

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 – OCTOBER 2024

The number of job openings was little changed at 7.7 million on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Over the month, hires changed little at 5.3 million. The number of total separations was little changed at 5.3 million. Within separations, quits (3.3 million) increased, but layoffs and discharges (1.6 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class.

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

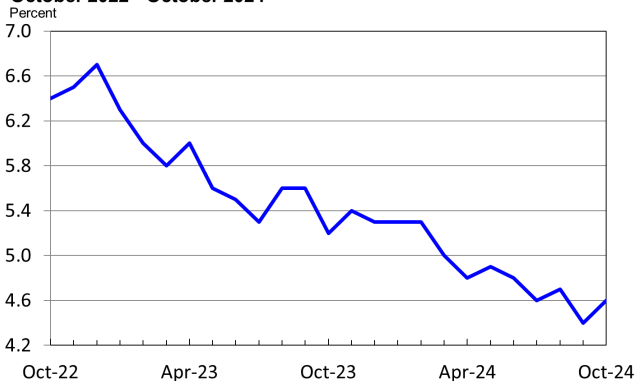
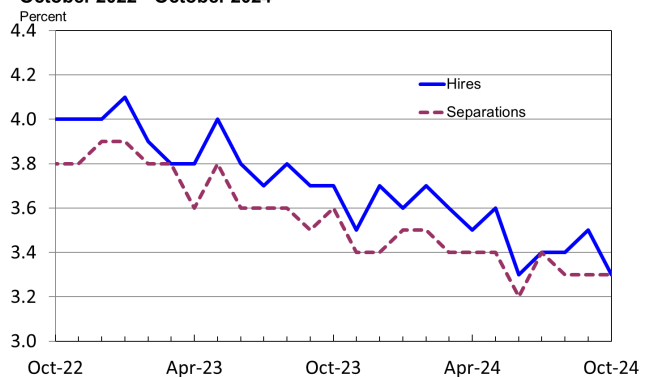


Chart 2. Hires and total separations rates, seasonally adjusted, October 2022 - October 2024



Job Openings

The number of **job openings** was little changed at 7.7 million on the last business day of October but was down by 941,000 over the year. The job openings rate, at 4.6 percent, changed little over the month. The number of job openings increased in professional and business services (+209,000), accommodation and food services (+162,000), and information (+87,000) but decreased in federal government (-26,000). (See table 1.)

Hires

In October, the number of **hires** changed little at 5.3 million but was down by 501,000 over the year. The hires rate was little changed at 3.3 percent. Hires decreased in private educational services (-24,000). (See table 2.)

Separations

Total separations include quits, layoffs and discharges, and other separations. Quits are generally voluntary separations initiated by the employee. Therefore, the quits rate can serve as a measure of workers' willingness or ability to leave jobs. Layoffs and discharges are involuntary separations initiated

by the employer. Other separations include separations due to retirement, death, disability, and transfers to other locations of the same firm.

The number of **total separations** in October was little changed at 5.3 million but was down by 369,000 over the year. The total separations rate was 3.3 percent for the third month in a row. (See table 3.)

In October, the number of **quits** increased to 3.3 million (+228,000) but was down by 308,000 over the year. Over the month, the quits rate increased to 2.1 percent. Quits increased in accommodation and food services (+90,000). (See table 4.)

In October, the number and rate of **layoffs and discharges** changed little at 1.6 million and 1.0 percent, respectively. Layoffs and discharges increased in retail trade (+60,000) but decreased in durable goods manufacturing (-37,000) and in private educational services (-14,000). (See table 5.)

The number of **other separations** changed little at 301,000 in October. (See table 6.)

Establishment Size Class

The hires rate for establishments with 1 to 9 employees decreased in October, while the job openings, quits, layoffs and discharges, and total separations 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 change. (See table 7.)

September 2024 Revisions

The number of job openings for September was revised down by 71,000 to 7.4 million, the number of hires was revised up 24,000 to 5.6 million, and the number of total separations was unchanged at 5.2 million. Within separations, the number of quits was revised up by 27,000 to 3.1 million, and the number of layoffs and discharges was revised down by 31,000 to 1.8 million. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

The Job Openings and Labor Turnover Survey estimates for November 2024 are scheduled to be released on Tuesday, January 7, 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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^P	Oct. 2023	Sept. 2024	Oct. 2024 ^P	Oct. 2023	Sept. 2024	Oct. 2024 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	8,685	7,372	7,744	5,814	5,582	5,313	5,630	5,196	5,261
Total private.....	7,718	6,501	6,868	5,429	5,221	4,947	5,325	4,884	4,947
Mining and logging.....	24	26	28	21	22	20	23	20	21
Construction.....	413	258	249	381	335	293	349	310	258
Manufacturing.....	576	478	465	377	358	337	371	373	341
Durable goods.....	364	321	317	205	200	179	206	215	184
Nondurable goods.....	213	156	148	172	158	158	165	158	157
Trade, transportation, and utilities.....	1,306	983	956	1,137	1,059	1,087	1,108	981	1,048
Wholesale trade.....	206	181	144	158	136	142	148	137	137
Retail trade.....	581	516	518	671	623	640	655	573	615
Transportation, warehousing, and utilities.....	520	287	295	308	300	305	305	271	296
Information.....	113	121	208	50	79	70	68	83	72
Financial activities.....	410	429	446	206	213	187	217	211	198
Finance and insurance.....	287	310	316	128	146	114	143	145	128
Real estate and rental and leasing.....	124	119	130	78	67	73	74	67	70
Professional and business services.....	1,585	1,441	1,650	1,116	1,063	984	1,148	1,061	1,094
Private education and health services.....	1,778	1,473	1,481	894	872	869	827	747	812
Private educational services.....	156	162	156	98	108	84	105	95	85
Health care and social assistance.....	1,622	1,311	1,326	796	764	785	722	652	727
Leisure and hospitality.....	1,201	986	1,115	1,047	962	848	1,014	863	862
Arts, entertainment, and recreation.....	207	120	87	165	174	152	131	185	159
Accommodation and food services.....	994	867	1,029	882	788	697	883	678	702
Other services.....	313	306	269	200	257	252	202	235	240
Government.....	967	871	876	385	361	366	305	311	313
Federal.....	188	141	115	42	33	30	36	31	30
State and local.....	779	730	762	343	328	337	269	281	284
State and local education.....	288	266	267	179	165	169	134	142	145
State and local, excluding education.....	491	464	494	164	163	168	136	139	139
RATES BY INDUSTRY (percent)									
Total.....	5.2	4.4	4.6	3.7	3.5	3.3	3.6	3.3	3.3
Total private.....	5.4	4.6	4.8	4.1	3.9	3.6	4.0	3.6	3.6
Mining and logging.....	3.6	3.9	4.2	3.3	3.4	3.2	3.6	3.2	3.2
Construction.....	4.9	3.0	2.9	4.7	4.0	3.5	4.3	3.7	3.1
Manufacturing.....	4.3	3.6	3.5	2.9	2.8	2.6	2.9	2.9	2.6
Durable goods.....	4.3	3.8	3.8	2.5	2.5	2.2	2.5	2.7	2.3
Nondurable goods.....	4.2	3.1	3.0	3.6	3.3	3.3	3.4	3.3	3.3
Trade, transportation, and utilities.....	4.3	3.3	3.2	3.9	3.6	3.7	3.8	3.4	3.6
Wholesale trade.....	3.2	2.8	2.3	2.6	2.2	2.3	2.4	2.2	2.2
Retail trade.....	3.6	3.2	3.2	4.3	4.0	4.1	4.2	3.7	3.9
Transportation, warehousing, and utilities.....	6.8	3.8	3.9	4.3	4.2	4.2	4.3	3.8	4.1
Information.....	3.6	3.9	6.5	1.7	2.6	2.3	2.3	2.8	2.4
Financial activities.....	4.3	4.4	4.6	2.2	2.3	2.0	2.4	2.3	2.1
Finance and insurance.....	4.1	4.4	4.5	1.9	2.2	1.7	2.1	2.1	1.9
Real estate and rental and leasing.....	4.7	4.5	4.9	3.1	2.7	2.9	3.0	2.7	2.8
Professional and business services.....	6.5	5.9	6.7	4.9	4.6	4.3	5.0	4.6	4.8
Private education and health services.....	6.5	5.3	5.3	3.5	3.3	3.3	3.2	2.8	3.1
Private educational services.....	3.9	4.0	3.8	2.6	2.8	2.2	2.7	2.4	2.2
Health care and social assistance.....	6.9	5.5	5.5	3.7	3.4	3.5	3.3	2.9	3.2
Leisure and hospitality.....	6.7	5.5	6.2	6.2	5.7	5.0	6.1	5.1	5.1
Arts, entertainment, and recreation.....	7.4	4.3	3.2	6.4	6.6	5.7	5.1	7.0	6.0
Accommodation and food services.....	6.5	5.7	6.7	6.2	5.5	4.9	6.2	4.7	4.9
Other services.....	5.1	4.9	4.3	3.4	4.3	4.2	3.4	4.0	4.1

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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Government.....	4.0	3.6	3.6	1.7	1.5	1.6	1.3	1.3	1.3
Federal.....	6.0	4.5	3.7	1.4	1.1	1.0	1.2	1.0	1.0
State and local.....	3.7	3.5	3.6	1.7	1.6	1.6	1.3	1.4	1.4
State and local education.....	2.6	2.4	2.4	1.7	1.5	1.6	1.3	1.3	1.3
State and local, excluding education.	5.0	4.6	4.9	1.7	1.7	1.7	1.4	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/. 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					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
Total.....	8,685	7,711	7,861	7,372	7,744	372	5.2	4.6	4.7	4.4	4.6	0.2
INDUSTRY												
Total private.....	7,718	6,839	6,912	6,501	6,868	367	5.4	4.8	4.9	4.6	4.8	0.2
Mining and logging.....	24	23	24	26	28	2	3.6	3.6	3.7	3.9	4.2	0.3
Construction.....	413	232	328	258	249	-9	4.9	2.7	3.8	3.0	2.9	-0.1
Manufacturing.....	576	505	491	478	465	-13	4.3	3.8	3.7	3.6	3.5	-0.1
Durable goods.....	364	340	321	321	317	-4	4.3	4.0	3.8	3.8	3.8	0.0
Nondurable goods.....	213	165	170	156	148	-8	4.2	3.3	3.4	3.1	3.0	-0.1
Trade, transportation, and utilities.....	1,306	1,038	1,131	983	956	-27	4.3	3.4	3.7	3.3	3.2	-0.1
Wholesale trade.....	206	184	192	181	144	-37	3.2	2.9	3.0	2.8	2.3	-0.5
Retail trade.....	581	563	592	516	518	2	3.6	3.5	3.6	3.2	3.2	0.0
Transportation, warehousing, and utilities.....	520	290	347	287	295	8	6.8	3.9	4.6	3.8	3.9	0.1
Information.....	113	129	119	121	208	87	3.6	4.1	3.8	3.9	6.5	2.6
Financial activities.....	410	442	374	429	446	17	4.3	4.6	3.9	4.4	4.6	0.2
Finance and insurance.....	287	311	264	310	316	6	4.1	4.4	3.8	4.4	4.5	0.1
Real estate and rental and leasing. ...	124	131	109	119	130	11	4.7	5.0	4.2	4.5	4.9	0.4
Professional and business services.	1,585	1,553	1,454	1,441	1,650	209	6.5	6.3	6.0	5.9	6.7	0.8
Private education and health services... ..	1,778	1,624	1,636	1,473	1,481	8	6.5	5.8	5.8	5.3	5.3	0.0
Private educational services.....	156	159	152	162	156	-6	3.9	4.0	3.8	4.0	3.8	-0.2
Health care and social assistance. ...	1,622	1,465	1,484	1,311	1,326	15	6.9	6.1	6.2	5.5	5.5	0.0
Leisure and hospitality.....	1,201	965	1,059	986	1,115	129	6.7	5.4	5.9	5.5	6.2	0.7
Arts, entertainment, and recreation. ...	207	150	142	120	87	-33	7.4	5.3	5.1	4.3	3.2	-1.1
Accommodation and food services. ...	994	815	917	867	1,029	162	6.5	5.4	6.0	5.7	6.7	1.0
Other services.....	313	329	295	306	269	-37	5.1	5.3	4.8	4.9	4.3	-0.6
Government.....	967	871	949	871	876	5	4.0	3.6	3.9	3.6	3.6	0.0
Federal.....	188	133	142	141	115	-26	6.0	4.3	4.5	4.5	3.7	-0.8
State and local.....	779	738	807	730	762	32	3.7	3.5	3.8	3.5	3.6	0.1
State and local education.....	288	246	304	266	267	1	2.6	2.2	2.7	2.4	2.4	0.0
State and local, excluding education.....	491	492	503	464	494	30	5.0	4.9	5.0	4.6	4.9	0.3
REGION³												
Northeast.....	1,490	1,254	1,384	1,404	1,209	-195	5.1	4.3	4.7	4.7	4.1	-0.6
South.....	3,526	3,226	3,215	2,707	3,193	486	5.7	5.1	5.1	4.3	5.1	0.8
Midwest.....	1,861	1,626	1,708	1,681	1,629	-52	5.3	4.6	4.8	4.7	4.6	-0.1
West.....	1,808	1,605	1,555	1,580	1,713	133	4.7	4.1	4.0	4.1	4.4	0.3

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					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
Total.....	5,814	5,416	5,435	5,582	5,313	-269	3.7	3.4	3.4	3.5	3.3	-0.2
INDUSTRY												
Total private.....	5,429	5,068	5,067	5,221	4,947	-274	4.1	3.7	3.7	3.9	3.6	-0.3
Mining and logging.....	21	18	19	22	20	-2	3.3	2.8	3.0	3.4	3.2	-0.2
Construction.....	381	359	348	335	293	-42	4.7	4.4	4.2	4.0	3.5	-0.5
Manufacturing.....	377	354	306	358	337	-21	2.9	2.7	2.4	2.8	2.6	-0.2
Durable goods.....	205	205	171	200	179	-21	2.5	2.5	2.1	2.5	2.2	-0.3
Nondurable goods.....	172	149	135	158	158	0	3.6	3.1	2.8	3.3	3.3	0.0
Trade, transportation, and utilities.....	1,137	1,139	987	1,059	1,087	28	3.9	3.9	3.4	3.6	3.7	0.1
Wholesale trade.....	158	151	139	136	142	6	2.6	2.4	2.3	2.2	2.3	0.1
Retail trade.....	671	669	571	623	640	17	4.3	4.3	3.6	4.0	4.1	0.1
Transportation, warehousing, and utilities.....	308	319	276	300	305	5	4.3	4.4	3.8	4.2	4.2	0.0
Information.....	50	78	78	79	70	-9	1.7	2.6	2.6	2.6	2.3	-0.3
Financial activities.....	206	231	219	213	187	-26	2.2	2.5	2.4	2.3	2.0	-0.3
Finance and insurance.....	128	161	153	146	114	-32	1.9	2.4	2.3	2.2	1.7	-0.5
Real estate and rental and leasing. ...	78	70	66	67	73	6	3.1	2.8	2.6	2.7	2.9	0.2
Professional and business services.	1,116	946	1,062	1,063	984	-79	4.9	4.1	4.6	4.6	4.3	-0.3
Private education and health services... ..	894	832	832	872	869	-3	3.5	3.2	3.1	3.3	3.3	0.0
Private educational services.....	98	87	102	108	84	-24	2.6	2.3	2.6	2.8	2.2	-0.6
Health care and social assistance. ...	796	745	730	764	785	21	3.7	3.3	3.2	3.4	3.5	0.1
Leisure and hospitality.....	1,047	891	976	962	848	-114	6.2	5.3	5.7	5.7	5.0	-0.7
Arts, entertainment, and recreation. ...	165	151	163	174	152	-22	6.4	5.7	6.1	6.6	5.7	-0.9
Accommodation and food services. ...	882	740	812	788	697	-91	6.2	5.2	5.7	5.5	4.9	-0.6
Other services.....	200	221	240	257	252	-5	3.4	3.7	4.1	4.3	4.2	-0.1
Government.....	385	347	368	361	366	5	1.7	1.5	1.6	1.5	1.6	0.1
Federal.....	42	31	35	33	30	-3	1.4	1.0	1.2	1.1	1.0	-0.1
State and local.....	343	316	333	328	337	9	1.7	1.6	1.6	1.6	1.6	0.0
State and local education.....	179	162	171	165	169	4	1.7	1.5	1.6	1.5	1.6	0.1
State and local, excluding education.....	164	154	162	163	168	5	1.7	1.6	1.7	1.7	1.7	0.0
REGION³												
Northeast.....	886	920	922	867	824	-43	3.2	3.3	3.3	3.1	2.9	-0.2
South.....	2,391	2,057	2,264	2,270	2,164	-106	4.1	3.5	3.8	3.8	3.6	-0.2
Midwest.....	1,244	1,207	1,078	1,193	1,160	-33	3.7	3.6	3.2	3.5	3.4	-0.1
West.....	1,293	1,232	1,171	1,251	1,166	-85	3.5	3.3	3.1	3.4	3.1	-0.3

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
Total.....	5,630	5,314	5,168	5,196	5,261	65	3.6	3.4	3.3	3.3	3.3	0.0
INDUSTRY												
Total private.....	5,325	4,972	4,847	4,884	4,947	63	4.0	3.7	3.6	3.6	3.6	0.0
Mining and logging.....	23	18	18	20	21	1	3.6	2.8	2.9	3.2	3.2	0.0
Construction.....	349	321	313	310	258	-52	4.3	3.9	3.8	3.7	3.1	-0.6
Manufacturing.....	371	347	325	373	341	-32	2.9	2.7	2.5	2.9	2.6	-0.3
Durable goods.....	206	204	194	215	184	-31	2.5	2.5	2.4	2.7	2.3	-0.4
Nondurable goods.....	165	143	131	158	157	-1	3.4	3.0	2.7	3.3	3.3	0.0
Trade, transportation, and utilities.....	1,108	1,097	945	981	1,048	67	3.8	3.8	3.3	3.4	3.6	0.2
Wholesale trade.....	148	140	138	137	137	0	2.4	2.3	2.2	2.2	2.2	0.0
Retail trade.....	655	656	539	573	615	42	4.2	4.2	3.4	3.7	3.9	0.2
Transportation, warehousing, and utilities.....	305	301	267	271	296	25	4.3	4.2	3.7	3.8	4.1	0.3
Information.....	68	92	87	83	72	-11	2.3	3.1	2.9	2.8	2.4	-0.4
Financial activities.....	217	234	195	211	198	-13	2.4	2.5	2.1	2.3	2.1	-0.2
Finance and insurance.....	143	167	132	145	128	-17	2.1	2.5	2.0	2.1	1.9	-0.2
Real estate and rental and leasing. ...	74	68	62	67	70	3	3.0	2.7	2.5	2.7	2.8	0.1
Professional and business services.	1,148	950	1,092	1,061	1,094	33	5.0	4.1	4.8	4.6	4.8	0.2
Private education and health services... ..	827	779	737	747	812	65	3.2	3.0	2.8	2.8	3.1	0.3
Private educational services.....	105	98	88	95	85	-10	2.7	2.5	2.3	2.4	2.2	-0.2
Health care and social assistance. ...	722	681	649	652	727	75	3.3	3.0	2.9	2.9	3.2	0.3
Leisure and hospitality.....	1,014	902	893	863	862	-1	6.1	5.3	5.3	5.1	5.1	0.0
Arts, entertainment, and recreation. ...	131	154	146	185	159	-26	5.1	5.8	5.5	7.0	6.0	-1.0
Accommodation and food services. ...	883	747	747	678	702	24	6.2	5.2	5.2	4.7	4.9	0.2
Other services.....	202	233	242	235	240	5	3.4	3.9	4.1	4.0	4.1	0.1
Government.....	305	343	321	311	313	2	1.3	1.5	1.4	1.3	1.3	0.0
Federal.....	36	31	34	31	30	-1	1.2	1.0	1.1	1.0	1.0	0.0
State and local.....	269	312	286	281	284	3	1.3	1.5	1.4	1.4	1.4	0.0
State and local education.....	134	155	144	142	145	3	1.3	1.4	1.3	1.3	1.3	0.0
State and local, excluding education.....	136	156	143	139	139	0	1.4	1.6	1.5	1.4	1.4	0.0
REGION³												
Northeast.....	1,010	866	803	870	776	-94	3.6	3.1	2.8	3.1	2.7	-0.4
South.....	2,340	2,125	2,039	2,117	2,038	-79	4.0	3.6	3.4	3.6	3.4	-0.2
Midwest.....	1,095	1,106	1,207	1,106	1,109	3	3.3	3.3	3.6	3.3	3.3	0.0
West.....	1,186	1,217	1,119	1,102	1,338	236	3.2	3.3	3.0	3.0	3.6	0.6

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

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

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

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
Total.....	3,634	3,243	3,178	3,098	3,326	228	2.3	2.0	2.0	1.9	2.1	0.2
INDUSTRY												
Total private.....	3,453	3,056	2,999	2,917	3,148	231	2.6	2.3	2.2	2.2	2.3	0.1
Mining and logging.....	14	10	9	12	12	0	2.1	1.6	1.4	2.0	1.8	-0.2
Construction.....	171	137	131	125	149	24	2.1	1.7	1.6	1.5	1.8	0.3
Manufacturing.....	225	222	208	200	209	9	1.7	1.7	1.6	1.5	1.6	0.1
Durable goods.....	126	129	128	112	116	4	1.6	1.6	1.6	1.4	1.4	0.0
Nondurable goods.....	98	93	80	88	92	4	2.0	1.9	1.7	1.8	1.9	0.1
Trade, transportation, and utilities.....	750	687	578	637	638	1	2.6	2.4	2.0	2.2	2.2	0.0
Wholesale trade.....	88	83	78	77	77	0	1.4	1.3	1.3	1.3	1.2	-0.1
Retail trade.....	478	432	368	420	394	-26	3.1	2.8	2.4	2.7	2.5	-0.2
Transportation, warehousing, and utilities.....	184	172	133	139	167	28	2.6	2.4	1.8	1.9	2.3	0.4
Information.....	41	49	41	29	35	6	1.4	1.6	1.4	1.0	1.2	0.2
Financial activities.....	129	127	109	127	112	-15	1.4	1.4	1.2	1.4	1.2	-0.2
Finance and insurance.....	91	91	88	87	68	-19	1.4	1.3	1.3	1.3	1.0	-0.3
Real estate and rental and leasing. . .	38	36	21	40	44	4	1.5	1.5	0.8	1.6	1.8	0.2
Professional and business services. . . .	677	495	575	513	550	37	3.0	2.2	2.5	2.2	2.4	0.2
Private education and health services...	594	543	514	518	565	47	2.3	2.1	1.9	1.9	2.1	0.2
Private educational services.....	72	62	54	45	50	5	1.9	1.6	1.4	1.2	1.3	0.1
Health care and social assistance. . .	522	482	460	473	515	42	2.4	2.1	2.0	2.1	2.3	0.2
Leisure and hospitality.....	742	642	665	610	702	92	4.4	3.8	3.9	3.6	4.1	0.5
Arts, entertainment, and recreation. . .	63	82	73	81	83	2	2.5	3.1	2.7	3.1	3.1	0.0
Accommodation and food services. . .	679	560	592	529	619	90	4.8	3.9	4.1	3.7	4.3	0.6
Other services.....	111	144	169	145	176	31	1.9	2.4	2.8	2.4	3.0	0.6
Government.....	181	186	179	181	179	-2	0.8	0.8	0.8	0.8	0.8	0.0
Federal.....	16	15	17	14	15	1	0.5	0.5	0.6	0.5	0.5	0.0
State and local.....	165	171	162	166	164	-2	0.8	0.8	0.8	0.8	0.8	0.0
State and local education.....	78	90	86	81	91	10	0.7	0.8	0.8	0.8	0.8	0.0
State and local, excluding education.....	87	81	76	85	72	-13	0.9	0.8	0.8	0.9	0.7	-0.2
REGION³												
Northeast.....	523	462	471	497	446	-51	1.9	1.6	1.7	1.8	1.6	-0.2
South.....	1,606	1,426	1,287	1,316	1,287	-29	2.7	2.4	2.2	2.2	2.2	0.0
Midwest.....	748	654	735	658	752	94	2.2	1.9	2.2	1.9	2.2	0.3
West.....	757	700	685	628	841	213	2.1	1.9	1.8	1.7	2.3	0.6

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.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
Total.....	1,653	1,713	1,668	1,802	1,633	-169	1.1	1.1	1.0	1.1	1.0	-0.1
INDUSTRY												
Total private.....	1,570	1,627	1,589	1,727	1,548	-179	1.2	1.2	1.2	1.3	1.1	-0.2
Mining and logging.....	7	6	7	6	7	1	1.1	0.9	1.0	0.9	1.2	0.3
Construction.....	167	175	169	170	97	-73	2.1	2.1	2.0	2.0	1.2	-0.8
Manufacturing.....	128	102	93	154	109	-45	1.0	0.8	0.7	1.2	0.8	-0.4
Durable goods.....	67	60	48	92	55	-37	0.8	0.7	0.6	1.1	0.7	-0.4
Nondurable goods.....	62	42	45	61	55	-6	1.3	0.9	0.9	1.3	1.1	-0.2
Trade, transportation, and utilities.....	286	333	312	312	365	53	1.0	1.1	1.1	1.1	1.3	0.2
Wholesale trade.....	53	50	55	48	41	-7	0.9	0.8	0.9	0.8	0.7	-0.1
Retail trade.....	130	169	137	142	202	60	0.8	1.1	0.9	0.9	1.3	0.4
Transportation, warehousing, and utilities.....	102	114	121	121	121	0	1.4	1.6	1.7	1.7	1.7	0.0
Information.....	15	38	43	42	32	-10	0.5	1.3	1.4	1.4	1.1	-0.3
Financial activities.....	63	72	79	56	57	1	0.7	0.8	0.9	0.6	0.6	0.0
Finance and insurance.....	34	46	41	32	41	9	0.5	0.7	0.6	0.5	0.6	0.1
Real estate and rental and leasing. ...	29	26	38	24	16	-8	1.2	1.0	1.5	0.9	0.6	-0.3
Professional and business services.....	397	399	452	487	477	-10	1.7	1.7	2.0	2.1	2.1	0.0
Private education and health services... ..	189	185	172	189	195	6	0.7	0.7	0.7	0.7	0.7	0.0
Private educational services.....	28	30	29	45	31	-14	0.7	0.8	0.8	1.2	0.8	-0.4
Health care and social assistance. ...	161	155	143	144	164	20	0.7	0.7	0.6	0.6	0.7	0.1
Leisure and hospitality.....	247	232	204	238	145	-93	1.5	1.4	1.2	1.4	0.9	-0.5
Arts, entertainment, and recreation. ...	65	68	69	100	68	-32	2.5	2.5	2.6	3.8	2.6	-1.2
Accommodation and food services. ...	182	164	135	138	77	-61	1.3	1.2	0.9	1.0	0.5	-0.5
Other services.....	72	85	57	74	64	-10	1.2	1.4	1.0	1.2	1.1	-0.1
Government.....	83	86	79	75	85	10	0.4	0.4	0.3	0.3	0.4	0.1
Federal.....	9	6	6	5	6	1	0.3	0.2	0.2	0.2	0.2	0.0
State and local.....	74	80	73	69	80	11	0.4	0.4	0.4	0.3	0.4	0.1
State and local education.....	45	37	33	40	40	0	0.4	0.3	0.3	0.4	0.4	0.0
State and local, excluding education.....	28	43	40	29	40	11	0.3	0.4	0.4	0.3	0.4	0.1
REGION³												
Northeast.....	411	346	272	325	255	-70	1.5	1.2	1.0	1.1	0.9	-0.2
South.....	578	577	629	694	654	-40	1.0	1.0	1.1	1.2	1.1	-0.1
Midwest.....	297	374	395	387	296	-91	0.9	1.1	1.2	1.1	0.9	-0.2
West.....	367	416	372	396	427	31	1.0	1.1	1.0	1.1	1.1	0.0

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.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
Total.....	344	359	322	296	301	5	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	302	288	259	240	252	12	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	3	2	3	2	2	0	0.4	0.2	0.4	0.3	0.3	0.0
Construction.....	10	9	12	14	13	-1	0.1	0.1	0.1	0.2	0.2	0.0
Manufacturing.....	18	22	24	20	24	4	0.1	0.2	0.2	0.2	0.2	0.0
Durable goods.....	13	14	18	12	14	2	0.2	0.2	0.2	0.1	0.2	0.1
Nondurable goods.....	5	8	6	9	10	1	0.1	0.2	0.1	0.2	0.2	0.0
Trade, transportation, and utilities.....	72	76	54	33	45	12	0.3	0.3	0.2	0.1	0.2	0.1
Wholesale trade.....	7	7	6	12	18	6	0.1	0.1	0.1	0.2	0.3	0.1
Retail trade.....	47	54	35	11	19	8	0.3	0.3	0.2	0.1	0.1	0.0
Transportation, warehousing, and utilities.....	19	15	13	11	8	-3	0.3	0.2	0.2	0.1	0.1	0.0
Information.....	12	4	3	12	5	-7	0.4	0.1	0.1	0.4	0.2	-0.2
Financial activities.....	25	35	7	29	29	0	0.3	0.4	0.1	0.3	0.3	0.0
Finance and insurance.....	18	30	4	25	19	-6	0.3	0.4	0.1	0.4	0.3	-0.1
Real estate and rental and leasing. ...	8	5	4	3	10	7	0.3	0.2	0.1	0.1	0.4	0.3
Professional and business services.	73	56	65	60	67	7	0.3	0.2	0.3	0.3	0.3	0.0
Private education and health services... ..	44	51	50	40	52	12	0.2	0.2	0.2	0.2	0.2	0.0
Private educational services.....	4	7	4	5	4	-1	0.1	0.2	0.1	0.1	0.1	0.0
Health care and social assistance. ...	40	45	46	35	48	13	0.2	0.2	0.2	0.2	0.2	0.0
Leisure and hospitality.....	25	27	24	14	14	0	0.2	0.2	0.1	0.1	0.1	0.0
Arts, entertainment, and recreation. ...	3	4	4	3	8	5	0.1	0.2	0.2	0.1	0.3	0.2
Accommodation and food services. ...	22	23	19	11	6	-5	0.2	0.2	0.1	0.1	0.0	-0.1
Other services.....	19	5	16	16	1	-15	0.3	0.1	0.3	0.3	0.0	-0.3
Government.....	41	70	63	56	50	-6	0.2	0.3	0.3	0.2	0.2	0.0
Federal.....	11	9	11	11	9	-2	0.4	0.3	0.4	0.4	0.3	-0.1
State and local.....	30	61	52	45	40	-5	0.2	0.3	0.3	0.2	0.2	0.0
State and local education.....	10	29	25	20	13	-7	0.1	0.3	0.2	0.2	0.1	-0.1
State and local, excluding education.....	21	32	27	25	27	2	0.2	0.3	0.3	0.3	0.3	0.0
REGION³												
Northeast.....	76	58	59	48	75	27	0.3	0.2	0.2	0.2	0.3	0.1
South.....	156	122	123	107	97	-10	0.3	0.2	0.2	0.2	0.2	0.0
Midwest.....	50	78	77	62	60	-2	0.1	0.2	0.2	0.2	0.2	0.0
West.....	62	100	62	79	69	-10	0.2	0.3	0.2	0.2	0.2	0.0

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

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

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

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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					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
JOB OPENINGS												
Total private.....	7,718	6,839	6,912	6,501	6,868	367	5.4	4.8	4.9	4.6	4.8	0.2
1 to 9 employees.....	1,681	1,520	1,540	1,164	1,485	321	7.3	6.4	6.5	5.5	6.3	0.8
10 to 49 employees.....	2,182	1,913	2,045	2,086	2,149	63	5.0	4.3	4.6	4.6	4.8	0.2
50 to 249 employees.....	2,061	1,859	1,841	1,797	1,871	74	5.0	4.5	4.5	4.3	4.6	0.3
250 to 999 employees.....	1,002	873	827	786	721	-65	5.1	4.4	4.1	3.9	3.7	-0.2
1,000 to 4,999 employees.....	566	431	417	445	431	-14	5.9	5.2	4.8	4.8	4.9	0.1
5,000 or more employees.....	226	244	242	223	211	-12	5.0	5.0	5.0	4.4	4.6	0.2
HIRES												
Total private.....	5,429	5,068	5,067	5,221	4,947	-274	4.1	3.7	3.7	3.9	3.6	-0.3
1 to 9 employees.....	857	753	856	846	754	-92	4.0	3.4	3.9	4.3	3.4	-0.9
10 to 49 employees.....	1,604	1,697	1,598	1,700	1,625	-75	3.9	4.0	3.7	4.0	3.8	-0.2
50 to 249 employees.....	1,767	1,542	1,530	1,608	1,587	-21	4.5	3.9	4.0	4.0	4.1	0.1
250 to 999 employees.....	795	664	696	663	624	-39	4.3	3.5	3.6	3.5	3.3	-0.2
1,000 to 4,999 employees.....	326	319	299	319	285	-34	3.6	4.1	3.6	3.6	3.4	-0.2
5,000 or more employees.....	79	93	88	85	72	-13	1.8	2.0	1.9	1.8	1.6	-0.2
TOTAL SEPARATIONS												
Total private.....	5,325	4,972	4,847	4,884	4,947	63	4.0	3.7	3.6	3.6	3.6	0.0
1 to 9 employees.....	800	660	618	663	763	100	3.7	3.0	2.8	3.3	3.4	0.1
10 to 49 employees.....	1,577	1,805	1,656	1,704	1,594	-110	3.8	4.3	3.9	4.0	3.7	-0.3
50 to 249 employees.....	1,759	1,420	1,492	1,505	1,582	77	4.5	3.6	3.9	3.8	4.0	0.2
250 to 999 employees.....	777	725	725	649	651	2	4.2	3.8	3.8	3.4	3.5	0.1
1,000 to 4,999 employees.....	358	284	285	295	298	3	4.0	3.6	3.5	3.3	3.5	0.2
5,000 or more employees.....	54	77	71	70	60	-10	1.2	1.7	1.5	1.4	1.3	-0.1
QUITS												
Total private.....	3,453	3,056	2,999	2,917	3,148	231	2.6	2.3	2.2	2.2	2.3	0.1
1 to 9 employees.....	502	295	345	354	359	5	2.3	1.3	1.6	1.8	1.6	-0.2
10 to 49 employees.....	1,070	1,183	1,081	1,136	1,162	26	2.6	2.8	2.5	2.7	2.7	0.0
50 to 249 employees.....	1,113	969	961	853	1,045	192	2.8	2.5	2.5	2.1	2.7	0.6
250 to 999 employees.....	511	404	419	369	385	16	2.7	2.1	2.2	1.9	2.1	0.2
1,000 to 4,999 employees.....	225	159	151	164	162	-2	2.5	2.0	1.8	1.9	1.9	0.0
5,000 or more employees.....	32	46	42	42	35	-7	0.7	1.0	0.9	0.9	0.8	-0.1
LAYOFFS AND DISCHARGES												
Total private.....	1,570	1,627	1,589	1,727	1,548	-179	1.2	1.2	1.2	1.3	1.1	-0.2
1 to 9 employees.....	226	312	230	292	377	85	1.1	1.4	1.0	1.5	1.7	0.2
10 to 49 employees.....	409	516	477	486	346	-140	1.0	1.2	1.1	1.1	0.8	-0.3
50 to 249 employees.....	572	388	470	580	463	-117	1.5	1.0	1.2	1.4	1.2	-0.2
250 to 999 employees.....	240	291	278	246	229	-17	1.3	1.5	1.4	1.3	1.2	-0.1
1,000 to 4,999 employees.....	110	96	115	106	117	11	1.2	1.2	1.4	1.2	1.4	0.2
5,000 or more employees.....	13	23	20	17	16	-1	0.3	0.5	0.4	0.4	0.4	0.0
OTHER SEPARATIONS												
Total private.....	302	288	259	240	252	12	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	73	52	44	17	28	11	0.3	0.2	0.2	0.1	0.1	0.0
10 to 49 employees.....	98	106	98	82	86	4	0.2	0.2	0.2	0.2	0.2	0.0
50 to 249 employees.....	75	63	61	72	74	2	0.2	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	26	30	28	33	36	3	0.1	0.2	0.1	0.2	0.2	0.0
1,000 to 4,999 employees.....	24	29	19	25	19	-6	0.3	0.4	0.2	0.3	0.2	-0.1
5,000 or more employees.....	8	8	9	10	9	-1	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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Total.....	9,156	7,239	8,167	5.5	4.3	4.9
INDUSTRY						
Total private.....	8,235	6,404	7,342	5.8	4.5	5.1
Mining and logging.....	23	24	29	3.5	3.6	4.4
Construction.....	435	249	261	5.0	2.9	3.0
Manufacturing.....	577	479	463	4.3	3.6	3.5
Durable goods.....	365	322	317	4.3	3.8	3.8
Nondurable goods.....	212	157	146	4.2	3.1	2.9
Trade, transportation, and utilities.....	1,375	1,030	995	4.5	3.4	3.3
Wholesale trade.....	213	176	146	3.4	2.8	2.3
Retail trade.....	650	563	563	4.0	3.5	3.5
Transportation, warehousing, and utilities.....	511	291	286	6.6	3.9	3.8
Information.....	111	123	208	3.6	4.0	6.5
Financial activities.....	460	425	498	4.7	4.4	5.1
Finance and insurance.....	321	316	352	4.5	4.5	5.0
Real estate and rental and leasing.....	139	108	146	5.3	4.1	5.5
Professional and business services.....	1,747	1,437	1,870	7.0	5.9	7.5
Private education and health services.....	1,947	1,414	1,577	7.0	5.1	5.6
Private educational services.....	167	155	164	4.0	3.8	3.9
Health care and social assistance.....	1,781	1,259	1,413	7.5	5.3	5.8
Leisure and hospitality.....	1,248	915	1,181	7.0	5.1	6.5
Arts, entertainment, and recreation.....	198	107	78	7.2	3.8	2.9
Accommodation and food services.....	1,050	808	1,104	6.9	5.3	7.1
Other services.....	310	308	259	5.0	4.9	4.2
Government.....	921	835	825	3.8	3.4	3.4
Federal.....	170	137	99	5.5	4.4	3.2
State and local.....	750	698	727	3.6	3.3	3.4
State and local education.....	276	254	255	2.4	2.3	2.2
State and local, excluding education.....	474	445	472	4.8	4.4	4.7
REGION³						
Northeast.....	1,558	1,366	1,251	5.3	4.6	4.2
South.....	3,654	2,736	3,298	5.8	4.4	5.2
Midwest.....	1,930	1,650	1,676	5.4	4.7	4.7
West.....	2,015	1,487	1,942	5.2	3.8	4.9

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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Total.....	6,245	5,630	5,734	4.0	3.5	3.6
INDUSTRY						
Total private.....	5,891	5,228	5,401	4.4	3.9	4.0
Mining and logging.....	22	23	20	3.3	3.5	3.2
Construction.....	394	320	297	4.8	3.8	3.5
Manufacturing.....	375	366	340	2.9	2.8	2.6
Durable goods.....	208	207	178	2.6	2.6	2.2
Nondurable goods.....	167	158	163	3.5	3.3	3.4
Trade, transportation, and utilities.....	1,387	1,050	1,340	4.8	3.6	4.6
Wholesale trade.....	167	135	149	2.7	2.2	2.4
Retail trade.....	779	609	744	5.0	3.9	4.7
Transportation, warehousing, and utilities.....	440	306	447	6.1	4.2	6.1
Information.....	59	86	82	2.0	2.9	2.7
Financial activities.....	225	211	199	2.4	2.3	2.1
Finance and insurance.....	142	148	122	2.1	2.2	1.8
Real estate and rental and leasing.....	83	64	77	3.3	2.5	3.1
Professional and business services.....	1,216	1,043	1,075	5.3	4.5	4.7
Private education and health services.....	970	901	956	3.8	3.4	3.6
Private educational services.....	105	142	87	2.6	3.7	2.1
Health care and social assistance.....	865	759	869	4.0	3.4	3.8
Leisure and hospitality.....	1,044	959	830	6.3	5.6	4.9
Arts, entertainment, and recreation.....	125	133	113	4.9	4.9	4.3
Accommodation and food services.....	919	826	717	6.5	5.7	5.0
Other services.....	200	267	260	3.4	4.5	4.4
Government.....	354	402	333	1.5	1.7	1.4
Federal.....	46	36	30	1.5	1.2	1.0
State and local.....	309	366	303	1.5	1.8	1.5
State and local education.....	164	224	155	1.5	2.1	1.4
State and local, excluding education.....	145	143	148	1.5	1.5	1.5
REGION³						
Northeast.....	915	916	846	3.3	3.2	3.0
South.....	2,575	2,278	2,339	4.3	3.8	3.9
Midwest.....	1,286	1,168	1,220	3.8	3.5	3.6
West.....	1,469	1,268	1,329	4.0	3.4	3.5

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Total.....	5,684	5,459	5,330	3.6	3.4	3.3
INDUSTRY						
Total private.....	5,409	5,117	5,053	4.0	3.8	3.7
Mining and logging.....	24	20	21	3.6	3.1	3.3
Construction.....	385	298	297	4.7	3.5	3.5
Manufacturing.....	364	377	338	2.8	2.9	2.6
Durable goods.....	199	213	175	2.4	2.6	2.2
Nondurable goods.....	166	164	163	3.4	3.4	3.4
Trade, transportation, and utilities.....	1,106	960	1,022	3.8	3.3	3.5
Wholesale trade.....	142	126	121	2.3	2.0	1.9
Retail trade.....	654	571	594	4.2	3.7	3.8
Transportation, warehousing, and utilities.....	310	263	307	4.3	3.6	4.2
Information.....	70	73	66	2.3	2.4	2.2
Financial activities.....	204	215	184	2.2	2.3	2.0
Finance and insurance.....	127	146	112	1.9	2.2	1.7
Real estate and rental and leasing.....	78	68	73	3.1	2.7	2.9
Professional and business services.....	1,136	1,071	1,108	4.9	4.7	4.8
Private education and health services.....	808	716	812	3.1	2.7	3.0
Private educational services.....	79	93	61	2.0	2.4	1.5
Health care and social assistance.....	730	623	751	3.3	2.8	3.3
Leisure and hospitality.....	1,128	1,137	971	6.8	6.7	5.7
Arts, entertainment, and recreation.....	171	335	194	6.7	12.4	7.4
Accommodation and food services.....	957	802	777	6.8	5.6	5.4
Other services.....	184	251	233	3.1	4.2	3.9
Government.....	275	342	277	1.2	1.5	1.2
Federal.....	38	31	30	1.3	1.0	1.0
State and local.....	238	311	247	1.2	1.5	1.2
State and local education.....	97	123	106	0.9	1.1	0.9
State and local, excluding education.....	140	189	141	1.5	2.0	1.5
REGION³						
Northeast.....	1,001	1,009	754	3.6	3.6	2.6
South.....	2,336	2,188	2,061	3.9	3.7	3.4
Midwest.....	1,129	1,164	1,142	3.4	3.4	3.4
West.....	1,218	1,098	1,373	3.3	2.9	3.7

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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Total.....	3,706	3,264	3,413	2.3	2.1	2.1
INDUSTRY						
Total private.....	3,539	3,070	3,255	2.6	2.3	2.4
Mining and logging.....	15	13	12	2.3	2.0	1.9
Construction.....	183	124	164	2.2	1.5	1.9
Manufacturing.....	218	201	205	1.7	1.6	1.6
Durable goods.....	119	114	110	1.5	1.4	1.4
Nondurable goods.....	99	87	95	2.0	1.8	2.0
Trade, transportation, and utilities.....	784	651	655	2.7	2.2	2.2
Wholesale trade.....	81	69	62	1.3	1.1	1.0
Retail trade.....	510	441	412	3.3	2.8	2.6
Transportation, warehousing, and utilities.....	194	141	181	2.7	2.0	2.5
Information.....	43	29	35	1.4	1.0	1.2
Financial activities.....	125	125	106	1.4	1.4	1.1
Finance and insurance.....	86	86	59	1.3	1.3	0.9
Real estate and rental and leasing.....	40	40	47	1.6	1.6	1.9
Professional and business services.....	698	549	578	3.0	2.4	2.5
Private education and health services.....	608	495	585	2.4	1.9	2.2
Private educational services.....	59	42	40	1.5	1.1	1.0
Health care and social assistance.....	549	453	545	2.5	2.0	2.4
Leisure and hospitality.....	759	721	742	4.5	4.2	4.4
Arts, entertainment, and recreation.....	66	118	88	2.6	4.4	3.3
Accommodation and food services.....	693	602	654	4.9	4.2	4.6
Other services.....	106	163	174	1.8	2.8	2.9
Government.....	167	194	158	0.7	0.8	0.7
Federal.....	16	15	14	0.5	0.5	0.5
State and local.....	151	179	144	0.7	0.9	0.7
State and local education.....	60	74	69	0.5	0.7	0.6
State and local, excluding education.....	91	105	75	1.0	1.1	0.8
REGION³						
Northeast.....	523	563	443	1.9	2.0	1.6
South.....	1,641	1,335	1,330	2.8	2.2	2.2
Midwest.....	773	705	794	2.3	2.1	2.3
West.....	770	661	846	2.1	1.8	2.3

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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Total.....	1,657	1,911	1,635	1.0	1.2	1.0
INDUSTRY						
Total private.....	1,585	1,815	1,558	1.2	1.3	1.1
Mining and logging.....	6	5	7	1.0	0.8	1.1
Construction.....	193	157	122	2.3	1.9	1.4
Manufacturing.....	130	159	111	1.0	1.2	0.9
Durable goods.....	67	90	52	0.8	1.1	0.6
Nondurable goods.....	63	69	59	1.3	1.4	1.2
Trade, transportation, and utilities.....	250	273	323	0.9	0.9	1.1
Wholesale trade.....	54	44	41	0.9	0.7	0.7
Retail trade.....	102	119	166	0.7	0.8	1.1
Transportation, warehousing, and utilities.....	94	110	117	1.3	1.5	1.6
Information.....	14	32	24	0.5	1.1	0.8
Financial activities.....	62	55	56	0.7	0.6	0.6
Finance and insurance.....	29	29	37	0.4	0.4	0.5
Real estate and rental and leasing.....	33	26	19	1.3	1.0	0.8
Professional and business services.....	366	471	459	1.6	2.0	2.0
Private education and health services.....	167	191	183	0.6	0.7	0.7
Private educational services.....	17	46	18	0.4	1.2	0.5
Health care and social assistance.....	150	145	165	0.7	0.6	0.7
Leisure and hospitality.....	338	403	215	2.0	2.4	1.3
Arts, entertainment, and recreation.....	102	213	98	4.0	7.9	3.7
Accommodation and food services.....	235	191	117	1.7	1.3	0.8
Other services.....	58	69	58	1.0	1.2	1.0
Government.....	72	96	77	0.3	0.4	0.3
Federal.....	11	5	8	0.4	0.2	0.3
State and local.....	61	91	70	0.3	0.4	0.3
State and local education.....	30	32	27	0.3	0.3	0.2
State and local, excluding education.....	31	59	42	0.3	0.6	0.4
REGION³						
Northeast.....	407	401	232	1.5	1.4	0.8
South.....	545	753	635	0.9	1.3	1.1
Midwest.....	311	401	301	0.9	1.2	0.9
West.....	394	356	467	1.1	1.0	1.2

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

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

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

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
Total.....	322	284	282	0.2	0.2	0.2
INDUSTRY						
Total private.....	285	232	240	0.2	0.2	0.2
Mining and logging.....	3	2	2	0.4	0.3	0.2
Construction.....	10	18	11	0.1	0.2	0.1
Manufacturing.....	16	17	22	0.1	0.1	0.2
Durable goods.....	12	9	13	0.2	0.1	0.2
Nondurable goods.....	4	8	10	0.1	0.2	0.2
Trade, transportation, and utilities.....	72	35	44	0.2	0.1	0.2
Wholesale trade.....	7	13	18	0.1	0.2	0.3
Retail trade.....	42	10	16	0.3	0.1	0.1
Transportation, warehousing, and utilities.....	23	12	10	0.3	0.2	0.1
Information.....	12	12	7	0.4	0.4	0.2
Financial activities.....	17	34	22	0.2	0.4	0.2
Finance and insurance.....	12	31	16	0.2	0.5	0.2
Real estate and rental and leasing.....	5	3	7	0.2	0.1	0.3
Professional and business services.....	71	51	72	0.3	0.2	0.3
Private education and health services.....	34	30	44	0.1	0.1	0.2
Private educational services.....	3	4	3	0.1	0.1	0.1
Health care and social assistance.....	31	26	41	0.1	0.1	0.2
Leisure and hospitality.....	31	13	15	0.2	0.1	0.1
Arts, entertainment, and recreation.....	3	4	9	0.1	0.1	0.3
Accommodation and food services.....	28	9	6	0.2	0.1	0.0
Other services.....	19	19	1	0.3	0.3	0.0
Government.....	36	52	42	0.2	0.2	0.2
Federal.....	11	11	8	0.4	0.4	0.3
State and local.....	25	41	33	0.1	0.2	0.2
State and local education.....	7	16	10	0.1	0.2	0.1
State and local, excluding education.....	18	25	24	0.2	0.3	0.2
REGION³						
Northeast.....	70	44	79	0.2	0.2	0.3
South.....	152	100	96	0.3	0.2	0.2
Midwest.....	45	59	48	0.1	0.2	0.1
West.....	54	82	60	0.1	0.2	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		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
JOB OPENINGS						
Total private.....	8,235	6,404	7,342	5.8	4.5	5.1
1 to 9 employees.....	1,956	1,084	1,750	8.3	5.2	7.3
10 to 49 employees.....	2,331	2,072	2,298	5.3	4.6	5.1
50 to 249 employees.....	2,072	1,791	1,890	5.0	4.3	4.6
250 to 999 employees.....	1,042	791	746	5.3	4.0	3.8
1,000 to 4,999 employees.....	597	452	448	6.2	4.9	5.0
5,000 or more employees.....	236	214	209	5.1	4.2	4.5
HIRES						
Total private.....	5,891	5,228	5,401	4.4	3.9	4.0
1 to 9 employees.....	1,006	759	888	4.7	3.8	4.0
10 to 49 employees.....	1,652	1,714	1,662	4.0	4.0	3.9
50 to 249 employees.....	1,838	1,634	1,691	4.7	4.1	4.3
250 to 999 employees.....	888	681	725	4.7	3.5	3.9
1,000 to 4,999 employees.....	418	346	360	4.6	3.9	4.3
5,000 or more employees.....	89	94	75	2.0	2.0	1.7
TOTAL SEPARATIONS						
Total private.....	5,409	5,117	5,053	4.0	3.8	3.7
1 to 9 employees.....	841	624	830	3.9	3.1	3.7
10 to 49 employees.....	1,590	1,815	1,601	3.8	4.2	3.7
50 to 249 employees.....	1,784	1,615	1,598	4.5	4.0	4.1
250 to 999 employees.....	784	695	661	4.2	3.6	3.5
1,000 to 4,999 employees.....	355	298	306	3.9	3.4	3.6
5,000 or more employees.....	55	70	58	1.3	1.4	1.3
QUITS						
Total private.....	3,539	3,070	3,255	2.6	2.3	2.4
1 to 9 employees.....	565	336	425	2.6	1.7	1.9
10 to 49 employees.....	1,076	1,187	1,172	2.6	2.8	2.7
50 to 249 employees.....	1,109	928	1,046	2.8	2.3	2.7
250 to 999 employees.....	524	401	403	2.8	2.1	2.1
1,000 to 4,999 employees.....	230	174	172	2.5	2.0	2.0
5,000 or more employees.....	35	43	35	0.8	0.9	0.8
LAYOFFS AND DISCHARGES						
Total private.....	1,585	1,815	1,558	1.2	1.3	1.1
1 to 9 employees.....	207	272	381	1.0	1.4	1.7
10 to 49 employees.....	422	548	349	1.0	1.3	0.8
50 to 249 employees.....	608	617	481	1.5	1.5	1.2
250 to 999 employees.....	236	263	220	1.3	1.4	1.2
1,000 to 4,999 employees.....	99	97	113	1.1	1.1	1.3
5,000 or more employees.....	13	17	14	0.3	0.4	0.3
OTHER SEPARATIONS						
Total private.....	285	232	240	0.2	0.2	0.2
1 to 9 employees.....	68	15	24	0.3	0.1	0.1
10 to 49 employees.....	92	79	81	0.2	0.2	0.2
50 to 249 employees.....	67	70	70	0.2	0.2	0.2
250 to 999 employees.....	23	30	37	0.1	0.2	0.2
1,000 to 4,999 employees.....	26	28	20	0.3	0.3	0.2
5,000 or more employees.....	8	10	8	0.2	0.2	0.2

p Preliminary

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

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

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