

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

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



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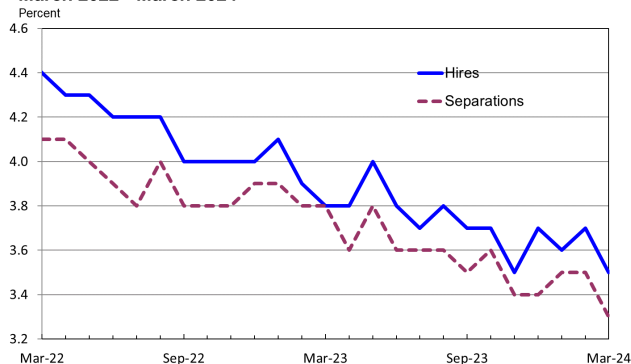
## JOB OPENINGS AND LABOR TURNOVER – MARCH 2024

The number of job openings changed little at 8.5 million on the last business day of March, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires changed little at 5.5 million while the number of total separations decreased to 5.2 million. Within separations, quits (3.3 million) and layoffs and discharges (1.5 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class.

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



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



### Job Openings

On the last business day of March, the number of **job openings** changed little at 8.5 million; this measure was down by 1.1 million over the year. The rate was little changed at 5.1 percent in March. Job openings decreased in construction (-182,000) and in finance and insurance (-158,000), but increased in state and local government education (+68,000). (See table 1.)

### Hires

In March, the number of **hires** was little changed at 5.5 million but was down by 455,000 over the year. The rate, at 3.5 percent, changed little in March. (See table 2.)

### Separations

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

The number of **total separations** in March decreased to 5.2 million (-339,000). The rate changed little at 3.3 percent. Over the month, the number of total separations increased in private educational services (+21,000). (See table 3.)

In March, the number of **quits** was little changed at 3.3 million but was down by 480,000 over the year. The rate was little changed at 2.1 percent in March. The number of quits decreased in other services (-59,000). (See table 4.)

In March, the number and rate of **layoffs and discharges** changed little at 1.5 million and 1.0 percent, respectively. The number of layoffs and discharges decreased in arts, entertainment, and recreation (-39,000) but increased in private educational services (+18,000). (See table 5.)

The number of **other separations** was little changed in March at 345,000. (See table 6.)

### **Establishment Size Class**

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

### **February 2024 Revisions**

The number of job openings for February was revised up by 57,000 to 8.8 million, the number of hires was revised down by 37,000 to 5.8 million, and the number of total separations was revised down by 20,000 to 5.5 million. Within separations, the number of quits was revised up by 43,000 to 3.5 million and the number of layoffs and discharges was revised down by 43,000 to 1.7 million. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

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**The Job Openings and Labor Turnover Survey estimates for April 2024 are scheduled to be released on Tuesday, June 4, 2024, at 10:00 a.m. (ET).**

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

Category	Job openings			Hires			Total separations		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>P</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>P</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	9,623	8,813	8,488	5,955	5,781	5,500	5,917	5,539	5,200
Total private.....	8,576	7,894	7,530	5,563	5,382	5,109	5,571	5,203	4,866
Mining and logging.....	33	33	32	24	20	21	27	18	21
Construction.....	291	456	274	414	400	341	437	370	326
Manufacturing.....	693	587	570	384	324	323	410	338	330
Durable goods.....	434	379	353	215	176	182	223	183	185
Nondurable goods.....	260	208	217	169	148	141	187	155	145
Trade, transportation, and utilities.....	1,409	1,072	1,064	1,157	1,130	1,027	1,203	1,097	994
Wholesale trade.....	306	166	204	147	163	142	146	156	137
Retail trade.....	719	604	540	685	676	644	732	677	625
Transportation, warehousing, and utilities.....	385	301	320	325	292	242	325	264	231
Information.....	150	126	169	110	89	85	92	85	77
Financial activities.....	502	677	533	195	193	185	184	200	182
Finance and insurance.....	362	515	357	118	115	111	113	122	115
Real estate and rental and leasing.....	139	162	176	77	79	74	70	78	67
Professional and business services.....	1,736	1,526	1,485	1,077	1,092	1,075	1,087	1,073	1,042
Private education and health services.....	1,938	1,952	1,944	861	860	858	818	762	747
Private educational services.....	190	141	163	94	82	92	96	69	90
Health care and social assistance.....	1,748	1,811	1,781	767	778	765	723	693	657
Leisure and hospitality.....	1,456	1,143	1,153	1,100	1,060	1,009	1,089	1,059	991
Arts, entertainment, and recreation.....	224	168	144	182	207	178	176	211	173
Accommodation and food services.....	1,232	975	1,009	918	852	830	913	848	818
Other services.....	368	322	306	240	214	186	225	202	157
Government.....	1,047	919	958	392	399	391	346	336	333
Federal.....	129	150	143	46	45	43	37	33	34
State and local.....	918	769	815	346	354	348	309	303	300
State and local education.....	319	255	323	168	160	166	152	143	151
State and local, excluding education.....	600	515	492	177	194	182	157	160	148
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	5.8	5.3	5.1	3.8	3.7	3.5	3.8	3.5	3.3
Total private.....	6.1	5.5	5.3	4.2	4.0	3.8	4.2	3.9	3.6
Mining and logging.....	5.0	4.9	4.7	3.8	3.2	3.2	4.2	2.9	3.3
Construction.....	3.5	5.3	3.2	5.2	4.9	4.1	5.5	4.5	4.0
Manufacturing.....	5.1	4.3	4.2	3.0	2.5	2.5	3.2	2.6	2.5
Durable goods.....	5.1	4.5	4.2	2.7	2.2	2.2	2.8	2.2	2.3
Nondurable goods.....	5.1	4.1	4.3	3.5	3.1	2.9	3.8	3.2	3.0
Trade, transportation, and utilities.....	4.7	3.6	3.5	4.0	3.9	3.5	4.2	3.8	3.4
Wholesale trade.....	4.8	2.6	3.2	2.4	2.6	2.3	2.4	2.5	2.2
Retail trade.....	4.4	3.7	3.3	4.4	4.3	4.1	4.7	4.3	4.0
Transportation, warehousing, and utilities.....	5.1	4.1	4.3	4.5	4.1	3.4	4.5	3.7	3.2
Information.....	4.7	4.0	5.3	3.6	3.0	2.8	3.0	2.8	2.6
Financial activities.....	5.2	6.8	5.5	2.1	2.1	2.0	2.0	2.2	2.0
Finance and insurance.....	5.1	7.1	5.0	1.8	1.7	1.7	1.7	1.8	1.7
Real estate and rental and leasing.....	5.4	6.1	6.6	3.1	3.2	3.0	2.9	3.1	2.7
Professional and business services.....	7.1	6.2	6.1	4.7	4.8	4.7	4.8	4.7	4.5
Private education and health services.....	7.2	7.0	6.9	3.4	3.3	3.3	3.3	2.9	2.9
Private educational services.....	4.8	3.5	4.0	2.5	2.1	2.4	2.5	1.8	2.3
Health care and social assistance.....	7.6	7.6	7.4	3.6	3.5	3.4	3.4	3.1	3.0
Leisure and hospitality.....	8.1	6.4	6.4	6.7	6.3	6.0	6.6	6.3	5.9
Arts, entertainment, and recreation.....	8.3	6.0	5.2	7.4	7.9	6.7	7.1	8.0	6.5
Accommodation and food services.....	8.1	6.4	6.6	6.6	6.0	5.8	6.5	6.0	5.7
Other services.....	6.0	5.2	4.9	4.1	3.6	3.2	3.9	3.4	2.7

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		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Government.....	4.4	3.8	4.0	1.7	1.7	1.7	1.5	1.4	1.4
Federal.....	4.2	4.8	4.6	1.6	1.5	1.4	1.3	1.1	1.1
State and local.....	4.5	3.7	3.9	1.8	1.8	1.7	1.6	1.5	1.5
State and local education.....	3.0	2.3	2.9	1.6	1.5	1.5	1.5	1.3	1.4
State and local, excluding education. ....	6.1	5.1	4.9	1.9	2.0	1.9	1.7	1.7	1.6

p Preliminary

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

# 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>					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
Total.....	9,623	8,889	8,748	8,813	8,488	-325	5.8	5.3	5.3	5.3	5.1	-0.2
<b>INDUSTRY</b>												
Total private.....	8,576	7,884	7,903	7,894	7,530	-364	6.1	5.5	5.6	5.5	5.3	-0.2
Mining and logging.....	33	32	29	33	32	-1	5.0	4.7	4.4	4.9	4.7	-0.2
Construction.....	291	434	425	456	274	-182	3.5	5.1	5.0	5.3	3.2	-2.1
Manufacturing.....	693	586	596	587	570	-17	5.1	4.3	4.4	4.3	4.2	-0.1
Durable goods.....	434	408	348	379	353	-26	5.1	4.8	4.1	4.5	4.2	-0.3
Nondurable goods.....	260	179	248	208	217	9	5.1	3.6	4.9	4.1	4.3	0.2
Trade, transportation, and utilities.....	1,409	1,318	1,047	1,072	1,064	-8	4.7	4.4	3.5	3.6	3.5	-0.1
Wholesale trade.....	306	230	207	166	204	38	4.8	3.6	3.3	2.6	3.2	0.6
Retail trade.....	719	710	546	604	540	-64	4.4	4.4	3.4	3.7	3.3	-0.4
Transportation, warehousing, and utilities.....	385	378	293	301	320	19	5.1	5.0	4.0	4.1	4.3	0.2
Information.....	150	177	202	126	169	43	4.7	5.5	6.3	4.0	5.3	1.3
Financial activities.....	502	482	540	677	533	-144	5.2	5.0	5.5	6.8	5.5	-1.3
Finance and insurance.....	362	317	365	515	357	-158	5.1	4.5	5.1	7.1	5.0	-2.1
Real estate and rental and leasing. . .	139	165	175	162	176	14	5.4	6.2	6.5	6.1	6.6	0.5
Professional and business services. . . .	1,736	1,579	1,570	1,526	1,485	-41	7.1	6.5	6.4	6.2	6.1	-0.1
Private education and health services...	1,938	1,956	2,049	1,952	1,944	-8	7.2	7.0	7.3	7.0	6.9	-0.1
Private educational services.....	190	173	146	141	163	22	4.8	4.3	3.6	3.5	4.0	0.5
Health care and social assistance. . . .	1,748	1,783	1,904	1,811	1,781	-30	7.6	7.5	7.9	7.6	7.4	-0.2
Leisure and hospitality.....	1,456	1,003	1,123	1,143	1,153	10	8.1	5.6	6.3	6.4	6.4	0.0
Arts, entertainment, and recreation. . .	224	157	168	168	144	-24	8.3	5.7	6.0	6.0	5.2	-0.8
Accommodation and food services. . .	1,232	847	955	975	1,009	34	8.1	5.6	6.3	6.4	6.6	0.2
Other services.....	368	316	321	322	306	-16	6.0	5.1	5.2	5.2	4.9	-0.3
Government.....	1,047	1,005	846	919	958	39	4.4	4.2	3.5	3.8	4.0	0.2
Federal.....	129	166	149	150	143	-7	4.2	5.3	4.8	4.8	4.6	-0.2
State and local.....	918	838	697	769	815	46	4.5	4.0	3.3	3.7	3.9	0.2
State and local education.....	319	280	261	255	323	68	3.0	2.6	2.4	2.3	2.9	0.6
State and local, excluding education.....	600	558	436	515	492	-23	6.1	5.6	4.4	5.1	4.9	-0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	1,562	1,512	1,528	1,514	1,536	22	5.4	5.1	5.2	5.1	5.2	0.1
South.....	3,976	3,504	3,492	3,448	3,407	-41	6.4	5.6	5.6	5.5	5.4	-0.1
Midwest.....	1,983	1,963	1,921	1,920	1,808	-112	5.7	5.5	5.4	5.4	5.1	-0.3
West.....	2,101	1,909	1,807	1,931	1,737	-194	5.5	4.9	4.7	5.0	4.5	-0.5

<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>					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
Total.....	5,955	5,787	5,698	5,781	5,500	-281	3.8	3.7	3.6	3.7	3.5	-0.2
<b>INDUSTRY</b>												
Total private.....	5,563	5,384	5,309	5,382	5,109	-273	4.2	4.0	3.9	4.0	3.8	-0.2
Mining and logging.....	24	18	24	20	21	1	3.8	2.8	3.8	3.2	3.2	0.0
Construction.....	414	357	390	400	341	-59	5.2	4.4	4.8	4.9	4.1	-0.8
Manufacturing.....	384	371	383	324	323	-1	3.0	2.9	3.0	2.5	2.5	0.0
Durable goods.....	215	199	220	176	182	6	2.7	2.4	2.7	2.2	2.2	0.0
Nondurable goods.....	169	172	163	148	141	-7	3.5	3.6	3.4	3.1	2.9	-0.2
Trade, transportation, and utilities.....	1,157	1,110	1,007	1,130	1,027	-103	4.0	3.8	3.5	3.9	3.5	-0.4
Wholesale trade.....	147	180	158	163	142	-21	2.4	2.9	2.6	2.6	2.3	-0.3
Retail trade.....	685	628	602	676	644	-32	4.4	4.0	3.9	4.3	4.1	-0.2
Transportation, warehousing, and utilities.....	325	302	247	292	242	-50	4.5	4.2	3.5	4.1	3.4	-0.7
Information.....	110	83	81	89	85	-4	3.6	2.8	2.7	3.0	2.8	-0.2
Financial activities.....	195	209	207	193	185	-8	2.1	2.3	2.2	2.1	2.0	-0.1
Finance and insurance.....	118	123	130	115	111	-4	1.8	1.8	1.9	1.7	1.7	0.0
Real estate and rental and leasing. ...	77	86	77	79	74	-5	3.1	3.4	3.1	3.2	3.0	-0.2
Professional and business services. ....	1,077	1,086	1,088	1,092	1,075	-17	4.7	4.7	4.7	4.8	4.7	-0.1
Private education and health services... ..	861	872	862	860	858	-2	3.4	3.4	3.3	3.3	3.3	0.0
Private educational services.....	94	100	88	82	92	10	2.5	2.6	2.3	2.1	2.4	0.3
Health care and social assistance. ...	767	772	773	778	765	-13	3.6	3.5	3.5	3.5	3.4	-0.1
Leisure and hospitality.....	1,100	1,068	1,053	1,060	1,009	-51	6.7	6.4	6.3	6.3	6.0	-0.3
Arts, entertainment, and recreation. ...	182	185	183	207	178	-29	7.4	7.1	7.0	7.9	6.7	-1.2
Accommodation and food services. ...	918	883	870	852	830	-22	6.6	6.2	6.1	6.0	5.8	-0.2
Other services.....	240	210	214	214	186	-28	4.1	3.6	3.6	3.6	3.2	-0.4
Government.....	392	403	390	399	391	-8	1.7	1.7	1.7	1.7	1.7	0.0
Federal.....	46	43	44	45	43	-2	1.6	1.4	1.5	1.5	1.4	-0.1
State and local.....	346	361	345	354	348	-6	1.8	1.8	1.7	1.8	1.7	-0.1
State and local education.....	168	180	166	160	166	6	1.6	1.7	1.5	1.5	1.5	0.0
State and local, excluding education.....	177	181	180	194	182	-12	1.9	1.9	1.9	2.0	1.9	-0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	940	852	895	848	889	41	3.4	3.0	3.2	3.0	3.2	0.2
South.....	2,464	2,557	2,398	2,574	2,291	-283	4.2	4.3	4.1	4.3	3.9	-0.4
Midwest.....	1,236	1,127	1,177	1,137	1,148	11	3.7	3.4	3.5	3.4	3.4	0.0
West.....	1,314	1,251	1,229	1,222	1,173	-49	3.6	3.4	3.3	3.3	3.2	-0.1

<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.

p Preliminary

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

**Table 3. Total separations levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
Total.....	5,917	5,419	5,449	5,539	5,200	-339	3.8	3.4	3.5	3.5	3.3	-0.2
<b>INDUSTRY</b>												
Total private.....	5,571	5,060	5,124	5,203	4,866	-337	4.2	3.8	3.8	3.9	3.6	-0.3
Mining and logging.....	27	19	23	18	21	3	4.2	2.9	3.5	2.9	3.3	0.4
Construction.....	437	335	353	370	326	-44	5.5	4.1	4.3	4.5	4.0	-0.5
Manufacturing.....	410	364	368	338	330	-8	3.2	2.8	2.8	2.6	2.5	-0.1
Durable goods.....	223	192	210	183	185	2	2.8	2.4	2.6	2.2	2.3	0.1
Nondurable goods.....	187	172	158	155	145	-10	3.8	3.6	3.3	3.2	3.0	-0.2
Trade, transportation, and utilities.....	1,203	1,058	1,052	1,097	994	-103	4.2	3.7	3.6	3.8	3.4	-0.4
Wholesale trade.....	146	173	164	156	137	-19	2.4	2.8	2.7	2.5	2.2	-0.3
Retail trade.....	732	584	567	677	625	-52	4.7	3.7	3.6	4.3	4.0	-0.3
Transportation, warehousing, and utilities.....	325	300	321	264	231	-33	4.5	4.2	4.5	3.7	3.2	-0.5
Information.....	92	67	76	85	77	-8	3.0	2.2	2.5	2.8	2.6	-0.2
Financial activities.....	184	203	193	200	182	-18	2.0	2.2	2.1	2.2	2.0	-0.2
Finance and insurance.....	113	124	125	122	115	-7	1.7	1.8	1.9	1.8	1.7	-0.1
Real estate and rental and leasing. ...	70	80	68	78	67	-11	2.9	3.2	2.7	3.1	2.7	-0.4
Professional and business services. ....	1,087	1,054	1,102	1,073	1,042	-31	4.8	4.6	4.8	4.7	4.5	-0.2
Private education and health services... ..	818	755	741	762	747	-15	3.3	2.9	2.9	2.9	2.9	0.0
Private educational services.....	96	86	82	69	90	21	2.5	2.2	2.1	1.8	2.3	0.5
Health care and social assistance. ...	723	669	659	693	657	-36	3.4	3.0	3.0	3.1	3.0	-0.1
Leisure and hospitality.....	1,089	1,003	1,002	1,059	991	-68	6.6	6.0	6.0	6.3	5.9	-0.4
Arts, entertainment, and recreation. ...	176	158	151	211	173	-38	7.1	6.1	5.8	8.0	6.5	-1.5
Accommodation and food services. ...	913	845	851	848	818	-30	6.5	5.9	6.0	6.0	5.7	-0.3
Other services.....	225	202	215	202	157	-45	3.9	3.4	3.7	3.4	2.7	-0.7
Government.....	346	360	325	336	333	-3	1.5	1.6	1.4	1.4	1.4	0.0
Federal.....	37	39	33	33	34	1	1.3	1.3	1.1	1.1	1.1	0.0
State and local.....	309	321	292	303	300	-3	1.6	1.6	1.5	1.5	1.5	0.0
State and local education.....	152	164	145	143	151	8	1.5	1.5	1.4	1.3	1.4	0.1
State and local, excluding education.....	157	156	148	160	148	-12	1.7	1.7	1.6	1.7	1.6	-0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	877	830	831	841	860	19	3.2	3.0	3.0	3.0	3.1	0.1
South.....	2,472	2,215	2,248	2,294	2,103	-191	4.2	3.8	3.8	3.9	3.5	-0.4
Midwest.....	1,217	1,132	1,137	1,154	1,100	-54	3.7	3.4	3.4	3.4	3.3	-0.1
West.....	1,351	1,243	1,233	1,250	1,136	-114	3.7	3.4	3.3	3.4	3.1	-0.3

<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.

<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 4. Quits levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
Total.....	3,809	3,439	3,446	3,527	3,329	-198	2.5	2.2	2.2	2.2	2.1	-0.1
<b>INDUSTRY</b>												
Total private.....	3,602	3,237	3,251	3,330	3,145	-185	2.7	2.4	2.4	2.5	2.3	-0.2
Mining and logging.....	15	11	13	12	13	1	2.4	1.8	2.1	1.8	1.9	0.1
Construction.....	146	149	151	152	157	5	1.8	1.8	1.9	1.9	1.9	0.0
Manufacturing.....	266	233	229	201	189	-12	2.1	1.8	1.8	1.6	1.5	-0.1
Durable goods.....	143	123	134	109	102	-7	1.8	1.5	1.6	1.3	1.3	0.0
Nondurable goods.....	123	110	95	92	87	-5	2.5	2.3	2.0	1.9	1.8	-0.1
Trade, transportation, and utilities.....	857	684	657	733	659	-74	3.0	2.4	2.3	2.5	2.3	-0.2
Wholesale trade.....	101	122	92	96	89	-7	1.7	2.0	1.5	1.6	1.4	-0.2
Retail trade.....	549	408	379	481	428	-53	3.5	2.6	2.4	3.1	2.7	-0.4
Transportation, warehousing, and utilities.....	207	154	186	156	142	-14	2.9	2.2	2.6	2.2	2.0	-0.2
Information.....	41	28	53	50	42	-8	1.3	0.9	1.7	1.7	1.4	-0.3
Financial activities.....	116	134	121	132	117	-15	1.3	1.5	1.3	1.4	1.3	-0.1
Finance and insurance.....	65	83	86	86	81	-5	1.0	1.2	1.3	1.3	1.2	-0.1
Real estate and rental and leasing. . .	51	52	36	46	36	-10	2.1	2.1	1.4	1.8	1.4	-0.4
Professional and business services. . . .	644	594	569	617	626	9	2.8	2.6	2.5	2.7	2.7	0.0
Private education and health services...	608	540	523	554	539	-15	2.4	2.1	2.0	2.1	2.1	0.0
Private educational services.....	59	62	58	53	56	3	1.6	1.6	1.5	1.4	1.5	0.1
Health care and social assistance. . .	548	478	465	501	483	-18	2.6	2.2	2.1	2.3	2.2	-0.1
Leisure and hospitality.....	771	738	790	736	720	-16	4.7	4.4	4.7	4.4	4.3	-0.1
Arts, entertainment, and recreation. . .	72	77	66	76	78	2	2.9	3.0	2.5	2.9	2.9	0.0
Accommodation and food services. . .	698	660	724	659	642	-17	5.0	4.6	5.1	4.6	4.5	-0.1
Other services.....	140	125	145	143	84	-59	2.4	2.1	2.5	2.4	1.4	-1.0
Government.....	207	203	195	197	184	-13	0.9	0.9	0.8	0.8	0.8	0.0
Federal.....	17	18	16	15	15	0	0.6	0.6	0.5	0.5	0.5	0.0
State and local.....	190	185	179	182	168	-14	1.0	0.9	0.9	0.9	0.8	-0.1
State and local education.....	92	101	91	92	81	-11	0.9	0.9	0.9	0.9	0.8	-0.1
State and local, excluding education.....	98	84	88	89	87	-2	1.1	0.9	0.9	0.9	0.9	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	530	510	481	477	516	39	1.9	1.8	1.7	1.7	1.8	0.1
South.....	1,704	1,493	1,501	1,522	1,419	-103	2.9	2.5	2.5	2.6	2.4	-0.2
Midwest.....	776	698	680	716	730	14	2.4	2.1	2.0	2.1	2.2	0.1
West.....	799	738	783	811	664	-147	2.2	2.0	2.1	2.2	1.8	-0.4

<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 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>					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
Total.....	1,825	1,607	1,596	1,681	1,526	-155	1.2	1.0	1.0	1.1	1.0	-0.1
<b>INDUSTRY</b>												
Total private.....	1,740	1,508	1,527	1,592	1,437	-155	1.3	1.1	1.1	1.2	1.1	-0.1
Mining and logging.....	10	5	8	6	7	1	1.6	0.8	1.2	1.0	1.1	0.1
Construction.....	282	173	187	208	145	-63	3.6	2.1	2.3	2.5	1.8	-0.7
Manufacturing.....	125	110	118	117	114	-3	1.0	0.8	0.9	0.9	0.9	0.0
Durable goods.....	67	56	64	62	65	3	0.8	0.7	0.8	0.8	0.8	0.0
Nondurable goods.....	57	54	54	55	49	-6	1.2	1.1	1.1	1.1	1.0	-0.1
Trade, transportation, and utilities.....	293	318	288	286	268	-18	1.0	1.1	1.0	1.0	0.9	-0.1
Wholesale trade.....	36	43	44	50	45	-5	0.6	0.7	0.7	0.8	0.7	-0.1
Retail trade.....	155	142	136	139	151	12	1.0	0.9	0.9	0.9	1.0	0.1
Transportation, warehousing, and utilities.....	101	133	108	97	72	-25	1.4	1.9	1.5	1.4	1.0	-0.4
Information.....	44	32	17	27	33	6	1.4	1.1	0.6	0.9	1.1	0.2
Financial activities.....	53	48	65	46	44	-2	0.6	0.5	0.7	0.5	0.5	0.0
Finance and insurance.....	34	27	34	24	21	-3	0.5	0.4	0.5	0.4	0.3	-0.1
Real estate and rental and leasing. ...	19	22	30	22	23	1	0.8	0.9	1.2	0.9	0.9	0.0
Professional and business services. ....	395	361	461	398	364	-34	1.7	1.6	2.0	1.7	1.6	-0.1
Private education and health services... ..	177	161	154	162	170	8	0.7	0.6	0.6	0.6	0.7	0.1
Private educational services.....	32	20	21	10	28	18	0.8	0.5	0.6	0.3	0.7	0.4
Health care and social assistance. ...	145	141	133	151	142	-9	0.7	0.6	0.6	0.7	0.6	-0.1
Leisure and hospitality.....	291	239	183	301	235	-66	1.8	1.4	1.1	1.8	1.4	-0.4
Arts, entertainment, and recreation. ...	99	75	83	132	93	-39	4.0	2.9	3.2	5.0	3.5	-1.5
Accommodation and food services. ...	192	163	99	169	142	-27	1.4	1.1	0.7	1.2	1.0	-0.2
Other services.....	72	61	46	41	58	17	1.2	1.0	0.8	0.7	1.0	0.3
Government.....	85	99	69	88	88	0	0.4	0.4	0.3	0.4	0.4	0.0
Federal.....	7	8	6	6	7	1	0.2	0.3	0.2	0.2	0.2	0.0
State and local.....	79	90	64	82	81	-1	0.4	0.4	0.3	0.4	0.4	0.0
State and local education.....	40	44	33	35	49	14	0.4	0.4	0.3	0.3	0.5	0.2
State and local, excluding education.....	38	46	31	47	32	-15	0.4	0.5	0.3	0.5	0.3	-0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	307	245	296	290	279	-11	1.1	0.9	1.1	1.0	1.0	0.0
South.....	654	589	610	672	548	-124	1.1	1.0	1.0	1.1	0.9	-0.2
Midwest.....	398	358	309	360	300	-60	1.2	1.1	0.9	1.1	0.9	-0.2
West.....	465	415	381	359	400	41	1.3	1.1	1.0	1.0	1.1	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.

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
Total.....	283	373	407	332	345	13	0.2	0.2	0.3	0.2	0.2	0.0
<b>INDUSTRY</b>												
Total private.....	229	315	346	281	283	2	0.2	0.2	0.3	0.2	0.2	0.0
Mining and logging.....	1	2	1	1	2	1	0.2	0.3	0.2	0.1	0.2	0.1
Construction.....	9	13	14	10	24	14	0.1	0.2	0.2	0.1	0.3	0.2
Manufacturing.....	19	21	21	20	27	7	0.1	0.2	0.2	0.2	0.2	0.0
Durable goods.....	13	12	12	12	18	6	0.2	0.2	0.1	0.1	0.2	0.1
Nondurable goods.....	6	9	9	8	9	1	0.1	0.2	0.2	0.2	0.2	0.0
Trade, transportation, and utilities.....	53	55	107	78	67	-11	0.2	0.2	0.4	0.3	0.2	-0.1
Wholesale trade.....	9	8	28	10	3	-7	0.1	0.1	0.5	0.2	0.1	-0.1
Retail trade.....	28	35	51	57	46	-11	0.2	0.2	0.3	0.4	0.3	-0.1
Transportation, warehousing, and utilities.....	16	13	28	10	18	8	0.2	0.2	0.4	0.1	0.3	0.2
Information.....	8	6	6	8	3	-5	0.3	0.2	0.2	0.3	0.1	-0.2
Financial activities.....	15	21	7	22	20	-2	0.2	0.2	0.1	0.2	0.2	0.0
Finance and insurance.....	15	14	5	11	12	1	0.2	0.2	0.1	0.2	0.2	0.0
Real estate and rental and leasing. ...	1	7	2	11	8	-3	0.0	0.3	0.1	0.4	0.3	-0.1
Professional and business services. ....	47	99	72	58	53	-5	0.2	0.4	0.3	0.3	0.2	-0.1
Private education and health services... ..	34	54	64	46	37	-9	0.1	0.2	0.2	0.2	0.1	-0.1
Private educational services.....	4	3	3	6	5	-1	0.1	0.1	0.1	0.2	0.1	-0.1
Health care and social assistance. ...	30	50	61	40	32	-8	0.1	0.2	0.3	0.2	0.1	-0.1
Leisure and hospitality.....	28	27	30	23	36	13	0.2	0.2	0.2	0.1	0.2	0.1
Arts, entertainment, and recreation. ...	4	5	2	3	2	-1	0.2	0.2	0.1	0.1	0.1	0.0
Accommodation and food services. ...	24	21	28	20	34	14	0.2	0.2	0.2	0.1	0.2	0.1
Other services.....	14	17	25	18	15	-3	0.2	0.3	0.4	0.3	0.3	0.0
Government.....	54	58	61	51	62	11	0.2	0.3	0.3	0.2	0.3	0.1
Federal.....	13	12	11	12	12	0	0.5	0.4	0.4	0.4	0.4	0.0
State and local.....	40	46	49	39	50	11	0.2	0.2	0.2	0.2	0.2	0.0
State and local education.....	20	19	21	15	21	6	0.2	0.2	0.2	0.1	0.2	0.1
State and local, excluding education.....	20	27	29	24	29	5	0.2	0.3	0.3	0.3	0.3	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	40	76	54	74	66	-8	0.1	0.3	0.2	0.3	0.2	-0.1
South.....	114	133	137	100	137	37	0.2	0.2	0.2	0.2	0.2	0.0
Midwest.....	43	75	147	77	70	-7	0.1	0.2	0.4	0.2	0.2	0.0
West.....	87	89	69	80	72	-8	0.2	0.2	0.2	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					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 <sup>p</sup>	Change from: Feb. 2024 - Mar. 2024 <sup>p</sup>
<b>JOB OPENINGS</b>												
Total private.....	8,576	7,884	7,903	7,894	7,530	-364	6.1	5.5	5.6	5.5	5.3	-0.2
1 to 9 employees.....	1,374	1,885	1,898	1,828	1,726	-102	6.1	7.7	8.1	7.9	7.5	-0.4
10 to 49 employees.....	2,776	2,070	2,173	2,035	2,052	17	5.9	4.8	5.0	4.9	4.8	-0.1
50 to 249 employees.....	2,473	2,068	2,015	2,241	2,031	-210	6.1	5.1	5.0	5.3	4.9	-0.4
250 to 999 employees.....	1,050	1,018	1,024	983	902	-81	5.8	5.1	4.8	4.7	4.4	-0.3
1,000 to 4,999 employees.....	624	577	545	551	560	9	7.1	6.1	5.8	5.7	5.9	0.2
5,000 or more employees.....	279	266	248	258	259	1	6.2	5.6	5.0	4.9	4.9	0.0
<b>HIRES</b>												
Total private.....	5,563	5,384	5,309	5,382	5,109	-273	4.2	4.0	3.9	4.0	3.8	-0.2
1 to 9 employees.....	875	981	821	810	828	18	4.1	4.3	3.8	3.8	3.9	0.1
10 to 49 employees.....	1,795	1,600	1,672	1,781	1,695	-86	4.1	3.9	4.1	4.5	4.1	-0.4
50 to 249 employees.....	1,771	1,681	1,660	1,664	1,534	-130	4.7	4.4	4.4	4.2	3.9	-0.3
250 to 999 employees.....	744	735	750	714	656	-58	4.3	3.9	3.7	3.6	3.4	-0.2
1,000 to 4,999 employees.....	306	306	324	331	315	-16	3.7	3.5	3.7	3.6	3.5	-0.1
5,000 or more employees.....	71	82	82	81	81	0	1.7	1.8	1.7	1.6	1.6	0.0
<b>TOTAL SEPARATIONS</b>												
Total private.....	5,571	5,060	5,124	5,203	4,866	-337	4.2	3.8	3.8	3.9	3.6	-0.3
1 to 9 employees.....	810	745	789	735	694	-41	3.8	3.3	3.7	3.5	3.2	-0.3
10 to 49 employees.....	1,923	1,622	1,672	1,691	1,670	-21	4.4	4.0	4.1	4.3	4.1	-0.2
50 to 249 employees.....	1,790	1,596	1,580	1,738	1,540	-198	4.7	4.2	4.2	4.4	3.9	-0.5
250 to 999 employees.....	660	728	754	689	610	-79	3.8	3.8	3.7	3.5	3.1	-0.4
1,000 to 4,999 employees.....	324	308	263	280	277	-3	4.0	3.5	3.0	3.1	3.1	0.0
5,000 or more employees.....	63	60	66	70	76	6	1.5	1.3	1.4	1.4	1.5	0.1
<b>QUITS</b>												
Total private.....	3,602	3,237	3,251	3,330	3,145	-185	2.7	2.4	2.4	2.5	2.3	-0.2
1 to 9 employees.....	434	483	508	477	460	-17	2.0	2.1	2.4	2.2	2.2	0.0
10 to 49 employees.....	1,284	1,076	1,114	1,157	1,116	-41	2.9	2.6	2.7	2.9	2.7	-0.2
50 to 249 employees.....	1,231	1,051	991	1,077	990	-87	3.2	2.8	2.6	2.7	2.5	-0.2
250 to 999 employees.....	422	424	440	417	384	-33	2.5	2.2	2.2	2.1	2.0	-0.1
1,000 to 4,999 employees.....	191	164	157	161	151	-10	2.3	1.9	1.8	1.8	1.7	-0.1
5,000 or more employees.....	40	40	41	41	44	3	0.9	0.9	0.9	0.8	0.9	0.1
<b>LAYOFFS AND DISCHARGES</b>												
Total private.....	1,740	1,508	1,527	1,592	1,437	-155	1.3	1.1	1.1	1.2	1.1	-0.1
1 to 9 employees.....	313	179	226	209	171	-38	1.5	0.8	1.1	1.0	0.8	-0.2
10 to 49 employees.....	572	445	397	444	479	35	1.3	1.1	1.0	1.1	1.2	0.1
50 to 249 employees.....	506	480	523	588	460	-128	1.3	1.3	1.4	1.5	1.2	-0.3
250 to 999 employees.....	220	268	279	234	203	-31	1.3	1.4	1.4	1.2	1.0	-0.2
1,000 to 4,999 employees.....	113	123	85	99	105	6	1.4	1.4	1.0	1.1	1.2	0.1
5,000 or more employees.....	16	14	17	18	20	2	0.4	0.3	0.4	0.3	0.4	0.1
<b>OTHER SEPARATIONS</b>												
Total private.....	229	315	346	281	283	2	0.2	0.2	0.3	0.2	0.2	0.0
1 to 9 employees.....	63	83	55	49	62	13	0.3	0.4	0.3	0.2	0.3	0.1
10 to 49 employees.....	67	101	160	89	76	-13	0.2	0.2	0.4	0.2	0.2	0.0
50 to 249 employees.....	54	65	67	73	90	17	0.1	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	18	37	35	39	23	-16	0.1	0.2	0.2	0.2	0.1	-0.1
1,000 to 4,999 employees.....	20	22	21	20	21	1	0.2	0.2	0.2	0.2	0.2	0.0
5,000 or more employees.....	8	7	9	11	12	1	0.2	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>		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Total.....	9,477	8,430	8,304	5.8	5.1	5.0
<b>INDUSTRY</b>						
Total private.....	8,413	7,553	7,337	6.0	5.4	5.2
Mining and logging.....	36	32	34	5.4	4.8	5.1
Construction.....	318	434	295	4.0	5.2	3.6
Manufacturing.....	691	572	572	5.1	4.2	4.2
Durable goods.....	431	375	353	5.1	4.4	4.2
Nondurable goods.....	260	198	219	5.1	4.0	4.4
Trade, transportation, and utilities.....	1,300	1,020	986	4.4	3.4	3.3
Wholesale trade.....	296	164	208	4.6	2.6	3.3
Retail trade.....	616	564	459	3.8	3.5	2.9
Transportation, warehousing, and utilities.....	388	292	319	5.2	4.0	4.3
Information.....	152	130	171	4.8	4.2	5.4
Financial activities.....	456	611	492	4.8	6.3	5.1
Finance and insurance.....	335	473	336	4.8	6.6	4.8
Real estate and rental and leasing.....	121	139	156	4.8	5.3	6.0
Professional and business services.....	1,759	1,473	1,477	7.2	6.1	6.1
Private education and health services.....	1,834	1,866	1,819	6.8	6.7	6.5
Private educational services.....	184	136	160	4.5	3.3	3.8
Health care and social assistance.....	1,650	1,730	1,659	7.2	7.3	7.0
Leisure and hospitality.....	1,515	1,099	1,198	8.6	6.3	6.8
Arts, entertainment, and recreation.....	302	218	197	11.6	8.3	7.4
Accommodation and food services.....	1,213	881	1,001	8.1	6.0	6.7
Other services.....	353	315	292	5.8	5.1	4.8
Government.....	1,063	877	967	4.4	3.6	3.9
Federal.....	144	135	154	4.8	4.3	4.9
State and local.....	919	743	813	4.4	3.5	3.8
State and local education.....	306	233	310	2.7	2.1	2.7
State and local, excluding education.....	613	510	503	6.3	5.2	5.1
<b>REGION<sup>3</sup></b>						
Northeast.....	1,550	1,448	1,530	5.3	4.9	5.2
South.....	3,916	3,320	3,354	6.3	5.4	5.4
Midwest.....	1,976	1,815	1,759	5.7	5.2	5.0
West.....	2,034	1,848	1,661	5.3	4.8	4.3

<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.



**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>		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Total.....	5,446	4,855	4,932	3.5	3.1	3.1
<b>INDUSTRY</b>						
Total private.....	5,156	4,558	4,642	3.9	3.4	3.5
Mining and logging.....	26	18	22	4.1	2.9	3.5
Construction.....	433	346	360	5.6	4.4	4.5
Manufacturing.....	366	292	294	2.8	2.3	2.3
Durable goods.....	211	162	174	2.6	2.0	2.1
Nondurable goods.....	155	130	120	3.2	2.7	2.5
Trade, transportation, and utilities.....	1,002	924	880	3.5	3.2	3.1
Wholesale trade.....	144	142	133	2.4	2.3	2.2
Retail trade.....	630	574	585	4.1	3.7	3.8
Transportation, warehousing, and utilities.....	228	207	161	3.2	2.9	2.3
Information.....	98	78	78	3.2	2.6	2.6
Financial activities.....	163	165	147	1.8	1.8	1.6
Finance and insurance.....	102	103	90	1.5	1.5	1.3
Real estate and rental and leasing.....	62	62	57	2.6	2.5	2.3
Professional and business services.....	1,034	971	1,032	4.6	4.3	4.5
Private education and health services.....	757	748	711	3.0	2.9	2.7
Private educational services.....	61	54	60	1.5	1.3	1.5
Health care and social assistance.....	697	695	651	3.3	3.1	2.9
Leisure and hospitality.....	1,072	834	969	6.7	5.1	5.9
Arts, entertainment, and recreation.....	182	140	183	8.0	5.8	7.4
Accommodation and food services.....	889	694	786	6.5	5.0	5.6
Other services.....	205	181	149	3.6	3.1	2.5
Government.....	291	297	290	1.3	1.3	1.2
Federal.....	40	35	37	1.4	1.2	1.2
State and local.....	251	263	252	1.3	1.3	1.2
State and local education.....	101	112	96	0.9	1.0	0.9
State and local, excluding education.....	150	150	157	1.6	1.6	1.7
<b>REGION<sup>3</sup></b>						
Northeast.....	871	644	821	3.2	2.3	2.9
South.....	2,275	2,237	2,073	3.9	3.8	3.5
Midwest.....	1,141	919	1,034	3.5	2.8	3.1
West.....	1,159	1,056	1,004	3.2	2.9	2.7

<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.



**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>		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Total.....	5,233	4,535	4,502	3.4	2.9	2.9
<b>INDUSTRY</b>						
Total private.....	4,977	4,312	4,256	3.8	3.2	3.2
Mining and logging.....	23	20	19	3.7	3.2	3.0
Construction.....	381	324	266	5.0	4.1	3.3
Manufacturing.....	422	296	331	3.3	2.3	2.6
Durable goods.....	235	160	191	2.9	2.0	2.4
Nondurable goods.....	187	136	140	3.9	2.8	2.9
Trade, transportation, and utilities.....	1,061	899	848	3.7	3.1	3.0
Wholesale trade.....	142	151	127	2.3	2.5	2.1
Retail trade.....	613	540	518	4.0	3.5	3.3
Transportation, warehousing, and utilities.....	306	208	203	4.3	2.9	2.9
Information.....	82	77	71	2.7	2.6	2.4
Financial activities.....	161	163	147	1.8	1.8	1.6
Finance and insurance.....	102	101	95	1.5	1.5	1.4
Real estate and rental and leasing.....	59	61	51	2.4	2.5	2.1
Professional and business services.....	988	964	958	4.4	4.2	4.2
Private education and health services.....	741	660	668	2.9	2.5	2.5
Private educational services.....	61	48	59	1.6	1.2	1.5
Health care and social assistance.....	680	612	609	3.2	2.8	2.7
Leisure and hospitality.....	908	759	805	5.7	4.7	4.9
Arts, entertainment, and recreation.....	98	95	107	4.3	4.0	4.3
Accommodation and food services.....	810	663	698	5.9	4.8	5.0
Other services.....	209	152	142	3.6	2.6	2.4
Government.....	256	223	246	1.1	0.9	1.0
Federal.....	31	28	28	1.1	1.0	0.9
State and local.....	225	194	218	1.1	0.9	1.1
State and local education.....	90	78	90	0.8	0.7	0.8
State and local, excluding education.....	135	116	128	1.5	1.2	1.4
<b>REGION<sup>3</sup></b>						
Northeast.....	703	650	700	2.6	2.3	2.5
South.....	2,318	1,932	1,913	4.0	3.3	3.2
Midwest.....	1,048	920	924	3.2	2.8	2.8
West.....	1,164	1,033	965	3.2	2.8	2.6

<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>		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Total.....	3,466	2,814	2,972	2.2	1.8	1.9
<b>INDUSTRY</b>						
Total private.....	3,297	2,672	2,825	2.5	2.0	2.1
Mining and logging.....	13	12	11	2.1	1.9	1.8
Construction.....	126	117	139	1.6	1.5	1.7
Manufacturing.....	278	178	191	2.2	1.4	1.5
Durable goods.....	154	96	107	1.9	1.2	1.3
Nondurable goods.....	123	82	85	2.5	1.7	1.8
Trade, transportation, and utilities.....	784	573	585	2.7	2.0	2.0
Wholesale trade.....	102	92	86	1.7	1.5	1.4
Retail trade.....	473	358	358	3.1	2.3	2.3
Transportation, warehousing, and utilities.....	209	123	141	3.0	1.7	2.0
Information.....	35	45	35	1.1	1.5	1.2
Financial activities.....	99	104	97	1.1	1.1	1.1
Finance and insurance.....	55	66	70	0.8	1.0	1.0
Real estate and rental and leasing.....	44	38	27	1.8	1.6	1.1
Professional and business services.....	578	504	577	2.6	2.2	2.5
Private education and health services.....	566	475	498	2.3	1.8	1.9
Private educational services.....	42	37	40	1.1	0.9	1.0
Health care and social assistance.....	524	438	458	2.5	2.0	2.1
Leisure and hospitality.....	672	555	605	4.2	3.4	3.7
Arts, entertainment, and recreation.....	50	48	57	2.2	2.0	2.3
Accommodation and food services.....	622	506	547	4.5	3.7	3.9
Other services.....	146	109	86	2.5	1.9	1.5
Government.....	169	142	147	0.7	0.6	0.6
Federal.....	16	14	13	0.5	0.5	0.5
State and local.....	153	128	134	0.8	0.6	0.6
State and local education.....	60	55	52	0.5	0.5	0.5
State and local, excluding education.....	93	73	82	1.0	0.8	0.9
<b>REGION<sup>3</sup></b>						
Northeast.....	444	359	440	1.6	1.3	1.6
South.....	1,612	1,247	1,304	2.8	2.1	2.2
Midwest.....	678	550	632	2.1	1.7	1.9
West.....	732	658	596	2.0	1.8	1.6

<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>		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Total.....	1,516	1,426	1,218	1.0	0.9	0.8
<b>INDUSTRY</b>						
Total private.....	1,470	1,382	1,168	1.1	1.0	0.9
Mining and logging.....	9	7	6	1.4	1.2	1.0
Construction.....	247	197	103	3.2	2.5	1.3
Manufacturing.....	127	102	115	1.0	0.8	0.9
Durable goods.....	69	54	68	0.9	0.7	0.8
Nondurable goods.....	58	48	47	1.2	1.0	1.0
Trade, transportation, and utilities.....	226	246	197	0.8	0.9	0.7
Wholesale trade.....	30	50	37	0.5	0.8	0.6
Retail trade.....	115	119	116	0.7	0.8	0.7
Transportation, warehousing, and utilities.....	80	77	44	1.1	1.1	0.6
Information.....	41	22	35	1.4	0.7	1.2
Financial activities.....	51	38	37	0.6	0.4	0.4
Finance and insurance.....	36	23	19	0.5	0.3	0.3
Real estate and rental and leasing.....	14	15	18	0.6	0.6	0.7
Professional and business services.....	364	414	335	1.6	1.8	1.5
Private education and health services.....	146	145	141	0.6	0.6	0.5
Private educational services.....	17	7	16	0.4	0.2	0.4
Health care and social assistance.....	128	138	125	0.6	0.6	0.6
Leisure and hospitality.....	211	185	159	1.3	1.1	1.0
Arts, entertainment, and recreation.....	44	45	48	1.9	1.9	1.9
Accommodation and food services.....	167	139	111	1.2	1.0	0.8
Other services.....	49	25	40	0.8	0.4	0.7
Government.....	47	44	50	0.2	0.2	0.2
Federal.....	5	5	5	0.2	0.2	0.2
State and local.....	42	39	44	0.2	0.2	0.2
State and local education.....	20	16	27	0.2	0.1	0.2
State and local, excluding education.....	22	23	18	0.2	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	226	225	205	0.8	0.8	0.7
South.....	612	593	492	1.1	1.0	0.8
Midwest.....	332	305	224	1.0	0.9	0.7
West.....	347	303	297	1.0	0.8	0.8

<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>		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
Total.....	251	295	312	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	210	258	263	0.2	0.2	0.2
Mining and logging.....	1	1	1	0.2	0.1	0.2
Construction.....	9	9	25	0.1	0.1	0.3
Manufacturing.....	17	16	24	0.1	0.1	0.2
Durable goods.....	11	10	17	0.1	0.1	0.2
Nondurable goods.....	5	7	8	0.1	0.1	0.2
Trade, transportation, and utilities.....	51	80	66	0.2	0.3	0.2
Wholesale trade.....	10	9	4	0.2	0.2	0.1
Retail trade.....	25	63	44	0.2	0.4	0.3
Transportation, warehousing, and utilities.....	16	8	18	0.2	0.1	0.3
Information.....	6	9	2	0.2	0.3	0.1
Financial activities.....	11	20	13	0.1	0.2	0.1
Finance and insurance.....	11	12	6	0.2	0.2	0.1
Real estate and rental and leasing.....	0	8	6	0.0	0.3	0.3
Professional and business services.....	46	46	45	0.2	0.2	0.2
Private education and health services.....	29	40	29	0.1	0.2	0.1
Private educational services.....	2	4	3	0.1	0.1	0.1
Health care and social assistance.....	27	36	26	0.1	0.2	0.1
Leisure and hospitality.....	24	19	41	0.1	0.1	0.3
Arts, entertainment, and recreation.....	3	2	2	0.1	0.1	0.1
Accommodation and food services.....	21	17	40	0.2	0.1	0.3
Other services.....	15	18	16	0.3	0.3	0.3
Government.....	41	36	49	0.2	0.2	0.2
Federal.....	11	10	9	0.4	0.3	0.3
State and local.....	30	27	40	0.2	0.1	0.2
State and local education.....	11	7	11	0.1	0.1	0.1
State and local, excluding education.....	19	20	29	0.2	0.2	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	33	66	54	0.1	0.2	0.2
South.....	95	92	117	0.2	0.2	0.2
Midwest.....	38	64	68	0.1	0.2	0.2
West.....	86	73	73	0.2	0.2	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		
	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>	Mar. 2023	Feb. 2024	Mar. 2024 <sup>p</sup>
<b>JOB OPENINGS</b>						
Total private.....	8,413	7,553	7,337	6.0	5.4	5.2
1 to 9 employees.....	1,305	1,700	1,592	5.8	7.5	7.0
10 to 49 employees.....	2,661	1,928	1,986	5.8	4.7	4.7
50 to 249 employees.....	2,459	2,103	2,001	6.1	5.1	4.9
250 to 999 employees.....	1,054	961	909	5.8	4.7	4.5
1,000 to 4,999 employees.....	647	588	584	7.4	6.1	6.2
5,000 or more employees.....	287	272	267	6.5	5.2	5.1
<b>HIRES</b>						
Total private.....	5,156	4,558	4,642	3.9	3.4	3.5
1 to 9 employees.....	769	642	713	3.7	3.1	3.4
10 to 49 employees.....	1,658	1,504	1,554	3.8	3.8	3.8
50 to 249 employees.....	1,711	1,443	1,462	4.6	3.7	3.8
250 to 999 employees.....	687	604	572	4.0	3.1	3.0
1,000 to 4,999 employees.....	266	296	270	3.3	3.3	3.0
5,000 or more employees.....	65	68	71	1.6	1.4	1.4
<b>TOTAL SEPARATIONS</b>						
Total private.....	4,977	4,312	4,256	3.8	3.2	3.2
1 to 9 employees.....	702	594	575	3.3	2.8	2.7
10 to 49 employees.....	1,585	1,416	1,373	3.6	3.6	3.4
50 to 249 employees.....	1,678	1,435	1,409	4.5	3.7	3.6
250 to 999 employees.....	646	573	571	3.8	2.9	3.0
1,000 to 4,999 employees.....	308	238	257	3.8	2.7	2.9
5,000 or more employees.....	57	56	71	1.4	1.1	1.4
<b>QUITS</b>						
Total private.....	3,297	2,672	2,825	2.5	2.0	2.1
1 to 9 employees.....	381	365	393	1.8	1.7	1.9
10 to 49 employees.....	1,102	932	951	2.5	2.4	2.3
50 to 249 employees.....	1,184	862	938	3.2	2.2	2.4
250 to 999 employees.....	401	340	352	2.4	1.7	1.8
1,000 to 4,999 employees.....	192	139	150	2.4	1.6	1.7
5,000 or more employees.....	37	34	41	0.9	0.7	0.8
<b>LAYOFFS AND DISCHARGES</b>						
Total private.....	1,470	1,382	1,168	1.1	1.0	0.9
1 to 9 employees.....	264	193	126	1.3	0.9	0.6
10 to 49 employees.....	419	394	350	1.0	1.0	0.9
50 to 249 employees.....	447	505	390	1.2	1.3	1.0
250 to 999 employees.....	226	195	196	1.3	1.0	1.0
1,000 to 4,999 employees.....	100	81	89	1.2	0.9	1.0
5,000 or more employees.....	13	14	17	0.3	0.3	0.3
<b>OTHER SEPARATIONS</b>						
Total private.....	210	258	263	0.2	0.2	0.2
1 to 9 employees.....	57	36	57	0.3	0.2	0.3
10 to 49 employees.....	64	91	73	0.1	0.2	0.2
50 to 249 employees.....	46	68	80	0.1	0.2	0.2
250 to 999 employees.....	20	38	23	0.1	0.2	0.1
1,000 to 4,999 employees.....	16	18	17	0.2	0.2	0.2
5,000 or more employees.....	8	8	13	0.2	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.

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