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JOB OPENINGS AND LABOR TURNOVER – JULY 2019

The number of job openings was little changed at 7.2 million on the last business day of July, the U.S. Bureau of Labor Statistics reported today. Over the month, hires edged up to 6.0 million and separations increased to 5.8 million. Within separations, the quits rate and the layoffs and discharges rate were little changed at 2.4 percent and 1.2 percent, respectively. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, July 2016 - July 2019

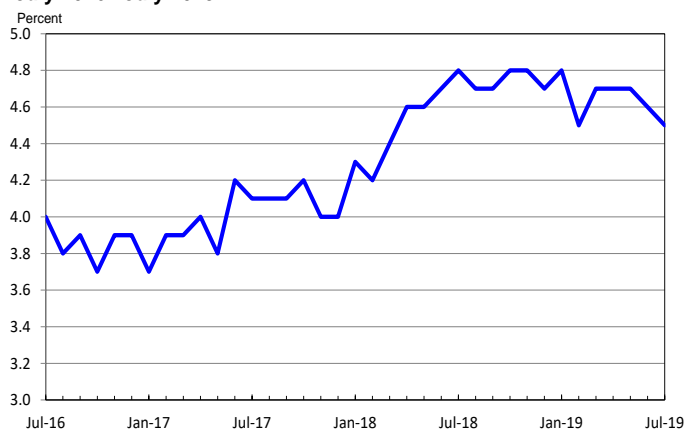
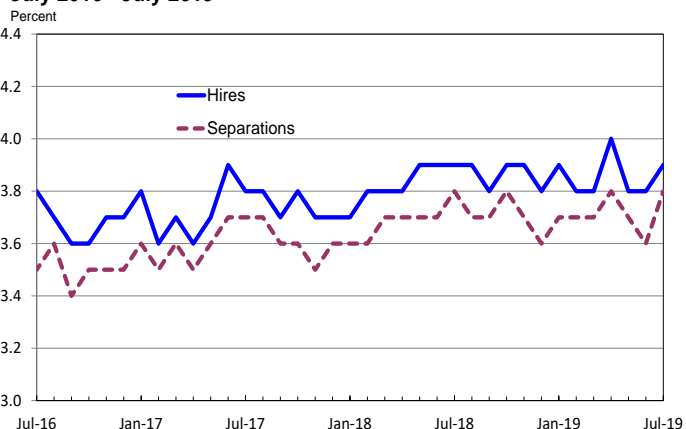


Chart 2. Hires and total separations rates, seasonally adjusted, July 2016 - July 2019



Job Openings

On the last business day of July, the **job openings** level was little changed at 7.2 million. The job openings rate was 4.5 percent. The number of job openings was little changed for total private and for government. The job openings level decreased in wholesale trade (-55,000) and in federal government (-11,000). The job openings level increased in information (+42,000) and in mining and logging (+11,000). The number of job openings was little changed in all four regions. (See table 1.)

Hires

The number of **hires** edged up to 6.0 million (+237,000) in July. The hires rate was 3.9 percent. The number of hires edged up for total private (+219,000) and was little changed for government. The hires level was little changed in all industries. The number of hires was little changed in all four regions. (See table 2.)

Separations

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

The number of **total separations** rose to 5.8 million (+246,000) in July. The total separations rate was 3.8 percent. The number of total separations increased for total private (+245,000) and was little changed for government. The total separations level increased in professional and business services (+98,000), transportation, warehousing, and utilities (+42,000), and information (+21,000). The number of total separations increased in the West region. (See table 3.)

The number of **quits** edged up to a series high in July of 3.6 million (+130,000). The quits rate was 2.4 percent. The quits level edged up for total private (+127,000) and was little changed for government. Quits increased in health care and social assistance (+54,000) and in federal government (+3,000). The number of quits rose in the Midwest region. (See table 4.)

The number of **layoffs and discharges** was little changed in July at 1.8 million. The layoffs and discharges rate was 1.2 percent. The layoffs and discharges level was little changed for total private and for government. The number of layoffs and discharges increased in information (+20,000). The layoffs and discharges level increased in the West region. (See table 5.)

The number of **other separations** was little changed in July. The other separations level was also little changed for total private and for government. Other separations decreased in accommodation and food services (-13,000) but increased in transportation, warehousing, and utilities (+11,000). The number of other separations was little changed in all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in July, hires totaled 69.6 million and separations totaled 67.0 million, yielding a net employment gain of 2.6 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for August 2019 are scheduled to be released on Wednesday, October 9, 2019 at 10:00 a.m. (EDT).

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

Category	Job openings			Hires			Total separations		
	July 2018	June 2019	July 2019 ^P	July 2018	June 2019	July 2019 ^P	July 2018	June 2019	July 2019 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,442	7,248	7,217	5,833	5,716	5,953	5,675	5,513	5,759
Total private.....	6,764	6,560	6,555	5,443	5,377	5,596	5,281	5,174	5,419
Mining and logging ¹	31	29	40	38	21	23	38	24	28
Construction ¹	314	331	373	387	413	380	365	407	379
Manufacturing.....	488	515	522	393	336	345	364	331	325
Durable goods ¹	285	322	331	223	194	198	194	180	178
Nondurable goods ¹	203	193	191	170	142	148	170	151	148
Trade, transportation, and utilities.....	1,533	1,390	1,343	1,141	1,177	1,189	1,124	1,118	1,177
Wholesale trade.....	221	213	158	145	154	167	131	152	166
Retail trade.....	1,020	863	865	779	798	772	782	767	770
Transportation, warehousing, and utilities ¹	292	314	320	217	225	250	210	199	241
Information ¹	154	129	171	84	93	93	84	90	111
Financial activities.....	430	378	364	215	219	250	217	219	227
Finance and insurance.....	328	260	251	138	128	159	140	125	138
Real estate and rental and leasing ¹	102	118	114	77	91	91	77	94	88
Professional and business services.....	1,276	1,292	1,247	1,162	1,112	1,211	1,129	1,059	1,157
Education and health services.....	1,293	1,322	1,306	688	676	743	647	611	678
Educational services ¹	137	127	135	107	93	106	104	89	98
Health care and social assistance.....	1,157	1,195	1,171	582	583	637	543	522	580
Leisure and hospitality.....	1,024	913	942	1,136	1,114	1,140	1,106	1,096	1,116
Arts, entertainment, and recreation.....	93	104	106	192	128	154	192	136	151
Accommodation and food services.....	931	809	836	944	986	987	915	960	965
Other services.....	221	261	245	198	217	222	207	218	222
Government.....	678	688	662	390	339	356	394	339	340
Federal ¹	120	110	99	36	33	36	38	33	37
State and local.....	558	578	563	354	306	320	356	306	304
State and local education.....	192	217	207	169	166	171	164	174	169
State and local, excluding education ¹	365	360	356	186	140	149	192	132	135
RATES BY INDUSTRY (percent)									
Total.....	4.8	4.6	4.5	3.9	3.8	3.9	3.8	3.6	3.8
Total private.....	5.1	4.8	4.8	4.3	4.2	4.3	4.2	4.0	4.2
Mining and logging ¹	4.0	3.7	5.1	5.2	2.8	3.1	5.1	3.1	3.7
Construction ¹	4.1	4.2	4.7	5.3	5.5	5.1	5.0	5.4	5.1
Manufacturing.....	3.7	3.9	3.9	3.1	2.6	2.7	2.9	2.6	2.5
Durable goods ¹	3.5	3.8	3.9	2.8	2.4	2.4	2.4	2.2	2.2
Nondurable goods ¹	4.1	3.9	3.9	3.6	3.0	3.1	3.6	3.2	3.1
Trade, transportation, and utilities.....	5.3	4.8	4.6	4.1	4.2	4.3	4.1	4.0	4.2
Wholesale trade.....	3.6	3.5	2.6	2.5	2.6	2.8	2.2	2.6	2.8
Retail trade.....	6.1	5.2	5.2	4.9	5.1	4.9	4.9	4.9	4.9
Transportation, warehousing, and utilities ¹	4.7	4.9	5.0	3.6	3.7	4.1	3.5	3.3	3.9
Information ¹	5.1	4.4	5.7	3.0	3.3	3.3	3.0	3.2	3.9
Financial activities.....	4.8	4.2	4.0	2.5	2.5	2.9	2.5	2.5	2.6
Finance and insurance.....	4.9	3.9	3.8	2.2	2.0	2.5	2.2	2.0	2.2
Real estate and rental and leasing ¹	4.3	4.8	4.7	3.4	3.9	3.9	3.4	4.1	3.8
Professional and business services.....	5.7	5.7	5.5	5.5	5.2	5.6	5.4	4.9	5.4
Education and health services.....	5.2	5.2	5.1	2.9	2.8	3.1	2.7	2.5	2.8
Educational services ¹	3.5	3.2	3.4	2.8	2.5	2.8	2.8	2.3	2.6
Health care and social assistance.....	5.5	5.5	5.4	2.9	2.8	3.1	2.7	2.6	2.8
Leisure and hospitality.....	5.9	5.2	5.3	6.9	6.7	6.8	6.8	6.6	6.7
Arts, entertainment, and recreation.....	3.8	4.1	4.1	8.0	5.2	6.3	8.0	5.6	6.2
Accommodation and food services.....	6.2	5.4	5.5	6.7	6.9	6.9	6.5	6.7	6.8
Other services.....	3.6	4.2	4.0	3.4	3.7	3.7	3.5	3.7	3.7

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Government.....	2.9	3.0	2.9	1.7	1.5	1.6	1.8	1.5	1.5
Federal ¹	4.1	3.8	3.4	1.3	1.2	1.3	1.3	1.2	1.3
State and local.....	2.8	2.8	2.8	1.8	1.6	1.6	1.8	1.6	1.5
State and local education.....	1.8	2.0	1.9	1.6	1.6	1.6	1.6	1.7	1.6
State and local, excluding education ¹	3.8	3.7	3.7	2.0	1.5	1.6	2.1	1.4	1.5

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

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Technical Note

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

Coverage and collection

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2017 version of the North American Industry Classification System (NAICS).

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

Job openings. Job openings information is collected for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days whether or not the employer found a suitable candidate, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing

companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

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

Separations. The separations level is the total number of employment terminations occurring at any time during the reference month, and is reported by type of separation—quits, layoffs and discharges, and other separations. (Some respondents are only able to report total separations.) The quits count includes voluntary separations by employees (except for retirements, which are reported as other separations). The layoffs and discharges count is comprised of involuntary separations initiated by the employer and includes layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. The other separations count includes retirements, transfers to other locations, deaths, and separations due to disability. The separations count does not include transfers within the same location or employees on strike. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

Annual estimates. Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month.

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,000 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.1 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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

JOLTS business birth/death model

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

Seasonal adjustment

BLS uses X-13 ARIMA to seasonally adjust several JOLTS series utilizing moving averages as seasonal filters. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

The JOLTS measures for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and non-

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p
Total.....	7,442	7,474	7,372	7,384	7,248	7,217	4.8	4.7	4.7	4.7	4.6	4.5
INDUSTRY												
Total private.....	6,764	6,772	6,635	6,680	6,560	6,555	5.1	5.0	4.9	4.9	4.8	4.8
Mining and logging ³	31	28	32	30	29	40	4.0	3.5	4.0	3.8	3.7	5.1
Construction ³	314	364	434	376	331	373	4.1	4.7	5.5	4.8	4.2	4.7
Manufacturing.....	488	461	496	503	515	522	3.7	3.5	3.7	3.8	3.9	3.9
Durable goods ³	285	304	318	320	322	331	3.5	3.6	3.8	3.8	3.8	3.9
Nondurable goods ³	203	158	179	183	193	191	4.1	3.2	3.6	3.7	3.9	3.9
Trade, transportation, and utilities.....	1,533	1,385	1,435	1,352	1,390	1,343	5.3	4.7	4.9	4.6	4.8	4.6
Wholesale trade.....	221	220	262	220	213	158	3.6	3.6	4.2	3.6	3.5	2.6
Retail trade.....	1,020	825	818	815	863	865	6.1	5.0	4.9	4.9	5.2	5.2
Transportation, warehousing, and utilities ³	292	340	355	317	314	320	4.7	5.3	5.5	4.9	4.9	5.0
Information ³	154	137	130	107	129	171	5.1	4.6	4.4	3.7	4.4	5.7
Financial activities.....	430	356	354	352	378	364	4.8	4.0	3.9	3.9	4.2	4.0
Finance and insurance.....	328	234	224	266	260	251	4.9	3.6	3.4	4.0	3.9	3.8
Real estate and rental and leasing ³	102	122	130	86	118	114	4.3	5.0	5.3	3.6	4.8	4.7
Professional and business services.....	1,276	1,413	1,260	1,313	1,292	1,247	5.7	6.2	5.6	5.8	5.7	5.5
Education and health services.....	1,293	1,355	1,254	1,329	1,322	1,306	5.2	5.3	4.9	5.2	5.2	5.1
Educational services ³	137	111	147	122	127	135	3.5	2.9	3.7	3.1	3.2	3.4
Health care and social assistance.....	1,157	1,244	1,107	1,207	1,195	1,171	5.5	5.8	5.2	5.6	5.5	5.4
Leisure and hospitality.....	1,024	1,035	1,022	1,027	913	942	5.9	5.8	5.8	5.8	5.2	5.3
Arts, entertainment, and recreation.....	93	106	105	110	104	106	3.8	4.1	4.1	4.3	4.1	4.1
Accommodation and food services.....	931	929	917	916	809	836	6.2	6.1	6.1	6.0	5.4	5.5
Other services.....	221	238	217	292	261	245	3.6	3.9	3.5	4.7	4.2	4.0
Government.....	678	702	737	704	688	662	2.9	3.0	3.2	3.0	3.0	2.9
Federal ³	120	117	151	110	110	99	4.1	4.0	5.1	3.8	3.8	3.4
State and local.....	558	585	587	595	578	563	2.8	2.9	2.9	2.9	2.8	2.8
State and local education.....	192	228	215	212	217	207	1.8	2.1	2.0	2.0	2.0	1.9
State and local, excluding education ³	365	357	372	383	360	356	3.8	3.7	3.9	4.0	3.7	3.7
REGION⁴												
Northeast.....	1,259	1,224	1,065	1,271	1,231	1,168	4.4	4.2	3.7	4.4	4.2	4.0
South.....	2,776	2,846	2,827	2,754	2,641	2,598	4.8	4.9	4.9	4.8	4.6	4.5
Midwest.....	1,730	1,729	1,796	1,697	1,689	1,736	5.0	5.0	5.1	4.9	4.8	5.0
West.....	1,676	1,675	1,684	1,662	1,688	1,714	4.6	4.6	4.6	4.5	4.6	4.7

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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p
Total.....	5,833	5,697	5,991	5,760	5,716	5,953	3.9	3.8	4.0	3.8	3.8	3.9
INDUSTRY												
Total private.....	5,443	5,345	5,613	5,398	5,377	5,596	4.3	4.2	4.4	4.2	4.2	4.3
Mining and logging.....	38	39	28	27	21	23	5.2	5.2	3.7	3.5	2.8	3.1
Construction.....	387	364	420	387	413	380	5.3	4.9	5.6	5.2	5.5	5.1
Manufacturing.....	393	357	367	340	336	345	3.1	2.8	2.9	2.6	2.6	2.7
Durable goods.....	223	190	212	193	194	198	2.8	2.4	2.6	2.4	2.4	2.4
Nondurable goods.....	170	167	155	147	142	148	3.6	3.5	3.2	3.1	3.0	3.1
Trade, transportation, and utilities.....	1,141	1,094	1,146	1,161	1,177	1,189	4.1	3.9	4.1	4.2	4.2	4.3
Wholesale trade.....	145	134	156	164	154	167	2.5	2.3	2.6	2.8	2.6	2.8
Retail trade.....	779	725	756	770	798	772	4.9	4.6	4.8	4.9	5.1	4.9
Transportation, warehousing, and utilities.....	217	235	234	227	225	250	3.6	3.9	3.8	3.7	3.7	4.1
Information.....	84	95	87	99	93	93	3.0	3.4	3.1	3.5	3.3	3.3
Financial activities.....	215	191	235	217	219	250	2.5	2.2	2.7	2.5	2.5	2.9
Finance and insurance.....	138	131	144	139	128	159	2.2	2.1	2.3	2.2	2.0	2.5
Real estate and rental and leasing. . .	77	60	91	78	91	91	3.4	2.6	3.9	3.4	3.9	3.9
Professional and business services. . . .	1,162	1,173	1,253	1,172	1,112	1,211	5.5	5.5	5.9	5.5	5.2	5.6
Education and health services.....	688	720	726	675	676	743	2.9	3.0	3.0	2.8	2.8	3.1
Educational services.....	107	93	108	98	93	106	2.8	2.5	2.9	2.6	2.5	2.8
Health care and social assistance. . . .	582	627	618	577	583	637	2.9	3.1	3.0	2.8	2.8	3.1
Leisure and hospitality.....	1,136	1,106	1,129	1,100	1,114	1,140	6.9	6.6	6.8	6.6	6.7	6.8
Arts, entertainment, and recreation. . .	192	171	161	167	128	154	8.0	6.9	6.5	6.8	5.2	6.3
Accommodation and food services. . .	944	935	968	933	986	987	6.7	6.6	6.8	6.6	6.9	6.9
Other services.....	198	205	223	220	217	222	3.4	3.5	3.8	3.7	3.7	3.7
Government.....	390	352	379	361	339	356	1.7	1.6	1.7	1.6	1.5	1.6
Federal.....	36	39	38	32	33	36	1.3	1.4	1.4	1.1	1.2	1.3
State and local.....	354	313	340	329	306	320	1.8	1.6	1.7	1.7	1.6	1.6
State and local education.....	169	170	171	171	166	171	1.6	1.6	1.6	1.6	1.6	1.6
State and local, excluding education.....	186	144	170	158	140	149	2.0	1.6	1.8	1.7	1.5	1.6
REGION³												
Northeast.....	968	895	944	957	891	964	3.5	3.2	3.4	3.4	3.2	3.5
South.....	2,281	2,342	2,368	2,261	2,293	2,375	4.2	4.3	4.3	4.1	4.2	4.3
Midwest.....	1,296	1,195	1,304	1,233	1,249	1,301	4.0	3.6	3.9	3.7	3.8	3.9
West.....	1,289	1,265	1,374	1,308	1,283	1,312	3.7	3.6	3.9	3.7	3.7	3.7

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

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

³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p
Total.....	5,675	5,508	5,687	5,557	5,513	5,759	3.8	3.7	3.8	3.7	3.6	3.8
INDUSTRY												
Total private.....	5,281	5,171	5,335	5,208	5,174	5,419	4.2	4.0	4.2	4.1	4.0	4.2
Mining and logging.....	38	38	31	24	24	28	5.1	5.1	4.1	3.2	3.1	3.7
Construction.....	365	350	405	390	407	379	5.0	4.7	5.4	5.2	5.4	5.1
Manufacturing.....	364	364	357	334	331	325	2.9	2.8	2.8	2.6	2.6	2.5
Durable goods.....	194	204	205	188	180	178	2.4	2.5	2.5	2.3	2.2	2.2
Nondurable goods.....	170	161	152	147	151	148	3.6	3.4	3.2	3.1	3.2	3.1
Trade, transportation, and utilities.....	1,124	1,115	1,137	1,134	1,118	1,177	4.1	4.0	4.1	4.1	4.0	4.2
Wholesale trade.....	131	138	136	148	152	166	2.2	2.3	2.3	2.5	2.6	2.8
Retail trade.....	782	738	781	768	767	770	4.9	4.7	4.9	4.9	4.9	4.9
Transportation, warehousing, and utilities.....	210	239	219	219	199	241	3.5	3.9	3.6	3.6	3.3	3.9
Information.....	84	91	105	91	90	111	3.0	3.2	3.8	3.2	3.2	3.9
Financial activities.....	217	172	225	211	219	227	2.5	2.0	2.6	2.4	2.5	2.6
Finance and insurance.....	140	120	135	134	125	138	2.2	1.9	2.1	2.1	2.0	2.2
Real estate and rental and leasing. . .	77	51	90	78	94	88	3.4	2.2	3.9	3.4	4.1	3.8
Professional and business services. . . .	1,129	1,150	1,174	1,139	1,059	1,157	5.4	5.4	5.5	5.3	4.9	5.4
Education and health services.....	647	683	637	622	611	678	2.7	2.8	2.6	2.6	2.5	2.8
Educational services.....	104	91	91	95	89	98	2.8	2.4	2.4	2.5	2.3	2.6
Health care and social assistance. . . .	543	592	546	527	522	580	2.7	2.9	2.7	2.6	2.6	2.8
Leisure and hospitality.....	1,106	1,014	1,067	1,047	1,096	1,116	6.8	6.1	6.4	6.3	6.6	6.7
Arts, entertainment, and recreation. . .	192	132	147	173	136	151	8.0	5.3	6.0	7.0	5.6	6.2
Accommodation and food services. . .	915	882	919	874	960	965	6.5	6.2	6.5	6.1	6.7	6.8
Other services.....	207	193	197	215	218	222	3.5	3.3	3.3	3.6	3.7	3.7
Government.....	394	337	353	349	339	340	1.8	1.5	1.6	1.5	1.5	1.5
Federal.....	38	41	32	34	33	37	1.3	1.5	1.1	1.2	1.2	1.3
State and local.....	356	297	321	315	306	304	1.8	1.5	1.6	1.6	1.6	1.5
State and local education.....	164	156	165	178	174	169	1.6	1.5	1.6	1.7	1.7	1.6
State and local, excluding education.....	192	140	156	137	132	135	2.1	1.5	1.7	1.5	1.4	1.5
REGION³												
Northeast.....	861	856	816	924	896	848	3.1	3.1	2.9	3.3	3.2	3.0
South.....	2,237	2,315	2,344	2,078	2,114	2,203	4.1	4.2	4.2	3.8	3.8	4.0
Midwest.....	1,277	1,160	1,236	1,216	1,224	1,292	3.9	3.5	3.7	3.7	3.7	3.9
West.....	1,299	1,177	1,292	1,339	1,278	1,417	3.8	3.4	3.7	3.8	3.7	4.0

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

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

³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p
Total.....	3,443	3,461	3,516	3,478	3,462	3,592	2.3	2.3	2.3	2.3	2.3	2.4
INDUSTRY												
Total private.....	3,262	3,278	3,327	3,277	3,278	3,405	2.6	2.6	2.6	2.5	2.5	2.6
Mining and logging.....	21	23	19	15	13	15	2.9	3.0	2.5	2.0	1.8	2.0
Construction.....	201	149	145	168	186	182	2.8	2.0	1.9	2.2	2.5	2.4
Manufacturing.....	213	222	224	203	203	191	1.7	1.7	1.7	1.6	1.6	1.5
Durable goods.....	117	118	130	114	114	102	1.5	1.5	1.6	1.4	1.4	1.3
Nondurable goods.....	96	104	93	89	89	89	2.0	2.2	2.0	1.9	1.9	1.9
Trade, transportation, and utilities.....	724	738	744	784	745	735	2.6	2.7	2.7	2.8	2.7	2.6
Wholesale trade.....	79	102	93	105	90	86	1.3	1.7	1.6	1.8	1.5	1.4
Retail trade.....	529	500	524	543	540	524	3.3	3.2	3.3	3.4	3.4	3.3
Transportation, warehousing, and utilities.....	116	137	126	136	115	125	1.9	2.2	2.1	2.2	1.9	2.0
Information.....	48	52	58	57	50	49	1.7	1.8	2.1	2.0	1.8	1.7
Financial activities.....	133	104	145	118	137	139	1.6	1.2	1.7	1.4	1.6	1.6
Finance and insurance.....	74	67	82	73	77	87	1.2	1.1	1.3	1.2	1.2	1.4
Real estate and rental and leasing ³ ...	59	37	64	45	60	51	2.6	1.6	2.7	2.0	2.6	2.2
Professional and business services.....	645	656	647	619	621	666	3.1	3.1	3.0	2.9	2.9	3.1
Education and health services.....	407	467	425	406	412	477	1.7	1.9	1.8	1.7	1.7	2.0
Educational services.....	45	47	50	51	54	64	1.2	1.3	1.3	1.3	1.4	1.7
Health care and social assistance.....	361	420	375	355	359	413	1.8	2.1	1.8	1.7	1.8	2.0
Leisure and hospitality.....	748	735	773	761	782	796	4.6	4.4	4.6	4.6	4.7	4.8
Arts, entertainment, and recreation. ...	77	82	83	73	77	80	3.2	3.3	3.3	3.0	3.1	3.3
Accommodation and food services. ...	671	653	691	688	705	715	4.8	4.6	4.9	4.8	4.9	5.0
Other services.....	122	132	147	144	128	156	2.1	2.2	2.5	2.4	2.1	2.6
Government.....	181	184	190	202	183	187	0.8	0.8	0.8	0.9	0.8	0.8
Federal.....	16	22	15	16	14	17	0.6	0.8	0.5	0.6	0.5	0.6
State and local.....	165	162	175	186	170	169	0.8	0.8	0.9	0.9	0.9	0.9
State and local education.....	88	94	90	103	98	94	0.8	0.9	0.9	1.0	0.9	0.9
State and local, excluding education.....	77	68	85	82	71	76	0.8	0.7	0.9	0.9	0.8	0.8
REGION⁴												
Northeast.....	462	513	448	496	507	464	1.7	1.8	1.6	1.8	1.8	1.7
South.....	1,372	1,425	1,478	1,381	1,392	1,465	2.5	2.6	2.7	2.5	2.5	2.6
Midwest.....	794	757	791	802	763	828	2.4	2.3	2.4	2.4	2.3	2.5
West.....	815	767	799	799	800	835	2.4	2.2	2.3	2.3	2.3	2.4

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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p
Total.....	1,859	1,693	1,830	1,773	1,711	1,799	1.2	1.1	1.2	1.2	1.1	1.2
INDUSTRY												
Total private.....	1,708	1,601	1,726	1,683	1,615	1,707	1.3	1.2	1.3	1.3	1.3	1.3
Mining and logging.....	15	15	11	8	8	12	2.0	1.9	1.5	1.1	1.0	1.6
Construction.....	155	181	240	211	211	186	2.1	2.4	3.2	2.8	2.8	2.5
Manufacturing.....	129	122	111	112	109	116	1.0	0.9	0.9	0.9	0.8	0.9
Durable goods.....	61	76	64	61	55	64	0.8	0.9	0.8	0.8	0.7	0.8
Nondurable goods.....	68	46	47	51	54	51	1.4	1.0	1.0	1.1	1.1	1.1
Trade, transportation, and utilities.....	327	326	351	297	313	357	1.2	1.2	1.3	1.1	1.1	1.3
Wholesale trade ³	35	30	36	34	56	67	0.6	0.5	0.6	0.6	0.9	1.1
Retail trade.....	214	207	234	194	184	195	1.3	1.3	1.5	1.2	1.2	1.2
Transportation, warehousing, and utilities.....	78	88	80	70	73	94	1.3	1.4	1.3	1.1	1.2	1.5
Information.....	30	24	33	28	28	48	1.1	0.8	1.2	1.0	1.0	1.7
Financial activities.....	58	32	54	65	63	59	0.7	0.4	0.6	0.8	0.7	0.7
Finance and insurance.....	42	22	31	35	31	26	0.7	0.4	0.5	0.5	0.5	0.4
Real estate and rental and leasing. . .	16	10	23	30	31	33	0.7	0.4	1.0	1.3	1.3	1.4
Professional and business services. . . .	384	422	451	469	376	429	1.8	2.0	2.1	2.2	1.8	2.0
Education and health services.....	196	164	170	170	164	162	0.8	0.7	0.7	0.7	0.7	0.7
Educational services.....	52	38	35	36	30	29	1.4	1.0	0.9	1.0	0.8	0.8
Health care and social assistance. . . .	145	126	135	134	134	133	0.7	0.6	0.7	0.7	0.7	0.6
Leisure and hospitality.....	334	262	263	257	272	290	2.0	1.6	1.6	1.5	1.6	1.7
Arts, entertainment, and recreation. . .	112	48	63	97	57	67	4.7	1.9	2.5	4.0	2.3	2.7
Accommodation and food services. . .	222	214	201	160	215	224	1.6	1.5	1.4	1.1	1.5	1.6
Other services.....	80	54	43	65	71	49	1.4	0.9	0.7	1.1	1.2	0.8
Government.....	151	92	104	90	97	92	0.7	0.4	0.5	0.4	0.4	0.4
Federal.....	11	7	6	7	8	6	0.4	0.2	0.2	0.3	0.3	0.2
State and local.....	140	86	97	83	89	85	0.7	0.4	0.5	0.4	0.5	0.4
State and local education.....	52	38	52	50	53	49	0.5	0.4	0.5	0.5	0.5	0.5
State and local, excluding education.....	88	48	46	33	36	36	1.0	0.5	0.5	0.4	0.4	0.4
REGION⁴												
Northeast.....	327	291	325	371	316	312	1.2	1.0	1.2	1.3	1.1	1.1
South.....	741	748	727	579	601	605	1.4	1.4	1.3	1.0	1.1	1.1
Midwest.....	405	331	379	349	397	394	1.2	1.0	1.1	1.1	1.2	1.2
West.....	385	322	398	474	397	488	1.1	0.9	1.1	1.4	1.1	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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p	July 2018	Mar. 2019	Apr. 2019	May 2019	June 2019	July 2019 ^p
Total.....	373	354	341	306	340	368	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	311	293	282	248	281	306	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	1	3	1	0.1	0.2	0.1	0.1	0.3	0.1
Construction ³	9	21	21	10	9	11	0.1	0.3	0.3	0.1	0.1	0.1
Manufacturing.....	22	21	22	19	19	19	0.2	0.2	0.2	0.1	0.1	0.1
Durable goods.....	16	10	10	13	12	11	0.2	0.1	0.1	0.2	0.1	0.1
Nondurable goods ³	7	11	12	6	7	7	0.1	0.2	0.2	0.1	0.2	0.2
Trade, transportation, and utilities.....	73	51	42	53	60	85	0.3	0.2	0.2	0.2	0.2	0.3
Wholesale trade.....	17	6	7	9	5	13	0.3	0.1	0.1	0.2	0.1	0.2
Retail trade.....	39	30	24	31	43	50	0.2	0.2	0.1	0.2	0.3	0.3
Transportation, warehousing, and utilities ³	17	15	12	13	11	22	0.3	0.2	0.2	0.2	0.2	0.4
Information ³	6	15	15	5	11	14	0.2	0.5	0.5	0.2	0.4	0.5
Financial activities.....	26	35	26	28	20	29	0.3	0.4	0.3	0.3	0.2	0.3
Finance and insurance.....	24	31	23	26	17	25	0.4	0.5	0.4	0.4	0.3	0.4
Real estate and rental and leasing ³ ...	1	5	4	2	3	4	0.1	0.2	0.2	0.1	0.1	0.2
Professional and business services.....	101	72	75	51	62	62	0.5	0.3	0.4	0.2	0.3	0.3
Education and health services.....	44	52	43	46	35	38	0.2	0.2	0.2	0.2	0.1	0.2
Educational services.....	7	5	6	8	5	4	0.2	0.1	0.2	0.2	0.1	0.1
Health care and social assistance ³ ...	38	46	37	39	30	34	0.2	0.2	0.2	0.2	0.1	0.2
Leisure and hospitality.....	24	18	30	29	42	30	0.1	0.1	0.2	0.2	0.3	0.2
Arts, entertainment, and recreation ³ ...	2	3	2	3	2	4	0.1	0.1	0.1	0.1	0.1	0.2
Accommodation and food services ³ ...	22	14	28	26	39	26	0.2	0.1	0.2	0.2	0.3	0.2
Other services ³	5	7	7	5	20	18	0.1	0.1	0.1	0.1	0.3	0.3
Government.....	62	61	60	58	59	62	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	11	12	10	11	11	13	0.4	0.4	0.4	0.4	0.4	0.5
State and local.....	51	49	49	46	48	49	0.3	0.2	0.2	0.2	0.2	0.2
State and local education.....	24	25	23	24	23	26	0.2	0.2	0.2	0.2	0.2	0.3
State and local, excluding education.....	27	24	26	22	25	23	0.3	0.3	0.3	0.2	0.3	0.2
REGION⁴												
Northeast.....	72	53	42	58	73	71	0.3	0.2	0.2	0.2	0.3	0.3
South.....	123	142	138	118	121	134	0.2	0.3	0.3	0.2	0.2	0.2
Midwest.....	78	72	67	64	64	69	0.2	0.2	0.2	0.2	0.2	0.2
West.....	99	87	94	66	81	94	0.3	0.2	0.3	0.2	0.2	0.3

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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Total.....	7,772	7,125	7,471	5.0	4.5	4.7
INDUSTRY						
Total private.....	7,023	6,409	6,745	5.2	4.7	4.9
Mining and logging.....	31	29	40	4.0	3.7	5.0
Construction.....	314	331	373	4.0	4.1	4.6
Manufacturing.....	488	515	522	3.7	3.8	3.9
Durable goods.....	285	322	331	3.4	3.8	3.9
Nondurable goods.....	203	193	191	4.1	3.9	3.8
Trade, transportation, and utilities.....	1,596	1,368	1,403	5.5	4.7	4.8
Wholesale trade.....	245	218	179	4.0	3.5	2.9
Retail trade.....	1,059	836	903	6.3	5.0	5.4
Transportation, warehousing, and utilities.....	292	314	320	4.7	4.9	5.0
Information.....	154	129	171	5.1	4.3	5.7
Financial activities.....	437	361	371	4.8	4.0	4.1
Finance and insurance.....	335	244	257	5.0	3.7	3.9
Real estate and rental and leasing.....	102	118	114	4.3	4.7	4.6
Professional and business services.....	1,339	1,253	1,276	6.0	5.5	5.6
Education and health services.....	1,351	1,273	1,353	5.5	5.0	5.3
Educational services.....	137	127	135	3.8	3.4	3.7
Health care and social assistance.....	1,215	1,146	1,218	5.8	5.3	5.6
Leisure and hospitality.....	1,084	909	981	5.9	5.0	5.3
Arts, entertainment, and recreation.....	89	101	102	3.1	3.5	3.5
Accommodation and food services.....	995	809	878	6.5	5.2	5.6
Other services.....	230	239	254	3.7	3.8	4.1
Government.....	748	717	726	3.4	3.1	3.3
Federal.....	120	110	99	4.1	3.8	3.4
State and local.....	628	607	628	3.3	3.0	3.3
State and local education.....	263	247	272	2.9	2.4	3.0
State and local, excluding education.....	365	360	356	3.7	3.7	3.6
REGION³						
Northeast.....	1,305	1,191	1,204	4.6	4.1	4.2
South.....	2,945	2,616	2,724	5.1	4.5	4.7
Midwest.....	1,759	1,647	1,739	5.1	4.7	5.0
West.....	1,762	1,673	1,804	4.9	4.5	4.9

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

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Total.....	6,320	6,481	6,513	4.2	4.3	4.3
INDUSTRY						
Total private.....	5,883	6,062	6,108	4.6	4.7	4.7
Mining and logging.....	42	24	26	5.6	3.2	3.4
Construction.....	450	491	442	6.0	6.4	5.7
Manufacturing.....	438	408	393	3.4	3.2	3.0
Durable goods.....	244	232	223	3.1	2.9	2.8
Nondurable goods.....	194	176	170	4.0	3.7	3.5
Trade, transportation, and utilities.....	1,146	1,199	1,208	4.1	4.3	4.3
Wholesale trade.....	160	171	189	2.7	2.9	3.2
Retail trade.....	783	823	778	4.9	5.2	4.9
Transportation, warehousing, and utilities.....	203	204	241	3.4	3.4	4.0
Information.....	90	104	98	3.2	3.7	3.4
Financial activities.....	233	262	277	2.7	3.0	3.2
Finance and insurance.....	150	151	174	2.4	2.4	2.7
Real estate and rental and leasing.....	83	111	103	3.6	4.7	4.3
Professional and business services.....	1,246	1,214	1,291	5.9	5.6	6.0
Education and health services.....	790	709	859	3.4	2.9	3.6
Educational services.....	133	101	134	3.9	2.8	3.9
Health care and social assistance.....	657	607	725	3.3	3.0	3.5
Leisure and hospitality.....	1,217	1,353	1,251	7.1	7.8	7.1
Arts, entertainment, and recreation.....	199	210	161	7.2	7.6	5.7
Accommodation and food services.....	1,018	1,144	1,089	7.1	7.8	7.4
Other services.....	231	297	263	3.9	4.9	4.4
Government.....	437	420	405	2.1	1.9	1.9
Federal.....	36	38	36	1.3	1.4	1.3
State and local.....	401	381	369	2.2	1.9	2.0
State and local education.....	186	134	189	2.1	1.3	2.1
State and local, excluding education.....	215	247	179	2.3	2.6	1.9
REGION³						
Northeast.....	1,104	1,092	1,116	4.0	3.9	4.0
South.....	2,433	2,473	2,552	4.5	4.4	4.6
Midwest.....	1,351	1,455	1,385	4.1	4.4	4.2
West.....	1,432	1,462	1,460	4.1	4.1	4.2

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

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

³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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Table 9. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Total.....	6,080	5,830	6,216	4.1	3.8	4.1
INDUSTRY						
Total private.....	5,602	5,281	5,794	4.4	4.1	4.5
Mining and logging.....	37	21	28	5.0	2.7	3.6
Construction.....	383	376	399	5.1	4.9	5.1
Manufacturing.....	391	339	353	3.1	2.6	2.7
Durable goods.....	223	185	204	2.8	2.3	2.5
Nondurable goods.....	167	155	149	3.5	3.2	3.1
Trade, transportation, and utilities.....	1,141	1,095	1,199	4.1	3.9	4.3
Wholesale trade.....	143	153	179	2.4	2.6	3.0
Retail trade.....	791	761	786	5.0	4.8	5.0
Transportation, warehousing, and utilities.....	206	181	234	3.5	3.0	3.9
Information.....	91	90	116	3.2	3.2	4.1
Financial activities.....	217	229	236	2.5	2.6	2.7
Finance and insurance.....	140	129	142	2.2	2.0	2.2
Real estate and rental and leasing.....	77	100	94	3.4	4.2	4.0
Professional and business services.....	1,174	1,067	1,201	5.6	4.9	5.6
Education and health services.....	770	734	804	3.3	3.1	3.4
Educational services.....	145	160	136	4.2	4.5	3.9
Health care and social assistance.....	625	573	668	3.1	2.8	3.3
Leisure and hospitality.....	1,160	1,104	1,208	6.8	6.3	6.9
Arts, entertainment, and recreation.....	168	119	145	6.1	4.3	5.1
Accommodation and food services.....	991	985	1,063	6.9	6.7	7.2
Other services.....	240	226	252	4.1	3.8	4.2
Government.....	478	549	422	2.3	2.4	2.0
Federal.....	37	30	36	1.3	1.1	1.3
State and local.....	441	519	386	2.4	2.6	2.1
State and local education.....	244	387	245	2.7	3.8	2.8
State and local, excluding education.....	197	132	142	2.1	1.4	1.5
REGION³						
Northeast.....	906	951	895	3.3	3.4	3.2
South.....	2,458	2,241	2,429	4.5	4.0	4.4
Midwest.....	1,351	1,277	1,386	4.1	3.8	4.2
West.....	1,365	1,361	1,506	4.0	3.9	4.3

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

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

³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Total.....	3,876	3,751	4,061	2.6	2.5	2.7
INDUSTRY						
Total private.....	3,656	3,450	3,837	2.9	2.7	3.0
Mining and logging.....	24	12	17	3.2	1.6	2.2
Construction.....	236	194	221	3.1	2.5	2.8
Manufacturing.....	252	213	223	2.0	1.7	1.7
Durable goods.....	144	118	125	1.8	1.5	1.5
Nondurable goods.....	108	95	97	2.2	2.0	2.0
Trade, transportation, and utilities.....	775	770	784	2.8	2.8	2.8
Wholesale trade.....	86	92	91	1.5	1.5	1.5
Retail trade.....	561	569	559	3.5	3.6	3.5
Transportation, warehousing, and utilities.....	128	110	134	2.2	1.8	2.2
Information.....	56	48	55	2.0	1.7	1.9
Financial activities.....	141	143	151	1.6	1.6	1.7
Finance and insurance.....	81	83	100	1.3	1.3	1.6
Real estate and rental and leasing.....	59	60	51	2.6	2.5	2.2
Professional and business services.....	700	650	728	3.3	3.0	3.4
Education and health services.....	468	470	554	2.0	2.0	2.3
Educational services.....	61	87	89	1.8	2.4	2.5
Health care and social assistance.....	407	383	465	2.0	1.9	2.3
Leisure and hospitality.....	859	821	922	5.0	4.7	5.3
Arts, entertainment, and recreation.....	99	83	101	3.6	3.0	3.6
Accommodation and food services.....	761	737	821	5.3	5.0	5.6
Other services.....	146	128	184	2.5	2.1	3.1
Government.....	220	301	224	1.0	1.3	1.1
Federal.....	15	14	17	0.5	0.5	0.6
State and local.....	205	287	207	1.1	1.5	1.1
State and local education.....	119	212	123	1.3	2.1	1.4
State and local, excluding education.....	85	75	84	0.9	0.8	0.9
REGION³						
Northeast.....	512	546	509	1.9	2.0	1.8
South.....	1,577	1,512	1,684	2.9	2.7	3.0
Midwest.....	892	823	943	2.7	2.5	2.8
West.....	895	871	925	2.6	2.5	2.6

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

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Total.....	1,805	1,688	1,759	1.2	1.1	1.2
INDUSTRY						
Total private.....	1,625	1,551	1,640	1.3	1.2	1.3
Mining and logging.....	12	5	10	1.6	0.7	1.3
Construction.....	138	174	167	1.8	2.3	2.2
Manufacturing.....	115	105	110	0.9	0.8	0.8
Durable goods.....	62	53	66	0.8	0.7	0.8
Nondurable goods.....	53	52	44	1.1	1.1	0.9
Trade, transportation, and utilities.....	287	268	319	1.0	1.0	1.1
Wholesale trade.....	35	56	67	0.6	0.9	1.1
Retail trade.....	190	152	174	1.2	1.0	1.1
Transportation, warehousing, and utilities.....	62	59	79	1.0	1.0	1.3
Information.....	29	30	47	1.0	1.1	1.7
Financial activities.....	55	66	62	0.6	0.8	0.7
Finance and insurance.....	39	29	23	0.6	0.5	0.4
Real estate and rental and leasing.....	17	37	38	0.7	1.6	1.6
Professional and business services.....	371	361	411	1.8	1.7	1.9
Education and health services.....	253	223	209	1.1	0.9	0.9
Educational services.....	73	63	39	2.1	1.8	1.1
Health care and social assistance.....	180	161	170	0.9	0.8	0.8
Leisure and hospitality.....	277	241	256	1.6	1.4	1.5
Arts, entertainment, and recreation.....	68	33	40	2.5	1.2	1.4
Accommodation and food services.....	209	208	216	1.4	1.4	1.5
Other services.....	89	77	50	1.5	1.3	0.8
Government.....	180	137	119	0.8	0.6	0.6
Federal.....	11	6	7	0.4	0.2	0.2
State and local.....	168	132	112	0.9	0.7	0.6
State and local education.....	89	104	82	1.0	1.0	0.9
State and local, excluding education.....	79	28	31	0.8	0.3	0.3
REGION³						
Northeast.....	310	319	301	1.1	1.1	1.1
South.....	760	594	618	1.4	1.1	1.1
Midwest.....	375	381	369	1.1	1.1	1.1
West.....	360	395	472	1.0	1.1	1.3

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

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

³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2018	June 2019	July 2019 ^p	July 2018	June 2019	July 2019 ^p
Total.....	399	390	396	0.3	0.3	0.3
INDUSTRY						
Total private.....	321	279	316	0.3	0.2	0.2
Mining and logging.....	1	3	1	0.1	0.4	0.1
Construction.....	9	9	11	0.1	0.1	0.1
Manufacturing.....	24	20	20	0.2	0.2	0.2
Durable goods.....	17	13	13	0.2	0.2	0.2
Nondurable goods.....	7	7	7	0.1	0.2	0.2
Trade, transportation, and utilities.....	79	57	96	0.3	0.2	0.3
Wholesale trade.....	21	5	21	0.4	0.1	0.4
Retail trade.....	40	40	53	0.3	0.3	0.3
Transportation, warehousing, and utilities.....	17	11	22	0.3	0.2	0.4
Information.....	6	11	14	0.2	0.4	0.5
Financial activities.....	21	20	23	0.2	0.2	0.3
Finance and insurance.....	19	17	18	0.3	0.3	0.3
Real estate and rental and leasing.....	1	3	4	0.1	0.1	0.2
Professional and business services.....	103	56	62	0.5	0.3	0.3
Education and health services.....	49	40	42	0.2	0.2	0.2
Educational services.....	11	11	8	0.3	0.3	0.2
Health care and social assistance.....	38	30	34	0.2	0.1	0.2
Leisure and hospitality.....	24	42	30	0.1	0.2	0.2
Arts, entertainment, and recreation.....	2	2	4	0.1	0.1	0.1
Accommodation and food services.....	22	39	26	0.2	0.3	0.2
Other services.....	5	20	18	0.1	0.3	0.3
Government.....	78	111	79	0.4	0.5	0.4
Federal.....	10	10	12	0.4	0.4	0.4
State and local.....	68	100	67	0.4	0.5	0.4
State and local education.....	36	72	40	0.4	0.7	0.5
State and local, excluding education.....	33	29	27	0.3	0.3	0.3
REGION³						
Northeast.....	84	86	85	0.3	0.3	0.3
South.....	122	136	128	0.2	0.2	0.2
Midwest.....	84	73	74	0.3	0.2	0.2
West.....	109	96	110	0.3	0.3	0.3

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

^p Preliminary

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