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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2013

There were 4.0 million job openings on the last business day of November, little changed from October, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.3 percent) and separations rate (3.1 percent) were unchanged in November. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by geographic region.

Chart 1. Job openings rate, seasonally adjusted, December 2010 - November 2013

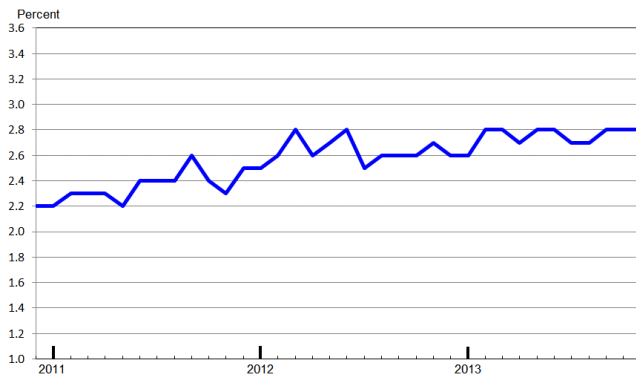
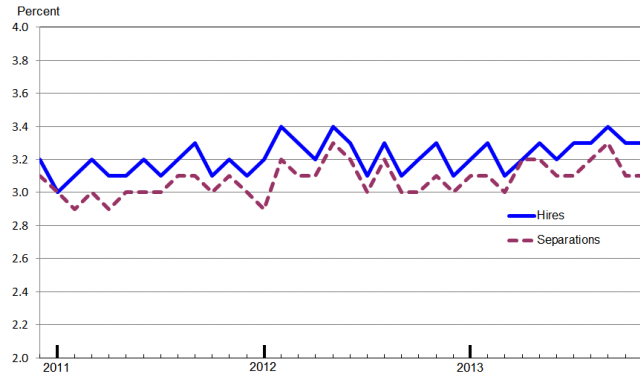


Chart 2. Hires and separations rates, seasonally adjusted, December 2010 - November 2013



Job Openings

There were 4.0 million job openings in November, little changed from October. The number of openings was little changed in total private and government, as well as in all industries and in all four regions. (See table 1.)

The number of job openings (not seasonally adjusted) was essentially unchanged over the year for total nonfarm, total private, and government. Over the year, the number of job openings increased in several industries but decreased in federal government. The West region experienced an increase in job openings over the 12 months ending in November. (See table 7.)

Hires

There were 4.5 million hires in November, little changed from October. The number of hires was essentially unchanged for total private and government. The number of hires was essentially unchanged in all industries and in all four regions. (See table 2.)

Over the 12 months ending in November, the number of hires (not seasonally adjusted) changed little for total nonfarm, total private, and government. The number of hires increased over the year in several

industries and decreased in mining and logging. Hires levels were little changed in all four regions. (See table 8.)

Separations

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

There were 4.3 million total separations in November, little changed from October. The number of total separations was essentially unchanged for total private and government. (See table 3.)

In November, the quits rate was little changed at 1.8 percent for total nonfarm. The rate was unchanged for total private (2.0 percent) and for government (0.6 percent). The quits rate was essentially unchanged over the month for all industries and all four regions. (See table 4.)

The number of quits (not seasonally adjusted) increased over the 12 months ending in November for total nonfarm and total private and was little changed for government. The number of quits rose over the year in retail trade, accommodation and food services, and in the South region. (See table 10.)

The layoffs and discharges rate was unchanged in November at 1.1 percent. The rate was unchanged over the month for total private (1.2 percent) and was little changed for government (0.4 percent). The layoffs and discharges rate was little changed in all four regions. Seasonally adjusted estimates of layoffs and discharges are not available for individual industries. (See table 5.)

The layoffs and discharges level (not seasonally adjusted) declined over the 12 months ending in November for total nonfarm and total private and was little changed for government. The number of layoffs and discharges decreased over the year ending in November for several industries and was little changed in all four regions. (See table 11.)

In November, there were 369,000 other separations for total nonfarm, little changed from October. The number of other separations was little changed over the month for total private and government. Seasonally adjusted estimates of other separations are not available for individual industries or regions. (See table 6.) Over the 12 months ending in November, the number of other separations was little changed for total nonfarm, total private, and government. (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 2013, hires totaled 53.0 million and separations totaled 51.0 million, yielding a net employment gain of 2.0 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 December 2013 are scheduled to be released on Tuesday, February 11, 2014 at 10:00 a.m. (EST).

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

Category	Job openings			Hires			Total separations		
	Nov. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
LEVELS BY INDUSTRY (in thousands)									
Total.....	3,789	3,931	4,001	4,420	4,484	4,494	4,179	4,205	4,258
Total private ¹	3,421	3,564	3,623	4,134	4,195	4,189	3,885	3,894	3,966
Construction.....	96	127	139	386	329	294	359	290	277
Manufacturing.....	271	302	297	234	226	259	229	210	234
Trade, transportation, and utilities ²	731	688	716	900	967	1,018	774	908	941
Retail trade.....	475	433	416	597	695	698	512	637	667
Professional and business services.....	649	736	707	912	900	857	849	818	812
Education and health services ³	691	654	669	471	518	516	465	467	468
Health care and social assistance.....	633	582	588	421	442	434	402	399	395
Leisure and hospitality.....	481	513	560	697	798	792	694	749	776
Arts, entertainment, and recreation.....	52	77	72	108	138	129	109	113	138
Accommodation and food services.....	428	435	488	589	660	663	584	637	639
Government ⁴	368	368	379	286	289	306	294	311	292
State and local.....	301	328	333	256	261	272	255	267	253
RATES BY INDUSTRY (percent)									
Total.....	2.7	2.8	2.8	3.3	3.3	3.3	3.1	3.1	3.1
Total private ¹	2.9	3.0	3.1	3.7	3.7	3.6	3.5	3.4	3.5
Construction.....	1.7	2.1	2.3	6.8	5.6	5.0	6.3	5.0	4.7
Manufacturing.....	2.2	2.5	2.4	2.0	1.9	2.2	1.9	1.8	1.9
Trade, transportation, and utilities ²	2.8	2.6	2.7	3.5	3.7	3.9	3.0	3.5	3.6
Retail trade.....	3.1	2.7	2.6	4.0	4.5	4.6	3.4	4.2	4.4
Professional and business services.....	3.5	3.8	3.6	5.0	4.8	4.6	4.7	4.4	4.3
Education and health services ³	3.3	3.1	3.1	2.3	2.5	2.5	2.3	2.2	2.2
Health care and social assistance.....	3.6	3.2	3.3	2.5	2.5	2.5	2.3	2.3	2.3
Leisure and hospitality.....	3.4	3.5	3.8	5.0	5.6	5.5	5.0	5.3	5.4
Arts, entertainment, and recreation.....	2.6	3.6	3.4	5.4	6.8	6.3	5.5	5.5	6.7
Accommodation and food services.....	3.5	3.4	3.8	5.0	5.4	5.4	4.9	5.2	5.2
Government ⁴	1.7	1.7	1.7	1.3	1.3	1.4	1.3	1.4	1.3
State and local.....	1.6	1.7	1.7	1.3	1.4	1.4	1.3	1.4	1.3

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

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

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

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Technical Note

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

Coverage and collection

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

Concepts

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

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

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

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

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

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

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

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

Sample and estimation methodology

The JOLTS survey design is a stratified random sample of 16,400 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.1 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

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

JOLTS business birth/death model

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

Seasonal adjustment

BLS uses X-12 ARIMA to seasonally adjust several JOLTS series utilizing moving averages as seasonal filters. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Alignment procedure

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

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

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

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample is surveyed rather than the entire population, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. 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 and rates by industry and region, seasonally adjusted¹

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p
Total	3,789	3,808	3,844	3,883	3,931	4,001	2.7	2.7	2.7	2.8	2.8	2.8
INDUSTRY												
Total private ⁴	3,421	3,402	3,459	3,508	3,564	3,623	2.9	2.9	2.9	3.0	3.0	3.1
Construction.....	96	99	109	112	127	139	1.7	1.7	1.8	1.9	2.1	2.3
Manufacturing.....	271	234	268	256	302	297	2.2	1.9	2.2	2.1	2.5	2.4
Trade, transportation, and utilities ⁵	731	655	694	726	688	716	2.8	2.5	2.6	2.7	2.6	2.7
Retail trade.....	475	413	418	459	433	416	3.1	2.6	2.7	2.9	2.7	2.6
Professional and business services.....	649	664	658	629	736	707	3.5	3.5	3.4	3.3	3.8	3.6
Education and health services ⁶	691	670	732	675	654	669	3.3	3.1	3.4	3.2	3.1	3.1
Health care and social assistance....	633	610	668	602	582	588	3.6	3.4	3.7	3.3	3.2	3.3
Leisure and hospitality.....	481	493	514	550	513	560	3.4	3.4	3.5	3.7	3.5	3.8
Arts, entertainment, and recreation...	52	47	76	58	77	72	2.6	2.3	3.6	2.8	3.6	3.4
Accommodation and food services...	428	446	438	492	435	488	3.5	3.5	3.5	3.9	3.4	3.8
Government ⁷	368	406	385	375	368	379	1.7	1.8	1.7	1.7	1.7	1.7
State and local.....	301	357	339	324	328	333	1.6	1.8	1.7	1.7	1.7	1.7
REGION⁸												
Northeast.....	674	619	682	701	648	715	2.6	2.3	2.6	2.6	2.4	2.7
South.....	1,434	1,464	1,424	1,433	1,428	1,449	2.9	2.9	2.8	2.8	2.8	2.8
Midwest.....	912	843	877	906	989	953	2.9	2.7	2.8	2.8	3.1	3.0
West.....	769	881	861	843	866	884	2.5	2.9	2.8	2.7	2.8	2.9

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ 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.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p
Total.....	4,420	4,497	4,559	4,632	4,484	4,494	3.3	3.3	3.3	3.4	3.3	3.3
INDUSTRY												
Total private ⁴	4,134	4,219	4,261	4,338	4,195	4,189	3.7	3.7	3.7	3.8	3.7	3.6
Construction.....	386	307	298	299	329	294	6.8	5.3	5.1	5.1	5.6	5.0
Manufacturing.....	234	222	248	251	226	259	2.0	1.9	2.1	2.1	1.9	2.2
Trade, transportation, and utilities ⁵	900	906	936	923	967	1,018	3.5	3.5	3.6	3.5	3.7	3.9
Retail trade.....	597	635	659	634	695	698	4.0	4.2	4.3	4.2	4.5	4.6
Professional and business services.....	912	1,001	979	999	900	857	5.0	5.4	5.3	5.4	4.8	4.6
Education and health services ⁶	471	530	556	534	518	516	2.3	2.6	2.7	2.6	2.5	2.5
Health care and social assistance.....	421	452	461	462	442	434	2.5	2.6	2.7	2.7	2.5	2.5
Leisure and hospitality.....	697	753	749	813	798	792	5.0	5.3	5.3	5.7	5.6	5.5
Arts, entertainment, and recreation.....	108	114	106	135	138	129	5.4	5.6	5.2	6.7	6.8	6.3
Accommodation and food services.....	589	639	643	678	660	663	5.0	5.3	5.3	5.6	5.4	5.4
Government ⁷	286	277	298	294	289	306	1.3	1.3	1.4	1.3	1.3	1.4
State and local.....	256	253	273	268	261	272	1.3	1.3	1.4	1.4	1.4	1.4
REGION⁸												
Northeast.....	736	663	729	728	718	695	2.9	2.6	2.8	2.8	2.8	2.7
South.....	1,645	1,761	1,822	1,817	1,747	1,775	3.4	3.6	3.7	3.7	3.5	3.6
Midwest.....	1,013	1,105	1,038	1,068	992	1,033	3.3	3.6	3.4	3.4	3.2	3.3
West.....	1,026	968	970	1,020	1,026	991	3.5	3.2	3.2	3.4	3.4	3.3

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The hires rate is the number of hires during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p
Total.....	4,179	4,273	4,405	4,477	4,205	4,258	3.1	3.1	3.2	3.3	3.1	3.1
INDUSTRY												
Total private ⁴	3,885	3,992	4,138	4,203	3,894	3,966	3.5	3.5	3.6	3.7	3.4	3.5
Construction.....	359	292	297	279	290	277	6.3	5.0	5.1	4.8	5.0	4.7
Manufacturing.....	229	238	246	246	210	234	1.9	2.0	2.1	2.1	1.8	1.9
Trade, transportation, and utilities ⁵	774	838	917	872	908	941	3.0	3.2	3.5	3.3	3.5	3.6
Retail trade.....	512	568	650	619	637	667	3.4	3.7	4.3	4.1	4.2	4.4
Professional and business services.....	849	934	947	959	818	812	4.7	5.0	5.1	5.1	4.4	4.3
Education and health services ⁶	465	490	516	515	467	468	2.3	2.4	2.5	2.5	2.2	2.2
Health care and social assistance....	402	426	431	439	399	395	2.3	2.5	2.5	2.5	2.3	2.3
Leisure and hospitality.....	694	731	720	814	749	776	5.0	5.2	5.1	5.7	5.3	5.4
Arts, entertainment, and recreation. ..	109	119	101	143	113	138	5.5	5.9	5.0	7.1	5.5	6.7
Accommodation and food services. ..	584	612	619	671	637	639	4.9	5.0	5.1	5.5	5.2	5.2
Government ⁷	294	281	267	274	311	292	1.3	1.3	1.2	1.3	1.4	1.3
State and local.....	255	247	235	241	267	253	1.3	1.3	1.2	1.3	1.4	1.3
REGION⁸												
Northeast.....	656	685	735	713	686	672	2.6	2.7	2.8	2.8	2.6	2.6
South.....	1,585	1,734	1,634	1,837	1,660	1,658	3.2	3.5	3.3	3.7	3.3	3.3
Midwest.....	982	894	1,032	992	921	953	3.2	2.9	3.3	3.2	3.0	3.1
West.....	956	961	1,003	935	938	976	3.2	3.2	3.4	3.1	3.1	3.3

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The total separations rate is the number of total separations during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p
Total.....	2,140	2,342	2,364	2,327	2,382	2,428	1.6	1.7	1.7	1.7	1.7	1.8
INDUSTRY												
Total private ⁴	2,010	2,208	2,240	2,217	2,247	2,304	1.8	1.9	2.0	1.9	2.0	2.0
Construction.....	90	100	102	96	87	70	1.6	1.7	1.8	1.7	1.5	1.2
Manufacturing.....	106	114	106	123	109	126	0.9	1.0	0.9	1.0	0.9	1.0
Trade, transportation, and utilities ⁵	465	459	527	533	562	579	1.8	1.8	2.0	2.0	2.1	2.2
Retail trade.....	344	347	406	403	412	425	2.3	2.3	2.7	2.6	2.7	2.8
Professional and business services.....	394	541	490	453	444	446	2.2	2.9	2.6	2.4	2.4	2.4
Education and health services ⁶	280	285	288	297	291	289	1.4	1.4	1.4	1.4	1.4	1.4
Health care and social assistance....	247	258	250	266	257	258	1.4	1.5	1.4	1.5	1.5	1.5
Leisure and hospitality.....	442	454	453	474	516	539	3.2	3.2	3.2	3.3	3.6	3.8
Arts, entertainment, and recreation. ..	42	48	46	43	46	52	2.1	2.4	2.3	2.1	2.3	2.6
Accommodation and food services. ...	400	406	407	431	470	487	3.4	3.3	3.3	3.5	3.8	4.0
Government ⁷	130	134	124	111	136	124	0.6	0.6	0.6	0.5	0.6	0.6
State and local.....	119	122	113	100	123	111	0.6	0.6	0.6	0.5	0.6	0.6
REGION⁸												
Northeast.....	292	321	329	320	351	340	1.1	1.2	1.3	1.2	1.4	1.3
South.....	883	1,006	993	962	981	1,006	1.8	2.0	2.0	1.9	2.0	2.0
Midwest.....	496	525	524	577	538	555	1.6	1.7	1.7	1.9	1.7	1.8
West.....	469	490	519	468	512	528	1.6	1.6	1.7	1.6	1.7	1.8

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The quits rate is the number of quits during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p
Total.....	1,705	1,589	1,676	1,756	1,504	1,461	1.3	1.2	1.2	1.3	1.1	1.1
INDUSTRY												
Total private ⁴	1,611	1,498	1,592	1,650	1,396	1,366	1.4	1.3	1.4	1.4	1.2	1.2
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government ⁷	94	91	84	106	109	96	0.4	0.4	0.4	0.5	0.5	0.4
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
REGION⁸												
Northeast.....	310	307	337	321	266	264	1.2	1.2	1.3	1.2	1.0	1.0
South.....	582	608	525	721	564	515	1.2	1.2	1.1	1.5	1.1	1.0
Midwest.....	397	294	439	328	331	318	1.3	0.9	1.4	1.1	1.1	1.0
West.....	416	380	376	386	343	364	1.4	1.3	1.3	1.3	1.1	1.2

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

^p Preliminary

- Data not available.

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

Industry and region	Levels (in thousands) ²						Rates ³					
	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p	Nov. 2012	July 2013	Aug. 2013	Sept. 2013	Oct. 2013	Nov. 2013 ^p
Total.....	334	342	365	394	319	369	0.2	0.3	0.3	0.3	0.2	0.3
INDUSTRY												
Total private ⁴	264	286	306	336	252	296	0.2	0.3	0.3	0.3	0.2	0.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities ⁵	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services ⁶	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government ⁷	70	56	59	57	67	73	0.3	0.3	0.3	0.3	0.3	0.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
REGION⁸												
Northeast.....	-	-	-	-	-	-	-	-	-	-	-	-
South.....	-	-	-	-	-	-	-	-	-	-	-	-
Midwest.....	-	-	-	-	-	-	-	-	-	-	-	-
West.....	-	-	-	-	-	-	-	-	-	-	-	-

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

² Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

³ The other separations rate is the number of other separations during the entire month as a percent of total employment.

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

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- Data not available.

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
Total.....	3,371	4,200	3,574	2.4	3.0	2.5
INDUSTRY						
Total private.....	3,029	3,829	3,225	2.6	3.2	2.7
Mining and logging.....	16	20	13	1.8	2.2	1.4
Construction.....	76	134	115	1.3	2.2	1.9
Manufacturing.....	237	313	270	1.9	2.5	2.2
Durable goods.....	156	181	154	2.0	2.3	2.0
Nondurable goods.....	81	132	116	1.8	2.9	2.5
Trade, transportation, and utilities.....	641	781	642	2.4	2.9	2.3
Wholesale trade.....	122	99	111	2.1	1.7	1.9
Retail trade.....	417	540	363	2.6	3.4	2.2
Transportation, warehousing, and utilities.....	102	142	167	2.0	2.7	3.1
Information.....	101	112	127	3.6	4.0	4.5
Financial activities.....	215	278	197	2.7	3.4	2.4
Finance and insurance.....	174	231	156	2.9	3.8	2.6
Real estate and rental and leasing.....	42	46	41	2.1	2.3	2.0
Professional and business services.....	582	801	632	3.1	4.1	3.2
Education and health services.....	650	680	626	3.0	3.1	2.9
Educational services.....	49	77	76	1.4	2.1	2.1
Health care and social assistance.....	600	603	550	3.4	3.3	3.1
Leisure and hospitality.....	398	530	470	2.8	3.6	3.2
Arts, entertainment, and recreation.....	46	81	64	2.4	3.9	3.3
Accommodation and food services.....	352	450	406	2.9	3.5	3.2
Other services.....	114	180	133	2.0	3.2	2.4
Government.....	342	371	349	1.5	1.6	1.5
Federal.....	58	39	40	2.0	1.4	1.5
State and local.....	284	332	309	1.4	1.7	1.6
REGION³						
Northeast.....	608	702	650	2.3	2.6	2.4
South.....	1,269	1,515	1,272	2.5	2.9	2.5
Midwest.....	787	1,052	833	2.5	3.3	2.6
West.....	706	931	819	2.3	3.0	2.6

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. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
Total.....	3,988	4,706	4,097	2.9	3.4	3.0
INDUSTRY						
Total private.....	3,772	4,453	3,864	3.3	3.9	3.3
Mining and logging.....	30	34	18	3.5	3.8	2.0
Construction.....	281	341	212	4.9	5.6	3.6
Manufacturing.....	192	224	218	1.6	1.9	1.8
Durable goods.....	130	136	127	1.7	1.8	1.7
Nondurable goods.....	62	88	90	1.4	2.0	2.0
Trade, transportation, and utilities.....	1,070	1,154	1,259	4.1	4.4	4.7
Wholesale trade.....	87	123	82	1.5	2.1	1.4
Retail trade.....	761	866	907	4.9	5.7	5.7
Transportation, warehousing, and utilities.....	223	166	270	4.4	3.3	5.2
Information.....	75	71	63	2.8	2.6	2.3
Financial activities.....	178	211	150	2.3	2.7	1.9
Finance and insurance.....	124	138	103	2.1	2.3	1.7
Real estate and rental and leasing.....	54	73	47	2.8	3.6	2.4
Professional and business services.....	836	924	767	4.6	4.9	4.1
Education and health services.....	382	538	404	1.8	2.6	1.9
Educational services.....	30	80	52	0.9	2.3	1.4
Health care and social assistance.....	352	458	353	2.1	2.6	2.0
Leisure and hospitality.....	572	764	642	4.2	5.4	4.6
Arts, entertainment, and recreation.....	86	108	102	4.7	5.4	5.4
Accommodation and food services.....	485	656	539	4.1	5.4	4.5
Other services.....	156	192	133	2.9	3.5	2.4
Government.....	217	253	233	1.0	1.1	1.0
Federal.....	26	27	31	0.9	1.0	1.1
State and local.....	191	226	202	1.0	1.2	1.0
REGION³						
Northeast.....	647	736	613	2.5	2.8	2.3
South.....	1,510	1,841	1,651	3.1	3.7	3.3
Midwest.....	877	1,024	907	2.8	3.3	2.9
West.....	954	1,105	926	3.2	3.7	3.1

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. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
Total.....	3,749	4,270	3,775	2.8	3.1	2.7
INDUSTRY						
Total private.....	3,550	4,016	3,579	3.1	3.5	3.1
Mining and logging.....	22	30	20	2.6	3.3	2.2
Construction.....	387	312	300	6.7	5.2	5.0
Manufacturing.....	205	221	210	1.7	1.8	1.7
Durable goods.....	126	133	114	1.7	1.8	1.5
Nondurable goods.....	79	88	96	1.8	2.0	2.1
Trade, transportation, and utilities.....	672	906	835	2.6	3.5	3.1
Wholesale trade.....	94	142	95	1.6	2.5	1.6
Retail trade.....	446	622	598	2.9	4.1	3.8
Transportation, warehousing, and utilities.....	132	142	141	2.6	2.8	2.7
Information.....	49	59	55	1.8	2.2	2.0
Financial activities.....	175	198	154	2.2	2.5	2.0
Finance and insurance.....	107	124	98	1.8	2.1	1.7
Real estate and rental and leasing.....	68	74	56	3.5	3.7	2.8
Professional and business services.....	826	799	758	4.5	4.2	4.0
Education and health services.....	372	423	363	1.8	2.0	1.7
Educational services.....	39	48	43	1.1	1.4	1.2
Health care and social assistance.....	334	375	320	1.9	2.1	1.8
Leisure and hospitality.....	651	879	727	4.8	6.2	5.2
Arts, entertainment, and recreation.....	122	152	160	6.7	7.6	8.5
Accommodation and food services.....	529	727	567	4.5	6.0	4.7
Other services.....	190	189	158	3.5	3.5	2.9
Government.....	199	254	196	0.9	1.1	0.9
Federal.....	30	47	32	1.1	1.8	1.2
State and local.....	169	207	164	0.9	1.1	0.8
REGION³						
Northeast.....	615	706	609	2.4	2.7	2.3
South.....	1,352	1,676	1,392	2.7	3.4	2.8
Midwest.....	925	920	893	3.0	2.9	2.8
West.....	856	968	882	2.9	3.2	2.9

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
Total.....	1,751	2,422	2,023	1.3	1.8	1.5
INDUSTRY						
Total private.....	1,657	2,311	1,937	1.5	2.0	1.7
Mining and logging.....	11	11	11	1.3	1.2	1.2
Construction.....	78	100	58	1.3	1.6	1.0
Manufacturing.....	81	111	102	0.7	0.9	0.9
Durable goods.....	45	62	57	0.6	0.8	0.8
Nondurable goods.....	36	49	45	0.8	1.1	1.0
Trade, transportation, and utilities.....	387	576	500	1.5	2.2	1.9
Wholesale trade.....	32	89	54	0.6	1.5	0.9
Retail trade.....	287	413	370	1.9	2.7	2.3
Transportation, warehousing, and utilities.....	68	75	76	1.4	1.5	1.5
Information.....	27	32	32	1.0	1.2	1.2
Financial activities.....	80	83	71	1.0	1.0	0.9
Finance and insurance.....	50	52	47	0.8	0.9	0.8
Real estate and rental and leasing.....	30	31	24	1.5	1.5	1.2
Professional and business services.....	354	448	392	1.9	2.4	2.1
Education and health services.....	225	282	232	1.1	1.3	1.1
Educational services.....	22	29	19	0.6	0.8	0.5
Health care and social assistance.....	204	253	213	1.2	1.4	1.2
Leisure and hospitality.....	345	559	440	2.5	3.9	3.1
Arts, entertainment, and recreation.....	28	47	37	1.5	2.3	1.9
Accommodation and food services.....	317	512	403	2.7	4.2	3.3
Other services.....	69	110	98	1.3	2.0	1.8
Government.....	94	111	87	0.4	0.5	0.4
Federal.....	8	12	9	0.3	0.4	0.3
State and local.....	86	100	78	0.4	0.5	0.4
REGION³						
Northeast.....	229	357	271	0.9	1.4	1.0
South.....	735	989	842	1.5	2.0	1.7
Midwest.....	410	554	465	1.3	1.8	1.5
West.....	378	523	446	1.3	1.7	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 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. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
Total.....	1,739	1,554	1,460	1.3	1.1	1.1
INDUSTRY						
Total private.....	1,676	1,459	1,395	1.5	1.3	1.2
Mining and logging.....	10	17	8	1.1	1.9	0.8
Construction.....	302	205	234	5.2	3.4	3.9
Manufacturing.....	111	94	93	0.9	0.8	0.8
Durable goods.....	72	60	48	1.0	0.8	0.6
Nondurable goods.....	39	34	44	0.9	0.8	1.0
Trade, transportation, and utilities.....	224	256	262	0.9	1.0	1.0
Wholesale trade.....	52	48	36	0.9	0.8	0.6
Retail trade.....	124	162	175	0.8	1.1	1.1
Transportation, warehousing, and utilities.....	49	47	51	1.0	0.9	1.0
Information.....	16	19	16	0.6	0.7	0.6
Financial activities.....	71	76	53	0.9	1.0	0.7
Finance and insurance.....	43	41	30	0.7	0.7	0.5
Real estate and rental and leasing.....	28	35	23	1.4	1.8	1.2
Professional and business services.....	438	312	330	2.4	1.7	1.7
Education and health services.....	109	118	101	0.5	0.6	0.5
Educational services.....	14	17	19	0.4	0.5	0.5
Health care and social assistance.....	95	101	82	0.6	0.6	0.5
Leisure and hospitality.....	291	288	245	2.1	2.0	1.7
Arts, entertainment, and recreation.....	93	103	113	5.1	5.2	6.0
Accommodation and food services.....	197	185	132	1.7	1.5	1.1
Other services.....	105	72	55	1.9	1.3	1.0
Government.....	63	95	65	0.3	0.4	0.3
Federal.....	12	24	13	0.4	0.9	0.5
State and local.....	51	72	53	0.3	0.4	0.3
REGION³						
Northeast.....	351	277	287	1.4	1.1	1.1
South.....	520	584	441	1.1	1.2	0.9
Midwest.....	449	322	363	1.5	1.0	1.2
West.....	420	372	369	1.4	1.2	1.2

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. 2012	Oct. 2013	Nov. 2013 ^p	Nov. 2012	Oct. 2013	Nov. 2013 ^p
Total.....	259	294	292	0.2	0.2	0.2
INDUSTRY						
Total private.....	217	247	247	0.2	0.2	0.2
Mining and logging.....	2	2	1	0.2	0.2	0.1
Construction.....	7	7	8	0.1	0.1	0.1
Manufacturing.....	14	15	15	0.1	0.1	0.1
Durable goods.....	9	11	8	0.1	0.1	0.1
Nondurable goods.....	5	4	7	0.1	0.1	0.1
Trade, transportation, and utilities.....	61	74	73	0.2	0.3	0.3
Wholesale trade.....	11	6	6	0.2	0.1	0.1
Retail trade.....	35	48	53	0.2	0.3	0.3
Transportation, warehousing, and utilities.....	15	20	14	0.3	0.4	0.3
Information.....	5	8	7	0.2	0.3	0.3
Financial activities.....	25	39	30	0.3	0.5	0.4
Finance and insurance.....	14	31	21	0.2	0.5	0.4
Real estate and rental and leasing.....	11	8	9	0.5	0.4	0.4
Professional and business services.....	35	39	36	0.2	0.2	0.2
Education and health services.....	38	24	30	0.2	0.1	0.1
Educational services.....	3	2	4	0.1	0.1	0.1
Health care and social assistance.....	35	21	25	0.2	0.1	0.1
Leisure and hospitality.....	16	32	43	0.1	0.2	0.3
Arts, entertainment, and recreation.....	1	2	11	0.0	0.1	0.6
Accommodation and food services.....	15	30	32	0.1	0.2	0.3
Other services.....	16	7	5	0.3	0.1	0.1
Government.....	42	48	45	0.2	0.2	0.2
Federal.....	10	12	11	0.4	0.4	0.4
State and local.....	31	36	34	0.2	0.2	0.2
REGION³						
Northeast.....	36	72	50	0.1	0.3	0.2
South.....	98	104	110	0.2	0.2	0.2
Midwest.....	67	45	65	0.2	0.1	0.2
West.....	58	73	67	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.