



For release 10:00 a.m. (EDT) Tuesday, March 17, 2020

USDL-20-0450

Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

Media contact: (202) 691-5902 • PressOffice@bls.gov

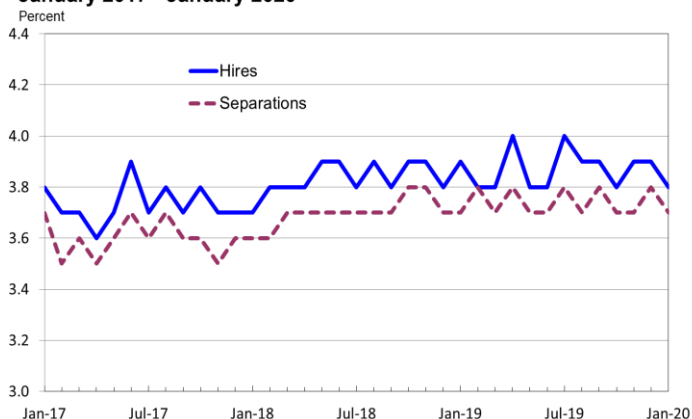
JOB OPENINGS AND LABOR TURNOVER – JANUARY 2020

The number of job openings rose to 7.0 million (+411,000) on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.8 million and 5.6 million, respectively. Within separations, the quits rate was unchanged at 2.3 percent and the layoffs and discharges rate was little changed at 1.1 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions. The release also includes 2019 annual estimates for hires and separations. The annual number of hires at 69.9 million and the annual number of quits at 42.1 million increased in 2019. The annual number of layoffs and discharges at 21.7 million edged down in 2019.

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



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



Job Openings

On the last business day of January, the **job openings** level rose to 7.0 million (+411,000), and the job openings rate increased to 4.4 percent. Over the month, the number of job openings increased for total private (+370,000) and edged up for government (+40,000). Job openings increased in finance and insurance (+65,000), federal government (+38,000), and mining and logging (+8,000). The number of job openings rose in the South region. (See table 1.)

Revisions to the JOLTS Estimates

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

Hires

In January, the number and rate of **hires** was little changed at 5.8 million and 3.8 percent, respectively. The hires level was little changed in all industries. The number of hires decreased in the Midwest region. (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 January, the number and rate of **total separations** was little changed at 5.6 million and 3.7 percent, respectively. The number of total separations decreased in federal government (-6,000). The total separations level decreased in the West region. (See table 3.)

The number of **quits** was little changed in January at 3.5 million and the rate was unchanged at 2.3 percent. The quits level was little changed for total private but fell for government (-18,000). Quits decreased in other services (-46,000), state and local government education (-12,000), and federal government (-5,000). The quits level increased in real estate and rental and leasing (+14,000). The number of quits was little changed in all four regions. (See table 4.)

The number of **layoffs and discharges** decreased in January to 1.7 million (-209,000) and the rate was little changed at 1.1 percent. Layoffs and discharges decreased for total private (-214,000) but was little changed for government. The layoffs and discharges level decreased in real estate and rental and leasing (-15,000) and mining and logging (-9,000). The number of layoffs and discharges decreased in the South region. (See table 5.)

The number of **other separations** increased in January (+58,000). Other separations increased for total private (+61,000) but was little changed for government. The largest increases in other separations were in health care and social assistance (+26,000) and transportation, warehousing, and utilities (+9,000). The number of other separations increased in the South region. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising.

Over the 12 months ending in January, hires totaled 70.0 million and separations totaled 67.9 million, yielding a net employment gain of 2.1 million. These totals include workers who may have been hired and separated more than once during the year.

Annual Levels and Rates

Consistent with BLS practice, annual estimates are published for not seasonally adjusted data and are published 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. Calculating annual levels and rates allows additional comparisons across years. Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100.

In 2019, there were 69.9 million hires, an increase of 1.3 million from 2018. Total separations (the sum of quits, layoffs and discharges, and other separations) rose by 1.7 million in 2019 to 67.9 million. Quits rose for the tenth consecutive year reaching 42.1 million in 2019, up by 1.8 million. Quits comprised 62.1 percent of total separations. Layoffs and discharges edged down by 64,000 in 2019 to 21.7 million and comprised 32 percent of total separations. Other separations edged down by 63,000 in 2019 to 4.0 million and comprised 5.9 percent of total separations. (See tables 13 through 22.)

The annual hires for 2019 was 46.3 percent of the annual average CES employment level. This rate has been trending upwards since 2009. The annual total separations rate for 2019 was 45.0 percent. The annual rates for the components of total separations were 27.9 percent for quits, 14.4 percent for layoffs and discharges, and 2.7 percent for other separations.

The Job Openings and Labor Turnover Survey estimates for February 2020 are scheduled to be released on Tuesday, April 7, 2020 at 10:00 a.m. (EDT).

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

Category	Job openings			Hires			Total separations		
	Jan. 2019	Dec. 2019	Jan. 2020 ^P	Jan. 2019	Dec. 2019	Jan. 2020 ^P	Jan. 2019	Dec. 2019	Jan. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,520	6,552	6,963	5,834	5,927	5,824	5,590	5,762	5,614
Total private.....	6,808	5,838	6,208	5,443	5,574	5,460	5,219	5,419	5,288
Mining and logging ¹	31	13	21	33	25	19	30	31	23
Construction ¹	299	216	274	443	467	425	394	432	379
Manufacturing.....	427	360	402	353	334	326	339	342	339
Durable goods ¹	278	222	255	189	192	182	169	193	190
Nondurable goods ¹	150	138	147	164	142	143	169	149	149
Trade, transportation, and utilities.....	1,429	1,192	1,237	1,122	1,161	1,188	1,087	1,115	1,179
Wholesale trade.....	279	187	185	143	133	141	144	123	137
Retail trade.....	808	762	769	722	772	787	726	741	790
Transportation, warehousing, and utilities ¹	342	244	283	257	256	259	217	250	251
Information ¹	147	146	166	89	87	83	101	84	78
Financial activities.....	411	319	400	190	218	211	183	203	219
Finance and insurance.....	285	235	300	108	135	140	112	134	146
Real estate and rental and leasing ¹	126	84	100	82	83	71	71	69	73
Professional and business services.....	1,386	1,223	1,252	1,081	1,151	1,113	1,071	1,134	1,086
Education and health services.....	1,379	1,203	1,296	756	723	751	715	690	697
Educational services ¹	129	106	126	110	104	107	95	97	84
Health care and social assistance.....	1,249	1,097	1,170	646	619	644	619	593	613
Leisure and hospitality.....	1,125	916	892	1,152	1,165	1,120	1,088	1,146	1,086
Arts, entertainment, and recreation.....	106	127	144	178	186	172	159	184	161
Accommodation and food services.....	1,019	789	748	974	979	948	929	963	925
Other services.....	174	250	268	223	243	225	211	242	202
Government.....	712	715	755	391	352	364	371	343	327
Federal ¹	139	88	126	34	43	48	33	45	39
State and local.....	573	626	629	357	309	315	337	298	288
State and local education.....	218	234	235	179	153	154	163	164	152
State and local, excluding education ¹	355	393	395	178	156	162	175	134	136
RATES BY INDUSTRY (percent)									
Total.....	4.8	4.1	4.4	3.9	3.9	3.8	3.7	3.8	3.7
Total private.....	5.1	4.3	4.6	4.3	4.3	4.2	4.1	4.2	4.1
Mining and logging ¹	4.0	1.8	2.9	4.5	3.6	2.7	4.0	4.3	3.2
Construction ¹	3.9	2.8	3.5	6.0	6.2	5.6	5.3	5.7	5.0
Manufacturing.....	3.2	2.7	3.0	2.7	2.6	2.5	2.6	2.7	2.6
Durable goods ¹	3.3	2.7	3.1	2.3	2.4	2.3	2.1	2.4	2.4
Nondurable goods ¹	3.0	2.8	3.0	3.4	3.0	3.0	3.6	3.1	3.1
Trade, transportation, and utilities.....	4.9	4.1	4.3	4.0	4.2	4.3	3.9	4.0	4.2
Wholesale trade.....	4.5	3.1	3.0	2.4	2.2	2.4	2.4	2.1	2.3
Retail trade.....	4.9	4.6	4.7	4.6	4.9	5.0	4.6	4.7	5.0
Transportation, warehousing, and utilities ¹	5.3	3.8	4.3	4.2	4.1	4.2	3.5	4.0	4.0
Information ¹	4.9	4.8	5.4	3.1	3.0	2.9	3.6	2.9	2.7
Financial activities.....	4.5	3.5	4.3	2.2	2.5	2.4	2.1	2.3	2.5
Finance and insurance.....	4.3	3.5	4.4	1.7	2.1	2.2	1.8	2.1	2.3
Real estate and rental and leasing ¹	5.2	3.4	4.1	3.6	3.5	3.0	3.1	3.0	3.1
Professional and business services.....	6.2	5.4	5.5	5.1	5.4	5.2	5.1	5.3	5.0
Education and health services.....	5.5	4.7	5.0	3.2	3.0	3.1	3.0	2.8	2.8
Educational services ¹	3.3	2.7	3.2	3.0	2.7	2.8	2.6	2.5	2.2
Health care and social assistance.....	5.8	5.0	5.3	3.2	3.0	3.1	3.1	2.9	3.0
Leisure and hospitality.....	6.4	5.2	5.0	7.0	6.9	6.7	6.6	6.8	6.5
Arts, entertainment, and recreation.....	4.2	4.9	5.5	7.3	7.5	6.9	6.6	7.4	6.5
Accommodation and food services.....	6.8	5.2	5.0	6.9	6.8	6.6	6.6	6.7	6.5
Other services.....	2.9	4.1	4.3	3.8	4.1	3.8	3.6	4.1	3.4

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Government.....	3.1	3.1	3.2	1.7	1.6	1.6	1.6	1.5	1.4
Federal ¹	4.7	3.0	4.2	1.2	1.5	1.7	1.2	1.6	1.4
State and local.....	2.8	3.1	3.1	1.8	1.6	1.6	1.7	1.5	1.5
State and local education.....	2.0	2.2	2.2	1.7	1.5	1.5	1.6	1.6	1.4
State and local, excluding education ¹	3.7	4.0	4.1	1.9	1.7	1.7	1.9	1.4	1.5

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

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

Revisions to Job Openings and Labor Turnover Data

The JOLTS data are revised annually to reflect annual updates to the CES employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmarking process results in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. Further, the alignment methodology creates a dependency of the not seasonally adjusted estimates on the seasonal adjustment process. Therefore, the data series that are not seasonally adjusted are also recalculated for the most recent 5 years in order to reflect the effect of the updated seasonal adjustment factors on the alignment process.

Tables B through G below present revised total nonfarm data for January through December 2019. The December 2019 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for January 2015 through December 2019 will be available later today on the JOLTS website. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables and data can be accessed through the JOLTS homepage at www.bls.gov/jlt/.

Table B. Revisions in job openings data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2019						
January.....	7,625	7,520	-105	4.8	4.8	0.0
February.....	7,142	7,048	-94	4.5	4.5	.0
March.....	7,474	7,364	-110	4.7	4.7	.0
April.....	7,372	7,284	-88	4.7	4.6	-.1
May.....	7,384	7,300	-84	4.7	4.6	-.1
June.....	7,248	7,185	-63	4.6	4.5	-.1
July.....	7,174	7,236	62	4.5	4.6	.1
August.....	7,301	7,166	-135	4.6	4.5	-.1
September.....	7,032	7,046	14	4.4	4.4	.0
October.....	7,361	7,309	-52	4.6	4.6	.0
November.....	6,787	6,793	6	4.3	4.3	.0
December.....	6,423	6,552	129	4.0	4.1	.1

Table C. Revisions in hires data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2019						
January.....	5,829	5,834	5	3.9	3.9	0.0
February.....	5,695	5,703	8	3.8	3.8	.0
March.....	5,697	5,689	-8	3.8	3.8	.0
April.....	5,991	6,000	9	4.0	4.0	.0
May.....	5,760	5,687	-73	3.8	3.8	.0
June.....	5,716	5,760	44	3.8	3.8	.0
July.....	5,978	5,975	-3	3.9	4.0	.1
August.....	5,884	5,839	-45	3.9	3.9	.0
September.....	5,951	5,959	8	3.9	3.9	.0
October.....	5,782	5,757	-25	3.8	3.8	.0
November.....	5,827	5,857	30	3.8	3.9	.1
December.....	5,907	5,927	20	3.9	3.9	.0

Table D. Revisions in total separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2019						
January.....	5,532	5,590	58	3.7	3.7	0.0
February.....	5,576	5,676	100	3.7	3.8	.1
March.....	5,508	5,553	45	3.7	3.7	.0
April.....	5,687	5,763	76	3.8	3.8	.0
May.....	5,557	5,547	-10	3.7	3.7	.0
June.....	5,513	5,568	55	3.6	3.7	.1
July.....	5,810	5,769	-41	3.8	3.8	.0
August.....	5,732	5,660	-72	3.8	3.7	-.1
September.....	5,798	5,739	-59	3.8	3.8	.0
October.....	5,652	5,580	-72	3.7	3.7	.0
November.....	5,709	5,657	-52	3.7	3.7	.0
December.....	5,730	5,762	32	3.8	3.8	.0

Table E. Revisions in quits data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2019						
January.....	3,483	3,530	47	2.3	2.4	0.1
February.....	3,447	3,541	94	2.3	2.4	.1
March.....	3,461	3,525	64	2.3	2.3	.0
April.....	3,516	3,492	-24	2.3	2.3	.0
May.....	3,478	3,486	8	2.3	2.3	.0
June.....	3,462	3,481	19	2.3	2.3	.0
July.....	3,668	3,612	-56	2.4	2.4	.0
August.....	3,601	3,544	-57	2.4	2.3	-.1
September.....	3,471	3,429	-42	2.3	2.3	.0
October.....	3,497	3,442	-55	2.3	2.3	.0
November.....	3,568	3,528	-40	2.3	2.3	.0
December.....	3,488	3,528	40	2.3	2.3	.0

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

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2019						
January.....	1,695	1,734	39	1.1	1.2	0.1
February.....	1,784	1,791	7	1.2	1.2	.0
March.....	1,693	1,698	5	1.1	1.1	.0
April.....	1,830	1,950	120	1.2	1.3	.1
May.....	1,773	1,764	-9	1.2	1.2	.0
June.....	1,711	1,763	52	1.1	1.2	.1
July.....	1,788	1,812	24	1.2	1.2	.0
August.....	1,812	1,792	-20	1.2	1.2	.0
September.....	1,971	1,962	-9	1.3	1.3	.0
October.....	1,795	1,778	-17	1.2	1.2	.0
November.....	1,768	1,769	1	1.2	1.2	.0
December.....	1,895	1,893	-2	1.2	1.2	.0

Table G. Revisions in other separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2019						
January.....	355	325	-30	0.2	0.2	0.0
February.....	346	344	-2	0.2	0.2	.0
March.....	354	330	-24	0.2	0.2	.0
April.....	341	321	-20	0.2	0.2	.0
May.....	306	297	-9	0.2	0.2	.0
June.....	340	324	-16	0.2	0.2	.0
July.....	353	345	-8	0.2	0.2	.0
August.....	320	323	3	0.2	0.2	.0
September.....	356	347	-9	0.2	0.2	.0
October.....	360	360	0	0.2	0.2	.0
November.....	373	359	-14	0.2	0.2	.0
December.....	347	341	-6	0.2	0.2	.0

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 <https://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 https://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					
	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	7,520	7,046	7,309	6,793	6,552	6,963	4.8	4.4	4.6	4.3	4.1	4.4
INDUSTRY												
Total private.....	6,808	6,325	6,546	6,070	5,838	6,208	5.1	4.7	4.8	4.5	4.3	4.6
Mining and logging ³	31	34	23	20	13	21	4.0	4.5	3.0	2.7	1.8	2.9
Construction ³	299	333	325	215	216	274	3.9	4.2	4.1	2.8	2.8	3.5
Manufacturing.....	427	441	403	401	360	402	3.2	3.3	3.1	3.0	2.7	3.0
Durable goods ³	278	269	258	270	222	255	3.3	3.2	3.1	3.2	2.7	3.1
Nondurable goods ³	150	172	145	131	138	147	3.0	3.5	2.9	2.6	2.8	3.0
Trade, transportation, and utilities.....	1,429	1,280	1,472	1,271	1,192	1,237	4.9	4.4	5.0	4.4	4.1	4.3
Wholesale trade.....	279	193	268	188	187	185	4.5	3.2	4.3	3.1	3.1	3.0
Retail trade.....	808	743	877	752	762	769	4.9	4.5	5.3	4.6	4.6	4.7
Transportation, warehousing, and utilities ³	342	345	327	331	244	283	5.3	5.3	5.0	5.1	3.8	4.3
Information ³	147	169	142	136	146	166	4.9	5.6	4.7	4.5	4.8	5.4
Financial activities.....	411	349	426	348	319	400	4.5	3.8	4.6	3.8	3.5	4.3
Finance and insurance.....	285	268	323	259	235	300	4.3	4.0	4.8	3.9	3.5	4.4
Real estate and rental and leasing ³	126	81	103	88	84	100	5.2	3.3	4.2	3.6	3.4	4.1
Professional and business services.....	1,386	1,260	1,218	1,217	1,223	1,252	6.2	5.6	5.4	5.4	5.4	5.5
Education and health services.....	1,379	1,216	1,306	1,311	1,203	1,296	5.5	4.8	5.1	5.1	4.7	5.0
Educational services ³	129	129	131	146	106	126	3.3	3.3	3.3	3.7	2.7	3.2
Health care and social assistance.....	1,249	1,087	1,176	1,165	1,097	1,170	5.8	5.0	5.4	5.3	5.0	5.3
Leisure and hospitality.....	1,125	995	975	966	916	892	6.4	5.6	5.5	5.5	5.2	5.0
Arts, entertainment, and recreation.....	106	148	135	120	127	144	4.2	5.7	5.2	4.6	4.9	5.5
Accommodation and food services.....	1,019	847	840	845	789	748	6.8	5.6	5.6	5.6	5.2	5.0
Other services.....	174	248	256	185	250	268	2.9	4.0	4.2	3.0	4.1	4.3
Government.....	712	721	763	723	715	755	3.1	3.1	3.3	3.1	3.1	3.2
Federal ³	139	112	124	117	88	126	4.7	3.8	4.2	3.9	3.0	4.2
State and local.....	573	608	638	606	626	629	2.8	3.0	3.1	3.0	3.1	3.1
State and local education.....	218	229	234	220	234	235	2.0	2.1	2.2	2.0	2.2	2.2
State and local, excluding education ³	355	380	404	386	393	395	3.7	3.9	4.2	4.0	4.0	4.1
REGION⁴												
Northeast.....	1,239	1,174	1,234	1,178	1,135	1,233	4.3	4.1	4.3	4.1	3.9	4.2
South.....	2,762	2,693	2,804	2,545	2,439	2,630	4.8	4.6	4.8	4.4	4.2	4.5
Midwest.....	1,769	1,548	1,648	1,485	1,400	1,496	5.1	4.5	4.8	4.3	4.1	4.3
West.....	1,750	1,630	1,623	1,585	1,578	1,604	4.8	4.4	4.4	4.3	4.3	4.3

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	5,834	5,959	5,757	5,857	5,927	5,824	3.9	3.9	3.8	3.9	3.9	3.8
INDUSTRY												
Total private.....	5,443	5,593	5,397	5,485	5,574	5,460	4.3	4.3	4.2	4.2	4.3	4.2
Mining and logging.....	33	24	28	22	25	19	4.5	3.3	3.7	3.1	3.6	2.7
Construction.....	443	452	475	426	467	425	6.0	6.0	6.3	5.7	6.2	5.6
Manufacturing.....	353	344	312	357	334	326	2.7	2.7	2.4	2.8	2.6	2.5
Durable goods.....	189	198	177	212	192	182	2.3	2.5	2.2	2.6	2.4	2.3
Nondurable goods.....	164	146	135	145	142	143	3.4	3.1	2.8	3.0	3.0	3.0
Trade, transportation, and utilities.....	1,122	1,196	1,112	1,170	1,161	1,188	4.0	4.3	4.0	4.2	4.2	4.3
Wholesale trade.....	143	162	144	156	133	141	2.4	2.7	2.4	2.6	2.2	2.4
Retail trade.....	722	787	716	763	772	787	4.6	5.0	4.6	4.9	4.9	5.0
Transportation, warehousing, and utilities.....	257	248	252	251	256	259	4.2	4.0	4.1	4.0	4.1	4.2
Information.....	89	91	96	90	87	83	3.1	3.2	3.3	3.1	3.0	2.9
Financial activities.....	190	225	217	236	218	211	2.2	2.6	2.5	2.7	2.5	2.4
Finance and insurance.....	108	143	135	149	135	140	1.7	2.2	2.1	2.3	2.1	2.2
Real estate and rental and leasing. . .	82	82	82	87	83	71	3.6	3.5	3.5	3.7	3.5	3.0
Professional and business services. . . .	1,081	1,178	1,118	1,157	1,151	1,113	5.1	5.5	5.2	5.4	5.4	5.2
Education and health services.....	756	740	722	730	723	751	3.2	3.0	3.0	3.0	3.0	3.1
Educational services.....	110	99	106	107	104	107	3.0	2.6	2.8	2.8	2.7	2.8
Health care and social assistance. . . .	646	641	616	623	619	644	3.2	3.1	3.0	3.0	3.0	3.1
Leisure and hospitality.....	1,152	1,160	1,101	1,078	1,165	1,120	7.0	7.0	6.6	6.4	6.9	6.7
Arts, entertainment, and recreation. . .	178	176	168	187	186	172	7.3	7.2	6.8	7.6	7.5	6.9
Accommodation and food services. . .	974	985	934	891	979	948	6.9	6.9	6.6	6.2	6.8	6.6
Other services.....	223	182	216	220	243	225	3.8	3.1	3.7	3.7	4.1	3.8
Government.....	391	366	360	371	352	364	1.7	1.6	1.6	1.6	1.6	1.6
Federal.....	34	42	44	51	43	48	1.2	1.5	1.5	1.8	1.5	1.7
State and local.....	357	325	316	321	309	315	1.8	1.6	1.6	1.6	1.6	1.6
State and local education.....	179	161	156	160	153	154	1.7	1.5	1.5	1.5	1.5	1.5
State and local, excluding education.....	178	163	160	160	156	162	1.9	1.8	1.7	1.7	1.7	1.7
REGION³												
Northeast.....	857	904	921	949	935	945	3.1	3.3	3.3	3.4	3.4	3.4
South.....	2,399	2,429	2,274	2,296	2,358	2,307	4.4	4.4	4.1	4.1	4.2	4.1
Midwest.....	1,234	1,272	1,237	1,304	1,263	1,137	3.8	3.9	3.7	3.9	3.8	3.4
West.....	1,344	1,353	1,325	1,308	1,371	1,436	3.8	3.8	3.8	3.7	3.9	4.1

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	5,590	5,739	5,580	5,657	5,762	5,614	3.7	3.8	3.7	3.7	3.8	3.7
INDUSTRY												
Total private.....	5,219	5,387	5,211	5,307	5,419	5,288	4.1	4.2	4.0	4.1	4.2	4.1
Mining and logging.....	30	24	26	29	31	23	4.0	3.3	3.5	4.0	4.3	3.2
Construction.....	394	431	450	416	432	379	5.3	5.7	6.0	5.5	5.7	5.0
Manufacturing.....	339	349	333	318	342	339	2.6	2.7	2.6	2.5	2.7	2.6
Durable goods.....	169	205	205	184	193	190	2.1	2.5	2.6	2.3	2.4	2.4
Nondurable goods.....	169	144	128	134	149	149	3.6	3.0	2.7	2.8	3.1	3.1
Trade, transportation, and utilities.....	1,087	1,201	1,062	1,198	1,115	1,179	3.9	4.3	3.8	4.3	4.0	4.2
Wholesale trade.....	144	161	136	147	123	137	2.4	2.7	2.3	2.5	2.1	2.3
Retail trade.....	726	796	687	816	741	790	4.6	5.1	4.4	5.2	4.7	5.0
Transportation, warehousing, and utilities.....	217	244	240	235	250	251	3.5	3.9	3.9	3.8	4.0	4.0
Information.....	101	82	92	79	84	78	3.6	2.8	3.2	2.7	2.9	2.7
Financial activities.....	183	216	200	213	203	219	2.1	2.5	2.3	2.4	2.3	2.5
Finance and insurance.....	112	135	127	143	134	146	1.8	2.1	2.0	2.2	2.1	2.3
Real estate and rental and leasing. . .	71	81	72	70	69	73	3.1	3.5	3.1	3.0	3.0	3.1
Professional and business services. . . .	1,071	1,141	1,079	1,131	1,134	1,086	5.1	5.3	5.0	5.3	5.3	5.0
Education and health services.....	715	661	668	663	690	697	3.0	2.7	2.7	2.7	2.8	2.8
Educational services.....	95	86	101	89	97	84	2.6	2.3	2.7	2.3	2.5	2.2
Health care and social assistance. . . .	619	575	567	574	593	613	3.1	2.8	2.8	2.8	2.9	3.0
Leisure and hospitality.....	1,088	1,096	1,067	1,063	1,146	1,086	6.6	6.6	6.4	6.3	6.8	6.5
Arts, entertainment, and recreation. . .	159	152	170	175	184	161	6.6	6.2	6.9	7.1	7.4	6.5
Accommodation and food services. . .	929	944	896	888	963	925	6.6	6.7	6.3	6.2	6.7	6.5
Other services.....	211	186	234	197	242	202	3.6	3.2	4.0	3.3	4.1	3.4
Government.....	371	352	369	350	343	327	1.6	1.6	1.6	1.5	1.5	1.4
Federal.....	33	41	55	41	45	39	1.2	1.4	2.0	1.4	1.6	1.4
State and local.....	337	311	314	309	298	288	1.7	1.6	1.6	1.6	1.5	1.5
State and local education.....	163	158	160	157	164	152	1.6	1.5	1.5	1.5	1.6	1.4
State and local, excluding education.....	175	153	154	152	134	136	1.9	1.7	1.7	1.6	1.4	1.5
REGION³												
Northeast.....	805	851	936	909	887	895	2.9	3.1	3.4	3.3	3.2	3.2
South.....	2,281	2,296	2,076	2,147	2,249	2,194	4.1	4.1	3.7	3.9	4.0	3.9
Midwest.....	1,205	1,221	1,186	1,235	1,220	1,243	3.7	3.7	3.6	3.7	3.7	3.8
West.....	1,299	1,371	1,382	1,366	1,406	1,282	3.7	3.9	3.9	3.9	4.0	3.6

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	3,530	3,429	3,442	3,528	3,528	3,532	2.4	2.3	2.3	2.3	2.3	2.3
INDUSTRY												
Total private.....	3,334	3,242	3,261	3,341	3,331	3,353	2.6	2.5	2.5	2.6	2.6	2.6
Mining and logging.....	16	11	12	14	13	13	2.2	1.5	1.7	1.9	1.8	1.9
Construction.....	189	185	189	164	170	168	2.5	2.5	2.5	2.2	2.2	2.2
Manufacturing.....	221	214	200	201	206	189	1.7	1.7	1.6	1.6	1.6	1.5
Durable goods.....	112	125	118	107	110	104	1.4	1.6	1.5	1.3	1.4	1.3
Nondurable goods.....	110	89	82	94	97	85	2.3	1.9	1.7	2.0	2.0	1.8
Trade, transportation, and utilities.....	706	741	630	802	734	791	2.5	2.7	2.3	2.9	2.6	2.8
Wholesale trade.....	80	81	61	89	77	82	1.4	1.4	1.0	1.5	1.3	1.4
Retail trade.....	502	525	433	577	507	561	3.2	3.4	2.8	3.7	3.2	3.6
Transportation, warehousing, and utilities.....	124	135	135	135	150	149	2.0	2.2	2.2	2.2	2.4	2.4
Information.....	55	41	45	43	41	38	1.9	1.4	1.6	1.5	1.4	1.3
Financial activities.....	110	132	131	148	127	144	1.3	1.5	1.5	1.7	1.4	1.6
Finance and insurance.....	65	92	88	102	88	90	1.0	1.4	1.4	1.6	1.4	1.4
Real estate and rental and leasing ³ ...	45	40	42	46	40	54	2.0	1.7	1.8	1.9	1.7	2.3
Professional and business services.....	647	642	632	636	622	645	3.1	3.0	2.9	3.0	2.9	3.0
Education and health services.....	481	447	464	462	500	478	2.0	1.8	1.9	1.9	2.0	1.9
Educational services.....	47	49	62	53	66	56	1.3	1.3	1.6	1.4	1.7	1.5
Health care and social assistance.....	434	398	402	409	434	422	2.2	1.9	2.0	2.0	2.1	2.0
Leisure and hospitality.....	767	722	776	736	771	786	4.7	4.3	4.6	4.4	4.6	4.7
Arts, entertainment, and recreation.....	72	75	84	86	72	88	3.0	3.1	3.4	3.5	2.9	3.5
Accommodation and food services.....	695	647	692	650	698	698	4.9	4.6	4.9	4.6	4.9	4.9
Other services.....	140	106	183	134	147	101	2.4	1.8	3.1	2.3	2.5	1.7
Government.....	196	187	180	188	197	179	0.9	0.8	0.8	0.8	0.9	0.8
Federal.....	15	18	19	17	23	18	0.5	0.6	0.7	0.6	0.8	0.6
State and local.....	182	169	161	171	174	161	0.9	0.9	0.8	0.9	0.9	0.8
State and local education.....	100	91	85	90	98	86	1.0	0.9	0.8	0.9	0.9	0.8
State and local, excluding education.....	82	78	76	81	76	75	0.9	0.8	0.8	0.9	0.8	0.8
REGION⁴												
Northeast.....	456	453	506	478	462	493	1.7	1.6	1.8	1.7	1.7	1.8
South.....	1,467	1,354	1,331	1,429	1,452	1,455	2.7	2.4	2.4	2.6	2.6	2.6
Midwest.....	775	776	768	777	760	783	2.4	2.4	2.3	2.4	2.3	2.4
West.....	832	846	837	844	854	801	2.4	2.4	2.4	2.4	2.4	2.3

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	1,734	1,962	1,778	1,769	1,893	1,684	1.2	1.3	1.2	1.2	1.2	1.1
INDUSTRY												
Total private.....	1,612	1,860	1,657	1,672	1,815	1,601	1.3	1.4	1.3	1.3	1.4	1.2
Mining and logging.....	13	12	12	14	17	8	1.7	1.7	1.7	1.9	2.3	1.2
Construction.....	183	223	244	233	243	192	2.5	3.0	3.2	3.1	3.2	2.5
Manufacturing.....	97	113	114	95	110	122	0.8	0.9	0.9	0.7	0.9	0.9
Durable goods.....	47	66	73	62	67	69	0.6	0.8	0.9	0.8	0.8	0.9
Nondurable goods.....	50	47	41	33	43	53	1.0	1.0	0.9	0.7	0.9	1.1
Trade, transportation, and utilities.....	316	386	365	311	323	316	1.1	1.4	1.3	1.1	1.2	1.1
Wholesale trade ³	54	70	66	46	35	46	0.9	1.2	1.1	0.8	0.6	0.8
Retail trade.....	182	228	211	185	197	187	1.2	1.5	1.4	1.2	1.3	1.2
Transportation, warehousing, and utilities.....	81	89	88	81	90	83	1.3	1.4	1.4	1.3	1.5	1.3
Information.....	35	35	40	33	37	28	1.2	1.2	1.4	1.2	1.3	1.0
Financial activities.....	54	60	42	44	48	40	0.6	0.7	0.5	0.5	0.5	0.5
Finance and insurance.....	30	25	18	20	24	31	0.5	0.4	0.3	0.3	0.4	0.5
Real estate and rental and leasing. . .	24	35	24	23	24	9	1.1	1.5	1.0	1.0	1.0	0.4
Professional and business services. . . .	375	441	390	434	454	384	1.8	2.1	1.8	2.0	2.1	1.8
Education and health services.....	184	178	167	165	150	152	0.8	0.7	0.7	0.7	0.6	0.6
Educational services.....	43	32	29	31	26	22	1.1	0.9	0.8	0.8	0.7	0.6
Health care and social assistance. . . .	141	145	137	134	124	130	0.7	0.7	0.7	0.6	0.6	0.6
Leisure and hospitality.....	296	345	247	298	342	264	1.8	2.1	1.5	1.8	2.0	1.6
Arts, entertainment, and recreation. . .	83	74	81	84	108	70	3.4	3.0	3.3	3.4	4.3	2.8
Accommodation and food services. . .	213	272	165	214	234	195	1.5	1.9	1.2	1.5	1.6	1.4
Other services.....	58	66	36	44	91	95	1.0	1.1	0.6	0.7	1.5	1.6
Government.....	122	103	121	98	78	83	0.5	0.5	0.5	0.4	0.3	0.4
Federal.....	9	10	26	12	9	10	0.3	0.3	0.9	0.4	0.3	0.3
State and local.....	113	93	96	86	69	73	0.6	0.5	0.5	0.4	0.3	0.4
State and local education.....	40	43	46	41	40	40	0.4	0.4	0.4	0.4	0.4	0.4
State and local, excluding education.....	73	50	49	44	29	33	0.8	0.5	0.5	0.5	0.3	0.4
REGION⁴												
Northeast.....	300	334	366	362	347	334	1.1	1.2	1.3	1.3	1.2	1.2
South.....	683	798	621	587	692	578	1.2	1.4	1.1	1.1	1.2	1.0
Midwest.....	363	380	340	390	389	389	1.1	1.2	1.0	1.2	1.2	1.2
West.....	388	450	452	430	464	384	1.1	1.3	1.3	1.2	1.3	1.1

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	325	347	360	359	341	399	0.2	0.2	0.2	0.2	0.2	0.3
INDUSTRY												
Total private.....	274	285	293	294	272	333	0.2	0.2	0.2	0.2	0.2	0.3
Mining and logging.....	1	1	1	1	1	1	0.1	0.1	0.2	0.2	0.2	0.2
Construction ³	22	22	17	18	19	20	0.3	0.3	0.2	0.2	0.3	0.3
Manufacturing.....	20	21	20	21	26	28	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	11	14	14	14	16	16	0.1	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	10	8	5	7	9	12	0.2	0.2	0.1	0.1	0.2	0.3
Trade, transportation, and utilities.....	64	74	68	85	58	71	0.2	0.3	0.2	0.3	0.2	0.3
Wholesale trade.....	10	10	9	12	10	9	0.2	0.2	0.1	0.2	0.2	0.2
Retail trade.....	42	44	42	54	38	43	0.3	0.3	0.3	0.3	0.2	0.3
Transportation, warehousing, and utilities ³	12	20	17	20	10	19	0.2	0.3	0.3	0.3	0.2	0.3
Information ³	11	6	8	3	6	12	0.4	0.2	0.3	0.1	0.2	0.4
Financial activities.....	19	24	26	22	27	35	0.2	0.3	0.3	0.2	0.3	0.4
Finance and insurance.....	17	19	21	21	22	25	0.3	0.3	0.3	0.3	0.3	0.4
Real estate and rental and leasing ³ ...	2	6	6	1	5	10	0.1	0.2	0.2	0.0	0.2	0.4
Professional and business services....	49	58	57	60	58	58	0.2	0.3	0.3	0.3	0.3	0.3
Education and health services.....	49	36	37	36	39	68	0.2	0.1	0.2	0.1	0.2	0.3
Educational services.....	5	5	9	4	4	7	0.1	0.1	0.2	0.1	0.1	0.2
Health care and social assistance ³ ...	44	31	28	31	35	61	0.2	0.2	0.1	0.2	0.2	0.3
Leisure and hospitality.....	25	29	44	29	34	35	0.2	0.2	0.3	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	4	3	5	5	3	4	0.2	0.1	0.2	0.2	0.1	0.1
Accommodation and food services ³ ...	21	25	39	24	30	32	0.2	0.2	0.3	0.2	0.2	0.2
Other services ³	14	15	15	19	4	5	0.2	0.2	0.3	0.3	0.1	0.1
Government.....	52	62	68	65	68	65	0.2	0.3	0.3	0.3	0.3	0.3
Federal.....	9	13	11	12	13	11	0.3	0.5	0.4	0.4	0.5	0.4
State and local.....	43	49	57	52	56	54	0.2	0.2	0.3	0.3	0.3	0.3
State and local education.....	22	23	28	25	27	26	0.2	0.2	0.3	0.2	0.3	0.2
State and local, excluding education.....	20	26	29	27	29	28	0.2	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	49	64	65	69	77	69	0.2	0.2	0.2	0.2	0.3	0.2
South.....	132	144	124	132	104	161	0.2	0.3	0.2	0.2	0.2	0.3
Midwest.....	66	65	78	67	71	72	0.2	0.2	0.2	0.2	0.2	0.2
West.....	78	75	93	91	88	97	0.2	0.2	0.3	0.3	0.2	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 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	7,402	5,974	6,864	4.8	3.8	4.4
INDUSTRY						
Total private.....	6,719	5,282	6,140	5.1	3.9	4.6
Mining and logging.....	31	13	21	4.1	1.8	2.9
Construction.....	299	216	274	4.1	2.8	3.7
Manufacturing.....	427	360	402	3.2	2.7	3.1
Durable goods.....	278	222	255	3.3	2.7	3.1
Nondurable goods.....	150	138	147	3.1	2.8	3.0
Trade, transportation, and utilities.....	1,283	1,045	1,098	4.4	3.5	3.8
Wholesale trade.....	288	168	195	4.7	2.7	3.2
Retail trade.....	653	633	621	4.0	3.8	3.8
Transportation, warehousing, and utilities.....	342	244	283	5.3	3.6	4.3
Information.....	147	146	166	5.0	4.8	5.5
Financial activities.....	442	306	432	4.9	3.4	4.7
Finance and insurance.....	316	222	332	4.7	3.3	4.9
Real estate and rental and leasing.....	126	84	100	5.3	3.4	4.2
Professional and business services.....	1,385	1,069	1,252	6.3	4.7	5.6
Education and health services.....	1,467	1,147	1,390	5.8	4.5	5.4
Educational services.....	129	106	126	3.5	2.7	3.3
Health care and social assistance.....	1,338	1,041	1,264	6.2	4.8	5.8
Leisure and hospitality.....	1,062	744	834	6.3	4.3	4.9
Arts, entertainment, and recreation.....	105	98	145	4.6	4.1	6.1
Accommodation and food services.....	957	646	690	6.6	4.4	4.7
Other services.....	175	236	271	2.9	3.8	4.4
Government.....	683	691	724	3.0	2.9	3.1
Federal.....	139	88	126	4.8	3.0	4.2
State and local.....	544	603	598	2.7	2.9	2.9
State and local education.....	189	211	204	1.8	1.9	1.9
State and local, excluding education.....	355	393	395	3.8	4.1	4.1
REGION³						
Northeast.....	1,210	1,055	1,209	4.3	3.6	4.2
South.....	2,746	2,245	2,618	4.8	3.8	4.5
Midwest.....	1,690	1,255	1,425	5.0	3.6	4.2
West.....	1,756	1,418	1,612	4.9	3.8	4.4

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	5,545	4,407	5,533	3.7	2.9	3.7
INDUSTRY						
Total private.....	5,193	4,199	5,204	4.1	3.2	4.1
Mining and logging.....	37	16	23	5.1	2.2	3.3
Construction.....	403	264	385	5.7	3.5	5.3
Manufacturing.....	368	226	340	2.9	1.8	2.7
Durable goods.....	205	130	198	2.6	1.6	2.5
Nondurable goods.....	163	96	143	3.5	2.0	3.0
Trade, transportation, and utilities.....	948	950	996	3.4	3.3	3.6
Wholesale trade.....	152	97	148	2.6	1.6	2.5
Retail trade.....	561	584	610	3.6	3.6	3.9
Transportation, warehousing, and utilities.....	235	269	239	3.8	4.2	3.8
Information.....	102	63	94	3.6	2.2	3.3
Financial activities.....	214	155	237	2.5	1.8	2.7
Finance and insurance.....	129	97	164	2.0	1.5	2.5
Real estate and rental and leasing.....	84	58	73	3.7	2.5	3.2
Professional and business services.....	1,125	962	1,154	5.4	4.5	5.5
Education and health services.....	818	529	821	3.5	2.1	3.4
Educational services.....	115	61	113	3.2	1.6	3.0
Health care and social assistance.....	703	468	708	3.5	2.3	3.4
Leisure and hospitality.....	948	860	921	6.0	5.2	5.7
Arts, entertainment, and recreation.....	119	120	116	5.5	5.2	5.2
Accommodation and food services.....	829	739	805	6.1	5.2	5.8
Other services.....	229	174	231	4.0	3.0	3.9
Government.....	352	208	329	1.6	0.9	1.5
Federal.....	32	33	46	1.1	1.2	1.6
State and local.....	320	175	283	1.6	0.9	1.4
State and local education.....	175	77	150	1.7	0.7	1.4
State and local, excluding education.....	145	98	133	1.6	1.1	1.4
REGION³						
Northeast.....	763	666	840	2.8	2.4	3.1
South.....	2,422	1,814	2,331	4.5	3.2	4.2
Midwest.....	1,113	915	1,021	3.5	2.7	3.1
West.....	1,248	1,012	1,341	3.6	2.8	3.8

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	5,988	5,482	6,036	4.0	3.6	4.0
INDUSTRY						
Total private.....	5,664	5,183	5,741	4.5	4.0	4.5
Mining and logging.....	37	33	28	5.0	4.6	3.9
Construction.....	430	474	416	6.1	6.4	5.8
Manufacturing.....	328	286	339	2.6	2.2	2.7
Durable goods.....	173	161	201	2.2	2.0	2.5
Nondurable goods.....	155	125	138	3.3	2.6	2.9
Trade, transportation, and utilities.....	1,401	1,149	1,494	5.1	4.0	5.4
Wholesale trade.....	153	106	147	2.6	1.8	2.5
Retail trade.....	896	748	961	5.7	4.6	6.2
Transportation, warehousing, and utilities.....	352	295	386	5.7	4.6	6.2
Information.....	120	80	93	4.3	2.8	3.3
Financial activities.....	212	180	252	2.5	2.0	2.9
Finance and insurance.....	129	115	167	2.0	1.8	2.6
Real estate and rental and leasing.....	84	65	85	3.7	2.8	3.7
Professional and business services.....	1,168	1,155	1,178	5.6	5.3	5.6
Education and health services.....	755	592	738	3.2	2.4	3.0
Educational services.....	92	69	82	2.5	1.8	2.2
Health care and social assistance.....	663	523	655	3.3	2.5	3.2
Leisure and hospitality.....	1,010	1,005	1,011	6.4	6.1	6.3
Arts, entertainment, and recreation.....	119	174	121	5.5	7.5	5.4
Accommodation and food services.....	891	831	890	6.6	5.9	6.4
Other services.....	203	229	194	3.5	3.9	3.3
Government.....	324	299	295	1.4	1.3	1.3
Federal.....	40	49	46	1.4	1.7	1.6
State and local.....	283	249	249	1.4	1.2	1.3
State and local education.....	137	127	127	1.3	1.2	1.2
State and local, excluding education.....	146	123	122	1.6	1.3	1.3
REGION³						
Northeast.....	892	884	993	3.3	3.2	3.6
South.....	2,436	2,070	2,346	4.5	3.7	4.3
Midwest.....	1,296	1,193	1,343	4.0	3.6	4.1
West.....	1,364	1,335	1,353	4.0	3.8	3.9

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	3,473	2,978	3,470	2.3	1.9	2.3
INDUSTRY						
Total private.....	3,300	2,827	3,312	2.6	2.2	2.6
Mining and logging.....	17	9	14	2.3	1.3	1.9
Construction.....	176	137	155	2.5	1.8	2.1
Manufacturing.....	202	148	173	1.6	1.2	1.4
Durable goods.....	104	78	97	1.3	1.0	1.2
Nondurable goods.....	98	70	75	2.1	1.5	1.6
Trade, transportation, and utilities.....	702	658	784	2.5	2.3	2.8
Wholesale trade.....	85	61	87	1.5	1.0	1.5
Retail trade.....	509	439	568	3.3	2.7	3.6
Transportation, warehousing, and utilities.....	108	159	130	1.8	2.5	2.1
Information.....	59	35	42	2.1	1.2	1.5
Financial activities.....	108	113	141	1.3	1.3	1.6
Finance and insurance.....	63	74	87	1.0	1.1	1.4
Real estate and rental and leasing.....	45	40	54	2.0	1.7	2.3
Professional and business services.....	680	540	672	3.3	2.5	3.2
Education and health services.....	500	435	496	2.1	1.8	2.0
Educational services.....	47	46	55	1.3	1.2	1.5
Health care and social assistance.....	453	389	441	2.3	1.9	2.1
Leisure and hospitality.....	718	630	735	4.6	3.8	4.6
Arts, entertainment, and recreation.....	57	52	70	2.7	2.3	3.1
Accommodation and food services.....	660	578	665	4.9	4.1	4.8
Other services.....	140	121	102	2.4	2.0	1.7
Government.....	173	151	158	0.8	0.7	0.7
Federal.....	14	22	17	0.5	0.8	0.6
State and local.....	159	129	141	0.8	0.6	0.7
State and local education.....	84	68	72	0.8	0.6	0.7
State and local, excluding education.....	75	61	69	0.8	0.7	0.7
REGION³						
Northeast.....	469	388	502	1.7	1.4	1.8
South.....	1,462	1,218	1,451	2.7	2.2	2.6
Midwest.....	735	636	740	2.3	1.9	2.3
West.....	807	736	776	2.3	2.1	2.2

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.

^p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	2,133	2,171	2,100	1.4	1.4	1.4
INDUSTRY						
Total private.....	2,037	2,093	2,032	1.6	1.6	1.6
Mining and logging.....	19	22	12	2.6	3.1	1.7
Construction.....	232	318	242	3.3	4.3	3.3
Manufacturing.....	102	108	131	0.8	0.8	1.0
Durable goods.....	54	64	81	0.7	0.8	1.0
Nondurable goods.....	47	45	50	1.0	0.9	1.1
Trade, transportation, and utilities.....	613	438	617	2.2	1.5	2.2
Wholesale trade.....	54	35	46	0.9	0.6	0.8
Retail trade.....	328	276	333	2.1	1.7	2.1
Transportation, warehousing, and utilities.....	231	126	237	3.8	1.9	3.8
Information.....	50	40	39	1.8	1.4	1.4
Financial activities.....	77	45	63	0.9	0.5	0.7
Finance and insurance.....	40	25	42	0.6	0.4	0.6
Real estate and rental and leasing.....	37	20	21	1.6	0.9	0.9
Professional and business services.....	422	557	428	2.0	2.6	2.0
Education and health services.....	205	119	172	0.9	0.5	0.7
Educational services.....	39	20	19	1.1	0.5	0.5
Health care and social assistance.....	166	99	153	0.8	0.5	0.7
Leisure and hospitality.....	268	342	241	1.7	2.1	1.5
Arts, entertainment, and recreation.....	58	119	47	2.7	5.1	2.1
Accommodation and food services.....	209	223	193	1.5	1.6	1.4
Other services.....	49	105	87	0.9	1.8	1.5
Government.....	96	78	68	0.4	0.3	0.3
Federal.....	13	12	13	0.5	0.4	0.5
State and local.....	84	66	55	0.4	0.3	0.3
State and local education.....	35	40	34	0.3	0.4	0.3
State and local, excluding education.....	49	26	21	0.5	0.3	0.2
REGION³						
Northeast.....	368	425	414	1.4	1.5	1.5
South.....	816	749	700	1.5	1.3	1.3
Midwest.....	479	478	516	1.5	1.4	1.6
West.....	470	519	470	1.4	1.5	1.3

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.

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2019	Dec. 2019	Jan. 2020 ^p	Jan. 2019	Dec. 2019	Jan. 2020 ^p
Total.....	382	334	466	0.3	0.2	0.3
INDUSTRY						
Total private.....	327	263	397	0.3	0.2	0.3
Mining and logging.....	1	1	2	0.2	0.2	0.3
Construction.....	22	19	20	0.3	0.3	0.3
Manufacturing.....	24	29	35	0.2	0.2	0.3
Durable goods.....	14	20	23	0.2	0.2	0.3
Nondurable goods.....	10	9	12	0.2	0.2	0.3
Trade, transportation, and utilities.....	86	52	93	0.3	0.2	0.3
Wholesale trade.....	14	9	14	0.2	0.2	0.2
Retail trade.....	60	33	60	0.4	0.2	0.4
Transportation, warehousing, and utilities.....	12	10	19	0.2	0.2	0.3
Information.....	11	6	12	0.4	0.2	0.4
Financial activities.....	27	22	48	0.3	0.2	0.5
Finance and insurance.....	25	16	38	0.4	0.3	0.6
Real estate and rental and leasing.....	2	5	10	0.1	0.2	0.4
Professional and business services.....	67	58	78	0.3	0.3	0.4
Education and health services.....	50	38	69	0.2	0.2	0.3
Educational services.....	6	3	8	0.2	0.1	0.2
Health care and social assistance.....	44	35	61	0.2	0.2	0.3
Leisure and hospitality.....	25	34	35	0.2	0.2	0.2
Arts, entertainment, and recreation.....	4	3	4	0.2	0.2	0.2
Accommodation and food services.....	21	30	32	0.2	0.2	0.2
Other services.....	14	4	5	0.2	0.1	0.1
Government.....	55	71	69	0.2	0.3	0.3
Federal.....	13	16	16	0.5	0.5	0.6
State and local.....	41	55	53	0.2	0.3	0.3
State and local education.....	18	19	21	0.2	0.2	0.2
State and local, excluding education.....	23	36	32	0.3	0.4	0.3
REGION³						
Northeast.....	55	72	76	0.2	0.3	0.3
South.....	158	103	196	0.3	0.2	0.4
Midwest.....	82	79	87	0.3	0.2	0.3
West.....	87	80	107	0.3	0.2	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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Annual hires levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2015	2016	2017	2018	2019
Total.....	62,589	63,731	65,638	68,594	69,943
INDUSTRY					
Total private.....	58,528	59,502	61,502	64,286	65,567
Mining and logging.....	304	294	374	449	319
Construction.....	3,982	4,059	4,585	4,524	4,981
Manufacturing.....	3,224	3,353	3,985	4,390	4,081
Durable goods.....	1,880	1,923	2,238	2,512	2,297
Nondurable goods.....	1,344	1,427	1,748	1,879	1,783
Trade, transportation, and utilities.....	13,054	12,856	12,642	13,682	13,870
Wholesale trade.....	1,645	1,643	1,656	1,756	1,806
Retail trade.....	9,081	8,784	8,479	9,032	9,088
Transportation, warehousing, and utilities.....	2,330	2,429	2,507	2,895	2,976
Information.....	976	980	1,018	1,088	1,123
Financial activities.....	2,371	2,407	2,530	2,501	2,649
Finance and insurance.....	1,590	1,600	1,657	1,636	1,672
Real estate and rental and leasing.....	782	804	874	864	977
Professional and business services.....	12,944	13,337	13,430	13,747	13,860
Education and health services.....	7,509	7,687	8,007	8,509	8,689
Educational services.....	1,096	1,109	1,141	1,159	1,209
Health care and social assistance.....	6,415	6,577	6,867	7,350	7,480
Leisure and hospitality.....	11,650	12,222	12,236	12,797	13,388
Arts, entertainment, and recreation.....	1,850	1,910	2,048	2,211	1,979
Accommodation and food services.....	9,799	10,314	10,188	10,587	11,408
Other services.....	2,513	2,313	2,687	2,598	2,603
Government.....	4,059	4,229	4,138	4,310	4,376
Federal.....	415	411	380	420	506
State and local.....	3,646	3,816	3,757	3,889	3,868
State and local education.....	1,810	1,863	1,820	2,013	1,993
State and local, excluding education.....	1,835	1,955	1,936	1,874	1,877
REGION²					
Northeast.....	9,911	10,196	10,486	10,496	11,000
South.....	24,446	24,403	25,898	27,315	28,094
Midwest.....	13,928	14,343	14,340	15,192	14,972
West.....	14,305	14,792	14,909	15,592	15,876

¹ The annual hires level is the total number of hires during the entire year.

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Annual hires rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2015	2016	2017	2018	2019
Total.....	44.1	44.1	44.8	46.1	46.3
INDUSTRY					
Total private.....	48.8	48.7	49.5	50.8	51.1
Mining and logging.....	37.4	44.0	55.3	61.8	43.3
Construction.....	61.6	60.3	65.8	62.1	66.5
Manufacturing.....	26.1	27.1	32.0	34.6	31.8
Durable goods.....	24.2	24.9	28.9	31.6	28.5
Nondurable goods.....	29.4	30.8	37.2	39.6	37.3
Trade, transportation, and utilities.....	48.7	47.3	46.1	49.6	50.0
Wholesale trade.....	28.5	28.4	28.5	30.1	30.6
Retail trade.....	58.2	55.5	53.5	57.2	58.1
Transportation, warehousing, and utilities.....	42.9	43.6	43.6	48.4	48.3
Information.....	35.5	35.0	36.2	38.3	39.2
Financial activities.....	29.2	29.0	29.9	29.1	30.3
Finance and insurance.....	26.3	26.0	26.5	25.8	26.0
Real estate and rental and leasing.....	37.5	37.6	39.9	38.3	42.1
Professional and business services.....	65.7	66.3	65.5	65.6	65.0
Education and health services.....	34.1	34.0	34.5	36.0	35.9
Educational services.....	31.6	31.1	31.1	31.2	32.1
Health care and social assistance.....	34.6	34.5	35.2	36.9	36.6
Leisure and hospitality.....	76.8	78.0	76.2	78.5	80.8
Arts, entertainment, and recreation.....	85.4	84.8	87.8	92.8	81.3
Accommodation and food services.....	75.4	76.9	74.3	76.1	80.7
Other services.....	44.7	40.6	46.6	44.6	44.2
Government.....	18.4	19.0	18.5	19.2	19.4
Federal.....	15.1	14.7	13.5	15.0	17.9
State and local.....	18.9	19.6	19.2	19.8	19.6
State and local education.....	17.6	18.0	17.5	19.3	19.0
State and local, excluding education.....	20.4	21.5	21.2	20.4	20.3
REGION²					
Northeast.....	37.9	38.4	38.9	38.5	39.8
South.....	47.3	46.3	48.3	50.1	50.8
Midwest.....	44.1	44.9	44.4	46.8	45.6
West.....	44.2	44.6	44.0	45.1	45.2

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

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual total separations levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2015	2016	2017	2018	2019
Total.....	59,930	61,512	63,497	66,199	67,856
INDUSTRY					
Total private.....	56,020	57,440	59,429	62,058	63,640
Mining and logging.....	452	393	327	393	346
Construction.....	3,645	3,920	4,278	4,215	4,855
Manufacturing.....	3,160	3,363	3,813	4,123	4,021
Durable goods.....	1,883	1,981	2,116	2,291	2,277
Nondurable goods.....	1,278	1,382	1,695	1,830	1,744
Trade, transportation, and utilities.....	12,671	12,486	12,512	13,501	13,685
Wholesale trade.....	1,626	1,617	1,625	1,714	1,741
Retail trade.....	8,912	8,631	8,540	9,154	9,106
Transportation, warehousing, and utilities.....	2,131	2,239	2,352	2,630	2,840
Information.....	949	929	1,014	1,057	1,100
Financial activities.....	2,226	2,217	2,381	2,334	2,508
Finance and insurance.....	1,480	1,471	1,576	1,530	1,597
Real estate and rental and leasing.....	745	747	806	804	912
Professional and business services.....	12,434	13,013	13,024	13,294	13,488
Education and health services.....	6,872	7,107	7,558	8,034	8,046
Educational services.....	1,013	1,038	1,068	1,129	1,101
Health care and social assistance.....	5,859	6,071	6,487	6,906	6,945
Leisure and hospitality.....	11,150	11,764	11,910	12,547	13,064
Arts, entertainment, and recreation.....	1,772	1,829	1,969	2,108	1,943
Accommodation and food services.....	9,374	9,936	9,941	10,438	11,120
Other services.....	2,463	2,246	2,609	2,561	2,525
Government.....	3,907	4,073	4,068	4,138	4,216
Federal.....	380	371	401	400	465
State and local.....	3,526	3,702	3,666	3,739	3,748
State and local education.....	1,762	1,821	1,782	1,928	1,937
State and local, excluding education.....	1,764	1,882	1,885	1,810	1,811
REGION²					
Northeast.....	9,464	9,902	10,303	10,086	10,511
South.....	23,418	23,646	25,125	26,299	26,781
Midwest.....	13,353	13,807	13,832	14,621	14,493
West.....	13,694	14,159	14,233	15,191	16,072

¹ The annual total separations level is the total number of total separations during the entire year.

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual total separations rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2015	2016	2017	2018	2019
Total.....	42.3	42.6	43.3	44.5	45.0
INDUSTRY					
Total private.....	46.8	47.0	47.8	49.1	49.6
Mining and logging.....	55.6	58.8	48.4	54.1	47.0
Construction.....	56.4	58.3	61.4	57.8	64.8
Manufacturing.....	25.6	27.2	30.7	32.5	31.3
Durable goods.....	24.2	25.7	27.3	28.8	28.3
Nondurable goods.....	27.9	29.8	36.1	38.6	36.5
Trade, transportation, and utilities.....	47.2	45.9	45.6	48.9	49.4
Wholesale trade.....	28.1	27.9	27.9	29.3	29.5
Retail trade.....	57.1	54.5	53.9	58.0	58.2
Transportation, warehousing, and utilities.....	39.2	40.1	40.9	43.9	46.1
Information.....	34.5	33.2	36.0	37.2	38.4
Financial activities.....	27.4	26.8	28.2	27.2	28.7
Finance and insurance.....	24.5	23.9	25.2	24.1	24.9
Real estate and rental and leasing.....	35.7	34.9	36.8	35.7	39.3
Professional and business services.....	63.1	64.7	63.5	63.5	63.3
Education and health services.....	31.2	31.4	32.6	34.0	33.3
Educational services.....	29.2	29.1	29.1	30.4	29.3
Health care and social assistance.....	31.6	31.8	33.2	34.7	34.0
Leisure and hospitality.....	73.5	75.1	74.2	77.0	78.8
Arts, entertainment, and recreation.....	81.8	81.2	84.4	88.5	79.9
Accommodation and food services.....	72.1	74.1	72.5	75.0	78.6
Other services.....	43.8	39.5	45.2	43.9	42.8
Government.....	17.7	18.3	18.2	18.4	18.7
Federal.....	13.8	13.3	14.3	14.3	16.4
State and local.....	18.3	19.1	18.8	19.0	19.0
State and local education.....	17.2	17.6	17.1	18.4	18.5
State and local, excluding education.....	19.6	20.7	20.6	19.7	19.5
REGION²					
Northeast.....	36.1	37.3	38.3	37.0	38.0
South.....	45.3	44.9	46.9	48.2	48.4
Midwest.....	42.3	43.2	42.9	45.0	44.1
West.....	42.3	42.7	42.0	43.9	45.8

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

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual quits levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2015	2016	2017	2018	2019
Total.....	33,659	35,882	37,708	40,331	42,113
INDUSTRY					
Total private.....	31,794	33,839	35,682	38,174	39,878
Mining and logging.....	176	161	172	247	177
Construction.....	1,359	1,491	1,852	2,058	2,082
Manufacturing.....	1,614	1,777	2,292	2,506	2,475
Durable goods.....	921	999	1,261	1,378	1,380
Nondurable goods.....	694	780	1,033	1,127	1,093
Trade, transportation, and utilities.....	7,462	7,703	7,882	8,497	8,897
Wholesale trade.....	928	977	1,020	1,067	1,022
Retail trade.....	5,462	5,584	5,616	5,958	6,238
Transportation, warehousing, and utilities.....	1,071	1,142	1,244	1,473	1,639
Information.....	497	482	521	568	563
Financial activities.....	1,217	1,215	1,365	1,407	1,560
Finance and insurance.....	822	810	909	857	1,014
Real estate and rental and leasing.....	392	405	457	549	546
Professional and business services.....	6,472	7,138	7,458	7,561	7,782
Education and health services.....	4,487	4,645	4,920	5,379	5,543
Educational services.....	548	574	576	580	640
Health care and social assistance.....	3,941	4,071	4,345	4,797	4,901
Leisure and hospitality.....	7,142	7,921	7,749	8,444	9,181
Arts, entertainment, and recreation.....	671	810	779	919	942
Accommodation and food services.....	6,470	7,110	6,972	7,524	8,239
Other services.....	1,370	1,307	1,470	1,511	1,621
Government.....	1,864	2,043	2,026	2,159	2,236
Federal.....	141	148	177	184	206
State and local.....	1,725	1,896	1,847	1,975	2,028
State and local education.....	868	932	926	1,043	1,103
State and local, excluding education.....	855	963	923	933	925
REGION²					
Northeast.....	4,804	5,130	5,424	5,388	5,778
South.....	13,769	14,396	15,317	16,467	17,158
Midwest.....	7,480	7,973	8,116	8,988	9,245
West.....	7,608	8,384	8,853	9,488	9,931

¹ The annual quits level is the total number of quits during the entire year.

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual quits rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2015	2016	2017	2018	2019
Total.....	23.7	24.9	25.7	27.1	27.9
INDUSTRY					
Total private.....	26.5	27.7	28.7	30.2	31.1
Mining and logging.....	21.6	24.1	25.4	34.0	24.0
Construction.....	21.0	22.2	26.6	28.2	27.8
Manufacturing.....	13.1	14.4	18.4	19.8	19.3
Durable goods.....	11.9	13.0	16.3	17.3	17.1
Nondurable goods.....	15.2	16.8	22.0	23.8	22.9
Trade, transportation, and utilities.....	27.8	28.3	28.8	30.8	32.1
Wholesale trade.....	16.1	16.9	17.5	18.3	17.3
Retail trade.....	35.0	35.3	35.4	37.7	39.9
Transportation, warehousing, and utilities.....	19.7	20.5	21.6	24.6	26.6
Information.....	18.1	17.2	18.5	20.0	19.7
Financial activities.....	15.0	14.7	16.2	16.4	17.8
Finance and insurance.....	13.6	13.2	14.5	13.5	15.8
Real estate and rental and leasing.....	18.8	18.9	20.9	24.4	23.5
Professional and business services.....	32.9	35.5	36.4	36.1	36.5
Education and health services.....	20.4	20.5	21.2	22.8	22.9
Educational services.....	15.8	16.1	15.7	15.6	17.0
Health care and social assistance.....	21.2	21.3	22.3	24.1	24.0
Leisure and hospitality.....	47.1	50.6	48.3	51.8	55.4
Arts, entertainment, and recreation.....	31.0	36.0	33.4	38.6	38.7
Accommodation and food services.....	49.8	53.0	50.8	54.1	58.3
Other services.....	24.4	23.0	25.5	25.9	27.5
Government.....	8.5	9.2	9.1	9.6	9.9
Federal.....	5.1	5.3	6.3	6.6	7.3
State and local.....	9.0	9.8	9.5	10.0	10.3
State and local education.....	8.5	9.0	8.9	10.0	10.5
State and local, excluding education.....	9.5	10.6	10.1	10.1	10.0
REGION²					
Northeast.....	18.3	19.3	20.1	19.8	20.9
South.....	26.6	27.3	28.6	30.2	31.0
Midwest.....	23.7	24.9	25.2	27.7	28.1
West.....	23.5	25.3	26.1	27.4	28.3

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

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual layoffs and discharges levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2015	2016	2017	2018	2019
Total.....	21,779	21,239	21,608	21,803	21,739
INDUSTRY					
Total private.....	20,440	19,901	20,263	20,544	20,492
Mining and logging.....	241	173	128	129	152
Construction.....	2,134	2,237	2,245	2,002	2,571
Manufacturing.....	1,277	1,294	1,253	1,371	1,305
Durable goods.....	790	801	702	753	747
Nondurable goods.....	487	493	549	620	559
Trade, transportation, and utilities.....	4,020	3,687	3,741	4,171	4,022
Wholesale trade.....	570	493	490	502	604
Retail trade.....	2,583	2,306	2,302	2,658	2,400
Transportation, warehousing, and utilities.....	867	890	951	1,012	1,019
Information.....	344	307	396	409	449
Financial activities.....	702	705	683	634	644
Finance and insurance.....	417	420	383	417	323
Real estate and rental and leasing.....	288	285	303	218	319
Professional and business services.....	5,210	5,201	4,891	4,989	5,012
Education and health services.....	1,824	1,977	2,064	2,101	2,008
Educational services.....	399	397	427	480	399
Health care and social assistance.....	1,425	1,579	1,638	1,622	1,611
Leisure and hospitality.....	3,715	3,472	3,847	3,800	3,560
Arts, entertainment, and recreation.....	1,067	989	1,153	1,146	965
Accommodation and food services.....	2,648	2,482	2,695	2,654	2,594
Other services.....	970	848	1,012	938	763
Government.....	1,340	1,337	1,342	1,257	1,248
Federal.....	130	119	120	89	120
State and local.....	1,210	1,219	1,223	1,168	1,127
State and local education.....	614	608	562	601	548
State and local, excluding education.....	597	609	663	567	580
REGION²					
Northeast.....	3,807	4,031	4,130	3,928	3,989
South.....	7,892	7,525	8,190	8,352	8,124
Midwest.....	4,972	4,919	4,869	4,787	4,459
West.....	5,109	4,763	4,417	4,733	5,171

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

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual layoffs and discharges rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2015	2016	2017	2018	2019
Total.....	15.4	14.7	14.7	14.6	14.4
INDUSTRY					
Total private.....	17.1	16.3	16.3	16.2	16.0
Mining and logging.....	29.6	25.9	18.9	17.7	20.7
Construction.....	33.0	33.2	32.2	27.5	34.3
Manufacturing.....	10.3	10.5	10.1	10.8	10.2
Durable goods.....	10.2	10.4	9.1	9.5	9.3
Nondurable goods.....	10.6	10.6	11.7	13.1	11.7
Trade, transportation, and utilities.....	15.0	13.6	13.6	15.1	14.5
Wholesale trade.....	9.9	8.5	8.4	8.6	10.2
Retail trade.....	16.5	14.6	14.5	16.8	15.3
Transportation, warehousing, and utilities.....	16.0	16.0	16.5	16.9	16.5
Information.....	12.5	11.0	14.1	14.4	15.7
Financial activities.....	8.6	8.5	8.1	7.4	7.4
Finance and insurance.....	6.9	6.8	6.1	6.6	5.0
Real estate and rental and leasing.....	13.8	13.3	13.8	9.7	13.7
Professional and business services.....	26.5	25.9	23.8	23.8	23.5
Education and health services.....	8.3	8.7	8.9	8.9	8.3
Educational services.....	11.5	11.1	11.6	12.9	10.6
Health care and social assistance.....	7.7	8.3	8.4	8.1	7.9
Leisure and hospitality.....	24.5	22.2	24.0	23.3	21.5
Arts, entertainment, and recreation.....	49.3	43.9	49.4	48.1	39.7
Accommodation and food services.....	20.4	18.5	19.6	19.1	18.3
Other services.....	17.3	14.9	17.5	16.1	12.9
Government.....	6.1	6.0	6.0	5.6	5.5
Federal.....	4.7	4.3	4.3	3.2	4.2
State and local.....	6.3	6.3	6.3	5.9	5.7
State and local education.....	6.0	5.9	5.4	5.8	5.2
State and local, excluding education.....	6.6	6.7	7.3	6.2	6.3
REGION²					
Northeast.....	14.5	15.2	15.3	14.4	14.4
South.....	15.3	14.3	15.3	15.3	14.7
Midwest.....	15.7	15.4	15.1	14.7	13.6
West.....	15.8	14.4	13.0	13.7	14.7

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

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 21. Annual other separations levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2015	2016	2017	2018	2019
Total.....	4,491	4,388	4,182	4,065	4,002
INDUSTRY					
Total private.....	3,788	3,700	3,483	3,342	3,269
Mining and logging.....	35	62	25	21	17
Construction.....	152	189	181	156	202
Manufacturing.....	267	291	270	248	240
Durable goods.....	171	181	155	161	151
Nondurable goods.....	96	113	114	88	89
Trade, transportation, and utilities.....	1,189	1,096	892	836	765
Wholesale trade.....	127	147	115	145	113
Retail trade.....	868	745	622	542	470
Transportation, warehousing, and utilities.....	193	207	155	147	182
Information.....	109	142	95	80	91
Financial activities.....	306	298	333	294	304
Finance and insurance.....	242	241	283	255	260
Real estate and rental and leasing.....	63	57	48	37	44
Professional and business services.....	752	673	677	743	692
Education and health services.....	561	484	570	553	497
Educational services.....	67	65	66	68	64
Health care and social assistance.....	493	417	505	485	432
Leisure and hospitality.....	293	371	312	304	323
Arts, entertainment, and recreation.....	37	27	42	42	37
Accommodation and food services.....	257	342	271	260	284
Other services.....	123	89	127	114	142
Government.....	702	689	698	724	735
Federal.....	111	102	104	128	140
State and local.....	590	589	593	595	593
State and local education.....	278	281	294	285	287
State and local, excluding education.....	312	307	300	309	310
REGION²					
Northeast.....	849	737	747	769	746
South.....	1,758	1,724	1,621	1,479	1,496
Midwest.....	906	917	848	844	790
West.....	978	1,010	964	973	972

¹ The annual other separations level is the total number of other separations during the entire year.

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 22. Annual other separations rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2015	2016	2017	2018	2019
Total.....	3.2	3.0	2.9	2.7	2.7
INDUSTRY					
Total private.....	3.2	3.0	2.8	2.6	2.5
Mining and logging.....	4.3	9.3	3.7	2.9	2.3
Construction.....	2.4	2.8	2.6	2.1	2.7
Manufacturing.....	2.2	2.4	2.2	2.0	1.9
Durable goods.....	2.2	2.3	2.0	2.0	1.9
Nondurable goods.....	2.1	2.4	2.4	1.9	1.9
Trade, transportation, and utilities.....	4.4	4.0	3.3	3.0	2.8
Wholesale trade.....	2.2	2.5	2.0	2.5	1.9
Retail trade.....	5.6	4.7	3.9	3.4	3.0
Transportation, warehousing, and utilities.....	3.6	3.7	2.7	2.5	3.0
Information.....	4.0	5.1	3.4	2.8	3.2
Financial activities.....	3.8	3.6	3.9	3.4	3.5
Finance and insurance.....	4.0	3.9	4.5	4.0	4.0
Real estate and rental and leasing.....	3.0	2.7	2.2	1.6	1.9
Professional and business services.....	3.8	3.3	3.3	3.5	3.2
Education and health services.....	2.5	2.1	2.5	2.3	2.1
Educational services.....	1.9	1.8	1.8	1.8	1.7
Health care and social assistance.....	2.7	2.2	2.6	2.4	2.1
Leisure and hospitality.....	1.9	2.4	1.9	1.9	1.9
Arts, entertainment, and recreation.....	1.7	1.2	1.8	1.8	1.5
Accommodation and food services.....	2.0	2.6	2.0	1.9	2.0
Other services.....	2.2	1.6	2.2	2.0	2.4
Government.....	3.2	3.1	3.1	3.2	3.3
Federal.....	4.0	3.6	3.7	4.6	4.9
State and local.....	3.1	3.0	3.0	3.0	3.0
State and local education.....	2.7	2.7	2.8	2.7	2.7
State and local, excluding education.....	3.5	3.4	3.3	3.4	3.3
REGION²					
Northeast.....	3.2	2.8	2.8	2.8	2.7
South.....	3.4	3.3	3.0	2.7	2.7
Midwest.....	2.9	2.9	2.6	2.6	2.4
West.....	3.0	3.0	2.8	2.8	2.8

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

² The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.