



For release 10:00 a.m. (EST) Tuesday, February 12, 2019

USDL-19-0240

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 – DECEMBER 2018

The number of job openings reached a series high of 7.3 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.9 million and 5.5 million, respectively. Within separations, the quits rate was unchanged at 2.3 percent and the layoffs and discharges rate was little changed 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, December 2015 - December 2018

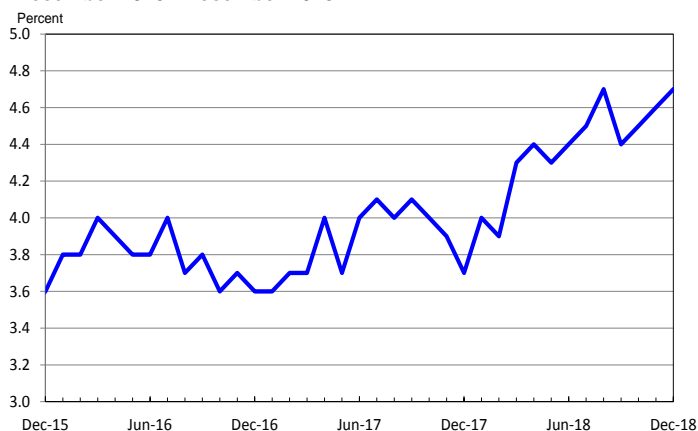
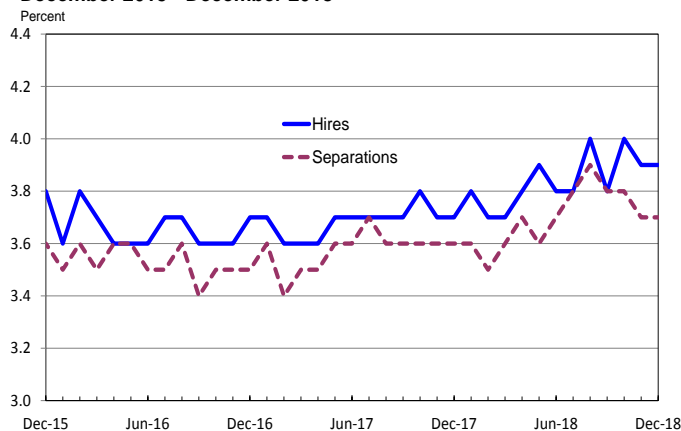


Chart 2. Hires and total separations rates, seasonally adjusted, December 2015 - December 2018



Job Openings

On the last business day of December, the **job openings** level reached a series high of 7.3 million. The job openings rate was 4.7 percent. The number of job openings edged up for total private (+198,000) and was little changed for government. Job openings increased in a number of industries, with the largest increases in construction (+88,000), accommodation and food services (+84,000), and health care and social assistance (+79,000). The job openings level decreased in a number of industries, with the largest decreases in nondurable goods manufacturing (-37,000), federal government (-32,000), and real estate and rental and leasing (-31,000). Job openings was little changed in all four regions. (See table 1.)

Hires

The number of **hires** was little changed at 5.9 million in December. The hires rate was 3.9 percent. The hires level was little changed for total private and for government. Hires increased in retail trade (+126,000), educational services (+19,000), and mining and logging (+9,000). Hires decreased in

information (-22,000) and in federal government (-10,000). The number of hires increased in the Midwest region. (See table 2.)

Separations

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

The number of **total separations** was little changed at 5.5 million in December. The total separations rate was 3.7 percent. The number of total separations was little changed for total private and for government. Total separations increased in federal government (+8,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was little changed in December at 3.5 million. The quits rate was 2.3 percent. The quits level was little changed for total private but decreased for government (-18,000). Quits increased in professional and business services (+60,000) and in health care and social assistance (+49,000). Quits decreased in a number of industries, with the largest decrease in other services (-42,000). The number of quits was little changed in all four regions. (See table 4.)

The number of **layoffs and discharges** was little changed in December at 1.7 million. The layoffs and discharges rate was 1.1 percent. The layoffs and discharges level was little changed for total private and for government. Layoffs and discharges increased in retail trade (+56,000) and 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** edged up (+50,000) in December. The other separations level also edged up for total private (+47,000) and was little changed for government. Other separations increased in professional and business services (+23,000), health care and social assistance (+21,000), and other services (+15,000). Other separations decreased in arts, entertainment, and recreation (-4,000). The number of other separations increased in the Midwest 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 December, hires totaled 68.5 million and separations totaled 65.9 million, yielding a **net employment** gain of 2.6 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 January 2019 are scheduled to be released on Friday, March 15, 2019 at 10:00 a.m. (EDT).

Upcoming Revisions and Methodology Change

As part of an annual process, the January 2019 data release on March 15, 2019, will incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from December 2000 forward are subject to revision. Additionally, a new methodology for item imputation will be implemented.

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

Category	Job openings			Hires			Total separations		
	Dec. 2017	Nov. 2018	Dec. 2018 ^P	Dec. 2017	Nov. 2018	Dec. 2018 ^P	Dec. 2017	Nov. 2018	Dec. 2018 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,669	7,166	7,335	5,516	5,812	5,907	5,314	5,563	5,545
Total private.....	5,143	6,509	6,707	5,173	5,440	5,555	4,959	5,203	5,204
Mining and logging ¹	20	32	30	31	32	41	31	32	35
Construction ¹	149	294	382	321	377	384	291	389	370
Manufacturing.....	374	495	428	348	377	352	337	366	325
Durable goods ¹	239	322	292	201	206	183	189	204	173
Nondurable goods ¹	135	173	136	147	170	169	148	161	152
Trade, transportation, and utilities.....	1,087	1,412	1,346	1,076	1,179	1,246	1,050	1,116	1,139
Wholesale trade ¹	188	207	191	148	189	155	143	168	151
Retail trade.....	707	908	864	698	732	858	686	721	767
Transportation, warehousing, and utilities ¹	192	297	290	230	259	233	221	227	222
Information ¹	103	130	129	83	91	69	88	85	74
Financial activities.....	332	402	368	187	206	194	172	190	174
Finance and insurance.....	253	305	302	122	131	125	121	129	126
Real estate and rental and leasing ¹	79	97	66	65	75	70	51	61	47
Professional and business services.....	874	1,262	1,344	1,218	1,101	1,177	1,180	1,071	1,150
Education and health services.....	1,107	1,229	1,314	666	761	812	626	713	740
Educational services ¹	84	93	98	111	109	128	98	107	91
Health care and social assistance.....	1,023	1,137	1,216	556	652	684	529	606	649
Leisure and hospitality.....	902	1,026	1,147	1,021	1,082	1,082	981	1,037	1,026
Arts, entertainment, and recreation.....	90	98	135	153	169	158	142	163	160
Accommodation and food services.....	812	928	1,012	869	913	924	839	874	867
Other services ¹	196	226	220	222	234	198	204	205	172
Government.....	526	657	628	343	371	352	354	359	340
Federal ¹	81	116	84	20	49	39	36	36	44
State and local.....	445	541	544	322	323	313	319	324	296
State and local education.....	165	216	217	167	171	163	165	174	162
State and local, excluding education ¹	280	325	328	155	152	150	153	149	135
RATES BY INDUSTRY (percent)									
Total.....	3.7	4.6	4.7	3.7	3.9	3.9	3.6	3.7	3.7
Total private.....	3.9	4.9	5.0	4.1	4.3	4.3	4.0	4.1	4.1
Mining and logging ¹	2.8	4.1	3.8	4.4	4.2	5.4	4.5	4.3	4.6
Construction ¹	2.1	3.9	4.9	4.5	5.2	5.2	4.1	5.3	5.0
Manufacturing.....	2.9	3.7	3.2	2.8	2.9	2.7	2.7	2.9	2.5
Durable goods ¹	3.0	3.9	3.5	2.6	2.6	2.3	2.4	2.5	2.1
Nondurable goods ¹	2.8	3.5	2.8	3.1	3.6	3.5	3.1	3.4	3.2
Trade, transportation, and utilities.....	3.8	4.8	4.6	3.9	4.2	4.5	3.8	4.0	4.1
Wholesale trade ¹	3.1	3.3	3.1	2.5	3.1	2.6	2.4	2.8	2.5
Retail trade.....	4.3	5.4	5.1	4.4	4.6	5.4	4.3	4.5	4.8
Transportation, warehousing, and utilities ¹	3.2	4.7	4.6	4.0	4.3	3.9	3.8	3.8	3.7
Information ¹	3.6	4.5	4.4	3.0	3.3	2.5	3.2	3.1	2.7
Financial activities.....	3.8	4.5	4.1	2.2	2.4	2.3	2.0	2.2	2.0
Finance and insurance.....	3.9	4.6	4.5	1.9	2.1	2.0	1.9	2.0	2.0
Real estate and rental and leasing ¹	3.4	4.1	2.8	2.9	3.3	3.1	2.3	2.7	2.1
Professional and business services.....	4.1	5.6	5.9	5.9	5.2	5.5	5.7	5.0	5.4
Education and health services.....	4.5	4.9	5.2	2.8	3.2	3.4	2.7	3.0	3.1
Educational services ¹	2.2	2.4	2.6	3.0	2.9	3.4	2.6	2.9	2.4
Health care and social assistance.....	4.9	5.4	5.7	2.8	3.2	3.4	2.7	3.0	3.2
Leisure and hospitality.....	5.3	5.9	6.5	6.3	6.6	6.6	6.0	6.3	6.2
Arts, entertainment, and recreation.....	3.7	3.9	5.3	6.5	7.1	6.6	6.0	6.8	6.7
Accommodation and food services.....	5.5	6.2	6.7	6.3	6.5	6.5	6.1	6.2	6.1
Other services ¹	3.3	3.7	3.6	3.8	4.0	3.4	3.5	3.5	2.9

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		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Government.....	2.3	2.9	2.7	1.5	1.7	1.6	1.6	1.6	1.5
Federal ¹	2.8	4.0	2.9	0.7	1.7	1.4	1.3	1.3	1.6
State and local.....	2.2	2.7	2.7	1.6	1.6	1.6	1.6	1.7	1.5
State and local education.....	1.6	2.0	2.0	1.6	1.6	1.6	1.6	1.7	1.6
State and local, excluding education ¹	3.0	3.4	3.4	1.7	1.7	1.6	1.7	1.6	1.5

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

^p Preliminary

NOTE: Total nonfarm, government, and federal government data in this table have been corrected for the months January 2011 through March 2018.

Technical Note

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

Coverage and collection

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2017 version of the North American Industry Classification System (NAICS).

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p
Total.....	5,669	7,293	6,960	7,131	7,166	7,335	3.7	4.7	4.4	4.5	4.6	4.7
INDUSTRY												
Total private.....	5,143	6,595	6,340	6,503	6,509	6,707	3.9	4.9	4.8	4.9	4.9	5.0
Mining and logging ³	20	36	34	31	32	30	2.8	4.6	4.3	4.0	4.1	3.8
Construction ³	149	317	272	323	294	382	2.1	4.2	3.6	4.2	3.9	4.9
Manufacturing.....	374	508	485	504	495	428	2.9	3.8	3.7	3.8	3.7	3.2
Durable goods ³	239	304	307	318	322	292	3.0	3.7	3.7	3.8	3.9	3.5
Nondurable goods ³	135	204	178	187	173	136	2.8	4.1	3.6	3.8	3.5	2.8
Trade, transportation, and utilities.....	1,087	1,267	1,282	1,322	1,412	1,346	3.8	4.4	4.4	4.5	4.8	4.6
Wholesale trade ³	188	221	230	216	207	191	3.1	3.5	3.7	3.5	3.3	3.1
Retail trade.....	707	760	772	848	908	864	4.3	4.6	4.6	5.1	5.4	5.1
Transportation, warehousing, and utilities ³	192	287	280	258	297	290	3.2	4.6	4.5	4.2	4.7	4.6
Information ³	103	149	104	150	130	129	3.6	5.1	3.6	5.1	4.5	4.4
Financial activities.....	332	450	345	400	402	368	3.8	5.0	3.9	4.4	4.5	4.1
Finance and insurance.....	253	354	264	271	305	302	3.9	5.3	4.0	4.1	4.6	4.5
Real estate and rental and leasing ³	79	96	81	129	97	66	3.4	4.1	3.4	5.4	4.1	2.8
Professional and business services.....	874	1,374	1,248	1,227	1,262	1,344	4.1	6.1	5.6	5.5	5.6	5.9
Education and health services.....	1,107	1,275	1,278	1,240	1,229	1,314	4.5	5.1	5.1	5.0	4.9	5.2
Educational services ³	84	123	83	102	93	98	2.2	3.2	2.2	2.7	2.4	2.6
Health care and social assistance.....	1,023	1,152	1,195	1,138	1,137	1,216	4.9	5.5	5.6	5.4	5.4	5.7
Leisure and hospitality.....	902	996	1,058	1,008	1,026	1,147	5.3	5.7	6.1	5.8	5.9	6.5
Arts, entertainment, and recreation.....	90	94	95	85	98	135	3.7	3.9	3.9	3.4	3.9	5.3
Accommodation and food services.....	812	901	963	923	928	1,012	5.5	6.0	6.4	6.2	6.2	6.7
Other services ³	196	223	234	296	226	220	3.3	3.7	3.8	4.8	3.7	3.6
Government.....	526	698	620	628	657	628	2.3	3.0	2.7	2.7	2.9	2.7
Federal ³	81	108	89	107	116	84	2.8	3.7	3.1	3.7	4.0	2.9
State and local.....	445	591	531	521	541	544	2.2	2.9	2.6	2.6	2.7	2.7
State and local education.....	165	206	200	205	216	217	1.6	1.9	1.9	1.9	2.0	2.0
State and local, excluding education ³	280	384	331	316	325	328	3.0	4.0	3.5	3.3	3.4	3.4
REGION⁴												
Northeast.....	968	1,177	1,191	1,174	1,179	1,204	3.4	4.1	4.1	4.1	4.1	4.2
South.....	2,012	2,765	2,506	2,566	2,729	2,834	3.6	4.8	4.4	4.5	4.8	4.9
Midwest.....	1,350	1,707	1,657	1,765	1,698	1,693	4.0	4.9	4.8	5.1	4.9	4.8
West.....	1,338	1,644	1,605	1,626	1,559	1,605	3.8	4.6	4.5	4.5	4.3	4.4

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

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

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

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

p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p
Total.....	5,516	5,906	5,696	5,928	5,812	5,907	3.7	4.0	3.8	4.0	3.9	3.9
INDUSTRY												
Total private.....	5,173	5,551	5,358	5,578	5,440	5,555	4.1	4.4	4.2	4.4	4.3	4.3
Mining and logging.....	31	43	44	33	32	41	4.4	5.7	5.9	4.4	4.2	5.4
Construction.....	321	366	369	361	377	384	4.5	5.0	5.1	4.9	5.2	5.2
Manufacturing.....	348	368	322	386	377	352	2.8	2.9	2.5	3.0	2.9	2.7
Durable goods.....	201	205	184	229	206	183	2.6	2.6	2.3	2.9	2.6	2.3
Nondurable goods.....	147	163	138	157	170	169	3.1	3.4	2.9	3.3	3.6	3.5
Trade, transportation, and utilities.....	1,076	1,218	1,167	1,219	1,179	1,246	3.9	4.4	4.2	4.4	4.2	4.5
Wholesale trade.....	148	164	137	173	189	155	2.5	2.7	2.3	2.9	3.1	2.6
Retail trade.....	698	818	806	777	732	858	4.4	5.1	5.1	4.9	4.6	5.4
Transportation, warehousing, and utilities.....	230	236	224	270	259	233	4.0	4.0	3.8	4.5	4.3	3.9
Information.....	83	77	78	84	91	69	3.0	2.8	2.8	3.0	3.3	2.5
Financial activities.....	187	221	225	195	206	194	2.2	2.6	2.6	2.3	2.4	2.3
Finance and insurance.....	122	141	148	128	131	125	1.9	2.2	2.3	2.0	2.1	2.0
Real estate and rental and leasing. . .	65	80	77	67	75	70	2.9	3.5	3.4	2.9	3.3	3.1
Professional and business services. . . .	1,218	1,253	1,180	1,214	1,101	1,177	5.9	5.9	5.6	5.7	5.2	5.5
Education and health services.....	666	715	692	751	761	812	2.8	3.0	2.9	3.2	3.2	3.4
Educational services.....	111	92	92	99	109	128	3.0	2.4	2.4	2.6	2.9	3.4
Health care and social assistance. . . .	556	623	601	652	652	684	2.8	3.1	3.0	3.3	3.2	3.4
Leisure and hospitality.....	1,021	1,059	1,079	1,119	1,082	1,082	6.3	6.5	6.6	6.8	6.6	6.6
Arts, entertainment, and recreation. . .	153	173	171	175	169	158	6.5	7.4	7.2	7.3	7.1	6.6
Accommodation and food services. . .	869	886	908	943	913	924	6.3	6.3	6.5	6.7	6.5	6.5
Other services.....	222	231	201	217	234	198	3.8	3.9	3.4	3.7	4.0	3.4
Government.....	343	355	338	350	371	352	1.5	1.6	1.5	1.6	1.7	1.6
Federal.....	20	32	38	35	49	39	0.7	1.2	1.4	1.3	1.7	1.4
State and local.....	322	322	300	315	323	313	1.6	1.6	1.5	1.6	1.6	1.6
State and local education.....	167	173	159	161	171	163	1.6	1.7	1.5	1.5	1.6	1.6
State and local, excluding education.....	155	149	141	154	152	150	1.7	1.6	1.5	1.7	1.7	1.6
REGION³												
Northeast.....	789	880	803	835	864	836	2.9	3.2	2.9	3.0	3.1	3.0
South.....	2,218	2,400	2,388	2,527	2,371	2,313	4.1	4.4	4.4	4.6	4.3	4.2
Midwest.....	1,217	1,296	1,309	1,276	1,277	1,443	3.7	3.9	4.0	3.9	3.8	4.3
West.....	1,291	1,330	1,196	1,290	1,300	1,314	3.8	3.9	3.5	3.8	3.8	3.8

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p
Total.....	5,314	5,779	5,641	5,621	5,563	5,545	3.6	3.9	3.8	3.8	3.7	3.7
INDUSTRY												
Total private.....	4,959	5,422	5,306	5,267	5,203	5,204	4.0	4.3	4.2	4.1	4.1	4.1
Mining and logging.....	31	35	34	30	32	35	4.5	4.6	4.5	4.0	4.3	4.6
Construction.....	291	334	343	326	389	370	4.1	4.6	4.7	4.5	5.3	5.0
Manufacturing.....	337	343	315	350	366	325	2.7	2.7	2.5	2.7	2.9	2.5
Durable goods.....	189	188	179	205	204	173	2.4	2.4	2.2	2.6	2.5	2.1
Nondurable goods.....	148	154	136	145	161	152	3.1	3.2	2.8	3.0	3.4	3.2
Trade, transportation, and utilities.....	1,050	1,206	1,192	1,172	1,116	1,139	3.8	4.3	4.3	4.2	4.0	4.1
Wholesale trade.....	143	151	137	155	168	151	2.4	2.5	2.3	2.6	2.8	2.5
Retail trade.....	686	837	848	776	721	767	4.3	5.3	5.3	4.9	4.5	4.8
Transportation, warehousing, and utilities.....	221	218	207	241	227	222	3.8	3.7	3.5	4.0	3.8	3.7
Information.....	88	83	81	73	85	74	3.2	3.0	2.9	2.6	3.1	2.7
Financial activities.....	172	231	209	181	190	174	2.0	2.7	2.4	2.1	2.2	2.0
Finance and insurance.....	121	143	143	121	129	126	1.9	2.3	2.3	1.9	2.0	2.0
Real estate and rental and leasing. ...	51	88	66	60	61	47	2.3	3.9	2.9	2.6	2.7	2.1
Professional and business services.	1,180	1,194	1,161	1,138	1,071	1,150	5.7	5.7	5.5	5.4	5.0	5.4
Education and health services.....	626	665	646	694	713	740	2.7	2.8	2.7	2.9	3.0	3.1
Educational services.....	98	88	89	95	107	91	2.6	2.3	2.4	2.5	2.9	2.4
Health care and social assistance.	529	577	557	599	606	649	2.7	2.9	2.8	3.0	3.0	3.2
Leisure and hospitality.....	981	1,072	1,097	1,098	1,037	1,026	6.0	6.6	6.7	6.7	6.3	6.2
Arts, entertainment, and recreation. ...	142	177	164	159	163	160	6.0	7.5	7.0	6.6	6.8	6.7
Accommodation and food services. ...	839	895	933	939	874	867	6.1	6.4	6.7	6.7	6.2	6.1
Other services.....	204	260	228	206	205	172	3.5	4.4	3.9	3.5	3.5	2.9
Government.....	354	357	335	353	359	340	1.6	1.6	1.5	1.6	1.6	1.5
Federal.....	36	33	34	31	36	44	1.3	1.2	1.2	1.1	1.3	1.6
State and local.....	319	324	301	322	324	296	1.6	1.7	1.5	1.6	1.7	1.5
State and local education.....	165	172	157	177	174	162	1.6	1.6	1.5	1.7	1.7	1.6
State and local, excluding education.....	153	152	144	145	149	135	1.7	1.7	1.6	1.6	1.6	1.5
REGION³												
Northeast.....	771	856	841	760	747	728	2.8	3.1	3.1	2.8	2.7	2.6
South.....	2,116	2,356	2,378	2,282	2,314	2,346	3.9	4.3	4.4	4.2	4.2	4.3
Midwest.....	1,164	1,257	1,255	1,348	1,321	1,305	3.6	3.8	3.8	4.1	4.0	3.9
West.....	1,263	1,310	1,167	1,229	1,180	1,166	3.7	3.8	3.4	3.6	3.4	3.4

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

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

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

p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p
Total.....	3,340	3,648	3,564	3,519	3,494	3,482	2.3	2.4	2.4	2.3	2.3	2.3
INDUSTRY												
Total private.....	3,164	3,480	3,391	3,338	3,298	3,304	2.5	2.7	2.7	2.6	2.6	2.6
Mining and logging.....	17	21	21	19	20	21	2.5	2.8	2.8	2.5	2.7	2.8
Construction.....	152	165	164	166	188	204	2.2	2.3	2.3	2.3	2.6	2.8
Manufacturing.....	217	212	198	205	231	196	1.7	1.7	1.6	1.6	1.8	1.5
Durable goods.....	120	119	108	113	127	108	1.5	1.5	1.4	1.4	1.6	1.3
Nondurable goods.....	97	93	90	92	104	88	2.1	2.0	1.9	1.9	2.2	1.8
Trade, transportation, and utilities.....	682	759	761	735	742	713	2.5	2.7	2.7	2.6	2.7	2.5
Wholesale trade.....	101	108	85	81	95	90	1.7	1.8	1.4	1.4	1.6	1.5
Retail trade.....	475	529	569	528	514	493	3.0	3.3	3.6	3.3	3.2	3.1
Transportation, warehousing, and utilities.....	106	122	106	125	134	130	1.8	2.1	1.8	2.1	2.2	2.2
Information.....	50	49	47	50	55	40	1.8	1.8	1.7	1.8	2.0	1.4
Financial activities.....	114	155	126	110	99	113	1.3	1.8	1.5	1.3	1.1	1.3
Finance and insurance.....	83	89	75	63	64	82	1.3	1.4	1.2	1.0	1.0	1.3
Real estate and rental and leasing ³ ...	30	66	50	47	35	31	1.4	2.9	2.2	2.0	1.5	1.4
Professional and business services.....	747	696	704	661	617	677	3.6	3.3	3.3	3.1	2.9	3.2
Education and health services.....	423	469	431	497	505	546	1.8	2.0	1.8	2.1	2.1	2.3
Educational services.....	52	35	47	58	54	46	1.4	0.9	1.3	1.6	1.4	1.2
Health care and social assistance.....	370	434	384	439	451	500	1.9	2.2	1.9	2.2	2.2	2.5
Leisure and hospitality.....	676	777	780	769	716	713	4.2	4.7	4.8	4.7	4.3	4.3
Arts, entertainment, and recreation... ..	64	84	85	78	63	71	2.7	3.6	3.6	3.3	2.6	2.9
Accommodation and food services... ..	611	693	695	691	653	642	4.4	4.9	5.0	4.9	4.6	4.6
Other services ³	87	177	159	127	124	82	1.5	3.0	2.7	2.2	2.1	1.4
Government.....	176	168	174	180	196	178	0.8	0.8	0.8	0.8	0.9	0.8
Federal.....	13	13	16	16	18	21	0.5	0.5	0.6	0.6	0.7	0.8
State and local.....	163	155	158	164	178	157	0.8	0.8	0.8	0.8	0.9	0.8
State and local education.....	83	85	83	89	93	88	0.8	0.8	0.8	0.9	0.9	0.8
State and local, excluding education.....	80	70	75	75	85	70	0.9	0.8	0.8	0.8	0.9	0.8
REGION⁴												
Northeast.....	422	448	459	403	384	408	1.6	1.6	1.7	1.5	1.4	1.5
South.....	1,322	1,500	1,533	1,503	1,504	1,512	2.5	2.8	2.8	2.7	2.7	2.8
Midwest.....	758	856	799	815	804	809	2.3	2.6	2.4	2.5	2.4	2.4
West.....	837	845	773	798	803	754	2.5	2.5	2.3	2.3	2.3	2.2

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p
Total.....	1,655	1,790	1,707	1,761	1,753	1,697	1.1	1.2	1.1	1.2	1.2	1.1
INDUSTRY												
Total private.....	1,534	1,666	1,609	1,647	1,651	1,599	1.2	1.3	1.3	1.3	1.3	1.3
Mining and logging ³	13	13	11	9	11	12	1.9	1.7	1.5	1.1	1.4	1.6
Construction.....	127	159	169	145	186	149	1.8	2.2	2.3	2.0	2.5	2.0
Manufacturing.....	101	112	95	127	113	110	0.8	0.9	0.7	1.0	0.9	0.9
Durable goods.....	56	60	59	80	63	52	0.7	0.8	0.7	1.0	0.8	0.6
Nondurable goods.....	44	52	36	47	50	58	0.9	1.1	0.8	1.0	1.0	1.2
Trade, transportation, and utilities.....	302	384	374	367	304	352	1.1	1.4	1.3	1.3	1.1	1.3
Wholesale trade ³	30	38	44	59	53	50	0.5	0.6	0.7	1.0	0.9	0.8
Retail trade.....	171	264	242	205	165	221	1.1	1.7	1.5	1.3	1.0	1.4
Transportation, warehousing, and utilities.....	101	82	89	102	86	81	1.7	1.4	1.5	1.7	1.4	1.3
Information.....	29	27	28	20	22	25	1.1	1.0	1.0	0.7	0.8	0.9
Financial activities.....	42	55	59	47	64	47	0.5	0.6	0.7	0.5	0.7	0.5
Finance and insurance.....	24	40	44	34	43	34	0.4	0.6	0.7	0.5	0.7	0.5
Real estate and rental and leasing. . .	18	15	14	13	21	13	0.8	0.7	0.6	0.6	0.9	0.6
Professional and business services. . .	394	443	376	402	405	401	1.9	2.1	1.8	1.9	1.9	1.9
Education and health services.....	149	141	154	162	180	141	0.6	0.6	0.6	0.7	0.8	0.6
Educational services.....	39	45	33	33	50	39	1.0	1.2	0.9	0.9	1.4	1.1
Health care and social assistance. . .	111	96	121	129	129	102	0.6	0.5	0.6	0.6	0.6	0.5
Leisure and hospitality.....	273	265	278	300	291	291	1.7	1.6	1.7	1.8	1.8	1.8
Arts, entertainment, and recreation. . .	75	87	72	78	93	87	3.2	3.7	3.0	3.3	3.9	3.6
Accommodation and food services. . .	198	177	206	222	197	204	1.4	1.3	1.5	1.6	1.4	1.4
Other services.....	104	67	65	69	76	71	1.8	1.1	1.1	1.2	1.3	1.2
Government.....	121	125	98	113	102	98	0.5	0.6	0.4	0.5	0.5	0.4
Federal.....	12	7	6	6	5	9	0.4	0.2	0.2	0.2	0.2	0.3
State and local.....	109	118	92	107	97	89	0.6	0.6	0.5	0.5	0.5	0.5
State and local education.....	58	60	51	60	56	49	0.6	0.6	0.5	0.6	0.5	0.5
State and local, excluding education.....	51	57	41	47	40	40	0.6	0.6	0.5	0.5	0.4	0.4
REGION⁴												
Northeast.....	287	322	308	297	301	261	1.1	1.2	1.1	1.1	1.1	0.9
South.....	678	731	714	674	678	697	1.3	1.3	1.3	1.2	1.2	1.3
Midwest.....	336	348	375	449	458	408	1.0	1.1	1.1	1.4	1.4	1.2
West.....	353	389	311	341	315	331	1.0	1.1	0.9	1.0	0.9	1.0

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

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

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

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

p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Aug. 2018	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018 ^p
Total.....	318	341	369	341	316	366	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	261	277	307	281	255	302	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	3	1	1	0.2	0.1	0.2	0.4	0.2	0.2
Construction ³	12	10	10	15	15	17	0.2	0.1	0.1	0.2	0.2	0.2
Manufacturing.....	19	19	22	18	22	19	0.2	0.1	0.2	0.1	0.2	0.1
Durable goods.....	12	9	12	12	14	13	0.2	0.1	0.1	0.2	0.2	0.2
Nondurable goods ³	7	10	10	6	8	6	0.1	0.2	0.2	0.1	0.2	0.1
Trade, transportation, and utilities.....	66	64	57	70	69	75	0.2	0.2	0.2	0.3	0.2	0.3
Wholesale trade.....	13	6	7	15	20	10	0.2	0.1	0.1	0.2	0.3	0.2
Retail trade.....	39	44	37	43	42	53	0.2	0.3	0.2	0.3	0.3	0.3
Transportation, warehousing, and utilities ³	14	14	12	13	7	11	0.2	0.2	0.2	0.2	0.1	0.2
Information ³	8	7	6	3	8	9	0.3	0.2	0.2	0.1	0.3	0.3
Financial activities.....	17	21	25	24	28	14	0.2	0.2	0.3	0.3	0.3	0.2
Finance and insurance.....	13	14	23	23	23	11	0.2	0.2	0.4	0.4	0.4	0.2
Real estate and rental and leasing ³ ...	3	7	2	1	5	3	0.1	0.3	0.1	0.0	0.2	0.1
Professional and business services.....	39	54	80	75	48	71	0.2	0.3	0.4	0.4	0.2	0.3
Education and health services.....	55	54	60	35	29	53	0.2	0.2	0.3	0.1	0.1	0.2
Educational services ³	7	8	8	3	3	5	0.2	0.2	0.2	0.1	0.1	0.1
Health care and social assistance ³ ...	48	47	52	31	26	47	0.2	0.2	0.3	0.2	0.1	0.2
Leisure and hospitality.....	32	31	40	29	30	22	0.2	0.2	0.2	0.2	0.2	0.1
Arts, entertainment, and recreation ³ ...	3	5	8	2	6	2	0.1	0.2	0.3	0.1	0.3	0.1
Accommodation and food services ³ ...	29	25	32	27	24	20	0.2	0.2	0.2	0.2	0.2	0.1
Other services ³	13	16	5	10	5	20	0.2	0.3	0.1	0.2	0.1	0.3
Government.....	57	64	63	60	61	64	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	11	13	12	9	12	14	0.4	0.5	0.4	0.3	0.4	0.5
State and local.....	47	51	51	50	49	50	0.2	0.3	0.3	0.3	0.3	0.3
State and local education.....	25	26	24	28	25	25	0.2	0.3	0.2	0.3	0.2	0.2
State and local, excluding education.....	22	25	27	23	24	25	0.2	0.3	0.3	0.2	0.3	0.3
REGION⁴												
Northeast.....	61	86	74	60	62	59	0.2	0.3	0.3	0.2	0.2	0.2
South.....	115	125	131	106	132	138	0.2	0.2	0.2	0.2	0.2	0.3
Midwest.....	70	53	81	85	60	88	0.2	0.2	0.2	0.3	0.2	0.3
West.....	72	77	83	90	62	81	0.2	0.2	0.2	0.3	0.2	0.2

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

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Total.....	5,224	6,843	6,890	3.4	4.3	4.4
INDUSTRY						
Total private.....	4,709	6,192	6,271	3.6	4.6	4.7
Mining and logging.....	20	32	30	2.7	4.1	3.8
Construction.....	149	294	382	2.1	3.8	5.0
Manufacturing.....	374	495	428	2.9	3.7	3.2
Durable goods.....	239	322	292	3.0	3.9	3.5
Nondurable goods.....	135	173	136	2.8	3.5	2.8
Trade, transportation, and utilities.....	994	1,383	1,250	3.4	4.6	4.2
Wholesale trade.....	188	207	191	3.1	3.3	3.1
Retail trade.....	614	880	768	3.6	5.1	4.5
Transportation, warehousing, and utilities.....	192	297	290	3.1	4.6	4.5
Information.....	103	130	129	3.6	4.5	4.4
Financial activities.....	323	393	363	3.7	4.4	4.0
Finance and insurance.....	244	296	297	3.7	4.5	4.5
Real estate and rental and leasing.....	79	97	66	3.4	4.1	2.8
Professional and business services.....	767	1,166	1,232	3.6	5.2	5.5
Education and health services.....	1,064	1,141	1,259	4.3	4.5	5.0
Educational services.....	84	93	98	2.1	2.3	2.5
Health care and social assistance.....	980	1,048	1,161	4.7	4.9	5.4
Leisure and hospitality.....	719	932	978	4.3	5.5	5.7
Arts, entertainment, and recreation.....	66	78	103	3.0	3.4	4.4
Accommodation and food services.....	653	853	876	4.6	5.8	5.9
Other services.....	196	226	220	3.3	3.7	3.6
Government.....	515	650	619	2.2	2.8	2.6
Federal.....	81	116	84	2.8	4.0	2.9
State and local.....	434	534	535	2.1	2.6	2.6
State and local education.....	154	209	208	1.4	1.9	1.9
State and local, excluding education.....	280	325	328	3.0	3.4	3.5
REGION³						
Northeast.....	902	1,116	1,148	3.2	3.9	4.0
South.....	1,837	2,586	2,634	3.3	4.5	4.6
Midwest.....	1,255	1,679	1,603	3.7	4.8	4.6
West.....	1,228	1,462	1,506	3.5	4.0	4.2

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Total.....	4,103	5,332	4,370	2.8	3.5	2.9
INDUSTRY						
Total private.....	3,899	5,038	4,163	3.1	3.9	3.2
Mining and logging.....	19	27	25	2.7	3.6	3.3
Construction.....	177	280	219	2.5	3.8	3.0
Manufacturing.....	228	305	229	1.8	2.4	1.8
Durable goods.....	136	169	122	1.7	2.1	1.5
Nondurable goods.....	92	136	107	1.9	2.8	2.2
Trade, transportation, and utilities.....	872	1,453	982	3.1	5.1	3.4
Wholesale trade.....	107	147	111	1.8	2.4	1.8
Retail trade.....	512	931	632	3.1	5.7	3.8
Transportation, warehousing, and utilities.....	253	375	239	4.2	6.1	3.8
Information.....	67	87	55	2.4	3.1	2.0
Financial activities.....	133	176	134	1.6	2.0	1.6
Finance and insurance.....	90	112	89	1.4	1.8	1.4
Real estate and rental and leasing.....	42	65	46	1.9	2.9	2.0
Professional and business services.....	1,018	977	990	4.9	4.6	4.6
Education and health services.....	478	631	604	2.0	2.6	2.5
Educational services.....	55	72	68	1.4	1.8	1.8
Health care and social assistance.....	423	559	536	2.1	2.8	2.7
Leisure and hospitality.....	748	909	793	4.7	5.6	4.9
Arts, entertainment, and recreation.....	102	117	100	4.7	5.3	4.5
Accommodation and food services.....	646	792	693	4.7	5.7	5.0
Other services.....	159	194	130	2.7	3.3	2.2
Government.....	204	293	208	0.9	1.3	0.9
Federal.....	16	48	29	0.6	1.7	1.0
State and local.....	188	245	178	0.9	1.2	0.9
State and local education.....	88	121	82	0.8	1.1	0.8
State and local, excluding education.....	101	124	96	1.1	1.4	1.1
REGION³						
Northeast.....	587	766	602	2.1	2.8	2.2
South.....	1,684	2,185	1,749	3.1	4.0	3.2
Midwest.....	873	1,156	1,047	2.7	3.5	3.1
West.....	960	1,225	972	2.8	3.5	2.8

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Total.....	5,061	4,910	5,265	3.4	3.2	3.5
INDUSTRY						
Total private.....	4,748	4,666	4,967	3.8	3.6	3.9
Mining and logging.....	28	28	30	4.0	3.7	4.0
Construction.....	303	384	378	4.3	5.2	5.2
Manufacturing.....	283	308	275	2.3	2.4	2.1
Durable goods.....	154	164	140	2.0	2.0	1.7
Nondurable goods.....	129	145	136	2.7	3.0	2.8
Trade, transportation, and utilities.....	1,096	987	1,182	3.9	3.5	4.1
Wholesale trade.....	123	144	134	2.1	2.4	2.2
Retail trade.....	713	640	798	4.4	3.9	4.9
Transportation, warehousing, and utilities.....	260	203	250	4.3	3.3	4.0
Information.....	82	74	68	3.0	2.7	2.5
Financial activities.....	156	165	156	1.8	1.9	1.8
Finance and insurance.....	108	107	112	1.7	1.7	1.8
Real estate and rental and leasing.....	48	58	44	2.2	2.6	1.9
Professional and business services.....	1,201	983	1,178	5.8	4.6	5.5
Education and health services.....	542	570	642	2.3	2.4	2.7
Educational services.....	75	60	70	2.0	1.5	1.8
Health care and social assistance.....	467	510	572	2.4	2.5	2.8
Leisure and hospitality.....	862	966	891	5.4	6.0	5.5
Arts, entertainment, and recreation.....	110	180	124	5.1	8.1	5.5
Accommodation and food services.....	751	786	768	5.5	5.6	5.5
Other services.....	196	201	166	3.4	3.4	2.8
Government.....	313	244	298	1.4	1.1	1.3
Federal.....	34	33	45	1.2	1.2	1.6
State and local.....	279	211	253	1.4	1.1	1.3
State and local education.....	138	88	130	1.3	0.8	1.2
State and local, excluding education.....	141	123	123	1.6	1.3	1.3
REGION³						
Northeast.....	785	668	719	2.9	2.4	2.6
South.....	1,925	1,987	2,142	3.5	3.6	3.9
Midwest.....	1,147	1,221	1,303	3.5	3.6	3.9
West.....	1,203	1,034	1,100	3.5	3.0	3.2

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Total.....	2,930	2,968	3,031	2.0	2.0	2.0
INDUSTRY						
Total private.....	2,793	2,827	2,894	2.2	2.2	2.3
Mining and logging.....	14	16	17	2.0	2.1	2.2
Construction.....	116	147	162	1.7	2.0	2.2
Manufacturing.....	160	172	140	1.3	1.3	1.1
Durable goods.....	88	92	77	1.1	1.2	1.0
Nondurable goods.....	72	80	63	1.5	1.7	1.3
Trade, transportation, and utilities.....	631	652	655	2.2	2.3	2.3
Wholesale trade.....	81	78	74	1.4	1.3	1.2
Retail trade.....	442	446	449	2.7	2.7	2.7
Transportation, warehousing, and utilities.....	108	128	132	1.8	2.1	2.1
Information.....	48	47	36	1.7	1.7	1.3
Financial activities.....	99	84	101	1.2	1.0	1.2
Finance and insurance.....	69	49	70	1.1	0.8	1.1
Real estate and rental and leasing.....	30	35	31	1.4	1.5	1.4
Professional and business services.....	711	561	638	3.4	2.6	3.0
Education and health services.....	352	404	465	1.5	1.7	1.9
Educational services.....	36	34	32	0.9	0.9	0.8
Health care and social assistance.....	316	370	433	1.6	1.8	2.1
Leisure and hospitality.....	577	620	599	3.6	3.8	3.7
Arts, entertainment, and recreation.....	46	45	49	2.1	2.0	2.2
Accommodation and food services.....	531	575	550	3.9	4.1	3.9
Other services.....	87	124	82	1.5	2.1	1.4
Government.....	137	141	136	0.6	0.6	0.6
Federal.....	11	17	19	0.4	0.6	0.7
State and local.....	126	124	118	0.6	0.6	0.6
State and local education.....	59	57	60	0.5	0.5	0.6
State and local, excluding education.....	67	67	57	0.7	0.7	0.6
REGION³						
Northeast.....	386	325	367	1.4	1.2	1.3
South.....	1,115	1,264	1,275	2.1	2.3	2.3
Midwest.....	670	691	713	2.0	2.1	2.1
West.....	759	688	675	2.2	2.0	1.9

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Total.....	1,817	1,677	1,875	1.2	1.1	1.2
INDUSTRY						
Total private.....	1,696	1,610	1,777	1.3	1.3	1.4
Mining and logging.....	13	11	12	1.8	1.4	1.6
Construction.....	175	222	198	2.5	3.0	2.7
Manufacturing.....	104	118	115	0.8	0.9	0.9
Durable goods.....	54	61	49	0.7	0.8	0.6
Nondurable goods.....	50	57	66	1.1	1.2	1.4
Trade, transportation, and utilities.....	406	281	456	1.4	1.0	1.6
Wholesale trade.....	30	53	50	0.5	0.9	0.8
Retail trade.....	238	160	299	1.5	1.0	1.8
Transportation, warehousing, and utilities.....	138	68	106	2.3	1.1	1.7
Information.....	27	20	24	1.0	0.7	0.9
Financial activities.....	40	54	42	0.5	0.6	0.5
Finance and insurance.....	26	35	32	0.4	0.6	0.5
Real estate and rental and leasing.....	15	18	10	0.7	0.8	0.4
Professional and business services.....	448	380	471	2.2	1.8	2.2
Education and health services.....	135	137	124	0.6	0.6	0.5
Educational services.....	32	23	33	0.8	0.6	0.8
Health care and social assistance.....	103	115	92	0.5	0.6	0.5
Leisure and hospitality.....	253	316	270	1.6	2.0	1.7
Arts, entertainment, and recreation.....	61	129	73	2.8	5.8	3.3
Accommodation and food services.....	191	187	197	1.4	1.3	1.4
Other services.....	96	72	64	1.7	1.2	1.1
Government.....	120	66	98	0.5	0.3	0.4
Federal.....	11	7	11	0.4	0.2	0.4
State and local.....	109	59	88	0.5	0.3	0.4
State and local education.....	62	22	52	0.6	0.2	0.5
State and local, excluding education.....	47	38	35	0.5	0.4	0.4
REGION³						
Northeast.....	344	299	302	1.3	1.1	1.1
South.....	688	593	721	1.3	1.1	1.3
Midwest.....	411	488	503	1.3	1.5	1.5
West.....	373	296	350	1.1	0.9	1.0

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

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

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

^p Preliminary

NOTE: Total nonfarm, government, federal government, and regional data in this table have been corrected for the months January 2011 through March 2018.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2017	Nov. 2018	Dec. 2018 ^p	Dec. 2017	Nov. 2018	Dec. 2018 ^p
Total.....	314	266	359	0.2	0.2	0.2
INDUSTRY						
Total private.....	258	229	296	0.2	0.2	0.2
Mining and logging.....	1	1	1	0.2	0.2	0.2
Construction.....	12	15	17	0.2	0.2	0.2
Manufacturing.....	19	18	20	0.2	0.1	0.2
Durable goods.....	12	10	14	0.2	0.1	0.2
Nondurable goods.....	7	8	6	0.1	0.2	0.1
Trade, transportation, and utilities.....	60	54	71	0.2	0.2	0.2
Wholesale trade.....	12	13	10	0.2	0.2	0.2
Retail trade.....	33	34	49	0.2	0.2	0.3
Transportation, warehousing, and utilities.....	14	7	11	0.2	0.1	0.2
Information.....	8	8	9	0.3	0.3	0.3
Financial activities.....	16	27	13	0.2	0.3	0.1
Finance and insurance.....	13	22	10	0.2	0.3	0.2
Real estate and rental and leasing.....	3	5	3	0.1	0.2	0.1
Professional and business services.....	41	42	69	0.2	0.2	0.3
Education and health services.....	55	29	53	0.2	0.1	0.2
Educational services.....	7	3	5	0.2	0.1	0.1
Health care and social assistance.....	48	26	47	0.2	0.1	0.2
Leisure and hospitality.....	32	30	22	0.2	0.2	0.1
Arts, entertainment, and recreation.....	3	6	2	0.1	0.3	0.1
Accommodation and food services.....	29	24	20	0.2	0.2	0.1
Other services.....	13	5	20	0.2	0.1	0.3
Government.....	56	37	63	0.2	0.2	0.3
Federal.....	12	9	15	0.4	0.3	0.5
State and local.....	44	28	48	0.2	0.1	0.2
State and local education.....	17	9	17	0.2	0.1	0.2
State and local, excluding education.....	27	19	30	0.3	0.2	0.3
REGION³						
Northeast.....	54	44	50	0.2	0.2	0.2
South.....	122	130	146	0.2	0.2	0.3
Midwest.....	67	43	87	0.2	0.1	0.3
West.....	71	49	76	0.2	0.1	0.2

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

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

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

^p Preliminary

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