

JOB OPENINGS AND LABOR TURNOVER,

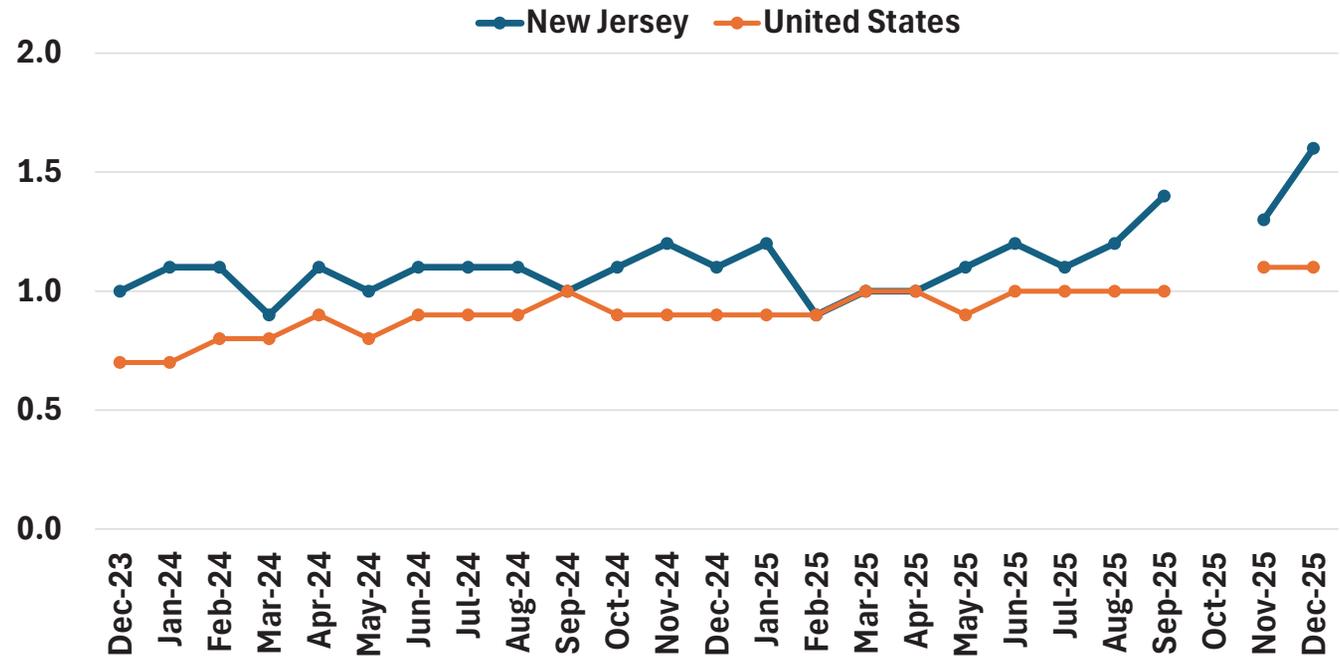
December 2025



The December 2025 JOLTS (Job Openings and Labor Turnover Survey) report provides key insights into New Jersey's labor market trends. The state's job openings ratio is 1.6 unemployed individuals per job opening, compared to a national ratio of 1.1. See the figure on the right for a view of how this ratio has changed from December 2023 to the present.

Note: Due to the federal government shutdown, the BLS was unable to collect household employment data for October 2025. As a result, the unemployed persons per job opening ratio could not be calculated for that month.

Ratio of Unemployed Residents per Job Opening December 2023 to December 2025



Office of Research
and Information

NJ.GOV/LABOR/DATA



The tables below present a regional comparison of data from the monthly JOLTS report.

Regional Job Opening Ratios, December 2025 and December 2024								
	MA	CT	NY	NJ	PA	DE	MD	VA
December 2025	1.5	1.2	1.2	1.6	1.1	1.2	1.1	0.8
December 2024	0.8	0.8	0.9	1.1	1.0	0.7	0.7	0.6

JOLTS Key Ratio Statistics, December 2025								
	MA	CT	NY	NJ	PA	DE	MD	VA
Job Openings Rate ¹	3.3	3.8	3.6	3.7	3.7	4.2	4.3	4.7
Hire Rate ²	2.8	3.4	3.7	3.4	2.9	3.6	3.1	3.2
Total Separation Rate ³	2.7	3.2	3.0	2.6	2.6	3.6	3.3	3.4
Quit Rate	1.4	1.7	1.5	1.5	1.6	2.2	2.1	2.1
Layoff Rate	1.0	1.2	1.3	0.9	0.9	1.2	1.0	1.1
Other Separations Rate	<i>0.3</i>	<i>0.3</i>	<i>0.2</i>	<i>0.2</i>	<i>0.1</i>	<i>0.2</i>	<i>0.2</i>	<i>0.2</i>

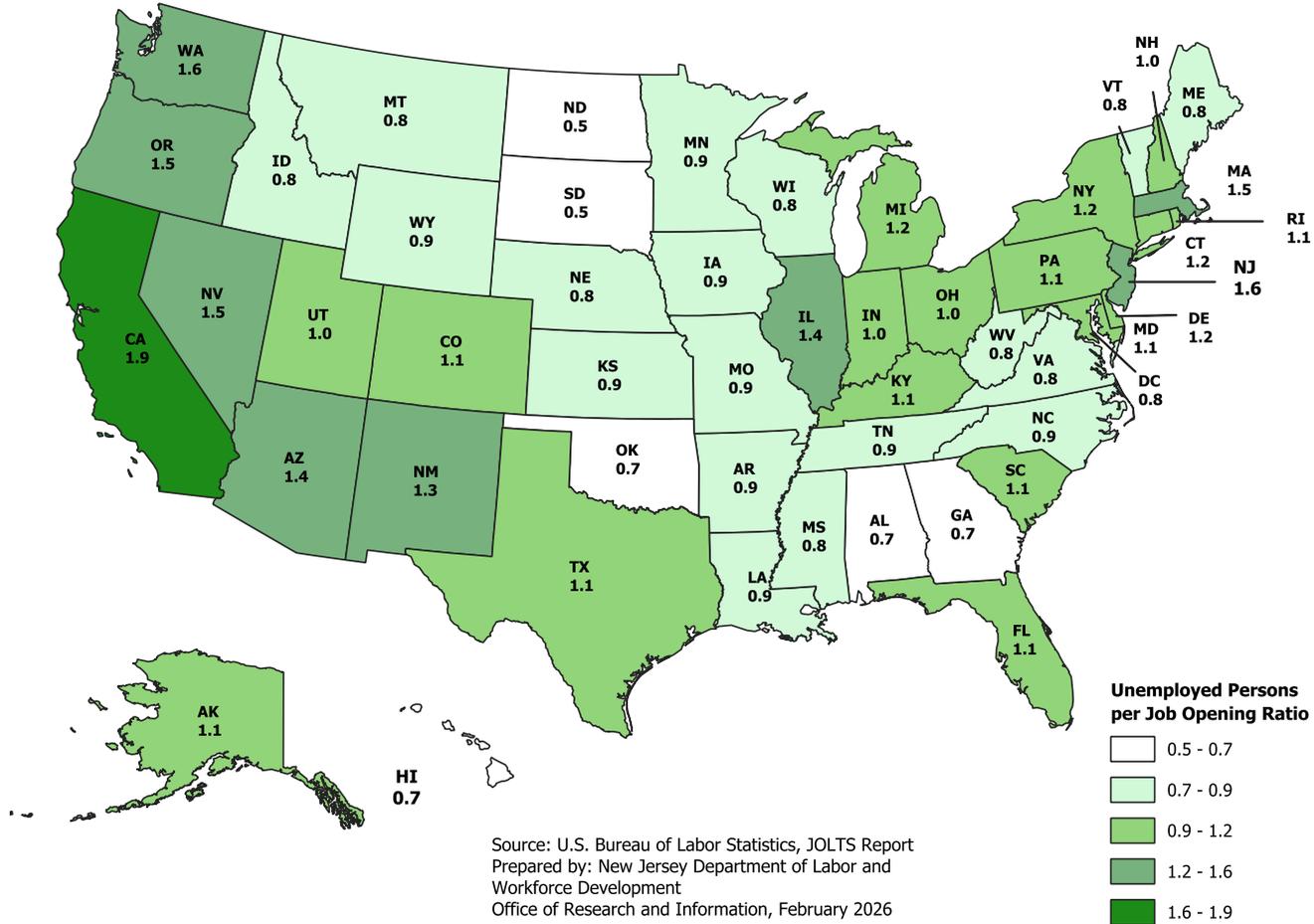
¹Percent of confirmed jobs that went unfilled for that month

²Percent of those employed who started their current job within that month

³Proportion of those who are no longer working at their last place of employment for whatever reason, compared to total employment. Separations are classified into three subgroups: Quits count most employees who left their jobs voluntarily except for retirements or transfers; Layoffs include most of those who lost their jobs involuntarily, including layoffs or downsizing; other reasons for separations (neither a Quit nor a Layoff) include (but are not limited to) retirement, transfers to other locations, and deaths. *Italics* indicates implied rates rather than survey-based estimates.



Job Opening Ratio by State December 2025 United States: 1.1



Source: U.S. Bureau of Labor Statistics, JOLTS Report
 Prepared by: New Jersey Department of Labor and Workforce Development
 Office of Research and Information, February 2026

The JOLTS (Job Opening and Labor Turnover Survey) reported monthly by the Bureau of Labor Statistics keeps track of job openings, hires, separations, and employed persons. Employment is defined as all people on payroll who worked or received pay for the pay period including the 12th of the month, Job openings are all positions that are not filled on the last business day of the month, Hires includes all additions to the payroll during the month, and separations includes all employees separated from the payroll during the month; this includes quits, layoffs and discharges, and other separations. More specific definitions are available on the BLS website.

The New Jersey State Data Center, along with the NJDOL's Office of Research and Information, prepared this report to provide labor market data, aiming to support public and private sectors in understanding and leveraging these statistics.

The New Jersey Department of Labor and Workforce Development's (NJDOL) Office of Research and Information is the singular solution for labor market data needs, combining the power of data and marketing materials to deliver evidence-based research. Our team of local and industry specialists provide technical assistance and information that highlights key New Jersey economic points, such as employment, wages, occupation, workplace safety, and labor force data.