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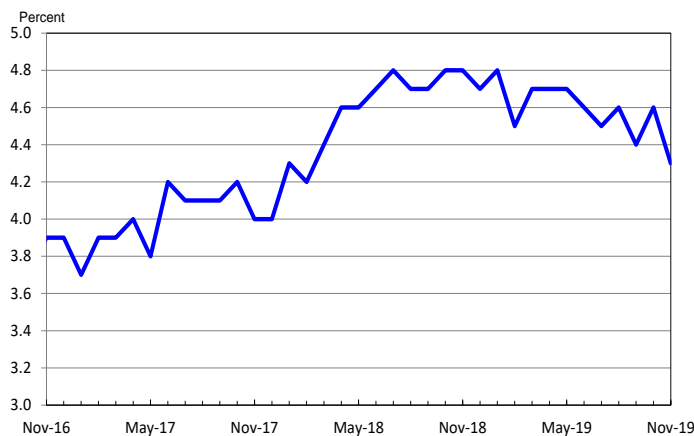
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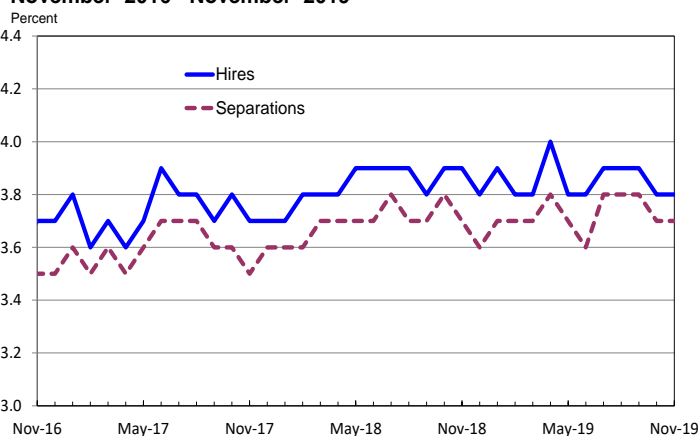
## JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2019

The number of job openings fell to 6.8 million (-561,000) on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.8 million and 5.6 million, respectively. Within separations, the quits rate was unchanged at 2.3 percent and the layoffs and discharges rate was little changed at 1.1 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

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



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



### Job Openings

On the last business day of November, the total nonfarm **job openings** level fell to 6.8 million (-561,000). The job openings rate decreased to 4.3 percent. The job openings level decreased for total private (-520,000) and edged down for government (-42,000). The largest decreases in job openings were in retail trade (-139,000) and construction (-112,000). The number of job openings fell in the South and Midwest regions. (See table 1.)

### Hires

The number of total nonfarm **hires** was little changed at 5.8 million in November. The hires rate was unchanged at 3.8 percent. The hires level was little changed in all industries and regions. (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 November, the number of total nonfarm **total separations** was little changed at 5.6 million and the rate was unchanged at 3.7 percent. The number of total separations increased in retail trade (+103,000). Total separations decreased in other services (-53,000) and in federal government (-13,000). The total separations level was little changed in all four regions. (See table 3.)

The number of total nonfarm **quits** was little changed in November at 3.5 million and the rate was unchanged at 2.3 percent. Quits increased in retail trade (+118,000), wholesale trade (+26,000), and nondurable goods manufacturing (+19,000). Quits decreased in other services (-63,000). The number of quits increased in the South region. (See table 4.)

The number and rate of total nonfarm **layoffs and discharges** were little changed in November at 1.7 million and 1.1 percent, respectively. The layoffs and discharges level was little changed for total private and edged down for government (-22,000). The number of layoffs and discharges decreased in federal government (-14,000). The layoffs and discharges level was little changed in all four regions. (See table 5.)

The number of total nonfarm **other separations** was little changed in November. Other separations decreased in accommodation and food services (-13,000), real estate and rental and leasing (-5,000), and state and local government education (-5,000). 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 November, hires totaled 69.8 million and separations totaled 67.5 million, yielding a net employment gain of 2.3 million. These totals include workers who may have been hired and separated more than once during the year.

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**The Job Openings and Labor Turnover Survey estimates for December 2019 are scheduled to be released on Tuesday, February 11, 2020 at 10:00 a.m. (EST).**

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

Category	Job openings			Hires			Total separations		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>P</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>P</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	7,626	7,361	6,800	5,821	5,782	5,821	5,597	5,652	5,648
Total private.....	6,962	6,600	6,080	5,447	5,426	5,450	5,230	5,282	5,298
Mining and logging <sup>1</sup> .....	35	23	21	32	27	25	35	27	29
Construction <sup>1</sup> .....	279	326	214	393	488	423	380	456	406
Manufacturing.....	501	447	388	368	321	334	361	324	330
Durable goods <sup>1</sup> .....	315	307	270	202	184	192	203	193	192
Nondurable goods <sup>1</sup> .....	185	140	117	166	137	143	157	131	138
Trade, transportation, and utilities.....	1,642	1,487	1,241	1,183	1,114	1,170	1,141	1,086	1,193
Wholesale trade.....	217	260	193	186	146	151	165	139	147
Retail trade.....	1,103	884	745	744	712	773	741	708	811
Transportation, warehousing, and utilities <sup>1</sup> .....	322	343	303	253	257	245	235	240	236
Information <sup>1</sup> .....	124	138	148	97	94	90	88	90	77
Financial activities.....	412	422	364	213	210	231	195	201	213
Finance and insurance.....	324	324	262	135	131	144	132	125	140
Real estate and rental and leasing <sup>1</sup> .....	88	98	102	79	79	86	63	76	74
Professional and business services.....	1,313	1,236	1,211	1,136	1,143	1,165	1,092	1,099	1,139
Education and health services.....	1,324	1,277	1,329	692	712	713	651	662	654
Educational services <sup>1</sup> .....	96	145	150	106	108	103	101	99	88
Health care and social assistance.....	1,228	1,133	1,180	586	604	610	549	564	565
Leisure and hospitality.....	1,050	996	984	1,085	1,098	1,083	1,056	1,097	1,071
Arts, entertainment, and recreation.....	102	138	127	180	161	185	177	174	182
Accommodation and food services.....	948	858	858	905	937	898	879	923	889
Other services.....	282	248	181	249	218	217	233	239	186
Government.....	665	761	719	375	356	371	367	370	351
Federal <sup>1</sup> .....	110	120	100	44	40	45	35	54	41
State and local.....	554	641	619	331	316	326	332	316	310
State and local education.....	230	231	235	178	157	167	184	159	153
State and local, excluding education <sup>1</sup> .....	325	410	384	153	158	159	147	156	156
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	4.8	4.6	4.3	3.9	3.8	3.8	3.7	3.7	3.7
Total private.....	5.2	4.9	4.5	4.3	4.2	4.2	4.1	4.1	4.1
Mining and logging <sup>1</sup> .....	4.4	3.0	2.8	4.2	3.7	3.3	4.6	3.6	3.9
Construction <sup>1</sup> .....	3.6	4.2	2.8	5.3	6.5	5.6	5.2	6.1	5.4
Manufacturing.....	3.8	3.4	2.9	2.9	2.5	2.6	2.8	2.5	2.6
Durable goods <sup>1</sup> .....	3.8	3.7	3.2	2.5	2.3	2.4	2.5	2.4	2.4
Nondurable goods <sup>1</sup> .....	3.7	2.8	2.4	3.5	2.9	3.0	3.3	2.7	2.9
Trade, transportation, and utilities.....	5.6	5.1	4.3	4.3	4.0	4.2	4.1	3.9	4.3
Wholesale trade.....	3.6	4.2	3.1	3.2	2.4	2.5	2.8	2.3	2.5
Retail trade.....	6.5	5.3	4.5	4.7	4.5	4.9	4.7	4.5	5.1
Transportation, warehousing, and utilities <sup>1</sup> .....	5.0	5.3	4.7	4.2	4.2	4.0	3.9	3.9	3.8
Information <sup>1</sup> .....	4.2	4.7	4.9	3.4	3.3	3.2	3.1	3.2	2.7
Financial activities.....	4.6	4.6	4.0	2.5	2.4	2.6	2.3	2.3	2.4
Finance and insurance.....	4.9	4.8	3.9	2.1	2.1	2.3	2.1	2.0	2.2
Real estate and rental and leasing <sup>1</sup> .....	3.7	4.0	4.2	3.4	3.4	3.7	2.8	3.3	3.1
Professional and business services.....	5.8	5.4	5.3	5.4	5.3	5.4	5.1	5.1	5.3
Education and health services.....	5.3	5.0	5.1	2.9	2.9	2.9	2.7	2.7	2.7
Educational services <sup>1</sup> .....	2.5	3.6	3.7	2.8	2.8	2.7	2.7	2.6	2.3
Health care and social assistance.....	5.8	5.2	5.4	2.9	2.9	2.9	2.7	2.7	2.7
Leisure and hospitality.....	6.0	5.6	5.5	6.6	6.5	6.4	6.4	6.5	6.3
Arts, entertainment, and recreation.....	4.0	5.3	4.8	7.4	6.5	7.4	7.3	7.0	7.3
Accommodation and food services.....	6.3	5.6	5.6	6.4	6.5	6.2	6.3	6.4	6.2
Other services.....	4.6	4.0	2.9	4.2	3.7	3.6	4.0	4.0	3.1

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		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Government.....	2.9	3.3	3.1	1.7	1.6	1.6	1.6	1.6	1.5
Federal <sup>1</sup> .....	3.8	4.1	3.4	1.6	1.4	1.6	1.3	1.9	1.4
State and local.....	2.7	3.1	3.0	1.7	1.6	1.6	1.7	1.6	1.6
State and local education.....	2.1	2.1	2.2	1.7	1.5	1.6	1.8	1.5	1.5
State and local, excluding education <sup>1</sup> ....	3.4	4.2	4.0	1.7	1.7	1.7	1.6	1.7	1.7

<sup>1</sup> 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](http://www.bls.gov/opub/hom/pdf/homch18.pdf).

## Coverage and collection

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

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 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](http://www.bls.gov/jlt/jolts_median_standard_errors.htm).

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

### **Other information**

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	7,626	7,174	7,301	7,032	7,361	6,800	4.8	4.5	4.6	4.4	4.6	4.3
<b>INDUSTRY</b>												
Total private.....	6,962	6,462	6,562	6,314	6,600	6,080	5.2	4.8	4.8	4.7	4.9	4.5
Mining and logging <sup>3</sup> .....	35	41	33	34	23	21	4.4	5.2	4.3	4.4	3.0	2.8
Construction <sup>3</sup> .....	279	360	384	327	326	214	3.6	4.6	4.9	4.2	4.2	2.8
Manufacturing.....	501	513	470	462	447	388	3.8	3.8	3.5	3.5	3.4	2.9
Durable goods <sup>3</sup> .....	315	317	321	292	307	270	3.8	3.8	3.8	3.5	3.7	3.2
Nondurable goods <sup>3</sup> .....	185	196	149	170	140	117	3.7	3.9	3.0	3.4	2.8	2.4
Trade, transportation, and utilities.....	1,642	1,256	1,337	1,285	1,487	1,241	5.6	4.3	4.6	4.4	5.1	4.3
Wholesale trade.....	217	169	193	202	260	193	3.6	2.8	3.2	3.3	4.2	3.1
Retail trade.....	1,103	793	816	741	884	745	6.5	4.8	4.9	4.5	5.3	4.5
Transportation, warehousing, and utilities <sup>3</sup> .....	322	294	327	343	343	303	5.0	4.6	5.1	5.3	5.3	4.7
Information <sup>3</sup> .....	124	177	137	162	138	148	4.2	5.9	4.6	5.4	4.7	4.9
Financial activities.....	412	379	377	360	422	364	4.6	4.2	4.2	4.0	4.6	4.0
Finance and insurance.....	324	249	269	267	324	262	4.9	3.8	4.1	4.0	4.8	3.9
Real estate and rental and leasing <sup>3</sup> .....	88	130	107	92	98	102	3.7	5.3	4.4	3.8	4.0	4.2
Professional and business services.....	1,313	1,238	1,305	1,241	1,236	1,211	5.8	5.4	5.7	5.4	5.4	5.3
Education and health services.....	1,324	1,287	1,330	1,205	1,277	1,329	5.3	5.0	5.2	4.7	5.0	5.1
Educational services <sup>3</sup> .....	96	135	135	125	145	150	2.5	3.4	3.4	3.2	3.6	3.7
Health care and social assistance.....	1,228	1,152	1,195	1,080	1,133	1,180	5.8	5.3	5.5	5.0	5.2	5.4
Leisure and hospitality.....	1,050	959	929	992	996	984	6.0	5.4	5.3	5.6	5.6	5.5
Arts, entertainment, and recreation.....	102	101	120	154	138	127	4.0	4.0	4.7	5.9	5.3	4.8
Accommodation and food services.....	948	858	809	838	858	858	6.3	5.7	5.4	5.5	5.6	5.6
Other services.....	282	252	261	245	248	181	4.6	4.1	4.2	4.0	4.0	2.9
Government.....	665	712	739	719	761	719	2.9	3.1	3.2	3.1	3.3	3.1
Federal <sup>3</sup> .....	110	127	121	110	120	100	3.8	4.3	4.1	3.7	4.1	3.4
State and local.....	554	585	618	608	641	619	2.7	2.9	3.0	3.0	3.1	3.0
State and local education.....	230	212	218	222	231	235	2.1	2.0	2.0	2.1	2.1	2.2
State and local, excluding education <sup>3</sup> .....	325	373	400	387	410	384	3.4	3.9	4.1	4.0	4.2	4.0
<b>REGION<sup>4</sup></b>												
Northeast.....	1,284	1,172	1,348	1,203	1,264	1,213	4.4	4.0	4.6	4.1	4.3	4.2
South.....	2,878	2,634	2,765	2,687	2,836	2,526	5.0	4.5	4.8	4.6	4.9	4.3
Midwest.....	1,805	1,690	1,569	1,563	1,675	1,469	5.2	4.8	4.5	4.5	4.8	4.2
West.....	1,660	1,677	1,620	1,580	1,586	1,591	4.6	4.6	4.4	4.3	4.3	4.3

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	5,821	5,978	5,884	5,951	5,782	5,821	3.9	3.9	3.9	3.9	3.8	3.8
<b>INDUSTRY</b>												
Total private.....	5,447	5,620	5,489	5,596	5,426	5,450	4.3	4.4	4.3	4.3	4.2	4.2
Mining and logging.....	32	23	21	25	27	25	4.2	3.1	2.8	3.4	3.7	3.3
Construction.....	393	374	414	451	488	423	5.3	5.0	5.5	6.0	6.5	5.6
Manufacturing.....	368	338	337	338	321	334	2.9	2.6	2.6	2.6	2.5	2.6
Durable goods.....	202	190	192	194	184	192	2.5	2.4	2.4	2.4	2.3	2.4
Nondurable goods.....	166	148	145	144	137	143	3.5	3.1	3.0	3.0	2.9	3.0
Trade, transportation, and utilities.....	1,183	1,233	1,173	1,197	1,114	1,170	4.3	4.4	4.2	4.3	4.0	4.2
Wholesale trade.....	186	169	145	165	146	151	3.2	2.8	2.4	2.8	2.4	2.5
Retail trade.....	744	804	782	788	712	773	4.7	5.1	5.0	5.0	4.5	4.9
Transportation, warehousing, and utilities.....	253	260	245	244	257	245	4.2	4.2	4.0	4.0	4.2	4.0
Information.....	97	94	95	88	94	90	3.4	3.3	3.4	3.1	3.3	3.2
Financial activities.....	213	256	235	230	210	231	2.5	3.0	2.7	2.6	2.4	2.6
Finance and insurance.....	135	163	148	145	131	144	2.1	2.6	2.3	2.3	2.1	2.3
Real estate and rental and leasing. ...	79	94	86	85	79	86	3.4	4.0	3.7	3.6	3.4	3.7
Professional and business services. ....	1,136	1,180	1,163	1,209	1,143	1,165	5.4	5.5	5.4	5.6	5.3	5.4
Education and health services.....	692	750	686	719	712	713	2.9	3.1	2.8	2.9	2.9	2.9
Educational services.....	106	108	94	96	108	103	2.8	2.8	2.5	2.5	2.8	2.7
Health care and social assistance. ....	586	642	593	623	604	610	2.9	3.1	2.9	3.0	2.9	2.9
Leisure and hospitality.....	1,085	1,150	1,135	1,150	1,098	1,083	6.6	6.9	6.8	6.9	6.5	6.4
Arts, entertainment, and recreation. ...	180	155	161	167	161	185	7.4	6.3	6.6	6.7	6.5	7.4
Accommodation and food services. ...	905	995	973	984	937	898	6.4	7.0	6.8	6.9	6.5	6.2
Other services.....	249	221	229	188	218	217	4.2	3.7	3.9	3.2	3.7	3.6
Government.....	375	358	396	355	356	371	1.7	1.6	1.7	1.6	1.6	1.6
Federal.....	44	37	70	41	40	45	1.6	1.3	2.5	1.4	1.4	1.6
State and local.....	331	322	325	314	316	326	1.7	1.6	1.6	1.6	1.6	1.6
State and local education.....	178	172	169	154	157	167	1.7	1.6	1.6	1.5	1.5	1.6
State and local, excluding education.....	153	150	156	160	158	159	1.7	1.6	1.7	1.7	1.7	1.7
<b>REGION<sup>3</sup></b>												
Northeast.....	924	964	935	900	919	934	3.3	3.5	3.4	3.2	3.3	3.3
South.....	2,268	2,420	2,306	2,413	2,307	2,325	4.1	4.4	4.2	4.4	4.2	4.2
Midwest.....	1,312	1,274	1,285	1,295	1,266	1,304	4.0	3.8	3.9	3.9	3.8	3.9
West.....	1,318	1,320	1,358	1,343	1,290	1,258	3.8	3.8	3.9	3.8	3.7	3.6

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	5,597	5,810	5,732	5,798	5,652	5,648	3.7	3.8	3.8	3.8	3.7	3.7
<b>INDUSTRY</b>												
Total private.....	5,230	5,473	5,385	5,454	5,282	5,298	4.1	4.2	4.2	4.2	4.1	4.1
Mining and logging.....	35	27	28	24	27	29	4.6	3.6	3.7	3.2	3.6	3.9
Construction.....	380	376	415	428	456	406	5.2	5.0	5.5	5.7	6.1	5.4
Manufacturing.....	361	326	320	349	324	330	2.8	2.5	2.5	2.7	2.5	2.6
Durable goods.....	203	177	183	203	193	192	2.5	2.2	2.3	2.5	2.4	2.4
Nondurable goods.....	157	149	137	145	131	138	3.3	3.1	2.9	3.0	2.7	2.9
Trade, transportation, and utilities.....	1,141	1,217	1,202	1,204	1,086	1,193	4.1	4.4	4.3	4.3	3.9	4.3
Wholesale trade.....	165	165	145	167	139	147	2.8	2.8	2.4	2.8	2.3	2.5
Retail trade.....	741	807	817	801	708	811	4.7	5.1	5.2	5.1	4.5	5.1
Transportation, warehousing, and utilities.....	235	246	241	236	240	236	3.9	4.0	3.9	3.9	3.9	3.8
Information.....	88	95	94	84	90	77	3.1	3.4	3.3	3.0	3.2	2.7
Financial activities.....	195	231	240	215	201	213	2.3	2.7	2.8	2.5	2.3	2.4
Finance and insurance.....	132	140	151	132	125	140	2.1	2.2	2.4	2.1	2.0	2.2
Real estate and rental and leasing. . .	63	91	89	83	76	74	2.8	3.9	3.8	3.6	3.3	3.1
Professional and business services. . . .	1,092	1,148	1,145	1,168	1,099	1,139	5.1	5.3	5.3	5.4	5.1	5.3
Education and health services.....	651	682	633	655	662	654	2.7	2.8	2.6	2.7	2.7	2.7
Educational services.....	101	91	98	87	99	88	2.7	2.4	2.6	2.3	2.6	2.3
Health care and social assistance. . . .	549	590	535	568	564	565	2.7	2.9	2.6	2.8	2.7	2.7
Leisure and hospitality.....	1,056	1,144	1,110	1,125	1,097	1,071	6.4	6.9	6.6	6.7	6.5	6.3
Arts, entertainment, and recreation. . .	177	150	159	154	174	182	7.3	6.1	6.5	6.2	7.0	7.3
Accommodation and food services. . .	879	994	951	972	923	889	6.3	7.0	6.7	6.8	6.4	6.2
Other services.....	233	226	199	201	239	186	4.0	3.8	3.3	3.4	4.0	3.1
Government.....	367	336	347	344	370	351	1.6	1.5	1.5	1.5	1.6	1.5
Federal.....	35	37	40	41	54	41	1.3	1.3	1.4	1.4	1.9	1.4
State and local.....	332	300	307	304	316	310	1.7	1.5	1.6	1.5	1.6	1.6
State and local education.....	184	158	153	153	159	153	1.8	1.5	1.5	1.5	1.5	1.5
State and local, excluding education.....	147	142	154	151	156	156	1.6	1.5	1.7	1.6	1.7	1.7
<b>REGION<sup>3</sup></b>												
Northeast.....	790	870	914	863	923	905	2.9	3.1	3.3	3.1	3.3	3.2
South.....	2,253	2,237	2,287	2,301	2,114	2,144	4.1	4.0	4.1	4.1	3.8	3.9
Midwest.....	1,347	1,298	1,195	1,272	1,225	1,253	4.1	3.9	3.6	3.8	3.7	3.7
West.....	1,206	1,404	1,336	1,363	1,390	1,346	3.5	4.0	3.8	3.9	4.0	3.8

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	3,379	3,668	3,601	3,471	3,497	3,536	2.3	2.4	2.4	2.3	2.3	2.3
<b>INDUSTRY</b>												
Total private.....	3,184	3,487	3,419	3,288	3,317	3,350	2.5	2.7	2.7	2.5	2.6	2.6
Mining and logging.....	20	14	14	11	13	14	2.7	1.9	1.9	1.5	1.7	1.8
Construction.....	174	177	182	187	184	159	2.4	2.4	2.4	2.5	2.4	2.1
Manufacturing.....	226	195	197	214	198	213	1.8	1.5	1.5	1.7	1.5	1.7
Durable goods.....	126	103	114	126	115	111	1.6	1.3	1.4	1.6	1.4	1.4
Nondurable goods.....	100	92	83	88	83	102	2.1	1.9	1.7	1.8	1.7	2.1
Trade, transportation, and utilities.....	706	771	777	731	663	806	2.5	2.8	2.8	2.6	2.4	2.9
Wholesale trade.....	95	89	87	80	64	90	1.6	1.5	1.5	1.3	1.1	1.5
Retail trade.....	480	545	554	522	465	583	3.0	3.5	3.5	3.3	2.9	3.7
Transportation, warehousing, and utilities.....	131	137	136	129	134	133	2.2	2.2	2.2	2.1	2.2	2.2
Information.....	56	43	49	43	45	44	2.0	1.5	1.7	1.5	1.6	1.6
Financial activities.....	101	138	152	128	132	145	1.2	1.6	1.8	1.5	1.5	1.7
Finance and insurance.....	64	88	92	88	87	99	1.0	1.4	1.4	1.4	1.4	1.6
Real estate and rental and leasing <sup>3</sup> ...	37	50	61	41	45	46	1.6	2.1	2.6	1.7	1.9	2.0
Professional and business services.....	625	679	646	654	626	639	2.9	3.2	3.0	3.0	2.9	3.0
Education and health services.....	451	485	459	442	462	450	1.9	2.0	1.9	1.8	1.9	1.8
Educational services.....	52	61	56	50	63	53	1.4	1.6	1.5	1.3	1.6	1.4
Health care and social assistance.....	400	424	402	393	400	397	2.0	2.1	2.0	1.9	1.9	1.9
Leisure and hospitality.....	686	822	831	754	802	752	4.2	4.9	5.0	4.5	4.8	4.4
Arts, entertainment, and recreation... ..	70	80	83	77	90	90	2.9	3.3	3.4	3.1	3.6	3.6
Accommodation and food services... ..	615	742	748	677	712	662	4.4	5.2	5.3	4.7	5.0	4.6
Other services.....	139	165	113	124	192	129	2.4	2.8	1.9	2.1	3.2	2.2
Government.....	195	181	181	182	180	186	0.9	0.8	0.8	0.8	0.8	0.8
Federal.....	18	17	18	18	18	16	0.6	0.6	0.6	0.6	0.6	0.6
State and local.....	178	164	164	165	162	170	0.9	0.8	0.8	0.8	0.8	0.9
State and local education.....	96	88	87	88	85	88	0.9	0.8	0.8	0.8	0.8	0.8
State and local, excluding education.....	81	75	77	76	78	82	0.9	0.8	0.8	0.8	0.8	0.9
<b>REGION<sup>4</sup></b>												
Northeast.....	412	502	546	468	507	479	1.5	1.8	2.0	1.7	1.8	1.7
South.....	1,391	1,479	1,440	1,369	1,349	1,450	2.5	2.7	2.6	2.5	2.4	2.6
Midwest.....	817	836	759	789	795	777	2.5	2.5	2.3	2.4	2.4	2.3
West.....	759	852	856	845	846	829	2.2	2.4	2.4	2.4	2.4	2.4

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	1,889	1,788	1,812	1,971	1,795	1,749	1.3	1.2	1.2	1.3	1.2	1.1
<b>INDUSTRY</b>												
Total private.....	1,780	1,698	1,709	1,871	1,674	1,650	1.4	1.3	1.3	1.4	1.3	1.3
Mining and logging.....	13	12	10	12	13	14	1.8	1.6	1.4	1.6	1.7	1.9
Construction.....	192	183	218	218	254	229	2.6	2.4	2.9	2.9	3.4	3.0
Manufacturing.....	109	112	104	112	106	95	0.9	0.9	0.8	0.9	0.8	0.7
Durable goods.....	60	63	57	65	64	66	0.7	0.8	0.7	0.8	0.8	0.8
Nondurable goods.....	49	49	48	48	43	29	1.0	1.0	1.0	1.0	0.9	0.6
Trade, transportation, and utilities.....	366	372	368	400	355	301	1.3	1.3	1.3	1.4	1.3	1.1
Wholesale trade <sup>3</sup> .....	50	63	54	77	66	45	0.9	1.1	0.9	1.3	1.1	0.8
Retail trade.....	221	216	227	235	200	175	1.4	1.4	1.4	1.5	1.3	1.1
Transportation, warehousing, and utilities.....	94	93	88	88	89	82	1.6	1.5	1.4	1.4	1.5	1.3
Information.....	24	42	38	36	38	30	0.9	1.5	1.4	1.3	1.3	1.1
Financial activities.....	64	63	59	62	43	47	0.7	0.7	0.7	0.7	0.5	0.5
Finance and insurance.....	44	27	33	25	18	20	0.7	0.4	0.5	0.4	0.3	0.3
Real estate and rental and leasing. . .	20	36	26	37	25	26	0.9	1.5	1.1	1.6	1.1	1.1
Professional and business services. . . .	426	410	441	456	416	441	2.0	1.9	2.1	2.1	1.9	2.0
Education and health services.....	166	159	137	178	165	172	0.7	0.7	0.6	0.7	0.7	0.7
Educational services.....	45	26	36	33	29	31	1.2	0.7	1.0	0.9	0.8	0.8
Health care and social assistance. . .	121	133	100	145	136	141	0.6	0.7	0.5	0.7	0.7	0.7
Leisure and hospitality.....	329	296	257	335	249	285	2.0	1.8	1.5	2.0	1.5	1.7
Arts, entertainment, and recreation. .	100	67	71	72	79	86	4.1	2.8	2.9	2.9	3.2	3.4
Accommodation and food services. . .	230	229	186	263	170	199	1.6	1.6	1.3	1.8	1.2	1.4
Other services.....	89	49	76	62	35	37	1.5	0.8	1.3	1.0	0.6	0.6
Government.....	110	91	102	100	121	99	0.5	0.4	0.5	0.4	0.5	0.4
Federal.....	5	7	10	9	25	11	0.2	0.2	0.3	0.3	0.9	0.4
State and local.....	104	84	93	91	96	88	0.5	0.4	0.5	0.5	0.5	0.4
State and local education.....	63	44	43	41	46	41	0.6	0.4	0.4	0.4	0.4	0.4
State and local, excluding education.....	42	41	49	50	50	46	0.5	0.4	0.5	0.5	0.5	0.5
<b>REGION<sup>4</sup></b>												
Northeast.....	318	308	314	330	352	358	1.2	1.1	1.1	1.2	1.3	1.3
South.....	720	624	717	788	641	559	1.3	1.1	1.3	1.4	1.2	1.0
Midwest.....	464	396	375	406	351	405	1.4	1.2	1.1	1.2	1.1	1.2
West.....	387	460	406	446	450	427	1.1	1.3	1.2	1.3	1.3	1.2

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	328	353	320	356	360	363	0.2	0.2	0.2	0.2	0.2	0.2
<b>INDUSTRY</b>												
Total private.....	266	288	256	295	291	297	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	3	1	1	1	0.2	0.1	0.4	0.1	0.2	0.2
Construction <sup>3</sup> .....	14	17	16	22	17	18	0.2	0.2	0.2	0.3	0.2	0.2
Manufacturing.....	25	19	19	23	19	22	0.2	0.1	0.1	0.2	0.2	0.2
Durable goods.....	17	12	12	13	14	15	0.2	0.1	0.2	0.2	0.2	0.2
Nondurable goods <sup>3</sup> .....	8	8	6	10	5	8	0.2	0.2	0.1	0.2	0.1	0.2
Trade, transportation, and utilities.....	69	75	58	73	69	86	0.2	0.3	0.2	0.3	0.2	0.3
Wholesale trade.....	20	13	4	10	9	11	0.3	0.2	0.1	0.2	0.2	0.2
Retail trade.....	40	45	37	44	42	53	0.3	0.3	0.2	0.3	0.3	0.3
Transportation, warehousing, and utilities <sup>3</sup> .....	10	17	17	19	17	22	0.2	0.3	0.3	0.3	0.3	0.4
Information <sup>3</sup> .....	7	11	6	6	8	3	0.2	0.4	0.2	0.2	0.3	0.1
Financial activities.....	30	30	28	25	26	21	0.3	0.4	0.3	0.3	0.3	0.2
Finance and insurance.....	24	25	26	19	20	20	0.4	0.4	0.4	0.3	0.3	0.3
Real estate and rental and leasing <sup>3</sup> ...	5	5	2	6	6	1	0.2	0.2	0.1	0.2	0.3	0.1
Professional and business services....	41	59	58	59	57	59	0.2	0.3	0.3	0.3	0.3	0.3
Education and health services.....	33	38	37	35	35	32	0.1	0.2	0.2	0.1	0.1	0.1
Educational services.....	5	4	5	5	7	5	0.1	0.1	0.1	0.1	0.2	0.1
Health care and social assistance <sup>3</sup> ...	29	33	33	30	28	27	0.1	0.2	0.2	0.1	0.1	0.1
Leisure and hospitality.....	41	26	22	37	46	34	0.2	0.2	0.1	0.2	0.3	0.2
Arts, entertainment, and recreation <sup>3</sup> ...	7	3	5	5	6	6	0.3	0.1	0.2	0.2	0.2	0.3
Accommodation and food services <sup>3</sup> ...	34	24	16	32	40	27	0.2	0.2	0.1	0.2	0.3	0.2
Other services <sup>3</sup> .....	4	12	10	15	13	20	0.1	0.2	0.2	0.3	0.2	0.3
Government.....	62	65	64	62	69	66	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	12	13	12	14	12	14	0.4	0.5	0.4	0.5	0.4	0.5
State and local.....	50	52	51	48	57	52	0.3	0.3	0.3	0.2	0.3	0.3
State and local education.....	26	26	23	23	29	24	0.2	0.2	0.2	0.2	0.3	0.2
State and local, excluding education.....	24	26	28	25	28	28	0.3	0.3	0.3	0.3	0.3	0.3
<b>REGION<sup>4</sup></b>												
Northeast.....	61	61	54	64	64	68	0.2	0.2	0.2	0.2	0.2	0.2
South.....	142	134	130	144	124	135	0.3	0.2	0.2	0.3	0.2	0.2
Midwest.....	66	66	61	76	79	71	0.2	0.2	0.2	0.2	0.2	0.2
West.....	60	92	74	72	93	90	0.2	0.3	0.2	0.2	0.3	0.3

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

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

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

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

<sup>p</sup> Preliminary

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	7,308	7,760	6,465	4.6	4.8	4.0
<b>INDUSTRY</b>						
Total private.....	6,656	7,001	5,751	4.9	5.1	4.2
Mining and logging.....	35	23	21	4.4	2.9	2.7
Construction.....	279	326	214	3.6	4.1	2.7
Manufacturing.....	501	447	388	3.8	3.4	2.9
Durable goods.....	315	307	270	3.8	3.7	3.2
Nondurable goods.....	185	140	117	3.7	2.8	2.4
Trade, transportation, and utilities.....	1,620	1,723	1,192	5.4	5.8	4.0
Wholesale trade.....	195	257	166	3.2	4.1	2.7
Retail trade.....	1,103	1,123	724	6.3	6.6	4.3
Transportation, warehousing, and utilities.....	322	343	303	4.9	5.3	4.6
Information.....	124	138	148	4.2	4.7	4.9
Financial activities.....	394	445	353	4.4	4.8	3.9
Finance and insurance.....	305	347	250	4.6	5.2	3.8
Real estate and rental and leasing.....	88	98	102	3.7	4.0	4.2
Professional and business services.....	1,233	1,352	1,108	5.4	5.8	4.8
Education and health services.....	1,254	1,310	1,267	4.9	5.0	4.9
Educational services.....	96	145	150	2.4	3.5	3.6
Health care and social assistance.....	1,158	1,165	1,117	5.4	5.3	5.1
Leisure and hospitality.....	966	960	902	5.6	5.4	5.2
Arts, entertainment, and recreation.....	85	130	104	3.6	5.1	4.3
Accommodation and food services.....	881	830	799	5.9	5.5	5.3
Other services.....	251	277	158	4.1	4.5	2.6
Government.....	652	759	715	2.8	3.2	3.0
Federal.....	110	120	100	3.8	4.1	3.4
State and local.....	542	638	614	2.6	3.1	2.9
State and local education.....	217	228	230	1.9	2.0	2.0
State and local, excluding education.....	325	410	384	3.4	4.3	4.0
<b>REGION<sup>3</sup></b>						
Northeast.....	1,226	1,335	1,155	4.2	4.5	3.9
South.....	2,785	2,963	2,436	4.8	5.0	4.2
Midwest.....	1,752	1,777	1,410	5.0	5.0	4.0
West.....	1,545	1,685	1,465	4.2	4.5	4.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	5,402	6,172	5,405	3.6	4.0	3.5
<b>INDUSTRY</b>						
Total private.....	5,113	5,829	5,107	4.0	4.5	3.9
Mining and logging.....	27	29	21	3.6	3.8	2.8
Construction.....	290	493	312	3.9	6.4	4.1
Manufacturing.....	304	319	275	2.4	2.5	2.1
Durable goods.....	170	178	160	2.1	2.2	2.0
Nondurable goods.....	133	142	114	2.8	2.9	2.4
Trade, transportation, and utilities.....	1,500	1,384	1,492	5.3	5.0	5.2
Wholesale trade.....	147	159	117	2.5	2.7	2.0
Retail trade.....	949	904	978	5.8	5.7	6.0
Transportation, warehousing, and utilities.....	404	322	396	6.5	5.2	6.3
Information.....	95	108	87	3.3	3.8	3.1
Financial activities.....	178	231	199	2.1	2.6	2.3
Finance and insurance.....	114	152	125	1.8	2.4	2.0
Real estate and rental and leasing.....	65	79	74	2.8	3.4	3.2
Professional and business services.....	1,029	1,184	1,057	4.8	5.4	4.8
Education and health services.....	576	784	594	2.4	3.2	2.4
Educational services.....	75	108	74	1.9	2.7	1.8
Health care and social assistance.....	500	676	520	2.5	3.3	2.5
Leisure and hospitality.....	916	1,086	899	5.7	6.5	5.4
Arts, entertainment, and recreation.....	126	148	138	5.6	6.1	5.9
Accommodation and food services.....	790	938	761	5.7	6.5	5.3
Other services.....	198	211	172	3.4	3.6	2.9
Government.....	289	343	297	1.3	1.5	1.3
Federal.....	49	42	55	1.7	1.5	1.9
State and local.....	240	300	242	1.2	1.5	1.2
State and local education.....	122	157	117	1.1	1.4	1.1
State and local, excluding education.....	118	143	126	1.3	1.5	1.4
<b>REGION<sup>3</sup></b>						
Northeast.....	833	955	849	3.0	3.4	3.0
South.....	2,099	2,459	2,146	3.8	4.4	3.8
Midwest.....	1,208	1,337	1,205	3.6	4.0	3.6
West.....	1,262	1,420	1,205	3.6	4.0	3.4

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	4,963	5,775	4,997	3.3	3.8	3.3
<b>INDUSTRY</b>						
Total private.....	4,713	5,459	4,745	3.7	4.2	3.6
Mining and logging.....	29	27	24	3.8	3.5	3.2
Construction.....	389	498	409	5.2	6.5	5.4
Manufacturing.....	308	330	276	2.4	2.6	2.1
Durable goods.....	164	193	157	2.0	2.4	1.9
Nondurable goods.....	144	137	119	3.0	2.9	2.5
Trade, transportation, and utilities.....	1,027	1,076	1,083	3.6	3.9	3.8
Wholesale trade.....	140	145	127	2.4	2.4	2.1
Retail trade.....	674	688	741	4.1	4.4	4.6
Transportation, warehousing, and utilities.....	214	243	215	3.4	4.0	3.4
Information.....	80	87	63	2.8	3.1	2.2
Financial activities.....	169	195	190	2.0	2.2	2.2
Finance and insurance.....	106	119	120	1.7	1.9	1.9
Real estate and rental and leasing.....	62	76	70	2.7	3.2	3.0
Professional and business services.....	1,002	1,115	1,036	4.7	5.1	4.7
Education and health services.....	510	666	522	2.1	2.7	2.1
Educational services.....	58	73	50	1.5	1.8	1.2
Health care and social assistance.....	453	593	472	2.2	2.9	2.3
Leisure and hospitality.....	988	1,228	979	6.1	7.3	5.9
Arts, entertainment, and recreation.....	188	231	198	8.3	9.5	8.5
Accommodation and food services.....	800	996	781	5.7	6.9	5.5
Other services.....	211	237	161	3.6	4.0	2.7
Government.....	250	317	252	1.1	1.4	1.1
Federal.....	33	54	39	1.2	1.9	1.4
State and local.....	217	262	213	1.1	1.3	1.1
State and local education.....	94	105	80	0.9	1.0	0.7
State and local, excluding education.....	123	158	133	1.3	1.7	1.4
<b>REGION<sup>3</sup></b>						
Northeast.....	703	940	816	2.5	3.3	2.9
South.....	1,941	2,114	1,835	3.5	3.8	3.3
Midwest.....	1,241	1,268	1,151	3.7	3.8	3.4
West.....	1,078	1,454	1,195	3.1	4.1	3.4

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	2,834	3,577	2,955	1.9	2.3	1.9
<b>INDUSTRY</b>						
Total private.....	2,693	3,429	2,819	2.1	2.6	2.2
Mining and logging.....	16	13	10	2.2	1.8	1.4
Construction.....	146	198	121	2.0	2.6	1.6
Manufacturing.....	170	200	160	1.3	1.6	1.2
Durable goods.....	93	117	80	1.2	1.5	1.0
Nondurable goods.....	78	83	81	1.6	1.7	1.7
Trade, transportation, and utilities.....	620	698	720	2.2	2.5	2.5
Wholesale trade.....	76	69	73	1.3	1.2	1.2
Retail trade.....	417	478	520	2.6	3.0	3.2
Transportation, warehousing, and utilities.....	126	151	127	2.0	2.4	2.0
Information.....	49	43	37	1.7	1.5	1.3
Financial activities.....	86	130	132	1.0	1.5	1.5
Finance and insurance.....	49	86	86	0.8	1.3	1.3
Real estate and rental and leasing.....	37	45	46	1.6	1.9	2.0
Professional and business services.....	541	654	556	2.5	3.0	2.5
Education and health services.....	361	482	361	1.5	2.0	1.5
Educational services.....	34	52	33	0.9	1.3	0.8
Health care and social assistance.....	328	430	327	1.6	2.1	1.6
Leisure and hospitality.....	582	822	614	3.6	4.9	3.7
Arts, entertainment, and recreation.....	50	91	66	2.2	3.7	2.8
Accommodation and food services.....	531	730	548	3.8	5.1	3.8
Other services.....	121	189	107	2.1	3.2	1.8
Government.....	140	148	136	0.6	0.6	0.6
Federal.....	18	18	16	0.6	0.6	0.5
State and local.....	123	130	121	0.6	0.6	0.6
State and local education.....	58	59	52	0.5	0.5	0.5
State and local, excluding education.....	65	71	69	0.7	0.8	0.7
<b>REGION<sup>3</sup></b>						
Northeast.....	343	506	395	1.2	1.8	1.4
South.....	1,144	1,375	1,193	2.1	2.5	2.1
Midwest.....	692	818	653	2.1	2.4	1.9
West.....	654	878	713	1.9	2.5	2.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	1,854	1,862	1,730	1.2	1.2	1.1
<b>INDUSTRY</b>						
Total private.....	1,783	1,743	1,657	1.4	1.3	1.3
Mining and logging.....	11	12	12	1.5	1.6	1.7
Construction.....	228	282	270	3.1	3.7	3.5
Manufacturing.....	117	112	97	0.9	0.9	0.8
Durable goods.....	59	63	65	0.7	0.8	0.8
Nondurable goods.....	58	49	31	1.2	1.0	0.7
Trade, transportation, and utilities.....	352	317	286	1.2	1.1	1.0
Wholesale trade.....	50	66	45	0.9	1.1	0.8
Retail trade.....	224	176	174	1.4	1.1	1.1
Transportation, warehousing, and utilities.....	78	75	67	1.3	1.2	1.1
Information.....	23	36	24	0.8	1.3	0.8
Financial activities.....	55	43	39	0.6	0.5	0.4
Finance and insurance.....	35	18	16	0.6	0.3	0.3
Real estate and rental and leasing.....	20	25	23	0.9	1.1	1.0
Professional and business services.....	427	395	431	2.0	1.8	2.0
Education and health services.....	118	150	133	0.5	0.6	0.5
Educational services.....	21	15	15	0.5	0.4	0.4
Health care and social assistance.....	96	135	118	0.5	0.7	0.6
Leisure and hospitality.....	366	360	332	2.3	2.1	2.0
Arts, entertainment, and recreation.....	131	135	126	5.8	5.5	5.4
Accommodation and food services.....	234	226	206	1.7	1.6	1.4
Other services.....	86	36	34	1.5	0.6	0.6
Government.....	72	118	74	0.3	0.5	0.3
Federal.....	6	26	13	0.2	0.9	0.5
State and local.....	66	92	60	0.3	0.5	0.3
State and local education.....	26	29	18	0.2	0.3	0.2
State and local, excluding education.....	39	63	43	0.4	0.7	0.5
<b>REGION<sup>3</sup></b>						
Northeast.....	315	370	371	1.1	1.3	1.3
South.....	665	631	510	1.2	1.1	0.9
Midwest.....	499	377	442	1.5	1.1	1.3
West.....	375	483	408	1.1	1.4	1.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>	Nov. 2018	Oct. 2019	Nov. 2019 <sup>p</sup>
Total.....	275	337	312	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	237	286	269	0.2	0.2	0.2
Mining and logging.....	1	1	1	0.2	0.2	0.2
Construction.....	14	17	18	0.2	0.2	0.2
Manufacturing.....	21	19	19	0.2	0.1	0.2
Durable goods.....	12	13	12	0.2	0.2	0.1
Nondurable goods.....	8	5	8	0.2	0.1	0.2
Trade, transportation, and utilities.....	56	61	77	0.2	0.2	0.3
Wholesale trade.....	13	10	9	0.2	0.2	0.1
Retail trade.....	34	34	47	0.2	0.2	0.3
Transportation, warehousing, and utilities.....	10	17	22	0.2	0.3	0.3
Information.....	7	8	3	0.2	0.3	0.1
Financial activities.....	28	22	18	0.3	0.3	0.2
Finance and insurance.....	23	16	17	0.4	0.3	0.3
Real estate and rental and leasing.....	5	6	1	0.2	0.3	0.1
Professional and business services.....	34	65	49	0.2	0.3	0.2
Education and health services.....	31	34	29	0.1	0.1	0.1
Educational services.....	2	6	2	0.1	0.1	0.0
Health care and social assistance.....	29	28	27	0.1	0.1	0.1
Leisure and hospitality.....	41	46	34	0.3	0.3	0.2
Arts, entertainment, and recreation.....	7	6	6	0.3	0.2	0.3
Accommodation and food services.....	34	40	27	0.2	0.3	0.2
Other services.....	4	13	20	0.1	0.2	0.3
Government.....	38	51	42	0.2	0.2	0.2
Federal.....	9	11	11	0.3	0.4	0.4
State and local.....	29	40	32	0.1	0.2	0.2
State and local education.....	10	17	10	0.1	0.2	0.1
State and local, excluding education.....	19	24	22	0.2	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	45	63	52	0.2	0.2	0.2
South.....	131	108	130	0.2	0.2	0.2
Midwest.....	50	73	56	0.2	0.2	0.2
West.....	49	93	74	0.1	0.3	0.2

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

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

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

<sup>p</sup> Preliminary

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