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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2018

The number of job openings fell to 6.9 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires edged down to 5.7 million, quits edged down to 3.4 million, and total separations were little changed at 5.5 million. Within separations, the quits rate and the layoffs and discharges rate were unchanged at 2.3 percent and 1.2 percent, respectively. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, November 2015 - November 2018

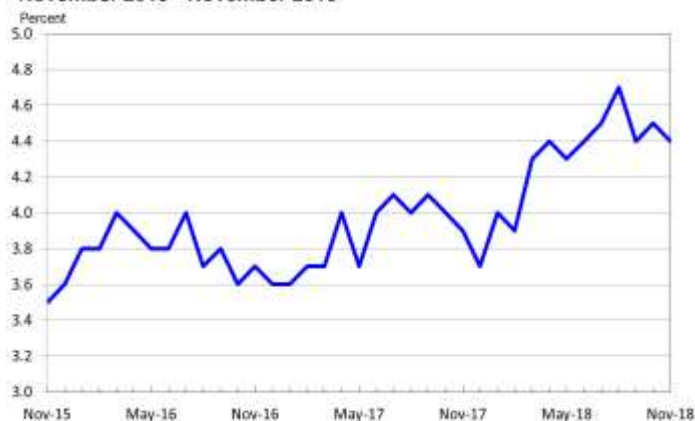
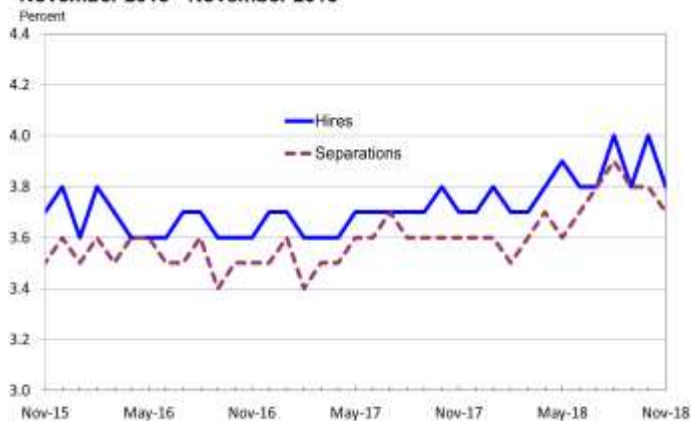


Chart 2. Hires and total separations rates, seasonally adjusted, November 2015 - November 2018



Job Openings

On the last business day of November, the **job openings** level fell to 6.9 million (-243,000). The job openings rate was 4.4 percent. The number of job openings decreased for total private (-237,000) and was little changed for government. Job openings increased in transportation, warehousing, and utilities (+40,000). The job openings level decreased in a number of industries, with the largest decreases in other services (-66,000) and construction (-45,000). Job openings fell in the West region. (See table 1.)

Hires

The number of **hires** edged down to 5.7 million (-218,000) in November. The hires rate was 3.8 percent. The hires level fell for total private (-236,000) and was little changed for government. Hires increased in federal government (+8,000) but decreased in professional and business services (-167,000). The number of hires decreased in the South 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.

The number of **total separations** was little changed at 5.5 million in November. The total separations rate was 3.7 percent. The number of total separations was little changed for total private and for government. Total separations decreased in professional and business services (-122,000) and in accommodation and food services (-88,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** edged down in November to 3.4 million (-112,000). The quits rate was 2.3 percent. The quits level edged down for total private (-122,000) and was little changed for government. Quits fell in professional and business services (-84,000) and in accommodation and food services (-62,000). The number of quits was little changed in all four regions. (See table 4.)

The number of **layoffs and discharges** was little changed in November at 1.8 million. The layoffs and discharges rate was 1.2 percent. The layoffs and discharges level was little changed for total private and for government. Layoffs and discharges increased in educational services (+17,000). The number of layoffs and discharges was little changed in all four regions. (See table 5.)

The number of **other separations** was little changed at 332,000 in November. The other separations level was little changed for total private and for government. Other separations increased in arts, entertainment, and recreation (+5,000) and in federal government (+4,000), but decreased in professional and business services (-22,000). The number of other separations increased in the Northeast region, but decreased in the Midwest and West regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in November, hires totaled 68.0 million and separations totaled 65.6 million, yielding a **net employment** gain of 2.4 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for December 2018 are scheduled to be released on Tuesday, February 12, 2019 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Nov. 2017	Oct. 2018	Nov. 2018 ^P	Nov. 2017	Oct. 2018	Nov. 2018 ^P	Nov. 2017	Oct. 2018	Nov. 2018 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,931	7,131	6,888	5,505	5,928	5,710	5,253	5,621	5,507
Total private.....	5,427	6,503	6,266	5,151	5,578	5,342	4,897	5,267	5,141
Mining and logging ¹	19	31	26	34	33	32	29	30	33
Construction ¹	225	323	278	357	361	379	330	326	383
Manufacturing.....	391	504	493	344	386	378	325	350	364
Durable goods ¹	248	318	324	197	229	208	177	205	207
Nondurable goods ¹	143	187	169	146	157	169	148	145	157
Trade, transportation, and utilities.....	1,187	1,322	1,275	1,058	1,219	1,152	1,015	1,172	1,125
Wholesale trade ¹	168	216	177	142	173	187	121	155	170
Retail trade.....	853	848	800	698	777	711	696	776	730
Transportation, warehousing, and utilities ¹	166	258	298	218	270	253	198	241	225
Information ¹	88	150	133	79	84	83	73	73	82
Financial activities.....	349	400	380	192	195	213	173	181	196
Finance and insurance.....	271	271	290	125	128	134	133	121	133
Real estate and rental and leasing ¹	77	129	90	67	67	79	40	60	63
Professional and business services.....	976	1,227	1,176	1,156	1,214	1,047	1,158	1,138	1,016
Education and health services.....	1,095	1,240	1,272	691	751	768	637	694	724
Educational services ¹	100	102	112	107	99	102	85	95	104
Health care and social assistance.....	995	1,138	1,160	584	652	666	552	599	620
Leisure and hospitality.....	865	1,008	1,003	1,038	1,119	1,060	992	1,098	1,017
Arts, entertainment, and recreation.....	77	85	91	168	175	172	165	159	166
Accommodation and food services.....	789	923	911	870	943	887	827	939	851
Other services ¹	234	296	230	204	217	231	166	206	200
Government.....	504	628	622	354	350	368	356	353	366
Federal ¹	71	107	89	30	35	43	38	31	34
State and local.....	432	521	533	324	315	324	318	322	332
State and local education.....	157	205	217	162	161	175	156	177	179
State and local, excluding education ¹	275	316	316	162	154	149	162	145	153
RATES BY INDUSTRY (percent)									
Total.....	3.9	4.5	4.4	3.7	4.0	3.8	3.6	3.8	3.7
Total private.....	4.2	4.9	4.7	4.1	4.4	4.2	3.9	4.1	4.0
Mining and logging ¹	2.7	4.0	3.3	4.8	4.4	4.2	4.2	4.0	4.4
Construction ¹	3.1	4.2	3.7	5.1	4.9	5.2	4.7	4.5	5.2
Manufacturing.....	3.0	3.8	3.7	2.7	3.0	2.9	2.6	2.7	2.8
Durable goods ¹	3.1	3.8	3.9	2.5	2.9	2.6	2.3	2.6	2.6
Nondurable goods ¹	2.9	3.8	3.4	3.1	3.3	3.5	3.1	3.0	3.3
Trade, transportation, and utilities.....	4.1	4.5	4.4	3.8	4.4	4.1	3.7	4.2	4.0
Wholesale trade ¹	2.8	3.5	2.8	2.4	2.9	3.1	2.0	2.6	2.8
Retail trade.....	5.1	5.1	4.8	4.4	4.9	4.5	4.4	4.9	4.6
Transportation, warehousing, and utilities ¹	2.8	4.2	4.8	3.8	4.5	4.2	3.4	4.0	3.8
Information ¹	3.1	5.1	4.6	2.8	3.0	3.0	2.6	2.6	3.0
Financial activities.....	3.9	4.4	4.2	2.3	2.3	2.5	2.0	2.1	2.3
Finance and insurance.....	4.1	4.1	4.4	2.0	2.0	2.1	2.1	1.9	2.1
Real estate and rental and leasing ¹	3.4	5.4	3.8	3.0	2.9	3.5	1.8	2.6	2.8
Professional and business services.....	4.5	5.5	5.3	5.6	5.7	4.9	5.6	5.4	4.8
Education and health services.....	4.5	5.0	5.1	3.0	3.2	3.2	2.7	2.9	3.0
Educational services ¹	2.6	2.7	2.9	2.9	2.6	2.7	2.3	2.5	2.8
Health care and social assistance.....	4.8	5.4	5.5	3.0	3.3	3.3	2.8	3.0	3.1
Leisure and hospitality.....	5.1	5.8	5.7	6.4	6.8	6.4	6.1	6.7	6.2
Arts, entertainment, and recreation.....	3.2	3.4	3.7	7.2	7.3	7.2	7.1	6.6	7.0
Accommodation and food services.....	5.4	6.2	6.1	6.3	6.7	6.3	6.0	6.7	6.1
Other services ¹	3.9	4.8	3.8	3.5	3.7	3.9	2.8	3.5	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		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Government.....	2.2	2.7	2.7	1.6	1.6	1.6	1.6	1.6	1.6
Federal ¹	2.5	3.7	3.1	1.1	1.3	1.6	1.4	1.1	1.2
State and local.....	2.2	2.6	2.7	1.7	1.6	1.7	1.6	1.6	1.7
State and local education.....	1.5	1.9	2.0	1.6	1.5	1.7	1.5	1.7	1.7
State and local, excluding education ¹	2.9	3.3	3.3	1.8	1.7	1.6	1.8	1.6	1.7

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: Total nonfarm, government, and federal government data in this table have been corrected for the months January 2011 through March 2018.

Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The Bureau of Labor Statistics (BLS) collects and compiles JOLTS data monthly from a sample of nonfarm establishments. A more detailed discussion of JOLTS concepts and methodology is available online at www.bls.gov/opub/hom/pdf/homch18.pdf.

Coverage and collection

The JOLTS program covers all private nonfarm establishments, as well as federal, state, and local government entities in the 50 states and the District of Columbia. Data are collected for total employment, job openings, hires, quits, layoffs and discharges, other separations, and total separations.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2017 version of the North American Industry Classification System (NAICS).

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p
Total.....	5,931	7,077	7,293	6,960	7,131	6,888	3.9	4.5	4.7	4.4	4.5	4.4
INDUSTRY												
Total private.....	5,427	6,384	6,595	6,340	6,503	6,266	4.2	4.8	4.9	4.8	4.9	4.7
Mining and logging ³	19	33	36	34	31	26	2.7	4.3	4.6	4.3	4.0	3.3
Construction ³	225	275	317	272	323	278	3.1	3.7	4.2	3.6	4.2	3.7
Manufacturing.....	391	496	508	485	504	493	3.0	3.8	3.8	3.7	3.8	3.7
Durable goods ³	248	289	304	307	318	324	3.1	3.5	3.7	3.7	3.8	3.9
Nondurable goods ³	143	207	204	178	187	169	2.9	4.2	4.1	3.6	3.8	3.4
Trade, transportation, and utilities.....	1,187	1,333	1,267	1,282	1,322	1,275	4.1	4.6	4.4	4.4	4.5	4.4
Wholesale trade ³	168	261	221	230	216	177	2.8	4.2	3.5	3.7	3.5	2.8
Retail trade.....	853	773	760	772	848	800	5.1	4.6	4.6	4.6	5.1	4.8
Transportation, warehousing, and utilities ³	166	300	287	280	258	298	2.8	4.9	4.6	4.5	4.2	4.8
Information ³	88	146	149	104	150	133	3.1	5.0	5.1	3.6	5.1	4.6
Financial activities.....	349	396	450	345	400	380	3.9	4.4	5.0	3.9	4.4	4.2
Finance and insurance.....	271	309	354	264	271	290	4.1	4.6	5.3	4.0	4.1	4.4
Real estate and rental and leasing ³	77	88	96	81	129	90	3.4	3.8	4.1	3.4	5.4	3.8
Professional and business services.....	976	1,244	1,374	1,248	1,227	1,176	4.5	5.6	6.1	5.6	5.5	5.3
Education and health services.....	1,095	1,247	1,275	1,278	1,240	1,272	4.5	5.0	5.1	5.1	5.0	5.1
Educational services ³	100	120	123	83	102	112	2.6	3.1	3.2	2.2	2.7	2.9
Health care and social assistance.....	995	1,127	1,152	1,195	1,138	1,160	4.8	5.4	5.5	5.6	5.4	5.5
Leisure and hospitality.....	865	993	996	1,058	1,008	1,003	5.1	5.7	5.7	6.1	5.8	5.7
Arts, entertainment, and recreation.....	77	93	94	95	85	91	3.2	3.8	3.9	3.9	3.4	3.7
Accommodation and food services.....	789	900	901	963	923	911	5.4	6.0	6.0	6.4	6.2	6.1
Other services ³	234	220	223	234	296	230	3.9	3.6	3.7	3.8	4.8	3.8
Government.....	504	693	698	620	628	622	2.2	3.0	3.0	2.7	2.7	2.7
Federal ³	71	96	108	89	107	89	2.5	3.3	3.7	3.1	3.7	3.1
State and local.....	432	597	591	531	521	533	2.2	3.0	2.9	2.6	2.6	2.7
State and local education.....	157	213	206	200	205	217	1.5	2.0	1.9	1.9	1.9	2.0
State and local, excluding education ³	275	383	384	331	316	316	2.9	4.0	4.0	3.5	3.3	3.3
REGION⁴												
Northeast.....	973	1,201	1,177	1,191	1,174	1,164	3.5	4.2	4.1	4.1	4.1	4.0
South.....	2,137	2,565	2,765	2,506	2,566	2,588	3.8	4.5	4.8	4.4	4.5	4.5
Midwest.....	1,473	1,707	1,707	1,657	1,765	1,707	4.3	4.9	4.9	4.8	5.1	4.9
West.....	1,347	1,604	1,644	1,605	1,626	1,430	3.8	4.5	4.6	4.5	4.5	4.0

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: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p
Total.....	5,505	5,713	5,906	5,696	5,928	5,710	3.7	3.8	4.0	3.8	4.0	3.8
INDUSTRY												
Total private.....	5,151	5,366	5,551	5,358	5,578	5,342	4.1	4.2	4.4	4.2	4.4	4.2
Mining and logging.....	34	38	43	44	33	32	4.8	5.2	5.7	5.9	4.4	4.2
Construction.....	357	373	366	369	361	379	5.1	5.1	5.0	5.1	4.9	5.2
Manufacturing.....	344	392	368	322	386	378	2.7	3.1	2.9	2.5	3.0	2.9
Durable goods.....	197	231	205	184	229	208	2.5	2.9	2.6	2.3	2.9	2.6
Nondurable goods.....	146	161	163	138	157	169	3.1	3.4	3.4	2.9	3.3	3.5
Trade, transportation, and utilities.....	1,058	1,142	1,218	1,167	1,219	1,152	3.8	4.1	4.4	4.2	4.4	4.1
Wholesale trade.....	142	134	164	137	173	187	2.4	2.2	2.7	2.3	2.9	3.1
Retail trade.....	698	790	818	806	777	711	4.4	5.0	5.1	5.1	4.9	4.5
Transportation, warehousing, and utilities.....	218	218	236	224	270	253	3.8	3.7	4.0	3.8	4.5	4.2
Information.....	79	76	77	78	84	83	2.8	2.8	2.8	2.8	3.0	3.0
Financial activities.....	192	215	221	225	195	213	2.3	2.5	2.6	2.6	2.3	2.5
Finance and insurance.....	125	136	141	148	128	134	2.0	2.2	2.2	2.3	2.0	2.1
Real estate and rental and leasing. . .	67	79	80	77	67	79	3.0	3.5	3.5	3.4	2.9	3.5
Professional and business services. . . .	1,156	1,180	1,253	1,180	1,214	1,047	5.6	5.6	5.9	5.6	5.7	4.9
Education and health services.....	691	701	715	692	751	768	3.0	3.0	3.0	2.9	3.2	3.2
Educational services.....	107	104	92	92	99	102	2.9	2.8	2.4	2.4	2.6	2.7
Health care and social assistance. . .	584	598	623	601	652	666	3.0	3.0	3.1	3.0	3.3	3.3
Leisure and hospitality.....	1,038	1,065	1,059	1,079	1,119	1,060	6.4	6.5	6.5	6.6	6.8	6.4
Arts, entertainment, and recreation. . .	168	146	173	171	175	172	7.2	6.2	7.4	7.2	7.3	7.2
Accommodation and food services. . .	870	918	886	908	943	887	6.3	6.6	6.3	6.5	6.7	6.3
Other services.....	204	184	231	201	217	231	3.5	3.1	3.9	3.4	3.7	3.9
Government.....	354	347	355	338	350	368	1.6	1.6	1.6	1.5	1.6	1.6
Federal.....	30	33	32	38	35	43	1.1	1.2	1.2	1.4	1.3	1.6
State and local.....	324	314	322	300	315	324	1.7	1.6	1.6	1.5	1.6	1.7
State and local education.....	162	157	173	159	161	175	1.6	1.5	1.7	1.5	1.5	1.7
State and local, excluding education.....	162	157	149	141	154	149	1.8	1.7	1.6	1.5	1.7	1.6
REGION³												
Northeast.....	807	936	880	803	835	867	3.0	3.4	3.2	2.9	3.0	3.1
South.....	2,260	2,305	2,400	2,388	2,527	2,336	4.2	4.2	4.4	4.4	4.6	4.3
Midwest.....	1,165	1,271	1,296	1,309	1,276	1,261	3.6	3.9	3.9	4.0	3.9	3.8
West.....	1,272	1,201	1,330	1,196	1,290	1,246	3.8	3.5	3.9	3.5	3.8	3.6

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p
Total.....	5,253	5,596	5,779	5,641	5,621	5,507	3.6	3.8	3.9	3.8	3.8	3.7
INDUSTRY												
Total private.....	4,897	5,242	5,422	5,306	5,267	5,141	3.9	4.1	4.3	4.2	4.1	4.0
Mining and logging.....	29	33	35	34	30	33	4.2	4.5	4.6	4.5	4.0	4.4
Construction.....	330	337	334	343	326	383	4.7	4.7	4.6	4.7	4.5	5.2
Manufacturing.....	325	358	343	315	350	364	2.6	2.8	2.7	2.5	2.7	2.8
Durable goods.....	177	195	188	179	205	207	2.3	2.5	2.4	2.2	2.6	2.6
Nondurable goods.....	148	162	154	136	145	157	3.1	3.4	3.2	2.8	3.0	3.3
Trade, transportation, and utilities.....	1,015	1,130	1,206	1,192	1,172	1,125	3.7	4.1	4.3	4.3	4.2	4.0
Wholesale trade.....	121	125	151	137	155	170	2.0	2.1	2.5	2.3	2.6	2.8
Retail trade.....	696	806	837	848	776	730	4.4	5.1	5.3	5.3	4.9	4.6
Transportation, warehousing, and utilities.....	198	200	218	207	241	225	3.4	3.4	3.7	3.5	4.0	3.8
Information.....	73	79	83	81	73	82	2.6	2.8	3.0	2.9	2.6	3.0
Financial activities.....	173	225	231	209	181	196	2.0	2.6	2.7	2.4	2.1	2.3
Finance and insurance.....	133	145	143	143	121	133	2.1	2.3	2.3	2.3	1.9	2.1
Real estate and rental and leasing. . .	40	80	88	66	60	63	1.8	3.6	3.9	2.9	2.6	2.8
Professional and business services. . . .	1,158	1,118	1,194	1,161	1,138	1,016	5.6	5.3	5.7	5.5	5.4	4.8
Education and health services.....	637	664	665	646	694	724	2.7	2.8	2.8	2.7	2.9	3.0
Educational services.....	85	97	88	89	95	104	2.3	2.6	2.3	2.4	2.5	2.8
Health care and social assistance. . . .	552	566	577	557	599	620	2.8	2.8	2.9	2.8	3.0	3.1
Leisure and hospitality.....	992	1,058	1,072	1,097	1,098	1,017	6.1	6.5	6.6	6.7	6.7	6.2
Arts, entertainment, and recreation. . .	165	138	177	164	159	166	7.1	5.9	7.5	7.0	6.6	7.0
Accommodation and food services. . .	827	920	895	933	939	851	6.0	6.6	6.4	6.7	6.7	6.1
Other services.....	166	240	260	228	206	200	2.8	4.1	4.4	3.9	3.5	3.4
Government.....	356	354	357	335	353	366	1.6	1.6	1.6	1.5	1.6	1.6
Federal.....	38	34	33	34	31	34	1.4	1.2	1.2	1.2	1.1	1.2
State and local.....	318	320	324	301	322	332	1.6	1.6	1.7	1.5	1.6	1.7
State and local education.....	156	160	172	157	177	179	1.5	1.5	1.6	1.5	1.7	1.7
State and local, excluding education.....	162	160	152	144	145	153	1.8	1.8	1.7	1.6	1.6	1.7
REGION³												
Northeast.....	830	773	856	841	760	747	3.1	2.8	3.1	3.1	2.8	2.7
South.....	2,169	2,311	2,356	2,378	2,282	2,299	4.0	4.2	4.3	4.4	4.2	4.2
Midwest.....	1,096	1,257	1,257	1,255	1,348	1,293	3.4	3.8	3.8	3.8	4.1	3.9
West.....	1,159	1,256	1,310	1,167	1,229	1,168	3.4	3.7	3.8	3.4	3.6	3.4

¹ Total separations are the number of total separations during the entire month.² The total separations rate is the number of total separations during the entire month as a percent of total employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p
Total.....	3,195	3,608	3,648	3,564	3,519	3,407	2.2	2.4	2.4	2.4	2.3	2.3
INDUSTRY												
Total private.....	3,011	3,422	3,480	3,391	3,338	3,216	2.4	2.7	2.7	2.7	2.6	2.5
Mining and logging.....	15	21	21	21	19	19	2.2	2.8	2.8	2.8	2.5	2.6
Construction.....	148	178	165	164	166	189	2.1	2.5	2.3	2.3	2.3	2.6
Manufacturing.....	196	217	212	198	205	226	1.6	1.7	1.7	1.6	1.6	1.8
Durable goods.....	108	120	119	108	113	124	1.4	1.5	1.5	1.4	1.4	1.5
Nondurable goods.....	88	96	93	90	92	102	1.9	2.0	2.0	1.9	1.9	2.1
Trade, transportation, and utilities.....	629	730	759	761	735	707	2.3	2.6	2.7	2.7	2.6	2.5
Wholesale trade.....	84	78	108	85	81	89	1.4	1.3	1.8	1.4	1.4	1.5
Retail trade.....	432	535	529	569	528	490	2.7	3.4	3.3	3.6	3.3	3.1
Transportation, warehousing, and utilities.....	113	117	122	106	125	128	2.0	2.0	2.1	1.8	2.1	2.1
Information.....	46	49	49	47	50	56	1.6	1.8	1.8	1.7	1.8	2.0
Financial activities.....	115	141	155	126	110	98	1.4	1.6	1.8	1.5	1.3	1.1
Finance and insurance.....	93	77	89	75	63	64	1.5	1.2	1.4	1.2	1.0	1.0
Real estate and rental and leasing ³ ...	22	64	66	50	47	34	1.0	2.8	2.9	2.2	2.0	1.5
Professional and business services.....	712	709	696	704	661	577	3.5	3.4	3.3	3.3	3.1	2.7
Education and health services.....	427	449	469	431	497	518	1.8	1.9	2.0	1.8	2.1	2.2
Educational services.....	50	45	35	47	58	52	1.4	1.2	0.9	1.3	1.6	1.4
Health care and social assistance.....	377	404	434	384	439	466	1.9	2.0	2.2	1.9	2.2	2.3
Leisure and hospitality.....	652	765	777	780	769	699	4.0	4.7	4.7	4.8	4.7	4.2
Arts, entertainment, and recreation... ..	64	76	84	85	78	69	2.7	3.2	3.6	3.6	3.3	2.9
Accommodation and food services... ..	588	689	693	695	691	629	4.3	4.9	4.9	5.0	4.9	4.5
Other services ³	71	163	177	159	127	126	1.2	2.8	3.0	2.7	2.2	2.1
Government.....	184	187	168	174	180	191	0.8	0.8	0.8	0.8	0.8	0.9
Federal.....	18	14	13	16	16	16	0.6	0.5	0.5	0.6	0.6	0.6
State and local.....	166	172	155	158	164	175	0.9	0.9	0.8	0.8	0.8	0.9
State and local education.....	84	91	85	83	89	91	0.8	0.9	0.8	0.8	0.9	0.9
State and local, excluding education.....	82	82	70	75	75	84	0.9	0.9	0.8	0.8	0.8	0.9
REGION⁴												
Northeast.....	438	442	448	459	403	376	1.6	1.6	1.6	1.7	1.5	1.4
South.....	1,337	1,504	1,500	1,533	1,503	1,452	2.5	2.8	2.8	2.8	2.7	2.7
Midwest.....	685	824	856	799	815	792	2.1	2.5	2.6	2.4	2.5	2.4
West.....	735	838	845	773	798	787	2.2	2.4	2.5	2.3	2.3	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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p
Total.....	1,734	1,622	1,790	1,707	1,761	1,769	1.2	1.1	1.2	1.1	1.2	1.2
INDUSTRY												
Total private.....	1,627	1,520	1,666	1,609	1,647	1,658	1.3	1.2	1.3	1.3	1.3	1.3
Mining and logging ³	13	11	13	11	9	12	1.8	1.5	1.7	1.5	1.1	1.6
Construction.....	174	151	159	169	145	187	2.5	2.1	2.2	2.3	2.0	2.6
Manufacturing.....	106	120	112	95	127	118	0.8	0.9	0.9	0.7	1.0	0.9
Durable goods.....	54	60	60	59	80	70	0.7	0.8	0.8	0.7	1.0	0.9
Nondurable goods.....	52	60	52	36	47	48	1.1	1.3	1.1	0.8	1.0	1.0
Trade, transportation, and utilities.....	310	329	384	374	367	342	1.1	1.2	1.4	1.3	1.3	1.2
Wholesale trade ³	31	34	38	44	59	56	0.5	0.6	0.6	0.7	1.0	0.9
Retail trade.....	207	230	264	242	205	196	1.3	1.4	1.7	1.5	1.3	1.2
Transportation, warehousing, and utilities.....	72	66	82	89	102	90	1.2	1.1	1.4	1.5	1.7	1.5
Information.....	21	24	27	28	20	19	0.8	0.9	1.0	1.0	0.7	0.7
Financial activities.....	44	57	55	59	47	66	0.5	0.7	0.6	0.7	0.5	0.8
Finance and insurance.....	27	43	40	44	34	43	0.4	0.7	0.6	0.7	0.5	0.7
Real estate and rental and leasing. . .	17	15	15	14	13	24	0.8	0.7	0.7	0.6	0.6	1.0
Professional and business services. . .	387	326	443	376	402	385	1.9	1.6	2.1	1.8	1.9	1.8
Education and health services.....	168	167	141	154	162	177	0.7	0.7	0.6	0.6	0.7	0.7
Educational services.....	33	42	45	33	33	50	0.9	1.1	1.2	0.9	0.9	1.3
Health care and social assistance. . .	136	125	96	121	129	127	0.7	0.6	0.5	0.6	0.6	0.6
Leisure and hospitality.....	318	263	265	278	300	283	2.0	1.6	1.6	1.7	1.8	1.7
Arts, entertainment, and recreation. . .	96	60	87	72	78	90	4.1	2.6	3.7	3.0	3.3	3.8
Accommodation and food services. . .	221	202	177	206	222	193	1.6	1.4	1.3	1.5	1.6	1.4
Other services.....	86	72	67	65	69	69	1.5	1.2	1.1	1.1	1.2	1.2
Government.....	107	102	125	98	113	111	0.5	0.5	0.6	0.4	0.5	0.5
Federal.....	12	7	7	6	6	5	0.4	0.3	0.2	0.2	0.2	0.2
State and local.....	95	95	118	92	107	106	0.5	0.5	0.6	0.5	0.5	0.5
State and local education.....	47	44	60	51	60	61	0.5	0.4	0.6	0.5	0.6	0.6
State and local, excluding education.....	48	51	57	41	47	45	0.5	0.6	0.6	0.5	0.5	0.5
REGION⁴												
Northeast.....	331	277	322	308	297	289	1.2	1.0	1.2	1.1	1.1	1.0
South.....	709	685	731	714	674	717	1.3	1.3	1.3	1.3	1.2	1.3
Midwest.....	345	347	348	375	449	439	1.1	1.1	1.1	1.1	1.4	1.3
West.....	350	314	389	311	341	324	1.0	0.9	1.1	0.9	1.0	0.9

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

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

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

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

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NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p	Nov. 2017	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018 ^p
Total.....	325	365	341	369	341	332	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	260	300	277	307	281	267	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	1	3	1	0.2	0.1	0.1	0.2	0.4	0.2
Construction ³	8	8	10	10	15	7	0.1	0.1	0.1	0.1	0.2	0.1
Manufacturing.....	24	22	19	22	18	21	0.2	0.2	0.1	0.2	0.1	0.2
Durable goods.....	15	15	9	12	12	13	0.2	0.2	0.1	0.1	0.2	0.2
Nondurable goods ³	9	7	10	10	6	7	0.2	0.1	0.2	0.2	0.1	0.2
Trade, transportation, and utilities.....	77	71	64	57	70	76	0.3	0.3	0.2	0.2	0.3	0.3
Wholesale trade.....	6	14	6	7	15	25	0.1	0.2	0.1	0.1	0.2	0.4
Retail trade.....	57	41	44	37	43	44	0.4	0.3	0.3	0.2	0.3	0.3
Transportation, warehousing, and utilities ³	13	17	14	12	13	7	0.2	0.3	0.2	0.2	0.2	0.1
Information ³	6	5	7	6	3	7	0.2	0.2	0.2	0.2	0.1	0.2
Financial activities.....	14	27	21	25	24	32	0.2	0.3	0.2	0.3	0.3	0.4
Finance and insurance.....	13	25	14	23	23	27	0.2	0.4	0.2	0.4	0.4	0.4
Real estate and rental and leasing ³ ...	1	1	7	2	1	5	0.0	0.1	0.3	0.1	0.0	0.2
Professional and business services....	58	84	54	80	75	53	0.3	0.4	0.3	0.4	0.4	0.3
Education and health services.....	41	48	54	60	35	29	0.2	0.2	0.2	0.3	0.1	0.1
Educational services ³	2	10	8	8	3	2	0.1	0.3	0.2	0.2	0.1	0.1
Health care and social assistance ³ ...	39	38	47	52	31	27	0.2	0.2	0.2	0.3	0.2	0.1
Leisure and hospitality.....	22	30	31	40	29	36	0.1	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	5	1	5	8	2	7	0.2	0.1	0.2	0.3	0.1	0.3
Accommodation and food services ³ ...	17	28	25	32	27	29	0.1	0.2	0.2	0.2	0.2	0.2
Other services ³	9	5	16	5	10	5	0.2	0.1	0.3	0.1	0.2	0.1
Government.....	65	65	64	63	60	64	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	8	13	13	12	9	13	0.3	0.5	0.5	0.4	0.3	0.4
State and local.....	57	53	51	51	50	52	0.3	0.3	0.3	0.3	0.3	0.3
State and local education.....	24	25	26	24	28	27	0.2	0.2	0.3	0.2	0.3	0.3
State and local, excluding education.....	33	27	25	27	23	25	0.4	0.3	0.3	0.3	0.2	0.3
REGION⁴												
Northeast.....	61	54	86	74	60	83	0.2	0.2	0.3	0.3	0.2	0.3
South.....	124	122	125	131	106	129	0.2	0.2	0.2	0.2	0.2	0.2
Midwest.....	66	86	53	81	85	62	0.2	0.3	0.2	0.2	0.3	0.2
West.....	74	103	77	83	90	57	0.2	0.3	0.2	0.2	0.3	0.2

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

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Total.....	5,671	7,360	6,540	3.7	4.7	4.1
INDUSTRY						
Total private.....	5,176	6,741	5,924	3.9	5.0	4.4
Mining and logging.....	19	31	26	2.6	3.9	3.3
Construction.....	225	323	278	3.1	4.1	3.6
Manufacturing.....	391	504	493	3.0	3.8	3.7
Durable goods.....	248	318	324	3.1	3.8	3.9
Nondurable goods.....	143	187	169	2.9	3.7	3.4
Trade, transportation, and utilities.....	1,140	1,409	1,219	3.9	4.8	4.1
Wholesale trade.....	168	216	177	2.7	3.5	2.8
Retail trade.....	806	935	744	4.7	5.6	4.4
Transportation, warehousing, and utilities.....	166	258	298	2.7	4.1	4.7
Information.....	88	150	133	3.0	5.1	4.6
Financial activities.....	334	405	368	3.8	4.5	4.1
Finance and insurance.....	257	277	278	3.9	4.2	4.2
Real estate and rental and leasing.....	77	129	90	3.4	5.3	3.8
Professional and business services.....	923	1,302	1,071	4.2	5.7	4.8
Education and health services.....	1,040	1,293	1,193	4.2	5.1	4.7
Educational services.....	100	102	112	2.5	2.6	2.8
Health care and social assistance.....	940	1,191	1,081	4.6	5.6	5.1
Leisure and hospitality.....	782	1,025	912	4.7	5.9	5.3
Arts, entertainment, and recreation.....	64	85	76	2.8	3.5	3.3
Accommodation and food services.....	718	940	836	5.0	6.3	5.7
Other services.....	234	296	230	3.9	4.8	3.8
Government.....	495	619	617	2.1	2.6	2.6
Federal.....	71	107	89	2.5	3.7	3.1
State and local.....	424	512	528	2.1	2.5	2.6
State and local education.....	149	196	211	1.3	1.8	1.9
State and local, excluding education.....	275	316	316	2.9	3.4	3.4
REGION³						
Northeast.....	919	1,214	1,096	3.2	4.2	3.8
South.....	2,022	2,601	2,452	3.6	4.5	4.2
Midwest.....	1,460	1,824	1,678	4.3	5.2	4.8
West.....	1,269	1,721	1,315	3.6	4.7	3.6

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

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

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

p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Total.....	5,053	6,416	5,221	3.4	4.3	3.5
INDUSTRY						
Total private.....	4,782	6,083	4,935	3.8	4.8	3.8
Mining and logging.....	31	35	27	4.4	4.6	3.6
Construction.....	263	367	282	3.7	4.9	3.8
Manufacturing.....	278	393	305	2.2	3.1	2.4
Durable goods.....	162	222	170	2.1	2.8	2.1
Nondurable goods.....	116	171	135	2.4	3.6	2.8
Trade, transportation, and utilities.....	1,343	1,513	1,419	4.8	5.4	5.0
Wholesale trade.....	106	191	145	1.8	3.2	2.4
Retail trade.....	914	999	906	5.6	6.3	5.5
Transportation, warehousing, and utilities.....	323	323	367	5.5	5.4	6.0
Information.....	75	99	79	2.7	3.6	2.9
Financial activities.....	164	205	184	1.9	2.4	2.1
Finance and insurance.....	107	132	115	1.7	2.1	1.8
Real estate and rental and leasing.....	57	73	70	2.6	3.2	3.1
Professional and business services.....	1,039	1,285	916	5.0	6.0	4.3
Education and health services.....	561	853	651	2.4	3.6	2.7
Educational services.....	66	93	67	1.7	2.4	1.7
Health care and social assistance.....	495	760	584	2.5	3.8	2.9
Leisure and hospitality.....	869	1,126	880	5.5	6.9	5.4
Arts, entertainment, and recreation.....	116	161	118	5.3	6.8	5.3
Accommodation and food services.....	753	965	761	5.5	6.9	5.5
Other services.....	159	207	191	2.7	3.5	3.3
Government.....	272	333	286	1.2	1.5	1.3
Federal.....	30	36	43	1.1	1.3	1.5
State and local.....	242	297	243	1.2	1.5	1.2
State and local education.....	110	159	125	1.0	1.5	1.1
State and local, excluding education.....	132	138	119	1.5	1.5	1.3
REGION³						
Northeast.....	717	878	770	2.6	3.2	2.8
South.....	2,068	2,744	2,150	3.8	5.0	3.9
Midwest.....	1,068	1,366	1,134	3.2	4.1	3.4
West.....	1,201	1,428	1,167	3.5	4.1	3.4

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: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Total.....	4,627	5,740	4,838	3.1	3.8	3.2
INDUSTRY						
Total private.....	4,380	5,447	4,588	3.5	4.3	3.6
Mining and logging.....	27	31	29	3.8	4.1	3.8
Construction.....	323	348	383	4.5	4.6	5.2
Manufacturing.....	274	359	309	2.2	2.8	2.4
Durable goods.....	140	203	167	1.8	2.5	2.1
Nondurable goods.....	133	156	142	2.8	3.3	3.0
Trade, transportation, and utilities.....	892	1,147	985	3.2	4.1	3.5
Wholesale trade.....	102	166	144	1.7	2.8	2.4
Retail trade.....	615	746	641	3.8	4.7	3.9
Transportation, warehousing, and utilities.....	175	234	200	3.0	3.9	3.3
Information.....	64	71	70	2.3	2.6	2.5
Financial activities.....	144	176	172	1.7	2.0	2.0
Finance and insurance.....	107	115	112	1.7	1.8	1.8
Real estate and rental and leasing.....	38	61	60	1.7	2.7	2.6
Professional and business services.....	1,068	1,160	922	5.1	5.4	4.3
Education and health services.....	509	693	583	2.2	2.9	2.4
Educational services.....	47	69	57	1.2	1.8	1.4
Health care and social assistance.....	463	624	526	2.3	3.1	2.6
Leisure and hospitality.....	921	1,248	941	5.8	7.6	5.8
Arts, entertainment, and recreation.....	179	213	179	8.3	9.0	8.0
Accommodation and food services.....	742	1,035	762	5.4	7.4	5.5
Other services.....	158	214	195	2.7	3.6	3.3
Government.....	246	292	250	1.1	1.3	1.1
Federal.....	35	35	32	1.3	1.2	1.1
State and local.....	211	258	219	1.1	1.3	1.1
State and local education.....	76	111	89	0.7	1.0	0.8
State and local, excluding education.....	136	147	130	1.5	1.6	1.4
REGION³						
Northeast.....	752	733	660	2.7	2.6	2.4
South.....	1,851	2,332	1,969	3.4	4.2	3.6
Midwest.....	1,000	1,403	1,189	3.0	4.2	3.6
West.....	1,025	1,273	1,020	3.0	3.7	2.9

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: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Total.....	2,707	3,628	2,885	1.8	2.4	1.9
INDUSTRY						
Total private.....	2,578	3,478	2,748	2.0	2.7	2.1
Mining and logging.....	13	20	15	1.8	2.6	2.0
Construction.....	109	178	150	1.5	2.4	2.0
Manufacturing.....	144	211	171	1.2	1.7	1.3
Durable goods.....	78	115	91	1.0	1.4	1.1
Nondurable goods.....	66	97	80	1.4	2.0	1.7
Trade, transportation, and utilities.....	543	777	613	1.9	2.8	2.2
Wholesale trade.....	67	93	72	1.1	1.5	1.2
Retail trade.....	370	544	420	2.3	3.4	2.6
Transportation, warehousing, and utilities.....	106	140	121	1.8	2.3	2.0
Information.....	37	50	48	1.3	1.8	1.7
Financial activities.....	93	112	84	1.1	1.3	1.0
Finance and insurance.....	71	65	50	1.1	1.0	0.8
Real estate and rental and leasing.....	22	47	34	1.0	2.0	1.5
Professional and business services.....	661	694	519	3.2	3.2	2.4
Education and health services.....	338	512	421	1.4	2.1	1.7
Educational services.....	31	47	33	0.8	1.2	0.8
Health care and social assistance.....	308	465	388	1.6	2.3	1.9
Leisure and hospitality.....	568	798	600	3.6	4.9	3.7
Arts, entertainment, and recreation.....	46	79	48	2.1	3.4	2.2
Accommodation and food services.....	522	719	552	3.8	5.1	4.0
Other services.....	71	127	126	1.2	2.2	2.1
Government.....	130	150	137	0.6	0.7	0.6
Federal.....	16	17	15	0.6	0.6	0.5
State and local.....	114	133	122	0.6	0.7	0.6
State and local education.....	50	63	55	0.5	0.6	0.5
State and local, excluding education.....	64	70	67	0.7	0.8	0.7
REGION³						
Northeast.....	388	394	316	1.4	1.4	1.1
South.....	1,115	1,548	1,216	2.1	2.8	2.2
Midwest.....	583	856	682	1.8	2.6	2.0
West.....	621	830	670	1.8	2.4	1.9

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Total.....	1,639	1,795	1,674	1.1	1.2	1.1
INDUSTRY						
Total private.....	1,563	1,695	1,600	1.2	1.3	1.2
Mining and logging.....	13	9	12	1.8	1.1	1.6
Construction.....	206	156	225	2.9	2.1	3.0
Manufacturing.....	110	129	122	0.9	1.0	1.0
Durable goods.....	52	76	67	0.7	1.0	0.8
Nondurable goods.....	59	53	55	1.2	1.1	1.2
Trade, transportation, and utilities.....	284	309	311	1.0	1.1	1.1
Wholesale trade.....	31	59	56	0.5	1.0	0.9
Retail trade.....	198	168	184	1.2	1.1	1.1
Transportation, warehousing, and utilities.....	56	82	71	0.9	1.4	1.2
Information.....	21	19	15	0.8	0.7	0.5
Financial activities.....	38	43	55	0.4	0.5	0.6
Finance and insurance.....	23	29	35	0.4	0.5	0.5
Real estate and rental and leasing.....	15	14	20	0.7	0.6	0.9
Professional and business services.....	351	385	357	1.7	1.8	1.7
Education and health services.....	130	147	133	0.6	0.6	0.6
Educational services.....	14	19	22	0.4	0.5	0.6
Health care and social assistance.....	116	128	111	0.6	0.6	0.6
Leisure and hospitality.....	331	421	306	2.1	2.6	1.9
Arts, entertainment, and recreation.....	128	131	124	5.9	5.6	5.6
Accommodation and food services.....	203	290	181	1.5	2.1	1.3
Other services.....	78	77	64	1.3	1.3	1.1
Government.....	76	101	74	0.3	0.4	0.3
Federal.....	13	9	7	0.5	0.3	0.2
State and local.....	63	92	67	0.3	0.5	0.3
State and local education.....	16	33	23	0.1	0.3	0.2
State and local, excluding education.....	47	59	44	0.5	0.6	0.5
REGION³						
Northeast.....	319	279	276	1.2	1.0	1.0
South.....	617	690	630	1.1	1.3	1.1
Midwest.....	363	468	463	1.1	1.4	1.4
West.....	341	358	305	1.0	1.0	0.9

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2017	Oct. 2018	Nov. 2018 ^p	Nov. 2017	Oct. 2018	Nov. 2018 ^p
Total.....	281	317	280	0.2	0.2	0.2
INDUSTRY						
Total private.....	240	275	240	0.2	0.2	0.2
Mining and logging.....	1	3	1	0.2	0.4	0.2
Construction.....	8	15	7	0.1	0.2	0.1
Manufacturing.....	19	18	17	0.2	0.1	0.1
Durable goods.....	10	12	9	0.1	0.1	0.1
Nondurable goods.....	9	6	7	0.2	0.1	0.2
Trade, transportation, and utilities.....	65	61	61	0.2	0.2	0.2
Wholesale trade.....	4	14	16	0.1	0.2	0.3
Retail trade.....	47	34	37	0.3	0.2	0.2
Transportation, warehousing, and utilities.....	13	13	7	0.2	0.2	0.1
Information.....	6	3	7	0.2	0.1	0.2
Financial activities.....	13	22	32	0.2	0.3	0.4
Finance and insurance.....	13	21	27	0.2	0.3	0.4
Real estate and rental and leasing.....	1	1	5	0.0	0.0	0.2
Professional and business services.....	55	81	46	0.3	0.4	0.2
Education and health services.....	41	35	29	0.2	0.1	0.1
Educational services.....	2	3	2	0.1	0.1	0.1
Health care and social assistance.....	39	31	27	0.2	0.2	0.1
Leisure and hospitality.....	22	29	36	0.1	0.2	0.2
Arts, entertainment, and recreation.....	5	2	7	0.2	0.1	0.3
Accommodation and food services.....	17	27	29	0.1	0.2	0.2
Other services.....	9	10	5	0.2	0.2	0.1
Government.....	41	42	40	0.2	0.2	0.2
Federal.....	7	9	10	0.2	0.3	0.4
State and local.....	34	33	30	0.2	0.2	0.1
State and local education.....	9	14	11	0.1	0.1	0.1
State and local, excluding education.....	25	19	19	0.3	0.2	0.2
REGION³						
Northeast.....	45	60	67	0.2	0.2	0.2
South.....	119	93	123	0.2	0.2	0.2
Midwest.....	54	79	45	0.2	0.2	0.1
West.....	64	85	45	0.2	0.2	0.1

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.