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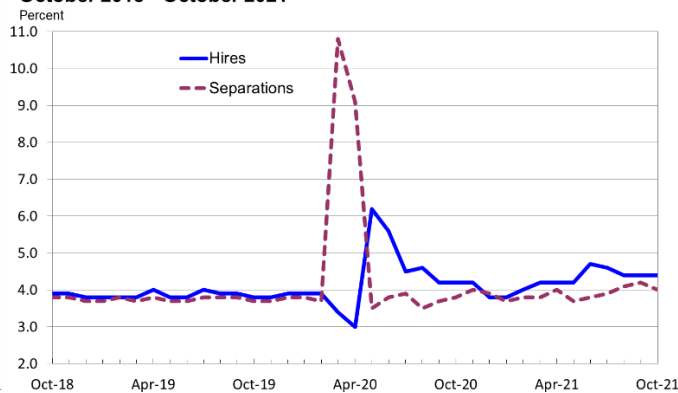
JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2021

The number of job openings increased to 11.0 million on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Hires were little changed at 6.5 million and total separations edged down to 5.9 million. Within separations, the quits rate decreased to 2.8 percent following a series high in September. The layoffs and discharges rate was unchanged at 0.9 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, by four geographic regions, and by establishment size class.

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



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



Job Openings

On the last business day of October, the number of **job openings** increased to 11.0 million (+431,000). The job openings rate was little changed at 6.9 percent. Job openings increased in several industries with the largest increases in accommodation and food services (+254,000); nondurable goods manufacturing (+45,000); and educational services (+42,000). Job openings decreased in state and local government, excluding education (-115,000). The number of job openings increased in the South region. (See table 1.)

Hires

In October, the number of **hires** was little changed at 6.5 million. The hires rate was unchanged at 4.4 percent. Hires decreased in finance and insurance (-96,000). Hires increased in educational services (+54,000) and in state and local government education (+37,000). The number of hires was little changed in all four regions. (See table 2.)

Separations

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

In October, the number of **total separations** edged down to 5.9 million (-255,000). The total separations rate was little changed at 4.0 percent. Total separations decreased in finance and insurance (-88,000) and in transportation, warehousing, and utilities (-64,000). Total separations increased in state and local government, excluding education (+28,000). Total separations were little changed in all four regions. (See table 3.)

The number of **quits** decreased in October to 4.2 million (-205,000). The quits rate decreased to 2.8 percent. Quits decreased in several industries with the largest decreases in transportation, warehousing, and utilities (-57,000); finance and insurance (-45,000); and arts, entertainment, and recreation (-33,000). Quits increased in state and local government, excluding education (+21,000) and in mining and logging (+6,000). The number of quits was little changed in all four regions. (See table 4.)

In October, the number of **layoffs and discharges** was little changed at 1.4 million. The layoffs and discharges rate was unchanged at 0.9 percent. Layoffs and discharges were little changed in all industries and in all four regions. (See table 5.)

The number of **other separations** was little changed in October at 373,000. Other separations decreased in finance and insurance (-33,000). The number of other separations increased in state and local government, excluding education (+8,000). Other separations were 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 October 2021, hires totaled 73.8 million and separations totaled 68.1 million, yielding a net employment gain of 5.7 million. These totals include workers who may have been hired and separated more than once during the year.

Establishment Size Class

In October, the job openings rate increased in small establishments with 10-49 employees and in large establishments with 1,000 to 4,999 employees. The hires rate decreased in large establishments with 1,000 to 4,999 employees. The quits rate decreased in small establishments with 1-9 employees but increased in large establishments with 5,000 or more employees. Both the layoffs and discharges rate and the total separations rate increased in large establishments with 5,000 or more employees. For a

more in-depth description of the JOLTS establishment size class estimates, please visit www.bls.gov/jlt/sizeclassmethodology.htm.

The Job Openings and Labor Turnover Survey estimates for November 2021 are scheduled to be released on Tuesday, January 4, 2022 at 10:00 a.m. (ET).

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

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

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

Category	Job openings			Hires			Total separations		
	Oct. 2020	Sept. 2021	Oct. 2021 ^P	Oct. 2020	Sept. 2021	Oct. 2021 ^P	Oct. 2020	Sept. 2021	Oct. 2021 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	6,873	10,602	11,033	6,035	6,546	6,464	5,427	6,147	5,892
Total private.....	6,173	9,614	10,118	5,696	6,206	6,100	4,878	5,821	5,545
Mining and logging.....	21	37	37	19	18	24	20	16	23
Construction.....	253	354	410	401	361	378	343	321	342
Manufacturing.....	545	948	1,009	384	483	495	354	452	424
Durable goods.....	302	568	584	226	264	274	205	243	225
Nondurable goods.....	243	380	425	159	219	221	149	209	199
Trade, transportation, and utilities.....	1,160	2,020	1,996	1,276	1,375	1,315	1,129	1,282	1,200
Wholesale trade.....	178	319	330	136	179	167	122	167	153
Retail trade.....	703	1,073	1,055	739	896	867	740	861	856
Transportation, warehousing, and utilities.....	278	629	611	401	301	280	268	255	191
Information.....	117	155	180	123	109	124	78	97	98
Financial activities.....	304	438	446	250	299	207	208	267	190
Finance and insurance.....	225	322	321	152	224	128	131	207	119
Real estate and rental and leasing.....	79	115	125	99	75	78	78	59	71
Professional and business services.....	1,225	1,784	1,819	1,102	1,230	1,244	1,036	1,134	1,145
Education and health services.....	1,394	1,940	1,999	727	808	811	709	806	776
Educational services.....	116	134	176	88	59	113	84	89	86
Health care and social assistance.....	1,278	1,806	1,823	639	749	698	625	717	690
Leisure and hospitality.....	888	1,530	1,781	1,154	1,243	1,248	828	1,158	1,111
Arts, entertainment, and recreation.....	97	186	183	145	193	165	115	167	153
Accommodation and food services.....	792	1,344	1,598	1,009	1,050	1,082	713	992	958
Other services.....	266	407	442	258	279	256	172	288	235
Government.....	700	988	914	339	340	364	549	326	347
Federal.....	103	136	140	47	42	43	198	45	46
State and local.....	598	852	775	292	298	322	351	281	300
State and local education.....	228	261	299	138	127	164	196	149	140
State and local, excluding education.....	369	591	476	154	171	157	155	132	160
RATES BY INDUSTRY (percent)									
Total.....	4.6	6.7	6.9	4.2	4.4	4.4	3.8	4.2	4.0
Total private.....	4.9	7.1	7.4	4.7	4.9	4.8	4.0	4.6	4.4
Mining and logging.....	3.4	5.4	5.3	3.2	2.8	3.7	3.3	2.5	3.5
Construction.....	3.3	4.5	5.2	5.5	4.8	5.0	4.7	4.3	4.6
Manufacturing.....	4.3	7.1	7.4	3.2	3.9	3.9	2.9	3.6	3.4
Durable goods.....	3.9	6.8	7.0	3.0	3.4	3.5	2.7	3.1	2.9
Nondurable goods.....	5.0	7.5	8.2	3.4	4.6	4.7	3.2	4.4	4.2
Trade, transportation, and utilities.....	4.1	6.8	6.7	4.8	5.0	4.7	4.2	4.6	4.3
Wholesale trade.....	3.1	5.3	5.4	2.4	3.1	2.9	2.2	2.9	2.7
Retail trade.....	4.4	6.5	6.4	4.9	5.8	5.6	4.9	5.6	5.5
Transportation, warehousing, and utilities.....	4.3	8.9	8.6	6.5	4.7	4.3	4.4	3.9	2.9
Information.....	4.2	5.3	6.1	4.6	3.9	4.4	2.9	3.5	3.5
Financial activities.....	3.4	4.7	4.8	2.9	3.4	2.3	2.4	3.0	2.1
Finance and insurance.....	3.3	4.7	4.7	2.3	3.4	2.0	2.0	3.2	1.8
Real estate and rental and leasing.....	3.4	4.7	5.1	4.5	3.2	3.4	3.5	2.6	3.1
Professional and business services.....	5.7	7.8	7.9	5.4	5.8	5.9	5.1	5.4	5.4
Education and health services.....	5.7	7.6	7.8	3.1	3.4	3.4	3.0	3.4	3.3
Educational services.....	3.3	3.6	4.6	2.6	1.6	3.1	2.5	2.5	2.4
Health care and social assistance.....	6.1	8.2	8.3	3.2	3.7	3.5	3.1	3.6	3.4
Leisure and hospitality.....	6.1	9.1	10.3	8.5	8.1	8.0	6.1	7.5	7.2
Arts, entertainment, and recreation.....	5.2	7.8	7.6	8.1	8.8	7.5	6.5	7.6	6.9
Accommodation and food services.....	6.3	9.3	10.7	8.5	8.0	8.1	6.0	7.5	7.2
Other services.....	4.6	6.6	7.1	4.7	4.9	4.4	3.1	5.0	4.1

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		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Government.....	3.1	4.3	4.0	1.6	1.5	1.7	2.5	1.5	1.6
Federal.....	3.3	4.5	4.6	1.6	1.5	1.5	6.6	1.5	1.6
State and local.....	3.1	4.3	3.9	1.6	1.6	1.7	1.9	1.5	1.6
State and local education.....	2.3	2.5	2.9	1.4	1.3	1.6	2.0	1.5	1.4
State and local, excluding education.	3.9	6.2	5.0	1.7	1.9	1.8	1.7	1.5	1.8

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Technical Note

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

Definitions

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

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

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the

establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. Hires include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days;

discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.4 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for job openings, hires, and separations.

Alignment. The JOLTS figure for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and nonsampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the monthly alignment method. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates are computed by dividing the annual level by the Current Employment Statistics (CES)

annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month.

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p
Total.....	6,873	10,185	11,098	10,629	10,602	11,033	4.6	6.5	7.0	6.7	6.7	6.9
INDUSTRY												
Total private.....	6,173	9,226	10,044	9,775	9,614	10,118	4.9	6.9	7.4	7.2	7.1	7.4
Mining and logging.....	21	28	40	38	37	37	3.4	4.3	6.0	5.6	5.4	5.3
Construction.....	253	338	347	358	354	410	3.3	4.4	4.5	4.6	4.5	5.2
Manufacturing.....	545	880	906	869	948	1,009	4.3	6.7	6.8	6.5	7.1	7.4
Durable goods.....	302	494	517	488	568	584	3.9	6.1	6.3	5.9	6.8	7.0
Nondurable goods.....	243	386	388	381	380	425	5.0	7.6	7.7	7.5	7.5	8.2
Trade, transportation, and utilities.....	1,160	1,943	1,893	2,035	2,020	1,996	4.1	6.6	6.5	6.9	6.8	6.7
Wholesale trade.....	178	274	261	269	319	330	3.1	4.6	4.4	4.5	5.3	5.4
Retail trade.....	703	1,195	1,133	1,196	1,073	1,055	4.4	7.2	6.9	7.2	6.5	6.4
Transportation, warehousing, and utilities.....	278	474	500	570	629	611	4.3	7.0	7.3	8.2	8.9	8.6
Information.....	117	161	160	179	155	180	4.2	5.6	5.5	6.1	5.3	6.1
Financial activities.....	304	346	529	474	438	446	3.4	3.8	5.7	5.1	4.7	4.8
Finance and insurance.....	225	246	344	288	322	321	3.3	3.6	5.0	4.2	4.7	4.7
Real estate and rental and leasing. ...	79	100	185	186	115	125	3.4	4.2	7.5	7.5	4.7	5.1
Professional and business services.	1,225	1,719	1,838	1,869	1,784	1,819	5.7	7.6	8.1	8.2	7.8	7.9
Education and health services.....	1,394	1,700	1,960	1,782	1,940	1,999	5.7	6.7	7.7	7.0	7.6	7.8
Educational services.....	116	201	198	182	134	176	3.3	5.4	5.2	4.8	3.6	4.6
Health care and social assistance.	1,278	1,498	1,762	1,600	1,806	1,823	6.1	7.0	8.1	7.4	8.2	8.3
Leisure and hospitality.....	888	1,685	1,910	1,683	1,530	1,781	6.1	10.2	11.2	9.9	9.1	10.3
Arts, entertainment, and recreation. ...	97	216	238	224	186	183	5.2	9.6	10.2	9.5	7.8	7.6
Accommodation and food services. ...	792	1,469	1,672	1,459	1,344	1,598	6.3	10.3	11.3	10.0	9.3	10.7
Other services.....	266	425	459	487	407	442	4.6	7.0	7.4	7.8	6.6	7.1
Government.....	700	959	1,055	853	988	914	3.1	4.2	4.6	3.7	4.3	4.0
Federal.....	103	119	120	135	136	140	3.3	4.0	4.0	4.5	4.5	4.6
State and local.....	598	840	934	718	852	775	3.1	4.2	4.6	3.6	4.3	3.9
State and local education.....	228	446	412	297	261	299	2.3	4.3	3.9	2.8	2.5	2.9
State and local, excluding education.....	369	394	523	421	591	476	3.9	4.2	5.5	4.5	6.2	5.0
REGION³												
Northeast.....	1,170	1,746	2,030	1,833	1,806	1,788	4.3	6.2	7.0	6.4	6.3	6.2
South.....	2,717	3,888	4,203	4,134	4,051	4,324	4.9	6.8	7.2	7.1	6.9	7.4
Midwest.....	1,463	2,227	2,394	2,239	2,364	2,484	4.5	6.6	7.0	6.6	6.9	7.2
West.....	1,524	2,323	2,472	2,422	2,382	2,437	4.4	6.4	6.7	6.6	6.4	6.6

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p
Total.....	6,035	6,827	6,761	6,497	6,546	6,464	4.2	4.7	4.6	4.4	4.4	4.4
INDUSTRY												
Total private.....	5,696	6,398	6,268	6,140	6,206	6,100	4.7	5.2	5.0	4.9	4.9	4.8
Mining and logging.....	19	25	24	24	18	24	3.2	4.0	3.8	3.7	2.8	3.7
Construction.....	401	371	377	391	361	378	5.5	5.0	5.1	5.3	4.8	5.0
Manufacturing.....	384	483	477	476	483	495	3.2	3.9	3.8	3.8	3.9	3.9
Durable goods.....	226	280	261	260	264	274	3.0	3.7	3.4	3.4	3.4	3.5
Nondurable goods.....	159	203	216	216	219	221	3.4	4.3	4.6	4.6	4.6	4.7
Trade, transportation, and utilities.....	1,276	1,585	1,310	1,411	1,375	1,315	4.8	5.8	4.8	5.1	5.0	4.7
Wholesale trade.....	136	175	183	194	179	167	2.4	3.1	3.2	3.4	3.1	2.9
Retail trade.....	739	1,126	857	932	896	867	4.9	7.3	5.6	6.1	5.8	5.6
Transportation, warehousing, and utilities.....	401	283	271	284	301	280	6.5	4.5	4.3	4.4	4.7	4.3
Information.....	123	91	98	105	109	124	4.6	3.3	3.6	3.8	3.9	4.4
Financial activities.....	250	209	224	201	299	207	2.9	2.4	2.5	2.3	3.4	2.3
Finance and insurance.....	152	139	143	126	224	128	2.3	2.1	2.2	1.9	3.4	2.0
Real estate and rental and leasing. . .	99	70	80	75	75	78	4.5	3.1	3.5	3.3	3.2	3.4
Professional and business services. . . .	1,102	1,163	1,258	1,200	1,230	1,244	5.4	5.6	6.0	5.7	5.8	5.9
Education and health services.....	727	796	783	815	808	811	3.1	3.4	3.3	3.4	3.4	3.4
Educational services.....	88	128	112	139	59	113	2.6	3.6	3.1	3.8	1.6	3.1
Health care and social assistance. . . .	639	667	671	676	749	698	3.2	3.3	3.3	3.4	3.7	3.5
Leisure and hospitality.....	1,154	1,392	1,440	1,274	1,243	1,248	8.5	9.4	9.5	8.4	8.1	8.0
Arts, entertainment, and recreation. . .	145	180	183	194	193	165	8.1	8.8	8.7	9.0	8.8	7.5
Accommodation and food services. . .	1,009	1,212	1,258	1,080	1,050	1,082	8.5	9.5	9.6	8.2	8.0	8.1
Other services.....	258	284	277	245	279	256	4.7	5.0	4.8	4.3	4.9	4.4
Government.....	339	429	494	357	340	364	1.6	2.0	2.2	1.6	1.5	1.7
Federal.....	47	36	48	47	42	43	1.6	1.3	1.7	1.6	1.5	1.5
State and local.....	292	393	446	310	298	322	1.6	2.1	2.3	1.6	1.6	1.7
State and local education.....	138	267	290	161	127	164	1.4	2.7	2.8	1.6	1.3	1.6
State and local, excluding education.....	154	126	156	149	171	157	1.7	1.4	1.7	1.7	1.9	1.8
REGION³												
Northeast.....	985	1,021	1,015	972	1,033	1,027	3.8	3.8	3.8	3.6	3.8	3.8
South.....	2,413	2,647	2,635	2,659	2,662	2,596	4.6	4.9	4.9	4.9	4.9	4.8
Midwest.....	1,230	1,641	1,581	1,349	1,365	1,353	4.0	5.2	5.0	4.2	4.3	4.2
West.....	1,407	1,519	1,530	1,518	1,485	1,489	4.2	4.4	4.4	4.4	4.3	4.3

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p
Total.....	5,427	5,612	5,792	6,032	6,147	5,892	3.8	3.8	3.9	4.1	4.2	4.0
INDUSTRY												
Total private.....	4,878	5,350	5,535	5,735	5,821	5,545	4.0	4.3	4.4	4.6	4.6	4.4
Mining and logging.....	20	19	18	19	16	23	3.3	3.0	2.7	2.9	2.5	3.5
Construction.....	343	379	383	384	321	342	4.7	5.1	5.2	5.2	4.3	4.6
Manufacturing.....	354	427	436	444	452	424	2.9	3.5	3.5	3.6	3.6	3.4
Durable goods.....	205	237	231	248	243	225	2.7	3.1	3.0	3.2	3.1	2.9
Nondurable goods.....	149	191	204	196	209	199	3.2	4.1	4.4	4.2	4.4	4.2
Trade, transportation, and utilities.....	1,129	1,267	1,275	1,381	1,282	1,200	4.2	4.6	4.7	5.0	4.6	4.3
Wholesale trade.....	122	142	162	200	167	153	2.2	2.5	2.8	3.5	2.9	2.7
Retail trade.....	740	861	888	959	861	856	4.9	5.6	5.8	6.2	5.6	5.5
Transportation, warehousing, and utilities.....	268	265	226	223	255	191	4.4	4.2	3.6	3.5	3.9	2.9
Information.....	78	88	79	80	97	98	2.9	3.2	2.9	2.9	3.5	3.5
Financial activities.....	208	203	206	196	267	190	2.4	2.3	2.3	2.2	3.0	2.1
Finance and insurance.....	131	143	134	128	207	119	2.0	2.2	2.0	2.0	3.2	1.8
Real estate and rental and leasing. . .	78	60	73	67	59	71	3.5	2.6	3.2	2.9	2.6	3.1
Professional and business services. . . .	1,036	1,100	1,193	1,126	1,134	1,145	5.1	5.3	5.7	5.4	5.4	5.4
Education and health services.....	709	719	696	742	806	776	3.0	3.1	2.9	3.1	3.4	3.3
Educational services.....	84	65	69	71	89	86	2.5	1.8	1.9	1.9	2.5	2.4
Health care and social assistance. . . .	625	654	627	672	717	690	3.1	3.3	3.1	3.4	3.6	3.4
Leisure and hospitality.....	828	955	1,009	1,180	1,158	1,111	6.1	6.5	6.6	7.7	7.5	7.2
Arts, entertainment, and recreation. . .	115	120	124	120	167	153	6.5	5.9	6.0	5.6	7.6	6.9
Accommodation and food services. . .	713	834	885	1,060	992	958	6.0	6.5	6.7	8.1	7.5	7.2
Other services.....	172	193	240	181	288	235	3.1	3.4	4.2	3.2	5.0	4.1
Government.....	549	262	258	297	326	347	2.5	1.2	1.2	1.3	1.5	1.6
Federal.....	198	50	40	43	45	46	6.6	1.7	1.4	1.5	1.5	1.6
State and local.....	351	212	217	255	281	300	1.9	1.1	1.1	1.3	1.5	1.6
State and local education.....	196	57	69	125	149	140	2.0	0.6	0.7	1.2	1.5	1.4
State and local, excluding education.....	155	155	149	130	132	160	1.7	1.7	1.7	1.5	1.5	1.8
REGION³												
Northeast.....	892	815	918	888	922	923	3.4	3.1	3.4	3.3	3.4	3.4
South.....	2,177	2,219	2,269	2,370	2,476	2,385	4.2	4.1	4.2	4.4	4.6	4.4
Midwest.....	1,202	1,296	1,305	1,401	1,381	1,264	3.9	4.1	4.1	4.4	4.3	3.9
West.....	1,157	1,281	1,300	1,374	1,367	1,319	3.5	3.8	3.8	4.0	4.0	3.8

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^P	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^P
Total.....	3,352	3,870	4,028	4,270	4,362	4,157	2.4	2.7	2.7	2.9	3.0	2.8
INDUSTRY												
Total private.....	3,125	3,713	3,872	4,087	4,166	3,952	2.6	3.0	3.1	3.3	3.3	3.1
Mining and logging.....	9	12	9	10	9	15	1.4	1.9	1.5	1.6	1.4	2.3
Construction.....	132	185	198	192	192	188	1.8	2.5	2.7	2.6	2.6	2.5
Manufacturing.....	231	304	300	312	324	307	1.9	2.5	2.4	2.5	2.6	2.5
Durable goods.....	123	163	154	170	172	164	1.6	2.1	2.0	2.2	2.2	2.1
Nondurable goods.....	109	141	146	141	152	143	2.4	3.0	3.1	3.0	3.2	3.0
Trade, transportation, and utilities.....	744	905	954	1,041	976	907	2.8	3.3	3.5	3.8	3.5	3.3
Wholesale trade.....	89	105	129	158	126	116	1.6	1.8	2.3	2.8	2.2	2.0
Retail trade.....	512	637	682	730	686	683	3.4	4.2	4.4	4.8	4.4	4.4
Transportation, warehousing, and utilities.....	142	164	143	153	164	107	2.3	2.6	2.3	2.4	2.5	1.6
Information.....	40	48	50	43	49	50	1.5	1.8	1.8	1.5	1.8	1.8
Financial activities.....	127	127	133	126	150	117	1.5	1.4	1.5	1.4	1.7	1.3
Finance and insurance.....	81	78	79	85	113	68	1.2	1.2	1.2	1.3	1.7	1.0
Real estate and rental and leasing. . .	46	49	54	41	37	48	2.1	2.2	2.4	1.8	1.6	2.1
Professional and business services. . . .	619	684	697	701	719	740	3.0	3.3	3.3	3.3	3.4	3.5
Education and health services.....	510	548	582	597	625	597	2.2	2.3	2.5	2.5	2.6	2.5
Educational services.....	44	46	50	44	63	59	1.3	1.3	1.4	1.2	1.7	1.6
Health care and social assistance. . . .	467	502	532	552	562	538	2.4	2.5	2.7	2.8	2.8	2.7
Leisure and hospitality.....	605	772	807	934	955	887	4.4	5.2	5.3	6.1	6.2	5.7
Arts, entertainment, and recreation. . .	57	66	72	68	117	84	3.2	3.2	3.4	3.2	5.3	3.8
Accommodation and food services. . .	548	706	735	867	838	803	4.6	5.5	5.6	6.6	6.4	6.0
Other services.....	108	128	142	132	167	144	2.0	2.3	2.5	2.3	2.9	2.5
Government.....	228	156	157	183	196	205	1.1	0.7	0.7	0.8	0.9	0.9
Federal.....	31	25	19	20	22	21	1.0	0.9	0.7	0.7	0.8	0.7
State and local.....	197	131	137	163	174	183	1.1	0.7	0.7	0.8	0.9	1.0
State and local education.....	106	34	45	77	92	80	1.1	0.3	0.4	0.7	0.9	0.8
State and local, excluding education.....	91	97	92	86	82	103	1.0	1.1	1.0	1.0	0.9	1.1
REGION³												
Northeast.....	460	531	589	619	616	589	1.8	2.0	2.2	2.3	2.3	2.2
South.....	1,479	1,561	1,596	1,706	1,805	1,731	2.8	2.9	3.0	3.2	3.3	3.2
Midwest.....	733	889	921	1,024	949	913	2.4	2.8	2.9	3.2	3.0	2.8
West.....	680	888	921	921	992	923	2.0	2.6	2.7	2.7	2.9	2.7

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p
Total.....	1,728	1,354	1,423	1,385	1,396	1,361	1.2	0.9	1.0	0.9	0.9	0.9
INDUSTRY												
Total private.....	1,483	1,300	1,368	1,330	1,333	1,294	1.2	1.0	1.1	1.1	1.1	1.0
Mining and logging.....	11	6	7	8	5	6	1.8	0.9	1.1	1.2	0.8	0.9
Construction.....	200	183	167	168	113	139	2.7	2.5	2.2	2.3	1.5	1.8
Manufacturing.....	99	101	118	104	105	95	0.8	0.8	1.0	0.8	0.8	0.8
Durable goods.....	69	59	67	60	59	47	0.9	0.8	0.9	0.8	0.8	0.6
Nondurable goods.....	29	42	51	44	47	47	0.6	0.9	1.1	0.9	1.0	1.0
Trade, transportation, and utilities.....	313	298	267	271	246	246	1.2	1.1	1.0	1.0	0.9	0.9
Wholesale trade.....	25	26	27	31	32	32	0.5	0.5	0.5	0.5	0.6	0.6
Retail trade.....	187	189	167	186	145	147	1.2	1.2	1.1	1.2	0.9	0.9
Transportation, warehousing, and utilities.....	101	83	73	54	70	68	1.6	1.3	1.1	0.9	1.1	1.0
Information.....	33	30	26	25	38	38	1.3	1.1	0.9	0.9	1.4	1.4
Financial activities.....	49	42	47	44	47	36	0.6	0.5	0.5	0.5	0.5	0.4
Finance and insurance.....	20	37	30	24	30	20	0.3	0.6	0.5	0.4	0.5	0.3
Real estate and rental and leasing. . .	29	4	17	20	17	16	1.3	0.2	0.7	0.9	0.8	0.7
Professional and business services. . . .	362	307	404	347	359	334	1.8	1.5	1.9	1.6	1.7	1.6
Education and health services.....	160	115	75	111	141	133	0.7	0.5	0.3	0.5	0.6	0.6
Educational services.....	35	15	16	21	21	22	1.0	0.4	0.5	0.6	0.6	0.6
Health care and social assistance. . .	125	100	59	89	120	111	0.6	0.5	0.3	0.4	0.6	0.6
Leisure and hospitality.....	197	160	171	211	177	193	1.4	1.1	1.1	1.4	1.2	1.2
Arts, entertainment, and recreation. . .	56	53	50	50	46	65	3.1	2.6	2.4	2.4	2.1	2.9
Accommodation and food services. . .	141	106	121	161	131	128	1.2	0.8	0.9	1.2	1.0	1.0
Other services.....	59	59	88	42	102	76	1.1	1.0	1.5	0.7	1.8	1.3
Government.....	245	54	55	54	63	67	1.1	0.2	0.2	0.2	0.3	0.3
Federal.....	153	10	7	8	10	10	5.1	0.4	0.3	0.3	0.3	0.3
State and local.....	92	43	47	46	54	57	0.5	0.2	0.2	0.2	0.3	0.3
State and local education.....	59	15	17	29	27	31	0.6	0.1	0.2	0.3	0.3	0.3
State and local, excluding education.....	33	29	31	17	27	26	0.4	0.3	0.3	0.2	0.3	0.3
REGION³												
Northeast.....	378	216	258	205	243	275	1.5	0.8	1.0	0.8	0.9	1.0
South.....	553	518	541	516	531	504	1.1	1.0	1.0	1.0	1.0	0.9
Midwest.....	401	324	308	299	346	279	1.3	1.0	1.0	0.9	1.1	0.9
West.....	396	295	316	365	276	303	1.2	0.9	0.9	1.1	0.8	0.9

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p	Oct. 2020	June 2021	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 ^p
Total.....	347	389	341	378	388	373	0.2	0.3	0.2	0.3	0.3	0.3
INDUSTRY												
Total private.....	271	337	295	317	322	298	0.2	0.3	0.2	0.3	0.3	0.2
Mining and logging.....	1	1	1	1	2	2	0.1	0.2	0.2	0.2	0.3	0.3
Construction.....	12	11	18	24	16	15	0.2	0.1	0.2	0.3	0.2	0.2
Manufacturing.....	24	22	18	28	23	22	0.2	0.2	0.1	0.2	0.2	0.2
Durable goods.....	13	14	10	18	12	14	0.2	0.2	0.1	0.2	0.2	0.2
Nondurable goods.....	11	8	8	10	10	8	0.2	0.2	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	73	64	54	69	60	48	0.3	0.2	0.2	0.3	0.2	0.2
Wholesale trade.....	7	12	6	11	9	5	0.1	0.2	0.1	0.2	0.2	0.1
Retail trade.....	42	34	38	43	29	26	0.3	0.2	0.3	0.3	0.2	0.2
Transportation, warehousing, and utilities.....	24	17	10	16	22	16	0.4	0.3	0.2	0.2	0.3	0.3
Information.....	5	11	3	13	10	10	0.2	0.4	0.1	0.5	0.3	0.4
Financial activities.....	32	34	27	26	70	38	0.4	0.4	0.3	0.3	0.8	0.4
Finance and insurance.....	30	27	25	20	64	31	0.5	0.4	0.4	0.3	1.0	0.5
Real estate and rental and leasing. ...	2	7	2	7	5	7	0.1	0.3	0.1	0.3	0.2	0.3
Professional and business services.	55	109	92	79	55	70	0.3	0.5	0.4	0.4	0.3	0.3
Education and health services.....	38	55	38	35	41	46	0.2	0.2	0.2	0.1	0.2	0.2
Educational services.....	5	4	3	5	5	5	0.1	0.1	0.1	0.1	0.1	0.1
Health care and social assistance.	33	52	36	30	36	41	0.2	0.3	0.2	0.2	0.2	0.2
Leisure and hospitality.....	26	24	32	34	27	31	0.2	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation. ...	2	1	3	2	4	4	0.1	0.1	0.1	0.1	0.2	0.2
Accommodation and food services. ...	24	23	29	32	23	27	0.2	0.2	0.2	0.2	0.2	0.2
Other services.....	5	7	11	8	18	16	0.1	0.1	0.2	0.1	0.3	0.3
Government.....	77	52	46	60	66	75	0.4	0.2	0.2	0.3	0.3	0.3
Federal.....	14	14	14	15	13	15	0.5	0.5	0.5	0.5	0.5	0.5
State and local.....	63	38	33	46	53	60	0.3	0.2	0.2	0.2	0.3	0.3
State and local education.....	31	8	7	18	30	29	0.3	0.1	0.1	0.2	0.3	0.3
State and local, excluding education.....	31	30	26	28	23	31	0.3	0.3	0.3	0.3	0.3	0.3
REGION³												
Northeast.....	55	68	70	64	63	59	0.2	0.3	0.3	0.2	0.2	0.2
South.....	145	140	132	149	140	149	0.3	0.3	0.2	0.3	0.3	0.3
Midwest.....	68	83	75	77	86	72	0.2	0.3	0.2	0.2	0.3	0.2
West.....	80	98	63	88	100	93	0.2	0.3	0.2	0.3	0.3	0.3

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

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Total.....	7,249	10,658	11,476	4.8	6.7	7.1
INDUSTRY						
Total private.....	6,565	9,728	10,590	5.1	7.2	7.7
Mining and logging.....	24	41	39	3.8	6.0	5.7
Construction.....	252	337	420	3.3	4.2	5.2
Manufacturing.....	540	950	1,010	4.3	7.1	7.5
Durable goods.....	303	580	588	3.9	7.0	7.0
Nondurable goods.....	237	370	423	4.9	7.3	8.2
Trade, transportation, and utilities.....	1,360	2,154	2,184	4.8	7.3	7.3
Wholesale trade.....	176	321	329	3.0	5.3	5.4
Retail trade.....	907	1,182	1,241	5.7	7.2	7.4
Transportation, warehousing, and utilities.....	278	652	614	4.3	9.2	8.6
Information.....	124	169	194	4.5	5.7	6.5
Financial activities.....	341	428	497	3.7	4.6	5.3
Finance and insurance.....	253	322	358	3.7	4.7	5.2
Real estate and rental and leasing.....	88	106	139	3.8	4.4	5.6
Professional and business services.....	1,333	1,827	1,925	6.1	7.9	8.2
Education and health services.....	1,434	1,894	2,092	5.8	7.4	8.0
Educational services.....	120	126	180	3.3	3.4	4.6
Health care and social assistance.....	1,314	1,768	1,911	6.2	8.1	8.7
Leisure and hospitality.....	862	1,520	1,759	6.0	9.0	10.2
Arts, entertainment, and recreation.....	93	161	169	5.0	6.8	7.2
Accommodation and food services.....	770	1,359	1,590	6.1	9.3	10.7
Other services.....	294	408	470	5.1	6.7	7.5
Government.....	685	930	886	3.0	4.1	3.8
Federal.....	91	129	131	3.0	4.3	4.4
State and local.....	594	800	755	3.0	4.0	3.8
State and local education.....	220	202	272	2.1	2.0	2.5
State and local, excluding education.....	374	598	482	4.0	6.2	5.1
REGION³						
Northeast.....	1,246	1,812	1,835	4.5	6.3	6.3
South.....	2,823	4,093	4,517	5.1	7.0	7.6
Midwest.....	1,552	2,362	2,600	4.8	6.9	7.5
West.....	1,628	2,390	2,523	4.6	6.5	6.7

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Total.....	6,481	6,621	6,858	4.5	4.5	4.6
INDUSTRY						
Total private.....	6,160	6,242	6,525	5.1	5.0	5.1
Mining and logging.....	21	19	28	3.6	2.9	4.2
Construction.....	420	354	398	5.6	4.6	5.2
Manufacturing.....	390	500	502	3.2	4.0	4.0
Durable goods.....	227	272	279	3.0	3.5	3.6
Nondurable goods.....	163	228	223	3.5	4.8	4.7
Trade, transportation, and utilities.....	1,532	1,419	1,537	5.7	5.2	5.5
Wholesale trade.....	150	184	176	2.7	3.2	3.1
Retail trade.....	927	897	1,043	6.1	5.9	6.7
Transportation, warehousing, and utilities.....	455	338	318	7.4	5.3	4.9
Information.....	136	112	152	5.1	4.0	5.4
Financial activities.....	277	297	235	3.2	3.4	2.6
Finance and insurance.....	170	221	146	2.6	3.4	2.2
Real estate and rental and leasing.....	107	76	88	4.8	3.3	3.8
Professional and business services.....	1,170	1,221	1,330	5.7	5.8	6.2
Education and health services.....	818	907	905	3.5	3.8	3.8
Educational services.....	91	118	113	2.6	3.3	3.0
Health care and social assistance.....	727	788	792	3.7	3.9	3.9
Leisure and hospitality.....	1,144	1,154	1,201	8.4	7.5	7.8
Arts, entertainment, and recreation.....	128	151	139	7.3	6.8	6.4
Accommodation and food services.....	1,016	1,003	1,062	8.6	7.6	8.0
Other services.....	251	260	239	4.6	4.5	4.1
Government.....	320	379	333	1.5	1.7	1.5
Federal.....	50	47	48	1.7	1.6	1.7
State and local.....	270	333	285	1.4	1.7	1.5
State and local education.....	130	166	135	1.3	1.6	1.3
State and local, excluding education.....	141	166	150	1.6	1.9	1.7
REGION³						
Northeast.....	1,017	1,079	1,057	3.9	4.0	3.9
South.....	2,610	2,644	2,782	4.9	4.9	5.1
Midwest.....	1,293	1,377	1,397	4.2	4.3	4.3
West.....	1,560	1,521	1,621	4.6	4.4	4.6

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Total.....	5,508	6,544	6,027	3.8	4.4	4.0
INDUSTRY						
Total private.....	4,996	6,131	5,665	4.1	4.9	4.5
Mining and logging.....	20	14	23	3.4	2.2	3.5
Construction.....	374	337	362	5.0	4.4	4.7
Manufacturing.....	373	475	434	3.1	3.8	3.5
Durable goods.....	214	256	231	2.8	3.3	3.0
Nondurable goods.....	159	220	203	3.5	4.6	4.3
Trade, transportation, and utilities.....	1,138	1,258	1,195	4.2	4.6	4.3
Wholesale trade.....	139	173	170	2.5	3.0	3.0
Retail trade.....	721	850	836	4.8	5.6	5.4
Transportation, warehousing, and utilities.....	278	235	188	4.5	3.7	2.9
Information.....	74	99	99	2.8	3.6	3.5
Financial activities.....	206	270	190	2.4	3.0	2.1
Finance and insurance.....	129	210	117	2.0	3.2	1.8
Real estate and rental and leasing.....	77	60	73	3.5	2.6	3.1
Professional and business services.....	1,045	1,162	1,163	5.1	5.5	5.4
Education and health services.....	683	816	765	2.9	3.5	3.2
Educational services.....	57	95	69	1.6	2.7	1.8
Health care and social assistance.....	626	722	695	3.1	3.6	3.5
Leisure and hospitality.....	937	1,373	1,223	6.9	8.9	7.9
Arts, entertainment, and recreation.....	160	230	215	9.1	10.4	9.9
Accommodation and food services.....	777	1,143	1,008	6.6	8.7	7.6
Other services.....	145	326	212	2.6	5.7	3.7
Government.....	512	414	362	2.3	1.9	1.6
Federal.....	199	44	51	6.7	1.5	1.8
State and local.....	313	370	311	1.6	1.9	1.6
State and local education.....	152	177	136	1.5	1.8	1.3
State and local, excluding education.....	161	193	175	1.8	2.2	2.0
REGION³						
Northeast.....	888	1,053	940	3.4	3.9	3.5
South.....	2,182	2,546	2,435	4.1	4.7	4.4
Midwest.....	1,243	1,449	1,273	4.0	4.5	3.9
West.....	1,195	1,496	1,381	3.6	4.3	4.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Total.....	3,450	4,621	4,276	2.4	3.1	2.9
INDUSTRY						
Total private.....	3,239	4,386	4,056	2.7	3.5	3.2
Mining and logging.....	9	10	16	1.6	1.6	2.4
Construction.....	149	210	196	2.0	2.7	2.6
Manufacturing.....	242	346	311	2.0	2.8	2.5
Durable goods.....	127	186	165	1.7	2.4	2.1
Nondurable goods.....	115	160	145	2.5	3.4	3.1
Trade, transportation, and utilities.....	781	994	944	2.9	3.6	3.4
Wholesale trade.....	98	133	126	1.8	2.3	2.2
Retail trade.....	528	699	698	3.5	4.6	4.5
Transportation, warehousing, and utilities.....	155	161	120	2.5	2.5	1.8
Information.....	40	50	51	1.5	1.8	1.8
Financial activities.....	129	150	120	1.5	1.7	1.4
Finance and insurance.....	81	116	67	1.2	1.8	1.0
Real estate and rental and leasing.....	48	33	54	2.2	1.4	2.3
Professional and business services.....	655	742	788	3.2	3.5	3.7
Education and health services.....	519	642	605	2.2	2.7	2.5
Educational services.....	35	72	52	1.0	2.0	1.4
Health care and social assistance.....	483	570	553	2.4	2.8	2.7
Leisure and hospitality.....	617	1,058	893	4.5	6.9	5.8
Arts, entertainment, and recreation.....	55	133	87	3.1	6.0	4.0
Accommodation and food services.....	563	925	806	4.7	7.0	6.1
Other services.....	98	185	133	1.8	3.2	2.3
Government.....	210	234	220	1.0	1.1	1.0
Federal.....	33	23	24	1.1	0.8	0.8
State and local.....	178	211	196	0.9	1.1	1.0
State and local education.....	90	119	87	0.9	1.2	0.8
State and local, excluding education.....	88	92	108	1.0	1.0	1.2
REGION³						
Northeast.....	465	684	589	1.8	2.5	2.2
South.....	1,511	1,812	1,783	2.9	3.3	3.3
Midwest.....	756	1,004	927	2.4	3.1	2.9
West.....	718	1,122	977	2.1	3.2	2.8

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Total.....	1,738	1,533	1,392	1.2	1.0	0.9
INDUSTRY						
Total private.....	1,496	1,417	1,316	1.2	1.1	1.0
Mining and logging.....	10	2	5	1.7	0.3	0.8
Construction.....	213	110	150	2.8	1.4	2.0
Manufacturing.....	109	109	104	0.9	0.9	0.8
Durable goods.....	75	61	53	1.0	0.8	0.7
Nondurable goods.....	34	48	51	0.7	1.0	1.1
Trade, transportation, and utilities.....	290	202	207	1.1	0.7	0.7
Wholesale trade.....	32	30	39	0.6	0.5	0.7
Retail trade.....	159	121	118	1.1	0.8	0.8
Transportation, warehousing, and utilities.....	98	50	51	1.6	0.8	0.8
Information.....	31	40	40	1.2	1.4	1.4
Financial activities.....	46	48	30	0.5	0.5	0.3
Finance and insurance.....	18	28	15	0.3	0.4	0.2
Real estate and rental and leasing.....	28	20	15	1.3	0.9	0.6
Professional and business services.....	328	366	299	1.6	1.7	1.4
Education and health services.....	134	136	122	0.6	0.6	0.5
Educational services.....	19	18	14	0.5	0.5	0.4
Health care and social assistance.....	115	119	108	0.6	0.6	0.5
Leisure and hospitality.....	293	286	298	2.2	1.9	1.9
Arts, entertainment, and recreation.....	104	92	124	5.9	4.2	5.7
Accommodation and food services.....	189	194	174	1.6	1.5	1.3
Other services.....	41	117	61	0.8	2.1	1.1
Government.....	242	116	76	1.1	0.5	0.3
Federal.....	154	8	11	5.2	0.3	0.4
State and local.....	88	108	65	0.5	0.6	0.3
State and local education.....	42	28	26	0.4	0.3	0.3
State and local, excluding education.....	47	80	38	0.5	0.9	0.4
REGION³						
Northeast.....	373	299	293	1.4	1.1	1.1
South.....	539	596	505	1.0	1.1	0.9
Midwest.....	425	356	280	1.4	1.1	0.9
West.....	402	282	314	1.2	0.8	0.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2020	Sept. 2021	Oct. 2021 ^p	Oct. 2020	Sept. 2021	Oct. 2021 ^p
Total.....	320	390	359	0.2	0.3	0.2
INDUSTRY						
Total private.....	261	327	293	0.2	0.3	0.2
Mining and logging.....	1	2	2	0.1	0.3	0.4
Construction.....	12	17	16	0.2	0.2	0.2
Manufacturing.....	22	21	20	0.2	0.2	0.2
Durable goods.....	12	9	13	0.2	0.1	0.2
Nondurable goods.....	10	11	7	0.2	0.2	0.1
Trade, transportation, and utilities.....	68	62	43	0.3	0.2	0.2
Wholesale trade.....	8	9	5	0.2	0.2	0.1
Retail trade.....	34	30	20	0.2	0.2	0.1
Transportation, warehousing, and utilities.....	25	24	18	0.4	0.4	0.3
Information.....	2	9	8	0.1	0.3	0.3
Financial activities.....	31	72	40	0.4	0.8	0.4
Finance and insurance.....	30	65	35	0.5	1.0	0.5
Real estate and rental and leasing.....	1	6	4	0.1	0.3	0.2
Professional and business services.....	62	54	75	0.3	0.3	0.3
Education and health services.....	30	37	39	0.1	0.2	0.2
Educational services.....	3	5	4	0.1	0.1	0.1
Health care and social assistance.....	27	33	35	0.1	0.2	0.2
Leisure and hospitality.....	27	29	33	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	5	4	0.1	0.2	0.2
Accommodation and food services.....	25	23	29	0.2	0.2	0.2
Other services.....	6	24	18	0.1	0.4	0.3
Government.....	59	63	66	0.3	0.3	0.3
Federal.....	13	12	16	0.4	0.4	0.5
State and local.....	47	51	50	0.2	0.3	0.3
State and local education.....	20	30	23	0.2	0.3	0.2
State and local, excluding education.....	27	22	28	0.3	0.2	0.3
REGION³						
Northeast.....	51	70	57	0.2	0.3	0.2
South.....	133	138	147	0.3	0.3	0.3
Midwest.....	63	89	66	0.2	0.3	0.2
West.....	73	93	90	0.2	0.3	0.3

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

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

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

^p Preliminary

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