

For release 10:00 a.m. (EDT) Thursday, March 17, 2016

USDL-16-0519

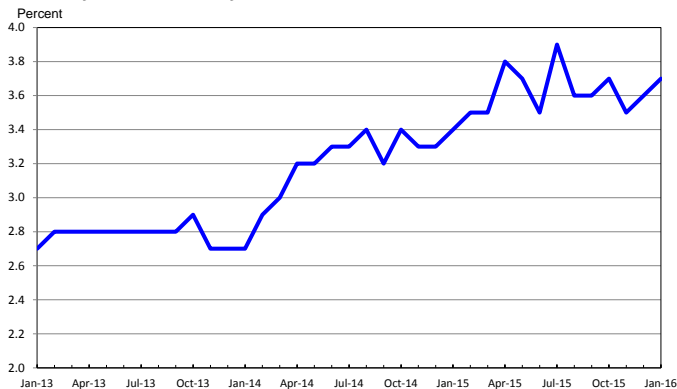
Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

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

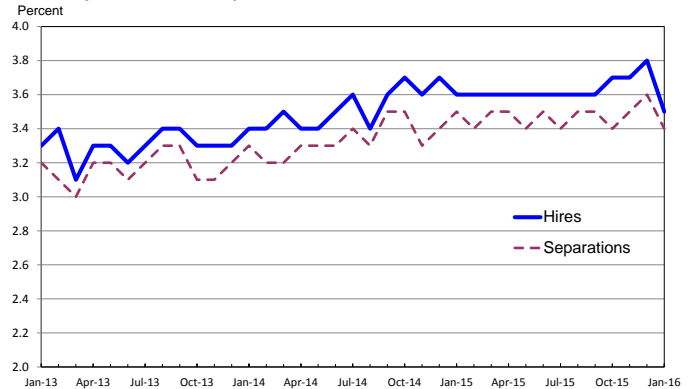
## JOB OPENINGS AND LABOR TURNOVER – JANUARY 2016

The number of job openings rose to 5.5 million on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Hires declined to 5.0 million while separations edged down to 4.9 million. Within separations, the quits rate was 2.0 percent, and the layoffs and discharges rate was 1.2 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions. The release also includes 2015 annual estimates for hires and separations. The annual number of hires and quits increased in 2015, while the annual number of layoffs and discharges edged up, and the annual number of other separations was essentially unchanged.

**Chart 1. Job openings rate, seasonally adjusted, January 2013 - January 2016**



**Chart 2. Hires and total separations rates, seasonally adjusted, January 2013 - January 2016**



### Job Openings

**Job openings** remain at historically high levels, rising to 5.5 million (+260,000) in January. The job openings rate was 3.7 percent. The number of job openings increased in January for total private (+289,000) and was little changed for government. Job openings increased in wholesale trade (+74,000) and construction (+61,000) but decreased in educational services (-40,000) and state and local

#### Revisions to the JOLTS Data

Job openings, hires, and separations data have been revised from December 2000 forward to incorporate annual updates to the Current Employment Statistics employment estimates and the Job Openings and Labor Turnover Survey (JOLTS) seasonal adjustment factors. In addition, all data series are now available on a seasonally adjusted basis. See the revision section at the end of this release for more information.

government education (-16,000). In the regions, job openings increased in the Midwest over the month. (See table 1.)

## Hires

The number of **hires** decreased to 5.0 million (-372,000) in January. The hires rate was 3.5 percent. The number of hires decreased for total private (-333,000) and government (-38,000) in January. The decline in hires was widespread across industries. There was a decline in hires in health care and social assistance (-49,000), educational services (-42,000), transportation, warehousing, and utilities (-34,000), and state and local government (-32,000). Hires also edged down in professional and business services (-101,000), accommodation and food services (-67,000), state and local government, excluding education (-16,000), and federal government (-6,000). In the regions, hires decreased in the South. (See table 2.)

## Separations

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

There were 4.9 million **total separations** in January, edging down (-225,000) from December. The total separations rate in January was 3.4 percent. The number of total separations edged down for total private (-199,000) and government (-26,000). Total separations rose in information (+19,000) but fell in accommodation and food services (-122,000) and in state and local government, excluding education (-19,000). In the regions, the number of total separations fell in the South. (See table 3.)

The number of **quits** fell to 2.8 million (-284,000) in January. The quits rate was 2.0 percent. The number of quits fell for total private (-286,000) and was little changed for government over the month. Quits fell in construction (-56,000), transportation, warehousing, and utilities (-34,000), professional and business services (-80,000), and health care and social assistance (-49,000). Quits decreased in 3 out of the 4 regions over the month: Northeast, South, and West. (See table 4.)

There were 1.7 million **layoffs and discharges** in January, little changed from December. The layoffs and discharges rate was 1.2 percent. The number of layoffs and discharges was little changed over the month for total private and edged down for government (-21,000). Seasonally adjusted estimates of layoffs and discharges are now available for individual industries, although for industries where no seasonal pattern was detected, the seasonally adjusted estimates are identical to the not seasonally adjusted estimates. In January, layoffs and discharges rose in transportation, warehousing, and utilities (+31,000) and federal government (+8,000) but fell in accommodation and food services (-72,000) and state and local government education (-16,000). The number of layoffs and discharges was little changed over the month in the regions. (See table 5.)

In January, **other separations** rose to 437,000 (+69,000). Over the month, the number of other separations rose for total private to 378,000 (+75,000) and was little changed for government at 58,000. Seasonally adjusted estimates of other separations are now available for individual industries and regions, although for industries and regions where no seasonal pattern was detected, the seasonally adjusted estimates are identical to the not seasonally adjusted estimates. In January, the number of other

separations increased in health care and social assistance (+22,000), transportation, warehousing, and utilities (+19,000), real estate and rental and leasing (+9,000), and information (+8,000), and edged up in finance and insurance (+12,000). The number of other separations decreased in federal government (-4,000). In the regions, the number of other separations rose in the South and West. (See table 6.)

### **Net Change in Employment**

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in January 2016, hires totaled 61.7 million and separations totaled 59.0 million, yielding a **net employment** gain of 2.7 million. These totals include workers who may have been hired and separated more than once during the year.

### **Annual Levels and Rates**

This release contains the 2015 annual levels and rates for hires, total separations, quits, layoffs and discharges, and other separations. Note that annual figures for job openings are not calculated because job openings are measured on a stock, or point-in-time, basis rather than on a flow basis over a specified time period. The annual figures and additional tables are published with the release of January data each year. (See the Technical Note for additional information on these measures.)

Calculating annual levels and rates allows additional comparisons across years. In 2015, annual levels for hires and quits rose for the sixth consecutive year. Hires reached 61.7 million (43.5 percent of employment) and quits reached 33.4 million (23.6 percent of employment). The layoffs and discharges annual level edged up in 2015 for the second year, reaching 20.9 million (14.8 percent of employment). The annual level for other separations was essentially flat in 2015 at 4.6 million (3.2 percent of employment) after rising the past three years. The annual level for total separations (the sum of quits, layoffs and discharges, and other separations) rose for the fifth consecutive year, reaching 58.9 million (41.5 percent of employment) in 2015. (See tables 13 through 22.)

---

**The Job Openings and Labor Turnover Survey results for February 2016 are scheduled to be released on Tuesday, April 5, 2016 at 10:00 a.m. (EDT).**

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

Category	Job openings			Hires			Total separations		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>P</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>P</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	4,972	5,281	5,541	5,052	5,401	5,029	4,883	5,128	4,903
Total private.....	4,456	4,786	5,075	4,723	5,042	4,709	4,561	4,774	4,575
Mining and logging <sup>1</sup> .....	17	14	17	30	33	29	45	45	44
Construction <sup>1</sup> .....	137	124	185	369	322	295	316	283	267
Manufacturing.....	306	317	336	255	274	277	249	263	258
Durable goods <sup>1</sup> .....	190	174	183	152	163	168	146	162	153
Nondurable goods <sup>1</sup> .....	116	143	153	103	112	110	102	101	106
Trade, transportation, and utilities.....	845	822	967	1,089	1,087	1,038	1,091	1,074	1,057
Wholesale trade <sup>1</sup> .....	166	137	211	131	128	134	142	133	138
Retail trade.....	469	538	586	770	760	739	764	762	725
Transportation, warehousing, and utilities <sup>1</sup> .....	210	147	170	188	199	165	185	178	194
Information <sup>1</sup> .....	121	101	100	79	72	83	74	61	80
Financial activities.....	302	390	360	206	217	224	190	203	204
Finance and insurance.....	239	319	291	133	142	159	118	142	144
Real estate and rental and leasing <sup>1</sup> .....	64	71	69	73	75	65	72	62	60
Professional and business services.....	890	1,034	1,089	1,006	1,175	1,074	999	1,095	1,044
Education and health services.....	903	1,075	1,076	582	641	550	540	578	552
Educational services <sup>1</sup> .....	95	93	53	61	84	42	71	74	82
Health care and social assistance.....	808	982	1,023	521	557	508	469	504	470
Leisure and hospitality.....	756	710	744	907	1,024	959	868	1,003	891
Arts, entertainment, and recreation.....	67	62	68	149	151	153	152	141	152
Accommodation and food services.....	689	648	676	758	873	806	716	862	740
Other services <sup>1</sup> .....	179	199	201	200	198	180	190	168	176
Government.....	516	495	466	329	359	321	321	354	328
Federal <sup>1</sup> .....	68	80	83	39	45	39	40	40	44
State and local.....	447	415	383	290	314	282	281	314	284
State and local education.....	157	171	155	138	165	148	123	161	150
State and local, excluding education <sup>1</sup> .....	290	245	228	152	149	133	158	153	134
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	3.4	3.6	3.7	3.6	3.8	3.5	3.5	3.6	3.4
Total private.....	3.6	3.8	4.0	4.0	4.2	3.9	3.8	3.9	3.8
Mining and logging <sup>1</sup> .....	1.8	1.8	2.2	3.3	4.3	3.8	5.1	5.9	5.9
Construction <sup>1</sup> .....	2.1	1.8	2.7	5.8	4.9	4.5	5.0	4.3	4.0
Manufacturing.....	2.4	2.5	2.6	2.1	2.2	2.2	2.0	2.1	2.1
Durable goods <sup>1</sup> .....	2.4	2.2	2.3	2.0	2.1	2.2	1.9	2.1	2.0
Nondurable goods <sup>1</sup> .....	2.5	3.0	3.2	2.3	2.4	2.4	2.3	2.2	2.3
Trade, transportation, and utilities.....	3.1	2.9	3.4	4.1	4.0	3.8	4.1	4.0	3.9
Wholesale trade <sup>1</sup> .....	2.8	2.3	3.4	2.2	2.2	2.3	2.4	2.3	2.3
Retail trade.....	2.9	3.3	3.6	5.0	4.8	4.7	4.9	4.8	4.6
Transportation, warehousing, and utilities <sup>1</sup> .....	3.8	2.6	3.0	3.5	3.7	3.0	3.5	3.3	3.6
Information <sup>1</sup> .....	4.2	3.5	3.5	2.9	2.6	3.0	2.7	2.2	2.9
Financial activities.....	3.6	4.5	4.2	2.6	2.6	2.7	2.4	2.5	2.5
Finance and insurance.....	3.8	5.0	4.5	2.2	2.3	2.6	2.0	2.3	2.4
Real estate and rental and leasing <sup>1</sup> .....	3.0	3.3	3.2	3.5	3.6	3.1	3.5	2.9	2.9
Professional and business services.....	4.4	4.9	5.2	5.2	5.9	5.4	5.2	5.5	5.2
Education and health services.....	4.0	4.6	4.6	2.7	2.9	2.5	2.5	2.6	2.5
Educational services <sup>1</sup> .....	2.7	2.6	1.5	1.8	2.4	1.2	2.1	2.1	2.4
Health care and social assistance.....	4.2	4.9	5.1	2.8	2.9	2.7	2.6	2.7	2.5
Leisure and hospitality.....	4.8	4.4	4.6	6.1	6.7	6.2	5.8	6.5	5.8
Arts, entertainment, and recreation.....	3.1	2.7	3.0	7.0	6.9	7.0	7.1	6.5	6.9
Accommodation and food services.....	5.1	4.7	4.9	5.9	6.6	6.1	5.6	6.6	5.6
Other services <sup>1</sup> .....	3.1	3.4	3.4	3.6	3.5	3.2	3.4	3.0	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		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Government.....	2.3	2.2	2.1	1.5	1.6	1.5	1.5	1.6	1.5
Federal <sup>1</sup> .....	2.4	2.8	2.9	1.4	1.6	1.4	1.5	1.4	1.6
State and local.....	2.3	2.1	1.9	1.5	1.6	1.5	1.5	1.6	1.5
State and local education.....	1.5	1.6	1.5	1.4	1.6	1.4	1.2	1.6	1.5
State and local, excluding education <sup>1</sup> ....	3.1	2.6	2.5	1.7	1.6	1.5	1.8	1.7	1.5

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

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

## Revisions to Job Openings and Labor Turnover Data

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES), or establishment survey, employment estimates. The JOLTS employment levels (not published) are ratio adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. In most years, this annual benchmark process would result in the revision of 21 months of not seasonally adjusted data. However, this year the Current Employment Statistics program received corrected employment data for January 2000 through March 2015 for some establishments that provide in-home support services for the elderly and people with disabilities. (For more information on this year's CES benchmark and the reclassification of jobs, see [www.bls.gov/web/empsit/cesbmart.htm](http://www.bls.gov/web/empsit/cesbmart.htm).) These updated data required a retabulation of the JOLTS series for that time period. Additionally, new seasonal factors have been developed based on the full revised JOLTS series and have been applied to the data from December 2000 forward.

Beginning with this release, JOLTS is adding two new subseries for state and local government: state and local education, and state and local, excluding education. Also, JOLTS now has seasonally adjusted data for all JOLTS series. Previously, not all industries were available on a seasonally adjusted basis; industry data for layoffs and discharges were not available; and industry and region data for other separations were not available.

Tables B through G below present revised total nonfarm data for January through December 2015. The December 2015 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for December 2000 through 2014 will be available later today on the JOLTS website. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables and data can be accessed through the JOLTS homepage at [www.bls.gov/jlt/](http://www.bls.gov/jlt/).

**Table B. Revisions in job openings data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2015</b>						
January.....	4,965	4,972	7	3.4	3.4	0.0
February.....	5,144	5,131	-13	3.5	3.5	.0
March.....	5,109	5,180	71	3.5	3.5	.0
April.....	5,334	5,580	246	3.6	3.8	.2
May.....	5,357	5,386	29	3.6	3.7	.1
June.....	5,323	5,168	-155	3.6	3.5	-.1
July.....	5,668	5,788	120	3.8	3.9	.1
August.....	5,377	5,308	-69	3.6	3.6	.0
September.....	5,534	5,360	-174	3.7	3.6	-.1
October.....	5,349	5,422	73	3.6	3.7	.1
November.....	5,346	5,198	-148	3.6	3.5	-.1
December.....	5,607	5,281	-326	3.8	3.6	-.2

**Table C. Revisions in hires data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2015</b>						
January.....	4,994	5,052	58	3.5	3.6	0.1
February.....	5,011	5,091	80	3.6	3.6	.0
March.....	5,088	5,110	22	3.6	3.6	.0
April.....	5,034	5,071	37	3.6	3.6	.0
May.....	5,060	5,111	51	3.6	3.6	.0
June.....	5,182	5,147	-35	3.7	3.6	-.1
July.....	5,065	5,084	19	3.6	3.6	.0
August.....	5,081	5,060	-21	3.6	3.6	.0
September.....	5,080	5,131	51	3.6	3.6	.0
October.....	5,168	5,212	44	3.6	3.7	.1
November.....	5,256	5,253	-3	3.7	3.7	.0
December.....	5,361	5,401	40	3.7	3.8	.1

**Table D. Revisions in total separations data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2015</b>						
January.....	4,834	4,883	49	3.4	3.5	0.1
February.....	4,793	4,740	-53	3.4	3.4	.0
March.....	5,065	4,985	-80	3.6	3.5	-.1
April.....	4,895	4,887	-8	3.5	3.5	.0
May.....	4,799	4,869	70	3.4	3.4	.0
June.....	4,906	4,937	31	3.5	3.5	.0
July.....	4,796	4,794	-2	3.4	3.4	.0
August.....	4,886	4,951	65	3.4	3.5	.1
September.....	4,886	4,956	70	3.4	3.5	.1
October.....	4,901	4,912	11	3.4	3.4	.0
November.....	4,962	4,958	-4	3.5	3.5	.0
December.....	5,072	5,128	56	3.5	3.6	.1

**Table E. Revisions in quits data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2015</b>						
January.....	2,779	2,770	-9	2.0	2.0	0.0
February.....	2,720	2,703	-17	1.9	1.9	.0
March.....	2,769	2,722	-47	2.0	1.9	-.1
April.....	2,709	2,681	-28	1.9	1.9	.0
May.....	2,730	2,758	28	1.9	1.9	.0
June.....	2,738	2,746	8	1.9	1.9	.0
July.....	2,737	2,724	-13	1.9	1.9	.0
August.....	2,771	2,855	84	1.9	2.0	.1
September.....	2,727	2,748	21	1.9	1.9	.0
October.....	2,784	2,797	13	2.0	2.0	.0
November.....	2,859	2,862	3	2.0	2.0	.0
December.....	3,055	3,088	33	2.1	2.2	.1

**Table F. Revisions in layoffs and discharges data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2015</b>						
January.....	1,722	1,756	34	1.2	1.2	0.0
February.....	1,688	1,683	-5	1.2	1.2	.0
March.....	1,894	1,907	13	1.3	1.4	.1
April.....	1,784	1,798	14	1.3	1.3	.0
May.....	1,660	1,702	42	1.2	1.2	.0
June.....	1,779	1,783	4	1.3	1.3	.0
July.....	1,646	1,664	18	1.2	1.2	.0
August.....	1,725	1,693	-32	1.2	1.2	.0
September.....	1,786	1,842	56	1.3	1.3	.0
October.....	1,703	1,721	18	1.2	1.2	.0
November.....	1,686	1,718	32	1.2	1.2	.0
December.....	1,607	1,672	65	1.1	1.2	.1



**Table G. Revisions in other separations data, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2015</b>						
January.....	333	357	24	0.2	0.3	0.1
February.....	385	354	-31	0.3	0.3	.0
March.....	403	356	-47	0.3	0.3	.0
April.....	402	407	5	0.3	0.3	.0
May.....	409	410	1	0.3	0.3	.0
June.....	389	407	18	0.3	0.3	.0
July.....	413	405	-8	0.3	0.3	.0
August.....	389	403	14	0.3	0.3	.0
September.....	373	365	-8	0.3	0.3	.0
October.....	414	394	-20	0.3	0.3	.0
November.....	417	378	-39	0.3	0.3	.0
December.....	411	368	-43	0.3	0.3	.0

# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The Bureau of Labor Statistics (BLS) collects and compiles JOLTS data monthly from a sample of nonfarm establishments. A more detailed discussion of JOLTS concepts and methodology is available online at [www.bls.gov/opub/hom/pdf/homch18.pdf](http://www.bls.gov/opub/hom/pdf/homch18.pdf).

## Coverage and collection

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

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 2012 version of the North American Industry Classification System (NAICS).

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

**Job openings.** Job openings information is collected for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days whether or not the employer found a suitable candidate, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing

companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

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

**Separations.** The separations level is the total number of employment terminations occurring at any time during the reference month, and is reported by type of separation—quits, layoffs and discharges, and other separations. (Some respondents are only able to report total separations.) The quits count includes voluntary separations by employees (except for retirements, which are reported as other separations). The layoffs and discharges count is comprised of involuntary separations initiated by the employer and includes layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. The other separations count includes retirements, transfers to other locations, deaths, and separations due to disability. The separations count does not include transfers within the same location or employees on strike. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

**Annual estimates.** Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month.

### **Sample and estimation methodology**

The JOLTS survey design is a stratified random sample of 16,000 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.1 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

JOLTS total employment estimates are benchmarked, or ratio adjusted, monthly to the strike-adjusted employment estimates of the CES survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements.

### **JOLTS business birth/death model**

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from these units during their early existence. To compensate for the inability to capture data from these establishments, BLS has developed a birth/death model that uses birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

### **Seasonal adjustment**

BLS uses X-13 ARIMA to seasonally adjust several JOLTS series utilizing moving averages as seasonal filters. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

### **Alignment procedure**

The JOLTS measures for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and non-

sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method.

This method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment change and the CES net employment change is calculated. Next, the JOLTS implied employment change is adjusted to equal the CES net employment change through a proportional adjustment. This procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. When a sample is surveyed rather than the entire population, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Sampling error estimates are available at [www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://www.bls.gov/jlt/jolts_median_standard_errors.htm).

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

### **Other information**

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	4,972	5,360	5,422	5,198	5,281	5,541	3.4	3.6	3.7	3.5	3.6	3.7
<b>INDUSTRY</b>												
Total private.....	4,456	4,880	4,938	4,725	4,786	5,075	3.6	3.9	3.9	3.8	3.8	4.0
Mining and logging <sup>3</sup> .....	17	17	19	15	14	17	1.8	2.1	2.3	1.9	1.8	2.2
Construction <sup>3</sup> .....	137	104	129	101	124	185	2.1	1.6	1.9	1.5	1.8	2.7
Manufacturing.....	306	312	311	238	317	336	2.4	2.5	2.5	1.9	2.5	2.6
Durable goods <sup>3</sup> .....	190	191	181	138	174	183	2.4	2.4	2.3	1.8	2.2	2.3
Nondurable goods <sup>3</sup> .....	116	120	130	100	143	153	2.5	2.6	2.8	2.1	3.0	3.2
Trade, transportation, and utilities.....	845	954	931	861	822	967	3.1	3.4	3.3	3.1	2.9	3.4
Wholesale trade <sup>3</sup> .....	166	163	183	128	137	211	2.8	2.7	3.0	2.1	2.3	3.4
Retail trade.....	469	623	563	527	538	586	2.9	3.8	3.5	3.2	3.3	3.6
Transportation, warehousing, and utilities <sup>3</sup> .....	210	169	185	205	147	170	3.8	3.0	3.3	3.6	2.6	3.0
Information <sup>3</sup> .....	121	110	114	68	101	100	4.2	3.8	4.0	2.4	3.5	3.5
Financial activities.....	302	313	308	356	390	360	3.6	3.7	3.6	4.2	4.5	4.2
Finance and insurance.....	239	269	242	312	319	291	3.8	4.2	3.8	4.9	5.0	4.5
Real estate and rental and leasing <sup>3</sup> ...	64	44	67	44	71	69	3.0	2.1	3.1	2.0	3.3	3.2
Professional and business services....	890	1,111	1,149	1,126	1,034	1,089	4.4	5.3	5.5	5.4	4.9	5.2
Education and health services.....	903	1,080	1,050	1,113	1,075	1,076	4.0	4.6	4.5	4.7	4.6	4.6
Educational services <sup>3</sup> .....	95	92	107	89	93	53	2.7	2.6	3.0	2.5	2.6	1.5
Health care and social assistance....	808	989	942	1,023	982	1,023	4.2	5.0	4.8	5.2	4.9	5.1
Leisure and hospitality.....	756	706	737	732	710	744	4.8	4.4	4.6	4.6	4.4	4.6
Arts, entertainment, and recreation. ..	67	50	62	64	62	68	3.1	2.3	2.7	2.8	2.7	3.0
Accommodation and food services. ..	689	656	676	668	648	676	5.1	4.8	4.9	4.8	4.7	4.9
Other services <sup>3</sup> .....	179	173	190	116	199	201	3.1	3.0	3.3	2.0	3.4	3.4
Government.....	516	480	484	473	495	466	2.3	2.1	2.1	2.1	2.2	2.1
Federal <sup>3</sup> .....	68	55	61	72	80	83	2.4	2.0	2.2	2.5	2.8	2.9
State and local.....	447	424	423	401	415	383	2.3	2.2	2.1	2.0	2.1	1.9
State and local education.....	157	150	153	160	171	155	1.5	1.4	1.5	1.5	1.6	1.5
State and local, excluding education <sup>3</sup> .....	290	274	270	241	245	228	3.1	2.9	2.9	2.6	2.6	2.5
<b>REGION<sup>4</sup></b>												
Northeast.....	825	896	907	897	887	897	3.1	3.3	3.3	3.3	3.2	3.3
South.....	1,856	2,015	2,057	2,071	1,981	2,075	3.5	3.7	3.8	3.8	3.7	3.8
Midwest.....	1,131	1,218	1,293	1,121	1,100	1,268	3.5	3.7	3.9	3.4	3.3	3.8
West.....	1,160	1,232	1,166	1,109	1,313	1,301	3.5	3.7	3.5	3.3	3.9	3.8

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

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	5,052	5,131	5,212	5,253	5,401	5,029	3.6	3.6	3.7	3.7	3.8	3.5
<b>INDUSTRY</b>												
Total private.....	4,723	4,806	4,856	4,904	5,042	4,709	4.0	4.0	4.0	4.1	4.2	3.9
Mining and logging.....	30	25	32	21	33	29	3.3	3.2	4.0	2.8	4.3	3.8
Construction.....	369	324	314	340	322	295	5.8	5.0	4.8	5.2	4.9	4.5
Manufacturing.....	255	279	264	278	274	277	2.1	2.3	2.1	2.3	2.2	2.2
Durable goods.....	152	175	144	153	163	168	2.0	2.3	1.9	2.0	2.1	2.2
Nondurable goods.....	103	104	120	126	112	110	2.3	2.3	2.6	2.7	2.4	2.4
Trade, transportation, and utilities.....	1,089	1,060	1,057	1,085	1,087	1,038	4.1	3.9	3.9	4.0	4.0	3.8
Wholesale trade.....	131	133	128	134	128	134	2.2	2.3	2.2	2.3	2.2	2.3
Retail trade.....	770	744	748	766	760	739	5.0	4.7	4.8	4.9	4.8	4.7
Transportation, warehousing, and utilities.....	188	183	181	186	199	165	3.5	3.4	3.3	3.4	3.7	3.0
Information.....	79	83	87	71	72	83	2.9	3.0	3.1	2.6	2.6	3.0
Financial activities.....	206	188	205	208	217	224	2.6	2.3	2.5	2.5	2.6	2.7
Finance and insurance.....	133	117	136	137	142	159	2.2	1.9	2.2	2.3	2.3	2.6
Real estate and rental and leasing. . .	73	71	70	71	75	65	3.5	3.4	3.3	3.4	3.6	3.1
Professional and business services. . . .	1,006	1,058	1,058	1,056	1,175	1,074	5.2	5.3	5.3	5.3	5.9	5.4
Education and health services.....	582	610	644	661	641	550	2.7	2.7	2.9	3.0	2.9	2.5
Educational services.....	61	80	87	102	84	42	1.8	2.3	2.5	2.9	2.4	1.2
Health care and social assistance. . .	521	529	558	559	557	508	2.8	2.8	3.0	3.0	2.9	2.7
Leisure and hospitality.....	907	961	991	992	1,024	959	6.1	6.3	6.5	6.5	6.7	6.2
Arts, entertainment, and recreation. . .	149	141	171	131	151	153	7.0	6.5	7.8	5.9	6.9	7.0
Accommodation and food services. . .	758	820	820	861	873	806	5.9	6.3	6.3	6.6	6.6	6.1
Other services.....	200	217	204	190	198	180	3.6	3.9	3.6	3.4	3.5	3.2
Government.....	329	325	356	349	359	321	1.5	1.5	1.6	1.6	1.6	1.5
Federal.....	39	33	40	45	45	39	1.4	1.2	1.5	1.6	1.6	1.4
State and local.....	290	292	316	304	314	282	1.5	1.5	1.6	1.6	1.6	1.5
State and local education.....	138	139	152	157	165	148	1.4	1.4	1.5	1.5	1.6	1.4
State and local, excluding education.....	152	153	165	148	149	133	1.7	1.7	1.8	1.6	1.6	1.5
<b>REGION<sup>3</sup></b>												
Northeast.....	735	814	846	851	827	794	2.8	3.1	3.2	3.2	3.1	3.0
South.....	2,033	2,033	1,954	1,985	2,109	1,833	4.0	3.9	3.8	3.8	4.0	3.5
Midwest.....	1,165	1,122	1,192	1,197	1,249	1,242	3.7	3.5	3.7	3.7	3.9	3.9
West.....	1,119	1,162	1,220	1,219	1,216	1,161	3.5	3.6	3.8	3.8	3.7	3.6

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

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

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

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	4,883	4,956	4,912	4,958	5,128	4,903	3.5	3.5	3.4	3.5	3.6	3.4
<b>INDUSTRY</b>												
Total private.....	4,561	4,633	4,544	4,616	4,774	4,575	3.8	3.9	3.8	3.8	3.9	3.8
Mining and logging.....	45	34	34	35	45	44	5.1	4.3	4.3	4.6	5.9	5.9
Construction.....	316	316	275	292	283	267	5.0	4.9	4.2	4.5	4.3	4.0
Manufacturing.....	249	272	271	267	263	258	2.0	2.2	2.2	2.2	2.1	2.1
Durable goods.....	146	168	150	154	162	153	1.9	2.2	1.9	2.0	2.1	2.0
Nondurable goods.....	102	103	120	113	101	106	2.3	2.3	2.6	2.5	2.2	2.3
Trade, transportation, and utilities.....	1,091	1,022	1,003	1,040	1,074	1,057	4.1	3.8	3.7	3.8	4.0	3.9
Wholesale trade.....	142	124	121	127	133	138	2.4	2.1	2.1	2.2	2.3	2.3
Retail trade.....	764	718	706	744	762	725	4.9	4.6	4.5	4.7	4.8	4.6
Transportation, warehousing, and utilities.....	185	180	176	169	178	194	3.5	3.3	3.2	3.1	3.3	3.6
Information.....	74	81	81	79	61	80	2.7	2.9	2.9	2.9	2.2	2.9
Financial activities.....	190	186	192	190	203	204	2.4	2.3	2.4	2.3	2.5	2.5
Finance and insurance.....	118	114	123	136	142	144	2.0	1.9	2.0	2.2	2.3	2.4
Real estate and rental and leasing. . .	72	73	69	54	62	60	3.5	3.5	3.3	2.6	2.9	2.9
Professional and business services. . . .	999	1,012	1,002	1,020	1,095	1,044	5.2	5.1	5.0	5.1	5.5	5.2
Education and health services.....	540	542	558	600	578	552	2.5	2.4	2.5	2.7	2.6	2.5
Educational services.....	71	66	80	97	74	82	2.1	1.9	2.3	2.8	2.1	2.4
Health care and social assistance. . . .	469	476	479	503	504	470	2.6	2.5	2.5	2.7	2.7	2.5
Leisure and hospitality.....	868	938	935	939	1,003	891	5.8	6.2	6.1	6.1	6.5	5.8
Arts, entertainment, and recreation. . .	152	139	168	130	141	152	7.1	6.4	7.7	5.9	6.5	6.9
Accommodation and food services. . .	716	799	767	809	862	740	5.6	6.1	5.9	6.2	6.6	5.6
Other services.....	190	231	191	154	168	176	3.4	4.1	3.4	2.7	3.0	3.1
Government.....	321	323	369	342	354	328	1.5	1.5	1.7	1.6	1.6	1.5
Federal.....	40	35	44	42	40	44	1.5	1.3	1.6	1.5	1.4	1.6
State and local.....	281	288	325	300	314	284	1.5	1.5	1.7	1.6	1.6	1.5
State and local education.....	123	151	166	160	161	150	1.2	1.5	1.6	1.6	1.6	1.5
State and local, excluding education.....	158	137	160	140	153	134	1.8	1.5	1.8	1.6	1.7	1.5
<b>REGION<sup>3</sup></b>												
Northeast.....	782	785	733	797	855	796	3.0	3.0	2.8	3.0	3.2	3.0
South.....	1,968	1,967	1,972	1,952	2,011	1,863	3.8	3.8	3.8	3.8	3.9	3.6
Midwest.....	1,048	1,061	1,091	1,112	1,105	1,091	3.3	3.3	3.4	3.5	3.5	3.4
West.....	1,085	1,143	1,117	1,098	1,156	1,154	3.4	3.5	3.4	3.4	3.6	3.5

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

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

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	2,770	2,748	2,797	2,862	3,088	2,804	2.0	1.9	2.0	2.0	2.2	2.0
<b>INDUSTRY</b>												
Total private.....	2,627	2,601	2,631	2,705	2,922	2,636	2.2	2.2	2.2	2.2	2.4	2.2
Mining and logging.....	12	15	14	18	16	18	1.4	2.0	1.8	2.4	2.1	2.3
Construction.....	115	133	87	129	137	81	1.8	2.1	1.3	2.0	2.1	1.2
Manufacturing.....	137	144	147	145	133	142	1.1	1.2	1.2	1.2	1.1	1.1
Durable goods.....	84	88	74	74	80	80	1.1	1.1	1.0	1.0	1.0	1.0
Nondurable goods.....	53	57	73	71	54	62	1.2	1.2	1.6	1.6	1.2	1.3
Trade, transportation, and utilities.....	614	620	646	627	719	644	2.3	2.3	2.4	2.3	2.7	2.4
Wholesale trade.....	77	83	68	72	81	85	1.3	1.4	1.2	1.2	1.4	1.4
Retail trade.....	452	446	470	471	518	473	2.9	2.8	3.0	3.0	3.3	3.0
Transportation, warehousing, and utilities.....	85	90	108	85	120	86	1.6	1.7	2.0	1.6	2.2	1.6
Information.....	37	43	43	42	35	41	1.4	1.6	1.6	1.5	1.3	1.5
Financial activities.....	113	97	114	86	122	108	1.4	1.2	1.4	1.0	1.5	1.3
Finance and insurance.....	77	61	69	62	87	78	1.3	1.0	1.1	1.0	1.4	1.3
Real estate and rental and leasing <sup>3</sup> ...	36	36	45	24	36	30	1.7	1.7	2.1	1.1	1.7	1.4
Professional and business services....	560	486	531	522	614	534	2.9	2.5	2.7	2.6	3.1	2.7
Education and health services.....	363	342	364	408	385	336	1.7	1.5	1.6	1.8	1.7	1.5
Educational services.....	34	35	38	55	49	49	1.0	1.0	1.1	1.6	1.4	1.4
Health care and social assistance....	329	308	326	353	336	287	1.8	1.6	1.7	1.9	1.8	1.5
Leisure and hospitality.....	573	608	588	636	671	621	3.8	4.0	3.9	4.2	4.4	4.0
Arts, entertainment, and recreation. .	55	55	56	53	60	65	2.6	2.5	2.5	2.4	2.7	3.0
Accommodation and food services. . .	518	552	532	583	611	556	4.0	4.2	4.1	4.4	4.6	4.2
Other services <sup>3</sup> .....	101	114	97	91	89	110	1.8	2.0	1.7	1.6	1.6	2.0
Government.....	143	147	166	157	166	168	0.7	0.7	0.8	0.7	0.8	0.8
Federal.....	13	12	14	14	13	13	0.5	0.5	0.5	0.5	0.5	0.5
State and local.....	130	134	152	143	153	155	0.7	0.7	0.8	0.7	0.8	0.8
State and local education.....	61	72	77	72	75	81	0.6	0.7	0.8	0.7	0.7	0.8
State and local, excluding education.....	69	62	75	71	78	74	0.8	0.7	0.8	0.8	0.9	0.8
<b>REGION<sup>4</sup></b>												
Northeast.....	389	393	382	400	445	396	1.5	1.5	1.4	1.5	1.7	1.5
South.....	1,147	1,126	1,126	1,137	1,286	1,134	2.2	2.2	2.2	2.2	2.5	2.2
Midwest.....	610	621	648	687	656	652	1.9	2.0	2.0	2.1	2.0	2.0
West.....	624	608	641	638	701	622	2.0	1.9	2.0	2.0	2.2	1.9

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

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	1,756	1,842	1,721	1,718	1,672	1,663	1.2	1.3	1.2	1.2	1.2	1.2
<b>INDUSTRY</b>												
Total private.....	1,646	1,737	1,593	1,599	1,549	1,561	1.4	1.4	1.3	1.3	1.3	1.3
Mining and logging <sup>3</sup> .....	30	15	18	12	26	24	3.4	1.9	2.2	1.6	3.4	3.2
Construction.....	197	175	177	157	138	173	3.1	2.7	2.7	2.4	2.1	2.6
Manufacturing.....	90	108	102	101	104	94	0.7	0.9	0.8	0.8	0.8	0.8
Durable goods.....	50	67	61	64	65	59	0.6	0.9	0.8	0.8	0.8	0.8
Nondurable goods.....	40	41	41	37	39	35	0.9	0.9	0.9	0.8	0.9	0.8
Trade, transportation, and utilities.....	375	301	273	302	266	305	1.4	1.1	1.0	1.1	1.0	1.1
Wholesale trade <sup>3</sup> .....	61	25	46	45	39	46	1.0	0.4	0.8	0.8	0.7	0.8
Retail trade.....	228	204	176	189	177	178	1.5	1.3	1.1	1.2	1.1	1.1
Transportation, warehousing, and utilities.....	86	72	51	69	50	81	1.6	1.3	0.9	1.3	0.9	1.5
Information.....	27	26	29	31	19	24	1.0	0.9	1.0	1.1	0.7	0.9
Financial activities.....	54	73	46	58	62	56	0.7	0.9	0.6	0.7	0.8	0.7
Finance and insurance.....	26	40	27	32	38	37	0.4	0.7	0.5	0.5	0.6	0.6
Real estate and rental and leasing. . .	28	33	19	26	24	19	1.4	1.6	0.9	1.2	1.1	0.9
Professional and business services. . . .	402	471	409	441	414	446	2.1	2.4	2.1	2.2	2.1	2.2
Education and health services.....	133	152	146	156	149	150	0.6	0.7	0.7	0.7	0.7	0.7
Educational services.....	31	25	37	37	22	29	0.9	0.7	1.1	1.1	0.6	0.8
Health care and social assistance. . . .	103	128	109	119	127	121	0.6	0.7	0.6	0.6	0.7	0.6
Leisure and hospitality.....	262	303	314	280	298	231	1.8	2.0	2.1	1.8	1.9	1.5
Arts, entertainment, and recreation. . .	91	80	109	72	80	84	4.3	3.6	5.0	3.3	3.6	3.8
Accommodation and food services. . .	171	224	205	208	219	147	1.3	1.7	1.6	1.6	1.7	1.1
Other services.....	76	112	79	59	72	59	1.4	2.0	1.4	1.0	1.3	1.0
Government.....	110	106	129	119	123	102	0.5	0.5	0.6	0.5	0.6	0.5
Federal.....	17	8	11	11	10	18	0.6	0.3	0.4	0.4	0.4	0.6
State and local.....	93	98	118	108	113	84	0.5	0.5	0.6	0.6	0.6	0.4
State and local education.....	38	50	61	62	61	45	0.4	0.5	0.6	0.6	0.6	0.4
State and local, excluding education.....	55	48	57	46	52	39	0.6	0.5	0.6	0.5	0.6	0.4
<b>REGION<sup>4</sup></b>												
Northeast.....	322	323	285	329	324	328	1.2	1.2	1.1	1.2	1.2	1.2
South.....	668	689	669	647	601	567	1.3	1.3	1.3	1.2	1.2	1.1
Midwest.....	385	379	364	348	374	360	1.2	1.2	1.1	1.1	1.2	1.1
West.....	380	451	404	393	372	408	1.2	1.4	1.2	1.2	1.1	1.3

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

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.



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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	357	365	394	378	368	437	0.3	0.3	0.3	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private.....	288	295	320	311	303	378	0.2	0.2	0.3	0.3	0.3	0.3
Mining and logging.....	2	3	2	5	3	2	0.3	0.4	0.3	0.6	0.3	0.3
Construction <sup>3</sup> .....	3	8	11	6	8	13	0.1	0.1	0.2	0.1	0.1	0.2
Manufacturing.....	22	19	22	20	26	23	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	13	13	15	15	17	14	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods <sup>3</sup> .....	9	6	7	5	8	9	0.2	0.1	0.2	0.1	0.2	0.2
Trade, transportation, and utilities.....	102	101	84	110	89	108	0.4	0.4	0.3	0.4	0.3	0.4
Wholesale trade.....	4	15	7	10	14	7	0.1	0.3	0.1	0.2	0.2	0.1
Retail trade.....	83	68	60	84	68	74	0.5	0.4	0.4	0.5	0.4	0.5
Transportation, warehousing, and utilities <sup>3</sup> .....	14	18	17	15	8	27	0.3	0.3	0.3	0.3	0.1	0.5
Information <sup>3</sup> .....	10	12	9	5	7	15	0.4	0.4	0.3	0.2	0.3	0.5
Financial activities.....	23	17	32	46	19	40	0.3	0.2	0.4	0.6	0.2	0.5
Finance and insurance.....	15	13	27	42	17	29	0.3	0.2	0.4	0.7	0.3	0.5
Real estate and rental and leasing <sup>3</sup> ...	7	4	5	4	2	11	0.3	0.2	0.3	0.2	0.1	0.5
Professional and business services....	37	55	63	56	66	64	0.2	0.3	0.3	0.3	0.3	0.3
Education and health services.....	44	47	48	36	44	66	0.2	0.2	0.2	0.2	0.2	0.3
Educational services <sup>3</sup> .....	7	7	4	5	4	4	0.2	0.2	0.1	0.1	0.1	0.1
Health care and social assistance <sup>3</sup> ...	37	40	44	31	40	62	0.2	0.2	0.2	0.2	0.2	0.3
Leisure and hospitality.....	32	27	34	23	34	40	0.2	0.2	0.2	0.1	0.2	0.3
Arts, entertainment, and recreation <sup>3</sup> ...	6	4	4	5	2	3	0.3	0.2	0.2	0.2	0.1	0.1
Accommodation and food services <sup>3</sup> ...	27	23	30	18	32	37	0.2	0.2	0.2	0.1	0.2	0.3
Other services <sup>3</sup> .....	12	5	15	4	7	7	0.2	0.1	0.3	0.1	0.1	0.1
Government.....	68	70	74	66	65	58	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	11	15	19	17	17	13	0.4	0.5	0.7	0.6	0.6	0.5
State and local.....	57	55	55	49	48	45	0.3	0.3	0.3	0.3	0.2	0.2
State and local education.....	23	29	27	26	25	24	0.2	0.3	0.3	0.3	0.2	0.2
State and local, excluding education.....	34	27	28	23	23	21	0.4	0.3	0.3	0.3	0.3	0.2
<b>REGION<sup>4</sup></b>												
Northeast.....	71	69	66	67	86	73	0.3	0.3	0.2	0.3	0.3	0.3
South.....	153	151	177	168	125	161	0.3	0.3	0.3	0.3	0.2	0.3
Midwest.....	53	61	79	77	75	79	0.2	0.2	0.2	0.2	0.2	0.2
West.....	80	84	72	66	82	124	0.3	0.3	0.2	0.2	0.3	0.4

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

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

<sup>3</sup> No regular seasonal movements could be identified in this series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	5,031	4,844	5,621	3.5	3.3	3.8
<b>INDUSTRY</b>						
Total private.....	4,541	4,368	5,183	3.7	3.5	4.2
Mining and logging.....	17	14	17	1.9	1.8	2.2
Construction.....	137	124	185	2.2	1.9	2.9
Manufacturing.....	306	317	336	2.4	2.5	2.7
Durable goods.....	190	174	183	2.4	2.2	2.3
Nondurable goods.....	116	143	153	2.5	3.0	3.2
Trade, transportation, and utilities.....	817	717	936	3.0	2.5	3.4
Wholesale trade.....	166	137	211	2.8	2.3	3.5
Retail trade.....	441	433	556	2.8	2.6	3.4
Transportation, warehousing, and utilities.....	210	147	170	3.8	2.5	3.0
Information.....	121	101	100	4.3	3.5	3.6
Financial activities.....	328	350	394	3.9	4.1	4.6
Finance and insurance.....	264	279	325	4.2	4.4	5.1
Real estate and rental and leasing.....	64	71	69	3.0	3.3	3.2
Professional and business services.....	951	959	1,146	4.8	4.6	5.5
Education and health services.....	973	1,015	1,162	4.3	4.3	5.0
Educational services.....	95	93	53	2.8	2.5	1.6
Health care and social assistance.....	878	923	1,109	4.6	4.6	5.6
Leisure and hospitality.....	714	571	706	4.8	3.7	4.6
Arts, entertainment, and recreation.....	65	43	68	3.3	2.1	3.4
Accommodation and food services.....	649	529	638	5.0	3.9	4.8
Other services.....	179	199	201	3.1	3.4	3.5
Government.....	489	475	438	2.2	2.1	2.0
Federal.....	68	80	83	2.4	2.8	2.9
State and local.....	421	396	356	2.2	2.0	1.8
State and local education.....	131	151	128	1.3	1.4	1.2
State and local, excluding education.....	290	245	228	3.2	2.7	2.5
<b>REGION<sup>3</sup></b>						
Northeast.....	818	811	897	3.1	2.9	3.3
South.....	1,930	1,854	2,153	3.7	3.4	4.0
Midwest.....	1,086	1,016	1,229	3.4	3.1	3.7
West.....	1,197	1,161	1,342	3.7	3.4	4.0

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

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

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	4,794	3,919	4,784	3.5	2.7	3.4
<b>INDUSTRY</b>						
Total private.....	4,504	3,697	4,500	3.9	3.0	3.8
Mining and logging.....	35	22	34	4.0	2.8	4.6
Construction.....	322	183	257	5.4	2.8	4.1
Manufacturing.....	268	183	291	2.2	1.5	2.4
Durable goods.....	165	109	182	2.1	1.4	2.4
Nondurable goods.....	103	74	109	2.3	1.6	2.4
Trade, transportation, and utilities.....	913	874	865	3.4	3.1	3.2
Wholesale trade.....	144	94	146	2.5	1.6	2.5
Retail trade.....	599	577	570	3.9	3.5	3.6
Transportation, warehousing, and utilities.....	171	203	149	3.2	3.6	2.8
Information.....	88	57	95	3.3	2.0	3.5
Financial activities.....	224	160	247	2.8	2.0	3.0
Finance and insurance.....	149	106	179	2.5	1.7	2.9
Real estate and rental and leasing.....	76	54	68	3.7	2.6	3.3
Professional and business services.....	1,090	894	1,164	5.7	4.5	5.9
Education and health services.....	612	469	577	2.8	2.1	2.6
Educational services.....	61	42	42	1.8	1.2	1.2
Health care and social assistance.....	552	427	535	3.0	2.3	2.8
Leisure and hospitality.....	763	722	803	5.4	4.8	5.5
Arts, entertainment, and recreation.....	113	103	117	6.0	5.1	6.1
Accommodation and food services.....	650	619	686	5.3	4.8	5.4
Other services.....	187	133	166	3.4	2.4	3.0
Government.....	291	222	284	1.3	1.0	1.3
Federal.....	33	37	33	1.2	1.3	1.2
State and local.....	258	184	251	1.3	0.9	1.3
State and local education.....	128	86	138	1.2	0.8	1.3
State and local, excluding education.....	129	99	113	1.5	1.1	1.3
<b>REGION<sup>3</sup></b>						
Northeast.....	663	609	719	2.6	2.3	2.7
South.....	2,063	1,524	1,873	4.1	2.9	3.6
Midwest.....	1,056	900	1,139	3.4	2.8	3.6
West.....	1,012	886	1,052	3.2	2.7	3.3

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

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

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	5,382	4,822	5,386	3.9	3.3	3.8
<b>INDUSTRY</b>						
Total private.....	5,076	4,511	5,076	4.4	3.7	4.3
Mining and logging.....	46	41	46	5.3	5.4	6.1
Construction.....	364	304	312	6.1	4.7	5.0
Manufacturing.....	250	234	262	2.1	1.9	2.1
Durable goods.....	153	141	163	2.0	1.8	2.1
Nondurable goods.....	98	93	99	2.2	2.0	2.2
Trade, transportation, and utilities.....	1,442	1,102	1,367	5.4	4.0	5.1
Wholesale trade.....	151	109	150	2.6	1.9	2.6
Retail trade.....	1,016	780	934	6.6	4.8	5.9
Transportation, warehousing, and utilities.....	275	212	283	5.2	3.8	5.2
Information.....	94	53	100	3.5	1.9	3.7
Financial activities.....	219	189	241	2.7	2.3	3.0
Finance and insurance.....	135	131	173	2.3	2.2	2.8
Real estate and rental and leasing.....	84	58	68	4.1	2.8	3.3
Professional and business services.....	1,081	1,064	1,150	5.7	5.3	5.9
Education and health services.....	558	504	570	2.6	2.2	2.6
Educational services.....	64	55	75	1.9	1.5	2.2
Health care and social assistance.....	494	448	495	2.7	2.4	2.6
Leisure and hospitality.....	837	867	856	5.9	5.8	5.8
Arts, entertainment, and recreation.....	128	109	129	6.8	5.4	6.7
Accommodation and food services.....	710	758	727	5.7	5.8	5.7
Other services.....	184	154	171	3.3	2.7	3.1
Government.....	305	311	310	1.4	1.4	1.4
Federal.....	64	37	72	2.3	1.3	2.6
State and local.....	241	275	238	1.3	1.4	1.2
State and local education.....	95	134	116	0.9	1.3	1.1
State and local, excluding education.....	146	141	122	1.7	1.6	1.4
<b>REGION<sup>3</sup></b>						
Northeast.....	896	842	916	3.5	3.2	3.5
South.....	2,163	1,828	2,028	4.3	3.5	4.0
Midwest.....	1,142	1,100	1,183	3.7	3.4	3.7
West.....	1,180	1,052	1,258	3.7	3.2	3.9

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

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

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	2,763	2,604	2,805	2.0	1.8	2.0
<b>INDUSTRY</b>						
Total private.....	2,638	2,476	2,660	2.3	2.0	2.2
Mining and logging.....	12	12	17	1.3	1.6	2.3
Construction.....	102	106	72	1.7	1.6	1.2
Manufacturing.....	124	97	130	1.0	0.8	1.1
Durable goods.....	79	58	77	1.0	0.7	1.0
Nondurable goods.....	46	39	54	1.0	0.9	1.2
Trade, transportation, and utilities.....	649	654	684	2.4	2.3	2.5
Wholesale trade.....	83	58	93	1.4	1.0	1.6
Retail trade.....	484	471	508	3.1	2.9	3.2
Transportation, warehousing, and utilities.....	83	125	83	1.6	2.2	1.5
Information.....	44	28	49	1.6	1.0	1.8
Financial activities.....	114	107	111	1.4	1.3	1.4
Finance and insurance.....	78	71	81	1.3	1.2	1.3
Real estate and rental and leasing.....	36	36	30	1.8	1.7	1.5
Professional and business services.....	561	527	539	2.9	2.6	2.7
Education and health services.....	381	317	352	1.8	1.4	1.6
Educational services.....	32	34	47	1.0	0.9	1.4
Health care and social assistance.....	349	283	305	1.9	1.5	1.6
Leisure and hospitality.....	551	539	596	3.9	3.6	4.1
Arts, entertainment, and recreation.....	46	43	54	2.4	2.1	2.8
Accommodation and food services.....	505	496	541	4.1	3.8	4.3
Other services.....	101	89	110	1.8	1.6	2.0
Government.....	125	129	146	0.6	0.6	0.7
Federal.....	14	11	14	0.5	0.4	0.5
State and local.....	111	118	132	0.6	0.6	0.7
State and local education.....	50	54	65	0.5	0.5	0.6
State and local, excluding education.....	61	64	66	0.7	0.7	0.7
<b>REGION<sup>3</sup></b>						
Northeast.....	413	365	420	1.6	1.4	1.6
South.....	1,162	1,080	1,150	2.3	2.1	2.2
Midwest.....	571	558	614	1.8	1.7	1.9
West.....	617	601	621	2.0	1.8	1.9

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

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

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

p Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	2,175	1,844	2,041	1.6	1.3	1.4
<b>INDUSTRY</b>						
Total private.....	2,074	1,727	1,944	1.8	1.4	1.6
Mining and logging.....	30	26	24	3.5	3.4	3.3
Construction.....	259	190	228	4.4	2.9	3.7
Manufacturing.....	99	112	104	0.8	0.9	0.8
Durable goods.....	57	67	68	0.7	0.9	0.9
Nondurable goods.....	43	45	36	0.9	1.0	0.8
Trade, transportation, and utilities.....	651	369	538	2.5	1.3	2.0
Wholesale trade.....	61	39	46	1.0	0.7	0.8
Retail trade.....	412	250	320	2.7	1.5	2.0
Transportation, warehousing, and utilities.....	178	80	172	3.3	1.4	3.2
Information.....	40	18	37	1.5	0.6	1.3
Financial activities.....	75	60	77	0.9	0.7	0.9
Finance and insurance.....	35	40	50	0.6	0.7	0.8
Real estate and rental and leasing.....	40	20	27	2.0	1.0	1.3
Professional and business services.....	462	458	509	2.4	2.3	2.6
Education and health services.....	133	142	153	0.6	0.6	0.7
Educational services.....	25	18	25	0.8	0.5	0.7
Health care and social assistance.....	108	125	128	0.6	0.7	0.7
Leisure and hospitality.....	254	294	220	1.8	2.0	1.5
Arts, entertainment, and recreation.....	76	65	72	4.0	3.2	3.7
Accommodation and food services.....	178	230	149	1.4	1.8	1.2
Other services.....	70	58	53	1.3	1.0	1.0
Government.....	101	116	97	0.5	0.5	0.4
Federal.....	32	7	36	1.2	0.3	1.3
State and local.....	69	109	61	0.4	0.6	0.3
State and local education.....	26	62	30	0.2	0.6	0.3
State and local, excluding education.....	43	47	31	0.5	0.5	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	393	396	405	1.5	1.5	1.5
South.....	818	609	687	1.6	1.2	1.3
Midwest.....	493	470	453	1.6	1.5	1.4
West.....	471	368	496	1.5	1.1	1.5

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

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

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

<sup>p</sup> Preliminary

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>	Jan. 2015	Dec. 2015	Jan. 2016 <sup>p</sup>
Total.....	444	375	540	0.3	0.3	0.4
<b>INDUSTRY</b>						
Total private.....	364	308	472	0.3	0.3	0.4
Mining and logging.....	4	3	4	0.5	0.4	0.6
Construction.....	3	8	13	0.1	0.1	0.2
Manufacturing.....	27	25	27	0.2	0.2	0.2
Durable goods.....	17	17	18	0.2	0.2	0.2
Nondurable goods.....	9	8	9	0.2	0.2	0.2
Trade, transportation, and utilities.....	142	80	145	0.5	0.3	0.5
Wholesale trade.....	7	13	12	0.1	0.2	0.2
Retail trade.....	120	59	106	0.8	0.4	0.7
Transportation, warehousing, and utilities.....	14	8	27	0.3	0.1	0.5
Information.....	10	7	15	0.4	0.3	0.5
Financial activities.....	30	22	54	0.4	0.3	0.7
Finance and insurance.....	23	20	42	0.4	0.3	0.7
Real estate and rental and leasing.....	7	2	11	0.4	0.1	0.5
Professional and business services.....	59	78	101	0.3	0.4	0.5
Education and health services.....	44	44	66	0.2	0.2	0.3
Educational services.....	7	4	4	0.2	0.1	0.1
Health care and social assistance.....	37	40	62	0.2	0.2	0.3
Leisure and hospitality.....	32	34	40	0.2	0.2	0.3
Arts, entertainment, and recreation.....	6	2	3	0.3	0.1	0.2
Accommodation and food services.....	27	32	37	0.2	0.2	0.3
Other services.....	12	7	7	0.2	0.1	0.1
Government.....	79	66	68	0.4	0.3	0.3
Federal.....	18	18	22	0.7	0.7	0.8
State and local.....	61	48	45	0.3	0.2	0.2
State and local education.....	19	18	20	0.2	0.2	0.2
State and local, excluding education.....	42	30	25	0.5	0.3	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	90	80	91	0.4	0.3	0.3
South.....	184	140	192	0.4	0.3	0.4
Midwest.....	79	72	115	0.3	0.2	0.4
West.....	91	83	142	0.3	0.3	0.4

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

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

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

<sup>p</sup> Preliminary

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

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 13. Annual hires levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2011	2012	2013	2014	2015
Total.....	50,253	52,354	54,318	58,632	61,680
<b>INDUSTRY</b>					
Total private.....	47,166	48,914	50,879	54,980	57,557
Mining and logging.....	339	378	356	397	312
Construction.....	4,175	3,996	3,866	3,751	3,909
Manufacturing.....	3,052	2,983	2,894	3,126	3,163
Durable goods.....	1,779	1,796	1,742	1,829	1,852
Nondurable goods.....	1,275	1,187	1,150	1,297	1,312
Trade, transportation, and utilities.....	10,009	10,481	11,153	12,811	13,013
Wholesale trade.....	1,518	1,576	1,428	1,749	1,675
Retail trade.....	6,801	6,999	7,804	8,850	9,085
Transportation, warehousing, and utilities.....	1,690	1,907	1,920	2,216	2,256
Information.....	736	749	845	892	946
Financial activities.....	1,884	2,198	2,414	2,315	2,369
Finance and insurance.....	1,196	1,421	1,585	1,511	1,590
Real estate and rental and leasing.....	688	779	828	803	780
Professional and business services.....	10,385	10,614	11,048	12,054	12,573
Education and health services.....	5,850	6,196	6,429	6,871	7,335
Educational services.....	947	884	901	988	980
Health care and social assistance.....	4,900	5,310	5,526	5,886	6,358
Leisure and hospitality.....	8,520	9,101	9,631	10,523	11,453
Arts, entertainment, and recreation.....	1,449	1,555	1,571	1,770	1,774
Accommodation and food services.....	7,072	7,547	8,058	8,752	9,680
Other services.....	2,219	2,220	2,249	2,238	2,477
Government.....	3,084	3,439	3,440	3,653	4,126
Federal.....	332	372	371	390	479
State and local.....	2,754	3,067	3,069	3,262	3,645
State and local education.....	1,409	1,532	1,575	1,555	1,797
State and local, excluding education.....	1,342	1,533	1,494	1,706	1,849
<b>REGION<sup>2</sup></b>					
Northeast.....	8,450	8,405	8,511	8,871	9,690
South.....	19,158	20,659	21,602	23,223	24,164
Midwest.....	11,603	11,720	11,887	13,089	13,837
West.....	11,043	11,572	12,319	13,449	13,992

<sup>1</sup> The annual hires level is the total number of hires during the entire year.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.



**Table 14. Annual hires rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2011	2012	2013	2014	2015
Total.....	38.1	39.0	39.8	42.2	43.5
<b>INDUSTRY</b>					
Total private.....	42.9	43.6	44.4	47.0	48.0
Mining and logging.....	43.0	44.6	41.3	44.6	38.0
Construction.....	75.5	70.8	66.0	61.0	60.6
Manufacturing.....	26.0	25.0	24.1	25.7	25.7
Durable goods.....	24.5	24.0	23.1	23.8	23.9
Nondurable goods.....	28.6	26.6	25.7	28.7	28.7
Trade, transportation, and utilities.....	39.9	41.1	43.1	48.6	48.3
Wholesale trade.....	27.4	27.8	24.9	30.1	28.5
Retail trade.....	46.4	47.2	51.8	57.6	58.1
Transportation, warehousing, and utilities.....	34.8	38.4	38.0	42.5	41.7
Information.....	27.5	28.0	31.2	32.7	34.4
Financial activities.....	24.5	28.2	30.6	29.0	29.2
Finance and insurance.....	20.7	24.4	26.9	25.5	26.3
Real estate and rental and leasing.....	35.7	39.8	41.4	39.2	37.4
Professional and business services.....	59.9	59.2	59.7	63.2	63.9
Education and health services.....	28.8	29.8	30.5	32.0	33.3
Educational services.....	29.1	26.5	26.9	28.9	28.3
Health care and social assistance.....	28.7	30.5	31.2	32.7	34.2
Leisure and hospitality.....	63.8	66.1	67.6	71.6	75.7
Arts, entertainment, and recreation.....	75.5	79.0	77.4	84.2	81.9
Accommodation and food services.....	61.9	64.0	65.9	69.5	74.7
Other services.....	41.4	40.9	41.0	40.2	44.0
Government.....	14.0	15.7	15.7	16.7	18.7
Federal.....	11.6	13.2	13.4	14.3	17.4
State and local.....	14.3	16.1	16.1	17.0	18.9
State and local education.....	13.8	15.1	15.5	15.2	17.5
State and local, excluding education.....	14.9	17.2	16.8	19.1	20.6
<b>REGION<sup>2</sup></b>					
Northeast.....	33.7	33.3	33.4	34.4	36.9
South.....	39.9	42.4	43.6	45.9	46.8
Midwest.....	38.7	38.6	38.7	42.1	43.7
West.....	38.2	38.7	40.1	42.6	43.4

<sup>1</sup> The annual hires rate is the number of hires during the entire year as a percent of annual average employment.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 15. Annual total separations levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2011	2012	2013	2014	2015
Total.....	48,214	50,143	51,951	55,625	58,943
<b>INDUSTRY</b>					
Total private.....	44,760	46,638	48,443	52,098	54,957
Mining and logging.....	242	357	334	363	448
Construction.....	3,967	3,886	3,639	3,433	3,618
Manufacturing.....	2,838	2,810	2,775	2,927	3,142
Durable goods.....	1,546	1,654	1,651	1,672	1,873
Nondurable goods.....	1,292	1,155	1,125	1,256	1,270
Trade, transportation, and utilities.....	9,503	10,082	10,578	12,196	12,536
Wholesale trade.....	1,391	1,477	1,369	1,666	1,607
Retail trade.....	6,495	6,844	7,397	8,556	8,798
Transportation, warehousing, and utilities.....	1,618	1,760	1,811	1,973	2,132
Information.....	738	758	804	883	920
Financial activities.....	1,851	2,104	2,331	2,203	2,218
Finance and insurance.....	1,162	1,361	1,545	1,457	1,477
Real estate and rental and leasing.....	687	741	789	746	742
Professional and business services.....	9,805	10,011	10,504	11,439	11,972
Education and health services.....	5,441	5,802	6,164	6,358	6,648
Educational services.....	821	867	863	896	929
Health care and social assistance.....	4,620	4,934	5,302	5,462	5,718
Leisure and hospitality.....	8,211	8,652	9,147	10,118	11,046
Arts, entertainment, and recreation.....	1,477	1,470	1,502	1,720	1,705
Accommodation and food services.....	6,736	7,180	7,647	8,399	9,343
Other services.....	2,164	2,178	2,161	2,179	2,413
Government.....	3,451	3,504	3,509	3,526	3,984
Federal.....	372	395	440	382	462
State and local.....	3,080	3,108	3,070	3,144	3,524
State and local education.....	1,625	1,539	1,567	1,481	1,735
State and local, excluding education.....	1,456	1,570	1,501	1,665	1,789
<b>REGION<sup>2</sup></b>					
Northeast.....	8,125	8,291	8,473	8,738	9,207
South.....	18,515	19,728	20,353	21,945	23,354
Midwest.....	11,077	11,342	11,161	12,253	12,972
West.....	10,494	10,783	11,965	12,690	13,408

<sup>1</sup> The annual total separations level is the total number of total separations during the entire year.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 16. Annual total separations rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2011	2012	2013	2014	2015
Total.....	36.5	37.4	38.1	40.0	41.5
<b>INDUSTRY</b>					
Total private.....	40.7	41.5	42.3	44.5	45.9
Mining and logging.....	30.7	42.1	38.7	40.7	54.6
Construction.....	71.7	68.8	62.1	55.8	56.1
Manufacturing.....	24.2	23.6	23.1	24.0	25.5
Durable goods.....	21.3	22.1	21.9	21.8	24.1
Nondurable goods.....	29.0	25.9	25.2	27.8	27.8
Trade, transportation, and utilities.....	37.9	39.6	40.9	46.2	46.6
Wholesale trade.....	25.1	26.1	23.9	28.7	27.4
Retail trade.....	44.3	46.1	49.1	55.7	56.2
Transportation, warehousing, and utilities.....	33.3	35.4	35.9	37.9	39.5
Information.....	27.6	28.3	29.7	32.4	33.5
Financial activities.....	24.0	27.0	29.6	27.6	27.3
Finance and insurance.....	20.1	23.4	26.2	24.6	24.5
Real estate and rental and leasing.....	35.7	37.9	39.5	36.5	35.6
Professional and business services.....	56.6	55.8	56.7	60.0	60.9
Education and health services.....	26.8	27.9	29.2	29.7	30.1
Educational services.....	25.3	26.0	25.7	26.2	26.8
Health care and social assistance.....	27.1	28.3	29.9	30.3	30.8
Leisure and hospitality.....	61.5	62.8	64.2	68.8	73.0
Arts, entertainment, and recreation.....	77.0	74.7	74.0	81.8	78.7
Accommodation and food services.....	58.9	60.8	62.6	66.7	72.1
Other services.....	40.4	40.1	39.4	39.1	42.9
Government.....	15.6	16.0	16.1	16.1	18.1
Federal.....	13.0	14.0	15.9	14.0	16.8
State and local.....	16.0	16.3	16.1	16.4	18.3
State and local education.....	15.9	15.1	15.4	14.5	16.9
State and local, excluding education.....	16.2	17.6	16.8	18.6	19.9
<b>REGION<sup>2</sup></b>					
Northeast.....	32.4	32.8	33.3	33.9	35.1
South.....	38.6	40.5	41.1	43.4	45.2
Midwest.....	36.9	37.4	36.4	39.4	40.9
West.....	36.3	36.1	38.9	40.2	41.5

<sup>1</sup> The annual total separations rate is the number of total separations during the entire year as a percent of annual average employment.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 17. Annual quits levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2011	2012	2013	2014	2015
Total.....	23,581	25,144	27,718	30,597	33,415
<b>INDUSTRY</b>					
Total private.....	22,181	23,600	26,145	28,912	31,529
Mining and logging.....	138	197	170	183	172
Construction.....	941	983	1,190	1,309	1,384
Manufacturing.....	1,254	1,293	1,318	1,449	1,642
Durable goods.....	641	718	744	802	937
Nondurable goods.....	612	574	574	648	706
Trade, transportation, and utilities.....	5,230	5,617	6,047	7,018	7,504
Wholesale trade.....	619	690	713	907	920
Retail trade.....	3,872	4,053	4,458	5,151	5,470
Transportation, warehousing, and utilities.....	737	873	874	962	1,115
Information.....	406	438	427	488	507
Financial activities.....	988	1,097	1,183	1,159	1,206
Finance and insurance.....	654	710	795	747	818
Real estate and rental and leasing.....	331	387	387	411	391
Professional and business services.....	4,461	4,390	5,279	5,618	6,195
Education and health services.....	3,012	3,307	3,655	3,853	4,391
Educational services.....	379	402	396	450	497
Health care and social assistance.....	2,631	2,906	3,258	3,405	3,897
Leisure and hospitality.....	4,781	5,194	5,712	6,560	7,179
Arts, entertainment, and recreation.....	517	515	575	622	663
Accommodation and food services.....	4,264	4,679	5,134	5,938	6,514
Other services.....	976	1,079	1,166	1,269	1,348
Government.....	1,399	1,545	1,575	1,686	1,885
Federal.....	112	131	136	124	151
State and local.....	1,289	1,417	1,439	1,564	1,738
State and local education.....	704	768	745	752	879
State and local, excluding education.....	586	647	694	812	859
<b>REGION<sup>2</sup></b>					
Northeast.....	3,405	3,675	3,868	4,168	4,708
South.....	9,545	10,596	11,533	12,762	13,843
Midwest.....	5,487	5,653	6,234	6,824	7,425
West.....	5,145	5,219	6,090	6,844	7,439

<sup>1</sup> The annual quits level is the total number of quits during the entire year.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 18. Annual quits rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2011	2012	2013	2014	2015
Total.....	17.9	18.7	20.3	22.0	23.6
<b>INDUSTRY</b>					
Total private.....	20.2	21.0	22.8	24.7	26.3
Mining and logging.....	17.5	23.2	19.7	20.5	21.0
Construction.....	17.0	17.4	20.3	21.3	21.5
Manufacturing.....	10.7	10.8	11.0	11.9	13.3
Durable goods.....	8.8	9.6	9.9	10.5	12.1
Nondurable goods.....	13.7	12.9	12.8	14.4	15.5
Trade, transportation, and utilities.....	20.9	22.0	23.4	26.6	27.9
Wholesale trade.....	11.2	12.2	12.4	15.6	15.7
Retail trade.....	26.4	27.3	29.6	33.5	35.0
Transportation, warehousing, and utilities.....	15.2	17.6	17.3	18.5	20.6
Information.....	15.2	16.4	15.8	17.9	18.4
Financial activities.....	12.8	14.1	15.0	14.5	14.8
Finance and insurance.....	11.3	12.2	13.5	12.6	13.5
Real estate and rental and leasing.....	17.2	19.8	19.4	20.1	18.7
Professional and business services.....	25.7	24.5	28.5	29.5	31.5
Education and health services.....	14.8	15.9	17.3	18.0	19.9
Educational services.....	11.7	12.0	11.8	13.2	14.3
Health care and social assistance.....	15.4	16.7	18.4	18.9	21.0
Leisure and hospitality.....	35.8	37.7	40.1	44.6	47.5
Arts, entertainment, and recreation.....	26.9	26.2	28.3	29.6	30.6
Accommodation and food services.....	37.3	39.7	42.0	47.2	50.3
Other services.....	18.2	19.9	21.3	22.8	24.0
Government.....	6.3	7.0	7.2	7.7	8.6
Federal.....	3.9	4.6	4.9	4.5	5.5
State and local.....	6.7	7.4	7.5	8.2	9.0
State and local education.....	6.9	7.6	7.3	7.4	8.6
State and local, excluding education.....	6.5	7.2	7.8	9.1	9.6
<b>REGION<sup>2</sup></b>					
Northeast.....	13.6	14.6	15.2	16.2	17.9
South.....	19.9	21.7	23.3	25.2	26.8
Midwest.....	18.3	18.6	20.3	21.9	23.4
West.....	17.8	17.5	19.8	21.7	23.1

<sup>1</sup> The annual quits rate is the number of quits during the entire year as a percent of annual average employment.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 19. Annual layoffs and discharges levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2011	2012	2013	2014	2015
Total.....	20,756	20,952	19,903	20,420	20,942
<b>INDUSTRY</b>					
Total private.....	19,431	19,758	18,748	19,350	19,624
Mining and logging.....	83	140	139	142	240
Construction.....	2,880	2,791	2,321	1,980	2,065
Manufacturing.....	1,337	1,261	1,185	1,176	1,229
Durable goods.....	747	774	739	693	764
Nondurable goods.....	588	487	445	480	466
Trade, transportation, and utilities.....	3,405	3,554	3,556	3,902	3,824
Wholesale trade.....	592	659	525	620	564
Retail trade.....	2,140	2,213	2,316	2,467	2,429
Transportation, warehousing, and utilities.....	674	681	716	813	832
Information.....	279	259	302	308	300
Financial activities.....	656	628	720	673	710
Finance and insurance.....	354	344	405	403	415
Real estate and rental and leasing.....	305	283	317	271	295
Professional and business services.....	4,725	5,026	4,678	5,182	5,078
Education and health services.....	1,876	1,992	1,940	2,006	1,706
Educational services.....	369	402	407	385	366
Health care and social assistance.....	1,506	1,591	1,533	1,621	1,341
Leisure and hospitality.....	3,130	3,115	3,042	3,211	3,523
Arts, entertainment, and recreation.....	928	929	885	1,060	996
Accommodation and food services.....	2,203	2,186	2,155	2,152	2,529
Other services.....	1,057	989	866	770	944
Government.....	1,326	1,195	1,154	1,070	1,317
Federal.....	137	141	148	128	144
State and local.....	1,189	1,057	1,008	941	1,172
State and local education.....	631	472	503	452	571
State and local, excluding education.....	559	585	504	487	602
<b>REGION<sup>2</sup></b>					
Northeast.....	4,011	3,799	3,773	3,728	3,633
South.....	7,591	7,691	7,225	7,371	7,666
Midwest.....	4,667	4,741	4,039	4,465	4,646
West.....	4,490	4,723	4,865	4,854	4,998

<sup>1</sup> The annual layoffs and discharges level is the total number of layoffs and discharges during the entire year.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 20. Annual layoffs and discharges rates by industry and region, not seasonally adjusted<sup>1</sup>**  
 [percent]

Industry and region	2011	2012	2013	2014	2015
Total.....	15.7	15.6	14.6	14.7	14.8
<b>INDUSTRY</b>					
Total private.....	17.7	17.6	16.4	16.5	16.4
Mining and logging.....	10.5	16.5	16.1	15.9	29.3
Construction.....	52.1	49.4	39.6	32.2	32.0
Manufacturing.....	11.4	10.6	9.9	9.7	10.0
Durable goods.....	10.3	10.4	9.8	9.0	9.9
Nondurable goods.....	13.2	10.9	10.0	10.6	10.2
Trade, transportation, and utilities.....	13.6	13.9	13.7	14.8	14.2
Wholesale trade.....	10.7	11.6	9.2	10.7	9.6
Retail trade.....	14.6	14.9	15.4	16.1	15.5
Transportation, warehousing, and utilities.....	13.9	13.7	14.2	15.6	15.4
Information.....	10.4	9.7	11.2	11.3	10.9
Financial activities.....	8.5	8.1	9.1	8.4	8.7
Finance and insurance.....	6.1	5.9	6.9	6.8	6.9
Real estate and rental and leasing.....	15.8	14.5	15.9	13.2	14.1
Professional and business services.....	27.3	28.0	25.3	27.2	25.8
Education and health services.....	9.2	9.6	9.2	9.4	7.7
Educational services.....	11.4	12.0	12.1	11.3	10.6
Health care and social assistance.....	8.8	9.1	8.6	9.0	7.2
Leisure and hospitality.....	23.4	22.6	21.3	21.8	23.3
Arts, entertainment, and recreation.....	48.4	47.2	43.6	50.4	46.0
Accommodation and food services.....	19.3	18.5	17.6	17.1	19.5
Other services.....	19.7	18.2	15.8	13.8	16.8
Government.....	6.0	5.5	5.3	4.9	6.0
Federal.....	4.8	5.0	5.3	4.7	5.2
State and local.....	6.2	5.5	5.3	4.9	6.1
State and local education.....	6.2	4.6	4.9	4.4	5.6
State and local, excluding education.....	6.2	6.5	5.7	5.4	6.7
<b>REGION<sup>2</sup></b>					
Northeast.....	16.0	15.0	14.8	14.5	13.8
South.....	15.8	15.8	14.6	14.6	14.8
Midwest.....	15.6	15.6	13.2	14.4	14.7
West.....	15.5	15.8	15.8	15.4	15.5

<sup>1</sup> The annual layoffs and discharges rate is the number of layoffs and discharges during the entire year as a percent of annual average employment.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

**Table 21. Annual other separations levels by industry and region, not seasonally adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2011	2012	2013	2014	2015
Total.....	3,877	4,044	4,331	4,606	4,587
<b>INDUSTRY</b>					
Total private.....	3,149	3,285	3,550	3,835	3,805
Mining and logging.....	20	19	27	37	31
Construction.....	149	109	129	144	169
Manufacturing.....	247	255	271	303	271
Durable goods.....	158	162	167	175	171
Nondurable goods.....	91	96	106	126	98
Trade, transportation, and utilities.....	868	911	976	1,273	1,208
Wholesale trade.....	182	129	131	137	122
Retail trade.....	483	578	620	938	899
Transportation, warehousing, and utilities.....	205	206	224	197	188
Information.....	52	60	74	89	110
Financial activities.....	207	376	428	370	302
Finance and insurance.....	156	306	345	307	246
Real estate and rental and leasing.....	50	70	83	64	57
Professional and business services.....	617	592	549	639	697
Education and health services.....	554	502	569	498	546
Educational services.....	72	64	59	60	67
Health care and social assistance.....	484	440	510	439	480
Leisure and hospitality.....	302	342	395	347	345
Arts, entertainment, and recreation.....	30	27	37	36	45
Accommodation and food services.....	270	315	355	310	301
Other services.....	131	109	128	138	120
Government.....	727	762	780	771	780
Federal.....	121	125	154	130	166
State and local.....	603	637	625	642	614
State and local education.....	290	298	320	277	288
State and local, excluding education.....	313	338	305	363	329
<b>REGION<sup>2</sup></b>					
Northeast.....	710	816	833	839	871
South.....	1,387	1,443	1,599	1,812	1,847
Midwest.....	922	944	892	962	900
West.....	857	841	1,008	992	972

<sup>1</sup> The annual other separations level is the total number of other separations during the entire year.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.



**Table 22. Annual other separations rates by industry and region, not seasonally adjusted<sup>1</sup>**  
[percent]

Industry and region	2011	2012	2013	2014	2015
Total.....	2.9	3.0	3.2	3.3	3.2
<b>INDUSTRY</b>					
Total private.....	2.9	2.9	3.1	3.3	3.2
Mining and logging.....	2.5	2.2	3.1	4.2	3.8
Construction.....	2.7	1.9	2.2	2.3	2.6
Manufacturing.....	2.1	2.1	2.3	2.5	2.2
Durable goods.....	2.2	2.2	2.2	2.3	2.2
Nondurable goods.....	2.0	2.2	2.4	2.8	2.1
Trade, transportation, and utilities.....	3.5	3.6	3.8	4.8	4.5
Wholesale trade.....	3.3	2.3	2.3	2.4	2.1
Retail trade.....	3.3	3.9	4.1	6.1	5.7
Transportation, warehousing, and utilities.....	4.2	4.1	4.4	3.8	3.5
Information.....	1.9	2.2	2.7	3.3	4.0
Financial activities.....	2.7	4.8	5.4	4.6	3.7
Finance and insurance.....	2.7	5.3	5.9	5.2	4.1
Real estate and rental and leasing.....	2.6	3.6	4.2	3.1	2.7
Professional and business services.....	3.6	3.3	3.0	3.4	3.5
Education and health services.....	2.7	2.4	2.7	2.3	2.5
Educational services.....	2.2	1.9	1.8	1.8	1.9
Health care and social assistance.....	2.8	2.5	2.9	2.4	2.6
Leisure and hospitality.....	2.3	2.5	2.8	2.4	2.3
Arts, entertainment, and recreation.....	1.6	1.4	1.8	1.7	2.1
Accommodation and food services.....	2.4	2.7	2.9	2.5	2.3
Other services.....	2.4	2.0	2.3	2.5	2.1
Government.....	3.3	3.5	3.6	3.5	3.5
Federal.....	4.2	4.4	5.6	4.8	6.0
State and local.....	3.1	3.3	3.3	3.4	3.2
State and local education.....	2.8	2.9	3.1	2.7	2.8
State and local, excluding education.....	3.5	3.8	3.4	4.1	3.7
<b>REGION<sup>2</sup></b>					
Northeast.....	2.8	3.2	3.3	3.3	3.3
South.....	2.9	3.0	3.2	3.6	3.6
Midwest.....	3.1	3.1	2.9	3.1	2.8
West.....	3.0	2.8	3.3	3.1	3.0

<sup>1</sup> The annual other separations rate is the number of other separations during the entire year as a percent of annual average employment.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.