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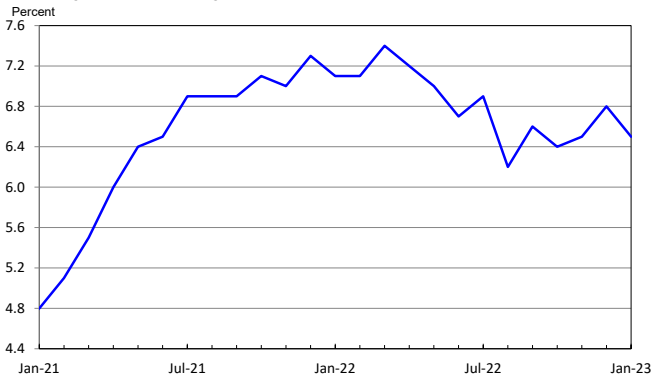
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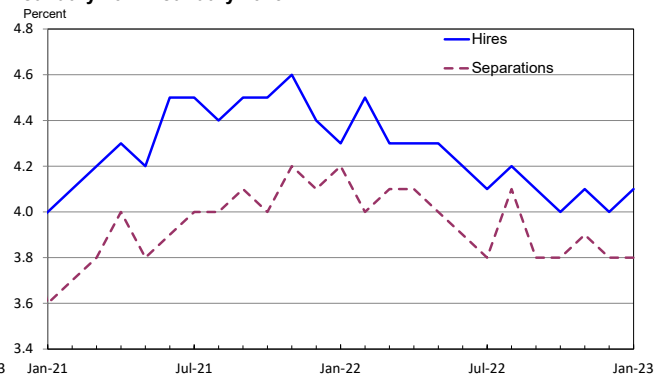
## JOB OPENINGS AND LABOR TURNOVER – JANUARY 2023

The number of job openings decreased to 10.8 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 changed little at 6.4 million and 5.9 million, respectively. Within separations, quits (3.9 million) decreased, while layoffs and discharges (1.7 million) increased. 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 presents 2022 annual estimates for job openings, hires, and separations.

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



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



### Job Openings

On the last business day of January, the number and rate of **job openings** decreased to 10.8 million (-410,000) and 6.5 percent, respectively. In January, the largest decreases in job openings were in construction (-240,000), accommodation and food services (-204,000), and finance and insurance (-100,000). The number of job openings increased in transportation, warehousing, and utilities (+94,000) and in nondurable goods manufacturing (+50,000). (See table 1.)

### Hires

In January, the number and rate of **hires** changed little at 6.4 million and 4.1 percent, respectively. Hires changed little in all industries. (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.

In January, the number of **total separations** changed little at 5.9 million. The rate was unchanged at 3.8 percent. The number of total separations decreased in federal government (-13,000). (See table 3.)

In January, the number of **quits** decreased to 3.9 million (-207,000), and the rate was little changed at 2.5 percent. Quits decreased in professional and business services (-221,000), educational services (-14,000), and federal government (-5,000). (See table 4.)

In January, the number of **layoffs and discharges** increased to 1.7 million (+241,000). The rate was little changed at 1.1 percent. Layoffs and discharges increased in professional and business services (+190,000) but decreased in federal government (-5,000). (See table 5.)

The number of **other separations** was little changed in January at 302,000. Other separations decreased in professional and business services (-29,000), finance and insurance (-20,000), and health care and social assistance (-18,000). The number of other separations increased in accommodation and food services (+15,000); information (+11,000); and arts, entertainment, and recreation (+4,000). (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, but quits rate decreased. Establishments with more than 5,000 employees saw little change in their job openings rate, hires rate, and total separations rate. (See table 7.)

## Annual Levels and Rates

Consistent with BLS practice, annual estimates are published for not seasonally adjusted data each year with the January news release.

The annual average level of job openings is the average of the 12 monthly levels. Annual levels for hires and separations are the sum of the 12 monthly levels.

Annual average rates for job openings are computed by dividing the sum of the 12 monthly JOLTS levels by the sum of the 12 monthly Current Employment Statistics (CES) employment levels plus the sum of the 12 monthly job openings levels, and multiplying that quotient by 100.

Annual average rates for hires and separations are computed by dividing the sum of the 12 monthly JOLTS levels for each data element by the sum of the 12 monthly CES employment levels, and multiplying that quotient by 100.

In 2022, the annual average job openings level was 11.2 million, an increase of 1.2 million from 2021. The annual average job openings rate was 6.8 percent in 2022, compared to 6.4 percent in 2021. (See tables 15 and 16.)

In 2022, there were 77.2 million hires, an increase of 1.2 million from 2021. Total separations increased by 3.2 million in 2022 to 72.3 million. Accounting for 70.0 percent of total separations, quits numbered 50.6 million in 2022, the highest annual level in the survey's history (JOLTS annual estimates are available back to 2001). Layoffs and discharges increased by 461,000 in 2022 to 17.6 million and accounted for 24.3 percent of total separations. Other separations decreased by 138,000 in 2022 to 4.1 million and accounted for 5.7 percent of total separations. (See tables 17 through 26.)

The annual average hires rate for 2022 was 4.2 percent, similar to the rate of 4.3 percent from 2021. The annual average total separations rate for 2022 was 3.9 percent, unchanged from the previous year. The annual average rates for the components of total separations were 2.8 percent for quits, 1.0 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 2023 are scheduled to be released on Tuesday, April 4, 2023, at 10:00 a.m. (ET).**

### **Changes to the Job Openings and Labor Turnover Survey Data**

Effective with this release, the Job Openings and Labor Turnover Survey (JOLTS) estimates have been revised to 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 2018 forward were subject to revision. Also effective with this release, JOLTS converted to the 2022 version of the North American Industry Classification System (NAICS), which had a minimal impact on the published JOLTS data series. For more information on the 2022 NAICS, visit [www.census.gov/naics](http://www.census.gov/naics).

Also effective with this release, JOLTS published two new tables presenting annual average job openings levels and rates. (Annual estimates of levels and rates are published each year with January data.) In addition, JOLTS modified its method for calculating annual estimates for hires and separations rates. Annual rates are computed as annual averages, instead of annual totals, to make the estimates more helpful for data users and to be consistent with other Bureau of Labor Statistics programs.

JOLTS also introduced several changes to the monthly news release tables beginning with this release. Two tables displaying JOLTS data by size class were added to the news release: one for seasonally adjusted estimates and the other for not seasonally adjusted estimates. JOLTS also introduced over-the-month change columns for levels and rates to tables 1 through 6. To accommodate the new tables, tables starting with table 7 were renumbered.

Additional information about these changes, including the annual average calculation method and sample table shells for all news release tables, is available at [www.bls.gov/jlt/jolts-2023-changes.htm](http://www.bls.gov/jlt/jolts-2023-changes.htm).

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

Category	Job openings			Hires			Total separations		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>P</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>P</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	11,487	11,234	10,824	6,496	6,251	6,372	6,235	5,906	5,902
Total private.....	10,441	10,126	9,770	6,099	5,809	5,952	5,861	5,502	5,523
Mining and logging.....	36	39	38	20	22	25	20	20	22
Construction.....	396	488	248	324	380	391	325	335	365
Manufacturing.....	905	797	803	482	405	417	460	384	399
Durable goods.....	556	519	476	263	234	224	244	206	218
Nondurable goods.....	349	278	328	218	171	193	216	178	182
Trade, transportation, and utilities.....	1,842	1,763	1,814	1,293	1,289	1,338	1,324	1,277	1,341
Wholesale trade.....	323	265	315	183	175	186	163	165	172
Retail trade.....	987	964	870	812	753	778	839	765	794
Transportation, warehousing, and utilities.....	532	534	628	298	361	374	322	347	375
Information.....	238	106	141	131	97	100	119	99	105
Financial activities.....	538	610	459	252	213	207	247	198	200
Finance and insurance.....	401	445	345	175	132	116	174	129	117
Real estate and rental and leasing.....	138	165	114	76	82	91	73	69	83
Professional and business services.....	2,213	2,087	2,182	1,332	1,155	1,190	1,212	1,125	1,065
Education and health services.....	2,112	2,080	2,081	841	904	901	814	825	766
Educational services.....	155	181	187	107	98	96	98	89	76
Health care and social assistance.....	1,957	1,899	1,894	734	806	805	717	736	690
Leisure and hospitality.....	1,683	1,859	1,665	1,211	1,107	1,183	1,110	1,010	1,064
Arts, entertainment, and recreation.....	165	180	189	163	161	165	162	130	146
Accommodation and food services.....	1,518	1,679	1,475	1,048	947	1,017	947	880	919
Other services.....	477	297	340	213	237	201	232	228	196
Government.....	1,046	1,109	1,053	397	442	421	373	404	379
Federal.....	132	156	142	44	45	38	44	45	32
State and local.....	913	953	911	353	397	382	329	359	347
State and local education.....	339	325	303	182	175	183	166	166	169
State and local, excluding education.....	574	628	608	171	222	200	163	193	179
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	7.1	6.8	6.5	4.3	4.0	4.1	4.2	3.8	3.8
Total private.....	7.5	7.1	6.9	4.8	4.4	4.5	4.6	4.2	4.2
Mining and logging.....	5.8	5.8	5.6	3.4	3.5	3.9	3.4	3.2	3.5
Construction.....	5.0	5.8	3.0	4.3	4.8	5.0	4.3	4.3	4.6
Manufacturing.....	6.7	5.8	5.8	3.8	3.1	3.2	3.6	3.0	3.1
Durable goods.....	6.6	6.0	5.5	3.4	2.9	2.8	3.1	2.5	2.7
Nondurable goods.....	6.8	5.4	6.3	4.6	3.5	4.0	4.5	3.6	3.7
Trade, transportation, and utilities.....	6.1	5.8	5.9	4.6	4.5	4.6	4.7	4.4	4.7
Wholesale trade.....	5.2	4.2	5.0	3.1	2.9	3.1	2.8	2.7	2.8
Retail trade.....	6.0	5.9	5.3	5.3	4.9	5.0	5.4	4.9	5.1
Transportation, warehousing, and utilities.....	7.0	6.8	7.9	4.2	5.0	5.1	4.6	4.8	5.1
Information.....	7.4	3.3	4.3	4.4	3.1	3.2	4.0	3.2	3.4
Financial activities.....	5.7	6.3	4.8	2.8	2.3	2.3	2.8	2.2	2.2
Finance and insurance.....	5.7	6.2	4.9	2.6	2.0	1.7	2.6	1.9	1.7
Real estate and rental and leasing.....	5.6	6.4	4.5	3.3	3.4	3.8	3.1	2.9	3.4
Professional and business services.....	9.1	8.4	8.7	6.0	5.1	5.2	5.5	4.9	4.6
Education and health services.....	8.1	7.7	7.7	3.5	3.6	3.6	3.4	3.3	3.1
Educational services.....	4.0	4.5	4.6	2.9	2.5	2.5	2.6	2.3	2.0
Health care and social assistance.....	8.8	8.3	8.3	3.6	3.8	3.8	3.6	3.5	3.3
Leisure and hospitality.....	9.9	10.2	9.2	7.9	6.8	7.2	7.2	6.2	6.5
Arts, entertainment, and recreation.....	6.9	7.0	7.3	7.4	6.7	6.9	7.3	5.4	6.0
Accommodation and food services.....	10.3	10.8	9.5	8.0	6.8	7.2	7.2	6.3	6.5
Other services.....	7.8	4.9	5.5	3.8	4.1	3.4	4.1	3.9	3.4

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. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Government.....	4.5	4.7	4.5	1.8	2.0	1.9	1.7	1.8	1.7
Federal.....	4.4	5.1	4.7	1.5	1.5	1.3	1.5	1.6	1.1
State and local.....	4.5	4.7	4.5	1.8	2.0	2.0	1.7	1.8	1.8
State and local education.....	3.2	3.1	2.9	1.8	1.7	1.8	1.6	1.6	1.6
State and local, excluding education. ....	6.0	6.4	6.2	1.9	2.4	2.2	1.8	2.1	1.9

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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.

## 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.

With this annual revision, JOLTS also converted to the 2022 North American Industry Classification System (NAICS) from NAICS 2017. The conversion had a minimal impact on the published JOLTS data series.

Tables B through G below present revised total nonfarm data for January through December 2022. The December 2022 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for January 2018 through December 2022 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/](http://www.bls.gov/jlt/).

**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
<b>2022</b>						
January.....	11,283	11,487	204	7.0	7.1	0.1
February.....	11,344	11,601	257	7.0	7.1	.1
March.....	11,855	12,027	172	7.3	7.4	.1
April.....	11,681	11,755	74	7.2	7.2	.0
May.....	11,303	11,443	140	6.9	7.0	.1
June.....	11,040	10,961	-79	6.8	6.7	-.1
July.....	11,170	11,380	210	6.8	6.9	.1
August.....	10,280	10,198	-82	6.3	6.2	-.1
September.....	10,687	10,854	167	6.5	6.6	.1
October.....	10,512	10,471	-41	6.4	6.4	.0
November.....	10,440	10,746	306	6.4	6.5	.1
December.....	11,012	11,234	222	6.7	6.8	.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
<b>2022</b>						
January.....	6,426	6,496	70	4.3	4.3	0.0
February.....	6,832	6,800	-32	4.5	4.5	.0
March.....	6,645	6,577	-68	4.4	4.3	-.1
April.....	6,527	6,572	45	4.3	4.3	.0
May.....	6,507	6,545	38	4.3	4.3	.0
June.....	6,456	6,448	-8	4.2	4.2	.0
July.....	6,238	6,340	102	4.1	4.1	.0
August.....	6,334	6,478	144	4.1	4.2	.1
September.....	6,096	6,226	130	4.0	4.1	.1
October.....	6,111	6,164	53	4.0	4.0	.0
November.....	6,034	6,253	219	3.9	4.1	.2
December.....	6,165	6,251	86	4.0	4.0	.0

**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
<b>2022</b>						
January.....	6,044	6,235	191	4.0	4.2	0.2
February.....	6,082	6,071	-11	4.0	4.0	.0
March.....	6,248	6,194	-54	4.1	4.1	.0
April.....	5,965	6,175	210	3.9	4.1	.2
May.....	6,017	6,025	8	4.0	4.0	.0
June.....	6,009	5,991	-18	4.0	3.9	-.1
July.....	5,794	5,864	70	3.8	3.8	.0
August.....	6,058	6,244	186	4.0	4.1	.1
September.....	5,665	5,810	145	3.7	3.8	.1
October.....	5,756	5,846	90	3.8	3.8	.0
November.....	5,831	5,945	114	3.8	3.9	.1
December.....	5,890	5,906	16	3.8	3.8	.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
<b>2022</b>						
January.....	4,258	4,391	133	2.8	2.9	0.1
February.....	4,384	4,313	-71	2.9	2.9	.0
March.....	4,449	4,452	3	2.9	2.9	.0
April.....	4,327	4,497	170	2.9	3.0	.1
May.....	4,274	4,208	-66	2.8	2.8	.0
June.....	4,253	4,161	-92	2.8	2.7	-.1
July.....	4,058	4,016	-42	2.7	2.6	-.1
August.....	4,184	4,242	58	2.7	2.8	.1
September.....	4,060	4,065	5	2.7	2.6	-.1
October.....	4,047	4,048	1	2.6	2.6	.0
November.....	4,102	4,148	46	2.7	2.7	.0
December.....	4,087	4,091	4	2.7	2.6	-.1

**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
<b>2022</b>						
January.....	1,403	1,425	22	0.9	0.9	0.0
February.....	1,354	1,423	69	0.9	0.9	.0
March.....	1,416	1,395	-21	0.9	0.9	.0
April.....	1,312	1,342	30	0.9	0.9	.0
May.....	1,416	1,482	66	0.9	1.0	.1
June.....	1,400	1,477	77	0.9	1.0	.1
July.....	1,390	1,497	107	0.9	1.0	.1
August.....	1,490	1,627	137	1.0	1.1	.1
September.....	1,329	1,436	107	0.9	0.9	.0
October.....	1,445	1,525	80	0.9	1.0	.1
November.....	1,418	1,485	67	0.9	1.0	.1
December.....	1,468	1,475	7	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
<b>2022</b>						
January.....	383	419	36	0.3	0.3	0.0
February.....	344	335	-9	0.2	0.2	.0
March.....	384	347	-37	0.3	0.2	-.1
April.....	327	336	9	0.2	0.2	.0
May.....	328	334	6	0.2	0.2	.0
June.....	356	353	-3	0.2	0.2	.0
July.....	346	351	5	0.2	0.2	.0
August.....	383	375	-8	0.3	0.2	-.1
September.....	276	308	32	0.2	0.2	.0
October.....	264	272	8	0.2	0.2	.0
November.....	311	312	1	0.2	0.2	.0
December.....	336	340	4	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/](http://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](http://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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
Total.....	11,487	10,471	10,746	11,234	10,824	-410	7.1	6.4	6.5	6.8	6.5	-0.3
<b>INDUSTRY</b>												
Total private.....	10,441	9,519	9,671	10,126	9,770	-356	7.5	6.7	6.8	7.1	6.9	-0.2
Mining and logging.....	36	41	42	39	38	-1	5.8	6.2	6.3	5.8	5.6	-0.2
Construction.....	396	398	348	488	248	-240	5.0	4.8	4.3	5.8	3.0	-2.8
Manufacturing.....	905	735	829	797	803	6	6.7	5.4	6.0	5.8	5.8	0.0
Durable goods.....	556	476	517	519	476	-43	6.6	5.6	6.0	6.0	5.5	-0.5
Nondurable goods.....	349	258	312	278	328	50	6.8	5.0	6.0	5.4	6.3	0.9
Trade, transportation, and utilities.....	1,842	1,591	1,531	1,763	1,814	51	6.1	5.2	5.1	5.8	5.9	0.1
Wholesale trade.....	323	281	213	265	315	50	5.2	4.5	3.4	4.2	5.0	0.8
Retail trade.....	987	818	852	964	870	-94	6.0	5.0	5.2	5.9	5.3	-0.6
Transportation, warehousing, and utilities.....	532	491	465	534	628	94	7.0	6.3	6.0	6.8	7.9	1.1
Information.....	238	230	213	106	141	35	7.4	6.9	6.4	3.3	4.3	1.0
Financial activities.....	538	603	576	610	459	-151	5.7	6.2	6.0	6.3	4.8	-1.5
Finance and insurance.....	401	413	405	445	345	-100	5.7	5.8	5.7	6.2	4.9	-1.3
Real estate and rental and leasing. . .	138	190	171	165	114	-51	5.6	7.4	6.6	6.4	4.5	-1.9
Professional and business services. ....	2,213	1,890	2,121	2,087	2,182	95	9.1	7.7	8.5	8.4	8.7	0.3
Education and health services.....	2,112	2,151	2,068	2,080	2,081	1	8.1	8.0	7.7	7.7	7.7	0.0
Educational services.....	155	160	160	181	187	6	4.0	4.0	4.0	4.5	4.6	0.1
Health care and social assistance. . .	1,957	1,991	1,908	1,899	1,894	-5	8.8	8.7	8.4	8.3	8.3	0.0
Leisure and hospitality.....	1,683	1,612	1,629	1,859	1,665	-194	9.9	9.1	9.1	10.2	9.2	-1.0
Arts, entertainment, and recreation. . .	165	197	164	180	189	9	6.9	7.7	6.4	7.0	7.3	0.3
Accommodation and food services. . .	1,518	1,415	1,465	1,679	1,475	-204	10.3	9.3	9.6	10.8	9.5	-1.3
Other services.....	477	268	314	297	340	43	7.8	4.5	5.2	4.9	5.5	0.6
Government.....	1,046	952	1,075	1,109	1,053	-56	4.5	4.1	4.6	4.7	4.5	-0.2
Federal.....	132	127	138	156	142	-14	4.4	4.2	4.6	5.1	4.7	-0.4
State and local.....	913	824	937	953	911	-42	4.5	4.1	4.6	4.7	4.5	-0.2
State and local education.....	339	295	336	325	303	-22	3.2	2.8	3.2	3.1	2.9	-0.2
State and local, excluding education.....	574	530	601	628	608	-20	6.0	5.5	6.2	6.4	6.2	-0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	1,989	1,775	1,645	1,746	1,744	-2	6.9	6.1	5.6	6.0	5.9	-0.1
South.....	4,364	4,038	4,323	4,415	4,372	-43	7.3	6.6	7.0	7.1	7.1	0.0
Midwest.....	2,537	2,129	2,270	2,536	2,346	-190	7.3	6.1	6.4	7.1	6.6	-0.5
West.....	2,596	2,528	2,507	2,537	2,361	-176	6.8	6.5	6.4	6.5	6.1	-0.4

<sup>1</sup> The job openings level is the number of job openings on the last business day of the month.

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

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

<sup>p</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
Total.....	6,496	6,164	6,253	6,251	6,372	121	4.3	4.0	4.1	4.0	4.1	0.1
<b>INDUSTRY</b>												
Total private.....	6,099	5,777	5,825	5,809	5,952	143	4.8	4.4	4.4	4.4	4.5	0.1
Mining and logging.....	20	21	24	22	25	3	3.4	3.4	3.8	3.5	3.9	0.4
Construction.....	324	351	337	380	391	11	4.3	4.5	4.3	4.8	5.0	0.2
Manufacturing.....	482	442	407	405	417	12	3.8	3.4	3.1	3.1	3.2	0.1
Durable goods.....	263	233	222	234	224	-10	3.4	2.9	2.7	2.9	2.8	-0.1
Nondurable goods.....	218	209	186	171	193	22	4.6	4.3	3.8	3.5	4.0	0.5
Trade, transportation, and utilities.....	1,293	1,244	1,253	1,289	1,338	49	4.6	4.3	4.4	4.5	4.6	0.1
Wholesale trade.....	183	167	172	175	186	11	3.1	2.8	2.9	2.9	3.1	0.2
Retail trade.....	812	722	706	753	778	25	5.3	4.7	4.6	4.9	5.0	0.1
Transportation, warehousing, and utilities.....	298	355	375	361	374	13	4.2	4.9	5.2	5.0	5.1	0.1
Information.....	131	99	112	97	100	3	4.4	3.2	3.6	3.1	3.2	0.1
Financial activities.....	252	218	248	213	207	-6	2.8	2.4	2.7	2.3	2.3	0.0
Finance and insurance.....	175	142	162	132	116	-16	2.6	2.1	2.4	2.0	1.7	-0.3
Real estate and rental and leasing. ...	76	77	86	82	91	9	3.3	3.2	3.6	3.4	3.8	0.4
Professional and business services. ....	1,332	1,168	1,163	1,155	1,190	35	6.0	5.1	5.1	5.1	5.2	0.1
Education and health services.....	841	823	863	904	901	-3	3.5	3.3	3.5	3.6	3.6	0.0
Educational services.....	107	98	98	98	96	-2	2.9	2.5	2.5	2.5	2.5	0.0
Health care and social assistance. ...	734	724	765	806	805	-1	3.6	3.5	3.7	3.8	3.8	0.0
Leisure and hospitality.....	1,211	1,191	1,203	1,107	1,183	76	7.9	7.4	7.4	6.8	7.2	0.4
Arts, entertainment, and recreation. ...	163	135	160	161	165	4	7.4	5.7	6.7	6.7	6.9	0.2
Accommodation and food services. ...	1,048	1,056	1,043	947	1,017	70	8.0	7.7	7.5	6.8	7.2	0.4
Other services.....	213	221	214	237	201	-36	3.8	3.8	3.7	4.1	3.4	-0.7
Government.....	397	387	428	442	421	-21	1.8	1.7	1.9	2.0	1.9	-0.1
Federal.....	44	43	39	45	38	-7	1.5	1.5	1.4	1.5	1.3	-0.2
State and local.....	353	344	389	397	382	-15	1.8	1.8	2.0	2.0	2.0	0.0
State and local education.....	182	176	191	175	183	8	1.8	1.7	1.9	1.7	1.8	0.1
State and local, excluding education.....	171	167	198	222	200	-22	1.9	1.8	2.2	2.4	2.2	-0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	1,012	883	913	923	951	28	3.8	3.2	3.3	3.3	3.4	0.1
South.....	2,623	2,548	2,599	2,628	2,571	-57	4.7	4.5	4.5	4.6	4.5	-0.1
Midwest.....	1,303	1,282	1,300	1,361	1,352	-9	4.1	3.9	3.9	4.1	4.1	0.0
West.....	1,558	1,451	1,441	1,338	1,498	160	4.4	4.0	4.0	3.7	4.1	0.4

<sup>1</sup> The hires level is the number of hires during the entire month.

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

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

<sup>p</sup> Preliminary

NOTE: 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
Total.....	6,235	5,846	5,945	5,906	5,902	-4	4.2	3.8	3.9	3.8	3.8	0.0
<b>INDUSTRY</b>												
Total private.....	5,861	5,488	5,582	5,502	5,523	21	4.6	4.2	4.2	4.2	4.2	0.0
Mining and logging.....	20	18	17	20	22	2	3.4	2.9	2.7	3.2	3.5	0.3
Construction.....	325	325	294	335	365	30	4.3	4.2	3.8	4.3	4.6	0.3
Manufacturing.....	460	397	393	384	399	15	3.6	3.1	3.0	3.0	3.1	0.1
Durable goods.....	244	204	213	206	218	12	3.1	2.5	2.6	2.5	2.7	0.2
Nondurable goods.....	216	192	181	178	182	4	4.5	3.9	3.7	3.6	3.7	0.1
Trade, transportation, and utilities.....	1,324	1,220	1,299	1,277	1,341	64	4.7	4.2	4.5	4.4	4.7	0.3
Wholesale trade.....	163	151	159	165	172	7	2.8	2.5	2.6	2.7	2.8	0.1
Retail trade.....	839	742	713	765	794	29	5.4	4.8	4.6	4.9	5.1	0.2
Transportation, warehousing, and utilities.....	322	327	426	347	375	28	4.6	4.5	5.9	4.8	5.1	0.3
Information.....	119	94	98	99	105	6	4.0	3.0	3.1	3.2	3.4	0.2
Financial activities.....	247	222	275	198	200	2	2.8	2.4	3.0	2.2	2.2	0.0
Finance and insurance.....	174	142	197	129	117	-12	2.6	2.1	2.9	1.9	1.7	-0.2
Real estate and rental and leasing. ...	73	79	77	69	83	14	3.1	3.3	3.2	2.9	3.4	0.5
Professional and business services. ....	1,212	1,125	1,166	1,125	1,065	-60	5.5	4.9	5.1	4.9	4.6	-0.3
Education and health services.....	814	749	779	825	766	-59	3.4	3.0	3.1	3.3	3.1	-0.2
Educational services.....	98	102	86	89	76	-13	2.6	2.7	2.2	2.3	2.0	-0.3
Health care and social assistance. ...	717	647	694	736	690	-46	3.6	3.1	3.3	3.5	3.3	-0.2
Leisure and hospitality.....	1,110	1,123	1,093	1,010	1,064	54	7.2	7.0	6.7	6.2	6.5	0.3
Arts, entertainment, and recreation. ...	162	133	143	130	146	16	7.3	5.6	6.0	5.4	6.0	0.6
Accommodation and food services. ...	947	990	950	880	919	39	7.2	7.2	6.8	6.3	6.5	0.2
Other services.....	232	216	168	228	196	-32	4.1	3.8	2.9	3.9	3.4	-0.5
Government.....	373	358	364	404	379	-25	1.7	1.6	1.6	1.8	1.7	-0.1
Federal.....	44	37	40	45	32	-13	1.5	1.3	1.4	1.6	1.1	-0.5
State and local.....	329	321	324	359	347	-12	1.7	1.7	1.7	1.8	1.8	0.0
State and local education.....	166	166	157	166	169	3	1.6	1.6	1.5	1.6	1.6	0.0
State and local, excluding education.....	163	156	167	193	179	-14	1.8	1.7	1.8	2.1	1.9	-0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	883	797	797	880	862	-18	3.3	2.9	2.9	3.2	3.1	-0.1
South.....	2,575	2,500	2,412	2,400	2,487	87	4.6	4.4	4.2	4.2	4.3	0.1
Midwest.....	1,275	1,237	1,183	1,247	1,235	-12	4.0	3.8	3.6	3.8	3.7	-0.1
West.....	1,502	1,312	1,554	1,379	1,317	-62	4.2	3.6	4.3	3.8	3.6	-0.2

<sup>1</sup> The total separations level is the number of total separations during the entire month.

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

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

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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
Total.....	4,391	4,048	4,148	4,091	3,884	-207	2.9	2.6	2.7	2.6	2.5	-0.1
<b>INDUSTRY</b>												
Total private.....	4,159	3,829	3,932	3,858	3,665	-193	3.2	2.9	3.0	2.9	2.8	-0.1
Mining and logging.....	12	13	11	14	15	1	2.0	2.1	1.7	2.2	2.5	0.3
Construction.....	177	153	135	153	176	23	2.3	2.0	1.7	2.0	2.2	0.2
Manufacturing.....	313	273	267	263	260	-3	2.5	2.1	2.1	2.0	2.0	0.0
Durable goods.....	155	144	143	137	144	7	2.0	1.8	1.8	1.7	1.8	0.1
Nondurable goods.....	158	129	125	125	116	-9	3.3	2.6	2.5	2.6	2.4	-0.2
Trade, transportation, and utilities.....	1,010	904	1,002	916	969	53	3.6	3.1	3.5	3.2	3.4	0.2
Wholesale trade.....	109	97	101	96	104	8	1.9	1.6	1.7	1.6	1.7	0.1
Retail trade.....	682	595	598	598	633	35	4.4	3.8	3.9	3.9	4.1	0.2
Transportation, warehousing, and utilities.....	219	212	303	222	232	10	3.1	2.9	4.2	3.1	3.2	0.1
Information.....	52	32	41	46	40	-6	1.7	1.0	1.3	1.5	1.3	-0.2
Financial activities.....	177	142	131	134	140	6	2.0	1.6	1.4	1.5	1.5	0.0
Finance and insurance.....	122	93	82	88	94	6	1.8	1.4	1.2	1.3	1.4	0.1
Real estate and rental and leasing. ...	55	49	49	46	46	0	2.4	2.1	2.0	1.9	1.9	0.0
Professional and business services.....	768	712	733	719	498	-221	3.5	3.1	3.2	3.1	2.2	-0.9
Education and health services.....	616	583	619	629	595	-34	2.6	2.4	2.5	2.5	2.4	-0.1
Educational services.....	64	56	54	55	41	-14	1.7	1.5	1.4	1.4	1.1	-0.3
Health care and social assistance. ...	552	527	565	574	554	-20	2.7	2.5	2.7	2.7	2.6	-0.1
Leisure and hospitality.....	875	871	884	806	837	31	5.7	5.4	5.4	4.9	5.1	0.2
Arts, entertainment, and recreation. ...	71	74	78	77	81	4	3.2	3.2	3.3	3.2	3.3	0.1
Accommodation and food services. ...	804	796	807	729	756	27	6.1	5.8	5.8	5.2	5.4	0.2
Other services.....	159	146	108	177	136	-41	2.8	2.5	1.9	3.1	2.3	-0.8
Government.....	232	219	217	233	219	-14	1.1	1.0	1.0	1.0	1.0	0.0
Federal.....	24	16	19	21	16	-5	0.8	0.6	0.7	0.7	0.5	-0.2
State and local.....	209	203	198	213	204	-9	1.1	1.0	1.0	1.1	1.0	-0.1
State and local education.....	108	105	100	103	102	-1	1.1	1.0	1.0	1.0	1.0	0.0
State and local, excluding education.....	101	98	98	110	101	-9	1.1	1.1	1.1	1.2	1.1	-0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	590	522	504	539	517	-22	2.2	1.9	1.8	2.0	1.9	-0.1
South.....	1,857	1,818	1,760	1,748	1,666	-82	3.3	3.2	3.1	3.0	2.9	-0.1
Midwest.....	883	821	798	835	803	-32	2.8	2.5	2.4	2.5	2.4	-0.1
West.....	1,061	887	1,087	969	897	-72	3.0	2.4	3.0	2.7	2.4	-0.3

<sup>1</sup> The quits level is the number of quits during the entire month.

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

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

<sup>p</sup> Preliminary

NOTE: 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
Total.....	1,425	1,525	1,485	1,475	1,716	241	0.9	1.0	1.0	1.0	1.1	0.1
<b>INDUSTRY</b>												
Total private.....	1,351	1,451	1,409	1,378	1,620	242	1.1	1.1	1.1	1.0	1.2	0.2
Mining and logging.....	7	4	5	5	5	0	1.2	0.7	0.8	0.7	0.8	0.1
Construction.....	140	167	146	166	172	6	1.8	2.1	1.9	2.1	2.2	0.1
Manufacturing.....	118	102	101	99	112	13	0.9	0.8	0.8	0.8	0.9	0.1
Durable goods.....	70	48	53	54	57	3	0.9	0.6	0.7	0.7	0.7	0.0
Nondurable goods.....	48	54	47	44	55	11	1.0	1.1	1.0	0.9	1.1	0.2
Trade, transportation, and utilities.....	246	276	255	304	322	18	0.9	1.0	0.9	1.1	1.1	0.0
Wholesale trade.....	37	44	49	59	62	3	0.6	0.7	0.8	1.0	1.0	0.0
Retail trade.....	138	127	96	138	137	-1	0.9	0.8	0.6	0.9	0.9	0.0
Transportation, warehousing, and utilities.....	71	104	110	107	123	16	1.0	1.4	1.5	1.5	1.7	0.2
Information.....	61	47	46	46	47	1	2.0	1.5	1.5	1.5	1.5	0.0
Financial activities.....	33	63	122	38	53	15	0.4	0.7	1.3	0.4	0.6	0.2
Finance and insurance.....	21	39	102	19	22	3	0.3	0.6	1.5	0.3	0.3	0.0
Real estate and rental and leasing. ...	12	24	19	18	31	13	0.5	1.0	0.8	0.8	1.3	0.5
Professional and business services.....	321	360	360	338	528	190	1.4	1.6	1.6	1.5	2.3	0.8
Education and health services.....	158	143	133	149	140	-9	0.7	0.6	0.5	0.6	0.6	0.0
Educational services.....	24	39	22	29	28	-1	0.6	1.0	0.6	0.8	0.7	-0.1
Health care and social assistance. ...	134	103	111	120	112	-8	0.7	0.5	0.5	0.6	0.5	-0.1
Leisure and hospitality.....	207	226	187	193	198	5	1.3	1.4	1.2	1.2	1.2	0.0
Arts, entertainment, and recreation. ...	88	55	63	52	59	7	4.0	2.4	2.7	2.2	2.5	0.3
Accommodation and food services. ...	119	170	124	141	139	-2	0.9	1.2	0.9	1.0	1.0	0.0
Other services.....	59	64	55	41	41	0	1.1	1.1	1.0	0.7	0.7	0.0
Government.....	74	74	75	97	97	0	0.3	0.3	0.3	0.4	0.4	0.0
Federal.....	7	7	7	10	5	-5	0.2	0.2	0.2	0.3	0.2	-0.1
State and local.....	67	68	69	87	92	5	0.3	0.3	0.4	0.4	0.5	0.1
State and local education.....	32	34	29	37	45	8	0.3	0.3	0.3	0.4	0.4	0.0
State and local, excluding education.....	35	33	40	50	47	-3	0.4	0.4	0.4	0.5	0.5	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	221	239	239	279	279	0	0.8	0.9	0.9	1.0	1.0	0.0
South.....	543	595	548	521	713	192	1.0	1.0	1.0	0.9	1.2	0.3
Midwest.....	313	343	327	356	371	15	1.0	1.0	1.0	1.1	1.1	0.0
West.....	348	349	372	319	352	33	1.0	1.0	1.0	0.9	1.0	0.1

<sup>1</sup> The layoffs and discharges level is the number of layoffs and discharges during the entire month.

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

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

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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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
Total.....	419	272	312	340	302	-38	0.3	0.2	0.2	0.2	0.2	0.0
<b>INDUSTRY</b>												
Total private.....	352	208	240	266	239	-27	0.3	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	1	1	1	2	2	0	0.2	0.1	0.1	0.3	0.3	0.0
Construction.....	8	5	14	16	17	1	0.1	0.1	0.2	0.2	0.2	0.0
Manufacturing.....	28	22	26	23	27	4	0.2	0.2	0.2	0.2	0.2	0.0
Durable goods.....	18	13	17	15	17	2	0.2	0.2	0.2	0.2	0.2	0.0
Nondurable goods.....	10	9	9	8	10	2	0.2	0.2	0.2	0.2	0.2	0.0
Trade, transportation, and utilities.....	68	40	41	57	50	-7	0.2	0.1	0.1	0.2	0.2	0.0
Wholesale trade.....	17	10	9	10	7	-3	0.3	0.2	0.2	0.2	0.1	-0.1
Retail trade.....	19	20	19	29	24	-5	0.1	0.1	0.1	0.2	0.2	0.0
Transportation, warehousing, and utilities.....	32	10	13	18	20	2	0.5	0.1	0.2	0.3	0.3	0.0
Information.....	6	14	12	7	18	11	0.2	0.5	0.4	0.2	0.6	0.4
Financial activities.....	37	16	22	26	7	-19	0.4	0.2	0.2	0.3	0.1	-0.2
Finance and insurance.....	32	10	14	21	1	-20	0.5	0.2	0.2	0.3	0.0	-0.3
Real estate and rental and leasing. ...	5	6	9	5	6	1	0.2	0.2	0.4	0.2	0.2	0.0
Professional and business services.....	123	53	72	68	39	-29	0.6	0.2	0.3	0.3	0.2	-0.1
Education and health services.....	40	23	27	47	31	-16	0.2	0.1	0.1	0.2	0.1	-0.1
Educational services.....	9	6	9	5	7	2	0.3	0.2	0.2	0.1	0.2	0.1
Health care and social assistance. ...	30	17	18	42	24	-18	0.2	0.1	0.1	0.2	0.1	-0.1
Leisure and hospitality.....	28	26	21	11	30	19	0.2	0.2	0.1	0.1	0.2	0.1
Arts, entertainment, and recreation. ...	2	3	2	1	5	4	0.1	0.1	0.1	0.1	0.2	0.1
Accommodation and food services. ...	25	24	20	9	24	15	0.2	0.2	0.1	0.1	0.2	0.1
Other services.....	13	6	5	10	19	9	0.2	0.1	0.1	0.2	0.3	0.1
Government.....	67	65	72	73	63	-10	0.3	0.3	0.3	0.3	0.3	0.0
Federal.....	14	14	14	14	11	-3	0.5	0.5	0.5	0.5	0.4	-0.1
State and local.....	53	51	58	59	52	-7	0.3	0.3	0.3	0.3	0.3	0.0
State and local education.....	26	26	29	26	21	-5	0.3	0.3	0.3	0.2	0.2	0.0
State and local, excluding education.....	28	25	29	33	30	-3	0.3	0.3	0.3	0.4	0.3	-0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	71	36	54	62	65	3	0.3	0.1	0.2	0.2	0.2	0.0
South.....	175	87	104	131	108	-23	0.3	0.2	0.2	0.2	0.2	0.0
Midwest.....	80	73	58	55	61	6	0.2	0.2	0.2	0.2	0.2	0.0
West.....	93	77	95	91	68	-23	0.3	0.2	0.3	0.2	0.2	0.0

<sup>1</sup> The other separations level is the number of other separations during the entire month.

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

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

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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. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Change from: Dec. 2022 - Jan. 2023 <sup>p</sup>
<b>JOB OPENINGS</b>												
Total private.....	10,441	9,519	9,671	10,126	9,770	-356	7.5	6.7	6.8	7.1	6.9	-0.2
1 to 9 employees.....	1,768	1,761	1,724	1,818	2,116	298	7.9	7.1	7.2	7.8	8.1	0.3
10 to 49 employees.....	3,023	2,973	3,018	3,188	3,013	-175	7.6	6.2	6.6	7.0	6.4	-0.6
50 to 249 employees.....	2,944	2,670	2,761	2,953	2,690	-263	7.1	7.1	6.9	7.4	6.9	-0.5
250 to 999 employees.....	1,665	1,203	1,180	1,235	1,044	-191	7.8	6.8	6.4	6.4	6.1	-0.3
1,000 to 4,999 employees.....	785	607	665	634	591	-43	7.9	6.9	7.1	6.6	6.6	0.0
5,000 or more employees.....	256	305	322	298	317	19	6.8	6.9	7.5	6.8	6.9	0.1
<b>HIRES</b>												
Total private.....	6,099	5,777	5,825	5,809	5,952	143	4.8	4.4	4.4	4.4	4.5	0.1
1 to 9 employees.....	856	835	715	800	903	103	4.2	3.6	3.2	3.7	3.8	0.1
10 to 49 employees.....	1,824	1,965	1,997	1,912	1,957	45	5.0	4.4	4.7	4.5	4.4	-0.1
50 to 249 employees.....	2,030	1,755	1,856	1,858	1,884	26	5.3	5.0	5.0	5.0	5.2	0.2
250 to 999 employees.....	931	775	807	804	794	-10	4.7	4.7	4.7	4.5	5.0	0.5
1,000 to 4,999 employees.....	393	366	370	362	334	-28	4.3	4.5	4.3	4.0	4.0	0.0
5,000 or more employees.....	65	81	80	73	80	7	1.9	2.0	2.0	1.8	1.9	0.1
<b>TOTAL SEPARATIONS</b>												
Total private.....	5,861	5,488	5,582	5,502	5,523	21	4.6	4.2	4.2	4.2	4.2	0.0
1 to 9 employees.....	861	789	813	826	733	-93	4.2	3.4	3.7	3.8	3.1	-0.7
10 to 49 employees.....	1,734	1,905	1,776	1,923	1,975	52	4.7	4.3	4.2	4.5	4.5	0.0
50 to 249 employees.....	1,946	1,675	1,753	1,594	1,743	149	5.1	4.8	4.7	4.3	4.8	0.5
250 to 999 employees.....	881	711	800	723	680	-43	4.5	4.3	4.6	4.0	4.2	0.2
1,000 to 4,999 employees.....	375	342	372	375	333	-42	4.1	4.2	4.3	4.2	4.0	-0.2
5,000 or more employees.....	64	65	67	61	59	-2	1.8	1.6	1.7	1.5	1.4	-0.1
<b>QUITS</b>												
Total private.....	4,159	3,829	3,932	3,858	3,665	-193	3.2	2.9	3.0	2.9	2.8	-0.1
1 to 9 employees.....	535	415	525	566	450	-116	2.6	1.8	2.4	2.6	1.9	-0.7
10 to 49 employees.....	1,308	1,450	1,337	1,403	1,384	-19	3.6	3.2	3.1	3.3	3.1	-0.2
50 to 249 employees.....	1,429	1,226	1,261	1,142	1,177	35	3.7	3.5	3.4	3.1	3.3	0.2
250 to 999 employees.....	616	475	522	458	418	-40	3.1	2.9	3.0	2.6	2.6	0.0
1,000 to 4,999 employees.....	232	221	243	248	198	-50	2.6	2.7	2.8	2.8	2.4	-0.4
5,000 or more employees.....	39	43	43	41	39	-2	1.1	1.0	1.1	1.0	0.9	-0.1
<b>LAYOFFS AND DISCHARGES</b>												
Total private.....	1,351	1,451	1,409	1,378	1,620	242	1.1	1.1	1.1	1.0	1.2	0.2
1 to 9 employees.....	267	336	210	206	235	29	1.3	1.5	0.9	1.0	1.0	0.0
10 to 49 employees.....	334	385	384	440	517	77	0.9	0.9	0.9	1.0	1.2	0.2
50 to 249 employees.....	418	400	440	382	511	129	1.1	1.1	1.2	1.0	1.4	0.4
250 to 999 employees.....	209	215	251	235	227	-8	1.1	1.3	1.5	1.3	1.4	0.1
1,000 to 4,999 employees.....	107	100	110	103	118	15	1.2	1.2	1.3	1.1	1.4	0.3
5,000 or more employees.....	16	14	15	12	12	0	0.5	0.3	0.4	0.3	0.3	0.0
<b>OTHER SEPARATIONS</b>												
Total private.....	352	208	240	266	239	-27	0.3	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	59	38	79	54	48	-6	0.3	0.2	0.4	0.3	0.2	-0.1
10 to 49 employees.....	92	70	55	80	74	-6	0.3	0.2	0.1	0.2	0.2	0.0
50 to 249 employees.....	99	49	52	70	56	-14	0.3	0.1	0.1	0.2	0.2	0.0
250 to 999 employees.....	55	21	26	30	35	5	0.3	0.1	0.2	0.2	0.2	0.0
1,000 to 4,999 employees.....	36	21	19	24	17	-7	0.4	0.3	0.2	0.3	0.2	-0.1
5,000 or more employees.....	9	8	9	8	8	0	0.3	0.2	0.2	0.2	0.2	0.0

<sup>p</sup> 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Total.....	11,432	10,164	10,767	7.2	6.1	6.6
<b>INDUSTRY</b>						
Total private.....	10,414	9,097	9,741	7.6	6.4	6.9
Mining and logging.....	37	38	39	6.1	5.6	5.9
Construction.....	408	390	256	5.3	4.8	3.3
Manufacturing.....	890	730	791	6.6	5.3	5.8
Durable goods.....	544	467	464	6.5	5.4	5.4
Nondurable goods.....	346	263	327	6.8	5.1	6.3
Trade, transportation, and utilities.....	1,692	1,579	1,667	5.7	5.1	5.5
Wholesale trade.....	333	221	327	5.4	3.5	5.2
Retail trade.....	836	873	721	5.2	5.2	4.5
Transportation, warehousing, and utilities.....	523	485	618	6.9	6.0	7.8
Information.....	240	107	143	7.5	3.3	4.4
Financial activities.....	595	579	504	6.3	6.0	5.3
Finance and insurance.....	439	426	374	6.2	6.0	5.3
Real estate and rental and leasing.....	156	153	130	6.4	6.0	5.2
Professional and business services.....	2,309	1,912	2,278	9.6	7.7	9.2
Education and health services.....	2,244	1,975	2,210	8.7	7.3	8.2
Educational services.....	171	153	204	4.5	3.8	5.1
Health care and social assistance.....	2,073	1,821	2,006	9.4	8.0	8.7
Leisure and hospitality.....	1,491	1,518	1,482	9.3	8.7	8.6
Arts, entertainment, and recreation.....	160	147	185	7.6	6.1	7.9
Accommodation and food services.....	1,331	1,372	1,296	9.5	9.1	8.8
Other services.....	508	268	373	8.4	4.4	6.1
Government.....	1,018	1,068	1,025	4.4	4.5	4.4
Federal.....	135	141	145	4.5	4.6	4.8
State and local.....	884	927	880	4.4	4.5	4.3
State and local education.....	313	302	279	3.0	2.8	2.6
State and local, excluding education.....	571	625	601	6.0	6.4	6.2
<b>REGION<sup>3</sup></b>						
Northeast.....	2,031	1,639	1,782	7.1	5.6	6.1
South.....	4,295	3,932	4,301	7.2	6.4	7.0
Midwest.....	2,462	2,220	2,277	7.2	6.3	6.5
West.....	2,645	2,372	2,407	7.0	6.1	6.2

<sup>1</sup> The job openings level is the number of job openings on the last business day of the month.

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

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

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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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Total.....	6,273	4,641	6,143	4.2	3.0	4.0
<b>INDUSTRY</b>						
Total private.....	5,905	4,373	5,754	4.7	3.3	4.4
Mining and logging.....	22	16	27	3.8	2.5	4.3
Construction.....	296	235	362	4.1	3.0	4.8
Manufacturing.....	490	281	423	3.9	2.2	3.3
Durable goods.....	274	163	232	3.5	2.0	2.9
Nondurable goods.....	216	119	191	4.6	2.4	3.9
Trade, transportation, and utilities.....	1,149	1,080	1,194	4.1	3.7	4.2
Wholesale trade.....	193	127	197	3.3	2.1	3.3
Retail trade.....	680	596	651	4.4	3.8	4.2
Transportation, warehousing, and utilities.....	276	356	346	3.9	4.7	4.7
Information.....	136	63	104	4.6	2.0	3.4
Financial activities.....	280	135	234	3.1	1.5	2.6
Finance and insurance.....	198	78	138	3.0	1.2	2.1
Real estate and rental and leasing.....	81	57	97	3.6	2.4	4.1
Professional and business services.....	1,352	901	1,205	6.2	3.9	5.4
Education and health services.....	917	679	984	3.9	2.7	4.0
Educational services.....	120	44	108	3.3	1.1	2.9
Health care and social assistance.....	797	635	876	4.0	3.0	4.2
Leisure and hospitality.....	1,051	802	1,023	7.2	5.0	6.5
Arts, entertainment, and recreation.....	108	100	108	5.5	4.5	5.0
Accommodation and food services.....	943	702	915	7.5	5.1	6.8
Other services.....	213	180	199	3.9	3.1	3.5
Government.....	367	268	388	1.7	1.2	1.7
Federal.....	42	43	36	1.5	1.5	1.3
State and local.....	326	225	352	1.7	1.1	1.8
State and local education.....	185	83	188	1.8	0.8	1.8
State and local, excluding education.....	140	142	165	1.6	1.6	1.8
<b>REGION<sup>3</sup></b>						
Northeast.....	916	650	861	3.5	2.3	3.2
South.....	2,641	1,969	2,574	4.8	3.4	4.5
Midwest.....	1,191	1,055	1,233	3.8	3.2	3.8
West.....	1,525	966	1,475	4.4	2.6	4.1

<sup>1</sup> The hires level is the number of hires during the entire month.

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

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

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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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Total.....	6,595	5,598	6,437	4.5	3.6	4.2
<b>INDUSTRY</b>						
Total private.....	6,262	5,237	6,101	5.0	3.9	4.7
Mining and logging.....	24	18	26	4.2	2.9	4.2
Construction.....	363	385	413	5.0	5.0	5.5
Manufacturing.....	441	317	386	3.5	2.4	3.0
Durable goods.....	239	165	213	3.1	2.0	2.6
Nondurable goods.....	203	152	173	4.3	3.1	3.6
Trade, transportation, and utilities.....	1,610	1,306	1,785	5.7	4.4	6.2
Wholesale trade.....	171	145	188	2.9	2.4	3.1
Retail trade.....	962	764	924	6.3	4.8	6.0
Transportation, warehousing, and utilities.....	476	396	674	6.7	5.2	9.2
Information.....	141	101	124	4.8	3.2	4.0
Financial activities.....	292	160	245	3.3	1.8	2.7
Finance and insurance.....	198	107	139	3.0	1.6	2.1
Real estate and rental and leasing.....	94	53	106	4.1	2.2	4.5
Professional and business services.....	1,260	1,119	1,124	5.8	4.9	5.0
Education and health services.....	884	725	827	3.7	2.9	3.3
Educational services.....	97	75	75	2.7	1.9	2.0
Health care and social assistance.....	787	650	752	3.9	3.1	3.6
Leisure and hospitality.....	1,033	902	991	7.1	5.7	6.3
Arts, entertainment, and recreation.....	143	127	129	7.3	5.7	6.0
Accommodation and food services.....	891	775	862	7.0	5.7	6.4
Other services.....	213	204	180	3.9	3.5	3.1
Government.....	333	361	336	1.5	1.6	1.5
Federal.....	49	56	35	1.7	1.9	1.2
State and local.....	284	305	301	1.5	1.5	1.6
State and local education.....	132	124	135	1.3	1.2	1.3
State and local, excluding education.....	152	182	166	1.7	2.0	1.8
<b>REGION<sup>3</sup></b>						
Northeast.....	992	890	988	3.8	3.2	3.6
South.....	2,703	2,195	2,696	4.9	3.8	4.7
Midwest.....	1,337	1,214	1,343	4.2	3.7	4.1
West.....	1,562	1,300	1,410	4.5	3.5	3.9

<sup>1</sup> The total separations level is the number of total separations during the entire month.

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

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

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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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Total.....	4,282	3,540	3,785	2.9	2.3	2.5
<b>INDUSTRY</b>						
Total private.....	4,082	3,353	3,598	3.2	2.5	2.8
Mining and logging.....	12	11	16	2.1	1.7	2.6
Construction.....	175	126	172	2.4	1.6	2.3
Manufacturing.....	282	195	234	2.3	1.5	1.8
Durable goods.....	141	99	130	1.8	1.2	1.6
Nondurable goods.....	141	96	104	3.0	2.0	2.1
Trade, transportation, and utilities.....	1,001	872	968	3.5	3.0	3.4
Wholesale trade.....	105	74	101	1.8	1.2	1.7
Retail trade.....	694	549	649	4.5	3.5	4.2
Transportation, warehousing, and utilities.....	201	249	218	2.8	3.3	3.0
Information.....	54	41	42	1.8	1.3	1.4
Financial activities.....	192	105	154	2.2	1.1	1.7
Finance and insurance.....	133	69	104	2.0	1.0	1.5
Real estate and rental and leasing.....	60	35	50	2.6	1.5	2.1
Professional and business services.....	773	619	501	3.5	2.7	2.2
Education and health services.....	641	554	622	2.7	2.2	2.5
Educational services.....	63	42	40	1.8	1.1	1.1
Health care and social assistance.....	578	512	582	2.9	2.4	2.8
Leisure and hospitality.....	806	684	764	5.5	4.3	4.9
Arts, entertainment, and recreation.....	63	61	71	3.2	2.7	3.3
Accommodation and food services.....	743	623	692	5.9	4.5	5.1
Other services.....	146	147	125	2.6	2.5	2.2
Government.....	200	186	187	0.9	0.8	0.8
Federal.....	23	21	15	0.8	0.7	0.5
State and local.....	177	166	172	0.9	0.8	0.9
State and local education.....	87	69	82	0.9	0.6	0.8
State and local, excluding education.....	90	97	90	1.0	1.1	1.0
<b>REGION<sup>3</sup></b>						
Northeast.....	591	452	517	2.2	1.6	1.9
South.....	1,832	1,503	1,639	3.3	2.6	2.9
Midwest.....	846	729	770	2.7	2.2	2.4
West.....	1,013	855	860	2.9	2.3	2.4

<sup>1</sup> The quits level is the number of quits during the entire month.

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

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

<sup>p</sup> Preliminary

NOTE: 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Total.....	1,836	1,698	2,298	1.2	1.1	1.5
<b>INDUSTRY</b>						
Total private.....	1,770	1,606	2,214	1.4	1.2	1.7
Mining and logging.....	10	6	8	1.8	1.0	1.2
Construction.....	179	242	222	2.5	3.1	2.9
Manufacturing.....	122	100	116	1.0	0.8	0.9
Durable goods.....	73	52	59	0.9	0.6	0.7
Nondurable goods.....	49	49	57	1.0	1.0	1.2
Trade, transportation, and utilities.....	539	377	764	1.9	1.3	2.7
Wholesale trade.....	49	58	81	0.8	1.0	1.3
Retail trade.....	246	188	247	1.6	1.2	1.6
Transportation, warehousing, and utilities.....	243	130	436	3.4	1.7	6.0
Information.....	77	54	60	2.6	1.7	2.0
Financial activities.....	45	32	64	0.5	0.3	0.7
Finance and insurance.....	24	18	25	0.4	0.3	0.4
Real estate and rental and leasing.....	21	14	40	0.9	0.6	1.7
Professional and business services.....	352	417	580	1.6	1.8	2.6
Education and health services.....	191	127	166	0.8	0.5	0.7
Educational services.....	22	29	26	0.6	0.7	0.7
Health care and social assistance.....	169	99	140	0.8	0.5	0.7
Leisure and hospitality.....	200	205	198	1.4	1.3	1.3
Arts, entertainment, and recreation.....	78	64	53	4.0	2.9	2.5
Accommodation and food services.....	122	141	145	1.0	1.0	1.1
Other services.....	55	47	36	1.0	0.8	0.6
Government.....	66	92	84	0.3	0.4	0.4
Federal.....	9	14	6	0.3	0.5	0.2
State and local.....	57	78	78	0.3	0.4	0.4
State and local education.....	26	34	37	0.3	0.3	0.4
State and local, excluding education.....	30	43	41	0.3	0.5	0.5
<b>REGION<sup>3</sup></b>						
Northeast.....	318	363	392	1.2	1.3	1.4
South.....	664	565	920	1.2	1.0	1.6
Midwest.....	408	418	510	1.3	1.3	1.6
West.....	445	352	476	1.3	1.0	1.3

<sup>1</sup> The layoffs and discharges level is the number of layoffs and discharges during the entire month.

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

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

<sup>p</sup> Preliminary

NOTE: 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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
Total.....	477	361	353	0.3	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	410	277	288	0.3	0.2	0.2
Mining and logging.....	2	1	2	0.3	0.2	0.4
Construction.....	9	17	19	0.1	0.2	0.2
Manufacturing.....	38	23	36	0.3	0.2	0.3
Durable goods.....	25	15	23	0.3	0.2	0.3
Nondurable goods.....	12	7	12	0.3	0.2	0.3
Trade, transportation, and utilities.....	70	57	53	0.2	0.2	0.2
Wholesale trade.....	16	13	6	0.3	0.2	0.1
Retail trade.....	22	27	27	0.1	0.2	0.2
Transportation, warehousing, and utilities.....	32	17	20	0.4	0.2	0.3
Information.....	9	7	22	0.3	0.2	0.7
Financial activities.....	54	24	26	0.6	0.3	0.3
Finance and insurance.....	41	20	10	0.6	0.3	0.2
Real estate and rental and leasing.....	13	4	16	0.6	0.2	0.7
Professional and business services.....	136	83	43	0.6	0.4	0.2
Education and health services.....	52	44	40	0.2	0.2	0.2
Educational services.....	12	4	9	0.3	0.1	0.2
Health care and social assistance.....	40	40	31	0.2	0.2	0.1
Leisure and hospitality.....	28	12	30	0.2	0.1	0.2
Arts, entertainment, and recreation.....	2	1	5	0.1	0.1	0.2
Accommodation and food services.....	25	11	25	0.2	0.1	0.2
Other services.....	13	10	19	0.2	0.2	0.3
Government.....	67	83	65	0.3	0.4	0.3
Federal.....	17	21	14	0.6	0.7	0.5
State and local.....	51	62	51	0.3	0.3	0.3
State and local education.....	19	20	16	0.2	0.2	0.2
State and local, excluding education.....	32	42	36	0.4	0.5	0.4
<b>REGION<sup>3</sup></b>						
Northeast.....	83	72	78	0.3	0.3	0.3
South.....	206	129	137	0.4	0.2	0.2
Midwest.....	83	65	62	0.3	0.2	0.2
West.....	105	94	75	0.3	0.3	0.2

<sup>1</sup> The other separations level is the number of other separations during the entire month.

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

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

<sup>p</sup> Preliminary

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

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. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>	Jan. 2022	Dec. 2022	Jan. 2023 <sup>p</sup>
<b>JOB OPENINGS</b>						
Total private.....	10,414	9,097	9,741	7.6	6.4	6.9
1 to 9 employees.....	2,015	1,513	2,415	9.1	6.5	9.3
10 to 49 employees.....	2,956	2,783	2,908	7.6	6.1	6.3
50 to 249 employees.....	2,799	2,712	2,519	6.9	6.8	6.6
250 to 999 employees.....	1,572	1,158	978	7.5	6.0	5.8
1,000 to 4,999 employees.....	815	634	602	8.3	6.6	6.9
5,000 or more employees.....	258	297	319	6.9	6.8	7.0
<b>HIRES</b>						
Total private.....	5,905	4,373	5,754	4.7	3.3	4.4
1 to 9 employees.....	1,029	562	1,089	5.1	2.6	4.6
10 to 49 employees.....	1,711	1,328	1,820	4.7	3.1	4.2
50 to 249 employees.....	1,841	1,416	1,702	4.9	3.8	4.8
250 to 999 employees.....	883	675	744	4.5	3.8	4.7
1,000 to 4,999 employees.....	370	337	313	4.1	3.7	3.8
5,000 or more employees.....	72	56	86	2.1	1.4	2.0
<b>TOTAL SEPARATIONS</b>						
Total private.....	6,262	5,237	6,101	5.0	3.9	4.7
1 to 9 employees.....	1,030	767	901	5.1	3.5	3.8
10 to 49 employees.....	1,759	1,832	2,069	4.9	4.3	4.8
50 to 249 employees.....	2,034	1,472	1,895	5.4	4.0	5.3
250 to 999 employees.....	904	710	719	4.7	4.0	4.6
1,000 to 4,999 employees.....	462	394	450	5.2	4.4	5.5
5,000 or more employees.....	73	61	67	2.1	1.5	1.6
<b>QUITS</b>						
Total private.....	4,082	3,353	3,598	3.2	2.5	2.8
1 to 9 employees.....	578	479	486	2.9	2.2	2.1
10 to 49 employees.....	1,242	1,191	1,324	3.4	2.8	3.1
50 to 249 employees.....	1,421	976	1,178	3.8	2.6	3.3
250 to 999 employees.....	582	424	386	3.0	2.4	2.4
1,000 to 4,999 employees.....	221	246	186	2.5	2.7	2.3
5,000 or more employees.....	38	38	38	1.1	0.9	0.9
<b>LAYOFFS AND DISCHARGES</b>						
Total private.....	1,770	1,606	2,214	1.4	1.2	1.7
1 to 9 employees.....	369	244	347	1.8	1.1	1.5
10 to 49 employees.....	405	558	653	1.1	1.3	1.5
50 to 249 employees.....	507	413	657	1.3	1.1	1.8
250 to 999 employees.....	260	257	293	1.3	1.4	1.9
1,000 to 4,999 employees.....	206	121	247	2.3	1.3	3.0
5,000 or more employees.....	22	14	17	0.6	0.3	0.4
<b>OTHER SEPARATIONS</b>						
Total private.....	410	277	288	0.3	0.2	0.2
1 to 9 employees.....	83	45	68	0.4	0.2	0.3
10 to 49 employees.....	112	82	92	0.3	0.2	0.2
50 to 249 employees.....	105	83	59	0.3	0.2	0.2
250 to 999 employees.....	62	30	40	0.3	0.2	0.3
1,000 to 4,999 employees.....	35	27	17	0.4	0.3	0.2
5,000 or more employees.....	13	10	12	0.4	0.2	0.3

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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 adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2018	2019	2020	2021	2022
Total.....	7,104	7,161	6,364	9,967	11,168
<b>INDUSTRY</b>					
Total private.....	6,471	6,437	5,646	9,056	10,124
Mining and logging.....	29	28	14	27	36
Construction.....	274	319	257	345	400
Manufacturing.....	466	437	410	822	853
Durable goods.....	289	273	227	467	530
Nondurable goods.....	177	164	183	355	323
Trade, transportation, and utilities.....	1,444	1,321	1,159	1,784	1,782
Wholesale trade.....	210	212	171	284	300
Retail trade.....	937	787	683	975	968
Transportation, warehousing, and utilities.....	297	322	306	525	514
Information.....	137	141	111	178	228
Financial activities.....	389	372	324	431	562
Finance and insurance.....	300	269	245	312	400
Real estate and rental and leasing.....	89	104	79	119	161
Professional and business services.....	1,255	1,271	1,177	1,865	2,135
Education and health services.....	1,235	1,307	1,199	1,789	2,163
Educational services.....	105	120	103	167	177
Health care and social assistance.....	1,129	1,186	1,096	1,621	1,986
Leisure and hospitality.....	998	996	779	1,425	1,597
Arts, entertainment, and recreation.....	109	121	103	172	180
Accommodation and food services.....	889	875	676	1,253	1,418
Other services.....	244	246	216	391	370
Government.....	633	724	718	910	1,044
Federal.....	104	121	125	131	140
State and local.....	528	603	592	780	905
State and local education.....	199	222	213	304	327
State and local, excluding education.....	329	381	380	476	578
<b>REGION<sup>2</sup></b>					
Northeast.....	1,204	1,186	1,067	1,723	1,831
South.....	2,595	2,693	2,469	3,872	4,343
Midwest.....	1,683	1,612	1,379	2,136	2,403
West.....	1,622	1,670	1,449	2,236	2,591

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

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[percent]

Industry and region	2018	2019	2020	2021	2022
Total.....	4.6	4.5	4.3	6.4	6.8
<b>INDUSTRY</b>					
Total private.....	4.9	4.8	4.5	6.8	7.2
Mining and logging.....	3.9	3.6	2.2	4.6	5.5
Construction.....	3.6	4.1	3.4	4.4	4.9
Manufacturing.....	3.5	3.3	3.3	6.2	6.2
Durable goods.....	3.5	3.3	2.9	5.7	6.2
Nondurable goods.....	3.6	3.3	3.8	7.1	6.2
Trade, transportation, and utilities.....	5.0	4.5	4.2	6.1	5.9
Wholesale trade.....	3.5	3.5	3.0	4.7	4.8
Retail trade.....	5.6	4.8	4.4	6.0	5.9
Transportation, warehousing, and utilities.....	4.7	4.9	4.7	7.3	6.7
Information.....	4.6	4.7	3.9	5.9	6.9
Financial activities.....	4.3	4.1	3.6	4.7	5.8
Finance and insurance.....	4.5	4.0	3.6	4.6	5.7
Real estate and rental and leasing.....	3.8	4.3	3.5	5.0	6.4
Professional and business services.....	5.7	5.6	5.5	8.0	8.6
Education and health services.....	5.0	5.1	4.9	7.0	8.2
Educational services.....	2.8	3.1	2.9	4.5	4.5
Health care and social assistance.....	5.4	5.5	5.2	7.5	8.8
Leisure and hospitality.....	5.8	5.7	5.6	9.1	9.2
Arts, entertainment, and recreation.....	4.4	4.7	5.5	8.0	7.3
Accommodation and food services.....	6.0	5.8	5.6	9.3	9.5
Other services.....	4.0	4.0	3.9	6.7	6.1
Government.....	2.7	3.1	3.2	4.0	4.5
Federal.....	3.6	4.1	4.1	4.3	4.6
State and local.....	2.6	3.0	3.0	3.9	4.5
State and local education.....	1.9	2.1	2.1	2.9	3.1
State and local, excluding education.....	3.5	3.9	4.0	5.0	6.0
<b>REGION<sup>2</sup></b>					
Northeast.....	4.2	4.1	4.0	6.2	6.3
South.....	4.5	4.6	4.5	6.6	7.1
Midwest.....	4.9	4.7	4.3	6.4	6.9
West.....	4.5	4.5	4.2	6.1	6.7

<sup>1</sup> 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.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2018	2019	2020	2021	2022
Total.....	68,620	70,028	72,588	76,006	77,201
<b>INDUSTRY</b>					
Total private.....	64,299	65,587	68,406	71,592	72,339
Mining and logging.....	448	306	199	228	280
Construction.....	4,530	4,993	4,978	4,366	4,411
Manufacturing.....	4,397	4,051	4,814	5,354	5,522
Durable goods.....	2,514	2,272	2,748	2,962	3,020
Nondurable goods.....	1,881	1,780	2,065	2,392	2,502
Trade, transportation, and utilities.....	13,708	13,961	15,453	16,022	15,691
Wholesale trade.....	1,754	1,777	1,813	1,125	2,175
Retail trade.....	9,053	9,084	9,846	10,051	9,287
Transportation, warehousing, and utilities.....	2,901	3,095	3,794	3,840	4,226
Information.....	1,091	1,135	983	1,340	1,295
Financial activities.....	2,499	2,652	2,656	2,743	2,869
Finance and insurance.....	1,637	1,682	1,663	1,824	1,905
Real estate and rental and leasing.....	864	970	994	921	959
Professional and business services.....	13,740	13,784	13,395	15,091	15,128
Education and health services.....	8,499	8,652	9,355	9,349	10,278
Educational services.....	1,157	1,160	1,129	1,247	1,244
Health care and social assistance.....	7,345	7,492	8,226	8,103	9,037
Leisure and hospitality.....	12,794	13,447	13,528	14,338	14,157
Arts, entertainment, and recreation.....	2,207	1,993	1,635	1,976	1,983
Accommodation and food services.....	10,586	11,455	11,893	12,363	12,173
Other services.....	2,596	2,609	3,045	2,756	2,706
Government.....	4,321	4,439	4,184	4,414	4,861
Federal.....	422	500	890	517	506
State and local.....	3,899	3,939	3,293	3,896	4,357
State and local education.....	2,019	2,054	1,646	2,104	2,152
State and local, excluding education.....	1,881	1,885	1,647	1,795	2,202
<b>REGION<sup>2</sup></b>					
Northeast.....	10,497	10,871	11,644	11,500	11,404
South.....	27,327	28,295	27,984	30,688	32,130
Midwest.....	15,199	14,907	15,801	16,337	15,938
West.....	15,595	15,958	17,158	17,485	17,726

<sup>1</sup> The annual hires level is the sum of the 12 monthly hires levels.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[percent]

Industry and region	2018	2019	2020	2021	2022
Total.....	3.8	3.9	4.3	4.3	4.2
<b>INDUSTRY</b>					
Total private.....	4.2	4.3	4.7	4.8	4.6
Mining and logging.....	5.1	3.5	2.8	3.4	3.9
Construction.....	5.2	5.6	5.7	4.9	4.7
Manufacturing.....	2.9	2.6	3.3	3.6	3.6
Durable goods.....	2.6	2.4	3.0	3.2	3.2
Nondurable goods.....	3.3	3.1	3.7	4.3	4.3
Trade, transportation, and utilities.....	4.1	4.2	4.8	4.8	4.6
Wholesale trade.....	2.5	2.5	2.7	3.1	3.0
Retail trade.....	4.8	4.8	5.5	5.5	5.0
Transportation, warehousing, and utilities.....	4.0	4.2	5.1	4.8	4.9
Information.....	3.2	3.3	3.0	3.9	3.5
Financial activities.....	2.4	2.5	2.5	2.6	2.6
Finance and insurance.....	2.2	2.2	2.1	2.3	2.4
Real estate and rental and leasing.....	3.2	3.5	3.7	3.4	3.4
Professional and business services.....	5.5	5.4	5.5	5.9	5.6
Education and health services.....	3.0	3.0	3.3	3.3	3.5
Educational services.....	2.6	2.6	2.7	2.9	2.7
Health care and social assistance.....	3.1	3.1	3.5	3.4	3.7
Leisure and hospitality.....	6.5	6.8	8.6	8.4	7.5
Arts, entertainment, and recreation.....	7.7	6.8	7.7	8.3	7.2
Accommodation and food services.....	6.3	6.7	8.7	8.5	7.5
Other services.....	3.7	3.7	4.8	4.2	4.0
Government.....	1.6	1.6	1.6	1.7	1.8
Federal.....	1.3	1.5	2.5	1.5	1.5
State and local.....	1.7	1.7	1.4	1.7	1.9
State and local education.....	1.6	1.6	1.4	1.7	1.8
State and local, excluding education.....	1.7	1.7	1.5	1.7	2.0
<b>REGION<sup>2</sup></b>					
Northeast.....	3.2	3.3	3.8	3.7	3.5
South.....	4.2	4.3	4.4	4.7	4.7
Midwest.....	3.9	3.8	4.3	4.3	4.1
West.....	3.8	3.8	4.3	4.2	4.1

<sup>1</sup> 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.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2018	2019	2020	2021	2022
Total.....	66,174	68,001	80,842	69,032	72,273
<b>INDUSTRY</b>					
Total private.....	62,034	63,763	75,701	65,036	67,735
Mining and logging.....	392	352	333	207	232
Construction.....	4,217	4,869	4,977	4,155	4,151
Manufacturing.....	4,115	4,043	5,376	4,977	5,118
Durable goods.....	2,286	2,296	3,159	2,721	2,749
Nondurable goods.....	1,830	1,747	2,215	2,254	2,370
Trade, transportation, and utilities.....	13,474	13,661	16,097	15,200	15,094
Wholesale trade.....	1,714	1,740	2,108	1,902	1,969
Retail trade.....	9,116	9,069	10,323	10,066	9,218
Transportation, warehousing, and utilities.....	2,642	2,849	3,665	3,230	3,905
Information.....	1,061	1,103	1,165	1,070	1,148
Financial activities.....	2,335	2,492	2,731	2,519	2,709
Finance and insurance.....	1,530	1,584	1,640	1,721	1,819
Real estate and rental and leasing.....	806	911	1,090	795	890
Professional and business services.....	13,309	13,517	13,958	13,748	14,340
Education and health services.....	8,036	8,071	10,377	8,824	9,354
Educational services.....	1,130	1,118	1,473	907	1,090
Health care and social assistance.....	6,908	6,951	8,904	7,918	8,265
Leisure and hospitality.....	12,535	13,118	17,106	11,905	13,061
Arts, entertainment, and recreation.....	2,119	1,960	2,265	1,548	1,759
Accommodation and food services.....	10,419	11,158	14,840	10,357	11,301
Other services.....	2,564	2,537	3,580	2,433	2,527
Government.....	4,141	4,239	5,139	3,996	4,538
Federal.....	404	470	820	547	507
State and local.....	3,737	3,767	4,316	3,452	4,032
State and local education.....	1,929	1,948	2,437	1,628	1,990
State and local, excluding education.....	1,810	1,819	1,881	1,823	2,044
<b>REGION<sup>2</sup></b>					
Northeast.....	10,080	10,390	13,505	10,110	10,465
South.....	26,292	27,010	30,224	28,315	30,077
Midwest.....	14,615	14,401	17,970	14,890	14,820
West.....	15,189	16,201	19,146	15,718	16,911

<sup>1</sup> The annual total separations level is the sum of the 12 monthly total separations levels.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
 [percent]

Industry and region	2018	2019	2020	2021	2022
Total.....	3.7	3.8	4.7	3.9	3.9
<b>INDUSTRY</b>					
Total private.....	4.1	4.1	5.2	4.4	4.3
Mining and logging.....	4.5	4.0	4.6	3.1	3.2
Construction.....	4.8	5.4	5.7	4.7	4.5
Manufacturing.....	2.7	2.6	3.7	3.4	3.3
Durable goods.....	2.4	2.4	3.5	3.0	2.9
Nondurable goods.....	3.2	3.0	4.0	4.0	4.1
Trade, transportation, and utilities.....	4.1	4.1	5.0	4.6	4.4
Wholesale trade.....	2.4	2.5	3.1	2.8	2.8
Retail trade.....	4.8	4.8	5.8	5.5	5.0
Transportation, warehousing, and utilities.....	3.7	3.8	4.9	4.0	4.5
Information.....	3.1	3.2	3.6	3.1	3.1
Financial activities.....	2.3	2.4	2.6	2.4	2.5
Finance and insurance.....	2.0	2.1	2.1	2.2	2.3
Real estate and rental and leasing.....	3.0	3.3	4.1	2.9	3.1
Professional and business services.....	5.3	5.3	5.7	5.4	5.3
Education and health services.....	2.8	2.8	3.7	3.1	3.2
Educational services.....	2.5	2.5	3.5	2.1	2.4
Health care and social assistance.....	2.9	2.8	3.7	3.3	3.4
Leisure and hospitality.....	6.4	6.6	10.8	7.0	6.9
Arts, entertainment, and recreation.....	7.4	6.7	10.6	6.5	6.4
Accommodation and food services.....	6.2	6.6	10.9	7.1	7.0
Other services.....	3.7	3.6	5.6	3.7	3.7
Government.....	1.5	1.6	1.9	1.5	1.7
Federal.....	1.2	1.4	2.3	1.6	1.5
State and local.....	1.6	1.6	1.9	1.5	1.7
State and local education.....	1.5	1.5	2.0	1.3	1.6
State and local, excluding education.....	1.6	1.6	1.7	1.7	1.9
<b>REGION<sup>2</sup></b>					
Northeast.....	3.1	3.1	4.4	3.2	3.2
South.....	4.0	4.1	4.8	4.3	4.4
Midwest.....	3.7	3.7	4.9	4.0	3.8
West.....	3.7	3.8	4.8	3.8	3.9

<sup>1</sup> 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.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2018	2019	2020	2021	2022
Total.....	40,308	42,125	35,904	47,680	50,596
<b>INDUSTRY</b>					
Total private.....	38,149	39,886	33,566	45,310	47,854
Mining and logging.....	246	179	105	118	156
Construction.....	2,058	2,082	1,600	2,126	2,223
Manufacturing.....	2,503	2,487	2,346	3,488	3,551
Durable goods.....	1,376	1,397	1,274	1,896	1,889
Nondurable goods.....	1,126	1,092	1,069	1,593	1,661
Trade, transportation, and utilities.....	8,478	8,873	8,304	11,236	11,212
Wholesale trade.....	1,068	1,029	1,002	1,322	1,267
Retail trade.....	5,935	6,195	5,637	7,867	7,306
Transportation, warehousing, and utilities.....	1,473	1,647	1,666	2,046	2,638
Information.....	567	552	441	610	602
Financial activities.....	1,408	1,549	1,316	1,583	1,810
Finance and insurance.....	858	1,002	905	1,048	1,191
Real estate and rental and leasing.....	551	544	410	533	621
Professional and business services.....	7,565	7,767	6,651	8,596	9,108
Education and health services.....	5,381	5,540	5,375	6,719	7,111
Educational services.....	583	652	489	604	708
Health care and social assistance.....	4,799	4,888	4,886	6,115	6,403
Leisure and hospitality.....	8,438	9,225	6,386	9,305	10,356
Arts, entertainment, and recreation.....	920	944	542	834	916
Accommodation and food services.....	7,517	8,285	5,844	8,472	9,440
Other services.....	1,508	1,631	1,043	1,533	1,725
Government.....	2,157	2,239	2,338	2,369	2,742
Federal.....	186	209	234	263	251
State and local.....	1,975	2,030	2,104	2,107	2,492
State and local education.....	1,044	1,099	1,194	1,008	1,259
State and local, excluding education.....	932	928	910	1,100	1,233
<b>REGION<sup>2</sup></b>					
Northeast.....	5,380	5,696	4,800	6,392	6,830
South.....	16,458	17,250	15,228	20,044	21,772
Midwest.....	8,984	9,184	8,013	10,378	10,214
West.....	9,482	9,996	7,863	10,862	11,781

<sup>1</sup> The annual quits level is the sum of the 12 monthly quits levels.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
 [percent]

Industry and region	2018	2019	2020	2021	2022
Total.....	2.3	2.3	2.1	2.7	2.8
<b>INDUSTRY</b>					
Total private.....	2.5	2.6	2.3	3.0	3.1
Mining and logging.....	2.8	2.1	1.5	1.8	2.1
Construction.....	2.4	2.3	1.8	2.4	2.4
Manufacturing.....	1.6	1.6	1.6	2.4	2.3
Durable goods.....	1.4	1.4	1.4	2.1	2.0
Nondurable goods.....	2.0	1.9	1.9	2.8	2.9
Trade, transportation, and utilities.....	2.6	2.7	2.6	3.4	3.3
Wholesale trade.....	1.5	1.5	1.5	1.9	1.8
Retail trade.....	3.1	3.3	3.2	4.3	3.9
Transportation, warehousing, and utilities.....	2.1	2.2	2.2	2.5	3.1
Information.....	1.7	1.6	1.3	1.8	1.6
Financial activities.....	1.4	1.5	1.3	1.5	1.7
Finance and insurance.....	1.1	1.3	1.2	1.3	1.5
Real estate and rental and leasing.....	2.0	2.0	1.5	2.0	2.2
Professional and business services.....	3.0	3.0	2.7	3.4	3.4
Education and health services.....	1.9	1.9	1.9	2.4	2.4
Educational services.....	1.3	1.5	1.2	1.4	1.6
Health care and social assistance.....	2.0	2.0	2.1	2.5	2.6
Leisure and hospitality.....	4.3	4.6	4.0	5.5	5.4
Arts, entertainment, and recreation.....	3.2	3.2	2.5	3.5	3.3
Accommodation and food services.....	4.5	4.9	4.3	5.8	5.8
Other services.....	2.2	2.3	1.6	2.3	2.5
Government.....	0.8	0.8	0.9	0.9	1.0
Federal.....	0.6	0.6	0.7	0.8	0.7
State and local.....	0.8	0.9	0.9	0.9	1.1
State and local education.....	0.8	0.9	1.0	0.8	1.0
State and local, excluding education.....	0.8	0.8	0.8	1.0	1.1
<b>REGION<sup>2</sup></b>					
Northeast.....	1.6	1.7	1.6	2.0	2.1
South.....	2.5	2.6	2.4	3.1	3.2
Midwest.....	2.3	2.3	2.2	2.8	2.6
West.....	2.3	2.4	2.0	2.6	2.7

<sup>1</sup> 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.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2018	2019	2020	2021	2022
Total.....	21,807	21,875	40,830	17,103	17,564
<b>INDUSTRY</b>					
Total private.....	20,547	20,616	38,940	16,210	16,581
Mining and logging.....	126	154	207	73	59
Construction.....	2,003	2,589	3,226	1,861	1,760
Manufacturing.....	1,369	1,312	2,755	1,204	1,237
Durable goods.....	750	748	1,721	648	638
Nondurable goods.....	618	564	1,031	555	600
Trade, transportation, and utilities.....	4,164	4,046	7,158	3,291	3,233
Wholesale trade.....	503	609	1,030	478	560
Retail trade.....	2,639	2,410	4,361	1,816	1,626
Transportation, warehousing, and utilities.....	1,022	1,025	1,766	996	1,043
Information.....	412	466	660	359	457
Financial activities.....	634	640	1,109	523	584
Finance and insurance.....	416	321	495	316	375
Real estate and rental and leasing.....	215	319	613	208	212
Professional and business services.....	4,999	5,048	6,480	4,257	4,351
Education and health services.....	2,104	2,037	4,478	1,619	1,788
Educational services.....	478	403	928	247	309
Health care and social assistance.....	1,624	1,636	3,549	1,374	1,479
Leisure and hospitality.....	3,797	3,562	10,425	2,259	2,436
Arts, entertainment, and recreation.....	1,152	980	1,695	675	818
Accommodation and food services.....	2,643	2,580	8,727	1,585	1,620
Other services.....	940	766	2,440	765	679
Government.....	1,262	1,260	1,891	894	983
Federal.....	89	121	435	120	93
State and local.....	1,170	1,138	1,456	771	895
State and local education.....	602	556	824	382	409
State and local, excluding education.....	567	582	632	389	481
<b>REGION<sup>2</sup></b>					
Northeast.....	3,930	3,973	8,050	3,015	2,956
South.....	8,354	8,256	13,479	6,598	6,697
Midwest.....	4,789	4,424	9,096	3,625	3,824
West.....	4,735	5,226	10,204	3,864	4,086

<sup>1</sup> The annual layoffs and discharges level is the sum of the 12 monthly layoffs and discharges levels.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
 [percent]

Industry and region	2018	2019	2020	2021	2022
Total.....	1.2	1.2	2.4	1.0	1.0
<b>INDUSTRY</b>					
Total private.....	1.4	1.3	2.7	1.1	1.1
Mining and logging.....	1.4	1.8	2.9	1.1	0.8
Construction.....	2.3	2.9	3.7	2.1	1.9
Manufacturing.....	0.9	0.9	1.9	0.8	0.8
Durable goods.....	0.8	0.8	1.9	0.7	0.7
Nondurable goods.....	1.1	1.0	1.9	1.0	1.0
Trade, transportation, and utilities.....	1.3	1.2	2.2	1.0	0.9
Wholesale trade.....	0.7	0.9	1.5	0.7	0.8
Retail trade.....	1.4	1.3	2.4	1.0	0.9
Transportation, warehousing, and utilities.....	1.4	1.4	2.4	1.2	1.2
Information.....	1.2	1.4	2.0	1.0	1.2
Financial activities.....	0.6	0.6	1.1	0.5	0.5
Finance and insurance.....	0.5	0.4	0.6	0.4	0.5
Real estate and rental and leasing.....	0.8	1.1	2.3	0.8	0.7
Professional and business services.....	2.0	2.0	2.7	1.7	1.6
Education and health services.....	0.7	0.7	1.6	0.6	0.6
Educational services.....	1.1	0.9	2.2	0.6	0.7
Health care and social assistance.....	0.7	0.7	1.5	0.6	0.6
Leisure and hospitality.....	1.9	1.8	6.6	1.3	1.3
Arts, entertainment, and recreation.....	4.0	3.4	8.0	2.8	3.0
Accommodation and food services.....	1.6	1.5	6.4	1.1	1.0
Other services.....	1.3	1.1	3.8	1.2	1.0
Government.....	0.5	0.5	0.7	0.3	0.4
Federal.....	0.3	0.4	1.2	0.3	0.3
State and local.....	0.5	0.5	0.6	0.3	0.4
State and local education.....	0.5	0.4	0.7	0.3	0.3
State and local, excluding education.....	0.5	0.5	0.6	0.4	0.4
<b>REGION<sup>2</sup></b>					
Northeast.....	1.2	1.2	2.6	1.0	0.9
South.....	1.3	1.2	2.1	1.0	1.0
Midwest.....	1.2	1.1	2.5	1.0	1.0
West.....	1.1	1.2	2.6	0.9	0.9

<sup>1</sup> 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.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
[in thousands]

Industry and region	2018	2019	2020	2021	2022
Total.....	4,063	4,001	4,107	4,251	4,113
<b>INDUSTRY</b>					
Total private.....	3,340	3,259	3,198	3,517	3,299
Mining and logging.....	21	17	19	17	16
Construction.....	156	203	154	168	167
Manufacturing.....	245	243	278	283	335
Durable goods.....	160	152	166	178	223
Nondurable goods.....	88	88	113	105	111
Trade, transportation, and utilities.....	832	743	632	671	653
Wholesale trade.....	145	100	77	103	139
Retail trade.....	540	464	324	383	288
Transportation, warehousing, and utilities.....	147	180	233	188	226
Information.....	79	85	64	103	90
Financial activities.....	293	303	309	414	313
Finance and insurance.....	258	259	242	358	252
Real estate and rental and leasing.....	36	44	68	58	61
Professional and business services.....	742	700	828	895	884
Education and health services.....	554	494	522	487	458
Educational services.....	69	64	55	57	74
Health care and social assistance.....	486	427	467	431	384
Leisure and hospitality.....	302	332	298	339	265
Arts, entertainment, and recreation.....	42	36	28	38	26
Accommodation and food services.....	258	295	264	302	241
Other services.....	114	141	97	136	121
Government.....	723	739	910	734	812
Federal.....	127	140	150	162	163
State and local.....	596	601	757	572	650
State and local education.....	283	291	421	239	319
State and local, excluding education.....	309	310	337	333	331
<b>REGION<sup>2</sup></b>					
Northeast.....	768	723	644	696	671
South.....	1,479	1,505	1,527	1,681	1,612
Midwest.....	844	795	861	885	779
West.....	969	978	1,074	987	1,050

<sup>1</sup> The annual other separations level is the sum of the 12 monthly other separations levels.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**  
 [percent]

Industry and region	2018	2019	2020	2021	2022
Total.....	0.2	0.2	0.2	0.2	0.2
<b>INDUSTRY</b>					
Total private.....	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	0.2	0.2	0.3	0.3	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.....	0.3	0.2	0.2	0.2	0.2
Wholesale trade.....	0.2	0.1	0.1	0.2	0.2
Retail trade.....	0.3	0.2	0.2	0.2	0.2
Transportation, warehousing, and utilities.....	0.2	0.2	0.3	0.2	0.3
Information.....	0.2	0.2	0.2	0.3	0.2
Financial activities.....	0.3	0.3	0.3	0.4	0.3
Finance and insurance.....	0.3	0.3	0.3	0.5	0.3
Real estate and rental and leasing.....	0.1	0.2	0.3	0.2	0.2
Professional and business services.....	0.3	0.3	0.3	0.3	0.3
Education and health services.....	0.2	0.2	0.2	0.2	0.2
Educational services.....	0.2	0.1	0.1	0.1	0.2
Health care and social assistance.....	0.2	0.2	0.2	0.2	0.2
Leisure and hospitality.....	0.2	0.2	0.2	0.2	0.1
Arts, entertainment, and recreation.....	0.1	0.1	0.1	0.2	0.1
Accommodation and food services.....	0.2	0.2	0.2	0.2	0.1
Other services.....	0.2	0.2	0.2	0.2	0.2
Government.....	0.3	0.3	0.3	0.3	0.3
Federal.....	0.4	0.4	0.4	0.5	0.5
State and local.....	0.3	0.3	0.3	0.2	0.3
State and local education.....	0.2	0.2	0.4	0.2	0.3
State and local, excluding education.....	0.3	0.3	0.3	0.3	0.3
<b>REGION<sup>2</sup></b>					
Northeast.....	0.2	0.2	0.2	0.2	0.2
South.....	0.2	0.2	0.2	0.3	0.2
Midwest.....	0.2	0.2	0.2	0.2	0.2
West.....	0.2	0.2	0.3	0.2	0.2

<sup>1</sup> 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.

<sup>2</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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