

# 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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Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

Media contact: (202) 691-5902 • PressOffice@bls.gov

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## JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2024

The number of job openings was little changed at 8.1 million on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires and total separations were little changed at 5.3 million and 5.1 million, respectively. Within separations, quits (3.1 million) decreased, but layoffs and discharges (1.8 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class.

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

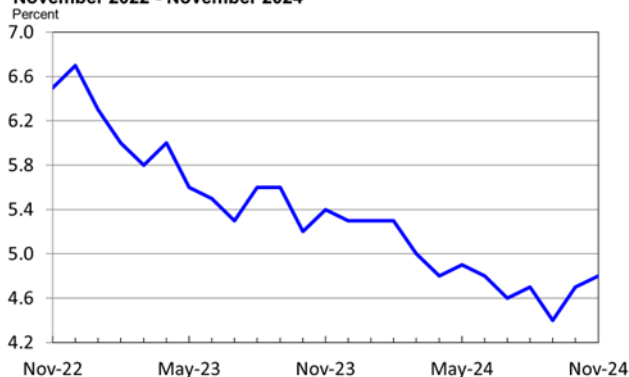
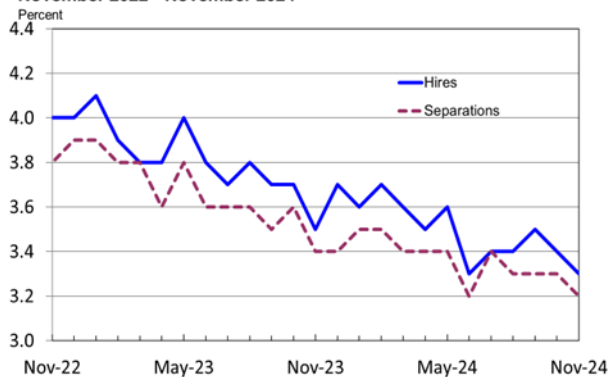


Chart 2. Hires and total separations rates, seasonally adjusted, November 2022 - November 2024



### Job Openings

The number of **job openings** was little changed at 8.1 million on the last business day of November but was down by 833,000 over the year. The job openings rate, at 4.8 percent, changed little over the month. The number of job openings increased in professional and business services (+273,000), finance and insurance (+105,000), and private educational services (+38,000) but decreased in information (-89,000). (See table 1.)

### Hires

In November, the number of **hires** changed little at 5.3 million but was down by 300,000 over the year. The hires rate was little changed at 3.3 percent. (See table 2.)

### Separations

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

The number of **total separations** in November was little changed at 5.1 million but was down by 287,000 over the year. The total separations rate changed little at 3.2 percent. (See table 3.)

In November, the number of **quits** decreased to 3.1 million (-218,000) and declined by 451,000 over the year. Over the month, the quits rate decreased to 1.9 percent. Quits decreased in accommodation and food services (-85,000) and in arts, entertainment, and recreation (-22,000). (See table 4.)

In November, the number of **layoffs and discharges** changed little at 1.8 million but was up by 219,000 over the year. The rate remained unchanged at 1.1 percent. Layoffs and discharges increased in accommodation and food services (+102,000). (See table 5.)

The number of **other separations** changed little at 296,000 in November. (See table 6.)

### **Establishment Size Class**

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

### **October 2024 Revisions**

The number of job openings for October was revised up by 95,000 to 7.8 million, the number of hires was revised up by 81,000 to 5.4 million, and the number of total separations was revised up by 45,000 to 5.3 million. Within separations, the number of quits was revised down by 43,000 to 3.3 million, and the number of layoffs and discharges was revised up by 115,000 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.)

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**The Job Openings and Labor Turnover Survey estimates for December 2024 are scheduled to be released on Tuesday, February 4, 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		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>P</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>P</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>P</sup>
<b>LEVELS BY INDUSTRY (in thousands)</b>									
Total.....	8,931	7,839	8,098	5,569	5,394	5,269	5,413	5,306	5,126
Total private.....	7,932	6,949	7,205	5,205	5,029	4,915	5,075	4,991	4,807
Mining and logging.....	31	26	26	19	21	22	24	20	20
Construction.....	454	259	276	367	320	317	342	312	301
Manufacturing.....	553	468	412	352	328	289	352	343	308
Durable goods.....	377	318	262	199	168	149	194	175	167
Nondurable goods.....	176	150	150	153	160	140	157	168	140
Trade, transportation, and utilities.....	1,336	1,000	975	1,090	1,095	1,072	1,122	1,054	1,059
Wholesale trade.....	296	140	155	153	144	135	141	140	136
Retail trade.....	596	537	533	638	644	615	648	615	601
Transportation, warehousing, and utilities.....	443	323	287	300	306	322	333	298	322
Information.....	154	210	121	70	71	80	76	79	88
Financial activities.....	427	455	569	201	187	170	217	196	171
Finance and insurance.....	288	305	410	125	118	106	145	131	112
Real estate and rental and leasing.....	138	149	159	76	69	64	71	65	59
Professional and business services.....	1,536	1,612	1,885	964	1,010	944	981	1,053	993
Private education and health services.....	1,939	1,598	1,679	934	853	840	796	782	728
Private educational services.....	161	146	184	94	81	92	86	85	85
Health care and social assistance.....	1,778	1,452	1,496	840	771	748	711	696	643
Leisure and hospitality.....	1,153	1,051	968	993	893	967	982	911	928
Arts, entertainment, and recreation.....	170	102	121	150	177	177	138	171	153
Accommodation and food services.....	983	950	848	844	716	791	844	740	774
Other services.....	349	270	292	214	253	215	183	242	212
Government.....	999	890	893	364	365	354	338	315	319
Federal.....	161	143	127	37	30	28	38	30	28
State and local.....	838	747	765	327	336	326	301	285	291
State and local education.....	289	258	263	165	171	170	159	150	152
State and local, excluding education.....	549	489	503	162	164	156	141	135	139
<b>RATES BY INDUSTRY (percent)</b>									
Total.....	5.4	4.7	4.8	3.5	3.4	3.3	3.4	3.3	3.2
Total private.....	5.6	4.9	5.0	3.9	3.7	3.6	3.8	3.7	3.5
Mining and logging.....	4.6	4.0	3.8	3.0	3.2	3.4	3.7	3.2	3.2
Construction.....	5.3	3.0	3.2	4.5	3.9	3.8	4.2	3.8	3.6
Manufacturing.....	4.1	3.5	3.1	2.7	2.5	2.2	2.7	2.7	2.4
Durable goods.....	4.4	3.8	3.1	2.4	2.1	1.8	2.4	2.2	2.1
Nondurable goods.....	3.5	3.0	3.0	3.2	3.3	2.9	3.3	3.5	2.9
Trade, transportation, and utilities.....	4.4	3.3	3.3	3.8	3.8	3.7	3.9	3.6	3.6
Wholesale trade.....	4.6	2.2	2.4	2.5	2.3	2.2	2.3	2.3	2.2
Retail trade.....	3.7	3.3	3.3	4.1	4.1	3.9	4.2	3.9	3.8
Transportation, warehousing, and utilities.....	5.9	4.3	3.8	4.2	4.2	4.5	4.7	4.1	4.5
Information.....	4.9	6.6	3.9	2.4	2.4	2.7	2.5	2.6	2.9
Financial activities.....	4.4	4.7	5.8	2.2	2.0	1.8	2.3	2.1	1.8
Finance and insurance.....	4.1	4.3	5.7	1.9	1.7	1.6	2.2	1.9	1.7
Real estate and rental and leasing.....	5.3	5.6	5.9	3.1	2.7	2.5	2.9	2.6	2.4
Professional and business services.....	6.3	6.6	7.6	4.2	4.4	4.1	4.3	4.6	4.3
Private education and health services.....	7.0	5.7	5.9	3.6	3.2	3.1	3.1	2.9	2.7
Private educational services.....	4.0	3.6	4.5	2.4	2.1	2.4	2.2	2.2	2.2
Health care and social assistance.....	7.5	6.0	6.2	3.8	3.4	3.3	3.2	3.1	2.8
Leisure and hospitality.....	6.4	5.8	5.4	5.9	5.2	5.7	5.9	5.4	5.4
Arts, entertainment, and recreation.....	6.2	3.7	4.3	5.8	6.6	6.6	5.4	6.4	5.7
Accommodation and food services.....	6.5	6.2	5.6	5.9	5.0	5.5	5.9	5.2	5.4
Other services.....	5.6	4.4	4.7	3.6	4.3	3.6	3.1	4.1	3.6

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Government.....	4.2	3.7	3.7	1.6	1.6	1.5	1.5	1.3	1.4
Federal.....	5.2	4.6	4.1	1.3	1.0	0.9	1.3	1.0	0.9
State and local.....	4.0	3.5	3.6	1.6	1.6	1.6	1.5	1.4	1.4
State and local education.....	2.6	2.3	2.4	1.5	1.6	1.6	1.5	1.4	1.4
State and local, excluding education. ....	5.5	4.8	4.9	1.7	1.7	1.6	1.5	1.4	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/](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>					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
Total.....	8,931	7,861	7,372	7,839	8,098	259	5.4	4.7	4.4	4.7	4.8	0.1
<b>INDUSTRY</b>												
Total private.....	7,932	6,912	6,501	6,949	7,205	256	5.6	4.9	4.6	4.9	5.0	0.1
Mining and logging.....	31	24	26	26	26	0	4.6	3.7	3.9	4.0	3.8	-0.2
Construction.....	454	328	258	259	276	17	5.3	3.8	3.0	3.0	3.2	0.2
Manufacturing.....	553	491	478	468	412	-56	4.1	3.7	3.6	3.5	3.1	-0.4
Durable goods.....	377	321	321	318	262	-56	4.4	3.8	3.8	3.8	3.1	-0.7
Nondurable goods.....	176	170	156	150	150	0	3.5	3.4	3.1	3.0	3.0	0.0
Trade, transportation, and utilities.....	1,336	1,131	983	1,000	975	-25	4.4	3.7	3.3	3.3	3.3	0.0
Wholesale trade.....	296	192	181	140	155	15	4.6	3.0	2.8	2.2	2.4	0.2
Retail trade.....	596	592	516	537	533	-4	3.7	3.6	3.2	3.3	3.3	0.0
Transportation, warehousing, and utilities.....	443	347	287	323	287	-36	5.9	4.6	3.8	4.3	3.8	-0.5
Information.....	154	119	121	210	121	-89	4.9	3.8	3.9	6.6	3.9	-2.7
Financial activities.....	427	374	429	455	569	114	4.4	3.9	4.4	4.7	5.8	1.1
Finance and insurance.....	288	264	310	305	410	105	4.1	3.8	4.4	4.3	5.7	1.4
Real estate and rental and leasing. ...	138	109	119	149	159	10	5.3	4.2	4.5	5.6	5.9	0.3
Professional and business services. ....	1,536	1,454	1,441	1,612	1,885	273	6.3	6.0	5.9	6.6	7.6	1.0
Private education and health services... ..	1,939	1,636	1,473	1,598	1,679	81	7.0	5.8	5.3	5.7	5.9	0.2
Private educational services.....	161	152	162	146	184	38	4.0	3.8	4.0	3.6	4.5	0.9
Health care and social assistance. ...	1,778	1,484	1,311	1,452	1,496	44	7.5	6.2	5.5	6.0	6.2	0.2
Leisure and hospitality.....	1,153	1,059	986	1,051	968	-83	6.4	5.9	5.5	5.8	5.4	-0.4
Arts, entertainment, and recreation. ...	170	142	120	102	121	19	6.2	5.1	4.3	3.7	4.3	0.6
Accommodation and food services. ...	983	917	867	950	848	-102	6.5	6.0	5.7	6.2	5.6	-0.6
Other services.....	349	295	306	270	292	22	5.6	4.8	4.9	4.4	4.7	0.3
Government.....	999	949	871	890	893	3	4.2	3.9	3.6	3.7	3.7	0.0
Federal.....	161	142	141	143	127	-16	5.2	4.5	4.5	4.6	4.1	-0.5
State and local.....	838	807	730	747	765	18	4.0	3.8	3.5	3.5	3.6	0.1
State and local education.....	289	304	266	258	263	5	2.6	2.7	2.4	2.3	2.4	0.1
State and local, excluding education.....	549	503	464	489	503	14	5.5	5.0	4.6	4.8	4.9	0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	1,489	1,384	1,404	1,207	1,256	49	5.1	4.7	4.7	4.1	4.2	0.1
South.....	3,501	3,215	2,707	3,215	3,409	194	5.6	5.1	4.3	5.1	5.4	0.3
Midwest.....	2,048	1,708	1,681	1,735	1,719	-16	5.8	4.8	4.7	4.9	4.8	-0.1
West.....	1,893	1,555	1,580	1,682	1,714	32	4.9	4.0	4.1	4.3	4.4	0.1

<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.

<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 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>					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
Total.....	5,569	5,435	5,582	5,394	5,269	-125	3.5	3.4	3.5	3.4	3.3	-0.1
<b>INDUSTRY</b>												
Total private.....	5,205	5,067	5,221	5,029	4,915	-114	3.9	3.7	3.9	3.7	3.6	-0.1
Mining and logging.....	19	19	22	21	22	1	3.0	3.0	3.4	3.2	3.4	0.2
Construction.....	367	348	335	320	317	-3	4.5	4.2	4.0	3.9	3.8	-0.1
Manufacturing.....	352	306	358	328	289	-39	2.7	2.4	2.8	2.5	2.2	-0.3
Durable goods.....	199	171	200	168	149	-19	2.4	2.1	2.5	2.1	1.8	-0.3
Nondurable goods.....	153	135	158	160	140	-20	3.2	2.8	3.3	3.3	2.9	-0.4
Trade, transportation, and utilities.....	1,090	987	1,059	1,095	1,072	-23	3.8	3.4	3.6	3.8	3.7	-0.1
Wholesale trade.....	153	139	136	144	135	-9	2.5	2.3	2.2	2.3	2.2	-0.1
Retail trade.....	638	571	623	644	615	-29	4.1	3.6	4.0	4.1	3.9	-0.2
Transportation, warehousing, and utilities.....	300	276	300	306	322	16	4.2	3.8	4.2	4.2	4.5	0.3
Information.....	70	78	79	71	80	9	2.4	2.6	2.6	2.4	2.7	0.3
Financial activities.....	201	219	213	187	170	-17	2.2	2.4	2.3	2.0	1.8	-0.2
Finance and insurance.....	125	153	146	118	106	-12	1.9	2.3	2.2	1.7	1.6	-0.1
Real estate and rental and leasing. . .	76	66	67	69	64	-5	3.1	2.6	2.7	2.7	2.5	-0.2
Professional and business services. . . .	964	1,062	1,063	1,010	944	-66	4.2	4.6	4.6	4.4	4.1	-0.3
Private education and health services...	934	832	872	853	840	-13	3.6	3.1	3.3	3.2	3.1	-0.1
Private educational services.....	94	102	108	81	92	11	2.4	2.6	2.8	2.1	2.4	0.3
Health care and social assistance. . .	840	730	764	771	748	-23	3.8	3.2	3.4	3.4	3.3	-0.1
Leisure and hospitality.....	993	976	962	893	967	74	5.9	5.7	5.7	5.2	5.7	0.5
Arts, entertainment, and recreation. .	150	163	174	177	177	0	5.8	6.1	6.6	6.6	6.6	0.0
Accommodation and food services. . .	844	812	788	716	791	75	5.9	5.7	5.5	5.0	5.5	0.5
Other services.....	214	240	257	253	215	-38	3.6	4.1	4.3	4.3	3.6	-0.7
Government.....	364	368	361	365	354	-11	1.6	1.6	1.5	1.6	1.5	-0.1
Federal.....	37	35	33	30	28	-2	1.3	1.2	1.1	1.0	0.9	-0.1
State and local.....	327	333	328	336	326	-10	1.6	1.6	1.6	1.6	1.6	0.0
State and local education.....	165	171	165	171	170	-1	1.5	1.6	1.5	1.6	1.6	0.0
State and local, excluding education.....	162	162	163	164	156	-8	1.7	1.7	1.7	1.7	1.6	-0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	892	922	867	858	872	14	3.2	3.3	3.1	3.0	3.1	0.1
South.....	2,368	2,264	2,270	2,215	2,022	-193	4.0	3.8	3.8	3.7	3.4	-0.3
Midwest.....	1,173	1,078	1,193	1,147	1,166	19	3.5	3.2	3.5	3.4	3.4	0.0
West.....	1,137	1,171	1,251	1,173	1,210	37	3.1	3.1	3.4	3.1	3.2	0.1

<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.

<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 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>					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
Total.....	5,413	5,168	5,196	5,306	5,126	-180	3.4	3.3	3.3	3.3	3.2	-0.1
<b>INDUSTRY</b>												
Total private.....	5,075	4,847	4,884	4,991	4,807	-184	3.8	3.6	3.6	3.7	3.5	-0.2
Mining and logging.....	24	18	20	20	20	0	3.7	2.9	3.2	3.2	3.2	0.0
Construction.....	342	313	310	312	301	-11	4.2	3.8	3.7	3.8	3.6	-0.2
Manufacturing.....	352	325	373	343	308	-35	2.7	2.5	2.9	2.7	2.4	-0.3
Durable goods.....	194	194	215	175	167	-8	2.4	2.4	2.7	2.2	2.1	-0.1
Nondurable goods.....	157	131	158	168	140	-28	3.3	2.7	3.3	3.5	2.9	-0.6
Trade, transportation, and utilities.....	1,122	945	981	1,054	1,059	5	3.9	3.3	3.4	3.6	3.6	0.0
Wholesale trade.....	141	138	137	140	136	-4	2.3	2.2	2.2	2.3	2.2	-0.1
Retail trade.....	648	539	573	615	601	-14	4.2	3.4	3.7	3.9	3.8	-0.1
Transportation, warehousing, and utilities.....	333	267	271	298	322	24	4.7	3.7	3.8	4.1	4.5	0.4
Information.....	76	87	83	79	88	9	2.5	2.9	2.8	2.6	2.9	0.3
Financial activities.....	217	195	211	196	171	-25	2.3	2.1	2.3	2.1	1.8	-0.3
Finance and insurance.....	145	132	145	131	112	-19	2.2	2.0	2.1	1.9	1.7	-0.2
Real estate and rental and leasing. ...	71	62	67	65	59	-6	2.9	2.5	2.7	2.6	2.4	-0.2
Professional and business services. ....	981	1,092	1,061	1,053	993	-60	4.3	4.8	4.6	4.6	4.3	-0.3
Private education and health services... ..	796	737	747	782	728	-54	3.1	2.8	2.8	2.9	2.7	-0.2
Private educational services.....	86	88	95	85	85	0	2.2	2.3	2.4	2.2	2.2	0.0
Health care and social assistance. ...	711	649	652	696	643	-53	3.2	2.9	2.9	3.1	2.8	-0.3
Leisure and hospitality.....	982	893	863	911	928	17	5.9	5.3	5.1	5.4	5.4	0.0
Arts, entertainment, and recreation. ...	138	146	185	171	153	-18	5.4	5.5	7.0	6.4	5.7	-0.7
Accommodation and food services. ...	844	747	678	740	774	34	5.9	5.2	4.7	5.2	5.4	0.2
Other services.....	183	242	235	242	212	-30	3.1	4.1	4.0	4.1	3.6	-0.5
Government.....	338	321	311	315	319	4	1.5	1.4	1.3	1.3	1.4	0.1
Federal.....	38	34	31	30	28	-2	1.3	1.1	1.0	1.0	0.9	-0.1
State and local.....	301	286	281	285	291	6	1.5	1.4	1.4	1.4	1.4	0.0
State and local education.....	159	144	142	150	152	2	1.5	1.3	1.3	1.4	1.4	0.0
State and local, excluding education.....	141	143	139	135	139	4	1.5	1.5	1.4	1.4	1.4	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	864	803	870	768	789	21	3.1	2.8	3.1	2.7	2.8	0.1
South.....	2,138	2,039	2,117	2,109	1,990	-119	3.6	3.4	3.6	3.5	3.3	-0.2
Midwest.....	1,160	1,207	1,106	1,145	1,081	-64	3.5	3.6	3.3	3.4	3.2	-0.2
West.....	1,252	1,119	1,102	1,283	1,266	-17	3.4	3.0	3.0	3.4	3.4	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.

<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 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>					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
Total.....	3,516	3,178	3,098	3,283	3,065	-218	2.2	2.0	1.9	2.1	1.9	-0.2
<b>INDUSTRY</b>												
Total private.....	3,319	2,999	2,917	3,105	2,882	-223	2.5	2.2	2.2	2.3	2.1	-0.2
Mining and logging.....	15	9	12	11	12	1	2.3	1.4	2.0	1.8	1.9	0.1
Construction.....	162	131	125	143	138	-5	2.0	1.6	1.5	1.7	1.7	0.0
Manufacturing.....	220	208	200	204	180	-24	1.7	1.6	1.5	1.6	1.4	-0.2
Durable goods.....	126	128	112	110	102	-8	1.6	1.6	1.4	1.4	1.3	-0.1
Nondurable goods.....	94	80	88	94	78	-16	2.0	1.7	1.8	2.0	1.6	-0.4
Trade, transportation, and utilities.....	739	578	637	645	691	46	2.6	2.0	2.2	2.2	2.4	0.2
Wholesale trade.....	73	78	77	81	82	1	1.2	1.3	1.3	1.3	1.3	0.0
Retail trade.....	461	368	420	394	414	20	3.0	2.4	2.7	2.5	2.6	0.1
Transportation, warehousing, and utilities.....	205	133	139	169	195	26	2.9	1.8	1.9	2.3	2.7	0.4
Information.....	42	41	29	36	36	0	1.4	1.4	1.0	1.2	1.2	0.0
Financial activities.....	126	109	127	114	102	-12	1.4	1.2	1.4	1.2	1.1	-0.1
Finance and insurance.....	85	88	87	69	67	-2	1.3	1.3	1.3	1.0	1.0	0.0
Real estate and rental and leasing. ...	41	21	40	45	35	-10	1.6	0.8	1.6	1.8	1.4	-0.4
Professional and business services. ....	594	575	513	530	475	-55	2.6	2.5	2.2	2.3	2.1	-0.2
Private education and health services... ..	572	514	518	534	494	-40	2.2	1.9	1.9	2.0	1.8	-0.2
Private educational services.....	58	54	45	50	56	6	1.5	1.4	1.2	1.3	1.4	0.1
Health care and social assistance. ...	514	460	473	484	438	-46	2.3	2.0	2.1	2.1	1.9	-0.2
Leisure and hospitality.....	739	665	610	709	602	-107	4.4	3.9	3.6	4.2	3.5	-0.7
Arts, entertainment, and recreation. ...	69	73	81	78	56	-22	2.7	2.7	3.1	2.9	2.1	-0.8
Accommodation and food services. ...	670	592	529	631	546	-85	4.7	4.1	3.7	4.4	3.8	-0.6
Other services.....	110	169	145	178	152	-26	1.9	2.8	2.4	3.0	2.6	-0.4
Government.....	197	179	181	179	183	4	0.9	0.8	0.8	0.8	0.8	0.0
Federal.....	17	17	14	15	14	-1	0.6	0.6	0.5	0.5	0.5	0.0
State and local.....	180	162	166	164	169	5	0.9	0.8	0.8	0.8	0.8	0.0
State and local education.....	97	86	81	92	93	1	0.9	0.8	0.8	0.9	0.9	0.0
State and local, excluding education.....	83	76	85	72	76	4	0.9	0.8	0.9	0.7	0.8	0.1
<b>REGION<sup>3</sup></b>												
Northeast.....	510	471	497	438	420	-18	1.8	1.7	1.8	1.5	1.5	0.0
South.....	1,448	1,287	1,316	1,314	1,274	-40	2.5	2.2	2.2	2.2	2.1	-0.1
Midwest.....	793	735	658	747	657	-90	2.4	2.2	1.9	2.2	1.9	-0.3
West.....	765	685	628	784	713	-71	2.1	1.8	1.7	2.1	1.9	-0.2

<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.

<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 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>					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
Total.....	1,546	1,668	1,802	1,748	1,765	17	1.0	1.0	1.1	1.1	1.1	0.0
<b>INDUSTRY</b>												
Total private.....	1,462	1,589	1,727	1,662	1,681	19	1.1	1.2	1.3	1.2	1.2	0.0
Mining and logging.....	8	7	6	7	6	-1	1.2	1.0	0.9	1.2	1.0	-0.2
Construction.....	171	169	170	156	142	-14	2.1	2.0	2.0	1.9	1.7	-0.2
Manufacturing.....	109	93	154	116	114	-2	0.8	0.7	1.2	0.9	0.9	0.0
Durable goods.....	53	48	92	53	59	6	0.7	0.6	1.1	0.6	0.7	0.1
Nondurable goods.....	55	45	61	64	55	-9	1.1	0.9	1.3	1.3	1.1	-0.2
Trade, transportation, and utilities.....	317	312	312	368	331	-37	1.1	1.1	1.1	1.3	1.1	-0.2
Wholesale trade.....	59	55	48	46	49	3	1.0	0.9	0.8	0.7	0.8	0.1
Retail trade.....	145	137	142	202	169	-33	0.9	0.9	0.9	1.3	1.1	-0.2
Transportation, warehousing, and utilities.....	112	121	121	120	114	-6	1.6	1.7	1.7	1.7	1.6	-0.1
Information.....	24	43	42	38	47	9	0.8	1.4	1.4	1.3	1.6	0.3
Financial activities.....	71	79	56	53	49	-4	0.8	0.9	0.6	0.6	0.5	-0.1
Finance and insurance.....	46	41	32	42	25	-17	0.7	0.6	0.5	0.6	0.4	-0.2
Real estate and rental and leasing. ...	26	38	24	11	24	13	1.0	1.5	0.9	0.4	1.0	0.6
Professional and business services. ....	325	452	487	476	458	-18	1.4	2.0	2.1	2.1	2.0	-0.1
Private education and health services... ..	166	172	189	195	189	-6	0.6	0.7	0.7	0.7	0.7	0.0
Private educational services.....	23	29	45	30	27	-3	0.6	0.8	1.2	0.8	0.7	-0.1
Health care and social assistance. ...	144	143	144	165	162	-3	0.7	0.6	0.6	0.7	0.7	0.0
Leisure and hospitality.....	212	204	238	192	300	108	1.3	1.2	1.4	1.1	1.8	0.7
Arts, entertainment, and recreation. ...	66	69	100	88	95	7	2.5	2.6	3.8	3.3	3.5	0.2
Accommodation and food services. ...	146	135	138	103	205	102	1.0	0.9	1.0	0.7	1.4	0.7
Other services.....	60	57	74	61	45	-16	1.0	1.0	1.2	1.0	0.8	-0.2
Government.....	84	79	75	85	84	-1	0.4	0.3	0.3	0.4	0.4	0.0
Federal.....	8	6	5	6	5	-1	0.3	0.2	0.2	0.2	0.2	0.0
State and local.....	76	73	69	80	79	-1	0.4	0.4	0.3	0.4	0.4	0.0
State and local education.....	42	33	40	44	41	-3	0.4	0.3	0.4	0.4	0.4	0.0
State and local, excluding education.....	34	40	29	36	38	2	0.4	0.4	0.3	0.4	0.4	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	264	272	325	274	307	33	0.9	1.0	1.1	1.0	1.1	0.1
South.....	568	629	694	699	596	-103	1.0	1.1	1.2	1.2	1.0	-0.2
Midwest.....	304	395	387	340	366	26	0.9	1.2	1.1	1.0	1.1	0.1
West.....	411	372	396	435	496	61	1.1	1.0	1.1	1.2	1.3	0.1

<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 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>					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
Total.....	351	322	296	275	296	21	0.2	0.2	0.2	0.2	0.2	0.0
<b>INDUSTRY</b>												
Total private.....	294	259	240	224	244	20	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	1	3	2	2	2	0	0.2	0.4	0.3	0.2	0.4	0.2
Construction.....	9	12	14	13	21	8	0.1	0.1	0.2	0.2	0.3	0.1
Manufacturing.....	23	24	20	23	14	-9	0.2	0.2	0.2	0.2	0.1	-0.1
Durable goods.....	15	18	12	12	7	-5	0.2	0.2	0.1	0.2	0.1	-0.1
Nondurable goods.....	8	6	9	10	7	-3	0.2	0.1	0.2	0.2	0.2	0.0
Trade, transportation, and utilities.....	67	54	33	40	37	-3	0.2	0.2	0.1	0.1	0.1	0.0
Wholesale trade.....	9	6	12	13	5	-8	0.2	0.1	0.2	0.2	0.1	-0.1
Retail trade.....	41	35	11	19	18	-1	0.3	0.2	0.1	0.1	0.1	0.0
Transportation, warehousing, and utilities.....	16	13	11	9	13	4	0.2	0.2	0.1	0.1	0.2	0.1
Information.....	9	3	12	5	5	0	0.3	0.1	0.4	0.2	0.2	0.0
Financial activities.....	19	7	29	29	21	-8	0.2	0.1	0.3	0.3	0.2	-0.1
Finance and insurance.....	14	4	25	20	20	0	0.2	0.1	0.4	0.3	0.3	0.0
Real estate and rental and leasing. ...	5	4	3	9	1	-8	0.2	0.1	0.1	0.4	0.0	-0.4
Professional and business services. ....	63	65	60	47	60	13	0.3	0.3	0.3	0.2	0.3	0.1
Private education and health services... ..	58	50	40	52	45	-7	0.2	0.2	0.2	0.2	0.2	0.0
Private educational services.....	6	4	5	5	2	-3	0.1	0.1	0.1	0.1	0.1	0.0
Health care and social assistance. ...	53	46	35	47	43	-4	0.2	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	31	24	14	11	26	15	0.2	0.1	0.1	0.1	0.2	0.1
Arts, entertainment, and recreation. ...	3	4	3	4	3	-1	0.1	0.2	0.1	0.2	0.1	-0.1
Accommodation and food services. ...	28	19	11	6	23	17	0.2	0.1	0.1	0.0	0.2	0.2
Other services.....	13	16	16	3	14	11	0.2	0.3	0.3	0.1	0.2	0.1
Government.....	57	63	56	51	52	1	0.2	0.3	0.2	0.2	0.2	0.0
Federal.....	13	11	11	9	9	0	0.4	0.4	0.4	0.3	0.3	0.0
State and local.....	44	52	45	41	43	2	0.2	0.3	0.2	0.2	0.2	0.0
State and local education.....	20	25	20	14	17	3	0.2	0.2	0.2	0.1	0.2	0.1
State and local, excluding education.....	24	27	25	27	25	-2	0.3	0.3	0.3	0.3	0.3	0.0
<b>REGION<sup>3</sup></b>												
Northeast.....	90	59	48	56	62	6	0.3	0.2	0.2	0.2	0.2	0.0
South.....	123	123	107	96	120	24	0.2	0.2	0.2	0.2	0.2	0.0
Midwest.....	63	77	62	59	57	-2	0.2	0.2	0.2	0.2	0.2	0.0
West.....	75	62	79	64	57	-7	0.2	0.2	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.

<sup>p</sup> Preliminary

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 <sup>p</sup>	Change from: Oct. 2024 - Nov. 2024 <sup>p</sup>
<b>JOB OPENINGS</b>												
Total private.....	7,932	6,912	6,501	6,949	7,205	256	5.6	4.9	4.6	4.9	5.0	0.1
1 to 9 employees.....	1,734	1,540	1,164	1,511	1,655	144	7.5	6.5	5.5	6.5	6.9	0.4
10 to 49 employees.....	2,352	2,045	2,086	2,130	2,205	75	5.3	4.6	4.6	4.7	4.9	0.2
50 to 249 employees.....	1,935	1,841	1,797	1,902	1,907	5	4.8	4.5	4.3	4.6	4.7	0.1
250 to 999 employees.....	1,083	827	786	748	751	3	5.4	4.1	3.9	3.9	3.9	0.0
1,000 to 4,999 employees.....	589	417	445	452	470	18	6.4	4.8	4.8	4.9	5.1	0.2
5,000 or more employees.....	240	242	223	206	218	12	4.9	5.0	4.4	4.4	4.6	0.2
<b>HIRES</b>												
Total private.....	5,205	5,067	5,221	5,029	4,915	-114	3.9	3.7	3.9	3.7	3.6	-0.1
1 to 9 employees.....	947	856	846	775	657	-118	4.4	3.9	4.3	3.6	3.0	-0.6
10 to 49 employees.....	1,516	1,598	1,700	1,640	1,723	83	3.6	3.7	4.0	3.8	4.0	0.2
50 to 249 employees.....	1,531	1,530	1,608	1,614	1,506	-108	4.0	4.0	4.0	4.1	3.9	-0.2
250 to 999 employees.....	803	696	663	640	677	37	4.3	3.6	3.5	3.5	3.6	0.1
1,000 to 4,999 employees.....	329	299	319	288	279	-9	3.8	3.6	3.6	3.3	3.2	-0.1
5,000 or more employees.....	79	88	85	72	73	1	1.7	1.9	1.8	1.6	1.6	0.0
<b>TOTAL SEPARATIONS</b>												
Total private.....	5,075	4,847	4,884	4,991	4,807	-184	3.8	3.6	3.6	3.7	3.5	-0.2
1 to 9 employees.....	725	618	663	775	697	-78	3.4	2.8	3.3	3.6	3.1	-0.5
10 to 49 employees.....	1,595	1,656	1,704	1,618	1,612	-6	3.8	3.9	4.0	3.8	3.8	0.0
50 to 249 employees.....	1,584	1,492	1,505	1,594	1,593	-1	4.1	3.9	3.8	4.1	4.1	0.0
250 to 999 employees.....	787	725	649	648	601	-47	4.2	3.8	3.4	3.5	3.2	-0.3
1,000 to 4,999 employees.....	317	285	295	298	243	-55	3.7	3.5	3.3	3.4	2.8	-0.6
5,000 or more employees.....	67	71	70	59	60	1	1.4	1.5	1.4	1.3	1.3	0.0
<b>QUITS</b>												
Total private.....	3,319	2,999	2,917	3,105	2,882	-223	2.5	2.2	2.2	2.3	2.1	-0.2
1 to 9 employees.....	453	345	354	372	397	25	2.1	1.6	1.8	1.7	1.8	0.1
10 to 49 employees.....	1,118	1,081	1,136	1,114	984	-130	2.6	2.5	2.7	2.6	2.3	-0.3
50 to 249 employees.....	1,049	961	853	1,046	952	-94	2.7	2.5	2.1	2.7	2.5	-0.2
250 to 999 employees.....	477	419	369	379	366	-13	2.5	2.2	1.9	2.1	2.0	-0.1
1,000 to 4,999 employees.....	179	151	164	159	146	-13	2.1	1.8	1.9	1.8	1.7	-0.1
5,000 or more employees.....	44	42	42	35	36	1	0.9	0.9	0.9	0.8	0.8	0.0
<b>LAYOFFS AND DISCHARGES</b>												
Total private.....	1,462	1,589	1,727	1,662	1,681	19	1.1	1.2	1.3	1.2	1.2	0.0
1 to 9 employees.....	240	230	292	375	225	-150	1.1	1.0	1.5	1.7	1.0	-0.7
10 to 49 employees.....	348	477	486	446	571	125	0.8	1.1	1.1	1.0	1.3	0.3
50 to 249 employees.....	466	470	580	477	574	97	1.2	1.2	1.4	1.2	1.5	0.3
250 to 999 employees.....	271	278	246	229	208	-21	1.4	1.4	1.3	1.2	1.1	-0.1
1,000 to 4,999 employees.....	121	115	106	120	87	-33	1.4	1.4	1.2	1.4	1.0	-0.4
5,000 or more employees.....	16	20	17	16	16	0	0.3	0.4	0.4	0.4	0.4	0.0
<b>OTHER SEPARATIONS</b>												
Total private.....	294	259	240	224	244	20	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	31	44	17	28	75	47	0.1	0.2	0.1	0.1	0.3	0.2
10 to 49 employees.....	129	98	82	58	56	-2	0.3	0.2	0.2	0.1	0.1	0.0
50 to 249 employees.....	70	61	72	71	67	-4	0.2	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	39	28	33	39	27	-12	0.2	0.1	0.2	0.2	0.1	-0.1
1,000 to 4,999 employees.....	17	19	25	19	10	-9	0.2	0.2	0.3	0.2	0.1	-0.1
5,000 or more employees.....	8	9	10	8	8	0	0.2	0.2	0.2	0.2	0.2	0.0

<sup>p</sup> 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>		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Total.....	8,395	8,261	7,660	5.0	4.9	4.6
<b>INDUSTRY</b>						
Total private.....	7,422	7,419	6,786	5.2	5.2	4.7
Mining and logging.....	30	29	26	4.5	4.3	4.0
Construction.....	405	273	236	4.7	3.1	2.7
Manufacturing.....	549	471	410	4.1	3.5	3.1
Durable goods.....	379	323	264	4.4	3.8	3.2
Nondurable goods.....	171	149	146	3.4	3.0	2.9
Trade, transportation, and utilities.....	1,247	1,057	889	4.1	3.5	2.9
Wholesale trade.....	288	142	145	4.5	2.2	2.3
Retail trade.....	511	589	456	3.1	3.6	2.8
Transportation, warehousing, and utilities.....	448	326	289	5.8	4.3	3.7
Information.....	141	211	114	4.5	6.6	3.7
Financial activities.....	393	497	537	4.1	5.1	5.5
Finance and insurance.....	278	327	397	4.0	4.6	5.5
Real estate and rental and leasing.....	115	170	140	4.4	6.3	5.3
Professional and business services.....	1,427	1,786	1,811	5.8	7.2	7.3
Private education and health services.....	1,851	1,715	1,602	6.6	6.0	5.6
Private educational services.....	152	152	177	3.6	3.6	4.2
Health care and social assistance.....	1,700	1,563	1,426	7.2	6.4	5.9
Leisure and hospitality.....	1,051	1,120	878	6.0	6.2	5.0
Arts, entertainment, and recreation.....	128	92	88	5.0	3.4	3.3
Accommodation and food services.....	923	1,028	790	6.2	6.7	5.3
Other services.....	326	260	282	5.3	4.2	4.5
Government.....	973	842	874	4.0	3.4	3.5
Federal.....	162	133	128	5.2	4.2	4.1
State and local.....	811	709	747	3.8	3.3	3.4
State and local education.....	271	245	246	2.4	2.1	2.1
State and local, excluding education.....	540	464	500	5.5	4.6	4.9
<b>REGION<sup>3</sup></b>						
Northeast.....	1,407	1,252	1,165	4.8	4.2	3.9
South.....	3,278	3,287	3,206	5.2	5.2	5.1
Midwest.....	1,920	1,818	1,648	5.4	5.1	4.6
West.....	1,790	1,904	1,640	4.6	4.8	4.2

<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.

**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>		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Total.....	5,088	5,831	4,787	3.2	3.6	3.0
<b>INDUSTRY</b>						
Total private.....	4,802	5,496	4,519	3.6	4.0	3.3
Mining and logging.....	15	21	17	2.3	3.2	2.6
Construction.....	279	326	231	3.4	3.9	2.8
Manufacturing.....	292	332	231	2.3	2.6	1.8
Durable goods.....	169	166	123	2.1	2.1	1.5
Nondurable goods.....	122	166	108	2.5	3.4	2.2
Trade, transportation, and utilities.....	1,373	1,349	1,374	4.7	4.6	4.6
Wholesale trade.....	127	153	111	2.1	2.5	1.8
Retail trade.....	726	753	683	4.6	4.8	4.3
Transportation, warehousing, and utilities.....	519	443	580	7.1	6.1	7.8
Information.....	65	83	72	2.2	2.8	2.4
Financial activities.....	178	198	143	1.9	2.1	1.5
Finance and insurance.....	115	125	93	1.7	1.9	1.4
Real estate and rental and leasing.....	63	72	50	2.5	2.9	2.0
Professional and business services.....	890	1,114	858	3.9	4.8	3.7
Private education and health services.....	767	934	667	2.9	3.5	2.5
Private educational services.....	63	84	61	1.6	2.1	1.5
Health care and social assistance.....	704	850	605	3.2	3.7	2.6
Leisure and hospitality.....	774	877	755	4.7	5.2	4.5
Arts, entertainment, and recreation.....	102	139	126	4.2	5.3	5.0
Accommodation and food services.....	672	738	629	4.8	5.2	4.4
Other services.....	169	262	170	2.9	4.4	2.9
Government.....	285	335	268	1.2	1.4	1.1
Federal.....	43	31	29	1.5	1.0	1.0
State and local.....	242	305	239	1.2	1.5	1.1
State and local education.....	110	159	115	1.0	1.4	1.0
State and local, excluding education.....	131	146	124	1.4	1.5	1.3
<b>REGION<sup>3</sup></b>						
Northeast.....	782	891	768	2.8	3.1	2.7
South.....	2,156	2,417	1,823	3.6	4.0	3.0
Midwest.....	1,099	1,204	1,082	3.3	3.5	3.2
West.....	1,050	1,319	1,114	2.8	3.5	3.0

<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.

<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 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>		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Total.....	4,778	5,416	4,475	3.0	3.4	2.8
<b>INDUSTRY</b>						
Total private.....	4,534	5,140	4,246	3.4	3.8	3.1
Mining and logging.....	19	20	17	3.0	3.2	2.7
Construction.....	353	350	307	4.3	4.1	3.7
Manufacturing.....	285	340	243	2.2	2.6	1.9
Durable goods.....	153	165	126	1.9	2.0	1.6
Nondurable goods.....	132	175	117	2.7	3.6	2.4
Trade, transportation, and utilities.....	1,057	1,033	1,003	3.6	3.5	3.4
Wholesale trade.....	121	128	115	2.0	2.1	1.9
Retail trade.....	619	592	566	3.9	3.8	3.5
Transportation, warehousing, and utilities.....	317	312	321	4.3	4.3	4.3
Information.....	68	74	76	2.2	2.5	2.5
Financial activities.....	172	181	129	1.9	1.9	1.4
Finance and insurance.....	112	114	80	1.7	1.7	1.2
Real estate and rental and leasing.....	60	66	50	2.4	2.6	2.0
Professional and business services.....	897	1,083	885	3.9	4.7	3.8
Private education and health services.....	672	780	602	2.6	2.9	2.2
Private educational services.....	52	62	50	1.3	1.5	1.2
Health care and social assistance.....	620	718	552	2.8	3.2	2.4
Leisure and hospitality.....	852	1,045	814	5.2	6.2	4.9
Arts, entertainment, and recreation.....	158	224	191	6.5	8.5	7.5
Accommodation and food services.....	694	821	623	4.9	5.7	4.4
Other services.....	158	233	170	2.7	3.9	2.9
Government.....	245	276	229	1.0	1.2	1.0
Federal.....	35	30	25	1.2	1.0	0.8
State and local.....	210	246	204	1.0	1.2	1.0
State and local education.....	87	111	85	0.8	1.0	0.7
State and local, excluding education.....	123	135	119	1.3	1.4	1.2
<b>REGION<sup>3</sup></b>						
Northeast.....	788	754	735	2.8	2.6	2.6
South.....	1,795	2,146	1,620	3.0	3.6	2.7
Midwest.....	1,078	1,176	959	3.2	3.5	2.8
West.....	1,118	1,339	1,161	3.0	3.6	3.1

<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>		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Total.....	3,004	3,394	2,511	1.9	2.1	1.6
<b>INDUSTRY</b>						
Total private.....	2,857	3,236	2,375	2.1	2.4	1.7
Mining and logging.....	12	12	10	1.8	1.8	1.5
Construction.....	136	157	110	1.7	1.9	1.3
Manufacturing.....	166	200	131	1.3	1.6	1.0
Durable goods.....	94	104	73	1.2	1.3	0.9
Nondurable goods.....	73	96	59	1.5	2.0	1.2
Trade, transportation, and utilities.....	681	665	635	2.3	2.3	2.1
Wholesale trade.....	52	70	58	0.9	1.1	0.9
Retail trade.....	439	410	382	2.8	2.6	2.4
Transportation, warehousing, and utilities.....	189	186	195	2.6	2.6	2.6
Information.....	36	36	28	1.2	1.2	0.9
Financial activities.....	108	108	78	1.2	1.2	0.8
Finance and insurance.....	70	61	47	1.0	0.9	0.7
Real estate and rental and leasing.....	38	48	31	1.5	1.9	1.2
Professional and business services.....	537	584	398	2.3	2.5	1.7
Private education and health services.....	492	554	408	1.9	2.1	1.5
Private educational services.....	38	39	37	0.9	1.0	0.9
Health care and social assistance.....	455	515	371	2.1	2.3	1.6
Leisure and hospitality.....	608	745	465	3.7	4.4	2.8
Arts, entertainment, and recreation.....	53	84	37	2.2	3.2	1.4
Accommodation and food services.....	555	661	429	3.9	4.6	3.0
Other services.....	81	174	112	1.4	2.9	1.9
Government.....	148	158	136	0.6	0.7	0.6
Federal.....	16	15	12	0.5	0.5	0.4
State and local.....	132	143	124	0.6	0.7	0.6
State and local education.....	58	69	57	0.5	0.6	0.5
State and local, excluding education.....	74	74	66	0.8	0.8	0.7
<b>REGION<sup>3</sup></b>						
Northeast.....	439	438	351	1.6	1.5	1.2
South.....	1,209	1,366	1,013	2.0	2.3	1.7
Midwest.....	695	782	536	2.1	2.3	1.6
West.....	661	808	610	1.8	2.1	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.

<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 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>		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Total.....	1,472	1,774	1,705	0.9	1.1	1.1
<b>INDUSTRY</b>						
Total private.....	1,415	1,699	1,648	1.0	1.2	1.2
Mining and logging.....	6	7	5	1.0	1.1	0.8
Construction.....	211	182	178	2.6	2.1	2.1
Manufacturing.....	96	119	99	0.7	0.9	0.8
Durable goods.....	45	50	47	0.6	0.6	0.6
Nondurable goods.....	51	69	52	1.1	1.4	1.1
Trade, transportation, and utilities.....	314	329	336	1.1	1.1	1.1
Wholesale trade.....	60	46	52	1.0	0.7	0.8
Retail trade.....	141	166	168	0.9	1.1	1.1
Transportation, warehousing, and utilities.....	113	116	116	1.5	1.6	1.6
Information.....	22	31	43	0.7	1.0	1.4
Financial activities.....	54	51	35	0.6	0.5	0.4
Finance and insurance.....	34	38	17	0.5	0.6	0.2
Real estate and rental and leasing.....	19	13	19	0.8	0.5	0.7
Professional and business services.....	304	455	432	1.3	2.0	1.9
Private education and health services.....	132	182	156	0.5	0.7	0.6
Private educational services.....	11	19	12	0.3	0.5	0.3
Health care and social assistance.....	120	163	144	0.5	0.7	0.6
Leisure and hospitality.....	210	288	318	1.3	1.7	1.9
Arts, entertainment, and recreation.....	102	135	151	4.2	5.1	6.0
Accommodation and food services.....	108	153	167	0.8	1.1	1.2
Other services.....	67	56	48	1.1	0.9	0.8
Government.....	56	75	57	0.2	0.3	0.2
Federal.....	8	7	5	0.3	0.2	0.2
State and local.....	48	68	52	0.2	0.3	0.2
State and local education.....	18	32	18	0.2	0.3	0.2
State and local, excluding education.....	30	36	33	0.3	0.4	0.3
<b>REGION<sup>3</sup></b>						
Northeast.....	267	263	318	0.9	0.9	1.1
South.....	484	687	505	0.8	1.1	0.8
Midwest.....	334	349	384	1.0	1.0	1.1
West.....	387	476	499	1.0	1.3	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>		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
Total.....	302	248	259	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	262	205	223	0.2	0.2	0.2
Mining and logging.....	1	1	2	0.2	0.2	0.3
Construction.....	6	11	19	0.1	0.1	0.2
Manufacturing.....	22	21	13	0.2	0.2	0.1
Durable goods.....	14	12	6	0.2	0.1	0.1
Nondurable goods.....	8	10	7	0.2	0.2	0.1
Trade, transportation, and utilities.....	62	39	32	0.2	0.1	0.1
Wholesale trade.....	8	13	5	0.1	0.2	0.1
Retail trade.....	39	16	16	0.2	0.1	0.1
Transportation, warehousing, and utilities.....	14	11	11	0.2	0.1	0.2
Information.....	10	7	5	0.3	0.2	0.2
Financial activities.....	11	22	16	0.1	0.2	0.2
Finance and insurance.....	8	16	16	0.1	0.2	0.2
Real estate and rental and leasing.....	3	6	0	0.1	0.2	0.0
Professional and business services.....	56	44	55	0.2	0.2	0.2
Private education and health services.....	49	44	39	0.2	0.2	0.1
Private educational services.....	3	4	1	0.1	0.1	0.0
Health care and social assistance.....	45	40	38	0.2	0.2	0.2
Leisure and hospitality.....	35	12	31	0.2	0.1	0.2
Arts, entertainment, and recreation.....	4	5	3	0.2	0.2	0.1
Accommodation and food services.....	31	7	28	0.2	0.1	0.2
Other services.....	11	3	11	0.2	0.1	0.2
Government.....	41	43	36	0.2	0.2	0.2
Federal.....	11	8	7	0.4	0.3	0.2
State and local.....	30	35	29	0.1	0.2	0.1
State and local education.....	11	10	9	0.1	0.1	0.1
State and local, excluding education.....	19	24	20	0.2	0.3	0.2
<b>REGION<sup>3</sup></b>						
Northeast.....	81	52	65	0.3	0.2	0.2
South.....	102	94	103	0.2	0.2	0.2
Midwest.....	49	46	40	0.1	0.1	0.1
West.....	70	55	51	0.2	0.1	0.1

<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.

<sup>p</sup> Preliminary

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

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

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

Establishment size class	Levels (in thousands)			Rates		
	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>	Nov. 2023	Oct. 2024	Nov. 2024 <sup>p</sup>
<b>JOB OPENINGS</b>						
Total private.....	7,422	7,419	6,786	5.2	5.2	4.7
1 to 9 employees.....	1,523	1,774	1,476	6.6	7.5	6.2
10 to 49 employees.....	2,183	2,269	2,072	4.9	5.0	4.6
50 to 249 employees.....	1,794	1,922	1,794	4.5	4.6	4.4
250 to 999 employees.....	1,074	781	730	5.4	4.1	3.8
1,000 to 4,999 employees.....	596	471	491	6.4	5.1	5.3
5,000 or more employees.....	251	203	223	5.1	4.4	4.7
<b>HIRES</b>						
Total private.....	4,802	5,496	4,519	3.6	4.0	3.3
1 to 9 employees.....	752	924	525	3.5	4.2	2.3
10 to 49 employees.....	1,304	1,666	1,481	3.1	3.9	3.4
50 to 249 employees.....	1,434	1,726	1,394	3.7	4.4	3.6
250 to 999 employees.....	843	739	730	4.5	4.0	3.9
1,000 to 4,999 employees.....	395	368	325	4.5	4.2	3.7
5,000 or more employees.....	75	74	64	1.6	1.7	1.4
<b>TOTAL SEPARATIONS</b>						
Total private.....	4,534	5,140	4,246	3.4	3.8	3.1
1 to 9 employees.....	607	835	584	2.8	3.8	2.6
10 to 49 employees.....	1,385	1,660	1,360	3.2	3.8	3.2
50 to 249 employees.....	1,445	1,616	1,470	3.8	4.1	3.8
250 to 999 employees.....	725	669	547	3.8	3.6	2.9
1,000 to 4,999 employees.....	314	303	236	3.6	3.5	2.7
5,000 or more employees.....	58	56	49	1.2	1.3	1.1
<b>QUITS</b>						
Total private.....	2,857	3,236	2,375	2.1	2.4	1.7
1 to 9 employees.....	339	439	294	1.6	2.0	1.3
10 to 49 employees.....	956	1,146	779	2.2	2.7	1.8
50 to 249 employees.....	917	1,046	803	2.4	2.7	2.1
250 to 999 employees.....	432	399	329	2.3	2.2	1.8
1,000 to 4,999 employees.....	175	171	140	2.0	1.9	1.6
5,000 or more employees.....	37	35	29	0.8	0.8	0.7
<b>LAYOFFS AND DISCHARGES</b>						
Total private.....	1,415	1,699	1,648	1.0	1.2	1.2
1 to 9 employees.....	241	372	216	1.1	1.7	1.0
10 to 49 employees.....	318	462	536	0.7	1.1	1.2
50 to 249 employees.....	466	505	607	1.2	1.3	1.6
250 to 999 employees.....	252	231	190	1.3	1.3	1.0
1,000 to 4,999 employees.....	124	114	86	1.4	1.3	1.0
5,000 or more employees.....	14	14	13	0.3	0.3	0.3
<b>OTHER SEPARATIONS</b>						
Total private.....	262	205	223	0.2	0.2	0.2
1 to 9 employees.....	27	24	73	0.1	0.1	0.3
10 to 49 employees.....	110	52	45	0.3	0.1	0.1
50 to 249 employees.....	61	64	60	0.2	0.2	0.2
250 to 999 employees.....	41	39	29	0.2	0.2	0.2
1,000 to 4,999 employees.....	15	18	9	0.2	0.2	0.1
5,000 or more employees.....	7	7	7	0.2	0.2	0.2

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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.