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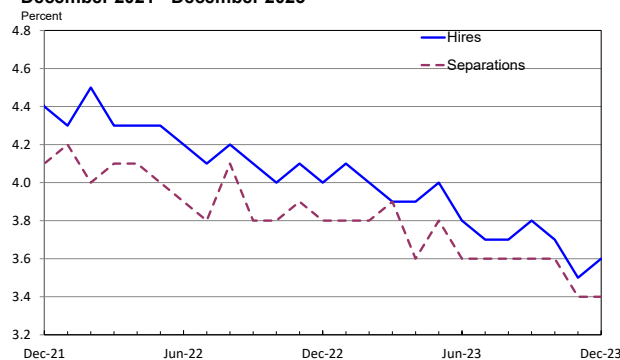
JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2023

The number of job openings changed little at 9.0 million on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires and total separations were little changed at 5.6 million and 5.4 million, respectively. Within separations, quits (3.4 million) and 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, December 2021 - December 2023



Chart 2. Hires and total separations rates, seasonally adjusted, December 2021 - December 2023



Job Openings

On the last business day of December, the number of **job openings** changed little at 9.0 million; this measure is down from a series high of 12.0 million in March 2022. Over the month, the rate was unchanged at 5.4 percent. Job openings increased in professional and business services (+239,000) but decreased in wholesale trade (-83,000). (See table 1.)

Hires

In December, the number and rate of **hires** were little changed at 5.6 million and 3.6 percent, respectively. The number of hires decreased in health care and social assistance (-119,000) but increased in state and local government, excluding education (+35,000). (See table 2.)

Separations

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

The number of **total separations** in December changed little at 5.4 million, and the rate was unchanged at 3.4 percent. Over the month, the number of total separations decreased in health care and social assistance (-91,000) but increased in wholesale trade (+39,000). (See table 3.)

In December, the number of **quits** changed little at 3.4 million, and the rate was unchanged at 2.2 percent. The number of quits decreased in health care and social assistance (-71,000) and in transportation, warehousing, and utilities (-35,000). The number of quits increased in wholesale trade (+63,000). (See table 4.)

In December, the number of **layoffs and discharges** changed little at 1.6 million, and the rate was 1.0 percent for the fourth month in a row. The number of layoffs and discharges increased in transportation, warehousing, and utilities (+43,000) and in state and local government, excluding education (+18,000). (See table 5.)

The number of **other separations** changed little in December at 358,000. (See table 6.)

Establishment Size Class

In December, the job openings, hires, and total separations rates changed little for establishments with 1 to 9 employees. The job openings rate increased for establishments with 5,000 or more employees. (See table 7.)

The Job Openings and Labor Turnover Survey estimates for January 2024 are scheduled to be released on Wednesday, March 6, 2024, at 10:00 a.m. (ET).

Upcoming Revisions to the JOLTS Estimates and Industry Titles

Effective with the release of January 2024 data on March 6, 2024, the Job Openings and Labor Turnover Survey (JOLTS) estimates will incorporate the annual updates to the Current Employment Statistics employment data and the JOLTS seasonal adjustment factors. Not seasonally adjusted data and seasonally adjusted data from January 2019 forward are subject to revision.

Also, with the release of data for January 2024, the “education and health services” industry will be renamed “private education and health services.” In addition, “educational services” will be renamed “private educational services.” This change is being made to align the industry titles with those used in the Current Employment Statistics program.

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

Category	Job openings			Hires			Total separations		
	Dec. 2022	Nov. 2023	Dec. 2023 ^P	Dec. 2022	Nov. 2023	Dec. 2023 ^P	Dec. 2022	Nov. 2023	Dec. 2023 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	11,234	8,925	9,026	6,251	5,554	5,621	5,906	5,401	5,365
Total private.....	10,126	7,911	8,010	5,809	5,191	5,208	5,502	5,064	5,012
Mining and logging.....	39	32	32	22	20	15	20	23	19
Construction.....	488	470	449	380	363	368	335	345	341
Manufacturing.....	797	553	601	405	349	327	384	343	318
Durable goods.....	519	379	408	234	197	182	206	189	173
Nondurable goods.....	278	174	192	171	151	145	178	154	144
Trade, transportation, and utilities.....	1,763	1,382	1,315	1,289	1,098	1,118	1,277	1,130	1,116
Wholesale trade.....	265	307	224	175	154	182	165	144	183
Retail trade.....	964	612	662	753	623	634	765	663	607
Transportation, warehousing, and utilities.....	534	463	429	361	321	302	347	323	326
Information.....	106	162	127	97	71	73	99	79	61
Financial activities.....	610	419	457	213	201	217	198	207	210
Finance and insurance.....	445	292	303	132	129	133	129	135	128
Real estate and rental and leasing.....	165	128	154	82	72	84	69	71	82
Professional and business services.....	2,087	1,480	1,719	1,155	980	1,036	1,125	994	1,055
Education and health services.....	2,080	1,945	2,018	904	921	806	825	824	737
Educational services.....	181	178	189	98	99	103	89	85	90
Health care and social assistance.....	1,899	1,767	1,830	806	822	703	736	738	647
Leisure and hospitality.....	1,859	1,126	995	1,107	975	1,040	1,010	933	970
Arts, entertainment, and recreation.....	180	159	150	161	139	169	130	137	155
Accommodation and food services.....	1,679	967	846	947	837	870	880	796	815
Other services.....	297	342	296	237	213	208	228	188	186
Government.....	1,109	1,014	1,016	442	364	413	404	336	353
Federal.....	156	169	183	45	38	44	45	39	37
State and local.....	953	845	833	397	325	369	359	297	317
State and local education.....	325	297	272	175	168	176	166	155	154
State and local, excluding education.....	628	548	561	222	158	193	193	143	162
RATES BY INDUSTRY (percent)									
Total.....	6.8	5.4	5.4	4.0	3.5	3.6	3.8	3.4	3.4
Total private.....	7.1	5.6	5.6	4.4	3.9	3.9	4.2	3.8	3.7
Mining and logging.....	5.8	4.7	4.7	3.5	3.1	2.4	3.2	3.5	2.9
Construction.....	5.8	5.5	5.3	4.8	4.5	4.6	4.3	4.3	4.2
Manufacturing.....	5.8	4.1	4.4	3.1	2.7	2.5	3.0	2.6	2.4
Durable goods.....	6.0	4.4	4.8	2.9	2.4	2.2	2.5	2.3	2.1
Nondurable goods.....	5.4	3.5	3.8	3.5	3.1	3.0	3.6	3.2	3.0
Trade, transportation, and utilities.....	5.8	4.6	4.4	4.5	3.8	3.9	4.4	3.9	3.9
Wholesale trade.....	4.2	4.8	3.5	2.9	2.5	3.0	2.7	2.4	3.0
Retail trade.....	5.9	3.8	4.1	4.9	4.0	4.1	4.9	4.3	3.9
Transportation, warehousing, and utilities.....	6.8	6.0	5.6	5.0	4.4	4.2	4.8	4.5	4.5
Information.....	3.3	5.1	4.0	3.1	2.3	2.4	3.2	2.6	2.0
Financial activities.....	6.3	4.4	4.8	2.3	2.2	2.4	2.2	2.3	2.3
Finance and insurance.....	6.2	4.2	4.3	2.0	1.9	2.0	1.9	2.0	1.9
Real estate and rental and leasing.....	6.4	5.0	5.9	3.4	3.0	3.4	2.9	2.9	3.4
Professional and business services.....	8.4	6.1	7.0	5.1	4.3	4.5	4.9	4.3	4.6
Education and health services.....	7.7	7.0	7.2	3.6	3.6	3.1	3.3	3.2	2.8
Educational services.....	4.5	4.3	4.5	2.5	2.5	2.6	2.3	2.1	2.3
Health care and social assistance.....	8.3	7.5	7.7	3.8	3.8	3.2	3.5	3.4	3.0
Leisure and hospitality.....	10.2	6.3	5.6	6.8	5.8	6.2	6.2	5.6	5.8
Arts, entertainment, and recreation.....	7.0	6.0	5.6	6.7	5.6	6.7	5.4	5.5	6.2
Accommodation and food services.....	10.8	6.4	5.6	6.8	5.9	6.1	6.3	5.6	5.7
Other services.....	4.9	5.5	4.8	4.1	3.6	3.5	3.9	3.2	3.1

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		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Government.....	4.7	4.2	4.2	2.0	1.6	1.8	1.8	1.5	1.5
Federal.....	5.1	5.4	5.8	1.5	1.3	1.5	1.6	1.3	1.2
State and local.....	4.7	4.1	4.0	2.0	1.6	1.8	1.8	1.5	1.6
State and local education.....	3.1	2.7	2.5	1.7	1.6	1.7	1.6	1.5	1.5
State and local, excluding education.	6.4	5.5	5.6	2.4	1.7	2.1	2.1	1.5	1.7

p Preliminary

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

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

Other information

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
Total.....	11,234	9,350	8,852	8,925	9,026	101	6.8	5.6	5.3	5.4	5.4	0.0
INDUSTRY												
Total private.....	10,126	8,381	7,845	7,911	8,010	99	7.1	5.9	5.5	5.6	5.6	0.0
Mining and logging.....	39	35	23	32	32	0	5.8	5.2	3.4	4.7	4.7	0.0
Construction.....	488	427	416	470	449	-21	5.8	5.1	4.9	5.5	5.3	-0.2
Manufacturing.....	797	601	561	553	601	48	5.8	4.4	4.1	4.1	4.4	0.3
Durable goods.....	519	357	362	379	408	29	6.0	4.2	4.3	4.4	4.8	0.4
Nondurable goods.....	278	243	200	174	192	18	5.4	4.8	4.0	3.5	3.8	0.3
Trade, transportation, and utilities.....	1,763	1,333	1,299	1,382	1,315	-67	5.8	4.4	4.3	4.6	4.4	-0.2
Wholesale trade.....	265	233	217	307	224	-83	4.2	3.7	3.4	4.8	3.5	-1.3
Retail trade.....	964	645	550	612	662	50	5.9	4.0	3.4	3.8	4.1	0.3
Transportation, warehousing, and utilities.....	534	455	532	463	429	-34	6.8	5.9	6.8	6.0	5.6	-0.4
Information.....	106	133	127	162	127	-35	3.3	4.1	4.0	5.1	4.0	-1.1
Financial activities.....	610	616	387	419	457	38	6.3	6.3	4.1	4.4	4.8	0.4
Finance and insurance.....	445	441	253	292	303	11	6.2	6.2	3.6	4.2	4.3	0.1
Real estate and rental and leasing. ...	165	175	133	128	154	26	6.4	6.7	5.2	5.0	5.9	0.9
Professional and business services.....	2,087	1,658	1,642	1,480	1,719	239	8.4	6.7	6.7	6.1	7.0	0.9
Education and health services.....	2,080	1,906	1,861	1,945	2,018	73	7.7	6.9	6.8	7.0	7.2	0.2
Educational services.....	181	177	172	178	189	11	4.5	4.3	4.2	4.3	4.5	0.2
Health care and social assistance. ...	1,899	1,729	1,689	1,767	1,830	63	8.3	7.4	7.2	7.5	7.7	0.2
Leisure and hospitality.....	1,859	1,359	1,240	1,126	995	-131	10.2	7.5	6.9	6.3	5.6	-0.7
Arts, entertainment, and recreation. ...	180	190	183	159	150	-9	7.0	7.1	6.8	6.0	5.6	-0.4
Accommodation and food services. ...	1,679	1,168	1,057	967	846	-121	10.8	7.6	6.9	6.4	5.6	-0.8
Other services.....	297	313	289	342	296	-46	4.9	5.1	4.7	5.5	4.8	-0.7
Government.....	1,109	970	1,008	1,014	1,016	2	4.7	4.1	4.2	4.2	4.2	0.0
Federal.....	156	162	180	169	183	14	5.1	5.2	5.8	5.4	5.8	0.4
State and local.....	953	808	827	845	833	-12	4.7	3.9	4.0	4.1	4.0	-0.1
State and local education.....	325	307	299	297	272	-25	3.1	2.8	2.7	2.7	2.5	-0.2
State and local, excluding education.....	628	501	529	548	561	13	6.4	5.1	5.3	5.5	5.6	0.1
REGION³												
Northeast.....	1,746	1,571	1,523	1,521	1,533	12	6.0	5.3	5.2	5.1	5.2	0.1
South.....	4,415	3,804	3,521	3,546	3,661	115	7.1	6.1	5.7	5.7	5.9	0.2
Midwest.....	2,536	2,002	1,921	2,042	2,020	-22	7.1	5.6	5.4	5.7	5.7	0.0
West.....	2,537	1,973	1,887	1,816	1,812	-4	6.5	5.1	4.8	4.7	4.7	0.0

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					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
Total.....	6,251	5,904	5,828	5,554	5,621	67	4.0	3.8	3.7	3.5	3.6	0.1
INDUSTRY												
Total private.....	5,809	5,536	5,446	5,191	5,208	17	4.4	4.1	4.1	3.9	3.9	0.0
Mining and logging.....	22	22	23	20	15	-5	3.5	3.4	3.5	3.1	2.4	-0.7
Construction.....	380	309	379	363	368	5	4.8	3.9	4.7	4.5	4.6	0.1
Manufacturing.....	405	390	370	349	327	-22	3.1	3.0	2.8	2.7	2.5	-0.2
Durable goods.....	234	214	206	197	182	-15	2.9	2.6	2.5	2.4	2.2	-0.2
Nondurable goods.....	171	176	164	151	145	-6	3.5	3.6	3.4	3.1	3.0	-0.1
Trade, transportation, and utilities.....	1,289	1,216	1,137	1,098	1,118	20	4.5	4.2	3.9	3.8	3.9	0.1
Wholesale trade.....	175	161	157	154	182	28	2.9	2.6	2.6	2.5	3.0	0.5
Retail trade.....	753	750	661	623	634	11	4.9	4.8	4.3	4.0	4.1	0.1
Transportation, warehousing, and utilities.....	361	305	318	321	302	-19	5.0	4.2	4.4	4.4	4.2	-0.2
Information.....	97	74	52	71	73	2	3.1	2.4	1.7	2.3	2.4	0.1
Financial activities.....	213	202	206	201	217	16	2.3	2.2	2.3	2.2	2.4	0.2
Finance and insurance.....	132	125	132	129	133	4	2.0	1.9	2.0	1.9	2.0	0.1
Real estate and rental and leasing. ...	82	77	74	72	84	12	3.4	3.2	3.0	3.0	3.4	0.4
Professional and business services.	1,155	1,095	1,146	980	1,036	56	5.1	4.8	5.0	4.3	4.5	0.2
Education and health services.....	904	863	892	921	806	-115	3.6	3.4	3.5	3.6	3.1	-0.5
Educational services.....	98	96	106	99	103	4	2.5	2.4	2.7	2.5	2.6	0.1
Health care and social assistance. ...	806	767	787	822	703	-119	3.8	3.5	3.6	3.8	3.2	-0.6
Leisure and hospitality.....	1,107	1,148	1,037	975	1,040	65	6.8	6.9	6.2	5.8	6.2	0.4
Arts, entertainment, and recreation. ...	161	155	157	139	169	30	6.7	6.2	6.3	5.6	6.7	1.1
Accommodation and food services. ...	947	993	880	837	870	33	6.8	7.0	6.2	5.9	6.1	0.2
Other services.....	237	217	204	213	208	-5	4.1	3.7	3.5	3.6	3.5	-0.1
Government.....	442	368	382	364	413	49	2.0	1.6	1.7	1.6	1.8	0.2
Federal.....	45	44	41	38	44	6	1.5	1.5	1.4	1.3	1.5	0.2
State and local.....	397	324	341	325	369	44	2.0	1.6	1.7	1.6	1.8	0.2
State and local education.....	175	170	181	168	176	8	1.7	1.6	1.7	1.6	1.7	0.1
State and local, excluding education.....	222	154	160	158	193	35	2.4	1.6	1.7	1.7	2.1	0.4
REGION³												
Northeast.....	923	930	889	898	880	-18	3.3	3.3	3.2	3.2	3.1	-0.1
South.....	2,628	2,515	2,402	2,338	2,340	2	4.6	4.3	4.1	4.0	4.0	0.0
Midwest.....	1,361	1,185	1,232	1,181	1,121	-60	4.1	3.5	3.7	3.5	3.3	-0.2
West.....	1,338	1,274	1,304	1,136	1,280	144	3.7	3.4	3.5	3.1	3.4	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.

^p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
Total.....	5,906	5,595	5,632	5,401	5,365	-36	3.8	3.6	3.6	3.4	3.4	0.0
INDUSTRY												
Total private.....	5,502	5,288	5,328	5,064	5,012	-52	4.2	3.9	4.0	3.8	3.7	-0.1
Mining and logging.....	20	21	24	23	19	-4	3.2	3.3	3.7	3.5	2.9	-0.6
Construction.....	335	312	345	345	341	-4	4.3	3.9	4.3	4.3	4.2	-0.1
Manufacturing.....	384	382	376	343	318	-25	3.0	2.9	2.9	2.6	2.4	-0.2
Durable goods.....	206	207	208	189	173	-16	2.5	2.5	2.6	2.3	2.1	-0.2
Nondurable goods.....	178	175	168	154	144	-10	3.6	3.6	3.5	3.2	3.0	-0.2
Trade, transportation, and utilities.....	1,277	1,181	1,134	1,130	1,116	-14	4.4	4.1	3.9	3.9	3.9	0.0
Wholesale trade.....	165	154	133	144	183	39	2.7	2.5	2.2	2.4	3.0	0.6
Retail trade.....	765	731	670	663	607	-56	4.9	4.7	4.3	4.3	3.9	-0.4
Transportation, warehousing, and utilities.....	347	296	331	323	326	3	4.8	4.1	4.6	4.5	4.5	0.0
Information.....	99	81	71	79	61	-18	3.2	2.6	2.4	2.6	2.0	-0.6
Financial activities.....	198	204	216	207	210	3	2.2	2.2	2.4	2.3	2.3	0.0
Finance and insurance.....	129	127	141	135	128	-7	1.9	1.9	2.1	2.0	1.9	-0.1
Real estate and rental and leasing. ...	69	77	75	71	82	11	2.9	3.2	3.1	2.9	3.4	0.5
Professional and business services.	1,125	1,067	1,164	994	1,055	61	4.9	4.6	5.1	4.3	4.6	0.3
Education and health services.....	825	766	814	824	737	-87	3.3	3.0	3.2	3.2	2.8	-0.4
Educational services.....	89	91	108	85	90	5	2.3	2.3	2.7	2.1	2.3	0.2
Health care and social assistance. ...	736	675	706	738	647	-91	3.5	3.1	3.2	3.4	3.0	-0.4
Leisure and hospitality.....	1,010	1,080	987	933	970	37	6.2	6.5	5.9	5.6	5.8	0.2
Arts, entertainment, and recreation. ...	130	167	135	137	155	18	5.4	6.7	5.4	5.5	6.2	0.7
Accommodation and food services. ...	880	914	852	796	815	19	6.3	6.4	6.0	5.6	5.7	0.1
Other services.....	228	194	198	188	186	-2	3.9	3.3	3.4	3.2	3.1	-0.1
Government.....	404	306	304	336	353	17	1.8	1.3	1.3	1.5	1.5	0.0
Federal.....	45	41	36	39	37	-2	1.6	1.4	1.2	1.3	1.2	-0.1
State and local.....	359	266	268	297	317	20	1.8	1.3	1.3	1.5	1.6	0.1
State and local education.....	166	136	135	155	154	-1	1.6	1.3	1.3	1.5	1.5	0.0
State and local, excluding education.....	193	129	133	143	162	19	2.1	1.4	1.4	1.5	1.7	0.2
REGION³												
Northeast.....	880	781	989	858	816	-42	3.2	2.8	3.5	3.1	2.9	-0.2
South.....	2,400	2,366	2,320	2,139	2,269	130	4.2	4.1	4.0	3.7	3.9	0.2
Midwest.....	1,247	1,191	1,129	1,157	1,105	-52	3.8	3.6	3.4	3.5	3.3	-0.2
West.....	1,379	1,256	1,193	1,246	1,176	-70	3.8	3.4	3.2	3.4	3.2	-0.2

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
Total.....	4,091	3,646	3,628	3,524	3,392	-132	2.6	2.3	2.3	2.2	2.2	0.0
INDUSTRY												
Total private.....	3,858	3,460	3,448	3,331	3,196	-135	2.9	2.6	2.6	2.5	2.4	-0.1
Mining and logging.....	14	12	14	14	11	-3	2.2	1.8	2.2	2.2	1.8	-0.4
Construction.....	153	138	173	166	150	-16	2.0	1.7	2.2	2.1	1.9	-0.2
Manufacturing.....	263	231	234	215	203	-12	2.0	1.8	1.8	1.7	1.6	-0.1
Durable goods.....	137	123	127	124	104	-20	1.7	1.5	1.6	1.5	1.3	-0.2
Nondurable goods.....	125	108	107	91	99	8	2.6	2.2	2.2	1.9	2.1	0.2
Trade, transportation, and utilities.....	916	826	774	749	723	-26	3.2	2.9	2.7	2.6	2.5	-0.1
Wholesale trade.....	96	84	80	71	134	63	1.6	1.4	1.3	1.2	2.2	1.0
Retail trade.....	598	554	491	477	423	-54	3.9	3.6	3.2	3.1	2.7	-0.4
Transportation, warehousing, and utilities.....	222	188	203	201	166	-35	3.1	2.6	2.8	2.8	2.3	-0.5
Information.....	46	45	44	43	33	-10	1.5	1.5	1.4	1.4	1.1	-0.3
Financial activities.....	134	133	124	125	135	10	1.5	1.5	1.4	1.4	1.5	0.1
Finance and insurance.....	88	92	88	82	82	0	1.3	1.4	1.3	1.2	1.2	0.0
Real estate and rental and leasing. ...	46	41	35	42	52	10	1.9	1.7	1.4	1.7	2.1	0.4
Professional and business services.....	719	591	676	606	574	-32	3.1	2.6	2.9	2.6	2.5	-0.1
Education and health services.....	629	550	570	592	528	-64	2.5	2.1	2.2	2.3	2.0	-0.3
Educational services.....	55	58	74	56	64	8	1.4	1.5	1.9	1.4	1.6	0.2
Health care and social assistance. ...	574	492	496	536	465	-71	2.7	2.3	2.3	2.5	2.1	-0.4
Leisure and hospitality.....	806	814	727	709	730	21	4.9	4.9	4.3	4.2	4.3	0.1
Arts, entertainment, and recreation. ...	77	86	71	71	83	12	3.2	3.5	2.8	2.8	3.3	0.5
Accommodation and food services. ...	729	729	656	639	647	8	5.2	5.1	4.6	4.5	4.5	0.0
Other services.....	177	120	113	112	108	-4	3.1	2.0	1.9	1.9	1.8	-0.1
Government.....	233	186	180	193	195	2	1.0	0.8	0.8	0.8	0.8	0.0
Federal.....	21	18	16	18	18	0	0.7	0.6	0.5	0.6	0.6	0.0
State and local.....	213	168	164	176	178	2	1.1	0.8	0.8	0.9	0.9	0.0
State and local education.....	103	87	80	92	95	3	1.0	0.8	0.8	0.9	0.9	0.0
State and local, excluding education.....	110	81	84	83	83	0	1.2	0.9	0.9	0.9	0.9	0.0
REGION³												
Northeast.....	539	489	516	509	504	-5	2.0	1.7	1.8	1.8	1.8	0.0
South.....	1,748	1,632	1,592	1,447	1,507	60	3.0	2.8	2.7	2.5	2.6	0.1
Midwest.....	835	738	771	802	688	-114	2.5	2.2	2.3	2.4	2.0	-0.4
West.....	969	787	750	766	692	-74	2.7	2.1	2.0	2.1	1.9	-0.2

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
Total.....	1,475	1,610	1,643	1,531	1,616	85	1.0	1.0	1.0	1.0	1.0	0.0
INDUSTRY												
Total private.....	1,378	1,542	1,561	1,447	1,515	68	1.0	1.2	1.2	1.1	1.1	0.0
Mining and logging.....	5	9	7	7	5	-2	0.7	1.4	1.0	1.1	0.8	-0.3
Construction.....	166	157	163	172	169	-3	2.1	2.0	2.0	2.1	2.1	0.0
Manufacturing.....	99	131	122	102	92	-10	0.8	1.0	0.9	0.8	0.7	-0.1
Durable goods.....	54	70	67	48	55	7	0.7	0.9	0.8	0.6	0.7	0.1
Nondurable goods.....	44	61	55	54	37	-17	0.9	1.2	1.1	1.1	0.8	-0.3
Trade, transportation, and utilities.....	304	290	285	315	334	19	1.1	1.0	1.0	1.1	1.2	0.1
Wholesale trade.....	59	64	47	64	41	-23	1.0	1.1	0.8	1.1	0.7	-0.4
Retail trade.....	138	136	131	145	145	0	0.9	0.9	0.8	0.9	0.9	0.0
Transportation, warehousing, and utilities.....	107	90	108	106	149	43	1.5	1.2	1.5	1.5	2.1	0.6
Information.....	46	24	15	27	25	-2	1.5	0.8	0.5	0.9	0.8	-0.1
Financial activities.....	38	55	62	62	54	-8	0.4	0.6	0.7	0.7	0.6	-0.1
Finance and insurance.....	19	24	38	39	30	-9	0.3	0.4	0.6	0.6	0.4	-0.2
Real estate and rental and leasing. ...	18	31	24	23	24	1	0.8	1.3	1.0	0.9	1.0	0.1
Professional and business services.....	338	401	409	324	393	69	1.5	1.7	1.8	1.4	1.7	0.3
Education and health services.....	149	174	196	170	154	-16	0.6	0.7	0.8	0.7	0.6	-0.1
Educational services.....	29	28	30	23	22	-1	0.8	0.7	0.7	0.6	0.5	-0.1
Health care and social assistance. ...	120	146	167	147	132	-15	0.6	0.7	0.8	0.7	0.6	-0.1
Leisure and hospitality.....	193	240	236	206	226	20	1.2	1.4	1.4	1.2	1.3	0.1
Arts, entertainment, and recreation. ...	52	78	61	63	69	6	2.2	3.1	2.4	2.5	2.7	0.2
Accommodation and food services. ...	141	162	175	142	158	16	1.0	1.1	1.2	1.0	1.1	0.1
Other services.....	41	61	66	62	61	-1	0.7	1.0	1.1	1.0	1.0	0.0
Government.....	97	68	82	84	101	17	0.4	0.3	0.4	0.4	0.4	0.0
Federal.....	10	8	8	8	8	0	0.3	0.3	0.3	0.3	0.3	0.0
State and local.....	87	60	74	76	93	17	0.4	0.3	0.4	0.4	0.5	0.1
State and local education.....	37	34	46	40	39	-1	0.4	0.3	0.4	0.4	0.4	0.0
State and local, excluding education.....	50	26	28	36	54	18	0.5	0.3	0.3	0.4	0.6	0.2
REGION³												
Northeast.....	279	227	401	262	242	-20	1.0	0.8	1.4	0.9	0.9	0.0
South.....	521	632	570	571	642	71	0.9	1.1	1.0	1.0	1.1	0.1
Midwest.....	356	389	299	294	352	58	1.1	1.2	0.9	0.9	1.0	0.1
West.....	319	362	373	403	380	-23	0.9	1.0	1.0	1.1	1.0	-0.1

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
Total.....	340	339	361	346	358	12	0.2	0.2	0.2	0.2	0.2	0.0
INDUSTRY												
Total private.....	266	286	319	287	301	14	0.2	0.2	0.2	0.2	0.2	0.0
Mining and logging.....	2	1	3	1	2	1	0.3	0.1	0.4	0.2	0.3	0.1
Construction.....	16	16	10	7	21	14	0.2	0.2	0.1	0.1	0.3	0.2
Manufacturing.....	23	20	20	25	22	-3	0.2	0.2	0.2	0.2	0.2	0.0
Durable goods.....	15	14	14	17	14	-3	0.2	0.2	0.2	0.2	0.2	0.0
Nondurable goods.....	8	6	6	8	8	0	0.2	0.1	0.1	0.2	0.2	0.0
Trade, transportation, and utilities.....	57	65	75	66	59	-7	0.2	0.2	0.3	0.2	0.2	0.0
Wholesale trade.....	10	6	7	9	8	-1	0.2	0.1	0.1	0.1	0.1	0.0
Retail trade.....	29	41	48	41	39	-2	0.2	0.3	0.3	0.3	0.3	0.0
Transportation, warehousing, and utilities.....	18	18	20	16	11	-5	0.3	0.2	0.3	0.2	0.2	0.0
Information.....	7	12	12	10	2	-8	0.2	0.4	0.4	0.3	0.1	-0.2
Financial activities.....	26	16	30	20	22	2	0.3	0.2	0.3	0.2	0.2	0.0
Finance and insurance.....	21	11	15	14	16	2	0.3	0.2	0.2	0.2	0.2	0.0
Real estate and rental and leasing. ...	5	5	15	6	6	0	0.2	0.2	0.6	0.3	0.2	-0.1
Professional and business services.....	68	76	79	65	87	22	0.3	0.3	0.3	0.3	0.4	0.1
Education and health services.....	47	42	48	62	54	-8	0.2	0.2	0.2	0.2	0.2	0.0
Educational services.....	5	5	4	6	4	-2	0.1	0.1	0.1	0.1	0.1	0.0
Health care and social assistance. ...	42	37	44	56	50	-6	0.2	0.2	0.2	0.3	0.2	-0.1
Leisure and hospitality.....	11	26	23	18	14	-4	0.1	0.2	0.1	0.1	0.1	0.0
Arts, entertainment, and recreation. ...	1	3	3	3	4	1	0.1	0.1	0.1	0.1	0.1	0.0
Accommodation and food services. ...	9	23	21	14	10	-4	0.1	0.2	0.1	0.1	0.1	0.0
Other services.....	10	13	19	14	17	3	0.2	0.2	0.3	0.2	0.3	0.1
Government.....	73	53	42	59	57	-2	0.3	0.2	0.2	0.3	0.2	-0.1
Federal.....	14	15	11	13	12	-1	0.5	0.5	0.4	0.4	0.4	0.0
State and local.....	59	38	31	45	46	1	0.3	0.2	0.2	0.2	0.2	0.0
State and local education.....	26	15	10	22	20	-2	0.2	0.1	0.1	0.2	0.2	0.0
State and local, excluding education.....	33	23	21	24	25	1	0.4	0.2	0.2	0.3	0.3	0.0
REGION³												
Northeast.....	62	65	73	87	70	-17	0.2	0.2	0.3	0.3	0.2	-0.1
South.....	131	102	159	121	119	-2	0.2	0.2	0.3	0.2	0.2	0.0
Midwest.....	55	64	59	62	65	3	0.2	0.2	0.2	0.2	0.2	0.0
West.....	91	108	70	76	104	28	0.2	0.3	0.2	0.2	0.3	0.1

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

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

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

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
JOB OPENINGS												
Total private.....	10,126	8,381	7,845	7,911	8,010	99	7.1	5.9	5.5	5.6	5.6	0.0
1 to 9 employees.....	1,818	1,930	1,691	1,652	1,988	336	7.8	8.3	7.4	7.2	7.7	0.5
10 to 49 employees.....	3,188	2,456	2,284	2,350	2,111	-239	7.0	5.4	5.2	5.3	4.8	-0.5
50 to 249 employees.....	2,953	2,219	2,057	1,930	2,031	101	7.4	5.4	5.0	4.8	5.2	0.4
250 to 999 employees.....	1,235	950	1,008	1,122	986	-136	6.4	5.1	5.1	5.6	5.1	-0.5
1,000 to 4,999 employees.....	634	584	577	608	612	4	6.6	6.5	5.9	6.5	6.8	0.3
5,000 or more employees.....	298	242	228	248	282	34	6.8	5.3	5.0	5.1	5.7	0.6
HIRES												
Total private.....	5,809	5,536	5,446	5,191	5,208	17	4.4	4.1	4.1	3.9	3.9	0.0
1 to 9 employees.....	800	889	895	957	900	-57	3.7	4.2	4.2	4.5	3.8	-0.7
10 to 49 employees.....	1,912	1,678	1,603	1,482	1,642	160	4.5	3.9	3.8	3.5	3.9	0.4
50 to 249 employees.....	1,858	1,808	1,752	1,542	1,576	34	5.0	4.6	4.5	4.0	4.3	0.3
250 to 999 employees.....	804	752	794	803	711	-92	4.5	4.2	4.3	4.3	3.8	-0.5
1,000 to 4,999 employees.....	362	325	323	327	300	-27	4.0	3.9	3.5	3.8	3.6	-0.2
5,000 or more employees.....	73	84	78	80	79	-1	1.8	1.9	1.8	1.7	1.7	0.0
TOTAL SEPARATIONS												
Total private.....	5,502	5,288	5,328	5,064	5,012	-52	4.2	3.9	4.0	3.8	3.7	-0.1
1 to 9 employees.....	826	760	799	720	835	115	3.8	3.6	3.8	3.4	3.5	0.1
10 to 49 employees.....	1,923	1,747	1,610	1,584	1,592	8	4.5	4.0	3.9	3.7	3.8	0.1
50 to 249 employees.....	1,594	1,738	1,731	1,598	1,542	-56	4.3	4.5	4.5	4.2	4.2	0.0
250 to 999 employees.....	723	700	772	776	668	-108	4.0	3.9	4.1	4.1	3.6	-0.5
1,000 to 4,999 employees.....	375	280	363	320	313	-7	4.2	3.3	4.0	3.7	3.7	0.0
5,000 or more employees.....	61	64	53	66	62	-4	1.5	1.5	1.2	1.4	1.3	-0.1
QUITS												
Total private.....	3,858	3,460	3,448	3,331	3,196	-135	2.9	2.6	2.6	2.5	2.4	-0.1
1 to 9 employees.....	566	362	486	471	489	18	2.6	1.7	2.3	2.2	2.1	-0.1
10 to 49 employees.....	1,403	1,292	1,091	1,113	1,088	-25	3.3	3.0	2.6	2.6	2.6	0.0
50 to 249 employees.....	1,142	1,197	1,110	1,060	1,030	-30	3.1	3.1	2.9	2.8	2.8	0.0
250 to 999 employees.....	458	418	503	465	383	-82	2.6	2.4	2.7	2.5	2.1	-0.4
1,000 to 4,999 employees.....	248	154	226	178	165	-13	2.8	1.8	2.5	2.0	2.0	0.0
5,000 or more employees.....	41	38	32	43	41	-2	1.0	0.9	0.7	0.9	0.9	0.0
LAYOFFS AND DISCHARGES												
Total private.....	1,378	1,542	1,561	1,447	1,515	68	1.0	1.2	1.2	1.1	1.1	0.0
1 to 9 employees.....	206	319	231	218	274	56	1.0	1.5	1.1	1.0	1.2	0.2
10 to 49 employees.....	440	370	421	350	403	53	1.0	0.9	1.0	0.8	1.0	0.2
50 to 249 employees.....	382	472	543	468	448	-20	1.0	1.2	1.4	1.2	1.2	0.0
250 to 999 employees.....	235	255	241	269	248	-21	1.3	1.4	1.3	1.4	1.3	-0.1
1,000 to 4,999 employees.....	103	108	112	125	127	2	1.1	1.3	1.2	1.4	1.5	0.1
5,000 or more employees.....	12	17	13	16	14	-2	0.3	0.4	0.3	0.3	0.3	0.0
OTHER SEPARATIONS												
Total private.....	266	286	319	287	301	14	0.2	0.2	0.2	0.2	0.2	0.0
1 to 9 employees.....	54	79	82	32	71	39	0.3	0.4	0.4	0.1	0.3	0.2
10 to 49 employees.....	80	85	98	121	100	-21	0.2	0.2	0.2	0.3	0.2	-0.1
50 to 249 employees.....	70	69	78	69	64	-5	0.2	0.2	0.2	0.2	0.2	0.0
250 to 999 employees.....	30	28	27	41	37	-4	0.2	0.2	0.1	0.2	0.2	0.0
1,000 to 4,999 employees.....	24	18	26	17	21	4	0.3	0.2	0.3	0.2	0.3	0.1
5,000 or more employees.....	8	8	9	8	7	-1	0.2	0.2	0.2	0.2	0.1	-0.1

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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		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Total.....	10,164	8,262	8,363	6.1	5.0	5.0
INDUSTRY						
Total private.....	9,097	7,283	7,377	6.4	5.1	5.2
Mining and logging.....	38	32	32	5.6	4.8	4.7
Construction.....	390	395	374	4.8	4.6	4.5
Manufacturing.....	730	546	573	5.3	4.0	4.2
Durable goods.....	467	375	390	5.4	4.4	4.6
Nondurable goods.....	263	171	183	5.1	3.4	3.6
Trade, transportation, and utilities.....	1,579	1,239	1,187	5.1	4.0	3.8
Wholesale trade.....	221	281	184	3.5	4.4	2.9
Retail trade.....	873	509	616	5.2	3.1	3.7
Transportation, warehousing, and utilities.....	485	449	386	6.0	5.7	4.9
Information.....	107	150	121	3.3	4.7	3.8
Financial activities.....	579	392	437	6.0	4.1	4.6
Finance and insurance.....	426	276	287	6.0	4.0	4.1
Real estate and rental and leasing.....	153	116	150	6.0	4.5	5.8
Professional and business services.....	1,912	1,329	1,657	7.7	5.4	6.7
Education and health services.....	1,975	1,839	1,943	7.3	6.6	6.9
Educational services.....	153	165	168	3.8	3.8	4.0
Health care and social assistance.....	1,821	1,674	1,775	8.0	7.1	7.5
Leisure and hospitality.....	1,518	1,039	807	8.7	5.9	4.7
Arts, entertainment, and recreation.....	147	117	97	6.1	4.7	3.9
Accommodation and food services.....	1,372	922	710	9.1	6.1	4.8
Other services.....	268	322	246	4.4	5.2	4.0
Government.....	1,068	978	986	4.5	4.0	4.1
Federal.....	141	166	169	4.6	5.3	5.4
State and local.....	927	812	818	4.5	3.8	3.9
State and local education.....	302	280	246	2.8	2.5	2.2
State and local, excluding education.....	625	532	572	6.4	5.4	5.8
REGION³						
Northeast.....	1,639	1,412	1,493	5.6	4.8	5.0
South.....	3,932	3,238	3,356	6.4	5.2	5.4
Midwest.....	2,220	1,925	1,835	6.3	5.4	5.2
West.....	2,372	1,687	1,680	6.1	4.3	4.3

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.

Table 9. Hires levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Total.....	4,641	5,067	4,102	3.0	3.2	2.6
INDUSTRY						
Total private.....	4,373	4,781	3,850	3.3	3.5	2.9
Mining and logging.....	16	16	10	2.5	2.5	1.6
Construction.....	235	272	227	3.0	3.3	2.8
Manufacturing.....	281	292	220	2.2	2.2	1.7
Durable goods.....	163	168	126	2.0	2.1	1.5
Nondurable goods.....	119	124	94	2.4	2.6	1.9
Trade, transportation, and utilities.....	1,080	1,374	892	3.7	4.7	3.0
Wholesale trade.....	127	125	135	2.1	2.0	2.2
Retail trade.....	596	723	469	3.8	4.6	2.9
Transportation, warehousing, and utilities.....	356	526	287	4.7	7.1	3.8
Information.....	63	69	50	2.0	2.3	1.6
Financial activities.....	135	176	142	1.5	1.9	1.5
Finance and insurance.....	78	114	79	1.2	1.7	1.2
Real estate and rental and leasing.....	57	61	63	2.4	2.5	2.6
Professional and business services.....	901	889	808	3.9	3.8	3.5
Education and health services.....	679	762	600	2.7	2.9	2.3
Educational services.....	44	68	52	1.1	1.7	1.3
Health care and social assistance.....	635	694	548	3.0	3.2	2.5
Leisure and hospitality.....	802	765	749	5.0	4.6	4.6
Arts, entertainment, and recreation.....	100	93	110	4.5	3.9	4.6
Accommodation and food services.....	702	672	639	5.1	4.8	4.5
Other services.....	180	167	152	3.1	2.8	2.6
Government.....	268	287	252	1.2	1.2	1.1
Federal.....	43	45	41	1.5	1.5	1.4
State and local.....	225	242	211	1.1	1.2	1.0
State and local education.....	83	113	84	0.8	1.0	0.8
State and local, excluding education.....	142	129	127	1.6	1.4	1.4
REGION³						
Northeast.....	650	784	613	2.3	2.8	2.2
South.....	1,969	2,125	1,715	3.4	3.6	2.9
Midwest.....	1,055	1,103	844	3.2	3.3	2.5
West.....	966	1,055	929	2.6	2.8	2.5

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Total.....	5,598	4,784	5,074	3.6	3.0	3.2
INDUSTRY						
Total private.....	5,237	4,542	4,759	3.9	3.4	3.5
Mining and logging.....	18	18	16	2.9	2.8	2.5
Construction.....	385	356	386	5.0	4.4	4.8
Manufacturing.....	317	286	252	2.4	2.2	1.9
Durable goods.....	165	154	138	2.0	1.9	1.7
Nondurable goods.....	152	131	114	3.1	2.7	2.4
Trade, transportation, and utilities.....	1,306	1,046	1,140	4.4	3.6	3.8
Wholesale trade.....	145	122	164	2.4	2.0	2.7
Retail trade.....	764	617	601	4.8	3.9	3.8
Transportation, warehousing, and utilities.....	396	307	374	5.2	4.1	4.9
Information.....	101	71	58	3.2	2.3	1.9
Financial activities.....	160	170	174	1.8	1.9	1.9
Finance and insurance.....	107	111	105	1.6	1.6	1.6
Real estate and rental and leasing.....	53	60	69	2.2	2.4	2.8
Professional and business services.....	1,119	927	1,081	4.9	4.0	4.7
Education and health services.....	725	671	636	2.9	2.6	2.4
Educational services.....	75	50	72	1.9	1.2	1.8
Health care and social assistance.....	650	621	563	3.1	2.8	2.6
Leisure and hospitality.....	902	836	849	5.7	5.1	5.2
Arts, entertainment, and recreation.....	127	159	153	5.7	6.7	6.4
Accommodation and food services.....	775	677	696	5.7	4.8	4.9
Other services.....	204	160	166	3.5	2.7	2.8
Government.....	361	243	315	1.6	1.0	1.4
Federal.....	56	34	45	1.9	1.2	1.5
State and local.....	305	208	270	1.5	1.0	1.3
State and local education.....	124	84	118	1.2	0.8	1.1
State and local, excluding education.....	182	124	152	2.0	1.3	1.6
REGION³						
Northeast.....	890	792	815	3.2	2.8	2.9
South.....	2,195	1,791	2,079	3.8	3.0	3.5
Midwest.....	1,214	1,066	1,056	3.7	3.2	3.1
West.....	1,300	1,135	1,124	3.5	3.0	3.0

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Total.....	3,540	3,015	2,852	2.3	1.9	1.8
INDUSTRY						
Total private.....	3,353	2,868	2,698	2.5	2.1	2.0
Mining and logging.....	11	11	8	1.7	1.7	1.3
Construction.....	126	136	119	1.6	1.7	1.5
Manufacturing.....	195	166	147	1.5	1.3	1.1
Durable goods.....	99	95	74	1.2	1.2	0.9
Nondurable goods.....	96	72	73	2.0	1.5	1.5
Trade, transportation, and utilities.....	872	688	666	3.0	2.3	2.2
Wholesale trade.....	74	53	114	1.2	0.9	1.9
Retail trade.....	549	438	379	3.5	2.8	2.4
Transportation, warehousing, and utilities.....	249	198	173	3.3	2.7	2.3
Information.....	41	38	28	1.3	1.2	0.9
Financial activities.....	105	108	107	1.1	1.2	1.2
Finance and insurance.....	69	69	64	1.0	1.0	1.0
Real estate and rental and leasing.....	35	39	42	1.5	1.6	1.7
Professional and business services.....	619	552	482	2.7	2.4	2.1
Education and health services.....	554	492	455	2.2	1.9	1.7
Educational services.....	42	36	51	1.1	0.9	1.2
Health care and social assistance.....	512	455	404	2.4	2.1	1.8
Leisure and hospitality.....	684	594	601	4.3	3.6	3.7
Arts, entertainment, and recreation.....	61	53	67	2.7	2.2	2.8
Accommodation and food services.....	623	541	534	4.5	3.8	3.8
Other services.....	147	82	86	2.5	1.4	1.5
Government.....	186	147	153	0.8	0.6	0.7
Federal.....	21	16	17	0.7	0.5	0.6
State and local.....	166	131	136	0.8	0.6	0.7
State and local education.....	69	57	65	0.6	0.5	0.6
State and local, excluding education.....	97	75	71	1.1	0.8	0.8
REGION³						
Northeast.....	452	440	421	1.6	1.6	1.5
South.....	1,503	1,206	1,256	2.6	2.0	2.1
Midwest.....	729	701	578	2.2	2.1	1.7
West.....	855	668	597	2.3	1.8	1.6

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.

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Total.....	1,698	1,465	1,826	1.1	0.9	1.2
INDUSTRY						
Total private.....	1,606	1,409	1,729	1.2	1.0	1.3
Mining and logging.....	6	6	6	1.0	0.9	1.0
Construction.....	242	214	246	3.1	2.6	3.1
Manufacturing.....	100	97	83	0.8	0.7	0.6
Durable goods.....	52	45	49	0.6	0.6	0.6
Nondurable goods.....	49	52	33	1.0	1.1	0.7
Trade, transportation, and utilities.....	377	295	416	1.3	1.0	1.4
Wholesale trade.....	58	61	40	1.0	1.0	0.7
Retail trade.....	188	140	185	1.2	0.9	1.2
Transportation, warehousing, and utilities.....	130	94	191	1.7	1.3	2.5
Information.....	54	23	29	1.7	0.7	1.0
Financial activities.....	32	52	47	0.3	0.6	0.5
Finance and insurance.....	18	34	26	0.3	0.5	0.4
Real estate and rental and leasing.....	14	18	21	0.6	0.7	0.9
Professional and business services.....	417	316	480	1.8	1.4	2.1
Education and health services.....	127	131	128	0.5	0.5	0.5
Educational services.....	29	11	19	0.7	0.3	0.5
Health care and social assistance.....	99	121	109	0.5	0.5	0.5
Leisure and hospitality.....	205	208	231	1.3	1.3	1.4
Arts, entertainment, and recreation.....	64	102	82	2.9	4.3	3.5
Accommodation and food services.....	141	105	149	1.0	0.7	1.1
Other services.....	47	67	63	0.8	1.1	1.1
Government.....	92	55	97	0.4	0.2	0.4
Federal.....	14	8	11	0.5	0.3	0.4
State and local.....	78	47	86	0.4	0.2	0.4
State and local education.....	34	17	36	0.3	0.2	0.3
State and local, excluding education.....	43	30	50	0.5	0.3	0.5
REGION³						
Northeast.....	363	271	312	1.3	1.0	1.1
South.....	565	484	706	1.0	0.8	1.2
Midwest.....	418	316	403	1.3	0.9	1.2
West.....	352	394	405	1.0	1.1	1.1

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

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

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

p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
Total.....	361	305	397	0.2	0.2	0.3
INDUSTRY						
Total private.....	277	265	331	0.2	0.2	0.2
Mining and logging.....	1	1	2	0.2	0.2	0.3
Construction.....	17	6	22	0.2	0.1	0.3
Manufacturing.....	23	22	22	0.2	0.2	0.2
Durable goods.....	15	14	15	0.2	0.2	0.2
Nondurable goods.....	7	8	7	0.2	0.2	0.2
Trade, transportation, and utilities.....	57	62	58	0.2	0.2	0.2
Wholesale trade.....	13	9	10	0.2	0.1	0.2
Retail trade.....	27	39	37	0.2	0.2	0.2
Transportation, warehousing, and utilities.....	17	15	10	0.2	0.2	0.1
Information.....	7	10	1	0.2	0.3	0.0
Financial activities.....	24	10	20	0.3	0.1	0.2
Finance and insurance.....	20	8	14	0.3	0.1	0.2
Real estate and rental and leasing.....	4	3	6	0.2	0.1	0.2
Professional and business services.....	83	59	118	0.4	0.3	0.5
Education and health services.....	44	48	53	0.2	0.2	0.2
Educational services.....	4	3	3	0.1	0.1	0.1
Health care and social assistance.....	40	45	50	0.2	0.2	0.2
Leisure and hospitality.....	12	34	17	0.1	0.2	0.1
Arts, entertainment, and recreation.....	1	4	4	0.1	0.2	0.1
Accommodation and food services.....	11	30	13	0.1	0.2	0.1
Other services.....	10	11	18	0.2	0.2	0.3
Government.....	83	40	65	0.4	0.2	0.3
Federal.....	21	11	17	0.7	0.4	0.6
State and local.....	62	29	48	0.3	0.1	0.2
State and local education.....	20	10	17	0.2	0.1	0.2
State and local, excluding education.....	42	19	32	0.5	0.2	0.3
REGION³						
Northeast.....	72	82	82	0.3	0.3	0.3
South.....	129	102	119	0.2	0.2	0.2
Midwest.....	65	50	74	0.2	0.1	0.2
West.....	94	72	121	0.3	0.2	0.3

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

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

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

^p Preliminary

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

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

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

Establishment size class	Levels (in thousands)			Rates		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
JOB OPENINGS						
Total private.....	9,097	7,283	7,377	6.4	5.1	5.2
1 to 9 employees.....	1,513	1,378	1,747	6.5	6.0	6.8
10 to 49 employees.....	2,783	2,184	1,870	6.1	4.9	4.2
50 to 249 employees.....	2,712	1,793	1,911	6.8	4.4	4.9
250 to 999 employees.....	1,158	1,075	953	6.0	5.4	4.9
1,000 to 4,999 employees.....	634	602	608	6.6	6.4	6.8
5,000 or more employees.....	297	251	288	6.8	5.1	5.8
HIRES						
Total private.....	4,373	4,781	3,850	3.3	3.5	2.9
1 to 9 employees.....	562	751	627	2.6	3.5	2.6
10 to 49 employees.....	1,328	1,292	1,147	3.1	3.0	2.7
50 to 249 employees.....	1,416	1,424	1,182	3.8	3.7	3.2
250 to 999 employees.....	675	839	563	3.8	4.4	3.0
1,000 to 4,999 employees.....	337	401	269	3.7	4.6	3.2
5,000 or more employees.....	56	74	61	1.4	1.6	1.3
TOTAL SEPARATIONS						
Total private.....	5,237	4,542	4,759	3.9	3.4	3.5
1 to 9 employees.....	767	591	803	3.5	2.8	3.4
10 to 49 employees.....	1,832	1,382	1,499	4.3	3.2	3.5
50 to 249 employees.....	1,472	1,458	1,377	4.0	3.8	3.7
250 to 999 employees.....	710	734	660	4.0	3.9	3.5
1,000 to 4,999 employees.....	394	319	358	4.4	3.6	4.3
5,000 or more employees.....	61	58	62	1.5	1.2	1.3
QUITS						
Total private.....	3,353	2,868	2,698	2.5	2.1	2.0
1 to 9 employees.....	479	345	402	2.2	1.6	1.7
10 to 49 employees.....	1,191	950	888	2.8	2.2	2.1
50 to 249 employees.....	976	922	850	2.6	2.4	2.3
250 to 999 employees.....	424	437	347	2.4	2.3	1.9
1,000 to 4,999 employees.....	246	177	174	2.7	2.0	2.1
5,000 or more employees.....	38	37	38	0.9	0.8	0.8
LAYOFFS AND DISCHARGES						
Total private.....	1,606	1,409	1,729	1.2	1.0	1.3
1 to 9 employees.....	244	218	339	1.1	1.0	1.4
10 to 49 employees.....	558	321	501	1.3	0.8	1.2
50 to 249 employees.....	413	474	450	1.1	1.2	1.2
250 to 999 employees.....	257	256	269	1.4	1.4	1.4
1,000 to 4,999 employees.....	121	126	155	1.3	1.4	1.8
5,000 or more employees.....	14	14	16	0.3	0.3	0.3
OTHER SEPARATIONS						
Total private.....	277	265	331	0.2	0.2	0.2
1 to 9 employees.....	45	29	62	0.2	0.1	0.3
10 to 49 employees.....	82	111	111	0.2	0.3	0.3
50 to 249 employees.....	83	62	77	0.2	0.2	0.2
250 to 999 employees.....	30	41	45	0.2	0.2	0.2
1,000 to 4,999 employees.....	27	15	29	0.3	0.2	0.3
5,000 or more employees.....	10	7	8	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.