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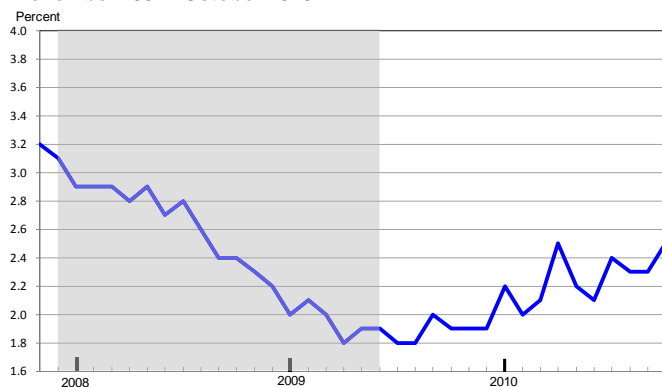
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Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt
Media contact: (202) 691-5902 • PressOffice@bls.gov

JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2010

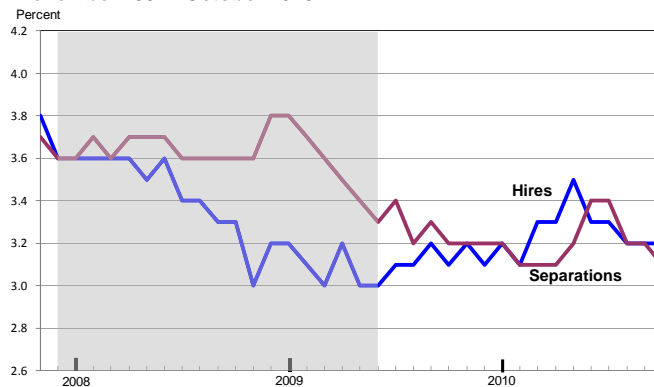
There were 3.4 million job openings on the last business day of October, the U.S. Bureau of Labor Statistics reported today. The job openings rate increased over the month to 2.5 percent. The hires rate remained at 3.2 percent in October, while the separations rate was essentially unchanged at 3.1 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted, November 2007 - October 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Chart 2. Hires and separations rates, seasonally adjusted, November 2007 - October 2010



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

Job Openings

The number of job openings in October was 3.4 million, which was up from 3.0 million in September. Since the most recent series trough in July 2009, the number of job openings has risen by 1.0 million or 44 percent. (See table 1.) This trough immediately followed the end of the recession in June 2009 (as designated by the National Bureau of Economic Research). Even with the gains since July 2009, the number of job openings in October remained 1.0 million below the 4.4 million openings when the recession began in December 2007.

The number of job openings in October (not seasonally adjusted) increased from 12 months earlier for total nonfarm and total private. The level was little changed over the year for government overall but decreased for federal government. Over the year, the job openings level increased in seven industries and decreased in two industries. The job openings level was up over the year in 3 of the 4 regions: the Northeast, South, and West. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Oct. 2009	Sept. 2010	Oct. 2010 ^P	Oct. 2009	Sept. 2010	Oct. 2010 ^P	Oct. 2009	Sept. 2010	Oct. 2010 ^P
Levels (in thousands)									
Total	2,546	3,011	3,362	4,001	4,208	4,196	4,171	4,139	4,047
Total private ¹	2,164	2,658	3,027	3,689	3,953	3,929	3,901	3,761	3,768
Construction.....	65	71	56	325	336	370	381	334	346
Manufacturing.....	141	203	205	243	260	269	293	261	271
Trade, transportation, and utilities ²	363	472	488	772	863	849	844	813	806
Retail trade.....	228	265	280	518	606	603	567	569	560
Professional and business services.....	436	559	744	709	818	778	717	774	770
Education and health services.....	529	529	632	522	514	482	473	487	434
Leisure and hospitality	268	307	339	663	714	688	707	675	693
Arts, entertainment, and recreation.....	19	41	36	100	118	100	128	105	107
Accommodation and food services.....	249	266	303	563	595	588	579	570	586
Government ³	382	354	335	312	254	267	269	378	279
State and local government.....	292	250	265	271	222	234	242	269	239
Rates (percent)									
Total	1.9	2.3	2.5	3.1	3.2	3.2	3.2	3.2	3.1
Total private ¹	2.0	2.4	2.7	3.4	3.7	3.6	3.6	3.5	3.5
Construction.....	1.1	1.2	1.0	5.7	6.0	6.6	6.6	5.9	6.2
Manufacturing.....	1.2	1.7	1.7	2.1	2.2	2.3	2.5	2.2	2.3
Trade, transportation, and utilities ²	1.4	1.9	1.9	3.1	3.5	3.4	3.4	3.3	3.2
Retail trade.....	1.6	1.8	1.9	3.6	4.2	4.2	3.9	3.9	3.9
Professional and business services.....	2.6	3.2	4.2	4.3	4.9	4.6	4.4	4.6	4.6
Education and health services.....	2.7	2.6	3.1	2.7	2.6	2.4	2.5	2.5	2.2
Leisure and hospitality	2.0	2.3	2.5	5.1	5.4	5.2	5.4	5.1	5.3
Arts, entertainment, and recreation.....	1.0	2.1	1.8	5.2	6.2	5.3	6.7	5.5	5.7
Accommodation and food services.....	2.2	2.3	2.6	5.1	5.3	5.2	5.2	5.1	5.2
Government ³	1.7	1.6	1.5	1.4	1.1	1.2	1.2	1.7	1.3
State and local government.....	1.5	1.3	1.3	1.4	1.1	1.2	1.2	1.4	1.2

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 federal government, not shown separately.

^P = preliminary.

Hires

In October, the hires rate remained at 3.2 percent for total nonfarm and the rate was essentially unchanged for all industries and regions. There were 4.2 million hires during the month, 9 percent higher than the most recent series trough in June 2009. (See table 2.) This trough coincided with the official end of the recession. Despite the gains since June 2009, the number of hires in October remained below the 5.0 million hires when the recession began in December 2007. Since their respective troughs, the hires level has risen at a slower pace than the job openings level.

Over the 12 months ending in October, the hires rate (not seasonally adjusted) was little changed for total nonfarm and total private but fell slightly for government. The hires rate increased over the past 12 months in retail trade, decreased in real estate and rental and leasing, and was essentially unchanged in the remaining industries. (See table 6.)

Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate in October was little changed for total nonfarm and total private, but the rate decreased for government. Over the 12 months ending in October, the total separations rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers' willingness or ability to change jobs. In October, the quits rate was little changed for total nonfarm (1.5 percent), total private (1.7 percent), and government (0.5 percent) and in every industry and region. (See table 4.) The number of quits in October (2.0 million) is somewhat higher than the series trough in September 2009 (1.7 million), but it is still well below the series peak in November 2006 (3.2 million).

Over the 12 months ending in October, the quits rate (not seasonally adjusted) increased for total nonfarm; total private; professional and business services; and arts, entertainment, and recreation as well as in the Midwest and South regions. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges level was essentially unchanged in October for total nonfarm and total private but fell for government. The number of layoffs and discharges for total nonfarm peaked at 2.6 million in January 2009, falling to 1.7 million in October 2010. In government, the number of layoffs and discharges in October (108,000) was lower than when the recession began in December 2007 (117,000). (See table B below.)

The layoffs and discharges level (not seasonally adjusted) declined over the 12 months ending in October for total nonfarm and total private, but the level increased in federal government. The layoffs and discharges level declined over the year in many industries and in the South and Midwest regions. (See table 9.)

Table B. Layoffs and discharges, seasonally adjusted

Industry	Levels (in thousands)			Rates (percent)		
	Oct. 2009	Sept. 2010	Oct. 2010 ^P	Oct. 2009	Sept. 2010	Oct. 2010 ^P
Total.....	2,063	1,808	1,717	1.6	1.4	1.3
Total private.....	1,960	1,614	1,610	1.8	1.5	1.5
Government.....	103	194	108	0.5	0.9	0.5

^P = preliminary.

The other separations series is not seasonally adjusted. In October, there were 302,000 other separations for total nonfarm, 257,000 for total private, and 44,000 for government. Compared to October 2009, the number of other separations was little changed for total nonfarm and total private. The number of other separations decreased over the year for federal government. (See table 10.)

Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time, but for the majority of the months

since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of the total.

Since February 2010, the proportions of quits and of layoffs and discharges at the total nonfarm level have been close. In October 2010, the proportion of quits for total nonfarm was 49 percent and the proportion of layoffs and discharges was 42 percent. For total private, the proportions were 50 percent quits and 43 percent layoffs and discharges. For government, the proportions were 39 percent quits and 39 percent layoffs and discharges. The proportion of layoffs and discharges in government had been higher than usual in parts of 2009 and 2010 due to layoffs of temporary Census 2010 workers. This proportion decreased in October as most temporary Census 2010 workers had already been discharged. (See table C below.)

Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)

Industry	Quits						Layoffs and discharges					
	Oct. 2009		Sept. 2010		Oct. 2010 ^P		Oct. 2009		Sept. 2010		Oct. 2010 ^P	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total	1,723	41%	1,983	48%	1,997	49%	2,063	49%	1,808	44%	1,717	42%
Total private.....	1,620	42%	1,860	49%	1,887	50%	1,960	50%	1,614	43%	1,610	43%
Government.....	102	38%	124	33%	110	39%	103	38%	194	51%	108	39%

^P = preliminary.

Net Change in Employment

Over the 12 months ending in October, hires (not seasonally adjusted) totaled nearly 50.8 million and separations (not seasonally adjusted) totaled 50.0 million, yielding a net employment gain of 0.7 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 2010 are scheduled to be released on Tuesday, January 11, 2011 at 10:00 a.m. (EST).

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 2007 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 random sample of 16,000 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 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 monthly to the 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.

rations 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 to the present using an econometric technique known as X-12 ARIMA modeling. 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.

Using 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. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^P	Oct. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^P
Total	2,546	2,939	2,864	3,141	3,092	3,011	3,362	1.9	2.2	2.1	2.4	2.3	2.3	2.5
INDUSTRY														
Total private ⁴	2,164	2,597	2,537	2,821	2,752	2,658	3,027	2.0	2.4	2.3	2.5	2.5	2.4	2.7
Construction.....	65	79	53	101	65	71	56	1.1	1.4	.9	1.8	1.1	1.2	1.0
Manufacturing.....	141	205	226	238	190	203	205	1.2	1.7	1.9	2.0	1.6	1.7	1.7
Trade, transportation, and utilities ⁵	363	452	449	485	449	472	488	1.4	1.8	1.8	1.9	1.8	1.9	1.9
Retail trade.....	228	274	284	295	263	265	280	1.6	1.9	1.9	2.0	1.8	1.8	1.9
Professional and business services.....	436	601	514	564	590	559	744	2.6	3.5	3.0	3.3	3.4	3.2	4.2
Education and health services.....	529	512	487	515	487	529	632	2.7	2.6	2.4	2.6	2.4	2.6	3.1
Leisure and hospitality.....	268	288	317	365	381	307	339	2.0	2.2	2.4	2.7	2.8	2.3	2.5
Arts, entertainment, and recreation.....	19	41	55	42	41	41	36	1.0	2.1	2.8	2.1	2.1	2.1	1.8
Accommodation and food services.....	249	247	263	323	340	266	303	2.2	2.2	2.3	2.8	2.9	2.3	2.6
Government ⁶	382	342	327	320	341	354	335	1.7	1.5	1.4	1.4	1.5	1.6	1.5
State and local government.....	292	237	238	246	257	250	265	1.5	1.2	1.2	1.2	1.3	1.3	1.3
REGION ⁷														
Northeast.....	532	657	631	639	666	565	676	2.1	2.6	2.5	2.5	2.6	2.2	2.7
South.....	915	1,078	982	1,100	1,159	1,101	1,293	1.9	2.2	2.0	2.3	2.4	2.3	2.7
Midwest.....	566	568	604	617	647	552	642	1.9	1.9	2.0	2.0	2.1	1.8	2.1
West.....	605	689	632	696	730	665	833	2.1	2.3	2.1	2.4	2.5	2.3	2.8

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

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

³ 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 federal government, not shown separately.

⁷ 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. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^P	Oct. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^P
Total	4,001	4,581	4,250	4,275	4,156	4,208	4,196	3.1	3.5	3.3	3.3	3.2	3.2	3.2
INDUSTRY														
Total private ⁴	3,689	3,846	3,946	3,985	3,891	3,953	3,929	3.4	3.6	3.7	3.7	3.6	3.7	3.6
Construction.....	325	321	289	361	357	336	370	5.7	5.7	5.2	6.4	6.4	6.0	6.6
Manufacturing.....	243	266	267	297	274	260	269	2.1	2.3	2.3	2.5	2.3	2.2	2.3
Trade, transportation, and utilities ⁵	772	819	876	864	798	863	849	3.1	3.3	3.5	3.5	3.2	3.5	3.4
Retail trade.....	518	567	589	608	571	606	603	3.6	3.9	4.1	4.2	4.0	4.2	4.2
Professional and business services.....	709	805	825	810	831	818	778	4.3	4.8	4.9	4.8	5.0	4.9	4.6
Education and health services.....	522	479	523	515	492	514	482	2.7	2.5	2.7	2.6	2.5	2.6	2.4
Leisure and hospitality.....	663	678	691	712	688	714	688	5.1	5.2	5.3	5.4	5.2	5.4	5.2
Arts, entertainment, and recreation.....	100	105	127	119	109	118	100	5.2	5.5	6.7	6.2	5.7	6.2	5.3
Accommodation and food services.....	563	573	564	593	579	595	588	5.1	5.1	5.0	5.3	5.2	5.3	5.2
Government ⁶	312	735	304	289	264	254	267	1.4	3.2	1.3	1.3	1.2	1.1	1.2
State and local government.....	271	246	247	247	228	222	234	1.4	1.3	1.3	1.3	1.2	1.1	1.2
REGION ⁷														
Northeast.....	805	844	718	731	702	787	753	3.3	3.4	2.9	3.0	2.8	3.2	3.0
South.....	1,420	1,681	1,505	1,531	1,541	1,562	1,550	3.0	3.6	3.2	3.2	3.3	3.3	3.3
Midwest.....	949	1,090	1,013	1,011	946	924	973	3.2	3.7	3.4	3.4	3.2	3.1	3.3
West.....	933	1,014	923	923	870	950	931	3.2	3.5	3.2	3.2	3.0	3.3	3.2

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 federal government, not shown separately.

⁷ See footnote 7, 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. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^p	Oct. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^p
Total	4,171	4,146	4,436	4,390	4,210	4,139	4,047	3.2	3.2	3.4	3.4	3.2	3.2	3.1
INDUSTRY														
Total private ⁴	3,901	3,816	3,884	3,940	3,796	3,761	3,768	3.6	3.5	3.6	3.7	3.5	3.5	3.5
Construction.....	381	340	314	361	321	334	346	6.6	6.1	5.6	6.5	5.7	5.9	6.2
Manufacturing.....	293	238	260	271	279	261	271	2.5	2.0	2.2	2.3	2.4	2.2	2.3
Trade, transportation, and utilities ⁵	844	800	874	855	814	813	806	3.4	3.2	3.5	3.5	3.3	3.3	3.2
Retail trade.....	567	574	604	613	583	569	560	3.9	4.0	4.2	4.2	4.0	3.9	3.9
Professional and business services.....	717	806	777	830	808	774	770	4.4	4.8	4.7	5.0	4.8	4.6	4.6
Education and health services.....	473	446	493	491	454	487	434	2.5	2.3	2.5	2.5	2.3	2.5	2.2
Leisure and hospitality.....	707	707	668	701	663	675	693	5.4	5.4	5.1	5.3	5.0	5.1	5.3
Arts, entertainment, and recreation.....	128	122	113	121	106	105	107	6.7	6.5	5.9	6.3	5.5	5.5	5.7
Accommodation and food services.....	579	585	555	580	557	570	586	5.2	5.2	5.0	5.2	5.0	5.1	5.2
Government ⁶	269	331	552	450	414	378	279	1.2	1.4	2.4	2.0	1.8	1.7	1.3
State and local government.....	242	263	275	268	267	269	239	1.2	1.3	1.4	1.4	1.4	1.4	1.2
REGION ⁷														
Northeast.....	727	734	748	775	731	707	738	3.0	3.0	3.0	3.1	3.0	2.9	3.0
South.....	1,544	1,521	1,606	1,533	1,602	1,553	1,442	3.3	3.2	3.4	3.3	3.4	3.3	3.1
Midwest.....	920	988	981	1,018	930	984	900	3.1	3.3	3.3	3.4	3.1	3.3	3.0
West.....	939	920	928	929	889	910	864	3.3	3.2	3.2	3.2	3.1	3.2	3.0

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

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

³ 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 federal government, not shown separately.

⁷ See footnote 7, 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. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^p	Oct. 2009	May 2010	June 2010	July 2010	Aug. 2010	Sept. 2010	Oct. 2010 ^p
Total	1,723	1,929	1,951	1,974	1,998	1,983	1,997	1.3	1.5	1.5	1.5	1.5	1.5	1.5
INDUSTRY														
Total private ⁴	1,620	1,828	1,819	1,855	1,881	1,860	1,887	1.5	1.7	1.7	1.7	1.7	1.7	1.7
Construction.....	62	64	67	72	81	85	82	1.1	1.1	1.2	1.3	1.4	1.5	1.5
Manufacturing.....	80	96	105	97	107	95	106	.7	.8	.9	.8	.9	.8	.9
Trade, transportation, and utilities ⁵	382	438	443	451	425	452	430	1.6	1.8	1.8	1.8	1.7	1.8	1.7
Retail trade.....	287	338	331	347	322	351	331	2.0	2.3	2.3	2.4	2.2	2.4	2.3
Professional and business services.....	277	330	325	357	385	350	385	1.7	2.0	1.9	2.1	2.3	2.1	2.3
Education and health services.....	267	254	268	258	249	245	249	1.4	1.3	1.4	1.3	1.3	1.3	1.3
Leisure and hospitality.....	356	428	373	401	407	394	416	2.7	3.3	2.8	3.1	3.1	3.0	3.2
Arts, entertainment, and recreation.....	39	39	26	31	36	39	54	2.0	2.0	1.4	1.6	1.9	2.1	2.8
Accommodation and food services.....	317	390	347	370	370	355	362	2.8	3.5	3.1	3.3	3.3	3.2	3.2
Government ⁶	102	101	131	119	117	124	110	.5	.4	.6	.5	.5	.6	.5
State and local government.....	98	88	105	100	101	112	99	.5	.4	.5	.5	.5	.6	.5
REGION ⁷														
Northeast.....	300	286	341	318	333	271	284	1.2	1.2	1.4	1.3	1.3	1.1	1.1
South.....	677	736	796	749	791	804	768	1.4	1.6	1.7	1.6	1.7	1.7	1.6
Midwest.....	382	496	438	475	452	410	484	1.3	1.7	1.5	1.6	1.5	1.4	1.6
West.....	388	433	437	404	425	411	425	1.3	1.5	1.5	1.4	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 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 federal government, not shown separately.

⁷ See footnote 7, table 1.

^p = preliminary.

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2009	Sept. 2010	Oct. 2010 ^p	Oct. 2009	Sept. 2010	Oct. 2010 ^p
Total	2,676	2,998	3,573	2.0	2.2	2.6
INDUSTRY						
Total private.....	2,284	2,672	3,222	2.1	2.4	2.9
Mining and logging.....	6	17	20	.9	2.2	2.6
Construction.....	58	76	46	1.0	1.3	.8
Manufacturing.....	147	213	207	1.2	1.8	1.7
Durable goods.....	69	146	142	1.0	2.0	1.9
Nondurable goods.....	78	68	65	1.7	1.5	1.4
Trade, transportation, and utilities.....	407	521	550	1.6	2.1	2.2
Wholesale trade.....	76	98	107	1.3	1.7	1.9
Retail trade.....	275	305	340	1.9	2.1	2.3
Transportation, warehousing, and utilities...	56	118	103	1.2	2.4	2.1
Information.....	89	64	83	3.1	2.3	3.0
Financial activities.....	171	293	328	2.2	3.7	4.2
Finance and insurance.....	104	267	290	1.8	4.5	4.9
Real estate and rental and leasing.....	67	27	39	3.3	1.4	2.0
Professional and business services.....	475	553	827	2.8	3.2	4.6
Education and health services.....	543	509	663	2.7	2.5	3.2
Educational services.....	37	47	61	1.1	1.5	1.8
Health care and social assistance.....	506	462	602	3.0	2.7	3.5
Leisure and hospitality.....	278	302	358	2.1	2.2	2.7
Arts, entertainment, and recreation.....	20	36	38	1.1	1.7	2.0
Accommodation and food services.....	257	267	320	2.3	2.3	2.8
Other services.....	111	122	140	2.0	2.2	2.5
Government.....	392	326	352	1.7	1.5	1.5
Federal.....	103	89	76	3.5	3.0	2.6
State and local.....	289	237	276	1.4	1.2	1.4
REGION ³						
Northeast.....	569	587	719	2.2	2.3	2.8
South.....	926	1,128	1,354	1.9	2.3	2.8
Midwest.....	598	608	682	2.0	2.0	2.2
West.....	582	675	818	2.0	2.3	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 7, table 1.

^p = preliminary.

Table 6. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2009	Sept. 2010	Oct. 2010 ^p	Oct. 2009	Sept. 2010	Oct. 2010 ^p
Total	4,273	4,391	4,475	3.3	3.4	3.4
INDUSTRY						
Total private.....	3,961	4,036	4,208	3.7	3.7	3.9
Mining and logging.....	19	21	26	2.8	2.7	3.4
Construction.....	318	302	367	5.3	5.2	6.3
Manufacturing.....	259	277	283	2.2	2.4	2.4
Durable goods.....	125	141	153	1.8	2.0	2.1
Nondurable goods.....	134	136	130	2.9	3.0	2.9
Trade, transportation, and utilities.....	895	948	986	3.6	3.8	4.0
Wholesale trade.....	133	149	126	2.4	2.6	2.2
Retail trade.....	620	652	717	4.3	4.5	4.9
Transportation, warehousing, and utilities...	142	148	143	3.0	3.1	3.0
Information.....	66	57	72	2.4	2.1	2.7
Financial activities.....	221	175	209	2.9	2.3	2.8
Finance and insurance.....	138	129	157	2.4	2.3	2.8
Real estate and rental and leasing.....	83	45	53	4.2	2.3	2.7
Professional and business services.....	780	776	838	4.7	4.6	4.9
Education and health services.....	575	612	526	3.0	3.1	2.6
Educational services.....	98	142	90	3.0	4.6	2.7
Health care and social assistance.....	477	470	436	2.9	2.9	2.6
Leisure and hospitality.....	657	683	678	5.1	5.1	5.2
Arts, entertainment, and recreation.....	80	106	75	4.3	5.3	4.1
Accommodation and food services.....	577	577	603	5.2	5.1	5.3
Other services.....	171	185	223	3.2	3.4	4.1
Government.....	311	356	266	1.4	1.6	1.2
Federal.....	41	35	33	1.4	1.2	1.2
State and local.....	271	321	233	1.4	1.7	1.2
REGION ³						
Northeast.....	820	877	804	3.3	3.5	3.2
South.....	1,484	1,568	1,638	3.1	3.3	3.4
Midwest.....	1,015	953	1,056	3.4	3.2	3.5
West.....	954	993	977	3.3	3.4	3.4

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 7, table 1.

^p = preliminary.

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2009	Sept. 2010	Oct. 2010 ^p	Oct. 2009	Sept. 2010	Oct. 2010 ^p
Total	4,493	4,242	4,349	3.4	3.2	3.3
INDUSTRY						
Total private.....	4,267	3,802	4,119	4.0	3.5	3.8
Mining and logging.....	26	18	20	3.8	2.4	2.6
Construction.....	438	326	400	7.3	5.6	6.8
Manufacturing.....	332	251	310	2.8	2.1	2.6
Durable goods.....	178	128	168	2.5	1.8	2.3
Nondurable goods.....	153	124	142	3.4	2.7	3.1
Trade, transportation, and utilities.....	868	806	825	3.5	3.3	3.3
Wholesale trade.....	140	130	125	2.5	2.3	2.2
Retail trade.....	572	557	560	4.0	3.9	3.9
Transportation, warehousing, and utilities...	156	118	140	3.3	2.5	2.9
Information.....	71	52	71	2.6	1.9	2.6
Financial activities.....	236	158	205	3.1	2.1	2.7
Finance and insurance.....	140	108	144	2.5	1.9	2.5
Real estate and rental and leasing.....	96	50	61	4.8	2.6	3.1
Professional and business services.....	768	726	816	4.6	4.3	4.8
Education and health services.....	461	492	414	2.4	2.5	2.1
Educational services.....	60	80	46	1.8	2.6	1.4
Health care and social assistance.....	401	412	368	2.5	2.5	2.2
Leisure and hospitality.....	870	811	863	6.7	6.1	6.6
Arts, entertainment, and recreation.....	194	177	167	10.4	8.8	9.0
Accommodation and food services.....	675	634	696	6.1	5.6	6.2
Other services.....	199	162	194	3.7	3.0	3.6
Government.....	226	440	231	1.0	2.0	1.0
Federal.....	23	115	36	.8	4.0	1.3
State and local.....	203	324	195	1.0	1.7	1.0
REGION ³						
Northeast.....	777	786	812	3.1	3.2	3.3
South.....	1,666	1,507	1,565	3.5	3.2	3.3
Midwest.....	1,014	1,022	999	3.4	3.4	3.3
West.....	1,037	926	972	3.6	3.2	3.3

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 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2009	Sept. 2010	Oct. 2010 ^p	Oct. 2009	Sept. 2010	Oct. 2010 ^p
Total	1,853	2,071	2,164	1.4	1.6	1.6
INDUSTRY						
Total private.....	1,767	1,934	2,073	1.6	1.8	1.9
Mining and logging.....	6	10	10	.9	1.3	1.3
Construction.....	70	87	95	1.2	1.5	1.6
Manufacturing.....	94	101	123	.8	.9	1.1
Durable goods.....	41	44	57	.6	.6	.8
Nondurable goods.....	53	57	66	1.2	1.2	1.5
Trade, transportation, and utilities.....	407	469	450	1.6	1.9	1.8
Wholesale trade.....	38	48	48	.7	.9	.9
Retail trade.....	304	364	345	2.1	2.5	2.4
Transportation, warehousing, and utilities...	65	58	57	1.4	1.2	1.2
Information.....	30	27	41	1.1	1.0	1.5
Financial activities.....	95	102	94	1.2	1.3	1.2
Finance and insurance.....	67	61	67	1.2	1.1	1.2
Real estate and rental and leasing.....	28	40	26	1.4	2.1	1.4
Professional and business services.....	300	329	438	1.8	2.0	2.6
Education and health services.....	282	258	263	1.5	1.3	1.3
Educational services.....	33	39	32	1.0	1.3	1.0
Health care and social assistance.....	250	218	231	1.5	1.3	1.4
Leisure and hospitality.....	397	464	467	3.1	3.5	3.6
Arts, entertainment, and recreation.....	42	60	63	2.3	3.0	3.4
Accommodation and food services.....	355	404	404	3.2	3.5	3.6
Other services.....	86	88	91	1.6	1.6	1.7
Government.....	87	137	91	.4	.6	.4
Federal.....	3	13	7	.1	.4	.3
State and local.....	84	124	84	.4	.6	.4
REGION ³						
Northeast.....	316	335	316	1.3	1.4	1.3
South.....	723	818	834	1.5	1.7	1.8
Midwest.....	416	463	555	1.4	1.6	1.9
West.....	398	455	458	1.4	1.6	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 See footnote 7, table 1.

^p = preliminary.

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Oct. 2009	Sept. 2010	Oct. 2010 ^p	Oct. 2009	Sept. 2010	Oct. 2010 ^p
Total	2,283	1,817	1,884	1.7	1.4	1.4
INDUSTRY						
Total private.....	2,193	1,583	1,788	2.0	1.5	1.6
Mining and logging.....	18	7	8	2.7	1.0	1.0
Construction.....	362	225	280	6.0	3.8	4.8
Manufacturing.....	220	136	167	1.9	1.2	1.4
Durable goods.....	128	74	99	1.8	1.0	1.4
Nondurable goods.....	92	61	68	2.0	1.4	1.5
Trade, transportation, and utilities.....	343	257	309	1.4	1.0	1.2
Wholesale trade.....	59	69	65	1.1	1.2	1.2
Retail trade.....	216	145	171	1.5	1.0	1.2
Transportation, warehousing, and utilities...	68	43	72	1.4	.9	1.5
Information.....	29	17	24	1.1	.6	.9
Financial activities.....	119	44	95	1.6	.6	1.3
Finance and insurance.....	54	35	63	.9	.6	1.1
Real estate and rental and leasing.....	65	9	32	3.3	.4	1.6
Professional and business services.....	407	323	333	2.4	1.9	2.0
Education and health services.....	153	204	122	.8	1.0	.6
Educational services.....	25	37	12	.8	1.2	.4
Health care and social assistance.....	128	166	110	.8	1.0	.7
Leisure and hospitality.....	448	311	367	3.4	2.3	2.8
Arts, entertainment, and recreation.....	144	115	100	7.7	5.7	5.4
Accommodation and food services.....	303	196	267	2.7	1.7	2.4
Other services.....	94	61	85	1.8	1.1	1.6
Government.....	90	234	96	.4	1.1	.4
Federal.....	7	92	22	.3	3.2	.8
State and local.....	83	142	74	.4	.7	.4
REGION ³						
Northeast.....	408	373	436	1.6	1.5	1.7
South.....	825	556	608	1.7	1.2	1.3
Midwest.....	515	483	370	1.7	1.6	1.2
West.....	536	405	470	1.8	1.4	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 7, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Oct. 2009	Sept. 2010	Oct. 2010 ^p	Oct. 2009	Sept. 2010	Oct. 2010 ^p
Total	357	354	302	0.3	0.3	0.2
INDUSTRY						
Total private.....	308	285	257	.3	.3	.2
Mining and logging.....	2	1	2	.2	.2	.3
Construction.....	6	15	25	.1	.2	.4
Manufacturing.....	18	14	20	.2	.1	.2
Durable goods.....	9	9	12	.1	.1	.2
Nondurable goods.....	8	5	7	.2	.1	.2
Trade, transportation, and utilities.....	118	80	66	.5	.3	.3
Wholesale trade.....	43	14	11	.8	.2	.2
Retail trade.....	52	49	44	.4	.3	.3
Transportation, warehousing, and utilities...	23	17	11	.5	.4	.2
Information.....	11	8	6	.4	.3	.2
Financial activities.....	22	13	16	.3	.2	.2
Finance and insurance.....	19	12	14	.3	.2	.2
Real estate and rental and leasing.....	3	1	3	.1	.1	.1
Professional and business services.....	62	74	45	.4	.4	.3
Education and health services.....	25	31	30	.1	.2	.2
Educational services.....	1	4	3	(⁴)	.1	.1
Health care and social assistance.....	24	28	27	.1	.2	.2
Leisure and hospitality.....	25	36	29	.2	.3	.2
Arts, entertainment, and recreation.....	8	2	5	.4	.1	.2
Accommodation and food services.....	17	34	25	.2	.3	.2
Other services.....	20	13	17	.4	.2	.3
Government.....	49	69	44	.2	.3	.2
Federal.....	13	11	7	.4	.4	.2
State and local.....	36	58	37	.2	.3	.2
REGION ³						
Northeast.....	54	78	61	.2	.3	.2
South.....	119	133	123	.3	.3	.3
Midwest.....	83	76	73	.3	.3	.2
West.....	101	67	45	.3	.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 7, table 1.

⁴ Data round to zero.

^p = preliminary.