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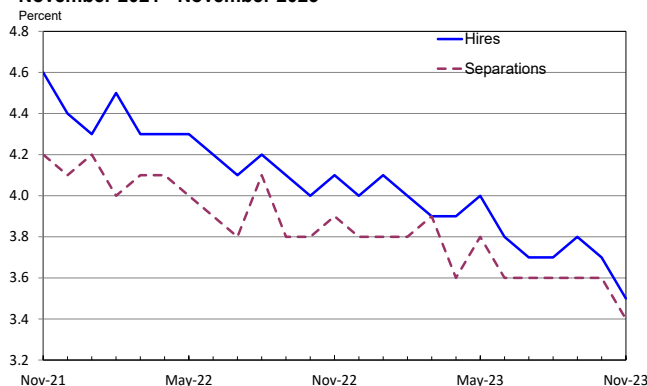
JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2023

The number of job openings changed little at 8.8 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires and total separations decreased to 5.5 million and 5.3 million, respectively. Within separations, quits (3.5 million) edged down 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, November 2021 - November 2023



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



Job Openings

On the last business day of November, the number of **job openings** changed little at 8.8 million; this measure is down from a series high of 12.0 million in March 2022. The job openings rate was unchanged at 5.3 percent. Over the month, job openings decreased in transportation, warehousing, and utilities (-128,000) and in federal government (-58,000). Job openings increased in wholesale trade (+63,000). (See table 1.)

Hires

In November, the number of **hires** decreased to 5.5 million (-363,000). The hires rate was little changed at 3.5 percent. The number of hires decreased in professional and business services (-163,000). (See table 2.)

Separations

Total separations include quits, layoffs and discharges, and other separations. Quits are generally voluntary separations initiated by the employee. The quits rate can serve as a measure of workers' willingness or ability to leave jobs. Layoffs and discharges are involuntary separations initiated by the

employer. Other separations include separations due to retirement, death, disability, and transfers to other locations of the same firm.

The number of **total separations** in November decreased to 5.3 million (-292,000), and the rate was little changed at 3.4 percent. Over the month, the number of total separations decreased in professional and business services (-158,000) and in educational services (-28,000). (See table 3.)

In November, the number of **quits** edged down to 3.5 million (-157,000). The rate was little changed at 2.2 percent. The number of quits decreased in professional and business services (-77,000) and in educational services (-23,000). (See table 4.)

In November, the number of **layoffs and discharges** changed little at 1.5 million, and the rate was unchanged at 1.0 percent. The number of layoffs and discharges decreased in durable goods manufacturing (-18,000). (See table 5.)

The number of **other separations** changed little in November at 342,000. (See table 6.)

Establishment Size Class

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

The Job Openings and Labor Turnover Survey estimates for December 2023 are scheduled to be released on Tuesday, January 30, 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		
	Nov. 2022	Oct. 2023	Nov. 2023 ^P	Nov. 2022	Oct. 2023	Nov. 2023 ^P	Nov. 2022	Oct. 2023	Nov. 2023 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	10,746	8,852	8,790	6,253	5,828	5,465	5,945	5,632	5,340
Total private.....	9,671	7,845	7,817	5,825	5,446	5,096	5,582	5,328	5,009
Mining and logging.....	42	23	31	24	23	21	17	24	23
Construction.....	348	416	459	337	379	362	294	345	351
Manufacturing.....	829	561	547	407	370	358	393	376	362
Durable goods.....	517	362	383	222	206	214	213	208	207
Nondurable goods.....	312	200	164	186	164	144	181	168	155
Trade, transportation, and utilities.....	1,531	1,299	1,276	1,253	1,137	1,057	1,299	1,134	1,107
Wholesale trade.....	213	217	280	172	157	141	159	133	127
Retail trade.....	852	550	592	706	661	602	713	670	661
Transportation, warehousing, and utilities.....	465	532	404	375	318	313	426	331	319
Information.....	213	127	139	112	52	66	98	71	84
Financial activities.....	576	387	425	248	206	207	275	216	211
Finance and insurance.....	405	253	290	162	132	134	197	141	142
Real estate and rental and leasing.....	171	133	135	86	74	72	77	75	69
Professional and business services.....	2,121	1,642	1,609	1,163	1,146	983	1,166	1,164	1,006
Education and health services.....	2,068	1,861	1,871	863	892	872	779	814	761
Educational services.....	160	172	158	98	106	93	86	108	80
Health care and social assistance.....	1,908	1,689	1,713	765	787	779	694	706	682
Leisure and hospitality.....	1,629	1,240	1,143	1,203	1,037	965	1,093	987	922
Arts, entertainment, and recreation.....	164	183	164	160	157	141	143	135	134
Accommodation and food services.....	1,465	1,057	979	1,043	880	824	950	852	788
Other services.....	314	289	318	214	204	205	168	198	182
Government.....	1,075	1,008	973	428	382	369	364	304	331
Federal.....	138	180	122	39	41	37	40	36	39
State and local.....	937	827	851	389	341	331	324	268	292
State and local education.....	336	299	303	191	181	171	157	135	153
State and local, excluding education.....	601	529	549	198	160	161	167	133	138
RATES BY INDUSTRY (percent)									
Total.....	6.5	5.3	5.3	4.1	3.7	3.5	3.9	3.6	3.4
Total private.....	6.8	5.5	5.5	4.4	4.1	3.8	4.2	4.0	3.7
Mining and logging.....	6.3	3.4	4.6	3.8	3.5	3.3	2.7	3.7	3.6
Construction.....	4.3	4.9	5.4	4.3	4.7	4.5	3.8	4.3	4.4
Manufacturing.....	6.0	4.1	4.0	3.1	2.8	2.8	3.0	2.9	2.8
Durable goods.....	6.0	4.3	4.5	2.7	2.5	2.6	2.6	2.6	2.5
Nondurable goods.....	6.0	4.0	3.3	3.8	3.4	3.0	3.7	3.5	3.2
Trade, transportation, and utilities.....	5.1	4.3	4.2	4.4	3.9	3.7	4.5	3.9	3.8
Wholesale trade.....	3.4	3.4	4.4	2.9	2.6	2.3	2.6	2.2	2.1
Retail trade.....	5.2	3.4	3.7	4.6	4.3	3.9	4.6	4.3	4.3
Transportation, warehousing, and utilities.....	6.0	6.8	5.3	5.2	4.4	4.3	5.9	4.6	4.4
Information.....	6.4	4.0	4.4	3.6	1.7	2.2	3.1	2.4	2.8
Financial activities.....	6.0	4.1	4.4	2.7	2.3	2.3	3.0	2.4	2.3
Finance and insurance.....	5.7	3.6	4.1	2.4	2.0	2.0	2.9	2.1	2.1
Real estate and rental and leasing.....	6.6	5.2	5.2	3.6	3.0	2.9	3.2	3.1	2.8
Professional and business services.....	8.5	6.7	6.5	5.1	5.0	4.3	5.1	5.1	4.4
Education and health services.....	7.7	6.8	6.8	3.5	3.5	3.4	3.1	3.2	3.0
Educational services.....	4.0	4.2	3.8	2.5	2.7	2.3	2.2	2.7	2.0
Health care and social assistance.....	8.4	7.2	7.3	3.7	3.6	3.6	3.3	3.2	3.1
Leisure and hospitality.....	9.1	6.9	6.4	7.4	6.2	5.7	6.7	5.9	5.5
Arts, entertainment, and recreation.....	6.4	6.8	6.1	6.7	6.3	5.6	6.0	5.4	5.3
Accommodation and food services.....	9.6	6.9	6.4	7.5	6.2	5.8	6.8	6.0	5.5
Other services.....	5.2	4.7	5.1	3.7	3.5	3.5	2.9	3.4	3.1

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Government.....	4.6	4.2	4.1	1.9	1.7	1.6	1.6	1.3	1.4
Federal.....	4.6	5.8	4.0	1.4	1.4	1.3	1.4	1.2	1.3
State and local.....	4.6	4.0	4.1	2.0	1.7	1.7	1.7	1.3	1.5
State and local education.....	3.2	2.7	2.8	1.9	1.7	1.6	1.5	1.3	1.4
State and local, excluding education.	6.2	5.3	5.5	2.2	1.7	1.7	1.8	1.4	1.5

p Preliminary

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

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation. The JOLTS program uses quality control procedures to reduce nonsampling error in the survey's design.

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
Total.....	10,746	9,497	9,350	8,852	8,790	-62	6.5	5.7	5.6	5.3	5.3	0.0
INDUSTRY												
Total private.....	9,671	8,433	8,381	7,845	7,817	-28	6.8	5.9	5.9	5.5	5.5	0.0
Mining and logging.....	42	30	35	23	31	8	6.3	4.5	5.2	3.4	4.6	1.2
Construction.....	348	375	427	416	459	43	4.3	4.5	5.1	4.9	5.4	0.5
Manufacturing.....	829	604	601	561	547	-14	6.0	4.4	4.4	4.1	4.0	-0.1
Durable goods.....	517	378	357	362	383	21	6.0	4.4	4.2	4.3	4.5	0.2
Nondurable goods.....	312	226	243	200	164	-36	6.0	4.5	4.8	4.0	3.3	-0.7
Trade, transportation, and utilities.....	1,531	1,309	1,333	1,299	1,276	-23	5.1	4.3	4.4	4.3	4.2	-0.1
Wholesale trade.....	213	236	233	217	280	63	3.4	3.8	3.7	3.4	4.4	1.0
Retail trade.....	852	651	645	550	592	42	5.2	4.0	4.0	3.4	3.7	0.3
Transportation, warehousing, and utilities.....	465	421	455	532	404	-128	6.0	5.5	5.9	6.8	5.3	-1.5
Information.....	213	201	133	127	139	12	6.4	6.1	4.1	4.0	4.4	0.4
Financial activities.....	576	553	616	387	425	38	6.0	5.7	6.3	4.1	4.4	0.3
Finance and insurance.....	405	410	441	253	290	37	5.7	5.8	6.2	3.6	4.1	0.5
Real estate and rental and leasing. ...	171	142	175	133	135	2	6.6	5.5	6.7	5.2	5.2	0.0
Professional and business services.....	2,121	1,737	1,658	1,642	1,609	-33	8.5	7.0	6.7	6.7	6.5	-0.2
Education and health services.....	2,068	1,971	1,906	1,861	1,871	10	7.7	7.2	6.9	6.8	6.8	0.0
Educational services.....	160	164	177	172	158	-14	4.0	4.0	4.3	4.2	3.8	-0.4
Health care and social assistance. ...	1,908	1,808	1,729	1,689	1,713	24	8.4	7.7	7.4	7.2	7.3	0.1
Leisure and hospitality.....	1,629	1,233	1,359	1,240	1,143	-97	9.1	6.9	7.5	6.9	6.4	-0.5
Arts, entertainment, and recreation. ...	164	166	190	183	164	-19	6.4	6.3	7.1	6.8	6.1	-0.7
Accommodation and food services. ...	1,465	1,068	1,168	1,057	979	-78	9.6	7.0	7.6	6.9	6.4	-0.5
Other services.....	314	420	313	289	318	29	5.2	6.7	5.1	4.7	5.1	0.4
Government.....	1,075	1,064	970	1,008	973	-35	4.6	4.5	4.1	4.2	4.1	-0.1
Federal.....	138	174	162	180	122	-58	4.6	5.6	5.2	5.8	4.0	-1.8
State and local.....	937	890	808	827	851	24	4.6	4.3	3.9	4.0	4.1	0.1
State and local education.....	336	330	307	299	303	4	3.2	3.0	2.8	2.7	2.8	0.1
State and local, excluding education.....	601	560	501	529	549	20	6.2	5.7	5.1	5.3	5.5	0.2
REGION³												
Northeast.....	1,645	1,548	1,571	1,523	1,494	-29	5.6	5.2	5.3	5.2	5.1	-0.1
South.....	4,323	3,763	3,804	3,521	3,393	-128	7.0	6.1	6.1	5.7	5.5	-0.2
Midwest.....	2,270	2,085	2,002	1,921	2,023	102	6.4	5.9	5.6	5.4	5.7	0.3
West.....	2,507	2,101	1,973	1,887	1,880	-7	6.4	5.4	5.1	4.8	4.8	0.0

¹ The job openings level is the number of job openings on the last business day of the month.

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
Total.....	6,253	5,850	5,904	5,828	5,465	-363	4.1	3.7	3.8	3.7	3.5	-0.2
INDUSTRY												
Total private.....	5,825	5,475	5,536	5,446	5,096	-350	4.4	4.1	4.1	4.1	3.8	-0.3
Mining and logging.....	24	27	22	23	21	-2	3.8	4.1	3.4	3.5	3.3	-0.2
Construction.....	337	372	309	379	362	-17	4.3	4.6	3.9	4.7	4.5	-0.2
Manufacturing.....	407	392	390	370	358	-12	3.1	3.0	3.0	2.8	2.8	0.0
Durable goods.....	222	203	214	206	214	8	2.7	2.5	2.6	2.5	2.6	0.1
Nondurable goods.....	186	189	176	164	144	-20	3.8	3.9	3.6	3.4	3.0	-0.4
Trade, transportation, and utilities.....	1,253	1,118	1,216	1,137	1,057	-80	4.4	3.9	4.2	3.9	3.7	-0.2
Wholesale trade.....	172	146	161	157	141	-16	2.9	2.4	2.6	2.6	2.3	-0.3
Retail trade.....	706	656	750	661	602	-59	4.6	4.2	4.8	4.3	3.9	-0.4
Transportation, warehousing, and utilities.....	375	317	305	318	313	-5	5.2	4.4	4.2	4.4	4.3	-0.1
Information.....	112	71	74	52	66	14	3.6	2.3	2.4	1.7	2.2	0.5
Financial activities.....	248	212	202	206	207	1	2.7	2.3	2.2	2.3	2.3	0.0
Finance and insurance.....	162	142	125	132	134	2	2.4	2.1	1.9	2.0	2.0	0.0
Real estate and rental and leasing. ...	86	70	77	74	72	-2	3.6	2.9	3.2	3.0	2.9	-0.1
Professional and business services.	1,163	1,108	1,095	1,146	983	-163	5.1	4.8	4.8	5.0	4.3	-0.7
Education and health services.....	863	893	863	892	872	-20	3.5	3.5	3.4	3.5	3.4	-0.1
Educational services.....	98	95	96	106	93	-13	2.5	2.4	2.4	2.7	2.3	-0.4
Health care and social assistance. ...	765	798	767	787	779	-8	3.7	3.7	3.5	3.6	3.6	0.0
Leisure and hospitality.....	1,203	1,077	1,148	1,037	965	-72	7.4	6.5	6.9	6.2	5.7	-0.5
Arts, entertainment, and recreation. ...	160	165	155	157	141	-16	6.7	6.7	6.2	6.3	5.6	-0.7
Accommodation and food services. ...	1,043	911	993	880	824	-56	7.5	6.4	7.0	6.2	5.8	-0.4
Other services.....	214	206	217	204	205	1	3.7	3.5	3.7	3.5	3.5	0.0
Government.....	428	375	368	382	369	-13	1.9	1.6	1.6	1.7	1.6	-0.1
Federal.....	39	41	44	41	37	-4	1.4	1.4	1.5	1.4	1.3	-0.1
State and local.....	389	334	324	341	331	-10	2.0	1.7	1.6	1.7	1.7	0.0
State and local education.....	191	175	170	181	171	-10	1.9	1.7	1.6	1.7	1.6	-0.1
State and local, excluding education.....	198	159	154	160	161	1	2.2	1.7	1.6	1.7	1.7	0.0
REGION³												
Northeast.....	913	933	930	889	881	-8	3.3	3.3	3.3	3.2	3.1	-0.1
South.....	2,599	2,518	2,515	2,402	2,329	-73	4.5	4.3	4.3	4.1	4.0	-0.1
Midwest.....	1,300	1,200	1,185	1,232	1,160	-72	3.9	3.6	3.5	3.7	3.5	-0.2
West.....	1,441	1,200	1,274	1,304	1,095	-209	4.0	3.2	3.4	3.5	2.9	-0.6

¹ The hires level is the number of hires during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
Total.....	5,945	5,687	5,595	5,632	5,340	-292	3.9	3.6	3.6	3.6	3.4	-0.2
INDUSTRY												
Total private.....	5,582	5,343	5,288	5,328	5,009	-319	4.2	4.0	3.9	4.0	3.7	-0.3
Mining and logging.....	17	26	21	24	23	-1	2.7	4.0	3.3	3.7	3.6	-0.1
Construction.....	294	344	312	345	351	6	3.8	4.3	3.9	4.3	4.4	0.1
Manufacturing.....	393	384	382	376	362	-14	3.0	3.0	2.9	2.9	2.8	-0.1
Durable goods.....	213	192	207	208	207	-1	2.6	2.4	2.5	2.6	2.5	-0.1
Nondurable goods.....	181	193	175	168	155	-13	3.7	4.0	3.6	3.5	3.2	-0.3
Trade, transportation, and utilities.....	1,299	1,119	1,181	1,134	1,107	-27	4.5	3.9	4.1	3.9	3.8	-0.1
Wholesale trade.....	159	139	154	133	127	-6	2.6	2.3	2.5	2.2	2.1	-0.1
Retail trade.....	713	655	731	670	661	-9	4.6	4.2	4.7	4.3	4.3	0.0
Transportation, warehousing, and utilities.....	426	325	296	331	319	-12	5.9	4.5	4.1	4.6	4.4	-0.2
Information.....	98	68	81	71	84	13	3.1	2.2	2.6	2.4	2.8	0.4
Financial activities.....	275	215	204	216	211	-5	3.0	2.3	2.2	2.4	2.3	-0.1
Finance and insurance.....	197	141	127	141	142	1	2.9	2.1	1.9	2.1	2.1	0.0
Real estate and rental and leasing. ...	77	74	77	75	69	-6	3.2	3.0	3.2	3.1	2.8	-0.3
Professional and business services.	1,166	1,123	1,067	1,164	1,006	-158	5.1	4.9	4.6	5.1	4.4	-0.7
Education and health services.....	779	800	766	814	761	-53	3.1	3.1	3.0	3.2	3.0	-0.2
Educational services.....	86	88	91	108	80	-28	2.2	2.2	2.3	2.7	2.0	-0.7
Health care and social assistance. ...	694	712	675	706	682	-24	3.3	3.3	3.1	3.2	3.1	-0.1
Leisure and hospitality.....	1,093	1,048	1,080	987	922	-65	6.7	6.3	6.5	5.9	5.5	-0.4
Arts, entertainment, and recreation. ...	143	160	167	135	134	-1	6.0	6.5	6.7	5.4	5.3	-0.1
Accommodation and food services. ...	950	888	914	852	788	-64	6.8	6.3	6.4	6.0	5.5	-0.5
Other services.....	168	215	194	198	182	-16	2.9	3.7	3.3	3.4	3.1	-0.3
Government.....	364	344	306	304	331	27	1.6	1.5	1.3	1.3	1.4	0.1
Federal.....	40	32	41	36	39	3	1.4	1.1	1.4	1.2	1.3	0.1
State and local.....	324	312	266	268	292	24	1.7	1.6	1.3	1.3	1.5	0.2
State and local education.....	157	165	136	135	153	18	1.5	1.6	1.3	1.3	1.4	0.1
State and local, excluding education.....	167	148	129	133	138	5	1.8	1.6	1.4	1.4	1.5	0.1
REGION³												
Northeast.....	797	752	781	989	819	-170	2.9	2.7	2.8	3.5	2.9	-0.6
South.....	2,412	2,402	2,366	2,320	2,097	-223	4.2	4.1	4.1	4.0	3.6	-0.4
Midwest.....	1,183	1,291	1,191	1,129	1,170	41	3.6	3.9	3.6	3.4	3.5	0.1
West.....	1,554	1,241	1,256	1,193	1,255	62	4.3	3.4	3.4	3.2	3.4	0.2

¹ The total separations level is the number of total separations during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
Total.....	4,148	3,663	3,646	3,628	3,471	-157	2.7	2.3	2.3	2.3	2.2	-0.1
INDUSTRY												
Total private.....	3,932	3,455	3,460	3,448	3,281	-167	3.0	2.6	2.6	2.6	2.4	-0.2
Mining and logging.....	11	15	12	14	14	0	1.7	2.3	1.8	2.2	2.2	0.0
Construction.....	135	159	138	173	173	0	1.7	2.0	1.7	2.2	2.2	0.0
Manufacturing.....	267	230	231	234	236	2	2.1	1.8	1.8	1.8	1.8	0.0
Durable goods.....	143	107	123	127	140	13	1.8	1.3	1.5	1.6	1.7	0.1
Nondurable goods.....	125	123	108	107	96	-11	2.5	2.5	2.2	2.2	2.0	-0.2
Trade, transportation, and utilities.....	1,002	759	826	774	759	-15	3.5	2.6	2.9	2.7	2.6	-0.1
Wholesale trade.....	101	97	84	80	71	-9	1.7	1.6	1.4	1.3	1.2	-0.1
Retail trade.....	598	466	554	491	485	-6	3.9	3.0	3.6	3.2	3.1	-0.1
Transportation, warehousing, and utilities.....	303	196	188	203	203	0	4.2	2.7	2.6	2.8	2.8	0.0
Information.....	41	23	45	44	42	-2	1.3	0.7	1.5	1.4	1.4	0.0
Financial activities.....	131	141	133	124	124	0	1.4	1.5	1.5	1.4	1.4	0.0
Finance and insurance.....	82	94	92	88	83	-5	1.2	1.4	1.4	1.3	1.2	-0.1
Real estate and rental and leasing. ...	49	47	41	35	42	7	2.0	1.9	1.7	1.4	1.7	0.3
Professional and business services.....	733	617	591	676	599	-77	3.2	2.7	2.6	2.9	2.6	-0.3
Education and health services.....	619	575	550	570	543	-27	2.5	2.3	2.1	2.2	2.1	-0.1
Educational services.....	54	52	58	74	51	-23	1.4	1.3	1.5	1.9	1.3	-0.6
Health care and social assistance. ...	565	523	492	496	492	-4	2.7	2.4	2.3	2.3	2.3	0.0
Leisure and hospitality.....	884	812	814	727	682	-45	5.4	4.9	4.9	4.3	4.1	-0.2
Arts, entertainment, and recreation. ...	78	105	86	71	69	-2	3.3	4.2	3.5	2.8	2.7	-0.1
Accommodation and food services. ...	807	707	729	656	613	-43	5.8	5.0	5.1	4.6	4.3	-0.3
Other services.....	108	125	120	113	109	-4	1.9	2.1	2.0	1.9	1.8	-0.1
Government.....	217	208	186	180	190	10	1.0	0.9	0.8	0.8	0.8	0.0
Federal.....	19	15	18	16	17	1	0.7	0.5	0.6	0.5	0.6	0.1
State and local.....	198	193	168	164	173	9	1.0	1.0	0.8	0.8	0.9	0.1
State and local education.....	100	92	87	80	90	10	1.0	0.9	0.8	0.8	0.9	0.1
State and local, excluding education.....	98	101	81	84	83	-1	1.1	1.1	0.9	0.9	0.9	0.0
REGION³												
Northeast.....	504	418	489	516	491	-25	1.8	1.5	1.7	1.8	1.8	0.0
South.....	1,760	1,669	1,632	1,592	1,411	-181	3.1	2.9	2.8	2.7	2.4	-0.3
Midwest.....	798	802	738	771	810	39	2.4	2.4	2.2	2.3	2.4	0.1
West.....	1,087	774	787	750	759	9	3.0	2.1	2.1	2.0	2.0	0.0

¹ The quits level is the number of quits during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
Total.....	1,485	1,682	1,610	1,643	1,527	-116	1.0	1.1	1.0	1.0	1.0	0.0
INDUSTRY												
Total private.....	1,409	1,592	1,542	1,561	1,446	-115	1.1	1.2	1.2	1.2	1.1	-0.1
Mining and logging.....	5	9	9	7	7	0	0.8	1.4	1.4	1.0	1.2	0.2
Construction.....	146	175	157	163	171	8	1.9	2.2	2.0	2.0	2.1	0.1
Manufacturing.....	101	136	131	122	103	-19	0.8	1.0	1.0	0.9	0.8	-0.1
Durable goods.....	53	76	70	67	49	-18	0.7	0.9	0.9	0.8	0.6	-0.2
Nondurable goods.....	47	60	61	55	54	-1	1.0	1.2	1.2	1.1	1.1	0.0
Trade, transportation, and utilities.....	255	290	290	285	295	10	0.9	1.0	1.0	1.0	1.0	0.0
Wholesale trade.....	49	33	64	47	47	0	0.8	0.5	1.1	0.8	0.8	0.0
Retail trade.....	96	154	136	131	148	17	0.6	1.0	0.9	0.8	1.0	0.2
Transportation, warehousing, and utilities.....	110	103	90	108	100	-8	1.5	1.4	1.2	1.5	1.4	-0.1
Information.....	46	28	24	15	32	17	1.5	0.9	0.8	0.5	1.0	0.5
Financial activities.....	122	48	55	62	58	-4	1.3	0.5	0.6	0.7	0.6	-0.1
Finance and insurance.....	102	27	24	38	37	-1	1.5	0.4	0.4	0.6	0.6	0.0
Real estate and rental and leasing. ...	19	21	31	24	21	-3	0.8	0.9	1.3	1.0	0.8	-0.2
Professional and business services.....	360	431	401	409	343	-66	1.6	1.9	1.7	1.8	1.5	-0.3
Education and health services.....	133	183	174	196	163	-33	0.5	0.7	0.7	0.8	0.6	-0.2
Educational services.....	22	34	28	30	24	-6	0.6	0.9	0.7	0.7	0.6	-0.1
Health care and social assistance. ...	111	149	146	167	139	-28	0.5	0.7	0.7	0.8	0.6	-0.2
Leisure and hospitality.....	187	217	240	236	215	-21	1.2	1.3	1.4	1.4	1.3	-0.1
Arts, entertainment, and recreation. ...	63	52	78	61	62	1	2.7	2.1	3.1	2.4	2.5	0.1
Accommodation and food services. ...	124	165	162	175	153	-22	0.9	1.2	1.1	1.2	1.1	-0.1
Other services.....	55	75	61	66	59	-7	1.0	1.3	1.0	1.1	1.0	-0.1
Government.....	75	90	68	82	81	-1	0.3	0.4	0.3	0.4	0.4	0.0
Federal.....	7	6	8	8	8	0	0.2	0.2	0.3	0.3	0.3	0.0
State and local.....	69	84	60	74	73	-1	0.4	0.4	0.3	0.4	0.4	0.0
State and local education.....	29	52	34	46	40	-6	0.3	0.5	0.3	0.4	0.4	0.0
State and local, excluding education.....	40	32	26	28	33	5	0.4	0.3	0.3	0.3	0.3	0.0
REGION³												
Northeast.....	239	265	227	401	255	-146	0.9	0.9	0.8	1.4	0.9	-0.5
South.....	548	599	632	570	559	-11	1.0	1.0	1.1	1.0	1.0	0.0
Midwest.....	327	437	389	299	296	-3	1.0	1.3	1.2	0.9	0.9	0.0
West.....	372	381	362	373	417	44	1.0	1.0	1.0	1.0	1.1	0.1

¹ The layoffs and discharges level is the number of layoffs and discharges during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
Total.....	312	342	339	361	342	-19	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	240	295	286	319	283	-36	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	1	1	1	3	1	-2	0.1	0.2	0.1	0.4	0.2	-0.2
Construction.....	14	10	16	10	7	-3	0.2	0.1	0.2	0.1	0.1	0.0
Manufacturing.....	26	18	20	20	23	3	0.2	0.1	0.2	0.2	0.2	0.0
Durable goods.....	17	8	14	14	18	4	0.2	0.1	0.2	0.2	0.2	0.0
Nondurable goods.....	9	10	6	6	5	-1	0.2	0.2	0.1	0.1	0.1	0.0
Trade, transportation, and utilities.....	41	70	65	75	53	-22	0.1	0.2	0.2	0.3	0.2	-0.1
Wholesale trade.....	9	9	6	7	8	1	0.2	0.1	0.1	0.1	0.1	0.0
Retail trade.....	19	36	41	48	28	-20	0.1	0.2	0.3	0.3	0.2	-0.1
Transportation, warehousing, and utilities.....	13	26	18	20	17	-3	0.2	0.4	0.2	0.3	0.2	-0.1
Information.....	12	17	12	12	10	-2	0.4	0.6	0.4	0.4	0.3	-0.1
Financial activities.....	22	26	16	30	29	-1	0.2	0.3	0.2	0.3	0.3	0.0
Finance and insurance.....	14	20	11	15	23	8	0.2	0.3	0.2	0.2	0.3	0.1
Real estate and rental and leasing. ...	9	5	5	15	6	-9	0.4	0.2	0.2	0.6	0.2	-0.4
Professional and business services.....	72	76	76	79	64	-15	0.3	0.3	0.3	0.3	0.3	0.0
Education and health services.....	27	42	42	48	55	7	0.1	0.2	0.2	0.2	0.2	0.0
Educational services.....	9	3	5	4	5	1	0.2	0.1	0.1	0.1	0.1	0.0
Health care and social assistance. ...	18	39	37	44	50	6	0.1	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	21	19	26	23	25	2	0.1	0.1	0.2	0.1	0.1	0.0
Arts, entertainment, and recreation. ...	2	3	3	3	3	0	0.1	0.1	0.1	0.1	0.1	0.0
Accommodation and food services. ...	20	16	23	21	22	1	0.1	0.1	0.2	0.1	0.2	0.1
Other services.....	5	16	13	19	14	-5	0.1	0.3	0.2	0.3	0.2	-0.1
Government.....	72	47	53	42	60	18	0.3	0.2	0.2	0.2	0.3	0.1
Federal.....	14	11	15	11	14	3	0.5	0.4	0.5	0.4	0.5	0.1
State and local.....	58	36	38	31	46	15	0.3	0.2	0.2	0.2	0.2	0.0
State and local education.....	29	21	15	10	24	14	0.3	0.2	0.1	0.1	0.2	0.1
State and local, excluding education.....	29	15	23	21	22	1	0.3	0.2	0.2	0.2	0.2	0.0
REGION³												
Northeast.....	54	69	65	73	72	-1	0.2	0.2	0.2	0.3	0.3	0.0
South.....	104	133	102	159	127	-32	0.2	0.2	0.2	0.3	0.2	-0.1
Midwest.....	58	53	64	59	64	5	0.2	0.2	0.2	0.2	0.2	0.0
West.....	95	87	108	70	79	9	0.3	0.2	0.3	0.2	0.2	0.0

¹ The other separations level is the number of other separations during the entire month.

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

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

^p Preliminary

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 ^p	Change from: Oct. 2023 - Nov. 2023 ^p
JOB OPENINGS												
Total private.....	9,671	8,433	8,381	7,845	7,817	-28	6.8	5.9	5.9	5.5	5.5	0.0
1 to 9 employees.....	1,724	1,699	1,930	1,691	1,724	33	7.2	7.5	8.3	7.4	7.4	0.0
10 to 49 employees.....	3,018	2,326	2,456	2,284	2,402	118	6.6	5.4	5.4	5.2	5.1	-0.1
50 to 249 employees.....	2,761	2,400	2,219	2,057	1,894	-163	6.9	5.6	5.4	5.0	4.8	-0.2
250 to 999 employees.....	1,180	1,107	950	1,008	1,008	0	6.4	5.7	5.1	5.1	5.3	0.2
1,000 to 4,999 employees.....	665	607	584	577	556	-21	7.1	6.6	6.5	5.9	6.4	0.5
5,000 or more employees.....	322	294	242	228	232	4	7.5	6.3	5.3	5.0	4.9	-0.1
HIRES												
Total private.....	5,825	5,475	5,536	5,446	5,096	-350	4.4	4.1	4.1	4.1	3.8	-0.3
1 to 9 employees.....	715	836	889	895	947	52	3.2	4.0	4.2	4.2	4.4	0.2
10 to 49 employees.....	1,997	1,635	1,678	1,603	1,526	-77	4.7	4.0	3.9	3.8	3.4	-0.4
50 to 249 employees.....	1,856	1,791	1,808	1,752	1,470	-282	5.0	4.4	4.6	4.5	3.9	-0.6
250 to 999 employees.....	807	808	752	794	760	-34	4.7	4.4	4.2	4.3	4.3	0.0
1,000 to 4,999 employees.....	370	323	325	323	317	-6	4.3	3.7	3.9	3.5	3.9	0.4
5,000 or more employees.....	80	82	84	78	75	-3	2.0	1.9	1.9	1.8	1.7	-0.1
TOTAL SEPARATIONS												
Total private.....	5,582	5,343	5,288	5,328	5,009	-319	4.2	4.0	3.9	4.0	3.7	-0.3
1 to 9 employees.....	813	763	760	799	680	-119	3.7	3.6	3.6	3.8	3.2	-0.6
10 to 49 employees.....	1,776	1,631	1,747	1,610	1,620	10	4.2	4.0	4.0	3.9	3.6	-0.3
50 to 249 employees.....	1,753	1,711	1,738	1,731	1,588	-143	4.7	4.2	4.5	4.5	4.2	-0.3
250 to 999 employees.....	800	842	700	772	739	-33	4.6	4.6	3.9	4.1	4.1	0.0
1,000 to 4,999 employees.....	372	328	280	363	317	-46	4.3	3.8	3.3	4.0	3.9	-0.1
5,000 or more employees.....	67	68	64	53	66	13	1.7	1.6	1.5	1.2	1.5	0.3
QUITS												
Total private.....	3,932	3,455	3,460	3,448	3,281	-167	3.0	2.6	2.6	2.6	2.4	-0.2
1 to 9 employees.....	525	465	362	486	446	-40	2.4	2.2	1.7	2.3	2.1	-0.2
10 to 49 employees.....	1,337	1,072	1,292	1,091	1,134	43	3.1	2.6	3.0	2.6	2.5	-0.1
50 to 249 employees.....	1,261	1,197	1,197	1,110	1,050	-60	3.4	2.9	3.1	2.9	2.8	-0.1
250 to 999 employees.....	522	506	418	503	434	-69	3.0	2.8	2.4	2.7	2.4	-0.3
1,000 to 4,999 employees.....	243	173	154	226	174	-52	2.8	2.0	1.8	2.5	2.1	-0.4
5,000 or more employees.....	43	43	38	32	42	10	1.1	1.0	0.9	0.7	0.9	0.2
LAYOFFS AND DISCHARGES												
Total private.....	1,409	1,592	1,542	1,561	1,446	-115	1.1	1.2	1.2	1.2	1.1	-0.1
1 to 9 employees.....	210	203	319	231	203	-28	0.9	1.0	1.5	1.1	0.9	-0.2
10 to 49 employees.....	384	482	370	421	372	-49	0.9	1.2	0.9	1.0	0.8	-0.2
50 to 249 employees.....	440	452	472	543	468	-75	1.2	1.1	1.2	1.4	1.2	-0.2
250 to 999 employees.....	251	304	255	241	264	23	1.5	1.7	1.4	1.3	1.5	0.2
1,000 to 4,999 employees.....	110	133	108	112	124	12	1.3	1.5	1.3	1.2	1.5	0.3
5,000 or more employees.....	15	17	17	13	15	2	0.4	0.4	0.4	0.3	0.3	0.0
OTHER SEPARATIONS												
Total private.....	240	295	286	319	283	-36	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	79	95	79	82	31	-51	0.4	0.5	0.4	0.4	0.1	-0.3
10 to 49 employees.....	55	76	85	98	114	16	0.1	0.2	0.2	0.2	0.3	0.1
50 to 249 employees.....	52	62	69	78	70	-8	0.1	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	26	32	28	27	41	14	0.2	0.2	0.2	0.1	0.2	0.1
1,000 to 4,999 employees.....	19	22	18	26	18	-8	0.2	0.3	0.2	0.3	0.2	-0.1
5,000 or more employees.....	9	9	8	9	8	-1	0.2	0.2	0.2	0.2	0.2	0.0

^p Preliminary

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Total.....	10,031	9,315	8,140	6.1	5.6	4.9
INDUSTRY						
Total private.....	8,999	8,382	7,201	6.3	5.9	5.1
Mining and logging.....	41	23	33	6.1	3.4	4.8
Construction.....	283	441	390	3.5	5.1	4.6
Manufacturing.....	811	573	547	5.9	4.2	4.0
Durable goods.....	507	368	384	5.9	4.3	4.5
Nondurable goods.....	303	205	163	5.8	4.0	3.3
Trade, transportation, and utilities.....	1,418	1,417	1,130	4.6	4.7	3.7
Wholesale trade.....	191	222	257	3.1	3.5	4.0
Retail trade.....	775	658	494	4.7	4.1	3.0
Transportation, warehousing, and utilities.....	451	537	379	5.7	6.9	4.8
Information.....	199	123	126	5.9	3.9	4.0
Financial activities.....	547	438	397	5.7	4.6	4.1
Finance and insurance.....	389	289	274	5.5	4.1	3.9
Real estate and rental and leasing.....	157	149	123	6.1	5.7	4.8
Professional and business services.....	1,939	1,795	1,482	7.8	7.2	6.0
Education and health services.....	1,963	2,009	1,768	7.3	7.2	6.3
Educational services.....	150	181	143	3.6	4.2	3.3
Health care and social assistance.....	1,814	1,827	1,624	8.0	7.7	6.9
Leisure and hospitality.....	1,506	1,263	1,043	8.6	7.0	5.9
Arts, entertainment, and recreation.....	142	183	126	5.9	6.9	5.1
Accommodation and food services.....	1,364	1,080	916	9.0	7.1	6.1
Other services.....	293	301	286	4.8	4.9	4.6
Government.....	1,032	933	939	4.3	3.9	3.9
Federal.....	135	163	117	4.5	5.2	3.8
State and local.....	898	770	821	4.3	3.7	3.9
State and local education.....	316	280	286	2.9	2.5	2.5
State and local, excluding education.....	581	490	536	6.0	5.0	5.4
REGION³						
Northeast.....	1,537	1,589	1,378	5.2	5.3	4.6
South.....	3,988	3,693	3,085	6.4	5.9	5.0
Midwest.....	2,105	1,975	1,903	6.0	5.5	5.3
West.....	2,401	2,058	1,774	6.1	5.2	4.5

¹ The job openings level is the number of job openings on the last business day of the month.

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Total.....	5,789	6,235	4,947	3.7	3.9	3.1
INDUSTRY						
Total private.....	5,448	5,883	4,654	4.1	4.4	3.4
Mining and logging.....	19	23	17	3.1	3.5	2.6
Construction.....	247	397	271	3.1	4.8	3.3
Manufacturing.....	348	373	303	2.7	2.9	2.3
Durable goods.....	190	209	184	2.4	2.6	2.3
Nondurable goods.....	158	164	119	3.2	3.4	2.5
Trade, transportation, and utilities.....	1,569	1,399	1,309	5.4	4.8	4.5
Wholesale trade.....	141	165	113	2.3	2.7	1.9
Retail trade.....	841	760	702	5.3	4.9	4.4
Transportation, warehousing, and utilities.....	587	474	493	7.9	6.5	6.6
Information.....	106	63	64	3.4	2.1	2.1
Financial activities.....	221	223	183	2.4	2.4	2.0
Finance and insurance.....	147	144	122	2.2	2.1	1.8
Real estate and rental and leasing.....	73	79	61	3.0	3.2	2.5
Professional and business services.....	1,062	1,223	894	4.6	5.3	3.8
Education and health services.....	715	961	710	2.9	3.7	2.7
Educational services.....	69	112	59	1.7	2.7	1.4
Health care and social assistance.....	647	849	652	3.1	3.9	3.0
Leisure and hospitality.....	994	1,021	747	6.2	6.1	4.5
Arts, entertainment, and recreation.....	111	116	93	4.9	4.7	3.9
Accommodation and food services.....	883	906	654	6.4	6.4	4.6
Other services.....	167	201	157	2.9	3.4	2.7
Government.....	341	352	293	1.5	1.5	1.3
Federal.....	49	43	43	1.7	1.5	1.5
State and local.....	291	309	250	1.5	1.5	1.2
State and local education.....	129	166	116	1.2	1.5	1.0
State and local, excluding education.....	162	143	134	1.8	1.5	1.4
REGION³						
Northeast.....	804	919	757	2.9	3.3	2.7
South.....	2,395	2,573	2,107	4.1	4.4	3.6
Midwest.....	1,225	1,277	1,053	3.7	3.8	3.1
West.....	1,365	1,467	1,030	3.7	3.9	2.7

¹ The hires level is the number of hires during the entire month.

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Total.....	5,276	5,689	4,660	3.4	3.6	2.9
INDUSTRY						
Total private.....	5,012	5,414	4,422	3.8	4.0	3.3
Mining and logging.....	14	24	18	2.2	3.7	2.8
Construction.....	299	377	359	3.8	4.6	4.4
Manufacturing.....	325	366	297	2.5	2.8	2.3
Durable goods.....	168	201	169	2.1	2.5	2.1
Nondurable goods.....	157	165	128	3.2	3.4	2.6
Trade, transportation, and utilities.....	1,199	1,120	1,004	4.1	3.9	3.4
Wholesale trade.....	143	133	104	2.4	2.2	1.7
Retail trade.....	663	659	605	4.2	4.2	3.8
Transportation, warehousing, and utilities.....	393	329	295	5.3	4.5	4.0
Information.....	86	70	73	2.7	2.3	2.4
Financial activities.....	210	205	177	2.3	2.2	1.9
Finance and insurance.....	147	131	119	2.2	2.0	1.8
Real estate and rental and leasing.....	63	74	57	2.6	3.0	2.3
Professional and business services.....	1,096	1,145	930	4.8	4.9	4.0
Education and health services.....	633	789	612	2.5	3.0	2.3
Educational services.....	53	79	46	1.3	1.9	1.1
Health care and social assistance.....	580	711	566	2.8	3.3	2.6
Leisure and hospitality.....	1,004	1,128	806	6.3	6.8	4.9
Arts, entertainment, and recreation.....	167	176	155	7.4	7.1	6.6
Accommodation and food services.....	836	952	651	6.1	6.7	4.6
Other services.....	146	190	148	2.5	3.2	2.5
Government.....	264	274	238	1.2	1.2	1.0
Federal.....	35	39	35	1.2	1.3	1.2
State and local.....	230	235	203	1.2	1.2	1.0
State and local education.....	85	97	84	0.8	0.9	0.8
State and local, excluding education.....	145	138	120	1.6	1.5	1.3
REGION³						
Northeast.....	715	998	729	2.6	3.5	2.6
South.....	2,077	2,339	1,748	3.6	4.0	3.0
Midwest.....	1,111	1,160	1,075	3.3	3.4	3.2
West.....	1,373	1,191	1,108	3.7	3.2	3.0

¹ The total separations level is the number of total separations during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Total.....	3,589	3,703	2,911	2.3	2.3	1.8
INDUSTRY						
Total private.....	3,425	3,536	2,767	2.6	2.6	2.0
Mining and logging.....	8	15	11	1.3	2.3	1.6
Construction.....	103	181	141	1.3	2.2	1.7
Manufacturing.....	206	230	181	1.6	1.8	1.4
Durable goods.....	104	122	107	1.3	1.5	1.3
Nondurable goods.....	102	108	74	2.1	2.2	1.5
Trade, transportation, and utilities.....	921	798	681	3.1	2.8	2.3
Wholesale trade.....	88	80	51	1.5	1.3	0.8
Retail trade.....	552	513	440	3.5	3.3	2.8
Transportation, warehousing, and utilities.....	281	205	189	3.8	2.8	2.5
Information.....	36	43	36	1.2	1.4	1.2
Financial activities.....	116	121	109	1.3	1.3	1.2
Finance and insurance.....	69	85	69	1.0	1.3	1.0
Real estate and rental and leasing.....	48	37	40	2.0	1.5	1.6
Professional and business services.....	658	705	536	2.9	3.0	2.3
Education and health services.....	514	580	445	2.1	2.2	1.7
Educational services.....	36	60	32	0.9	1.5	0.8
Health care and social assistance.....	478	521	414	2.3	2.4	1.9
Leisure and hospitality.....	780	752	556	4.9	4.5	3.4
Arts, entertainment, and recreation.....	62	70	50	2.8	2.8	2.1
Accommodation and food services.....	718	682	506	5.2	4.8	3.6
Other services.....	82	109	72	1.4	1.9	1.2
Government.....	164	166	144	0.7	0.7	0.6
Federal.....	17	17	15	0.6	0.6	0.5
State and local.....	146	150	129	0.7	0.7	0.6
State and local education.....	61	60	55	0.6	0.5	0.5
State and local, excluding education.....	85	90	74	0.9	1.0	0.8
REGION³						
Northeast.....	434	523	412	1.6	1.9	1.5
South.....	1,511	1,638	1,169	2.6	2.8	2.0
Midwest.....	704	793	707	2.1	2.4	2.1
West.....	940	748	624	2.6	2.0	1.7

¹ The quits level is the number of quits during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Total.....	1,435	1,637	1,456	0.9	1.0	0.9
INDUSTRY						
Total private.....	1,382	1,566	1,402	1.0	1.2	1.0
Mining and logging.....	5	6	6	0.7	1.0	1.0
Construction.....	183	186	212	2.3	2.3	2.6
Manufacturing.....	99	119	96	0.8	0.9	0.7
Durable goods.....	52	67	46	0.6	0.8	0.6
Nondurable goods.....	47	53	50	1.0	1.1	1.0
Trade, transportation, and utilities.....	239	247	275	0.8	0.9	0.9
Wholesale trade.....	46	46	45	0.8	0.8	0.7
Retail trade.....	93	101	139	0.6	0.7	0.9
Transportation, warehousing, and utilities.....	101	99	91	1.3	1.4	1.2
Information.....	39	14	27	1.2	0.5	0.9
Financial activities.....	84	63	46	0.9	0.7	0.5
Finance and insurance.....	71	34	31	1.1	0.5	0.5
Real estate and rental and leasing.....	13	29	15	0.6	1.2	0.6
Professional and business services.....	368	363	335	1.6	1.6	1.4
Education and health services.....	101	168	124	0.4	0.6	0.5
Educational services.....	12	16	12	0.3	0.4	0.3
Health care and social assistance.....	88	152	112	0.4	0.7	0.5
Leisure and hospitality.....	204	339	218	1.3	2.0	1.3
Arts, entertainment, and recreation.....	103	103	101	4.6	4.2	4.3
Accommodation and food services.....	100	236	117	0.7	1.7	0.8
Other services.....	62	60	65	1.1	1.0	1.1
Government.....	53	71	53	0.2	0.3	0.2
Federal.....	7	11	8	0.2	0.4	0.3
State and local.....	47	60	45	0.2	0.3	0.2
State and local education.....	11	29	17	0.1	0.3	0.2
State and local, excluding education.....	36	30	28	0.4	0.3	0.3
REGION³						
Northeast.....	238	400	254	0.9	1.4	0.9
South.....	484	540	474	0.8	0.9	0.8
Midwest.....	362	316	317	1.1	0.9	0.9
West.....	352	381	411	1.0	1.0	1.1

¹ The layoffs and discharges level is the number of layoffs and discharges during the entire month.

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
Total.....	252	349	293	0.2	0.2	0.2
INDUSTRY						
Total private.....	205	312	253	0.2	0.2	0.2
Mining and logging.....	1	3	1	0.1	0.4	0.2
Construction.....	13	9	6	0.2	0.1	0.1
Manufacturing.....	20	17	20	0.2	0.1	0.2
Durable goods.....	12	12	16	0.2	0.1	0.2
Nondurable goods.....	8	5	4	0.2	0.1	0.1
Trade, transportation, and utilities.....	38	75	48	0.1	0.3	0.2
Wholesale trade.....	9	7	8	0.1	0.1	0.1
Retail trade.....	18	44	25	0.1	0.3	0.2
Transportation, warehousing, and utilities.....	12	25	15	0.2	0.3	0.2
Information.....	11	13	10	0.3	0.4	0.3
Financial activities.....	10	21	22	0.1	0.2	0.2
Finance and insurance.....	7	12	20	0.1	0.2	0.3
Real estate and rental and leasing.....	2	9	3	0.1	0.4	0.1
Professional and business services.....	71	76	59	0.3	0.3	0.3
Education and health services.....	19	41	43	0.1	0.2	0.2
Educational services.....	5	3	3	0.1	0.1	0.1
Health care and social assistance.....	14	38	40	0.1	0.2	0.2
Leisure and hospitality.....	20	37	32	0.1	0.2	0.2
Arts, entertainment, and recreation.....	2	3	4	0.1	0.1	0.2
Accommodation and food services.....	18	34	29	0.1	0.2	0.2
Other services.....	2	20	11	0.0	0.3	0.2
Government.....	47	37	40	0.2	0.2	0.2
Federal.....	11	12	11	0.4	0.4	0.4
State and local.....	36	25	29	0.2	0.1	0.1
State and local education.....	13	7	12	0.1	0.1	0.1
State and local, excluding education.....	24	18	18	0.3	0.2	0.2
REGION³						
Northeast.....	42	74	64	0.2	0.3	0.2
South.....	83	163	106	0.1	0.3	0.2
Midwest.....	45	50	51	0.1	0.1	0.2
West.....	82	62	73	0.2	0.2	0.2

¹ The other separations level is the number of other separations during the entire month.

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

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

^p Preliminary

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

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

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

Establishment size class	Levels (in thousands)			Rates		
	Nov. 2022	Oct. 2023	Nov. 2023 ^p	Nov. 2022	Oct. 2023	Nov. 2023 ^p
JOB OPENINGS						
Total private.....	8,999	8,382	7,201	6.3	5.9	5.1
1 to 9 employees.....	1,430	1,999	1,461	6.0	8.5	6.3
10 to 49 employees.....	2,794	2,395	2,235	6.1	5.4	4.7
50 to 249 employees.....	2,624	2,083	1,757	6.5	5.1	4.4
250 to 999 employees.....	1,148	1,061	966	6.2	5.4	5.1
1,000 to 4,999 employees.....	669	607	543	7.1	6.2	6.2
5,000 or more employees.....	333	236	240	7.7	5.1	5.1
HIRES						
Total private.....	5,448	5,883	4,654	4.1	4.4	3.4
1 to 9 employees.....	557	1,031	740	2.5	4.8	3.4
10 to 49 employees.....	1,783	1,634	1,336	4.2	3.9	3.0
50 to 249 employees.....	1,763	1,801	1,358	4.7	4.6	3.6
250 to 999 employees.....	841	895	775	4.9	4.8	4.3
1,000 to 4,999 employees.....	428	432	376	4.9	4.7	4.6
5,000 or more employees.....	77	89	71	1.9	2.0	1.6
TOTAL SEPARATIONS						
Total private.....	5,012	5,414	4,422	3.8	4.0	3.3
1 to 9 employees.....	696	831	550	3.1	3.9	2.5
10 to 49 employees.....	1,571	1,618	1,406	3.7	3.9	3.1
50 to 249 employees.....	1,617	1,754	1,432	4.3	4.5	3.8
250 to 999 employees.....	722	785	665	4.2	4.2	3.7
1,000 to 4,999 employees.....	348	369	314	4.0	4.0	3.8
5,000 or more employees.....	58	57	57	1.4	1.3	1.3
QUITS						
Total private.....	3,425	3,536	2,767	2.6	2.6	2.0
1 to 9 employees.....	409	536	321	1.8	2.5	1.5
10 to 49 employees.....	1,157	1,094	957	2.7	2.6	2.1
50 to 249 employees.....	1,126	1,112	901	3.0	2.8	2.4
250 to 999 employees.....	473	521	381	2.7	2.8	2.1
1,000 to 4,999 employees.....	224	238	171	2.6	2.6	2.1
5,000 or more employees.....	36	35	36	0.9	0.8	0.8
LAYOFFS AND DISCHARGES						
Total private.....	1,382	1,566	1,402	1.0	1.2	1.0
1 to 9 employees.....	218	215	201	1.0	1.0	0.9
10 to 49 employees.....	369	428	343	0.9	1.0	0.8
50 to 249 employees.....	449	570	472	1.2	1.5	1.2
250 to 999 employees.....	227	239	246	1.3	1.3	1.4
1,000 to 4,999 employees.....	106	102	127	1.2	1.1	1.5
5,000 or more employees.....	13	13	14	0.3	0.3	0.3
OTHER SEPARATIONS						
Total private.....	205	312	253	0.2	0.2	0.2
1 to 9 employees.....	70	81	27	0.3	0.4	0.1
10 to 49 employees.....	45	96	106	0.1	0.2	0.2
50 to 249 employees.....	42	72	59	0.1	0.2	0.2
250 to 999 employees.....	22	25	38	0.1	0.1	0.2
1,000 to 4,999 employees.....	18	29	16	0.2	0.3	0.2
5,000 or more employees.....	8	9	7	0.2	0.2	0.2

p Preliminary

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

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

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