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## JOB OPENINGS AND LABOR TURNOVER: APRIL 2004

There were 4.4 million hires and 4.0 million separations during April, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The number of hires dropped by 245,000 from March to April, but remained above the number of separations for the 12th straight month. The job openings rate was unchanged at 2.3 percent in April. The series in this report include estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

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

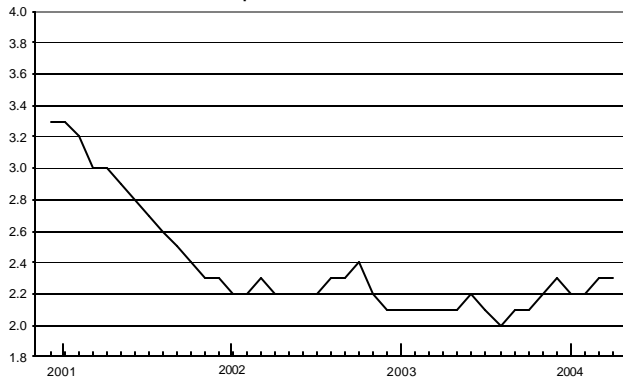
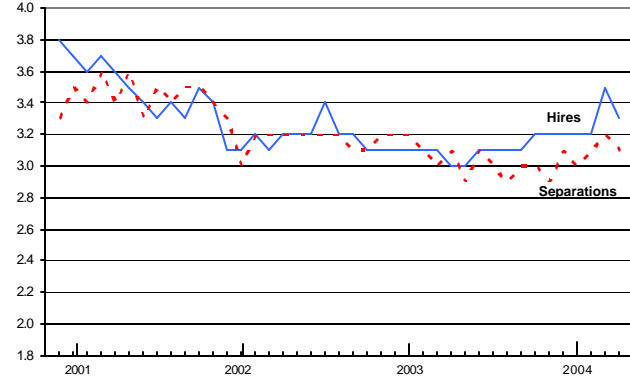


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent  
December 2000 - April 2004



### Job Openings

On the last business day of April, there were 3.1 million job openings in the United States, and the job openings rate (the number of job openings on the last business day of the month divided by employment plus job openings) was 2.3 percent. (See table 1.) The job openings rate has ranged from 2.0 to 2.4 percent since October 2001. Over the month, the job openings rate edged up for manufacturing, while showing little or no change in other major industry categories.

### Hires and Separations

The hires rate (the number of hires during the month divided by employment) decreased to 3.3 percent in April. (See table 2.) Hires are any additions to the payroll during the month. The hires rate decreased in professional and business services in April, following an increase in March. The hires rate for government decreased to 1.4 percent in April. Other major industries showed little or no change in their hires rates over the month. However, in the leisure and hospitality industry, there were approximately 100,000 more hires each month in February, March, and April 2004 than in the same months in 2003.

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

Industry	Job openings			Hires			Total separations		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>p</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>p</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>p</sup>
Levels (in thousands)									
Total <sup>1</sup> .....	2,807	3,079	3,091	3,911	4,603	4,358	3,975	4,134	4,029
Total private <sup>1</sup> .....	2,430	2,740	2,733	3,610	4,256	4,044	3,740	3,868	3,785
Construction .....	100	113	112	357	437	409	411	392	391
Manufacturing .....	183	232	259	282	361	349	391	377	364
Trade, transportation, and utilities .....	439	524	518	838	1,009	1,028	867	978	958
Professional and business services .....	460	502	494	624	713	600	568	597	589
Education and health services ....	569	559	566	419	444	459	387	382	385
Leisure and hospitality .....	337	370	368	656	810	754	699	715	671
Government .....	371	353	357	303	343	306	231	284	251
Rates (percent)									
Total <sup>1</sup> .....	2.1	2.3	2.3	3.0	3.5	3.3	3.1	3.2	3.1
Total private <sup>1</sup> .....	2.2	2.5	2.4	3.3	3.9	3.7	3.5	3.5	3.5
Construction .....	1.5	1.6	1.6	5.3	6.4	6.0	6.1	5.7	5.7
Manufacturing .....	1.2	1.6	1.8	1.9	2.5	2.4	2.7	2.6	2.5
Trade, transportation, and utilities .....	1.7	2.0	2.0	3.3	4.0	4.0	3.4	3.8	3.8
Professional and business services .....	2.8	3.0	2.9	3.9	4.4	3.7	3.6	3.7	3.6
Education and health services ....	3.3	3.2	3.3	2.5	2.6	2.7	2.3	2.3	2.3
Leisure and hospitality .....	2.7	2.9	2.9	5.4	6.6	6.1	5.8	5.8	5.5
Government .....	1.7	1.6	1.6	1.4	1.6	1.4	1.1	1.3	1.2

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

The total separations, or turnover, rate (the number of separations during the month divided by employment) was 3.1 percent in April and has remained in the range of 2.9 to 3.3 percent since December 2001. Separations are terminations of employment that occur at any time during the month. The total separations rate for government edged down in April, and the other major industries showed little or no change in their total separations rates over the month. (See table 3.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged at 1.7 percent in April. (See table 4.) There were more quits in February, March, and April 2004 than in the same months in 2003. Quits as a percent of total separations has been increasing since December 2003; quits were 55.2 percent of total separations in April. In the education and health services industry, quits were 64.4 percent of total separations. The other two components of total separations, layoffs and discharges (1.0 percent) and other separations (0.2 percent), are not seasonally adjusted. (See tables 9 and 10.)

Hires and separations help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.1 million per month and separations have averaged 3.9 million per month. (See the Technical Note for additional information on these measures.) Hires have outpaced separations in each of the last 12 months. In March and April, hires outpaced separations in every industry except manufacturing.

The trade, transportation, and utilities industry reported 23.6 percent of the 4.4 million hires and 23.8 percent of the 4.0 million separations in April. The South region reported 36.0 percent of hires and 36.9 percent of separations.

For More Information

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

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The report on Job Openings and Labor Turnover for May 2004 is scheduled to be released on Wednesday, July 7, 2004.

# Technical Note

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

## Collection

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

## Coverage

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

## Concepts

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

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

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

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

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

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

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

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

## Sample methodology

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

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

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

### **Using JOLTS data**

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

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

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

### **Seasonal adjustment**

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

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

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

### **Reliability of the estimates**

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

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

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

### **Other information**

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

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,807	2,952	3,062	2,868	2,906	3,079	3,091	2.1	2.2	2.3	2.2	2.2	2.3	2.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,430	2,593	2,719	2,518	2,534	2,740	2,733	2.2	2.3	2.4	2.3	2.3	2.5	2.4
Construction.....	100	89	110	106	99	113	112	1.5	1.3	1.6	1.5	1.4	1.6	1.6
Manufacturing.....	183	221	234	233	226	232	259	1.2	1.5	1.6	1.6	1.6	1.6	1.8
Trade, transportation, and utilities.....	439	513	520	430	458	524	518	1.7	2.0	2.0	1.7	1.8	2.0	2.0
Professional and business services.....	460	499	594	501	491	502	494	2.8	3.0	3.5	3.0	2.9	3.0	2.9
Education and health services.....	569	551	520	549	551	559	566	3.3	3.2	3.0	3.2	3.2	3.2	3.3
Leisure and hospitality.....	337	364	399	368	383	370	368	2.7	2.9	3.2	2.9	3.0	2.9	2.9
Government.....	371	358	351	350	364	353	357	1.7	1.6	1.6	1.6	1.7	1.6	1.6
<b>REGION</b>														
Northeast.....	509	526	541	476	500	569	559	2.0	2.1	2.1	1.9	2.0	2.2	2.2
South.....	1,071	1,154	1,204	1,132	1,112	1,176	1,201	2.3	2.5	2.6	2.4	2.4	2.5	2.5
Midwest.....	616	655	666	679	680	663	659	2.0	2.1	2.1	2.2	2.2	2.1	2.1
West.....	608	621	649	586	632	655	672	2.1	2.1	2.2	2.0	2.2	2.2	2.3

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

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

<sup>P</sup> = preliminary.

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

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

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	3,911	4,135	4,216	4,106	4,103	4,603	4,358	3.0	3.2	3.2	3.2	3.2	3.5	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,610	3,843	3,923	3,800	3,772	4,256	4,044	3.3	3.5	3.6	3.5	3.5	3.9	3.7
Construction.....	357	397	404	358	382	437	409	5.3	5.9	6.0	5.3	5.6	6.4	6.0
Manufacturing.....	282	345	340	349	355	361	349	1.9	2.4	2.4	2.4	2.5	2.5	2.4
Trade, transportation, and utilities.....	838	875	913	957	945	1,009	1,028	3.3	3.5	3.6	3.8	3.7	4.0	4.0
Professional and business services.....	624	613	650	708	529	713	600	3.9	3.8	4.0	4.4	3.3	4.4	3.7
Education and health services.....	419	436	427	416	447	444	459	2.5	2.6	2.5	2.5	2.7	2.6	2.7
Leisure and hospitality.....	656	776	753	715	766	810	754	5.4	6.4	6.2	5.9	6.3	6.6	6.1
Government.....	303	302	300	295	323	343	306	1.4	1.4	1.4	1.4	1.5	1.6	1.4
<b>REGION</b>														
Northeast.....	646	717	792	722	689	744	772	2.6	2.9	3.2	2.9	2.8	3.0	3.1
South.....	1,499	1,508	1,517	1,585	1,608	1,781	1,567	3.3	3.3	3.3	3.4	3.5	3.9	3.4
Midwest.....	886	925	897	921	953	1,040	975	2.9	3.0	2.9	3.0	3.1	3.4	3.1
West.....	919	924	992	883	876	1,029	1,089	3.2	3.3	3.5	3.1	3.1	3.6	3.8

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 3. Total separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	3,975	3,797	4,022	3,968	4,073	4,134	4,029	3.1	2.9	3.1	3.0	3.1	3.2	3.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,740	3,543	3,723	3,716	3,807	3,868	3,785	3.5	3.3	3.4	3.4	3.5	3.5	3.5
Construction.....	411	372	391	436	400	392	391	6.1	5.5	5.8	6.4	5.9	5.7	5.7
Manufacturing.....	391	330	343	323	355	377	364	2.7	2.3	2.4	2.3	2.5	2.6	2.5
Trade, transportation, and utilities.....	867	856	968	936	899	978	958	3.4	3.4	3.8	3.7	3.5	3.8	3.8
Professional and business services.....	568	542	575	572	590	597	589	3.6	3.4	3.6	3.5	3.6	3.7	3.6
Education and health services.....	387	372	330	389	388	382	385	2.3	2.2	2.0	2.3	2.3	2.3	2.3
Leisure and hospitality.....	699	678	723	709	727	715	671	5.8	5.6	5.9	5.8	5.9	5.8	5.5
Government.....	231	259	269	258	268	284	251	1.1	1.2	1.2	1.2	1.2	1.3	1.2
<b>REGION</b>														
Northeast.....	643	622	687	712	688	666	720	2.6	2.5	2.8	2.9	2.8	2.7	2.9
South.....	1,533	1,438	1,518	1,505	1,499	1,612	1,486	3.3	3.1	3.3	3.3	3.3	3.5	3.2
Midwest.....	902	881	901	903	929	938	864	2.9	2.9	2.9	2.9	3.0	3.0	2.8
West.....	889	858	898	896	941	1,003	955	3.1	3.0	3.2	3.2	3.3	3.5	3.3

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 4. Quits levels<sup>1</sup> and rates<sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Nov. 2003	Dec. 2003	Jan. 2004	Feb. 2004	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total<sup>4</sup></b> .....	2,048	2,104	2,131	2,118	2,178	2,271	2,225	1.6	1.6	1.6	1.6	1.7	1.7	1.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	1,933	1,999	2,010	2,002	2,051	2,144	2,096	1.8	1.8	1.9	1.8	1.9	2.0	1.9
Construction.....	106	158	171	148	133	154	163	1.6	2.3	2.5	2.2	2.0	2.3	2.4
Manufacturing.....	151	166	178	165	169	176	188	1.0	1.2	1.2	1.2	1.2	1.2	1.3
Trade, transportation, and utilities.....	491	491	534	530	493	530	530	1.9	1.9	2.1	2.1	1.9	2.1	2.1
Professional and business services.....	280	261	256	261	302	309	307	1.8	1.6	1.6	1.6	1.9	1.9	1.9
Education and health services.....	230	225	212	237	234	252	248	1.4	1.3	1.3	1.4	1.4	1.5	1.5
Leisure and hospitality.....	436	463	462	428	447	465	420	3.6	3.8	3.8	3.5	3.7	3.8	3.4
Government.....	113	100	119	116	126	129	127	.5	.5	.6	.5	.6	.6	.6
<b>REGION</b>														
Northeast.....	297	301	315	288	319	314	381	1.2	1.2	1.3	1.2	1.3	1.3	1.5
South.....	817	869	894	852	867	957	872	1.8	1.9	1.9	1.9	1.9	2.1	1.9
Midwest.....	456	466	465	513	455	474	467	1.5	1.5	1.5	1.7	1.5	1.5	1.5
West.....	472	464	436	475	520	565	517	1.7	1.6	1.5	1.7	1.8	2.0	1.8

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

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

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 5. Job openings levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total</b> .....	2,935	3,061	3,249	2.2	2.3	2.4
<b>INDUSTRY</b>						
Total private.....	2,559	2,713	2,888	2.3	2.5	2.6
Natural resources and mining.....	5	8	6	.8	1.3	1.0
Construction.....	128	112	146	1.9	1.7	2.1
Manufacturing.....	180	230	260	1.2	1.6	1.8
Durable goods.....	109	145	170	1.2	1.6	1.9
Nondurable goods.....	71	85	90	1.3	1.6	1.6
Trade, transportation, and utilities.....	454	518	537	1.8	2.0	2.1
Wholesale trade.....	78	94	115	1.4	1.7	2.0
Retail trade.....	306	333	342	2.0	2.2	2.3
Transportation, warehousing, and utilities.....	70	91	79	1.4	1.9	1.6
Information.....	47	68	65	1.4	2.1	2.0
Financial activities.....	165	189	223	2.0	2.3	2.7
Finance and insurance.....	118	157	178	2.0	2.6	2.9
Real estate and rental and leasing.....	47	32	45	2.2	1.6	2.1
Professional and business services.....	489	499	514	3.0	3.0	3.0
Education and health services.....	563	543	563	3.3	3.1	3.2
Educational services.....	36	43	50	1.3	1.5	1.7
Health care and social assistance.....	527	500	513	3.7	3.4	3.5
Leisure and hospitality.....	400	408	437	3.2	3.3	3.4
Arts, entertainment, and recreation.....	54	44	35	3.0	2.6	2.0
Accommodations and food services.....	346	364	401	3.3	3.4	3.7
Other services.....	129	138	137	2.3	2.5	2.5
Government.....	376	348	362	1.7	1.6	1.6
Federal.....	39	40	46	1.4	1.4	1.7
State and local.....	337	309	316	1.7	1.6	1.6
<b>REGION</b>						
Northeast.....	522	556	576	2.1	2.2	2.2
South.....	1,121	1,173	1,263	2.4	2.5	2.7
Midwest.....	655	684	703	2.1	2.2	2.2
West.....	636	648	707	2.2	2.2	2.4

<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>P</sup> = preliminary.

NOTE: See NOTE, table 1.



**Table 6. Hires levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total</b> .....	4,101	4,357	4,584	3.2	3.4	3.5
<b>INDUSTRY</b>						
Total private.....	3,876	4,123	4,358	3.6	3.8	4.0
Natural resources and mining.....	21	21	25	3.7	3.7	4.4
Construction.....	463	479	532	7.1	7.4	7.9
Manufacturing.....	293	370	363	2.0	2.6	2.5
Durable goods.....	168	237	214	1.9	2.7	2.4
Nondurable goods.....	126	133	149	2.3	2.5	2.8
Trade, transportation, and utilities.....	806	891	1,007	3.2	3.6	4.0
Wholesale trade.....	124	161	176	2.2	2.9	3.1
Retail trade.....	580	613	694	3.9	4.2	4.7
Transportation, warehousing, and utilities.....	101	116	136	2.1	2.4	2.9
Information.....	67	65	68	2.1	2.1	2.1
Financial activities.....	182	177	197	2.3	2.2	2.5
Finance and insurance.....	92	111	114	1.6	1.9	1.9
Real estate and rental and leasing.....	89	66	83	4.4	3.3	4.0
Professional and business services.....	727	725	680	4.6	4.5	4.2
Education and health services.....	360	411	401	2.2	2.4	2.4
Educational services.....	38	39	36	1.3	1.4	1.2
Health care and social assistance.....	323	372	365	2.3	2.6	2.6
Leisure and hospitality.....	794	823	899	6.6	6.9	7.4
Arts, entertainment, and recreation.....	186	110	162	10.7	6.6	9.3
Accommodations and food services.....	608	713	738	5.9	6.9	7.0
Other services.....	163	160	186	3.0	3.0	3.5
Government.....	224	235	226	1.0	1.1	1.0
Federal.....	27	26	37	1.0	1.0	1.4
State and local.....	197	208	189	1.0	1.1	1.0
<b>REGION</b>						
Northeast.....	630	649	761	2.5	2.6	3.0
South.....	1,554	1,753	1,615	3.4	3.8	3.5
Midwest.....	981	985	1,083	3.2	3.2	3.5
West.....	935	970	1,126	3.3	3.4	3.9

<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>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 7. Total separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total</b> .....	3,630	3,632	3,677	2.8	2.8	2.8
<b>INDUSTRY</b>						
Total private.....	3,452	3,437	3,492	3.2	3.2	3.2
Natural resources and mining.....	13	16	18	2.4	2.8	3.1
Construction.....	339	360	324	5.2	5.5	4.8
Manufacturing.....	379	345	354	2.6	2.4	2.5
Durable goods.....	246	207	194	2.7	2.3	2.2
Nondurable goods.....	133	137	159	2.4	2.5	3.0
Trade, transportation, and utilities.....	746	876	828	3.0	3.5	3.3
Wholesale trade.....	104	148	134	1.8	2.6	2.4
Retail trade.....	548	597	568	3.7	4.0	3.8
Transportation, warehousing, and utilities.....	95	131	126	2.0	2.8	2.6
Information.....	52	71	86	1.6	2.3	2.7
Financial activities.....	164	135	148	2.1	1.7	1.8
Finance and insurance.....	90	87	88	1.5	1.5	1.5
Real estate and rental and leasing.....	74	48	60	3.6	2.4	2.9
Professional and business services.....	549	550	576	3.5	3.4	3.5
Education and health services.....	348	346	352	2.1	2.0	2.1
Educational services.....	45	34	29	1.6	1.2	1.0
Health care and social assistance.....	303	313	323	2.2	2.2	2.3
Leisure and hospitality.....	707	585	667	5.9	4.9	5.5
Arts, entertainment, and recreation.....	124	71	123	7.1	4.3	7.1
Accommodations and food services.....	583	514	544	5.7	5.0	5.2
Other services.....	155	152	139	2.9	2.8	2.6
Government.....	178	195	185	.8	.9	.8
Federal.....	22	26	25	.8	1.0	.9
State and local.....	156	168	160	.8	.9	.8
<b>REGION</b>						
Northeast.....	536	538	625	2.2	2.2	2.5
South.....	1,460	1,412	1,406	3.2	3.1	3.0
Midwest.....	800	764	743	2.6	2.5	2.4
West.....	835	917	903	2.9	3.2	3.2

<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>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 8. Quits levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total</b> .....	1,938	2,024	2,114	1.5	1.6	1.6
<b>INDUSTRY</b>						
Total private.....	1,853	1,925	2,018	1.7	1.8	1.9
Natural resources and mining.....	7	8	9	1.3	1.4	1.6
Construction.....	105	140	164	1.6	2.2	2.4
Manufacturing.....	150	164	190	1.0	1.1	1.3
Durable goods.....	89	94	114	1.0	1.1	1.3
Nondurable goods.....	61	70	76	1.1	1.3	1.4
Trade, transportation, and utilities.....	462	484	503	1.8	1.9	2.0
Wholesale trade.....	53	73	64	.9	1.3	1.1
Retail trade.....	361	357	388	2.5	2.4	2.6
Transportation, warehousing, and utilities.....	48	54	50	1.0	1.1	1.1
Information.....	30	33	49	.9	1.0	1.6
Financial activities.....	120	76	97	1.5	1.0	1.2
Finance and insurance.....	63	53	58	1.1	.9	1.0
Real estate and rental and leasing.....	57	23	39	2.8	1.2	1.9
Professional and business services.....	255	296	286	1.6	1.8	1.7
Education and health services.....	212	224	230	1.3	1.3	1.4
Educational services.....	23	14	17	.8	.5	.6
Health care and social assistance.....	189	211	213	1.4	1.5	1.5
Leisure and hospitality.....	425	391	403	3.6	3.3	3.3
Arts, entertainment, and recreation.....	38	29	47	2.2	1.7	2.7
Accommodations and food services.....	387	362	356	3.8	3.5	3.4
Other services.....	88	109	87	1.6	2.0	1.6
Government.....	85	99	97	.4	.5	.4
Federal.....	11	12	12	.4	.5	.4
State and local.....	74	87	85	.4	.5	.4
<b>REGION</b>						
Northeast.....	254	252	327	1.0	1.0	1.3
South.....	809	855	857	1.8	1.9	1.9
Midwest.....	426	400	433	1.4	1.3	1.4
West.....	451	517	497	1.6	1.8	1.7

<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>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 9. Layoffs and discharges levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total</b> .....	1,414	1,365	1,300	1.1	1.1	1.0
<b>INDUSTRY</b>						
Total private.....	1,360	1,312	1,247	1.3	1.2	1.1
Natural resources and mining.....	3	5	5	.5	.9	.8
Construction.....	221	211	145	3.4	3.2	2.2
Manufacturing.....	191	150	139	1.3	1.1	1.0
Durable goods.....	127	89	62	1.4	1.0	.7
Nondurable goods.....	64	61	77	1.2	1.1	1.4
Trade, transportation, and utilities.....	228	328	253	.9	1.3	1.0
Wholesale trade.....	33	68	61	.6	1.2	1.1
Retail trade.....	164	195	142	1.1	1.3	1.0
Transportation, warehousing, and utilities.....	31	66	50	.7	1.4	1.1
Information.....	16	36	29	.5	1.1	.9
Financial activities.....	31	38	29	.4	.5	.4
Finance and insurance.....	19	17	14	.3	.3	.2
Real estate and rental and leasing.....	11	22	15	.6	1.1	.7
Professional and business services.....	254	227	257	1.6	1.4	1.6
Education and health services.....	114	104	101	.7	.6	.6
Educational services.....	18	18	10	.6	.6	.3
Health care and social assistance.....	96	86	91	.7	.6	.6
Leisure and hospitality.....	255	177	241	2.1	1.5	2.0
Arts, entertainment, and recreation.....	84	40	75	4.8	2.4	4.3
Accommodations and food services.....	171	137	166	1.7	1.3	1.6
Other services.....	48	36	48	.9	.7	.9
Government.....	54	54	53	.2	.2	.2
Federal.....	5	7	6	.2	.3	.2
State and local.....	49	47	47	.3	.2	.2
<b>REGION</b>						
Northeast.....	238	247	254	1.0	1.0	1.0
South.....	540	458	437	1.2	1.0	.9
Midwest.....	310	311	253	1.0	1.0	.8
West.....	327	349	356	1.2	1.2	1.2

<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>P</sup> = preliminary.

NOTE: See NOTE, table 1.

**Table 10. Other separations levels<sup>1</sup> and rates<sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>	Apr. 2003	Mar. 2004	Apr. 2004 <sup>P</sup>
<b>Total</b> .....	278	242	263	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	239	200	227	.2	.2	.2
Natural resources and mining.....	3	3	4	.5	.5	.8
Construction.....	13	9	15	.2	.1	.2
Manufacturing.....	39	31	25	.3	.2	.2
Durable goods.....	30	23	18	.3	.3	.2
Nondurable goods.....	9	7	7	.2	.1	.1
Trade, transportation, and utilities.....	56	64	73	.2	.3	.3
Wholesale trade.....	18	7	9	.3	.1	.2
Retail trade.....	23	45	38	.2	.3	.3
Transportation, warehousing, and utilities.....	16	12	25	.3	.2	.5
Information.....	6	3	9	.2	.1	.3
Financial activities.....	14	20	21	.2	.3	.3
Finance and insurance.....	8	18	16	.1	.3	.3
Real estate and rental and leasing.....	6	3	6	.3	.1	.3
Professional and business services.....	41	27	32	.3	.2	.2
Education and health services.....	22	18	21	.1	.1	.1
Educational services.....	5	2	2	.2	.1	.1
Health care and social assistance.....	18	16	20	.1	.1	.1
Leisure and hospitality.....	27	17	23	.2	.1	.2
Arts, entertainment, and recreation.....	2	2	1	.1	.1	( <sup>3</sup> )
Accommodations and food services.....	25	15	22	.2	.1	.2
Other services.....	19	8	4	.4	.1	.1
Government.....	39	42	36	.2	.2	.2
Federal.....	6	7	8	.2	.3	.3
State and local.....	33	35	28	.2	.2	.1
<b>REGION</b>						
Northeast.....	45	39	44	.2	.2	.2
South.....	112	99	111	.2	.2	.2
Midwest.....	64	53	57	.2	.2	.2
West.....	57	51	50	.2	.2	.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> Data round to zero.

<sup>P</sup> = preliminary.

NOTE: See NOTE, table 1.