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JOB OPENINGS AND LABOR TURNOVER – JULY 2020

The number of job openings increased to 6.6 million on the last business day of July, the U.S. Bureau of Labor Statistics reported today. Hires decreased to 5.8 million in July. Total separations was little changed at 5.0 million. Within separations, the quits rate rose to 2.1 percent while the layoffs and discharges rate decreased to 1.2 percent. These changes in the labor market reflected an ongoing resumption of economic activity that had been curtailed due to the coronavirus (COVID-19) pandemic and efforts to contain it. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, July 2017 - July 2020

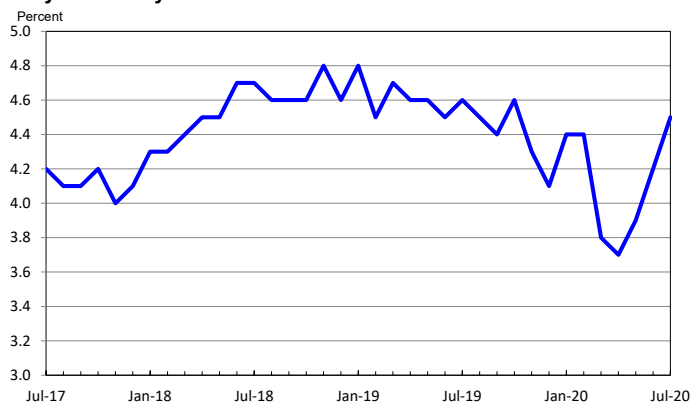
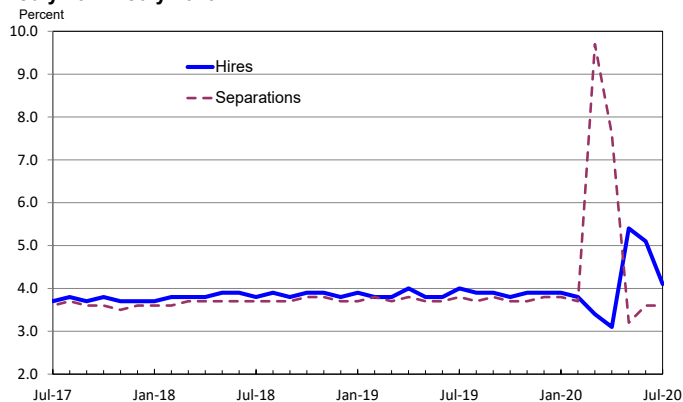


Chart 2. Hires and total separations rates, seasonally adjusted, July 2017 - July 2020



Job Openings

On the last business day of July, the number and rate of **job openings** increased to 6.6 million (+617,000) and 4.5 percent, respectively. Job openings rose in a number of industries, with the largest increases in retail trade (+172,000), health care and social assistance (+146,000), and construction (+90,000). The number of job openings increased in the South and Midwest regions. (See table 1.)

Coronavirus (COVID-19) Pandemic Impact on July 2020 JOLTS Data

Data collection for the Job Openings and Labor Turnover Survey was affected by the coronavirus (COVID-19) pandemic. More information is available at the end of this news release and at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-july-2020.htm.

Hires

In July, the number and rate of hires decreased to 5.8 million (-1,183,000) and 4.1 percent, respectively. Over the year, the hires level was little changed. Hires decreased in a number of industries, with the largest fall in accommodation and food services (-599,000), followed by other services (-143,000), and health care and social assistance (-137,000). Hires increased in federal government (+33,000), largely because of Census hiring. Hires also increased in real estate and rental and leasing (+26,000). The number of hires decreased in all four regions. (See table 2.)

Separations

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

In July, the number and rate of **total separations** was little changed at 5.0 million and 3.6 percent, respectively. Total separations increased in retail trade (+112,000) and in state and local government education (+49,000). The number of total separations decreased in durable goods manufacturing (-44,000). Total separations was little changed in all four regions. (See table 3.)

In July, the number and rate of **quits** increased to 2.9 million (+344,000) and 2.1 percent, respectively. Quits increased in retail trade (+152,000), professional and business services (+98,000), and state and local government education (+35,000). The number of quits increased in the Midwest and West regions. (See table 4.)

The number and rate of **layoffs and discharges** decreased to 1.7 million (-274,000) and 1.2 percent, respectively in July. The layoffs and discharges level decreased in durable goods manufacturing (-40,000), transportation, warehousing, and utilities (-40,000), and wholesale trade (-21,000). The number of layoffs and discharges decreased in the Northeast and South regions. (See table 5.)

The number of **other separations** was little changed in July at 337,000. Other separations increased in a few industries, with the largest increases in transportation, warehousing, and utilities (+35,000) and state and local government education (+16,000). Other separations decreased in health care and social assistance (-22,000). 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 July, hires totaled 70.2 million and separations totaled 78.5 million, yielding a net employment loss of 8.2 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for August 2020 are scheduled to be released on Tuesday, October 6, 2020 at 10:00 a.m. (ET).

Upcoming Changes to JOLTS Series Codes

JOLTS will be changing the structure of its series codes to allow for the publication of establishment size class data and the future publication of state data and potential publication of Metropolitan Statistical Area (MSA) data. These changes will occur with the release of JOLTS data on October 6, 2020. For more information on these changes, please visit www.bls.gov/jlt/jlt_series_changes.htm.

Coronavirus (COVID-19) Pandemic Impact on July 2020 Job Openings and Labor Turnover Survey Data

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for July was 46 percent, while response rates prior to the pandemic averaged 54 percent.

BLS modified the JOLTS estimation methods starting in March and continuing through July to better reflect the impact of the coronavirus (COVID-19) pandemic. The estimation process usually includes an alignment of monthly hires minus separations to the over-the-month change in the Current Employment Statistics (CES) employment estimates. For July estimates, as in earlier months, BLS suspended the alignment process because the differing reference periods for the CES employment estimates (pay period including the 12th of the month) and the JOLTS hires and separations estimates (the entire reference month) led to substantially different measurement outcomes. More information about the impact of the COVID-19 pandemic on the JOLTS survey, including information about the JOLTS estimation methodology, is available at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-july-2020.htm.

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

Category	Job openings			Hires			Total separations		
	July 2019	June 2020	July 2020 ^P	July 2019	June 2020	July 2020 ^P	July 2019	June 2020	July 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,236	6,001	6,618	5,975	6,970	5,787	5,769	4,899	5,007
Total private.....	6,529	5,347	5,947	5,605	6,688	5,455	5,427	4,656	4,722
Mining and logging ¹	40	16	16	22	11	19	26	28	28
Construction ¹	353	244	334	379	499	400	381	343	354
Manufacturing.....	477	346	408	335	432	321	325	392	353
Durable goods ¹	282	179	213	185	254	155	177	241	197
Nondurable goods ¹	195	167	195	150	178	166	148	152	157
Trade, transportation, and utilities.....	1,288	1,075	1,292	1,220	1,362	1,207	1,218	1,077	1,167
Wholesale trade.....	169	163	181	168	165	122	168	166	146
Retail trade.....	838	669	841	796	911	828	801	640	752
Transportation, warehousing, and utilities ¹	281	243	269	257	286	257	249	271	269
Information ¹	172	97	96	102	57	64	109	54	55
Financial activities.....	381	298	291	247	189	229	236	177	190
Finance and insurance.....	257	232	224	160	134	146	146	122	118
Real estate and rental and leasing ¹	124	65	68	87	56	82	90	55	73
Professional and business services.....	1,287	1,077	1,200	1,195	1,175	1,136	1,144	926	1,008
Education and health services.....	1,325	1,089	1,262	763	899	748	674	603	584
Educational services ¹	145	90	117	109	116	102	84	55	67
Health care and social assistance.....	1,180	999	1,145	655	783	646	589	548	517
Leisure and hospitality.....	957	838	760	1,121	1,759	1,169	1,108	858	807
Arts, entertainment, and recreation.....	113	113	97	159	162	171	148	136	116
Accommodation and food services.....	844	725	663	962	1,597	998	959	722	691
Other services.....	249	268	287	220	305	162	206	199	175
Government.....	707	654	671	370	281	333	342	243	285
Federal ¹	129	112	132	38	40	73	37	42	46
State and local.....	579	542	539	332	241	260	305	200	239
State and local education.....	215	186	180	178	123	121	158	70	119
State and local, excluding education ¹	364	356	358	153	118	138	148	130	120
RATES BY INDUSTRY (percent)									
Total.....	4.6	4.2	4.5	4.0	5.1	4.1	3.8	3.6	3.6
Total private.....	4.8	4.4	4.8	4.4	5.7	4.6	4.2	4.0	4.0
Mining and logging ¹	5.2	2.5	2.5	3.0	1.8	3.0	3.6	4.4	4.5
Construction ¹	4.5	3.3	4.4	5.1	7.0	5.6	5.1	4.8	4.9
Manufacturing.....	3.6	2.8	3.3	2.6	3.6	2.6	2.5	3.2	2.9
Durable goods ¹	3.4	2.3	2.7	2.3	3.4	2.0	2.2	3.2	2.6
Nondurable goods ¹	3.9	3.6	4.1	3.1	3.9	3.7	3.1	3.4	3.5
Trade, transportation, and utilities.....	4.4	4.0	4.7	4.4	5.3	4.6	4.4	4.2	4.5
Wholesale trade.....	2.8	2.8	3.1	2.8	2.9	2.2	2.8	2.9	2.6
Retail trade.....	5.1	4.4	5.4	5.1	6.3	5.6	5.1	4.4	5.1
Transportation, warehousing, and utilities ¹	4.3	4.1	4.5	4.2	5.0	4.5	4.0	4.8	4.7
Information ¹	5.7	3.6	3.6	3.6	2.2	2.5	3.8	2.1	2.1
Financial activities.....	4.2	3.3	3.3	2.8	2.2	2.7	2.7	2.1	2.2
Finance and insurance.....	3.8	3.5	3.3	2.5	2.1	2.3	2.3	1.9	1.8
Real estate and rental and leasing ¹	5.1	2.9	3.0	3.8	2.6	3.8	3.9	2.6	3.4
Professional and business services.....	5.7	5.2	5.7	5.6	6.0	5.7	5.4	4.7	5.1
Education and health services.....	5.2	4.6	5.2	3.2	3.9	3.3	2.8	2.6	2.5
Educational services ¹	3.7	2.5	3.3	2.9	3.4	2.9	2.2	1.6	1.9
Health care and social assistance.....	5.5	4.9	5.5	3.2	4.1	3.3	2.9	2.8	2.7
Leisure and hospitality.....	5.5	6.6	5.7	6.8	14.7	9.3	6.7	7.2	6.4
Arts, entertainment, and recreation.....	4.5	7.1	5.8	6.6	10.9	10.9	6.1	9.2	7.4
Accommodation and food services.....	5.6	6.5	5.7	6.8	15.3	9.1	6.8	6.9	6.3
Other services.....	4.0	4.9	5.1	3.7	5.9	3.0	3.5	3.9	3.3

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		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Government.....	3.0	3.0	3.0	1.6	1.3	1.5	1.5	1.1	1.3
Federal ¹	4.3	3.7	4.3	1.3	1.4	2.5	1.3	1.5	1.6
State and local.....	2.8	2.9	2.8	1.7	1.3	1.4	1.5	1.1	1.3
State and local education.....	2.0	1.9	1.8	1.7	1.3	1.2	1.5	0.7	1.2
State and local, excluding education ¹	3.8	3.9	3.9	1.7	1.3	1.6	1.6	1.5	1.4

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

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Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The 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					
	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p
Total.....	7,236	6,011	4,996	5,371	6,001	6,618	4.6	3.8	3.7	3.9	4.2	4.5
INDUSTRY												
Total private.....	6,529	5,284	4,332	4,736	5,347	5,947	4.8	3.9	3.8	4.1	4.4	4.8
Mining and logging ³	40	12	10	10	16	16	5.2	1.7	1.5	1.5	2.5	2.5
Construction ³	353	240	247	315	244	334	4.5	3.1	3.6	4.3	3.3	4.4
Manufacturing.....	477	310	315	306	346	408	3.6	2.4	2.7	2.5	2.8	3.3
Durable goods ³	282	178	170	166	179	213	3.4	2.2	2.3	2.2	2.3	2.7
Nondurable goods ³	195	132	146	141	167	195	3.9	2.7	3.2	3.1	3.6	4.1
Trade, transportation, and utilities.....	1,288	1,069	883	997	1,075	1,292	4.4	3.7	3.5	3.9	4.0	4.7
Wholesale trade.....	169	156	145	153	163	181	2.8	2.6	2.5	2.7	2.8	3.1
Retail trade.....	838	626	521	670	669	841	5.1	3.9	3.8	4.7	4.4	5.4
Transportation, warehousing, and utilities ³	281	286	217	174	243	269	4.3	4.4	3.7	3.0	4.1	4.5
Information ³	172	119	132	78	97	96	5.7	4.0	4.8	2.9	3.6	3.6
Financial activities.....	381	336	251	264	298	291	4.2	3.7	2.9	3.0	3.3	3.3
Finance and insurance.....	257	262	185	215	232	224	3.8	3.9	2.8	3.2	3.5	3.3
Real estate and rental and leasing ³	124	75	66	49	65	68	5.1	3.1	3.0	2.2	2.9	3.0
Professional and business services.....	1,287	1,192	982	976	1,077	1,200	5.7	5.3	4.9	4.8	5.2	5.7
Education and health services.....	1,325	1,193	1,051	975	1,089	1,262	5.2	4.6	4.6	4.2	4.6	5.2
Educational services ³	145	106	102	78	90	117	3.7	2.7	3.0	2.3	2.5	3.3
Health care and social assistance.....	1,180	1,087	949	896	999	1,145	5.5	5.0	4.9	4.5	4.9	5.5
Leisure and hospitality.....	957	664	314	622	838	760	5.5	3.9	3.5	5.9	6.6	5.7
Arts, entertainment, and recreation.....	113	130	41	101	113	97	4.5	5.1	3.4	7.8	7.1	5.8
Accommodation and food services.....	844	534	273	521	725	663	5.6	3.7	3.5	5.6	6.5	5.7
Other services.....	249	147	147	194	268	287	4.0	2.4	3.1	3.9	4.9	5.1
Government.....	707	727	664	635	654	671	3.0	3.1	3.0	2.9	3.0	3.0
Federal ³	129	131	114	70	112	132	4.3	4.3	3.8	2.4	3.7	4.3
State and local.....	579	596	550	564	542	539	2.8	2.9	2.8	3.0	2.9	2.8
State and local education.....	215	215	194	209	186	180	2.0	2.0	1.9	2.1	1.9	1.8
State and local, excluding education ³	364	381	356	355	356	358	3.8	3.9	3.8	3.9	3.9	3.9
REGION⁴												
Northeast.....	1,145	1,102	972	948	1,123	1,161	4.0	3.8	3.9	3.7	4.3	4.3
South.....	2,695	2,251	1,856	2,049	2,226	2,463	4.6	3.9	3.7	4.0	4.2	4.6
Midwest.....	1,694	1,286	1,067	1,123	1,329	1,557	4.9	3.8	3.6	3.7	4.2	4.9
West.....	1,702	1,373	1,101	1,251	1,323	1,438	4.6	3.7	3.5	3.9	4.0	4.2

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p
Total.....	5,975	5,111	4,047	7,199	6,970	5,787	4.0	3.4	3.1	5.4	5.1	4.1
INDUSTRY												
Total private.....	5,605	4,744	3,812	6,952	6,688	5,455	4.4	3.7	3.5	6.2	5.7	4.6
Mining and logging.....	22	19	13	16	11	19	3.0	2.7	2.1	2.6	1.8	3.0
Construction.....	379	389	246	679	499	400	5.1	5.1	3.7	9.7	7.0	5.6
Manufacturing.....	335	299	326	523	432	321	2.6	2.3	2.8	4.5	3.6	2.6
Durable goods.....	185	159	161	286	254	155	2.3	2.0	2.3	3.9	3.4	2.0
Nondurable goods.....	150	140	166	236	178	166	3.1	2.9	3.8	5.3	3.9	3.7
Trade, transportation, and utilities.....	1,220	1,137	1,025	1,341	1,362	1,207	4.4	4.1	4.2	5.4	5.3	4.6
Wholesale trade.....	168	136	117	187	165	122	2.8	2.3	2.1	3.4	2.9	2.2
Retail trade.....	796	764	723	886	911	828	5.1	4.9	5.4	6.5	6.3	5.6
Transportation, warehousing, and utilities.....	257	237	185	268	286	257	4.2	3.8	3.3	4.8	5.0	4.5
Information.....	102	74	39	66	57	64	3.6	2.6	1.5	2.5	2.2	2.5
Financial activities.....	247	218	162	201	189	229	2.8	2.5	1.9	2.3	2.2	2.7
Finance and insurance.....	160	151	129	113	134	146	2.5	2.3	2.0	1.7	2.1	2.3
Real estate and rental and leasing. . .	87	67	34	88	56	82	3.8	2.9	1.6	4.1	2.6	3.8
Professional and business services. . . .	1,195	1,103	800	938	1,175	1,136	5.6	5.1	4.2	4.8	6.0	5.7
Education and health services.....	763	663	545	1,093	899	748	3.2	2.7	2.5	4.9	3.9	3.3
Educational services.....	109	92	69	98	116	102	2.9	2.4	2.1	2.9	3.4	2.9
Health care and social assistance. . . .	655	571	477	995	783	646	3.2	2.8	2.6	5.3	4.1	3.3
Leisure and hospitality.....	1,121	673	490	1,513	1,759	1,169	6.8	4.1	5.7	15.2	14.7	9.3
Arts, entertainment, and recreation. . .	159	127	31	145	162	171	6.6	5.2	2.7	12.1	10.9	10.9
Accommodation and food services. . .	962	546	460	1,368	1,597	998	6.8	3.9	6.2	15.6	15.3	9.1
Other services.....	220	168	165	582	305	162	3.7	2.8	3.6	12.0	5.9	3.0
Government.....	370	367	235	247	281	333	1.6	1.6	1.1	1.2	1.3	1.5
Federal.....	38	58	46	50	40	73	1.3	2.0	1.6	1.7	1.4	2.5
State and local.....	332	309	189	197	241	260	1.7	1.6	1.0	1.1	1.3	1.4
State and local education.....	178	153	111	128	123	121	1.7	1.5	1.1	1.3	1.3	1.2
State and local, excluding education.....	153	156	78	69	118	138	1.7	1.7	0.9	0.8	1.3	1.6
REGION³												
Northeast.....	940	869	534	1,103	1,214	1,038	3.4	3.1	2.2	4.5	4.8	4.1
South.....	2,442	1,998	1,584	2,409	2,417	2,072	4.4	3.6	3.3	4.9	4.8	4.1
Midwest.....	1,270	1,097	914	1,628	1,682	1,297	3.9	3.3	3.2	5.6	5.6	4.3
West.....	1,323	1,147	1,015	2,059	1,656	1,380	3.8	3.3	3.3	6.7	5.2	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					
	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p
Total.....	5,769	14,643	9,975	4,236	4,899	5,007	3.8	9.7	7.6	3.2	3.6	3.6
INDUSTRY												
Total private.....	5,427	14,243	9,536	3,935	4,656	4,722	4.2	11.1	8.8	3.5	4.0	4.0
Mining and logging.....	26	42	67	31	28	28	3.6	6.0	10.2	4.9	4.4	4.5
Construction.....	381	756	835	292	343	354	5.1	9.9	12.7	4.2	4.8	4.9
Manufacturing.....	325	804	762	285	392	353	2.5	6.3	6.6	2.4	3.2	2.9
Durable goods.....	177	474	511	180	241	197	2.2	5.9	7.2	2.5	3.2	2.6
Nondurable goods.....	148	329	251	105	152	157	3.1	6.9	5.8	2.4	3.4	3.5
Trade, transportation, and utilities.....	1,218	2,408	1,953	936	1,077	1,167	4.4	8.7	8.0	3.8	4.2	4.5
Wholesale trade.....	168	252	281	166	166	146	2.8	4.2	5.1	3.0	2.9	2.6
Retail trade.....	801	1,654	1,267	530	640	752	5.1	10.6	9.5	3.9	4.4	5.1
Transportation, warehousing, and utilities.....	249	502	405	240	271	269	4.0	8.1	7.2	4.3	4.8	4.7
Information.....	109	107	128	56	54	55	3.8	3.7	4.9	2.2	2.1	2.1
Financial activities.....	236	350	299	160	177	190	2.7	4.0	3.5	1.9	2.1	2.2
Finance and insurance.....	146	169	112	104	122	118	2.3	2.6	1.7	1.6	1.9	1.8
Real estate and rental and leasing. . .	90	181	187	57	55	73	3.9	7.7	8.8	2.7	2.6	3.4
Professional and business services. . . .	1,144	1,714	1,359	875	926	1,008	5.4	8.0	7.1	4.5	4.7	5.1
Education and health services.....	674	1,747	1,323	538	603	584	2.8	7.1	6.1	2.4	2.6	2.5
Educational services.....	84	327	277	58	55	67	2.2	8.6	8.3	1.7	1.6	1.9
Health care and social assistance. . . .	589	1,420	1,046	480	548	517	2.9	6.9	5.7	2.5	2.8	2.7
Leisure and hospitality.....	1,108	5,345	1,989	640	858	807	6.7	32.7	23.2	6.4	7.2	6.4
Arts, entertainment, and recreation. . .	148	599	314	105	136	116	6.1	24.5	27.2	8.8	9.2	7.4
Accommodation and food services. . .	959	4,746	1,675	534	722	691	6.8	34.1	22.5	6.1	6.9	6.3
Other services.....	206	969	821	121	199	175	3.5	16.4	17.9	2.5	3.9	3.3
Government.....	342	400	439	302	243	285	1.5	1.8	2.0	1.4	1.1	1.3
Federal.....	37	39	39	53	42	46	1.3	1.4	1.3	1.9	1.5	1.6
State and local.....	305	361	400	248	200	239	1.5	1.8	2.1	1.4	1.1	1.3
State and local education.....	158	180	170	128	70	119	1.5	1.7	1.7	1.3	0.7	1.2
State and local, excluding education.....	148	181	230	120	130	120	1.6	1.9	2.6	1.4	1.5	1.4
REGION³												
Northeast.....	861	2,807	1,851	727	841	766	3.1	10.1	7.7	3.0	3.3	3.0
South.....	2,235	4,978	3,429	1,675	1,862	1,851	4.0	9.0	7.2	3.4	3.7	3.6
Midwest.....	1,254	3,635	2,170	900	1,080	1,170	3.8	11.0	7.6	3.1	3.6	3.9
West.....	1,419	3,222	2,525	933	1,115	1,220	4.0	9.1	8.3	3.0	3.5	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					
	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p
Total.....	3,612	2,789	1,877	2,067	2,605	2,949	2.4	1.8	1.4	1.6	1.9	2.1
INDUSTRY												
Total private.....	3,433	2,619	1,731	1,945	2,492	2,798	2.7	2.0	1.6	1.7	2.1	2.4
Mining and logging.....	14	9	6	8	10	12	1.9	1.3	0.9	1.2	1.5	1.9
Construction.....	178	130	86	104	131	138	2.4	1.7	1.3	1.5	1.8	1.9
Manufacturing.....	193	150	104	143	186	167	1.5	1.2	0.9	1.2	1.5	1.4
Durable goods.....	102	86	49	83	101	94	1.3	1.1	0.7	1.1	1.3	1.2
Nondurable goods.....	91	64	55	60	85	73	1.9	1.3	1.3	1.4	1.9	1.6
Trade, transportation, and utilities.....	772	607	447	484	613	772	2.8	2.2	1.8	1.9	2.4	3.0
Wholesale trade.....	88	93	52	55	79	85	1.5	1.6	0.9	1.0	1.4	1.5
Retail trade.....	542	386	305	306	410	562	3.5	2.5	2.3	2.2	2.8	3.8
Transportation, warehousing, and utilities.....	143	129	90	122	123	126	2.3	2.1	1.6	2.2	2.2	2.2
Information.....	43	35	28	22	28	31	1.5	1.2	1.1	0.9	1.1	1.2
Financial activities.....	141	93	70	87	84	93	1.6	1.1	0.8	1.0	1.0	1.1
Finance and insurance.....	91	70	48	69	60	57	1.4	1.1	0.8	1.1	0.9	0.9
Real estate and rental and leasing ³ ...	49	23	21	18	25	36	2.1	1.0	1.0	0.8	1.1	1.6
Professional and business services.....	687	561	337	411	441	539	3.2	2.6	1.7	2.1	2.2	2.7
Education and health services.....	473	426	356	286	394	418	2.0	1.7	1.6	1.3	1.7	1.8
Educational services.....	57	50	43	23	23	33	1.5	1.3	1.3	0.7	0.7	1.0
Health care and social assistance....	416	376	313	262	371	385	2.0	1.8	1.7	1.4	1.9	2.0
Leisure and hospitality.....	787	534	255	369	487	507	4.8	3.3	3.0	3.7	4.1	4.0
Arts, entertainment, and recreation. .	77	52	30	31	29	31	3.2	2.1	2.6	2.5	2.0	2.0
Accommodation and food services. .	709	483	225	338	457	476	5.0	3.5	3.0	3.9	4.4	4.3
Other services.....	146	74	44	32	117	121	2.5	1.3	1.0	0.7	2.3	2.3
Government.....	180	170	146	122	113	152	0.8	0.7	0.7	0.6	0.5	0.7
Federal.....	17	17	15	17	17	19	0.6	0.6	0.5	0.6	0.6	0.7
State and local.....	163	152	130	105	96	132	0.8	0.8	0.7	0.6	0.5	0.7
State and local education.....	85	79	69	67	31	66	0.8	0.8	0.7	0.7	0.3	0.7
State and local, excluding education.....	77	73	62	37	66	66	0.8	0.8	0.7	0.4	0.7	0.8
REGION⁴												
Northeast.....	489	404	275	272	392	401	1.8	1.5	1.1	1.1	1.6	1.6
South.....	1,479	1,098	791	919	1,054	1,153	2.7	2.0	1.7	1.9	2.1	2.3
Midwest.....	811	654	418	443	599	718	2.5	2.0	1.5	1.5	2.0	2.4
West.....	834	633	394	433	560	677	2.4	1.8	1.3	1.4	1.7	2.1

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p
Total.....	1,812	11,489	7,708	1,903	1,995	1,721	1.2	7.6	5.9	1.4	1.4	1.2
INDUSTRY												
Total private.....	1,714	11,316	7,481	1,780	1,913	1,650	1.3	8.8	6.9	1.6	1.6	1.4
Mining and logging.....	12	32	59	22	17	15	1.6	4.5	9.1	3.4	2.6	2.4
Construction.....	187	604	709	177	197	201	2.5	7.9	10.8	2.5	2.7	2.8
Manufacturing.....	113	632	635	121	184	157	0.9	4.9	5.5	1.0	1.5	1.3
Durable goods.....	63	374	447	85	127	87	0.8	4.7	6.3	1.2	1.7	1.2
Nondurable goods.....	50	257	188	37	57	70	1.0	5.4	4.3	0.8	1.3	1.5
Trade, transportation, and utilities.....	370	1,730	1,458	419	419	320	1.3	6.2	6.0	1.7	1.6	1.2
Wholesale trade ³	69	154	220	97	80	59	1.2	2.6	4.0	1.7	1.4	1.0
Retail trade.....	212	1,226	940	221	203	166	1.4	7.8	7.1	1.6	1.4	1.1
Transportation, warehousing, and utilities.....	89	350	297	101	135	95	1.4	5.6	5.3	1.8	2.4	1.7
Information.....	57	64	97	29	21	19	2.0	2.2	3.7	1.1	0.8	0.8
Financial activities.....	67	228	208	56	67	72	0.8	2.6	2.4	0.7	0.8	0.8
Finance and insurance.....	32	77	53	23	41	39	0.5	1.2	0.8	0.4	0.6	0.6
Real estate and rental and leasing. . .	35	151	156	33	25	33	1.5	6.4	7.3	1.5	1.2	1.5
Professional and business services. . . .	397	1,086	904	405	423	411	1.9	5.1	4.7	2.1	2.1	2.1
Education and health services.....	162	1,274	918	215	155	132	0.7	5.2	4.2	1.0	0.7	0.6
Educational services.....	22	272	227	30	30	30	0.6	7.2	6.8	0.9	0.9	0.9
Health care and social assistance. . . .	140	1,001	691	185	126	103	0.7	4.8	3.7	1.0	0.7	0.5
Leisure and hospitality.....	299	4,783	1,722	257	351	278	1.8	29.2	20.1	2.6	2.9	2.2
Arts, entertainment, and recreation. . .	69	545	281	74	103	81	2.8	22.3	24.3	6.1	7.0	5.2
Accommodation and food services. . .	231	4,238	1,441	183	248	197	1.6	30.4	19.4	2.1	2.4	1.8
Other services.....	49	884	770	80	81	45	0.8	15.0	16.8	1.7	1.6	0.8
Government.....	98	173	227	123	81	71	0.4	0.8	1.0	0.6	0.4	0.3
Federal.....	7	9	12	24	14	12	0.2	0.3	0.4	0.8	0.5	0.4
State and local.....	91	164	215	100	67	59	0.5	0.8	1.1	0.5	0.4	0.3
State and local education.....	47	79	78	39	29	25	0.4	0.8	0.8	0.4	0.3	0.3
State and local, excluding education.....	44	85	137	61	38	33	0.5	0.9	1.5	0.7	0.4	0.4
REGION⁴												
Northeast.....	312	2,348	1,509	402	395	295	1.1	8.4	6.3	1.6	1.6	1.2
South.....	630	3,747	2,510	664	706	577	1.1	6.7	5.3	1.4	1.4	1.1
Midwest.....	376	2,898	1,650	408	416	381	1.1	8.8	5.8	1.4	1.4	1.3
West.....	494	2,496	2,039	429	478	468	1.4	7.1	6.7	1.4	1.5	1.4

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p	July 2019	Mar. 2020	Apr. 2020	May 2020	June 2020	July 2020 ^p
Total.....	345	366	390	266	300	337	0.2	0.2	0.3	0.2	0.2	0.2
INDUSTRY												
Total private.....	281	308	324	209	251	274	0.2	0.2	0.3	0.2	0.2	0.2
Mining and logging.....	1	2	2	1	1	1	0.1	0.2	0.3	0.2	0.2	0.2
Construction ³	17	22	40	11	15	15	0.2	0.3	0.6	0.2	0.2	0.2
Manufacturing.....	19	22	23	21	22	30	0.1	0.2	0.2	0.2	0.2	0.2
Durable goods.....	12	14	14	12	12	15	0.1	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	7	9	8	8	9	14	0.1	0.2	0.2	0.2	0.2	0.3
Trade, transportation, and utilities.....	76	71	48	34	45	75	0.3	0.3	0.2	0.1	0.2	0.3
Wholesale trade.....	11	5	9	13	6	2	0.2	0.1	0.2	0.2	0.1	0.0
Retail trade.....	47	42	21	3	27	24	0.3	0.3	0.2	0.0	0.2	0.2
Transportation, warehousing, and utilities ³	18	24	18	17	13	48	0.3	0.4	0.3	0.3	0.2	0.8
Information ³	10	8	3	4	5	4	0.3	0.3	0.1	0.2	0.2	0.2
Financial activities.....	28	30	21	17	26	26	0.3	0.3	0.2	0.2	0.3	0.3
Finance and insurance.....	23	22	11	12	21	21	0.4	0.3	0.2	0.2	0.3	0.3
Real estate and rental and leasing ³ ...	5	7	10	6	5	4	0.2	0.3	0.5	0.3	0.2	0.2
Professional and business services....	60	67	119	60	62	58	0.3	0.3	0.6	0.3	0.3	0.3
Education and health services.....	38	47	50	37	53	34	0.2	0.2	0.2	0.2	0.2	0.1
Educational services.....	5	4	7	5	2	4	0.1	0.1	0.2	0.1	0.1	0.1
Health care and social assistance ³ ...	33	43	43	32	52	30	0.2	0.2	0.2	0.2	0.3	0.2
Leisure and hospitality.....	22	28	12	14	20	22	0.1	0.2	0.1	0.1	0.2	0.2
Arts, entertainment, and recreation ³ ...	2	2	3	1	3	4	0.1	0.1	0.3	0.1	0.2	0.3
Accommodation and food services ³ ...	19	26	9	13	17	18	0.1	0.2	0.1	0.1	0.2	0.2
Other services ³	11	11	7	9	2	9	0.2	0.2	0.2	0.2	0.0	0.2
Government.....	64	58	66	57	48	63	0.3	0.3	0.3	0.3	0.2	0.3
Federal.....	13	12	11	13	11	14	0.5	0.4	0.4	0.4	0.4	0.5
State and local.....	51	46	55	44	37	48	0.3	0.2	0.3	0.2	0.2	0.3
State and local education.....	25	22	23	22	11	27	0.2	0.2	0.2	0.2	0.1	0.3
State and local, excluding education.....	26	24	31	22	26	21	0.3	0.3	0.3	0.3	0.3	0.2
REGION⁴												
Northeast.....	61	56	68	54	55	70	0.2	0.2	0.3	0.2	0.2	0.3
South.....	126	133	129	92	102	121	0.2	0.2	0.3	0.2	0.2	0.2
Midwest.....	66	83	102	49	66	71	0.2	0.3	0.4	0.2	0.2	0.2
West.....	92	93	92	71	78	74	0.3	0.3	0.3	0.2	0.2	0.2

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

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

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

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

^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.

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Total.....	7,597	5,843	6,949	4.8	4.0	4.8
INDUSTRY						
Total private.....	6,815	5,167	6,230	5.0	4.2	5.0
Mining and logging.....	40	16	16	5.1	2.4	2.5
Construction.....	353	244	334	4.4	3.2	4.3
Manufacturing.....	477	346	408	3.6	2.8	3.2
Durable goods.....	282	179	213	3.4	2.3	2.7
Nondurable goods.....	195	167	195	3.9	3.5	4.1
Trade, transportation, and utilities.....	1,392	1,055	1,434	4.8	3.9	5.2
Wholesale trade.....	196	171	214	3.2	2.9	3.7
Retail trade.....	916	641	951	5.5	4.2	6.0
Transportation, warehousing, and utilities.....	281	243	269	4.4	4.1	4.5
Information.....	172	97	96	5.6	3.6	3.6
Financial activities.....	387	278	293	4.2	3.1	3.3
Finance and insurance.....	262	212	225	3.9	3.2	3.4
Real estate and rental and leasing.....	124	65	68	5.0	2.9	3.0
Professional and business services.....	1,357	1,030	1,262	5.9	4.9	5.9
Education and health services.....	1,360	1,021	1,295	5.4	4.3	5.4
Educational services.....	145	90	117	4.0	2.7	3.6
Health care and social assistance.....	1,215	931	1,178	5.6	4.6	5.7
Leisure and hospitality.....	1,018	830	794	5.6	6.3	5.7
Arts, entertainment, and recreation.....	105	104	83	3.6	5.9	4.4
Accommodation and food services.....	912	726	711	5.9	6.3	5.9
Other services.....	258	250	297	4.1	4.6	5.2
Government.....	782	676	720	3.5	3.1	3.4
Federal.....	129	112	132	4.3	3.7	4.3
State and local.....	654	564	588	3.4	3.0	3.3
State and local education.....	290	209	229	3.1	2.2	2.7
State and local, excluding education.....	364	356	358	3.7	3.8	3.8
REGION³						
Northeast.....	1,191	1,074	1,193	4.1	4.1	4.5
South.....	2,856	2,163	2,617	4.9	4.1	4.9
Midwest.....	1,732	1,305	1,598	5.0	4.1	5.0
West.....	1,818	1,301	1,541	4.9	3.9	4.6

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

Industry and region	Levels (in thousands)			Rates ²		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Total.....	6,551	7,819	6,343	4.3	5.6	4.6
INDUSTRY						
Total private.....	6,131	7,476	5,962	4.7	6.4	5.0
Mining and logging.....	24	13	21	3.2	2.0	3.2
Construction.....	433	581	436	5.6	7.9	5.9
Manufacturing.....	379	503	363	2.9	4.1	3.0
Durable goods.....	206	292	172	2.5	3.8	2.3
Nondurable goods.....	173	211	191	3.6	4.6	4.2
Trade, transportation, and utilities.....	1,262	1,452	1,225	4.6	5.6	4.7
Wholesale trade.....	194	187	139	3.3	3.3	2.5
Retail trade.....	818	982	852	5.2	6.8	5.8
Transportation, warehousing, and utilities.....	250	283	234	4.1	5.0	4.1
Information.....	110	61	73	3.8	2.4	2.8
Financial activities.....	276	222	262	3.1	2.6	3.0
Finance and insurance.....	180	152	170	2.8	2.4	2.6
Real estate and rental and leasing.....	96	69	93	4.0	3.2	4.2
Professional and business services.....	1,270	1,306	1,213	5.9	6.6	6.1
Education and health services.....	878	921	867	3.7	4.1	3.8
Educational services.....	142	120	130	4.1	3.7	4.1
Health care and social assistance.....	736	800	737	3.6	4.1	3.8
Leisure and hospitality.....	1,246	2,041	1,315	7.2	16.4	10.0
Arts, entertainment, and recreation.....	164	270	183	5.9	16.3	10.1
Accommodation and food services.....	1,082	1,771	1,132	7.5	16.4	10.0
Other services.....	252	378	187	4.2	7.2	3.5
Government.....	420	344	381	2.0	1.6	1.9
Federal.....	37	44	73	1.3	1.5	2.5
State and local.....	383	300	308	2.1	1.6	1.8
State and local education.....	203	90	145	2.3	1.0	1.7
State and local, excluding education.....	180	210	163	1.9	2.3	1.8
REGION³						
Northeast.....	1,115	1,450	1,229	4.0	5.7	4.8
South.....	2,625	2,637	2,238	4.8	5.2	4.4
Midwest.....	1,340	1,891	1,379	4.1	6.3	4.5
West.....	1,471	1,841	1,497	4.2	5.7	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		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Total.....	6,242	5,077	5,405	4.1	3.7	3.9
INDUSTRY						
Total private.....	5,819	4,665	5,046	4.5	4.0	4.2
Mining and logging.....	26	23	28	3.5	3.7	4.4
Construction.....	399	317	380	5.1	4.3	5.1
Manufacturing.....	354	402	382	2.7	3.3	3.1
Durable goods.....	201	243	217	2.5	3.2	2.9
Nondurable goods.....	154	159	165	3.2	3.5	3.6
Trade, transportation, and utilities.....	1,250	1,030	1,198	4.5	4.0	4.6
Wholesale trade.....	179	166	157	3.0	2.9	2.8
Retail trade.....	825	625	775	5.3	4.3	5.2
Transportation, warehousing, and utilities.....	247	240	266	4.0	4.2	4.7
Information.....	116	52	60	4.0	2.0	2.3
Financial activities.....	240	183	198	2.7	2.1	2.3
Finance and insurance.....	147	125	119	2.3	1.9	1.8
Real estate and rental and leasing.....	93	58	79	3.9	2.7	3.6
Professional and business services.....	1,186	915	1,051	5.5	4.6	5.2
Education and health services.....	799	700	683	3.3	3.1	3.0
Educational services.....	117	122	96	3.4	3.8	3.0
Health care and social assistance.....	682	578	587	3.3	3.0	3.0
Leisure and hospitality.....	1,205	846	866	7.0	6.8	6.6
Arts, entertainment, and recreation.....	142	104	99	5.1	6.3	5.5
Accommodation and food services.....	1,063	742	767	7.3	6.9	6.8
Other services.....	243	196	200	4.1	3.7	3.7
Government.....	423	411	360	2.0	1.9	1.8
Federal.....	36	39	46	1.3	1.3	1.6
State and local.....	387	373	314	2.1	2.0	1.8
State and local education.....	233	249	194	2.6	2.7	2.3
State and local, excluding education.....	154	123	120	1.6	1.4	1.3
REGION³						
Northeast.....	902	879	793	3.3	3.5	3.1
South.....	2,470	1,917	2,054	4.5	3.8	4.0
Midwest.....	1,349	1,101	1,245	4.1	3.6	4.1
West.....	1,521	1,180	1,313	4.3	3.7	4.1

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		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Total.....	4,099	2,752	3,392	2.7	2.0	2.4
INDUSTRY						
Total private.....	3,886	2,551	3,208	3.0	2.2	2.7
Mining and logging.....	16	9	14	2.1	1.3	2.3
Construction.....	216	139	182	2.8	1.9	2.5
Manufacturing.....	228	196	192	1.8	1.6	1.6
Durable goods.....	125	106	109	1.5	1.4	1.4
Nondurable goods.....	103	90	84	2.1	2.0	1.8
Trade, transportation, and utilities.....	832	624	836	3.0	2.4	3.2
Wholesale trade.....	94	80	92	1.6	1.4	1.6
Retail trade.....	578	431	606	3.7	3.0	4.1
Transportation, warehousing, and utilities.....	160	112	138	2.6	2.0	2.4
Information.....	49	25	37	1.7	1.0	1.4
Financial activities.....	151	85	101	1.7	1.0	1.2
Finance and insurance.....	101	60	65	1.6	0.9	1.0
Real estate and rental and leasing.....	49	25	36	2.1	1.1	1.6
Professional and business services.....	748	453	604	3.5	2.3	3.0
Education and health services.....	546	421	473	2.3	1.9	2.1
Educational services.....	77	41	50	2.2	1.3	1.6
Health care and social assistance.....	469	380	424	2.3	2.0	2.2
Leisure and hospitality.....	921	491	618	5.3	3.9	4.7
Arts, entertainment, and recreation.....	98	29	48	3.5	1.8	2.7
Accommodation and food services.....	823	462	570	5.7	4.3	5.0
Other services.....	180	108	150	3.0	2.1	2.8
Government.....	214	201	184	1.0	0.9	0.9
Federal.....	17	17	20	0.6	0.6	0.7
State and local.....	196	184	164	1.1	1.0	0.9
State and local education.....	111	116	91	1.2	1.2	1.1
State and local, excluding education.....	85	68	73	0.9	0.8	0.8
REGION³						
Northeast.....	542	402	457	2.0	1.6	1.8
South.....	1,699	1,107	1,352	3.1	2.2	2.7
Midwest.....	923	633	813	2.8	2.1	2.7
West.....	935	609	770	2.7	1.9	2.4

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		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Total.....	1,768	1,971	1,643	1.2	1.4	1.2
INDUSTRY						
Total private.....	1,640	1,861	1,550	1.3	1.6	1.3
Mining and logging.....	10	13	13	1.3	2.1	2.0
Construction.....	167	163	182	2.2	2.2	2.5
Manufacturing.....	106	184	158	0.8	1.5	1.3
Durable goods.....	63	124	91	0.8	1.6	1.2
Nondurable goods.....	44	60	67	0.9	1.3	1.5
Trade, transportation, and utilities.....	333	367	280	1.2	1.4	1.1
Wholesale trade.....	69	80	59	1.2	1.4	1.0
Retail trade.....	195	171	142	1.3	1.2	1.0
Transportation, warehousing, and utilities.....	69	115	80	1.1	2.0	1.4
Information.....	58	22	18	2.0	0.8	0.7
Financial activities.....	66	70	74	0.7	0.8	0.9
Finance and insurance.....	27	41	35	0.4	0.6	0.5
Real estate and rental and leasing.....	38	29	39	1.6	1.3	1.7
Professional and business services.....	374	401	385	1.7	2.0	1.9
Education and health services.....	212	222	173	0.9	1.0	0.8
Educational services.....	32	75	40	0.9	2.3	1.3
Health care and social assistance.....	180	146	133	0.9	0.8	0.7
Leisure and hospitality.....	262	334	226	1.5	2.7	1.7
Arts, entertainment, and recreation.....	41	71	47	1.5	4.3	2.6
Accommodation and food services.....	221	263	179	1.5	2.4	1.6
Other services.....	51	86	41	0.9	1.6	0.8
Government.....	128	110	92	0.6	0.5	0.5
Federal.....	7	12	12	0.2	0.4	0.4
State and local.....	121	98	80	0.7	0.5	0.5
State and local education.....	84	74	59	0.9	0.8	0.7
State and local, excluding education.....	38	25	21	0.4	0.3	0.2
REGION³						
Northeast.....	292	408	254	1.1	1.6	1.0
South.....	647	698	579	1.2	1.4	1.1
Midwest.....	357	390	356	1.1	1.3	1.2
West.....	473	476	453	1.3	1.5	1.4

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		
	July 2019	June 2020	July 2020 ^p	July 2019	June 2020	July 2020 ^p
Total.....	375	354	370	0.2	0.3	0.3
INDUSTRY						
Total private.....	293	254	287	0.2	0.2	0.2
Mining and logging.....	1	2	1	0.1	0.3	0.1
Construction.....	17	15	15	0.2	0.2	0.2
Manufacturing.....	20	22	32	0.2	0.2	0.3
Durable goods.....	13	13	18	0.2	0.2	0.2
Nondurable goods.....	7	9	14	0.1	0.2	0.3
Trade, transportation, and utilities.....	84	40	82	0.3	0.2	0.3
Wholesale trade.....	16	5	6	0.3	0.1	0.1
Retail trade.....	51	22	28	0.3	0.2	0.2
Transportation, warehousing, and utilities.....	18	13	48	0.3	0.2	0.8
Information.....	10	5	4	0.3	0.2	0.2
Financial activities.....	24	29	23	0.3	0.3	0.3
Finance and insurance.....	19	24	19	0.3	0.4	0.3
Real estate and rental and leasing.....	5	5	4	0.2	0.2	0.2
Professional and business services.....	64	61	62	0.3	0.3	0.3
Education and health services.....	41	57	36	0.2	0.3	0.2
Educational services.....	8	6	6	0.2	0.2	0.2
Health care and social assistance.....	33	52	30	0.2	0.3	0.2
Leisure and hospitality.....	22	20	22	0.1	0.2	0.2
Arts, entertainment, and recreation.....	2	3	4	0.1	0.2	0.2
Accommodation and food services.....	19	17	18	0.1	0.2	0.2
Other services.....	11	2	9	0.2	0.0	0.2
Government.....	82	100	83	0.4	0.5	0.4
Federal.....	12	10	14	0.4	0.3	0.5
State and local.....	70	90	69	0.4	0.5	0.4
State and local education.....	38	60	44	0.4	0.6	0.5
State and local, excluding education.....	32	30	26	0.3	0.3	0.3
REGION³						
Northeast.....	69	68	83	0.2	0.3	0.3
South.....	125	112	123	0.2	0.2	0.2
Midwest.....	69	78	75	0.2	0.3	0.2
West.....	112	96	89	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.

^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.