

For release 10:00 a.m. (EST) Thursday, January 10, 2013

USDL-13-0015

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

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

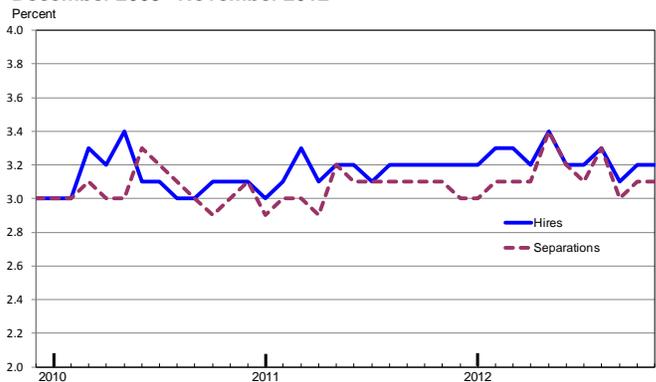
JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2012

There were 3.7 million job openings on the last business day of November, unchanged from October, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.2 percent) and separations rate (3.1 percent) also were unchanged in November. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, December 2009 - November 2012



Chart 2. Hires and separations rates, seasonally adjusted, December 2009 - November 2012



Job Openings

The number of job openings in November was 3.7 million, unchanged from October. (See table 1.) The number of openings increased in retail trade and was little changed in all remaining industries and in all four regions in November. The level of total nonfarm job openings was 2.4 million at the end of the recession in June 2009. (Recession dates are determined by the National Bureau of Economic Research.)

The number of job openings in November (not seasonally adjusted) rose over the year for total nonfarm and total private but was little changed for government. Job openings increased over the year for retail trade and for health care and social assistance. The Midwest and Northeast regions experienced an increase in job openings over the 12 months ending in November. (See table 7.)

Hires

In November, the hires rate was unchanged at 3.2 percent. The hires rate increased in government over the month. The rate was little changed in all four regions. (See table 2.) The number of hires in November was 4.3 million, up from 3.7 million at the end of the recession in June 2009.

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

Industry	Job openings			Hires			Total separations		
	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.
	2011	2012	2012 ^p	2011	2012	2012 ^p	2011	2012	2012 ^p
	Levels (in thousands)								
Total	3,274	3,665	3,676	4,268	4,316	4,319	4,057	4,087	4,138
Total private ¹	2,925	3,301	3,321	3,986	4,053	4,021	3,750	3,767	3,838
Construction.....	83	99	93	312	318	351	300	290	358
Manufacturing.....	240	281	276	237	242	231	236	228	232
Trade, transportation, and utilities ²	581	610	720	849	907	869	770	824	768
Retail trade.....	316	374	460	573	615	572	520	552	500
Professional and business services.....	561	645	584	858	887	914	807	785	856
Education and health services ³	616	681	705	483	501	478	462	477	468
Health care and social assistance.....	552	627	643	407	433	424	396	397	406
Leisure and hospitality	434	442	479	779	738	684	715	706	677
Arts, entertainment, and recreation.....	58	49	44	157	120	106	142	112	101
Accommodation and food services.....	376	394	435	622	618	578	573	594	576
Government ⁴	349	364	355	281	263	298	307	320	300
State and local.....	299	304	298	252	236	269	268	282	264
	Rates (percent)								
Total	2.4	2.7	2.7	3.2	3.2	3.2	3.1	3.1	3.1
Total private ¹	2.6	2.9	2.9	3.6	3.6	3.6	3.4	3.4	3.4
Construction.....	1.5	1.8	1.7	5.7	5.7	6.4	5.4	5.2	6.5
Manufacturing.....	2.0	2.3	2.3	2.0	2.0	1.9	2.0	1.9	1.9
Trade, transportation, and utilities ²	2.3	2.3	2.7	3.4	3.6	3.4	3.1	3.2	3.0
Retail trade.....	2.1	2.5	3.0	3.9	4.1	3.8	3.5	3.7	3.4
Professional and business services.....	3.1	3.5	3.1	4.9	4.9	5.1	4.6	4.4	4.7
Education and health services ³	3.0	3.2	3.3	2.4	2.5	2.3	2.3	2.3	2.3
Health care and social assistance.....	3.2	3.5	3.6	2.4	2.5	2.5	2.4	2.3	2.4
Leisure and hospitality	3.1	3.1	3.4	5.8	5.4	5.0	5.3	5.1	4.9
Arts, entertainment, and recreation.....	2.9	2.5	2.2	8.2	6.2	5.4	7.4	5.8	5.2
Accommodation and food services.....	3.2	3.2	3.6	5.4	5.2	4.9	5.0	5.0	4.9
Government ⁴	1.6	1.6	1.6	1.3	1.2	1.4	1.4	1.5	1.4
State and local.....	1.5	1.6	1.5	1.3	1.2	1.4	1.4	1.5	1.4

¹ Includes mining and logging, information, financial activities, and other services, not shown separately.

² Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

^p Preliminary

Over the 12 months ending in November, the hires rate (not seasonally adjusted) was unchanged for total nonfarm and total private and was little changed for government. The hires rate decreased in arts, entertainment, and recreation over the 12 months ending in November and was little changed in all four regions. (See table 8.)

Separations

The total separations figure includes quits, layoffs and discharges, and other separations. Total separations is also 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 include separations due to retirement, death, and disability, as well as transfers to other locations of the same firm.

In November, the quits rate was unchanged at 1.6 percent. The quits rate was little changed for total private and government. (See table 4.) The number of quits was 2.1 million in November compared to 1.8 million at the end of the recession in June 2009.

The number of quits (not seasonally adjusted) was little changed over the 12 months ending in November for total nonfarm and total private. The number of quits rose in government. Quits increased over the year in transportation, warehousing, and utilities and in state and local government. Quits levels were essentially unchanged over the year for all four regions. (See table 10.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels and for the four regions. The layoffs and discharges rate was little changed in November at 1.2 percent. The rate was also little changed for total private and government and in all four regions. (See table 5.) The number of layoffs and discharges for total nonfarm was 1.7 million in November, down from 2.1 million at the end of the recession in June 2009.

The layoffs and discharges level (not seasonally adjusted) was little changed for total nonfarm, total private, and government over the 12 months ending in November 2012. Over the year, the number of layoffs and discharges rose in construction but fell in arts, entertainment, and recreation. The number of layoffs and discharges was little changed over the year in all four regions. (See table 11.)

In November, there were 344,000 other separations for total nonfarm, little changed from the previous month. The number of other separations was also little changed over the year. (See tables 6 and 12.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in November 2012, hires totaled 51.7 million and separations totaled 49.9 million, yielding a net employment gain of 1.9 million. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for December 2012 are scheduled to be released on Tuesday, February 12, 2013 at 10:00 a.m. (EST).

Hurricane Sandy

The Job Openings and Labor Turnover Survey (JOLTS) sample is designed to produce estimates of job openings, hires, and separations for the nation as a whole, and for four geographic regions. Industry detail is produced only for the national-level estimates. While JOLTS does not produce data at the detailed local level, some effect of the storm and ensuing flooding may be reflected in the JOLTS estimates. However, it is not possible to quantify the effect of Hurricane Sandy on the overall JOLTS estimates.

All possible efforts were made to contact survey respondents in the areas affected by Hurricane Sandy, and special treatment procedures were used for selected cases as described below. Nonresponding establishments that met the following criteria were given special treatment in the October estimation: 1.) The establishment exhibited a consistent pattern of reporting survey data in the months preceding the storm, 2.) The establishment was located in one of the most heavily damaged or flooded areas as defined by the Federal Emergency Management Agency (FEMA), 3.) The establishment was identified as being in a hurricane zone or evacuation area by the US Army Corps of Engineers or as being in an evacuation area by the New York City Office of Emergency Management, 4.) Research produced independent corroboration that the business location was not operating, and 5.) Research produced no evidence that the establishment's workforce was still being paid or was otherwise considered employed. For such establishments, BLS assumed that they had no job openings as of the last business day of the month, and that by the end of October the business was closed and their entire workforce was laid off. There were very few establishments subject to the special procedures.

Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

Collection

In a monthly survey of business establishments, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, web, fax, e-mail, and mail.

Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2012 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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. Establishments submit job openings information 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 regardless of whether a suitable candidate is found, 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. Hires are 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. Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include 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. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do 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, dividing the number by employment and multiplying by 100.

Annual estimates. Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates 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. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

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. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Special collection procedures

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more

closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used; they are replaced by imputed values using standard techniques.

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,400 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (QCEW) program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and establishment size class. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

JOLTS total employment estimates are benchmarked or ratio adjusted monthly to the strike-adjusted employment estimates of the Current Employment Statistics (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. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward using the ratio of over-the-year CES employment change. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components—quits; layoffs and discharges; and other separations—in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

Seasonal adjustment

BLS seasonally adjusts several JOLTS series using the X-12 ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. 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 the data for the current month.

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated 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

JOLTS hires minus separations should be comparable to the CES net employment change. 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. The Monthly Alignment 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 trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. 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. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Historical changes in JOLTS data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable to estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected

in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, 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. Estimates of sampling errors are available upon request.

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 ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p
Total	3,274	3,722	3,593	3,661	3,547	3,665	3,676	2.4	2.7	2.6	2.7	2.6	2.7	2.7
INDUSTRY														
Total private ⁴	2,925	3,346	3,211	3,257	3,172	3,301	3,321	2.6	2.9	2.8	2.8	2.8	2.9	2.9
Construction.....	83	68	67	81	82	99	93	1.5	1.2	1.2	1.4	1.5	1.8	1.7
Manufacturing.....	240	296	273	257	241	281	276	2.0	2.4	2.2	2.1	2.0	2.3	2.3
Trade, transportation, and utilities ⁵	581	588	585	592	592	610	720	2.3	2.3	2.3	2.3	2.3	2.3	2.7
Retail trade.....	316	348	334	350	342	374	460	2.1	2.3	2.2	2.3	2.3	2.5	3.0
Professional and business services.....	561	693	641	761	622	645	584	3.1	3.7	3.5	4.1	3.3	3.5	3.1
Education and health services ⁶	616	713	689	661	725	681	705	3.0	3.4	3.3	3.1	3.4	3.2	3.3
Health care and social assistance.....	552	660	604	601	654	627	643	3.2	3.7	3.4	3.4	3.7	3.5	3.6
Leisure and hospitality	434	460	469	405	366	442	479	3.1	3.3	3.3	2.9	2.6	3.1	3.4
Arts, entertainment, and recreation.....	58	47	50	50	54	49	44	2.9	2.4	2.5	2.5	2.7	2.5	2.2
Accommodation and food services.....	376	413	419	355	312	394	435	3.2	3.4	3.5	2.9	2.6	3.2	3.6
Government ⁷	349	376	382	404	375	364	355	1.6	1.7	1.7	1.8	1.7	1.6	1.6
State and local.....	299	304	329	327	306	304	298	1.5	1.6	1.7	1.7	1.6	1.6	1.5
REGION ⁸														
Northeast	557	664	671	681	659	654	670	2.2	2.6	2.6	2.6	2.5	2.5	2.6
South	1,306	1,490	1,399	1,431	1,325	1,420	1,381	2.7	3.0	2.8	2.9	2.7	2.8	2.8
Midwest	730	777	759	790	817	849	863	2.4	2.5	2.4	2.5	2.6	2.7	2.8
West	682	792	763	758	747	742	763	2.3	2.6	2.5	2.5	2.5	2.5	2.5

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^p Preliminary

Table 2. Hires levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p
Total	4,268	4,284	4,278	4,440	4,204	4,316	4,319	3.2	3.2	3.2	3.3	3.1	3.2	3.2
INDUSTRY														
Total private ⁴	3,986	4,000	3,989	4,109	3,922	4,053	4,021	3.6	3.6	3.6	3.7	3.5	3.6	3.6
Construction.....	312	355	359	323	327	318	351	5.7	6.4	6.5	5.9	5.9	5.7	6.4
Manufacturing.....	237	270	244	230	235	242	231	2.0	2.3	2.0	1.9	2.0	2.0	1.9
Trade, transportation, and utilities ⁵	849	821	848	892	819	907	869	3.4	3.2	3.3	3.5	3.2	3.6	3.4
Retail trade.....	573	556	570	577	548	615	572	3.9	3.8	3.9	3.9	3.7	4.1	3.8
Professional and business services.....	858	931	871	915	848	887	914	4.9	5.2	4.9	5.1	4.7	4.9	5.1
Education and health services ⁶	483	494	500	502	499	501	478	2.4	2.4	2.5	2.5	2.4	2.5	2.3
Health care and social assistance.....	407	425	427	430	417	433	424	2.4	2.5	2.5	2.5	2.4	2.5	2.5
Leisure and hospitality	779	700	720	747	708	738	684	5.8	5.1	5.3	5.5	5.2	5.4	5.0
Arts, entertainment, and recreation.....	157	108	106	104	102	120	106	8.2	5.7	5.5	5.4	5.3	6.2	5.4
Accommodation and food services.....	622	592	614	643	606	618	578	5.4	5.1	5.2	5.5	5.1	5.2	4.9
Government ⁷	281	284	288	332	283	263	298	1.3	1.3	1.3	1.5	1.3	1.2	1.4
State and local.....	252	256	268	300	251	236	269	1.3	1.3	1.4	1.6	1.3	1.2	1.4
REGION ⁸														
Northeast	691	701	675	676	745	648	710	2.7	2.8	2.7	2.7	2.9	2.5	2.8
South	1,626	1,691	1,674	1,758	1,722	1,710	1,630	3.4	3.5	3.5	3.6	3.6	3.5	3.4
Midwest	1,004	985	993	1,056	893	954	995	3.3	3.3	3.3	3.5	2.9	3.1	3.3
West	947	908	935	951	844	1,005	984	3.3	3.1	3.2	3.3	2.9	3.4	3.4

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p
Total	4,057	4,249	4,088	4,355	4,017	4,087	4,138	3.1	3.2	3.1	3.3	3.0	3.1	3.1
INDUSTRY														
Total private ⁴	3,750	3,943	3,789	4,062	3,759	3,767	3,838	3.4	3.5	3.4	3.6	3.4	3.4	3.4
Construction.....	300	342	358	316	332	290	358	5.4	6.2	6.5	5.7	6.0	5.2	6.5
Manufacturing.....	236	263	228	250	235	228	232	2.0	2.2	1.9	2.1	2.0	1.9	1.9
Trade, transportation, and utilities ⁵	770	827	815	883	805	824	768	3.1	3.3	3.2	3.5	3.2	3.2	3.0
Retail trade.....	520	558	556	587	541	552	500	3.5	3.8	3.8	4.0	3.7	3.7	3.4
Professional and business services.....	807	921	807	911	821	785	856	4.6	5.1	4.5	5.1	4.6	4.4	4.7
Education and health services ⁶	462	493	463	474	438	477	468	2.3	2.4	2.3	2.3	2.1	2.3	2.3
Health care and social assistance.....	396	409	396	404	375	397	406	2.4	2.4	2.3	2.4	2.2	2.3	2.4
Leisure and hospitality	715	679	685	730	672	706	677	5.3	5.0	5.0	5.3	4.9	5.1	4.9
Arts, entertainment, and recreation..	142	101	105	88	104	112	101	7.4	5.3	5.5	4.5	5.4	5.8	5.2
Accommodation and food services..	573	578	579	642	568	594	576	5.0	4.9	4.9	5.5	4.8	5.0	4.9
Government ⁷	307	306	299	292	258	320	300	1.4	1.4	1.4	1.3	1.2	1.5	1.4
State and local.....	268	276	271	262	226	282	264	1.4	1.4	1.4	1.4	1.2	1.5	1.4
REGION ⁸														
Northeast.....	667	668	711	671	704	660	664	2.7	2.6	2.8	2.6	2.8	2.6	2.6
South.....	1,609	1,690	1,579	1,696	1,646	1,644	1,589	3.4	3.5	3.3	3.5	3.4	3.4	3.3
Midwest.....	881	912	894	1,056	868	840	938	2.9	3.0	3.0	3.5	2.9	2.8	3.1
West.....	899	979	905	931	801	942	947	3.1	3.4	3.1	3.2	2.7	3.2	3.2

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

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

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^p
Total	1,976	2,133	2,163	2,151	1,964	2,092	2,138	1.5	1.6	1.6	1.6	1.5	1.6	1.6
INDUSTRY														
Total private ⁴	1,860	1,998	2,033	2,025	1,849	1,944	1,998	1.7	1.8	1.8	1.8	1.7	1.7	1.8
Construction.....	91	86	87	75	69	89	83	1.7	1.6	1.6	1.4	1.3	1.6	1.5
Manufacturing.....	121	108	107	113	109	102	105	1.0	.9	.9	.9	.9	.9	.9
Trade, transportation, and utilities ⁵	413	465	482	471	425	452	455	1.6	1.8	1.9	1.9	1.7	1.8	1.8
Retail trade.....	294	330	340	337	317	315	328	2.0	2.2	2.3	2.3	2.1	2.1	2.2
Professional and business services.....	380	400	386	386	362	363	413	2.2	2.2	2.2	2.2	2.0	2.0	2.3
Education and health services ⁶	247	269	279	277	243	265	276	1.2	1.3	1.4	1.4	1.2	1.3	1.3
Health care and social assistance.....	225	229	248	234	206	233	244	1.3	1.3	1.5	1.4	1.2	1.4	1.4
Leisure and hospitality	370	440	432	430	411	441	426	2.8	3.2	3.2	3.2	3.0	3.2	3.1
Arts, entertainment, and recreation..	36	49	47	44	33	40	38	1.9	2.6	2.5	2.3	1.7	2.1	2.0
Accommodation and food services..	335	391	385	386	377	401	388	2.9	3.3	3.3	3.3	3.2	3.4	3.3
Government ⁷	116	135	130	125	115	147	141	.5	.6	.6	.6	.5	.7	.6
State and local.....	106	126	119	115	105	133	130	.6	.7	.6	.6	.5	.7	.7
REGION ⁸														
Northeast.....	275	300	315	325	290	292	296	1.1	1.2	1.2	1.3	1.1	1.1	1.2
South.....	830	925	945	906	868	896	877	1.7	1.9	2.0	1.9	1.8	1.8	1.8
Midwest.....	443	474	449	488	431	442	501	1.5	1.6	1.5	1.6	1.4	1.5	1.6
West.....	428	434	454	432	375	462	464	1.5	1.5	1.6	1.5	1.3	1.6	1.6

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

Table 5. Layoffs and discharges levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates							
	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^P	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^P	
Total	1,770	1,761	1,582	1,848	1,728	1,673	1,656	1.3	1.3	1.2	1.4	1.3	1.3	1.2	
INDUSTRY															
Total private ⁴	1,651	1,655	1,482	1,745	1,643	1,564	1,564	1.5	1.5	1.3	1.6	1.5	1.4	1.4	
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Leisure and hospitality	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Government ⁷	119	106	100	103	85	108	92	.5	.5	.5	.5	.4	.5	.4	
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
REGION ⁸															
Northeast.....	325	298	323	269	344	309	311	1.3	1.2	1.3	1.1	1.4	1.2	1.2	
South.....	669	633	522	686	653	632	596	1.4	1.3	1.1	1.4	1.3	1.3	1.2	
Midwest.....	374	366	365	467	365	329	338	1.2	1.2	1.2	1.5	1.2	1.1	1.1	
West.....	402	464	372	426	366	403	410	1.4	1.6	1.3	1.5	1.2	1.4	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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P Preliminary

- Data not available.

Table 6. Other separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates							
	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^P	Nov. 2011	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012 ^P	
Total	311	355	343	356	326	323	344	.2	.3	.3	.3	.2	.2	.3	
INDUSTRY															
Total private ⁴	240	290	274	292	267	258	276	.2	.3	.2	.3	.2	.2	.2	
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Leisure and hospitality	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Government ⁷	71	65	69	64	59	65	67	.3	.3	.3	.3	.3	.3	.3	
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
REGION ⁸															
Northeast	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
South	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Midwest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
West	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

⁴ Includes mining and logging, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P Preliminary

- Data not available.

Table 7. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2011	Oct. 2012	Nov. 2012 ^p	Nov. 2011	Oct. 2012	Nov. 2012 ^p
Total	2,912	3,934	3,248	2.1	2.8	2.3
INDUSTRY						
Total private.....	2,582	3,571	2,916	2.3	3.1	2.5
Mining and logging.....	24	14	16	2.9	1.6	1.8
Construction.....	58	102	68	1.0	1.7	1.2
Manufacturing.....	208	284	237	1.7	2.3	1.9
Durable goods.....	150	177	159	2.0	2.3	2.1
Nondurable goods.....	58	107	78	1.3	2.3	1.7
Trade, transportation, and utilities.....	504	704	633	1.9	2.7	2.4
Wholesale trade.....	118	124	121	2.1	2.1	2.1
Retail trade.....	276	476	402	1.8	3.1	2.6
Transportation, warehousing, and utilities.....	110	104	109	2.2	2.0	2.1
Information.....	114	98	100	4.1	3.6	3.6
Financial activities.....	156	292	185	2.0	3.6	2.3
Finance and insurance.....	121	230	144	2.1	3.8	2.4
Real estate and rental and leasing.....	35	62	41	1.8	3.0	2.0
Professional and business services.....	511	706	517	2.8	3.7	2.8
Education and health services.....	578	722	662	2.8	3.4	3.1
Educational services.....	58	58	57	1.6	1.6	1.6
Health care and social assistance.....	521	664	605	3.0	3.7	3.4
Leisure and hospitality.....	339	462	390	2.5	3.3	2.8
Arts, entertainment, and recreation.....	51	50	37	2.8	2.6	2.0
Accommodation and food services.....	288	412	352	2.5	3.4	2.9
Other services.....	90	187	108	1.7	3.4	2.0
Government.....	331	363	332	1.4	1.6	1.5
Federal.....	47	63	50	1.6	2.2	1.8
State and local.....	283	300	282	1.4	1.5	1.4
REGION ³						
Northeast.....	508	720	600	2.0	2.7	2.3
South.....	1,168	1,524	1,219	2.4	3.0	2.4
Midwest.....	622	880	750	2.0	2.8	2.4
West.....	614	810	679	2.1	2.7	2.2

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

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

³ See footnote 8, table 1.

^p Preliminary

Table 8. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2011	Oct. 2012	Nov. 2012 ^p	Nov. 2011	Oct. 2012	Nov. 2012 ^p
Total	3,844	4,589	3,904	2.9	3.4	2.9
INDUSTRY						
Total private.....	3,640	4,354	3,683	3.3	3.9	3.3
Mining and logging.....	20	30	27	2.4	3.6	3.2
Construction.....	223	329	256	3.9	5.7	4.5
Manufacturing.....	194	243	188	1.6	2.0	1.6
Durable goods.....	116	147	130	1.6	2.0	1.7
Nondurable goods.....	77	96	58	1.7	2.1	1.3
Trade, transportation, and utilities.....	1,009	1,073	1,037	3.9	4.2	4.0
Wholesale trade.....	94	138	87	1.7	2.4	1.5
Retail trade.....	737	759	734	4.9	5.1	4.8
Transportation, warehousing, and utilities.....	178	176	215	3.6	3.5	4.3
Information.....	65	63	71	2.5	2.4	2.7
Financial activities.....	147	211	167	1.9	2.7	2.2
Finance and insurance.....	99	145	115	1.7	2.5	2.0
Real estate and rental and leasing.....	48	67	52	2.5	3.4	2.7
Professional and business services.....	786	932	833	4.4	5.1	4.6
Education and health services.....	397	540	390	2.0	2.6	1.9
Educational services.....	51	72	35	1.5	2.1	1.0
Health care and social assistance.....	346	468	355	2.1	2.7	2.1
Leisure and hospitality.....	653	716	569	5.0	5.2	4.2
Arts, entertainment, and recreation.....	128	92	86	7.3	4.9	4.8
Accommodation and food services.....	525	624	483	4.6	5.3	4.1
Other services.....	146	217	147	2.7	4.0	2.7
Government.....	204	235	221	.9	1.1	1.0
Federal.....	28	27	27	1.0	1.0	1.0
State and local.....	177	208	193	.9	1.1	1.0
REGION ³						
Northeast.....	611	672	636	2.4	2.6	2.5
South.....	1,500	1,847	1,472	3.1	3.8	3.0
Midwest.....	856	1,005	865	2.8	3.3	2.8
West.....	877	1,064	931	3.0	3.6	3.1

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 See footnote 8, table 1.

^p Preliminary

Table 9. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2011	Oct. 2012	Nov. 2012 ^P	Nov. 2011	Oct. 2012	Nov. 2012 ^P
Total	3,666	4,256	3,718	2.8	3.2	2.8
INDUSTRY						
Total private.....	3,474	4,006	3,518	3.1	3.6	3.1
Mining and logging.....	20	36	25	2.4	4.3	3.0
Construction.....	312	318	385	5.5	5.5	6.8
Manufacturing.....	209	248	206	1.8	2.1	1.7
Durable goods.....	111	154	126	1.5	2.1	1.7
Nondurable goods.....	98	94	80	2.2	2.1	1.8
Trade, transportation, and utilities.....	679	833	673	2.7	3.3	2.6
Wholesale trade.....	99	135	91	1.8	2.4	1.6
Retail trade.....	461	546	436	3.1	3.7	2.8
Transportation, warehousing, and utilities.....	119	153	147	2.4	3.0	2.9
Information.....	57	62	46	2.2	2.4	1.7
Financial activities.....	135	203	152	1.8	2.6	2.0
Finance and insurance.....	82	124	92	1.4	2.1	1.6
Real estate and rental and leasing.....	53	80	59	2.8	4.0	3.0
Professional and business services.....	781	799	826	4.4	4.4	4.5
Education and health services.....	379	441	377	1.9	2.1	1.8
Educational services.....	39	58	37	1.1	1.7	1.1
Health care and social assistance.....	339	382	340	2.0	2.2	2.0
Leisure and hospitality.....	735	857	655	5.6	6.3	4.9
Arts, entertainment, and recreation.....	183	151	118	10.4	8.0	6.5
Accommodation and food services.....	552	706	537	4.8	6.0	4.6
Other services.....	167	209	172	3.1	3.9	3.2
Government.....	193	250	201	.9	1.1	.9
Federal.....	29	38	30	1.0	1.3	1.1
State and local.....	163	212	171	.8	1.1	.9
REGION ³						
Northeast.....	626	672	625	2.5	2.6	2.4
South.....	1,392	1,708	1,360	2.9	3.5	2.8
Midwest.....	837	866	860	2.8	2.8	2.8
West.....	811	1,009	873	2.8	3.4	2.9

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 See footnote 8, table 1.

^P Preliminary

Table 10. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2011	Oct. 2012	Nov. 2012 ^p	Nov. 2011	Oct. 2012	Nov. 2012 ^p
Total	1,616	2,176	1,748	1.2	1.6	1.3
INDUSTRY						
Total private.....	1,537	2,058	1,650	1.4	1.8	1.5
Mining and logging.....	10	24	13	1.2	2.9	1.5
Construction.....	78	102	72	1.4	1.8	1.3
Manufacturing.....	93	108	79	.8	.9	.7
Durable goods.....	44	62	43	.6	.8	.6
Nondurable goods.....	49	46	36	1.1	1.0	.8
Trade, transportation, and utilities.....	343	466	382	1.3	1.8	1.5
Wholesale trade.....	40	71	27	.7	1.3	.5
Retail trade.....	247	316	276	1.6	2.1	1.8
Transportation, warehousing, and utilities.....	57	79	79	1.1	1.6	1.6
Information.....	34	37	27	1.3	1.4	1.0
Financial activities.....	68	99	78	.9	1.3	1.0
Finance and insurance.....	42	62	47	.7	1.1	.8
Real estate and rental and leasing.....	26	38	31	1.3	1.9	1.6
Professional and business services.....	336	386	371	1.9	2.1	2.0
Education and health services.....	200	266	223	1.0	1.3	1.1
Educational services.....	15	28	21	.4	.8	.6
Health care and social assistance.....	185	238	203	1.1	1.4	1.2
Leisure and hospitality.....	298	482	337	2.3	3.5	2.5
Arts, entertainment, and recreation.....	24	39	25	1.4	2.1	1.4
Accommodation and food services.....	274	443	312	2.4	3.8	2.7
Other services.....	77	86	69	1.5	1.6	1.3
Government.....	79	118	99	.4	.5	.4
Federal.....	7	12	8	.3	.4	.3
State and local.....	72	106	91	.4	.5	.5
REGION ³						
Northeast.....	223	303	239	.9	1.2	.9
South.....	689	920	727	1.4	1.9	1.5
Midwest.....	364	470	407	1.2	1.5	1.3
West.....	340	483	376	1.2	1.6	1.3

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 See footnote 8, table 1.

^p Preliminary

Table 11. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2011	Oct. 2012	Nov. 2012 ^p	Nov. 2011	Oct. 2012	Nov. 2012 ^p
Total	1,807	1,774	1,701	1.4	1.3	1.3
INDUSTRY						
Total private.....	1,736	1,688	1,640	1.6	1.5	1.5
Mining and logging.....	9	10	11	1.1	1.2	1.3
Construction.....	227	213	306	4.0	3.7	5.4
Manufacturing.....	106	123	111	.9	1.0	.9
Durable goods.....	60	83	73	.8	1.1	1.0
Nondurable goods.....	45	40	38	1.0	.9	.9
Trade, transportation, and utilities.....	273	291	231	1.1	1.1	.9
Wholesale trade.....	47	51	53	.8	.9	.9
Retail trade.....	176	185	126	1.2	1.2	.8
Transportation, warehousing, and utilities.....	50	55	53	1.0	1.1	1.0
Information.....	22	17	14	.8	.7	.5
Financial activities.....	56	73	50	.7	.9	.6
Finance and insurance.....	32	35	29	.5	.6	.5
Real estate and rental and leasing.....	25	38	21	1.3	1.9	1.1
Professional and business services.....	403	352	408	2.3	1.9	2.2
Education and health services.....	149	140	116	.7	.7	.6
Educational services.....	20	24	14	.6	.7	.4
Health care and social assistance.....	129	116	102	.8	.7	.6
Leisure and hospitality.....	407	350	299	3.1	2.6	2.2
Arts, entertainment, and recreation.....	156	107	90	8.9	5.7	5.0
Accommodation and food services.....	251	243	209	2.2	2.1	1.8
Other services.....	84	120	93	1.6	2.2	1.7
Government.....	71	86	61	.3	.4	.3
Federal.....	11	16	11	.4	.6	.4
State and local.....	60	70	50	.3	.4	.3
REGION ³						
Northeast.....	353	307	347	1.4	1.2	1.3
South.....	615	679	539	1.3	1.4	1.1
Midwest.....	427	330	380	1.4	1.1	1.2
West.....	412	458	435	1.4	1.6	1.5

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 See footnote 8, table 1.

^p Preliminary

Table 12. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2011	Oct. 2012	Nov. 2012 ^p	Nov. 2011	Oct. 2012	Nov. 2012 ^p
Total	243	305	269	0.2	0.2	0.2
INDUSTRY						
Total private.....	200	259	228	.2	.2	.2
Mining and logging.....	1	2	2	.1	.2	.2
Construction.....	8	2	7	.1	(⁴)	.1
Manufacturing.....	10	17	16	.1	.1	.1
Durable goods.....	7	10	9	.1	.1	.1
Nondurable goods.....	4	7	6	.1	.2	.1
Trade, transportation, and utilities.....	62	76	60	.2	.3	.2
Wholesale trade.....	11	12	10	.2	.2	.2
Retail trade.....	38	46	34	.3	.3	.2
Transportation, warehousing, and utilities.....	13	18	15	.3	.4	.3
Information.....	1	8	5	(⁴)	.3	.2
Financial activities.....	11	31	24	.1	.4	.3
Finance and insurance.....	8	27	16	.1	.5	.3
Real estate and rental and leasing.....	3	4	8	.1	.2	.4
Professional and business services.....	41	61	48	.2	.3	.3
Education and health services.....	29	35	38	.1	.2	.2
Educational services.....	4	6	3	.1	.2	.1
Health care and social assistance.....	25	29	35	.1	.2	.2
Leisure and hospitality.....	30	25	19	.2	.2	.1
Arts, entertainment, and recreation.....	2	4	2	.1	.2	.1
Accommodation and food services.....	28	21	17	.2	.2	.1
Other services.....	6	3	10	.1	(⁴)	.2
Government.....	43	46	41	.2	.2	.2
Federal.....	11	10	11	.4	.4	.4
State and local.....	32	36	30	.2	.2	.2
REGION ³						
Northeast.....	50	61	38	.2	.2	.1
South.....	90	110	95	.2	.2	.2
Midwest.....	45	66	74	.1	.2	.2
West.....	58	68	62	.2	.2	.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 See footnote 8, table 1.

⁴ Data round to zero.

^p Preliminary