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JOB OPENINGS AND LABOR TURNOVER – JANUARY 2024

The number of job openings changed little at 8.9 million on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires and total separations were little changed at 5.7 million and 5.3 million, respectively. Within separations, quits (3.4 million) and layoffs and discharges (1.6 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class. This release also includes 2023 annual estimates for job openings, hires, and separations.

Chart 1. Job openings rate, seasonally adjusted, January 2022 - January 2024

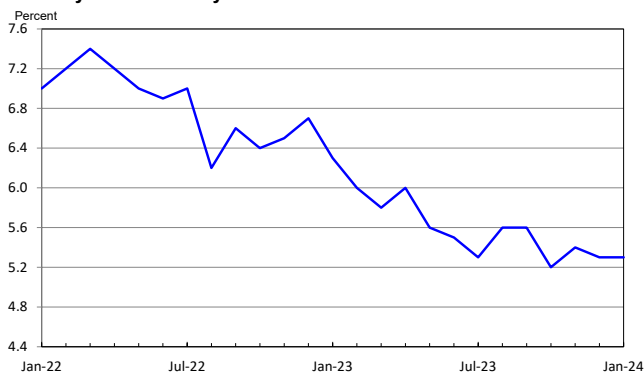
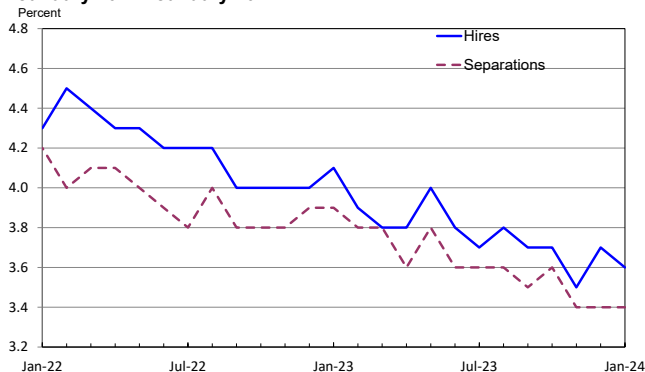


Chart 2. Hires and total separations rates, seasonally adjusted, January 2022 - January 2024



Job Openings

On the last business day of January, the number of **job openings** changed little at 8.9 million; this measure is down from a series high of 12.2 million in March 2022. Over the month, the rate was unchanged at 5.3 percent. In January, job openings increased in nondurable goods manufacturing (+82,000) but decreased in private educational services (-41,000). (See table 1.)

Changes to the Job Openings and Labor Turnover Survey Data

Effective with this release, the Job Openings and Labor Turnover Survey (JOLTS) estimates will incorporate the annual updates to the Current Employment Statistics employment data and the JOLTS seasonal adjustment factors. Not seasonally adjusted data and seasonally adjusted data from January 2019 forward are subject to revision.

Also, with this release, the “education and health services” industry will be renamed “private education and health services.” In addition, “educational services” will be renamed “private educational services.” This change is being made to align the industry titles with those used in the Current Employment Statistics program.

Hires

In January, the number and rate of **hires** were little changed at 5.7 million and 3.6 percent, respectively. Hires decreased in state and local government education (-37,000). (See table 2.)

Separations

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

The number of **total separations** in January changed little at 5.3 million, and the rate was 3.4 percent for the third month in a row. Over the month, the number of total separations decreased in health care and social assistance (-86,000) and in federal government (-8,000). (See table 3.)

In January, the number and rate of **quits** were little changed at 3.4 million and 2.1 percent, respectively. The number of quits increased in information (+23,000) but decreased in real estate and rental and leasing (-16,000). (See table 4.)

In January, the number of **layoffs and discharges** changed little at 1.6 million, and the rate was 1.0 percent for the third month in a row. The number of layoffs and discharges decreased in state and local government education (-19,000) but increased in mining and logging (+7,000). (See table 5.)

The number of **other separations** was little changed in January at 384,000. (See table 6.)

Establishment Size Class

In January, establishments with 1 to 9 employees saw little change in their job openings rate, hires rate, and total separations rate. The job openings rate decreased for establishments with 5,000 or more employees. (See table 7.)

December 2023 Revisions

The number of job openings for December was revised down by 137,000 to 8.9 million, the number of hires was revised up by 166,000 to 5.8 million, and the number of total separations was revised up by 54,000 to 5.4 million. Within separations, the number of quits was revised up by 47,000 to 3.4 million and the number of layoffs and discharges was revised down by 9,000 to 1.6 million. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors. The annual benchmark process also contributes to the December revisions.)

Annual Levels and Rates

Consistent with BLS practice, annual estimates are published for not seasonally adjusted data each year with the January news release. For details about how these estimates are calculated, see the technical note.

In 2023, the annual average job openings level was 9.4 million, a decrease of 1.8 million from 2022. The annual average job openings rate was 5.7 percent in 2023, compared to 6.8 percent in 2022. (See tables 15 and 16.)

In 2023, the annual hires level was 71.0 million, a decrease of 5.8 million from 2022. Annual total separations decreased by 4.2 million in 2023 to 68.1 million. Annual quits decreased by 6.1 million in 2023 to 44.4 million and accounted for 65.2 percent of total separations. Annual layoffs and discharges increased by 2.1 million in 2023 to 19.8 million and accounted for 29.0 percent of total separations. Annual other separations decreased by 176,000 in 2023 to 3.9 million and accounted for 5.8 percent of total separations. (See tables 17 through 26.)

The annual average hires rate for 2023 was 3.8 percent, down from 4.2 percent in 2022. The annual average total separations rate for 2023 was 3.6 percent, compared to 3.9 percent in 2022. The annual average rates for the components of total separations were 2.4 percent for quits, 1.1 percent for layoffs and discharges, and 0.2 percent for other separations. (See tables 17 through 26.)

The Job Openings and Labor Turnover Survey estimates for February 2024 are scheduled to be released on Tuesday, April 2, 2024, at 10:00 a.m. (ET).

Annual Revisions to Job Openings and Labor Turnover Data

The JOLTS data are revised annually to reflect updates to the Current Employment Statistics (CES) employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmarking process results in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series. The seasonally adjusted data are recalculated for the most recent 5 years to reflect updated seasonal adjustment factors. Further, the alignment methodology creates a dependency of the not seasonally adjusted estimates on the seasonal adjustment process. Therefore, the data series that are not seasonally adjusted are also recalculated for the most recent 5 years to reflect the effect of the updated seasonal adjustment factors on the alignment process.

Tables B through G below present revised total nonfarm data for January through December 2023. The December 2023 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for January 2019 through December 2023 will be available on the JOLTS website later in the day following the release. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables and data can be accessed through the JOLTS homepage at www.bls.gov/jlt/.

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

Category	Job openings			Hires			Total separations		
	Jan. 2023	Dec. 2023	Jan. 2024 ^P	Jan. 2023	Dec. 2023	Jan. 2024 ^P	Jan. 2023	Dec. 2023	Jan. 2024 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	10,425	8,889	8,863	6,374	5,787	5,687	6,017	5,419	5,341
Total private.....	9,348	7,884	7,963	5,932	5,384	5,323	5,671	5,060	5,020
Mining and logging.....	33	32	29	26	18	23	23	19	24
Construction.....	293	434	413	386	357	380	349	335	372
Manufacturing.....	719	586	622	429	371	394	421	364	363
Durable goods.....	468	408	360	226	199	222	219	192	206
Nondurable goods.....	251	179	261	203	172	172	202	172	158
Trade, transportation, and utilities.....	1,794	1,318	1,051	1,393	1,110	1,068	1,451	1,058	1,024
Wholesale trade.....	311	230	199	176	180	170	161	173	167
Retail trade.....	869	710	540	829	628	618	797	584	547
Transportation, warehousing, and utilities.....	615	378	312	388	302	280	494	300	310
Information.....	109	177	211	69	83	82	103	67	75
Financial activities.....	434	482	539	218	209	211	208	203	191
Finance and insurance.....	313	317	360	126	123	127	115	124	115
Real estate and rental and leasing.....	121	165	178	92	86	84	93	80	75
Professional and business services.....	2,042	1,579	1,633	1,083	1,086	1,101	1,091	1,054	1,089
Private education and health services.....	2,009	1,956	1,986	936	872	799	769	755	667
Private educational services.....	205	173	132	114	100	85	74	86	83
Health care and social assistance.....	1,804	1,783	1,854	822	772	714	695	669	583
Leisure and hospitality.....	1,534	1,003	1,100	1,178	1,068	1,046	1,050	1,003	987
Arts, entertainment, and recreation.....	200	157	159	178	185	173	158	158	145
Accommodation and food services.....	1,334	847	941	1,000	883	873	892	845	843
Other services.....	380	316	380	214	210	219	207	202	229
Government.....	1,077	1,005	900	442	403	364	347	360	321
Federal.....	176	166	148	43	43	43	36	39	31
State and local.....	901	838	752	399	361	322	311	321	290
State and local education.....	323	280	250	219	180	143	157	164	139
State and local, excluding education.....	578	558	502	180	181	179	154	156	151
RATES BY INDUSTRY (percent)									
Total.....	6.3	5.3	5.3	4.1	3.7	3.6	3.9	3.4	3.4
Total private.....	6.6	5.5	5.6	4.5	4.0	4.0	4.3	3.8	3.7
Mining and logging.....	5.0	4.7	4.4	4.1	2.8	3.6	3.7	2.9	3.7
Construction.....	3.6	5.1	4.8	4.9	4.4	4.7	4.4	4.1	4.6
Manufacturing.....	5.3	4.3	4.6	3.3	2.9	3.0	3.3	2.8	2.8
Durable goods.....	5.5	4.8	4.2	2.8	2.4	2.7	2.7	2.4	2.5
Nondurable goods.....	4.9	3.6	5.1	4.2	3.6	3.6	4.2	3.6	3.3
Trade, transportation, and utilities.....	5.9	4.4	3.5	4.8	3.8	3.7	5.0	3.7	3.5
Wholesale trade.....	4.9	3.6	3.1	2.9	2.9	2.8	2.6	2.8	2.7
Retail trade.....	5.3	4.4	3.3	5.3	4.0	3.9	5.1	3.7	3.5
Transportation, warehousing, and utilities.....	7.9	5.0	4.2	5.4	4.2	3.9	6.9	4.2	4.3
Information.....	3.4	5.5	6.5	2.3	2.8	2.7	3.3	2.2	2.5
Financial activities.....	4.5	5.0	5.5	2.4	2.3	2.3	2.3	2.2	2.1
Finance and insurance.....	4.5	4.5	5.1	1.9	1.8	1.9	1.7	1.8	1.7
Real estate and rental and leasing.....	4.7	6.2	6.6	3.8	3.4	3.4	3.8	3.2	3.0
Professional and business services.....	8.2	6.5	6.6	4.8	4.7	4.8	4.8	4.6	4.7
Private education and health services.....	7.5	7.0	7.1	3.8	3.4	3.1	3.1	2.9	2.6
Private educational services.....	5.1	4.3	3.3	3.0	2.6	2.2	1.9	2.2	2.2
Health care and social assistance.....	7.9	7.5	7.7	3.9	3.5	3.2	3.3	3.0	2.6
Leisure and hospitality.....	8.6	5.6	6.1	7.2	6.4	6.2	6.4	6.0	5.9
Arts, entertainment, and recreation.....	7.6	5.7	5.7	7.4	7.1	6.6	6.5	6.1	5.5
Accommodation and food services.....	8.7	5.6	6.2	7.2	6.2	6.1	6.4	5.9	5.9
Other services.....	6.2	5.1	6.1	3.7	3.6	3.7	3.6	3.4	3.9

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Government.....	4.6	4.2	3.8	2.0	1.7	1.6	1.5	1.6	1.4
Federal.....	5.8	5.3	4.7	1.5	1.4	1.4	1.2	1.3	1.0
State and local.....	4.4	4.0	3.6	2.0	1.8	1.6	1.6	1.6	1.4
State and local education.....	3.0	2.6	2.3	2.1	1.7	1.3	1.5	1.5	1.3
State and local, excluding education.	5.9	5.6	5.0	2.0	1.9	1.9	1.7	1.7	1.6

p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

Table B. Revisions in job openings data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2023						
January.....	10,563	10,425	-138	6.4	6.3	-0.1
February.....	9,974	9,849	-125	6.0	6.0	.0
March.....	9,745	9,623	-122	5.9	5.8	-.1
April.....	10,320	9,904	-416	6.2	6.0	-.2
May.....	9,616	9,311	-305	5.8	5.6	-.2
June.....	9,165	9,125	-40	5.5	5.5	.0
July.....	8,920	8,805	-115	5.4	5.3	-.1
August.....	9,497	9,358	-139	5.7	5.6	-.1
September.....	9,350	9,307	-43	5.6	5.6	.0
October.....	8,852	8,685	-167	5.3	5.2	-.1
November.....	8,925	8,931	6	5.4	5.4	.0
December.....	9,026	8,889	-137	5.4	5.3	-.1

Table C. Revisions in hires data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2023						
January.....	6,327	6,374	47	4.1	4.1	0.0
February.....	6,150	6,058	-92	4.0	3.9	-.1
March.....	6,066	5,955	-111	3.9	3.8	-.1
April.....	6,101	5,951	-150	3.9	3.8	-.1
May.....	6,231	6,171	-60	4.0	4.0	.0
June.....	5,940	5,895	-45	3.8	3.8	.0
July.....	5,822	5,733	-89	3.7	3.7	.0
August.....	5,850	5,888	38	3.7	3.8	.1
September.....	5,904	5,851	-53	3.8	3.7	-.1
October.....	5,828	5,814	-14	3.7	3.7	.0
November.....	5,554	5,569	15	3.5	3.5	.0
December.....	5,621	5,787	166	3.6	3.7	.1

Table D. Revisions in total separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2023						
January.....	5,900	6,017	117	3.8	3.9	0.1
February.....	5,841	5,833	-8	3.8	3.8	.0
March.....	5,994	5,917	-77	3.9	3.8	-.1
April.....	5,660	5,569	-91	3.6	3.6	.0
May.....	5,925	5,846	-79	3.8	3.8	.0
June.....	5,691	5,639	-52	3.6	3.6	.0
July.....	5,638	5,646	8	3.6	3.6	.0
August.....	5,687	5,609	-78	3.6	3.6	.0
September.....	5,595	5,522	-73	3.6	3.5	-.1
October.....	5,632	5,630	-2	3.6	3.6	.0
November.....	5,401	5,413	12	3.4	3.4	.0
December.....	5,365	5,419	54	3.4	3.4	.0

Table E. Revisions in quits data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2023						
January.....	3,878	3,882	4	2.5	2.5	0.0
February.....	3,980	3,964	-16	2.6	2.6	.0
March.....	3,842	3,809	-33	2.5	2.5	.0
April.....	3,765	3,611	-154	2.4	2.3	-.1
May.....	4,067	4,009	-58	2.6	2.6	.0
June.....	3,802	3,716	-86	2.4	2.4	.0
July.....	3,619	3,615	-4	2.3	2.3	.0
August.....	3,663	3,595	-68	2.3	2.3	.0
September.....	3,646	3,596	-50	2.3	2.3	.0
October.....	3,628	3,634	6	2.3	2.3	.0
November.....	3,524	3,516	-8	2.2	2.2	.0
December.....	3,392	3,439	47	2.2	2.2	.0

Table F. Revisions in layoffs and discharges data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2023						
January.....	1,719	1,868	149	1.1	1.2	0.1
February.....	1,557	1,571	14	1.0	1.0	.0
March.....	1,845	1,825	-20	1.2	1.2	.0
April.....	1,590	1,636	46	1.0	1.1	.1
May.....	1,546	1,531	-15	1.0	1.0	.0
June.....	1,551	1,589	38	1.0	1.0	.0
July.....	1,681	1,698	17	1.1	1.1	.0
August.....	1,682	1,664	-18	1.1	1.1	.0
September.....	1,610	1,595	-15	1.0	1.0	.0
October.....	1,643	1,653	10	1.0	1.1	.1
November.....	1,531	1,546	15	1.0	1.0	.0
December.....	1,616	1,607	-9	1.0	1.0	.0

Table G. Revisions in other separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2023						
January.....	303	268	-35	0.2	0.2	0.0
February.....	304	299	-5	0.2	0.2	.0
March.....	306	283	-23	0.2	0.2	.0
April.....	305	322	17	0.2	0.2	.0
May.....	313	307	-6	0.2	0.2	.0
June.....	339	334	-5	0.2	0.2	.0
July.....	338	333	-5	0.2	0.2	.0
August.....	342	349	7	0.2	0.2	.0
September.....	339	331	-8	0.2	0.2	.0
October.....	361	344	-17	0.2	0.2	.0
November.....	346	351	5	0.2	0.2	.0
December.....	358	373	15	0.2	0.2	.0

Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. Estimates are published for job openings, hires, quits, layoffs and discharges, other separations, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Starting with data for January 2023, industries are classified in accordance with the 2022 North American Industry Classification System.

Definitions

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

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

- A specific position exists, and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the

establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

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

Hires. Hires include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily, with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer, including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days;

discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability, and deaths.

Excluded from separations measures are transfers within the same location; employees on strike; and employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly.

Estimation Method

The JOLTS survey design is a stratified random sample of approximately 21,000 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class.

The sampling frame is made up of establishments from two sources: the Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages program (QCEW) and the Federal Railroad Administration (FRA). The QCEW database contains establishments that cover approximately 95 percent of nonfarm payroll jobs in the United States. This database is a compilation of administrative data from state unemployment insurance (UI) programs and federal government establishments covered by the Unemployment Compensation for Federal Employees (UCFE) program. A frame of railroad establishments is provided by the FRA. This is added to the QCEW database to complete the JOLTS sampling frame.

The JOLTS estimation method involves the following processes: unit nonresponse adjustment, item nonresponse adjustment, monthly benchmarking and estimation, automatic outlier detection, birth and death model estimation, estimates review and outlier selection, alignment, seasonal adjustment, and variance estimates. Establishment size class levels are also produced. Detailed information about the estimation method can be found in the Handbook of Methods at <https://www.bls.gov/opub/hom/jlt/home.htm>.

Monthly benchmarking is the process through which the JOLTS weighted employment for each estimation cell is adjusted. JOLTS estimation cells are benchmarked monthly to the current employment level from the BLS Current Employment Statistics (CES) program. The sampled weight is benchmarked to ensure that JOLTS weighted employment is equal to CES employment.

Birth/death model. The time lag from the start up, or birth, of an establishment until its appearance on the sampling frame is approximately one year. In addition, many new establishments fail within the first year, referred to as a death. Because new and short-lived universe establishments cannot be reflected in the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from these establishments during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years as collected by the QCEW and projects forward to the present using over-the-year change in the CES. The birth/death model also uses historical JOLTS data to calculate the amount of churn (meaning the rates of hires and separations) that exists in establishments of various sizes. The model then combines the calculated churn with the projected employment change to estimate the number of hires and separations that take place in these establishments that cannot be measured through sampling. The estimates of job openings, hires, and separations produced by the birth/death model are added to the sample-based estimates produced from the survey to arrive at the estimates for job openings, hires, and separations.

Alignment. The JOLTS figure for hires minus separations can be used to derive a measure of net employment change. This change should be comparable to the net employment change from the much larger CES survey. However, definitional differences between the two surveys, as well as sampling and nonsampling errors, historically caused JOLTS to diverge from CES over time. To limit the divergence and improve the quality of the JOLTS hires and separations series, BLS implemented the monthly alignment method. There are four steps to this method: seasonally adjust, align, back out the seasonal adjustment factors, and seasonally adjust again.

Seasonal adjustment. After alignment, the seasonal adjustment program (X-13ARIMA-SEATS) is used to seasonally adjust the JOLTS series. Each month, a concurrent seasonal adjustment methodology uses all relevant data, up to and including the current month, to calculate new seasonal adjustment factors. Moving averages are used as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative models, as well as regression with autocorrelated errors (REGARIMA) 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.

Annual estimates and benchmarking. The JOLTS estimates are revised annually with the issuance of data for January. Five years of data are subject to revision. The revised estimates incorporate: 1) benchmarks based on CES employment estimates newly benchmarked to QCEW, 2) revised seasonal adjustment factors, and 3) any needed special adjustments.

The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements.

The seasonally adjusted estimates are recalculated for the most recent 5 years to reflect updated seasonal adjustment factors. These annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series for the period since the last benchmark was established.

Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels.

Annual average levels for job openings are calculated by dividing the sum of the 12 published monthly levels by 12.

Annual average rates for hires, quits, layoffs and discharges, other separations, and total separations are calculated by dividing the sum of the 12 monthly JOLTS published levels for each data element by the sum of the 12 monthly CES published employment levels, and multiplying that quotient by 100.

Annual average rates for job openings are calculated by dividing the sum of the 12 monthly JOLTS published levels by the sum of the 12

monthly CES published employment levels plus the sum of the 12 monthly job openings levels, and multiplying that quotient by 100.

Reliability of the estimates

JOLTS estimates are subject to two types of error: sampling error and nonsampling error.

Sampling error can result when a sample, rather than an 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 with the sample selected, and this variability is measured by the standard error of the estimate. BLS analyses are generally conducted at the 90-percent level of confidence. This means that there is a 90-percent chance that the true population mean will fall into the interval created by the sample mean plus or minus 1.65 standard errors. Estimates of median standard errors are released monthly as part of the significant change tables on the JOLTS webpage. Standard errors are updated annually with the most recent 5 years of data. Sampling error estimates are available at www.bls.gov/jlt/jolts_median_standard_errors.htm.

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. The JOLTS program uses quality control procedures to reduce nonsampling error in the survey's design.

Other information

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
Total.....	10,425	8,685	8,931	8,889	8,863	-26	6.3	5.2	5.4	5.3	5.3	0.0
INDUSTRY												
Total private.....	9,348	7,718	7,932	7,884	7,963	79	6.6	5.4	5.6	5.5	5.6	0.1
Mining and logging.....	33	24	31	32	29	-3	5.0	3.6	4.6	4.7	4.4	-0.3
Construction.....	293	413	454	434	413	-21	3.6	4.9	5.3	5.1	4.8	-0.3
Manufacturing.....	719	576	553	586	622	36	5.3	4.3	4.1	4.3	4.6	0.3
Durable goods.....	468	364	377	408	360	-48	5.5	4.3	4.4	4.8	4.2	-0.6
Nondurable goods.....	251	213	176	179	261	82	4.9	4.2	3.5	3.6	5.1	1.5
Trade, transportation, and utilities.....	1,794	1,306	1,336	1,318	1,051	-267	5.9	4.3	4.4	4.4	3.5	-0.9
Wholesale trade.....	311	206	296	230	199	-31	4.9	3.2	4.6	3.6	3.1	-0.5
Retail trade.....	869	581	596	710	540	-170	5.3	3.6	3.7	4.4	3.3	-1.1
Transportation, warehousing, and utilities.....	615	520	443	378	312	-66	7.9	6.8	5.9	5.0	4.2	-0.8
Information.....	109	113	154	177	211	34	3.4	3.6	4.9	5.5	6.5	1.0
Financial activities.....	434	410	427	482	539	57	4.5	4.3	4.4	5.0	5.5	0.5
Finance and insurance.....	313	287	288	317	360	43	4.5	4.1	4.1	4.5	5.1	0.6
Real estate and rental and leasing. . .	121	124	138	165	178	13	4.7	4.7	5.3	6.2	6.6	0.4
Professional and business services. . . .	2,042	1,585	1,536	1,579	1,633	54	8.2	6.5	6.3	6.5	6.6	0.1
Private education and health services...	2,009	1,778	1,939	1,956	1,986	30	7.5	6.5	7.0	7.0	7.1	0.1
Private educational services.....	205	156	161	173	132	-41	5.1	3.9	4.0	4.3	3.3	-1.0
Health care and social assistance. . . .	1,804	1,622	1,778	1,783	1,854	71	7.9	6.9	7.5	7.5	7.7	0.2
Leisure and hospitality.....	1,534	1,201	1,153	1,003	1,100	97	8.6	6.7	6.4	5.6	6.1	0.5
Arts, entertainment, and recreation. . .	200	207	170	157	159	2	7.6	7.4	6.2	5.7	5.7	0.0
Accommodation and food services. . . .	1,334	994	983	847	941	94	8.7	6.5	6.5	5.6	6.2	0.6
Other services.....	380	313	349	316	380	64	6.2	5.1	5.6	5.1	6.1	1.0
Government.....	1,077	967	999	1,005	900	-105	4.6	4.0	4.2	4.2	3.8	-0.4
Federal.....	176	188	161	166	148	-18	5.8	6.0	5.2	5.3	4.7	-0.6
State and local.....	901	779	838	838	752	-86	4.4	3.7	4.0	4.0	3.6	-0.4
State and local education.....	323	288	289	280	250	-30	3.0	2.6	2.6	2.6	2.3	-0.3
State and local, excluding education.....	578	491	549	558	502	-56	5.9	5.0	5.5	5.6	5.0	-0.6
REGION³												
Northeast.....	1,629	1,490	1,489	1,512	1,570	58	5.6	5.1	5.1	5.1	5.3	0.2
South.....	4,241	3,526	3,501	3,504	3,492	-12	6.8	5.7	5.6	5.6	5.6	0.0
Midwest.....	2,244	1,861	2,048	1,963	1,944	-19	6.4	5.3	5.8	5.5	5.5	0.0
West.....	2,313	1,808	1,893	1,909	1,857	-52	6.0	4.7	4.9	4.9	4.8	-0.1

¹ The job openings level is 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 employment plus job openings.

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

p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
Total.....	6,374	5,814	5,569	5,787	5,687	-100	4.1	3.7	3.5	3.7	3.6	-0.1
INDUSTRY												
Total private.....	5,932	5,429	5,205	5,384	5,323	-61	4.5	4.1	3.9	4.0	4.0	0.0
Mining and logging.....	26	21	19	18	23	5	4.1	3.3	3.0	2.8	3.6	0.8
Construction.....	386	381	367	357	380	23	4.9	4.7	4.5	4.4	4.7	0.3
Manufacturing.....	429	377	352	371	394	23	3.3	2.9	2.7	2.9	3.0	0.1
Durable goods.....	226	205	199	199	222	23	2.8	2.5	2.4	2.4	2.7	0.3
Nondurable goods.....	203	172	153	172	172	0	4.2	3.6	3.2	3.6	3.6	0.0
Trade, transportation, and utilities.....	1,393	1,137	1,090	1,110	1,068	-42	4.8	3.9	3.8	3.8	3.7	-0.1
Wholesale trade.....	176	158	153	180	170	-10	2.9	2.6	2.5	2.9	2.8	-0.1
Retail trade.....	829	671	638	628	618	-10	5.3	4.3	4.1	4.0	3.9	-0.1
Transportation, warehousing, and utilities.....	388	308	300	302	280	-22	5.4	4.3	4.2	4.2	3.9	-0.3
Information.....	69	50	70	83	82	-1	2.3	1.7	2.4	2.8	2.7	-0.1
Financial activities.....	218	206	201	209	211	2	2.4	2.2	2.2	2.3	2.3	0.0
Finance and insurance.....	126	128	125	123	127	4	1.9	1.9	1.9	1.8	1.9	0.1
Real estate and rental and leasing. ...	92	78	76	86	84	-2	3.8	3.1	3.1	3.4	3.4	0.0
Professional and business services.	1,083	1,116	964	1,086	1,101	15	4.8	4.9	4.2	4.7	4.8	0.1
Private education and health services... ..	936	894	934	872	799	-73	3.8	3.5	3.6	3.4	3.1	-0.3
Private educational services.....	114	98	94	100	85	-15	3.0	2.6	2.4	2.6	2.2	-0.4
Health care and social assistance. ...	822	796	840	772	714	-58	3.9	3.7	3.8	3.5	3.2	-0.3
Leisure and hospitality.....	1,178	1,047	993	1,068	1,046	-22	7.2	6.2	5.9	6.4	6.2	-0.2
Arts, entertainment, and recreation. ...	178	165	150	185	173	-12	7.4	6.4	5.8	7.1	6.6	-0.5
Accommodation and food services. ...	1,000	882	844	883	873	-10	7.2	6.2	5.9	6.2	6.1	-0.1
Other services.....	214	200	214	210	219	9	3.7	3.4	3.6	3.6	3.7	0.1
Government.....	442	385	364	403	364	-39	2.0	1.7	1.6	1.7	1.6	-0.1
Federal.....	43	42	37	43	43	0	1.5	1.4	1.3	1.4	1.4	0.0
State and local.....	399	343	327	361	322	-39	2.0	1.7	1.6	1.8	1.6	-0.2
State and local education.....	219	179	165	180	143	-37	2.1	1.7	1.5	1.7	1.3	-0.4
State and local, excluding education.....	180	164	162	181	179	-2	2.0	1.7	1.7	1.9	1.9	0.0
REGION³												
Northeast.....	934	886	892	852	906	54	3.4	3.2	3.2	3.0	3.2	0.2
South.....	2,604	2,391	2,368	2,557	2,400	-157	4.5	4.1	4.0	4.3	4.1	-0.2
Midwest.....	1,353	1,244	1,173	1,127	1,167	40	4.1	3.7	3.5	3.4	3.5	0.1
West.....	1,482	1,293	1,137	1,251	1,215	-36	4.1	3.5	3.1	3.4	3.3	-0.1

¹ The hires level is 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 employment.

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

^p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
Total.....	6,017	5,630	5,413	5,419	5,341	-78	3.9	3.6	3.4	3.4	3.4	0.0
INDUSTRY												
Total private.....	5,671	5,325	5,075	5,060	5,020	-40	4.3	4.0	3.8	3.8	3.7	-0.1
Mining and logging.....	23	23	24	19	24	5	3.7	3.6	3.7	2.9	3.7	0.8
Construction.....	349	349	342	335	372	37	4.4	4.3	4.2	4.1	4.6	0.5
Manufacturing.....	421	371	352	364	363	-1	3.3	2.9	2.7	2.8	2.8	0.0
Durable goods.....	219	206	194	192	206	14	2.7	2.5	2.4	2.4	2.5	0.1
Nondurable goods.....	202	165	157	172	158	-14	4.2	3.4	3.3	3.6	3.3	-0.3
Trade, transportation, and utilities.....	1,451	1,108	1,122	1,058	1,024	-34	5.0	3.8	3.9	3.7	3.5	-0.2
Wholesale trade.....	161	148	141	173	167	-6	2.6	2.4	2.3	2.8	2.7	-0.1
Retail trade.....	797	655	648	584	547	-37	5.1	4.2	4.2	3.7	3.5	-0.2
Transportation, warehousing, and utilities.....	494	305	333	300	310	10	6.9	4.3	4.7	4.2	4.3	0.1
Information.....	103	68	76	67	75	8	3.3	2.3	2.5	2.2	2.5	0.3
Financial activities.....	208	217	217	203	191	-12	2.3	2.4	2.3	2.2	2.1	-0.1
Finance and insurance.....	115	143	145	124	115	-9	1.7	2.1	2.2	1.8	1.7	-0.1
Real estate and rental and leasing. ...	93	74	71	80	75	-5	3.8	3.0	2.9	3.2	3.0	-0.2
Professional and business services.	1,091	1,148	981	1,054	1,089	35	4.8	5.0	4.3	4.6	4.7	0.1
Private education and health services... ..	769	827	796	755	667	-88	3.1	3.2	3.1	2.9	2.6	-0.3
Private educational services.....	74	105	86	86	83	-3	1.9	2.7	2.2	2.2	2.2	0.0
Health care and social assistance. ...	695	722	711	669	583	-86	3.3	3.3	3.2	3.0	2.6	-0.4
Leisure and hospitality.....	1,050	1,014	982	1,003	987	-16	6.4	6.1	5.9	6.0	5.9	-0.1
Arts, entertainment, and recreation. ...	158	131	138	158	145	-13	6.5	5.1	5.4	6.1	5.5	-0.6
Accommodation and food services. ...	892	883	844	845	843	-2	6.4	6.2	5.9	5.9	5.9	0.0
Other services.....	207	202	183	202	229	27	3.6	3.4	3.1	3.4	3.9	0.5
Government.....	347	305	338	360	321	-39	1.5	1.3	1.5	1.6	1.4	-0.2
Federal.....	36	36	38	39	31	-8	1.2	1.2	1.3	1.3	1.0	-0.3
State and local.....	311	269	301	321	290	-31	1.6	1.3	1.5	1.6	1.4	-0.2
State and local education.....	157	134	159	164	139	-25	1.5	1.3	1.5	1.5	1.3	-0.2
State and local, excluding education.....	154	136	141	156	151	-5	1.7	1.4	1.5	1.7	1.6	-0.1
REGION³												
Northeast.....	903	1,010	864	830	835	5	3.3	3.6	3.1	3.0	3.0	0.0
South.....	2,533	2,340	2,138	2,215	2,201	-14	4.4	4.0	3.6	3.8	3.7	-0.1
Midwest.....	1,227	1,095	1,160	1,132	1,098	-34	3.7	3.3	3.5	3.4	3.3	-0.1
West.....	1,354	1,186	1,252	1,243	1,206	-37	3.7	3.2	3.4	3.4	3.3	-0.1

¹ The total separations level is 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 employment.

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

p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
Total.....	3,882	3,634	3,516	3,439	3,385	-54	2.5	2.3	2.2	2.2	2.1	-0.1
INDUSTRY												
Total private.....	3,684	3,453	3,319	3,237	3,189	-48	2.8	2.6	2.5	2.4	2.4	0.0
Mining and logging.....	16	14	15	11	10	-1	2.6	2.1	2.3	1.8	1.6	-0.2
Construction.....	184	171	162	149	148	-1	2.3	2.1	2.0	1.8	1.8	0.0
Manufacturing.....	284	225	220	233	224	-9	2.2	1.7	1.7	1.8	1.7	-0.1
Durable goods.....	148	126	126	123	131	8	1.8	1.6	1.6	1.5	1.6	0.1
Nondurable goods.....	136	98	94	110	93	-17	2.8	2.0	2.0	2.3	1.9	-0.4
Trade, transportation, and utilities.....	949	750	739	684	637	-47	3.3	2.6	2.6	2.4	2.2	-0.2
Wholesale trade.....	101	88	73	122	100	-22	1.7	1.4	1.2	2.0	1.6	-0.4
Retail trade.....	616	478	461	408	363	-45	4.0	3.1	3.0	2.6	2.3	-0.3
Transportation, warehousing, and utilities.....	233	184	205	154	173	19	3.2	2.6	2.9	2.2	2.4	0.2
Information.....	44	41	42	28	51	23	1.4	1.4	1.4	0.9	1.7	0.8
Financial activities.....	142	129	126	134	119	-15	1.6	1.4	1.4	1.5	1.3	-0.2
Finance and insurance.....	94	91	85	83	82	-1	1.4	1.4	1.3	1.2	1.2	0.0
Real estate and rental and leasing. . .	48	38	41	52	36	-16	2.0	1.5	1.6	2.1	1.4	-0.7
Professional and business services. . . .	536	677	594	594	570	-24	2.4	3.0	2.6	2.6	2.5	-0.1
Private education and health services...	595	594	572	540	492	-48	2.4	2.3	2.2	2.1	1.9	-0.2
Private educational services.....	39	72	58	62	59	-3	1.0	1.9	1.5	1.6	1.5	-0.1
Health care and social assistance. . .	556	522	514	478	433	-45	2.6	2.4	2.3	2.2	2.0	-0.2
Leisure and hospitality.....	807	742	739	738	781	43	4.9	4.4	4.4	4.4	4.6	0.2
Arts, entertainment, and recreation. . .	91	63	69	77	70	-7	3.8	2.5	2.7	3.0	2.7	-0.3
Accommodation and food services. . .	716	679	670	660	711	51	5.1	4.8	4.7	4.6	5.0	0.4
Other services.....	126	111	110	125	158	33	2.2	1.9	1.9	2.1	2.7	0.6
Government.....	198	181	197	203	195	-8	0.9	0.8	0.9	0.9	0.8	-0.1
Federal.....	18	16	17	18	15	-3	0.6	0.5	0.6	0.6	0.5	-0.1
State and local.....	180	165	180	185	180	-5	0.9	0.8	0.9	0.9	0.9	0.0
State and local education.....	96	78	97	101	93	-8	0.9	0.7	0.9	0.9	0.9	0.0
State and local, excluding education.....	84	87	83	84	88	4	0.9	0.9	0.9	0.9	0.9	0.0
REGION³												
Northeast.....	506	523	510	510	519	9	1.8	1.9	1.8	1.8	1.9	0.1
South.....	1,648	1,606	1,448	1,493	1,467	-26	2.8	2.7	2.5	2.5	2.5	0.0
Midwest.....	801	748	793	698	663	-35	2.4	2.2	2.4	2.1	2.0	-0.1
West.....	927	757	765	738	736	-2	2.6	2.1	2.1	2.0	2.0	0.0

¹ The quits level is 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 employment.

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

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NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
Total.....	1,868	1,653	1,546	1,607	1,572	-35	1.2	1.1	1.0	1.0	1.0	0.0
INDUSTRY												
Total private.....	1,774	1,570	1,462	1,508	1,507	-1	1.3	1.2	1.1	1.1	1.1	0.0
Mining and logging.....	5	7	8	5	12	7	0.8	1.1	1.2	0.8	1.9	1.1
Construction.....	151	167	171	173	210	37	1.9	2.1	2.1	2.1	2.6	0.5
Manufacturing.....	115	128	109	110	117	7	0.9	1.0	0.8	0.8	0.9	0.1
Durable goods.....	56	67	53	56	63	7	0.7	0.8	0.7	0.7	0.8	0.1
Nondurable goods.....	59	62	55	54	54	0	1.2	1.3	1.1	1.1	1.1	0.0
Trade, transportation, and utilities.....	452	286	317	318	297	-21	1.6	1.0	1.1	1.1	1.0	-0.1
Wholesale trade.....	56	53	59	43	48	5	0.9	0.9	1.0	0.7	0.8	0.1
Retail trade.....	151	130	145	142	136	-6	1.0	0.8	0.9	0.9	0.9	0.0
Transportation, warehousing, and utilities.....	244	102	112	133	113	-20	3.4	1.4	1.6	1.9	1.6	-0.3
Information.....	46	15	24	32	17	-15	1.5	0.5	0.8	1.1	0.6	-0.5
Financial activities.....	56	63	71	48	65	17	0.6	0.7	0.8	0.5	0.7	0.2
Finance and insurance.....	19	34	46	27	28	1	0.3	0.5	0.7	0.4	0.4	0.0
Real estate and rental and leasing. ...	37	29	26	22	37	15	1.5	1.2	1.0	0.9	1.5	0.6
Professional and business services.	509	397	325	361	446	85	2.2	1.7	1.4	1.6	1.9	0.3
Private education and health services... ..	154	189	166	161	121	-40	0.6	0.7	0.6	0.6	0.5	-0.1
Private educational services.....	28	28	23	20	21	1	0.7	0.7	0.6	0.5	0.5	0.0
Health care and social assistance. ...	126	161	144	141	99	-42	0.6	0.7	0.7	0.6	0.5	-0.1
Leisure and hospitality.....	222	247	212	239	177	-62	1.4	1.5	1.3	1.4	1.1	-0.3
Arts, entertainment, and recreation. ...	62	65	66	75	72	-3	2.6	2.5	2.5	2.9	2.8	-0.1
Accommodation and food services. ...	160	182	146	163	104	-59	1.1	1.3	1.0	1.1	0.7	-0.4
Other services.....	65	72	60	61	45	-16	1.1	1.2	1.0	1.0	0.8	-0.2
Government.....	93	83	84	99	65	-34	0.4	0.4	0.4	0.4	0.3	-0.1
Federal.....	5	9	8	8	5	-3	0.2	0.3	0.3	0.3	0.2	-0.1
State and local.....	88	74	76	90	61	-29	0.5	0.4	0.4	0.4	0.3	-0.1
State and local education.....	42	45	42	44	25	-19	0.4	0.4	0.4	0.4	0.2	-0.2
State and local, excluding education.....	46	28	34	46	35	-11	0.5	0.3	0.4	0.5	0.4	-0.1
REGION³												
Northeast.....	345	411	264	245	267	22	1.3	1.5	0.9	0.9	1.0	0.1
South.....	786	578	568	589	592	3	1.4	1.0	1.0	1.0	1.0	0.0
Midwest.....	376	297	304	358	328	-30	1.1	0.9	0.9	1.1	1.0	-0.1
West.....	361	367	411	415	384	-31	1.0	1.0	1.1	1.1	1.0	-0.1

¹ The layoffs and discharges level is 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 employment.

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

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NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
Total.....	268	344	351	373	384	11	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	212	302	294	315	324	9	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	2	3	1	2	1	-1	0.3	0.4	0.2	0.3	0.2	-0.1
Construction.....	14	10	9	13	13	0	0.2	0.1	0.1	0.2	0.2	0.0
Manufacturing.....	22	18	23	21	23	2	0.2	0.1	0.2	0.2	0.2	0.0
Durable goods.....	15	13	15	12	12	0	0.2	0.2	0.2	0.2	0.2	0.0
Nondurable goods.....	7	5	8	9	10	1	0.1	0.1	0.2	0.2	0.2	0.0
Trade, transportation, and utilities.....	50	72	67	55	90	35	0.2	0.3	0.2	0.2	0.3	0.1
Wholesale trade.....	5	7	9	8	19	11	0.1	0.1	0.2	0.1	0.3	0.2
Retail trade.....	29	47	41	35	47	12	0.2	0.3	0.3	0.2	0.3	0.1
Transportation, warehousing, and utilities.....	17	19	16	13	24	11	0.2	0.3	0.2	0.2	0.3	0.1
Information.....	13	12	9	6	6	0	0.4	0.4	0.3	0.2	0.2	0.0
Financial activities.....	9	25	19	21	7	-14	0.1	0.3	0.2	0.2	0.1	-0.1
Finance and insurance.....	2	18	14	14	5	-9	0.0	0.3	0.2	0.2	0.1	-0.1
Real estate and rental and leasing. ...	7	8	5	7	2	-5	0.3	0.3	0.2	0.3	0.1	-0.2
Professional and business services.	45	73	63	99	74	-25	0.2	0.3	0.3	0.4	0.3	-0.1
Private education and health services... ..	20	44	58	54	54	0	0.1	0.2	0.2	0.2	0.2	0.0
Private educational services.....	7	4	6	3	3	0	0.2	0.1	0.1	0.1	0.1	0.0
Health care and social assistance. ...	13	40	53	50	51	1	0.1	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	22	25	31	27	30	3	0.1	0.2	0.2	0.2	0.2	0.0
Arts, entertainment, and recreation. ...	4	3	3	5	2	-3	0.2	0.1	0.1	0.2	0.1	-0.1
Accommodation and food services. ...	17	22	28	21	27	6	0.1	0.2	0.2	0.2	0.2	0.0
Other services.....	16	19	13	17	26	9	0.3	0.3	0.2	0.3	0.4	0.1
Government.....	55	41	57	58	60	2	0.2	0.2	0.2	0.3	0.3	0.0
Federal.....	13	11	13	12	11	-1	0.4	0.4	0.4	0.4	0.4	0.0
State and local.....	42	30	44	46	49	3	0.2	0.2	0.2	0.2	0.2	0.0
State and local education.....	19	10	20	19	21	2	0.2	0.1	0.2	0.2	0.2	0.0
State and local, excluding education.....	24	21	24	27	28	1	0.3	0.2	0.3	0.3	0.3	0.0
REGION³												
Northeast.....	52	76	90	76	49	-27	0.2	0.3	0.3	0.3	0.2	-0.1
South.....	99	156	123	133	142	9	0.2	0.3	0.2	0.2	0.2	0.0
Midwest.....	50	50	63	75	107	32	0.2	0.1	0.2	0.2	0.3	0.1
West.....	67	62	75	89	86	-3	0.2	0.2	0.2	0.2	0.2	0.0

¹ The other separations level is 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 employment.

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

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NOTE: Levels are rounded to the nearest thousand and rates are rounded to the nearest tenth. Levels and rates may round down to zero.

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

Table 7. Job openings, hires, and separations levels and rates by establishment size class, seasonally adjusted

Establishment size class	Levels (in thousands)						Rates					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 ^p	Change from: Dec. 2023 - Jan. 2024 ^p
JOB OPENINGS												
Total private.....	9,348	7,718	7,932	7,884	7,963	79	6.6	5.4	5.6	5.5	5.6	0.1
1 to 9 employees.....	1,810	1,681	1,734	1,885	1,966	81	7.7	7.3	7.5	7.7	8.0	0.3
10 to 49 employees.....	2,883	2,182	2,352	2,070	2,206	136	6.2	5.0	5.3	4.8	5.1	0.3
50 to 249 employees.....	2,679	2,061	1,935	2,068	1,973	-95	6.6	5.0	4.8	5.1	5.0	-0.1
250 to 999 employees.....	1,020	1,002	1,083	1,018	1,021	3	5.8	5.1	5.4	5.1	4.9	-0.2
1,000 to 4,999 employees.....	649	566	589	577	549	-28	7.0	5.9	6.4	6.1	6.1	0.0
5,000 or more employees.....	307	226	240	266	247	-19	7.0	5.0	4.9	5.6	4.9	-0.7
HIRES												
Total private.....	5,932	5,429	5,205	5,384	5,323	-61	4.5	4.1	3.9	4.0	4.0	0.0
1 to 9 employees.....	841	857	947	981	886	-95	3.9	4.0	4.4	4.3	3.9	-0.4
10 to 49 employees.....	1,919	1,604	1,516	1,600	1,660	60	4.4	3.9	3.6	3.9	4.0	0.1
50 to 249 employees.....	1,965	1,767	1,531	1,681	1,627	-54	5.2	4.5	4.0	4.4	4.3	-0.1
250 to 999 employees.....	812	795	803	735	748	13	4.9	4.3	4.3	3.9	3.8	-0.1
1,000 to 4,999 employees.....	320	326	329	306	321	15	3.7	3.6	3.8	3.5	3.8	0.3
5,000 or more employees.....	74	79	79	82	80	-2	1.8	1.8	1.7	1.8	1.7	-0.1
TOTAL SEPARATIONS												
Total private.....	5,671	5,325	5,075	5,060	5,020	-40	4.3	4.0	3.8	3.8	3.7	-0.1
1 to 9 employees.....	726	800	725	745	815	70	3.3	3.7	3.4	3.3	3.6	0.3
10 to 49 employees.....	2,026	1,577	1,595	1,622	1,584	-38	4.7	3.8	3.8	4.0	3.9	-0.1
50 to 249 employees.....	1,780	1,759	1,584	1,596	1,520	-76	4.7	4.5	4.1	4.2	4.0	-0.2
250 to 999 employees.....	717	777	787	728	773	45	4.3	4.2	4.2	3.8	3.9	0.1
1,000 to 4,999 employees.....	359	358	317	308	263	-45	4.1	4.0	3.7	3.5	3.1	-0.4
5,000 or more employees.....	63	54	67	60	65	5	1.5	1.2	1.4	1.3	1.4	0.1
QUITS												
Total private.....	3,684	3,453	3,319	3,237	3,189	-48	2.8	2.6	2.5	2.4	2.4	0.0
1 to 9 employees.....	371	502	453	483	516	33	1.7	2.3	2.1	2.1	2.3	0.2
10 to 49 employees.....	1,393	1,070	1,118	1,076	1,096	20	3.2	2.6	2.6	2.6	2.7	0.1
50 to 249 employees.....	1,223	1,113	1,049	1,051	929	-122	3.2	2.8	2.7	2.8	2.5	-0.3
250 to 999 employees.....	452	511	477	424	454	30	2.7	2.7	2.5	2.2	2.3	0.1
1,000 to 4,999 employees.....	203	225	179	164	153	-11	2.3	2.5	2.1	1.9	1.8	-0.1
5,000 or more employees.....	41	32	44	40	40	0	1.0	0.7	0.9	0.9	0.8	-0.1
LAYOFFS AND DISCHARGES												
Total private.....	1,774	1,570	1,462	1,508	1,507	-1	1.3	1.2	1.1	1.1	1.1	0.0
1 to 9 employees.....	309	226	240	179	231	52	1.4	1.1	1.1	0.8	1.0	0.2
10 to 49 employees.....	581	409	348	445	353	-92	1.3	1.0	0.8	1.1	0.9	-0.2
50 to 249 employees.....	507	572	466	480	528	48	1.3	1.5	1.2	1.3	1.4	0.1
250 to 999 employees.....	228	240	271	268	287	19	1.4	1.3	1.4	1.4	1.4	0.0
1,000 to 4,999 employees.....	136	110	121	123	91	-32	1.6	1.2	1.4	1.4	1.1	-0.3
5,000 or more employees.....	14	13	16	14	16	2	0.3	0.3	0.3	0.3	0.3	0.0
OTHER SEPARATIONS												
Total private.....	212	302	294	315	324	9	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	46	73	31	83	67	-16	0.2	0.3	0.1	0.4	0.3	-0.1
10 to 49 employees.....	52	98	129	101	134	33	0.1	0.2	0.3	0.2	0.3	0.1
50 to 249 employees.....	50	75	70	65	64	-1	0.1	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	36	26	39	37	32	-5	0.2	0.1	0.2	0.2	0.2	0.0
1,000 to 4,999 employees.....	19	24	17	22	19	-3	0.2	0.3	0.2	0.2	0.2	0.0
5,000 or more employees.....	8	8	8	7	9	2	0.2	0.2	0.2	0.2	0.2	0.0

^p Preliminary

NOTE: Establishment size class data are produced for the total private sector only.

NOTE: The job openings level is the number of job openings on the last business day of the month. The levels for hires, total separations, quits, layoffs and discharges, and other separations are the number of each during the entire month. The job openings rate is the number of job openings on the last business day of the month as a percent of employment plus job openings. The rates for hires, total separations, quits, layoffs and discharges, and other separations are the number of each during the entire month as percent of employment.

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Total.....	10,502	8,344	8,943	6.4	5.0	5.4
INDUSTRY						
Total private.....	9,470	7,364	8,086	6.8	5.2	5.7
Mining and logging.....	32	33	28	4.8	4.9	4.3
Construction.....	292	384	407	3.7	4.6	5.0
Manufacturing.....	712	570	608	5.2	4.2	4.5
Durable goods.....	474	404	362	5.6	4.7	4.3
Nondurable goods.....	238	166	246	4.7	3.3	4.9
Trade, transportation, and utilities.....	1,660	1,260	928	5.5	4.1	3.1
Wholesale trade.....	315	203	200	5.0	3.2	3.2
Retail trade.....	735	682	416	4.5	4.1	2.6
Transportation, warehousing, and utilities.....	610	375	312	7.8	4.8	4.2
Information.....	111	179	214	3.5	5.6	6.7
Financial activities.....	488	457	603	5.1	4.7	6.2
Finance and insurance.....	350	304	403	5.0	4.3	5.6
Real estate and rental and leasing.....	138	153	201	5.4	5.8	7.5
Professional and business services.....	2,223	1,493	1,785	9.0	6.1	7.3
Private education and health services.....	2,149	1,895	2,130	8.0	6.8	7.6
Private educational services.....	217	144	138	5.6	3.5	3.6
Health care and social assistance.....	1,933	1,752	1,992	8.4	7.4	8.3
Leisure and hospitality.....	1,386	829	964	8.2	4.8	5.7
Arts, entertainment, and recreation.....	168	106	133	7.2	4.2	5.3
Accommodation and food services.....	1,218	723	830	8.3	4.9	5.7
Other services.....	416	263	418	6.8	4.3	6.7
Government.....	1,032	980	858	4.4	4.0	3.6
Federal.....	173	155	142	5.7	5.0	4.6
State and local.....	858	825	716	4.2	3.9	3.5
State and local education.....	290	259	224	2.7	2.3	2.0
State and local, excluding education.....	568	566	492	5.9	5.7	5.0
REGION³						
Northeast.....	1,654	1,435	1,591	5.7	4.9	5.4
South.....	4,267	3,314	3,513	6.9	5.3	5.7
Midwest.....	2,198	1,754	1,909	6.3	5.0	5.5
West.....	2,383	1,840	1,930	6.2	4.7	5.0

¹ The job openings level is 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 employment plus job openings.

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

p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Total.....	6,156	4,301	5,529	4.0	2.7	3.6
INDUSTRY						
Total private.....	5,748	4,048	5,197	4.4	3.0	3.9
Mining and logging.....	26	13	23	4.2	2.0	3.7
Construction.....	357	215	352	4.7	2.7	4.5
Manufacturing.....	439	257	408	3.4	2.0	3.2
Durable goods.....	240	138	238	3.0	1.7	2.9
Nondurable goods.....	200	119	170	4.1	2.5	3.5
Trade, transportation, and utilities.....	1,211	933	935	4.2	3.1	3.2
Wholesale trade.....	188	133	184	3.1	2.2	3.0
Retail trade.....	683	491	507	4.4	3.1	3.2
Transportation, warehousing, and utilities.....	340	308	245	4.7	4.1	3.4
Information.....	80	56	97	2.7	1.8	3.2
Financial activities.....	243	148	238	2.7	1.6	2.6
Finance and insurance.....	146	84	147	2.2	1.2	2.2
Real estate and rental and leasing.....	98	63	91	4.1	2.5	3.7
Professional and business services.....	1,152	864	1,167	5.1	3.8	5.2
Private education and health services.....	1,004	636	861	4.1	2.4	3.3
Private educational services.....	132	45	103	3.6	1.1	2.8
Health care and social assistance.....	872	591	758	4.1	2.7	3.4
Leisure and hospitality.....	1,028	769	902	6.6	4.7	5.6
Arts, entertainment, and recreation.....	124	122	122	5.7	5.0	5.2
Accommodation and food services.....	904	647	780	6.7	4.6	5.7
Other services.....	209	158	215	3.7	2.7	3.7
Government.....	407	253	332	1.8	1.1	1.4
Federal.....	38	40	37	1.3	1.4	1.3
State and local.....	369	213	294	1.9	1.0	1.5
State and local education.....	218	89	143	2.1	0.8	1.3
State and local, excluding education.....	151	123	151	1.7	1.3	1.6
REGION³						
Northeast.....	846	593	826	3.1	2.1	3.0
South.....	2,615	1,932	2,414	4.6	3.3	4.1
Midwest.....	1,243	856	1,080	3.8	2.5	3.3
West.....	1,453	920	1,209	4.1	2.5	3.3

¹ The hires level is 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 employment.

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

^p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 10. Total separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Total.....	6,404	5,165	5,692	4.2	3.3	3.7
INDUSTRY						
Total private.....	6,101	4,843	5,413	4.7	3.6	4.1
Mining and logging.....	26	16	31	4.2	2.5	4.9
Construction.....	380	374	402	5.0	4.6	5.2
Manufacturing.....	413	289	360	3.2	2.2	2.8
Durable goods.....	221	146	210	2.7	1.8	2.6
Nondurable goods.....	192	142	151	4.0	2.9	3.2
Trade, transportation, and utilities.....	1,715	1,107	1,286	6.0	3.7	4.4
Wholesale trade.....	176	151	180	2.9	2.4	2.9
Retail trade.....	909	601	650	5.9	3.7	4.2
Transportation, warehousing, and utilities.....	630	355	456	8.7	4.8	6.4
Information.....	120	66	83	4.0	2.2	2.8
Financial activities.....	259	175	239	2.9	1.9	2.6
Finance and insurance.....	145	105	145	2.2	1.6	2.2
Real estate and rental and leasing.....	115	70	94	4.8	2.8	3.8
Professional and business services.....	1,142	1,071	1,129	5.1	4.7	5.0
Private education and health services.....	830	673	709	3.4	2.6	2.8
Private educational services.....	63	71	70	1.7	1.8	1.9
Health care and social assistance.....	767	602	639	3.6	2.7	2.9
Leisure and hospitality.....	1,009	889	950	6.5	5.4	5.9
Arts, entertainment, and recreation.....	147	160	133	6.8	6.6	5.6
Accommodation and food services.....	862	728	817	6.4	5.2	6.0
Other services.....	205	184	223	3.6	3.1	3.8
Government.....	303	322	279	1.4	1.4	1.2
Federal.....	38	46	32	1.3	1.6	1.1
State and local.....	264	276	248	1.4	1.4	1.2
State and local education.....	125	129	110	1.2	1.2	1.0
State and local, excluding education.....	139	147	138	1.5	1.6	1.5
REGION³						
Northeast.....	992	810	926	3.7	2.9	3.3
South.....	2,680	2,018	2,302	4.7	3.4	3.9
Midwest.....	1,301	1,105	1,176	4.0	3.3	3.6
West.....	1,431	1,233	1,288	4.0	3.3	3.5

¹ The total separations level is 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 employment.

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

p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Total.....	3,743	2,933	3,242	2.5	1.9	2.1
INDUSTRY						
Total private.....	3,578	2,776	3,079	2.7	2.1	2.3
Mining and logging.....	16	8	10	2.6	1.3	1.6
Construction.....	168	124	131	2.2	1.5	1.7
Manufacturing.....	266	164	212	2.1	1.3	1.6
Durable goods.....	142	84	127	1.8	1.0	1.6
Nondurable goods.....	124	80	85	2.6	1.7	1.8
Trade, transportation, and utilities.....	909	665	604	3.2	2.2	2.1
Wholesale trade.....	92	101	92	1.5	1.6	1.5
Retail trade.....	611	395	359	3.9	2.5	2.3
Transportation, warehousing, and utilities.....	206	168	154	2.9	2.3	2.1
Information.....	43	20	52	1.4	0.7	1.7
Financial activities.....	165	107	142	1.8	1.2	1.5
Finance and insurance.....	114	66	103	1.7	1.0	1.5
Real estate and rental and leasing.....	51	41	39	2.1	1.6	1.6
Professional and business services.....	511	509	533	2.3	2.2	2.4
Private education and health services.....	620	478	510	2.5	1.8	2.0
Private educational services.....	35	51	51	0.9	1.3	1.4
Health care and social assistance.....	585	427	459	2.8	1.9	2.1
Leisure and hospitality.....	762	600	736	4.9	3.6	4.6
Arts, entertainment, and recreation.....	81	61	59	3.7	2.5	2.5
Accommodation and food services.....	681	540	677	5.1	3.8	4.9
Other services.....	118	100	148	2.1	1.7	2.6
Government.....	165	156	163	0.7	0.7	0.7
Federal.....	17	18	14	0.6	0.6	0.5
State and local.....	148	138	149	0.8	0.7	0.7
State and local education.....	77	67	73	0.7	0.6	0.7
State and local, excluding education.....	72	71	75	0.8	0.8	0.8
REGION³						
Northeast.....	499	425	512	1.8	1.5	1.8
South.....	1,588	1,265	1,398	2.8	2.1	2.4
Midwest.....	751	588	611	2.3	1.7	1.8
West.....	906	655	720	2.5	1.8	2.0

¹ The quits level is 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 employment.

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

^p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 12. Layoffs and discharges levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Total.....	2,329	1,829	2,003	1.5	1.2	1.3
INDUSTRY						
Total private.....	2,247	1,730	1,946	1.7	1.3	1.5
Mining and logging.....	8	6	19	1.3	1.0	3.1
Construction.....	199	237	259	2.6	2.9	3.3
Manufacturing.....	116	102	117	0.9	0.8	0.9
Durable goods.....	57	49	64	0.7	0.6	0.8
Nondurable goods.....	59	54	53	1.2	1.1	1.1
Trade, transportation, and utilities.....	747	390	578	2.6	1.3	2.0
Wholesale trade.....	79	41	68	1.3	0.7	1.1
Retail trade.....	262	175	236	1.7	1.1	1.5
Transportation, warehousing, and utilities.....	405	174	275	5.6	2.4	3.8
Information.....	58	41	22	1.9	1.3	0.7
Financial activities.....	72	45	83	0.8	0.5	0.9
Finance and insurance.....	22	25	32	0.3	0.4	0.5
Real estate and rental and leasing.....	50	20	52	2.1	0.8	2.1
Professional and business services.....	583	446	516	2.6	1.9	2.3
Private education and health services.....	173	140	127	0.7	0.5	0.5
Private educational services.....	22	18	16	0.6	0.5	0.4
Health care and social assistance.....	151	122	111	0.7	0.6	0.5
Leisure and hospitality.....	221	256	177	1.4	1.6	1.1
Arts, entertainment, and recreation.....	62	94	71	2.8	3.9	3.0
Accommodation and food services.....	160	162	105	1.2	1.2	0.8
Other services.....	71	67	47	1.2	1.2	0.8
Government.....	82	99	57	0.4	0.4	0.2
Federal.....	6	11	5	0.2	0.4	0.2
State and local.....	75	88	52	0.4	0.4	0.3
State and local education.....	34	45	20	0.3	0.4	0.2
State and local, excluding education.....	41	43	32	0.5	0.5	0.3
REGION³						
Northeast.....	431	302	358	1.6	1.1	1.3
South.....	959	625	727	1.7	1.1	1.2
Midwest.....	492	429	444	1.5	1.3	1.3
West.....	447	473	474	1.2	1.3	1.3

¹ The layoffs and discharges level is 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 employment.

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

^p Preliminary

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Other separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
Total.....	331	404	447	0.2	0.3	0.3
INDUSTRY						
Total private.....	276	336	388	0.2	0.2	0.3
Mining and logging.....	2	2	1	0.4	0.3	0.2
Construction.....	13	14	13	0.2	0.2	0.2
Manufacturing.....	31	22	31	0.2	0.2	0.2
Durable goods.....	22	14	19	0.3	0.2	0.2
Nondurable goods.....	9	8	12	0.2	0.2	0.2
Trade, transportation, and utilities.....	59	52	103	0.2	0.2	0.4
Wholesale trade.....	5	9	21	0.1	0.1	0.3
Retail trade.....	35	31	55	0.2	0.2	0.4
Transportation, warehousing, and utilities.....	19	12	28	0.3	0.2	0.4
Information.....	19	5	9	0.6	0.2	0.3
Financial activities.....	22	23	14	0.2	0.3	0.2
Finance and insurance.....	9	15	10	0.1	0.2	0.1
Real estate and rental and leasing.....	13	9	4	0.6	0.3	0.2
Professional and business services.....	49	115	80	0.2	0.5	0.4
Private education and health services.....	38	54	72	0.2	0.2	0.3
Private educational services.....	7	2	3	0.2	0.1	0.1
Health care and social assistance.....	31	52	69	0.1	0.2	0.3
Leisure and hospitality.....	25	32	37	0.2	0.2	0.2
Arts, entertainment, and recreation.....	4	5	2	0.2	0.2	0.1
Accommodation and food services.....	21	27	35	0.2	0.2	0.3
Other services.....	17	16	27	0.3	0.3	0.5
Government.....	56	67	60	0.3	0.3	0.3
Federal.....	15	17	12	0.5	0.6	0.4
State and local.....	41	50	48	0.2	0.2	0.2
State and local education.....	15	17	16	0.1	0.2	0.1
State and local, excluding education.....	26	33	32	0.3	0.4	0.3
REGION³						
Northeast.....	61	82	56	0.2	0.3	0.2
South.....	133	130	177	0.2	0.2	0.3
Midwest.....	58	87	120	0.2	0.3	0.4
West.....	79	104	94	0.2	0.3	0.3

¹ The other separations level is 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 employment.

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

^p Preliminary

NOTE: Levels are rounded to the nearest thousand and rates are rounded to the nearest tenth. Levels and rates may round down to zero.

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Job openings, hires, and separations levels and rates by establishment size class, not seasonally adjusted

Establishment size class	Levels (in thousands)			Rates		
	Jan. 2023	Dec. 2023	Jan. 2024 ^p	Jan. 2023	Dec. 2023	Jan. 2024 ^p
JOB OPENINGS						
Total private.....	9,470	7,364	8,086	6.8	5.2	5.7
1 to 9 employees.....	2,152	1,695	2,314	9.1	6.9	9.4
10 to 49 employees.....	2,841	1,827	2,163	6.2	4.2	5.1
50 to 249 employees.....	2,535	1,975	1,844	6.4	4.9	4.7
250 to 999 employees.....	986	996	978	5.7	4.9	4.8
1,000 to 4,999 employees.....	653	595	545	7.1	6.3	6.1
5,000 or more employees.....	303	276	242	7.0	5.8	4.9
HIRES						
Total private.....	5,748	4,048	5,197	4.4	3.0	3.9
1 to 9 employees.....	1,015	718	1,080	4.7	3.1	4.8
10 to 49 employees.....	1,826	1,124	1,575	4.3	2.7	3.9
50 to 249 employees.....	1,751	1,277	1,443	4.7	3.3	3.9
250 to 999 employees.....	762	591	697	4.7	3.1	3.6
1,000 to 4,999 employees.....	315	278	317	3.7	3.1	3.8
5,000 or more employees.....	81	60	85	2.0	1.3	1.8
TOTAL SEPARATIONS						
Total private.....	6,101	4,843	5,413	4.7	3.6	4.1
1 to 9 employees.....	928	677	990	4.3	3.0	4.4
10 to 49 employees.....	2,053	1,555	1,604	4.8	3.8	4.0
50 to 249 employees.....	1,864	1,454	1,618	5.0	3.8	4.3
250 to 999 employees.....	734	736	807	4.5	3.8	4.1
1,000 to 4,999 employees.....	452	361	323	5.3	4.1	3.9
5,000 or more employees.....	69	60	72	1.7	1.3	1.5
QUITS						
Total private.....	3,578	2,776	3,079	2.7	2.1	2.3
1 to 9 employees.....	419	399	559	2.0	1.8	2.5
10 to 49 employees.....	1,324	897	1,030	3.1	2.2	2.5
50 to 249 employees.....	1,190	882	894	3.2	2.3	2.4
250 to 999 employees.....	415	385	417	2.5	2.0	2.1
1,000 to 4,999 employees.....	191	177	141	2.2	2.0	1.7
5,000 or more employees.....	40	36	39	1.0	0.8	0.8
LAYOFFS AND DISCHARGES						
Total private.....	2,247	1,730	1,946	1.7	1.3	1.5
1 to 9 employees.....	439	204	341	2.0	0.9	1.5
10 to 49 employees.....	657	555	406	1.5	1.3	1.0
50 to 249 employees.....	616	494	658	1.7	1.3	1.8
250 to 999 employees.....	277	306	355	1.7	1.6	1.8
1,000 to 4,999 employees.....	241	156	165	2.8	1.8	2.0
5,000 or more employees.....	18	15	21	0.4	0.3	0.5
OTHER SEPARATIONS						
Total private.....	276	336	388	0.2	0.2	0.3
1 to 9 employees.....	71	74	89	0.3	0.3	0.4
10 to 49 employees.....	73	103	168	0.2	0.2	0.4
50 to 249 employees.....	57	78	66	0.2	0.2	0.2
250 to 999 employees.....	43	45	35	0.3	0.2	0.2
1,000 to 4,999 employees.....	20	28	18	0.2	0.3	0.2
5,000 or more employees.....	12	8	12	0.3	0.2	0.2

p Preliminary

NOTE: Establishment size class data are produced for the total private sector only.

NOTE: The job openings level is the number of job openings on the last business day of the month. The levels for hires, total separations, quits, layoffs and discharges, and other separations are the number of each during the entire month. The job openings rate is the number of job openings on the last business day of the month as a percent of employment plus job openings. The rates for hires, total separations, quits, layoffs and discharges, and other separations are the number of each during the entire month as percent of employment.

NOTE: Data are revised with the release of January data to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual average job openings levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2019	2020	2021	2022	2023
Total.....	7,157	6,361	9,985	11,181	9,352
INDUSTRY					
Total private.....	6,433	5,644	9,073	10,136	8,324
Mining and logging.....	27	14	27	36	31
Construction.....	319	256	345	399	384
Manufacturing.....	437	410	822	845	613
Durable goods.....	273	227	466	527	392
Nondurable goods.....	164	183	355	319	222
Trade, transportation, and utilities.....	1,316	1,158	1,798	1,792	1,464
Wholesale trade.....	212	171	284	308	267
Retail trade.....	782	680	991	964	722
Transportation, warehousing, and utilities.....	322	306	523	520	475
Information.....	141	111	177	224	144
Financial activities.....	372	324	432	558	481
Finance and insurance.....	269	246	313	394	346
Real estate and rental and leasing.....	104	79	119	164	135
Professional and business services.....	1,271	1,180	1,866	2,149	1,647
Private education and health services.....	1,306	1,198	1,788	2,172	1,925
Private educational services.....	120	103	167	167	170
Health care and social assistance.....	1,186	1,095	1,621	2,005	1,755
Leisure and hospitality.....	996	776	1,426	1,594	1,282
Arts, entertainment, and recreation.....	121	103	172	183	187
Accommodation and food services.....	875	673	1,254	1,410	1,096
Other services.....	246	216	392	367	353
Government.....	724	718	912	1,045	1,029
Federal.....	121	124	132	137	162
State and local.....	603	593	780	908	866
State and local education.....	223	212	305	333	304
State and local, excluding education.....	380	381	475	575	562
REGION²					
Northeast.....	1,185	1,067	1,726	1,835	1,531
South.....	2,692	2,468	3,879	4,372	3,775
Midwest.....	1,611	1,379	2,139	2,388	2,008
West.....	1,669	1,448	2,240	2,586	2,039

¹ The annual average job openings level is equal to the sum of the 12 monthly job openings levels divided by 12.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual average job openings rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2019	2020	2021	2022	2023
Total.....	4.5	4.3	6.4	6.8	5.7
INDUSTRY					
Total private.....	4.8	4.5	6.8	7.2	5.9
Mining and logging.....	3.6	2.2	4.6	5.7	4.6
Construction.....	4.1	3.4	4.4	4.9	4.6
Manufacturing.....	3.3	3.3	6.2	6.2	4.5
Durable goods.....	3.3	2.9	5.7	6.2	4.6
Nondurable goods.....	3.3	3.8	7.1	6.2	4.4
Trade, transportation, and utilities.....	4.5	4.2	6.1	5.9	4.8
Wholesale trade.....	3.5	2.9	4.7	4.9	4.2
Retail trade.....	4.8	4.4	6.1	5.9	4.4
Transportation, warehousing, and utilities.....	4.9	4.7	7.2	6.8	6.2
Information.....	4.7	3.9	5.8	6.8	4.5
Financial activities.....	4.1	3.6	4.7	5.8	5.0
Finance and insurance.....	4.0	3.6	4.6	5.6	4.9
Real estate and rental and leasing.....	4.3	3.4	5.0	6.5	5.2
Professional and business services.....	5.6	5.5	8.0	8.7	6.7
Private education and health services.....	5.1	4.9	7.0	8.2	7.1
Private educational services.....	3.1	2.9	4.5	4.3	4.3
Health care and social assistance.....	5.5	5.2	7.5	8.9	7.5
Leisure and hospitality.....	5.7	5.6	9.2	9.1	7.2
Arts, entertainment, and recreation.....	4.7	5.5	8.0	7.3	6.9
Accommodation and food services.....	5.8	5.6	9.3	9.5	7.2
Other services.....	4.0	3.9	6.7	6.1	5.7
Government.....	3.1	3.2	4.0	4.5	4.3
Federal.....	4.1	4.1	4.4	4.5	5.3
State and local.....	3.0	3.0	3.9	4.5	4.2
State and local education.....	2.1	2.1	2.9	3.1	2.8
State and local, excluding education.....	3.9	4.0	5.0	6.0	5.7
REGION²					
Northeast.....	4.1	4.0	6.2	6.3	5.2
South.....	4.6	4.5	6.7	7.1	6.1
Midwest.....	4.7	4.3	6.4	6.9	5.7
West.....	4.5	4.2	6.1	6.7	5.3

¹ The annual average job openings rate is equal to the sum of the 12 monthly job openings levels as a percent of the sum of the 12 monthly CES employment levels and the sum of the 12 monthly job openings levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual hires levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2019	2020	2021	2022	2023
Total.....	69,959	72,555	76,170	76,816	71,024
INDUSTRY					
Total private.....	65,537	68,372	71,765	71,986	66,353
Mining and logging.....	304	198	229	275	290
Construction.....	4,986	4,970	4,361	4,422	4,459
Manufacturing.....	4,051	4,815	5,351	5,508	4,770
Durable goods.....	2,272	2,750	2,959	3,024	2,574
Nondurable goods.....	1,780	2,064	2,394	2,484	2,197
Trade, transportation, and utilities.....	13,905	15,445	16,187	15,576	14,234
Wholesale trade.....	1,777	1,812	2,130	2,200	1,952
Retail trade.....	9,026	9,825	10,223	9,304	8,550
Transportation, warehousing, and utilities.....	3,101	3,809	3,834	4,072	3,731
Information.....	1,135	983	1,337	1,273	905
Financial activities.....	2,653	2,656	2,744	2,904	2,462
Finance and insurance.....	1,681	1,667	1,822	1,908	1,522
Real estate and rental and leasing.....	974	988	920	997	941
Professional and business services.....	13,778	13,434	15,097	14,946	12,906
Private education and health services.....	8,646	9,347	9,344	10,275	10,693
Private educational services.....	1,160	1,128	1,244	1,177	1,153
Health care and social assistance.....	7,489	8,219	8,101	9,099	9,541
Leisure and hospitality.....	13,466	13,483	14,350	14,123	13,091
Arts, entertainment, and recreation.....	1,999	1,634	1,979	2,011	2,072
Accommodation and food services.....	11,467	11,849	12,370	12,111	11,017
Other services.....	2,612	3,042	2,763	2,690	2,547
Government.....	4,421	4,183	4,405	4,828	4,671
Federal.....	502	886	524	501	533
State and local.....	3,921	3,297	3,883	4,330	4,139
State and local education.....	2,029	1,643	2,080	2,136	2,131
State and local, excluding education.....	1,899	1,653	1,801	2,194	2,008
REGION²					
Northeast.....	10,861	11,641	11,528	11,329	10,800
South.....	28,269	27,969	30,746	32,195	30,160
Midwest.....	14,891	15,793	16,371	15,815	14,693
West.....	15,941	17,149	17,522	17,478	15,371

¹ The annual hires level is the sum of the 12 monthly hires levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual average hires rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2019	2020	2021	2022	2023
Total.....	3.9	4.3	4.3	4.2	3.8
INDUSTRY					
Total private.....	4.3	4.7	4.8	4.6	4.1
Mining and logging.....	3.5	2.8	3.4	3.8	3.8
Construction.....	5.5	5.7	4.9	4.7	4.6
Manufacturing.....	2.6	3.3	3.6	3.6	3.1
Durable goods.....	2.4	3.0	3.2	3.2	2.6
Nondurable goods.....	3.1	3.7	4.3	4.3	3.8
Trade, transportation, and utilities.....	4.2	4.8	4.9	4.5	4.1
Wholesale trade.....	2.5	2.7	3.1	3.1	2.7
Retail trade.....	4.8	5.5	5.6	5.0	4.6
Transportation, warehousing, and utilities.....	4.2	5.1	4.8	4.7	4.4
Information.....	3.3	3.0	3.9	3.5	2.5
Financial activities.....	2.5	2.5	2.6	2.7	2.2
Finance and insurance.....	2.2	2.1	2.3	2.4	1.9
Real estate and rental and leasing.....	3.5	3.7	3.4	3.5	3.2
Professional and business services.....	5.4	5.5	5.9	5.5	4.7
Private education and health services.....	3.0	3.3	3.3	3.5	3.5
Private educational services.....	2.6	2.7	2.9	2.6	2.5
Health care and social assistance.....	3.1	3.5	3.4	3.7	3.7
Leisure and hospitality.....	6.8	8.5	8.5	7.4	6.6
Arts, entertainment, and recreation.....	6.8	7.7	8.3	7.2	6.9
Accommodation and food services.....	6.8	8.7	8.5	7.5	6.5
Other services.....	3.7	4.8	4.2	3.9	3.6
Government.....	1.6	1.6	1.7	1.8	1.7
Federal.....	1.5	2.5	1.5	1.5	1.5
State and local.....	1.7	1.4	1.7	1.9	1.7
State and local education.....	1.6	1.4	1.7	1.7	1.7
State and local, excluding education.....	1.7	1.5	1.7	2.0	1.8
REGION²					
Northeast.....	3.3	3.8	3.7	3.5	3.2
South.....	4.3	4.4	4.7	4.7	4.3
Midwest.....	3.8	4.3	4.4	4.1	3.7
West.....	3.8	4.3	4.2	4.1	3.5

¹ The annual average hires rate is equal to the sum of the 12 monthly hires levels as a percent of the sum of the 12 monthly CES employment levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual total separations levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2019	2020	2021	2022	2023
Total.....	68,039	80,898	68,886	72,231	68,062
INDUSTRY					
Total private.....	63,803	75,760	64,901	67,737	64,038
Mining and logging.....	351	334	209	228	276
Construction.....	4,873	4,988	4,162	4,133	4,207
Manufacturing.....	4,043	5,373	4,979	5,144	4,740
Durable goods.....	2,296	3,157	2,724	2,765	2,502
Nondurable goods.....	1,747	2,215	2,253	2,377	2,239
Trade, transportation, and utilities.....	13,702	16,126	15,045	15,101	14,120
Wholesale trade.....	1,740	2,109	1,901	1,959	1,860
Retail trade.....	9,114	10,357	9,900	9,250	8,439
Transportation, warehousing, and utilities.....	2,847	3,658	3,243	3,891	3,821
Information.....	1,104	1,166	1,075	1,151	992
Financial activities.....	2,491	2,731	2,518	2,713	2,379
Finance and insurance.....	1,583	1,635	1,719	1,812	1,494
Real estate and rental and leasing.....	909	1,095	799	903	889
Professional and business services.....	13,518	13,923	13,743	14,261	12,727
Private education and health services.....	8,071	10,384	8,824	9,402	9,625
Private educational services.....	1,118	1,473	906	1,123	1,064
Health care and social assistance.....	6,955	8,909	7,920	8,279	8,563
Leisure and hospitality.....	13,114	17,150	11,919	13,067	12,523
Arts, entertainment, and recreation.....	1,966	2,265	1,561	1,764	1,888
Accommodation and food services.....	11,153	14,887	10,356	11,304	10,634
Other services.....	2,533	3,582	2,429	2,538	2,445
Government.....	4,234	5,140	3,988	4,489	4,024
Federal.....	470	826	542	511	451
State and local.....	3,765	4,310	3,445	3,982	3,572
State and local education.....	1,945	2,438	1,616	1,951	1,838
State and local, excluding education.....	1,822	1,876	1,828	2,033	1,734
REGION²					
Northeast.....	10,394	13,514	10,090	10,443	10,067
South.....	27,024	30,246	28,255	30,252	28,626
Midwest.....	14,408	17,983	14,858	14,769	14,258
West.....	16,211	19,159	15,684	16,766	15,111

¹ The annual total separations level is the sum of the 12 monthly total separations levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual average total separations rates by industry and region, not seasonally adjusted¹
[percent]

Industry and region	2019	2020	2021	2022	2023
Total.....	3.8	4.7	3.9	3.9	3.6
INDUSTRY					
Total private.....	4.1	5.3	4.4	4.3	4.0
Mining and logging.....	4.0	4.6	3.1	3.1	3.6
Construction.....	5.4	5.7	4.7	4.4	4.4
Manufacturing.....	2.6	3.7	3.4	3.3	3.1
Durable goods.....	2.4	3.5	3.0	2.9	2.6
Nondurable goods.....	3.0	4.0	4.0	4.1	3.9
Trade, transportation, and utilities.....	4.1	5.0	4.5	4.4	4.1
Wholesale trade.....	2.5	3.1	2.8	2.7	2.5
Retail trade.....	4.9	5.8	5.4	5.0	4.5
Transportation, warehousing, and utilities.....	3.8	4.9	4.0	4.5	4.5
Information.....	3.2	3.6	3.1	3.1	2.7
Financial activities.....	2.4	2.6	2.4	2.5	2.2
Finance and insurance.....	2.1	2.1	2.2	2.3	1.8
Real estate and rental and leasing.....	3.3	4.1	2.9	3.2	3.0
Professional and business services.....	5.3	5.7	5.4	5.3	4.6
Private education and health services.....	2.8	3.7	3.1	3.2	3.2
Private educational services.....	2.5	3.5	2.1	2.5	2.3
Health care and social assistance.....	2.8	3.8	3.3	3.4	3.3
Leisure and hospitality.....	6.6	10.9	7.0	6.9	6.3
Arts, entertainment, and recreation.....	6.7	10.6	6.6	6.4	6.3
Accommodation and food services.....	6.6	10.9	7.1	7.0	6.3
Other services.....	3.6	5.6	3.7	3.7	3.5
Government.....	1.6	1.9	1.5	1.7	1.5
Federal.....	1.4	2.3	1.6	1.5	1.3
State and local.....	1.6	1.9	1.5	1.7	1.5
State and local education.....	1.5	2.0	1.3	1.6	1.5
State and local, excluding education.....	1.6	1.7	1.7	1.9	1.6
REGION²					
Northeast.....	3.2	4.4	3.2	3.2	3.0
South.....	4.1	4.8	4.3	4.4	4.1
Midwest.....	3.7	4.9	3.9	3.8	3.6
West.....	3.8	4.8	3.8	3.9	3.4

¹ The annual average total separations rate is equal to the sum of the 12 monthly total separations levels as a percent of the sum of the 12 monthly CES employment levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 21. Annual quits levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2019	2020	2021	2022	2023
Total.....	42,159	35,941	47,566	50,507	44,379
INDUSTRY					
Total private.....	39,919	33,603	45,201	47,785	42,015
Mining and logging.....	180	106	118	154	175
Construction.....	2,082	1,602	2,124	2,215	1,979
Manufacturing.....	2,488	2,345	3,487	3,559	3,006
Durable goods.....	1,396	1,274	1,895	1,896	1,560
Nondurable goods.....	1,091	1,068	1,594	1,662	1,446
Trade, transportation, and utilities.....	8,906	8,323	11,119	11,207	9,592
Wholesale trade.....	1,030	1,003	1,321	1,252	1,178
Retail trade.....	6,229	5,657	7,745	7,338	6,179
Transportation, warehousing, and utilities.....	1,647	1,663	2,054	2,618	2,235
Information.....	553	442	614	612	476
Financial activities.....	1,549	1,316	1,581	1,815	1,554
Finance and insurance.....	1,003	903	1,046	1,187	998
Real estate and rental and leasing.....	545	412	535	627	559
Professional and business services.....	7,768	6,632	8,595	9,022	7,266
Private education and health services.....	5,540	5,380	6,719	7,147	7,018
Private educational services.....	650	491	603	732	672
Health care and social assistance.....	4,891	4,891	6,114	6,414	6,348
Leisure and hospitality.....	9,222	6,414	9,309	10,340	9,444
Arts, entertainment, and recreation.....	942	543	839	903	997
Accommodation and food services.....	8,279	5,872	8,469	9,436	8,447
Other services.....	1,628	1,044	1,531	1,716	1,503
Government.....	2,240	2,338	2,366	2,721	2,364
Federal.....	210	238	258	254	212
State and local.....	2,029	2,102	2,106	2,466	2,151
State and local education.....	1,099	1,194	1,002	1,238	1,144
State and local, excluding education.....	930	907	1,103	1,228	1,010
REGION²					
Northeast.....	5,700	4,804	6,378	6,871	5,956
South.....	17,261	15,245	19,996	21,858	19,669
Midwest.....	9,193	8,022	10,355	10,179	9,140
West.....	10,005	7,872	10,839	11,597	9,617

¹ The annual quits level is the sum of the 12 monthly quits levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 22. Annual average quits rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2019	2020	2021	2022	2023
Total.....	2.3	2.1	2.7	2.8	2.4
INDUSTRY					
Total private.....	2.6	2.3	3.0	3.1	2.6
Mining and logging.....	2.1	1.5	1.8	2.1	2.3
Construction.....	2.3	1.8	2.4	2.4	2.1
Manufacturing.....	1.6	1.6	2.4	2.3	1.9
Durable goods.....	1.4	1.4	2.1	2.0	1.6
Nondurable goods.....	1.9	1.9	2.8	2.9	2.5
Trade, transportation, and utilities.....	2.7	2.6	3.3	3.3	2.8
Wholesale trade.....	1.5	1.5	1.9	1.7	1.6
Retail trade.....	3.3	3.2	4.2	3.9	3.3
Transportation, warehousing, and utilities.....	2.2	2.2	2.6	3.0	2.6
Information.....	1.6	1.4	1.8	1.7	1.3
Financial activities.....	1.5	1.3	1.5	1.7	1.4
Finance and insurance.....	1.3	1.2	1.3	1.5	1.2
Real estate and rental and leasing.....	2.0	1.6	2.0	2.2	1.9
Professional and business services.....	3.0	2.7	3.4	3.3	2.7
Private education and health services.....	1.9	1.9	2.4	2.4	2.3
Private educational services.....	1.4	1.2	1.4	1.6	1.5
Health care and social assistance.....	2.0	2.1	2.5	2.6	2.5
Leisure and hospitality.....	4.6	4.1	5.5	5.4	4.7
Arts, entertainment, and recreation.....	3.2	2.6	3.5	3.3	3.3
Accommodation and food services.....	4.9	4.3	5.8	5.8	5.0
Other services.....	2.3	1.6	2.3	2.5	2.1
Government.....	0.8	0.9	0.9	1.0	0.9
Federal.....	0.6	0.7	0.7	0.7	0.6
State and local.....	0.9	0.9	0.9	1.1	0.9
State and local education.....	0.9	1.0	0.8	1.0	0.9
State and local, excluding education.....	0.8	0.8	1.0	1.1	0.9
REGION²					
Northeast.....	1.7	1.6	2.0	2.1	1.8
South.....	2.6	2.4	3.1	3.2	2.8
Midwest.....	2.3	2.2	2.8	2.6	2.3
West.....	2.4	2.0	2.6	2.7	2.2

¹ The annual average quits rate is equal to the sum of the 12 monthly quits levels as a percent of the sum of the 12 monthly CES employment levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 23. Annual layoffs and discharges levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2019	2020	2021	2022	2023
Total.....	21,878	40,847	17,082	17,622	19,759
INDUSTRY					
Total private.....	20,622	38,957	16,189	16,644	18,743
Mining and logging.....	151	207	73	59	82
Construction.....	2,591	3,232	1,867	1,737	2,075
Manufacturing.....	1,312	2,754	1,205	1,247	1,480
Durable goods.....	749	1,720	650	644	786
Nondurable goods.....	564	1,031	555	603	696
Trade, transportation, and utilities.....	4,050	7,169	3,258	3,235	3,826
Wholesale trade.....	609	1,030	477	570	575
Retail trade.....	2,419	4,373	1,781	1,618	1,874
Transportation, warehousing, and utilities.....	1,022	1,763	999	1,048	1,375
Information.....	465	660	358	450	390
Financial activities.....	637	1,109	525	589	599
Finance and insurance.....	321	493	316	372	333
Real estate and rental and leasing.....	317	615	209	216	266
Professional and business services.....	5,049	6,464	4,251	4,374	4,662
Private education and health services.....	2,039	4,479	1,621	1,796	2,065
Private educational services.....	403	927	247	316	331
Health care and social assistance.....	1,637	3,551	1,373	1,481	1,731
Leisure and hospitality.....	3,564	10,439	2,270	2,458	2,799
Arts, entertainment, and recreation.....	983	1,694	684	835	844
Accommodation and food services.....	2,577	8,746	1,587	1,624	1,954
Other services.....	763	2,442	765	696	764
Government.....	1,256	1,890	892	975	1,012
Federal.....	121	438	121	94	86
State and local.....	1,135	1,455	772	883	925
State and local education.....	554	821	377	400	466
State and local, excluding education.....	583	631	394	483	460
REGION²					
Northeast.....	3,973	8,053	3,011	2,913	3,353
South.....	8,256	13,485	6,587	6,776	7,481
Midwest.....	4,423	9,100	3,620	3,813	4,341
West.....	5,226	10,207	3,859	4,120	4,582

¹ The annual layoffs and discharges level is the sum of the 12 monthly layoffs and discharges levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 24. Annual average layoffs and discharges rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2019	2020	2021	2022	2023
Total.....	1.2	2.4	1.0	1.0	1.1
INDUSTRY					
Total private.....	1.3	2.7	1.1	1.1	1.2
Mining and logging.....	1.7	2.9	1.1	0.8	1.1
Construction.....	2.9	3.7	2.1	1.9	2.2
Manufacturing.....	0.9	1.9	0.8	0.8	1.0
Durable goods.....	0.8	1.9	0.7	0.7	0.8
Nondurable goods.....	1.0	1.9	1.0	1.0	1.2
Trade, transportation, and utilities.....	1.2	2.2	1.0	0.9	1.1
Wholesale trade.....	0.9	1.5	0.7	0.8	0.8
Retail trade.....	1.3	2.5	1.0	0.9	1.0
Transportation, warehousing, and utilities.....	1.4	2.4	1.2	1.2	1.6
Information.....	1.4	2.0	1.0	1.2	1.1
Financial activities.....	0.6	1.1	0.5	0.5	0.5
Finance and insurance.....	0.4	0.6	0.4	0.5	0.4
Real estate and rental and leasing.....	1.1	2.3	0.8	0.8	0.9
Professional and business services.....	2.0	2.7	1.7	1.6	1.7
Private education and health services.....	0.7	1.6	0.6	0.6	0.7
Private educational services.....	0.9	2.2	0.6	0.7	0.7
Health care and social assistance.....	0.7	1.5	0.6	0.6	0.7
Leisure and hospitality.....	1.8	6.6	1.3	1.3	1.4
Arts, entertainment, and recreation.....	3.4	8.0	2.9	3.0	2.8
Accommodation and food services.....	1.5	6.4	1.1	1.0	1.2
Other services.....	1.1	3.8	1.2	1.0	1.1
Government.....	0.5	0.7	0.3	0.4	0.4
Federal.....	0.4	1.2	0.3	0.3	0.2
State and local.....	0.5	0.6	0.3	0.4	0.4
State and local education.....	0.4	0.7	0.3	0.3	0.4
State and local, excluding education.....	0.5	0.6	0.4	0.4	0.4
REGION²					
Northeast.....	1.2	2.6	1.0	0.9	1.0
South.....	1.2	2.1	1.0	1.0	1.1
Midwest.....	1.1	2.5	1.0	1.0	1.1
West.....	1.2	2.6	0.9	1.0	1.0

¹ The annual average layoffs and discharges rate is equal to the sum of the 12 monthly layoffs and discharges levels as a percent of the sum of the 12 monthly CES employment levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 25. Annual other separations levels by industry and region, not seasonally adjusted¹
[in thousands]

Industry and region	2019	2020	2021	2022	2023
Total.....	3,999	4,109	4,239	4,103	3,927
INDUSTRY					
Total private.....	3,262	3,200	3,511	3,308	3,280
Mining and logging.....	17	19	17	16	19
Construction.....	202	154	170	179	154
Manufacturing.....	243	279	284	339	252
Durable goods.....	152	165	179	226	155
Nondurable goods.....	90	113	104	111	96
Trade, transportation, and utilities.....	746	632	669	654	702
Wholesale trade.....	100	78	101	135	105
Retail trade.....	466	325	376	294	387
Transportation, warehousing, and utilities.....	177	232	190	227	207
Information.....	86	64	102	90	126
Financial activities.....	304	309	411	309	225
Finance and insurance.....	258	242	356	249	167
Real estate and rental and leasing.....	45	68	57	58	62
Professional and business services.....	701	827	896	866	799
Private education and health services.....	494	523	488	460	543
Private educational services.....	64	55	56	76	60
Health care and social assistance.....	429	467	431	384	481
Leisure and hospitality.....	331	298	340	270	278
Arts, entertainment, and recreation.....	36	28	39	26	48
Accommodation and food services.....	296	266	300	245	233
Other services.....	141	98	135	125	178
Government.....	740	910	728	795	648
Federal.....	140	152	161	164	153
State and local.....	599	755	568	633	493
State and local education.....	291	420	235	314	229
State and local, excluding education.....	310	336	332	319	263
REGION²					
Northeast.....	722	645	694	656	755
South.....	1,504	1,527	1,677	1,620	1,483
Midwest.....	796	862	885	781	774
West.....	980	1,073	985	1,048	911

¹ The annual other separations level is the sum of the 12 monthly other separations levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 26. Annual average other separations rates by industry and region, not seasonally adjusted¹
 [percent]

Industry and region	2019	2020	2021	2022	2023
Total.....	0.2	0.2	0.2	0.2	0.2
INDUSTRY					
Total private.....	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	0.2	0.3	0.3	0.2	0.2
Construction.....	0.2	0.2	0.2	0.2	0.2
Manufacturing.....	0.2	0.2	0.2	0.2	0.2
Durable goods.....	0.2	0.2	0.2	0.2	0.2
Nondurable goods.....	0.2	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	0.2	0.2	0.2	0.2	0.2
Wholesale trade.....	0.1	0.1	0.1	0.2	0.1
Retail trade.....	0.2	0.2	0.2	0.2	0.2
Transportation, warehousing, and utilities.....	0.2	0.3	0.2	0.3	0.2
Information.....	0.3	0.2	0.3	0.2	0.3
Financial activities.....	0.3	0.3	0.4	0.3	0.2
Finance and insurance.....	0.3	0.3	0.5	0.3	0.2
Real estate and rental and leasing.....	0.2	0.3	0.2	0.2	0.2
Professional and business services.....	0.3	0.3	0.3	0.3	0.3
Private education and health services.....	0.2	0.2	0.2	0.2	0.2
Private educational services.....	0.1	0.1	0.1	0.2	0.1
Health care and social assistance.....	0.2	0.2	0.2	0.2	0.2
Leisure and hospitality.....	0.2	0.2	0.2	0.1	0.1
Arts, entertainment, and recreation.....	0.1	0.1	0.2	0.1	0.2
Accommodation and food services.....	0.2	0.2	0.2	0.2	0.1
Other services.....	0.2	0.2	0.2	0.2	0.3
Government.....	0.3	0.3	0.3	0.3	0.2
Federal.....	0.4	0.4	0.5	0.5	0.4
State and local.....	0.3	0.3	0.2	0.3	0.2
State and local education.....	0.2	0.3	0.2	0.3	0.2
State and local, excluding education.....	0.3	0.3	0.3	0.3	0.2
REGION²					
Northeast.....	0.2	0.2	0.2	0.2	0.2
South.....	0.2	0.2	0.3	0.2	0.2
Midwest.....	0.2	0.2	0.2	0.2	0.2
West.....	0.2	0.3	0.2	0.2	0.2

¹ The annual average other separations rate is equal to the sum of the 12 monthly other separations levels as a percent of the sum of the 12 monthly CES employment levels.

² 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.