

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



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JOB OPENINGS AND LABOR TURNOVER – JANUARY 2021

The number of job openings changed little at 6.9 million on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Hires were little changed at 5.3 million while total separations decreased to 5.3 million. Within separations, the quits rate and layoffs and discharges rate changed little at 2.3 percent and 1.2 percent, respectively. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions. The release also includes 2020 annual estimates for hires and separations. The annual number of hires at 73.1 million and the annual number of layoffs and discharges at 41.0 million increased in 2020. The annual number of quits at 36.3 million decreased in 2020.

Chart 1. Job openings rate, seasonally adjusted, January 2018 - January 2021

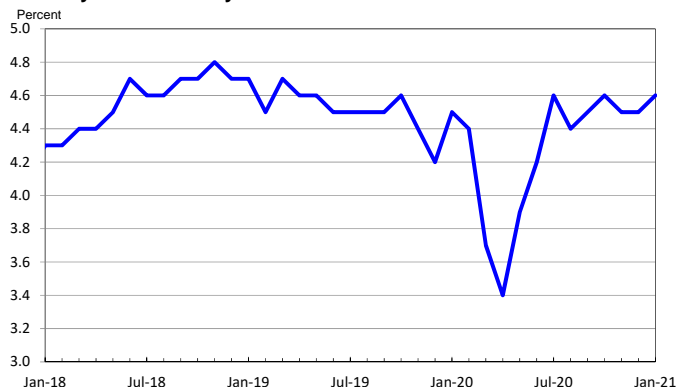
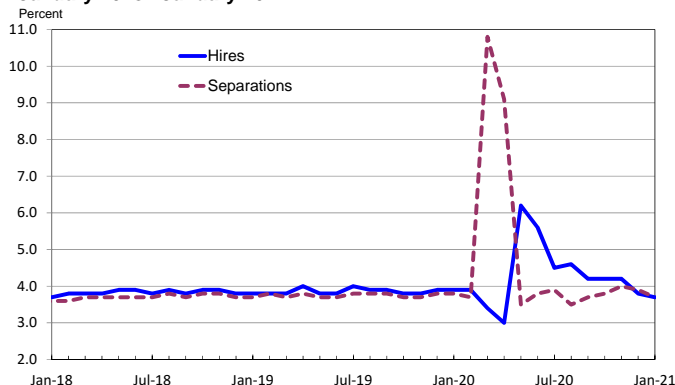


Chart 2. Hires and total separations rates, seasonally adjusted, January 2018 - January 2021



Job Openings

On the last business day of January, the number and rate of **job openings** were little changed at 6.9 million and 4.6 percent, respectively. Job openings increased in state and local government education (+56,000); educational services (+21,000); and mining and logging (+10,000). The number of job openings was little changed in all four regions. (See table 1.)

Over the year, the number of job openings (not seasonally adjusted) was little changed in January. Job openings decreased in a number of industries over the year with the largest decreases in accommodation and food services; state and local government, excluding education; and arts, entertainment, and recreation. The job openings level increased over the year in nondurable goods manufacturing; durable

Revisions to the JOLTS Estimates

Job openings, hires, and separations have been revised to incorporate the annual updates to the Current Employment Statistics employment data and the JOLTS seasonal adjustment factors. See the revision section at the end of this release for more information.

goods manufacturing; and mining and logging. The number of job openings decreased in the West region. (See table 7.)

Hires

In January, the number and rate of **hires** were little changed at 5.3 million and 3.7 percent, respectively. Hires increased in arts, entertainment, and recreation (+59,000) and in educational services (+25,000). Hires decreased in federal government (-15,000). The number of hires decreased in the South region. (See table 2.)

The number of hires in January (not seasonally adjusted) decreased over the year (-696,000). Hires decreased in a number of industries with the largest decreases in accommodation and food services; professional and business services; and health care and social assistance. The number of hires decreased in the South and West regions. (See table 8.)

Separations

Total separations includes quits, layoffs and discharges, and other separations. 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.

In January, the number of **total separations** decreased to 5.3 million (-275,000), and the total separations rate was little changed at 3.7 percent. The total separations level decreased in accommodation and food services (-242,000); educational services (-38,000); and state and local government education (-27,000). Total separations increased in transportation, warehousing, and utilities (+87,000) and in federal government (+9,000). Total separations were little changed in all four regions. (See table 3.)

Over the year, the number of total separations (not seasonally adjusted) decreased (-403,000). Total separations decreased in a number of industries with the largest decreases in professional and business services; state and local government education; and educational services. Total separations increased in transportation, warehousing, and utilities and in federal government. The number of total separations decreased in the South and Midwest regions. (See table 9.)

In January, the **quits** level and rate were little changed at 3.3 million and 2.3 percent, respectively. The number of quits increased in finance and insurance (+36,000) and in federal government (+5,000). The number of quits decreased in wholesale trade (-28,000); educational services (-18,000); and state and local government education (-14,000). The number of quits was little changed in all four regions. (See table 4.)

Over the year, the number of quits (not seasonally adjusted) decreased (-239,000). Quits decreased in a number of industries with the largest decreases in professional and business services; state and local government education; and educational services. Quits increased in a number of industries with the largest increases in durable goods manufacturing; finance and insurance; and nondurable goods manufacturing. The number of quits decreased in the West region. (See table 10.)

In January, the number and rate of **layoffs and discharges** were little changed at 1.7 million and 1.2 percent, respectively. The number of layoffs and discharges decreased in accommodation and food services (-209,000). The number of layoffs and discharges increased in transportation, warehousing, and

utilities (+113,000) and in federal government (+5,000). Layoffs and discharges were little changed in all four regions. (See table 5.)

Over the year, the layoffs and discharges level (not seasonally adjusted) was little changed. The number of layoffs and discharges decreased in a number of industries with the largest decreases in professional and business services; durable goods manufacturing; and finance and insurance. Layoffs and discharges increased in transportation, warehousing, and utilities; wholesale trade; and federal government. The number of layoffs and discharges increased in the West region but decreased in the Midwest region. (See table 11.)

The number of **other separations** edged down in January to 310,000 (-42,000). Other separations decreased in a number of industries with the largest decreases in retail trade (-21,000); state and local government education (-9,000); and transportation, warehousing, and utilities (-8,000). Other separations increased in health care and social assistance (+17,000). The other separations level decreased in the South region but increased in the West region. (See table 6.)

Over the year, the other separations level (not seasonally adjusted) decreased (-67,000). Other separations decreased in a number of industries with the largest decreases in retail trade; accommodation and food services; and state and local government education. The number of other separations increased in federal government. The number of other separations decreased in the South region. (See table 12.)

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 January, hires totaled 72.4 million and separations totaled 81.2 million, yielding a net employment loss of 8.8 million. These totals include workers who may have been hired and separated more than once during the year.

Annual Levels and Rates

Consistent with BLS practice, annual estimates are published for not seasonally adjusted data and are published 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. Calculating annual levels and rates allows additional comparisons across years. Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 revised 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.

In 2020, there were 73.1 million hires, an increase of 3.1 million from 2019. Total separations increased by 13.5 million in 2020 to 81.5 million. Quits decreased for the first time in 11 years to 36.3 million in 2020, down by 5.8 million. Quits comprised 44.6 percent of total separations. Layoffs and discharges increased by 19.2 million in 2020 to 41.0 million and comprised 50.3 percent of total separations. Other separations increased by 162,000 in 2020 to 4.2 million and comprised 5.1 percent of total separations.

These data reflect the effects of the coronavirus (COVID-19) pandemic and efforts to contain it. (See tables 13 through 22.)

The annual hires rate for 2020 was 51.4 percent of the annual average CES employment level. The annual total separations rate for 2020 was 57.3 percent. The annual rates for the components of total separations were 25.5 percent for quits, 28.8 percent for layoffs and discharges, and 2.9 percent for other separations. (See tables 13 through 22.)

The Job Openings and Labor Turnover Survey estimates for February 2021 are scheduled to be released on Tuesday, April 6, 2021 at 10:00 a.m. (ET).

**Coronavirus (COVID-19) Pandemic Impact on January 2021
Job Openings and Labor Turnover Survey Data**

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for January was 43 percent, while response rates prior to the pandemic averaged 54 percent.

More information about the impact of the COVID-19 pandemic on the JOLTS survey, including information about the JOLTS estimation methodology, is available at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-january-2021.htm.

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

Category	Job openings			Hires			Total separations		
	Jan. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Dec. 2020	Jan. 2021 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,154	6,752	6,917	5,974	5,411	5,301	5,714	5,582	5,307
Total private.....	6,336	6,094	6,236	5,584	5,072	4,965	5,374	5,236	4,983
Mining and logging.....	19	21	31	16	24	21	22	19	12
Construction.....	296	267	309	418	399	361	362	352	363
Manufacturing.....	409	479	515	321	398	351	341	387	358
Durable goods.....	250	271	296	181	224	192	199	213	206
Nondurable goods.....	159	209	219	140	174	159	142	173	152
Trade, transportation, and utilities.....	1,236	1,215	1,239	1,211	1,199	1,112	1,212	1,123	1,191
Wholesale trade.....	183	173	179	139	160	151	134	151	134
Retail trade.....	752	764	763	804	814	728	818	737	736
Transportation, warehousing, and utilities.....	301	277	298	268	225	232	260	235	322
Information.....	139	109	109	83	72	86	60	74	69
Financial activities.....	423	295	321	219	212	206	211	182	205
Finance and insurance.....	319	231	239	142	134	129	139	113	136
Real estate and rental and leasing.....	104	65	82	76	78	78	72	69	69
Professional and business services.....	1,285	1,478	1,355	1,164	1,121	1,032	1,164	1,007	965
Education and health services.....	1,321	1,277	1,356	798	700	688	708	681	675
Educational services.....	117	90	111	112	67	92	78	102	64
Health care and social assistance.....	1,204	1,187	1,244	686	633	596	630	579	611
Leisure and hospitality.....	927	747	733	1,116	758	908	1,077	1,221	945
Arts, entertainment, and recreation.....	158	62	80	179	60	119	170	173	138
Accommodation and food services.....	769	685	653	937	698	789	907	1,049	807
Other services.....	281	205	267	239	187	199	219	190	199
Government.....	819	659	681	390	339	337	340	346	325
Federal.....	131	98	83	46	47	32	42	50	59
State and local.....	687	561	598	343	292	305	298	296	266
State and local education.....	270	217	273	177	145	165	153	141	114
State and local, excluding education.....	417	344	325	166	147	140	145	155	152
RATES BY INDUSTRY (percent)									
Total.....	4.5	4.5	4.6	3.9	3.8	3.7	3.8	3.9	3.7
Total private.....	4.7	4.8	4.9	4.3	4.2	4.1	4.2	4.3	4.1
Mining and logging.....	2.6	3.4	4.9	2.3	4.0	3.4	3.2	3.1	2.0
Construction.....	3.7	3.5	4.0	5.5	5.4	4.9	4.8	4.8	4.9
Manufacturing.....	3.1	3.8	4.0	2.5	3.3	2.9	2.7	3.2	2.9
Durable goods.....	3.0	3.4	3.8	2.3	2.9	2.5	2.5	2.8	2.7
Nondurable goods.....	3.2	4.3	4.5	2.9	3.8	3.4	3.0	3.7	3.3
Trade, transportation, and utilities.....	4.2	4.3	4.4	4.3	4.4	4.1	4.4	4.1	4.4
Wholesale trade.....	3.0	3.0	3.1	2.4	2.9	2.7	2.3	2.7	2.4
Retail trade.....	4.6	4.8	4.8	5.1	5.3	4.8	5.2	4.8	4.8
Transportation, warehousing, and utilities.....	4.5	4.3	4.6	4.2	3.6	3.7	4.1	3.8	5.2
Information.....	4.6	3.9	3.9	2.9	2.7	3.2	2.1	2.8	2.6
Financial activities.....	4.6	3.3	3.5	2.5	2.4	2.4	2.4	2.1	2.3
Finance and insurance.....	4.7	3.4	3.5	2.2	2.0	2.0	2.1	1.7	2.1
Real estate and rental and leasing.....	4.2	2.8	3.5	3.2	3.5	3.5	3.1	3.1	3.1
Professional and business services.....	5.7	6.7	6.2	5.4	5.5	5.0	5.4	4.9	4.7
Education and health services.....	5.1	5.2	5.5	3.3	3.0	3.0	2.9	2.9	2.9
Educational services.....	3.0	2.6	3.2	3.0	2.0	2.7	2.1	3.1	1.9
Health care and social assistance.....	5.5	5.6	5.9	3.3	3.2	3.0	3.0	2.9	3.1
Leisure and hospitality.....	5.2	5.4	5.3	6.6	5.8	7.0	6.4	9.3	7.2
Arts, entertainment, and recreation.....	5.9	3.5	4.5	7.1	3.5	7.0	6.8	10.1	8.2
Accommodation and food services.....	5.1	5.7	5.4	6.5	6.1	7.0	6.3	9.2	7.1
Other services.....	4.5	3.6	4.7	4.0	3.4	3.6	3.7	3.5	3.6

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		
	Jan. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Dec. 2020	Jan. 2021 ^P
Government.....	3.5	3.0	3.1	1.7	1.6	1.6	1.5	1.6	1.5
Federal.....	4.4	3.3	2.8	1.6	1.6	1.1	1.5	1.7	2.1
State and local.....	3.3	2.9	3.1	1.7	1.6	1.6	1.5	1.6	1.4
State and local education.....	2.5	2.2	2.7	1.7	1.5	1.7	1.4	1.5	1.2
State and local, excluding education.	4.3	3.7	3.5	1.8	1.6	1.6	1.6	1.7	1.7

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NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

Revisions to Job Openings and Labor Turnover Data

The JOLTS data are revised annually to reflect updates to the Current Employment Statistics (CES) employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmarking process results in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. Further, the alignment methodology creates a dependency of the not seasonally adjusted estimates on the seasonal adjustment process. Therefore, the data series that are not seasonally adjusted are also recalculated for the most recent 5 years in order to reflect the effect of the updated seasonal adjustment factors on the alignment process.

Tables B through G below present revised total nonfarm data for January through December 2020. The December 2020 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for January 2016 through December 2020 will be available on the JOLTS website later in the day following the release. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables and data can be accessed through the JOLTS homepage at www.bls.gov/jlt/.

As of January 2021, all JOLTS data series will be seasonally adjusted. Not seasonally adjusted series that were previously designated as equal to the seasonally adjusted series have been revised back to December 2000.

Table B. Revisions in job openings data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2020						
January.....	7,012	7,154	142	4.4	4.5	0.1
February.....	7,004	7,012	8	4.4	4.4	.0
March.....	6,011	5,769	-242	3.8	3.7	-.1
April.....	4,996	4,630	-366	3.7	3.4	-.3
May.....	5,371	5,447	76	3.9	3.9	.0
June.....	6,001	6,112	111	4.2	4.2	.0
July.....	6,697	6,717	20	4.6	4.6	.0
August.....	6,352	6,451	99	4.3	4.4	.1
September.....	6,494	6,611	117	4.4	4.5	.1
October.....	6,632	6,873	241	4.5	4.6	.1
November.....	6,572	6,766	194	4.4	4.5	.1
December.....	6,646	6,752	106	4.5	4.5	.0

Table C. Revisions in hires data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2020						
January.....	5,921	5,974	53	3.9	3.9	0.0
February.....	5,864	5,979	115	3.8	3.9	.1
March.....	5,111	5,132	21	3.4	3.4	.0
April.....	4,047	3,942	-105	3.1	3.0	-.1
May.....	7,199	8,272	1,073	5.4	6.2	.8
June.....	6,970	7,697	727	5.1	5.6	.5
July.....	5,903	6,237	334	4.2	4.5	.3
August.....	5,952	6,431	479	4.2	4.6	.4
September.....	5,886	5,932	46	4.2	4.2	.0
October.....	5,912	6,035	123	4.2	4.2	.0
November.....	5,935	6,019	84	4.2	4.2	.0
December.....	5,539	5,411	-128	3.9	3.8	-.1

Table D. Revisions in total separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2020						
January.....	5,713	5,714	1	3.8	3.8	0.0
February.....	5,595	5,715	120	3.7	3.7	.0
March.....	14,643	16,308	1,665	9.7	10.8	1.1
April.....	9,975	11,782	1,807	7.6	9.1	1.5
May.....	4,236	4,618	382	3.2	3.5	.3
June.....	4,899	5,180	281	3.6	3.8	.2
July.....	4,988	5,392	404	3.6	3.9	.3
August.....	4,689	4,901	212	3.3	3.5	.2
September.....	4,844	5,235	391	3.4	3.7	.3
October.....	5,142	5,427	285	3.6	3.8	.2
November.....	5,523	5,744	221	3.9	4.0	.1
December.....	5,460	5,582	122	3.8	3.9	.1

Table E. Revisions in quits data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2020						
January.....	3,575	3,568	-7	2.3	2.3	0.0
February.....	3,436	3,430	-6	2.3	2.2	-.1
March.....	2,789	2,902	113	1.8	1.9	.1
April.....	1,877	2,107	230	1.4	1.6	.2
May.....	2,067	2,206	139	1.6	1.7	.1
June.....	2,605	2,646	41	1.9	1.9	.0
July.....	2,932	3,182	250	2.1	2.3	.2
August.....	2,839	2,987	148	2.0	2.1	.1
September.....	3,074	3,307	233	2.2	2.3	.1
October.....	3,150	3,352	202	2.2	2.4	.2
November.....	3,180	3,296	116	2.2	2.3	.1
December.....	3,286	3,407	121	2.3	2.4	.1

Table F. Revisions in layoffs and discharges data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2020						
January.....	1,749	1,788	39	1.1	1.2	0.1
February.....	1,846	1,953	107	1.2	1.3	.1
March.....	11,489	13,046	1,557	7.6	8.6	1.0
April.....	7,708	9,307	1,599	5.9	7.2	1.3
May.....	1,903	2,096	193	1.4	1.6	.2
June.....	1,995	2,204	209	1.4	1.6	.2
July.....	1,745	1,845	100	1.3	1.3	.0
August.....	1,533	1,573	40	1.1	1.1	.0
September.....	1,437	1,555	118	1.0	1.1	.1
October.....	1,676	1,728	52	1.2	1.2	.0
November.....	2,055	2,123	68	1.4	1.5	.1
December.....	1,812	1,823	11	1.3	1.3	.0

Table G. Revisions in other separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2020						
January.....	389	358	-31	0.3	0.2	-0.1
February.....	313	332	19	0.2	0.2	.0
March.....	366	360	-6	0.2	0.2	.0
April.....	390	368	-22	0.3	0.3	.0
May.....	266	316	50	0.2	0.2	.0
June.....	300	331	31	0.2	0.2	.0
July.....	311	365	54	0.2	0.3	.1
August.....	317	342	25	0.2	0.2	.0
September.....	333	373	40	0.2	0.3	.1
October.....	317	347	30	0.2	0.2	.0
November.....	288	325	37	0.2	0.2	.0
December.....	362	352	-10	0.3	0.2	-.1

Technical Note

Special technical note: This technical note describes the procedures regularly used on a monthly basis to develop estimates from JOLTS survey responses. Due to the COVID-19 pandemic, some of the procedures described in this technical note have been modified. The modifications are briefly described in the box note in the news release and are described in more detail at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm.

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Industries are classified in accordance with the North American Industry Classification System.

Definitions

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 vacation or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or employees on strike for the entire pay period, and employees on leave without pay 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. JOLTS does not publish employment estimates but uses the reported employment for validation of the other reported data elements.

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions 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 include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, 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 include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) 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 (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. 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.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 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 9.4 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.

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

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected

on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment 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 job openings, hires, and separations.

Alignment. The JOLTS figure 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 nonsampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the monthly alignment method. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. 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. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These

annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

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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.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs 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 difference, or sampling error, varies depending on the particular sample selected. 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 nonsampling error. Nonsampling error can occur for many reasons including: the failure to include a segment of the population; the inability to obtain data from all units in the sample; the inability or unwillingness of respondents to provide data on a timely basis; mistakes made by respondents; errors made in the collection or processing of the data; and errors from the employment benchmark data used in estimation.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^P
Total.....	7,154	6,611	6,873	6,766	6,752	6,917	4.5	4.5	4.6	4.5	4.5	4.6
INDUSTRY												
Total private.....	6,336	5,903	6,173	6,078	6,094	6,236	4.7	4.7	4.9	4.8	4.8	4.9
Mining and logging.....	19	17	21	16	21	31	2.6	2.9	3.4	2.7	3.4	4.9
Construction.....	296	232	253	261	267	309	3.7	3.1	3.3	3.4	3.5	4.0
Manufacturing.....	409	500	545	514	479	515	3.1	4.0	4.3	4.0	3.8	4.0
Durable goods.....	250	270	302	250	271	296	3.0	3.5	3.9	3.2	3.4	3.8
Nondurable goods.....	159	230	243	263	209	219	3.2	4.8	5.0	5.4	4.3	4.5
Trade, transportation, and utilities.....	1,236	1,132	1,160	1,204	1,215	1,239	4.2	4.1	4.1	4.3	4.3	4.4
Wholesale trade.....	183	169	178	175	173	179	3.0	2.9	3.1	3.0	3.0	3.1
Retail trade.....	752	674	703	720	764	763	4.6	4.3	4.4	4.5	4.8	4.8
Transportation, warehousing, and utilities.....	301	289	278	310	277	298	4.5	4.6	4.3	4.7	4.3	4.6
Information.....	139	112	117	98	109	109	4.6	4.0	4.2	3.6	3.9	3.9
Financial activities.....	423	314	304	287	295	321	4.6	3.5	3.4	3.2	3.3	3.5
Finance and insurance.....	319	239	225	216	231	239	4.7	3.5	3.3	3.2	3.4	3.5
Real estate and rental and leasing. . .	104	75	79	70	65	82	4.2	3.3	3.4	3.1	2.8	3.5
Professional and business services. . . .	1,285	1,235	1,225	1,261	1,478	1,355	5.7	5.8	5.7	5.8	6.7	6.2
Education and health services.....	1,321	1,247	1,394	1,335	1,277	1,356	5.1	5.1	5.7	5.4	5.2	5.5
Educational services.....	117	108	116	101	90	111	3.0	3.1	3.3	2.9	2.6	3.2
Health care and social assistance. . . .	1,204	1,139	1,278	1,234	1,187	1,244	5.5	5.5	6.1	5.8	5.6	5.9
Leisure and hospitality.....	927	837	888	859	747	733	5.2	5.9	6.1	5.9	5.4	5.3
Arts, entertainment, and recreation. . .	158	86	97	110	62	80	5.9	4.7	5.2	5.7	3.5	4.5
Accommodation and food services. . .	769	751	792	749	685	653	5.1	6.1	6.3	6.0	5.7	5.4
Other services.....	281	277	266	243	205	267	4.5	4.8	4.6	4.2	3.6	4.7
Government.....	819	708	700	688	659	681	3.5	3.1	3.1	3.1	3.0	3.1
Federal.....	131	101	103	103	98	83	4.4	3.1	3.3	3.5	3.3	2.8
State and local.....	687	608	598	584	561	598	3.3	3.1	3.1	3.0	2.9	3.1
State and local education.....	270	210	228	207	217	273	2.5	2.1	2.3	2.1	2.2	2.7
State and local, excluding education.....	417	398	369	377	344	325	4.3	4.2	3.9	4.0	3.7	3.5
REGION³												
Northeast.....	1,241	1,088	1,170	1,166	1,142	1,150	4.3	4.0	4.3	4.3	4.2	4.2
South.....	2,643	2,645	2,717	2,623	2,645	2,714	4.5	4.8	4.9	4.8	4.8	4.9
Midwest.....	1,545	1,408	1,463	1,455	1,465	1,525	4.5	4.4	4.5	4.5	4.5	4.7
West.....	1,726	1,470	1,524	1,522	1,501	1,528	4.6	4.2	4.4	4.4	4.3	4.4

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	5,974	5,932	6,035	6,019	5,411	5,301	3.9	4.2	4.2	4.2	3.8	3.7
INDUSTRY												
Total private.....	5,584	5,607	5,696	5,649	5,072	4,965	4.3	4.7	4.7	4.7	4.2	4.1
Mining and logging.....	16	23	19	25	24	21	2.3	3.9	3.2	4.2	4.0	3.4
Construction.....	418	385	401	389	399	361	5.5	5.3	5.5	5.3	5.4	4.9
Manufacturing.....	321	384	384	405	398	351	2.5	3.2	3.2	3.3	3.3	2.9
Durable goods.....	181	220	226	230	224	192	2.3	2.9	3.0	3.0	2.9	2.5
Nondurable goods.....	140	164	159	176	174	159	2.9	3.6	3.4	3.8	3.8	3.4
Trade, transportation, and utilities.....	1,211	1,255	1,276	1,285	1,199	1,112	4.3	4.7	4.8	4.8	4.4	4.1
Wholesale trade.....	139	193	136	150	160	151	2.4	3.5	2.4	2.7	2.9	2.7
Retail trade.....	804	729	739	713	814	728	5.1	4.9	4.9	4.7	5.3	4.8
Transportation, warehousing, and utilities.....	268	333	401	421	225	232	4.2	5.5	6.5	6.7	3.6	3.7
Information.....	83	102	123	81	72	86	2.9	3.8	4.6	3.1	2.7	3.2
Financial activities.....	219	251	250	217	212	206	2.5	2.9	2.9	2.5	2.4	2.4
Finance and insurance.....	142	160	152	143	134	129	2.2	2.5	2.3	2.2	2.0	2.0
Real estate and rental and leasing. ...	76	91	99	73	78	78	3.2	4.1	4.5	3.3	3.5	3.5
Professional and business services.	1,164	1,116	1,102	1,220	1,121	1,032	5.4	5.6	5.4	6.0	5.5	5.0
Education and health services.....	798	703	727	725	700	688	3.3	3.0	3.1	3.1	3.0	3.0
Educational services.....	112	61	88	90	67	92	3.0	1.8	2.6	2.7	2.0	2.7
Health care and social assistance.	686	642	639	635	633	596	3.3	3.2	3.2	3.2	3.2	3.0
Leisure and hospitality.....	1,116	1,102	1,154	1,097	758	908	6.6	8.2	8.5	8.1	5.8	7.0
Arts, entertainment, and recreation. ...	179	121	145	138	60	119	7.1	7.0	8.1	7.6	3.5	7.0
Accommodation and food services. ...	937	980	1,009	959	698	789	6.5	8.4	8.5	8.1	6.1	7.0
Other services.....	239	286	258	206	187	199	4.0	5.3	4.7	3.8	3.4	3.6
Government.....	390	325	339	370	339	337	1.7	1.5	1.6	1.7	1.6	1.6
Federal.....	46	59	47	68	47	32	1.6	1.9	1.6	2.4	1.6	1.1
State and local.....	343	266	292	302	292	305	1.7	1.4	1.6	1.6	1.6	1.6
State and local education.....	177	119	138	140	145	165	1.7	1.2	1.4	1.5	1.5	1.7
State and local, excluding education.....	166	147	154	163	147	140	1.8	1.6	1.7	1.8	1.6	1.6
REGION³												
Northeast.....	946	962	985	937	867	859	3.4	3.7	3.8	3.6	3.3	3.3
South.....	2,383	2,324	2,413	2,458	2,156	1,955	4.3	4.5	4.6	4.7	4.1	3.7
Midwest.....	1,170	1,207	1,230	1,316	1,203	1,192	3.6	3.9	4.0	4.3	3.9	3.9
West.....	1,474	1,438	1,407	1,309	1,184	1,295	4.1	4.3	4.2	3.9	3.5	3.9

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 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: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	5,714	5,235	5,427	5,744	5,582	5,307	3.8	3.7	3.8	4.0	3.9	3.7
INDUSTRY												
Total private.....	5,374	4,804	4,878	5,305	5,236	4,983	4.2	4.0	4.0	4.4	4.3	4.1
Mining and logging.....	22	21	20	20	19	12	3.2	3.6	3.3	3.3	3.1	2.0
Construction.....	362	306	343	362	352	363	4.8	4.2	4.7	4.9	4.8	4.9
Manufacturing.....	341	380	354	367	387	358	2.7	3.1	2.9	3.0	3.2	2.9
Durable goods.....	199	210	205	206	213	206	2.5	2.8	2.7	2.7	2.8	2.7
Nondurable goods.....	142	170	149	161	173	152	3.0	3.7	3.2	3.5	3.7	3.3
Trade, transportation, and utilities.....	1,212	1,071	1,129	1,123	1,123	1,191	4.4	4.0	4.2	4.2	4.1	4.4
Wholesale trade.....	134	121	122	143	151	134	2.3	2.2	2.2	2.5	2.7	2.4
Retail trade.....	818	692	740	735	737	736	5.2	4.6	4.9	4.9	4.8	4.8
Transportation, warehousing, and utilities.....	260	257	268	245	235	322	4.1	4.2	4.4	3.9	3.8	5.2
Information.....	60	62	78	79	74	69	2.1	2.3	2.9	3.0	2.8	2.6
Financial activities.....	211	207	208	199	182	205	2.4	2.4	2.4	2.3	2.1	2.3
Finance and insurance.....	139	128	131	133	113	136	2.1	2.0	2.0	2.0	1.7	2.1
Real estate and rental and leasing. . .	72	79	78	66	69	69	3.1	3.6	3.5	3.0	3.1	3.1
Professional and business services. . . .	1,164	1,062	1,036	1,123	1,007	965	5.4	5.3	5.1	5.5	4.9	4.7
Education and health services.....	708	662	709	690	681	675	2.9	2.9	3.0	3.0	2.9	2.9
Educational services.....	78	63	84	89	102	64	2.1	1.9	2.5	2.6	3.1	1.9
Health care and social assistance. . . .	630	599	625	600	579	611	3.0	3.0	3.1	3.0	2.9	3.1
Leisure and hospitality.....	1,077	846	828	1,134	1,221	945	6.4	6.3	6.1	8.3	9.3	7.2
Arts, entertainment, and recreation. . .	170	105	115	102	173	138	6.8	6.0	6.5	5.6	10.1	8.2
Accommodation and food services. . .	907	741	713	1,032	1,049	807	6.3	6.4	6.0	8.7	9.2	7.1
Other services.....	219	187	172	209	190	199	3.7	3.4	3.1	3.8	3.5	3.6
Government.....	340	430	549	439	346	325	1.5	2.0	2.5	2.0	1.6	1.5
Federal.....	42	92	198	134	50	59	1.5	3.0	6.6	4.6	1.7	2.1
State and local.....	298	338	351	305	296	266	1.5	1.8	1.9	1.6	1.6	1.4
State and local education.....	153	196	196	150	141	114	1.4	2.0	2.0	1.6	1.5	1.2
State and local, excluding education.....	145	142	155	155	155	152	1.6	1.6	1.7	1.7	1.7	1.7
REGION³												
Northeast.....	902	753	892	904	858	813	3.2	2.9	3.4	3.5	3.3	3.1
South.....	2,249	2,090	2,177	2,176	2,186	2,086	4.0	4.0	4.2	4.2	4.2	4.0
Midwest.....	1,226	1,167	1,202	1,308	1,166	1,071	3.7	3.8	3.9	4.2	3.8	3.5
West.....	1,337	1,225	1,157	1,355	1,372	1,338	3.8	3.7	3.5	4.1	4.1	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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	3,568	3,307	3,352	3,296	3,407	3,311	2.3	2.3	2.4	2.3	2.4	2.3
INDUSTRY												
Total private.....	3,390	3,101	3,125	3,113	3,224	3,142	2.6	2.6	2.6	2.6	2.7	2.6
Mining and logging.....	14	8	9	12	9	6	2.0	1.3	1.4	2.0	1.6	1.0
Construction.....	163	148	132	163	161	148	2.1	2.0	1.8	2.2	2.2	2.0
Manufacturing.....	189	254	231	235	240	244	1.5	2.1	1.9	1.9	2.0	2.0
Durable goods.....	108	134	123	129	135	143	1.4	1.8	1.6	1.7	1.8	1.9
Nondurable goods.....	81	120	109	106	105	101	1.7	2.6	2.4	2.3	2.3	2.2
Trade, transportation, and utilities.....	831	707	744	752	816	760	3.0	2.7	2.8	2.8	3.0	2.8
Wholesale trade.....	92	92	89	75	97	69	1.6	1.6	1.6	1.3	1.7	1.2
Retail trade.....	594	468	512	540	549	539	3.8	3.1	3.4	3.6	3.6	3.5
Transportation, warehousing, and utilities.....	145	147	142	137	170	152	2.3	2.4	2.3	2.2	2.7	2.5
Information.....	34	35	40	40	39	39	1.2	1.3	1.5	1.5	1.5	1.4
Financial activities.....	133	114	127	124	108	146	1.5	1.3	1.5	1.4	1.2	1.7
Finance and insurance.....	82	72	81	82	69	105	1.3	1.1	1.2	1.3	1.1	1.6
Real estate and rental and leasing. . .	51	42	46	42	38	41	2.2	1.9	2.1	1.9	1.7	1.9
Professional and business services. . . .	696	669	619	592	581	580	3.2	3.3	3.0	2.9	2.8	2.8
Education and health services.....	494	455	510	446	471	451	2.0	2.0	2.2	1.9	2.0	1.9
Educational services.....	52	29	44	46	52	34	1.4	0.8	1.3	1.4	1.6	1.0
Health care and social assistance. . . .	441	426	467	400	419	417	2.1	2.2	2.4	2.0	2.1	2.1
Leisure and hospitality.....	739	597	605	622	687	652	4.4	4.5	4.4	4.6	5.2	5.0
Arts, entertainment, and recreation. . .	76	47	57	56	71	65	3.0	2.7	3.2	3.1	4.2	3.8
Accommodation and food services. . .	662	550	548	566	616	588	4.6	4.7	4.6	4.8	5.4	5.2
Other services.....	98	114	108	126	113	115	1.6	2.1	2.0	2.3	2.1	2.1
Government.....	178	205	228	183	183	169	0.8	0.9	1.1	0.9	0.9	0.8
Federal.....	18	20	31	24	21	26	0.6	0.6	1.0	0.8	0.7	0.9
State and local.....	160	186	197	159	162	143	0.8	1.0	1.1	0.9	0.9	0.8
State and local education.....	83	107	106	81	81	67	0.8	1.1	1.1	0.8	0.8	0.7
State and local, excluding education.....	77	78	91	78	81	76	0.8	0.9	1.0	0.9	0.9	0.9
REGION³												
Northeast.....	481	441	460	466	436	444	1.7	1.7	1.8	1.8	1.7	1.7
South.....	1,490	1,426	1,479	1,445	1,465	1,420	2.7	2.7	2.8	2.8	2.8	2.7
Midwest.....	777	723	733	709	761	720	2.4	2.4	2.4	2.3	2.5	2.3
West.....	820	718	680	676	746	727	2.3	2.2	2.0	2.0	2.2	2.2

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 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: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	1,788	1,555	1,728	2,123	1,823	1,687	1.2	1.1	1.2	1.5	1.3	1.2
INDUSTRY												
Total private.....	1,692	1,406	1,483	1,930	1,734	1,592	1.3	1.2	1.2	1.6	1.4	1.3
Mining and logging.....	6	10	11	7	9	5	0.9	1.7	1.8	1.2	1.5	0.8
Construction.....	181	145	200	189	183	200	2.4	2.0	2.7	2.6	2.5	2.7
Manufacturing.....	126	103	99	110	120	94	1.0	0.9	0.8	0.9	1.0	0.8
Durable goods.....	73	63	69	62	64	49	0.9	0.8	0.9	0.8	0.8	0.6
Nondurable goods.....	53	40	29	47	56	45	1.1	0.9	0.6	1.0	1.2	1.0
Trade, transportation, and utilities.....	320	307	313	327	243	404	1.1	1.2	1.2	1.2	0.9	1.5
Wholesale trade.....	36	20	25	61	40	60	0.6	0.4	0.5	1.1	0.7	1.1
Retail trade.....	187	194	187	174	156	186	1.2	1.3	1.2	1.1	1.0	1.2
Transportation, warehousing, and utilities.....	97	93	101	92	46	159	1.5	1.5	1.6	1.5	0.7	2.6
Information.....	21	21	33	33	30	21	0.7	0.8	1.3	1.3	1.1	0.8
Financial activities.....	44	58	49	54	50	33	0.5	0.7	0.6	0.6	0.6	0.4
Finance and insurance.....	35	26	20	36	23	12	0.5	0.4	0.3	0.5	0.3	0.2
Real estate and rental and leasing. . .	9	32	29	18	27	22	0.4	1.5	1.3	0.8	1.2	1.0
Professional and business services. . . .	415	322	362	449	359	316	1.9	1.6	1.8	2.2	1.7	1.5
Education and health services.....	164	167	160	203	168	169	0.7	0.7	0.7	0.9	0.7	0.7
Educational services.....	20	30	35	38	41	27	0.5	0.9	1.0	1.1	1.2	0.8
Health care and social assistance. . .	145	138	125	165	126	143	0.7	0.7	0.6	0.8	0.6	0.7
Leisure and hospitality.....	298	220	197	485	506	271	1.8	1.6	1.4	3.6	3.9	2.1
Arts, entertainment, and recreation. . .	91	56	56	44	98	71	3.6	3.2	3.1	2.4	5.7	4.2
Accommodation and food services. . .	207	164	141	441	409	200	1.4	1.4	1.2	3.7	3.6	1.8
Other services.....	116	52	59	72	66	78	1.9	1.0	1.1	1.3	1.2	1.4
Government.....	96	149	245	194	89	94	0.4	0.7	1.1	0.9	0.4	0.4
Federal.....	12	61	153	98	12	17	0.4	2.0	5.1	3.4	0.4	0.6
State and local.....	84	88	92	95	77	77	0.4	0.5	0.5	0.5	0.4	0.4
State and local education.....	45	53	59	41	31	27	0.4	0.5	0.6	0.4	0.3	0.3
State and local, excluding education.....	39	35	33	54	46	50	0.4	0.4	0.4	0.6	0.5	0.6
REGION³												
Northeast.....	361	257	378	382	356	317	1.3	1.0	1.5	1.5	1.4	1.2
South.....	617	502	553	636	576	567	1.1	1.0	1.1	1.2	1.1	1.1
Midwest.....	393	379	401	527	338	295	1.2	1.2	1.3	1.7	1.1	1.0
West.....	417	418	396	578	554	507	1.2	1.3	1.2	1.7	1.7	1.5

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	358	373	347	325	352	310	0.2	0.3	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	293	297	271	262	278	248	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	2	3	1	1	1	1	0.3	0.5	0.1	0.2	0.1	0.2
Construction.....	17	13	12	10	7	14	0.2	0.2	0.2	0.1	0.1	0.2
Manufacturing.....	25	23	24	22	27	21	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	17	13	13	15	14	14	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods.....	8	11	11	8	12	6	0.2	0.2	0.2	0.2	0.3	0.1
Trade, transportation, and utilities.....	61	57	73	44	64	27	0.2	0.2	0.3	0.2	0.2	0.1
Wholesale trade.....	5	10	7	6	13	5	0.1	0.2	0.1	0.1	0.2	0.1
Retail trade.....	37	31	42	22	32	11	0.2	0.2	0.3	0.1	0.2	0.1
Transportation, warehousing, and utilities.....	19	17	24	16	19	11	0.3	0.3	0.4	0.3	0.3	0.2
Information.....	5	6	5	5	4	9	0.2	0.2	0.2	0.2	0.2	0.3
Financial activities.....	34	34	32	21	24	25	0.4	0.4	0.4	0.2	0.3	0.3
Finance and insurance.....	23	30	30	16	21	20	0.3	0.5	0.5	0.2	0.3	0.3
Real estate and rental and leasing. . .	12	5	2	5	3	6	0.5	0.2	0.1	0.2	0.1	0.3
Professional and business services. . . .	52	71	55	82	67	69	0.2	0.4	0.3	0.4	0.3	0.3
Education and health services.....	49	39	38	41	43	55	0.2	0.2	0.2	0.2	0.2	0.2
Educational services.....	6	4	5	5	9	3	0.2	0.1	0.1	0.2	0.3	0.1
Health care and social assistance. . . .	44	35	33	36	34	51	0.2	0.2	0.2	0.2	0.2	0.3
Leisure and hospitality.....	41	29	26	26	28	22	0.2	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation. . .	3	2	2	2	3	2	0.1	0.1	0.1	0.1	0.2	0.1
Accommodation and food services. . .	38	27	24	25	24	19	0.3	0.2	0.2	0.2	0.2	0.2
Other services.....	6	21	5	10	12	6	0.1	0.4	0.1	0.2	0.2	0.1
Government.....	65	76	77	63	74	62	0.3	0.3	0.4	0.3	0.3	0.3
Federal.....	11	12	14	12	17	16	0.4	0.4	0.5	0.4	0.6	0.5
State and local.....	53	64	63	51	57	46	0.3	0.3	0.3	0.3	0.3	0.2
State and local education.....	25	36	31	29	29	20	0.2	0.4	0.3	0.3	0.3	0.2
State and local, excluding education.....	29	28	31	22	28	26	0.3	0.3	0.3	0.2	0.3	0.3
REGION³												
Northeast.....	60	55	55	56	66	52	0.2	0.2	0.2	0.2	0.3	0.2
South.....	141	162	145	95	146	99	0.3	0.3	0.3	0.2	0.3	0.2
Midwest.....	56	66	68	72	67	55	0.2	0.2	0.2	0.2	0.2	0.2
West.....	100	89	80	101	72	104	0.3	0.3	0.2	0.3	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 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	7,061	6,032	6,931	4.5	4.0	4.7
INDUSTRY						
Total private.....	6,268	5,422	6,268	4.7	4.3	5.0
Mining and logging.....	17	14	31	2.5	2.3	4.9
Construction.....	283	211	313	3.8	2.8	4.3
Manufacturing.....	406	444	515	3.1	3.5	4.1
Durable goods.....	244	253	292	3.0	3.2	3.7
Nondurable goods.....	161	191	223	3.3	4.0	4.6
Trade, transportation, and utilities.....	1,086	1,086	1,110	3.8	3.7	3.9
Wholesale trade.....	189	159	189	3.1	2.7	3.3
Retail trade.....	599	682	625	3.7	4.2	4.0
Transportation, warehousing, and utilities.....	298	245	296	4.5	3.6	4.5
Information.....	140	107	111	4.7	3.9	4.0
Financial activities.....	467	279	376	5.0	3.1	4.1
Finance and insurance.....	354	220	281	5.2	3.2	4.1
Real estate and rental and leasing.....	113	59	96	4.7	2.6	4.2
Professional and business services.....	1,293	1,327	1,382	5.8	6.0	6.4
Education and health services.....	1,433	1,190	1,500	5.6	4.8	6.1
Educational services.....	120	75	116	3.1	2.2	3.4
Health care and social assistance.....	1,313	1,115	1,384	6.0	5.3	6.5
Leisure and hospitality.....	862	569	658	5.1	4.2	5.0
Arts, entertainment, and recreation.....	156	36	80	6.5	2.2	5.0
Accommodation and food services.....	706	533	578	4.8	4.5	5.0
Other services.....	282	195	271	4.6	3.5	4.8
Government.....	793	610	663	3.4	2.7	3.0
Federal.....	137	89	84	4.6	3.0	2.8
State and local.....	657	521	580	3.2	2.7	3.0
State and local education.....	250	196	264	2.3	1.9	2.6
State and local, excluding education.....	407	325	316	4.2	3.5	3.5
REGION³						
Northeast.....	1,222	1,029	1,138	4.3	3.8	4.2
South.....	2,598	2,394	2,706	4.5	4.3	5.0
Midwest.....	1,476	1,294	1,480	4.3	4.0	4.6
West.....	1,765	1,315	1,608	4.8	3.8	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 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: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	5,756	4,059	5,060	3.8	2.8	3.6
INDUSTRY						
Total private.....	5,386	3,858	4,740	4.2	3.2	4.0
Mining and logging.....	20	16	24	2.9	2.7	4.0
Construction.....	386	245	322	5.3	3.3	4.6
Manufacturing.....	337	298	361	2.7	2.4	3.0
Durable goods.....	196	166	202	2.5	2.2	2.7
Nondurable goods.....	140	132	159	3.0	2.8	3.5
Trade, transportation, and utilities.....	1,037	1,014	943	3.7	3.6	3.5
Wholesale trade.....	146	127	160	2.5	2.3	2.9
Retail trade.....	647	651	568	4.2	4.1	3.7
Transportation, warehousing, and utilities.....	244	236	215	3.8	3.6	3.4
Information.....	93	51	96	3.3	1.9	3.6
Financial activities.....	245	144	222	2.8	1.6	2.5
Finance and insurance.....	167	92	147	2.6	1.4	2.2
Real estate and rental and leasing.....	78	52	75	3.4	2.3	3.4
Professional and business services.....	1,223	938	1,079	5.8	4.5	5.3
Education and health services.....	863	510	739	3.5	2.2	3.2
Educational services.....	113	28	96	3.0	0.8	2.9
Health care and social assistance.....	750	482	644	3.6	2.4	3.2
Leisure and hospitality.....	933	524	741	5.8	4.1	5.9
Arts, entertainment, and recreation.....	121	39	77	5.4	2.5	5.0
Accommodation and food services.....	812	485	664	5.9	4.3	6.1
Other services.....	249	118	212	4.3	2.2	3.9
Government.....	370	200	321	1.6	0.9	1.5
Federal.....	45	40	29	1.6	1.4	1.0
State and local.....	325	160	292	1.6	0.8	1.6
State and local education.....	185	69	179	1.7	0.7	1.8
State and local, excluding education.....	139	91	113	1.5	1.0	1.3
REGION³						
Northeast.....	854	613	758	3.1	2.3	2.9
South.....	2,434	1,660	2,043	4.4	3.1	3.9
Midwest.....	1,058	907	1,073	3.3	2.9	3.5
West.....	1,409	879	1,187	4.0	2.6	3.6

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Dec. 2020	Jan. 2021 ^P
Total.....	6,201	5,416	5,798	4.1	3.8	4.1
INDUSTRY						
Total private.....	5,898	5,125	5,528	4.6	4.2	4.6
Mining and logging.....	29	20	17	4.3	3.3	2.9
Construction.....	400	398	409	5.5	5.4	5.8
Manufacturing.....	343	344	358	2.7	2.8	2.9
Durable goods.....	205	188	214	2.6	2.5	2.8
Nondurable goods.....	137	156	144	2.9	3.4	3.1
Trade, transportation, and utilities.....	1,548	1,172	1,549	5.6	4.2	5.7
Wholesale trade.....	152	130	150	2.6	2.3	2.7
Retail trade.....	1,002	752	922	6.5	4.8	6.1
Transportation, warehousing, and utilities.....	394	290	478	6.2	4.4	7.6
Information.....	83	67	91	2.9	2.5	3.4
Financial activities.....	241	145	234	2.7	1.6	2.7
Finance and insurance.....	155	95	153	2.4	1.4	2.3
Real estate and rental and leasing.....	86	50	81	3.7	2.3	3.7
Professional and business services.....	1,260	1,038	1,038	6.0	5.0	5.1
Education and health services.....	780	586	736	3.2	2.5	3.2
Educational services.....	78	81	59	2.1	2.4	1.8
Health care and social assistance.....	702	505	677	3.4	2.5	3.4
Leisure and hospitality.....	1,013	1,168	907	6.3	9.1	7.3
Arts, entertainment, and recreation.....	137	188	108	6.1	11.7	7.1
Accommodation and food services.....	876	981	798	6.3	8.7	7.3
Other services.....	201	187	189	3.4	3.4	3.5
Government.....	303	291	270	1.3	1.3	1.3
Federal.....	52	54	73	1.8	1.8	2.6
State and local.....	251	238	196	1.3	1.3	1.1
State and local education.....	125	95	65	1.2	1.0	0.7
State and local, excluding education.....	127	143	131	1.4	1.6	1.5
REGION³						
Northeast.....	1,019	876	941	3.7	3.3	3.7
South.....	2,430	2,069	2,249	4.4	3.9	4.3
Midwest.....	1,353	1,152	1,185	4.2	3.7	3.9
West.....	1,400	1,320	1,422	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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2020	Dec. 2020	Jan. 2021 ^P	Jan. 2020	Dec. 2020	Jan. 2021 ^P
Total.....	3,520	2,961	3,281	2.3	2.1	2.3
INDUSTRY						
Total private.....	3,362	2,830	3,147	2.6	2.3	2.6
Mining and logging.....	14	6	6	2.1	1.0	1.0
Construction.....	153	137	140	2.1	1.9	2.0
Manufacturing.....	174	194	229	1.4	1.6	1.9
Durable goods.....	100	108	138	1.3	1.4	1.8
Nondurable goods.....	73	86	91	1.5	1.8	2.0
Trade, transportation, and utilities.....	827	765	765	3.0	2.7	2.8
Wholesale trade.....	99	80	74	1.7	1.4	1.3
Retail trade.....	601	493	552	3.9	3.1	3.6
Transportation, warehousing, and utilities.....	127	192	139	2.0	2.9	2.2
Information.....	39	32	44	1.4	1.2	1.7
Financial activities.....	131	84	148	1.5	1.0	1.7
Finance and insurance.....	78	57	103	1.2	0.9	1.6
Real estate and rental and leasing.....	53	27	44	2.3	1.2	2.0
Professional and business services.....	723	502	604	3.4	2.4	3.0
Education and health services.....	520	419	476	2.1	1.8	2.1
Educational services.....	52	39	34	1.4	1.2	1.0
Health care and social assistance.....	469	380	442	2.3	1.9	2.2
Leisure and hospitality.....	692	604	628	4.3	4.7	5.0
Arts, entertainment, and recreation.....	61	56	53	2.7	3.5	3.4
Accommodation and food services.....	632	548	575	4.6	4.9	5.2
Other services.....	89	87	108	1.5	1.6	2.0
Government.....	158	131	134	0.7	0.6	0.6
Federal.....	18	20	26	0.6	0.7	0.9
State and local.....	140	112	107	0.7	0.6	0.6
State and local education.....	69	47	40	0.6	0.5	0.4
State and local, excluding education.....	71	65	67	0.8	0.7	0.8
REGION³						
Northeast.....	497	357	467	1.8	1.4	1.8
South.....	1,500	1,292	1,430	2.7	2.4	2.8
Midwest.....	749	653	701	2.3	2.1	2.3
West.....	774	659	683	2.2	2.0	2.1

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	2,244	2,100	2,147	1.5	1.5	1.5
INDUSTRY						
Total private.....	2,167	2,015	2,068	1.7	1.7	1.7
Mining and logging.....	12	13	9	1.8	2.2	1.5
Construction.....	230	252	252	3.2	3.5	3.6
Manufacturing.....	136	119	101	1.1	1.0	0.8
Durable goods.....	83	62	56	1.0	0.8	0.7
Nondurable goods.....	53	57	45	1.1	1.2	1.0
Trade, transportation, and utilities.....	646	347	753	2.3	1.2	2.8
Wholesale trade.....	46	34	70	0.8	0.6	1.2
Retail trade.....	350	231	354	2.3	1.5	2.3
Transportation, warehousing, and utilities.....	250	82	329	3.9	1.2	5.3
Information.....	36	32	34	1.3	1.2	1.3
Financial activities.....	66	43	52	0.7	0.5	0.6
Finance and insurance.....	45	23	22	0.7	0.3	0.3
Real estate and rental and leasing.....	21	21	30	0.9	0.9	1.3
Professional and business services.....	463	465	344	2.2	2.3	1.7
Education and health services.....	194	124	189	0.8	0.5	0.8
Educational services.....	19	35	21	0.5	1.0	0.6
Health care and social assistance.....	175	89	168	0.8	0.4	0.8
Leisure and hospitality.....	278	531	258	1.7	4.1	2.1
Arts, entertainment, and recreation.....	73	129	54	3.2	8.0	3.5
Accommodation and food services.....	205	402	204	1.5	3.6	1.9
Other services.....	105	88	76	1.8	1.6	1.4
Government.....	77	85	79	0.3	0.4	0.4
Federal.....	17	13	26	0.6	0.4	0.9
State and local.....	60	73	53	0.3	0.4	0.3
State and local education.....	36	29	16	0.3	0.3	0.2
State and local, excluding education.....	24	44	37	0.3	0.5	0.4
REGION³						
Northeast.....	455	449	418	1.7	1.7	1.6
South.....	750	630	693	1.4	1.2	1.3
Midwest.....	528	419	418	1.6	1.3	1.4
West.....	511	601	618	1.5	1.8	1.9

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2020	Dec. 2020	Jan. 2021 ^p	Jan. 2020	Dec. 2020	Jan. 2021 ^p
Total.....	437	355	370	0.3	0.2	0.3
INDUSTRY						
Total private.....	370	280	313	0.3	0.2	0.3
Mining and logging.....	3	0	2	0.4	0.1	0.4
Construction.....	17	9	17	0.2	0.1	0.2
Manufacturing.....	33	31	28	0.3	0.3	0.2
Durable goods.....	22	17	20	0.3	0.2	0.3
Nondurable goods.....	11	14	8	0.2	0.3	0.2
Trade, transportation, and utilities.....	75	60	31	0.3	0.2	0.1
Wholesale trade.....	7	16	6	0.1	0.3	0.1
Retail trade.....	51	28	16	0.3	0.2	0.1
Transportation, warehousing, and utilities.....	18	17	10	0.3	0.3	0.2
Information.....	9	3	13	0.3	0.1	0.5
Financial activities.....	44	18	34	0.5	0.2	0.4
Finance and insurance.....	32	15	27	0.5	0.2	0.4
Real estate and rental and leasing.....	12	3	7	0.5	0.1	0.3
Professional and business services.....	74	70	89	0.4	0.3	0.4
Education and health services.....	65	43	71	0.3	0.2	0.3
Educational services.....	7	7	4	0.2	0.2	0.1
Health care and social assistance.....	58	36	66	0.3	0.2	0.3
Leisure and hospitality.....	42	33	21	0.3	0.3	0.2
Arts, entertainment, and recreation.....	3	3	2	0.1	0.2	0.1
Accommodation and food services.....	39	30	19	0.3	0.3	0.2
Other services.....	7	12	6	0.1	0.2	0.1
Government.....	68	75	57	0.3	0.3	0.3
Federal.....	16	21	21	0.6	0.7	0.7
State and local.....	51	54	36	0.3	0.3	0.2
State and local education.....	20	19	9	0.2	0.2	0.1
State and local, excluding education.....	31	35	27	0.3	0.4	0.3
REGION³						
Northeast.....	66	69	55	0.2	0.3	0.2
South.....	181	146	128	0.3	0.3	0.2
Midwest.....	76	79	67	0.2	0.3	0.2
West.....	114	60	120	0.3	0.2	0.4

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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Annual hires levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2016	2017	2018	2019	2020
Total.....	63,743	65,691	68,596	69,984	73,094
INDUSTRY					
Total private.....	59,500	61,529	64,284	65,564	68,899
Mining and logging.....	293	375	447	303	246
Construction.....	4,059	4,593	4,526	4,987	5,022
Manufacturing.....	3,351	3,986	4,391	4,053	4,819
Durable goods.....	1,924	2,238	2,511	2,272	2,746
Nondurable goods.....	1,429	1,746	1,879	1,781	2,073
Trade, transportation, and utilities.....	12,849	12,645	13,673	13,902	15,306
Wholesale trade.....	1,641	1,653	1,755	1,775	1,843
Retail trade.....	8,781	8,482	9,026	9,032	9,836
Transportation, warehousing, and utilities.....	2,424	2,510	2,894	3,095	3,629
Information.....	979	1,021	1,089	1,133	977
Financial activities.....	2,405	2,534	2,500	2,656	2,704
Finance and insurance.....	1,600	1,660	1,636	1,682	1,690
Real estate and rental and leasing.....	804	873	864	973	1,013
Professional and business services.....	13,340	13,436	13,749	13,790	13,362
Education and health services.....	7,687	8,010	8,516	8,665	9,288
Educational services.....	1,110	1,145	1,160	1,166	1,081
Health care and social assistance.....	6,578	6,866	7,352	7,499	8,207
Leisure and hospitality.....	12,225	12,238	12,798	13,464	13,952
Arts, entertainment, and recreation.....	1,909	2,048	2,208	1,992	1,646
Accommodation and food services.....	10,314	10,190	10,587	11,470	12,308
Other services.....	2,312	2,690	2,596	2,609	3,223
Government.....	4,243	4,162	4,311	4,420	4,193
Federal.....	411	381	419	501	907
State and local.....	3,833	3,781	3,891	3,918	3,286
State and local education.....	1,878	1,841	2,013	2,037	1,647
State and local, excluding education.....	1,954	1,941	1,879	1,882	1,641
REGION²					
Northeast.....	10,198	10,494	10,496	10,864	12,037
South.....	24,410	25,923	27,315	28,278	27,803
Midwest.....	14,342	14,351	15,193	14,895	15,904
West.....	14,794	14,924	15,590	15,946	17,350

¹ The annual hires level is the total number of hires during the entire year.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Annual hires rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2016	2017	2018	2019	2020
Total.....	44.2	44.8	46.1	46.4	51.4
INDUSTRY					
Total private.....	48.7	49.5	50.8	51.1	57.3
Mining and logging.....	43.9	55.5	61.5	41.7	39.7
Construction.....	60.3	65.9	62.1	66.6	69.1
Manufacturing.....	27.1	32.0	34.6	31.6	39.6
Durable goods.....	24.9	28.9	31.6	28.3	36.2
Nondurable goods.....	30.8	37.2	39.6	37.3	45.1
Trade, transportation, and utilities.....	47.2	46.1	49.5	50.1	57.5
Wholesale trade.....	28.4	28.4	30.0	30.1	32.7
Retail trade.....	55.5	53.5	57.2	57.8	66.2
Transportation, warehousing, and utilities.....	43.5	43.7	48.4	49.8	59.5
Information.....	35.0	36.3	38.3	39.5	36.2
Financial activities.....	29.0	30.0	29.1	30.3	31.0
Finance and insurance.....	26.0	26.5	25.8	26.1	26.0
Real estate and rental and leasing.....	37.6	39.9	38.3	41.9	45.5
Professional and business services.....	66.3	65.5	65.6	64.8	66.0
Education and health services.....	34.0	34.5	36.0	35.9	40.0
Educational services.....	31.1	31.2	31.2	31.2	31.3
Health care and social assistance.....	34.5	35.2	36.9	36.7	41.5
Leisure and hospitality.....	78.1	76.2	78.5	81.2	104.7
Arts, entertainment, and recreation.....	84.8	87.8	92.7	81.7	92.4
Accommodation and food services.....	76.9	74.3	76.1	81.1	106.6
Other services.....	40.6	46.6	44.5	44.3	59.8
Government.....	19.1	18.6	19.2	19.5	19.1
Federal.....	14.7	13.6	15.0	17.7	31.0
State and local.....	19.7	19.3	19.8	19.8	17.3
State and local education.....	18.2	17.7	19.3	19.4	16.5
State and local, excluding education.....	21.5	21.2	20.4	20.3	18.2
REGION²					
Northeast.....	38.4	39.0	38.5	39.5	46.4
South.....	46.3	48.4	50.1	51.0	53.2
Midwest.....	44.9	44.5	46.8	45.6	51.6
West.....	44.6	44.1	45.1	45.2	52.2

¹ The annual hires rate is the number of hires during the entire year as a percent of annual average employment.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual total separations levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2016	2017	2018	2019	2020
Total.....	61,512	63,447	66,201	67,993	81,493
INDUSTRY					
Total private.....	57,443	59,396	62,062	63,785	76,187
Mining and logging.....	394	327	394	353	336
Construction.....	3,922	4,272	4,216	4,867	4,985
Manufacturing.....	3,365	3,813	4,124	4,048	5,391
Durable goods.....	1,980	2,115	2,291	2,300	3,166
Nondurable goods.....	1,383	1,697	1,832	1,747	2,223
Trade, transportation, and utilities.....	12,498	12,506	13,508	13,707	16,093
Wholesale trade.....	1,615	1,624	1,715	1,746	2,109
Retail trade.....	8,633	8,532	9,159	9,119	10,356
Transportation, warehousing, and utilities.....	2,249	2,347	2,635	2,843	3,626
Information.....	929	1,011	1,057	1,103	1,207
Financial activities.....	2,217	2,383	2,336	2,491	2,728
Finance and insurance.....	1,468	1,575	1,532	1,584	1,630
Real estate and rental and leasing.....	748	809	803	906	1,098
Professional and business services.....	13,006	13,017	13,293	13,509	14,016
Education and health services.....	7,104	7,552	8,030	8,062	10,406
Educational services.....	1,037	1,067	1,126	1,115	1,466
Health care and social assistance.....	6,066	6,483	6,904	6,947	8,939
Leisure and hospitality.....	11,762	11,904	12,542	13,105	17,389
Arts, entertainment, and recreation.....	1,827	1,968	2,108	1,937	2,305
Accommodation and food services.....	9,932	9,936	10,434	11,170	15,087
Other services.....	2,250	2,611	2,565	2,541	3,637
Government.....	4,069	4,054	4,135	4,206	5,306
Federal.....	371	401	401	468	844
State and local.....	3,698	3,654	3,735	3,736	4,463
State and local education.....	1,817	1,769	1,928	1,924	2,556
State and local, excluding education.....	1,881	1,882	1,807	1,813	1,909
REGION²					
Northeast.....	9,898	10,293	10,087	10,389	13,914
South.....	23,648	25,110	26,298	27,007	30,119
Midwest.....	13,807	13,824	14,622	14,396	18,095
West.....	14,157	14,223	15,194	16,197	19,370

¹ The annual total separations level is the total number of total separations during the entire year.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual total separations rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2016	2017	2018	2019	2020
Total.....	42.6	43.3	44.5	45.1	57.3
INDUSTRY					
Total private.....	47.0	47.8	49.1	49.7	63.3
Mining and logging.....	59.0	48.4	54.2	48.6	54.3
Construction.....	58.3	61.3	57.8	65.0	68.6
Manufacturing.....	27.2	30.7	32.5	31.6	44.3
Durable goods.....	25.7	27.3	28.8	28.6	41.8
Nondurable goods.....	29.8	36.1	38.6	36.6	48.3
Trade, transportation, and utilities.....	46.0	45.6	48.9	49.4	60.5
Wholesale trade.....	27.9	27.9	29.4	29.6	37.4
Retail trade.....	54.5	53.8	58.0	58.4	69.7
Transportation, warehousing, and utilities.....	40.3	40.8	44.0	45.8	59.5
Information.....	33.2	35.9	37.2	38.5	44.8
Financial activities.....	26.8	28.2	27.2	28.5	31.3
Finance and insurance.....	23.9	25.2	24.2	24.6	25.1
Real estate and rental and leasing.....	35.0	37.0	35.6	39.0	49.4
Professional and business services.....	64.7	63.5	63.5	63.5	69.2
Education and health services.....	31.4	32.6	34.0	33.4	44.8
Educational services.....	29.1	29.1	30.3	29.8	42.4
Health care and social assistance.....	31.8	33.2	34.7	34.0	45.2
Leisure and hospitality.....	75.1	74.2	77.0	79.0	130.5
Arts, entertainment, and recreation.....	81.1	84.4	88.5	79.5	129.3
Accommodation and food services.....	74.1	72.4	75.0	78.9	130.7
Other services.....	39.5	45.3	44.0	43.1	67.4
Government.....	18.3	18.1	18.4	18.6	24.2
Federal.....	13.3	14.3	14.3	16.5	28.8
State and local.....	19.0	18.7	19.0	18.9	23.5
State and local education.....	17.6	17.0	18.4	18.3	25.7
State and local, excluding education.....	20.7	20.6	19.6	19.6	21.2
REGION²					
Northeast.....	37.3	38.2	37.0	37.8	53.7
South.....	44.9	46.9	48.2	48.7	57.7
Midwest.....	43.2	42.8	45.0	44.0	58.8
West.....	42.7	42.0	43.9	45.9	58.3

¹ The annual total separations rate is the number of total separations during the entire year as a percent of annual average employment.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual quits levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2016	2017	2018	2019	2020
Total.....	35,880	37,687	40,329	42,142	36,318
INDUSTRY					
Total private.....	33,838	35,667	38,173	39,916	33,883
Mining and logging.....	161	172	245	179	108
Construction.....	1,492	1,851	2,059	2,084	1,614
Manufacturing.....	1,777	2,295	2,504	2,490	2,356
Durable goods.....	997	1,259	1,378	1,396	1,274
Nondurable goods.....	779	1,034	1,127	1,094	1,082
Trade, transportation, and utilities.....	7,709	7,878	8,500	8,907	8,259
Wholesale trade.....	978	1,020	1,069	1,029	1,008
Retail trade.....	5,585	5,614	5,959	6,234	5,613
Transportation, warehousing, and utilities.....	1,147	1,245	1,474	1,645	1,637
Information.....	482	519	566	554	480
Financial activities.....	1,215	1,366	1,406	1,547	1,307
Finance and insurance.....	808	910	856	1,005	896
Real estate and rental and leasing.....	405	455	550	545	414
Professional and business services.....	7,135	7,452	7,561	7,767	6,740
Education and health services.....	4,643	4,917	5,374	5,532	5,386
Educational services.....	575	576	582	648	492
Health care and social assistance.....	4,070	4,343	4,795	4,885	4,892
Leisure and hospitality.....	7,917	7,746	8,441	9,220	6,544
Arts, entertainment, and recreation.....	810	777	918	936	553
Accommodation and food services.....	7,107	6,971	7,523	8,286	5,993
Other services.....	1,308	1,470	1,514	1,634	1,087
Government.....	2,043	2,019	2,159	2,226	2,434
Federal.....	149	176	183	208	246
State and local.....	1,893	1,842	1,974	2,016	2,190
State and local education.....	929	922	1,044	1,091	1,270
State and local, excluding education.....	964	923	933	927	921
REGION²					
Northeast.....	5,132	5,419	5,386	5,700	4,992
South.....	14,394	15,311	16,466	17,255	15,249
Midwest.....	7,972	8,109	8,989	9,187	8,097
West.....	8,384	8,847	9,488	10,000	7,981

¹ The annual quits level is the total number of quits during the entire year.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual quits rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2016	2017	2018	2019	2020
Total.....	24.9	25.7	27.1	27.9	25.5
INDUSTRY					
Total private.....	27.7	28.7	30.2	31.1	28.2
Mining and logging.....	24.1	25.4	33.7	24.6	17.4
Construction.....	22.2	26.6	28.3	27.8	22.2
Manufacturing.....	14.4	18.5	19.7	19.4	19.3
Durable goods.....	12.9	16.3	17.3	17.4	16.8
Nondurable goods.....	16.8	22.0	23.8	22.9	23.5
Trade, transportation, and utilities.....	28.3	28.7	30.8	32.1	31.0
Wholesale trade.....	16.9	17.5	18.3	17.5	17.9
Retail trade.....	35.3	35.4	37.7	39.9	37.8
Transportation, warehousing, and utilities.....	20.6	21.7	24.6	26.5	26.8
Information.....	17.2	18.4	19.9	19.3	17.8
Financial activities.....	14.7	16.2	16.4	17.7	15.0
Finance and insurance.....	13.1	14.5	13.5	15.6	13.8
Real estate and rental and leasing.....	18.9	20.8	24.4	23.5	18.6
Professional and business services.....	35.5	36.3	36.1	36.5	33.3
Education and health services.....	20.5	21.2	22.7	22.9	23.2
Educational services.....	16.1	15.7	15.7	17.3	14.2
Health care and social assistance.....	21.3	22.2	24.1	23.9	24.7
Leisure and hospitality.....	50.6	48.3	51.8	55.6	49.1
Arts, entertainment, and recreation.....	36.0	33.3	38.5	38.4	31.0
Accommodation and food services.....	53.0	50.8	54.1	58.6	51.9
Other services.....	23.0	25.5	26.0	27.7	20.2
Government.....	9.2	9.0	9.6	9.8	11.1
Federal.....	5.3	6.3	6.5	7.3	8.4
State and local.....	9.7	9.4	10.0	10.2	11.5
State and local education.....	9.0	8.9	10.0	10.4	12.8
State and local, excluding education.....	10.6	10.1	10.1	10.0	10.2
REGION²					
Northeast.....	19.3	20.1	19.7	20.7	19.2
South.....	27.3	28.6	30.2	31.1	29.2
Midwest.....	24.9	25.1	27.7	28.1	26.3
West.....	25.3	26.1	27.4	28.3	24.0

¹ The annual quits rate is the number of quits during the entire year as a percent of annual average employment.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual layoffs and discharges levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2016	2017	2018	2019	2020
Total.....	21,240	21,585	21,804	21,851	41,018
INDUSTRY					
Total private.....	19,905	20,249	20,550	20,607	39,081
Mining and logging.....	173	125	128	151	206
Construction.....	2,238	2,241	2,002	2,583	3,216
Manufacturing.....	1,293	1,250	1,370	1,315	2,752
Durable goods.....	803	703	752	750	1,727
Nondurable goods.....	493	548	619	566	1,025
Trade, transportation, and utilities.....	3,690	3,734	4,174	4,055	7,198
Wholesale trade.....	493	489	500	614	1,019
Retail trade.....	2,305	2,299	2,658	2,420	4,410
Transportation, warehousing, and utilities.....	896	948	1,013	1,021	1,767
Information.....	306	397	412	463	663
Financial activities.....	704	684	637	639	1,107
Finance and insurance.....	417	381	417	320	489
Real estate and rental and leasing.....	287	303	219	320	617
Professional and business services.....	5,198	4,890	4,991	5,041	6,458
Education and health services.....	1,977	2,064	2,102	2,037	4,486
Educational services.....	397	428	479	402	914
Health care and social assistance.....	1,579	1,634	1,626	1,633	3,573
Leisure and hospitality.....	3,472	3,846	3,800	3,551	10,541
Arts, entertainment, and recreation.....	988	1,152	1,147	967	1,724
Accommodation and food services.....	2,484	2,694	2,654	2,586	8,818
Other services.....	851	1,013	942	769	2,450
Government.....	1,337	1,339	1,253	1,244	1,937
Federal.....	120	118	90	123	443
State and local.....	1,216	1,219	1,167	1,123	1,496
State and local education.....	606	557	600	543	851
State and local, excluding education.....	610	661	565	577	647
REGION²					
Northeast.....	4,030	4,124	3,930	3,968	8,244
South.....	7,525	8,182	8,353	8,248	13,329
Midwest.....	4,919	4,865	4,788	4,419	9,136
West.....	4,766	4,413	4,733	5,217	10,309

¹ The annual layoffs and discharges level is the total number of layoffs and discharges during the entire year.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual layoffs and discharges rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2016	2017	2018	2019	2020
Total.....	14.7	14.7	14.6	14.5	28.8
INDUSTRY					
Total private.....	16.3	16.3	16.3	16.1	32.5
Mining and logging.....	25.9	18.5	17.6	20.8	33.3
Construction.....	33.3	32.2	27.5	34.5	44.2
Manufacturing.....	10.5	10.0	10.8	10.3	22.6
Durable goods.....	10.4	9.1	9.5	9.3	22.8
Nondurable goods.....	10.6	11.7	13.1	11.8	22.3
Trade, transportation, and utilities.....	13.6	13.6	15.1	14.6	27.1
Wholesale trade.....	8.5	8.4	8.6	10.4	18.1
Retail trade.....	14.6	14.5	16.8	15.5	29.7
Transportation, warehousing, and utilities.....	16.1	16.5	16.9	16.4	29.0
Information.....	10.9	14.1	14.5	16.2	24.6
Financial activities.....	8.5	8.1	7.4	7.3	12.7
Finance and insurance.....	6.8	6.1	6.6	5.0	7.5
Real estate and rental and leasing.....	13.4	13.8	9.7	13.8	27.7
Professional and business services.....	25.8	23.8	23.8	23.7	31.9
Education and health services.....	8.7	8.9	8.9	8.4	19.3
Educational services.....	11.1	11.7	12.9	10.7	26.4
Health care and social assistance.....	8.3	8.4	8.2	8.0	18.1
Leisure and hospitality.....	22.2	24.0	23.3	21.4	79.1
Arts, entertainment, and recreation.....	43.9	49.4	48.1	39.7	96.7
Accommodation and food services.....	18.5	19.6	19.1	18.3	76.4
Other services.....	15.0	17.6	16.2	13.1	45.4
Government.....	6.0	6.0	5.6	5.5	8.8
Federal.....	4.3	4.2	3.2	4.3	15.1
State and local.....	6.3	6.2	5.9	5.7	7.9
State and local education.....	5.9	5.4	5.7	5.2	8.5
State and local, excluding education.....	6.7	7.2	6.1	6.2	7.2
REGION²					
Northeast.....	15.2	15.3	14.4	14.4	31.8
South.....	14.3	15.3	15.3	14.9	25.5
Midwest.....	15.4	15.1	14.7	13.5	29.7
West.....	14.4	13.0	13.7	14.8	31.0

¹ The annual layoffs and discharges rate is the number of layoffs and discharges during the entire year as a percent of annual average employment.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 21. Annual other separations levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2016	2017	2018	2019	2020
Total.....	4,389	4,178	4,066	3,997	4,159
INDUSTRY					
Total private.....	3,699	3,479	3,339	3,262	3,226
Mining and logging.....	61	26	21	17	19
Construction.....	191	181	155	201	155
Manufacturing.....	293	269	246	244	283
Durable goods.....	182	155	161	154	166
Nondurable goods.....	111	115	88	89	117
Trade, transportation, and utilities.....	1,097	894	835	745	636
Wholesale trade.....	146	115	146	102	80
Retail trade.....	745	622	543	466	330
Transportation, warehousing, and utilities.....	207	154	147	178	226
Information.....	141	94	80	86	63
Financial activities.....	297	332	294	305	313
Finance and insurance.....	240	283	256	260	245
Real estate and rental and leasing.....	57	48	37	44	68
Professional and business services.....	672	675	745	698	817
Education and health services.....	484	569	554	493	532
Educational services.....	65	65	68	65	58
Health care and social assistance.....	417	506	484	428	474
Leisure and hospitality.....	370	311	303	333	304
Arts, entertainment, and recreation.....	27	41	42	36	29
Accommodation and food services.....	342	271	259	296	274
Other services.....	89	127	115	141	101
Government.....	691	698	724	736	934
Federal.....	102	104	127	140	156
State and local.....	589	591	595	596	777
State and local education.....	281	293	284	287	438
State and local, excluding education.....	305	302	310	309	340
REGION²					
Northeast.....	737	747	769	722	668
South.....	1,725	1,620	1,480	1,503	1,549
Midwest.....	916	848	844	794	867
West.....	1,011	964	970	977	1,077

¹ The annual other separations level is the total number of other separations during the entire year.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 22. Annual other separations rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2016	2017	2018	2019	2020
Total.....	3.0	2.8	2.7	2.6	2.9
INDUSTRY					
Total private.....	3.0	2.8	2.6	2.5	2.7
Mining and logging.....	9.1	3.8	2.9	2.3	3.1
Construction.....	2.8	2.6	2.1	2.7	2.1
Manufacturing.....	2.4	2.2	1.9	1.9	2.3
Durable goods.....	2.4	2.0	2.0	1.9	2.2
Nondurable goods.....	2.4	2.4	1.9	1.9	2.5
Trade, transportation, and utilities.....	4.0	3.3	3.0	2.7	2.4
Wholesale trade.....	2.5	2.0	2.5	1.7	1.4
Retail trade.....	4.7	3.9	3.4	3.0	2.2
Transportation, warehousing, and utilities.....	3.7	2.7	2.5	2.9	3.7
Information.....	5.0	3.3	2.8	3.0	2.3
Financial activities.....	3.6	3.9	3.4	3.5	3.6
Finance and insurance.....	3.9	4.5	4.0	4.0	3.8
Real estate and rental and leasing.....	2.7	2.2	1.6	1.9	3.1
Professional and business services.....	3.3	3.3	3.6	3.3	4.0
Education and health services.....	2.1	2.5	2.3	2.0	2.3
Educational services.....	1.8	1.8	1.8	1.7	1.7
Health care and social assistance.....	2.2	2.6	2.4	2.1	2.4
Leisure and hospitality.....	2.4	1.9	1.9	2.0	2.3
Arts, entertainment, and recreation.....	1.2	1.8	1.8	1.5	1.6
Accommodation and food services.....	2.6	2.0	1.9	2.1	2.4
Other services.....	1.6	2.2	2.0	2.4	1.9
Government.....	3.1	3.1	3.2	3.3	4.3
Federal.....	3.6	3.7	4.5	4.9	5.3
State and local.....	3.0	3.0	3.0	3.0	4.1
State and local education.....	2.7	2.8	2.7	2.7	4.4
State and local, excluding education.....	3.4	3.3	3.4	3.3	3.8
REGION²					
Northeast.....	2.8	2.8	2.8	2.6	2.6
South.....	3.3	3.0	2.7	2.7	3.0
Midwest.....	2.9	2.6	2.6	2.4	2.8
West.....	3.1	2.8	2.8	2.8	3.2

¹ The annual other separations rate is the number of other separations during the entire year as a percent of annual average employment.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.