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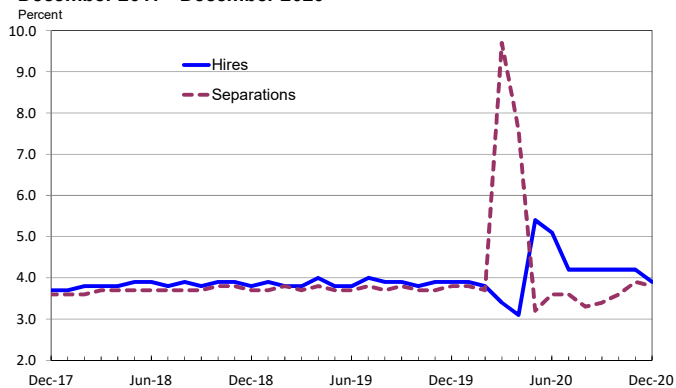
JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2020

The number of job openings was little changed at 6.6 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires decreased to 5.5 million while total separations were little changed at 5.5 million. Within separations, the quits rate and layoffs and discharges rate were little changed at 2.3 percent and 1.3 percent, respectively. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, December 2017 - December 2020



Chart 2. Hires and total separations rates, seasonally adjusted, December 2017 - December 2020



Job Openings

On the last business day of December, the number and rate of **job openings** were little changed at 6.6 million and 4.5 percent, respectively. Job openings increased in professional and business services (+296,000). Job openings decreased in state and local government, excluding education (-65,000); arts, entertainment, and recreation (-50,000); and nondurable goods manufacturing (-30,000). The number of job openings was little changed in all four regions. (See table 1.)

Over the year, the number of job openings (not seasonally adjusted) was little changed in December. Job openings decreased in a number of industries over the year with the largest decreases in state and local government, excluding education; arts, entertainment, and recreation; and information. The job openings

Coronavirus (COVID-19) Pandemic Impact on December 2020 JOLTS Data

Data collection for the Job Openings and Labor Turnover Survey was affected by the coronavirus (COVID-19) pandemic. More information is available at the end of this news release and at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-december-2020.htm.

level increased in a number of industries over the year with the largest increases in professional and business services; nondurable goods manufacturing; and transportation, warehousing, and utilities. The number of job openings increased in the South region. (See table 7.)

Hires

In December, the number of **hires** decreased to 5.5 million (-396,000), and the hires rate decreased to 3.9 percent. Hires decreased in accommodation and food services (-221,000); transportation, warehousing, and utilities (-133,000); and arts, entertainment, and recreation (-82,000). Hires increased in retail trade (+94,000). The number of hires decreased in the South region. (See table 2.)

The number of hires in December (not seasonally adjusted) edged down over the year (-237,000). Hires decreased in accommodation and food services; arts, entertainment, and recreation; and educational services. Hires increased in a number of industries with the largest increases in wholesale trade, nondurable goods manufacturing, and durable goods manufacturing. The number of hires decreased in the West region. (See table 8.)

Separations

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

In December, the number of **total separations** was little changed at 5.5 million, and the total separations rate was little changed at 3.8 percent. The total separations level decreased in federal government (-86,000). Total separations increased in arts, entertainment, and recreation (+68,000). Total separations were little changed in all four regions. (See table 3.)

Over the year, the number of total separations (not seasonally adjusted) was little changed. Total separations increased in a number of industries with the largest increases in accommodation and food services; nondurable goods manufacturing; and state and local government, excluding education. Total separations decreased in transportation, warehousing, and utilities and in mining and logging. The number of total separations was little changed in all four regions. (See table 9.)

In December, the **quits** level and rate were little changed at 3.3 million and 2.3 percent, respectively. The number of quits decreased in federal government (-4,000). The number of quits increased in the Midwest region. (See table 4.)

Over the year, the number of quits (not seasonally adjusted) was little changed. Quits decreased in accommodation and food services and state and in local government education. Quits increased in durable goods manufacturing. The number of quits decreased in the West region. (See table 10.)

The number of **layoffs and discharges** decreased to 1.8 million (-243,000) in December. The layoffs and discharges rate was little changed at 1.3 percent. The number of layoffs and discharges decreased in a number of industries with the largest decreases in federal government (-87,000); transportation, warehousing, and utilities (-52,000); and health care and social assistance (-42,000). Layoffs and discharges increased in arts, entertainment, and recreation (+50,000). Layoffs and discharges decreased in the Midwest region. (See table 5.)

Over the year, the layoffs and discharges level (not seasonally adjusted) was little changed. Layoffs and discharges increased in accommodation and food services; educational services; and state and local government, excluding education. The number of layoffs and discharges decreased in a number of industries with the largest decreases in construction; transportation, warehousing, and utilities; and retail trade. The number of layoffs and discharges decreased over the year in the South region. (See table 11.)

The number of **other separations** increased in December to 362,000 (+74,000). Other separations increased in a number of industries with the largest increases in health care and social assistance (+15,000); state and local government, excluding education (+8,000); and nondurable goods manufacturing (+7,000). The other separations level increased in the South region. (See table 6.)

Over the year, the other separations level (not seasonally adjusted) was little changed. Other separations decreased in durable goods manufacturing. The number of other separations increased in federal government and in educational services. The number of other separations was little changed in all four regions. (See table 12.)

Net Change in Employment

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

Over the 12 months ending in December, hires totaled 70.2 million and separations totaled 75.7 million, yielding a net employment loss of 5.5 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for January 2021 are scheduled to be released on Thursday, March 11, 2021 at 10:00 a.m. (ET).

Upcoming Revisions to the JOLTS Estimates

As part of an annual process, the January 2021 release on March 11, 2021 will incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2016 forward are subject to revision.

**Coronavirus (COVID-19) Pandemic Impact on December 2020
Job Openings and Labor Turnover Survey Data**

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for December was 42 percent, while response rates prior to the pandemic averaged 54 percent.

For the December preliminary and the November final JOLTS estimates, suppression of the alignment process has been discontinued. The differences between the JOLTS hires minus separations and CES over the month employment changes are no longer significantly different. More information about the impact of the COVID-19 pandemic on the JOLTS survey, including information about the JOLTS estimation methodology, is available at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-december-2020.htm.

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

Category	Job openings			Hires			Total separations		
	Dec. 2019	Nov. 2020	Dec. 2020 ^P	Dec. 2019	Nov. 2020	Dec. 2020 ^P	Dec. 2019	Nov. 2020	Dec. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	6,552	6,572	6,646	5,927	5,935	5,539	5,762	5,523	5,460
Total private.....	5,838	5,904	6,048	5,574	5,592	5,208	5,419	5,110	5,130
Mining and logging ¹	13	16	16	25	25	25	31	20	18
Construction ¹	216	232	195	467	395	416	432	361	366
Manufacturing.....	360	487	475	334	396	396	342	366	374
Durable goods ¹	222	246	263	192	221	220	193	205	208
Nondurable goods ¹	138	241	211	142	175	176	149	161	166
Trade, transportation, and utilities.....	1,192	1,185	1,229	1,161	1,287	1,261	1,115	1,088	1,055
Wholesale trade.....	187	182	170	133	153	166	123	137	145
Retail trade.....	762	686	748	772	724	818	741	715	709
Transportation, warehousing, and utilities ¹	244	317	311	256	410	277	250	235	201
Information ¹	146	81	96	87	73	66	84	71	70
Financial activities.....	319	262	280	218	215	204	203	186	171
Finance and insurance.....	235	206	223	135	142	131	134	129	115
Real estate and rental and leasing ¹	84	56	57	83	73	74	69	57	56
Professional and business services.....	1,223	1,227	1,523	1,151	1,200	1,182	1,134	1,129	1,052
Education and health services.....	1,203	1,288	1,247	723	714	702	690	667	674
Educational services ¹	106	99	82	104	92	77	97	88	105
Health care and social assistance.....	1,097	1,189	1,165	619	622	625	593	580	568
Leisure and hospitality.....	916	888	761	1,165	1,079	777	1,146	1,026	1,161
Arts, entertainment, and recreation.....	127	116	66	186	140	58	184	85	153
Accommodation and food services.....	789	771	695	979	939	718	963	941	1,008
Other services.....	250	239	226	243	209	180	242	197	191
Government.....	715	668	598	352	343	331	343	413	329
Federal ¹	88	98	95	43	52	53	45	134	48
State and local.....	626	571	502	309	291	278	298	279	282
State and local education.....	234	198	194	153	127	132	164	133	127
State and local, excluding education ¹	393	373	308	156	164	147	134	147	154
RATES BY INDUSTRY (percent)									
Total.....	4.1	4.4	4.5	3.9	4.2	3.9	3.8	3.9	3.8
Total private.....	4.3	4.6	4.8	4.3	4.6	4.3	4.2	4.2	4.2
Mining and logging ¹	1.8	2.4	2.4	3.6	3.9	4.0	4.3	3.2	2.9
Construction ¹	2.8	3.0	2.6	6.2	5.4	5.6	5.7	4.9	4.9
Manufacturing.....	2.7	3.8	3.7	2.6	3.2	3.2	2.7	3.0	3.0
Durable goods ¹	2.7	3.1	3.3	2.4	2.9	2.9	2.4	2.7	2.7
Nondurable goods ¹	2.8	5.0	4.4	3.0	3.8	3.8	3.1	3.5	3.6
Trade, transportation, and utilities.....	4.1	4.2	4.3	4.2	4.8	4.7	4.0	4.0	3.9
Wholesale trade.....	3.1	3.1	2.9	2.2	2.7	2.9	2.1	2.4	2.5
Retail trade.....	4.6	4.3	4.7	4.9	4.8	5.4	4.7	4.7	4.6
Transportation, warehousing, and utilities ¹	3.8	5.0	4.8	4.1	6.7	4.5	4.0	3.9	3.3
Information ¹	4.8	3.0	3.5	3.0	2.8	2.5	2.9	2.7	2.7
Financial activities.....	3.5	2.9	3.1	2.5	2.5	2.3	2.3	2.1	2.0
Finance and insurance.....	3.5	3.1	3.3	2.1	2.2	2.0	2.1	2.0	1.8
Real estate and rental and leasing ¹	3.4	2.5	2.5	3.5	3.3	3.3	3.0	2.6	2.5
Professional and business services.....	5.4	5.6	6.9	5.4	5.8	5.7	5.3	5.5	5.1
Education and health services.....	4.7	5.2	5.1	3.0	3.1	3.0	2.8	2.9	2.9
Educational services ¹	2.7	2.8	2.4	2.7	2.7	2.3	2.5	2.5	3.1
Health care and social assistance.....	5.0	5.6	5.5	3.0	3.1	3.1	2.9	2.9	2.9
Leisure and hospitality.....	5.2	6.2	5.5	6.9	8.0	6.0	6.8	7.6	9.0
Arts, entertainment, and recreation.....	4.9	6.1	3.8	7.5	7.8	3.5	7.4	4.8	9.1
Accommodation and food services.....	5.2	6.2	5.8	6.8	8.0	6.4	6.7	8.1	8.9
Other services.....	4.1	4.2	4.0	4.1	3.8	3.3	4.1	3.6	3.5

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Government.....	3.1	3.0	2.7	1.6	1.6	1.5	1.5	1.9	1.5
Federal ¹	3.0	3.3	3.2	1.5	1.8	1.8	1.6	4.6	1.6
State and local.....	3.1	3.0	2.6	1.6	1.6	1.5	1.5	1.5	1.5
State and local education.....	2.2	2.0	2.0	1.5	1.3	1.4	1.6	1.4	1.3
State and local, excluding education ¹	4.0	4.0	3.3	1.7	1.8	1.6	1.4	1.6	1.7

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

p Preliminary

Technical Note

Special technical note: This technical note describes the procedures regularly used on a monthly basis to develop estimates from JOLTS survey responses. Due to the COVID-19 pandemic, some of the procedures described in this technical note have been modified. The modifications are briefly described in the box note in the news release and are described in more detail at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm.

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Industries are classified in accordance with the North American Industry Classification System.

Definitions

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 vacation or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or employees on strike for the entire pay period, and employees on leave without pay 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. JOLTS does not publish employment estimates but uses the reported employment for validation of the other reported data elements.

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions 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 include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, 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 include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) 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 (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. 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.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 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 9.4 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.

Employment estimates are benchmarked, or ratio adjusted, monthly to the strike-adjusted 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.

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected

on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment 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 job openings, hires, and separations.

Alignment. The JOLTS figure 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 nonsampling 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. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. 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. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These

annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

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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.

Reliability of the estimates

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

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

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p
Total.....	6,552	6,352	6,494	6,632	6,572	6,646	4.1	4.3	4.4	4.5	4.4	4.5
INDUSTRY												
Total private.....	5,838	5,636	5,795	5,936	5,904	6,048	4.3	4.5	4.6	4.7	4.6	4.8
Mining and logging ³	13	15	17	21	16	16	1.8	2.4	2.7	3.2	2.4	2.4
Construction ³	216	275	223	246	232	195	2.8	3.7	3.0	3.2	3.0	2.6
Manufacturing.....	360	469	492	531	487	475	2.7	3.7	3.9	4.2	3.8	3.7
Durable goods ³	222	249	267	296	246	263	2.7	3.2	3.4	3.7	3.1	3.3
Nondurable goods ³	138	220	225	236	241	211	2.8	4.6	4.7	4.9	5.0	4.4
Trade, transportation, and utilities.....	1,192	1,130	1,142	1,083	1,185	1,229	4.1	4.1	4.1	3.9	4.2	4.3
Wholesale trade.....	187	187	180	180	182	170	3.1	3.2	3.1	3.1	3.1	2.9
Retail trade.....	762	705	671	643	686	748	4.6	4.5	4.3	4.1	4.3	4.7
Transportation, warehousing, and utilities ³	244	238	291	260	317	311	3.8	3.9	4.7	4.2	5.0	4.8
Information ³	146	82	121	122	81	96	4.8	3.1	4.4	4.5	3.0	3.5
Financial activities.....	319	284	301	291	262	280	3.5	3.2	3.4	3.2	2.9	3.1
Finance and insurance.....	235	222	240	215	206	223	3.5	3.3	3.6	3.2	3.1	3.3
Real estate and rental and leasing ³	84	61	61	76	56	57	3.4	2.7	2.7	3.3	2.5	2.5
Professional and business services.....	1,223	1,195	1,268	1,220	1,227	1,523	5.4	5.6	5.9	5.6	5.6	6.9
Education and health services.....	1,203	1,182	1,215	1,373	1,288	1,247	4.7	4.9	5.0	5.6	5.2	5.1
Educational services ³	106	108	106	122	99	82	2.7	3.0	2.9	3.4	2.8	2.4
Health care and social assistance.....	1,097	1,074	1,110	1,250	1,189	1,165	5.0	5.2	5.3	5.9	5.6	5.5
Leisure and hospitality.....	916	761	772	817	888	761	5.2	5.7	5.6	5.8	6.2	5.5
Arts, entertainment, and recreation.....	127	83	86	99	116	66	4.9	4.9	4.8	5.4	6.1	3.8
Accommodation and food services.....	789	678	686	718	771	695	5.2	5.8	5.7	5.8	6.2	5.8
Other services.....	250	242	243	233	239	226	4.1	4.3	4.3	4.1	4.2	4.0
Government.....	715	716	699	696	668	598	3.1	3.2	3.1	3.1	3.0	2.7
Federal ³	88	123	95	94	98	95	3.0	3.7	2.9	3.1	3.3	3.2
State and local.....	626	594	605	601	571	502	3.1	3.1	3.1	3.1	3.0	2.6
State and local education.....	234	199	207	221	198	194	2.2	2.0	2.1	2.3	2.0	2.0
State and local, excluding education ³	393	394	397	380	373	308	4.0	4.2	4.2	4.0	4.0	3.3
REGION⁴												
Northeast.....	1,135	1,080	1,101	1,163	1,156	1,173	3.9	4.0	4.1	4.3	4.2	4.3
South.....	2,439	2,512	2,584	2,583	2,544	2,613	4.2	4.6	4.7	4.7	4.6	4.8
Midwest.....	1,400	1,366	1,388	1,426	1,420	1,395	4.1	4.3	4.3	4.4	4.4	4.3
West.....	1,578	1,394	1,421	1,460	1,452	1,464	4.3	4.1	4.1	4.2	4.2	4.2

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p
Total.....	5,927	5,952	5,886	5,912	5,935	5,539	3.9	4.2	4.2	4.2	4.2	3.9
INDUSTRY												
Total private.....	5,574	5,394	5,570	5,578	5,592	5,208	4.3	4.5	4.6	4.6	4.6	4.3
Mining and logging.....	25	16	19	17	25	25	3.6	2.6	3.1	2.8	3.9	4.0
Construction.....	467	396	394	400	395	416	6.2	5.5	5.4	5.5	5.4	5.6
Manufacturing.....	334	384	374	376	396	396	2.6	3.2	3.1	3.1	3.2	3.2
Durable goods.....	192	207	207	218	221	220	2.4	2.7	2.7	2.9	2.9	2.9
Nondurable goods.....	142	177	166	158	175	176	3.0	3.9	3.6	3.4	3.8	3.8
Trade, transportation, and utilities.....	1,161	1,248	1,255	1,278	1,287	1,261	4.2	4.7	4.7	4.8	4.8	4.7
Wholesale trade.....	133	135	212	135	153	166	2.2	2.4	3.8	2.4	2.7	2.9
Retail trade.....	772	863	745	777	724	818	4.9	5.7	4.9	5.1	4.8	5.4
Transportation, warehousing, and utilities.....	256	250	299	366	410	277	4.1	4.3	5.1	6.2	6.7	4.5
Information.....	87	87	103	103	73	66	3.0	3.4	3.9	3.9	2.8	2.5
Financial activities.....	218	217	238	227	215	204	2.5	2.5	2.7	2.6	2.5	2.3
Finance and insurance.....	135	145	162	144	142	131	2.1	2.2	2.5	2.2	2.2	2.0
Real estate and rental and leasing. . .	83	73	76	84	73	74	3.5	3.3	3.4	3.8	3.3	3.3
Professional and business services. . . .	1,151	1,170	1,108	1,116	1,200	1,182	5.4	5.8	5.5	5.5	5.8	5.7
Education and health services.....	723	719	725	735	714	702	3.0	3.1	3.1	3.2	3.1	3.0
Educational services.....	104	93	70	91	92	77	2.7	2.6	2.0	2.6	2.7	2.3
Health care and social assistance. . . .	619	626	655	644	622	625	3.0	3.2	3.3	3.2	3.1	3.1
Leisure and hospitality.....	1,165	934	1,053	1,044	1,079	777	6.9	7.4	8.0	7.8	8.0	6.0
Arts, entertainment, and recreation. . .	186	129	115	132	140	58	7.5	8.0	6.8	7.6	7.8	3.5
Accommodation and food services. . .	979	806	938	912	939	718	6.8	7.3	8.2	7.8	8.0	6.4
Other services.....	243	222	302	282	209	180	4.1	4.1	5.5	5.1	3.8	3.3
Government.....	352	558	316	334	343	331	1.6	2.5	1.4	1.6	1.6	1.5
Federal.....	43	315	59	50	52	53	1.5	10.0	1.9	1.7	1.8	1.8
State and local.....	309	243	257	284	291	278	1.6	1.3	1.4	1.5	1.6	1.5
State and local education.....	153	105	114	128	127	132	1.5	1.1	1.2	1.3	1.3	1.4
State and local, excluding education.....	156	138	143	156	164	147	1.7	1.6	1.6	1.7	1.8	1.6
REGION³												
Northeast.....	935	1,017	982	985	957	908	3.4	3.9	3.8	3.8	3.7	3.5
South.....	2,358	2,278	2,297	2,353	2,434	2,202	4.2	4.4	4.4	4.5	4.7	4.2
Midwest.....	1,263	1,311	1,181	1,227	1,313	1,236	3.8	4.3	3.8	4.0	4.2	4.0
West.....	1,371	1,346	1,425	1,347	1,230	1,194	3.9	4.1	4.3	4.1	3.7	3.6

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p
Total.....	5,762	4,689	4,844	5,142	5,523	5,460	3.8	3.3	3.4	3.6	3.9	3.8
INDUSTRY												
Total private.....	5,419	4,413	4,504	4,674	5,110	5,130	4.2	3.7	3.8	3.9	4.2	4.2
Mining and logging.....	31	19	23	21	20	18	4.3	3.1	3.6	3.3	3.2	2.9
Construction.....	432	324	290	331	361	366	5.7	4.5	4.0	4.5	4.9	4.9
Manufacturing.....	342	332	354	350	366	374	2.7	2.7	2.9	2.9	3.0	3.0
Durable goods.....	193	190	206	200	205	208	2.4	2.5	2.7	2.6	2.7	2.7
Nondurable goods.....	149	141	148	150	161	166	3.1	3.1	3.2	3.3	3.5	3.6
Trade, transportation, and utilities.....	1,115	1,103	1,063	1,123	1,088	1,055	4.0	4.2	4.0	4.2	4.0	3.9
Wholesale trade.....	123	152	125	131	137	145	2.1	2.7	2.2	2.3	2.4	2.5
Retail trade.....	741	719	687	739	715	709	4.7	4.8	4.6	4.9	4.7	4.6
Transportation, warehousing, and utilities.....	250	232	251	253	235	201	4.0	4.0	4.3	4.3	3.9	3.3
Information.....	84	57	51	56	71	70	2.9	2.2	1.9	2.1	2.7	2.7
Financial activities.....	203	205	190	193	186	171	2.3	2.4	2.2	2.2	2.1	2.0
Finance and insurance.....	134	133	111	111	129	115	2.1	2.1	1.7	1.7	2.0	1.8
Real estate and rental and leasing. . .	69	72	79	82	57	56	3.0	3.3	3.6	3.7	2.6	2.5
Professional and business services. . . .	1,134	960	989	1,011	1,129	1,052	5.3	4.8	4.9	4.9	5.5	5.1
Education and health services.....	690	606	618	647	667	674	2.8	2.6	2.7	2.8	2.9	2.9
Educational services.....	97	59	64	80	88	105	2.5	1.7	1.9	2.3	2.5	3.1
Health care and social assistance. . .	593	547	553	567	580	568	2.9	2.8	2.8	2.9	2.9	2.9
Leisure and hospitality.....	1,146	708	737	777	1,026	1,161	6.8	5.6	5.6	5.8	7.6	9.0
Arts, entertainment, and recreation. . .	184	53	84	100	85	153	7.4	3.3	5.0	5.7	4.8	9.1
Accommodation and food services. . .	963	655	653	678	941	1,008	6.7	5.9	5.7	5.8	8.1	8.9
Other services.....	242	98	190	163	197	191	4.1	1.8	3.5	3.0	3.6	3.5
Government.....	343	276	340	469	413	329	1.5	1.3	1.6	2.2	1.9	1.5
Federal.....	45	57	90	202	134	48	1.6	1.8	2.9	6.8	4.6	1.6
State and local.....	298	219	250	266	279	282	1.5	1.2	1.3	1.4	1.5	1.5
State and local education.....	164	116	129	135	133	127	1.6	1.2	1.3	1.4	1.4	1.3
State and local, excluding education.....	134	103	121	132	147	154	1.4	1.2	1.3	1.5	1.6	1.7
REGION³												
Northeast.....	887	702	710	851	889	878	3.2	2.7	2.7	3.3	3.4	3.4
South.....	2,249	1,895	1,912	2,032	2,060	2,072	4.0	3.7	3.7	3.9	3.9	4.0
Midwest.....	1,220	1,055	1,098	1,181	1,274	1,186	3.7	3.4	3.6	3.8	4.1	3.8
West.....	1,406	1,037	1,125	1,078	1,300	1,323	4.0	3.2	3.4	3.3	3.9	4.0

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p
Total.....	3,528	2,839	3,074	3,150	3,180	3,286	2.3	2.0	2.2	2.2	2.2	2.3
INDUSTRY												
Total private.....	3,331	2,696	2,920	2,972	3,011	3,117	2.6	2.3	2.4	2.5	2.5	2.6
Mining and logging.....	13	7	9	9	12	9	1.8	1.2	1.4	1.4	1.9	1.4
Construction.....	170	103	142	122	164	183	2.2	1.4	2.0	1.7	2.2	2.5
Manufacturing.....	206	207	235	216	234	230	1.6	1.7	1.9	1.8	1.9	1.9
Durable goods.....	110	117	129	119	127	129	1.4	1.5	1.7	1.6	1.7	1.7
Nondurable goods.....	97	90	106	97	106	100	2.0	2.0	2.3	2.1	2.3	2.2
Trade, transportation, and utilities.....	734	722	702	732	722	762	2.6	2.7	2.6	2.7	2.7	2.8
Wholesale trade.....	77	86	92	91	72	93	1.3	1.5	1.6	1.6	1.3	1.6
Retail trade.....	507	502	466	500	517	518	3.2	3.3	3.1	3.3	3.4	3.4
Transportation, warehousing, and utilities.....	150	134	144	141	132	151	2.4	2.3	2.4	2.4	2.2	2.5
Information.....	41	29	29	33	40	38	1.4	1.1	1.1	1.3	1.5	1.4
Financial activities.....	127	126	106	119	111	98	1.4	1.5	1.2	1.4	1.3	1.1
Finance and insurance.....	88	89	65	67	76	70	1.4	1.4	1.0	1.0	1.2	1.1
Real estate and rental and leasing ³ ...	40	37	40	52	36	28	1.7	1.7	1.8	2.3	1.6	1.2
Professional and business services.....	622	558	627	599	610	597	2.9	2.8	3.1	2.9	3.0	2.9
Education and health services.....	500	398	425	464	434	458	2.0	1.7	1.8	2.0	1.9	2.0
Educational services.....	66	32	32	41	45	53	1.7	0.9	0.9	1.2	1.3	1.6
Health care and social assistance.....	434	366	392	423	389	405	2.1	1.9	2.0	2.1	2.0	2.0
Leisure and hospitality.....	771	488	536	574	566	629	4.6	3.8	4.1	4.3	4.2	4.9
Arts, entertainment, and recreation... ..	72	15	38	52	48	64	2.9	0.9	2.2	3.0	2.7	3.8
Accommodation and food services... ..	698	473	498	522	518	564	4.9	4.3	4.4	4.5	4.4	5.0
Other services.....	147	58	110	104	119	115	2.5	1.1	2.0	1.9	2.2	2.1
Government.....	197	142	155	178	169	169	0.9	0.6	0.7	0.8	0.8	0.8
Federal.....	23	19	20	29	24	20	0.8	0.6	0.6	1.0	0.8	0.7
State and local.....	174	124	134	149	146	149	0.9	0.7	0.7	0.8	0.8	0.8
State and local education.....	98	66	70	72	72	71	0.9	0.7	0.7	0.8	0.8	0.7
State and local, excluding education.....	76	58	65	77	74	78	0.8	0.7	0.7	0.9	0.8	0.9
REGION⁴												
Northeast.....	462	389	425	455	455	419	1.7	1.5	1.6	1.7	1.7	1.6
South.....	1,452	1,233	1,303	1,344	1,365	1,403	2.6	2.4	2.5	2.6	2.6	2.7
Midwest.....	760	633	680	701	700	771	2.3	2.1	2.2	2.3	2.3	2.5
West.....	854	583	667	650	659	693	2.4	1.8	2.0	2.0	2.0	2.1

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p
Total.....	1,893	1,533	1,437	1,676	2,055	1,812	1.2	1.1	1.0	1.2	1.4	1.3
INDUSTRY												
Total private.....	1,815	1,464	1,311	1,454	1,869	1,725	1.4	1.2	1.1	1.2	1.5	1.4
Mining and logging.....	17	11	11	11	8	9	2.3	1.7	1.8	1.8	1.2	1.4
Construction.....	243	206	135	197	187	170	3.2	2.9	1.9	2.7	2.5	2.3
Manufacturing.....	110	102	97	111	112	120	0.9	0.8	0.8	0.9	0.9	1.0
Durable goods.....	67	60	65	67	63	68	0.8	0.8	0.8	0.9	0.8	0.9
Nondurable goods.....	43	42	32	44	49	52	0.9	0.9	0.7	1.0	1.1	1.1
Trade, transportation, and utilities.....	323	340	302	323	321	234	1.2	1.3	1.1	1.2	1.2	0.9
Wholesale trade ³	35	61	21	33	59	38	0.6	1.1	0.4	0.6	1.0	0.7
Retail trade.....	197	194	191	198	174	160	1.3	1.3	1.3	1.3	1.1	1.0
Transportation, warehousing, and utilities.....	90	85	90	92	88	36	1.5	1.5	1.5	1.5	1.5	0.6
Information.....	37	25	17	21	27	29	1.3	1.0	0.7	0.8	1.0	1.1
Financial activities.....	48	52	60	49	54	51	0.5	0.6	0.7	0.6	0.6	0.6
Finance and insurance.....	24	21	26	20	37	25	0.4	0.3	0.4	0.3	0.6	0.4
Real estate and rental and leasing. . .	24	31	34	29	17	26	1.0	1.4	1.5	1.3	0.8	1.2
Professional and business services. . . .	454	352	305	358	452	381	2.1	1.8	1.5	1.8	2.2	1.8
Education and health services.....	150	164	155	154	201	166	0.6	0.7	0.7	0.7	0.9	0.7
Educational services.....	26	21	28	35	38	45	0.7	0.6	0.8	1.0	1.1	1.3
Health care and social assistance. . . .	124	143	127	119	163	121	0.6	0.7	0.6	0.6	0.8	0.6
Leisure and hospitality.....	342	188	166	177	437	500	2.0	1.5	1.3	1.3	3.2	3.9
Arts, entertainment, and recreation. . .	108	35	44	46	35	85	4.3	2.1	2.6	2.6	1.9	5.0
Accommodation and food services. . .	234	154	122	130	402	416	1.6	1.4	1.1	1.1	3.4	3.7
Other services.....	91	23	63	54	71	66	1.5	0.4	1.1	1.0	1.3	1.2
Government.....	78	69	127	222	186	87	0.3	0.3	0.6	1.0	0.9	0.4
Federal.....	9	23	60	152	97	10	0.3	0.7	1.9	5.1	3.4	0.4
State and local.....	69	46	67	70	88	77	0.3	0.2	0.4	0.4	0.5	0.4
State and local education.....	40	26	34	40	37	30	0.4	0.3	0.4	0.4	0.4	0.3
State and local, excluding education.....	29	20	33	30	51	47	0.3	0.2	0.4	0.3	0.6	0.5
REGION⁴												
Northeast.....	347	264	232	352	380	388	1.2	1.0	0.9	1.3	1.5	1.5
South.....	692	540	476	552	608	538	1.2	1.0	0.9	1.1	1.2	1.0
Midwest.....	389	355	351	417	505	344	1.2	1.2	1.1	1.3	1.6	1.1
West.....	464	374	378	355	561	542	1.3	1.1	1.1	1.1	1.7	1.6

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020 ^p
Total.....	341	317	333	317	288	362	0.2	0.2	0.2	0.2	0.2	0.3
INDUSTRY												
Total private.....	272	253	274	248	230	289	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	3	1	1	1	0.2	0.2	0.5	0.1	0.1	0.1
Construction ³	19	15	12	12	10	13	0.3	0.2	0.2	0.2	0.1	0.2
Manufacturing.....	26	23	22	23	20	24	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	16	13	12	14	15	11	0.2	0.2	0.2	0.2	0.2	0.1
Nondurable goods ³	9	10	10	9	6	13	0.2	0.2	0.2	0.2	0.1	0.3
Trade, transportation, and utilities.....	58	41	59	68	45	58	0.2	0.2	0.2	0.3	0.2	0.2
Wholesale trade.....	10	5	11	7	6	13	0.2	0.1	0.2	0.1	0.1	0.2
Retail trade.....	38	23	30	41	25	31	0.2	0.2	0.2	0.3	0.2	0.2
Transportation, warehousing, and utilities ³	10	13	18	20	15	14	0.2	0.2	0.3	0.3	0.2	0.2
Information ³	6	3	4	2	3	3	0.2	0.1	0.2	0.1	0.1	0.1
Financial activities.....	27	27	25	25	21	22	0.3	0.3	0.3	0.3	0.2	0.3
Finance and insurance.....	22	23	19	24	16	20	0.3	0.4	0.3	0.4	0.2	0.3
Real estate and rental and leasing ³	5	4	5	1	5	2	0.2	0.2	0.2	0.1	0.2	0.1
Professional and business services.....	58	50	58	55	67	74	0.3	0.3	0.3	0.3	0.3	0.4
Education and health services.....	39	44	38	29	32	50	0.2	0.2	0.2	0.1	0.1	0.2
Educational services.....	4	5	5	4	5	8	0.1	0.1	0.1	0.1	0.1	0.2
Health care and social assistance ³	35	38	34	25	27	42	0.2	0.2	0.2	0.1	0.1	0.2
Leisure and hospitality.....	34	32	35	27	23	32	0.2	0.3	0.3	0.2	0.2	0.2
Arts, entertainment, and recreation ³	3	4	2	2	2	4	0.1	0.3	0.1	0.1	0.1	0.2
Accommodation and food services ³	30	28	33	25	21	28	0.2	0.3	0.3	0.2	0.2	0.3
Other services ³	4	16	18	6	7	10	0.1	0.3	0.3	0.1	0.1	0.2
Government.....	68	64	59	69	58	73	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	13	15	10	21	13	18	0.5	0.5	0.3	0.7	0.4	0.6
State and local.....	56	50	48	48	46	55	0.3	0.3	0.3	0.3	0.2	0.3
State and local education.....	27	25	25	23	24	27	0.3	0.2	0.3	0.2	0.3	0.3
State and local, excluding education.....	29	25	24	25	21	29	0.3	0.3	0.3	0.3	0.2	0.3
REGION⁴												
Northeast.....	77	48	53	45	54	71	0.3	0.2	0.2	0.2	0.2	0.3
South.....	104	121	133	136	87	131	0.2	0.2	0.3	0.3	0.2	0.3
Midwest.....	71	67	67	64	68	71	0.2	0.2	0.2	0.2	0.2	0.2
West.....	88	80	80	73	79	89	0.2	0.2	0.2	0.2	0.2	0.3

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

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

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Total.....	5,974	6,320	6,178	3.8	4.2	4.1
INDUSTRY						
Total private.....	5,282	5,659	5,597	3.9	4.4	4.4
Mining and logging.....	13	16	16	1.8	2.4	2.4
Construction.....	216	232	195	2.8	3.0	2.6
Manufacturing.....	360	487	475	2.7	3.8	3.7
Durable goods.....	222	246	263	2.7	3.1	3.3
Nondurable goods.....	138	241	211	2.8	4.9	4.4
Trade, transportation, and utilities.....	1,045	1,153	1,149	3.5	4.0	4.0
Wholesale trade.....	168	165	152	2.7	2.8	2.6
Retail trade.....	633	671	685	3.8	4.1	4.2
Transportation, warehousing, and utilities.....	244	317	311	3.6	4.8	4.6
Information.....	146	81	96	4.8	3.0	3.5
Financial activities.....	306	245	267	3.4	2.7	3.0
Finance and insurance.....	222	190	210	3.3	2.8	3.1
Real estate and rental and leasing.....	84	56	57	3.4	2.5	2.5
Professional and business services.....	1,069	1,144	1,398	4.7	5.2	6.3
Education and health services.....	1,147	1,241	1,197	4.5	5.0	4.9
Educational services.....	106	99	82	2.7	2.7	2.3
Health care and social assistance.....	1,041	1,143	1,115	4.8	5.4	5.3
Leisure and hospitality.....	744	836	586	4.3	5.9	4.4
Arts, entertainment, and recreation.....	98	97	37	4.1	5.5	2.3
Accommodation and food services.....	646	739	550	4.4	6.0	4.7
Other services.....	236	225	218	3.8	3.9	3.8
Government.....	691	661	580	2.9	2.9	2.6
Federal.....	88	98	95	3.0	3.2	3.2
State and local.....	603	563	485	2.9	2.9	2.5
State and local education.....	211	191	177	1.9	1.9	1.7
State and local, excluding education.....	393	373	308	4.1	4.0	3.3
REGION³						
Northeast.....	1,055	1,119	1,104	3.6	4.1	4.0
South.....	2,245	2,470	2,463	3.8	4.5	4.5
Midwest.....	1,255	1,381	1,258	3.6	4.2	3.9
West.....	1,418	1,350	1,352	3.8	3.9	3.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Total.....	4,407	5,532	4,170	2.9	3.8	2.9
INDUSTRY						
Total private.....	4,199	5,243	3,976	3.2	4.3	3.3
Mining and logging.....	16	22	17	2.2	3.5	2.7
Construction.....	264	299	261	3.5	4.0	3.6
Manufacturing.....	226	354	297	1.8	2.9	2.4
Durable goods.....	130	204	165	1.6	2.7	2.2
Nondurable goods.....	96	150	132	2.0	3.2	2.8
Trade, transportation, and utilities.....	950	1,554	1,060	3.3	5.7	3.8
Wholesale trade.....	97	133	134	1.6	2.4	2.3
Retail trade.....	584	876	645	3.6	5.7	4.1
Transportation, warehousing, and utilities.....	269	544	281	4.2	8.7	4.3
Information.....	63	71	44	2.2	2.7	1.6
Financial activities.....	155	185	136	1.8	2.1	1.6
Finance and insurance.....	97	124	88	1.5	1.9	1.4
Real estate and rental and leasing.....	58	61	48	2.5	2.7	2.2
Professional and business services.....	962	1,097	996	4.5	5.3	4.8
Education and health services.....	529	594	504	2.1	2.5	2.1
Educational services.....	61	67	37	1.6	1.9	1.1
Health care and social assistance.....	468	527	467	2.3	2.6	2.3
Leisure and hospitality.....	860	892	542	5.2	6.7	4.3
Arts, entertainment, and recreation.....	120	105	39	5.2	6.2	2.4
Accommodation and food services.....	739	787	503	5.2	6.8	4.5
Other services.....	174	175	120	3.0	3.2	2.2
Government.....	208	289	194	0.9	1.3	0.9
Federal.....	33	67	44	1.2	2.3	1.5
State and local.....	175	221	150	0.9	1.2	0.8
State and local education.....	77	88	62	0.7	0.9	0.6
State and local, excluding education.....	98	134	88	1.1	1.5	1.0
REGION³						
Northeast.....	666	870	640	2.4	3.3	2.4
South.....	1,814	2,273	1,712	3.2	4.3	3.2
Midwest.....	915	1,242	948	2.7	4.0	3.0
West.....	1,012	1,146	871	2.8	3.4	2.6

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Total.....	5,482	5,042	5,395	3.6	3.5	3.8
INDUSTRY						
Total private.....	5,183	4,711	5,088	4.0	3.9	4.2
Mining and logging.....	33	15	19	4.6	2.5	3.0
Construction.....	474	372	422	6.4	5.0	5.8
Manufacturing.....	286	334	334	2.2	2.7	2.7
Durable goods.....	161	175	182	2.0	2.3	2.4
Nondurable goods.....	125	159	152	2.6	3.4	3.3
Trade, transportation, and utilities.....	1,149	1,031	1,114	4.0	3.8	4.0
Wholesale trade.....	106	122	131	1.8	2.2	2.3
Retail trade.....	748	699	730	4.6	4.5	4.6
Transportation, warehousing, and utilities.....	295	209	253	4.6	3.4	3.9
Information.....	80	64	71	2.8	2.4	2.7
Financial activities.....	180	169	149	2.0	1.9	1.7
Finance and insurance.....	115	115	98	1.8	1.8	1.5
Real estate and rental and leasing.....	65	53	51	2.8	2.4	2.3
Professional and business services.....	1,155	1,048	1,069	5.3	5.0	5.1
Education and health services.....	592	558	593	2.4	2.4	2.5
Educational services.....	69	55	91	1.8	1.5	2.6
Health care and social assistance.....	523	503	502	2.5	2.5	2.5
Leisure and hospitality.....	1,005	942	1,125	6.1	7.1	8.8
Arts, entertainment, and recreation.....	174	105	171	7.5	6.3	10.8
Accommodation and food services.....	831	837	954	5.9	7.2	8.6
Other services.....	229	178	192	3.9	3.2	3.5
Government.....	299	332	308	1.3	1.5	1.4
Federal.....	49	133	53	1.7	4.6	1.8
State and local.....	249	198	255	1.2	1.0	1.4
State and local education.....	127	68	107	1.2	0.7	1.1
State and local, excluding education.....	123	131	148	1.3	1.5	1.7
REGION³						
Northeast.....	884	829	892	3.2	3.1	3.4
South.....	2,070	1,819	2,017	3.7	3.4	3.8
Midwest.....	1,193	1,219	1,170	3.6	3.9	3.7
West.....	1,335	1,175	1,316	3.8	3.5	3.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Total.....	2,978	2,749	2,934	1.9	1.9	2.0
INDUSTRY						
Total private.....	2,827	2,618	2,794	2.2	2.1	2.3
Mining and logging.....	9	9	6	1.3	1.4	0.9
Construction.....	137	137	162	1.8	1.8	2.2
Manufacturing.....	148	201	186	1.2	1.6	1.5
Durable goods.....	78	104	103	1.0	1.4	1.3
Nondurable goods.....	70	97	83	1.5	2.1	1.8
Trade, transportation, and utilities.....	658	687	725	2.3	2.5	2.6
Wholesale trade.....	61	59	78	1.0	1.0	1.4
Retail trade.....	439	503	478	2.7	3.2	3.0
Transportation, warehousing, and utilities.....	159	125	169	2.5	2.0	2.6
Information.....	35	38	33	1.2	1.4	1.3
Financial activities.....	113	107	89	1.3	1.2	1.0
Finance and insurance.....	74	72	61	1.1	1.1	0.9
Real estate and rental and leasing.....	40	36	28	1.7	1.6	1.2
Professional and business services.....	540	543	518	2.5	2.6	2.5
Education and health services.....	435	356	423	1.8	1.5	1.8
Educational services.....	46	30	45	1.2	0.8	1.3
Health care and social assistance.....	389	326	378	1.9	1.6	1.9
Leisure and hospitality.....	630	440	563	3.8	3.3	4.4
Arts, entertainment, and recreation.....	52	34	51	2.3	2.1	3.2
Accommodation and food services.....	578	406	511	4.1	3.5	4.6
Other services.....	121	100	91	2.0	1.8	1.7
Government.....	151	131	139	0.7	0.6	0.6
Federal.....	22	23	20	0.8	0.8	0.7
State and local.....	129	108	120	0.6	0.6	0.6
State and local education.....	68	44	53	0.6	0.4	0.5
State and local, excluding education.....	61	64	67	0.7	0.7	0.8
REGION³						
Northeast.....	388	388	349	1.4	1.5	1.3
South.....	1,218	1,196	1,281	2.2	2.3	2.4
Midwest.....	636	609	669	1.9	1.9	2.1
West.....	736	556	636	2.1	1.7	1.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Total.....	2,171	2,052	2,100	1.4	1.4	1.5
INDUSTRY						
Total private.....	2,093	1,887	2,011	1.6	1.5	1.6
Mining and logging.....	22	6	13	3.1	0.9	2.0
Construction.....	318	225	247	4.3	3.0	3.4
Manufacturing.....	108	116	122	0.8	0.9	1.0
Durable goods.....	64	59	66	0.8	0.8	0.9
Nondurable goods.....	45	57	56	0.9	1.2	1.2
Trade, transportation, and utilities.....	438	305	335	1.5	1.1	1.2
Wholesale trade.....	35	59	38	0.6	1.0	0.7
Retail trade.....	276	177	227	1.7	1.1	1.4
Transportation, warehousing, and utilities.....	126	69	70	1.9	1.1	1.1
Information.....	40	23	34	1.4	0.9	1.3
Financial activities.....	45	45	44	0.5	0.5	0.5
Finance and insurance.....	25	32	23	0.4	0.5	0.3
Real estate and rental and leasing.....	20	13	21	0.9	0.6	0.9
Professional and business services.....	557	445	473	2.6	2.1	2.3
Education and health services.....	119	173	121	0.5	0.7	0.5
Educational services.....	20	23	39	0.5	0.6	1.1
Health care and social assistance.....	99	150	83	0.5	0.8	0.4
Leisure and hospitality.....	342	479	530	2.1	3.6	4.2
Arts, entertainment, and recreation.....	119	68	115	5.1	4.1	7.3
Accommodation and food services.....	223	411	414	1.6	3.6	3.7
Other services.....	105	71	91	1.8	1.3	1.7
Government.....	78	165	89	0.3	0.8	0.4
Federal.....	12	100	12	0.4	3.4	0.4
State and local.....	66	65	78	0.3	0.3	0.4
State and local education.....	40	13	32	0.4	0.1	0.3
State and local, excluding education.....	26	52	45	0.3	0.6	0.5
REGION³						
Northeast.....	425	400	474	1.5	1.5	1.8
South.....	749	544	603	1.3	1.0	1.1
Midwest.....	478	556	426	1.4	1.8	1.4
West.....	519	552	597	1.5	1.7	1.8

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2019	Nov. 2020	Dec. 2020 ^p	Dec. 2019	Nov. 2020	Dec. 2020 ^p
Total.....	334	241	361	0.2	0.2	0.3
INDUSTRY						
Total private.....	263	205	282	0.2	0.2	0.2
Mining and logging.....	1	1	1	0.2	0.1	0.1
Construction.....	19	10	13	0.3	0.1	0.2
Manufacturing.....	29	17	26	0.2	0.1	0.2
Durable goods.....	20	12	13	0.2	0.2	0.2
Nondurable goods.....	9	6	13	0.2	0.1	0.3
Trade, transportation, and utilities.....	52	39	53	0.2	0.1	0.2
Wholesale trade.....	9	5	14	0.2	0.1	0.3
Retail trade.....	33	19	25	0.2	0.1	0.2
Transportation, warehousing, and utilities.....	10	15	14	0.2	0.2	0.2
Information.....	6	3	3	0.2	0.1	0.1
Financial activities.....	22	17	17	0.2	0.2	0.2
Finance and insurance.....	16	12	15	0.3	0.2	0.2
Real estate and rental and leasing.....	5	5	2	0.2	0.2	0.1
Professional and business services.....	58	59	78	0.3	0.3	0.4
Education and health services.....	38	29	49	0.2	0.1	0.2
Educational services.....	3	2	7	0.1	0.1	0.2
Health care and social assistance.....	35	27	42	0.2	0.1	0.2
Leisure and hospitality.....	34	23	32	0.2	0.2	0.3
Arts, entertainment, and recreation.....	3	2	4	0.2	0.1	0.3
Accommodation and food services.....	30	21	28	0.2	0.2	0.3
Other services.....	4	7	10	0.1	0.1	0.2
Government.....	71	36	79	0.3	0.2	0.4
Federal.....	16	10	21	0.5	0.3	0.7
State and local.....	55	26	58	0.3	0.1	0.3
State and local education.....	19	11	22	0.2	0.1	0.2
State and local, excluding education.....	36	15	35	0.4	0.2	0.4
REGION³						
Northeast.....	72	40	70	0.3	0.1	0.3
South.....	103	83	132	0.2	0.2	0.3
Midwest.....	79	54	75	0.2	0.2	0.2
West.....	80	65	84	0.2	0.2	0.3

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

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

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

^p Preliminary

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