

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



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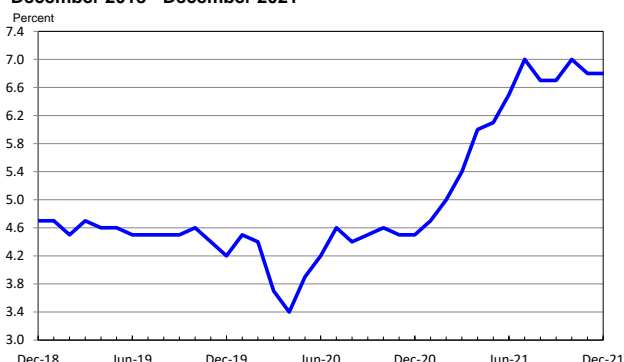
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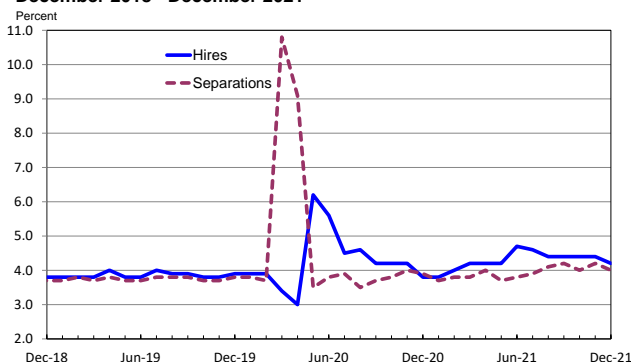
### JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2021

The number of job openings was little changed at 10.9 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires and total separations decreased to 6.3 million and 5.9 million, respectively. Within separations, the quits rate was little changed at 2.9 percent. The layoffs and discharges rate was little changed at 0.8 percent, a series low. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, by four geographic regions, and by establishment size class.

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



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



### Job Openings

On the last business day of December, the number of **job openings** was little changed at 10.9 million. The job openings rate was unchanged at 6.8 percent. Job openings increased in several industries with the largest increases in accommodation and food services (+133,000), information (+40,000), and nondurable goods manufacturing and state and local government education (+31,000 each). Job openings decreased in finance and insurance (-89,000) and in wholesale trade (-48,000). The number of job openings was little changed in all four regions. (See table 1.)

### Hires

In December, the number of hires decreased to 6.3 million (-333,000). The hires rate was little changed at 4.2 percent. Hires decreased in professional and business services (-159,000). Hires decreased in the West region. (See table 2.)

## Separations

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

In December, the number of **total separations** decreased to 5.9 million (-305,000). The total separations rate was little changed at 4.0 percent. Among the industries, only federal government had an increase in total separations (+15,000). Total separations decreased in the Northeast and South regions. (See table 3.)

The number of **quits** edged down in December to 4.3 million (-161,000) following a series high in November. The quits rate was little changed at 2.9 percent. Quits decreased in health care and social assistance (-89,000), accommodation and food services (-64,000), and construction (-44,000). Quits increased in nondurable goods manufacturing (+19,000). The number of quits decreased in the South region. (See table 4.)

In December, the number and rate of **layoffs and discharges** were little changed at 1.2 million and 0.8 percent, respectively; both series lows. Layoffs and discharges decreased in retail trade (-67,000) but increased in federal government (+14,000). The number of layoffs and discharges decreased in the Northeast region. (See table 5.)

The number of **other separations** was little changed in December at 392,000. Other separations decreased in durable goods manufacturing (-7,000). The other separations level increased in educational services and in arts, entertainment, and recreation (+3,000 each). Other separations increased in the West 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 December 2021, hires totaled 75.3 million and separations totaled 68.9 million, yielding a net employment gain of 6.4 million. These totals include workers who may have been hired and separated more than once during the year.

## Establishment Size Class

In December, the hires rate decreased in large establishments with 5,000 or more employees. For a more in-depth description of the JOLTS establishment size class estimates, please visit [www.bls.gov/jlt/sizeclassmethodology.htm](http://www.bls.gov/jlt/sizeclassmethodology.htm).

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**The Job Openings and Labor Turnover Survey estimates for January 2022 are scheduled to be released on Wednesday, March 9, 2022 at 10:00 a.m. (ET).**

### **Upcoming Revisions to the JOLTS Estimates**

As part of an annual process, the January 2022 release on March 9, 2022 will incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2017 forward are subject to revision.

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

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

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

Category	Job openings			Hires			Total separations		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>P</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>P</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	6,752	10,775	10,925	5,411	6,596	6,263	5,582	6,205	5,900
Total private.....	6,094	9,753	9,882	5,072	6,202	5,870	5,236	5,856	5,548
Mining and logging.....	21	41	46	24	23	23	19	20	15
Construction.....	267	358	337	399	419	373	352	387	330
Manufacturing.....	479	853	856	398	463	433	387	411	426
Durable goods.....	271	507	479	224	255	237	213	229	225
Nondurable goods.....	209	346	377	174	207	196	173	182	201
Trade, transportation, and utilities.....	1,215	1,892	1,868	1,199	1,388	1,340	1,123	1,327	1,258
Wholesale trade.....	173	322	274	160	182	160	151	171	151
Retail trade.....	764	1,025	1,014	814	879	861	737	895	867
Transportation, warehousing, and utilities.....	277	546	580	225	327	319	235	260	240
Information.....	109	177	217	72	104	102	74	96	117
Financial activities.....	295	529	445	212	227	213	182	207	200
Finance and insurance.....	231	407	318	134	151	137	113	139	130
Real estate and rental and leasing.....	65	122	128	78	75	76	69	68	70
Professional and business services.....	1,478	1,854	1,875	1,121	1,273	1,114	1,007	1,181	1,121
Education and health services.....	1,277	2,006	2,067	700	815	803	681	827	760
Educational services.....	90	180	207	67	102	102	102	88	82
Health care and social assistance.....	1,187	1,826	1,859	633	713	701	579	739	679
Leisure and hospitality.....	747	1,585	1,716	758	1,232	1,208	1,221	1,166	1,085
Arts, entertainment, and recreation.....	62	185	183	60	160	144	173	143	126
Accommodation and food services.....	685	1,400	1,533	698	1,073	1,063	1,049	1,023	958
Other services.....	205	458	456	187	258	261	190	235	236
Government.....	659	1,021	1,042	339	394	393	346	348	353
Federal.....	98	164	174	47	54	49	50	40	55
State and local.....	561	858	868	292	341	344	296	309	297
State and local education.....	217	331	362	145	185	189	141	150	144
State and local, excluding education.....	344	526	506	147	155	155	155	158	153
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	4.5	6.8	6.8	3.8	4.4	4.2	3.9	4.2	4.0
Total private.....	4.8	7.1	7.2	4.2	4.9	4.6	4.3	4.6	4.4
Mining and logging.....	3.4	5.9	6.6	4.0	3.6	3.5	3.1	3.1	2.3
Construction.....	3.5	4.5	4.3	5.4	5.6	4.9	4.8	5.1	4.4
Manufacturing.....	3.8	6.4	6.4	3.3	3.7	3.4	3.2	3.3	3.4
Durable goods.....	3.4	6.1	5.8	2.9	3.3	3.0	2.8	2.9	2.9
Nondurable goods.....	4.3	6.8	7.3	3.8	4.4	4.1	3.7	3.8	4.2
Trade, transportation, and utilities.....	4.3	6.4	6.3	4.4	5.0	4.8	4.1	4.8	4.5
Wholesale trade.....	3.0	5.3	4.5	2.9	3.2	2.8	2.7	3.0	2.6
Retail trade.....	4.8	6.2	6.2	5.3	5.7	5.6	4.8	5.8	5.6
Transportation, warehousing, and utilities.....	4.3	7.7	8.1	3.6	5.0	4.9	3.8	4.0	3.6
Information.....	3.9	6.0	7.2	2.7	3.7	3.7	2.8	3.4	4.2
Financial activities.....	3.3	5.6	4.8	2.4	2.5	2.4	2.1	2.3	2.2
Finance and insurance.....	3.4	5.8	4.6	2.0	2.3	2.1	1.7	2.1	2.0
Real estate and rental and leasing.....	2.8	5.0	5.2	3.5	3.2	3.2	3.1	2.9	3.0
Professional and business services.....	6.7	8.0	8.0	5.5	6.0	5.2	4.9	5.5	5.2
Education and health services.....	5.2	7.8	8.0	3.0	3.4	3.4	2.9	3.5	3.2
Educational services.....	2.6	4.7	5.4	2.0	2.8	2.8	3.1	2.4	2.2
Health care and social assistance.....	5.6	8.3	8.4	3.2	3.5	3.5	2.9	3.7	3.4
Leisure and hospitality.....	5.4	9.2	9.9	5.8	7.9	7.7	9.3	7.5	6.9
Arts, entertainment, and recreation.....	3.5	7.6	7.5	3.5	7.1	6.4	10.1	6.4	5.7
Accommodation and food services.....	5.7	9.5	10.2	6.1	8.0	7.9	9.2	7.6	7.1
Other services.....	3.6	7.3	7.3	3.4	4.5	4.5	3.5	4.0	4.1

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>P</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>P</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>P</sup>
Government.....	3.0	4.5	4.5	1.6	1.8	1.8	1.6	1.6	1.6
Federal.....	3.3	5.4	5.7	1.6	1.9	1.7	1.7	1.4	1.9
State and local.....	2.9	4.3	4.4	1.6	1.8	1.8	1.6	1.6	1.6
State and local education.....	2.2	3.2	3.5	1.5	1.8	1.9	1.5	1.5	1.4
State and local, excluding education. ....	3.7	5.5	5.3	1.6	1.7	1.7	1.7	1.8	1.7

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# Technical Note

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

## Definitions

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

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

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

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

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

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

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

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

### **Estimation Method**

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

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

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

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

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

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

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

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

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. This variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. Sampling error estimates are available at [www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	6,752	10,629	10,602	11,091	10,775	10,925	4.5	6.7	6.7	7.0	6.8	6.8
<b>INDUSTRY</b>												
Total private.....	6,094	9,775	9,614	10,173	9,753	9,882	4.8	7.2	7.1	7.4	7.1	7.2
Mining and logging.....	21	38	37	36	41	46	3.4	5.6	5.4	5.2	5.9	6.6
Construction.....	267	358	354	455	358	337	3.5	4.6	4.5	5.7	4.5	4.3
Manufacturing.....	479	869	948	955	853	856	3.8	6.5	7.1	7.1	6.4	6.4
Durable goods.....	271	488	568	552	507	479	3.4	5.9	6.8	6.6	6.1	5.8
Nondurable goods.....	209	381	380	402	346	377	4.3	7.5	7.5	7.8	6.8	7.3
Trade, transportation, and utilities.....	1,215	2,035	2,020	1,972	1,892	1,868	4.3	6.9	6.8	6.6	6.4	6.3
Wholesale trade.....	173	269	319	339	322	274	3.0	4.5	5.3	5.6	5.3	4.5
Retail trade.....	764	1,196	1,073	1,057	1,025	1,014	4.8	7.2	6.5	6.4	6.2	6.2
Transportation, warehousing, and utilities.....	277	570	629	576	546	580	4.3	8.2	8.9	8.1	7.7	8.1
Information.....	109	179	155	173	177	217	3.9	6.1	5.3	5.8	6.0	7.2
Financial activities.....	295	474	438	450	529	445	3.3	5.1	4.7	4.8	5.6	4.8
Finance and insurance.....	231	288	322	324	407	318	3.4	4.2	4.7	4.7	5.8	4.6
Real estate and rental and leasing. . .	65	186	115	126	122	128	2.8	7.5	4.7	5.1	5.0	5.2
Professional and business services. . . .	1,478	1,869	1,784	1,871	1,854	1,875	6.7	8.2	7.8	8.1	8.0	8.0
Education and health services.....	1,277	1,782	1,940	2,043	2,006	2,067	5.2	7.0	7.6	7.9	7.8	8.0
Educational services.....	90	182	134	174	180	207	2.6	4.8	3.6	4.6	4.7	5.4
Health care and social assistance. . . .	1,187	1,600	1,806	1,869	1,826	1,859	5.6	7.4	8.2	8.5	8.3	8.4
Leisure and hospitality.....	747	1,683	1,530	1,750	1,585	1,716	5.4	9.9	9.1	10.1	9.2	9.9
Arts, entertainment, and recreation. . .	62	224	186	178	185	183	3.5	9.5	7.8	7.4	7.6	7.5
Accommodation and food services. . .	685	1,459	1,344	1,571	1,400	1,533	5.7	10.0	9.3	10.5	9.5	10.2
Other services.....	205	487	407	469	458	456	3.6	7.8	6.6	7.5	7.3	7.3
Government.....	659	853	988	918	1,021	1,042	3.0	3.7	4.3	4.0	4.5	4.5
Federal.....	98	135	136	137	164	174	3.3	4.5	4.5	4.6	5.4	5.7
State and local.....	561	718	852	781	858	868	2.9	3.6	4.3	3.9	4.3	4.4
State and local education.....	217	297	261	303	331	362	2.2	2.8	2.5	2.9	3.2	3.5
State and local, excluding education.....	344	421	591	477	526	506	3.7	4.5	6.2	5.0	5.5	5.3
<b>REGION<sup>3</sup></b>												
Northeast.....	1,142	1,833	1,806	1,839	1,913	1,950	4.2	6.4	6.3	6.4	6.6	6.7
South.....	2,645	4,134	4,051	4,198	4,013	4,079	4.8	7.1	6.9	7.2	6.8	6.9
Midwest.....	1,465	2,239	2,364	2,569	2,391	2,381	4.5	6.6	6.9	7.4	6.9	6.9
West.....	1,501	2,422	2,382	2,485	2,458	2,515	4.3	6.6	6.4	6.7	6.6	6.7

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

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

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**Table 2. Hires levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	5,411	6,497	6,546	6,506	6,596	6,263	3.8	4.4	4.4	4.4	4.4	4.2
<b>INDUSTRY</b>												
Total private.....	5,072	6,140	6,206	6,140	6,202	5,870	4.2	4.9	4.9	4.9	4.9	4.6
Mining and logging.....	24	24	18	23	23	23	4.0	3.7	2.8	3.6	3.6	3.5
Construction.....	399	391	361	375	419	373	5.4	5.3	4.8	5.0	5.6	4.9
Manufacturing.....	398	476	483	482	463	433	3.3	3.8	3.9	3.9	3.7	3.4
Durable goods.....	224	260	264	270	255	237	2.9	3.4	3.4	3.5	3.3	3.0
Nondurable goods.....	174	216	219	212	207	196	3.8	4.6	4.6	4.5	4.4	4.1
Trade, transportation, and utilities.....	1,199	1,411	1,375	1,384	1,388	1,340	4.4	5.1	5.0	5.0	5.0	4.8
Wholesale trade.....	160	194	179	171	182	160	2.9	3.4	3.1	3.0	3.2	2.8
Retail trade.....	814	932	896	875	879	861	5.3	6.1	5.8	5.7	5.7	5.6
Transportation, warehousing, and utilities.....	225	284	301	338	327	319	3.6	4.4	4.7	5.2	5.0	4.9
Information.....	72	105	109	126	104	102	2.7	3.8	3.9	4.5	3.7	3.7
Financial activities.....	212	201	299	207	227	213	2.4	2.3	3.4	2.3	2.5	2.4
Finance and insurance.....	134	126	224	129	151	137	2.0	1.9	3.4	2.0	2.3	2.1
Real estate and rental and leasing. . .	78	75	75	78	75	76	3.5	3.3	3.2	3.4	3.2	3.2
Professional and business services. . . .	1,121	1,200	1,230	1,237	1,273	1,114	5.5	5.7	5.8	5.8	6.0	5.2
Education and health services.....	700	815	808	801	815	803	3.0	3.4	3.4	3.4	3.4	3.4
Educational services.....	67	139	59	104	102	102	2.0	3.8	1.6	2.9	2.8	2.8
Health care and social assistance. . . .	633	676	749	697	713	701	3.2	3.4	3.7	3.5	3.5	3.5
Leisure and hospitality.....	758	1,274	1,243	1,241	1,232	1,208	5.8	8.4	8.1	8.0	7.9	7.7
Arts, entertainment, and recreation. . .	60	194	193	166	160	144	3.5	9.0	8.8	7.5	7.1	6.4
Accommodation and food services. . . .	698	1,080	1,050	1,075	1,073	1,063	6.1	8.2	8.0	8.1	8.0	7.9
Other services.....	187	245	279	264	258	261	3.4	4.3	4.9	4.6	4.5	4.5
Government.....	339	357	340	366	394	393	1.6	1.6	1.5	1.7	1.8	1.8
Federal.....	47	47	42	44	54	49	1.6	1.6	1.5	1.5	1.9	1.7
State and local.....	292	310	298	321	341	344	1.6	1.6	1.6	1.7	1.8	1.8
State and local education.....	145	161	127	164	185	189	1.5	1.6	1.3	1.6	1.8	1.9
State and local, excluding education.....	147	149	171	157	155	155	1.6	1.7	1.9	1.7	1.7	1.7
<b>REGION<sup>3</sup></b>												
Northeast.....	867	972	1,033	1,034	1,012	1,004	3.3	3.6	3.8	3.8	3.7	3.7
South.....	2,156	2,659	2,662	2,636	2,689	2,534	4.1	4.9	4.9	4.8	4.9	4.6
Midwest.....	1,203	1,349	1,365	1,349	1,376	1,358	3.9	4.2	4.3	4.2	4.3	4.2
West.....	1,184	1,518	1,485	1,486	1,518	1,367	3.5	4.4	4.3	4.3	4.4	3.9

<sup>1</sup> Hires are the number of hires during the entire month.

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

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

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**Table 3. Total separations levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	5,582	6,032	6,147	5,891	6,205	5,900	3.9	4.1	4.2	4.0	4.2	4.0
<b>INDUSTRY</b>												
Total private.....	5,236	5,735	5,821	5,538	5,856	5,548	4.3	4.6	4.6	4.4	4.6	4.4
Mining and logging.....	19	19	16	22	20	15	3.1	2.9	2.5	3.4	3.1	2.3
Construction.....	352	384	321	340	387	330	4.8	5.2	4.3	4.5	5.1	4.4
Manufacturing.....	387	444	452	420	411	426	3.2	3.6	3.6	3.4	3.3	3.4
Durable goods.....	213	248	243	232	229	225	2.8	3.2	3.1	3.0	2.9	2.9
Nondurable goods.....	173	196	209	188	182	201	3.7	4.2	4.4	4.0	3.8	4.2
Trade, transportation, and utilities.....	1,123	1,381	1,282	1,257	1,327	1,258	4.1	5.0	4.6	4.5	4.8	4.5
Wholesale trade.....	151	200	167	158	171	151	2.7	3.5	2.9	2.7	3.0	2.6
Retail trade.....	737	959	861	866	895	867	4.8	6.2	5.6	5.6	5.8	5.6
Transportation, warehousing, and utilities.....	235	223	255	233	260	240	3.8	3.5	3.9	3.6	4.0	3.6
Information.....	74	80	97	101	96	117	2.8	2.9	3.5	3.6	3.4	4.2
Financial activities.....	182	196	267	187	207	200	2.1	2.2	3.0	2.1	2.3	2.2
Finance and insurance.....	113	128	207	117	139	130	1.7	2.0	3.2	1.8	2.1	2.0
Real estate and rental and leasing. . .	69	67	59	70	68	70	3.1	2.9	2.6	3.0	2.9	3.0
Professional and business services. . . .	1,007	1,126	1,134	1,120	1,181	1,121	4.9	5.4	5.4	5.3	5.5	5.2
Education and health services.....	681	742	806	783	827	760	2.9	3.1	3.4	3.3	3.5	3.2
Educational services.....	102	71	89	88	88	82	3.1	1.9	2.5	2.4	2.4	2.2
Health care and social assistance. . . .	579	672	717	694	739	679	2.9	3.4	3.6	3.4	3.7	3.4
Leisure and hospitality.....	1,221	1,180	1,158	1,067	1,166	1,085	9.3	7.7	7.5	6.9	7.5	6.9
Arts, entertainment, and recreation. . .	173	120	167	149	143	126	10.1	5.6	7.6	6.7	6.4	5.7
Accommodation and food services. . .	1,049	1,060	992	918	1,023	958	9.2	8.1	7.5	6.9	7.6	7.1
Other services.....	190	181	288	241	235	236	3.5	3.2	5.0	4.2	4.0	4.1
Government.....	346	297	326	353	348	353	1.6	1.3	1.5	1.6	1.6	1.6
Federal.....	50	43	45	48	40	55	1.7	1.5	1.5	1.7	1.4	1.9
State and local.....	296	255	281	305	309	297	1.6	1.3	1.5	1.6	1.6	1.6
State and local education.....	141	125	149	145	150	144	1.5	1.2	1.5	1.4	1.5	1.4
State and local, excluding education.....	155	130	132	160	158	153	1.7	1.5	1.5	1.8	1.8	1.7
<b>REGION<sup>3</sup></b>												
Northeast.....	858	888	922	930	958	815	3.3	3.3	3.4	3.4	3.5	3.0
South.....	2,186	2,370	2,476	2,389	2,569	2,405	4.2	4.4	4.6	4.4	4.7	4.4
Midwest.....	1,166	1,401	1,381	1,242	1,327	1,295	3.8	4.4	4.3	3.9	4.1	4.0
West.....	1,372	1,374	1,367	1,330	1,351	1,384	4.1	4.0	4.0	3.8	3.9	4.0

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

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

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**Table 4. Quits levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	3,407	4,270	4,362	4,157	4,499	4,338	2.4	2.9	3.0	2.8	3.0	2.9
<b>INDUSTRY</b>												
Total private.....	3,224	4,087	4,166	3,945	4,283	4,129	2.7	3.3	3.3	3.1	3.4	3.2
Mining and logging.....	9	10	9	14	12	11	1.6	1.6	1.4	2.1	1.9	1.7
Construction.....	161	192	192	191	225	181	2.2	2.6	2.6	2.5	3.0	2.4
Manufacturing.....	240	312	324	298	294	308	2.0	2.5	2.6	2.4	2.3	2.5
Durable goods.....	135	170	172	163	166	162	1.8	2.2	2.2	2.1	2.1	2.1
Nondurable goods.....	105	141	152	135	128	147	2.3	3.0	3.2	2.8	2.7	3.1
Trade, transportation, and utilities.....	816	1,041	976	953	1,012	1,044	3.0	3.8	3.5	3.4	3.6	3.8
Wholesale trade.....	97	158	126	117	129	115	1.7	2.8	2.2	2.0	2.2	2.0
Retail trade.....	549	730	686	691	707	759	3.6	4.8	4.4	4.5	4.6	4.9
Transportation, warehousing, and utilities.....	170	153	164	145	176	170	2.7	2.4	2.5	2.2	2.7	2.6
Information.....	39	43	49	54	54	60	1.5	1.5	1.8	1.9	1.9	2.1
Financial activities.....	108	126	150	113	136	130	1.2	1.4	1.7	1.3	1.5	1.5
Finance and insurance.....	69	85	113	66	84	78	1.1	1.3	1.7	1.0	1.3	1.2
Real estate and rental and leasing. . .	38	41	37	47	53	52	1.7	1.8	1.6	2.0	2.3	2.2
Professional and business services. . . .	581	701	719	730	800	776	2.8	3.3	3.4	3.4	3.7	3.6
Education and health services.....	471	597	625	606	653	558	2.0	2.5	2.6	2.5	2.7	2.3
Educational services.....	52	44	63	60	61	55	1.6	1.2	1.7	1.7	1.7	1.5
Health care and social assistance. . . .	419	552	562	546	592	503	2.1	2.8	2.8	2.7	2.9	2.5
Leisure and hospitality.....	687	934	955	840	966	906	5.2	6.1	6.2	5.4	6.2	5.8
Arts, entertainment, and recreation. . .	71	68	117	79	78	83	4.2	3.2	5.3	3.6	3.5	3.7
Accommodation and food services. . .	616	867	838	761	887	823	5.4	6.6	6.4	5.7	6.6	6.1
Other services.....	113	132	167	146	132	153	2.1	2.3	2.9	2.5	2.3	2.6
Government.....	183	183	196	212	215	210	0.9	0.8	0.9	1.0	1.0	1.0
Federal.....	21	20	22	23	22	21	0.7	0.7	0.8	0.8	0.8	0.7
State and local.....	162	163	174	188	194	188	0.9	0.8	0.9	1.0	1.0	1.0
State and local education.....	81	77	92	88	89	88	0.8	0.7	0.9	0.9	0.9	0.9
State and local, excluding education.....	81	86	82	101	105	100	0.9	1.0	0.9	1.1	1.2	1.1
<b>REGION<sup>3</sup></b>												
Northeast.....	436	619	616	611	649	623	1.7	2.3	2.3	2.3	2.4	2.3
South.....	1,465	1,706	1,805	1,723	1,905	1,799	2.8	3.2	3.3	3.2	3.5	3.3
Midwest.....	761	1,024	949	888	973	965	2.5	3.2	3.0	2.8	3.0	3.0
West.....	746	921	992	936	971	951	2.2	2.7	2.9	2.7	2.8	2.7

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	1,823	1,385	1,396	1,350	1,309	1,169	1.3	0.9	0.9	0.9	0.9	0.8
<b>INDUSTRY</b>												
Total private.....	1,734	1,330	1,333	1,283	1,245	1,097	1.4	1.1	1.1	1.0	1.0	0.9
Mining and logging.....	9	8	5	7	6	3	1.5	1.2	0.8	1.0	1.0	0.4
Construction.....	183	168	113	132	154	130	2.5	2.3	1.5	1.8	2.0	1.7
Manufacturing.....	120	104	105	99	84	95	1.0	0.8	0.8	0.8	0.7	0.8
Durable goods.....	64	60	59	53	42	50	0.8	0.8	0.8	0.7	0.5	0.6
Nondurable goods.....	56	44	47	45	42	45	1.2	0.9	1.0	1.0	0.9	1.0
Trade, transportation, and utilities.....	243	271	246	252	250	157	0.9	1.0	0.9	0.9	0.9	0.6
Wholesale trade.....	40	31	32	36	37	31	0.7	0.5	0.6	0.6	0.6	0.5
Retail trade.....	156	186	145	146	142	75	1.0	1.2	0.9	0.9	0.9	0.5
Transportation, warehousing, and utilities.....	46	54	70	70	72	51	0.7	0.9	1.1	1.1	1.1	0.8
Information.....	30	25	38	37	32	43	1.1	0.9	1.4	1.3	1.1	1.5
Financial activities.....	50	44	47	37	34	41	0.6	0.5	0.5	0.4	0.4	0.5
Finance and insurance.....	23	24	30	20	20	25	0.3	0.4	0.5	0.3	0.3	0.4
Real estate and rental and leasing. . .	27	20	17	17	14	15	1.2	0.9	0.8	0.7	0.6	0.7
Professional and business services. . . .	359	347	359	318	294	247	1.7	1.6	1.7	1.5	1.4	1.2
Education and health services.....	168	111	141	130	131	169	0.7	0.5	0.6	0.5	0.5	0.7
Educational services.....	41	21	21	23	21	19	1.2	0.6	0.6	0.6	0.6	0.5
Health care and social assistance. . . .	126	89	120	107	109	150	0.6	0.4	0.6	0.5	0.5	0.7
Leisure and hospitality.....	506	211	177	196	172	142	3.9	1.4	1.2	1.3	1.1	0.9
Arts, entertainment, and recreation. . .	98	50	46	66	62	37	5.7	2.4	2.1	3.0	2.8	1.6
Accommodation and food services. . .	409	161	131	130	111	105	3.6	1.2	1.0	1.0	0.8	0.8
Other services.....	66	42	102	76	89	70	1.2	0.7	1.8	1.3	1.5	1.2
Government.....	89	54	63	67	64	73	0.4	0.2	0.3	0.3	0.3	0.3
Federal.....	12	8	10	9	5	19	0.4	0.3	0.3	0.3	0.2	0.7
State and local.....	77	46	54	58	59	54	0.4	0.2	0.3	0.3	0.3	0.3
State and local education.....	31	29	27	30	35	31	0.3	0.3	0.3	0.3	0.3	0.3
State and local, excluding education.....	46	17	27	29	24	23	0.5	0.2	0.3	0.3	0.3	0.3
<b>REGION<sup>3</sup></b>												
Northeast.....	356	205	243	260	239	132	1.4	0.8	0.9	1.0	0.9	0.5
South.....	576	516	531	505	519	474	1.1	1.0	1.0	0.9	1.0	0.9
Midwest.....	338	299	346	282	266	263	1.1	0.9	1.1	0.9	0.8	0.8
West.....	554	365	276	302	285	300	1.7	1.1	0.8	0.9	0.8	0.9

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

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

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**Table 6. Other separations levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	352	378	388	385	397	392	0.2	0.3	0.3	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private.....	278	317	322	311	328	322	0.2	0.3	0.3	0.2	0.3	0.3
Mining and logging.....	1	1	2	2	1	1	0.1	0.2	0.3	0.3	0.2	0.2
Construction.....	7	24	16	18	9	19	0.1	0.3	0.2	0.2	0.1	0.2
Manufacturing.....	27	28	23	24	33	23	0.2	0.2	0.2	0.2	0.3	0.2
Durable goods.....	14	18	12	15	21	14	0.2	0.2	0.2	0.2	0.3	0.2
Nondurable goods.....	12	10	10	9	12	9	0.3	0.2	0.2	0.2	0.3	0.2
Trade, transportation, and utilities.....	64	69	60	52	65	57	0.2	0.3	0.2	0.2	0.2	0.2
Wholesale trade.....	13	11	9	4	5	5	0.2	0.2	0.2	0.1	0.1	0.1
Retail trade.....	32	43	29	30	47	33	0.2	0.3	0.2	0.2	0.3	0.2
Transportation, warehousing, and utilities.....	19	16	22	18	13	18	0.3	0.2	0.3	0.3	0.2	0.3
Information.....	4	13	10	10	11	14	0.2	0.5	0.3	0.4	0.4	0.5
Financial activities.....	24	26	70	37	37	29	0.3	0.3	0.8	0.4	0.4	0.3
Finance and insurance.....	21	20	64	32	35	27	0.3	0.3	1.0	0.5	0.5	0.4
Real estate and rental and leasing. ...	3	7	5	6	2	3	0.1	0.3	0.2	0.3	0.1	0.1
Professional and business services. ....	67	79	55	72	86	98	0.3	0.4	0.3	0.3	0.4	0.5
Education and health services.....	43	35	41	47	44	34	0.2	0.1	0.2	0.2	0.2	0.1
Educational services.....	9	5	5	6	5	8	0.3	0.1	0.1	0.2	0.1	0.2
Health care and social assistance. ....	34	30	36	42	38	25	0.2	0.2	0.2	0.2	0.2	0.1
Leisure and hospitality.....	28	34	27	31	28	36	0.2	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation. ...	3	2	4	4	3	6	0.2	0.1	0.2	0.2	0.1	0.3
Accommodation and food services. ...	24	32	23	27	25	30	0.2	0.2	0.2	0.2	0.2	0.2
Other services.....	12	8	18	18	14	12	0.2	0.1	0.3	0.3	0.2	0.2
Government.....	74	60	66	74	69	70	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	17	15	13	16	13	15	0.6	0.5	0.5	0.6	0.5	0.5
State and local.....	57	46	53	58	56	55	0.3	0.2	0.3	0.3	0.3	0.3
State and local education.....	29	18	30	27	27	25	0.3	0.2	0.3	0.3	0.3	0.2
State and local, excluding education.....	28	28	23	31	29	30	0.3	0.3	0.3	0.3	0.3	0.3
<b>REGION<sup>3</sup></b>												
Northeast.....	66	64	63	59	70	60	0.3	0.2	0.2	0.2	0.3	0.2
South.....	146	149	140	161	144	133	0.3	0.3	0.3	0.3	0.3	0.2
Midwest.....	67	77	86	72	88	67	0.2	0.2	0.3	0.2	0.3	0.2
West.....	72	88	100	93	96	133	0.2	0.3	0.3	0.3	0.3	0.4

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

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

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

**Table 7. Job openings levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	6,032	10,147	9,946	4.0	6.3	6.2
<b>INDUSTRY</b>						
Total private.....	5,422	9,187	8,943	4.3	6.7	6.5
Mining and logging.....	14	39	42	2.3	5.6	6.0
Construction.....	211	325	273	2.8	4.1	3.5
Manufacturing.....	444	819	737	3.5	6.1	5.5
Durable goods.....	253	502	400	3.2	6.0	4.9
Nondurable goods.....	191	318	337	4.0	6.3	6.6
Trade, transportation, and utilities.....	1,086	1,803	1,676	3.7	6.0	5.5
Wholesale trade.....	159	308	251	2.7	5.1	4.2
Retail trade.....	682	944	881	4.2	5.6	5.2
Transportation, warehousing, and utilities.....	245	551	544	3.6	7.6	7.3
Information.....	107	163	216	3.9	5.5	7.1
Financial activities.....	279	499	418	3.1	5.3	4.5
Finance and insurance.....	220	391	297	3.2	5.6	4.3
Real estate and rental and leasing.....	59	108	121	2.6	4.4	4.9
Professional and business services.....	1,327	1,736	1,714	6.0	7.4	7.3
Education and health services.....	1,190	1,943	1,963	4.8	7.5	7.6
Educational services.....	75	173	189	2.2	4.3	4.8
Health care and social assistance.....	1,115	1,770	1,774	5.3	8.1	8.1
Leisure and hospitality.....	569	1,453	1,491	4.2	8.6	8.8
Arts, entertainment, and recreation.....	36	151	143	2.2	6.7	6.4
Accommodation and food services.....	533	1,303	1,347	4.5	8.9	9.2
Other services.....	195	407	414	3.5	6.6	6.7
Government.....	610	960	1,004	2.7	4.1	4.3
Federal.....	89	159	168	3.0	5.2	5.5
State and local.....	521	801	836	2.7	4.0	4.2
State and local education.....	196	280	336	1.9	2.6	3.1
State and local, excluding education.....	325	521	501	3.5	5.5	5.3
<b>REGION<sup>3</sup></b>						
Northeast.....	1,029	1,825	1,825	3.8	6.3	6.3
South.....	2,394	3,790	3,704	4.3	6.4	6.3
Midwest.....	1,294	2,272	2,144	4.0	6.5	6.2
West.....	1,315	2,261	2,273	3.8	6.0	6.1

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

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

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**Table 8. Hires levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	4,059	6,132	4,692	2.8	4.1	3.1
<b>INDUSTRY</b>						
Total private.....	3,858	5,815	4,456	3.2	4.6	3.5
Mining and logging.....	16	19	15	2.7	2.8	2.3
Construction.....	245	339	220	3.3	4.5	2.9
Manufacturing.....	298	417	323	2.4	3.3	2.6
Durable goods.....	166	232	174	2.2	3.0	2.2
Nondurable goods.....	132	184	149	2.8	3.9	3.1
Trade, transportation, and utilities.....	1,014	1,696	1,104	3.6	6.0	3.9
Wholesale trade.....	127	164	121	2.3	2.9	2.1
Retail trade.....	651	1,042	682	4.1	6.6	4.3
Transportation, warehousing, and utilities.....	236	489	300	3.6	7.2	4.4
Information.....	51	93	72	1.9	3.3	2.6
Financial activities.....	144	205	149	1.6	2.3	1.7
Finance and insurance.....	92	140	96	1.4	2.1	1.5
Real estate and rental and leasing.....	52	64	53	2.3	2.7	2.2
Professional and business services.....	938	1,197	927	4.5	5.5	4.3
Education and health services.....	510	698	606	2.2	2.9	2.5
Educational services.....	28	73	57	0.8	1.9	1.5
Health care and social assistance.....	482	625	549	2.4	3.1	2.7
Leisure and hospitality.....	524	949	856	4.1	6.2	5.6
Arts, entertainment, and recreation.....	39	107	82	2.5	5.1	3.9
Accommodation and food services.....	485	842	775	4.3	6.4	5.8
Other services.....	118	203	184	2.2	3.5	3.2
Government.....	200	317	235	0.9	1.4	1.1
Federal.....	40	61	44	1.4	2.1	1.5
State and local.....	160	256	191	0.8	1.3	1.0
State and local education.....	69	123	90	0.7	1.2	0.9
State and local, excluding education.....	91	133	101	1.0	1.5	1.1
<b>REGION<sup>3</sup></b>						
Northeast.....	613	902	715	2.3	3.3	2.6
South.....	1,660	2,510	1,940	3.1	4.6	3.5
Midwest.....	907	1,298	1,043	2.9	4.0	3.2
West.....	879	1,421	994	2.6	4.0	2.8

<sup>1</sup> Hires are the number of hires during the entire month.

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

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

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**Table 9. Total separations levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	5,416	5,652	5,716	3.8	3.8	3.8
<b>INDUSTRY</b>						
Total private.....	5,125	5,378	5,388	4.2	4.2	4.2
Mining and logging.....	20	15	15	3.3	2.3	2.3
Construction.....	398	401	357	5.4	5.3	4.8
Manufacturing.....	344	363	374	2.8	2.9	3.0
Durable goods.....	188	190	191	2.5	2.4	2.4
Nondurable goods.....	156	172	183	3.4	3.6	3.8
Trade, transportation, and utilities.....	1,172	1,242	1,320	4.2	4.4	4.6
Wholesale trade.....	130	155	125	2.3	2.7	2.2
Retail trade.....	752	842	897	4.8	5.3	5.6
Transportation, warehousing, and utilities.....	290	245	297	4.4	3.6	4.3
Information.....	67	83	116	2.5	2.9	4.1
Financial activities.....	145	178	160	1.6	2.0	1.8
Finance and insurance.....	95	121	106	1.4	1.8	1.6
Real estate and rental and leasing.....	50	57	54	2.3	2.5	2.3
Professional and business services.....	1,038	1,106	1,148	5.0	5.1	5.3
Education and health services.....	586	698	672	2.5	2.9	2.8
Educational services.....	81	63	64	2.4	1.6	1.7
Health care and social assistance.....	505	635	607	2.5	3.1	3.0
Leisure and hospitality.....	1,168	1,075	992	9.1	7.0	6.4
Arts, entertainment, and recreation.....	188	173	138	11.7	8.2	6.6
Accommodation and food services.....	981	902	854	8.7	6.8	6.4
Other services.....	187	218	234	3.4	3.8	4.0
Government.....	291	274	328	1.3	1.2	1.5
Federal.....	54	36	59	1.8	1.3	2.0
State and local.....	238	238	268	1.3	1.2	1.4
State and local education.....	95	97	126	1.0	0.9	1.2
State and local, excluding education.....	143	141	142	1.6	1.6	1.6
<b>REGION<sup>3</sup></b>						
Northeast.....	876	918	812	3.3	3.4	3.0
South.....	2,069	2,286	2,290	3.9	4.1	4.1
Midwest.....	1,152	1,232	1,269	3.7	3.8	3.9
West.....	1,320	1,215	1,345	3.9	3.5	3.8

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

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

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**Table 10. Quits levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	2,961	3,984	3,893	2.1	2.7	2.6
<b>INDUSTRY</b>						
Total private.....	2,830	3,799	3,714	2.3	3.0	2.9
Mining and logging.....	6	10	8	1.0	1.5	1.2
Construction.....	137	198	149	1.9	2.6	2.0
Manufacturing.....	194	248	255	1.6	2.0	2.0
Durable goods.....	108	136	129	1.4	1.7	1.7
Nondurable goods.....	86	112	125	1.8	2.4	2.6
Trade, transportation, and utilities.....	765	940	1,012	2.7	3.3	3.5
Wholesale trade.....	80	116	94	1.4	2.0	1.6
Retail trade.....	493	652	722	3.1	4.1	4.5
Transportation, warehousing, and utilities.....	192	172	196	2.9	2.5	2.8
Information.....	32	48	54	1.2	1.7	1.9
Financial activities.....	84	123	101	1.0	1.4	1.1
Finance and insurance.....	57	74	59	0.9	1.1	0.9
Real estate and rental and leasing.....	27	49	42	1.2	2.1	1.8
Professional and business services.....	502	729	704	2.4	3.4	3.3
Education and health services.....	419	559	496	1.8	2.3	2.1
Educational services.....	39	46	42	1.2	1.2	1.1
Health care and social assistance.....	380	513	454	1.9	2.5	2.2
Leisure and hospitality.....	604	836	802	4.7	5.4	5.2
Arts, entertainment, and recreation.....	56	61	72	3.5	2.9	3.4
Accommodation and food services.....	548	775	730	4.9	5.8	5.5
Other services.....	87	109	133	1.6	1.9	2.3
Government.....	131	185	179	0.6	0.8	0.8
Federal.....	20	21	21	0.7	0.7	0.7
State and local.....	112	164	158	0.6	0.8	0.8
State and local education.....	47	68	74	0.5	0.6	0.7
State and local, excluding education.....	65	96	84	0.7	1.1	1.0
<b>REGION<sup>3</sup></b>						
Northeast.....	357	574	535	1.4	2.1	2.0
South.....	1,292	1,677	1,637	2.4	3.0	3.0
Midwest.....	653	859	850	2.1	2.6	2.6
West.....	659	874	870	2.0	2.5	2.5

<sup>1</sup> Quits are the number of quits during the entire month.

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

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

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**Table 11. Layoffs and discharges levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	2,100	1,334	1,425	1.5	0.9	0.9
<b>INDUSTRY</b>						
Total private.....	2,015	1,289	1,352	1.7	1.0	1.1
Mining and logging.....	13	4	7	2.2	0.7	1.0
Construction.....	252	196	188	3.5	2.6	2.5
Manufacturing.....	119	85	93	1.0	0.7	0.7
Durable goods.....	62	36	45	0.8	0.5	0.6
Nondurable goods.....	57	49	48	1.2	1.0	1.0
Trade, transportation, and utilities.....	347	242	257	1.2	0.9	0.9
Wholesale trade.....	34	35	26	0.6	0.6	0.4
Retail trade.....	231	146	146	1.5	0.9	0.9
Transportation, warehousing, and utilities.....	82	61	85	1.2	0.9	1.2
Information.....	32	26	49	1.2	0.9	1.7
Financial activities.....	43	21	35	0.5	0.2	0.4
Finance and insurance.....	23	13	25	0.3	0.2	0.4
Real estate and rental and leasing.....	21	8	10	0.9	0.3	0.4
Professional and business services.....	465	298	342	2.3	1.4	1.6
Education and health services.....	124	106	143	0.5	0.4	0.6
Educational services.....	35	14	16	1.0	0.4	0.4
Health care and social assistance.....	89	92	127	0.4	0.5	0.6
Leisure and hospitality.....	531	213	148	4.1	1.4	1.0
Arts, entertainment, and recreation.....	129	108	60	8.0	5.1	2.9
Accommodation and food services.....	402	105	88	3.6	0.8	0.7
Other services.....	88	98	89	1.6	1.7	1.5
Government.....	85	45	73	0.4	0.2	0.3
Federal.....	13	5	20	0.4	0.2	0.7
State and local.....	73	39	53	0.4	0.2	0.3
State and local education.....	29	17	32	0.3	0.2	0.3
State and local, excluding education.....	44	22	21	0.5	0.2	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	449	289	213	1.7	1.1	0.8
South.....	630	477	522	1.2	0.9	0.9
Midwest.....	419	301	341	1.3	0.9	1.1
West.....	601	267	349	1.8	0.8	1.0

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

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

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**Table 12. Other separations levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>	Dec. 2020	Nov. 2021	Dec. 2021 <sup>p</sup>
Total.....	355	334	398	0.2	0.2	0.3
<b>INDUSTRY</b>						
Total private.....	280	290	322	0.2	0.2	0.3
Mining and logging.....	0	1	0	0.1	0.2	0.1
Construction.....	9	8	20	0.1	0.1	0.3
Manufacturing.....	31	29	26	0.3	0.2	0.2
Durable goods.....	17	19	17	0.2	0.2	0.2
Nondurable goods.....	14	11	10	0.3	0.2	0.2
Trade, transportation, and utilities.....	60	60	50	0.2	0.2	0.2
Wholesale trade.....	16	3	6	0.3	0.1	0.1
Retail trade.....	28	44	28	0.2	0.3	0.2
Transportation, warehousing, and utilities.....	17	13	16	0.3	0.2	0.2
Information.....	3	9	13	0.1	0.3	0.5
Financial activities.....	18	34	24	0.2	0.4	0.3
Finance and insurance.....	15	34	22	0.2	0.5	0.3
Real estate and rental and leasing.....	3	0	2	0.1	0.0	0.1
Professional and business services.....	70	79	102	0.3	0.4	0.5
Education and health services.....	43	32	33	0.2	0.1	0.1
Educational services.....	7	3	7	0.2	0.1	0.2
Health care and social assistance.....	36	30	26	0.2	0.1	0.1
Leisure and hospitality.....	33	26	42	0.3	0.2	0.3
Arts, entertainment, and recreation.....	3	4	6	0.2	0.2	0.3
Accommodation and food services.....	30	22	36	0.3	0.2	0.3
Other services.....	12	11	12	0.2	0.2	0.2
Government.....	75	44	76	0.3	0.2	0.3
Federal.....	21	10	18	0.7	0.3	0.6
State and local.....	54	35	58	0.3	0.2	0.3
State and local education.....	19	12	21	0.2	0.1	0.2
State and local, excluding education.....	35	23	37	0.4	0.3	0.4
<b>REGION<sup>3</sup></b>						
Northeast.....	69	55	64	0.3	0.2	0.2
South.....	146	132	131	0.3	0.2	0.2
Midwest.....	79	73	77	0.3	0.2	0.2
West.....	60	74	126	0.2	0.2	0.4

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> 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.

<sup>p</sup> 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.