

For release 10:00 a.m. (EST) Tuesday, December 11, 2012

USDL-12-2405

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

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

JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2012

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

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

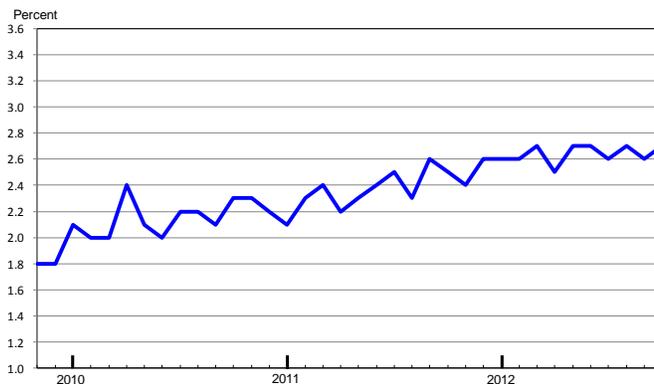
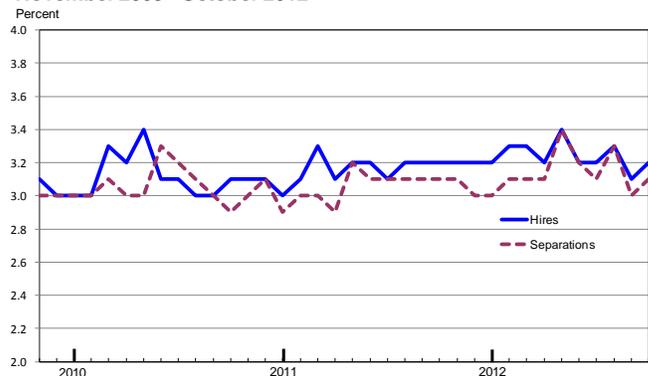


Chart 2. Hires and separations rates, seasonally adjusted, November 2009 - October 2012



Job Openings

The number of job openings in October was 3.7 million, essentially unchanged from September. (See table 1.) The number of openings was little changed in all industries except construction, manufacturing, and accommodation and food services, which increased. The number of openings was also little changed in all four regions in October. The level of total nonfarm job openings in October was up from 2.4 million at the end of the recession in June 2009. (Recession dates are determined by the National Bureau of Economic Research.)

Hurricane Sandy

Hurricane Sandy struck the Northeast Coast at the end of October. All possible efforts were made to contact survey respondents in the hurricane-affected areas. Special estimation procedures were used for selected nonresponding sample units as discussed in the note on page 4.

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

Industry	Job openings			Hires			Total separations		
	Oct. 2011	Sept. 2012	Oct. 2012 ^P	Oct. 2011	Sept. 2012	Oct. 2012 ^P	Oct. 2011	Sept. 2012	Oct. 2012 ^P
	Levels (in thousands)								
Total	3,408	3,547	3,675	4,220	4,204	4,339	4,065	4,017	4,084
Total private ¹	3,062	3,172	3,293	3,979	3,922	4,056	3,781	3,759	3,776
Construction.....	80	82	130	333	327	321	325	332	299
Manufacturing.....	240	241	279	240	235	252	227	235	234
Trade, transportation, and utilities ²	594	592	594	840	819	884	813	805	832
Retail trade.....	334	342	373	559	548	595	539	541	554
Professional and business services.....	644	622	646	893	848	888	831	821	785
Education and health services ³	622	725	660	484	499	499	450	438	471
Health care and social assistance.....	558	654	608	414	417	428	386	375	396
Leisure and hospitality	404	366	431	719	708	754	663	672	704
Arts, entertainment, and recreation.....	62	54	52	131	102	133	114	104	118
Accommodation and food services.....	342	312	379	588	606	621	549	568	586
Government ⁴	345	375	382	241	283	283	285	258	308
State and local.....	279	306	321	215	251	255	253	226	269
	Rates (percent)								
Total	2.5	2.6	2.7	3.2	3.1	3.2	3.1	3.0	3.1
Total private ¹	2.7	2.8	2.9	3.6	3.5	3.6	3.4	3.4	3.4
Construction.....	1.4	1.5	2.3	6.0	5.9	5.8	5.9	6.0	5.4
Manufacturing.....	2.0	2.0	2.3	2.0	2.0	2.1	1.9	2.0	2.0
Trade, transportation, and utilities ²	2.3	2.3	2.3	3.3	3.2	3.5	3.2	3.2	3.3
Retail trade.....	2.2	2.3	2.5	3.8	3.7	4.0	3.7	3.7	3.7
Professional and business services.....	3.6	3.3	3.5	5.1	4.7	4.9	4.8	4.6	4.4
Education and health services ³	3.0	3.4	3.1	2.4	2.4	2.4	2.2	2.1	2.3
Health care and social assistance.....	3.2	3.7	3.4	2.5	2.4	2.5	2.3	2.2	2.3
Leisure and hospitality	2.9	2.6	3.0	5.4	5.2	5.5	5.0	4.9	5.1
Arts, entertainment, and recreation.....	3.1	2.7	2.6	6.9	5.3	6.9	6.0	5.4	6.1
Accommodation and food services.....	2.9	2.6	3.1	5.1	5.1	5.3	4.8	4.8	5.0
Government ⁴	1.5	1.7	1.7	1.1	1.3	1.3	1.3	1.2	1.4
State and local.....	1.4	1.6	1.6	1.1	1.3	1.3	1.3	1.2	1.4

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

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

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

^P Preliminary

The number of job openings in October (not seasonally adjusted) was up over the year for total nonfarm and total private, but little changed for government. Job openings increased over the year for construction, nondurable goods manufacturing, other services, and state and local government, but fell in wholesale trade. The Midwest and Northeast regions experienced a rise in job openings over the year. (See table 7.)

Hires

In October, the hires rate was little changed at 3.2 percent. The hires rate was also little changed in all industries and regions over the month. (See table 2.) The number of hires in October was 4.3 million, up from 3.7 million at the end of the recession in June 2009.

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

Separations

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

In October, the total separations rate was little changed for total nonfarm, unchanged for total private, and rose for government. (See table 3.) Over the 12 months ending in October, the total separations rate (not seasonally adjusted) was unchanged for total nonfarm, and little changed for total private and government. (See table 9.)

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

The number of quits (not seasonally adjusted) was little changed over the 12 months ending in October for total nonfarm and total private, and rose for government. Quits increased over the year in mining and logging; transportation, warehousing, and utilities; and state and local government. Quits levels rose in the South, but were essentially unchanged over the year for the other three regions. (See table 10.)

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

The layoffs and discharges level (not seasonally adjusted) was little changed for total nonfarm, total private, and government over the 12 months ending in October 2012. Over the year, the number of layoffs and discharges rose in mining and logging; the number fell in the Midwest region. (See table 11.)

In October, there were 357,000 other separations for total nonfarm, little changed from the previous month. The number of other separations was also little changed over the year. (See tables 6 and 12.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in October 2012, hires totaled 51.7 million and separations totaled 49.8 million, yielding a net employment gain of 1.9 million. These figures include workers who may have been hired and separated more than once during the year.

The Job Openings and Labor Turnover Survey results for November 2012 are scheduled to be released on Thursday, January 10, 2013 at 10:00 a.m. (EST). Scheduled release dates for 2013 are as follows:

Dec. — Feb. 12	June — Aug. 6
Jan. — March 12	July — Sept. 10
Feb. — April 9	Aug. — Oct. 8
March — May 7	Sept. — Nov. 8
April — June 11	Oct. — Dec. 10
May — July 9	

Hurricane Sandy

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

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

While the preliminary estimates in this release reflect this special treatment, it is not possible to quantify the effect of Hurricane Sandy on the overall JOLTS estimates. Attempts to collect October data in the affected areas will continue, and final October estimates will be released next month.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the

establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

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

Separations. Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire; formal layoffs lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

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

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates are published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Special collection procedures

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

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

Sample and estimation methodology

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

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

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

JOLTS business birth/death model

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS

sample cannot capture job openings, hires, and separations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward using the ratio of over-the-year CES employment change. The birth/death model also uses historical JOLTS data to estimate the amount of “churn” (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

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

Seasonal adjustment

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

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit

the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the Monthly Alignment Method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The monthly alignment procedure assures a close match of the JOLTS implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

Historical changes in JOLTS data

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

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

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

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

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of

confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p
Total	3,408	3,657	3,722	3,593	3,661	3,547	3,675	2.5	2.7	2.7	2.6	2.7	2.6	2.7
INDUSTRY														
Total private ⁴	3,062	3,285	3,346	3,211	3,257	3,172	3,293	2.7	2.9	2.9	2.8	2.8	2.8	2.9
Construction.....	80	69	68	67	81	82	130	1.4	1.2	1.2	1.2	1.4	1.5	2.3
Manufacturing.....	240	297	296	273	257	241	279	2.0	2.4	2.4	2.2	2.1	2.0	2.3
Trade, transportation, and utilities ⁵	594	591	588	585	592	592	594	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Retail trade.....	334	348	348	334	350	342	373	2.2	2.3	2.3	2.2	2.3	2.3	2.5
Professional and business services.....	644	718	693	641	761	622	646	3.6	3.9	3.7	3.5	4.1	3.3	3.5
Education and health services ⁶	622	687	713	689	661	725	660	3.0	3.3	3.4	3.3	3.1	3.4	3.1
Health care and social assistance.....	558	629	660	604	601	654	608	3.2	3.6	3.7	3.4	3.4	3.7	3.4
Leisure and hospitality	404	432	460	469	405	366	431	2.9	3.1	3.3	3.3	2.9	2.6	3.0
Arts, entertainment, and recreation.....	62	52	47	50	50	54	52	3.1	2.6	2.4	2.5	2.5	2.7	2.6
Accommodation and food services.....	342	381	413	419	355	312	379	2.9	3.2	3.4	3.5	2.9	2.6	3.1
Government ⁷	345	372	376	382	404	375	382	1.5	1.7	1.7	1.7	1.8	1.7	1.7
State and local.....	279	302	304	329	327	306	321	1.4	1.6	1.6	1.7	1.7	1.6	1.6
REGION ⁸														
Northeast	573	675	664	671	681	659	667	2.2	2.6	2.6	2.6	2.6	2.5	2.5
South	1,310	1,474	1,490	1,399	1,431	1,325	1,404	2.7	3.0	3.0	2.8	2.9	2.7	2.8
Midwest	715	755	777	759	790	817	842	2.3	2.4	2.5	2.4	2.5	2.6	2.7
West	811	754	792	763	758	747	763	2.7	2.5	2.6	2.5	2.5	2.5	2.5

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p
Total	4,220	4,461	4,284	4,278	4,440	4,204	4,339	3.2	3.4	3.2	3.2	3.3	3.1	3.2
INDUSTRY														
Total private ⁴	3,979	4,176	4,000	3,989	4,109	3,922	4,056	3.6	3.8	3.6	3.6	3.7	3.5	3.6
Construction.....	333	314	355	359	323	327	321	6.0	5.7	6.4	6.5	5.9	5.9	5.8
Manufacturing.....	240	262	270	244	230	235	252	2.0	2.2	2.3	2.0	1.9	2.0	2.1
Trade, transportation, and utilities ⁵	840	872	821	848	892	819	884	3.3	3.4	3.2	3.3	3.5	3.2	3.5
Retail trade.....	559	577	556	570	577	548	595	3.8	3.9	3.8	3.9	3.9	3.7	4.0
Professional and business services.....	893	982	931	871	915	848	888	5.1	5.5	5.2	4.9	5.1	4.7	4.9
Education and health services ⁶	484	540	494	500	502	499	499	2.4	2.7	2.4	2.5	2.5	2.4	2.4
Health care and social assistance.....	414	466	425	427	430	417	428	2.5	2.7	2.5	2.5	2.5	2.4	2.5
Leisure and hospitality	719	715	700	720	747	708	754	5.4	5.3	5.1	5.3	5.5	5.2	5.5
Arts, entertainment, and recreation.....	131	115	108	106	104	102	133	6.9	6.0	5.7	5.5	5.4	5.3	6.9
Accommodation and food services.....	588	600	592	614	643	606	621	5.1	5.1	5.1	5.2	5.5	5.1	5.3
Government ⁷	241	285	284	288	332	283	283	1.1	1.3	1.3	1.3	1.5	1.3	1.3
State and local.....	215	254	256	268	300	251	255	1.1	1.3	1.3	1.4	1.6	1.3	1.3
REGION ⁸														
Northeast	684	696	701	675	676	745	644	2.7	2.7	2.8	2.7	2.7	2.9	2.5
South	1,656	1,781	1,691	1,674	1,758	1,722	1,751	3.5	3.7	3.5	3.5	3.6	3.6	3.6
Midwest	960	1,030	985	993	1,056	893	965	3.2	3.4	3.3	3.3	3.5	2.9	3.2
West	919	953	908	935	951	844	979	3.2	3.3	3.1	3.2	3.3	2.9	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 Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p
Total	4,065	4,463	4,249	4,088	4,355	4,017	4,084	3.1	3.4	3.2	3.1	3.3	3.0	3.1
INDUSTRY														
Total private ⁴	3,781	4,163	3,943	3,789	4,062	3,759	3,776	3.4	3.7	3.5	3.4	3.6	3.4	3.4
Construction.....	325	359	342	358	316	332	299	5.9	6.5	6.2	6.5	5.7	6.0	5.4
Manufacturing.....	227	248	263	228	250	235	234	1.9	2.1	2.2	1.9	2.1	2.0	2.0
Trade, transportation, and utilities ⁵	813	835	827	815	883	805	832	3.2	3.3	3.3	3.2	3.5	3.2	3.3
Retail trade.....	539	586	558	556	587	541	554	3.7	4.0	3.8	3.8	4.0	3.7	3.7
Professional and business services.....	831	1,035	921	807	911	821	785	4.8	5.8	5.1	4.5	5.1	4.6	4.4
Education and health services ⁶	450	479	493	463	474	438	471	2.2	2.4	2.4	2.3	2.3	2.1	2.3
Health care and social assistance.....	386	414	409	396	404	375	396	2.3	2.4	2.4	2.3	2.4	2.2	2.3
Leisure and hospitality	663	712	679	685	730	672	704	5.0	5.2	5.0	5.0	5.3	4.9	5.1
Arts, entertainment, and recreation..	114	135	101	105	88	104	118	6.0	7.0	5.3	5.5	4.5	5.4	6.1
Accommodation and food services..	549	577	578	579	642	568	586	4.8	4.9	4.9	4.9	5.5	4.8	5.0
Government ⁷	285	300	306	299	292	258	308	1.3	1.4	1.4	1.4	1.3	1.2	1.4
State and local.....	253	270	276	271	262	226	269	1.3	1.4	1.4	1.4	1.4	1.2	1.4
REGION ⁸														
Northeast.....	702	690	668	711	671	704	676	2.8	2.7	2.6	2.8	2.6	2.8	2.7
South.....	1,537	1,772	1,690	1,579	1,696	1,646	1,625	3.2	3.7	3.5	3.3	3.5	3.4	3.3
Midwest.....	949	1,038	912	894	1,056	868	846	3.2	3.4	3.0	3.0	3.5	2.9	2.8
West.....	877	963	979	905	931	801	937	3.0	3.3	3.4	3.1	3.2	2.7	3.2

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p
Total	1,983	2,176	2,133	2,163	2,151	1,964	2,067	1.5	1.6	1.6	1.6	1.6	1.5	1.5
INDUSTRY														
Total private ⁴	1,869	2,041	1,998	2,033	2,025	1,849	1,931	1.7	1.8	1.8	1.8	1.8	1.7	1.7
Construction.....	80	79	86	87	75	69	93	1.5	1.4	1.6	1.6	1.4	1.3	1.7
Manufacturing.....	105	117	108	107	113	109	98	.9	1.0	.9	.9	.9	.9	.8
Trade, transportation, and utilities ⁵	461	440	465	482	471	425	462	1.8	1.7	1.8	1.9	1.9	1.7	1.8
Retail trade.....	330	318	330	340	337	317	316	2.2	2.2	2.2	2.3	2.3	2.1	2.1
Professional and business services.....	368	439	400	386	386	362	357	2.1	2.5	2.2	2.2	2.2	2.0	2.0
Education and health services ⁶	242	269	269	279	277	243	263	1.2	1.3	1.3	1.4	1.4	1.2	1.3
Health care and social assistance.....	215	239	229	248	234	206	228	1.3	1.4	1.3	1.5	1.4	1.2	1.3
Leisure and hospitality	374	448	440	432	430	411	430	2.8	3.3	3.2	3.2	3.2	3.0	3.1
Arts, entertainment, and recreation..	41	52	49	47	44	33	43	2.1	2.7	2.6	2.5	2.3	1.7	2.2
Accommodation and food services..	334	396	391	385	386	377	387	2.9	3.4	3.3	3.3	3.3	3.2	3.3
Government ⁷	114	136	135	130	125	115	136	.5	.6	.6	.6	.6	.5	.6
State and local.....	102	124	126	119	115	105	121	.5	.6	.7	.6	.6	.5	.6
REGION ⁸														
Northeast.....	288	305	300	315	325	290	285	1.1	1.2	1.2	1.2	1.3	1.1	1.1
South.....	782	899	925	945	906	868	893	1.6	1.9	1.9	2.0	1.9	1.8	1.8
Midwest.....	477	521	474	449	488	431	450	1.6	1.7	1.6	1.5	1.6	1.4	1.5
West.....	436	452	434	454	432	375	439	1.5	1.6	1.5	1.6	1.5	1.3	1.5

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p
Total	1,740	1,956	1,761	1,582	1,848	1,728	1,660	1.3	1.5	1.3	1.2	1.4	1.3	1.2
INDUSTRY														
Total private ⁴	1,630	1,852	1,655	1,482	1,745	1,643	1,557	1.5	1.7	1.5	1.3	1.6	1.5	1.4
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Government ⁷	110	104	106	100	103	85	102	.5	.5	.5	.5	.5	.4	.5
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REGION ⁸														
Northeast.....	340	331	298	323	269	344	329	1.4	1.3	1.2	1.3	1.1	1.4	1.3
South.....	639	761	633	522	686	653	594	1.3	1.6	1.3	1.1	1.4	1.3	1.2
Midwest.....	393	443	366	365	467	365	319	1.3	1.5	1.2	1.2	1.5	1.2	1.0
West.....	368	421	464	372	426	366	418	1.3	1.4	1.6	1.3	1.5	1.2	1.4

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

- Data not available.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p	Oct. 2011	May 2012	June 2012	July 2012	Aug. 2012	Sept. 2012	Oct. 2012 ^p
Total	342	331	355	343	356	326	357	.3	.2	.3	.3	.3	.2	.3
INDUSTRY														
Total private ⁴	281	270	290	274	292	267	288	.3	.2	.3	.2	.3	.2	.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Government ⁷	61	61	65	69	64	59	70	.3	.3	.3	.3	.3	.3	.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REGION ⁸														
Northeast	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Midwest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
West	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

- Data not available.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2011	Sept. 2012	Oct. 2012 ^p	Oct. 2011	Sept. 2012	Oct. 2012 ^p
Total	3,659	3,584	3,928	2.7	2.6	2.8
INDUSTRY						
Total private.....	3,310	3,217	3,546	2.9	2.8	3.1
Mining and logging.....	22	18	16	2.7	2.1	1.9
Construction.....	76	86	132	1.3	1.5	2.2
Manufacturing.....	243	246	282	2.0	2.0	2.3
Durable goods.....	162	144	176	2.2	1.9	2.3
Nondurable goods.....	81	102	107	1.8	2.2	2.3
Trade, transportation, and utilities.....	684	664	696	2.6	2.6	2.7
Wholesale trade.....	155	129	108	2.7	2.2	1.9
Retail trade.....	423	403	483	2.8	2.7	3.2
Transportation, warehousing, and utilities.....	106	131	104	2.1	2.6	2.0
Information.....	119	101	119	4.3	3.7	4.3
Financial activities.....	248	280	258	3.1	3.5	3.2
Finance and insurance.....	185	218	198	3.1	3.6	3.3
Real estate and rental and leasing.....	64	62	60	3.2	3.0	3.0
Professional and business services.....	702	618	695	3.8	3.3	3.7
Education and health services.....	661	705	696	3.2	3.4	3.3
Educational services.....	68	64	56	2.0	1.9	1.6
Health care and social assistance.....	592	641	641	3.4	3.6	3.6
Leisure and hospitality.....	424	372	455	3.1	2.6	3.2
Arts, entertainment, and recreation.....	63	52	53	3.2	2.5	2.7
Accommodation and food services.....	362	320	402	3.1	2.6	3.3
Other services.....	129	129	196	2.4	2.3	3.5
Government.....	349	368	383	1.5	1.7	1.7
Federal.....	72	67	66	2.5	2.3	2.3
State and local.....	277	301	316	1.4	1.6	1.6
REGION ³						
Northeast.....	630	663	732	2.4	2.5	2.8
South.....	1,402	1,320	1,491	2.8	2.6	3.0
Midwest.....	740	849	871	2.4	2.7	2.8
West.....	887	752	834	3.0	2.5	2.7

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 See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2011	Sept. 2012	Oct. 2012 ^p	Oct. 2011	Sept. 2012	Oct. 2012 ^p
Total	4,509	4,380	4,608	3.4	3.3	3.4
INDUSTRY						
Total private.....	4,275	3,999	4,352	3.9	3.6	3.9
Mining and logging.....	29	27	27	3.5	3.1	3.3
Construction.....	350	320	336	6.1	5.5	5.8
Manufacturing.....	244	230	255	2.1	1.9	2.1
Durable goods.....	140	124	151	1.9	1.7	2.0
Nondurable goods.....	104	106	104	2.3	2.3	2.3
Trade, transportation, and utilities.....	976	871	1,046	3.9	3.4	4.1
Wholesale trade.....	145	132	138	2.6	2.3	2.4
Retail trade.....	679	592	735	4.6	4.0	5.0
Transportation, warehousing, and utilities.....	153	147	173	3.1	2.9	3.5
Information.....	62	56	68	2.3	2.2	2.6
Financial activities.....	193	192	207	2.5	2.5	2.7
Finance and insurance.....	108	123	141	1.9	2.1	2.4
Real estate and rental and leasing.....	85	69	67	4.4	3.5	3.4
Professional and business services.....	952	788	937	5.4	4.4	5.2
Education and health services.....	526	596	537	2.6	2.9	2.6
Educational services.....	76	154	75	2.2	4.7	2.2
Health care and social assistance.....	449	442	461	2.7	2.6	2.7
Leisure and hospitality.....	689	718	719	5.2	5.2	5.2
Arts, entertainment, and recreation.....	99	94	99	5.3	4.7	5.2
Accommodation and food services.....	590	624	620	5.1	5.2	5.3
Other services.....	255	202	219	4.8	3.8	4.1
Government.....	234	380	256	1.0	1.7	1.1
Federal.....	27	35	27	.9	1.2	1.0
State and local.....	208	345	229	1.1	1.8	1.2
REGION ³						
Northeast.....	720	839	663	2.8	3.3	2.6
South.....	1,795	1,745	1,886	3.7	3.6	3.9
Midwest.....	1,033	910	1,027	3.4	3.0	3.4
West.....	960	887	1,032	3.3	3.0	3.5

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

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

³ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2011	Sept. 2012	Oct. 2012 ^p	Oct. 2011	Sept. 2012	Oct. 2012 ^p
Total	4,286	4,291	4,267	3.2	3.2	3.2
INDUSTRY						
Total private.....	4,062	3,971	4,022	3.7	3.5	3.6
Mining and logging.....	23	30	35	2.9	3.5	4.2
Construction.....	354	338	327	6.2	5.9	5.7
Manufacturing.....	251	235	258	2.1	2.0	2.1
Durable goods.....	138	144	158	1.9	1.9	2.1
Nondurable goods.....	113	91	99	2.5	2.0	2.2
Trade, transportation, and utilities.....	817	820	838	3.2	3.2	3.3
Wholesale trade.....	130	134	136	2.3	2.4	2.4
Retail trade.....	538	549	546	3.7	3.7	3.7
Transportation, warehousing, and utilities.....	148	137	157	3.0	2.7	3.1
Information.....	63	62	61	2.4	2.4	2.3
Financial activities.....	195	191	201	2.5	2.5	2.6
Finance and insurance.....	102	123	123	1.8	2.1	2.1
Real estate and rental and leasing.....	94	68	79	4.8	3.5	4.0
Professional and business services.....	872	775	808	4.9	4.3	4.4
Education and health services.....	422	456	438	2.1	2.2	2.1
Educational services.....	47	71	57	1.4	2.2	1.6
Health care and social assistance.....	375	384	381	2.2	2.3	2.2
Leisure and hospitality.....	819	854	855	6.1	6.1	6.2
Arts, entertainment, and recreation.....	157	195	162	8.4	9.8	8.5
Accommodation and food services.....	662	659	693	5.8	5.5	5.9
Other services.....	245	211	201	4.6	3.9	3.7
Government.....	224	320	245	1.0	1.5	1.1
Federal.....	31	42	40	1.1	1.5	1.4
State and local.....	192	278	205	1.0	1.5	1.0
REGION ³						
Northeast.....	718	841	700	2.8	3.3	2.7
South.....	1,619	1,644	1,675	3.4	3.4	3.4
Midwest.....	1,016	944	880	3.4	3.1	2.9
West.....	933	862	1,011	3.2	2.9	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 See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2011	Sept. 2012	Oct. 2012 ^p	Oct. 2011	Sept. 2012	Oct. 2012 ^p
Total	2,091	2,143	2,155	1.6	1.6	1.6
INDUSTRY						
Total private.....	2,000	2,013	2,044	1.8	1.8	1.8
Mining and logging.....	16	18	23	1.9	2.2	2.7
Construction.....	89	75	109	1.5	1.3	1.9
Manufacturing.....	114	114	104	1.0	1.0	.9
Durable goods.....	62	61	65	.8	.8	.9
Nondurable goods.....	53	53	39	1.2	1.2	.9
Trade, transportation, and utilities.....	470	469	477	1.9	1.9	1.9
Wholesale trade.....	74	54	75	1.3	1.0	1.3
Retail trade.....	335	351	318	2.3	2.4	2.1
Transportation, warehousing, and utilities.....	61	64	84	1.2	1.3	1.7
Information.....	37	38	32	1.4	1.5	1.2
Financial activities.....	101	113	92	1.3	1.5	1.2
Finance and insurance.....	65	68	58	1.1	1.2	1.0
Real estate and rental and leasing.....	36	45	33	1.9	2.3	1.7
Professional and business services.....	411	355	385	2.3	2.0	2.1
Education and health services.....	248	267	264	1.2	1.3	1.3
Educational services.....	24	48	30	.7	1.4	.9
Health care and social assistance.....	225	219	234	1.3	1.3	1.4
Leisure and hospitality.....	408	485	464	3.1	3.5	3.4
Arts, entertainment, and recreation.....	41	52	42	2.2	2.6	2.2
Accommodation and food services.....	367	434	421	3.2	3.6	3.6
Other services.....	105	77	96	2.0	1.4	1.8
Government.....	92	130	111	.4	.6	.5
Federal.....	10	11	13	.3	.4	.5
State and local.....	82	119	98	.4	.6	.5
REGION ³						
Northeast.....	301	355	295	1.2	1.4	1.1
South.....	816	905	918	1.7	1.9	1.9
Midwest.....	523	465	485	1.7	1.5	1.6
West.....	450	417	457	1.5	1.4	1.5

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

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

³ See footnote 8, table 1.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2011	Sept. 2012	Oct. 2012 ^p	Oct. 2011	Sept. 2012	Oct. 2012 ^p
Total	1,861	1,833	1,765	1.4	1.4	1.3
INDUSTRY						
Total private.....	1,770	1,698	1,684	1.6	1.5	1.5
Mining and logging.....	5	10	11	.6	1.2	1.3
Construction.....	250	256	215	4.3	4.4	3.7
Manufacturing.....	106	103	138	.9	.9	1.1
Durable goods.....	62	71	85	.8	.9	1.1
Nondurable goods.....	45	32	53	1.0	.7	1.2
Trade, transportation, and utilities.....	261	275	283	1.0	1.1	1.1
Wholesale trade.....	42	74	47	.8	1.3	.8
Retail trade.....	151	142	183	1.0	1.0	1.2
Transportation, warehousing, and utilities.....	68	59	52	1.4	1.2	1.0
Information.....	23	16	22	.9	.6	.8
Financial activities.....	75	36	74	1.0	.5	1.0
Finance and insurance.....	25	22	33	.4	.4	.6
Real estate and rental and leasing.....	49	14	41	2.5	.7	2.1
Professional and business services.....	401	388	339	2.3	2.2	1.9
Education and health services.....	134	143	139	.7	.7	.7
Educational services.....	20	19	22	.6	.6	.6
Health care and social assistance.....	114	124	117	.7	.7	.7
Leisure and hospitality.....	387	342	361	2.9	2.5	2.6
Arts, entertainment, and recreation.....	114	140	116	6.1	7.0	6.1
Accommodation and food services.....	273	202	245	2.4	1.7	2.1
Other services.....	128	130	103	2.4	2.4	1.9
Government.....	91	135	81	.4	.6	.4
Federal.....	14	21	17	.5	.7	.6
State and local.....	77	114	65	.4	.6	.3
REGION ³						
Northeast.....	340	414	340	1.3	1.6	1.3
South.....	688	624	623	1.4	1.3	1.3
Midwest.....	416	411	321	1.4	1.4	1.0
West.....	417	383	481	1.4	1.3	1.6

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

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

³ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2011	Sept. 2012	Oct. 2012 ^P	Oct. 2011	Sept. 2012	Oct. 2012 ^P
Total	333	315	347	0.3	0.2	0.3
INDUSTRY						
Total private.....	292	260	294	.3	.2	.3
Mining and logging.....	3	2	2	.3	.2	.2
Construction.....	15	7	3	.3	.1	.1
Manufacturing.....	31	18	16	.3	.2	.1
Durable goods.....	15	12	9	.2	.2	.1
Nondurable goods.....	16	6	7	.4	.1	.2
Trade, transportation, and utilities.....	86	76	79	.3	.3	.3
Wholesale trade.....	15	6	14	.3	.1	.2
Retail trade.....	52	57	45	.4	.4	.3
Transportation, warehousing, and utilities.....	19	13	21	.4	.3	.4
Information.....	3	7	7	.1	.3	.3
Financial activities.....	20	42	36	.3	.5	.5
Finance and insurance.....	11	32	31	.2	.6	.5
Real estate and rental and leasing.....	8	10	5	.4	.5	.2
Professional and business services.....	59	32	84	.3	.2	.5
Education and health services.....	40	46	34	.2	.2	.2
Educational services.....	4	5	4	.1	.1	.1
Health care and social assistance.....	36	41	30	.2	.2	.2
Leisure and hospitality.....	23	27	30	.2	.2	.2
Arts, entertainment, and recreation.....	2	4	3	.1	.2	.2
Accommodation and food services.....	22	24	27	.2	.2	.2
Other services.....	12	4	3	.2	.1	.1
Government.....	41	55	53	.2	.3	.2
Federal.....	8	10	10	.3	.4	.4
State and local.....	33	45	42	.2	.2	.2
REGION ³						
Northeast.....	76	72	65	.3	.3	.3
South.....	114	115	135	.2	.2	.3
Midwest.....	76	67	75	.3	.2	.2
West.....	66	61	72	.2	.2	.2

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

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

³ See footnote 8, table 1.

^P Preliminary