

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



For release 10:00 a.m. (ET) Wednesday, February 1, 2023

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

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

USDL-23-0148

JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2022

The number of job openings increased to 11.0 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 changed little at 6.2 million and 5.9 million, respectively. Within separations, quits (4.1 million) and layoffs and discharges (1.5 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 2019 - December 2022

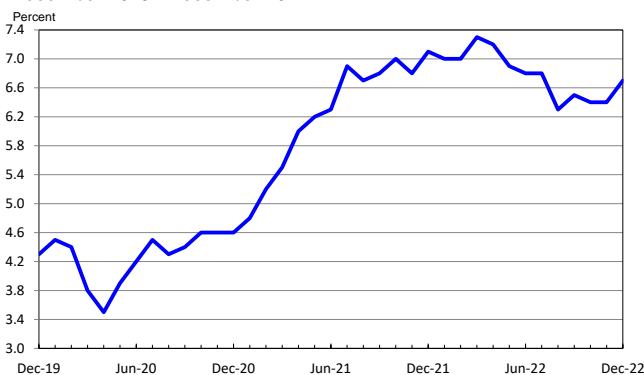
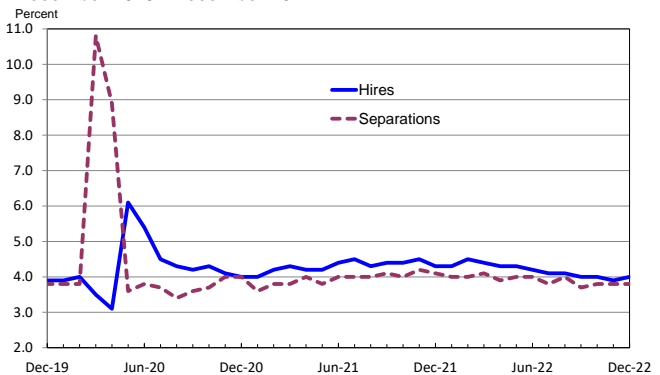


Chart 2. Hires and total separations rates, seasonally adjusted, December 2019 - December 2022



Job Openings

On the last business day of December, the number and rate of **job openings** increased to 11.0 million and 6.7 percent, respectively. In December, the largest increases in job openings were in accommodation and food services (+409,000), retail trade (+134,000), and construction (+82,000). The number of job openings decreased in information (-107,000). (See table 1.)

Hires

In December, the number and rate of **hires** changed little at 6.2 million and 4.0 percent, respectively. Hires changed little in all industries. (See table 2.)

Separations

Total separations includes 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 includes separations due to retirement, death, disability, and transfers to other locations of the same firm.

In December, the number of **total separations** changed little at 5.9 million, and the rate remained unchanged at 3.8 percent. The number of total separations decreased in transportation, warehousing, and utilities (-67,000). (See table 3.)

In December, the number of **quits** was little changed at 4.1 million, and the rate was unchanged at 2.7 percent. Quits decreased in transportation, warehousing, and utilities (-69,000) but increased in other services (+65,000). (See table 4.)

In December, the number and rate of **layoffs and discharges** changed little at 1.5 million and 1.0 percent, respectively. Layoffs and discharges decreased in finance and insurance (-43,000) but increased in federal government (+4,000). (See table 5.)

The number of **other separations** was little changed in December at 336,000. Other separations increased in retail trade (+29,000) and in health care and social assistance (+19,000). Other separations decreased in state and local government, excluding education (-10,000) and in educational services (-6,000). (See table 6.)

Establishment Size Class

In December, the job openings rate increased in establishments with 50 to 249 employees but decreased in establishments with 5,000 or more employees. The total separations rate increased in establishments with 10 to 49 employees but decreased in establishments with 50 to 249 employees and 250 to 999 employees. The quits rate increased in establishments with 10 to 49 employees but decreased in establishments with 50 to 249 employees and 250 to 999 employees. For a more in-depth description of the JOLTS establishment size class estimates, please visit www.bls.gov/jlt/sizeclassmethodology.htm.

The Job Openings and Labor Turnover Survey estimates for January 2023 are scheduled to be released on Wednesday, March 8, 2023, at 10:00 a.m. (ET).

Upcoming Changes to the Job Openings and Labor Turnover Survey Data

Effective with the release of January 2023 data on March 8, 2023, the Job Openings and Labor Turnover Survey (JOLTS) estimates will be revised to 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 2018 forward are subject to revision. In accordance with annual practice, additional historical data may be revised as a result of the benchmark process. Also effective with this release, JOLTS is adopting the 2022 version of the North American Industry Classification System (NAICS), which has a minimal impact on the published JOLTS data series. For more information on the 2022 NAICS, visit www.census.gov/naics.

Also effective with the release of January data, JOLTS will begin publishing two new tables presenting annual average job openings levels and rates. (Annual estimates of levels and rates are published each year with January data.) In addition, JOLTS will modify its method for calculating annual estimates for hires and separations rates. Annual rates will be computed as annual averages, instead of annual totals, to make the estimates more helpful for data users and to be consistent with other Bureau of Labor Statistics programs.

JOLTS will introduce several changes to the monthly news release tables beginning with the news release for January data. Two tables displaying JOLTS data by size class will be added to the news release: one for seasonally adjusted estimates and the other for not seasonally adjusted estimates. JOLTS

will also introduce over-the-month change columns for levels and rates to tables 1 through 6. To accommodate the new tables, tables starting with table 7 will be renumbered.

Additional information about these changes, including the annual average calculation method and sample table shells for all news release tables, is available at www.bls.gov/jlt/jolts-2023-changes.htm.

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

Category	Job openings			Hires			Total separations		
	Dec. 2021	Nov. 2022	Dec. 2022 ^P	Dec. 2021	Nov. 2022	Dec. 2022 ^P	Dec. 2021	Nov. 2022	Dec. 2022 ^P
LEVELS BY INDUSTRY (in thousands)									
Total.....	11,448	10,440	11,012	6,450	6,034	6,165	6,042	5,831	5,890
Total private.....	10,343	9,380	9,931	6,062	5,612	5,741	5,648	5,459	5,501
Mining and logging.....	34	38	41	20	22	23	17	19	20
Construction.....	359	331	413	361	323	357	329	293	324
Manufacturing.....	746	803	764	457	405	405	434	400	386
Durable goods.....	422	502	473	258	217	233	244	216	203
Nondurable goods.....	324	301	291	199	188	172	190	185	183
Trade, transportation, and utilities.....	1,942	1,571	1,746	1,377	1,251	1,281	1,330	1,276	1,277
Wholesale trade.....	295	211	284	170	169	171	142	155	160
Retail trade.....	1,036	883	1,017	901	729	774	916	735	798
Transportation, warehousing, and utilities.....	611	476	445	306	353	336	272	386	319
Information.....	232	216	109	111	119	97	112	92	87
Financial activities.....	470	568	581	229	233	195	206	234	190
Finance and insurance.....	355	389	424	145	152	121	135	161	129
Real estate and rental and leasing.....	115	179	157	84	80	74	70	73	61
Professional and business services.....	2,021	1,952	1,956	1,212	1,110	1,129	1,150	1,143	1,128
Education and health services.....	2,187	2,099	2,119	846	852	916	800	792	836
Educational services.....	217	161	187	102	96	96	84	84	92
Health care and social assistance.....	1,970	1,938	1,932	744	756	820	716	708	744
Leisure and hospitality.....	1,990	1,505	1,935	1,192	1,093	1,100	1,029	1,037	1,044
Arts, entertainment, and recreation.....	205	172	192	165	158	163	123	148	135
Accommodation and food services.....	1,785	1,334	1,743	1,027	935	937	906	889	909
Other services.....	362	298	266	256	204	239	241	173	209
Government.....	1,105	1,060	1,080	388	422	423	395	372	390
Federal.....	167	137	152	45	40	47	57	40	45
State and local.....	938	923	928	344	381	376	338	332	345
State and local education.....	361	353	353	183	189	181	174	157	166
State and local, excluding education.....	577	570	575	161	193	195	163	175	179
RATES BY INDUSTRY (percent)									
Total.....	7.1	6.4	6.7	4.3	3.9	4.0	4.1	3.8	3.8
Total private.....	7.5	6.7	7.0	4.8	4.3	4.4	4.4	4.2	4.2
Mining and logging.....	5.5	5.7	6.0	3.5	3.4	3.5	2.9	2.9	3.0
Construction.....	4.6	4.1	5.0	4.8	4.2	4.6	4.4	3.8	4.2
Manufacturing.....	5.6	5.8	5.6	3.6	3.1	3.1	3.5	3.1	3.0
Durable goods.....	5.1	5.9	5.5	3.3	2.7	2.9	3.1	2.7	2.5
Nondurable goods.....	6.4	5.8	5.7	4.2	3.8	3.5	4.0	3.8	3.8
Trade, transportation, and utilities.....	6.4	5.2	5.7	4.9	4.4	4.5	4.7	4.4	4.4
Wholesale trade.....	4.9	3.4	4.6	3.0	2.9	2.9	2.5	2.6	2.7
Retail trade.....	6.2	5.3	6.1	5.8	4.6	4.9	5.9	4.7	5.1
Transportation, warehousing, and utilities.....	8.2	6.4	6.0	4.5	5.0	4.8	4.0	5.5	4.5
Information.....	7.4	6.6	3.4	3.8	3.9	3.2	3.8	3.0	2.8
Financial activities.....	5.0	5.9	6.1	2.6	2.6	2.2	2.3	2.6	2.1
Finance and insurance.....	5.1	5.5	6.0	2.2	2.3	1.8	2.1	2.4	1.9
Real estate and rental and leasing.....	4.8	7.0	6.2	3.6	3.4	3.1	3.0	3.1	2.5
Professional and business services.....	8.5	8.0	8.0	5.6	4.9	5.0	5.3	5.1	5.0
Education and health services.....	8.4	7.8	7.8	3.5	3.4	3.7	3.3	3.2	3.4
Educational services.....	5.5	4.0	4.6	2.8	2.5	2.5	2.3	2.2	2.4
Health care and social assistance.....	8.9	8.5	8.4	3.7	3.6	3.9	3.5	3.4	3.5
Leisure and hospitality.....	11.7	8.6	10.8	7.9	6.8	6.9	6.8	6.5	6.5
Arts, entertainment, and recreation.....	8.6	6.9	7.5	7.5	6.8	6.9	5.6	6.4	5.7
Accommodation and food services.....	12.2	8.9	11.3	8.0	6.9	6.9	7.0	6.5	6.6
Other services.....	6.1	4.9	4.4	4.6	3.5	4.1	4.3	3.0	3.6

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Government.....	4.8	4.5	4.6	1.8	1.9	1.9	1.8	1.7	1.7
Federal.....	5.5	4.6	5.0	1.6	1.4	1.6	2.0	1.4	1.5
State and local.....	4.6	4.5	4.5	1.8	1.9	1.9	1.8	1.7	1.8
State and local education.....	3.4	3.3	3.3	1.8	1.8	1.7	1.7	1.5	1.6
State and local, excluding education.	6.0	5.9	5.9	1.8	2.1	2.1	1.8	1.9	2.0

p Preliminary

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. Industries are classified in accordance with the 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, or 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 the employees 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 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 are transfers within the same location; employees on strike; 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 20,700 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The establishments are drawn from a universe of over 9.4 million establishments compiled by the Quarterly Census of Employment and Wages (QCEW) program which includes all employers subject to state unemployment insurance laws and federal agencies subject to the Unemployment Compensation for Federal Employees program.

Employment estimates are benchmarked, or ratio adjusted, monthly to the strike-adjusted employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements.

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. Also within the first year, new businesses may go out of business, referred to as a death. Because not all births and deaths of establishments can be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from them during their early existence. BLS has developed a birth/death model that uses establishment birth and death activity from previous years. 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 as well as sampling and nonsampling errors between the two surveys 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. BLS uses X-13 ARIMA for seasonal adjustment. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data up to and including current month data. JOLTS seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) 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. The seasonally adjusted CES employment trends are applied to the seasonally adjusted JOLTS implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

Annual estimates. The JOLTS estimates are revised annually to reflect annual updates to the CES employment estimates and the JOLTS seasonal adjustment factors. 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 data are recalculated for the most recent 5 years in order 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 rates are computed by dividing the annual level by the Current Employment Statistics (CES)

annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Consistent with BLS practice, annual estimates are published only for not seasonally adjusted data and are released with the January news release each year. Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. Nonsampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. This variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. Sampling error estimates are available at www.bls.gov/jlt/jolts_median_standard_errors.htm.

The JOLTS estimates also are affected by nonsampling error. 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.

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. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p
Total.....	11,448	10,280	10,687	10,512	10,440	11,012	7.1	6.3	6.5	6.4	6.4	6.7
INDUSTRY												
Total private.....	10,343	9,240	9,627	9,528	9,380	9,931	7.5	6.6	6.9	6.8	6.7	7.0
Mining and logging.....	34	24	29	46	38	41	5.5	3.7	4.4	6.8	5.7	6.0
Construction.....	359	386	423	390	331	413	4.6	4.8	5.2	4.8	4.1	5.0
Manufacturing.....	746	846	835	722	803	764	5.6	6.2	6.1	5.3	5.8	5.6
Durable goods.....	422	514	490	480	502	473	5.1	6.0	5.8	5.6	5.9	5.5
Nondurable goods.....	324	332	346	242	301	291	6.4	6.4	6.6	4.7	5.8	5.7
Trade, transportation, and utilities.....	1,942	1,576	1,620	1,647	1,571	1,746	6.4	5.2	5.3	5.4	5.2	5.7
Wholesale trade.....	295	342	243	285	211	284	4.9	5.5	4.0	4.6	3.4	4.6
Retail trade.....	1,036	792	855	850	883	1,017	6.2	4.8	5.1	5.1	5.3	6.1
Transportation, warehousing, and utilities.....	611	442	521	512	476	445	8.2	5.9	6.9	6.8	6.4	6.0
Information.....	232	201	218	221	216	109	7.4	6.2	6.7	6.8	6.6	3.4
Financial activities.....	470	557	472	604	568	581	5.0	5.8	5.0	6.3	5.9	6.1
Finance and insurance.....	355	363	282	419	389	424	5.1	5.2	4.1	6.0	5.5	6.0
Real estate and rental and leasing. ...	115	194	190	185	179	157	4.8	7.6	7.4	7.3	7.0	6.2
Professional and business services.	2,021	1,812	1,940	1,814	1,952	1,956	8.5	7.5	8.0	7.5	8.0	8.0
Education and health services.....	2,187	2,168	2,277	2,159	2,099	2,119	8.4	8.1	8.5	8.0	7.8	7.8
Educational services.....	217	187	194	159	161	187	5.5	4.6	4.8	4.0	4.0	4.6
Health care and social assistance.	1,970	1,981	2,083	1,999	1,938	1,932	8.9	8.7	9.1	8.7	8.5	8.4
Leisure and hospitality.....	1,990	1,397	1,578	1,637	1,505	1,935	11.7	8.1	9.1	9.3	8.6	10.8
Arts, entertainment, and recreation. ...	205	193	213	209	172	192	8.6	7.7	8.4	8.2	6.9	7.5
Accommodation and food services. ...	1,785	1,204	1,365	1,428	1,334	1,743	12.2	8.2	9.2	9.5	8.9	11.3
Other services.....	362	274	234	289	298	266	6.1	4.6	3.9	4.8	4.9	4.4
Government.....	1,105	1,040	1,060	984	1,060	1,080	4.8	4.5	4.5	4.2	4.5	4.6
Federal.....	167	139	181	120	137	152	5.5	4.6	5.9	4.0	4.6	5.0
State and local.....	938	900	880	864	923	928	4.6	4.4	4.3	4.2	4.5	4.5
State and local education.....	361	331	307	327	353	353	3.4	3.1	2.9	3.1	3.3	3.3
State and local, excluding education.....	577	569	573	537	570	575	6.0	5.9	5.9	5.6	5.9	5.9
REGION³												
Northeast.....	1,923	1,634	1,670	1,661	1,555	1,653	6.8	5.7	5.8	5.7	5.4	5.7
South.....	4,330	4,092	4,227	4,150	4,187	4,306	7.2	6.7	6.9	6.8	6.8	7.0
Midwest.....	2,530	2,175	2,342	2,177	2,207	2,504	7.3	6.2	6.6	6.1	6.2	7.0
West.....	2,664	2,379	2,448	2,524	2,491	2,549	7.1	6.3	6.4	6.6	6.5	6.6

¹ Job openings are 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 total 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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p
Total.....	6,450	6,334	6,096	6,111	6,034	6,165	4.3	4.1	4.0	4.0	3.9	4.0
INDUSTRY												
Total private.....	6,062	5,919	5,716	5,719	5,612	5,741	4.8	4.5	4.4	4.4	4.3	4.4
Mining and logging.....	20	20	22	21	22	23	3.5	3.3	3.5	3.3	3.4	3.5
Construction.....	361	349	359	337	323	357	4.8	4.5	4.7	4.4	4.2	4.6
Manufacturing.....	457	461	401	434	405	405	3.6	3.6	3.1	3.4	3.1	3.1
Durable goods.....	258	267	219	230	217	233	3.3	3.3	2.7	2.9	2.7	2.9
Nondurable goods.....	199	194	183	204	188	172	4.2	4.0	3.7	4.2	3.8	3.5
Trade, transportation, and utilities.....	1,377	1,303	1,236	1,252	1,251	1,281	4.9	4.5	4.3	4.4	4.4	4.5
Wholesale trade.....	170	164	158	159	169	171	3.0	2.8	2.7	2.7	2.9	2.9
Retail trade.....	901	794	756	748	729	774	5.8	5.0	4.8	4.7	4.6	4.9
Transportation, warehousing, and utilities.....	306	345	322	345	353	336	4.5	4.9	4.6	4.9	5.0	4.8
Information.....	111	106	102	100	119	97	3.8	3.5	3.4	3.3	3.9	3.2
Financial activities.....	229	233	234	210	233	195	2.6	2.6	2.6	2.3	2.6	2.2
Finance and insurance.....	145	158	148	136	152	121	2.2	2.4	2.2	2.1	2.3	1.8
Real estate and rental and leasing. ...	84	75	86	74	80	74	3.6	3.2	3.6	3.1	3.4	3.1
Professional and business services.	1,212	1,192	1,137	1,159	1,110	1,129	5.6	5.3	5.1	5.2	4.9	5.0
Education and health services.....	846	878	840	801	852	916	3.5	3.6	3.4	3.2	3.4	3.7
Educational services.....	102	105	96	97	96	96	2.8	2.7	2.5	2.5	2.5	2.5
Health care and social assistance.	744	773	745	704	756	820	3.7	3.7	3.6	3.4	3.6	3.9
Leisure and hospitality.....	1,192	1,132	1,140	1,178	1,093	1,100	7.9	7.2	7.2	7.4	6.8	6.9
Arts, entertainment, and recreation. ...	165	156	158	151	158	163	7.5	6.8	6.8	6.5	6.8	6.9
Accommodation and food services. ...	1,027	976	982	1,027	935	937	8.0	7.3	7.3	7.6	6.9	6.9
Other services.....	256	244	244	227	204	239	4.6	4.3	4.3	4.0	3.5	4.1
Government.....	388	415	380	391	422	423	1.8	1.9	1.7	1.7	1.9	1.9
Federal.....	45	38	43	43	40	47	1.6	1.3	1.5	1.5	1.4	1.6
State and local.....	344	377	337	348	381	376	1.8	1.9	1.7	1.8	1.9	1.9
State and local education.....	183	185	156	177	189	181	1.8	1.8	1.5	1.7	1.8	1.7
State and local, excluding education.....	161	191	181	171	193	195	1.8	2.1	2.0	1.9	2.1	2.1
REGION³												
Northeast.....	999	898	893	859	875	870	3.8	3.3	3.3	3.1	3.2	3.2
South.....	2,650	2,618	2,547	2,536	2,542	2,564	4.8	4.6	4.5	4.4	4.4	4.5
Midwest.....	1,396	1,397	1,268	1,286	1,281	1,433	4.3	4.2	3.8	3.9	3.8	4.3
West.....	1,406	1,422	1,388	1,430	1,336	1,298	4.0	4.0	3.9	4.0	3.7	3.6

¹ Hires are 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 total 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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p
Total.....	6,042	6,058	5,665	5,756	5,831	5,890	4.1	4.0	3.7	3.8	3.8	3.8
INDUSTRY												
Total private.....	5,648	5,692	5,270	5,385	5,459	5,501	4.4	4.4	4.0	4.1	4.2	4.2
Mining and logging.....	17	21	20	18	19	20	2.9	3.3	3.1	2.9	2.9	3.0
Construction.....	329	338	343	318	293	324	4.4	4.4	4.4	4.1	3.8	4.2
Manufacturing.....	434	417	374	388	400	386	3.5	3.2	2.9	3.0	3.1	3.0
Durable goods.....	244	231	203	200	216	203	3.1	2.9	2.5	2.5	2.7	2.5
Nondurable goods.....	190	186	170	187	185	183	4.0	3.8	3.5	3.8	3.8	3.8
Trade, transportation, and utilities.....	1,330	1,319	1,212	1,221	1,276	1,277	4.7	4.6	4.2	4.2	4.4	4.4
Wholesale trade.....	142	152	136	147	155	160	2.5	2.6	2.3	2.5	2.6	2.7
Retail trade.....	916	803	752	769	735	798	5.9	5.1	4.8	4.9	4.7	5.1
Transportation, warehousing, and utilities.....	272	364	324	305	386	319	4.0	5.1	4.6	4.3	5.5	4.5
Information.....	112	99	93	78	92	87	3.8	3.3	3.0	2.6	3.0	2.8
Financial activities.....	206	238	225	208	234	190	2.3	2.7	2.5	2.3	2.6	2.1
Finance and insurance.....	135	159	145	134	161	129	2.1	2.4	2.2	2.0	2.4	1.9
Real estate and rental and leasing. . .	70	79	80	74	73	61	3.0	3.3	3.4	3.1	3.1	2.5
Professional and business services. . . .	1,150	1,115	1,043	1,108	1,143	1,128	5.3	5.0	4.6	4.9	5.1	5.0
Education and health services.....	800	777	737	733	792	836	3.3	3.2	3.0	3.0	3.2	3.4
Educational services.....	84	80	87	90	84	92	2.3	2.1	2.3	2.3	2.2	2.4
Health care and social assistance. . . .	716	696	650	643	708	744	3.5	3.4	3.1	3.1	3.4	3.5
Leisure and hospitality.....	1,029	1,144	1,032	1,086	1,037	1,044	6.8	7.3	6.5	6.8	6.5	6.5
Arts, entertainment, and recreation. . .	123	159	145	143	148	135	5.6	6.9	6.2	6.1	6.4	5.7
Accommodation and food services. . .	906	986	887	943	889	909	7.0	7.3	6.6	6.9	6.5	6.6
Other services.....	241	224	193	228	173	209	4.3	3.9	3.4	4.0	3.0	3.6
Government.....	395	365	395	371	372	390	1.8	1.6	1.8	1.7	1.7	1.7
Federal.....	57	40	43	40	40	45	2.0	1.4	1.5	1.4	1.4	1.5
State and local.....	338	325	352	331	332	345	1.8	1.7	1.8	1.7	1.7	1.8
State and local education.....	174	159	169	167	157	166	1.7	1.5	1.6	1.6	1.5	1.6
State and local, excluding education.....	163	166	183	164	175	179	1.8	1.8	2.0	1.8	1.9	2.0
REGION³												
Northeast.....	815	879	789	781	773	849	3.1	3.2	2.9	2.9	2.8	3.1
South.....	2,507	2,645	2,346	2,454	2,374	2,362	4.5	4.7	4.1	4.3	4.2	4.1
Midwest.....	1,341	1,168	1,270	1,233	1,239	1,281	4.1	3.5	3.8	3.7	3.7	3.8
West.....	1,380	1,366	1,259	1,288	1,445	1,398	4.0	3.8	3.5	3.6	4.0	3.9

¹ Total separations are 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 total 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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p
Total.....	4,403	4,184	4,060	4,047	4,102	4,087	3.0	2.7	2.7	2.6	2.7	2.7
INDUSTRY												
Total private.....	4,164	3,965	3,819	3,817	3,879	3,851	3.3	3.0	2.9	2.9	3.0	2.9
Mining and logging.....	13	14	14	13	12	12	2.1	2.2	2.1	2.1	1.9	1.9
Construction.....	185	208	158	158	138	158	2.5	2.7	2.0	2.0	1.8	2.0
Manufacturing.....	322	286	250	271	269	258	2.6	2.2	1.9	2.1	2.1	2.0
Durable goods.....	180	159	135	141	143	130	2.3	2.0	1.7	1.8	1.8	1.6
Nondurable goods.....	141	127	115	130	126	128	3.0	2.6	2.4	2.7	2.6	2.6
Trade, transportation, and utilities.....	1,082	940	908	918	992	922	3.8	3.3	3.2	3.2	3.5	3.2
Wholesale trade.....	113	96	101	98	101	97	2.0	1.6	1.7	1.7	1.7	1.6
Retail trade.....	786	591	588	617	614	617	5.0	3.7	3.7	3.9	3.9	3.9
Transportation, warehousing, and utilities.....	183	254	219	203	277	208	2.7	3.6	3.1	2.9	3.9	3.0
Information.....	61	56	57	27	42	42	2.1	1.8	1.9	0.9	1.4	1.4
Financial activities.....	130	149	156	142	136	133	1.5	1.7	1.7	1.6	1.5	1.5
Finance and insurance.....	81	96	95	92	87	88	1.2	1.5	1.4	1.4	1.3	1.3
Real estate and rental and leasing. . .	49	53	60	49	49	45	2.1	2.2	2.5	2.1	2.1	1.9
Professional and business services. . . .	760	671	707	709	721	700	3.5	3.0	3.1	3.2	3.2	3.1
Education and health services.....	597	580	558	573	619	630	2.5	2.4	2.3	2.3	2.5	2.5
Educational services.....	57	53	53	55	51	56	1.5	1.4	1.4	1.4	1.3	1.4
Health care and social assistance. . . .	540	527	505	518	568	575	2.7	2.5	2.4	2.5	2.7	2.7
Leisure and hospitality.....	856	912	856	855	839	819	5.7	5.8	5.4	5.4	5.3	5.1
Arts, entertainment, and recreation. . .	81	75	80	70	79	74	3.7	3.3	3.4	3.0	3.4	3.1
Accommodation and food services. . .	776	837	776	784	760	745	6.0	6.2	5.7	5.8	5.6	5.4
Other services.....	159	150	155	151	111	176	2.8	2.6	2.7	2.6	1.9	3.0
Government.....	238	219	241	230	224	236	1.1	1.0	1.1	1.0	1.0	1.1
Federal.....	23	22	21	19	19	20	0.8	0.8	0.7	0.7	0.7	0.7
State and local.....	215	196	220	211	205	217	1.1	1.0	1.1	1.1	1.0	1.1
State and local education.....	108	99	107	106	99	103	1.1	1.0	1.0	1.0	1.0	1.0
State and local, excluding education.....	107	97	113	105	105	113	1.2	1.1	1.2	1.2	1.2	1.2
REGION³												
Northeast.....	601	588	539	512	512	546	2.3	2.2	2.0	1.9	1.9	2.0
South.....	1,820	1,890	1,734	1,815	1,757	1,718	3.3	3.3	3.0	3.2	3.1	3.0
Midwest.....	998	800	899	838	853	856	3.1	2.4	2.7	2.5	2.6	2.6
West.....	985	907	888	883	980	967	2.8	2.6	2.5	2.5	2.7	2.7

¹ Quits are 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 total 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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p
Total.....	1,262	1,490	1,329	1,445	1,418	1,468	0.8	1.0	0.9	0.9	0.9	1.0
INDUSTRY												
Total private.....	1,183	1,405	1,247	1,372	1,344	1,378	0.9	1.1	1.0	1.0	1.0	1.0
Mining and logging.....	4	5	5	5	6	6	0.7	0.8	0.8	0.7	0.9	0.9
Construction.....	133	120	173	151	141	153	1.8	1.6	2.2	2.0	1.8	2.0
Manufacturing.....	90	97	92	97	103	105	0.7	0.8	0.7	0.7	0.8	0.8
Durable goods.....	49	51	46	47	57	58	0.6	0.6	0.6	0.6	0.7	0.7
Nondurable goods.....	41	46	46	50	47	46	0.9	1.0	0.9	1.0	1.0	0.9
Trade, transportation, and utilities.....	192	301	253	260	241	273	0.7	1.0	0.9	0.9	0.8	0.9
Wholesale trade.....	20	42	24	39	44	50	0.3	0.7	0.4	0.7	0.7	0.8
Retail trade.....	102	174	149	131	100	131	0.7	1.1	0.9	0.8	0.6	0.8
Transportation, warehousing, and utilities.....	70	85	80	90	97	92	1.0	1.2	1.1	1.3	1.4	1.3
Information.....	38	38	31	45	41	38	1.3	1.3	1.0	1.5	1.3	1.2
Financial activities.....	44	58	52	59	83	34	0.5	0.6	0.6	0.7	0.9	0.4
Finance and insurance.....	24	35	37	38	63	20	0.4	0.5	0.6	0.6	1.0	0.3
Real estate and rental and leasing. . .	19	23	16	21	20	14	0.8	1.0	0.7	0.9	0.8	0.6
Professional and business services. . . .	306	370	293	347	353	373	1.4	1.6	1.3	1.5	1.6	1.7
Education and health services.....	166	148	161	135	145	165	0.7	0.6	0.7	0.5	0.6	0.7
Educational services.....	20	23	30	28	22	32	0.5	0.6	0.8	0.7	0.6	0.8
Health care and social assistance. . . .	147	124	131	107	122	132	0.7	0.6	0.6	0.5	0.6	0.6
Leisure and hospitality.....	141	205	157	205	174	206	0.9	1.3	1.0	1.3	1.1	1.3
Arts, entertainment, and recreation. . .	37	81	63	71	68	57	1.7	3.5	2.7	3.1	2.9	2.4
Accommodation and food services. . .	104	124	94	133	107	149	0.8	0.9	0.7	1.0	0.8	1.1
Other services.....	69	64	30	68	57	25	1.2	1.1	0.5	1.2	1.0	0.4
Government.....	79	85	82	73	73	90	0.4	0.4	0.4	0.3	0.3	0.4
Federal.....	19	7	9	7	7	11	0.7	0.2	0.3	0.2	0.2	0.4
State and local.....	60	78	73	66	66	79	0.3	0.4	0.4	0.3	0.3	0.4
State and local education.....	33	35	36	33	26	35	0.3	0.3	0.3	0.3	0.3	0.3
State and local, excluding education.....	26	43	38	33	40	44	0.3	0.5	0.4	0.4	0.4	0.5
REGION³												
Northeast.....	156	222	209	236	210	240	0.6	0.8	0.8	0.9	0.8	0.9
South.....	550	598	499	552	514	525	1.0	1.1	0.9	1.0	0.9	0.9
Midwest.....	271	301	318	326	326	365	0.8	0.9	1.0	1.0	1.0	1.1
West.....	286	369	303	331	367	338	0.8	1.0	0.9	0.9	1.0	0.9

¹ Layoffs and discharges are 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 total 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

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

Industry and region	Levels (in thousands)						Rates ²					
	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 ^p
Total.....	377	383	276	264	311	336	0.3	0.3	0.2	0.2	0.2	0.2
INDUSTRY												
Total private.....	300	322	204	197	236	272	0.2	0.2	0.2	0.2	0.2	0.2
Mining and logging.....	1	2	1	1	1	2	0.1	0.2	0.1	0.1	0.1	0.3
Construction.....	12	11	12	8	13	13	0.2	0.1	0.2	0.1	0.2	0.2
Manufacturing.....	22	34	31	20	28	23	0.2	0.3	0.2	0.2	0.2	0.2
Durable goods.....	15	21	22	12	16	15	0.2	0.3	0.3	0.2	0.2	0.2
Nondurable goods.....	7	13	9	8	12	8	0.2	0.3	0.2	0.2	0.2	0.2
Trade, transportation, and utilities.....	56	78	51	42	43	83	0.2	0.3	0.2	0.1	0.2	0.3
Wholesale trade.....	9	14	11	9	9	14	0.2	0.2	0.2	0.2	0.2	0.2
Retail trade.....	28	38	15	21	21	50	0.2	0.2	0.1	0.1	0.1	0.3
Transportation, warehousing, and utilities.....	19	26	25	12	13	19	0.3	0.4	0.4	0.2	0.2	0.3
Information.....	13	5	5	6	10	6	0.4	0.2	0.2	0.2	0.3	0.2
Financial activities.....	32	31	17	7	14	22	0.4	0.4	0.2	0.1	0.2	0.2
Finance and insurance.....	30	28	13	4	10	21	0.5	0.4	0.2	0.1	0.2	0.3
Real estate and rental and leasing. ...	2	3	4	3	4	1	0.1	0.1	0.2	0.1	0.1	0.1
Professional and business services.	83	75	42	52	70	54	0.4	0.3	0.2	0.2	0.3	0.2
Education and health services.....	37	49	19	25	29	41	0.2	0.2	0.1	0.1	0.1	0.2
Educational services.....	8	4	4	7	10	4	0.2	0.1	0.1	0.2	0.3	0.1
Health care and social assistance.	29	45	14	18	18	37	0.1	0.2	0.1	0.1	0.1	0.2
Leisure and hospitality.....	31	28	18	26	23	19	0.2	0.2	0.1	0.2	0.1	0.1
Arts, entertainment, and recreation. ...	5	3	2	1	2	4	0.2	0.1	0.1	0.0	0.1	0.2
Accommodation and food services. ...	26	25	17	25	22	15	0.2	0.2	0.1	0.2	0.2	0.1
Other services.....	13	10	9	9	4	9	0.2	0.2	0.2	0.2	0.1	0.2
Government.....	77	61	72	67	76	63	0.3	0.3	0.3	0.3	0.3	0.3
Federal.....	14	11	13	14	14	14	0.5	0.4	0.5	0.5	0.5	0.5
State and local.....	63	50	59	53	62	49	0.3	0.3	0.3	0.3	0.3	0.2
State and local education.....	33	25	26	28	31	28	0.3	0.2	0.3	0.3	0.3	0.3
State and local, excluding education.....	30	26	33	25	31	21	0.3	0.3	0.4	0.3	0.3	0.2
REGION³												
Northeast.....	59	69	41	33	50	63	0.2	0.3	0.2	0.1	0.2	0.2
South.....	137	157	113	88	102	119	0.2	0.3	0.2	0.2	0.2	0.2
Midwest.....	72	67	53	70	60	60	0.2	0.2	0.2	0.2	0.2	0.2
West.....	109	89	69	73	99	93	0.3	0.3	0.2	0.2	0.3	0.3

¹ Other separations are 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 total 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.

Table 7. Job openings levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Total.....	10,353	9,727	9,957	6.4	5.9	6.0
INDUSTRY						
Total private.....	9,313	8,712	8,916	6.8	6.2	6.3
Mining and logging.....	31	37	38	5.0	5.5	5.5
Construction.....	301	284	359	3.9	3.5	4.5
Manufacturing.....	725	795	730	5.5	5.8	5.3
Durable goods.....	413	499	456	5.0	5.8	5.3
Nondurable goods.....	313	296	274	6.2	5.7	5.3
Trade, transportation, and utilities.....	1,755	1,429	1,561	5.7	4.7	5.0
Wholesale trade.....	256	189	253	4.3	3.1	4.1
Retail trade.....	916	770	905	5.4	4.6	5.3
Transportation, warehousing, and utilities.....	583	470	403	7.5	6.1	5.2
Information.....	242	204	109	7.6	6.2	3.4
Financial activities.....	448	544	550	4.8	5.7	5.7
Finance and insurance.....	334	375	407	4.8	5.3	5.8
Real estate and rental and leasing.....	114	170	143	4.7	6.7	5.6
Professional and business services.....	1,863	1,799	1,810	7.8	7.3	7.4
Education and health services.....	2,083	1,989	1,996	8.0	7.3	7.4
Educational services.....	197	152	170	4.9	3.6	4.1
Health care and social assistance.....	1,886	1,836	1,826	8.5	8.0	8.0
Leisure and hospitality.....	1,516	1,357	1,521	9.3	7.9	8.8
Arts, entertainment, and recreation.....	144	131	141	6.6	5.5	6.0
Accommodation and food services.....	1,371	1,226	1,380	9.7	8.3	9.2
Other services.....	350	273	242	5.9	4.5	4.0
Government.....	1,040	1,016	1,040	4.4	4.2	4.4
Federal.....	153	136	147	5.0	4.5	4.8
State and local.....	887	880	893	4.3	4.2	4.3
State and local education.....	320	322	317	2.9	2.9	2.8
State and local, excluding education.....	567	558	576	6.0	5.8	6.0
REGION³						
Northeast.....	1,817	1,470	1,563	6.4	5.1	5.4
South.....	3,899	3,884	3,882	6.5	6.3	6.3
Midwest.....	2,264	2,083	2,238	6.5	5.8	6.3
West.....	2,374	2,291	2,274	6.3	6.0	5.9

¹ Job openings are 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 total 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

Table 8. Hires levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Total.....	4,825	5,568	4,556	3.2	3.6	2.9
INDUSTRY						
Total private.....	4,593	5,230	4,298	3.6	4.0	3.3
Mining and logging.....	15	18	16	2.5	2.8	2.5
Construction.....	221	247	217	3.0	3.2	2.8
Manufacturing.....	315	343	275	2.5	2.7	2.1
Durable goods.....	179	187	162	2.3	2.3	2.0
Nondurable goods.....	136	156	113	2.9	3.2	2.3
Trade, transportation, and utilities.....	1,132	1,568	1,076	3.9	5.4	3.6
Wholesale trade.....	125	138	128	2.2	2.3	2.2
Retail trade.....	701	837	622	4.4	5.2	3.8
Transportation, warehousing, and utilities.....	306	593	326	4.2	8.2	4.4
Information.....	79	113	63	2.7	3.7	2.0
Financial activities.....	160	211	123	1.8	2.3	1.4
Finance and insurance.....	103	142	73	1.6	2.1	1.1
Real estate and rental and leasing.....	57	69	50	2.4	2.9	2.1
Professional and business services.....	980	1,011	884	4.5	4.5	3.9
Education and health services.....	640	713	684	2.7	2.8	2.7
Educational services.....	61	68	46	1.6	1.7	1.2
Health care and social assistance.....	579	645	638	2.9	3.1	3.0
Leisure and hospitality.....	870	850	785	5.9	5.4	5.0
Arts, entertainment, and recreation.....	95	103	97	4.7	4.6	4.3
Accommodation and food services.....	775	748	688	6.1	5.5	5.1
Other services.....	181	156	175	3.2	2.7	3.0
Government.....	232	338	258	1.0	1.5	1.1
Federal.....	39	51	44	1.3	1.8	1.5
State and local.....	193	288	214	1.0	1.4	1.1
State and local education.....	91	131	90	0.9	1.2	0.8
State and local, excluding education.....	102	156	124	1.1	1.7	1.4
REGION³						
Northeast.....	722	771	616	2.7	2.8	2.2
South.....	1,995	2,337	1,900	3.6	4.0	3.3
Midwest.....	1,071	1,209	1,112	3.3	3.6	3.3
West.....	1,037	1,251	928	3.0	3.5	2.6

¹ Hires are 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 total 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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Total.....	5,645	5,173	5,565	3.8	3.3	3.6
INDUSTRY						
Total private.....	5,311	4,903	5,234	4.2	3.7	4.0
Mining and logging.....	16	15	19	2.7	2.4	3.0
Construction.....	350	298	352	4.7	3.8	4.6
Manufacturing.....	355	329	316	2.8	2.5	2.4
Durable goods.....	194	169	164	2.5	2.1	2.0
Nondurable goods.....	160	160	152	3.4	3.3	3.1
Trade, transportation, and utilities.....	1,303	1,195	1,322	4.5	4.1	4.5
Wholesale trade.....	122	140	142	2.1	2.4	2.4
Retail trade.....	869	687	794	5.4	4.3	4.9
Transportation, warehousing, and utilities.....	313	368	386	4.3	5.1	5.2
Information.....	111	80	90	3.8	2.6	2.9
Financial activities.....	166	202	145	1.9	2.2	1.6
Finance and insurance.....	108	138	95	1.6	2.1	1.4
Real estate and rental and leasing.....	58	65	49	2.5	2.7	2.1
Professional and business services.....	1,153	1,063	1,129	5.2	4.7	5.0
Education and health services.....	690	643	735	2.9	2.6	2.9
Educational services.....	63	51	73	1.7	1.3	1.8
Health care and social assistance.....	626	592	662	3.1	2.8	3.1
Leisure and hospitality.....	935	922	933	6.3	5.8	5.9
Arts, entertainment, and recreation.....	122	174	116	5.9	7.8	5.2
Accommodation and food services.....	813	748	817	6.4	5.5	6.0
Other services.....	232	156	194	4.2	2.7	3.4
Government.....	334	269	331	1.5	1.2	1.5
Federal.....	65	34	54	2.2	1.2	1.9
State and local.....	269	235	277	1.4	1.2	1.4
State and local education.....	126	86	124	1.2	0.8	1.1
State and local, excluding education.....	143	150	153	1.6	1.6	1.7
REGION³						
Northeast.....	789	706	841	3.0	2.6	3.1
South.....	2,359	2,065	2,192	4.2	3.6	3.8
Midwest.....	1,244	1,134	1,228	3.8	3.4	3.7
West.....	1,254	1,269	1,305	3.6	3.5	3.6

¹ Total separations are 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 total 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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Total.....	3,826	3,501	3,530	2.5	2.3	2.3
INDUSTRY						
Total private.....	3,644	3,334	3,350	2.8	2.5	2.5
Mining and logging.....	10	9	9	1.7	1.5	1.4
Construction.....	161	103	125	2.2	1.3	1.6
Manufacturing.....	240	206	190	1.9	1.6	1.5
Durable goods.....	131	105	92	1.7	1.3	1.1
Nondurable goods.....	109	102	99	2.3	2.1	2.0
Trade, transportation, and utilities.....	1,007	922	881	3.5	3.2	3.0
Wholesale trade.....	93	87	75	1.6	1.5	1.3
Retail trade.....	707	572	564	4.4	3.6	3.5
Transportation, warehousing, and utilities.....	208	263	241	2.9	3.6	3.3
Information.....	53	34	36	1.8	1.1	1.2
Financial activities.....	104	120	98	1.2	1.3	1.1
Finance and insurance.....	64	72	61	1.0	1.1	0.9
Real estate and rental and leasing.....	40	48	37	1.7	2.0	1.5
Professional and business services.....	675	643	601	3.1	2.8	2.7
Education and health services.....	508	505	549	2.1	2.0	2.2
Educational services.....	41	33	41	1.1	0.8	1.0
Health care and social assistance.....	467	471	508	2.3	2.2	2.4
Leisure and hospitality.....	754	704	714	5.1	4.5	4.5
Arts, entertainment, and recreation.....	67	67	61	3.3	3.0	2.7
Accommodation and food services.....	687	638	653	5.4	4.7	4.8
Other services.....	131	87	147	2.3	1.5	2.6
Government.....	182	167	180	0.8	0.7	0.8
Federal.....	24	17	19	0.8	0.6	0.7
State and local.....	158	150	161	0.8	0.7	0.8
State and local education.....	74	62	69	0.7	0.6	0.6
State and local, excluding education.....	85	88	91	1.0	1.0	1.0
REGION³						
Northeast.....	518	433	464	1.9	1.6	1.7
South.....	1,636	1,513	1,505	2.9	2.6	2.6
Midwest.....	831	724	722	2.6	2.2	2.2
West.....	841	831	839	2.4	2.3	2.3

¹ Quits are 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 total 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

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

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Total.....	1,441	1,420	1,700	1.0	0.9	1.1
INDUSTRY						
Total private.....	1,367	1,366	1,616	1.1	1.0	1.2
Mining and logging.....	6	5	8	1.0	0.8	1.3
Construction.....	178	182	215	2.4	2.3	2.8
Manufacturing.....	89	99	101	0.7	0.8	0.8
Durable goods.....	45	52	55	0.6	0.6	0.7
Nondurable goods.....	44	47	46	0.9	1.0	0.9
Trade, transportation, and utilities.....	244	235	365	0.8	0.8	1.2
Wholesale trade.....	19	45	51	0.3	0.8	0.9
Retail trade.....	139	96	188	0.9	0.6	1.2
Transportation, warehousing, and utilities.....	86	94	126	1.2	1.3	1.7
Information.....	45	38	48	1.5	1.2	1.6
Financial activities.....	38	72	29	0.4	0.8	0.3
Finance and insurance.....	23	58	18	0.3	0.9	0.3
Real estate and rental and leasing.....	16	14	11	0.7	0.6	0.5
Professional and business services.....	387	356	471	1.8	1.6	2.1
Education and health services.....	147	120	147	0.6	0.5	0.6
Educational services.....	16	13	28	0.4	0.3	0.7
Health care and social assistance.....	131	107	118	0.6	0.5	0.6
Leisure and hospitality.....	145	193	197	1.0	1.2	1.2
Arts, entertainment, and recreation.....	49	106	50	2.4	4.7	2.2
Accommodation and food services.....	96	87	147	0.7	0.6	1.1
Other services.....	87	66	36	1.6	1.1	0.6
Government.....	74	55	84	0.3	0.2	0.4
Federal.....	22	6	14	0.8	0.2	0.5
State and local.....	52	48	70	0.3	0.2	0.4
State and local education.....	31	11	34	0.3	0.1	0.3
State and local, excluding education.....	21	37	36	0.2	0.4	0.4
REGION³						
Northeast.....	209	235	307	0.8	0.9	1.1
South.....	593	468	579	1.1	0.8	1.0
Midwest.....	331	364	441	1.0	1.1	1.3
West.....	308	354	373	0.9	1.0	1.0

¹ Layoffs and discharges are 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 total 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

Table 12. Other separations levels and rates by industry and region, not seasonally adjusted¹

Industry and region	Levels (in thousands)			Rates ²		
	Dec. 2021	Nov. 2022	Dec. 2022 ^p	Dec. 2021	Nov. 2022	Dec. 2022 ^p
Total.....	378	251	335	0.3	0.2	0.2
INDUSTRY						
Total private.....	300	203	268	0.2	0.2	0.2
Mining and logging.....	0	1	2	0.1	0.1	0.3
Construction.....	11	13	12	0.1	0.2	0.2
Manufacturing.....	25	24	25	0.2	0.2	0.2
Durable goods.....	18	12	17	0.2	0.2	0.2
Nondurable goods.....	8	11	8	0.2	0.2	0.2
Trade, transportation, and utilities.....	52	38	76	0.2	0.1	0.3
Wholesale trade.....	10	8	16	0.2	0.1	0.3
Retail trade.....	23	19	42	0.1	0.1	0.3
Transportation, warehousing, and utilities.....	19	11	19	0.3	0.2	0.3
Information.....	12	8	6	0.4	0.3	0.2
Financial activities.....	24	10	18	0.3	0.1	0.2
Finance and insurance.....	22	8	16	0.3	0.1	0.2
Real estate and rental and leasing.....	2	3	2	0.1	0.1	0.1
Professional and business services.....	91	63	57	0.4	0.3	0.3
Education and health services.....	35	19	39	0.1	0.1	0.2
Educational services.....	7	5	3	0.2	0.1	0.1
Health care and social assistance.....	28	14	35	0.1	0.1	0.2
Leisure and hospitality.....	36	24	22	0.2	0.2	0.1
Arts, entertainment, and recreation.....	5	2	5	0.2	0.1	0.2
Accommodation and food services.....	31	22	17	0.2	0.2	0.1
Other services.....	14	3	10	0.2	0.0	0.2
Government.....	78	48	68	0.3	0.2	0.3
Federal.....	20	11	21	0.7	0.4	0.7
State and local.....	59	37	47	0.3	0.2	0.2
State and local education.....	22	13	21	0.2	0.1	0.2
State and local, excluding education.....	37	24	26	0.4	0.3	0.3
REGION³						
Northeast.....	61	38	70	0.2	0.1	0.3
South.....	130	84	108	0.2	0.1	0.2
Midwest.....	82	46	65	0.3	0.1	0.2
West.....	104	84	93	0.3	0.2	0.3

¹ Other separations are 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 total 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.