

NEWS RELEASE

BUREAU OF LABOR STATISTICS

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



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JOB OPENINGS AND LABOR TURNOVER – FEBRUARY 2025

The number of job openings was little changed at 7.6 million in February, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and total separations held at 5.4 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. 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.

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

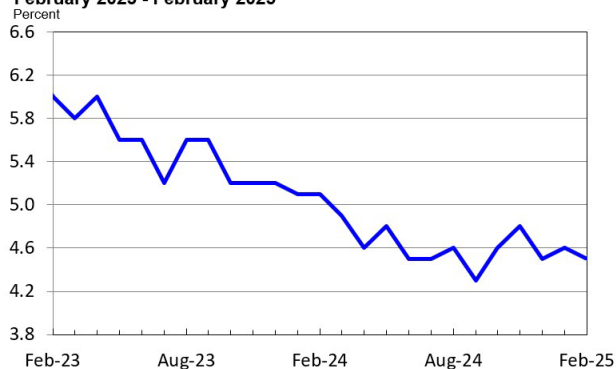
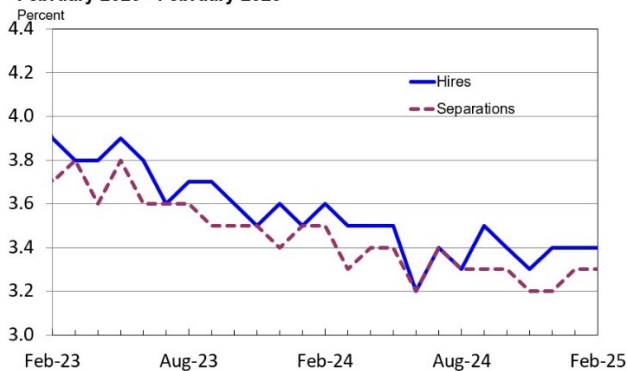


Chart 2. Hires and total separations rates, seasonally adjusted, February 2023 - February 2025



Job Openings

The number of **job openings** was little changed at 7.6 million in February but was down by 877,000 over the year. The job openings rate, at 4.5 percent, changed little over the month. The number of job openings decreased in finance and insurance (-80,000). (See table 1.)

Hires

In February, the number and rate of **hires** were unchanged at 5.4 million and 3.4 percent, respectively. The number of hires was little changed in all industries in February. (See table 2.)

Separations

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

The number and rate of **total separations** in February were unchanged at 5.3 million and 3.3 percent, respectively. Total separations increased in state and local government education (+32,000) and in federal government (+11,000). (See table 3.)

In February, the number of **quits** was little changed at 3.2 million but was down by 273,000 over the year. Over the month, the quits rate was unchanged at 2.0 percent. Quits increased in state and local government education (+28,000). (See table 4.)

In February, the number of **layoffs and discharges** changed little at 1.8 million. The layoffs and discharges rate was unchanged at 1.1 percent. Layoffs and discharges increased in retail trade (+67,000), real estate and rental and leasing (+24,000), and federal government (+18,000). Layoffs and discharges decreased in transportation, warehousing, and utilities (-42,000). (See table 5.)

The number of **other separations** decreased 67,000 to 275,000 in February. (See table 6.)

Establishment Size Class

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

January 2025 Revisions

The number of job openings for January was revised up by 22,000 to 7.8 million, the number of hires was revised down by 22,000 to 5.4 million, and the number of total separations was revised up by 20,000 to 5.3 million. Within separations, the number of quits was revised down by 10,000 to 3.3 million, and the number of layoffs and discharges was revised up by 39,000 to 1.7 million. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

The Job Openings and Labor Turnover Survey estimates for March 2025 are scheduled to be released on Tuesday, April 29, 2025, at 10:00 a.m. (ET).

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

Category	Job openings			Hires			Total separations		
	Feb. 2024	Jan. 2025	Feb. 2025 ^P	Feb. 2024	Jan. 2025	Feb. 2025 ^P	Feb. 2024	Jan. 2025	Feb. 2025 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	8,445	7,762	7,568	5,664	5,371	5,396	5,476	5,272	5,261
Total private.....	7,521	6,860	6,667	5,277	5,000	5,046	5,146	4,959	4,915
Mining and logging.....	28	16	20	21	17	21	20	20	16
Construction.....	429	242	264	374	346	354	356	333	344
Manufacturing.....	561	513	482	324	332	332	347	337	324
Durable goods.....	366	369	348	176	194	202	195	202	194
Nondurable goods.....	195	144	133	148	138	130	152	135	130
Trade, transportation, and utilities.....	1,041	1,234	1,071	1,110	1,092	1,086	1,079	1,084	1,085
Wholesale trade.....	142	226	170	153	156	179	154	165	148
Retail trade.....	584	656	530	654	637	603	664	597	644
Transportation, warehousing, and utilities.....	316	352	370	302	298	304	260	322	293
Information.....	137	130	144	89	80	80	86	81	85
Financial activities.....	611	516	436	194	201	215	192	181	180
Finance and insurance.....	468	350	270	116	133	144	119	125	111
Real estate and rental and leasing.....	142	166	166	78	68	71	74	56	69
Professional and business services.....	1,399	1,211	1,345	1,057	962	1,044	1,047	1,038	1,007
Private education and health services.....	1,918	1,650	1,617	864	833	812	766	747	733
Private educational services.....	154	152	165	83	90	90	72	83	80
Health care and social assistance.....	1,765	1,498	1,452	781	743	721	693	664	653
Leisure and hospitality.....	1,087	1,057	996	1,019	901	883	1,051	892	919
Arts, entertainment, and recreation.....	169	156	129	184	159	176	214	147	172
Accommodation and food services.....	918	901	867	835	742	707	837	745	747
Other services.....	311	291	293	225	238	221	203	247	221
Government.....	924	902	901	388	371	350	330	313	346
Federal.....	147	132	138	43	34	29	33	29	40
State and local.....	777	770	763	345	337	322	297	284	306
State and local education.....	249	282	278	154	176	168	140	140	172
State and local, excluding education.....	528	489	485	191	161	153	157	144	133
RATES BY INDUSTRY (percent)									
Total.....	5.1	4.7	4.5	3.6	3.4	3.4	3.5	3.3	3.3
Total private.....	5.3	4.8	4.7	3.9	3.7	3.7	3.8	3.7	3.6
Mining and logging.....	4.3	2.6	3.2	3.3	2.7	3.3	3.1	3.2	2.5
Construction.....	5.0	2.8	3.1	4.6	4.2	4.3	4.4	4.0	4.1
Manufacturing.....	4.2	3.9	3.6	2.5	2.6	2.6	2.7	2.6	2.5
Durable goods.....	4.4	4.5	4.2	2.2	2.5	2.5	2.4	2.6	2.5
Nondurable goods.....	3.9	2.9	2.7	3.0	2.8	2.7	3.1	2.8	2.7
Trade, transportation, and utilities.....	3.5	4.1	3.5	3.8	3.8	3.7	3.7	3.7	3.7
Wholesale trade.....	2.3	3.5	2.7	2.5	2.5	2.9	2.5	2.7	2.4
Retail trade.....	3.6	4.0	3.3	4.2	4.1	3.9	4.3	3.8	4.1
Transportation, warehousing, and utilities.....	4.2	4.6	4.8	4.2	4.1	4.1	3.6	4.4	4.0
Information.....	4.4	4.2	4.6	3.0	2.7	2.7	2.9	2.7	2.9
Financial activities.....	6.3	5.3	4.5	2.1	2.2	2.3	2.1	2.0	2.0
Finance and insurance.....	6.5	4.9	3.8	1.7	2.0	2.1	1.8	1.9	1.6
Real estate and rental and leasing.....	5.5	6.3	6.3	3.2	2.7	2.8	3.0	2.3	2.8
Professional and business services.....	5.8	5.1	5.6	4.7	4.3	4.6	4.6	4.6	4.5
Private education and health services.....	6.8	5.8	5.6	3.3	3.1	3.0	2.9	2.8	2.7
Private educational services.....	3.8	3.7	4.0	2.1	2.2	2.3	1.8	2.1	2.0
Health care and social assistance.....	7.4	6.1	5.9	3.5	3.2	3.1	3.1	2.9	2.8
Leisure and hospitality.....	6.1	5.9	5.5	6.1	5.3	5.2	6.3	5.3	5.4
Arts, entertainment, and recreation.....	6.1	5.5	4.6	7.1	5.9	6.5	8.3	5.5	6.4
Accommodation and food services.....	6.1	5.9	5.7	5.9	5.2	5.0	5.9	5.2	5.2
Other services.....	5.0	4.6	4.6	3.8	4.0	3.7	3.4	4.1	3.7

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Government.....	3.8	3.7	3.7	1.7	1.6	1.5	1.4	1.3	1.5
Federal.....	4.7	4.2	4.4	1.4	1.1	1.0	1.1	1.0	1.3
State and local.....	3.7	3.6	3.6	1.7	1.6	1.6	1.5	1.4	1.5
State and local education.....	2.3	2.5	2.5	1.4	1.6	1.6	1.3	1.3	1.6
State and local, excluding education.	5.2	4.8	4.7	2.0	1.7	1.6	1.6	1.5	1.4

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					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
Total.....	8,445	8,031	7,508	7,762	7,568	-194	5.1	4.8	4.5	4.7	4.5	-0.2
INDUSTRY												
Total private.....	7,521	7,162	6,634	6,860	6,667	-193	5.3	5.0	4.7	4.8	4.7	-0.1
Mining and logging.....	28	21	20	16	20	4	4.3	3.2	3.1	2.6	3.2	0.6
Construction.....	429	277	205	242	264	22	5.0	3.2	2.4	2.8	3.1	0.3
Manufacturing.....	561	443	431	513	482	-31	4.2	3.4	3.3	3.9	3.6	-0.3
Durable goods.....	366	286	291	369	348	-21	4.4	3.5	3.5	4.5	4.2	-0.3
Nondurable goods.....	195	157	140	144	133	-11	3.9	3.1	2.8	2.9	2.7	-0.2
Trade, transportation, and utilities.....	1,041	1,007	1,079	1,234	1,071	-163	3.5	3.4	3.6	4.1	3.5	-0.6
Wholesale trade.....	142	157	180	226	170	-56	2.3	2.5	2.8	3.5	2.7	-0.8
Retail trade.....	584	549	519	656	530	-126	3.6	3.4	3.2	4.0	3.3	-0.7
Transportation, warehousing, and utilities.....	316	300	380	352	370	18	4.2	4.0	5.0	4.6	4.8	0.2
Information.....	137	122	106	130	144	14	4.4	4.0	3.5	4.2	4.6	0.4
Financial activities.....	611	550	406	516	436	-80	6.3	5.6	4.2	5.3	4.5	-0.8
Finance and insurance.....	468	398	282	350	270	-80	6.5	5.6	4.0	4.9	3.8	-1.1
Real estate and rental and leasing. ...	142	152	124	166	166	0	5.5	5.8	4.8	6.3	6.3	0.0
Professional and business services.	1,399	1,733	1,364	1,211	1,345	134	5.8	7.1	5.7	5.1	5.6	0.5
Private education and health services... ..	1,918	1,690	1,585	1,650	1,617	-33	6.8	5.9	5.6	5.8	5.6	-0.2
Private educational services.....	154	170	164	152	165	13	3.8	4.1	4.0	3.7	4.0	0.3
Health care and social assistance. ...	1,765	1,520	1,421	1,498	1,452	-46	7.4	6.2	5.8	6.1	5.9	-0.2
Leisure and hospitality.....	1,087	1,021	1,147	1,057	996	-61	6.1	5.7	6.3	5.9	5.5	-0.4
Arts, entertainment, and recreation. ...	169	126	184	156	129	-27	6.1	4.5	6.5	5.5	4.6	-0.9
Accommodation and food services. ...	918	896	963	901	867	-34	6.1	5.9	6.3	5.9	5.7	-0.2
Other services.....	311	297	290	291	293	2	5.0	4.7	4.6	4.6	4.6	0.0
Government.....	924	869	874	902	901	-1	3.8	3.6	3.6	3.7	3.7	0.0
Federal.....	147	121	138	132	138	6	4.7	3.9	4.4	4.2	4.4	0.2
State and local.....	777	749	736	770	763	-7	3.7	3.5	3.5	3.6	3.6	0.0
State and local education.....	249	251	270	282	278	-4	2.3	2.3	2.4	2.5	2.5	0.0
State and local, excluding education.....	528	498	466	489	485	-4	5.2	4.9	4.6	4.8	4.7	-0.1
REGION³												
Northeast.....	1,434	1,297	1,318	1,366	1,332	-34	4.9	4.4	4.5	4.6	4.5	-0.1
South.....	3,298	3,338	2,968	3,060	2,986	-74	5.3	5.3	4.7	4.9	4.7	-0.2
Midwest.....	1,855	1,664	1,636	1,665	1,631	-34	5.3	4.7	4.6	4.7	4.6	-0.1
West.....	1,858	1,732	1,586	1,670	1,619	-51	4.8	4.5	4.1	4.3	4.2	-0.1

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
Total.....	5,664	5,307	5,374	5,371	5,396	25	3.6	3.3	3.4	3.4	3.4	0.0
INDUSTRY												
Total private.....	5,277	4,961	4,998	5,000	5,046	46	3.9	3.7	3.7	3.7	3.7	0.0
Mining and logging.....	21	21	21	17	21	4	3.3	3.3	3.4	2.7	3.3	0.6
Construction.....	374	337	327	346	354	8	4.6	4.1	4.0	4.2	4.3	0.1
Manufacturing.....	324	302	300	332	332	0	2.5	2.4	2.4	2.6	2.6	0.0
Durable goods.....	176	155	155	194	202	8	2.2	2.0	2.0	2.5	2.5	0.0
Nondurable goods.....	148	147	145	138	130	-8	3.0	3.0	3.0	2.8	2.7	-0.1
Trade, transportation, and utilities.....	1,110	1,071	1,066	1,092	1,086	-6	3.8	3.7	3.7	3.8	3.7	-0.1
Wholesale trade.....	153	143	136	156	179	23	2.5	2.3	2.2	2.5	2.9	0.4
Retail trade.....	654	595	608	637	603	-34	4.2	3.8	3.9	4.1	3.9	-0.2
Transportation, warehousing, and utilities.....	302	334	322	298	304	6	4.2	4.6	4.4	4.1	4.1	0.0
Information.....	89	77	78	80	80	0	3.0	2.6	2.6	2.7	2.7	0.0
Financial activities.....	194	181	217	201	215	14	2.1	2.0	2.4	2.2	2.3	0.1
Finance and insurance.....	116	113	143	133	144	11	1.7	1.7	2.1	2.0	2.1	0.1
Real estate and rental and leasing. ...	78	68	73	68	71	3	3.2	2.8	3.0	2.7	2.8	0.1
Professional and business services.	1,057	962	935	962	1,044	82	4.7	4.3	4.1	4.3	4.6	0.3
Private education and health services... ..	864	830	858	833	812	-21	3.3	3.1	3.2	3.1	3.0	-0.1
Private educational services.....	83	92	99	90	90	0	2.1	2.3	2.5	2.2	2.3	0.1
Health care and social assistance. ...	781	737	759	743	721	-22	3.5	3.2	3.3	3.2	3.1	-0.1
Leisure and hospitality.....	1,019	953	959	901	883	-18	6.1	5.6	5.6	5.3	5.2	-0.1
Arts, entertainment, and recreation. ...	184	173	144	159	176	17	7.1	6.5	5.4	5.9	6.5	0.6
Accommodation and food services. ...	835	780	815	742	707	-35	5.9	5.5	5.7	5.2	5.0	-0.2
Other services.....	225	227	237	238	221	-17	3.8	3.8	3.9	4.0	3.7	-0.3
Government.....	388	346	375	371	350	-21	1.7	1.5	1.6	1.6	1.5	-0.1
Federal.....	43	28	31	34	29	-5	1.4	0.9	1.0	1.1	1.0	-0.1
State and local.....	345	318	344	337	322	-15	1.7	1.5	1.7	1.6	1.6	0.0
State and local education.....	154	163	181	176	168	-8	1.4	1.5	1.7	1.6	1.6	0.0
State and local, excluding education.....	191	155	164	161	153	-8	2.0	1.6	1.7	1.7	1.6	-0.1
REGION³												
Northeast.....	847	851	800	830	840	10	3.0	3.0	2.8	2.9	3.0	0.1
South.....	2,497	2,071	2,099	2,224	2,222	-2	4.2	3.5	3.5	3.7	3.7	0.0
Midwest.....	1,140	1,170	1,154	1,137	1,130	-7	3.4	3.5	3.4	3.4	3.4	0.0
West.....	1,181	1,215	1,321	1,180	1,205	25	3.2	3.3	3.5	3.2	3.2	0.0

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					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
Total.....	5,476	5,087	5,082	5,272	5,261	-11	3.5	3.2	3.2	3.3	3.3	0.0
INDUSTRY												
Total private.....	5,146	4,757	4,731	4,959	4,915	-44	3.8	3.5	3.5	3.7	3.6	-0.1
Mining and logging.....	20	20	23	20	16	-4	3.1	3.3	3.7	3.2	2.5	-0.7
Construction.....	356	312	268	333	344	11	4.4	3.8	3.2	4.0	4.1	0.1
Manufacturing.....	347	315	315	337	324	-13	2.7	2.5	2.5	2.6	2.5	-0.1
Durable goods.....	195	165	175	202	194	-8	2.4	2.1	2.2	2.6	2.5	-0.1
Nondurable goods.....	152	150	141	135	130	-5	3.1	3.1	2.9	2.8	2.7	-0.1
Trade, transportation, and utilities.....	1,079	1,032	1,047	1,084	1,085	1	3.7	3.6	3.6	3.7	3.7	0.0
Wholesale trade.....	154	137	131	165	148	-17	2.5	2.2	2.1	2.7	2.4	-0.3
Retail trade.....	664	581	595	597	644	47	4.3	3.7	3.8	3.8	4.1	0.3
Transportation, warehousing, and utilities.....	260	314	321	322	293	-29	3.6	4.3	4.4	4.4	4.0	-0.4
Information.....	86	75	67	81	85	4	2.9	2.6	2.3	2.7	2.9	0.2
Financial activities.....	192	175	195	181	180	-1	2.1	1.9	2.1	2.0	2.0	0.0
Finance and insurance.....	119	109	130	125	111	-14	1.8	1.6	1.9	1.9	1.6	-0.3
Real estate and rental and leasing. . .	74	67	66	56	69	13	3.0	2.7	2.6	2.3	2.8	0.5
Professional and business services. . . .	1,047	963	919	1,038	1,007	-31	4.6	4.3	4.1	4.6	4.5	-0.1
Private education and health services...	766	731	761	747	733	-14	2.9	2.7	2.8	2.8	2.7	-0.1
Private educational services.....	72	91	89	83	80	-3	1.8	2.3	2.2	2.1	2.0	-0.1
Health care and social assistance. . .	693	639	671	664	653	-11	3.1	2.8	2.9	2.9	2.8	-0.1
Leisure and hospitality.....	1,051	920	903	892	919	27	6.3	5.4	5.3	5.3	5.4	0.1
Arts, entertainment, and recreation. . .	214	140	144	147	172	25	8.3	5.3	5.4	5.5	6.4	0.9
Accommodation and food services. . .	837	780	759	745	747	2	5.9	5.5	5.3	5.2	5.2	0.0
Other services.....	203	214	232	247	221	-26	3.4	3.6	3.9	4.1	3.7	-0.4
Government.....	330	330	351	313	346	33	1.4	1.4	1.5	1.3	1.5	0.2
Federal.....	33	30	28	29	40	11	1.1	1.0	0.9	1.0	1.3	0.3
State and local.....	297	301	324	284	306	22	1.5	1.5	1.6	1.4	1.5	0.1
State and local education.....	140	156	176	140	172	32	1.3	1.4	1.6	1.3	1.6	0.3
State and local, excluding education.....	157	145	148	144	133	-11	1.6	1.5	1.5	1.5	1.4	-0.1
REGION³												
Northeast.....	844	759	756	808	839	31	3.0	2.7	2.7	2.9	3.0	0.1
South.....	2,208	1,999	2,117	2,046	2,152	106	3.7	3.3	3.5	3.4	3.6	0.2
Midwest.....	1,147	1,090	1,080	1,171	1,061	-110	3.4	3.2	3.2	3.5	3.1	-0.4
West.....	1,276	1,239	1,130	1,247	1,209	-38	3.5	3.3	3.0	3.3	3.2	-0.1

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					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
Total.....	3,468	3,032	3,095	3,256	3,195	-61	2.2	1.9	1.9	2.0	2.0	0.0
INDUSTRY												
Total private.....	3,276	2,850	2,899	3,078	2,998	-80	2.4	2.1	2.1	2.3	2.2	-0.1
Mining and logging.....	14	11	9	14	10	-4	2.2	1.8	1.5	2.2	1.7	-0.5
Construction.....	148	143	113	164	181	17	1.8	1.7	1.4	2.0	2.2	0.2
Manufacturing.....	210	174	182	185	184	-1	1.6	1.4	1.4	1.4	1.4	0.0
Durable goods.....	119	92	105	110	113	3	1.5	1.2	1.3	1.4	1.4	0.0
Nondurable goods.....	91	82	77	75	71	-4	1.9	1.7	1.6	1.6	1.5	-0.1
Trade, transportation, and utilities.....	716	659	617	669	658	-11	2.5	2.3	2.1	2.3	2.3	0.0
Wholesale trade.....	94	85	83	105	86	-19	1.5	1.4	1.3	1.7	1.4	-0.3
Retail trade.....	468	387	380	395	396	1	3.0	2.5	2.4	2.5	2.5	0.0
Transportation, warehousing, and utilities.....	154	187	153	169	177	8	2.1	2.6	2.1	2.3	2.4	0.1
Information.....	47	32	35	43	29	-14	1.6	1.1	1.2	1.5	1.0	-0.5
Financial activities.....	125	111	115	123	108	-15	1.4	1.2	1.3	1.3	1.2	-0.1
Finance and insurance.....	82	75	76	73	70	-3	1.2	1.1	1.1	1.1	1.0	-0.1
Real estate and rental and leasing. ...	43	37	39	50	38	-12	1.7	1.5	1.6	2.0	1.5	-0.5
Professional and business services.	588	481	535	589	552	-37	2.6	2.1	2.4	2.6	2.4	-0.2
Private education and health services... ..	550	493	512	509	481	-28	2.1	1.8	1.9	1.9	1.8	-0.1
Private educational services.....	54	61	55	52	47	-5	1.4	1.5	1.4	1.3	1.2	-0.1
Health care and social assistance. ...	496	432	457	457	434	-23	2.2	1.9	2.0	2.0	1.9	-0.1
Leisure and hospitality.....	734	593	603	607	635	28	4.4	3.5	3.6	3.6	3.7	0.1
Arts, entertainment, and recreation. ...	78	64	60	71	81	10	3.0	2.4	2.3	2.7	3.0	0.3
Accommodation and food services. ...	656	528	543	536	554	18	4.6	3.7	3.8	3.7	3.9	0.2
Other services.....	145	153	176	175	160	-15	2.4	2.5	2.9	2.9	2.7	-0.2
Government.....	192	182	197	178	197	19	0.8	0.8	0.8	0.8	0.8	0.0
Federal.....	15	14	12	13	10	-3	0.5	0.5	0.4	0.4	0.3	-0.1
State and local.....	177	168	185	165	187	22	0.9	0.8	0.9	0.8	0.9	0.1
State and local education.....	89	93	99	81	109	28	0.8	0.9	0.9	0.7	1.0	0.3
State and local, excluding education.....	87	74	86	84	78	-6	0.9	0.8	0.9	0.9	0.8	-0.1
REGION³												
Northeast.....	477	382	424	472	463	-9	1.7	1.4	1.5	1.7	1.6	-0.1
South.....	1,462	1,281	1,339	1,340	1,365	25	2.5	2.1	2.2	2.2	2.3	0.1
Midwest.....	721	641	623	702	669	-33	2.2	1.9	1.9	2.1	2.0	-0.1
West.....	808	728	709	741	698	-43	2.2	2.0	1.9	2.0	1.9	-0.1

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					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
Total.....	1,681	1,739	1,669	1,674	1,790	116	1.1	1.1	1.1	1.1	1.1	0.0
INDUSTRY												
Total private.....	1,594	1,657	1,573	1,596	1,692	96	1.2	1.2	1.2	1.2	1.2	0.0
Mining and logging.....	5	7	12	4	4	0	0.9	1.2	1.9	0.6	0.6	0.0
Construction.....	198	137	138	149	145	-4	2.4	1.7	1.7	1.8	1.7	-0.1
Manufacturing.....	119	126	112	132	120	-12	0.9	1.0	0.9	1.0	0.9	-0.1
Durable goods.....	65	65	58	80	68	-12	0.8	0.8	0.7	1.0	0.9	-0.1
Nondurable goods.....	54	61	55	52	51	-1	1.1	1.3	1.1	1.1	1.1	0.0
Trade, transportation, and utilities.....	288	337	387	361	392	31	1.0	1.2	1.3	1.2	1.3	0.1
Wholesale trade.....	49	47	37	48	53	5	0.8	0.8	0.6	0.8	0.9	0.1
Retail trade.....	142	178	192	171	238	67	0.9	1.1	1.2	1.1	1.5	0.4
Transportation, warehousing, and utilities.....	97	112	157	143	101	-42	1.3	1.5	2.2	1.9	1.4	-0.5
Information.....	25	38	26	30	49	19	0.9	1.3	0.9	1.0	1.7	0.7
Financial activities.....	45	46	57	35	61	26	0.5	0.5	0.6	0.4	0.7	0.3
Finance and insurance.....	24	17	34	32	33	1	0.4	0.3	0.5	0.5	0.5	0.0
Real estate and rental and leasing. ...	21	29	24	4	28	24	0.8	1.2	1.0	0.2	1.1	0.9
Professional and business services.	398	419	331	379	426	47	1.8	1.9	1.5	1.7	1.9	0.2
Private education and health services... ..	176	188	193	189	196	7	0.7	0.7	0.7	0.7	0.7	0.0
Private educational services.....	13	28	27	26	30	4	0.3	0.7	0.7	0.6	0.7	0.1
Health care and social assistance. ...	163	161	165	163	166	3	0.7	0.7	0.7	0.7	0.7	0.0
Leisure and hospitality.....	296	302	265	246	248	2	1.8	1.8	1.6	1.4	1.5	0.1
Arts, entertainment, and recreation. ...	133	73	79	71	89	18	5.1	2.7	3.0	2.7	3.3	0.6
Accommodation and food services. ...	163	229	187	175	160	-15	1.2	1.6	1.3	1.2	1.1	-0.1
Other services.....	43	56	51	71	51	-20	0.7	0.9	0.9	1.2	0.8	-0.4
Government.....	87	82	96	78	99	21	0.4	0.3	0.4	0.3	0.4	0.1
Federal.....	6	5	5	4	22	18	0.2	0.2	0.2	0.1	0.7	0.6
State and local.....	80	76	90	73	77	4	0.4	0.4	0.4	0.4	0.4	0.0
State and local education.....	35	43	57	39	38	-1	0.3	0.4	0.5	0.4	0.4	0.0
State and local, excluding education.....	46	34	34	34	39	5	0.5	0.3	0.3	0.3	0.4	0.1
REGION³												
Northeast.....	296	315	275	280	321	41	1.1	1.1	1.0	1.0	1.1	0.1
South.....	650	590	659	595	682	87	1.1	1.0	1.1	1.0	1.1	0.1
Midwest.....	356	387	391	404	356	-48	1.1	1.2	1.2	1.2	1.1	-0.1
West.....	377	447	343	394	432	38	1.0	1.2	0.9	1.1	1.2	0.1

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
Total.....	327	316	318	342	275	-67	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	275	249	260	285	225	-60	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	1	2	2	2	1	-1	0.1	0.3	0.3	0.4	0.2	-0.2
Construction.....	11	33	17	19	18	-1	0.1	0.4	0.2	0.2	0.2	0.0
Manufacturing.....	19	15	21	20	21	1	0.1	0.1	0.2	0.2	0.2	0.0
Durable goods.....	11	9	12	13	12	-1	0.1	0.1	0.2	0.2	0.2	0.0
Nondurable goods.....	7	7	9	7	9	2	0.1	0.1	0.2	0.1	0.2	0.1
Trade, transportation, and utilities.....	74	36	43	54	34	-20	0.3	0.1	0.1	0.2	0.1	-0.1
Wholesale trade.....	11	4	10	13	9	-4	0.2	0.1	0.2	0.2	0.2	0.0
Retail trade.....	54	17	23	31	10	-21	0.4	0.1	0.1	0.2	0.1	-0.1
Transportation, warehousing, and utilities.....	9	15	11	10	15	5	0.1	0.2	0.1	0.1	0.2	0.1
Information.....	13	4	6	8	7	-1	0.5	0.2	0.2	0.3	0.2	-0.1
Financial activities.....	22	18	23	22	12	-10	0.2	0.2	0.2	0.2	0.1	-0.1
Finance and insurance.....	12	17	20	20	8	-12	0.2	0.3	0.3	0.3	0.1	-0.2
Real estate and rental and leasing. ...	10	1	3	3	4	1	0.4	0.0	0.1	0.1	0.1	0.0
Professional and business services.....	61	62	53	70	29	-41	0.3	0.3	0.2	0.3	0.1	-0.2
Private education and health services... ..	40	49	56	49	57	8	0.2	0.2	0.2	0.2	0.2	0.0
Private educational services.....	5	3	6	5	4	-1	0.1	0.1	0.2	0.1	0.1	0.0
Health care and social assistance. ...	34	46	49	44	53	9	0.2	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	21	25	34	39	36	-3	0.1	0.1	0.2	0.2	0.2	0.0
Arts, entertainment, and recreation. ...	3	3	5	5	3	-2	0.1	0.1	0.2	0.2	0.1	-0.1
Accommodation and food services. ...	18	22	30	35	34	-1	0.1	0.2	0.2	0.2	0.2	0.0
Other services.....	14	5	4	0	10	10	0.2	0.1	0.1	0.0	0.2	0.2
Government.....	52	67	58	57	50	-7	0.2	0.3	0.2	0.2	0.2	0.0
Federal.....	12	10	10	12	8	-4	0.4	0.3	0.3	0.4	0.3	-0.1
State and local.....	40	57	48	45	42	-3	0.2	0.3	0.2	0.2	0.2	0.0
State and local education.....	16	20	20	19	25	6	0.2	0.2	0.2	0.2	0.2	0.0
State and local, excluding education.....	24	37	28	26	17	-9	0.2	0.4	0.3	0.3	0.2	-0.1
REGION³												
Northeast.....	71	62	56	55	55	0	0.3	0.2	0.2	0.2	0.2	0.0
South.....	95	127	119	111	106	-5	0.2	0.2	0.2	0.2	0.2	0.0
Midwest.....	70	63	66	64	36	-28	0.2	0.2	0.2	0.2	0.1	-0.1
West.....	91	64	77	112	79	-33	0.2	0.2	0.2	0.3	0.2	-0.1

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

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

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

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 ^p	Change from: Jan. 2025 - Feb. 2025 ^p
JOB OPENINGS												
Total private.....	7,521	7,162	6,634	6,860	6,667	-193	5.3	5.0	4.7	4.8	4.7	-0.1
1 to 9 employees.....	1,656	1,526	1,407	1,233	1,245	12	7.3	6.5	6.0	5.3	5.2	-0.1
10 to 49 employees.....	1,891	2,155	2,002	2,150	2,051	-99	4.6	4.9	4.5	5.1	4.8	-0.3
50 to 249 employees.....	2,189	1,959	1,825	2,005	1,868	-137	5.2	4.8	4.6	4.7	4.6	-0.1
250 to 999 employees.....	987	821	807	815	824	9	4.7	4.1	4.0	4.0	4.0	0.0
1,000 to 4,999 employees.....	547	478	387	443	472	29	5.7	5.1	4.3	4.9	4.9	0.0
5,000 or more employees.....	251	222	206	213	208	-5	5.0	4.5	4.1	4.1	4.0	-0.1
HIRES												
Total private.....	5,277	4,961	4,998	5,000	5,046	46	3.9	3.7	3.7	3.7	3.7	0.0
1 to 9 employees.....	733	706	695	828	833	5	3.5	3.2	3.1	3.8	3.7	-0.1
10 to 49 employees.....	1,780	1,674	1,787	1,551	1,603	52	4.5	4.0	4.2	3.8	4.0	0.2
50 to 249 employees.....	1,645	1,547	1,525	1,611	1,578	-33	4.1	4.0	4.0	4.0	4.1	0.1
250 to 999 employees.....	708	676	647	670	674	4	3.5	3.6	3.3	3.5	3.5	0.0
1,000 to 4,999 employees.....	331	283	265	261	273	12	3.7	3.2	3.1	3.0	3.0	0.0
5,000 or more employees.....	80	75	79	80	84	4	1.7	1.6	1.6	1.6	1.7	0.1
TOTAL SEPARATIONS												
Total private.....	5,146	4,757	4,731	4,959	4,915	-44	3.8	3.5	3.5	3.7	3.6	-0.1
1 to 9 employees.....	698	749	569	744	743	-1	3.3	3.4	2.6	3.4	3.3	-0.1
10 to 49 employees.....	1,682	1,535	1,603	1,574	1,544	-30	4.3	3.7	3.8	3.9	3.8	-0.1
50 to 249 employees.....	1,711	1,536	1,567	1,607	1,600	-7	4.3	3.9	4.1	4.0	4.1	0.1
250 to 999 employees.....	690	592	638	662	681	19	3.4	3.1	3.3	3.4	3.5	0.1
1,000 to 4,999 employees.....	299	280	278	293	279	-14	3.3	3.2	3.2	3.4	3.1	-0.3
5,000 or more employees.....	66	65	76	79	68	-11	1.4	1.4	1.6	1.6	1.4	-0.2
QUITS												
Total private.....	3,276	2,850	2,899	3,078	2,998	-80	2.4	2.1	2.1	2.3	2.2	-0.1
1 to 9 employees.....	443	423	304	528	336	-192	2.1	1.9	1.4	2.4	1.5	-0.9
10 to 49 employees.....	1,164	922	1,021	954	1,040	86	3.0	2.2	2.4	2.4	2.6	0.2
50 to 249 employees.....	1,054	950	1,013	1,005	1,040	35	2.6	2.4	2.7	2.5	2.7	0.2
250 to 999 employees.....	416	355	377	394	386	-8	2.1	1.9	1.9	2.0	2.0	0.0
1,000 to 4,999 employees.....	162	162	145	153	158	5	1.8	1.8	1.7	1.8	1.7	-0.1
5,000 or more employees.....	38	38	39	44	38	-6	0.8	0.8	0.8	0.9	0.8	-0.1
LAYOFFS AND DISCHARGES												
Total private.....	1,594	1,657	1,573	1,596	1,692	96	1.2	1.2	1.2	1.2	1.2	0.0
1 to 9 employees.....	191	251	245	155	398	243	0.9	1.2	1.1	0.7	1.7	1.0
10 to 49 employees.....	437	557	483	533	419	-114	1.1	1.3	1.1	1.3	1.0	-0.3
50 to 249 employees.....	593	517	484	533	492	-41	1.5	1.3	1.3	1.3	1.3	0.0
250 to 999 employees.....	241	207	228	238	267	29	1.2	1.1	1.2	1.2	1.4	0.2
1,000 to 4,999 employees.....	114	106	107	110	96	-14	1.3	1.2	1.3	1.3	1.1	-0.2
5,000 or more employees.....	18	18	26	26	20	-6	0.4	0.4	0.5	0.5	0.4	-0.1
OTHER SEPARATIONS												
Total private.....	275	249	260	285	225	-60	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	64	74	20	61	9	-52	0.3	0.3	0.1	0.3	0.0	-0.3
10 to 49 employees.....	81	56	99	86	84	-2	0.2	0.1	0.2	0.2	0.2	0.0
50 to 249 employees.....	64	68	70	69	69	0	0.2	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	33	30	34	29	28	-1	0.2	0.2	0.2	0.2	0.1	-0.1
1,000 to 4,999 employees.....	23	12	26	29	25	-4	0.3	0.1	0.3	0.3	0.3	0.0
5,000 or more employees.....	11	8	11	10	10	0	0.2	0.2	0.2	0.2	0.2	0.0

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

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

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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Total.....	8,213	7,870	7,376	5.0	4.8	4.5
INDUSTRY						
Total private.....	7,313	6,999	6,496	5.2	5.0	4.6
Mining and logging.....	27	16	20	4.1	2.5	3.1
Construction.....	416	246	263	5.0	3.0	3.2
Manufacturing.....	550	502	482	4.1	3.8	3.7
Durable goods.....	356	366	352	4.3	4.5	4.3
Nondurable goods.....	193	136	130	3.9	2.8	2.6
Trade, transportation, and utilities.....	979	1,124	1,003	3.3	3.7	3.4
Wholesale trade.....	146	228	173	2.3	3.6	2.7
Retail trade.....	540	538	486	3.4	3.4	3.1
Transportation, warehousing, and utilities.....	293	359	344	3.9	4.7	4.5
Information.....	139	143	154	4.5	4.7	5.0
Financial activities.....	588	573	411	6.1	5.9	4.3
Finance and insurance.....	456	380	249	6.4	5.3	3.6
Real estate and rental and leasing.....	132	193	162	5.2	7.3	6.2
Professional and business services.....	1,358	1,306	1,315	5.7	5.6	5.6
Private education and health services.....	1,877	1,798	1,576	6.7	6.3	5.5
Private educational services.....	154	148	165	3.6	3.6	3.8
Health care and social assistance.....	1,723	1,650	1,411	7.2	6.7	5.8
Leisure and hospitality.....	1,072	984	978	6.2	5.7	5.6
Arts, entertainment, and recreation.....	223	156	183	8.6	6.0	6.9
Accommodation and food services.....	849	828	795	5.8	5.6	5.4
Other services.....	309	306	295	5.0	4.9	4.7
Government.....	900	872	881	3.7	3.6	3.6
Federal.....	144	127	134	4.6	4.1	4.3
State and local.....	756	745	746	3.6	3.5	3.5
State and local education.....	232	262	261	2.0	2.4	2.3
State and local, excluding education.....	524	483	486	5.3	4.8	4.8
REGION³						
Northeast.....	1,422	1,388	1,328	4.9	4.7	4.5
South.....	3,205	3,048	2,900	5.2	4.9	4.6
Midwest.....	1,780	1,646	1,573	5.1	4.7	4.5
West.....	1,806	1,788	1,576	4.7	4.6	4.1

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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Total.....	4,810	5,259	4,561	3.1	3.3	2.9
INDUSTRY						
Total private.....	4,507	4,897	4,304	3.4	3.7	3.2
Mining and logging.....	18	19	18	2.9	3.1	3.0
Construction.....	332	356	316	4.2	4.5	4.0
Manufacturing.....	297	355	304	2.3	2.8	2.4
Durable goods.....	165	217	193	2.1	2.8	2.4
Nondurable goods.....	132	139	111	2.7	2.9	2.3
Trade, transportation, and utilities.....	896	955	882	3.1	3.3	3.1
Wholesale trade.....	137	170	165	2.2	2.8	2.7
Retail trade.....	554	539	511	3.6	3.5	3.3
Transportation, warehousing, and utilities.....	205	246	206	2.9	3.3	2.8
Information.....	79	86	73	2.7	2.9	2.5
Financial activities.....	162	219	183	1.8	2.4	2.0
Finance and insurance.....	98	153	124	1.5	2.3	1.8
Real estate and rental and leasing.....	63	66	59	2.6	2.7	2.4
Professional and business services.....	963	983	963	4.3	4.4	4.3
Private education and health services.....	751	898	690	2.9	3.3	2.5
Private educational services.....	62	99	65	1.5	2.5	1.6
Health care and social assistance.....	689	799	625	3.1	3.5	2.7
Leisure and hospitality.....	822	791	690	5.1	4.9	4.2
Arts, entertainment, and recreation.....	129	115	131	5.5	4.7	5.3
Accommodation and food services.....	693	676	559	5.0	4.9	4.0
Other services.....	186	235	185	3.2	4.0	3.1
Government.....	303	362	257	1.3	1.5	1.1
Federal.....	35	30	23	1.2	1.0	0.8
State and local.....	268	332	234	1.3	1.6	1.1
State and local education.....	112	188	118	1.0	1.7	1.0
State and local, excluding education.....	156	144	117	1.7	1.5	1.2
REGION³						
Northeast.....	655	761	644	2.4	2.7	2.3
South.....	2,202	2,241	1,964	3.7	3.8	3.3
Midwest.....	936	1,066	916	2.8	3.2	2.7
West.....	1,017	1,191	1,037	2.8	3.2	2.8

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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Total.....	4,517	5,632	4,365	2.9	3.6	2.8
INDUSTRY						
Total private.....	4,296	5,358	4,138	3.2	4.0	3.1
Mining and logging.....	21	24	16	3.3	3.9	2.6
Construction.....	322	370	319	4.1	4.7	4.0
Manufacturing.....	306	333	286	2.4	2.6	2.2
Durable goods.....	171	204	173	2.1	2.6	2.2
Nondurable goods.....	135	128	113	2.8	2.7	2.3
Trade, transportation, and utilities.....	903	1,367	908	3.2	4.7	3.1
Wholesale trade.....	144	171	141	2.4	2.8	2.3
Retail trade.....	549	716	538	3.6	4.6	3.5
Transportation, warehousing, and utilities.....	210	480	229	2.9	6.5	3.1
Information.....	76	92	71	2.6	3.1	2.4
Financial activities.....	157	218	145	1.7	2.4	1.6
Finance and insurance.....	100	147	92	1.5	2.2	1.4
Real estate and rental and leasing.....	58	71	53	2.4	2.9	2.1
Professional and business services.....	944	1,070	932	4.2	4.8	4.2
Private education and health services.....	638	796	610	2.4	3.0	2.2
Private educational services.....	46	70	50	1.1	1.8	1.2
Health care and social assistance.....	592	727	560	2.7	3.2	2.4
Leisure and hospitality.....	777	841	680	4.8	5.2	4.2
Arts, entertainment, and recreation.....	95	132	91	4.0	5.4	3.7
Accommodation and food services.....	681	708	590	5.0	5.1	4.2
Other services.....	153	248	171	2.6	4.2	2.9
Government.....	221	274	227	0.9	1.2	0.9
Federal.....	28	31	32	0.9	1.0	1.1
State and local.....	193	243	195	0.9	1.2	0.9
State and local education.....	77	108	96	0.7	1.0	0.9
State and local, excluding education.....	115	135	99	1.2	1.4	1.0
REGION³						
Northeast.....	642	885	653	2.3	3.2	2.3
South.....	1,893	2,179	1,857	3.2	3.7	3.1
Midwest.....	931	1,244	858	2.8	3.7	2.6
West.....	1,051	1,324	997	2.9	3.6	2.7

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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Total.....	2,806	3,152	2,594	1.8	2.0	1.6
INDUSTRY						
Total private.....	2,665	2,999	2,454	2.0	2.2	1.8
Mining and logging.....	14	15	10	2.2	2.3	1.6
Construction.....	117	156	158	1.5	2.0	2.0
Manufacturing.....	184	174	162	1.4	1.4	1.3
Durable goods.....	103	105	101	1.3	1.3	1.3
Nondurable goods.....	81	69	61	1.7	1.4	1.3
Trade, transportation, and utilities.....	582	644	546	2.0	2.2	1.9
Wholesale trade.....	88	100	81	1.4	1.6	1.3
Retail trade.....	367	385	316	2.4	2.5	2.1
Transportation, warehousing, and utilities.....	127	158	148	1.8	2.2	2.0
Information.....	41	48	24	1.4	1.6	0.8
Financial activities.....	101	141	84	1.1	1.5	0.9
Finance and insurance.....	65	87	54	1.0	1.3	0.8
Real estate and rental and leasing.....	35	53	29	1.5	2.2	1.2
Professional and business services.....	480	574	457	2.1	2.6	2.0
Private education and health services.....	461	522	397	1.8	1.9	1.5
Private educational services.....	36	46	29	0.9	1.2	0.7
Health care and social assistance.....	425	476	367	1.9	2.1	1.6
Leisure and hospitality.....	574	552	493	3.6	3.4	3.0
Arts, entertainment, and recreation.....	50	57	56	2.1	2.3	2.3
Accommodation and food services.....	525	496	438	3.8	3.6	3.1
Other services.....	111	173	124	1.9	2.9	2.1
Government.....	141	153	140	0.6	0.7	0.6
Federal.....	14	12	8	0.5	0.4	0.3
State and local.....	127	141	132	0.6	0.7	0.6
State and local education.....	54	64	67	0.5	0.6	0.6
State and local, excluding education.....	73	77	65	0.8	0.8	0.7
REGION³						
Northeast.....	360	457	353	1.3	1.6	1.3
South.....	1,224	1,300	1,142	2.1	2.2	1.9
Midwest.....	577	656	540	1.7	2.0	1.6
West.....	646	739	559	1.8	2.0	1.5

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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Total.....	1,416	2,091	1,537	0.9	1.3	1.0
INDUSTRY						
Total private.....	1,373	2,027	1,482	1.0	1.5	1.1
Mining and logging.....	6	7	4	1.0	1.1	0.7
Construction.....	196	196	145	2.5	2.5	1.8
Manufacturing.....	106	134	107	0.8	1.1	0.8
Durable goods.....	59	82	63	0.7	1.0	0.8
Nondurable goods.....	48	52	44	1.0	1.1	0.9
Trade, transportation, and utilities.....	243	660	331	0.8	2.3	1.1
Wholesale trade.....	47	56	52	0.8	0.9	0.9
Retail trade.....	120	293	210	0.8	1.9	1.4
Transportation, warehousing, and utilities.....	75	311	68	1.1	4.2	0.9
Information.....	19	33	39	0.7	1.1	1.3
Financial activities.....	38	44	53	0.4	0.5	0.6
Finance and insurance.....	23	31	31	0.3	0.5	0.5
Real estate and rental and leasing.....	15	13	23	0.6	0.5	0.9
Professional and business services.....	406	426	449	1.8	1.9	2.0
Private education and health services.....	146	208	164	0.6	0.8	0.6
Private educational services.....	6	18	19	0.2	0.5	0.4
Health care and social assistance.....	139	190	145	0.6	0.8	0.6
Leisure and hospitality.....	184	245	152	1.1	1.5	0.9
Arts, entertainment, and recreation.....	44	70	33	1.8	2.9	1.4
Accommodation and food services.....	141	174	119	1.0	1.3	0.9
Other services.....	29	75	38	0.5	1.3	0.6
Government.....	43	64	55	0.2	0.3	0.2
Federal.....	5	4	18	0.2	0.1	0.6
State and local.....	39	60	37	0.2	0.3	0.2
State and local education.....	16	31	18	0.1	0.3	0.2
State and local, excluding education.....	23	30	20	0.2	0.3	0.2
REGION³						
Northeast.....	219	360	252	0.8	1.3	0.9
South.....	578	744	628	1.0	1.3	1.1
Midwest.....	298	523	289	0.9	1.6	0.9
West.....	322	463	367	0.9	1.3	1.0

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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
Total.....	295	389	234	0.2	0.2	0.1
INDUSTRY						
Total private.....	258	332	202	0.2	0.2	0.2
Mining and logging.....	1	3	1	0.1	0.5	0.2
Construction.....	9	19	17	0.1	0.2	0.2
Manufacturing.....	15	25	17	0.1	0.2	0.1
Durable goods.....	9	18	10	0.1	0.2	0.1
Nondurable goods.....	6	7	7	0.1	0.1	0.2
Trade, transportation, and utilities.....	78	63	32	0.3	0.2	0.1
Wholesale trade.....	9	15	8	0.2	0.2	0.1
Retail trade.....	62	37	11	0.4	0.2	0.1
Transportation, warehousing, and utilities.....	8	11	12	0.1	0.1	0.2
Information.....	16	11	8	0.5	0.4	0.3
Financial activities.....	19	33	8	0.2	0.4	0.1
Finance and insurance.....	11	29	7	0.2	0.4	0.1
Real estate and rental and leasing.....	7	5	1	0.3	0.2	0.0
Professional and business services.....	59	69	26	0.3	0.3	0.1
Private education and health services.....	32	65	49	0.1	0.2	0.2
Private educational services.....	4	5	2	0.1	0.1	0.1
Health care and social assistance.....	28	60	47	0.1	0.3	0.2
Leisure and hospitality.....	18	43	35	0.1	0.3	0.2
Arts, entertainment, and recreation.....	2	5	2	0.1	0.2	0.1
Accommodation and food services.....	16	38	33	0.1	0.3	0.2
Other services.....	13	0	9	0.2	0.0	0.2
Government.....	36	57	32	0.2	0.2	0.1
Federal.....	9	15	6	0.3	0.5	0.2
State and local.....	27	41	26	0.1	0.2	0.1
State and local education.....	7	13	12	0.1	0.1	0.1
State and local, excluding education.....	20	28	14	0.2	0.3	0.1
REGION³						
Northeast.....	64	67	47	0.2	0.2	0.2
South.....	92	136	87	0.2	0.2	0.1
Midwest.....	57	64	29	0.2	0.2	0.1
West.....	83	122	71	0.2	0.3	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		
	Feb. 2024	Jan. 2025	Feb. 2025 ^p	Feb. 2024	Jan. 2025	Feb. 2025 ^p
JOB OPENINGS						
Total private.....	7,313	6,999	6,496	5.2	5.0	4.6
1 to 9 employees.....	1,560	1,486	1,164	7.0	6.4	4.9
10 to 49 employees.....	1,822	2,145	1,968	4.5	5.1	4.7
50 to 249 employees.....	2,079	1,933	1,777	5.0	4.6	4.4
250 to 999 employees.....	987	772	840	4.7	3.9	4.2
1,000 to 4,999 employees.....	600	451	529	6.3	5.1	5.6
5,000 or more employees.....	265	212	218	5.3	4.1	4.3
HIRES						
Total private.....	4,507	4,897	4,304	3.4	3.7	3.2
1 to 9 employees.....	592	1,032	696	2.8	4.7	3.1
10 to 49 employees.....	1,512	1,441	1,348	3.9	3.6	3.4
50 to 249 employees.....	1,436	1,472	1,372	3.6	3.7	3.6
250 to 999 employees.....	604	622	572	3.0	3.3	3.0
1,000 to 4,999 employees.....	298	247	244	3.3	2.9	2.7
5,000 or more employees.....	66	82	72	1.4	1.7	1.5
TOTAL SEPARATIONS						
Total private.....	4,296	5,358	4,138	3.2	4.0	3.1
1 to 9 employees.....	558	904	579	2.7	4.2	2.6
10 to 49 employees.....	1,416	1,601	1,303	3.7	4.0	3.3
50 to 249 employees.....	1,427	1,714	1,373	3.6	4.3	3.6
250 to 999 employees.....	577	689	579	2.9	3.6	3.0
1,000 to 4,999 employees.....	264	360	250	3.0	4.3	2.8
5,000 or more employees.....	54	89	54	1.1	1.8	1.1
QUITS						
Total private.....	2,665	2,999	2,454	2.0	2.2	1.8
1 to 9 employees.....	342	593	221	1.6	2.7	1.0
10 to 49 employees.....	944	849	859	2.4	2.1	2.2
50 to 249 employees.....	858	994	874	2.2	2.5	2.3
250 to 999 employees.....	350	378	329	1.8	2.0	1.7
1,000 to 4,999 employees.....	139	141	140	1.6	1.7	1.6
5,000 or more employees.....	32	43	31	0.7	0.9	0.6
LAYOFFS AND DISCHARGES						
Total private.....	1,373	2,027	1,482	1.0	1.5	1.1
1 to 9 employees.....	163	236	352	0.8	1.1	1.6
10 to 49 employees.....	390	638	364	1.0	1.6	0.9
50 to 249 employees.....	509	650	438	1.3	1.6	1.1
250 to 999 employees.....	198	281	229	1.0	1.5	1.2
1,000 to 4,999 employees.....	100	188	83	1.1	2.2	0.9
5,000 or more employees.....	14	34	16	0.3	0.7	0.3
OTHER SEPARATIONS						
Total private.....	258	332	202	0.2	0.2	0.2
1 to 9 employees.....	53	75	7	0.3	0.3	0.0
10 to 49 employees.....	83	114	81	0.2	0.3	0.2
50 to 249 employees.....	61	71	60	0.2	0.2	0.2
250 to 999 employees.....	29	30	21	0.1	0.2	0.1
1,000 to 4,999 employees.....	25	31	26	0.3	0.4	0.3
5,000 or more employees.....	7	12	7	0.2	0.2	0.1

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.