

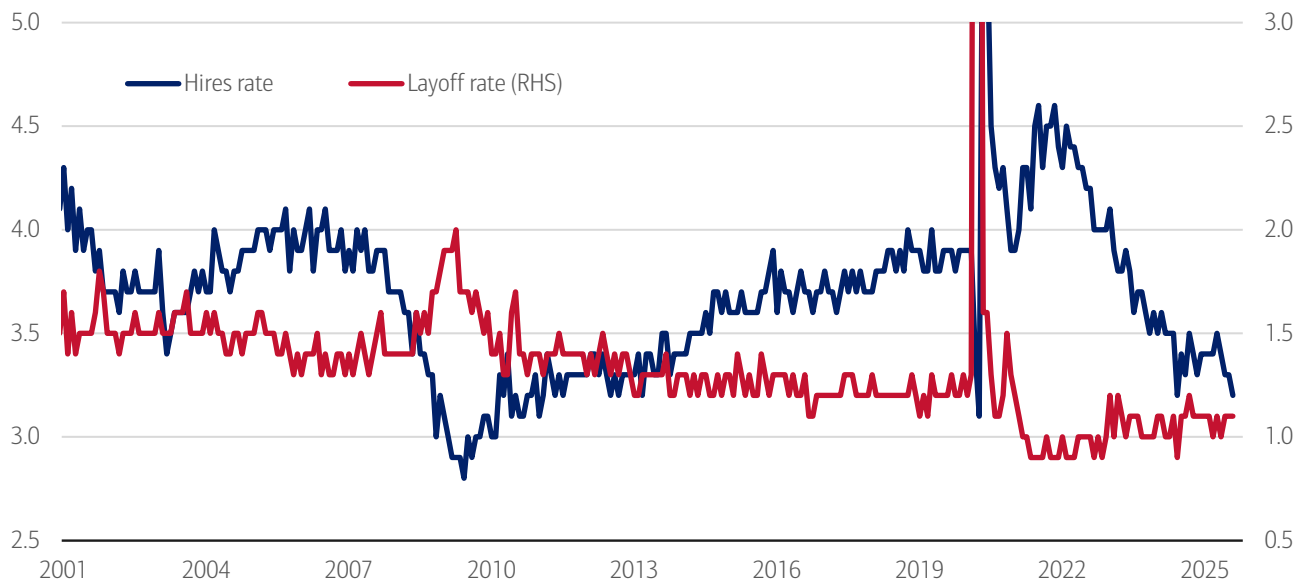
## Daily Insights

## While job creation is slowing, job losses appear modest

02 December 2025

**The layoff rate remains below pre-pandemic levels, but hiring has slowed much more dramatically**

Hire rate (%), y-axis left-hand side and layoff rate (%), y-axis right-hand side (RHS))



Source: BofA Global Research, Bureau of Labor Statistics, Haver Analytics

BANK OF AMERICA INSTITUTE

Despite signs of cooling in the labor market – with hiring demand softening over the summer amid tariff uncertainty – as of August, the historically low Bureau of Labor Statistics (BLS) layoff rate offered a reassuring sign of underlying economic stability.

In Bank of America data, we see further signs of weakness in hiring for small businesses, which are key contributors to US employment. Overall hiring for small businesses was down 6% in October from the 2024 average. But Bank of America data has also indicated that unemployment payments are not rising at an increasing rate, supporting the observation that layoffs are not spiking even as job creation is slowing.

Read more in [Small Business Checkpoint: In OK-shape](#).

## **Contributors**

### **Liz Everett Krisberg**

Head of Bank of America Institute

### **David Michael Tinsley**

Senior Economist, Bank of America Institute

## **Sources**

### **Aditya Bhawe**

Economist, BofA Global Research

# Disclosures

These materials have been prepared by Bank of America Institute and are provided to you for general information purposes only. To the extent these materials reference Bank of America data, such materials are not intended to be reflective or indicative of, and should not be relied upon as, the results of operations, financial conditions or performance of Bank of America. Bank of America Institute is a think tank dedicated to uncovering powerful insights that move business and society forward. Drawing on data and resources from across the bank and the world, the Institute delivers important, original perspectives on the economy, sustainability and global transformation. Unless otherwise specifically stated, any views or opinions expressed herein are solely those of Bank of America Institute and any individual authors listed, and are not the product of the BofA Global Research department or any other department of Bank of America Corporation or its affiliates and/or subsidiaries (collectively Bank of America). The views in these materials may differ from the views and opinions expressed by the BofA Global Research department or other departments or divisions of Bank of America. Information has been obtained from sources believed to be reliable, but Bank of America does not warrant its completeness or accuracy. These materials do not make any claim regarding the sustainability of any product or service. Any discussion of sustainability is limited as set out herein. Views and estimates constitute our judgment as of the date of these materials and are subject to change without notice. The views expressed herein should not be construed as individual investment advice for any particular person and are not intended as recommendations of particular securities, financial instruments, strategies or banking services for a particular person. This material does not constitute an offer or an invitation by or on behalf of Bank of America to any person to buy or sell any security or financial instrument or engage in any banking service. Nothing in these materials constitutes investment, legal, accounting or tax advice. Copyright 2025 Bank of America Corporation. All rights reserved.