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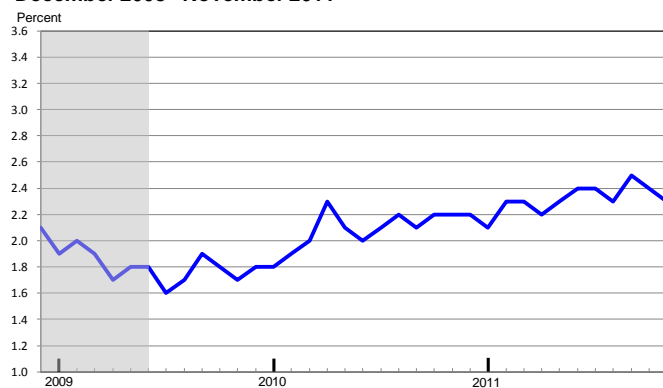
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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2011

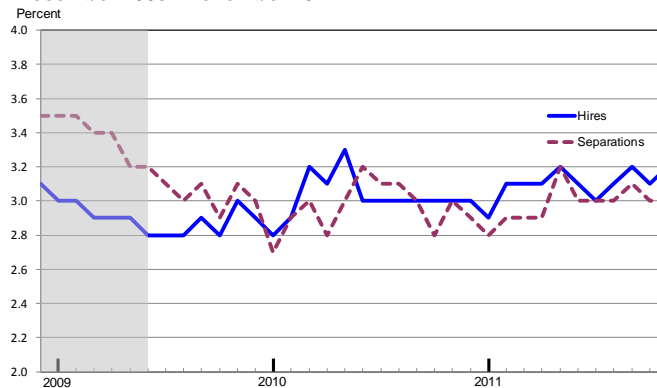
There were 3.2 million job openings on the last business day of November, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.2 percent) and separations rate (3.0 percent) were little changed over the month. The job openings rate has trended upward since the end of the recession in June 2009. (Recession dates are determined by the National Bureau of Economic Research.) 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, December 2008 - November 2011



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, December 2008 - November 2011



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 November was 3.2 million, unchanged from October. (See table 1.) Although the number of job openings remained below the 4.4 million openings when the recession began in December 2007, the level in November was 1.0 million higher than in July 2009 (the most recent trough for the series). The number of job openings has increased 30 percent since the end of the recession in June 2009.

The number of job openings in November (not seasonally adjusted) was little changed over the year for total nonfarm, total private, and government. Several industries saw increases in the number of job openings over the year, while the number of job openings decreased for finance and insurance, professional and business services, and federal government. The Midwest and South regions had increases in the number of job openings and the West experienced a decline over the year. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.
	2010	2011	2011 ^P	2010	2011	2011 ^P	2010	2011	2011 ^P
	Levels (in thousands)								
Total	2,966	3,224	3,161	3,943	4,042	4,149	3,869	3,898	3,995
Total private ¹	2,639	2,864	2,819	3,668	3,785	3,865	3,568	3,617	3,696
Construction.....	94	84	87	324	339	309	342	328	318
Manufacturing.....	213	232	227	272	235	237	265	216	220
Trade, transportation, and utilities ²	430	552	556	799	816	813	773	767	728
Retail trade.....	248	306	304	548	550	572	541	517	508
Professional and business services.....	647	576	517	761	846	841	687	817	806
Education and health services.....	528	593	606	491	471	469	460	440	453
Leisure and hospitality	253	374	406	590	666	734	595	634	708
Arts, entertainment, and recreation.....	30	47	55	94	121	147	99	105	143
Accommodation and food services.....	224	328	351	496	545	587	497	529	564
Government ³	327	360	342	275	257	284	300	281	299
State and local government.....	244	293	295	243	228	253	263	250	263
	Rates (percent)								
Total	2.2	2.4	2.3	3.0	3.1	3.2	3.0	3.0	3.0
Total private ¹	2.4	2.5	2.5	3.4	3.5	3.5	3.3	3.3	3.4
Construction.....	1.7	1.5	1.6	5.9	6.1	5.6	6.2	5.9	5.8
Manufacturing.....	1.8	1.9	1.9	2.4	2.0	2.0	2.3	1.8	1.9
Trade, transportation, and utilities ²	1.7	2.2	2.2	3.2	3.3	3.2	3.1	3.1	2.9
Retail trade.....	1.7	2.1	2.0	3.8	3.8	3.9	3.7	3.5	3.5
Professional and business services.....	3.7	3.2	2.9	4.5	4.9	4.8	4.1	4.7	4.6
Education and health services.....	2.6	2.9	2.9	2.5	2.3	2.3	2.3	2.2	2.2
Leisure and hospitality	1.9	2.7	3.0	4.5	5.0	5.5	4.6	4.8	5.3
Arts, entertainment, and recreation.....	1.5	2.4	2.8	5.0	6.4	7.7	5.2	5.5	7.5
Accommodation and food services.....	2.0	2.8	3.0	4.4	4.8	5.1	4.4	4.6	4.9
Government ³	1.4	1.6	1.5	1.2	1.2	1.3	1.3	1.3	1.4
State and local government.....	1.2	1.5	1.5	1.3	1.2	1.3	1.4	1.3	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 federal government, not shown separately.

^P = Preliminary

Hires

In November, the hires rate was little changed at 3.2 percent for total nonfarm. The hires rate was essentially unchanged over the month in all industries and regions. (See table 2.) The number of hires in November was 4.1 million, up from 3.6 million in October 2009 (the most recent trough) but below the 5.0 million hires recorded when the recession began in December 2007. The number of hires has increased by 15 percent since the end of the recession in June 2009.

Over the past 12 months, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate increased over the year in arts, entertainment, and recreation and was essentially unchanged in every other industry. The hires rate was essentially unchanged in all four regions. (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 little changed in November for total nonfarm, total private, and government. (See table 3.) Over the year, the total separations rate (not seasonally adjusted) also was little changed for total nonfarm, total private, and government. (See table 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In November, the quits rate was little changed for total nonfarm, total private, and government. (See table 4.) The number of quits rose from 1.5 million in January 2010 (the most recent trough) to 2.0 million in November, although it remained below the 2.8 million recorded when the recession began in December 2007.

The number of quits (not seasonally adjusted) in November 2011 rose for total nonfarm over the year, but was little changed for total private and government. No industries or regions experienced a significant change in the number of quits over the year. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted only at the total nonfarm, total private, and government levels. The layoffs and discharges rate was essentially unchanged in November 2011 for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm was 1.7 million in November, down from a peak of 2.5 million in February 2009. For the 16 months ending in November 2011, the number of layoffs and discharges has been at or below 1.8 million—the level at the start of the recession. (See table B.)

The layoffs and discharges level (not seasonally adjusted) for total nonfarm and total private was little changed over the 12 months ending in November 2011, while the number of layoffs and discharges for government declined. Over the year, the number of layoffs and discharges declined for nondurable goods manufacturing, federal government, and state and local government. The number of layoffs and discharges increased in arts, entertainment, and recreation over the year. All four regions experienced little change in the number of layoffs and discharges. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total.....	1,739	1,595	1,691	1.3	1.2	1.3
Total private.....	1,601	1,497	1,582	1.5	1.4	1.4
Government.....	138	98	110	0.6	0.4	0.5

^P = Preliminary

The other separations series is not seasonally adjusted. In November 2011, there were 270,000 other separations for total nonfarm, 225,000 for total private, and 45,000 for government. Compared to November 2010, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of total separations. The percentage of total separations attributable to the individual components has varied over time at the total nonfarm level, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. For most of the months between November 2008 and November 2010, however, the proportion of layoffs and discharges was equal to or greater than the proportion of quits. Since November 2010, the series have returned to their historical pattern. In November 2011, the proportion of quits for total nonfarm was 49 percent, and the proportion of layoffs and discharges was 42 percent. (See table C.)

Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)

Industry	Quits						Layoffs and discharges					
	Nov. 2010		Oct. 2011		Nov. 2011 ^P		Nov. 2010		Oct. 2011		Nov. 2011 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,756	45%	1,923	49%	1,964	49%	1,739	45%	1,595	41%	1,691	42%
Total private.....	1,653	46%	1,808	50%	1,841	50%	1,601	45%	1,497	41%	1,582	43%
Government	102	34%	114	41%	123	41%	138	46%	98	35%	110	37%

^P = Preliminary

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Over the 12 months ending in November 2011, hires totaled 48.6 million and separations totaled 47.2 million, yielding a net employment gain of 1.4 million. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for December 2011 are scheduled to be released on Tuesday, February 7, 2012 at 10:00 a.m. (EST).

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 2007 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 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 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 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 monthly 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.

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 sepa-

rations 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 to the present using an econometric technique known as X-12 ARIMA modeling. 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 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. 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.

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 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 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 ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P
Total	2,966	3,169	3,213	3,129	3,377	3,224	3,161	2.2	2.4	2.4	2.3	2.5	2.4	2.3
INDUSTRY														
Total private ⁴	2,639	2,835	2,905	2,799	3,003	2,864	2,819	2.4	2.5	2.6	2.5	2.7	2.5	2.5
Construction.....	94	68	75	102	70	84	87	1.7	1.2	1.3	1.8	1.3	1.5	1.6
Manufacturing.....	213	217	252	232	235	232	227	1.8	1.8	2.1	1.9	2.0	1.9	1.9
Trade, transportation, and utilities ⁵	430	515	540	490	561	552	556	1.7	2.0	2.1	1.9	2.2	2.2	2.2
Retail trade.....	248	332	312	324	328	306	304	1.7	2.2	2.1	2.2	2.2	2.1	2.0
Professional and business services.....	647	616	640	621	675	576	517	3.7	3.5	3.6	3.5	3.8	3.2	2.9
Education and health services.....	528	596	604	609	616	593	606	2.6	2.9	2.9	2.9	3.0	2.9	2.9
Leisure and hospitality	253	360	338	351	383	374	406	1.9	2.6	2.5	2.6	2.8	2.7	3.0
Arts, entertainment, and recreation..	30	55	62	44	62	47	55	1.5	2.8	3.2	2.3	3.1	2.4	2.8
Accommodation and food services..	224	305	276	307	321	328	351	2.0	2.6	2.4	2.6	2.8	2.8	3.0
Government ⁶	327	334	309	329	374	360	342	1.4	1.5	1.4	1.5	1.7	1.6	1.5
State and local government.....	244	279	253	287	312	293	295	1.2	1.4	1.3	1.5	1.6	1.5	1.5
REGION ⁷														
Northeast	603	522	570	589	586	552	631	2.4	2.0	2.2	2.3	2.3	2.1	2.4
South	1,053	1,109	1,192	1,108	1,273	1,223	1,251	2.2	2.3	2.4	2.3	2.6	2.5	2.6
Midwest	634	686	714	732	704	725	742	2.1	2.3	2.3	2.4	2.3	2.4	2.4
West	769	753	753	775	818	810	637	2.6	2.5	2.5	2.6	2.8	2.7	2.2

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

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

³ 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 federal government, not shown separately.

⁷ 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						
	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P
Total	3,943	4,058	3,976	4,060	4,150	4,042	4,149	3.0	3.1	3.0	3.1	3.2	3.1	3.2
INDUSTRY														
Total private ⁴	3,668	3,797	3,733	3,785	3,885	3,785	3,865	3.4	3.5	3.4	3.5	3.6	3.5	3.5
Construction.....	324	360	334	309	367	339	309	5.9	6.5	6.0	5.6	6.6	6.1	5.6
Manufacturing.....	272	260	259	249	234	235	237	2.4	2.2	2.2	2.1	2.0	2.0	2.0
Trade, transportation, and utilities ⁵	799	802	767	779	778	816	813	3.2	3.2	3.1	3.1	3.1	3.3	3.2
Retail trade.....	548	553	552	526	547	550	572	3.8	3.8	3.8	3.6	3.8	3.8	3.9
Professional and business services.....	761	806	819	863	895	846	841	4.5	4.7	4.8	5.0	5.2	4.9	4.8
Education and health services.....	491	485	472	481	482	471	469	2.5	2.4	2.4	2.4	2.4	2.3	2.3
Leisure and hospitality	590	689	682	679	698	666	734	4.5	5.2	5.2	5.1	5.3	5.0	5.5
Arts, entertainment, and recreation..	94	104	96	110	126	121	147	5.0	5.5	5.1	5.8	6.6	6.4	7.7
Accommodation and food services..	496	585	586	569	572	545	587	4.4	5.2	5.2	5.0	5.0	4.8	5.1
Government ⁶	275	261	243	275	264	257	284	1.2	1.2	1.1	1.2	1.2	1.2	1.3
State and local government.....	243	238	219	247	237	228	253	1.3	1.2	1.1	1.3	1.2	1.2	1.3
REGION ⁷														
Northeast	701	681	675	604	662	667	680	2.8	2.7	2.7	2.4	2.6	2.7	2.7
South	1,572	1,503	1,488	1,526	1,592	1,577	1,566	3.3	3.2	3.1	3.2	3.3	3.3	3.3
Midwest	879	908	910	919	987	949	988	3.0	3.1	3.1	3.1	3.3	3.2	3.3
West	883	910	893	868	969	904	919	3.1	3.2	3.1	3.0	3.4	3.1	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 federal government, not shown separately.

⁷ See footnote 7, 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						
	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P
Total	3,869	3,993	3,962	3,960	4,052	3,898	3,995	3.0	3.0	3.0	3.0	3.1	3.0	3.0
INDUSTRY														
Total private ⁴	3,568	3,687	3,659	3,688	3,763	3,617	3,696	3.3	3.4	3.4	3.4	3.4	3.3	3.4
Construction.....	342	371	327	320	338	328	318	6.2	6.7	5.9	5.8	6.1	5.9	5.8
Manufacturing.....	265	252	239	250	238	216	220	2.3	2.2	2.0	2.1	2.0	1.8	1.9
Trade, transportation, and utilities ⁵	773	785	770	762	782	767	728	3.1	3.1	3.1	3.1	3.1	3.1	2.9
Retail trade.....	541	538	547	521	546	517	508	3.7	3.7	3.8	3.6	3.7	3.5	3.5
Professional and business services.....	687	766	806	824	850	817	806	4.1	4.5	4.7	4.8	4.9	4.7	4.6
Education and health services.....	460	459	431	444	414	440	453	2.3	2.3	2.2	2.2	2.1	2.2	2.2
Leisure and hospitality	595	653	670	689	693	634	708	4.6	4.9	5.1	5.2	5.2	4.8	5.3
Arts, entertainment, and recreation.....	99	101	97	113	137	105	143	5.2	5.3	5.1	6.0	7.2	5.5	7.5
Accommodation and food services.....	497	552	573	576	557	529	564	4.4	4.9	5.1	5.1	4.9	4.6	4.9
Government ⁶	300	306	302	272	289	281	299	1.3	1.4	1.4	1.2	1.3	1.3	1.4
State and local government.....	263	273	271	240	255	250	263	1.4	1.4	1.4	1.2	1.3	1.3	1.4
REGION ⁷														
Northeast.....	715	634	665	627	687	638	676	2.9	2.5	2.7	2.5	2.7	2.5	2.7
South.....	1,407	1,421	1,482	1,463	1,519	1,447	1,557	3.0	3.0	3.1	3.1	3.2	3.0	3.3
Midwest.....	890	934	905	903	877	846	816	3.0	3.1	3.0	3.0	2.9	2.8	2.7
West.....	829	863	853	812	901	814	860	2.9	3.0	3.0	2.8	3.1	2.8	3.0

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

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

³ 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 federal government, not shown separately.

⁷ See footnote 7, 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						
	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P	Nov. 2010	June 2011	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011 ^P
Total	1,756	1,904	1,969	2,006	2,000	1,923	1,964	1.3	1.5	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,653	1,786	1,839	1,889	1,884	1,808	1,841	1.5	1.6	1.7	1.7	1.7	1.7	1.7
Construction.....	56	75	71	66	84	75	79	1.0	1.3	1.3	1.2	1.5	1.4	1.4
Manufacturing.....	103	109	101	98	97	102	118	.9	.9	.9	.8	.8	.9	1.0
Trade, transportation, and utilities ⁵	388	432	412	422	437	439	401	1.6	1.7	1.7	1.7	1.8	1.8	1.6
Retail trade.....	292	333	316	319	327	313	290	2.0	2.3	2.2	2.2	2.2	2.1	2.0
Professional and business services.....	317	330	391	383	391	341	387	1.9	1.9	2.3	2.2	2.3	2.0	2.2
Education and health services.....	248	264	238	268	246	239	245	1.3	1.3	1.2	1.3	1.2	1.2	1.2
Leisure and hospitality	335	395	401	432	406	381	390	2.6	3.0	3.0	3.3	3.1	2.9	2.9
Arts, entertainment, and recreation.....	37	42	44	48	45	44	48	2.0	2.2	2.3	2.6	2.4	2.3	2.5
Accommodation and food services.....	297	353	357	384	361	338	342	2.7	3.1	3.2	3.4	3.2	3.0	3.0
Government ⁶	102	117	130	117	116	114	123	.5	.5	.6	.5	.5	.5	.6
State and local government.....	91	108	121	108	105	103	114	.5	.6	.6	.6	.5	.5	.6
REGION ⁷														
Northeast.....	248	264	264	285	275	259	268	1.0	1.1	1.1	1.1	1.1	1.0	1.1
South.....	702	744	782	821	836	764	800	1.5	1.6	1.6	1.7	1.8	1.6	1.7
Midwest.....	403	465	476	495	440	437	430	1.4	1.6	1.6	1.7	1.5	1.5	1.4
West.....	367	406	460	447	433	423	419	1.3	1.4	1.6	1.5	1.5	1.5	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 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 federal government, not shown separately.

⁷ See footnote 7, 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		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total	2,666	3,315	2,811	2.0	2.4	2.1
INDUSTRY						
Total private.....	2,360	2,943	2,493	2.1	2.6	2.2
Mining and logging.....	18	19	31	2.4	2.2	3.6
Construction.....	68	77	65	1.2	1.3	1.1
Manufacturing.....	183	230	194	1.6	1.9	1.6
Durable goods.....	130	156	143	1.8	2.1	1.9
Nondurable goods.....	53	74	52	1.2	1.6	1.1
Trade, transportation, and utilities.....	371	591	487	1.5	2.3	1.9
Wholesale trade.....	75	135	101	1.4	2.4	1.8
Retail trade.....	225	359	271	1.5	2.4	1.8
Transportation, warehousing, and utilities.....	70	97	115	1.4	2.0	2.3
Information.....	81	116	82	2.9	4.2	3.0
Financial activities.....	218	216	163	2.8	2.8	2.1
Finance and insurance.....	186	157	132	3.2	2.7	2.3
Real estate and rental and leasing.....	32	59	32	1.6	2.9	1.6
Professional and business services.....	593	607	460	3.4	3.4	2.6
Education and health services.....	505	599	577	2.5	2.9	2.8
Educational services.....	52	57	51	1.5	1.7	1.5
Health care and social assistance.....	453	542	526	2.7	3.1	3.0
Leisure and hospitality.....	200	367	326	1.5	2.7	2.4
Arts, entertainment, and recreation.....	24	50	45	1.4	2.6	2.5
Accommodation and food services.....	175	317	281	1.6	2.7	2.4
Other services.....	124	121	108	2.2	2.2	1.9
Government.....	306	372	318	1.3	1.6	1.4
Federal.....	73	74	41	2.5	2.6	1.4
State and local.....	233	298	277	1.2	1.5	1.4
REGION ³						
Northeast.....	509	566	539	2.0	2.2	2.1
South.....	920	1,244	1,098	1.9	2.5	2.2
Midwest.....	535	683	619	1.8	2.2	2.0
West.....	702	822	555	2.4	2.7	1.9

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 7, 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		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total	3,485	4,057	3,708	2.7	3.1	2.8
INDUSTRY						
Total private.....	3,290	3,816	3,500	3.0	3.5	3.2
Mining and logging.....	18	27	18	2.4	3.2	2.2
Construction.....	234	325	214	4.1	5.6	3.8
Manufacturing.....	222	234	187	1.9	2.0	1.6
Durable goods.....	123	134	115	1.7	1.8	1.6
Nondurable goods.....	99	100	72	2.2	2.2	1.6
Trade, transportation, and utilities.....	940	893	981	3.7	3.6	3.8
Wholesale trade.....	91	127	69	1.7	2.3	1.2
Retail trade.....	697	629	734	4.7	4.3	4.9
Transportation, warehousing, and utilities.....	153	137	177	3.2	2.8	3.6
Information.....	62	53	64	2.3	2.0	2.4
Financial activities.....	119	163	139	1.6	2.1	1.8
Finance and insurance.....	83	86	97	1.5	1.5	1.7
Real estate and rental and leasing.....	37	76	42	1.9	3.9	2.1
Professional and business services.....	689	871	754	4.1	5.0	4.3
Education and health services.....	410	490	394	2.1	2.4	1.9
Educational services.....	56	70	46	1.7	2.1	1.3
Health care and social assistance.....	354	420	348	2.1	2.5	2.0
Leisure and hospitality.....	474	590	603	3.7	4.5	4.6
Arts, entertainment, and recreation.....	72	90	123	4.1	4.8	7.0
Accommodation and food services.....	402	500	480	3.6	4.4	4.2
Other services.....	121	172	147	2.2	3.2	2.7
Government.....	196	241	208	.9	1.1	.9
Federal.....	25	29	27	.9	1.0	.9
State and local.....	171	211	181	.9	1.1	.9
REGION ³						
Northeast.....	596	645	598	2.4	2.5	2.4
South.....	1,406	1,581	1,447	3.0	3.3	3.0
Midwest.....	708	958	828	2.4	3.2	2.7
West.....	775	874	835	2.7	3.0	2.9

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

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

³ See footnote 7, 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		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total	3,461	3,963	3,591	2.6	3.0	2.7
INDUSTRY						
Total private.....	3,261	3,741	3,396	3.0	3.4	3.1
Mining and logging.....	18	23	19	2.5	2.8	2.3
Construction.....	358	351	328	6.3	6.1	5.8
Manufacturing.....	256	240	210	2.2	2.0	1.8
Durable goods.....	135	131	122	1.9	1.8	1.7
Nondurable goods.....	121	109	87	2.7	2.4	2.0
Trade, transportation, and utilities.....	688	761	637	2.7	3.0	2.5
Wholesale trade.....	95	123	79	1.7	2.2	1.4
Retail trade.....	487	502	448	3.3	3.4	3.0
Transportation, warehousing, and utilities.....	106	136	110	2.2	2.8	2.2
Information.....	59	61	56	2.2	2.3	2.1
Financial activities.....	121	169	134	1.6	2.2	1.8
Finance and insurance.....	71	79	86	1.2	1.4	1.5
Real estate and rental and leasing.....	50	90	48	2.6	4.6	2.5
Professional and business services.....	674	827	765	4.0	4.7	4.4
Education and health services.....	355	397	362	1.8	2.0	1.8
Educational services.....	44	43	39	1.3	1.3	1.1
Health care and social assistance.....	311	354	323	1.9	2.1	1.9
Leisure and hospitality.....	578	730	711	4.5	5.5	5.4
Arts, entertainment, and recreation.....	109	143	170	6.2	7.7	9.7
Accommodation and food services.....	468	588	540	4.2	5.2	4.8
Other services.....	153	182	176	2.8	3.3	3.2
Government.....	200	221	195	.9	1.0	.9
Federal.....	29	32	31	1.0	1.1	1.1
State and local.....	170	189	164	.9	1.0	.8
REGION ³						
Northeast.....	661	679	649	2.6	2.7	2.6
South.....	1,186	1,463	1,359	2.5	3.0	2.8
Midwest.....	863	916	789	2.9	3.0	2.6
West.....	750	905	792	2.6	3.1	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 7, 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		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total	1,438	1,950	1,594	1.1	1.5	1.2
INDUSTRY						
Total private.....	1,368	1,859	1,510	1.3	1.7	1.4
Mining and logging.....	7	15	10	.9	1.8	1.2
Construction.....	43	82	61	.8	1.4	1.1
Manufacturing.....	79	109	94	.7	.9	.8
Durable goods.....	39	58	48	.5	.8	.7
Nondurable goods.....	40	51	46	.9	1.1	1.0
Trade, transportation, and utilities.....	331	439	330	1.3	1.8	1.3
Wholesale trade.....	28	69	37	.5	1.2	.7
Retail trade.....	254	313	240	1.7	2.1	1.6
Transportation, warehousing, and utilities.....	49	57	53	1.0	1.2	1.1
Information.....	33	34	35	1.2	1.3	1.3
Financial activities.....	52	80	51	.7	1.0	.7
Finance and insurance.....	34	47	34	.6	.8	.6
Real estate and rental and leasing.....	18	32	17	.9	1.7	.9
Professional and business services.....	278	362	340	1.6	2.1	1.9
Education and health services.....	201	236	199	1.0	1.2	1.0
Educational services.....	24	21	17	.7	.6	.5
Health care and social assistance.....	177	216	183	1.1	1.3	1.1
Leisure and hospitality.....	276	396	309	2.2	3.0	2.4
Arts, entertainment, and recreation.....	26	45	35	1.5	2.4	2.0
Accommodation and food services.....	250	351	275	2.3	3.1	2.4
Other services.....	68	105	81	1.3	1.9	1.5
Government.....	70	91	85	.3	.4	.4
Federal.....	8	10	7	.3	.3	.3
State and local.....	62	81	77	.3	.4	.4
REGION ³						
Northeast.....	212	271	230	.8	1.1	.9
South.....	580	762	665	1.2	1.6	1.4
Midwest.....	347	480	363	1.2	1.6	1.2
West.....	298	437	336	1.0	1.5	1.2

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 7, 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		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total	1,755	1,681	1,726	1.3	1.3	1.3
INDUSTRY						
Total private.....	1,661	1,592	1,661	1.5	1.4	1.5
Mining and logging.....	10	5	8	1.3	.6	1.0
Construction.....	305	254	259	5.4	4.4	4.6
Manufacturing.....	161	101	103	1.4	.9	.9
Durable goods.....	84	58	66	1.2	.8	.9
Nondurable goods.....	77	43	37	1.7	1.0	.8
Trade, transportation, and utilities.....	299	240	226	1.2	1.0	.9
Wholesale trade.....	54	40	33	1.0	.7	.6
Retail trade.....	200	139	148	1.4	1.0	1.0
Transportation, warehousing, and utilities.....	44	61	45	.9	1.2	.9
Information.....	22	24	20	.8	.9	.8
Financial activities.....	55	68	73	.7	.9	1.0
Finance and insurance.....	26	22	45	.5	.4	.8
Real estate and rental and leasing.....	28	46	28	1.5	2.4	1.4
Professional and business services.....	344	399	382	2.0	2.3	2.2
Education and health services.....	129	124	134	.6	.6	.7
Educational services.....	17	18	18	.5	.5	.5
Health care and social assistance.....	112	105	115	.7	.6	.7
Leisure and hospitality.....	267	312	367	2.1	2.4	2.8
Arts, entertainment, and recreation.....	81	96	133	4.6	5.1	7.6
Accommodation and food services.....	187	217	235	1.7	1.9	2.1
Other services.....	69	65	88	1.3	1.2	1.6
Government.....	94	89	66	.4	.4	.3
Federal.....	15	14	11	.5	.5	.4
State and local.....	79	75	55	.4	.4	.3
REGION ³						
Northeast.....	403	332	349	1.6	1.3	1.4
South.....	514	593	598	1.1	1.2	1.2
Midwest.....	444	356	381	1.5	1.2	1.3
West.....	394	399	399	1.4	1.4	1.4

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 7, 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		
	Nov. 2010	Oct. 2011	Nov. 2011 ^P	Nov. 2010	Oct. 2011	Nov. 2011 ^P
Total	268	333	270	0.2	0.3	0.2
INDUSTRY						
Total private.....	233	291	225	.2	.3	.2
Mining and logging.....	2	3	1	.2	.4	.1
Construction.....	10	15	8	.2	.3	.1
Manufacturing.....	15	29	13	.1	.2	.1
Durable goods.....	11	14	8	.2	.2	.1
Nondurable goods.....	4	15	4	.1	.3	.1
Trade, transportation, and utilities.....	58	82	81	.2	.3	.3
Wholesale trade.....	13	14	9	.2	.3	.2
Retail trade.....	33	50	59	.2	.3	.4
Transportation, warehousing, and utilities.....	12	18	12	.3	.4	.2
Information.....	5	3	2	.2	.1	.1
Financial activities.....	14	21	10	.2	.3	.1
Finance and insurance.....	10	10	6	.2	.2	.1
Real estate and rental and leasing.....	4	11	3	.2	.6	.2
Professional and business services.....	53	66	43	.3	.4	.2
Education and health services.....	26	37	29	.1	.2	.1
Educational services.....	3	4	4	.1	.1	.1
Health care and social assistance.....	23	33	25	.1	.2	.1
Leisure and hospitality.....	35	22	34	.3	.2	.3
Arts, entertainment, and recreation.....	2	1	3	.1	.1	.2
Accommodation and food services.....	32	20	31	.3	.2	.3
Other services.....	17	12	7	.3	.2	.1
Government.....	35	42	45	.2	.2	.2
Federal.....	6	8	13	.2	.3	.4
State and local.....	29	33	32	.1	.2	.2
REGION ³						
Northeast.....	44	76	71	.2	.3	.3
South.....	94	107	96	.2	.2	.2
Midwest.....	72	80	46	.2	.3	.2
West.....	58	69	58	.2	.2	.2

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

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

³ See footnote 7, table 1.

^P = Preliminary