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JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2019

The number of job openings fell to 6.4 million (-364,000) on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.9 million and 5.7 million, respectively. Within separations, the quits rate and layoffs and discharges rate were unchanged at 2.3 percent and 1.2 percent respectively. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, December 2016 - December 2019

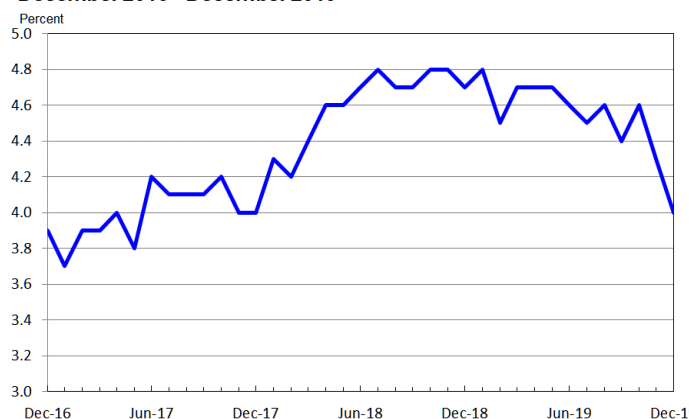
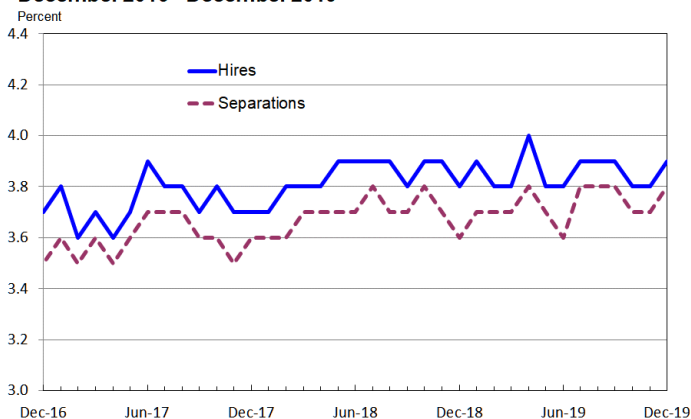


Chart 2. Hires and total separations rates, seasonally adjusted, December 2016 - December 2019



Job Openings

On the last business day of December, the **job openings** level fell to 6.4 million (-364,000), and the job openings rate decreased to 4.0 percent. Over the year, the job openings level declined by 14.9 percent. Over the month, the number of job openings decreased for total private (-332,000) and was little changed for government. The largest decreases for job openings were in transportation, warehousing, and utilities (-88,000), real estate and rental and leasing (-34,000), and educational services (-34,000). The number of job openings fell in the South region. (See tables 1 and 7.)

Hires

The number of **hires** was little changed at 5.9 million in December. The hires rate was little changed at 3.9 percent. The hires level increased in accommodation and food services (+69,000). The number of hires increased in the West region. (See table 2.)

Separations

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

In December, the number of **total separations** was little changed at 5.7 million and the rate was little changed at 3.8 percent. The number of total separations decreased in retail trade (-118,000) but increased in other services (+57,000). The total separations level increased in the South region. (See table 3.)

The number of **quits** was little changed in December at 3.5 million and the rate was unchanged at 2.3 percent. Quits decreased in retail trade (-111,000) and arts, entertainment, and recreation (-20,000). The number of quits was little changed in all four regions. (See table 4.)

The number of **layoffs and discharges** was little changed in December at 1.9 million and the rate was unchanged at 1.2 percent. Layoffs and discharges increased in other services (+61,000) and arts, entertainment, and recreation (+47,000). The number of layoffs and discharges decreased in state and local government, excluding education (-15,000) and federal government (-3,000). The layoffs and discharges level increased in the South region. (See table 5.)

The number of **other separations** was little changed in December. Other separations decreased in other services (-18,000). The number of other separations was little changed in all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising.

Over the 12 months ending in December, hires totaled 70.0 million and separations totaled 67.8 million, yielding a net employment gain of 2.2 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for January 2020 are scheduled to be released on Tuesday, March 17, 2020 at 10:00 a.m. (EDT).

Upcoming Revisions to the JOLTS Estimates

As part of an annual process, the January 2020 release on March 17, 2020, will incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2015 forward are subject to revision.

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

Category	Job openings			Hires			Total separations		
	Dec. 2018	Nov. 2019	Dec. 2019 ^P	Dec. 2018	Nov. 2019	Dec. 2019 ^P	Dec. 2018	Nov. 2019	Dec. 2019 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,479	6,787	6,423	5,717	5,827	5,907	5,469	5,709	5,730
Total private.....	6,860	6,071	5,739	5,353	5,460	5,563	5,122	5,361	5,393
Mining and logging ¹	29	22	14	39	24	26	34	30	30
Construction ¹	299	217	239	399	439	484	369	426	435
Manufacturing.....	435	381	360	351	339	330	342	333	340
Durable goods ¹	298	252	224	186	195	191	175	195	198
Nondurable goods ¹	137	129	136	165	143	139	167	138	143
Trade, transportation, and utilities.....	1,482	1,244	1,121	1,176	1,166	1,148	1,134	1,231	1,101
Wholesale trade.....	178	190	190	151	157	128	143	149	121
Retail trade.....	986	733	698	802	769	767	765	847	729
Transportation, warehousing, and utilities ¹	318	321	233	224	240	253	226	235	251
Information ¹	123	136	113	80	89	81	87	79	83
Financial activities.....	380	353	303	201	232	221	180	216	196
Finance and insurance.....	317	252	236	133	145	136	131	145	126
Real estate and rental and leasing ¹	63	102	68	67	87	85	49	70	70
Professional and business services.....	1,391	1,218	1,178	1,144	1,156	1,149	1,116	1,121	1,113
Education and health services.....	1,348	1,293	1,199	717	724	718	652	664	677
Educational services ¹	91	146	112	124	106	104	101	92	92
Health care and social assistance.....	1,258	1,147	1,087	593	618	614	551	572	585
Leisure and hospitality.....	1,102	982	969	1,037	1,081	1,147	1,007	1,073	1,174
Arts, entertainment, and recreation.....	154	124	147	154	184	182	153	177	203
Accommodation and food services.....	948	858	822	883	897	966	853	896	971
Other services.....	271	226	243	209	211	259	201	187	244
Government.....	619	716	684	364	367	344	347	348	336
Federal ¹	87	105	81	36	46	42	44	44	41
State and local.....	532	611	604	328	321	302	304	305	295
State and local education.....	229	223	225	176	162	147	163	150	158
State and local, excluding education ¹	304	388	379	152	159	156	141	155	138
RATES BY INDUSTRY (percent)									
Total.....	4.7	4.3	4.0	3.8	3.8	3.9	3.6	3.7	3.8
Total private.....	5.1	4.5	4.2	4.2	4.2	4.3	4.0	4.1	4.2
Mining and logging ¹	3.8	2.8	1.8	5.1	3.3	3.6	4.5	4.0	4.1
Construction ¹	3.9	2.8	3.1	5.4	5.8	6.4	5.0	5.7	5.8
Manufacturing.....	3.3	2.9	2.7	2.7	2.6	2.6	2.7	2.6	2.6
Durable goods ¹	3.6	3.0	2.7	2.3	2.4	2.4	2.2	2.4	2.5
Nondurable goods ¹	2.8	2.6	2.8	3.5	3.0	2.9	3.5	2.9	3.0
Trade, transportation, and utilities.....	5.1	4.3	3.9	4.2	4.2	4.1	4.1	4.4	3.9
Wholesale trade.....	2.9	3.1	3.1	2.6	2.6	2.1	2.4	2.5	2.0
Retail trade.....	5.9	4.4	4.2	5.1	4.9	4.8	4.8	5.4	4.6
Transportation, warehousing, and utilities ¹	5.0	5.0	3.7	3.7	3.9	4.1	3.7	3.8	4.1
Information ¹	4.2	4.6	3.8	2.8	3.1	2.9	3.1	2.8	2.9
Financial activities.....	4.2	3.9	3.4	2.3	2.7	2.5	2.1	2.5	2.2
Finance and insurance.....	4.8	3.8	3.6	2.1	2.3	2.1	2.1	2.3	2.0
Real estate and rental and leasing ¹	2.7	4.2	2.8	2.9	3.7	3.6	2.1	3.0	3.0
Professional and business services.....	6.1	5.3	5.2	5.4	5.3	5.3	5.3	5.2	5.1
Education and health services.....	5.3	5.0	4.7	3.0	3.0	2.9	2.7	2.7	2.8
Educational services ¹	2.4	3.7	2.8	3.3	2.8	2.7	2.7	2.4	2.4
Health care and social assistance.....	5.9	5.3	5.0	2.9	3.0	3.0	2.7	2.8	2.8
Leisure and hospitality.....	6.2	5.5	5.4	6.3	6.4	6.8	6.1	6.3	6.9
Arts, entertainment, and recreation.....	5.9	4.7	5.5	6.3	7.3	7.2	6.3	7.1	8.0
Accommodation and food services.....	6.3	5.6	5.4	6.3	6.2	6.7	6.0	6.2	6.7
Other services.....	4.4	3.7	3.9	3.6	3.6	4.3	3.4	3.1	4.1

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Government.....	2.7	3.1	2.9	1.6	1.6	1.5	1.5	1.5	1.5
Federal ¹	3.0	3.6	2.8	1.3	1.6	1.5	1.6	1.5	1.5
State and local.....	2.6	3.0	3.0	1.7	1.6	1.5	1.5	1.5	1.5
State and local education.....	2.1	2.1	2.1	1.7	1.5	1.4	1.6	1.4	1.5
State and local, excluding education ¹	3.2	4.0	3.9	1.6	1.7	1.7	1.5	1.7	1.5

¹ No regular seasonal movements could be identified in the job openings series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The Bureau of Labor Statistics (BLS) collects and compiles JOLTS data monthly from a sample of nonfarm establishments. A more detailed discussion of JOLTS concepts and methodology is available online at www.bls.gov/opub/hom/pdf/homch18.pdf.

Coverage and collection

The JOLTS program covers all private nonfarm establishments, as well as federal, state, and local government entities in the 50 states and the District of Columbia. Data are collected for total employment, job openings, hires, quits, layoffs and discharges, other separations, and total separations.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2017 version of the North American Industry Classification System (NAICS).

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

Job openings. Job openings information is collected for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days whether or not the employer found a suitable candidate, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing

companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. The hires level is the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. The separations level is the total number of employment terminations occurring at any time during the reference month, and is reported by type of separation—quits, layoffs and discharges, and other separations. (Some respondents are only able to report total separations.) The quits count includes voluntary separations by employees (except for retirements, which are reported as other separations). The layoffs and discharges count is comprised of involuntary separations initiated by the employer and includes layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. The other separations count includes retirements, transfers to other locations, deaths, and separations due to disability. The separations count does not include transfers within the same location or employees on strike. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

Annual estimates. Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month.

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,000 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.1 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from these units during their early existence. To compensate for the inability to capture data from these establishments, BLS has developed a birth/death model that uses birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

Seasonal adjustment

BLS uses X-13 ARIMA to seasonally adjust several JOLTS series utilizing moving averages as seasonal filters. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

The JOLTS measures for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and non-

sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method.

This method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment change and the CES net employment change is calculated. Next, the JOLTS implied employment change is adjusted to equal the CES net employment change through a proportional adjustment. This procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample is surveyed rather than the entire population, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Sampling error estimates are available at www.bls.gov/jlt/jolts_median_standard_errors.htm.

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

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Table 1. Job openings levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p
Total.....	7,479	7,301	7,032	7,361	6,787	6,423	4.7	4.6	4.4	4.6	4.3	4.0
INDUSTRY												
Total private.....	6,860	6,562	6,314	6,600	6,071	5,739	5.1	4.8	4.7	4.9	4.5	4.2
Mining and logging ³	29	33	34	23	22	14	3.8	4.3	4.4	3.0	2.8	1.8
Construction ³	299	384	327	326	217	239	3.9	4.9	4.2	4.2	2.8	3.1
Manufacturing.....	435	470	462	447	381	360	3.3	3.5	3.5	3.4	2.9	2.7
Durable goods ³	298	321	292	307	252	224	3.6	3.8	3.5	3.7	3.0	2.7
Nondurable goods ³	137	149	170	140	129	136	2.8	3.0	3.4	2.8	2.6	2.8
Trade, transportation, and utilities.....	1,482	1,337	1,285	1,487	1,244	1,121	5.1	4.6	4.4	5.1	4.3	3.9
Wholesale trade.....	178	193	202	260	190	190	2.9	3.2	3.3	4.2	3.1	3.1
Retail trade.....	986	816	741	884	733	698	5.9	4.9	4.5	5.3	4.4	4.2
Transportation, warehousing, and utilities ³	318	327	343	343	321	233	5.0	5.1	5.3	5.3	5.0	3.7
Information ³	123	137	162	138	136	113	4.2	4.6	5.4	4.7	4.6	3.8
Financial activities.....	380	377	360	422	353	303	4.2	4.2	4.0	4.6	3.9	3.4
Finance and insurance.....	317	269	267	324	252	236	4.8	4.1	4.0	4.8	3.8	3.6
Real estate and rental and leasing ³	63	107	92	98	102	68	2.7	4.4	3.8	4.0	4.2	2.8
Professional and business services.....	1,391	1,305	1,241	1,236	1,218	1,178	6.1	5.7	5.4	5.4	5.3	5.2
Education and health services.....	1,348	1,330	1,205	1,277	1,293	1,199	5.3	5.2	4.7	5.0	5.0	4.7
Educational services ³	91	135	125	145	146	112	2.4	3.4	3.2	3.6	3.7	2.8
Health care and social assistance.....	1,258	1,195	1,080	1,133	1,147	1,087	5.9	5.5	5.0	5.2	5.3	5.0
Leisure and hospitality.....	1,102	929	992	996	982	969	6.2	5.3	5.6	5.6	5.5	5.4
Arts, entertainment, and recreation.....	154	120	154	138	124	147	5.9	4.7	5.9	5.3	4.7	5.5
Accommodation and food services.....	948	809	838	858	858	822	6.3	5.4	5.5	5.6	5.6	5.4
Other services.....	271	261	245	248	226	243	4.4	4.2	4.0	4.0	3.7	3.9
Government.....	619	739	719	761	716	684	2.7	3.2	3.1	3.3	3.1	2.9
Federal ³	87	121	110	120	105	81	3.0	4.1	3.7	4.1	3.6	2.8
State and local.....	532	618	608	641	611	604	2.6	3.0	3.0	3.1	3.0	3.0
State and local education.....	229	218	222	231	223	225	2.1	2.0	2.1	2.1	2.1	2.1
State and local, excluding education ³	304	400	387	410	388	379	3.2	4.1	4.0	4.2	4.0	3.9
REGION⁴												
Northeast.....	1,230	1,348	1,203	1,264	1,180	1,102	4.3	4.6	4.1	4.3	4.0	3.8
South.....	2,848	2,765	2,687	2,836	2,535	2,359	4.9	4.8	4.6	4.9	4.4	4.1
Midwest.....	1,767	1,569	1,563	1,675	1,500	1,422	5.1	4.5	4.5	4.8	4.3	4.1
West.....	1,634	1,620	1,580	1,586	1,572	1,540	4.5	4.4	4.3	4.3	4.3	4.2

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p
Total.....	5,717	5,884	5,951	5,782	5,827	5,907	3.8	3.9	3.9	3.8	3.8	3.9
INDUSTRY												
Total private.....	5,353	5,489	5,596	5,426	5,460	5,563	4.2	4.3	4.3	4.2	4.2	4.3
Mining and logging.....	39	21	25	27	24	26	5.1	2.8	3.4	3.7	3.3	3.6
Construction.....	399	414	451	488	439	484	5.4	5.5	6.0	6.5	5.8	6.4
Manufacturing.....	351	337	338	321	339	330	2.7	2.6	2.6	2.5	2.6	2.6
Durable goods.....	186	192	194	184	195	191	2.3	2.4	2.4	2.3	2.4	2.4
Nondurable goods.....	165	145	144	137	143	139	3.5	3.0	3.0	2.9	3.0	2.9
Trade, transportation, and utilities.....	1,176	1,173	1,197	1,114	1,166	1,148	4.2	4.2	4.3	4.0	4.2	4.1
Wholesale trade.....	151	145	165	146	157	128	2.6	2.4	2.8	2.4	2.6	2.1
Retail trade.....	802	782	788	712	769	767	5.1	5.0	5.0	4.5	4.9	4.8
Transportation, warehousing, and utilities.....	224	245	244	257	240	253	3.7	4.0	4.0	4.2	3.9	4.1
Information.....	80	95	88	94	89	81	2.8	3.4	3.1	3.3	3.1	2.9
Financial activities.....	201	235	230	210	232	221	2.3	2.7	2.6	2.4	2.7	2.5
Finance and insurance.....	133	148	145	131	145	136	2.1	2.3	2.3	2.1	2.3	2.1
Real estate and rental and leasing. . .	67	86	85	79	87	85	2.9	3.7	3.6	3.4	3.7	3.6
Professional and business services. . . .	1,144	1,163	1,209	1,143	1,156	1,149	5.4	5.4	5.6	5.3	5.3	5.3
Education and health services.....	717	686	719	712	724	718	3.0	2.8	2.9	2.9	3.0	2.9
Educational services.....	124	94	96	108	106	104	3.3	2.5	2.5	2.8	2.8	2.7
Health care and social assistance. . . .	593	593	623	604	618	614	2.9	2.9	3.0	2.9	3.0	3.0
Leisure and hospitality.....	1,037	1,135	1,150	1,098	1,081	1,147	6.3	6.8	6.9	6.5	6.4	6.8
Arts, entertainment, and recreation. . .	154	161	167	161	184	182	6.3	6.6	6.7	6.5	7.3	7.2
Accommodation and food services. . .	883	973	984	937	897	966	6.3	6.8	6.9	6.5	6.2	6.7
Other services.....	209	229	188	218	211	259	3.6	3.9	3.2	3.7	3.6	4.3
Government.....	364	396	355	356	367	344	1.6	1.7	1.6	1.6	1.6	1.5
Federal.....	36	70	41	40	46	42	1.3	2.5	1.4	1.4	1.6	1.5
State and local.....	328	325	314	316	321	302	1.7	1.6	1.6	1.6	1.6	1.5
State and local education.....	176	169	154	157	162	147	1.7	1.6	1.5	1.5	1.5	1.4
State and local, excluding education.....	152	156	160	158	159	156	1.6	1.7	1.7	1.7	1.7	1.7
REGION³												
Northeast.....	871	935	900	919	949	934	3.2	3.4	3.2	3.3	3.4	3.3
South.....	2,204	2,306	2,413	2,307	2,315	2,344	4.0	4.2	4.4	4.2	4.2	4.2
Midwest.....	1,324	1,285	1,295	1,266	1,324	1,269	4.0	3.9	3.9	3.8	4.0	3.8
West.....	1,318	1,358	1,343	1,290	1,239	1,360	3.8	3.9	3.8	3.7	3.5	3.9

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p
Total.....	5,469	5,732	5,798	5,652	5,709	5,730	3.6	3.8	3.8	3.7	3.7	3.8
INDUSTRY												
Total private.....	5,122	5,385	5,454	5,282	5,361	5,393	4.0	4.2	4.2	4.1	4.1	4.2
Mining and logging.....	34	28	24	27	30	30	4.5	3.7	3.2	3.6	4.0	4.1
Construction.....	369	415	428	456	426	435	5.0	5.5	5.7	6.1	5.7	5.8
Manufacturing.....	342	320	349	324	333	340	2.7	2.5	2.7	2.5	2.6	2.6
Durable goods.....	175	183	203	193	195	198	2.2	2.3	2.5	2.4	2.4	2.5
Nondurable goods.....	167	137	145	131	138	143	3.5	2.9	3.0	2.7	2.9	3.0
Trade, transportation, and utilities.....	1,134	1,202	1,204	1,086	1,231	1,101	4.1	4.3	4.3	3.9	4.4	3.9
Wholesale trade.....	143	145	167	139	149	121	2.4	2.4	2.8	2.3	2.5	2.0
Retail trade.....	765	817	801	708	847	729	4.8	5.2	5.1	4.5	5.4	4.6
Transportation, warehousing, and utilities.....	226	241	236	240	235	251	3.7	3.9	3.9	3.9	3.8	4.1
Information.....	87	94	84	90	79	83	3.1	3.3	3.0	3.2	2.8	2.9
Financial activities.....	180	240	215	201	216	196	2.1	2.8	2.5	2.3	2.5	2.2
Finance and insurance.....	131	151	132	125	145	126	2.1	2.4	2.1	2.0	2.3	2.0
Real estate and rental and leasing. ...	49	89	83	76	70	70	2.1	3.8	3.6	3.3	3.0	3.0
Professional and business services.	1,116	1,145	1,168	1,099	1,121	1,113	5.3	5.3	5.4	5.1	5.2	5.1
Education and health services.....	652	633	655	662	664	677	2.7	2.6	2.7	2.7	2.7	2.8
Educational services.....	101	98	87	99	92	92	2.7	2.6	2.3	2.6	2.4	2.4
Health care and social assistance.	551	535	568	564	572	585	2.7	2.6	2.8	2.7	2.8	2.8
Leisure and hospitality.....	1,007	1,110	1,125	1,097	1,073	1,174	6.1	6.6	6.7	6.5	6.3	6.9
Arts, entertainment, and recreation. ...	153	159	154	174	177	203	6.3	6.5	6.2	7.0	7.1	8.0
Accommodation and food services. ...	853	951	972	923	896	971	6.0	6.7	6.8	6.4	6.2	6.7
Other services.....	201	199	201	239	187	244	3.4	3.3	3.4	4.0	3.1	4.1
Government.....	347	347	344	370	348	336	1.5	1.5	1.5	1.6	1.5	1.5
Federal.....	44	40	41	54	44	41	1.6	1.4	1.4	1.9	1.5	1.5
State and local.....	304	307	304	316	305	295	1.5	1.6	1.5	1.6	1.5	1.5
State and local education.....	163	153	153	159	150	158	1.6	1.5	1.5	1.5	1.4	1.5
State and local, excluding education.....	141	154	151	156	155	138	1.5	1.7	1.6	1.7	1.7	1.5
REGION³												
Northeast.....	820	914	863	923	910	879	3.0	3.3	3.1	3.3	3.3	3.1
South.....	2,197	2,287	2,301	2,114	2,155	2,297	4.0	4.1	4.1	3.8	3.9	4.1
Midwest.....	1,231	1,195	1,272	1,225	1,283	1,209	3.7	3.6	3.8	3.7	3.8	3.6
West.....	1,221	1,336	1,363	1,390	1,361	1,345	3.5	3.8	3.9	4.0	3.9	3.8

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p
Total.....	3,391	3,601	3,471	3,497	3,568	3,488	2.3	2.4	2.3	2.3	2.3	2.3
INDUSTRY												
Total private.....	3,205	3,419	3,288	3,317	3,384	3,300	2.5	2.7	2.5	2.6	2.6	2.5
Mining and logging.....	22	14	11	13	14	13	2.9	1.9	1.5	1.7	1.9	1.7
Construction.....	185	182	187	184	167	169	2.5	2.4	2.5	2.4	2.2	2.2
Manufacturing.....	211	197	214	198	211	204	1.7	1.5	1.7	1.5	1.6	1.6
Durable goods.....	111	114	126	115	115	112	1.4	1.4	1.6	1.4	1.4	1.4
Nondurable goods.....	100	83	88	83	96	92	2.1	1.7	1.8	1.7	2.0	1.9
Trade, transportation, and utilities.....	715	777	731	663	842	731	2.6	2.8	2.6	2.4	3.0	2.6
Wholesale trade.....	89	87	80	64	91	74	1.5	1.5	1.3	1.1	1.5	1.2
Retail trade.....	493	554	522	465	616	505	3.1	3.5	3.3	2.9	3.9	3.2
Transportation, warehousing, and utilities.....	133	136	129	134	135	153	2.2	2.2	2.1	2.2	2.2	2.5
Information.....	43	49	43	45	44	45	1.5	1.7	1.5	1.6	1.5	1.6
Financial activities.....	106	152	128	132	149	122	1.2	1.8	1.5	1.5	1.7	1.4
Finance and insurance.....	76	92	88	87	103	83	1.2	1.4	1.4	1.4	1.6	1.3
Real estate and rental and leasing ³ ...	31	61	41	45	46	40	1.3	2.6	1.7	1.9	1.9	1.7
Professional and business services.....	649	646	654	626	629	616	3.1	3.0	3.0	2.9	2.9	2.8
Education and health services.....	448	459	442	462	458	494	1.9	1.9	1.8	1.9	1.9	2.0
Educational services.....	52	56	50	63	55	64	1.4	1.5	1.3	1.6	1.4	1.7
Health care and social assistance.....	397	402	393	400	404	430	2.0	2.0	1.9	1.9	2.0	2.1
Leisure and hospitality.....	706	831	754	802	745	766	4.3	5.0	4.5	4.8	4.4	4.5
Arts, entertainment, and recreation... ..	56	83	77	90	86	66	2.3	3.4	3.1	3.6	3.4	2.6
Accommodation and food services... ..	650	748	677	712	659	700	4.6	5.3	4.7	5.0	4.6	4.9
Other services.....	120	113	124	192	126	141	2.0	1.9	2.1	3.2	2.1	2.4
Government.....	186	181	182	180	184	187	0.8	0.8	0.8	0.8	0.8	0.8
Federal.....	20	18	18	18	17	18	0.7	0.6	0.6	0.6	0.6	0.7
State and local.....	166	164	165	162	167	169	0.8	0.8	0.8	0.8	0.8	0.9
State and local education.....	89	87	88	85	86	93	0.8	0.8	0.8	0.8	0.8	0.9
State and local, excluding education.....	77	77	76	78	81	76	0.8	0.8	0.8	0.8	0.9	0.8
REGION⁴												
Northeast.....	464	546	468	507	479	464	1.7	2.0	1.7	1.8	1.7	1.7
South.....	1,423	1,440	1,369	1,349	1,444	1,446	2.6	2.6	2.5	2.4	2.6	2.6
Midwest.....	744	759	789	795	812	759	2.3	2.3	2.4	2.4	2.4	2.3
West.....	760	856	845	846	833	819	2.2	2.4	2.4	2.4	2.4	2.3

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p
Total.....	1,751	1,812	1,971	1,795	1,768	1,895	1.2	1.2	1.3	1.2	1.2	1.2
INDUSTRY												
Total private.....	1,653	1,709	1,871	1,674	1,669	1,819	1.3	1.3	1.4	1.3	1.3	1.4
Mining and logging.....	10	10	12	13	15	15	1.3	1.4	1.6	1.7	2.0	2.1
Construction.....	164	218	218	254	230	247	2.2	2.9	2.9	3.4	3.1	3.3
Manufacturing.....	111	104	112	106	100	111	0.9	0.8	0.9	0.8	0.8	0.9
Durable goods.....	51	57	65	64	65	69	0.6	0.7	0.8	0.8	0.8	0.9
Nondurable goods.....	60	48	48	43	35	43	1.3	1.0	1.0	0.9	0.7	0.9
Trade, transportation, and utilities.....	360	368	400	355	305	304	1.3	1.3	1.4	1.3	1.1	1.1
Wholesale trade ³	45	54	77	66	46	33	0.8	0.9	1.3	1.1	0.8	0.6
Retail trade.....	230	227	235	200	178	185	1.5	1.4	1.5	1.3	1.1	1.2
Transportation, warehousing, and utilities.....	85	88	88	89	81	86	1.4	1.4	1.4	1.5	1.3	1.4
Information.....	38	38	36	38	33	31	1.3	1.4	1.3	1.3	1.2	1.1
Financial activities.....	58	59	62	43	45	48	0.7	0.7	0.7	0.5	0.5	0.5
Finance and insurance.....	44	33	25	18	21	23	0.7	0.5	0.4	0.3	0.3	0.4
Real estate and rental and leasing. . .	14	26	37	25	24	25	0.6	1.1	1.6	1.1	1.0	1.1
Professional and business services. . . .	406	441	456	416	436	451	1.9	2.1	2.1	1.9	2.0	2.1
Education and health services.....	155	137	178	165	170	142	0.6	0.6	0.7	0.7	0.7	0.6
Educational services.....	42	36	33	29	32	23	1.1	1.0	0.9	0.8	0.8	0.6
Health care and social assistance. . . .	112	100	145	136	138	119	0.6	0.5	0.7	0.7	0.7	0.6
Leisure and hospitality.....	279	257	335	249	299	371	1.7	1.5	2.0	1.5	1.8	2.2
Arts, entertainment, and recreation. . .	96	71	72	79	86	133	3.9	2.9	2.9	3.2	3.4	5.3
Accommodation and food services. . .	183	186	263	170	212	238	1.3	1.3	1.8	1.2	1.5	1.7
Other services.....	73	76	62	35	37	98	1.2	1.3	1.0	0.6	0.6	1.6
Government.....	98	102	100	121	98	76	0.4	0.5	0.4	0.5	0.4	0.3
Federal.....	9	10	9	25	12	9	0.3	0.3	0.3	0.9	0.4	0.3
State and local.....	89	93	91	96	86	67	0.5	0.5	0.5	0.5	0.4	0.3
State and local education.....	51	43	41	46	39	36	0.5	0.4	0.4	0.4	0.4	0.3
State and local, excluding education.....	38	49	50	50	47	32	0.4	0.5	0.5	0.5	0.5	0.3
REGION⁴												
Northeast.....	303	314	330	352	363	348	1.1	1.1	1.2	1.3	1.3	1.2
South.....	649	717	788	641	578	729	1.2	1.3	1.4	1.2	1.0	1.3
Midwest.....	407	375	406	351	394	378	1.2	1.1	1.2	1.1	1.2	1.1
West.....	392	406	446	450	432	441	1.1	1.2	1.3	1.3	1.2	1.3

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019 ^p
Total.....	327	320	356	360	373	347	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	263	256	295	291	307	274	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	2	3	1	1	1	2	0.3	0.4	0.1	0.2	0.2	0.2
Construction ³	21	16	22	17	29	19	0.3	0.2	0.3	0.2	0.4	0.3
Manufacturing.....	19	19	23	19	22	25	0.1	0.1	0.2	0.2	0.2	0.2
Durable goods.....	13	12	13	14	15	17	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	6	6	10	5	7	9	0.1	0.1	0.2	0.1	0.1	0.2
Trade, transportation, and utilities.....	59	58	73	69	85	66	0.2	0.2	0.3	0.2	0.3	0.2
Wholesale trade.....	8	4	10	9	12	14	0.1	0.1	0.2	0.2	0.2	0.2
Retail trade.....	41	37	44	42	53	40	0.3	0.2	0.3	0.3	0.3	0.3
Transportation, warehousing, and utilities ³	9	17	19	17	19	12	0.2	0.3	0.3	0.3	0.3	0.2
Information ³	6	6	6	8	3	6	0.2	0.2	0.2	0.3	0.1	0.2
Financial activities.....	15	28	25	26	22	26	0.2	0.3	0.3	0.3	0.3	0.3
Finance and insurance.....	11	26	19	20	21	21	0.2	0.4	0.3	0.3	0.3	0.3
Real estate and rental and leasing ³ ...	4	2	6	6	1	5	0.2	0.1	0.2	0.3	0.0	0.2
Professional and business services....	61	58	59	57	57	46	0.3	0.3	0.3	0.3	0.3	0.2
Education and health services.....	49	37	35	35	36	41	0.2	0.2	0.1	0.1	0.1	0.2
Educational services.....	7	5	5	7	5	5	0.2	0.1	0.1	0.2	0.1	0.1
Health care and social assistance ³ ...	42	33	30	28	30	36	0.2	0.2	0.1	0.1	0.1	0.2
Leisure and hospitality.....	22	22	37	46	29	36	0.1	0.1	0.2	0.3	0.2	0.2
Arts, entertainment, and recreation ³ ...	1	5	5	6	5	3	0.1	0.2	0.2	0.2	0.2	0.1
Accommodation and food services ³ ...	21	16	32	40	25	33	0.1	0.1	0.2	0.3	0.2	0.2
Other services ³	9	10	15	13	24	6	0.2	0.2	0.3	0.2	0.4	0.1
Government.....	64	64	62	69	66	73	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	15	12	14	12	14	14	0.5	0.4	0.5	0.4	0.5	0.5
State and local.....	49	51	48	57	52	59	0.2	0.3	0.2	0.3	0.3	0.3
State and local education.....	23	23	23	29	25	29	0.2	0.2	0.2	0.3	0.2	0.3
State and local, excluding education.....	25	28	25	28	27	30	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	53	54	64	64	67	68	0.2	0.2	0.2	0.2	0.2	0.2
South.....	125	130	144	124	134	123	0.2	0.2	0.3	0.2	0.2	0.2
Midwest.....	80	61	76	79	77	71	0.2	0.2	0.2	0.2	0.2	0.2
West.....	70	74	72	93	95	85	0.2	0.2	0.2	0.3	0.3	0.2

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

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

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Total.....	6,921	6,468	5,892	4.4	4.0	3.7
INDUSTRY						
Total private.....	6,321	5,761	5,221	4.7	4.2	3.9
Mining and logging.....	29	22	14	3.8	2.8	1.8
Construction.....	299	217	239	3.9	2.8	3.1
Manufacturing.....	435	381	360	3.3	2.9	2.7
Durable goods.....	298	252	224	3.6	3.0	2.7
Nondurable goods.....	137	129	136	2.8	2.6	2.8
Trade, transportation, and utilities.....	1,350	1,208	1,003	4.5	4.1	3.4
Wholesale trade.....	163	163	167	2.7	2.7	2.7
Retail trade.....	868	724	603	5.1	4.3	3.6
Transportation, warehousing, and utilities.....	318	321	233	4.8	4.9	3.5
Information.....	123	136	113	4.1	4.5	3.8
Financial activities.....	373	343	298	4.1	3.8	3.3
Finance and insurance.....	310	241	231	4.7	3.6	3.5
Real estate and rental and leasing.....	63	102	68	2.7	4.2	2.8
Professional and business services.....	1,275	1,121	1,043	5.6	4.9	4.6
Education and health services.....	1,294	1,232	1,152	5.1	4.7	4.4
Educational services.....	91	146	112	2.3	3.5	2.8
Health care and social assistance.....	1,204	1,086	1,039	5.6	5.0	4.8
Leisure and hospitality.....	893	904	775	5.2	5.2	4.5
Arts, entertainment, and recreation.....	102	99	109	4.3	4.1	4.4
Accommodation and food services.....	791	805	666	5.4	5.3	4.5
Other services.....	250	197	225	4.1	3.2	3.7
Government.....	600	707	670	2.6	3.0	2.8
Federal.....	87	105	81	3.0	3.6	2.8
State and local.....	514	602	590	2.5	2.9	2.8
State and local education.....	210	214	211	1.9	1.9	1.9
State and local, excluding education.....	304	388	379	3.2	4.0	4.0
REGION³						
Northeast.....	1,154	1,122	1,034	4.0	3.8	3.5
South.....	2,672	2,452	2,197	4.6	4.2	3.8
Midwest.....	1,619	1,445	1,276	4.6	4.1	3.6
West.....	1,476	1,449	1,385	4.1	3.9	3.8

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Total.....	4,210	5,401	4,367	2.8	3.5	2.8
INDUSTRY						
Total private.....	3,991	5,108	4,159	3.1	3.9	3.2
Mining and logging.....	27	20	16	3.6	2.7	2.3
Construction.....	221	325	278	3.0	4.3	3.7
Manufacturing.....	233	281	218	1.8	2.2	1.7
Durable goods.....	123	166	126	1.5	2.1	1.6
Nondurable goods.....	110	115	92	2.3	2.4	1.9
Trade, transportation, and utilities.....	953	1,480	931	3.3	5.2	3.3
Wholesale trade.....	113	125	94	1.9	2.1	1.6
Retail trade.....	612	972	578	3.8	6.0	3.5
Transportation, warehousing, and utilities.....	228	382	260	3.6	6.1	4.1
Information.....	60	87	59	2.1	3.0	2.1
Financial activities.....	138	200	155	1.6	2.3	1.8
Finance and insurance.....	96	126	98	1.5	2.0	1.5
Real estate and rental and leasing.....	42	74	56	1.9	3.2	2.4
Professional and business services.....	938	1,050	938	4.4	4.8	4.3
Education and health services.....	515	610	522	2.1	2.5	2.1
Educational services.....	68	76	57	1.8	1.9	1.4
Health care and social assistance.....	447	534	465	2.2	2.6	2.2
Leisure and hospitality.....	770	894	867	4.8	5.4	5.2
Arts, entertainment, and recreation.....	101	136	125	4.5	5.9	5.3
Accommodation and food services.....	668	758	742	4.8	5.3	5.2
Other services.....	135	162	175	2.3	2.7	2.9
Government.....	219	294	208	1.0	1.3	0.9
Federal.....	27	55	32	1.0	2.0	1.1
State and local.....	192	238	176	1.0	1.2	0.9
State and local education.....	95	112	77	0.9	1.0	0.7
State and local, excluding education.....	97	126	99	1.1	1.4	1.1
REGION³						
Northeast.....	640	861	666	2.3	3.1	2.4
South.....	1,650	2,131	1,780	3.0	3.8	3.2
Midwest.....	949	1,230	907	2.9	3.6	2.7
West.....	971	1,179	1,014	2.8	3.3	2.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Total.....	5,139	5,032	5,394	3.4	3.3	3.5
INDUSTRY						
Total private.....	4,842	4,779	5,110	3.8	3.7	3.9
Mining and logging.....	33	25	31	4.3	3.3	4.3
Construction.....	392	427	487	5.4	5.6	6.5
Manufacturing.....	287	280	289	2.2	2.2	2.2
Durable goods.....	143	159	166	1.8	2.0	2.1
Nondurable goods.....	144	121	123	3.0	2.5	2.6
Trade, transportation, and utilities.....	1,195	1,102	1,131	4.2	3.9	3.9
Wholesale trade.....	124	129	106	2.1	2.2	1.8
Retail trade.....	807	759	730	5.0	4.7	4.5
Transportation, warehousing, and utilities.....	263	214	295	4.2	3.4	4.6
Information.....	77	66	75	2.7	2.3	2.6
Financial activities.....	168	190	174	1.9	2.2	2.0
Finance and insurance.....	121	123	109	1.9	1.9	1.7
Real estate and rental and leasing.....	46	67	65	2.0	2.9	2.8
Professional and business services.....	1,111	1,018	1,109	5.2	4.7	5.1
Education and health services.....	557	531	579	2.3	2.1	2.3
Educational services.....	76	53	68	2.0	1.3	1.7
Health care and social assistance.....	481	478	511	2.4	2.3	2.5
Leisure and hospitality.....	858	978	1,019	5.3	5.9	6.1
Arts, entertainment, and recreation.....	118	190	169	5.2	8.2	7.2
Accommodation and food services.....	741	787	850	5.3	5.5	6.0
Other services.....	163	161	216	2.8	2.7	3.6
Government.....	297	253	284	1.3	1.1	1.2
Federal.....	45	43	45	1.6	1.5	1.6
State and local.....	253	210	238	1.3	1.0	1.2
State and local education.....	127	78	113	1.2	0.7	1.0
State and local, excluding education.....	126	133	125	1.4	1.4	1.4
REGION³						
Northeast.....	801	820	863	2.9	2.9	3.1
South.....	1,956	1,832	2,068	3.5	3.3	3.7
Midwest.....	1,210	1,181	1,178	3.6	3.5	3.5
West.....	1,172	1,200	1,285	3.4	3.4	3.6

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Total.....	2,908	2,967	2,975	1.9	1.9	1.9
INDUSTRY						
Total private.....	2,771	2,831	2,837	2.2	2.2	2.2
Mining and logging.....	18	10	10	2.4	1.4	1.3
Construction.....	157	131	138	2.1	1.7	1.9
Manufacturing.....	154	160	147	1.2	1.2	1.1
Durable goods.....	81	84	80	1.0	1.0	1.0
Nondurable goods.....	73	76	68	1.5	1.6	1.4
Trade, transportation, and utilities.....	657	738	662	2.3	2.6	2.3
Wholesale trade.....	72	73	57	1.2	1.2	1.0
Retail trade.....	448	535	442	2.7	3.3	2.7
Transportation, warehousing, and utilities.....	138	129	163	2.2	2.1	2.6
Information.....	36	36	38	1.3	1.3	1.3
Financial activities.....	99	134	110	1.2	1.5	1.3
Finance and insurance.....	69	89	70	1.1	1.4	1.1
Real estate and rental and leasing.....	31	46	40	1.3	1.9	1.7
Professional and business services.....	583	548	547	2.7	2.5	2.5
Education and health services.....	377	368	423	1.6	1.5	1.7
Educational services.....	36	35	46	0.9	0.9	1.2
Health care and social assistance.....	341	332	378	1.7	1.6	1.8
Leisure and hospitality.....	597	603	644	3.7	3.6	3.9
Arts, entertainment, and recreation.....	40	62	47	1.8	2.7	2.0
Accommodation and food services.....	557	541	597	4.0	3.8	4.2
Other services.....	93	101	118	1.6	1.7	2.0
Government.....	137	136	138	0.6	0.6	0.6
Federal.....	18	18	18	0.6	0.6	0.6
State and local.....	119	118	120	0.6	0.6	0.6
State and local education.....	58	51	61	0.5	0.5	0.6
State and local, excluding education.....	61	67	60	0.7	0.7	0.6
REGION³						
Northeast.....	404	395	391	1.5	1.4	1.4
South.....	1,182	1,173	1,206	2.1	2.1	2.2
Midwest.....	638	690	648	1.9	2.0	1.9
West.....	684	709	730	2.0	2.0	2.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Total.....	1,915	1,744	2,084	1.3	1.1	1.4
INDUSTRY						
Total private.....	1,818	1,669	2,012	1.4	1.3	1.5
Mining and logging.....	12	13	20	1.7	1.8	2.7
Construction.....	214	267	329	2.9	3.5	4.4
Manufacturing.....	113	102	113	0.9	0.8	0.9
Durable goods.....	48	63	66	0.6	0.8	0.8
Nondurable goods.....	66	38	47	1.4	0.8	1.0
Trade, transportation, and utilities.....	485	288	406	1.7	1.0	1.4
Wholesale trade.....	45	46	33	0.8	0.8	0.6
Retail trade.....	323	176	252	2.0	1.1	1.5
Transportation, warehousing, and utilities.....	116	66	121	1.8	1.0	1.9
Information.....	35	27	31	1.2	0.9	1.1
Financial activities.....	54	38	43	0.6	0.4	0.5
Finance and insurance.....	42	17	23	0.7	0.3	0.4
Real estate and rental and leasing.....	12	21	20	0.5	0.9	0.9
Professional and business services.....	471	422	524	2.2	1.9	2.4
Education and health services.....	133	131	116	0.6	0.5	0.5
Educational services.....	35	16	18	0.9	0.4	0.5
Health care and social assistance.....	97	115	97	0.5	0.6	0.5
Leisure and hospitality.....	239	345	339	1.5	2.1	2.0
Arts, entertainment, and recreation.....	77	123	119	3.4	5.3	5.1
Accommodation and food services.....	163	221	220	1.2	1.6	1.5
Other services.....	61	36	92	1.0	0.6	1.5
Government.....	97	75	72	0.4	0.3	0.3
Federal.....	10	14	12	0.4	0.5	0.4
State and local.....	87	61	60	0.4	0.3	0.3
State and local education.....	53	17	33	0.5	0.2	0.3
State and local, excluding education.....	34	44	27	0.4	0.5	0.3
REGION³						
Northeast.....	352	376	409	1.3	1.3	1.5
South.....	647	528	739	1.2	0.9	1.3
Midwest.....	490	428	457	1.5	1.3	1.4
West.....	426	412	478	1.2	1.2	1.3

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2018	Nov. 2019	Dec. 2019 ^p	Dec. 2018	Nov. 2019	Dec. 2019 ^p
Total.....	316	321	335	0.2	0.2	0.2
INDUSTRY						
Total private.....	253	279	261	0.2	0.2	0.2
Mining and logging.....	2	1	2	0.2	0.2	0.3
Construction.....	21	29	19	0.3	0.4	0.3
Manufacturing.....	21	18	29	0.2	0.1	0.2
Durable goods.....	14	11	21	0.2	0.1	0.3
Nondurable goods.....	6	7	9	0.1	0.1	0.2
Trade, transportation, and utilities.....	54	76	64	0.2	0.3	0.2
Wholesale trade.....	8	9	16	0.1	0.2	0.3
Retail trade.....	37	47	36	0.2	0.3	0.2
Transportation, warehousing, and utilities.....	9	19	12	0.1	0.3	0.2
Information.....	6	3	6	0.2	0.1	0.2
Financial activities.....	14	19	22	0.2	0.2	0.3
Finance and insurance.....	10	18	17	0.2	0.3	0.3
Real estate and rental and leasing.....	4	1	5	0.2	0.0	0.2
Professional and business services.....	58	48	37	0.3	0.2	0.2
Education and health services.....	47	33	40	0.2	0.1	0.2
Educational services.....	5	2	4	0.1	0.1	0.1
Health care and social assistance.....	42	30	36	0.2	0.1	0.2
Leisure and hospitality.....	22	29	36	0.1	0.2	0.2
Arts, entertainment, and recreation.....	1	5	3	0.1	0.2	0.1
Accommodation and food services.....	21	25	33	0.1	0.2	0.2
Other services.....	9	24	6	0.2	0.4	0.1
Government.....	63	42	74	0.3	0.2	0.3
Federal.....	16	11	16	0.6	0.4	0.6
State and local.....	46	31	58	0.2	0.2	0.3
State and local education.....	16	10	20	0.1	0.1	0.2
State and local, excluding education.....	30	21	38	0.3	0.2	0.4
REGION³						
Northeast.....	45	51	63	0.2	0.2	0.2
South.....	128	130	122	0.2	0.2	0.2
Midwest.....	81	63	74	0.2	0.2	0.2
West.....	62	78	77	0.2	0.2	0.2

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

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

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

^p Preliminary

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