

Hires

There were 5.1 million **hires** in December, little changed from November. This was the highest level of hires since November 2007. The hires rate in December was 3.7 percent. The number of hires was little changed for total private and government. Hires increased over the month in construction. The number of hires was little changed in all four regions. (See table 2.)

Over the 12 months ending in December, the number of **hires** (not seasonally adjusted) increased for total nonfarm and total private, and was little changed for government. Hires increased over the year in construction, finance and insurance, and accommodation and food services. The number of hires increased in the South region. (See table 8.)

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 include separations due to retirement, death, and disability, as well as transfers to other locations of the same firm.

There were 4.9 million **total separations** in December, little changed from November. This was the highest level of separations since October 2008. The separations rate was 3.5 percent. The number of total separations was little changed for total private and government. Total separations rose in the Northeast region. (See table 3.)

There were 2.7 million **quits** in December, little changed from November. The quits rate in December was 1.9 percent. The number of quits was little changed for total private and government. Quits increased in construction and durable goods manufacturing. The number of quits was little changed in all four regions. (See table 4.)

The number of **quits** (not seasonally adjusted) increased over the 12 months ending in December for total nonfarm and total private and was little changed for government. Over the year, quits increased for several industries, including the retail trade and the accommodation and food services industries. Quits decreased in mining and logging and in professional and business services. The number of quits increased over the year in the South region. (See table 10.)

There were 1.7 million **layoffs and discharges** in December, little changed from November. The layoffs and discharges rate was 1.2 percent. The number of layoffs and discharges was little changed over the month for total private and government. In the Northeast region, layoffs and discharges increased. (See table 5.) Seasonally adjusted estimates of layoffs and discharges are not available for individual industries.

The number of **layoffs and discharges** (not seasonally adjusted) was little changed over the 12 months ending in December for total nonfarm, total private, and government. The number of layoffs and discharges decreased over the year in accommodation and food services and in the federal government. The number of layoffs and discharges was little changed in all four regions. (See table 11.)

In December, there were 443,000 **other separations** for total nonfarm, an increase from November. This was the highest level of other separations since May 2006. Over the month, the number of other

separations increased for total private to 383,000 and was little changed for government at 61,000. (See table 6.) Seasonally adjusted estimates of other separations are not available for individual industries or regions.

Over the 12 months ending in December, the number of **other separations** (not seasonally adjusted) increased for total nonfarm and total private and was little changed for government. Other separations increased over the year in a few industries including retail trade. Other separations increased in the South and West regions. (See table 12.)

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 2014, **hires** totaled 58.3 million and **separations** totaled 55.4 million, yielding a **net employment** gain of 2.9 million. These figures 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 2015 are scheduled to be released on Tuesday, March 10, 2015 at 10:00 a.m. (EDT).

Revisions to the JOLTS Data

With the release of January data on March 10, the 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 2010 forward are subject to revision.

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

Category	Job openings			Hires			Total separations		
	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p
LEVELS BY INDUSTRY (in thousands)									
Total.....	3,914	4,847	5,028	4,578	5,054	5,148	4,468	4,700	4,886
Total private ¹	3,552	4,386	4,510	4,291	4,742	4,823	4,170	4,406	4,573
Construction.....	124	133	147	251	311	393	287	293	361
Manufacturing.....	288	325	306	253	262	271	247	226	253
Durable goods.....	177	203	196	146	155	161	145	126	146
Nondurable goods.....	111	122	110	107	107	110	102	100	107
Trade, transportation, and utilities ²	763	883	892	1,003	1,128	1,100	927	1,067	1,104
Retail trade.....	474	523	583	734	785	768	671	729	783
Professional and business services.....	680	991	1,028	980	1,012	1,042	952	947	965
Education and health services ³	624	795	921	539	572	597	517	520	533
Health care and social assistance.....	552	715	832	461	504	521	442	453	461
Leisure and hospitality.....	524	622	646	795	928	922	771	854	868
Arts, entertainment, and recreation.....	43	51	55	126	145	139	116	133	135
Accommodation and food services.....	481	571	591	668	783	784	655	721	734
Government ⁴	361	461	518	287	313	325	297	294	314
State and local.....	311	406	456	259	274	297	265	256	284
RATES BY INDUSTRY (percent)									
Total.....	2.8	3.3	3.5	3.3	3.6	3.7	3.3	3.4	3.5
Total private ¹	3.0	3.6	3.7	3.7	4.0	4.1	3.6	3.7	3.9
Construction.....	2.1	2.1	2.3	4.3	5.1	6.4	4.9	4.8	5.9
Manufacturing.....	2.3	2.6	2.4	2.1	2.1	2.2	2.1	1.8	2.1
Durable goods.....	2.3	2.6	2.5	1.9	2.0	2.1	1.9	1.6	1.9
Nondurable goods.....	2.4	2.7	2.4	2.4	2.4	2.5	2.3	2.2	2.4
Trade, transportation, and utilities ²	2.8	3.2	3.2	3.8	4.2	4.1	3.5	4.0	4.1
Retail trade.....	3.0	3.3	3.6	4.8	5.1	5.0	4.4	4.7	5.0
Professional and business services.....	3.5	4.8	5.0	5.2	5.2	5.3	5.1	4.8	4.9
Education and health services ³	2.9	3.5	4.1	2.5	2.6	2.7	2.4	2.4	2.5
Health care and social assistance.....	3.0	3.8	4.3	2.6	2.8	2.8	2.5	2.5	2.5
Leisure and hospitality.....	3.5	4.0	4.2	5.5	6.3	6.2	5.3	5.8	5.8
Arts, entertainment, and recreation.....	2.0	2.3	2.5	6.1	6.8	6.5	5.6	6.2	6.3
Accommodation and food services.....	3.7	4.3	4.4	5.4	6.2	6.2	5.3	5.7	5.8
Government ⁴	1.6	2.1	2.3	1.3	1.4	1.5	1.4	1.3	1.4
State and local.....	1.6	2.1	2.3	1.4	1.4	1.5	1.4	1.3	1.5

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

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

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

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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-12 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) ²						Rates ³					
	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p
Total	3,914	4,853	4,685	4,830	4,847	5,028	2.8	3.4	3.2	3.3	3.3	3.5
INDUSTRY												
Total private ⁴	3,552	4,411	4,219	4,409	4,386	4,510	3.0	3.6	3.5	3.6	3.6	3.7
Construction.....	124	121	112	141	133	147	2.1	2.0	1.8	2.3	2.1	2.3
Manufacturing.....	288	296	293	287	325	306	2.3	2.4	2.4	2.3	2.6	2.4
Durable goods.....	177	179	179	182	203	196	2.3	2.3	2.3	2.3	2.6	2.5
Nondurable goods.....	111	118	115	105	122	110	2.4	2.6	2.5	2.3	2.7	2.4
Trade, transportation, and utilities ⁵	763	821	803	832	883	892	2.8	3.0	2.9	3.0	3.2	3.2
Retail trade.....	474	500	493	460	523	583	3.0	3.1	3.1	2.9	3.3	3.6
Professional and business services.....	680	928	941	966	991	1,028	3.5	4.6	4.6	4.7	4.8	5.0
Education and health services ⁶	624	866	872	850	795	921	2.9	3.9	3.9	3.8	3.5	4.1
Health care and social assistance.....	552	789	776	764	715	832	3.0	4.2	4.1	4.0	3.8	4.3
Leisure and hospitality.....	524	700	661	715	622	646	3.5	4.6	4.3	4.6	4.0	4.2
Arts, entertainment, and recreation.....	43	71	52	57	51	55	2.0	3.3	2.4	2.6	2.3	2.5
Accommodation and food services.....	481	629	608	658	571	591	3.7	4.8	4.6	5.0	4.3	4.4
Government ⁷	361	443	466	421	461	518	1.6	2.0	2.1	1.9	2.1	2.3
State and local.....	311	378	395	361	406	456	1.6	1.9	2.0	1.8	2.1	2.3
REGION⁸												
Northeast.....	688	796	769	767	774	872	2.6	3.0	2.9	2.8	2.9	3.2
South.....	1,490	1,897	1,816	1,875	1,881	1,922	2.9	3.6	3.5	3.6	3.6	3.6
Midwest.....	836	1,076	1,064	1,077	1,115	1,152	2.6	3.3	3.3	3.3	3.4	3.5
West.....	900	1,084	1,035	1,110	1,077	1,082	2.8	3.4	3.2	3.4	3.3	3.3

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ 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.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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) ²						Rates ³					
	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p
Total.....	4,578	4,742	5,075	5,101	5,054	5,148	3.3	3.4	3.6	3.7	3.6	3.7
INDUSTRY												
Total private ⁴	4,291	4,450	4,764	4,797	4,742	4,823	3.7	3.8	4.1	4.1	4.0	4.1
Construction.....	251	330	284	320	311	393	4.3	5.4	4.7	5.3	5.1	6.4
Manufacturing.....	253	236	279	276	262	271	2.1	1.9	2.3	2.3	2.1	2.2
Durable goods.....	146	139	160	169	155	161	1.9	1.8	2.1	2.2	2.0	2.1
Nondurable goods.....	107	97	119	108	107	110	2.4	2.2	2.7	2.4	2.4	2.5
Trade, transportation, and utilities ⁵	1,003	1,011	1,020	1,135	1,128	1,100	3.8	3.8	3.8	4.3	4.2	4.1
Retail trade.....	734	686	693	778	785	768	4.8	4.5	4.5	5.0	5.1	5.0
Professional and business services.....	980	1,049	1,168	1,110	1,012	1,042	5.2	5.4	6.0	5.7	5.2	5.3
Education and health services ⁶	539	514	636	589	572	597	2.5	2.4	2.9	2.7	2.6	2.7
Health care and social assistance.....	461	437	543	507	504	521	2.6	2.4	3.0	2.8	2.8	2.8
Leisure and hospitality.....	795	845	887	899	928	922	5.5	5.8	6.0	6.1	6.3	6.2
Arts, entertainment, and recreation.....	126	136	142	150	145	139	6.1	6.5	6.7	7.1	6.8	6.5
Accommodation and food services.....	668	709	745	749	783	784	5.4	5.6	5.9	5.9	6.2	6.2
Government ⁷	287	293	311	304	313	325	1.3	1.3	1.4	1.4	1.4	1.5
State and local.....	259	265	281	275	274	297	1.4	1.4	1.5	1.4	1.4	1.5
REGION⁸												
Northeast.....	702	728	827	776	778	822	2.7	2.8	3.2	3.0	3.0	3.1
South.....	1,761	1,872	1,971	2,017	1,973	2,046	3.5	3.7	3.9	4.0	3.9	4.0
Midwest.....	1,053	1,018	1,139	1,160	1,253	1,174	3.4	3.2	3.6	3.7	4.0	3.7
West.....	1,063	1,124	1,139	1,149	1,050	1,106	3.5	3.6	3.7	3.7	3.4	3.5

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The hires rate is the number of hires during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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 adjusted¹

Industry and region	Levels (in thousands) ²						Rates ³					
	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p
Total.....	4,468	4,531	4,809	4,863	4,700	4,886	3.3	3.3	3.4	3.5	3.4	3.5
INDUSTRY												
Total private ⁴	4,170	4,247	4,500	4,554	4,406	4,573	3.6	3.6	3.8	3.9	3.7	3.9
Construction.....	287	316	263	304	293	361	4.9	5.2	4.3	5.0	4.8	5.9
Manufacturing.....	247	237	256	260	226	253	2.1	1.9	2.1	2.1	1.8	2.1
Durable goods.....	145	134	142	149	126	146	1.9	1.7	1.8	1.9	1.6	1.9
Nondurable goods.....	102	103	115	110	100	107	2.3	2.3	2.6	2.5	2.2	2.4
Trade, transportation, and utilities ⁵	927	987	977	1,052	1,067	1,104	3.5	3.7	3.7	4.0	4.0	4.1
Retail trade.....	671	681	679	720	729	783	4.4	4.4	4.4	4.7	4.7	5.0
Professional and business services.....	952	974	1,088	1,074	947	965	5.1	5.0	5.6	5.5	4.8	4.9
Education and health services ⁶	517	484	578	564	520	533	2.4	2.2	2.7	2.6	2.4	2.5
Health care and social assistance.....	442	410	495	484	453	461	2.5	2.3	2.7	2.7	2.5	2.5
Leisure and hospitality.....	771	818	861	840	854	868	5.3	5.6	5.9	5.7	5.8	5.8
Arts, entertainment, and recreation.....	116	142	136	133	133	135	5.6	6.8	6.4	6.3	6.2	6.3
Accommodation and food services.....	655	675	725	707	721	734	5.3	5.4	5.8	5.6	5.7	5.8
Government ⁷	297	284	308	309	294	314	1.4	1.3	1.4	1.4	1.3	1.4
State and local.....	265	259	277	276	256	284	1.4	1.4	1.4	1.4	1.3	1.5
REGION⁸												
Northeast.....	732	715	756	779	675	810	2.8	2.7	2.9	3.0	2.6	3.1
South.....	1,716	1,827	1,943	1,928	1,896	1,996	3.4	3.6	3.8	3.8	3.7	3.9
Midwest.....	965	996	1,065	1,115	1,072	1,004	3.1	3.2	3.4	3.5	3.4	3.2
West.....	1,055	993	1,044	1,042	1,056	1,075	3.4	3.2	3.3	3.3	3.4	3.4

¹ Total separations are the number of total separations during the entire month.

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The total separations rate is the number of total separations during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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 adjusted¹

Industry and region	Levels (in thousands) ²						Rates ³					
	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p
Total.....	2,417	2,510	2,735	2,712	2,661	2,717	1.8	1.8	2.0	1.9	1.9	1.9
INDUSTRY												
Total private ⁴	2,286	2,364	2,574	2,561	2,526	2,577	2.0	2.0	2.2	2.2	2.1	2.2
Construction.....	85	127	109	106	89	156	1.4	2.1	1.8	1.7	1.5	2.5
Manufacturing.....	121	121	131	130	109	134	1.0	1.0	1.1	1.1	0.9	1.1
Durable goods.....	66	68	73	76	56	75	0.9	0.9	0.9	1.0	0.7	1.0
Nondurable goods.....	55	54	59	54	54	59	1.2	1.2	1.3	1.2	1.2	1.3
Trade, transportation, and utilities ⁵	529	554	565	609	652	649	2.0	2.1	2.1	2.3	2.4	2.4
Retail trade.....	383	406	402	439	457	462	2.5	2.6	2.6	2.8	2.9	3.0
Professional and business services.....	540	454	572	519	451	453	2.9	2.3	3.0	2.7	2.3	2.3
Education and health services ⁶	316	297	343	349	342	331	1.5	1.4	1.6	1.6	1.6	1.5
Health care and social assistance.....	283	263	305	301	306	293	1.6	1.4	1.7	1.7	1.7	1.6
Leisure and hospitality.....	457	549	566	568	596	593	3.2	3.7	3.9	3.8	4.0	4.0
Arts, entertainment, and recreation.....	53	53	53	52	46	48	2.5	2.5	2.5	2.5	2.2	2.2
Accommodation and food services.....	404	496	513	516	549	546	3.3	3.9	4.1	4.1	4.3	4.3
Government ⁷	131	145	161	152	135	140	0.6	0.7	0.7	0.7	0.6	0.6
State and local.....	119	139	150	141	122	129	0.6	0.7	0.8	0.7	0.6	0.7
REGION⁸												
Northeast.....	342	339	372	374	366	391	1.3	1.3	1.4	1.4	1.4	1.5
South.....	983	1,030	1,119	1,152	1,125	1,147	2.0	2.0	2.2	2.3	2.2	2.3
Midwest.....	518	597	665	584	595	565	1.7	1.9	2.1	1.9	1.9	1.8
West.....	574	544	579	603	575	614	1.9	1.7	1.9	1.9	1.8	2.0

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The quits rate is the number of quits during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p
Total.....	1,702	1,619	1,653	1,757	1,655	1,726	1.2	1.2	1.2	1.3	1.2	1.2
INDUSTRY												
Total private ⁴	1,597	1,547	1,573	1,670	1,554	1,613	1.4	1.3	1.3	1.4	1.3	1.4
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government ⁷	105	72	81	87	100	113	0.5	0.3	0.4	0.4	0.5	0.5
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
REGION⁸												
Northeast.....	318	296	300	332	244	350	1.2	1.1	1.1	1.3	0.9	1.3
South.....	603	639	645	605	623	665	1.2	1.3	1.3	1.2	1.2	1.3
Midwest.....	368	332	336	465	398	356	1.2	1.1	1.1	1.5	1.3	1.1
West.....	412	352	371	355	390	356	1.3	1.1	1.2	1.1	1.2	1.1

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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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- Data not available.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014 ^p
Total.....	349	402	420	394	384	443	0.3	0.3	0.3	0.3	0.3	0.3
INDUSTRY												
Total private ⁴	287	335	354	323	326	383	0.2	0.3	0.3	0.3	0.3	0.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government ⁷	62	66	66	71	58	61	0.3	0.3	0.3	0.3	0.3	0.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
REGION⁸												
Northeast.....	-	-	-	-	-	-	-	-	-	-	-	-
South.....	-	-	-	-	-	-	-	-	-	-	-	-
Midwest.....	-	-	-	-	-	-	-	-	-	-	-	-
West.....	-	-	-	-	-	-	-	-	-	-	-	-

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The other separations rate is the number of other separations during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ 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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- Data not available.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p
Total.....	3,387	4,402	4,427	2.4	3.0	3.0
INDUSTRY						
Total private.....	3,046	3,981	3,940	2.6	3.2	3.2
Mining and logging.....	25	26	24	2.7	2.7	2.5
Construction.....	82	96	103	1.4	1.5	1.7
Manufacturing.....	260	298	280	2.1	2.4	2.2
Durable goods.....	159	185	180	2.1	2.3	2.3
Nondurable goods.....	101	113	100	2.2	2.5	2.2
Trade, transportation, and utilities.....	605	799	700	2.2	2.9	2.5
Wholesale trade.....	147	165	149	2.5	2.7	2.5
Retail trade.....	347	468	434	2.1	2.9	2.6
Transportation, warehousing, and utilities.....	111	166	117	2.1	3.0	2.1
Information.....	79	100	88	2.9	3.6	3.2
Financial activities.....	222	294	243	2.7	3.5	2.9
Finance and insurance.....	176	236	191	2.9	3.8	3.1
Real estate and rental and leasing.....	45	57	52	2.2	2.7	2.5
Professional and business services.....	642	941	968	3.3	4.6	4.7
Education and health services.....	572	749	871	2.6	3.3	3.8
Educational services.....	64	74	82	1.8	2.0	2.3
Health care and social assistance.....	508	674	789	2.8	3.6	4.1
Leisure and hospitality.....	413	543	521	2.8	3.6	3.5
Arts, entertainment, and recreation.....	26	44	33	1.3	2.2	1.7
Accommodation and food services.....	387	499	488	3.1	3.8	3.7
Other services.....	147	136	143	2.6	2.4	2.5
Government.....	340	421	486	1.5	1.8	2.1
Federal.....	49	47	59	1.7	1.7	2.1
State and local.....	291	373	427	1.5	1.9	2.1
REGION³						
Northeast.....	568	691	720	2.1	2.5	2.6
South.....	1,323	1,638	1,716	2.6	3.1	3.2
Midwest.....	723	1,055	1,037	2.3	3.2	3.1
West.....	772	1,018	953	2.4	3.1	2.9

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 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 adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p
Total.....	3,271	4,634	3,667	2.4	3.3	2.6
INDUSTRY						
Total private.....	3,098	4,396	3,465	2.7	3.7	2.9
Mining and logging.....	20	28	22	2.3	3.0	2.3
Construction.....	149	228	228	2.6	3.7	3.8
Manufacturing.....	164	215	178	1.4	1.8	1.5
Durable goods.....	96	130	106	1.3	1.7	1.4
Nondurable goods.....	68	84	71	1.5	1.9	1.6
Trade, transportation, and utilities.....	783	1,388	849	2.9	5.1	3.1
Wholesale trade.....	85	117	120	1.5	2.0	2.0
Retail trade.....	549	1,030	576	3.5	6.5	3.6
Transportation, warehousing, and utilities.....	149	242	153	2.8	4.6	2.8
Information.....	51	69	56	1.9	2.5	2.1
Financial activities.....	130	198	171	1.6	2.5	2.1
Finance and insurance.....	84	138	129	1.4	2.3	2.2
Real estate and rental and leasing.....	46	60	42	2.3	2.9	2.0
Professional and business services.....	751	922	793	4.0	4.7	4.0
Education and health services.....	379	453	425	1.8	2.1	1.9
Educational services.....	41	38	41	1.2	1.1	1.1
Health care and social assistance.....	338	415	384	1.9	2.3	2.1
Leisure and hospitality.....	539	742	624	3.8	5.1	4.3
Arts, entertainment, and recreation.....	87	112	91	4.6	5.7	4.7
Accommodation and food services.....	452	630	532	3.7	5.0	4.2
Other services.....	131	153	120	2.4	2.8	2.2
Government.....	173	239	202	0.8	1.1	0.9
Federal.....	24	42	23	0.9	1.6	0.8
State and local.....	150	196	179	0.8	1.0	0.9
REGION³						
Northeast.....	504	697	590	1.9	2.6	2.2
South.....	1,262	1,820	1,471	2.5	3.5	2.9
Midwest.....	735	1,139	811	2.4	3.6	2.5
West.....	771	978	794	2.5	3.1	2.5

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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p
Total.....	4,227	4,139	4,570	3.1	2.9	3.2
INDUSTRY						
Total private.....	3,969	3,933	4,296	3.4	3.3	3.6
Mining and logging.....	34	29	33	3.8	3.1	3.6
Construction.....	311	310	370	5.4	5.0	6.1
Manufacturing.....	212	198	218	1.8	1.6	1.8
Durable goods.....	126	110	126	1.7	1.4	1.6
Nondurable goods.....	86	88	92	1.9	2.0	2.1
Trade, transportation, and utilities.....	1,004	925	1,159	3.7	3.4	4.2
Wholesale trade.....	88	143	129	1.5	2.4	2.2
Retail trade.....	718	640	820	4.5	4.0	5.1
Transportation, warehousing, and utilities.....	198	143	211	3.8	2.7	3.9
Information.....	67	65	61	2.5	2.4	2.3
Financial activities.....	153	166	200	1.9	2.1	2.5
Finance and insurance.....	104	108	159	1.8	1.8	2.7
Real estate and rental and leasing.....	50	58	41	2.5	2.8	2.0
Professional and business services.....	942	872	941	5.0	4.4	4.8
Education and health services.....	447	401	454	2.1	1.8	2.1
Educational services.....	56	37	53	1.6	1.0	1.5
Health care and social assistance.....	391	364	401	2.2	2.0	2.2
Leisure and hospitality.....	645	802	717	4.6	5.5	4.9
Arts, entertainment, and recreation.....	90	165	102	4.7	8.3	5.2
Accommodation and food services.....	555	638	614	4.6	5.1	4.9
Other services.....	155	164	142	2.8	3.0	2.6
Government.....	258	206	274	1.2	0.9	1.2
Federal.....	31	31	27	1.1	1.2	1.0
State and local.....	227	175	247	1.2	0.9	1.3
REGION³						
Northeast.....	702	581	797	2.7	2.2	3.0
South.....	1,571	1,577	1,814	3.1	3.1	3.5
Midwest.....	971	1,035	970	3.1	3.2	3.0
West.....	983	946	988	3.2	3.0	3.1

¹ Total separations are the number of total separations during the entire month.

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p
Total.....	2,007	2,204	2,220	1.5	1.6	1.6
INDUSTRY						
Total private.....	1,907	2,110	2,111	1.6	1.8	1.8
Mining and logging.....	15	15	10	1.7	1.6	1.1
Construction.....	58	65	106	1.0	1.1	1.7
Manufacturing.....	84	85	96	0.7	0.7	0.8
Durable goods.....	47	42	54	0.6	0.5	0.7
Nondurable goods.....	37	43	42	0.8	1.0	0.9
Trade, transportation, and utilities.....	467	556	573	1.7	2.0	2.1
Wholesale trade.....	35	84	68	0.6	1.4	1.1
Retail trade.....	340	395	416	2.1	2.5	2.6
Transportation, warehousing, and utilities.....	92	77	89	1.8	1.4	1.7
Information.....	33	42	33	1.2	1.5	1.2
Financial activities.....	61	90	86	0.8	1.1	1.1
Finance and insurance.....	40	52	63	0.7	0.9	1.0
Real estate and rental and leasing.....	21	39	23	1.0	1.9	1.1
Professional and business services.....	483	401	384	2.6	2.0	2.0
Education and health services.....	264	270	270	1.2	1.2	1.2
Educational services.....	22	22	26	0.6	0.6	0.7
Health care and social assistance.....	242	248	244	1.3	1.4	1.3
Leisure and hospitality.....	363	494	478	2.6	3.4	3.3
Arts, entertainment, and recreation.....	41	33	36	2.1	1.7	1.8
Accommodation and food services.....	323	461	442	2.6	3.7	3.5
Other services.....	80	91	74	1.5	1.7	1.3
Government.....	100	94	109	0.5	0.4	0.5
Federal.....	10	10	9	0.4	0.4	0.3
State and local.....	91	84	100	0.5	0.4	0.5
REGION³						
Northeast.....	282	294	324	1.1	1.1	1.2
South.....	817	932	934	1.6	1.8	1.8
Midwest.....	430	504	446	1.4	1.6	1.4
West.....	478	473	516	1.5	1.5	1.6

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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2013	Nov. 2014	Dec. 2014 ^P	Dec. 2013	Nov. 2014	Dec. 2014 ^P
Total.....	1,885	1,642	1,923	1.4	1.2	1.4
INDUSTRY						
Total private.....	1,790	1,568	1,822	1.5	1.3	1.5
Mining and logging.....	17	12	21	2.0	1.3	2.2
Construction.....	241	228	249	4.2	3.7	4.1
Manufacturing.....	101	100	102	0.8	0.8	0.8
Durable goods.....	59	60	60	0.8	0.8	0.8
Nondurable goods.....	42	40	42	0.9	0.9	0.9
Trade, transportation, and utilities.....	467	282	465	1.7	1.0	1.7
Wholesale trade.....	47	53	55	0.8	0.9	0.9
Retail trade.....	327	177	309	2.1	1.1	1.9
Transportation, warehousing, and utilities.....	93	52	102	1.8	1.0	1.9
Information.....	30	19	21	1.1	0.7	0.8
Financial activities.....	54	45	61	0.7	0.6	0.8
Finance and insurance.....	31	28	48	0.5	0.5	0.8
Real estate and rental and leasing.....	23	17	12	1.1	0.8	0.6
Professional and business services.....	416	429	491	2.2	2.2	2.5
Education and health services.....	139	102	146	0.7	0.5	0.7
Educational services.....	32	11	23	0.9	0.3	0.7
Health care and social assistance.....	108	91	123	0.6	0.5	0.7
Leisure and hospitality.....	257	281	210	1.8	1.9	1.4
Arts, entertainment, and recreation.....	47	127	62	2.4	6.4	3.2
Accommodation and food services.....	210	154	148	1.7	1.2	1.2
Other services.....	68	70	55	1.2	1.3	1.0
Government.....	95	74	101	0.4	0.3	0.5
Federal.....	11	11	7	0.4	0.4	0.3
State and local.....	84	62	94	0.4	0.3	0.5
REGION³						
Northeast.....	353	248	413	1.4	0.9	1.6
South.....	627	532	697	1.2	1.0	1.4
Midwest.....	468	468	447	1.5	1.5	1.4
West.....	438	394	366	1.4	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 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 adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2013	Nov. 2014	Dec. 2014 ^p	Dec. 2013	Nov. 2014	Dec. 2014 ^p
Total.....	334	293	426	0.2	0.2	0.3
INDUSTRY						
Total private.....	272	255	363	0.2	0.2	0.3
Mining and logging.....	2	2	3	0.2	0.2	0.3
Construction.....	12	17	14	0.2	0.3	0.2
Manufacturing.....	27	13	19	0.2	0.1	0.2
Durable goods.....	20	7	12	0.3	0.1	0.2
Nondurable goods.....	6	6	8	0.1	0.1	0.2
Trade, transportation, and utilities.....	70	87	121	0.3	0.3	0.4
Wholesale trade.....	7	5	6	0.1	0.1	0.1
Retail trade.....	51	68	95	0.3	0.4	0.6
Transportation, warehousing, and utilities.....	13	14	20	0.2	0.3	0.4
Information.....	4	5	6	0.2	0.2	0.2
Financial activities.....	38	31	54	0.5	0.4	0.7
Finance and insurance.....	32	28	48	0.5	0.5	0.8
Real estate and rental and leasing.....	6	3	6	0.3	0.1	0.3
Professional and business services.....	43	42	67	0.2	0.2	0.3
Education and health services.....	44	28	38	0.2	0.1	0.2
Educational services.....	3	4	4	0.1	0.1	0.1
Health care and social assistance.....	41	24	34	0.2	0.1	0.2
Leisure and hospitality.....	26	27	28	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	4	4	0.1	0.2	0.2
Accommodation and food services.....	23	23	23	0.2	0.2	0.2
Other services.....	8	3	12	0.1	0.0	0.2
Government.....	62	39	63	0.3	0.2	0.3
Federal.....	10	10	11	0.4	0.4	0.4
State and local.....	52	28	52	0.3	0.1	0.3
REGION³						
Northeast.....	67	39	60	0.3	0.1	0.2
South.....	127	114	183	0.3	0.2	0.4
Midwest.....	73	62	77	0.2	0.2	0.2
West.....	67	79	106	0.2	0.2	0.3

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

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

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

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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.