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JOB OPENINGS AND LABOR TURNOVER – JANUARY 2025

The number of job openings was little changed at 7.7 million in January, the U.S. Bureau of Labor Statistics reported today. Hires held at 5.4 million, and total separations changed little at 5.3 million. Within separations, quits (3.3 million) and layoffs and discharges (1.6 million) changed little.

This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class. This release also includes 2024 annual estimates for job openings, hires, and separations. Job openings include all positions that are open on the last business day of the month. Hires and separations include all changes to the payroll during the entire month.

Chart 1. Job openings rate, seasonally adjusted, January 2023 - January 2025

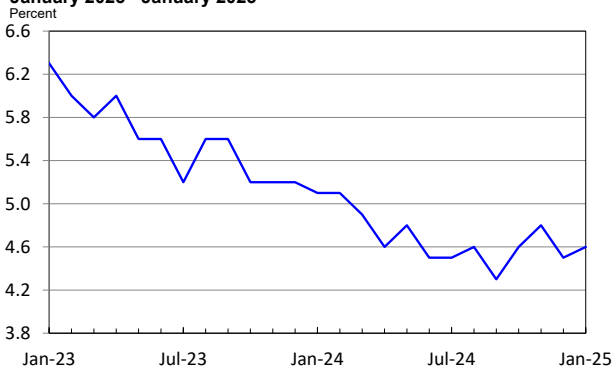
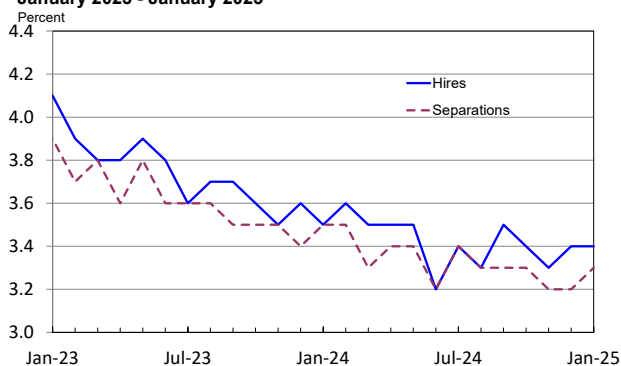


Chart 2. Hires and total separations rates, seasonally adjusted, January 2023 - January 2025



Job Openings

The number of **job openings** was little changed at 7.7 million in January but was down by 728,000 over the year. The job openings rate, at 4.6 percent, changed little over the month. The number of job openings increased in real estate and rental and leasing (+46,000). (See table 1.)

Changes to the Job Openings and Labor Turnover Survey Data

Effective with this release, the Job Openings and Labor Turnover Survey (JOLTS) estimates will incorporate the annual updates to the Current Employment Statistics employment data and the JOLTS seasonal adjustment factors. Not seasonally adjusted data and seasonally adjusted data from January 2020 forward are subject to revision.

Hires

In January, the number and rate of **hires** were unchanged at 5.4 million and 3.4 percent, respectively. Hires decreased in mining and logging (-6,000). (See table 2.)

Separations

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

The number and rate of **total separations** in January were little changed at 5.3 million and 3.3 percent, respectively. (See table 3.)

In January, the number and rate of **quits** were little changed at 3.3 million and 2.1 percent, respectively. Quits increased in construction (+53,000) and in mining and logging (+6,000). (See table 4.)

In January, the number and rate of **layoffs and discharges** changed little at 1.6 million and 1.0 percent, respectively. Layoffs and discharges decreased in mining and logging (-8,000). (See table 5.)

The number of **other separations** changed little at 350,000 in January. (See table 6.)

Establishment Size Class

In January, the quits rate increased for establishments with 1 to 9 employees, while the job openings, hires, layoffs and discharges, and total separations rates showed little change. For establishments with 5,000 or more employees, all rates showed little or no change. (See table 7.)

December 2024 Revisions

The number of job openings for December was revised down by 92,000 to 7.5 million, the number of hires was revised down by 88,000 to 5.4 million, and the number of total separations was revised down by 187,000 to 5.1 million. Within separations, the number of quits was revised down by 102,000 to 3.1 million, and the number of layoffs and discharges was revised down by 102,000 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.)

Annual Levels and Rates

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

In 2024, the annual average job openings level was 7.8 million, a decrease of 1.5 million from 2023. The annual average job openings rate was 4.7 percent in 2024, compared to 5.6 percent in 2023. (See tables 15 and 16.)

In 2024, the annual hires level was 65.3 million, a decrease of 5.1 million from 2023. Annual total separations decreased by 4.6 million in 2024 to 63.2 million. Annual quits decreased by 5.0 million in 2024 to 39.2 million and accounted for 62.0 percent of total separations. Annual layoffs and discharges increased by 402,000 in 2024 to 20.2 million and accounted for 31.9 percent of total separations. Annual other separations decreased by 5,000 in 2024 to 3.8 million and accounted for 6.1 percent of total separations. (See tables 17 through 26.)

The annual average hires rate for 2024 was 3.4 percent, down from 3.8 percent in 2023. The annual average total separations rate for 2024 was 3.3 percent, compared to 3.6 percent in 2023. The 2024 annual average rates for the components of total separations were 2.1 percent for quits, 1.1 percent for layoffs and discharges, and 0.2 percent for other separations. (See tables 17 through 26.)

The Job Openings and Labor Turnover Survey estimates for February 2025 are scheduled to be released on Tuesday, April 1, 2025, at 10:00 a.m. (ET).

Annual Revisions to Job Openings and Labor Turnover Data

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

Tables B through G below present revised total nonfarm data for January through December 2024. The December 2024 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Tables presenting revisions to total nonfarm data for January 2020 through December 2024 will be available on the JOLTS website later in the day following the release. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables and data can be accessed through the JOLTS homepage at www.bls.gov/jlt/.

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

Category	Job openings			Hires			Total separations		
	Jan. 2024	Dec. 2024	Jan. 2025 ^P	Jan. 2024	Dec. 2024	Jan. 2025 ^P	Jan. 2024	Dec. 2024	Jan. 2025 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	8,468	7,508	7,740	5,572	5,374	5,393	5,429	5,082	5,252
Total private.....	7,577	6,634	6,860	5,181	4,998	5,016	5,095	4,731	4,923
Mining and logging.....	26	20	16	20	21	15	22	23	21
Construction.....	407	205	236	372	327	353	336	268	335
Manufacturing.....	556	431	462	384	300	332	374	315	324
Durable goods.....	326	291	317	208	155	195	212	175	194
Nondurable goods.....	230	140	144	176	145	137	162	141	130
Trade, transportation, and utilities.....	1,088	1,079	1,228	981	1,066	1,082	1,036	1,047	1,072
Wholesale trade.....	179	180	226	147	136	158	159	131	162
Retail trade.....	571	519	662	566	608	634	589	595	591
Transportation, warehousing, and utilities.....	338	380	340	267	322	291	287	321	319
Information.....	152	106	128	72	78	76	78	67	80
Financial activities.....	475	406	528	199	217	201	207	195	193
Finance and insurance.....	335	282	359	127	143	134	131	130	130
Real estate and rental and leasing.....	140	124	170	73	73	66	76	66	62
Professional and business services.....	1,443	1,364	1,242	1,037	935	971	1,060	919	1,025
Private education and health services.....	2,045	1,585	1,626	858	858	837	726	761	742
Private educational services.....	155	164	147	101	99	83	77	89	81
Health care and social assistance.....	1,890	1,421	1,479	757	759	754	649	671	661
Leisure and hospitality.....	1,085	1,147	1,101	1,034	959	909	1,022	903	888
Arts, entertainment, and recreation.....	167	184	160	174	144	162	154	144	148
Accommodation and food services.....	917	963	941	860	815	748	868	759	741
Other services.....	301	290	292	223	237	240	234	232	243
Government.....	891	874	880	391	375	377	334	351	329
Federal.....	140	138	135	42	31	34	34	28	28
State and local.....	751	736	745	349	344	343	300	324	301
State and local education.....	254	270	268	164	181	175	148	176	152
State and local, excluding education.....	497	466	478	185	164	168	152	148	150
RATES BY INDUSTRY (percent)									
Total.....	5.1	4.5	4.6	3.5	3.4	3.4	3.5	3.2	3.3
Total private.....	5.4	4.7	4.8	3.9	3.7	3.7	3.8	3.5	3.6
Mining and logging.....	4.0	3.1	2.6	3.2	3.4	2.4	3.5	3.7	3.5
Construction.....	4.8	2.4	2.8	4.6	4.0	4.3	4.1	3.2	4.0
Manufacturing.....	4.1	3.3	3.5	3.0	2.4	2.6	2.9	2.5	2.5
Durable goods.....	3.9	3.5	3.9	2.6	2.0	2.5	2.6	2.2	2.5
Nondurable goods.....	4.5	2.8	2.9	3.6	3.0	2.8	3.3	2.9	2.7
Trade, transportation, and utilities.....	3.6	3.6	4.1	3.4	3.7	3.7	3.6	3.6	3.7
Wholesale trade.....	2.8	2.8	3.5	2.4	2.2	2.6	2.6	2.1	2.6
Retail trade.....	3.5	3.2	4.1	3.6	3.9	4.1	3.8	3.8	3.8
Transportation, warehousing, and utilities.....	4.5	5.0	4.5	3.7	4.4	4.0	4.0	4.4	4.4
Information.....	4.9	3.5	4.2	2.4	2.6	2.6	2.6	2.3	2.7
Financial activities.....	4.9	4.2	5.4	2.2	2.4	2.2	2.3	2.1	2.1
Finance and insurance.....	4.8	4.0	5.1	1.9	2.1	2.0	2.0	1.9	1.9
Real estate and rental and leasing.....	5.4	4.8	6.4	2.9	3.0	2.7	3.1	2.6	2.5
Professional and business services.....	6.0	5.7	5.2	4.6	4.1	4.3	4.7	4.1	4.5
Private education and health services.....	7.3	5.6	5.7	3.3	3.2	3.1	2.8	2.8	2.7
Private educational services.....	3.8	4.0	3.6	2.6	2.5	2.1	2.0	2.2	2.0
Health care and social assistance.....	7.9	5.8	6.0	3.4	3.3	3.3	2.9	2.9	2.9
Leisure and hospitality.....	6.1	6.3	6.1	6.2	5.6	5.4	6.1	5.3	5.2
Arts, entertainment, and recreation.....	6.1	6.5	5.6	6.7	5.4	6.0	6.0	5.4	5.5
Accommodation and food services.....	6.1	6.3	6.2	6.1	5.7	5.2	6.1	5.3	5.2
Other services.....	4.8	4.6	4.6	3.8	3.9	4.0	4.0	3.9	4.0

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Government.....	3.7	3.6	3.6	1.7	1.6	1.6	1.4	1.5	1.4
Federal.....	4.5	4.4	4.3	1.4	1.0	1.1	1.1	0.9	0.9
State and local.....	3.6	3.5	3.5	1.7	1.7	1.7	1.5	1.6	1.5
State and local education.....	2.3	2.4	2.4	1.5	1.7	1.6	1.4	1.6	1.4
State and local, excluding education.	5.0	4.6	4.7	2.0	1.7	1.7	1.6	1.5	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.

Table B. Revisions in job openings data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As revised	As previously published	Difference	As revised	As previously published	Difference
2024						
January.....	8,468	8,748	-280	5.1	5.3	-0.2
February.....	8,445	8,813	-368	5.1	5.3	-.2
March.....	8,093	8,355	-262	4.9	5.0	-.1
April.....	7,619	7,919	-300	4.6	4.8	-.2
May.....	7,901	8,230	-329	4.8	4.9	-.1
June.....	7,412	7,910	-498	4.5	4.8	-.3
July.....	7,504	7,711	-207	4.6	4.5	-.1
August.....	7,649	7,861	-212	4.6	4.7	-.1
September.....	7,103	7,372	-269	4.3	4.4	-.1
October.....	7,615	7,839	-224	4.6	4.7	-.1
November.....	8,031	8,156	-125	4.8	4.9	-.1
December.....	7,508	7,600	-92	4.5	4.5	.0

Table C. Revisions in hires data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As revised	As previously published	Difference	As revised	As previously published	Difference
2024						
January.....	5,572	5,698	-126	3.5	3.6	-0.1
February.....	5,664	5,781	-117	3.6	3.7	-.1
March.....	5,472	5,617	-145	3.5	3.6	-.1
April.....	5,584	5,615	-31	3.5	3.5	.0
May.....	5,573	5,655	-82	3.5	3.6	-.1
June.....	5,088	5,248	-160	3.2	3.3	-.1
July.....	5,451	5,416	35	3.4	3.4	.0
August.....	5,230	5,435	-205	3.3	3.4	-.1
September.....	5,519	5,582	-63	3.5	3.5	.0
October.....	5,350	5,394	-44	3.4	3.4	.0
November.....	5,307	5,373	-66	3.3	3.4	-.1
December.....	5,374	5,462	-88	3.4	3.4	.0

Table D. Revisions in total separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As revised	As previously published	Difference	As revised	As previously published	Difference
2024						
January.....	5,429	5,449	-20	3.5	3.5	0.0
February.....	5,476	5,539	-63	3.5	3.5	.0
March.....	5,268	5,330	-62	3.3	3.4	-.1
April.....	5,388	5,337	51	3.4	3.4	.0
May.....	5,314	5,397	-83	3.4	3.4	.0
June.....	5,064	5,084	-20	3.2	3.2	.0
July.....	5,434	5,314	120	3.4	3.4	.0
August.....	5,170	5,168	2	3.3	3.3	.0
September.....	5,197	5,196	1	3.3	3.3	.0
October.....	5,285	5,306	-21	3.3	3.3	.0
November.....	5,087	5,231	-144	3.2	3.3	-.1
December.....	5,082	5,269	-187	3.2	3.3	-.1

Table E. Revisions in quits data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As revised	As previously published	Difference	As revised	As previously published	Difference
2024						
January.....	3,353	3,446	-93	2.1	2.2	-0.1
February.....	3,468	3,527	-59	2.2	2.2	.0
March.....	3,329	3,409	-80	2.1	2.2	-.1
April.....	3,414	3,452	-38	2.2	2.2	.0
May.....	3,355	3,403	-48	2.1	2.1	.0
June.....	3,284	3,214	70	2.1	2.0	.1
July.....	3,390	3,243	147	2.0	2.1	.1
August.....	3,177	3,178	-1	2.0	2.0	.0
September.....	3,085	3,098	-13	1.9	1.9	.0
October.....	3,217	3,283	-66	2.0	2.1	-.1
November.....	3,032	3,130	-98	1.9	2.0	-.1
December.....	3,095	3,197	-102	1.9	2.0	-.1

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

Year and month	Levels (in thousands)			Rates		
	As revised	As previously published	Difference	As revised	As previously published	Difference
2024						
January.....	1,692	1,596	96	1.1	1.0	0.1
February.....	1,681	1,681	0	1.1	1.1	.0
March.....	1,614	1,601	13	1.0	1.0	.0
April.....	1,587	1,542	45	1.0	1.0	.0
May.....	1,665	1,678	-13	1.1	1.1	.0
June.....	1,467	1,560	-93	0.9	1.0	-.1
July.....	1,745	1,713	32	1.1	1.1	.0
August.....	1,697	1,668	29	1.1	1.0	.1
September.....	1,844	1,802	42	1.2	1.1	.1
October.....	1,788	1,748	40	1.1	1.1	.0
November.....	1,739	1,800	-61	1.1	1.1	.0
December.....	1,669	1,771	-102	1.1	1.1	.0

Table G. Revisions in other separations data, seasonally adjusted

Year and month	Levels (in thousands)			Rates		
	As revised	As previously published	Difference	As revised	As previously published	Difference
2024						
January.....	384	407	-23	0.2	0.3	-0.1
February.....	327	332	-5	0.2	0.2	.0
March.....	325	320	5	0.2	0.2	.0
April.....	386	343	43	0.2	0.2	.0
May.....	294	316	-22	0.2	0.2	.0
June.....	312	310	2	0.2	0.2	.0
July.....	300	359	-59	0.2	0.2	.0
August.....	295	322	-27	0.2	0.2	.0
September.....	268	296	-28	0.2	0.2	.0
October.....	280	275	5	0.2	0.2	.0
November.....	316	301	15	0.2	0.2	.0
December.....	318	302	16	0.2	0.2	.0

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
Total.....	8,468	7,615	8,031	7,508	7,740	232	5.1	4.6	4.8	4.5	4.6	0.1
INDUSTRY												
Total private.....	7,577	6,715	7,162	6,634	6,860	226	5.4	4.7	5.0	4.7	4.8	0.1
Mining and logging.....	26	23	21	20	16	-4	4.0	3.6	3.2	3.1	2.6	-0.5
Construction.....	407	249	277	205	236	31	4.8	2.9	3.2	2.4	2.8	0.4
Manufacturing.....	556	455	443	431	462	31	4.1	3.4	3.4	3.3	3.5	0.2
Durable goods.....	326	311	286	291	317	26	3.9	3.8	3.5	3.5	3.9	0.4
Nondurable goods.....	230	144	157	140	144	4	4.5	2.9	3.1	2.8	2.9	0.1
Trade, transportation, and utilities.....	1,088	927	1,007	1,079	1,228	149	3.6	3.1	3.4	3.6	4.1	0.5
Wholesale trade.....	179	151	157	180	226	46	2.8	2.4	2.5	2.8	3.5	0.7
Retail trade.....	571	467	549	519	662	143	3.5	2.9	3.4	3.2	4.1	0.9
Transportation, warehousing, and utilities.....	338	308	300	380	340	-40	4.5	4.1	4.0	5.0	4.5	-0.5
Information.....	152	188	122	106	128	22	4.9	6.0	4.0	3.5	4.2	0.7
Financial activities.....	475	460	550	406	528	122	4.9	4.8	5.6	4.2	5.4	1.2
Finance and insurance.....	335	286	398	282	359	77	4.8	4.1	5.6	4.0	5.1	1.1
Real estate and rental and leasing. . .	140	174	152	124	170	46	5.4	6.6	5.8	4.8	6.4	1.6
Professional and business services. . . .	1,443	1,358	1,733	1,364	1,242	-122	6.0	5.7	7.1	5.7	5.2	-0.5
Private education and health services...	2,045	1,606	1,690	1,585	1,626	41	7.3	5.7	5.9	5.6	5.7	0.1
Private educational services.....	155	147	170	164	147	-17	3.8	3.6	4.1	4.0	3.6	-0.4
Health care and social assistance. . . .	1,890	1,459	1,520	1,421	1,479	58	7.9	6.0	6.2	5.8	6.0	0.2
Leisure and hospitality.....	1,085	1,166	1,021	1,147	1,101	-46	6.1	6.5	5.7	6.3	6.1	-0.2
Arts, entertainment, and recreation. . .	167	98	126	184	160	-24	6.1	3.6	4.5	6.5	5.6	-0.9
Accommodation and food services. . .	917	1,068	896	963	941	-22	6.1	7.0	5.9	6.3	6.2	-0.1
Other services.....	301	283	297	290	292	2	4.8	4.5	4.7	4.6	4.6	0.0
Government.....	891	900	869	874	880	6	3.7	3.7	3.6	3.6	3.6	0.0
Federal.....	140	142	121	138	135	-3	4.5	4.5	3.9	4.4	4.3	-0.1
State and local.....	751	758	749	736	745	9	3.6	3.6	3.5	3.5	3.5	0.0
State and local education.....	254	256	251	270	268	-2	2.3	2.3	2.3	2.4	2.4	0.0
State and local, excluding education.....	497	502	498	466	478	12	5.0	4.9	4.9	4.6	4.7	0.1
REGION³												
Northeast.....	1,468	1,191	1,297	1,318	1,400	82	5.0	4.1	4.4	4.5	4.7	0.2
South.....	3,338	3,111	3,338	2,968	2,998	30	5.3	5.0	5.3	4.7	4.8	0.1
Midwest.....	1,878	1,664	1,664	1,636	1,666	30	5.3	4.7	4.7	4.6	4.7	0.1
West.....	1,784	1,649	1,732	1,586	1,676	90	4.6	4.3	4.5	4.1	4.3	0.2

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
Total.....	5,572	5,350	5,307	5,374	5,393	19	3.5	3.4	3.3	3.4	3.4	0.0
INDUSTRY												
Total private.....	5,181	4,987	4,961	4,998	5,016	18	3.9	3.7	3.7	3.7	3.7	0.0
Mining and logging.....	20	19	21	21	15	-6	3.2	3.1	3.3	3.4	2.4	-1.0
Construction.....	372	323	337	327	353	26	4.6	3.9	4.1	4.0	4.3	0.3
Manufacturing.....	384	320	302	300	332	32	3.0	2.5	2.4	2.4	2.6	0.2
Durable goods.....	208	161	155	155	195	40	2.6	2.0	2.0	2.0	2.5	0.5
Nondurable goods.....	176	158	147	145	137	-8	3.6	3.3	3.0	3.0	2.8	-0.2
Trade, transportation, and utilities.....	981	1,065	1,071	1,066	1,082	16	3.4	3.7	3.7	3.7	3.7	0.0
Wholesale trade.....	147	144	143	136	158	22	2.4	2.3	2.3	2.2	2.6	0.4
Retail trade.....	566	624	595	608	634	26	3.6	4.0	3.8	3.9	4.1	0.2
Transportation, warehousing, and utilities.....	267	298	334	322	291	-31	3.7	4.1	4.6	4.4	4.0	-0.4
Information.....	72	69	77	78	76	-2	2.4	2.4	2.6	2.6	2.6	0.0
Financial activities.....	199	185	181	217	201	-16	2.2	2.0	2.0	2.4	2.2	-0.2
Finance and insurance.....	127	114	113	143	134	-9	1.9	1.7	1.7	2.1	2.0	-0.1
Real estate and rental and leasing. ...	73	71	68	73	66	-7	2.9	2.9	2.8	3.0	2.7	-0.3
Professional and business services.	1,037	968	962	935	971	36	4.6	4.3	4.3	4.1	4.3	0.2
Private education and health services... ..	858	857	830	858	837	-21	3.3	3.2	3.1	3.2	3.1	-0.1
Private educational services.....	101	82	92	99	83	-16	2.6	2.1	2.3	2.5	2.1	-0.4
Health care and social assistance. ...	757	774	737	759	754	-5	3.4	3.4	3.2	3.3	3.3	0.0
Leisure and hospitality.....	1,034	935	953	959	909	-50	6.2	5.5	5.6	5.6	5.4	-0.2
Arts, entertainment, and recreation. ...	174	170	173	144	162	18	6.7	6.5	6.5	5.4	6.0	0.6
Accommodation and food services. ...	860	765	780	815	748	-67	6.1	5.4	5.5	5.7	5.2	-0.5
Other services.....	223	246	227	237	240	3	3.8	4.1	3.8	3.9	4.0	0.1
Government.....	391	362	346	375	377	2	1.7	1.5	1.5	1.6	1.6	0.0
Federal.....	42	31	28	31	34	3	1.4	1.0	0.9	1.0	1.1	0.1
State and local.....	349	332	318	344	343	-1	1.7	1.6	1.5	1.7	1.7	0.0
State and local education.....	164	168	163	181	175	-6	1.5	1.6	1.5	1.7	1.6	-0.1
State and local, excluding education.....	185	164	155	164	168	4	2.0	1.7	1.6	1.7	1.7	0.0
REGION³												
Northeast.....	879	838	851	800	834	34	3.2	3.0	3.0	2.8	3.0	0.2
South.....	2,297	2,241	2,071	2,099	2,243	144	3.9	3.8	3.5	3.5	3.7	0.2
Midwest.....	1,169	1,146	1,170	1,154	1,138	-16	3.5	3.4	3.5	3.4	3.4	0.0
West.....	1,227	1,124	1,215	1,321	1,179	-142	3.3	3.0	3.3	3.5	3.2	-0.3

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
Total.....	5,429	5,285	5,087	5,082	5,252	170	3.5	3.3	3.2	3.2	3.3	0.1
INDUSTRY												
Total private.....	5,095	4,975	4,757	4,731	4,923	192	3.8	3.7	3.5	3.5	3.6	0.1
Mining and logging.....	22	21	20	23	21	-2	3.5	3.4	3.3	3.7	3.5	-0.2
Construction.....	336	310	312	268	335	67	4.1	3.7	3.8	3.2	4.0	0.8
Manufacturing.....	374	332	315	315	324	9	2.9	2.6	2.5	2.5	2.5	0.0
Durable goods.....	212	171	165	175	194	19	2.6	2.2	2.1	2.2	2.5	0.3
Nondurable goods.....	162	161	150	141	130	-11	3.3	3.3	3.1	2.9	2.7	-0.2
Trade, transportation, and utilities.....	1,036	1,058	1,032	1,047	1,072	25	3.6	3.7	3.6	3.6	3.7	0.1
Wholesale trade.....	159	138	137	131	162	31	2.6	2.2	2.2	2.1	2.6	0.5
Retail trade.....	589	619	581	595	591	-4	3.8	4.0	3.7	3.8	3.8	0.0
Transportation, warehousing, and utilities.....	287	301	314	321	319	-2	4.0	4.1	4.3	4.4	4.4	0.0
Information.....	78	75	75	67	80	13	2.6	2.6	2.6	2.3	2.7	0.4
Financial activities.....	207	192	175	195	193	-2	2.3	2.1	1.9	2.1	2.1	0.0
Finance and insurance.....	131	121	109	130	130	0	2.0	1.8	1.6	1.9	1.9	0.0
Real estate and rental and leasing. ...	76	71	67	66	62	-4	3.1	2.9	2.7	2.6	2.5	-0.1
Professional and business services.	1,060	1,043	963	919	1,025	106	4.7	4.6	4.3	4.1	4.5	0.4
Private education and health services... ..	726	780	731	761	742	-19	2.8	2.9	2.7	2.8	2.7	-0.1
Private educational services.....	77	84	91	89	81	-8	2.0	2.1	2.3	2.2	2.0	-0.2
Health care and social assistance. ...	649	695	639	671	661	-10	2.9	3.1	2.8	2.9	2.9	0.0
Leisure and hospitality.....	1,022	928	920	903	888	-15	6.1	5.5	5.4	5.3	5.2	-0.1
Arts, entertainment, and recreation. ...	154	169	140	144	148	4	6.0	6.4	5.3	5.4	5.5	0.1
Accommodation and food services. ...	868	759	780	759	741	-18	6.1	5.3	5.5	5.3	5.2	-0.1
Other services.....	234	236	214	232	243	11	4.0	3.9	3.6	3.9	4.0	0.1
Government.....	334	310	330	351	329	-22	1.4	1.3	1.4	1.5	1.4	-0.1
Federal.....	34	29	30	28	28	0	1.1	1.0	1.0	0.9	0.9	0.0
State and local.....	300	281	301	324	301	-23	1.5	1.4	1.5	1.6	1.5	-0.1
State and local education.....	148	154	156	176	152	-24	1.4	1.4	1.4	1.6	1.4	-0.2
State and local, excluding education.....	152	127	145	148	150	2	1.6	1.3	1.5	1.5	1.5	0.0
REGION³												
Northeast.....	846	713	759	756	793	37	3.0	2.5	2.7	2.7	2.8	0.1
South.....	2,259	2,213	1,999	2,117	2,047	-70	3.8	3.7	3.3	3.5	3.4	-0.1
Midwest.....	1,122	1,107	1,090	1,080	1,168	88	3.4	3.3	3.2	3.2	3.5	0.3
West.....	1,202	1,251	1,239	1,130	1,244	114	3.3	3.4	3.3	3.0	3.3	0.3

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
Total.....	3,353	3,217	3,032	3,095	3,266	171	2.1	2.0	1.9	1.9	2.1	0.2
INDUSTRY												
Total private.....	3,154	3,045	2,850	2,899	3,069	170	2.4	2.3	2.1	2.1	2.3	0.2
Mining and logging.....	14	10	11	9	15	6	2.3	1.7	1.8	1.5	2.4	0.9
Construction.....	137	135	143	113	166	53	1.7	1.6	1.7	1.4	2.0	0.6
Manufacturing.....	229	197	174	182	187	5	1.8	1.5	1.4	1.4	1.5	0.1
Durable goods.....	135	108	92	105	109	4	1.7	1.4	1.2	1.3	1.4	0.1
Nondurable goods.....	94	89	82	77	78	1	1.9	1.8	1.7	1.6	1.6	0.0
Trade, transportation, and utilities.....	664	650	659	617	670	53	2.3	2.2	2.3	2.1	2.3	0.2
Wholesale trade.....	91	81	85	83	104	21	1.5	1.3	1.4	1.3	1.7	0.4
Retail trade.....	399	399	387	380	394	14	2.6	2.6	2.5	2.4	2.5	0.1
Transportation, warehousing, and utilities.....	174	169	187	153	171	18	2.4	2.3	2.6	2.1	2.3	0.2
Information.....	55	36	32	35	44	9	1.8	1.2	1.1	1.2	1.5	0.3
Financial activities.....	112	104	111	115	128	13	1.2	1.1	1.2	1.3	1.4	0.1
Finance and insurance.....	77	65	75	76	77	1	1.2	1.0	1.1	1.1	1.1	0.0
Real estate and rental and leasing. ...	35	39	37	39	51	12	1.4	1.6	1.5	1.6	2.0	0.4
Professional and business services.	476	558	481	535	565	30	2.1	2.5	2.1	2.4	2.5	0.1
Private education and health services... ..	525	539	493	512	518	6	2.0	2.0	1.8	1.9	1.9	0.0
Private educational services.....	51	50	61	55	54	-1	1.3	1.3	1.5	1.4	1.4	0.0
Health care and social assistance. ...	474	489	432	457	464	7	2.1	2.1	1.9	2.0	2.0	0.0
Leisure and hospitality.....	771	643	593	603	610	7	4.6	3.8	3.5	3.6	3.6	0.0
Arts, entertainment, and recreation. ...	67	79	64	60	71	11	2.6	3.0	2.4	2.3	2.6	0.3
Accommodation and food services. ...	705	565	528	543	540	-3	5.0	4.0	3.7	3.8	3.8	0.0
Other services.....	171	173	153	176	168	-8	2.9	2.9	2.5	2.9	2.8	-0.1
Government.....	199	173	182	197	197	0	0.9	0.7	0.8	0.8	0.8	0.0
Federal.....	17	14	14	12	12	0	0.6	0.5	0.5	0.4	0.4	0.0
State and local.....	182	158	168	185	184	-1	0.9	0.8	0.8	0.9	0.9	0.0
State and local education.....	95	91	93	99	88	-11	0.9	0.8	0.9	0.9	0.8	-0.1
State and local, excluding education.....	87	67	74	86	97	11	0.9	0.7	0.8	0.9	1.0	0.1
REGION³												
Northeast.....	474	434	382	424	479	55	1.7	1.5	1.4	1.5	1.7	0.2
South.....	1,452	1,291	1,281	1,339	1,348	9	2.5	2.2	2.1	2.2	2.2	0.0
Midwest.....	676	722	641	623	714	91	2.0	2.2	1.9	1.9	2.1	0.2
West.....	750	770	728	709	726	17	2.0	2.1	2.0	1.9	1.9	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					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
Total.....	1,692	1,788	1,739	1,669	1,635	-34	1.1	1.1	1.1	1.1	1.0	-0.1
INDUSTRY												
Total private.....	1,620	1,706	1,657	1,573	1,560	-13	1.2	1.3	1.2	1.2	1.2	0.0
Mining and logging.....	7	9	7	12	4	-8	1.1	1.5	1.2	1.9	0.6	-1.3
Construction.....	184	153	137	138	150	12	2.3	1.9	1.7	1.7	1.8	0.1
Manufacturing.....	128	113	126	112	118	6	1.0	0.9	1.0	0.9	0.9	0.0
Durable goods.....	65	51	65	58	70	12	0.8	0.6	0.8	0.7	0.9	0.2
Nondurable goods.....	63	62	61	55	48	-7	1.3	1.3	1.3	1.1	1.0	-0.1
Trade, transportation, and utilities.....	284	367	337	387	346	-41	1.0	1.3	1.2	1.3	1.2	-0.1
Wholesale trade.....	47	45	47	37	46	9	0.8	0.7	0.8	0.6	0.7	0.1
Retail trade.....	142	198	178	192	163	-29	0.9	1.3	1.1	1.2	1.0	-0.2
Transportation, warehousing, and utilities.....	94	123	112	157	136	-21	1.3	1.7	1.5	2.2	1.9	-0.3
Information.....	20	34	38	26	28	2	0.7	1.2	1.3	0.9	1.0	0.1
Financial activities.....	75	64	46	57	42	-15	0.8	0.7	0.5	0.6	0.5	-0.1
Finance and insurance.....	36	40	17	34	32	-2	0.5	0.6	0.3	0.5	0.5	0.0
Real estate and rental and leasing. ...	38	25	29	24	10	-14	1.6	1.0	1.2	1.0	0.4	-0.6
Professional and business services.	515	438	419	331	393	62	2.3	1.9	1.9	1.5	1.7	0.2
Private education and health services... ..	147	192	188	193	173	-20	0.6	0.7	0.7	0.7	0.6	-0.1
Private educational services.....	23	29	28	27	22	-5	0.6	0.7	0.7	0.7	0.5	-0.2
Health care and social assistance. ...	124	164	161	165	151	-14	0.6	0.7	0.7	0.7	0.7	0.0
Leisure and hospitality.....	221	276	302	265	232	-33	1.3	1.6	1.8	1.6	1.4	-0.2
Arts, entertainment, and recreation. ...	84	85	73	79	72	-7	3.3	3.2	2.7	3.0	2.7	-0.3
Accommodation and food services. ...	137	191	229	187	160	-27	1.0	1.3	1.6	1.3	1.1	-0.2
Other services.....	40	59	56	51	74	23	0.7	1.0	0.9	0.9	1.2	0.3
Government.....	72	82	82	96	75	-21	0.3	0.3	0.3	0.4	0.3	-0.1
Federal.....	6	6	5	5	4	-1	0.2	0.2	0.2	0.2	0.1	-0.1
State and local.....	66	76	76	90	71	-19	0.3	0.4	0.4	0.4	0.3	-0.1
State and local education.....	31	44	43	57	44	-13	0.3	0.4	0.4	0.5	0.4	-0.1
State and local, excluding education.....	35	32	34	34	27	-7	0.4	0.3	0.3	0.3	0.3	0.0
REGION³												
Northeast.....	309	222	315	275	262	-13	1.1	0.8	1.1	1.0	0.9	-0.1
South.....	675	815	590	659	581	-78	1.1	1.4	1.0	1.1	1.0	-0.1
Midwest.....	322	332	387	391	392	1	1.0	1.0	1.2	1.2	1.2	0.0
West.....	385	418	447	343	401	58	1.0	1.1	1.2	0.9	1.1	0.2

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					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
Total.....	384	280	316	318	350	32	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	321	224	249	260	293	33	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	1	2	2	2	3	1	0.2	0.2	0.3	0.3	0.5	0.2
Construction.....	15	21	33	17	19	2	0.2	0.3	0.4	0.2	0.2	0.0
Manufacturing.....	17	23	15	21	19	-2	0.1	0.2	0.1	0.2	0.2	0.0
Durable goods.....	12	12	9	12	15	3	0.1	0.2	0.1	0.2	0.2	0.0
Nondurable goods.....	5	10	7	9	5	-4	0.1	0.2	0.1	0.2	0.1	-0.1
Trade, transportation, and utilities.....	88	42	36	43	57	14	0.3	0.1	0.1	0.1	0.2	0.1
Wholesale trade.....	21	11	4	10	12	2	0.3	0.2	0.1	0.2	0.2	0.0
Retail trade.....	49	22	17	23	33	10	0.3	0.1	0.1	0.1	0.2	0.1
Transportation, warehousing, and utilities.....	19	9	15	11	11	0	0.3	0.1	0.2	0.1	0.2	0.1
Information.....	3	6	4	6	8	2	0.1	0.2	0.2	0.2	0.3	0.1
Financial activities.....	21	24	18	23	23	0	0.2	0.3	0.2	0.2	0.2	0.0
Finance and insurance.....	18	17	17	20	21	1	0.3	0.2	0.3	0.3	0.3	0.0
Real estate and rental and leasing. ...	3	7	1	3	1	-2	0.1	0.3	0.0	0.1	0.1	0.0
Professional and business services.	69	47	62	53	68	15	0.3	0.2	0.3	0.2	0.3	0.1
Private education and health services... ..	54	48	49	56	50	-6	0.2	0.2	0.2	0.2	0.2	0.0
Private educational services.....	3	5	3	6	5	-1	0.1	0.1	0.1	0.2	0.1	-0.1
Health care and social assistance. ...	51	43	46	49	45	-4	0.2	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	30	8	25	34	46	12	0.2	0.0	0.1	0.2	0.3	0.1
Arts, entertainment, and recreation. ...	3	5	3	5	5	0	0.1	0.2	0.1	0.2	0.2	0.0
Accommodation and food services. ...	27	3	22	30	41	11	0.2	0.0	0.2	0.2	0.3	0.1
Other services.....	23	4	5	4	1	-3	0.4	0.1	0.1	0.1	0.0	-0.1
Government.....	63	56	67	58	57	-1	0.3	0.2	0.3	0.2	0.2	0.0
Federal.....	11	9	10	10	11	1	0.4	0.3	0.3	0.3	0.4	0.1
State and local.....	51	47	57	48	46	-2	0.3	0.2	0.3	0.2	0.2	0.0
State and local education.....	22	19	20	20	19	-1	0.2	0.2	0.2	0.2	0.2	0.0
State and local, excluding education.....	30	27	37	28	26	-2	0.3	0.3	0.4	0.3	0.3	0.0
REGION³												
Northeast.....	62	57	62	56	53	-3	0.2	0.2	0.2	0.2	0.2	0.0
South.....	131	106	127	119	117	-2	0.2	0.2	0.2	0.2	0.2	0.0
Midwest.....	123	52	63	66	63	-3	0.4	0.2	0.2	0.2	0.2	0.0
West.....	67	64	64	77	118	41	0.2	0.2	0.2	0.2	0.3	0.1

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

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

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

p Preliminary

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
JOB OPENINGS												
Total private.....	7,577	6,715	7,162	6,634	6,860	226	5.4	4.7	5.0	4.7	4.8	0.1
1 to 9 employees.....	1,649	1,389	1,526	1,407	1,216	-191	7.1	5.9	6.5	6.0	5.2	-0.8
10 to 49 employees.....	2,094	2,078	2,155	2,002	2,183	181	5.0	4.7	4.9	4.5	5.0	0.5
50 to 249 employees.....	2,019	1,862	1,959	1,825	2,008	183	4.8	4.5	4.8	4.6	4.9	0.3
250 to 999 employees.....	994	733	821	807	813	6	4.9	3.9	4.1	4.0	4.1	0.1
1,000 to 4,999 employees.....	566	447	478	387	429	42	6.1	4.8	5.1	4.3	4.8	0.5
5,000 or more employees.....	255	207	222	206	211	5	5.1	4.4	4.5	4.1	4.1	0.0
HIRES												
Total private.....	5,181	4,987	4,961	4,998	5,016	18	3.9	3.7	3.7	3.7	3.7	0.0
1 to 9 employees.....	785	757	706	695	839	144	3.6	3.4	3.2	3.1	3.8	0.7
10 to 49 employees.....	1,630	1,635	1,674	1,787	1,585	-202	4.1	3.9	4.0	4.2	3.8	-0.4
50 to 249 employees.....	1,651	1,600	1,547	1,525	1,612	87	4.1	4.1	4.0	4.0	4.1	0.1
250 to 999 employees.....	705	638	676	647	647	0	3.6	3.5	3.6	3.3	3.4	0.1
1,000 to 4,999 employees.....	327	280	283	265	255	-10	3.8	3.2	3.2	3.1	3.0	-0.1
5,000 or more employees.....	84	76	75	79	76	-3	1.8	1.7	1.6	1.6	1.6	0.0
TOTAL SEPARATIONS												
Total private.....	5,095	4,975	4,757	4,731	4,923	192	3.8	3.7	3.5	3.5	3.6	0.1
1 to 9 employees.....	781	795	749	569	729	160	3.6	3.6	3.4	2.6	3.3	0.7
10 to 49 employees.....	1,619	1,654	1,535	1,603	1,618	15	4.1	3.9	3.7	3.8	3.9	0.1
50 to 249 employees.....	1,600	1,545	1,536	1,567	1,567	0	4.0	4.0	3.9	4.1	4.0	-0.1
250 to 999 employees.....	757	625	592	638	659	21	3.9	3.4	3.1	3.3	3.4	0.1
1,000 to 4,999 employees.....	272	288	280	278	271	-7	3.1	3.3	3.2	3.2	3.2	0.0
5,000 or more employees.....	66	69	65	76	78	2	1.4	1.5	1.4	1.6	1.6	0.0
QUITS												
Total private.....	3,154	3,045	2,850	2,899	3,069	170	2.4	2.3	2.1	2.1	2.3	0.2
1 to 9 employees.....	441	381	423	304	519	215	2.0	1.7	1.9	1.4	2.4	1.0
10 to 49 employees.....	1,081	1,073	922	1,021	973	-48	2.7	2.5	2.2	2.4	2.3	-0.1
50 to 249 employees.....	1,014	1,021	950	1,013	1,002	-11	2.5	2.6	2.4	2.7	2.5	-0.2
250 to 999 employees.....	419	369	355	377	390	13	2.2	2.0	1.9	1.9	2.0	0.1
1,000 to 4,999 employees.....	159	157	162	145	143	-2	1.8	1.8	1.8	1.7	1.7	0.0
5,000 or more employees.....	40	44	38	39	42	3	0.9	1.0	0.8	0.8	0.9	0.1
LAYOFFS AND DISCHARGES												
Total private.....	1,620	1,706	1,657	1,573	1,560	-13	1.2	1.3	1.2	1.2	1.2	0.0
1 to 9 employees.....	302	386	251	245	148	-97	1.4	1.8	1.2	1.1	0.7	-0.4
10 to 49 employees.....	398	514	557	483	554	71	1.0	1.2	1.3	1.1	1.3	0.2
50 to 249 employees.....	524	455	517	484	493	9	1.3	1.2	1.3	1.3	1.3	0.0
250 to 999 employees.....	288	221	207	228	238	10	1.5	1.2	1.1	1.2	1.2	0.0
1,000 to 4,999 employees.....	92	113	106	107	101	-6	1.1	1.3	1.2	1.3	1.2	-0.1
5,000 or more employees.....	16	18	18	26	26	0	0.3	0.4	0.4	0.5	0.5	0.0
OTHER SEPARATIONS												
Total private.....	321	224	249	260	293	33	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	38	28	74	20	62	42	0.2	0.1	0.3	0.1	0.3	0.2
10 to 49 employees.....	140	66	56	99	91	-8	0.4	0.2	0.1	0.2	0.2	0.0
50 to 249 employees.....	63	69	68	70	72	2	0.2	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	50	35	30	34	31	-3	0.3	0.2	0.2	0.2	0.2	0.0
1,000 to 4,999 employees.....	21	19	12	26	27	1	0.2	0.2	0.1	0.3	0.3	0.0
5,000 or more employees.....	10	8	8	11	10	-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		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Total.....	8,564	6,970	7,821	5.2	4.2	4.7
INDUSTRY						
Total private.....	7,704	6,099	6,975	5.5	4.3	5.0
Mining and logging.....	26	21	16	4.0	3.2	2.5
Construction.....	414	159	243	5.1	1.9	3.0
Manufacturing.....	550	398	457	4.1	3.0	3.5
Durable goods.....	329	274	321	4.0	3.3	3.9
Nondurable goods.....	220	124	135	4.4	2.5	2.7
Trade, transportation, and utilities.....	967	988	1,114	3.3	3.2	3.7
Wholesale trade.....	181	164	227	2.9	2.6	3.6
Retail trade.....	440	444	539	2.8	2.7	3.4
Transportation, warehousing, and utilities.....	347	380	348	4.6	4.7	4.5
Information.....	168	105	145	5.4	3.4	4.7
Financial activities.....	528	390	589	5.5	4.0	6.0
Finance and insurance.....	364	266	387	5.2	3.8	5.4
Real estate and rental and leasing.....	164	124	202	6.3	4.7	7.6
Professional and business services.....	1,549	1,276	1,334	6.5	5.3	5.7
Private education and health services.....	2,185	1,518	1,750	7.8	5.3	6.1
Private educational services.....	152	135	142	3.8	3.2	3.5
Health care and social assistance.....	2,033	1,383	1,608	8.4	5.7	6.5
Leisure and hospitality.....	1,000	998	1,025	5.9	5.6	5.9
Arts, entertainment, and recreation.....	161	136	155	6.4	5.1	6.0
Accommodation and food services.....	839	862	870	5.8	5.7	5.9
Other services.....	318	248	303	5.2	4.0	4.8
Government.....	860	871	847	3.6	3.5	3.5
Federal.....	138	134	130	4.4	4.2	4.2
State and local.....	722	737	716	3.5	3.4	3.4
State and local education.....	235	260	247	2.1	2.3	2.2
State and local, excluding education.....	487	477	469	5.0	4.7	4.7
REGION³						
Northeast.....	1,494	1,246	1,420	5.2	4.2	4.8
South.....	3,314	2,770	2,964	5.4	4.4	4.8
Midwest.....	1,865	1,493	1,651	5.4	4.2	4.7
West.....	1,891	1,460	1,787	5.0	3.8	4.6

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Total.....	5,452	3,947	5,264	3.5	2.5	3.4
INDUSTRY						
Total private.....	5,081	3,710	4,899	3.9	2.7	3.7
Mining and logging.....	23	15	16	3.6	2.3	2.7
Construction.....	380	166	364	4.9	2.0	4.6
Manufacturing.....	393	204	344	3.1	1.6	2.7
Durable goods.....	224	101	212	2.8	1.3	2.7
Nondurable goods.....	170	102	132	3.5	2.1	2.7
Trade, transportation, and utilities.....	854	913	940	3.0	3.1	3.2
Wholesale trade.....	159	98	171	2.6	1.6	2.8
Retail trade.....	475	479	533	3.1	3.0	3.4
Transportation, warehousing, and utilities.....	220	336	236	3.1	4.4	3.2
Information.....	79	50	83	2.7	1.7	2.9
Financial activities.....	217	164	220	2.4	1.8	2.4
Finance and insurance.....	146	104	156	2.2	1.5	2.3
Real estate and rental and leasing.....	70	60	64	2.9	2.4	2.6
Professional and business services.....	1,076	712	1,009	4.8	3.1	4.5
Private education and health services.....	925	625	900	3.6	2.3	3.4
Private educational services.....	110	46	91	2.9	1.1	2.3
Health care and social assistance.....	814	578	809	3.7	2.5	3.5
Leisure and hospitality.....	913	675	786	5.7	4.1	4.8
Arts, entertainment, and recreation.....	125	93	117	5.4	3.7	4.8
Accommodation and food services.....	787	582	669	5.8	4.1	4.8
Other services.....	220	188	237	3.8	3.1	4.0
Government.....	371	236	365	1.6	1.0	1.6
Federal.....	38	29	31	1.3	1.0	1.0
State and local.....	334	207	334	1.7	1.0	1.6
State and local education.....	169	93	183	1.6	0.8	1.7
State and local, excluding education.....	165	114	152	1.8	1.2	1.6
REGION³						
Northeast.....	802	556	758	2.9	2.0	2.7
South.....	2,316	1,573	2,252	4.0	2.6	3.8
Midwest.....	1,093	868	1,061	3.3	2.6	3.2
West.....	1,241	950	1,194	3.4	2.5	3.2

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Total.....	5,795	4,850	5,603	3.7	3.0	3.6
INDUSTRY						
Total private.....	5,502	4,534	5,313	4.2	3.3	4.0
Mining and logging.....	29	23	26	4.6	3.7	4.3
Construction.....	373	298	374	4.8	3.6	4.7
Manufacturing.....	368	249	322	2.9	1.9	2.5
Durable goods.....	215	129	200	2.7	1.6	2.5
Nondurable goods.....	154	120	123	3.2	2.5	2.5
Trade, transportation, and utilities.....	1,300	1,117	1,347	4.5	3.7	4.6
Wholesale trade.....	165	109	165	2.7	1.8	2.7
Retail trade.....	695	612	708	4.5	3.8	4.6
Transportation, warehousing, and utilities.....	440	396	474	6.1	5.2	6.5
Information.....	86	62	91	2.9	2.1	3.1
Financial activities.....	244	168	225	2.7	1.8	2.4
Finance and insurance.....	157	114	153	2.3	1.7	2.3
Real estate and rental and leasing.....	87	55	72	3.6	2.2	2.9
Professional and business services.....	1,122	937	1,070	5.0	4.1	4.8
Private education and health services.....	781	677	789	3.0	2.5	2.9
Private educational services.....	67	76	69	1.7	1.9	1.8
Health care and social assistance.....	715	601	720	3.2	2.6	3.1
Leisure and hospitality.....	962	804	824	6.0	4.8	5.1
Arts, entertainment, and recreation.....	143	141	134	6.1	5.6	5.5
Accommodation and food services.....	819	663	690	6.0	4.7	5.0
Other services.....	236	198	245	4.0	3.3	4.1
Government.....	293	317	290	1.3	1.3	1.2
Federal.....	35	31	29	1.2	1.0	1.0
State and local.....	258	285	261	1.3	1.4	1.3
State and local education.....	117	143	120	1.1	1.3	1.1
State and local, excluding education.....	141	142	141	1.5	1.5	1.5
REGION³						
Northeast.....	908	767	860	3.3	2.7	3.1
South.....	2,411	1,941	2,181	4.1	3.2	3.7
Midwest.....	1,198	1,068	1,238	3.7	3.2	3.7
West.....	1,279	1,074	1,324	3.5	2.9	3.6

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Total.....	3,256	2,608	3,170	2.1	1.6	2.0
INDUSTRY						
Total private.....	3,085	2,452	2,999	2.3	1.8	2.2
Mining and logging.....	15	7	16	2.4	1.1	2.5
Construction.....	130	88	159	1.7	1.1	2.0
Manufacturing.....	217	127	177	1.7	1.0	1.4
Durable goods.....	130	70	106	1.6	0.9	1.3
Nondurable goods.....	87	56	71	1.8	1.2	1.5
Trade, transportation, and utilities.....	637	578	646	2.2	1.9	2.2
Wholesale trade.....	82	63	97	1.3	1.0	1.6
Retail trade.....	391	344	386	2.5	2.2	2.5
Transportation, warehousing, and utilities.....	165	170	164	2.3	2.2	2.2
Information.....	59	27	49	2.0	0.9	1.7
Financial activities.....	133	91	146	1.5	1.0	1.6
Finance and insurance.....	94	63	92	1.4	0.9	1.4
Real estate and rental and leasing.....	39	28	55	1.6	1.1	2.2
Professional and business services.....	464	459	547	2.1	2.0	2.5
Private education and health services.....	538	444	527	2.1	1.6	2.0
Private educational services.....	47	49	49	1.2	1.2	1.2
Health care and social assistance.....	491	395	479	2.2	1.7	2.1
Leisure and hospitality.....	726	483	566	4.5	2.9	3.5
Arts, entertainment, and recreation.....	54	40	56	2.3	1.6	2.3
Accommodation and food services.....	673	442	510	4.9	3.1	3.7
Other services.....	166	149	164	2.8	2.5	2.8
Government.....	171	156	171	0.7	0.7	0.7
Federal.....	16	12	11	0.5	0.4	0.4
State and local.....	155	144	160	0.8	0.7	0.8
State and local education.....	75	68	70	0.7	0.6	0.6
State and local, excluding education.....	80	76	90	0.9	0.8	0.9
REGION³						
Northeast.....	456	336	463	1.7	1.2	1.7
South.....	1,423	1,123	1,320	2.4	1.9	2.2
Midwest.....	631	527	666	1.9	1.6	2.0
West.....	746	622	721	2.1	1.7	2.0

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Total.....	2,100	1,910	2,029	1.4	1.2	1.3
INDUSTRY						
Total private.....	2,040	1,814	1,968	1.5	1.3	1.5
Mining and logging.....	12	15	7	2.0	2.4	1.1
Construction.....	229	189	196	2.9	2.3	2.5
Manufacturing.....	129	100	120	1.0	0.8	0.9
Durable goods.....	67	45	73	0.8	0.6	0.9
Nondurable goods.....	63	55	47	1.3	1.1	1.0
Trade, transportation, and utilities.....	560	498	636	1.9	1.7	2.2
Wholesale trade.....	60	34	55	1.0	0.5	0.9
Retail trade.....	244	248	283	1.6	1.6	1.8
Transportation, warehousing, and utilities.....	255	216	298	3.6	2.8	4.1
Information.....	22	29	31	0.8	1.0	1.1
Financial activities.....	81	53	46	0.9	0.6	0.5
Finance and insurance.....	37	30	32	0.6	0.4	0.5
Real estate and rental and leasing.....	44	23	14	1.8	0.9	0.6
Professional and business services.....	588	422	453	2.6	1.9	2.0
Private education and health services.....	168	178	190	0.6	0.7	0.7
Private educational services.....	17	23	15	0.4	0.6	0.4
Health care and social assistance.....	151	155	175	0.7	0.7	0.8
Leisure and hospitality.....	203	282	209	1.3	1.7	1.3
Arts, entertainment, and recreation.....	86	96	73	3.7	3.8	3.0
Accommodation and food services.....	118	185	135	0.9	1.3	1.0
Other services.....	48	49	80	0.8	0.8	1.4
Government.....	60	96	61	0.3	0.4	0.3
Federal.....	6	7	4	0.2	0.2	0.1
State and local.....	54	89	58	0.3	0.4	0.3
State and local education.....	25	58	35	0.2	0.5	0.3
State and local, excluding education.....	29	31	22	0.3	0.3	0.2
REGION³						
Northeast.....	377	361	332	1.4	1.3	1.2
South.....	826	707	718	1.4	1.2	1.2
Midwest.....	437	468	504	1.3	1.4	1.5
West.....	460	374	475	1.3	1.0	1.3

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
Total.....	439	332	404	0.3	0.2	0.3
INDUSTRY						
Total private.....	377	267	346	0.3	0.2	0.3
Mining and logging.....	1	2	4	0.2	0.3	0.6
Construction.....	15	21	19	0.2	0.3	0.2
Manufacturing.....	22	22	25	0.2	0.2	0.2
Durable goods.....	17	13	21	0.2	0.2	0.3
Nondurable goods.....	5	8	4	0.1	0.2	0.1
Trade, transportation, and utilities.....	102	42	65	0.4	0.1	0.2
Wholesale trade.....	23	11	13	0.4	0.2	0.2
Retail trade.....	60	20	40	0.4	0.1	0.3
Transportation, warehousing, and utilities.....	19	10	12	0.3	0.1	0.2
Information.....	5	6	11	0.2	0.2	0.4
Financial activities.....	30	24	32	0.3	0.3	0.3
Finance and insurance.....	25	21	30	0.4	0.3	0.4
Real estate and rental and leasing.....	4	4	2	0.2	0.1	0.1
Professional and business services.....	71	56	71	0.3	0.2	0.3
Private education and health services.....	76	55	71	0.3	0.2	0.3
Private educational services.....	3	5	6	0.1	0.1	0.1
Health care and social assistance.....	72	50	65	0.3	0.2	0.3
Leisure and hospitality.....	32	40	49	0.2	0.2	0.3
Arts, entertainment, and recreation.....	3	5	5	0.1	0.2	0.2
Accommodation and food services.....	29	35	44	0.2	0.2	0.3
Other services.....	23	1	0	0.4	0.0	0.0
Government.....	63	65	57	0.3	0.3	0.2
Federal.....	14	13	14	0.5	0.4	0.5
State and local.....	49	52	44	0.2	0.2	0.2
State and local education.....	17	17	15	0.2	0.2	0.1
State and local, excluding education.....	33	35	29	0.3	0.4	0.3
REGION³						
Northeast.....	73	71	65	0.3	0.2	0.2
South.....	162	111	144	0.3	0.2	0.2
Midwest.....	131	73	67	0.4	0.2	0.2
West.....	73	78	127	0.2	0.2	0.3

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

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

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

^p Preliminary

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

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

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

Establishment size class	Levels (in thousands)			Rates		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
JOB OPENINGS						
Total private.....	7,704	6,099	6,975	5.5	4.3	5.0
1 to 9 employees.....	1,989	1,287	1,476	8.5	5.5	6.4
10 to 49 employees.....	2,034	1,747	2,158	5.0	3.9	5.0
50 to 249 employees.....	1,922	1,672	1,925	4.7	4.2	4.7
250 to 999 employees.....	935	784	769	4.7	3.9	3.9
1,000 to 4,999 employees.....	575	401	440	6.3	4.4	5.0
5,000 or more employees.....	249	207	207	5.1	4.1	4.1
HIRES						
Total private.....	5,081	3,710	4,899	3.9	2.7	3.7
1 to 9 employees.....	965	517	1,032	4.5	2.3	4.7
10 to 49 employees.....	1,532	1,242	1,470	3.9	2.9	3.6
50 to 249 employees.....	1,518	1,154	1,479	3.9	3.0	3.8
250 to 999 employees.....	660	509	598	3.5	2.6	3.2
1,000 to 4,999 employees.....	318	226	242	3.7	2.6	2.9
5,000 or more employees.....	88	62	79	1.9	1.3	1.6
TOTAL SEPARATIONS						
Total private.....	5,502	4,534	5,313	4.2	3.3	4.0
1 to 9 employees.....	995	525	886	4.7	2.4	4.1
10 to 49 employees.....	1,650	1,531	1,675	4.2	3.6	4.1
50 to 249 employees.....	1,683	1,444	1,655	4.3	3.8	4.3
250 to 999 employees.....	785	636	689	4.1	3.3	3.6
1,000 to 4,999 employees.....	315	321	319	3.7	3.7	3.8
5,000 or more employees.....	73	76	89	1.6	1.6	1.9
QUITS						
Total private.....	3,085	2,452	2,999	2.3	1.8	2.2
1 to 9 employees.....	505	235	583	2.4	1.1	2.7
10 to 49 employees.....	996	828	884	2.6	1.9	2.2
50 to 249 employees.....	1,002	862	989	2.5	2.2	2.6
250 to 999 employees.....	397	343	372	2.1	1.8	2.0
1,000 to 4,999 employees.....	145	151	129	1.7	1.7	1.5
5,000 or more employees.....	40	35	42	0.9	0.7	0.9
LAYOFFS AND DISCHARGES						
Total private.....	2,040	1,814	1,968	1.5	1.3	1.5
1 to 9 employees.....	444	276	228	2.1	1.2	1.0
10 to 49 employees.....	470	601	666	1.2	1.4	1.6
50 to 249 employees.....	616	508	589	1.6	1.3	1.5
250 to 999 employees.....	340	259	286	1.8	1.3	1.5
1,000 to 4,999 employees.....	150	141	164	1.7	1.6	2.0
5,000 or more employees.....	21	29	35	0.5	0.6	0.7
OTHER SEPARATIONS						
Total private.....	377	267	346	0.3	0.2	0.3
1 to 9 employees.....	46	14	76	0.2	0.1	0.3
10 to 49 employees.....	184	102	124	0.5	0.2	0.3
50 to 249 employees.....	65	75	77	0.2	0.2	0.2
250 to 999 employees.....	49	35	31	0.3	0.2	0.2
1,000 to 4,999 employees.....	21	29	26	0.2	0.3	0.3
5,000 or more employees.....	12	12	12	0.3	0.3	0.3

p Preliminary

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	6,358	9,979	11,180	9,270	7,780
INDUSTRY					
Total private.....	5,644	9,066	10,135	8,235	6,854
Mining and logging.....	14	27	37	30	24
Construction.....	257	345	399	387	307
Manufacturing.....	410	821	845	603	493
Durable goods.....	227	466	526	380	323
Nondurable goods.....	183	354	319	223	169
Trade, transportation, and utilities.....	1,160	1,797	1,793	1,447	1,013
Wholesale trade.....	172	284	308	264	169
Retail trade.....	682	990	965	708	519
Transportation, warehousing, and utilities.....	307	523	519	475	325
Information.....	111	177	224	137	129
Financial activities.....	324	432	558	468	458
Finance and insurance.....	246	313	394	337	327
Real estate and rental and leasing.....	79	119	165	131	131
Professional and business services.....	1,178	1,863	2,147	1,603	1,360
Private education and health services.....	1,198	1,789	2,172	1,930	1,745
Private educational services.....	104	168	167	176	171
Health care and social assistance.....	1,094	1,621	2,004	1,753	1,574
Leisure and hospitality.....	776	1,424	1,593	1,277	1,031
Arts, entertainment, and recreation.....	104	172	183	184	143
Accommodation and food services.....	672	1,253	1,410	1,094	889
Other services.....	216	393	367	352	296
Government.....	714	913	1,046	1,035	925
Federal.....	125	131	137	163	142
State and local.....	589	781	909	872	784
State and local education.....	211	305	333	306	264
State and local, excluding education.....	377	476	576	566	520
REGION²					
Northeast.....	1,066	1,725	1,835	1,519	1,363
South.....	2,466	3,877	4,372	3,761	3,100
Midwest.....	1,378	2,138	2,388	1,986	1,690
West.....	1,448	2,239	2,586	2,003	1,627

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	4.3	6.4	6.8	5.6	4.7
INDUSTRY					
Total private.....	4.5	6.8	7.2	5.8	4.8
Mining and logging.....	2.2	4.5	5.7	4.5	3.7
Construction.....	3.4	4.4	4.9	4.6	3.6
Manufacturing.....	3.3	6.2	6.2	4.5	3.7
Durable goods.....	2.9	5.7	6.2	4.5	3.9
Nondurable goods.....	3.8	7.0	6.2	4.4	3.4
Trade, transportation, and utilities.....	4.2	6.1	5.9	4.8	3.4
Wholesale trade.....	3.0	4.7	4.9	4.1	2.7
Retail trade.....	4.4	6.1	5.9	4.4	3.2
Transportation, warehousing, and utilities.....	4.7	7.3	6.8	6.2	4.3
Information.....	3.9	5.8	6.8	4.3	4.2
Financial activities.....	3.6	4.7	5.8	4.9	4.8
Finance and insurance.....	3.6	4.6	5.6	4.8	4.7
Real estate and rental and leasing.....	3.4	5.0	6.5	5.1	5.0
Professional and business services.....	5.5	8.0	8.7	6.6	5.7
Private education and health services.....	4.9	7.0	8.2	7.1	6.2
Private educational services.....	2.9	4.5	4.3	4.4	4.1
Health care and social assistance.....	5.2	7.5	8.9	7.5	6.5
Leisure and hospitality.....	5.6	9.1	9.1	7.2	5.8
Arts, entertainment, and recreation.....	5.5	8.0	7.3	6.8	5.2
Accommodation and food services.....	5.6	9.3	9.4	7.2	5.9
Other services.....	3.9	6.7	6.1	5.7	4.7
Government.....	3.1	4.0	4.5	4.3	3.8
Federal.....	4.1	4.4	4.6	5.3	4.5
State and local.....	3.0	3.9	4.5	4.2	3.7
State and local education.....	2.1	2.9	3.1	2.8	2.4
State and local, excluding education.....	4.0	5.0	6.0	5.7	5.1
REGION²					
Northeast.....	4.0	6.2	6.3	5.2	4.6
South.....	4.5	6.7	7.1	6.0	4.9
Midwest.....	4.3	6.4	6.9	5.7	4.8
West.....	4.2	6.1	6.7	5.2	4.2

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	72,551	76,131	76,811	70,325	65,253
INDUSTRY					
Total private.....	68,390	71,736	71,999	65,633	60,859
Mining and logging.....	198	229	276	292	230
Construction.....	4,983	4,359	4,418	4,417	4,100
Manufacturing.....	4,813	5,352	5,503	4,723	4,031
Durable goods.....	2,746	2,962	3,020	2,497	2,237
Nondurable goods.....	2,066	2,392	2,483	2,226	1,793
Trade, transportation, and utilities.....	15,465	16,171	15,582	14,135	12,747
Wholesale trade.....	1,816	2,128	2,199	1,947	1,747
Retail trade.....	9,840	10,210	9,309	8,447	7,424
Transportation, warehousing, and utilities.....	3,809	3,835	4,075	3,741	3,576
Information.....	987	1,336	1,270	874	938
Financial activities.....	2,654	2,741	2,904	2,401	2,448
Finance and insurance.....	1,667	1,822	1,906	1,490	1,586
Real estate and rental and leasing.....	989	920	994	913	863
Professional and business services.....	13,418	15,083	14,954	12,539	12,011
Private education and health services.....	9,349	9,353	10,276	10,714	10,232
Private educational services.....	1,135	1,249	1,179	1,202	1,140
Health care and social assistance.....	8,215	8,102	9,095	9,511	9,091
Leisure and hospitality.....	13,481	14,344	14,120	12,977	11,444
Arts, entertainment, and recreation.....	1,645	1,969	2,006	2,012	1,961
Accommodation and food services.....	11,837	12,376	12,115	10,964	9,481
Other services.....	3,042	2,765	2,693	2,565	2,678
Government.....	4,163	4,394	4,812	4,691	4,392
Federal.....	888	520	501	542	428
State and local.....	3,275	3,873	4,311	4,150	3,963
State and local education.....	1,636	2,078	2,118	2,124	1,982
State and local, excluding education.....	1,638	1,794	2,193	2,025	1,985
REGION²					
Northeast.....	11,640	11,525	11,330	10,714	10,169
South.....	27,969	30,732	32,190	29,972	26,681
Midwest.....	15,795	16,363	15,814	14,537	13,905
West.....	17,147	17,513	17,477	15,103	14,498

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	4.3	4.3	4.2	3.8	3.4
INDUSTRY					
Total private.....	4.7	4.8	4.6	4.1	3.8
Mining and logging.....	2.8	3.4	3.8	3.8	3.1
Construction.....	5.7	4.9	4.7	4.6	4.2
Manufacturing.....	3.3	3.6	3.6	3.1	2.6
Durable goods.....	3.0	3.2	3.2	2.6	2.3
Nondurable goods.....	3.7	4.3	4.3	3.8	3.1
Trade, transportation, and utilities.....	4.8	4.9	4.5	4.1	3.7
Wholesale trade.....	2.7	3.1	3.1	2.7	2.4
Retail trade.....	5.5	5.6	5.0	4.5	4.0
Transportation, warehousing, and utilities.....	5.1	4.8	4.7	4.4	4.1
Information.....	3.0	3.9	3.5	2.4	2.7
Financial activities.....	2.5	2.6	2.7	2.2	2.2
Finance and insurance.....	2.1	2.3	2.4	1.8	2.0
Real estate and rental and leasing.....	3.7	3.4	3.5	3.1	2.9
Professional and business services.....	5.5	5.9	5.5	4.6	4.4
Private education and health services.....	3.3	3.3	3.5	3.5	3.2
Private educational services.....	2.7	2.9	2.6	2.6	2.4
Health care and social assistance.....	3.5	3.4	3.7	3.7	3.4
Leisure and hospitality.....	8.5	8.4	7.4	6.5	5.7
Arts, entertainment, and recreation.....	7.7	8.3	7.2	6.7	6.2
Accommodation and food services.....	8.7	8.5	7.5	6.5	5.6
Other services.....	4.8	4.2	3.9	3.7	3.7
Government.....	1.6	1.7	1.8	1.7	1.6
Federal.....	2.5	1.5	1.5	1.5	1.2
State and local.....	1.4	1.7	1.9	1.7	1.6
State and local education.....	1.4	1.7	1.7	1.7	1.5
State and local, excluding education.....	1.5	1.7	2.0	1.8	1.7
REGION²					
Northeast.....	3.8	3.7	3.5	3.2	3.0
South.....	4.4	4.7	4.7	4.3	3.7
Midwest.....	4.3	4.3	4.1	3.7	3.5
West.....	4.3	4.2	4.1	3.4	3.3

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	80,882	68,896	72,236	67,807	63,232
INDUSTRY					
Total private.....	75,725	64,921	67,747	63,813	59,284
Mining and logging.....	333	210	227	276	248
Construction.....	4,973	4,158	4,131	4,190	3,876
Manufacturing.....	5,377	4,980	5,147	4,740	4,139
Durable goods.....	3,161	2,724	2,769	2,497	2,352
Nondurable goods.....	2,214	2,256	2,377	2,244	1,788
Trade, transportation, and utilities.....	16,099	15,054	15,100	14,120	12,518
Wholesale trade.....	2,105	1,901	1,962	1,879	1,708
Retail trade.....	10,339	9,918	9,248	8,440	7,412
Transportation, warehousing, and utilities.....	3,654	3,237	3,891	3,801	3,398
Information.....	1,163	1,077	1,153	1,008	961
Financial activities.....	2,734	2,522	2,717	2,375	2,409
Finance and insurance.....	1,636	1,720	1,813	1,492	1,563
Real estate and rental and leasing.....	1,096	800	903	881	847
Professional and business services.....	13,939	13,765	14,273	12,678	12,065
Private education and health services.....	10,383	8,815	9,400	9,541	9,247
Private educational services.....	1,467	896	1,121	1,049	1,075
Health care and social assistance.....	8,914	7,918	8,280	8,490	8,169
Leisure and hospitality.....	17,145	11,916	13,069	12,471	11,232
Arts, entertainment, and recreation.....	2,245	1,554	1,755	1,843	1,897
Accommodation and food services.....	14,898	10,360	11,314	10,628	9,336
Other services.....	3,582	2,427	2,536	2,411	2,597
Government.....	5,157	3,975	4,487	3,994	3,952
Federal.....	824	545	512	447	380
State and local.....	4,332	3,433	3,978	3,547	3,572
State and local education.....	2,442	1,613	1,950	1,835	1,846
State and local, excluding education.....	1,892	1,819	2,028	1,713	1,723
REGION²					
Northeast.....	13,511	10,093	10,442	10,071	9,838
South.....	30,239	28,257	30,251	28,643	25,353
Midwest.....	17,979	14,860	14,772	14,155	13,451
West.....	19,154	15,686	16,769	14,939	14,596

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	4.7	3.9	3.9	3.6	3.3
INDUSTRY					
Total private.....	5.2	4.4	4.3	4.0	3.7
Mining and logging.....	4.6	3.1	3.1	3.6	3.3
Construction.....	5.7	4.7	4.4	4.4	3.9
Manufacturing.....	3.7	3.4	3.3	3.1	2.7
Durable goods.....	3.5	3.0	2.9	2.6	2.5
Nondurable goods.....	4.0	4.0	4.1	3.9	3.1
Trade, transportation, and utilities.....	5.0	4.5	4.4	4.1	3.6
Wholesale trade.....	3.1	2.8	2.7	2.6	2.3
Retail trade.....	5.8	5.4	5.0	4.5	4.0
Transportation, warehousing, and utilities.....	4.9	4.0	4.5	4.4	3.9
Information.....	3.6	3.1	3.1	2.8	2.7
Financial activities.....	2.6	2.4	2.5	2.2	2.2
Finance and insurance.....	2.1	2.2	2.3	1.9	1.9
Real estate and rental and leasing.....	4.1	2.9	3.2	3.0	2.9
Professional and business services.....	5.7	5.4	5.3	4.6	4.4
Private education and health services.....	3.7	3.1	3.2	3.1	2.9
Private educational services.....	3.5	2.1	2.5	2.3	2.3
Health care and social assistance.....	3.8	3.3	3.4	3.3	3.0
Leisure and hospitality.....	10.9	7.0	6.9	6.3	5.6
Arts, entertainment, and recreation.....	10.5	6.5	6.3	6.1	6.0
Accommodation and food services.....	10.9	7.1	7.0	6.3	5.5
Other services.....	5.6	3.7	3.7	3.4	3.6
Government.....	2.0	1.5	1.7	1.5	1.4
Federal.....	2.3	1.6	1.5	1.3	1.1
State and local.....	1.9	1.5	1.7	1.5	1.5
State and local education.....	2.0	1.3	1.6	1.4	1.4
State and local, excluding education.....	1.7	1.7	1.9	1.5	1.5
REGION²					
Northeast.....	4.4	3.2	3.2	3.0	2.9
South.....	4.8	4.3	4.4	4.1	3.5
Midwest.....	4.9	3.9	3.8	3.6	3.4
West.....	4.8	3.8	3.9	3.4	3.3

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	35,942	47,577	50,509	44,166	39,198
INDUSTRY					
Total private.....	33,594	45,218	47,790	41,812	36,954
Mining and logging.....	106	118	155	176	139
Construction.....	1,597	2,122	2,217	1,965	1,715
Manufacturing.....	2,347	3,492	3,560	3,020	2,448
Durable goods.....	1,275	1,896	1,897	1,569	1,407
Nondurable goods.....	1,068	1,593	1,663	1,451	1,038
Trade, transportation, and utilities.....	8,307	11,132	11,206	9,605	8,019
Wholesale trade.....	1,001	1,324	1,253	1,196	1,013
Retail trade.....	5,645	7,755	7,336	6,177	5,099
Transportation, warehousing, and utilities.....	1,662	2,053	2,620	2,232	1,907
Information.....	440	615	611	490	498
Financial activities.....	1,317	1,583	1,816	1,546	1,394
Finance and insurance.....	904	1,048	1,185	998	945
Real estate and rental and leasing.....	413	536	628	550	449
Professional and business services.....	6,642	8,605	9,024	7,184	6,513
Private education and health services.....	5,381	6,712	7,146	6,897	6,517
Private educational services.....	486	598	732	658	631
Health care and social assistance.....	4,893	6,116	6,415	6,238	5,888
Leisure and hospitality.....	6,417	9,308	10,341	9,431	7,937
Arts, entertainment, and recreation.....	537	836	901	977	883
Accommodation and food services.....	5,882	8,471	9,441	8,453	7,054
Other services.....	1,044	1,529	1,714	1,495	1,776
Government.....	2,347	2,359	2,719	2,354	2,243
Federal.....	236	259	255	211	182
State and local.....	2,112	2,102	2,465	2,146	2,061
State and local education.....	1,196	1,001	1,239	1,142	1,095
State and local, excluding education.....	916	1,098	1,225	1,001	965
REGION²					
Northeast.....	4,805	6,380	6,871	5,881	5,568
South.....	15,244	20,000	21,861	19,649	16,485
Midwest.....	8,022	10,358	10,179	9,115	8,310
West.....	7,872	10,840	11,598	9,523	8,841

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	2.1	2.7	2.8	2.4	2.1
INDUSTRY					
Total private.....	2.3	3.0	3.1	2.6	2.3
Mining and logging.....	1.5	1.8	2.1	2.3	1.8
Construction.....	1.8	2.4	2.4	2.0	1.7
Manufacturing.....	1.6	2.4	2.3	2.0	1.6
Durable goods.....	1.4	2.1	2.0	1.6	1.5
Nondurable goods.....	1.9	2.8	2.9	2.5	1.8
Trade, transportation, and utilities.....	2.6	3.4	3.3	2.8	2.3
Wholesale trade.....	1.5	1.9	1.7	1.6	1.4
Retail trade.....	3.2	4.2	3.9	3.3	2.7
Transportation, warehousing, and utilities.....	2.2	2.6	3.0	2.6	2.2
Information.....	1.3	1.8	1.7	1.4	1.4
Financial activities.....	1.3	1.5	1.7	1.4	1.3
Finance and insurance.....	1.2	1.3	1.5	1.2	1.2
Real estate and rental and leasing.....	1.6	2.0	2.2	1.9	1.5
Professional and business services.....	2.7	3.4	3.3	2.6	2.4
Private education and health services.....	1.9	2.4	2.4	2.3	2.1
Private educational services.....	1.2	1.4	1.6	1.4	1.3
Health care and social assistance.....	2.1	2.5	2.6	2.4	2.2
Leisure and hospitality.....	4.1	5.5	5.4	4.7	3.9
Arts, entertainment, and recreation.....	2.5	3.5	3.2	3.3	2.8
Accommodation and food services.....	4.3	5.8	5.8	5.0	4.1
Other services.....	1.6	2.3	2.5	2.1	2.5
Government.....	0.9	0.9	1.0	0.9	0.8
Federal.....	0.7	0.7	0.7	0.6	0.5
State and local.....	0.9	0.9	1.1	0.9	0.8
State and local education.....	1.0	0.8	1.0	0.9	0.8
State and local, excluding education.....	0.8	1.0	1.1	0.9	0.8
REGION²					
Northeast.....	1.6	2.0	2.1	1.8	1.7
South.....	2.4	3.1	3.2	2.8	2.3
Midwest.....	2.2	2.8	2.6	2.3	2.1
West.....	2.0	2.6	2.7	2.2	2.0

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	40,830	17,075	17,624	19,791	20,193
INDUSTRY					
Total private.....	38,932	16,192	16,654	18,796	19,205
Mining and logging.....	207	74	59	81	87
Construction.....	3,223	1,865	1,735	2,067	1,954
Manufacturing.....	2,755	1,208	1,248	1,466	1,439
Durable goods.....	1,722	649	645	771	786
Nondurable goods.....	1,031	557	604	695	654
Trade, transportation, and utilities.....	7,157	3,255	3,236	3,824	3,856
Wholesale trade.....	1,030	475	572	582	568
Retail trade.....	4,366	1,785	1,616	1,880	1,952
Transportation, warehousing, and utilities.....	1,761	992	1,046	1,362	1,333
Information.....	659	359	452	399	395
Financial activities.....	1,109	526	591	600	756
Finance and insurance.....	493	317	373	332	415
Real estate and rental and leasing.....	615	208	217	271	343
Professional and business services.....	6,472	4,258	4,383	4,734	4,855
Private education and health services.....	4,477	1,615	1,794	2,106	2,192
Private educational services.....	925	242	313	331	387
Health care and social assistance.....	3,552	1,373	1,481	1,776	1,803
Leisure and hospitality.....	10,431	2,266	2,456	2,766	2,994
Arts, entertainment, and recreation.....	1,680	680	830	822	964
Accommodation and food services.....	8,748	1,587	1,627	1,945	2,030
Other services.....	2,443	766	697	751	677
Government.....	1,898	885	973	995	987
Federal.....	436	122	92	86	70
State and local.....	1,461	763	879	909	920
State and local education.....	824	376	399	460	496
State and local, excluding education.....	636	387	482	447	424
REGION²					
Northeast.....	8,049	3,009	2,915	3,443	3,577
South.....	13,479	6,588	6,775	7,524	7,453
Midwest.....	9,095	3,621	3,817	4,284	4,316
West.....	10,202	3,858	4,122	4,542	4,846

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	2.4	1.0	1.0	1.1	1.1
INDUSTRY					
Total private.....	2.7	1.1	1.1	1.2	1.2
Mining and logging.....	2.9	1.1	0.8	1.1	1.2
Construction.....	3.7	2.1	1.9	2.2	2.0
Manufacturing.....	1.9	0.8	0.8	0.9	0.9
Durable goods.....	1.9	0.7	0.7	0.8	0.8
Nondurable goods.....	1.9	1.0	1.0	1.2	1.1
Trade, transportation, and utilities.....	2.2	1.0	0.9	1.1	1.1
Wholesale trade.....	1.5	0.7	0.8	0.8	0.8
Retail trade.....	2.4	1.0	0.9	1.0	1.0
Transportation, warehousing, and utilities.....	2.4	1.2	1.2	1.6	1.5
Information.....	2.0	1.0	1.2	1.1	1.1
Financial activities.....	1.1	0.5	0.5	0.5	0.7
Finance and insurance.....	0.6	0.4	0.5	0.4	0.5
Real estate and rental and leasing.....	2.3	0.8	0.8	0.9	1.2
Professional and business services.....	2.7	1.7	1.6	1.7	1.8
Private education and health services.....	1.6	0.6	0.6	0.7	0.7
Private educational services.....	2.2	0.6	0.7	0.7	0.8
Health care and social assistance.....	1.5	0.6	0.6	0.7	0.7
Leisure and hospitality.....	6.6	1.3	1.3	1.4	1.5
Arts, entertainment, and recreation.....	7.9	2.9	3.0	2.7	3.1
Accommodation and food services.....	6.4	1.1	1.0	1.2	1.2
Other services.....	3.8	1.2	1.0	1.1	0.9
Government.....	0.7	0.3	0.4	0.4	0.4
Federal.....	1.2	0.4	0.3	0.2	0.2
State and local.....	0.6	0.3	0.4	0.4	0.4
State and local education.....	0.7	0.3	0.3	0.4	0.4
State and local, excluding education.....	0.6	0.4	0.4	0.4	0.4
REGION²					
Northeast.....	2.6	1.0	0.9	1.0	1.1
South.....	2.1	1.0	1.0	1.1	1.0
Midwest.....	2.5	1.0	1.0	1.1	1.1
West.....	2.6	0.9	1.0	1.0	1.1

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	4,111	4,245	4,102	3,848	3,843
INDUSTRY					
Total private.....	3,200	3,516	3,305	3,204	3,123
Mining and logging.....	19	18	16	19	20
Construction.....	153	169	180	156	207
Manufacturing.....	279	284	340	251	251
Durable goods.....	166	177	227	155	154
Nondurable goods.....	113	105	113	97	95
Trade, transportation, and utilities.....	632	669	655	689	641
Wholesale trade.....	77	103	136	101	124
Retail trade.....	324	377	293	383	360
Transportation, warehousing, and utilities.....	232	190	224	208	158
Information.....	64	104	88	123	70
Financial activities.....	309	413	309	228	257
Finance and insurance.....	241	356	248	165	202
Real estate and rental and leasing.....	68	57	57	61	57
Professional and business services.....	827	899	867	760	700
Private education and health services.....	524	487	460	535	539
Private educational services.....	55	57	75	58	58
Health care and social assistance.....	467	430	386	477	479
Leisure and hospitality.....	299	339	269	274	298
Arts, entertainment, and recreation.....	28	39	26	46	48
Accommodation and food services.....	267	300	245	231	251
Other services.....	97	135	125	166	143
Government.....	911	730	796	646	719
Federal.....	150	161	162	152	129
State and local.....	759	566	633	497	589
State and local education.....	421	235	314	231	255
State and local, excluding education.....	338	332	321	261	337
REGION²					
Northeast.....	645	694	655	744	689
South.....	1,529	1,679	1,620	1,479	1,414
Midwest.....	862	883	781	754	829
West.....	1,075	985	1,046	870	911

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

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

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

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

Industry and region	2020	2021	2022	2023	2024
Total.....	0.2	0.2	0.2	0.2	0.2
INDUSTRY					
Total private.....	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	0.3	0.3	0.2	0.2	0.3
Construction.....	0.2	0.2	0.2	0.2	0.2
Manufacturing.....	0.2	0.2	0.2	0.2	0.2
Durable goods.....	0.2	0.2	0.2	0.2	0.2
Nondurable goods.....	0.2	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	0.2	0.2	0.2	0.2	0.2
Wholesale trade.....	0.1	0.2	0.2	0.1	0.2
Retail trade.....	0.2	0.2	0.2	0.2	0.2
Transportation, warehousing, and utilities.....	0.3	0.2	0.3	0.2	0.2
Information.....	0.2	0.3	0.2	0.3	0.2
Financial activities.....	0.3	0.4	0.3	0.2	0.2
Finance and insurance.....	0.3	0.5	0.3	0.2	0.3
Real estate and rental and leasing.....	0.3	0.2	0.2	0.2	0.2
Professional and business services.....	0.3	0.4	0.3	0.3	0.3
Private education and health services.....	0.2	0.2	0.2	0.2	0.2
Private educational services.....	0.1	0.1	0.2	0.1	0.1
Health care and social assistance.....	0.2	0.2	0.2	0.2	0.2
Leisure and hospitality.....	0.2	0.2	0.1	0.1	0.1
Arts, entertainment, and recreation.....	0.1	0.2	0.1	0.2	0.2
Accommodation and food services.....	0.2	0.2	0.2	0.1	0.1
Other services.....	0.2	0.2	0.2	0.2	0.2
Government.....	0.3	0.3	0.3	0.2	0.3
Federal.....	0.4	0.5	0.5	0.4	0.4
State and local.....	0.3	0.2	0.3	0.2	0.2
State and local education.....	0.4	0.2	0.3	0.2	0.2
State and local, excluding education.....	0.3	0.3	0.3	0.2	0.3
REGION²					
Northeast.....	0.2	0.2	0.2	0.2	0.2
South.....	0.2	0.3	0.2	0.2	0.2
Midwest.....	0.2	0.2	0.2	0.2	0.2
West.....	0.3	0.2	0.2	0.2	0.2

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

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

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