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

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

JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2016

The number of job openings was little changed at 5.5 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were also little changed at 5.2 million and 5.0 million, respectively. Within separations, the quits rate was unchanged at 2.1 percent and the layoffs and discharges rate was unchanged at 1.1 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

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

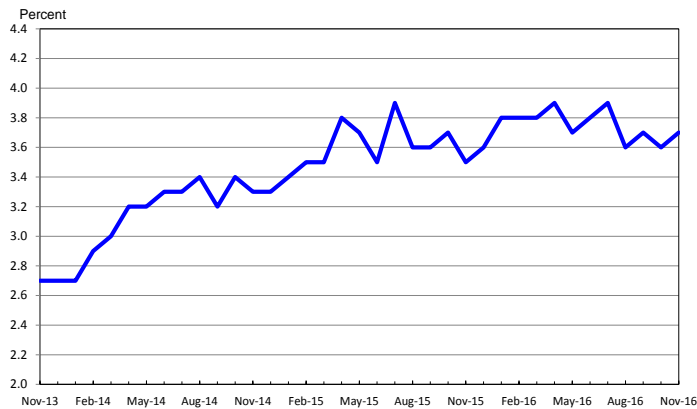
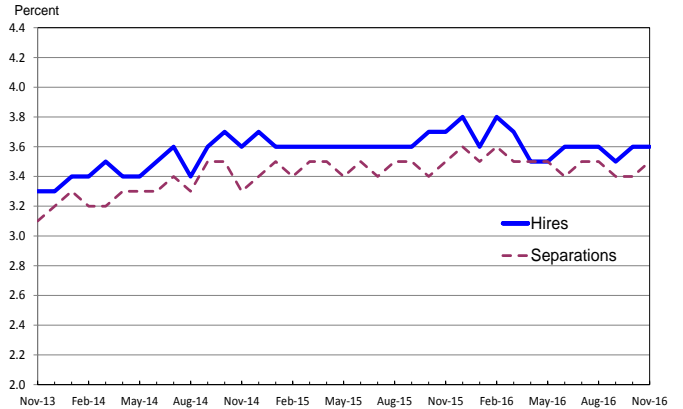


Chart 2. Hires and total separations rates, seasonally adjusted, November 2013 - November 2016



Job Openings

On the last business day of November, there were 5.5 million **job openings**, little changed from October. The job openings rate was 3.7 percent in November. The number of job openings was little changed for total private and increased for government (+48,000). Job openings increased in state and local government, excluding education (+32,000), and state and local government education (+17,000). The number of job openings was little changed in all four regions. (See table 1.)

Hires

The number of **hires** was essentially unchanged at 5.2 million in November. The hires rate was 3.6 percent. The number of hires was little changed for total private and for government. Hires increased in state and local government education (+19,000) but decreased in retail trade (-71,000). Hires was little changed in all four regions. (See table 2.)

Separations

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

There were 5.0 million **total separations** in November, little changed from October. The total separations rate in November was 3.5 percent. The number of total separations was little changed for total private and for government. Total separations were little changed in all industries and in all four regions. (See table 3.)

The number of **quits** was little changed in November at 3.1 million. The quits rate was 2.1 percent. Over the month, the number of quits was little changed for total private and for government. Quits increased in construction (+32,000), wholesale trade (+20,000), and educational services (+9,000). The number of quits was little changed in all four regions. (See table 4.)

There were 1.6 million **layoffs and discharges** in November, essentially unchanged from October. The layoffs and discharges rate was unchanged at 1.1 percent in November. The number of layoffs and discharges was little changed for total private and for government. The layoffs and discharges levels were little changed in all industries and all four regions. (See table 5.)

In November, the number of **other separations** edged down for total nonfarm (-47,000) and for total private (-43,000). Other separations was little changed for government. Other separations decreased in retail trade (-27,000) and mining and logging (-3,000). The number of other separations decreased in the Midwest region (-28,000). (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, hires totaled 62.7 million and separations totaled 60.3 million, yielding a **net employment** gain of 2.4 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 results for December 2016 are scheduled to be released on Tuesday, February 7, 2017 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Nov. 2015	Oct. 2016	Nov. 2016 ^P	Nov. 2015	Oct. 2016	Nov. 2016 ^P	Nov. 2015	Oct. 2016	Nov. 2016 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,198	5,451	5,522	5,253	5,160	5,219	4,958	4,966	5,028
Total private.....	4,725	4,951	4,972	4,904	4,804	4,848	4,616	4,631	4,682
Mining and logging ¹	15	14	17	21	32	31	35	33	27
Construction ¹	101	193	184	340	331	335	292	311	325
Manufacturing.....	238	320	324	278	274	275	267	269	275
Durable goods ¹	138	197	185	153	159	160	154	157	162
Nondurable goods ¹	100	123	139	126	114	115	113	113	113
Trade, transportation, and utilities.....	861	1,024	1,021	1,085	1,083	1,012	1,040	1,046	1,045
Wholesale trade ¹	128	181	183	134	132	131	127	121	134
Retail trade.....	527	653	653	766	739	668	744	736	705
Transportation, warehousing, and utilities ¹	205	190	186	186	212	213	169	189	207
Information ¹	68	76	76	71	71	70	79	72	70
Financial activities.....	356	331	332	208	170	170	190	156	157
Finance and insurance.....	312	257	268	137	106	110	136	98	116
Real estate and rental and leasing ¹	44	74	64	71	63	60	54	59	41
Professional and business services.....	1,126	980	984	1,056	1,043	1,060	1,020	1,016	1,020
Education and health services.....	1,113	1,159	1,120	661	646	650	600	591	592
Educational services ¹	89	90	87	102	75	84	97	68	71
Health care and social assistance.....	1,023	1,069	1,033	559	571	566	503	523	520
Leisure and hospitality.....	732	670	725	992	972	1,041	939	965	996
Arts, entertainment, and recreation.....	64	82	82	131	148	145	130	149	143
Accommodation and food services.....	668	589	643	861	824	896	809	815	853
Other services ¹	116	182	189	190	183	205	154	173	174
Government.....	473	501	549	349	356	371	342	334	346
Federal ¹	72	82	81	45	42	41	42	33	37
State and local.....	401	419	468	304	314	330	300	302	309
State and local education.....	160	131	148	157	134	153	160	137	150
State and local, excluding education ¹	241	288	320	148	180	178	140	165	159
RATES BY INDUSTRY (percent)									
Total.....	3.5	3.6	3.7	3.7	3.6	3.6	3.5	3.4	3.5
Total private.....	3.8	3.9	3.9	4.1	3.9	3.9	3.8	3.8	3.8
Mining and logging ¹	1.9	2.0	2.4	2.8	4.7	4.5	4.6	4.9	4.0
Construction ¹	1.5	2.8	2.7	5.2	4.9	5.0	4.5	4.6	4.8
Manufacturing.....	1.9	2.5	2.6	2.3	2.2	2.2	2.2	2.2	2.2
Durable goods ¹	1.8	2.5	2.4	2.0	2.1	2.1	2.0	2.0	2.1
Nondurable goods ¹	2.1	2.6	2.9	2.7	2.5	2.5	2.5	2.4	2.5
Trade, transportation, and utilities.....	3.1	3.6	3.6	4.0	4.0	3.7	3.8	3.8	3.8
Wholesale trade ¹	2.1	3.0	3.0	2.3	2.2	2.2	2.2	2.0	2.2
Retail trade.....	3.2	3.9	3.9	4.9	4.6	4.2	4.7	4.6	4.4
Transportation, warehousing, and utilities ¹	3.6	3.4	3.3	3.4	3.9	3.9	3.1	3.4	3.8
Information ¹	2.4	2.7	2.7	2.6	2.5	2.5	2.9	2.6	2.5
Financial activities.....	4.2	3.8	3.8	2.5	2.0	2.0	2.3	1.9	1.9
Finance and insurance.....	4.9	4.0	4.2	2.3	1.7	1.8	2.2	1.6	1.9
Real estate and rental and leasing ¹	2.0	3.3	2.9	3.4	2.9	2.8	2.6	2.7	1.9
Professional and business services.....	5.4	4.6	4.6	5.3	5.1	5.2	5.1	5.0	5.0
Education and health services.....	4.7	4.8	4.7	3.0	2.8	2.8	2.7	2.6	2.6
Educational services ¹	2.5	2.5	2.4	2.9	2.1	2.4	2.8	1.9	2.0
Health care and social assistance.....	5.2	5.3	5.1	3.0	3.0	2.9	2.7	2.7	2.7
Leisure and hospitality.....	4.6	4.1	4.4	6.5	6.2	6.7	6.1	6.2	6.4
Arts, entertainment, and recreation.....	2.8	3.5	3.5	5.9	6.6	6.5	5.9	6.7	6.4
Accommodation and food services.....	4.8	4.2	4.6	6.6	6.2	6.7	6.2	6.1	6.4
Other services ¹	2.0	3.1	3.2	3.4	3.2	3.6	2.7	3.0	3.0

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. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Government.....	2.1	2.2	2.4	1.6	1.6	1.7	1.6	1.5	1.6
Federal ¹	2.5	2.8	2.8	1.6	1.5	1.4	1.5	1.2	1.3
State and local.....	2.0	2.1	2.4	1.6	1.6	1.7	1.6	1.6	1.6
State and local education.....	1.5	1.3	1.4	1.5	1.3	1.5	1.6	1.3	1.5
State and local, excluding education ¹	2.6	3.1	3.4	1.6	2.0	1.9	1.6	1.8	1.7

¹ No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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Technical Note

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

Coverage and collection

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

Concepts

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

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p
Total.....	5,198	5,831	5,453	5,631	5,451	5,522	3.5	3.9	3.6	3.7	3.6	3.7
INDUSTRY												
Total private.....	4,725	5,284	4,941	5,112	4,951	4,972	3.8	4.1	3.9	4.0	3.9	3.9
Mining and logging ³	15	13	11	20	14	17	1.9	1.8	1.6	2.8	2.0	2.4
Construction ³	101	225	192	221	193	184	1.5	3.3	2.8	3.2	2.8	2.7
Manufacturing.....	238	379	326	328	320	324	1.9	3.0	2.6	2.6	2.5	2.6
Durable goods ³	138	223	185	206	197	185	1.8	2.8	2.4	2.6	2.5	2.4
Nondurable goods ³	100	156	141	122	123	139	2.1	3.3	3.0	2.6	2.6	2.9
Trade, transportation, and utilities.....	861	1,046	997	1,020	1,024	1,021	3.1	3.7	3.5	3.6	3.6	3.6
Wholesale trade ³	128	177	160	169	181	183	2.1	2.9	2.6	2.8	3.0	3.0
Retail trade.....	527	623	628	663	653	653	3.2	3.8	3.8	4.0	3.9	3.9
Transportation, warehousing, and utilities ³	205	246	208	188	190	186	3.6	4.3	3.7	3.3	3.4	3.3
Information ³	68	80	83	97	76	76	2.4	2.8	2.9	3.4	2.7	2.7
Financial activities.....	356	318	332	355	331	332	4.2	3.7	3.8	4.1	3.8	3.8
Finance and insurance.....	312	240	253	265	257	268	4.9	3.7	3.9	4.1	4.0	4.2
Real estate and rental and leasing ³ ...	44	78	79	89	74	64	2.0	3.5	3.5	4.0	3.3	2.9
Professional and business services.....	1,126	1,212	1,022	1,113	980	984	5.4	5.6	4.8	5.2	4.6	4.6
Education and health services.....	1,113	1,073	1,041	1,072	1,159	1,120	4.7	4.5	4.4	4.5	4.8	4.7
Educational services ³	89	103	95	102	90	87	2.5	2.8	2.6	2.8	2.5	2.4
Health care and social assistance.....	1,023	970	946	970	1,069	1,033	5.2	4.8	4.7	4.8	5.3	5.1
Leisure and hospitality.....	732	747	749	710	670	725	4.6	4.6	4.6	4.4	4.1	4.4
Arts, entertainment, and recreation... ..	64	94	74	67	82	82	2.8	4.0	3.2	2.9	3.5	3.5
Accommodation and food services... ..	668	653	675	642	589	643	4.8	4.7	4.8	4.6	4.2	4.6
Other services ³	116	191	189	177	182	189	2.0	3.3	3.2	3.0	3.1	3.2
Government.....	473	546	511	519	501	549	2.1	2.4	2.3	2.3	2.2	2.4
Federal ³	72	90	88	101	82	81	2.5	3.1	3.0	3.5	2.8	2.8
State and local.....	401	457	424	419	419	468	2.0	2.3	2.1	2.1	2.1	2.4
State and local education.....	160	164	147	130	131	148	1.5	1.6	1.4	1.2	1.3	1.4
State and local, excluding education ³	241	292	276	289	288	320	2.6	3.1	3.0	3.1	3.1	3.4
REGION⁴												
Northeast.....	897	983	944	1,034	980	951	3.3	3.5	3.4	3.7	3.5	3.4
South.....	2,071	2,119	1,961	2,028	1,984	2,072	3.8	3.9	3.6	3.7	3.6	3.8
Midwest.....	1,121	1,333	1,223	1,270	1,247	1,212	3.4	4.0	3.6	3.8	3.7	3.6
West.....	1,109	1,396	1,324	1,299	1,240	1,287	3.3	4.1	3.9	3.8	3.6	3.8

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p
Total.....	5,253	5,258	5,268	5,121	5,160	5,219	3.7	3.6	3.6	3.5	3.6	3.6
INDUSTRY												
Total private.....	4,904	4,889	4,888	4,757	4,804	4,848	4.1	4.0	4.0	3.9	3.9	3.9
Mining and logging.....	21	23	31	28	32	31	2.8	3.4	4.6	4.2	4.7	4.5
Construction.....	340	328	337	314	331	335	5.2	4.9	5.1	4.7	4.9	5.0
Manufacturing.....	278	276	274	279	274	275	2.3	2.2	2.2	2.3	2.2	2.2
Durable goods.....	153	163	152	163	159	160	2.0	2.1	2.0	2.1	2.1	2.1
Nondurable goods.....	126	113	122	116	114	115	2.7	2.4	2.6	2.5	2.5	2.5
Trade, transportation, and utilities.....	1,085	1,059	1,091	1,097	1,083	1,012	4.0	3.9	4.0	4.0	4.0	3.7
Wholesale trade.....	134	135	160	136	132	131	2.3	2.3	2.7	2.3	2.2	2.2
Retail trade.....	766	750	752	769	739	668	4.9	4.7	4.7	4.8	4.6	4.2
Transportation, warehousing, and utilities.....	186	174	179	193	212	213	3.4	3.2	3.3	3.5	3.9	3.9
Information.....	71	77	71	80	71	70	2.6	2.8	2.6	2.9	2.5	2.5
Financial activities.....	208	183	192	170	170	170	2.5	2.2	2.3	2.0	2.0	2.0
Finance and insurance.....	137	118	133	110	106	110	2.3	1.9	2.2	1.8	1.7	1.8
Real estate and rental and leasing. . .	71	65	59	60	63	60	3.4	3.0	2.8	2.8	2.9	2.8
Professional and business services. . . .	1,056	1,162	1,072	1,080	1,043	1,060	5.3	5.7	5.3	5.3	5.1	5.2
Education and health services.....	661	626	634	616	646	650	3.0	2.8	2.8	2.7	2.8	2.8
Educational services.....	102	84	92	87	75	84	2.9	2.4	2.6	2.4	2.1	2.4
Health care and social assistance. . . .	559	542	543	528	571	566	3.0	2.8	2.8	2.7	3.0	2.9
Leisure and hospitality.....	992	1,001	1,005	909	972	1,041	6.5	6.4	6.5	5.8	6.2	6.7
Arts, entertainment, and recreation. . .	131	160	174	119	148	145	5.9	7.1	7.7	5.3	6.6	6.5
Accommodation and food services. . .	861	840	831	790	824	896	6.6	6.3	6.2	5.9	6.2	6.7
Other services.....	190	156	180	185	183	205	3.4	2.7	3.2	3.2	3.2	3.6
Government.....	349	368	380	365	356	371	1.6	1.7	1.7	1.6	1.6	1.7
Federal.....	45	41	40	40	42	41	1.6	1.5	1.4	1.4	1.5	1.4
State and local.....	304	328	339	325	314	330	1.6	1.7	1.7	1.7	1.6	1.7
State and local education.....	157	168	160	159	134	153	1.5	1.6	1.5	1.5	1.3	1.5
State and local, excluding education.....	148	159	180	165	180	178	1.6	1.8	2.0	1.8	2.0	1.9
REGION³												
Northeast.....	851	805	895	802	864	845	3.2	3.0	3.3	3.0	3.2	3.1
South.....	1,985	2,056	2,002	2,000	2,061	2,009	3.8	3.9	3.8	3.8	3.9	3.8
Midwest.....	1,197	1,187	1,182	1,141	1,131	1,179	3.7	3.7	3.7	3.5	3.5	3.6
West.....	1,219	1,210	1,189	1,178	1,104	1,186	3.8	3.7	3.6	3.6	3.4	3.6

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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p
Total.....	4,958	4,991	5,052	4,936	4,966	5,028	3.5	3.5	3.5	3.4	3.4	3.5
INDUSTRY												
Total private.....	4,616	4,665	4,696	4,578	4,631	4,682	3.8	3.8	3.8	3.7	3.8	3.8
Mining and logging.....	35	25	31	26	33	27	4.6	3.7	4.6	3.9	4.9	4.0
Construction.....	292	294	327	296	311	325	4.5	4.4	4.9	4.4	4.6	4.8
Manufacturing.....	267	263	268	278	269	275	2.2	2.1	2.2	2.3	2.2	2.2
Durable goods.....	154	160	157	166	157	162	2.0	2.1	2.1	2.2	2.0	2.1
Nondurable goods.....	113	103	111	112	113	113	2.5	2.2	2.4	2.4	2.4	2.5
Trade, transportation, and utilities.....	1,040	1,068	1,009	1,039	1,046	1,045	3.8	3.9	3.7	3.8	3.8	3.8
Wholesale trade.....	127	146	147	117	121	134	2.2	2.5	2.5	2.0	2.0	2.2
Retail trade.....	744	750	707	722	736	705	4.7	4.7	4.4	4.5	4.6	4.4
Transportation, warehousing, and utilities.....	169	172	156	199	189	207	3.1	3.1	2.8	3.6	3.4	3.8
Information.....	79	81	72	89	72	70	2.9	2.9	2.6	3.2	2.6	2.5
Financial activities.....	190	173	186	163	156	157	2.3	2.1	2.2	2.0	1.9	1.9
Finance and insurance.....	136	107	123	107	98	116	2.2	1.7	2.0	1.7	1.6	1.9
Real estate and rental and leasing. . .	54	66	63	56	59	41	2.6	3.1	2.9	2.6	2.7	1.9
Professional and business services. . . .	1,020	1,045	1,008	1,009	1,016	1,020	5.1	5.2	5.0	5.0	5.0	5.0
Education and health services.....	600	584	595	560	591	592	2.7	2.6	2.6	2.5	2.6	2.6
Educational services.....	97	93	85	69	68	71	2.8	2.6	2.4	1.9	1.9	2.0
Health care and social assistance. . .	503	491	510	491	523	520	2.7	2.6	2.7	2.5	2.7	2.7
Leisure and hospitality.....	939	944	988	928	965	996	6.1	6.1	6.4	6.0	6.2	6.4
Arts, entertainment, and recreation. . .	130	140	193	147	149	143	5.9	6.2	8.6	6.6	6.7	6.4
Accommodation and food services. . .	809	804	795	781	815	853	6.2	6.1	6.0	5.9	6.1	6.4
Other services.....	154	188	211	191	173	174	2.7	3.3	3.7	3.3	3.0	3.0
Government.....	342	326	357	357	334	346	1.6	1.5	1.6	1.6	1.5	1.6
Federal.....	42	36	37	37	33	37	1.5	1.3	1.3	1.3	1.2	1.3
State and local.....	300	289	320	320	302	309	1.6	1.5	1.6	1.7	1.6	1.6
State and local education.....	160	132	162	152	137	150	1.6	1.3	1.6	1.5	1.3	1.5
State and local, excluding education.....	140	158	157	169	165	159	1.6	1.7	1.7	1.9	1.8	1.7
REGION³												
Northeast.....	797	848	876	799	791	826	3.0	3.2	3.3	3.0	2.9	3.1
South.....	1,952	2,003	1,960	1,922	1,927	1,959	3.8	3.8	3.7	3.6	3.7	3.7
Midwest.....	1,112	1,068	1,052	1,037	1,119	1,071	3.5	3.3	3.3	3.2	3.5	3.3
West.....	1,098	1,072	1,164	1,178	1,128	1,172	3.4	3.3	3.5	3.6	3.4	3.6

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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p
Total.....	2,862	2,977	3,009	3,052	3,023	3,064	2.0	2.1	2.1	2.1	2.1	2.1
INDUSTRY												
Total private.....	2,705	2,807	2,847	2,867	2,861	2,898	2.2	2.3	2.3	2.3	2.3	2.4
Mining and logging.....	18	12	13	13	13	14	2.4	1.8	1.9	1.9	2.0	2.1
Construction.....	129	128	137	124	128	160	2.0	1.9	2.1	1.9	1.9	2.4
Manufacturing.....	145	143	140	150	155	155	1.2	1.2	1.1	1.2	1.3	1.3
Durable goods.....	74	80	76	85	86	90	1.0	1.0	1.0	1.1	1.1	1.2
Nondurable goods.....	71	63	64	64	69	65	1.6	1.4	1.4	1.4	1.5	1.4
Trade, transportation, and utilities.....	627	653	651	654	675	677	2.3	2.4	2.4	2.4	2.5	2.5
Wholesale trade.....	72	95	90	71	72	92	1.2	1.6	1.5	1.2	1.2	1.5
Retail trade.....	471	467	475	462	492	463	3.0	2.9	3.0	2.9	3.1	2.9
Transportation, warehousing, and utilities.....	85	90	85	121	111	123	1.6	1.6	1.6	2.2	2.0	2.2
Information.....	42	40	38	57	40	37	1.5	1.4	1.4	2.1	1.4	1.3
Financial activities.....	86	100	105	86	91	83	1.0	1.2	1.3	1.0	1.1	1.0
Finance and insurance.....	62	63	68	57	64	64	1.0	1.0	1.1	0.9	1.0	1.0
Real estate and rental and leasing ³ ...	24	37	37	29	27	18	1.1	1.7	1.7	1.3	1.2	0.8
Professional and business services.....	522	565	598	597	588	602	2.6	2.8	2.9	2.9	2.9	2.9
Education and health services.....	408	398	375	411	396	398	1.8	1.8	1.6	1.8	1.7	1.7
Educational services.....	55	51	51	45	38	47	1.6	1.4	1.5	1.3	1.1	1.3
Health care and social assistance.....	353	347	324	366	358	351	1.9	1.8	1.7	1.9	1.9	1.8
Leisure and hospitality.....	636	635	639	671	668	692	4.2	4.1	4.1	4.3	4.3	4.4
Arts, entertainment, and recreation... ..	53	63	63	73	69	74	2.4	2.8	2.8	3.3	3.1	3.3
Accommodation and food services... ..	583	573	576	599	600	618	4.4	4.3	4.3	4.5	4.5	4.6
Other services ³	91	133	150	103	108	80	1.6	2.3	2.6	1.8	1.9	1.4
Government.....	157	170	162	185	163	166	0.7	0.8	0.7	0.8	0.7	0.7
Federal.....	14	13	13	13	12	15	0.5	0.5	0.5	0.5	0.4	0.5
State and local.....	143	156	149	172	151	152	0.7	0.8	0.8	0.9	0.8	0.8
State and local education.....	72	69	76	78	73	78	0.7	0.7	0.7	0.8	0.7	0.8
State and local, excluding education.....	71	87	73	93	77	73	0.8	1.0	0.8	1.0	0.9	0.8
REGION⁴												
Northeast.....	400	442	433	419	428	450	1.5	1.6	1.6	1.6	1.6	1.7
South.....	1,137	1,206	1,214	1,242	1,210	1,241	2.2	2.3	2.3	2.4	2.3	2.4
Midwest.....	687	644	625	648	678	671	2.1	2.0	1.9	2.0	2.1	2.1
West.....	638	685	737	743	707	701	2.0	2.1	2.2	2.3	2.1	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 No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p
Total.....	1,718	1,639	1,692	1,513	1,569	1,637	1.2	1.1	1.2	1.0	1.1	1.1
INDUSTRY												
Total private.....	1,599	1,542	1,557	1,402	1,460	1,516	1.3	1.3	1.3	1.1	1.2	1.2
Mining and logging ³	12	8	13	8	13	9	1.6	1.1	1.9	1.2	1.9	1.3
Construction.....	157	146	171	153	169	155	2.4	2.2	2.6	2.3	2.5	2.3
Manufacturing.....	101	95	110	100	92	96	0.8	0.8	0.9	0.8	0.8	0.8
Durable goods.....	64	64	70	60	56	54	0.8	0.8	0.9	0.8	0.7	0.7
Nondurable goods.....	37	32	40	40	37	42	0.8	0.7	0.9	0.9	0.8	0.9
Trade, transportation, and utilities.....	302	331	276	294	269	302	1.1	1.2	1.0	1.1	1.0	1.1
Wholesale trade ³	45	40	48	33	35	32	0.8	0.7	0.8	0.6	0.6	0.5
Retail trade.....	189	222	175	205	171	195	1.2	1.4	1.1	1.3	1.1	1.2
Transportation, warehousing, and utilities.....	69	68	54	57	63	76	1.3	1.2	1.0	1.0	1.1	1.4
Information.....	31	30	24	21	20	22	1.1	1.1	0.9	0.8	0.7	0.8
Financial activities.....	58	47	51	52	50	54	0.7	0.6	0.6	0.6	0.6	0.6
Finance and insurance.....	32	24	32	29	22	32	0.5	0.4	0.5	0.5	0.3	0.5
Real estate and rental and leasing. . .	26	23	18	23	29	22	1.2	1.1	0.9	1.1	1.3	1.0
Professional and business services. . . .	441	413	358	352	368	365	2.2	2.0	1.8	1.7	1.8	1.8
Education and health services.....	156	140	179	108	160	157	0.7	0.6	0.8	0.5	0.7	0.7
Educational services.....	37	34	26	19	27	23	1.1	1.0	0.7	0.5	0.8	0.6
Health care and social assistance. . . .	119	106	153	89	133	134	0.6	0.6	0.8	0.5	0.7	0.7
Leisure and hospitality.....	280	278	317	231	264	270	1.8	1.8	2.0	1.5	1.7	1.7
Arts, entertainment, and recreation. . .	72	76	125	71	78	66	3.3	3.3	5.5	3.2	3.5	3.0
Accommodation and food services. . .	208	203	192	161	186	204	1.6	1.5	1.4	1.2	1.4	1.5
Other services.....	59	54	58	82	54	87	1.0	1.0	1.0	1.4	0.9	1.5
Government.....	119	97	134	111	109	121	0.5	0.4	0.6	0.5	0.5	0.5
Federal.....	11	12	13	12	11	13	0.4	0.4	0.5	0.4	0.4	0.5
State and local.....	108	85	122	100	99	108	0.6	0.4	0.6	0.5	0.5	0.6
State and local education.....	62	42	64	49	39	49	0.6	0.4	0.6	0.5	0.4	0.5
State and local, excluding education.....	46	43	58	50	60	59	0.5	0.5	0.6	0.6	0.7	0.6
REGION⁴												
Northeast.....	329	337	372	308	299	308	1.2	1.3	1.4	1.1	1.1	1.1
South.....	647	644	601	537	575	595	1.2	1.2	1.1	1.0	1.1	1.1
Midwest.....	348	354	356	315	351	338	1.1	1.1	1.1	1.0	1.1	1.0
West.....	393	304	362	353	344	396	1.2	0.9	1.1	1.1	1.0	1.2

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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p	Nov. 2015	July 2016	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016 ^p
Total.....	378	375	351	370	373	326	0.3	0.3	0.2	0.3	0.3	0.2
INDUSTRY												
Total private.....	311	316	291	310	311	268	0.3	0.3	0.2	0.3	0.3	0.2
Mining and logging.....	5	5	5	6	7	4	0.6	0.8	0.7	0.8	1.0	0.6
Construction ³	6	21	19	18	14	11	0.1	0.3	0.3	0.3	0.2	0.2
Manufacturing.....	20	24	18	28	22	25	0.2	0.2	0.1	0.2	0.2	0.2
Durable goods.....	15	16	11	21	15	19	0.2	0.2	0.1	0.3	0.2	0.2
Nondurable goods ³	5	8	7	7	7	6	0.1	0.2	0.1	0.2	0.2	0.1
Trade, transportation, and utilities.....	110	84	82	90	103	66	0.4	0.3	0.3	0.3	0.4	0.2
Wholesale trade.....	10	10	9	13	13	10	0.2	0.2	0.2	0.2	0.2	0.2
Retail trade.....	84	60	57	55	74	47	0.5	0.4	0.4	0.3	0.5	0.3
Transportation, warehousing, and utilities ³	15	14	16	22	15	9	0.3	0.3	0.3	0.4	0.3	0.2
Information ³	5	11	10	11	12	11	0.2	0.4	0.4	0.4	0.4	0.4
Financial activities.....	46	26	31	25	15	21	0.6	0.3	0.4	0.3	0.2	0.3
Finance and insurance.....	42	19	23	21	12	20	0.7	0.3	0.4	0.3	0.2	0.3
Real estate and rental and leasing ³ ...	4	7	7	4	3	1	0.2	0.3	0.3	0.2	0.2	0.0
Professional and business services.....	56	67	52	60	60	52	0.3	0.3	0.3	0.3	0.3	0.3
Education and health services.....	36	46	40	40	35	36	0.2	0.2	0.2	0.2	0.2	0.2
Educational services ³	5	9	7	5	3	2	0.1	0.2	0.2	0.1	0.1	0.1
Health care and social assistance ³ ...	31	38	33	35	32	35	0.2	0.2	0.2	0.2	0.2	0.2
Leisure and hospitality.....	23	31	32	26	32	34	0.1	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	5	2	5	4	2	3	0.2	0.1	0.2	0.2	0.1	0.1
Accommodation and food services ³ ...	18	29	27	22	30	31	0.1	0.2	0.2	0.2	0.2	0.2
Other services ³	4	1	3	5	11	8	0.1	0.0	0.1	0.1	0.2	0.1
Government.....	66	59	60	61	62	59	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	17	11	11	12	10	8	0.6	0.4	0.4	0.4	0.4	0.3
State and local.....	49	47	49	49	52	50	0.3	0.2	0.3	0.3	0.3	0.3
State and local education.....	26	20	22	24	24	23	0.3	0.2	0.2	0.2	0.2	0.2
State and local, excluding education.....	23	27	27	25	28	27	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	67	69	71	72	64	67	0.3	0.3	0.3	0.3	0.2	0.3
South.....	168	153	145	143	143	123	0.3	0.3	0.3	0.3	0.3	0.2
Midwest.....	77	70	70	74	90	62	0.2	0.2	0.2	0.2	0.3	0.2
West.....	66	83	65	81	77	74	0.2	0.3	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.

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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		
	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Total.....	4,897	5,680	5,246	3.3	3.7	3.5
INDUSTRY						
Total private.....	4,439	5,189	4,708	3.5	4.0	3.7
Mining and logging.....	15	14	17	1.9	2.0	2.4
Construction.....	101	193	184	1.5	2.7	2.6
Manufacturing.....	238	320	324	1.9	2.5	2.6
Durable goods.....	138	197	185	1.8	2.5	2.4
Nondurable goods.....	100	123	139	2.1	2.6	2.9
Trade, transportation, and utilities.....	804	1,094	971	2.8	3.8	3.4
Wholesale trade.....	128	181	183	2.1	3.0	3.0
Retail trade.....	470	722	603	2.8	4.3	3.6
Transportation, warehousing, and utilities.....	205	190	186	3.6	3.3	3.2
Information.....	68	76	76	2.4	2.7	2.7
Financial activities.....	318	355	313	3.7	4.1	3.6
Finance and insurance.....	275	281	249	4.3	4.3	3.9
Real estate and rental and leasing.....	44	74	64	2.0	3.3	2.9
Professional and business services.....	1,069	1,057	929	5.1	4.9	4.3
Education and health services.....	1,061	1,221	1,078	4.5	5.0	4.5
Educational services.....	89	90	87	2.4	2.4	2.3
Health care and social assistance.....	972	1,131	991	4.9	5.5	4.9
Leisure and hospitality.....	648	677	627	4.1	4.2	3.9
Arts, entertainment, and recreation.....	53	83	65	2.5	3.6	3.0
Accommodation and food services.....	595	595	562	4.4	4.3	4.1
Other services.....	116	182	189	2.0	3.1	3.2
Government.....	459	491	537	2.0	2.1	2.3
Federal.....	72	82	81	2.5	2.8	2.8
State and local.....	387	409	456	1.9	2.0	2.2
State and local education.....	146	121	136	1.3	1.1	1.2
State and local, excluding education.....	241	288	320	2.6	3.1	3.4
REGION³						
Northeast.....	847	1,041	906	3.1	3.7	3.2
South.....	1,912	2,069	1,941	3.5	3.8	3.5
Midwest.....	1,095	1,267	1,184	3.3	3.7	3.5
West.....	1,043	1,303	1,215	3.1	3.8	3.5

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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Total.....	4,873	5,438	4,850	3.4	3.7	3.3
INDUSTRY						
Total private.....	4,599	5,119	4,563	3.8	4.2	3.7
Mining and logging.....	17	34	27	2.2	4.9	3.9
Construction.....	261	335	260	3.9	4.9	3.8
Manufacturing.....	229	279	225	1.9	2.3	1.8
Durable goods.....	125	156	133	1.6	2.0	1.7
Nondurable goods.....	104	122	92	2.3	2.6	2.0
Trade, transportation, and utilities.....	1,407	1,328	1,318	5.1	4.8	4.7
Wholesale trade.....	100	132	96	1.7	2.2	1.6
Retail trade.....	1,055	938	907	6.5	5.9	5.5
Transportation, warehousing, and utilities.....	251	258	315	4.6	4.7	5.6
Information.....	68	79	65	2.5	2.8	2.3
Financial activities.....	185	184	149	2.3	2.2	1.8
Finance and insurance.....	122	114	97	2.0	1.8	1.6
Real estate and rental and leasing.....	63	70	52	3.0	3.3	2.4
Professional and business services.....	946	1,103	963	4.7	5.4	4.7
Education and health services.....	528	695	524	2.3	3.0	2.3
Educational services.....	63	71	51	1.7	1.9	1.3
Health care and social assistance.....	465	624	473	2.5	3.2	2.4
Leisure and hospitality.....	812	910	869	5.4	5.9	5.7
Arts, entertainment, and recreation.....	91	118	102	4.5	5.4	4.9
Accommodation and food services.....	720	791	767	5.5	5.9	5.8
Other services.....	146	173	164	2.6	3.0	2.9
Government.....	274	319	287	1.2	1.4	1.3
Federal.....	55	40	52	2.0	1.4	1.9
State and local.....	218	279	235	1.1	1.4	1.2
State and local education.....	105	122	99	1.0	1.1	0.9
State and local, excluding education.....	114	156	136	1.3	1.7	1.5
REGION³						
Northeast.....	781	910	785	2.9	3.4	2.9
South.....	1,836	2,173	1,855	3.5	4.1	3.5
Midwest.....	1,109	1,154	1,095	3.4	3.5	3.4
West.....	1,146	1,201	1,116	3.5	3.6	3.4

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

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

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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Total.....	4,300	5,149	4,395	3.0	3.5	3.0
INDUSTRY						
Total private.....	4,070	4,855	4,154	3.3	3.9	3.4
Mining and logging.....	31	34	25	4.0	4.9	3.5
Construction.....	295	346	317	4.4	5.0	4.6
Manufacturing.....	234	287	236	1.9	2.3	1.9
Durable goods.....	134	156	135	1.7	2.0	1.8
Nondurable goods.....	99	131	102	2.2	2.8	2.2
Trade, transportation, and utilities.....	897	1,047	913	3.3	3.8	3.3
Wholesale trade.....	107	136	111	1.8	2.3	1.9
Retail trade.....	642	716	607	4.0	4.5	3.7
Transportation, warehousing, and utilities.....	148	195	194	2.7	3.5	3.5
Information.....	71	74	63	2.6	2.6	2.3
Financial activities.....	161	160	136	2.0	1.9	1.6
Finance and insurance.....	107	95	95	1.8	1.5	1.5
Real estate and rental and leasing.....	54	65	42	2.6	3.0	1.9
Professional and business services.....	909	1,065	908	4.5	5.2	4.4
Education and health services.....	469	583	471	2.1	2.5	2.0
Educational services.....	56	49	39	1.5	1.3	1.0
Health care and social assistance.....	413	534	432	2.2	2.8	2.2
Leisure and hospitality.....	855	1,085	916	5.7	7.0	6.0
Arts, entertainment, and recreation.....	143	189	144	7.0	8.6	6.9
Accommodation and food services.....	712	896	772	5.5	6.7	5.8
Other services.....	148	175	169	2.6	3.1	3.0
Government.....	230	293	241	1.0	1.3	1.1
Federal.....	36	34	33	1.3	1.2	1.2
State and local.....	194	259	208	1.0	1.3	1.0
State and local education.....	73	83	71	0.7	0.8	0.7
State and local, excluding education.....	120	176	137	1.3	1.9	1.5
REGION³						
Northeast.....	695	805	723	2.6	3.0	2.7
South.....	1,626	1,995	1,646	3.1	3.8	3.1
Midwest.....	1,022	1,162	990	3.2	3.6	3.0
West.....	958	1,186	1,036	2.9	3.6	3.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Total.....	2,356	3,169	2,553	1.6	2.2	1.7
INDUSTRY						
Total private.....	2,247	3,028	2,440	1.8	2.5	2.0
Mining and logging.....	15	15	13	2.0	2.1	1.9
Construction.....	97	142	122	1.5	2.1	1.8
Manufacturing.....	111	166	120	0.9	1.3	1.0
Durable goods.....	55	88	69	0.7	1.2	0.9
Nondurable goods.....	56	77	51	1.2	1.7	1.1
Trade, transportation, and utilities.....	529	716	582	1.9	2.6	2.1
Wholesale trade.....	54	82	73	0.9	1.4	1.2
Retail trade.....	397	512	390	2.5	3.2	2.4
Transportation, warehousing, and utilities.....	77	122	119	1.4	2.2	2.1
Information.....	36	42	32	1.3	1.5	1.1
Financial activities.....	69	92	65	0.8	1.1	0.8
Finance and insurance.....	45	66	47	0.7	1.1	0.8
Real estate and rental and leasing.....	24	27	18	1.1	1.2	0.9
Professional and business services.....	444	643	517	2.2	3.1	2.5
Education and health services.....	318	401	311	1.4	1.7	1.3
Educational services.....	33	31	27	0.9	0.8	0.7
Health care and social assistance.....	285	371	284	1.5	1.9	1.5
Leisure and hospitality.....	536	704	599	3.6	4.5	3.9
Arts, entertainment, and recreation.....	38	71	55	1.9	3.2	2.6
Accommodation and food services.....	498	633	544	3.8	4.7	4.1
Other services.....	91	108	80	1.6	1.9	1.4
Government.....	108	141	112	0.5	0.6	0.5
Federal.....	11	12	13	0.4	0.4	0.4
State and local.....	98	129	100	0.5	0.7	0.5
State and local education.....	41	51	44	0.4	0.5	0.4
State and local, excluding education.....	57	78	56	0.6	0.9	0.6
REGION³						
Northeast.....	318	439	370	1.2	1.6	1.4
South.....	925	1,238	1,023	1.8	2.3	1.9
Midwest.....	581	729	581	1.8	2.2	1.8
West.....	531	764	579	1.6	2.3	1.7

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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Total.....	1,624	1,634	1,563	1.1	1.1	1.1
INDUSTRY						
Total private.....	1,546	1,528	1,472	1.3	1.2	1.2
Mining and logging.....	12	13	9	1.5	1.9	1.3
Construction.....	192	190	184	2.9	2.8	2.7
Manufacturing.....	108	100	99	0.9	0.8	0.8
Durable goods.....	69	53	54	0.9	0.7	0.7
Nondurable goods.....	39	47	45	0.8	1.0	1.0
Trade, transportation, and utilities.....	273	235	278	1.0	0.9	1.0
Wholesale trade.....	45	35	32	0.8	0.6	0.5
Retail trade.....	172	141	180	1.1	0.9	1.1
Transportation, warehousing, and utilities.....	56	58	66	1.0	1.1	1.2
Information.....	29	19	20	1.1	0.7	0.7
Financial activities.....	53	53	49	0.6	0.6	0.6
Finance and insurance.....	26	19	26	0.4	0.3	0.4
Real estate and rental and leasing.....	27	35	23	1.3	1.6	1.1
Professional and business services.....	415	365	345	2.1	1.8	1.7
Education and health services.....	115	147	124	0.5	0.6	0.5
Educational services.....	18	15	10	0.5	0.4	0.3
Health care and social assistance.....	97	132	114	0.5	0.7	0.6
Leisure and hospitality.....	296	350	283	2.0	2.3	1.8
Arts, entertainment, and recreation.....	100	116	86	4.9	5.3	4.1
Accommodation and food services.....	196	234	197	1.5	1.8	1.5
Other services.....	53	56	82	0.9	1.0	1.4
Government.....	78	105	91	0.3	0.5	0.4
Federal.....	11	11	14	0.4	0.4	0.5
State and local.....	68	94	78	0.3	0.5	0.4
State and local education.....	22	20	17	0.2	0.2	0.2
State and local, excluding education.....	46	75	61	0.5	0.8	0.7
REGION³						
Northeast.....	332	305	304	1.2	1.1	1.1
South.....	546	621	511	1.0	1.2	1.0
Midwest.....	377	357	357	1.2	1.1	1.1
West.....	370	351	391	1.1	1.1	1.2

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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2015	Oct. 2016	Nov. 2016 ^p	Nov. 2015	Oct. 2016	Nov. 2016 ^p
Total.....	320	346	279	0.2	0.2	0.2
INDUSTRY						
Total private.....	277	299	242	0.2	0.2	0.2
Mining and logging.....	3	6	3	0.4	0.9	0.4
Construction.....	6	14	11	0.1	0.2	0.2
Manufacturing.....	15	21	18	0.1	0.2	0.1
Durable goods.....	10	14	12	0.1	0.2	0.2
Nondurable goods.....	5	7	6	0.1	0.1	0.1
Trade, transportation, and utilities.....	95	96	52	0.3	0.3	0.2
Wholesale trade.....	8	19	7	0.1	0.3	0.1
Retail trade.....	72	62	37	0.4	0.4	0.2
Transportation, warehousing, and utilities.....	15	15	9	0.3	0.3	0.2
Information.....	5	12	11	0.2	0.4	0.4
Financial activities.....	39	14	22	0.5	0.2	0.3
Finance and insurance.....	35	11	22	0.6	0.2	0.3
Real estate and rental and leasing.....	4	3	1	0.2	0.2	0.0
Professional and business services.....	50	57	46	0.2	0.3	0.2
Education and health services.....	36	35	36	0.2	0.2	0.2
Educational services.....	5	3	2	0.1	0.1	0.0
Health care and social assistance.....	31	32	35	0.2	0.2	0.2
Leisure and hospitality.....	23	32	34	0.2	0.2	0.2
Arts, entertainment, and recreation.....	5	2	3	0.2	0.1	0.1
Accommodation and food services.....	18	30	31	0.1	0.2	0.2
Other services.....	4	11	8	0.1	0.2	0.1
Government.....	43	47	37	0.2	0.2	0.2
Federal.....	15	11	7	0.5	0.4	0.3
State and local.....	28	36	30	0.1	0.2	0.2
State and local education.....	11	12	10	0.1	0.1	0.1
State and local, excluding education.....	17	24	20	0.2	0.3	0.2
REGION³						
Northeast.....	46	61	49	0.2	0.2	0.2
South.....	154	136	112	0.3	0.3	0.2
Midwest.....	64	76	52	0.2	0.2	0.2
West.....	57	71	66	0.2	0.2	0.2

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

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

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

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