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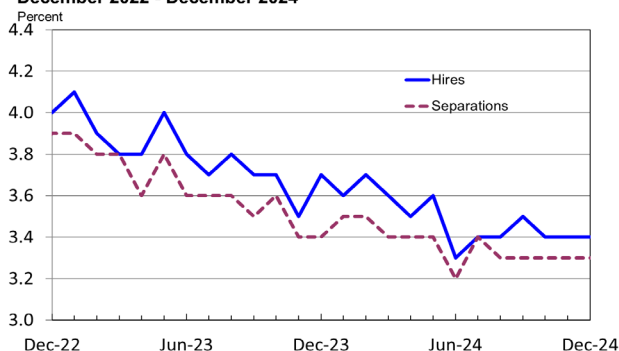
JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2024

The number of job openings decreased to 7.6 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and total separations were little changed at 5.5 million and 5.3 million, respectively. Within separations, quits (3.2 million) and layoffs and discharges (1.8 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class.

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



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



Job Openings

The number of **job openings** decreased to 7.6 million (-556,000) on the last business day of December and was down by 1.3 million over the year. The job openings rate, at 4.5 percent, decreased over the month. The number of job openings decreased in professional and business services (-225,000), health care and social assistance (-180,000), and finance and insurance (-136,000). Job openings increased in arts, entertainment, and recreation (+65,000). (See table 1.)

Hires

In December, the number of **hires** changed little at 5.5 million but was down by 325,000 over the year. The hires rate remained unchanged at 3.4 percent over the month. Hires increased in finance and insurance (+48,000). (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 of **total separations** in December was little changed at 5.3 million. The total separations rate remained unchanged at 3.3 percent over the month. (See table 3.)

In December, the number of **quits** was little changed at 3.2 million but declined by 242,000 over the year. Over the month, the quits rate was unchanged at 2.0 percent. Quits decreased in transportation, warehousing, and utilities (-42,000). (See table 4.)

In December, the number of **layoffs and discharges** changed little at 1.8 million. The rate remained unchanged at 1.1 percent. Layoffs and discharges increased in transportation, warehousing, and utilities (+87,000), and in mining and logging (+6,000). (See table 5.)

The number of **other separations** was essentially unchanged at 302,000 in December. (See table 6.)

Establishment Size Class

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

November 2024 Revisions

The number of job openings for November was revised up by 58,000 to 8.2 million, the number of hires was revised up by 104,000 to 5.4 million, and the number of total separations was revised up by 105,000 to 5.2 million. Within separations, the number of quits was revised up by 65,000 to 3.1 million, and the number of layoffs and discharges was revised up by 35,000 to 1.8 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.)

The Job Openings and Labor Turnover Survey estimates for January 2025 are scheduled to be released on Tuesday, March 11, 2025, at 10:00 a.m. (ET).

Upcoming Revisions to the JOLTS Estimates

As part of its regular annual process, the release of January 2025 estimates on March 11, 2025, will incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from January 2020 forward are subject to revision.

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

Category	Job openings			Hires			Total separations		
	Dec. 2023	Nov. 2024	Dec. 2024 ^P	Dec. 2023	Nov. 2024	Dec. 2024 ^P	Dec. 2023	Nov. 2024	Dec. 2024 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	8,889	8,156	7,600	5,787	5,373	5,462	5,419	5,231	5,269
Total private.....	7,884	7,268	6,720	5,384	5,023	5,092	5,060	4,914	4,930
Mining and logging.....	32	23	20	18	21	22	19	21	26
Construction.....	434	272	217	357	325	301	335	315	279
Manufacturing.....	586	439	428	371	307	308	364	318	322
Durable goods.....	408	289	295	199	158	161	192	164	176
Nondurable goods.....	179	150	133	172	149	148	172	153	146
Trade, transportation, and utilities.....	1,318	987	1,045	1,110	1,082	1,102	1,058	1,069	1,120
Wholesale trade.....	230	157	157	180	147	128	173	140	139
Retail trade.....	710	534	553	628	611	656	584	605	616
Transportation, warehousing, and utilities.....	378	296	334	302	323	319	300	324	366
Information.....	177	117	104	83	79	77	67	83	76
Financial activities.....	482	585	419	209	182	233	203	190	218
Finance and insurance.....	317	427	291	123	113	161	124	120	148
Real estate and rental and leasing.....	165	158	128	86	70	72	80	69	70
Professional and business services.....	1,579	1,791	1,566	1,086	986	997	1,054	1,040	971
Private education and health services.....	1,956	1,745	1,551	872	846	872	755	728	791
Private educational services.....	173	180	167	100	93	99	86	86	89
Health care and social assistance.....	1,783	1,564	1,384	772	753	773	669	642	702
Leisure and hospitality.....	1,003	1,025	1,092	1,068	975	942	1,003	937	900
Arts, entertainment, and recreation.....	157	115	180	185	186	154	158	156	148
Accommodation and food services.....	847	910	912	883	790	788	845	781	751
Other services.....	316	284	278	210	220	237	202	215	228
Government.....	1,005	889	880	403	350	370	360	318	340
Federal.....	166	128	140	43	30	30	39	28	26
State and local.....	838	761	740	361	320	340	321	290	314
State and local education.....	280	261	267	180	168	176	164	152	166
State and local, excluding education.....	558	500	473	181	153	165	156	138	147
RATES BY INDUSTRY (percent)									
Total.....	5.3	4.9	4.5	3.7	3.4	3.4	3.4	3.3	3.3
Total private.....	5.5	5.1	4.7	4.0	3.7	3.7	3.8	3.6	3.6
Mining and logging.....	4.7	3.4	3.1	2.8	3.3	3.5	2.9	3.3	4.0
Construction.....	5.1	3.2	2.5	4.4	3.9	3.6	4.1	3.8	3.4
Manufacturing.....	4.3	3.3	3.2	2.9	2.4	2.4	2.8	2.5	2.5
Durable goods.....	4.8	3.5	3.5	2.4	2.0	2.0	2.4	2.0	2.2
Nondurable goods.....	3.6	3.0	2.7	3.6	3.1	3.1	3.6	3.2	3.0
Trade, transportation, and utilities.....	4.4	3.3	3.5	3.8	3.7	3.8	3.7	3.7	3.9
Wholesale trade.....	3.6	2.5	2.5	2.9	2.4	2.1	2.8	2.3	2.2
Retail trade.....	4.4	3.3	3.4	4.0	3.9	4.2	3.7	3.9	3.9
Transportation, warehousing, and utilities.....	5.0	3.9	4.4	4.2	4.5	4.4	4.2	4.5	5.1
Information.....	5.5	3.8	3.3	2.8	2.6	2.6	2.2	2.8	2.5
Financial activities.....	5.0	5.9	4.3	2.3	2.0	2.5	2.2	2.0	2.3
Finance and insurance.....	4.5	5.9	4.1	1.8	1.7	2.4	1.8	1.8	2.2
Real estate and rental and leasing.....	6.2	5.9	4.8	3.4	2.8	2.9	3.2	2.8	2.8
Professional and business services.....	6.5	7.2	6.4	4.7	4.3	4.3	4.6	4.5	4.2
Private education and health services.....	7.0	6.1	5.5	3.4	3.2	3.3	2.9	2.7	3.0
Private educational services.....	4.3	4.4	4.1	2.6	2.4	2.5	2.2	2.2	2.3
Health care and social assistance.....	7.5	6.4	5.7	3.5	3.3	3.4	3.0	2.8	3.1
Leisure and hospitality.....	5.6	5.7	6.0	6.4	5.7	5.5	6.0	5.5	5.3
Arts, entertainment, and recreation.....	5.7	4.1	6.3	7.1	6.9	5.7	6.1	5.8	5.5
Accommodation and food services.....	5.6	6.0	6.0	6.2	5.5	5.5	5.9	5.4	5.2
Other services.....	5.1	4.6	4.5	3.6	3.7	4.0	3.4	3.6	3.8

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		
	Dec. 2023	Nov. 2024	Dec. 2024 ^P	Dec. 2023	Nov. 2024	Dec. 2024 ^P	Dec. 2023	Nov. 2024	Dec. 2024 ^P
Government.....	4.2	3.6	3.6	1.7	1.5	1.6	1.6	1.4	1.4
Federal.....	5.3	4.1	4.4	1.4	1.0	1.0	1.3	0.9	0.9
State and local.....	4.0	3.6	3.5	1.8	1.6	1.7	1.6	1.4	1.5
State and local education.....	2.6	2.4	2.4	1.7	1.6	1.6	1.5	1.4	1.5
State and local, excluding education.	5.6	4.9	4.6	1.9	1.6	1.7	1.7	1.4	1.5

p Preliminary

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

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
Total.....	8,889	7,372	7,839	8,156	7,600	-556	5.3	4.4	4.7	4.9	4.5	-0.4
INDUSTRY												
Total private.....	7,884	6,501	6,949	7,268	6,720	-548	5.5	4.6	4.9	5.1	4.7	-0.4
Mining and logging.....	32	26	26	23	20	-3	4.7	3.9	4.0	3.4	3.1	-0.3
Construction.....	434	258	259	272	217	-55	5.1	3.0	3.0	3.2	2.5	-0.7
Manufacturing.....	586	478	468	439	428	-11	4.3	3.6	3.5	3.3	3.2	-0.1
Durable goods.....	408	321	318	289	295	6	4.8	3.8	3.8	3.5	3.5	0.0
Nondurable goods.....	179	156	150	150	133	-17	3.6	3.1	3.0	3.0	2.7	-0.3
Trade, transportation, and utilities.....	1,318	983	1,000	987	1,045	58	4.4	3.3	3.3	3.3	3.5	0.2
Wholesale trade.....	230	181	140	157	157	0	3.6	2.8	2.2	2.5	2.5	0.0
Retail trade.....	710	516	537	534	553	19	4.4	3.2	3.3	3.3	3.4	0.1
Transportation, warehousing, and utilities.....	378	287	323	296	334	38	5.0	3.8	4.3	3.9	4.4	0.5
Information.....	177	121	210	117	104	-13	5.5	3.9	6.6	3.8	3.3	-0.5
Financial activities.....	482	429	455	585	419	-166	5.0	4.4	4.7	5.9	4.3	-1.6
Finance and insurance.....	317	310	305	427	291	-136	4.5	4.4	4.3	5.9	4.1	-1.8
Real estate and rental and leasing. ...	165	119	149	158	128	-30	6.2	4.5	5.6	5.9	4.8	-1.1
Professional and business services.	1,579	1,441	1,612	1,791	1,566	-225	6.5	5.9	6.6	7.2	6.4	-0.8
Private education and health services... ..	1,956	1,473	1,598	1,745	1,551	-194	7.0	5.3	5.7	6.1	5.5	-0.6
Private educational services.....	173	162	146	180	167	-13	4.3	4.0	3.6	4.4	4.1	-0.3
Health care and social assistance. ...	1,783	1,311	1,452	1,564	1,384	-180	7.5	5.5	6.0	6.4	5.7	-0.7
Leisure and hospitality.....	1,003	986	1,051	1,025	1,092	67	5.6	5.5	5.8	5.7	6.0	0.3
Arts, entertainment, and recreation. ...	157	120	102	115	180	65	5.7	4.3	3.7	4.1	6.3	2.2
Accommodation and food services. ...	847	867	950	910	912	2	5.6	5.7	6.2	6.0	6.0	0.0
Other services.....	316	306	270	284	278	-6	5.1	4.9	4.4	4.6	4.5	-0.1
Government.....	1,005	871	890	889	880	-9	4.2	3.6	3.7	3.6	3.6	0.0
Federal.....	166	141	143	128	140	12	5.3	4.5	4.6	4.1	4.4	0.3
State and local.....	838	730	747	761	740	-21	4.0	3.5	3.5	3.6	3.5	-0.1
State and local education.....	280	266	258	261	267	6	2.6	2.4	2.3	2.4	2.4	0.0
State and local, excluding education.....	558	464	489	500	473	-27	5.6	4.6	4.8	4.9	4.6	-0.3
REGION³												
Northeast.....	1,512	1,404	1,207	1,360	1,344	-16	5.1	4.7	4.1	4.6	4.5	-0.1
South.....	3,504	2,707	3,215	3,362	3,076	-286	5.6	4.3	5.1	5.3	4.9	-0.4
Midwest.....	1,963	1,681	1,735	1,686	1,681	-5	5.5	4.7	4.9	4.7	4.7	0.0
West.....	1,909	1,580	1,682	1,748	1,498	-250	4.9	4.1	4.3	4.5	3.9	-0.6

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.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
Total.....	5,787	5,582	5,394	5,373	5,462	89	3.7	3.5	3.4	3.4	3.4	0.0
INDUSTRY												
Total private.....	5,384	5,221	5,029	5,023	5,092	69	4.0	3.9	3.7	3.7	3.7	0.0
Mining and logging.....	18	22	21	21	22	1	2.8	3.4	3.2	3.3	3.5	0.2
Construction.....	357	335	320	325	301	-24	4.4	4.0	3.9	3.9	3.6	-0.3
Manufacturing.....	371	358	328	307	308	1	2.9	2.8	2.5	2.4	2.4	0.0
Durable goods.....	199	200	168	158	161	3	2.4	2.5	2.1	2.0	2.0	0.0
Nondurable goods.....	172	158	160	149	148	-1	3.6	3.3	3.3	3.1	3.1	0.0
Trade, transportation, and utilities.....	1,110	1,059	1,095	1,082	1,102	20	3.8	3.6	3.8	3.7	3.8	0.1
Wholesale trade.....	180	136	144	147	128	-19	2.9	2.2	2.3	2.4	2.1	-0.3
Retail trade.....	628	623	644	611	656	45	4.0	4.0	4.1	3.9	4.2	0.3
Transportation, warehousing, and utilities.....	302	300	306	323	319	-4	4.2	4.2	4.2	4.5	4.4	-0.1
Information.....	83	79	71	79	77	-2	2.8	2.6	2.4	2.6	2.6	0.0
Financial activities.....	209	213	187	182	233	51	2.3	2.3	2.0	2.0	2.5	0.5
Finance and insurance.....	123	146	118	113	161	48	1.8	2.2	1.7	1.7	2.4	0.7
Real estate and rental and leasing. ...	86	67	69	70	72	2	3.4	2.7	2.7	2.8	2.9	0.1
Professional and business services.	1,086	1,063	1,010	986	997	11	4.7	4.6	4.4	4.3	4.3	0.0
Private education and health services... ..	872	872	853	846	872	26	3.4	3.3	3.2	3.2	3.3	0.1
Private educational services.....	100	108	81	93	99	6	2.6	2.8	2.1	2.4	2.5	0.1
Health care and social assistance. ...	772	764	771	753	773	20	3.5	3.4	3.4	3.3	3.4	0.1
Leisure and hospitality.....	1,068	962	893	975	942	-33	6.4	5.7	5.2	5.7	5.5	-0.2
Arts, entertainment, and recreation. ...	185	174	177	186	154	-32	7.1	6.6	6.6	6.9	5.7	-1.2
Accommodation and food services. ...	883	788	716	790	788	-2	6.2	5.5	5.0	5.5	5.5	0.0
Other services.....	210	257	253	220	237	17	3.6	4.3	4.3	3.7	4.0	0.3
Government.....	403	361	365	350	370	20	1.7	1.5	1.6	1.5	1.6	0.1
Federal.....	43	33	30	30	30	0	1.4	1.1	1.0	1.0	1.0	0.0
State and local.....	361	328	336	320	340	20	1.8	1.6	1.6	1.6	1.7	0.1
State and local education.....	180	165	171	168	176	8	1.7	1.5	1.6	1.6	1.6	0.0
State and local, excluding education.....	181	163	164	153	165	12	1.9	1.7	1.7	1.6	1.7	0.1
REGION³												
Northeast.....	852	867	858	878	894	16	3.0	3.1	3.0	3.1	3.2	0.1
South.....	2,557	2,270	2,215	2,092	2,114	22	4.3	3.8	3.7	3.5	3.5	0.0
Midwest.....	1,127	1,193	1,147	1,183	1,182	-1	3.4	3.5	3.4	3.5	3.5	0.0
West.....	1,251	1,251	1,173	1,220	1,271	51	3.4	3.4	3.1	3.3	3.4	0.1

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
Total.....	5,419	5,196	5,306	5,231	5,269	38	3.4	3.3	3.3	3.3	3.3	0.0
INDUSTRY												
Total private.....	5,060	4,884	4,991	4,914	4,930	16	3.8	3.6	3.7	3.6	3.6	0.0
Mining and logging.....	19	20	20	21	26	5	2.9	3.2	3.2	3.3	4.0	0.7
Construction.....	335	310	312	315	279	-36	4.1	3.7	3.8	3.8	3.4	-0.4
Manufacturing.....	364	373	343	318	322	4	2.8	2.9	2.7	2.5	2.5	0.0
Durable goods.....	192	215	175	164	176	12	2.4	2.7	2.2	2.0	2.2	0.2
Nondurable goods.....	172	158	168	153	146	-7	3.6	3.3	3.5	3.2	3.0	-0.2
Trade, transportation, and utilities.....	1,058	981	1,054	1,069	1,120	51	3.7	3.4	3.6	3.7	3.9	0.2
Wholesale trade.....	173	137	140	140	139	-1	2.8	2.2	2.3	2.3	2.2	-0.1
Retail trade.....	584	573	615	605	616	11	3.7	3.7	3.9	3.9	3.9	0.0
Transportation, warehousing, and utilities.....	300	271	298	324	366	42	4.2	3.8	4.1	4.5	5.1	0.6
Information.....	67	83	79	83	76	-7	2.2	2.8	2.6	2.8	2.5	-0.3
Financial activities.....	203	211	196	190	218	28	2.2	2.3	2.1	2.0	2.3	0.3
Finance and insurance.....	124	145	131	120	148	28	1.8	2.1	1.9	1.8	2.2	0.4
Real estate and rental and leasing. ...	80	67	65	69	70	1	3.2	2.7	2.6	2.8	2.8	0.0
Professional and business services.	1,054	1,061	1,053	1,040	971	-69	4.6	4.6	4.6	4.5	4.2	-0.3
Private education and health services... ..	755	747	782	728	791	63	2.9	2.8	2.9	2.7	3.0	0.3
Private educational services.....	86	95	85	86	89	3	2.2	2.4	2.2	2.2	2.3	0.1
Health care and social assistance. ...	669	652	696	642	702	60	3.0	2.9	3.1	2.8	3.1	0.3
Leisure and hospitality.....	1,003	863	911	937	900	-37	6.0	5.1	5.4	5.5	5.3	-0.2
Arts, entertainment, and recreation. ...	158	185	171	156	148	-8	6.1	7.0	6.4	5.8	5.5	-0.3
Accommodation and food services. ...	845	678	740	781	751	-30	5.9	4.7	5.2	5.4	5.2	-0.2
Other services.....	202	235	242	215	228	13	3.4	4.0	4.1	3.6	3.8	0.2
Government.....	360	311	315	318	340	22	1.6	1.3	1.3	1.4	1.4	0.0
Federal.....	39	31	30	28	26	-2	1.3	1.0	1.0	0.9	0.9	0.0
State and local.....	321	281	285	290	314	24	1.6	1.4	1.4	1.4	1.5	0.1
State and local education.....	164	142	150	152	166	14	1.5	1.3	1.4	1.4	1.5	0.1
State and local, excluding education.....	156	139	135	138	147	9	1.7	1.4	1.4	1.4	1.5	0.1
REGION³												
Northeast.....	830	870	768	757	825	68	3.0	3.1	2.7	2.7	2.9	0.2
South.....	2,215	2,117	2,109	2,005	2,128	123	3.8	3.6	3.5	3.4	3.6	0.2
Midwest.....	1,132	1,106	1,145	1,134	1,137	3	3.4	3.3	3.4	3.3	3.4	0.1
West.....	1,243	1,102	1,283	1,336	1,179	-157	3.4	3.0	3.4	3.6	3.2	-0.4

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					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
Total.....	3,439	3,098	3,283	3,130	3,197	67	2.2	1.9	2.1	2.0	2.0	0.0
INDUSTRY												
Total private.....	3,237	2,917	3,105	2,947	3,001	54	2.4	2.2	2.3	2.2	2.2	0.0
Mining and logging.....	11	12	11	11	10	-1	1.8	2.0	1.8	1.7	1.5	-0.2
Construction.....	149	125	143	143	117	-26	1.8	1.5	1.7	1.7	1.4	-0.3
Manufacturing.....	233	200	204	179	191	12	1.8	1.5	1.6	1.4	1.5	0.1
Durable goods.....	123	112	110	96	108	12	1.5	1.4	1.4	1.2	1.3	0.1
Nondurable goods.....	110	88	94	83	83	0	2.3	1.8	2.0	1.7	1.7	0.0
Trade, transportation, and utilities.....	684	637	645	700	644	-56	2.4	2.2	2.2	2.4	2.2	-0.2
Wholesale trade.....	122	77	81	87	85	-2	2.0	1.3	1.3	1.4	1.4	0.0
Retail trade.....	408	420	394	409	396	-13	2.6	2.7	2.5	2.6	2.5	-0.1
Transportation, warehousing, and utilities.....	154	139	169	204	162	-42	2.2	1.9	2.3	2.8	2.2	-0.6
Information.....	28	29	36	36	38	2	0.9	1.0	1.2	1.2	1.3	0.1
Financial activities.....	134	127	114	114	134	20	1.5	1.4	1.2	1.2	1.4	0.2
Finance and insurance.....	83	87	69	78	95	17	1.2	1.3	1.0	1.1	1.4	0.3
Real estate and rental and leasing. . .	52	40	45	36	40	4	2.1	1.6	1.8	1.4	1.6	0.2
Professional and business services. . . .	594	513	530	525	549	24	2.6	2.2	2.3	2.3	2.4	0.1
Private education and health services...	540	518	534	495	533	38	2.1	1.9	2.0	1.9	2.0	0.1
Private educational services.....	62	45	50	56	56	0	1.6	1.2	1.3	1.4	1.4	0.0
Health care and social assistance. . .	478	473	484	439	477	38	2.2	2.1	2.1	1.9	2.1	0.2
Leisure and hospitality.....	738	610	709	589	608	19	4.4	3.6	4.2	3.5	3.6	0.1
Arts, entertainment, and recreation. .	77	81	78	60	62	2	3.0	3.1	2.9	2.2	2.3	0.1
Accommodation and food services. . .	660	529	631	529	547	18	4.6	3.7	4.4	3.7	3.8	0.1
Other services.....	125	145	178	155	176	21	2.1	2.4	3.0	2.6	3.0	0.4
Government.....	203	181	179	183	196	13	0.9	0.8	0.8	0.8	0.8	0.0
Federal.....	18	14	15	14	12	-2	0.6	0.5	0.5	0.5	0.4	-0.1
State and local.....	185	166	164	170	185	15	0.9	0.8	0.8	0.8	0.9	0.1
State and local education.....	101	81	92	93	101	8	0.9	0.8	0.9	0.9	0.9	0.0
State and local, excluding education.....	84	85	72	77	84	7	0.9	0.9	0.7	0.8	0.9	0.1
REGION³												
Northeast.....	510	497	438	397	442	45	1.8	1.8	1.5	1.4	1.6	0.2
South.....	1,493	1,316	1,314	1,300	1,345	45	2.5	2.2	2.2	2.2	2.2	0.0
Midwest.....	698	658	747	679	667	-12	2.1	1.9	2.2	2.0	2.0	0.0
West.....	738	628	784	753	743	-10	2.0	1.7	2.1	2.0	2.0	0.0

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
Total.....	1,607	1,802	1,748	1,800	1,771	-29	1.0	1.1	1.1	1.1	1.1	0.0
INDUSTRY												
Total private.....	1,508	1,727	1,662	1,719	1,688	-31	1.1	1.3	1.2	1.3	1.2	-0.1
Mining and logging.....	5	6	7	8	14	6	0.8	0.9	1.2	1.2	2.3	1.1
Construction.....	173	170	156	144	147	3	2.1	2.0	1.9	1.7	1.8	0.1
Manufacturing.....	110	154	116	123	109	-14	0.8	1.2	0.9	1.0	0.8	-0.2
Durable goods.....	56	92	53	60	55	-5	0.7	1.1	0.6	0.7	0.7	0.0
Nondurable goods.....	54	61	64	63	54	-9	1.1	1.3	1.3	1.3	1.1	-0.2
Trade, transportation, and utilities.....	318	312	368	332	431	99	1.1	1.1	1.3	1.1	1.5	0.4
Wholesale trade.....	43	48	46	48	46	-2	0.7	0.8	0.7	0.8	0.7	-0.1
Retail trade.....	142	142	202	179	195	16	0.9	0.9	1.3	1.1	1.2	0.1
Transportation, warehousing, and utilities.....	133	121	120	104	191	87	1.9	1.7	1.7	1.4	2.6	1.2
Information.....	32	42	38	42	30	-12	1.1	1.4	1.3	1.4	1.0	-0.4
Financial activities.....	48	56	53	57	61	4	0.5	0.6	0.6	0.6	0.7	0.1
Finance and insurance.....	27	32	42	24	34	10	0.4	0.5	0.6	0.4	0.5	0.1
Real estate and rental and leasing. ...	22	24	11	32	27	-5	0.9	0.9	0.4	1.3	1.1	-0.2
Professional and business services.	361	487	476	450	384	-66	1.6	2.1	2.1	2.0	1.7	-0.3
Private education and health services... ..	161	189	195	184	201	17	0.6	0.7	0.7	0.7	0.7	0.0
Private educational services.....	20	45	30	27	27	0	0.5	1.2	0.8	0.7	0.7	0.0
Health care and social assistance. ...	141	144	165	157	174	17	0.6	0.6	0.7	0.7	0.8	0.1
Leisure and hospitality.....	239	238	192	324	263	-61	1.4	1.4	1.1	1.9	1.5	-0.4
Arts, entertainment, and recreation. ...	75	100	88	93	83	-10	2.9	3.8	3.3	3.5	3.1	-0.4
Accommodation and food services. ...	163	138	103	232	180	-52	1.1	1.0	0.7	1.6	1.3	-0.3
Other services.....	61	74	61	53	48	-5	1.0	1.2	1.0	0.9	0.8	-0.1
Government.....	99	75	85	81	83	2	0.4	0.3	0.4	0.3	0.4	0.1
Federal.....	8	5	6	5	5	0	0.3	0.2	0.2	0.2	0.2	0.0
State and local.....	90	69	80	76	78	2	0.4	0.3	0.4	0.4	0.4	0.0
State and local education.....	44	40	44	41	43	2	0.4	0.4	0.4	0.4	0.4	0.0
State and local, excluding education.....	46	29	36	35	35	0	0.5	0.3	0.4	0.4	0.4	0.0
REGION³												
Northeast.....	245	325	274	299	332	33	0.9	1.1	1.0	1.1	1.2	0.1
South.....	589	694	699	586	671	85	1.0	1.2	1.2	1.0	1.1	0.1
Midwest.....	358	387	340	391	406	15	1.1	1.1	1.0	1.2	1.2	0.0
West.....	415	396	435	524	362	-162	1.1	1.1	1.2	1.4	1.0	-0.4

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					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
Total.....	373	296	275	301	302	1	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	315	240	224	248	241	-7	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	2	2	2	2	2	0	0.3	0.3	0.2	0.3	0.3	0.0
Construction.....	13	14	13	28	15	-13	0.2	0.2	0.2	0.3	0.2	-0.1
Manufacturing.....	21	20	23	15	22	7	0.2	0.2	0.2	0.1	0.2	0.1
Durable goods.....	12	12	12	8	13	5	0.2	0.1	0.2	0.1	0.2	0.1
Nondurable goods.....	9	9	10	7	9	2	0.2	0.2	0.2	0.1	0.2	0.1
Trade, transportation, and utilities.....	55	33	40	37	45	8	0.2	0.1	0.1	0.1	0.2	0.1
Wholesale trade.....	8	12	13	5	8	3	0.1	0.2	0.2	0.1	0.1	0.0
Retail trade.....	35	11	19	17	25	8	0.2	0.1	0.1	0.1	0.2	0.1
Transportation, warehousing, and utilities.....	13	11	9	15	13	-2	0.2	0.1	0.1	0.2	0.2	0.0
Information.....	6	12	5	5	8	3	0.2	0.4	0.2	0.2	0.3	0.1
Financial activities.....	21	29	29	19	23	4	0.2	0.3	0.3	0.2	0.2	0.0
Finance and insurance.....	14	25	20	18	19	1	0.2	0.4	0.3	0.3	0.3	0.0
Real estate and rental and leasing. . .	7	3	9	1	3	2	0.3	0.1	0.4	0.0	0.1	0.1
Professional and business services. . . .	99	60	47	64	38	-26	0.4	0.3	0.2	0.3	0.2	-0.1
Private education and health services...	54	40	52	49	57	8	0.2	0.2	0.2	0.2	0.2	0.0
Private educational services.....	3	5	5	2	6	4	0.1	0.1	0.1	0.1	0.2	0.1
Health care and social assistance. . .	50	35	47	46	51	5	0.2	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	27	14	11	23	28	5	0.2	0.1	0.1	0.1	0.2	0.1
Arts, entertainment, and recreation. . .	5	3	4	3	4	1	0.2	0.1	0.2	0.1	0.1	0.0
Accommodation and food services. . .	21	11	6	20	24	4	0.2	0.1	0.0	0.1	0.2	0.1
Other services.....	17	16	3	7	3	-4	0.3	0.3	0.1	0.1	0.1	0.0
Government.....	58	56	51	53	61	8	0.3	0.2	0.2	0.2	0.3	0.1
Federal.....	12	11	9	9	10	1	0.4	0.4	0.3	0.3	0.3	0.0
State and local.....	46	45	41	44	51	7	0.2	0.2	0.2	0.2	0.2	0.0
State and local education.....	19	20	14	17	23	6	0.2	0.2	0.1	0.2	0.2	0.0
State and local, excluding education.....	27	25	27	27	28	1	0.3	0.3	0.3	0.3	0.3	0.0
REGION³												
Northeast.....	76	48	56	60	51	-9	0.3	0.2	0.2	0.2	0.2	0.0
South.....	133	107	96	119	112	-7	0.2	0.2	0.2	0.2	0.2	0.0
Midwest.....	75	62	59	64	63	-1	0.2	0.2	0.2	0.2	0.2	0.0
West.....	89	79	64	58	75	17	0.2	0.2	0.2	0.2	0.2	0.0

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

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

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

^p Preliminary

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
JOB OPENINGS												
Total private.....	7,884	6,501	6,949	7,268	6,720	-548	5.5	4.6	4.9	5.1	4.7	-0.4
1 to 9 employees.....	1,885	1,164	1,511	1,632	1,537	-95	7.7	5.5	6.5	6.9	6.6	-0.3
10 to 49 employees.....	2,070	2,086	2,130	2,220	1,983	-237	4.8	4.6	4.7	5.0	4.3	-0.7
50 to 249 employees.....	2,068	1,797	1,902	1,927	1,810	-117	5.1	4.3	4.6	4.7	4.5	-0.2
250 to 999 employees.....	1,018	786	748	809	806	-3	5.1	3.9	3.9	4.1	4.1	0.0
1,000 to 4,999 employees.....	577	445	452	453	391	-62	6.1	4.8	4.9	4.9	4.4	-0.5
5,000 or more employees.....	266	223	206	225	191	-34	5.6	4.4	4.4	4.6	4.1	-0.5
HIRES												
Total private.....	5,384	5,221	5,029	5,023	5,092	69	4.0	3.9	3.7	3.7	3.7	0.0
1 to 9 employees.....	981	846	775	736	747	11	4.3	4.3	3.6	3.4	3.4	0.0
10 to 49 employees.....	1,600	1,700	1,640	1,705	1,840	135	3.9	4.0	3.8	4.0	4.2	0.2
50 to 249 employees.....	1,681	1,608	1,614	1,548	1,547	-1	4.4	4.0	4.1	4.0	4.0	0.0
250 to 999 employees.....	735	663	640	675	615	-60	3.9	3.5	3.5	3.5	3.3	-0.2
1,000 to 4,999 employees.....	306	319	288	285	267	-18	3.5	3.6	3.3	3.2	3.1	-0.1
5,000 or more employees.....	82	85	72	73	75	2	1.8	1.8	1.6	1.5	1.7	0.2
TOTAL SEPARATIONS												
Total private.....	5,060	4,884	4,991	4,914	4,930	16	3.8	3.6	3.7	3.6	3.6	0.0
1 to 9 employees.....	745	663	775	755	633	-122	3.3	3.3	3.6	3.4	2.9	-0.5
10 to 49 employees.....	1,622	1,704	1,618	1,565	1,702	137	4.0	4.0	3.8	3.7	3.9	0.2
50 to 249 employees.....	1,596	1,505	1,594	1,622	1,617	-5	4.2	3.8	4.1	4.2	4.2	0.0
250 to 999 employees.....	728	649	648	617	624	7	3.8	3.4	3.5	3.2	3.3	0.1
1,000 to 4,999 employees.....	308	295	298	289	277	-12	3.5	3.3	3.4	3.3	3.2	-0.1
5,000 or more employees.....	60	70	59	66	77	11	1.3	1.4	1.3	1.4	1.7	0.3
QUITS												
Total private.....	3,237	2,917	3,105	2,947	3,001	54	2.4	2.2	2.3	2.2	2.2	0.0
1 to 9 employees.....	483	354	372	432	335	-97	2.1	1.8	1.7	2.0	1.5	-0.5
10 to 49 employees.....	1,076	1,136	1,114	962	1,089	127	2.6	2.7	2.6	2.3	2.5	0.2
50 to 249 employees.....	1,051	853	1,046	980	1,027	47	2.8	2.1	2.7	2.5	2.7	0.2
250 to 999 employees.....	424	369	379	369	369	0	2.2	1.9	2.1	1.9	2.0	0.1
1,000 to 4,999 employees.....	164	164	159	165	142	-23	1.9	1.9	1.8	1.9	1.7	-0.2
5,000 or more employees.....	40	42	35	39	38	-1	0.9	0.9	0.8	0.8	0.8	0.0
LAYOFFS AND DISCHARGES												
Total private.....	1,508	1,727	1,662	1,719	1,688	-31	1.1	1.3	1.2	1.3	1.2	-0.1
1 to 9 employees.....	179	292	375	249	275	26	0.8	1.5	1.7	1.1	1.3	0.2
10 to 49 employees.....	445	486	446	547	519	-28	1.1	1.1	1.0	1.3	1.2	-0.1
50 to 249 employees.....	480	580	477	575	521	-54	1.3	1.4	1.2	1.5	1.4	-0.1
250 to 999 employees.....	268	246	229	218	228	10	1.4	1.3	1.2	1.1	1.2	0.1
1,000 to 4,999 employees.....	123	106	120	111	116	5	1.4	1.2	1.4	1.3	1.3	0.0
5,000 or more employees.....	14	17	16	18	30	12	0.3	0.4	0.4	0.4	0.7	0.3
OTHER SEPARATIONS												
Total private.....	315	240	224	248	241	-7	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	83	17	28	73	23	-50	0.4	0.1	0.1	0.3	0.1	-0.2
10 to 49 employees.....	101	82	58	56	93	37	0.2	0.2	0.1	0.1	0.2	0.1
50 to 249 employees.....	65	72	71	67	70	3	0.2	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	37	33	39	31	28	-3	0.2	0.2	0.2	0.2	0.1	-0.1
1,000 to 4,999 employees.....	22	25	19	13	19	6	0.2	0.3	0.2	0.1	0.2	0.1
5,000 or more employees.....	7	10	8	8	9	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		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
Total.....	8,344	7,713	7,134	5.0	4.6	4.3
INDUSTRY						
Total private.....	7,364	6,841	6,280	5.2	4.8	4.4
Mining and logging.....	33	23	21	4.9	3.4	3.2
Construction.....	384	238	165	4.6	2.8	2.0
Manufacturing.....	570	436	412	4.2	3.3	3.1
Durable goods.....	404	288	291	4.7	3.4	3.5
Nondurable goods.....	166	148	122	3.3	3.0	2.5
Trade, transportation, and utilities.....	1,260	900	1,026	4.1	3.0	3.3
Wholesale trade.....	203	148	143	3.2	2.3	2.2
Retail trade.....	682	465	535	4.1	2.8	3.2
Transportation, warehousing, and utilities.....	375	288	349	4.8	3.7	4.4
Information.....	179	111	104	5.6	3.6	3.3
Financial activities.....	457	549	392	4.7	5.6	4.0
Finance and insurance.....	304	414	271	4.3	5.8	3.8
Real estate and rental and leasing.....	153	136	121	5.8	5.1	4.6
Professional and business services.....	1,493	1,716	1,507	6.1	6.9	6.1
Private education and health services.....	1,895	1,660	1,483	6.8	5.8	5.2
Private educational services.....	144	173	139	3.5	4.1	3.4
Health care and social assistance.....	1,752	1,486	1,344	7.4	6.1	5.5
Leisure and hospitality.....	829	936	930	4.8	5.3	5.2
Arts, entertainment, and recreation.....	106	80	129	4.2	3.1	4.8
Accommodation and food services.....	723	856	801	4.9	5.7	5.3
Other services.....	263	272	240	4.3	4.4	3.9
Government.....	980	872	854	4.0	3.5	3.5
Federal.....	155	128	132	5.0	4.1	4.2
State and local.....	825	744	723	3.9	3.4	3.4
State and local education.....	259	244	249	2.3	2.1	2.2
State and local, excluding education.....	566	500	473	5.7	4.9	4.7
REGION³						
Northeast.....	1,435	1,275	1,286	4.9	4.3	4.3
South.....	3,314	3,164	2,903	5.3	5.0	4.6
Midwest.....	1,754	1,606	1,538	5.0	4.5	4.3
West.....	1,840	1,668	1,408	4.7	4.2	3.6

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		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
Total.....	4,301	4,880	4,111	2.7	3.0	2.6
INDUSTRY						
Total private.....	4,048	4,615	3,876	3.0	3.4	2.8
Mining and logging.....	13	16	16	2.0	2.6	2.5
Construction.....	215	241	170	2.7	2.9	2.1
Manufacturing.....	257	246	214	2.0	1.9	1.7
Durable goods.....	138	129	109	1.7	1.6	1.3
Nondurable goods.....	119	118	105	2.5	2.4	2.2
Trade, transportation, and utilities.....	933	1,377	944	3.1	4.7	3.2
Wholesale trade.....	133	124	92	2.2	2.0	1.5
Retail trade.....	491	673	519	3.1	4.2	3.2
Transportation, warehousing, and utilities.....	308	580	334	4.1	7.8	4.4
Information.....	56	72	52	1.8	2.4	1.7
Financial activities.....	148	156	167	1.6	1.7	1.8
Finance and insurance.....	84	100	111	1.2	1.5	1.6
Real estate and rental and leasing.....	63	57	55	2.5	2.3	2.2
Professional and business services.....	864	898	794	3.8	3.9	3.4
Private education and health services.....	636	676	659	2.4	2.5	2.4
Private educational services.....	45	63	51	1.1	1.5	1.3
Health care and social assistance.....	591	614	608	2.7	2.7	2.6
Leisure and hospitality.....	769	754	671	4.7	4.5	4.0
Arts, entertainment, and recreation.....	122	132	102	5.0	5.2	4.0
Accommodation and food services.....	647	622	568	4.6	4.4	4.0
Other services.....	158	177	190	2.7	3.0	3.2
Government.....	253	265	235	1.1	1.1	1.0
Federal.....	40	32	28	1.4	1.1	0.9
State and local.....	213	233	207	1.0	1.1	1.0
State and local education.....	89	112	91	0.8	1.0	0.8
State and local, excluding education.....	123	120	116	1.3	1.2	1.2
REGION³						
Northeast.....	593	773	636	2.1	2.7	2.2
South.....	1,932	1,881	1,617	3.3	3.1	2.7
Midwest.....	856	1,102	900	2.5	3.2	2.6
West.....	920	1,124	957	2.5	3.0	2.5

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		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
Total.....	5,165	4,625	5,023	3.3	2.9	3.1
INDUSTRY						
Total private.....	4,843	4,397	4,712	3.6	3.2	3.4
Mining and logging.....	16	17	24	2.5	2.7	3.9
Construction.....	374	328	310	4.6	3.9	3.8
Manufacturing.....	289	263	256	2.2	2.0	2.0
Durable goods.....	146	131	134	1.8	1.6	1.7
Nondurable goods.....	142	133	123	2.9	2.8	2.5
Trade, transportation, and utilities.....	1,107	1,021	1,170	3.7	3.5	3.9
Wholesale trade.....	151	124	115	2.4	2.0	1.9
Retail trade.....	601	572	634	3.7	3.6	3.9
Transportation, warehousing, and utilities.....	355	326	421	4.8	4.4	5.6
Information.....	66	71	70	2.2	2.4	2.3
Financial activities.....	175	152	191	1.9	1.6	2.0
Finance and insurance.....	105	92	131	1.6	1.4	1.9
Real estate and rental and leasing.....	70	61	59	2.8	2.4	2.3
Professional and business services.....	1,071	954	980	4.7	4.1	4.3
Private education and health services.....	673	600	721	2.6	2.2	2.7
Private educational services.....	71	51	74	1.8	1.2	1.9
Health care and social assistance.....	602	549	646	2.7	2.4	2.8
Leisure and hospitality.....	889	816	789	5.4	4.9	4.7
Arts, entertainment, and recreation.....	160	190	144	6.6	7.5	5.7
Accommodation and food services.....	728	626	645	5.2	4.4	4.5
Other services.....	184	173	200	3.1	2.9	3.4
Government.....	322	227	312	1.4	0.9	1.3
Federal.....	46	26	30	1.6	0.9	1.0
State and local.....	276	202	282	1.4	1.0	1.4
State and local education.....	129	85	138	1.2	0.7	1.2
State and local, excluding education.....	147	117	144	1.6	1.2	1.5
REGION³						
Northeast.....	810	705	809	2.9	2.5	2.8
South.....	2,018	1,651	1,972	3.4	2.7	3.3
Midwest.....	1,105	1,034	1,101	3.3	3.0	3.2
West.....	1,233	1,235	1,142	3.3	3.3	3.0

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
Total.....	2,933	2,612	2,694	1.9	1.6	1.7
INDUSTRY						
Total private.....	2,776	2,476	2,536	2.1	1.8	1.9
Mining and logging.....	8	9	7	1.3	1.4	1.0
Construction.....	124	121	84	1.5	1.4	1.0
Manufacturing.....	164	133	134	1.3	1.0	1.0
Durable goods.....	84	69	74	1.0	0.9	0.9
Nondurable goods.....	80	64	61	1.7	1.3	1.3
Trade, transportation, and utilities.....	665	652	597	2.2	2.2	2.0
Wholesale trade.....	101	69	65	1.6	1.1	1.0
Retail trade.....	395	377	358	2.5	2.4	2.2
Transportation, warehousing, and utilities.....	168	206	174	2.3	2.8	2.3
Information.....	20	28	31	0.7	0.9	1.0
Financial activities.....	107	94	111	1.2	1.0	1.2
Finance and insurance.....	66	61	81	1.0	0.9	1.2
Real estate and rental and leasing.....	41	33	30	1.6	1.3	1.2
Professional and business services.....	509	469	478	2.2	2.0	2.1
Private education and health services.....	478	411	472	1.8	1.5	1.7
Private educational services.....	51	38	48	1.3	0.9	1.2
Health care and social assistance.....	427	373	424	1.9	1.6	1.8
Leisure and hospitality.....	600	446	474	3.6	2.7	2.8
Arts, entertainment, and recreation.....	61	40	42	2.5	1.6	1.7
Accommodation and food services.....	540	407	432	3.8	2.9	3.0
Other services.....	100	113	148	1.7	1.9	2.5
Government.....	156	136	157	0.7	0.6	0.7
Federal.....	18	13	11	0.6	0.4	0.4
State and local.....	138	123	146	0.7	0.6	0.7
State and local education.....	67	57	71	0.6	0.5	0.6
State and local, excluding education.....	71	66	75	0.8	0.7	0.8
REGION³						
Northeast.....	425	334	365	1.5	1.2	1.3
South.....	1,265	1,049	1,132	2.1	1.7	1.9
Midwest.....	588	566	538	1.7	1.7	1.6
West.....	655	662	658	1.8	1.8	1.7

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
Total.....	1,829	1,749	2,003	1.2	1.1	1.2
INDUSTRY						
Total private.....	1,730	1,696	1,917	1.3	1.2	1.4
Mining and logging.....	6	7	16	1.0	1.1	2.6
Construction.....	237	181	209	2.9	2.2	2.5
Manufacturing.....	102	117	98	0.8	0.9	0.8
Durable goods.....	49	54	45	0.6	0.7	0.6
Nondurable goods.....	54	62	53	1.1	1.3	1.1
Trade, transportation, and utilities.....	390	336	531	1.3	1.1	1.8
Wholesale trade.....	41	51	41	0.7	0.8	0.7
Retail trade.....	175	180	255	1.1	1.1	1.6
Transportation, warehousing, and utilities.....	174	105	234	2.4	1.4	3.1
Information.....	41	39	32	1.3	1.3	1.1
Financial activities.....	45	44	54	0.5	0.5	0.6
Finance and insurance.....	25	17	28	0.4	0.2	0.4
Real estate and rental and leasing.....	20	27	25	0.8	1.1	1.0
Professional and business services.....	446	423	460	1.9	1.8	2.0
Private education and health services.....	140	146	185	0.5	0.5	0.7
Private educational services.....	18	12	22	0.5	0.3	0.6
Health care and social assistance.....	122	134	163	0.6	0.6	0.7
Leisure and hospitality.....	256	344	280	1.6	2.1	1.7
Arts, entertainment, and recreation.....	94	148	98	3.9	5.8	3.9
Accommodation and food services.....	162	196	183	1.2	1.4	1.3
Other services.....	67	59	51	1.2	1.0	0.9
Government.....	99	53	86	0.4	0.2	0.4
Federal.....	11	5	7	0.4	0.2	0.2
State and local.....	88	48	80	0.4	0.2	0.4
State and local education.....	45	19	46	0.4	0.2	0.4
State and local, excluding education.....	43	30	33	0.5	0.3	0.3
REGION³						
Northeast.....	302	307	388	1.1	1.1	1.4
South.....	625	500	729	1.1	0.8	1.2
Midwest.....	429	420	491	1.3	1.2	1.4
West.....	473	522	396	1.3	1.4	1.1

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
Total.....	404	264	326	0.3	0.2	0.2
INDUSTRY						
Total private.....	336	226	258	0.2	0.2	0.2
Mining and logging.....	2	2	2	0.3	0.3	0.3
Construction.....	14	26	18	0.2	0.3	0.2
Manufacturing.....	22	14	24	0.2	0.1	0.2
Durable goods.....	14	7	15	0.2	0.1	0.2
Nondurable goods.....	8	6	9	0.2	0.1	0.2
Trade, transportation, and utilities.....	52	32	42	0.2	0.1	0.1
Wholesale trade.....	9	4	9	0.1	0.1	0.2
Retail trade.....	31	15	21	0.2	0.1	0.1
Transportation, warehousing, and utilities.....	12	14	12	0.2	0.2	0.2
Information.....	5	5	7	0.2	0.2	0.2
Financial activities.....	23	14	26	0.3	0.1	0.3
Finance and insurance.....	15	13	22	0.2	0.2	0.3
Real estate and rental and leasing.....	9	0	4	0.3	0.0	0.2
Professional and business services.....	115	62	41	0.5	0.3	0.2
Private education and health services.....	54	43	63	0.2	0.2	0.2
Private educational services.....	2	1	4	0.1	0.0	0.1
Health care and social assistance.....	52	42	59	0.2	0.2	0.3
Leisure and hospitality.....	32	26	35	0.2	0.2	0.2
Arts, entertainment, and recreation.....	5	3	4	0.2	0.1	0.2
Accommodation and food services.....	27	23	30	0.2	0.2	0.2
Other services.....	16	1	1	0.3	0.0	0.0
Government.....	67	38	68	0.3	0.2	0.3
Federal.....	17	8	12	0.6	0.3	0.4
State and local.....	50	30	56	0.2	0.1	0.3
State and local education.....	17	9	20	0.2	0.1	0.2
State and local, excluding education.....	33	22	36	0.4	0.2	0.4
REGION³						
Northeast.....	82	64	56	0.3	0.2	0.2
South.....	130	103	111	0.2	0.2	0.2
Midwest.....	87	48	71	0.3	0.1	0.2
West.....	104	50	88	0.3	0.1	0.2

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

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

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

^p Preliminary

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

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

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

Establishment size class	Levels (in thousands)			Rates		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
JOB OPENINGS						
Total private.....	7,364	6,841	6,280	5.2	4.8	4.4
1 to 9 employees.....	1,695	1,450	1,438	6.9	6.2	6.1
10 to 49 employees.....	1,827	2,077	1,734	4.2	4.7	3.8
50 to 249 employees.....	1,975	1,820	1,730	4.9	4.4	4.3
250 to 999 employees.....	996	788	783	4.9	4.0	4.0
1,000 to 4,999 employees.....	595	472	405	6.3	5.0	4.5
5,000 or more employees.....	276	234	191	5.8	4.7	4.0
HIRES						
Total private.....	4,048	4,615	3,876	3.0	3.4	2.8
1 to 9 employees.....	718	579	557	3.1	2.6	2.5
10 to 49 employees.....	1,124	1,424	1,324	2.7	3.4	3.0
50 to 249 employees.....	1,277	1,455	1,218	3.3	3.7	3.2
250 to 999 employees.....	591	738	486	3.1	3.9	2.6
1,000 to 4,999 employees.....	278	354	238	3.1	4.0	2.8
5,000 or more employees.....	60	65	53	1.3	1.4	1.2
TOTAL SEPARATIONS						
Total private.....	4,843	4,397	4,712	3.6	3.2	3.4
1 to 9 employees.....	677	655	573	3.0	3.0	2.6
10 to 49 employees.....	1,555	1,322	1,661	3.8	3.1	3.8
50 to 249 employees.....	1,454	1,501	1,474	3.8	3.8	3.8
250 to 999 employees.....	736	564	607	3.8	2.9	3.2
1,000 to 4,999 employees.....	361	300	321	4.1	3.4	3.7
5,000 or more employees.....	60	55	74	1.3	1.2	1.6
QUITS						
Total private.....	2,776	2,476	2,536	2.1	1.8	1.9
1 to 9 employees.....	399	340	257	1.8	1.5	1.2
10 to 49 employees.....	897	767	905	2.2	1.8	2.1
50 to 249 employees.....	882	831	863	2.3	2.1	2.2
250 to 999 employees.....	385	332	328	2.0	1.7	1.7
1,000 to 4,999 employees.....	177	172	150	2.0	1.9	1.7
5,000 or more employees.....	36	33	34	0.8	0.7	0.7
LAYOFFS AND DISCHARGES						
Total private.....	1,730	1,696	1,917	1.3	1.2	1.4
1 to 9 employees.....	204	244	304	0.9	1.1	1.4
10 to 49 employees.....	555	511	654	1.3	1.2	1.5
50 to 249 employees.....	494	610	531	1.3	1.6	1.4
250 to 999 employees.....	306	198	249	1.6	1.0	1.3
1,000 to 4,999 employees.....	156	117	148	1.8	1.3	1.7
5,000 or more employees.....	15	15	31	0.3	0.3	0.7
OTHER SEPARATIONS						
Total private.....	336	226	258	0.2	0.2	0.2
1 to 9 employees.....	74	70	13	0.3	0.3	0.1
10 to 49 employees.....	103	44	102	0.2	0.1	0.2
50 to 249 employees.....	78	59	80	0.2	0.2	0.2
250 to 999 employees.....	45	34	31	0.2	0.2	0.2
1,000 to 4,999 employees.....	28	11	23	0.3	0.1	0.3
5,000 or more employees.....	8	7	9	0.2	0.1	0.2

p Preliminary

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

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

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