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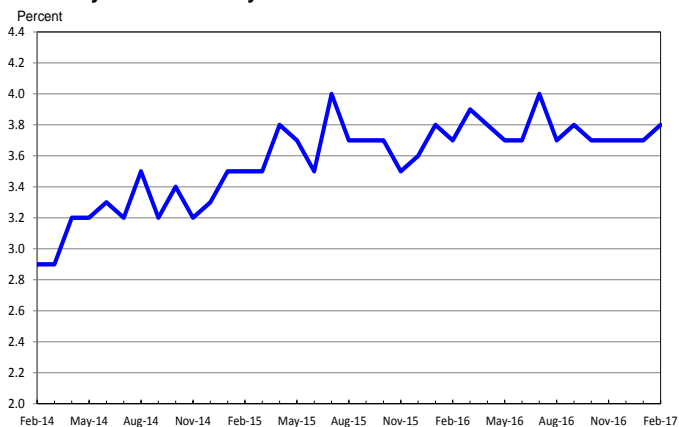
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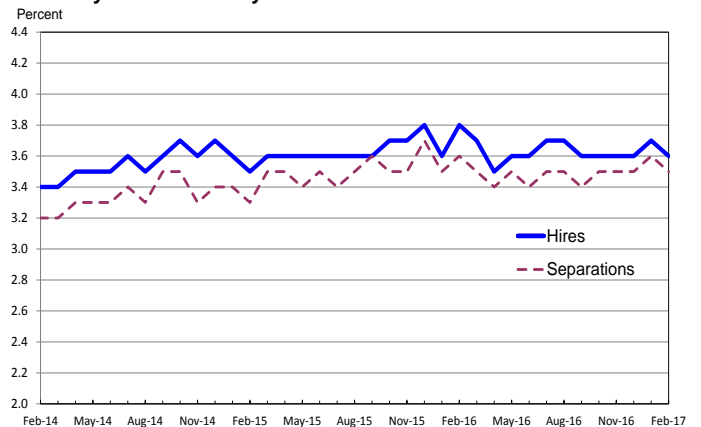
## JOB OPENINGS AND LABOR TURNOVER – FEBRUARY 2017

The number of job openings was little changed at 5.7 million on the last business day of February, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were also little changed at 5.3 million and 5.1 million, respectively. Within separations, the quits rate was little changed at 2.1 percent, and the layoffs and discharges rate was unchanged at 1.1 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 2014 - February 2017**



**Chart 2. Hires and total separations rates, seasonally adjusted, February 2014 - February 2017**



### Job Openings

On the last business day of February, there were 5.7 million **job openings**, little changed from January. The job openings rate was 3.8 percent in February. The number of job openings was little changed for total private and for government. Job openings increased in a number of industries, with the largest changes occurring in health care and social assistance (+73,000), accommodation and food services (+66,000), and finance and insurance (+47,000). Job openings decreased in real estate and rental and leasing (-63,000) and mining and logging (-7,000). Job openings increased in the Northeast region. (See table 1.)

### Hires

The number of **hires** was essentially unchanged at 5.3 million in February. The hires rate was 3.6 percent. The number of hires was little changed for total private and for government. Hires increased in

retail trade (+74,000) and mining and logging (+9,000), but decreased in federal government (-13,000). The number of hires was little changed in all four regions. (See table 2.)

## Separations

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

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 decreased in health care and social assistance (-54,000), educational services (-22,000), and federal government (-6,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was essentially unchanged at 3.1 million in February. The quits rate was 2.1 percent. The number of quits was little changed for total private and for government. Quits increased in transportation, warehousing, and utilities (+25,000) and mining and logging (+5,000). The number of quits decreased in health care and social assistance (-53,000), wholesale trade (-34,000), and finance and insurance (-22,000). In the regions, the number of quits decreased in the West. (See table 4.)

There were 1.6 million **layoffs and discharges** in February, little changed from January. The layoffs and discharges rate was 1.1 percent in February. The number of layoffs and discharges was little changed for total private and for government. The layoffs and discharges level increased in retail trade (+57,000) and state and local government education (+12,000). The number of layoffs and discharges decreased in transportation, warehousing, and utilities (-44,000), educational services (-15,000), and federal government (-3,000). Layoffs and discharges decreased in the Midwest region. (See table 5.)

In February, the number of **other separations** was little changed for total nonfarm, total private, and government. Other separations increased in accommodation and food services (+15,000) and state and local government education (+6,000), but decreased in information (-7,000) and educational services (-4,000). The number of other separations was little changed in all four regions. (See table 6.)

## Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in February, hires totaled 63.0 million and separations totaled 60.6 million, yielding a **net employment** gain of 2.4 million. These totals include workers who may have been hired and separated more than once during the year.

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**The Job Openings and Labor Turnover Survey results for March 2017 are scheduled to be released on Tuesday, May 9, 2017 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. 2016	Jan. 2017	Feb. 2017 <sup>P</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>P</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	5,566	5,625	5,743	5,447	5,424	5,314	5,183	5,247	5,071
Total private.....	5,092	5,133	5,235	5,094	5,067	4,968	4,844	4,908	4,730
Mining and logging <sup>1</sup> .....	8	25	18	21	30	39	43	32	35
Construction <sup>1</sup> .....	193	142	169	347	387	369	334	361	334
Manufacturing.....	306	361	364	287	304	305	307	304	292
Durable goods <sup>1</sup> .....	158	206	209	170	165	156	189	163	155
Nondurable goods <sup>1</sup> .....	148	155	155	117	139	149	118	141	137
Trade, transportation, and utilities.....	988	959	910	1,160	1,023	1,089	1,047	1,012	1,035
Wholesale trade <sup>1</sup> .....	197	201	193	142	140	136	137	150	125
Retail trade.....	612	581	541	831	682	756	742	670	739
Transportation, warehousing, and utilities <sup>1</sup> .....	180	177	175	187	201	196	167	192	171
Information <sup>1</sup> .....	86	73	69	82	80	85	73	87	85
Financial activities.....	344	388	372	234	220	188	225	198	182
Finance and insurance.....	253	248	295	165	150	121	163	133	128
Real estate and rental and leasing <sup>1</sup> .....	90	140	77	70	70	67	61	65	54
Professional and business services.....	1,107	1,056	1,002	1,076	1,128	1,068	1,072	1,068	1,036
Education and health services.....	1,050	1,158	1,257	648	646	624	567	639	563
Educational services <sup>1</sup> .....	110	93	120	108	79	78	94	82	60
Health care and social assistance.....	940	1,065	1,138	540	567	546	473	557	503
Leisure and hospitality.....	775	729	808	1,051	1,015	989	1,018	987	974
Arts, entertainment, and recreation.....	68	83	96	151	146	151	128	135	139
Accommodation and food services.....	706	646	712	900	869	838	889	852	835
Other services <sup>1</sup> .....	235	241	267	188	233	211	160	219	194
Government.....	474	492	507	353	357	346	339	339	341
Federal <sup>1</sup> .....	87	82	78	44	46	33	39	38	32
State and local.....	387	410	430	309	312	313	300	301	309
State and local education.....	145	161	147	147	159	155	160	151	166
State and local, excluding education <sup>1</sup> .....	242	249	283	162	153	158	140	149	144
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	3.7	3.7	3.8	3.8	3.7	3.6	3.6	3.6	3.5
Total private.....	4.0	4.0	4.1	4.2	4.1	4.0	4.0	4.0	3.8
Mining and logging <sup>1</sup> .....	1.1	3.5	2.6	3.0	4.4	5.8	6.0	4.8	5.2
Construction <sup>1</sup> .....	2.8	2.0	2.4	5.2	5.7	5.4	5.0	5.3	4.9
Manufacturing.....	2.4	2.8	2.9	2.3	2.5	2.5	2.5	2.5	2.4
Durable goods <sup>1</sup> .....	2.0	2.6	2.6	2.2	2.1	2.0	2.4	2.1	2.0
Nondurable goods <sup>1</sup> .....	3.1	3.2	3.2	2.5	3.0	3.2	2.5	3.0	2.9
Trade, transportation, and utilities.....	3.5	3.4	3.2	4.3	3.7	4.0	3.9	3.7	3.8
Wholesale trade <sup>1</sup> .....	3.3	3.3	3.2	2.4	2.4	2.3	2.3	2.5	2.1
Retail trade.....	3.7	3.5	3.3	5.3	4.3	4.8	4.7	4.2	4.7
Transportation, warehousing, and utilities <sup>1</sup> .....	3.2	3.1	3.0	3.4	3.6	3.5	3.0	3.4	3.0
Information <sup>1</sup> .....	3.0	2.6	2.4	3.0	2.9	3.1	2.6	3.2	3.1
Financial activities.....	4.0	4.4	4.2	2.9	2.6	2.2	2.7	2.4	2.2
Finance and insurance.....	4.0	3.8	4.5	2.7	2.4	1.9	2.7	2.1	2.1
Real estate and rental and leasing <sup>1</sup> .....	4.1	6.0	3.4	3.3	3.2	3.1	2.9	3.0	2.5
Professional and business services.....	5.3	4.9	4.7	5.4	5.5	5.2	5.4	5.2	5.1
Education and health services.....	4.5	4.8	5.2	2.9	2.8	2.7	2.5	2.8	2.5
Educational services <sup>1</sup> .....	3.0	2.5	3.2	3.1	2.2	2.2	2.7	2.3	1.6
Health care and social assistance.....	4.7	5.2	5.6	2.9	2.9	2.8	2.5	2.9	2.6
Leisure and hospitality.....	4.8	4.4	4.9	6.8	6.4	6.3	6.6	6.3	6.2
Arts, entertainment, and recreation.....	3.0	3.6	4.1	6.8	6.5	6.7	5.8	6.0	6.2
Accommodation and food services.....	5.1	4.6	5.0	6.8	6.4	6.2	6.7	6.3	6.2
Other services <sup>1</sup> .....	4.0	4.0	4.5	3.3	4.1	3.7	2.8	3.8	3.4

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. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Government.....	2.1	2.2	2.2	1.6	1.6	1.5	1.5	1.5	1.5
Federal <sup>1</sup> .....	3.0	2.8	2.7	1.6	1.6	1.2	1.4	1.4	1.1
State and local.....	2.0	2.1	2.2	1.6	1.6	1.6	1.6	1.5	1.6
State and local education.....	1.4	1.5	1.4	1.4	1.5	1.5	1.6	1.5	1.6
State and local, excluding education <sup>1</sup> ....	2.6	2.7	3.0	1.8	1.7	1.7	1.5	1.6	1.6

<sup>1</sup> 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](http://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](http://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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	5,566	5,587	5,631	5,539	5,625	5,743	3.7	3.7	3.7	3.7	3.7	3.8
<b>INDUSTRY</b>												
Total private.....	5,092	5,103	5,056	5,065	5,133	5,235	4.0	4.0	4.0	4.0	4.0	4.1
Mining and logging <sup>3</sup> .....	8	12	16	17	25	18	1.1	1.7	2.4	2.5	3.5	2.6
Construction <sup>3</sup> .....	193	196	178	140	142	169	2.8	2.8	2.6	2.0	2.0	2.4
Manufacturing.....	306	314	319	342	361	364	2.4	2.5	2.5	2.7	2.8	2.9
Durable goods <sup>3</sup> .....	158	199	186	194	206	209	2.0	2.5	2.4	2.5	2.6	2.6
Nondurable goods <sup>3</sup> .....	148	115	133	148	155	155	3.1	2.4	2.8	3.1	3.2	3.2
Trade, transportation, and utilities.....	988	1,021	1,017	1,014	959	910	3.5	3.6	3.6	3.6	3.4	3.2
Wholesale trade <sup>3</sup> .....	197	185	203	182	201	193	3.3	3.0	3.3	3.0	3.3	3.2
Retail trade.....	612	650	636	650	581	541	3.7	3.9	3.9	3.9	3.5	3.3
Transportation, warehousing, and utilities <sup>3</sup> .....	180	186	178	182	177	175	3.2	3.2	3.1	3.1	3.1	3.0
Information <sup>3</sup> .....	86	74	73	81	73	69	3.0	2.6	2.6	2.8	2.6	2.4
Financial activities.....	344	317	324	357	388	372	4.0	3.7	3.7	4.1	4.4	4.2
Finance and insurance.....	253	242	263	272	248	295	4.0	3.8	4.1	4.2	3.8	4.5
Real estate and rental and leasing <sup>3</sup> ...	90	75	61	85	140	77	4.1	3.4	2.7	3.8	6.0	3.4
Professional and business services.....	1,107	1,083	1,047	989	1,056	1,002	5.3	5.1	4.9	4.6	4.9	4.7
Education and health services.....	1,050	1,161	1,135	1,158	1,158	1,257	4.5	4.8	4.7	4.8	4.8	5.2
Educational services <sup>3</sup> .....	110	107	86	93	93	120	3.0	2.9	2.3	2.5	2.5	3.2
Health care and social assistance....	940	1,054	1,048	1,065	1,065	1,138	4.7	5.2	5.2	5.2	5.2	5.6
Leisure and hospitality.....	775	731	756	730	729	808	4.8	4.5	4.6	4.4	4.4	4.9
Arts, entertainment, and recreation...	68	96	96	89	83	96	3.0	4.1	4.1	3.8	3.6	4.1
Accommodation and food services...	706	636	660	640	646	712	5.1	4.5	4.7	4.5	4.6	5.0
Other services <sup>3</sup> .....	235	194	192	236	241	267	4.0	3.3	3.2	4.0	4.0	4.5
Government.....	474	484	575	474	492	507	2.1	2.1	2.5	2.1	2.2	2.2
Federal <sup>3</sup> .....	87	74	82	110	82	78	3.0	2.6	2.8	3.8	2.8	2.7
State and local.....	387	410	494	364	410	430	2.0	2.1	2.5	1.8	2.1	2.2
State and local education.....	145	126	150	143	161	147	1.4	1.2	1.4	1.4	1.5	1.4
State and local, excluding education <sup>3</sup> .....	242	284	344	220	249	283	2.6	3.0	3.6	2.4	2.7	3.0
<b>REGION<sup>4</sup></b>												
Northeast.....	866	983	942	967	998	1,116	3.2	3.5	3.4	3.5	3.6	4.0
South.....	2,138	1,978	2,079	2,008	2,024	2,080	3.9	3.6	3.8	3.7	3.7	3.8
Midwest.....	1,265	1,278	1,263	1,253	1,324	1,293	3.8	3.8	3.8	3.7	3.9	3.8
West.....	1,297	1,349	1,347	1,312	1,279	1,254	3.8	3.9	3.9	3.8	3.7	3.6

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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

p Preliminary

**Table 2. Hires levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	5,447	5,200	5,263	5,303	5,424	5,314	3.8	3.6	3.6	3.6	3.7	3.6
<b>INDUSTRY</b>												
Total private.....	5,094	4,870	4,912	4,984	5,067	4,968	4.2	4.0	4.0	4.1	4.1	4.0
Mining and logging.....	21	28	30	22	30	39	3.0	4.3	4.5	3.2	4.4	5.8
Construction.....	347	343	337	400	387	369	5.2	5.1	5.0	5.9	5.7	5.4
Manufacturing.....	287	279	284	293	304	305	2.3	2.3	2.3	2.4	2.5	2.5
Durable goods.....	170	161	169	171	165	156	2.2	2.1	2.2	2.2	2.1	2.0
Nondurable goods.....	117	118	115	122	139	149	2.5	2.6	2.5	2.6	3.0	3.2
Trade, transportation, and utilities.....	1,160	1,083	1,016	1,009	1,023	1,089	4.3	4.0	3.7	3.7	3.7	4.0
Wholesale trade.....	142	128	135	130	140	136	2.4	2.2	2.3	2.2	2.4	2.3
Retail trade.....	831	740	666	672	682	756	5.3	4.7	4.2	4.2	4.3	4.8
Transportation, warehousing, and utilities.....	187	214	215	208	201	196	3.4	3.9	3.8	3.7	3.6	3.5
Information.....	82	72	71	79	80	85	3.0	2.6	2.6	2.8	2.9	3.1
Financial activities.....	234	170	175	190	220	188	2.9	2.0	2.1	2.3	2.6	2.2
Finance and insurance.....	165	104	114	126	150	121	2.7	1.7	1.8	2.0	2.4	1.9
Real estate and rental and leasing. ...	70	66	61	64	70	67	3.3	3.1	2.8	3.0	3.2	3.1
Professional and business services. ....	1,076	1,092	1,082	1,140	1,128	1,068	5.4	5.4	5.3	5.6	5.5	5.2
Education and health services.....	648	638	652	642	646	624	2.9	2.8	2.9	2.8	2.8	2.7
Educational services.....	108	75	81	78	79	78	3.1	2.1	2.3	2.2	2.2	2.2
Health care and social assistance. ....	540	563	571	564	567	546	2.9	2.9	3.0	2.9	2.9	2.8
Leisure and hospitality.....	1,051	986	1,056	1,031	1,015	989	6.8	6.3	6.7	6.5	6.4	6.3
Arts, entertainment, and recreation. ...	151	159	151	162	146	151	6.8	7.1	6.7	7.2	6.5	6.7
Accommodation and food services. ...	900	827	904	869	869	838	6.8	6.1	6.7	6.4	6.4	6.2
Other services.....	188	180	210	178	233	211	3.3	3.2	3.7	3.1	4.1	3.7
Government.....	353	330	351	319	357	346	1.6	1.5	1.6	1.4	1.6	1.5
Federal.....	44	41	40	45	46	33	1.6	1.5	1.4	1.6	1.6	1.2
State and local.....	309	289	311	275	312	313	1.6	1.5	1.6	1.4	1.6	1.6
State and local education.....	147	118	142	137	159	155	1.4	1.1	1.4	1.3	1.5	1.5
State and local, excluding education.....	162	171	169	137	153	158	1.8	1.9	1.8	1.5	1.7	1.7
<b>REGION<sup>3</sup></b>												
Northeast.....	831	876	835	849	898	866	3.1	3.3	3.1	3.2	3.3	3.2
South.....	2,113	2,066	2,021	2,074	2,091	2,095	4.0	3.9	3.8	3.9	3.9	3.9
Midwest.....	1,270	1,140	1,192	1,176	1,162	1,148	4.0	3.5	3.7	3.6	3.6	3.5
West.....	1,232	1,118	1,214	1,205	1,273	1,205	3.8	3.4	3.7	3.6	3.8	3.6

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	5,183	5,041	5,075	5,084	5,247	5,071	3.6	3.5	3.5	3.5	3.6	3.5
<b>INDUSTRY</b>												
Total private.....	4,844	4,699	4,720	4,754	4,908	4,730	4.0	3.8	3.8	3.9	4.0	3.8
Mining and logging.....	43	30	25	22	32	35	6.0	4.5	3.7	3.3	4.8	5.2
Construction.....	334	322	323	369	361	334	5.0	4.8	4.8	5.4	5.3	4.9
Manufacturing.....	307	282	286	287	304	292	2.5	2.3	2.3	2.3	2.5	2.4
Durable goods.....	189	159	165	163	163	155	2.4	2.1	2.1	2.1	2.1	2.0
Nondurable goods.....	118	123	121	124	141	137	2.5	2.7	2.6	2.7	3.0	2.9
Trade, transportation, and utilities.....	1,047	1,049	1,018	958	1,012	1,035	3.9	3.8	3.7	3.5	3.7	3.8
Wholesale trade.....	137	122	129	142	150	125	2.3	2.1	2.2	2.4	2.5	2.1
Retail trade.....	742	732	698	631	670	739	4.7	4.6	4.4	4.0	4.2	4.7
Transportation, warehousing, and utilities.....	167	196	191	185	192	171	3.0	3.5	3.4	3.3	3.4	3.0
Information.....	73	76	73	82	87	85	2.6	2.7	2.6	3.0	3.2	3.1
Financial activities.....	225	161	160	162	198	182	2.7	1.9	1.9	1.9	2.4	2.2
Finance and insurance.....	163	99	120	107	133	128	2.7	1.6	1.9	1.7	2.1	2.1
Real estate and rental and leasing. . .	61	62	40	55	65	54	2.9	2.9	1.9	2.5	3.0	2.5
Professional and business services. . . .	1,072	1,051	1,069	1,132	1,068	1,036	5.4	5.2	5.2	5.5	5.2	5.1
Education and health services.....	567	592	610	596	639	563	2.5	2.6	2.7	2.6	2.8	2.5
Educational services.....	94	73	72	73	82	60	2.7	2.0	2.0	2.0	2.3	1.6
Health care and social assistance. . . .	473	520	539	522	557	503	2.5	2.7	2.8	2.7	2.9	2.6
Leisure and hospitality.....	1,018	966	986	974	987	974	6.6	6.2	6.3	6.2	6.3	6.2
Arts, entertainment, and recreation. . .	128	155	144	156	135	139	5.8	6.9	6.4	7.0	6.0	6.2
Accommodation and food services. . .	889	811	842	817	852	835	6.7	6.0	6.2	6.1	6.3	6.2
Other services.....	160	170	170	172	219	194	2.8	3.0	3.0	3.0	3.8	3.4
Government.....	339	342	355	330	339	341	1.5	1.5	1.6	1.5	1.5	1.5
Federal.....	39	35	43	41	38	32	1.4	1.2	1.5	1.4	1.4	1.1
State and local.....	300	307	313	289	301	309	1.6	1.6	1.6	1.5	1.5	1.6
State and local education.....	160	136	155	133	151	166	1.6	1.3	1.5	1.3	1.5	1.6
State and local, excluding education.....	140	170	158	156	149	144	1.5	1.9	1.7	1.7	1.6	1.6
<b>REGION<sup>3</sup></b>												
Northeast.....	824	796	848	812	840	848	3.1	3.0	3.2	3.0	3.1	3.1
South.....	2,005	1,951	1,947	1,966	1,991	1,986	3.8	3.7	3.7	3.7	3.8	3.7
Midwest.....	1,167	1,141	1,113	1,128	1,177	1,097	3.7	3.5	3.4	3.5	3.6	3.4
West.....	1,186	1,153	1,166	1,178	1,239	1,140	3.6	3.5	3.5	3.5	3.7	3.4

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	2,984	3,078	3,080	3,085	3,186	3,084	2.1	2.1	2.1	2.1	2.2	2.1
<b>INDUSTRY</b>												
Total private.....	2,826	2,912	2,909	2,915	3,011	2,916	2.3	2.4	2.4	2.4	2.4	2.4
Mining and logging.....	12	12	13	12	13	18	1.7	1.9	2.0	1.9	2.0	2.7
Construction.....	97	127	150	134	151	166	1.5	1.9	2.2	2.0	2.2	2.4
Manufacturing.....	161	165	164	165	177	182	1.3	1.3	1.3	1.3	1.4	1.5
Durable goods.....	94	88	93	89	96	94	1.2	1.1	1.2	1.2	1.2	1.2
Nondurable goods.....	66	76	71	75	82	88	1.4	1.6	1.5	1.6	1.8	1.9
Trade, transportation, and utilities.....	633	681	655	623	657	654	2.3	2.5	2.4	2.3	2.4	2.4
Wholesale trade.....	85	73	87	94	103	69	1.5	1.2	1.5	1.6	1.8	1.2
Retail trade.....	464	493	460	432	469	474	2.9	3.1	2.9	2.7	2.9	3.0
Transportation, warehousing, and utilities.....	84	114	108	97	85	110	1.5	2.0	1.9	1.7	1.5	2.0
Information.....	41	42	35	49	42	49	1.5	1.5	1.3	1.8	1.5	1.8
Financial activities.....	138	91	85	78	123	87	1.7	1.1	1.0	0.9	1.5	1.0
Finance and insurance.....	101	65	66	59	80	58	1.7	1.0	1.1	0.9	1.3	0.9
Real estate and rental and leasing <sup>3</sup> ...	37	27	19	19	43	28	1.7	1.2	0.9	0.9	2.0	1.3
Professional and business services.....	597	617	635	672	625	610	3.0	3.0	3.1	3.3	3.1	3.0
Education and health services.....	383	396	395	409	438	382	1.7	1.7	1.7	1.8	1.9	1.7
Educational services.....	43	43	44	41	45	41	1.2	1.2	1.2	1.1	1.2	1.1
Health care and social assistance.....	340	353	351	367	394	341	1.8	1.8	1.8	1.9	2.0	1.8
Leisure and hospitality.....	676	668	693	688	662	663	4.4	4.3	4.4	4.4	4.2	4.2
Arts, entertainment, and recreation... ..	72	69	77	73	70	72	3.2	3.1	3.4	3.2	3.1	3.2
Accommodation and food services... ..	604	600	616	615	593	591	4.6	4.5	4.6	4.6	4.4	4.4
Other services <sup>3</sup> .....	88	112	83	86	123	106	1.6	2.0	1.5	1.5	2.1	1.8
Government.....	158	167	171	170	175	168	0.7	0.7	0.8	0.8	0.8	0.8
Federal.....	14	12	17	15	15	14	0.5	0.4	0.6	0.5	0.5	0.5
State and local.....	144	155	154	155	161	154	0.7	0.8	0.8	0.8	0.8	0.8
State and local education.....	73	75	80	70	75	72	0.7	0.7	0.8	0.7	0.7	0.7
State and local, excluding education.....	71	80	73	85	86	82	0.8	0.9	0.8	0.9	0.9	0.9
<b>REGION<sup>4</sup></b>												
Northeast.....	428	434	475	440	430	428	1.6	1.6	1.8	1.6	1.6	1.6
South.....	1,166	1,229	1,207	1,250	1,248	1,244	2.2	2.3	2.3	2.4	2.4	2.3
Midwest.....	717	692	695	664	719	731	2.2	2.1	2.2	2.1	2.2	2.3
West.....	673	723	703	730	789	681	2.1	2.2	2.1	2.2	2.4	2.0

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

<sup>4</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	1,834	1,593	1,660	1,624	1,659	1,584	1.3	1.1	1.1	1.1	1.1	1.1
<b>INDUSTRY</b>												
Total private.....	1,713	1,482	1,539	1,525	1,555	1,475	1.4	1.2	1.3	1.2	1.3	1.2
Mining and logging <sup>3</sup> .....	28	11	8	6	16	13	3.9	1.7	1.2	0.9	2.4	1.9
Construction.....	226	180	153	214	177	146	3.4	2.7	2.3	3.2	2.6	2.1
Manufacturing.....	119	94	99	100	103	86	1.0	0.8	0.8	0.8	0.8	0.7
Durable goods.....	80	56	57	57	55	45	1.0	0.7	0.7	0.7	0.7	0.6
Nondurable goods.....	38	38	42	43	48	41	0.8	0.8	0.9	0.9	1.0	0.9
Trade, transportation, and utilities.....	307	268	293	247	289	303	1.1	1.0	1.1	0.9	1.1	1.1
Wholesale trade <sup>3</sup> .....	42	35	32	36	39	41	0.7	0.6	0.6	0.6	0.7	0.7
Retail trade.....	194	167	188	142	155	212	1.2	1.1	1.2	0.9	1.0	1.3
Transportation, warehousing, and utilities.....	71	66	73	69	94	50	1.3	1.2	1.3	1.2	1.7	0.9
Information.....	21	20	27	23	27	25	0.7	0.7	1.0	0.8	1.0	0.9
Financial activities.....	61	54	53	61	50	66	0.7	0.6	0.6	0.7	0.6	0.8
Finance and insurance.....	40	22	32	29	30	45	0.7	0.4	0.5	0.5	0.5	0.7
Real estate and rental and leasing. . .	21	32	21	32	19	21	1.0	1.5	1.0	1.5	0.9	1.0
Professional and business services. . . .	420	377	384	401	383	363	2.1	1.9	1.9	2.0	1.9	1.8
Education and health services.....	155	162	183	142	132	130	0.7	0.7	0.8	0.6	0.6	0.6
Educational services.....	48	26	26	28	31	16	1.4	0.7	0.7	0.8	0.9	0.4
Health care and social assistance. . . .	106	136	157	114	102	114	0.6	0.7	0.8	0.6	0.5	0.6
Leisure and hospitality.....	312	268	259	256	296	269	2.0	1.7	1.6	1.6	1.9	1.7
Arts, entertainment, and recreation. . .	54	84	66	81	60	64	2.4	3.7	2.9	3.6	2.7	2.8
Accommodation and food services. . .	259	184	194	175	235	205	1.9	1.4	1.4	1.3	1.7	1.5
Other services.....	65	47	79	75	83	74	1.1	0.8	1.4	1.3	1.4	1.3
Government.....	122	111	121	99	104	109	0.6	0.5	0.5	0.4	0.5	0.5
Federal.....	13	11	13	13	13	10	0.5	0.4	0.5	0.5	0.5	0.3
State and local.....	108	100	108	86	91	99	0.6	0.5	0.6	0.4	0.5	0.5
State and local education.....	64	39	50	40	51	63	0.6	0.4	0.5	0.4	0.5	0.6
State and local, excluding education.....	44	61	57	46	39	37	0.5	0.7	0.6	0.5	0.4	0.4
<b>REGION<sup>4</sup></b>												
Northeast.....	350	299	307	310	340	350	1.3	1.1	1.1	1.2	1.3	1.3
South.....	700	576	608	566	573	576	1.3	1.1	1.2	1.1	1.1	1.1
Midwest.....	388	362	355	387	383	292	1.2	1.1	1.1	1.2	1.2	0.9
West.....	396	357	390	361	362	366	1.2	1.1	1.2	1.1	1.1	1.1

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.<sup>2</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.<sup>3</sup> No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.<sup>4</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	365	370	334	375	402	404	0.3	0.3	0.2	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private.....	305	305	272	314	342	339	0.3	0.2	0.2	0.3	0.3	0.3
Mining and logging.....	3	6	4	4	3	4	0.4	1.0	0.6	0.6	0.4	0.6
Construction <sup>3</sup> .....	12	15	19	20	32	23	0.2	0.2	0.3	0.3	0.5	0.3
Manufacturing.....	28	23	23	23	24	24	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	15	15	16	17	13	16	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods <sup>3</sup> .....	13	8	8	6	11	8	0.3	0.2	0.2	0.1	0.2	0.2
Trade, transportation, and utilities.....	106	100	69	88	66	78	0.4	0.4	0.3	0.3	0.2	0.3
Wholesale trade.....	10	13	9	13	7	15	0.2	0.2	0.2	0.2	0.1	0.3
Retail trade.....	84	71	49	57	46	52	0.5	0.4	0.3	0.4	0.3	0.3
Transportation, warehousing, and utilities <sup>3</sup> .....	12	15	10	18	13	11	0.2	0.3	0.2	0.3	0.2	0.2
Information <sup>3</sup> .....	11	14	11	10	18	11	0.4	0.5	0.4	0.4	0.7	0.4
Financial activities.....	25	16	23	23	26	29	0.3	0.2	0.3	0.3	0.3	0.3
Finance and insurance.....	22	12	22	20	23	25	0.4	0.2	0.4	0.3	0.4	0.4
Real estate and rental and leasing <sup>3</sup> ...	3	3	1	4	3	4	0.2	0.1	0.0	0.2	0.1	0.2
Professional and business services.....	55	56	50	59	61	62	0.3	0.3	0.2	0.3	0.3	0.3
Education and health services.....	29	34	32	45	68	52	0.1	0.1	0.1	0.2	0.3	0.2
Educational services <sup>3</sup> .....	2	3	2	4	7	3	0.1	0.1	0.0	0.1	0.2	0.1
Health care and social assistance <sup>3</sup> ...	27	31	30	41	61	49	0.1	0.2	0.2	0.2	0.3	0.3
Leisure and hospitality.....	29	30	34	30	29	42	0.2	0.2	0.2	0.2	0.2	0.3
Arts, entertainment, and recreation <sup>3</sup> ...	3	2	2	3	5	3	0.1	0.1	0.1	0.1	0.2	0.1
Accommodation and food services <sup>3</sup> ...	26	28	33	27	24	39	0.2	0.2	0.2	0.2	0.2	0.3
Other services <sup>3</sup> .....	7	11	7	12	14	15	0.1	0.2	0.1	0.2	0.2	0.3
Government.....	59	64	63	62	60	65	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	12	13	12	13	10	8	0.4	0.4	0.4	0.5	0.4	0.3
State and local.....	48	52	51	49	49	56	0.2	0.3	0.3	0.3	0.3	0.3
State and local education.....	23	23	24	23	25	31	0.2	0.2	0.2	0.2	0.2	0.3
State and local, excluding education.....	24	29	27	26	24	26	0.3	0.3	0.3	0.3	0.3	0.3
<b>REGION<sup>4</sup></b>												
Northeast.....	46	63	66	62	70	70	0.2	0.2	0.2	0.2	0.3	0.3
South.....	139	147	132	150	171	166	0.3	0.3	0.3	0.3	0.3	0.3
Midwest.....	62	87	63	77	75	74	0.2	0.3	0.2	0.2	0.2	0.2
West.....	117	73	73	86	87	94	0.4	0.2	0.2	0.3	0.3	0.3

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

<sup>4</sup> 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.

<sup>p</sup> 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.

**Table 7. Job openings levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	5,412	5,557	5,592	3.7	3.7	3.7
<b>INDUSTRY</b>						
Total private.....	4,957	5,086	5,104	4.0	4.0	4.0
Mining and logging.....	8	25	18	1.2	3.6	2.7
Construction.....	193	142	169	3.0	2.2	2.5
Manufacturing.....	306	361	364	2.4	2.9	2.9
Durable goods.....	158	206	209	2.0	2.6	2.6
Nondurable goods.....	148	155	155	3.1	3.3	3.2
Trade, transportation, and utilities.....	935	887	843	3.4	3.2	3.0
Wholesale trade.....	197	201	193	3.3	3.3	3.2
Retail trade.....	559	508	474	3.5	3.1	2.9
Transportation, warehousing, and utilities.....	180	177	175	3.2	3.1	3.1
Information.....	86	73	69	3.0	2.6	2.4
Financial activities.....	312	409	346	3.7	4.7	4.0
Finance and insurance.....	221	268	270	3.5	4.1	4.2
Real estate and rental and leasing.....	90	140	77	4.2	6.1	3.5
Professional and business services.....	1,106	1,070	985	5.3	5.1	4.6
Education and health services.....	1,003	1,236	1,218	4.3	5.2	5.0
Educational services.....	110	93	120	2.9	2.6	3.1
Health care and social assistance.....	893	1,143	1,099	4.5	5.6	5.4
Leisure and hospitality.....	773	643	825	4.9	4.1	5.2
Arts, entertainment, and recreation.....	63	80	89	3.1	3.9	4.2
Accommodation and food services.....	710	563	736	5.2	4.1	5.3
Other services.....	235	241	267	4.0	4.1	4.5
Government.....	455	470	489	2.0	2.1	2.1
Federal.....	87	82	78	3.0	2.8	2.7
State and local.....	368	388	411	1.8	2.0	2.0
State and local education.....	126	139	129	1.2	1.3	1.2
State and local, excluding education.....	242	249	283	2.6	2.7	3.0
<b>REGION<sup>3</sup></b>						
Northeast.....	804	973	1,069	3.0	3.5	3.9
South.....	2,111	2,031	2,052	3.9	3.7	3.8
Midwest.....	1,237	1,270	1,260	3.8	3.8	3.8
West.....	1,260	1,282	1,211	3.7	3.8	3.5

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	4,521	5,226	4,408	3.2	3.6	3.1
<b>INDUSTRY</b>						
Total private.....	4,262	4,908	4,152	3.6	4.1	3.4
Mining and logging.....	17	35	32	2.4	5.4	4.8
Construction.....	298	356	315	4.8	5.6	4.9
Manufacturing.....	252	322	270	2.0	2.6	2.2
Durable goods.....	153	180	138	2.0	2.3	1.8
Nondurable goods.....	99	142	132	2.2	3.1	2.9
Trade, transportation, and utilities.....	895	862	848	3.3	3.2	3.1
Wholesale trade.....	124	154	119	2.1	2.6	2.0
Retail trade.....	636	520	592	4.1	3.3	3.8
Transportation, warehousing, and utilities.....	135	188	138	2.5	3.4	2.5
Information.....	66	94	70	2.4	3.5	2.5
Financial activities.....	190	245	151	2.3	2.9	1.8
Finance and insurance.....	138	170	101	2.3	2.7	1.6
Real estate and rental and leasing.....	52	75	50	2.5	3.5	2.4
Professional and business services.....	969	1,239	954	4.9	6.2	4.7
Education and health services.....	543	675	520	2.4	3.0	2.3
Educational services.....	85	75	63	2.3	2.2	1.7
Health care and social assistance.....	458	600	457	2.4	3.1	2.4
Leisure and hospitality.....	869	848	797	5.8	5.6	5.3
Arts, entertainment, and recreation.....	98	109	98	5.0	5.5	4.9
Accommodation and food services.....	770	740	699	6.0	5.7	5.3
Other services.....	164	230	194	2.9	4.1	3.4
Government.....	259	318	256	1.2	1.4	1.1
Federal.....	35	43	25	1.3	1.5	0.9
State and local.....	225	275	231	1.1	1.4	1.2
State and local education.....	109	153	117	1.0	1.5	1.1
State and local, excluding education.....	116	122	114	1.3	1.4	1.3
<b>REGION<sup>3</sup></b>						
Northeast.....	642	825	676	2.4	3.1	2.5
South.....	1,823	2,139	1,815	3.5	4.1	3.5
Midwest.....	1,014	1,074	909	3.2	3.4	2.8
West.....	1,043	1,188	1,008	3.2	3.6	3.1

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	4,226	5,776	4,138	3.0	4.0	2.9
<b>INDUSTRY</b>						
Total private.....	4,018	5,453	3,930	3.4	4.5	3.2
Mining and logging.....	40	33	32	5.8	5.0	4.7
Construction.....	280	403	276	4.5	6.3	4.3
Manufacturing.....	268	310	249	2.2	2.5	2.0
Durable goods.....	170	174	132	2.2	2.3	1.7
Nondurable goods.....	98	136	117	2.1	3.0	2.5
Trade, transportation, and utilities.....	896	1,365	884	3.4	5.0	3.3
Wholesale trade.....	121	158	109	2.1	2.7	1.9
Retail trade.....	649	856	646	4.2	5.4	4.1
Transportation, warehousing, and utilities.....	125	351	129	2.3	6.3	2.3
Information.....	61	110	72	2.2	4.0	2.6
Financial activities.....	177	231	146	2.2	2.8	1.7
Finance and insurance.....	121	155	97	2.0	2.5	1.6
Real estate and rental and leasing.....	56	76	49	2.7	3.6	2.3
Professional and business services.....	942	1,172	905	4.8	5.8	4.5
Education and health services.....	452	657	461	2.0	2.9	2.0
Educational services.....	50	75	33	1.4	2.2	0.9
Health care and social assistance.....	402	582	429	2.1	3.0	2.2
Leisure and hospitality.....	758	957	727	5.1	6.4	4.8
Arts, entertainment, and recreation.....	74	106	76	3.7	5.3	3.8
Accommodation and food services.....	684	851	651	5.3	6.5	5.0
Other services.....	144	214	177	2.6	3.8	3.1
Government.....	208	323	208	0.9	1.5	0.9
Federal.....	30	68	24	1.1	2.4	0.8
State and local.....	177	255	184	0.9	1.3	0.9
State and local education.....	77	120	81	0.7	1.2	0.7
State and local, excluding education.....	101	135	104	1.1	1.5	1.2
<b>REGION<sup>3</sup></b>						
Northeast.....	625	965	649	2.4	3.6	2.4
South.....	1,670	2,170	1,651	3.2	4.2	3.1
Midwest.....	951	1,316	899	3.0	4.1	2.8
West.....	980	1,325	938	3.0	4.1	2.8

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	2,465	3,172	2,550	1.7	2.2	1.8
<b>INDUSTRY</b>						
Total private.....	2,353	3,019	2,432	2.0	2.5	2.0
Mining and logging.....	10	12	16	1.5	1.8	2.3
Construction.....	74	132	134	1.2	2.1	2.1
Manufacturing.....	130	166	153	1.1	1.4	1.2
Durable goods.....	75	94	77	1.0	1.2	1.0
Nondurable goods.....	54	73	76	1.2	1.6	1.6
Trade, transportation, and utilities.....	530	697	547	2.0	2.6	2.0
Wholesale trade.....	73	110	57	1.3	1.9	1.0
Retail trade.....	391	506	401	2.5	3.2	2.6
Transportation, warehousing, and utilities.....	66	81	89	1.2	1.5	1.6
Information.....	34	48	43	1.2	1.8	1.6
Financial activities.....	114	127	72	1.4	1.5	0.9
Finance and insurance.....	77	84	44	1.3	1.3	0.7
Real estate and rental and leasing.....	37	43	28	1.8	2.0	1.3
Professional and business services.....	522	636	531	2.7	3.2	2.6
Education and health services.....	322	458	319	1.4	2.0	1.4
Educational services.....	27	42	24	0.7	1.2	0.6
Health care and social assistance.....	295	416	296	1.6	2.2	1.5
Leisure and hospitality.....	527	621	512	3.5	4.1	3.4
Arts, entertainment, and recreation.....	46	54	46	2.3	2.7	2.3
Accommodation and food services.....	481	567	467	3.7	4.3	3.5
Other services.....	88	123	106	1.6	2.2	1.9
Government.....	112	153	117	0.5	0.7	0.5
Federal.....	12	16	12	0.4	0.6	0.4
State and local.....	100	137	106	0.5	0.7	0.5
State and local education.....	42	62	41	0.4	0.6	0.4
State and local, excluding education.....	58	75	64	0.6	0.8	0.7
<b>REGION<sup>3</sup></b>						
Northeast.....	341	446	333	1.3	1.7	1.2
South.....	973	1,256	1,041	1.9	2.4	2.0
Midwest.....	582	682	607	1.8	2.1	1.9
West.....	569	787	569	1.8	2.4	1.7

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	1,427	2,133	1,217	1.0	1.5	0.8
<b>INDUSTRY</b>						
Total private.....	1,370	2,029	1,168	1.1	1.7	1.0
Mining and logging.....	28	16	13	4.0	2.5	1.9
Construction.....	193	239	119	3.1	3.7	1.8
Manufacturing.....	113	116	74	0.9	0.9	0.6
Durable goods.....	82	63	42	1.1	0.8	0.5
Nondurable goods.....	31	52	33	0.7	1.1	0.7
Trade, transportation, and utilities.....	258	585	259	1.0	2.1	1.0
Wholesale trade.....	42	39	41	0.7	0.7	0.7
Retail trade.....	169	289	188	1.1	1.8	1.2
Transportation, warehousing, and utilities.....	47	257	30	0.9	4.6	0.5
Information.....	16	44	19	0.6	1.6	0.7
Financial activities.....	44	68	51	0.5	0.8	0.6
Finance and insurance.....	28	38	35	0.5	0.6	0.6
Real estate and rental and leasing.....	16	30	16	0.8	1.4	0.8
Professional and business services.....	367	446	313	1.9	2.2	1.5
Education and health services.....	101	131	91	0.4	0.6	0.4
Educational services.....	21	26	6	0.6	0.7	0.2
Health care and social assistance.....	80	105	85	0.4	0.5	0.4
Leisure and hospitality.....	202	307	173	1.4	2.0	1.1
Arts, entertainment, and recreation.....	25	47	28	1.3	2.4	1.4
Accommodation and food services.....	176	260	146	1.4	2.0	1.1
Other services.....	49	78	57	0.9	1.4	1.0
Government.....	57	104	49	0.3	0.5	0.2
Federal.....	9	34	6	0.3	1.2	0.2
State and local.....	48	70	43	0.2	0.4	0.2
State and local education.....	24	39	25	0.2	0.4	0.2
State and local, excluding education.....	23	31	18	0.3	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	241	432	249	0.9	1.6	0.9
South.....	566	721	459	1.1	1.4	0.9
Midwest.....	313	534	230	1.0	1.7	0.7
West.....	307	446	280	0.9	1.4	0.8

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>	Feb. 2016	Jan. 2017	Feb. 2017 <sup>p</sup>
Total.....	335	471	371	0.2	0.3	0.3
<b>INDUSTRY</b>						
Total private.....	296	404	329	0.2	0.3	0.3
Mining and logging.....	2	4	3	0.3	0.7	0.5
Construction.....	12	32	23	0.2	0.5	0.4
Manufacturing.....	26	28	22	0.2	0.2	0.2
Durable goods.....	13	17	14	0.2	0.2	0.2
Nondurable goods.....	13	11	8	0.3	0.2	0.2
Trade, transportation, and utilities.....	108	83	78	0.4	0.3	0.3
Wholesale trade.....	7	9	12	0.1	0.2	0.2
Retail trade.....	89	60	56	0.6	0.4	0.4
Transportation, warehousing, and utilities.....	12	13	11	0.2	0.2	0.2
Information.....	11	18	11	0.4	0.7	0.4
Financial activities.....	19	36	23	0.2	0.4	0.3
Finance and insurance.....	16	33	18	0.3	0.5	0.3
Real estate and rental and leasing.....	3	3	4	0.2	0.1	0.2
Professional and business services.....	53	90	61	0.3	0.5	0.3
Education and health services.....	29	68	52	0.1	0.3	0.2
Educational services.....	2	7	3	0.1	0.2	0.1
Health care and social assistance.....	27	61	49	0.1	0.3	0.3
Leisure and hospitality.....	29	29	42	0.2	0.2	0.3
Arts, entertainment, and recreation.....	3	5	3	0.2	0.3	0.1
Accommodation and food services.....	26	24	39	0.2	0.2	0.3
Other services.....	7	14	15	0.1	0.2	0.3
Government.....	39	66	41	0.2	0.3	0.2
Federal.....	9	18	6	0.3	0.6	0.2
State and local.....	30	49	35	0.2	0.3	0.2
State and local education.....	10	20	14	0.1	0.2	0.1
State and local, excluding education.....	20	29	21	0.2	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	44	86	67	0.2	0.3	0.2
South.....	131	193	152	0.3	0.4	0.3
Midwest.....	56	100	63	0.2	0.3	0.2
West.....	104	92	89	0.3	0.3	0.3

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> 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.

<sup>p</sup> 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.