



For release 10:00 a.m. (ET) Wednesday, December 9, 2020

USDL-20-2216

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JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2020

The number of job openings was little changed at 6.7 million on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Hires were little changed at 5.8 million while total separations increased to 5.1 million. Within separations, the quits rate was unchanged at 2.2 percent while the layoffs and discharges rate increased to 1.2 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, October 2017 - October 2020

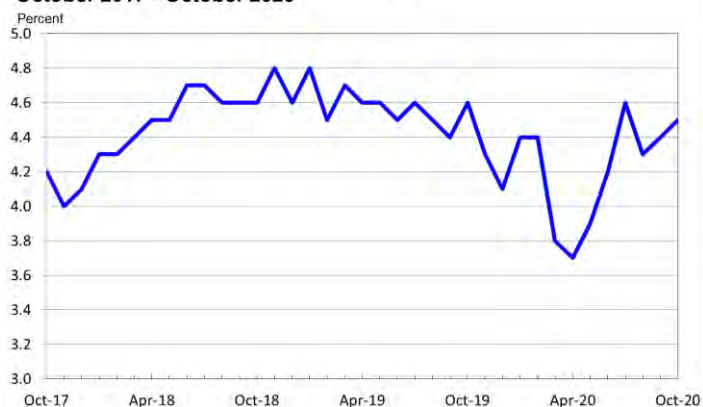
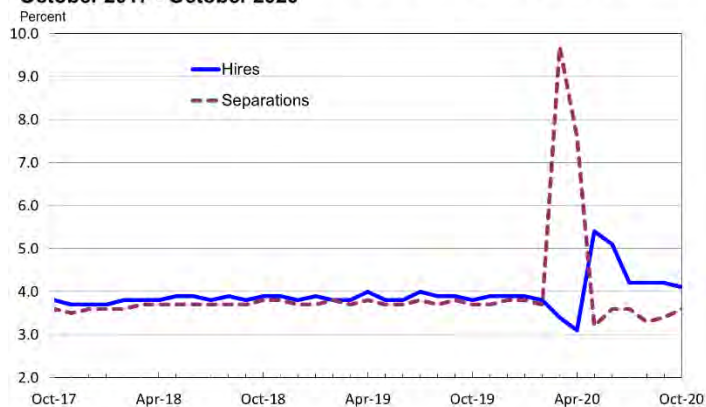


Chart 2. Hires and total separations rates, seasonally adjusted, October 2017 - October 2020



Job Openings

On the last business day of October, the number and rate of **job openings** were little changed at 6.7 million and 4.5 percent, respectively. Job openings increased in health care and social assistance (+122,000) and state and local government education (+23,000). The number of job openings was little changed in all four regions. (See table 1.)

The number of job openings in October (not seasonally adjusted) decreased over the year to 7.1 million (-596,000) reflecting the continued impact of the COVID-19 pandemic on the labor market. Job openings decreased in a number of industries with the largest decreases in retail trade, accommodation and food services, and finance and insurance. Only nondurable goods manufacturing and durable goods

Coronavirus (COVID-19) Pandemic Impact on October 2020 JOLTS Data

Data collection for the Job Openings and Labor Turnover Survey was affected by the coronavirus (COVID-19) pandemic. More information is available at the end of this news release and at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-october-2020.htm.

manufacturing had increases in job openings. The number of job openings decreased in the Midwest region. (See table 7.)

Hires

In October, the number and rate of **hires** were little changed at 5.8 million and 4.1 percent, respectively. Hires decreased in wholesale trade (-81,000), other services (-74,000), and federal government (-12,000). The number of hires was little changed in all four regions. (See table 2.)

The number of hires in October (not seasonally adjusted) was little changed over the year. Hires increased in a number of industries over the year, with the largest increases in transportation, warehousing, and utilities and in durable goods manufacturing. Hires decreased in construction and state and local government education. The number of hires was little changed in all four regions. (See table 8.)

Separations

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

In October, the number of **total separations** increased to 5.1 million (+263,000). The total separations rate was little changed at 3.6 percent. The total separations level increased in federal government (+109,000), largely the result of separations of temporary 2020 Census workers. Total separations increased in the Northeast region. (See table 3.)

Over the year, the number of total separations (not seasonally adjusted) decreased to 5.3 million (-408,000). Total separations decreased in a number of industries with the largest decreases in accommodation and food services and construction. Total separations increased in federal government and nondurable goods manufacturing. The number of total separations decreased in the West region. (See table 9.)

In October, the number of **quits** was little changed at 3.1 million and the quits rate was unchanged at 2.2 percent. Quits increased in arts, entertainment, and recreation (+17,000) and federal government (+7,000). The number of quits was little changed in all four regions. (See table 4.)

Over the year, the number of quits (not seasonally adjusted) decreased to 3.3 million (-261,000). Quits declined in several industries, with the largest decreases in accommodation and food services and other services. The quits level increased in a number of industries with the largest increases in retail trade and wholesale trade. Over the year, the number of quits decreased in the Midwest and West regions. (See table 10.)

The number and rate of **layoffs and discharges** increased to 1.7 million (+243,000) and 1.2 percent, respectively in October. The number of layoffs and discharges increased in federal government (+91,000), largely due to the release of temporary 2020 Census workers. Layoffs and discharges increased in the Northeast region. (See table 5.)

Over the year, the layoffs and discharges level (not seasonally adjusted) was little changed. Layoffs and discharges decreased in arts, entertainment, and recreation and in wholesale trade. The number of

layoffs and discharges increased in federal government. The number of layoffs and discharges decreased over the year in the West region. (See table 11.)

The number of **other separations** was little changed in October at 336,000. Other separations increased in federal government (+10,000). Other separations were little changed in all four regions. (See table 6.)

Over the year, the other separations level (not seasonally adjusted) was little changed at 321,000. Other separations decreased in a number of industries with the largest decrease in information. Other separations increased in federal government. The number of other separations was little changed in all four regions. (See table 12.)

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 October, hires totaled 70.4 million and separations totaled 76.1 million, yielding a net employment loss of 5.7 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 November 2020 are scheduled to be released on Tuesday, January 12, 2021 at 10:00 a.m. (ET).

Coronavirus (COVID-19) Pandemic Impact on October 2020 Job Openings and Labor Turnover Survey Data

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for October was 45 percent, while response rates prior to the pandemic averaged 54 percent.

BLS modified the JOLTS estimation methods in March through October to better reflect the impact of the coronavirus (COVID-19) pandemic. The estimation process usually includes an alignment of monthly hires minus separations to the over-the-month change in the Current Employment Statistics (CES) employment estimates. For October estimates, as in earlier months, BLS suspended the alignment process. The differing reference periods for the CES employment estimates (pay period including the 12th of the month) and the JOLTS hires and separations estimates (the entire reference month) led to different measurement outcomes. More information about the impact of the COVID-19 pandemic on the JOLTS survey, including information about the JOLTS estimation methodology, is available at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-october-2020.htm.

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

Category	Job openings			Hires			Total separations		
	Oct. 2019	Sept. 2020	Oct. 2020 ^P	Oct. 2019	Sept. 2020	Oct. 2020 ^P	Oct. 2019	Sept. 2020	Oct. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,309	6,494	6,652	5,757	5,886	5,812	5,580	4,844	5,107
Total private.....	6,546	5,795	5,950	5,397	5,570	5,493	5,211	4,504	4,642
Mining and logging ¹	23	17	22	28	19	17	26	23	22
Construction ¹	325	223	230	475	394	396	450	290	320
Manufacturing.....	403	492	525	312	374	371	333	354	355
Durable goods ¹	258	267	290	177	207	216	205	206	207
Nondurable goods ¹	145	225	235	135	166	155	128	148	149
Trade, transportation, and utilities.....	1,472	1,142	1,102	1,112	1,255	1,247	1,062	1,063	1,118
Wholesale trade.....	268	180	178	144	212	131	136	125	132
Retail trade.....	877	671	667	716	745	790	687	687	726
Transportation, warehousing, and utilities ¹	327	291	257	252	299	326	240	251	260
Information ¹	142	121	129	96	103	111	92	51	54
Financial activities.....	426	301	293	217	238	216	200	190	192
Finance and insurance.....	323	240	211	135	162	134	127	111	112
Real estate and rental and leasing ¹	103	61	83	82	76	83	72	79	79
Professional and business services.....	1,218	1,268	1,252	1,118	1,108	1,081	1,079	989	977
Education and health services.....	1,306	1,215	1,358	722	725	745	668	618	650
Educational services ¹	131	106	125	106	70	92	101	64	77
Health care and social assistance.....	1,176	1,110	1,232	616	655	653	567	553	573
Leisure and hospitality.....	975	772	791	1,101	1,053	1,082	1,067	737	781
Arts, entertainment, and recreation.....	135	86	92	168	115	124	170	84	105
Accommodation and food services.....	840	686	700	934	938	958	896	653	677
Other services.....	256	243	247	216	302	228	234	190	174
Government.....	763	699	702	360	316	318	369	340	465
Federal ¹	124	95	101	44	59	47	55	90	199
State and local.....	638	605	602	316	257	271	314	250	266
State and local education.....	234	207	230	156	114	125	160	129	133
State and local, excluding education ¹	404	397	372	160	143	146	154	121	133
RATES BY INDUSTRY (percent)									
Total.....	4.6	4.4	4.5	3.8	4.2	4.1	3.7	3.4	3.6
Total private.....	4.8	4.6	4.7	4.2	4.6	4.5	4.0	3.8	3.8
Mining and logging ¹	3.0	2.7	3.5	3.7	3.1	2.7	3.5	3.6	3.5
Construction ¹	4.1	3.0	3.0	6.3	5.4	5.4	6.0	4.0	4.4
Manufacturing.....	3.1	3.9	4.1	2.4	3.1	3.0	2.6	2.9	2.9
Durable goods ¹	3.1	3.4	3.7	2.2	2.7	2.8	2.6	2.7	2.7
Nondurable goods ¹	2.9	4.7	4.9	2.8	3.6	3.4	2.7	3.2	3.2
Trade, transportation, and utilities.....	5.0	4.1	4.0	4.0	4.7	4.7	3.8	4.0	4.2
Wholesale trade.....	4.3	3.1	3.1	2.4	3.8	2.3	2.3	2.2	2.3
Retail trade.....	5.3	4.3	4.2	4.6	4.9	5.2	4.4	4.6	4.8
Transportation, warehousing, and utilities ¹	5.0	4.7	4.1	4.1	5.1	5.5	3.9	4.3	4.4
Information ¹	4.7	4.4	4.7	3.3	3.9	4.2	3.2	1.9	2.0
Financial activities.....	4.6	3.4	3.3	2.5	2.7	2.5	2.3	2.2	2.2
Finance and insurance.....	4.8	3.6	3.1	2.1	2.5	2.1	2.0	1.7	1.7
Real estate and rental and leasing ¹	4.2	2.7	3.6	3.5	3.4	3.7	3.1	3.6	3.6
Professional and business services.....	5.4	5.9	5.8	5.2	5.5	5.3	5.0	4.9	4.8
Education and health services.....	5.1	5.0	5.5	3.0	3.1	3.2	2.7	2.7	2.8
Educational services ¹	3.3	2.9	3.5	2.8	2.0	2.7	2.7	1.9	2.2
Health care and social assistance.....	5.4	5.3	5.9	3.0	3.3	3.3	2.8	2.8	2.9
Leisure and hospitality.....	5.5	5.6	5.6	6.6	8.0	8.1	6.4	5.6	5.8
Arts, entertainment, and recreation.....	5.2	4.8	5.0	6.8	6.8	7.1	6.9	5.0	6.0
Accommodation and food services.....	5.6	5.7	5.7	6.6	8.2	8.2	6.3	5.7	5.8
Other services.....	4.2	4.3	4.3	3.7	5.5	4.1	4.0	3.5	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		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Government.....	3.3	3.1	3.2	1.6	1.4	1.5	1.6	1.6	2.2
Federal ¹	4.2	2.9	3.3	1.5	1.9	1.6	2.0	2.9	6.7
State and local.....	3.1	3.1	3.1	1.6	1.4	1.5	1.6	1.3	1.4
State and local education.....	2.2	2.1	2.4	1.5	1.2	1.3	1.5	1.3	1.4
State and local, excluding education ¹	4.2	4.2	4.0	1.7	1.6	1.6	1.7	1.3	1.5

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

Special technical note: This technical note describes the procedures regularly used on a monthly basis to develop estimates from JOLTS survey responses. Due to the COVID-19 pandemic, some of the procedures described in this technical note have been modified. The modifications are briefly described in the box note in the news release and are described in more detail at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm.

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Industries are classified in accordance with the North American Industry Classification System.

Definitions

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

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. Hires include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.4 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected

on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for job openings, hires, and separations.

Alignment. The JOLTS figure for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences as well as sampling and nonsampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the monthly alignment method. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These

annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

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

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. This variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. Sampling error estimates are available at www.bls.gov/jlt/jolts_median_standard_errors.htm.

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

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p
Total.....	7,309	6,001	6,697	6,352	6,494	6,652	4.6	4.2	4.6	4.3	4.4	4.5
INDUSTRY												
Total private.....	6,546	5,347	5,879	5,636	5,795	5,950	4.8	4.4	4.7	4.5	4.6	4.7
Mining and logging ³	23	16	16	15	17	22	3.0	2.5	2.6	2.4	2.7	3.5
Construction ³	325	244	332	275	223	230	4.1	3.3	4.4	3.7	3.0	3.0
Manufacturing.....	403	346	430	469	492	525	3.1	2.8	3.4	3.7	3.9	4.1
Durable goods ³	258	179	228	249	267	290	3.1	2.3	2.9	3.2	3.4	3.7
Nondurable goods ³	145	167	202	220	225	235	2.9	3.6	4.3	4.6	4.7	4.9
Trade, transportation, and utilities.....	1,472	1,075	1,181	1,130	1,142	1,102	5.0	4.0	4.3	4.1	4.1	4.0
Wholesale trade.....	268	163	179	187	180	178	4.3	2.8	3.1	3.2	3.1	3.1
Retail trade.....	877	669	773	705	671	667	5.3	4.4	5.0	4.5	4.3	4.2
Transportation, warehousing, and utilities ³	327	243	228	238	291	257	5.0	4.1	3.8	3.9	4.7	4.1
Information ³	142	97	106	82	121	129	4.7	3.6	3.9	3.1	4.4	4.7
Financial activities.....	426	298	291	284	301	293	4.6	3.3	3.3	3.2	3.4	3.3
Finance and insurance.....	323	232	219	222	240	211	4.8	3.5	3.3	3.3	3.6	3.1
Real estate and rental and leasing ³	103	65	72	61	61	83	4.2	2.9	3.2	2.7	2.7	3.6
Professional and business services.....	1,218	1,077	1,178	1,195	1,268	1,252	5.4	5.2	5.6	5.6	5.9	5.8
Education and health services.....	1,306	1,089	1,288	1,182	1,215	1,358	5.1	4.6	5.3	4.9	5.0	5.5
Educational services ³	131	90	111	108	106	125	3.3	2.5	3.1	3.0	2.9	3.5
Health care and social assistance.....	1,176	999	1,177	1,074	1,110	1,232	5.4	4.9	5.7	5.2	5.3	5.9
Leisure and hospitality.....	975	838	770	761	772	791	5.5	6.6	5.8	5.7	5.6	5.6
Arts, entertainment, and recreation.....	135	113	94	83	86	92	5.2	7.1	5.6	4.9	4.8	5.0
Accommodation and food services.....	840	725	676	678	686	700	5.6	6.5	5.8	5.8	5.7	5.7
Other services.....	256	268	288	242	243	247	4.2	4.9	5.1	4.3	4.3	4.3
Government.....	763	654	818	716	699	702	3.3	3.0	3.7	3.2	3.1	3.2
Federal ³	124	112	281	123	95	101	4.2	3.7	8.8	3.7	2.9	3.3
State and local.....	638	542	536	594	605	602	3.1	2.9	2.8	3.1	3.1	3.1
State and local education.....	234	186	176	199	207	230	2.2	1.9	1.8	2.0	2.1	2.4
State and local, excluding education ³	404	356	360	394	397	372	4.2	3.9	3.9	4.2	4.2	4.0
REGION⁴												
Northeast.....	1,234	1,123	1,209	1,080	1,101	1,186	4.3	4.3	4.5	4.0	4.1	4.3
South.....	2,804	2,226	2,479	2,512	2,584	2,605	4.8	4.2	4.6	4.6	4.7	4.8
Midwest.....	1,648	1,329	1,561	1,366	1,388	1,395	4.8	4.2	4.9	4.3	4.3	4.3
West.....	1,623	1,323	1,448	1,394	1,421	1,466	4.4	4.0	4.3	4.1	4.1	4.2

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p
Total.....	5,757	6,970	5,903	5,952	5,886	5,812	3.8	5.1	4.2	4.2	4.2	4.1
INDUSTRY												
Total private.....	5,397	6,688	5,569	5,394	5,570	5,493	4.2	5.7	4.7	4.5	4.6	4.5
Mining and logging.....	28	11	21	16	19	17	3.7	1.8	3.4	2.6	3.1	2.7
Construction.....	475	499	396	396	394	396	6.3	7.0	5.5	5.5	5.4	5.4
Manufacturing.....	312	432	341	384	374	371	2.4	3.6	2.8	3.2	3.1	3.0
Durable goods.....	177	254	175	207	207	216	2.2	3.4	2.3	2.7	2.7	2.8
Nondurable goods.....	135	178	165	177	166	155	2.8	3.9	3.6	3.9	3.6	3.4
Trade, transportation, and utilities.....	1,112	1,362	1,227	1,248	1,255	1,247	4.0	5.3	4.7	4.7	4.7	4.7
Wholesale trade.....	144	165	123	135	212	131	2.4	2.9	2.2	2.4	3.8	2.3
Retail trade.....	716	911	811	863	745	790	4.6	6.3	5.5	5.7	4.9	5.2
Transportation, warehousing, and utilities.....	252	286	294	250	299	326	4.1	5.0	5.1	4.3	5.1	5.5
Information.....	96	57	67	87	103	111	3.3	2.2	2.6	3.4	3.9	4.2
Financial activities.....	217	189	235	217	238	216	2.5	2.2	2.7	2.5	2.7	2.5
Finance and insurance.....	135	134	142	145	162	134	2.1	2.1	2.2	2.2	2.5	2.1
Real estate and rental and leasing. . .	82	56	94	73	76	83	3.5	2.6	4.3	3.3	3.4	3.7
Professional and business services. . . .	1,118	1,175	1,152	1,170	1,108	1,081	5.2	6.0	5.8	5.8	5.5	5.3
Education and health services.....	722	899	788	719	725	745	3.0	3.9	3.4	3.1	3.1	3.2
Educational services.....	106	116	100	93	70	92	2.8	3.4	2.9	2.6	2.0	2.7
Health care and social assistance. . . .	616	783	688	626	655	653	3.0	4.1	3.5	3.2	3.3	3.3
Leisure and hospitality.....	1,101	1,759	1,168	934	1,053	1,082	6.6	14.7	9.3	7.4	8.0	8.1
Arts, entertainment, and recreation. . .	168	162	167	129	115	124	6.8	10.9	10.6	8.0	6.8	7.1
Accommodation and food services. . .	934	1,597	1,001	806	938	958	6.6	15.3	9.1	7.3	8.2	8.2
Other services.....	216	305	173	222	302	228	3.7	5.9	3.2	4.1	5.5	4.1
Government.....	360	281	334	558	316	318	1.6	1.3	1.5	2.5	1.4	1.5
Federal.....	44	40	72	315	59	47	1.5	1.4	2.5	10.0	1.9	1.6
State and local.....	316	241	262	243	257	271	1.6	1.3	1.4	1.3	1.4	1.5
State and local education.....	156	123	124	105	114	125	1.5	1.3	1.3	1.1	1.2	1.3
State and local, excluding education.....	160	118	138	138	143	146	1.7	1.3	1.6	1.6	1.6	1.6
REGION³												
Northeast.....	921	1,214	1,052	1,017	982	959	3.3	4.8	4.1	3.9	3.8	3.7
South.....	2,274	2,417	2,173	2,278	2,297	2,312	4.1	4.8	4.2	4.4	4.4	4.4
Midwest.....	1,237	1,682	1,307	1,311	1,181	1,205	3.7	5.6	4.3	4.3	3.8	3.9
West.....	1,325	1,656	1,371	1,346	1,425	1,336	3.8	5.2	4.2	4.1	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 3. Total separations levels and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p
Total.....	5,580	4,899	4,988	4,689	4,844	5,107	3.7	3.6	3.6	3.3	3.4	3.6
INDUSTRY												
Total private.....	5,211	4,656	4,729	4,413	4,504	4,642	4.0	4.0	4.0	3.7	3.8	3.8
Mining and logging.....	26	28	26	19	23	22	3.5	4.4	4.2	3.1	3.6	3.5
Construction.....	450	343	347	324	290	320	6.0	4.8	4.8	4.5	4.0	4.4
Manufacturing.....	333	392	359	332	354	355	2.6	3.2	3.0	2.7	2.9	2.9
Durable goods.....	205	241	219	190	206	207	2.6	3.2	2.9	2.5	2.7	2.7
Nondurable goods.....	128	152	140	141	148	149	2.7	3.4	3.1	3.1	3.2	3.2
Trade, transportation, and utilities.....	1,062	1,077	1,123	1,103	1,063	1,118	3.8	4.2	4.3	4.2	4.0	4.2
Wholesale trade.....	136	166	143	152	125	132	2.3	2.9	2.6	2.7	2.2	2.3
Retail trade.....	687	640	717	719	687	726	4.4	4.4	4.9	4.8	4.6	4.8
Transportation, warehousing, and utilities.....	240	271	263	232	251	260	3.9	4.8	4.6	4.0	4.3	4.4
Information.....	92	54	56	57	51	54	3.2	2.1	2.2	2.2	1.9	2.0
Financial activities.....	200	177	197	205	190	192	2.3	2.1	2.3	2.4	2.2	2.2
Finance and insurance.....	127	122	120	133	111	112	2.0	1.9	1.9	2.1	1.7	1.7
Real estate and rental and leasing. . .	72	55	77	72	79	79	3.1	2.6	3.5	3.3	3.6	3.6
Professional and business services. . . .	1,079	926	986	960	989	977	5.0	4.7	5.0	4.8	4.9	4.8
Education and health services.....	668	603	632	606	618	650	2.7	2.6	2.7	2.6	2.7	2.8
Educational services.....	101	55	71	59	64	77	2.7	1.6	2.0	1.7	1.9	2.2
Health care and social assistance. . . .	567	548	561	547	553	573	2.8	2.8	2.9	2.8	2.8	2.9
Leisure and hospitality.....	1,067	858	820	708	737	781	6.4	7.2	6.5	5.6	5.6	5.8
Arts, entertainment, and recreation. . .	170	136	115	53	84	105	6.9	9.2	7.3	3.3	5.0	6.0
Accommodation and food services. . .	896	722	705	655	653	677	6.3	6.9	6.4	5.9	5.7	5.8
Other services.....	234	199	183	98	190	174	4.0	3.9	3.4	1.8	3.5	3.2
Government.....	369	243	259	276	340	465	1.6	1.1	1.2	1.3	1.6	2.2
Federal.....	55	42	45	57	90	199	2.0	1.5	1.5	1.8	2.9	6.7
State and local.....	314	200	214	219	250	266	1.6	1.1	1.1	1.2	1.3	1.4
State and local education.....	160	70	102	116	129	133	1.5	0.7	1.0	1.2	1.3	1.4
State and local, excluding education.....	154	130	112	103	121	133	1.7	1.5	1.3	1.2	1.3	1.5
REGION³												
Northeast.....	936	841	766	702	710	849	3.4	3.3	3.0	2.7	2.7	3.3
South.....	2,076	1,862	1,915	1,895	1,912	2,004	3.7	3.7	3.7	3.7	3.7	3.8
Midwest.....	1,186	1,080	1,121	1,055	1,098	1,163	3.6	3.6	3.7	3.4	3.6	3.7
West.....	1,382	1,115	1,185	1,037	1,125	1,092	3.9	3.5	3.7	3.2	3.4	3.3

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

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

³ 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					
	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p
Total.....	3,442	2,605	2,932	2,839	3,074	3,092	2.3	1.9	2.1	2.0	2.2	2.2
INDUSTRY												
Total private.....	3,261	2,492	2,789	2,696	2,920	2,917	2.5	2.1	2.4	2.3	2.4	2.4
Mining and logging.....	12	10	11	7	9	9	1.7	1.5	1.7	1.2	1.4	1.5
Construction.....	189	131	143	103	142	115	2.5	1.8	2.0	1.4	2.0	1.6
Manufacturing.....	200	186	179	207	235	220	1.6	1.5	1.5	1.7	1.9	1.8
Durable goods.....	118	101	104	117	129	123	1.5	1.3	1.4	1.5	1.7	1.6
Nondurable goods.....	82	85	75	90	106	96	1.7	1.9	1.7	2.0	2.3	2.1
Trade, transportation, and utilities.....	630	613	753	722	702	712	2.3	2.4	2.9	2.7	2.6	2.7
Wholesale trade.....	61	79	90	86	92	90	1.0	1.4	1.6	1.5	1.6	1.6
Retail trade.....	433	410	524	502	466	479	2.8	2.8	3.5	3.3	3.1	3.2
Transportation, warehousing, and utilities.....	135	123	140	134	144	143	2.2	2.2	2.4	2.3	2.4	2.4
Information.....	45	28	31	29	29	30	1.6	1.1	1.2	1.1	1.1	1.2
Financial activities.....	131	84	87	126	106	119	1.5	1.0	1.0	1.5	1.2	1.4
Finance and insurance.....	88	60	47	89	65	70	1.4	0.9	0.7	1.4	1.0	1.1
Real estate and rental and leasing ³ ...	42	25	40	37	40	50	1.8	1.1	1.8	1.7	1.8	2.2
Professional and business services.....	632	441	533	558	627	576	2.9	2.2	2.7	2.8	3.1	2.8
Education and health services.....	464	394	438	398	425	466	1.9	1.7	1.9	1.7	1.8	2.0
Educational services.....	62	23	37	32	32	41	1.6	0.7	1.1	0.9	0.9	1.2
Health care and social assistance....	402	371	401	366	392	425	2.0	1.9	2.1	1.9	2.0	2.1
Leisure and hospitality.....	776	487	501	488	536	562	4.6	4.1	4.0	3.8	4.1	4.2
Arts, entertainment, and recreation. ...	84	29	32	15	38	55	3.4	2.0	2.0	0.9	2.2	3.2
Accommodation and food services. ...	692	457	469	473	498	507	4.9	4.4	4.3	4.3	4.4	4.4
Other services.....	183	117	113	58	110	107	3.1	2.3	2.1	1.1	2.0	1.9
Government.....	180	113	143	142	155	175	0.8	0.5	0.7	0.6	0.7	0.8
Federal.....	19	17	19	19	20	27	0.7	0.6	0.7	0.6	0.6	0.9
State and local.....	161	96	123	124	134	147	0.8	0.5	0.7	0.7	0.7	0.8
State and local education.....	85	31	59	66	70	72	0.8	0.3	0.6	0.7	0.7	0.8
State and local, excluding education.....	76	66	65	58	65	76	0.8	0.7	0.7	0.7	0.7	0.8
REGION⁴												
Northeast.....	506	392	410	389	425	450	1.8	1.6	1.6	1.5	1.6	1.7
South.....	1,331	1,054	1,160	1,233	1,303	1,312	2.4	2.1	2.3	2.4	2.5	2.5
Midwest.....	768	599	703	633	680	682	2.3	2.0	2.3	2.1	2.2	2.2
West.....	837	560	658	583	667	647	2.4	1.7	2.0	1.8	2.0	2.0

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					
	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p
Total.....	1,778	1,995	1,745	1,533	1,437	1,680	1.2	1.4	1.3	1.1	1.0	1.2
INDUSTRY												
Total private.....	1,657	1,913	1,690	1,464	1,311	1,459	1.3	1.6	1.4	1.2	1.1	1.2
Mining and logging.....	12	17	15	11	11	12	1.7	2.6	2.4	1.7	1.8	1.8
Construction.....	244	197	192	206	135	193	3.2	2.7	2.7	2.9	1.9	2.6
Manufacturing.....	114	184	154	102	97	112	0.9	1.5	1.3	0.8	0.8	0.9
Durable goods.....	73	127	102	60	65	69	0.9	1.7	1.4	0.8	0.8	0.9
Nondurable goods.....	41	57	52	42	32	43	0.9	1.3	1.1	0.9	0.7	0.9
Trade, transportation, and utilities.....	365	419	317	340	302	334	1.3	1.6	1.2	1.3	1.1	1.2
Wholesale trade ³	66	80	53	61	21	34	1.1	1.4	1.0	1.1	0.4	0.6
Retail trade.....	211	203	171	194	191	204	1.4	1.4	1.2	1.3	1.3	1.3
Transportation, warehousing, and utilities.....	88	135	92	85	90	96	1.4	2.4	1.6	1.5	1.5	1.6
Information.....	40	21	21	25	17	21	1.4	0.8	0.8	1.0	0.7	0.8
Financial activities.....	42	67	83	52	60	49	0.5	0.8	1.0	0.6	0.7	0.6
Finance and insurance.....	18	41	50	21	26	21	0.3	0.6	0.8	0.3	0.4	0.3
Real estate and rental and leasing. . .	24	25	33	31	34	28	1.0	1.2	1.5	1.4	1.5	1.3
Professional and business services. . . .	390	423	390	352	305	340	1.8	2.1	2.0	1.8	1.5	1.7
Education and health services.....	167	155	165	164	155	152	0.7	0.7	0.7	0.7	0.7	0.7
Educational services.....	29	30	31	21	28	32	0.8	0.9	0.9	0.6	0.8	0.9
Health care and social assistance. . .	137	126	134	143	127	120	0.7	0.7	0.7	0.7	0.6	0.6
Leisure and hospitality.....	247	351	293	188	166	188	1.5	2.9	2.3	1.5	1.3	1.4
Arts, entertainment, and recreation. . .	81	103	81	35	44	48	3.3	7.0	5.1	2.1	2.6	2.8
Accommodation and food services. . .	165	248	213	154	122	140	1.2	2.4	1.9	1.4	1.1	1.2
Other services.....	36	81	61	23	63	58	0.6	1.6	1.1	0.4	1.1	1.1
Government.....	121	81	55	69	127	221	0.5	0.4	0.3	0.3	0.6	1.0
Federal.....	26	14	12	23	60	151	0.9	0.5	0.4	0.7	1.9	5.1
State and local.....	96	67	43	46	67	70	0.5	0.4	0.2	0.2	0.4	0.4
State and local education.....	46	29	18	26	34	38	0.4	0.3	0.2	0.3	0.4	0.4
State and local, excluding education.....	49	38	25	20	33	31	0.5	0.4	0.3	0.2	0.4	0.3
REGION⁴												
Northeast.....	366	395	300	264	232	350	1.3	1.6	1.2	1.0	0.9	1.3
South.....	621	706	639	540	476	552	1.1	1.4	1.2	1.0	0.9	1.1
Midwest.....	340	416	355	355	351	413	1.0	1.4	1.2	1.2	1.1	1.3
West.....	452	478	451	374	378	365	1.3	1.5	1.4	1.1	1.1	1.1

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					
	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p	Oct. 2019	June 2020	July 2020	Aug. 2020	Sept. 2020	Oct. 2020 ^p
Total.....	360	300	311	317	333	336	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	293	251	250	253	274	266	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	1	3	1	0.2	0.2	0.2	0.2	0.5	0.2
Construction ³	17	15	11	15	12	11	0.2	0.2	0.2	0.2	0.2	0.2
Manufacturing.....	20	22	26	23	22	24	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	14	12	13	13	12	15	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	5	9	13	10	10	9	0.1	0.2	0.3	0.2	0.2	0.2
Trade, transportation, and utilities.....	68	45	53	41	59	72	0.2	0.2	0.2	0.2	0.2	0.3
Wholesale trade.....	9	6	0	5	11	8	0.1	0.1	0.0	0.1	0.2	0.1
Retail trade.....	42	27	22	23	30	43	0.3	0.2	0.1	0.2	0.2	0.3
Transportation, warehousing, and utilities ³	17	13	31	13	18	21	0.3	0.2	0.5	0.2	0.3	0.4
Information ³	8	5	4	3	4	2	0.3	0.2	0.2	0.1	0.2	0.1
Financial activities.....	26	26	27	27	25	24	0.3	0.3	0.3	0.3	0.3	0.3
Finance and insurance.....	21	21	23	23	19	22	0.3	0.3	0.4	0.4	0.3	0.3
Real estate and rental and leasing ³ ...	6	5	4	4	5	1	0.2	0.2	0.2	0.2	0.2	0.1
Professional and business services....	57	62	64	50	58	61	0.3	0.3	0.3	0.3	0.3	0.3
Education and health services.....	37	53	29	44	38	32	0.2	0.2	0.1	0.2	0.2	0.1
Educational services.....	9	2	3	5	5	4	0.2	0.1	0.1	0.1	0.1	0.1
Health care and social assistance ³ ...	28	52	26	38	34	27	0.1	0.3	0.1	0.2	0.2	0.1
Leisure and hospitality.....	44	20	26	32	35	31	0.3	0.2	0.2	0.3	0.3	0.2
Arts, entertainment, and recreation ³ ...	5	3	3	4	2	2	0.2	0.2	0.2	0.3	0.1	0.1
Accommodation and food services ³ ...	39	17	23	28	33	30	0.3	0.2	0.2	0.3	0.3	0.3
Other services ³	15	2	9	16	18	9	0.3	0.0	0.2	0.3	0.3	0.2
Government.....	68	48	61	64	59	69	0.3	0.2	0.3	0.3	0.3	0.3
Federal.....	11	11	14	15	10	20	0.4	0.4	0.5	0.5	0.3	0.7
State and local.....	57	37	48	50	48	49	0.3	0.2	0.3	0.3	0.3	0.3
State and local education.....	28	11	25	25	25	23	0.3	0.1	0.3	0.2	0.3	0.2
State and local, excluding education.....	29	26	23	25	24	26	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	65	55	56	48	53	48	0.2	0.2	0.2	0.2	0.2	0.2
South.....	124	102	116	121	133	140	0.2	0.2	0.2	0.2	0.3	0.3
Midwest.....	78	66	63	67	67	68	0.2	0.2	0.2	0.2	0.2	0.2
West.....	93	78	76	80	80	80	0.3	0.2	0.2	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 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		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Total.....	7,693	6,639	7,097	4.8	4.5	4.7
INDUSTRY						
Total private.....	6,940	5,943	6,397	5.1	4.7	5.0
Mining and logging.....	23	17	22	3.0	2.7	3.5
Construction.....	325	223	230	4.0	2.9	3.0
Manufacturing.....	403	492	525	3.0	3.9	4.1
Durable goods.....	258	267	290	3.1	3.4	3.7
Nondurable goods.....	145	225	235	2.9	4.7	4.8
Trade, transportation, and utilities.....	1,692	1,286	1,324	5.7	4.6	4.7
Wholesale trade.....	264	181	172	4.3	3.1	3.0
Retail trade.....	1,101	814	894	6.6	5.2	5.6
Transportation, warehousing, and utilities.....	327	291	257	5.0	4.7	4.1
Information.....	142	121	129	4.7	4.4	4.6
Financial activities.....	451	302	321	4.9	3.4	3.6
Finance and insurance.....	348	240	239	5.1	3.6	3.5
Real estate and rental and leasing.....	103	61	83	4.2	2.7	3.6
Professional and business services.....	1,344	1,344	1,400	5.8	6.2	6.4
Education and health services.....	1,332	1,170	1,402	5.1	4.8	5.6
Educational services.....	131	106	125	3.2	3.0	3.4
Health care and social assistance.....	1,201	1,065	1,277	5.5	5.1	6.0
Leisure and hospitality.....	939	748	759	5.3	5.4	5.4
Arts, entertainment, and recreation.....	130	65	87	5.1	3.6	4.8
Accommodation and food services.....	809	683	673	5.4	5.6	5.5
Other services.....	288	241	285	4.6	4.2	4.9
Government.....	753	696	700	3.2	3.1	3.1
Federal.....	124	95	101	4.2	2.9	3.3
State and local.....	629	601	599	3.0	3.1	3.1
State and local education.....	224	204	227	2.0	2.1	2.2
State and local, excluding education.....	404	397	372	4.2	4.2	4.0
REGION³						
Northeast.....	1,308	1,129	1,268	4.5	4.2	4.6
South.....	2,903	2,642	2,737	4.9	4.8	4.9
Midwest.....	1,743	1,416	1,483	5.0	4.4	4.5
West.....	1,738	1,452	1,609	4.7	4.2	4.6

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		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Total.....	6,160	5,955	6,195	4.0	4.2	4.3
INDUSTRY						
Total private.....	5,817	5,546	5,886	4.5	4.6	4.8
Mining and logging.....	29	21	19	3.9	3.4	3.0
Construction.....	489	385	403	6.3	5.2	5.3
Manufacturing.....	312	388	378	2.4	3.2	3.1
Durable goods.....	171	215	219	2.1	2.8	2.9
Nondurable goods.....	141	173	159	2.9	3.8	3.4
Trade, transportation, and utilities.....	1,369	1,264	1,484	4.9	4.8	5.5
Wholesale trade.....	163	213	145	2.8	3.8	2.6
Retail trade.....	900	725	940	5.8	4.9	6.2
Transportation, warehousing, and utilities.....	306	326	399	4.9	5.5	6.7
Information.....	110	106	134	3.8	4.0	5.1
Financial activities.....	239	229	234	2.7	2.6	2.7
Finance and insurance.....	153	157	146	2.4	2.4	2.2
Real estate and rental and leasing.....	85	72	88	3.6	3.2	4.0
Professional and business services.....	1,187	1,067	1,123	5.5	5.3	5.4
Education and health services.....	804	790	830	3.3	3.4	3.5
Educational services.....	109	127	94	2.8	3.7	2.6
Health care and social assistance.....	696	662	735	3.4	3.4	3.7
Leisure and hospitality.....	1,067	1,015	1,050	6.4	7.7	7.9
Arts, entertainment, and recreation.....	149	89	108	6.2	5.1	6.3
Accommodation and food services.....	918	927	942	6.4	8.1	8.1
Other services.....	211	280	233	3.6	5.1	4.2
Government.....	343	409	308	1.5	1.9	1.4
Federal.....	46	63	50	1.6	2.0	1.7
State and local.....	297	347	258	1.5	1.9	1.4
State and local education.....	156	215	128	1.4	2.2	1.3
State and local, excluding education.....	141	132	131	1.5	1.5	1.5
REGION³						
Northeast.....	953	1,010	974	3.4	3.9	3.7
South.....	2,441	2,281	2,498	4.4	4.4	4.8
Midwest.....	1,308	1,196	1,262	3.9	3.9	4.0
West.....	1,458	1,469	1,460	4.1	4.5	4.4

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

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

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		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Total.....	5,708	5,144	5,300	3.7	3.6	3.7
INDUSTRY						
Total private.....	5,388	4,765	4,875	4.2	4.0	4.0
Mining and logging.....	26	20	22	3.5	3.3	3.5
Construction.....	486	311	358	6.3	4.2	4.8
Manufacturing.....	349	380	383	2.7	3.1	3.1
Durable goods.....	210	222	222	2.6	2.9	2.9
Nondurable goods.....	139	158	161	2.9	3.4	3.5
Trade, transportation, and utilities.....	1,065	1,038	1,154	3.8	3.9	4.3
Wholesale trade.....	145	128	143	2.4	2.3	2.5
Retail trade.....	678	683	741	4.3	4.6	4.9
Transportation, warehousing, and utilities.....	243	227	270	3.9	3.9	4.5
Information.....	88	52	52	3.1	2.0	2.0
Financial activities.....	194	185	184	2.2	2.1	2.1
Finance and insurance.....	123	106	106	1.9	1.6	1.6
Real estate and rental and leasing.....	71	80	78	3.0	3.6	3.5
Professional and business services.....	1,096	997	1,002	5.1	4.9	4.9
Education and health services.....	652	603	640	2.7	2.6	2.7
Educational services.....	72	60	58	1.8	1.7	1.6
Health care and social assistance.....	580	543	583	2.8	2.8	2.9
Leisure and hospitality.....	1,201	958	916	7.2	7.3	6.9
Arts, entertainment, and recreation.....	227	164	163	9.4	9.5	9.4
Accommodation and food services.....	974	794	753	6.8	6.9	6.5
Other services.....	230	221	164	3.9	4.1	3.0
Government.....	320	379	425	1.4	1.7	1.9
Federal.....	58	92	201	2.0	2.9	6.7
State and local.....	262	287	224	1.3	1.5	1.2
State and local education.....	105	111	89	1.0	1.1	0.9
State and local, excluding education.....	158	176	135	1.7	2.0	1.5
REGION³						
Northeast.....	941	846	868	3.4	3.3	3.3
South.....	2,079	1,981	2,074	3.7	3.8	3.9
Midwest.....	1,249	1,142	1,204	3.8	3.7	3.9
West.....	1,439	1,175	1,153	4.1	3.6	3.5

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Total.....	3,541	3,298	3,280	2.3	2.3	2.3
INDUSTRY						
Total private.....	3,389	3,132	3,126	2.6	2.6	2.6
Mining and logging.....	13	10	10	1.7	1.6	1.6
Construction.....	204	166	136	2.6	2.2	1.8
Manufacturing.....	207	257	236	1.6	2.1	1.9
Durable goods.....	122	144	134	1.5	1.9	1.8
Nondurable goods.....	85	113	102	1.8	2.5	2.2
Trade, transportation, and utilities.....	681	725	788	2.4	2.7	2.9
Wholesale trade.....	69	97	99	1.2	1.7	1.8
Retail trade.....	462	491	531	3.0	3.3	3.5
Transportation, warehousing, and utilities.....	149	137	158	2.4	2.3	2.6
Information.....	44	31	30	1.5	1.2	1.2
Financial activities.....	130	109	120	1.5	1.3	1.4
Finance and insurance.....	88	68	70	1.4	1.1	1.1
Real estate and rental and leasing.....	42	40	50	1.8	1.8	2.2
Professional and business services.....	664	649	622	3.1	3.2	3.0
Education and health services.....	468	424	482	1.9	1.8	2.1
Educational services.....	52	36	37	1.3	1.1	1.0
Health care and social assistance.....	416	388	445	2.0	2.0	2.2
Leisure and hospitality.....	798	638	599	4.8	4.8	4.5
Arts, entertainment, and recreation.....	83	59	59	3.4	3.4	3.4
Accommodation and food services.....	716	579	540	5.0	5.0	4.6
Other services.....	179	124	102	3.0	2.3	1.9
Government.....	152	166	154	0.7	0.8	0.7
Federal.....	20	21	29	0.7	0.7	1.0
State and local.....	132	144	125	0.7	0.8	0.7
State and local education.....	61	65	53	0.6	0.7	0.5
State and local, excluding education.....	71	79	72	0.8	0.9	0.8
REGION³						
Northeast.....	510	490	466	1.8	1.9	1.8
South.....	1,355	1,366	1,400	2.4	2.6	2.7
Midwest.....	804	728	720	2.4	2.4	2.3
West.....	872	713	693	2.5	2.2	2.1

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

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

³ 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		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Total.....	1,831	1,526	1,699	1.2	1.1	1.2
INDUSTRY						
Total private.....	1,712	1,366	1,482	1.3	1.1	1.2
Mining and logging.....	12	8	10	1.6	1.2	1.7
Construction.....	265	133	210	3.4	1.8	2.8
Manufacturing.....	123	102	124	1.0	0.8	1.0
Durable goods.....	74	67	73	0.9	0.9	1.0
Nondurable goods.....	48	36	50	1.0	0.8	1.1
Trade, transportation, and utilities.....	325	253	300	1.2	1.0	1.1
Wholesale trade.....	66	21	34	1.1	0.4	0.6
Retail trade.....	182	160	175	1.2	1.1	1.2
Transportation, warehousing, and utilities.....	77	72	91	1.2	1.2	1.5
Information.....	36	17	20	1.3	0.6	0.7
Financial activities.....	42	55	44	0.5	0.6	0.5
Finance and insurance.....	19	21	17	0.3	0.3	0.3
Real estate and rental and leasing.....	23	34	27	1.0	1.5	1.2
Professional and business services.....	365	292	309	1.7	1.4	1.5
Education and health services.....	150	141	127	0.6	0.6	0.5
Educational services.....	15	20	17	0.4	0.6	0.5
Health care and social assistance.....	135	121	110	0.7	0.6	0.6
Leisure and hospitality.....	359	286	286	2.2	2.2	2.1
Arts, entertainment, and recreation.....	140	103	102	5.8	6.0	5.9
Accommodation and food services.....	219	183	184	1.5	1.6	1.6
Other services.....	36	79	52	0.6	1.4	0.9
Government.....	118	160	217	0.5	0.7	1.0
Federal.....	28	60	153	1.0	1.9	5.1
State and local.....	90	100	64	0.4	0.5	0.3
State and local education.....	27	27	23	0.2	0.3	0.2
State and local, excluding education.....	63	73	41	0.7	0.8	0.5
REGION³						
Northeast.....	368	298	357	1.3	1.1	1.4
South.....	616	486	543	1.1	0.9	1.0
Midwest.....	374	350	421	1.1	1.1	1.3
West.....	473	392	378	1.3	1.2	1.1

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		
	Oct. 2019	Sept. 2020	Oct. 2020 ^p	Oct. 2019	Sept. 2020	Oct. 2020 ^p
Total.....	337	320	321	0.2	0.2	0.2
INDUSTRY						
Total private.....	287	267	266	0.2	0.2	0.2
Mining and logging.....	1	3	1	0.2	0.4	0.2
Construction.....	17	12	11	0.2	0.2	0.1
Manufacturing.....	19	20	24	0.1	0.2	0.2
Durable goods.....	14	11	14	0.2	0.1	0.2
Nondurable goods.....	5	10	9	0.1	0.2	0.2
Trade, transportation, and utilities.....	60	59	66	0.2	0.2	0.2
Wholesale trade.....	10	9	9	0.2	0.2	0.2
Retail trade.....	34	32	36	0.2	0.2	0.2
Transportation, warehousing, and utilities.....	17	18	21	0.3	0.3	0.4
Information.....	8	4	2	0.3	0.2	0.1
Financial activities.....	22	21	21	0.3	0.2	0.2
Finance and insurance.....	17	16	19	0.3	0.2	0.3
Real estate and rental and leasing.....	6	5	1	0.2	0.2	0.1
Professional and business services.....	67	56	71	0.3	0.3	0.3
Education and health services.....	34	38	31	0.1	0.2	0.1
Educational services.....	6	4	3	0.1	0.1	0.1
Health care and social assistance.....	28	34	27	0.1	0.2	0.1
Leisure and hospitality.....	44	35	31	0.3	0.3	0.2
Arts, entertainment, and recreation.....	5	2	2	0.2	0.1	0.1
Accommodation and food services.....	39	33	30	0.3	0.3	0.3
Other services.....	15	18	9	0.3	0.3	0.2
Government.....	50	53	54	0.2	0.2	0.2
Federal.....	9	11	19	0.3	0.4	0.6
State and local.....	40	42	35	0.2	0.2	0.2
State and local education.....	17	19	14	0.2	0.2	0.1
State and local, excluding education.....	24	24	22	0.3	0.3	0.2
REGION³						
Northeast.....	63	58	45	0.2	0.2	0.2
South.....	109	129	131	0.2	0.2	0.2
Midwest.....	72	64	62	0.2	0.2	0.2
West.....	94	70	82	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 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.