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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2015

The number of job openings was little changed at 5.4 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Hires and separations were little changed at 5.2 million and 4.9 million, respectively. Within separations, the quits rate was 2.0 percent, and the layoffs and discharges rate was 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, December 2012 - November 2015

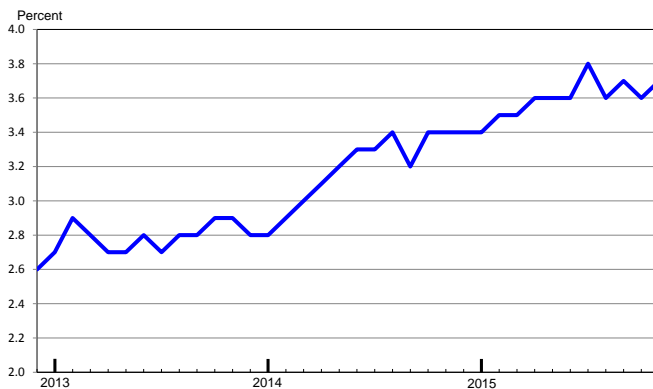
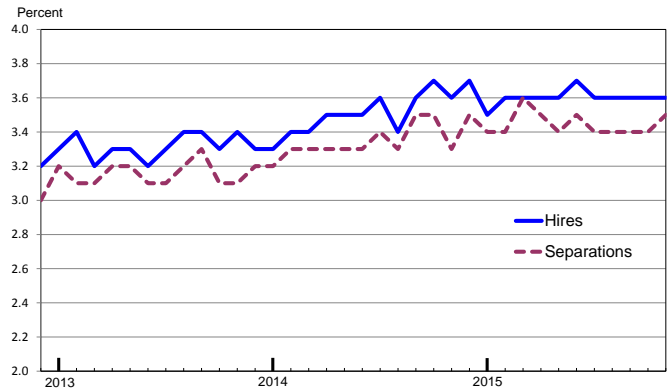


Chart 2. Hires and total separations rates, seasonally adjusted, December 2012 - November 2015



Job Openings

Job openings were little changed at 5.4 million in November. The job openings rate was 3.7 percent. The number of job openings was little changed in November for total private and government. Job openings increased in health care and social assistance (+57,000) and decreased in retail trade (-64,000). In the regions, job openings increased in the South and decreased in the Midwest over the month. (See table 1.)

The number of **job openings** (not seasonally adjusted) increased over the 12 months ending in November for total nonfarm and total private, and was little changed for government. Job openings rose in several industries over the year with the largest changes in health care and social assistance (+242,000) and accommodation and food services (+129,000). Job openings decreased over the year in information (-48,000) and mining and logging (-8,000). The number of job openings increased over the year in the Northeast and South regions. (See table 7.)

Hires

The number of **hires** was 5.2 million in November, little changed from October. The hires rate was 3.6 percent. The number of hires was little changed for total private and government in November. There was little change in the number of hires in all industries and regions. (See table 2.)

Over the 12 months ending in November, the number of **hires** (not seasonally adjusted) was little changed for total nonfarm, total private, and government. At the industry level, hires increased in accommodation and food services (+104,000) and educational services (+18,000). Hires decreased in mining and logging (-9,000). Over the year, hires increased in the West region. (See table 8.)

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, and disability, as well as transfers to other locations of the same firm.

There were 4.9 million **total separations** in November, little changed from October. The total separations rate was 3.5 percent. The number of total separations was little changed for total private and decreased for government. In November, total separations decreased in state and local government (-34,000). The number of total separations was little changed in all four regions. (See table 3.)

There were 2.8 million **quits** in November, little changed from October. The number of quits has held between 2.7 million and 2.8 million for the past 15 months. The quits rate in November was 2.0 percent. The number of quits was little changed for total private and decreased for government over the month. Quits rose in construction (+43,000) but fell in state and local government (-18,000). Quits were little changed in all four regions over the month. (See table 4.)

The number of **quits** (not seasonally adjusted) increased over the 12 months ending in November for total nonfarm and total private, and was little changed for government. Quits increased over the year in health care and social assistance (+39,000) and nondurable goods manufacturing (+17,000). Over the year, quits decreased in wholesale trade (-28,000) and in real estate and rental and leasing (-18,000). In the regions, quits rose in the Midwest. (See table 10.)

There were 1.7 million **layoffs and discharges** in November, little changed from October. The layoffs and discharges rate was 1.2 percent. The number of layoffs and discharges was little changed over the month for total private and government. Layoffs and discharges was little changed in all four regions. (See table 5.) Seasonally adjusted estimates of layoffs and discharges are not available for individual industries.

The number of **layoffs and discharges** (not seasonally adjusted) was little changed over the 12 months ending in November for total nonfarm, total private, and government. The number of layoffs and discharges was little changed over the year in all industries. Layoffs and discharges rose in the Northeast over the year. (See table 11.)

In November, there were 409,000 **other separations** for total nonfarm, little changed from October. Over the month, the number of other separations was little changed for total private at 343,000 and fell

for government to 66,000. (See table 6.) Seasonally adjusted estimates of other separations are not available for individual industries or regions.

Over the 12 months ending in November, the number of **other separations** (not seasonally adjusted) was little changed for total nonfarm, total private, and government. Other separations increased over the year in federal government (+5,000). Other separations were little changed in all four regions over the year. (See table 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 2015, **hires** totaled 61.2 million and **separations** totaled 58.6 million, yielding a **net employment** gain of 2.6 million. These totals include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for December 2015 are scheduled to be released on Tuesday, February 9, 2016 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
LEVELS BY INDUSTRY (in thousands)									
Total nonfarm.....	4,886	5,349	5,431	5,026	5,168	5,197	4,628	4,901	4,930
Total private ¹	4,424	4,859	4,926	4,714	4,821	4,852	4,338	4,537	4,602
Construction.....	130	121	135	326	319	359	298	273	305
Manufacturing.....	332	310	294	269	265	274	224	267	274
Durable goods.....	206	183	183	158	150	154	126	150	155
Nondurable goods.....	126	127	111	111	115	119	98	118	118
Trade, transportation, and utilities ²	850	990	907	1,123	1,065	1,080	1,043	990	1,038
Retail trade.....	497	596	532	774	749	754	729	705	731
Professional and business services.....	1,009	1,042	1,108	968	1,050	999	906	1,005	999
Education and health services ³	825	1,052	1,113	578	631	639	522	585	596
Health care and social assistance.....	752	952	1,009	512	549	545	454	497	511
Leisure and hospitality.....	616	728	764	908	980	1,013	838	921	912
Arts, entertainment, and recreation.....	44	53	66	135	156	129	131	146	126
Accommodation and food services.....	571	675	698	774	825	884	707	775	786
Government ⁴	462	490	506	312	348	345	289	364	329
State and local.....	400	424	429	268	308	304	254	323	289
RATES BY INDUSTRY (percent)									
Total nonfarm.....	3.4	3.6	3.7	3.6	3.6	3.6	3.3	3.4	3.5
Total private ¹	3.6	3.9	3.9	4.0	4.0	4.0	3.7	3.8	3.8
Construction.....	2.0	1.8	2.0	5.2	4.9	5.5	4.8	4.2	4.7
Manufacturing.....	2.6	2.5	2.3	2.2	2.2	2.2	1.8	2.2	2.2
Durable goods.....	2.6	2.3	2.3	2.0	1.9	2.0	1.6	1.9	2.0
Nondurable goods.....	2.7	2.7	2.4	2.5	2.5	2.6	2.2	2.6	2.6
Trade, transportation, and utilities ²	3.1	3.5	3.2	4.2	3.9	4.0	3.9	3.7	3.8
Retail trade.....	3.1	3.6	3.3	5.0	4.8	4.8	4.7	4.5	4.6
Professional and business services.....	5.0	5.0	5.3	5.0	5.3	5.0	4.7	5.0	5.0
Education and health services ³	3.7	4.5	4.8	2.7	2.8	2.9	2.4	2.6	2.7
Health care and social assistance.....	4.0	4.8	5.1	2.8	2.9	2.9	2.5	2.6	2.7
Leisure and hospitality.....	4.0	4.5	4.7	6.1	6.4	6.6	5.6	6.0	5.9
Arts, entertainment, and recreation.....	2.0	2.4	2.9	6.3	7.1	5.9	6.1	6.7	5.7
Accommodation and food services.....	4.3	4.9	5.0	6.1	6.3	6.7	5.5	5.9	6.0
Government ⁴	2.1	2.2	2.2	1.4	1.6	1.6	1.3	1.7	1.5
State and local.....	2.0	2.2	2.2	1.4	1.6	1.6	1.3	1.7	1.5

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.

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Technical Note

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

Coverage and collection

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

Concepts

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

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	4,886	5,668	5,377	5,534	5,349	5,431	3.4	3.8	3.6	3.7	3.6	3.7
INDUSTRY												
Total private ⁴	4,424	5,139	4,880	5,041	4,859	4,926	3.6	4.1	3.9	4.0	3.9	3.9
Construction.....	130	140	136	119	121	135	2.0	2.1	2.1	1.8	1.8	2.0
Manufacturing.....	332	339	333	315	310	294	2.6	2.7	2.6	2.5	2.5	2.3
Durable goods.....	206	197	215	199	183	183	2.6	2.5	2.7	2.5	2.3	2.3
Nondurable goods.....	126	142	117	116	127	111	2.7	3.0	2.5	2.5	2.7	2.4
Trade, transportation, and utilities ⁵	850	1,009	973	1,019	990	907	3.1	3.6	3.5	3.6	3.5	3.2
Retail trade.....	497	632	607	654	596	532	3.1	3.9	3.7	4.0	3.6	3.3
Professional and business services.....	1,009	1,177	1,039	1,204	1,042	1,108	5.0	5.6	5.0	5.7	5.0	5.3
Education and health services ⁶	825	1,050	996	1,077	1,052	1,113	3.7	4.5	4.3	4.6	4.5	4.8
Health care and social assistance.....	752	946	905	988	952	1,009	4.0	4.8	4.6	5.0	4.8	5.1
Leisure and hospitality.....	616	776	735	696	728	764	4.0	4.9	4.6	4.4	4.5	4.7
Arts, entertainment, and recreation.....	44	59	46	53	53	66	2.0	2.7	2.1	2.4	2.4	2.9
Accommodation and food services.....	571	716	689	643	675	698	4.3	5.2	5.0	4.7	4.9	5.0
Government ⁷	462	529	497	493	490	506	2.1	2.4	2.2	2.2	2.2	2.2
State and local.....	400	455	425	429	424	429	2.0	2.3	2.2	2.2	2.2	2.2
REGION⁸												
Northeast.....	791	919	837	890	893	944	2.9	3.3	3.1	3.2	3.2	3.4
South.....	1,889	2,211	2,103	2,129	2,039	2,196	3.6	4.1	3.9	4.0	3.8	4.1
Midwest.....	1,109	1,248	1,213	1,246	1,265	1,151	3.4	3.8	3.7	3.7	3.8	3.5
West.....	1,097	1,289	1,223	1,269	1,152	1,140	3.3	3.9	3.7	3.8	3.5	3.4

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ 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.

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.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	5,026	5,065	5,081	5,080	5,168	5,197	3.6	3.6	3.6	3.6	3.6	3.6
INDUSTRY												
Total private ⁴	4,714	4,709	4,737	4,750	4,821	4,852	4.0	3.9	3.9	3.9	4.0	4.0
Construction.....	326	300	332	317	319	359	5.2	4.7	5.2	4.9	4.9	5.5
Manufacturing.....	269	265	267	282	265	274	2.2	2.1	2.2	2.3	2.2	2.2
Durable goods.....	158	161	166	176	150	154	2.0	2.1	2.1	2.3	1.9	2.0
Nondurable goods.....	111	104	102	106	115	119	2.5	2.3	2.2	2.3	2.5	2.6
Trade, transportation, and utilities ⁵	1,123	1,122	1,081	1,059	1,065	1,080	4.2	4.2	4.0	3.9	3.9	4.0
Retail trade.....	774	778	759	734	749	754	5.0	5.0	4.8	4.7	4.8	4.8
Professional and business services.....	968	1,003	986	1,036	1,050	999	5.0	5.1	5.0	5.2	5.3	5.0
Education and health services ⁶	578	589	589	603	631	639	2.7	2.7	2.7	2.7	2.8	2.9
Health care and social assistance.....	512	507	511	525	549	545	2.8	2.7	2.7	2.8	2.9	2.9
Leisure and hospitality.....	908	927	998	951	980	1,013	6.1	6.1	6.6	6.2	6.4	6.6
Arts, entertainment, and recreation.....	135	120	138	131	156	129	6.3	5.6	6.4	6.0	7.1	5.9
Accommodation and food services.....	774	808	860	820	825	884	6.1	6.2	6.6	6.3	6.3	6.7
Government ⁷	312	356	344	330	348	345	1.4	1.6	1.6	1.5	1.6	1.6
State and local.....	268	312	308	297	308	304	1.4	1.6	1.6	1.5	1.6	1.6
REGION⁸												
Northeast.....	761	791	847	807	840	845	2.9	3.0	3.2	3.0	3.2	3.2
South.....	1,987	2,053	2,016	2,047	1,966	1,953	3.9	4.0	3.9	4.0	3.8	3.8
Midwest.....	1,217	1,078	1,082	1,120	1,172	1,190	3.9	3.4	3.4	3.5	3.7	3.7
West.....	1,061	1,142	1,137	1,107	1,191	1,210	3.4	3.6	3.5	3.4	3.7	3.8

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The hires rate is the number of hires during the entire month as a percent of total employment.

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.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	4,628	4,796	4,886	4,886	4,901	4,930	3.3	3.4	3.4	3.4	3.4	3.5
INDUSTRY												
Total private ⁴	4,338	4,454	4,566	4,569	4,537	4,602	3.7	3.7	3.8	3.8	3.8	3.8
Construction.....	298	270	310	311	273	305	4.8	4.2	4.9	4.9	4.2	4.7
Manufacturing.....	224	254	276	275	267	274	1.8	2.1	2.2	2.2	2.2	2.2
Durable goods.....	126	168	172	170	150	155	1.6	2.2	2.2	2.2	1.9	2.0
Nondurable goods.....	98	85	104	105	118	118	2.2	1.9	2.3	2.3	2.6	2.6
Trade, transportation, and utilities ⁵	1,043	1,050	1,054	1,033	990	1,038	3.9	3.9	3.9	3.8	3.7	3.8
Retail trade.....	729	738	761	734	705	731	4.7	4.7	4.8	4.7	4.5	4.6
Professional and business services.....	906	962	928	971	1,005	999	4.7	4.9	4.7	4.9	5.0	5.0
Education and health services ⁶	522	542	540	537	585	596	2.4	2.5	2.4	2.4	2.6	2.7
Health care and social assistance.....	454	463	456	463	497	511	2.5	2.5	2.4	2.5	2.6	2.7
Leisure and hospitality.....	838	882	967	937	921	912	5.6	5.8	6.4	6.1	6.0	5.9
Arts, entertainment, and recreation.....	131	103	144	132	146	126	6.1	4.8	6.7	6.0	6.7	5.7
Accommodation and food services.....	707	779	823	805	775	786	5.5	6.0	6.3	6.2	5.9	6.0
Government ⁷	289	343	319	317	364	329	1.3	1.6	1.5	1.4	1.7	1.5
State and local.....	254	300	285	283	323	289	1.3	1.6	1.5	1.5	1.7	1.5
REGION⁸												
Northeast.....	661	693	814	792	737	788	2.5	2.6	3.1	3.0	2.8	3.0
South.....	1,875	1,928	1,918	1,938	1,965	1,935	3.7	3.7	3.7	3.8	3.8	3.7
Midwest.....	1,062	1,118	1,075	1,060	1,100	1,086	3.4	3.5	3.4	3.3	3.4	3.4
West.....	1,030	1,058	1,078	1,095	1,099	1,121	3.3	3.3	3.4	3.4	3.4	3.5

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The total separations rate is the number of total separations during the entire month as a percent of total employment.

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.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	2,662	2,737	2,771	2,727	2,784	2,831	1.9	1.9	1.9	1.9	2.0	2.0
INDUSTRY												
Total private ⁴	2,528	2,578	2,618	2,582	2,620	2,684	2.1	2.1	2.2	2.1	2.2	2.2
Construction.....	94	109	106	121	85	128	1.5	1.7	1.7	1.9	1.3	2.0
Manufacturing.....	113	129	143	148	145	149	0.9	1.0	1.2	1.2	1.2	1.2
Durable goods.....	57	82	80	89	75	75	0.7	1.0	1.0	1.1	1.0	1.0
Nondurable goods.....	56	47	63	58	71	74	1.2	1.0	1.4	1.3	1.6	1.6
Trade, transportation, and utilities ⁵	637	604	609	620	626	629	2.4	2.2	2.3	2.3	2.3	2.3
Retail trade.....	462	427	450	450	461	476	3.0	2.7	2.9	2.9	2.9	3.0
Professional and business services.....	433	493	516	487	519	500	2.2	2.5	2.6	2.5	2.6	2.5
Education and health services ⁶	346	363	363	343	372	394	1.6	1.6	1.6	1.5	1.7	1.8
Health care and social assistance.....	308	311	321	305	332	346	1.7	1.7	1.7	1.6	1.8	1.8
Leisure and hospitality.....	611	615	638	613	597	628	4.1	4.1	4.2	4.0	3.9	4.1
Arts, entertainment, and recreation.....	54	54	68	55	54	52	2.5	2.5	3.2	2.5	2.5	2.4
Accommodation and food services.....	557	561	569	557	543	576	4.4	4.3	4.4	4.3	4.1	4.4
Government ⁷	134	159	153	144	164	147	0.6	0.7	0.7	0.7	0.7	0.7
State and local.....	122	146	141	132	151	133	0.6	0.8	0.7	0.7	0.8	0.7
REGION⁸												
Northeast.....	368	397	397	392	374	389	1.4	1.5	1.5	1.5	1.4	1.5
South.....	1,120	1,185	1,198	1,126	1,140	1,141	2.2	2.3	2.3	2.2	2.2	2.2
Midwest.....	589	622	593	618	643	671	1.9	1.9	1.9	1.9	2.0	2.1
West.....	585	534	584	590	627	630	1.8	1.7	1.8	1.8	1.9	2.0

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The quits rate is the number of quits during the entire month as a percent of total employment.

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.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	1,595	1,646	1,725	1,786	1,703	1,690	1.1	1.2	1.2	1.3	1.2	1.2
INDUSTRY												
Total private ⁴	1,494	1,535	1,616	1,686	1,580	1,574	1.3	1.3	1.3	1.4	1.3	1.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
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	101	110	109	100	123	116	0.5	0.5	0.5	0.5	0.6	0.5
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
REGION⁸												
Northeast.....	232	222	353	326	286	322	0.9	0.8	1.3	1.2	1.1	1.2
South.....	613	583	569	660	648	614	1.2	1.1	1.1	1.3	1.3	1.2
Midwest.....	396	402	404	380	375	340	1.3	1.3	1.3	1.2	1.2	1.1
West.....	354	439	399	421	394	414	1.1	1.4	1.2	1.3	1.2	1.3

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

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.

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- Data not available.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p	Nov. 2014	July 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	371	413	389	373	414	409	0.3	0.3	0.3	0.3	0.3	0.3
INDUSTRY												
Total private ⁴	316	340	332	301	337	343	0.3	0.3	0.3	0.2	0.3	0.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
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	54	73	57	73	77	66	0.2	0.3	0.3	0.3	0.4	0.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
REGION⁸												
Northeast.....	-	-	-	-	-	-	-	-	-	-	-	-
South.....	-	-	-	-	-	-	-	-	-	-	-	-
Midwest.....	-	-	-	-	-	-	-	-	-	-	-	-
West.....	-	-	-	-	-	-	-	-	-	-	-	-

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The other separations rate is the number of other separations during the entire month as a percent of total employment.

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.

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- Data not available.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	4,463	5,597	4,972	3.1	3.7	3.3
INDUSTRY						
Total private.....	4,035	5,129	4,512	3.3	4.1	3.6
Mining and logging.....	26	19	18	2.7	2.3	2.2
Construction.....	99	128	104	1.5	1.9	1.5
Manufacturing.....	298	314	261	2.4	2.5	2.1
Durable goods.....	183	176	162	2.3	2.2	2.0
Nondurable goods.....	115	139	99	2.5	2.9	2.1
Trade, transportation, and utilities.....	788	1,065	823	2.8	3.8	2.9
Wholesale trade.....	170	185	137	2.8	3.0	2.2
Retail trade.....	453	663	482	2.8	4.0	2.9
Transportation, warehousing, and utilities.....	165	217	204	3.0	3.9	3.6
Information.....	108	107	60	3.7	3.7	2.1
Financial activities.....	293	339	325	3.5	4.0	3.8
Finance and insurance.....	242	274	272	3.9	4.3	4.3
Real estate and rental and leasing.....	51	66	54	2.4	3.0	2.5
Professional and business services.....	979	1,118	1,071	4.8	5.3	5.1
Education and health services.....	768	1,110	1,043	3.4	4.7	4.4
Educational services.....	69	106	104	1.9	2.8	2.7
Health care and social assistance.....	698	1,004	940	3.7	5.1	4.7
Leisure and hospitality.....	534	739	686	3.5	4.6	4.4
Arts, entertainment, and recreation.....	37	52	58	1.8	2.4	2.8
Accommodation and food services.....	498	687	627	3.8	5.0	4.6
Other services.....	142	190	121	2.5	3.2	2.1
Government.....	428	468	460	1.9	2.1	2.0
Federal.....	57	63	70	2.0	2.2	2.5
State and local.....	371	405	390	1.9	2.0	1.9
REGION³						
Northeast.....	713	934	873	2.6	3.4	3.1
South.....	1,667	2,120	1,962	3.1	3.9	3.6
Midwest.....	1,060	1,302	1,086	3.2	3.9	3.2
West.....	1,023	1,241	1,051	3.1	3.7	3.1

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		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	4,676	5,467	4,817	3.3	3.8	3.3
INDUSTRY						
Total private.....	4,434	5,147	4,544	3.7	4.2	3.7
Mining and logging.....	28	31	19	3.1	3.8	2.4
Construction.....	240	316	274	3.8	4.7	4.2
Manufacturing.....	223	271	231	1.8	2.2	1.9
Durable goods.....	134	147	131	1.7	1.9	1.7
Nondurable goods.....	89	124	100	2.0	2.7	2.2
Trade, transportation, and utilities.....	1,425	1,277	1,380	5.3	4.7	5.0
Wholesale trade.....	119	133	100	2.0	2.2	1.7
Retail trade.....	1,044	936	1,018	6.6	5.9	6.3
Transportation, warehousing, and utilities.....	262	208	262	4.9	3.9	4.8
Information.....	73	92	65	2.6	3.3	2.3
Financial activities.....	207	221	183	2.6	2.7	2.2
Finance and insurance.....	139	149	125	2.3	2.4	2.0
Real estate and rental and leasing.....	68	73	59	3.3	3.5	2.8
Professional and business services.....	894	1,137	914	4.6	5.6	4.5
Education and health services.....	463	683	510	2.1	3.0	2.3
Educational services.....	36	86	54	1.0	2.3	1.5
Health care and social assistance.....	427	598	456	2.3	3.2	2.4
Leisure and hospitality.....	724	929	821	5.0	6.1	5.5
Arts, entertainment, and recreation.....	100	121	93	5.1	5.6	4.6
Accommodation and food services.....	624	808	728	4.9	6.2	5.6
Other services.....	157	189	146	2.8	3.3	2.6
Government.....	242	320	273	1.1	1.4	1.2
Federal.....	47	37	53	1.7	1.4	1.9
State and local.....	195	283	219	1.0	1.4	1.1
REGION³						
Northeast.....	691	862	759	2.6	3.2	2.8
South.....	1,856	2,085	1,805	3.6	4.0	3.5
Midwest.....	1,129	1,211	1,115	3.6	3.7	3.4
West.....	1,001	1,309	1,137	3.1	4.0	3.5

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		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	4,056	5,048	4,281	2.9	3.5	3.0
INDUSTRY						
Total private.....	3,850	4,743	4,060	3.2	3.9	3.3
Mining and logging.....	30	36	29	3.3	4.5	3.7
Construction.....	312	313	312	4.9	4.7	4.7
Manufacturing.....	197	287	236	1.6	2.3	1.9
Durable goods.....	111	154	133	1.4	2.0	1.7
Nondurable goods.....	86	133	103	1.9	2.9	2.3
Trade, transportation, and utilities.....	905	986	888	3.3	3.6	3.2
Wholesale trade.....	138	135	106	2.4	2.3	1.8
Retail trade.....	634	675	630	4.0	4.3	3.9
Transportation, warehousing, and utilities.....	133	176	152	2.5	3.3	2.8
Information.....	64	82	69	2.3	2.9	2.5
Financial activities.....	172	194	164	2.1	2.4	2.0
Finance and insurance.....	107	125	107	1.8	2.1	1.8
Real estate and rental and leasing.....	65	69	57	3.1	3.3	2.7
Professional and business services.....	835	1,042	908	4.3	5.2	4.5
Education and health services.....	397	544	459	1.8	2.4	2.0
Educational services.....	39	60	47	1.1	1.6	1.3
Health care and social assistance.....	358	484	412	2.0	2.6	2.2
Leisure and hospitality.....	777	1,067	848	5.3	7.0	5.6
Arts, entertainment, and recreation.....	145	194	135	7.3	9.0	6.6
Accommodation and food services.....	632	872	713	5.0	6.7	5.5
Other services.....	162	192	147	2.9	3.4	2.6
Government.....	205	306	221	0.9	1.4	1.0
Federal.....	29	45	34	1.1	1.6	1.2
State and local.....	176	261	187	0.9	1.3	0.9
REGION³						
Northeast.....	566	761	694	2.1	2.8	2.6
South.....	1,564	2,018	1,604	3.0	3.9	3.1
Midwest.....	1,023	1,114	1,003	3.2	3.4	3.1
West.....	903	1,155	980	2.8	3.6	3.0

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		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	2,197	2,871	2,352	1.6	2.0	1.6
INDUSTRY						
Total private.....	2,102	2,730	2,250	1.8	2.2	1.8
Mining and logging.....	13	16	15	1.4	2.0	1.8
Construction.....	68	95	87	1.1	1.4	1.3
Manufacturing.....	87	150	117	0.7	1.2	0.9
Durable goods.....	43	78	57	0.6	1.0	0.7
Nondurable goods.....	43	72	60	1.0	1.6	1.3
Trade, transportation, and utilities.....	542	652	535	2.0	2.4	1.9
Wholesale trade.....	79	80	51	1.3	1.3	0.8
Retail trade.....	394	471	409	2.5	3.0	2.5
Transportation, warehousing, and utilities.....	69	101	75	1.3	1.9	1.4
Information.....	37	48	35	1.3	1.7	1.3
Financial activities.....	96	114	70	1.2	1.4	0.9
Finance and insurance.....	53	69	45	0.9	1.1	0.7
Real estate and rental and leasing.....	43	46	25	2.1	2.2	1.2
Professional and business services.....	393	554	449	2.0	2.8	2.2
Education and health services.....	269	370	315	1.2	1.6	1.4
Educational services.....	23	33	29	0.6	0.9	0.8
Health care and social assistance.....	246	337	285	1.3	1.8	1.5
Leisure and hospitality.....	503	635	538	3.4	4.2	3.6
Arts, entertainment, and recreation.....	39	56	37	2.0	2.6	1.8
Accommodation and food services.....	465	578	500	3.7	4.4	3.8
Other services.....	94	98	90	1.7	1.7	1.6
Government.....	95	141	102	0.4	0.6	0.5
Federal.....	9	13	10	0.3	0.5	0.4
State and local.....	86	128	91	0.4	0.7	0.5
REGION³						
Northeast.....	291	384	309	1.1	1.4	1.1
South.....	920	1,156	941	1.8	2.2	1.8
Midwest.....	503	664	576	1.6	2.1	1.8
West.....	482	667	526	1.5	2.1	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 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		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	1,574	1,801	1,612	1.1	1.3	1.1
INDUSTRY						
Total private.....	1,501	1,692	1,536	1.3	1.4	1.3
Mining and logging.....	15	18	12	1.6	2.3	1.5
Construction.....	228	208	219	3.6	3.1	3.3
Manufacturing.....	98	116	106	0.8	0.9	0.9
Durable goods.....	60	62	67	0.8	0.8	0.9
Nondurable goods.....	38	54	39	0.8	1.2	0.9
Trade, transportation, and utilities.....	280	247	258	1.0	0.9	0.9
Wholesale trade.....	54	46	43	0.9	0.8	0.7
Retail trade.....	177	151	153	1.1	1.0	0.9
Transportation, warehousing, and utilities.....	49	50	62	0.9	0.9	1.2
Information.....	20	23	28	0.7	0.8	1.0
Financial activities.....	47	46	54	0.6	0.6	0.7
Finance and insurance.....	28	29	26	0.5	0.5	0.4
Real estate and rental and leasing.....	18	18	28	0.9	0.8	1.3
Professional and business services.....	400	427	416	2.1	2.1	2.1
Education and health services.....	100	128	109	0.5	0.6	0.5
Educational services.....	12	22	14	0.3	0.6	0.4
Health care and social assistance.....	88	105	95	0.5	0.6	0.5
Leisure and hospitality.....	245	400	286	1.7	2.6	1.9
Arts, entertainment, and recreation.....	102	132	95	5.2	6.1	4.7
Accommodation and food services.....	143	268	191	1.1	2.0	1.5
Other services.....	68	79	47	1.2	1.4	0.8
Government.....	73	109	77	0.3	0.5	0.3
Federal.....	11	12	9	0.4	0.5	0.3
State and local.....	62	97	68	0.3	0.5	0.3
REGION³						
Northeast.....	237	308	332	0.9	1.1	1.2
South.....	532	692	519	1.0	1.3	1.0
Midwest.....	460	382	371	1.4	1.2	1.1
West.....	345	419	390	1.1	1.3	1.2

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		
	Nov. 2014	Oct. 2015	Nov. 2015 ^p	Nov. 2014	Oct. 2015	Nov. 2015 ^p
Total nonfarm.....	284	376	317	0.2	0.3	0.2
INDUSTRY						
Total private.....	246	321	275	0.2	0.3	0.2
Mining and logging.....	2	2	2	0.2	0.2	0.3
Construction.....	16	10	6	0.3	0.2	0.1
Manufacturing.....	12	22	14	0.1	0.2	0.1
Durable goods.....	7	14	9	0.1	0.2	0.1
Nondurable goods.....	5	8	5	0.1	0.2	0.1
Trade, transportation, and utilities.....	82	87	95	0.3	0.3	0.3
Wholesale trade.....	5	9	12	0.1	0.2	0.2
Retail trade.....	63	53	68	0.4	0.3	0.4
Transportation, warehousing, and utilities.....	14	25	15	0.3	0.5	0.3
Information.....	6	12	6	0.2	0.4	0.2
Financial activities.....	29	33	40	0.4	0.4	0.5
Finance and insurance.....	26	28	36	0.4	0.5	0.6
Real estate and rental and leasing.....	3	5	4	0.1	0.3	0.2
Professional and business services.....	42	61	43	0.2	0.3	0.2
Education and health services.....	28	46	35	0.1	0.2	0.2
Educational services.....	4	5	4	0.1	0.1	0.1
Health care and social assistance.....	24	42	32	0.1	0.2	0.2
Leisure and hospitality.....	29	32	24	0.2	0.2	0.2
Arts, entertainment, and recreation.....	4	6	3	0.2	0.3	0.1
Accommodation and food services.....	25	26	21	0.2	0.2	0.2
Other services.....	1	15	10	0.0	0.3	0.2
Government.....	38	55	42	0.2	0.2	0.2
Federal.....	9	19	14	0.3	0.7	0.5
State and local.....	28	36	28	0.1	0.2	0.1
REGION³						
Northeast.....	37	70	53	0.1	0.3	0.2
South.....	112	170	145	0.2	0.3	0.3
Midwest.....	60	67	56	0.2	0.2	0.2
West.....	75	69	64	0.2	0.2	0.2

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

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

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

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