

For release 10:00 a.m. (EST) Tuesday, February 8, 2011

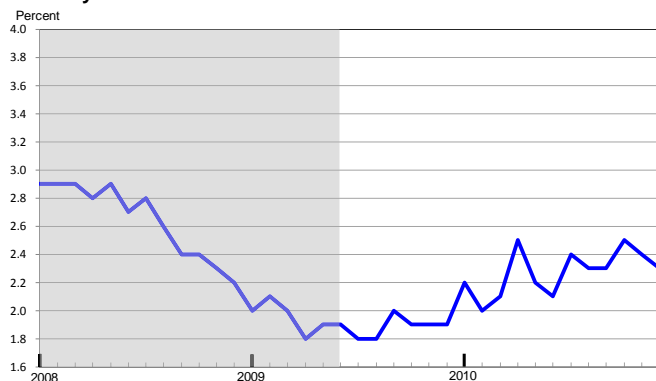
USDL-11-0152

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JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2010

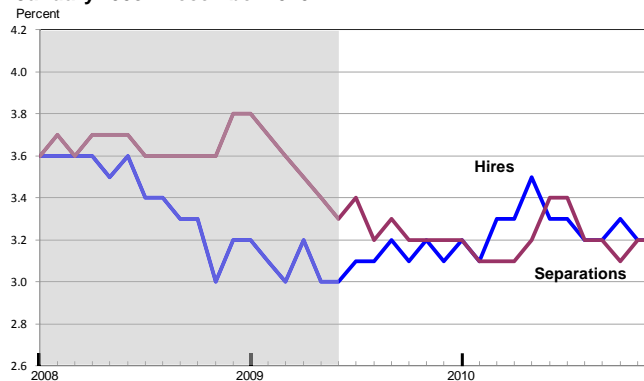
There were 3.1 million job openings on the last business day of December, the U.S. Bureau of Labor Statistics reported today. The job openings rate was essentially unchanged over the month at 2.3 percent. Both the hires rate and the separations rate were unchanged at 3.2 percent each in December. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, January 2008 - December 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, January 2008 - December 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in December was 3.1 million, which was little changed from 3.2 million in November. (See table 1.) Since the most recent series trough in July 2009, the level of job openings has risen by 0.7 million, or 31 percent. This trough immediately followed the end of the recession in June 2009 (as designated by the National Bureau of Economic Research). Even with the gains since July 2009, the number of job openings in December remained 1.3 million below the 4.4 million openings when the recession began in December 2007.

The number of job openings in December 2010 (not seasonally adjusted) increased from 12 months earlier for total nonfarm and total private. The level was little changed over the year for government. Over the year, the job openings level increased in seven industries, decreased in one industry, and was essentially unchanged in the remaining industries. The job openings level increased in the Midwest and West regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Dec. 2009	Nov. 2010	Dec. 2010 ^P	Dec. 2009	Nov. 2010	Dec. 2010 ^P	Dec. 2009	Nov. 2010	Dec. 2010 ^P
	Levels (in thousands)								
Total	2,531	3,202	3,063	3,997	4,214	4,184	4,195	4,154	4,162
Total private ¹	2,130	2,888	2,635	3,715	3,907	3,883	3,884	3,834	3,842
Construction.....	67	91	28	335	347	377	382	363	473
Manufacturing.....	171	214	198	244	274	265	273	293	257
Trade, transportation, and utilities ²	378	461	505	849	855	804	901	832	768
Retail trade.....	237	265	299	547	588	514	567	579	494
Professional and business services.....	404	702	602	652	777	788	649	721	759
Education and health services.....	545	558	538	496	524	495	486	487	473
Leisure and hospitality	227	306	314	657	656	677	688	646	650
Arts, entertainment, and recreation.....	20	30	46	94	103	103	109	102	99
Accommodation and food services.....	207	276	269	562	553	574	578	544	552
Government ³	401	314	428	282	308	301	311	319	320
State and local government.....	294	223	337	254	276	270	283	292	302
	Rates (percent)								
Total	1.9	2.4	2.3	3.1	3.2	3.2	3.2	3.2	3.2
Total private ¹	2.0	2.6	2.4	3.5	3.6	3.6	3.6	3.5	3.5
Construction.....	1.2	1.6	0.5	5.9	6.2	6.7	6.7	6.5	8.4
Manufacturing.....	1.5	1.8	1.7	2.1	2.3	2.3	2.4	2.5	2.2
Trade, transportation, and utilities ²	1.5	1.8	2.0	3.4	3.4	3.2	3.7	3.3	3.1
Retail trade.....	1.6	1.8	2.0	3.8	4.1	3.5	3.9	4.0	3.4
Professional and business services.....	2.4	4.0	3.4	4.0	4.6	4.7	3.9	4.3	4.5
Education and health services.....	2.7	2.7	2.6	2.6	2.7	2.5	2.5	2.5	2.4
Leisure and hospitality	1.7	2.3	2.3	5.1	5.0	5.1	5.3	4.9	4.9
Arts, entertainment, and recreation.....	1.1	1.5	2.3	5.0	5.4	5.4	5.8	5.4	5.2
Accommodation and food services.....	1.8	2.4	2.3	5.1	4.9	5.1	5.2	4.8	4.9
Government ³	1.8	1.4	1.9	1.3	1.4	1.4	1.4	1.4	1.4
State and local government.....	1.5	1.1	1.7	1.3	1.4	1.4	1.4	1.5	1.6

¹ Includes mining and logging, information, financial activities, and other services, not shown separately.

² Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

³ Includes federal government, not shown separately.

^P = preliminary.

Hires

In December, the hires rate was unchanged for total nonfarm (3.2 percent), total private (3.6 percent), and government (1.4 percent). The hires rate decreased for retail trade. The hires rate was essentially unchanged for all regions. (See table 2.) There were 4.2 million hires during the month, 9 percent higher than the most recent series trough in June 2009. This trough coincided with the official end of the recession. Despite the gains since June 2009, the number of hires in December remained below the 5.0 million hires when the recession began in December 2007. Since their respective troughs, the hires level has risen at a slower pace than the job openings level.

Over the 12 months ending in December, the hires rate (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government. The hires rate was essentially unchanged in all industries and regions. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate was unchanged over the month for total nonfarm, total private, and government. The total separations rate increased for construction and decreased for retail trade. Over the 12 months ending in December, the total separations rate (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government; the rate increased for construction and state and local government and decreased for federal government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In December, the quits rate remained unchanged for total nonfarm (1.5 percent), total private (1.7 percent), and government (0.5 percent) and there was little or no change in every industry and region. (See table 4.) The number of quits in December (2.0 million) was higher than the series trough in September 2009 (1.7 million), but it was still well below the series peak in November 2006 (3.2 million).

Over the 12 months ending in December, the quits rate (not seasonally adjusted) was essentially unchanged for total nonfarm and government but increased for total private. The quits rate increased for manufacturing, professional and business services, and information, and remained essentially unchanged for the remaining industries and all regions. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges level was essentially unchanged in December for total nonfarm, total private, and government. The number of layoffs and discharges for total nonfarm peaked at 2.6 million in January 2009, then fell to 1.8 million in December 2010. (See table B below.)

The layoffs and discharges level (not seasonally adjusted) was essentially unchanged over the 12 months ending in December for total nonfarm. The level decreased for total private. The layoffs and discharges level increased in construction over the year. The level declined over the year in several industries and in the Midwest region. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
	2009	2010	2010 ^P	2009	2010	2010 ^P
Total.....	2,049	1,854	1,838	1.6	1.4	1.4
Total private.....	1,914	1,713	1,676	1.8	1.6	1.5
Government.....	135	141	162	0.6	0.6	0.7

^P = preliminary.

The other separations series is not seasonally adjusted. In December, there were 332,000 other separations for total nonfarm, 276,000 for total private, and 56,000 for government. Compared to December 2009, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of the total.

Since February 2010, the proportions of quits and of layoffs and discharges at the total nonfarm level have been close. In December 2010, the proportion of quits for total nonfarm was 48 percent and the proportion of layoffs and discharges was 44 percent. For total private, the proportions were 49 percent quits and 44 percent layoffs and discharges. For government, the proportions were 33 percent quits and 51 percent layoffs and discharges. (See table C below.)

Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)

Industry	Quits						Layoffs and discharges					
	Dec. 2009		Nov. 2010		Dec. 2010 ^P		Dec. 2009		Nov. 2010		Dec. 2010 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,753	42%	1,921	46%	1,991	48%	2,049	49%	1,854	45%	1,838	44%
Total private.....	1,639	42%	1,814	47%	1,884	49%	1,914	49%	1,713	45%	1,676	44%
Government.....	114	37%	107	34%	106	33%	135	43%	141	44%	162	51%

^P = preliminary.

Net Change in Employment

Over the 12 months ending in December, hires (not seasonally adjusted) totaled 51.0 million and separations (not seasonally adjusted) totaled 50.1 million, yielding a net employment gain of 0.9 million. These figures include workers who may have been hired and separated more than once during the year. Nearly half of the hires and nearly half of the separations during these 12 months occurred in three industries: retail trade; professional and business services; and accommodation and food services. The large share of total hires and separations accounted for by these three industries reflects the size of the industries as well as their relatively high hires and separations rates.

The Job Openings and Labor Turnover Survey results for January 2011 are scheduled to be released on Friday, March 11, 2011 at 10:00 a.m. (EST).

Revisions to the JOLTS Data

With the release of January data on March 11, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data from December 2005 forward and seasonally adjusted data from December 2005 forward are subject to revision.

Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

Collection

In a monthly survey of business establishments, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, web, fax, e-mail, and mail.

Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2007 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the

establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

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

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

Separations. Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

Annual estimates. Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates 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. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

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. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more

closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used; they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

JOLTS total employment estimates are benchmarked monthly to the 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.

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations.

rations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward to the present using an econometric technique known as X-12 ARIMA modeling. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components—quits; layoffs and discharges; and other separations—in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

Seasonal adjustment

BLS seasonally adjusts several JOLTS series using the X-12 ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. 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 the data for the current month.

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS

hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Using JOLTS data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable to estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the

federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of

confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

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

Other information

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

Table 1. Job openings levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p
Total	2,531	3,141	3,092	3,011	3,328	3,202	3,063	1.9	2.4	2.3	2.3	2.5	2.4	2.3
INDUSTRY														
Total private ⁴	2,130	2,821	2,752	2,658	2,998	2,888	2,635	2.0	2.5	2.5	2.4	2.7	2.6	2.4
Construction.....	67	101	65	71	79	91	28	1.2	1.8	1.1	1.2	1.4	1.6	.5
Manufacturing.....	171	238	190	203	209	214	198	1.5	2.0	1.6	1.7	1.8	1.8	1.7
Trade, transportation, and utilities ⁵	378	485	449	472	481	461	505	1.5	1.9	1.8	1.9	1.9	1.8	2.0
Retail trade.....	237	295	263	265	279	265	299	1.6	2.0	1.8	1.8	1.9	1.8	2.0
Professional and business services.....	404	564	590	559	680	702	602	2.4	3.3	3.4	3.2	3.9	4.0	3.4
Education and health services.....	545	515	487	529	638	558	538	2.7	2.6	2.4	2.6	3.1	2.7	2.6
Leisure and hospitality.....	227	365	381	307	321	306	314	1.7	2.7	2.8	2.3	2.4	2.3	2.3
Arts, entertainment, and recreation..	20	42	41	41	37	30	46	1.1	2.1	2.1	2.1	1.9	1.5	2.3
Accommodation and food services..	207	323	340	266	284	276	269	1.8	2.8	2.9	2.3	2.5	2.4	2.3
Government ⁶	401	320	341	354	330	314	428	1.8	1.4	1.5	1.6	1.5	1.4	1.9
State and local government.....	294	246	257	250	277	223	337	1.5	1.2	1.3	1.3	1.4	1.1	1.7
REGION ⁷														
Northeast.....	547	639	666	565	678	594	592	2.2	2.5	2.6	2.2	2.7	2.3	2.3
South.....	943	1,100	1,159	1,101	1,283	1,050	1,054	2.0	2.3	2.4	2.3	2.6	2.2	2.2
Midwest.....	495	617	647	552	633	725	631	1.7	2.0	2.1	1.8	2.1	2.4	2.1
West.....	603	696	730	665	821	764	777	2.1	2.4	2.5	2.3	2.8	2.6	2.6

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes federal government, not shown separately.

⁷ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^p = preliminary.

Table 2. Hires levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p
Total	3,997	4,275	4,156	4,208	4,249	4,214	4,184	3.1	3.3	3.2	3.2	3.3	3.2	3.2
INDUSTRY														
Total private ⁴	3,715	3,985	3,891	3,953	3,963	3,907	3,883	3.5	3.7	3.6	3.7	3.7	3.6	3.6
Construction.....	335	361	357	336	370	347	377	5.9	6.4	6.4	6.0	6.6	6.2	6.7
Manufacturing.....	244	297	274	260	271	274	265	2.1	2.5	2.3	2.2	2.3	2.3	2.3
Trade, transportation, and utilities ⁵	849	864	798	863	838	855	804	3.4	3.5	3.2	3.5	3.4	3.4	3.2
Retail trade.....	547	608	571	606	591	588	514	3.8	4.2	4.0	4.2	4.1	4.1	3.5
Professional and business services.....	652	810	831	818	804	777	788	4.0	4.8	5.0	4.9	4.8	4.6	4.7
Education and health services.....	496	515	492	514	483	524	495	2.6	2.6	2.5	2.6	2.5	2.7	2.5
Leisure and hospitality.....	657	712	688	714	686	656	677	5.1	5.4	5.2	5.4	5.2	5.0	5.1
Arts, entertainment, and recreation..	94	119	109	118	105	103	103	5.0	6.2	5.7	6.2	5.6	5.4	5.4
Accommodation and food services..	562	593	579	595	581	553	574	5.1	5.3	5.2	5.3	5.2	4.9	5.1
Government ⁶	282	289	264	254	287	308	301	1.3	1.3	1.2	1.1	1.3	1.4	1.4
State and local government.....	254	247	228	222	256	276	270	1.3	1.3	1.2	1.1	1.3	1.4	1.4
REGION ⁷														
Northeast.....	746	731	702	787	756	703	678	3.0	3.0	2.8	3.2	3.1	2.8	2.7
South.....	1,463	1,531	1,541	1,562	1,598	1,643	1,539	3.1	3.2	3.3	3.3	3.4	3.5	3.3
Midwest.....	900	1,011	946	924	996	929	921	3.1	3.4	3.2	3.1	3.4	3.1	3.1
West.....	879	923	870	950	944	902	834	3.1	3.2	3.0	3.3	3.3	3.1	2.9

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p
Total	4,195	4,390	4,210	4,139	4,084	4,154	4,162	3.2	3.4	3.2	3.2	3.1	3.2	3.2
INDUSTRY														
Total private ⁴	3,884	3,940	3,796	3,761	3,798	3,834	3,842	3.6	3.7	3.5	3.5	3.5	3.5	3.5
Construction.....	382	361	321	334	348	363	473	6.7	6.5	5.7	5.9	6.2	6.5	8.4
Manufacturing.....	273	271	279	261	279	293	257	2.4	2.3	2.4	2.2	2.4	2.5	2.2
Trade, transportation, and utilities ⁵	901	855	814	813	802	832	768	3.7	3.5	3.3	3.3	3.2	3.3	3.1
Retail trade.....	567	613	583	569	559	579	494	3.9	4.2	4.0	3.9	3.9	4.0	3.4
Professional and business services.....	649	830	808	774	795	721	759	3.9	5.0	4.8	4.6	4.7	4.3	4.5
Education and health services.....	486	491	454	487	424	487	473	2.5	2.5	2.3	2.5	2.2	2.5	2.4
Leisure and hospitality.....	688	701	663	675	694	646	650	5.3	5.3	5.0	5.1	5.3	4.9	4.9
Arts, entertainment, and recreation.....	109	121	106	105	112	102	99	5.8	6.3	5.5	5.5	5.9	5.4	5.2
Accommodation and food services.....	578	580	557	570	582	544	552	5.2	5.2	5.0	5.1	5.2	4.8	4.9
Government ⁶	311	450	414	378	286	319	320	1.4	2.0	1.8	1.7	1.3	1.4	1.4
State and local government.....	283	268	267	269	242	292	302	1.4	1.4	1.4	1.4	1.2	1.5	1.6
REGION ⁷														
Northeast.....	817	775	731	707	748	749	683	3.3	3.1	3.0	2.9	3.0	3.0	2.8
South.....	1,499	1,533	1,602	1,553	1,419	1,474	1,592	3.2	3.3	3.4	3.3	3.0	3.1	3.4
Midwest.....	1,016	1,018	930	984	914	923	936	3.5	3.4	3.1	3.3	3.1	3.1	3.2
West.....	1,061	929	889	910	868	882	866	3.7	3.2	3.1	3.2	3.0	3.0	3.0

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities not shown separately.

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p	Dec. 2009	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010 ^p
Total	1,753	1,974	1,998	1,983	1,997	1,921	1,991	1.4	1.5	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,639	1,855	1,881	1,860	1,889	1,814	1,884	1.5	1.7	1.7	1.7	1.7	1.7	1.7
Construction.....	76	72	81	85	81	67	68	1.3	1.3	1.4	1.5	1.4	1.2	1.2
Manufacturing.....	75	97	107	95	108	115	121	.7	.8	.9	.8	.9	1.0	1.0
Trade, transportation, and utilities ⁵	392	451	425	452	417	435	404	1.6	1.8	1.7	1.8	1.7	1.8	1.6
Retail trade.....	291	347	322	351	318	324	295	2.0	2.4	2.2	2.4	2.2	2.2	2.0
Professional and business services.....	248	357	385	350	411	336	371	1.5	2.1	2.3	2.1	2.4	2.0	2.2
Education and health services.....	271	258	249	245	243	261	241	1.4	1.3	1.3	1.3	1.2	1.3	1.2
Leisure and hospitality.....	375	401	407	394	412	362	421	2.9	3.1	3.1	3.0	3.1	2.7	3.2
Arts, entertainment, and recreation.....	32	31	36	39	51	40	43	1.7	1.6	1.9	2.1	2.7	2.1	2.3
Accommodation and food services.....	344	370	370	355	361	323	377	3.1	3.3	3.3	3.2	3.2	2.9	3.3
Government ⁶	114	119	117	124	108	107	106	.5	.5	.5	.6	.5	.5	.5
State and local government.....	106	100	101	112	96	99	100	.5	.5	.5	.6	.5	.5	.5
REGION ⁷														
Northeast.....	280	318	333	271	288	279	312	1.1	1.3	1.3	1.1	1.2	1.1	1.3
South.....	722	749	791	804	777	755	824	1.5	1.6	1.7	1.7	1.6	1.6	1.7
Midwest.....	391	475	452	410	481	436	481	1.3	1.6	1.5	1.4	1.6	1.5	1.6
West.....	382	404	425	411	420	387	400	1.3	1.4	1.5	1.4	1.5	1.3	1.4

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities not shown separately.

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Dec. 2009	Nov. 2010	Dec. 2010 ^p	Dec. 2009	Nov. 2010	Dec. 2010 ^p
Total	2,279	2,876	2,703	1.7	2.1	2.0
INDUSTRY						
Total private.....	1,927	2,576	2,310	1.8	2.3	2.1
Mining and logging.....	6	26	24	.9	3.3	3.1
Construction.....	55	71	22	1.0	1.2	.4
Manufacturing.....	159	190	170	1.4	1.6	1.4
Durable goods.....	80	137	124	1.1	1.9	1.7
Nondurable goods.....	79	54	47	1.7	1.2	1.0
Trade, transportation, and utilities.....	295	390	387	1.2	1.5	1.5
Wholesale trade.....	75	89	81	1.3	1.6	1.4
Retail trade.....	177	240	218	1.2	1.6	1.4
Transportation, warehousing, and utilities...	43	62	87	.9	1.3	1.8
Information.....	56	92	87	2.0	3.2	3.1
Financial activities.....	134	254	182	1.7	3.2	2.3
Finance and insurance.....	97	219	163	1.7	3.7	2.8
Real estate and rental and leasing.....	37	35	19	1.8	1.8	1.0
Professional and business services.....	381	649	560	2.2	3.7	3.2
Education and health services.....	532	530	527	2.7	2.6	2.6
Educational services.....	42	57	51	1.3	1.7	1.5
Health care and social assistance.....	490	473	475	2.9	2.8	2.8
Leisure and hospitality.....	186	248	251	1.4	1.9	1.9
Arts, entertainment, and recreation.....	14	26	32	.8	1.5	1.8
Accommodation and food services.....	172	223	219	1.5	2.0	1.9
Other services.....	123	125	101	2.3	2.3	1.8
Government.....	352	300	392	1.5	1.3	1.7
Federal.....	86	86	77	3.0	3.0	2.6
State and local.....	266	214	316	1.3	1.1	1.6
REGION ³						
Northeast.....	488	557	523	1.9	2.2	2.0
South.....	873	942	973	1.8	1.9	2.0
Midwest.....	419	634	549	1.4	2.1	1.8
West.....	499	743	659	1.7	2.5	2.2

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 See footnote 7, table 1.

^p = preliminary.

Table 6. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Dec. 2009	Nov. 2010	Dec. 2010 ^p	Dec. 2009	Nov. 2010	Dec. 2010 ^p
Total	2,912	3,728	3,061	2.2	2.8	2.3
INDUSTRY						
Total private.....	2,746	3,498	2,878	2.6	3.2	2.6
Mining and logging.....	16	22	16	2.4	2.9	2.1
Construction.....	206	258	234	3.7	4.5	4.3
Manufacturing.....	152	220	161	1.3	1.9	1.4
Durable goods.....	85	125	97	1.2	1.7	1.3
Nondurable goods.....	67	94	64	1.5	2.1	1.4
Trade, transportation, and utilities.....	672	997	652	2.7	3.9	2.6
Wholesale trade.....	82	103	105	1.5	1.8	1.9
Retail trade.....	435	741	395	2.9	5.0	2.6
Transportation, warehousing, and utilities...	156	153	152	3.3	3.2	3.1
Information.....	57	70	57	2.1	2.6	2.1
Financial activities.....	148	138	165	1.9	1.8	2.2
Finance and insurance.....	83	96	102	1.5	1.7	1.8
Real estate and rental and leasing.....	64	41	63	3.3	2.1	3.3
Professional and business services.....	524	703	624	3.2	4.1	3.7
Education and health services.....	356	435	351	1.8	2.2	1.8
Educational services.....	31	60	34	1.0	1.8	1.0
Health care and social assistance.....	326	375	317	2.0	2.3	1.9
Leisure and hospitality.....	477	528	487	3.8	4.1	3.8
Arts, entertainment, and recreation.....	71	76	74	4.1	4.4	4.2
Accommodation and food services.....	406	452	413	3.7	4.0	3.7
Other services.....	138	126	130	2.6	2.4	2.4
Government.....	166	230	183	.7	1.0	.8
Federal.....	23	27	23	.8	.9	.8
State and local.....	144	203	160	.7	1.0	.8
REGION ³						
Northeast.....	544	626	543	2.2	2.5	2.2
South.....	1,066	1,511	1,163	2.3	3.2	2.4
Midwest.....	641	767	690	2.2	2.6	2.3
West.....	661	825	665	2.3	2.8	2.3

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 See footnote 7, table 1.

^p = preliminary.

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Dec. 2009	Nov. 2010	Dec. 2010 ^p	Dec. 2009	Nov. 2010	Dec. 2010 ^p
Total	3,900	3,584	3,916	3.0	2.7	3.0
INDUSTRY						
Total private.....	3,654	3,377	3,649	3.4	3.1	3.4
Mining and logging.....	22	19	20	3.2	2.4	2.6
Construction.....	403	373	502	7.2	6.5	9.1
Manufacturing.....	237	256	220	2.0	2.2	1.9
Durable goods.....	127	137	125	1.8	1.9	1.7
Nondurable goods.....	110	120	96	2.4	2.7	2.1
Trade, transportation, and utilities.....	952	721	829	3.8	2.9	3.3
Wholesale trade.....	124	100	118	2.2	1.8	2.1
Retail trade.....	606	507	521	4.1	3.4	3.5
Transportation, warehousing, and utilities...	222	114	189	4.6	2.4	3.9
Information.....	72	57	61	2.6	2.1	2.2
Financial activities.....	156	129	156	2.0	1.7	2.1
Finance and insurance.....	83	74	97	1.5	1.3	1.7
Real estate and rental and leasing.....	73	55	60	3.7	2.9	3.1
Professional and business services.....	707	696	813	4.3	4.1	4.8
Education and health services.....	388	359	383	2.0	1.8	1.9
Educational services.....	52	44	50	1.6	1.3	1.5
Health care and social assistance.....	336	315	333	2.1	1.9	2.0
Leisure and hospitality.....	563	597	527	4.4	4.6	4.1
Arts, entertainment, and recreation.....	81	108	68	4.6	6.1	3.9
Accommodation and food services.....	483	489	459	4.4	4.4	4.1
Other services.....	154	170	137	2.9	3.2	2.6
Government.....	246	207	267	1.1	.9	1.2
Federal.....	31	20	17	1.1	.7	.6
State and local.....	215	187	250	1.1	.9	1.3
REGION ³						
Northeast.....	736	691	686	3.0	2.8	2.7
South.....	1,278	1,229	1,452	2.7	2.6	3.1
Midwest.....	969	867	950	3.3	2.9	3.2
West.....	917	797	828	3.2	2.7	2.8

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 See footnote 7, table 1.

^p = preliminary.

Table 8. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Dec. 2009	Nov. 2010	Dec. 2010 ^p	Dec. 2009	Nov. 2010	Dec. 2010 ^p
Total	1,402	1,508	1,565	1.1	1.1	1.2
INDUSTRY						
Total private.....	1,318	1,435	1,488	1.2	1.3	1.4
Mining and logging.....	3	7	8	.5	.9	1.1
Construction.....	58	50	49	1.0	.9	.9
Manufacturing.....	48	83	78	.4	.7	.7
Durable goods.....	22	41	38	.3	.6	.5
Nondurable goods.....	26	41	40	.6	.9	.9
Trade, transportation, and utilities.....	345	357	348	1.4	1.4	1.4
Wholesale trade.....	31	29	35	.6	.5	.6
Retail trade.....	265	274	262	1.8	1.9	1.7
Transportation, warehousing, and utilities...	49	54	51	1.0	1.1	1.1
Information.....	21	31	37	.8	1.1	1.4
Financial activities.....	66	56	72	.9	.7	1.0
Finance and insurance.....	35	36	41	.6	.6	.7
Real estate and rental and leasing.....	31	20	31	1.6	1.0	1.6
Professional and business services.....	226	277	314	1.4	1.6	1.9
Education and health services.....	206	203	181	1.1	1.0	.9
Educational services.....	23	24	22	.7	.7	.7
Health care and social assistance.....	184	179	160	1.1	1.1	1.0
Leisure and hospitality.....	293	296	325	2.3	2.3	2.5
Arts, entertainment, and recreation.....	21	27	28	1.2	1.5	1.6
Accommodation and food services.....	272	269	297	2.5	2.4	2.7
Other services.....	51	75	75	1.0	1.4	1.4
Government.....	84	73	77	.4	.3	.3
Federal.....	8	5	4	.3	.2	.2
State and local.....	76	68	73	.4	.3	.4
REGION ³						
Northeast.....	214	232	231	.9	.9	.9
South.....	558	605	644	1.2	1.3	1.4
Midwest.....	318	353	379	1.1	1.2	1.3
West.....	313	317	312	1.1	1.1	1.1

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 See footnote 7, table 1.

^p = preliminary.

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Dec. 2009	Nov. 2010	Dec. 2010 ^p	Dec. 2009	Nov. 2010	Dec. 2010 ^p
Total	2,219	1,789	2,019	1.7	1.4	1.5
INDUSTRY						
Total private.....	2,111	1,693	1,885	2.0	1.6	1.7
Mining and logging.....	17	10	11	2.5	1.3	1.4
Construction.....	326	315	451	5.8	5.5	8.2
Manufacturing.....	168	157	114	1.4	1.3	1.0
Durable goods.....	95	82	66	1.3	1.1	.9
Nondurable goods.....	73	74	49	1.6	1.7	1.1
Trade, transportation, and utilities.....	563	305	427	2.2	1.2	1.7
Wholesale trade.....	84	57	73	1.5	1.0	1.3
Retail trade.....	314	201	228	2.1	1.4	1.5
Transportation, warehousing, and utilities...	164	47	125	3.4	1.0	2.6
Information.....	45	21	19	1.6	.8	.7
Financial activities.....	79	59	66	1.0	.8	.9
Finance and insurance.....	39	28	39	.7	.5	.7
Real estate and rental and leasing.....	40	31	27	2.0	1.6	1.4
Professional and business services.....	441	359	430	2.7	2.1	2.5
Education and health services.....	144	129	154	.7	.6	.8
Educational services.....	26	17	22	.8	.5	.7
Health care and social assistance.....	118	112	132	.7	.7	.8
Leisure and hospitality.....	250	262	178	2.0	2.0	1.4
Arts, entertainment, and recreation.....	59	78	38	3.4	4.5	2.2
Accommodation and food services.....	191	184	140	1.7	1.6	1.3
Other services.....	80	77	36	1.5	1.4	.7
Government.....	108	96	134	.5	.4	.6
Federal.....	12	10	6	.4	.4	.2
State and local.....	96	86	128	.5	.4	.6
REGION ³						
Northeast.....	463	412	402	1.9	1.6	1.6
South.....	624	534	695	1.3	1.1	1.5
Midwest.....	597	429	489	2.0	1.4	1.6
West.....	535	415	432	1.9	1.4	1.5

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 See footnote 7, table 1.

^p = preliminary.

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Dec. 2009	Nov. 2010	Dec. 2010 ^p	Dec. 2009	Nov. 2010	Dec. 2010 ^p
Total	279	287	332	0.2	0.2	0.3
INDUSTRY						
Total private.....	225	249	276	.2	.2	.3
Mining and logging.....	1	2	1	.2	.2	.2
Construction.....	20	8	3	.4	.1	.1
Manufacturing.....	20	17	28	.2	.1	.2
Durable goods.....	10	13	21	.1	.2	.3
Nondurable goods.....	11	4	7	.2	.1	.2
Trade, transportation, and utilities.....	44	59	54	.2	.2	.2
Wholesale trade.....	9	14	10	.2	.2	.2
Retail trade.....	27	32	31	.2	.2	.2
Transportation, warehousing, and utilities...	9	13	13	.2	.3	.3
Information.....	6	5	5	.2	.2	.2
Financial activities.....	11	15	18	.1	.2	.2
Finance and insurance.....	9	10	16	.2	.2	.3
Real estate and rental and leasing.....	2	5	2	.1	.2	.1
Professional and business services.....	40	60	70	.2	.4	.4
Education and health services.....	38	26	48	.2	.1	.2
Educational services.....	3	3	7	.1	.1	.2
Health care and social assistance.....	34	24	41	.2	.1	.2
Leisure and hospitality.....	21	39	24	.2	.3	.2
Arts, entertainment, and recreation.....	1	2	2	.1	.1	.1
Accommodation and food services.....	19	36	22	.2	.3	.2
Other services.....	23	18	26	.4	.3	.5
Government.....	54	38	56	.2	.2	.2
Federal.....	11	4	7	.4	.2	.2
State and local.....	43	34	49	.2	.2	.2
REGION ³						
Northeast.....	58	45	53	.2	.2	.2
South.....	100	92	113	.2	.2	.2
Midwest.....	53	85	82	.2	.3	.3
West.....	68	65	84	.2	.2	.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 See footnote 7, table 1.

^p = preliminary.