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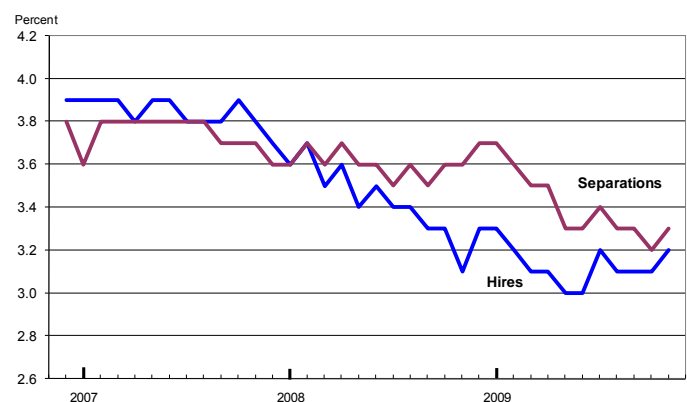
## JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2009

There were 2.4 million job openings on the last business day of November 2009, the U.S. Bureau of Labor Statistics reported today. The job openings rate was little changed over the month at 1.8 percent. The openings rate has held relatively steady since March 2009. The hires rate (3.2 percent) and the separations rate (3.3 percent) were essentially unchanged in November. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted, December 2006 - November 2009



Chart 2. Hires and separations rates, seasonally adjusted, December 2006 - November 2009



### Job Openings

The job openings rate was little changed in November at 1.8 percent. After falling steeply from mid-2007 through February 2009, the job openings rate has been steady at 1.8 percent or 1.9 percent since March 2009. The number of job openings fell by 2.3 million from the most recent peak in June 2007 to April 2009 but has declined by only 98,000 since. The job openings rate was essentially unchanged in all industries and all four regions in November. (See table 1.)

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

Industry	Job openings			Hires			Total separations		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>
Levels (in thousands)									
Total .....	3,311	2,571	2,415	4,226	4,045	4,176	4,863	4,223	4,340
Total private <sup>1</sup> .....	2,928	2,206	2,076	3,928	3,730	3,895	4,571	3,944	4,059
Construction.....	76	69	77	340	332	326	472	384	365
Manufacturing.....	203	139	145	257	245	243	384	300	300
Trade, transportation, and utilities <sup>2</sup> .....	624	373	324	852	768	831	1,030	840	864
Retail trade.....	410	247	208	576	523	534	680	568	548
Professional and business services.....	505	480	436	783	735	839	909	725	800
Education and health services.....	697	524	546	528	522	524	466	470	489
Leisure and hospitality .....	302	258	238	706	677	734	773	723	771
Arts, entertainment, and recreation.....	35	17	24	92	112	120	98	129	118
Accommodation and food services.....	284	242	216	620	566	613	673	590	646
Government <sup>3</sup> .....	378	376	339	281	304	283	282	275	279
State and local government.....	337	286	251	251	263	250	258	242	244
Rates (percent)									
Total .....	2.4	1.9	1.8	3.1	3.1	3.2	3.6	3.2	3.3
Total private <sup>1</sup> .....	2.5	2.0	1.9	3.5	3.4	3.6	4.0	3.6	3.7
Construction.....	1.1	1.1	1.3	4.9	5.6	5.5	6.8	6.4	6.1
Manufacturing.....	1.5	1.2	1.2	2.0	2.1	2.1	2.9	2.6	2.6
Trade, transportation, and utilities <sup>2</sup> .....	2.3	1.5	1.3	3.3	3.1	3.3	4.0	3.4	3.5
Retail trade.....	2.6	1.7	1.4	3.8	3.6	3.7	4.5	3.9	3.7
Professional and business services.....	2.8	2.8	2.5	4.5	4.4	5.0	5.2	4.3	4.8
Education and health services.....	3.5	2.6	2.7	2.8	2.7	2.7	2.4	2.4	2.5
Leisure and hospitality .....	2.2	1.9	1.8	5.3	5.2	5.6	5.8	5.5	5.9
Arts, entertainment, and recreation.....	1.8	0.9	1.2	4.7	5.9	6.3	5.0	6.8	6.2
Accommodation and food services.....	2.4	2.1	1.9	5.4	5.0	5.5	5.9	5.3	5.8
Government <sup>3</sup> .....	1.6	1.6	1.5	1.2	1.4	1.3	1.3	1.2	1.2
State and local government.....	1.7	1.4	1.3	1.3	1.3	1.3	1.3	1.2	1.2

<sup>1</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes federal government, not shown separately.

<sup>P</sup> = preliminary.

Over the 12 months ending in November, the job openings rate (not seasonally adjusted) decreased for total nonfarm and total private. Although the rate was essentially unchanged for government, it increased in federal government and decreased in state and local government. The job openings rate decreased in many industries: mining and logging; retail trade; transportation, warehousing, and utilities; real estate and rental and leasing; educational services; health care and social assistance; and other services. The job openings rate decreased in the South. (See table 5.)

## Hires

The hires rate was essentially unchanged in November at 3.2 percent. The rate has remained between 3.0 percent and 3.2 percent since February 2009. The hires level fell by 1.7 million from the most recent peak in July 2006 to June 2009 but has since increased by 257,000. The hires rate was essentially unchanged in every industry but increased in the South in November. (See table 2.)

Over the 12 months ending in November, the hires rate (not seasonally adjusted) was little changed for total nonfarm and government. The rate increased for total private. The hires rate was essentially unchanged for all industries and all four regions over the 12 months ending in November. (See table 6.)

## Separations

The total separations, or turnover, rate was little changed in November and remained low at 3.3 percent. The total separations rate (not seasonally adjusted) was essentially unchanged over the 12 months ending in November for total nonfarm, total private, and government. Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. The quits rate was little changed for total nonfarm and government and increased for total private in November. The quits rate increased in construction and in the South and West regions. After falling by 1.4 million from the most recent peak in December 2006, the number of quits held steady from April 2009 to October 2009. Quits increased to 2.0 million in November 2009. (See table 4.)

Over the 12 months ending in November, the quits rate (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government. The quits rate decreased in finance and insurance and in the Midwest. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges levels for total nonfarm, total private, and government were little changed in November at 2.1 million, 1.9 million, and 111,000 respectively. The corresponding layoffs and discharges rates were 1.6 percent, 1.8 percent, and 0.5 percent. The number of layoffs and discharges at the total nonfarm level peaked at 2.6 million in January 2009; the most recent trough was 1.6 million in January 2006. (See table B below.)

The layoffs and discharges rate (not seasonally adjusted) was little changed over the 12 months ending in November for total nonfarm, total private, and government. The layoffs and discharges rate fell in construction; the rate rose in federal government. The layoffs and discharges rate increased in the Northeast and decreased in the Midwest. (See table 9.)

**Table B. Layoffs and discharges, seasonally adjusted**

Industry	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>
Total.....	2,253	2,128	2,054	1.7	1.6	1.6
Total private.....	2,137	2,010	1,934	1.9	1.9	1.8
Government.....	101	109	111	0.4	0.5	0.5

<sup>P</sup> = preliminary.

The other separations series is not seasonally adjusted. In November, there were 245,000 other separations for total nonfarm, 209,000 for total private, and 36,000 for government. Compared to November 2008, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time. The proportion of quits had exceeded the proportion of layoffs and discharges every month from the beginning of the series from December 2000 until November 2008 when layoffs and discharges became the larger contributor to total separations. The proportion of separations due to quits fell to a series low of 38 percent in April 2009 but has since risen to 45 percent in November 2009. The proportion of separations due to layoffs and discharges rose to a series high of 55 percent in July 2009 but has since dropped to 47 percent in November 2009. (See tables 3 and 4, and table B above.)

### **Net Change in Employment**

Over the 12 months ending in November, hires totaled 49.9 million and separations totaled 54.4 million, yielding a net employment loss of 4.5 million.

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**The Job Openings and Labor Turnover Survey results for December 2009 are scheduled to be released on Tuesday, February 9, 2010 at 10:00 a.m. (EST).**

# Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

## Collection

In a monthly survey of business establishments, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, fax, e-mail, and mail.

## Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 2007 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

**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.** Establishments submit job openings information 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 regardless of whether a suitable candidate is found, 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.** Hires are 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.** Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation--quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include 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. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do 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, dividing the number by employment and multiplying by 100.

**Annual estimates.** Annual estimates of rates and levels

of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates 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. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

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. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

### **Special Collection Procedures**

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used, they are replaced by imputed values using standard techniques.

### **Sample and estimation methodology**

The JOLTS survey design is a random sample of 16,000

nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

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

### **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. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward to the present using an econometric technique known as X-12 ARIMA modeling. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components – quits; layoffs and discharges; and other separations - in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

### **Seasonal adjustment**

BLS seasonally adjusts several JOLTS series using the X-12-ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. 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 the data for the current month.

### **Alignment procedure**

JOLTS hires minus separations should be comparable to the CES net employment change. 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. The Monthly Alignment 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 trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. 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. The Monthly Alignment procedure assures a close match of the JOLTS

implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

### **Using JOLTS data**

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable to estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated 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.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, 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. Estimates of sampling errors are available upon request.

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

**Other information**

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.



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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates							
	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>	
<b>Total</b> .....	3,311	2,513	2,408	2,423	2,586	2,571	2,415	2.4	1.9	1.8	1.8	1.9	1.9	1.8	
<b>INDUSTRY</b>															
Total private <sup>4</sup> .....	2,928	2,163	2,090	2,128	2,298	2,206	2,076	2.5	1.9	1.9	1.9	2.1	2.0	1.9	
Construction.....	76	56	47	65	70	69	77	1.1	.9	.8	1.1	1.2	1.1	1.3	
Manufacturing.....	203	113	110	122	132	139	145	1.5	.9	.9	1.0	1.1	1.2	1.2	
Trade, transportation, and utilities <sup>5</sup> .....	624	469	393	422	407	373	324	2.3	1.8	1.5	1.6	1.6	1.5	1.3	
Retail trade.....	410	308	260	273	271	247	208	2.6	2.0	1.7	1.8	1.8	1.7	1.4	
Professional and business services.....	505	445	431	438	501	480	436	2.8	2.6	2.5	2.6	2.9	2.8	2.5	
Education and health services.....	697	531	553	520	546	524	546	3.5	2.7	2.8	2.6	2.7	2.6	2.7	
Leisure and hospitality.....	302	276	256	238	311	258	238	2.2	2.1	1.9	1.8	2.3	1.9	1.8	
Arts, entertainment, and recreation.....	35	19	17	22	23	17	24	1.8	1.0	.9	1.1	1.2	.9	1.2	
Accommodation and food services.....	284	254	237	216	286	242	216	2.4	2.2	2.1	1.9	2.5	2.1	1.9	
Government <sup>6</sup> .....	378	322	314	300	296	376	339	1.6	1.4	1.4	1.3	1.3	1.6	1.5	
State and local government.....	337	273	266	269	240	286	251	1.7	1.4	1.3	1.4	1.2	1.4	1.3	
<b>REGION <sup>7</sup></b>															
Northeast.....	582	609	508	513	539	503	496	2.2	2.4	2.0	2.0	2.1	2.0	2.0	
South.....	1,267	882	870	911	930	897	796	2.5	1.8	1.8	1.9	1.9	1.9	1.7	
Midwest.....	644	496	509	476	556	550	551	2.0	1.6	1.7	1.6	1.8	1.8	1.8	
West.....	767	561	517	533	575	609	584	2.5	1.9	1.7	1.8	1.9	2.0	2.0	

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

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>P</sup> = preliminary.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates							
	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>	
<b>Total</b> .....	4,226	3,919	4,228	4,040	4,061	4,045	4,176	3.1	3.0	3.2	3.1	3.1	3.1	3.2	
<b>INDUSTRY</b>															
Total private <sup>4</sup> .....	3,928	3,654	3,930	3,779	3,800	3,730	3,895	3.5	3.3	3.6	3.5	3.5	3.4	3.6	
Construction.....	340	277	355	297	349	332	326	4.9	4.5	5.8	4.9	5.8	5.6	5.5	
Manufacturing.....	257	225	272	243	270	245	243	2.0	1.9	2.3	2.1	2.3	2.1	2.1	
Trade, transportation, and utilities <sup>5</sup> .....	852	744	819	818	842	768	831	3.3	2.9	3.3	3.3	3.4	3.1	3.3	
Retail trade.....	576	519	547	557	535	523	534	3.8	3.5	3.7	3.8	3.6	3.6	3.7	
Professional and business services.....	783	644	686	715	724	735	839	4.5	3.9	4.1	4.3	4.4	4.4	5.0	
Education and health services.....	528	530	522	538	526	522	524	2.8	2.8	2.7	2.8	2.7	2.7	2.7	
Leisure and hospitality.....	706	695	716	695	656	677	734	5.3	5.3	5.4	5.3	5.0	5.2	5.6	
Arts, entertainment, and recreation.....	92	107	138	107	104	112	120	4.7	5.7	7.3	5.7	5.5	5.9	6.3	
Accommodation and food services.....	620	590	582	591	562	566	613	5.4	5.2	5.2	5.2	5.0	5.0	5.5	
Government <sup>6</sup> .....	281	262	282	261	266	304	283	1.2	1.2	1.3	1.2	1.2	1.4	1.3	
State and local government.....	251	237	253	233	244	263	250	1.3	1.2	1.3	1.2	1.2	1.3	1.3	
<b>REGION <sup>7</sup></b>															
Northeast.....	661	735	714	720	693	769	742	2.6	3.0	2.9	2.9	2.8	3.1	3.0	
South.....	1,572	1,428	1,544	1,493	1,502	1,403	1,602	3.2	3.0	3.3	3.2	3.2	3.0	3.4	
Midwest.....	934	839	885	947	911	915	905	3.0	2.8	3.0	3.2	3.1	3.1	3.0	
West.....	1,043	917	1,042	884	939	929	959	3.4	3.1	3.5	3.0	3.2	3.2	3.3	

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

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

**Table 3. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>
<b>Total</b> .....	4,863	4,306	4,430	4,284	4,325	4,223	4,340	3.6	3.3	3.4	3.3	3.3	3.2	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,571	3,939	4,147	3,976	4,038	3,944	4,059	4.0	3.6	3.8	3.7	3.7	3.6	3.7
Construction.....	472	355	444	342	421	384	365	6.8	5.7	7.2	5.6	7.0	6.4	6.1
Manufacturing.....	384	352	329	313	314	300	300	2.9	3.0	2.8	2.7	2.7	2.6	2.6
Trade, transportation, and utilities <sup>5</sup> .....	1,030	816	874	850	870	840	864	4.0	3.2	3.5	3.4	3.5	3.4	3.5
Retail trade.....	680	549	578	567	561	568	548	4.5	3.7	3.9	3.8	3.8	3.9	3.7
Professional and business services.....	909	698	738	728	740	725	800	5.2	4.2	4.4	4.4	4.5	4.3	4.8
Education and health services.....	466	489	500	509	502	470	489	2.4	2.5	2.6	2.6	2.6	2.4	2.5
Leisure and hospitality.....	773	696	713	704	697	723	771	5.8	5.3	5.4	5.3	5.3	5.5	5.9
Arts, entertainment, and recreation.....	98	115	121	111	102	129	118	5.0	6.1	6.4	5.9	5.3	6.8	6.2
Accommodation and food services.....	673	594	594	593	590	590	646	5.9	5.3	5.3	5.3	5.2	5.3	5.8
Government <sup>6</sup> .....	282	340	298	293	279	275	279	1.3	1.5	1.3	1.3	1.2	1.2	1.2
State and local government.....	258	272	274	271	260	242	244	1.3	1.4	1.4	1.4	1.3	1.2	1.2
<b>REGION <sup>7</sup></b>														
Northeast.....	767	799	716	759	744	739	865	3.0	3.2	2.9	3.1	3.0	3.0	3.5
South.....	1,841	1,535	1,602	1,490	1,521	1,561	1,665	3.8	3.2	3.4	3.1	3.2	3.3	3.5
Midwest.....	1,105	958	958	951	985	920	833	3.6	3.2	3.2	3.2	3.3	3.1	2.8
West.....	1,205	1,053	1,181	1,086	1,036	963	1,038	4.0	3.6	4.0	3.7	3.5	3.3	3.5

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

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

**Table 4. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	June 2009	July 2009	Aug. 2009	Sept. 2009	Oct. 2009	Nov. 2009 <sup>P</sup>
<b>Total</b> .....	2,201	1,787	1,778	1,779	1,804	1,771	1,960	1.6	1.4	1.4	1.4	1.4	1.4	1.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,076	1,680	1,673	1,680	1,713	1,663	1,855	1.8	1.5	1.5	1.5	1.6	1.5	1.7
Construction.....	109	70	68	67	90	68	121	1.6	1.1	1.1	1.1	1.5	1.1	2.0
Manufacturing.....	122	93	82	85	94	78	73	.9	.8	.7	.7	.8	.7	.6
Trade, transportation, and utilities <sup>5</sup> .....	489	391	415	407	445	389	455	1.9	1.5	1.6	1.6	1.8	1.6	1.8
Retail trade.....	352	299	295	309	342	292	301	2.3	2.0	2.0	2.1	2.3	2.0	2.1
Professional and business services.....	349	257	265	269	276	283	276	2.0	1.5	1.6	1.6	1.7	1.7	1.6
Education and health services.....	251	264	235	249	269	268	263	1.3	1.4	1.2	1.3	1.4	1.4	1.4
Leisure and hospitality.....	469	429	411	413	351	363	421	3.5	3.3	3.1	3.1	2.7	2.8	3.2
Arts, entertainment, and recreation.....	35	46	38	38	17	37	43	1.8	2.4	2.0	2.0	.9	2.0	2.3
Accommodation and food services.....	437	378	372	374	339	328	381	3.8	3.4	3.3	3.3	3.0	2.9	3.4
Government <sup>6</sup> .....	122	111	107	106	98	103	106	.5	.5	.5	.5	.4	.5	.5
State and local government.....	117	99	101	97	95	97	99	.6	.5	.5	.5	.5	.5	.5
<b>REGION <sup>7</sup></b>														
Northeast.....	321	279	234	270	297	291	279	1.3	1.1	1.0	1.1	1.2	1.2	1.1
South.....	879	693	724	687	701	682	836	1.8	1.5	1.5	1.5	1.5	1.4	1.8
Midwest.....	491	403	435	374	405	386	384	1.6	1.3	1.5	1.3	1.4	1.3	1.3
West.....	510	434	404	460	414	386	476	1.7	1.5	1.4	1.6	1.4	1.3	1.6

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

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

<sup>3</sup> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

**Table 5. Job openings levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>
<b>Total</b> .....	2,928	2,791	2,204	2.1	2.1	1.6
<b>INDUSTRY</b>						
Total private.....	2,577	2,395	1,884	2.2	2.1	1.7
Mining and logging.....	15	7	5	1.9	1.0	.7
Construction.....	54	62	60	.8	1.0	1.0
Manufacturing.....	156	159	140	1.2	1.3	1.2
Durable goods.....	89	78	64	1.1	1.1	.9
Nondurable goods.....	67	81	76	1.4	1.7	1.6
Trade, transportation, and utilities.....	576	431	288	2.1	1.7	1.1
Wholesale trade.....	75	78	50	1.3	1.3	.9
Retail trade.....	424	301	199	2.7	2.0	1.3
Transportation, warehousing, and utilities.....	76	52	40	1.5	1.1	.8
Information.....	68	99	43	2.2	3.4	1.5
Financial activities.....	200	173	163	2.4	2.2	2.1
Finance and insurance.....	133	105	128	2.2	1.8	2.2
Real estate and rental and leasing.....	67	68	35	3.1	3.3	1.7
Professional and business services.....	453	525	389	2.5	3.0	2.2
Education and health services.....	643	540	523	3.2	2.7	2.6
Educational services.....	70	36	38	2.1	1.1	1.1
Health care and social assistance.....	573	504	485	3.5	3.0	2.9
Leisure and hospitality.....	273	281	196	2.0	2.1	1.5
Arts, entertainment, and recreation.....	28	18	21	1.5	1.0	1.2
Accommodation and food services.....	245	263	175	2.1	2.3	1.5
Other services.....	140	118	77	2.5	2.1	1.4
Government.....	351	396	320	1.5	1.7	1.4
Federal.....	25	110	80	.9	3.7	2.7
State and local.....	326	286	240	1.6	1.4	1.2
<b>REGION <sup>3</sup></b>						
Northeast.....	538	576	445	2.1	2.3	1.8
South.....	1,143	969	722	2.3	2.0	1.5
Midwest.....	545	614	474	1.7	2.0	1.6
West.....	703	632	562	2.2	2.1	1.9

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

**Table 6. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>
<b>Total</b> .....	3,655	4,352	3,754	2.7	3.3	2.8
<b>INDUSTRY</b>						
Total private.....	3,458	4,044	3,554	3.0	3.7	3.3
Mining and logging.....	24	21	19	3.0	2.9	2.6
Construction.....	258	326	247	3.7	5.2	4.1
Manufacturing.....	212	263	197	1.6	2.2	1.7
Durable goods.....	118	127	110	1.4	1.8	1.5
Nondurable goods.....	94	136	87	1.9	3.0	1.9
Trade, transportation, and utilities.....	944	909	946	3.6	3.6	3.7
Wholesale trade.....	113	129	133	1.9	2.3	2.4
Retail trade.....	723	637	669	4.7	4.3	4.5
Transportation, warehousing, and utilities.....	108	143	144	2.2	3.0	3.0
Information.....	56	67	61	1.9	2.4	2.2
Financial activities.....	152	226	111	1.9	2.9	1.4
Finance and insurance.....	104	141	71	1.7	2.5	1.2
Real estate and rental and leasing.....	48	84	40	2.3	4.2	2.0
Professional and business services.....	705	807	800	4.0	4.8	4.7
Education and health services.....	434	581	433	2.3	3.0	2.2
Educational services.....	54	96	49	1.7	3.0	1.5
Health care and social assistance.....	380	485	385	2.4	3.0	2.3
Leisure and hospitality.....	584	671	622	4.5	5.1	4.8
Arts, entertainment, and recreation.....	66	91	93	3.6	4.9	5.3
Accommodation and food services.....	519	580	528	4.6	5.2	4.7
Other services.....	89	174	118	1.6	3.2	2.2
Government.....	197	308	200	.9	1.3	.9
Federal.....	22	39	25	.8	1.4	.9
State and local.....	175	269	175	.9	1.3	.9
<b>REGION <sup>3</sup></b>						
Northeast.....	580	833	664	2.3	3.3	2.7
South.....	1,355	1,516	1,440	2.7	3.2	3.0
Midwest.....	807	1,016	785	2.6	3.4	2.6
West.....	912	987	865	3.0	3.3	2.9

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

**Table 7. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>
<b>Total</b> .....	4,161	4,476	3,765	3.0	3.4	2.8
<b>INDUSTRY</b>						
Total private.....	3,977	4,253	3,583	3.5	3.9	3.3
Mining and logging.....	27	27	19	3.4	3.8	2.7
Construction.....	462	444	357	6.5	7.1	5.9
Manufacturing.....	318	328	246	2.4	2.8	2.1
Durable goods.....	186	175	136	2.3	2.4	1.9
Nondurable goods.....	132	154	110	2.7	3.3	2.4
Trade, transportation, and utilities.....	891	847	761	3.4	3.4	3.0
Wholesale trade.....	137	120	127	2.3	2.1	2.2
Retail trade.....	606	575	486	3.9	3.9	3.2
Transportation, warehousing, and utilities.....	147	152	148	2.9	3.2	3.1
Information.....	67	69	68	2.3	2.5	2.4
Financial activities.....	168	235	106	2.1	3.1	1.4
Finance and insurance.....	100	138	55	1.7	2.4	1.0
Real estate and rental and leasing.....	68	98	51	3.3	4.9	2.6
Professional and business services.....	869	770	802	4.9	4.6	4.7
Education and health services.....	338	455	351	1.8	2.3	1.8
Educational services.....	35	54	35	1.1	1.7	1.1
Health care and social assistance.....	303	401	317	1.9	2.5	1.9
Leisure and hospitality.....	697	873	716	5.3	6.7	5.6
Arts, entertainment, and recreation.....	105	193	127	5.9	10.4	7.2
Accommodation and food services.....	592	680	589	5.2	6.1	5.3
Other services.....	139	204	155	2.5	3.8	2.9
Government.....	183	222	182	.8	1.0	.8
Federal.....	11	24	22	.4	.8	.8
State and local.....	172	198	160	.9	1.0	.8
<b>REGION <sup>3</sup></b>						
Northeast.....	643	770	728	2.5	3.1	2.9
South.....	1,457	1,647	1,382	2.9	3.5	2.9
Midwest.....	1,024	1,005	758	3.3	3.4	2.5
West.....	1,036	1,053	897	3.4	3.6	3.0

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

**Table 8. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>
<b>Total</b> .....	1,707	1,885	1,566	1.2	1.4	1.2
<b>INDUSTRY</b>						
Total private.....	1,625	1,798	1,492	1.4	1.6	1.4
Mining and logging.....	11	6	4	1.3	.9	.6
Construction.....	64	77	92	.9	1.2	1.5
Manufacturing.....	89	92	51	.7	.8	.4
Durable goods.....	49	40	25	.6	.6	.4
Nondurable goods.....	40	53	26	.8	1.2	.6
Trade, transportation, and utilities.....	404	416	382	1.5	1.7	1.5
Wholesale trade.....	45	41	61	.8	.7	1.1
Retail trade.....	309	308	265	2.0	2.1	1.8
Transportation, warehousing, and utilities.....	50	67	56	1.0	1.4	1.2
Information.....	23	33	37	.8	1.2	1.3
Financial activities.....	79	94	48	1.0	1.2	.6
Finance and insurance.....	57	67	30	1.0	1.2	.5
Real estate and rental and leasing.....	22	27	19	1.1	1.4	.9
Professional and business services.....	298	313	241	1.7	1.9	1.4
Education and health services.....	191	276	201	1.0	1.4	1.0
Educational services.....	14	27	20	.4	.8	.6
Health care and social assistance.....	177	249	181	1.1	1.5	1.1
Leisure and hospitality.....	392	404	354	3.0	3.1	2.8
Arts, entertainment, and recreation.....	22	41	29	1.2	2.2	1.6
Accommodation and food services.....	371	363	326	3.3	3.2	2.9
Other services.....	74	85	82	1.4	1.6	1.5
Government.....	82	87	74	.4	.4	.3
Federal.....	2	3	3	.1	.1	.1
State and local.....	80	84	71	.4	.4	.4
<b>REGION <sup>3</sup></b>						
Northeast.....	258	318	226	1.0	1.3	.9
South.....	666	739	653	1.3	1.5	1.4
Midwest.....	392	421	307	1.3	1.4	1.0
West.....	391	406	380	1.3	1.4	1.3

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

**Table 9. Layoffs and discharges levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>P</sup>
<b>Total</b> .....	2,184	2,266	1,955	1.6	1.7	1.5
<b>INDUSTRY</b>						
Total private.....	2,115	2,177	1,883	1.9	2.0	1.7
Mining and logging.....	16	19	14	2.1	2.7	2.0
Construction.....	379	358	258	5.4	5.8	4.2
Manufacturing.....	212	215	183	1.6	1.8	1.6
Durable goods.....	126	124	103	1.5	1.7	1.4
Nondurable goods.....	85	91	80	1.7	2.0	1.7
Trade, transportation, and utilities.....	414	346	335	1.6	1.4	1.3
Wholesale trade.....	85	59	61	1.4	1.0	1.1
Retail trade.....	251	218	189	1.6	1.5	1.3
Transportation, warehousing, and utilities.....	78	69	85	1.6	1.4	1.8
Information.....	38	26	26	1.3	.9	.9
Financial activities.....	81	118	49	1.0	1.5	.6
Finance and insurance.....	37	52	21	.6	.9	.4
Real estate and rental and leasing.....	44	66	28	2.1	3.3	1.4
Professional and business services.....	532	394	485	3.0	2.3	2.9
Education and health services.....	105	154	126	.5	.8	.6
Educational services.....	19	26	13	.6	.8	.4
Health care and social assistance.....	86	128	114	.5	.8	.7
Leisure and hospitality.....	282	448	343	2.2	3.4	2.7
Arts, entertainment, and recreation.....	80	147	94	4.4	7.9	5.3
Accommodation and food services.....	202	301	249	1.8	2.7	2.2
Other services.....	56	98	64	1.0	1.8	1.2
Government.....	69	89	72	.3	.4	.3
Federal.....	4	7	13	.1	.3	.5
State and local.....	65	82	59	.3	.4	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	342	399	474	1.3	1.6	1.9
South.....	698	814	605	1.4	1.7	1.3
Midwest.....	576	505	403	1.9	1.7	1.3
West.....	569	548	473	1.9	1.9	1.6

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

**Table 10. Other separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>	Nov. 2008	Oct. 2009	Nov. 2009 <sup>p</sup>
<b>Total</b> .....	269	325	245	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	237	279	209	.2	.3	.2
Mining and logging.....	( <sup>4</sup> )	2	1	( <sup>4</sup> )	.2	.1
Construction.....	19	8	8	.3	.1	.1
Manufacturing.....	18	21	12	.1	.2	.1
Durable goods.....	11	11	7	.1	.1	.1
Nondurable goods.....	7	10	4	.1	.2	.1
Trade, transportation, and utilities.....	73	85	45	.3	.3	.2
Wholesale trade.....	8	20	6	.1	.4	.1
Retail trade.....	46	48	31	.3	.3	.2
Transportation, warehousing, and utilities.....	19	16	8	.4	.3	.2
Information.....	6	10	6	.2	.3	.2
Financial activities.....	8	23	9	.1	.3	.1
Finance and insurance.....	6	19	4	.1	.3	.1
Real estate and rental and leasing.....	2	4	4	.1	.2	.2
Professional and business services.....	40	64	77	.2	.4	.5
Education and health services.....	42	25	24	.2	.1	.1
Educational services.....	2	1	2	.1	( <sup>4</sup> )	.1
Health care and social assistance.....	40	24	22	.2	.1	.1
Leisure and hospitality.....	23	21	19	.2	.2	.1
Arts, entertainment, and recreation.....	4	5	5	.2	.3	.3
Accommodation and food services.....	19	16	14	.2	.1	.1
Other services.....	8	21	9	.2	.4	.2
Government.....	32	46	36	.1	.2	.2
Federal.....	5	13	6	.2	.5	.2
State and local.....	27	33	30	.1	.2	.1
<b>REGION <sup>3</sup></b>						
Northeast.....	43	53	28	.2	.2	.1
South.....	95	95	125	.2	.2	.3
Midwest.....	56	79	48	.2	.3	.2
West.....	75	98	43	.2	.3	.1

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>4</sup> Data round to zero.

<sup>p</sup> = preliminary.