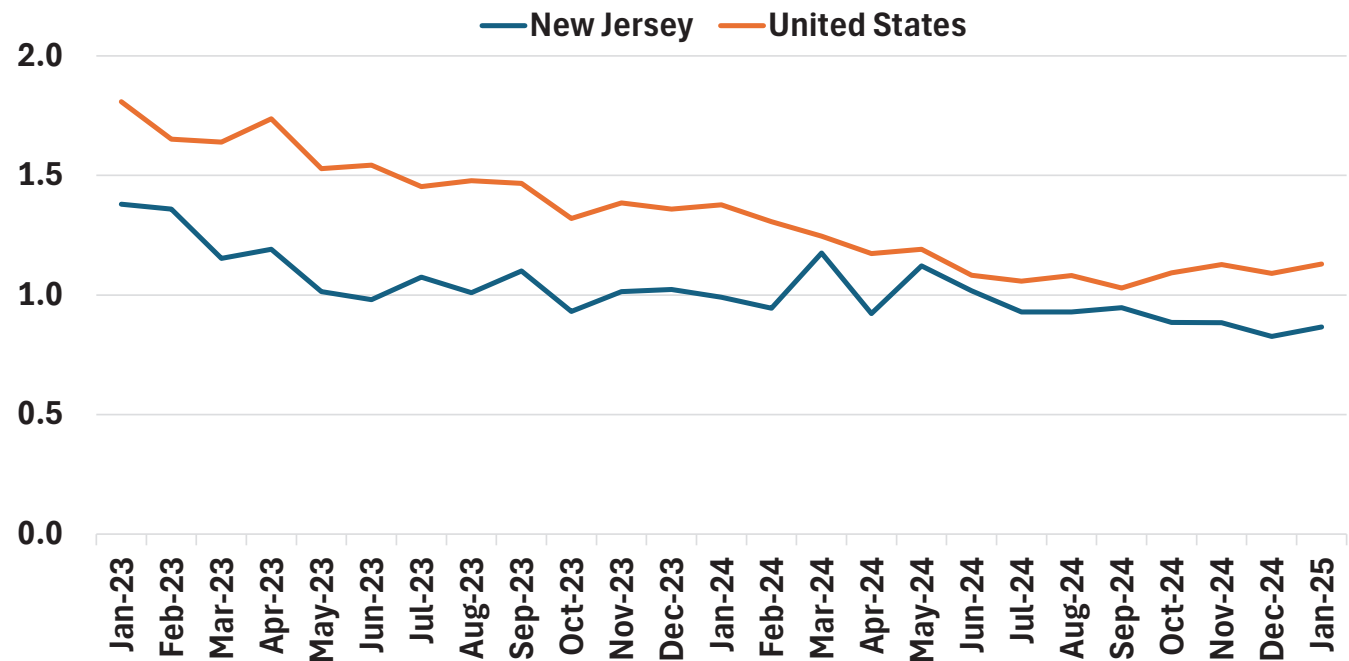# JOB OPENINGS AND LABOR TURNOVER,

January 2025

The January 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, which measures the number of job openings per unemployed individual, remains steady at approximately 0.9 compared to the US rate of 1.1. This indicates a balanced labor market, with roughly one available job for every unemployed resident.

Ratio of Job Openings per Unemployed Resident
January 2023 to January 2025

Legend: New Jersey, United States

The tables below shows a regional comparison of the monthly JOLTS report.

Regional Job Opening Ratios, January 2025							
	MA	CT	NY	**NJ**	PA	DE	MD	VA
January 2025	*1.4*	*1.4*	*1.1*	*0.9*	*1.2*	*1.1*	*1.1*	*1.9*
January 2024	1.5	1.4	1.2	**1.0**	1.5	1.6	2.6	2.1

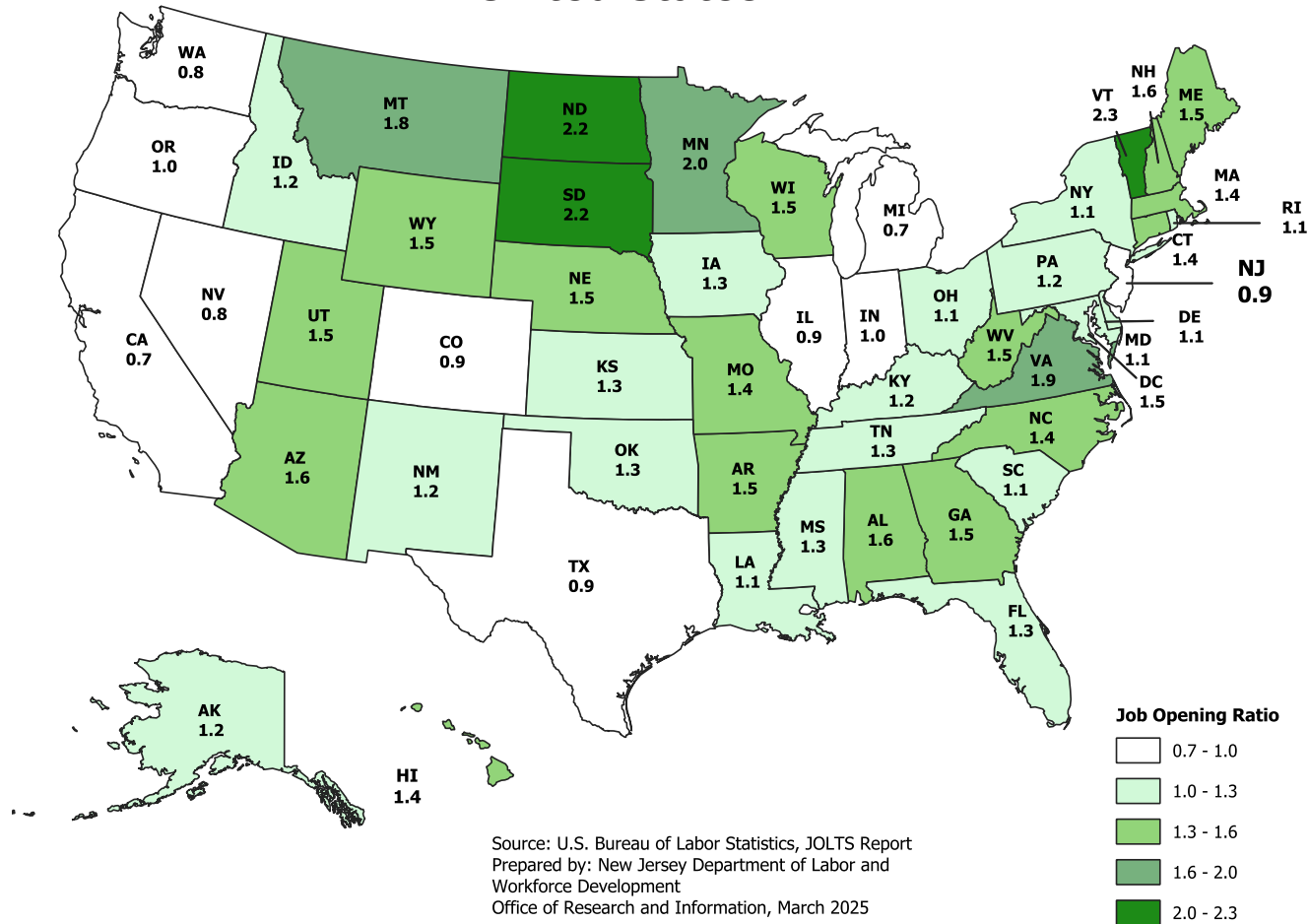| JOLTS Key Ratio Statistics, January 2025							
	MA	CT	NY	**NJ**	PA	DE	MD	VA
Job Openings[1]	5.7	5.1	4.6	*4.3*	4.4	3.7	3.8	5.7
Hire Rate[2]	3.0	3.9	2.9	*2.7*	2.6	3.0	2.9	3.8
Total Separation Rate[3]	2.7	3.5	2.4	*3.2*	2.7	3.5	3.0	3.3
Quit Rate	1.6	2.1	1.6	*1.5*	1.8	2.0	1.8	1.9
Layoff Rate	0.9	1.0	0.8	*1.6*	0.7	1.0	1.0	1.1

[1]Percent of confirmed jobs that went unfilled for that month
[2]Percent of those employed who started their current job within that month
[3]Proportion 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.

Job Opening Ratio by State
January 2025
United States: 1.1

Job Opening Ratio

- 0.7 - 1.0
- 1.0 - 1.3
- 1.3 - 1.6
- 1.6 - 2.0
- 2.0 - 2.3

Source: U.S. Bureau of Labor Statistics, JOLTS Report
Prepared by: New Jersey Department of Labor and Workforce Development
Office of Research and Information, March 2025

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.

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