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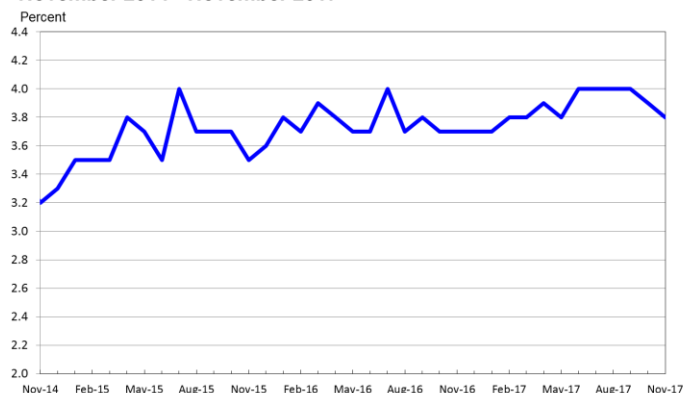
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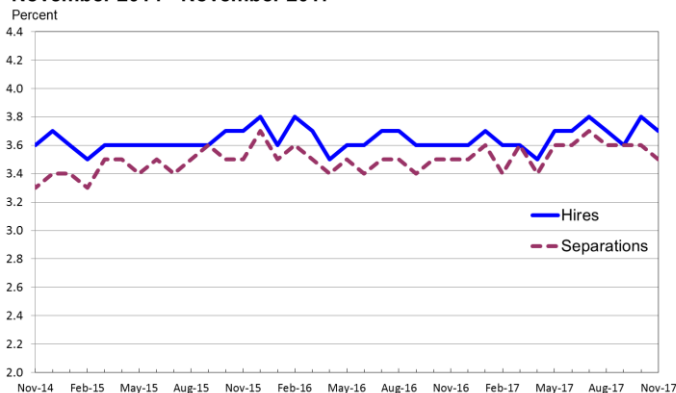
## JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2017

The number of job openings was little changed at 5.9 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.5 million and 5.2 million, respectively. Within separations, the quits rate was unchanged at 2.2 percent and the layoffs and discharges rate was little changed 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 2014 - November 2017**



**Chart 2. Hires and total separations rates, seasonally adjusted, November 2014 - November 2017**



### Job Openings

On the last business day of November, there were 5.9 million **job openings**, little changed from October. The job openings rate was 3.8 percent in November. The number of job openings was little changed for total private and for government. Job openings increased in retail trade (+88,000) but decreased in other services (-64,000), transportation, warehousing, and utilities (-60,000), and real estate and rental and leasing (-39,000). The number of job openings was little changed in all four regions. (See table 1.)

### Hires

The number of **hires** was little changed at 5.5 million in November. The hires rate was 3.7 percent. The number of hires was little changed for total private and increased for government (+43,000). Hires increased in state and local government, excluding education (+29,000) and state and local government education (+18,000). The number of hires decreased in the Northeast 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 5.2 million in November. The total separations rate was 3.5 percent. The number of total separations was little changed for total private and for government. Total separations increased in state and local government, excluding education (+21,000) but decreased in other services (-69,000) and real estate and rental and leasing (-27,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was little changed at 3.2 million in November. The quits rate was 2.2 percent. The number of quits was little changed for total private and increased for government (+25,000). Quits increased in transportation, warehousing, and utilities (+25,000) and state and local government, excluding education (+15,000). Quits decreased in other services (-49,000), real estate and rental and leasing (-21,000), and mining and logging (-6,000). The number of quits was little changed in all four regions. (See table 4.)

There were 1.7 million **layoffs and discharges** in November, little changed from October. The layoffs and discharges rate was 1.1 percent in November. The number of layoffs and discharges was little changed for total private, for government, and in all industries. The number of layoffs and discharges decreased in the Midwest region. (See table 5.)

The number of **other separations** was little changed in November at 341,000. The number of other separations was little changed for total private and for government. Other separations increased in state and local government, excluding education (+8,000) and arts, entertainment, and recreation (+4,000). Other separations decreased in accommodation and food services (-15,000) and federal government (-6,000). The number of other separations was little changed in all four regions. (See table 6.)

## Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in November, hires totaled 64.6 million and separations totaled 62.4 million, yielding a **net employment** gain of 2.1 million. These totals include workers who may have been hired and separated more than once during the year.

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**The Job Openings and Labor Turnover Survey results for December 2017 are scheduled to be released on Tuesday, February 6, 2018 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. 2016	Oct. 2017	Nov. 2017 <sup>P</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>P</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	5,631	5,925	5,879	5,263	5,592	5,488	5,075	5,251	5,202
Total private.....	5,056	5,408	5,360	4,912	5,257	5,110	4,720	4,910	4,845
Mining and logging <sup>1</sup> .....	16	27	22	30	35	35	25	32	28
Construction <sup>1</sup> .....	178	195	210	337	384	347	323	361	340
Manufacturing.....	319	409	378	284	344	355	286	309	327
Durable goods <sup>1</sup> .....	186	247	231	169	198	209	165	176	184
Nondurable goods <sup>1</sup> .....	133	162	147	115	146	146	121	133	143
Trade, transportation, and utilities.....	1,017	967	1,028	1,016	1,044	1,047	1,018	994	1,020
Wholesale trade <sup>1</sup> .....	203	135	167	135	155	144	129	133	123
Retail trade.....	636	623	711	666	688	677	698	677	688
Transportation, warehousing, and utilities <sup>1</sup> .....	178	210	150	215	200	226	191	183	208
Information <sup>1</sup> .....	73	74	78	71	74	74	73	72	70
Financial activities.....	324	380	380	175	213	192	160	204	167
Finance and insurance.....	263	264	303	114	136	120	120	136	126
Real estate and rental and leasing <sup>1</sup> .....	61	116	77	61	77	72	40	68	41
Professional and business services.....	1,047	1,110	1,082	1,082	1,181	1,145	1,069	1,143	1,135
Education and health services.....	1,135	1,102	1,095	652	677	697	610	642	620
Educational services <sup>1</sup> .....	86	94	94	81	84	98	72	89	77
Health care and social assistance.....	1,048	1,009	1,000	571	593	599	539	553	544
Leisure and hospitality.....	756	848	854	1,056	1,060	1,019	986	933	988
Arts, entertainment, and recreation.....	96	79	67	151	162	157	144	141	168
Accommodation and food services.....	660	769	787	904	899	862	842	792	820
Other services <sup>1</sup> .....	192	296	232	210	246	199	170	219	150
Government.....	575	517	519	351	336	379	355	341	357
Federal <sup>1</sup> .....	82	73	66	40	43	39	43	41	36
State and local.....	494	444	453	311	292	340	313	301	320
State and local education.....	150	166	168	142	158	176	155	157	156
State and local, excluding education <sup>1</sup> .....	344	278	285	169	135	164	158	144	165
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	3.7	3.9	3.8	3.6	3.8	3.7	3.5	3.6	3.5
Total private.....	4.0	4.2	4.1	4.0	4.2	4.1	3.8	3.9	3.9
Mining and logging <sup>1</sup> .....	2.4	3.6	3.0	4.5	4.8	4.8	3.7	4.4	3.8
Construction <sup>1</sup> .....	2.6	2.7	2.9	5.0	5.5	5.0	4.8	5.2	4.9
Manufacturing.....	2.5	3.2	2.9	2.3	2.8	2.8	2.3	2.5	2.6
Durable goods <sup>1</sup> .....	2.4	3.1	2.9	2.2	2.5	2.7	2.1	2.3	2.3
Nondurable goods <sup>1</sup> .....	2.8	3.3	3.0	2.5	3.1	3.1	2.6	2.8	3.0
Trade, transportation, and utilities.....	3.6	3.4	3.6	3.7	3.8	3.8	3.7	3.6	3.7
Wholesale trade <sup>1</sup> .....	3.3	2.2	2.7	2.3	2.6	2.4	2.2	2.2	2.1
Retail trade.....	3.9	3.8	4.3	4.2	4.3	4.3	4.4	4.3	4.3
Transportation, warehousing, and utilities <sup>1</sup> .....	3.1	3.6	2.6	3.8	3.5	4.0	3.4	3.2	3.7
Information <sup>1</sup> .....	2.6	2.6	2.8	2.6	2.7	2.7	2.6	2.7	2.6
Financial activities.....	3.7	4.3	4.3	2.1	2.5	2.3	1.9	2.4	2.0
Finance and insurance.....	4.1	4.0	4.6	1.8	2.2	1.9	1.9	2.2	2.0
Real estate and rental and leasing <sup>1</sup> .....	2.7	5.0	3.4	2.8	3.5	3.2	1.9	3.1	1.9
Professional and business services.....	4.9	5.0	4.9	5.3	5.7	5.5	5.2	5.5	5.4
Education and health services.....	4.7	4.5	4.5	2.9	2.9	3.0	2.7	2.8	2.7
Educational services <sup>1</sup> .....	2.3	2.5	2.5	2.3	2.3	2.7	2.0	2.4	2.1
Health care and social assistance.....	5.2	4.9	4.9	3.0	3.0	3.1	2.8	2.8	2.8
Leisure and hospitality.....	4.6	5.0	5.1	6.7	6.6	6.4	6.3	5.8	6.2
Arts, entertainment, and recreation.....	4.1	3.3	2.9	6.7	7.1	6.9	6.4	6.2	7.4
Accommodation and food services.....	4.7	5.3	5.4	6.7	6.5	6.3	6.2	5.8	6.0
Other services <sup>1</sup> .....	3.2	4.9	3.9	3.7	4.2	3.4	3.0	3.8	2.6

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. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Government.....	2.5	2.3	2.3	1.6	1.5	1.7	1.6	1.5	1.6
Federal <sup>1</sup> .....	2.8	2.5	2.3	1.4	1.5	1.4	1.5	1.4	1.3
State and local.....	2.5	2.2	2.3	1.6	1.5	1.7	1.6	1.5	1.6
State and local education.....	1.4	1.6	1.6	1.4	1.5	1.7	1.5	1.5	1.5
State and local, excluding education <sup>1</sup> ....	3.6	3.0	3.0	1.8	1.5	1.8	1.7	1.6	1.8

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

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# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The Bureau of Labor Statistics (BLS) collects and compiles JOLTS data monthly from a sample of nonfarm establishments. A more detailed discussion of JOLTS concepts and methodology is available online at [www.bls.gov/opub/hom/pdf/homch18.pdf](http://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](http://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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	5,631	6,140	6,090	6,177	5,925	5,879	3.7	4.0	4.0	4.0	3.9	3.8
<b>INDUSTRY</b>												
Total private.....	5,056	5,625	5,584	5,650	5,408	5,360	4.0	4.3	4.3	4.3	4.2	4.1
Mining and logging <sup>3</sup> .....	16	24	25	20	27	22	2.4	3.2	3.4	2.7	3.6	3.0
Construction <sup>3</sup> .....	178	237	230	179	195	210	2.6	3.3	3.2	2.5	2.7	2.9
Manufacturing.....	319	414	435	435	409	378	2.5	3.2	3.4	3.4	3.2	2.9
Durable goods <sup>3</sup> .....	186	207	248	262	247	231	2.4	2.6	3.1	3.3	3.1	2.9
Nondurable goods <sup>3</sup> .....	133	207	187	173	162	147	2.8	4.2	3.8	3.6	3.3	3.0
Trade, transportation, and utilities.....	1,017	1,074	1,116	1,147	967	1,028	3.6	3.8	3.9	4.0	3.4	3.6
Wholesale trade <sup>3</sup> .....	203	230	207	219	135	167	3.3	3.7	3.4	3.6	2.2	2.7
Retail trade.....	636	618	643	691	623	711	3.9	3.8	3.9	4.2	3.8	4.3
Transportation, warehousing, and utilities <sup>3</sup> .....	178	226	266	238	210	150	3.1	3.9	4.5	4.0	3.6	2.6
Information <sup>3</sup> .....	73	93	122	113	74	78	2.6	3.3	4.3	4.0	2.6	2.8
Financial activities.....	324	362	341	384	380	380	3.7	4.1	3.9	4.3	4.3	4.3
Finance and insurance.....	263	279	267	307	264	303	4.1	4.3	4.1	4.7	4.0	4.6
Real estate and rental and leasing <sup>3</sup> .....	61	83	74	77	116	77	2.7	3.6	3.3	3.4	5.0	3.4
Professional and business services.....	1,047	1,088	1,037	1,171	1,110	1,082	4.9	5.0	4.7	5.3	5.0	4.9
Education and health services.....	1,135	1,164	1,191	1,133	1,102	1,095	4.7	4.8	4.9	4.7	4.5	4.5
Educational services <sup>3</sup> .....	86	144	104	96	94	94	2.3	3.8	2.8	2.6	2.5	2.5
Health care and social assistance.....	1,048	1,020	1,087	1,037	1,009	1,000	5.2	5.0	5.3	5.0	4.9	4.9
Leisure and hospitality.....	756	839	859	770	848	854	4.6	5.0	5.1	4.6	5.0	5.1
Arts, entertainment, and recreation.....	96	84	80	88	79	67	4.1	3.6	3.4	3.7	3.3	2.9
Accommodation and food services.....	660	755	778	682	769	787	4.7	5.2	5.4	4.8	5.3	5.4
Other services <sup>3</sup> .....	192	330	228	297	296	232	3.2	5.4	3.8	4.9	4.9	3.9
Government.....	575	515	506	527	517	519	2.5	2.3	2.2	2.3	2.3	2.3
Federal <sup>3</sup> .....	82	83	66	75	73	66	2.8	2.9	2.3	2.6	2.5	2.3
State and local.....	494	432	440	453	444	453	2.5	2.2	2.2	2.3	2.2	2.3
State and local education.....	150	155	146	173	166	168	1.4	1.5	1.4	1.6	1.6	1.6
State and local, excluding education <sup>3</sup> .....	344	277	294	280	278	285	3.6	2.9	3.1	3.0	3.0	3.0
<b>REGION<sup>4</sup></b>												
Northeast.....	942	1,119	1,102	1,066	1,011	1,030	3.4	4.0	3.9	3.8	3.6	3.6
South.....	2,079	2,243	2,125	2,174	2,072	2,105	3.8	4.0	3.8	3.9	3.7	3.8
Midwest.....	1,263	1,378	1,520	1,595	1,507	1,452	3.8	4.1	4.4	4.7	4.4	4.2
West.....	1,347	1,400	1,343	1,342	1,335	1,292	3.9	4.0	3.9	3.9	3.8	3.7

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	5,263	5,521	5,420	5,320	5,592	5,488	3.6	3.8	3.7	3.6	3.8	3.7
<b>INDUSTRY</b>												
Total private.....	4,912	5,175	5,079	4,976	5,257	5,110	4.0	4.2	4.1	4.0	4.2	4.1
Mining and logging.....	30	35	36	28	35	35	4.5	5.0	5.0	3.9	4.8	4.8
Construction.....	337	354	370	389	384	347	5.0	5.1	5.4	5.6	5.5	5.0
Manufacturing.....	284	353	359	329	344	355	2.3	2.8	2.9	2.6	2.8	2.8
Durable goods.....	169	205	211	189	198	209	2.2	2.6	2.7	2.4	2.5	2.7
Nondurable goods.....	115	148	148	140	146	146	2.5	3.2	3.2	3.0	3.1	3.1
Trade, transportation, and utilities.....	1,016	1,023	1,029	1,035	1,044	1,047	3.7	3.7	3.8	3.8	3.8	3.8
Wholesale trade.....	135	145	149	139	155	144	2.3	2.4	2.5	2.3	2.6	2.4
Retail trade.....	666	687	684	689	688	677	4.2	4.3	4.3	4.4	4.3	4.3
Transportation, warehousing, and utilities.....	215	192	196	208	200	226	3.8	3.4	3.5	3.7	3.5	4.0
Information.....	71	77	79	78	74	74	2.6	2.8	2.9	2.9	2.7	2.7
Financial activities.....	175	206	213	189	213	192	2.1	2.4	2.5	2.2	2.5	2.3
Finance and insurance.....	114	137	135	121	136	120	1.8	2.2	2.2	1.9	2.2	1.9
Real estate and rental and leasing. . .	61	69	78	68	77	72	2.8	3.1	3.5	3.1	3.5	3.2
Professional and business services. . . .	1,082	1,200	1,123	1,150	1,181	1,145	5.3	5.8	5.4	5.5	5.7	5.5
Education and health services.....	652	669	662	627	677	697	2.9	2.9	2.9	2.7	2.9	3.0
Educational services.....	81	88	98	87	84	98	2.3	2.4	2.7	2.4	2.3	2.7
Health care and social assistance. . . .	571	581	564	541	593	599	3.0	3.0	2.9	2.8	3.0	3.1
Leisure and hospitality.....	1,056	1,021	989	961	1,060	1,019	6.7	6.4	6.2	6.1	6.6	6.4
Arts, entertainment, and recreation. . .	151	171	160	146	162	157	6.7	7.5	7.0	6.4	7.1	6.9
Accommodation and food services. . .	904	850	830	815	899	862	6.7	6.2	6.0	6.0	6.5	6.3
Other services.....	210	235	219	188	246	199	3.7	4.1	3.8	3.2	4.2	3.4
Government.....	351	346	340	344	336	379	1.6	1.6	1.5	1.5	1.5	1.7
Federal.....	40	38	36	38	43	39	1.4	1.3	1.3	1.3	1.5	1.4
State and local.....	311	308	305	306	292	340	1.6	1.6	1.6	1.6	1.5	1.7
State and local education.....	142	149	144	138	158	176	1.4	1.4	1.4	1.3	1.5	1.7
State and local, excluding education.....	169	159	160	169	135	164	1.8	1.7	1.8	1.8	1.5	1.8
<b>REGION<sup>3</sup></b>												
Northeast.....	835	894	801	821	952	827	3.1	3.3	3.0	3.0	3.5	3.0
South.....	2,021	2,105	2,167	2,121	2,217	2,257	3.8	3.9	4.1	4.0	4.1	4.2
Midwest.....	1,192	1,305	1,207	1,181	1,201	1,169	3.7	4.0	3.7	3.6	3.7	3.6
West.....	1,214	1,216	1,245	1,197	1,222	1,235	3.7	3.6	3.7	3.6	3.6	3.7

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

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

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

p Preliminary



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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	5,075	5,362	5,273	5,244	5,251	5,202	3.5	3.7	3.6	3.6	3.6	3.5
<b>INDUSTRY</b>												
Total private.....	4,720	5,012	4,932	4,910	4,910	4,845	3.8	4.0	4.0	3.9	3.9	3.9
Mining and logging.....	25	29	27	23	32	28	3.7	4.0	3.7	3.1	4.4	3.8
Construction.....	323	367	337	378	361	340	4.8	5.3	4.9	5.5	5.2	4.9
Manufacturing.....	286	320	301	315	309	327	2.3	2.6	2.4	2.5	2.5	2.6
Durable goods.....	165	181	172	179	176	184	2.1	2.3	2.2	2.3	2.3	2.3
Nondurable goods.....	121	139	128	136	133	143	2.6	3.0	2.7	2.9	2.8	3.0
Trade, transportation, and utilities.....	1,018	1,015	1,020	977	994	1,020	3.7	3.7	3.7	3.6	3.6	3.7
Wholesale trade.....	129	150	157	122	133	123	2.2	2.5	2.7	2.1	2.2	2.1
Retail trade.....	698	682	676	668	677	688	4.4	4.3	4.3	4.2	4.3	4.3
Transportation, warehousing, and utilities.....	191	184	187	187	183	208	3.4	3.3	3.3	3.3	3.2	3.7
Information.....	73	87	83	96	72	70	2.6	3.2	3.0	3.5	2.7	2.6
Financial activities.....	160	200	212	180	204	167	1.9	2.4	2.5	2.1	2.4	2.0
Finance and insurance.....	120	125	131	116	136	126	1.9	2.0	2.1	1.9	2.2	2.0
Real estate and rental and leasing. . .	40	75	81	64	68	41	1.9	3.4	3.7	2.9	3.1	1.9
Professional and business services. . . .	1,069	1,127	1,059	1,119	1,143	1,135	5.2	5.4	5.1	5.4	5.5	5.4
Education and health services.....	610	616	633	600	642	620	2.7	2.7	2.7	2.6	2.8	2.7
Educational services.....	72	79	77	74	89	77	2.0	2.2	2.1	2.0	2.4	2.1
Health care and social assistance. . . .	539	537	556	525	553	544	2.8	2.7	2.8	2.7	2.8	2.8
Leisure and hospitality.....	986	991	998	1,020	933	988	6.3	6.2	6.2	6.4	5.8	6.2
Arts, entertainment, and recreation. . .	144	188	164	159	141	168	6.4	8.3	7.2	7.0	6.2	7.4
Accommodation and food services. . .	842	803	834	861	792	820	6.2	5.9	6.1	6.3	5.8	6.0
Other services.....	170	260	263	202	219	150	3.0	4.5	4.6	3.5	3.8	2.6
Government.....	355	351	341	334	341	357	1.6	1.6	1.5	1.5	1.5	1.6
Federal.....	43	41	37	37	41	36	1.5	1.4	1.3	1.3	1.4	1.3
State and local.....	313	310	304	297	301	320	1.6	1.6	1.6	1.5	1.5	1.6
State and local education.....	155	156	141	129	157	156	1.5	1.5	1.4	1.2	1.5	1.5
State and local, excluding education.....	158	154	162	168	144	165	1.7	1.7	1.8	1.8	1.6	1.8
<b>REGION<sup>3</sup></b>												
Northeast.....	848	886	872	900	815	842	3.2	3.3	3.2	3.3	3.0	3.1
South.....	1,947	2,173	2,007	2,009	2,160	2,167	3.7	4.1	3.8	3.8	4.0	4.0
Midwest.....	1,113	1,195	1,180	1,168	1,134	1,064	3.4	3.7	3.6	3.6	3.5	3.2
West.....	1,166	1,108	1,213	1,167	1,142	1,129	3.5	3.3	3.6	3.5	3.4	3.4

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	3,080	3,194	3,093	3,180	3,187	3,174	2.1	2.2	2.1	2.2	2.2	2.2
<b>INDUSTRY</b>												
Total private.....	2,909	3,023	2,929	3,014	3,020	2,983	2.4	2.4	2.4	2.4	2.4	2.4
Mining and logging.....	13	18	11	15	20	14	2.0	2.5	1.5	2.1	2.8	2.0
Construction.....	150	141	140	154	164	153	2.2	2.0	2.0	2.2	2.4	2.2
Manufacturing.....	164	191	185	189	192	199	1.3	1.5	1.5	1.5	1.5	1.6
Durable goods.....	93	109	98	107	109	112	1.2	1.4	1.3	1.4	1.4	1.4
Nondurable goods.....	71	82	86	81	83	86	1.5	1.8	1.8	1.7	1.8	1.8
Trade, transportation, and utilities.....	655	662	639	619	655	656	2.4	2.4	2.3	2.3	2.4	2.4
Wholesale trade.....	87	91	85	82	93	87	1.5	1.5	1.4	1.4	1.6	1.5
Retail trade.....	460	456	456	435	455	437	2.9	2.9	2.9	2.7	2.9	2.8
Transportation, warehousing, and utilities.....	108	115	98	101	107	132	1.9	2.1	1.7	1.8	1.9	2.3
Information.....	35	58	46	55	46	41	1.3	2.1	1.7	2.0	1.7	1.5
Financial activities.....	85	116	118	112	121	108	1.0	1.4	1.4	1.3	1.4	1.3
Finance and insurance.....	66	75	73	78	78	86	1.1	1.2	1.2	1.2	1.2	1.4
Real estate and rental and leasing <sup>3</sup> ...	19	41	45	34	43	22	0.9	1.9	2.0	1.5	1.9	1.0
Professional and business services.....	635	615	590	663	657	698	3.1	3.0	2.8	3.2	3.1	3.3
Education and health services.....	395	391	395	403	437	412	1.7	1.7	1.7	1.7	1.9	1.8
Educational services.....	44	42	47	43	44	45	1.2	1.2	1.3	1.2	1.2	1.2
Health care and social assistance.....	351	349	349	360	393	367	1.8	1.8	1.8	1.8	2.0	1.9
Leisure and hospitality.....	693	666	639	675	619	643	4.4	4.2	4.0	4.2	3.9	4.0
Arts, entertainment, and recreation... ..	77	66	60	48	61	71	3.4	2.9	2.7	2.1	2.7	3.1
Accommodation and food services... ..	616	601	579	627	557	572	4.6	4.4	4.2	4.6	4.1	4.2
Other services <sup>3</sup> .....	83	165	166	131	109	60	1.5	2.9	2.9	2.3	1.9	1.0
Government.....	171	171	164	166	167	192	0.8	0.8	0.7	0.7	0.7	0.9
Federal.....	17	14	15	15	15	16	0.6	0.5	0.5	0.5	0.6	0.6
State and local.....	154	157	149	151	152	175	0.8	0.8	0.8	0.8	0.8	0.9
State and local education.....	80	81	75	69	81	89	0.8	0.8	0.7	0.7	0.8	0.9
State and local, excluding education.....	73	75	73	82	71	86	0.8	0.8	0.8	0.9	0.8	0.9
<b>REGION<sup>4</sup></b>												
Northeast.....	475	445	447	434	431	444	1.8	1.6	1.6	1.6	1.6	1.6
South.....	1,207	1,372	1,205	1,273	1,395	1,327	2.3	2.6	2.3	2.4	2.6	2.5
Midwest.....	695	700	688	755	660	681	2.2	2.1	2.1	2.3	2.0	2.1
West.....	703	677	752	718	700	722	2.1	2.0	2.2	2.1	2.1	2.1

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

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	1,660	1,789	1,781	1,746	1,693	1,686	1.1	1.2	1.2	1.2	1.2	1.1
<b>INDUSTRY</b>												
Total private.....	1,539	1,667	1,667	1,643	1,581	1,581	1.3	1.3	1.3	1.3	1.3	1.3
Mining and logging <sup>3</sup> .....	8	8	13	6	11	12	1.2	1.2	1.9	0.9	1.5	1.6
Construction.....	153	215	187	217	177	179	2.3	3.1	2.7	3.1	2.5	2.6
Manufacturing.....	99	109	96	101	94	107	0.8	0.9	0.8	0.8	0.8	0.9
Durable goods.....	57	60	63	57	54	57	0.7	0.8	0.8	0.7	0.7	0.7
Nondurable goods.....	42	50	33	44	40	50	0.9	1.1	0.7	0.9	0.8	1.1
Trade, transportation, and utilities.....	293	275	320	280	268	281	1.1	1.0	1.2	1.0	1.0	1.0
Wholesale trade <sup>3</sup> .....	32	48	64	36	36	29	0.6	0.8	1.1	0.6	0.6	0.5
Retail trade.....	188	171	178	171	171	184	1.2	1.1	1.1	1.1	1.1	1.2
Transportation, warehousing, and utilities.....	73	56	78	72	61	68	1.3	1.0	1.4	1.3	1.1	1.2
Information.....	27	22	30	29	23	23	1.0	0.8	1.1	1.1	0.8	0.9
Financial activities.....	53	62	60	44	62	46	0.6	0.7	0.7	0.5	0.7	0.5
Finance and insurance.....	32	31	28	19	38	28	0.5	0.5	0.4	0.3	0.6	0.4
Real estate and rental and leasing. . .	21	31	31	26	24	18	1.0	1.4	1.4	1.2	1.1	0.8
Professional and business services. . . .	384	436	395	432	402	369	1.9	2.1	1.9	2.1	1.9	1.8
Education and health services.....	183	170	179	150	161	163	0.8	0.7	0.8	0.6	0.7	0.7
Educational services.....	26	29	23	30	39	30	0.7	0.8	0.6	0.8	1.1	0.8
Health care and social assistance. . . .	157	141	156	121	122	133	0.8	0.7	0.8	0.6	0.6	0.7
Leisure and hospitality.....	259	289	314	317	277	318	1.6	1.8	2.0	2.0	1.7	2.0
Arts, entertainment, and recreation. . .	66	119	99	108	78	91	2.9	5.2	4.4	4.8	3.4	4.0
Accommodation and food services. . .	194	170	215	209	198	228	1.4	1.2	1.6	1.5	1.4	1.7
Other services.....	79	81	74	66	106	83	1.4	1.4	1.3	1.1	1.8	1.4
Government.....	121	122	114	103	112	105	0.5	0.5	0.5	0.5	0.5	0.5
Federal.....	13	17	13	11	13	13	0.5	0.6	0.5	0.4	0.4	0.5
State and local.....	108	105	101	92	100	92	0.6	0.5	0.5	0.5	0.5	0.5
State and local education.....	50	51	41	34	50	45	0.5	0.5	0.4	0.3	0.5	0.4
State and local, excluding education.....	57	54	60	58	50	48	0.6	0.6	0.7	0.6	0.5	0.5
<b>REGION<sup>4</sup></b>												
Northeast.....	307	360	360	412	316	339	1.1	1.3	1.3	1.5	1.2	1.2
South.....	608	676	654	632	617	702	1.2	1.3	1.2	1.2	1.2	1.3
Midwest.....	355	421	409	335	401	310	1.1	1.3	1.3	1.0	1.2	0.9
West.....	390	333	358	367	360	334	1.2	1.0	1.1	1.1	1.1	1.0

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.<sup>2</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.<sup>3</sup> No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.<sup>4</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	July 2017	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	334	379	398	318	372	341	0.2	0.3	0.3	0.2	0.3	0.2
<b>INDUSTRY</b>												
Total private.....	272	321	335	252	310	281	0.2	0.3	0.3	0.2	0.2	0.2
Mining and logging.....	4	2	2	2	1	2	0.6	0.3	0.3	0.2	0.2	0.3
Construction <sup>3</sup> .....	19	11	10	6	20	9	0.3	0.2	0.1	0.1	0.3	0.1
Manufacturing.....	23	20	20	26	23	21	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	16	12	11	15	13	14	0.2	0.2	0.1	0.2	0.2	0.2
Nondurable goods <sup>3</sup> .....	8	8	9	11	10	7	0.2	0.2	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	69	78	60	78	71	83	0.3	0.3	0.2	0.3	0.3	0.3
Wholesale trade.....	9	10	8	3	4	7	0.2	0.2	0.1	0.1	0.1	0.1
Retail trade.....	49	55	41	61	51	67	0.3	0.3	0.3	0.4	0.3	0.4
Transportation, warehousing, and utilities <sup>3</sup> .....	10	13	11	13	15	8	0.2	0.2	0.2	0.2	0.3	0.1
Information <sup>3</sup> .....	11	7	7	12	4	6	0.4	0.3	0.3	0.4	0.1	0.2
Financial activities.....	23	23	35	24	21	13	0.3	0.3	0.4	0.3	0.2	0.2
Finance and insurance.....	22	19	30	19	19	12	0.4	0.3	0.5	0.3	0.3	0.2
Real estate and rental and leasing <sup>3</sup> ...	1	3	5	5	1	1	0.0	0.1	0.2	0.2	0.1	0.0
Professional and business services....	50	75	74	25	84	68	0.2	0.4	0.4	0.1	0.4	0.3
Education and health services.....	32	55	59	46	44	46	0.1	0.2	0.3	0.2	0.2	0.2
Educational services <sup>3</sup> .....	2	9	8	2	5	2	0.0	0.2	0.2	0.1	0.1	0.0
Health care and social assistance <sup>3</sup> ...	30	47	51	44	38	44	0.2	0.2	0.3	0.2	0.2	0.2
Leisure and hospitality.....	34	36	45	29	38	27	0.2	0.2	0.3	0.2	0.2	0.2
Arts, entertainment, and recreation <sup>3</sup> ...	2	4	4	3	2	6	0.1	0.2	0.2	0.2	0.1	0.3
Accommodation and food services <sup>3</sup> ...	33	33	41	26	36	21	0.2	0.2	0.3	0.2	0.3	0.2
Other services <sup>3</sup> .....	7	13	23	5	4	8	0.1	0.2	0.4	0.1	0.1	0.1
Government.....	63	58	63	66	62	60	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	12	9	10	11	13	7	0.4	0.3	0.3	0.4	0.4	0.3
State and local.....	51	49	53	55	49	53	0.3	0.2	0.3	0.3	0.3	0.3
State and local education.....	24	24	24	27	26	22	0.2	0.2	0.2	0.3	0.2	0.2
State and local, excluding education.....	27	24	29	28	23	31	0.3	0.3	0.3	0.3	0.3	0.3
<b>REGION<sup>4</sup></b>												
Northeast.....	66	81	66	54	68	59	0.2	0.3	0.2	0.2	0.2	0.2
South.....	132	126	148	104	148	137	0.3	0.2	0.3	0.2	0.3	0.3
Midwest.....	63	74	83	78	73	73	0.2	0.2	0.3	0.2	0.2	0.2
West.....	73	98	102	82	83	72	0.2	0.3	0.3	0.2	0.2	0.2

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

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

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

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

<sup>p</sup> Preliminary

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

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	5,379	6,177	5,661	3.5	4.0	3.7
<b>INDUSTRY</b>						
Total private.....	4,815	5,668	5,154	3.7	4.3	3.9
Mining and logging.....	16	27	22	2.3	3.6	2.9
Construction.....	178	195	210	2.5	2.7	2.9
Manufacturing.....	319	409	378	2.5	3.2	2.9
Durable goods.....	186	247	231	2.4	3.1	2.9
Nondurable goods.....	133	162	147	2.8	3.3	3.0
Trade, transportation, and utilities.....	956	1,051	998	3.3	3.7	3.4
Wholesale trade.....	203	135	167	3.3	2.2	2.7
Retail trade.....	575	706	681	3.4	4.3	4.0
Transportation, warehousing, and utilities.....	178	210	150	3.0	3.5	2.5
Information.....	73	74	78	2.6	2.6	2.8
Financial activities.....	307	391	368	3.6	4.4	4.2
Finance and insurance.....	246	274	291	3.8	4.2	4.4
Real estate and rental and leasing.....	61	116	77	2.7	5.0	3.4
Professional and business services.....	1,004	1,191	1,041	4.7	5.3	4.7
Education and health services.....	1,093	1,168	1,046	4.5	4.7	4.3
Educational services.....	86	94	94	2.2	2.4	2.4
Health care and social assistance.....	1,007	1,074	952	5.0	5.2	4.6
Leisure and hospitality.....	677	867	779	4.2	5.2	4.7
Arts, entertainment, and recreation.....	82	82	56	3.8	3.5	2.6
Accommodation and food services.....	595	785	723	4.3	5.4	5.0
Other services.....	192	296	232	3.2	4.9	3.9
Government.....	564	509	507	2.4	2.2	2.2
Federal.....	82	73	66	2.8	2.5	2.3
State and local.....	482	436	441	2.4	2.1	2.2
State and local education.....	139	158	156	1.3	1.4	1.4
State and local, excluding education.....	344	278	285	3.6	3.0	3.0
<b>REGION<sup>3</sup></b>						
Northeast.....	916	1,056	998	3.3	3.7	3.5
South.....	1,933	2,126	1,991	3.5	3.8	3.5
Midwest.....	1,248	1,561	1,440	3.7	4.5	4.2
West.....	1,282	1,434	1,232	3.7	4.1	3.5

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	4,880	5,970	5,069	3.3	4.0	3.4
<b>INDUSTRY</b>						
Total private.....	4,605	5,651	4,769	3.7	4.5	3.8
Mining and logging.....	27	37	31	4.0	5.0	4.3
Construction.....	253	392	256	3.7	5.5	3.6
Manufacturing.....	235	350	293	1.9	2.8	2.3
Durable goods.....	141	191	177	1.8	2.5	2.3
Nondurable goods.....	94	159	116	2.0	3.4	2.5
Trade, transportation, and utilities.....	1,304	1,291	1,329	4.7	4.7	4.7
Wholesale trade.....	99	164	106	1.7	2.7	1.8
Retail trade.....	896	898	887	5.5	5.7	5.4
Transportation, warehousing, and utilities.....	309	229	337	5.4	4.0	5.8
Information.....	68	79	70	2.4	2.9	2.6
Financial activities.....	149	234	161	1.8	2.8	1.9
Finance and insurance.....	98	148	102	1.6	2.4	1.6
Real estate and rental and leasing.....	51	86	59	2.4	3.9	2.7
Professional and business services.....	985	1,253	1,039	4.8	5.9	4.9
Education and health services.....	528	746	570	2.3	3.2	2.4
Educational services.....	50	80	62	1.3	2.1	1.6
Health care and social assistance.....	477	666	508	2.5	3.4	2.6
Leisure and hospitality.....	886	1,031	869	5.7	6.5	5.5
Arts, entertainment, and recreation.....	107	139	112	5.1	6.2	5.3
Accommodation and food services.....	779	891	757	5.8	6.5	5.6
Other services.....	169	240	150	3.0	4.1	2.6
Government.....	275	319	301	1.2	1.4	1.3
Federal.....	49	45	50	1.8	1.6	1.8
State and local.....	226	274	250	1.1	1.4	1.3
State and local education.....	94	157	119	0.9	1.5	1.1
State and local, excluding education.....	132	117	132	1.5	1.3	1.4
<b>REGION<sup>3</sup></b>						
Northeast.....	781	1,005	751	2.9	3.7	2.7
South.....	1,846	2,378	2,071	3.5	4.4	3.8
Midwest.....	1,109	1,245	1,076	3.4	3.8	3.3
West.....	1,143	1,342	1,172	3.4	4.0	3.5

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	4,413	5,422	4,556	3.0	3.7	3.1
<b>INDUSTRY</b>						
Total private.....	4,167	5,133	4,302	3.4	4.1	3.4
Mining and logging.....	22	34	25	3.2	4.7	3.4
Construction.....	312	401	325	4.5	5.6	4.6
Manufacturing.....	248	323	283	2.0	2.6	2.3
Durable goods.....	138	178	153	1.8	2.3	2.0
Nondurable goods.....	109	146	130	2.4	3.1	2.8
Trade, transportation, and utilities.....	891	987	902	3.2	3.6	3.2
Wholesale trade.....	108	150	106	1.8	2.5	1.8
Retail trade.....	609	658	605	3.7	4.2	3.7
Transportation, warehousing, and utilities.....	174	179	191	3.1	3.1	3.3
Information.....	66	73	60	2.4	2.7	2.2
Financial activities.....	137	210	140	1.6	2.5	1.7
Finance and insurance.....	96	138	101	1.6	2.2	1.6
Real estate and rental and leasing.....	40	72	39	1.9	3.2	1.8
Professional and business services.....	949	1,186	1,007	4.6	5.6	4.8
Education and health services.....	482	625	493	2.1	2.7	2.1
Educational services.....	40	62	42	1.1	1.6	1.1
Health care and social assistance.....	442	563	452	2.3	2.9	2.3
Leisure and hospitality.....	895	1,073	921	5.8	6.7	5.9
Arts, entertainment, and recreation.....	139	196	173	6.6	8.8	8.2
Accommodation and food services.....	756	877	747	5.7	6.4	5.5
Other services.....	165	221	145	2.9	3.8	2.5
Government.....	247	290	255	1.1	1.3	1.1
Federal.....	39	44	35	1.4	1.6	1.3
State and local.....	208	246	219	1.0	1.2	1.1
State and local education.....	75	97	80	0.7	0.9	0.7
State and local, excluding education.....	133	149	140	1.5	1.6	1.5
<b>REGION<sup>3</sup></b>						
Northeast.....	734	811	739	2.7	3.0	2.7
South.....	1,626	2,237	1,841	3.0	4.1	3.4
Midwest.....	1,018	1,188	972	3.1	3.6	2.9
West.....	1,034	1,187	1,004	3.1	3.5	3.0

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	2,574	3,334	2,675	1.8	2.3	1.8
<b>INDUSTRY</b>						
Total private.....	2,458	3,190	2,539	2.0	2.5	2.0
Mining and logging.....	11	23	12	1.7	3.1	1.6
Construction.....	116	183	119	1.7	2.6	1.7
Manufacturing.....	125	202	151	1.0	1.6	1.2
Durable goods.....	70	113	85	0.9	1.5	1.1
Nondurable goods.....	55	89	66	1.2	1.9	1.4
Trade, transportation, and utilities.....	565	699	569	2.0	2.5	2.0
Wholesale trade.....	69	108	71	1.2	1.8	1.2
Retail trade.....	394	474	373	2.4	3.0	2.3
Transportation, warehousing, and utilities.....	103	116	125	1.8	2.0	2.2
Information.....	28	49	32	1.0	1.8	1.2
Financial activities.....	67	126	88	0.8	1.5	1.0
Finance and insurance.....	48	83	66	0.8	1.3	1.0
Real estate and rental and leasing.....	19	43	22	0.9	1.9	1.0
Professional and business services.....	554	708	626	2.7	3.4	3.0
Education and health services.....	308	439	324	1.3	1.9	1.4
Educational services.....	27	34	28	0.7	0.9	0.7
Health care and social assistance.....	281	404	296	1.5	2.1	1.5
Leisure and hospitality.....	601	651	558	3.9	4.1	3.5
Arts, entertainment, and recreation.....	55	63	52	2.6	2.8	2.4
Accommodation and food services.....	546	589	506	4.1	4.3	3.7
Other services.....	83	109	60	1.5	1.9	1.0
Government.....	116	144	135	0.5	0.6	0.6
Federal.....	14	15	14	0.5	0.5	0.5
State and local.....	101	129	122	0.5	0.6	0.6
State and local education.....	46	58	54	0.4	0.5	0.5
State and local, excluding education.....	55	71	68	0.6	0.8	0.7
<b>REGION<sup>3</sup></b>						
Northeast.....	392	442	372	1.4	1.6	1.4
South.....	998	1,444	1,097	1.9	2.7	2.0
Midwest.....	599	707	595	1.8	2.1	1.8
West.....	586	742	610	1.8	2.2	1.8

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

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

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

p Preliminary



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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	1,550	1,739	1,585	1.1	1.2	1.1
<b>INDUSTRY</b>						
Total private.....	1,460	1,640	1,506	1.2	1.3	1.2
Mining and logging.....	8	11	12	1.2	1.5	1.6
Construction.....	177	198	197	2.6	2.8	2.8
Manufacturing.....	105	98	115	0.9	0.8	0.9
Durable goods.....	59	52	58	0.8	0.7	0.7
Nondurable goods.....	46	47	57	1.0	1.0	1.2
Trade, transportation, and utilities.....	269	227	263	1.0	0.8	0.9
Wholesale trade.....	32	36	29	0.5	0.6	0.5
Retail trade.....	176	144	176	1.1	0.9	1.1
Transportation, warehousing, and utilities.....	60	47	58	1.1	0.8	1.0
Information.....	27	20	23	1.0	0.7	0.8
Financial activities.....	48	64	40	0.6	0.8	0.5
Finance and insurance.....	27	37	24	0.4	0.6	0.4
Real estate and rental and leasing.....	21	27	17	1.0	1.2	0.7
Professional and business services.....	349	388	320	1.7	1.8	1.5
Education and health services.....	142	142	123	0.6	0.6	0.5
Educational services.....	11	22	12	0.3	0.6	0.3
Health care and social assistance.....	131	120	111	0.7	0.6	0.6
Leisure and hospitality.....	261	383	336	1.7	2.4	2.1
Arts, entertainment, and recreation.....	83	131	116	3.9	5.9	5.5
Accommodation and food services.....	178	252	220	1.3	1.8	1.6
Other services.....	75	108	77	1.3	1.9	1.3
Government.....	89	99	79	0.4	0.4	0.3
Federal.....	14	14	15	0.5	0.5	0.5
State and local.....	75	84	64	0.4	0.4	0.3
State and local education.....	18	26	17	0.2	0.2	0.2
State and local, excluding education.....	57	58	48	0.6	0.6	0.5
<b>REGION<sup>3</sup></b>						
Northeast.....	292	302	324	1.1	1.1	1.2
South.....	510	643	613	1.0	1.2	1.1
Midwest.....	367	421	316	1.1	1.3	1.0
West.....	381	373	331	1.1	1.1	1.0

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

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

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

p Preliminary

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

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>	Nov. 2016	Oct. 2017	Nov. 2017 <sup>p</sup>
Total.....	290	349	296	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	249	302	257	0.2	0.2	0.2
Mining and logging.....	3	1	2	0.4	0.1	0.2
Construction.....	19	20	9	0.3	0.3	0.1
Manufacturing.....	18	22	17	0.1	0.2	0.1
Durable goods.....	10	13	10	0.1	0.2	0.1
Nondurable goods.....	8	10	7	0.2	0.2	0.2
Trade, transportation, and utilities.....	57	61	71	0.2	0.2	0.3
Wholesale trade.....	7	5	6	0.1	0.1	0.1
Retail trade.....	39	40	57	0.2	0.3	0.3
Transportation, warehousing, and utilities.....	10	15	8	0.2	0.3	0.1
Information.....	11	4	6	0.4	0.1	0.2
Financial activities.....	22	19	12	0.3	0.2	0.1
Finance and insurance.....	21	17	11	0.3	0.3	0.2
Real estate and rental and leasing.....	1	1	1	0.0	0.1	0.0
Professional and business services.....	46	90	61	0.2	0.4	0.3
Education and health services.....	32	44	46	0.1	0.2	0.2
Educational services.....	2	5	2	0.0	0.1	0.0
Health care and social assistance.....	30	38	44	0.2	0.2	0.2
Leisure and hospitality.....	34	38	27	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	2	6	0.1	0.1	0.3
Accommodation and food services.....	33	36	21	0.2	0.3	0.2
Other services.....	7	4	8	0.1	0.1	0.1
Government.....	41	47	40	0.2	0.2	0.2
Federal.....	10	14	6	0.4	0.5	0.2
State and local.....	31	33	33	0.2	0.2	0.2
State and local education.....	11	13	9	0.1	0.1	0.1
State and local, excluding education.....	21	20	24	0.2	0.2	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	51	67	42	0.2	0.2	0.2
South.....	119	150	130	0.2	0.3	0.2
Midwest.....	52	60	61	0.2	0.2	0.2
West.....	68	73	63	0.2	0.2	0.2

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

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

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

<sup>p</sup> Preliminary

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