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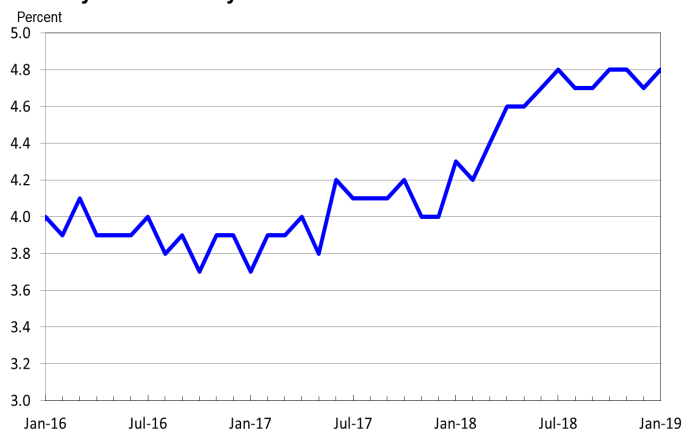
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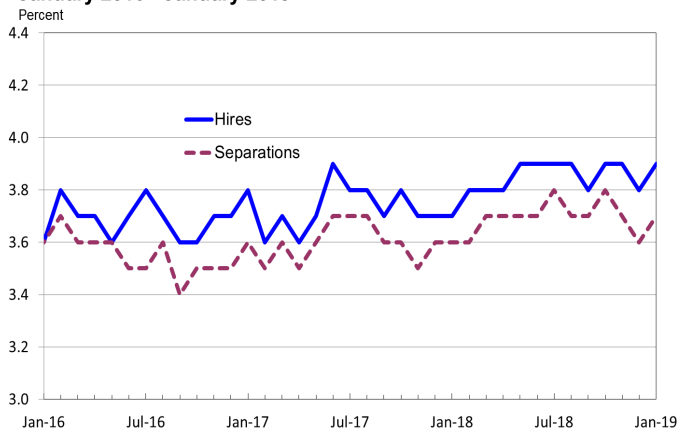
## JOB OPENINGS AND LABOR TURNOVER – JANUARY 2019

The number of job openings was little changed at 7.6 million on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.8 million and 5.6 million, respectively. Within separations, the quits rate was unchanged at 2.3 percent and the layoffs and discharges rate was little changed 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. The release also includes 2018 annual estimates for hires and separations. The annual number of hires at 68.9 million and the annual number of quits at 40.1 million increased in 2018. The annual number of layoffs and discharges at 21.9 million edged up in 2018.

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



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



### Job Openings

On the last business day of January, the **job openings** level was little changed at 7.6 million. The job openings rate was 4.8 percent. The number of job openings was little changed for total private and increased for government (+59,000). Job openings increased in a number of industries, with the largest increases in wholesale trade (+91,000), real estate and rental and leasing (+60,000), and information

#### Revisions and Methodology Change

Job openings, hires, and separations have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Additionally, a new methodology for item imputation has been implemented. See the revision section at the end of this release for more information.

(+42,000). The job openings level decreased in other services (-98,000), retail trade (-97,000), and arts, entertainment, and recreation (-40,000). The number of job openings was little changed in all four regions. (See table 1.)

## Hires

The number of **hires** was little changed at 5.8 million in January. The hires rate was 3.9 percent. The hires level was little changed for total private and for government. The number of hires was little changed in all industries and all four regions. (See table 2.)

## Separations

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

The number of **total separations** was little changed at 5.6 million in January. The total separations rate was 3.7 percent. The number of total separations was little changed for total private and for government. Total separations increased in real estate and rental and leasing (+20,000) but decreased in federal government (-11,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was little changed in January at 3.5 million. The quits rate was 2.3 percent. The quits level was little changed for total private but increased for government (+20,000). Quits increased in arts, entertainment, and recreation (+19,000) and in state and local government education (+17,000). Quits decreased in federal government (-6,000). The number of quits was little changed in all four regions. (See table 4.)

The number of **layoffs and discharges** was little changed in January at 1.7 million. The layoffs and discharges rate was 1.1 percent. The layoffs and discharges level was little changed for total private and for government. The number of layoffs and discharges was little changed in all industries and in all four regions. (See table 5.)

The number of **other separations** was little changed in January. The other separations level was little changed for total private and decreased for government (-10,000). Other separations increased in transportation, warehousing, and utilities (+8,000) but decreased in federal government (-6,000). 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 January, hires totaled 69.2 million and separations totaled 66.3 million, yielding a net employment gain of 2.8 million. These totals include workers who may have been hired and separated more than once during the year.

## **Annual Levels and Rates**

Calculating annual levels and rates allows additional comparisons across years. Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 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. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Note that 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.

In 2018, there were 68.9 million hires, an increase of 3.3 million from 2017. Total separations (the sum of quits, layoffs and discharges, and other separations) rose by 2.6 million in 2018 to 66.1 million. Quits rose for the ninth consecutive year reaching 40.1 million in 2018, up by 2.4 million. Quits comprised 61 percent of total separations. Layoffs and discharges edged up by 307,000 in 2018 to 21.9 million and comprised 33 percent of total separations. Other separations edged down by 44,000 in 2018 to 4.1 million and comprised 6 percent of total separations. (See tables 13 through 22.)

The annual hires for 2018 was 46.3 percent of the annual average CES employment level. This rate has been trending upwards since 2009. The annual total separations rate for 2018 was 44.3 percent. The annual rates for the components of total separations were 26.9 percent for quits, 14.7 percent for layoffs and discharges, and 2.8 percent for other separations.

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**The Job Openings and Labor Turnover Survey results for February 2019 are scheduled to be released on Tuesday, April 9, 2019 at 10:00 a.m. (EDT).**

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

Category	Job openings			Hires			Total separations		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>P</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>P</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	6,591	7,479	7,581	5,525	5,717	5,801	5,317	5,469	5,550
Total private.....	6,025	6,860	6,902	5,194	5,353	5,430	4,983	5,122	5,190
Mining and logging <sup>1</sup> .....	26	29	40	34	39	38	30	34	33
Construction <sup>1</sup> .....	245	299	302	354	399	428	329	369	391
Manufacturing.....	436	435	452	365	351	356	347	342	342
Durable goods <sup>1</sup> .....	261	298	305	217	186	186	201	175	170
Nondurable goods <sup>1</sup> .....	175	137	146	148	165	170	146	167	172
Trade, transportation, and utilities.....	1,367	1,482	1,471	1,132	1,176	1,126	1,103	1,134	1,097
Wholesale trade.....	203	178	269	143	151	128	160	143	137
Retail trade.....	873	986	889	763	802	756	736	765	729
Transportation, warehousing, and utilities <sup>1</sup> .....	290	318	312	227	224	243	207	226	232
Information <sup>1</sup> .....	123	123	165	89	80	81	97	87	87
Financial activities.....	398	380	459	221	201	191	208	180	180
Finance and insurance.....	314	317	336	155	133	112	146	131	111
Real estate and rental and leasing <sup>1</sup> .....	85	63	123	66	67	78	63	49	69
Professional and business services.....	1,124	1,391	1,343	1,092	1,144	1,128	1,028	1,116	1,089
Education and health services.....	1,175	1,348	1,393	693	717	730	626	652	674
Educational services <sup>1</sup> .....	123	91	120	112	124	108	92	101	98
Health care and social assistance.....	1,052	1,258	1,273	581	593	622	534	551	577
Leisure and hospitality.....	926	1,102	1,105	1,014	1,037	1,110	1,019	1,007	1,065
Arts, entertainment, and recreation.....	93	154	114	173	154	183	170	153	155
Accommodation and food services.....	832	948	991	840	883	927	850	853	910
Other services.....	205	271	173	201	209	241	196	201	233
Government.....	566	619	678	330	364	372	334	347	359
Federal <sup>1</sup> .....	115	87	122	32	36	36	30	44	33
State and local.....	452	532	556	298	328	335	304	304	326
State and local education.....	173	229	223	149	176	166	155	163	166
State and local, excluding education <sup>1</sup> .....	279	304	333	150	152	170	149	141	161
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	4.3	4.7	4.8	3.7	3.8	3.9	3.6	3.6	3.7
Total private.....	4.6	5.1	5.1	4.1	4.2	4.2	4.0	4.0	4.1
Mining and logging <sup>1</sup> .....	3.6	3.8	5.0	4.9	5.1	5.0	4.2	4.5	4.3
Construction <sup>1</sup> .....	3.3	3.9	3.9	5.0	5.4	5.7	4.6	5.0	5.2
Manufacturing.....	3.4	3.3	3.4	2.9	2.7	2.8	2.8	2.7	2.7
Durable goods <sup>1</sup> .....	3.2	3.6	3.6	2.8	2.3	2.3	2.6	2.2	2.1
Nondurable goods <sup>1</sup> .....	3.6	2.8	3.0	3.1	3.5	3.6	3.1	3.5	3.6
Trade, transportation, and utilities.....	4.7	5.1	5.0	4.1	4.2	4.0	4.0	4.1	3.9
Wholesale trade.....	3.4	2.9	4.4	2.4	2.6	2.2	2.7	2.4	2.3
Retail trade.....	5.2	5.9	5.3	4.8	5.1	4.8	4.7	4.8	4.6
Transportation, warehousing, and utilities <sup>1</sup> .....	4.7	5.0	4.9	3.9	3.7	4.0	3.5	3.7	3.8
Information <sup>1</sup> .....	4.2	4.2	5.5	3.2	2.8	2.9	3.5	3.1	3.1
Financial activities.....	4.5	4.2	5.0	2.6	2.3	2.2	2.5	2.1	2.1
Finance and insurance.....	4.8	4.8	5.0	2.5	2.1	1.8	2.3	2.1	1.8
Real estate and rental and leasing <sup>1</sup> .....	3.7	2.7	5.1	2.9	2.9	3.4	2.8	2.1	3.0
Professional and business services.....	5.1	6.1	5.9	5.3	5.4	5.3	5.0	5.3	5.1
Education and health services.....	4.8	5.3	5.5	3.0	3.0	3.0	2.7	2.7	2.8
Educational services <sup>1</sup> .....	3.2	2.4	3.1	3.0	3.3	2.9	2.5	2.7	2.6
Health care and social assistance.....	5.1	5.9	5.9	2.9	2.9	3.1	2.7	2.7	2.9
Leisure and hospitality.....	5.4	6.2	6.2	6.3	6.3	6.7	6.3	6.1	6.4
Arts, entertainment, and recreation.....	3.8	5.9	4.4	7.3	6.3	7.4	7.2	6.3	6.3
Accommodation and food services.....	5.7	6.3	6.5	6.1	6.3	6.6	6.1	6.0	6.4
Other services.....	3.4	4.4	2.9	3.5	3.6	4.1	3.4	3.4	4.0

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Government.....	2.5	2.7	2.9	1.5	1.6	1.7	1.5	1.5	1.6
Federal <sup>1</sup> .....	3.9	3.0	4.2	1.1	1.3	1.3	1.1	1.6	1.2
State and local.....	2.3	2.6	2.7	1.5	1.7	1.7	1.6	1.5	1.7
State and local education.....	1.6	2.1	2.1	1.4	1.7	1.6	1.5	1.6	1.6
State and local, excluding education <sup>1</sup> ....	3.0	3.2	3.5	1.6	1.6	1.8	1.6	1.5	1.7

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.

## Revisions to Job Openings and Labor Turnover Data

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES) survey employment estimates. The JOLTS employment levels (not published) are ratio adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The result is the revision of 21 months of not seasonally adjusted data. Additionally, new seasonal factors have been developed based on the full revised JOLTS series and have been applied to the data from January 2014 forward. Also effective with this release, JOLTS has implemented a new methodology for item imputation.

Tables B through G below present revised total nonfarm data for January through December 2018. The December 2018 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for December 2000 through December 2017 will be available later today on the JOLTS website. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables and data can be accessed through the JOLTS homepage at [www.bls.gov/jlt/](http://www.bls.gov/jlt/).

**Table B. Revisions in job openings data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2018</b>						
January.....	6,230	6,591	361	4.0	4.3	0.3
February.....	6,074	6,530	456	3.9	4.2	.3
March.....	6,638	6,894	256	4.3	4.4	.1
April.....	6,840	7,106	266	4.4	4.6	.2
May.....	6,659	7,126	467	4.3	4.6	.3
June.....	6,822	7,393	571	4.4	4.7	.3
July.....	7,077	7,442	365	4.5	4.8	.3
August.....	7,293	7,342	49	4.7	4.7	.0
September.....	6,960	7,392	432	4.4	4.7	.3
October.....	7,131	7,593	462	4.5	4.8	.3
November.....	7,166	7,626	460	4.6	4.8	.2
December.....	7,335	7,479	144	4.7	4.7	.0

**Table C. Revisions in hires data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2018</b>						
January.....	5,568	5,525	-43	3.8	3.7	-0.1
February.....	5,503	5,594	91	3.7	3.8	.1
March.....	5,476	5,625	149	3.7	3.8	.1
April.....	5,581	5,694	113	3.8	3.8	.0
May.....	5,747	5,862	115	3.9	3.9	.0
June.....	5,677	5,833	156	3.8	3.9	.1
July.....	5,713	5,833	120	3.8	3.9	.1
August.....	5,906	5,826	-80	4.0	3.9	-.1
September.....	5,696	5,670	-26	3.8	3.8	.0
October.....	5,928	5,877	-51	4.0	3.9	-.1
November.....	5,812	5,821	9	3.9	3.9	.0
December.....	5,907	5,717	-190	3.9	3.8	-.1

**Table D. Revisions in total separations data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2018</b>						
January.....	5,319	5,317	-2	3.6	3.6	0.0
February.....	5,172	5,270	98	3.5	3.6	.1
March.....	5,321	5,446	125	3.6	3.7	.1
April.....	5,424	5,467	43	3.7	3.7	.0
May.....	5,419	5,502	83	3.6	3.7	.1
June.....	5,514	5,565	51	3.7	3.7	.0
July.....	5,596	5,675	79	3.8	3.8	.0
August.....	5,779	5,600	-179	3.9	3.7	-.2
September.....	5,641	5,558	-83	3.8	3.7	-.1
October.....	5,621	5,642	21	3.8	3.8	.0
November.....	5,563	5,597	34	3.7	3.7	.0
December.....	5,545	5,469	-76	3.7	3.6	-.1

**Table E. Revisions in quits data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2018</b>						
January.....	3,191	3,022	-169	2.2	2.0	-0.2
February.....	3,208	3,176	-32	2.2	2.1	-.1
March.....	3,387	3,300	-87	2.3	2.2	-.1
April.....	3,349	3,339	-10	2.3	2.2	-.1
May.....	3,480	3,342	-138	2.3	2.2	-.1
June.....	3,477	3,354	-123	2.3	2.3	.0
July.....	3,608	3,443	-165	2.4	2.3	-.1
August.....	3,648	3,473	-175	2.4	2.3	-.1
September.....	3,564	3,393	-171	2.4	2.3	-.1
October.....	3,519	3,469	-50	2.3	2.3	.0
November.....	3,494	3,379	-115	2.3	2.3	.0
December.....	3,482	3,391	-91	2.3	2.3	.0

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

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2018</b>						
January.....	1,784	1,934	150	1.2	1.3	0.1
February.....	1,619	1,763	144	1.1	1.2	.1
March.....	1,546	1,771	225	1.0	1.2	.2
April.....	1,731	1,788	57	1.2	1.2	.0
May.....	1,618	1,811	193	1.1	1.2	.1
June.....	1,652	1,843	191	1.1	1.2	.1
July.....	1,622	1,859	237	1.1	1.2	.1
August.....	1,790	1,809	19	1.2	1.2	.0
September.....	1,707	1,818	111	1.1	1.2	.1
October.....	1,761	1,855	94	1.2	1.2	.0
November.....	1,753	1,889	136	1.2	1.3	.1
December.....	1,697	1,751	54	1.1	1.2	.1



**Table G. Revisions in other separations data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2018</b>						
January.....	344	361	17	0.2	0.2	0.0
February.....	346	331	-15	0.2	0.2	.0
March.....	387	375	-12	0.3	0.3	.0
April.....	344	340	-4	0.2	0.2	.0
May.....	321	349	28	0.2	0.2	.0
June.....	384	368	-16	0.3	0.2	-.1
July.....	365	373	8	0.2	0.2	.0
August.....	341	319	-22	0.2	0.2	.0
September.....	369	348	-21	0.2	0.2	.0
October.....	341	318	-23	0.2	0.2	.0
November.....	316	328	12	0.2	0.2	.0
December.....	366	327	-39	0.2	0.2	.0

# 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 2017 version of the North American Industry Classification System (NAICS).

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

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

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

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

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

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

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

### **Sample and estimation methodology**

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

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

### **JOLTS business birth/death model**

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

### **Seasonal adjustment**

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

### **Alignment procedure**

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

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

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

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. When a sample is surveyed rather than the entire population, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Sampling error estimates are available at [www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](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>					
	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	6,591	7,392	7,593	7,626	7,479	7,581	4.3	4.7	4.8	4.8	4.7	4.8
<b>INDUSTRY</b>												
Total private.....	6,025	6,771	6,956	6,962	6,860	6,902	4.6	5.1	5.2	5.2	5.1	5.1
Mining and logging <sup>3</sup> .....	26	34	36	35	29	40	3.6	4.3	4.6	4.4	3.8	5.0
Construction <sup>3</sup> .....	245	299	278	279	299	302	3.3	3.9	3.6	3.6	3.9	3.9
Manufacturing.....	436	469	500	501	435	452	3.4	3.6	3.8	3.8	3.3	3.4
Durable goods <sup>3</sup> .....	261	297	311	315	298	305	3.2	3.6	3.7	3.8	3.6	3.6
Nondurable goods <sup>3</sup> .....	175	171	189	185	137	146	3.6	3.5	3.8	3.7	2.8	3.0
Trade, transportation, and utilities.....	1,367	1,554	1,558	1,642	1,482	1,471	4.7	5.3	5.3	5.6	5.1	5.0
Wholesale trade.....	203	227	219	217	178	269	3.4	3.7	3.6	3.6	2.9	4.4
Retail trade.....	873	978	1,080	1,103	986	889	5.2	5.8	6.4	6.5	5.9	5.3
Transportation, warehousing, and utilities <sup>3</sup> .....	290	349	259	322	318	312	4.7	5.5	4.1	5.0	5.0	4.9
Information <sup>3</sup> .....	123	110	149	124	123	165	4.2	3.7	5.0	4.2	4.2	5.5
Financial activities.....	398	353	435	412	380	459	4.5	3.9	4.8	4.6	4.2	5.0
Finance and insurance.....	314	266	303	324	317	336	4.8	4.0	4.6	4.9	4.8	5.0
Real estate and rental and leasing <sup>3</sup> .....	85	88	132	88	63	123	3.7	3.7	5.5	3.7	2.7	5.1
Professional and business services.....	1,124	1,352	1,363	1,313	1,391	1,343	5.1	6.0	6.0	5.8	6.1	5.9
Education and health services.....	1,175	1,282	1,285	1,324	1,348	1,393	4.8	5.1	5.1	5.3	5.3	5.5
Educational services <sup>3</sup> .....	123	76	92	96	91	120	3.2	2.0	2.4	2.5	2.4	3.1
Health care and social assistance.....	1,052	1,206	1,192	1,228	1,258	1,273	5.1	5.7	5.6	5.8	5.9	5.9
Leisure and hospitality.....	926	1,074	1,039	1,050	1,102	1,105	5.4	6.2	5.9	6.0	6.2	6.2
Arts, entertainment, and recreation.....	93	100	94	102	154	114	3.8	4.0	3.7	4.0	5.9	4.4
Accommodation and food services.....	832	974	944	948	948	991	5.7	6.5	6.3	6.3	6.3	6.5
Other services.....	205	246	314	282	271	173	3.4	4.0	5.1	4.6	4.4	2.9
Government.....	566	621	637	665	619	678	2.5	2.7	2.8	2.9	2.7	2.9
Federal <sup>3</sup> .....	115	83	101	110	87	122	3.9	2.9	3.5	3.8	3.0	4.2
State and local.....	452	538	536	554	532	556	2.3	2.7	2.6	2.7	2.6	2.7
State and local education.....	173	220	231	230	229	223	1.6	2.1	2.2	2.1	2.1	2.1
State and local, excluding education <sup>3</sup> .....	279	318	304	325	304	333	3.0	3.3	3.2	3.4	3.2	3.5
<b>REGION<sup>4</sup></b>												
Northeast.....	1,141	1,269	1,277	1,284	1,230	1,272	4.0	4.4	4.4	4.4	4.3	4.4
South.....	2,358	2,720	2,862	2,878	2,848	2,847	4.2	4.7	5.0	5.0	4.9	4.9
Midwest.....	1,550	1,744	1,800	1,805	1,767	1,786	4.6	5.0	5.2	5.2	5.1	5.1
West.....	1,543	1,659	1,655	1,660	1,634	1,676	4.3	4.6	4.6	4.6	4.5	4.6

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.

**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>					
	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	5,525	5,670	5,877	5,821	5,717	5,801	3.7	3.8	3.9	3.9	3.8	3.9
<b>INDUSTRY</b>												
Total private.....	5,194	5,327	5,515	5,447	5,353	5,430	4.1	4.2	4.3	4.3	4.2	4.2
Mining and logging.....	34	42	37	32	39	38	4.9	5.6	4.9	4.2	5.1	5.0
Construction.....	354	378	363	393	399	428	5.0	5.1	4.9	5.3	5.4	5.7
Manufacturing.....	365	336	382	368	351	356	2.9	2.6	3.0	2.9	2.7	2.8
Durable goods.....	217	192	228	202	186	186	2.8	2.4	2.8	2.5	2.3	2.3
Nondurable goods.....	148	145	155	166	165	170	3.1	3.0	3.3	3.5	3.5	3.6
Trade, transportation, and utilities.....	1,132	1,158	1,225	1,183	1,176	1,126	4.1	4.2	4.4	4.3	4.2	4.0
Wholesale trade.....	143	141	163	186	151	128	2.4	2.4	2.8	3.2	2.6	2.2
Retail trade.....	763	797	785	744	802	756	4.8	5.0	5.0	4.7	5.1	4.8
Transportation, warehousing, and utilities.....	227	220	277	253	224	243	3.9	3.7	4.6	4.2	3.7	4.0
Information.....	89	89	85	97	80	81	3.2	3.2	3.0	3.4	2.8	2.9
Financial activities.....	221	223	170	213	201	191	2.6	2.6	2.0	2.5	2.3	2.2
Finance and insurance.....	155	148	102	135	133	112	2.5	2.3	1.6	2.1	2.1	1.8
Real estate and rental and leasing. . .	66	75	68	79	67	78	2.9	3.3	3.0	3.4	2.9	3.4
Professional and business services. . . .	1,092	1,129	1,200	1,136	1,144	1,128	5.3	5.3	5.7	5.4	5.4	5.3
Education and health services.....	693	669	715	692	717	730	3.0	2.8	3.0	2.9	3.0	3.0
Educational services.....	112	89	97	106	124	108	3.0	2.4	2.6	2.8	3.3	2.9
Health care and social assistance. . . .	581	580	618	586	593	622	2.9	2.9	3.1	2.9	2.9	3.1
Leisure and hospitality.....	1,014	1,086	1,114	1,085	1,037	1,110	6.3	6.6	6.8	6.6	6.3	6.7
Arts, entertainment, and recreation. . .	173	177	191	180	154	183	7.3	7.3	7.9	7.4	6.3	7.4
Accommodation and food services. . .	840	909	923	905	883	927	6.1	6.5	6.6	6.4	6.3	6.6
Other services.....	201	216	224	249	209	241	3.5	3.7	3.8	4.2	3.6	4.1
Government.....	330	343	362	375	364	372	1.5	1.5	1.6	1.7	1.6	1.7
Federal.....	32	37	37	44	36	36	1.1	1.3	1.3	1.6	1.3	1.3
State and local.....	298	306	325	331	328	335	1.5	1.6	1.7	1.7	1.7	1.7
State and local education.....	149	158	170	178	176	166	1.4	1.5	1.6	1.7	1.7	1.6
State and local, excluding education.....	150	148	155	153	152	170	1.6	1.6	1.7	1.7	1.6	1.8
<b>REGION<sup>3</sup></b>												
Northeast.....	846	814	870	924	871	863	3.1	3.0	3.2	3.3	3.2	3.1
South.....	2,183	2,310	2,394	2,268	2,204	2,334	4.0	4.2	4.4	4.1	4.0	4.2
Midwest.....	1,212	1,321	1,287	1,312	1,324	1,288	3.7	4.0	3.9	4.0	4.0	3.9
West.....	1,283	1,225	1,326	1,318	1,318	1,317	3.8	3.5	3.8	3.8	3.8	3.8

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.

**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>					
	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	5,317	5,558	5,642	5,597	5,469	5,550	3.6	3.7	3.8	3.7	3.6	3.7
<b>INDUSTRY</b>												
Total private.....	4,983	5,216	5,279	5,230	5,122	5,190	4.0	4.1	4.1	4.1	4.0	4.1
Mining and logging.....	30	37	31	35	34	33	4.2	5.0	4.2	4.6	4.5	4.3
Construction.....	329	361	344	380	369	391	4.6	4.9	4.7	5.2	5.0	5.2
Manufacturing.....	347	320	352	361	342	342	2.8	2.5	2.8	2.8	2.7	2.7
Durable goods.....	201	180	208	203	175	170	2.6	2.2	2.6	2.5	2.2	2.1
Nondurable goods.....	146	141	144	157	167	172	3.1	3.0	3.0	3.3	3.5	3.6
Trade, transportation, and utilities.....	1,103	1,174	1,195	1,141	1,134	1,097	4.0	4.2	4.3	4.1	4.1	3.9
Wholesale trade.....	160	135	154	165	143	137	2.7	2.3	2.6	2.8	2.4	2.3
Retail trade.....	736	838	801	741	765	729	4.7	5.3	5.1	4.7	4.8	4.6
Transportation, warehousing, and utilities.....	207	201	240	235	226	232	3.5	3.3	4.0	3.9	3.7	3.8
Information.....	97	92	68	88	87	87	3.5	3.3	2.4	3.1	3.1	3.1
Financial activities.....	208	209	166	195	180	180	2.5	2.4	1.9	2.3	2.1	2.1
Finance and insurance.....	146	143	104	132	131	111	2.3	2.3	1.6	2.1	2.1	1.8
Real estate and rental and leasing. ...	63	66	63	63	49	69	2.8	2.9	2.8	2.8	2.1	3.0
Professional and business services. ....	1,028	1,079	1,161	1,092	1,116	1,089	5.0	5.1	5.5	5.1	5.3	5.1
Education and health services.....	626	628	663	651	652	674	2.7	2.6	2.8	2.7	2.7	2.8
Educational services.....	92	95	99	101	101	98	2.5	2.5	2.7	2.7	2.7	2.6
Health care and social assistance. ....	534	532	564	549	551	577	2.7	2.7	2.8	2.7	2.7	2.9
Leisure and hospitality.....	1,019	1,097	1,079	1,056	1,007	1,065	6.3	6.7	6.6	6.4	6.1	6.4
Arts, entertainment, and recreation. ...	170	164	176	177	153	155	7.2	6.8	7.2	7.3	6.3	6.3
Accommodation and food services. ...	850	932	904	879	853	910	6.1	6.7	6.4	6.3	6.0	6.4
Other services.....	196	219	219	233	201	233	3.4	3.7	3.7	4.0	3.4	4.0
Government.....	334	342	363	367	347	359	1.5	1.5	1.6	1.6	1.5	1.6
Federal.....	30	36	32	35	44	33	1.1	1.3	1.1	1.3	1.6	1.2
State and local.....	304	306	332	332	304	326	1.6	1.6	1.7	1.7	1.5	1.7
State and local education.....	155	160	185	184	163	166	1.5	1.5	1.8	1.8	1.6	1.6
State and local, excluding education.....	149	146	147	147	141	161	1.6	1.6	1.6	1.6	1.5	1.7
<b>REGION<sup>3</sup></b>												
Northeast.....	859	854	816	790	820	791	3.2	3.1	3.0	2.9	3.0	2.9
South.....	2,121	2,253	2,193	2,253	2,197	2,291	3.9	4.1	4.0	4.1	4.0	4.2
Midwest.....	1,117	1,234	1,314	1,347	1,231	1,231	3.4	3.8	4.0	4.1	3.7	3.7
West.....	1,221	1,216	1,319	1,206	1,221	1,236	3.6	3.5	3.8	3.5	3.5	3.6

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.

**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>					
	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	3,022	3,393	3,469	3,379	3,391	3,490	2.0	2.3	2.3	2.3	2.3	2.3
<b>INDUSTRY</b>												
Total private.....	2,853	3,223	3,287	3,184	3,205	3,284	2.3	2.5	2.6	2.5	2.5	2.6
Mining and logging.....	21	21	19	20	22	18	2.9	2.9	2.5	2.7	2.9	2.4
Construction.....	155	170	180	174	185	184	2.2	2.3	2.4	2.4	2.5	2.5
Manufacturing.....	208	202	205	226	211	209	1.7	1.6	1.6	1.8	1.7	1.6
Durable goods.....	117	110	112	126	111	106	1.5	1.4	1.4	1.6	1.4	1.3
Nondurable goods.....	91	92	93	100	100	103	1.9	1.9	1.9	2.1	2.1	2.2
Trade, transportation, and utilities.....	650	763	732	706	715	716	2.4	2.8	2.6	2.5	2.6	2.6
Wholesale trade.....	92	88	85	95	89	89	1.6	1.5	1.4	1.6	1.5	1.5
Retail trade.....	451	569	514	480	493	496	2.9	3.6	3.3	3.0	3.1	3.1
Transportation, warehousing, and utilities.....	108	107	133	131	133	132	1.8	1.8	2.2	2.2	2.2	2.2
Information.....	48	41	43	56	43	46	1.7	1.5	1.5	2.0	1.5	1.6
Financial activities.....	115	125	108	101	106	105	1.4	1.5	1.3	1.2	1.2	1.2
Finance and insurance.....	75	75	61	64	76	62	1.2	1.2	1.0	1.0	1.2	1.0
Real estate and rental and leasing <sup>3</sup> ...	40	51	47	37	31	43	1.8	2.2	2.1	1.6	1.3	1.9
Professional and business services....	550	605	673	625	649	675	2.7	2.9	3.2	2.9	3.1	3.2
Education and health services.....	377	411	461	451	448	435	1.6	1.7	1.9	1.9	1.9	1.8
Educational services.....	48	51	66	52	52	45	1.3	1.4	1.8	1.4	1.4	1.2
Health care and social assistance....	330	360	395	400	397	389	1.7	1.8	2.0	2.0	2.0	1.9
Leisure and hospitality.....	615	739	732	686	706	767	3.8	4.5	4.4	4.2	4.3	4.6
Arts, entertainment, and recreation. ...	72	81	89	70	56	75	3.0	3.4	3.7	2.9	2.3	3.1
Accommodation and food services. ...	544	658	643	615	650	692	3.9	4.7	4.6	4.4	4.6	4.9
Other services.....	113	144	134	139	120	129	2.0	2.5	2.3	2.4	2.0	2.2
Government.....	169	170	182	195	186	206	0.8	0.8	0.8	0.9	0.8	0.9
Federal.....	13	18	16	18	20	14	0.5	0.6	0.6	0.6	0.7	0.5
State and local.....	156	152	166	178	166	192	0.8	0.8	0.8	0.9	0.8	1.0
State and local education.....	81	75	92	96	89	106	0.8	0.7	0.9	0.9	0.8	1.0
State and local, excluding education.....	76	76	74	81	77	86	0.8	0.8	0.8	0.9	0.8	0.9
<b>REGION<sup>4</sup></b>												
Northeast.....	417	447	406	412	464	452	1.5	1.6	1.5	1.5	1.7	1.6
South.....	1,203	1,420	1,436	1,391	1,423	1,457	2.2	2.6	2.6	2.5	2.6	2.6
Midwest.....	676	747	797	817	744	790	2.1	2.3	2.4	2.5	2.3	2.4
West.....	726	778	831	759	760	790	2.1	2.3	2.4	2.2	2.2	2.3

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.

**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>					
	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	1,934	1,818	1,855	1,889	1,751	1,723	1.3	1.2	1.2	1.3	1.2	1.1
<b>INDUSTRY</b>												
Total private.....	1,829	1,701	1,731	1,780	1,653	1,624	1.5	1.3	1.4	1.4	1.3	1.3
Mining and logging.....	8	14	10	13	10	13	1.1	1.9	1.3	1.8	1.3	1.7
Construction.....	167	180	148	192	164	184	2.3	2.4	2.0	2.6	2.2	2.5
Manufacturing.....	111	101	130	109	111	112	0.9	0.8	1.0	0.9	0.9	0.9
Durable goods.....	67	59	83	60	51	52	0.9	0.7	1.0	0.7	0.6	0.6
Nondurable goods.....	44	41	47	49	60	60	0.9	0.9	1.0	1.0	1.3	1.3
Trade, transportation, and utilities.....	373	360	409	366	360	312	1.4	1.3	1.5	1.3	1.3	1.1
Wholesale trade <sup>3</sup> .....	52	42	58	50	45	39	0.9	0.7	1.0	0.9	0.8	0.7
Retail trade.....	232	231	256	221	230	190	1.5	1.5	1.6	1.4	1.5	1.2
Transportation, warehousing, and utilities.....	89	87	96	94	85	83	1.5	1.4	1.6	1.6	1.4	1.4
Information.....	41	46	21	24	38	31	1.5	1.6	0.7	0.9	1.3	1.1
Financial activities.....	69	56	34	64	58	53	0.8	0.7	0.4	0.7	0.7	0.6
Finance and insurance.....	48	43	20	44	44	33	0.8	0.7	0.3	0.7	0.7	0.5
Real estate and rental and leasing. . .	21	13	14	20	14	20	0.9	0.6	0.6	0.9	0.6	0.9
Professional and business services. . . .	418	399	418	426	406	362	2.0	1.9	2.0	2.0	1.9	1.7
Education and health services.....	185	162	165	166	155	192	0.8	0.7	0.7	0.7	0.6	0.8
Educational services.....	40	37	28	45	42	45	1.1	1.0	0.8	1.2	1.1	1.2
Health care and social assistance. . . .	146	125	136	121	112	147	0.7	0.6	0.7	0.6	0.6	0.7
Leisure and hospitality.....	382	314	320	329	279	274	2.4	1.9	1.9	2.0	1.7	1.6
Arts, entertainment, and recreation. . .	96	75	85	100	96	78	4.0	3.1	3.5	4.1	3.9	3.2
Accommodation and food services. . .	286	239	236	230	183	195	2.1	1.7	1.7	1.6	1.3	1.4
Other services.....	75	69	75	89	73	90	1.3	1.2	1.3	1.5	1.2	1.5
Government.....	106	117	125	110	98	100	0.5	0.5	0.6	0.5	0.4	0.4
Federal.....	9	7	7	5	9	10	0.3	0.2	0.2	0.2	0.3	0.4
State and local.....	96	110	118	104	89	89	0.5	0.6	0.6	0.5	0.5	0.5
State and local education.....	51	66	67	63	51	37	0.5	0.6	0.6	0.6	0.5	0.4
State and local, excluding education.....	45	44	51	42	38	52	0.5	0.5	0.6	0.5	0.4	0.6
<b>REGION<sup>4</sup></b>												
Northeast.....	387	341	350	318	303	277	1.4	1.2	1.3	1.2	1.1	1.0
South.....	782	708	663	720	649	697	1.4	1.3	1.2	1.3	1.2	1.3
Midwest.....	364	413	442	464	407	378	1.1	1.3	1.3	1.4	1.2	1.1
West.....	402	356	401	387	392	371	1.2	1.0	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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.



**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>					
	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	361	348	318	328	327	336	0.2	0.2	0.2	0.2	0.2	0.2
<b>INDUSTRY</b>												
Total private.....	302	291	261	266	263	282	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	2	2	1	2	1	0.2	0.2	0.3	0.2	0.3	0.2
Construction <sup>3</sup> .....	8	11	16	14	21	22	0.1	0.2	0.2	0.2	0.3	0.3
Manufacturing.....	28	18	16	25	19	21	0.2	0.1	0.1	0.2	0.1	0.2
Durable goods.....	17	10	12	17	13	12	0.2	0.1	0.2	0.2	0.2	0.1
Nondurable goods <sup>3</sup> .....	11	7	4	8	6	9	0.2	0.2	0.1	0.2	0.1	0.2
Trade, transportation, and utilities.....	80	52	55	69	59	69	0.3	0.2	0.2	0.2	0.2	0.2
Wholesale trade.....	16	6	12	20	8	9	0.3	0.1	0.2	0.3	0.1	0.2
Retail trade.....	54	39	31	40	41	44	0.3	0.2	0.2	0.3	0.3	0.3
Transportation, warehousing, and utilities <sup>3</sup> .....	10	7	12	10	9	17	0.2	0.1	0.2	0.2	0.2	0.3
Information <sup>3</sup> .....	9	5	3	7	6	10	0.3	0.2	0.1	0.2	0.2	0.4
Financial activities.....	24	27	24	30	15	22	0.3	0.3	0.3	0.3	0.2	0.3
Finance and insurance.....	23	26	23	24	11	16	0.4	0.4	0.4	0.4	0.2	0.3
Real estate and rental and leasing <sup>3</sup> ...	2	2	1	5	4	6	0.1	0.1	0.0	0.2	0.2	0.3
Professional and business services....	60	75	70	41	61	52	0.3	0.4	0.3	0.2	0.3	0.2
Education and health services.....	63	54	38	33	49	47	0.3	0.2	0.2	0.1	0.2	0.2
Educational services.....	4	8	5	5	7	7	0.1	0.2	0.1	0.1	0.2	0.2
Health care and social assistance <sup>3</sup> ...	59	47	33	29	42	40	0.3	0.2	0.2	0.1	0.2	0.2
Leisure and hospitality.....	22	43	27	41	22	23	0.1	0.3	0.2	0.2	0.1	0.1
Arts, entertainment, and recreation <sup>3</sup> ...	2	9	2	7	1	1	0.1	0.4	0.1	0.3	0.1	0.0
Accommodation and food services <sup>3</sup> ...	20	35	25	34	21	23	0.1	0.2	0.2	0.2	0.1	0.2
Other services <sup>3</sup> .....	7	5	9	4	9	14	0.1	0.1	0.2	0.1	0.2	0.2
Government.....	59	56	57	62	64	54	0.3	0.2	0.3	0.3	0.3	0.2
Federal.....	7	11	9	12	15	9	0.3	0.4	0.3	0.4	0.5	0.3
State and local.....	51	45	48	50	49	45	0.3	0.2	0.2	0.3	0.2	0.2
State and local education.....	23	19	26	26	23	23	0.2	0.2	0.3	0.2	0.2	0.2
State and local, excluding education.....	28	26	21	24	25	22	0.3	0.3	0.2	0.3	0.3	0.2
<b>REGION<sup>4</sup></b>												
Northeast.....	55	66	61	61	53	62	0.2	0.2	0.2	0.2	0.2	0.2
South.....	137	125	95	142	125	137	0.3	0.2	0.2	0.3	0.2	0.2
Midwest.....	77	75	74	66	80	62	0.2	0.2	0.2	0.2	0.2	0.2
West.....	92	82	88	60	70	75	0.3	0.2	0.3	0.2	0.2	0.2

<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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates, the JOLTS seasonal adjustment factors, and to implement a new imputation methodology.

**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>		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	6,484	6,921	7,484	4.3	4.4	4.8
<b>INDUSTRY</b>						
Total private.....	5,940	6,321	6,834	4.6	4.7	5.2
Mining and logging.....	26	29	40	3.7	3.8	5.1
Construction.....	245	299	302	3.5	3.9	4.1
Manufacturing.....	436	435	452	3.4	3.3	3.4
Durable goods.....	261	298	305	3.2	3.6	3.7
Nondurable goods.....	175	137	146	3.6	2.8	3.0
Trade, transportation, and utilities.....	1,245	1,350	1,336	4.4	4.5	4.6
Wholesale trade.....	219	163	286	3.6	2.7	4.6
Retail trade.....	735	868	738	4.5	5.1	4.5
Transportation, warehousing, and utilities.....	290	318	312	4.7	4.8	4.9
Information.....	123	123	165	4.2	4.1	5.6
Financial activities.....	431	373	495	4.9	4.1	5.5
Finance and insurance.....	346	310	372	5.2	4.7	5.6
Real estate and rental and leasing.....	85	63	123	3.7	2.7	5.2
Professional and business services.....	1,103	1,275	1,325	5.1	5.6	6.0
Education and health services.....	1,251	1,294	1,491	5.1	5.1	5.9
Educational services.....	123	91	120	3.3	2.3	3.2
Health care and social assistance.....	1,129	1,204	1,372	5.4	5.6	6.4
Leisure and hospitality.....	868	893	1,053	5.3	5.2	6.2
Arts, entertainment, and recreation.....	93	102	112	4.2	4.3	4.9
Accommodation and food services.....	776	791	940	5.5	5.4	6.4
Other services.....	211	250	176	3.6	4.1	2.9
Government.....	545	600	649	2.4	2.6	2.8
Federal.....	115	87	122	4.0	3.0	4.2
State and local.....	430	514	527	2.2	2.5	2.6
State and local education.....	151	210	194	1.4	1.9	1.8
State and local, excluding education.....	279	304	333	3.0	3.2	3.5
<b>REGION<sup>3</sup></b>						
Northeast.....	1,112	1,154	1,248	4.0	4.0	4.4
South.....	2,340	2,672	2,830	4.2	4.6	5.0
Midwest.....	1,475	1,619	1,712	4.4	4.6	5.0
West.....	1,558	1,476	1,693	4.4	4.1	4.7

<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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**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>		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	5,250	4,210	5,514	3.6	2.8	3.7
<b>INDUSTRY</b>						
Total private.....	4,959	3,991	5,180	4.0	3.1	4.1
Mining and logging.....	38	27	41	5.5	3.6	5.5
Construction.....	326	221	395	4.8	3.0	5.6
Manufacturing.....	380	233	371	3.0	1.8	2.9
Durable goods.....	234	123	202	3.0	1.5	2.5
Nondurable goods.....	146	110	168	3.1	2.3	3.6
Trade, transportation, and utilities.....	946	953	936	3.5	3.3	3.4
Wholesale trade.....	160	113	144	2.8	1.9	2.5
Retail trade.....	583	612	575	3.7	3.8	3.7
Transportation, warehousing, and utilities.....	204	228	217	3.5	3.6	3.6
Information.....	102	60	93	3.7	2.1	3.3
Financial activities.....	252	138	221	3.0	1.6	2.6
Finance and insurance.....	180	96	137	2.9	1.5	2.2
Real estate and rental and leasing.....	72	42	84	3.3	1.9	3.7
Professional and business services.....	1,142	938	1,175	5.6	4.4	5.6
Education and health services.....	725	515	767	3.1	2.1	3.2
Educational services.....	105	68	103	2.9	1.8	2.8
Health care and social assistance.....	619	447	664	3.1	2.2	3.3
Leisure and hospitality.....	845	770	938	5.5	4.8	5.9
Arts, entertainment, and recreation.....	120	101	127	5.7	4.5	5.8
Accommodation and food services.....	725	668	811	5.4	4.8	5.9
Other services.....	204	135	245	3.6	2.3	4.2
Government.....	291	219	333	1.3	1.0	1.5
Federal.....	29	27	33	1.0	1.0	1.2
State and local.....	262	192	300	1.3	1.0	1.5
State and local education.....	145	95	163	1.4	0.9	1.6
State and local, excluding education.....	118	97	138	1.3	1.1	1.5
<b>REGION<sup>3</sup></b>						
Northeast.....	763	640	779	2.9	2.3	2.9
South.....	2,214	1,650	2,360	4.2	3.0	4.4
Midwest.....	1,095	949	1,159	3.4	2.9	3.6
West.....	1,178	971	1,216	3.5	2.8	3.5

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**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>		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	5,861	5,139	6,018	4.0	3.4	4.1
<b>INDUSTRY</b>						
Total private.....	5,562	4,842	5,697	4.5	3.8	4.5
Mining and logging.....	33	33	38	4.8	4.3	5.1
Construction.....	366	392	435	5.4	5.4	6.2
Manufacturing.....	346	287	341	2.8	2.2	2.7
Durable goods.....	207	143	175	2.6	1.8	2.2
Nondurable goods.....	140	144	166	3.0	3.0	3.5
Trade, transportation, and utilities.....	1,487	1,195	1,425	5.4	4.2	5.2
Wholesale trade.....	168	124	144	2.9	2.1	2.5
Retail trade.....	963	807	911	6.1	5.0	5.8
Transportation, warehousing, and utilities.....	356	263	371	6.1	4.2	6.1
Information.....	123	77	108	4.4	2.7	3.9
Financial activities.....	244	168	208	2.9	1.9	2.4
Finance and insurance.....	168	121	126	2.7	1.9	2.0
Real estate and rental and leasing.....	76	46	81	3.5	2.0	3.6
Professional and business services.....	1,155	1,111	1,199	5.7	5.2	5.7
Education and health services.....	667	557	719	2.9	2.3	3.0
Educational services.....	90	76	97	2.5	2.0	2.7
Health care and social assistance.....	577	481	622	2.9	2.4	3.1
Leisure and hospitality.....	952	858	999	6.2	5.3	6.3
Arts, entertainment, and recreation.....	128	118	115	6.1	5.2	5.3
Accommodation and food services.....	824	741	883	6.2	5.3	6.5
Other services.....	188	163	225	3.3	2.8	3.9
Government.....	298	297	320	1.3	1.3	1.4
Federal.....	39	45	44	1.4	1.6	1.6
State and local.....	260	253	277	1.3	1.3	1.4
State and local education.....	129	127	138	1.2	1.2	1.3
State and local, excluding education.....	131	126	139	1.5	1.4	1.5
<b>REGION<sup>3</sup></b>						
Northeast.....	991	801	889	3.7	2.9	3.3
South.....	2,338	1,956	2,487	4.4	3.5	4.6
Midwest.....	1,222	1,210	1,330	3.8	3.6	4.1
West.....	1,309	1,172	1,312	3.9	3.4	3.8

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**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>		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	3,002	2,908	3,456	2.1	1.9	2.3
<b>INDUSTRY</b>						
Total private.....	2,852	2,771	3,273	2.3	2.2	2.6
Mining and logging.....	20	18	18	2.9	2.4	2.4
Construction.....	141	157	171	2.1	2.1	2.4
Manufacturing.....	195	154	197	1.6	1.2	1.5
Durable goods.....	112	81	102	1.4	1.0	1.3
Nondurable goods.....	83	73	95	1.8	1.5	2.0
Trade, transportation, and utilities.....	652	657	714	2.4	2.3	2.6
Wholesale trade.....	97	72	95	1.7	1.2	1.6
Retail trade.....	461	448	503	2.9	2.7	3.2
Transportation, warehousing, and utilities.....	94	138	115	1.6	2.2	1.9
Information.....	53	36	51	1.9	1.3	1.8
Financial activities.....	115	99	104	1.4	1.2	1.2
Finance and insurance.....	75	69	61	1.2	1.1	1.0
Real estate and rental and leasing.....	40	31	43	1.9	1.3	1.9
Professional and business services.....	599	583	721	2.9	2.7	3.5
Education and health services.....	398	377	456	1.7	1.6	1.9
Educational services.....	47	36	44	1.3	0.9	1.2
Health care and social assistance.....	351	341	412	1.8	1.7	2.0
Leisure and hospitality.....	567	597	715	3.7	3.7	4.5
Arts, entertainment, and recreation.....	55	40	58	2.6	1.8	2.6
Accommodation and food services.....	512	557	658	3.8	4.0	4.8
Other services.....	111	93	126	1.9	1.6	2.2
Government.....	150	137	183	0.7	0.6	0.8
Federal.....	14	18	14	0.5	0.6	0.5
State and local.....	136	119	169	0.7	0.6	0.9
State and local education.....	67	58	89	0.6	0.5	0.8
State and local, excluding education.....	69	61	80	0.8	0.7	0.9
<b>REGION<sup>3</sup></b>						
Northeast.....	447	404	479	1.7	1.5	1.8
South.....	1,201	1,182	1,452	2.3	2.1	2.7
Midwest.....	648	638	756	2.0	1.9	2.3
West.....	706	684	768	2.1	2.0	2.2

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**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>		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	2,432	1,915	2,173	1.7	1.3	1.5
<b>INDUSTRY</b>						
Total private.....	2,346	1,818	2,092	1.9	1.4	1.7
Mining and logging.....	12	12	19	1.7	1.7	2.5
Construction.....	216	214	242	3.2	2.9	3.4
Manufacturing.....	118	113	120	0.9	0.9	0.9
Durable goods.....	73	48	58	0.9	0.6	0.7
Nondurable goods.....	45	66	62	1.0	1.4	1.3
Trade, transportation, and utilities.....	730	485	623	2.7	1.7	2.3
Wholesale trade.....	52	45	39	0.9	0.8	0.7
Retail trade.....	426	323	346	2.7	2.0	2.2
Transportation, warehousing, and utilities.....	252	116	238	4.3	1.8	3.9
Information.....	61	35	48	2.2	1.2	1.7
Financial activities.....	95	54	74	1.1	0.6	0.9
Finance and insurance.....	61	42	42	1.0	0.7	0.7
Real estate and rental and leasing.....	34	12	32	1.6	0.5	1.4
Professional and business services.....	474	471	408	2.3	2.2	2.0
Education and health services.....	205	133	215	0.9	0.6	0.9
Educational services.....	38	35	45	1.1	0.9	1.2
Health care and social assistance.....	167	97	171	0.9	0.5	0.8
Leisure and hospitality.....	364	239	260	2.4	1.5	1.6
Arts, entertainment, and recreation.....	72	77	57	3.4	3.4	2.6
Accommodation and food services.....	293	163	203	2.2	1.2	1.5
Other services.....	70	61	84	1.2	1.0	1.5
Government.....	87	97	81	0.4	0.4	0.4
Federal.....	12	10	14	0.4	0.4	0.5
State and local.....	74	87	66	0.4	0.4	0.3
State and local education.....	44	53	32	0.4	0.5	0.3
State and local, excluding education.....	30	34	34	0.3	0.4	0.4
<b>REGION<sup>3</sup></b>						
Northeast.....	479	352	341	1.8	1.3	1.3
South.....	975	647	877	1.8	1.2	1.6
Midwest.....	474	490	490	1.5	1.5	1.5
West.....	503	426	465	1.5	1.2	1.4

<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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**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>		
	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>	Jan. 2018	Dec. 2018	Jan. 2019 <sup>p</sup>
Total.....	427	316	389	0.3	0.2	0.3
<b>INDUSTRY</b>						
Total private.....	365	253	332	0.3	0.2	0.3
Mining and logging.....	2	2	1	0.2	0.2	0.2
Construction.....	8	21	22	0.1	0.3	0.3
Manufacturing.....	33	21	24	0.3	0.2	0.2
Durable goods.....	22	14	15	0.3	0.2	0.2
Nondurable goods.....	11	6	9	0.2	0.1	0.2
Trade, transportation, and utilities.....	105	54	89	0.4	0.2	0.3
Wholesale trade.....	18	8	10	0.3	0.1	0.2
Retail trade.....	77	37	62	0.5	0.2	0.4
Transportation, warehousing, and utilities.....	10	9	17	0.2	0.1	0.3
Information.....	9	6	10	0.3	0.2	0.4
Financial activities.....	34	14	29	0.4	0.2	0.3
Finance and insurance.....	32	10	23	0.5	0.2	0.4
Real estate and rental and leasing.....	2	4	6	0.1	0.2	0.3
Professional and business services.....	83	58	70	0.4	0.3	0.3
Education and health services.....	64	47	49	0.3	0.2	0.2
Educational services.....	5	5	9	0.1	0.1	0.2
Health care and social assistance.....	59	42	40	0.3	0.2	0.2
Leisure and hospitality.....	22	22	23	0.1	0.1	0.1
Arts, entertainment, and recreation.....	2	1	1	0.1	0.1	0.0
Accommodation and food services.....	20	21	23	0.1	0.1	0.2
Other services.....	7	9	14	0.1	0.2	0.2
Government.....	62	63	57	0.3	0.3	0.3
Federal.....	12	16	15	0.4	0.6	0.5
State and local.....	49	46	42	0.3	0.2	0.2
State and local education.....	18	16	17	0.2	0.1	0.2
State and local, excluding education.....	32	30	25	0.4	0.3	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	64	45	68	0.2	0.2	0.3
South.....	162	128	158	0.3	0.2	0.3
Midwest.....	101	81	85	0.3	0.2	0.3
West.....	100	62	79	0.3	0.2	0.2

<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: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 13. Annual hires levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2014	2015	2016	2017	2018
Total.....	58,955	62,616	63,724	65,669	68,949
<b>INDUSTRY</b>					
Total private.....	55,369	58,548	59,515	61,526	64,569
Mining and logging.....	393	302	292	373	470
Construction.....	3,716	3,987	4,067	4,593	4,544
Manufacturing.....	3,146	3,223	3,351	3,986	4,403
Durable goods.....	1,846	1,880	1,924	2,238	2,517
Nondurable goods.....	1,295	1,342	1,426	1,750	1,886
Trade, transportation, and utilities.....	12,855	13,072	12,866	12,659	13,870
Wholesale trade.....	1,723	1,643	1,644	1,653	1,754
Retail trade.....	8,905	9,095	8,798	8,487	9,242
Transportation, warehousing, and utilities.....	2,227	2,332	2,425	2,515	2,874
Information.....	1,001	979	982	1,020	1,084
Financial activities.....	2,311	2,370	2,402	2,531	2,516
Finance and insurance.....	1,536	1,589	1,598	1,657	1,651
Real estate and rental and leasing.....	774	781	803	870	865
Professional and business services.....	12,209	12,947	13,332	13,440	13,866
Education and health services.....	6,928	7,511	7,687	8,010	8,260
Educational services.....	1,069	1,095	1,114	1,141	1,184
Health care and social assistance.....	5,859	6,416	6,573	6,866	7,073
Leisure and hospitality.....	10,585	11,646	12,219	12,227	12,920
Arts, entertainment, and recreation.....	1,782	1,845	1,907	2,037	2,227
Accommodation and food services.....	8,802	9,798	10,312	10,189	10,694
Other services.....	2,221	2,513	2,313	2,692	2,636
Government.....	3,589	4,069	4,211	4,143	4,378
Federal.....	337	413	414	382	420
State and local.....	3,254	3,652	3,796	3,762	3,962
State and local education.....	1,554	1,819	1,844	1,826	2,050
State and local, excluding education.....	1,700	1,834	1,950	1,937	1,913
<b>REGION<sup>2</sup></b>					
Northeast.....	8,975	9,914	10,194	10,492	10,652
South.....	23,219	24,459	24,399	25,910	27,208
Midwest.....	13,202	13,934	14,342	14,348	15,527
West.....	13,562	14,309	14,791	14,916	15,563

<sup>1</sup> The annual hires level is the total number of hires during the entire year.

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.



**Table 14. Annual hires rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2014	2015	2016	2017	2018
Total.....	42.4	44.1	44.1	44.8	46.3
<b>INDUSTRY</b>					
Total private.....	47.3	48.9	48.7	49.5	51.0
Mining and logging.....	44.1	37.1	43.7	55.2	64.2
Construction.....	60.4	61.7	60.4	65.9	62.3
Manufacturing.....	25.8	26.1	27.1	32.0	34.7
Durable goods.....	24.1	24.2	24.9	28.9	31.7
Nondurable goods.....	28.7	29.3	30.7	37.2	39.8
Trade, transportation, and utilities.....	48.8	48.7	47.3	46.2	50.1
Wholesale trade.....	30.0	28.4	28.4	28.4	30.0
Retail trade.....	58.0	58.3	55.6	53.6	58.4
Transportation, warehousing, and utilities.....	42.7	42.9	43.5	43.7	48.1
Information.....	36.7	35.6	35.1	36.2	38.3
Financial activities.....	29.0	29.2	29.0	29.9	29.4
Finance and insurance.....	25.9	26.3	26.0	26.5	26.1
Real estate and rental and leasing.....	37.8	37.4	37.5	39.7	38.4
Professional and business services.....	63.8	65.7	66.3	65.5	66.0
Education and health services.....	32.3	34.1	34.0	34.5	34.9
Educational services.....	31.3	31.5	31.2	31.1	31.8
Health care and social assistance.....	32.5	34.6	34.5	35.2	35.5
Leisure and hospitality.....	72.0	76.8	78.0	76.2	79.0
Arts, entertainment, and recreation.....	84.7	85.2	84.7	87.3	93.1
Accommodation and food services.....	69.9	75.4	76.9	74.3	76.6
Other services.....	39.9	44.7	40.6	46.7	45.1
Government.....	16.4	18.5	18.9	18.5	19.5
Federal.....	12.3	15.0	14.8	13.6	15.0
State and local.....	17.0	18.9	19.5	19.2	20.2
State and local education.....	15.2	17.7	17.8	17.6	19.6
State and local, excluding education.....	19.0	20.4	21.4	21.2	20.8
<b>REGION<sup>2</sup></b>					
Northeast.....	34.8	37.9	38.4	39.0	38.9
South.....	45.9	47.3	46.3	48.4	49.9
Midwest.....	42.5	44.1	44.9	44.5	47.4
West.....	43.0	44.2	44.6	44.0	45.1

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

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 15. Annual total separations levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2014	2015	2016	2017	2018
Total.....	55,931	59,925	61,509	63,454	66,097
<b>INDUSTRY</b>					
Total private.....	52,434	56,008	57,439	59,400	61,907
Mining and logging.....	358	452	395	328	406
Construction.....	3,410	3,644	3,923	4,281	4,227
Manufacturing.....	2,934	3,159	3,366	3,812	4,137
Durable goods.....	1,689	1,884	1,980	2,120	2,297
Nondurable goods.....	1,248	1,276	1,386	1,694	1,841
Trade, transportation, and utilities.....	12,226	12,659	12,482	12,502	13,564
Wholesale trade.....	1,641	1,626	1,614	1,625	1,684
Retail trade.....	8,600	8,906	8,626	8,534	9,236
Transportation, warehousing, and utilities.....	1,982	2,127	2,244	2,341	2,642
Information.....	991	950	929	1,009	1,086
Financial activities.....	2,197	2,227	2,218	2,386	2,401
Finance and insurance.....	1,480	1,481	1,468	1,579	1,602
Real estate and rental and leasing.....	718	745	751	807	797
Professional and business services.....	11,584	12,430	13,013	13,018	13,301
Education and health services.....	6,423	6,874	7,102	7,550	7,694
Educational services.....	984	1,017	1,034	1,063	1,107
Health care and social assistance.....	5,440	5,858	6,070	6,487	6,589
Leisure and hospitality.....	10,151	11,149	11,762	11,900	12,545
Arts, entertainment, and recreation.....	1,725	1,771	1,824	1,956	2,092
Accommodation and food services.....	8,426	9,378	9,938	9,942	10,452
Other services.....	2,163	2,460	2,246	2,610	2,549
Government.....	3,495	3,915	4,072	4,055	4,188
Federal.....	330	382	372	402	410
State and local.....	3,165	3,531	3,699	3,653	3,780
State and local education.....	1,510	1,764	1,816	1,767	1,932
State and local, excluding education.....	1,655	1,766	1,884	1,887	1,845
<b>REGION<sup>2</sup></b>					
Northeast.....	8,907	9,462	9,898	10,298	10,110
South.....	21,858	23,416	23,647	25,110	26,175
Midwest.....	12,338	13,351	13,807	13,822	14,703
West.....	12,829	13,694	14,157	14,225	15,107

<sup>1</sup> The annual total separations level is the total number of total separations during the entire year.

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 16. Annual total separations rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2014	2015	2016	2017	2018
Total.....	40.3	42.2	42.6	43.3	44.3
<b>INDUSTRY</b>					
Total private.....	44.8	46.7	47.0	47.8	48.9
Mining and logging.....	40.2	55.6	59.1	48.5	55.5
Construction.....	55.4	56.4	58.3	61.4	58.0
Manufacturing.....	24.1	25.6	27.2	30.6	32.6
Durable goods.....	22.0	24.3	25.7	27.4	28.9
Nondurable goods.....	27.7	27.9	29.9	36.1	38.8
Trade, transportation, and utilities.....	46.4	47.2	45.9	45.6	49.0
Wholesale trade.....	28.6	28.1	27.9	27.9	28.8
Retail trade.....	56.0	57.0	54.5	53.9	58.3
Transportation, warehousing, and utilities.....	38.0	39.1	40.2	40.7	44.2
Information.....	36.4	34.5	33.2	35.8	38.4
Financial activities.....	27.5	27.4	26.8	28.2	28.0
Finance and insurance.....	25.0	24.5	23.9	25.2	25.4
Real estate and rental and leasing.....	35.1	35.7	35.1	36.9	35.3
Professional and business services.....	60.6	63.1	64.7	63.5	63.3
Education and health services.....	30.0	31.2	31.4	32.6	32.5
Educational services.....	28.8	29.3	29.0	29.0	29.7
Health care and social assistance.....	30.2	31.6	31.8	33.2	33.0
Leisure and hospitality.....	69.1	73.5	75.1	74.1	76.7
Arts, entertainment, and recreation.....	82.0	81.8	81.0	83.8	87.4
Accommodation and food services.....	66.9	72.2	74.1	72.5	74.9
Other services.....	38.9	43.8	39.5	45.2	43.6
Government.....	16.0	17.8	18.3	18.1	18.7
Federal.....	12.1	13.9	13.3	14.3	14.7
State and local.....	16.5	18.3	19.0	18.7	19.2
State and local education.....	14.8	17.2	17.6	17.0	18.5
State and local, excluding education.....	18.5	19.6	20.7	20.6	20.0
<b>REGION<sup>2</sup></b>					
Northeast.....	34.6	36.1	37.3	38.2	37.0
South.....	43.2	45.3	44.9	46.9	48.0
Midwest.....	39.7	42.3	43.2	42.8	44.9
West.....	40.7	42.3	42.7	42.0	43.8

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

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 17. Annual quits levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2014	2015	2016	2017	2018
Total.....	30,415	33,654	35,879	37,692	40,073
<b>INDUSTRY</b>					
Total private.....	28,726	31,786	33,836	35,673	37,913
Mining and logging.....	180	177	162	173	243
Construction.....	1,294	1,356	1,490	1,853	2,055
Manufacturing.....	1,429	1,614	1,779	2,294	2,498
Durable goods.....	799	920	998	1,262	1,385
Nondurable goods.....	631	691	780	1,030	1,113
Trade, transportation, and utilities.....	6,999	7,458	7,701	7,880	8,548
Wholesale trade.....	900	930	977	1,022	1,049
Retail trade.....	5,141	5,455	5,578	5,613	6,020
Transportation, warehousing, and utilities.....	958	1,070	1,145	1,243	1,478
Information.....	445	496	479	519	575
Financial activities.....	1,159	1,218	1,217	1,366	1,391
Finance and insurance.....	746	825	809	913	845
Real estate and rental and leasing.....	412	395	407	456	544
Professional and business services.....	5,775	6,470	7,140	7,454	7,595
Education and health services.....	3,877	4,488	4,642	4,917	5,042
Educational services.....	498	548	569	575	567
Health care and social assistance.....	3,381	3,940	4,071	4,345	4,474
Leisure and hospitality.....	6,292	7,143	7,921	7,749	8,470
Arts, entertainment, and recreation.....	647	670	809	773	912
Accommodation and food services.....	5,647	6,473	7,114	6,975	7,557
Other services.....	1,270	1,369	1,308	1,469	1,501
Government.....	1,689	1,868	2,043	2,021	2,159
Federal.....	122	140	149	175	189
State and local.....	1,569	1,728	1,892	1,842	1,974
State and local education.....	759	871	929	921	1,040
State and local, excluding education.....	810	857	964	923	931
<b>REGION<sup>2</sup></b>					
Northeast.....	4,247	4,804	5,130	5,421	5,375
South.....	12,551	13,766	14,394	15,313	16,312
Midwest.....	6,760	7,477	7,973	8,113	9,008
West.....	6,859	7,607	8,383	8,850	9,377

<sup>1</sup> The annual quits level is the total number of quits during the entire year.

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 18. Annual quits rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2014	2015	2016	2017	2018
Total.....	21.9	23.7	24.9	25.7	26.9
<b>INDUSTRY</b>					
Total private.....	24.5	26.5	27.7	28.7	29.9
Mining and logging.....	20.2	21.8	24.3	25.6	33.2
Construction.....	21.0	21.0	22.1	26.6	28.2
Manufacturing.....	11.7	13.1	14.4	18.4	19.7
Durable goods.....	10.4	11.8	12.9	16.3	17.4
Nondurable goods.....	14.0	15.1	16.8	21.9	23.5
Trade, transportation, and utilities.....	26.6	27.8	28.3	28.7	30.9
Wholesale trade.....	15.7	16.1	16.9	17.6	17.9
Retail trade.....	33.5	34.9	35.2	35.4	38.0
Transportation, warehousing, and utilities.....	18.4	19.7	20.5	21.6	24.7
Information.....	16.3	18.0	17.1	18.4	20.3
Financial activities.....	14.5	15.0	14.7	16.2	16.2
Finance and insurance.....	12.6	13.7	13.2	14.6	13.4
Real estate and rental and leasing.....	20.1	18.9	19.0	20.8	24.1
Professional and business services.....	30.2	32.9	35.5	36.3	36.2
Education and health services.....	18.1	20.4	20.5	21.2	21.3
Educational services.....	14.6	15.8	15.9	15.7	15.2
Health care and social assistance.....	18.8	21.2	21.3	22.3	22.4
Leisure and hospitality.....	42.8	47.1	50.6	48.3	51.8
Arts, entertainment, and recreation.....	30.8	30.9	35.9	33.1	38.1
Accommodation and food services.....	44.8	49.8	53.1	50.8	54.2
Other services.....	22.8	24.4	23.0	25.5	25.7
Government.....	7.7	8.5	9.2	9.0	9.6
Federal.....	4.5	5.1	5.3	6.2	6.8
State and local.....	8.2	9.0	9.7	9.4	10.0
State and local education.....	7.4	8.5	9.0	8.9	10.0
State and local, excluding education.....	9.1	9.5	10.6	10.1	10.1
<b>REGION<sup>2</sup></b>					
Northeast.....	16.5	18.3	19.3	20.1	19.6
South.....	24.8	26.6	27.3	28.6	29.9
Midwest.....	21.7	23.7	24.9	25.1	27.5
West.....	21.7	23.5	25.3	26.1	27.2

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

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 19. Annual layoffs and discharges levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2014	2015	2016	2017	2018
Total.....	21,147	21,777	21,243	21,581	21,888
<b>INDUSTRY</b>					
Total private.....	20,074	20,434	19,903	20,242	20,581
Mining and logging.....	141	241	172	129	141
Construction.....	1,986	2,136	2,241	2,245	2,016
Manufacturing.....	1,213	1,278	1,295	1,252	1,387
Durable goods.....	716	791	802	702	750
Nondurable goods.....	497	487	494	550	638
Trade, transportation, and utilities.....	4,061	4,014	3,688	3,730	4,190
Wholesale trade.....	615	572	493	488	493
Retail trade.....	2,629	2,586	2,304	2,300	2,681
Transportation, warehousing, and utilities.....	814	862	891	945	1,017
Information.....	454	344	307	397	430
Financial activities.....	666	706	707	685	711
Finance and insurance.....	423	416	419	381	497
Real estate and rental and leasing.....	243	288	288	302	216
Professional and business services.....	5,216	5,210	5,199	4,887	4,936
Education and health services.....	2,039	1,825	1,977	2,062	2,087
Educational services.....	424	400	395	425	469
Health care and social assistance.....	1,617	1,424	1,580	1,639	1,616
Leisure and hospitality.....	3,535	3,714	3,471	3,841	3,762
Arts, entertainment, and recreation.....	1,044	1,064	987	1,145	1,134
Accommodation and food services.....	2,489	2,648	2,484	2,696	2,631
Other services.....	762	970	848	1,011	921
Government.....	1,072	1,344	1,341	1,338	1,308
Federal.....	92	128	121	118	92
State and local.....	979	1,213	1,222	1,221	1,213
State and local education.....	484	615	609	556	607
State and local, excluding education.....	498	597	611	665	606
<b>REGION<sup>2</sup></b>					
Northeast.....	3,858	3,808	4,028	4,123	3,959
South.....	7,598	7,892	7,527	8,179	8,334
Midwest.....	4,664	4,969	4,921	4,863	4,844
West.....	5,026	5,108	4,765	4,413	4,748

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

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 20. Annual layoffs and discharges rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2014	2015	2016	2017	2018
Total.....	15.2	15.4	14.7	14.7	14.7
<b>INDUSTRY</b>					
Total private.....	17.1	17.1	16.3	16.3	16.3
Mining and logging.....	15.8	29.6	25.7	19.1	19.3
Construction.....	32.3	33.1	33.3	32.2	27.7
Manufacturing.....	10.0	10.4	10.5	10.1	10.9
Durable goods.....	9.3	10.2	10.4	9.1	9.4
Nondurable goods.....	11.0	10.6	10.6	11.7	13.5
Trade, transportation, and utilities.....	15.4	15.0	13.6	13.6	15.1
Wholesale trade.....	10.7	9.9	8.5	8.4	8.4
Retail trade.....	17.1	16.6	14.6	14.5	16.9
Transportation, warehousing, and utilities.....	15.6	15.9	16.0	16.4	17.0
Information.....	16.7	12.5	11.0	14.1	15.2
Financial activities.....	8.3	8.7	8.5	8.1	8.3
Finance and insurance.....	7.1	6.9	6.8	6.1	7.9
Real estate and rental and leasing.....	11.9	13.8	13.5	13.8	9.6
Professional and business services.....	27.3	26.5	25.8	23.8	23.5
Education and health services.....	9.5	8.3	8.7	8.9	8.8
Educational services.....	12.4	11.5	11.1	11.6	12.6
Health care and social assistance.....	9.0	7.7	8.3	8.4	8.1
Leisure and hospitality.....	24.1	24.5	22.2	23.9	23.0
Arts, entertainment, and recreation.....	49.6	49.1	43.8	49.1	47.4
Accommodation and food services.....	19.8	20.4	18.5	19.7	18.9
Other services.....	13.7	17.3	14.9	17.5	15.8
Government.....	4.9	6.1	6.0	6.0	5.8
Federal.....	3.4	4.6	4.3	4.2	3.3
State and local.....	5.1	6.3	6.3	6.2	6.2
State and local education.....	4.7	6.0	5.9	5.3	5.8
State and local, excluding education.....	5.6	6.6	6.7	7.3	6.6
<b>REGION<sup>2</sup></b>					
Northeast.....	15.0	14.5	15.2	15.3	14.5
South.....	15.0	15.3	14.3	15.3	15.3
Midwest.....	15.0	15.7	15.4	15.1	14.8
West.....	15.9	15.8	14.4	13.0	13.8

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

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.

**Table 21. Annual other separations levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2014	2015	2016	2017	2018
Total.....	4,371	4,492	4,388	4,180	4,136
<b>INDUSTRY</b>					
Total private.....	3,637	3,787	3,702	3,484	3,413
Mining and logging.....	37	34	62	25	21
Construction.....	131	153	192	181	154
Manufacturing.....	293	267	292	271	255
Durable goods.....	177	172	180	155	161
Nondurable goods.....	117	95	112	112	90
Trade, transportation, and utilities.....	1,163	1,189	1,096	892	829
Wholesale trade.....	128	127	147	116	143
Retail trade.....	832	867	744	624	538
Transportation, warehousing, and utilities.....	206	192	207	155	149
Information.....	89	109	141	95	81
Financial activities.....	372	306	297	332	298
Finance and insurance.....	310	242	241	284	259
Real estate and rental and leasing.....	63	63	57	48	37
Professional and business services.....	593	752	672	675	773
Education and health services.....	511	561	485	570	567
Educational services.....	64	68	65	65	69
Health care and social assistance.....	445	493	418	506	498
Leisure and hospitality.....	323	294	370	309	314
Arts, entertainment, and recreation.....	35	37	27	41	49
Accommodation and food services.....	289	256	341	271	267
Other services.....	128	124	89	126	128
Government.....	736	706	690	698	725
Federal.....	118	112	102	106	130
State and local.....	616	593	585	590	592
State and local education.....	271	281	278	292	286
State and local, excluding education.....	349	313	306	300	308
<b>REGION<sup>2</sup></b>					
Northeast.....	800	849	737	746	774
South.....	1,714	1,759	1,724	1,622	1,530
Midwest.....	912	907	916	848	853
West.....	943	978	1,010	966	981

<sup>1</sup> The annual other separations level is the total number of other separations during the entire year.

<sup>2</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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and to implement a new imputation methodology.



**Table 22. Annual other separations rates by industry and region, not seasonally adjusted<sup>1</sup>**  
 [percent]

Industry and region	2014	2015	2016	2017	2018
Total.....	3.1	3.2	3.0	2.9	2.8
<b>INDUSTRY</b>					
Total private.....	3.1	3.2	3.0	2.8	2.7
Mining and logging.....	4.2	4.2	9.3	3.7	2.9
Construction.....	2.1	2.4	2.9	2.6	2.1
Manufacturing.....	2.4	2.2	2.4	2.2	2.0
Durable goods.....	2.3	2.2	2.3	2.0	2.0
Nondurable goods.....	2.6	2.1	2.4	2.4	1.9
Trade, transportation, and utilities.....	4.4	4.4	4.0	3.3	3.0
Wholesale trade.....	2.2	2.2	2.5	2.0	2.4
Retail trade.....	5.4	5.6	4.7	3.9	3.4
Transportation, warehousing, and utilities.....	3.9	3.5	3.7	2.7	2.5
Information.....	3.3	4.0	5.0	3.4	2.9
Financial activities.....	4.7	3.8	3.6	3.9	3.5
Finance and insurance.....	5.2	4.0	3.9	4.5	4.1
Real estate and rental and leasing.....	3.1	3.0	2.7	2.2	1.6
Professional and business services.....	3.1	3.8	3.3	3.3	3.7
Education and health services.....	2.4	2.5	2.1	2.5	2.4
Educational services.....	1.9	2.0	1.8	1.8	1.9
Health care and social assistance.....	2.5	2.7	2.2	2.6	2.5
Leisure and hospitality.....	2.2	1.9	2.4	1.9	1.9
Arts, entertainment, and recreation.....	1.7	1.7	1.2	1.8	2.0
Accommodation and food services.....	2.3	2.0	2.5	2.0	1.9
Other services.....	2.3	2.2	1.6	2.2	2.2
Government.....	3.4	3.2	3.1	3.1	3.2
Federal.....	4.3	4.1	3.6	3.8	4.6
State and local.....	3.2	3.1	3.0	3.0	3.0
State and local education.....	2.7	2.7	2.7	2.8	2.7
State and local, excluding education.....	3.9	3.5	3.4	3.3	3.3
<b>REGION<sup>2</sup></b>					
Northeast.....	3.1	3.2	2.8	2.8	2.8
South.....	3.4	3.4	3.3	3.0	2.8
Midwest.....	2.9	2.9	2.9	2.6	2.6
West.....	3.0	3.0	3.0	2.9	2.8

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

<sup>2</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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