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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 – DECEMBER 2012

There were 3.6 million job openings on the last business day of December, little changed from November, the U.S. Bureau of Labor Statistics reported today. The hires rate (3.1 percent) and separations rate (3.0 percent) also were little changed in December. 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, January 2010 - December 2012

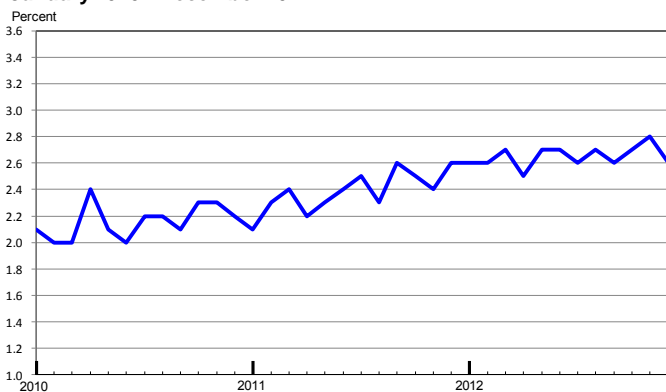
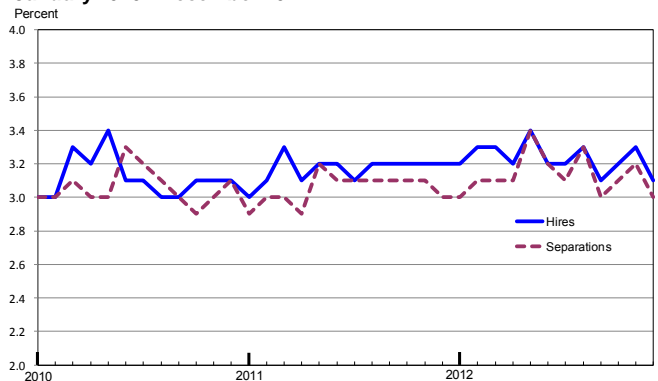


Chart 2. Hires and separations rates, seasonally adjusted, January 2010 - December 2012



Job Openings

The number of job openings in December was 3.6 million, little changed from November. (See table 1.) The number of openings decreased in retail trade and was little changed in all remaining industries and in all four regions in December. The level of total nonfarm job openings was 2.4 million at the end of the recession in June 2009. (Recession dates are determined by the National Bureau of Economic Research.)

The number of job openings in December (not seasonally adjusted) was little changed over the year for total nonfarm, total private, and government. Job openings increased over the year for retail trade, real estate and rental and leasing, educational services, and health care and social assistance but decreased in mining and logging and in professional and business services. The Midwest region experienced an increase in job openings over the 12 months ending in December. (See table 7.)

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

Industry	Job openings			Hires			Total separations		
	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
	2011	2012	2012 ^P	2011	2012	2012 ^P	2011	2012	2012 ^P
	Levels (in thousands)								
Total	3,540	3,790	3,617	4,188	4,403	4,194	4,023	4,222	4,069
Total private ¹	3,188	3,427	3,257	3,889	4,111	3,915	3,695	3,915	3,767
Construction.....	78	89	92	315	380	287	303	369	280
Manufacturing.....	252	281	259	269	241	251	239	237	216
Trade, transportation, and utilities ²	574	740	673	812	886	882	773	785	859
Retail trade.....	323	496	420	517	591	599	509	513	595
Professional and business services.....	785	632	540	818	930	780	792	866	800
Education and health services ³	605	718	710	494	479	526	468	469	458
Health care and social assistance.....	552	656	640	414	425	445	402	409	396
Leisure and hospitality	441	478	461	743	695	743	695	683	718
Arts, entertainment, and recreation.....	44	51	61	141	107	114	133	102	118
Accommodation and food services.....	397	427	400	602	588	629	562	582	600
Government ⁴	352	363	360	299	293	279	328	307	302
State and local.....	301	296	299	270	264	246	292	269	263
	Rates (percent)								
Total	2.6	2.8	2.6	3.2	3.3	3.1	3.0	3.2	3.0
Total private ¹	2.8	3.0	2.8	3.5	3.7	3.5	3.4	3.5	3.4
Construction.....	1.4	1.6	1.6	5.7	6.9	5.2	5.5	6.7	5.0
Manufacturing.....	2.1	2.3	2.1	2.3	2.0	2.1	2.0	2.0	1.8
Trade, transportation, and utilities ²	2.2	2.8	2.6	3.2	3.5	3.5	3.1	3.1	3.4
Retail trade.....	2.1	3.2	2.7	3.5	4.0	4.0	3.5	3.4	4.0
Professional and business services.....	4.3	3.4	2.9	4.6	5.2	4.3	4.5	4.8	4.4
Education and health services ³	2.9	3.4	3.3	2.5	2.3	2.6	2.3	2.3	2.2
Health care and social assistance.....	3.2	3.7	3.6	2.5	2.5	2.6	2.4	2.4	2.3
Leisure and hospitality	3.2	3.4	3.2	5.5	5.1	5.4	5.2	5.0	5.2
Arts, entertainment, and recreation.....	2.3	2.6	3.0	7.4	5.5	5.9	7.0	5.2	6.1
Accommodation and food services.....	3.3	3.5	3.3	5.2	5.0	5.3	4.9	4.9	5.1
Government ⁴	1.6	1.6	1.6	1.4	1.3	1.3	1.5	1.4	1.4
State and local.....	1.5	1.5	1.5	1.4	1.4	1.3	1.5	1.4	1.4

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

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

³ Includes educational services, not shown separately.

⁴ Includes federal government, not shown separately.

^P Preliminary

Hires

In December, the hires rate was little changed at 3.1 percent. The hires rate decreased in construction and in professional and business services. The hires rate was little changed in all four regions. (See table 2.) The number of hires in December was 4.2 million, up from 3.7 million at the end of the recession in June 2009.

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

Separations

The total separations figure includes quits, layoffs and discharges, and other separations. Total separations also 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.

In December, the quits rate was unchanged at 1.6 percent. The quits rate was unchanged for total private and little changed for government. (See table 4.) The number of quits was 2.2 million in December compared to 1.8 million at the end of the recession in June 2009.

The number of quits (not seasonally adjusted) was essentially unchanged over the 12 months ending in December for total nonfarm, total private, and government. The quits level increased over the year in accommodation and food services and in the South. (See table 10.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels and for the four regions. The layoffs and discharges rate was little changed in December at 1.2 percent. The rate was essentially unchanged for total private, government, and all four regions. (See table 5.) The number of layoffs and discharges for total nonfarm was 1.6 million in December, down from 2.1 million at the end of the recession in June 2009.

The layoffs and discharges level (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government over the 12 months ending in December 2012. Over the year, the number of layoffs and discharges rose in mining and logging and in retail trade but fell in professional and business services. The number of layoffs and discharges decreased over the year in the South. (See table 11.)

In December, there were 345,000 other separations for total nonfarm, unchanged from the previous month. The number of other separations was little changed over the year. (See tables 6 and 12.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising. Over the 12 months ending in December 2012, hires totaled 51.8 million and separations totaled 50.0 million, yielding a net employment gain of 1.8 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 January 2013 are scheduled to be released on Tuesday, March 12, 2013 at 10:00 a.m. (EDT).

Revisions to the JOLTS Data

With the release of January data on March 12, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2008 forward are subject to revision.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

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

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

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

Special collection procedures

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

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

Sample and estimation methodology

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

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

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

JOLTS business birth/death model

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

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

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

Seasonal adjustment

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

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

Alignment procedure

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

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

Historical changes in JOLTS data

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

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

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

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

Reliability of the estimates

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

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p
Total	3,540	3,593	3,661	3,547	3,665	3,790	3,617	2.6	2.6	2.7	2.6	2.7	2.8	2.6
INDUSTRY														
Total private ⁴	3,188	3,211	3,257	3,172	3,301	3,427	3,257	2.8	2.8	2.8	2.8	2.9	3.0	2.8
Construction.....	78	67	81	82	99	89	92	1.4	1.2	1.4	1.5	1.8	1.6	1.6
Manufacturing.....	252	273	257	241	281	281	259	2.1	2.2	2.1	2.0	2.3	2.3	2.1
Trade, transportation, and utilities ⁵	574	585	592	592	610	740	673	2.2	2.3	2.3	2.3	2.3	2.8	2.6
Retail trade.....	323	334	350	342	374	496	420	2.1	2.2	2.3	2.3	2.5	3.2	2.7
Professional and business services.....	785	641	761	622	645	632	540	4.3	3.5	4.1	3.3	3.5	3.4	2.9
Education and health services ⁶	605	689	661	725	681	718	710	2.9	3.3	3.1	3.4	3.2	3.4	3.3
Health care and social assistance.....	552	604	601	654	627	656	640	3.2	3.4	3.4	3.7	3.5	3.7	3.6
Leisure and hospitality	441	469	405	366	442	478	461	3.2	3.3	2.9	2.6	3.1	3.4	3.2
Arts, entertainment, and recreation.....	44	50	50	54	49	51	61	2.3	2.5	2.5	2.7	2.5	2.6	3.0
Accommodation and food services.....	397	419	355	312	394	427	400	3.3	3.5	2.9	2.6	3.2	3.5	3.3
Government ⁷	352	382	404	375	364	363	360	1.6	1.7	1.8	1.7	1.6	1.6	1.6
State and local.....	301	329	327	306	304	296	299	1.5	1.7	1.7	1.6	1.6	1.5	1.5
REGION ⁸														
Northeast	595	671	681	659	654	679	654	2.3	2.6	2.6	2.5	2.5	2.6	2.5
South	1,443	1,399	1,431	1,325	1,420	1,417	1,322	2.9	2.8	2.9	2.7	2.8	2.8	2.6
Midwest	763	759	790	817	849	913	904	2.5	2.4	2.5	2.6	2.7	2.9	2.9
West	740	763	758	747	742	782	737	2.5	2.5	2.5	2.5	2.5	2.6	2.4

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

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

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p
Total	4,188	4,278	4,440	4,204	4,316	4,403	4,194	3.2	3.2	3.3	3.1	3.2	3.3	3.1
INDUSTRY														
Total private ⁴	3,889	3,989	4,109	3,922	4,053	4,111	3,915	3.5	3.6	3.7	3.5	3.6	3.7	3.5
Construction.....	315	359	323	327	318	380	287	5.7	6.5	5.9	5.9	5.7	6.9	5.2
Manufacturing.....	269	244	230	235	242	241	251	2.3	2.0	1.9	2.0	2.0	2.0	2.1
Trade, transportation, and utilities ⁵	812	848	892	819	907	886	882	3.2	3.3	3.5	3.2	3.6	3.5	3.5
Retail trade.....	517	570	577	548	615	591	599	3.5	3.9	3.9	3.7	4.1	4.0	4.0
Professional and business services.....	818	871	915	848	887	930	780	4.6	4.9	5.1	4.7	4.9	5.2	4.3
Education and health services ⁶	494	500	502	499	501	479	526	2.5	2.5	2.5	2.4	2.5	2.3	2.6
Health care and social assistance.....	414	427	430	417	433	425	445	2.5	2.5	2.5	2.4	2.5	2.5	2.6
Leisure and hospitality	743	720	747	708	738	695	743	5.5	5.3	5.5	5.2	5.4	5.1	5.4
Arts, entertainment, and recreation.....	141	106	104	102	120	107	114	7.4	5.5	5.4	5.3	6.2	5.5	5.9
Accommodation and food services.....	602	614	643	606	618	588	629	5.2	5.2	5.5	5.1	5.2	5.0	5.3
Government ⁷	299	288	332	283	263	293	279	1.4	1.3	1.5	1.3	1.2	1.3	1.3
State and local.....	270	268	300	251	236	264	246	1.4	1.4	1.6	1.3	1.2	1.4	1.3
REGION ⁸														
Northeast	676	675	676	745	648	711	672	2.7	2.7	2.7	2.9	2.5	2.8	2.6
South	1,634	1,674	1,758	1,722	1,710	1,657	1,646	3.4	3.5	3.6	3.6	3.5	3.4	3.4
Midwest	986	993	1,056	893	954	1,018	926	3.3	3.3	3.5	2.9	3.1	3.3	3.0
West	891	935	951	844	1,005	1,016	950	3.1	3.2	3.3	2.9	3.4	3.5	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 educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p
Total	4,023	4,088	4,355	4,017	4,087	4,222	4,069	3.0	3.1	3.3	3.0	3.1	3.2	3.0
INDUSTRY														
Total private ⁴	3,695	3,789	4,062	3,759	3,767	3,915	3,767	3.4	3.4	3.6	3.4	3.4	3.5	3.4
Construction.....	303	358	316	332	290	369	280	5.5	6.5	5.7	6.0	5.2	6.7	5.0
Manufacturing.....	239	228	250	235	228	237	216	2.0	1.9	2.1	2.0	1.9	2.0	1.8
Trade, transportation, and utilities ⁵	773	815	883	805	824	785	859	3.1	3.2	3.5	3.2	3.2	3.1	3.4
Retail trade.....	509	556	587	541	552	513	595	3.5	3.8	4.0	3.7	3.7	3.4	4.0
Professional and business services.....	792	807	911	821	785	866	800	4.5	4.5	5.1	4.6	4.4	4.8	4.4
Education and health services ⁶	468	463	474	438	477	469	458	2.3	2.3	2.3	2.1	2.3	2.3	2.2
Health care and social assistance.....	402	396	404	375	397	409	396	2.4	2.3	2.4	2.2	2.3	2.4	2.3
Leisure and hospitality	695	685	730	672	706	683	718	5.2	5.0	5.3	4.9	5.1	5.0	5.2
Arts, entertainment, and recreation..	133	105	88	104	112	102	118	7.0	5.5	4.5	5.4	5.8	5.2	6.1
Accommodation and food services..	562	579	642	568	594	582	600	4.9	4.9	5.5	4.8	5.0	4.9	5.1
Government ⁷	328	299	292	258	320	307	302	1.5	1.4	1.3	1.2	1.5	1.4	1.4
State and local.....	292	271	262	226	282	269	263	1.5	1.4	1.4	1.2	1.5	1.4	1.4
REGION ⁸														
Northeast.....	631	711	671	704	660	662	661	2.5	2.8	2.6	2.8	2.6	2.6	2.6
South.....	1,592	1,579	1,696	1,646	1,644	1,607	1,624	3.3	3.3	3.5	3.4	3.4	3.3	3.3
Midwest.....	905	894	1,056	868	840	1,002	900	3.0	3.0	3.5	2.9	2.8	3.3	3.0
West.....	895	905	931	801	942	951	884	3.1	3.1	3.2	2.7	3.2	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 educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p
Total	2,008	2,163	2,151	1,964	2,092	2,178	2,157	1.5	1.6	1.6	1.5	1.6	1.6	1.6
INDUSTRY														
Total private ⁴	1,867	2,033	2,025	1,849	1,944	2,034	2,021	1.7	1.8	1.8	1.7	1.7	1.8	1.8
Construction.....	76	87	75	69	89	84	68	1.4	1.6	1.4	1.3	1.6	1.5	1.2
Manufacturing.....	113	107	113	109	102	106	107	1.0	.9	.9	.9	.9	.9	.9
Trade, transportation, and utilities ⁵	447	482	471	425	452	466	486	1.8	1.9	1.9	1.7	1.8	1.8	1.9
Retail trade.....	331	340	337	317	315	336	344	2.2	2.3	2.3	2.1	2.1	2.3	2.3
Professional and business services.....	363	386	386	362	363	407	410	2.1	2.2	2.2	2.0	2.0	2.3	2.3
Education and health services ⁶	265	279	277	243	265	279	260	1.3	1.4	1.4	1.2	1.3	1.4	1.3
Health care and social assistance.....	233	248	234	206	233	249	238	1.4	1.5	1.4	1.2	1.4	1.5	1.4
Leisure and hospitality	388	432	430	411	441	446	458	2.9	3.2	3.2	3.0	3.2	3.2	3.3
Arts, entertainment, and recreation..	48	47	44	33	40	40	41	2.5	2.5	2.3	1.7	2.1	2.0	2.1
Accommodation and food services..	340	385	386	377	401	407	417	2.9	3.3	3.3	3.2	3.4	3.4	3.5
Government ⁷	141	130	125	115	147	144	136	.6	.6	.6	.5	.7	.7	.6
State and local.....	131	119	115	105	133	133	124	.7	.6	.6	.5	.7	.7	.6
REGION ⁸														
Northeast.....	279	315	325	290	292	298	314	1.1	1.2	1.3	1.1	1.1	1.2	1.2
South.....	816	945	906	868	896	899	936	1.7	2.0	1.9	1.8	1.8	1.8	1.9
Midwest.....	469	449	488	431	442	513	454	1.6	1.5	1.6	1.4	1.5	1.7	1.5
West.....	445	454	432	375	462	468	453	1.5	1.6	1.5	1.3	1.6	1.6	1.5

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p
Total	1,685	1,582	1,848	1,728	1,673	1,699	1,567	1.3	1.2	1.4	1.3	1.3	1.3	1.2
INDUSTRY														
Total private ⁴	1,572	1,482	1,745	1,643	1,564	1,604	1,473	1.4	1.3	1.6	1.5	1.4	1.4	1.3
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	112	100	103	85	108	94	94	.5	.5	.5	.4	.5	.4	.4
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REGION ⁸														
Northeast.....	296	323	269	344	309	305	279	1.2	1.3	1.1	1.4	1.2	1.2	1.1
South.....	649	522	686	653	632	584	548	1.4	1.1	1.4	1.3	1.3	1.2	1.1
Midwest.....	354	365	467	365	329	402	369	1.2	1.2	1.5	1.2	1.1	1.3	1.2
West.....	386	372	426	366	403	408	371	1.3	1.3	1.5	1.2	1.4	1.4	1.3

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

- Data not available.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p	Dec. 2011	July 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012 ^p
Total	330	343	356	326	323	345	345	.2	.3	.3	.2	.2	.3	.3
INDUSTRY														
Total private ⁴	255	274	292	267	258	276	273	.2	.2	.3	.2	.2	.2	.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	75	69	64	59	65	69	72	.3	.3	.3	.3	.3	.3	.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REGION ⁸														
Northeast	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Midwest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
West	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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

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

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

⁶ Includes educational services, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p Preliminary

- Data not available.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2011	Nov. 2012	Dec. 2012 ^p	Dec. 2011	Nov. 2012	Dec. 2012 ^p
Total	3,118	3,380	3,131	2.3	2.4	2.3
INDUSTRY						
Total private.....	2,779	3,039	2,789	2.5	2.6	2.4
Mining and logging.....	28	13	17	3.3	1.6	2.0
Construction.....	52	64	62	.9	1.1	1.1
Manufacturing.....	218	244	224	1.8	2.0	1.8
Durable goods.....	149	160	155	2.0	2.1	2.0
Nondurable goods.....	69	84	69	1.5	1.8	1.5
Trade, transportation, and utilities.....	443	645	530	1.7	2.4	2.0
Wholesale trade.....	94	116	114	1.7	2.0	2.0
Retail trade.....	235	435	308	1.5	2.8	2.0
Transportation, warehousing, and utilities.....	114	94	108	2.2	1.8	2.1
Information.....	103	94	74	3.7	3.4	2.7
Financial activities.....	176	212	243	2.2	2.7	3.0
Finance and insurance.....	156	171	168	2.6	2.9	2.8
Real estate and rental and leasing.....	20	42	74	1.0	2.1	3.7
Professional and business services.....	748	585	502	4.1	3.1	2.7
Education and health services.....	573	678	668	2.8	3.2	3.1
Educational services.....	45	56	65	1.3	1.6	1.8
Health care and social assistance.....	528	622	603	3.0	3.5	3.4
Leisure and hospitality.....	332	390	352	2.5	2.8	2.6
Arts, entertainment, and recreation.....	26	45	39	1.5	2.4	2.1
Accommodation and food services.....	306	345	314	2.6	2.9	2.6
Other services.....	107	113	118	2.0	2.1	2.1
Government.....	338	341	342	1.5	1.5	1.5
Federal.....	50	61	54	1.7	2.2	1.9
State and local.....	289	280	288	1.5	1.4	1.5
REGION ³						
Northeast.....	506	607	544	2.0	2.3	2.1
South.....	1,329	1,255	1,193	2.7	2.5	2.4
Midwest.....	648	797	774	2.1	2.5	2.5
West.....	633	720	621	2.1	2.4	2.1

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

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

³ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2011	Nov. 2012	Dec. 2012 ^p	Dec. 2011	Nov. 2012	Dec. 2012 ^p
Total	3,038	3,986	3,017	2.3	3.0	2.2
INDUSTRY						
Total private.....	2,856	3,771	2,845	2.6	3.3	2.5
Mining and logging.....	20	26	20	2.4	3.1	2.4
Construction.....	199	275	179	3.7	4.9	3.3
Manufacturing.....	171	198	155	1.4	1.7	1.3
Durable goods.....	108	131	93	1.5	1.8	1.2
Nondurable goods.....	64	66	63	1.4	1.5	1.4
Trade, transportation, and utilities.....	635	1,058	693	2.5	4.1	2.7
Wholesale trade.....	101	90	98	1.8	1.6	1.7
Retail trade.....	385	762	451	2.5	5.0	2.9
Transportation, warehousing, and utilities.....	149	206	145	3.0	4.1	2.9
Information.....	52	72	46	2.0	2.7	1.7
Financial activities.....	124	174	126	1.6	2.2	1.6
Finance and insurance.....	86	120	77	1.5	2.1	1.3
Real estate and rental and leasing.....	38	55	48	2.0	2.8	2.5
Professional and business services.....	663	845	597	3.7	4.6	3.3
Education and health services.....	347	391	374	1.7	1.9	1.8
Educational services.....	41	36	42	1.2	1.0	1.2
Health care and social assistance.....	307	355	331	1.8	2.1	1.9
Leisure and hospitality.....	515	581	523	3.9	4.3	3.9
Arts, entertainment, and recreation.....	96	87	81	5.5	4.8	4.5
Accommodation and food services.....	419	493	442	3.7	4.2	3.8
Other services.....	131	150	133	2.5	2.8	2.5
Government.....	181	215	171	.8	1.0	.8
Federal.....	23	26	27	.8	.9	1.0
State and local.....	158	189	145	.8	1.0	.7
REGION ³						
Northeast.....	492	639	488	1.9	2.5	1.9
South.....	1,204	1,509	1,200	2.5	3.1	2.5
Midwest.....	683	880	633	2.3	2.9	2.1
West.....	659	959	695	2.3	3.2	2.4

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 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2011	Nov. 2012	Dec. 2012 ^p	Dec. 2011	Nov. 2012	Dec. 2012 ^p
Total	3,903	3,800	3,889	2.9	2.8	2.9
INDUSTRY						
Total private.....	3,618	3,597	3,619	3.3	3.2	3.2
Mining and logging.....	26	24	31	3.1	2.9	3.8
Construction.....	341	401	307	6.3	7.1	5.6
Manufacturing.....	210	213	184	1.8	1.8	1.5
Durable goods.....	115	124	112	1.6	1.7	1.5
Nondurable goods.....	94	89	72	2.1	2.0	1.6
Trade, transportation, and utilities.....	847	686	950	3.3	2.6	3.6
Wholesale trade.....	121	96	108	2.2	1.7	1.9
Retail trade.....	521	449	625	3.4	2.9	4.1
Transportation, warehousing, and utilities.....	205	140	218	4.1	2.8	4.3
Information.....	61	49	62	2.3	1.8	2.3
Financial activities.....	136	163	138	1.8	2.1	1.8
Finance and insurance.....	99	99	88	1.7	1.7	1.5
Real estate and rental and leasing.....	37	65	49	1.9	3.3	2.5
Professional and business services.....	844	845	798	4.8	4.6	4.4
Education and health services.....	416	377	400	2.1	1.8	1.9
Educational services.....	49	36	47	1.5	1.0	1.4
Health care and social assistance.....	367	341	353	2.2	2.0	2.0
Leisure and hospitality.....	591	654	603	4.5	4.8	4.5
Arts, entertainment, and recreation.....	104	117	95	5.9	6.5	5.3
Accommodation and food services.....	488	537	508	4.3	4.6	4.4
Other services.....	146	185	145	2.7	3.4	2.7
Government.....	285	204	270	1.3	.9	1.2
Federal.....	36	30	41	1.3	1.1	1.5
State and local.....	249	173	229	1.3	.9	1.2
REGION ³						
Northeast.....	634	615	650	2.5	2.4	2.5
South.....	1,492	1,361	1,488	3.1	2.8	3.0
Midwest.....	929	952	919	3.1	3.1	3.0
West.....	847	872	832	2.9	2.9	2.8

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

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

³ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2011	Nov. 2012	Dec. 2012 ^p	Dec. 2011	Nov. 2012	Dec. 2012 ^p
Total	1,642	1,782	1,763	1.2	1.3	1.3
INDUSTRY						
Total private.....	1,532	1,682	1,656	1.4	1.5	1.5
Mining and logging.....	12	12	12	1.5	1.5	1.4
Construction.....	56	76	50	1.0	1.4	.9
Manufacturing.....	78	80	75	.7	.7	.6
Durable goods.....	41	45	39	.6	.6	.5
Nondurable goods.....	37	36	35	.8	.8	.8
Trade, transportation, and utilities.....	393	392	429	1.5	1.5	1.6
Wholesale trade.....	40	33	50	.7	.6	.9
Retail trade.....	297	284	308	2.0	1.9	2.0
Transportation, warehousing, and utilities.....	56	75	70	1.1	1.5	1.4
Information.....	26	27	40	1.0	1.0	1.5
Financial activities.....	74	85	56	1.0	1.1	.7
Finance and insurance.....	55	56	36	.9	1.0	.6
Real estate and rental and leasing.....	19	29	20	1.0	1.5	1.0
Professional and business services.....	293	362	329	1.7	2.0	1.8
Education and health services.....	225	226	221	1.1	1.1	1.1
Educational services.....	23	20	15	.7	.6	.4
Health care and social assistance.....	202	206	205	1.2	1.2	1.2
Leisure and hospitality.....	314	354	371	2.4	2.6	2.8
Arts, entertainment, and recreation.....	34	26	30	1.9	1.4	1.7
Accommodation and food services.....	280	328	341	2.5	2.8	2.9
Other services.....	62	67	75	1.2	1.3	1.4
Government.....	110	100	106	.5	.4	.5
Federal.....	9	8	10	.3	.3	.4
State and local.....	101	92	96	.5	.5	.5
REGION ³						
Northeast.....	217	240	245	.9	.9	1.0
South.....	664	741	769	1.4	1.5	1.6
Midwest.....	400	420	379	1.3	1.4	1.2
West.....	362	380	369	1.2	1.3	1.3

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

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

³ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2011	Nov. 2012	Dec. 2012 ^p	Dec. 2011	Nov. 2012	Dec. 2012 ^p
Total	1,937	1,751	1,791	1.5	1.3	1.3
INDUSTRY						
Total private.....	1,837	1,689	1,705	1.7	1.5	1.5
Mining and logging.....	12	10	19	1.5	1.2	2.2
Construction.....	265	318	252	4.9	5.6	4.6
Manufacturing.....	112	119	93	.9	1.0	.8
Durable goods.....	63	71	63	.9	.9	.8
Nondurable goods.....	49	48	30	1.1	1.1	.7
Trade, transportation, and utilities.....	397	226	458	1.5	.9	1.8
Wholesale trade.....	71	52	48	1.3	.9	.8
Retail trade.....	196	128	271	1.3	.8	1.8
Transportation, warehousing, and utilities.....	130	47	139	2.6	.9	2.8
Information.....	30	17	16	1.1	.6	.6
Financial activities.....	38	58	43	.5	.7	.5
Finance and insurance.....	22	29	22	.4	.5	.4
Real estate and rental and leasing.....	16	29	20	.8	1.5	1.0
Professional and business services.....	507	443	425	2.9	2.4	2.3
Education and health services.....	139	113	140	.7	.5	.7
Educational services.....	23	13	27	.7	.4	.8
Health care and social assistance.....	117	100	112	.7	.6	.7
Leisure and hospitality.....	257	283	203	2.0	2.1	1.5
Arts, entertainment, and recreation.....	68	89	63	3.9	4.9	3.5
Accommodation and food services.....	190	194	140	1.7	1.7	1.2
Other services.....	79	102	57	1.5	1.9	1.1
Government.....	100	63	86	.4	.3	.4
Federal.....	10	12	13	.4	.4	.5
State and local.....	90	51	73	.5	.3	.4
REGION ³						
Northeast.....	363	336	341	1.4	1.3	1.3
South.....	708	521	583	1.5	1.1	1.2
Midwest.....	454	466	467	1.5	1.5	1.5
West.....	412	429	399	1.4	1.4	1.4

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

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

³ See footnote 8, table 1.

^p Preliminary

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2011	Nov. 2012	Dec. 2012 ^p	Dec. 2011	Nov. 2012	Dec. 2012 ^p
Total	323	267	335	0.2	0.2	0.2
INDUSTRY						
Total private.....	248	226	257	.2	.2	.2
Mining and logging.....	1	2	1	.2	.2	.2
Construction.....	20	7	4	.4	.2	.1
Manufacturing.....	20	14	17	.2	.1	.1
Durable goods.....	11	9	11	.2	.1	.1
Nondurable goods.....	8	5	7	.2	.1	.1
Trade, transportation, and utilities.....	57	67	64	.2	.3	.2
Wholesale trade.....	11	11	10	.2	.2	.2
Retail trade.....	27	37	45	.2	.2	.3
Transportation, warehousing, and utilities.....	19	19	9	.4	.4	.2
Information.....	5	5	5	.2	.2	.2
Financial activities.....	25	21	39	.3	.3	.5
Finance and insurance.....	23	14	30	.4	.2	.5
Real estate and rental and leasing.....	2	7	9	.1	.3	.5
Professional and business services.....	44	40	45	.2	.2	.2
Education and health services.....	52	38	40	.3	.2	.2
Educational services.....	4	3	4	.1	.1	.1
Health care and social assistance.....	48	35	36	.3	.2	.2
Leisure and hospitality.....	20	17	29	.2	.1	.2
Arts, entertainment, and recreation.....	2	2	2	.1	.1	.1
Accommodation and food services.....	18	15	27	.2	.1	.2
Other services.....	5	16	13	.1	.3	.2
Government.....	75	41	78	.3	.2	.4
Federal.....	17	11	18	.6	.4	.6
State and local.....	58	30	60	.3	.2	.3
REGION ³						
Northeast.....	54	39	63	.2	.2	.2
South.....	121	100	136	.3	.2	.3
Midwest.....	76	65	72	.3	.2	.2
West.....	73	63	63	.2	.2	.2

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

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

³ See footnote 8, table 1.

^p Preliminary