



For release 10:00 a.m. (EDT) Wednesday, October 12, 2016

USDL-16-1991

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JOB OPENINGS AND LABOR TURNOVER – AUGUST 2016

The number of job openings decreased to 5.4 million on the last business day of August, the U.S. Bureau of Labor Statistics reported today. Hires and separations were little changed at 5.2 million and 5.0 million, respectively. Within separations, the quits rate was 2.1 percent and the layoffs and discharges rate was 1.1 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, August 2013 - August 2016

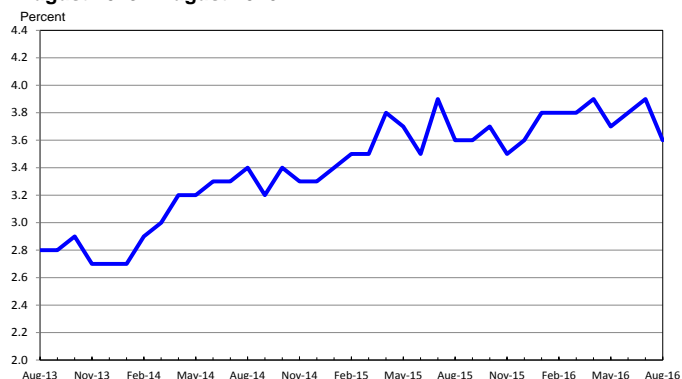
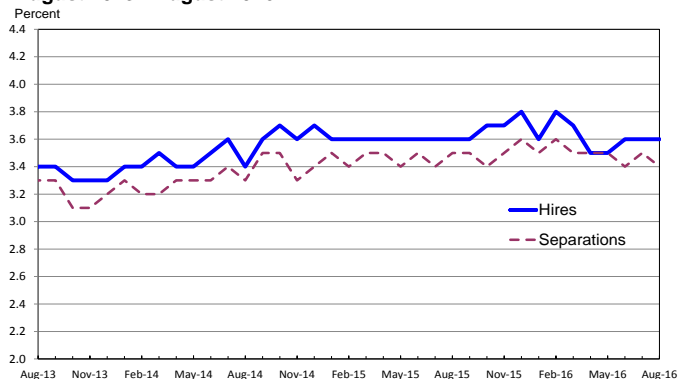


Chart 2. Hires and total separations rates, seasonally adjusted, August 2013 - August 2016



Job Openings

On the last business day of August, there were 5.4 million **job openings**, a decrease of 388,000 from July. The job openings rate was 3.6 percent in August. The number of job openings decreased over the month for total private (-348,000) and for government (-39,000). Job openings decreased in a number of industries, with the largest changes occurring in professional and business services (-223,000), durable goods manufacturing (-29,000), and arts, entertainment, and recreation (-28,000). In the regions, job openings decreased in the South and the Midwest. (See table 1.)

Hires

The number of **hires** was 5.2 million in August, little changed from July. The hires rate was 3.6 percent in August. The number of hires was little changed for total private and for government. Hires was also little changed in all industries and regions. (See table 2.)

Separations

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

There were 5.0 million **total separations** in August, little changed from July. The total separations rate in August was 3.4 percent. The number of total separations was essentially unchanged for total private and for government. Total separations increased in state and local government education (+23,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was essentially unchanged in August at 3.0 million. The quits rate was 2.1 percent. Over the month, the number of quits was little changed for total private and for government. Quits decreased in state and local government, excluding education (-13,000). The number of quits was little changed in all four regions. (See table 4.)

There were 1.6 million **layoffs and discharges** in August, little changed from July. The layoffs and discharges rate was 1.1 percent. The number of layoffs and discharges was essentially unchanged over the month for total private and edged up for government (+22,000). The layoffs and discharges level increased in healthcare and social assistance (+39,000) and in state and local government education (+14,000). The number of layoffs and discharges was little changed in all four regions. (See table 5.)

In August, the number of **other separations** was little changed for total nonfarm and total private and was unchanged for government. Other separations was little changed in all industries. The number of other separations decreased over the month in the West region. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in August, hires totaled 62.7 million and separations totaled 60.1 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 September 2016 are scheduled to be released on Tuesday, November 8, 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		
	Aug. 2015	July 2016	Aug. 2016 ^P	Aug. 2015	July 2016	Aug. 2016 ^P	Aug. 2015	July 2016	Aug. 2016 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,308	5,831	5,443	5,060	5,258	5,210	4,951	4,991	4,954
Total private.....	4,824	5,284	4,936	4,705	4,889	4,836	4,624	4,665	4,612
Mining and logging ¹	16	13	11	27	23	29	33	25	28
Construction ¹	151	225	184	322	328	335	321	294	318
Manufacturing.....	321	379	337	265	276	277	273	263	269
Durable goods ¹	200	223	194	161	163	153	168	160	159
Nondurable goods ¹	121	156	143	104	113	124	106	103	111
Trade, transportation, and utilities.....	920	1,046	996	1,070	1,059	1,071	1,049	1,068	1,001
Wholesale trade ¹	165	177	147	131	135	150	123	146	137
Retail trade.....	561	623	613	751	750	736	752	750	698
Transportation, warehousing, and utilities ¹	195	246	236	188	174	185	174	172	165
Information ¹	111	80	91	77	77	75	78	81	70
Financial activities.....	347	318	325	182	183	191	178	173	180
Finance and insurance.....	259	240	248	126	118	134	122	107	121
Real estate and rental and leasing ¹	88	78	76	56	65	58	57	66	59
Professional and business services.....	1,054	1,212	989	972	1,162	1,073	930	1,045	1,006
Education and health services.....	1,018	1,073	1,045	605	626	621	559	584	592
Educational services ¹	95	103	86	84	84	88	88	93	88
Health care and social assistance.....	923	970	958	522	542	532	472	491	504
Leisure and hospitality.....	707	747	760	988	1,001	996	961	944	950
Arts, entertainment, and recreation.....	46	94	66	145	160	159	142	140	160
Accommodation and food services.....	661	653	693	843	840	836	819	804	789
Other services ¹	179	191	199	198	156	169	242	188	198
Government.....	483	546	507	355	368	373	327	326	342
Federal ¹	65	90	89	41	41	39	37	36	36
State and local.....	418	457	418	314	328	334	290	289	306
State and local education.....	147	164	146	157	168	158	140	132	155
State and local, excluding education ¹	271	292	273	157	159	176	150	158	152
RATES BY INDUSTRY (percent)									
Total.....	3.6	3.9	3.6	3.6	3.6	3.6	3.5	3.5	3.4
Total private.....	3.9	4.1	3.9	3.9	4.0	4.0	3.9	3.8	3.8
Mining and logging ¹	2.0	1.8	1.7	3.4	3.4	4.3	4.1	3.7	4.2
Construction ¹	2.3	3.3	2.7	5.0	4.9	5.1	5.0	4.4	4.8
Manufacturing.....	2.5	3.0	2.7	2.1	2.2	2.3	2.2	2.1	2.2
Durable goods ¹	2.5	2.8	2.5	2.1	2.1	2.0	2.2	2.1	2.1
Nondurable goods ¹	2.6	3.3	3.0	2.3	2.4	2.7	2.3	2.2	2.4
Trade, transportation, and utilities.....	3.3	3.7	3.5	4.0	3.9	3.9	3.9	3.9	3.7
Wholesale trade ¹	2.7	2.9	2.4	2.2	2.3	2.5	2.1	2.5	2.3
Retail trade.....	3.5	3.8	3.7	4.8	4.7	4.6	4.8	4.7	4.4
Transportation, warehousing, and utilities ¹	3.5	4.3	4.1	3.5	3.2	3.4	3.2	3.1	3.0
Information ¹	3.9	2.8	3.2	2.8	2.8	2.7	2.8	2.9	2.5
Financial activities.....	4.1	3.7	3.8	2.2	2.2	2.3	2.2	2.1	2.2
Finance and insurance.....	4.1	3.7	3.9	2.1	1.9	2.2	2.0	1.7	2.0
Real estate and rental and leasing ¹	4.0	3.5	3.4	2.7	3.0	2.7	2.7	3.1	2.8
Professional and business services.....	5.1	5.6	4.6	4.9	5.7	5.3	4.7	5.2	5.0
Education and health services.....	4.4	4.5	4.4	2.7	2.8	2.7	2.5	2.6	2.6
Educational services ¹	2.7	2.8	2.4	2.4	2.4	2.5	2.5	2.6	2.5
Health care and social assistance.....	4.7	4.8	4.7	2.8	2.8	2.8	2.5	2.6	2.6
Leisure and hospitality.....	4.5	4.6	4.7	6.5	6.4	6.4	6.3	6.1	6.1
Arts, entertainment, and recreation.....	2.1	4.0	2.9	6.7	7.1	7.0	6.6	6.2	7.1
Accommodation and food services.....	4.8	4.7	4.9	6.5	6.3	6.3	6.3	6.1	5.9
Other services ¹	3.1	3.3	3.4	3.5	2.7	3.0	4.3	3.3	3.5

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Government.....	2.1	2.4	2.2	1.6	1.7	1.7	1.5	1.5	1.5
Federal ¹	2.3	3.1	3.1	1.5	1.5	1.4	1.3	1.3	1.3
State and local.....	2.1	2.3	2.1	1.6	1.7	1.7	1.5	1.5	1.6
State and local education.....	1.4	1.6	1.4	1.5	1.6	1.5	1.4	1.3	1.5
State and local, excluding education ¹	2.9	3.1	2.9	1.7	1.8	1.9	1.7	1.7	1.7

¹ No regular seasonal movements could be identified in this series; therefore, identical numbers appear for the unadjusted and seasonally adjusted series.

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Technical Note

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

Coverage and collection

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

Concepts

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

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

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

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

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

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

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

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

Sample and estimation methodology

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

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

JOLTS business birth/death model

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

Seasonal adjustment

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

Alignment procedure

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

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

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

Reliability of the estimates

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p
Total.....	5,308	5,845	5,514	5,643	5,831	5,443	3.6	3.9	3.7	3.8	3.9	3.6
INDUSTRY												
Total private.....	4,824	5,311	4,986	5,115	5,284	4,936	3.9	4.2	3.9	4.0	4.1	3.9
Mining and logging ³	16	14	11	12	13	11	2.0	2.0	1.5	1.8	1.8	1.7
Construction ³	151	193	193	187	225	184	2.3	2.8	2.8	2.7	3.3	2.7
Manufacturing.....	321	397	350	361	379	337	2.5	3.1	2.8	2.8	3.0	2.7
Durable goods ³	200	208	180	200	223	194	2.5	2.6	2.3	2.5	2.8	2.5
Nondurable goods ³	121	190	170	160	156	143	2.6	4.0	3.6	3.4	3.3	3.0
Trade, transportation, and utilities.....	920	1,060	970	986	1,046	996	3.3	3.7	3.4	3.5	3.7	3.5
Wholesale trade ³	165	255	162	182	177	147	2.7	4.1	2.7	3.0	2.9	2.4
Retail trade.....	561	589	605	588	623	613	3.5	3.6	3.7	3.6	3.8	3.7
Transportation, warehousing, and utilities ³	195	215	202	217	246	236	3.5	3.8	3.6	3.8	4.3	4.1
Information ³	111	101	95	94	80	91	3.9	3.5	3.3	3.3	2.8	3.2
Financial activities.....	347	387	305	314	318	325	4.1	4.5	3.6	3.7	3.7	3.8
Finance and insurance.....	259	278	249	232	240	248	4.1	4.3	3.9	3.6	3.7	3.9
Real estate and rental and leasing ³ ...	88	109	56	82	78	76	4.0	4.9	2.5	3.7	3.5	3.4
Professional and business services....	1,054	961	1,032	1,104	1,212	989	5.1	4.6	4.9	5.2	5.6	4.6
Education and health services.....	1,018	1,112	1,073	1,127	1,073	1,045	4.4	4.7	4.5	4.7	4.5	4.4
Educational services ³	95	126	87	102	103	86	2.7	3.5	2.4	2.8	2.8	2.4
Health care and social assistance....	923	986	985	1,025	970	958	4.7	4.9	4.9	5.1	4.8	4.7
Leisure and hospitality.....	707	793	791	741	747	760	4.5	4.9	4.9	4.6	4.6	4.7
Arts, entertainment, and recreation...	46	76	87	91	94	66	2.1	3.3	3.8	3.9	4.0	2.9
Accommodation and food services...	661	717	704	651	653	693	4.8	5.1	5.1	4.7	4.7	4.9
Other services ³	179	293	167	188	191	199	3.1	4.9	2.9	3.2	3.3	3.4
Government.....	483	534	528	527	546	507	2.1	2.4	2.3	2.3	2.4	2.2
Federal ³	65	84	93	86	90	89	2.3	2.9	3.2	3.0	3.1	3.1
State and local.....	418	449	435	441	457	418	2.1	2.3	2.2	2.2	2.3	2.1
State and local education.....	147	146	144	139	164	146	1.4	1.4	1.4	1.3	1.6	1.4
State and local, excluding education ³	271	303	291	302	292	273	2.9	3.2	3.1	3.2	3.1	2.9
REGION⁴												
Northeast.....	837	915	966	928	983	938	3.1	3.3	3.5	3.4	3.5	3.4
South.....	2,068	2,171	1,995	2,166	2,119	1,974	3.8	4.0	3.7	4.0	3.9	3.6
Midwest.....	1,193	1,323	1,243	1,275	1,333	1,218	3.6	4.0	3.7	3.8	4.0	3.6
West.....	1,209	1,435	1,310	1,273	1,396	1,313	3.6	4.2	3.9	3.7	4.1	3.8

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p
Total.....	5,060	5,085	5,047	5,172	5,258	5,210	3.6	3.5	3.5	3.6	3.6	3.6
INDUSTRY												
Total private.....	4,705	4,734	4,695	4,814	4,889	4,836	3.9	3.9	3.9	3.9	4.0	4.0
Mining and logging.....	27	22	20	23	23	29	3.4	3.1	2.9	3.4	3.4	4.3
Construction.....	322	339	325	281	328	335	5.0	5.1	4.9	4.2	4.9	5.1
Manufacturing.....	265	269	268	281	276	277	2.1	2.2	2.2	2.3	2.2	2.3
Durable goods.....	161	154	160	161	163	153	2.1	2.0	2.1	2.1	2.1	2.0
Nondurable goods.....	104	115	108	119	113	124	2.3	2.5	2.3	2.6	2.4	2.7
Trade, transportation, and utilities.....	1,070	1,031	1,019	1,038	1,059	1,071	4.0	3.8	3.7	3.8	3.9	3.9
Wholesale trade.....	131	148	142	144	135	150	2.2	2.5	2.4	2.4	2.3	2.5
Retail trade.....	751	714	710	719	750	736	4.8	4.5	4.5	4.5	4.7	4.6
Transportation, warehousing, and utilities.....	188	169	167	175	174	185	3.5	3.1	3.1	3.2	3.2	3.4
Information.....	77	85	69	76	77	75	2.8	3.0	2.5	2.7	2.8	2.7
Financial activities.....	182	202	192	197	183	191	2.2	2.5	2.3	2.4	2.2	2.3
Finance and insurance.....	126	132	130	130	118	134	2.1	2.1	2.1	2.1	1.9	2.2
Real estate and rental and leasing. . .	56	71	62	67	65	58	2.7	3.3	2.9	3.1	3.0	2.7
Professional and business services. . . .	972	1,031	987	1,003	1,162	1,073	4.9	5.1	4.9	5.0	5.7	5.3
Education and health services.....	605	605	644	654	626	621	2.7	2.7	2.8	2.9	2.8	2.7
Educational services.....	84	96	102	96	84	88	2.4	2.7	2.9	2.7	2.4	2.5
Health care and social assistance. . . .	522	509	541	558	542	532	2.8	2.7	2.8	2.9	2.8	2.8
Leisure and hospitality.....	988	959	986	1,024	1,001	996	6.5	6.2	6.4	6.6	6.4	6.4
Arts, entertainment, and recreation. . .	145	127	146	180	160	159	6.7	5.7	6.6	8.0	7.1	7.0
Accommodation and food services. . .	843	832	840	844	840	836	6.5	6.3	6.3	6.4	6.3	6.3
Other services.....	198	191	187	238	156	169	3.5	3.4	3.3	4.2	2.7	3.0
Government.....	355	351	352	358	368	373	1.6	1.6	1.6	1.6	1.7	1.7
Federal.....	41	37	41	38	41	39	1.5	1.3	1.5	1.4	1.5	1.4
State and local.....	314	315	311	320	328	334	1.6	1.6	1.6	1.7	1.7	1.7
State and local education.....	157	152	160	163	168	158	1.5	1.5	1.6	1.6	1.6	1.5
State and local, excluding education.....	157	162	151	156	159	176	1.7	1.8	1.7	1.7	1.8	1.9
REGION³												
Northeast.....	834	814	777	859	805	879	3.2	3.1	2.9	3.2	3.0	3.3
South.....	1,988	1,969	1,907	1,889	2,056	1,991	3.8	3.8	3.6	3.6	3.9	3.8
Midwest.....	1,094	1,075	1,152	1,187	1,187	1,171	3.4	3.3	3.6	3.7	3.7	3.6
West.....	1,145	1,227	1,211	1,237	1,210	1,168	3.5	3.8	3.7	3.8	3.7	3.6

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p
Total.....	4,951	5,015	4,978	4,964	4,991	4,954	3.5	3.5	3.5	3.4	3.5	3.4
INDUSTRY												
Total private.....	4,624	4,660	4,642	4,612	4,665	4,612	3.9	3.8	3.8	3.8	3.8	3.8
Mining and logging.....	33	35	26	28	25	28	4.1	4.9	3.7	4.0	3.7	4.2
Construction.....	321	354	338	293	294	318	5.0	5.3	5.1	4.4	4.4	4.8
Manufacturing.....	273	279	294	264	263	269	2.2	2.3	2.4	2.1	2.1	2.2
Durable goods.....	168	160	183	160	160	159	2.2	2.1	2.4	2.1	2.1	2.1
Nondurable goods.....	106	119	111	103	103	111	2.3	2.6	2.4	2.2	2.2	2.4
Trade, transportation, and utilities.....	1,049	1,012	1,010	1,047	1,068	1,001	3.9	3.7	3.7	3.8	3.9	3.7
Wholesale trade.....	123	144	132	138	146	137	2.1	2.4	2.2	2.3	2.5	2.3
Retail trade.....	752	702	706	711	750	698	4.8	4.4	4.4	4.5	4.7	4.4
Transportation, warehousing, and utilities.....	174	166	173	198	172	165	3.2	3.0	3.2	3.6	3.1	3.0
Information.....	78	82	75	68	81	70	2.8	2.9	2.7	2.5	2.9	2.5
Financial activities.....	178	188	186	177	173	180	2.2	2.3	2.2	2.1	2.1	2.2
Finance and insurance.....	122	113	126	118	107	121	2.0	1.9	2.0	1.9	1.7	2.0
Real estate and rental and leasing. . .	57	74	60	58	66	59	2.7	3.5	2.8	2.7	3.1	2.8
Professional and business services. . . .	930	1,004	966	943	1,045	1,006	4.7	5.0	4.8	4.7	5.2	5.0
Education and health services.....	559	570	593	618	584	592	2.5	2.5	2.6	2.7	2.6	2.6
Educational services.....	88	83	92	102	93	88	2.5	2.4	2.6	2.9	2.6	2.5
Health care and social assistance. . . .	472	486	501	517	491	504	2.5	2.6	2.6	2.7	2.6	2.6
Leisure and hospitality.....	961	950	969	950	944	950	6.3	6.2	6.3	6.1	6.1	6.1
Arts, entertainment, and recreation. . .	142	131	155	155	140	160	6.6	5.9	7.0	6.9	6.2	7.1
Accommodation and food services. . .	819	819	815	795	804	789	6.3	6.2	6.2	6.0	6.1	5.9
Other services.....	242	187	184	224	188	198	4.3	3.3	3.2	3.9	3.3	3.5
Government.....	327	355	335	352	326	342	1.5	1.6	1.5	1.6	1.5	1.5
Federal.....	37	38	32	34	36	36	1.3	1.4	1.2	1.2	1.3	1.3
State and local.....	290	317	303	317	289	306	1.5	1.6	1.6	1.6	1.5	1.6
State and local education.....	140	165	146	164	132	155	1.4	1.6	1.4	1.6	1.3	1.5
State and local, excluding education.....	150	153	157	153	158	152	1.7	1.7	1.7	1.7	1.7	1.7
REGION³												
Northeast.....	859	783	749	787	848	828	3.3	2.9	2.8	2.9	3.2	3.1
South.....	1,903	1,917	1,946	1,885	2,003	1,978	3.7	3.7	3.7	3.6	3.8	3.8
Midwest.....	1,087	1,118	1,139	1,115	1,068	1,042	3.4	3.5	3.5	3.5	3.3	3.2
West.....	1,102	1,197	1,143	1,176	1,072	1,106	3.4	3.7	3.5	3.6	3.3	3.4

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p
Total.....	2,855	2,909	2,942	2,979	2,977	2,981	2.0	2.0	2.0	2.1	2.1	2.1
INDUSTRY												
Total private.....	2,696	2,738	2,775	2,785	2,807	2,818	2.2	2.2	2.3	2.3	2.3	2.3
Mining and logging.....	14	11	12	13	12	14	1.7	1.6	1.7	2.0	1.8	2.0
Construction.....	112	118	120	110	128	137	1.7	1.8	1.8	1.7	1.9	2.1
Manufacturing.....	142	139	142	136	143	142	1.2	1.1	1.2	1.1	1.2	1.2
Durable goods.....	78	79	80	77	80	76	1.0	1.0	1.0	1.0	1.0	1.0
Nondurable goods.....	64	59	62	59	63	66	1.4	1.3	1.3	1.3	1.4	1.4
Trade, transportation, and utilities.....	611	624	623	649	653	646	2.3	2.3	2.3	2.4	2.4	2.4
Wholesale trade.....	75	83	67	89	95	88	1.3	1.4	1.1	1.5	1.6	1.5
Retail trade.....	441	447	462	459	467	466	2.8	2.8	2.9	2.9	2.9	2.9
Transportation, warehousing, and utilities.....	95	94	94	101	90	92	1.7	1.7	1.7	1.9	1.6	1.7
Information.....	42	41	36	36	40	36	1.5	1.5	1.3	1.3	1.4	1.3
Financial activities.....	87	106	112	103	100	106	1.1	1.3	1.4	1.2	1.2	1.3
Finance and insurance.....	59	66	74	71	63	68	1.0	1.1	1.2	1.2	1.0	1.1
Real estate and rental and leasing ³ ...	29	40	38	32	37	37	1.4	1.9	1.8	1.5	1.7	1.7
Professional and business services....	525	558	547	542	565	577	2.7	2.8	2.7	2.7	2.8	2.8
Education and health services.....	372	382	405	410	398	379	1.7	1.7	1.8	1.8	1.8	1.7
Educational services.....	43	38	53	51	51	54	1.2	1.1	1.5	1.4	1.4	1.5
Health care and social assistance....	329	344	352	359	347	325	1.8	1.8	1.8	1.9	1.8	1.7
Leisure and hospitality.....	631	645	678	645	635	641	4.2	4.2	4.4	4.2	4.1	4.1
Arts, entertainment, and recreation. .	65	63	65	58	63	65	3.0	2.8	3.0	2.6	2.8	2.9
Accommodation and food services. . .	566	582	612	587	573	576	4.4	4.4	4.6	4.4	4.3	4.3
Other services ³	160	115	100	140	133	140	2.8	2.0	1.8	2.5	2.3	2.5
Government.....	159	171	168	194	170	164	0.7	0.8	0.8	0.9	0.8	0.7
Federal.....	12	14	11	13	13	14	0.4	0.5	0.4	0.5	0.5	0.5
State and local.....	148	157	156	181	156	150	0.8	0.8	0.8	0.9	0.8	0.8
State and local education.....	76	73	70	96	69	76	0.7	0.7	0.7	0.9	0.7	0.7
State and local, excluding education.....	72	84	86	85	87	74	0.8	0.9	1.0	0.9	1.0	0.8
REGION⁴												
Northeast.....	431	339	394	407	442	437	1.6	1.3	1.5	1.5	1.6	1.6
South.....	1,191	1,194	1,197	1,199	1,206	1,209	2.3	2.3	2.3	2.3	2.3	2.3
Midwest.....	616	673	691	660	644	624	1.9	2.1	2.1	2.0	2.0	1.9
West.....	617	703	661	713	685	711	1.9	2.1	2.0	2.2	2.1	2.2

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p
Total.....	1,693	1,708	1,701	1,622	1,639	1,623	1.2	1.2	1.2	1.1	1.1	1.1
INDUSTRY												
Total private.....	1,588	1,586	1,594	1,529	1,542	1,503	1.3	1.3	1.3	1.3	1.3	1.2
Mining and logging ³	16	20	10	11	8	9	2.0	2.8	1.4	1.6	1.1	1.4
Construction.....	187	217	204	168	146	168	2.9	3.3	3.1	2.5	2.2	2.5
Manufacturing.....	111	115	131	106	95	110	0.9	0.9	1.1	0.9	0.8	0.9
Durable goods.....	76	66	92	70	64	71	1.0	0.9	1.2	0.9	0.8	0.9
Nondurable goods.....	35	49	39	36	32	38	0.8	1.1	0.9	0.8	0.7	0.8
Trade, transportation, and utilities.....	322	283	301	311	331	273	1.2	1.0	1.1	1.1	1.2	1.0
Wholesale trade ³	39	49	59	37	40	40	0.7	0.8	1.0	0.6	0.7	0.7
Retail trade.....	220	177	177	189	222	174	1.4	1.1	1.1	1.2	1.4	1.1
Transportation, warehousing, and utilities.....	64	57	65	85	68	59	1.2	1.0	1.2	1.6	1.2	1.1
Information.....	25	29	30	24	30	24	0.9	1.1	1.1	0.9	1.1	0.9
Financial activities.....	64	53	53	51	47	50	0.8	0.6	0.6	0.6	0.6	0.6
Finance and insurance.....	40	28	36	30	24	33	0.7	0.5	0.6	0.5	0.4	0.5
Real estate and rental and leasing. . .	25	25	17	20	23	17	1.2	1.2	0.8	0.9	1.1	0.8
Professional and business services. . . .	336	384	368	340	413	368	1.7	1.9	1.8	1.7	2.0	1.8
Education and health services.....	140	151	157	167	140	173	0.6	0.7	0.7	0.7	0.6	0.8
Educational services.....	36	43	33	37	34	27	1.0	1.2	0.9	1.0	1.0	0.8
Health care and social assistance. . . .	104	109	123	130	106	145	0.6	0.6	0.6	0.7	0.6	0.8
Leisure and hospitality.....	307	266	261	281	278	275	2.0	1.7	1.7	1.8	1.8	1.8
Arts, entertainment, and recreation. . .	74	65	84	95	76	90	3.4	2.9	3.8	4.2	3.3	4.0
Accommodation and food services. . .	233	200	177	186	203	185	1.8	1.5	1.3	1.4	1.5	1.4
Other services.....	80	67	80	71	54	54	1.4	1.2	1.4	1.3	1.0	0.9
Government.....	105	122	107	93	97	119	0.5	0.6	0.5	0.4	0.4	0.5
Federal.....	10	11	11	11	12	12	0.4	0.4	0.4	0.4	0.4	0.4
State and local.....	94	111	97	83	85	107	0.5	0.6	0.5	0.4	0.4	0.6
State and local education.....	44	65	49	42	42	56	0.4	0.6	0.5	0.4	0.4	0.5
State and local, excluding education.....	50	46	47	41	43	51	0.6	0.5	0.5	0.5	0.5	0.6
REGION⁴												
Northeast.....	360	375	307	328	337	318	1.4	1.4	1.2	1.2	1.3	1.2
South.....	550	554	615	539	644	615	1.1	1.1	1.2	1.0	1.2	1.2
Midwest.....	389	363	372	383	354	347	1.2	1.1	1.2	1.2	1.1	1.1
West.....	394	416	408	372	304	342	1.2	1.3	1.2	1.1	0.9	1.0

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p	Aug. 2015	Apr. 2016	May 2016	June 2016	July 2016	Aug. 2016 ^p
Total.....	403	398	334	363	375	350	0.3	0.3	0.2	0.3	0.3	0.2
INDUSTRY												
Total private.....	340	336	274	298	316	291	0.3	0.3	0.2	0.2	0.3	0.2
Mining and logging.....	3	4	5	3	5	5	0.3	0.6	0.7	0.5	0.8	0.7
Construction ³	22	20	15	15	21	13	0.3	0.3	0.2	0.2	0.3	0.2
Manufacturing.....	20	25	21	22	24	18	0.2	0.2	0.2	0.2	0.2	0.1
Durable goods.....	13	15	11	13	16	11	0.2	0.2	0.1	0.2	0.2	0.1
Nondurable goods ³	6	10	10	8	8	7	0.1	0.2	0.2	0.2	0.2	0.1
Trade, transportation, and utilities.....	115	105	87	87	84	81	0.4	0.4	0.3	0.3	0.3	0.3
Wholesale trade.....	9	12	6	12	10	9	0.2	0.2	0.1	0.2	0.2	0.1
Retail trade.....	91	78	68	63	60	58	0.6	0.5	0.4	0.4	0.4	0.4
Transportation, warehousing, and utilities ³	16	15	13	12	14	15	0.3	0.3	0.2	0.2	0.3	0.3
Information ³	12	12	9	9	11	10	0.4	0.4	0.3	0.3	0.4	0.3
Financial activities.....	27	28	21	23	26	24	0.3	0.3	0.3	0.3	0.3	0.3
Finance and insurance.....	23	19	16	17	19	20	0.4	0.3	0.3	0.3	0.3	0.3
Real estate and rental and leasing ³ ...	3	9	5	6	7	5	0.2	0.4	0.2	0.3	0.3	0.2
Professional and business services....	69	61	51	61	67	62	0.4	0.3	0.3	0.3	0.3	0.3
Education and health services.....	48	36	31	42	46	40	0.2	0.2	0.1	0.2	0.2	0.2
Educational services ³	9	3	6	14	9	7	0.3	0.1	0.2	0.4	0.2	0.2
Health care and social assistance ³ ...	38	34	26	28	38	33	0.2	0.2	0.1	0.1	0.2	0.2
Leisure and hospitality.....	23	39	31	24	31	34	0.2	0.3	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	3	3	5	2	2	5	0.1	0.1	0.2	0.1	0.1	0.2
Accommodation and food services ³ ...	20	37	26	22	29	28	0.2	0.3	0.2	0.2	0.2	0.2
Other services ³	2	5	4	13	1	4	0.0	0.1	0.1	0.2	0.0	0.1
Government.....	63	63	60	65	59	59	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	15	13	10	11	11	10	0.5	0.5	0.4	0.4	0.4	0.3
State and local.....	48	49	50	54	47	50	0.2	0.3	0.3	0.3	0.2	0.3
State and local education.....	20	27	27	27	20	23	0.2	0.3	0.3	0.3	0.2	0.2
State and local, excluding education.....	27	23	23	27	27	27	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	69	69	48	53	69	72	0.3	0.3	0.2	0.2	0.3	0.3
South.....	162	168	134	147	153	153	0.3	0.3	0.3	0.3	0.3	0.3
Midwest.....	82	82	77	72	70	71	0.3	0.3	0.2	0.2	0.2	0.2
West.....	90	78	75	91	83	53	0.3	0.2	0.2	0.3	0.3	0.2

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

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Total.....	5,435	6,053	5,562	3.7	4.0	3.7
INDUSTRY						
Total private.....	4,923	5,453	5,024	3.9	4.2	3.9
Mining and logging.....	16	13	11	1.9	1.8	1.6
Construction.....	151	225	184	2.2	3.1	2.6
Manufacturing.....	321	379	337	2.5	3.0	2.7
Durable goods.....	200	223	194	2.5	2.8	2.5
Nondurable goods.....	121	156	143	2.6	3.2	3.0
Trade, transportation, and utilities.....	966	1,113	1,041	3.5	3.9	3.7
Wholesale trade.....	165	177	147	2.7	2.9	2.4
Retail trade.....	607	690	658	3.7	4.1	4.0
Transportation, warehousing, and utilities.....	195	246	236	3.5	4.3	4.2
Information.....	111	80	91	3.8	2.8	3.2
Financial activities.....	338	323	316	4.0	3.7	3.6
Finance and insurance.....	250	245	239	4.0	3.8	3.7
Real estate and rental and leasing.....	88	78	76	4.0	3.5	3.4
Professional and business services.....	1,067	1,229	993	5.1	5.7	4.6
Education and health services.....	1,042	1,131	1,063	4.6	4.8	4.5
Educational services.....	95	103	86	2.9	3.1	2.6
Health care and social assistance.....	947	1,028	977	4.8	5.1	4.8
Leisure and hospitality.....	732	769	789	4.4	4.5	4.6
Arts, entertainment, and recreation.....	53	88	75	2.1	3.3	2.9
Accommodation and food services.....	679	681	714	4.8	4.7	5.0
Other services.....	179	191	199	3.1	3.2	3.4
Government.....	512	600	539	2.4	2.8	2.5
Federal.....	65	90	89	2.3	3.1	3.1
State and local.....	446	510	450	2.4	2.7	2.4
State and local education.....	176	218	177	1.9	2.4	1.9
State and local, excluding education.....	271	292	273	2.9	3.0	2.9
REGION³						
Northeast.....	896	1,026	1,006	3.3	3.7	3.6
South.....	2,078	2,190	1,974	3.9	4.0	3.6
Midwest.....	1,242	1,391	1,251	3.8	4.1	3.7
West.....	1,219	1,447	1,331	3.6	4.2	3.9

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

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

³ 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		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Total.....	5,640	5,692	5,761	4.0	3.9	4.0
INDUSTRY						
Total private.....	5,011	5,275	5,119	4.1	4.3	4.2
Mining and logging.....	26	25	29	3.3	3.6	4.2
Construction.....	314	383	332	4.7	5.5	4.8
Manufacturing.....	283	302	299	2.3	2.4	2.4
Durable goods.....	174	172	164	2.2	2.2	2.1
Nondurable goods.....	109	130	135	2.4	2.8	2.9
Trade, transportation, and utilities.....	1,103	1,095	1,106	4.1	4.0	4.0
Wholesale trade.....	132	150	151	2.2	2.5	2.5
Retail trade.....	783	759	761	5.0	4.8	4.8
Transportation, warehousing, and utilities.....	188	186	193	3.5	3.4	3.6
Information.....	78	82	76	2.8	2.9	2.7
Financial activities.....	185	202	190	2.3	2.4	2.3
Finance and insurance.....	126	133	133	2.1	2.2	2.1
Real estate and rental and leasing.....	59	69	57	2.8	3.1	2.6
Professional and business services.....	1,013	1,212	1,099	5.1	5.9	5.4
Education and health services.....	768	719	790	3.5	3.2	3.5
Educational services.....	157	107	167	5.0	3.3	5.2
Health care and social assistance.....	611	611	622	3.3	3.2	3.2
Leisure and hospitality.....	1,051	1,055	1,050	6.7	6.5	6.5
Arts, entertainment, and recreation.....	114	160	126	4.7	6.1	5.0
Accommodation and food services.....	937	895	923	7.0	6.6	6.7
Other services.....	188	199	149	3.3	3.5	2.6
Government.....	629	417	642	3.0	2.0	3.0
Federal.....	40	35	37	1.4	1.3	1.3
State and local.....	589	382	604	3.2	2.1	3.3
State and local education.....	444	189	439	4.9	2.2	4.9
State and local, excluding education.....	145	193	165	1.6	2.1	1.8
REGION³						
Northeast.....	866	901	922	3.3	3.4	3.4
South.....	2,308	2,232	2,298	4.5	4.3	4.4
Midwest.....	1,211	1,203	1,281	3.8	3.7	4.0
West.....	1,256	1,355	1,259	3.9	4.1	3.8

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		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Total.....	5,972	5,370	5,972	4.2	3.7	4.1
INDUSTRY						
Total private.....	5,493	4,969	5,470	4.5	4.0	4.4
Mining and logging.....	36	28	32	4.5	4.0	4.7
Construction.....	351	321	359	5.2	4.6	5.2
Manufacturing.....	345	281	344	2.8	2.3	2.8
Durable goods.....	211	173	202	2.7	2.2	2.6
Nondurable goods.....	134	108	142	2.9	2.3	3.1
Trade, transportation, and utilities.....	1,179	1,099	1,134	4.4	4.0	4.1
Wholesale trade.....	136	154	152	2.3	2.6	2.6
Retail trade.....	858	761	810	5.5	4.8	5.1
Transportation, warehousing, and utilities.....	186	183	172	3.5	3.4	3.2
Information.....	89	88	78	3.2	3.2	2.8
Financial activities.....	216	172	216	2.6	2.0	2.6
Finance and insurance.....	154	105	155	2.5	1.7	2.5
Real estate and rental and leasing.....	62	67	62	2.9	3.0	2.8
Professional and business services.....	1,049	1,081	1,128	5.3	5.3	5.5
Education and health services.....	695	698	731	3.2	3.1	3.3
Educational services.....	139	136	145	4.4	4.2	4.5
Health care and social assistance.....	555	563	585	3.0	2.9	3.0
Leisure and hospitality.....	1,247	1,008	1,225	7.9	6.2	7.5
Arts, entertainment, and recreation.....	204	118	231	8.3	4.5	9.1
Accommodation and food services.....	1,043	890	994	7.8	6.5	7.3
Other services.....	286	195	222	5.1	3.4	3.9
Government.....	478	400	502	2.3	1.9	2.4
Federal.....	42	32	39	1.5	1.1	1.4
State and local.....	437	368	463	2.4	2.0	2.5
State and local education.....	207	198	224	2.3	2.2	2.5
State and local, excluding education.....	230	171	238	2.5	1.8	2.6
REGION³						
Northeast.....	1,059	914	1,039	4.0	3.4	3.9
South.....	2,301	2,164	2,390	4.5	4.1	4.5
Midwest.....	1,367	1,089	1,285	4.3	3.4	4.0
West.....	1,245	1,202	1,257	3.8	3.7	3.8

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		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Total.....	3,639	3,389	3,824	2.6	2.3	2.6
INDUSTRY						
Total private.....	3,386	3,178	3,566	2.8	2.6	2.9
Mining and logging.....	17	13	18	2.1	1.9	2.7
Construction.....	147	163	185	2.2	2.4	2.7
Manufacturing.....	200	168	201	1.6	1.4	1.6
Durable goods.....	108	94	106	1.4	1.2	1.4
Nondurable goods.....	92	74	95	2.0	1.6	2.0
Trade, transportation, and utilities.....	754	695	803	2.8	2.5	2.9
Wholesale trade.....	86	102	103	1.5	1.7	1.7
Retail trade.....	553	491	588	3.5	3.1	3.7
Transportation, warehousing, and utilities.....	115	102	112	2.1	1.9	2.1
Information.....	54	45	48	1.9	1.6	1.7
Financial activities.....	109	105	129	1.3	1.2	1.5
Finance and insurance.....	81	68	92	1.3	1.1	1.5
Real estate and rental and leasing.....	29	37	37	1.3	1.7	1.7
Professional and business services.....	627	638	698	3.2	3.1	3.4
Education and health services.....	472	478	485	2.2	2.1	2.2
Educational services.....	72	71	94	2.3	2.2	2.9
Health care and social assistance.....	400	406	390	2.1	2.1	2.0
Leisure and hospitality.....	845	740	859	5.3	4.6	5.3
Arts, entertainment, and recreation.....	115	81	119	4.7	3.1	4.7
Accommodation and food services.....	730	660	740	5.5	4.8	5.4
Other services.....	160	133	140	2.8	2.3	2.4
Government.....	253	211	259	1.2	1.0	1.2
Federal.....	18	14	20	0.6	0.5	0.7
State and local.....	235	197	239	1.3	1.1	1.3
State and local education.....	125	98	125	1.4	1.1	1.4
State and local, excluding education.....	110	99	113	1.2	1.1	1.2
REGION³						
Northeast.....	567	503	597	2.2	1.9	2.2
South.....	1,502	1,369	1,534	2.9	2.6	2.9
Midwest.....	829	726	829	2.6	2.3	2.6
West.....	740	791	864	2.3	2.4	2.6

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		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Total.....	1,910	1,591	1,785	1.3	1.1	1.2
INDUSTRY						
Total private.....	1,750	1,476	1,604	1.4	1.2	1.3
Mining and logging.....	16	8	9	2.0	1.1	1.4
Construction.....	182	137	161	2.7	2.0	2.3
Manufacturing.....	125	88	125	1.0	0.7	1.0
Durable goods.....	89	62	84	1.1	0.8	1.1
Nondurable goods.....	36	26	40	0.8	0.6	0.9
Trade, transportation, and utilities.....	297	311	244	1.1	1.1	0.9
Wholesale trade.....	39	40	40	0.7	0.7	0.7
Retail trade.....	203	203	158	1.3	1.3	1.0
Transportation, warehousing, and utilities.....	55	68	45	1.0	1.3	0.8
Information.....	23	32	21	0.8	1.2	0.8
Financial activities.....	81	45	63	1.0	0.5	0.7
Finance and insurance.....	51	22	43	0.8	0.3	0.7
Real estate and rental and leasing.....	30	24	20	1.4	1.1	0.9
Professional and business services.....	349	383	366	1.8	1.9	1.8
Education and health services.....	174	174	205	0.8	0.8	0.9
Educational services.....	58	55	44	1.8	1.7	1.4
Health care and social assistance.....	117	119	162	0.6	0.6	0.8
Leisure and hospitality.....	379	237	333	2.4	1.5	2.1
Arts, entertainment, and recreation.....	86	35	107	3.5	1.4	4.2
Accommodation and food services.....	293	201	226	2.2	1.5	1.7
Other services.....	124	61	78	2.2	1.1	1.4
Government.....	160	116	181	0.8	0.6	0.9
Federal.....	10	8	11	0.4	0.3	0.4
State and local.....	149	107	170	0.8	0.6	0.9
State and local education.....	57	67	71	0.6	0.8	0.8
State and local, excluding education.....	93	40	99	1.0	0.4	1.1
REGION³						
Northeast.....	423	338	370	1.6	1.3	1.4
South.....	630	635	699	1.2	1.2	1.3
Midwest.....	445	294	376	1.4	0.9	1.2
West.....	413	324	340	1.3	1.0	1.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Aug. 2015	July 2016	Aug. 2016 ^p	Aug. 2015	July 2016	Aug. 2016 ^p
Total.....	423	390	363	0.3	0.3	0.3
INDUSTRY						
Total private.....	357	316	300	0.3	0.3	0.2
Mining and logging.....	2	6	5	0.3	0.9	0.7
Construction.....	22	21	13	0.3	0.3	0.2
Manufacturing.....	21	25	18	0.2	0.2	0.1
Durable goods.....	15	17	12	0.2	0.2	0.2
Nondurable goods.....	6	8	7	0.1	0.2	0.1
Trade, transportation, and utilities.....	128	93	88	0.5	0.3	0.3
Wholesale trade.....	11	12	9	0.2	0.2	0.2
Retail trade.....	102	68	63	0.6	0.4	0.4
Transportation, warehousing, and utilities.....	16	14	15	0.3	0.3	0.3
Information.....	12	11	10	0.4	0.4	0.3
Financial activities.....	26	22	25	0.3	0.3	0.3
Finance and insurance.....	23	15	20	0.4	0.2	0.3
Real estate and rental and leasing.....	3	7	5	0.1	0.3	0.2
Professional and business services.....	72	60	64	0.4	0.3	0.3
Education and health services.....	48	46	40	0.2	0.2	0.2
Educational services.....	9	9	7	0.3	0.3	0.2
Health care and social assistance.....	38	38	33	0.2	0.2	0.2
Leisure and hospitality.....	23	31	34	0.1	0.2	0.2
Arts, entertainment, and recreation.....	3	2	5	0.1	0.1	0.2
Accommodation and food services.....	20	29	28	0.2	0.2	0.2
Other services.....	2	1	4	0.0	0.0	0.1
Government.....	66	73	63	0.3	0.4	0.3
Federal.....	14	10	9	0.5	0.3	0.3
State and local.....	52	64	54	0.3	0.4	0.3
State and local education.....	25	32	28	0.3	0.4	0.3
State and local, excluding education.....	27	31	26	0.3	0.3	0.3
REGION³						
Northeast.....	69	73	73	0.3	0.3	0.3
South.....	169	160	157	0.3	0.3	0.3
Midwest.....	93	69	79	0.3	0.2	0.2
West.....	92	88	53	0.3	0.3	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.