



**For release 10:00 a.m. (EDT) Tuesday, May 10, 2016**

USDL-16-0944

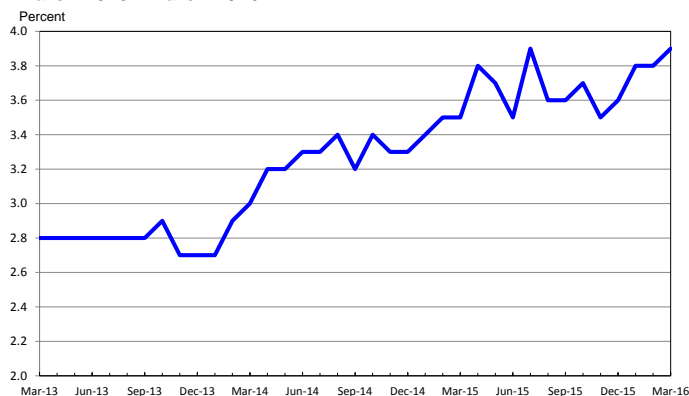
Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

Media contact: (202) 691-5902 • PressOffice@bls.gov

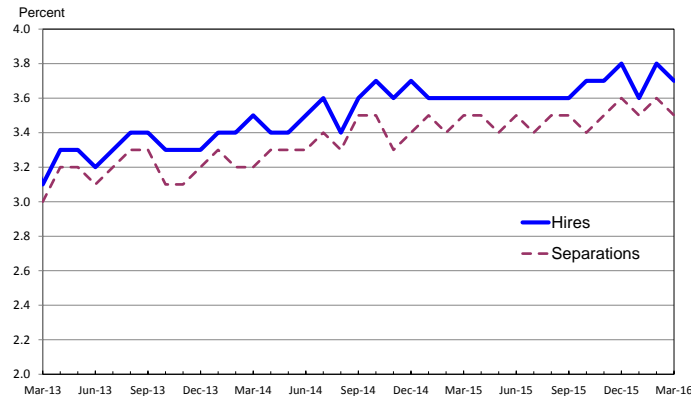
## **JOB OPENINGS AND LABOR TURNOVER – MARCH 2016**

The number of job openings was little changed at 5.8 million on the last business day of March, the U.S. Bureau of Labor Statistics reported today. Hires edged down to 5.3 million while separations were little changed at 5.0 million. Within separations, the quits rate was 2.1 percent, and the layoffs and discharges rate was 1.2 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

**Chart 1. Job openings rate, seasonally adjusted, March 2013 - March 2016**



**Chart 2. Hires and total separations rates, seasonally adjusted, March 2013 - March 2016**



### **Job Openings**

**Job openings** were little changed at 5.8 million in March. The job openings rate was 3.9 percent. The number of job openings was little changed in March for total private and edged up for government. Job openings increased in professional and business services (+124,000), transportation, warehousing, and utilities (+35,000), and nondurable goods manufacturing (+29,000). Job openings decreased in retail trade (-80,000), educational services (-36,000), and wholesale trade (-35,000). The number of job openings was little changed in all four regions. (See table 1.)

### **Hires**

The number of **hires** edged down to 5.3 million in March. The hires rate was 3.7 percent. The number of hires decreased for total private (-241,000) and was little changed for government. Hires rose in state and local government education (+23,000), but fell in retail trade (-85,000) and educational services (-21,000). In the regions, hires decreased in the West. (See table 2.)

## Separations

Total separations includes quits, layoffs and discharges, and other separations. Total separations is referred to as turnover. 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, and disability, as well as transfers to other locations of the same firm.

There were 5.0 million **total separations** in March, little changed from February. The total separations rate in March was 3.5 percent. The number of total separations was little changed for total private and for government. Total separations decreased in finance and insurance (-38,000). The number of total separations was down in the South region. (See table 3.)

The number of **quits** was little changed in March at 3.0 million. The quits rate was 2.1 percent. Over the month, the number of quits was little changed for total private and government. Quits increased in construction (+50,000) and state and local government, excluding education (+9,000). Quits decreased in finance and insurance (-38,000) and arts, entertainment, and recreation (-19,000). The number of quits was little changed in all four regions. (See table 4.)

There were 1.7 million **layoffs and discharges** in March, little changed from February. The layoffs and discharges rate was 1.2 percent. The number of layoffs and discharges was little changed over the month for total private and for government. In March, layoffs and discharges rose in arts, entertainment, and recreation (+35,000) but fell in mining and logging (-6,000). The number of layoffs and discharges decreased in the South region. (See table 5.)

In March, **other separations** was little changed for total nonfarm, total private, and government. The number of other separations decreased in retail trade (-22,000), nondurable goods manufacturing (-7,000), and information (-5,000). In the regions, the number of other separations increased in the Northeast and Midwest but decreased in the West. (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 62.4 million and separations totaled 59.6 million, yielding a **net employment** gain of 2.8 million. These totals include workers who may have been hired and separated more than once during the year.

---

**The Job Openings and Labor Turnover Survey results for April 2016 are scheduled to be released on Wednesday, June 8, 2016 at 10:00 a.m. (EDT).**

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

Category	Job openings			Hires			Total separations		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>P</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>P</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	5,180	5,608	5,757	5,110	5,510	5,292	4,985	5,159	5,045
Total private.....	4,660	5,132	5,251	4,783	5,154	4,913	4,654	4,812	4,698
Mining and logging <sup>1</sup> .....	16	10	10	25	23	26	45	42	41
Construction <sup>1</sup> .....	177	201	210	314	341	344	335	325	334
Manufacturing.....	311	320	356	259	276	250	260	304	286
Durable goods <sup>1</sup> .....	197	169	176	150	163	144	152	187	171
Nondurable goods <sup>1</sup> .....	115	151	180	109	113	106	108	117	114
Trade, transportation, and utilities.....	877	1,026	946	1,117	1,182	1,088	1,082	1,052	1,028
Wholesale trade <sup>1</sup> .....	141	216	181	162	147	164	147	137	148
Retail trade.....	519	649	569	770	856	771	752	751	729
Transportation, warehousing, and utilities <sup>1</sup> .....	217	161	196	185	178	152	183	164	150
Information <sup>1</sup> .....	107	87	71	79	80	72	83	70	68
Financial activities.....	265	351	341	199	234	220	177	219	192
Finance and insurance.....	197	261	270	142	164	139	129	156	118
Real estate and rental and leasing <sup>1</sup> .....	69	91	71	57	70	81	48	63	74
Professional and business services.....	1,062	1,101	1,225	1,056	1,110	1,058	1,021	1,072	1,025
Education and health services.....	877	1,047	1,037	590	651	622	543	552	550
Educational services <sup>1</sup> .....	89	113	77	76	101	80	69	86	71
Health care and social assistance.....	788	934	960	514	550	542	474	466	479
Leisure and hospitality.....	745	751	780	938	1,062	1,017	922	1,011	966
Arts, entertainment, and recreation.....	101	69	84	160	152	152	146	132	149
Accommodation and food services.....	644	682	696	778	909	865	776	879	817
Other services <sup>1</sup> .....	223	238	274	206	195	217	187	165	209
Government.....	520	475	506	328	357	379	331	348	347
Federal <sup>1</sup> .....	85	88	99	38	43	40	36	40	38
State and local.....	435	387	407	290	313	338	295	308	309
State and local education.....	141	147	145	132	152	175	152	167	169
State and local, excluding education <sup>1</sup> .....	294	240	262	158	161	163	144	141	141
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	3.5	3.8	3.9	3.6	3.8	3.7	3.5	3.6	3.5
Total private.....	3.8	4.1	4.1	4.0	4.2	4.0	3.9	4.0	3.9
Mining and logging <sup>1</sup> .....	1.9	1.3	1.3	3.0	3.2	3.6	5.3	5.8	5.6
Construction <sup>1</sup> .....	2.7	2.9	3.0	4.9	5.1	5.1	5.3	4.9	5.0
Manufacturing.....	2.5	2.5	2.8	2.1	2.2	2.0	2.1	2.5	2.3
Durable goods <sup>1</sup> .....	2.5	2.1	2.2	1.9	2.1	1.9	2.0	2.4	2.2
Nondurable goods <sup>1</sup> .....	2.5	3.2	3.8	2.4	2.4	2.3	2.4	2.5	2.5
Trade, transportation, and utilities.....	3.2	3.6	3.4	4.2	4.3	4.0	4.0	3.9	3.8
Wholesale trade <sup>1</sup> .....	2.3	3.5	3.0	2.8	2.5	2.8	2.5	2.3	2.5
Retail trade.....	3.2	3.9	3.4	4.9	5.4	4.8	4.8	4.7	4.6
Transportation, warehousing, and utilities <sup>1</sup> .....	3.9	2.9	3.5	3.5	3.3	2.8	3.4	3.0	2.8
Information <sup>1</sup> .....	3.8	3.1	2.5	2.9	2.9	2.6	3.0	2.5	2.5
Financial activities.....	3.2	4.1	4.0	2.5	2.8	2.7	2.2	2.7	2.3
Finance and insurance.....	3.2	4.1	4.2	2.4	2.7	2.3	2.2	2.6	1.9
Real estate and rental and leasing <sup>1</sup> .....	3.2	4.1	3.2	2.7	3.3	3.8	2.3	3.0	3.5
Professional and business services.....	5.2	5.2	5.8	5.4	5.5	5.3	5.3	5.4	5.1
Education and health services.....	3.9	4.4	4.4	2.7	2.9	2.8	2.5	2.5	2.4
Educational services <sup>1</sup> .....	2.5	3.1	2.2	2.2	2.9	2.3	2.0	2.4	2.0
Health care and social assistance.....	4.1	4.7	4.8	2.8	2.9	2.8	2.6	2.5	2.5
Leisure and hospitality.....	4.7	4.6	4.8	6.3	6.9	6.6	6.1	6.6	6.2
Arts, entertainment, and recreation.....	4.5	3.0	3.6	7.5	6.9	6.8	6.8	6.0	6.7
Accommodation and food services.....	4.8	4.9	5.0	6.1	6.9	6.5	6.0	6.7	6.2
Other services <sup>1</sup> .....	3.8	4.0	4.6	3.7	3.4	3.8	3.3	2.9	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. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Government.....	2.3	2.1	2.2	1.5	1.6	1.7	1.5	1.6	1.6
Federal <sup>1</sup> .....	3.0	3.1	3.5	1.4	1.6	1.5	1.3	1.4	1.4
State and local.....	2.2	2.0	2.1	1.5	1.6	1.8	1.5	1.6	1.6
State and local education.....	1.4	1.4	1.4	1.3	1.5	1.7	1.5	1.6	1.6
State and local, excluding education <sup>1</sup> ....	3.2	2.6	2.8	1.8	1.8	1.8	1.6	1.6	1.6

<sup>1</sup> No regular seasonal movements could be identified in the job openings series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

p Preliminary

# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The Bureau of Labor Statistics (BLS) collects and compiles JOLTS data monthly from a sample of nonfarm establishments. A more detailed discussion of JOLTS concepts and methodology is available online at [www.bls.gov/opub/hom/pdf/homch18.pdf](http://www.bls.gov/opub/hom/pdf/homch18.pdf).

## Coverage and collection

The JOLTS program covers all private nonfarm establishments, as well as federal, state, and local government entities in the 50 states and the District of Columbia. Data are collected for total employment, job openings, hires, quits, layoffs and discharges, other separations, and total separations.

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 2012 version of the North American Industry Classification System (NAICS).

**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.** Job openings information is collected 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 whether or not the employer found a suitable candidate, 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.** The hires level is 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.** The separations level is the total number of employment terminations occurring at any time during the reference month, and is reported by type of separation—quits, layoffs and discharges, and other separations. (Some respondents are only able to report total separations.) The quits count includes voluntary separations by employees (except for retirements, which are reported as other separations). The layoffs and discharges count is comprised of involuntary separations initiated by the employer and includes 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. The other separations count includes retirements, transfers to other locations, deaths, and separations due to disability. The separations count does 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.

**Annual estimates.** 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.

### **Sample and estimation methodology**

The JOLTS survey design is a stratified random sample of 16,000 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 9.1 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.

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

### **JOLTS business birth/death model**

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from these units during their early existence. To compensate for the inability to capture data from these establishments, BLS has developed a birth/death model that uses 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 openings, hires, and separations.

### **Seasonal adjustment**

BLS uses X-13 ARIMA to seasonally adjust several JOLTS series utilizing moving averages as seasonal filters. 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.

### **Alignment procedure**

The JOLTS measures 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 non-

sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method.

This method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment change and the CES net employment change is calculated. Next, the JOLTS implied employment change is adjusted to equal the CES net employment change through a proportional adjustment. This procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. 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 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. Sampling error estimates are available at [www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://www.bls.gov/jlt/jolts_median_standard_errors.htm).

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

### **Other information**

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

**Table 1. Job openings levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	5,180	5,198	5,281	5,604	5,608	5,757	3.5	3.5	3.6	3.8	3.8	3.9
<b>INDUSTRY</b>												
Total private.....	4,660	4,725	4,786	5,137	5,132	5,251	3.8	3.8	3.8	4.1	4.1	4.1
Mining and logging <sup>3</sup> .....	16	15	14	17	10	10	1.9	1.9	1.8	2.2	1.3	1.3
Construction <sup>3</sup> .....	177	101	124	157	201	210	2.7	1.5	1.8	2.3	2.9	3.0
Manufacturing.....	311	238	317	336	320	356	2.5	1.9	2.5	2.6	2.5	2.8
Durable goods <sup>3</sup> .....	197	138	174	183	169	176	2.5	1.8	2.2	2.3	2.1	2.2
Nondurable goods <sup>3</sup> .....	115	100	143	153	151	180	2.5	2.1	3.0	3.2	3.2	3.8
Trade, transportation, and utilities.....	877	861	822	979	1,026	946	3.2	3.1	2.9	3.5	3.6	3.4
Wholesale trade <sup>3</sup> .....	141	128	137	199	216	181	2.3	2.1	2.3	3.3	3.5	3.0
Retail trade.....	519	527	538	602	649	569	3.2	3.2	3.3	3.7	3.9	3.4
Transportation, warehousing, and utilities <sup>3</sup> .....	217	205	147	178	161	196	3.9	3.6	2.6	3.2	2.9	3.5
Information <sup>3</sup> .....	107	68	101	97	87	71	3.8	2.4	3.5	3.4	3.1	2.5
Financial activities.....	265	356	390	372	351	341	3.2	4.2	4.5	4.3	4.1	4.0
Finance and insurance.....	197	312	319	298	261	270	3.2	4.9	5.0	4.7	4.1	4.2
Real estate and rental and leasing <sup>3</sup> ...	69	44	71	74	91	71	3.2	2.0	3.3	3.4	4.1	3.2
Professional and business services.....	1,062	1,126	1,034	1,088	1,101	1,225	5.2	5.4	4.9	5.2	5.2	5.8
Education and health services.....	877	1,113	1,075	1,129	1,047	1,037	3.9	4.7	4.6	4.8	4.4	4.4
Educational services <sup>3</sup> .....	89	89	93	83	113	77	2.5	2.5	2.6	2.3	3.1	2.2
Health care and social assistance.....	788	1,023	982	1,046	934	960	4.1	5.2	4.9	5.2	4.7	4.8
Leisure and hospitality.....	745	732	710	745	751	780	4.7	4.6	4.4	4.6	4.6	4.8
Arts, entertainment, and recreation... ..	101	64	62	68	69	84	4.5	2.8	2.7	3.0	3.0	3.6
Accommodation and food services... ..	644	668	648	677	682	696	4.8	4.8	4.7	4.9	4.9	5.0
Other services <sup>3</sup> .....	223	116	199	217	238	274	3.8	2.0	3.4	3.7	4.0	4.6
Government.....	520	473	495	467	475	506	2.3	2.1	2.2	2.1	2.1	2.2
Federal <sup>3</sup> .....	85	72	80	80	88	99	3.0	2.5	2.8	2.8	3.1	3.5
State and local.....	435	401	415	387	387	407	2.2	2.0	2.1	2.0	2.0	2.1
State and local education.....	141	160	171	152	147	145	1.4	1.5	1.6	1.5	1.4	1.4
State and local, excluding education <sup>3</sup> .....	294	241	245	235	240	262	3.2	2.6	2.6	2.5	2.6	2.8
<b>REGION<sup>4</sup></b>												
Northeast.....	848	897	887	900	895	890	3.1	3.3	3.2	3.3	3.3	3.2
South.....	1,892	2,071	1,981	2,077	2,110	2,158	3.6	3.8	3.7	3.8	3.9	4.0
Midwest.....	1,206	1,121	1,100	1,311	1,283	1,314	3.7	3.4	3.3	3.9	3.8	3.9
West.....	1,234	1,109	1,313	1,316	1,319	1,394	3.7	3.3	3.9	3.9	3.9	4.1

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

<sup>4</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

**Table 2. Hires levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	5,110	5,253	5,401	5,125	5,510	5,292	3.6	3.7	3.8	3.6	3.8	3.7
<b>INDUSTRY</b>												
Total private.....	4,783	4,904	5,042	4,789	5,154	4,913	4.0	4.1	4.2	3.9	4.2	4.0
Mining and logging.....	25	21	33	26	23	26	3.0	2.8	4.3	3.4	3.2	3.6
Construction.....	314	340	322	305	341	344	4.9	5.2	4.9	4.6	5.1	5.1
Manufacturing.....	259	278	274	274	276	250	2.1	2.3	2.2	2.2	2.2	2.0
Durable goods.....	150	153	163	168	163	144	1.9	2.0	2.1	2.2	2.1	1.9
Nondurable goods.....	109	126	112	106	113	106	2.4	2.7	2.4	2.3	2.4	2.3
Trade, transportation, and utilities.....	1,117	1,085	1,087	1,062	1,182	1,088	4.2	4.0	4.0	3.9	4.3	4.0
Wholesale trade.....	162	134	128	137	147	164	2.8	2.3	2.2	2.3	2.5	2.8
Retail trade.....	770	766	760	765	856	771	4.9	4.9	4.8	4.8	5.4	4.8
Transportation, warehousing, and utilities.....	185	186	199	161	178	152	3.5	3.4	3.7	3.0	3.3	2.8
Information.....	79	71	72	84	80	72	2.9	2.6	2.6	3.0	2.9	2.6
Financial activities.....	199	208	217	229	234	220	2.5	2.5	2.6	2.8	2.8	2.7
Finance and insurance.....	142	137	142	164	164	139	2.4	2.3	2.3	2.7	2.7	2.3
Real estate and rental and leasing. . .	57	71	75	65	70	81	2.7	3.4	3.6	3.1	3.3	3.8
Professional and business services. . . .	1,056	1,056	1,175	1,080	1,110	1,058	5.4	5.3	5.9	5.4	5.5	5.3
Education and health services.....	590	661	641	579	651	622	2.7	3.0	2.9	2.6	2.9	2.8
Educational services.....	76	102	84	60	101	80	2.2	2.9	2.4	1.7	2.9	2.3
Health care and social assistance. . . .	514	559	557	519	550	542	2.8	3.0	2.9	2.7	2.9	2.8
Leisure and hospitality.....	938	992	1,024	967	1,062	1,017	6.3	6.5	6.7	6.3	6.9	6.6
Arts, entertainment, and recreation. . .	160	131	151	157	152	152	7.5	5.9	6.9	7.1	6.9	6.8
Accommodation and food services. . .	778	861	873	810	909	865	6.1	6.6	6.6	6.1	6.9	6.5
Other services.....	206	190	198	183	195	217	3.7	3.4	3.5	3.2	3.4	3.8
Government.....	328	349	359	335	357	379	1.5	1.6	1.6	1.5	1.6	1.7
Federal.....	38	45	45	41	43	40	1.4	1.6	1.6	1.5	1.6	1.5
State and local.....	290	304	314	295	313	338	1.5	1.6	1.6	1.5	1.6	1.8
State and local education.....	132	157	165	162	152	175	1.3	1.5	1.6	1.6	1.5	1.7
State and local, excluding education.....	158	148	149	133	161	163	1.8	1.6	1.6	1.5	1.8	1.8
<b>REGION<sup>3</sup></b>												
Northeast.....	795	851	827	795	850	824	3.0	3.2	3.1	3.0	3.2	3.1
South.....	1,996	1,985	2,109	1,851	2,083	2,082	3.9	3.8	4.0	3.5	4.0	4.0
Midwest.....	1,166	1,197	1,249	1,259	1,276	1,261	3.7	3.7	3.9	3.9	4.0	3.9
West.....	1,153	1,219	1,216	1,220	1,302	1,125	3.6	3.8	3.7	3.7	4.0	3.4

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	4,985	4,958	5,128	4,977	5,159	5,045	3.5	3.5	3.6	3.5	3.6	3.5
<b>INDUSTRY</b>												
Total private.....	4,654	4,616	4,774	4,631	4,812	4,698	3.9	3.8	3.9	3.8	4.0	3.9
Mining and logging.....	45	35	45	43	42	41	5.3	4.6	5.9	5.7	5.8	5.6
Construction.....	335	292	283	279	325	334	5.3	4.5	4.3	4.2	4.9	5.0
Manufacturing.....	260	267	263	266	304	286	2.1	2.2	2.1	2.2	2.5	2.3
Durable goods.....	152	154	162	158	187	171	2.0	2.0	2.1	2.0	2.4	2.2
Nondurable goods.....	108	113	101	108	117	114	2.4	2.5	2.2	2.4	2.5	2.5
Trade, transportation, and utilities.....	1,082	1,040	1,074	1,052	1,052	1,028	4.0	3.8	4.0	3.9	3.9	3.8
Wholesale trade.....	147	127	133	142	137	148	2.5	2.2	2.3	2.4	2.3	2.5
Retail trade.....	752	744	762	725	751	729	4.8	4.7	4.8	4.6	4.7	4.6
Transportation, warehousing, and utilities.....	183	169	178	185	164	150	3.4	3.1	3.3	3.4	3.0	2.8
Information.....	83	79	61	79	70	68	3.0	2.9	2.2	2.9	2.5	2.5
Financial activities.....	177	190	203	215	219	192	2.2	2.3	2.5	2.6	2.7	2.3
Finance and insurance.....	129	136	142	154	156	118	2.2	2.2	2.3	2.5	2.6	1.9
Real estate and rental and leasing. . .	48	54	62	60	63	74	2.3	2.6	2.9	2.9	3.0	3.5
Professional and business services. . . .	1,021	1,020	1,095	1,053	1,072	1,025	5.3	5.1	5.5	5.3	5.4	5.1
Education and health services.....	543	600	578	557	552	550	2.5	2.7	2.6	2.5	2.5	2.4
Educational services.....	69	97	74	77	86	71	2.0	2.8	2.1	2.2	2.4	2.0
Health care and social assistance. . .	474	503	504	480	466	479	2.6	2.7	2.7	2.5	2.5	2.5
Leisure and hospitality.....	922	939	1,003	907	1,011	966	6.1	6.1	6.5	5.9	6.6	6.2
Arts, entertainment, and recreation. . .	146	130	141	157	132	149	6.8	5.9	6.5	7.2	6.0	6.7
Accommodation and food services. . .	776	809	862	750	879	817	6.0	6.2	6.6	5.7	6.7	6.2
Other services.....	187	154	168	181	165	209	3.3	2.7	3.0	3.2	2.9	3.7
Government.....	331	342	354	346	348	347	1.5	1.6	1.6	1.6	1.6	1.6
Federal.....	36	42	40	41	40	38	1.3	1.5	1.4	1.5	1.4	1.4
State and local.....	295	300	314	304	308	309	1.5	1.6	1.6	1.6	1.6	1.6
State and local education.....	152	160	161	168	167	169	1.5	1.6	1.6	1.6	1.6	1.6
State and local, excluding education.....	144	140	153	137	141	141	1.6	1.6	1.7	1.5	1.6	1.6
<b>REGION<sup>3</sup></b>												
Northeast.....	748	797	855	775	808	813	2.9	3.0	3.2	2.9	3.0	3.0
South.....	1,921	1,952	2,011	1,906	2,000	1,850	3.7	3.8	3.9	3.7	3.8	3.5
Midwest.....	1,159	1,112	1,105	1,114	1,181	1,250	3.7	3.5	3.5	3.5	3.7	3.9
West.....	1,157	1,098	1,156	1,182	1,170	1,133	3.6	3.4	3.6	3.6	3.6	3.5

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	2,722	2,862	3,088	2,851	2,955	2,980	1.9	2.0	2.2	2.0	2.1	2.1
<b>INDUSTRY</b>												
Total private.....	2,561	2,705	2,922	2,684	2,793	2,808	2.2	2.2	2.4	2.2	2.3	2.3
Mining and logging.....	12	18	16	19	11	14	1.4	2.4	2.1	2.6	1.6	2.0
Construction.....	116	129	137	86	111	161	1.8	2.0	2.1	1.3	1.7	2.4
Manufacturing.....	127	145	133	147	154	143	1.0	1.2	1.1	1.2	1.2	1.2
Durable goods.....	72	74	80	83	89	79	0.9	1.0	1.0	1.1	1.1	1.0
Nondurable goods.....	55	71	54	64	65	64	1.2	1.6	1.2	1.4	1.4	1.4
Trade, transportation, and utilities.....	637	627	719	637	618	653	2.4	2.3	2.7	2.3	2.3	2.4
Wholesale trade.....	77	72	81	86	86	91	1.3	1.2	1.4	1.4	1.4	1.5
Retail trade.....	479	471	518	462	446	488	3.1	3.0	3.3	2.9	2.8	3.1
Transportation, warehousing, and utilities.....	82	85	120	90	87	75	1.5	1.6	2.2	1.6	1.6	1.4
Information.....	48	42	35	38	38	40	1.8	1.5	1.3	1.4	1.4	1.4
Financial activities.....	89	86	122	111	130	101	1.1	1.0	1.5	1.3	1.6	1.2
Finance and insurance.....	68	62	87	81	93	55	1.1	1.0	1.4	1.3	1.5	0.9
Real estate and rental and leasing <sup>3</sup> ...	21	24	36	30	37	46	1.0	1.1	1.7	1.4	1.8	2.2
Professional and business services.....	478	522	614	550	577	551	2.5	2.6	3.1	2.8	2.9	2.7
Education and health services.....	362	408	385	343	379	390	1.7	1.8	1.7	1.5	1.7	1.7
Educational services.....	39	55	49	47	43	40	1.1	1.6	1.4	1.4	1.2	1.1
Health care and social assistance.....	322	353	336	296	335	350	1.8	1.9	1.8	1.6	1.8	1.8
Leisure and hospitality.....	600	636	671	636	683	654	4.0	4.2	4.4	4.1	4.4	4.2
Arts, entertainment, and recreation... ..	43	53	60	64	77	58	2.0	2.4	2.7	2.9	3.5	2.6
Accommodation and food services... ..	558	583	611	572	606	596	4.3	4.4	4.6	4.3	4.6	4.5
Other services <sup>3</sup> .....	91	91	89	117	91	101	1.6	1.6	1.6	2.1	1.6	1.8
Government.....	161	157	166	167	162	172	0.7	0.7	0.8	0.8	0.7	0.8
Federal.....	12	14	13	13	14	13	0.4	0.5	0.5	0.5	0.5	0.5
State and local.....	149	143	153	154	149	158	0.8	0.7	0.8	0.8	0.8	0.8
State and local education.....	73	72	75	80	78	78	0.7	0.7	0.7	0.8	0.8	0.8
State and local, excluding education.....	76	71	78	73	71	80	0.8	0.8	0.9	0.8	0.8	0.9
<b>REGION<sup>4</sup></b>												
Northeast.....	375	400	445	401	415	406	1.4	1.5	1.7	1.5	1.6	1.5
South.....	1,127	1,137	1,286	1,179	1,167	1,167	2.2	2.2	2.5	2.3	2.2	2.2
Midwest.....	605	687	656	629	725	713	1.9	2.1	2.0	2.0	2.3	2.2
West.....	615	638	701	641	647	694	1.9	2.0	2.2	2.0	2.0	2.1

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

<sup>4</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	1,907	1,718	1,672	1,704	1,808	1,671	1.4	1.2	1.2	1.2	1.3	1.2
<b>INDUSTRY</b>												
Total private.....	1,802	1,599	1,549	1,582	1,687	1,563	1.5	1.3	1.3	1.3	1.4	1.3
Mining and logging <sup>3</sup> .....	31	12	26	21	27	21	3.7	1.6	3.4	2.8	3.7	2.9
Construction.....	200	157	138	182	202	160	3.1	2.4	2.1	2.7	3.0	2.4
Manufacturing.....	108	101	104	97	121	116	0.9	0.8	0.8	0.8	1.0	0.9
Durable goods.....	65	64	65	61	83	73	0.8	0.8	0.8	0.8	1.1	0.9
Nondurable goods.....	43	37	39	35	38	43	0.9	0.8	0.9	0.8	0.8	0.9
Trade, transportation, and utilities.....	354	302	266	312	320	274	1.3	1.1	1.0	1.1	1.2	1.0
Wholesale trade <sup>3</sup> .....	64	45	39	48	42	44	1.1	0.8	0.7	0.8	0.7	0.8
Retail trade.....	204	189	177	194	211	169	1.3	1.2	1.1	1.2	1.3	1.1
Transportation, warehousing, and utilities.....	85	69	50	71	67	61	1.6	1.3	0.9	1.3	1.2	1.1
Information.....	23	31	19	25	21	22	0.9	1.1	0.7	0.9	0.8	0.8
Financial activities.....	61	58	62	57	64	64	0.8	0.7	0.8	0.7	0.8	0.8
Finance and insurance.....	39	32	38	37	41	43	0.6	0.5	0.6	0.6	0.7	0.7
Real estate and rental and leasing. . .	23	26	24	20	23	21	1.1	1.2	1.1	0.9	1.1	1.0
Professional and business services. . . .	495	441	414	442	427	394	2.5	2.2	2.1	2.2	2.1	2.0
Education and health services.....	143	156	149	152	145	137	0.7	0.7	0.7	0.7	0.6	0.6
Educational services.....	28	37	22	27	40	29	0.8	1.1	0.6	0.8	1.2	0.8
Health care and social assistance. . . .	115	119	127	126	104	108	0.6	0.6	0.7	0.7	0.5	0.6
Leisure and hospitality.....	297	280	298	237	295	286	2.0	1.8	1.9	1.5	1.9	1.8
Arts, entertainment, and recreation. . .	101	72	80	91	53	88	4.7	3.3	3.6	4.1	2.4	4.0
Accommodation and food services. . .	197	208	219	146	243	198	1.5	1.6	1.7	1.1	1.8	1.5
Other services.....	88	59	72	56	66	91	1.6	1.0	1.3	1.0	1.2	1.6
Government.....	106	119	123	122	121	108	0.5	0.5	0.6	0.6	0.5	0.5
Federal.....	13	11	10	15	8	6	0.5	0.4	0.4	0.5	0.3	0.2
State and local.....	93	108	113	108	113	102	0.5	0.6	0.6	0.6	0.6	0.5
State and local education.....	55	62	61	65	68	67	0.5	0.6	0.6	0.6	0.7	0.6
State and local, excluding education.....	38	46	52	43	45	35	0.4	0.5	0.6	0.5	0.5	0.4
<b>REGION<sup>4</sup></b>												
Northeast.....	300	329	324	299	346	340	1.1	1.2	1.2	1.1	1.3	1.3
South.....	679	647	601	576	669	535	1.3	1.2	1.2	1.1	1.3	1.0
Midwest.....	476	348	374	407	384	435	1.5	1.1	1.2	1.3	1.2	1.4
West.....	452	393	372	422	408	361	1.4	1.2	1.1	1.3	1.3	1.1

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

<sup>4</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	356	378	368	422	397	395	0.3	0.3	0.3	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private.....	291	311	303	365	332	327	0.2	0.3	0.3	0.3	0.3	0.3
Mining and logging.....	2	5	3	2	4	5	0.2	0.6	0.3	0.3	0.5	0.7
Construction <sup>3</sup> .....	19	6	8	11	13	14	0.3	0.1	0.1	0.2	0.2	0.2
Manufacturing.....	24	20	26	22	29	27	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	14	15	17	13	15	20	0.2	0.2	0.2	0.2	0.2	0.3
Nondurable goods <sup>3</sup> .....	10	5	8	9	14	7	0.2	0.1	0.2	0.2	0.3	0.2
Trade, transportation, and utilities.....	92	110	89	102	113	101	0.3	0.4	0.3	0.4	0.4	0.4
Wholesale trade.....	6	10	14	8	9	13	0.1	0.2	0.2	0.1	0.2	0.2
Retail trade.....	69	84	68	69	94	72	0.4	0.5	0.4	0.4	0.6	0.5
Transportation, warehousing, and utilities <sup>3</sup> .....	17	15	8	24	10	15	0.3	0.3	0.1	0.4	0.2	0.3
Information <sup>3</sup> .....	11	5	7	16	11	6	0.4	0.2	0.3	0.6	0.4	0.2
Financial activities.....	27	46	19	47	25	28	0.3	0.6	0.2	0.6	0.3	0.3
Finance and insurance.....	22	42	17	36	22	21	0.4	0.7	0.3	0.6	0.4	0.3
Real estate and rental and leasing <sup>3</sup> ...	5	4	2	11	3	7	0.2	0.2	0.1	0.5	0.1	0.3
Professional and business services....	47	56	66	61	68	80	0.2	0.3	0.3	0.3	0.3	0.4
Education and health services.....	38	36	44	61	29	24	0.2	0.2	0.2	0.3	0.1	0.1
Educational services <sup>3</sup> .....	2	5	4	3	2	2	0.1	0.1	0.1	0.1	0.1	0.1
Health care and social assistance <sup>3</sup> ...	36	31	40	58	27	21	0.2	0.2	0.2	0.3	0.1	0.1
Leisure and hospitality.....	24	23	34	34	32	26	0.2	0.1	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation <sup>3</sup> ...	2	5	2	3	2	2	0.1	0.2	0.1	0.1	0.1	0.1
Accommodation and food services <sup>3</sup> ...	22	18	32	32	30	24	0.2	0.1	0.2	0.2	0.2	0.2
Other services <sup>3</sup> .....	8	4	7	8	8	17	0.1	0.1	0.1	0.1	0.1	0.3
Government.....	65	66	65	56	65	68	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	11	17	17	14	18	19	0.4	0.6	0.6	0.5	0.7	0.7
State and local.....	54	49	48	43	47	49	0.3	0.3	0.2	0.2	0.2	0.3
State and local education.....	24	26	25	22	22	23	0.2	0.3	0.2	0.2	0.2	0.2
State and local, excluding education.....	30	23	23	20	24	26	0.3	0.3	0.3	0.2	0.3	0.3
<b>REGION<sup>4</sup></b>												
Northeast.....	73	67	86	75	46	68	0.3	0.3	0.3	0.3	0.2	0.3
South.....	114	168	125	151	163	148	0.2	0.3	0.2	0.3	0.3	0.3
Midwest.....	78	77	75	77	72	102	0.2	0.2	0.2	0.2	0.2	0.3
West.....	90	66	82	119	116	77	0.3	0.2	0.3	0.4	0.4	0.2

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

<sup>4</sup> 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.

<sup>p</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	5,133	5,377	5,729	3.5	3.6	3.9
<b>INDUSTRY</b>						
Total private.....	4,631	4,923	5,242	3.8	4.0	4.2
Mining and logging.....	16	10	10	1.9	1.4	1.4
Construction.....	177	201	210	2.8	3.1	3.2
Manufacturing.....	311	320	356	2.5	2.5	2.8
Durable goods.....	197	169	176	2.5	2.2	2.2
Nondurable goods.....	115	151	180	2.5	3.2	3.8
Trade, transportation, and utilities.....	874	966	941	3.2	3.5	3.4
Wholesale trade.....	141	216	181	2.4	3.5	3.0
Retail trade.....	516	590	564	3.3	3.6	3.5
Transportation, warehousing, and utilities.....	217	161	196	3.9	2.9	3.5
Information.....	107	87	71	3.8	3.1	2.5
Financial activities.....	262	318	334	3.2	3.8	3.9
Finance and insurance.....	193	228	264	3.1	3.6	4.1
Real estate and rental and leasing.....	69	91	71	3.2	4.2	3.3
Professional and business services.....	1,030	1,046	1,214	5.1	5.0	5.8
Education and health services.....	857	993	1,010	3.8	4.2	4.3
Educational services.....	89	113	77	2.4	3.0	2.1
Health care and social assistance.....	768	880	933	4.0	4.4	4.7
Leisure and hospitality.....	773	743	822	5.0	4.8	5.2
Arts, entertainment, and recreation.....	106	63	97	5.1	3.1	4.5
Accommodation and food services.....	667	680	724	5.0	5.0	5.3
Other services.....	223	238	274	3.8	4.1	4.6
Government.....	503	454	487	2.2	2.0	2.1
Federal.....	85	88	99	3.0	3.1	3.5
State and local.....	418	366	388	2.1	1.8	1.9
State and local education.....	124	126	126	1.1	1.2	1.2
State and local, excluding education.....	294	240	262	3.2	2.6	2.8
<b>REGION<sup>3</sup></b>						
Northeast.....	829	832	862	3.1	3.1	3.1
South.....	1,876	2,041	2,140	3.5	3.8	4.0
Midwest.....	1,206	1,235	1,328	3.7	3.7	4.0
West.....	1,222	1,269	1,399	3.7	3.8	4.1

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	4,825	4,541	4,965	3.4	3.2	3.5
<b>INDUSTRY</b>						
Total private.....	4,575	4,282	4,681	3.9	3.6	3.9
Mining and logging.....	25	19	26	3.0	2.7	3.7
Construction.....	311	285	347	5.1	4.6	5.5
Manufacturing.....	254	242	243	2.1	2.0	2.0
Durable goods.....	151	147	144	1.9	1.9	1.9
Nondurable goods.....	103	96	99	2.3	2.1	2.2
Trade, transportation, and utilities.....	1,072	905	1,032	4.1	3.4	3.8
Wholesale trade.....	162	128	170	2.8	2.2	2.9
Retail trade.....	748	649	737	4.9	4.2	4.7
Transportation, warehousing, and utilities.....	162	129	125	3.1	2.4	2.3
Information.....	68	65	61	2.5	2.3	2.2
Financial activities.....	179	190	200	2.2	2.3	2.4
Finance and insurance.....	127	138	123	2.1	2.3	2.0
Real estate and rental and leasing.....	52	52	77	2.5	2.5	3.7
Professional and business services.....	1,019	984	1,013	5.3	5.0	5.1
Education and health services.....	518	551	541	2.4	2.4	2.4
Educational services.....	49	85	51	1.3	2.3	1.4
Health care and social assistance.....	469	467	490	2.6	2.5	2.6
Leisure and hospitality.....	938	875	1,012	6.4	5.9	6.7
Arts, entertainment, and recreation.....	155	100	150	7.8	5.0	7.3
Accommodation and food services.....	782	775	862	6.2	6.1	6.6
Other services.....	192	165	207	3.4	2.9	3.7
Government.....	250	259	284	1.1	1.2	1.3
Federal.....	37	33	39	1.4	1.2	1.4
State and local.....	213	226	245	1.1	1.2	1.2
State and local education.....	73	110	99	0.7	1.0	0.9
State and local, excluding education.....	140	116	146	1.6	1.3	1.6
<b>REGION<sup>3</sup></b>						
Northeast.....	739	632	756	2.8	2.4	2.8
South.....	1,906	1,795	1,982	3.7	3.5	3.8
Midwest.....	1,109	1,012	1,191	3.5	3.2	3.7
West.....	1,072	1,101	1,037	3.4	3.4	3.2

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	4,310	4,198	4,373	3.1	3.0	3.1
<b>INDUSTRY</b>						
Total private.....	4,076	3,985	4,133	3.5	3.3	3.4
Mining and logging.....	44	40	40	5.1	5.5	5.6
Construction.....	277	273	280	4.6	4.4	4.4
Manufacturing.....	234	263	263	1.9	2.2	2.2
Durable goods.....	138	167	159	1.8	2.2	2.1
Nondurable goods.....	95	96	104	2.1	2.1	2.3
Trade, transportation, and utilities.....	950	892	897	3.6	3.3	3.3
Wholesale trade.....	145	122	148	2.5	2.1	2.5
Retail trade.....	641	648	614	4.2	4.2	3.9
Transportation, warehousing, and utilities.....	165	122	134	3.1	2.3	2.5
Information.....	78	58	64	2.9	2.1	2.3
Financial activities.....	162	171	182	2.0	2.1	2.2
Finance and insurance.....	121	114	114	2.0	1.9	1.9
Real estate and rental and leasing.....	42	57	68	2.0	2.8	3.3
Professional and business services.....	929	944	931	4.8	4.8	4.7
Education and health services.....	485	443	492	2.2	2.0	2.2
Educational services.....	45	47	44	1.2	1.3	1.2
Health care and social assistance.....	441	397	448	2.4	2.1	2.4
Leisure and hospitality.....	759	752	801	5.2	5.1	5.3
Arts, entertainment, and recreation.....	110	78	117	5.5	3.9	5.7
Accommodation and food services.....	649	674	685	5.1	5.3	5.3
Other services.....	159	148	184	2.8	2.6	3.3
Government.....	234	214	240	1.0	1.0	1.1
Federal.....	32	31	32	1.2	1.1	1.1
State and local.....	202	183	208	1.0	0.9	1.1
State and local education.....	83	81	91	0.8	0.8	0.8
State and local, excluding education.....	119	102	117	1.3	1.1	1.3
<b>REGION<sup>3</sup></b>						
Northeast.....	596	617	659	2.3	2.3	2.5
South.....	1,737	1,665	1,654	3.4	3.2	3.2
Midwest.....	953	948	1,061	3.0	3.0	3.3
West.....	1,023	969	999	3.2	3.0	3.1

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	2,451	2,428	2,680	1.7	1.7	1.9
<b>INDUSTRY</b>						
Total private.....	2,326	2,312	2,546	2.0	1.9	2.1
Mining and logging.....	10	9	12	1.2	1.3	1.7
Construction.....	97	87	138	1.6	1.4	2.2
Manufacturing.....	121	123	136	1.0	1.0	1.1
Durable goods.....	70	71	77	0.9	0.9	1.0
Nondurable goods.....	51	52	59	1.1	1.1	1.3
Trade, transportation, and utilities.....	572	514	589	2.2	1.9	2.2
Wholesale trade.....	75	74	91	1.3	1.3	1.5
Retail trade.....	417	372	428	2.7	2.4	2.7
Transportation, warehousing, and utilities.....	80	68	70	1.5	1.3	1.3
Information.....	44	31	36	1.6	1.1	1.3
Financial activities.....	88	108	99	1.1	1.3	1.2
Finance and insurance.....	67	71	54	1.1	1.2	0.9
Real estate and rental and leasing.....	21	37	46	1.0	1.8	2.2
Professional and business services.....	452	499	510	2.3	2.5	2.6
Education and health services.....	330	319	359	1.5	1.4	1.6
Educational services.....	29	28	28	0.8	0.8	0.7
Health care and social assistance.....	302	292	331	1.6	1.5	1.7
Leisure and hospitality.....	521	531	565	3.6	3.6	3.8
Arts, entertainment, and recreation.....	32	51	43	1.6	2.6	2.1
Accommodation and food services.....	489	480	522	3.9	3.8	4.0
Other services.....	91	91	101	1.6	1.6	1.8
Government.....	124	116	134	0.6	0.5	0.6
Federal.....	10	11	12	0.4	0.4	0.4
State and local.....	114	105	122	0.6	0.5	0.6
State and local education.....	47	47	50	0.4	0.4	0.5
State and local, excluding education.....	67	58	72	0.8	0.7	0.8
<b>REGION<sup>3</sup></b>						
Northeast.....	319	331	343	1.2	1.3	1.3
South.....	1,043	971	1,071	2.0	1.9	2.1
Midwest.....	528	585	631	1.7	1.8	2.0
West.....	561	542	635	1.8	1.7	2.0

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	1,543	1,406	1,330	1.1	1.0	0.9
<b>INDUSTRY</b>						
Total private.....	1,482	1,352	1,275	1.3	1.1	1.1
Mining and logging.....	31	27	21	3.7	3.7	3.0
Construction.....	160	173	128	2.6	2.8	2.0
Manufacturing.....	89	113	100	0.7	0.9	0.8
Durable goods.....	55	83	63	0.7	1.1	0.8
Nondurable goods.....	35	30	37	0.8	0.7	0.8
Trade, transportation, and utilities.....	301	266	227	1.1	1.0	0.8
Wholesale trade.....	64	42	44	1.1	0.7	0.8
Retail trade.....	169	181	133	1.1	1.2	0.8
Transportation, warehousing, and utilities.....	68	43	49	1.3	0.8	0.9
Information.....	23	17	21	0.8	0.6	0.8
Financial activities.....	54	46	62	0.7	0.6	0.8
Finance and insurance.....	38	29	46	0.6	0.5	0.8
Real estate and rental and leasing.....	16	17	15	0.8	0.8	0.7
Professional and business services.....	432	378	331	2.2	1.9	1.7
Education and health services.....	117	95	109	0.5	0.4	0.5
Educational services.....	14	17	14	0.4	0.5	0.4
Health care and social assistance.....	103	79	95	0.6	0.4	0.5
Leisure and hospitality.....	213	188	210	1.5	1.3	1.4
Arts, entertainment, and recreation.....	75	25	71	3.8	1.3	3.4
Accommodation and food services.....	138	163	139	1.1	1.3	1.1
Other services.....	60	49	66	1.1	0.9	1.2
Government.....	61	53	56	0.3	0.2	0.2
Federal.....	12	4	5	0.5	0.2	0.2
State and local.....	49	49	51	0.2	0.2	0.3
State and local education.....	24	25	29	0.2	0.2	0.3
State and local, excluding education.....	25	24	21	0.3	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	210	243	251	0.8	0.9	0.9
South.....	600	540	461	1.2	1.0	0.9
Midwest.....	360	299	337	1.1	0.9	1.1
West.....	372	324	281	1.2	1.0	0.9

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>	Mar. 2015	Feb. 2016	Mar. 2016 <sup>p</sup>
Total.....	316	364	362	0.2	0.3	0.3
<b>INDUSTRY</b>						
Total private.....	268	320	312	0.2	0.3	0.3
Mining and logging.....	2	3	6	0.2	0.5	0.9
Construction.....	19	13	14	0.3	0.2	0.2
Manufacturing.....	24	27	27	0.2	0.2	0.2
Durable goods.....	14	13	20	0.2	0.2	0.3
Nondurable goods.....	10	14	7	0.2	0.3	0.2
Trade, transportation, and utilities.....	78	112	81	0.3	0.4	0.3
Wholesale trade.....	5	6	13	0.1	0.1	0.2
Retail trade.....	56	95	53	0.4	0.6	0.3
Transportation, warehousing, and utilities.....	17	10	15	0.3	0.2	0.3
Information.....	11	11	6	0.4	0.4	0.2
Financial activities.....	20	18	21	0.2	0.2	0.3
Finance and insurance.....	15	14	14	0.3	0.2	0.2
Real estate and rental and leasing.....	5	3	7	0.2	0.2	0.3
Professional and business services.....	45	68	90	0.2	0.3	0.5
Education and health services.....	38	29	24	0.2	0.1	0.1
Educational services.....	2	2	2	0.1	0.1	0.1
Health care and social assistance.....	36	27	21	0.2	0.1	0.1
Leisure and hospitality.....	24	32	26	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	2	2	0.1	0.1	0.1
Accommodation and food services.....	22	30	24	0.2	0.2	0.2
Other services.....	8	8	17	0.1	0.1	0.3
Government.....	48	45	50	0.2	0.2	0.2
Federal.....	9	15	15	0.3	0.5	0.5
State and local.....	39	30	35	0.2	0.2	0.2
State and local education.....	12	9	12	0.1	0.1	0.1
State and local, excluding education.....	27	20	23	0.3	0.2	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	67	43	64	0.3	0.2	0.2
South.....	94	154	123	0.2	0.3	0.2
Midwest.....	66	64	92	0.2	0.2	0.3
West.....	90	103	83	0.3	0.3	0.3

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> 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.

<sup>p</sup> 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.