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JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2016

The number of job openings was little changed at 5.5 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were also little changed at 5.3 million and 5.0 million, respectively. Within separations, the quits rate was little changed at 2.0 percent and the layoffs and discharges rate was unchanged at 1.1 percent. 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, December 2013 - December 2016

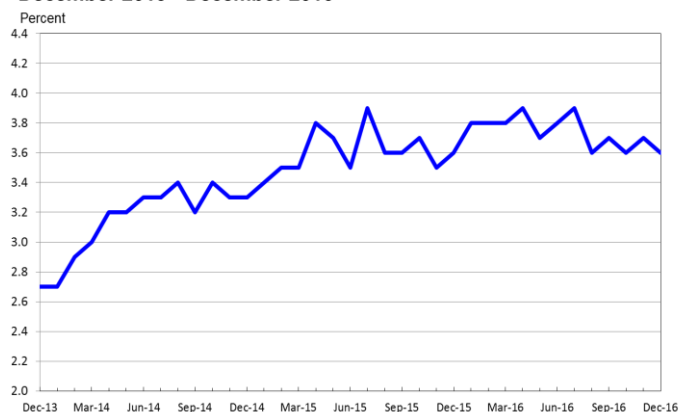
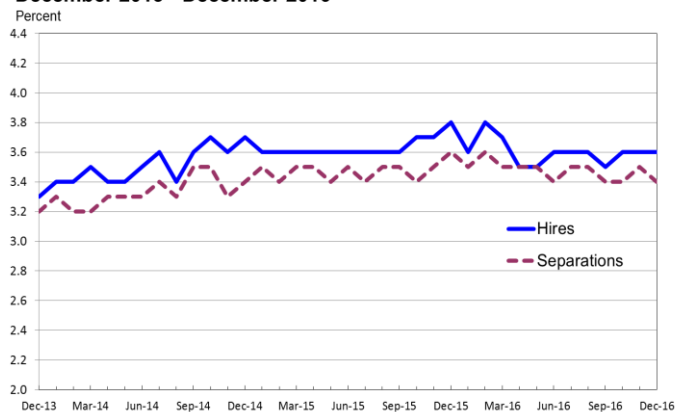


Chart 2. Hires and total separations rates, seasonally adjusted, December 2013 - December 2016



Job Openings

On the last business day of December, there were 5.5 million **job openings**, little changed from November. The job openings rate was 3.6 percent in December. The number of job openings was little changed for total private and decreased for government (-75,000). Job openings increased in other services (+50,000) and federal government (+13,000) but decreased in state and local government, excluding education (-85,000). The number of job openings was little changed in all four regions. (See table 1.)

Hires

The number of **hires** was essentially unchanged at 5.3 million in December. The hires rate was 3.6 percent. The number of hires was little changed for total private and decreased for government (-38,000). Hires decreased in state and local government, excluding education (-33,000), and in mining and logging (-7,000). The number of hires was little changed in all four regions. (See table 2.)

Separations

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

There were 5.0 million **total separations** in December, little changed from November. The total separations rate in December was 3.4 percent. The number of total separations was little changed for total private and decreased for government (-37,000). Total separations decreased in state and local government education (-28,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was little changed in December at 3.0 million. The quits rate was 2.0 percent. Over the month, the number of quits was little changed for total private and for government. Quits decreased in state and local government education (-14,000). The number of quits was little changed in all four regions. (See table 4.)

There were 1.6 million **layoffs and discharges** in December, essentially unchanged from November. The layoffs and discharges rate was 1.1 percent in December. The number of layoffs and discharges was little changed for total private and decreased for government (-27,000). The layoffs and discharges level increased in construction (+75,000) but decreased in health care and social assistance (-46,000), state and local government, excluding education (-15,000), and state and local government education (-12,000). Layoffs and discharges were little changed in all four regions. (See table 5.)

In December, the number of **other separations** was little changed for total nonfarm, total private, and government as well as in all industries and all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in December, hires totaled 62.5 million and separations totaled 60.1 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 January 2017 are scheduled to be released on Thursday, March 16, 2017 at 10:00 a.m. (EDT).

Revisions to the JOLTS Data

With the release of January 2017 data on March 16, 2017, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2012 forward are subject to revision.

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

Category	Job openings			Hires			Total separations		
	Dec. 2015	Nov. 2016	Dec. 2016 ^P	Dec. 2015	Nov. 2016	Dec. 2016 ^P	Dec. 2015	Nov. 2016	Dec. 2016 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,281	5,505	5,501	5,401	5,212	5,252	5,128	5,018	4,968
Total private.....	4,786	4,946	5,017	5,042	4,854	4,931	4,774	4,672	4,659
Mining and logging ¹	14	16	19	33	30	23	45	28	29
Construction ¹	124	174	148	322	332	388	283	318	363
Manufacturing.....	317	314	325	274	283	283	263	286	274
Durable goods ¹	174	181	183	163	166	163	162	165	153
Nondurable goods ¹	143	133	141	112	117	119	101	121	121
Trade, transportation, and utilities.....	822	1,016	1,034	1,087	1,015	1,010	1,074	1,021	973
Wholesale trade ¹	137	199	184	128	132	133	133	133	139
Retail trade.....	538	640	661	760	672	673	762	685	653
Transportation, warehousing, and utilities ¹	147	177	188	199	211	204	178	203	180
Information ¹	101	69	89	72	73	78	61	75	83
Financial activities.....	390	326	357	217	174	175	203	159	158
Finance and insurance.....	319	260	275	142	112	117	142	117	108
Real estate and rental and leasing ¹	71	66	82	75	62	58	62	42	50
Professional and business services.....	1,034	935	911	1,175	1,034	1,112	1,095	1,005	1,065
Education and health services.....	1,075	1,148	1,193	641	655	649	578	609	589
Educational services ¹	93	83	93	84	82	81	74	69	75
Health care and social assistance.....	982	1,065	1,100	557	573	569	504	540	514
Leisure and hospitality.....	710	758	703	1,024	1,048	1,028	1,003	997	954
Arts, entertainment, and recreation.....	62	102	99	151	156	185	141	144	163
Accommodation and food services.....	648	656	604	873	891	842	862	853	792
Other services ¹	199	190	240	198	209	185	168	173	171
Government.....	495	558	483	359	359	321	354	346	309
Federal ¹	80	82	95	45	41	42	40	41	41
State and local.....	415	477	388	314	318	279	314	306	268
State and local education.....	171	151	147	165	144	138	161	148	120
State and local, excluding education ¹	245	326	241	149	174	141	153	158	148
RATES BY INDUSTRY (percent)									
Total.....	3.6	3.7	3.6	3.8	3.6	3.6	3.6	3.5	3.4
Total private.....	3.8	3.9	3.9	4.2	3.9	4.0	3.9	3.8	3.8
Mining and logging ¹	1.8	2.3	2.8	4.3	4.5	3.4	5.9	4.1	4.3
Construction ¹	1.8	2.5	2.2	4.9	4.9	5.8	4.3	4.7	5.4
Manufacturing.....	2.5	2.5	2.6	2.2	2.3	2.3	2.1	2.3	2.2
Durable goods ¹	2.2	2.3	2.3	2.1	2.2	2.1	2.1	2.2	2.0
Nondurable goods ¹	3.0	2.8	3.0	2.4	2.6	2.6	2.2	2.6	2.6
Trade, transportation, and utilities.....	2.9	3.6	3.6	4.0	3.7	3.7	4.0	3.7	3.5
Wholesale trade ¹	2.3	3.2	3.0	2.2	2.2	2.2	2.3	2.2	2.3
Retail trade.....	3.3	3.8	4.0	4.8	4.2	4.2	4.8	4.3	4.1
Transportation, warehousing, and utilities ¹	2.6	3.1	3.3	3.7	3.8	3.7	3.3	3.7	3.3
Information ¹	3.5	2.4	3.1	2.6	2.6	2.8	2.2	2.7	3.0
Financial activities.....	4.5	3.8	4.1	2.6	2.1	2.1	2.5	1.9	1.9
Finance and insurance.....	5.0	4.0	4.3	2.3	1.8	1.9	2.3	1.9	1.7
Real estate and rental and leasing ¹	3.3	3.0	3.7	3.6	2.9	2.7	2.9	2.0	2.3
Professional and business services.....	4.9	4.4	4.3	5.9	5.0	5.4	5.5	4.9	5.2
Education and health services.....	4.6	4.8	4.9	2.9	2.9	2.8	2.6	2.7	2.6
Educational services ¹	2.6	2.3	2.5	2.4	2.3	2.3	2.1	1.9	2.1
Health care and social assistance.....	4.9	5.2	5.4	2.9	3.0	2.9	2.7	2.8	2.6
Leisure and hospitality.....	4.4	4.6	4.3	6.7	6.7	6.6	6.5	6.4	6.1
Arts, entertainment, and recreation.....	2.7	4.3	4.3	6.9	7.0	8.3	6.5	6.4	7.3
Accommodation and food services.....	4.7	4.7	4.3	6.6	6.7	6.3	6.6	6.4	5.9
Other services ¹	3.4	3.2	4.0	3.5	3.7	3.2	3.0	3.0	3.0

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. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Government.....	2.2	2.5	2.1	1.6	1.6	1.4	1.6	1.6	1.4
Federal ¹	2.8	2.8	3.3	1.6	1.5	1.5	1.4	1.5	1.5
State and local.....	2.1	2.4	2.0	1.6	1.6	1.4	1.6	1.6	1.4
State and local education.....	1.6	1.4	1.4	1.6	1.4	1.3	1.6	1.4	1.2
State and local, excluding education ¹	2.6	3.5	2.6	1.6	1.9	1.5	1.7	1.7	1.6

¹ No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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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 2012 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					
	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p
Total.....	5,281	5,453	5,631	5,451	5,505	5,501	3.6	3.6	3.7	3.6	3.7	3.6
INDUSTRY												
Total private.....	4,786	4,941	5,112	4,951	4,946	5,017	3.8	3.9	4.0	3.9	3.9	3.9
Mining and logging ³	14	11	20	14	16	19	1.8	1.6	2.8	2.0	2.3	2.8
Construction ³	124	192	221	193	174	148	1.8	2.8	3.2	2.8	2.5	2.2
Manufacturing.....	317	326	328	320	314	325	2.5	2.6	2.6	2.5	2.5	2.6
Durable goods ³	174	185	206	197	181	183	2.2	2.4	2.6	2.5	2.3	2.3
Nondurable goods ³	143	141	122	123	133	141	3.0	3.0	2.6	2.6	2.8	3.0
Trade, transportation, and utilities.....	822	997	1,020	1,024	1,016	1,034	2.9	3.5	3.6	3.6	3.6	3.6
Wholesale trade ³	137	160	169	181	199	184	2.3	2.6	2.8	3.0	3.2	3.0
Retail trade.....	538	628	663	653	640	661	3.3	3.8	4.0	3.9	3.8	4.0
Transportation, warehousing, and utilities ³	147	208	188	190	177	188	2.6	3.7	3.3	3.4	3.1	3.3
Information ³	101	83	97	76	69	89	3.5	2.9	3.4	2.7	2.4	3.1
Financial activities.....	390	332	355	331	326	357	4.5	3.8	4.1	3.8	3.8	4.1
Finance and insurance.....	319	253	265	257	260	275	5.0	3.9	4.1	4.0	4.0	4.3
Real estate and rental and leasing ³ ...	71	79	89	74	66	82	3.3	3.5	4.0	3.3	3.0	3.7
Professional and business services....	1,034	1,022	1,113	980	935	911	4.9	4.8	5.2	4.6	4.4	4.3
Education and health services.....	1,075	1,041	1,072	1,159	1,148	1,193	4.6	4.4	4.5	4.8	4.8	4.9
Educational services ³	93	95	102	90	83	93	2.6	2.6	2.8	2.5	2.3	2.5
Health care and social assistance....	982	946	970	1,069	1,065	1,100	4.9	4.7	4.8	5.3	5.2	5.4
Leisure and hospitality.....	710	749	710	670	758	703	4.4	4.6	4.4	4.1	4.6	4.3
Arts, entertainment, and recreation. ...	62	74	67	82	102	99	2.7	3.2	2.9	3.5	4.3	4.3
Accommodation and food services. ...	648	675	642	589	656	604	4.7	4.8	4.6	4.2	4.7	4.3
Other services ³	199	189	177	182	190	240	3.4	3.2	3.0	3.1	3.2	4.0
Government.....	495	511	519	501	558	483	2.2	2.3	2.3	2.2	2.5	2.1
Federal ³	80	88	101	82	82	95	2.8	3.0	3.5	2.8	2.8	3.3
State and local.....	415	424	419	419	477	388	2.1	2.1	2.1	2.1	2.4	2.0
State and local education.....	171	147	130	131	151	147	1.6	1.4	1.2	1.3	1.4	1.4
State and local, excluding education ³	245	276	289	288	326	241	2.6	3.0	3.1	3.1	3.5	2.6
REGION⁴												
Northeast.....	887	944	1,034	980	960	1,001	3.2	3.4	3.7	3.5	3.4	3.6
South.....	1,981	1,961	2,028	1,984	2,030	1,924	3.7	3.6	3.7	3.6	3.7	3.5
Midwest.....	1,100	1,223	1,270	1,247	1,221	1,232	3.3	3.6	3.8	3.7	3.6	3.7
West.....	1,313	1,324	1,299	1,240	1,294	1,343	3.9	3.9	3.8	3.6	3.8	3.9

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p
Total.....	5,401	5,268	5,121	5,160	5,212	5,252	3.8	3.6	3.5	3.6	3.6	3.6
INDUSTRY												
Total private.....	5,042	4,888	4,757	4,804	4,854	4,931	4.2	4.0	3.9	3.9	3.9	4.0
Mining and logging.....	33	31	28	32	30	23	4.3	4.6	4.2	4.7	4.5	3.4
Construction.....	322	337	314	331	332	388	4.9	5.1	4.7	4.9	4.9	5.8
Manufacturing.....	274	274	279	274	283	283	2.2	2.2	2.3	2.2	2.3	2.3
Durable goods.....	163	152	163	159	166	163	2.1	2.0	2.1	2.1	2.2	2.1
Nondurable goods.....	112	122	116	114	117	119	2.4	2.6	2.5	2.5	2.6	2.6
Trade, transportation, and utilities.....	1,087	1,091	1,097	1,083	1,015	1,010	4.0	4.0	4.0	4.0	3.7	3.7
Wholesale trade.....	128	160	136	132	132	133	2.2	2.7	2.3	2.2	2.2	2.2
Retail trade.....	760	752	769	739	672	673	4.8	4.7	4.8	4.6	4.2	4.2
Transportation, warehousing, and utilities.....	199	179	193	212	211	204	3.7	3.3	3.5	3.9	3.8	3.7
Information.....	72	71	80	71	73	78	2.6	2.6	2.9	2.5	2.6	2.8
Financial activities.....	217	192	170	170	174	175	2.6	2.3	2.0	2.0	2.1	2.1
Finance and insurance.....	142	133	110	106	112	117	2.3	2.2	1.8	1.7	1.8	1.9
Real estate and rental and leasing. . .	75	59	60	63	62	58	3.6	2.8	2.8	2.9	2.9	2.7
Professional and business services. . . .	1,175	1,072	1,080	1,043	1,034	1,112	5.9	5.3	5.3	5.1	5.0	5.4
Education and health services.....	641	634	616	646	655	649	2.9	2.8	2.7	2.8	2.9	2.8
Educational services.....	84	92	87	75	82	81	2.4	2.6	2.4	2.1	2.3	2.3
Health care and social assistance. . . .	557	543	528	571	573	569	2.9	2.8	2.7	3.0	3.0	2.9
Leisure and hospitality.....	1,024	1,005	909	972	1,048	1,028	6.7	6.5	5.8	6.2	6.7	6.6
Arts, entertainment, and recreation. . .	151	174	119	148	156	185	6.9	7.7	5.3	6.6	7.0	8.3
Accommodation and food services. . .	873	831	790	824	891	842	6.6	6.2	5.9	6.2	6.7	6.3
Other services.....	198	180	185	183	209	185	3.5	3.2	3.2	3.2	3.7	3.2
Government.....	359	380	365	356	359	321	1.6	1.7	1.6	1.6	1.6	1.4
Federal.....	45	40	40	42	41	42	1.6	1.4	1.4	1.5	1.5	1.5
State and local.....	314	339	325	314	318	279	1.6	1.7	1.7	1.6	1.6	1.4
State and local education.....	165	160	159	134	144	138	1.6	1.5	1.5	1.3	1.4	1.3
State and local, excluding education.....	149	180	165	180	174	141	1.6	2.0	1.8	2.0	1.9	1.5
REGION³												
Northeast.....	827	895	802	864	822	842	3.1	3.3	3.0	3.2	3.1	3.1
South.....	2,109	2,002	2,000	2,061	1,991	2,058	4.0	3.8	3.8	3.9	3.8	3.9
Midwest.....	1,249	1,182	1,141	1,131	1,196	1,161	3.9	3.7	3.5	3.5	3.7	3.6
West.....	1,216	1,189	1,178	1,104	1,204	1,191	3.7	3.6	3.6	3.4	3.6	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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p
Total.....	5,128	5,052	4,936	4,966	5,018	4,968	3.6	3.5	3.4	3.4	3.5	3.4
INDUSTRY												
Total private.....	4,774	4,696	4,578	4,631	4,672	4,659	3.9	3.8	3.7	3.8	3.8	3.8
Mining and logging.....	45	31	26	33	28	29	5.9	4.6	3.9	4.9	4.1	4.3
Construction.....	283	327	296	311	318	363	4.3	4.9	4.4	4.6	4.7	5.4
Manufacturing.....	263	268	278	269	286	274	2.1	2.2	2.3	2.2	2.3	2.2
Durable goods.....	162	157	166	157	165	153	2.1	2.1	2.2	2.0	2.2	2.0
Nondurable goods.....	101	111	112	113	121	121	2.2	2.4	2.4	2.4	2.6	2.6
Trade, transportation, and utilities.....	1,074	1,009	1,039	1,046	1,021	973	4.0	3.7	3.8	3.8	3.7	3.5
Wholesale trade.....	133	147	117	121	133	139	2.3	2.5	2.0	2.0	2.2	2.3
Retail trade.....	762	707	722	736	685	653	4.8	4.4	4.5	4.6	4.3	4.1
Transportation, warehousing, and utilities.....	178	156	199	189	203	180	3.3	2.8	3.6	3.4	3.7	3.3
Information.....	61	72	89	72	75	83	2.2	2.6	3.2	2.6	2.7	3.0
Financial activities.....	203	186	163	156	159	158	2.5	2.2	2.0	1.9	1.9	1.9
Finance and insurance.....	142	123	107	98	117	108	2.3	2.0	1.7	1.6	1.9	1.7
Real estate and rental and leasing. . .	62	63	56	59	42	50	2.9	2.9	2.6	2.7	2.0	2.3
Professional and business services. . . .	1,095	1,008	1,009	1,016	1,005	1,065	5.5	5.0	5.0	5.0	4.9	5.2
Education and health services.....	578	595	560	591	609	589	2.6	2.6	2.5	2.6	2.7	2.6
Educational services.....	74	85	69	68	69	75	2.1	2.4	1.9	1.9	1.9	2.1
Health care and social assistance. . .	504	510	491	523	540	514	2.7	2.7	2.5	2.7	2.8	2.6
Leisure and hospitality.....	1,003	988	928	965	997	954	6.5	6.4	6.0	6.2	6.4	6.1
Arts, entertainment, and recreation. . .	141	193	147	149	144	163	6.5	8.6	6.6	6.7	6.4	7.3
Accommodation and food services. . .	862	795	781	815	853	792	6.6	6.0	5.9	6.1	6.4	5.9
Other services.....	168	211	191	173	173	171	3.0	3.7	3.3	3.0	3.0	3.0
Government.....	354	357	357	334	346	309	1.6	1.6	1.6	1.5	1.6	1.4
Federal.....	40	37	37	33	41	41	1.4	1.3	1.3	1.2	1.5	1.5
State and local.....	314	320	320	302	306	268	1.6	1.6	1.7	1.6	1.6	1.4
State and local education.....	161	162	152	137	148	120	1.6	1.6	1.5	1.3	1.4	1.2
State and local, excluding education.....	153	157	169	165	158	148	1.7	1.7	1.9	1.8	1.7	1.6
REGION³												
Northeast.....	855	876	799	791	848	827	3.2	3.3	3.0	2.9	3.2	3.1
South.....	2,011	1,960	1,922	1,927	1,954	1,890	3.9	3.7	3.6	3.7	3.7	3.6
Midwest.....	1,105	1,052	1,037	1,119	1,079	1,088	3.5	3.3	3.2	3.5	3.3	3.3
West.....	1,156	1,164	1,178	1,128	1,137	1,163	3.6	3.5	3.6	3.4	3.4	3.5

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p
Total.....	3,088	3,009	3,052	3,023	3,077	2,979	2.2	2.1	2.1	2.1	2.1	2.0
INDUSTRY												
Total private.....	2,922	2,847	2,867	2,861	2,914	2,825	2.4	2.3	2.3	2.3	2.4	2.3
Mining and logging.....	16	13	13	13	14	15	2.1	1.9	1.9	2.0	2.0	2.2
Construction.....	137	137	124	128	151	121	2.1	2.1	1.9	1.9	2.2	1.8
Manufacturing.....	133	140	150	155	163	160	1.1	1.1	1.2	1.3	1.3	1.3
Durable goods.....	80	76	85	86	93	84	1.0	1.0	1.1	1.1	1.2	1.1
Nondurable goods.....	54	64	64	69	69	76	1.2	1.4	1.4	1.5	1.5	1.7
Trade, transportation, and utilities.....	719	651	654	675	661	640	2.7	2.4	2.4	2.5	2.4	2.3
Wholesale trade.....	81	90	71	72	91	96	1.4	1.5	1.2	1.2	1.5	1.6
Retail trade.....	518	475	462	492	457	446	3.3	3.0	2.9	3.1	2.9	2.8
Transportation, warehousing, and utilities.....	120	85	121	111	113	99	2.2	1.6	2.2	2.0	2.0	1.8
Information.....	35	38	57	40	37	43	1.3	1.4	2.1	1.4	1.3	1.6
Financial activities.....	122	105	86	91	83	77	1.5	1.3	1.0	1.1	1.0	0.9
Finance and insurance.....	87	68	57	64	64	59	1.4	1.1	0.9	1.0	1.0	0.9
Real estate and rental and leasing ³ ...	36	37	29	27	19	18	1.7	1.7	1.3	1.2	0.9	0.8
Professional and business services.....	614	598	597	588	620	612	3.1	2.9	2.9	2.9	3.0	3.0
Education and health services.....	385	375	411	396	394	407	1.7	1.6	1.8	1.7	1.7	1.8
Educational services.....	49	51	45	38	43	40	1.4	1.5	1.3	1.1	1.2	1.1
Health care and social assistance.....	336	324	366	358	351	367	1.8	1.7	1.9	1.9	1.8	1.9
Leisure and hospitality.....	671	639	671	668	709	669	4.4	4.1	4.3	4.3	4.5	4.3
Arts, entertainment, and recreation... ..	60	63	73	69	75	74	2.7	2.8	3.3	3.1	3.3	3.3
Accommodation and food services... ..	611	576	599	600	634	595	4.6	4.3	4.5	4.5	4.7	4.4
Other services ³	89	150	103	108	84	81	1.6	2.6	1.8	1.9	1.5	1.4
Government.....	166	162	185	163	163	153	0.8	0.7	0.8	0.7	0.7	0.7
Federal.....	13	13	13	12	16	14	0.5	0.5	0.5	0.4	0.6	0.5
State and local.....	153	149	172	151	148	140	0.8	0.8	0.9	0.8	0.8	0.7
State and local education.....	75	76	78	73	76	62	0.7	0.7	0.8	0.7	0.7	0.6
State and local, excluding education.....	78	73	93	77	72	78	0.9	0.8	1.0	0.9	0.8	0.9
REGION⁴												
Northeast.....	445	433	419	428	477	442	1.7	1.6	1.6	1.6	1.8	1.6
South.....	1,286	1,214	1,242	1,210	1,246	1,194	2.5	2.3	2.4	2.3	2.4	2.3
Midwest.....	656	625	648	678	667	639	2.0	1.9	2.0	2.1	2.1	2.0
West.....	701	737	743	707	687	703	2.2	2.2	2.3	2.1	2.1	2.1

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p
Total.....	1,672	1,692	1,513	1,569	1,619	1,635	1.2	1.2	1.0	1.1	1.1	1.1
INDUSTRY												
Total private.....	1,549	1,557	1,402	1,460	1,496	1,539	1.3	1.3	1.1	1.2	1.2	1.3
Mining and logging ³	26	13	8	13	10	8	3.4	1.9	1.2	1.9	1.5	1.2
Construction.....	138	171	153	169	148	223	2.1	2.6	2.3	2.5	2.2	3.3
Manufacturing.....	104	110	100	92	101	94	0.8	0.9	0.8	0.8	0.8	0.8
Durable goods.....	65	70	60	56	56	55	0.8	0.9	0.8	0.7	0.7	0.7
Nondurable goods.....	39	40	40	37	45	40	0.9	0.9	0.9	0.8	1.0	0.9
Trade, transportation, and utilities.....	266	276	294	269	291	249	1.0	1.0	1.1	1.0	1.1	0.9
Wholesale trade ³	39	48	33	35	31	30	0.7	0.8	0.6	0.6	0.5	0.5
Retail trade.....	177	175	205	171	188	151	1.1	1.1	1.3	1.1	1.2	0.9
Transportation, warehousing, and utilities.....	50	54	57	63	72	68	0.9	1.0	1.0	1.1	1.3	1.2
Information.....	19	24	21	20	28	27	0.7	0.9	0.8	0.7	1.0	1.0
Financial activities.....	62	51	52	50	55	60	0.8	0.6	0.6	0.6	0.7	0.7
Finance and insurance.....	38	32	29	22	33	30	0.6	0.5	0.5	0.3	0.5	0.5
Real estate and rental and leasing. . .	24	18	23	29	23	30	1.1	0.9	1.1	1.3	1.1	1.4
Professional and business services. . . .	414	358	352	368	342	391	2.1	1.8	1.7	1.8	1.7	1.9
Education and health services.....	149	179	108	160	185	145	0.7	0.8	0.5	0.7	0.8	0.6
Educational services.....	22	26	19	27	24	31	0.6	0.7	0.5	0.8	0.7	0.9
Health care and social assistance. . . .	127	153	89	133	160	114	0.7	0.8	0.5	0.7	0.8	0.6
Leisure and hospitality.....	298	317	231	264	254	258	1.9	2.0	1.5	1.7	1.6	1.6
Arts, entertainment, and recreation. . .	80	125	71	78	68	87	3.6	5.5	3.2	3.5	3.0	3.9
Accommodation and food services. . .	219	192	161	186	187	171	1.7	1.4	1.2	1.4	1.4	1.3
Other services.....	72	58	82	54	81	84	1.3	1.0	1.4	0.9	1.4	1.5
Government.....	123	134	111	109	123	96	0.6	0.6	0.5	0.5	0.6	0.4
Federal.....	10	13	12	11	14	15	0.4	0.5	0.4	0.4	0.5	0.5
State and local.....	113	122	100	99	108	81	0.6	0.6	0.5	0.5	0.6	0.4
State and local education.....	61	64	49	39	49	37	0.6	0.6	0.5	0.4	0.5	0.4
State and local, excluding education.....	52	58	50	60	59	44	0.6	0.6	0.6	0.7	0.7	0.5
REGION⁴												
Northeast.....	324	372	308	299	307	323	1.2	1.4	1.1	1.1	1.1	1.2
South.....	601	601	537	575	579	552	1.2	1.1	1.0	1.1	1.1	1.0
Midwest.....	374	356	315	351	352	378	1.2	1.1	1.0	1.1	1.1	1.2
West.....	372	362	353	344	381	381	1.1	1.1	1.1	1.0	1.2	1.2

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016 ^p
Total.....	368	351	370	373	322	355	0.3	0.2	0.3	0.3	0.2	0.2
INDUSTRY												
Total private.....	303	291	310	311	261	296	0.3	0.2	0.3	0.3	0.2	0.2
Mining and logging.....	3	5	6	7	4	6	0.3	0.7	0.8	1.0	0.6	0.8
Construction ³	8	19	18	14	19	20	0.1	0.3	0.3	0.2	0.3	0.3
Manufacturing.....	26	18	28	22	23	20	0.2	0.1	0.2	0.2	0.2	0.2
Durable goods.....	17	11	21	15	16	15	0.2	0.1	0.3	0.2	0.2	0.2
Nondurable goods ³	8	7	7	7	7	5	0.2	0.1	0.2	0.2	0.2	0.1
Trade, transportation, and utilities.....	89	82	90	103	69	83	0.3	0.3	0.3	0.4	0.3	0.3
Wholesale trade.....	14	9	13	13	11	13	0.2	0.2	0.2	0.2	0.2	0.2
Retail trade.....	68	57	55	74	40	56	0.4	0.4	0.3	0.5	0.2	0.4
Transportation, warehousing, and utilities ³	8	16	22	15	18	14	0.1	0.3	0.4	0.3	0.3	0.2
Information ³	7	10	11	12	9	12	0.3	0.4	0.4	0.4	0.3	0.4
Financial activities.....	19	31	25	15	21	21	0.2	0.4	0.3	0.2	0.3	0.3
Finance and insurance.....	17	23	21	12	20	19	0.3	0.4	0.3	0.2	0.3	0.3
Real estate and rental and leasing ³ ...	2	7	4	3	1	2	0.1	0.3	0.2	0.2	0.0	0.1
Professional and business services.....	66	52	60	60	44	63	0.3	0.3	0.3	0.3	0.2	0.3
Education and health services.....	44	40	40	35	30	36	0.2	0.2	0.2	0.2	0.1	0.2
Educational services ³	4	7	5	3	1	4	0.1	0.2	0.1	0.1	0.0	0.1
Health care and social assistance ³ ...	40	33	35	32	29	32	0.2	0.2	0.2	0.2	0.1	0.2
Leisure and hospitality.....	34	32	26	32	34	28	0.2	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	2	5	4	2	2	3	0.1	0.2	0.2	0.1	0.1	0.1
Accommodation and food services ³ ...	32	27	22	30	32	25	0.2	0.2	0.2	0.2	0.2	0.2
Other services ³	7	3	5	11	7	6	0.1	0.1	0.1	0.2	0.1	0.1
Government.....	65	60	61	62	61	59	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	17	11	12	10	11	12	0.6	0.4	0.4	0.4	0.4	0.4
State and local.....	48	49	49	52	50	47	0.2	0.3	0.3	0.3	0.3	0.2
State and local education.....	25	22	24	24	24	22	0.2	0.2	0.2	0.2	0.2	0.2
State and local, excluding education.....	23	27	25	28	26	26	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	86	71	72	64	63	62	0.3	0.3	0.3	0.2	0.2	0.2
South.....	125	145	143	143	128	144	0.2	0.3	0.3	0.3	0.2	0.3
Midwest.....	75	70	74	90	61	71	0.2	0.2	0.2	0.3	0.2	0.2
West.....	82	65	81	77	69	78	0.3	0.2	0.2	0.2	0.2	0.2

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

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Total.....	4,844	5,233	5,040	3.3	3.5	3.3
INDUSTRY						
Total private.....	4,368	4,686	4,573	3.5	3.6	3.6
Mining and logging.....	14	16	19	1.8	2.3	2.7
Construction.....	124	174	148	1.9	2.5	2.2
Manufacturing.....	317	314	325	2.5	2.5	2.6
Durable goods.....	174	181	183	2.2	2.3	2.3
Nondurable goods.....	143	133	141	3.0	2.8	3.0
Trade, transportation, and utilities.....	717	957	933	2.5	3.3	3.2
Wholesale trade.....	137	199	184	2.3	3.2	3.0
Retail trade.....	433	581	560	2.6	3.4	3.3
Transportation, warehousing, and utilities.....	147	177	188	2.5	3.1	3.2
Information.....	101	69	89	3.5	2.4	3.1
Financial activities.....	350	303	337	4.1	3.5	3.9
Finance and insurance.....	279	238	256	4.4	3.7	4.0
Real estate and rental and leasing.....	71	66	82	3.3	3.0	3.7
Professional and business services.....	959	882	809	4.6	4.1	3.8
Education and health services.....	1,015	1,107	1,149	4.3	4.6	4.7
Educational services.....	93	83	93	2.5	2.2	2.5
Health care and social assistance.....	923	1,024	1,056	4.6	5.0	5.2
Leisure and hospitality.....	571	672	525	3.7	4.2	3.3
Arts, entertainment, and recreation.....	43	84	69	2.1	3.9	3.3
Accommodation and food services.....	529	588	456	3.9	4.2	3.3
Other services.....	199	190	240	3.4	3.2	4.0
Government.....	475	547	467	2.1	2.4	2.0
Federal.....	80	82	95	2.8	2.8	3.3
State and local.....	396	466	372	2.0	2.3	1.9
State and local education.....	151	139	131	1.4	1.3	1.2
State and local, excluding education.....	245	326	241	2.7	3.5	2.6
REGION³						
Northeast.....	811	914	928	2.9	3.3	3.3
South.....	1,854	1,897	1,790	3.4	3.4	3.3
Midwest.....	1,016	1,201	1,142	3.1	3.5	3.4
West.....	1,161	1,221	1,181	3.4	3.5	3.4

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Total.....	3,919	4,823	3,809	2.7	3.3	2.6
INDUSTRY						
Total private.....	3,697	4,544	3,614	3.0	3.7	2.9
Mining and logging.....	22	27	16	2.8	3.9	2.3
Construction.....	183	254	224	2.8	3.7	3.4
Manufacturing.....	183	233	189	1.5	1.9	1.5
Durable goods.....	109	138	109	1.4	1.8	1.4
Nondurable goods.....	74	95	79	1.6	2.1	1.7
Trade, transportation, and utilities.....	874	1,316	812	3.1	4.7	2.9
Wholesale trade.....	94	97	95	1.6	1.6	1.6
Retail trade.....	577	909	499	3.5	5.5	3.0
Transportation, warehousing, and utilities.....	203	309	218	3.6	5.5	3.8
Information.....	57	69	63	2.0	2.5	2.3
Financial activities.....	160	153	131	2.0	1.8	1.6
Finance and insurance.....	106	99	89	1.7	1.6	1.4
Real estate and rental and leasing.....	54	54	42	2.6	2.5	1.9
Professional and business services.....	894	928	860	4.5	4.5	4.2
Education and health services.....	469	527	471	2.1	2.3	2.0
Educational services.....	42	48	38	1.2	1.3	1.0
Health care and social assistance.....	427	479	433	2.3	2.5	2.2
Leisure and hospitality.....	722	869	731	4.8	5.7	4.8
Arts, entertainment, and recreation.....	103	106	128	5.1	5.1	6.2
Accommodation and food services.....	619	763	604	4.8	5.8	4.6
Other services.....	133	167	118	2.4	2.9	2.1
Government.....	222	280	195	1.0	1.2	0.9
Federal.....	37	53	36	1.3	1.9	1.3
State and local.....	184	227	159	0.9	1.1	0.8
State and local education.....	86	92	68	0.8	0.9	0.6
State and local, excluding education.....	99	135	91	1.1	1.5	1.0
REGION³						
Northeast.....	609	755	616	2.3	2.8	2.3
South.....	1,524	1,825	1,503	2.9	3.4	2.8
Midwest.....	900	1,113	832	2.8	3.4	2.5
West.....	886	1,130	858	2.7	3.4	2.6

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Total.....	4,822	4,367	4,698	3.3	3.0	3.2
INDUSTRY						
Total private.....	4,511	4,125	4,428	3.7	3.3	3.6
Mining and logging.....	41	25	27	5.4	3.6	3.9
Construction.....	304	311	428	4.7	4.6	6.5
Manufacturing.....	234	248	237	1.9	2.0	1.9
Durable goods.....	141	139	127	1.8	1.8	1.7
Nondurable goods.....	93	109	110	2.0	2.4	2.4
Trade, transportation, and utilities.....	1,102	889	980	4.0	3.2	3.5
Wholesale trade.....	109	109	114	1.9	1.8	1.9
Retail trade.....	780	593	660	4.8	3.6	4.0
Transportation, warehousing, and utilities.....	212	187	206	3.8	3.3	3.6
Information.....	53	69	76	1.9	2.5	2.7
Financial activities.....	189	139	152	2.3	1.7	1.8
Finance and insurance.....	131	96	104	2.2	1.6	1.7
Real estate and rental and leasing.....	58	43	48	2.8	2.0	2.2
Professional and business services.....	1,064	881	1,043	5.3	4.3	5.1
Education and health services.....	504	480	506	2.2	2.1	2.2
Educational services.....	55	37	55	1.5	1.0	1.5
Health care and social assistance.....	448	443	451	2.4	2.3	2.3
Leisure and hospitality.....	867	915	819	5.8	6.0	5.4
Arts, entertainment, and recreation.....	109	146	129	5.4	7.0	6.3
Accommodation and food services.....	758	768	690	5.8	5.8	5.2
Other services.....	154	167	160	2.7	2.9	2.8
Government.....	311	242	270	1.4	1.1	1.2
Federal.....	37	37	38	1.3	1.3	1.3
State and local.....	275	206	232	1.4	1.0	1.2
State and local education.....	134	70	96	1.3	0.6	0.9
State and local, excluding education.....	141	136	137	1.6	1.5	1.5
REGION³						
Northeast.....	842	737	824	3.2	2.7	3.0
South.....	1,828	1,641	1,721	3.5	3.1	3.2
Midwest.....	1,100	1,001	1,091	3.4	3.1	3.3
West.....	1,052	988	1,063	3.2	3.0	3.2

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Total.....	2,604	2,565	2,507	1.8	1.8	1.7
INDUSTRY						
Total private.....	2,476	2,455	2,387	2.0	2.0	1.9
Mining and logging.....	12	12	13	1.6	1.7	1.9
Construction.....	106	117	94	1.6	1.7	1.4
Manufacturing.....	97	126	119	0.8	1.0	1.0
Durable goods.....	58	72	60	0.7	0.9	0.8
Nondurable goods.....	39	53	59	0.9	1.2	1.3
Trade, transportation, and utilities.....	654	563	574	2.3	2.0	2.0
Wholesale trade.....	58	70	70	1.0	1.2	1.2
Retail trade.....	471	387	403	2.9	2.4	2.4
Transportation, warehousing, and utilities.....	125	106	101	2.2	1.9	1.8
Information.....	28	32	37	1.0	1.2	1.3
Financial activities.....	107	66	65	1.3	0.8	0.8
Finance and insurance.....	71	48	47	1.2	0.8	0.8
Real estate and rental and leasing.....	36	19	18	1.7	0.9	0.8
Professional and business services.....	527	534	525	2.6	2.6	2.5
Education and health services.....	317	305	335	1.4	1.3	1.4
Educational services.....	34	25	27	0.9	0.7	0.7
Health care and social assistance.....	283	280	308	1.5	1.4	1.6
Leisure and hospitality.....	539	616	543	3.6	4.0	3.6
Arts, entertainment, and recreation.....	43	56	53	2.1	2.7	2.6
Accommodation and food services.....	496	560	490	3.8	4.2	3.7
Other services.....	89	84	81	1.6	1.5	1.4
Government.....	129	110	120	0.6	0.5	0.5
Federal.....	11	13	11	0.4	0.5	0.4
State and local.....	118	97	109	0.6	0.5	0.6
State and local education.....	54	42	44	0.5	0.4	0.4
State and local, excluding education.....	64	54	65	0.7	0.6	0.7
REGION³						
Northeast.....	365	389	367	1.4	1.4	1.4
South.....	1,080	1,030	998	2.1	1.9	1.9
Midwest.....	558	581	541	1.7	1.8	1.7
West.....	601	565	601	1.8	1.7	1.8

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		
	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Total.....	1,844	1,525	1,822	1.3	1.0	1.2
INDUSTRY						
Total private.....	1,727	1,432	1,735	1.4	1.2	1.4
Mining and logging.....	26	10	8	3.4	1.5	1.2
Construction.....	190	176	314	2.9	2.6	4.8
Manufacturing.....	112	105	98	0.9	0.9	0.8
Durable goods.....	67	57	53	0.9	0.7	0.7
Nondurable goods.....	45	48	45	1.0	1.1	1.0
Trade, transportation, and utilities.....	369	268	328	1.3	1.0	1.2
Wholesale trade.....	39	31	30	0.7	0.5	0.5
Retail trade.....	250	174	206	1.5	1.1	1.2
Transportation, warehousing, and utilities.....	80	62	91	1.4	1.1	1.6
Information.....	18	28	27	0.6	1.0	1.0
Financial activities.....	60	50	63	0.7	0.6	0.7
Finance and insurance.....	40	27	35	0.7	0.4	0.6
Real estate and rental and leasing.....	20	23	28	1.0	1.1	1.3
Professional and business services.....	458	310	441	2.3	1.5	2.1
Education and health services.....	142	145	134	0.6	0.6	0.6
Educational services.....	18	11	24	0.5	0.3	0.7
Health care and social assistance.....	125	134	110	0.7	0.7	0.6
Leisure and hospitality.....	294	264	248	2.0	1.7	1.6
Arts, entertainment, and recreation.....	65	88	73	3.2	4.2	3.6
Accommodation and food services.....	230	176	175	1.8	1.3	1.3
Other services.....	58	76	73	1.0	1.3	1.3
Government.....	116	93	87	0.5	0.4	0.4
Federal.....	7	14	12	0.3	0.5	0.4
State and local.....	109	79	74	0.6	0.4	0.4
State and local education.....	62	17	36	0.6	0.2	0.3
State and local, excluding education.....	47	62	38	0.5	0.7	0.4
REGION³						
Northeast.....	396	301	400	1.5	1.1	1.5
South.....	609	495	557	1.2	0.9	1.0
Midwest.....	470	368	483	1.5	1.1	1.5
West.....	368	361	382	1.1	1.1	1.1

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2015	Nov. 2016	Dec. 2016 ^p	Dec. 2015	Nov. 2016	Dec. 2016 ^p
Total.....	375	277	369	0.3	0.2	0.3
INDUSTRY						
Total private.....	308	238	306	0.3	0.2	0.2
Mining and logging.....	3	3	6	0.4	0.4	0.8
Construction.....	8	19	20	0.1	0.3	0.3
Manufacturing.....	25	17	19	0.2	0.1	0.2
Durable goods.....	17	10	14	0.2	0.1	0.2
Nondurable goods.....	8	7	5	0.2	0.2	0.1
Trade, transportation, and utilities.....	80	58	77	0.3	0.2	0.3
Wholesale trade.....	13	7	14	0.2	0.1	0.2
Retail trade.....	59	32	50	0.4	0.2	0.3
Transportation, warehousing, and utilities.....	8	18	14	0.1	0.3	0.2
Information.....	7	9	12	0.3	0.3	0.4
Financial activities.....	22	22	25	0.3	0.3	0.3
Finance and insurance.....	20	22	23	0.3	0.4	0.4
Real estate and rental and leasing.....	2	1	2	0.1	0.0	0.1
Professional and business services.....	78	38	77	0.4	0.2	0.4
Education and health services.....	44	30	36	0.2	0.1	0.2
Educational services.....	4	1	4	0.1	0.0	0.1
Health care and social assistance.....	40	29	32	0.2	0.1	0.2
Leisure and hospitality.....	34	34	28	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	2	3	0.1	0.1	0.1
Accommodation and food services.....	32	32	25	0.2	0.2	0.2
Other services.....	7	7	6	0.1	0.1	0.1
Government.....	66	39	63	0.3	0.2	0.3
Federal.....	18	9	14	0.7	0.3	0.5
State and local.....	48	30	49	0.2	0.2	0.2
State and local education.....	18	10	15	0.2	0.1	0.1
State and local, excluding education.....	30	20	34	0.3	0.2	0.4
REGION³						
Northeast.....	80	47	56	0.3	0.2	0.2
South.....	140	116	166	0.3	0.2	0.3
Midwest.....	72	52	66	0.2	0.2	0.2
West.....	83	62	81	0.3	0.2	0.2

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

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

³ 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.