

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



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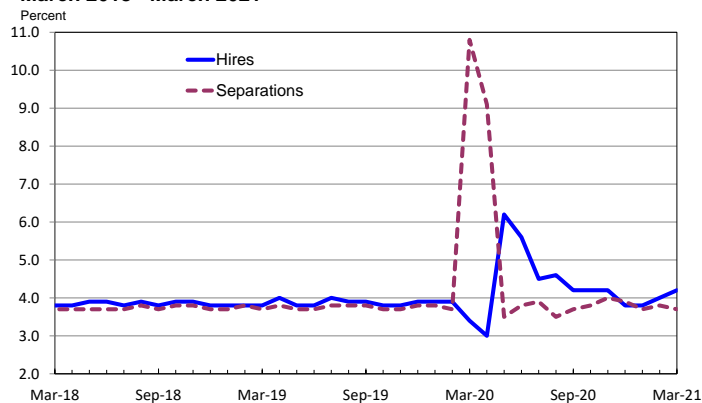
JOB OPENINGS AND LABOR TURNOVER – MARCH 2021

The number of job openings reached a series high of 8.1 million on the last business day of March, the U.S. Bureau of Labor Statistics reported today. Hires were little changed at 6.0 million. Total separations were little changed at 5.3 million. Within separations, the quits rate was unchanged at 2.4 percent while the layoffs and discharges rate decreased to a series low of 1.0 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, by four geographic regions, and by establishment size class.

Chart 1. Job openings rate, seasonally adjusted, March 2018 - March 2021



Chart 2. Hires and total separations rates, seasonally adjusted, March 2018 - March 2021



Job Openings

On the last business day of March, the **job openings** level reached a series high of 8.1 million (+597,000). The job openings series began in December 2000. The job openings rate increased to 5.3 percent. Job openings increased in a number of industries with the largest increases in accommodation and food services (+185,000); state and local government education (+155,000); and arts, entertainment, and recreation (+81,000). The number of job openings decreased in health care and social assistance (-218,000). The number of job openings increased in the Northeast and Midwest regions. (See table 1.)

Hires

In March, the number and rate of **hires** changed little at 6.0 million and 4.2 percent, respectively. Hires increased in state and local government education (+62,000); educational services (+31,000); and mining and logging (+17,000). The number of hires was little changed in all four regions. (See table 2.)

Separations

Total separations includes quits, layoffs and discharges, and other separations. Quits are generally voluntary separations initiated by the employee. Therefore, the quits rate can serve as a measure of workers' willingness or ability to leave jobs. Layoffs and discharges are involuntary separations initiated by the employer. Other separations includes separations due to retirement, death, disability, and transfers to other locations of the same firm.

In March, the number and rate of **total separations** were little changed at 5.3 million and 3.7 percent, respectively. The total separations level decreased in construction (-82,000) and in state and local government education (-25,000). Total separations were little changed in all four regions. (See table 3.)

In March, the **quits** level and rate were little changed at 3.5 million and 2.4 percent, respectively. The number of quits increased in accommodation and food services (+63,000) and in information (+16,000). Quits decreased in state and local government education (-19,000). The number of quits was little changed in all four regions. (See table 4.)

In March, the number of **layoffs and discharges** decreased to a series low of 1.5 million. The layoffs and discharges rate decreased to 1.0 percent. The number of layoffs and discharges decreased in construction (-93,000). Layoffs and discharges were little changed in all four regions. (See table 5.)

The number of **other separations** was little changed in March at 334,000. Other separations increased in professional and business services (+29,000). Other separations decreased in information (-7,000); state and local government education (-6,000); and nondurable goods manufacturing (-5,000). The other separations level was little changed in all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising.

Over the 12 months ending in March, hires totaled 73.2 million and separations totaled 69.9 million, yielding a net employment gain of 3.3 million. These totals include workers who may have been hired and separated more than once during the year.

Establishment Size Class

JOLTS produces estimates for job openings, hires, and separations by establishment size. These estimates can provide additional insight into the internal dynamics of the labor market. There are six employment size classes: 1-9; 10-49; 50-249; 250-999; 1,000-4,999; and 5,000 or more employees. Utilizing these size classes, establishments can also be described as small (1-49 employees), medium (50-249), and large (250+). For a more in-depth description of the JOLTS establishment size class estimates, please visit www.bls.gov/jlt/sizeclassmethodology.htm.

In March, the job openings rate increased in medium establishments with 50-249 employees and large establishments with 5,000 or more employees. In small establishments with 1-9 employees, the layoffs

and discharges rate decreased. The layoffs and discharges rate increased in large establishments with 250-999 employees.

The Job Openings and Labor Turnover Survey estimates for April 2021 are scheduled to be released on Tuesday, June 8, 2021 at 10:00 a.m. (ET).

**Coronavirus (COVID-19) Pandemic Impact on March 2021
Job Openings and Labor Turnover Survey Data**

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for March was 45 percent, while response rates prior to the pandemic averaged 54 percent.

More information about the impact of the COVID-19 pandemic on the JOLTS survey, including information about the JOLTS estimation methodology, is available at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-March-2021.htm.

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

Category	Job openings			Hires			Total separations		
	Mar. 2020	Feb. 2021	Mar. 2021 ^P	Mar. 2020	Feb. 2021	Mar. 2021 ^P	Mar. 2020	Feb. 2021	Mar. 2021 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,769	7,526	8,123	5,132	5,794	6,009	16,308	5,429	5,322
Total private.....	5,061	6,868	7,290	4,751	5,490	5,632	15,763	5,078	4,998
Mining and logging.....	16	20	31	23	19	36	45	22	12
Construction.....	228	272	344	403	399	445	784	426	344
Manufacturing.....	302	572	706	313	393	425	891	369	387
Durable goods.....	170	298	365	176	218	247	532	200	221
Nondurable goods.....	132	273	341	136	175	178	358	169	166
Trade, transportation, and utilities.....	1,050	1,396	1,475	1,116	1,118	1,151	2,771	1,118	1,091
Wholesale trade.....	150	216	249	136	139	155	335	139	147
Retail trade.....	571	819	878	734	734	753	1,834	746	728
Transportation, warehousing, and utilities.....	330	361	348	246	245	243	602	233	216
Information.....	122	109	106	69	88	82	246	79	87
Financial activities.....	352	303	354	230	199	213	383	201	207
Finance and insurance.....	261	229	267	153	131	133	179	132	136
Real estate and rental and leasing.....	91	74	87	76	68	80	203	69	71
Professional and business services.....	1,042	1,373	1,374	1,116	1,129	1,127	1,931	1,062	1,050
Education and health services.....	1,143	1,592	1,425	648	703	738	2,035	670	669
Educational services.....	101	105	157	93	86	117	371	80	78
Health care and social assistance.....	1,041	1,486	1,268	554	617	621	1,663	590	591
Leisure and hospitality.....	648	942	1,209	677	1,194	1,188	5,713	904	947
Arts, entertainment, and recreation.....	129	134	215	119	135	147	665	126	120
Accommodation and food services.....	519	808	993	558	1,059	1,041	5,048	778	827
Other services.....	158	289	266	157	248	227	965	225	203
Government.....	708	658	833	381	304	377	545	351	324
Federal.....	123	88	108	58	37	36	42	40	37
State and local.....	585	570	725	324	267	340	503	311	287
State and local education.....	209	175	330	167	121	183	294	162	137
State and local, excluding education.....	377	395	395	156	146	157	208	149	150
RATES BY INDUSTRY (percent)									
Total.....	3.7	5.0	5.3	3.4	4.0	4.2	10.8	3.8	3.7
Total private.....	3.8	5.3	5.6	3.7	4.5	4.6	12.3	4.2	4.1
Mining and logging.....	2.4	3.3	4.8	3.4	3.2	5.9	6.7	3.7	2.0
Construction.....	2.9	3.6	4.4	5.3	5.4	6.0	10.4	5.8	4.6
Manufacturing.....	2.3	4.5	5.4	2.5	3.2	3.5	7.0	3.0	3.2
Durable goods.....	2.1	3.8	4.6	2.2	2.9	3.2	6.7	2.6	2.9
Nondurable goods.....	2.7	5.6	6.8	2.9	3.8	3.8	7.5	3.7	3.6
Trade, transportation, and utilities.....	3.6	4.9	5.1	4.0	4.1	4.2	10.0	4.1	4.0
Wholesale trade.....	2.5	3.7	4.2	2.3	2.5	2.7	5.7	2.5	2.6
Retail trade.....	3.6	5.1	5.5	4.7	4.8	4.9	11.8	4.9	4.8
Transportation, warehousing, and utilities.....	4.9	5.5	5.2	3.9	3.9	3.9	9.5	3.7	3.4
Information.....	4.0	3.9	3.8	2.4	3.3	3.1	8.5	2.9	3.2
Financial activities.....	3.8	3.3	3.9	2.6	2.3	2.4	4.3	2.3	2.4
Finance and insurance.....	3.9	3.4	3.9	2.4	2.0	2.0	2.8	2.0	2.1
Real estate and rental and leasing.....	3.8	3.2	3.7	3.3	3.0	3.6	8.7	3.1	3.2
Professional and business services.....	4.7	6.2	6.2	5.2	5.5	5.4	9.1	5.1	5.1
Education and health services.....	4.5	6.4	5.7	2.7	3.0	3.2	8.4	2.9	2.9
Educational services.....	2.7	3.0	4.3	2.5	2.5	3.4	10.0	2.4	2.3
Health care and social assistance.....	4.8	7.0	6.0	2.7	3.1	3.1	8.1	3.0	3.0
Leisure and hospitality.....	3.9	6.5	8.1	4.2	8.8	8.6	35.4	6.7	6.9
Arts, entertainment, and recreation.....	5.1	7.2	10.7	4.9	7.8	8.2	27.7	7.3	6.7
Accommodation and food services.....	3.6	6.4	7.7	4.1	9.0	8.7	36.8	6.6	6.9
Other services.....	2.6	5.0	4.6	2.7	4.5	4.1	16.5	4.1	3.7

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p
Government.....	3.0	3.0	3.7	1.7	1.4	1.7	2.4	1.6	1.5
Federal.....	4.1	3.0	3.6	2.0	1.3	1.3	1.5	1.4	1.3
State and local.....	2.9	3.0	3.7	1.6	1.4	1.8	2.5	1.7	1.5
State and local education.....	1.9	1.8	3.3	1.6	1.3	1.9	2.8	1.7	1.4
State and local, excluding education.	3.9	4.2	4.2	1.7	1.6	1.8	2.2	1.7	1.7

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Technical Note

Special technical note: This technical note describes the procedures regularly used on a monthly basis to develop estimates from JOLTS survey responses. Due to the COVID-19 pandemic, some of the procedures described in this technical note have been modified. The modifications are briefly described in the box note in the news release and are described in more detail at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm.

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Industries are classified in accordance with the North American Industry Classification System.

Definitions

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 vacation or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or employees on strike for the entire pay period, and employees on leave without pay 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. JOLTS does not publish employment estimates but uses the reported employment for validation of the other reported data elements.

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions 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 include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, 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 include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) 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 (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. 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.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.4 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected

on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for job openings, hires, and separations.

Alignment. The JOLTS figure for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and nonsampling 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. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. 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 current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated 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. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These

annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

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Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates 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. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. 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.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. 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. Sampling error estimates are available at www.bls.gov/jlt/jolts_median_standard_errors.htm.

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

Table 1. Job openings levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p
Total.....	5,769	6,766	6,752	7,099	7,526	8,123	3.7	4.5	4.5	4.7	5.0	5.3
INDUSTRY												
Total private.....	5,061	6,078	6,094	6,380	6,868	7,290	3.8	4.8	4.8	5.0	5.3	5.6
Mining and logging.....	16	16	21	24	20	31	2.4	2.7	3.4	3.9	3.3	4.8
Construction.....	228	261	267	300	272	344	2.9	3.4	3.5	3.9	3.6	4.4
Manufacturing.....	302	514	479	537	572	706	2.3	4.0	3.8	4.2	4.5	5.4
Durable goods.....	170	250	271	308	298	365	2.1	3.2	3.4	3.9	3.8	4.6
Nondurable goods.....	132	263	209	228	273	341	2.7	5.4	4.3	4.7	5.6	6.8
Trade, transportation, and utilities.....	1,050	1,204	1,215	1,308	1,396	1,475	3.6	4.3	4.3	4.6	4.9	5.1
Wholesale trade.....	150	175	173	192	216	249	2.5	3.0	3.0	3.3	3.7	4.2
Retail trade.....	571	720	764	793	819	878	3.6	4.5	4.8	5.0	5.1	5.5
Transportation, warehousing, and utilities.....	330	310	277	323	361	348	4.9	4.7	4.3	5.0	5.5	5.2
Information.....	122	98	109	129	109	106	4.0	3.6	3.9	4.6	3.9	3.8
Financial activities.....	352	287	295	306	303	354	3.8	3.2	3.3	3.4	3.3	3.9
Finance and insurance.....	261	216	231	226	229	267	3.9	3.2	3.4	3.3	3.4	3.9
Real estate and rental and leasing. ...	91	70	65	80	74	87	3.8	3.1	2.8	3.5	3.2	3.7
Professional and business services.	1,042	1,261	1,478	1,404	1,373	1,374	4.7	5.8	6.7	6.4	6.2	6.2
Education and health services.....	1,143	1,335	1,277	1,368	1,592	1,425	4.5	5.4	5.2	5.6	6.4	5.7
Educational services.....	101	101	90	148	105	157	2.7	2.9	2.6	4.2	3.0	4.3
Health care and social assistance.	1,041	1,234	1,187	1,220	1,486	1,268	4.8	5.8	5.6	5.8	7.0	6.0
Leisure and hospitality.....	648	859	747	738	942	1,209	3.9	5.9	5.4	5.3	6.5	8.1
Arts, entertainment, and recreation. ...	129	110	62	81	134	215	5.1	5.7	3.5	4.5	7.2	10.7
Accommodation and food services. ...	519	749	685	657	808	993	3.6	6.0	5.7	5.4	6.4	7.7
Other services.....	158	243	205	265	289	266	2.6	4.2	3.6	4.6	5.0	4.6
Government.....	708	688	659	719	658	833	3.0	3.1	3.0	3.2	3.0	3.7
Federal.....	123	103	98	79	88	108	4.1	3.5	3.3	2.7	3.0	3.6
State and local.....	585	584	561	641	570	725	2.9	3.0	2.9	3.3	3.0	3.7
State and local education.....	209	207	217	294	175	330	1.9	2.1	2.2	2.9	1.8	3.3
State and local, excluding education.....	377	377	344	347	395	395	3.9	4.0	3.7	3.7	4.2	4.2
REGION³												
Northeast.....	1,006	1,166	1,142	1,165	1,294	1,488	3.5	4.3	4.2	4.3	4.7	5.4
South.....	2,189	2,623	2,645	2,831	2,972	3,068	3.8	4.8	4.8	5.1	5.3	5.5
Midwest.....	1,205	1,455	1,465	1,520	1,593	1,772	3.6	4.5	4.5	4.7	4.9	5.4
West.....	1,370	1,522	1,501	1,583	1,667	1,795	3.7	4.4	4.3	4.5	4.7	5.1

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.

³ 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.

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Table 2. Hires levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p
Total.....	5,132	6,019	5,411	5,465	5,794	6,009	3.4	4.2	3.8	3.8	4.0	4.2
INDUSTRY												
Total private.....	4,751	5,649	5,072	5,102	5,490	5,632	3.7	4.7	4.2	4.2	4.5	4.6
Mining and logging.....	23	25	24	17	19	36	3.4	4.2	4.0	2.9	3.2	5.9
Construction.....	403	389	399	346	399	445	5.3	5.3	5.4	4.7	5.4	6.0
Manufacturing.....	313	405	398	351	393	425	2.5	3.3	3.3	2.9	3.2	3.5
Durable goods.....	176	230	224	192	218	247	2.2	3.0	2.9	2.5	2.9	3.2
Nondurable goods.....	136	176	174	159	175	178	2.9	3.8	3.8	3.4	3.8	3.8
Trade, transportation, and utilities.....	1,116	1,285	1,199	1,183	1,118	1,151	4.0	4.8	4.4	4.4	4.1	4.2
Wholesale trade.....	136	150	160	152	139	155	2.3	2.7	2.9	2.7	2.5	2.7
Retail trade.....	734	713	814	778	734	753	4.7	4.7	5.3	5.1	4.8	4.9
Transportation, warehousing, and utilities.....	246	421	225	254	245	243	3.9	6.7	3.6	4.1	3.9	3.9
Information.....	69	81	72	77	88	82	2.4	3.1	2.7	2.9	3.3	3.1
Financial activities.....	230	217	212	202	199	213	2.6	2.5	2.4	2.3	2.3	2.4
Finance and insurance.....	153	143	134	126	131	133	2.4	2.2	2.0	1.9	2.0	2.0
Real estate and rental and leasing. . .	76	73	78	76	68	80	3.3	3.3	3.5	3.4	3.0	3.6
Professional and business services. . . .	1,116	1,220	1,121	1,078	1,129	1,127	5.2	6.0	5.5	5.2	5.5	5.4
Education and health services.....	648	725	700	708	703	738	2.7	3.1	3.0	3.0	3.0	3.2
Educational services.....	93	90	67	110	86	117	2.5	2.7	2.0	3.3	2.5	3.4
Health care and social assistance. . . .	554	635	633	598	617	621	2.7	3.2	3.2	3.0	3.1	3.1
Leisure and hospitality.....	677	1,097	758	928	1,194	1,188	4.2	8.1	5.8	7.1	8.8	8.6
Arts, entertainment, and recreation. . .	119	138	60	120	135	147	4.9	7.6	3.5	7.1	7.8	8.2
Accommodation and food services. . .	558	959	698	808	1,059	1,041	4.1	8.1	6.1	7.1	9.0	8.7
Other services.....	157	206	187	212	248	227	2.7	3.8	3.4	3.9	4.5	4.1
Government.....	381	370	339	363	304	377	1.7	1.7	1.6	1.7	1.4	1.7
Federal.....	58	68	47	32	37	36	2.0	2.4	1.6	1.1	1.3	1.3
State and local.....	324	302	292	331	267	340	1.6	1.6	1.6	1.8	1.4	1.8
State and local education.....	167	140	145	193	121	183	1.6	1.5	1.5	2.0	1.3	1.9
State and local, excluding education.....	156	163	147	137	146	157	1.7	1.8	1.6	1.5	1.6	1.8
REGION³												
Northeast.....	839	937	867	867	967	988	3.1	3.6	3.3	3.3	3.7	3.8
South.....	1,988	2,458	2,156	2,054	2,184	2,322	3.6	4.7	4.1	3.9	4.2	4.4
Midwest.....	1,072	1,316	1,203	1,241	1,322	1,293	3.3	4.3	3.9	4.0	4.3	4.1
West.....	1,234	1,309	1,184	1,303	1,321	1,407	3.5	3.9	3.5	3.9	3.9	4.2

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 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 3. Total separations levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p
Total.....	16,308	5,744	5,582	5,323	5,429	5,322	10.8	4.0	3.9	3.7	3.8	3.7
INDUSTRY												
Total private.....	15,763	5,305	5,236	5,007	5,078	4,998	12.3	4.4	4.3	4.1	4.2	4.1
Mining and logging.....	45	20	19	17	22	12	6.7	3.3	3.1	2.8	3.7	2.0
Construction.....	784	362	352	338	426	344	10.4	4.9	4.8	4.6	5.8	4.6
Manufacturing.....	891	367	387	362	369	387	7.0	3.0	3.2	3.0	3.0	3.2
Durable goods.....	532	206	213	205	200	221	6.7	2.7	2.8	2.7	2.6	2.9
Nondurable goods.....	358	161	173	158	169	166	7.5	3.5	3.7	3.4	3.7	3.6
Trade, transportation, and utilities.....	2,771	1,123	1,123	1,197	1,118	1,091	10.0	4.2	4.1	4.4	4.1	4.0
Wholesale trade.....	335	143	151	136	139	147	5.7	2.5	2.7	2.4	2.5	2.6
Retail trade.....	1,834	735	737	718	746	728	11.8	4.9	4.8	4.7	4.9	4.8
Transportation, warehousing, and utilities.....	602	245	235	343	233	216	9.5	3.9	3.8	5.5	3.7	3.4
Information.....	246	79	74	66	79	87	8.5	3.0	2.8	2.5	2.9	3.2
Financial activities.....	383	199	182	206	201	207	4.3	2.3	2.1	2.4	2.3	2.4
Finance and insurance.....	179	133	113	135	132	136	2.8	2.0	1.7	2.1	2.0	2.1
Real estate and rental and leasing. . .	203	66	69	72	69	71	8.7	3.0	3.1	3.2	3.1	3.2
Professional and business services. . . .	1,931	1,123	1,007	1,003	1,062	1,050	9.1	5.5	4.9	4.9	5.1	5.1
Education and health services.....	2,035	690	681	681	670	669	8.4	3.0	2.9	2.9	2.9	2.9
Educational services.....	371	89	102	48	80	78	10.0	2.6	3.1	1.4	2.4	2.3
Health care and social assistance. . . .	1,663	600	579	632	590	591	8.1	3.0	2.9	3.2	3.0	3.0
Leisure and hospitality.....	5,713	1,134	1,221	933	904	947	35.4	8.3	9.3	7.1	6.7	6.9
Arts, entertainment, and recreation. . .	665	102	173	136	126	120	27.7	5.6	10.1	8.0	7.3	6.7
Accommodation and food services. . .	5,048	1,032	1,049	797	778	827	36.8	8.7	9.2	7.0	6.6	6.9
Other services.....	965	209	190	203	225	203	16.5	3.8	3.5	3.7	4.1	3.7
Government.....	545	439	346	316	351	324	2.4	2.0	1.6	1.5	1.6	1.5
Federal.....	42	134	50	59	40	37	1.5	4.6	1.7	2.0	1.4	1.3
State and local.....	503	305	296	257	311	287	2.5	1.6	1.6	1.4	1.7	1.5
State and local education.....	294	150	141	105	162	137	2.8	1.6	1.5	1.1	1.7	1.4
State and local, excluding education.....	208	155	155	152	149	150	2.2	1.7	1.7	1.7	1.7	1.7
REGION³												
Northeast.....	3,256	904	858	794	836	809	11.8	3.5	3.3	3.1	3.2	3.1
South.....	5,404	2,176	2,186	2,128	2,154	2,140	9.8	4.2	4.2	4.1	4.1	4.0
Midwest.....	3,809	1,308	1,166	1,111	1,200	1,199	11.7	4.2	3.8	3.6	3.9	3.8
West.....	3,839	1,355	1,372	1,290	1,240	1,175	10.9	4.1	4.1	3.9	3.7	3.5

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 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 4. Quits levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p
Total.....	2,902	3,296	3,407	3,306	3,383	3,508	1.9	2.3	2.4	2.3	2.4	2.4
INDUSTRY												
Total private.....	2,677	3,113	3,224	3,140	3,184	3,331	2.1	2.6	2.7	2.6	2.6	2.7
Mining and logging.....	9	12	9	8	12	9	1.3	2.0	1.6	1.3	2.1	1.5
Construction.....	135	163	161	139	168	184	1.8	2.2	2.2	1.9	2.3	2.5
Manufacturing.....	155	235	240	251	258	263	1.2	1.9	2.0	2.1	2.1	2.1
Durable goods.....	83	129	135	142	140	150	1.0	1.7	1.8	1.9	1.8	2.0
Nondurable goods.....	72	106	105	109	118	112	1.5	2.3	2.3	2.4	2.5	2.4
Trade, transportation, and utilities.....	618	752	816	755	753	776	2.2	2.8	3.0	2.8	2.8	2.9
Wholesale trade.....	95	75	97	71	82	93	1.6	1.3	1.7	1.3	1.4	1.6
Retail trade.....	389	540	549	539	542	545	2.5	3.6	3.6	3.5	3.6	3.6
Transportation, warehousing, and utilities.....	135	137	170	145	129	138	2.1	2.2	2.7	2.3	2.1	2.2
Information.....	42	40	39	37	40	56	1.5	1.5	1.5	1.4	1.5	2.1
Financial activities.....	109	124	108	148	132	125	1.2	1.4	1.2	1.7	1.5	1.4
Finance and insurance.....	75	82	69	106	85	78	1.2	1.3	1.1	1.6	1.3	1.2
Real estate and rental and leasing. . .	34	42	38	42	47	46	1.4	1.9	1.7	1.9	2.1	2.1
Professional and business services. . . .	583	592	581	580	604	604	2.7	2.9	2.8	2.8	2.9	2.9
Education and health services.....	452	446	471	469	458	490	1.9	1.9	2.0	2.0	2.0	2.1
Educational services.....	47	46	52	25	44	44	1.3	1.4	1.6	0.7	1.3	1.3
Health care and social assistance. . .	405	400	419	443	413	447	2.0	2.0	2.1	2.2	2.1	2.2
Leisure and hospitality.....	515	622	687	641	625	690	3.2	4.6	5.2	4.9	4.6	5.0
Arts, entertainment, and recreation. . .	45	56	71	64	51	53	1.9	3.1	4.2	3.8	3.0	3.0
Accommodation and food services. . .	470	566	616	577	574	637	3.4	4.8	5.4	5.1	4.9	5.3
Other services.....	59	126	113	114	134	134	1.0	2.3	2.1	2.1	2.4	2.4
Government.....	225	183	183	166	199	177	1.0	0.9	0.9	0.8	0.9	0.8
Federal.....	20	24	21	26	19	17	0.7	0.8	0.7	0.9	0.6	0.6
State and local.....	206	159	162	140	181	160	1.0	0.9	0.9	0.7	1.0	0.9
State and local education.....	121	81	81	62	98	79	1.1	0.8	0.8	0.6	1.0	0.8
State and local, excluding education.....	84	78	81	78	83	81	0.9	0.9	0.9	0.9	0.9	0.9
REGION³												
Northeast.....	409	466	436	432	456	480	1.5	1.8	1.7	1.7	1.7	1.8
South.....	1,156	1,445	1,465	1,427	1,406	1,477	2.1	2.8	2.8	2.7	2.7	2.8
Midwest.....	661	709	761	727	749	768	2.0	2.3	2.5	2.4	2.4	2.5
West.....	676	676	746	719	772	782	1.9	2.0	2.2	2.2	2.3	2.3

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 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 5. Layoffs and discharges levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p
Total.....	13,046	2,123	1,823	1,724	1,723	1,480	8.6	1.5	1.3	1.2	1.2	1.0
INDUSTRY												
Total private.....	12,801	1,930	1,734	1,634	1,636	1,394	10.0	1.6	1.4	1.3	1.3	1.1
Mining and logging.....	35	7	9	7	8	3	5.2	1.2	1.5	1.2	1.4	0.4
Construction.....	631	189	183	187	243	150	8.3	2.6	2.5	2.5	3.3	2.0
Manufacturing.....	713	110	120	90	86	104	5.6	0.9	1.0	0.7	0.7	0.8
Durable goods.....	436	62	64	48	45	56	5.5	0.8	0.8	0.6	0.6	0.7
Nondurable goods.....	277	47	56	42	41	47	5.8	1.0	1.2	0.9	0.9	1.0
Trade, transportation, and utilities.....	2,088	327	243	414	319	261	7.5	1.2	0.9	1.5	1.2	1.0
Wholesale trade.....	236	61	40	61	46	44	4.0	1.1	0.7	1.1	0.8	0.8
Retail trade.....	1,409	174	156	164	182	146	9.1	1.1	1.0	1.1	1.2	1.0
Transportation, warehousing, and utilities.....	443	92	46	189	91	71	7.0	1.5	0.7	3.0	1.5	1.1
Information.....	196	33	30	22	27	25	6.8	1.3	1.1	0.8	1.0	0.9
Financial activities.....	247	54	50	32	53	68	2.8	0.6	0.6	0.4	0.6	0.8
Finance and insurance.....	83	36	23	13	32	44	1.3	0.5	0.3	0.2	0.5	0.7
Real estate and rental and leasing. . .	164	18	27	19	21	24	7.0	0.8	1.2	0.9	1.0	1.1
Professional and business services. . . .	1,278	449	359	372	398	357	6.0	2.2	1.7	1.8	1.9	1.7
Education and health services.....	1,540	203	168	160	173	140	6.3	0.9	0.7	0.7	0.7	0.6
Educational services.....	320	38	41	21	31	29	8.7	1.1	1.2	0.6	0.9	0.8
Health care and social assistance. . .	1,220	165	126	139	142	111	5.9	0.8	0.6	0.7	0.7	0.6
Leisure and hospitality.....	5,178	485	506	267	248	225	32.1	3.6	3.9	2.0	1.8	1.6
Arts, entertainment, and recreation. . .	618	44	98	70	72	65	25.7	2.4	5.7	4.1	4.2	3.6
Accommodation and food services. . .	4,560	441	409	197	176	160	33.2	3.7	3.6	1.7	1.5	1.3
Other services.....	895	72	66	84	81	62	15.3	1.3	1.2	1.5	1.5	1.1
Government.....	244	194	89	89	86	86	1.1	0.9	0.4	0.4	0.4	0.4
Federal.....	11	98	12	18	11	9	0.4	3.4	0.4	0.6	0.4	0.3
State and local.....	233	95	77	71	75	78	1.2	0.5	0.4	0.4	0.4	0.4
State and local education.....	137	41	31	24	36	37	1.3	0.4	0.3	0.2	0.4	0.4
State and local, excluding education.....	96	54	46	47	39	40	1.0	0.6	0.5	0.5	0.4	0.4
REGION³												
Northeast.....	2,794	382	356	309	323	266	10.2	1.5	1.4	1.2	1.2	1.0
South.....	4,129	636	576	598	619	532	7.5	1.2	1.1	1.1	1.2	1.0
Midwest.....	3,063	527	338	328	382	361	9.4	1.7	1.1	1.1	1.2	1.2
West.....	3,060	578	554	488	399	322	8.7	1.7	1.7	1.5	1.2	1.0

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

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

³ 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 6. Other separations levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar. 2021 ^p
Total.....	360	325	352	294	323	334	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	285	262	278	233	257	273	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	2	1	1	0.2	0.2	0.1	0.4	0.2	0.1
Construction.....	18	10	7	13	15	10	0.2	0.1	0.1	0.2	0.2	0.1
Manufacturing.....	23	22	27	22	26	21	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	14	15	14	15	15	15	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods.....	9	8	12	7	11	6	0.2	0.2	0.3	0.2	0.2	0.1
Trade, transportation, and utilities.....	65	44	64	28	46	55	0.2	0.2	0.2	0.1	0.2	0.2
Wholesale trade.....	4	6	13	4	11	11	0.1	0.1	0.2	0.1	0.2	0.2
Retail trade.....	36	22	32	15	23	37	0.2	0.1	0.2	0.1	0.1	0.2
Transportation, warehousing, and utilities.....	25	16	19	10	13	7	0.4	0.3	0.3	0.2	0.2	0.1
Information.....	8	5	4	7	12	5	0.3	0.2	0.2	0.2	0.4	0.2
Financial activities.....	26	21	24	27	17	14	0.3	0.2	0.3	0.3	0.2	0.2
Finance and insurance.....	21	16	21	16	15	14	0.3	0.2	0.3	0.3	0.2	0.2
Real estate and rental and leasing. ...	5	5	3	10	1	1	0.2	0.2	0.1	0.5	0.1	0.0
Professional and business services.	70	82	67	51	60	89	0.3	0.4	0.3	0.2	0.3	0.4
Education and health services.....	43	41	43	52	40	39	0.2	0.2	0.2	0.2	0.2	0.2
Educational services.....	4	5	9	2	5	6	0.1	0.2	0.3	0.1	0.1	0.2
Health care and social assistance.	38	36	34	50	35	34	0.2	0.2	0.2	0.3	0.2	0.2
Leisure and hospitality.....	20	26	28	25	31	32	0.1	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation. ...	2	2	3	2	3	2	0.1	0.1	0.2	0.1	0.2	0.1
Accommodation and food services. ...	18	25	24	23	28	30	0.1	0.2	0.2	0.2	0.2	0.2
Other services.....	11	10	12	6	10	8	0.2	0.2	0.2	0.1	0.2	0.1
Government.....	75	63	74	61	66	61	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	12	12	17	15	11	12	0.4	0.4	0.6	0.5	0.4	0.4
State and local.....	64	51	57	46	55	49	0.3	0.3	0.3	0.2	0.3	0.3
State and local education.....	36	29	29	19	27	21	0.3	0.3	0.3	0.2	0.3	0.2
State and local, excluding education.....	28	22	28	27	28	28	0.3	0.2	0.3	0.3	0.3	0.3
REGION³												
Northeast.....	53	56	66	53	56	63	0.2	0.2	0.3	0.2	0.2	0.2
South.....	119	95	146	103	129	131	0.2	0.2	0.3	0.2	0.2	0.2
Midwest.....	85	72	67	55	69	70	0.3	0.2	0.2	0.2	0.2	0.2
West.....	104	101	72	83	69	71	0.3	0.3	0.2	0.2	0.2	0.2

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..

³ 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

NOTE: Levels are rounded to the nearest thousand and rates are rounded to the nearest tenth. Levels and rates may round down to zero.

Table 7. Job openings levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p
Total.....	5,734	7,272	8,237	3.7	4.9	5.4
INDUSTRY						
Total private.....	5,019	6,645	7,368	3.8	5.2	5.7
Mining and logging.....	15	18	31	2.2	3.0	4.8
Construction.....	238	242	369	3.2	3.3	4.9
Manufacturing.....	302	561	708	2.3	4.4	5.5
Durable goods.....	169	286	367	2.1	3.6	4.6
Nondurable goods.....	134	275	341	2.8	5.6	6.8
Trade, transportation, and utilities.....	980	1,296	1,450	3.5	4.6	5.1
Wholesale trade.....	145	221	249	2.4	3.8	4.2
Retail trade.....	496	719	838	3.1	4.6	5.3
Transportation, warehousing, and utilities.....	339	356	364	5.1	5.4	5.5
Information.....	117	104	98	3.9	3.8	3.6
Financial activities.....	334	282	348	3.7	3.1	3.8
Finance and insurance.....	247	219	262	3.7	3.2	3.9
Real estate and rental and leasing.....	87	63	86	3.6	2.8	3.8
Professional and business services.....	1,053	1,352	1,400	4.8	6.2	6.4
Education and health services.....	1,125	1,552	1,432	4.4	6.2	5.7
Educational services.....	96	105	152	2.4	2.9	4.0
Health care and social assistance.....	1,029	1,447	1,280	4.8	6.8	6.0
Leisure and hospitality.....	684	956	1,254	4.2	6.8	8.5
Arts, entertainment, and recreation.....	142	151	231	5.9	8.7	12.1
Accommodation and food services.....	542	804	1,023	3.9	6.6	8.0
Other services.....	172	282	277	2.9	4.9	4.8
Government.....	714	627	869	3.0	2.8	3.8
Federal.....	132	93	120	4.4	3.1	4.0
State and local.....	583	535	749	2.8	2.8	3.8
State and local education.....	200	133	345	1.8	1.3	3.3
State and local, excluding education.....	383	401	404	4.0	4.3	4.4
REGION³						
Northeast.....	1,001	1,231	1,489	3.5	4.5	5.4
South.....	2,175	2,906	3,113	3.8	5.3	5.6
Midwest.....	1,218	1,543	1,801	3.6	4.8	5.5
West.....	1,340	1,593	1,835	3.7	4.6	5.2

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 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 8. Hires levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p
Total.....	4,728	4,804	5,624	3.2	3.4	3.9
INDUSTRY						
Total private.....	4,433	4,593	5,325	3.5	3.8	4.4
Mining and logging.....	24	15	37	3.6	2.6	6.1
Construction.....	384	326	430	5.3	4.7	6.0
Manufacturing.....	292	357	410	2.3	2.9	3.3
Durable goods.....	167	198	240	2.1	2.6	3.1
Nondurable goods.....	126	159	170	2.7	3.4	3.7
Trade, transportation, and utilities.....	1,032	876	1,051	3.8	3.3	3.9
Wholesale trade.....	139	121	159	2.4	2.2	2.8
Retail trade.....	704	571	713	4.6	3.8	4.7
Transportation, warehousing, and utilities.....	190	184	179	3.0	3.0	2.9
Information.....	61	78	73	2.1	2.9	2.7
Financial activities.....	213	162	193	2.4	1.9	2.2
Finance and insurance.....	144	114	121	2.2	1.7	1.9
Real estate and rental and leasing.....	69	48	72	3.0	2.2	3.3
Professional and business services.....	1,054	998	1,066	5.0	4.9	5.2
Education and health services.....	589	597	681	2.4	2.6	2.9
Educational services.....	55	61	81	1.4	1.7	2.2
Health care and social assistance.....	534	536	600	2.6	2.7	3.0
Leisure and hospitality.....	660	983	1,186	4.2	7.5	8.8
Arts, entertainment, and recreation.....	120	88	165	5.3	5.6	9.9
Accommodation and food services.....	540	894	1,020	4.0	7.8	8.6
Other services.....	125	202	199	2.2	3.7	3.6
Government.....	295	210	299	1.3	1.0	1.4
Federal.....	57	30	34	2.0	1.0	1.2
State and local.....	238	181	265	1.2	1.0	1.4
State and local education.....	105	73	125	1.0	0.7	1.2
State and local, excluding education.....	133	108	140	1.4	1.2	1.6
REGION³						
Northeast.....	749	746	915	2.7	2.9	3.5
South.....	1,854	1,875	2,190	3.4	3.6	4.2
Midwest.....	1,019	1,091	1,230	3.1	3.5	4.0
West.....	1,106	1,092	1,289	3.2	3.3	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 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 9. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p
Total.....	15,654	4,400	4,628	10.4	3.1	3.2
INDUSTRY						
Total private.....	15,209	4,169	4,424	12.0	3.5	3.6
Mining and logging.....	45	24	11	6.7	4.2	1.8
Construction.....	733	349	303	10.0	5.0	4.2
Manufacturing.....	880	328	382	6.9	2.7	3.1
Durable goods.....	525	175	219	6.6	2.3	2.9
Nondurable goods.....	355	153	162	7.5	3.3	3.5
Trade, transportation, and utilities.....	2,639	930	946	9.6	3.5	3.5
Wholesale trade.....	328	118	142	5.6	2.1	2.5
Retail trade.....	1,742	628	628	11.4	4.2	4.2
Transportation, warehousing, and utilities.....	569	185	176	9.0	3.0	2.8
Information.....	238	65	77	8.2	2.4	2.9
Financial activities.....	363	170	181	4.1	1.9	2.1
Finance and insurance.....	170	116	122	2.6	1.8	1.9
Real estate and rental and leasing.....	192	53	59	8.3	2.4	2.7
Professional and business services.....	1,857	934	970	8.8	4.6	4.7
Education and health services.....	1,988	561	607	8.1	2.4	2.6
Educational services.....	337	44	39	8.7	1.2	1.1
Health care and social assistance.....	1,651	517	568	8.0	2.6	2.9
Leisure and hospitality.....	5,532	628	771	35.1	4.8	5.7
Arts, entertainment, and recreation.....	614	48	59	27.4	3.0	3.5
Accommodation and food services.....	4,918	580	712	36.4	5.1	6.0
Other services.....	935	181	175	16.1	3.3	3.2
Government.....	445	231	204	1.9	1.1	0.9
Federal.....	40	33	31	1.4	1.2	1.1
State and local.....	405	198	172	2.0	1.0	0.9
State and local education.....	222	89	46	2.0	0.9	0.4
State and local, excluding education.....	184	109	126	2.0	1.2	1.4
REGION³						
Northeast.....	3,108	616	650	11.4	2.4	2.5
South.....	5,200	1,808	1,925	9.4	3.5	3.7
Midwest.....	3,657	990	1,040	11.3	3.2	3.3
West.....	3,689	987	1,013	10.5	3.0	3.0

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

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

³ 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 10. Quits levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p
Total.....	2,612	2,776	3,257	1.7	2.0	2.3
INDUSTRY						
Total private.....	2,423	2,627	3,132	1.9	2.2	2.6
Mining and logging.....	7	11	8	1.1	2.0	1.3
Construction.....	106	138	171	1.5	2.0	2.4
Manufacturing.....	153	232	267	1.2	1.9	2.2
Durable goods.....	81	124	154	1.0	1.6	2.0
Nondurable goods.....	72	107	112	1.5	2.3	2.4
Trade, transportation, and utilities.....	574	625	732	2.1	2.3	2.7
Wholesale trade.....	95	64	95	1.6	1.1	1.7
Retail trade.....	349	448	507	2.3	3.0	3.4
Transportation, warehousing, and utilities.....	129	113	129	2.1	1.8	2.1
Information.....	36	32	52	1.3	1.2	1.9
Financial activities.....	95	112	109	1.1	1.3	1.2
Finance and insurance.....	67	74	67	1.0	1.1	1.0
Real estate and rental and leasing.....	28	38	42	1.2	1.7	1.9
Professional and business services.....	547	519	567	2.6	2.5	2.8
Education and health services.....	427	391	466	1.7	1.7	2.0
Educational services.....	31	29	26	0.8	0.8	0.7
Health care and social assistance.....	395	362	440	1.9	1.8	2.2
Leisure and hospitality.....	424	464	625	2.7	3.6	4.6
Arts, entertainment, and recreation.....	34	30	39	1.5	1.9	2.4
Accommodation and food services.....	390	434	585	2.9	3.8	5.0
Other services.....	54	101	137	0.9	1.9	2.5
Government.....	189	148	125	0.8	0.7	0.6
Federal.....	19	16	16	0.7	0.6	0.5
State and local.....	170	133	110	0.8	0.7	0.6
State and local education.....	88	65	30	0.8	0.6	0.3
State and local, excluding education.....	82	68	79	0.9	0.8	0.9
REGION³						
Northeast.....	348	354	441	1.3	1.4	1.7
South.....	1,064	1,185	1,391	1.9	2.3	2.6
Midwest.....	601	623	713	1.9	2.0	2.3
West.....	600	614	712	1.7	1.9	2.1

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 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 11. Layoffs and discharges levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2020	Feb. 2021	Mar. 2021 ^P	Mar. 2020	Feb. 2021	Mar. 2021 ^P
Total.....	12,704	1,346	1,065	8.5	0.9	0.7
INDUSTRY						
Total private.....	12,511	1,308	1,032	9.9	1.1	0.8
Mining and logging.....	36	11	3	5.4	2.0	0.5
Construction.....	604	200	120	8.3	2.9	1.7
Manufacturing.....	703	73	93	5.5	0.6	0.8
Durable goods.....	431	38	50	5.4	0.5	0.7
Nondurable goods.....	272	36	43	5.8	0.8	0.9
Trade, transportation, and utilities.....	2,008	263	166	7.3	1.0	0.6
Wholesale trade.....	229	45	37	3.9	0.8	0.7
Retail trade.....	1,364	158	91	8.9	1.1	0.6
Transportation, warehousing, and utilities.....	414	61	39	6.6	1.0	0.6
Information.....	193	21	21	6.7	0.8	0.8
Financial activities.....	240	45	60	2.7	0.5	0.7
Finance and insurance.....	82	31	43	1.3	0.5	0.7
Real estate and rental and leasing.....	157	14	17	6.8	0.7	0.7
Professional and business services.....	1,239	357	311	5.9	1.7	1.5
Education and health services.....	1,523	130	108	6.2	0.6	0.5
Educational services.....	304	11	10	7.9	0.3	0.3
Health care and social assistance.....	1,220	118	99	5.9	0.6	0.5
Leisure and hospitality.....	5,094	137	119	32.4	1.1	0.9
Arts, entertainment, and recreation.....	579	15	18	25.8	1.0	1.1
Accommodation and food services.....	4,515	122	101	33.4	1.1	0.9
Other services.....	872	69	31	15.0	1.3	0.6
Government.....	193	38	33	0.8	0.2	0.2
Federal.....	10	9	6	0.4	0.3	0.2
State and local.....	183	29	27	0.9	0.2	0.1
State and local education.....	108	12	8	1.0	0.1	0.1
State and local, excluding education.....	75	17	19	0.8	0.2	0.2
REGION³						
Northeast.....	2,710	218	154	9.9	0.8	0.6
South.....	4,035	503	422	7.3	1.0	0.8
Midwest.....	2,977	312	262	9.2	1.0	0.8
West.....	2,982	314	227	8.5	0.9	0.7

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 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 12. Other separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Mar. 2020	Feb. 2021	Mar. 2021 ^p	Mar. 2020	Feb. 2021	Mar. 2021 ^p
Total.....	338	278	305	0.2	0.2	0.2
INDUSTRY						
Total private.....	276	233	260	0.2	0.2	0.2
Mining and logging.....	1	1	0	0.2	0.2	0.1
Construction.....	23	10	13	0.3	0.1	0.2
Manufacturing.....	24	23	22	0.2	0.2	0.2
Durable goods.....	13	13	15	0.2	0.2	0.2
Nondurable goods.....	11	10	8	0.2	0.2	0.2
Trade, transportation, and utilities.....	58	41	48	0.2	0.2	0.2
Wholesale trade.....	4	9	11	0.1	0.2	0.2
Retail trade.....	28	22	30	0.2	0.1	0.2
Transportation, warehousing, and utilities.....	26	11	8	0.4	0.2	0.1
Information.....	8	11	5	0.3	0.4	0.2
Financial activities.....	28	13	12	0.3	0.1	0.1
Finance and insurance.....	21	12	12	0.3	0.2	0.2
Real estate and rental and leasing.....	7	1	1	0.3	0.0	0.0
Professional and business services.....	70	57	92	0.3	0.3	0.4
Education and health services.....	38	40	33	0.2	0.2	0.1
Educational services.....	2	3	3	0.1	0.1	0.1
Health care and social assistance.....	36	37	30	0.2	0.2	0.2
Leisure and hospitality.....	15	26	28	0.1	0.2	0.2
Arts, entertainment, and recreation.....	1	2	2	0.1	0.1	0.1
Accommodation and food services.....	13	24	26	0.1	0.2	0.2
Other services.....	10	10	7	0.2	0.2	0.1
Government.....	62	45	45	0.3	0.2	0.2
Federal.....	10	9	10	0.4	0.3	0.3
State and local.....	52	36	35	0.3	0.2	0.2
State and local education.....	25	13	8	0.2	0.1	0.1
State and local, excluding education.....	27	24	28	0.3	0.3	0.3
REGION³						
Northeast.....	45	45	55	0.2	0.2	0.2
South.....	105	120	112	0.2	0.2	0.2
Midwest.....	80	55	65	0.2	0.2	0.2
West.....	108	59	73	0.3	0.2	0.2

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.

³ 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

NOTE: Levels are rounded to the nearest thousand and rates are rounded to the nearest tenth. Levels and rates may round down to zero.