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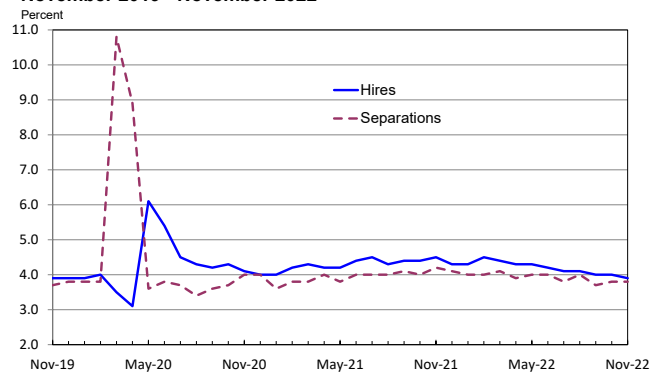
JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2022

The number of job openings was little changed at 10.5 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires and total separations changed little at 6.1 million and 5.9 million, respectively. Within separations, quits (4.2 million) and layoffs and discharges (1.4 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class.

Chart 1. Job openings rate, seasonally adjusted, November 2019 - November 2022



Chart 2. Hires and total separations rates, seasonally adjusted, November 2019 - November 2022



Job Openings

On the last business day of November, the number of **job openings** changed little at 10.5 million. The rate was unchanged at 6.4 percent but was 0.9 percentage points lower than its peak in March 2022. In November, job openings increased in professional and business services (+212,000) and in nondurable goods manufacturing (+39,000). The number of job openings decreased in finance and insurance (-75,000) and in federal government (-44,000). (See table 1.)

Hires

In November, the number and rate of **hires** changed little at 6.1 million and 3.9 percent, respectively. Hires increased in health care and social assistance (+74,000). (See table 2.)

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 November, the number of **total separations** changed little at 5.9 million, and the rate held at 3.8 percent. The number of total separations increased in health care and social assistance (+99,000) and in transportation, warehousing, and utilities (+76,000). (See table 3.)

In November, the number and rate of **quits** were little changed at 4.2 million and 2.7 percent, respectively. Quits increased in health care and social assistance (+82,000); transportation, warehousing, and utilities (+73,000); and information (+19,000). (See table 4.)

In November, the number of **layoffs and discharges** changed little at 1.4 million, and the rate remained at 0.9 percent. Layoffs and discharges increased in finance and insurance (+19,000). (See table 5.)

The number of **other separations** increased in November to 347,000 (+83,000). Other separations increased in professional and business services (+49,000). (See table 6.)

Establishment Size Class

In November, the total separations rate increased in establishments with 50 to 249 employees. The quits rate increased in establishments with 1 to 9 employees. For a more in-depth description of the JOLTS establishment size class estimates, please visit www.bls.gov/jlt/sizeclassmethodology.htm.

The Job Openings and Labor Turnover Survey estimates for December 2022 are scheduled to be released on Wednesday, February 1, 2023, at 10:00 a.m. (ET).

Upcoming Changes to the Job Openings and Labor Turnover Survey Data

Effective with the release of January 2023 data on March 8, 2023, the Job Openings and Labor Turnover Survey (JOLTS) estimates will be revised to incorporate the annual updates to the Current Employment Statistics employment data and the JOLTS seasonal adjustment factors. Not seasonally adjusted data and seasonally adjusted data from January 2018 forward are subject to revision. In accordance with annual practice, additional historical data may be revised as a result of the benchmark process. Also effective with this release, JOLTS is adopting the 2022 version of the North American Industry Classification System (NAICS), which has a minimal impact on the published JOLTS data series. For more information on the 2022 NAICS, visit www.census.gov/naics.

Also effective with the release of January data, JOLTS will begin publishing two new tables presenting annual average job openings levels and rates. (Annual estimates of levels and rates are published each year with January data.) In addition, JOLTS will modify its method for calculating annual estimates for hires and separations rates. Annual rates will be computed as annual averages, instead of annual totals, to make the estimates more helpful for data users and to be consistent with other Bureau of Labor Statistics programs.

JOLTS will introduce several changes to the monthly news release tables beginning with the news release for January data. Two tables displaying JOLTS data by size class will be added to the news release: one for seasonally adjusted estimates and the other for not seasonally adjusted estimates. JOLTS will also introduce over-the-month change columns for levels and rates to tables 1 through 6. To accommodate the new tables, tables starting with table 7 will be renumbered.

Additional information about these changes, including the annual average calculation method and sample table shells for all news release tables, is available at www.bls.gov/jlt/jolts-2023-changes.htm.

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

Category	Job openings			Hires			Total separations		
	Nov. 2021	Oct. 2022	Nov. 2022 ^P	Nov. 2021	Oct. 2022	Nov. 2022 ^P	Nov. 2021	Oct. 2022	Nov. 2022 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	10,922	10,512	10,458	6,705	6,111	6,055	6,197	5,756	5,870
Total private.....	9,935	9,528	9,501	6,305	5,719	5,645	5,810	5,385	5,503
Mining and logging.....	35	46	40	19	21	20	15	18	19
Construction.....	366	390	388	428	337	309	374	318	286
Manufacturing.....	806	722	779	465	434	402	418	388	393
Durable goods.....	499	480	498	256	230	212	243	200	207
Nondurable goods.....	307	242	281	209	204	191	175	187	186
Trade, transportation, and utilities.....	1,913	1,647	1,638	1,406	1,252	1,259	1,338	1,221	1,287
Wholesale trade.....	318	285	261	194	159	178	167	147	165
Retail trade.....	1,036	850	887	905	748	724	899	769	741
Transportation, warehousing, and utilities.....	559	512	490	307	345	357	272	305	381
Information.....	193	221	211	114	100	120	93	78	97
Financial activities.....	492	604	514	233	210	234	201	208	233
Finance and insurance.....	372	419	344	153	136	147	140	134	158
Real estate and rental and leasing.....	119	185	170	81	74	87	61	74	75
Professional and business services.....	1,904	1,814	2,026	1,295	1,159	1,102	1,227	1,108	1,128
Education and health services.....	2,125	2,159	2,090	867	801	869	857	733	821
Educational services.....	205	159	153	109	97	91	90	90	79
Health care and social assistance.....	1,920	1,999	1,937	758	704	778	767	643	742
Leisure and hospitality.....	1,666	1,637	1,519	1,216	1,178	1,121	1,072	1,086	1,063
Arts, entertainment, and recreation.....	196	209	180	162	151	166	132	143	150
Accommodation and food services.....	1,470	1,428	1,339	1,054	1,027	955	939	943	913
Other services.....	435	289	295	262	227	209	215	228	177
Government.....	987	984	957	400	391	410	387	371	367
Federal.....	151	120	76	45	43	39	41	40	41
State and local.....	836	864	881	355	348	371	345	331	326
State and local education.....	329	327	336	197	177	182	172	167	159
State and local, excluding education.....	507	537	545	158	171	189	173	164	167
RATES BY INDUSTRY (percent)									
Total.....	6.8	6.4	6.4	4.5	4.0	3.9	4.2	3.8	3.8
Total private.....	7.3	6.8	6.8	5.0	4.4	4.3	4.6	4.1	4.2
Mining and logging.....	5.6	6.8	5.9	3.3	3.3	3.2	2.6	2.9	3.0
Construction.....	4.7	4.8	4.8	5.7	4.4	4.0	5.0	4.1	3.7
Manufacturing.....	6.0	5.3	5.7	3.7	3.4	3.1	3.3	3.0	3.0
Durable goods.....	6.0	5.6	5.8	3.3	2.9	2.6	3.1	2.5	2.6
Nondurable goods.....	6.1	4.7	5.4	4.4	4.2	3.9	3.7	3.8	3.8
Trade, transportation, and utilities.....	6.4	5.4	5.4	5.0	4.4	4.4	4.8	4.2	4.5
Wholesale trade.....	5.3	4.6	4.2	3.4	2.7	3.0	2.9	2.5	2.8
Retail trade.....	6.2	5.1	5.3	5.8	4.7	4.6	5.8	4.9	4.7
Transportation, warehousing, and utilities.....	7.6	6.8	6.5	4.5	4.9	5.1	4.0	4.3	5.4
Information.....	6.2	6.8	6.4	3.9	3.3	3.9	3.2	2.6	3.2
Financial activities.....	5.3	6.3	5.4	2.6	2.3	2.6	2.3	2.3	2.6
Finance and insurance.....	5.4	6.0	4.9	2.3	2.1	2.2	2.1	2.0	2.4
Real estate and rental and leasing.....	4.9	7.3	6.7	3.5	3.1	3.6	2.7	3.1	3.1
Professional and business services.....	8.1	7.5	8.3	6.0	5.2	4.9	5.6	4.9	5.0
Education and health services.....	8.2	8.0	7.8	3.6	3.2	3.5	3.6	3.0	3.3
Educational services.....	5.3	4.0	3.8	3.0	2.5	2.4	2.4	2.3	2.1
Health care and social assistance.....	8.7	8.7	8.5	3.8	3.4	3.7	3.8	3.1	3.5
Leisure and hospitality.....	10.0	9.3	8.7	8.2	7.4	7.0	7.2	6.8	6.6
Arts, entertainment, and recreation.....	8.3	8.2	7.2	7.5	6.5	7.1	6.1	6.1	6.4
Accommodation and food services.....	10.3	9.5	8.9	8.3	7.6	7.0	7.4	6.9	6.7
Other services.....	7.2	4.8	4.9	4.7	4.0	3.6	3.9	4.0	3.1

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Government.....	4.3	4.2	4.1	1.8	1.7	1.8	1.7	1.7	1.6
Federal.....	5.0	4.0	2.6	1.6	1.5	1.4	1.4	1.4	1.4
State and local.....	4.2	4.2	4.3	1.8	1.8	1.9	1.8	1.7	1.7
State and local education.....	3.1	3.1	3.1	1.9	1.7	1.7	1.7	1.6	1.5
State and local, excluding education.	5.3	5.6	5.6	1.8	1.9	2.1	1.9	1.8	1.8

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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

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
Total.....	10,922	11,170	10,280	10,687	10,512	10,458	6.8	6.8	6.3	6.5	6.4	6.4
INDUSTRY												
Total private.....	9,935	10,065	9,240	9,627	9,528	9,501	7.3	7.2	6.6	6.9	6.8	6.8
Mining and logging.....	35	35	24	29	46	40	5.6	5.3	3.7	4.4	6.8	5.9
Construction.....	366	353	386	423	390	388	4.7	4.4	4.8	5.2	4.8	4.8
Manufacturing.....	806	910	846	835	722	779	6.0	6.6	6.2	6.1	5.3	5.7
Durable goods.....	499	530	514	490	480	498	6.0	6.2	6.0	5.8	5.6	5.8
Nondurable goods.....	307	380	332	346	242	281	6.1	7.2	6.4	6.6	4.7	5.4
Trade, transportation, and utilities.....	1,913	1,778	1,576	1,620	1,647	1,638	6.4	5.8	5.2	5.3	5.4	5.4
Wholesale trade.....	318	278	342	243	285	261	5.3	4.5	5.5	4.0	4.6	4.2
Retail trade.....	1,036	946	792	855	850	887	6.2	5.6	4.8	5.1	5.1	5.3
Transportation, warehousing, and utilities.....	559	554	442	521	512	490	7.6	7.3	5.9	6.9	6.8	6.5
Information.....	193	222	201	218	221	211	6.2	6.8	6.2	6.7	6.8	6.4
Financial activities.....	492	641	557	472	604	514	5.3	6.7	5.8	5.0	6.3	5.4
Finance and insurance.....	372	474	363	282	419	344	5.4	6.7	5.2	4.1	6.0	4.9
Real estate and rental and leasing. . .	119	167	194	190	185	170	4.9	6.6	7.6	7.4	7.3	6.7
Professional and business services. . . .	1,904	1,991	1,812	1,940	1,814	2,026	8.1	8.2	7.5	8.0	7.5	8.3
Education and health services.....	2,125	2,165	2,168	2,277	2,159	2,090	8.2	8.1	8.1	8.5	8.0	7.8
Educational services.....	205	207	187	194	159	153	5.3	5.1	4.6	4.8	4.0	3.8
Health care and social assistance. . . .	1,920	1,958	1,981	2,083	1,999	1,937	8.7	8.7	8.7	9.1	8.7	8.5
Leisure and hospitality.....	1,666	1,516	1,397	1,578	1,637	1,519	10.0	8.8	8.1	9.1	9.3	8.7
Arts, entertainment, and recreation. . .	196	203	193	213	209	180	8.3	8.1	7.7	8.4	8.2	7.2
Accommodation and food services. . .	1,470	1,313	1,204	1,365	1,428	1,339	10.3	8.9	8.2	9.2	9.5	8.9
Other services.....	435	454	274	234	289	295	7.2	7.4	4.6	3.9	4.8	4.9
Government.....	987	1,104	1,040	1,060	984	957	4.3	4.7	4.5	4.5	4.2	4.1
Federal.....	151	158	139	181	120	76	5.0	5.2	4.6	5.9	4.0	2.6
State and local.....	836	946	900	880	864	881	4.2	4.7	4.4	4.3	4.2	4.3
State and local education.....	329	335	331	307	327	336	3.1	3.1	3.1	2.9	3.1	3.1
State and local, excluding education.....	507	611	569	573	537	545	5.3	6.3	5.9	5.9	5.6	5.6
REGION³												
Northeast.....	1,880	1,776	1,634	1,670	1,661	1,560	6.6	6.1	5.7	5.8	5.7	5.4
South.....	4,137	4,322	4,092	4,227	4,150	4,142	7.0	7.1	6.7	6.9	6.8	6.8
Midwest.....	2,410	2,487	2,175	2,342	2,177	2,278	7.0	7.0	6.2	6.6	6.1	6.4
West.....	2,495	2,584	2,379	2,448	2,524	2,478	6.7	6.8	6.3	6.4	6.6	6.5

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

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

³ 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					
	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
Total.....	6,705	6,238	6,334	6,096	6,111	6,055	4.5	4.1	4.1	4.0	4.0	3.9
INDUSTRY												
Total private.....	6,305	5,846	5,919	5,716	5,719	5,645	5.0	4.5	4.5	4.4	4.4	4.3
Mining and logging.....	19	25	20	22	21	20	3.3	4.0	3.3	3.5	3.3	3.2
Construction.....	428	384	349	359	337	309	5.7	5.0	4.5	4.7	4.4	4.0
Manufacturing.....	465	428	461	401	434	402	3.7	3.3	3.6	3.1	3.4	3.1
Durable goods.....	256	240	267	219	230	212	3.3	3.0	3.3	2.7	2.9	2.6
Nondurable goods.....	209	188	194	183	204	191	4.4	3.9	4.0	3.7	4.2	3.9
Trade, transportation, and utilities.....	1,406	1,277	1,303	1,236	1,252	1,259	5.0	4.4	4.5	4.3	4.4	4.4
Wholesale trade.....	194	165	164	158	159	178	3.4	2.8	2.8	2.7	2.7	3.0
Retail trade.....	905	782	794	756	748	724	5.8	4.9	5.0	4.8	4.7	4.6
Transportation, warehousing, and utilities.....	307	330	345	322	345	357	4.5	4.7	4.9	4.6	4.9	5.1
Information.....	114	101	106	102	100	120	3.9	3.3	3.5	3.4	3.3	3.9
Financial activities.....	233	223	233	234	210	234	2.6	2.5	2.6	2.6	2.3	2.6
Finance and insurance.....	153	148	158	148	136	147	2.3	2.2	2.4	2.2	2.1	2.2
Real estate and rental and leasing. . .	81	76	75	86	74	87	3.5	3.2	3.2	3.6	3.1	3.6
Professional and business services. . . .	1,295	1,258	1,192	1,137	1,159	1,102	6.0	5.6	5.3	5.1	5.2	4.9
Education and health services.....	867	862	878	840	801	869	3.6	3.5	3.6	3.4	3.2	3.5
Educational services.....	109	103	105	96	97	91	3.0	2.7	2.7	2.5	2.5	2.4
Health care and social assistance. . .	758	760	773	745	704	778	3.8	3.7	3.7	3.6	3.4	3.7
Leisure and hospitality.....	1,216	1,071	1,132	1,140	1,178	1,121	8.2	6.8	7.2	7.2	7.4	7.0
Arts, entertainment, and recreation. . .	162	160	156	158	151	166	7.5	6.9	6.8	6.8	6.5	7.1
Accommodation and food services. . .	1,054	911	976	982	1,027	955	8.3	6.8	7.3	7.3	7.6	7.0
Other services.....	262	217	244	244	227	209	4.7	3.8	4.3	4.3	4.0	3.6
Government.....	400	392	415	380	391	410	1.8	1.8	1.9	1.7	1.7	1.8
Federal.....	45	45	38	43	43	39	1.6	1.6	1.3	1.5	1.5	1.4
State and local.....	355	348	377	337	348	371	1.8	1.8	1.9	1.7	1.8	1.9
State and local education.....	197	169	185	156	177	182	1.9	1.6	1.8	1.5	1.7	1.7
State and local, excluding education.....	158	179	191	181	171	189	1.8	2.0	2.1	2.0	1.9	2.1
REGION³												
Northeast.....	1,001	906	898	893	859	866	3.8	3.3	3.3	3.3	3.1	3.2
South.....	2,814	2,612	2,618	2,547	2,536	2,536	5.1	4.6	4.6	4.5	4.4	4.4
Midwest.....	1,380	1,328	1,397	1,268	1,286	1,299	4.3	4.0	4.2	3.8	3.9	3.9
West.....	1,510	1,393	1,422	1,388	1,430	1,354	4.4	3.9	4.0	3.9	4.0	3.8

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

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

³ 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					
	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
Total.....	6,197	5,794	6,058	5,665	5,756	5,870	4.2	3.8	4.0	3.7	3.8	3.8
INDUSTRY												
Total private.....	5,810	5,450	5,692	5,270	5,385	5,503	4.6	4.2	4.4	4.0	4.1	4.2
Mining and logging.....	15	19	21	20	18	19	2.6	3.0	3.3	3.1	2.9	3.0
Construction.....	374	355	338	343	318	286	5.0	4.6	4.4	4.4	4.1	3.7
Manufacturing.....	418	414	417	374	388	393	3.3	3.2	3.2	2.9	3.0	3.0
Durable goods.....	243	226	231	203	200	207	3.1	2.8	2.9	2.5	2.5	2.6
Nondurable goods.....	175	188	186	170	187	186	3.7	3.9	3.8	3.5	3.8	3.8
Trade, transportation, and utilities.....	1,338	1,199	1,319	1,212	1,221	1,287	4.8	4.2	4.6	4.2	4.2	4.5
Wholesale trade.....	167	153	152	136	147	165	2.9	2.6	2.6	2.3	2.5	2.8
Retail trade.....	899	743	803	752	769	741	5.8	4.7	5.1	4.8	4.9	4.7
Transportation, warehousing, and utilities.....	272	303	364	324	305	381	4.0	4.3	5.1	4.6	4.3	5.4
Information.....	93	90	99	93	78	97	3.2	3.0	3.3	3.0	2.6	3.2
Financial activities.....	201	206	238	225	208	233	2.3	2.3	2.7	2.5	2.3	2.6
Finance and insurance.....	140	136	159	145	134	158	2.1	2.1	2.4	2.2	2.0	2.4
Real estate and rental and leasing. . .	61	70	79	80	74	75	2.7	3.0	3.3	3.4	3.1	3.1
Professional and business services. . . .	1,227	1,220	1,115	1,043	1,108	1,128	5.6	5.5	5.0	4.6	4.9	5.0
Education and health services.....	857	737	777	737	733	821	3.6	3.0	3.2	3.0	3.0	3.3
Educational services.....	90	80	80	87	90	79	2.4	2.1	2.1	2.3	2.3	2.1
Health care and social assistance. . .	767	657	696	650	643	742	3.8	3.2	3.4	3.1	3.1	3.5
Leisure and hospitality.....	1,072	1,006	1,144	1,032	1,086	1,063	7.2	6.4	7.3	6.5	6.8	6.6
Arts, entertainment, and recreation. .	132	159	159	145	143	150	6.1	6.9	6.9	6.2	6.1	6.4
Accommodation and food services. . .	939	847	986	887	943	913	7.4	6.3	7.3	6.6	6.9	6.7
Other services.....	215	204	224	193	228	177	3.9	3.6	3.9	3.4	4.0	3.1
Government.....	387	344	365	395	371	367	1.7	1.5	1.6	1.8	1.7	1.6
Federal.....	41	40	40	43	40	41	1.4	1.4	1.4	1.5	1.4	1.4
State and local.....	345	304	325	352	331	326	1.8	1.6	1.7	1.8	1.7	1.7
State and local education.....	172	150	159	169	167	159	1.7	1.5	1.5	1.6	1.6	1.5
State and local, excluding education.....	173	153	166	183	164	167	1.9	1.7	1.8	2.0	1.8	1.8
REGION³												
Northeast.....	922	870	879	789	781	765	3.5	3.2	3.2	2.9	2.9	2.8
South.....	2,550	2,447	2,645	2,346	2,454	2,442	4.6	4.3	4.7	4.1	4.3	4.3
Midwest.....	1,344	1,208	1,168	1,270	1,233	1,216	4.2	3.7	3.5	3.8	3.7	3.7
West.....	1,381	1,268	1,366	1,259	1,288	1,446	4.0	3.6	3.8	3.5	3.6	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					
	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
Total.....	4,510	4,058	4,184	4,060	4,047	4,173	3.0	2.7	2.7	2.7	2.6	2.7
INDUSTRY												
Total private.....	4,266	3,850	3,965	3,819	3,817	3,951	3.4	3.0	3.0	2.9	2.9	3.0
Mining and logging.....	10	13	14	14	13	12	1.7	2.1	2.2	2.1	2.1	1.8
Construction.....	215	210	208	158	158	138	2.9	2.7	2.7	2.0	2.0	1.8
Manufacturing.....	307	287	286	250	271	269	2.4	2.2	2.2	1.9	2.1	2.1
Durable goods.....	185	161	159	135	141	140	2.4	2.0	2.0	1.7	1.8	1.7
Nondurable goods.....	122	127	127	115	130	128	2.6	2.6	2.6	2.4	2.7	2.6
Trade, transportation, and utilities.....	1,024	869	940	908	918	1,000	3.6	3.0	3.3	3.2	3.2	3.5
Wholesale trade.....	128	90	96	101	98	110	2.2	1.5	1.6	1.7	1.7	1.9
Retail trade.....	710	578	591	588	617	614	4.6	3.7	3.7	3.7	3.9	3.9
Transportation, warehousing, and utilities.....	186	200	254	219	203	276	2.7	2.8	3.6	3.1	2.9	3.9
Information.....	51	44	56	57	27	46	1.8	1.5	1.8	1.9	0.9	1.5
Financial activities.....	132	156	149	156	142	142	1.5	1.7	1.7	1.7	1.6	1.6
Finance and insurance.....	85	109	96	95	92	91	1.3	1.6	1.5	1.4	1.4	1.4
Real estate and rental and leasing. . .	48	47	53	60	49	51	2.1	2.0	2.2	2.5	2.1	2.2
Professional and business services. . . .	834	776	671	707	709	722	3.8	3.5	3.0	3.1	3.2	3.2
Education and health services.....	689	534	580	558	573	648	2.9	2.2	2.4	2.3	2.3	2.6
Educational services.....	63	52	53	53	55	49	1.7	1.3	1.4	1.4	1.4	1.3
Health care and social assistance. . . .	626	482	527	505	518	600	3.1	2.3	2.5	2.4	2.5	2.9
Leisure and hospitality.....	881	833	912	856	855	861	5.9	5.3	5.8	5.4	5.4	5.4
Arts, entertainment, and recreation. . .	68	83	75	80	70	79	3.1	3.6	3.3	3.4	3.0	3.4
Accommodation and food services. . .	813	750	837	776	784	782	6.4	5.6	6.2	5.7	5.8	5.7
Other services.....	123	127	150	155	151	113	2.2	2.2	2.6	2.7	2.6	2.0
Government.....	244	208	219	241	230	222	1.1	0.9	1.0	1.1	1.0	1.0
Federal.....	23	21	22	21	19	20	0.8	0.7	0.8	0.7	0.7	0.7
State and local.....	221	187	196	220	211	202	1.2	1.0	1.0	1.1	1.1	1.0
State and local education.....	102	97	99	107	106	101	1.0	0.9	1.0	1.0	1.0	1.0
State and local, excluding education.....	119	90	97	113	105	101	1.3	1.0	1.1	1.2	1.2	1.1
REGION³												
Northeast.....	608	581	588	539	512	499	2.3	2.1	2.2	2.0	1.9	1.8
South.....	1,883	1,746	1,890	1,734	1,815	1,789	3.4	3.1	3.3	3.0	3.2	3.1
Midwest.....	1,008	831	800	899	838	881	3.1	2.5	2.4	2.7	2.5	2.6
West.....	1,010	900	907	888	883	1,004	2.9	2.5	2.6	2.5	2.5	2.8

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
Total.....	1,295	1,390	1,490	1,329	1,445	1,350	0.9	0.9	1.0	0.9	0.9	0.9
INDUSTRY												
Total private.....	1,228	1,317	1,405	1,247	1,372	1,280	1.0	1.0	1.1	1.0	1.0	1.0
Mining and logging.....	4	5	5	5	5	6	0.7	0.8	0.8	0.8	0.7	1.0
Construction.....	150	134	120	173	151	129	2.0	1.7	1.6	2.2	2.0	1.7
Manufacturing.....	81	97	97	92	97	100	0.6	0.8	0.8	0.7	0.7	0.8
Durable goods.....	40	46	51	46	47	52	0.5	0.6	0.6	0.6	0.6	0.6
Nondurable goods.....	41	51	46	46	50	48	0.9	1.0	1.0	0.9	1.0	1.0
Trade, transportation, and utilities.....	251	268	301	253	260	243	0.9	0.9	1.0	0.9	0.9	0.8
Wholesale trade.....	36	48	42	24	39	44	0.6	0.8	0.7	0.4	0.7	0.8
Retail trade.....	141	139	174	149	131	105	0.9	0.9	1.1	0.9	0.8	0.7
Transportation, warehousing, and utilities.....	74	81	85	80	90	93	1.1	1.1	1.2	1.1	1.3	1.3
Information.....	31	34	38	31	45	40	1.1	1.1	1.3	1.0	1.5	1.3
Financial activities.....	28	30	58	52	59	78	0.3	0.3	0.6	0.6	0.7	0.9
Finance and insurance.....	16	12	35	37	38	57	0.2	0.2	0.5	0.6	0.6	0.9
Real estate and rental and leasing. . .	13	18	23	16	21	21	0.6	0.8	1.0	0.7	0.9	0.9
Professional and business services. . . .	308	364	370	293	347	305	1.4	1.6	1.6	1.3	1.5	1.4
Education and health services.....	126	158	148	161	135	144	0.5	0.6	0.6	0.7	0.5	0.6
Educational services.....	22	23	23	30	28	22	0.6	0.6	0.6	0.8	0.7	0.6
Health care and social assistance. . . .	105	135	124	131	107	122	0.5	0.7	0.6	0.6	0.5	0.6
Leisure and hospitality.....	167	162	205	157	205	174	1.1	1.0	1.3	1.0	1.3	1.1
Arts, entertainment, and recreation. . .	62	75	81	63	71	68	2.9	3.2	3.5	2.7	3.1	2.9
Accommodation and food services. . .	106	87	124	94	133	106	0.8	0.6	0.9	0.7	1.0	0.8
Other services.....	81	66	64	30	68	60	1.5	1.2	1.1	0.5	1.2	1.0
Government.....	67	73	85	82	73	70	0.3	0.3	0.4	0.4	0.3	0.3
Federal.....	5	6	7	9	7	7	0.2	0.2	0.2	0.3	0.2	0.2
State and local.....	61	68	78	73	66	63	0.3	0.3	0.4	0.4	0.3	0.3
State and local education.....	38	30	35	36	33	27	0.4	0.3	0.3	0.3	0.3	0.3
State and local, excluding education.....	24	37	43	38	33	36	0.3	0.4	0.5	0.4	0.4	0.4
REGION³												
Northeast.....	240	234	222	209	236	214	0.9	0.9	0.8	0.8	0.9	0.8
South.....	525	574	598	499	552	532	0.9	1.0	1.1	0.9	1.0	0.9
Midwest.....	244	323	301	318	326	270	0.8	1.0	0.9	1.0	1.0	0.8
West.....	286	259	369	303	331	335	0.8	0.7	1.0	0.9	0.9	0.9

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	July 2022	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
Total.....	393	346	383	276	264	347	0.3	0.2	0.3	0.2	0.2	0.2
INDUSTRY												
Total private.....	317	283	322	204	197	272	0.3	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	2	1	1	1	0.2	0.1	0.2	0.1	0.1	0.2
Construction.....	9	11	11	12	8	19	0.1	0.1	0.1	0.2	0.1	0.2
Manufacturing.....	31	30	34	31	20	24	0.2	0.2	0.3	0.2	0.2	0.2
Durable goods.....	19	19	21	22	12	15	0.2	0.2	0.3	0.3	0.2	0.2
Nondurable goods.....	12	11	13	9	8	9	0.2	0.2	0.3	0.2	0.2	0.2
Trade, transportation, and utilities.....	64	62	78	51	42	44	0.2	0.2	0.3	0.2	0.1	0.2
Wholesale trade.....	3	15	14	11	9	11	0.1	0.2	0.2	0.2	0.2	0.2
Retail trade.....	48	25	38	15	21	21	0.3	0.2	0.2	0.1	0.1	0.1
Transportation, warehousing, and utilities.....	12	22	26	25	12	12	0.2	0.3	0.4	0.4	0.2	0.2
Information.....	11	12	5	5	6	10	0.4	0.4	0.2	0.2	0.2	0.3
Financial activities.....	41	20	31	17	7	13	0.5	0.2	0.4	0.2	0.1	0.1
Finance and insurance.....	40	15	28	13	4	11	0.6	0.2	0.4	0.2	0.1	0.2
Real estate and rental and leasing. ...	1	5	3	4	3	3	0.0	0.2	0.1	0.2	0.1	0.1
Professional and business services.	85	81	75	42	52	101	0.4	0.4	0.3	0.2	0.2	0.4
Education and health services.....	42	45	49	19	25	29	0.2	0.2	0.2	0.1	0.1	0.1
Educational services.....	5	5	4	4	7	9	0.1	0.1	0.1	0.1	0.2	0.2
Health care and social assistance.	37	40	45	14	18	20	0.2	0.2	0.2	0.1	0.1	0.1
Leisure and hospitality.....	23	11	28	18	26	27	0.2	0.1	0.2	0.1	0.2	0.2
Arts, entertainment, and recreation. ...	3	1	3	2	1	3	0.1	0.1	0.1	0.1	0.0	0.1
Accommodation and food services. ...	21	10	25	17	25	25	0.2	0.1	0.2	0.1	0.2	0.2
Other services.....	11	11	10	9	9	4	0.2	0.2	0.2	0.2	0.2	0.1
Government.....	76	62	61	72	67	75	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	13	13	11	13	14	14	0.5	0.5	0.4	0.5	0.5	0.5
State and local.....	63	50	50	59	53	61	0.3	0.3	0.3	0.3	0.3	0.3
State and local education.....	32	23	25	26	28	31	0.3	0.2	0.2	0.3	0.3	0.3
State and local, excluding education.....	30	26	26	33	25	30	0.3	0.3	0.3	0.4	0.3	0.3
REGION³												
Northeast.....	74	55	69	41	33	53	0.3	0.2	0.3	0.2	0.1	0.2
South.....	142	127	157	113	88	121	0.3	0.2	0.3	0.2	0.2	0.2
Midwest.....	92	54	67	53	70	65	0.3	0.2	0.2	0.2	0.2	0.2
West.....	85	110	89	69	73	108	0.2	0.3	0.3	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.

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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		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Total.....	10,300	10,958	9,756	6.4	6.6	5.9
INDUSTRY						
Total private.....	9,353	10,009	8,846	6.8	7.1	6.3
Mining and logging.....	35	47	40	5.6	6.8	5.8
Construction.....	323	401	344	4.1	4.8	4.2
Manufacturing.....	805	729	769	6.0	5.3	5.6
Durable goods.....	499	480	489	6.0	5.6	5.7
Nondurable goods.....	307	249	281	6.1	4.8	5.4
Trade, transportation, and utilities.....	1,799	1,843	1,507	5.9	6.0	4.9
Wholesale trade.....	288	303	233	4.8	4.9	3.8
Retail trade.....	957	1,008	796	5.7	6.0	4.7
Transportation, warehousing, and utilities.....	554	533	478	7.3	7.0	6.2
Information.....	182	229	198	5.9	7.0	6.1
Financial activities.....	481	644	483	5.1	6.7	5.1
Finance and insurance.....	366	453	326	5.3	6.4	4.7
Real estate and rental and leasing.....	115	191	157	4.7	7.4	6.2
Professional and business services.....	1,762	1,886	1,895	7.4	7.7	7.7
Education and health services.....	2,037	2,271	1,972	7.8	8.3	7.3
Educational services.....	201	163	144	4.9	3.9	3.4
Health care and social assistance.....	1,835	2,108	1,828	8.3	9.1	8.0
Leisure and hospitality.....	1,510	1,656	1,369	9.3	9.4	8.0
Arts, entertainment, and recreation.....	159	212	142	7.1	8.4	6.0
Accommodation and food services.....	1,352	1,443	1,226	9.6	9.6	8.3
Other services.....	418	304	268	7.0	5.0	4.4
Government.....	947	949	910	4.0	4.0	3.8
Federal.....	152	112	76	5.0	3.8	2.6
State and local.....	795	837	834	3.9	4.0	4.0
State and local education.....	300	308	302	2.7	2.8	2.7
State and local, excluding education.....	495	528	532	5.2	5.5	5.5
REGION³						
Northeast.....	1,814	1,738	1,472	6.4	6.0	5.1
South.....	3,877	4,263	3,847	6.5	6.9	6.2
Midwest.....	2,308	2,304	2,169	6.6	6.4	6.1
West.....	2,300	2,653	2,269	6.2	6.9	5.9

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		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Total.....	6,247	6,516	5,617	4.2	4.2	3.6
INDUSTRY						
Total private.....	5,928	6,145	5,289	4.6	4.7	4.0
Mining and logging.....	17	21	16	2.8	3.3	2.6
Construction.....	336	350	234	4.4	4.4	3.0
Manufacturing.....	405	438	339	3.2	3.4	2.6
Durable goods.....	227	230	181	2.9	2.9	2.2
Nondurable goods.....	178	207	159	3.7	4.2	3.2
Trade, transportation, and utilities.....	1,714	1,534	1,592	6.0	5.3	5.4
Wholesale trade.....	157	170	147	2.7	2.9	2.5
Retail trade.....	1,062	864	835	6.7	5.5	5.2
Transportation, warehousing, and utilities.....	495	500	610	7.0	7.0	8.4
Information.....	104	119	116	3.6	3.9	3.8
Financial activities.....	209	228	210	2.4	2.5	2.3
Finance and insurance.....	141	147	134	2.2	2.2	2.0
Real estate and rental and leasing.....	68	80	76	2.9	3.4	3.2
Professional and business services.....	1,216	1,222	1,005	5.5	5.4	4.4
Education and health services.....	734	871	734	3.0	3.5	2.9
Educational services.....	85	100	61	2.2	2.5	1.5
Health care and social assistance.....	648	771	673	3.2	3.7	3.2
Leisure and hospitality.....	984	1,136	883	6.7	7.1	5.6
Arts, entertainment, and recreation.....	111	123	111	5.4	5.3	5.0
Accommodation and food services.....	873	1,013	772	6.9	7.4	5.7
Other services.....	209	227	160	3.8	3.9	2.8
Government.....	318	371	327	1.4	1.6	1.4
Federal.....	59	48	50	2.0	1.7	1.7
State and local.....	259	323	278	1.3	1.6	1.4
State and local education.....	133	172	125	1.2	1.6	1.1
State and local, excluding education.....	127	151	153	1.4	1.7	1.7
REGION³						
Northeast.....	891	891	759	3.3	3.2	2.8
South.....	2,595	2,722	2,330	4.6	4.7	4.0
Midwest.....	1,326	1,321	1,244	4.1	4.0	3.7
West.....	1,435	1,583	1,284	4.1	4.4	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 9. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Total.....	5,502	5,804	5,185	3.7	3.8	3.3
INDUSTRY						
Total private.....	5,222	5,478	4,923	4.1	4.2	3.7
Mining and logging.....	13	20	16	2.2	3.1	2.5
Construction.....	390	356	285	5.1	4.5	3.6
Manufacturing.....	342	385	318	2.7	3.0	2.5
Durable goods.....	187	194	157	2.4	2.4	2.0
Nondurable goods.....	155	191	161	3.3	3.9	3.3
Trade, transportation, and utilities.....	1,246	1,239	1,218	4.3	4.3	4.2
Wholesale trade.....	151	156	154	2.6	2.6	2.6
Retail trade.....	837	766	695	5.3	4.8	4.3
Transportation, warehousing, and utilities.....	258	318	368	3.7	4.5	5.1
Information.....	80	80	85	2.7	2.6	2.8
Financial activities.....	172	194	202	1.9	2.2	2.2
Finance and insurance.....	120	114	133	1.8	1.7	2.0
Real estate and rental and leasing.....	52	80	69	2.2	3.3	2.9
Professional and business services.....	1,143	1,077	1,025	5.2	4.7	4.5
Education and health services.....	678	711	671	2.8	2.8	2.7
Educational services.....	57	70	48	1.5	1.7	1.2
Health care and social assistance.....	621	641	623	3.1	3.1	3.0
Leisure and hospitality.....	957	1,202	948	6.5	7.6	6.0
Arts, entertainment, and recreation.....	154	210	174	7.5	9.1	7.8
Accommodation and food services.....	803	992	774	6.3	7.3	5.7
Other services.....	200	214	155	3.6	3.7	2.7
Government.....	280	326	263	1.2	1.4	1.1
Federal.....	38	40	35	1.3	1.4	1.2
State and local.....	242	285	228	1.2	1.4	1.1
State and local education.....	95	124	87	0.9	1.2	0.8
State and local, excluding education.....	147	161	140	1.6	1.8	1.5
REGION³						
Northeast.....	865	811	702	3.2	3.0	2.6
South.....	2,256	2,434	2,129	4.0	4.2	3.7
Midwest.....	1,212	1,277	1,106	3.7	3.8	3.3
West.....	1,169	1,283	1,248	3.3	3.6	3.5

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		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Total.....	3,881	4,085	3,568	2.6	2.6	2.3
INDUSTRY						
Total private.....	3,692	3,885	3,404	2.9	2.9	2.6
Mining and logging.....	8	15	9	1.4	2.3	1.4
Construction.....	193	169	102	2.5	2.1	1.3
Manufacturing.....	238	269	205	1.9	2.1	1.6
Durable goods.....	136	134	101	1.7	1.7	1.3
Nondurable goods.....	102	135	104	2.2	2.7	2.1
Trade, transportation, and utilities.....	945	950	936	3.3	3.3	3.2
Wholesale trade.....	114	103	97	2.0	1.7	1.6
Retail trade.....	649	635	573	4.1	4.0	3.6
Transportation, warehousing, and utilities.....	182	212	265	2.6	3.0	3.7
Information.....	46	29	38	1.6	0.9	1.2
Financial activities.....	120	138	127	1.3	1.5	1.4
Finance and insurance.....	75	82	76	1.1	1.2	1.1
Real estate and rental and leasing.....	45	56	51	1.9	2.4	2.1
Professional and business services.....	755	721	640	3.4	3.2	2.8
Education and health services.....	544	583	536	2.3	2.3	2.1
Educational services.....	42	47	31	1.1	1.2	0.8
Health care and social assistance.....	502	536	505	2.5	2.6	2.4
Leisure and hospitality.....	744	863	727	5.0	5.4	4.6
Arts, entertainment, and recreation.....	55	70	65	2.6	3.0	2.9
Accommodation and food services.....	690	793	662	5.4	5.8	4.9
Other services.....	100	149	84	1.8	2.6	1.5
Government.....	189	200	164	0.8	0.9	0.7
Federal.....	22	18	17	0.8	0.6	0.6
State and local.....	167	183	147	0.8	0.9	0.7
State and local education.....	66	84	64	0.6	0.8	0.6
State and local, excluding education.....	101	98	83	1.1	1.1	0.9
REGION³						
Northeast.....	540	518	420	2.0	1.9	1.5
South.....	1,656	1,828	1,540	3.0	3.2	2.7
Midwest.....	844	863	761	2.6	2.6	2.3
West.....	842	877	847	2.4	2.4	2.3

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

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

³ 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		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Total.....	1,298	1,480	1,327	0.9	1.0	0.9
INDUSTRY						
Total private.....	1,252	1,410	1,277	1.0	1.1	1.0
Mining and logging.....	4	5	6	0.6	0.8	1.0
Construction.....	190	180	164	2.5	2.3	2.1
Manufacturing.....	79	99	94	0.6	0.8	0.7
Durable goods.....	36	49	45	0.5	0.6	0.6
Nondurable goods.....	43	50	48	0.9	1.0	1.0
Trade, transportation, and utilities.....	241	251	241	0.8	0.9	0.8
Wholesale trade.....	34	43	46	0.6	0.7	0.8
Retail trade.....	144	115	103	0.9	0.7	0.6
Transportation, warehousing, and utilities.....	63	93	91	0.9	1.3	1.3
Information.....	26	47	38	0.9	1.5	1.2
Financial activities.....	18	50	64	0.2	0.6	0.7
Finance and insurance.....	11	29	50	0.2	0.4	0.7
Real estate and rental and leasing.....	7	21	15	0.3	0.9	0.6
Professional and business services.....	312	306	292	1.4	1.3	1.3
Education and health services.....	102	109	117	0.4	0.4	0.5
Educational services.....	13	18	13	0.3	0.4	0.3
Health care and social assistance.....	90	91	104	0.4	0.4	0.5
Leisure and hospitality.....	189	310	192	1.3	1.9	1.2
Arts, entertainment, and recreation.....	96	139	105	4.6	6.0	4.7
Accommodation and food services.....	94	171	87	0.7	1.3	0.6
Other services.....	91	54	69	1.6	0.9	1.2
Government.....	46	70	51	0.2	0.3	0.2
Federal.....	6	8	7	0.2	0.3	0.2
State and local.....	40	62	44	0.2	0.3	0.2
State and local education.....	17	21	11	0.2	0.2	0.1
State and local, excluding education.....	23	41	33	0.3	0.5	0.4
REGION³						
Northeast.....	272	266	241	1.0	1.0	0.9
South.....	471	526	481	0.8	0.9	0.8
Midwest.....	295	349	295	0.9	1.0	0.9
West.....	260	340	310	0.7	0.9	0.9

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		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
Total.....	323	239	290	0.2	0.2	0.2
INDUSTRY						
Total private.....	277	184	242	0.2	0.1	0.2
Mining and logging.....	1	0	1	0.2	0.1	0.1
Construction.....	8	8	18	0.1	0.1	0.2
Manufacturing.....	25	17	19	0.2	0.1	0.1
Durable goods.....	15	11	11	0.2	0.1	0.1
Nondurable goods.....	10	6	9	0.2	0.1	0.2
Trade, transportation, and utilities.....	61	39	41	0.2	0.1	0.1
Wholesale trade.....	3	10	11	0.1	0.2	0.2
Retail trade.....	44	16	19	0.3	0.1	0.1
Transportation, warehousing, and utilities.....	13	12	11	0.2	0.2	0.2
Information.....	9	5	9	0.3	0.1	0.3
Financial activities.....	34	6	11	0.4	0.1	0.1
Finance and insurance.....	34	4	8	0.5	0.1	0.1
Real estate and rental and leasing.....	0	2	3	0.0	0.1	0.1
Professional and business services.....	76	50	93	0.3	0.2	0.4
Education and health services.....	32	18	19	0.1	0.1	0.1
Educational services.....	2	5	4	0.1	0.1	0.1
Health care and social assistance.....	29	13	14	0.1	0.1	0.1
Leisure and hospitality.....	23	29	29	0.2	0.2	0.2
Arts, entertainment, and recreation.....	4	1	4	0.2	0.0	0.2
Accommodation and food services.....	20	28	25	0.2	0.2	0.2
Other services.....	10	11	3	0.2	0.2	0.0
Government.....	45	55	48	0.2	0.2	0.2
Federal.....	10	15	11	0.3	0.5	0.4
State and local.....	35	40	37	0.2	0.2	0.2
State and local education.....	12	19	13	0.1	0.2	0.1
State and local, excluding education.....	24	22	24	0.3	0.2	0.3
REGION³						
Northeast.....	54	28	40	0.2	0.1	0.1
South.....	129	80	107	0.2	0.1	0.2
Midwest.....	73	65	51	0.2	0.2	0.2
West.....	67	66	91	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.