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JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2019

The number of job openings edged up to 7.3 million (+235,000) on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were little changed at 5.8 million and 5.6 million, respectively. Within separations, the quits rate was unchanged at 2.3 percent and the layoffs and discharges rate was little changed at 1.2 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, October 2016 - October 2019

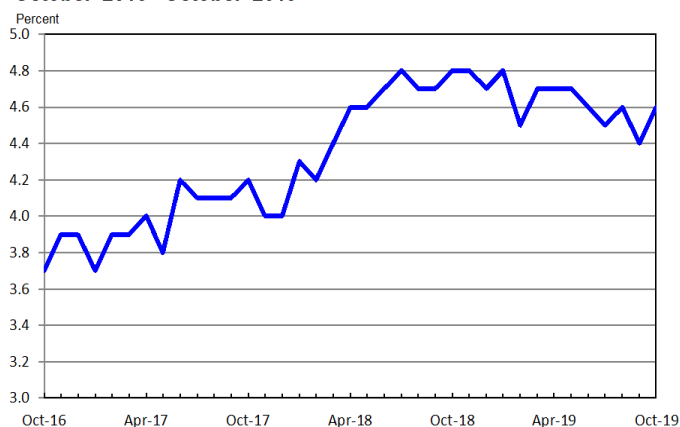
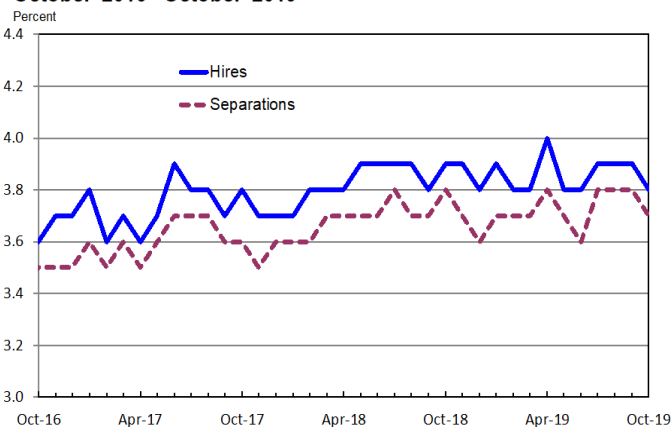


Chart 2. Hires and total separations rates, seasonally adjusted, October 2016 - October 2019



Job Openings

On the last business day of October, the **job openings** level edged up to 7.3 million (+235,000). The job openings rate edged up to 4.6 percent. The largest increases in job openings levels were in retail trade (+125,000), finance and insurance (+56,000), and durable goods manufacturing (+50,000). The largest decreases in job openings were in nondurable goods manufacturing (-36,000), information (-33,000), and arts, entertainment, and recreation (-26,000). The number of job openings was little changed in all four regions. (See table 1.)

Hires

Both the number of **hires**, at 5.8 million, and the hires rate, at 3.8 percent, changed little in October. The number of hires edged down for total private (-194,000) and was little changed for government. The hires level decreased in retail trade (-97,000). The number of hires was little changed in all four regions. (See table 2.)

Separations

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

In October, the number and rate of **total separations** was little changed at 5.6 million and 3.7 percent, respectively. The number of total separations edged down for total private (-186,000), led by a decrease in retail trade (-109,000) and wholesale trade (-33,000). In government, the number of total separations edged up (+24,000), primarily due to the increase in federal government (+13,000). The total separations level decreased in the South region. (See table 3.)

The number of **quits** was little changed in October at 3.5 million and the rate was unchanged at 2.3 percent. Quits increased in other services (+66,000) and educational services (+12,000). Quits decreased in retail trade (-63,000) and in durable goods manufacturing (-21,000). The number of quits was little changed in all four regions. (See table 4.)

The number of **layoffs and discharges** decreased in October to 1.8 million (-202,000). The layoffs and discharges rate was little changed at 1.2 percent. The number of layoffs and discharges decreased in accommodation and food services (-98,000) and other services (-44,000). The number of layoffs and discharges increased in federal government (+16,000), mainly due to layoffs of temporary Census 2020 workers. The layoffs and discharges level decreased in the South region. (See table 5.)

The number of **other separations** was little changed in October. The other separations level was also little changed for total private and for government. Other separations decreased in nondurable goods manufacturing (-5,000) and in federal government (-3,000). 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 October, hires totaled 69.8 million and separations totaled 67.4 million, yielding a net employment gain of 2.4 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey estimates for November 2019 are scheduled to be released on Friday, January 17, 2020 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Oct. 2018	Sept. 2019	Oct. 2019 ^P	Oct. 2018	Sept. 2019	Oct. 2019 ^P	Oct. 2018	Sept. 2019	Oct. 2019 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	7,593	7,032	7,267	5,877	5,951	5,764	5,642	5,798	5,636
Total private.....	6,956	6,314	6,523	5,515	5,596	5,402	5,279	5,454	5,268
Mining and logging ¹	36	34	21	37	25	26	31	24	28
Construction ¹	278	327	311	363	451	485	344	428	460
Manufacturing.....	500	462	477	382	338	319	352	349	313
Durable goods ¹	311	292	342	228	194	182	208	203	181
Nondurable goods ¹	189	170	134	155	144	137	144	145	132
Trade, transportation, and utilities.....	1,558	1,285	1,464	1,225	1,197	1,095	1,195	1,204	1,063
Wholesale trade.....	219	202	250	163	165	146	154	167	134
Retail trade.....	1,080	741	866	785	788	691	801	801	692
Transportation, warehousing, and utilities ¹	259	343	348	277	244	258	240	236	237
Information ¹	149	162	129	85	88	101	68	84	95
Financial activities.....	435	360	421	170	230	208	166	215	197
Finance and insurance.....	303	267	323	102	145	127	104	132	120
Real estate and rental and leasing ¹	132	92	98	68	85	81	63	83	77
Professional and business services.....	1,363	1,241	1,183	1,200	1,209	1,152	1,161	1,168	1,129
Education and health services.....	1,285	1,205	1,284	715	719	719	663	655	665
Educational services ¹	92	125	139	97	96	111	99	87	96
Health care and social assistance.....	1,192	1,080	1,145	618	623	608	564	568	570
Leisure and hospitality.....	1,039	992	967	1,114	1,150	1,094	1,079	1,125	1,096
Arts, entertainment, and recreation.....	94	154	128	191	167	161	176	154	175
Accommodation and food services.....	944	838	839	923	984	932	904	972	922
Other services.....	314	245	266	224	188	202	219	201	221
Government.....	637	719	744	362	355	362	363	344	368
Federal ¹	101	110	99	37	41	40	32	41	54
State and local.....	536	608	645	325	314	321	332	304	314
State and local education.....	231	222	232	170	154	164	185	153	159
State and local, excluding education ¹	304	387	412	155	160	157	147	151	156
RATES BY INDUSTRY (percent)									
Total.....	4.8	4.4	4.6	3.9	3.9	3.8	3.8	3.8	3.7
Total private.....	5.2	4.7	4.8	4.3	4.3	4.2	4.1	4.2	4.1
Mining and logging ¹	4.6	4.4	2.7	4.9	3.4	3.5	4.2	3.2	3.8
Construction ¹	3.6	4.2	4.0	4.9	6.0	6.4	4.7	5.7	6.1
Manufacturing.....	3.8	3.5	3.6	3.0	2.6	2.5	2.8	2.7	2.4
Durable goods ¹	3.7	3.5	4.1	2.8	2.4	2.3	2.6	2.5	2.2
Nondurable goods ¹	3.8	3.4	2.7	3.3	3.0	2.9	3.0	3.0	2.8
Trade, transportation, and utilities.....	5.3	4.4	5.0	4.4	4.3	3.9	4.3	4.3	3.8
Wholesale trade.....	3.6	3.3	4.0	2.8	2.8	2.5	2.6	2.8	2.2
Retail trade.....	6.4	4.5	5.2	5.0	5.0	4.4	5.1	5.1	4.4
Transportation, warehousing, and utilities ¹	4.1	5.3	5.4	4.6	4.0	4.2	4.0	3.9	3.9
Information ¹	5.0	5.4	4.4	3.0	3.1	3.6	2.4	3.0	3.4
Financial activities.....	4.8	4.0	4.6	2.0	2.6	2.4	1.9	2.5	2.3
Finance and insurance.....	4.6	4.0	4.8	1.6	2.3	2.0	1.6	2.1	1.9
Real estate and rental and leasing ¹	5.5	3.8	4.0	3.0	3.6	3.5	2.8	3.6	3.3
Professional and business services.....	6.0	5.4	5.2	5.7	5.6	5.3	5.5	5.4	5.2
Education and health services.....	5.1	4.7	5.0	3.0	2.9	2.9	2.8	2.7	2.7
Educational services ¹	2.4	3.2	3.5	2.6	2.5	2.9	2.7	2.3	2.5
Health care and social assistance.....	5.6	5.0	5.3	3.1	3.0	2.9	2.8	2.8	2.8
Leisure and hospitality.....	5.9	5.6	5.4	6.8	6.9	6.5	6.6	6.7	6.5
Arts, entertainment, and recreation.....	3.7	5.9	4.9	7.9	6.7	6.5	7.2	6.2	7.0
Accommodation and food services.....	6.3	5.5	5.5	6.6	6.9	6.5	6.4	6.8	6.4
Other services.....	5.1	4.0	4.3	3.8	3.2	3.4	3.7	3.4	3.7

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		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Government.....	2.8	3.1	3.2	1.6	1.6	1.6	1.6	1.5	1.6
Federal ¹	3.5	3.7	3.4	1.3	1.4	1.4	1.1	1.4	1.9
State and local.....	2.6	3.0	3.2	1.7	1.6	1.6	1.7	1.5	1.6
State and local education.....	2.2	2.1	2.2	1.6	1.5	1.6	1.8	1.5	1.5
State and local, excluding education ¹	3.2	4.0	4.3	1.7	1.7	1.7	1.6	1.6	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 2017 version of the North American Industry Classification System (NAICS).

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p
Total.....	7,593	7,248	7,174	7,301	7,032	7,267	4.8	4.6	4.5	4.6	4.4	4.6
INDUSTRY												
Total private.....	6,956	6,560	6,462	6,562	6,314	6,523	5.2	4.8	4.8	4.8	4.7	4.8
Mining and logging ³	36	29	41	33	34	21	4.6	3.7	5.2	4.3	4.4	2.7
Construction ³	278	331	360	384	327	311	3.6	4.2	4.6	4.9	4.2	4.0
Manufacturing.....	500	515	513	470	462	477	3.8	3.9	3.8	3.5	3.5	3.6
Durable goods ³	311	322	317	321	292	342	3.7	3.8	3.8	3.8	3.5	4.1
Nondurable goods ³	189	193	196	149	170	134	3.8	3.9	3.9	3.0	3.4	2.7
Trade, transportation, and utilities.....	1,558	1,390	1,256	1,337	1,285	1,464	5.3	4.8	4.3	4.6	4.4	5.0
Wholesale trade.....	219	213	169	193	202	250	3.6	3.5	2.8	3.2	3.3	4.0
Retail trade.....	1,080	863	793	816	741	866	6.4	5.2	4.8	4.9	4.5	5.2
Transportation, warehousing, and utilities ³	259	314	294	327	343	348	4.1	4.9	4.6	5.1	5.3	5.4
Information ³	149	129	177	137	162	129	5.0	4.4	5.9	4.6	5.4	4.4
Financial activities.....	435	378	379	377	360	421	4.8	4.2	4.2	4.2	4.0	4.6
Finance and insurance.....	303	260	249	269	267	323	4.6	3.9	3.8	4.1	4.0	4.8
Real estate and rental and leasing ³ ...	132	118	130	107	92	98	5.5	4.8	5.3	4.4	3.8	4.0
Professional and business services....	1,363	1,292	1,238	1,305	1,241	1,183	6.0	5.7	5.4	5.7	5.4	5.2
Education and health services.....	1,285	1,322	1,287	1,330	1,205	1,284	5.1	5.2	5.0	5.2	4.7	5.0
Educational services ³	92	127	135	135	125	139	2.4	3.2	3.4	3.4	3.2	3.5
Health care and social assistance....	1,192	1,195	1,152	1,195	1,080	1,145	5.6	5.5	5.3	5.5	5.0	5.3
Leisure and hospitality.....	1,039	913	959	929	992	967	5.9	5.2	5.4	5.3	5.6	5.4
Arts, entertainment, and recreation. .	94	104	101	120	154	128	3.7	4.1	4.0	4.7	5.9	4.9
Accommodation and food services. . .	944	809	858	809	838	839	6.3	5.4	5.7	5.4	5.5	5.5
Other services.....	314	261	252	261	245	266	5.1	4.2	4.1	4.2	4.0	4.3
Government.....	637	688	712	739	719	744	2.8	3.0	3.1	3.2	3.1	3.2
Federal ³	101	110	127	121	110	99	3.5	3.8	4.3	4.1	3.7	3.4
State and local.....	536	578	585	618	608	645	2.6	2.8	2.9	3.0	3.0	3.2
State and local education.....	231	217	212	218	222	232	2.2	2.0	2.0	2.0	2.1	2.2
State and local, excluding education ³	304	360	373	400	387	412	3.2	3.7	3.9	4.1	4.0	4.3
REGION⁴												
Northeast.....	1,277	1,231	1,172	1,348	1,203	1,228	4.4	4.2	4.0	4.6	4.1	4.2
South.....	2,862	2,641	2,634	2,765	2,687	2,800	5.0	4.6	4.5	4.8	4.6	4.8
Midwest.....	1,800	1,689	1,690	1,569	1,563	1,669	5.2	4.8	4.8	4.5	4.5	4.8
West.....	1,655	1,688	1,677	1,620	1,580	1,571	4.6	4.6	4.6	4.4	4.3	4.3

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					
	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p
Total.....	5,877	5,716	5,978	5,884	5,951	5,764	3.9	3.8	3.9	3.9	3.9	3.8
INDUSTRY												
Total private.....	5,515	5,377	5,620	5,489	5,596	5,402	4.3	4.2	4.4	4.3	4.3	4.2
Mining and logging.....	37	21	23	21	25	26	4.9	2.8	3.1	2.8	3.4	3.5
Construction.....	363	413	374	414	451	485	4.9	5.5	5.0	5.5	6.0	6.4
Manufacturing.....	382	336	338	337	338	319	3.0	2.6	2.6	2.6	2.6	2.5
Durable goods.....	228	194	190	192	194	182	2.8	2.4	2.4	2.4	2.4	2.3
Nondurable goods.....	155	142	148	145	144	137	3.3	3.0	3.1	3.0	3.0	2.9
Trade, transportation, and utilities.....	1,225	1,177	1,233	1,173	1,197	1,095	4.4	4.2	4.4	4.2	4.3	3.9
Wholesale trade.....	163	154	169	145	165	146	2.8	2.6	2.8	2.4	2.8	2.5
Retail trade.....	785	798	804	782	788	691	5.0	5.1	5.1	5.0	5.0	4.4
Transportation, warehousing, and utilities.....	277	225	260	245	244	258	4.6	3.7	4.2	4.0	4.0	4.2
Information.....	85	93	94	95	88	101	3.0	3.3	3.3	3.4	3.1	3.6
Financial activities.....	170	219	256	235	230	208	2.0	2.5	3.0	2.7	2.6	2.4
Finance and insurance.....	102	128	163	148	145	127	1.6	2.0	2.6	2.3	2.3	2.0
Real estate and rental and leasing. . .	68	91	94	86	85	81	3.0	3.9	4.0	3.7	3.6	3.5
Professional and business services. . . .	1,200	1,112	1,180	1,163	1,209	1,152	5.7	5.2	5.5	5.4	5.6	5.3
Education and health services.....	715	676	750	686	719	719	3.0	2.8	3.1	2.8	2.9	2.9
Educational services.....	97	93	108	94	96	111	2.6	2.5	2.8	2.5	2.5	2.9
Health care and social assistance. . . .	618	583	642	593	623	608	3.1	2.8	3.1	2.9	3.0	2.9
Leisure and hospitality.....	1,114	1,114	1,150	1,135	1,150	1,094	6.8	6.7	6.9	6.8	6.9	6.5
Arts, entertainment, and recreation. . .	191	128	155	161	167	161	7.9	5.2	6.3	6.6	6.7	6.5
Accommodation and food services. . .	923	986	995	973	984	932	6.6	6.9	7.0	6.8	6.9	6.5
Other services.....	224	217	221	229	188	202	3.8	3.7	3.7	3.9	3.2	3.4
Government.....	362	339	358	396	355	362	1.6	1.5	1.6	1.7	1.6	1.6
Federal.....	37	33	37	70	41	40	1.3	1.2	1.3	2.5	1.4	1.4
State and local.....	325	306	322	325	314	321	1.7	1.6	1.6	1.6	1.6	1.6
State and local education.....	170	166	172	169	154	164	1.6	1.6	1.6	1.6	1.5	1.6
State and local, excluding education.....	155	140	150	156	160	157	1.7	1.5	1.6	1.7	1.7	1.7
REGION³												
Northeast.....	870	891	964	935	900	918	3.2	3.2	3.5	3.4	3.2	3.3
South.....	2,394	2,293	2,420	2,306	2,413	2,312	4.4	4.2	4.4	4.2	4.4	4.2
Midwest.....	1,287	1,249	1,274	1,285	1,295	1,240	3.9	3.8	3.8	3.9	3.9	3.7
West.....	1,326	1,283	1,320	1,358	1,343	1,293	3.8	3.7	3.8	3.9	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					
	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p
Total.....	5,642	5,513	5,810	5,732	5,798	5,636	3.8	3.6	3.8	3.8	3.8	3.7
INDUSTRY												
Total private.....	5,279	5,174	5,473	5,385	5,454	5,268	4.1	4.0	4.2	4.2	4.2	4.1
Mining and logging.....	31	24	27	28	24	28	4.2	3.1	3.6	3.7	3.2	3.8
Construction.....	344	407	376	415	428	460	4.7	5.4	5.0	5.5	5.7	6.1
Manufacturing.....	352	331	326	320	349	313	2.8	2.6	2.5	2.5	2.7	2.4
Durable goods.....	208	180	177	183	203	181	2.6	2.2	2.2	2.3	2.5	2.2
Nondurable goods.....	144	151	149	137	145	132	3.0	3.2	3.1	2.9	3.0	2.8
Trade, transportation, and utilities.....	1,195	1,118	1,217	1,202	1,204	1,063	4.3	4.0	4.4	4.3	4.3	3.8
Wholesale trade.....	154	152	165	145	167	134	2.6	2.6	2.8	2.4	2.8	2.2
Retail trade.....	801	767	807	817	801	692	5.1	4.9	5.1	5.2	5.1	4.4
Transportation, warehousing, and utilities.....	240	199	246	241	236	237	4.0	3.3	4.0	3.9	3.9	3.9
Information.....	68	90	95	94	84	95	2.4	3.2	3.4	3.3	3.0	3.4
Financial activities.....	166	219	231	240	215	197	1.9	2.5	2.7	2.8	2.5	2.3
Finance and insurance.....	104	125	140	151	132	120	1.6	2.0	2.2	2.4	2.1	1.9
Real estate and rental and leasing. . .	63	94	91	89	83	77	2.8	4.1	3.9	3.8	3.6	3.3
Professional and business services. . . .	1,161	1,059	1,148	1,145	1,168	1,129	5.5	4.9	5.3	5.3	5.4	5.2
Education and health services.....	663	611	682	633	655	665	2.8	2.5	2.8	2.6	2.7	2.7
Educational services.....	99	89	91	98	87	96	2.7	2.3	2.4	2.6	2.3	2.5
Health care and social assistance. . . .	564	522	590	535	568	570	2.8	2.6	2.9	2.6	2.8	2.8
Leisure and hospitality.....	1,079	1,096	1,144	1,110	1,125	1,096	6.6	6.6	6.9	6.6	6.7	6.5
Arts, entertainment, and recreation. . .	176	136	150	159	154	175	7.2	5.6	6.1	6.5	6.2	7.0
Accommodation and food services. . .	904	960	994	951	972	922	6.4	6.7	7.0	6.7	6.8	6.4
Other services.....	219	218	226	199	201	221	3.7	3.7	3.8	3.3	3.4	3.7
Government.....	363	339	336	347	344	368	1.6	1.5	1.5	1.5	1.5	1.6
Federal.....	32	33	37	40	41	54	1.1	1.2	1.3	1.4	1.4	1.9
State and local.....	332	306	300	307	304	314	1.7	1.6	1.5	1.6	1.5	1.6
State and local education.....	185	174	158	153	153	159	1.8	1.7	1.5	1.5	1.5	1.5
State and local, excluding education.....	147	132	142	154	151	156	1.6	1.4	1.5	1.7	1.6	1.7
REGION³												
Northeast.....	816	896	870	914	863	922	3.0	3.2	3.1	3.3	3.1	3.3
South.....	2,193	2,114	2,237	2,287	2,301	2,141	4.0	3.8	4.0	4.1	4.1	3.9
Midwest.....	1,314	1,224	1,298	1,195	1,272	1,194	4.0	3.7	3.9	3.6	3.8	3.6
West.....	1,319	1,278	1,404	1,336	1,363	1,379	3.8	3.7	4.0	3.8	3.9	3.9

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					
	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p
Total.....	3,469	3,462	3,668	3,601	3,471	3,512	2.3	2.3	2.4	2.4	2.3	2.3
INDUSTRY												
Total private.....	3,287	3,278	3,487	3,419	3,288	3,333	2.6	2.5	2.7	2.7	2.5	2.6
Mining and logging.....	19	13	14	14	11	13	2.5	1.8	1.9	1.9	1.5	1.8
Construction.....	180	186	177	182	187	181	2.4	2.5	2.4	2.4	2.5	2.4
Manufacturing.....	205	203	195	197	214	186	1.6	1.6	1.5	1.5	1.7	1.4
Durable goods.....	112	114	103	114	126	105	1.4	1.4	1.3	1.4	1.6	1.3
Nondurable goods.....	93	89	92	83	88	81	1.9	1.9	1.9	1.7	1.8	1.7
Trade, transportation, and utilities.....	732	745	771	777	731	659	2.6	2.7	2.8	2.8	2.6	2.4
Wholesale trade.....	85	90	89	87	80	68	1.4	1.5	1.5	1.5	1.3	1.1
Retail trade.....	514	540	545	554	522	459	3.3	3.4	3.5	3.5	3.3	2.9
Transportation, warehousing, and utilities.....	133	115	137	136	129	131	2.2	1.9	2.2	2.2	2.1	2.1
Information.....	43	50	43	49	43	46	1.5	1.8	1.5	1.7	1.5	1.6
Financial activities.....	108	137	138	152	128	136	1.3	1.6	1.6	1.8	1.5	1.6
Finance and insurance.....	61	77	88	92	88	92	1.0	1.2	1.4	1.4	1.4	1.4
Real estate and rental and leasing ³ ...	47	60	50	61	41	44	2.1	2.6	2.1	2.6	1.7	1.9
Professional and business services.....	673	621	679	646	654	648	3.2	2.9	3.2	3.0	3.0	3.0
Education and health services.....	461	412	485	459	442	463	1.9	1.7	2.0	1.9	1.8	1.9
Educational services.....	66	54	61	56	50	62	1.8	1.4	1.6	1.5	1.3	1.6
Health care and social assistance.....	395	359	424	402	393	401	2.0	1.8	2.1	2.0	1.9	1.9
Leisure and hospitality.....	732	782	822	831	754	811	4.4	4.7	4.9	5.0	4.5	4.8
Arts, entertainment, and recreation. ...	89	77	80	83	77	88	3.7	3.1	3.3	3.4	3.1	3.5
Accommodation and food services. ...	643	705	742	748	677	723	4.6	4.9	5.2	5.3	4.7	5.0
Other services.....	134	128	165	113	124	190	2.3	2.1	2.8	1.9	2.1	3.2
Government.....	182	183	181	181	182	179	0.8	0.8	0.8	0.8	0.8	0.8
Federal.....	16	14	17	18	18	18	0.6	0.5	0.6	0.6	0.6	0.6
State and local.....	166	170	164	164	165	161	0.8	0.9	0.8	0.8	0.8	0.8
State and local education.....	92	98	88	87	88	85	0.9	0.9	0.8	0.8	0.8	0.8
State and local, excluding education.....	74	71	75	77	76	76	0.8	0.8	0.8	0.8	0.8	0.8
REGION⁴												
Northeast.....	406	507	502	546	468	518	1.5	1.8	1.8	2.0	1.7	1.9
South.....	1,436	1,392	1,479	1,440	1,369	1,389	2.6	2.5	2.7	2.6	2.5	2.5
Midwest.....	797	763	836	759	789	770	2.4	2.3	2.5	2.3	2.4	2.3
West.....	831	800	852	856	845	834	2.4	2.3	2.4	2.4	2.4	2.4

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					
	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p
Total.....	1,855	1,711	1,788	1,812	1,971	1,769	1.2	1.1	1.2	1.2	1.3	1.2
INDUSTRY												
Total private.....	1,731	1,615	1,698	1,709	1,871	1,646	1.4	1.3	1.3	1.3	1.4	1.3
Mining and logging.....	10	8	12	10	12	14	1.3	1.0	1.6	1.4	1.6	1.8
Construction.....	148	211	183	218	218	259	2.0	2.8	2.4	2.9	2.9	3.4
Manufacturing.....	130	109	112	104	112	109	1.0	0.8	0.9	0.8	0.9	0.8
Durable goods.....	83	55	63	57	65	63	1.0	0.7	0.8	0.7	0.8	0.8
Nondurable goods.....	47	54	49	48	48	46	1.0	1.1	1.0	1.0	1.0	1.0
Trade, transportation, and utilities.....	409	313	372	368	400	335	1.5	1.1	1.3	1.3	1.4	1.2
Wholesale trade ³	58	56	63	54	77	56	1.0	0.9	1.1	0.9	1.3	0.9
Retail trade.....	256	184	216	227	235	190	1.6	1.2	1.4	1.4	1.5	1.2
Transportation, warehousing, and utilities.....	96	73	93	88	88	90	1.6	1.2	1.5	1.4	1.4	1.5
Information.....	21	28	42	38	36	41	0.7	1.0	1.5	1.4	1.3	1.4
Financial activities.....	34	63	63	59	62	38	0.4	0.7	0.7	0.7	0.7	0.4
Finance and insurance.....	20	31	27	33	25	12	0.3	0.5	0.4	0.5	0.4	0.2
Real estate and rental and leasing. . .	14	31	36	26	37	26	0.6	1.3	1.5	1.1	1.6	1.1
Professional and business services. . . .	418	376	410	441	456	422	2.0	1.8	1.9	2.1	2.1	2.0
Education and health services.....	165	164	159	137	178	165	0.7	0.7	0.7	0.6	0.7	0.7
Educational services.....	28	30	26	36	33	27	0.8	0.8	0.7	1.0	0.9	0.7
Health care and social assistance. . .	136	134	133	100	145	138	0.7	0.7	0.7	0.5	0.7	0.7
Leisure and hospitality.....	320	272	296	257	335	246	1.9	1.6	1.8	1.5	2.0	1.5
Arts, entertainment, and recreation. .	85	57	67	71	72	81	3.5	2.3	2.8	2.9	2.9	3.3
Accommodation and food services. . .	236	215	229	186	263	165	1.7	1.5	1.6	1.3	1.8	1.2
Other services.....	75	71	49	76	62	18	1.3	1.2	0.8	1.3	1.0	0.3
Government.....	125	97	91	102	100	123	0.6	0.4	0.4	0.5	0.4	0.5
Federal.....	7	8	7	10	9	25	0.2	0.3	0.2	0.3	0.3	0.9
State and local.....	118	89	84	93	91	98	0.6	0.5	0.4	0.5	0.5	0.5
State and local education.....	67	53	44	43	41	46	0.6	0.5	0.4	0.4	0.4	0.4
State and local, excluding education.....	51	36	41	49	50	51	0.6	0.4	0.4	0.5	0.5	0.6
REGION⁴												
Northeast.....	350	316	308	314	330	341	1.3	1.1	1.1	1.1	1.2	1.2
South.....	663	601	624	717	788	627	1.2	1.1	1.1	1.3	1.4	1.1
Midwest.....	442	397	396	375	406	351	1.3	1.2	1.2	1.1	1.2	1.0
West.....	401	397	460	406	446	450	1.2	1.1	1.3	1.2	1.3	1.3

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					
	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p	Oct. 2018	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 ^p
Total.....	318	340	353	320	356	355	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	261	281	288	256	295	288	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	2	3	1	3	1	1	0.3	0.3	0.1	0.4	0.1	0.2
Construction ³	16	9	17	16	22	20	0.2	0.1	0.2	0.2	0.3	0.3
Manufacturing.....	16	19	19	19	23	18	0.1	0.1	0.1	0.1	0.2	0.1
Durable goods.....	12	12	12	12	13	13	0.2	0.1	0.1	0.2	0.2	0.2
Nondurable goods ³	4	7	8	6	10	5	0.1	0.2	0.2	0.1	0.2	0.1
Trade, transportation, and utilities.....	55	60	75	58	73	69	0.2	0.2	0.3	0.2	0.3	0.2
Wholesale trade.....	12	5	13	4	10	10	0.2	0.1	0.2	0.1	0.2	0.2
Retail trade.....	31	43	45	37	44	43	0.2	0.3	0.3	0.2	0.3	0.3
Transportation, warehousing, and utilities ³	12	11	17	17	19	16	0.2	0.2	0.3	0.3	0.3	0.3
Information ³	3	11	11	6	6	9	0.1	0.4	0.4	0.2	0.2	0.3
Financial activities.....	24	20	30	28	25	23	0.3	0.2	0.4	0.3	0.3	0.3
Finance and insurance.....	23	17	25	26	19	17	0.4	0.3	0.4	0.4	0.3	0.3
Real estate and rental and leasing ³ ...	1	3	5	2	6	6	0.0	0.1	0.2	0.1	0.2	0.3
Professional and business services....	70	62	59	58	59	59	0.3	0.3	0.3	0.3	0.3	0.3
Education and health services.....	38	35	38	37	35	37	0.2	0.1	0.2	0.2	0.1	0.2
Educational services.....	5	5	4	5	5	7	0.1	0.1	0.1	0.1	0.1	0.2
Health care and social assistance ³ ...	33	30	33	33	30	30	0.2	0.1	0.2	0.2	0.1	0.1
Leisure and hospitality.....	27	42	26	22	37	39	0.2	0.3	0.2	0.1	0.2	0.2
Arts, entertainment, and recreation ³ ...	2	2	3	5	5	6	0.1	0.1	0.1	0.2	0.2	0.2
Accommodation and food services ³ ...	25	39	24	16	32	33	0.2	0.3	0.2	0.1	0.2	0.2
Other services ³	9	20	12	10	15	13	0.2	0.3	0.2	0.2	0.3	0.2
Government.....	57	59	65	64	62	67	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	9	11	13	12	14	11	0.3	0.4	0.5	0.4	0.5	0.4
State and local.....	48	48	52	51	48	55	0.2	0.2	0.3	0.3	0.2	0.3
State and local education.....	26	23	26	23	23	27	0.3	0.2	0.2	0.2	0.2	0.3
State and local, excluding education.....	21	25	26	28	25	28	0.2	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	61	73	61	54	64	63	0.2	0.3	0.2	0.2	0.2	0.2
South.....	95	121	134	130	144	124	0.2	0.2	0.2	0.2	0.3	0.2
Midwest.....	74	64	66	61	76	73	0.2	0.2	0.2	0.2	0.2	0.2
West.....	88	81	92	74	72	95	0.3	0.2	0.3	0.2	0.2	0.3

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

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Total.....	7,884	7,097	7,626	5.0	4.5	4.7
INDUSTRY						
Total private.....	7,256	6,384	6,884	5.4	4.7	5.0
Mining and logging.....	36	34	21	4.5	4.3	2.7
Construction.....	278	327	311	3.6	4.1	3.9
Manufacturing.....	500	462	477	3.8	3.5	3.6
Durable goods.....	311	292	342	3.7	3.5	4.1
Nondurable goods.....	189	170	134	3.8	3.4	2.7
Trade, transportation, and utilities.....	1,728	1,413	1,680	5.9	4.9	5.7
Wholesale trade.....	215	192	246	3.5	3.1	4.0
Retail trade.....	1,254	878	1,085	7.4	5.3	6.4
Transportation, warehousing, and utilities.....	259	343	348	4.1	5.3	5.4
Information.....	149	162	129	5.0	5.4	4.4
Financial activities.....	450	355	444	5.0	3.9	4.8
Finance and insurance.....	318	262	346	4.8	4.0	5.1
Real estate and rental and leasing.....	132	92	98	5.5	3.8	4.0
Professional and business services.....	1,464	1,282	1,276	6.4	5.6	5.5
Education and health services.....	1,329	1,168	1,323	5.2	4.6	5.1
Educational services.....	92	125	139	2.3	3.2	3.4
Health care and social assistance.....	1,237	1,043	1,184	5.8	4.8	5.4
Leisure and hospitality.....	1,002	943	924	5.8	5.3	5.2
Arts, entertainment, and recreation.....	87	125	118	3.5	4.7	4.6
Accommodation and food services.....	915	818	806	6.1	5.4	5.3
Other services.....	321	238	298	5.2	3.9	4.8
Government.....	628	713	743	2.7	3.1	3.1
Federal.....	101	110	99	3.5	3.7	3.4
State and local.....	526	603	644	2.6	3.0	3.1
State and local education.....	222	216	231	2.0	2.0	2.1
State and local, excluding education.....	304	387	412	3.2	4.0	4.3
REGION³						
Northeast.....	1,325	1,243	1,286	4.6	4.3	4.4
South.....	2,923	2,680	2,916	5.0	4.6	5.0
Midwest.....	1,887	1,574	1,771	5.4	4.5	5.0
West.....	1,749	1,600	1,653	4.8	4.4	4.5

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		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Total.....	6,344	6,027	6,150	4.2	4.0	4.0
INDUSTRY						
Total private.....	5,991	5,596	5,797	4.7	4.3	4.5
Mining and logging.....	37	26	27	4.9	3.4	3.6
Construction.....	362	431	493	4.8	5.6	6.4
Manufacturing.....	387	349	317	3.0	2.7	2.5
Durable goods.....	225	196	176	2.8	2.4	2.2
Nondurable goods.....	162	153	142	3.4	3.2	2.9
Trade, transportation, and utilities.....	1,531	1,228	1,360	5.5	4.4	4.9
Wholesale trade.....	185	165	159	3.1	2.8	2.7
Retail trade.....	1,007	801	876	6.4	5.1	5.6
Transportation, warehousing, and utilities.....	338	262	324	5.6	4.3	5.3
Information.....	100	87	117	3.5	3.1	4.1
Financial activities.....	199	213	228	2.3	2.5	2.6
Finance and insurance.....	126	133	146	2.0	2.1	2.3
Real estate and rental and leasing.....	73	81	83	3.2	3.4	3.5
Professional and business services.....	1,269	1,188	1,193	5.9	5.5	5.5
Education and health services.....	787	784	795	3.3	3.2	3.2
Educational services.....	93	154	111	2.4	4.1	2.8
Health care and social assistance.....	694	630	683	3.4	3.1	3.3
Leisure and hospitality.....	1,106	1,114	1,076	6.7	6.6	6.4
Arts, entertainment, and recreation.....	174	136	151	7.3	5.4	6.2
Accommodation and food services.....	932	978	924	6.6	6.8	6.4
Other services.....	213	175	191	3.6	2.9	3.2
Government.....	353	431	353	1.5	1.9	1.5
Federal.....	39	44	44	1.4	1.5	1.5
State and local.....	315	388	309	1.6	2.0	1.5
State and local education.....	176	242	168	1.6	2.3	1.5
State and local, excluding education.....	139	146	141	1.5	1.6	1.5
REGION³						
Northeast.....	917	957	957	3.3	3.4	3.4
South.....	2,582	2,414	2,472	4.7	4.3	4.4
Midwest.....	1,374	1,303	1,309	4.1	3.9	3.9
West.....	1,471	1,354	1,412	4.2	3.8	4.0

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		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Total.....	5,798	6,160	5,759	3.8	4.1	3.8
INDUSTRY						
Total private.....	5,497	5,770	5,441	4.3	4.5	4.2
Mining and logging.....	32	22	28	4.2	3.0	3.8
Construction.....	363	444	495	4.8	5.8	6.4
Manufacturing.....	363	366	319	2.8	2.8	2.5
Durable goods.....	209	212	181	2.6	2.6	2.2
Nondurable goods.....	155	154	138	3.2	3.2	2.9
Trade, transportation, and utilities.....	1,189	1,185	1,042	4.3	4.3	3.7
Wholesale trade.....	165	166	141	2.8	2.8	2.4
Retail trade.....	784	804	663	5.0	5.1	4.2
Transportation, warehousing, and utilities.....	240	215	238	4.0	3.5	3.9
Information.....	67	87	92	2.3	3.1	3.2
Financial activities.....	167	210	196	1.9	2.4	2.2
Finance and insurance.....	103	129	119	1.6	2.0	1.9
Real estate and rental and leasing.....	63	81	77	2.8	3.5	3.3
Professional and business services.....	1,209	1,178	1,153	5.7	5.4	5.3
Education and health services.....	656	651	670	2.7	2.7	2.7
Educational services.....	69	87	69	1.8	2.3	1.7
Health care and social assistance.....	587	564	601	2.9	2.7	2.9
Leisure and hospitality.....	1,233	1,397	1,227	7.5	8.3	7.3
Arts, entertainment, and recreation.....	231	254	236	9.6	10.1	9.7
Accommodation and food services.....	1,003	1,143	990	7.2	7.9	6.9
Other services.....	218	231	219	3.7	3.9	3.7
Government.....	301	389	317	1.3	1.7	1.4
Federal.....	34	45	55	1.2	1.6	1.9
State and local.....	267	345	262	1.3	1.7	1.3
State and local education.....	117	123	104	1.1	1.2	1.0
State and local, excluding education.....	150	221	158	1.6	2.4	1.7
REGION³						
Northeast.....	810	1,038	944	2.9	3.7	3.4
South.....	2,242	2,355	2,138	4.1	4.2	3.8
Midwest.....	1,381	1,349	1,236	4.2	4.0	3.7
West.....	1,365	1,417	1,441	3.9	4.0	4.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Total.....	3,564	3,673	3,583	2.4	2.4	2.3
INDUSTRY						
Total private.....	3,412	3,486	3,436	2.7	2.7	2.6
Mining and logging.....	20	13	14	2.6	1.7	1.9
Construction.....	188	203	190	2.5	2.6	2.5
Manufacturing.....	209	222	187	1.6	1.7	1.5
Durable goods.....	115	130	106	1.4	1.6	1.3
Nondurable goods.....	94	92	81	2.0	1.9	1.7
Trade, transportation, and utilities.....	775	765	687	2.8	2.8	2.5
Wholesale trade.....	94	81	74	1.6	1.4	1.2
Retail trade.....	530	558	466	3.4	3.6	3.0
Transportation, warehousing, and utilities.....	151	126	147	2.5	2.1	2.4
Information.....	43	44	43	1.5	1.6	1.5
Financial activities.....	109	132	137	1.3	1.5	1.6
Finance and insurance.....	61	91	93	1.0	1.4	1.5
Real estate and rental and leasing.....	47	41	44	2.1	1.7	1.9
Professional and business services.....	719	665	682	3.4	3.1	3.1
Education and health services.....	474	449	482	2.0	1.8	2.0
Educational services.....	49	56	50	1.3	1.5	1.3
Health care and social assistance.....	424	393	432	2.1	1.9	2.1
Leisure and hospitality.....	745	858	826	4.5	5.1	4.9
Arts, entertainment, and recreation.....	87	104	90	3.6	4.1	3.7
Accommodation and food services.....	658	753	736	4.7	5.2	5.1
Other services.....	133	136	187	2.3	2.3	3.1
Government.....	152	187	146	0.7	0.8	0.6
Federal.....	17	19	18	0.6	0.7	0.6
State and local.....	135	167	128	0.7	0.8	0.6
State and local education.....	66	76	59	0.6	0.7	0.5
State and local, excluding education.....	69	91	70	0.8	1.0	0.8
REGION³						
Northeast.....	402	532	519	1.5	1.9	1.8
South.....	1,481	1,400	1,417	2.7	2.5	2.5
Midwest.....	821	858	791	2.5	2.6	2.4
West.....	860	883	856	2.5	2.5	2.4

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		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Total.....	1,931	2,142	1,841	1.3	1.4	1.2
INDUSTRY						
Total private.....	1,822	1,996	1,720	1.4	1.5	1.3
Mining and logging.....	9	9	13	1.2	1.2	1.8
Construction.....	159	219	285	2.1	2.8	3.7
Manufacturing.....	139	122	115	1.1	0.9	0.9
Durable goods.....	82	69	63	1.0	0.9	0.8
Nondurable goods.....	57	53	52	1.2	1.1	1.1
Trade, transportation, and utilities.....	364	346	292	1.3	1.3	1.0
Wholesale trade.....	58	77	56	1.0	1.3	0.9
Retail trade.....	229	200	160	1.4	1.3	1.0
Transportation, warehousing, and utilities.....	78	69	76	1.3	1.1	1.2
Information.....	21	37	39	0.7	1.3	1.4
Financial activities.....	36	56	39	0.4	0.6	0.4
Finance and insurance.....	21	22	13	0.3	0.3	0.2
Real estate and rental and leasing.....	15	35	26	0.7	1.5	1.1
Professional and business services.....	410	456	403	1.9	2.1	1.8
Education and health services.....	146	167	152	0.6	0.7	0.6
Educational services.....	16	26	13	0.4	0.7	0.3
Health care and social assistance.....	130	141	139	0.6	0.7	0.7
Leisure and hospitality.....	461	503	361	2.8	3.0	2.2
Arts, entertainment, and recreation.....	142	144	141	5.9	5.7	5.8
Accommodation and food services.....	320	359	220	2.3	2.5	1.5
Other services.....	76	80	20	1.3	1.4	0.3
Government.....	109	146	121	0.5	0.6	0.5
Federal.....	9	11	26	0.3	0.4	0.9
State and local.....	100	135	95	0.5	0.7	0.5
State and local education.....	38	31	30	0.3	0.3	0.3
State and local, excluding education.....	63	104	65	0.7	1.1	0.7
REGION³						
Northeast.....	349	436	363	1.3	1.6	1.3
South.....	668	822	610	1.2	1.5	1.1
Midwest.....	493	418	379	1.5	1.3	1.1
West.....	421	466	489	1.2	1.3	1.4

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		
	Oct. 2018	Sept. 2019	Oct. 2019 ^p	Oct. 2018	Sept. 2019	Oct. 2019 ^p
Total.....	303	344	335	0.2	0.2	0.2
INDUSTRY						
Total private.....	263	288	285	0.2	0.2	0.2
Mining and logging.....	3	1	1	0.3	0.1	0.2
Construction.....	16	22	20	0.2	0.3	0.3
Manufacturing.....	16	22	17	0.1	0.2	0.1
Durable goods.....	11	12	13	0.1	0.1	0.2
Nondurable goods.....	4	10	5	0.1	0.2	0.1
Trade, transportation, and utilities.....	50	73	63	0.2	0.3	0.2
Wholesale trade.....	13	7	11	0.2	0.1	0.2
Retail trade.....	26	46	36	0.2	0.3	0.2
Transportation, warehousing, and utilities.....	12	19	16	0.2	0.3	0.3
Information.....	3	6	9	0.1	0.2	0.3
Financial activities.....	22	22	20	0.3	0.2	0.2
Finance and insurance.....	21	16	13	0.3	0.2	0.2
Real estate and rental and leasing.....	1	6	6	0.0	0.2	0.3
Professional and business services.....	81	57	67	0.4	0.3	0.3
Education and health services.....	36	35	36	0.1	0.1	0.1
Educational services.....	3	5	6	0.1	0.1	0.1
Health care and social assistance.....	33	30	30	0.2	0.1	0.1
Leisure and hospitality.....	27	37	39	0.2	0.2	0.2
Arts, entertainment, and recreation.....	2	5	6	0.1	0.2	0.2
Accommodation and food services.....	25	32	33	0.2	0.2	0.2
Other services.....	9	15	13	0.2	0.3	0.2
Government.....	40	57	50	0.2	0.3	0.2
Federal.....	9	15	10	0.3	0.5	0.4
State and local.....	32	42	39	0.2	0.2	0.2
State and local education.....	14	16	16	0.1	0.2	0.1
State and local, excluding education.....	18	26	23	0.2	0.3	0.3
REGION³						
Northeast.....	59	70	62	0.2	0.3	0.2
South.....	93	133	111	0.2	0.2	0.2
Midwest.....	67	74	66	0.2	0.2	0.2
West.....	84	68	96	0.2	0.2	0.3

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.