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JOB OPENINGS AND LABOR TURNOVER – SEPTEMBER 2019

The number of job openings edged down to 7.0 million (-277,000) on the last business day of September, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.9 million and 5.8 million, respectively. Within separations, the quits rate and the layoffs and discharges rate were little changed at 2.3 percent and 1.3 percent, respectively. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, September 2016 - September 2019

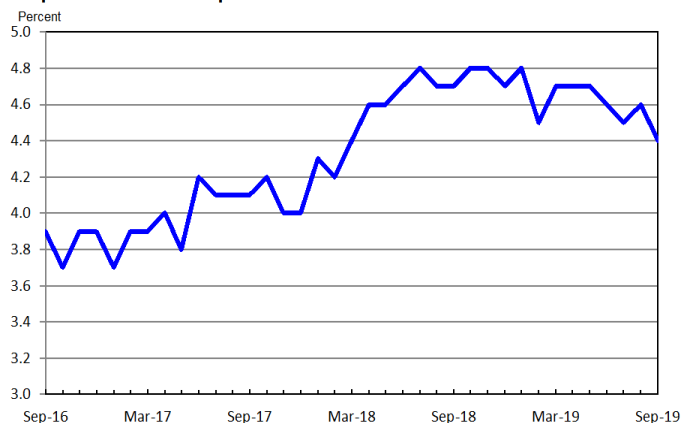
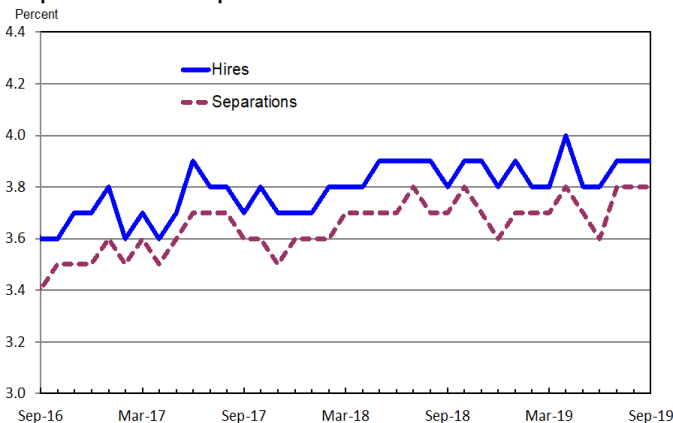


Chart 2. Hires and total separations rates, seasonally adjusted, September 2016 - September 2019



Job Openings

On the last business day of September, the **job openings** level edged down to 7.0 million (-277,000). The job openings rate was 4.4 percent. The number of job openings edged down for total private (-262,000) and was little changed for government. The job openings level decreased in health care and social assistance (-124,000), retail trade (-102,000), and federal government (-19,000). Job openings increased in information (+25,000). The number of job openings decreased in the Northeast region. (See table 1.)

Hires

The number of **hires** was little changed at 5.9 million in September and the hires rate was unchanged at 3.9 percent. The number of hires was little changed for total private and for government. The hires level decreased in federal government (-30,000). The number of hires was little changed in all four regions. (See table 2.)

Separations

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

The number of **total separations** was little changed at 5.8 million in September and the rate was unchanged at 3.8 percent. The number of total separations was little changed for total private and for government. The total separations level was little changed in all industries and in all four regions. (See table 3.)

The number of **quits** was little changed in September at 3.5 million as was the rate at 2.3 percent. The quits level was little changed for total private and for government. Quits decreased in accommodation and food services (-74,000) and in real estate and rental and leasing (-19,000). The number of quits decreased in the Northeast and South regions. (See table 4.)

The number of **layoffs and discharges** edged up in September to 2.0 million (+152,000). The layoffs and discharges rate was 1.3 percent. The layoffs and discharges level edged up for total private (+151,000) and was little changed for government. The number of layoffs and discharges increased in accommodation and food services (+72,000) and in health care and social assistance (+42,000). The layoffs and discharges level was little changed in all four regions. (See table 5.)

The number of **other separations** was little changed in September. The other separations level was also little changed for total private and for government. Other separations increased in accommodation and food services (+15,000) and in nondurable goods manufacturing (+5,000). The number of other separations was little changed in all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in September, hires totaled 69.9 million and separations totaled 67.4 million, yielding a net employment gain of 2.5 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for October 2019 are scheduled to be released on Tuesday, December 17, 2019 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Sept. 2018	Aug. 2019	Sept. 2019 ^P	Sept. 2018	Aug. 2019	Sept. 2019 ^P	Sept. 2018	Aug. 2019	Sept. 2019 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,392	7,301	7,024	5,670	5,884	5,934	5,558	5,732	5,808
Total private.....	6,771	6,562	6,300	5,327	5,489	5,565	5,216	5,385	5,454
Mining and logging ¹	34	33	32	42	21	24	37	28	24
Construction ¹	299	384	338	378	414	426	361	415	418
Manufacturing.....	469	470	469	336	337	351	320	320	357
Durable goods ¹	297	321	309	192	192	202	180	183	206
Nondurable goods ¹	171	149	161	145	145	149	141	137	151
Trade, transportation, and utilities.....	1,554	1,337	1,275	1,158	1,173	1,196	1,174	1,202	1,215
Wholesale trade.....	227	193	202	141	145	160	135	145	164
Retail trade.....	978	816	714	797	782	790	838	817	814
Transportation, warehousing, and utilities ¹	349	327	359	220	245	246	201	241	237
Information ¹	110	137	162	89	95	89	92	94	79
Financial activities.....	353	377	356	223	235	222	209	240	213
Finance and insurance.....	266	269	262	148	148	141	143	151	131
Real estate and rental and leasing ¹	88	107	94	75	86	82	66	89	82
Professional and business services.....	1,352	1,305	1,267	1,129	1,163	1,226	1,079	1,145	1,187
Education and health services.....	1,282	1,330	1,191	669	686	716	628	633	655
Educational services ¹	76	135	120	89	94	93	95	98	92
Health care and social assistance.....	1,206	1,195	1,071	580	593	622	532	535	563
Leisure and hospitality.....	1,074	929	964	1,086	1,135	1,145	1,097	1,110	1,115
Arts, entertainment, and recreation.....	100	120	143	177	161	165	164	159	153
Accommodation and food services.....	974	809	821	909	973	979	932	951	962
Other services.....	246	261	245	216	229	170	219	199	190
Government.....	621	739	724	343	396	369	342	347	355
Federal ¹	83	121	102	37	70	40	36	40	41
State and local.....	538	618	622	306	325	329	306	307	314
State and local education.....	220	218	231	158	169	169	160	153	157
State and local, excluding education ¹	318	400	391	148	156	160	146	154	156
RATES BY INDUSTRY (percent)									
Total.....	4.7	4.6	4.4	3.8	3.9	3.9	3.7	3.8	3.8
Total private.....	5.1	4.8	4.7	4.2	4.3	4.3	4.1	4.2	4.2
Mining and logging ¹	4.3	4.3	4.1	5.6	2.8	3.3	5.0	3.7	3.2
Construction ¹	3.9	4.9	4.3	5.1	5.5	5.7	4.9	5.5	5.6
Manufacturing.....	3.6	3.5	3.5	2.6	2.6	2.7	2.5	2.5	2.8
Durable goods ¹	3.6	3.8	3.7	2.4	2.4	2.5	2.2	2.3	2.6
Nondurable goods ¹	3.5	3.0	3.2	3.0	3.0	3.1	3.0	2.9	3.1
Trade, transportation, and utilities.....	5.3	4.6	4.4	4.2	4.2	4.3	4.2	4.3	4.4
Wholesale trade.....	3.7	3.2	3.3	2.4	2.4	2.7	2.3	2.4	2.8
Retail trade.....	5.8	4.9	4.3	5.0	5.0	5.0	5.3	5.2	5.2
Transportation, warehousing, and utilities ¹	5.5	5.1	5.5	3.7	4.0	4.0	3.3	3.9	3.9
Information ¹	3.7	4.6	5.4	3.2	3.4	3.1	3.3	3.3	2.8
Financial activities.....	3.9	4.2	3.9	2.6	2.7	2.6	2.4	2.8	2.4
Finance and insurance.....	4.0	4.1	4.0	2.3	2.3	2.2	2.3	2.4	2.1
Real estate and rental and leasing ¹	3.7	4.4	3.9	3.3	3.7	3.5	2.9	3.8	3.5
Professional and business services.....	6.0	5.7	5.5	5.3	5.4	5.7	5.1	5.3	5.5
Education and health services.....	5.1	5.2	4.7	2.8	2.8	2.9	2.6	2.6	2.7
Educational services ¹	2.0	3.4	3.0	2.4	2.5	2.4	2.5	2.6	2.4
Health care and social assistance.....	5.7	5.5	4.9	2.9	2.9	3.0	2.7	2.6	2.7
Leisure and hospitality.....	6.2	5.3	5.5	6.6	6.8	6.8	6.7	6.6	6.7
Arts, entertainment, and recreation.....	4.0	4.7	5.5	7.3	6.6	6.7	6.8	6.5	6.2
Accommodation and food services.....	6.5	5.4	5.4	6.5	6.8	6.9	6.7	6.7	6.8
Other services.....	4.0	4.2	4.0	3.7	3.9	2.9	3.7	3.3	3.2

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		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Government.....	2.7	3.2	3.1	1.5	1.7	1.6	1.5	1.5	1.6
Federal ¹	2.9	4.1	3.5	1.3	2.5	1.4	1.3	1.4	1.4
State and local.....	2.7	3.0	3.0	1.6	1.6	1.7	1.6	1.6	1.6
State and local education.....	2.1	2.0	2.1	1.5	1.6	1.6	1.5	1.5	1.5
State and local, excluding education ¹	3.3	4.1	4.0	1.6	1.7	1.7	1.6	1.7	1.7

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

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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.

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 2017 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.

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 adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p
Total.....	7,392	7,384	7,248	7,174	7,301	7,024	4.7	4.7	4.6	4.5	4.6	4.4
INDUSTRY												
Total private.....	6,771	6,680	6,560	6,462	6,562	6,300	5.1	4.9	4.8	4.8	4.8	4.7
Mining and logging ³	34	30	29	41	33	32	4.3	3.8	3.7	5.2	4.3	4.1
Construction ³	299	376	331	360	384	338	3.9	4.8	4.2	4.6	4.9	4.3
Manufacturing.....	469	503	515	513	470	469	3.6	3.8	3.9	3.8	3.5	3.5
Durable goods ³	297	320	322	317	321	309	3.6	3.8	3.8	3.8	3.8	3.7
Nondurable goods ³	171	183	193	196	149	161	3.5	3.7	3.9	3.9	3.0	3.2
Trade, transportation, and utilities.....	1,554	1,352	1,390	1,256	1,337	1,275	5.3	4.6	4.8	4.3	4.6	4.4
Wholesale trade.....	227	220	213	169	193	202	3.7	3.6	3.5	2.8	3.2	3.3
Retail trade.....	978	815	863	793	816	714	5.8	4.9	5.2	4.8	4.9	4.3
Transportation, warehousing, and utilities ³	349	317	314	294	327	359	5.5	4.9	4.9	4.6	5.1	5.5
Information ³	110	107	129	177	137	162	3.7	3.7	4.4	5.9	4.6	5.4
Financial activities.....	353	352	378	379	377	356	3.9	3.9	4.2	4.2	4.2	3.9
Finance and insurance.....	266	266	260	249	269	262	4.0	4.0	3.9	3.8	4.1	4.0
Real estate and rental and leasing ³	88	86	118	130	107	94	3.7	3.6	4.8	5.3	4.4	3.9
Professional and business services.....	1,352	1,313	1,292	1,238	1,305	1,267	6.0	5.8	5.7	5.4	5.7	5.5
Education and health services.....	1,282	1,329	1,322	1,287	1,330	1,191	5.1	5.2	5.2	5.0	5.2	4.7
Educational services ³	76	122	127	135	135	120	2.0	3.1	3.2	3.4	3.4	3.0
Health care and social assistance.....	1,206	1,207	1,195	1,152	1,195	1,071	5.7	5.6	5.5	5.3	5.5	4.9
Leisure and hospitality.....	1,074	1,027	913	959	929	964	6.2	5.8	5.2	5.4	5.3	5.5
Arts, entertainment, and recreation.....	100	110	104	101	120	143	4.0	4.3	4.1	4.0	4.7	5.5
Accommodation and food services.....	974	916	809	858	809	821	6.5	6.0	5.4	5.7	5.4	5.4
Other services.....	246	292	261	252	261	245	4.0	4.7	4.2	4.1	4.2	4.0
Government.....	621	704	688	712	739	724	2.7	3.0	3.0	3.1	3.2	3.1
Federal ³	83	110	110	127	121	102	2.9	3.8	3.8	4.3	4.1	3.5
State and local.....	538	595	578	585	618	622	2.7	2.9	2.8	2.9	3.0	3.0
State and local education.....	220	212	217	212	218	231	2.1	2.0	2.0	2.0	2.0	2.1
State and local, excluding education ³	318	383	360	373	400	391	3.3	4.0	3.7	3.9	4.1	4.0
REGION⁴												
Northeast.....	1,269	1,271	1,231	1,172	1,348	1,203	4.4	4.4	4.2	4.0	4.6	4.1
South.....	2,720	2,754	2,641	2,634	2,765	2,673	4.7	4.8	4.6	4.5	4.8	4.6
Midwest.....	1,744	1,697	1,689	1,690	1,569	1,540	5.0	4.9	4.8	4.8	4.5	4.4
West.....	1,659	1,662	1,688	1,677	1,620	1,607	4.6	4.5	4.6	4.6	4.4	4.4

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p
Total.....	5,670	5,760	5,716	5,978	5,884	5,934	3.8	3.8	3.8	3.9	3.9	3.9
INDUSTRY												
Total private.....	5,327	5,398	5,377	5,620	5,489	5,565	4.2	4.2	4.2	4.4	4.3	4.3
Mining and logging.....	42	27	21	23	21	24	5.6	3.5	2.8	3.1	2.8	3.3
Construction.....	378	387	413	374	414	426	5.1	5.2	5.5	5.0	5.5	5.7
Manufacturing.....	336	340	336	338	337	351	2.6	2.6	2.6	2.6	2.6	2.7
Durable goods.....	192	193	194	190	192	202	2.4	2.4	2.4	2.4	2.4	2.5
Nondurable goods.....	145	147	142	148	145	149	3.0	3.1	3.0	3.1	3.0	3.1
Trade, transportation, and utilities.....	1,158	1,161	1,177	1,233	1,173	1,196	4.2	4.2	4.2	4.4	4.2	4.3
Wholesale trade.....	141	164	154	169	145	160	2.4	2.8	2.6	2.8	2.4	2.7
Retail trade.....	797	770	798	804	782	790	5.0	4.9	5.1	5.1	5.0	5.0
Transportation, warehousing, and utilities.....	220	227	225	260	245	246	3.7	3.7	3.7	4.2	4.0	4.0
Information.....	89	99	93	94	95	89	3.2	3.5	3.3	3.3	3.4	3.1
Financial activities.....	223	217	219	256	235	222	2.6	2.5	2.5	3.0	2.7	2.6
Finance and insurance.....	148	139	128	163	148	141	2.3	2.2	2.0	2.6	2.3	2.2
Real estate and rental and leasing. . .	75	78	91	94	86	82	3.3	3.4	3.9	4.0	3.7	3.5
Professional and business services. . . .	1,129	1,172	1,112	1,180	1,163	1,226	5.3	5.5	5.2	5.5	5.4	5.7
Education and health services.....	669	675	676	750	686	716	2.8	2.8	2.8	3.1	2.8	2.9
Educational services.....	89	98	93	108	94	93	2.4	2.6	2.5	2.8	2.5	2.4
Health care and social assistance. . . .	580	577	583	642	593	622	2.9	2.8	2.8	3.1	2.9	3.0
Leisure and hospitality.....	1,086	1,100	1,114	1,150	1,135	1,145	6.6	6.6	6.7	6.9	6.8	6.8
Arts, entertainment, and recreation. . .	177	167	128	155	161	165	7.3	6.8	5.2	6.3	6.6	6.7
Accommodation and food services. . .	909	933	986	995	973	979	6.5	6.6	6.9	7.0	6.8	6.9
Other services.....	216	220	217	221	229	170	3.7	3.7	3.7	3.7	3.9	2.9
Government.....	343	361	339	358	396	369	1.5	1.6	1.5	1.6	1.7	1.6
Federal.....	37	32	33	37	70	40	1.3	1.1	1.2	1.3	2.5	1.4
State and local.....	306	329	306	322	325	329	1.6	1.7	1.6	1.6	1.6	1.7
State and local education.....	158	171	166	172	169	169	1.5	1.6	1.6	1.6	1.6	1.6
State and local, excluding education.....	148	158	140	150	156	160	1.6	1.7	1.5	1.6	1.7	1.7
REGION³												
Northeast.....	814	957	891	964	935	898	3.0	3.4	3.2	3.5	3.4	3.2
South.....	2,310	2,261	2,293	2,420	2,306	2,358	4.2	4.1	4.2	4.4	4.2	4.3
Midwest.....	1,321	1,233	1,249	1,274	1,285	1,302	4.0	3.7	3.8	3.8	3.9	3.9
West.....	1,225	1,308	1,283	1,320	1,358	1,377	3.5	3.7	3.7	3.8	3.9	3.9

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p
Total.....	5,558	5,557	5,513	5,810	5,732	5,808	3.7	3.7	3.6	3.8	3.8	3.8
INDUSTRY												
Total private.....	5,216	5,208	5,174	5,473	5,385	5,454	4.1	4.1	4.0	4.2	4.2	4.2
Mining and logging.....	37	24	24	27	28	24	5.0	3.2	3.1	3.6	3.7	3.2
Construction.....	361	390	407	376	415	418	4.9	5.2	5.4	5.0	5.5	5.6
Manufacturing.....	320	334	331	326	320	357	2.5	2.6	2.6	2.5	2.5	2.8
Durable goods.....	180	188	180	177	183	206	2.2	2.3	2.2	2.2	2.3	2.6
Nondurable goods.....	141	147	151	149	137	151	3.0	3.1	3.2	3.1	2.9	3.1
Trade, transportation, and utilities.....	1,174	1,134	1,118	1,217	1,202	1,215	4.2	4.1	4.0	4.4	4.3	4.4
Wholesale trade.....	135	148	152	165	145	164	2.3	2.5	2.6	2.8	2.4	2.8
Retail trade.....	838	768	767	807	817	814	5.3	4.9	4.9	5.1	5.2	5.2
Transportation, warehousing, and utilities.....	201	219	199	246	241	237	3.3	3.6	3.3	4.0	3.9	3.9
Information.....	92	91	90	95	94	79	3.3	3.2	3.2	3.4	3.3	2.8
Financial activities.....	209	211	219	231	240	213	2.4	2.4	2.5	2.7	2.8	2.4
Finance and insurance.....	143	134	125	140	151	131	2.3	2.1	2.0	2.2	2.4	2.1
Real estate and rental and leasing. . .	66	78	94	91	89	82	2.9	3.4	4.1	3.9	3.8	3.5
Professional and business services. . . .	1,079	1,139	1,059	1,148	1,145	1,187	5.1	5.3	4.9	5.3	5.3	5.5
Education and health services.....	628	622	611	682	633	655	2.6	2.6	2.5	2.8	2.6	2.7
Educational services.....	95	95	89	91	98	92	2.5	2.5	2.3	2.4	2.6	2.4
Health care and social assistance. . . .	532	527	522	590	535	563	2.7	2.6	2.6	2.9	2.6	2.7
Leisure and hospitality.....	1,097	1,047	1,096	1,144	1,110	1,115	6.7	6.3	6.6	6.9	6.6	6.7
Arts, entertainment, and recreation. . .	164	173	136	150	159	153	6.8	7.0	5.6	6.1	6.5	6.2
Accommodation and food services. . .	932	874	960	994	951	962	6.7	6.1	6.7	7.0	6.7	6.8
Other services.....	219	215	218	226	199	190	3.7	3.6	3.7	3.8	3.3	3.2
Government.....	342	349	339	336	347	355	1.5	1.5	1.5	1.5	1.5	1.6
Federal.....	36	34	33	37	40	41	1.3	1.2	1.2	1.3	1.4	1.4
State and local.....	306	315	306	300	307	314	1.6	1.6	1.6	1.5	1.6	1.6
State and local education.....	160	178	174	158	153	157	1.5	1.7	1.7	1.5	1.5	1.5
State and local, excluding education.....	146	137	132	142	154	156	1.6	1.5	1.4	1.5	1.7	1.7
REGION³												
Northeast.....	854	924	896	870	914	844	3.1	3.3	3.2	3.1	3.3	3.0
South.....	2,253	2,078	2,114	2,237	2,287	2,269	4.1	3.8	3.8	4.0	4.1	4.1
Midwest.....	1,234	1,216	1,224	1,298	1,195	1,304	3.8	3.7	3.7	3.9	3.6	3.9
West.....	1,216	1,339	1,278	1,404	1,336	1,391	3.5	3.8	3.7	4.0	3.8	4.0

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p
Total.....	3,393	3,478	3,462	3,668	3,601	3,498	2.3	2.3	2.3	2.4	2.4	2.3
INDUSTRY												
Total private.....	3,223	3,277	3,278	3,487	3,419	3,310	2.5	2.5	2.5	2.7	2.7	2.6
Mining and logging.....	21	15	13	14	14	11	2.9	2.0	1.8	1.9	1.9	1.5
Construction.....	170	168	186	177	182	188	2.3	2.2	2.5	2.4	2.4	2.5
Manufacturing.....	202	203	203	195	197	216	1.6	1.6	1.6	1.5	1.5	1.7
Durable goods.....	110	114	114	103	114	125	1.4	1.4	1.4	1.3	1.4	1.6
Nondurable goods.....	92	89	89	92	83	91	1.9	1.9	1.9	1.9	1.7	1.9
Trade, transportation, and utilities.....	763	784	745	771	777	752	2.8	2.8	2.7	2.8	2.8	2.7
Wholesale trade.....	88	105	90	89	87	88	1.5	1.8	1.5	1.5	1.5	1.5
Retail trade.....	569	543	540	545	554	533	3.6	3.4	3.4	3.5	3.5	3.4
Transportation, warehousing, and utilities.....	107	136	115	137	136	131	1.8	2.2	1.9	2.2	2.2	2.1
Information.....	41	57	50	43	49	41	1.5	2.0	1.8	1.5	1.7	1.4
Financial activities.....	125	118	137	138	152	126	1.5	1.4	1.6	1.6	1.8	1.4
Finance and insurance.....	75	73	77	88	92	84	1.2	1.2	1.2	1.4	1.4	1.3
Real estate and rental and leasing ³ ...	51	45	60	50	61	42	2.2	2.0	2.6	2.1	2.6	1.8
Professional and business services.....	605	619	621	679	646	658	2.9	2.9	2.9	3.2	3.0	3.1
Education and health services.....	411	406	412	485	459	444	1.7	1.7	1.7	2.0	1.9	1.8
Educational services.....	51	51	54	61	56	51	1.4	1.3	1.4	1.6	1.5	1.3
Health care and social assistance.....	360	355	359	424	402	392	1.8	1.7	1.8	2.1	2.0	1.9
Leisure and hospitality.....	739	761	782	822	831	753	4.5	4.6	4.7	4.9	5.0	4.5
Arts, entertainment, and recreation. ...	81	73	77	80	83	79	3.4	3.0	3.1	3.3	3.4	3.2
Accommodation and food services. ...	658	688	705	742	748	674	4.7	4.8	4.9	5.2	5.3	4.7
Other services.....	144	144	128	165	113	121	2.5	2.4	2.1	2.8	1.9	2.0
Government.....	170	202	183	181	181	188	0.8	0.9	0.8	0.8	0.8	0.8
Federal.....	18	16	14	17	18	17	0.6	0.6	0.5	0.6	0.6	0.6
State and local.....	152	186	170	164	164	170	0.8	0.9	0.9	0.8	0.8	0.9
State and local education.....	75	103	98	88	87	91	0.7	1.0	0.9	0.8	0.8	0.9
State and local, excluding education.....	76	82	71	75	77	80	0.8	0.9	0.8	0.8	0.8	0.9
REGION⁴												
Northeast.....	447	496	507	502	546	468	1.6	1.8	1.8	1.8	2.0	1.7
South.....	1,420	1,381	1,392	1,479	1,440	1,347	2.6	2.5	2.5	2.7	2.6	2.4
Midwest.....	747	802	763	836	759	815	2.3	2.4	2.3	2.5	2.3	2.4
West.....	778	799	800	852	856	867	2.3	2.3	2.3	2.4	2.4	2.5

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p
Total.....	1,818	1,773	1,711	1,788	1,812	1,964	1.2	1.2	1.1	1.2	1.2	1.3
INDUSTRY												
Total private.....	1,701	1,683	1,615	1,698	1,709	1,860	1.3	1.3	1.3	1.3	1.3	1.4
Mining and logging.....	14	8	8	12	10	12	1.9	1.1	1.0	1.6	1.4	1.6
Construction.....	180	211	211	183	218	220	2.4	2.8	2.8	2.4	2.9	2.9
Manufacturing.....	101	112	109	112	104	116	0.8	0.9	0.8	0.9	0.8	0.9
Durable goods.....	59	61	55	63	57	68	0.7	0.8	0.7	0.8	0.7	0.8
Nondurable goods.....	41	51	54	49	48	49	0.9	1.1	1.1	1.0	1.0	1.0
Trade, transportation, and utilities.....	360	297	313	372	368	397	1.3	1.1	1.1	1.3	1.3	1.4
Wholesale trade ³	42	34	56	63	54	67	0.7	0.6	0.9	1.1	0.9	1.1
Retail trade.....	231	194	184	216	227	242	1.5	1.2	1.2	1.4	1.4	1.5
Transportation, warehousing, and utilities.....	87	70	73	93	88	88	1.4	1.1	1.2	1.5	1.4	1.4
Information.....	46	28	28	42	38	33	1.6	1.0	1.0	1.5	1.4	1.2
Financial activities.....	56	65	63	63	59	60	0.7	0.8	0.7	0.7	0.7	0.7
Finance and insurance.....	43	35	31	27	33	26	0.7	0.5	0.5	0.4	0.5	0.4
Real estate and rental and leasing. . .	13	30	31	36	26	34	0.6	1.3	1.3	1.5	1.1	1.5
Professional and business services. . . .	399	469	376	410	441	464	1.9	2.2	1.8	1.9	2.1	2.2
Education and health services.....	162	170	164	159	137	178	0.7	0.7	0.7	0.7	0.6	0.7
Educational services.....	37	36	30	26	36	36	1.0	1.0	0.8	0.7	1.0	0.9
Health care and social assistance. . . .	125	134	134	133	100	142	0.6	0.7	0.7	0.7	0.5	0.7
Leisure and hospitality.....	314	257	272	296	257	326	1.9	1.5	1.6	1.8	1.5	2.0
Arts, entertainment, and recreation. . .	75	97	57	67	71	69	3.1	4.0	2.3	2.8	2.9	2.8
Accommodation and food services. . .	239	160	215	229	186	258	1.7	1.1	1.5	1.6	1.3	1.8
Other services.....	69	65	71	49	76	54	1.2	1.1	1.2	0.8	1.3	0.9
Government.....	117	90	97	91	102	104	0.5	0.4	0.4	0.4	0.5	0.5
Federal.....	7	7	8	7	10	10	0.2	0.3	0.3	0.2	0.3	0.3
State and local.....	110	83	89	84	93	94	0.6	0.4	0.5	0.4	0.5	0.5
State and local education.....	66	50	53	44	43	43	0.6	0.5	0.5	0.4	0.4	0.4
State and local, excluding education.....	44	33	36	41	49	51	0.5	0.4	0.4	0.4	0.5	0.5
REGION⁴												
Northeast.....	341	371	316	308	314	314	1.2	1.3	1.1	1.1	1.1	1.1
South.....	708	579	601	624	717	785	1.3	1.0	1.1	1.1	1.3	1.4
Midwest.....	413	349	397	396	375	413	1.3	1.1	1.2	1.2	1.1	1.2
West.....	356	474	397	460	406	452	1.0	1.4	1.1	1.3	1.2	1.3

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p	Sept. 2018	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 ^p
Total.....	348	306	340	353	320	346	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	291	248	281	288	256	283	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	2	1	3	1	3	1	0.2	0.1	0.3	0.1	0.4	0.1
Construction ³	11	10	9	17	16	10	0.2	0.1	0.1	0.2	0.2	0.1
Manufacturing.....	18	19	19	19	19	24	0.1	0.1	0.1	0.1	0.1	0.2
Durable goods.....	10	13	12	12	12	13	0.1	0.2	0.1	0.1	0.2	0.2
Nondurable goods ³	7	6	7	8	6	11	0.2	0.1	0.2	0.2	0.1	0.2
Trade, transportation, and utilities.....	52	53	60	75	58	67	0.2	0.2	0.2	0.3	0.2	0.2
Wholesale trade.....	6	9	5	13	4	9	0.1	0.2	0.1	0.2	0.1	0.2
Retail trade.....	39	31	43	45	37	39	0.2	0.2	0.3	0.3	0.2	0.2
Transportation, warehousing, and utilities ³	7	13	11	17	17	19	0.1	0.2	0.2	0.3	0.3	0.3
Information ³	5	5	11	11	6	5	0.2	0.2	0.4	0.4	0.2	0.2
Financial activities.....	27	28	20	30	28	27	0.3	0.3	0.2	0.4	0.3	0.3
Finance and insurance.....	26	26	17	25	26	21	0.4	0.4	0.3	0.4	0.4	0.3
Real estate and rental and leasing ³	2	2	3	5	2	6	0.1	0.1	0.1	0.2	0.1	0.3
Professional and business services.....	75	51	62	59	58	65	0.4	0.2	0.3	0.3	0.3	0.3
Education and health services.....	54	46	35	38	37	34	0.2	0.2	0.1	0.2	0.2	0.1
Educational services.....	8	8	5	4	5	5	0.2	0.2	0.1	0.1	0.1	0.1
Health care and social assistance ³	47	39	30	33	33	29	0.2	0.2	0.1	0.2	0.2	0.1
Leisure and hospitality.....	43	29	42	26	22	35	0.3	0.2	0.3	0.2	0.1	0.2
Arts, entertainment, and recreation ³	9	3	2	3	5	5	0.4	0.1	0.1	0.1	0.2	0.2
Accommodation and food services ³	35	26	39	24	16	31	0.2	0.2	0.3	0.2	0.1	0.2
Other services ³	5	5	20	12	10	15	0.1	0.1	0.3	0.2	0.2	0.3
Government.....	56	58	59	65	64	63	0.2	0.3	0.3	0.3	0.3	0.3
Federal.....	11	11	11	13	12	14	0.4	0.4	0.4	0.5	0.4	0.5
State and local.....	45	46	48	52	51	49	0.2	0.2	0.2	0.3	0.3	0.2
State and local education.....	19	24	23	26	23	23	0.2	0.2	0.2	0.2	0.2	0.2
State and local, excluding education.....	26	22	25	26	28	26	0.3	0.2	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	66	58	73	61	54	61	0.2	0.2	0.3	0.2	0.2	0.2
South.....	125	118	121	134	130	137	0.2	0.2	0.2	0.2	0.2	0.2
Midwest.....	75	64	64	66	61	76	0.2	0.2	0.2	0.2	0.2	0.2
West.....	82	66	81	92	74	72	0.2	0.2	0.2	0.3	0.2	0.2

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

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Total.....	7,502	7,413	7,095	4.8	4.7	4.5
INDUSTRY						
Total private.....	6,889	6,662	6,373	5.1	4.9	4.7
Mining and logging.....	34	33	32	4.3	4.2	4.0
Construction.....	299	384	338	3.8	4.7	4.2
Manufacturing.....	469	470	469	3.5	3.5	3.5
Durable goods.....	297	321	309	3.6	3.8	3.7
Nondurable goods.....	171	149	161	3.5	3.0	3.2
Trade, transportation, and utilities.....	1,712	1,424	1,408	5.8	4.9	4.8
Wholesale trade.....	221	179	194	3.6	2.9	3.2
Retail trade.....	1,142	918	855	6.8	5.5	5.2
Transportation, warehousing, and utilities.....	349	327	359	5.5	5.1	5.5
Information.....	110	137	162	3.8	4.6	5.4
Financial activities.....	351	384	357	3.9	4.2	3.9
Finance and insurance.....	263	277	263	4.0	4.2	4.0
Real estate and rental and leasing.....	88	107	94	3.7	4.3	3.8
Professional and business services.....	1,404	1,331	1,301	6.2	5.8	5.7
Education and health services.....	1,246	1,315	1,155	5.0	5.2	4.5
Educational services.....	76	135	120	2.0	3.7	3.1
Health care and social assistance.....	1,170	1,180	1,035	5.5	5.4	4.8
Leisure and hospitality.....	1,028	937	910	5.9	5.1	5.1
Arts, entertainment, and recreation.....	80	118	117	3.2	4.1	4.5
Accommodation and food services.....	948	819	792	6.3	5.3	5.2
Other services.....	238	245	240	3.9	3.9	3.9
Government.....	613	751	722	2.7	3.4	3.1
Federal.....	83	121	102	2.9	4.1	3.5
State and local.....	530	630	620	2.6	3.2	3.0
State and local education.....	212	230	229	2.0	2.4	2.1
State and local, excluding education.....	318	400	391	3.3	4.1	4.0
REGION³						
Northeast.....	1,317	1,404	1,239	4.6	4.8	4.3
South.....	2,722	2,746	2,676	4.7	4.7	4.6
Midwest.....	1,784	1,597	1,552	5.1	4.6	4.4
West.....	1,679	1,666	1,628	4.6	4.5	4.4

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Total.....	5,723	6,481	6,009	3.8	4.3	4.0
INDUSTRY						
Total private.....	5,278	5,797	5,546	4.1	4.5	4.3
Mining and logging.....	43	23	25	5.7	3.0	3.3
Construction.....	353	411	406	4.7	5.3	5.3
Manufacturing.....	342	363	362	2.7	2.8	2.8
Durable goods.....	192	202	205	2.4	2.5	2.5
Nondurable goods.....	150	161	158	3.1	3.3	3.3
Trade, transportation, and utilities.....	1,171	1,220	1,225	4.2	4.4	4.4
Wholesale trade.....	137	146	158	2.3	2.4	2.7
Retail trade.....	792	830	795	5.1	5.3	5.1
Transportation, warehousing, and utilities.....	242	244	272	4.0	4.0	4.4
Information.....	89	95	88	3.2	3.3	3.1
Financial activities.....	204	243	204	2.4	2.8	2.3
Finance and insurance.....	134	153	128	2.1	2.4	2.0
Real estate and rental and leasing.....	70	90	76	3.1	3.8	3.2
Professional and business services.....	1,104	1,181	1,205	5.2	5.5	5.6
Education and health services.....	727	848	774	3.1	3.5	3.2
Educational services.....	144	171	149	3.9	4.8	3.9
Health care and social assistance.....	583	678	625	2.9	3.3	3.0
Leisure and hospitality.....	1,040	1,185	1,099	6.3	6.8	6.5
Arts, entertainment, and recreation.....	144	127	135	5.9	4.6	5.3
Accommodation and food services.....	897	1,059	964	6.4	7.2	6.7
Other services.....	205	227	159	3.5	3.8	2.7
Government.....	445	683	463	2.0	3.2	2.0
Federal.....	39	72	42	1.4	2.5	1.5
State and local.....	406	611	421	2.1	3.3	2.1
State and local education.....	273	456	273	2.6	4.9	2.6
State and local, excluding education.....	133	155	148	1.4	1.6	1.6
REGION³						
Northeast.....	882	957	958	3.2	3.4	3.4
South.....	2,292	2,590	2,328	4.2	4.7	4.2
Midwest.....	1,315	1,420	1,315	4.0	4.3	3.9
West.....	1,234	1,514	1,409	3.6	4.3	4.0

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Total.....	5,900	6,822	6,172	3.9	4.5	4.1
INDUSTRY						
Total private.....	5,514	6,293	5,765	4.3	4.8	4.5
Mining and logging.....	36	31	23	4.7	4.0	3.0
Construction.....	371	459	439	4.9	5.9	5.7
Manufacturing.....	334	398	375	2.6	3.1	2.9
Durable goods.....	188	232	217	2.3	2.9	2.7
Nondurable goods.....	147	165	159	3.1	3.4	3.3
Trade, transportation, and utilities.....	1,148	1,367	1,186	4.2	4.9	4.3
Wholesale trade.....	139	165	165	2.4	2.8	2.8
Retail trade.....	825	939	804	5.3	6.0	5.2
Transportation, warehousing, and utilities.....	183	264	217	3.0	4.4	3.5
Information.....	97	106	81	3.5	3.7	2.8
Financial activities.....	203	287	206	2.4	3.3	2.4
Finance and insurance.....	138	196	127	2.2	3.1	2.0
Real estate and rental and leasing.....	65	91	80	2.8	3.8	3.4
Professional and business services.....	1,084	1,201	1,199	5.1	5.5	5.5
Education and health services.....	626	768	652	2.6	3.2	2.7
Educational services.....	95	156	92	2.6	4.4	2.4
Health care and social assistance.....	531	612	560	2.7	3.0	2.7
Leisure and hospitality.....	1,363	1,403	1,392	8.2	8.1	8.3
Arts, entertainment, and recreation.....	275	260	254	11.2	9.5	10.1
Accommodation and food services.....	1,088	1,143	1,139	7.7	7.8	7.9
Other services.....	252	274	213	4.3	4.6	3.6
Government.....	386	528	407	1.7	2.4	1.8
Federal.....	37	46	45	1.3	1.6	1.6
State and local.....	349	483	362	1.8	2.6	1.8
State and local education.....	136	222	130	1.3	2.4	1.2
State and local, excluding education.....	212	260	232	2.3	2.7	2.5
REGION³						
Northeast.....	1,014	1,148	1,010	3.7	4.1	3.6
South.....	2,319	2,665	2,318	4.2	4.8	4.2
Midwest.....	1,293	1,466	1,387	3.9	4.4	4.2
West.....	1,273	1,542	1,458	3.7	4.4	4.1

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Total.....	3,615	4,478	3,697	2.4	3.0	2.4
INDUSTRY						
Total private.....	3,435	4,215	3,504	2.7	3.2	2.7
Mining and logging.....	24	18	13	3.2	2.4	1.7
Construction.....	182	228	204	2.4	2.9	2.7
Manufacturing.....	208	263	225	1.6	2.0	1.7
Durable goods.....	115	151	131	1.4	1.9	1.6
Nondurable goods.....	92	113	94	1.9	2.3	2.0
Trade, transportation, and utilities.....	796	947	777	2.9	3.4	2.8
Wholesale trade.....	92	107	91	1.6	1.8	1.5
Retail trade.....	596	679	559	3.8	4.3	3.6
Transportation, warehousing, and utilities.....	108	161	128	1.8	2.7	2.1
Information.....	47	63	42	1.7	2.2	1.5
Financial activities.....	129	178	129	1.5	2.0	1.5
Finance and insurance.....	78	118	88	1.2	1.8	1.4
Real estate and rental and leasing.....	51	61	42	2.2	2.6	1.8
Professional and business services.....	614	723	671	2.9	3.3	3.1
Education and health services.....	426	565	452	1.8	2.3	1.9
Educational services.....	59	91	58	1.6	2.6	1.5
Health care and social assistance.....	366	473	393	1.8	2.3	1.9
Leisure and hospitality.....	852	1,075	862	5.2	6.2	5.1
Arts, entertainment, and recreation.....	113	157	110	4.6	5.7	4.4
Accommodation and food services.....	739	918	752	5.2	6.3	5.2
Other services.....	158	153	129	2.7	2.6	2.2
Government.....	180	264	193	0.8	1.2	0.9
Federal.....	19	22	19	0.7	0.8	0.7
State and local.....	162	241	174	0.8	1.3	0.9
State and local education.....	69	133	78	0.7	1.4	0.7
State and local, excluding education.....	92	108	96	1.0	1.1	1.0
REGION³						
Northeast.....	517	686	531	1.9	2.5	1.9
South.....	1,477	1,761	1,377	2.7	3.2	2.5
Midwest.....	804	985	889	2.4	3.0	2.7
West.....	817	1,046	900	2.4	3.0	2.6

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Total.....	1,945	2,001	2,138	1.3	1.3	1.4
INDUSTRY						
Total private.....	1,793	1,808	1,984	1.4	1.4	1.5
Mining and logging.....	10	9	9	1.4	1.2	1.3
Construction.....	178	214	225	2.4	2.8	2.9
Manufacturing.....	110	117	126	0.9	0.9	1.0
Durable goods.....	63	70	73	0.8	0.9	0.9
Nondurable goods.....	47	46	53	1.0	1.0	1.1
Trade, transportation, and utilities.....	300	358	342	1.1	1.3	1.2
Wholesale trade.....	42	54	67	0.7	0.9	1.1
Retail trade.....	190	218	206	1.2	1.4	1.3
Transportation, warehousing, and utilities.....	68	86	70	1.1	1.4	1.1
Information.....	46	38	34	1.6	1.3	1.2
Financial activities.....	50	72	54	0.6	0.8	0.6
Finance and insurance.....	38	43	22	0.6	0.7	0.3
Real estate and rental and leasing.....	12	29	32	0.5	1.2	1.4
Professional and business services.....	397	419	463	1.9	1.9	2.1
Education and health services.....	146	164	166	0.6	0.7	0.7
Educational services.....	28	59	29	0.8	1.7	0.8
Health care and social assistance.....	118	106	137	0.6	0.5	0.7
Leisure and hospitality.....	467	306	495	2.8	1.8	2.9
Arts, entertainment, and recreation.....	153	98	139	6.2	3.6	5.5
Accommodation and food services.....	314	208	356	2.2	1.4	2.5
Other services.....	89	111	68	1.5	1.9	1.2
Government.....	152	193	154	0.7	0.9	0.7
Federal.....	7	12	11	0.2	0.4	0.4
State and local.....	145	181	144	0.7	1.0	0.7
State and local education.....	52	61	35	0.5	0.6	0.3
State and local, excluding education.....	93	120	109	1.0	1.3	1.2
REGION³						
Northeast.....	427	400	410	1.6	1.4	1.5
South.....	728	768	816	1.3	1.4	1.5
Midwest.....	416	408	424	1.3	1.2	1.3
West.....	374	425	489	1.1	1.2	1.4

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Sept. 2018	Aug. 2019	Sept. 2019 ^p	Sept. 2018	Aug. 2019	Sept. 2019 ^p
Total.....	340	342	337	0.2	0.2	0.2
INDUSTRY						
Total private.....	286	270	278	0.2	0.2	0.2
Mining and logging.....	1	3	1	0.2	0.4	0.1
Construction.....	11	16	10	0.1	0.2	0.1
Manufacturing.....	17	17	24	0.1	0.1	0.2
Durable goods.....	9	11	13	0.1	0.1	0.2
Nondurable goods.....	7	6	11	0.2	0.1	0.2
Trade, transportation, and utilities.....	52	62	66	0.2	0.2	0.2
Wholesale trade.....	6	4	7	0.1	0.1	0.1
Retail trade.....	39	41	40	0.2	0.3	0.3
Transportation, warehousing, and utilities.....	7	17	19	0.1	0.3	0.3
Information.....	5	6	5	0.2	0.2	0.2
Financial activities.....	24	37	23	0.3	0.4	0.3
Finance and insurance.....	22	34	17	0.4	0.5	0.3
Real estate and rental and leasing.....	2	2	6	0.1	0.1	0.3
Professional and business services.....	73	58	65	0.3	0.3	0.3
Education and health services.....	55	39	34	0.2	0.2	0.1
Educational services.....	8	6	5	0.2	0.2	0.1
Health care and social assistance.....	47	33	29	0.2	0.2	0.1
Leisure and hospitality.....	43	22	35	0.3	0.1	0.2
Arts, entertainment, and recreation.....	9	5	5	0.3	0.2	0.2
Accommodation and food services.....	35	16	31	0.2	0.1	0.2
Other services.....	5	10	15	0.1	0.2	0.3
Government.....	54	72	60	0.2	0.3	0.3
Federal.....	12	12	16	0.4	0.4	0.5
State and local.....	42	60	44	0.2	0.3	0.2
State and local education.....	16	29	17	0.1	0.3	0.2
State and local, excluding education.....	27	32	27	0.3	0.3	0.3
REGION³						
Northeast.....	71	62	68	0.3	0.2	0.2
South.....	114	136	125	0.2	0.2	0.2
Midwest.....	74	73	75	0.2	0.2	0.2
West.....	82	71	69	0.2	0.2	0.2

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

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

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

^p Preliminary

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