

**For release 10:00 a.m. (EST) Tuesday, February 9, 2016**

USDL-16-0271

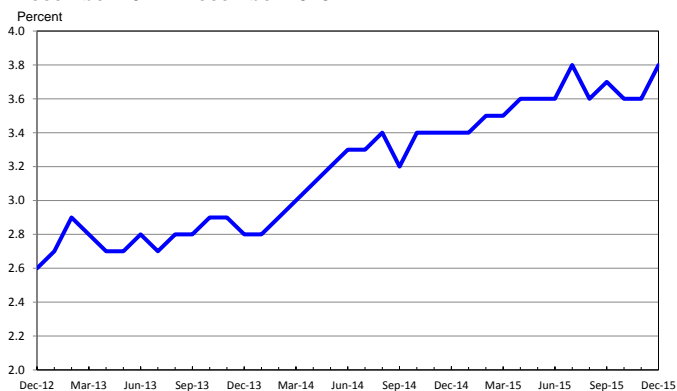
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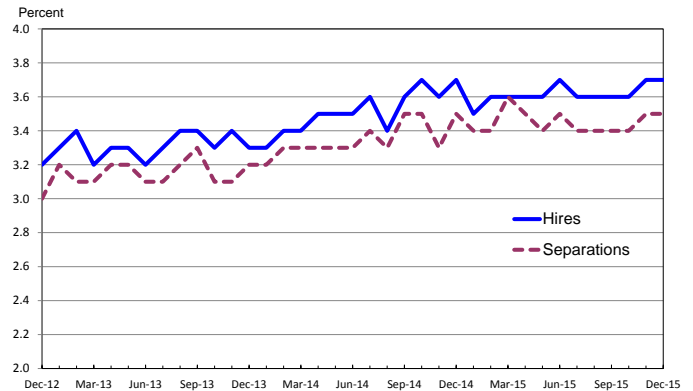
## JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2015

The number of job openings increased to 5.6 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires and separations were little changed at 5.4 million and 5.1 million, respectively. Within separations, the quits rate was 2.1 percent, and the layoffs and discharges rate was 1.1 percent. This release includes estimates of the number and rate of job openings, hires, and separations for the nonfarm sector by industry and by four geographic regions.

**Chart 1. Job openings rate, seasonally adjusted, December 2012 - December 2015**



**Chart 2. Hires and total separations rates, seasonally adjusted, December 2012 - December 2015**



### Job Openings

**Job openings** rose to 5.6 million in December. The job openings rate was 3.8 percent. The number of job openings increased in December for total private and was little changed for government. Job openings increased in construction (+69,000), nondurable goods manufacturing (+60,000), and durable goods manufacturing (+26,000). In the regions, job openings increased in the West over the month. (See table 1.)

The number of **job openings** (not seasonally adjusted) increased over the 12 months ending in December for total nonfarm and total private, and edged up for government. Job openings rose in several industries over the year with the largest changes in health care and social assistance (+172,000) and finance and insurance (+99,000). The number of job openings increased over the year in the Northeast, Midwest, and West regions. (See table 7.)

## Hires

The number of **hires** was 5.4 million in December, little changed from November. The number of hires is now higher than in December 2007 (5.0 million), the first month of the recession. The hires rate was 3.7 percent in December 2015. The number of hires was little changed for total private and government in December. The number of hires edged up in professional and business services and was little changed in all other industries and in the regions. (See table 2.)

Over the 12 months ending in December, the number of **hires** (not seasonally adjusted) was little changed for total nonfarm and total private and edged up for government. At the industry level, hires increased in accommodation and food services (+93,000); transportation, warehousing, and utilities (+43,000); and federal government (+11,000). Hires edged down in construction. The number of hires was little changed in all four regions over the year. (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 includes separations due to retirement, death, and disability, as well as transfers to other locations of the same firm.

There were 5.1 million **total separations** in December, little changed from November. The total separations rate was 3.5 percent. The number of total separations was little changed for total private and government. In December, total separations edged up in accommodation and food services and in state and local government. The number of total separations was little changed in all four regions. (See table 3.)

There were 3.1 million **quits** in December, up from November. The number of quits is now higher than in December 2007 (2.8 million), the first month of the recession. The quits rate was 2.1 percent in December 2015. The number of quits rose for total private and government over the month. Quits rose in state and local government (+20,000) but fell in nondurable goods manufacturing (-25,000). Quits increased in the South region over the month. (See table 4.)

The number of **quits** (not seasonally adjusted) increased over the 12 months ending in December for total nonfarm, total private, and government. Quits increased over the year in several industries with the largest changes occurring in professional and business services (+102,000), accommodation and food services (+68,000), and retail trade (+58,000). In the regions, quits rose in the South and Midwest. (See table 10.)

There were 1.6 million **layoffs and discharges** in December, little changed from November. The layoffs and discharges rate was 1.1 percent. The number of layoffs and discharges was little changed over the month for total private and unchanged for government. Layoffs and discharges was little changed in all four regions. (See table 5.) Seasonally adjusted estimates of layoffs and discharges are not available for individual industries.

The number of **layoffs and discharges** (not seasonally adjusted) decreased over the 12 months ending in December for total nonfarm and total private and edged up for government. The number of layoffs and discharges rose in mining and logging (+7,000) and fell in construction (-129,000) and retail trade

(-64,000). The number of layoffs and discharges was little changed in all four regions over the year. (See table 11.)

In December, there were 411,000 **other separations** for total nonfarm, little changed from November. Over the month, the number of other separations was little changed for total private at 343,000 and for government at 68,000. (See table 6.) Seasonally adjusted estimates of other separations are not available for individual industries or regions.

Over the 12 months ending in December, the number of **other separations** (not seasonally adjusted) fell for total nonfarm and total private and was little changed for government. Other separations increased over the year in federal government (+7,000). Other separations decreased in the South region over the year. (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 December 2015, **hires** totaled 61.4 million and **separations** totaled 58.8 million, yielding a **net employment** gain of 2.6 million. These totals include workers who may have been hired and separated more than once during the year.

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**The Job Openings and Labor Turnover Survey results for January 2016 are scheduled to be released on Thursday, March 17, 2016 at 10:00 a.m. (EDT).**

#### **Revisions to the JOLTS Data**

With the release of January 2016 data on March 17, the 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 December 2000 forward are subject to revision. Also effective with the release of January data, all data series will be available on a seasonally adjusted basis.

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

Category	Job openings			Hires			Total separations		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total nonfarm.....	4,877	5,346	5,607	5,239	5,256	5,361	4,901	4,962	5,072
Total private <sup>1</sup> .....	4,396	4,841	5,086	4,920	4,905	4,993	4,593	4,627	4,716
Construction.....	140	138	207	438	346	314	393	295	292
Manufacturing.....	310	279	365	276	273	272	253	274	270
Durable goods.....	195	167	193	164	153	160	146	155	169
Nondurable goods.....	115	112	172	112	121	113	108	119	101
Trade, transportation, and utilities <sup>2</sup> .....	831	868	917	1,118	1,111	1,104	1,079	1,050	1,084
Retail trade.....	516	508	564	787	772	770	767	751	754
Professional and business services.....	967	1,086	1,039	1,040	1,010	1,114	942	1,007	1,025
Education and health services <sup>3</sup> .....	923	1,121	1,112	602	650	628	541	602	561
Health care and social assistance.....	837	1,027	1,016	528	549	545	470	505	488
Leisure and hospitality.....	651	741	711	930	1,015	1,053	881	918	993
Arts, entertainment, and recreation.....	65	69	76	137	132	151	131	124	139
Accommodation and food services.....	586	672	635	793	883	902	750	795	854
Government <sup>4</sup> .....	482	505	521	319	351	367	308	334	356
State and local.....	409	426	437	289	307	322	280	292	316
<b>RATES BY INDUSTRY (percent)</b>									
Total nonfarm.....	3.4	3.6	3.8	3.7	3.7	3.7	3.5	3.5	3.5
Total private <sup>1</sup> .....	3.6	3.8	4.0	4.1	4.1	4.1	3.9	3.8	3.9
Construction.....	2.2	2.1	3.1	7.0	5.3	4.8	6.3	4.5	4.5
Manufacturing.....	2.5	2.2	2.9	2.2	2.2	2.2	2.1	2.2	2.2
Durable goods.....	2.4	2.1	2.4	2.1	2.0	2.1	1.9	2.0	2.2
Nondurable goods.....	2.5	2.4	3.6	2.5	2.7	2.5	2.4	2.6	2.2
Trade, transportation, and utilities <sup>2</sup> .....	3.0	3.1	3.3	4.2	4.1	4.1	4.0	3.9	4.0
Retail trade.....	3.2	3.1	3.5	5.1	4.9	4.9	4.9	4.8	4.8
Professional and business services.....	4.7	5.2	4.9	5.3	5.1	5.6	4.8	5.0	5.1
Education and health services <sup>3</sup> .....	4.1	4.8	4.7	2.8	2.9	2.8	2.5	2.7	2.5
Health care and social assistance.....	4.4	5.2	5.1	2.9	2.9	2.9	2.6	2.7	2.6
Leisure and hospitality.....	4.2	4.6	4.4	6.2	6.6	6.9	5.9	6.0	6.5
Arts, entertainment, and recreation.....	3.0	3.0	3.4	6.4	6.0	6.9	6.1	5.6	6.3
Accommodation and food services.....	4.4	4.9	4.6	6.2	6.7	6.8	5.9	6.0	6.5
Government <sup>4</sup> .....	2.2	2.2	2.3	1.5	1.6	1.7	1.4	1.5	1.6
State and local.....	2.1	2.2	2.2	1.5	1.6	1.7	1.5	1.5	1.6

<sup>1</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes educational services, not shown separately.

<sup>4</sup> 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](http://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 16,000 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-13 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. Sampling error estimates are available at [www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://www.bls.gov/jlt/jolts_median_standard_errors.htm).

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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	4,877	5,377	5,534	5,349	5,346	5,607	3.4	3.6	3.7	3.6	3.6	3.8
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	4,396	4,880	5,041	4,859	4,841	5,086	3.6	3.9	4.0	3.9	3.8	4.0
Construction.....	140	136	119	121	138	207	2.2	2.1	1.8	1.8	2.1	3.1
Manufacturing.....	310	333	315	310	279	365	2.5	2.6	2.5	2.5	2.2	2.9
Durable goods.....	195	215	199	183	167	193	2.4	2.7	2.5	2.3	2.1	2.4
Nondurable goods.....	115	117	116	127	112	172	2.5	2.5	2.5	2.7	2.4	3.6
Trade, transportation, and utilities <sup>5</sup> .....	831	973	1,019	990	868	917	3.0	3.5	3.6	3.5	3.1	3.3
Retail trade.....	516	607	654	596	508	564	3.2	3.7	4.0	3.6	3.1	3.5
Professional and business services.....	967	1,039	1,204	1,042	1,086	1,039	4.7	5.0	5.7	5.0	5.2	4.9
Education and health services <sup>6</sup> .....	923	996	1,077	1,052	1,121	1,112	4.1	4.3	4.6	4.5	4.8	4.7
Health care and social assistance.....	837	905	988	952	1,027	1,016	4.4	4.6	5.0	4.8	5.2	5.1
Leisure and hospitality.....	651	735	696	728	741	711	4.2	4.6	4.4	4.5	4.6	4.4
Arts, entertainment, and recreation.....	65	46	53	53	69	76	3.0	2.1	2.4	2.4	3.0	3.4
Accommodation and food services.....	586	689	643	675	672	635	4.4	5.0	4.7	4.9	4.9	4.6
Government <sup>7</sup> .....	482	497	493	490	505	521	2.2	2.2	2.2	2.2	2.2	2.3
State and local.....	409	425	429	424	426	437	2.1	2.2	2.2	2.2	2.2	2.2
<b>REGION<sup>8</sup></b>												
Northeast.....	817	837	890	893	946	972	3.0	3.1	3.2	3.2	3.4	3.5
South.....	1,902	2,103	2,129	2,039	2,141	2,086	3.6	3.9	4.0	3.8	4.0	3.9
Midwest.....	1,086	1,213	1,246	1,265	1,157	1,215	3.3	3.7	3.7	3.8	3.5	3.6
West.....	1,072	1,223	1,269	1,152	1,101	1,335	3.3	3.7	3.8	3.5	3.3	4.0

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

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

<sup>3</sup> 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.

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	5,239	5,081	5,080	5,168	5,256	5,361	3.7	3.6	3.6	3.6	3.7	3.7
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	4,920	4,737	4,750	4,821	4,905	4,993	4.1	3.9	3.9	4.0	4.1	4.1
Construction.....	438	332	317	319	346	314	7.0	5.2	4.9	4.9	5.3	4.8
Manufacturing.....	276	267	282	265	273	272	2.2	2.2	2.3	2.2	2.2	2.2
Durable goods.....	164	166	176	150	153	160	2.1	2.1	2.3	1.9	2.0	2.1
Nondurable goods.....	112	102	106	115	121	113	2.5	2.2	2.3	2.5	2.7	2.5
Trade, transportation, and utilities <sup>5</sup> .....	1,118	1,081	1,059	1,065	1,111	1,104	4.2	4.0	3.9	3.9	4.1	4.1
Retail trade.....	787	759	734	749	772	770	5.1	4.8	4.7	4.8	4.9	4.9
Professional and business services.....	1,040	986	1,036	1,050	1,010	1,114	5.3	5.0	5.2	5.3	5.1	5.6
Education and health services <sup>6</sup> .....	602	589	603	631	650	628	2.8	2.7	2.7	2.8	2.9	2.8
Health care and social assistance.....	528	511	525	549	549	545	2.9	2.7	2.8	2.9	2.9	2.9
Leisure and hospitality.....	930	998	951	980	1,015	1,053	6.2	6.6	6.2	6.4	6.6	6.9
Arts, entertainment, and recreation.....	137	138	131	156	132	151	6.4	6.4	6.0	7.1	6.0	6.9
Accommodation and food services.....	793	860	820	825	883	902	6.2	6.6	6.3	6.3	6.7	6.8
Government <sup>7</sup> .....	319	344	330	348	351	367	1.5	1.6	1.5	1.6	1.6	1.7
State and local.....	289	308	297	308	307	322	1.5	1.6	1.5	1.6	1.6	1.7
<b>REGION<sup>8</sup></b>												
Northeast.....	819	847	807	840	865	845	3.1	3.2	3.0	3.2	3.2	3.2
South.....	2,072	2,016	2,047	1,966	1,980	2,040	4.1	3.9	4.0	3.8	3.8	3.9
Midwest.....	1,170	1,082	1,120	1,172	1,200	1,268	3.7	3.4	3.5	3.7	3.7	3.9
West.....	1,177	1,137	1,107	1,191	1,211	1,208	3.7	3.5	3.4	3.7	3.8	3.7

<sup>1</sup> Hires are the number of hires during the entire month.

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

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

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	4,901	4,886	4,886	4,901	4,962	5,072	3.5	3.4	3.4	3.4	3.5	3.5
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	4,593	4,566	4,569	4,537	4,627	4,716	3.9	3.8	3.8	3.8	3.8	3.9
Construction.....	393	310	311	273	295	292	6.3	4.9	4.9	4.2	4.5	4.5
Manufacturing.....	253	276	275	267	274	270	2.1	2.2	2.2	2.2	2.2	2.2
Durable goods.....	146	172	170	150	155	169	1.9	2.2	2.2	1.9	2.0	2.2
Nondurable goods.....	108	104	105	118	119	101	2.4	2.3	2.3	2.6	2.6	2.2
Trade, transportation, and utilities <sup>5</sup> .....	1,079	1,054	1,033	990	1,050	1,084	4.0	3.9	3.8	3.7	3.9	4.0
Retail trade.....	767	761	734	705	751	754	4.9	4.8	4.7	4.5	4.8	4.8
Professional and business services.....	942	928	971	1,005	1,007	1,025	4.8	4.7	4.9	5.0	5.0	5.1
Education and health services <sup>6</sup> .....	541	540	537	585	602	561	2.5	2.4	2.4	2.6	2.7	2.5
Health care and social assistance.....	470	456	463	497	505	488	2.6	2.4	2.5	2.6	2.7	2.6
Leisure and hospitality.....	881	967	937	921	918	993	5.9	6.4	6.1	6.0	6.0	6.5
Arts, entertainment, and recreation.....	131	144	132	146	124	139	6.1	6.7	6.0	6.7	5.6	6.3
Accommodation and food services.....	750	823	805	775	795	854	5.9	6.3	6.2	5.9	6.0	6.5
Government <sup>7</sup> .....	308	319	317	364	334	356	1.4	1.5	1.4	1.7	1.5	1.6
State and local.....	280	285	283	323	292	316	1.5	1.5	1.5	1.7	1.5	1.6
<b>REGION<sup>8</sup></b>												
Northeast.....	844	814	792	737	809	833	3.2	3.1	3.0	2.8	3.0	3.1
South.....	1,989	1,918	1,938	1,965	1,936	2,018	3.9	3.7	3.8	3.8	3.7	3.9
Midwest.....	976	1,075	1,060	1,100	1,119	1,118	3.1	3.4	3.3	3.4	3.5	3.5
West.....	1,092	1,078	1,095	1,099	1,098	1,102	3.4	3.4	3.4	3.4	3.4	3.4

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

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

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	2,715	2,771	2,727	2,784	2,859	3,055	1.9	1.9	1.9	2.0	2.0	2.1
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	2,572	2,618	2,582	2,620	2,710	2,886	2.2	2.2	2.1	2.2	2.2	2.4
Construction.....	144	106	121	85	132	145	2.3	1.7	1.9	1.3	2.0	2.2
Manufacturing.....	135	143	148	145	146	129	1.1	1.2	1.2	1.2	1.2	1.0
Durable goods.....	77	80	89	75	72	80	1.0	1.0	1.1	1.0	0.9	1.0
Nondurable goods.....	58	63	58	71	74	49	1.3	1.4	1.3	1.6	1.6	1.1
Trade, transportation, and utilities <sup>5</sup> .....	650	609	620	626	630	706	2.4	2.3	2.3	2.3	2.3	2.6
Retail trade.....	459	450	450	461	481	514	3.0	2.9	2.9	2.9	3.0	3.3
Professional and business services.....	444	516	487	519	510	548	2.3	2.6	2.5	2.6	2.6	2.7
Education and health services <sup>6</sup> .....	336	363	343	372	397	388	1.5	1.6	1.5	1.7	1.8	1.7
Health care and social assistance.....	297	321	305	332	346	339	1.6	1.7	1.6	1.8	1.8	1.8
Leisure and hospitality.....	588	638	613	597	636	666	3.9	4.2	4.0	3.9	4.1	4.3
Arts, entertainment, and recreation.....	49	68	55	54	49	57	2.3	3.2	2.5	2.5	2.3	2.6
Accommodation and food services.....	540	569	557	543	587	609	4.2	4.4	4.3	4.1	4.5	4.6
Government <sup>7</sup> .....	144	153	144	164	149	169	0.7	0.7	0.7	0.7	0.7	0.8
State and local.....	133	141	132	151	136	156	0.7	0.7	0.7	0.8	0.7	0.8
<b>REGION<sup>8</sup></b>												
Northeast.....	422	397	392	374	414	424	1.6	1.5	1.5	1.4	1.6	1.6
South.....	1,169	1,198	1,126	1,140	1,131	1,276	2.3	2.3	2.2	2.2	2.2	2.5
Midwest.....	528	593	618	643	686	700	1.7	1.9	1.9	2.0	2.1	2.2
West.....	596	584	590	627	629	655	1.9	1.8	1.8	1.9	1.9	2.0

<sup>1</sup> Quits are the number of quits during the entire month.

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

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

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	1,725	1,725	1,786	1,703	1,686	1,607	1.2	1.2	1.3	1.2	1.2	1.1
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	1,623	1,616	1,686	1,580	1,567	1,487	1.4	1.3	1.4	1.3	1.3	1.2
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities <sup>5</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services <sup>6</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government <sup>7</sup> .....	102	109	100	123	119	119	0.5	0.5	0.5	0.6	0.5	0.5
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
<b>REGION<sup>8</sup></b>												
Northeast.....	355	353	326	286	323	324	1.4	1.3	1.2	1.1	1.2	1.2
South.....	617	569	660	648	625	593	1.2	1.1	1.3	1.3	1.2	1.1
Midwest.....	358	404	380	375	346	337	1.1	1.3	1.2	1.2	1.1	1.0
West.....	394	399	421	394	391	352	1.2	1.2	1.3	1.2	1.2	1.1

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

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

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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 6. Other separations levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands) <sup>2</sup>						Rates <sup>3</sup>					
	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	461	389	373	414	417	411	0.3	0.3	0.3	0.3	0.3	0.3
<b>INDUSTRY</b>												
Total private <sup>4</sup> .....	399	332	301	337	351	343	0.3	0.3	0.2	0.3	0.3	0.3
Construction.....	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Durable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Nondurable goods.....	-	-	-	-	-	-	-	-	-	-	-	-
Trade, transportation, and utilities <sup>5</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Professional and business services.....	-	-	-	-	-	-	-	-	-	-	-	-
Education and health services <sup>6</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Health care and social assistance.....	-	-	-	-	-	-	-	-	-	-	-	-
Leisure and hospitality.....	-	-	-	-	-	-	-	-	-	-	-	-
Arts, entertainment, and recreation.....	-	-	-	-	-	-	-	-	-	-	-	-
Accommodation and food services.....	-	-	-	-	-	-	-	-	-	-	-	-
Government <sup>7</sup> .....	62	57	73	77	66	68	0.3	0.3	0.3	0.4	0.3	0.3
State and local.....	-	-	-	-	-	-	-	-	-	-	-	-
<b>REGION<sup>8</sup></b>												
Northeast.....	-	-	-	-	-	-	-	-	-	-	-	-
South.....	-	-	-	-	-	-	-	-	-	-	-	-
Midwest.....	-	-	-	-	-	-	-	-	-	-	-	-
West.....	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

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

<sup>4</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes educational services, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	4,373	4,869	4,984	3.0	3.3	3.3
<b>INDUSTRY</b>						
Total private.....	3,913	4,414	4,493	3.2	3.5	3.6
Mining and logging.....	19	17	18	2.1	2.1	2.2
Construction.....	97	98	140	1.5	1.5	2.1
Manufacturing.....	275	248	331	2.2	2.0	2.6
Durable goods.....	176	147	177	2.2	1.9	2.2
Nondurable goods.....	99	101	154	2.1	2.2	3.3
Trade, transportation, and utilities.....	707	781	770	2.5	2.8	2.7
Wholesale trade.....	152	123	156	2.5	2.0	2.6
Retail trade.....	411	455	453	2.5	2.7	2.7
Transportation, warehousing, and utilities.....	144	203	161	2.6	3.6	2.8
Information.....	96	63	114	3.3	2.2	3.9
Financial activities.....	244	318	361	2.9	3.7	4.2
Finance and insurance.....	191	276	290	3.1	4.3	4.5
Real estate and rental and leasing.....	53	42	72	2.5	2.0	3.3
Professional and business services.....	927	1,053	967	4.5	5.0	4.6
Education and health services.....	871	1,048	1,053	3.8	4.4	4.5
Educational services.....	78	90	87	2.2	2.4	2.4
Health care and social assistance.....	793	958	965	4.1	4.8	4.9
Leisure and hospitality.....	527	662	559	3.5	4.2	3.6
Arts, entertainment, and recreation.....	48	57	56	2.4	2.7	2.7
Accommodation and food services.....	478	605	503	3.7	4.4	3.7
Other services.....	149	126	181	2.6	2.2	3.1
Government.....	460	456	491	2.0	2.0	2.1
Federal.....	70	70	82	2.5	2.5	2.9
State and local.....	390	386	409	2.0	1.9	2.0
<b>REGION<sup>3</sup></b>						
Northeast.....	700	863	861	2.6	3.1	3.1
South.....	1,746	1,908	1,885	3.3	3.5	3.5
Midwest.....	1,000	1,090	1,089	3.0	3.3	3.3
West.....	926	1,008	1,149	2.8	3.0	3.4

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	3,750	4,877	3,898	2.7	3.4	2.7
<b>INDUSTRY</b>						
Total private.....	3,549	4,601	3,667	3.0	3.8	3.0
Mining and logging.....	21	20	22	2.3	2.5	2.8
Construction.....	252	263	179	4.1	4.0	2.8
Manufacturing.....	181	230	181	1.5	1.9	1.5
Durable goods.....	108	129	107	1.4	1.7	1.4
Nondurable goods.....	73	102	74	1.6	2.2	1.6
Trade, transportation, and utilities.....	884	1,421	902	3.2	5.2	3.2
Wholesale trade.....	117	108	93	2.0	1.8	1.6
Retail trade.....	583	1,051	583	3.6	6.5	3.6
Transportation, warehousing, and utilities.....	183	262	226	3.4	4.8	4.1
Information.....	62	68	58	2.2	2.4	2.0
Financial activities.....	170	185	160	2.1	2.3	2.0
Finance and insurance.....	130	124	107	2.2	2.0	1.8
Real estate and rental and leasing.....	40	61	53	1.9	2.9	2.5
Professional and business services.....	783	917	845	4.0	4.6	4.2
Education and health services.....	433	525	449	2.0	2.3	2.0
Educational services.....	38	66	40	1.1	1.8	1.1
Health care and social assistance.....	395	459	410	2.2	2.4	2.2
Leisure and hospitality.....	641	819	744	4.4	5.4	5.0
Arts, entertainment, and recreation.....	94	96	104	4.8	4.7	5.1
Accommodation and food services.....	547	723	640	4.3	5.6	4.9
Other services.....	122	153	126	2.2	2.7	2.2
Government.....	201	276	231	0.9	1.2	1.0
Federal.....	25	54	36	0.9	2.0	1.3
State and local.....	176	222	195	0.9	1.1	1.0
<b>REGION<sup>3</sup></b>						
Northeast.....	588	783	610	2.2	2.9	2.3
South.....	1,486	1,829	1,491	2.9	3.5	2.9
Midwest.....	825	1,122	919	2.6	3.5	2.8
West.....	851	1,144	877	2.7	3.5	2.7

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	4,628	4,306	4,699	3.3	3.0	3.3
<b>INDUSTRY</b>						
Total private.....	4,357	4,080	4,391	3.7	3.4	3.6
Mining and logging.....	33	30	43	3.6	3.7	5.5
Construction.....	438	294	311	7.1	4.5	4.8
Manufacturing.....	216	232	235	1.8	1.9	1.9
Durable goods.....	124	131	146	1.6	1.7	1.9
Nondurable goods.....	92	101	88	2.0	2.2	1.9
Trade, transportation, and utilities.....	1,128	913	1,117	4.1	3.3	4.0
Wholesale trade.....	122	114	104	2.1	1.9	1.8
Retail trade.....	823	658	786	5.1	4.1	4.8
Transportation, warehousing, and utilities.....	184	141	227	3.4	2.6	4.1
Information.....	67	69	51	2.4	2.5	1.8
Financial activities.....	201	164	180	2.5	2.0	2.2
Finance and insurance.....	161	109	123	2.7	1.8	2.0
Real estate and rental and leasing.....	41	55	57	2.0	2.6	2.7
Professional and business services.....	926	923	988	4.7	4.6	4.9
Education and health services.....	462	460	477	2.1	2.0	2.1
Educational services.....	52	55	52	1.5	1.5	1.4
Health care and social assistance.....	409	406	425	2.2	2.1	2.2
Leisure and hospitality.....	743	847	851	5.1	5.6	5.7
Arts, entertainment, and recreation.....	100	133	105	5.1	6.5	5.2
Accommodation and food services.....	644	713	746	5.1	5.5	5.7
Other services.....	142	148	139	2.5	2.6	2.4
Government.....	271	226	307	1.2	1.0	1.4
Federal.....	27	37	37	1.0	1.4	1.3
State and local.....	243	189	270	1.2	1.0	1.4
<b>REGION<sup>3</sup></b>						
Northeast.....	834	705	825	3.2	2.6	3.1
South.....	1,802	1,609	1,801	3.5	3.1	3.4
Midwest.....	972	1,040	1,056	3.1	3.2	3.3
West.....	1,020	952	1,018	3.2	2.9	3.1

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	2,211	2,364	2,556	1.6	1.6	1.8
<b>INDUSTRY</b>						
Total private.....	2,100	2,259	2,426	1.8	1.9	2.0
Mining and logging.....	10	15	13	1.1	1.9	1.7
Construction.....	99	88	109	1.6	1.3	1.7
Manufacturing.....	96	112	92	0.8	0.9	0.7
Durable goods.....	53	54	57	0.7	0.7	0.7
Nondurable goods.....	43	58	36	0.9	1.3	0.8
Trade, transportation, and utilities.....	566	540	639	2.1	2.0	2.3
Wholesale trade.....	69	55	53	1.2	0.9	0.9
Retail trade.....	416	413	474	2.6	2.6	2.9
Transportation, warehousing, and utilities.....	81	72	113	1.5	1.3	2.0
Information.....	31	33	27	1.1	1.2	0.9
Financial activities.....	87	71	106	1.1	0.9	1.3
Finance and insurance.....	64	47	72	1.1	0.8	1.2
Real estate and rental and leasing.....	23	24	35	1.1	1.2	1.7
Professional and business services.....	385	453	487	2.0	2.3	2.4
Education and health services.....	272	316	315	1.2	1.4	1.4
Educational services.....	25	31	34	0.7	0.8	0.9
Health care and social assistance.....	247	284	282	1.3	1.5	1.5
Leisure and hospitality.....	472	540	547	3.2	3.6	3.6
Arts, entertainment, and recreation.....	35	35	42	1.8	1.7	2.1
Accommodation and food services.....	437	504	505	3.5	3.9	3.9
Other services.....	81	91	89	1.4	1.6	1.6
Government.....	111	105	130	0.5	0.5	0.6
Federal.....	10	11	10	0.3	0.4	0.4
State and local.....	101	94	119	0.5	0.5	0.6
<b>REGION<sup>3</sup></b>						
Northeast.....	337	329	356	1.3	1.2	1.3
South.....	953	929	1,062	1.9	1.8	2.0
Midwest.....	430	587	581	1.4	1.8	1.8
West.....	492	519	556	1.5	1.6	1.7

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	1,976	1,616	1,759	1.4	1.1	1.2
<b>INDUSTRY</b>						
Total private.....	1,882	1,538	1,648	1.6	1.3	1.4
Mining and logging.....	20	11	27	2.2	1.5	3.5
Construction.....	323	200	194	5.2	3.0	3.0
Manufacturing.....	101	106	114	0.8	0.9	0.9
Durable goods.....	59	67	70	0.8	0.9	0.9
Nondurable goods.....	42	38	44	0.9	0.8	1.0
Trade, transportation, and utilities.....	451	275	394	1.6	1.0	1.4
Wholesale trade.....	47	46	41	0.8	0.8	0.7
Retail trade.....	317	176	253	2.0	1.1	1.6
Transportation, warehousing, and utilities.....	87	53	100	1.6	1.0	1.8
Information.....	28	28	14	1.0	1.0	0.5
Financial activities.....	60	54	51	0.7	0.7	0.6
Finance and insurance.....	48	26	30	0.8	0.4	0.5
Real estate and rental and leasing.....	12	27	20	0.6	1.3	1.0
Professional and business services.....	462	421	420	2.4	2.1	2.1
Education and health services.....	147	110	125	0.7	0.5	0.6
Educational services.....	23	18	15	0.6	0.5	0.4
Health care and social assistance.....	124	92	110	0.7	0.5	0.6
Leisure and hospitality.....	240	284	265	1.6	1.9	1.8
Arts, entertainment, and recreation.....	60	93	62	3.1	4.6	3.0
Accommodation and food services.....	180	191	203	1.4	1.5	1.6
Other services.....	50	49	43	0.9	0.9	0.8
Government.....	93	78	111	0.4	0.3	0.5
Federal.....	7	11	8	0.2	0.4	0.3
State and local.....	86	67	103	0.4	0.3	0.5
<b>REGION<sup>3</sup></b>						
Northeast.....	439	330	393	1.7	1.2	1.5
South.....	649	533	599	1.3	1.0	1.1
Midwest.....	459	386	400	1.4	1.2	1.2
West.....	429	367	367	1.3	1.1	1.1

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>	Dec. 2014	Nov. 2015	Dec. 2015 <sup>p</sup>
Total nonfarm.....	441	326	384	0.3	0.2	0.3
<b>INDUSTRY</b>						
Total private.....	374	283	318	0.3	0.2	0.3
Mining and logging.....	2	3	3	0.2	0.4	0.4
Construction.....	16	7	8	0.3	0.1	0.1
Manufacturing.....	19	14	28	0.2	0.1	0.2
Durable goods.....	12	10	20	0.1	0.1	0.3
Nondurable goods.....	7	4	8	0.2	0.1	0.2
Trade, transportation, and utilities.....	111	97	83	0.4	0.4	0.3
Wholesale trade.....	5	13	11	0.1	0.2	0.2
Retail trade.....	90	68	59	0.6	0.4	0.4
Transportation, warehousing, and utilities.....	16	17	14	0.3	0.3	0.3
Information.....	8	7	9	0.3	0.3	0.3
Financial activities.....	54	40	23	0.7	0.5	0.3
Finance and insurance.....	49	36	21	0.8	0.6	0.3
Real estate and rental and leasing.....	6	4	2	0.3	0.2	0.1
Professional and business services.....	79	49	81	0.4	0.2	0.4
Education and health services.....	43	35	36	0.2	0.2	0.2
Educational services.....	4	5	3	0.1	0.1	0.1
Health care and social assistance.....	39	30	33	0.2	0.2	0.2
Leisure and hospitality.....	31	23	39	0.2	0.1	0.3
Arts, entertainment, and recreation.....	4	5	1	0.2	0.2	0.1
Accommodation and food services.....	26	18	38	0.2	0.1	0.3
Other services.....	11	8	6	0.2	0.1	0.1
Government.....	66	43	67	0.3	0.2	0.3
Federal.....	11	16	18	0.4	0.6	0.7
State and local.....	55	28	48	0.3	0.1	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	58	45	75	0.2	0.2	0.3
South.....	200	147	140	0.4	0.3	0.3
Midwest.....	83	68	75	0.3	0.2	0.2
West.....	99	66	94	0.3	0.2	0.3

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> 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.

<sup>p</sup> 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.