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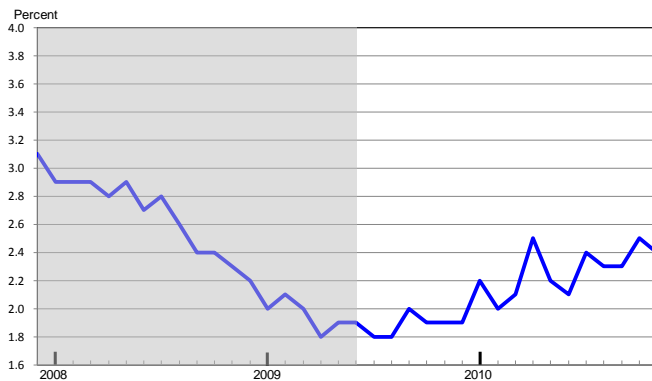
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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2010

There were 3.2 million job openings on the last business day of November, the U.S. Bureau of Labor Statistics reported today. The job openings rate was essentially unchanged over the month at 2.4 percent. Both the hires rate and the separations rate were little changed at 3.2 percent each in November. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, December 2007 - November 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, December 2007 - November 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in November was 3.2 million, which was little changed from 3.3 million in October. (See table 1.) Since the most recent series trough in July 2009, the number of job openings has risen by 0.9 million, or 39 percent. This trough immediately followed the end of the recession in June 2009 (as designated by the National Bureau of Economic Research). Even with the gains since July 2009, the number of job openings in November remained 1.1 million below the 4.4 million openings when the recession began in December 2007.

The number of job openings in November (not seasonally adjusted) increased from 12 months earlier for total nonfarm and total private. The level was little changed over the year for government. Over the year, the job openings level increased in seven industries and was essentially unchanged in the remaining industries. The job openings level was up over the year in all four regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Nov. 2009	Oct. 2010	Nov. 2010 ^P	Nov. 2009	Oct. 2010	Nov. 2010 ^P	Nov. 2009	Oct. 2010	Nov. 2010 ^P
Levels (in thousands)									
Total	2,456	3,328	3,248	4,160	4,249	4,210	4,130	4,084	4,118
Total private ¹	2,113	2,998	2,906	3,878	3,963	3,916	3,846	3,798	3,815
Construction.....	71	79	91	329	370	346	347	348	362
Manufacturing.....	155	209	227	259	271	283	285	279	308
Trade, transportation, and utilities ²	334	481	462	847	838	852	853	802	807
Retail trade.....	207	279	242	554	591	593	544	559	560
Professional and business services.....	425	680	701	808	804	757	706	795	683
Education and health services.....	537	638	547	512	483	516	486	424	486
Leisure and hospitality	236	321	310	693	686	664	716	694	663
Arts, entertainment, and recreation.....	23	37	35	111	105	100	116	112	104
Accommodation and food services.....	214	284	275	582	581	564	600	582	559
Government ³	343	330	342	282	287	293	284	286	303
State and local government.....	249	277	252	247	256	263	249	242	273
Rates (percent)									
Total	1.9	2.5	2.4	3.2	3.3	3.2	3.2	3.1	3.2
Total private ¹	1.9	2.7	2.6	3.6	3.7	3.6	3.6	3.5	3.5
Construction.....	1.2	1.4	1.6	5.7	6.6	6.2	6.1	6.2	6.5
Manufacturing.....	1.3	1.8	1.9	2.2	2.3	2.4	2.5	2.4	2.6
Trade, transportation, and utilities ²	1.3	1.9	1.8	3.4	3.4	3.4	3.5	3.2	3.3
Retail trade.....	1.4	1.9	1.7	3.9	4.1	4.1	3.8	3.9	3.9
Professional and business services.....	2.5	3.9	4.0	4.9	4.8	4.5	4.3	4.7	4.1
Education and health services.....	2.7	3.1	2.7	2.7	2.5	2.6	2.5	2.2	2.5
Leisure and hospitality	1.8	2.4	2.3	5.3	5.2	5.0	5.5	5.3	5.0
Arts, entertainment, and recreation.....	1.2	1.9	1.8	5.9	5.6	5.3	6.1	5.9	5.5
Accommodation and food services.....	1.9	2.5	2.4	5.2	5.2	5.0	5.4	5.2	5.0
Government ³	1.5	1.5	1.5	1.3	1.3	1.3	1.3	1.3	1.4
State and local government.....	1.3	1.4	1.3	1.3	1.3	1.4	1.3	1.2	1.4

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

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

³ Includes federal government, not shown separately.

^P = preliminary.

Hires

In November, the hires rate was little changed at 3.2 percent for total nonfarm and was essentially unchanged for all industries and regions. (See table 2.) There were 4.2 million hires during the month, 9 percent higher than the most recent series trough in June 2009. This trough coincided with the official end of the recession. Despite the gains since June 2009, the number of hires in November remained below the 5.0 million hires when the recession began in December 2007. Since their respective troughs, the hires level has risen at a slower pace than the job openings level.

Over the 12 months ending in November, the hires rate (not seasonally adjusted) was unchanged for total nonfarm, total private, and government. The hires rate increased over the past 12 months in finance and insurance and was essentially unchanged in the remaining industries. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate in November was essentially unchanged for total nonfarm, total private, and government. The total separations rate increased for state and local government. Over the 12 months ending in November, the total separations rate (not seasonally adjusted) was unchanged for total nonfarm, total private, and government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In November, the quits rate was unchanged for total nonfarm (1.5 percent), total private (1.7 percent), and government (0.5 percent) and there was little or no change in every industry and region. (See table 4.) The number of quits in November (2.0 million) is higher than the series trough in September 2009 (1.7 million), but it is still well below the series peak in November 2006 (3.2 million).

Over the 12 months ending in November, the quits rate (not seasonally adjusted) was essentially unchanged for all industries and regions. Quits levels increased over the year in mining and logging and in the Midwest region. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges level was essentially unchanged in November for total nonfarm and total private but increased for government. The number of layoffs and discharges for total nonfarm peaked at 2.6 million in January 2009, then fell to 1.8 million in November 2010. In government, the number of layoffs and discharges in November (133,000) was higher than when the recession began in December 2007 (117,000). (See table B below.)

The layoffs and discharges level (not seasonally adjusted) was essentially unchanged over the 12 months ending in November for total nonfarm, total private, and government. The layoffs and discharges level declined over the year in transportation, warehousing, and utilities; professional and business services; federal government; and in the South region. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Nov. 2009	Oct. 2010	Nov. 2010 ^P	Nov. 2009	Oct. 2010	Nov. 2010 ^P
Total.....	1,973	1,755	1,791	1.5	1.3	1.4
Total private.....	1,853	1,647	1,657	1.7	1.5	1.5
Government.....	120	108	133	0.5	0.5	0.6

^P = preliminary.

The other separations series is not seasonally adjusted. In November, there were 280,000 other separations for total nonfarm, 244,000 for total private, and 36,000 for government. Compared to November 2009, the number of other separations was little changed for total nonfarm, total private, and government. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm

level attributable to the individual components has varied over time, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of the total.

Since February 2010, the proportions of quits and of layoffs and discharges at the total nonfarm level have been close. In November 2010, the proportion of quits for total nonfarm was 47 percent and the proportion of layoffs and discharges was 43 percent. For total private, the proportions were 48 percent quits and 43 percent layoffs and discharges. For government, the proportions were 34 percent quits and 44 percent layoffs and discharges. (See table C below.)

Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)

Industry	Quits						Layoffs and discharges					
	Nov. 2009		Oct. 2010		Nov. 2010 ^P		Nov. 2009		Oct. 2010		Nov. 2010 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,837	44%	1,997	49%	1,953	47%	1,973	48%	1,755	43%	1,791	43%
Total private.....	1,731	45%	1,889	50%	1,849	48%	1,853	48%	1,647	43%	1,657	43%
Government.....	106	37%	108	38%	103	34%	120	42%	108	38%	133	44%

^P = preliminary.

Net Change in Employment

Over the 12 months ending in November, hires (not seasonally adjusted) totaled 50.8 million and separations (not seasonally adjusted) totaled 50.0 million, yielding a net employment gain of 0.8 million. These figures include workers who may have been hired and separated more than once during the year. Nearly half of the hires and nearly half of the separations occurred in three industries: retail trade; professional and business services; and accommodation and food services. The large share of total hires and separations accounted for by these three industries reflects the size of the industries as well as their relatively high hires and separations rates.

The Job Openings and Labor Turnover Survey results for December 2010 are scheduled to be released on Tuesday, February 8, 2011 at 10:00 a.m. (EST). Scheduled release dates for 2011 are as follows:

Dec. — Feb. 8	June — Aug. 10
Jan. — March 11	July — Sept. 7
Feb. — April 13	Aug. — Oct. 12
March — May 11	Sept. — Nov. 8
April — June 7	Oct. — Dec. 13
May — July 12	

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the

establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

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

Separations. Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

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

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more

closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used; they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

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

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

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations.

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

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

Seasonal adjustment

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

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS

hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Using JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the

federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of

confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by 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 ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^p	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^p
Total	2,456	2,864	3,141	3,092	3,011	3,328	3,248	1.9	2.1	2.4	2.3	2.3	2.5	2.4
INDUSTRY														
Total private ⁴	2,113	2,537	2,821	2,752	2,658	2,998	2,906	1.9	2.3	2.5	2.5	2.4	2.7	2.6
Construction.....	71	53	101	65	71	79	91	1.2	.9	1.8	1.1	1.2	1.4	1.6
Manufacturing.....	155	226	238	190	203	209	227	1.3	1.9	2.0	1.6	1.7	1.8	1.9
Trade, transportation, and utilities ⁵	334	449	485	449	472	481	462	1.3	1.8	1.9	1.8	1.9	1.9	1.8
Retail trade.....	207	284	295	263	265	279	242	1.4	1.9	2.0	1.8	1.8	1.9	1.7
Professional and business services.....	425	514	564	590	559	680	701	2.5	3.0	3.3	3.4	3.2	3.9	4.0
Education and health services.....	537	487	515	487	529	638	547	2.7	2.4	2.6	2.4	2.6	3.1	2.7
Leisure and hospitality.....	236	317	365	381	307	321	310	1.8	2.4	2.7	2.8	2.3	2.4	2.3
Arts, entertainment, and recreation..	23	55	42	41	41	37	35	1.2	2.8	2.1	2.1	2.1	1.9	1.8
Accommodation and food services..	214	263	323	340	266	284	275	1.9	2.3	2.8	2.9	2.3	2.5	2.4
Government ⁶	343	327	320	341	354	330	342	1.5	1.4	1.4	1.5	1.6	1.5	1.5
State and local government.....	249	238	246	257	250	277	252	1.3	1.2	1.2	1.3	1.3	1.4	1.3
REGION ⁷														
Northeast.....	482	631	639	666	565	678	612	1.9	2.5	2.5	2.6	2.2	2.7	2.4
South.....	859	982	1,100	1,159	1,101	1,283	1,115	1.8	2.0	2.3	2.4	2.3	2.6	2.3
Midwest.....	553	604	617	647	552	633	702	1.8	2.0	2.0	2.1	1.8	2.1	2.3
West.....	586	632	696	730	665	821	793	2.0	2.1	2.4	2.5	2.3	2.8	2.7

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

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

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

⁶ Includes federal government, not shown separately.

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

^p = preliminary.

Table 2. Hires levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^p	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^p
Total	4,160	4,250	4,275	4,156	4,208	4,249	4,210	3.2	3.3	3.3	3.2	3.2	3.3	3.2
INDUSTRY														
Total private ⁴	3,878	3,946	3,985	3,891	3,953	3,963	3,916	3.6	3.7	3.7	3.6	3.7	3.7	3.6
Construction.....	329	289	361	357	336	370	346	5.7	5.2	6.4	6.4	6.0	6.6	6.2
Manufacturing.....	259	267	297	274	260	271	283	2.2	2.3	2.5	2.3	2.2	2.3	2.4
Trade, transportation, and utilities ⁵	847	876	864	798	863	838	852	3.4	3.5	3.5	3.2	3.5	3.4	3.4
Retail trade.....	554	589	608	571	606	591	593	3.9	4.1	4.2	4.0	4.2	4.1	4.1
Professional and business services.....	808	825	810	831	818	804	757	4.9	4.9	4.8	5.0	4.9	4.8	4.5
Education and health services.....	512	523	515	492	514	483	516	2.7	2.7	2.6	2.5	2.6	2.5	2.6
Leisure and hospitality.....	693	691	712	688	714	686	664	5.3	5.3	5.4	5.2	5.4	5.2	5.0
Arts, entertainment, and recreation..	111	127	119	109	118	105	100	5.9	6.7	6.2	5.7	6.2	5.6	5.3
Accommodation and food services..	582	564	593	579	595	581	564	5.2	5.0	5.3	5.2	5.3	5.2	5.0
Government ⁶	282	304	289	264	254	287	293	1.3	1.3	1.3	1.2	1.1	1.3	1.3
State and local government.....	247	247	247	228	222	256	263	1.3	1.3	1.3	1.2	1.1	1.3	1.4
REGION ⁷														
Northeast.....	758	718	731	702	787	756	716	3.1	2.9	3.0	2.8	3.2	3.1	2.9
South.....	1,555	1,505	1,531	1,541	1,562	1,598	1,612	3.3	3.2	3.2	3.3	3.3	3.4	3.4
Midwest.....	896	1,013	1,011	946	924	996	950	3.0	3.4	3.4	3.2	3.1	3.4	3.2
West.....	970	923	923	870	950	944	914	3.4	3.2	3.2	3.0	3.3	3.3	3.2

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^P	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^P
Total	4,130	4,436	4,390	4,210	4,139	4,084	4,118	3.2	3.4	3.4	3.2	3.2	3.1	3.2
INDUSTRY														
Total private ⁴	3,846	3,884	3,940	3,796	3,761	3,798	3,815	3.6	3.6	3.7	3.5	3.5	3.5	3.5
Construction.....	347	314	361	321	334	348	362	6.1	5.6	6.5	5.7	5.9	6.2	6.5
Manufacturing.....	285	260	271	279	261	279	308	2.5	2.2	2.3	2.4	2.2	2.4	2.6
Trade, transportation, and utilities ⁵	853	874	855	814	813	802	807	3.5	3.5	3.5	3.3	3.3	3.2	3.3
Retail trade.....	544	604	613	583	569	559	560	3.8	4.2	4.2	4.0	3.9	3.9	3.9
Professional and business services.....	706	777	830	808	774	795	683	4.3	4.7	5.0	4.8	4.6	4.7	4.1
Education and health services.....	486	493	491	454	487	424	486	2.5	2.5	2.5	2.3	2.5	2.2	2.5
Leisure and hospitality.....	716	668	701	663	675	694	663	5.5	5.1	5.3	5.0	5.1	5.3	5.0
Arts, entertainment, and recreation.....	116	113	121	106	105	112	104	6.1	5.9	6.3	5.5	5.5	5.9	5.5
Accommodation and food services.....	600	555	580	557	570	582	559	5.4	5.0	5.2	5.0	5.1	5.2	5.0
Government ⁶	284	552	450	414	378	286	303	1.3	2.4	2.0	1.8	1.7	1.3	1.4
State and local government.....	249	275	268	267	269	242	273	1.3	1.4	1.4	1.4	1.4	1.2	1.4
REGION ⁷														
Northeast.....	728	748	775	731	707	748	765	3.0	3.0	3.1	3.0	2.9	3.0	3.1
South.....	1,531	1,606	1,533	1,602	1,553	1,419	1,444	3.3	3.4	3.3	3.4	3.3	3.0	3.1
Midwest.....	752	981	1,018	930	984	914	949	2.6	3.3	3.4	3.1	3.3	3.1	3.2
West.....	894	928	929	889	910	868	873	3.1	3.2	3.2	3.1	3.2	3.0	3.0

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = preliminary.

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^P	Nov. 2009	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010 ^P
Total	1,837	1,951	1,974	1,998	1,983	1,997	1,953	1.4	1.5	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,731	1,819	1,855	1,881	1,860	1,889	1,849	1.6	1.7	1.7	1.7	1.7	1.7	1.7
Construction.....	92	67	72	81	85	81	65	1.6	1.2	1.3	1.4	1.5	1.4	1.2
Manufacturing.....	75	105	97	107	95	108	112	.6	.9	.8	.9	.8	.9	1.0
Trade, transportation, and utilities ⁵	413	443	451	425	452	417	427	1.7	1.8	1.8	1.7	1.8	1.7	1.7
Retail trade.....	276	331	347	322	351	318	316	1.9	2.3	2.4	2.2	2.4	2.2	2.2
Professional and business services.....	264	325	357	385	350	411	359	1.6	1.9	2.1	2.3	2.1	2.4	2.1
Education and health services.....	262	268	258	249	245	243	254	1.4	1.4	1.3	1.3	1.3	1.2	1.3
Leisure and hospitality.....	397	373	401	407	394	412	386	3.0	2.8	3.1	3.1	3.0	3.1	2.9
Arts, entertainment, and recreation.....	42	26	31	36	39	51	46	2.2	1.4	1.6	1.9	2.1	2.7	2.4
Accommodation and food services.....	355	347	370	370	355	361	340	3.2	3.1	3.3	3.3	3.2	3.2	3.0
Government ⁶	106	131	119	117	124	108	103	.5	.6	.5	.5	.6	.5	.5
State and local government.....	101	105	100	101	112	96	95	.5	.5	.5	.5	.6	.5	.5
REGION ⁷														
Northeast.....	276	341	318	333	271	288	283	1.1	1.4	1.3	1.3	1.1	1.2	1.1
South.....	757	796	749	791	804	777	781	1.6	1.7	1.6	1.7	1.7	1.6	1.7
Midwest.....	377	438	475	452	410	481	457	1.3	1.5	1.6	1.5	1.4	1.6	1.5
West.....	446	437	404	425	411	420	389	1.6	1.5	1.4	1.5	1.4	1.5	1.3

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

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

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

⁶ Includes federal government, not shown separately.

⁷ See footnote 7, table 1.

^P = preliminary.

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2009	Oct. 2010	Nov. 2010 ^p	Nov. 2009	Oct. 2010	Nov. 2010 ^p
Total	2,212	3,531	2,910	1.7	2.6	2.2
INDUSTRY						
Total private.....	1,891	3,189	2,580	1.7	2.8	2.3
Mining and logging.....	13	26	22	1.8	3.3	2.8
Construction.....	54	69	71	.9	1.2	1.2
Manufacturing.....	139	208	202	1.2	1.7	1.7
Durable goods.....	68	147	148	1.0	2.0	2.0
Nondurable goods.....	70	62	55	1.5	1.3	1.2
Trade, transportation, and utilities.....	299	541	386	1.2	2.1	1.5
Wholesale trade.....	54	99	99	.9	1.7	1.7
Retail trade.....	200	341	213	1.3	2.3	1.4
Transportation, warehousing, and utilities...	45	101	74	.9	2.1	1.5
Information.....	42	80	79	1.5	2.9	2.8
Financial activities.....	167	340	265	2.1	4.3	3.4
Finance and insurance.....	136	291	226	2.3	4.9	3.9
Real estate and rental and leasing.....	31	49	38	1.6	2.5	2.0
Professional and business services.....	388	759	655	2.3	4.3	3.7
Education and health services.....	501	672	516	2.5	3.3	2.5
Educational services.....	34	68	51	1.0	2.0	1.5
Health care and social assistance.....	466	604	466	2.8	3.5	2.7
Leisure and hospitality.....	199	339	251	1.5	2.5	1.9
Arts, entertainment, and recreation.....	20	40	30	1.1	2.1	1.7
Accommodation and food services.....	179	299	222	1.6	2.6	1.9
Other services.....	91	155	133	1.7	2.8	2.4
Government.....	322	342	330	1.4	1.5	1.4
Federal.....	81	57	86	2.8	2.0	2.9
State and local.....	241	285	244	1.2	1.4	1.2
REGION ³						
Northeast.....	441	725	559	1.7	2.8	2.2
South.....	772	1,342	991	1.6	2.7	2.0
Midwest.....	459	659	599	1.5	2.2	2.0
West.....	541	805	761	1.8	2.7	2.5

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 See footnote 7, table 1.

^p = preliminary.

Table 6. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2009	Oct. 2010	Nov. 2010 ^p	Nov. 2009	Oct. 2010	Nov. 2010 ^p
Total	3,671	4,534	3,695	2.8	3.4	2.8
INDUSTRY						
Total private.....	3,465	4,248	3,479	3.2	3.9	3.2
Mining and logging.....	21	29	23	3.0	3.7	3.0
Construction.....	246	368	259	4.2	6.3	4.5
Manufacturing.....	209	282	229	1.8	2.4	2.0
Durable goods.....	115	153	130	1.6	2.1	1.8
Nondurable goods.....	94	130	99	2.1	2.9	2.2
Trade, transportation, and utilities.....	955	964	972	3.8	3.9	3.9
Wholesale trade.....	114	125	110	2.0	2.2	2.0
Retail trade.....	686	697	725	4.7	4.8	4.9
Transportation, warehousing, and utilities...	154	141	136	3.2	2.9	2.8
Information.....	63	69	75	2.3	2.5	2.7
Financial activities.....	116	206	145	1.5	2.7	1.9
Finance and insurance.....	76	151	105	1.3	2.7	1.9
Real estate and rental and leasing.....	40	55	40	2.0	2.9	2.1
Professional and business services.....	753	885	678	4.5	5.2	4.0
Education and health services.....	421	529	426	2.2	2.7	2.1
Educational services.....	44	92	57	1.3	2.8	1.7
Health care and social assistance.....	377	437	368	2.3	2.6	2.2
Leisure and hospitality.....	571	677	537	4.5	5.2	4.2
Arts, entertainment, and recreation.....	87	82	73	5.0	4.4	4.2
Accommodation and food services.....	483	596	464	4.4	5.3	4.1
Other services.....	110	239	137	2.1	4.4	2.5
Government.....	206	287	215	.9	1.3	.9
Federal.....	29	30	24	1.0	1.1	.9
State and local.....	177	256	191	.9	1.3	1.0
REGION ³						
Northeast.....	669	794	633	2.7	3.2	2.5
South.....	1,385	1,680	1,459	2.9	3.5	3.1
Midwest.....	757	1,077	786	2.5	3.6	2.6
West.....	860	984	817	3.0	3.4	2.8

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 See footnote 7, table 1.

^p = preliminary.

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2009	Oct. 2010	Nov. 2010 ^p	Nov. 2009	Oct. 2010	Nov. 2010 ^p
Total	3,574	4,409	3,540	2.7	3.4	2.7
INDUSTRY						
Total private.....	3,387	4,179	3,348	3.1	3.8	3.1
Mining and logging.....	15	20	20	2.2	2.6	2.6
Construction.....	351	400	373	6.0	6.8	6.5
Manufacturing.....	243	315	270	2.1	2.7	2.3
Durable goods.....	135	169	144	1.9	2.3	2.0
Nondurable goods.....	108	146	126	2.4	3.2	2.8
Trade, transportation, and utilities.....	730	820	690	2.9	3.3	2.7
Wholesale trade.....	108	119	104	1.9	2.1	1.8
Retail trade.....	476	560	480	3.2	3.9	3.2
Transportation, warehousing, and utilities...	145	141	107	3.0	2.9	2.2
Information.....	68	71	57	2.5	2.6	2.1
Financial activities.....	102	204	136	1.3	2.7	1.8
Finance and insurance.....	52	143	79	.9	2.5	1.4
Real estate and rental and leasing.....	50	61	57	2.5	3.1	3.0
Professional and business services.....	700	870	652	4.2	5.1	3.8
Education and health services.....	352	407	359	1.8	2.1	1.8
Educational services.....	37	46	43	1.1	1.4	1.3
Health care and social assistance.....	316	361	315	1.9	2.2	1.9
Leisure and hospitality.....	671	869	618	5.3	6.6	4.8
Arts, entertainment, and recreation.....	128	177	110	7.3	9.5	6.3
Accommodation and food services.....	544	692	508	4.9	6.1	4.5
Other services.....	154	203	174	2.9	3.8	3.2
Government.....	186	230	192	.8	1.0	.8
Federal.....	27	40	20	.9	1.4	.7
State and local.....	160	190	173	.8	1.0	.9
REGION ³						
Northeast.....	677	835	691	2.7	3.3	2.8
South.....	1,321	1,552	1,195	2.8	3.3	2.5
Midwest.....	745	1,030	882	2.5	3.4	2.9
West.....	830	992	772	2.9	3.4	2.6

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 See footnote 7, table 1.

^p = preliminary.

Table 8. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2009	Oct. 2010	Nov. 2010 ^P	Nov. 2009	Oct. 2010	Nov. 2010 ^P
Total	1,457	2,174	1,535	1.1	1.7	1.2
INDUSTRY						
Total private.....	1,385	2,086	1,467	1.3	1.9	1.3
Mining and logging.....	4	9	9	.5	1.2	1.1
Construction.....	71	96	49	1.2	1.6	.8
Manufacturing.....	55	123	81	.5	1.0	.7
Durable goods.....	28	55	42	.4	.8	.6
Nondurable goods.....	27	68	39	.6	1.5	.9
Trade, transportation, and utilities.....	339	435	349	1.4	1.7	1.4
Wholesale trade.....	47	47	29	.8	.8	.5
Retail trade.....	240	331	265	1.6	2.3	1.8
Transportation, warehousing, and utilities...	53	56	55	1.1	1.2	1.1
Information.....	32	42	34	1.2	1.6	1.2
Financial activities.....	47	92	63	.6	1.2	.8
Finance and insurance.....	27	64	41	.5	1.1	.7
Real estate and rental and leasing.....	20	28	22	1.0	1.4	1.2
Professional and business services.....	230	477	295	1.4	2.8	1.7
Education and health services.....	200	256	195	1.0	1.3	1.0
Educational services.....	21	29	22	.6	.9	.7
Health care and social assistance.....	179	227	172	1.1	1.4	1.0
Leisure and hospitality.....	328	465	315	2.6	3.5	2.4
Arts, entertainment, and recreation.....	27	60	32	1.6	3.2	1.9
Accommodation and food services.....	301	405	282	2.7	3.6	2.5
Other services.....	78	92	78	1.5	1.7	1.4
Government.....	73	88	68	.3	.4	.3
Federal.....	4	8	5	.1	.3	.2
State and local.....	69	80	62	.3	.4	.3
REGION ³						
Northeast.....	215	320	229	.9	1.3	.9
South.....	595	843	629	1.3	1.8	1.3
Midwest.....	298	550	369	1.0	1.8	1.2
West.....	350	461	308	1.2	1.6	1.1

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 See footnote 7, table 1.

^P = preliminary.

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2009	Oct. 2010	Nov. 2010 ^P	Nov. 2009	Oct. 2010	Nov. 2010 ^P
Total	1,896	1,934	1,726	1.4	1.5	1.3
INDUSTRY						
Total private.....	1,815	1,836	1,637	1.7	1.7	1.5
Mining and logging.....	11	7	10	1.6	.9	1.2
Construction.....	273	281	316	4.6	4.8	5.5
Manufacturing.....	177	166	171	1.5	1.4	1.5
Durable goods.....	101	95	87	1.4	1.3	1.2
Nondurable goods.....	76	71	84	1.7	1.6	1.9
Trade, transportation, and utilities.....	343	325	282	1.4	1.3	1.1
Wholesale trade.....	56	62	62	1.0	1.1	1.1
Retail trade.....	202	188	179	1.4	1.3	1.2
Transportation, warehousing, and utilities...	85	75	41	1.8	1.6	.9
Information.....	29	25	19	1.1	.9	.7
Financial activities.....	45	97	57	.6	1.3	.8
Finance and insurance.....	19	67	27	.3	1.2	.5
Real estate and rental and leasing.....	26	31	30	1.3	1.6	1.6
Professional and business services.....	414	346	301	2.5	2.0	1.8
Education and health services.....	132	120	137	.7	.6	.7
Educational services.....	13	14	19	.4	.4	.6
Health care and social assistance.....	119	106	118	.7	.6	.7
Leisure and hospitality.....	325	374	266	2.5	2.8	2.1
Arts, entertainment, and recreation.....	96	113	75	5.5	6.1	4.3
Accommodation and food services.....	228	261	191	2.1	2.3	1.7
Other services.....	66	95	79	1.2	1.8	1.5
Government.....	81	98	89	.4	.4	.4
Federal.....	18	24	10	.6	.8	.4
State and local.....	63	74	79	.3	.4	.4
REGION ³						
Northeast.....	435	455	419	1.7	1.8	1.7
South.....	630	592	473	1.3	1.2	1.0
Midwest.....	396	410	432	1.3	1.4	1.4
West.....	435	477	402	1.5	1.6	1.4

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 See footnote 7, table 1.

^P = preliminary.

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2009	Oct. 2010	Nov. 2010 ^P	Nov. 2009	Oct. 2010	Nov. 2010 ^P
Total	220	302	280	0.2	0.2	0.2
INDUSTRY						
Total private.....	188	258	244	.2	.2	.2
Mining and logging.....	1	4	1	.1	.6	.2
Construction.....	7	23	9	.1	.4	.2
Manufacturing.....	12	25	18	.1	.2	.2
Durable goods.....	6	18	14	.1	.3	.2
Nondurable goods.....	6	7	4	.1	.2	.1
Trade, transportation, and utilities.....	47	61	59	.2	.2	.2
Wholesale trade.....	5	9	13	.1	.2	.2
Retail trade.....	34	41	36	.2	.3	.2
Transportation, warehousing, and utilities...	8	11	11	.2	.2	.2
Information.....	6	5	4	.2	.2	.2
Financial activities.....	9	15	15	.1	.2	.2
Finance and insurance.....	6	13	11	.1	.2	.2
Real estate and rental and leasing.....	4	2	4	.2	.1	.2
Professional and business services.....	56	46	56	.3	.3	.3
Education and health services.....	21	31	27	.1	.2	.1
Educational services.....	2	3	2	.1	.1	.1
Health care and social assistance.....	18	29	24	.1	.2	.1
Leisure and hospitality.....	18	30	37	.1	.2	.3
Arts, entertainment, and recreation.....	4	5	2	.2	.2	.1
Accommodation and food services.....	14	26	34	.1	.2	.3
Other services.....	10	17	18	.2	.3	.3
Government.....	32	44	36	.1	.2	.2
Federal.....	4	8	4	.2	.3	.2
State and local.....	28	37	31	.1	.2	.2
REGION ³						
Northeast.....	27	62	42	.1	.2	.2
South.....	97	116	95	.2	.2	.2
Midwest.....	50	69	81	.2	.2	.3
West.....	46	55	61	.2	.2	.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 See footnote 7, table 1.

^P = preliminary.