

NEWS RELEASE

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JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2025

The number of job openings was little changed at 7.1 million in November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires were little changed and total separations were unchanged at 5.1 million each. Within separations, both quits (3.2 million) and layoffs and discharges (1.7 million) were little changed.

This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class. Job openings include all positions that are open on the last business day of the month. Hires and separations include all changes to the payroll during the entire month.

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

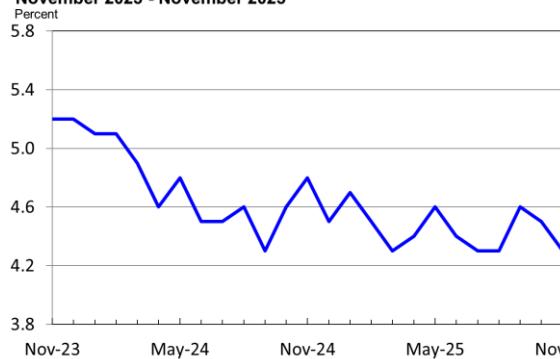
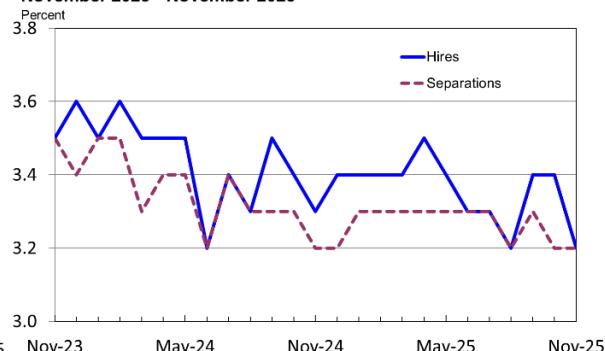


Chart 2. Hires and total separations rates, seasonally adjusted,
November 2023 - November 2025



Job Openings

The number of **job openings** was little changed at 7.1 million in November but was down by 885,000 over the year. The job openings rate, at 4.3 percent, changed little over the month. The number of job openings decreased in accommodation and food services (-148,000); transportation, warehousing, and utilities (-108,000); and wholesale trade (-63,000). Job openings increased in construction (+90,000). (See table 1.)

Hires

In November, the number and rate of **hires** were little changed at 5.1 million and 3.2 percent, respectively. The number of hires decreased in state and local government, excluding education (-39,000) and in state and local government education (-31,000). Hires increased in federal government (+11,000). (See table 2.)

Separations

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

In November, the number and rate of **total separations** were unchanged at 5.1 million and 3.2 percent, respectively. The number of total separations decreased in state and local government, excluding education (-27,000). (See table 3.)

In November, the number and rate of **quits** were little changed at 3.2 million and 2.0 percent, respectively. The number of quits increased in accommodation and food services (+208,000). (See table 4.)

The number and rate of **layoffs and discharges** in November were little changed at 1.7 million and 1.1 percent, respectively. The number of layoffs and discharges decreased in accommodation and food services (-107,000); health care and social assistance (-52,000); and state and local government, excluding education (-26,000). (See table 5.)

The number of **other separations** was little changed at 232,000, marking a series low. (See table 6.)

Establishment Size Class

In November, establishments with 1 to 9 employees and establishments with 5,000 or more employees showed little or no change in job openings, hires, and separations rates. (See table 7.)

October 2025 Revisions

The number of job openings for October was revised down by 221,000 to 7.4 million, the number of hires was revised up by 219,000 to 5.4 million, and the number of total separations was revised up by 19,000 to 5.1 million. Within separations, the number of quits was revised up by 32,000 to 3.0 million, the number of layoffs and discharges was revised down by 4,000 to 1.9 million, and the number of other separations was revised down by 9,000 to 246,000. For October, revisions were larger than normal since the alignment procedure was suspended for October preliminary data. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

The Job Openings and Labor Turnover Survey estimates for December 2025 are scheduled to be released on Tuesday, February 3, 2026, at 10:00 a.m. (ET).

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

Category	Job openings			Hires			Total separations		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
LEVELS BY INDUSTRY (in thousands)									
Total.....	8,031	7,449	7,146	5,307	5,368	5,115	5,087	5,069	5,080
Total private.....	7,162	6,665	6,451	4,961	5,027	4,832	4,757	4,743	4,789
Mining and logging.....	21	20	16	21	19	16	20	18	21
Construction.....	277	202	292	337	331	342	312	288	301
Manufacturing.....	443	414	403	302	317	291	315	319	313
Durable goods.....	286	274	274	155	169	166	165	187	175
Nondurable goods.....	157	140	129	147	148	125	150	132	138
Trade, transportation, and utilities.....	1,007	1,310	1,260	1,071	1,007	969	1,032	986	941
Wholesale trade.....	157	226	163	143	117	112	137	139	117
Retail trade.....	549	651	772	595	578	576	581	570	554
Transportation, warehousing, and utilities.....	300	433	325	334	311	281	314	277	270
Information.....	122	124	94	77	73	85	75	93	87
Financial activities.....	550	342	340	181	208	173	175	184	193
Finance and insurance.....	398	224	245	113	144	129	109	132	143
Real estate and rental and leasing.....	152	118	95	68	64	44	67	52	50
Professional and business services.....	1,733	1,300	1,334	962	1,008	991	963	1,031	1,032
Private education and health services.....	1,690	1,531	1,467	830	848	781	731	781	719
Private educational services.....	170	130	131	92	88	96	91	91	95
Health care and social assistance.....	1,520	1,401	1,335	737	760	684	639	690	624
Leisure and hospitality.....	1,021	1,155	995	953	982	971	920	867	985
Arts, entertainment, and recreation.....	126	170	157	173	175	179	140	158	177
Accommodation and food services.....	896	985	837	780	807	792	780	708	808
Other services.....	297	267	250	227	233	213	214	176	197
Government.....	869	784	695	346	341	283	330	326	291
Federal.....	121	86	94	28	22	33	30	39	34
State and local.....	749	698	601	318	319	250	301	287	257
State and local education.....	251	265	224	163	160	129	156	132	129
State and local, excluding education.....	498	433	377	155	159	120	145	155	128
RATES BY INDUSTRY (percent)									
Total.....	4.8	4.5	4.3	3.3	3.4	3.2	3.2	3.2	3.2
Total private.....	5.0	4.7	4.5	3.7	3.7	3.5	3.5	3.5	3.5
Mining and logging.....	3.2	3.1	2.6	3.3	3.1	2.6	3.3	3.0	3.4
Construction.....	3.2	2.4	3.4	4.1	4.0	4.1	3.8	3.5	3.6
Manufacturing.....	3.4	3.2	3.1	2.4	2.5	2.3	2.5	2.5	2.5
Durable goods.....	3.5	3.4	3.4	2.0	2.1	2.1	2.1	2.4	2.2
Nondurable goods.....	3.1	2.8	2.6	3.0	3.1	2.6	3.1	2.7	2.8
Trade, transportation, and utilities.....	3.4	4.3	4.2	3.7	3.5	3.3	3.6	3.4	3.2
Wholesale trade.....	2.5	3.5	2.6	2.3	1.9	1.8	2.2	2.3	1.9
Retail trade.....	3.4	4.0	4.7	3.8	3.7	3.7	3.7	3.7	3.6
Transportation, warehousing, and utilities.....	4.0	5.6	4.3	4.6	4.3	3.9	4.3	3.8	3.7
Information.....	4.0	4.1	3.1	2.6	2.5	2.9	2.6	3.2	3.0
Financial activities.....	5.6	3.6	3.6	2.0	2.3	1.9	1.9	2.0	2.1
Finance and insurance.....	5.6	3.2	3.5	1.7	2.1	1.9	1.6	2.0	2.1
Real estate and rental and leasing.....	5.8	4.5	3.7	2.8	2.6	1.8	2.7	2.1	2.0
Professional and business services.....	7.1	5.5	5.6	4.3	4.5	4.4	4.3	4.6	4.6
Private education and health services.....	5.9	5.3	5.0	3.1	3.1	2.8	2.7	2.8	2.6
Private educational services.....	4.1	3.2	3.2	2.3	2.2	2.4	2.3	2.3	2.4
Health care and social assistance.....	6.2	5.6	5.3	3.2	3.2	2.9	2.8	2.9	2.6
Leisure and hospitality.....	5.7	6.3	5.5	5.6	5.7	5.7	5.4	5.1	5.8
Arts, entertainment, and recreation.....	4.5	5.9	5.5	6.5	6.5	6.7	5.3	5.9	6.6
Accommodation and food services.....	5.9	6.4	5.5	5.5	5.6	5.5	5.5	4.9	5.6
Other services.....	4.7	4.2	4.0	3.8	3.9	3.5	3.6	2.9	3.3

See footnotes at end of table.

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

Category	Job openings			Hires			Total separations		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Government.....	3.6	3.2	2.9	1.5	1.5	1.2	1.4	1.4	1.2
Federal.....	3.9	3.0	3.3	0.9	0.8	1.2	1.0	1.4	1.3
State and local.....	3.5	3.3	2.8	1.5	1.5	1.2	1.5	1.4	1.2
State and local education.....	2.3	2.4	2.0	1.5	1.5	1.2	1.4	1.2	1.2
State and local, excluding education.....	4.9	4.2	3.7	1.6	1.6	1.2	1.5	1.6	1.3

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					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p
Total.....	8,031	7,227	7,658	7,449	7,146	-303	4.8	4.3	4.6	4.5	4.3	-0.2
INDUSTRY												
Total private.....	7,162	6,457	6,871	6,665	6,451	-214	5.0	4.5	4.8	4.7	4.5	-0.2
Mining and logging.....	21	20	23	20	16	-4	3.2	3.1	3.7	3.1	2.6	-0.5
Construction.....	277	188	231	202	292	90	3.2	2.2	2.7	2.4	3.4	1.0
Manufacturing.....	443	409	385	414	403	-11	3.4	3.1	2.9	3.2	3.1	-0.1
Durable goods.....	286	259	256	274	274	0	3.5	3.2	3.1	3.4	3.4	0.0
Nondurable goods.....	157	150	129	140	129	-11	3.1	3.0	2.6	2.8	2.6	-0.2
Trade, transportation, and utilities.....	1,007	1,149	1,124	1,310	1,260	-50	3.4	3.8	3.7	4.3	4.2	-0.1
Wholesale trade.....	157	191	153	226	163	-63	2.5	3.0	2.4	3.5	2.6	-0.9
Retail trade.....	549	603	620	651	772	121	3.4	3.7	3.8	4.0	4.7	0.7
Transportation, warehousing, and utilities.....	300	355	352	433	325	-108	4.0	4.6	4.6	5.6	4.3	-1.3
Information.....	122	172	203	124	94	-30	4.0	5.5	6.5	4.1	3.1	-1.0
Financial activities.....	550	390	449	342	340	-2	5.6	4.0	4.6	3.6	3.6	0.0
Finance and insurance.....	398	282	293	224	245	21	5.6	4.0	4.2	3.2	3.5	0.3
Real estate and rental and leasing.....	152	108	156	118	95	-23	5.8	4.2	5.9	4.5	3.7	-0.8
Professional and business services.....	1,733	1,235	1,502	1,300	1,334	34	7.1	5.2	6.3	5.5	5.6	0.1
Private education and health services...	1,690	1,523	1,512	1,531	1,467	-64	5.9	5.3	5.2	5.3	5.0	-0.3
Private educational services.....	170	145	138	130	131	1	4.1	3.5	3.3	3.2	3.2	0.0
Health care and social assistance.....	1,520	1,378	1,375	1,401	1,335	-66	6.2	5.5	5.5	5.6	5.3	-0.3
Leisure and hospitality.....	1,021	1,092	1,181	1,155	995	-160	5.7	6.0	6.5	6.3	5.5	-0.8
Arts, entertainment, and recreation.....	126	106	162	170	157	-13	4.5	3.8	5.6	5.9	5.5	-0.4
Accommodation and food services.....	896	986	1,019	985	837	-148	5.9	6.4	6.6	6.4	5.5	-0.9
Other services.....	297	280	260	267	250	-17	4.7	4.4	4.1	4.2	4.0	-0.2
Government.....	869	770	787	784	695	-89	3.6	3.2	3.2	3.2	2.9	-0.3
Federal.....	121	77	114	86	94	8	3.9	2.6	3.8	3.0	3.3	0.3
State and local.....	749	693	673	698	601	-97	3.5	3.2	3.2	3.3	2.8	-0.5
State and local education.....	251	247	262	265	224	-41	2.3	2.2	2.4	2.4	2.0	-0.4
State and local, excluding education.....	498	446	411	433	377	-56	4.9	4.4	4.0	4.2	3.7	-0.5
REGION³												
Northeast.....	1,297	1,205	1,289	1,272	1,238	-34	4.4	4.1	4.4	4.3	4.2	-0.1
South.....	3,338	2,868	3,159	3,049	2,949	-100	5.3	4.6	5.0	4.8	4.7	-0.1
Midwest.....	1,664	1,648	1,656	1,633	1,542	-91	4.7	4.7	4.7	4.6	4.4	-0.2
West.....	1,732	1,506	1,554	1,495	1,417	-78	4.5	3.9	4.0	3.8	3.7	-0.1

¹ The job openings level is the number of job openings on the last business day of the month.² The job openings rate is the number of job openings on the last business day of the month as a percent of employment plus job openings.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

p Preliminary

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p
Total.....	5,307	5,126	5,367	5,368	5,115	-253	3.3	3.2	3.4	3.4	3.2	-0.2
INDUSTRY												
Total private.....	4,961	4,805	5,021	5,027	4,832	-195	3.7	3.5	3.7	3.7	3.5	-0.2
Mining and logging.....	21	19	18	19	16	-3	3.3	3.2	3.0	3.1	2.6	-0.5
Construction.....	337	353	355	331	342	11	4.1	4.3	4.3	4.0	4.1	0.1
Manufacturing.....	302	305	320	317	291	-26	2.4	2.4	2.5	2.5	2.3	-0.2
Durable goods.....	155	171	188	169	166	-3	2.0	2.2	2.4	2.1	2.1	0.0
Nondurable goods.....	147	134	132	148	125	-23	3.0	2.8	2.7	3.1	2.6	-0.5
Trade, transportation, and utilities.....	1,071	926	956	1,007	969	-38	3.7	3.2	3.3	3.5	3.3	-0.2
Wholesale trade.....	143	119	126	117	112	-5	2.3	1.9	2.0	1.9	1.8	-0.1
Retail trade.....	595	572	576	578	576	-2	3.8	3.7	3.7	3.7	3.7	0.0
Transportation, warehousing, and utilities.....	334	235	254	311	281	-30	4.6	3.2	3.5	4.3	3.9	-0.4
Information.....	77	77	76	73	85	12	2.6	2.6	2.6	2.5	2.9	0.4
Financial activities.....	181	212	219	208	173	-35	2.0	2.3	2.4	2.3	1.9	-0.4
Finance and insurance.....	113	148	156	144	129	-15	1.7	2.2	2.3	2.1	1.9	-0.2
Real estate and rental and leasing ..	68	64	62	64	44	-20	2.8	2.5	2.5	2.6	1.8	-0.8
Professional and business services.....	962	1,015	1,030	1,008	991	-17	4.3	4.5	4.6	4.5	4.4	-0.1
Private education and health services...	830	779	915	848	781	-67	3.1	2.8	3.3	3.1	2.8	-0.3
Private educational services.....	92	90	89	88	96	8	2.3	2.3	2.2	2.2	2.4	0.2
Health care and social assistance....	737	689	826	760	684	-76	3.2	2.9	3.5	3.2	2.9	-0.3
Leisure and hospitality.....	953	917	957	982	971	-11	5.6	5.4	5.6	5.7	5.7	0.0
Arts, entertainment, and recreation...	173	169	169	175	179	4	6.5	6.2	6.2	6.5	6.7	0.2
Accommodation and food services..	780	748	788	807	792	-15	5.5	5.2	5.5	5.6	5.5	-0.1
Other services.....	227	201	174	233	213	-20	3.8	3.3	2.9	3.9	3.5	-0.4
Government.....	346	321	346	341	283	-58	1.5	1.4	1.5	1.5	1.2	-0.3
Federal.....	28	24	23	22	33	11	0.9	0.8	0.8	0.8	1.2	0.4
State and local.....	318	297	323	319	250	-69	1.5	1.4	1.6	1.5	1.2	-0.3
State and local education.....	163	144	164	160	129	-31	1.5	1.3	1.5	1.5	1.2	-0.3
State and local, excluding education.....	155	153	159	159	120	-39	1.6	1.6	1.6	1.6	1.2	-0.4
REGION³												
Northeast.....	851	819	869	890	915	25	3.0	2.9	3.1	3.1	3.2	0.1
South.....	2,071	1,994	1,950	1,971	1,842	-129	3.5	3.3	3.2	3.3	3.1	-0.2
Midwest.....	1,170	1,111	1,250	1,287	1,155	-132	3.5	3.3	3.7	3.8	3.4	-0.4
West.....	1,215	1,202	1,299	1,220	1,203	-17	3.3	3.2	3.5	3.3	3.2	-0.1

¹ The hires level is the number of hires during the entire month.² The hires rate is the number of hires during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p
Total.....	5,087	5,111	5,264	5,069	5,080	11	3.2	3.2	3.3	3.2	3.2	0.0
INDUSTRY												
Total private.....	4,757	4,781	4,898	4,743	4,789	46	3.5	3.5	3.6	3.5	3.5	0.0
Mining and logging.....	20	23	20	18	21	3	3.3	3.8	3.3	3.0	3.4	0.4
Construction.....	312	351	340	288	301	13	3.8	4.2	4.1	3.5	3.6	0.1
Manufacturing.....	315	313	327	319	313	-6	2.5	2.5	2.6	2.5	2.5	0.0
Durable goods.....	165	181	191	187	175	-12	2.1	2.3	2.4	2.4	2.2	-0.2
Nondurable goods.....	150	132	136	132	138	6	3.1	2.7	2.8	2.7	2.8	0.1
Trade, transportation, and utilities.....	1,032	946	904	986	941	-45	3.6	3.3	3.1	3.4	3.2	-0.2
Wholesale trade.....	137	127	122	139	117	-22	2.2	2.1	2.0	2.3	1.9	-0.4
Retail trade.....	581	580	516	570	554	-16	3.7	3.7	3.3	3.7	3.6	-0.1
Transportation, warehousing, and utilities.....	314	239	266	277	270	-7	4.3	3.3	3.6	3.8	3.7	-0.1
Information.....	75	85	81	93	87	-6	2.6	2.9	2.8	3.2	3.0	-0.2
Financial activities.....	175	210	219	184	193	9	1.9	2.3	2.4	2.0	2.1	0.1
Finance and insurance.....	109	149	155	132	143	11	1.6	2.2	2.3	2.0	2.1	0.1
Real estate and rental and leasing...	67	61	64	52	50	-2	2.7	2.4	2.6	2.1	2.0	-0.1
Professional and business services.....	963	1,076	1,122	1,031	1,032	1	4.3	4.8	5.0	4.6	4.6	0.0
Private education and health services...	731	763	828	781	719	-62	2.7	2.8	3.0	2.8	2.6	-0.2
Private educational services.....	91	96	91	91	95	4	2.3	2.4	2.3	2.3	2.4	0.1
Health care and social assistance....	639	667	737	690	624	-66	2.8	2.8	3.1	2.9	2.6	-0.3
Leisure and hospitality.....	920	817	887	867	985	118	5.4	4.8	5.2	5.1	5.8	0.7
Arts, entertainment, and recreation...	140	132	133	158	177	19	5.3	4.8	4.9	5.9	6.6	0.7
Accommodation and food services...	780	686	754	708	808	100	5.5	4.8	5.2	4.9	5.6	0.7
Other services.....	214	197	170	176	197	21	3.6	3.3	2.8	2.9	3.3	0.4
Government.....	330	331	365	326	291	-35	1.4	1.4	1.5	1.4	1.2	-0.2
Federal.....	30	35	80	39	34	-5	1.0	1.2	2.7	1.4	1.3	-0.1
State and local.....	301	296	285	287	257	-30	1.5	1.4	1.4	1.4	1.2	-0.2
State and local education.....	156	135	141	132	129	-3	1.4	1.2	1.3	1.2	1.2	0.0
State and local, excluding education.....	145	161	145	155	128	-27	1.5	1.6	1.5	1.6	1.3	-0.3
REGION³												
Northeast.....	759	864	850	902	835	-67	2.7	3.0	3.0	3.2	2.9	-0.3
South.....	1,999	1,926	1,980	1,810	1,986	176	3.3	3.2	3.3	3.0	3.3	0.3
Midwest.....	1,090	1,124	1,145	1,172	1,094	-78	3.2	3.3	3.4	3.5	3.2	-0.3
West.....	1,239	1,198	1,288	1,185	1,165	-20	3.3	3.2	3.4	3.2	3.1	-0.1

¹ The total separations level is the number of total separations during the entire month.² The total separations rate is the number of total separations during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p
Total.....	3,032	3,091	3,128	2,973	3,161	188	1.9	1.9	2.0	1.9	2.0	0.1
INDUSTRY												
Total private.....	2,850	2,908	2,918	2,800	2,999	199	2.1	2.1	2.1	2.1	2.2	0.1
Mining and logging.....	11	14	13	13	16	3	1.8	2.3	2.1	2.1	2.6	0.5
Construction.....	143	146	136	110	149	39	1.7	1.8	1.6	1.3	1.8	0.5
Manufacturing.....	174	172	189	178	189	11	1.4	1.4	1.5	1.4	1.5	0.1
Durable goods.....	92	101	110	100	101	1	1.2	1.3	1.4	1.3	1.3	0.0
Nondurable goods.....	82	71	80	78	88	10	1.7	1.5	1.6	1.6	1.8	0.2
Trade, transportation, and utilities.....	659	610	560	652	646	-6	2.3	2.1	1.9	2.2	2.2	0.0
Wholesale trade.....	85	82	83	96	73	-23	1.4	1.3	1.3	1.6	1.2	-0.4
Retail trade.....	387	398	317	403	417	14	2.5	2.6	2.0	2.6	2.7	0.1
Transportation, warehousing, and utilities.....	187	130	159	152	156	4	2.6	1.8	2.2	2.1	2.1	0.0
Information.....	32	40	28	38	31	-7	1.1	1.4	1.0	1.3	1.1	-0.2
Financial activities.....	111	114	135	105	111	6	1.2	1.2	1.5	1.1	1.2	0.1
Finance and insurance.....	75	82	96	66	80	14	1.1	1.2	1.4	1.0	1.2	0.2
Real estate and rental and leasing ..	37	32	39	39	31	-8	1.5	1.3	1.6	1.6	1.2	-0.4
Professional and business services.....	481	574	571	543	468	-75	2.1	2.5	2.5	2.4	2.1	-0.3
Private education and health services...	493	557	565	497	502	5	1.8	2.0	2.1	1.8	1.8	0.0
Private educational services.....	61	57	47	54	55	1	1.5	1.4	1.2	1.3	1.4	0.1
Health care and social assistance....	432	500	517	443	447	4	1.9	2.1	2.2	1.9	1.9	0.0
Leisure and hospitality.....	593	560	618	546	757	211	3.5	3.3	3.6	3.2	4.4	1.2
Arts, entertainment, and recreation. ..	64	36	20	60	63	3	2.4	1.3	0.7	2.2	2.4	0.2
Accommodation and food services. ..	528	524	598	486	694	208	3.7	3.7	4.2	3.4	4.8	1.4
Other services.....	153	122	102	118	131	13	2.5	2.0	1.7	2.0	2.2	0.2
Government.....	182	183	211	173	161	-12	0.8	0.8	0.9	0.7	0.7	0.0
Federal.....	14	18	46	19	16	-3	0.5	0.6	1.6	0.7	0.6	-0.1
State and local.....	168	165	164	154	145	-9	0.8	0.8	0.8	0.7	0.7	0.0
State and local education.....	93	80	85	84	73	-11	0.9	0.7	0.8	0.8	0.7	-0.1
State and local, excluding education.....	74	85	79	71	72	1	0.8	0.9	0.8	0.7	0.7	0.0
REGION³												
Northeast.....	382	390	435	470	463	-7	1.4	1.4	1.5	1.7	1.6	-0.1
South.....	1,281	1,292	1,336	1,131	1,305	174	2.1	2.1	2.2	1.9	2.2	0.3
Midwest.....	641	655	699	734	748	14	1.9	1.9	2.1	2.2	2.2	0.0
West.....	728	754	658	638	644	6	2.0	2.0	1.8	1.7	1.7	0.0

¹ The quits level is the number of quits during the entire month.² The quits rate is the number of quits during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p
Total.....	1,739	1,725	1,781	1,850	1,687	-163	1.1	1.1	1.1	1.2	1.1	-0.1
INDUSTRY												
Total private.....	1,657	1,644	1,702	1,754	1,612	-142	1.2	1.2	1.3	1.3	1.2	-0.1
Mining and logging.....	7	9	7	4	4	0	1.2	1.4	1.1	0.7	0.7	0.0
Construction.....	137	183	197	161	141	-20	1.7	2.2	2.4	1.9	1.7	-0.2
Manufacturing.....	126	121	117	128	108	-20	1.0	1.0	0.9	1.0	0.8	-0.2
Durable goods.....	65	66	69	80	62	-18	0.8	0.8	0.9	1.0	0.8	-0.2
Nondurable goods.....	61	55	48	48	45	-3	1.3	1.1	1.0	1.0	0.9	-0.1
Trade, transportation, and utilities.....	337	290	290	305	269	-36	1.2	1.0	1.0	1.0	0.9	-0.1
Wholesale trade.....	47	38	28	35	38	3	0.8	0.6	0.5	0.6	0.6	0.0
Retail trade.....	178	149	168	158	129	-29	1.1	1.0	1.1	1.0	0.8	-0.2
Transportation, warehousing, and utilities.....	112	102	94	112	101	-11	1.5	1.4	1.3	1.5	1.4	-0.1
Information.....	38	38	48	47	51	4	1.3	1.3	1.6	1.6	1.8	0.2
Financial activities.....	46	72	57	52	58	6	0.5	0.8	0.6	0.6	0.6	0.0
Finance and insurance.....	17	44	36	43	42	-1	0.3	0.6	0.5	0.6	0.6	0.0
Real estate and rental and leasing ..	29	28	21	9	16	7	1.2	1.1	0.8	0.4	0.7	0.3
Professional and business services.....	419	452	469	463	520	57	1.9	2.0	2.1	2.1	2.3	0.2
Private education and health services...	188	180	208	236	191	-45	0.7	0.7	0.8	0.9	0.7	-0.2
Private educational services.....	28	31	31	30	36	6	0.7	0.8	0.8	0.8	0.9	0.1
Health care and social assistance....	161	149	177	206	154	-52	0.7	0.6	0.8	0.9	0.7	-0.2
Leisure and hospitality.....	302	234	254	306	215	-91	1.8	1.4	1.5	1.8	1.3	-0.5
Arts, entertainment, and recreation..	73	92	110	93	108	15	2.7	3.4	4.0	3.5	4.0	0.5
Accommodation and food services..	229	142	144	213	106	-107	1.6	1.0	1.0	1.5	0.7	-0.8
Other services.....	56	66	55	52	56	4	0.9	1.1	0.9	0.9	0.9	0.0
Government.....	82	81	80	96	75	-21	0.3	0.3	0.3	0.4	0.3	-0.1
Federal.....	5	6	7	6	7	1	0.2	0.2	0.2	0.2	0.3	0.1
State and local.....	76	75	73	90	68	-22	0.4	0.4	0.4	0.4	0.3	-0.1
State and local education.....	43	29	34	31	35	4	0.4	0.3	0.3	0.3	0.3	0.0
State and local, excluding education.....	34	46	39	59	33	-26	0.3	0.5	0.4	0.6	0.3	-0.3
REGION³												
Northeast.....	315	412	351	386	327	-59	1.1	1.5	1.2	1.4	1.2	-0.2
South.....	590	558	528	604	609	5	1.0	0.9	0.9	1.0	1.0	0.0
Midwest.....	387	406	385	383	290	-93	1.2	1.2	1.1	1.1	0.9	-0.2
West.....	447	349	517	477	461	-16	1.2	0.9	1.4	1.3	1.2	-0.1

¹ The layoffs and discharges level is the number of layoffs and discharges during the entire month.² The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

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

Industry and region	Levels (in thousands)						Rates ²					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Change from: Oct. 2025 - Nov. 2025 ^p
Total.....	316	295	354	246	232	-14	0.2	0.2	0.2	0.2	0.1	-0.1
INDUSTRY												
Total private.....	249	228	278	189	177	-12	0.2	0.2	0.2	0.1	0.1	0.0
Mining and logging.....	2	0	1	2	1	-1	0.3	0.1	0.1	0.3	0.1	-0.2
Construction.....	33	22	7	16	12	-4	0.4	0.3	0.1	0.2	0.1	-0.1
Manufacturing.....	15	20	21	13	16	3	0.1	0.2	0.2	0.1	0.1	0.0
Durable goods.....	9	14	12	7	13	6	0.1	0.2	0.2	0.1	0.2	0.1
Nondurable goods.....	7	6	8	6	4	-2	0.1	0.1	0.2	0.1	0.1	0.0
Trade, transportation, and utilities.....	36	46	54	29	26	-3	0.1	0.2	0.2	0.1	0.1	0.0
Wholesale trade.....	4	6	10	8	6	-2	0.1	0.1	0.2	0.1	0.1	0.0
Retail trade.....	17	32	30	9	8	-1	0.1	0.2	0.2	0.1	0.1	0.0
Transportation, warehousing, and utilities.....	15	7	13	13	12	-1	0.2	0.1	0.2	0.2	0.2	0.0
Information.....	4	7	5	8	5	-3	0.2	0.2	0.2	0.3	0.2	-0.1
Financial activities.....	18	25	27	27	24	-3	0.2	0.3	0.3	0.3	0.3	0.0
Finance and insurance.....	17	24	23	22	21	-1	0.3	0.4	0.3	0.3	0.3	0.0
Real estate and rental and leasing ..	1	1	4	4	3	-1	0.0	0.0	0.2	0.2	0.1	-0.1
Professional and business services.....	62	51	82	26	43	17	0.3	0.2	0.4	0.1	0.2	0.1
Private education and health services...	49	25	55	48	26	-22	0.2	0.1	0.2	0.2	0.1	-0.1
Private educational services.....	3	8	12	7	3	-4	0.1	0.2	0.3	0.2	0.1	-0.1
Health care and social assistance....	46	17	43	41	23	-18	0.2	0.1	0.2	0.2	0.1	-0.1
Leisure and hospitality.....	25	24	15	14	13	-1	0.1	0.1	0.1	0.1	0.1	0.0
Arts, entertainment, and recreation..	3	4	3	5	5	0	0.1	0.1	0.1	0.2	0.0	0.0
Accommodation and food services..	22	20	12	9	8	-1	0.2	0.1	0.1	0.1	0.1	0.0
Other services.....	5	9	13	6	10	4	0.1	0.2	0.2	0.1	0.2	0.1
Government.....	67	67	75	57	55	-2	0.3	0.3	0.3	0.2	0.2	0.0
Federal.....	10	11	27	14	12	-2	0.3	0.4	0.9	0.5	0.4	-0.1
State and local.....	57	56	48	43	43	0	0.3	0.3	0.2	0.2	0.2	0.0
State and local education.....	20	26	21	18	20	2	0.2	0.2	0.2	0.2	0.2	0.0
State and local, excluding education.....	37	30	27	25	23	-2	0.4	0.3	0.3	0.2	0.2	-0.1
REGION³												
Northeast.....	62	62	63	46	45	-1	0.2	0.2	0.2	0.2	0.2	0.0
South.....	127	76	116	75	71	-4	0.2	0.1	0.2	0.1	0.1	0.0
Midwest.....	63	62	62	55	57	2	0.2	0.2	0.2	0.2	0.2	0.0
West.....	64	95	113	70	60	-10	0.2	0.3	0.3	0.2	0.2	0.0

¹ The other separations level is the number of other separations during the entire month.² The other separations rate is the number of other separations during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

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

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

Establishment size class	Levels (in thousands)						Rates					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^P	Change from: Oct. 2025 - Nov. 2025 ^P	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025 ^P	Change from: Oct. 2025 - Nov. 2025 ^P
JOB OPENINGS												
Total private.....	7,162	6,457	6,871	6,665	6,451	-214	5.0	4.5	4.8	4.7	4.5	-0.2
1 to 9 employees.....	1,526	1,215	1,381	1,217	1,271	54	6.5	5.4	5.8	5.5	5.3	-0.2
10 to 49 employees.....	2,155	1,987	2,094	1,957	1,983	26	4.9	4.6	4.7	4.5	4.5	0.0
50 to 249 employees.....	1,959	1,871	1,907	1,966	1,860	-106	4.8	4.2	4.4	4.3	4.3	0.0
250 to 999 employees.....	821	771	828	881	698	-183	4.1	4.0	4.6	4.7	3.9	-0.8
1,000 to 4,999 employees.....	478	444	467	456	450	-6	5.1	5.3	5.5	5.2	5.2	0.0
5,000 or more employees.....	222	170	193	188	189	1	4.5	3.9	4.3	4.3	4.1	-0.2
HIREs												
Total private.....	4,961	4,805	5,021	5,027	4,832	-195	3.7	3.5	3.7	3.7	3.5	-0.2
1 to 9 employees.....	706	704	696	666	662	-4	3.2	3.3	3.1	3.2	2.9	-0.3
10 to 49 employees.....	1,674	1,612	1,642	1,672	1,568	-104	4.0	3.9	3.9	4.1	3.7	-0.4
50 to 249 employees.....	1,547	1,583	1,727	1,713	1,636	-77	4.0	3.7	4.1	3.9	4.0	0.1
250 to 999 employees.....	676	595	641	650	646	-4	3.6	3.2	3.7	3.6	3.7	0.1
1,000 to 4,999 employees.....	283	242	247	258	247	-11	3.2	3.0	3.1	3.1	3.0	-0.1
5,000 or more employees.....	75	69	69	68	72	4	1.6	1.6	1.6	1.6	1.6	0.0
TOTAL SEPARATIONS												
Total private.....	4,757	4,781	4,898	4,743	4,789	46	3.5	3.5	3.6	3.5	3.5	0.0
1 to 9 employees.....	749	714	826	617	683	66	3.4	3.4	3.7	3.0	3.0	0.0
10 to 49 employees.....	1,535	1,612	1,443	1,504	1,682	178	3.7	3.9	3.4	3.7	4.0	0.3
50 to 249 employees.....	1,536	1,540	1,659	1,713	1,488	-225	3.9	3.6	4.0	3.9	3.6	-0.3
250 to 999 employees.....	592	647	658	603	611	8	3.1	3.5	3.8	3.4	3.5	0.1
1,000 to 4,999 employees.....	280	204	257	245	254	9	3.2	2.6	3.2	2.9	3.1	0.2
5,000 or more employees.....	65	64	56	61	71	10	1.4	1.5	1.3	1.5	1.6	0.1
QUITs												
Total private.....	2,850	2,908	2,918	2,800	2,999	199	2.1	2.1	2.1	2.1	2.2	0.1
1 to 9 employees.....	423	349	401	316	364	48	1.9	1.7	1.8	1.5	1.6	0.1
10 to 49 employees.....	922	1,047	890	903	1,049	146	2.2	2.5	2.1	2.2	2.5	0.3
50 to 249 employees.....	950	1,012	1,087	1,057	1,034	-23	2.4	2.4	2.6	2.4	2.5	0.1
250 to 999 employees.....	355	351	378	364	376	12	1.9	1.9	2.2	2.0	2.2	0.2
1,000 to 4,999 employees.....	162	115	133	125	137	12	1.8	1.4	1.7	1.5	1.7	0.2
5,000 or more employees.....	38	34	29	34	39	5	0.8	0.8	0.7	0.8	0.9	0.1
LAYOFFS AND DISCHARGES												
Total private.....	1,657	1,644	1,702	1,754	1,612	-142	1.2	1.2	1.3	1.3	1.2	-0.1
1 to 9 employees.....	251	312	333	268	273	5	1.2	1.5	1.5	1.3	1.2	-0.1
10 to 49 employees.....	557	472	461	531	565	34	1.3	1.1	1.1	1.3	1.3	0.0
50 to 249 employees.....	517	486	526	615	421	-194	1.3	1.1	1.3	1.4	1.0	-0.4
250 to 999 employees.....	207	276	254	217	224	7	1.1	1.5	1.5	1.2	1.3	0.1
1,000 to 4,999 employees.....	106	77	108	104	106	2	1.2	1.0	1.3	1.2	1.3	0.1
5,000 or more employees.....	18	21	19	20	24	4	0.4	0.5	0.4	0.5	0.5	0.0
OTHER SEPARATIONS												
Total private.....	249	228	278	189	177	-12	0.2	0.2	0.2	0.1	0.1	0.0
1 to 9 employees.....	74	54	91	32	46	14	0.3	0.3	0.4	0.2	0.2	0.0
10 to 49 employees.....	56	92	92	70	68	-2	0.1	0.2	0.2	0.2	0.2	0.0
50 to 249 employees.....	68	42	45	41	33	-8	0.2	0.1	0.1	0.1	0.1	0.0
250 to 999 employees.....	30	21	27	22	11	-11	0.2	0.1	0.2	0.1	0.1	0.0
1,000 to 4,999 employees.....	12	12	15	16	12	-4	0.1	0.2	0.2	0.2	0.1	-0.1
5,000 or more employees.....	8	9	8	7	8	1	0.2	0.2	0.2	0.2	0.2	0.0

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

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

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Total.....	7,570	7,947	6,728	4.5	4.7	4.0
INDUSTRY						
Total private.....	6,711	7,192	6,049	4.7	5.0	4.2
Mining and logging.....	22	21	16	3.3	3.2	2.5
Construction.....	234	209	259	2.7	2.4	3.0
Manufacturing.....	432	426	394	3.3	3.2	3.0
Durable goods.....	282	280	274	3.4	3.4	3.4
Nondurable goods.....	150	146	120	3.0	2.9	2.4
Trade, transportation, and utilities.....	911	1,417	1,181	3.0	4.6	3.9
Wholesale trade.....	146	224	147	2.3	3.5	2.3
Retail trade.....	465	737	716	2.9	4.5	4.3
Transportation, warehousing, and utilities.....	300	456	318	3.9	5.8	4.1
Information.....	109	120	79	3.6	4.0	2.6
Financial activities.....	534	368	318	5.5	3.8	3.3
Finance and insurance.....	400	220	235	5.6	3.2	3.4
Real estate and rental and leasing.....	135	147	84	5.1	5.6	3.2
Professional and business services.....	1,660	1,466	1,298	6.8	6.0	5.4
Private education and health services.....	1,605	1,649	1,377	5.6	5.6	4.7
Private educational services.....	161	137	122	3.7	3.2	2.9
Health care and social assistance.....	1,444	1,511	1,254	5.9	6.0	5.0
Leisure and hospitality.....	927	1,261	897	5.3	6.9	5.0
Arts, entertainment, and recreation.....	73	183	108	2.8	6.4	4.0
Accommodation and food services.....	854	1,078	789	5.7	7.0	5.2
Other services.....	277	256	230	4.4	4.1	3.7
Government.....	859	755	679	3.5	3.1	2.8
Federal.....	122	80	93	3.9	2.8	3.3
State and local.....	737	675	586	3.4	3.1	2.7
State and local education.....	241	255	213	2.1	2.2	1.9
State and local, excluding education.....	496	420	372	4.9	4.1	3.7
REGION³						
Northeast.....	1,202	1,314	1,135	4.1	4.4	3.8
South.....	3,140	3,211	2,785	5.0	5.0	4.4
Midwest.....	1,587	1,705	1,468	4.5	4.8	4.1
West.....	1,641	1,717	1,340	4.2	4.4	3.4

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		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Total.....	4,831	5,782	4,596	3.0	3.6	2.9
INDUSTRY						
Total private.....	4,570	5,468	4,378	3.4	4.0	3.2
Mining and logging.....	16	19	12	2.5	3.1	1.9
Construction.....	236	323	236	2.8	3.8	2.8
Manufacturing.....	246	320	230	1.9	2.5	1.8
Durable goods.....	127	160	130	1.6	2.0	1.7
Nondurable goods.....	119	160	100	2.5	3.3	2.1
Trade, transportation, and utilities.....	1,396	1,276	1,272	4.7	4.4	4.3
Wholesale trade.....	123	122	93	2.0	2.0	1.5
Retail trade.....	667	684	646	4.2	4.4	4.1
Transportation, warehousing, and utilities.....	606	470	533	8.1	6.4	7.2
Information.....	70	80	78	2.4	2.7	2.7
Financial activities.....	152	217	130	1.6	2.3	1.4
Finance and insurance.....	95	152	96	1.4	2.2	1.4
Real estate and rental and leasing.....	56	66	34	2.3	2.6	1.4
Professional and business services.....	866	1,090	863	3.8	4.8	3.8
Private education and health services.....	669	957	629	2.5	3.4	2.3
Private educational services.....	58	91	67	1.4	2.2	1.6
Health care and social assistance.....	611	866	563	2.7	3.7	2.4
Leisure and hospitality.....	739	948	761	4.4	5.6	4.5
Arts, entertainment, and recreation.....	119	138	126	4.7	5.2	4.9
Accommodation and food services.....	620	810	634	4.4	5.6	4.4
Other services.....	181	238	168	3.0	3.9	2.8
Government.....	261	315	218	1.1	1.3	0.9
Federal.....	31	21	39	1.0	0.8	1.4
State and local.....	230	293	179	1.1	1.4	0.8
State and local education.....	111	151	86	1.0	1.4	0.8
State and local, excluding education.....	120	142	93	1.2	1.5	1.0
REGION³						
Northeast.....	755	923	827	2.7	3.2	2.9
South.....	1,877	2,140	1,623	3.1	3.5	2.7
Midwest.....	1,093	1,356	1,070	3.2	4.0	3.1
West.....	1,107	1,364	1,076	3.0	3.6	2.9

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		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Total.....	4,511	5,199	4,471	2.8	3.2	2.8
INDUSTRY						
Total private.....	4,273	4,910	4,263	3.1	3.6	3.1
Mining and logging.....	17	18	17	2.7	2.9	2.8
Construction.....	326	310	303	3.9	3.7	3.6
Manufacturing.....	262	326	247	2.1	2.6	1.9
Durable goods.....	128	179	132	1.6	2.3	1.7
Non-durable goods.....	134	146	115	2.8	3.0	2.4
Trade, transportation, and utilities.....	989	975	900	3.4	3.3	3.1
Wholesale trade.....	122	131	96	2.0	2.1	1.6
Retail trade.....	552	552	524	3.5	3.5	3.3
Transportation, warehousing, and utilities.....	314	291	281	4.2	4.0	3.8
Information.....	67	87	78	2.3	3.0	2.7
Financial activities.....	148	178	156	1.6	1.9	1.7
Finance and insurance.....	91	122	121	1.4	1.8	1.8
Real estate and rental and leasing.....	57	56	35	2.3	2.2	1.4
Professional and business services.....	909	1,054	960	4.0	4.6	4.2
Private education and health services.....	603	781	575	2.2	2.8	2.1
Private educational services.....	56	68	57	1.3	1.7	1.4
Health care and social assistance.....	546	713	518	2.4	3.0	2.2
Leisure and hospitality.....	783	1,015	866	4.7	5.9	5.1
Arts, entertainment, and recreation.....	152	204	204	6.0	7.6	8.0
Accommodation and food services.....	631	811	662	4.5	5.6	4.6
Other services.....	170	167	160	2.8	2.8	2.6
Government.....	239	289	209	1.0	1.2	0.9
Federal.....	27	43	32	0.9	1.6	1.2
State and local.....	212	246	177	1.0	1.2	0.8
State and local education.....	85	93	69	0.8	0.8	0.6
State and local, excluding education.....	127	153	108	1.3	1.6	1.1
REGION³						
Northeast.....	688	910	755	2.4	3.2	2.6
South.....	1,647	1,846	1,648	2.7	3.1	2.7
Midwest.....	1,016	1,213	986	3.0	3.6	2.9
West.....	1,161	1,230	1,083	3.1	3.3	2.9

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		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Total.....	2,560	3,037	2,668	1.6	1.9	1.7
INDUSTRY						
Total private.....	2,423	2,886	2,548	1.8	2.1	1.9
Mining and logging.....	8	12	13	1.4	2.0	2.1
Construction.....	119	108	124	1.4	1.3	1.5
Manufacturing.....	132	176	146	1.0	1.4	1.1
Durable goods.....	67	92	72	0.8	1.2	0.9
Nondurable goods.....	65	84	74	1.3	1.7	1.5
Trade, transportation, and utilities.....	626	669	623	2.1	2.3	2.1
Wholesale trade.....	68	90	51	1.1	1.5	0.8
Retail trade.....	360	414	392	2.3	2.7	2.5
Transportation, warehousing, and utilities.....	198	165	180	2.7	2.3	2.4
Information.....	26	37	23	0.9	1.3	0.8
Financial activities.....	92	98	87	1.0	1.1	0.9
Finance and insurance.....	61	57	64	0.9	0.9	0.9
Real estate and rental and leasing.....	31	40	23	1.3	1.6	0.9
Professional and business services.....	446	584	403	2.0	2.6	1.8
Private education and health services.....	410	511	413	1.5	1.8	1.5
Private educational services.....	41	44	37	1.0	1.1	0.9
Health care and social assistance.....	369	467	376	1.6	2.0	1.6
Leisure and hospitality.....	453	576	621	2.7	3.4	3.7
Arts, entertainment, and recreation.....	43	61	42	1.7	2.3	1.6
Accommodation and food services.....	410	514	580	2.9	3.6	4.0
Other services.....	111	115	95	1.8	1.9	1.6
Government.....	137	150	120	0.6	0.6	0.5
Federal.....	13	20	14	0.4	0.7	0.5
State and local.....	124	131	106	0.6	0.6	0.5
State and local education.....	58	63	44	0.5	0.6	0.4
State and local, excluding education.....	66	67	62	0.7	0.7	0.6
REGION³						
Northeast.....	318	475	390	1.1	1.7	1.4
South.....	1,035	1,162	1,066	1.7	1.9	1.8
Midwest.....	556	774	652	1.6	2.3	1.9
West.....	652	627	560	1.7	1.7	1.5

¹ The quits level is the number of quits during the entire month.² The quits rate is the number of quits during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^p Preliminary

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

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

Industry and region	Levels (in thousands)			Rates ²		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Total.....	1,677	1,934	1,613	1.0	1.2	1.0
INDUSTRY						
Total private.....	1,623	1,841	1,561	1.2	1.3	1.1
Mining and logging.....	7	4	4	1.0	0.7	0.6
Construction.....	178	184	169	2.1	2.2	2.0
Manufacturing.....	116	139	87	0.9	1.1	0.7
Durable goods.....	53	81	50	0.7	1.0	0.6
Non-durable goods.....	63	58	38	1.3	1.2	0.8
Trade, transportation, and utilities.....	331	276	255	1.1	0.9	0.9
Wholesale trade.....	50	33	40	0.8	0.5	0.6
Retail trade.....	178	131	125	1.1	0.8	0.8
Transportation, warehousing, and utilities.....	103	112	90	1.4	1.5	1.2
Information.....	37	40	50	1.2	1.4	1.7
Financial activities.....	42	55	52	0.5	0.6	0.6
Finance and insurance.....	16	43	40	0.2	0.6	0.6
Real estate and rental and leasing.....	26	12	12	1.0	0.5	0.5
Professional and business services.....	403	445	516	1.8	2.0	2.3
Private education and health services.....	149	229	141	0.5	0.8	0.5
Private educational services.....	13	19	18	0.3	0.5	0.4
Health care and social assistance.....	136	210	123	0.6	0.9	0.5
Leisure and hospitality.....	303	421	229	1.8	2.5	1.4
Arts, entertainment, and recreation.....	105	137	157	4.2	5.1	6.1
Accommodation and food services.....	198	284	72	1.4	2.0	0.5
Other services.....	58	47	58	1.0	0.8	1.0
Government.....	54	93	52	0.2	0.4	0.2
Federal.....	5	7	7	0.2	0.3	0.3
State and local.....	49	86	44	0.2	0.4	0.2
State and local education.....	19	21	16	0.2	0.2	0.1
State and local, excluding education.....	30	64	28	0.3	0.7	0.3
REGION³						
Northeast.....	306	393	320	1.1	1.4	1.1
South.....	504	603	524	0.8	1.0	0.9
Midwest.....	412	395	294	1.2	1.2	0.9
West.....	456	543	475	1.2	1.4	1.3

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		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
Total.....	274	228	191	0.2	0.1	0.1
INDUSTRY						
Total private.....	226	182	154	0.2	0.1	0.1
Mining and logging.....	2	1	1	0.3	0.2	0.1
Construction.....	30	17	9	0.4	0.2	0.1
Manufacturing.....	14	11	14	0.1	0.1	0.1
Durable goods.....	7	6	11	0.1	0.1	0.1
Non-durable goods.....	7	5	3	0.1	0.1	0.1
Trade, transportation, and utilities.....	32	29	23	0.1	0.1	0.1
Wholesale trade.....	4	8	5	0.1	0.1	0.1
Retail trade.....	14	7	7	0.1	0.0	0.0
Transportation, warehousing, and utilities.....	14	14	11	0.2	0.2	0.1
Information.....	5	10	5	0.2	0.3	0.2
Financial activities.....	14	26	18	0.2	0.3	0.2
Finance and insurance.....	14	22	17	0.2	0.3	0.3
Real estate and rental and leasing.....	0	4	1	0.0	0.2	0.0
Professional and business services.....	59	24	41	0.3	0.1	0.2
Private education and health services.....	44	41	21	0.2	0.1	0.1
Private educational services.....	2	5	2	0.0	0.1	0.0
Health care and social assistance.....	42	36	19	0.2	0.2	0.1
Leisure and hospitality.....	26	19	16	0.2	0.1	0.1
Arts, entertainment, and recreation.....	3	6	5	0.1	0.2	0.2
Accommodation and food services.....	23	13	11	0.2	0.1	0.1
Other services.....	1	4	7	0.0	0.1	0.1
Government.....	47	46	37	0.2	0.2	0.2
Federal.....	8	16	10	0.3	0.6	0.4
State and local.....	39	30	27	0.2	0.1	0.1
State and local education.....	9	9	9	0.1	0.1	0.1
State and local, excluding education.....	30	22	18	0.3	0.2	0.2
REGION³						
Northeast.....	63	42	44	0.2	0.1	0.2
South.....	109	82	59	0.2	0.1	0.1
Midwest.....	48	44	41	0.1	0.1	0.1
West.....	54	60	47	0.1	0.2	0.1

¹ The other separations level is the number of other separations during the entire month.² The other separations rate is the number of other separations during the entire month as a percent of employment.³ The states (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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		
	Nov. 2024	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Oct. 2025	Nov. 2025 ^p
JOB OPENINGS						
Total private.....	6,711	7,192	6,049	4.7	5.0	4.2
1 to 9 employees.....	1,392	1,471	1,165	6.0	6.5	4.8
10 to 49 employees.....	2,011	2,102	1,860	4.6	4.8	4.2
50 to 249 employees.....	1,807	2,040	1,706	4.4	4.4	4.0
250 to 999 employees.....	787	896	681	4.0	4.7	3.8
1,000 to 4,999 employees.....	477	493	442	5.1	5.6	5.1
5,000 or more employees.....	238	189	195	4.7	4.3	4.2
HIREs						
Total private.....	4,570	5,468	4,378	3.4	4.0	3.2
1 to 9 employees.....	553	781	500	2.5	3.7	2.2
10 to 49 employees.....	1,423	1,712	1,305	3.4	4.1	3.1
50 to 249 employees.....	1,447	1,810	1,492	3.7	4.1	3.6
250 to 999 employees.....	727	749	702	3.8	4.2	4.0
1,000 to 4,999 employees.....	355	343	313	4.0	4.1	3.8
5,000 or more employees.....	66	73	66	1.4	1.7	1.5
TOTAL SEPARATIONS						
Total private.....	4,273	4,910	4,263	3.1	3.6	3.1
1 to 9 employees.....	637	631	570	2.9	3.0	2.5
10 to 49 employees.....	1,299	1,559	1,471	3.1	3.8	3.5
50 to 249 employees.....	1,433	1,791	1,338	3.6	4.1	3.2
250 to 999 employees.....	554	619	557	2.9	3.4	3.2
1,000 to 4,999 employees.....	294	249	265	3.3	3.0	3.2
5,000 or more employees.....	55	61	62	1.2	1.5	1.4
QUITs						
Total private.....	2,423	2,886	2,548	1.8	2.1	1.9
1 to 9 employees.....	327	336	265	1.5	1.6	1.2
10 to 49 employees.....	746	912	880	1.8	2.2	2.1
50 to 249 employees.....	824	1,089	879	2.1	2.5	2.1
250 to 999 employees.....	325	386	343	1.7	2.1	2.0
1,000 to 4,999 employees.....	169	127	144	1.9	1.5	1.7
5,000 or more employees.....	33	37	35	0.7	0.9	0.8
LAYOFFS AND DISCHARGES						
Total private.....	1,623	1,841	1,561	1.2	1.3	1.1
1 to 9 employees.....	244	268	256	1.1	1.3	1.1
10 to 49 employees.....	508	586	547	1.2	1.4	1.3
50 to 249 employees.....	546	661	425	1.4	1.5	1.0
250 to 999 employees.....	195	207	200	1.0	1.2	1.1
1,000 to 4,999 employees.....	115	102	112	1.3	1.2	1.4
5,000 or more employees.....	15	17	20	0.3	0.4	0.4
OTHER SEPARATIONS						
Total private.....	226	182	154	0.2	0.1	0.1
1 to 9 employees.....	67	27	48	0.3	0.1	0.2
10 to 49 employees.....	45	61	44	0.1	0.1	0.1
50 to 249 employees.....	63	42	33	0.2	0.1	0.1
250 to 999 employees.....	34	26	13	0.2	0.1	0.1
1,000 to 4,999 employees.....	11	19	8	0.1	0.2	0.1
5,000 or more employees.....	7	7	7	0.1	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.