



For release 10:00 a.m. (EDT) Tuesday, April 7, 2020

USDL-20-0565

Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

Media contact: (202) 691-5902 • PressOffice@bls.gov

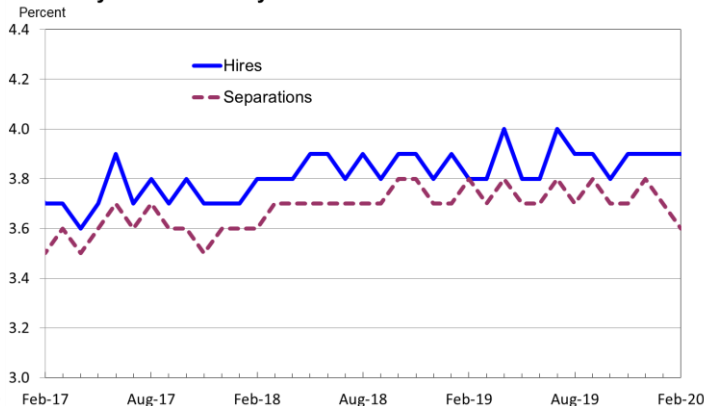
JOB OPENINGS AND LABOR TURNOVER – FEBRUARY 2020

The number of job openings was little changed at 6.9 million on the last business day of February, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.9 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 1.2 percent. 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, February 2017 - February 2020



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



Job Openings

On the last business day of February, the **job openings** level was little changed at 6.9 million and the job openings rate was also little changed at 4.3 percent. Job openings decreased in real estate and rental and leasing (-30,000) and information (-29,000). The number of job openings was little changed in all four regions. (See table 1.)

Hires

In February, the number of **hires** was little changed at 5.9 million while the rate was unchanged at 3.9 percent. The hires level increased in durable goods manufacturing (+29,000). The number of hires was little changed in all four 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 February, the number and rate of **total separations** were little changed at 5.6 million and 3.6 percent, respectively. The number of total separations edged up in government (+28,000). The total separations level decreased in professional and business services (-122,000) and real estate and rental and leasing (-20,000). The number of total separations was little changed in all four regions. (See table 3.)

In February, the number of **quits** was little changed at 3.5 million while the rate was unchanged at 2.3 percent. Total private quits were little changed while the quits level edged up for government (+15,000). Quits decreased in real estate and rental and leasing (-27,000). The number of quits decreased in the South region. (See table 4.)

The number and rate of **layoffs and discharges** were little changed in February at 1.8 million and 1.2 percent, respectively. The layoffs and discharges level increased in real estate and rental and leasing (+16,000) and federal government (+6,000). The number of layoffs and discharges was little changed in all four regions. (See table 5.)

The number of **other separations** decreased in February (-80,000). Other separations decreased for total private (-79,000) and was unchanged for government. The largest decreases in other separations were in accommodation and food services (-19,000) and health care and social assistance (-17,000). The number of other separations decreased in the Northeast and West 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 February, hires totaled 70.3 million and separations totaled 67.9 million, yielding a net employment gain of 2.4 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 March 2020 are scheduled to be released on Friday, May 15, 2020 at 10:00 a.m. (EDT).

Error in JOLTS federal government estimates

BLS identified errors in the JOLTS federal government estimates for January 2020. These errors also affect total nonfarm, government, and the regions. JOLTS has suppressed these data from the LABSTAT database. JOLTS plans to reissue the data, possibly with the release on July 7, 2020.

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

Category	Job openings			Hires			Total separations		
	Feb. 2019	Jan. 2020	Feb. 2020 ^P	Feb. 2019	Jan. 2020	Feb. 2020 ^P	Feb. 2019	Jan. 2020	Feb. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,048	7,012	6,882	5,703	5,925	5,896	5,676	5,703	5,560
Total private.....	6,343	6,231	6,101	5,346	5,541	5,517	5,310	5,382	5,211
Mining and logging ¹	29	19	25	32	20	25	35	24	21
Construction ¹	277	267	279	357	435	409	381	386	375
Manufacturing.....	462	408	420	342	311	342	337	331	328
Durable goods ¹	283	256	274	191	174	203	190	184	194
Nondurable goods ¹	178	152	145	151	137	138	147	147	134
Trade, transportation, and utilities.....	1,258	1,214	1,198	1,133	1,220	1,256	1,125	1,220	1,239
Wholesale trade.....	217	172	175	148	138	145	140	137	144
Retail trade.....	791	759	727	738	818	836	736	830	824
Transportation, warehousing, and utilities ¹	250	283	295	247	264	274	249	253	272
Information ¹	129	152	123	89	86	91	91	75	83
Financial activities.....	353	427	386	213	217	230	191	217	192
Finance and insurance.....	274	312	302	143	142	150	137	141	137
Real estate and rental and leasing ¹	79	115	85	69	75	81	54	75	55
Professional and business services.....	1,404	1,265	1,278	1,168	1,163	1,079	1,125	1,151	1,029
Education and health services.....	1,205	1,294	1,250	737	753	754	740	701	700
Educational services ¹	105	133	117	91	109	97	111	83	89
Health care and social assistance.....	1,100	1,161	1,134	646	644	657	630	617	611
Leisure and hospitality.....	1,001	919	927	1,082	1,126	1,103	1,092	1,090	1,033
Arts, entertainment, and recreation.....	104	148	144	171	176	173	163	172	150
Accommodation and food services.....	897	771	783	911	949	930	930	918	883
Other services.....	224	264	214	193	210	229	191	187	210
Government.....	704	781	782	357	384	380	366	321	349
Federal ¹	130	113	118	37	48	52	32	38	43
State and local.....	575	669	663	320	336	327	334	283	306
State and local education.....	218	275	271	161	173	158	173	149	151
State and local, excluding education ¹	357	393	392	159	163	169	161	134	155
RATES BY INDUSTRY (percent)									
Total.....	4.5	4.4	4.3	3.8	3.9	3.9	3.8	3.7	3.6
Total private.....	4.7	4.6	4.5	4.2	4.3	4.3	4.2	4.2	4.0
Mining and logging ¹	3.7	2.7	3.4	4.4	2.8	3.5	4.8	3.4	2.9
Construction ¹	3.6	3.4	3.5	4.8	5.7	5.4	5.1	5.1	4.9
Manufacturing.....	3.5	3.1	3.2	2.7	2.4	2.7	2.6	2.6	2.6
Durable goods ¹	3.4	3.1	3.3	2.4	2.2	2.5	2.4	2.3	2.4
Nondurable goods ¹	3.6	3.1	2.9	3.2	2.9	2.9	3.1	3.1	2.8
Trade, transportation, and utilities.....	4.3	4.2	4.1	4.1	4.4	4.5	4.1	4.4	4.5
Wholesale trade.....	3.6	2.8	2.9	2.5	2.3	2.4	2.4	2.3	2.4
Retail trade.....	4.8	4.6	4.4	4.7	5.2	5.3	4.7	5.3	5.3
Transportation, warehousing, and utilities ¹	3.9	4.3	4.5	4.0	4.2	4.4	4.1	4.1	4.4
Information ¹	4.3	5.0	4.1	3.1	3.0	3.1	3.2	2.6	2.9
Financial activities.....	3.9	4.6	4.2	2.4	2.5	2.6	2.2	2.5	2.2
Finance and insurance.....	4.1	4.6	4.4	2.2	2.2	2.3	2.1	2.2	2.1
Real estate and rental and leasing ¹	3.3	4.7	3.5	3.0	3.2	3.4	2.3	3.2	2.3
Professional and business services.....	6.2	5.6	5.6	5.5	5.4	5.0	5.3	5.3	4.8
Education and health services.....	4.8	5.0	4.8	3.1	3.1	3.1	3.1	2.9	2.8
Educational services ¹	2.7	3.4	3.0	2.5	2.8	2.5	3.0	2.2	2.3
Health care and social assistance.....	5.2	5.3	5.2	3.2	3.1	3.2	3.1	3.0	2.9
Leisure and hospitality.....	5.7	5.2	5.2	6.6	6.7	6.5	6.6	6.5	6.1
Arts, entertainment, and recreation.....	4.1	5.6	5.4	7.1	7.1	6.9	6.7	6.9	6.0
Accommodation and food services.....	6.0	5.1	5.2	6.5	6.6	6.5	6.6	6.4	6.1
Other services.....	3.7	4.3	3.5	3.3	3.5	3.8	3.3	3.1	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		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Government.....	3.0	3.3	3.3	1.6	1.7	1.7	1.6	1.4	1.5
Federal ¹	4.4	3.8	4.0	1.3	1.7	1.8	1.1	1.3	1.5
State and local.....	2.8	3.3	3.2	1.6	1.7	1.6	1.7	1.4	1.5
State and local education.....	2.0	2.5	2.5	1.5	1.6	1.5	1.7	1.4	1.4
State and local, excluding education ¹	3.7	4.0	4.0	1.7	1.7	1.8	1.7	1.4	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

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.

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 phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	7,048	7,309	6,793	6,552	7,012	6,882	4.5	4.6	4.3	4.1	4.4	4.3
INDUSTRY												
Total private.....	6,343	6,546	6,070	5,838	6,231	6,101	4.7	4.8	4.5	4.3	4.6	4.5
Mining and logging ³	29	23	20	13	19	25	3.7	3.0	2.7	1.8	2.7	3.4
Construction ³	277	325	215	216	267	279	3.6	4.1	2.8	2.8	3.4	3.5
Manufacturing.....	462	403	401	360	408	420	3.5	3.1	3.0	2.7	3.1	3.2
Durable goods ³	283	258	270	222	256	274	3.4	3.1	3.2	2.7	3.1	3.3
Nondurable goods ³	178	145	131	138	152	145	3.6	2.9	2.6	2.8	3.1	2.9
Trade, transportation, and utilities.....	1,258	1,472	1,271	1,192	1,214	1,198	4.3	5.0	4.4	4.1	4.2	4.1
Wholesale trade.....	217	268	188	187	172	175	3.6	4.3	3.1	3.1	2.8	2.9
Retail trade.....	791	877	752	762	759	727	4.8	5.3	4.6	4.6	4.6	4.4
Transportation, warehousing, and utilities ³	250	327	331	244	283	295	3.9	5.0	5.1	3.8	4.3	4.5
Information ³	129	142	136	146	152	123	4.3	4.7	4.5	4.8	5.0	4.1
Financial activities.....	353	426	348	319	427	386	3.9	4.6	3.8	3.5	4.6	4.2
Finance and insurance.....	274	323	259	235	312	302	4.1	4.8	3.9	3.5	4.6	4.4
Real estate and rental and leasing ³	79	103	88	84	115	85	3.3	4.2	3.6	3.4	4.7	3.5
Professional and business services.....	1,404	1,218	1,217	1,223	1,265	1,278	6.2	5.4	5.4	5.4	5.6	5.6
Education and health services.....	1,205	1,306	1,311	1,203	1,294	1,250	4.8	5.1	5.1	4.7	5.0	4.8
Educational services ³	105	131	146	106	133	117	2.7	3.3	3.7	2.7	3.4	3.0
Health care and social assistance.....	1,100	1,176	1,165	1,097	1,161	1,134	5.2	5.4	5.3	5.0	5.3	5.2
Leisure and hospitality.....	1,001	975	966	916	919	927	5.7	5.5	5.5	5.2	5.2	5.2
Arts, entertainment, and recreation.....	104	135	120	127	148	144	4.1	5.2	4.6	4.9	5.6	5.4
Accommodation and food services.....	897	840	845	789	771	783	6.0	5.6	5.6	5.2	5.1	5.2
Other services.....	224	256	185	250	264	214	3.7	4.2	3.0	4.1	4.3	3.5
Government.....	704	763	723	715	781	782	3.0	3.3	3.1	3.1	3.3	3.3
Federal ³	130	124	117	88	113	118	4.4	4.2	3.9	3.0	3.8	4.0
State and local.....	575	638	606	626	669	663	2.8	3.1	3.0	3.1	3.3	3.2
State and local education.....	218	234	220	234	275	271	2.0	2.2	2.0	2.2	2.5	2.5
State and local, excluding education ³	357	404	386	393	393	392	3.7	4.2	4.0	4.0	4.0	4.0
REGION⁴												
Northeast.....	1,159	1,234	1,178	1,135	1,224	1,194	4.0	4.3	4.1	3.9	4.2	4.1
South.....	2,643	2,804	2,545	2,439	2,631	2,564	4.6	4.8	4.4	4.2	4.5	4.4
Midwest.....	1,625	1,648	1,485	1,400	1,522	1,516	4.7	4.8	4.3	4.1	4.4	4.4
West.....	1,621	1,623	1,585	1,578	1,634	1,609	4.4	4.4	4.3	4.3	4.4	4.3

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.

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	5,703	5,757	5,857	5,927	5,925	5,896	3.8	3.8	3.9	3.9	3.9	3.9
INDUSTRY												
Total private.....	5,346	5,397	5,485	5,574	5,541	5,517	4.2	4.2	4.2	4.3	4.3	4.3
Mining and logging.....	32	28	22	25	20	25	4.4	3.7	3.1	3.6	2.8	3.5
Construction.....	357	475	426	467	435	409	4.8	6.3	5.7	6.2	5.7	5.4
Manufacturing.....	342	312	357	334	311	342	2.7	2.4	2.8	2.6	2.4	2.7
Durable goods.....	191	177	212	192	174	203	2.4	2.2	2.6	2.4	2.2	2.5
Nondurable goods.....	151	135	145	142	137	138	3.2	2.8	3.0	3.0	2.9	2.9
Trade, transportation, and utilities.....	1,133	1,112	1,170	1,161	1,220	1,256	4.1	4.0	4.2	4.2	4.4	4.5
Wholesale trade.....	148	144	156	133	138	145	2.5	2.4	2.6	2.2	2.3	2.4
Retail trade.....	738	716	763	772	818	836	4.7	4.6	4.9	4.9	5.2	5.3
Transportation, warehousing, and utilities.....	247	252	251	256	264	274	4.0	4.1	4.0	4.1	4.2	4.4
Information.....	89	96	90	87	86	91	3.1	3.3	3.1	3.0	3.0	3.1
Financial activities.....	213	217	236	218	217	230	2.4	2.5	2.7	2.5	2.5	2.6
Finance and insurance.....	143	135	149	135	142	150	2.2	2.1	2.3	2.1	2.2	2.3
Real estate and rental and leasing. . .	69	82	87	83	75	81	3.0	3.5	3.7	3.5	3.2	3.4
Professional and business services. . . .	1,168	1,118	1,157	1,151	1,163	1,079	5.5	5.2	5.4	5.4	5.4	5.0
Education and health services.....	737	722	730	723	753	754	3.1	3.0	3.0	3.0	3.1	3.1
Educational services.....	91	106	107	104	109	97	2.5	2.8	2.8	2.7	2.8	2.5
Health care and social assistance. . . .	646	616	623	619	644	657	3.2	3.0	3.0	3.0	3.1	3.2
Leisure and hospitality.....	1,082	1,101	1,078	1,165	1,126	1,103	6.6	6.6	6.4	6.9	6.7	6.5
Arts, entertainment, and recreation. . .	171	168	187	186	176	173	7.1	6.8	7.6	7.5	7.1	6.9
Accommodation and food services. . .	911	934	891	979	949	930	6.5	6.6	6.2	6.8	6.6	6.5
Other services.....	193	216	220	243	210	229	3.3	3.7	3.7	4.1	3.5	3.8
Government.....	357	360	371	352	384	380	1.6	1.6	1.6	1.6	1.7	1.7
Federal.....	37	44	51	43	48	52	1.3	1.5	1.8	1.5	1.7	1.8
State and local.....	320	316	321	309	336	327	1.6	1.6	1.6	1.6	1.7	1.6
State and local education.....	161	156	160	153	173	158	1.5	1.5	1.5	1.5	1.6	1.5
State and local, excluding education.....	159	160	160	156	163	169	1.7	1.7	1.7	1.7	1.7	1.8
REGION³												
Northeast.....	878	921	949	935	949	997	3.2	3.3	3.4	3.4	3.4	3.6
South.....	2,401	2,274	2,296	2,358	2,345	2,276	4.4	4.1	4.1	4.2	4.2	4.1
Midwest.....	1,259	1,237	1,304	1,263	1,187	1,250	3.9	3.7	3.9	3.8	3.6	3.8
West.....	1,165	1,325	1,308	1,371	1,444	1,373	3.3	3.8	3.7	3.9	4.1	3.9

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	5,676	5,580	5,657	5,762	5,703	5,560	3.8	3.7	3.7	3.8	3.7	3.6
INDUSTRY												
Total private.....	5,310	5,211	5,307	5,419	5,382	5,211	4.2	4.0	4.1	4.2	4.2	4.0
Mining and logging.....	35	26	29	31	24	21	4.8	3.5	4.0	4.3	3.4	2.9
Construction.....	381	450	416	432	386	375	5.1	6.0	5.5	5.7	5.1	4.9
Manufacturing.....	337	333	318	342	331	328	2.6	2.6	2.5	2.7	2.6	2.6
Durable goods.....	190	205	184	193	184	194	2.4	2.6	2.3	2.4	2.3	2.4
Nondurable goods.....	147	128	134	149	147	134	3.1	2.7	2.8	3.1	3.1	2.8
Trade, transportation, and utilities.....	1,125	1,062	1,198	1,115	1,220	1,239	4.1	3.8	4.3	4.0	4.4	4.5
Wholesale trade.....	140	136	147	123	137	144	2.4	2.3	2.5	2.1	2.3	2.4
Retail trade.....	736	687	816	741	830	824	4.7	4.4	5.2	4.7	5.3	5.3
Transportation, warehousing, and utilities.....	249	240	235	250	253	272	4.1	3.9	3.8	4.0	4.1	4.4
Information.....	91	92	79	84	75	83	3.2	3.2	2.7	2.9	2.6	2.9
Financial activities.....	191	200	213	203	217	192	2.2	2.3	2.4	2.3	2.5	2.2
Finance and insurance.....	137	127	143	134	141	137	2.1	2.0	2.2	2.1	2.2	2.1
Real estate and rental and leasing. . .	54	72	70	69	75	55	2.3	3.1	3.0	3.0	3.2	2.3
Professional and business services. . . .	1,125	1,079	1,131	1,134	1,151	1,029	5.3	5.0	5.3	5.3	5.3	4.8
Education and health services.....	740	668	663	690	701	700	3.1	2.7	2.7	2.8	2.9	2.8
Educational services.....	111	101	89	97	83	89	3.0	2.7	2.3	2.5	2.2	2.3
Health care and social assistance. . . .	630	567	574	593	617	611	3.1	2.8	2.8	2.9	3.0	2.9
Leisure and hospitality.....	1,092	1,067	1,063	1,146	1,090	1,033	6.6	6.4	6.3	6.8	6.5	6.1
Arts, entertainment, and recreation. . .	163	170	175	184	172	150	6.7	6.9	7.1	7.4	6.9	6.0
Accommodation and food services. . .	930	896	888	963	918	883	6.6	6.3	6.2	6.7	6.4	6.1
Other services.....	191	234	197	242	187	210	3.3	4.0	3.3	4.1	3.1	3.5
Government.....	366	369	350	343	321	349	1.6	1.6	1.5	1.5	1.4	1.5
Federal.....	32	55	41	45	38	43	1.1	2.0	1.4	1.6	1.3	1.5
State and local.....	334	314	309	298	283	306	1.7	1.6	1.6	1.5	1.4	1.5
State and local education.....	173	160	157	164	149	151	1.7	1.5	1.5	1.6	1.4	1.4
State and local, excluding education.....	161	154	152	134	134	155	1.7	1.7	1.6	1.4	1.4	1.7
REGION³												
Northeast.....	790	936	909	887	911	852	2.9	3.4	3.3	3.2	3.3	3.0
South.....	2,417	2,076	2,147	2,249	2,252	2,118	4.4	3.7	3.9	4.0	4.0	3.8
Midwest.....	1,198	1,186	1,235	1,220	1,249	1,271	3.7	3.6	3.7	3.7	3.8	3.8
West.....	1,271	1,382	1,366	1,406	1,291	1,319	3.6	3.9	3.9	4.0	3.6	3.7

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.

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	3,541	3,442	3,528	3,528	3,574	3,497	2.4	2.3	2.3	2.3	2.3	2.3
INDUSTRY												
Total private.....	3,358	3,261	3,341	3,331	3,399	3,307	2.6	2.5	2.6	2.6	2.6	2.5
Mining and logging.....	20	12	14	13	14	13	2.6	1.7	1.9	1.8	1.9	1.8
Construction.....	194	189	164	170	165	152	2.6	2.5	2.2	2.2	2.2	2.0
Manufacturing.....	209	200	201	206	188	193	1.6	1.6	1.6	1.6	1.5	1.5
Durable goods.....	118	118	107	110	103	116	1.5	1.5	1.3	1.4	1.3	1.4
Nondurable goods.....	91	82	94	97	84	77	1.9	1.7	2.0	2.0	1.8	1.6
Trade, transportation, and utilities.....	737	630	802	734	831	802	2.7	2.3	2.9	2.6	3.0	2.9
Wholesale trade.....	87	61	89	77	86	93	1.5	1.0	1.5	1.3	1.4	1.6
Retail trade.....	509	433	577	507	597	555	3.2	2.8	3.7	3.2	3.8	3.5
Transportation, warehousing, and utilities.....	142	135	135	150	148	154	2.3	2.2	2.2	2.4	2.4	2.5
Information.....	48	45	43	41	40	52	1.7	1.6	1.5	1.4	1.4	1.8
Financial activities.....	98	131	148	127	145	122	1.1	1.5	1.7	1.4	1.6	1.4
Finance and insurance.....	78	88	102	88	89	92	1.2	1.4	1.6	1.4	1.4	1.4
Real estate and rental and leasing ³ ...	20	42	46	40	57	30	0.9	1.8	1.9	1.7	2.4	1.3
Professional and business services.....	650	632	636	622	684	636	3.1	2.9	3.0	2.9	3.2	2.9
Education and health services.....	497	464	462	500	476	500	2.1	1.9	1.9	2.0	1.9	2.0
Educational services.....	59	62	53	66	55	64	1.6	1.6	1.4	1.7	1.4	1.7
Health care and social assistance.....	439	402	409	434	421	437	2.2	2.0	2.0	2.1	2.0	2.1
Leisure and hospitality.....	795	776	736	771	758	718	4.8	4.6	4.4	4.6	4.5	4.3
Arts, entertainment, and recreation... ..	81	84	86	72	79	85	3.3	3.4	3.5	2.9	3.2	3.4
Accommodation and food services... ..	714	692	650	698	679	633	5.1	4.9	4.6	4.9	4.7	4.4
Other services.....	111	183	134	147	98	120	1.9	3.1	2.3	2.5	1.6	2.0
Government.....	183	180	188	197	175	190	0.8	0.8	0.8	0.9	0.8	0.8
Federal.....	15	19	17	23	19	16	0.5	0.7	0.6	0.8	0.7	0.6
State and local.....	168	161	171	174	156	174	0.9	0.8	0.9	0.9	0.8	0.9
State and local education.....	94	85	90	98	83	90	0.9	0.8	0.9	0.9	0.8	0.9
State and local, excluding education.....	74	76	81	76	73	84	0.8	0.8	0.9	0.8	0.8	0.9
REGION⁴												
Northeast.....	431	506	478	462	492	494	1.6	1.8	1.7	1.7	1.8	1.8
South.....	1,537	1,331	1,429	1,452	1,494	1,393	2.8	2.4	2.6	2.6	2.7	2.5
Midwest.....	759	768	777	760	797	792	2.3	2.3	2.4	2.3	2.4	2.4
West.....	814	837	844	854	790	819	2.3	2.4	2.4	2.4	2.2	2.3

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	1,791	1,778	1,769	1,893	1,741	1,755	1.2	1.2	1.2	1.2	1.1	1.2
INDUSTRY												
Total private.....	1,668	1,657	1,672	1,815	1,659	1,660	1.3	1.3	1.3	1.4	1.3	1.3
Mining and logging.....	13	12	14	17	9	5	1.8	1.7	1.9	2.3	1.2	0.7
Construction.....	176	244	233	243	194	203	2.4	3.2	3.1	3.2	2.6	2.7
Manufacturing.....	111	114	95	110	115	114	0.9	0.9	0.7	0.9	0.9	0.9
Durable goods.....	60	73	62	67	64	66	0.7	0.9	0.8	0.8	0.8	0.8
Nondurable goods.....	51	41	33	43	51	48	1.1	0.9	0.7	0.9	1.1	1.0
Trade, transportation, and utilities.....	325	365	311	323	325	373	1.2	1.3	1.1	1.2	1.2	1.3
Wholesale trade ³	43	66	46	35	47	45	0.7	1.1	0.8	0.6	0.8	0.8
Retail trade.....	191	211	185	197	193	227	1.2	1.4	1.2	1.3	1.2	1.5
Transportation, warehousing, and utilities.....	92	88	81	90	85	100	1.5	1.4	1.3	1.5	1.4	1.6
Information.....	37	40	33	37	24	28	1.3	1.4	1.2	1.3	0.8	1.0
Financial activities.....	59	42	44	48	40	49	0.7	0.5	0.5	0.5	0.5	0.6
Finance and insurance.....	28	18	20	24	31	25	0.4	0.3	0.3	0.4	0.5	0.4
Real estate and rental and leasing. . .	32	24	23	24	9	25	1.4	1.0	1.0	1.0	0.4	1.0
Professional and business services. . . .	401	390	434	454	413	347	1.9	1.8	2.0	2.1	1.9	1.6
Education and health services.....	193	167	165	150	160	156	0.8	0.7	0.7	0.6	0.7	0.6
Educational services.....	46	29	31	26	22	22	1.2	0.8	0.8	0.7	0.6	0.6
Health care and social assistance. . .	147	137	134	124	139	134	0.7	0.7	0.6	0.6	0.7	0.6
Leisure and hospitality.....	280	247	298	342	295	298	1.7	1.5	1.8	2.0	1.8	1.8
Arts, entertainment, and recreation. .	81	81	84	108	90	63	3.3	3.3	3.4	4.3	3.6	2.5
Accommodation and food services. . .	199	165	214	234	205	235	1.4	1.2	1.5	1.6	1.4	1.6
Other services.....	71	36	44	91	84	88	1.2	0.6	0.7	1.5	1.4	1.5
Government.....	123	121	98	78	82	95	0.5	0.5	0.4	0.3	0.4	0.4
Federal.....	6	26	12	9	8	14	0.2	0.9	0.4	0.3	0.3	0.5
State and local.....	118	96	86	69	74	81	0.6	0.5	0.4	0.3	0.4	0.4
State and local education.....	57	46	41	40	41	39	0.5	0.4	0.4	0.4	0.4	0.4
State and local, excluding education.....	61	49	44	29	33	42	0.7	0.5	0.5	0.3	0.4	0.4
REGION⁴												
Northeast.....	284	366	362	347	354	316	1.0	1.3	1.3	1.2	1.3	1.1
South.....	745	621	587	692	601	599	1.4	1.1	1.1	1.2	1.1	1.1
Midwest.....	374	340	390	389	382	410	1.1	1.0	1.2	1.2	1.2	1.2
West.....	387	452	430	464	404	430	1.1	1.3	1.2	1.3	1.1	1.2

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.

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Oct. 2019	Nov. 2019	Dec. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	344	360	359	341	388	308	0.2	0.2	0.2	0.2	0.3	0.2
INDUSTRY												
Total private.....	284	293	294	272	323	244	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	2	1	1	1	2	3	0.3	0.2	0.2	0.2	0.2	0.4
Construction ³	11	17	18	19	27	20	0.1	0.2	0.2	0.3	0.4	0.3
Manufacturing.....	17	20	21	26	28	22	0.1	0.2	0.2	0.2	0.2	0.2
Durable goods.....	13	14	14	16	16	13	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	5	5	7	9	12	9	0.1	0.1	0.1	0.2	0.2	0.2
Trade, transportation, and utilities.....	62	68	85	58	64	65	0.2	0.2	0.3	0.2	0.2	0.2
Wholesale trade.....	10	9	12	10	5	6	0.2	0.1	0.2	0.2	0.1	0.1
Retail trade.....	37	42	54	38	40	41	0.2	0.3	0.3	0.2	0.3	0.3
Transportation, warehousing, and utilities ³	15	17	20	10	19	17	0.2	0.3	0.3	0.2	0.3	0.3
Information ³	6	8	3	6	11	3	0.2	0.3	0.1	0.2	0.4	0.1
Financial activities.....	34	26	22	27	31	20	0.4	0.3	0.2	0.3	0.3	0.2
Finance and insurance.....	31	21	21	22	22	20	0.5	0.3	0.3	0.3	0.3	0.3
Real estate and rental and leasing ³ ...	2	6	1	5	9	0	0.1	0.2	0.0	0.2	0.4	0.0
Professional and business services....	74	57	60	58	54	46	0.3	0.3	0.3	0.3	0.2	0.2
Education and health services.....	50	37	36	39	65	44	0.2	0.2	0.1	0.2	0.3	0.2
Educational services.....	6	9	4	4	7	4	0.2	0.2	0.1	0.1	0.2	0.1
Health care and social assistance ³ ...	44	28	31	35	58	41	0.2	0.1	0.2	0.2	0.3	0.2
Leisure and hospitality.....	18	44	29	34	37	17	0.1	0.3	0.2	0.2	0.2	0.1
Arts, entertainment, and recreation ³ ...	1	5	5	3	3	2	0.1	0.2	0.2	0.1	0.1	0.1
Accommodation and food services ³ ...	17	39	24	30	34	15	0.1	0.3	0.2	0.2	0.2	0.1
Other services ³	9	15	19	4	5	2	0.2	0.3	0.3	0.1	0.1	0.0
Government.....	60	68	65	68	64	64	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	11	11	12	13	12	13	0.4	0.4	0.4	0.5	0.4	0.4
State and local.....	49	57	52	56	53	52	0.2	0.3	0.3	0.3	0.3	0.3
State and local education.....	23	28	25	27	25	22	0.2	0.3	0.2	0.3	0.2	0.2
State and local, excluding education.....	26	29	27	29	28	29	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	75	65	69	77	65	43	0.3	0.2	0.2	0.3	0.2	0.2
South.....	135	124	132	104	156	126	0.2	0.2	0.2	0.2	0.3	0.2
Midwest.....	65	78	67	71	70	69	0.2	0.2	0.2	0.2	0.2	0.2
West.....	69	93	91	88	97	70	0.2	0.3	0.3	0.2	0.3	0.2

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

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

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

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

^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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	6,788	6,912	6,597	4.4	4.4	4.2
INDUSTRY						
Total private.....	6,115	6,163	5,844	4.6	4.6	4.4
Mining and logging.....	29	19	25	3.8	2.7	3.5
Construction.....	277	267	279	3.8	3.6	3.7
Manufacturing.....	462	408	420	3.5	3.1	3.2
Durable goods.....	283	256	274	3.4	3.1	3.3
Nondurable goods.....	178	152	145	3.6	3.1	3.0
Trade, transportation, and utilities.....	1,151	1,082	1,073	4.0	3.8	3.8
Wholesale trade.....	212	184	164	3.5	3.0	2.7
Retail trade.....	689	615	614	4.3	3.8	3.8
Transportation, warehousing, and utilities.....	250	283	295	4.0	4.3	4.6
Information.....	129	152	123	4.4	5.1	4.1
Financial activities.....	327	460	366	3.6	5.0	4.0
Finance and insurance.....	248	345	282	3.7	5.1	4.2
Real estate and rental and leasing.....	79	115	85	3.4	4.8	3.5
Professional and business services.....	1,350	1,267	1,237	6.1	5.7	5.5
Education and health services.....	1,180	1,383	1,214	4.7	5.4	4.7
Educational services.....	105	133	117	2.6	3.4	2.8
Health care and social assistance.....	1,075	1,250	1,097	5.1	5.7	5.0
Leisure and hospitality.....	992	861	910	5.9	5.1	5.3
Arts, entertainment, and recreation.....	117	149	159	5.1	6.2	6.5
Accommodation and food services.....	875	712	752	6.0	4.9	5.1
Other services.....	218	264	197	3.6	4.3	3.2
Government.....	673	748	753	2.9	3.2	3.2
Federal.....	130	113	118	4.4	3.8	4.0
State and local.....	543	636	635	2.6	3.1	3.0
State and local education.....	186	242	243	1.7	2.2	2.2
State and local, excluding education.....	357	393	392	3.8	4.1	4.1
REGION³						
Northeast.....	1,098	1,196	1,124	3.9	4.2	3.9
South.....	2,553	2,609	2,470	4.5	4.5	4.3
Midwest.....	1,585	1,449	1,476	4.7	4.2	4.3
West.....	1,552	1,658	1,527	4.3	4.5	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 The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	4,709	5,654	4,860	3.2	3.8	3.2
INDUSTRY						
Total private.....	4,442	5,301	4,571	3.5	4.2	3.6
Mining and logging.....	28	24	21	3.8	3.4	3.0
Construction.....	306	398	341	4.3	5.5	4.7
Manufacturing.....	305	326	305	2.4	2.6	2.4
Durable goods.....	171	190	184	2.1	2.4	2.3
Nondurable goods.....	134	136	121	2.8	2.9	2.5
Trade, transportation, and utilities.....	869	1,025	985	3.2	3.7	3.6
Wholesale trade.....	127	143	123	2.2	2.4	2.1
Retail trade.....	566	639	662	3.7	4.1	4.3
Transportation, warehousing, and utilities.....	176	243	201	2.9	3.9	3.3
Information.....	76	98	77	2.7	3.4	2.7
Financial activities.....	172	241	190	2.0	2.7	2.2
Finance and insurance.....	121	165	128	1.9	2.6	2.0
Real estate and rental and leasing.....	51	76	62	2.3	3.3	2.7
Professional and business services.....	1,045	1,226	952	5.0	5.8	4.5
Education and health services.....	624	820	652	2.6	3.4	2.6
Educational services.....	70	118	72	1.8	3.1	1.8
Health care and social assistance.....	554	703	580	2.7	3.4	2.8
Leisure and hospitality.....	871	935	873	5.5	5.8	5.4
Arts, entertainment, and recreation.....	115	121	116	5.3	5.4	5.1
Accommodation and food services.....	756	814	757	5.5	5.9	5.4
Other services.....	145	210	175	2.5	3.6	3.0
Government.....	267	353	289	1.2	1.6	1.3
Federal.....	29	45	43	1.0	1.6	1.5
State and local.....	238	307	245	1.2	1.6	1.2
State and local education.....	123	175	121	1.1	1.7	1.1
State and local, excluding education.....	115	132	125	1.3	1.4	1.4
REGION³						
Northeast.....	642	843	745	2.4	3.1	2.7
South.....	2,113	2,396	1,984	3.9	4.4	3.6
Midwest.....	989	1,065	988	3.1	3.3	3.0
West.....	965	1,350	1,143	2.8	3.9	3.3

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.

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	4,560	6,149	4,483	3.1	4.1	3.0
INDUSTRY						
Total private.....	4,329	5,862	4,251	3.4	4.6	3.3
Mining and logging.....	37	29	20	5.1	4.1	2.9
Construction.....	313	422	291	4.4	5.8	4.0
Manufacturing.....	287	330	281	2.2	2.6	2.2
Durable goods.....	161	192	166	2.0	2.4	2.1
Nondurable goods.....	125	138	115	2.7	2.9	2.4
Trade, transportation, and utilities.....	924	1,544	1,041	3.4	5.6	3.8
Wholesale trade.....	121	145	125	2.1	2.5	2.1
Retail trade.....	613	1,009	697	4.0	6.5	4.5
Transportation, warehousing, and utilities.....	190	389	219	3.1	6.2	3.6
Information.....	77	88	71	2.7	3.1	2.5
Financial activities.....	165	245	167	1.9	2.8	1.9
Finance and insurance.....	117	158	118	1.8	2.4	1.8
Real estate and rental and leasing.....	48	87	49	2.1	3.8	2.1
Professional and business services.....	977	1,259	880	4.7	6.0	4.1
Education and health services.....	590	744	576	2.5	3.0	2.3
Educational services.....	62	81	56	1.6	2.2	1.4
Health care and social assistance.....	528	662	520	2.6	3.2	2.5
Leisure and hospitality.....	817	1,025	768	5.2	6.4	4.7
Arts, entertainment, and recreation.....	82	133	80	3.8	6.0	3.5
Accommodation and food services.....	735	892	688	5.4	6.4	4.9
Other services.....	142	176	157	2.5	3.0	2.7
Government.....	231	287	231	1.0	1.3	1.0
Federal.....	27	45	39	1.0	1.6	1.4
State and local.....	203	243	192	1.0	1.2	1.0
State and local education.....	95	124	81	0.9	1.2	0.7
State and local, excluding education.....	108	119	111	1.2	1.3	1.2
REGION³						
Northeast.....	571	1,027	614	2.1	3.7	2.2
South.....	2,025	2,422	1,797	3.7	4.4	3.2
Midwest.....	933	1,337	1,007	2.9	4.1	3.1
West.....	1,032	1,364	1,064	3.0	3.9	3.0

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	2,891	3,516	2,849	1.9	2.3	1.9
INDUSTRY						
Total private.....	2,766	3,362	2,718	2.2	2.6	2.1
Mining and logging.....	18	14	12	2.5	2.1	1.7
Construction.....	164	153	114	2.3	2.1	1.6
Manufacturing.....	177	173	162	1.4	1.4	1.3
Durable goods.....	99	97	98	1.2	1.2	1.2
Nondurable goods.....	77	76	64	1.6	1.6	1.3
Trade, transportation, and utilities.....	609	826	676	2.2	3.0	2.5
Wholesale trade.....	70	91	77	1.2	1.5	1.3
Retail trade.....	419	606	462	2.7	3.9	3.0
Transportation, warehousing, and utilities.....	121	129	137	2.0	2.1	2.2
Information.....	41	44	45	1.4	1.5	1.6
Financial activities.....	83	142	107	1.0	1.6	1.2
Finance and insurance.....	63	86	77	1.0	1.3	1.2
Real estate and rental and leasing.....	20	57	30	0.9	2.5	1.3
Professional and business services.....	555	712	538	2.7	3.4	2.5
Education and health services.....	408	492	419	1.7	2.0	1.7
Educational services.....	37	54	44	1.0	1.4	1.1
Health care and social assistance.....	371	438	375	1.8	2.1	1.8
Leisure and hospitality.....	627	710	559	4.0	4.4	3.4
Arts, entertainment, and recreation.....	53	61	57	2.4	2.7	2.5
Accommodation and food services.....	574	650	503	4.2	4.7	3.6
Other services.....	83	96	84	1.4	1.6	1.4
Government.....	125	153	132	0.5	0.7	0.6
Federal.....	13	18	13	0.5	0.6	0.5
State and local.....	112	135	119	0.6	0.7	0.6
State and local education.....	55	69	52	0.5	0.7	0.5
State and local, excluding education.....	57	66	66	0.6	0.7	0.7
REGION³						
Northeast.....	326	500	389	1.2	1.8	1.4
South.....	1,299	1,498	1,180	2.4	2.7	2.1
Midwest.....	599	757	624	1.8	2.3	1.9
West.....	667	761	656	1.9	2.2	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.

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	1,363	2,189	1,362	0.9	1.5	0.9
INDUSTRY						
Total private.....	1,299	2,124	1,308	1.0	1.7	1.0
Mining and logging.....	17	13	6	2.3	1.8	0.8
Construction.....	138	242	156	2.0	3.3	2.1
Manufacturing.....	95	123	99	0.7	1.0	0.8
Durable goods.....	52	73	58	0.6	0.9	0.7
Nondurable goods.....	43	50	41	0.9	1.1	0.9
Trade, transportation, and utilities.....	257	636	306	0.9	2.3	1.1
Wholesale trade.....	43	47	45	0.7	0.8	0.8
Retail trade.....	159	348	196	1.0	2.2	1.3
Transportation, warehousing, and utilities.....	54	241	65	0.9	3.9	1.1
Information.....	31	34	22	1.1	1.2	0.8
Financial activities.....	50	63	40	0.6	0.7	0.5
Finance and insurance.....	25	42	21	0.4	0.6	0.3
Real estate and rental and leasing.....	25	21	18	1.1	0.9	0.8
Professional and business services.....	356	476	304	1.7	2.3	1.4
Education and health services.....	133	186	114	0.6	0.8	0.5
Educational services.....	21	19	9	0.5	0.5	0.2
Health care and social assistance.....	112	167	105	0.6	0.8	0.5
Leisure and hospitality.....	172	277	191	1.1	1.7	1.2
Arts, entertainment, and recreation.....	28	69	21	1.3	3.1	0.9
Accommodation and food services.....	144	208	170	1.1	1.5	1.2
Other services.....	50	75	71	0.9	1.3	1.2
Government.....	64	66	54	0.3	0.3	0.2
Federal.....	4	9	14	0.1	0.3	0.5
State and local.....	60	56	40	0.3	0.3	0.2
State and local education.....	29	35	19	0.3	0.3	0.2
State and local, excluding education.....	30	21	21	0.3	0.2	0.2
REGION³						
Northeast.....	178	458	189	0.7	1.7	0.7
South.....	602	737	499	1.1	1.3	0.9
Midwest.....	283	499	328	0.9	1.5	1.0
West.....	300	496	346	0.9	1.4	1.0

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.

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Feb. 2019	Jan. 2020	Feb. 2020 ^p	Feb. 2019	Jan. 2020	Feb. 2020 ^p
Total.....	305	444	271	0.2	0.3	0.2
INDUSTRY						
Total private.....	264	376	225	0.2	0.3	0.2
Mining and logging.....	2	2	2	0.3	0.3	0.3
Construction.....	11	27	20	0.2	0.4	0.3
Manufacturing.....	15	34	20	0.1	0.3	0.2
Durable goods.....	10	22	10	0.1	0.3	0.1
Nondurable goods.....	5	12	9	0.1	0.2	0.2
Trade, transportation, and utilities.....	58	82	60	0.2	0.3	0.2
Wholesale trade.....	8	8	3	0.1	0.1	0.0
Retail trade.....	35	55	39	0.2	0.4	0.3
Transportation, warehousing, and utilities.....	15	19	17	0.2	0.3	0.3
Information.....	6	11	3	0.2	0.4	0.1
Financial activities.....	31	39	20	0.4	0.5	0.2
Finance and insurance.....	29	30	19	0.5	0.5	0.3
Real estate and rental and leasing.....	2	9	0	0.1	0.4	0.0
Professional and business services.....	65	72	38	0.3	0.3	0.2
Education and health services.....	49	66	43	0.2	0.3	0.2
Educational services.....	5	8	3	0.1	0.2	0.1
Health care and social assistance.....	44	58	41	0.2	0.3	0.2
Leisure and hospitality.....	18	37	17	0.1	0.2	0.1
Arts, entertainment, and recreation.....	1	3	2	0.1	0.1	0.1
Accommodation and food services.....	17	34	15	0.1	0.2	0.1
Other services.....	9	5	2	0.2	0.1	0.0
Government.....	42	69	46	0.2	0.3	0.2
Federal.....	10	17	12	0.4	0.6	0.4
State and local.....	31	52	34	0.2	0.3	0.2
State and local education.....	11	20	10	0.1	0.2	0.1
State and local, excluding education.....	21	32	24	0.2	0.3	0.3
REGION³						
Northeast.....	66	69	36	0.2	0.2	0.1
South.....	123	187	118	0.2	0.3	0.2
Midwest.....	51	81	56	0.2	0.2	0.2
West.....	65	107	62	0.2	0.3	0.2

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

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

³ 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.