



Technical information: (202) 691-5870
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USDL 06-39

Media contact: 691-5902

For release: 10:00 A.M. EST
Tuesday, January 10, 2006

JOB OPENINGS AND LABOR TURNOVER: NOVEMBER 2005

The job openings, hires, and total separations rates were all little changed in November, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent December 2002 - November 2005

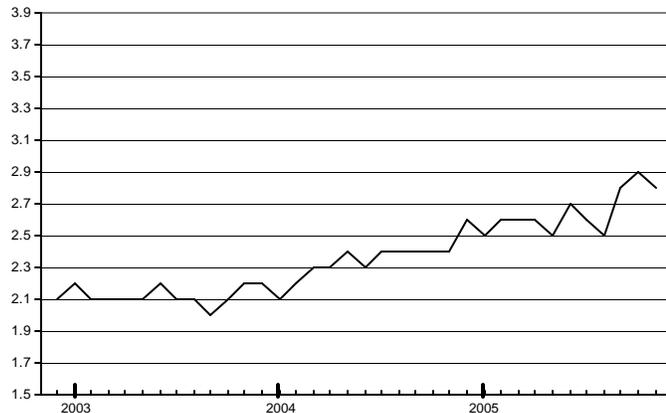
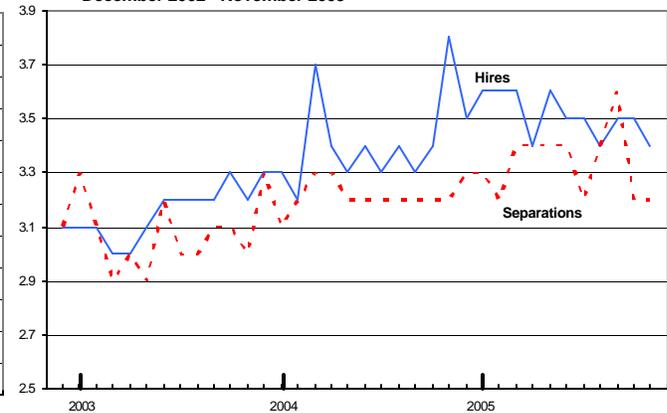


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2002 - November 2005



Job Openings

On the last business day of November 2005, there were 3.9 million job openings in the United States, and the job openings rate was 2.8 percent. (See table 1.) The job openings rate did not change significantly in November, but has generally trended upward since September 2003. In November, the job openings rate increased in manufacturing and in the West region, but decreased in professional and business services and in the Northeast region.

Hires and Separations

The hires rate was little changed at 3.4 percent in November. (See table 2.) Hires are any additions to the payroll during the month. Over the month, the hires rate decreased in manufacturing, but did not change significantly in any region.

The total separations, or turnover, rate was unchanged at 3.2 percent in November. (See table 3.) Separations are terminations of employment that occur at any time during the month. In November, the

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

Industry	Job openings			Hires			Total separations		
	Nov. 2004	Oct. 2005	Nov. 2005 ^p	Nov. 2004	Oct. 2005	Nov. 2005 ^p	Nov. 2004	Oct. 2005	Nov. 2005 ^p
	Levels (in thousands)								
Total ¹	3,277	3,937	3,904	4,990	4,650	4,586	4,266	4,331	4,337
Total private ¹	2,910	3,540	3,483	4,652	4,308	4,265	3,996	4,077	4,071
Construction.....	118	148	136	373	414	395	351	396	378
Manufacturing	248	320	349	386	436	327	327	339	367
Trade, transportation, and utilities	554	611	656	1,077	919	883	943	902	928
Professional and business services	620	848	713	935	780	802	822	805	801
Education and health services	543	597	594	447	460	470	408	402	413
Leisure and hospitality	411	492	516	858	840	834	727	742	758
Government	369	432	425	335	326	319	275	255	268
	Rates (percent)								
Total ¹	2.4	2.9	2.8	3.8	3.5	3.4	3.2	3.2	3.2
Total private ¹	2.6	3.1	3.0	4.2	3.8	3.8	3.6	3.6	3.6
Construction	1.6	2.0	1.8	5.3	5.7	5.4	5.0	5.4	5.1
Manufacturing	1.7	2.2	2.4	2.7	3.1	2.3	2.3	2.4	2.6
Trade, transportation, and utilities	2.1	2.3	2.5	4.2	3.5	3.4	3.7	3.5	3.6
Professional and business services	3.6	4.7	4.0	5.6	4.6	4.7	4.9	4.7	4.7
Education and health services	3.1	3.3	3.3	2.6	2.6	2.7	2.4	2.3	2.4
Leisure and hospitality	3.2	3.7	3.9	6.8	6.6	6.5	5.8	5.8	5.9
Government	1.7	1.9	1.9	1.5	1.5	1.5	1.3	1.2	1.2

¹ Includes natural resources and mining, information, financial activities, and other services, not shown separately.
p = preliminary.

total separations rate did not change significantly in any industry. Geographically, the total separations rate increased in the Midwest but decreased in the Northeast.

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged at 1.9 percent in November. (See table 4.) The quits rate did not change significantly in any industry. Geographically, the rate increased in the Midwest.

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. In November, the layoffs and discharges rate, at 1.1 percent, was little changed over the year, and the other separations rate was unchanged at 0.2 percent. (See tables 9 and 10.)

Hires and separations data help show dynamic flows in the labor market. Over the last 12 months, hires have averaged 4.7 million per month and separations have averaged 4.5 million per month (not seasonally adjusted). The comparable figures a year earlier were 4.5 million hires and 4.2 million separations. (See the Technical Note for additional information on these measures.)

For More Information

For additional information, please read the Technical Note or visit the JOLTS Web site at <http://www.bls.gov/jlt/>. Additional information about JOLTS also may be obtained by e-mailing Joltsinfo@bls.gov or by calling (202) 691-5870.

The Job Openings and Labor Turnover release for December 2005 is scheduled to be issued on Tuesday, February 7, 2006.

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2002 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Employment Security Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded

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

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

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

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

Sample methodology

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

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample

with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

Using JOLTS data

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

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

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Seasonal adjustment

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

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Since the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these

effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by 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.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

Table 1. Job openings levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates							
	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p	
Total⁴	3,277	3,647	3,588	3,487	3,836	3,937	3,904	2.4	2.7	2.6	2.5	2.8	2.9	2.8	
INDUSTRY															
Total private ⁴	2,910	3,239	3,204	3,130	3,406	3,540	3,483	2.6	2.8	2.8	2.7	2.9	3.1	3.0	
Construction.....	118	104	128	136	156	148	136	1.6	1.4	1.7	1.8	2.1	2.0	1.8	
Manufacturing.....	248	269	287	266	293	320	349	1.7	1.8	2.0	1.8	2.0	2.2	2.4	
Trade, transportation, and utilities.....	554	624	600	620	630	611	656	2.1	2.4	2.3	2.3	2.4	2.3	2.5	
Professional and business services.....	620	686	666	590	725	848	713	3.6	3.9	3.8	3.4	4.1	4.7	4.0	
Education and health services.....	543	609	607	604	606	597	594	3.1	3.4	3.4	3.3	3.4	3.3	3.3	
Leisure and hospitality.....	411	517	439	427	469	492	516	3.2	3.9	3.3	3.2	3.5	3.7	3.9	
Government.....	369	394	388	370	420	432	425	1.7	1.8	1.7	1.7	1.9	1.9	1.9	
REGION															
Northeast.....	560	634	610	609	728	781	673	2.2	2.4	2.3	2.3	2.8	3.0	2.6	
South.....	1,250	1,333	1,343	1,353	1,466	1,471	1,456	2.6	2.7	2.7	2.8	3.0	3.0	3.0	
Midwest.....	726	781	764	704	754	777	768	2.3	2.4	2.4	2.2	2.3	2.4	2.4	
West.....	759	869	832	841	895	920	1,030	2.6	2.9	2.8	2.8	3.0	3.0	3.4	

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

^p = preliminary.

NOTE: 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.

Table 2. Hires levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates							
	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p	
Total⁴	4,990	4,694	4,649	4,601	4,719	4,650	4,586	3.8	3.5	3.5	3.4	3.5	3.5	3.4	
INDUSTRY															
Total private ⁴	4,652	4,365	4,342	4,276	4,356	4,308	4,265	4.2	3.9	3.9	3.8	3.9	3.8	3.8	
Construction.....	373	393	381	435	422	414	395	5.3	5.4	5.3	6.0	5.8	5.7	5.4	
Manufacturing.....	386	347	345	344	338	436	327	2.7	2.4	2.4	2.4	2.4	3.1	2.3	
Trade, transportation, and utilities.....	1,077	1,045	990	998	1,001	919	883	4.2	4.0	3.8	3.8	3.9	3.5	3.4	
Professional and business services.....	935	835	832	786	925	780	802	5.6	4.9	4.9	4.6	5.4	4.6	4.7	
Education and health services.....	447	457	453	465	460	460	470	2.6	2.6	2.6	2.7	2.6	2.6	2.7	
Leisure and hospitality.....	858	877	834	771	808	840	834	6.8	6.9	6.5	6.0	6.3	6.6	6.5	
Government.....	335	337	330	337	336	326	319	1.5	1.6	1.5	1.5	1.5	1.5	1.5	
REGION															
Northeast.....	851	794	772	738	759	741	721	3.4	3.1	3.0	2.9	3.0	2.9	2.8	
South.....	1,903	1,786	1,689	1,750	1,840	1,774	1,679	4.1	3.8	3.6	3.7	3.9	3.7	3.5	
Midwest.....	1,149	1,054	1,045	970	996	1,003	1,046	3.7	3.4	3.3	3.1	3.2	3.2	3.3	
West.....	1,014	1,070	1,081	1,144	1,136	1,125	1,103	3.5	3.7	3.7	3.9	3.9	3.8	3.7	

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

^p = preliminary.

NOTE: See NOTE, table 1.

Table 3. Total separations levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p
Total⁴	4,266	4,477	4,270	4,499	4,779	4,331	4,337	3.2	3.4	3.2	3.4	3.6	3.2	3.2
INDUSTRY														
Total private ⁴	3,996	4,223	4,007	4,235	4,487	4,077	4,071	3.6	3.8	3.6	3.8	4.0	3.6	3.6
Construction.....	351	380	370	452	417	396	378	5.0	5.3	5.1	6.2	5.7	5.4	5.1
Manufacturing.....	327	350	361	369	408	339	367	2.3	2.4	2.5	2.6	2.9	2.4	2.6
Trade, transportation, and utilities.....	943	980	948	1,019	1,039	902	928	3.7	3.8	3.7	3.9	4.0	3.5	3.6
Professional and business services.....	822	818	747	670	897	805	801	4.9	4.8	4.4	3.9	5.3	4.7	4.7
Education and health services.....	408	401	391	406	430	402	413	2.4	2.3	2.3	2.3	2.5	2.3	2.4
Leisure and hospitality.....	727	803	750	785	814	742	758	5.8	6.3	5.9	6.1	6.4	5.8	5.9
Government.....	275	254	257	271	295	255	268	1.3	1.2	1.2	1.2	1.3	1.2	1.2
REGION														
Northeast.....	756	761	715	734	752	683	584	3.0	3.0	2.8	2.9	2.9	2.7	2.3
South.....	1,594	1,653	1,567	1,639	1,787	1,615	1,586	3.4	3.5	3.3	3.4	3.8	3.4	3.3
Midwest.....	1,041	946	1,011	1,047	1,135	979	1,171	3.3	3.0	3.2	3.3	3.6	3.1	3.7
West.....	826	1,062	1,001	1,094	1,085	1,012	957	2.9	3.6	3.4	3.7	3.7	3.4	3.3

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

^p = preliminary.

NOTE: See NOTE, table 1.

Table 4. Quits levels¹ and rates² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p	Nov. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005	Nov. 2005 ^p
Total⁴	2,436	2,475	2,474	2,605	2,778	2,578	2,612	1.8	1.9	1.8	1.9	2.1	1.9	1.9
INDUSTRY														
Total private ⁴	2,319	2,348	2,351	2,467	2,630	2,441	2,471	2.1	2.1	2.1	2.2	2.3	2.2	2.2
Construction.....	159	139	140	222	202	203	170	2.2	1.9	1.9	3.1	2.8	2.8	2.3
Manufacturing.....	185	190	189	184	214	199	204	1.3	1.3	1.3	1.3	1.5	1.4	1.4
Trade, transportation, and utilities.....	568	588	577	604	580	555	565	2.2	2.3	2.2	2.3	2.2	2.1	2.2
Professional and business services.....	401	386	353	374	497	354	393	2.4	2.3	2.1	2.2	2.9	2.1	2.3
Education and health services.....	250	256	271	260	276	259	276	1.5	1.5	1.6	1.5	1.6	1.5	1.6
Leisure and hospitality.....	499	510	525	517	563	569	572	4.0	4.0	4.1	4.0	4.4	4.5	4.5
Government.....	118	124	125	139	149	134	141	.5	.6	.6	.6	.7	.6	.6
REGION														
Northeast.....	359	350	381	380	377	360	330	1.4	1.4	1.5	1.5	1.5	1.4	1.3
South.....	1,014	960	964	1,054	1,147	1,032	1,009	2.2	2.0	2.0	2.2	2.4	2.2	2.1
Midwest.....	551	542	548	570	613	571	635	1.8	1.7	1.7	1.8	1.9	1.8	2.0
West.....	492	653	577	585	643	598	615	1.7	2.2	2.0	2.0	2.2	2.0	2.1

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

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

^p = preliminary.

NOTE: See NOTE, table 1.

Table 5. Job openings levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2004	Oct. 2005	Nov. 2005 ^P	Nov. 2004	Oct. 2005	Nov. 2005 ^P
Total.....	3,001	3,935	3,568	2.2	2.8	2.6
INDUSTRY						
Total private.....	2,649	3,518	3,163	2.3	3.0	2.7
Natural resources and mining.....	8	11	10	1.3	1.7	1.5
Construction.....	95	131	109	1.3	1.7	1.4
Manufacturing.....	211	312	302	1.4	2.1	2.1
Durable goods.....	135	215	214	1.5	2.3	2.3
Nondurable goods.....	76	96	88	1.4	1.8	1.6
Trade, transportation, and utilities.....	516	716	610	1.9	2.7	2.3
Wholesale trade.....	98	130	103	1.7	2.2	1.8
Retail trade.....	328	457	374	2.1	2.9	2.3
Transportation, warehousing, and utilities.....	91	128	132	1.8	2.5	2.6
Information.....	73	111	98	2.3	3.4	3.0
Financial activities.....	191	273	257	2.3	3.2	3.0
Finance and insurance.....	159	216	212	2.6	3.4	3.3
Real estate and rental and leasing.....	32	57	46	1.5	2.6	2.1
Professional and business services.....	573	791	660	3.3	4.4	3.7
Education and health services.....	526	587	568	2.9	3.2	3.1
Educational services.....	50	61	66	1.6	2.0	2.1
Health care and social assistance.....	476	526	502	3.2	3.5	3.3
Leisure and hospitality.....	341	437	444	2.7	3.3	3.4
Arts, entertainment, and recreation.....	44	56	42	2.5	3.0	2.4
Accommodations and food services.....	297	381	402	2.7	3.4	3.6
Other services.....	115	149	106	2.1	2.7	1.9
Government.....	352	417	404	1.6	1.8	1.8
Federal.....	46	38	43	1.7	1.4	1.6
State and local.....	306	379	361	1.6	1.9	1.8
REGION						
Northeast.....	540	800	639	2.1	3.0	2.4
South.....	1,143	1,429	1,331	2.4	2.9	2.7
Midwest.....	647	778	683	2.0	2.4	2.1
West.....	671	927	915	2.2	3.0	3.0

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 6. Hires levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2004	Oct. 2005	Nov. 2005 ^P	Nov. 2004	Oct. 2005	Nov. 2005 ^P
Total	4,522	4,631	4,130	3.4	3.4	3.1
INDUSTRY						
Total private.....	4,247	4,312	3,870	3.8	3.8	3.4
Natural resources and mining.....	17	15	12	2.7	2.3	1.9
Construction.....	294	374	305	4.1	5.0	4.1
Manufacturing.....	319	413	266	2.2	2.9	1.9
Durable goods.....	178	262	167	2.0	2.9	1.9
Nondurable goods.....	141	151	99	2.6	2.8	1.9
Trade, transportation, and utilities.....	1,295	1,085	1,035	5.0	4.2	3.9
Wholesale trade.....	101	148	115	1.8	2.6	2.0
Retail trade.....	991	777	726	6.4	5.1	4.7
Transportation, warehousing, and utilities.....	203	159	194	4.1	3.2	3.9
Information.....	75	84	89	2.4	2.7	2.8
Financial activities.....	185	181	188	2.3	2.2	2.3
Finance and insurance.....	126	114	121	2.1	1.9	2.0
Real estate and rental and leasing.....	58	66	68	2.8	3.1	3.1
Professional and business services.....	837	783	706	5.0	4.5	4.1
Education and health services.....	380	465	399	2.2	2.6	2.3
Educational services.....	43	54	49	1.4	1.8	1.6
Health care and social assistance.....	337	410	349	2.3	2.8	2.4
Leisure and hospitality.....	694	756	688	5.6	5.9	5.5
Arts, entertainment, and recreation.....	70	68	76	4.2	3.8	4.5
Accommodations and food services.....	624	688	612	5.9	6.3	5.6
Other services.....	151	158	181	2.8	2.9	3.3
Government.....	276	319	260	1.2	1.4	1.2
Federal.....	35	37	32	1.3	1.4	1.2
State and local.....	241	282	228	1.2	1.4	1.2
REGION						
Northeast.....	807	752	677	3.2	2.9	2.6
South.....	1,767	1,768	1,500	3.7	3.7	3.1
Midwest.....	1,005	965	939	3.2	3.0	3.0
West.....	943	1,146	1,015	3.2	3.9	3.4

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 7. Total separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2004	Oct. 2005	Nov. 2005 ^P	Nov. 2004	Oct. 2005	Nov. 2005 ^P
Total.....	3,984	4,350	4,009	3.0	3.2	3.0
INDUSTRY						
Total private.....	3,780	4,129	3,810	3.4	3.7	3.4
Natural resources and mining.....	19	13	14	3.2	2.1	2.2
Construction.....	379	415	399	5.3	5.5	5.3
Manufacturing.....	301	360	346	2.1	2.5	2.4
Durable goods.....	180	225	217	2.0	2.5	2.4
Nondurable goods.....	122	135	128	2.3	2.5	2.4
Trade, transportation, and utilities.....	873	892	847	3.3	3.4	3.2
Wholesale trade.....	110	125	130	1.9	2.2	2.3
Retail trade.....	611	615	580	3.9	4.0	3.7
Transportation, warehousing, and utilities.....	152	152	136	3.1	3.0	2.7
Information.....	52	72	71	1.7	2.3	2.2
Financial activities.....	161	162	135	2.0	2.0	1.6
Finance and insurance.....	105	97	84	1.8	1.6	1.4
Real estate and rental and leasing.....	56	66	51	2.7	3.0	2.4
Professional and business services.....	770	781	742	4.6	4.5	4.3
Education and health services.....	332	369	339	1.9	2.1	1.9
Educational services.....	31	36	37	1.0	1.2	1.2
Health care and social assistance.....	301	334	302	2.1	2.3	2.1
Leisure and hospitality.....	708	880	734	5.7	6.9	5.9
Arts, entertainment, and recreation.....	125	139	99	7.4	7.8	5.9
Accommodations and food services.....	583	741	635	5.5	6.8	5.9
Other services.....	185	184	182	3.4	3.4	3.3
Government.....	204	221	199	.9	1.0	.9
Federal.....	25	19	27	.9	.7	1.0
State and local.....	179	202	172	.9	1.0	.9
REGION						
Northeast.....	743	700	568	2.9	2.7	2.2
South.....	1,381	1,655	1,325	2.9	3.4	2.8
Midwest.....	1,048	969	1,212	3.3	3.1	3.8
West.....	813	1,026	905	2.8	3.5	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 8. Quits levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2004	Oct. 2005	Nov. 2005 ^P	Nov. 2004	Oct. 2005	Nov. 2005 ^P
Total	2,100	2,526	2,257	1.6	1.9	1.7
INDUSTRY						
Total private.....	2,008	2,410	2,146	1.8	2.1	1.9
Natural resources and mining.....	6	6	8	1.0	1.0	1.2
Construction.....	134	211	145	1.9	2.8	1.9
Manufacturing.....	139	202	156	1.0	1.4	1.1
Durable goods.....	69	116	103	.8	1.3	1.1
Nondurable goods.....	70	86	53	1.3	1.6	1.0
Trade, transportation, and utilities.....	506	559	502	1.9	2.2	1.9
Wholesale trade.....	49	65	48	.9	1.1	.8
Retail trade.....	390	421	390	2.5	2.8	2.5
Transportation, warehousing, and utilities.....	67	74	64	1.4	1.5	1.3
Information.....	31	53	44	1.0	1.7	1.4
Financial activities.....	87	91	80	1.1	1.1	1.0
Finance and insurance.....	60	62	59	1.0	1.0	1.0
Real estate and rental and leasing.....	27	29	21	1.3	1.3	1.0
Professional and business services.....	370	341	360	2.2	2.0	2.1
Education and health services.....	208	242	230	1.2	1.4	1.3
Educational services.....	15	21	23	.5	.7	.8
Health care and social assistance.....	193	222	208	1.3	1.5	1.4
Leisure and hospitality.....	436	591	504	3.5	4.7	4.0
Arts, entertainment, and recreation.....	41	59	30	2.5	3.3	1.8
Accommodations and food services.....	395	532	474	3.7	4.9	4.4
Other services.....	91	114	117	1.7	2.1	2.2
Government.....	92	116	111	.4	.5	.5
Federal.....	9	9	15	.3	.3	.6
State and local.....	83	107	96	.4	.5	.5
REGION						
Northeast.....	317	374	280	1.2	1.5	1.1
South.....	860	1,040	852	1.8	2.2	1.8
Midwest.....	500	548	590	1.6	1.7	1.9
West.....	423	564	535	1.5	1.9	1.8

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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 9. Layoffs and discharges levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2004	Oct. 2005	Nov. 2005 ^P	Nov. 2004	Oct. 2005	Nov. 2005 ^P
Total.....	1,621	1,559	1,498	1.2	1.2	1.1
INDUSTRY						
Total private.....	1,547	1,484	1,438	1.4	1.3	1.3
Natural resources and mining.....	9	6	4	1.4	.9	.6
Construction.....	235	180	223	3.3	2.4	3.0
Manufacturing.....	145	122	148	1.0	.9	1.0
Durable goods.....	99	79	80	1.1	.9	.9
Nondurable goods.....	46	42	68	.9	.8	1.3
Trade, transportation, and utilities.....	304	286	305	1.2	1.1	1.2
Wholesale trade.....	57	54	74	1.0	.9	1.3
Retail trade.....	178	170	169	1.1	1.1	1.1
Transportation, warehousing, and utilities.....	69	62	62	1.4	1.3	1.2
Information.....	14	13	21	.4	.4	.7
Financial activities.....	65	63	43	.8	.8	.5
Finance and insurance.....	36	30	15	.6	.5	.3
Real estate and rental and leasing.....	29	33	28	1.4	1.5	1.3
Professional and business services.....	356	408	352	2.1	2.4	2.1
Education and health services.....	103	95	88	.6	.5	.5
Educational services.....	15	12	12	.5	.4	.4
Health care and social assistance.....	88	83	76	.6	.6	.5
Leisure and hospitality.....	233	266	208	1.9	2.1	1.7
Arts, entertainment, and recreation.....	78	78	67	4.7	4.3	4.0
Accommodations and food services.....	155	188	142	1.5	1.7	1.3
Other services.....	83	44	47	1.5	.8	.9
Government.....	75	75	60	.3	.3	.3
Federal.....	4	5	6	.2	.2	.2
State and local.....	71	70	54	.4	.4	.3
REGION						
Northeast.....	367	282	247	1.4	1.1	1.0
South.....	434	542	404	.9	1.1	.8
Midwest.....	484	353	549	1.5	1.1	1.7
West.....	337	382	298	1.2	1.3	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.

^P = preliminary.

NOTE: See NOTE, table 1.

Table 10. Other separations levels¹ and rates² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2004	Oct. 2005	Nov. 2005 ^P	Nov. 2004	Oct. 2005	Nov. 2005 ^P
Total	262	266	254	.2	.2	.2
INDUSTRY						
Total private.....	225	235	226	.2	.2	.2
Natural resources and mining.....	5	1	2	.8	.2	.3
Construction.....	10	24	32	.1	.3	.4
Manufacturing.....	17	36	43	.1	.3	.3
Durable goods.....	11	29	35	.1	.3	.4
Nondurable goods.....	6	7	8	.1	.1	.2
Trade, transportation, and utilities.....	63	46	41	.2	.2	.2
Wholesale trade.....	4	5	9	.1	.1	.2
Retail trade.....	43	25	21	.3	.2	.1
Transportation, warehousing, and utilities.....	15	16	11	.3	.3	.2
Information.....	7	6	7	.2	.2	.2
Financial activities.....	10	9	11	.1	.1	.1
Finance and insurance.....	9	5	9	.2	.1	.1
Real estate and rental and leasing.....	1	4	2	(³)	.2	.1
Professional and business services.....	44	32	30	.3	.2	.2
Education and health services.....	21	32	21	.1	.2	.1
Educational services.....	1	3	2	(³)	.1	.1
Health care and social assistance.....	20	29	19	.1	.2	.1
Leisure and hospitality.....	38	23	21	.3	.2	.2
Arts, entertainment, and recreation.....	5	2	2	.3	.1	.1
Accommodations and food services.....	34	21	19	.3	.2	.2
Other services.....	10	26	18	.2	.5	.3
Government.....	37	30	29	.2	.1	.1
Federal.....	12	5	6	.4	.2	.2
State and local.....	26	26	22	.1	.1	.1
REGION						
Northeast.....	59	44	41	.2	.2	.2
South.....	86	74	68	.2	.2	.1
Midwest.....	64	68	73	.2	.2	.2
West.....	52	80	72	.2	.3	.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 Data round to zero.

^P = preliminary.

NOTE: See NOTE, table 1.