

# NEWS RELEASE

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## JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2025

The number of job openings continued to trend down to 6.5 million in December, the U.S. Bureau of Labor Statistics reported today. Over the month, both hires and total separations were little changed at 5.3 million each. Within separations, quits (3.2 million) were unchanged while layoffs and discharges (1.8 million) were little changed.

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. 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, December 2023 - December 2025

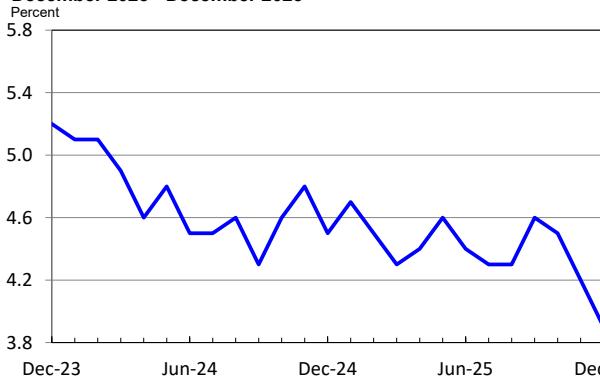
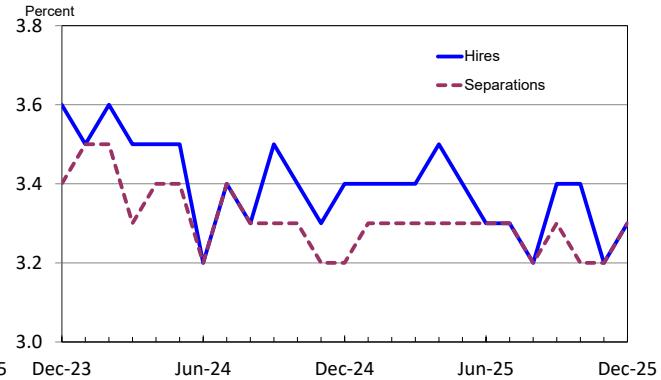


Chart 2. Hires and total separations rates, seasonally adjusted, December 2023 - December 2025



### Job Openings

The number of **job openings** trended down to 6.5 million (-386,000) in December and was down by 966,000 over the year. The job openings rate, at 3.9 percent, changed little over the month. The number of job openings decreased in professional and business services (-257,000), retail trade (-195,000), and finance and insurance (-120,000). (See table 1.)

### Hires

In December, the number and rate of **hires** were little changed at 5.3 million and 3.3 percent, respectively. The number of hires increased in real estate and rental and leasing (+38,000) and in state and local government, excluding education (+36,000). Hires decreased in federal government (-11,000). (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.

In December, the number and rate of **total separations** were little changed at 5.3 million and 3.3 percent, respectively. The number of total separations decreased in professional and business services (-212,000) and in private educational services (-20,000). Total separations increased in transportation, warehousing, and utilities (+110,000) and in federal government (+10,000). (See table 3.)

In December, the number and rate of **quits** were unchanged at 3.2 million and 2.0 percent, respectively. The number of quits decreased in professional and business services (-151,000) and in private educational services (-19,000). Quits increased in retail trade (+87,000) and in information (+28,000). (See table 4.)

The number of **layoffs and discharges** in December was little changed at 1.8 million. The layoffs and discharges rate was unchanged at 1.1 percent. Layoffs and discharges increased in transportation, warehousing, and utilities (+103,000) but decreased in finance and insurance (-20,000). (See table 5.)

The number of **other separations** was little changed at 285,000 in December. (See table 6.)

## **Establishment Size Class**

In December, establishments with 1 to 9 employees and establishments with 5,000 or more employees showed little or no change in job openings, hires, and separations rates. (See table 7.)

## **November 2025 Revisions**

The number of job openings for November was revised down by 218,000 to 6.9 million, the number of hires was revised up by 6,000 to 5.1 million, and the number of total separations was revised up by 64,000 to 5.1 million. Within separations, the number of quits was revised up by 32,000 to 3.2 million, the number of layoffs and discharges was revised up by 14,000 to 1.7 million, and the number of other separations was revised up by 17,000 to 249,000. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

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### **Upcoming Revisions to the JOLTS Estimates**

As part of its regular annual process, the release of January 2026 estimates 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 2021 forward are subject to revision.

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

Category	Job openings			Hires			Total separations		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	7,508	6,928	6,542	5,374	5,121	5,293	5,082	5,144	5,251
Total private.....	6,634	6,227	5,804	4,998	4,826	4,978	4,731	4,855	4,932
Mining and logging.....	20	17	20	21	17	21	23	21	26
Construction.....	205	284	292	327	335	347	268	299	342
Manufacturing.....	431	399	433	300	282	287	315	301	311
Durable goods.....	291	271	294	155	156	157	175	165	167
Nondurable goods.....	140	128	139	145	127	131	141	136	144
Trade, transportation, and utilities.....	1,079	1,196	1,024	1,066	973	1,014	1,047	969	1,171
Wholesale trade.....	180	172	185	136	116	116	131	118	125
Retail trade.....	519	726	531	608	571	589	595	578	664
Transportation, warehousing, and utilities.....	380	299	308	322	287	309	321	273	383
Information.....	106	89	101	78	84	111	67	82	109
Financial activities.....	406	354	256	217	167	207	195	189	175
Finance and insurance.....	282	258	138	143	127	129	130	139	109
Real estate and rental and leasing.....	124	95	118	73	41	79	66	50	66
Professional and business services.....	1,364	1,273	1,016	935	992	940	919	1,074	862
Private education and health services.....	1,585	1,464	1,388	858	767	817	761	716	748
Private educational services.....	164	123	139	99	96	90	89	96	76
Health care and social assistance.....	1,421	1,341	1,249	759	671	728	671	620	671
Leisure and hospitality.....	1,147	884	950	959	1,001	1,035	903	1,014	1,009
Arts, entertainment, and recreation.....	184	160	142	144	174	151	144	178	140
Accommodation and food services.....	963	724	809	815	827	884	759	835	870
Other services.....	290	266	322	237	207	198	232	190	178
Government.....	874	701	738	375	295	314	351	289	319
Federal.....	138	103	97	31	36	25	28	31	41
State and local.....	736	598	641	344	258	290	324	258	278
State and local education.....	270	216	231	181	138	133	176	134	146
State and local, excluding education.....	466	383	410	164	121	157	148	124	132
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	4.5	4.2	3.9	3.4	3.2	3.3	3.2	3.2	3.3
Total private.....	4.7	4.4	4.1	3.7	3.5	3.7	3.5	3.6	3.6
Mining and logging.....	3.1	2.8	3.2	3.4	2.8	3.5	3.7	3.4	4.3
Construction.....	2.4	3.3	3.4	4.0	4.0	4.2	3.2	3.6	4.1
Manufacturing.....	3.3	3.0	3.3	2.4	2.2	2.3	2.5	2.4	2.4
Durable goods.....	3.5	3.3	3.6	2.0	2.0	2.0	2.2	2.1	2.1
Nondurable goods.....	2.8	2.6	2.8	3.0	2.6	2.7	2.9	2.8	3.0
Trade, transportation, and utilities.....	3.6	4.0	3.4	3.7	3.4	3.5	3.6	3.3	4.0
Wholesale trade.....	2.8	2.7	2.9	2.2	1.9	1.9	2.1	1.9	2.0
Retail trade.....	3.2	4.5	3.3	3.9	3.7	3.8	3.8	3.7	4.3
Transportation, warehousing, and utilities.....	5.0	3.9	4.1	4.4	3.9	4.3	4.4	3.8	5.3
Information.....	3.5	3.0	3.4	2.6	2.9	3.8	2.3	2.8	3.7
Financial activities.....	4.2	3.7	2.7	2.4	1.8	2.2	2.1	2.0	1.9
Finance and insurance.....	4.0	3.7	2.0	2.1	1.9	1.9	1.9	2.1	1.6
Real estate and rental and leasing.....	4.8	3.7	4.5	3.0	1.6	3.2	2.6	2.0	2.6
Professional and business services.....	5.7	5.3	4.3	4.1	4.4	4.2	4.1	4.8	3.8
Private education and health services.....	5.6	5.0	4.8	3.2	2.8	3.0	2.8	2.6	2.7
Private educational services.....	4.0	3.0	3.4	2.5	2.4	2.3	2.2	2.4	1.9
Health care and social assistance.....	5.8	5.4	5.0	3.3	2.8	3.1	2.9	2.6	2.8
Leisure and hospitality.....	6.3	4.9	5.2	5.6	5.8	6.0	5.3	5.9	5.9
Arts, entertainment, and recreation.....	6.5	5.6	5.0	5.4	6.5	5.6	5.4	6.6	5.2
Accommodation and food services.....	6.3	4.8	5.3	5.7	5.7	6.1	5.3	5.8	6.0
Other services.....	4.6	4.2	5.0	3.9	3.4	3.3	3.9	3.1	2.9

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. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Government.....	3.6	2.9	3.1	1.6	1.3	1.3	1.5	1.2	1.4
Federal.....	4.4	3.6	3.4	1.0	1.3	0.9	0.9	1.1	1.5
State and local.....	3.5	2.8	3.0	1.7	1.3	1.4	1.6	1.2	1.3
State and local education.....	2.4	2.0	2.1	1.7	1.3	1.2	1.6	1.2	1.3
State and local, excluding education.....	4.6	3.8	4.0	1.7	1.2	1.6	1.5	1.3	1.3

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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.

# Technical Note

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

## Definitions

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

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

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

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

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

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

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

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

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

### **Estimation Method**

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

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

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

<https://www.bls.gov/opub/hom/jlt/home.htm>.

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

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

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

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

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

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

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

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

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

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

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

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

### **Reliability of the estimates**

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

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

[www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://www.bls.gov/jlt/jolts_median_standard_errors.htm).

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

### **Other information**

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

**Table 1. Job openings levels and rates by industry and region, seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>
Total.....	7,508	7,658	7,449	6,928	6,542	-386	4.5	4.6	4.5	4.2	3.9	-0.3
<b>INDUSTRY</b>												
Total private.....	6,634	6,871	6,665	6,227	5,804	-423	4.7	4.8	4.7	4.4	4.1	-0.3
Mining and logging.....	20	23	20	17	20	3	3.1	3.7	3.1	2.8	3.2	0.4
Construction.....	205	231	202	284	292	8	2.4	2.7	2.4	3.3	3.4	0.1
Manufacturing.....	431	385	414	399	433	34	3.3	2.9	3.2	3.0	3.3	0.3
Durable goods.....	291	256	274	271	294	23	3.5	3.1	3.4	3.3	3.6	0.3
Nondurable goods.....	140	129	140	128	139	11	2.8	2.6	2.8	2.6	2.8	0.2
Trade, transportation, and utilities.....	1,079	1,124	1,310	1,196	1,024	-172	3.6	3.7	4.3	4.0	3.4	-0.6
Wholesale trade.....	180	153	226	172	185	13	2.8	2.4	3.5	2.7	2.9	0.2
Retail trade.....	519	620	651	726	531	-195	3.2	3.8	4.0	4.5	3.3	-1.2
Transportation, warehousing, and utilities.....	380	352	433	299	308	9	5.0	4.6	5.6	3.9	4.1	0.2
Information.....	106	203	124	89	101	12	3.5	6.5	4.1	3.0	3.4	0.4
Financial activities.....	406	449	342	354	256	-98	4.2	4.6	3.6	3.7	2.7	-1.0
Finance and insurance.....	282	293	224	258	138	-120	4.0	4.2	3.2	3.7	2.0	-1.7
Real estate and rental and leasing.....	124	156	118	95	118	23	4.8	5.9	4.5	3.7	4.5	0.8
Professional and business services.....	1,364	1,502	1,300	1,273	1,016	-257	5.7	6.3	5.5	5.3	4.3	-1.0
Private education and health services...	1,585	1,512	1,531	1,464	1,388	-76	5.6	5.2	5.3	5.0	4.8	-0.2
Private educational services.....	164	138	130	123	139	16	4.0	3.3	3.2	3.0	3.4	0.4
Health care and social assistance.....	1,421	1,375	1,401	1,341	1,249	-92	5.8	5.5	5.6	5.4	5.0	-0.4
Leisure and hospitality.....	1,147	1,181	1,155	884	950	66	6.3	6.5	6.3	4.9	5.2	0.3
Arts, entertainment, and recreation.....	184	162	170	160	142	-18	6.5	5.6	5.9	5.6	5.0	-0.6
Accommodation and food services.....	963	1,019	985	724	809	85	6.3	6.6	6.4	4.8	5.3	0.5
Other services.....	290	260	267	266	322	56	4.6	4.1	4.2	4.2	5.0	0.8
Government.....	874	787	784	701	738	37	3.6	3.2	3.2	2.9	3.1	0.2
Federal.....	138	114	86	103	97	-6	4.4	3.8	3.0	3.6	3.4	-0.2
State and local.....	736	673	698	598	641	43	3.5	3.2	3.3	2.8	3.0	0.2
State and local education.....	270	262	265	216	231	15	2.4	2.4	2.4	2.0	2.1	0.1
State and local, excluding education.....	466	411	433	383	410	27	4.6	4.0	4.2	3.8	4.0	0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	1,318	1,289	1,272	1,277	1,067	-210	4.5	4.4	4.3	4.3	3.6	-0.7
South.....	2,968	3,159	3,049	2,791	2,733	-58	4.7	5.0	4.8	4.4	4.3	-0.1
Midwest.....	1,636	1,656	1,633	1,464	1,446	-18	4.6	4.7	4.6	4.2	4.1	-0.1
West.....	1,586	1,554	1,495	1,395	1,295	-100	4.1	4.0	3.8	3.6	3.4	-0.2

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

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

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

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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>
Total.....	5,374	5,367	5,368	5,121	5,293	172	3.4	3.4	3.4	3.2	3.3	0.1
<b>INDUSTRY</b>												
Total private.....	4,998	5,021	5,027	4,826	4,978	152	3.7	3.7	3.7	3.5	3.7	0.2
Mining and logging.....	21	18	19	17	21	4	3.4	3.0	3.1	2.8	3.5	0.7
Construction.....	327	355	331	335	347	12	4.0	4.3	4.0	4.0	4.2	0.2
Manufacturing.....	300	320	317	282	287	5	2.4	2.5	2.5	2.2	2.3	0.1
Durable goods.....	155	188	169	156	157	1	2.0	2.4	2.1	2.0	2.0	0.0
Nondurable goods.....	145	132	148	127	131	4	3.0	2.7	3.1	2.6	2.7	0.1
Trade, transportation, and utilities.....	1,066	956	1,007	973	1,014	41	3.7	3.3	3.5	3.4	3.5	0.1
Wholesale trade.....	136	126	117	116	116	0	2.2	2.0	1.9	1.9	1.9	0.0
Retail trade.....	608	576	578	571	589	18	3.9	3.7	3.7	3.7	3.8	0.1
Transportation, warehousing, and utilities.....	322	254	311	287	309	22	4.4	3.5	4.3	3.9	4.3	0.4
Information.....	78	76	73	84	111	27	2.6	2.6	2.5	2.9	3.8	0.9
Financial activities.....	217	219	208	167	207	40	2.4	2.4	2.3	1.8	2.2	0.4
Finance and insurance.....	143	156	144	127	129	2	2.1	2.3	2.1	1.9	1.9	0.0
Real estate and rental and leasing...	73	62	64	41	79	38	3.0	2.5	2.6	1.6	3.2	1.6
Professional and business services.....	935	1,030	1,008	992	940	-52	4.1	4.6	4.5	4.4	4.2	-0.2
Private education and health services...	858	915	848	767	817	50	3.2	3.3	3.1	2.8	3.0	0.2
Private educational services.....	99	89	88	96	90	-6	2.5	2.2	2.2	2.4	2.3	-0.1
Health care and social assistance....	759	826	760	671	728	57	3.3	3.5	3.2	2.8	3.1	0.3
Leisure and hospitality.....	959	957	982	1,001	1,035	34	5.6	5.6	5.7	5.8	6.0	0.2
Arts, entertainment, and recreation...	144	169	175	174	151	-23	5.4	6.2	6.5	6.5	5.6	-0.9
Accommodation and food services...	815	788	807	827	884	57	5.7	5.5	5.6	5.7	6.1	0.4
Other services.....	237	174	233	207	198	-9	3.9	2.9	3.9	3.4	3.3	-0.1
Government.....	375	346	341	295	314	19	1.6	1.5	1.5	1.3	1.3	0.0
Federal.....	31	23	22	36	25	-11	1.0	0.8	0.8	1.3	0.9	-0.4
State and local.....	344	323	319	258	290	32	1.7	1.6	1.5	1.3	1.4	0.1
State and local education.....	181	164	160	138	133	-5	1.7	1.5	1.5	1.3	1.2	-0.1
State and local, excluding education.....	164	159	159	121	157	36	1.7	1.6	1.6	1.2	1.6	0.4
<b>REGION<sup>3</sup></b>												
Northeast.....	800	869	890	909	929	20	2.8	3.1	3.1	3.2	3.3	0.1
South.....	2,099	1,950	1,971	1,912	1,931	19	3.5	3.2	3.3	3.2	3.2	0.0
Midwest.....	1,154	1,250	1,287	1,102	1,163	61	3.4	3.7	3.8	3.3	3.4	0.1
West.....	1,321	1,299	1,220	1,197	1,271	74	3.5	3.5	3.3	3.2	3.4	0.2

<sup>1</sup> The hires level is the number of hires during the entire month.<sup>2</sup> The hires rate is the number of hires during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>
Total.....	5,082	5,264	5,069	5,144	5,251	107	3.2	3.3	3.2	3.2	3.3	0.1
<b>INDUSTRY</b>												
Total private.....	4,731	4,898	4,743	4,855	4,932	77	3.5	3.6	3.5	3.6	3.6	0.0
Mining and logging.....	23	20	18	21	26	5	3.7	3.3	3.0	3.4	4.3	0.9
Construction.....	268	340	288	299	342	43	3.2	4.1	3.5	3.6	4.1	0.5
Manufacturing.....	315	327	319	301	311	10	2.5	2.6	2.5	2.4	2.4	0.0
Durable goods.....	175	191	187	165	167	2	2.2	2.4	2.4	2.1	2.1	0.0
Nondurable goods.....	141	136	132	136	144	8	2.9	2.8	2.7	2.8	3.0	0.2
Trade, transportation, and utilities.....	1,047	904	986	969	1,171	202	3.6	3.1	3.4	3.3	4.0	0.7
Wholesale trade.....	131	122	139	118	125	7	2.1	2.0	2.3	1.9	2.0	0.1
Retail trade.....	595	516	570	578	664	86	3.8	3.3	3.7	3.7	4.3	0.6
Transportation, warehousing, and utilities.....	321	266	277	273	383	110	4.4	3.6	3.8	3.8	5.3	1.5
Information.....	67	81	93	82	109	27	2.3	2.8	3.2	2.8	3.7	0.9
Financial activities.....	195	219	184	189	175	-14	2.1	2.4	2.0	2.0	1.9	-0.1
Finance and insurance.....	130	155	132	139	109	-30	1.9	2.3	2.0	2.1	1.6	-0.5
Real estate and rental and leasing.....	66	64	52	50	66	16	2.6	2.6	2.1	2.0	2.6	0.6
Professional and business services.....	919	1,122	1,031	1,074	862	-212	4.1	5.0	4.6	4.8	3.8	-1.0
Private education and health services...	761	828	781	716	748	32	2.8	3.0	2.8	2.6	2.7	0.1
Private educational services.....	89	91	91	96	76	-20	2.2	2.3	2.3	2.4	1.9	-0.5
Health care and social assistance.....	671	737	690	620	671	51	2.9	3.1	2.9	2.6	2.8	0.2
Leisure and hospitality.....	903	887	867	1,014	1,009	-5	5.3	5.2	5.1	5.9	5.9	0.0
Arts, entertainment, and recreation.....	144	133	158	178	140	-38	5.4	4.9	5.9	6.6	5.2	-1.4
Accommodation and food services.....	759	754	708	835	870	35	5.3	5.2	4.9	5.8	6.0	0.2
Other services.....	232	170	176	190	178	-12	3.9	2.8	2.9	3.1	2.9	-0.2
Government.....	351	365	326	289	319	30	1.5	1.5	1.4	1.2	1.4	0.2
Federal.....	28	80	39	31	41	10	0.9	2.7	1.4	1.1	1.5	0.4
State and local.....	324	285	287	258	278	20	1.6	1.4	1.4	1.2	1.3	0.1
State and local education.....	176	141	132	134	146	12	1.6	1.3	1.2	1.2	1.3	0.1
State and local, excluding education.....	148	145	155	124	132	8	1.5	1.5	1.6	1.3	1.3	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	756	850	902	827	820	-7	2.7	3.0	3.2	2.9	2.9	0.0
South.....	2,117	1,980	1,810	2,059	2,021	-38	3.5	3.3	3.0	3.4	3.4	0.0
Midwest.....	1,080	1,145	1,172	1,107	1,236	129	3.2	3.4	3.5	3.3	3.7	0.4
West.....	1,130	1,288	1,185	1,152	1,174	22	3.0	3.4	3.2	3.1	3.1	0.0

<sup>1</sup> The total separations level is the number of total separations during the entire month.<sup>2</sup> The total separations rate is the number of total separations during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>
Total.....	3,095	3,128	2,973	3,193	3,204	11	1.9	2.0	1.9	2.0	2.0	0.0
<b>INDUSTRY</b>												
Total private.....	2,899	2,918	2,800	3,034	3,029	-5	2.1	2.1	2.1	2.2	2.2	0.0
Mining and logging.....	9	13	13	15	18	3	1.5	2.1	2.1	2.4	2.9	0.5
Construction.....	113	136	110	140	148	8	1.4	1.6	1.3	1.7	1.8	0.1
Manufacturing.....	182	189	178	182	184	2	1.4	1.5	1.4	1.4	1.4	0.0
Durable goods.....	105	110	100	95	94	-1	1.3	1.4	1.3	1.2	1.2	0.0
Nondurable goods.....	77	80	78	87	89	2	1.6	1.6	1.6	1.8	1.8	0.0
Trade, transportation, and utilities.....	617	560	652	663	774	111	2.1	1.9	2.2	2.3	2.7	0.4
Wholesale trade.....	83	83	96	78	94	16	1.3	1.3	1.6	1.3	1.5	0.2
Retail trade.....	380	317	403	428	515	87	2.4	2.0	2.6	2.7	3.3	0.6
Transportation, warehousing, and utilities.....	153	159	152	157	166	9	2.1	2.2	2.1	2.2	2.3	0.1
Information.....	35	28	38	32	60	28	1.2	1.0	1.3	1.1	2.0	0.9
Financial activities.....	115	135	105	109	108	-1	1.3	1.5	1.1	1.2	1.2	0.0
Finance and insurance.....	76	96	66	78	70	-8	1.1	1.4	1.0	1.1	1.0	-0.1
Real estate and rental and leasing...	39	39	39	32	39	7	1.6	1.6	1.6	1.3	1.5	0.2
Professional and business services.....	535	571	543	514	363	-151	2.4	2.5	2.4	2.3	1.6	-0.7
Private education and health services...	512	565	497	487	497	10	1.9	2.1	1.8	1.8	1.8	0.0
Private educational services.....	55	47	54	54	35	-19	1.4	1.2	1.3	1.3	0.9	-0.4
Health care and social assistance....	457	517	443	434	462	28	2.0	2.2	1.9	1.8	2.0	0.2
Leisure and hospitality.....	603	618	546	761	766	5	3.6	3.6	3.2	4.4	4.5	0.1
Arts, entertainment, and recreation...	60	20	60	62	60	-2	2.3	0.7	2.2	2.3	2.2	-0.1
Accommodation and food services...	543	598	486	699	706	7	3.8	4.2	3.4	4.8	4.9	0.1
Other services.....	176	102	118	132	112	-20	2.9	1.7	2.0	2.2	1.8	-0.4
Government.....	197	211	173	159	175	16	0.8	0.9	0.7	0.7	0.7	0.0
Federal.....	12	46	19	13	14	1	0.4	1.6	0.7	0.5	0.5	0.0
State and local.....	185	164	154	147	160	13	0.9	0.8	0.7	0.7	0.8	0.1
State and local education.....	99	85	84	76	88	12	0.9	0.8	0.8	0.7	0.8	0.1
State and local, excluding education.....	86	79	71	70	72	2	0.9	0.8	0.7	0.7	0.7	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	424	435	470	452	441	-11	1.5	1.5	1.7	1.6	1.6	0.0
South.....	1,339	1,336	1,131	1,334	1,284	-50	2.2	2.2	1.9	2.2	2.1	-0.1
Midwest.....	623	699	734	758	817	59	1.9	2.1	2.2	2.2	2.4	0.2
West.....	709	658	638	649	662	13	1.9	1.8	1.7	1.7	1.8	0.1

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

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

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

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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>
Total.....	1,669	1,781	1,850	1,701	1,762	61	1.1	1.1	1.2	1.1	1.1	0.0
<b>INDUSTRY</b>												
Total private.....	1,573	1,702	1,754	1,626	1,696	70	1.2	1.3	1.3	1.2	1.2	0.0
Mining and logging.....	12	7	4	5	7	2	1.9	1.1	0.7	0.9	1.2	0.3
Construction.....	138	197	161	145	177	32	1.7	2.4	1.9	1.7	2.1	0.4
Manufacturing.....	112	117	128	104	111	7	0.9	0.9	1.0	0.8	0.9	0.1
Durable goods.....	58	69	80	59	64	5	0.7	0.9	1.0	0.7	0.8	0.1
Nondurable goods.....	55	48	48	45	47	2	1.1	1.0	1.0	0.9	1.0	0.1
Trade, transportation, and utilities.....	387	290	305	277	365	88	1.3	1.0	1.0	1.0	1.3	0.3
Wholesale trade.....	37	28	35	35	23	-12	0.6	0.5	0.6	0.6	0.4	-0.2
Retail trade.....	192	168	158	138	135	-3	1.2	1.1	1.0	0.9	0.9	0.0
Transportation, warehousing, and utilities.....	157	94	112	104	207	103	2.2	1.3	1.5	1.4	2.9	1.5
Information.....	26	48	47	46	47	1	0.9	1.6	1.6	1.6	1.6	0.0
Financial activities.....	57	57	52	55	41	-14	0.6	0.6	0.6	0.6	0.4	-0.2
Finance and insurance.....	34	36	43	39	19	-20	0.5	0.5	0.6	0.6	0.3	-0.3
Real estate and rental and leasing.....	24	21	9	16	22	6	1.0	0.8	0.4	0.6	0.9	0.3
Professional and business services.....	331	469	463	512	459	-53	1.5	2.1	2.1	2.3	2.0	-0.3
Private education and health services...	193	208	236	190	200	10	0.7	0.8	0.9	0.7	0.7	0.0
Private educational services.....	27	31	30	37	31	-6	0.7	0.8	0.8	0.9	0.8	-0.1
Health care and social assistance.....	165	177	206	153	169	16	0.7	0.8	0.9	0.6	0.7	0.1
Leisure and hospitality.....	265	254	306	239	234	-5	1.6	1.5	1.8	1.4	1.4	0.0
Arts, entertainment, and recreation.....	79	110	93	112	79	-33	3.0	4.0	3.5	4.2	2.9	-1.3
Accommodation and food services.....	187	144	213	128	155	27	1.3	1.0	1.5	0.9	1.1	0.2
Other services.....	51	55	52	53	56	3	0.9	0.9	0.9	0.9	0.9	0.0
Government.....	96	80	96	75	66	-9	0.4	0.3	0.4	0.3	0.3	0.0
Federal.....	5	7	6	7	6	-1	0.2	0.2	0.2	0.2	0.2	0.0
State and local.....	90	73	90	68	60	-8	0.4	0.4	0.4	0.3	0.3	0.0
State and local education.....	57	34	31	36	35	-1	0.5	0.3	0.3	0.3	0.3	0.0
State and local, excluding education.....	34	39	59	32	25	-7	0.3	0.4	0.6	0.3	0.3	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	275	351	386	333	310	-23	1.0	1.2	1.4	1.2	1.1	-0.1
South.....	659	528	604	632	635	3	1.1	0.9	1.0	1.1	1.1	0.0
Midwest.....	391	385	383	302	379	77	1.2	1.1	1.1	0.9	1.1	0.2
West.....	343	517	477	434	439	5	0.9	1.4	1.3	1.2	1.2	0.0

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates <sup>2</sup>					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>p</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>p</sup>
Total.....	318	354	246	249	285	36	0.2	0.2	0.2	0.2	0.2	0.0
<b>INDUSTRY</b>												
Total private.....	260	278	189	194	207	13	0.2	0.2	0.1	0.1	0.2	0.1
Mining and logging.....	2	1	2	1	1	0	0.3	0.1	0.3	0.1	0.2	0.1
Construction.....	17	7	16	14	17	3	0.2	0.1	0.2	0.2	0.2	0.0
Manufacturing.....	21	21	13	15	16	1	0.2	0.2	0.1	0.1	0.1	0.0
Durable goods.....	12	12	7	12	8	-4	0.2	0.2	0.1	0.2	0.1	-0.1
Nondurable goods.....	9	8	6	3	8	5	0.2	0.2	0.1	0.1	0.2	0.1
Trade, transportation, and utilities.....	43	54	29	29	33	4	0.1	0.2	0.1	0.1	0.1	0.0
Wholesale trade.....	10	10	8	6	8	2	0.2	0.2	0.1	0.1	0.1	0.0
Retail trade.....	23	30	9	12	14	2	0.1	0.2	0.1	0.1	0.1	0.0
Transportation, warehousing, and utilities.....	11	13	13	12	10	-2	0.1	0.2	0.2	0.2	0.1	-0.1
Information.....	6	5	8	5	3	-2	0.2	0.2	0.3	0.2	0.1	-0.1
Financial activities.....	23	27	27	24	26	2	0.2	0.3	0.3	0.3	0.3	0.0
Finance and insurance.....	20	23	22	22	21	-1	0.3	0.3	0.3	0.3	0.3	0.0
Real estate and rental and leasing...	3	4	4	2	5	3	0.1	0.2	0.2	0.1	0.2	0.1
Professional and business services.....	53	82	26	48	41	-7	0.2	0.4	0.1	0.2	0.2	0.0
Private education and health services...	56	55	48	39	51	12	0.2	0.2	0.2	0.1	0.2	0.1
Private educational services.....	6	12	7	6	11	5	0.2	0.3	0.2	0.1	0.3	0.2
Health care and social assistance....	49	43	41	33	40	7	0.2	0.2	0.2	0.1	0.2	0.1
Leisure and hospitality.....	34	15	14	14	10	-4	0.2	0.1	0.1	0.1	0.1	0.0
Arts, entertainment, and recreation...	5	3	5	5	1	-4	0.2	0.1	0.2	0.2	0.0	-0.2
Accommodation and food services...	30	12	9	9	9	0	0.2	0.1	0.1	0.1	0.1	0.0
Other services.....	4	13	6	5	11	6	0.1	0.2	0.1	0.1	0.2	0.1
Government.....	58	75	57	55	78	23	0.2	0.3	0.2	0.2	0.3	0.1
Federal.....	10	27	14	11	21	10	0.3	0.9	0.5	0.4	0.8	0.4
State and local.....	48	48	43	43	58	15	0.2	0.2	0.2	0.2	0.3	0.1
State and local education.....	20	21	18	22	23	1	0.2	0.2	0.2	0.2	0.2	0.0
State and local, excluding education.....	28	27	25	22	35	13	0.3	0.3	0.2	0.4	0.2	0.2
<b>REGION<sup>3</sup></b>												
Northeast.....	56	63	46	41	69	28	0.2	0.2	0.2	0.1	0.2	0.1
South.....	119	116	75	93	102	9	0.2	0.2	0.1	0.2	0.2	0.0
Midwest.....	66	62	55	47	40	-7	0.2	0.2	0.2	0.1	0.1	0.0
West.....	77	113	70	69	74	5	0.2	0.3	0.2	0.2	0.2	0.0

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

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

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

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. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>P</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>P</sup>	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 <sup>P</sup>	Change from: Nov. 2025 - Dec. 2025 <sup>P</sup>
<b>JOB OPENINGS</b>												
Total private.....	6,634	6,871	6,665	6,227	5,804	-423	4.7	4.8	4.7	4.4	4.1	-0.3
1 to 9 employees.....	1,407	1,381	1,217	1,225	1,143	-82	6.0	5.8	5.5	5.5	4.7	-0.8
10 to 49 employees.....	2,002	2,094	1,957	1,910	1,767	-143	4.5	4.7	4.5	4.5	4.2	-0.3
50 to 249 employees.....	1,825	1,907	1,966	1,780	1,750	-30	4.6	4.4	4.3	4.0	4.0	0.0
250 to 999 employees.....	807	828	881	693	581	-112	4.0	4.6	4.7	3.6	3.2	-0.4
1,000 to 4,999 employees.....	387	467	456	435	387	-48	4.3	5.5	5.2	4.9	4.3	-0.6
5,000 or more employees.....	206	193	188	183	176	-7	4.1	4.3	4.3	4.0	3.9	-0.1
<b>HIREs</b>												
Total private.....	4,998	5,021	5,027	4,826	4,978	152	3.7	3.7	3.7	3.5	3.7	0.2
1 to 9 employees.....	695	696	666	668	701	33	3.1	3.1	3.2	3.2	3.0	-0.2
10 to 49 employees.....	1,787	1,642	1,672	1,553	1,707	154	4.2	3.9	4.1	3.8	4.2	0.4
50 to 249 employees.....	1,525	1,727	1,713	1,601	1,646	45	4.0	4.1	3.9	3.7	4.0	0.3
250 to 999 employees.....	647	641	650	662	580	-82	3.3	3.7	3.6	3.6	3.3	-0.3
1,000 to 4,999 employees.....	265	247	258	268	268	0	3.1	3.1	3.1	3.2	3.1	-0.1
5,000 or more employees.....	79	69	68	74	76	2	1.6	1.6	1.6	1.7	1.8	0.1
<b>TOTAL SEPARATIONS</b>												
Total private.....	4,731	4,898	4,743	4,855	4,932	77	3.5	3.6	3.5	3.6	3.6	0.0
1 to 9 employees.....	569	826	617	641	676	35	2.6	3.7	3.0	3.1	2.9	-0.2
10 to 49 employees.....	1,603	1,443	1,504	1,738	1,571	-167	3.8	3.4	3.7	4.3	3.9	-0.4
50 to 249 employees.....	1,567	1,659	1,713	1,524	1,635	111	4.1	4.0	3.9	3.5	3.9	0.4
250 to 999 employees.....	638	658	603	620	714	94	3.3	3.8	3.4	3.4	4.0	0.6
1,000 to 4,999 employees.....	278	257	245	262	276	14	3.2	3.2	2.9	3.1	3.2	0.1
5,000 or more employees.....	76	56	61	70	60	-10	1.6	1.3	1.5	1.6	1.4	-0.2
<b>QUITs</b>												
Total private.....	2,899	2,918	2,800	3,034	3,029	-5	2.1	2.1	2.1	2.2	2.2	0.0
1 to 9 employees.....	304	401	316	358	339	-19	1.4	1.8	1.5	1.7	1.5	-0.2
10 to 49 employees.....	1,021	890	903	1,060	1,093	33	2.4	2.1	2.2	2.6	2.7	0.1
50 to 249 employees.....	1,013	1,087	1,057	1,047	1,055	8	2.7	2.6	2.4	2.4	2.5	0.1
250 to 999 employees.....	377	378	364	385	370	-15	1.9	2.2	2.0	2.1	2.1	0.0
1,000 to 4,999 employees.....	145	133	125	145	140	-5	1.7	1.7	1.5	1.7	1.6	-0.1
5,000 or more employees.....	39	29	34	40	33	-7	0.8	0.7	0.8	0.9	0.8	-0.1
<b>LAYOFFS AND DISCHARGES</b>												
Total private.....	1,573	1,702	1,754	1,626	1,696	70	1.2	1.3	1.3	1.2	1.2	0.0
1 to 9 employees.....	245	333	268	235	277	42	1.1	1.5	1.3	1.1	1.2	0.1
10 to 49 employees.....	483	461	531	604	406	-198	1.1	1.1	1.3	1.5	1.0	-0.5
50 to 249 employees.....	484	526	615	436	544	108	1.3	1.3	1.4	1.0	1.3	0.3
250 to 999 employees.....	228	254	217	223	324	101	1.2	1.5	1.2	1.2	1.8	0.6
1,000 to 4,999 employees.....	107	108	104	106	125	19	1.3	1.3	1.2	1.3	1.5	0.2
5,000 or more employees.....	26	19	20	22	20	-2	0.5	0.4	0.5	0.5	0.5	0.0
<b>OTHER SEPARATIONS</b>												
Total private.....	260	278	189	194	207	13	0.2	0.2	0.1	0.1	0.2	0.1
1 to 9 employees.....	20	91	32	47	60	13	0.1	0.4	0.2	0.2	0.3	0.1
10 to 49 employees.....	99	92	70	74	72	-2	0.2	0.2	0.2	0.2	0.2	0.0
50 to 249 employees.....	70	45	41	41	37	-4	0.2	0.1	0.1	0.1	0.1	0.0
250 to 999 employees.....	34	27	22	12	20	8	0.2	0.2	0.1	0.1	0.1	0.0
1,000 to 4,999 employees.....	26	15	16	11	11	0	0.3	0.2	0.2	0.1	0.1	0.0
5,000 or more employees.....	11	8	7	8	6	-2	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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Total.....	6,970	6,574	6,038	4.2	3.9	3.6
<b>INDUSTRY</b>						
Total private.....	6,099	5,886	5,309	4.3	4.1	3.7
Mining and logging.....	21	17	21	3.2	2.8	3.3
Construction.....	159	257	270	1.9	3.0	3.2
Manufacturing.....	398	388	415	3.0	3.0	3.2
Durable goods.....	274	269	291	3.3	3.3	3.6
Nondurable goods.....	124	119	124	2.5	2.4	2.5
Trade, transportation, and utilities.....	988	1,113	922	3.2	3.6	3.0
Wholesale trade.....	164	157	171	2.6	2.5	2.7
Retail trade.....	444	666	454	2.7	4.0	2.8
Transportation, warehousing, and utilities.....	380	289	297	4.7	3.7	3.8
Information.....	105	75	88	3.4	2.5	2.9
Financial activities.....	390	336	256	4.0	3.5	2.7
Finance and insurance.....	266	251	134	3.8	3.6	1.9
Real estate and rental and leasing.....	124	84	122	4.7	3.3	4.6
Professional and business services.....	1,276	1,260	943	5.3	5.3	4.0
Private education and health services.....	1,518	1,394	1,300	5.3	4.8	4.5
Private educational services.....	135	113	116	3.2	2.7	2.8
Health care and social assistance.....	1,383	1,281	1,184	5.7	5.1	4.7
Leisure and hospitality.....	998	802	803	5.6	4.5	4.5
Arts, entertainment, and recreation.....	136	116	93	5.1	4.3	3.5
Accommodation and food services.....	862	686	710	5.7	4.6	4.7
Other services.....	248	245	293	4.0	3.9	4.6
Government.....	871	688	729	3.5	2.8	3.0
Federal.....	134	103	94	4.2	3.6	3.3
State and local.....	737	584	635	3.4	2.7	2.9
State and local education.....	260	205	219	2.3	1.8	1.9
State and local, excluding education.....	477	379	416	4.7	3.7	4.1
<b>REGION<sup>3</sup></b>						
Northeast.....	1,246	1,186	985	4.2	4.0	3.3
South.....	2,770	2,636	2,569	4.4	4.2	4.1
Midwest.....	1,493	1,390	1,320	4.2	3.9	3.7
West.....	1,460	1,362	1,164	3.8	3.5	3.0

<sup>1</sup> The job openings level is the number of job openings on the last business day of the month.<sup>2</sup> The job openings rate is the number of job openings on the last business day of the month as a percent of employment plus job openings.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Total.....	3,947	4,600	3,895	2.5	2.9	2.4
<b>INDUSTRY</b>						
Total private.....	3,710	4,372	3,692	2.7	3.2	2.7
Mining and logging.....	15	12	15	2.3	2.0	2.4
Construction.....	166	226	182	2.0	2.7	2.2
Manufacturing.....	204	221	189	1.6	1.7	1.5
Durable goods.....	101	119	96	1.3	1.5	1.2
Non-durable goods.....	102	102	93	2.1	2.1	1.9
Trade, transportation, and utilities.....	913	1,271	894	3.1	4.3	3.0
Wholesale trade.....	98	98	82	1.6	1.6	1.3
Retail trade.....	479	634	470	3.0	4.0	2.9
Transportation, warehousing, and utilities.....	336	539	342	4.4	7.2	4.5
Information.....	50	76	71	1.7	2.6	2.4
Financial activities.....	164	127	155	1.8	1.4	1.7
Finance and insurance.....	104	93	88	1.5	1.4	1.3
Real estate and rental and leasing.....	60	33	66	2.4	1.3	2.6
Professional and business services.....	712	874	680	3.1	3.9	3.0
Private education and health services.....	625	620	604	2.3	2.2	2.2
Private educational services.....	46	67	38	1.1	1.6	0.9
Health care and social assistance.....	578	553	565	2.5	2.3	2.4
Leisure and hospitality.....	675	785	756	4.1	4.6	4.5
Arts, entertainment, and recreation.....	93	124	91	3.7	4.8	3.6
Accommodation and food services.....	582	661	665	4.1	4.6	4.6
Other services.....	188	161	146	3.1	2.7	2.4
Government.....	236	228	203	1.0	1.0	0.9
Federal.....	29	44	23	1.0	1.6	0.8
State and local.....	207	184	180	1.0	0.9	0.9
State and local education.....	93	90	69	0.8	0.8	0.6
State and local, excluding education.....	114	93	111	1.2	1.0	1.1
<b>REGION<sup>3</sup></b>						
Northeast.....	556	821	656	2.0	2.9	2.3
South.....	1,573	1,682	1,444	2.6	2.8	2.4
Midwest.....	868	1,031	867	2.6	3.0	2.6
West.....	950	1,066	927	2.5	2.8	2.5

<sup>1</sup> The hires level is the number of hires during the entire month.<sup>2</sup> The hires rate is the number of hires during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

**Table 10. Total separations levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Total.....	4,850	4,506	5,080	3.0	2.8	3.2
<b>INDUSTRY</b>						
Total private.....	4,534	4,302	4,781	3.3	3.1	3.5
Mining and logging.....	23	16	23	3.7	2.7	3.9
Construction.....	298	296	369	3.6	3.5	4.5
Manufacturing.....	249	233	245	1.9	1.8	1.9
Durable goods.....	129	122	121	1.6	1.5	1.5
Non-durable goods.....	120	112	124	2.5	2.3	2.6
Trade, transportation, and utilities.....	1,117	929	1,226	3.7	3.2	4.1
Wholesale trade.....	109	99	106	1.8	1.6	1.7
Retail trade.....	612	538	644	3.8	3.4	4.0
Transportation, warehousing, and utilities.....	396	293	475	5.2	3.9	6.3
Information.....	62	73	103	2.1	2.5	3.5
Financial activities.....	168	152	150	1.8	1.6	1.6
Finance and insurance.....	114	117	93	1.7	1.7	1.4
Real estate and rental and leasing.....	55	35	58	2.2	1.4	2.3
Professional and business services.....	937	990	930	4.1	4.4	4.1
Private education and health services.....	677	575	675	2.5	2.1	2.4
Private educational services.....	76	60	62	1.9	1.4	1.5
Health care and social assistance.....	601	515	613	2.6	2.2	2.6
Leisure and hospitality.....	804	888	906	4.8	5.3	5.4
Arts, entertainment, and recreation.....	141	203	125	5.6	7.9	4.9
Accommodation and food services.....	663	685	781	4.7	4.8	5.5
Other services.....	198	148	155	3.3	2.4	2.6
Government.....	317	204	299	1.3	0.9	1.3
Federal.....	31	28	44	1.0	1.0	1.6
State and local.....	285	176	255	1.4	0.8	1.2
State and local education.....	143	72	125	1.3	0.6	1.1
State and local, excluding education.....	142	104	130	1.5	1.1	1.3
<b>REGION<sup>3</sup></b>						
Northeast.....	767	749	825	2.7	2.6	2.9
South.....	1,941	1,715	1,900	3.2	2.8	3.1
Midwest.....	1,068	987	1,226	3.2	2.9	3.6
West.....	1,074	1,055	1,128	2.9	2.8	3.0

<sup>1</sup> The total separations level is the number of total separations during the entire month.<sup>2</sup> The total separations rate is the number of total separations during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

**Table 11. Quits levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Total.....	2,608	2,686	2,747	1.6	1.7	1.7
<b>INDUSTRY</b>						
Total private.....	2,452	2,568	2,605	1.8	1.9	1.9
Mining and logging.....	7	11	13	1.1	1.8	2.2
Construction.....	88	111	126	1.1	1.3	1.5
Manufacturing.....	127	138	131	1.0	1.1	1.0
Durable goods.....	70	67	62	0.9	0.8	0.8
Nondurable goods.....	56	72	69	1.2	1.5	1.4
Trade, transportation, and utilities.....	578	636	727	1.9	2.2	2.4
Wholesale trade.....	63	56	77	1.0	0.9	1.2
Retail trade.....	344	393	462	2.2	2.5	2.9
Transportation, warehousing, and utilities.....	170	187	187	2.2	2.5	2.5
Information.....	27	25	49	0.9	0.8	1.7
Financial activities.....	91	86	83	1.0	0.9	0.9
Finance and insurance.....	63	62	54	0.9	0.9	0.8
Real estate and rental and leasing.....	28	24	29	1.1	1.0	1.2
Professional and business services.....	459	440	307	2.0	1.9	1.4
Private education and health services.....	444	403	432	1.6	1.4	1.6
Private educational services.....	49	38	29	1.2	0.9	0.7
Health care and social assistance.....	395	365	403	1.7	1.5	1.7
Leisure and hospitality.....	483	624	643	2.9	3.7	3.8
Arts, entertainment, and recreation.....	40	41	38	1.6	1.6	1.5
Accommodation and food services.....	442	583	605	3.1	4.1	4.2
Other services.....	149	94	94	2.5	1.6	1.6
Government.....	156	118	142	0.7	0.5	0.6
Federal.....	12	12	13	0.4	0.4	0.5
State and local.....	144	106	129	0.7	0.5	0.6
State and local education.....	68	46	65	0.6	0.4	0.6
State and local, excluding education.....	76	60	64	0.8	0.6	0.7
<b>REGION<sup>3</sup></b>						
Northeast.....	336	379	351	1.2	1.3	1.2
South.....	1,123	1,093	1,096	1.9	1.8	1.8
Midwest.....	527	652	716	1.6	1.9	2.1
West.....	622	562	585	1.7	1.5	1.6

<sup>1</sup> The quits level is the number of quits during the entire month.<sup>2</sup> The quits rate is the number of quits during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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 adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Total.....	1,910	1,614	2,029	1.2	1.0	1.3
<b>INDUSTRY</b>						
Total private.....	1,814	1,564	1,960	1.3	1.1	1.4
Mining and logging.....	15	4	9	2.4	0.7	1.5
Construction.....	189	174	222	2.3	2.1	2.7
Manufacturing.....	100	82	97	0.8	0.6	0.8
Durable goods.....	45	45	51	0.6	0.6	0.6
Non-durable goods.....	55	37	47	1.1	0.8	1.0
Trade, transportation, and utilities.....	498	269	469	1.7	0.9	1.6
Wholesale trade.....	34	38	20	0.5	0.6	0.3
Retail trade.....	248	135	170	1.6	0.9	1.1
Transportation, warehousing, and utilities.....	216	95	279	2.8	1.3	3.7
Information.....	29	43	51	1.0	1.5	1.7
Financial activities.....	53	48	37	0.6	0.5	0.4
Finance and insurance.....	30	38	17	0.4	0.6	0.2
Real estate and rental and leasing.....	23	10	20	0.9	0.4	0.8
Professional and business services.....	422	502	583	1.9	2.2	2.6
Private education and health services.....	178	139	190	0.7	0.5	0.7
Private educational services.....	23	18	25	0.6	0.4	0.6
Health care and social assistance.....	155	121	166	0.7	0.5	0.7
Leisure and hospitality.....	282	249	249	1.7	1.5	1.5
Arts, entertainment, and recreation.....	96	157	86	3.8	6.1	3.4
Accommodation and food services.....	185	91	163	1.3	0.6	1.1
Other services.....	49	52	52	0.8	0.9	0.9
Government.....	96	50	69	0.4	0.2	0.3
Federal.....	7	7	6	0.2	0.3	0.2
State and local.....	89	43	63	0.4	0.2	0.3
State and local education.....	58	17	41	0.5	0.2	0.4
State and local, excluding education.....	31	26	22	0.3	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	361	330	384	1.3	1.2	1.3
South.....	707	543	705	1.2	0.9	1.2
Midwest.....	468	303	469	1.4	0.9	1.4
West.....	374	439	471	1.0	1.2	1.3

<sup>1</sup> The layoffs and discharges level is the number of layoffs and discharges during the entire month.<sup>2</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>p</sup> Preliminary

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

**Table 13. Other separations levels and rates by industry and region, not seasonally adjusted<sup>1</sup>**

Industry and region	Levels (in thousands)			Rates <sup>2</sup>		
	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
Total.....	332	206	304	0.2	0.1	0.2
<b>INDUSTRY</b>						
Total private.....	267	169	216	0.2	0.1	0.2
Mining and logging.....	2	1	1	0.3	0.1	0.2
Construction.....	21	11	21	0.3	0.1	0.3
Manufacturing.....	22	13	17	0.2	0.1	0.1
Durable goods.....	13	10	8	0.2	0.1	0.1
Non-durable goods.....	8	3	9	0.2	0.1	0.2
Trade, transportation, and utilities.....	42	24	31	0.1	0.1	0.1
Wholesale trade.....	11	5	10	0.2	0.1	0.2
Retail trade.....	20	10	12	0.1	0.1	0.1
Transportation, warehousing, and utilities.....	10	10	9	0.1	0.1	0.1
Information.....	6	5	2	0.2	0.2	0.1
Financial activities.....	24	18	30	0.3	0.2	0.3
Finance and insurance.....	21	18	22	0.3	0.3	0.3
Real estate and rental and leasing.....	4	1	8	0.1	0.0	0.3
Professional and business services.....	56	47	40	0.2	0.2	0.2
Private education and health services.....	55	33	52	0.2	0.1	0.2
Private educational services.....	5	3	9	0.1	0.1	0.2
Health care and social assistance.....	50	30	44	0.2	0.1	0.2
Leisure and hospitality.....	40	16	14	0.2	0.1	0.1
Arts, entertainment, and recreation.....	5	5	1	0.2	0.2	0.0
Accommodation and food services.....	35	11	13	0.2	0.1	0.1
Other services.....	1	1	8	0.0	0.0	0.1
Government.....	65	37	88	0.3	0.2	0.4
Federal.....	13	9	24	0.4	0.3	0.9
State and local.....	52	27	63	0.2	0.1	0.3
State and local education.....	17	9	19	0.2	0.1	0.2
State and local, excluding education.....	35	18	44	0.4	0.2	0.5
<b>REGION<sup>3</sup></b>						
Northeast.....	71	40	89	0.2	0.1	0.3
South.....	111	80	100	0.2	0.1	0.2
Midwest.....	73	33	42	0.2	0.1	0.1
West.....	78	53	72	0.2	0.1	0.2

<sup>1</sup> The other separations level is the number of other separations during the entire month.<sup>2</sup> The other separations rate is the number of other separations during the entire month as a percent of employment.<sup>3</sup> The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>	Dec. 2024	Nov. 2025	Dec. 2025 <sup>p</sup>
<b>JOB OPENINGS</b>						
Total private.....	6,099	5,886	5,309	4.3	4.1	3.7
1 to 9 employees.....	1,287	1,134	1,035	5.5	5.1	4.2
10 to 49 employees.....	1,747	1,812	1,539	3.9	4.2	3.6
50 to 249 employees.....	1,672	1,640	1,597	4.2	3.7	3.7
250 to 999 employees.....	784	675	580	3.9	3.5	3.1
1,000 to 4,999 employees.....	401	436	382	4.4	4.9	4.3
5,000 or more employees.....	207	190	177	4.1	4.1	3.9
<b>HIREs</b>						
Total private.....	3,710	4,372	3,692	2.7	3.2	2.7
1 to 9 employees.....	517	503	522	2.3	2.4	2.2
10 to 49 employees.....	1,242	1,290	1,218	2.9	3.1	3.0
50 to 249 employees.....	1,154	1,455	1,230	3.0	3.4	2.9
250 to 999 employees.....	509	722	433	2.6	3.9	2.4
1,000 to 4,999 employees.....	226	337	229	2.6	4.0	2.7
5,000 or more employees.....	62	66	60	1.3	1.5	1.4
<b>TOTAL SEPARATIONS</b>						
Total private.....	4,534	4,302	4,781	3.3	3.1	3.5
1 to 9 employees.....	525	520	614	2.4	2.5	2.6
10 to 49 employees.....	1,531	1,494	1,505	3.6	3.6	3.7
50 to 249 employees.....	1,444	1,379	1,530	3.8	3.2	3.7
250 to 999 employees.....	636	576	737	3.3	3.1	4.1
1,000 to 4,999 employees.....	321	272	336	3.7	3.2	3.9
5,000 or more employees.....	76	61	59	1.6	1.4	1.4
<b>QUITs</b>						
Total private.....	2,452	2,568	2,605	1.8	1.9	1.9
1 to 9 employees.....	235	259	259	1.1	1.2	1.1
10 to 49 employees.....	828	868	925	1.9	2.1	2.3
50 to 249 employees.....	862	895	908	2.2	2.1	2.2
250 to 999 employees.....	343	358	337	1.8	1.9	1.9
1,000 to 4,999 employees.....	151	154	147	1.7	1.8	1.7
5,000 or more employees.....	35	35	29	0.7	0.8	0.7
<b>LAYOFFS AND DISCHARGES</b>						
Total private.....	1,814	1,564	1,960	1.3	1.1	1.4
1 to 9 employees.....	276	216	306	1.2	1.0	1.3
10 to 49 employees.....	601	569	501	1.4	1.4	1.2
50 to 249 employees.....	508	445	579	1.3	1.0	1.4
250 to 999 employees.....	259	205	376	1.3	1.1	2.1
1,000 to 4,999 employees.....	141	110	175	1.6	1.3	2.0
5,000 or more employees.....	29	19	23	0.6	0.4	0.5
<b>OTHER SEPARATIONS</b>						
Total private.....	267	169	216	0.2	0.1	0.2
1 to 9 employees.....	14	44	49	0.1	0.2	0.2
10 to 49 employees.....	102	57	78	0.2	0.1	0.2
50 to 249 employees.....	75	40	43	0.2	0.1	0.1
250 to 999 employees.....	35	14	24	0.2	0.1	0.1
1,000 to 4,999 employees.....	29	8	14	0.3	0.1	0.2
5,000 or more employees.....	12	7	8	0.3	0.2	0.2

p Preliminary

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

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

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