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JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2016

The number of job openings was little changed at 5.5 million on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and separations were also little changed at 5.1 million and 4.9 million, respectively. Within separations, the quits rate was unchanged at 2.1 percent and the layoffs and discharges rate was also unchanged at 1.0 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

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

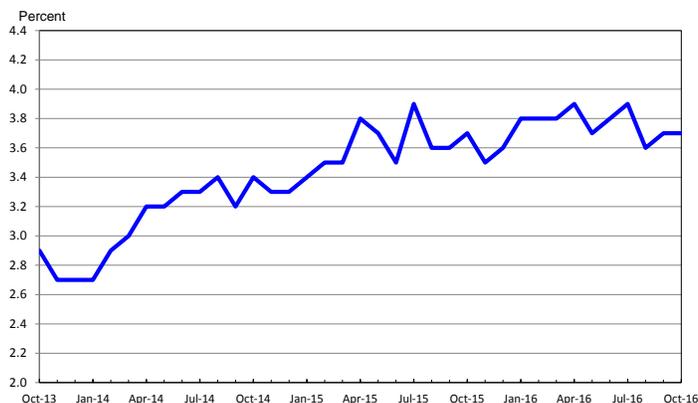
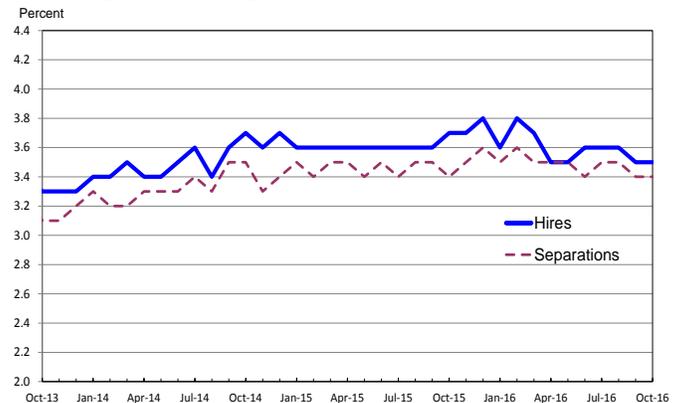


Chart 2. Hires and total separations rates, seasonally adjusted, October 2013 - October 2016



Job Openings

On the last business day of October, there were 5.5 million **job openings**, little changed from September. The job openings rate was 3.7 percent in October. The number of job openings was little changed for total private and for government. Job openings increased in health care and social assistance (+139,000). Job openings decreased in professional and business services (-187,000), federal government (-13,000), and mining and logging (-8,000). The number of job openings was little changed in all four regions. (See table 1.)

Hires

The number of **hires** was essentially unchanged at 5.1 million in October. The hires rate was 3.5 percent. The number of hires was little changed for total private and for government. Hires decreased in state and local government education (-26,000) and was little changed in all other industries. The number of hires was little changed in all four regions. (See table 2.)

Separations

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

There were 4.9 million **total separations** in October, little changed from September. The total separations rate in October was 3.4 percent. The number of total separations was little changed for total private and decreased for government (-39,000). Total separations decreased in state and local government education (-26,000), information (-20,000), and federal government (-7,000). The number of total separations was little changed in all four regions. (See table 3.)

The number of **quits** was little changed in October 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 decreased for government (-26,000). Quits decreased in information (-18,000) and state and local government, excluding education (-16,000). The number of quits was little changed in all four regions. (See table 4.)

There were 1.5 million **layoffs and discharges** in October, essentially unchanged from September. The layoffs and discharges rate was unchanged at 1.0 percent in October. The number of layoffs and discharges was little changed for total private and for government. The layoffs and discharges level increased in health care and social assistance (+46,000) but decreased in state and local education (-18,000). The number of layoffs and discharges was little changed in all four regions. (See table 5.)

In October, the number of **other separations** was little changed for total nonfarm, total private, and government. Other separations increased in retail trade (+20,000) but decreased in federal government (-3,000). The number of other separations was little changed in all other industries and in all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in October, hires totaled 62.6 million and separations totaled 60.1 million, yielding a **net employment** gain of 2.5 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 November 2016 are scheduled to be released on Tuesday, January 10, 2017 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Oct. 2015	Sept. 2016	Oct. 2016 ^P	Oct. 2015	Sept. 2016	Oct. 2016 ^P	Oct. 2015	Sept. 2016	Oct. 2016 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	5,422	5,631	5,534	5,212	5,121	5,099	4,912	4,936	4,875
Total private.....	4,938	5,112	5,022	4,856	4,757	4,752	4,544	4,578	4,557
Mining and logging ¹	19	20	12	32	28	27	34	26	27
Construction ¹	129	221	205	314	314	328	275	296	308
Manufacturing.....	311	328	322	264	279	271	271	278	273
Durable goods ¹	181	206	190	144	163	156	150	166	157
Nondurable goods ¹	130	122	132	120	116	115	120	112	116
Trade, transportation, and utilities.....	931	1,020	1,048	1,057	1,097	1,083	1,003	1,039	1,041
Wholesale trade ¹	183	169	174	128	136	132	121	117	121
Retail trade.....	563	663	677	748	769	742	706	722	732
Transportation, warehousing, and utilities ¹	185	188	197	181	193	209	176	199	188
Information ¹	114	97	87	87	80	73	81	89	69
Financial activities.....	308	355	348	205	170	173	192	163	160
Finance and insurance.....	242	265	254	136	110	107	123	107	99
Real estate and rental and leasing ¹	67	89	94	70	60	66	69	56	61
Professional and business services.....	1,149	1,113	926	1,058	1,080	1,020	1,002	1,009	979
Education and health services.....	1,050	1,072	1,205	644	616	637	558	560	576
Educational services ¹	107	102	96	87	87	80	80	69	67
Health care and social assistance.....	942	970	1,109	558	528	557	479	491	510
Leisure and hospitality.....	737	710	700	991	909	963	935	928	961
Arts, entertainment, and recreation.....	62	67	70	171	119	149	168	147	150
Accommodation and food services.....	676	642	631	820	790	813	767	781	812
Other services ¹	190	177	168	204	185	177	191	191	163
Government.....	484	519	512	356	365	347	369	357	318
Federal ¹	61	101	88	40	40	42	44	37	30
State and local.....	423	419	424	316	325	306	325	320	288
State and local education.....	153	130	135	152	159	133	166	152	126
State and local, excluding education ¹	270	289	289	165	165	172	160	169	163
RATES BY INDUSTRY (percent)									
Total.....	3.7	3.7	3.7	3.7	3.5	3.5	3.4	3.4	3.4
Total private.....	3.9	4.0	3.9	4.0	3.9	3.9	3.8	3.7	3.7
Mining and logging ¹	2.3	2.8	1.8	4.0	4.2	4.0	4.3	3.9	4.0
Construction ¹	1.9	3.2	3.0	4.8	4.7	4.9	4.2	4.4	4.6
Manufacturing.....	2.5	2.6	2.6	2.1	2.3	2.2	2.2	2.3	2.2
Durable goods ¹	2.3	2.6	2.4	1.9	2.1	2.0	1.9	2.2	2.1
Nondurable goods ¹	2.8	2.6	2.8	2.6	2.5	2.5	2.6	2.4	2.5
Trade, transportation, and utilities.....	3.3	3.6	3.7	3.9	4.0	3.9	3.7	3.8	3.8
Wholesale trade ¹	3.0	2.8	2.8	2.2	2.3	2.2	2.1	2.0	2.0
Retail trade.....	3.5	4.0	4.1	4.8	4.8	4.6	4.5	4.5	4.6
Transportation, warehousing, and utilities ¹	3.3	3.3	3.5	3.3	3.5	3.8	3.2	3.6	3.4
Information ¹	4.0	3.4	3.0	3.1	2.9	2.6	2.9	3.2	2.5
Financial activities.....	3.6	4.1	4.0	2.5	2.0	2.1	2.4	2.0	1.9
Finance and insurance.....	3.8	4.1	3.9	2.2	1.8	1.7	2.0	1.7	1.6
Real estate and rental and leasing ¹	3.1	4.0	4.2	3.3	2.8	3.1	3.3	2.6	2.8
Professional and business services.....	5.5	5.2	4.3	5.3	5.3	5.0	5.0	5.0	4.8
Education and health services.....	4.5	4.5	5.0	2.9	2.7	2.8	2.5	2.5	2.5
Educational services ¹	3.0	2.8	2.6	2.5	2.4	2.2	2.3	1.9	1.9
Health care and social assistance.....	4.8	4.8	5.4	3.0	2.7	2.9	2.5	2.5	2.6
Leisure and hospitality.....	4.6	4.4	4.3	6.5	5.8	6.2	6.1	6.0	6.2
Arts, entertainment, and recreation.....	2.7	2.9	3.0	7.8	5.3	6.7	7.7	6.6	6.7
Accommodation and food services.....	4.9	4.6	4.5	6.3	5.9	6.1	5.9	5.9	6.1
Other services ¹	3.3	3.0	2.9	3.6	3.2	3.1	3.4	3.3	2.9

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Government.....	2.1	2.3	2.3	1.6	1.6	1.6	1.7	1.6	1.4
Federal ¹	2.2	3.5	3.0	1.5	1.4	1.5	1.6	1.3	1.1
State and local.....	2.1	2.1	2.1	1.6	1.7	1.6	1.7	1.7	1.5
State and local education.....	1.5	1.2	1.3	1.5	1.5	1.3	1.6	1.5	1.2
State and local, excluding education ¹	2.9	3.1	3.1	1.8	1.8	1.9	1.8	1.9	1.8

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					
	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p
Total.....	5,422	5,643	5,831	5,453	5,631	5,534	3.7	3.8	3.9	3.6	3.7	3.7
INDUSTRY												
Total private.....	4,938	5,115	5,284	4,941	5,112	5,022	3.9	4.0	4.1	3.9	4.0	3.9
Mining and logging ³	19	12	13	11	20	12	2.3	1.8	1.8	1.6	2.8	1.8
Construction ³	129	187	225	192	221	205	1.9	2.7	3.3	2.8	3.2	3.0
Manufacturing.....	311	361	379	326	328	322	2.5	2.8	3.0	2.6	2.6	2.6
Durable goods ³	181	200	223	185	206	190	2.3	2.5	2.8	2.4	2.6	2.4
Nondurable goods ³	130	160	156	141	122	132	2.8	3.4	3.3	3.0	2.6	2.8
Trade, transportation, and utilities.....	931	986	1,046	997	1,020	1,048	3.3	3.5	3.7	3.5	3.6	3.7
Wholesale trade ³	183	182	177	160	169	174	3.0	3.0	2.9	2.6	2.8	2.8
Retail trade.....	563	588	623	628	663	677	3.5	3.6	3.8	3.8	4.0	4.1
Transportation, warehousing, and utilities ³	185	217	246	208	188	197	3.3	3.8	4.3	3.7	3.3	3.5
Information ³	114	94	80	83	97	87	4.0	3.3	2.8	2.9	3.4	3.0
Financial activities.....	308	314	318	332	355	348	3.6	3.7	3.7	3.8	4.1	4.0
Finance and insurance.....	242	232	240	253	265	254	3.8	3.6	3.7	3.9	4.1	3.9
Real estate and rental and leasing ³ ...	67	82	78	79	89	94	3.1	3.7	3.5	3.5	4.0	4.2
Professional and business services.....	1,149	1,104	1,212	1,022	1,113	926	5.5	5.2	5.6	4.8	5.2	4.3
Education and health services.....	1,050	1,127	1,073	1,041	1,072	1,205	4.5	4.7	4.5	4.4	4.5	5.0
Educational services ³	107	102	103	95	102	96	3.0	2.8	2.8	2.6	2.8	2.6
Health care and social assistance.....	942	1,025	970	946	970	1,109	4.8	5.1	4.8	4.7	4.8	5.4
Leisure and hospitality.....	737	741	747	749	710	700	4.6	4.6	4.6	4.6	4.4	4.3
Arts, entertainment, and recreation... ..	62	91	94	74	67	70	2.7	3.9	4.0	3.2	2.9	3.0
Accommodation and food services... ..	676	651	653	675	642	631	4.9	4.7	4.7	4.8	4.6	4.5
Other services ³	190	188	191	189	177	168	3.3	3.2	3.3	3.2	3.0	2.9
Government.....	484	527	546	511	519	512	2.1	2.3	2.4	2.3	2.3	2.3
Federal ³	61	86	90	88	101	88	2.2	3.0	3.1	3.0	3.5	3.0
State and local.....	423	441	457	424	419	424	2.1	2.2	2.3	2.1	2.1	2.1
State and local education.....	153	139	164	147	130	135	1.5	1.3	1.6	1.4	1.2	1.3
State and local, excluding education ³	270	302	292	276	289	289	2.9	3.2	3.1	3.0	3.1	3.1
REGION⁴												
Northeast.....	907	928	983	944	1,034	961	3.3	3.4	3.5	3.4	3.7	3.5
South.....	2,057	2,166	2,119	1,961	2,028	2,000	3.8	4.0	3.9	3.6	3.7	3.7
Midwest.....	1,293	1,275	1,333	1,223	1,270	1,317	3.9	3.8	4.0	3.6	3.8	3.9
West.....	1,166	1,273	1,396	1,324	1,299	1,256	3.5	3.7	4.1	3.9	3.8	3.7

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p
Total.....	5,212	5,172	5,258	5,268	5,121	5,099	3.7	3.6	3.6	3.6	3.5	3.5
INDUSTRY												
Total private.....	4,856	4,814	4,889	4,888	4,757	4,752	4.0	3.9	4.0	4.0	3.9	3.9
Mining and logging.....	32	23	23	31	28	27	4.0	3.4	3.4	4.6	4.2	4.0
Construction.....	314	281	328	337	314	328	4.8	4.2	4.9	5.1	4.7	4.9
Manufacturing.....	264	281	276	274	279	271	2.1	2.3	2.2	2.2	2.3	2.2
Durable goods.....	144	161	163	152	163	156	1.9	2.1	2.1	2.0	2.1	2.0
Nondurable goods.....	120	119	113	122	116	115	2.6	2.6	2.4	2.6	2.5	2.5
Trade, transportation, and utilities.....	1,057	1,038	1,059	1,091	1,097	1,083	3.9	3.8	3.9	4.0	4.0	3.9
Wholesale trade.....	128	144	135	160	136	132	2.2	2.4	2.3	2.7	2.3	2.2
Retail trade.....	748	719	750	752	769	742	4.8	4.5	4.7	4.7	4.8	4.6
Transportation, warehousing, and utilities.....	181	175	174	179	193	209	3.3	3.2	3.2	3.3	3.5	3.8
Information.....	87	76	77	71	80	73	3.1	2.7	2.8	2.6	2.9	2.6
Financial activities.....	205	197	183	192	170	173	2.5	2.4	2.2	2.3	2.0	2.1
Finance and insurance.....	136	130	118	133	110	107	2.2	2.1	1.9	2.2	1.8	1.7
Real estate and rental and leasing. . .	70	67	65	59	60	66	3.3	3.1	3.0	2.8	2.8	3.1
Professional and business services. . . .	1,058	1,003	1,162	1,072	1,080	1,020	5.3	5.0	5.7	5.3	5.3	5.0
Education and health services.....	644	654	626	634	616	637	2.9	2.9	2.8	2.8	2.7	2.8
Educational services.....	87	96	84	92	87	80	2.5	2.7	2.4	2.6	2.4	2.2
Health care and social assistance. . .	558	558	542	543	528	557	3.0	2.9	2.8	2.8	2.7	2.9
Leisure and hospitality.....	991	1,024	1,001	1,005	909	963	6.5	6.6	6.4	6.5	5.8	6.2
Arts, entertainment, and recreation. . .	171	180	160	174	119	149	7.8	8.0	7.1	7.7	5.3	6.7
Accommodation and food services. . .	820	844	840	831	790	813	6.3	6.4	6.3	6.2	5.9	6.1
Other services.....	204	238	156	180	185	177	3.6	4.2	2.7	3.2	3.2	3.1
Government.....	356	358	368	380	365	347	1.6	1.6	1.7	1.7	1.6	1.6
Federal.....	40	38	41	40	40	42	1.5	1.4	1.5	1.4	1.4	1.5
State and local.....	316	320	328	339	325	306	1.6	1.7	1.7	1.7	1.7	1.6
State and local education.....	152	163	168	160	159	133	1.5	1.6	1.6	1.5	1.5	1.3
State and local, excluding education.....	165	156	159	180	165	172	1.8	1.7	1.8	2.0	1.8	1.9
REGION³												
Northeast.....	846	859	805	895	802	855	3.2	3.2	3.0	3.3	3.0	3.2
South.....	1,954	1,889	2,056	2,002	2,000	2,045	3.8	3.6	3.9	3.8	3.8	3.9
Midwest.....	1,192	1,187	1,187	1,182	1,141	1,105	3.7	3.7	3.7	3.7	3.5	3.4
West.....	1,220	1,237	1,210	1,189	1,178	1,095	3.8	3.8	3.7	3.6	3.6	3.3

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p
Total.....	4,912	4,964	4,991	5,052	4,936	4,875	3.4	3.4	3.5	3.5	3.4	3.4
INDUSTRY												
Total private.....	4,544	4,612	4,665	4,696	4,578	4,557	3.8	3.8	3.8	3.8	3.7	3.7
Mining and logging.....	34	28	25	31	26	27	4.3	4.0	3.7	4.6	3.9	4.0
Construction.....	275	293	294	327	296	308	4.2	4.4	4.4	4.9	4.4	4.6
Manufacturing.....	271	264	263	268	278	273	2.2	2.1	2.1	2.2	2.3	2.2
Durable goods.....	150	160	160	157	166	157	1.9	2.1	2.1	2.1	2.2	2.1
Nondurable goods.....	120	103	103	111	112	116	2.6	2.2	2.2	2.4	2.4	2.5
Trade, transportation, and utilities.....	1,003	1,047	1,068	1,009	1,039	1,041	3.7	3.8	3.9	3.7	3.8	3.8
Wholesale trade.....	121	138	146	147	117	121	2.1	2.3	2.5	2.5	2.0	2.0
Retail trade.....	706	711	750	707	722	732	4.5	4.5	4.7	4.4	4.5	4.6
Transportation, warehousing, and utilities.....	176	198	172	156	199	188	3.2	3.6	3.1	2.8	3.6	3.4
Information.....	81	68	81	72	89	69	2.9	2.5	2.9	2.6	3.2	2.5
Financial activities.....	192	177	173	186	163	160	2.4	2.1	2.1	2.2	2.0	1.9
Finance and insurance.....	123	118	107	123	107	99	2.0	1.9	1.7	2.0	1.7	1.6
Real estate and rental and leasing. . .	69	58	66	63	56	61	3.3	2.7	3.1	2.9	2.6	2.8
Professional and business services. . . .	1,002	943	1,045	1,008	1,009	979	5.0	4.7	5.2	5.0	5.0	4.8
Education and health services.....	558	618	584	595	560	576	2.5	2.7	2.6	2.6	2.5	2.5
Educational services.....	80	102	93	85	69	67	2.3	2.9	2.6	2.4	1.9	1.9
Health care and social assistance. . .	479	517	491	510	491	510	2.5	2.7	2.6	2.7	2.5	2.6
Leisure and hospitality.....	935	950	944	988	928	961	6.1	6.1	6.1	6.4	6.0	6.2
Arts, entertainment, and recreation. . .	168	155	140	193	147	150	7.7	6.9	6.2	8.6	6.6	6.7
Accommodation and food services. . .	767	795	804	795	781	812	5.9	6.0	6.1	6.0	5.9	6.1
Other services.....	191	224	188	211	191	163	3.4	3.9	3.3	3.7	3.3	2.9
Government.....	369	352	326	357	357	318	1.7	1.6	1.5	1.6	1.6	1.4
Federal.....	44	34	36	37	37	30	1.6	1.2	1.3	1.3	1.3	1.1
State and local.....	325	317	289	320	320	288	1.7	1.6	1.5	1.6	1.7	1.5
State and local education.....	166	164	132	162	152	126	1.6	1.6	1.3	1.6	1.5	1.2
State and local, excluding education.....	160	153	158	157	169	163	1.8	1.7	1.7	1.7	1.9	1.8
REGION³												
Northeast.....	733	787	848	876	799	768	2.8	2.9	3.2	3.3	3.0	2.9
South.....	1,972	1,885	2,003	1,960	1,922	1,890	3.8	3.6	3.8	3.7	3.6	3.6
Midwest.....	1,091	1,115	1,068	1,052	1,037	1,095	3.4	3.5	3.3	3.3	3.2	3.4
West.....	1,117	1,176	1,072	1,164	1,178	1,121	3.4	3.6	3.3	3.5	3.6	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					
	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p
Total.....	2,797	2,979	2,977	3,009	3,052	2,986	2.0	2.1	2.1	2.1	2.1	2.1
INDUSTRY												
Total private.....	2,631	2,785	2,807	2,847	2,867	2,827	2.2	2.3	2.3	2.3	2.3	2.3
Mining and logging.....	14	13	12	13	13	14	1.8	2.0	1.8	1.9	1.9	2.0
Construction.....	87	110	128	137	124	126	1.3	1.7	1.9	2.1	1.9	1.9
Manufacturing.....	147	136	143	140	150	157	1.2	1.1	1.2	1.1	1.2	1.3
Durable goods.....	74	77	80	76	85	88	1.0	1.0	1.0	1.0	1.1	1.2
Nondurable goods.....	73	59	63	64	64	69	1.6	1.3	1.4	1.4	1.4	1.5
Trade, transportation, and utilities.....	646	649	653	651	654	670	2.4	2.4	2.4	2.4	2.4	2.4
Wholesale trade.....	68	89	95	90	71	72	1.2	1.5	1.6	1.5	1.2	1.2
Retail trade.....	470	459	467	475	462	487	3.0	2.9	2.9	3.0	2.9	3.0
Transportation, warehousing, and utilities.....	108	101	90	85	121	111	2.0	1.9	1.6	1.6	2.2	2.0
Information.....	43	36	40	38	57	39	1.6	1.3	1.4	1.4	2.1	1.4
Financial activities.....	114	103	100	105	86	99	1.4	1.2	1.2	1.3	1.0	1.2
Finance and insurance.....	69	71	63	68	57	66	1.1	1.2	1.0	1.1	0.9	1.1
Real estate and rental and leasing ³ ...	45	32	37	37	29	33	2.1	1.5	1.7	1.7	1.3	1.5
Professional and business services.....	531	542	565	598	597	580	2.7	2.7	2.8	2.9	2.9	2.8
Education and health services.....	364	410	398	375	411	380	1.6	1.8	1.8	1.6	1.8	1.7
Educational services.....	38	51	51	51	45	38	1.1	1.4	1.4	1.5	1.3	1.0
Health care and social assistance.....	326	359	347	324	366	343	1.7	1.9	1.8	1.7	1.9	1.8
Leisure and hospitality.....	588	645	635	639	671	664	3.9	4.2	4.1	4.1	4.3	4.3
Arts, entertainment, and recreation... ..	56	58	63	63	73	69	2.5	2.6	2.8	2.8	3.3	3.1
Accommodation and food services... ..	532	587	573	576	599	594	4.1	4.4	4.3	4.3	4.5	4.5
Other services ³	97	140	133	150	103	98	1.7	2.5	2.3	2.6	1.8	1.7
Government.....	166	194	170	162	185	159	0.8	0.9	0.8	0.7	0.8	0.7
Federal.....	14	13	13	13	13	10	0.5	0.5	0.5	0.5	0.5	0.3
State and local.....	152	181	156	149	172	149	0.8	0.9	0.8	0.8	0.9	0.8
State and local education.....	77	96	69	76	78	71	0.8	0.9	0.7	0.7	0.8	0.7
State and local, excluding education.....	75	85	87	73	93	77	0.8	0.9	1.0	0.8	1.0	0.9
REGION⁴												
Northeast.....	382	407	442	433	419	417	1.4	1.5	1.6	1.6	1.6	1.6
South.....	1,126	1,199	1,206	1,214	1,242	1,212	2.2	2.3	2.3	2.3	2.4	2.3
Midwest.....	648	660	644	625	648	650	2.0	2.0	2.0	1.9	2.0	2.0
West.....	641	713	685	737	743	705	2.0	2.2	2.1	2.2	2.3	2.1

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p
Total.....	1,721	1,622	1,639	1,692	1,513	1,518	1.2	1.1	1.1	1.2	1.0	1.0
INDUSTRY												
Total private.....	1,593	1,529	1,542	1,557	1,402	1,417	1.3	1.3	1.3	1.3	1.1	1.2
Mining and logging ³	18	11	8	13	8	10	2.2	1.6	1.1	1.9	1.2	1.4
Construction.....	177	168	146	171	153	168	2.7	2.5	2.2	2.6	2.3	2.5
Manufacturing.....	102	106	95	110	100	94	0.8	0.9	0.8	0.9	0.8	0.8
Durable goods.....	61	70	64	70	60	55	0.8	0.9	0.8	0.9	0.8	0.7
Nondurable goods.....	41	36	32	40	40	39	0.9	0.8	0.7	0.9	0.9	0.9
Trade, transportation, and utilities.....	273	311	331	276	294	267	1.0	1.1	1.2	1.0	1.1	1.0
Wholesale trade ³	46	37	40	48	33	36	0.8	0.6	0.7	0.8	0.6	0.6
Retail trade.....	176	189	222	175	205	170	1.1	1.2	1.4	1.1	1.3	1.1
Transportation, warehousing, and utilities.....	51	85	68	54	57	61	0.9	1.6	1.2	1.0	1.0	1.1
Information.....	29	24	30	24	21	16	1.0	0.9	1.1	0.9	0.8	0.6
Financial activities.....	46	51	47	51	52	45	0.6	0.6	0.6	0.6	0.6	0.5
Finance and insurance.....	27	30	24	32	29	22	0.5	0.5	0.4	0.5	0.5	0.3
Real estate and rental and leasing. ...	19	20	23	18	23	23	0.9	0.9	1.1	0.9	1.1	1.1
Professional and business services. ...	409	340	413	358	352	340	2.1	1.7	2.0	1.8	1.7	1.7
Education and health services.....	146	167	140	179	108	161	0.7	0.7	0.6	0.8	0.5	0.7
Educational services.....	37	37	34	26	19	26	1.1	1.0	1.0	0.7	0.5	0.7
Health care and social assistance. ...	109	130	106	153	89	135	0.6	0.7	0.6	0.8	0.5	0.7
Leisure and hospitality.....	314	281	278	317	231	264	2.1	1.8	1.8	2.0	1.5	1.7
Arts, entertainment, and recreation. ...	109	95	76	125	71	78	5.0	4.2	3.3	5.5	3.2	3.5
Accommodation and food services. ...	205	186	203	192	161	186	1.6	1.4	1.5	1.4	1.2	1.4
Other services.....	79	71	54	58	82	52	1.4	1.3	1.0	1.0	1.4	0.9
Government.....	129	93	97	134	111	100	0.6	0.4	0.4	0.6	0.5	0.5
Federal.....	11	11	12	13	12	11	0.4	0.4	0.4	0.5	0.4	0.4
State and local.....	118	83	85	122	100	90	0.6	0.4	0.4	0.6	0.5	0.5
State and local education.....	61	42	42	64	49	31	0.6	0.4	0.4	0.6	0.5	0.3
State and local, excluding education.....	57	41	43	58	50	58	0.6	0.5	0.5	0.6	0.6	0.6
REGION⁴												
Northeast.....	285	328	337	372	308	288	1.1	1.2	1.3	1.4	1.1	1.1
South.....	669	539	644	601	537	534	1.3	1.0	1.2	1.1	1.0	1.0
Midwest.....	364	383	354	356	315	354	1.1	1.2	1.1	1.1	1.0	1.1
West.....	404	372	304	362	353	341	1.2	1.1	0.9	1.1	1.1	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					
	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p	Oct. 2015	June 2016	July 2016	Aug. 2016	Sept. 2016	Oct. 2016 ^p
Total.....	394	363	375	351	370	372	0.3	0.3	0.3	0.2	0.3	0.3
INDUSTRY												
Total private.....	320	298	316	291	310	313	0.3	0.2	0.3	0.2	0.3	0.3
Mining and logging.....	2	3	5	5	6	4	0.3	0.5	0.8	0.7	0.8	0.6
Construction ³	11	15	21	19	18	13	0.2	0.2	0.3	0.3	0.3	0.2
Manufacturing.....	22	22	24	18	28	21	0.2	0.2	0.2	0.1	0.2	0.2
Durable goods.....	15	13	16	11	21	14	0.2	0.2	0.2	0.1	0.3	0.2
Nondurable goods ³	7	8	8	7	7	7	0.2	0.2	0.2	0.1	0.2	0.2
Trade, transportation, and utilities.....	84	87	84	82	90	104	0.3	0.3	0.3	0.3	0.3	0.4
Wholesale trade.....	7	12	10	9	13	14	0.1	0.2	0.2	0.2	0.2	0.2
Retail trade.....	60	63	60	57	55	75	0.4	0.4	0.4	0.4	0.3	0.5
Transportation, warehousing, and utilities ³	17	12	14	16	22	16	0.3	0.2	0.3	0.3	0.4	0.3
Information ³	9	9	11	10	11	13	0.3	0.3	0.4	0.4	0.4	0.5
Financial activities.....	32	23	26	31	25	16	0.4	0.3	0.3	0.4	0.3	0.2
Finance and insurance.....	27	17	19	23	21	12	0.4	0.3	0.3	0.4	0.3	0.2
Real estate and rental and leasing ³ ...	5	6	7	7	4	4	0.3	0.3	0.3	0.3	0.2	0.2
Professional and business services.....	63	61	67	52	60	59	0.3	0.3	0.3	0.3	0.3	0.3
Education and health services.....	48	42	46	40	40	35	0.2	0.2	0.2	0.2	0.2	0.2
Educational services ³	4	14	9	7	5	3	0.1	0.4	0.2	0.2	0.1	0.1
Health care and social assistance ³ ...	44	28	38	33	35	31	0.2	0.1	0.2	0.2	0.2	0.2
Leisure and hospitality.....	34	24	31	32	26	34	0.2	0.2	0.2	0.2	0.2	0.2
Arts, entertainment, and recreation ³ ...	4	2	2	5	4	2	0.2	0.1	0.1	0.2	0.2	0.1
Accommodation and food services ³ ...	30	22	29	27	22	31	0.2	0.2	0.2	0.2	0.2	0.2
Other services ³	15	13	1	3	5	13	0.3	0.2	0.0	0.1	0.1	0.2
Government.....	74	65	59	60	61	59	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	19	11	11	11	12	9	0.7	0.4	0.4	0.4	0.4	0.3
State and local.....	55	54	47	49	49	50	0.3	0.3	0.2	0.3	0.3	0.3
State and local education.....	27	27	20	22	24	23	0.3	0.3	0.2	0.2	0.2	0.2
State and local, excluding education.....	28	27	27	27	25	27	0.3	0.3	0.3	0.3	0.3	0.3
REGION⁴												
Northeast.....	66	53	69	71	72	63	0.2	0.2	0.3	0.3	0.3	0.2
South.....	177	147	153	145	143	144	0.3	0.3	0.3	0.3	0.3	0.3
Midwest.....	79	72	70	70	74	91	0.2	0.2	0.2	0.2	0.2	0.3
West.....	72	91	83	65	81	74	0.2	0.3	0.3	0.2	0.2	0.2

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

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

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Total.....	5,655	5,616	5,772	3.8	3.7	3.8
INDUSTRY						
Total private.....	5,180	5,103	5,269	4.1	4.0	4.1
Mining and logging.....	19	20	12	2.3	2.8	1.7
Construction.....	129	221	205	1.9	3.1	2.9
Manufacturing.....	311	328	322	2.5	2.6	2.6
Durable goods.....	181	206	190	2.3	2.6	2.4
Nondurable goods.....	130	122	132	2.7	2.6	2.8
Trade, transportation, and utilities.....	1,001	1,093	1,122	3.6	3.9	3.9
Wholesale trade.....	183	169	174	3.0	2.8	2.8
Retail trade.....	633	736	751	3.9	4.4	4.5
Transportation, warehousing, and utilities.....	185	188	197	3.3	3.3	3.5
Information.....	114	97	87	4.0	3.4	3.1
Financial activities.....	341	350	373	4.0	4.0	4.3
Finance and insurance.....	275	261	280	4.3	4.1	4.3
Real estate and rental and leasing.....	67	89	94	3.1	4.0	4.2
Professional and business services.....	1,224	1,095	1,010	5.8	5.1	4.7
Education and health services.....	1,098	1,046	1,260	4.7	4.4	5.2
Educational services.....	107	102	96	2.9	2.8	2.5
Health care and social assistance.....	990	944	1,164	5.0	4.7	5.7
Leisure and hospitality.....	754	676	708	4.7	4.1	4.4
Arts, entertainment, and recreation.....	63	50	68	2.8	2.1	3.0
Accommodation and food services.....	691	626	640	5.0	4.4	4.6
Other services.....	190	177	168	3.3	3.0	2.9
Government.....	475	513	503	2.1	2.3	2.2
Federal.....	61	101	88	2.2	3.5	3.0
State and local.....	414	412	415	2.1	2.1	2.1
State and local education.....	143	124	126	1.3	1.2	1.2
State and local, excluding education.....	270	289	289	2.9	3.1	3.1
REGION³						
Northeast.....	949	1,048	1,008	3.4	3.8	3.6
South.....	2,161	1,999	2,094	4.0	3.6	3.8
Midwest.....	1,315	1,281	1,370	3.9	3.8	4.0
West.....	1,230	1,288	1,301	3.6	3.8	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 The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Total.....	5,509	5,265	5,364	3.8	3.6	3.7
INDUSTRY						
Total private.....	5,184	4,811	5,055	4.3	3.9	4.1
Mining and logging.....	31	28	28	4.0	4.1	4.1
Construction.....	318	288	332	4.7	4.2	4.8
Manufacturing.....	272	290	276	2.2	2.4	2.2
Durable goods.....	144	165	152	1.9	2.2	2.0
Nondurable goods.....	128	125	123	2.8	2.7	2.7
Trade, transportation, and utilities.....	1,277	1,099	1,316	4.7	4.0	4.8
Wholesale trade.....	133	139	133	2.3	2.3	2.2
Retail trade.....	944	749	929	6.0	4.7	5.8
Transportation, warehousing, and utilities.....	201	211	254	3.7	3.8	4.6
Information.....	98	78	80	3.5	2.8	2.9
Financial activities.....	224	163	189	2.7	2.0	2.3
Finance and insurance.....	148	105	114	2.4	1.7	1.8
Real estate and rental and leasing.....	76	59	74	3.6	2.7	3.4
Professional and business services.....	1,123	1,054	1,075	5.6	5.2	5.2
Education and health services.....	698	713	684	3.1	3.1	3.0
Educational services.....	88	155	77	2.4	4.4	2.1
Health care and social assistance.....	610	558	607	3.2	2.9	3.1
Leisure and hospitality.....	943	905	909	6.2	5.7	5.9
Arts, entertainment, and recreation.....	135	109	120	6.3	4.7	5.5
Accommodation and food services.....	808	797	789	6.2	5.9	5.9
Other services.....	199	193	166	3.5	3.4	2.9
Government.....	326	454	310	1.5	2.0	1.4
Federal.....	38	37	40	1.4	1.3	1.4
State and local.....	288	417	270	1.5	2.2	1.4
State and local education.....	151	276	122	1.4	2.7	1.1
State and local, excluding education.....	137	141	148	1.5	1.6	1.6
REGION³						
Northeast.....	885	906	897	3.3	3.4	3.3
South.....	2,052	1,979	2,149	3.9	3.8	4.0
Midwest.....	1,229	1,142	1,129	3.8	3.5	3.5
West.....	1,344	1,239	1,190	4.1	3.8	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 9. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Total.....	5,089	5,292	5,056	3.5	3.6	3.5
INDUSTRY						
Total private.....	4,779	4,888	4,776	3.9	4.0	3.9
Mining and logging.....	35	29	28	4.4	4.2	4.0
Construction.....	307	292	343	4.6	4.2	5.0
Manufacturing.....	290	303	293	2.3	2.5	2.4
Durable goods.....	153	175	157	2.0	2.3	2.1
Nondurable goods.....	137	128	136	3.0	2.8	2.9
Trade, transportation, and utilities.....	1,003	1,033	1,050	3.7	3.8	3.8
Wholesale trade.....	135	124	140	2.3	2.1	2.4
Retail trade.....	689	712	710	4.4	4.5	4.4
Transportation, warehousing, and utilities.....	179	197	200	3.3	3.6	3.6
Information.....	86	88	69	3.1	3.2	2.5
Financial activities.....	196	158	162	2.4	1.9	1.9
Finance and insurance.....	125	102	97	2.1	1.7	1.6
Real estate and rental and leasing.....	71	56	65	3.4	2.6	3.0
Professional and business services.....	1,040	1,018	1,012	5.2	5.0	4.9
Education and health services.....	545	586	567	2.4	2.6	2.5
Educational services.....	58	73	48	1.6	2.1	1.3
Health care and social assistance.....	487	513	519	2.6	2.7	2.7
Leisure and hospitality.....	1,081	1,158	1,087	7.1	7.3	7.0
Arts, entertainment, and recreation.....	220	256	187	10.2	11.1	8.6
Accommodation and food services.....	860	901	900	6.6	6.7	6.8
Other services.....	198	222	165	3.5	3.9	2.9
Government.....	310	404	280	1.4	1.8	1.2
Federal.....	45	41	30	1.6	1.5	1.1
State and local.....	264	364	249	1.3	1.9	1.3
State and local education.....	99	129	76	0.9	1.3	0.7
State and local, excluding education.....	165	235	173	1.8	2.6	1.9
REGION³						
Northeast.....	757	961	782	2.8	3.6	2.9
South.....	2,033	1,961	1,950	3.9	3.7	3.7
Midwest.....	1,117	1,107	1,137	3.5	3.4	3.5
West.....	1,182	1,263	1,187	3.6	3.8	3.6

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Total.....	2,909	3,249	3,140	2.0	2.2	2.2
INDUSTRY						
Total private.....	2,765	3,057	3,003	2.3	2.5	2.4
Mining and logging.....	16	15	15	2.0	2.2	2.2
Construction.....	96	128	141	1.4	1.9	2.1
Manufacturing.....	151	165	169	1.2	1.3	1.4
Durable goods.....	75	92	92	1.0	1.2	1.2
Nondurable goods.....	76	73	77	1.7	1.6	1.7
Trade, transportation, and utilities.....	675	698	714	2.5	2.6	2.6
Wholesale trade.....	80	75	82	1.4	1.3	1.4
Retail trade.....	484	493	506	3.1	3.1	3.2
Transportation, warehousing, and utilities.....	111	130	127	2.0	2.4	2.3
Information.....	47	58	40	1.7	2.1	1.5
Financial activities.....	115	84	101	1.4	1.0	1.2
Finance and insurance.....	70	55	68	1.1	0.9	1.1
Real estate and rental and leasing.....	45	29	33	2.1	1.3	1.5
Professional and business services.....	575	593	634	2.9	2.9	3.1
Education and health services.....	368	431	383	1.6	1.9	1.7
Educational services.....	32	52	30	0.9	1.5	0.8
Health care and social assistance.....	337	379	352	1.8	2.0	1.8
Leisure and hospitality.....	625	782	707	4.1	5.0	4.6
Arts, entertainment, and recreation.....	58	102	72	2.7	4.5	3.3
Accommodation and food services.....	567	679	636	4.3	5.0	4.8
Other services.....	97	103	98	1.7	1.8	1.7
Government.....	144	192	136	0.6	0.9	0.6
Federal.....	14	15	10	0.5	0.5	0.3
State and local.....	130	177	127	0.7	0.9	0.6
State and local education.....	55	74	50	0.5	0.7	0.5
State and local, excluding education.....	75	104	77	0.8	1.1	0.9
REGION³						
Northeast.....	389	492	430	1.5	1.8	1.6
South.....	1,151	1,276	1,252	2.2	2.4	2.4
Midwest.....	682	695	696	2.1	2.1	2.1
West.....	687	786	762	2.1	2.4	2.3

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Total.....	1,817	1,683	1,570	1.3	1.2	1.1
INDUSTRY						
Total private.....	1,706	1,527	1,469	1.4	1.2	1.2
Mining and logging.....	18	8	10	2.2	1.1	1.4
Construction.....	200	146	188	3.0	2.1	2.7
Manufacturing.....	117	113	104	1.0	0.9	0.8
Durable goods.....	63	65	52	0.8	0.8	0.7
Nondurable goods.....	54	48	52	1.2	1.0	1.1
Trade, transportation, and utilities.....	250	245	235	0.9	0.9	0.9
Wholesale trade.....	46	33	36	0.8	0.6	0.6
Retail trade.....	154	167	140	1.0	1.1	0.9
Transportation, warehousing, and utilities.....	51	45	58	0.9	0.8	1.1
Information.....	30	19	15	1.1	0.7	0.5
Financial activities.....	48	49	46	0.6	0.6	0.6
Finance and insurance.....	28	26	19	0.5	0.4	0.3
Real estate and rental and leasing.....	20	23	27	1.0	1.1	1.3
Professional and business services.....	407	369	322	2.0	1.8	1.6
Education and health services.....	128	114	150	0.6	0.5	0.7
Educational services.....	22	15	15	0.6	0.4	0.4
Health care and social assistance.....	106	99	135	0.6	0.5	0.7
Leisure and hospitality.....	422	350	346	2.8	2.2	2.2
Arts, entertainment, and recreation.....	158	150	113	7.4	6.5	5.2
Accommodation and food services.....	264	200	233	2.0	1.5	1.7
Other services.....	86	114	54	1.5	2.0	0.9
Government.....	111	155	100	0.5	0.7	0.4
Federal.....	13	13	12	0.5	0.5	0.4
State and local.....	98	142	89	0.5	0.7	0.4
State and local education.....	32	36	16	0.3	0.4	0.2
State and local, excluding education.....	67	106	72	0.7	1.2	0.8
REGION³						
Northeast.....	304	389	290	1.1	1.4	1.1
South.....	716	555	560	1.4	1.1	1.1
Midwest.....	370	339	363	1.2	1.0	1.1
West.....	427	399	356	1.3	1.2	1.1

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2015	Sept. 2016	Oct. 2016 ^p	Oct. 2015	Sept. 2016	Oct. 2016 ^p
Total.....	364	360	347	0.3	0.2	0.2
INDUSTRY						
Total private.....	309	303	304	0.3	0.2	0.2
Mining and logging.....	2	6	3	0.2	0.8	0.4
Construction.....	11	18	13	0.2	0.3	0.2
Manufacturing.....	21	25	21	0.2	0.2	0.2
Durable goods.....	14	18	13	0.2	0.2	0.2
Nondurable goods.....	7	7	7	0.2	0.2	0.2
Trade, transportation, and utilities.....	78	90	101	0.3	0.3	0.4
Wholesale trade.....	9	16	22	0.2	0.3	0.4
Retail trade.....	52	52	64	0.3	0.3	0.4
Transportation, warehousing, and utilities.....	17	22	16	0.3	0.4	0.3
Information.....	9	11	13	0.3	0.4	0.5
Financial activities.....	33	25	15	0.4	0.3	0.2
Finance and insurance.....	28	21	11	0.5	0.3	0.2
Real estate and rental and leasing.....	5	4	4	0.3	0.2	0.2
Professional and business services.....	58	56	56	0.3	0.3	0.3
Education and health services.....	48	40	35	0.2	0.2	0.2
Educational services.....	4	5	3	0.1	0.1	0.1
Health care and social assistance.....	44	35	31	0.2	0.2	0.2
Leisure and hospitality.....	34	26	34	0.2	0.2	0.2
Arts, entertainment, and recreation.....	4	4	2	0.2	0.2	0.1
Accommodation and food services.....	30	22	31	0.2	0.2	0.2
Other services.....	15	5	13	0.3	0.1	0.2
Government.....	55	57	43	0.2	0.3	0.2
Federal.....	19	12	9	0.7	0.4	0.3
State and local.....	36	44	34	0.2	0.2	0.2
State and local education.....	13	19	11	0.1	0.2	0.1
State and local, excluding education.....	24	25	24	0.3	0.3	0.3
REGION³						
Northeast.....	65	79	62	0.2	0.3	0.2
South.....	166	131	138	0.3	0.2	0.3
Midwest.....	65	73	78	0.2	0.2	0.2
West.....	69	78	69	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.

^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.