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JOB OPENINGS AND LABOR TURNOVER – FEBRUARY 2016

The number of job openings was little changed at 5.4 million on the last business day of February, the U.S. Bureau of Labor Statistics reported today. Hires increased to 5.4 million while separations were little changed at 5.1 million. Within separations, the quits rate was 2.1 percent, and the layoffs and discharges rate was 1.2 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, February 2013 - February 2016

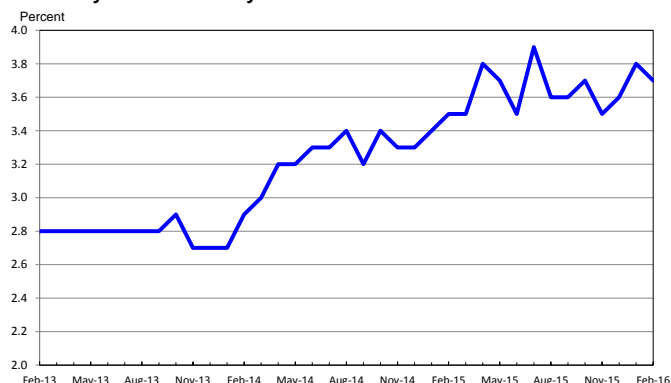
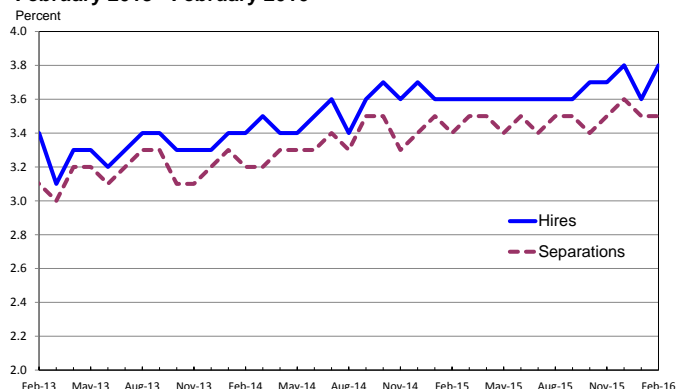


Chart 2. Hires and total separations rates, seasonally adjusted, February 2013 - February 2016



Job Openings

Job openings were little changed at 5.4 million in February. The job openings rate was 3.7 percent. The number of job openings was little changed in February for total private and for government. Job openings increased in educational services (+48,000) and federal government (+19,000) but decreased in health care and social assistance (-147,000), finance and insurance (-54,000), and mining and logging (-8,000). Job openings edged up in construction (+36,000) and edged down in durable goods manufacturing (-19,000). The number of job openings edged down in the Midwest region. (See table 1.)

Hires

The number of **hires** increased to 5.4 million (+297,000) in February, the highest level since November 2006. The hires rate in February was 3.8 percent. The number of hires increased for total private (+278,000) and was little changed for government. Hires increased in retail trade (+102,000), accommodation and food services (+78,000), educational services (+44,000), and state and local government, excluding education (+25,000). Hires declined in mining and logging (-9,000). In the regions, hires increased in the South. (See table 2.)

Separations

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

There were 5.1 million **total separations** in February, little changed from January. The total separations rate in February was 3.5 percent. The number of total separations was little changed for total private and for government. Total separations rose in accommodation and food services (+98,000). In arts, entertainment, and recreation, total separations edged down (-31,000). The number of total separations was little changed over the month in all regions. (See table 3.)

The number of **quits** was little changed in February at 3.0 million. The quits rate was 2.1 percent. Over the month, the number of quits edged up for total private (+107,000) and was little changed for government. Quits increased in health care and social assistance (+32,000) and decreased in mining and logging (-8,000). The number of quits edged up in arts, entertainment, and recreation (+10,000) and edged down in other services (-29,000) and state and local education (-7,000). In the regions, quits increased in the Midwest. (See table 4.)

There were 1.7 million **layoffs and discharges** in February, little changed from January. The layoffs and discharges rate was 1.2 percent. The number of layoffs and discharges was little changed over the month for total private and for government. In February, layoffs and discharges decreased in arts, entertainment, and recreation (-41,000) and federal government (-6,000). Layoffs and discharges edged up in accommodation and food services (+58,000). The number of layoffs and discharges edged down in the Midwest. (See table 5.)

In February, **other separations** was little changed for total nonfarm, edged down for total private (-44,000), and edged up for government (+8,000). The number of other separations increased in retail trade (+31,000), nondurable goods manufacturing (+5,000), mining and logging (+3,000), and federal government (+3,000). Other separations decreased in health care and social assistance (-29,000), finance and insurance (-14,000), transportation, warehousing, and utilities (-10,000), real estate and rental and leasing (-8,000), and information (-6,000). In the regions, the number of other separations declined in the Northeast. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in February, hires totaled 62.1 million and separations totaled 59.4 million, yielding a **net employment** gain of 2.7 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for March 2016 are scheduled to be released on Tuesday, May 10, 2016 at 10:00 a.m. (EDT).

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

Category	Job openings			Hires			Total separations		
	Feb. 2015	Jan. 2016	Feb. 2016 ^P	Feb. 2015	Jan. 2016	Feb. 2016 ^P	Feb. 2015	Jan. 2016	Feb. 2016 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,131	5,604	5,445	5,091	5,125	5,422	4,740	4,977	5,050
Total private.....	4,595	5,137	4,960	4,759	4,789	5,067	4,420	4,631	4,706
Mining and logging ¹	10	17	9	26	26	17	42	43	37
Construction ¹	152	157	193	336	305	327	304	279	305
Manufacturing.....	300	336	313	260	274	277	259	266	302
Durable goods ¹	189	183	164	154	168	167	154	158	183
Nondurable goods ¹	111	153	149	106	106	110	104	108	119
Trade, transportation, and utilities.....	883	979	968	1,061	1,062	1,189	954	1,052	1,066
Wholesale trade ¹	162	199	191	155	137	144	132	142	132
Retail trade.....	539	602	617	731	765	867	660	725	765
Transportation, warehousing, and utilities ¹	183	178	160	175	161	178	161	185	168
Information ¹	110	97	96	80	84	79	78	79	66
Financial activities.....	344	372	328	171	229	234	151	215	215
Finance and insurance.....	252	298	244	112	164	162	102	154	150
Real estate and rental and leasing ¹	92	74	85	59	65	72	48	60	65
Professional and business services.....	920	1,088	1,050	1,049	1,080	1,063	1,010	1,053	1,033
Education and health services.....	952	1,129	1,031	617	579	647	550	557	548
Educational services ¹	105	83	131	85	60	104	65	77	85
Health care and social assistance.....	848	1,046	899	531	519	544	485	480	464
Leisure and hospitality.....	745	745	745	932	967	1,035	873	907	975
Arts, entertainment, and recreation.....	65	68	58	155	157	146	151	157	126
Accommodation and food services.....	680	677	687	777	810	888	722	750	848
Other services ¹	177	217	227	226	183	198	200	181	162
Government.....	536	467	486	332	335	355	320	346	344
Federal ¹	93	80	99	37	41	43	33	41	39
State and local.....	443	387	387	295	295	312	286	304	305
State and local education.....	154	152	152	146	162	154	146	168	163
State and local, excluding education ¹	289	235	235	149	133	158	140	137	142
RATES BY INDUSTRY (percent)									
Total.....	3.5	3.8	3.7	3.6	3.6	3.8	3.4	3.5	3.5
Total private.....	3.7	4.1	3.9	4.0	3.9	4.2	3.7	3.8	3.9
Mining and logging ¹	1.1	2.2	1.2	3.0	3.4	2.3	4.8	5.7	5.0
Construction ¹	2.3	2.3	2.8	5.3	4.6	4.9	4.8	4.2	4.6
Manufacturing.....	2.4	2.6	2.5	2.1	2.2	2.2	2.1	2.2	2.4
Durable goods ¹	2.4	2.3	2.1	2.0	2.2	2.2	2.0	2.0	2.4
Nondurable goods ¹	2.4	3.2	3.1	2.3	2.3	2.4	2.3	2.4	2.6
Trade, transportation, and utilities.....	3.2	3.5	3.4	4.0	3.9	4.4	3.6	3.9	3.9
Wholesale trade ¹	2.7	3.3	3.1	2.6	2.3	2.4	2.3	2.4	2.2
Retail trade.....	3.4	3.7	3.7	4.7	4.8	5.5	4.2	4.6	4.8
Transportation, warehousing, and utilities ¹	3.3	3.2	2.9	3.3	3.0	3.3	3.0	3.4	3.1
Information ¹	3.9	3.4	3.3	2.9	3.0	2.9	2.9	2.9	2.4
Financial activities.....	4.1	4.3	3.8	2.1	2.8	2.9	1.9	2.6	2.6
Finance and insurance.....	4.0	4.7	3.8	1.9	2.7	2.7	1.7	2.5	2.5
Real estate and rental and leasing ¹	4.3	3.4	3.9	2.9	3.1	3.4	2.3	2.9	3.1
Professional and business services.....	4.5	5.2	5.0	5.4	5.4	5.3	5.2	5.3	5.2
Education and health services.....	4.2	4.8	4.4	2.8	2.6	2.9	2.5	2.5	2.4
Educational services ¹	2.9	2.3	3.6	2.5	1.7	3.0	1.9	2.2	2.4
Health care and social assistance.....	4.4	5.2	4.5	2.9	2.7	2.9	2.6	2.5	2.4
Leisure and hospitality.....	4.7	4.6	4.6	6.2	6.3	6.7	5.8	5.9	6.3
Arts, entertainment, and recreation.....	3.0	3.0	2.6	7.3	7.1	6.6	7.1	7.2	5.7
Accommodation and food services.....	5.0	4.9	4.9	6.0	6.1	6.7	5.6	5.7	6.4
Other services ¹	3.1	3.7	3.8	4.0	3.2	3.5	3.6	3.2	2.8

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		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Government.....	2.4	2.1	2.2	1.5	1.5	1.6	1.5	1.6	1.6
Federal ¹	3.3	2.8	3.5	1.3	1.5	1.6	1.2	1.5	1.4
State and local.....	2.3	2.0	2.0	1.5	1.5	1.6	1.5	1.6	1.6
State and local education.....	1.5	1.5	1.5	1.4	1.6	1.5	1.4	1.6	1.6
State and local, excluding education ¹	3.1	2.5	2.5	1.7	1.5	1.7	1.6	1.5	1.6

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

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Technical Note

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

Coverage and collection

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2012 version of the North American Industry Classification System (NAICS).

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	5,131	5,422	5,198	5,281	5,604	5,445	3.5	3.7	3.5	3.6	3.8	3.7
INDUSTRY												
Total private.....	4,595	4,938	4,725	4,786	5,137	4,960	3.7	3.9	3.8	3.8	4.1	3.9
Mining and logging ³	10	19	15	14	17	9	1.1	2.3	1.9	1.8	2.2	1.2
Construction ³	152	129	101	124	157	193	2.3	1.9	1.5	1.8	2.3	2.8
Manufacturing.....	300	311	238	317	336	313	2.4	2.5	1.9	2.5	2.6	2.5
Durable goods ³	189	181	138	174	183	164	2.4	2.3	1.8	2.2	2.3	2.1
Nondurable goods ³	111	130	100	143	153	149	2.4	2.8	2.1	3.0	3.2	3.1
Trade, transportation, and utilities.....	883	931	861	822	979	968	3.2	3.3	3.1	2.9	3.5	3.4
Wholesale trade ³	162	183	128	137	199	191	2.7	3.0	2.1	2.3	3.3	3.1
Retail trade.....	539	563	527	538	602	617	3.4	3.5	3.2	3.3	3.7	3.7
Transportation, warehousing, and utilities ³	183	185	205	147	178	160	3.3	3.3	3.6	2.6	3.2	2.9
Information ³	110	114	68	101	97	96	3.9	4.0	2.4	3.5	3.4	3.3
Financial activities.....	344	308	356	390	372	328	4.1	3.6	4.2	4.5	4.3	3.8
Finance and insurance.....	252	242	312	319	298	244	4.0	3.8	4.9	5.0	4.7	3.8
Real estate and rental and leasing ³ ...	92	67	44	71	74	85	4.3	3.1	2.0	3.3	3.4	3.9
Professional and business services....	920	1,149	1,126	1,034	1,088	1,050	4.5	5.5	5.4	4.9	5.2	5.0
Education and health services.....	952	1,050	1,113	1,075	1,129	1,031	4.2	4.5	4.7	4.6	4.8	4.4
Educational services ³	105	107	89	93	83	131	2.9	3.0	2.5	2.6	2.3	3.6
Health care and social assistance....	848	942	1,023	982	1,046	899	4.4	4.8	5.2	4.9	5.2	4.5
Leisure and hospitality.....	745	737	732	710	745	745	4.7	4.6	4.6	4.4	4.6	4.6
Arts, entertainment, and recreation...	65	62	64	62	68	58	3.0	2.7	2.8	2.7	3.0	2.6
Accommodation and food services...	680	676	668	648	677	687	5.0	4.9	4.8	4.7	4.9	4.9
Other services ³	177	190	116	199	217	227	3.1	3.3	2.0	3.4	3.7	3.8
Government.....	536	484	473	495	467	486	2.4	2.1	2.1	2.2	2.1	2.2
Federal ³	93	61	72	80	80	99	3.3	2.2	2.5	2.8	2.8	3.5
State and local.....	443	423	401	415	387	387	2.3	2.1	2.0	2.1	2.0	2.0
State and local education.....	154	153	160	171	152	152	1.5	1.5	1.5	1.6	1.5	1.5
State and local, excluding education ³	289	270	241	245	235	235	3.1	2.9	2.6	2.6	2.5	2.5
REGION⁴												
Northeast.....	839	907	897	887	900	845	3.1	3.3	3.3	3.2	3.3	3.1
South.....	1,881	2,057	2,071	1,981	2,077	2,062	3.5	3.8	3.8	3.7	3.8	3.8
Midwest.....	1,199	1,293	1,121	1,100	1,311	1,238	3.7	3.9	3.4	3.3	3.9	3.7
West.....	1,213	1,166	1,109	1,313	1,316	1,300	3.6	3.5	3.3	3.9	3.9	3.8

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

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

³ No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	5,091	5,212	5,253	5,401	5,125	5,422	3.6	3.7	3.7	3.8	3.6	3.8
INDUSTRY												
Total private.....	4,759	4,856	4,904	5,042	4,789	5,067	4.0	4.0	4.1	4.2	3.9	4.2
Mining and logging.....	26	32	21	33	26	17	3.0	4.0	2.8	4.3	3.4	2.3
Construction.....	336	314	340	322	305	327	5.3	4.8	5.2	4.9	4.6	4.9
Manufacturing.....	260	264	278	274	274	277	2.1	2.1	2.3	2.2	2.2	2.2
Durable goods.....	154	144	153	163	168	167	2.0	1.9	2.0	2.1	2.2	2.2
Nondurable goods.....	106	120	126	112	106	110	2.3	2.6	2.7	2.4	2.3	2.4
Trade, transportation, and utilities.....	1,061	1,057	1,085	1,087	1,062	1,189	4.0	3.9	4.0	4.0	3.9	4.4
Wholesale trade.....	155	128	134	128	137	144	2.6	2.2	2.3	2.2	2.3	2.4
Retail trade.....	731	748	766	760	765	867	4.7	4.8	4.9	4.8	4.8	5.5
Transportation, warehousing, and utilities.....	175	181	186	199	161	178	3.3	3.3	3.4	3.7	3.0	3.3
Information.....	80	87	71	72	84	79	2.9	3.1	2.6	2.6	3.0	2.9
Financial activities.....	171	205	208	217	229	234	2.1	2.5	2.5	2.6	2.8	2.9
Finance and insurance.....	112	136	137	142	164	162	1.9	2.2	2.3	2.3	2.7	2.7
Real estate and rental and leasing. . .	59	70	71	75	65	72	2.9	3.3	3.4	3.6	3.1	3.4
Professional and business services. . . .	1,049	1,058	1,056	1,175	1,080	1,063	5.4	5.3	5.3	5.9	5.4	5.3
Education and health services.....	617	644	661	641	579	647	2.8	2.9	3.0	2.9	2.6	2.9
Educational services.....	85	87	102	84	60	104	2.5	2.5	2.9	2.4	1.7	3.0
Health care and social assistance. . .	531	558	559	557	519	544	2.9	3.0	3.0	2.9	2.7	2.9
Leisure and hospitality.....	932	991	992	1,024	967	1,035	6.2	6.5	6.5	6.7	6.3	6.7
Arts, entertainment, and recreation. . .	155	171	131	151	157	146	7.3	7.8	5.9	6.9	7.1	6.6
Accommodation and food services. . .	777	820	861	873	810	888	6.0	6.3	6.6	6.6	6.1	6.7
Other services.....	226	204	190	198	183	198	4.0	3.6	3.4	3.5	3.2	3.5
Government.....	332	356	349	359	335	355	1.5	1.6	1.6	1.6	1.5	1.6
Federal.....	37	40	45	45	41	43	1.3	1.5	1.6	1.6	1.5	1.6
State and local.....	295	316	304	314	295	312	1.5	1.6	1.6	1.6	1.5	1.6
State and local education.....	146	152	157	165	162	154	1.4	1.5	1.5	1.6	1.6	1.5
State and local, excluding education.....	149	165	148	149	133	158	1.7	1.8	1.6	1.6	1.5	1.7
REGION³												
Northeast.....	843	846	851	827	795	849	3.2	3.2	3.2	3.1	3.0	3.2
South.....	1,933	1,954	1,985	2,109	1,851	2,059	3.8	3.8	3.8	4.0	3.5	3.9
Midwest.....	1,160	1,192	1,197	1,249	1,259	1,287	3.7	3.7	3.7	3.9	3.9	4.0
West.....	1,155	1,220	1,219	1,216	1,220	1,227	3.6	3.8	3.8	3.7	3.7	3.8

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	4,740	4,912	4,958	5,128	4,977	5,050	3.4	3.4	3.5	3.6	3.5	3.5
INDUSTRY												
Total private.....	4,420	4,544	4,616	4,774	4,631	4,706	3.7	3.8	3.8	3.9	3.8	3.9
Mining and logging.....	42	34	35	45	43	37	4.8	4.3	4.6	5.9	5.7	5.0
Construction.....	304	275	292	283	279	305	4.8	4.2	4.5	4.3	4.2	4.6
Manufacturing.....	259	271	267	263	266	302	2.1	2.2	2.2	2.1	2.2	2.4
Durable goods.....	154	150	154	162	158	183	2.0	1.9	2.0	2.1	2.0	2.4
Nondurable goods.....	104	120	113	101	108	119	2.3	2.6	2.5	2.2	2.4	2.6
Trade, transportation, and utilities.....	954	1,003	1,040	1,074	1,052	1,066	3.6	3.7	3.8	4.0	3.9	3.9
Wholesale trade.....	132	121	127	133	142	132	2.3	2.1	2.2	2.3	2.4	2.2
Retail trade.....	660	706	744	762	725	765	4.2	4.5	4.7	4.8	4.6	4.8
Transportation, warehousing, and utilities.....	161	176	169	178	185	168	3.0	3.2	3.1	3.3	3.4	3.1
Information.....	78	81	79	61	79	66	2.9	2.9	2.9	2.2	2.9	2.4
Financial activities.....	151	192	190	203	215	215	1.9	2.4	2.3	2.5	2.6	2.6
Finance and insurance.....	102	123	136	142	154	150	1.7	2.0	2.2	2.3	2.5	2.5
Real estate and rental and leasing. . .	48	69	54	62	60	65	2.3	3.3	2.6	2.9	2.9	3.1
Professional and business services. . . .	1,010	1,002	1,020	1,095	1,053	1,033	5.2	5.0	5.1	5.5	5.3	5.2
Education and health services.....	550	558	600	578	557	548	2.5	2.5	2.7	2.6	2.5	2.4
Educational services.....	65	80	97	74	77	85	1.9	2.3	2.8	2.1	2.2	2.4
Health care and social assistance. . . .	485	479	503	504	480	464	2.6	2.5	2.7	2.7	2.5	2.4
Leisure and hospitality.....	873	935	939	1,003	907	975	5.8	6.1	6.1	6.5	5.9	6.3
Arts, entertainment, and recreation. . .	151	168	130	141	157	126	7.1	7.7	5.9	6.5	7.2	5.7
Accommodation and food services. . .	722	767	809	862	750	848	5.6	5.9	6.2	6.6	5.7	6.4
Other services.....	200	191	154	168	181	162	3.6	3.4	2.7	3.0	3.2	2.8
Government.....	320	369	342	354	346	344	1.5	1.7	1.6	1.6	1.6	1.6
Federal.....	33	44	42	40	41	39	1.2	1.6	1.5	1.4	1.5	1.4
State and local.....	286	325	300	314	304	305	1.5	1.7	1.6	1.6	1.6	1.6
State and local education.....	146	166	160	161	168	163	1.4	1.6	1.6	1.6	1.6	1.6
State and local, excluding education.....	140	160	140	153	137	142	1.6	1.8	1.6	1.7	1.5	1.6
REGION³												
Northeast.....	717	733	797	855	775	814	2.7	2.8	3.0	3.2	2.9	3.1
South.....	1,931	1,972	1,952	2,011	1,906	1,979	3.8	3.8	3.8	3.9	3.7	3.8
Midwest.....	999	1,091	1,112	1,105	1,114	1,140	3.2	3.4	3.5	3.5	3.5	3.6
West.....	1,093	1,117	1,098	1,156	1,182	1,117	3.4	3.4	3.4	3.6	3.6	3.4

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	2,703	2,797	2,862	3,088	2,851	2,950	1.9	2.0	2.0	2.2	2.0	2.1
INDUSTRY												
Total private.....	2,554	2,631	2,705	2,922	2,684	2,791	2.1	2.2	2.2	2.4	2.2	2.3
Mining and logging.....	12	14	18	16	19	11	1.4	1.8	2.4	2.1	2.6	1.5
Construction.....	121	87	129	137	86	102	1.9	1.3	2.0	2.1	1.3	1.5
Manufacturing.....	131	147	145	133	147	156	1.1	1.2	1.2	1.1	1.2	1.3
Durable goods.....	74	74	74	80	83	90	0.9	1.0	1.0	1.0	1.1	1.2
Nondurable goods.....	57	73	71	54	64	66	1.3	1.6	1.6	1.2	1.4	1.4
Trade, transportation, and utilities.....	575	646	627	719	637	647	2.2	2.4	2.3	2.7	2.3	2.4
Wholesale trade.....	69	68	72	81	86	90	1.2	1.2	1.2	1.4	1.4	1.5
Retail trade.....	422	470	471	518	462	471	2.7	3.0	3.0	3.3	2.9	3.0
Transportation, warehousing, and utilities.....	84	108	85	120	90	87	1.6	2.0	1.6	2.2	1.6	1.6
Information.....	47	43	42	35	38	38	1.7	1.6	1.5	1.3	1.4	1.4
Financial activities.....	91	114	86	122	111	125	1.1	1.4	1.0	1.5	1.3	1.5
Finance and insurance.....	67	69	62	87	81	87	1.1	1.1	1.0	1.4	1.3	1.4
Real estate and rental and leasing ³ ...	24	45	24	36	30	38	1.1	2.1	1.1	1.7	1.4	1.8
Professional and business services.....	521	531	522	614	550	566	2.7	2.7	2.6	3.1	2.8	2.8
Education and health services.....	380	364	408	385	343	371	1.7	1.6	1.8	1.7	1.5	1.6
Educational services.....	35	38	55	49	47	43	1.0	1.1	1.6	1.4	1.4	1.2
Health care and social assistance....	345	326	353	336	296	328	1.9	1.7	1.9	1.8	1.6	1.7
Leisure and hospitality.....	564	588	636	671	636	687	3.8	3.9	4.2	4.4	4.1	4.5
Arts, entertainment, and recreation. ..	51	56	53	60	64	74	2.4	2.5	2.4	2.7	2.9	3.4
Accommodation and food services. ..	513	532	583	611	572	613	4.0	4.1	4.4	4.6	4.3	4.6
Other services ³	111	97	91	89	117	88	2.0	1.7	1.6	1.6	2.1	1.6
Government.....	149	166	157	166	167	159	0.7	0.8	0.7	0.8	0.8	0.7
Federal.....	11	14	14	13	13	13	0.4	0.5	0.5	0.5	0.5	0.5
State and local.....	138	152	143	153	154	146	0.7	0.8	0.7	0.8	0.8	0.8
State and local education.....	68	77	72	75	80	73	0.7	0.8	0.7	0.7	0.8	0.7
State and local, excluding education.....	70	75	71	78	73	72	0.8	0.8	0.8	0.9	0.8	0.8
REGION⁴												
Northeast.....	350	382	400	445	401	423	1.3	1.4	1.5	1.7	1.5	1.6
South.....	1,119	1,126	1,137	1,286	1,179	1,172	2.2	2.2	2.2	2.5	2.3	2.2
Midwest.....	600	648	687	656	629	734	1.9	2.0	2.1	2.0	2.0	2.3
West.....	633	641	638	701	641	621	2.0	2.0	2.0	2.2	2.0	1.9

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

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

³ No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	1,683	1,721	1,718	1,672	1,704	1,715	1.2	1.2	1.2	1.2	1.2	1.2
INDUSTRY												
Total private.....	1,575	1,593	1,599	1,549	1,582	1,594	1.3	1.3	1.3	1.3	1.3	1.3
Mining and logging ³	27	18	12	26	21	21	3.1	2.2	1.6	3.4	2.8	2.8
Construction.....	175	177	157	138	182	193	2.7	2.7	2.4	2.1	2.7	2.9
Manufacturing.....	107	102	101	104	97	117	0.9	0.8	0.8	0.8	0.8	1.0
Durable goods.....	68	61	64	65	61	78	0.9	0.8	0.8	0.8	0.8	1.0
Nondurable goods.....	38	41	37	39	35	39	0.8	0.9	0.8	0.9	0.8	0.8
Trade, transportation, and utilities.....	281	273	302	266	312	295	1.1	1.0	1.1	1.0	1.1	1.1
Wholesale trade ³	49	46	45	39	48	34	0.8	0.8	0.8	0.7	0.8	0.6
Retail trade.....	165	176	189	177	194	194	1.1	1.1	1.2	1.1	1.2	1.2
Transportation, warehousing, and utilities.....	67	51	69	50	71	67	1.3	0.9	1.3	0.9	1.3	1.2
Information.....	23	29	31	19	25	18	0.8	1.0	1.1	0.7	0.9	0.7
Financial activities.....	42	46	58	62	57	64	0.5	0.6	0.7	0.8	0.7	0.8
Finance and insurance.....	19	27	32	38	37	40	0.3	0.5	0.5	0.6	0.6	0.7
Real estate and rental and leasing. . .	23	19	26	24	20	24	1.1	0.9	1.2	1.1	0.9	1.1
Professional and business services. . . .	429	409	441	414	442	418	2.2	2.1	2.2	2.1	2.2	2.1
Education and health services.....	135	146	156	149	152	145	0.6	0.7	0.7	0.7	0.7	0.6
Educational services.....	25	37	37	22	27	38	0.7	1.1	1.1	0.6	0.8	1.1
Health care and social assistance. . . .	109	109	119	127	126	107	0.6	0.6	0.6	0.7	0.7	0.6
Leisure and hospitality.....	283	314	280	298	237	254	1.9	2.1	1.8	1.9	1.5	1.6
Arts, entertainment, and recreation. . .	95	109	72	80	91	50	4.5	5.0	3.3	3.6	4.1	2.3
Accommodation and food services. . .	188	205	208	219	146	204	1.5	1.6	1.6	1.7	1.1	1.5
Other services.....	75	79	59	72	56	69	1.3	1.4	1.0	1.3	1.0	1.2
Government.....	108	129	119	123	122	120	0.5	0.6	0.5	0.6	0.6	0.5
Federal.....	12	11	11	10	15	9	0.4	0.4	0.4	0.4	0.5	0.3
State and local.....	96	118	108	113	108	112	0.5	0.6	0.6	0.6	0.6	0.6
State and local education.....	50	61	62	61	65	67	0.5	0.6	0.6	0.6	0.6	0.7
State and local, excluding education.....	46	57	46	52	43	44	0.5	0.6	0.5	0.6	0.5	0.5
REGION⁴												
Northeast.....	298	285	329	324	299	341	1.1	1.1	1.2	1.2	1.1	1.3
South.....	674	669	647	601	576	649	1.3	1.3	1.2	1.2	1.1	1.2
Midwest.....	322	364	348	374	407	329	1.0	1.1	1.1	1.2	1.3	1.0
West.....	389	404	393	372	422	396	1.2	1.2	1.2	1.1	1.3	1.2

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

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

³ No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	354	394	378	368	422	385	0.3	0.3	0.3	0.3	0.3	0.3
INDUSTRY												
Total private.....	291	320	311	303	365	321	0.2	0.3	0.3	0.3	0.3	0.3
Mining and logging.....	3	2	5	3	2	5	0.3	0.3	0.6	0.3	0.3	0.7
Construction ³	7	11	6	8	11	10	0.1	0.2	0.1	0.1	0.2	0.1
Manufacturing.....	21	22	20	26	22	28	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	12	15	15	17	13	14	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	9	7	5	8	9	14	0.2	0.2	0.1	0.2	0.2	0.3
Trade, transportation, and utilities.....	97	84	110	89	102	123	0.4	0.3	0.4	0.3	0.4	0.5
Wholesale trade.....	14	7	10	14	8	8	0.2	0.1	0.2	0.2	0.1	0.1
Retail trade.....	73	60	84	68	69	100	0.5	0.4	0.5	0.4	0.4	0.6
Transportation, warehousing, and utilities ³	10	17	15	8	24	14	0.2	0.3	0.3	0.1	0.4	0.3
Information ³	8	9	5	7	16	10	0.3	0.3	0.2	0.3	0.6	0.4
Financial activities.....	18	32	46	19	47	26	0.2	0.4	0.6	0.2	0.6	0.3
Finance and insurance.....	16	27	42	17	36	22	0.3	0.4	0.7	0.3	0.6	0.4
Real estate and rental and leasing ³ ...	2	5	4	2	11	3	0.1	0.3	0.2	0.1	0.5	0.2
Professional and business services....	61	63	56	66	61	49	0.3	0.3	0.3	0.3	0.3	0.2
Education and health services.....	35	48	36	44	61	33	0.2	0.2	0.2	0.2	0.3	0.1
Educational services ³	5	4	5	4	3	4	0.1	0.1	0.1	0.1	0.1	0.1
Health care and social assistance ³ ...	31	44	31	40	58	29	0.2	0.2	0.2	0.2	0.3	0.2
Leisure and hospitality.....	26	34	23	34	34	34	0.2	0.2	0.1	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	5	4	5	2	3	3	0.2	0.2	0.2	0.1	0.1	0.1
Accommodation and food services ³ ...	21	30	18	32	32	31	0.2	0.2	0.1	0.2	0.2	0.2
Other services ³	14	15	4	7	8	4	0.2	0.3	0.1	0.1	0.1	0.1
Government.....	63	74	66	65	56	64	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	10	19	17	17	14	17	0.4	0.7	0.6	0.6	0.5	0.6
State and local.....	52	55	49	48	43	47	0.3	0.3	0.3	0.2	0.2	0.2
State and local education.....	28	27	26	25	22	22	0.3	0.3	0.3	0.2	0.2	0.2
State and local, excluding education.....	24	28	23	23	20	25	0.3	0.3	0.3	0.3	0.2	0.3
REGION⁴												
Northeast.....	69	66	67	86	75	51	0.3	0.2	0.3	0.3	0.3	0.2
South.....	138	177	168	125	151	158	0.3	0.3	0.3	0.2	0.3	0.3
Midwest.....	77	79	77	75	77	77	0.2	0.2	0.2	0.2	0.2	0.2
West.....	71	72	66	82	119	100	0.2	0.2	0.2	0.3	0.4	0.3

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

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

³ No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	4,964	5,635	5,291	3.4	3.8	3.6
INDUSTRY						
Total private.....	4,451	5,196	4,827	3.7	4.2	3.9
Mining and logging.....	10	17	9	1.2	2.2	1.3
Construction.....	152	157	193	2.5	2.5	3.0
Manufacturing.....	300	336	313	2.4	2.7	2.5
Durable goods.....	189	183	164	2.4	2.3	2.1
Nondurable goods.....	111	153	149	2.4	3.3	3.2
Trade, transportation, and utilities.....	819	940	912	3.0	3.4	3.3
Wholesale trade.....	162	199	191	2.7	3.3	3.2
Retail trade.....	474	563	560	3.0	3.5	3.5
Transportation, warehousing, and utilities.....	183	178	160	3.3	3.2	2.9
Information.....	110	97	96	3.9	3.4	3.3
Financial activities.....	315	411	301	3.8	4.8	3.6
Finance and insurance.....	223	337	217	3.6	5.2	3.4
Real estate and rental and leasing.....	92	74	85	4.3	3.5	3.9
Professional and business services.....	924	1,106	1,050	4.6	5.3	5.1
Education and health services.....	910	1,214	984	4.0	5.2	4.2
Educational services.....	105	83	131	2.8	2.4	3.5
Health care and social assistance.....	806	1,131	852	4.2	5.7	4.3
Leisure and hospitality.....	732	702	743	4.8	4.6	4.8
Arts, entertainment, and recreation.....	62	69	53	3.1	3.4	2.6
Accommodation and food services.....	670	633	689	5.1	4.7	5.1
Other services.....	177	217	227	3.1	3.7	3.9
Government.....	513	439	464	2.3	2.0	2.0
Federal.....	93	80	99	3.3	2.8	3.5
State and local.....	420	359	365	2.1	1.8	1.8
State and local education.....	131	124	130	1.2	1.2	1.2
State and local, excluding education.....	289	235	235	3.2	2.6	2.6
REGION³						
Northeast.....	788	896	785	3.0	3.3	2.9
South.....	1,844	2,139	2,024	3.5	4.0	3.8
Midwest.....	1,157	1,263	1,205	3.6	3.8	3.7
West.....	1,174	1,338	1,277	3.6	4.0	3.8

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	4,142	4,847	4,445	3.0	3.4	3.1
INDUSTRY						
Total private.....	3,900	4,547	4,185	3.3	3.8	3.5
Mining and logging.....	22	31	14	2.6	4.2	2.0
Construction.....	278	267	271	4.7	4.3	4.4
Manufacturing.....	227	287	242	1.9	2.3	2.0
Durable goods.....	138	183	149	1.8	2.4	1.9
Nondurable goods.....	89	105	93	2.0	2.3	2.0
Trade, transportation, and utilities.....	793	876	908	3.0	3.2	3.4
Wholesale trade.....	134	150	127	2.3	2.6	2.2
Retail trade.....	532	585	657	3.5	3.7	4.2
Transportation, warehousing, and utilities.....	128	141	124	2.4	2.6	2.3
Information.....	65	96	63	2.4	3.5	2.3
Financial activities.....	133	249	190	1.7	3.0	2.3
Finance and insurance.....	90	183	136	1.5	3.0	2.2
Real estate and rental and leasing.....	43	65	55	2.1	3.2	2.7
Professional and business services.....	925	1,173	933	4.8	6.0	4.7
Education and health services.....	513	595	546	2.3	2.7	2.4
Educational services.....	67	55	87	1.9	1.6	2.4
Health care and social assistance.....	447	540	459	2.4	2.9	2.4
Leisure and hospitality.....	743	804	846	5.2	5.5	5.7
Arts, entertainment, and recreation.....	101	120	95	5.3	6.2	4.8
Accommodation and food services.....	643	684	751	5.2	5.4	5.9
Other services.....	199	168	173	3.6	3.0	3.1
Government.....	243	300	260	1.1	1.4	1.2
Federal.....	28	35	33	1.0	1.3	1.2
State and local.....	215	265	227	1.1	1.4	1.2
State and local education.....	107	151	113	1.0	1.5	1.1
State and local, excluding education.....	108	114	114	1.2	1.3	1.3
REGION³						
Northeast.....	615	712	628	2.4	2.7	2.4
South.....	1,647	1,880	1,771	3.2	3.7	3.4
Midwest.....	910	1,148	1,019	2.9	3.6	3.2
West.....	970	1,107	1,027	3.1	3.5	3.2

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	3,830	5,465	4,100	2.7	3.9	2.9
INDUSTRY						
Total private.....	3,628	5,134	3,888	3.1	4.3	3.2
Mining and logging.....	40	43	34	4.6	5.9	4.7
Construction.....	256	325	260	4.3	5.2	4.2
Manufacturing.....	216	263	262	1.8	2.1	2.1
Durable goods.....	132	161	163	1.7	2.1	2.1
Nondurable goods.....	85	101	99	1.9	2.2	2.2
Trade, transportation, and utilities.....	808	1,382	909	3.1	5.1	3.4
Wholesale trade.....	118	153	119	2.0	2.6	2.0
Retail trade.....	571	953	665	3.7	6.1	4.3
Transportation, warehousing, and utilities.....	120	277	125	2.3	5.1	2.3
Information.....	65	98	54	2.4	3.6	1.9
Financial activities.....	115	251	169	1.4	3.1	2.1
Finance and insurance.....	73	183	109	1.2	3.0	1.8
Real estate and rental and leasing.....	42	68	60	2.1	3.3	2.9
Professional and business services.....	870	1,156	888	4.5	5.9	4.5
Education and health services.....	452	576	444	2.1	2.6	2.0
Educational services.....	37	70	47	1.0	2.1	1.3
Health care and social assistance.....	415	506	397	2.3	2.7	2.1
Leisure and hospitality.....	622	864	723	4.3	5.9	4.9
Arts, entertainment, and recreation.....	85	134	75	4.4	6.9	3.8
Accommodation and food services.....	538	731	649	4.3	5.7	5.1
Other services.....	183	175	145	3.3	3.1	2.6
Government.....	202	330	212	0.9	1.5	0.9
Federal.....	26	71	30	1.0	2.6	1.1
State and local.....	176	259	182	0.9	1.4	0.9
State and local education.....	72	133	78	0.7	1.3	0.7
State and local, excluding education.....	104	126	104	1.2	1.4	1.2
REGION³						
Northeast.....	532	876	624	2.1	3.3	2.4
South.....	1,599	2,072	1,654	3.2	4.0	3.2
Midwest.....	798	1,234	897	2.6	3.9	2.8
West.....	901	1,282	924	2.8	4.0	2.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	2,215	2,835	2,429	1.6	2.0	1.7
INDUSTRY						
Total private.....	2,106	2,689	2,315	1.8	2.3	1.9
Mining and logging.....	10	18	9	1.2	2.4	1.2
Construction.....	97	75	81	1.6	1.2	1.3
Manufacturing.....	103	131	126	0.8	1.1	1.0
Durable goods.....	58	77	72	0.7	1.0	0.9
Nondurable goods.....	45	55	53	1.0	1.2	1.2
Trade, transportation, and utilities.....	482	673	545	1.8	2.5	2.0
Wholesale trade.....	58	92	79	1.0	1.6	1.4
Retail trade.....	356	496	397	2.3	3.2	2.5
Transportation, warehousing, and utilities.....	68	85	68	1.3	1.6	1.3
Information.....	39	44	30	1.4	1.6	1.1
Financial activities.....	72	112	103	0.9	1.4	1.3
Finance and insurance.....	48	82	65	0.8	1.3	1.1
Real estate and rental and leasing.....	24	30	38	1.2	1.4	1.8
Professional and business services.....	441	559	485	2.3	2.8	2.5
Education and health services.....	320	357	314	1.5	1.6	1.4
Educational services.....	22	44	28	0.6	1.3	0.8
Health care and social assistance.....	298	313	287	1.6	1.7	1.5
Leisure and hospitality.....	432	603	534	3.0	4.1	3.6
Arts, entertainment, and recreation.....	33	52	49	1.7	2.6	2.5
Accommodation and food services.....	399	551	485	3.2	4.3	3.8
Other services.....	111	117	88	2.0	2.1	1.6
Government.....	109	146	115	0.5	0.7	0.5
Federal.....	10	14	11	0.3	0.5	0.4
State and local.....	100	132	104	0.5	0.7	0.5
State and local education.....	42	67	44	0.4	0.7	0.4
State and local, excluding education.....	58	65	60	0.7	0.7	0.7
REGION³						
Northeast.....	278	418	338	1.1	1.6	1.3
South.....	933	1,193	978	1.8	2.3	1.9
Midwest.....	472	589	590	1.5	1.9	1.9
West.....	533	635	522	1.7	2.0	1.6

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	1,297	2,114	1,319	0.9	1.5	0.9
INDUSTRY						
Total private.....	1,246	1,996	1,266	1.1	1.7	1.1
Mining and logging.....	27	21	21	3.2	2.9	2.9
Construction.....	152	238	170	2.6	3.8	2.7
Manufacturing.....	94	105	110	0.8	0.9	0.9
Durable goods.....	63	67	79	0.8	0.9	1.0
Nondurable goods.....	31	37	31	0.7	0.8	0.7
Trade, transportation, and utilities.....	236	579	242	0.9	2.1	0.9
Wholesale trade.....	49	48	34	0.8	0.8	0.6
Retail trade.....	145	364	166	1.0	2.3	1.1
Transportation, warehousing, and utilities.....	42	167	42	0.8	3.1	0.8
Information.....	18	38	14	0.7	1.4	0.5
Financial activities.....	30	77	48	0.4	0.9	0.6
Finance and insurance.....	14	50	29	0.2	0.8	0.5
Real estate and rental and leasing.....	17	28	18	0.8	1.3	0.9
Professional and business services.....	370	502	357	1.9	2.5	1.8
Education and health services.....	96	158	97	0.4	0.7	0.4
Educational services.....	10	22	16	0.3	0.7	0.4
Health care and social assistance.....	86	135	81	0.5	0.7	0.4
Leisure and hospitality.....	165	228	156	1.1	1.6	1.1
Arts, entertainment, and recreation.....	46	80	23	2.4	4.1	1.2
Accommodation and food services.....	119	148	132	1.0	1.2	1.0
Other services.....	58	50	52	1.0	0.9	0.9
Government.....	51	118	53	0.2	0.5	0.2
Federal.....	8	35	5	0.3	1.3	0.2
State and local.....	43	83	48	0.2	0.4	0.2
State and local education.....	17	48	25	0.2	0.5	0.2
State and local, excluding education.....	25	35	23	0.3	0.4	0.3
REGION³						
Northeast.....	187	361	238	0.7	1.4	0.9
South.....	543	704	533	1.1	1.4	1.0
Midwest.....	259	532	239	0.8	1.7	0.8
West.....	309	517	309	1.0	1.6	1.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2015	Jan. 2016	Feb. 2016 ^p	Feb. 2015	Jan. 2016	Feb. 2016 ^p
Total.....	318	516	351	0.2	0.4	0.2
INDUSTRY						
Total private.....	276	450	307	0.2	0.4	0.3
Mining and logging.....	2	4	4	0.3	0.6	0.6
Construction.....	7	11	10	0.1	0.2	0.2
Manufacturing.....	20	27	26	0.2	0.2	0.2
Durable goods.....	11	17	12	0.1	0.2	0.2
Nondurable goods.....	9	9	14	0.2	0.2	0.3
Trade, transportation, and utilities.....	91	130	122	0.3	0.5	0.5
Wholesale trade.....	11	13	6	0.2	0.2	0.1
Retail trade.....	70	92	102	0.5	0.6	0.7
Transportation, warehousing, and utilities.....	10	24	14	0.2	0.5	0.3
Information.....	8	16	10	0.3	0.6	0.4
Financial activities.....	13	63	18	0.2	0.8	0.2
Finance and insurance.....	11	52	15	0.2	0.8	0.2
Real estate and rental and leasing.....	2	11	3	0.1	0.5	0.2
Professional and business services.....	59	95	46	0.3	0.5	0.2
Education and health services.....	35	61	33	0.2	0.3	0.1
Educational services.....	5	3	4	0.1	0.1	0.1
Health care and social assistance.....	31	58	29	0.2	0.3	0.2
Leisure and hospitality.....	26	34	34	0.2	0.2	0.2
Arts, entertainment, and recreation.....	5	3	3	0.3	0.1	0.1
Accommodation and food services.....	21	32	31	0.2	0.2	0.2
Other services.....	14	8	4	0.2	0.1	0.1
Government.....	42	67	44	0.2	0.3	0.2
Federal.....	8	23	14	0.3	0.8	0.5
State and local.....	33	44	30	0.2	0.2	0.2
State and local education.....	13	18	9	0.1	0.2	0.1
State and local, excluding education.....	21	26	21	0.2	0.3	0.2
REGION³						
Northeast.....	68	97	47	0.3	0.4	0.2
South.....	124	176	143	0.2	0.3	0.3
Midwest.....	67	113	68	0.2	0.4	0.2
West.....	60	130	93	0.2	0.4	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.