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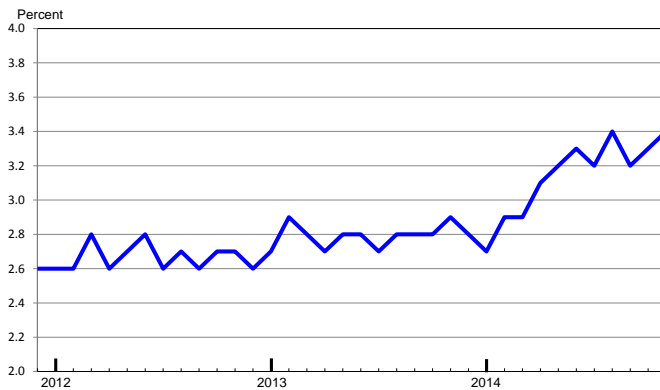
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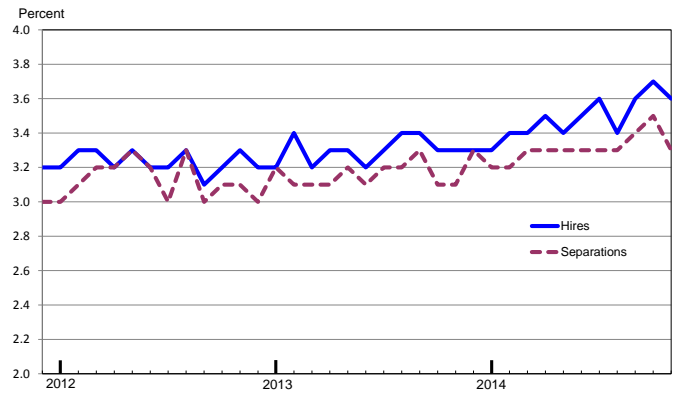
## JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2014

There were 5.0 million job openings on the last business day of November, little changed from 4.8 million in October, the U.S. Bureau of Labor Statistics reported today. Hires (5.0 million) were little changed and separations (4.6 million) declined in November. Within separations, the quits rate (1.9 percent) was unchanged and the layoffs and discharges rate (1.2 percent) was little changed. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

**Chart 1. Job openings rate, seasonally adjusted, December 2011 - November 2014**



**Chart 2. Hires and separations rates, seasonally adjusted, December 2011 - November 2014**



### Job Openings

There were 5.0 million **job openings** on the last business day of November. The job openings rate was 3.4 percent. The number of job openings was little changed for total private and increased for government in November. (See table 1.) Job openings increased for nondurable goods manufacturing and for state and local government. The number of job openings was little changed in all four regions.

The number of **job openings** (not seasonally adjusted) increased over the 12 months ending in November for total nonfarm, total private, and government. Job openings increased over the year for many industries, including professional and business services, health care and social assistance, and accommodation and food services. Job openings decreased in arts, entertainment, and recreation. The number of openings increased over the year in all four regions. (See table 7.)

## Hires

There were 5.0 million **hires** in November, little changed from October. The hires rate in November was 3.6 percent. The number of hires was little changed for total private and government. Hires decreased over the month in professional and business services and in the West region. (See table 2.)

Over the 12 months ending in November, 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 several industries, including retail trade and accommodation and food services. The number of hires increased in the Northeast and Midwest regions. (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 4.6 million **total separations** in November, down from October. The separations rate was 3.3 percent in November. The number of total separations was little changed for total private and government and decreased in the Northeast region. (See table 3.)

There were 2.6 million **quits** in November, little changed from October. The quits rate in November was 1.9 percent. The number of quits was little changed for total private and decreased for government. Quits decreased in durable goods manufacturing, professional and business services, and state and local government. 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 November for total nonfarm and total private and was unchanged for government. Over the year, quits increased for many industries, including both health care and social assistance and accommodation and food services. The number of quits also increased over the year in the South region. (See table 10.)

There were 1.6 million **layoffs and discharges** in November, little changed from October. The rate was 1.2 percent in November. The number of layoffs and discharges was little changed over the month for total private and government, and fell in the Northeast region. (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 November for total nonfarm, total private, and government. The number of layoffs and discharges increased over the year in mining and logging and in the Midwest region. (See table 11.)

In November, there were 393,000 **other separations** for total nonfarm, little changed from October. Over the month, the number of other separations was little changed for total private at 331,000 and for government at 62,000. (See table 6.) Seasonally adjusted estimates of other separations are not available for individual industries or regions.

Over the 12 months ending in November, the number of **other separations** (not seasonally adjusted) was little changed for total nonfarm, total private, and government. Other separations fell over the year for information and was little changed in all four 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 November 2014, **hires** totaled 57.6 million and **separations** totaled 54.9 million, yielding a **net employment** gain of 2.7 million. These figures include workers who may have been hired and separated more than once during the year.

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**The Job Openings and Labor Turnover Survey results for December 2014 are scheduled to be released on Tuesday, February 10, 2015 at 10:00 a.m. (EST).**

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

Category	Job openings			Hires			Total separations		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>P</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>P</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	4,126	4,830	4,972	4,574	5,101	4,990	4,316	4,863	4,623
Total private <sup>1</sup> .....	3,757	4,409	4,512	4,286	4,797	4,688	4,028	4,554	4,335
Construction.....	165	141	145	299	320	308	275	304	291
Manufacturing.....	298	287	318	269	276	259	228	260	223
Durable goods.....	175	182	191	147	169	153	126	149	128
Nondurable goods.....	123	105	127	122	108	106	103	110	95
Trade, transportation, and utilities <sup>2</sup> .....	786	832	876	1,012	1,135	1,119	933	1,052	1,046
Retail trade.....	439	460	509	694	778	778	668	720	720
Professional and business services.....	750	966	1,046	950	1,110	998	888	1,074	923
Education and health services <sup>3</sup> .....	682	850	822	522	589	578	492	564	530
Health care and social assistance.....	610	764	735	448	507	507	416	484	464
Leisure and hospitality.....	562	715	639	792	899	907	761	840	832
Arts, entertainment, and recreation.....	84	57	42	141	150	132	127	133	128
Accommodation and food services.....	477	658	597	651	749	775	634	707	704
Government <sup>4</sup> .....	369	421	459	288	304	303	287	309	287
State and local.....	313	361	403	249	275	266	253	276	248
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	2.9	3.3	3.4	3.3	3.7	3.6	3.1	3.5	3.3
Total private <sup>1</sup> .....	3.2	3.6	3.7	3.7	4.1	4.0	3.5	3.9	3.7
Construction.....	2.7	2.3	2.3	5.1	5.3	5.0	4.7	5.0	4.8
Manufacturing.....	2.4	2.3	2.5	2.2	2.3	2.1	1.9	2.1	1.8
Durable goods.....	2.3	2.3	2.4	1.9	2.2	2.0	1.7	1.9	1.7
Nondurable goods.....	2.7	2.3	2.8	2.7	2.4	2.4	2.3	2.5	2.1
Trade, transportation, and utilities <sup>2</sup> .....	2.9	3.0	3.2	3.9	4.3	4.2	3.6	4.0	3.9
Retail trade.....	2.8	2.9	3.2	4.6	5.0	5.0	4.4	4.7	4.6
Professional and business services.....	3.8	4.7	5.1	5.0	5.7	5.1	4.7	5.5	4.7
Education and health services <sup>3</sup> .....	3.1	3.8	3.7	2.5	2.7	2.7	2.3	2.6	2.4
Health care and social assistance.....	3.3	4.0	3.9	2.5	2.8	2.8	2.3	2.7	2.5
Leisure and hospitality.....	3.8	4.6	4.1	5.5	6.1	6.1	5.3	5.7	5.6
Arts, entertainment, and recreation.....	3.9	2.6	1.9	6.8	7.1	6.2	6.1	6.3	6.0
Accommodation and food services.....	3.7	5.0	4.5	5.3	5.9	6.1	5.1	5.6	5.6
Government <sup>4</sup> .....	1.7	1.9	2.1	1.3	1.4	1.4	1.3	1.4	1.3
State and local.....	1.6	1.8	2.1	1.3	1.4	1.4	1.3	1.4	1.3

<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 educational services, not shown separately.

<sup>4</sup> 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](http://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](http://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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>
<b>Total.....</b>	4,126	4,605	4,853	4,685	4,830	4,972	2.9	3.2	3.4	3.2	3.3	3.4
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	3,757	4,129	4,411	4,219	4,409	4,512	3.2	3.4	3.6	3.5	3.6	3.7
Construction.....	165	139	121	112	141	145	2.7	2.2	2.0	1.8	2.3	2.3
Manufacturing.....	298	293	296	293	287	318	2.4	2.4	2.4	2.4	2.3	2.5
Durable goods.....	175	195	179	179	182	191	2.3	2.5	2.3	2.3	2.3	2.4
Nondurable goods.....	123	97	118	115	105	127	2.7	2.1	2.6	2.5	2.3	2.8
Trade, transportation, and utilities <sup>5</sup> .....	786	806	821	803	832	876	2.9	3.0	3.0	2.9	3.0	3.2
Retail trade.....	439	473	500	493	460	509	2.8	3.0	3.1	3.1	2.9	3.2
Professional and business services.....	750	880	928	941	966	1,046	3.8	4.4	4.6	4.6	4.7	5.1
Education and health services <sup>6</sup> .....	682	826	866	872	850	822	3.1	3.7	3.9	3.9	3.8	3.7
Health care and social assistance.....	610	746	789	776	764	735	3.3	4.0	4.2	4.1	4.0	3.9
Leisure and hospitality.....	562	622	700	661	715	639	3.8	4.1	4.6	4.3	4.6	4.1
Arts, entertainment, and recreation.....	84	63	71	52	57	42	3.9	2.9	3.3	2.4	2.6	1.9
Accommodation and food services.....	477	559	629	608	658	597	3.7	4.3	4.8	4.6	5.0	4.5
Government <sup>7</sup> .....	369	476	443	466	421	459	1.7	2.1	2.0	2.1	1.9	2.1
State and local.....	313	421	378	395	361	403	1.6	2.2	1.9	2.0	1.8	2.1
<b>REGION<sup>8</sup></b>												
Northeast.....	692	765	796	769	767	800	2.6	2.8	3.0	2.9	2.8	3.0
South.....	1,535	1,722	1,897	1,816	1,875	1,922	3.0	3.3	3.6	3.5	3.6	3.6
Midwest.....	941	1,087	1,076	1,064	1,077	1,125	2.9	3.3	3.3	3.3	3.3	3.4
West.....	957	1,031	1,084	1,035	1,110	1,124	3.0	3.2	3.4	3.2	3.4	3.5

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

<sup>2</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>3</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>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 educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	4,574	4,934	4,742	5,075	5,101	4,990	3.3	3.6	3.4	3.6	3.7	3.6
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	4,286	4,651	4,450	4,764	4,797	4,688	3.7	4.0	3.8	4.1	4.1	4.0
Construction.....	299	371	330	284	320	308	5.1	6.1	5.4	4.7	5.3	5.0
Manufacturing.....	269	259	236	279	276	259	2.2	2.1	1.9	2.3	2.3	2.1
Durable goods.....	147	155	139	160	169	153	1.9	2.0	1.8	2.1	2.2	2.0
Nondurable goods.....	122	103	97	119	108	106	2.7	2.3	2.2	2.7	2.4	2.4
Trade, transportation, and utilities <sup>5</sup> .....	1,012	1,090	1,011	1,020	1,135	1,119	3.9	4.1	3.8	3.8	4.3	4.2
Retail trade.....	694	758	686	693	778	778	4.6	4.9	4.5	4.5	5.0	5.0
Professional and business services.....	950	1,012	1,049	1,168	1,110	998	5.0	5.3	5.4	6.0	5.7	5.1
Education and health services <sup>6</sup> .....	522	555	514	636	589	578	2.5	2.6	2.4	2.9	2.7	2.7
Health care and social assistance.....	448	485	437	543	507	507	2.5	2.7	2.4	3.0	2.8	2.8
Leisure and hospitality.....	792	852	845	887	899	907	5.5	5.8	5.8	6.0	6.1	6.1
Arts, entertainment, and recreation.....	141	138	136	142	150	132	6.8	6.6	6.5	6.7	7.1	6.2
Accommodation and food services.....	651	714	709	745	749	775	5.3	5.7	5.6	5.9	5.9	6.1
Government <sup>7</sup> .....	288	282	293	311	304	303	1.3	1.3	1.3	1.4	1.4	1.4
State and local.....	249	252	265	281	275	266	1.3	1.3	1.4	1.5	1.4	1.4
<b>REGION<sup>8</sup></b>												
Northeast.....	696	793	728	827	776	794	2.7	3.0	2.8	3.2	3.0	3.0
South.....	1,824	1,945	1,872	1,971	2,017	1,953	3.7	3.9	3.7	3.9	4.0	3.8
Midwest.....	1,022	1,119	1,018	1,139	1,160	1,226	3.3	3.6	3.2	3.6	3.7	3.9
West.....	1,032	1,077	1,124	1,139	1,149	1,018	3.4	3.5	3.6	3.7	3.7	3.3

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

<sup>2</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>3</sup> The hires rate is the number of hires during the entire month as a percent of total employment.

<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 educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	4,316	4,629	4,531	4,809	4,863	4,623	3.1	3.3	3.3	3.4	3.5	3.3
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	4,028	4,369	4,247	4,500	4,554	4,335	3.5	3.7	3.6	3.8	3.9	3.7
Construction.....	275	331	316	263	304	291	4.7	5.5	5.2	4.3	5.0	4.8
Manufacturing.....	228	231	237	256	260	223	1.9	1.9	1.9	2.1	2.1	1.8
Durable goods.....	126	137	134	142	149	128	1.7	1.8	1.7	1.8	1.9	1.7
Nondurable goods.....	103	95	103	115	110	95	2.3	2.1	2.3	2.6	2.5	2.1
Trade, transportation, and utilities <sup>5</sup> .....	933	1,031	987	977	1,052	1,046	3.6	3.9	3.7	3.7	4.0	3.9
Retail trade.....	668	723	681	679	720	720	4.4	4.7	4.4	4.4	4.7	4.6
Professional and business services.....	888	946	974	1,088	1,074	923	4.7	4.9	5.0	5.6	5.5	4.7
Education and health services <sup>6</sup> .....	492	524	484	578	564	530	2.3	2.4	2.2	2.7	2.6	2.4
Health care and social assistance.....	416	450	410	495	484	464	2.3	2.5	2.3	2.7	2.7	2.5
Leisure and hospitality.....	761	827	818	861	840	832	5.3	5.7	5.6	5.9	5.7	5.6
Arts, entertainment, and recreation.....	127	126	142	136	133	128	6.1	6.0	6.8	6.4	6.3	6.0
Accommodation and food services.....	634	702	675	725	707	704	5.1	5.6	5.4	5.8	5.6	5.6
Government <sup>7</sup> .....	287	260	284	308	309	287	1.3	1.2	1.3	1.4	1.4	1.3
State and local.....	253	235	259	277	276	248	1.3	1.2	1.4	1.4	1.4	1.3
<b>REGION<sup>8</sup></b>												
Northeast.....	659	717	715	756	779	665	2.6	2.7	2.7	2.9	3.0	2.5
South.....	1,680	1,835	1,827	1,943	1,928	1,862	3.4	3.6	3.6	3.8	3.8	3.7
Midwest.....	941	1,016	996	1,065	1,115	1,092	3.0	3.2	3.2	3.4	3.5	3.5
West.....	1,036	1,061	993	1,044	1,042	1,004	3.4	3.4	3.2	3.3	3.3	3.2

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

<sup>2</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>3</sup> The total separations rate is the number of total separations during the entire month as a percent of total employment.

<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 educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	2,448	2,547	2,510	2,735	2,712	2,618	1.8	1.8	1.8	2.0	1.9	1.9
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	2,325	2,413	2,364	2,574	2,561	2,493	2.0	2.1	2.0	2.2	2.2	2.1
Construction.....	75	107	127	109	106	96	1.3	1.8	2.1	1.8	1.7	1.6
Manufacturing.....	120	127	121	131	130	102	1.0	1.0	1.0	1.1	1.1	0.8
Durable goods.....	66	70	68	73	76	53	0.9	0.9	0.9	0.9	1.0	0.7
Nondurable goods.....	54	57	54	59	54	49	1.2	1.3	1.2	1.3	1.2	1.1
Trade, transportation, and utilities <sup>5</sup> .....	559	580	554	565	609	632	2.1	2.2	2.1	2.1	2.3	2.4
Retail trade.....	410	428	406	402	439	453	2.7	2.8	2.6	2.6	2.8	2.9
Professional and business services.....	500	470	454	572	519	428	2.7	2.4	2.3	3.0	2.7	2.2
Education and health services <sup>6</sup> .....	283	348	297	343	349	349	1.3	1.6	1.4	1.6	1.6	1.6
Health care and social assistance.....	250	310	263	305	301	314	1.4	1.7	1.4	1.7	1.7	1.7
Leisure and hospitality.....	540	529	549	566	568	599	3.7	3.6	3.7	3.9	3.8	4.1
Arts, entertainment, and recreation.....	53	53	53	53	52	53	2.6	2.5	2.5	2.5	2.5	2.5
Accommodation and food services.....	487	477	496	513	516	547	3.9	3.8	3.9	4.1	4.1	4.3
Government <sup>7</sup> .....	124	134	145	161	152	125	0.6	0.6	0.7	0.7	0.7	0.6
State and local.....	113	125	139	150	141	111	0.6	0.7	0.7	0.8	0.7	0.6
<b>REGION<sup>8</sup></b>												
Northeast.....	344	339	339	372	374	358	1.3	1.3	1.3	1.4	1.4	1.4
South.....	1,007	1,040	1,030	1,119	1,152	1,112	2.0	2.1	2.0	2.2	2.3	2.2
Midwest.....	551	590	597	665	584	589	1.8	1.9	1.9	2.1	1.9	1.9
West.....	547	578	544	579	603	559	1.8	1.9	1.7	1.9	1.9	1.8

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

<sup>2</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>3</sup> The quits rate is the number of quits during the entire month as a percent of total employment.

<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 educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

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

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**Table 5. Layoffs and discharges levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	1,511	1,726	1,619	1,653	1,757	1,612	1.1	1.2	1.2	1.2	1.3	1.2
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	1,419	1,657	1,547	1,573	1,670	1,512	1.2	1.4	1.3	1.3	1.4	1.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities <sup>5</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services <sup>6</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government <sup>7</sup> .....	92	70	72	81	87	100	0.4	0.3	0.3	0.4	0.4	0.5
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
<b>REGION<sup>8</sup></b>												
Northeast.....	252	321	296	300	332	244	1.0	1.2	1.1	1.1	1.3	0.9
South.....	551	634	639	645	605	602	1.1	1.3	1.3	1.3	1.2	1.2
Midwest.....	304	358	332	336	465	413	1.0	1.1	1.1	1.1	1.5	1.3
West.....	404	413	352	371	355	353	1.3	1.3	1.1	1.2	1.1	1.1

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

<sup>2</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>3</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

<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 educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

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

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- Data not available.

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

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	July 2014	Aug. 2014	Sept. 2014	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	356	356	402	420	394	393	0.3	0.3	0.3	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	285	299	335	354	323	331	0.2	0.3	0.3	0.3	0.3	0.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities <sup>5</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services <sup>6</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government <sup>7</sup> .....	71	57	66	66	71	62	0.3	0.3	0.3	0.3	0.3	0.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
<b>REGION<sup>8</sup></b>												
Northeast.....	-	-	-	-	-	-	-	-	-	-	-	-
South.....	-	-	-	-	-	-	-	-	-	-	-	-
Midwest.....	-	-	-	-	-	-	-	-	-	-	-	-
West.....	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</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>3</sup> The other separations rate is the number of other separations during the entire month as a percent of total employment.

<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 educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

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

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- Data not available.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	3,723	5,077	4,559	2.6	3.5	3.1
<b>INDUSTRY</b>						
Total private.....	3,380	4,668	4,139	2.8	3.8	3.4
Mining and logging.....	16	36	25	1.8	3.7	2.7
Construction.....	122	147	115	2.0	2.3	1.8
Manufacturing.....	259	289	289	2.1	2.3	2.3
Durable goods.....	153	177	172	2.0	2.2	2.2
Nondurable goods.....	106	111	117	2.3	2.4	2.5
Trade, transportation, and utilities.....	697	906	794	2.6	3.3	2.8
Wholesale trade.....	145	167	168	2.4	2.7	2.8
Retail trade.....	387	540	458	2.4	3.4	2.8
Transportation, warehousing, and utilities.....	166	199	168	3.1	3.6	3.1
Information.....	127	91	106	4.5	3.3	3.8
Financial activities.....	188	354	314	2.3	4.2	3.8
Finance and insurance.....	153	286	254	2.5	4.6	4.1
Real estate and rental and leasing.....	35	68	60	1.7	3.2	2.9
Professional and business services.....	725	1,045	1,029	3.7	5.1	5.0
Education and health services.....	640	892	769	2.9	3.9	3.4
Educational services.....	67	92	82	1.8	2.5	2.2
Health care and social assistance.....	573	799	687	3.1	4.2	3.6
Leisure and hospitality.....	486	720	558	3.3	4.7	3.7
Arts, entertainment, and recreation.....	75	57	35	3.8	2.7	1.8
Accommodation and food services.....	412	663	523	3.3	5.0	4.0
Other services.....	119	188	137	2.1	3.3	2.4
Government.....	344	409	420	1.5	1.8	1.8
Federal.....	52	56	49	1.9	2.0	1.8
State and local.....	292	353	371	1.5	1.8	1.8
<b>REGION<sup>3</sup></b>						
Northeast.....	624	834	725	2.3	3.1	2.7
South.....	1,329	1,952	1,684	2.6	3.7	3.2
Midwest.....	882	1,115	1,078	2.7	3.4	3.3
West.....	887	1,176	1,071	2.8	3.6	3.3

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	4,165	5,415	4,575	3.0	3.8	3.2
<b>INDUSTRY</b>						
Total private.....	3,945	5,136	4,342	3.4	4.3	3.7
Mining and logging.....	19	32	26	2.2	3.4	2.8
Construction.....	218	325	227	3.6	5.1	3.6
Manufacturing.....	219	281	212	1.8	2.3	1.7
Durable goods.....	124	168	129	1.6	2.2	1.7
Nondurable goods.....	95	113	84	2.1	2.5	1.9
Trade, transportation, and utilities.....	1,250	1,370	1,377	4.7	5.1	5.1
Wholesale trade.....	88	164	113	1.5	2.8	1.9
Retail trade.....	907	978	1,020	5.8	6.3	6.4
Transportation, warehousing, and utilities.....	255	228	244	4.9	4.3	4.6
Information.....	66	87	64	2.4	3.2	2.4
Financial activities.....	153	190	192	1.9	2.4	2.4
Finance and insurance.....	104	128	133	1.8	2.2	2.2
Real estate and rental and leasing.....	49	61	58	2.5	3.0	2.8
Professional and business services.....	859	1,180	911	4.5	6.0	4.6
Education and health services.....	410	626	459	1.9	2.9	2.1
Educational services.....	46	86	40	1.3	2.4	1.1
Health care and social assistance.....	363	541	418	2.0	3.0	2.3
Leisure and hospitality.....	621	864	717	4.4	5.9	4.9
Arts, entertainment, and recreation.....	109	122	99	5.7	5.8	5.0
Accommodation and food services.....	512	743	618	4.2	5.9	4.9
Other services.....	131	182	157	2.4	3.3	2.8
Government.....	221	278	233	1.0	1.2	1.0
Federal.....	37	27	42	1.3	1.0	1.6
State and local.....	184	251	190	0.9	1.3	1.0
<b>REGION<sup>3</sup></b>						
Northeast.....	617	801	714	2.4	3.0	2.7
South.....	1,664	2,170	1,794	3.3	4.2	3.5
Midwest.....	917	1,205	1,124	2.9	3.8	3.5
West.....	967	1,238	943	3.1	3.9	3.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	3,798	5,044	4,065	2.7	3.6	2.9
<b>INDUSTRY</b>						
Total private.....	3,608	4,792	3,863	3.1	4.0	3.2
Mining and logging.....	20	33	30	2.3	3.6	3.2
Construction.....	294	354	308	4.9	5.6	4.9
Manufacturing.....	198	276	198	1.6	2.3	1.6
Durable goods.....	106	154	114	1.4	2.0	1.5
Nondurable goods.....	92	122	84	2.1	2.7	1.9
Trade, transportation, and utilities.....	817	1,065	912	3.1	4.0	3.4
Wholesale trade.....	96	172	138	1.7	2.9	2.3
Retail trade.....	591	710	634	3.8	4.6	4.0
Transportation, warehousing, and utilities.....	130	183	139	2.5	3.5	2.6
Information.....	58	84	60	2.2	3.1	2.2
Financial activities.....	146	180	161	1.8	2.3	2.0
Finance and insurance.....	93	118	102	1.6	2.0	1.7
Real estate and rental and leasing.....	52	63	58	2.6	3.0	2.8
Professional and business services.....	825	1,103	855	4.3	5.6	4.3
Education and health services.....	380	519	410	1.8	2.4	1.9
Educational services.....	43	57	36	1.2	1.6	1.0
Health care and social assistance.....	337	462	374	1.9	2.5	2.0
Leisure and hospitality.....	711	992	768	5.0	6.7	5.3
Arts, entertainment, and recreation.....	151	178	149	7.9	8.5	7.6
Accommodation and food services.....	560	814	619	4.6	6.4	4.9
Other services.....	157	185	163	2.9	3.3	2.9
Government.....	190	252	201	0.9	1.1	0.9
Federal.....	26	34	33	1.0	1.2	1.2
State and local.....	164	218	169	0.8	1.1	0.9
<b>REGION<sup>3</sup></b>						
Northeast.....	590	828	575	2.3	3.1	2.2
South.....	1,411	1,988	1,557	2.8	3.9	3.0
Midwest.....	869	1,141	1,044	2.8	3.6	3.3
West.....	927	1,087	889	3.0	3.5	2.8

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	2,017	2,804	2,179	1.5	2.0	1.5
<b>INDUSTRY</b>						
Total private.....	1,931	2,672	2,091	1.7	2.3	1.8
Mining and logging.....	10	18	12	1.1	1.9	1.3
Construction.....	58	120	69	1.0	1.9	1.1
Manufacturing.....	94	136	79	0.8	1.1	0.6
Durable goods.....	50	82	40	0.7	1.1	0.5
Nondurable goods.....	44	54	39	1.0	1.2	0.9
Trade, transportation, and utilities.....	474	640	544	1.8	2.4	2.0
Wholesale trade.....	51	94	78	0.9	1.6	1.3
Retail trade.....	350	457	393	2.2	3.0	2.5
Transportation, warehousing, and utilities.....	72	88	73	1.4	1.7	1.4
Information.....	30	53	37	1.1	2.0	1.4
Financial activities.....	69	112	89	0.9	1.4	1.1
Finance and insurance.....	46	72	51	0.8	1.2	0.9
Real estate and rental and leasing.....	23	40	38	1.2	1.9	1.8
Professional and business services.....	446	535	382	2.4	2.7	1.9
Education and health services.....	222	344	277	1.0	1.6	1.3
Educational services.....	21	40	20	0.6	1.1	0.6
Health care and social assistance.....	201	304	256	1.1	1.7	1.4
Leisure and hospitality.....	434	615	504	3.1	4.2	3.5
Arts, entertainment, and recreation.....	39	53	39	2.0	2.5	2.0
Accommodation and food services.....	396	562	465	3.2	4.4	3.7
Other services.....	94	97	99	1.7	1.8	1.8
Government.....	87	132	87	0.4	0.6	0.4
Federal.....	8	10	10	0.3	0.4	0.4
State and local.....	79	122	78	0.4	0.6	0.4
<b>REGION<sup>3</sup></b>						
Northeast.....	272	388	291	1.0	1.5	1.1
South.....	831	1,179	927	1.7	2.3	1.8
Midwest.....	464	607	497	1.5	1.9	1.6
West.....	449	629	464	1.5	2.0	1.5

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>P</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>P</sup>
Total.....	1,508	1,877	1,583	1.1	1.3	1.1
<b>INDUSTRY</b>						
Total private.....	1,447	1,803	1,508	1.2	1.5	1.3
Mining and logging.....	8	13	16	1.0	1.4	1.7
Construction.....	229	209	221	3.8	3.3	3.6
Manufacturing.....	90	114	108	0.7	0.9	0.9
Durable goods.....	48	56	68	0.6	0.7	0.9
Nondurable goods.....	42	58	40	0.9	1.3	0.9
Trade, transportation, and utilities.....	276	318	283	1.0	1.2	1.0
Wholesale trade.....	39	56	53	0.7	0.9	0.9
Retail trade.....	190	184	177	1.2	1.2	1.1
Transportation, warehousing, and utilities.....	47	78	52	0.9	1.5	1.0
Information.....	20	26	18	0.7	1.0	0.7
Financial activities.....	51	49	43	0.6	0.6	0.5
Finance and insurance.....	30	37	25	0.5	0.6	0.4
Real estate and rental and leasing.....	21	12	18	1.0	0.6	0.9
Professional and business services.....	342	510	418	1.8	2.6	2.1
Education and health services.....	126	142	105	0.6	0.7	0.5
Educational services.....	18	13	12	0.5	0.4	0.3
Health care and social assistance.....	108	129	93	0.6	0.7	0.5
Leisure and hospitality.....	246	349	235	1.7	2.4	1.6
Arts, entertainment, and recreation.....	110	123	108	5.7	5.9	5.5
Accommodation and food services.....	136	226	128	1.1	1.8	1.0
Other services.....	59	73	61	1.1	1.3	1.1
Government.....	61	74	75	0.3	0.3	0.3
Federal.....	10	14	13	0.4	0.5	0.5
State and local.....	51	60	62	0.3	0.3	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	274	369	248	1.1	1.4	0.9
South.....	487	647	518	1.0	1.3	1.0
Midwest.....	341	480	475	1.1	1.5	1.5
West.....	406	381	343	1.3	1.2	1.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>	Nov. 2013	Oct. 2014	Nov. 2014 <sup>p</sup>
Total.....	273	363	303	0.2	0.3	0.2
<b>INDUSTRY</b>						
Total private.....	230	317	264	0.2	0.3	0.2
Mining and logging.....	2	2	2	0.2	0.2	0.2
Construction.....	6	24	17	0.1	0.4	0.3
Manufacturing.....	15	27	11	0.1	0.2	0.1
Durable goods.....	8	17	6	0.1	0.2	0.1
Nondurable goods.....	7	9	4	0.2	0.2	0.1
Trade, transportation, and utilities.....	68	108	85	0.3	0.4	0.3
Wholesale trade.....	6	22	7	0.1	0.4	0.1
Retail trade.....	51	69	64	0.3	0.4	0.4
Transportation, warehousing, and utilities.....	11	16	13	0.2	0.3	0.3
Information.....	9	4	4	0.3	0.2	0.2
Financial activities.....	26	20	29	0.3	0.2	0.4
Finance and insurance.....	17	9	27	0.3	0.2	0.4
Real estate and rental and leasing.....	8	10	3	0.4	0.5	0.1
Professional and business services.....	37	58	55	0.2	0.3	0.3
Education and health services.....	33	33	29	0.2	0.1	0.1
Educational services.....	4	4	4	0.1	0.1	0.1
Health care and social assistance.....	29	28	25	0.2	0.2	0.1
Leisure and hospitality.....	31	28	28	0.2	0.2	0.2
Arts, entertainment, and recreation.....	3	2	2	0.2	0.1	0.1
Accommodation and food services.....	28	26	27	0.2	0.2	0.2
Other services.....	4	14	3	0.1	0.3	0.0
Government.....	42	46	39	0.2	0.2	0.2
Federal.....	8	10	10	0.3	0.4	0.4
State and local.....	34	36	29	0.2	0.2	0.1
<b>REGION<sup>3</sup></b>						
Northeast.....	43	70	36	0.2	0.3	0.1
South.....	94	163	114	0.2	0.3	0.2
Midwest.....	65	53	71	0.2	0.2	0.2
West.....	71	77	82	0.2	0.2	0.3

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

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

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

<sup>p</sup> Preliminary

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