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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2020

The number of job openings was little changed at 6.5 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Hires were little changed at 6.0 million while total separations increased to 5.4 million. Within separations, the quits rate was unchanged at 2.2 percent while the layoffs and discharges rate increased to 1.4 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by four geographic regions.

Chart 1. Job openings rate, seasonally adjusted, November 2017 - November 2020

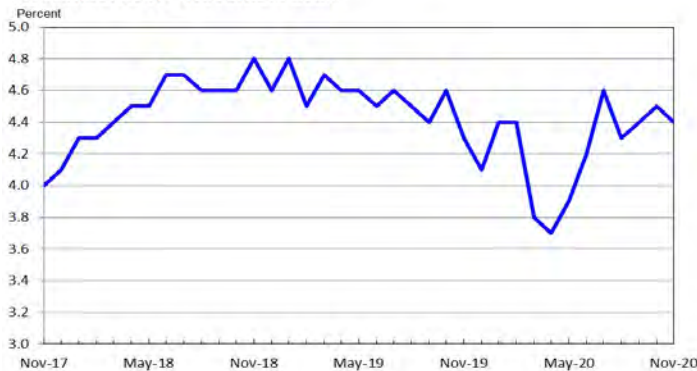
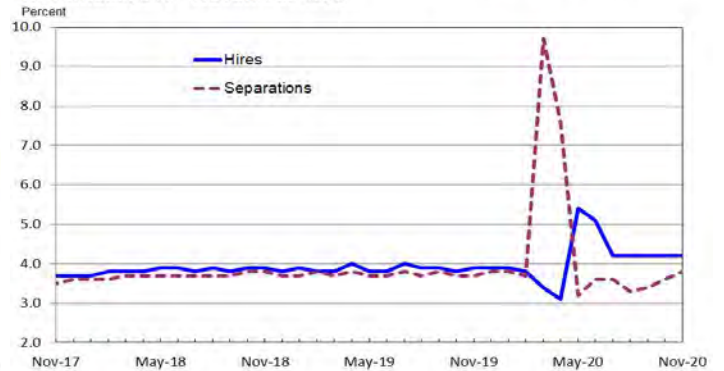


Chart 2. Hires and total separations rates, seasonally adjusted, November 2017 - November 2020



Job Openings

On the last business day of November, the number and rate of **job openings** were little changed at 6.5 million and 4.4 percent, respectively. Job openings decreased in durable goods manufacturing (-48,000), information (-45,000), and educational services (-21,000). The number of job openings was little changed in all four regions. (See table 1.)

Over the year, the number of job openings (not seasonally adjusted) was little changed in November. Job openings decreased in a number of industries over the year with the largest decreases in accommodation and food services; transportation, warehousing, and utilities; and information. The job openings level

Coronavirus (COVID-19) Pandemic Impact on November 2020 JOLTS Data

Data collection for the Job Openings and Labor Turnover Survey was affected by the coronavirus (COVID-19) pandemic. More information is available at the end of this news release and at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-november-2020.htm.

increased in nondurable goods manufacturing and in other services. The number of job openings was little changed in all four regions. (See table 7.)

Hires

In November, the number of **hires** was little changed at 6.0 million, and the hires rate was unchanged at 4.2 percent. Hires increased in professional and business services (+175,000) and mining and logging (+13,000). Hires decreased in accommodation and food services (-73,000), other services (-67,000), and information (-43,000). The number of hires was little changed in all four regions. (See table 2.)

The number of hires in November (not seasonally adjusted) was little changed over the year. Hires increased in professional and business services; transportation, warehousing, and utilities; and nondurable goods manufacturing. Hires decreased in accommodation and food services and in information. The number of hires increased in the South region. (See table 8.)

Separations

Total separations includes quits, layoffs and discharges, and other separations. 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.

In November, the number of **total separations** increased to 5.4 million (+271,000). The total separations rate was little changed at 3.8 percent. Total separations increased in accommodation and food services (+326,000). The total separations level decreased in federal government (-70,000) and real estate and rental and leasing (-27,000). Total separations increased in the West region. (See table 3.)

Over the year, the number of total separations (not seasonally adjusted) was little changed. Total separations increased in accommodation and food services and in federal government. Total separations decreased in retail trade and in arts, entertainment, and recreation. The number of total separations was little changed in all four regions. (See table 9.)

In November, the number of **quits** was little changed at 3.2 million, and the quits rate was unchanged at 2.2 percent. Quits increased in accommodation and food services (+64,000). The quits level decreased in health care and social assistance (-52,000), real estate and rental and leasing (-17,000), and federal government (-6,000). The number of quits was little changed in all four regions. (See table 4.)

Over the year, the number of quits (not seasonally adjusted) decreased to 2.7 million (-241,000). Quits declined in several industries, with the largest decreases in retail trade; arts, entertainment, and recreation; and finance and insurance. Quits increased in durable goods manufacturing and in federal government. The number of quits decreased in the West region. (See table 10.)

The number and rate of **layoffs and discharges** increased to 2.0 million (+295,000) and 1.4 percent, respectively in November. The number of layoffs and discharges increased in accommodation and food services (+263,000), health care and social assistance (+42,000), and state and local government, excluding education (+21,000). Layoffs and discharges decreased in federal government (-54,000), but the overall level remained high due to the continued release of 2020 temporary Census workers in November. Layoffs and discharges increased in the West region. (See table 5.)

Over the year, the layoffs and discharges level (not seasonally adjusted) increased to 2.0 million (+201,000). Layoffs and discharges increased in accommodation and food services and in federal government. The number of layoffs and discharges decreased in arts, entertainment, and recreation and in mining and logging. The number of layoffs and discharges increased over the year in the Midwest and West regions. (See table 11.)

The number of **other separations** was little changed in November at 287,000. Other separations decreased in federal government (-10,000). The other separations level decreased in the South region. (See table 6.)

Over the year, the other separations level (not seasonally adjusted) decreased to 237,000 (-69,000). Other separations decreased in retail trade; other services; and state and local government, excluding education. The number of other separations decreased in the South region. (See table 12.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising.

Over the 12 months ending in November, hires totaled 70.7 million and separations totaled 75.9 million, yielding a net employment loss of 5.2 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 estimates for December 2020 are scheduled to be released on Tuesday, February 9, 2021 at 10:00 a.m. (ET).

Coronavirus (COVID-19) Pandemic Impact on November 2020 Job Openings and Labor Turnover Survey Data

Data collection for the JOLTS survey was affected by the coronavirus (COVID-19) pandemic. While 42 percent of data are usually collected by phone at the JOLTS data collection center, most phone respondents were asked to report electronically. However, data collection was adversely impacted due to the inability to reach some respondents that normally respond by phone. The JOLTS response rate for November was 43 percent, while response rates prior to the pandemic averaged 54 percent.

BLS modified the JOLTS estimation methods in March through November to better reflect the impact of the coronavirus (COVID-19) pandemic. The estimation process usually includes an alignment of monthly hires minus separations to the over-the-month change in the Current Employment Statistics (CES) employment estimates. For November estimates, as in earlier months, BLS suspended the alignment process. The differing reference periods for the CES employment estimates (pay period including the 12th of the month) and the JOLTS hires and separations estimates (the entire reference month) led to different measurement outcomes. More information about the impact of the COVID-19 pandemic on the JOLTS survey, including information about the JOLTS estimation methodology, is available at www.bls.gov/covid19/job-openings-and-labor-turnover-covid19-november-2020.htm.

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

Category	Job openings			Hires			Total separations		
	Nov. 2019	Oct. 2020	Nov. 2020 ^P	Nov. 2019	Oct. 2020	Nov. 2020 ^P	Nov. 2019	Oct. 2020	Nov. 2020 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	6,793	6,632	6,527	5,857	5,912	5,979	5,657	5,142	5,413
Total private.....	6,070	5,936	5,858	5,485	5,578	5,639	5,307	4,674	5,009
Mining and logging ¹	20	21	18	22	17	30	29	21	18
Construction ¹	215	246	236	426	400	399	416	331	351
Manufacturing.....	401	531	498	357	376	397	318	350	340
Durable goods ¹	270	296	248	212	218	219	184	200	199
Nondurable goods ¹	131	236	250	145	158	179	134	150	141
Trade, transportation, and utilities.....	1,271	1,083	1,105	1,170	1,278	1,278	1,198	1,123	1,088
Wholesale trade.....	188	180	171	156	135	148	147	131	139
Retail trade.....	752	643	663	763	777	780	816	739	697
Transportation, warehousing, and utilities ¹	331	260	271	251	366	349	235	253	252
Information ¹	136	122	77	90	103	60	79	56	67
Financial activities.....	348	291	281	236	227	236	213	193	173
Finance and insurance.....	259	215	220	149	144	160	143	111	118
Real estate and rental and leasing ¹	88	76	61	87	84	76	70	82	55
Professional and business services.....	1,217	1,220	1,274	1,157	1,116	1,291	1,131	1,011	1,039
Education and health services.....	1,311	1,373	1,315	730	735	753	663	647	656
Educational services ¹	146	122	101	107	91	99	89	80	89
Health care and social assistance.....	1,165	1,250	1,214	623	644	654	574	567	567
Leisure and hospitality.....	966	817	801	1,078	1,044	982	1,063	777	1,097
Arts, entertainment, and recreation.....	120	99	92	187	132	143	175	100	93
Accommodation and food services.....	845	718	709	891	912	839	888	678	1,004
Other services.....	185	233	251	220	282	215	197	163	179
Government.....	723	696	669	371	334	339	350	469	405
Federal ¹	117	94	97	51	50	52	41	202	132
State and local.....	606	601	573	321	284	287	309	266	273
State and local education.....	220	221	211	160	128	127	157	135	128
State and local, excluding education ¹	386	380	361	160	156	160	152	132	145
RATES BY INDUSTRY (percent)									
Total.....	4.3	4.5	4.4	3.9	4.2	4.2	3.7	3.6	3.8
Total private.....	4.5	4.7	4.6	4.2	4.6	4.7	4.1	3.9	4.1
Mining and logging ¹	2.7	3.2	2.9	3.1	2.8	4.8	4.0	3.3	3.0
Construction ¹	2.8	3.2	3.1	5.7	5.5	5.4	5.5	4.5	4.8
Manufacturing.....	3.0	4.2	3.9	2.8	3.1	3.2	2.5	2.9	2.8
Durable goods ¹	3.2	3.7	3.1	2.6	2.9	2.9	2.3	2.6	2.6
Nondurable goods ¹	2.6	4.9	5.1	3.0	3.4	3.9	2.8	3.3	3.1
Trade, transportation, and utilities.....	4.4	3.9	3.9	4.2	4.8	4.8	4.3	4.2	4.0
Wholesale trade.....	3.1	3.1	2.9	2.6	2.4	2.6	2.5	2.3	2.5
Retail trade.....	4.6	4.1	4.2	4.9	5.1	5.2	5.2	4.9	4.6
Transportation, warehousing, and utilities ¹	5.1	4.2	4.3	4.0	6.2	5.7	3.8	4.3	4.1
Information ¹	4.5	4.5	2.9	3.1	3.9	2.3	2.7	2.1	2.6
Financial activities.....	3.8	3.2	3.1	2.7	2.6	2.7	2.4	2.2	2.0
Finance and insurance.....	3.9	3.2	3.3	2.3	2.2	2.5	2.2	1.7	1.8
Real estate and rental and leasing ¹	3.6	3.3	2.7	3.7	3.8	3.4	3.0	3.7	2.5
Professional and business services.....	5.4	5.6	5.9	5.4	5.5	6.3	5.3	4.9	5.1
Education and health services.....	5.1	5.6	5.3	3.0	3.2	3.2	2.7	2.8	2.8
Educational services ¹	3.7	3.4	2.9	2.8	2.6	2.9	2.3	2.3	2.6
Health care and social assistance.....	5.3	5.9	5.7	3.0	3.2	3.3	2.8	2.9	2.9
Leisure and hospitality.....	5.5	5.8	5.6	6.4	7.8	7.3	6.3	5.8	8.2
Arts, entertainment, and recreation.....	4.6	5.4	4.9	7.6	7.6	8.0	7.1	5.7	5.2
Accommodation and food services.....	5.6	5.8	5.7	6.2	7.8	7.2	6.2	5.8	8.6
Other services.....	3.0	4.1	4.4	3.7	5.1	3.9	3.3	3.0	3.2

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		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Government.....	3.1	3.1	3.0	1.6	1.6	1.6	1.5	2.2	1.9
Federal ¹	3.9	3.1	3.2	1.8	1.7	1.8	1.4	6.8	4.6
State and local.....	3.0	3.1	3.0	1.6	1.5	1.6	1.6	1.4	1.5
State and local education.....	2.0	2.3	2.2	1.5	1.3	1.3	1.5	1.4	1.3
State and local, excluding education ¹	4.0	4.0	3.9	1.7	1.7	1.8	1.6	1.5	1.6

¹ No regular seasonal movements could be identified in the job openings series, therefore, the seasonally adjusted and not seasonally adjusted data are identical.

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Technical Note

Special technical note: This technical note describes the procedures regularly used on a monthly basis to develop estimates from JOLTS survey responses. Due to the COVID-19 pandemic, some of the procedures described in this technical note have been modified. The modifications are briefly described in the box note in the news release and are described in more detail at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-job-openings-and-labor-turnover-data.htm.

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Industries are classified in accordance with the North American Industry Classification System.

Definitions

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 vacation or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or employees on strike for the entire pay period, and employees on leave without pay 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. JOLTS does not publish employment estimates but uses the reported employment for validation of the other reported data elements.

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future, positions for which employees have been hired but the employees have not yet reported for work, and positions 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 include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, 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 include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) 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 (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. 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.

Estimation Method

The JOLTS survey design is a stratified random sample of 20,700 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 9.4 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.

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.

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected

on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment 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 job openings, hires, and separations.

Alignment. The JOLTS figure 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 nonsampling 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. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. BLS uses X-13 ARIMA for seasonal adjustment. 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. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. The seasonally adjusted data are recalculated for the most recent 5 years in order to reflect updated seasonal adjustment factors. These

annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series, for the period since the last benchmark was established.

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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.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs 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 difference, or sampling error, varies depending on the particular sample selected. 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 nonsampling 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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p
Total.....	6,793	6,697	6,352	6,494	6,632	6,527	4.3	4.6	4.3	4.4	4.5	4.4
INDUSTRY												
Total private.....	6,070	5,879	5,636	5,795	5,936	5,858	4.5	4.7	4.5	4.6	4.7	4.6
Mining and logging ³	20	16	15	17	21	18	2.7	2.6	2.4	2.7	3.2	2.9
Construction ³	215	332	275	223	246	236	2.8	4.4	3.7	3.0	3.2	3.1
Manufacturing.....	401	430	469	492	531	498	3.0	3.4	3.7	3.9	4.2	3.9
Durable goods ³	270	228	249	267	296	248	3.2	2.9	3.2	3.4	3.7	3.1
Nondurable goods ³	131	202	220	225	236	250	2.6	4.3	4.6	4.7	4.9	5.1
Trade, transportation, and utilities.....	1,271	1,181	1,130	1,142	1,083	1,105	4.4	4.3	4.1	4.1	3.9	3.9
Wholesale trade.....	188	179	187	180	180	171	3.1	3.1	3.2	3.1	3.1	2.9
Retail trade.....	752	773	705	671	643	663	4.6	5.0	4.5	4.3	4.1	4.2
Transportation, warehousing, and utilities ³	331	228	238	291	260	271	5.1	3.8	3.9	4.7	4.2	4.3
Information ³	136	106	82	121	122	77	4.5	3.9	3.1	4.4	4.5	2.9
Financial activities.....	348	291	284	301	291	281	3.8	3.3	3.2	3.4	3.2	3.1
Finance and insurance.....	259	219	222	240	215	220	3.9	3.3	3.3	3.6	3.2	3.3
Real estate and rental and leasing ³	88	72	61	61	76	61	3.6	3.2	2.7	2.7	3.3	2.7
Professional and business services.....	1,217	1,178	1,195	1,268	1,220	1,274	5.4	5.6	5.6	5.9	5.6	5.9
Education and health services.....	1,311	1,288	1,182	1,215	1,373	1,315	5.1	5.3	4.9	5.0	5.6	5.3
Educational services ³	146	111	108	106	122	101	3.7	3.1	3.0	2.9	3.4	2.9
Health care and social assistance.....	1,165	1,177	1,074	1,110	1,250	1,214	5.3	5.7	5.2	5.3	5.9	5.7
Leisure and hospitality.....	966	770	761	772	817	801	5.5	5.8	5.7	5.6	5.8	5.6
Arts, entertainment, and recreation.....	120	94	83	86	99	92	4.6	5.6	4.9	4.8	5.4	4.9
Accommodation and food services.....	845	676	678	686	718	709	5.6	5.8	5.8	5.7	5.8	5.7
Other services.....	185	288	242	243	233	251	3.0	5.1	4.3	4.3	4.1	4.4
Government.....	723	818	716	699	696	669	3.1	3.7	3.2	3.1	3.1	3.0
Federal ³	117	281	123	95	94	97	3.9	8.8	3.7	2.9	3.1	3.2
State and local.....	606	536	594	605	601	573	3.0	2.8	3.1	3.1	3.1	3.0
State and local education.....	220	176	199	207	221	211	2.0	1.8	2.0	2.1	2.3	2.2
State and local, excluding education ³	386	360	394	397	380	361	4.0	3.9	4.2	4.2	4.0	3.9
REGION⁴												
Northeast.....	1,178	1,209	1,080	1,101	1,163	1,144	4.1	4.5	4.0	4.1	4.3	4.2
South.....	2,545	2,479	2,512	2,584	2,583	2,496	4.4	4.6	4.6	4.7	4.7	4.6
Midwest.....	1,485	1,561	1,366	1,388	1,426	1,434	4.3	4.9	4.3	4.3	4.4	4.4
West.....	1,585	1,448	1,394	1,421	1,460	1,454	4.3	4.3	4.1	4.1	4.2	4.2

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

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

³ 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					
	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p
Total.....	5,857	5,903	5,952	5,886	5,912	5,979	3.9	4.2	4.2	4.2	4.2	4.2
INDUSTRY												
Total private.....	5,485	5,569	5,394	5,570	5,578	5,639	4.2	4.7	4.5	4.6	4.6	4.7
Mining and logging.....	22	21	16	19	17	30	3.1	3.4	2.6	3.1	2.8	4.8
Construction.....	426	396	396	394	400	399	5.7	5.5	5.5	5.4	5.5	5.4
Manufacturing.....	357	341	384	374	376	397	2.8	2.8	3.2	3.1	3.1	3.2
Durable goods.....	212	175	207	207	218	219	2.6	2.3	2.7	2.7	2.9	2.9
Nondurable goods.....	145	165	177	166	158	179	3.0	3.6	3.9	3.6	3.4	3.9
Trade, transportation, and utilities.....	1,170	1,227	1,248	1,255	1,278	1,278	4.2	4.7	4.7	4.7	4.8	4.8
Wholesale trade.....	156	123	135	212	135	148	2.6	2.2	2.4	3.8	2.4	2.6
Retail trade.....	763	811	863	745	777	780	4.9	5.5	5.7	4.9	5.1	5.2
Transportation, warehousing, and utilities.....	251	294	250	299	366	349	4.0	5.1	4.3	5.1	6.2	5.7
Information.....	90	67	87	103	103	60	3.1	2.6	3.4	3.9	3.9	2.3
Financial activities.....	236	235	217	238	227	236	2.7	2.7	2.5	2.7	2.6	2.7
Finance and insurance.....	149	142	145	162	144	160	2.3	2.2	2.2	2.5	2.2	2.5
Real estate and rental and leasing. . .	87	94	73	76	84	76	3.7	4.3	3.3	3.4	3.8	3.4
Professional and business services. . . .	1,157	1,152	1,170	1,108	1,116	1,291	5.4	5.8	5.8	5.5	5.5	6.3
Education and health services.....	730	788	719	725	735	753	3.0	3.4	3.1	3.1	3.2	3.2
Educational services.....	107	100	93	70	91	99	2.8	2.9	2.6	2.0	2.6	2.9
Health care and social assistance. . . .	623	688	626	655	644	654	3.0	3.5	3.2	3.3	3.2	3.3
Leisure and hospitality.....	1,078	1,168	934	1,053	1,044	982	6.4	9.3	7.4	8.0	7.8	7.3
Arts, entertainment, and recreation. . .	187	167	129	115	132	143	7.6	10.6	8.0	6.8	7.6	8.0
Accommodation and food services. . .	891	1,001	806	938	912	839	6.2	9.1	7.3	8.2	7.8	7.2
Other services.....	220	173	222	302	282	215	3.7	3.2	4.1	5.5	5.1	3.9
Government.....	371	334	558	316	334	339	1.6	1.5	2.5	1.4	1.6	1.6
Federal.....	51	72	315	59	50	52	1.8	2.5	10.0	1.9	1.7	1.8
State and local.....	321	262	243	257	284	287	1.6	1.4	1.3	1.4	1.5	1.6
State and local education.....	160	124	105	114	128	127	1.5	1.3	1.1	1.2	1.3	1.3
State and local, excluding education.....	160	138	138	143	156	160	1.7	1.6	1.6	1.6	1.7	1.8
REGION³												
Northeast.....	949	1,052	1,017	982	985	968	3.4	4.1	3.9	3.8	3.8	3.7
South.....	2,296	2,173	2,278	2,297	2,353	2,459	4.1	4.2	4.4	4.4	4.5	4.7
Midwest.....	1,304	1,307	1,311	1,181	1,227	1,318	3.9	4.3	4.3	3.8	4.0	4.2
West.....	1,308	1,371	1,346	1,425	1,347	1,234	3.7	4.2	4.1	4.3	4.1	3.7

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					
	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p
Total.....	5,657	4,988	4,689	4,844	5,142	5,413	3.7	3.6	3.3	3.4	3.6	3.8
INDUSTRY												
Total private.....	5,307	4,729	4,413	4,504	4,674	5,009	4.1	4.0	3.7	3.8	3.9	4.1
Mining and logging.....	29	26	19	23	21	18	4.0	4.2	3.1	3.6	3.3	3.0
Construction.....	416	347	324	290	331	351	5.5	4.8	4.5	4.0	4.5	4.8
Manufacturing.....	318	359	332	354	350	340	2.5	3.0	2.7	2.9	2.9	2.8
Durable goods.....	184	219	190	206	200	199	2.3	2.9	2.5	2.7	2.6	2.6
Nondurable goods.....	134	140	141	148	150	141	2.8	3.1	3.1	3.2	3.3	3.1
Trade, transportation, and utilities.....	1,198	1,123	1,103	1,063	1,123	1,088	4.3	4.3	4.2	4.0	4.2	4.0
Wholesale trade.....	147	143	152	125	131	139	2.5	2.6	2.7	2.2	2.3	2.5
Retail trade.....	816	717	719	687	739	697	5.2	4.9	4.8	4.6	4.9	4.6
Transportation, warehousing, and utilities.....	235	263	232	251	253	252	3.8	4.6	4.0	4.3	4.3	4.1
Information.....	79	56	57	51	56	67	2.7	2.2	2.2	1.9	2.1	2.6
Financial activities.....	213	197	205	190	193	173	2.4	2.3	2.4	2.2	2.2	2.0
Finance and insurance.....	143	120	133	111	111	118	2.2	1.9	2.1	1.7	1.7	1.8
Real estate and rental and leasing. . .	70	77	72	79	82	55	3.0	3.5	3.3	3.6	3.7	2.5
Professional and business services. . . .	1,131	986	960	989	1,011	1,039	5.3	5.0	4.8	4.9	4.9	5.1
Education and health services.....	663	632	606	618	647	656	2.7	2.7	2.6	2.7	2.8	2.8
Educational services.....	89	71	59	64	80	89	2.3	2.0	1.7	1.9	2.3	2.6
Health care and social assistance. . . .	574	561	547	553	567	567	2.8	2.9	2.8	2.8	2.9	2.9
Leisure and hospitality.....	1,063	820	708	737	777	1,097	6.3	6.5	5.6	5.6	5.8	8.2
Arts, entertainment, and recreation. . .	175	115	53	84	100	93	7.1	7.3	3.3	5.0	5.7	5.2
Accommodation and food services. . .	888	705	655	653	678	1,004	6.2	6.4	5.9	5.7	5.8	8.6
Other services.....	197	183	98	190	163	179	3.3	3.4	1.8	3.5	3.0	3.2
Government.....	350	259	276	340	469	405	1.5	1.2	1.3	1.6	2.2	1.9
Federal.....	41	45	57	90	202	132	1.4	1.5	1.8	2.9	6.8	4.6
State and local.....	309	214	219	250	266	273	1.6	1.1	1.2	1.3	1.4	1.5
State and local education.....	157	102	116	129	135	128	1.5	1.0	1.2	1.3	1.4	1.3
State and local, excluding education.....	152	112	103	121	132	145	1.6	1.3	1.2	1.3	1.5	1.6
REGION³												
Northeast.....	909	766	702	710	851	806	3.3	3.0	2.7	2.7	3.3	3.1
South.....	2,147	1,915	1,895	1,912	2,032	2,068	3.9	3.7	3.7	3.7	3.9	4.0
Midwest.....	1,235	1,121	1,055	1,098	1,181	1,255	3.7	3.7	3.4	3.6	3.8	4.0
West.....	1,366	1,185	1,037	1,125	1,078	1,285	3.9	3.7	3.2	3.4	3.3	3.9

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

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

³ 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					
	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p
Total.....	3,528	2,932	2,839	3,074	3,150	3,156	2.3	2.1	2.0	2.2	2.2	2.2
INDUSTRY												
Total private.....	3,341	2,789	2,696	2,920	2,972	2,991	2.6	2.4	2.3	2.4	2.5	2.5
Mining and logging.....	14	11	7	9	9	10	1.9	1.7	1.2	1.4	1.4	1.6
Construction.....	164	143	103	142	122	146	2.2	2.0	1.4	2.0	1.7	2.0
Manufacturing.....	201	179	207	235	216	219	1.6	1.5	1.7	1.9	1.8	1.8
Durable goods.....	107	104	117	129	119	124	1.3	1.4	1.5	1.7	1.6	1.6
Nondurable goods.....	94	75	90	106	97	95	2.0	1.7	2.0	2.3	2.1	2.1
Trade, transportation, and utilities.....	802	753	722	702	732	731	2.9	2.9	2.7	2.6	2.7	2.7
Wholesale trade.....	89	90	86	92	91	82	1.5	1.6	1.5	1.6	1.6	1.5
Retail trade.....	577	524	502	466	500	503	3.7	3.5	3.3	3.1	3.3	3.3
Transportation, warehousing, and utilities.....	135	140	134	144	141	145	2.2	2.4	2.3	2.4	2.4	2.4
Information.....	43	31	29	29	33	38	1.5	1.2	1.1	1.1	1.3	1.5
Financial activities.....	148	87	126	106	119	108	1.7	1.0	1.5	1.2	1.4	1.2
Finance and insurance.....	102	47	89	65	67	72	1.6	0.7	1.4	1.0	1.0	1.1
Real estate and rental and leasing ³ ...	46	40	37	40	52	35	1.9	1.8	1.7	1.8	2.3	1.6
Professional and business services.....	636	533	558	627	599	588	3.0	2.7	2.8	3.1	2.9	2.9
Education and health services.....	462	438	398	425	464	417	1.9	1.9	1.7	1.8	2.0	1.8
Educational services.....	53	37	32	32	41	45	1.4	1.1	0.9	0.9	1.2	1.3
Health care and social assistance.....	409	401	366	392	423	371	2.0	2.1	1.9	2.0	2.1	1.9
Leisure and hospitality.....	736	501	488	536	574	631	4.4	4.0	3.8	4.1	4.3	4.7
Arts, entertainment, and recreation... ..	86	32	15	38	52	44	3.5	2.0	0.9	2.2	3.0	2.5
Accommodation and food services... ..	650	469	473	498	522	586	4.6	4.3	4.3	4.4	4.5	5.0
Other services.....	134	113	58	110	104	104	2.3	2.1	1.1	2.0	1.9	1.9
Government.....	188	143	142	155	178	165	0.8	0.7	0.6	0.7	0.8	0.8
Federal.....	17	19	19	20	29	23	0.6	0.7	0.6	0.6	1.0	0.8
State and local.....	171	123	124	134	149	142	0.9	0.7	0.7	0.7	0.8	0.8
State and local education.....	90	59	66	70	72	68	0.9	0.6	0.7	0.7	0.8	0.7
State and local, excluding education.....	81	65	58	65	77	74	0.9	0.7	0.7	0.7	0.9	0.8
REGION⁴												
Northeast.....	478	410	389	425	455	444	1.7	1.6	1.5	1.6	1.7	1.7
South.....	1,429	1,160	1,233	1,303	1,344	1,375	2.6	2.3	2.4	2.5	2.6	2.6
Midwest.....	777	703	633	680	701	699	2.4	2.3	2.1	2.2	2.3	2.3
West.....	844	658	583	667	650	638	2.4	2.0	1.8	2.0	2.0	1.9

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					
	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p
Total.....	1,769	1,745	1,533	1,437	1,676	1,971	1.2	1.3	1.1	1.0	1.2	1.4
INDUSTRY												
Total private.....	1,672	1,690	1,464	1,311	1,454	1,786	1.3	1.4	1.2	1.1	1.2	1.5
Mining and logging.....	14	15	11	11	11	7	1.9	2.4	1.7	1.8	1.8	1.2
Construction.....	233	192	206	135	197	195	3.1	2.7	2.9	1.9	2.7	2.7
Manufacturing.....	95	154	102	97	111	103	0.7	1.3	0.8	0.8	0.9	0.8
Durable goods.....	62	102	60	65	67	62	0.8	1.4	0.8	0.8	0.9	0.8
Nondurable goods.....	33	52	42	32	44	41	0.7	1.1	0.9	0.7	1.0	0.9
Trade, transportation, and utilities.....	311	317	340	302	323	309	1.1	1.2	1.3	1.1	1.2	1.2
Wholesale trade ³	46	53	61	21	33	50	0.8	1.0	1.1	0.4	0.6	0.9
Retail trade.....	185	171	194	191	198	170	1.2	1.2	1.3	1.3	1.3	1.1
Transportation, warehousing, and utilities.....	81	92	85	90	92	89	1.3	1.6	1.5	1.5	1.5	1.5
Information.....	33	21	25	17	21	26	1.2	0.8	1.0	0.7	0.8	1.0
Financial activities.....	44	83	52	60	49	48	0.5	1.0	0.6	0.7	0.6	0.6
Finance and insurance.....	20	50	21	26	20	33	0.3	0.8	0.3	0.4	0.3	0.5
Real estate and rental and leasing. ...	23	33	31	34	29	16	1.0	1.5	1.4	1.5	1.3	0.7
Professional and business services.	434	390	352	305	358	393	2.0	2.0	1.8	1.5	1.8	1.9
Education and health services.....	165	165	164	155	154	198	0.7	0.7	0.7	0.7	0.7	0.8
Educational services.....	31	31	21	28	35	38	0.8	0.9	0.6	0.8	1.0	1.1
Health care and social assistance.	134	134	143	127	119	161	0.6	0.7	0.7	0.6	0.6	0.8
Leisure and hospitality.....	298	293	188	166	177	439	1.8	2.3	1.5	1.3	1.3	3.3
Arts, entertainment, and recreation. ...	84	81	35	44	46	46	3.4	5.1	2.1	2.6	2.6	2.6
Accommodation and food services. ...	214	213	154	122	130	393	1.5	1.9	1.4	1.1	1.1	3.4
Other services.....	44	61	23	63	54	67	0.7	1.1	0.4	1.1	1.0	1.2
Government.....	98	55	69	127	222	184	0.4	0.3	0.3	0.6	1.0	0.9
Federal.....	12	12	23	60	152	98	0.4	0.4	0.7	1.9	5.1	3.4
State and local.....	86	43	46	67	70	87	0.4	0.2	0.2	0.4	0.4	0.5
State and local education.....	41	18	26	34	40	35	0.4	0.2	0.3	0.4	0.4	0.4
State and local, excluding education.....	44	25	20	33	30	51	0.5	0.3	0.2	0.4	0.3	0.6
REGION⁴												
Northeast.....	362	300	264	232	352	308	1.3	1.2	1.0	0.9	1.3	1.2
South.....	587	639	540	476	552	597	1.1	1.2	1.0	0.9	1.1	1.1
Midwest.....	390	355	355	351	417	493	1.2	1.2	1.2	1.1	1.3	1.6
West.....	430	451	374	378	355	572	1.2	1.4	1.1	1.1	1.1	1.7

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					
	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p	Nov. 2019	July 2020	Aug. 2020	Sept. 2020	Oct. 2020	Nov. 2020 ^p
Total.....	359	311	317	333	317	287	0.2	0.2	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	294	250	253	274	248	231	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	1	1	3	1	1	0.2	0.2	0.2	0.5	0.1	0.1
Construction ³	18	11	15	12	12	9	0.2	0.2	0.2	0.2	0.2	0.1
Manufacturing.....	21	26	23	22	23	19	0.2	0.2	0.2	0.2	0.2	0.2
Durable goods.....	14	13	13	12	14	14	0.2	0.2	0.2	0.2	0.2	0.2
Nondurable goods ³	7	13	10	10	9	6	0.1	0.3	0.2	0.2	0.2	0.1
Trade, transportation, and utilities.....	85	53	41	59	68	48	0.3	0.2	0.2	0.2	0.3	0.2
Wholesale trade.....	12	0	5	11	7	6	0.2	0.0	0.1	0.2	0.1	0.1
Retail trade.....	54	22	23	30	41	24	0.3	0.1	0.2	0.2	0.3	0.2
Transportation, warehousing, and utilities ³	20	31	13	18	20	17	0.3	0.5	0.2	0.3	0.3	0.3
Information ³	3	4	3	4	2	3	0.1	0.2	0.1	0.2	0.1	0.1
Financial activities.....	22	27	27	25	25	17	0.2	0.3	0.3	0.3	0.3	0.2
Finance and insurance.....	21	23	23	19	24	13	0.3	0.4	0.4	0.3	0.4	0.2
Real estate and rental and leasing ³ ...	1	4	4	5	1	4	0.0	0.2	0.2	0.2	0.1	0.2
Professional and business services....	60	64	50	58	55	58	0.3	0.3	0.3	0.3	0.3	0.3
Education and health services.....	36	29	44	38	29	42	0.1	0.1	0.2	0.2	0.1	0.2
Educational services.....	4	3	5	5	4	6	0.1	0.1	0.1	0.1	0.1	0.2
Health care and social assistance ³ ...	31	26	38	34	25	36	0.2	0.1	0.2	0.2	0.1	0.2
Leisure and hospitality.....	29	26	32	35	27	27	0.2	0.2	0.3	0.3	0.2	0.2
Arts, entertainment, and recreation ³ ...	5	3	4	2	2	3	0.2	0.2	0.3	0.1	0.1	0.1
Accommodation and food services ³ ...	24	23	28	33	25	25	0.2	0.2	0.3	0.3	0.2	0.2
Other services ³	19	9	16	18	6	7	0.3	0.2	0.3	0.3	0.1	0.1
Government.....	65	61	64	59	69	56	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	12	14	15	10	21	11	0.4	0.5	0.5	0.3	0.7	0.4
State and local.....	52	48	50	48	48	44	0.3	0.3	0.3	0.3	0.3	0.2
State and local education.....	25	25	25	25	23	24	0.2	0.3	0.2	0.3	0.2	0.3
State and local, excluding education.....	27	23	25	24	25	20	0.3	0.3	0.3	0.3	0.3	0.2
REGION⁴												
Northeast.....	69	56	48	53	45	53	0.2	0.2	0.2	0.2	0.2	0.2
South.....	132	116	121	133	136	96	0.2	0.2	0.2	0.3	0.3	0.2
Midwest.....	67	63	67	67	64	62	0.2	0.2	0.2	0.2	0.2	0.2
West.....	91	76	80	80	73	76	0.3	0.2	0.2	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		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Total.....	6,445	7,053	6,301	4.0	4.7	4.2
INDUSTRY						
Total private.....	5,729	6,359	5,636	4.2	5.0	4.4
Mining and logging.....	20	21	18	2.6	3.2	2.8
Construction.....	215	246	236	2.7	3.2	3.1
Manufacturing.....	401	531	498	3.0	4.2	3.9
Durable goods.....	270	296	248	3.2	3.7	3.1
Nondurable goods.....	131	236	250	2.6	4.8	5.1
Trade, transportation, and utilities.....	1,209	1,290	1,083	4.1	4.6	3.8
Wholesale trade.....	165	175	151	2.7	3.0	2.6
Retail trade.....	713	855	661	4.2	5.3	4.1
Transportation, warehousing, and utilities.....	331	260	271	5.0	4.2	4.2
Information.....	136	122	77	4.5	4.4	2.9
Financial activities.....	333	320	267	3.6	3.5	3.0
Finance and insurance.....	244	244	207	3.6	3.6	3.1
Real estate and rental and leasing.....	88	76	61	3.6	3.3	2.7
Professional and business services.....	1,120	1,354	1,206	4.9	6.1	5.5
Education and health services.....	1,231	1,420	1,273	4.8	5.7	5.1
Educational services.....	146	122	101	3.5	3.3	2.7
Health care and social assistance.....	1,086	1,298	1,172	5.0	6.1	5.5
Leisure and hospitality.....	894	791	739	5.2	5.6	5.3
Arts, entertainment, and recreation.....	97	96	70	4.0	5.3	4.0
Accommodation and food services.....	798	695	670	5.3	5.6	5.5
Other services.....	168	265	237	2.8	4.6	4.1
Government.....	716	695	665	3.0	3.1	2.9
Federal.....	117	94	97	3.9	3.1	3.2
State and local.....	599	600	568	2.9	3.1	2.9
State and local education.....	213	220	207	1.9	2.2	2.0
State and local, excluding education.....	386	380	361	4.0	4.1	3.9
REGION³						
Northeast.....	1,127	1,239	1,110	3.9	4.5	4.0
South.....	2,443	2,712	2,427	4.2	4.9	4.4
Midwest.....	1,431	1,513	1,401	4.1	4.6	4.3
West.....	1,444	1,589	1,364	3.9	4.6	3.9

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Total.....	5,439	6,308	5,590	3.6	4.4	3.9
INDUSTRY						
Total private.....	5,139	5,985	5,300	4.0	4.9	4.3
Mining and logging.....	18	19	27	2.5	3.0	4.3
Construction.....	322	411	304	4.2	5.5	4.1
Manufacturing.....	295	380	357	2.3	3.1	2.9
Durable goods.....	178	218	202	2.2	2.9	2.6
Nondurable goods.....	117	162	155	2.4	3.5	3.4
Trade, transportation, and utilities.....	1,477	1,507	1,571	5.2	5.6	5.7
Wholesale trade.....	126	151	127	2.1	2.7	2.2
Retail trade.....	958	925	951	6.0	6.1	6.1
Transportation, warehousing, and utilities.....	393	432	493	6.2	7.2	7.9
Information.....	87	127	57	3.0	4.8	2.2
Financial activities.....	202	248	211	2.3	2.8	2.4
Finance and insurance.....	128	158	147	2.0	2.4	2.3
Real estate and rental and leasing.....	75	90	64	3.2	4.1	2.9
Professional and business services.....	1,051	1,165	1,183	4.8	5.6	5.7
Education and health services.....	616	814	643	2.5	3.5	2.7
Educational services.....	79	93	75	2.0	2.6	2.1
Health care and social assistance.....	537	721	568	2.6	3.6	2.8
Leisure and hospitality.....	884	1,029	766	5.4	7.7	5.8
Arts, entertainment, and recreation.....	133	115	108	5.8	6.7	6.4
Accommodation and food services.....	751	915	659	5.3	7.8	5.7
Other services.....	186	285	180	3.2	5.2	3.3
Government.....	300	323	290	1.3	1.5	1.3
Federal.....	63	51	69	2.2	1.7	2.4
State and local.....	237	271	221	1.2	1.4	1.2
State and local education.....	112	131	90	1.0	1.3	0.9
State and local, excluding education.....	126	140	131	1.4	1.6	1.5
REGION³						
Northeast.....	862	1,013	879	3.1	3.8	3.3
South.....	2,120	2,537	2,301	3.8	4.8	4.4
Midwest.....	1,209	1,279	1,256	3.6	4.1	4.0
West.....	1,247	1,480	1,154	3.5	4.4	3.5

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

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

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

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Table 9. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Total.....	5,044	5,269	4,934	3.3	3.7	3.4
INDUSTRY						
Total private.....	4,790	4,841	4,612	3.7	4.0	3.8
Mining and logging.....	25	21	14	3.5	3.3	2.2
Construction.....	419	365	365	5.5	4.9	4.9
Manufacturing.....	268	377	302	2.1	3.1	2.5
Durable goods.....	147	213	168	1.8	2.8	2.2
Nondurable goods.....	121	164	134	2.5	3.5	2.9
Trade, transportation, and utilities.....	1,102	1,122	992	3.9	4.2	3.6
Wholesale trade.....	129	143	124	2.2	2.5	2.2
Retail trade.....	755	723	635	4.7	4.8	4.1
Transportation, warehousing, and utilities.....	219	257	233	3.5	4.3	3.7
Information.....	67	53	61	2.3	2.0	2.3
Financial activities.....	192	186	152	2.2	2.1	1.7
Finance and insurance.....	124	105	100	1.9	1.6	1.5
Real estate and rental and leasing.....	67	81	51	2.9	3.7	2.3
Professional and business services.....	1,042	1,038	971	4.8	5.0	4.7
Education and health services.....	538	629	547	2.2	2.7	2.3
Educational services.....	52	59	59	1.3	1.6	1.6
Health care and social assistance.....	486	570	488	2.3	2.9	2.4
Leisure and hospitality.....	969	904	1,050	5.9	6.8	8.0
Arts, entertainment, and recreation.....	193	159	120	8.4	9.2	7.2
Accommodation and food services.....	776	745	930	5.5	6.4	8.1
Other services.....	167	144	159	2.8	2.6	2.9
Government.....	253	428	322	1.1	2.0	1.5
Federal.....	39	204	131	1.4	6.8	4.5
State and local.....	214	223	191	1.1	1.2	1.0
State and local education.....	81	91	61	0.7	0.9	0.6
State and local, excluding education.....	133	132	131	1.4	1.5	1.5
REGION³						
Northeast.....	827	865	733	2.9	3.3	2.8
South.....	1,851	2,071	1,848	3.3	3.9	3.5
Midwest.....	1,156	1,205	1,203	3.5	3.9	3.8
West.....	1,209	1,126	1,151	3.4	3.4	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 10. Quits levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Total.....	2,965	3,296	2,724	1.9	2.3	1.9
INDUSTRY						
Total private.....	2,828	3,137	2,598	2.2	2.6	2.1
Mining and logging.....	11	10	8	1.4	1.5	1.2
Construction.....	128	140	121	1.7	1.9	1.6
Manufacturing.....	154	230	184	1.2	1.9	1.5
Durable goods.....	78	127	100	1.0	1.7	1.3
Nondurable goods.....	76	104	84	1.6	2.2	1.8
Trade, transportation, and utilities.....	724	776	657	2.6	2.9	2.4
Wholesale trade.....	74	101	68	1.2	1.8	1.2
Retail trade.....	519	520	445	3.2	3.4	2.9
Transportation, warehousing, and utilities.....	132	154	145	2.1	2.6	2.3
Information.....	37	33	36	1.3	1.3	1.4
Financial activities.....	135	119	100	1.5	1.4	1.1
Finance and insurance.....	90	67	65	1.4	1.0	1.0
Real estate and rental and leasing.....	46	52	35	2.0	2.3	1.6
Professional and business services.....	561	650	533	2.6	3.1	2.6
Education and health services.....	374	476	337	1.5	2.0	1.4
Educational services.....	34	37	32	0.9	1.0	0.9
Health care and social assistance.....	339	440	305	1.6	2.2	1.5
Leisure and hospitality.....	597	606	536	3.6	4.5	4.1
Arts, entertainment, and recreation.....	64	56	33	2.8	3.3	2.0
Accommodation and food services.....	534	550	504	3.8	4.7	4.4
Other services.....	108	97	86	1.8	1.8	1.6
Government.....	137	159	126	0.6	0.7	0.6
Federal.....	16	31	22	0.6	1.0	0.8
State and local.....	121	128	104	0.6	0.7	0.5
State and local education.....	54	54	39	0.5	0.5	0.4
State and local, excluding education.....	68	74	64	0.7	0.8	0.7
REGION³						
Northeast.....	398	466	370	1.4	1.8	1.4
South.....	1,184	1,408	1,212	2.1	2.7	2.3
Midwest.....	665	732	610	2.0	2.3	1.9
West.....	718	690	532	2.0	2.1	1.6

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Total.....	1,772	1,672	1,973	1.2	1.2	1.4
INDUSTRY						
Total private.....	1,697	1,457	1,810	1.3	1.2	1.5
Mining and logging.....	14	10	5	1.9	1.6	0.9
Construction.....	272	214	234	3.6	2.8	3.2
Manufacturing.....	97	124	102	0.8	1.0	0.8
Durable goods.....	59	72	57	0.7	1.0	0.8
Nondurable goods.....	38	51	45	0.8	1.1	1.0
Trade, transportation, and utilities.....	302	284	293	1.1	1.1	1.1
Wholesale trade.....	46	33	50	0.8	0.6	0.9
Retail trade.....	189	168	171	1.2	1.1	1.1
Transportation, warehousing, and utilities.....	67	83	72	1.1	1.4	1.1
Information.....	27	18	22	0.9	0.7	0.8
Financial activities.....	38	44	39	0.4	0.5	0.4
Finance and insurance.....	17	16	27	0.3	0.2	0.4
Real estate and rental and leasing.....	21	28	12	0.9	1.3	0.5
Professional and business services.....	432	326	390	2.0	1.6	1.9
Education and health services.....	131	125	172	0.5	0.5	0.7
Educational services.....	16	19	23	0.4	0.5	0.6
Health care and social assistance.....	115	106	148	0.6	0.5	0.7
Leisure and hospitality.....	343	270	487	2.1	2.0	3.7
Arts, entertainment, and recreation.....	125	101	85	5.4	5.9	5.1
Accommodation and food services.....	218	170	401	1.5	1.5	3.5
Other services.....	40	41	66	0.7	0.7	1.2
Government.....	75	215	163	0.3	1.0	0.7
Federal.....	13	153	100	0.5	5.1	3.4
State and local.....	62	62	63	0.3	0.3	0.3
State and local education.....	17	25	11	0.2	0.2	0.1
State and local, excluding education.....	44	38	52	0.5	0.4	0.6
REGION³						
Northeast.....	380	358	324	1.4	1.4	1.2
South.....	535	536	542	1.0	1.0	1.0
Midwest.....	439	415	548	1.3	1.3	1.7
West.....	419	363	558	1.2	1.1	1.7

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2019	Oct. 2020	Nov. 2020 ^p	Nov. 2019	Oct. 2020	Nov. 2020 ^p
Total.....	306	301	237	0.2	0.2	0.2
INDUSTRY						
Total private.....	265	247	204	0.2	0.2	0.2
Mining and logging.....	1	1	1	0.2	0.1	0.1
Construction.....	18	12	9	0.2	0.2	0.1
Manufacturing.....	17	23	16	0.1	0.2	0.1
Durable goods.....	11	14	10	0.1	0.2	0.1
Nondurable goods.....	7	9	6	0.1	0.2	0.1
Trade, transportation, and utilities.....	76	62	42	0.3	0.2	0.2
Wholesale trade.....	9	9	6	0.2	0.2	0.1
Retail trade.....	47	34	19	0.3	0.2	0.1
Transportation, warehousing, and utilities.....	20	20	17	0.3	0.3	0.3
Information.....	3	2	3	0.1	0.1	0.1
Financial activities.....	19	23	13	0.2	0.3	0.1
Finance and insurance.....	18	22	8	0.3	0.3	0.1
Real estate and rental and leasing.....	1	1	4	0.0	0.1	0.2
Professional and business services.....	49	63	48	0.2	0.3	0.2
Education and health services.....	33	28	39	0.1	0.1	0.2
Educational services.....	2	3	4	0.1	0.1	0.1
Health care and social assistance.....	31	25	36	0.2	0.1	0.2
Leisure and hospitality.....	29	27	27	0.2	0.2	0.2
Arts, entertainment, and recreation.....	5	2	3	0.2	0.1	0.2
Accommodation and food services.....	24	25	25	0.2	0.2	0.2
Other services.....	19	6	7	0.3	0.1	0.1
Government.....	41	54	33	0.2	0.2	0.1
Federal.....	10	20	9	0.3	0.7	0.3
State and local.....	31	34	24	0.2	0.2	0.1
State and local education.....	10	12	10	0.1	0.1	0.1
State and local, excluding education.....	21	21	14	0.2	0.2	0.2
REGION³						
Northeast.....	51	41	39	0.2	0.2	0.1
South.....	130	127	93	0.2	0.2	0.2
Midwest.....	52	59	45	0.2	0.2	0.1
West.....	73	74	60	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.