JOB OPENINGS AND LABOR TURNOVER – MARCH 2012

There were 3.7 million job openings on the last business day of March, little changed from February but up significantly from a year earlier, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.3 percent) and separations rate (3.1 percent) were unchanged in March. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, April 2009 - March 2012
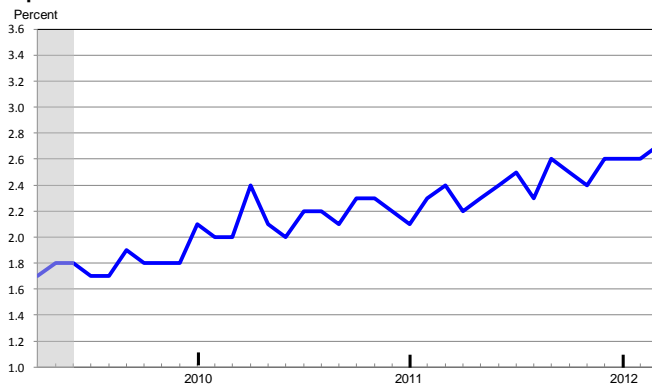
NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, April 2009 - March 2012
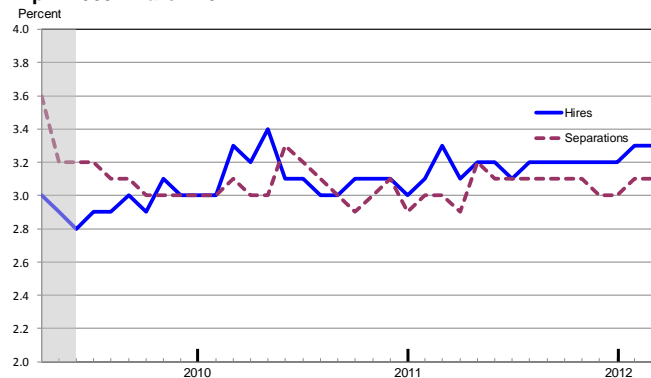
NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in March was 3.7 million, little changed from February. (See table 1.) Job openings increased in the manufacturing sector. The number of total nonfarm job openings has increased by 1.3 million since the end of the recession in June 2009.

The number of job openings in March (not seasonally adjusted) increased over the year for total nonfarm, total private, and government. Job openings increased over the year for durable goods manufacturing, nondurable goods manufacturing, retail trade, health care and social assistance, and state and local government. Job openings in the Midwest and South regions increased over the year. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
	Levels (in thousands)								
Total	3,189	3,565	3,737	4,293	4,444	4,356	3,988	4,124	4,153
Total private [1]....................................	2,865	3,163	3,361	4,037	4,128	4,049	3,730	3,823	3,853
Construction.....................................	70	73	96	357	318	286	341	317	282
Manufacturing...................................	239	271	326	270	260	257	246	235	225
Trade, transportation, and utilities [2].......	515	584	619	846	815	823	793	780	842
Retail trade...................................	281	365	389	584	551	546	561	543	579
Professional and business services.......	609	710	729	922	973	905	796	850	833
Education and health services [3]...........	590	655	668	464	527	515	437	458	472
Health care and social assistance...	535	598	605	397	455	436	371	396	410
Leisure and hospitality	367	408	423	755	794	804	699	747	745
Arts, entertainment, and recreation.....	42	48	50	133	156	154	125	153	134
Accommodation and food services......	325	360	373	622	639	650	574	594	611
Government [4]....................................	323	402	376	256	316	307	258	301	300
State and local government.................	269	338	318	227	284	277	233	269	271
	Rates (percent)								
Total	2.4	2.6	2.7	3.3	3.3	3.3	3.0	3.1	3.1
Total private [1]....................................	2.6	2.8	2.9	3.7	3.7	3.7	3.4	3.5	3.5
Construction.....................................	1.3	1.3	1.7	6.5	5.7	5.1	6.2	5.7	5.1
Manufacturing...................................	2.0	2.2	2.7	2.3	2.2	2.2	2.1	2.0	1.9
Trade, transportation, and utilities [2].......	2.0	2.3	2.4	3.4	3.2	3.3	3.2	3.1	3.3
Retail trade...................................	1.9	2.4	2.6	4.0	3.7	3.7	3.9	3.7	3.9
Professional and business services.......	3.4	3.8	3.9	5.4	5.5	5.1	4.6	4.8	4.7
Education and health services [3]...........	2.9	3.1	3.2	2.3	2.6	2.5	2.2	2.3	2.3
Health care and social assistance...	3.1	3.4	3.5	2.4	2.7	2.6	2.2	2.3	2.4
Leisure and hospitality	2.7	2.9	3.0	5.7	5.9	5.9	5.3	5.5	5.5
Arts, entertainment, and recreation.....	2.2	2.5	2.5	7.0	8.1	8.0	6.5	7.9	6.9
Accommodation and food services......	2.8	3.0	3.1	5.5	5.5	5.6	5.1	5.1	5.2
Government [4]....................................	1.4	1.8	1.7	1.2	1.4	1.4	1.2	1.4	1.4
State and local government.................	1.4	1.7	1.6	1.2	1.5	1.4	1.2	1.4	1.4

[1] Includes mining and logging, information, financial activities, and other services, not shown separately.

[2] Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

[3] Includes educational services, not shown separately.

[4] Includes federal government, not shown separately.

[p] = Preliminary

Hires

In March, the hires rate was unchanged at 3.3 percent for total nonfarm. The hires rate was little changed in all industries and regions. (See table 2.) The number of hires in March 2012 was 4.4 million, up from 3.7 million at the end of the recession in June 2009.

Over the 12 months ending in March, the hires rate (not seasonally adjusted) was unchanged for total nonfarm and total private but increased for government. The hires rate declined over the year in construction. (See table 6.)

Separations

The total separations figure includes voluntary quits, involuntary layoffs and discharges, and other separations, including retirements. Total separations is also referred to as turnover.

The seasonally adjusted total separations rate was unchanged in March for total nonfarm, total private, and government. (See table 3.) Over the year, the total separations rate (not seasonally adjusted) was little changed for total nonfarm and total private, but rose in government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In March, the quits rate was unchanged for total nonfarm, total private, and government. (See table 4.) The number of quits was 2.1 million in March 2012, up from 1.8 million at the end of the recession in June 2009.

The number of quits (not seasonally adjusted) in March increased over the year for total nonfarm, total private, and government. The number of quits increased over the year in mining and logging, accommodation and food services, and state and local government. Quits increased in the South region. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels and for the four regions. The layoffs and discharges rate displayed little or no change in March for total nonfarm, total private, government and all four regions. (See table B.) The number of layoffs and discharges for total nonfarm was 1.7 million in March 2012, down from 2.1 million at the end of the recession in June 2009.

Table B. Layoffs and discharges, seasonally adjusted

Industry and region[1]	Levels (in thousands)			Rates (percent)		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total………………………………………………	1,690	1,728	1,683	1.3	1.3	1.3
Total private………………………………………	1,591	1,610	1,577	1.5	1.5	1.4
Government………………………………………	99	117	106	0.4	0.5	0.5
Northeast…………………………………………	314	327	296	1.3	1.3	1.2
South………………………………………………	659	623	642	1.4	1.3	1.3
Midwest……………………………………………	368	409	365	1.2	1.4	1.2
West………………………………………………	349	369	379	1.2	1.3	1.3

[1] For region definitions see footnote 8, table 1.

[p] = Preliminary

The layoffs and discharges level (not seasonally adjusted) for total nonfarm, total private, and government was little changed over the 12 months ending in March 2012. Over the year, the number of layoffs and discharges rose for mining and logging. The number of layoffs and discharges was little changed over the year in all four regions. (See table 9.)

The other separations component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Other separations include separations due to retirement, death, and disability, as well as transfers to other locations of the same firm. In March 2012, there were 323,000 other separations for total nonfarm, 256,000 for total private, and 67,000 for government. (See table C.) The number of other separations for total nonfarm in March 2012 increased from 293,000 at the end of the recession in June 2009.

Table C. Other separations, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total…………………………………………………	320	325	323	0.2	0.2	0.2
Total private…………………………………………	262	266	256	0.2	0.2	0.2
Government…………………………………………	58	58	67	0.3	0.3	0.3

[p] = Preliminary

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 2012, hires totaled 50.7 million and separations totaled 48.8 million, yielding a net employment gain of 1.9 million. These figures include workers who may have been hired and separated more than once during the year.

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The Job Openings and Labor Turnover Survey results for April 2012 are scheduled to be released on Tuesday, June 19, 2012 at 10:00 a.m. (EDT).

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2012 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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

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

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

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

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

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

Annual estimates. Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used; they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,400 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and establishment size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

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

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS

sample cannot capture job openings, hires, and separations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward using the ratio of over-the-year CES employment change. The birth/death model also uses historical JOLTS data to estimate the amount of "churn" (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components—quits; layoffs and discharges; and other separations—in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

Seasonal adjustment

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

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and nonsampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Historical changes in JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected

in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

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

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

Other information

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

Table 1. Job openings levels [1] and rates [2] by industry and region, seasonally adjusted

Industry and region	Levels [3] (in thousands)							Rates						
	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]
Total	3,189	3,408	3,274	3,540	3,477	3,565	3,737	2.4	2.5	2.4	2.6	2.6	2.6	2.7
INDUSTRY														
Total private [4]...................................	2,865	3,062	2,925	3,188	3,119	3,163	3,361	2.6	2.7	2.6	2.8	2.7	2.8	2.9
Construction....................................	70	80	83	78	86	73	96	1.3	1.4	1.5	1.4	1.5	1.3	1.7
Manufacturing................................	239	240	240	252	261	271	326	2.0	2.0	2.0	2.1	2.2	2.2	2.7
Trade, transportation, and utilities [5]....	515	594	581	574	584	584	619	2.0	2.3	2.3	2.2	2.3	2.3	2.4
Retail trade..................................	281	334	316	323	315	365	389	1.9	2.2	2.1	2.1	2.1	2.4	2.6
Professional and business services....	609	644	561	785	695	710	729	3.4	3.6	3.1	4.3	3.8	3.8	3.9
Education and health services [6]........	590	622	616	605	630	655	668	2.9	3.0	3.0	2.9	3.0	3.1	3.2
Health care and social assistance...	535	558	552	552	576	598	605	3.1	3.2	3.2	3.2	3.3	3.4	3.5
Leisure and hospitality	367	404	434	441	432	408	423	2.7	2.9	3.1	3.2	3.1	2.9	3.0
Arts, entertainment, and recreation.	42	62	58	44	72	48	50	2.2	3.1	2.9	2.3	3.6	2.5	2.5
Accommodation and food services.	325	342	376	397	360	360	373	2.8	2.9	3.2	3.3	3.0	3.0	3.1
Government [7]..................................	323	345	349	352	358	402	376	1.4	1.5	1.6	1.6	1.6	1.8	1.7
State and local government..............	269	279	299	301	305	338	318	1.4	1.4	1.5	1.5	1.6	1.7	1.6
REGION [8]														
Northeast	655	573	557	595	590	671	691	2.6	2.2	2.2	2.3	2.3	2.6	2.7
South	1,100	1,310	1,306	1,443	1,442	1,402	1,496	2.3	2.7	2.7	2.9	2.9	2.8	3.0
Midwest	671	715	730	763	738	791	795	2.2	2.3	2.4	2.5	2.4	2.6	2.6
West	762	811	682	740	707	702	754	2.6	2.7	2.3	2.5	2.4	2.4	2.5

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

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

[3] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

[4] Includes mining and logging, information, financial activities, and other services, not shown separately.

[5] Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

[6] Includes educational services, not shown separately.

[7] Includes federal government, not shown separately.

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

[p] = Preliminary

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

Industry and region	Levels [3] (in thousands)							Rates						
	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]
Total	4,293	4,220	4,268	4,188	4,239	4,444	4,356	3.3	3.2	3.2	3.2	3.2	3.3	3.3
INDUSTRY														
Total private [4]...................................	4,037	3,979	3,986	3,889	3,945	4,128	4,049	3.7	3.6	3.6	3.5	3.6	3.7	3.7
Construction....................................	357	333	312	315	331	318	286	6.5	6.0	5.7	5.7	5.9	5.7	5.1
Manufacturing................................	270	240	237	269	253	260	257	2.3	2.0	2.0	2.3	2.1	2.2	2.2
Trade, transportation, and utilities [5]....	846	840	849	812	836	815	823	3.4	3.3	3.4	3.2	3.3	3.2	3.3
Retail trade..................................	584	559	573	517	557	551	546	4.0	3.8	3.9	3.5	3.8	3.7	3.7
Professional and business services....	922	893	858	818	831	973	905	5.4	5.1	4.9	4.6	4.7	5.5	5.1
Education and health services [6]........	464	484	483	494	517	527	515	2.3	2.4	2.4	2.5	2.6	2.6	2.5
Health care and social assistance...	397	414	407	414	441	455	436	2.4	2.5	2.4	2.5	2.6	2.7	2.6
Leisure and hospitality	755	719	779	743	757	794	804	5.7	5.4	5.8	5.5	5.6	5.9	5.9
Arts, entertainment, and recreation.	133	131	157	141	139	156	154	7.0	6.9	8.2	7.4	7.2	8.1	8.0
Accommodation and food services.	622	588	622	602	618	639	650	5.5	5.1	5.4	5.2	5.3	5.5	5.6
Government [7]..................................	256	241	281	299	294	316	307	1.2	1.1	1.3	1.4	1.3	1.4	1.4
State and local government..............	227	215	252	270	275	284	277	1.2	1.1	1.3	1.4	1.4	1.5	1.4
REGION [8]														
Northeast	790	684	691	676	710	756	742	3.2	2.7	2.7	2.7	2.8	3.0	2.9
South	1,642	1,656	1,626	1,634	1,667	1,748	1,682	3.5	3.5	3.4	3.4	3.5	3.6	3.5
Midwest	945	960	1,004	986	977	985	1,001	3.2	3.2	3.3	3.3	3.2	3.3	3.3
West	916	919	947	891	884	955	931	3.2	3.2	3.3	3.1	3.0	3.3	3.2

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

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

[3] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

[4] Includes mining and logging, information, financial activities, and other services, not shown separately.

[5] Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

[6] Includes educational services, not shown separately.

[7] Includes federal government, not shown separately.

[8] See footnote 8, table 1.

[p] = Preliminary

Table 3. Total separations levels [1] and rates [2] by industry and region, seasonally adjusted

Industry and region	Levels [3] (in thousands)							Rates						
	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]
Total	3,988	4,065	4,057	4,023	4,017	4,124	4,153	3.0	3.1	3.1	3.0	3.0	3.1	3.1
INDUSTRY														
Total private [4].....................................	3,730	3,781	3,750	3,695	3,729	3,823	3,853	3.4	3.4	3.4	3.4	3.4	3.5	3.5
Construction.....................................	341	325	300	303	308	317	282	6.2	5.9	5.4	5.5	5.5	5.7	5.1
Manufacturing..................................	246	227	236	239	217	235	225	2.1	1.9	2.0	2.0	1.8	2.0	1.9
Trade, transportation, and utilities [5].....	793	813	770	773	837	780	842	3.2	3.2	3.1	3.1	3.3	3.1	3.3
Retail trade..................................	561	539	520	509	579	543	579	3.9	3.7	3.5	3.5	3.9	3.7	3.9
Professional and business services.....	796	831	807	792	745	850	833	4.6	4.8	4.6	4.5	4.2	4.8	4.7
Education and health services [6].........	437	450	462	468	501	458	472	2.2	2.2	2.3	2.3	2.5	2.3	2.3
Health care and social assistance...	371	386	396	402	412	396	410	2.2	2.3	2.4	2.4	2.4	2.3	2.4
Leisure and hospitality	699	663	715	695	700	747	745	5.3	5.0	5.3	5.2	5.2	5.5	5.5
Arts, entertainment, and recreation..	125	114	142	133	125	153	134	6.5	6.0	7.4	7.0	6.5	7.9	6.9
Accommodation and food services..	574	549	573	562	575	594	611	5.1	4.8	5.0	4.9	5.0	5.1	5.2
Government [7].....................................	258	285	307	328	288	301	300	1.2	1.3	1.4	1.5	1.3	1.4	1.4
State and local government..............	233	253	268	292	262	269	271	1.2	1.3	1.4	1.5	1.4	1.4	1.4
REGION [8]														
Northeast.....................................	633	702	667	631	692	703	634	2.5	2.8	2.7	2.5	2.7	2.8	2.5
South...	1,563	1,537	1,609	1,592	1,598	1,571	1,676	3.3	3.2	3.4	3.3	3.3	3.3	3.5
Midwest.......................................	929	949	881	905	866	970	926	3.1	3.2	2.9	3.0	2.9	3.2	3.1
West..	863	877	899	895	862	880	916	3.0	3.0	3.1	3.1	3.0	3.0	3.1

[1] Total separations are the number of total separations during the entire month.
[2] The total separations rate is the number of total separations during the entire month as a percent of total employment.
[3] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.
[4] Includes mining and logging, information, financial activities, and other services, not shown separately.
[5] Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.
[6] Includes educational services, not shown separately.
[7] Includes federal government, not shown separately.
[8] See footnote 8, table 1.
[p] = Preliminary

Table 4. Quits levels [1] and rates [2] by industry and region, seasonally adjusted

Industry and region	Levels [3] (in thousands)							Rates						
	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]	Mar. 2011	Oct. 2011	Nov. 2011	Dec. 2011	Jan. 2012	Feb. 2012	Mar. 2012[p]
Total	1,979	1,983	1,976	2,008	2,002	2,072	2,147	1.5	1.5	1.5	1.5	1.5	1.6	1.6
INDUSTRY														
Total private [4].....................................	1,877	1,869	1,860	1,867	1,876	1,947	2,020	1.7	1.7	1.7	1.7	1.7	1.8	1.8
Construction.....................................	74	80	91	76	70	75	81	1.4	1.5	1.7	1.4	1.3	1.3	1.5
Manufacturing..................................	110	105	121	113	97	102	104	.9	.9	1.0	1.0	.8	.9	.9
Trade, transportation, and utilities [5].....	439	461	413	447	449	461	469	1.8	1.8	1.6	1.8	1.8	1.8	1.9
Retail trade..................................	333	330	294	331	342	345	346	2.3	2.2	2.0	2.2	2.3	2.3	2.4
Professional and business services.....	377	368	380	363	352	371	378	2.2	2.1	2.2	2.1	2.0	2.1	2.1
Education and health services [6]..........	259	242	247	265	282	287	285	1.3	1.2	1.2	1.3	1.4	1.4	1.4
Health care and social assistance...	226	215	225	233	251	256	254	1.4	1.3	1.3	1.4	1.5	1.5	1.5
Leisure and hospitality	409	374	370	388	398	425	468	3.1	2.8	2.8	2.9	2.9	3.1	3.4
Arts, entertainment, and recreation..	45	41	36	48	43	58	44	2.4	2.1	1.9	2.5	2.2	3.0	2.3
Accommodation and food services..	364	334	335	340	355	368	424	3.2	2.9	2.9	2.9	3.1	3.2	3.6
Government [7].....................................	102	114	116	141	125	125	126	.5	.5	.5	.6	.6	.6	.6
State and local government..............	94	102	106	131	116	113	115	.5	.5	.6	.7	.6	.6	.6
REGION [8]														
Northeast	278	288	275	279	343	314	278	1.1	1.1	1.1	1.1	1.4	1.2	1.1
South	793	782	830	816	827	825	916	1.7	1.6	1.7	1.7	1.7	1.7	1.9
Midwest	455	477	443	469	412	493	489	1.5	1.6	1.5	1.6	1.4	1.6	1.6
West	454	436	428	445	419	440	464	1.6	1.5	1.5	1.5	1.4	1.5	1.6

[1] Quits are the number of quits during the entire month.
[2] The quits rate is the number of quits during the entire month as a percent of total employment.
[3] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.
[4] Includes mining and logging, information, financial activities, and other services, not shown separately.
[5] Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.
[6] Includes educational services, not shown separately.
[7] Includes federal government, not shown separately.
[8] See footnote 8, table 1.
[p] = Preliminary

Table 5. Job openings levels [1] and rates [2] by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total..	3,102	3,363	3,678	2.3	2.5	2.7
INDUSTRY						
Total private..	2,782	2,979	3,309	2.5	2.7	2.9
Mining and logging.....................................	33	27	12	4.2	3.2	1.4
Construction..	67	62	96	1.3	1.2	1.8
Manufacturing...	225	264	318	1.9	2.2	2.6
Durable goods..	157	182	204	2.1	2.4	2.7
Nondurable goods...................................	67	82	114	1.5	1.8	2.5
Trade, transportation, and utilities...............	503	524	609	2.0	2.1	2.4
Wholesale trade.....................................	119	96	109	2.1	1.7	1.9
Retail trade..	257	302	375	1.8	2.0	2.5
Transportation, warehousing, and utilities....	127	127	125	2.6	2.5	2.5
Information..	108	88	88	3.9	3.2	3.2
Financial activities......................................	205	176	263	2.6	2.2	3.3
Finance and insurance............................	173	128	210	2.9	2.2	3.5
Real estate and rental and leasing............	31	48	53	1.6	2.5	2.7
Professional and business services..............	580	686	687	3.3	3.8	3.8
Education and health services.....................	565	633	656	2.8	3.0	3.1
Educational services...............................	49	53	60	1.4	1.5	1.7
Health care and social assistance.............	516	579	597	3.0	3.3	3.4
Leisure and hospitality................................	383	383	446	2.9	2.9	3.3
Arts, entertainment, and recreation...........	43	48	49	2.4	2.7	2.7
Accommodation and food services...........	340	335	397	3.0	2.9	3.4
Other services..	115	136	134	2.1	2.5	2.4
Government...	320	384	369	1.4	1.7	1.6
Federal...	63	67	67	2.1	2.3	2.3
State and local..	257	317	302	1.3	1.6	1.5
REGION [3]						
Northeast..	613	627	676	2.4	2.4	2.6
South..	1,071	1,338	1,462	2.2	2.7	3.0
Midwest..	683	739	813	2.3	2.4	2.6
West..	735	659	726	2.5	2.2	2.5

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

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

[3] See footnote 8, table 1.

[p] = Preliminary

Table 6. Hires levels [1] and rates [2] by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total..	4,036	3,633	4,117	3.1	2.8	3.1
INDUSTRY						
Total private...	3,860	3,406	3,900	3.6	3.1	3.6
Mining and logging.....................................	25	28	32	3.3	3.4	3.9
Construction...	387	253	303	7.5	4.9	5.8
Manufacturing...	267	234	256	2.3	2.0	2.2
Durable goods..	157	142	160	2.2	1.9	2.2
Nondurable goods...................................	110	92	96	2.5	2.1	2.2
Trade, transportation, and utilities...............	830	608	811	3.4	2.4	3.3
Wholesale trade.....................................	131	101	131	2.4	1.8	2.4
Retail trade..	576	395	540	4.0	2.7	3.7
Transportation, warehousing, and utilities....	123	112	140	2.6	2.3	2.9
Information..	52	55	53	2.0	2.1	2.0
Financial activities.....................................	142	128	150	1.9	1.7	2.0
Finance and insurance............................	88	83	87	1.5	1.4	1.5
Real estate and rental and leasing............	54	45	64	2.8	2.4	3.3
Professional and business services.............	857	891	855	5.0	5.1	4.9
Education and health services.....................	392	449	438	2.0	2.2	2.1
Educational services...............................	40	62	47	1.2	1.8	1.4
Health care and social assistance.............	352	386	390	2.1	2.3	2.3
Leisure and hospitality...............................	758	635	827	5.9	4.9	6.3
Arts, entertainment, and recreation...........	124	101	147	7.0	5.9	8.3
Accommodation and food services...........	634	534	680	5.7	4.8	5.9
Other services...	149	128	175	2.8	2.4	3.3
Government..	176	227	217	.8	1.0	1.0
Federal..	27	23	30	1.0	.8	1.1
State and local...	149	204	188	.8	1.0	1.0
REGION [3]						
Northeast..	707	551	678	2.8	2.2	2.7
South...	1,579	1,506	1,618	3.3	3.2	3.4
Midwest..	905	800	962	3.1	2.7	3.2
West...	845	777	859	3.0	2.7	3.0

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

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

[3] See footnote 8, table 1.

[p] = Preliminary

Table 7. Total separations levels [1] and rates [2] by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total...	3,321	3,264	3,510	2.6	2.5	2.7
INDUSTRY						
Total private...	3,156	3,084	3,316	2.9	2.8	3.0
Mining and logging.......................................	12	26	31	1.6	3.2	3.7
Construction...	291	270	237	5.6	5.3	4.5
Manufacturing..	225	203	206	1.9	1.7	1.7
Durable goods..	127	111	125	1.8	1.5	1.7
Nondurable goods...................................	98	92	81	2.2	2.1	1.8
Trade, transportation, and utilities...............	669	660	733	2.7	2.7	2.9
Wholesale trade......................................	100	89	115	1.8	1.6	2.1
Retail trade..	461	466	493	3.2	3.2	3.4
Transportation, warehousing, and utilities....	108	105	125	2.3	2.2	2.6
Information..	62	48	70	2.3	1.8	2.7
Financial activities.......................................	140	122	141	1.8	1.6	1.8
Finance and insurance............................	93	75	87	1.6	1.3	1.5
Real estate and rental and leasing............	47	47	54	2.5	2.5	2.8
Professional and business services.............	722	732	763	4.2	4.2	4.3
Education and health services.....................	370	368	403	1.9	1.8	2.0
Educational services...............................	41	34	39	1.2	1.0	1.1
Health care and social assistance.............	329	334	364	2.0	2.0	2.2
Leisure and hospitality................................	541	517	591	4.2	4.0	4.5
Arts, entertainment, and recreation...........	87	80	97	4.9	4.7	5.5
Accommodation and food services...........	454	437	494	4.1	3.9	4.3
Other services..	125	137	141	2.3	2.6	2.6
Government...	165	181	193	.7	.8	.9
Federal..	19	25	22	.7	.9	.8
State and local..	146	156	171	.7	.8	.9
REGION [3]						
Northeast..	517	529	507	2.1	2.1	2.0
South..	1,340	1,256	1,464	2.8	2.6	3.1
Midwest...	751	770	757	2.5	2.6	2.5
West..	712	709	782	2.5	2.5	2.7

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

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

[3] See footnote 8, table 1.

[p] = Preliminary

Table 8. Quits levels [1] and rates [2] by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total..	1,730	1,638	1,911	1.3	1.2	1.4
INDUSTRY						
Total private...	1,655	1,549	1,818	1.5	1.4	1.7
Mining and logging.......................................	8	13	16	1.0	1.6	1.9
Construction...	69	56	75	1.3	1.1	1.4
Manufacturing..	101	83	97	.9	.7	.8
Durable goods..	54	44	58	.7	.6	.8
Nondurable goods...................................	47	40	39	1.1	.9	.9
Trade, transportation, and utilities................	390	378	428	1.6	1.5	1.7
Wholesale trade.....................................	45	39	52	.8	.7	.9
Retail trade..	285	283	305	2.0	2.0	2.1
Transportation, warehousing, and utilities....	59	56	70	1.2	1.1	1.4
Information..	26	25	31	1.0	1.0	1.2
Financial activities.......................................	89	67	82	1.2	.9	1.1
Finance and insurance............................	59	45	63	1.0	.8	1.1
Real estate and rental and leasing............	29	22	19	1.5	1.1	1.0
Professional and business services..............	353	316	359	2.1	1.8	2.0
Education and health services......................	229	235	256	1.2	1.2	1.3
Educational services...............................	23	20	23	.7	.6	.7
Health care and social assistance.............	206	215	234	1.2	1.3	1.4
Leisure and hospitality.................................	330	312	391	2.6	2.4	3.0
Arts, entertainment, and recreation............	30	34	30	1.7	2.0	1.7
Accommodation and food services............	300	278	360	2.7	2.5	3.2
Other services..	61	64	83	1.2	1.2	1.6
Government..	75	89	93	.3	.4	.4
Federal..	6	11	9	.2	.4	.3
State and local..	69	78	84	.3	.4	.4
REGION [3]						
Northeast...	254	239	247	1.0	1.0	1.0
South..	703	648	822	1.5	1.4	1.7
Midwest...	390	391	428	1.3	1.3	1.4
West...	383	360	414	1.3	1.3	1.4

[1] Quits are the number of quits during the entire month.

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

[3] See footnote 8, table 1.

[p] = Preliminary

Table 9. Layoffs and discharges levels [1] and rates [2] by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total..	1,321	1,351	1,326	1.0	1.0	1.0
INDUSTRY						
Total private...	1,272	1,298	1,273	1.2	1.2	1.2
Mining and logging......................................	3	12	12	.4	1.5	1.5
Construction..	208	201	154	4.0	3.9	2.9
Manufacturing...	105	97	86	.9	.8	.7
Durable goods...	63	56	51	.9	.8	.7
Nondurable goods...................................	42	40	35	.9	.9	.8
Trade, transportation, and utilities...............	228	219	228	.9	.9	.9
Wholesale trade......................................	42	38	50	.8	.7	.9
Retail trade...	151	150	141	1.1	1.0	1.0
Transportation, warehousing, and utilities....	34	31	38	.7	.6	.8
Information...	33	22	35	1.2	.8	1.3
Financial activities......................................	38	35	49	.5	.5	.6
Finance and insurance............................	27	19	18	.5	.3	.3
Real estate and rental and leasing............	11	16	32	.6	.8	1.7
Professional and business services..............	312	372	360	1.8	2.1	2.0
Education and health services.....................	102	97	112	.5	.5	.5
Educational services...............................	14	11	11	.4	.3	.3
Health care and social assistance.............	87	86	101	.5	.5	.6
Leisure and hospitality...............................	197	181	182	1.5	1.4	1.4
Arts, entertainment, and recreation...........	54	43	66	3.1	2.5	3.7
Accommodation and food services............	143	138	117	1.3	1.2	1.0
Other services...	45	62	55	.8	1.2	1.0
Government..	50	52	53	.2	.2	.2
Federal...	6	6	5	.2	.2	.2
State and local..	44	46	47	.2	.2	.2
REGION [3]						
Northeast...	228	237	211	.9	.9	.8
South...	547	501	547	1.2	1.1	1.1
Midwest...	276	321	273	.9	1.1	.9
West..	271	292	294	.9	1.0	1.0

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

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

[3] See footnote 8, table 1.

[p] = Preliminary

Table 10. Other separations levels [1] and rates [2] by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Mar. 2011	Feb. 2012	Mar. 2012[p]	Mar. 2011	Feb. 2012	Mar. 2012[p]
Total..	269	275	273	0.2	0.2	0.2
INDUSTRY						
Total private..	229	236	226	.2	.2	.2
Mining and logging.....................................	1	1	3	.1	.1	.4
Construction...	14	13	8	.3	.3	.2
Manufacturing...	18	23	23	.2	.2	.2
Durable goods..	10	11	16	.1	.2	.2
Nondurable goods...................................	9	12	7	.2	.3	.2
Trade, transportation, and utilities................	51	63	76	.2	.3	.3
Wholesale trade......................................	13	12	13	.2	.2	.2
Retail trade...	24	33	47	.2	.2	.3
Transportation, warehousing, and utilities....	14	18	17	.3	.4	.3
Information..	3	1	4	.1	(⁴)	.2
Financial activities......................................	14	21	10	.2	.3	.1
Finance and insurance.............................	7	11	6	.1	.2	.1
Real estate and rental and leasing............	7	10	4	.4	.5	.2
Professional and business services..............	57	44	45	.3	.2	.3
Education and health services.....................	39	36	34	.2	.2	.2
Educational services................................	4	3	5	.1	.1	.2
Health care and social assistance.............	36	33	29	.2	.2	.2
Leisure and hospitality................................	14	24	18	.1	.2	.1
Arts, entertainment, and recreation............	2	3	1	.1	.2	.1
Accommodation and food services.............	11	21	17	.1	.2	.1
Other services..	18	11	3	.3	.2	.1
Government...	40	39	47	.2	.2	.2
Federal..	7	8	8	.2	.3	.3
State and local...	33	31	40	.2	.2	.2
REGION [3]						
Northeast...	35	52	49	.1	.2	.2
South...	90	108	95	.2	.2	.2
Midwest..	85	58	56	.3	.2	.2
West..	58	57	74	.2	.2	.3

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

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

[3] See footnote 8, table 1.

[4] Data round to zero.

[p] = Preliminary