

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



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JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2023

The number of job openings decreased to 8.7 million on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires and total separations changed little at 5.9 million and 5.6 million, respectively. Within separations, quits (3.6 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.

Chart 1. Job openings rate, seasonally adjusted, October 2021 - October 2023

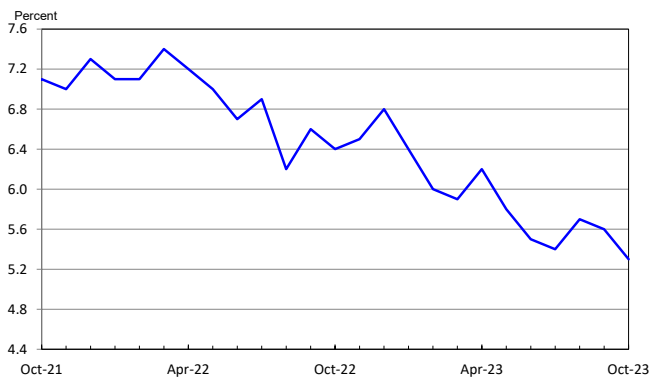
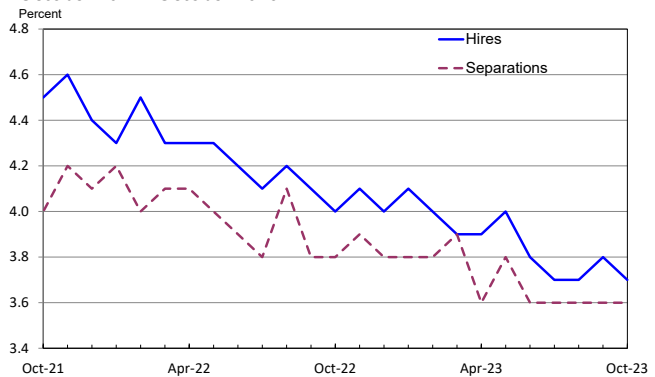


Chart 2. Hires and total separations rates, seasonally adjusted, October 2021 - October 2023



Job Openings

On the last business day of October, the number of **job openings** decreased to 8.7 million (-617,000). The job openings rate, at 5.3 percent, decreased by 0.3 percentage point over the month and 1.1 points over the year. Over the month, job openings decreased in health care and social assistance (-236,000), finance and insurance (-168,000), and real estate and rental and leasing (-49,000). Job openings increased in information (+39,000). (See table 1.)

Hires

In October, the number and rate of **hires** changed little at 5.9 million and 3.7 percent, respectively. The number of hires decreased in accommodation and food services (-110,000). (See table 2.)

Separations

Total separations include quits, layoffs and discharges, and other separations. Quits are generally voluntary separations initiated by the employee. 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 October changed little at 5.6 million, and the rate was unchanged at 3.6 percent for the fifth consecutive month. Over the month, the number of total separations increased in professional and business services (+121,000). (See table 3.)

In October, the number of **quits** changed little at 3.6 million, and the rate was 2.3 percent for the fourth consecutive month. The number of quits increased in professional and business services (+97,000). (See table 4.)

In October, the number of **layoffs and discharges** changed little at 1.6 million, and the rate was unchanged at 1.0 percent. The number of layoffs and discharges changed little in all industries. (See table 5.)

The number of **other separations** changed little in October at 377,000. (See table 6.)

Establishment Size Class

In October, the job openings, hires, and total separations rates changed little for establishments with 1 to 9 employees. The quits rate and total separations rate decreased for establishments with 5,000 or more employees. (See table 7.)

The Job Openings and Labor Turnover Survey estimates for November 2023 are scheduled to be released on Wednesday, January 3, 2024, at 10:00 a.m. (ET).

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

Category	Job openings			Hires			Total separations		
	Oct. 2022	Sept. 2023	Oct. 2023 ^P	Oct. 2022	Sept. 2023	Oct. 2023 ^P	Oct. 2022	Sept. 2023	Oct. 2023 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	10,471	9,350	8,733	6,164	5,904	5,886	5,846	5,595	5,646
Total private.....	9,519	8,381	7,746	5,777	5,536	5,514	5,488	5,288	5,344
Mining and logging.....	41	35	27	21	22	24	18	21	25
Construction.....	398	427	423	351	309	375	325	312	346
Manufacturing.....	735	601	587	442	390	372	397	382	369
Durable goods.....	476	357	365	233	214	205	204	207	208
Nondurable goods.....	258	243	222	209	176	167	192	175	161
Trade, transportation, and utilities.....	1,591	1,333	1,238	1,244	1,216	1,149	1,220	1,181	1,146
Wholesale trade.....	281	233	207	167	161	159	151	154	141
Retail trade.....	818	645	543	722	750	674	742	731	680
Transportation, warehousing, and utilities.....	491	455	488	355	305	316	327	296	325
Information.....	230	133	172	99	74	57	94	81	68
Financial activities.....	603	616	399	218	202	208	222	204	213
Finance and insurance.....	413	441	273	142	125	134	142	127	142
Real estate and rental and leasing.....	190	175	126	77	77	74	79	77	71
Professional and business services.....	1,890	1,658	1,751	1,168	1,095	1,189	1,125	1,067	1,188
Education and health services.....	2,151	1,906	1,668	823	863	901	749	766	809
Educational services.....	160	177	175	98	96	101	102	91	94
Health care and social assistance.....	1,991	1,729	1,493	724	767	800	647	675	715
Leisure and hospitality.....	1,612	1,359	1,223	1,191	1,148	1,043	1,123	1,080	997
Arts, entertainment, and recreation.....	197	190	178	135	155	160	133	167	135
Accommodation and food services.....	1,415	1,168	1,044	1,056	993	883	990	914	862
Other services.....	268	313	261	221	217	197	216	194	184
Government.....	952	970	987	387	368	372	358	306	303
Federal.....	127	162	176	43	44	40	37	41	35
State and local.....	824	808	811	344	324	332	321	266	268
State and local education.....	295	307	284	176	170	174	166	136	136
State and local, excluding education.....	530	501	526	167	154	157	156	129	131
RATES BY INDUSTRY (percent)									
Total.....	6.4	5.6	5.3	4.0	3.8	3.7	3.8	3.6	3.6
Total private.....	6.7	5.9	5.5	4.4	4.1	4.1	4.2	3.9	4.0
Mining and logging.....	6.2	5.2	4.0	3.4	3.4	3.7	2.9	3.3	3.8
Construction.....	4.8	5.1	5.0	4.5	3.9	4.7	4.2	3.9	4.3
Manufacturing.....	5.4	4.4	4.3	3.4	3.0	2.9	3.1	2.9	2.8
Durable goods.....	5.6	4.2	4.3	2.9	2.6	2.5	2.5	2.5	2.6
Nondurable goods.....	5.0	4.8	4.4	4.3	3.6	3.4	3.9	3.6	3.3
Trade, transportation, and utilities.....	5.2	4.4	4.1	4.3	4.2	4.0	4.2	4.1	4.0
Wholesale trade.....	4.5	3.7	3.3	2.8	2.6	2.6	2.5	2.5	2.3
Retail trade.....	5.0	4.0	3.4	4.7	4.8	4.3	4.8	4.7	4.4
Transportation, warehousing, and utilities.....	6.3	5.9	6.3	4.9	4.2	4.4	4.5	4.1	4.5
Information.....	6.9	4.1	5.3	3.2	2.4	1.8	3.0	2.6	2.2
Financial activities.....	6.2	6.3	4.2	2.4	2.2	2.3	2.4	2.2	2.3
Finance and insurance.....	5.8	6.2	3.9	2.1	1.9	2.0	2.1	1.9	2.1
Real estate and rental and leasing.....	7.4	6.7	4.9	3.2	3.2	3.0	3.3	3.2	2.9
Professional and business services.....	7.7	6.7	7.1	5.1	4.8	5.2	4.9	4.6	5.2
Education and health services.....	8.0	6.9	6.1	3.3	3.4	3.5	3.0	3.0	3.1
Educational services.....	4.0	4.3	4.2	2.5	2.4	2.5	2.7	2.3	2.4
Health care and social assistance.....	8.7	7.4	6.4	3.5	3.5	3.7	3.1	3.1	3.3
Leisure and hospitality.....	9.1	7.5	6.8	7.4	6.9	6.2	7.0	6.5	6.0
Arts, entertainment, and recreation.....	7.7	7.1	6.6	5.7	6.2	6.4	5.6	6.7	5.4
Accommodation and food services.....	9.3	7.6	6.8	7.7	7.0	6.2	7.2	6.4	6.1
Other services.....	4.5	5.1	4.2	3.8	3.7	3.3	3.8	3.3	3.1

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Government.....	4.1	4.1	4.1	1.7	1.6	1.6	1.6	1.3	1.3
Federal.....	4.2	5.2	5.6	1.5	1.5	1.4	1.3	1.4	1.2
State and local.....	4.1	3.9	3.9	1.8	1.6	1.7	1.7	1.3	1.3
State and local education.....	2.8	2.8	2.6	1.7	1.6	1.7	1.6	1.3	1.3
State and local, excluding education.	5.5	5.1	5.3	1.8	1.6	1.7	1.7	1.4	1.4

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.

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					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
Total.....	10,471	8,920	9,497	9,350	8,733	-617	6.4	5.4	5.7	5.6	5.3	-0.3
INDUSTRY												
Total private.....	9,519	7,958	8,433	8,381	7,746	-635	6.7	5.6	5.9	5.9	5.5	-0.4
Mining and logging.....	41	26	30	35	27	-8	6.2	3.9	4.5	5.2	4.0	-1.2
Construction.....	398	353	375	427	423	-4	4.8	4.2	4.5	5.1	5.0	-0.1
Manufacturing.....	735	544	604	601	587	-14	5.4	4.0	4.4	4.4	4.3	-0.1
Durable goods.....	476	368	378	357	365	8	5.6	4.3	4.4	4.2	4.3	0.1
Nondurable goods.....	258	177	226	243	222	-21	5.0	3.5	4.5	4.8	4.4	-0.4
Trade, transportation, and utilities.....	1,591	1,442	1,309	1,333	1,238	-95	5.2	4.8	4.3	4.4	4.1	-0.3
Wholesale trade.....	281	246	236	233	207	-26	4.5	3.9	3.8	3.7	3.3	-0.4
Retail trade.....	818	713	651	645	543	-102	5.0	4.4	4.0	4.0	3.4	-0.6
Transportation, warehousing, and utilities.....	491	483	421	455	488	33	6.3	6.2	5.5	5.9	6.3	0.4
Information.....	230	254	201	133	172	39	6.9	7.6	6.1	4.1	5.3	1.2
Financial activities.....	603	476	553	616	399	-217	6.2	4.9	5.7	6.3	4.2	-2.1
Finance and insurance.....	413	321	410	441	273	-168	5.8	4.6	5.8	6.2	3.9	-2.3
Real estate and rental and leasing. ...	190	154	142	175	126	-49	7.4	6.0	5.5	6.7	4.9	-1.8
Professional and business services.....	1,890	1,432	1,737	1,658	1,751	93	7.7	5.9	7.0	6.7	7.1	0.4
Education and health services.....	2,151	1,891	1,971	1,906	1,668	-238	8.0	6.9	7.2	6.9	6.1	-0.8
Educational services.....	160	175	164	177	175	-2	4.0	4.3	4.0	4.3	4.2	-0.1
Health care and social assistance. ...	1,991	1,716	1,808	1,729	1,493	-236	8.7	7.4	7.7	7.4	6.4	-1.0
Leisure and hospitality.....	1,612	1,231	1,233	1,359	1,223	-136	9.1	6.9	6.9	7.5	6.8	-0.7
Arts, entertainment, and recreation. ...	197	156	166	190	178	-12	7.7	6.0	6.3	7.1	6.6	-0.5
Accommodation and food services. ...	1,415	1,075	1,068	1,168	1,044	-124	9.3	7.1	7.0	7.6	6.8	-0.8
Other services.....	268	308	420	313	261	-52	4.5	5.0	6.7	5.1	4.2	-0.9
Government.....	952	962	1,064	970	987	17	4.1	4.1	4.5	4.1	4.1	0.0
Federal.....	127	151	174	162	176	14	4.2	4.9	5.6	5.2	5.6	0.4
State and local.....	824	812	890	808	811	3	4.1	4.0	4.3	3.9	3.9	0.0
State and local education.....	295	219	330	307	284	-23	2.8	2.1	3.0	2.8	2.6	-0.2
State and local, excluding education.....	530	592	560	501	526	25	5.5	6.0	5.7	5.1	5.3	0.2
REGION³												
Northeast.....	1,775	1,490	1,548	1,571	1,519	-52	6.1	5.1	5.2	5.3	5.1	-0.2
South.....	4,038	3,511	3,763	3,804	3,515	-289	6.6	5.7	6.1	6.1	5.7	-0.4
Midwest.....	2,129	1,827	2,085	2,002	1,809	-193	6.1	5.2	5.9	5.6	5.1	-0.5
West.....	2,528	2,092	2,101	1,973	1,890	-83	6.5	5.4	5.4	5.1	4.8	-0.3

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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
Total.....	6,164	5,822	5,850	5,904	5,886	-18	4.0	3.7	3.7	3.8	3.7	-0.1
INDUSTRY												
Total private.....	5,777	5,464	5,475	5,536	5,514	-22	4.4	4.1	4.1	4.1	4.1	0.0
Mining and logging.....	21	28	27	22	24	2	3.4	4.3	4.1	3.4	3.7	0.3
Construction.....	351	382	372	309	375	66	4.5	4.8	4.6	3.9	4.7	0.8
Manufacturing.....	442	405	392	390	372	-18	3.4	3.1	3.0	3.0	2.9	-0.1
Durable goods.....	233	214	203	214	205	-9	2.9	2.6	2.5	2.6	2.5	-0.1
Nondurable goods.....	209	191	189	176	167	-9	4.3	3.9	3.9	3.6	3.4	-0.2
Trade, transportation, and utilities.....	1,244	1,183	1,118	1,216	1,149	-67	4.3	4.1	3.9	4.2	4.0	-0.2
Wholesale trade.....	167	147	146	161	159	-2	2.8	2.4	2.4	2.6	2.6	0.0
Retail trade.....	722	737	656	750	674	-76	4.7	4.7	4.2	4.8	4.3	-0.5
Transportation, warehousing, and utilities.....	355	299	317	305	316	11	4.9	4.1	4.4	4.2	4.4	0.2
Information.....	99	85	71	74	57	-17	3.2	2.8	2.3	2.4	1.8	-0.6
Financial activities.....	218	206	212	202	208	6	2.4	2.2	2.3	2.2	2.3	0.1
Finance and insurance.....	142	127	142	125	134	9	2.1	1.9	2.1	1.9	2.0	0.1
Real estate and rental and leasing. ...	77	79	70	77	74	-3	3.2	3.3	2.9	3.2	3.0	-0.2
Professional and business services.	1,168	1,090	1,108	1,095	1,189	94	5.1	4.7	4.8	4.8	5.2	0.4
Education and health services.....	823	865	893	863	901	38	3.3	3.4	3.5	3.4	3.5	0.1
Educational services.....	98	93	95	96	101	5	2.5	2.4	2.4	2.4	2.5	0.1
Health care and social assistance. ...	724	772	798	767	800	33	3.5	3.6	3.7	3.5	3.7	0.2
Leisure and hospitality.....	1,191	1,019	1,077	1,148	1,043	-105	7.4	6.1	6.5	6.9	6.2	-0.7
Arts, entertainment, and recreation. ...	135	152	165	155	160	5	5.7	6.2	6.7	6.2	6.4	0.2
Accommodation and food services. ...	1,056	867	911	993	883	-110	7.7	6.1	6.4	7.0	6.2	-0.8
Other services.....	221	203	206	217	197	-20	3.8	3.5	3.5	3.7	3.3	-0.4
Government.....	387	357	375	368	372	4	1.7	1.6	1.6	1.6	1.6	0.0
Federal.....	43	46	41	44	40	-4	1.5	1.6	1.4	1.5	1.4	-0.1
State and local.....	344	312	334	324	332	8	1.8	1.6	1.7	1.6	1.7	0.1
State and local education.....	176	140	175	170	174	4	1.7	1.4	1.7	1.6	1.7	0.1
State and local, excluding education.....	167	171	159	154	157	3	1.8	1.8	1.7	1.6	1.7	0.1
REGION³												
Northeast.....	883	871	933	930	892	-38	3.2	3.1	3.3	3.3	3.2	-0.1
South.....	2,548	2,456	2,518	2,515	2,439	-76	4.5	4.2	4.3	4.3	4.2	-0.1
Midwest.....	1,282	1,188	1,200	1,185	1,248	63	3.9	3.6	3.6	3.5	3.7	0.2
West.....	1,451	1,307	1,200	1,274	1,308	34	4.0	3.5	3.2	3.4	3.5	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					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
Total.....	5,846	5,638	5,687	5,595	5,646	51	3.8	3.6	3.6	3.6	3.6	0.0
INDUSTRY												
Total private.....	5,488	5,268	5,343	5,288	5,344	56	4.2	3.9	4.0	3.9	4.0	0.1
Mining and logging.....	18	25	26	21	25	4	2.9	3.8	4.0	3.3	3.8	0.5
Construction.....	325	364	344	312	346	34	4.2	4.6	4.3	3.9	4.3	0.4
Manufacturing.....	397	415	384	382	369	-13	3.1	3.2	3.0	2.9	2.8	-0.1
Durable goods.....	204	211	192	207	208	1	2.5	2.6	2.4	2.5	2.6	0.1
Nondurable goods.....	192	204	193	175	161	-14	3.9	4.2	4.0	3.6	3.3	-0.3
Trade, transportation, and utilities.....	1,220	1,158	1,119	1,181	1,146	-35	4.2	4.0	3.9	4.1	4.0	-0.1
Wholesale trade.....	151	125	139	154	141	-13	2.5	2.1	2.3	2.5	2.3	-0.2
Retail trade.....	742	714	655	731	680	-51	4.8	4.6	4.2	4.7	4.4	-0.3
Transportation, warehousing, and utilities.....	327	318	325	296	325	29	4.5	4.4	4.5	4.1	4.5	0.4
Information.....	94	113	68	81	68	-13	3.0	3.7	2.2	2.6	2.2	-0.4
Financial activities.....	222	181	215	204	213	9	2.4	2.0	2.3	2.2	2.3	0.1
Finance and insurance.....	142	112	141	127	142	15	2.1	1.7	2.1	1.9	2.1	0.2
Real estate and rental and leasing. ...	79	69	74	77	71	-6	3.3	2.8	3.0	3.2	2.9	-0.3
Professional and business services.	1,125	1,096	1,123	1,067	1,188	121	4.9	4.8	4.9	4.6	5.2	0.6
Education and health services.....	749	759	800	766	809	43	3.0	3.0	3.1	3.0	3.1	0.1
Educational services.....	102	95	88	91	94	3	2.7	2.4	2.2	2.3	2.4	0.1
Health care and social assistance. ...	647	664	712	675	715	40	3.1	3.1	3.3	3.1	3.3	0.2
Leisure and hospitality.....	1,123	953	1,048	1,080	997	-83	7.0	5.7	6.3	6.5	6.0	-0.5
Arts, entertainment, and recreation. ...	133	144	160	167	135	-32	5.6	5.8	6.5	6.7	5.4	-1.3
Accommodation and food services. ...	990	809	888	914	862	-52	7.2	5.7	6.3	6.4	6.1	-0.3
Other services.....	216	205	215	194	184	-10	3.8	3.5	3.7	3.3	3.1	-0.2
Government.....	358	370	344	306	303	-3	1.6	1.6	1.5	1.3	1.3	0.0
Federal.....	37	39	32	41	35	-6	1.3	1.3	1.1	1.4	1.2	-0.2
State and local.....	321	331	312	266	268	2	1.7	1.7	1.6	1.3	1.3	0.0
State and local education.....	166	165	165	136	136	0	1.6	1.6	1.6	1.3	1.3	0.0
State and local, excluding education.....	156	166	148	129	131	2	1.7	1.8	1.6	1.4	1.4	0.0
REGION³												
Northeast.....	797	826	752	781	933	152	2.9	3.0	2.7	2.8	3.3	0.5
South.....	2,500	2,376	2,402	2,366	2,371	5	4.4	4.1	4.1	4.1	4.1	0.0
Midwest.....	1,237	1,191	1,291	1,191	1,104	-87	3.8	3.6	3.9	3.6	3.3	-0.3
West.....	1,312	1,245	1,241	1,256	1,238	-18	3.6	3.4	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					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
Total.....	4,048	3,619	3,663	3,646	3,628	-18	2.6	2.3	2.3	2.3	2.3	0.0
INDUSTRY												
Total private.....	3,829	3,409	3,455	3,460	3,441	-19	2.9	2.6	2.6	2.6	2.6	0.0
Mining and logging.....	13	16	15	12	15	3	2.1	2.4	2.3	1.8	2.3	0.5
Construction.....	153	182	159	138	173	35	2.0	2.3	2.0	1.7	2.2	0.5
Manufacturing.....	273	259	230	231	225	-6	2.1	2.0	1.8	1.8	1.7	-0.1
Durable goods.....	144	125	107	123	127	4	1.8	1.5	1.3	1.5	1.6	0.1
Nondurable goods.....	129	134	123	108	98	-10	2.6	2.8	2.5	2.2	2.0	-0.2
Trade, transportation, and utilities.....	904	799	759	826	778	-48	3.1	2.8	2.6	2.9	2.7	-0.2
Wholesale trade.....	97	81	97	84	87	3	1.6	1.3	1.6	1.4	1.4	0.0
Retail trade.....	595	528	466	554	492	-62	3.8	3.4	3.0	3.6	3.2	-0.4
Transportation, warehousing, and utilities.....	212	190	196	188	199	11	2.9	2.6	2.7	2.6	2.7	0.1
Information.....	32	57	23	45	37	-8	1.0	1.8	0.7	1.5	1.2	-0.3
Financial activities.....	142	112	141	133	123	-10	1.6	1.2	1.5	1.5	1.3	-0.2
Finance and insurance.....	93	65	94	92	89	-3	1.4	1.0	1.4	1.4	1.3	-0.1
Real estate and rental and leasing. ...	49	47	47	41	33	-8	2.1	1.9	1.9	1.7	1.4	-0.3
Professional and business services.....	712	600	617	591	688	97	3.1	2.6	2.7	2.6	3.0	0.4
Education and health services.....	583	524	575	550	560	10	2.4	2.1	2.3	2.1	2.2	0.1
Educational services.....	56	55	52	58	65	7	1.5	1.4	1.3	1.5	1.6	0.1
Health care and social assistance. ...	527	469	523	492	494	2	2.5	2.2	2.4	2.3	2.3	0.0
Leisure and hospitality.....	871	732	812	814	751	-63	5.4	4.4	4.9	4.9	4.5	-0.4
Arts, entertainment, and recreation. ...	74	90	105	86	78	-8	3.2	3.7	4.2	3.5	3.1	-0.4
Accommodation and food services. ...	796	642	707	729	674	-55	5.8	4.5	5.0	5.1	4.7	-0.4
Other services.....	146	129	125	120	92	-28	2.5	2.2	2.1	2.0	1.6	-0.4
Government.....	219	211	208	186	187	1	1.0	0.9	0.9	0.8	0.8	0.0
Federal.....	16	18	15	18	16	-2	0.6	0.6	0.5	0.6	0.5	-0.1
State and local.....	203	192	193	168	171	3	1.0	1.0	1.0	0.8	0.9	0.1
State and local education.....	105	115	92	87	84	-3	1.0	1.1	0.9	0.8	0.8	0.0
State and local, excluding education.....	98	78	101	81	88	7	1.1	0.8	1.1	0.9	0.9	0.0
REGION³												
Northeast.....	522	473	418	489	486	-3	1.9	1.7	1.5	1.7	1.7	0.0
South.....	1,818	1,617	1,669	1,632	1,612	-20	3.2	2.8	2.9	2.8	2.8	0.0
Midwest.....	821	745	802	738	756	18	2.5	2.2	2.4	2.2	2.3	0.1
West.....	887	784	774	787	774	-13	2.4	2.1	2.1	2.1	2.1	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.

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
Total.....	1,525	1,681	1,682	1,610	1,642	32	1.0	1.1	1.1	1.0	1.0	0.0
INDUSTRY												
Total private.....	1,451	1,577	1,592	1,542	1,571	29	1.1	1.2	1.2	1.2	1.2	0.0
Mining and logging.....	4	7	9	9	7	-2	0.7	1.1	1.4	1.4	1.1	-0.3
Construction.....	167	178	175	157	163	6	2.1	2.2	2.2	2.0	2.0	0.0
Manufacturing.....	102	134	136	131	125	-6	0.8	1.0	1.0	1.0	1.0	0.0
Durable goods.....	48	73	76	70	68	-2	0.6	0.9	0.9	0.9	0.8	-0.1
Nondurable goods.....	54	60	60	61	57	-4	1.1	1.2	1.2	1.2	1.2	0.0
Trade, transportation, and utilities.....	276	304	290	290	295	5	1.0	1.1	1.0	1.0	1.0	0.0
Wholesale trade.....	44	41	33	64	46	-18	0.7	0.7	0.5	1.1	0.8	-0.3
Retail trade.....	127	158	154	136	139	3	0.8	1.0	1.0	0.9	0.9	0.0
Transportation, warehousing, and utilities.....	104	105	103	90	110	20	1.4	1.4	1.4	1.2	1.5	0.3
Information.....	47	46	28	24	18	-6	1.5	1.5	0.9	0.8	0.6	-0.2
Financial activities.....	63	43	48	55	63	8	0.7	0.5	0.5	0.6	0.7	0.1
Finance and insurance.....	39	26	27	24	38	14	0.6	0.4	0.4	0.4	0.6	0.2
Real estate and rental and leasing. ...	24	17	21	31	25	-6	1.0	0.7	0.9	1.3	1.0	-0.3
Professional and business services.....	360	417	431	401	410	9	1.6	1.8	1.9	1.7	1.8	0.1
Education and health services.....	143	174	183	174	199	25	0.6	0.7	0.7	0.7	0.8	0.1
Educational services.....	39	34	34	28	26	-2	1.0	0.9	0.9	0.7	0.7	0.0
Health care and social assistance. ...	103	141	149	146	173	27	0.5	0.7	0.7	0.7	0.8	0.1
Leisure and hospitality.....	226	212	217	240	210	-30	1.4	1.3	1.3	1.4	1.3	-0.1
Arts, entertainment, and recreation. ...	55	49	52	78	55	-23	2.4	2.0	2.1	3.1	2.2	-0.9
Accommodation and food services. ...	170	163	165	162	155	-7	1.2	1.2	1.2	1.1	1.1	0.0
Other services.....	64	62	75	61	81	20	1.1	1.1	1.3	1.0	1.4	0.4
Government.....	74	104	90	68	71	3	0.3	0.5	0.4	0.3	0.3	0.0
Federal.....	7	7	6	8	8	0	0.2	0.3	0.2	0.3	0.3	0.0
State and local.....	68	96	84	60	63	3	0.3	0.5	0.4	0.3	0.3	0.0
State and local education.....	34	28	52	34	42	8	0.3	0.3	0.5	0.3	0.4	0.1
State and local, excluding education.....	33	68	32	26	21	-5	0.4	0.7	0.3	0.3	0.2	-0.1
REGION³												
Northeast.....	239	309	265	227	371	144	0.9	1.1	0.9	0.8	1.3	0.5
South.....	595	615	599	632	590	-42	1.0	1.1	1.0	1.1	1.0	-0.1
Midwest.....	343	368	437	389	299	-90	1.0	1.1	1.3	1.2	0.9	-0.3
West.....	349	388	381	362	382	20	1.0	1.1	1.0	1.0	1.0	0.0

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 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					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
Total.....	272	338	342	339	377	38	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	208	282	295	286	332	46	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	1	2	1	1	3	2	0.1	0.3	0.2	0.1	0.4	0.3
Construction.....	5	4	10	16	10	-6	0.1	0.0	0.1	0.2	0.1	-0.1
Manufacturing.....	22	22	18	20	19	-1	0.2	0.2	0.1	0.2	0.1	-0.1
Durable goods.....	13	13	8	14	14	0	0.2	0.2	0.1	0.2	0.2	0.0
Nondurable goods.....	9	9	10	6	6	0	0.2	0.2	0.2	0.1	0.1	0.0
Trade, transportation, and utilities.....	40	54	70	65	73	8	0.1	0.2	0.2	0.2	0.3	0.1
Wholesale trade.....	10	3	9	6	8	2	0.2	0.0	0.1	0.1	0.1	0.0
Retail trade.....	20	28	36	41	49	8	0.1	0.2	0.2	0.3	0.3	0.0
Transportation, warehousing, and utilities.....	10	23	26	18	17	-1	0.1	0.3	0.4	0.2	0.2	0.0
Information.....	14	11	17	12	12	0	0.5	0.4	0.6	0.4	0.4	0.0
Financial activities.....	16	27	26	16	27	11	0.2	0.3	0.3	0.2	0.3	0.1
Finance and insurance.....	10	22	20	11	15	4	0.2	0.3	0.3	0.2	0.2	0.0
Real estate and rental and leasing. . .	6	5	5	5	12	7	0.2	0.2	0.2	0.2	0.5	0.3
Professional and business services. . . .	53	79	76	76	90	14	0.2	0.3	0.3	0.3	0.4	0.1
Education and health services.....	23	61	42	42	50	8	0.1	0.2	0.2	0.2	0.2	0.0
Educational services.....	6	7	3	5	3	-2	0.2	0.2	0.1	0.1	0.1	0.0
Health care and social assistance. . . .	17	54	39	37	48	11	0.1	0.3	0.2	0.2	0.2	0.0
Leisure and hospitality.....	26	8	19	26	36	10	0.2	0.1	0.1	0.2	0.2	0.0
Arts, entertainment, and recreation. . .	3	5	3	3	2	-1	0.1	0.2	0.1	0.1	0.1	0.0
Accommodation and food services. . .	24	4	16	23	34	11	0.2	0.0	0.1	0.2	0.2	0.0
Other services.....	6	15	16	13	11	-2	0.1	0.2	0.3	0.2	0.2	0.0
Government.....	65	56	47	53	45	-8	0.3	0.2	0.2	0.2	0.2	0.0
Federal.....	14	13	11	15	12	-3	0.5	0.4	0.4	0.5	0.4	-0.1
State and local.....	51	43	36	38	33	-5	0.3	0.2	0.2	0.2	0.2	0.0
State and local education.....	26	23	21	15	11	-4	0.3	0.2	0.2	0.1	0.1	0.0
State and local, excluding education.....	25	20	15	23	22	-1	0.3	0.2	0.2	0.2	0.2	0.0
REGION³												
Northeast.....	36	43	69	65	76	11	0.1	0.2	0.2	0.2	0.3	0.1
South.....	87	144	133	102	170	68	0.2	0.2	0.2	0.2	0.3	0.1
Midwest.....	73	78	53	64	49	-15	0.2	0.2	0.2	0.2	0.1	-0.1
West.....	77	73	87	108	83	-25	0.2	0.2	0.2	0.3	0.2	-0.1

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 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					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
JOB OPENINGS												
Total private.....	9,519	7,958	8,433	8,381	7,746	-635	6.7	5.6	5.9	5.9	5.5	-0.4
1 to 9 employees.....	1,761	1,565	1,699	1,930	1,716	-214	7.1	6.9	7.5	8.3	7.5	-0.8
10 to 49 employees.....	2,973	2,292	2,326	2,456	2,131	-325	6.2	5.2	5.4	5.4	4.8	-0.6
50 to 249 employees.....	2,670	2,207	2,400	2,219	2,067	-152	7.1	5.2	5.6	5.4	5.1	-0.3
250 to 999 employees.....	1,203	1,035	1,107	950	1,004	54	6.8	5.6	5.7	5.1	5.1	0.0
1,000 to 4,999 employees.....	607	562	607	584	589	5	6.9	6.6	6.6	6.5	6.1	-0.4
5,000 or more employees.....	305	296	294	242	239	-3	6.9	6.6	6.3	5.3	5.0	-0.3
HIRES												
Total private.....	5,777	5,464	5,475	5,536	5,514	-22	4.4	4.1	4.1	4.1	4.1	0.0
1 to 9 employees.....	835	838	836	889	902	13	3.6	3.9	4.0	4.2	4.3	0.1
10 to 49 employees.....	1,965	1,649	1,635	1,678	1,652	-26	4.4	3.9	4.0	3.9	3.9	0.0
50 to 249 employees.....	1,755	1,819	1,791	1,808	1,753	-55	5.0	4.5	4.4	4.6	4.6	0.0
250 to 999 employees.....	775	765	808	752	801	49	4.7	4.4	4.4	4.2	4.3	0.1
1,000 to 4,999 employees.....	366	302	323	325	323	-2	4.5	3.8	3.7	3.9	3.5	-0.4
5,000 or more employees.....	81	90	82	84	83	-1	2.0	2.1	1.9	1.9	1.8	-0.1
TOTAL SEPARATIONS												
Total private.....	5,488	5,268	5,343	5,288	5,344	56	4.2	3.9	4.0	3.9	4.0	0.1
1 to 9 employees.....	789	767	763	760	822	62	3.4	3.6	3.6	3.6	3.9	0.3
10 to 49 employees.....	1,905	1,780	1,631	1,747	1,593	-154	4.3	4.2	4.0	4.0	3.8	-0.2
50 to 249 employees.....	1,675	1,647	1,711	1,738	1,720	-18	4.8	4.1	4.2	4.5	4.5	0.0
250 to 999 employees.....	711	704	842	700	777	77	4.3	4.0	4.6	3.9	4.2	0.3
1,000 to 4,999 employees.....	342	301	328	280	376	96	4.2	3.8	3.8	3.3	4.1	0.8
5,000 or more employees.....	65	70	68	64	56	-8	1.6	1.7	1.6	1.5	1.2	-0.3
QUITS												
Total private.....	3,829	3,409	3,455	3,460	3,441	-19	2.9	2.6	2.6	2.6	2.6	0.0
1 to 9 employees.....	415	416	465	362	485	123	1.8	2.0	2.2	1.7	2.3	0.6
10 to 49 employees.....	1,450	1,213	1,072	1,292	1,057	-235	3.2	2.9	2.6	3.0	2.5	-0.5
50 to 249 employees.....	1,226	1,146	1,197	1,197	1,123	-74	3.5	2.8	2.9	3.1	2.9	-0.2
250 to 999 employees.....	475	429	506	418	505	87	2.9	2.4	2.8	2.4	2.7	0.3
1,000 to 4,999 employees.....	221	163	173	154	238	84	2.7	2.1	2.0	1.8	2.6	0.8
5,000 or more employees.....	43	42	43	38	32	-6	1.0	1.0	1.0	0.9	0.7	-0.2
LAYOFFS AND DISCHARGES												
Total private.....	1,451	1,577	1,592	1,542	1,571	29	1.1	1.2	1.2	1.2	1.2	0.0
1 to 9 employees.....	336	294	203	319	248	-71	1.5	1.4	1.0	1.5	1.2	-0.3
10 to 49 employees.....	385	481	482	370	437	67	0.9	1.1	1.2	0.9	1.0	0.1
50 to 249 employees.....	400	433	452	472	516	44	1.1	1.1	1.1	1.2	1.3	0.1
250 to 999 employees.....	215	242	304	255	244	-11	1.3	1.4	1.7	1.4	1.3	-0.1
1,000 to 4,999 employees.....	100	109	133	108	112	4	1.2	1.4	1.5	1.3	1.2	-0.1
5,000 or more employees.....	14	18	17	17	14	-3	0.3	0.4	0.4	0.4	0.3	-0.1
OTHER SEPARATIONS												
Total private.....	208	282	295	286	332	46	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	38	57	95	79	89	10	0.2	0.3	0.5	0.4	0.4	0.0
10 to 49 employees.....	70	85	76	85	99	14	0.2	0.2	0.2	0.2	0.2	0.0
50 to 249 employees.....	49	68	62	69	81	12	0.1	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	21	33	32	28	28	0	0.1	0.2	0.2	0.2	0.1	-0.1
1,000 to 4,999 employees.....	21	29	22	18	26	8	0.3	0.4	0.3	0.2	0.3	0.1
5,000 or more employees.....	8	10	9	8	10	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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Total.....	11,004	9,392	9,211	6.6	5.6	5.5
INDUSTRY						
Total private.....	10,097	8,454	8,302	7.1	5.9	5.8
Mining and logging.....	42	34	27	6.3	5.0	3.9
Construction.....	411	413	457	4.9	4.8	5.3
Manufacturing.....	753	615	601	5.5	4.5	4.4
Durable goods.....	487	366	375	5.7	4.3	4.4
Nondurable goods.....	266	249	227	5.2	4.9	4.5
Trade, transportation, and utilities.....	1,775	1,417	1,353	5.8	4.7	4.5
Wholesale trade.....	297	219	209	4.7	3.5	3.3
Retail trade.....	979	725	649	5.9	4.5	4.0
Transportation, warehousing, and utilities.....	498	473	495	6.4	6.1	6.4
Information.....	231	131	172	6.9	4.1	5.3
Financial activities.....	675	639	456	6.9	6.5	4.7
Finance and insurance.....	468	461	312	6.5	6.4	4.4
Real estate and rental and leasing.....	207	178	144	7.9	6.8	5.5
Professional and business services.....	1,981	1,661	1,927	7.9	6.7	7.6
Education and health services.....	2,326	1,902	1,808	8.6	6.9	6.5
Educational services.....	172	172	183	4.1	4.2	4.3
Health care and social assistance.....	2,154	1,729	1,625	9.4	7.4	6.9
Leisure and hospitality.....	1,612	1,341	1,223	9.1	7.4	6.8
Arts, entertainment, and recreation.....	195	177	175	7.7	6.6	6.6
Accommodation and food services.....	1,417	1,164	1,048	9.3	7.5	6.9
Other services.....	292	301	276	4.8	4.9	4.5
Government.....	907	938	909	3.9	3.9	3.8
Federal.....	111	150	156	3.7	4.8	5.0
State and local.....	796	789	753	3.9	3.8	3.6
State and local education.....	284	285	262	2.6	2.6	2.3
State and local, excluding education.....	512	504	490	5.3	5.1	5.0
REGION³						
Northeast.....	1,824	1,545	1,593	6.2	5.2	5.3
South.....	4,253	3,832	3,673	6.9	6.2	5.9
Midwest.....	2,247	2,048	1,868	6.4	5.8	5.3
West.....	2,680	1,968	2,077	6.8	5.0	5.3

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Total.....	6,599	5,932	6,252	4.3	3.8	4.0
INDUSTRY						
Total private.....	6,243	5,512	5,915	4.7	4.1	4.4
Mining and logging.....	21	23	23	3.4	3.5	3.6
Construction.....	365	299	393	4.6	3.7	4.8
Manufacturing.....	447	396	372	3.4	3.0	2.9
Durable goods.....	236	217	209	2.9	2.7	2.6
Nondurable goods.....	211	179	164	4.3	3.7	3.4
Trade, transportation, and utilities.....	1,527	1,202	1,389	5.3	4.2	4.8
Wholesale trade.....	175	171	167	2.9	2.8	2.7
Retail trade.....	836	726	765	5.4	4.7	4.9
Transportation, warehousing, and utilities.....	516	305	457	7.1	4.2	6.3
Information.....	123	79	69	3.9	2.6	2.2
Financial activities.....	237	203	225	2.6	2.2	2.4
Finance and insurance.....	154	127	146	2.3	1.9	2.2
Real estate and rental and leasing.....	82	76	79	3.4	3.1	3.2
Professional and business services.....	1,238	1,052	1,279	5.4	4.6	5.5
Education and health services.....	895	900	968	3.6	3.5	3.7
Educational services.....	105	127	104	2.6	3.2	2.5
Health care and social assistance.....	790	773	864	3.8	3.6	4.0
Leisure and hospitality.....	1,172	1,148	1,006	7.3	6.8	6.0
Arts, entertainment, and recreation.....	107	124	118	4.6	4.9	4.8
Accommodation and food services.....	1,064	1,024	888	7.7	7.2	6.3
Other services.....	219	211	191	3.8	3.6	3.2
Government.....	357	420	338	1.6	1.8	1.5
Federal.....	47	46	42	1.6	1.6	1.4
State and local.....	310	374	296	1.6	1.9	1.5
State and local education.....	161	235	156	1.5	2.2	1.4
State and local, excluding education.....	149	138	140	1.6	1.5	1.5
REGION³						
Northeast.....	917	983	913	3.3	3.5	3.2
South.....	2,757	2,521	2,596	4.8	4.3	4.4
Midwest.....	1,316	1,151	1,279	4.0	3.4	3.8
West.....	1,610	1,278	1,465	4.4	3.4	3.9

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Total.....	5,848	5,828	5,659	3.8	3.7	3.6
INDUSTRY						
Total private.....	5,530	5,486	5,386	4.2	4.1	4.0
Mining and logging.....	19	20	25	3.0	3.1	3.9
Construction.....	359	304	381	4.5	3.7	4.6
Manufacturing.....	393	387	361	3.0	3.0	2.8
Durable goods.....	199	211	202	2.5	2.6	2.5
Nondurable goods.....	195	176	159	4.0	3.6	3.3
Trade, transportation, and utilities.....	1,218	1,150	1,122	4.2	4.0	3.9
Wholesale trade.....	155	147	140	2.6	2.4	2.3
Retail trade.....	743	734	667	4.8	4.8	4.3
Transportation, warehousing, and utilities.....	320	269	315	4.4	3.7	4.3
Information.....	93	80	65	3.0	2.6	2.1
Financial activities.....	203	203	203	2.2	2.2	2.2
Finance and insurance.....	124	121	133	1.8	1.8	2.0
Real estate and rental and leasing.....	79	82	70	3.3	3.3	2.9
Professional and business services.....	1,094	1,056	1,171	4.7	4.6	5.0
Education and health services.....	737	760	786	3.0	3.0	3.0
Educational services.....	70	86	69	1.8	2.2	1.7
Health care and social assistance.....	667	674	717	3.2	3.1	3.3
Leisure and hospitality.....	1,213	1,321	1,094	7.5	7.9	6.6
Arts, entertainment, and recreation.....	172	262	170	7.4	10.4	6.9
Accommodation and food services.....	1,041	1,059	924	7.6	7.4	6.5
Other services.....	202	206	177	3.5	3.5	3.0
Government.....	319	342	273	1.4	1.5	1.2
Federal.....	41	42	39	1.4	1.4	1.3
State and local.....	277	300	234	1.4	1.5	1.2
State and local education.....	118	122	97	1.1	1.2	0.9
State and local, excluding education.....	159	177	138	1.8	1.9	1.5
REGION³						
Northeast.....	784	906	944	2.8	3.2	3.3
South.....	2,482	2,389	2,349	4.3	4.1	4.0
Midwest.....	1,268	1,255	1,131	3.8	3.8	3.4
West.....	1,314	1,278	1,234	3.6	3.4	3.3

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Total.....	4,111	3,839	3,683	2.7	2.4	2.3
INDUSTRY						
Total private.....	3,915	3,640	3,509	3.0	2.7	2.6
Mining and logging.....	14	12	15	2.2	1.9	2.4
Construction.....	161	150	182	2.0	1.8	2.2
Manufacturing.....	272	236	221	2.1	1.8	1.7
Durable goods.....	138	130	123	1.7	1.6	1.5
Nondurable goods.....	133	106	98	2.7	2.2	2.0
Trade, transportation, and utilities.....	933	835	796	3.2	2.9	2.7
Wholesale trade.....	101	84	88	1.7	1.4	1.4
Retail trade.....	617	571	511	4.0	3.7	3.3
Transportation, warehousing, and utilities.....	215	180	198	2.9	2.5	2.7
Information.....	33	48	36	1.0	1.6	1.2
Financial activities.....	141	130	121	1.5	1.4	1.3
Finance and insurance.....	88	89	86	1.3	1.3	1.3
Real estate and rental and leasing.....	53	41	35	2.2	1.7	1.4
Professional and business services.....	725	632	719	3.1	2.7	3.1
Education and health services.....	608	536	572	2.4	2.1	2.2
Educational services.....	45	57	54	1.1	1.5	1.3
Health care and social assistance.....	563	479	518	2.7	2.2	2.4
Leisure and hospitality.....	885	925	760	5.5	5.5	4.6
Arts, entertainment, and recreation.....	75	112	76	3.2	4.4	3.1
Accommodation and food services.....	810	813	683	5.9	5.7	4.8
Other services.....	143	136	87	2.5	2.3	1.5
Government.....	196	199	174	0.9	0.9	0.7
Federal.....	18	19	16	0.6	0.7	0.5
State and local.....	178	180	158	0.9	0.9	0.8
State and local education.....	79	83	63	0.7	0.8	0.6
State and local, excluding education.....	98	97	95	1.1	1.0	1.0
REGION³						
Northeast.....	520	550	487	1.9	2.0	1.7
South.....	1,848	1,654	1,639	3.2	2.8	2.8
Midwest.....	846	793	780	2.6	2.4	2.3
West.....	897	842	778	2.4	2.3	2.1

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Total.....	1,496	1,655	1,617	1.0	1.1	1.0
INDUSTRY						
Total private.....	1,427	1,561	1,557	1.1	1.2	1.2
Mining and logging.....	4	7	7	0.7	1.1	1.1
Construction.....	193	135	188	2.4	1.7	2.3
Manufacturing.....	103	131	123	0.8	1.0	0.9
Durable goods.....	49	68	67	0.6	0.8	0.8
Nondurable goods.....	54	63	56	1.1	1.3	1.2
Trade, transportation, and utilities.....	246	245	256	0.9	0.9	0.9
Wholesale trade.....	44	56	45	0.7	0.9	0.7
Retail trade.....	109	120	111	0.7	0.8	0.7
Transportation, warehousing, and utilities.....	93	68	101	1.3	0.9	1.4
Information.....	45	21	17	1.5	0.7	0.6
Financial activities.....	57	58	65	0.6	0.6	0.7
Finance and insurance.....	32	23	35	0.5	0.3	0.5
Real estate and rental and leasing.....	25	35	30	1.0	1.4	1.2
Professional and business services.....	320	363	362	1.4	1.6	1.6
Education and health services.....	110	184	169	0.4	0.7	0.7
Educational services.....	21	25	13	0.5	0.6	0.3
Health care and social assistance.....	90	160	156	0.4	0.7	0.7
Leisure and hospitality.....	297	364	289	1.8	2.2	1.7
Arts, entertainment, and recreation.....	94	146	91	4.0	5.8	3.7
Accommodation and food services.....	204	218	198	1.5	1.5	1.4
Other services.....	53	52	80	0.9	0.9	1.4
Government.....	69	94	60	0.3	0.4	0.3
Federal.....	8	8	11	0.3	0.3	0.4
State and local.....	61	85	49	0.3	0.4	0.2
State and local education.....	21	27	26	0.2	0.3	0.2
State and local, excluding education.....	40	58	23	0.4	0.6	0.2
REGION³						
Northeast.....	235	285	380	0.9	1.0	1.3
South.....	555	643	543	1.0	1.1	0.9
Midwest.....	357	394	311	1.1	1.2	0.9
West.....	349	333	383	1.0	0.9	1.0

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
Total.....	241	334	358	0.2	0.2	0.2
INDUSTRY						
Total private.....	187	286	320	0.1	0.2	0.2
Mining and logging.....	1	1	3	0.1	0.1	0.4
Construction.....	5	19	10	0.1	0.2	0.1
Manufacturing.....	19	19	17	0.1	0.1	0.1
Durable goods.....	11	13	13	0.1	0.2	0.2
Nondurable goods.....	8	6	4	0.2	0.1	0.1
Trade, transportation, and utilities.....	39	71	70	0.1	0.2	0.2
Wholesale trade.....	10	7	8	0.2	0.1	0.1
Retail trade.....	17	44	45	0.1	0.3	0.3
Transportation, warehousing, and utilities.....	12	21	17	0.2	0.3	0.2
Information.....	14	11	13	0.5	0.4	0.4
Financial activities.....	5	15	18	0.1	0.2	0.2
Finance and insurance.....	4	9	12	0.1	0.1	0.2
Real estate and rental and leasing.....	2	6	6	0.1	0.2	0.2
Professional and business services.....	49	62	90	0.2	0.3	0.4
Education and health services.....	19	39	45	0.1	0.2	0.2
Educational services.....	5	4	2	0.1	0.1	0.0
Health care and social assistance.....	15	35	43	0.1	0.2	0.2
Leisure and hospitality.....	30	31	45	0.2	0.2	0.3
Arts, entertainment, and recreation.....	3	4	2	0.1	0.2	0.1
Accommodation and food services.....	27	27	43	0.2	0.2	0.3
Other services.....	6	18	9	0.1	0.3	0.2
Government.....	54	48	39	0.2	0.2	0.2
Federal.....	15	14	12	0.5	0.5	0.4
State and local.....	39	34	27	0.2	0.2	0.1
State and local education.....	18	12	7	0.2	0.1	0.1
State and local, excluding education.....	21	22	20	0.2	0.2	0.2
REGION³						
Northeast.....	29	71	77	0.1	0.3	0.3
South.....	78	92	169	0.1	0.2	0.3
Midwest.....	65	68	40	0.2	0.2	0.1
West.....	68	103	73	0.2	0.3	0.2

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		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
JOB OPENINGS						
Total private.....	10,097	8,454	8,302	7.1	5.9	5.8
1 to 9 employees.....	2,015	1,877	2,051	8.0	8.1	8.8
10 to 49 employees.....	3,173	2,498	2,250	6.6	5.5	5.0
50 to 249 employees.....	2,704	2,277	2,072	7.1	5.5	5.1
250 to 999 employees.....	1,271	980	1,063	7.1	5.2	5.4
1,000 to 4,999 employees.....	620	579	618	7.0	6.4	6.3
5,000 or more employees.....	314	242	247	7.1	5.3	5.1
HIRES						
Total private.....	6,243	5,512	5,915	4.7	4.1	4.4
1 to 9 employees.....	983	793	1,045	4.2	3.7	4.9
10 to 49 employees.....	2,045	1,708	1,685	4.5	3.9	4.0
50 to 249 employees.....	1,801	1,808	1,762	5.1	4.6	4.6
250 to 999 employees.....	859	756	894	5.2	4.3	4.8
1,000 to 4,999 employees.....	463	355	436	5.6	4.2	4.7
5,000 or more employees.....	91	92	92	2.2	2.1	2.0
TOTAL SEPARATIONS						
Total private.....	5,530	5,486	5,386	4.2	4.1	4.0
1 to 9 employees.....	799	747	845	3.4	3.5	4.0
10 to 49 employees.....	1,925	1,863	1,586	4.3	4.3	3.7
50 to 249 employees.....	1,670	1,779	1,723	4.7	4.6	4.5
250 to 999 employees.....	725	752	792	4.4	4.2	4.2
1,000 to 4,999 employees.....	340	280	380	4.1	3.3	4.1
5,000 or more employees.....	71	65	60	1.7	1.5	1.3
QUITS						
Total private.....	3,915	3,640	3,509	3.0	2.7	2.6
1 to 9 employees.....	456	379	532	2.0	1.8	2.5
10 to 49 employees.....	1,466	1,380	1,056	3.3	3.2	2.5
50 to 249 employees.....	1,226	1,226	1,108	3.5	3.1	2.9
250 to 999 employees.....	491	453	528	3.0	2.6	2.8
1,000 to 4,999 employees.....	228	162	250	2.8	1.9	2.7
5,000 or more employees.....	48	39	36	1.2	0.9	0.8
LAYOFFS AND DISCHARGES						
Total private.....	1,427	1,561	1,557	1.1	1.2	1.2
1 to 9 employees.....	309	290	228	1.3	1.4	1.1
10 to 49 employees.....	395	392	435	0.9	0.9	1.0
50 to 249 employees.....	404	487	541	1.1	1.2	1.4
250 to 999 employees.....	215	274	238	1.3	1.5	1.3
1,000 to 4,999 employees.....	90	99	101	1.1	1.2	1.1
5,000 or more employees.....	15	18	13	0.4	0.4	0.3
OTHER SEPARATIONS						
Total private.....	187	286	320	0.1	0.2	0.2
1 to 9 employees.....	34	77	85	0.1	0.4	0.4
10 to 49 employees.....	64	91	95	0.1	0.2	0.2
50 to 249 employees.....	40	66	74	0.1	0.2	0.2
250 to 999 employees.....	20	26	27	0.1	0.1	0.1
1,000 to 4,999 employees.....	21	19	29	0.3	0.2	0.3
5,000 or more employees.....	8	7	10	0.2	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.