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JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2017

The number of job openings was little changed at 5.8 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 5.5 million and 5.2 million, respectively. Within separations, the quits rate and the layoffs and discharges rate were little changed at 2.2 percent and 1.1 percent, respectively. 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 2014 - December 2017

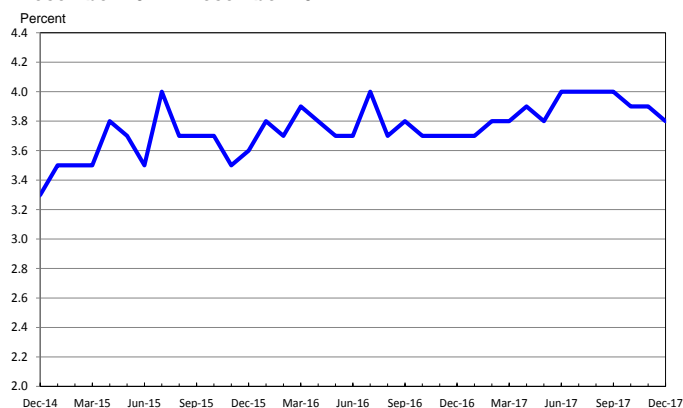
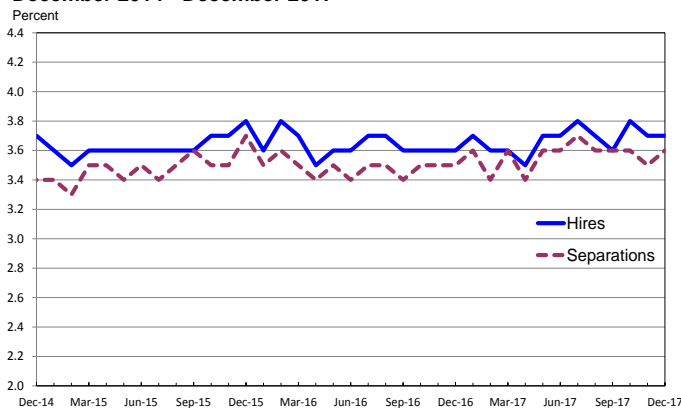


Chart 2. Hires and total separations rates, seasonally adjusted, December 2014 - December 2017



Job Openings

On the last business day of December, there were 5.8 million **job openings**, little changed from November. The job openings rate was 3.8 percent in December. The number of job openings was little changed for total private and for government. Job openings increased in information (+33,000) and federal government (+13,000). Job openings decreased in a number of industries with the largest decreases occurring in professional and business services (-119,000), retail trade (-85,000), and construction (-52,000). 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 December. The hires rate was 3.7 percent. The number of hires was little changed for total private, for government, and in all industries and regions. (See table 2.)

Separations

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

The number of **total separations** was little changed at 5.2 million in December. The total separations rate was 3.6 percent. The number of total separations was little changed for total private and for government. Total separations increased in state and local government education (+17,000). The number of total separations increased in the Midwest region. (See table 3.)

The number of **quits** was little changed at 3.3 million in December. The quits rate was 2.2 percent. The number of quits was little changed for total private and for government. Quits decreased in federal government (-4,000). The number of quits increased in the Midwest region. (See table 4.)

There were 1.6 million **layoffs and discharges** in December, little changed from November. The layoffs and discharges rate was 1.1 percent in December. The number of layoffs and discharges was little changed for total private and for government. Layoffs and discharges increased in state and local government education (+15,000). The number of layoffs and discharges was little changed in all four regions. (See table 5.)

The number of **other separations** was little changed in December at 334,000. The number of other separations was little changed for total private and edged down for government. Other separations decreased in state and local government, excluding education (-11,000). 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 December, hires totaled 64.7 million and separations totaled 62.6 million, yielding a **net employment** gain of 2.2 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 2018 are scheduled to be released on Friday, March 16, 2018 at 10:00 a.m. (EDT).

Revisions to the JOLTS Data

With the release of January 2018 data on March 16, 2018, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2013 forward are subject to revision.

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

Category	Job openings			Hires			Total separations		
	Dec. 2016	Nov. 2017	Dec. 2017 ^P	Dec. 2016	Nov. 2017	Dec. 2017 ^P	Dec. 2016	Nov. 2017	Dec. 2017 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,539	5,978	5,811	5,303	5,493	5,488	5,084	5,212	5,238
Total private.....	5,065	5,466	5,290	4,984	5,119	5,129	4,754	4,863	4,885
Mining and logging ¹	17	20	21	22	36	32	22	30	36
Construction ¹	140	210	158	400	346	336	369	334	306
Manufacturing.....	342	404	364	293	343	352	287	317	329
Durable goods ¹	194	248	228	171	196	205	163	173	187
Nondurable goods ¹	148	156	136	122	147	147	124	144	142
Trade, transportation, and utilities.....	1,014	1,138	1,084	1,009	1,035	1,046	958	1,002	1,031
Wholesale trade ¹	182	177	207	130	146	144	142	123	143
Retail trade.....	650	788	703	672	684	690	631	688	673
Transportation, warehousing, and utilities ¹	182	173	174	208	206	212	185	191	216
Information ¹	81	79	112	79	78	90	82	69	85
Financial activities.....	357	345	348	190	195	191	162	172	174
Finance and insurance.....	272	270	267	126	127	126	107	131	122
Real estate and rental and leasing ¹	85	75	81	64	68	65	55	41	52
Professional and business services.....	989	1,075	956	1,140	1,181	1,191	1,132	1,177	1,143
Education and health services.....	1,158	1,108	1,136	642	688	667	596	623	624
Educational services ¹	93	100	74	78	99	107	73	84	95
Health care and social assistance.....	1,065	1,008	1,062	564	588	561	522	539	529
Leisure and hospitality.....	730	848	890	1,031	1,014	1,014	974	978	969
Arts, entertainment, and recreation.....	89	75	82	162	159	153	156	167	141
Accommodation and food services.....	640	773	808	869	855	861	817	811	828
Other services ¹	236	240	221	178	205	209	172	162	188
Government.....	474	511	521	319	373	359	330	348	352
Federal ¹	110	71	84	45	39	32	41	38	33
State and local.....	364	440	437	275	334	327	289	311	319
State and local education.....	143	165	170	137	171	169	133	148	165
State and local, excluding education ¹	220	275	267	137	164	157	156	162	154
RATES BY INDUSTRY (percent)									
Total.....	3.7	3.9	3.8	3.6	3.7	3.7	3.5	3.5	3.6
Total private.....	4.0	4.2	4.1	4.1	4.1	4.1	3.9	3.9	3.9
Mining and logging ¹	2.5	2.7	2.8	3.2	5.0	4.4	3.3	4.1	5.0
Construction ¹	2.0	2.9	2.2	5.9	5.0	4.8	5.4	4.8	4.4
Manufacturing.....	2.7	3.1	2.8	2.4	2.7	2.8	2.3	2.5	2.6
Durable goods ¹	2.5	3.1	2.8	2.2	2.5	2.6	2.1	2.2	2.4
Nondurable goods ¹	3.1	3.2	2.8	2.6	3.1	3.1	2.7	3.1	3.0
Trade, transportation, and utilities.....	3.6	4.0	3.8	3.7	3.8	3.8	3.5	3.6	3.8
Wholesale trade ¹	3.0	2.9	3.4	2.2	2.4	2.4	2.4	2.1	2.4
Retail trade.....	3.9	4.7	4.3	4.2	4.3	4.4	4.0	4.3	4.3
Transportation, warehousing, and utilities ¹	3.1	3.0	3.0	3.7	3.6	3.7	3.3	3.4	3.8
Information ¹	2.8	2.8	4.0	2.8	2.9	3.3	3.0	2.5	3.1
Financial activities.....	4.1	3.9	3.9	2.3	2.3	2.3	1.9	2.0	2.1
Finance and insurance.....	4.2	4.1	4.1	2.0	2.0	2.0	1.7	2.1	2.0
Real estate and rental and leasing ¹	3.8	3.3	3.5	3.0	3.0	2.9	2.5	1.8	2.3
Professional and business services.....	4.6	4.9	4.4	5.6	5.6	5.7	5.5	5.6	5.5
Education and health services.....	4.8	4.5	4.6	2.8	3.0	2.9	2.6	2.7	2.7
Educational services ¹	2.5	2.6	2.0	2.2	2.7	2.9	2.0	2.3	2.6
Health care and social assistance.....	5.2	4.9	5.1	2.9	3.0	2.9	2.7	2.7	2.7
Leisure and hospitality.....	4.4	5.0	5.3	6.5	6.3	6.3	6.2	6.1	6.0
Arts, entertainment, and recreation.....	3.8	3.2	3.5	7.2	7.0	6.7	7.0	7.3	6.2
Accommodation and food services.....	4.5	5.3	5.5	6.4	6.2	6.3	6.1	5.9	6.0
Other services ¹	4.0	4.0	3.7	3.1	3.5	3.6	3.0	2.8	3.2

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Government.....	2.1	2.2	2.3	1.4	1.7	1.6	1.5	1.6	1.6
Federal ¹	3.8	2.5	2.9	1.6	1.4	1.2	1.4	1.4	1.2
State and local.....	1.8	2.2	2.2	1.4	1.7	1.7	1.5	1.6	1.6
State and local education.....	1.4	1.6	1.6	1.3	1.6	1.6	1.3	1.4	1.6
State and local, excluding education ¹	2.4	2.9	2.8	1.5	1.8	1.7	1.7	1.8	1.7

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

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Technical Note

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

Coverage and collection

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

Concepts

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

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p
Total.....	5,539	6,090	6,177	5,925	5,978	5,811	3.7	4.0	4.0	3.9	3.9	3.8
INDUSTRY												
Total private.....	5,065	5,584	5,650	5,408	5,466	5,290	4.0	4.3	4.3	4.2	4.2	4.1
Mining and logging ³	17	25	20	27	20	21	2.5	3.4	2.7	3.6	2.7	2.8
Construction ³	140	230	179	195	210	158	2.0	3.2	2.5	2.7	2.9	2.2
Manufacturing.....	342	435	435	409	404	364	2.7	3.4	3.4	3.2	3.1	2.8
Durable goods ³	194	248	262	247	248	228	2.5	3.1	3.3	3.1	3.1	2.8
Nondurable goods ³	148	187	173	162	156	136	3.1	3.8	3.6	3.3	3.2	2.8
Trade, transportation, and utilities.....	1,014	1,116	1,147	967	1,138	1,084	3.6	3.9	4.0	3.4	4.0	3.8
Wholesale trade ³	182	207	219	135	177	207	3.0	3.4	3.6	2.2	2.9	3.4
Retail trade.....	650	643	691	623	788	703	3.9	3.9	4.2	3.8	4.7	4.3
Transportation, warehousing, and utilities ³	182	266	238	210	173	174	3.1	4.5	4.0	3.6	3.0	3.0
Information ³	81	122	113	74	79	112	2.8	4.3	4.0	2.6	2.8	4.0
Financial activities.....	357	341	384	380	345	348	4.1	3.9	4.3	4.3	3.9	3.9
Finance and insurance.....	272	267	307	264	270	267	4.2	4.1	4.7	4.0	4.1	4.1
Real estate and rental and leasing ³ ...	85	74	77	116	75	81	3.8	3.3	3.4	5.0	3.3	3.5
Professional and business services.....	989	1,037	1,171	1,110	1,075	956	4.6	4.7	5.3	5.0	4.9	4.4
Education and health services.....	1,158	1,191	1,133	1,102	1,108	1,136	4.8	4.9	4.7	4.5	4.5	4.6
Educational services ³	93	104	96	94	100	74	2.5	2.8	2.6	2.5	2.6	2.0
Health care and social assistance.....	1,065	1,087	1,037	1,009	1,008	1,062	5.2	5.3	5.0	4.9	4.9	5.1
Leisure and hospitality.....	730	859	770	848	848	890	4.4	5.1	4.6	5.0	5.0	5.3
Arts, entertainment, and recreation... ..	89	80	88	79	75	82	3.8	3.4	3.7	3.3	3.2	3.5
Accommodation and food services... ..	640	778	682	769	773	808	4.5	5.4	4.8	5.3	5.3	5.5
Other services ³	236	228	297	296	240	221	4.0	3.8	4.9	4.9	4.0	3.7
Government.....	474	506	527	517	511	521	2.1	2.2	2.3	2.3	2.2	2.3
Federal ³	110	66	75	73	71	84	3.8	2.3	2.6	2.5	2.5	2.9
State and local.....	364	440	453	444	440	437	1.8	2.2	2.3	2.2	2.2	2.2
State and local education.....	143	146	173	166	165	170	1.4	1.4	1.6	1.6	1.6	1.6
State and local, excluding education ³	220	294	280	278	275	267	2.4	3.1	3.0	3.0	2.9	2.8
REGION⁴												
Northeast.....	967	1,102	1,066	1,011	1,010	996	3.5	3.9	3.8	3.6	3.6	3.5
South.....	2,008	2,125	2,174	2,072	2,146	2,029	3.7	3.8	3.9	3.7	3.8	3.6
Midwest.....	1,253	1,520	1,595	1,507	1,479	1,402	3.7	4.4	4.7	4.4	4.3	4.1
West.....	1,312	1,343	1,342	1,335	1,343	1,384	3.8	3.9	3.9	3.8	3.8	3.9

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p
Total.....	5,303	5,420	5,320	5,592	5,493	5,488	3.6	3.7	3.6	3.8	3.7	3.7
INDUSTRY												
Total private.....	4,984	5,079	4,976	5,257	5,119	5,129	4.1	4.1	4.0	4.2	4.1	4.1
Mining and logging.....	22	36	28	35	36	32	3.2	5.0	3.9	4.8	5.0	4.4
Construction.....	400	370	389	384	346	336	5.9	5.4	5.6	5.5	5.0	4.8
Manufacturing.....	293	359	329	344	343	352	2.4	2.9	2.6	2.8	2.7	2.8
Durable goods.....	171	211	189	198	196	205	2.2	2.7	2.4	2.5	2.5	2.6
Nondurable goods.....	122	148	140	146	147	147	2.6	3.2	3.0	3.1	3.1	3.1
Trade, transportation, and utilities.....	1,009	1,029	1,035	1,044	1,035	1,046	3.7	3.8	3.8	3.8	3.8	3.8
Wholesale trade.....	130	149	139	155	146	144	2.2	2.5	2.3	2.6	2.4	2.4
Retail trade.....	672	684	689	688	684	690	4.2	4.3	4.4	4.3	4.3	4.4
Transportation, warehousing, and utilities.....	208	196	208	200	206	212	3.7	3.5	3.7	3.5	3.6	3.7
Information.....	79	79	78	74	78	90	2.8	2.9	2.9	2.7	2.9	3.3
Financial activities.....	190	213	189	213	195	191	2.3	2.5	2.2	2.5	2.3	2.3
Finance and insurance.....	126	135	121	136	127	126	2.0	2.2	1.9	2.2	2.0	2.0
Real estate and rental and leasing. . .	64	78	68	77	68	65	3.0	3.5	3.1	3.5	3.0	2.9
Professional and business services. . . .	1,140	1,123	1,150	1,181	1,181	1,191	5.6	5.4	5.5	5.7	5.6	5.7
Education and health services.....	642	662	627	677	688	667	2.8	2.9	2.7	2.9	3.0	2.9
Educational services.....	78	98	87	84	99	107	2.2	2.7	2.4	2.3	2.7	2.9
Health care and social assistance. . . .	564	564	541	593	588	561	2.9	2.9	2.8	3.0	3.0	2.9
Leisure and hospitality.....	1,031	989	961	1,060	1,014	1,014	6.5	6.2	6.1	6.6	6.3	6.3
Arts, entertainment, and recreation. . .	162	160	146	162	159	153	7.2	7.0	6.4	7.1	7.0	6.7
Accommodation and food services. . .	869	830	815	899	855	861	6.4	6.0	6.0	6.5	6.2	6.3
Other services.....	178	219	188	246	205	209	3.1	3.8	3.2	4.2	3.5	3.6
Government.....	319	340	344	336	373	359	1.4	1.5	1.5	1.5	1.7	1.6
Federal.....	45	36	38	43	39	32	1.6	1.3	1.3	1.5	1.4	1.2
State and local.....	275	305	306	292	334	327	1.4	1.6	1.6	1.5	1.7	1.7
State and local education.....	137	144	138	158	171	169	1.3	1.4	1.3	1.5	1.6	1.6
State and local, excluding education.....	137	160	169	135	164	157	1.5	1.8	1.8	1.5	1.8	1.7
REGION³												
Northeast.....	849	801	821	952	789	786	3.2	3.0	3.0	3.5	2.9	2.9
South.....	2,074	2,167	2,121	2,217	2,260	2,260	3.9	4.1	4.0	4.1	4.2	4.2
Midwest.....	1,176	1,207	1,181	1,201	1,182	1,210	3.6	3.7	3.6	3.7	3.6	3.7
West.....	1,205	1,245	1,197	1,222	1,261	1,231	3.6	3.7	3.6	3.6	3.8	3.7

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p
Total.....	5,084	5,273	5,244	5,251	5,212	5,238	3.5	3.6	3.6	3.6	3.5	3.6
INDUSTRY												
Total private.....	4,754	4,932	4,910	4,910	4,863	4,885	3.9	4.0	3.9	3.9	3.9	3.9
Mining and logging.....	22	27	23	32	30	36	3.3	3.7	3.1	4.4	4.1	5.0
Construction.....	369	337	378	361	334	306	5.4	4.9	5.5	5.2	4.8	4.4
Manufacturing.....	287	301	315	309	317	329	2.3	2.4	2.5	2.5	2.5	2.6
Durable goods.....	163	172	179	176	173	187	2.1	2.2	2.3	2.3	2.2	2.4
Nondurable goods.....	124	128	136	133	144	142	2.7	2.7	2.9	2.8	3.1	3.0
Trade, transportation, and utilities.....	958	1,020	977	994	1,002	1,031	3.5	3.7	3.6	3.6	3.6	3.8
Wholesale trade.....	142	157	122	133	123	143	2.4	2.7	2.1	2.2	2.1	2.4
Retail trade.....	631	676	668	677	688	673	4.0	4.3	4.2	4.3	4.3	4.3
Transportation, warehousing, and utilities.....	185	187	187	183	191	216	3.3	3.3	3.3	3.2	3.4	3.8
Information.....	82	83	96	72	69	85	3.0	3.0	3.5	2.7	2.5	3.1
Financial activities.....	162	212	180	204	172	174	1.9	2.5	2.1	2.4	2.0	2.1
Finance and insurance.....	107	131	116	136	131	122	1.7	2.1	1.9	2.2	2.1	2.0
Real estate and rental and leasing. . .	55	81	64	68	41	52	2.5	3.7	2.9	3.1	1.8	2.3
Professional and business services. . . .	1,132	1,059	1,119	1,143	1,177	1,143	5.5	5.1	5.4	5.5	5.6	5.5
Education and health services.....	596	633	600	642	623	624	2.6	2.7	2.6	2.8	2.7	2.7
Educational services.....	73	77	74	89	84	95	2.0	2.1	2.0	2.4	2.3	2.6
Health care and social assistance. . . .	522	556	525	553	539	529	2.7	2.8	2.7	2.8	2.7	2.7
Leisure and hospitality.....	974	998	1,020	933	978	969	6.2	6.2	6.4	5.8	6.1	6.0
Arts, entertainment, and recreation. . .	156	164	159	141	167	141	7.0	7.2	7.0	6.2	7.3	6.2
Accommodation and food services. . .	817	834	861	792	811	828	6.1	6.1	6.3	5.8	5.9	6.0
Other services.....	172	263	202	219	162	188	3.0	4.6	3.5	3.8	2.8	3.2
Government.....	330	341	334	341	348	352	1.5	1.5	1.5	1.5	1.6	1.6
Federal.....	41	37	37	41	38	33	1.4	1.3	1.3	1.4	1.4	1.2
State and local.....	289	304	297	301	311	319	1.5	1.6	1.5	1.5	1.6	1.6
State and local education.....	133	141	129	157	148	165	1.3	1.4	1.2	1.5	1.4	1.6
State and local, excluding education.....	156	162	168	144	162	154	1.7	1.8	1.8	1.6	1.8	1.7
REGION³												
Northeast.....	812	872	900	815	825	798	3.0	3.2	3.3	3.0	3.0	2.9
South.....	1,966	2,007	2,009	2,160	2,174	2,069	3.7	3.8	3.8	4.0	4.1	3.9
Midwest.....	1,128	1,180	1,168	1,134	1,081	1,198	3.5	3.6	3.6	3.5	3.3	3.7
West.....	1,178	1,213	1,167	1,142	1,132	1,173	3.5	3.6	3.5	3.4	3.4	3.5

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p
Total.....	3,085	3,093	3,180	3,187	3,161	3,259	2.1	2.1	2.2	2.2	2.1	2.2
INDUSTRY												
Total private.....	2,915	2,929	3,014	3,020	2,978	3,083	2.4	2.4	2.4	2.4	2.4	2.5
Mining and logging.....	12	11	15	20	15	19	1.9	1.5	2.1	2.8	2.1	2.7
Construction.....	134	140	154	164	140	128	2.0	2.0	2.2	2.4	2.0	1.8
Manufacturing.....	165	185	189	192	197	210	1.3	1.5	1.5	1.5	1.6	1.7
Durable goods.....	89	98	107	109	108	118	1.2	1.3	1.4	1.4	1.4	1.5
Nondurable goods.....	75	86	81	83	89	91	1.6	1.8	1.7	1.8	1.9	1.9
Trade, transportation, and utilities.....	623	639	619	655	639	675	2.3	2.3	2.3	2.4	2.3	2.5
Wholesale trade.....	94	85	82	93	86	100	1.6	1.4	1.4	1.6	1.4	1.7
Retail trade.....	432	456	435	455	440	460	2.7	2.9	2.7	2.9	2.8	2.9
Transportation, warehousing, and utilities.....	97	98	101	107	113	115	1.7	1.7	1.8	1.9	2.0	2.0
Information.....	49	46	55	46	43	47	1.8	1.7	2.0	1.7	1.6	1.7
Financial activities.....	78	118	112	121	115	119	0.9	1.4	1.3	1.4	1.4	1.4
Finance and insurance.....	59	73	78	78	92	87	0.9	1.2	1.2	1.2	1.5	1.4
Real estate and rental and leasing ³ ...	19	45	34	43	23	31	0.9	2.0	1.5	1.9	1.0	1.4
Professional and business services.....	672	590	663	657	713	721	3.3	2.8	3.2	3.1	3.4	3.4
Education and health services.....	409	395	403	437	411	421	1.8	1.7	1.7	1.9	1.8	1.8
Educational services.....	41	47	43	44	48	55	1.1	1.3	1.2	1.2	1.3	1.5
Health care and social assistance....	367	349	360	393	362	366	1.9	1.8	1.8	2.0	1.8	1.9
Leisure and hospitality.....	688	639	675	619	638	667	4.4	4.0	4.2	3.9	4.0	4.2
Arts, entertainment, and recreation. ...	73	60	48	61	73	69	3.2	2.7	2.1	2.7	3.2	3.0
Accommodation and food services. ...	615	579	627	557	565	598	4.6	4.2	4.6	4.1	4.1	4.3
Other services ³	86	166	131	109	69	75	1.5	2.9	2.3	1.9	1.2	1.3
Government.....	170	164	166	167	183	176	0.8	0.7	0.7	0.7	0.8	0.8
Federal.....	15	15	15	15	18	14	0.5	0.5	0.5	0.6	0.6	0.5
State and local.....	155	149	151	152	165	162	0.8	0.8	0.8	0.8	0.8	0.8
State and local education.....	70	75	69	81	82	82	0.7	0.7	0.7	0.8	0.8	0.8
State and local, excluding education.....	85	73	82	71	83	80	0.9	0.8	0.9	0.8	0.9	0.9
REGION⁴												
Northeast.....	440	447	434	431	444	427	1.6	1.6	1.6	1.6	1.6	1.6
South.....	1,250	1,205	1,273	1,395	1,315	1,316	2.4	2.3	2.4	2.6	2.5	2.5
Midwest.....	664	688	755	660	671	744	2.1	2.1	2.3	2.0	2.0	2.3
West.....	730	752	718	700	732	773	2.2	2.2	2.1	2.1	2.2	2.3

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p
Total.....	1,624	1,781	1,746	1,693	1,725	1,645	1.1	1.2	1.2	1.2	1.2	1.1
INDUSTRY												
Total private.....	1,525	1,667	1,643	1,581	1,620	1,521	1.2	1.3	1.3	1.3	1.3	1.2
Mining and logging ³	6	13	6	11	13	16	0.9	1.9	0.9	1.5	1.8	2.2
Construction.....	214	187	217	177	187	168	3.2	2.7	3.1	2.5	2.7	2.4
Manufacturing.....	100	96	101	94	100	101	0.8	0.8	0.8	0.8	0.8	0.8
Durable goods.....	57	63	57	54	52	57	0.7	0.8	0.7	0.7	0.7	0.7
Nondurable goods.....	43	33	44	40	48	45	0.9	0.7	0.9	0.8	1.0	0.9
Trade, transportation, and utilities.....	247	320	280	268	291	288	0.9	1.2	1.0	1.0	1.1	1.0
Wholesale trade ³	36	64	36	36	31	33	0.6	1.1	0.6	0.6	0.5	0.5
Retail trade.....	142	178	171	171	193	166	0.9	1.1	1.1	1.1	1.2	1.0
Transportation, warehousing, and utilities.....	69	78	72	61	67	89	1.2	1.4	1.3	1.1	1.2	1.6
Information.....	23	30	29	23	20	30	0.8	1.1	1.1	0.8	0.7	1.1
Financial activities.....	61	60	44	62	43	40	0.7	0.7	0.5	0.7	0.5	0.5
Finance and insurance.....	29	28	19	38	26	23	0.5	0.4	0.3	0.6	0.4	0.4
Real estate and rental and leasing. . .	32	31	26	24	17	17	1.5	1.4	1.2	1.1	0.8	0.8
Professional and business services. . . .	401	395	432	402	400	372	2.0	1.9	2.1	1.9	1.9	1.8
Education and health services.....	142	179	150	161	170	146	0.6	0.8	0.6	0.7	0.7	0.6
Educational services.....	28	23	30	39	33	36	0.8	0.6	0.8	1.1	0.9	1.0
Health care and social assistance. . . .	114	156	121	122	137	110	0.6	0.8	0.6	0.6	0.7	0.6
Leisure and hospitality.....	256	314	317	277	311	267	1.6	2.0	2.0	1.7	1.9	1.7
Arts, entertainment, and recreation. . .	81	99	108	78	89	67	3.6	4.4	4.8	3.4	3.9	2.9
Accommodation and food services. . .	175	215	209	198	222	200	1.3	1.6	1.5	1.4	1.6	1.5
Other services.....	75	74	66	106	84	95	1.3	1.3	1.1	1.8	1.4	1.6
Government.....	99	114	103	112	105	123	0.4	0.5	0.5	0.5	0.5	0.6
Federal.....	13	13	11	13	12	10	0.5	0.5	0.4	0.4	0.4	0.4
State and local.....	86	101	92	100	93	113	0.4	0.5	0.5	0.5	0.5	0.6
State and local education.....	40	41	34	50	45	60	0.4	0.4	0.3	0.5	0.4	0.6
State and local, excluding education.....	46	60	58	50	47	53	0.5	0.7	0.6	0.5	0.5	0.6
REGION⁴												
Northeast.....	310	360	412	316	322	304	1.2	1.3	1.5	1.2	1.2	1.1
South.....	566	654	632	617	728	628	1.1	1.2	1.2	1.2	1.4	1.2
Midwest.....	387	409	335	401	346	383	1.2	1.3	1.0	1.2	1.1	1.2
West.....	361	358	367	360	330	329	1.1	1.1	1.1	1.1	1.0	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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Aug. 2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017 ^p
Total.....	375	398	318	372	326	334	0.3	0.3	0.2	0.3	0.2	0.2
INDUSTRY												
Total private.....	314	335	252	310	265	281	0.3	0.3	0.2	0.2	0.2	0.2
Mining and logging.....	4	2	2	1	2	1	0.6	0.3	0.2	0.2	0.2	0.2
Construction ³	20	10	6	20	8	10	0.3	0.1	0.1	0.3	0.1	0.1
Manufacturing.....	23	20	26	23	21	18	0.2	0.2	0.2	0.2	0.2	0.1
Durable goods.....	17	11	15	13	14	12	0.2	0.1	0.2	0.2	0.2	0.2
Nondurable goods ³	6	9	11	10	6	6	0.1	0.2	0.2	0.2	0.1	0.1
Trade, transportation, and utilities.....	88	60	78	71	72	69	0.3	0.2	0.3	0.3	0.3	0.3
Wholesale trade.....	13	8	3	4	6	10	0.2	0.1	0.1	0.1	0.1	0.2
Retail trade.....	57	41	61	51	55	47	0.4	0.3	0.4	0.3	0.3	0.3
Transportation, warehousing, and utilities ³	18	11	13	15	11	12	0.3	0.2	0.2	0.3	0.2	0.2
Information ³	10	7	12	4	6	9	0.4	0.3	0.4	0.1	0.2	0.3
Financial activities.....	23	35	24	21	14	15	0.3	0.4	0.3	0.2	0.2	0.2
Finance and insurance.....	20	30	19	19	13	12	0.3	0.5	0.3	0.3	0.2	0.2
Real estate and rental and leasing ³ ...	4	5	5	1	1	4	0.2	0.2	0.2	0.1	0.0	0.2
Professional and business services....	59	74	25	84	64	50	0.3	0.4	0.1	0.4	0.3	0.2
Education and health services.....	45	59	46	44	42	57	0.2	0.3	0.2	0.2	0.2	0.2
Educational services ³	4	8	2	5	2	4	0.1	0.2	0.1	0.1	0.1	0.1
Health care and social assistance ³ ...	41	51	44	38	40	53	0.2	0.3	0.2	0.2	0.2	0.3
Leisure and hospitality.....	30	45	29	38	29	35	0.2	0.3	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	3	4	3	2	5	4	0.1	0.2	0.2	0.1	0.2	0.2
Accommodation and food services ³ ...	27	41	26	36	25	30	0.2	0.3	0.2	0.3	0.2	0.2
Other services ³	12	23	5	4	9	17	0.2	0.4	0.1	0.1	0.2	0.3
Government.....	62	63	66	62	61	53	0.3	0.3	0.3	0.3	0.3	0.2
Federal.....	13	10	11	13	8	9	0.5	0.3	0.4	0.4	0.3	0.3
State and local.....	49	53	55	49	53	44	0.3	0.3	0.3	0.3	0.3	0.2
State and local education.....	23	24	27	26	21	22	0.2	0.2	0.3	0.2	0.2	0.2
State and local, excluding education.....	26	29	28	23	32	21	0.3	0.3	0.3	0.3	0.3	0.2
REGION⁴												
Northeast.....	62	66	54	68	60	67	0.2	0.2	0.2	0.2	0.2	0.2
South.....	150	148	104	148	131	125	0.3	0.3	0.2	0.3	0.2	0.2
Midwest.....	77	83	78	73	64	70	0.2	0.3	0.2	0.2	0.2	0.2
West.....	86	102	82	83	70	72	0.3	0.3	0.2	0.2	0.2	0.2

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

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

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Total.....	5,116	5,748	5,359	3.4	3.7	3.5
INDUSTRY						
Total private.....	4,658	5,250	4,857	3.6	4.0	3.7
Mining and logging.....	17	20	21	2.5	2.7	2.8
Construction.....	140	210	158	2.1	2.9	2.2
Manufacturing.....	342	404	364	2.7	3.1	2.8
Durable goods.....	194	248	228	2.5	3.1	2.8
Nondurable goods.....	148	156	136	3.1	3.2	2.8
Trade, transportation, and utilities.....	927	1,107	1,008	3.2	3.8	3.4
Wholesale trade.....	182	177	207	3.0	2.9	3.4
Retail trade.....	563	757	627	3.3	4.4	3.7
Transportation, warehousing, and utilities.....	182	173	174	3.0	2.9	2.9
Information.....	81	79	112	2.8	2.8	3.9
Financial activities.....	349	326	336	4.0	3.7	3.8
Finance and insurance.....	264	251	255	4.1	3.9	3.9
Real estate and rental and leasing.....	85	75	81	3.8	3.3	3.5
Professional and business services.....	880	1,046	808	4.1	4.7	3.7
Education and health services.....	1,116	1,057	1,102	4.6	4.3	4.5
Educational services.....	93	100	74	2.5	2.5	1.9
Health care and social assistance.....	1,023	957	1,028	5.0	4.6	5.0
Leisure and hospitality.....	569	762	727	3.6	4.6	4.4
Arts, entertainment, and recreation.....	62	64	59	2.9	2.9	2.7
Accommodation and food services.....	507	698	669	3.7	4.9	4.7
Other services.....	236	240	221	4.0	4.0	3.7
Government.....	458	499	502	2.0	2.1	2.2
Federal.....	110	71	84	3.7	2.5	2.9
State and local.....	348	427	419	1.7	2.1	2.1
State and local education.....	127	152	152	1.2	1.4	1.4
State and local, excluding education.....	220	275	267	2.4	2.9	2.9
REGION³						
Northeast.....	935	964	947	3.3	3.4	3.3
South.....	1,873	2,035	1,872	3.4	3.6	3.3
Midwest.....	1,150	1,476	1,301	3.4	4.3	3.8
West.....	1,158	1,273	1,239	3.4	3.6	3.5

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Total.....	3,905	5,090	4,092	2.7	3.4	2.8
INDUSTRY						
Total private.....	3,711	4,791	3,875	3.0	3.8	3.1
Mining and logging.....	15	33	21	2.2	4.5	2.9
Construction.....	231	257	193	3.5	3.6	2.8
Manufacturing.....	196	278	232	1.6	2.2	1.9
Durable goods.....	116	161	140	1.5	2.1	1.8
Nondurable goods.....	80	117	92	1.7	2.5	2.0
Trade, transportation, and utilities.....	816	1,316	853	2.9	4.7	3.0
Wholesale trade.....	95	108	104	1.6	1.8	1.7
Retail trade.....	506	900	513	3.1	5.5	3.1
Transportation, warehousing, and utilities.....	215	308	235	3.7	5.3	4.0
Information.....	63	74	73	2.3	2.7	2.7
Financial activities.....	141	164	139	1.7	1.9	1.6
Finance and insurance.....	94	109	94	1.5	1.7	1.5
Real estate and rental and leasing.....	46	55	46	2.1	2.5	2.1
Professional and business services.....	929	1,084	993	4.5	5.1	4.7
Education and health services.....	465	567	477	2.0	2.4	2.0
Educational services.....	37	63	52	1.0	1.6	1.4
Health care and social assistance.....	428	504	425	2.2	2.6	2.2
Leisure and hospitality.....	741	859	753	4.8	5.5	4.8
Arts, entertainment, and recreation.....	112	114	103	5.4	5.3	4.9
Accommodation and food services.....	629	745	650	4.7	5.5	4.8
Other services.....	115	159	140	2.0	2.7	2.4
Government.....	194	299	217	0.9	1.3	1.0
Federal.....	37	51	28	1.3	1.8	1.0
State and local.....	157	247	189	0.8	1.2	1.0
State and local education.....	69	117	88	0.6	1.1	0.8
State and local, excluding education.....	88	131	101	1.0	1.4	1.1
REGION³						
Northeast.....	658	715	582	2.4	2.6	2.1
South.....	1,508	2,073	1,692	2.8	3.8	3.1
Midwest.....	861	1,094	900	2.6	3.3	2.7
West.....	879	1,208	918	2.6	3.6	2.7

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Total.....	4,851	4,566	4,978	3.3	3.1	3.4
INDUSTRY						
Total private.....	4,562	4,317	4,665	3.7	3.4	3.7
Mining and logging.....	19	27	33	2.9	3.7	4.5
Construction.....	432	327	326	6.5	4.6	4.7
Manufacturing.....	248	271	279	2.0	2.2	2.2
Durable goods.....	137	140	154	1.8	1.8	2.0
Nondurable goods.....	111	130	125	2.4	2.8	2.7
Trade, transportation, and utilities.....	965	879	1,068	3.4	3.1	3.8
Wholesale trade.....	115	105	121	2.0	1.8	2.0
Retail trade.....	644	602	692	3.9	3.7	4.2
Transportation, warehousing, and utilities.....	206	172	255	3.5	3.0	4.3
Information.....	74	60	79	2.7	2.2	2.9
Financial activities.....	153	143	157	1.8	1.7	1.8
Finance and insurance.....	102	104	108	1.6	1.7	1.7
Real estate and rental and leasing.....	51	39	49	2.3	1.8	2.2
Professional and business services.....	1,150	1,056	1,160	5.6	5.0	5.5
Education and health services.....	512	494	537	2.2	2.1	2.3
Educational services.....	54	46	72	1.5	1.2	1.9
Health care and social assistance.....	458	448	465	2.4	2.3	2.4
Leisure and hospitality.....	845	905	848	5.5	5.8	5.4
Arts, entertainment, and recreation.....	130	173	114	6.3	8.1	5.4
Accommodation and food services.....	715	733	734	5.4	5.4	5.4
Other services.....	163	156	178	2.9	2.7	3.1
Government.....	289	249	312	1.3	1.1	1.4
Federal.....	40	37	33	1.4	1.3	1.2
State and local.....	248	211	280	1.3	1.1	1.4
State and local education.....	103	74	135	1.0	0.7	1.3
State and local, excluding education.....	145	137	144	1.6	1.5	1.6
REGION³						
Northeast.....	820	726	798	3.0	2.6	2.9
South.....	1,795	1,839	1,871	3.4	3.4	3.5
Midwest.....	1,125	992	1,195	3.5	3.0	3.6
West.....	1,111	1,010	1,113	3.3	3.0	3.3

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Total.....	2,614	2,650	2,823	1.8	1.8	1.9
INDUSTRY						
Total private.....	2,483	2,521	2,688	2.0	2.0	2.1
Mining and logging.....	10	13	16	1.5	1.7	2.2
Construction.....	104	108	92	1.6	1.5	1.3
Manufacturing.....	121	148	154	1.0	1.2	1.2
Durable goods.....	64	79	86	0.8	1.0	1.1
Nondurable goods.....	57	69	68	1.2	1.5	1.4
Trade, transportation, and utilities.....	560	550	621	2.0	2.0	2.2
Wholesale trade.....	67	70	78	1.1	1.2	1.3
Retail trade.....	393	375	426	2.4	2.3	2.6
Transportation, warehousing, and utilities.....	99	105	117	1.7	1.8	2.0
Information.....	43	34	42	1.5	1.2	1.5
Financial activities.....	66	93	103	0.8	1.1	1.2
Finance and insurance.....	47	70	72	0.8	1.1	1.1
Real estate and rental and leasing.....	19	23	31	0.9	1.0	1.4
Professional and business services.....	594	635	676	2.9	3.0	3.2
Education and health services.....	336	322	350	1.5	1.4	1.5
Educational services.....	28	30	40	0.8	0.8	1.1
Health care and social assistance.....	308	292	310	1.6	1.5	1.6
Leisure and hospitality.....	565	548	559	3.7	3.5	3.6
Arts, entertainment, and recreation.....	52	53	50	2.5	2.5	2.4
Accommodation and food services.....	513	495	509	3.8	3.6	3.7
Other services.....	86	69	75	1.5	1.2	1.3
Government.....	131	130	136	0.6	0.6	0.6
Federal.....	13	16	12	0.5	0.6	0.4
State and local.....	118	114	124	0.6	0.6	0.6
State and local education.....	47	49	56	0.4	0.4	0.5
State and local, excluding education.....	70	65	68	0.8	0.7	0.7
REGION³						
Northeast.....	381	372	373	1.4	1.4	1.4
South.....	1,040	1,085	1,111	2.0	2.0	2.1
Midwest.....	559	577	643	1.7	1.7	2.0
West.....	635	616	696	1.9	1.8	2.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Total.....	1,850	1,635	1,817	1.3	1.1	1.2
INDUSTRY						
Total private.....	1,756	1,557	1,693	1.4	1.2	1.3
Mining and logging.....	6	13	16	0.9	1.7	2.1
Construction.....	308	211	224	4.6	3.0	3.2
Manufacturing.....	104	106	106	0.8	0.8	0.8
Durable goods.....	56	51	55	0.7	0.7	0.7
Nondurable goods.....	49	55	51	1.1	1.2	1.1
Trade, transportation, and utilities.....	324	270	384	1.2	1.0	1.4
Wholesale trade.....	36	31	33	0.6	0.5	0.5
Retail trade.....	200	184	225	1.2	1.1	1.4
Transportation, warehousing, and utilities.....	89	55	126	1.5	1.0	2.1
Information.....	21	20	28	0.8	0.7	1.0
Financial activities.....	61	37	38	0.7	0.4	0.5
Finance and insurance.....	33	22	25	0.5	0.3	0.4
Real estate and rental and leasing.....	28	15	14	1.3	0.7	0.6
Professional and business services.....	484	365	426	2.4	1.7	2.0
Education and health services.....	132	130	131	0.6	0.6	0.6
Educational services.....	22	14	28	0.6	0.4	0.8
Health care and social assistance.....	109	116	102	0.6	0.6	0.5
Leisure and hospitality.....	251	328	254	1.6	2.1	1.6
Arts, entertainment, and recreation.....	76	115	60	3.7	5.4	2.8
Accommodation and food services.....	175	212	194	1.3	1.6	1.4
Other services.....	65	78	86	1.2	1.3	1.5
Government.....	94	78	123	0.4	0.3	0.5
Federal.....	13	14	10	0.5	0.5	0.3
State and local.....	81	64	114	0.4	0.3	0.6
State and local education.....	40	17	64	0.4	0.2	0.6
State and local, excluding education.....	41	47	49	0.5	0.5	0.5
REGION³						
Northeast.....	384	310	362	1.4	1.1	1.3
South.....	591	631	627	1.1	1.2	1.2
Midwest.....	491	362	483	1.5	1.1	1.5
West.....	385	332	345	1.2	1.0	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.

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2016	Nov. 2017	Dec. 2017 ^p	Dec. 2016	Nov. 2017	Dec. 2017 ^p
Total.....	387	280	338	0.3	0.2	0.2
INDUSTRY						
Total private.....	323	240	285	0.3	0.2	0.2
Mining and logging.....	4	1	1	0.5	0.2	0.2
Construction.....	20	8	10	0.3	0.1	0.1
Manufacturing.....	23	16	19	0.2	0.1	0.2
Durable goods.....	17	10	13	0.2	0.1	0.2
Nondurable goods.....	6	6	6	0.1	0.1	0.1
Trade, transportation, and utilities.....	81	59	63	0.3	0.2	0.2
Wholesale trade.....	12	4	11	0.2	0.1	0.2
Retail trade.....	51	44	40	0.3	0.3	0.2
Transportation, warehousing, and utilities.....	18	11	12	0.3	0.2	0.2
Information.....	10	6	9	0.4	0.2	0.3
Financial activities.....	26	13	16	0.3	0.2	0.2
Finance and insurance.....	22	12	12	0.4	0.2	0.2
Real estate and rental and leasing.....	4	1	4	0.2	0.0	0.2
Professional and business services.....	72	57	59	0.3	0.3	0.3
Education and health services.....	45	42	57	0.2	0.2	0.2
Educational services.....	4	2	4	0.1	0.1	0.1
Health care and social assistance.....	41	40	53	0.2	0.2	0.3
Leisure and hospitality.....	30	29	35	0.2	0.2	0.2
Arts, entertainment, and recreation.....	3	5	4	0.1	0.2	0.2
Accommodation and food services.....	27	25	30	0.2	0.2	0.2
Other services.....	12	9	17	0.2	0.2	0.3
Government.....	64	40	53	0.3	0.2	0.2
Federal.....	14	7	11	0.5	0.2	0.4
State and local.....	50	34	42	0.3	0.2	0.2
State and local education.....	16	9	15	0.1	0.1	0.1
State and local, excluding education.....	34	25	27	0.4	0.3	0.3
REGION³						
Northeast.....	56	43	63	0.2	0.2	0.2
South.....	164	123	133	0.3	0.2	0.2
Midwest.....	76	52	68	0.2	0.2	0.2
West.....	91	62	73	0.3	0.2	0.2

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

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

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

^p Preliminary

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