

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



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

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

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### JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2021

The number of job openings decreased to 10.6 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Hires were little changed at 6.7 million and total separations increased to 6.3 million. Within separations, the quits rate increased to 3.0 percent, matching a series high last seen in September. The layoffs and discharges rate was unchanged at 0.9 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, by four geographic regions, and by establishment size class.

Chart 1. Job openings rate, seasonally adjusted, November 2018 - November 2021

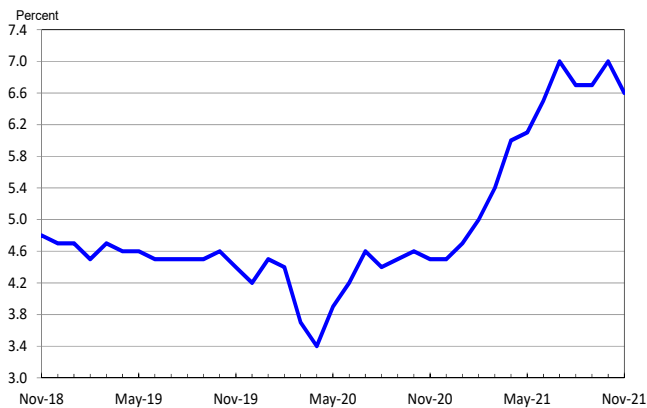
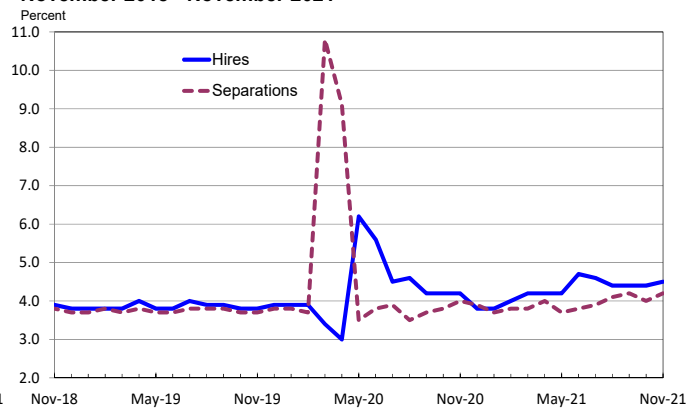


Chart 2. Hires and total separations rates, seasonally adjusted, November 2018 - November 2021



### Job Openings

On the last business day of November, the number and rate of **job openings** decreased to 10.6 million (-529,000) and 6.6 percent, respectively. Job openings decreased in several industries with the largest decreases in accommodation and food services (-261,000); construction (-110,000); and nondurable goods manufacturing (-66,000). Job openings increased in finance and insurance (+83,000) and in federal government (+25,000). The number of job openings decreased in the South and Midwest regions. (See table 1.)

### Hires

In November, the number and rate of **hires** were little changed at 6.7 million and 4.5 percent, respectively. Hires were little changed in all industries and in all four regions. (See table 2.)

## Separations

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

In November, the number of **total separations** increased to 6.3 million (+382,000). The total separations rate was little changed at 4.2 percent. Total separations increased in accommodation and food services (+130,000) but decreased in federal government (-9,000). Total separations were little changed in all four regions. (See table 3.)

The number of **quits** increased in November to a series high 4.5 million (+370,000). The quits rate increased to 3.0 percent, matching the series high in September. Quits increased in several industries with the largest increases in accommodation and food services (+159,000); health care and social assistance (+52,000); and transportation, warehousing, and utilities (+33,000). The number of quits increased in the Northeast, South, and Midwest regions. (See table 4.)

In November, the number of **layoffs and discharges** was little changed at 1.4 million. The layoffs and discharges rate was unchanged at 0.9 percent. Layoffs and discharges decreased in federal government (-4,000). The number of layoffs and discharges was little changed in all four regions. (See table 5.)

The number of **other separations** was little changed in November at 377,000. The number of other separations decreased in real estate and rental and leasing (-5,000) and in federal government (-3,000). Other separations increased in the Northeast region. (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 November 2021, hires totaled 74.5 million and separations totaled 68.7 million, yielding a net employment gain of 5.9 million. These totals include workers who may have been hired and separated more than once during the year.

## Establishment Size Class

In November, the job openings rate decreased in small establishments with 10-49 employees. The hires rate increased in large establishments with 5,000 or more employees. The quits rate increased in small establishments with 1-9 employees and in large establishments with 1,000 to 4,999 employees. Both the layoffs and discharges rate and the total separations rate increased in large establishments with 1,000 to 4,999 employees. For a more in-depth description of the JOLTS establishment size class estimates, please visit [www.bls.gov/jlt/sizeclassmethodology.htm](http://www.bls.gov/jlt/sizeclassmethodology.htm).

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**The Job Openings and Labor Turnover Survey estimates for December 2021 are scheduled to be released on Tuesday, February 1, 2022 at 10:00 a.m. (ET).**

**Coronavirus (COVID-19) Pandemic Impact  
Job Openings and Labor Turnover Survey Data**

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/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm](http://www.bls.gov/covid19/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm)

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

Category	Job openings			Hires			Total separations		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>P</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>P</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	6,766	11,091	10,562	6,019	6,506	6,697	5,744	5,891	6,273
Total private.....	6,078	10,173	9,601	5,649	6,140	6,305	5,305	5,538	5,926
Mining and logging.....	16	36	36	25	23	22	20	22	21
Construction.....	261	455	345	389	375	423	362	340	403
Manufacturing.....	514	955	858	405	482	472	367	420	420
Durable goods.....	250	552	522	230	270	270	206	232	244
Nondurable goods.....	263	402	336	176	212	202	161	188	176
Trade, transportation, and utilities.....	1,204	1,972	1,955	1,285	1,384	1,423	1,123	1,257	1,320
Wholesale trade.....	175	339	322	150	171	180	143	158	172
Retail trade.....	720	1,057	1,044	713	875	891	735	866	882
Transportation, warehousing, and utilities.....	310	576	589	421	338	352	245	233	266
Information.....	98	173	163	81	126	106	79	101	95
Financial activities.....	287	450	538	217	207	237	199	187	224
Finance and insurance.....	216	324	407	143	129	159	133	117	150
Real estate and rental and leasing.....	70	126	131	73	78	78	66	70	74
Professional and business services.....	1,261	1,871	1,801	1,220	1,237	1,282	1,123	1,120	1,168
Education and health services.....	1,335	2,043	1,970	725	801	815	690	783	836
Educational services.....	101	174	168	90	104	97	89	88	90
Health care and social assistance.....	1,234	1,869	1,802	635	697	718	600	694	746
Leisure and hospitality.....	859	1,750	1,482	1,097	1,241	1,260	1,134	1,067	1,206
Arts, entertainment, and recreation.....	110	178	172	138	166	181	102	149	158
Accommodation and food services.....	749	1,571	1,310	959	1,075	1,079	1,032	918	1,048
Other services.....	243	469	451	206	264	264	209	241	233
Government.....	688	918	962	370	366	392	439	353	347
Federal.....	103	137	162	68	44	50	134	48	39
State and local.....	584	781	800	302	321	342	305	305	308
State and local education.....	207	303	320	140	164	182	150	145	144
State and local, excluding education.....	377	477	480	163	157	160	155	160	164
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	4.5	7.0	6.6	4.2	4.4	4.5	4.0	4.0	4.2
Total private.....	4.8	7.4	7.0	4.7	4.9	5.0	4.4	4.4	4.7
Mining and logging.....	2.7	5.2	5.3	4.2	3.6	3.3	3.3	3.4	3.3
Construction.....	3.4	5.7	4.4	5.3	5.0	5.6	4.9	4.5	5.4
Manufacturing.....	4.0	7.1	6.4	3.3	3.9	3.8	3.0	3.4	3.3
Durable goods.....	3.2	6.6	6.3	3.0	3.5	3.5	2.7	3.0	3.1
Nondurable goods.....	5.4	7.8	6.6	3.8	4.5	4.3	3.5	4.0	3.7
Trade, transportation, and utilities.....	4.3	6.6	6.6	4.8	5.0	5.1	4.2	4.5	4.8
Wholesale trade.....	3.0	5.6	5.3	2.7	3.0	3.1	2.5	2.7	3.0
Retail trade.....	4.5	6.4	6.3	4.7	5.7	5.8	4.9	5.6	5.7
Transportation, warehousing, and utilities.....	4.7	8.1	8.2	6.7	5.2	5.4	3.9	3.6	4.1
Information.....	3.6	5.8	5.5	3.1	4.5	3.8	3.0	3.6	3.4
Financial activities.....	3.2	4.8	5.7	2.5	2.3	2.7	2.3	2.1	2.5
Finance and insurance.....	3.2	4.7	5.8	2.2	2.0	2.4	2.0	1.8	2.3
Real estate and rental and leasing.....	3.1	5.1	5.3	3.3	3.4	3.3	3.0	3.0	3.2
Professional and business services.....	5.8	8.1	7.8	6.0	5.8	6.0	5.5	5.3	5.5
Education and health services.....	5.4	7.9	7.7	3.1	3.4	3.4	3.0	3.3	3.5
Educational services.....	2.9	4.6	4.4	2.7	2.9	2.7	2.6	2.4	2.5
Health care and social assistance.....	5.8	8.5	8.2	3.2	3.5	3.6	3.0	3.4	3.7
Leisure and hospitality.....	5.9	10.1	8.7	8.1	8.0	8.1	8.3	6.9	7.7
Arts, entertainment, and recreation.....	5.7	7.4	7.2	7.6	7.5	8.1	5.6	6.7	7.1
Accommodation and food services.....	6.0	10.5	8.9	8.1	8.1	8.1	8.7	6.9	7.8
Other services.....	4.2	7.5	7.2	3.8	4.6	4.6	3.8	4.2	4.0

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>P</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>P</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>P</sup>
Government.....	3.1	4.0	4.2	1.7	1.7	1.8	2.0	1.6	1.6
Federal.....	3.5	4.6	5.3	2.4	1.5	1.7	4.6	1.7	1.4
State and local.....	3.0	3.9	4.0	1.6	1.7	1.8	1.6	1.6	1.6
State and local education.....	2.1	2.9	3.1	1.5	1.6	1.8	1.6	1.4	1.4
State and local, excluding education. ....	4.0	5.0	5.1	1.8	1.7	1.8	1.7	1.8	1.8

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# Technical Note

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

## Definitions

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

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

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the

establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

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

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

**Separations.** Separations include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days;

discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

### **Estimation Method**

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

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

**Birth/death model.** The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for job openings, hires, and separations.

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

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

**Annual estimates.** The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. Annual rates are computed by dividing the annual level by the Current Employment Statistics (CES)

annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. This variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. Sampling error estimates are available at [www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://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 phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.



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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	6,766	11,098	10,629	10,602	11,091	10,562	4.5	7.0	6.7	6.7	7.0	6.6
<b>INDUSTRY</b>												
Total private.....	6,078	10,044	9,775	9,614	10,173	9,601	4.8	7.4	7.2	7.1	7.4	7.0
Mining and logging.....	16	40	38	37	36	36	2.7	6.0	5.6	5.4	5.2	5.3
Construction.....	261	347	358	354	455	345	3.4	4.5	4.6	4.5	5.7	4.4
Manufacturing.....	514	906	869	948	955	858	4.0	6.8	6.5	7.1	7.1	6.4
Durable goods.....	250	517	488	568	552	522	3.2	6.3	5.9	6.8	6.6	6.3
Nondurable goods.....	263	388	381	380	402	336	5.4	7.7	7.5	7.5	7.8	6.6
Trade, transportation, and utilities.....	1,204	1,893	2,035	2,020	1,972	1,955	4.3	6.5	6.9	6.8	6.6	6.6
Wholesale trade.....	175	261	269	319	339	322	3.0	4.4	4.5	5.3	5.6	5.3
Retail trade.....	720	1,133	1,196	1,073	1,057	1,044	4.5	6.9	7.2	6.5	6.4	6.3
Transportation, warehousing, and utilities.....	310	500	570	629	576	589	4.7	7.3	8.2	8.9	8.1	8.2
Information.....	98	160	179	155	173	163	3.6	5.5	6.1	5.3	5.8	5.5
Financial activities.....	287	529	474	438	450	538	3.2	5.7	5.1	4.7	4.8	5.7
Finance and insurance.....	216	344	288	322	324	407	3.2	5.0	4.2	4.7	4.7	5.8
Real estate and rental and leasing.....	70	185	186	115	126	131	3.1	7.5	7.5	4.7	5.1	5.3
Professional and business services.....	1,261	1,838	1,869	1,784	1,871	1,801	5.8	8.1	8.2	7.8	8.1	7.8
Education and health services.....	1,335	1,960	1,782	1,940	2,043	1,970	5.4	7.7	7.0	7.6	7.9	7.7
Educational services.....	101	198	182	134	174	168	2.9	5.2	4.8	3.6	4.6	4.4
Health care and social assistance.....	1,234	1,762	1,600	1,806	1,869	1,802	5.8	8.1	7.4	8.2	8.5	8.2
Leisure and hospitality.....	859	1,910	1,683	1,530	1,750	1,482	5.9	11.2	9.9	9.1	10.1	8.7
Arts, entertainment, and recreation.....	110	238	224	186	178	172	5.7	10.2	9.5	7.8	7.4	7.2
Accommodation and food services.....	749	1,672	1,459	1,344	1,571	1,310	6.0	11.3	10.0	9.3	10.5	8.9
Other services.....	243	459	487	407	469	451	4.2	7.4	7.8	6.6	7.5	7.2
Government.....	688	1,055	853	988	918	962	3.1	4.6	3.7	4.3	4.0	4.2
Federal.....	103	120	135	136	137	162	3.5	4.0	4.5	4.5	4.6	5.3
State and local.....	584	934	718	852	781	800	3.0	4.6	3.6	4.3	3.9	4.0
State and local education.....	207	412	297	261	303	320	2.1	3.9	2.8	2.5	2.9	3.1
State and local, excluding education.....	377	523	421	591	477	480	4.0	5.5	4.5	6.2	5.0	5.1
<b>REGION<sup>3</sup></b>												
Northeast.....	1,166	2,030	1,833	1,806	1,839	1,892	4.3	7.0	6.4	6.3	6.4	6.5
South.....	2,623	4,203	4,134	4,051	4,198	3,950	4.8	7.2	7.1	6.9	7.2	6.8
Midwest.....	1,455	2,394	2,239	2,364	2,569	2,323	4.5	7.0	6.6	6.9	7.4	6.7
West.....	1,522	2,472	2,422	2,382	2,485	2,397	4.4	6.7	6.6	6.4	6.7	6.4

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	6,019	6,761	6,497	6,546	6,506	6,697	4.2	4.6	4.4	4.4	4.4	4.5
<b>INDUSTRY</b>												
Total private.....	5,649	6,268	6,140	6,206	6,140	6,305	4.7	5.0	4.9	4.9	4.9	5.0
Mining and logging.....	25	24	24	18	23	22	4.2	3.8	3.7	2.8	3.6	3.3
Construction.....	389	377	391	361	375	423	5.3	5.1	5.3	4.8	5.0	5.6
Manufacturing.....	405	477	476	483	482	472	3.3	3.8	3.8	3.9	3.9	3.8
Durable goods.....	230	261	260	264	270	270	3.0	3.4	3.4	3.4	3.5	3.5
Nondurable goods.....	176	216	216	219	212	202	3.8	4.6	4.6	4.6	4.5	4.3
Trade, transportation, and utilities.....	1,285	1,310	1,411	1,375	1,384	1,423	4.8	4.8	5.1	5.0	5.0	5.1
Wholesale trade.....	150	183	194	179	171	180	2.7	3.2	3.4	3.1	3.0	3.1
Retail trade.....	713	857	932	896	875	891	4.7	5.6	6.1	5.8	5.7	5.8
Transportation, warehousing, and utilities.....	421	271	284	301	338	352	6.7	4.3	4.4	4.7	5.2	5.4
Information.....	81	98	105	109	126	106	3.1	3.6	3.8	3.9	4.5	3.8
Financial activities.....	217	224	201	299	207	237	2.5	2.5	2.3	3.4	2.3	2.7
Finance and insurance.....	143	143	126	224	129	159	2.2	2.2	1.9	3.4	2.0	2.4
Real estate and rental and leasing.....	73	80	75	75	78	78	3.3	3.5	3.3	3.2	3.4	3.3
Professional and business services.....	1,220	1,258	1,200	1,230	1,237	1,282	6.0	6.0	5.7	5.8	5.8	6.0
Education and health services.....	725	783	815	808	801	815	3.1	3.3	3.4	3.4	3.4	3.4
Educational services.....	90	112	139	59	104	97	2.7	3.1	3.8	1.6	2.9	2.7
Health care and social assistance.....	635	671	676	749	697	718	3.2	3.3	3.4	3.7	3.5	3.6
Leisure and hospitality.....	1,097	1,440	1,274	1,243	1,241	1,260	8.1	9.5	8.4	8.1	8.0	8.1
Arts, entertainment, and recreation.....	138	183	194	193	166	181	7.6	8.7	9.0	8.8	7.5	8.1
Accommodation and food services.....	959	1,258	1,080	1,050	1,075	1,079	8.1	9.6	8.2	8.0	8.1	8.1
Other services.....	206	277	245	279	264	264	3.8	4.8	4.3	4.9	4.6	4.6
Government.....	370	494	357	340	366	392	1.7	2.2	1.6	1.5	1.7	1.8
Federal.....	68	48	47	42	44	50	2.4	1.7	1.6	1.5	1.5	1.7
State and local.....	302	446	310	298	321	342	1.6	2.3	1.6	1.6	1.7	1.8
State and local education.....	140	290	161	127	164	182	1.5	2.8	1.6	1.3	1.6	1.8
State and local, excluding education.....	163	156	149	171	157	160	1.8	1.7	1.7	1.9	1.7	1.8
<b>REGION<sup>3</sup></b>												
Northeast.....	937	1,015	972	1,033	1,034	1,026	3.6	3.8	3.6	3.8	3.8	3.8
South.....	2,458	2,635	2,659	2,662	2,636	2,732	4.7	4.9	4.9	4.9	4.8	5.0
Midwest.....	1,316	1,581	1,349	1,365	1,349	1,381	4.3	5.0	4.2	4.3	4.2	4.3
West.....	1,309	1,530	1,518	1,485	1,486	1,557	3.9	4.4	4.4	4.3	4.3	4.5

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>P</sup>	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>P</sup>
Total.....	5,744	5,792	6,032	6,147	5,891	6,273	4.0	3.9	4.1	4.2	4.0	4.2
<b>INDUSTRY</b>												
Total private.....	5,305	5,535	5,735	5,821	5,538	5,926	4.4	4.4	4.6	4.6	4.4	4.7
Mining and logging.....	20	18	19	16	22	21	3.3	2.7	2.9	2.5	3.4	3.3
Construction.....	362	383	384	321	340	403	4.9	5.2	5.2	4.3	4.5	5.4
Manufacturing.....	367	436	444	452	420	420	3.0	3.5	3.6	3.6	3.4	3.3
Durable goods.....	206	231	248	243	232	244	2.7	3.0	3.2	3.1	3.0	3.1
Nondurable goods.....	161	204	196	209	188	176	3.5	4.4	4.2	4.4	4.0	3.7
Trade, transportation, and utilities.....	1,123	1,275	1,381	1,282	1,257	1,320	4.2	4.7	5.0	4.6	4.5	4.8
Wholesale trade.....	143	162	200	167	158	172	2.5	2.8	3.5	2.9	2.7	3.0
Retail trade.....	735	888	959	861	866	882	4.9	5.8	6.2	5.6	5.6	5.7
Transportation, warehousing, and utilities.....	245	226	223	255	233	266	3.9	3.6	3.5	3.9	3.6	4.1
Information.....	79	79	80	97	101	95	3.0	2.9	2.9	3.5	3.6	3.4
Financial activities.....	199	206	196	267	187	224	2.3	2.3	2.2	3.0	2.1	2.5
Finance and insurance.....	133	134	128	207	117	150	2.0	2.0	2.0	3.2	1.8	2.3
Real estate and rental and leasing.....	66	73	67	59	70	74	3.0	3.2	2.9	2.6	3.0	3.2
Professional and business services.....	1,123	1,193	1,126	1,134	1,120	1,168	5.5	5.7	5.4	5.4	5.3	5.5
Education and health services.....	690	696	742	806	783	836	3.0	2.9	3.1	3.4	3.3	3.5
Educational services.....	89	69	71	89	88	90	2.6	1.9	1.9	2.5	2.4	2.5
Health care and social assistance.....	600	627	672	717	694	746	3.0	3.1	3.4	3.6	3.4	3.7
Leisure and hospitality.....	1,134	1,009	1,180	1,158	1,067	1,206	8.3	6.6	7.7	7.5	6.9	7.7
Arts, entertainment, and recreation.....	102	124	120	167	149	158	5.6	6.0	5.6	7.6	6.7	7.1
Accommodation and food services.....	1,032	885	1,060	992	918	1,048	8.7	6.7	8.1	7.5	6.9	7.8
Other services.....	209	240	181	288	241	233	3.8	4.2	3.2	5.0	4.2	4.0
Government.....	439	258	297	326	353	347	2.0	1.2	1.3	1.5	1.6	1.6
Federal.....	134	40	43	45	48	39	4.6	1.4	1.5	1.5	1.7	1.4
State and local.....	305	217	255	281	305	308	1.6	1.1	1.3	1.5	1.6	1.6
State and local education.....	150	69	125	149	145	144	1.6	0.7	1.2	1.5	1.4	1.4
State and local, excluding education.....	155	149	130	132	160	164	1.7	1.7	1.5	1.5	1.8	1.8
<b>REGION<sup>3</sup></b>												
Northeast.....	904	918	888	922	930	1,021	3.5	3.4	3.3	3.4	3.4	3.8
South.....	2,176	2,269	2,370	2,476	2,389	2,547	4.2	4.2	4.4	4.6	4.4	4.7
Midwest.....	1,308	1,305	1,401	1,381	1,242	1,350	4.2	4.1	4.4	4.3	3.9	4.2
West.....	1,355	1,300	1,374	1,367	1,330	1,356	4.1	3.8	4.0	4.0	3.8	3.9

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>P</sup>	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>P</sup>
Total.....	3,296	4,028	4,270	4,362	4,157	4,527	2.3	2.7	2.9	3.0	2.8	3.0
<b>INDUSTRY</b>												
Total private.....	3,113	3,872	4,087	4,166	3,945	4,311	2.6	3.1	3.3	3.3	3.1	3.4
Mining and logging.....	12	9	10	9	14	13	2.0	1.5	1.6	1.4	2.1	2.0
Construction.....	163	198	192	192	191	207	2.2	2.7	2.6	2.6	2.5	2.7
Manufacturing.....	235	300	312	324	298	293	1.9	2.4	2.5	2.6	2.4	2.3
Durable goods.....	129	154	170	172	163	167	1.7	2.0	2.2	2.2	2.1	2.1
Nondurable goods.....	106	146	141	152	135	126	2.3	3.1	3.0	3.2	2.8	2.6
Trade, transportation, and utilities.....	752	954	1,041	976	953	996	2.8	3.5	3.8	3.5	3.4	3.6
Wholesale trade.....	75	129	158	126	117	132	1.3	2.3	2.8	2.2	2.0	2.3
Retail trade.....	540	682	730	686	691	686	3.6	4.4	4.8	4.4	4.5	4.4
Transportation, warehousing, and utilities.....	137	143	153	164	145	178	2.2	2.3	2.4	2.5	2.2	2.7
Information.....	40	50	43	49	54	54	1.5	1.8	1.5	1.8	1.9	2.0
Financial activities.....	124	133	126	150	113	154	1.4	1.5	1.4	1.7	1.3	1.7
Finance and insurance.....	82	79	85	113	66	95	1.3	1.2	1.3	1.7	1.0	1.4
Real estate and rental and leasing.....	42	54	41	37	47	59	1.9	2.4	1.8	1.6	2.0	2.5
Professional and business services.....	592	697	701	719	730	798	2.9	3.3	3.3	3.4	3.4	3.7
Education and health services.....	446	582	597	625	606	660	1.9	2.5	2.5	2.6	2.5	2.8
Educational services.....	46	50	44	63	60	62	1.4	1.4	1.2	1.7	1.7	1.7
Health care and social assistance.....	400	532	552	562	546	598	2.0	2.7	2.8	2.8	2.7	3.0
Leisure and hospitality.....	622	807	934	955	840	1,002	4.6	5.3	6.1	6.2	5.4	6.4
Arts, entertainment, and recreation.....	56	72	68	117	79	82	3.1	3.4	3.2	5.3	3.6	3.7
Accommodation and food services.....	566	735	867	838	761	920	4.8	5.6	6.6	6.4	5.7	6.9
Other services.....	126	142	132	167	146	134	2.3	2.5	2.3	2.9	2.5	2.3
Government.....	183	157	183	196	212	216	0.9	0.7	0.8	0.9	1.0	1.0
Federal.....	24	19	20	22	23	21	0.8	0.7	0.7	0.8	0.8	0.7
State and local.....	159	137	163	174	188	195	0.9	0.7	0.8	0.9	1.0	1.0
State and local education.....	81	45	77	92	88	87	0.8	0.4	0.7	0.9	0.9	0.9
State and local, excluding education.....	78	92	86	82	101	108	0.9	1.0	1.0	0.9	1.1	1.2
<b>REGION<sup>3</sup></b>												
Northeast.....	466	589	619	616	611	670	1.8	2.2	2.3	2.3	2.3	2.5
South.....	1,445	1,596	1,706	1,805	1,723	1,898	2.8	3.0	3.2	3.3	3.2	3.5
Midwest.....	709	921	1,024	949	888	999	2.3	2.9	3.2	3.0	2.8	3.1
West.....	676	921	921	992	936	960	2.0	2.7	2.7	2.9	2.7	2.8

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	2,123	1,423	1,385	1,396	1,350	1,369	1.5	1.0	0.9	0.9	0.9	0.9
<b>INDUSTRY</b>												
Total private.....	1,930	1,368	1,330	1,333	1,283	1,308	1.6	1.1	1.1	1.1	1.0	1.0
Mining and logging.....	7	7	8	5	7	7	1.2	1.1	1.2	0.8	1.0	1.1
Construction.....	189	167	168	113	132	181	2.6	2.2	2.3	1.5	1.8	2.4
Manufacturing.....	110	118	104	105	99	99	0.9	1.0	0.8	0.8	0.8	0.8
Durable goods.....	62	67	60	59	53	59	0.8	0.9	0.8	0.8	0.7	0.8
Nondurable goods.....	47	51	44	47	45	40	1.0	1.1	0.9	1.0	1.0	0.8
Trade, transportation, and utilities.....	327	267	271	246	252	261	1.2	1.0	1.0	0.9	0.9	0.9
Wholesale trade.....	61	27	31	32	36	34	1.1	0.5	0.5	0.6	0.6	0.6
Retail trade.....	174	167	186	145	146	151	1.1	1.1	1.2	0.9	0.9	1.0
Transportation, warehousing, and utilities.....	92	73	54	70	70	76	1.5	1.1	0.9	1.1	1.1	1.2
Information.....	33	26	25	38	37	30	1.3	0.9	0.9	1.4	1.3	1.1
Financial activities.....	54	47	44	47	37	34	0.6	0.5	0.5	0.5	0.4	0.4
Finance and insurance.....	36	30	24	30	20	19	0.5	0.5	0.4	0.5	0.3	0.3
Real estate and rental and leasing.....	18	17	20	17	17	14	0.8	0.7	0.9	0.8	0.7	0.6
Professional and business services.....	449	404	347	359	318	293	2.2	1.9	1.6	1.7	1.5	1.4
Education and health services.....	203	75	111	141	130	131	0.9	0.3	0.5	0.6	0.5	0.6
Educational services.....	38	16	21	21	23	23	1.1	0.5	0.6	0.6	0.6	0.6
Health care and social assistance.....	165	59	89	120	107	108	0.8	0.3	0.4	0.6	0.5	0.5
Leisure and hospitality.....	485	171	211	177	196	184	3.6	1.1	1.4	1.2	1.3	1.2
Arts, entertainment, and recreation.....	44	50	50	46	66	73	2.4	2.4	2.4	2.1	3.0	3.3
Accommodation and food services.....	441	121	161	131	130	111	3.7	0.9	1.2	1.0	1.0	0.8
Other services.....	72	88	42	102	76	88	1.3	1.5	0.7	1.8	1.3	1.5
Government.....	194	55	54	63	67	61	0.9	0.2	0.2	0.3	0.3	0.3
Federal.....	98	7	8	10	9	5	3.4	0.3	0.3	0.3	0.3	0.2
State and local.....	95	47	46	54	58	56	0.5	0.2	0.2	0.3	0.3	0.3
State and local education.....	41	17	29	27	30	30	0.4	0.2	0.3	0.3	0.3	0.3
State and local, excluding education.....	54	31	17	27	29	26	0.6	0.3	0.2	0.3	0.3	0.3
<b>REGION<sup>3</sup></b>												
Northeast.....	382	258	205	243	260	270	1.5	1.0	0.8	0.9	1.0	1.0
South.....	636	541	516	531	505	516	1.2	1.0	1.0	1.0	0.9	0.9
Midwest.....	527	308	299	346	282	278	1.7	1.0	0.9	1.1	0.9	0.9
West.....	578	316	365	276	302	304	1.7	0.9	1.1	0.8	0.9	0.9

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	325	341	378	388	385	377	0.2	0.2	0.3	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private.....	262	295	317	322	311	307	0.2	0.2	0.3	0.3	0.2	0.2
Mining and logging.....	1	1	1	2	2	1	0.2	0.2	0.2	0.3	0.3	0.2
Construction.....	10	18	24	16	18	16	0.1	0.2	0.3	0.2	0.2	0.2
Manufacturing.....	22	18	28	23	24	28	0.2	0.1	0.2	0.2	0.2	0.2
Durable goods.....	15	10	18	12	15	18	0.2	0.1	0.2	0.2	0.2	0.2
Nondurable goods.....	8	8	10	10	9	10	0.2	0.2	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	44	54	69	60	52	63	0.2	0.2	0.3	0.2	0.2	0.2
Wholesale trade.....	6	6	11	9	4	5	0.1	0.1	0.2	0.2	0.1	0.1
Retail trade.....	22	38	43	29	30	45	0.1	0.3	0.3	0.2	0.2	0.3
Transportation, warehousing, and utilities.....	16	10	16	22	18	12	0.3	0.2	0.2	0.3	0.3	0.2
Information.....	5	3	13	10	10	10	0.2	0.1	0.5	0.3	0.4	0.3
Financial activities.....	21	27	26	70	37	37	0.2	0.3	0.3	0.8	0.4	0.4
Finance and insurance.....	16	25	20	64	32	36	0.2	0.4	0.3	1.0	0.5	0.5
Real estate and rental and leasing.....	5	2	7	5	6	1	0.2	0.1	0.3	0.2	0.3	0.0
Professional and business services.....	82	92	79	55	72	77	0.4	0.4	0.4	0.3	0.3	0.4
Education and health services.....	41	38	35	41	47	45	0.2	0.2	0.1	0.2	0.2	0.2
Educational services.....	5	3	5	5	6	5	0.2	0.1	0.1	0.1	0.2	0.2
Health care and social assistance.....	36	36	30	36	42	39	0.2	0.2	0.2	0.2	0.2	0.2
Leisure and hospitality.....	26	32	34	27	31	20	0.2	0.2	0.2	0.2	0.2	0.1
Arts, entertainment, and recreation.....	2	3	2	4	4	3	0.1	0.1	0.1	0.2	0.2	0.1
Accommodation and food services.....	25	29	32	23	27	17	0.2	0.2	0.2	0.2	0.2	0.1
Other services.....	10	11	8	18	18	10	0.2	0.2	0.1	0.3	0.3	0.2
Government.....	63	46	60	66	74	70	0.3	0.2	0.3	0.3	0.3	0.3
Federal.....	12	14	15	13	16	13	0.4	0.5	0.5	0.5	0.6	0.5
State and local.....	51	33	46	53	58	57	0.3	0.2	0.2	0.3	0.3	0.3
State and local education.....	29	7	18	30	27	27	0.3	0.1	0.2	0.3	0.3	0.3
State and local, excluding education.....	22	26	28	23	31	30	0.2	0.3	0.3	0.3	0.3	0.3
<b>REGION<sup>3</sup></b>												
Northeast.....	56	70	64	63	59	81	0.2	0.3	0.2	0.2	0.2	0.3
South.....	95	132	149	140	161	133	0.2	0.2	0.3	0.3	0.3	0.2
Midwest.....	72	75	77	86	72	73	0.2	0.2	0.2	0.3	0.2	0.2
West.....	101	63	88	100	93	91	0.3	0.2	0.3	0.3	0.3	0.3

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

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

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

<sup>p</sup> Preliminary

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	6,311	11,528	9,912	4.2	7.2	6.2
<b>INDUSTRY</b>						
Total private.....	5,654	10,646	8,997	4.4	7.7	6.6
Mining and logging.....	15	38	34	2.4	5.5	5.0
Construction.....	231	453	307	3.0	5.6	3.9
Manufacturing.....	490	963	818	3.9	7.1	6.1
Durable goods.....	246	562	510	3.1	6.7	6.1
Nondurable goods.....	244	401	308	5.0	7.8	6.1
Trade, transportation, and utilities.....	1,151	2,157	1,865	4.0	7.2	6.2
Wholesale trade.....	160	336	305	2.8	5.5	5.0
Retail trade.....	673	1,250	963	4.2	7.5	5.7
Transportation, warehousing, and utilities.....	319	571	597	4.7	8.1	8.1
Information.....	87	186	151	3.2	6.2	5.1
Financial activities.....	254	493	509	2.8	5.2	5.4
Finance and insurance.....	198	354	390	2.9	5.1	5.6
Real estate and rental and leasing.....	55	139	119	2.4	5.6	4.9
Professional and business services.....	1,151	1,995	1,678	5.3	8.5	7.2
Education and health services.....	1,261	2,157	1,899	5.1	8.3	7.3
Educational services.....	95	177	160	2.6	4.5	4.0
Health care and social assistance.....	1,166	1,980	1,738	5.5	8.9	7.9
Leisure and hospitality.....	806	1,696	1,341	5.7	9.9	8.0
Arts, entertainment, and recreation.....	90	166	132	5.0	7.1	5.9
Accommodation and food services.....	715	1,530	1,209	5.8	10.3	8.4
Other services.....	208	508	395	3.7	8.1	6.4
Government.....	657	882	915	2.9	3.8	3.9
Federal.....	97	126	158	3.3	4.2	5.2
State and local.....	559	756	757	2.8	3.8	3.8
State and local education.....	192	270	280	1.9	2.5	2.6
State and local, excluding education.....	368	486	476	3.9	5.2	5.1
<b>REGION<sup>3</sup></b>						
Northeast.....	1,101	1,882	1,801	4.0	6.5	6.2
South.....	2,469	4,394	3,713	4.5	7.4	6.3
Midwest.....	1,373	2,644	2,202	4.2	7.6	6.4
West.....	1,367	2,608	2,197	3.9	6.9	5.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	5,563	6,889	6,245	3.9	4.6	4.2
<b>INDUSTRY</b>						
Total private.....	5,275	6,557	5,929	4.3	5.2	4.6
Mining and logging.....	21	26	16	3.5	4.0	2.5
Construction.....	302	390	347	4.1	5.1	4.6
Manufacturing.....	357	485	425	2.9	3.9	3.4
Durable goods.....	204	272	248	2.7	3.5	3.2
Nondurable goods.....	152	213	177	3.3	4.5	3.7
Trade, transportation, and utilities.....	1,565	1,645	1,728	5.7	5.9	6.1
Wholesale trade.....	129	180	159	2.3	3.1	2.8
Retail trade.....	880	1,052	1,051	5.7	6.8	6.6
Transportation, warehousing, and utilities.....	557	413	518	8.7	6.3	7.7
Information.....	76	155	95	2.9	5.5	3.4
Financial activities.....	189	234	217	2.2	2.6	2.4
Finance and insurance.....	127	146	150	1.9	2.2	2.3
Real estate and rental and leasing.....	62	88	68	2.8	3.8	2.9
Professional and business services.....	1,108	1,310	1,211	5.4	6.1	5.6
Education and health services.....	604	895	701	2.6	3.7	2.9
Educational services.....	65	107	69	1.8	2.8	1.8
Health care and social assistance.....	539	787	632	2.7	3.9	3.1
Leisure and hospitality.....	892	1,166	977	6.6	7.6	6.4
Arts, entertainment, and recreation.....	99	139	122	5.8	6.4	5.8
Accommodation and food services.....	793	1,027	855	6.8	7.7	6.5
Other services.....	162	251	211	3.0	4.3	3.6
Government.....	288	332	316	1.3	1.5	1.4
Federal.....	68	49	57	2.3	1.7	2.0
State and local.....	220	284	259	1.2	1.5	1.3
State and local education.....	88	135	121	0.9	1.3	1.1
State and local, excluding education.....	132	148	139	1.5	1.7	1.6
<b>REGION<sup>3</sup></b>						
Northeast.....	857	1,068	920	3.3	3.9	3.4
South.....	2,279	2,826	2,560	4.3	5.2	4.6
Midwest.....	1,235	1,392	1,300	4.0	4.3	4.0
West.....	1,192	1,603	1,465	3.5	4.6	4.2

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	5,116	6,029	5,745	3.6	4.0	3.8
<b>INDUSTRY</b>						
Total private.....	4,782	5,657	5,469	3.9	4.5	4.3
Mining and logging.....	15	23	16	2.5	3.5	2.5
Construction.....	369	357	417	5.0	4.7	5.5
Manufacturing.....	328	430	372	2.7	3.4	3.0
Durable goods.....	172	236	206	2.3	3.0	2.6
Nondurable goods.....	156	194	166	3.4	4.1	3.5
Trade, transportation, and utilities.....	1,037	1,257	1,249	3.8	4.5	4.4
Wholesale trade.....	122	175	155	2.2	3.0	2.7
Retail trade.....	697	848	843	4.5	5.5	5.3
Transportation, warehousing, and utilities.....	218	234	251	3.4	3.6	3.7
Information.....	66	101	83	2.5	3.6	3.0
Financial activities.....	167	185	198	1.9	2.1	2.2
Finance and insurance.....	112	115	135	1.7	1.8	2.0
Real estate and rental and leasing.....	55	70	63	2.5	3.0	2.7
Professional and business services.....	1,034	1,128	1,079	5.0	5.2	5.0
Education and health services.....	554	764	722	2.4	3.2	3.0
Educational services.....	56	72	66	1.6	1.9	1.7
Health care and social assistance.....	498	692	656	2.5	3.4	3.2
Leisure and hospitality.....	1,028	1,192	1,117	7.7	7.7	7.3
Arts, entertainment, and recreation.....	115	207	192	6.8	9.6	9.1
Accommodation and food services.....	913	985	926	7.8	7.4	7.0
Other services.....	185	219	217	3.4	3.8	3.8
Government.....	334	373	276	1.5	1.7	1.2
Federal.....	133	55	36	4.6	1.9	1.2
State and local.....	201	317	240	1.1	1.6	1.2
State and local education.....	68	142	94	0.7	1.4	0.9
State and local, excluding education.....	133	176	146	1.5	2.0	1.6
<b>REGION<sup>3</sup></b>						
Northeast.....	827	941	990	3.1	3.5	3.6
South.....	1,862	2,430	2,263	3.5	4.4	4.1
Midwest.....	1,222	1,263	1,250	3.9	3.9	3.9
West.....	1,205	1,396	1,242	3.6	4.0	3.5

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	2,758	4,282	4,044	1.9	2.9	2.7
<b>INDUSTRY</b>						
Total private.....	2,626	4,052	3,857	2.2	3.2	3.0
Mining and logging.....	9	14	10	1.4	2.2	1.6
Construction.....	135	198	181	1.8	2.6	2.4
Manufacturing.....	197	302	247	1.6	2.4	2.0
Durable goods.....	103	164	136	1.4	2.1	1.7
Nondurable goods.....	95	138	110	2.1	2.9	2.3
Trade, transportation, and utilities.....	690	989	939	2.5	3.6	3.3
Wholesale trade.....	58	125	120	1.0	2.2	2.1
Retail trade.....	501	709	647	3.2	4.6	4.1
Transportation, warehousing, and utilities.....	131	155	173	2.0	2.4	2.6
Information.....	35	55	50	1.3	2.0	1.8
Financial activities.....	106	115	141	1.2	1.3	1.6
Finance and insurance.....	70	65	87	1.1	1.0	1.3
Real estate and rental and leasing.....	36	50	54	1.6	2.1	2.3
Professional and business services.....	514	768	726	2.5	3.6	3.3
Education and health services.....	353	609	574	1.5	2.5	2.4
Educational services.....	30	53	47	0.8	1.4	1.2
Health care and social assistance.....	323	556	528	1.6	2.8	2.6
Leisure and hospitality.....	482	865	877	3.6	5.6	5.7
Arts, entertainment, and recreation.....	38	79	67	2.2	3.7	3.2
Accommodation and food services.....	444	786	810	3.8	5.9	6.1
Other services.....	104	137	112	1.9	2.4	1.9
Government.....	132	230	187	0.6	1.0	0.8
Federal.....	23	27	21	0.8	0.9	0.7
State and local.....	109	203	167	0.6	1.1	0.9
State and local education.....	44	97	68	0.4	0.9	0.6
State and local, excluding education.....	65	106	99	0.7	1.2	1.1
<b>REGION<sup>3</sup></b>						
Northeast.....	386	615	602	1.5	2.3	2.2
South.....	1,205	1,767	1,677	2.3	3.2	3.0
Midwest.....	604	909	886	1.9	2.8	2.7
West.....	563	991	879	1.7	2.8	2.5

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	2,102	1,373	1,389	1.5	0.9	0.9
<b>INDUSTRY</b>						
Total private.....	1,937	1,296	1,346	1.6	1.0	1.1
Mining and logging.....	5	6	5	0.9	1.0	0.7
Construction.....	224	141	221	3.0	1.8	2.9
Manufacturing.....	114	106	101	0.9	0.9	0.8
Durable goods.....	58	58	54	0.8	0.7	0.7
Nondurable goods.....	56	49	46	1.2	1.0	1.0
Trade, transportation, and utilities.....	307	221	251	1.1	0.8	0.9
Wholesale trade.....	58	45	32	1.0	0.8	0.6
Retail trade.....	177	117	152	1.1	0.8	1.0
Transportation, warehousing, and utilities.....	72	60	67	1.1	0.9	1.0
Information.....	28	38	26	1.1	1.4	0.9
Financial activities.....	44	32	20	0.5	0.4	0.2
Finance and insurance.....	31	16	12	0.5	0.2	0.2
Real estate and rental and leasing.....	13	17	8	0.6	0.7	0.4
Professional and business services.....	448	283	288	2.2	1.3	1.3
Education and health services.....	171	115	114	0.7	0.5	0.5
Educational services.....	23	14	16	0.7	0.4	0.4
Health care and social assistance.....	148	101	98	0.7	0.5	0.5
Leisure and hospitality.....	521	294	224	3.9	1.9	1.5
Arts, entertainment, and recreation.....	75	124	120	4.4	5.7	5.7
Accommodation and food services.....	446	170	103	3.8	1.3	0.8
Other services.....	73	60	97	1.3	1.0	1.7
Government.....	166	77	43	0.8	0.3	0.2
Federal.....	100	11	5	3.5	0.4	0.2
State and local.....	66	66	38	0.3	0.3	0.2
State and local education.....	14	24	14	0.1	0.2	0.1
State and local, excluding education.....	52	42	24	0.6	0.5	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	401	269	321	1.5	1.0	1.2
South.....	576	503	466	1.1	0.9	0.8
Midwest.....	565	286	310	1.8	0.9	1.0
West.....	561	314	291	1.7	0.9	0.8

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

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

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>	Nov. 2020	Oct. 2021	Nov. 2021 <sup>p</sup>
Total.....	256	375	312	0.2	0.3	0.2
<b>INDUSTRY</b>						
Total private.....	220	308	266	0.2	0.2	0.2
Mining and logging.....	1	2	1	0.1	0.3	0.2
Construction.....	10	19	15	0.1	0.2	0.2
Manufacturing.....	17	21	24	0.1	0.2	0.2
Durable goods.....	11	14	16	0.2	0.2	0.2
Nondurable goods.....	5	7	9	0.1	0.1	0.2
Trade, transportation, and utilities.....	40	47	59	0.1	0.2	0.2
Wholesale trade.....	5	4	4	0.1	0.1	0.1
Retail trade.....	19	23	44	0.1	0.1	0.3
Transportation, warehousing, and utilities.....	15	20	11	0.2	0.3	0.2
Information.....	3	8	7	0.1	0.3	0.3
Financial activities.....	16	38	36	0.2	0.4	0.4
Finance and insurance.....	12	35	36	0.2	0.5	0.5
Real estate and rental and leasing.....	5	4	0	0.2	0.2	0.0
Professional and business services.....	72	77	65	0.3	0.4	0.3
Education and health services.....	29	40	34	0.1	0.2	0.1
Educational services.....	2	4	3	0.1	0.1	0.1
Health care and social assistance.....	27	36	31	0.1	0.2	0.2
Leisure and hospitality.....	25	33	17	0.2	0.2	0.1
Arts, entertainment, and recreation.....	3	4	4	0.2	0.2	0.2
Accommodation and food services.....	23	29	13	0.2	0.2	0.1
Other services.....	7	22	7	0.1	0.4	0.1
Government.....	36	66	46	0.2	0.3	0.2
Federal.....	10	18	10	0.3	0.6	0.3
State and local.....	26	49	36	0.1	0.3	0.2
State and local education.....	11	21	12	0.1	0.2	0.1
State and local, excluding education.....	15	28	23	0.2	0.3	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	39	56	67	0.1	0.2	0.2
South.....	83	160	119	0.2	0.3	0.2
Midwest.....	53	68	54	0.2	0.2	0.2
West.....	80	91	72	0.2	0.3	0.2

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

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

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

<sup>p</sup> Preliminary

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