utilities.....	497	532	572	2.0	2.1	2.2
Wholesale trade.....	85	106	97	1.5	1.9	1.7
Retail trade.....	351	375	396	2.4	2.5	2.6
Transportation, warehousing, and utilities.....	61	51	79	1.3	1.1	1.6
Information.....	48	50	38	1.5	1.6	1.2
Financial activities.....	79	133	123	1.0	1.6	1.5
Finance and insurance.....	48	77	67	.8	1.3	1.1
Real estate and rental and leasing.....	31	56	57	1.5	2.6	2.7
Professional and business services.....	297	336	340	1.8	2.0	2.0
Education and health services.....	232	247	282	1.4	1.5	1.7
Educational services.....	25	29	36	1.1	1.1	1.5
Health care and social assistance.....	207	218	246	1.5	1.5	1.7
Leisure and hospitality.....	493	495	487	3.9	3.8	3.8
Arts, entertainment, and recreation.....	45	40	43	2.1	2.0	2.1
Accommodations and food services.....	448	455	443	4.2	4.2	4.1
Other services.....	111	120	126	2.0	2.2	2.3
Government.....	150	168	146	.7	.8	.7
Federal.....	16	9	11	.6	.3	.4
State and local.....	133	158	135	.8	.8	.8
REGION						
Northeast.....	314	372	382	1.3	1.5	1.5
South.....	947	992	1,010	2.1	2.1	2.2
Midwest.....	486	515	536	1.6	1.6	1.7
West.....	510	586	562	1.8	2.0	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.

^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		
	July 2003	June 2004	July 2004 ^P	July 2003	June 2004	July 2004 ^P
Total	1,532	1,497	1,440	1.2	1.1	1.1
INDUSTRY						
Total private.....	1,404	1,346	1,294	1.3	1.2	1.2
Natural resources and mining.....	8	4	5	1.4	.7	.9
Construction.....	171	160	171	2.4	2.2	2.4
Manufacturing.....	204	145	152	1.4	1.0	1.1
Durable goods.....	123	110	102	1.4	1.2	1.1
Nondurable goods.....	81	35	49	1.5	.6	.9
Trade, transportation, and utilities.....	277	323	292	1.1	1.3	1.1
Wholesale trade.....	58	63	43	1.0	1.1	.8
Retail trade.....	174	166	179	1.2	1.1	1.2
Transportation, warehousing, and utilities.....	46	94	70	1.0	1.9	1.5
Information.....	26	14	16	.8	.4	.5
Financial activities.....	46	56	31	.6	.7	.4
Finance and insurance.....	28	28	21	.5	.5	.4
Real estate and rental and leasing.....	18	28	10	.9	1.3	.5
Professional and business services.....	215	234	238	1.3	1.4	1.4
Education and health services.....	161	151	118	1.0	.9	.7
Educational services.....	29	37	21	1.2	1.5	.9
Health care and social assistance.....	132	114	97	1.0	.8	.7
Leisure and hospitality.....	198	219	208	1.6	1.7	1.6
Arts, entertainment, and recreation.....	58	46	42	2.8	2.3	2.0
Accommodations and food services.....	140	173	166	1.3	1.6	1.5
Other services.....	97	39	64	1.8	.7	1.2
Government.....	128	152	146	.6	.7	.7
Federal.....	9	16	5	.3	.6	.2
State and local.....	118	135	141	.7	.7	.8
REGION						
Northeast.....	283	337	256	1.1	1.3	1.0
South.....	541	502	518	1.2	1.1	1.1
Midwest.....	326	330	315	1.1	1.1	1.0
West.....	382	328	351	1.3	1.1	1.2

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

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

^P = preliminary.

NOTE: See NOTE, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	July 2003	June 2004	July 2004 ^P	July 2003	June 2004	July 2004 ^P
Total	306	349	305	0.2	0.3	0.2
INDUSTRY						
Total private.....	242	260	245	.2	.2	.2
Natural resources and mining.....	2	3	1	.3	.5	.2
Construction.....	19	13	21	.3	.2	.3
Manufacturing.....	31	30	28	.2	.2	.2
Durable goods.....	19	20	20	.2	.2	.2
Nondurable goods.....	12	10	8	.2	.2	.1
Trade, transportation, and utilities.....	63	75	72	.2	.3	.3
Wholesale trade.....	12	14	6	.2	.2	.1
Retail trade.....	36	48	48	.2	.3	.3
Transportation, warehousing, and utilities.....	15	14	17	.3	.3	.4
Information.....	7	5	3	.2	.2	.1
Financial activities.....	20	28	21	.2	.3	.3
Finance and insurance.....	16	20	16	.3	.3	.3
Real estate and rental and leasing.....	3	8	5	.2	.4	.2
Professional and business services.....	41	44	37	.3	.3	.2
Education and health services.....	28	33	19	.2	.2	.1
Educational services.....	5	7	3	.2	.3	.1
Health care and social assistance.....	23	26	16	.2	.2	.1
Leisure and hospitality.....	20	21	20	.2	.2	.2
Arts, entertainment, and recreation.....	1	2	3	.1	.1	.1
Accommodations and food services.....	18	18	17	.2	.2	.2
Other services.....	12	8	22	.2	.2	.4
Government.....	64	89	60	.3	.4	.3
Federal.....	6	9	9	.2	.3	.3
State and local.....	58	80	51	.3	.4	.3
REGION						
Northeast.....	60	80	67	.2	.3	.3
South.....	117	112	106	.3	.2	.2
Midwest.....	56	83	66	.2	.3	.2
West.....	73	73	66	.3	.3	.2

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

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

^P = preliminary.

NOTE: See NOTE, table 1.