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STATE JOB OPENINGS AND LABOR TURNOVER – MAY 2024

Job openings rates increased in 6 states and decreased in 1 state on the last business day of May, the U.S. Bureau of Labor Statistics reported today. Hires rates and total separations rates both increased in 3 states and decreased in 1 state. Nationally, the job openings, hires, and total separations rates showed little or no change in May.

This release includes estimates of the number and rate of job openings, hires, total separations, quits, and layoffs and discharges for the total nonfarm sector and for all states and the District of Columbia. Also included with this release are annual JOLTS state levels and rates for 2023.

Job Openings

In May, **job openings rates** increased in 6 states, decreased in 1 state, and were little changed in 43 states and the District of Columbia. The largest increases in job openings rates occurred in Washington (+1.0 percentage point) and in Indiana and New Jersey (+0.8 point each). The decrease occurred in Texas (-0.5 point). Over the month, the national job openings rate was little changed. (See table 1.)

The **number of job openings** increased in 6 states, decreased in 3 states, and was little changed in 41 states and the District of Columbia in May. The largest increases in the job openings level occurred in California (+90,000) and New York (+45,000), as well as in New Jersey and Washington (+38,000 each). The decreases occurred in Texas (-76,000), Tennessee (-22,000), and Arizona (-21,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In May, **hires rates** increased in 3 states, decreased in 1 state, and were little changed in 46 states and the District of Columbia. The increases in the hires rate occurred in North Dakota (+0.8 percentage point), Michigan (+0.7 point), and New York (+0.4 point). The decrease occurred in Louisiana (-0.8 point). The national hires rate changed little over the month. (See table 2.)

Revisions to JOLTS State Estimates

Effective with this release, the Job Openings and Labor Turnover Survey (JOLTS) state estimates reflect annual revisions to JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) data. See the box note at the end of the release for more information. In addition, annual estimates for state data series are published concurrently with the state annual revisions. (See tables 11 through 20)

The **number of hires** increased in 3 states, decreased in 1 state, and was little changed in 46 states and the District of Columbia in May. The increases in the hires level occurred in New York (+43,000), Michigan (+32,000), and North Dakota (+4,000). The decrease occurred in Louisiana (-15,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In May, **total separations rates** increased in 3 states, decreased in 1 state, and were little changed in 46 states and the District of Columbia. The increases in total separations rates occurred in Montana (+1.6 percentage points), Idaho (+1.0 point), and Massachusetts (+0.8 point). The decrease occurred in Ohio (-0.5 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 3 states, decreased in 1 state, and was little changed in 46 states and the District of Columbia in May. The increases in the total separations level occurred in Massachusetts (+30,000), as well as in Idaho and Montana (+9,000 each). The decrease occurred in Ohio (-32,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In May, **quits rates** increased in 3 states, decreased in 3 states, and were little changed in 44 states and the District of Columbia. The increases in quits rates occurred in Idaho (+0.7 percentage point), Massachusetts (+0.5 point), and California (+0.4 point). The decreases occurred in Colorado (-0.8 point), Florida (-0.7 point), and Ohio (-0.4 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** increased in 4 states, decreased in 3 states, and was little changed in 43 states and the District of Columbia in May. The increases in the quits level occurred in California (+75,000) and Massachusetts (+19,000), as well as in Idaho and Mississippi (+7,000 each). The decreases occurred in Florida (-71,000), Ohio (-25,000), and Colorado (-23,000). Nationally, the number of quits was little changed. (See table 4.)

Layoffs and Discharges

In May, **layoffs and discharges rates** increased in 4 states, decreased in 2 states, and were little changed in 44 states and the District of Columbia. The largest increases occurred in Montana (+1.7 percentage points), Florida (+0.6 point), and Oklahoma (+0.5 point). The decreases occurred in Connecticut (-0.5 point) and Arizona (-0.4 point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** increased in 4 states, decreased in 2 states, and was little changed in 44 states and the District of Columbia in May. The increases in the layoffs and discharges level occurred in Florida (+51,000), Texas (+34,000), as well as in Montana and Oklahoma (+9,000 each). The decreases occurred in Arizona (-12,000) and Connecticut (-7,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

For more information, please see the Job Openings and Labor Turnover Survey (JOLTS) interactive charts at www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#.

State Job Openings and Labor Turnover Survey estimates for June 2024 are scheduled to be released on Friday, August 16, 2024, at 10:00 a.m. (ET).

Annual Revisions to Job Openings and Labor Turnover State Data

The JOLTS state data are revised annually to reflect updates to the JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) through fourth quarter 2023. This annual benchmarking process results in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS state data series. Seasonally adjusted and not seasonally adjusted data from January 2019 forward are subject to revision.

Tables displaying revisions to seasonally adjusted JOLTS state data from January 2023 through April 2024 will be available on the JOLTS website later in the day following this release. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables can be accessed through the JOLTS webpage at www.bls.gov/jlt/jlt-statedata-revisions.htm.

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/. State estimates are published for job openings, hires, quits, layoffs and discharges, 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, 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, such as 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. Other separations comprise less than 8 percent of total separations. Other separations rates are generally very low, and other separations variance estimates are relatively high. Consequently, the other separations component is not published for states.

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 and layoffs and discharges rates are computed similarly.

State 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 JOLTS sample of 21,000 establishments does not directly support the production of sample-based state estimates. However, state estimates have been produced by combining the available sample with model-based estimates.

The state estimates consist of four major estimating models; the Composite Regional model (an unpublished intermediate model), the Synthetic model (an unpublished intermediate model), the Composite Synthetic model (published historical series through the most current benchmark year), and the Extended Composite Synthetic model (published current-year monthly series). The Composite Regional model uses JOLTS microdata, JOLTS regional published estimates, and Current Employment Statistics (CES) employment data. The Composite Synthetic model uses JOLTS microdata and Synthetic model estimates derived from monthly employment changes in microdata from the Quarterly Census of Employment and Wages (QCEW), and JOLTS published regional data. The Extended Composite Synthetic model extends the Composite Synthetic estimates by ratio-adjusting the Composite Synthetic model by the ratio of the current Composite

Regional model estimate to the Composite Regional model estimate from the previous year.

The Extended Composite Synthetic model (and its major component—the Composite Regional model) is used to extend the Composite Synthetic estimates because all of the inputs required by this model are available at the time monthly estimate are produced. In contrast, the Composite Synthetic model (and its major component—the Synthetic model) can only be produced when the latest QCEW data are available. The Extended Composite Synthetic model estimates are used to extend the Composite Synthetic model estimates during the annual JOLTS re-tabulation process. The extension of the Composite Synthetic model using current data-based Composite Regional model estimates ensures that the Composite Synthetic model estimates reflect current economic trends.

The Composite Regional approach calculates state-level JOLTS estimates from JOLTS microdata using sample weights and the adjustments for non-response. The Composite Regional estimate is then benchmarked to CES state-supersector employment to produce state-supersector estimates. The JOLTS sample, by itself, cannot ensure a reasonably sized sample for each state-supersector cell. The small JOLTS sample results in several state-supersector cells that lack enough data to produce a reasonable estimate. To overcome this issue, the state-level estimates derived directly from the JOLTS sample are augmented using JOLTS regional estimates when the number of respondents is low (that is, less than 30). This approach is known as a composite estimate, which leverages the small JOLTS sample to the greatest extent possible and supplements that with a model-based estimate. Previous research has found that regional industry estimates are a good proxy at finer levels of geographical detail. That is, one can make a reliable prediction of JOLTS estimates at the regional-level using only national industry-level JOLTS rates. The assumption in this approach is that one can make a good prediction of JOLTS estimates at the state-level using only regional industry-level JOLTS rates.)

In this approach, the JOLTS microdata-based estimate is used, without model augmentation, in all state-supersector cells that have 30 or more respondents. The JOLTS regional estimate will be used, without a sample-based component, in all state-supersector cells that have fewer than five respondents. In all state-supersector cells with 5 to 30

respondents, an estimate is calculated that is a composition of a weighted estimate of the microdata-based estimate and a weighted estimate of the JOLTS regional estimate. The weight assigned to the JOLTS data in those cells is proportional to the number of JOLTS respondents in the cell ($\text{weight} = n/30$, where n is the number of respondents). The sum of state estimates within a region is made equal to the aligned regional JOLTS published regional estimates.

Seasonal adjustment. BLS uses the seasonal adjustment program (X-13ARIMA-SEATS) 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 state estimates utilize and leverage data from three BLS programs; JOLTS, CES, and QCEW. These state estimates are published as a historical series made up of a historical annually revised benchmark component of the Composite Synthetic model and a current component of the Extended Composite Synthetic model that provides monthly "real-time" estimates between lagged benchmarks.

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, total separations quits, and layoffs and discharges 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. For sampling error estimates, see 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.

The JOLTS state variance estimates account for both sampling error and the error attributable to modeling. A small area domain model uses a Bayesian approach to develop estimates of JOLTS state variance. The small area model uses QCEW-based JOLTS synthetic model data to generate a Bayesian prior distribution, then updates the prior

distribution using JOLTS microdata and sample-based variance estimates at the state and US Census regional level to generate a Bayesian posterior distribution. Once the Bayesian posterior distribution has been generated, estimates of JOLTS state variances are made by drawing 2,500 estimates from the Bayesian posterior distribution. This Bayesian approach thus indirectly accounts for sampling error and directly for model error.

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 for total nonfarm by state, seasonally adjusted

State	Levels (in thousands)						Rates					
	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p
TOTAL U.S.....	9,311	8,813	8,355	7,919	8,140	221	5.6	5.3	5.0	4.8	4.9	0.1
Alabama.....	132	122	121	124	124	0	5.8	5.3	5.2	5.3	5.3	0.0
Alaska.....	24	27	25	24	25	1	6.9	7.5	6.9	6.7	6.9	0.2
Arizona.....	189	188	147	185	164	-21	5.6	5.5	4.3	5.4	4.8	-0.6
Arkansas.....	90	81	76	86	84	-2	6.2	5.6	5.3	5.9	5.8	-0.1
California.....	857	855	711	596	686	90	4.6	4.5	3.8	3.2	3.7	0.5
Colorado.....	175	204	204	192	178	-14	5.6	6.4	6.4	6.1	5.6	-0.5
Connecticut.....	84	91	88	90	90	0	4.7	5.1	4.9	5.0	5.0	0.0
Delaware.....	34	31	29	28	30	2	6.6	6.0	5.6	5.4	5.8	0.4
District of Columbia.....	42	37	36	37	39	2	5.2	4.6	4.5	4.6	4.8	0.2
Florida.....	623	515	524	508	501	-7	6.0	5.0	5.0	4.9	4.8	-0.1
Georgia.....	338	273	256	273	283	10	6.5	5.2	4.9	5.2	5.4	0.2
Hawaii.....	31	31	27	26	27	1	4.7	4.7	4.1	3.9	4.1	0.2
Idaho.....	54	49	47	53	48	-5	6.0	5.4	5.2	5.8	5.2	-0.6
Illinois.....	409	381	380	320	346	26	6.3	5.9	5.8	5.0	5.3	0.3
Indiana.....	174	197	154	137	165	28	5.1	5.7	4.5	4.0	4.8	0.8
Iowa.....	96	83	75	67	75	8	5.7	4.9	4.4	4.0	4.4	0.4
Kansas.....	82	81	81	72	72	0	5.4	5.3	5.3	4.7	4.7	0.0
Kentucky.....	131	116	122	133	136	3	6.1	5.4	5.7	6.1	6.2	0.1
Louisiana.....	142	127	117	122	120	-2	6.8	6.1	5.6	5.8	5.8	0.0
Maine.....	40	38	37	41	40	-1	5.8	5.5	5.3	5.9	5.7	-0.2
Maryland.....	193	199	187	176	184	8	6.6	6.8	6.4	6.0	6.3	0.3
Massachusetts.....	250	233	222	207	213	6	6.3	5.9	5.6	5.3	5.4	0.1
Michigan.....	253	238	242	229	226	-3	5.4	5.1	5.1	4.8	4.8	0.0
Minnesota.....	213	173	169	145	169	24	6.7	5.4	5.3	4.6	5.3	0.7
Mississippi.....	85	72	69	69	70	1	6.7	5.7	5.5	5.5	5.5	0.0
Missouri.....	164	187	158	146	152	6	5.2	5.8	5.0	4.6	4.7	0.1
Montana.....	38	37	33	33	34	1	6.8	6.6	5.9	5.9	6.0	0.1
Nebraska.....	63	59	54	46	49	3	5.7	5.3	4.8	4.1	4.4	0.3
Nevada.....	96	85	77	75	73	-2	5.9	5.1	4.7	4.5	4.4	-0.1
New Hampshire.....	39	40	40	39	39	0	5.3	5.4	5.4	5.2	5.2	0.0
New Jersey.....	207	203	255	202	240	38	4.6	4.4	5.5	4.4	5.2	0.8
New Mexico.....	56	60	57	56	60	4	6.0	6.4	6.1	6.0	6.3	0.3
New York.....	439	509	514	432	477	45	4.3	4.9	5.0	4.2	4.6	0.4
North Carolina.....	402	275	256	279	287	8	7.5	5.2	4.9	5.3	5.4	0.1
North Dakota.....	32	28	25	23	25	2	6.8	6.0	5.4	5.0	5.3	0.3
Ohio.....	370	289	289	236	256	20	6.2	4.9	4.9	4.0	4.3	0.3
Oklahoma.....	123	122	110	113	113	0	6.6	6.4	5.8	6.0	6.0	0.0
Oregon.....	119	108	105	107	100	-7	5.7	5.2	5.0	5.1	4.8	-0.3
Pennsylvania.....	353	353	310	328	314	-14	5.5	5.4	4.8	5.1	4.8	-0.3
Rhode Island.....	30	32	30	28	32	4	5.6	5.9	5.5	5.2	5.9	0.7
South Carolina.....	172	161	159	159	167	8	7.0	6.4	6.3	6.3	6.6	0.3
South Dakota.....	31	30	26	22	24	2	6.3	6.0	5.2	4.5	4.9	0.4
Tennessee.....	218	186	177	195	173	-22	6.2	5.3	5.1	5.5	4.9	-0.6
Texas.....	785	808	775	754	678	-76	5.4	5.4	5.2	5.1	4.6	-0.5
Utah.....	104	90	90	85	86	1	5.7	4.9	4.9	4.6	4.7	0.1
Vermont.....	17	17	17	16	17	1	5.2	5.2	5.1	4.8	5.1	0.3
Virginia.....	283	279	255	253	257	4	6.4	6.2	5.7	5.6	5.7	0.1
Washington.....	167	178	164	129	167	38	4.4	4.7	4.3	3.4	4.4	1.0
West Virginia.....	54	43	44	45	49	4	7.1	5.6	5.8	5.9	6.4	0.5
Wisconsin.....	184	174	173	161	158	-3	5.8	5.4	5.4	5.0	4.9	-0.1
Wyoming.....	19	18	17	17	17	0	6.1	5.8	5.5	5.5	5.5	0.0

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Table 2. Hires levels and rates for total nonfarm by state, seasonally adjusted

State	Levels (in thousands)						Rates					
	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p
TOTAL U.S.....	6,171	5,781	5,617	5,615	5,756	141	4.0	3.7	3.6	3.5	3.6	0.1
Alabama.....	101	90	89	86	89	3	4.7	4.1	4.1	3.9	4.0	0.1
Alaska.....	19	20	17	17	17	0	5.8	6.0	5.1	5.1	5.1	0.0
Arizona.....	141	121	109	123	126	3	4.4	3.7	3.4	3.8	3.9	0.1
Arkansas.....	64	61	58	59	60	1	4.7	4.5	4.2	4.3	4.4	0.1
California.....	555	524	598	545	517	-28	3.1	2.9	3.3	3.0	2.9	-0.1
Colorado.....	115	108	110	111	117	6	3.9	3.6	3.7	3.7	3.9	0.2
Connecticut.....	62	61	58	56	57	1	3.7	3.6	3.4	3.3	3.3	0.0
Delaware.....	24	23	21	21	22	1	5.0	4.7	4.3	4.3	4.5	0.2
District of Columbia.....	25	25	23	23	23	0	3.3	3.2	3.0	3.0	3.0	0.0
Florida.....	405	431	426	404	392	-12	4.2	4.4	4.3	4.1	3.9	-0.2
Georgia.....	223	205	189	206	188	-18	4.6	4.2	3.8	4.1	3.8	-0.3
Hawaii.....	20	21	19	19	20	1	3.2	3.3	3.0	3.0	3.1	0.1
Idaho.....	40	37	37	43	41	-2	4.7	4.3	4.3	5.0	4.7	-0.3
Illinois.....	254	184	226	236	244	8	4.2	3.0	3.7	3.8	4.0	0.2
Indiana.....	153	116	115	129	121	-8	4.7	3.5	3.5	3.9	3.7	-0.2
Iowa.....	61	52	47	56	55	-1	3.8	3.2	2.9	3.5	3.4	-0.1
Kansas.....	57	50	54	56	54	-2	4.0	3.4	3.7	3.8	3.7	-0.1
Kentucky.....	89	86	79	74	83	9	4.4	4.2	3.9	3.6	4.1	0.5
Louisiana.....	106	94	85	98	83	-15	5.4	4.8	4.3	5.0	4.2	-0.8
Maine.....	25	28	26	25	26	1	3.9	4.3	4.0	3.8	4.0	0.2
Maryland.....	120	107	102	108	112	4	4.4	3.9	3.7	3.9	4.1	0.2
Massachusetts.....	127	110	122	96	100	4	3.4	2.9	3.3	2.6	2.7	0.1
Michigan.....	170	151	158	152	184	32	3.8	3.4	3.5	3.4	4.1	0.7
Minnesota.....	123	98	94	102	107	5	4.1	3.3	3.1	3.4	3.5	0.1
Mississippi.....	54	51	46	51	52	1	4.6	4.3	3.9	4.3	4.4	0.1
Missouri.....	112	107	104	105	106	1	3.8	3.6	3.4	3.4	3.5	0.1
Montana.....	27	26	26	26	27	1	5.2	4.9	4.9	4.9	5.1	0.2
Nebraska.....	42	36	38	37	39	2	4.0	3.4	3.6	3.5	3.6	0.1
Nevada.....	60	66	64	62	66	4	3.9	4.2	4.1	3.9	4.2	0.3
New Hampshire.....	29	27	27	25	24	-1	4.2	3.8	3.8	3.5	3.4	-0.1
New Jersey.....	171	153	183	153	147	-6	4.0	3.5	4.2	3.5	3.3	-0.2
New Mexico.....	33	30	33	34	35	1	3.8	3.4	3.7	3.8	3.9	0.1
New York.....	271	250	270	225	268	43	2.8	2.6	2.7	2.3	2.7	0.4
North Carolina.....	221	231	169	204	200	-4	4.5	4.6	3.4	4.1	4.0	-0.1
North Dakota.....	22	17	16	17	21	4	5.0	3.9	3.6	3.9	4.7	0.8
Ohio.....	200	213	197	211	213	2	3.6	3.8	3.5	3.7	3.8	0.1
Oklahoma.....	82	84	77	85	79	-6	4.7	4.7	4.3	4.8	4.4	-0.4
Oregon.....	85	73	72	78	75	-3	4.3	3.7	3.6	3.9	3.8	-0.1
Pennsylvania.....	195	185	171	170	174	4	3.2	3.0	2.8	2.8	2.8	0.0
Rhode Island.....	22	22	21	18	20	2	4.4	4.3	4.1	3.5	3.9	0.4
South Carolina.....	118	108	114	117	120	3	5.1	4.6	4.8	4.9	5.1	0.2
South Dakota.....	21	19	17	18	20	2	4.6	4.1	3.6	3.9	4.3	0.4
Tennessee.....	148	170	134	152	162	10	4.5	5.1	4.0	4.6	4.9	0.3
Texas.....	604	596	491	477	527	50	4.4	4.2	3.5	3.4	3.7	0.3
Utah.....	71	64	65	69	73	4	4.1	3.7	3.7	3.9	4.2	0.3
Vermont.....	12	12	12	11	11	0	3.9	3.8	3.8	3.5	3.5	0.0
Virginia.....	178	176	168	166	189	23	4.3	4.2	4.0	3.9	4.5	0.6
Washington.....	136	119	103	111	121	10	3.8	3.3	2.8	3.0	3.3	0.3
West Virginia.....	36	35	31	32	31	-1	5.1	4.9	4.3	4.5	4.3	-0.2
Wisconsin.....	125	95	93	102	103	1	4.2	3.1	3.1	3.4	3.4	0.0
Wyoming.....	14	13	13	14	14	0	4.8	4.4	4.4	4.8	4.8	0.0

p Preliminary

Table 3. Total separations levels and rates for total nonfarm by state, seasonally adjusted

State	Levels (in thousands)						Rates					
	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p
TOTAL U.S.....	5,846	5,539	5,330	5,337	5,422	85	3.8	3.5	3.4	3.4	3.4	0.0
Alabama.....	95	79	87	81	83	2	4.4	3.6	4.0	3.7	3.8	0.1
Alaska.....	17	21	22	20	20	0	5.2	6.3	6.6	6.0	5.9	-0.1
Arizona.....	120	121	115	142	123	-19	3.8	3.7	3.5	4.4	3.8	-0.6
Arkansas.....	63	57	51	54	56	2	4.7	4.2	3.7	3.9	4.1	0.2
California.....	536	496	451	472	541	69	3.0	2.8	2.5	2.6	3.0	0.4
Colorado.....	101	116	102	143	125	-18	3.4	3.9	3.4	4.8	4.2	-0.6
Connecticut.....	60	61	61	68	61	-7	3.5	3.6	3.6	4.0	3.6	-0.4
Delaware.....	22	20	18	19	19	0	4.6	4.1	3.7	3.9	3.9	0.0
District of Columbia.....	24	21	22	20	21	1	3.1	2.7	2.9	2.6	2.7	0.1
Florida.....	413	393	391	384	361	-23	4.2	4.0	3.9	3.9	3.6	-0.3
Georgia.....	233	170	165	166	178	12	4.8	3.4	3.3	3.3	3.6	0.3
Hawaii.....	19	22	22	20	23	3	3.0	3.5	3.5	3.1	3.6	0.5
Idaho.....	40	41	38	38	47	9	4.7	4.7	4.4	4.4	5.4	1.0
Illinois.....	196	185	205	204	216	12	3.2	3.0	3.3	3.3	3.5	0.2
Indiana.....	132	122	130	116	114	-2	4.1	3.7	4.0	3.5	3.5	0.0
Iowa.....	57	58	56	58	53	-5	3.6	3.6	3.5	3.6	3.3	-0.3
Kansas.....	51	50	58	58	55	-3	3.5	3.4	4.0	4.0	3.8	-0.2
Kentucky.....	92	78	72	76	80	4	4.6	3.8	3.5	3.7	3.9	0.2
Louisiana.....	100	85	75	90	84	-6	5.1	4.3	3.8	4.6	4.3	-0.3
Maine.....	27	31	29	30	28	-2	4.2	4.7	4.4	4.6	4.3	-0.3
Maryland.....	114	101	94	95	95	0	4.1	3.7	3.4	3.5	3.4	-0.1
Massachusetts.....	104	108	101	80	110	30	2.8	2.9	2.7	2.1	2.9	0.8
Michigan.....	168	138	158	140	134	-6	3.8	3.1	3.5	3.1	3.0	-0.1
Minnesota.....	106	122	99	91	92	1	3.6	4.1	3.3	3.0	3.1	0.1
Mississippi.....	63	49	44	46	54	8	5.3	4.1	3.7	3.9	4.5	0.6
Missouri.....	104	105	104	101	107	6	3.5	3.5	3.4	3.3	3.5	0.2
Montana.....	27	29	29	28	37	9	5.2	5.5	5.5	5.3	6.9	1.6
Nebraska.....	37	36	37	38	36	-2	3.5	3.4	3.5	3.6	3.4	-0.2
Nevada.....	57	76	61	66	65	-1	3.7	4.8	3.9	4.2	4.1	-0.1
New Hampshire.....	26	33	27	29	29	0	3.7	4.7	3.8	4.1	4.1	0.0
New Jersey.....	122	120	145	150	141	-9	2.8	2.7	3.3	3.4	3.2	-0.2
New Mexico.....	29	34	34	37	33	-4	3.3	3.9	3.8	4.2	3.7	-0.5
New York.....	287	265	288	251	272	21	3.0	2.7	2.9	2.6	2.8	0.2
North Carolina.....	215	165	161	166	152	-14	4.4	3.3	3.2	3.3	3.0	-0.3
North Dakota.....	17	18	20	19	17	-2	3.9	4.1	4.5	4.3	3.8	-0.5
Ohio.....	214	197	195	211	179	-32	3.8	3.5	3.5	3.7	3.2	-0.5
Oklahoma.....	77	68	68	63	74	11	4.4	3.8	3.8	3.5	4.2	0.7
Oregon.....	73	82	73	80	77	-3	3.7	4.2	3.7	4.0	3.9	-0.1
Pennsylvania.....	185	188	196	190	192	2	3.0	3.1	3.2	3.1	3.1	0.0
Rhode Island.....	19	21	20	23	21	-2	3.8	4.1	3.9	4.5	4.1	-0.4
South Carolina.....	105	103	82	96	97	1	4.6	4.4	3.5	4.1	4.1	0.0
South Dakota.....	18	19	19	21	19	-2	3.9	4.1	4.0	4.5	4.1	-0.4
Tennessee.....	152	141	129	133	139	6	4.6	4.2	3.9	4.0	4.2	0.2
Texas.....	600	584	470	416	452	36	4.3	4.1	3.3	2.9	3.2	0.3
Utah.....	71	75	71	70	74	4	4.1	4.3	4.1	4.0	4.2	0.2
Vermont.....	13	14	13	12	14	2	4.2	4.5	4.1	3.8	4.4	0.6
Virginia.....	181	152	159	151	168	17	4.3	3.6	3.8	3.6	4.0	0.4
Washington.....	106	121	109	115	115	0	2.9	3.3	3.0	3.2	3.1	-0.1
West Virginia.....	34	29	31	32	30	-2	4.8	4.0	4.3	4.5	4.2	-0.3
Wisconsin.....	111	104	106	110	98	-12	3.7	3.4	3.5	3.6	3.2	-0.4
Wyoming.....	13	16	15	14	15	1	4.5	5.5	5.1	4.8	5.1	0.3

p Preliminary

Table 4. Quits levels and rates for total nonfarm by state, seasonally adjusted

State	Levels (in thousands)						Rates					
	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p
TOTAL U.S.....	4,009	3,527	3,409	3,452	3,459	7	2.6	2.2	2.2	2.2	2.2	0.0
Alabama.....	70	50	52	55	56	1	3.2	2.3	2.4	2.5	2.5	0.0
Alaska.....	12	14	14	12	12	0	3.7	4.2	4.2	3.6	3.6	0.0
Arizona.....	91	79	67	83	80	-3	2.9	2.4	2.1	2.5	2.5	0.0
Arkansas.....	46	37	34	34	38	4	3.4	2.7	2.5	2.5	2.8	0.3
California.....	341	326	271	258	333	75	1.9	1.8	1.5	1.4	1.8	0.4
Colorado.....	71	77	66	95	72	-23	2.4	2.6	2.2	3.2	2.4	-0.8
Connecticut.....	42	33	34	33	35	2	2.5	1.9	2.0	1.9	2.0	0.1
Delaware.....	16	13	12	12	12	0	3.3	2.7	2.5	2.4	2.5	0.1
District of Columbia.....	17	14	14	13	13	0	2.2	1.8	1.8	1.7	1.7	0.0
Florida.....	296	295	271	290	219	-71	3.0	3.0	2.7	2.9	2.2	-0.7
Georgia.....	150	111	119	108	125	17	3.1	2.3	2.4	2.2	2.5	0.3
Hawaii.....	13	14	13	12	14	2	2.1	2.2	2.0	1.9	2.2	0.3
Idaho.....	28	27	23	23	30	7	3.3	3.1	2.7	2.7	3.4	0.7
Illinois.....	129	112	129	135	132	-3	2.1	1.8	2.1	2.2	2.1	-0.1
Indiana.....	90	81	76	80	77	-3	2.8	2.5	2.3	2.4	2.3	-0.1
Iowa.....	37	35	35	35	33	-2	2.3	2.2	2.2	2.2	2.0	-0.2
Kansas.....	35	32	36	36	38	2	2.4	2.2	2.5	2.5	2.6	0.1
Kentucky.....	67	52	48	49	55	6	3.3	2.6	2.4	2.4	2.7	0.3
Louisiana.....	70	52	50	59	52	-7	3.6	2.7	2.6	3.0	2.7	-0.3
Maine.....	19	15	18	16	17	1	2.9	2.3	2.7	2.4	2.6	0.2
Maryland.....	80	62	61	59	63	4	2.9	2.3	2.2	2.1	2.3	0.2
Massachusetts.....	66	57	61	42	61	19	1.8	1.5	1.6	1.1	1.6	0.5
Michigan.....	99	88	93	91	85	-6	2.2	2.0	2.1	2.0	1.9	-0.1
Minnesota.....	72	63	60	65	62	-3	2.4	2.1	2.0	2.1	2.1	0.0
Mississippi.....	41	32	29	31	38	7	3.5	2.7	2.4	2.6	3.2	0.6
Missouri.....	75	73	66	73	77	4	2.5	2.4	2.2	2.4	2.5	0.1
Montana.....	18	19	17	18	19	1	3.5	3.6	3.2	3.4	3.6	0.2
Nebraska.....	24	23	22	24	23	-1	2.3	2.2	2.1	2.3	2.2	-0.1
Nevada.....	42	47	36	38	38	0	2.7	3.0	2.3	2.4	2.4	0.0
New Hampshire.....	16	15	16	15	17	2	2.3	2.1	2.3	2.1	2.4	0.3
New Jersey.....	79	63	86	83	79	-4	1.8	1.4	2.0	1.9	1.8	-0.1
New Mexico.....	20	21	20	23	20	-3	2.3	2.4	2.3	2.6	2.3	-0.3
New York.....	183	162	186	174	173	-1	1.9	1.7	1.9	1.8	1.8	0.0
North Carolina.....	150	105	116	103	99	-4	3.0	2.1	2.3	2.1	2.0	-0.1
North Dakota.....	12	11	11	13	12	-1	2.8	2.5	2.5	2.9	2.7	-0.2
Ohio.....	138	120	127	142	117	-25	2.5	2.1	2.3	2.5	2.1	-0.4
Oklahoma.....	54	47	45	44	46	2	3.1	2.6	2.5	2.5	2.6	0.1
Oregon.....	52	52	40	49	47	-2	2.6	2.6	2.0	2.5	2.4	-0.1
Pennsylvania.....	121	114	116	111	120	9	2.0	1.9	1.9	1.8	1.9	0.1
Rhode Island.....	12	11	12	13	12	-1	2.4	2.1	2.3	2.5	2.3	-0.2
South Carolina.....	75	74	53	66	68	2	3.3	3.1	2.2	2.8	2.9	0.1
South Dakota.....	11	12	11	15	13	-2	2.4	2.6	2.3	3.2	2.8	-0.4
Tennessee.....	111	86	90	92	93	1	3.3	2.6	2.7	2.8	2.8	0.0
Texas.....	450	379	342	312	309	-3	3.2	2.7	2.4	2.2	2.2	0.0
Utah.....	48	48	43	44	45	1	2.8	2.8	2.5	2.5	2.6	0.1
Vermont.....	8	7	7	7	8	1	2.6	2.2	2.2	2.2	2.5	0.3
Virginia.....	132	95	104	96	111	15	3.2	2.3	2.5	2.3	2.6	0.3
Washington.....	76	77	60	69	70	1	2.1	2.1	1.6	1.9	1.9	0.0
West Virginia.....	23	18	22	22	20	-2	3.2	2.5	3.1	3.1	2.8	-0.3
Wisconsin.....	73	67	69	72	62	-10	2.4	2.2	2.3	2.4	2.0	-0.4
Wyoming.....	9	10	9	9	9	0	3.1	3.4	3.1	3.1	3.1	0.0

p Preliminary

Table 5. Layoffs and discharges levels and rates for total nonfarm by state, seasonally adjusted

State	Levels (in thousands)						Rates					
	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p	May 2023	Feb. 2024	Mar. 2024	Apr. 2024	May 2024 ^p	Change from: Apr. 2024 - May 2024 ^p
TOTAL U.S.....	1,531	1,681	1,601	1,542	1,654	112	1.0	1.1	1.0	1.0	1.0	0.0
Alabama.....	21	25	27	21	23	2	1.0	1.1	1.2	1.0	1.0	0.0
Alaska.....	4	5	7	6	6	0	1.2	1.5	2.1	1.8	1.8	0.0
Arizona.....	23	36	43	49	37	-12	0.7	1.1	1.3	1.5	1.1	-0.4
Arkansas.....	15	17	14	16	15	-1	1.1	1.2	1.0	1.2	1.1	-0.1
California.....	165	140	150	191	177	-14	0.9	0.8	0.8	1.1	1.0	-0.1
Colorado.....	26	33	30	41	47	6	0.9	1.1	1.0	1.4	1.6	0.2
Connecticut.....	16	20	21	30	23	-7	0.9	1.2	1.2	1.8	1.3	-0.5
Delaware.....	5	6	5	5	6	1	1.0	1.2	1.0	1.0	1.2	0.2
District of Columbia.....	5	5	6	5	6	1	0.7	0.6	0.8	0.6	0.8	0.2
Florida.....	100	89	102	74	125	51	1.0	0.9	1.0	0.7	1.3	0.6
Georgia.....	72	51	37	48	45	-3	1.5	1.0	0.7	1.0	0.9	-0.1
Hawaii.....	5	7	8	6	7	1	0.8	1.1	1.3	0.9	1.1	0.2
Idaho.....	10	11	13	12	15	3	1.2	1.3	1.5	1.4	1.7	0.3
Illinois.....	60	58	66	61	73	12	1.0	0.9	1.1	1.0	1.2	0.2
Indiana.....	37	34	48	29	31	2	1.1	1.0	1.5	0.9	0.9	0.0
Iowa.....	17	18	18	19	15	-4	1.1	1.1	1.1	1.2	0.9	-0.3
Kansas.....	13	14	18	15	13	-2	0.9	1.0	1.2	1.0	0.9	-0.1
Kentucky.....	20	22	19	21	22	1	1.0	1.1	0.9	1.0	1.1	0.1
Louisiana.....	20	28	20	26	27	1	1.0	1.4	1.0	1.3	1.4	0.1
Maine.....	6	14	9	11	9	-2	0.9	2.1	1.4	1.7	1.4	-0.3
Maryland.....	29	33	26	29	28	-1	1.1	1.2	0.9	1.1	1.0	-0.1
Massachusetts.....	27	39	31	30	40	10	0.7	1.0	0.8	0.8	1.1	0.3
Michigan.....	58	42	58	38	40	2	1.3	0.9	1.3	0.8	0.9	0.1
Minnesota.....	30	54	32	20	19	-1	1.0	1.8	1.1	0.7	0.6	-0.1
Mississippi.....	20	14	12	12	14	2	1.7	1.2	1.0	1.0	1.2	0.2
Missouri.....	23	24	32	21	22	1	0.8	0.8	1.1	0.7	0.7	0.0
Montana.....	8	8	11	8	17	9	1.5	1.5	2.1	1.5	3.2	1.7
Nebraska.....	11	11	13	10	9	-1	1.1	1.0	1.2	0.9	0.8	-0.1
Nevada.....	13	25	21	23	23	0	0.8	1.6	1.3	1.5	1.5	0.0
New Hampshire.....	8	14	9	11	10	-1	1.1	2.0	1.3	1.6	1.4	-0.2
New Jersey.....	33	46	48	55	50	-5	0.8	1.1	1.1	1.3	1.1	-0.2
New Mexico.....	6	9	12	10	10	0	0.7	1.0	1.4	1.1	1.1	0.0
New York.....	90	90	90	64	85	21	0.9	0.9	0.9	0.7	0.9	0.2
North Carolina.....	55	51	37	49	44	-5	1.1	1.0	0.7	1.0	0.9	-0.1
North Dakota.....	4	6	7	5	4	-1	0.9	1.4	1.6	1.1	0.9	-0.2
Ohio.....	60	63	55	61	49	-12	1.1	1.1	1.0	1.1	0.9	-0.2
Oklahoma.....	20	18	19	15	24	9	1.1	1.0	1.1	0.8	1.3	0.5
Oregon.....	18	23	27	24	25	1	0.9	1.2	1.4	1.2	1.3	0.1
Pennsylvania.....	52	53	66	66	60	-6	0.9	0.9	1.1	1.1	1.0	-0.1
Rhode Island.....	6	8	7	9	8	-1	1.2	1.6	1.4	1.8	1.6	-0.2
South Carolina.....	24	25	24	25	26	1	1.0	1.1	1.0	1.1	1.1	0.0
South Dakota.....	5	5	7	5	5	0	1.1	1.1	1.5	1.1	1.1	0.0
Tennessee.....	35	49	32	32	40	8	1.1	1.5	1.0	1.0	1.2	0.2
Texas.....	125	181	107	87	121	34	0.9	1.3	0.8	0.6	0.9	0.3
Utah.....	19	22	25	21	26	5	1.1	1.3	1.4	1.2	1.5	0.3
Vermont.....	3	6	4	4	5	1	1.0	1.9	1.3	1.3	1.6	0.3
Virginia.....	41	49	44	43	49	6	1.0	1.2	1.0	1.0	1.2	0.2
Washington.....	23	35	44	35	39	4	0.6	1.0	1.2	1.0	1.1	0.1
West Virginia.....	8	9	7	8	8	0	1.1	1.2	1.0	1.1	1.1	0.0
Wisconsin.....	33	31	31	30	28	-2	1.1	1.0	1.0	1.0	0.9	-0.1
Wyoming.....	3	5	5	4	5	1	1.0	1.7	1.7	1.4	1.7	0.3

p Preliminary

Table 6. Job openings levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	May 2023	Apr. 2024	May 2024 ^P	May 2023	Apr. 2024	May 2024 ^P
TOTAL U.S.....	9,093	8,453	7,846	5.5	5.1	4.7
Alabama.....	130	126	119	5.7	5.4	5.1
Alaska.....	34	23	34	9.3	6.6	9.0
Arizona.....	166	191	142	5.0	5.5	4.2
Arkansas.....	90	91	83	6.2	6.2	5.7
California.....	826	633	646	4.4	3.4	3.5
Colorado.....	168	201	166	5.4	6.4	5.3
Connecticut.....	90	95	96	5.0	5.3	5.3
Delaware.....	34	32	30	6.5	6.1	5.7
District of Columbia.....	39	37	35	4.8	4.7	4.3
Florida.....	585	549	463	5.7	5.2	4.5
Georgia.....	329	293	269	6.3	5.6	5.1
Hawaii.....	25	21	20	3.7	3.3	3.0
Idaho.....	51	59	43	5.7	6.4	4.7
Illinois.....	416	344	350	6.4	5.3	5.4
Indiana.....	178	160	167	5.2	4.7	4.8
Iowa.....	95	81	74	5.6	4.8	4.3
Kansas.....	77	74	67	5.1	4.8	4.3
Kentucky.....	132	143	138	6.1	6.5	6.3
Louisiana.....	132	131	109	6.3	6.2	5.3
Maine.....	43	43	43	6.3	6.2	6.1
Maryland.....	187	197	177	6.3	6.7	6.0
Massachusetts.....	250	210	213	6.3	5.3	5.4
Michigan.....	273	250	239	5.7	5.3	5.0
Minnesota.....	224	162	175	6.9	5.1	5.5
Mississippi.....	83	74	68	6.6	5.8	5.4
Missouri.....	153	164	139	4.9	5.1	4.3
Montana.....	40	34	35	7.1	6.0	6.1
Nebraska.....	61	49	47	5.5	4.4	4.2
Nevada.....	92	74	69	5.6	4.5	4.1
New Hampshire.....	39	39	38	5.3	5.3	5.1
New Jersey.....	194	199	230	4.3	4.4	5.0
New Mexico.....	47	58	49	5.1	6.2	5.2
New York.....	421	435	458	4.1	4.2	4.4
North Carolina.....	409	293	292	7.6	5.5	5.5
North Dakota.....	35	24	28	7.3	5.1	5.8
Ohio.....	365	262	250	6.1	4.5	4.2
Oklahoma.....	113	120	102	6.1	6.3	5.4
Oregon.....	102	106	83	4.9	5.1	4.0
Pennsylvania.....	350	326	308	5.4	5.0	4.7
Rhode Island.....	31	30	33	5.7	5.5	6.0
South Carolina.....	169	176	162	6.8	6.9	6.4
South Dakota.....	36	23	29	7.3	4.7	5.7
Tennessee.....	215	212	167	6.1	6.0	4.8
Texas.....	762	822	647	5.2	5.5	4.4
Utah.....	99	94	80	5.5	5.1	4.4
Vermont.....	17	15	16	5.2	4.7	5.0
Virginia.....	285	273	255	6.4	6.0	5.7
Washington.....	151	155	150	4.0	4.1	3.9
West Virginia.....	54	50	48	7.0	6.5	6.1
Wisconsin.....	173	183	146	5.4	5.7	4.6
Wyoming.....	24	16	20	7.5	5.2	6.5

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Table 7. Hires levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	May 2023	Apr. 2024	May 2024 ^P	May 2023	Apr. 2024	May 2024 ^P
TOTAL U.S.....	6,825	5,876	6,426	4.4	3.7	4.0
Alabama.....	113	86	99	5.2	3.9	4.5
Alaska.....	33	16	30	9.9	4.9	8.8
Arizona.....	136	137	123	4.3	4.2	3.8
Arkansas.....	69	58	65	5.1	4.2	4.7
California.....	546	566	507	3.1	3.1	2.8
Colorado.....	137	129	140	4.7	4.4	4.7
Connecticut.....	73	64	67	4.3	3.8	3.9
Delaware.....	28	24	25	5.8	5.0	5.2
District of Columbia.....	24	22	22	3.2	2.9	2.9
Florida.....	416	396	403	4.3	4.0	4.1
Georgia.....	247	210	209	5.0	4.2	4.2
Hawaii.....	20	17	20	3.1	2.7	3.1
Idaho.....	47	49	49	5.5	5.6	5.6
Illinois.....	282	234	279	4.6	3.8	4.5
Indiana.....	167	137	139	5.1	4.2	4.2
Iowa.....	74	62	67	4.6	3.9	4.1
Kansas.....	63	55	61	4.3	3.8	4.2
Kentucky.....	95	74	88	4.7	3.6	4.3
Louisiana.....	114	96	88	5.8	4.9	4.5
Maine.....	36	30	36	5.5	4.6	5.5
Maryland.....	127	115	118	4.6	4.2	4.3
Massachusetts.....	155	101	121	4.2	2.7	3.2
Michigan.....	207	160	225	4.6	3.6	5.0
Minnesota.....	160	106	143	5.3	3.5	4.7
Mississippi.....	57	49	54	4.8	4.1	4.5
Missouri.....	114	105	111	3.8	3.4	3.6
Montana.....	35	28	36	6.8	5.3	6.8
Nebraska.....	46	37	44	4.4	3.4	4.1
Nevada.....	70	60	77	4.6	3.8	4.8
New Hampshire.....	34	28	29	4.9	3.9	4.0
New Jersey.....	188	164	163	4.3	3.8	3.7
New Mexico.....	33	37	35	3.8	4.1	4.0
New York.....	311	246	309	3.2	2.5	3.1
North Carolina.....	263	221	239	5.3	4.4	4.8
North Dakota.....	29	16	28	6.6	3.6	6.2
Ohio.....	243	226	261	4.3	4.0	4.6
Oklahoma.....	83	89	79	4.7	5.0	4.4
Oregon.....	89	79	79	4.5	4.0	4.0
Pennsylvania.....	222	198	197	3.6	3.2	3.2
Rhode Island.....	26	21	24	5.1	4.2	4.7
South Carolina.....	136	126	139	5.9	5.3	5.8
South Dakota.....	31	17	30	6.6	3.7	6.3
Tennessee.....	167	159	184	5.0	4.8	5.5
Texas.....	648	496	572	4.7	3.5	4.0
Utah.....	83	74	87	4.8	4.2	4.9
Vermont.....	14	11	13	4.6	3.5	4.2
Virginia.....	196	169	208	4.7	4.0	4.9
Washington.....	139	117	126	3.8	3.2	3.4
West Virginia.....	41	33	35	5.7	4.5	4.8
Wisconsin.....	139	112	120	4.6	3.7	3.9
Wyoming.....	21	14	22	7.2	4.8	7.4

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Table 8. Total separations levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	May 2023	Apr. 2024	May 2024 ^P	May 2023	Apr. 2024	May 2024 ^P
TOTAL U.S.....	5,761	5,314	5,411	3.7	3.4	3.4
Alabama.....	100	86	87	4.6	3.9	3.9
Alaska.....	16	17	19	4.9	5.1	5.4
Arizona.....	124	165	136	3.9	5.0	4.2
Arkansas.....	65	54	57	4.8	3.9	4.1
California.....	520	457	548	2.9	2.5	3.0
Colorado.....	94	171	119	3.2	5.8	4.0
Connecticut.....	53	70	55	3.1	4.2	3.2
Delaware.....	20	19	17	4.1	3.8	3.5
District of Columbia.....	24	19	20	3.1	2.5	2.6
Florida.....	454	389	401	4.7	3.9	4.0
Georgia.....	244	175	187	5.0	3.5	3.8
Hawaii.....	18	20	22	2.9	3.1	3.5
Idaho.....	36	39	46	4.3	4.5	5.2
Illinois.....	187	188	205	3.0	3.1	3.3
Indiana.....	134	120	117	4.1	3.7	3.5
Iowa.....	58	52	55	3.6	3.2	3.4
Kansas.....	55	56	60	3.8	3.8	4.1
Kentucky.....	92	74	82	4.6	3.6	4.0
Louisiana.....	103	94	87	5.2	4.8	4.4
Maine.....	24	29	25	3.7	4.6	3.8
Maryland.....	100	89	83	3.6	3.3	3.0
Massachusetts.....	94	74	103	2.5	2.0	2.7
Michigan.....	169	134	137	3.8	3.0	3.0
Minnesota.....	103	89	89	3.4	3.0	2.9
Mississippi.....	64	44	56	5.5	3.7	4.7
Missouri.....	104	91	108	3.5	3.0	3.5
Montana.....	26	26	35	4.9	4.9	6.5
Nebraska.....	39	33	38	3.7	3.1	3.5
Nevada.....	54	67	64	3.5	4.2	4.0
New Hampshire.....	25	28	29	3.6	4.0	4.1
New Jersey.....	97	141	114	2.2	3.2	2.6
New Mexico.....	25	37	30	2.9	4.2	3.4
New York.....	259	246	256	2.7	2.5	2.6
North Carolina.....	221	167	156	4.5	3.3	3.1
North Dakota.....	19	17	19	4.3	4.0	4.2
Ohio.....	212	197	176	3.8	3.5	3.1
Oklahoma.....	81	62	77	4.6	3.5	4.3
Oregon.....	65	81	72	3.3	4.1	3.6
Pennsylvania.....	167	190	179	2.7	3.1	2.9
Rhode Island.....	17	22	20	3.4	4.4	3.8
South Carolina.....	104	102	98	4.5	4.3	4.1
South Dakota.....	18	19	20	3.9	4.1	4.3
Tennessee.....	158	135	146	4.8	4.0	4.4
Texas.....	605	420	450	4.4	3.0	3.2
Utah.....	67	76	75	3.9	4.3	4.2
Vermont.....	17	14	18	5.4	4.6	5.9
Virginia.....	185	142	172	4.4	3.4	4.0
Washington.....	91	118	102	2.5	3.3	2.8
West Virginia.....	33	33	29	4.6	4.6	4.0
Wisconsin.....	111	112	100	3.7	3.7	3.3
Wyoming.....	12	14	14	4.0	4.8	4.7

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Table 9. Quits levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	May 2023	Apr. 2024	May 2024 ^P	May 2023	Apr. 2024	May 2024 ^P
TOTAL U.S.....	4,095	3,575	3,583	2.6	2.3	2.3
Alabama.....	74	59	58	3.4	2.7	2.6
Alaska.....	11	10	12	3.4	3.0	3.4
Arizona.....	94	97	86	3.0	3.0	2.6
Arkansas.....	47	36	39	3.5	2.6	2.8
California.....	353	267	356	2.0	1.5	2.0
Colorado.....	70	105	73	2.4	3.6	2.4
Connecticut.....	40	37	35	2.4	2.2	2.0
Delaware.....	14	12	11	2.9	2.5	2.3
District of Columbia.....	17	12	13	2.2	1.6	1.7
Florida.....	319	311	239	3.3	3.1	2.4
Georgia.....	160	117	131	3.3	2.4	2.6
Hawaii.....	14	12	14	2.1	1.9	2.3
Idaho.....	27	23	30	3.2	2.7	3.4
Illinois.....	123	126	128	2.0	2.1	2.1
Indiana.....	96	88	84	3.0	2.7	2.6
Iowa.....	42	33	38	2.6	2.1	2.4
Kansas.....	40	37	44	2.7	2.5	3.0
Kentucky.....	69	50	57	3.4	2.5	2.8
Louisiana.....	73	62	54	3.7	3.1	2.7
Maine.....	18	17	17	2.8	2.6	2.6
Maryland.....	72	59	57	2.6	2.2	2.1
Massachusetts.....	62	42	61	1.7	1.1	1.6
Michigan.....	108	95	94	2.4	2.1	2.1
Minnesota.....	73	65	64	2.4	2.2	2.1
Mississippi.....	43	31	39	3.6	2.6	3.3
Missouri.....	76	66	79	2.5	2.2	2.6
Montana.....	20	16	21	3.8	3.0	3.9
Nebraska.....	27	23	26	2.5	2.1	2.4
Nevada.....	41	39	38	2.7	2.4	2.4
New Hampshire.....	18	16	20	2.6	2.2	2.8
New Jersey.....	69	90	72	1.6	2.1	1.6
New Mexico.....	19	23	19	2.1	2.6	2.1
New York.....	182	176	180	1.9	1.8	1.8
North Carolina.....	154	113	101	3.1	2.3	2.0
North Dakota.....	14	12	14	3.2	2.7	3.1
Ohio.....	146	143	126	2.6	2.5	2.2
Oklahoma.....	57	43	49	3.3	2.4	2.7
Oregon.....	48	49	45	2.4	2.5	2.3
Pennsylvania.....	115	118	117	1.9	1.9	1.9
Rhode Island.....	12	12	13	2.5	2.4	2.5
South Carolina.....	76	71	68	3.3	3.0	2.9
South Dakota.....	13	14	15	2.8	3.1	3.1
Tennessee.....	118	94	100	3.5	2.8	3.0
Texas.....	460	323	312	3.3	2.3	2.2
Utah.....	48	46	47	2.8	2.6	2.7
Vermont.....	13	9	13	4.1	2.8	4.1
Virginia.....	136	96	113	3.3	2.3	2.7
Washington.....	66	68	63	1.8	1.9	1.7
West Virginia.....	24	24	20	3.4	3.4	2.8
Wisconsin.....	79	77	69	2.6	2.6	2.3
Wyoming.....	9	9	9	3.0	3.0	3.1

p Preliminary

Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	May 2023	Apr. 2024	May 2024 ^P	May 2023	Apr. 2024	May 2024 ^P
TOTAL U.S.....	1,380	1,415	1,547	0.9	0.9	1.0
Alabama.....	22	21	25	1.0	0.9	1.1
Alaska.....	3	5	6	1.0	1.6	1.6
Arizona.....	26	59	45	0.8	1.8	1.4
Arkansas.....	15	15	16	1.1	1.1	1.2
California.....	139	168	166	0.8	0.9	0.9
Colorado.....	21	57	41	0.7	1.9	1.4
Connecticut.....	10	30	17	0.6	1.7	1.0
Delaware.....	5	5	5	1.0	1.0	1.1
District of Columbia.....	5	4	6	0.7	0.6	0.8
Florida.....	121	60	148	1.2	0.6	1.5
Georgia.....	74	46	48	1.5	0.9	1.0
Hawaii.....	4	6	6	0.6	1.0	1.0
Idaho.....	8	12	14	0.9	1.4	1.6
Illinois.....	58	54	69	1.0	0.9	1.1
Indiana.....	33	26	26	1.0	0.8	0.8
Iowa.....	14	15	11	0.9	0.9	0.7
Kansas.....	12	12	12	0.8	0.8	0.8
Kentucky.....	20	19	22	1.0	0.9	1.1
Louisiana.....	21	27	29	1.1	1.4	1.5
Maine.....	4	11	7	0.6	1.7	1.0
Maryland.....	23	23	22	0.8	0.8	0.8
Massachusetts.....	21	25	36	0.6	0.7	0.9
Michigan.....	49	29	33	1.1	0.6	0.7
Minnesota.....	26	18	16	0.9	0.6	0.5
Mississippi.....	19	11	14	1.6	0.9	1.2
Missouri.....	22	19	20	0.7	0.6	0.7
Montana.....	5	7	13	1.0	1.4	2.3
Nebraska.....	10	8	8	0.9	0.7	0.7
Nevada.....	11	22	22	0.7	1.4	1.4
New Hampshire.....	5	11	8	0.8	1.5	1.1
New Jersey.....	20	41	35	0.5	0.9	0.8
New Mexico.....	5	10	9	0.6	1.2	1.1
New York.....	63	58	66	0.6	0.6	0.7
North Carolina.....	59	41	47	1.2	0.8	0.9
North Dakota.....	4	4	4	0.9	0.9	0.8
Ohio.....	46	47	32	0.8	0.8	0.6
Oklahoma.....	21	14	26	1.2	0.8	1.5
Oregon.....	14	24	23	0.7	1.2	1.2
Pennsylvania.....	39	63	52	0.6	1.0	0.8
Rhode Island.....	4	9	6	0.7	1.7	1.1
South Carolina.....	25	25	27	1.1	1.0	1.1
South Dakota.....	4	3	4	0.9	0.7	0.8
Tennessee.....	35	29	40	1.0	0.9	1.2
Texas.....	118	86	117	0.8	0.6	0.8
Utah.....	16	24	25	0.9	1.4	1.4
Vermont.....	3	5	5	1.1	1.5	1.6
Virginia.....	42	34	52	1.0	0.8	1.2
Washington.....	19	38	34	0.5	1.0	0.9
West Virginia.....	7	7	7	1.0	0.9	1.0
Wisconsin.....	27	25	23	0.9	0.8	0.7
Wyoming.....	2	4	4	0.8	1.4	1.3

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Table 11. Annual average job openings levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	7,157	6,361	9,985	11,181	9,352
Alabama.....	96	96	141	155	136
Alaska.....	23	18	28	31	27
Arizona.....	159	148	207	239	199
Arkansas.....	62	57	85	100	88
California.....	767	671	1,037	1,246	887
Colorado.....	147	110	197	227	224
Connecticut.....	65	59	96	121	92
Delaware.....	23	21	32	37	31
District of Columbia.....	31	29	43	45	40
Florida.....	419	379	603	676	603
Georgia.....	233	232	381	420	349
Hawaii.....	31	25	38	40	33
Idaho.....	40	37	57	65	57
Illinois.....	276	236	373	438	386
Indiana.....	157	139	216	219	170
Iowa.....	75	65	100	115	89
Kansas.....	72	62	86	101	82
Kentucky.....	90	94	147	161	126
Louisiana.....	92	90	131	154	139
Maine.....	31	27	43	47	44
Maryland.....	140	139	201	212	188
Massachusetts.....	169	144	245	284	250
Michigan.....	218	193	336	322	256
Minnesota.....	140	113	179	221	194
Mississippi.....	53	55	81	89	83
Missouri.....	148	119	185	210	175
Montana.....	27	24	39	45	37
Nebraska.....	50	45	63	71	61
Nevada.....	67	65	108	106	96
New Hampshire.....	32	31	51	54	43
New Jersey.....	183	185	278	267	227
New Mexico.....	46	39	63	68	59
New York.....	389	338	548	555	450
North Carolina.....	282	216	338	380	334
North Dakota.....	26	19	28	31	29
Ohio.....	275	237	353	404	341
Oklahoma.....	81	81	114	127	119
Oregon.....	102	93	138	145	121
Pennsylvania.....	275	250	407	447	376
Rhode Island.....	24	21	35	38	31
South Carolina.....	113	110	169	180	172
South Dakota.....	22	19	30	31	28
Tennessee.....	141	144	224	263	223
Texas.....	575	484	856	988	805
Utah.....	80	70	105	120	106
Vermont.....	16	13	22	24	18
Virginia.....	220	198	279	324	283
Washington.....	163	134	203	232	174
West Virginia.....	40	43	54	62	55
Wisconsin.....	154	131	189	225	198
Wyoming.....	17	14	21	23	19

¹ The annual average job openings level is equal to the sum of the 12 monthly job openings levels divided by 12.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 12. Annual average job openings rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	4.5	4.3	6.4	6.8	5.7
Alabama.....	4.4	4.6	6.5	6.8	5.9
Alaska.....	6.5	5.7	8.3	8.9	7.5
Arizona.....	5.1	4.9	6.5	7.1	5.9
Arkansas.....	4.6	4.3	6.2	7.0	6.1
California.....	4.2	4.0	5.8	6.6	4.7
Colorado.....	5.0	4.0	6.7	7.3	7.1
Connecticut.....	3.7	3.6	5.6	6.8	5.2
Delaware.....	4.6	4.6	6.5	7.3	6.0
District of Columbia.....	3.8	3.8	5.5	5.6	5.0
Florida.....	4.5	4.3	6.3	6.7	5.8
Georgia.....	4.8	5.0	7.7	8.0	6.6
Hawaii.....	4.5	4.3	6.1	6.0	4.9
Idaho.....	5.0	4.7	6.7	7.3	6.3
Illinois.....	4.3	4.0	6.0	6.8	5.9
Indiana.....	4.7	4.4	6.6	6.4	5.0
Iowa.....	4.5	4.1	6.1	6.8	5.3
Kansas.....	4.8	4.4	5.9	6.6	5.4
Kentucky.....	4.4	4.9	7.2	7.6	5.9
Louisiana.....	4.4	4.6	6.5	7.4	6.6
Maine.....	4.7	4.3	6.5	6.8	6.3
Maryland.....	4.8	5.1	7.0	7.2	6.4
Massachusetts.....	4.4	4.1	6.5	7.2	6.3
Michigan.....	4.7	4.6	7.4	6.9	5.4
Minnesota.....	4.5	3.9	5.9	7.0	6.1
Mississippi.....	4.3	4.7	6.6	7.1	6.6
Missouri.....	4.8	4.1	6.1	6.7	5.5
Montana.....	5.3	4.9	7.3	8.2	6.7
Nebraska.....	4.6	4.4	5.9	6.5	5.5
Nevada.....	4.5	4.8	7.3	6.6	5.9
New Hampshire.....	4.4	4.6	7.2	7.2	5.8
New Jersey.....	4.2	4.6	6.5	5.9	5.0
New Mexico.....	5.1	4.7	7.2	7.4	6.4
New York.....	3.8	3.7	5.7	5.5	4.4
North Carolina.....	5.8	4.7	6.8	7.3	6.3
North Dakota.....	5.6	4.4	6.3	6.7	6.2
Ohio.....	4.7	4.3	6.2	6.8	5.7
Oklahoma.....	4.6	4.8	6.5	6.9	6.4
Oregon.....	5.0	4.8	6.8	6.9	5.7
Pennsylvania.....	4.3	4.3	6.6	7.0	5.8
Rhode Island.....	4.6	4.3	6.8	7.1	5.8
South Carolina.....	4.9	5.0	7.3	7.4	7.0
South Dakota.....	4.8	4.3	6.3	6.5	5.8
Tennessee.....	4.3	4.6	6.7	7.5	6.3
Texas.....	4.3	3.8	6.3	6.8	5.5
Utah.....	4.9	4.4	6.1	6.7	5.8
Vermont.....	4.8	4.4	7.0	7.2	5.6
Virginia.....	5.1	4.9	6.6	7.4	6.4
Washington.....	4.5	3.9	5.7	6.2	4.6
West Virginia.....	5.3	6.1	7.4	8.2	7.2
Wisconsin.....	4.9	4.4	6.1	7.0	6.2
Wyoming.....	5.6	4.7	7.1	7.6	6.2

¹ The annual average job openings rate is equal to the sum of the 12 monthly job openings levels as a percent of the sum of the 12 monthly CES employment levels and the sum of the 12 monthly job openings levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Annual hires levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	69,959	72,555	76,170	76,816	71,024
Alabama.....	954	1,005	1,163	1,241	1,128
Alaska.....	235	212	229	246	227
Arizona.....	1,496	1,510	1,585	1,810	1,614
Arkansas.....	676	667	751	776	720
California.....	7,011	7,953	7,963	7,601	6,714
Colorado.....	1,381	1,466	1,546	1,549	1,386
Connecticut.....	683	767	724	739	717
Delaware.....	256	249	268	300	270
District of Columbia.....	288	240	277	281	286
Florida.....	4,243	4,271	4,845	4,938	4,822
Georgia.....	2,243	2,386	2,918	3,187	2,709
Hawaii.....	282	299	301	281	247
Idaho.....	431	493	484	517	476
Illinois.....	2,554	2,790	3,164	3,051	2,746
Indiana.....	1,720	1,670	1,725	1,688	1,557
Iowa.....	680	716	761	744	680
Kansas.....	650	588	686	673	624
Kentucky.....	987	1,123	1,211	1,178	1,065
Louisiana.....	1,069	978	1,135	1,151	1,194
Maine.....	303	303	311	316	316
Maryland.....	1,268	1,178	1,139	1,392	1,383
Massachusetts.....	1,491	1,499	1,555	1,555	1,447
Michigan.....	2,010	2,415	2,479	2,104	1,909
Minnesota.....	1,178	1,166	1,220	1,302	1,319
Mississippi.....	579	635	668	688	632
Missouri.....	1,332	1,430	1,400	1,320	1,227
Montana.....	284	312	333	351	309
Nebraska.....	471	475	492	474	472
Nevada.....	702	945	956	881	746
New Hampshire.....	318	320	348	357	345
New Jersey.....	1,642	2,180	1,936	1,912	1,902
New Mexico.....	441	399	479	452	396
New York.....	3,567	3,646	3,684	3,672	3,433
North Carolina.....	2,820	2,669	2,828	2,830	2,383
North Dakota.....	240	227	237	226	222
Ohio.....	2,525	2,789	2,645	2,669	2,429
Oklahoma.....	877	867	937	1,045	1,004
Oregon.....	1,007	1,002	1,034	1,054	934
Pennsylvania.....	2,460	2,502	2,540	2,366	2,240
Rhode Island.....	238	265	267	258	252
South Carolina.....	1,204	1,239	1,245	1,326	1,316
South Dakota.....	206	206	228	232	230
Tennessee.....	1,662	1,749	1,778	1,966	1,697
Texas.....	6,841	6,409	7,217	7,403	7,081
Utah.....	852	838	854	916	822
Vermont.....	161	155	155	153	145
Virginia.....	1,927	1,920	1,975	2,058	2,068
Washington.....	1,636	1,553	1,579	1,629	1,342
West Virginia.....	379	386	393	427	404
Wisconsin.....	1,326	1,317	1,334	1,331	1,280
Wyoming.....	179	163	178	185	162

¹ The annual hires level is the sum of the 12 monthly hires levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Annual average hires rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	3.9	4.3	4.3	4.2	3.8
Alabama.....	3.8	4.2	4.7	4.9	4.3
Alaska.....	5.9	5.8	6.1	6.4	5.8
Arizona.....	4.2	4.4	4.4	4.8	4.2
Arkansas.....	4.4	4.5	4.9	4.9	4.4
California.....	3.4	4.1	4.0	3.6	3.1
Colorado.....	4.1	4.6	4.7	4.5	3.9
Connecticut.....	3.4	4.1	3.7	3.7	3.5
Delaware.....	4.6	4.7	4.9	5.3	4.7
District of Columbia.....	3.0	2.7	3.1	3.1	3.1
Florida.....	3.9	4.2	4.5	4.4	4.1
Georgia.....	4.0	4.5	5.3	5.5	4.6
Hawaii.....	3.6	4.4	4.3	3.8	3.3
Idaho.....	4.7	5.4	5.1	5.2	4.7
Illinois.....	3.5	4.1	4.5	4.2	3.7
Indiana.....	4.5	4.6	4.7	4.4	4.0
Iowa.....	3.6	4.0	4.1	3.9	3.6
Kansas.....	3.8	3.6	4.1	4.0	3.6
Kentucky.....	4.2	5.1	5.3	5.0	4.4
Louisiana.....	4.5	4.4	5.0	5.0	5.1
Maine.....	4.0	4.2	4.2	4.1	4.1
Maryland.....	3.8	3.8	3.6	4.3	4.2
Massachusetts.....	3.3	3.7	3.7	3.5	3.2
Michigan.....	3.8	5.0	4.9	4.0	3.6
Minnesota.....	3.3	3.5	3.6	3.7	3.7
Mississippi.....	4.2	4.8	4.9	4.9	4.5
Missouri.....	3.8	4.3	4.1	3.8	3.4
Montana.....	4.9	5.5	5.6	5.7	5.0
Nebraska.....	3.8	4.0	4.1	3.8	3.7
Nevada.....	4.1	6.1	5.8	4.9	4.0
New Hampshire.....	3.9	4.2	4.4	4.3	4.1
New Jersey.....	3.3	4.7	4.0	3.8	3.7
New Mexico.....	4.3	4.2	4.9	4.4	3.8
New York.....	3.0	3.4	3.4	3.2	2.9
North Carolina.....	5.1	5.0	5.1	4.9	4.0
North Dakota.....	4.5	4.6	4.7	4.4	4.2
Ohio.....	3.8	4.4	4.1	4.0	3.6
Oklahoma.....	4.3	4.4	4.7	5.1	4.8
Oregon.....	4.3	4.6	4.6	4.5	3.9
Pennsylvania.....	3.4	3.7	3.7	3.3	3.1
Rhode Island.....	3.9	4.8	4.6	4.3	4.2
South Carolina.....	4.6	5.0	4.8	4.9	4.8
South Dakota.....	3.9	4.0	4.3	4.3	4.1
Tennessee.....	4.4	4.8	4.8	5.0	4.3
Texas.....	4.4	4.4	4.7	4.6	4.2
Utah.....	4.6	4.5	4.4	4.5	4.0
Vermont.....	4.2	4.5	4.4	4.2	3.9
Virginia.....	4.0	4.1	4.2	4.2	4.1
Washington.....	3.9	3.9	3.9	3.8	3.1
West Virginia.....	4.4	4.8	4.8	5.1	4.7
Wisconsin.....	3.7	3.9	3.8	3.7	3.5
Wyoming.....	5.1	5.0	5.3	5.4	4.6

¹ The annual average hires rate is equal to the sum of the 12 monthly hires levels as a percent of the sum of the 12 monthly CES employment levels.
 NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual total separations levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	68,039	80,898	68,886	72,231	68,062
Alabama.....	947	1,018	1,105	1,152	1,050
Alaska.....	250	225	227	250	222
Arizona.....	1,422	1,536	1,465	1,698	1,588
Arkansas.....	644	693	688	712	675
California.....	7,413	8,941	7,117	7,509	6,690
Colorado.....	1,374	1,764	1,485	1,517	1,260
Connecticut.....	620	855	616	674	651
Delaware.....	248	268	251	274	256
District of Columbia.....	269	306	244	300	282
Florida.....	4,056	4,893	4,402	4,955	4,777
Georgia.....	2,216	2,692	2,863	3,119	2,468
Hawaii.....	297	369	258	253	247
Idaho.....	411	454	450	485	463
Illinois.....	2,356	3,347	2,779	2,727	2,485
Indiana.....	1,710	1,858	1,613	1,591	1,540
Iowa.....	673	780	711	717	685
Kansas.....	628	689	623	628	620
Kentucky.....	927	1,179	1,119	1,077	991
Louisiana.....	1,084	1,135	1,038	1,080	1,106
Maine.....	279	325	292	288	301
Maryland.....	1,246	1,298	1,038	1,342	1,261
Massachusetts.....	1,305	1,747	1,375	1,324	1,130
Michigan.....	1,993	2,707	2,158	1,865	1,840
Minnesota.....	1,110	1,410	1,107	1,234	1,256
Mississippi.....	589	679	677	690	628
Missouri.....	1,305	1,627	1,350	1,335	1,218
Montana.....	303	307	312	338	310
Nebraska.....	451	521	458	441	454
Nevada.....	697	1,200	768	784	725
New Hampshire.....	289	345	325	348	310
New Jersey.....	1,727	2,452	1,663	1,829	1,705
New Mexico.....	432	468	402	420	375
New York.....	3,421	4,307	3,181	3,336	3,384
North Carolina.....	2,658	2,688	2,615	2,556	2,390
North Dakota.....	233	284	210	218	216
Ohio.....	2,501	3,057	2,417	2,517	2,474
Oklahoma.....	895	942	867	899	901
Oregon.....	1,046	1,170	942	955	893
Pennsylvania.....	2,377	3,015	2,264	2,265	2,219
Rhode Island.....	225	284	225	238	228
South Carolina.....	1,208	1,240	1,148	1,220	1,199
South Dakota.....	203	230	202	209	217
Tennessee.....	1,446	1,821	1,729	1,890	1,630
Texas.....	6,394	7,028	6,364	6,692	6,674
Utah.....	871	815	795	841	817
Vermont.....	149	178	148	147	136
Virginia.....	1,812	1,944	1,734	1,891	1,953
Washington.....	1,503	1,725	1,293	1,528	1,353
West Virginia.....	388	419	377	407	388
Wisconsin.....	1,251	1,473	1,235	1,289	1,254
Wyoming.....	189	181	173	184	162

¹ The annual total separations level is the sum of the 12 monthly total separations levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual average total separations rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	3.8	4.7	3.9	3.9	3.6
Alabama.....	3.8	4.3	4.5	4.5	4.0
Alaska.....	6.3	6.2	6.1	6.5	5.6
Arizona.....	4.0	4.5	4.1	4.5	4.1
Arkansas.....	4.2	4.6	4.5	4.5	4.2
California.....	3.5	4.6	3.5	3.5	3.1
Colorado.....	4.1	5.5	4.5	4.4	3.6
Connecticut.....	3.0	4.5	3.2	3.4	3.2
Delaware.....	4.4	5.1	4.6	4.8	4.4
District of Columbia.....	2.8	3.4	2.8	3.3	3.1
Florida.....	3.8	4.8	4.1	4.4	4.1
Georgia.....	4.0	5.1	5.2	5.4	4.2
Hawaii.....	3.8	5.5	3.7	3.4	3.3
Idaho.....	4.5	5.0	4.7	4.9	4.6
Illinois.....	3.2	4.9	4.0	3.8	3.4
Indiana.....	4.5	5.2	4.4	4.2	4.0
Iowa.....	3.5	4.3	3.8	3.8	3.6
Kansas.....	3.7	4.2	3.8	3.7	3.6
Kentucky.....	4.0	5.3	4.9	4.6	4.1
Louisiana.....	4.5	5.1	4.6	4.7	4.7
Maine.....	3.7	4.5	3.9	3.8	3.9
Maryland.....	3.7	4.2	3.3	4.1	3.8
Massachusetts.....	2.9	4.3	3.2	3.0	2.5
Michigan.....	3.7	5.6	4.3	3.6	3.4
Minnesota.....	3.1	4.2	3.2	3.5	3.5
Mississippi.....	4.2	5.1	5.0	4.9	4.4
Missouri.....	3.7	4.9	4.0	3.8	3.4
Montana.....	5.2	5.4	5.3	5.5	5.0
Nebraska.....	3.7	4.4	3.8	3.6	3.6
Nevada.....	4.1	7.8	4.7	4.4	3.9
New Hampshire.....	3.5	4.5	4.1	4.2	3.7
New Jersey.....	3.4	5.3	3.4	3.6	3.3
New Mexico.....	4.2	4.9	4.1	4.1	3.6
New York.....	2.9	4.1	2.9	2.9	2.9
North Carolina.....	4.8	5.1	4.7	4.4	4.0
North Dakota.....	4.4	5.7	4.2	4.2	4.1
Ohio.....	3.7	4.8	3.7	3.8	3.7
Oklahoma.....	4.4	4.8	4.4	4.4	4.3
Oregon.....	4.5	5.3	4.2	4.1	3.8
Pennsylvania.....	3.3	4.5	3.3	3.2	3.0
Rhode Island.....	3.7	5.1	3.9	4.0	3.8
South Carolina.....	4.6	5.0	4.4	4.5	4.3
South Dakota.....	3.8	4.5	3.8	3.8	3.9
Tennessee.....	3.9	5.0	4.6	4.8	4.1
Texas.....	4.2	4.8	4.2	4.1	4.0
Utah.....	4.7	4.4	4.1	4.2	4.0
Vermont.....	3.9	5.2	4.2	4.0	3.7
Virginia.....	3.7	4.2	3.7	3.9	3.9
Washington.....	3.6	4.4	3.2	3.6	3.1
West Virginia.....	4.5	5.2	4.6	4.9	4.5
Wisconsin.....	3.5	4.3	3.6	3.6	3.5
Wyoming.....	5.4	5.5	5.2	5.4	4.6

¹ The annual average total separations rate is equal to the sum of the 12 monthly total separations levels as a percent of the sum of the 12 monthly CES employment levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual quits levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	42,159	35,941	47,566	50,507	44,379
Alabama.....	603	571	766	829	716
Alaska.....	154	101	159	164	144
Arizona.....	975	788	1,110	1,277	1,074
Arkansas.....	421	378	490	510	463
California.....	4,370	3,461	4,744	5,124	4,031
Colorado.....	893	722	1,020	1,001	836
Connecticut.....	335	300	400	446	404
Delaware.....	155	137	176	197	170
District of Columbia.....	162	149	153	199	184
Florida.....	2,628	2,471	3,201	3,617	3,317
Georgia.....	1,449	1,419	2,024	2,228	1,748
Hawaii.....	195	158	180	179	166
Idaho.....	273	218	330	340	317
Illinois.....	1,523	1,479	1,851	1,775	1,580
Indiana.....	1,039	851	1,159	1,150	1,013
Iowa.....	415	363	492	507	440
Kansas.....	411	324	443	447	406
Kentucky.....	588	595	783	786	700
Louisiana.....	702	569	745	768	748
Maine.....	153	129	195	195	182
Maryland.....	770	593	694	897	829
Massachusetts.....	746	592	883	909	676
Michigan.....	1,286	1,142	1,491	1,339	1,121
Minnesota.....	711	555	780	870	820
Mississippi.....	374	359	483	482	420
Missouri.....	815	818	984	925	813
Montana.....	181	141	221	237	206
Nebraska.....	292	261	320	305	289
Nevada.....	459	414	507	542	479
New Hampshire.....	160	126	207	215	185
New Jersey.....	977	912	1,069	1,159	970
New Mexico.....	290	210	282	288	246
New York.....	1,785	1,505	1,938	2,137	1,882
North Carolina.....	1,643	1,264	1,776	1,779	1,567
North Dakota.....	146	123	141	145	141
Ohio.....	1,619	1,366	1,652	1,670	1,556
Oklahoma.....	599	471	615	654	626
Oregon.....	658	471	667	667	600
Pennsylvania.....	1,339	1,087	1,445	1,561	1,430
Rhode Island.....	121	94	146	155	134
South Carolina.....	751	665	811	902	828
South Dakota.....	128	104	145	149	140
Tennessee.....	946	929	1,200	1,354	1,105
Texas.....	4,096	3,533	4,603	5,052	4,694
Utah.....	559	395	588	613	558
Vermont.....	84	59	92	99	87
Virginia.....	1,121	937	1,221	1,313	1,298
Washington.....	884	711	904	1,040	853
West Virginia.....	245	211	264	294	263
Wisconsin.....	805	641	892	900	823
Wyoming.....	118	79	122	128	108

¹ The annual quits level is the sum of the 12 monthly quits levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual average quits rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	2.3	2.1	2.7	2.8	2.4
Alabama.....	2.4	2.4	3.1	3.3	2.8
Alaska.....	3.9	2.8	4.3	4.3	3.7
Arizona.....	2.8	2.3	3.1	3.4	2.8
Arkansas.....	2.7	2.5	3.2	3.2	2.9
California.....	2.1	1.8	2.4	2.4	1.9
Colorado.....	2.7	2.3	3.1	2.9	2.4
Connecticut.....	1.6	1.6	2.1	2.2	2.0
Delaware.....	2.8	2.6	3.2	3.5	2.9
District of Columbia.....	1.7	1.7	1.7	2.2	2.0
Florida.....	2.4	2.4	3.0	3.2	2.8
Georgia.....	2.6	2.7	3.7	3.9	3.0
Hawaii.....	2.5	2.4	2.6	2.4	2.2
Idaho.....	3.0	2.4	3.5	3.4	3.1
Illinois.....	2.1	2.2	2.7	2.5	2.2
Indiana.....	2.7	2.4	3.1	3.0	2.6
Iowa.....	2.2	2.0	2.7	2.7	2.3
Kansas.....	2.4	2.0	2.7	2.6	2.3
Kentucky.....	2.5	2.7	3.4	3.3	2.9
Louisiana.....	2.9	2.6	3.3	3.3	3.2
Maine.....	2.0	1.8	2.6	2.5	2.3
Maryland.....	2.3	1.9	2.2	2.8	2.5
Massachusetts.....	1.7	1.5	2.1	2.1	1.5
Michigan.....	2.4	2.4	3.0	2.6	2.1
Minnesota.....	2.0	1.7	2.3	2.5	2.3
Mississippi.....	2.7	2.7	3.5	3.4	3.0
Missouri.....	2.3	2.5	2.9	2.6	2.3
Montana.....	3.1	2.5	3.7	3.9	3.3
Nebraska.....	2.4	2.2	2.6	2.5	2.3
Nevada.....	2.7	2.7	3.1	3.0	2.6
New Hampshire.....	1.9	1.6	2.6	2.6	2.2
New Jersey.....	1.9	2.0	2.2	2.3	1.9
New Mexico.....	2.8	2.2	2.9	2.8	2.3
New York.....	1.5	1.4	1.8	1.9	1.6
North Carolina.....	3.0	2.4	3.2	3.1	2.6
North Dakota.....	2.8	2.5	2.8	2.8	2.7
Ohio.....	2.4	2.2	2.6	2.5	2.3
Oklahoma.....	2.9	2.4	3.1	3.2	3.0
Oregon.....	2.8	2.1	3.0	2.9	2.5
Pennsylvania.....	1.8	1.6	2.1	2.2	2.0
Rhode Island.....	2.0	1.7	2.5	2.6	2.2
South Carolina.....	2.9	2.7	3.1	3.4	3.0
South Dakota.....	2.4	2.0	2.7	2.7	2.5
Tennessee.....	2.5	2.6	3.2	3.5	2.8
Texas.....	2.7	2.4	3.0	3.1	2.8
Utah.....	3.0	2.1	3.0	3.0	2.7
Vermont.....	2.2	1.7	2.6	2.7	2.3
Virginia.....	2.3	2.0	2.6	2.7	2.6
Washington.....	2.1	1.8	2.2	2.5	2.0
West Virginia.....	2.9	2.6	3.2	3.5	3.1
Wisconsin.....	2.2	1.9	2.6	2.5	2.3
Wyoming.....	3.4	2.4	3.7	3.7	3.1

¹ The annual average quits rate is equal to the sum of the 12 monthly quits levels as a percent of the sum of the 12 monthly CES employment levels.
 NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual layoffs and discharges levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2019	2020	2021	2022	2023
TOTAL U.S.....	21,878	40,847	17,082	17,622	19,759
Alabama.....	269	389	266	259	278
Alaska.....	83	107	51	71	63
Arizona.....	377	680	299	345	440
Arkansas.....	190	268	159	167	181
California.....	2,532	4,928	1,813	1,857	2,183
Colorado.....	409	916	407	417	347
Connecticut.....	244	511	175	180	203
Delaware.....	79	118	63	64	77
District of Columbia.....	83	141	66	69	72
Florida.....	1,215	2,236	969	1,050	1,199
Georgia.....	633	1,128	668	718	604
Hawaii.....	85	193	60	58	70
Idaho.....	120	222	98	122	126
Illinois.....	714	1,715	789	810	781
Indiana.....	594	925	358	359	465
Iowa.....	222	374	170	166	213
Kansas.....	181	326	140	150	179
Kentucky.....	280	524	279	235	243
Louisiana.....	326	505	235	254	303
Maine.....	107	180	80	73	94
Maryland.....	385	637	277	363	357
Massachusetts.....	473	1,082	398	342	363
Michigan.....	590	1,442	527	433	603
Minnesota.....	324	782	240	304	371
Mississippi.....	180	285	154	167	177
Missouri.....	417	743	279	348	341
Montana.....	108	151	75	86	89
Nebraska.....	131	229	108	112	143
Nevada.....	210	733	225	207	218
New Hampshire.....	110	205	96	106	101
New Jersey.....	606	1,435	492	557	610
New Mexico.....	119	235	92	105	103
New York.....	1,403	2,562	982	982	1,238
North Carolina.....	868	1,271	686	632	701
North Dakota.....	73	148	60	60	64
Ohio.....	746	1,554	637	698	764
Oklahoma.....	239	415	201	197	232
Oregon.....	337	638	228	222	247
Pennsylvania.....	885	1,797	681	561	624
Rhode Island.....	89	175	66	67	79
South Carolina.....	390	494	273	251	315
South Dakota.....	62	112	45	52	64
Tennessee.....	428	813	438	458	451
Texas.....	1,997	3,165	1,363	1,339	1,640
Utah.....	266	383	162	187	222
Vermont.....	54	112	42	36	42
Virginia.....	579	911	401	466	561
Washington.....	514	929	306	400	426
West Virginia.....	118	184	89	87	99
Wisconsin.....	372	745	272	324	361
Wyoming.....	60	91	43	47	44

¹ The annual layoffs and discharges level is the sum of the 12 monthly layoffs and discharges levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual average layoffs and discharges rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

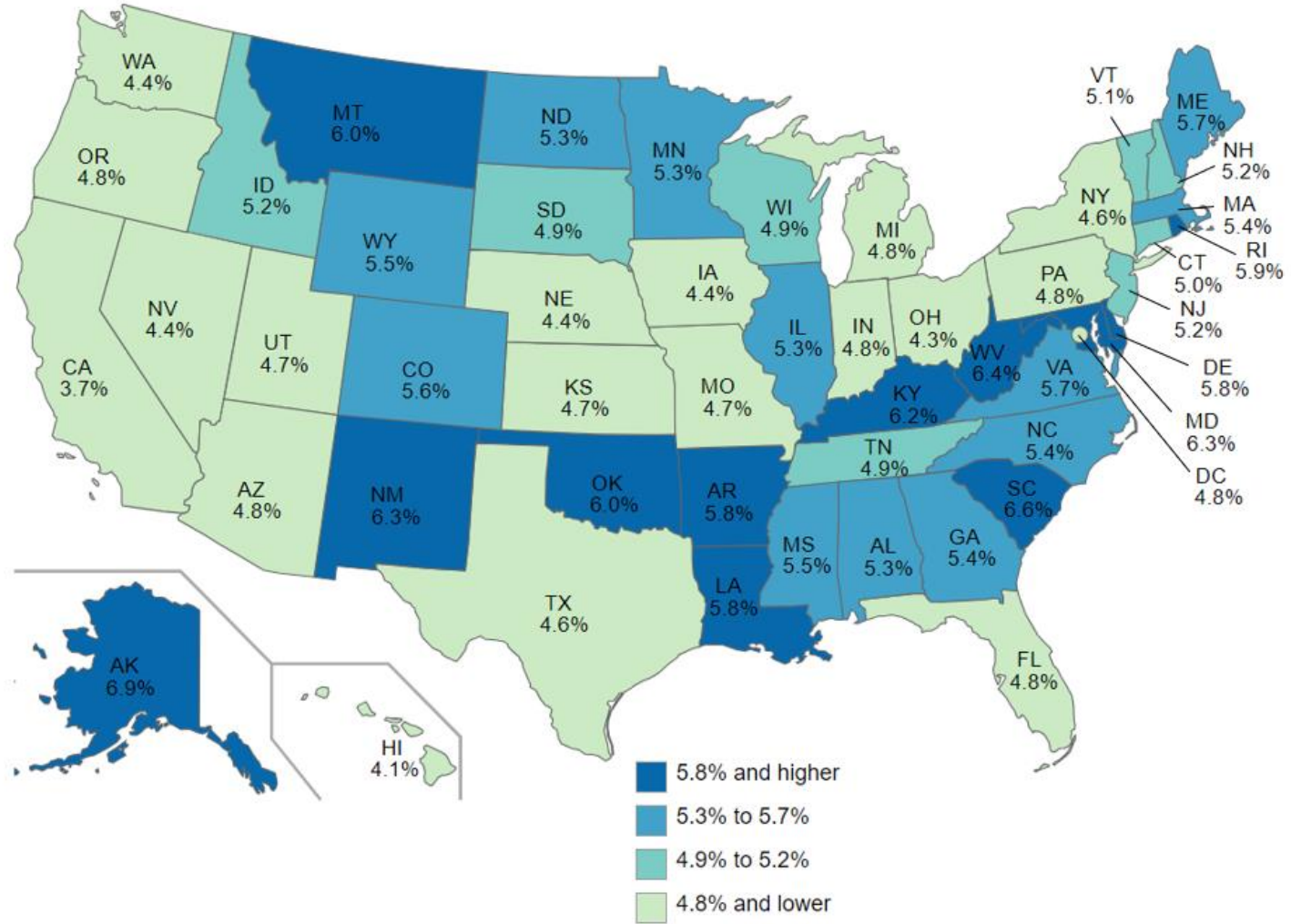
State	2019	2020	2021	2022	2023
TOTAL U.S.....	1.2	2.4	1.0	1.0	1.1
Alabama.....	1.1	1.6	1.1	1.0	1.1
Alaska.....	2.1	2.9	1.4	1.9	1.6
Arizona.....	1.1	2.0	0.8	0.9	1.1
Arkansas.....	1.2	1.8	1.0	1.0	1.1
California.....	1.2	2.5	0.9	0.9	1.0
Colorado.....	1.2	2.9	1.2	1.2	1.0
Connecticut.....	1.2	2.7	0.9	0.9	1.0
Delaware.....	1.4	2.2	1.2	1.1	1.3
District of Columbia.....	0.9	1.6	0.7	0.8	0.8
Florida.....	1.1	2.2	0.9	0.9	1.0
Georgia.....	1.1	2.1	1.2	1.2	1.0
Hawaii.....	1.1	2.9	0.9	0.8	0.9
Idaho.....	1.3	2.5	1.0	1.2	1.2
Illinois.....	1.0	2.5	1.1	1.1	1.1
Indiana.....	1.6	2.6	1.0	0.9	1.2
Iowa.....	1.2	2.1	0.9	0.9	1.1
Kansas.....	1.1	2.0	0.8	0.9	1.0
Kentucky.....	1.2	2.4	1.2	1.0	1.0
Louisiana.....	1.4	2.3	1.0	1.1	1.3
Maine.....	1.4	2.5	1.1	1.0	1.2
Maryland.....	1.2	2.1	0.9	1.1	1.1
Massachusetts.....	1.1	2.7	0.9	0.8	0.8
Michigan.....	1.1	3.0	1.0	0.8	1.1
Minnesota.....	0.9	2.3	0.7	0.9	1.0
Mississippi.....	1.3	2.1	1.1	1.2	1.3
Missouri.....	1.2	2.2	0.8	1.0	1.0
Montana.....	1.9	2.7	1.3	1.4	1.4
Nebraska.....	1.1	1.9	0.9	0.9	1.1
Nevada.....	1.2	4.8	1.4	1.2	1.2
New Hampshire.....	1.3	2.7	1.2	1.3	1.2
New Jersey.....	1.2	3.1	1.0	1.1	1.2
New Mexico.....	1.2	2.4	0.9	1.0	1.0
New York.....	1.2	2.4	0.9	0.9	1.1
North Carolina.....	1.6	2.4	1.2	1.1	1.2
North Dakota.....	1.4	3.0	1.2	1.2	1.2
Ohio.....	1.1	2.5	1.0	1.1	1.1
Oklahoma.....	1.2	2.1	1.0	1.0	1.1
Oregon.....	1.4	2.9	1.0	1.0	1.0
Pennsylvania.....	1.2	2.7	1.0	0.8	0.9
Rhode Island.....	1.5	3.2	1.1	1.1	1.3
South Carolina.....	1.5	2.0	1.1	0.9	1.1
South Dakota.....	1.2	2.2	0.9	1.0	1.2
Tennessee.....	1.1	2.2	1.2	1.2	1.1
Texas.....	1.3	2.1	0.9	0.8	1.0
Utah.....	1.4	2.1	0.8	0.9	1.1
Vermont.....	1.4	3.3	1.2	1.0	1.1
Virginia.....	1.2	2.0	0.8	1.0	1.1
Washington.....	1.2	2.4	0.8	0.9	1.0
West Virginia.....	1.4	2.3	1.1	1.0	1.2
Wisconsin.....	1.0	2.2	0.8	0.9	1.0
Wyoming.....	1.7	2.8	1.3	1.4	1.3

¹ The annual average layoffs and discharges rate is equal to the sum of the 12 monthly layoffs and discharges levels as a percent of the sum of the 12 monthly CES employment levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

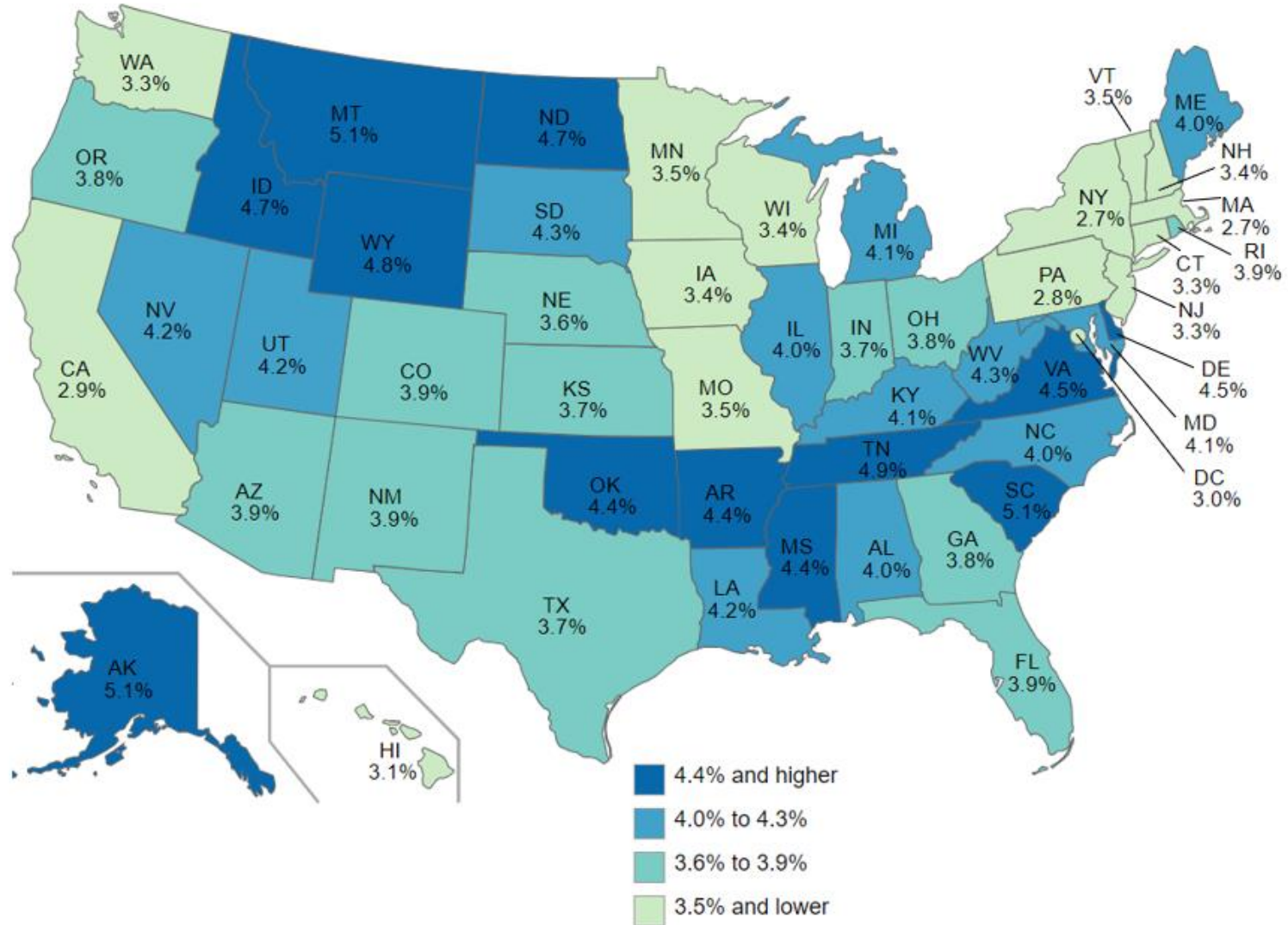
Map 1. Job openings rates by state, seasonally adjusted, May 2024

Total U.S. job openings rate = 4.9%



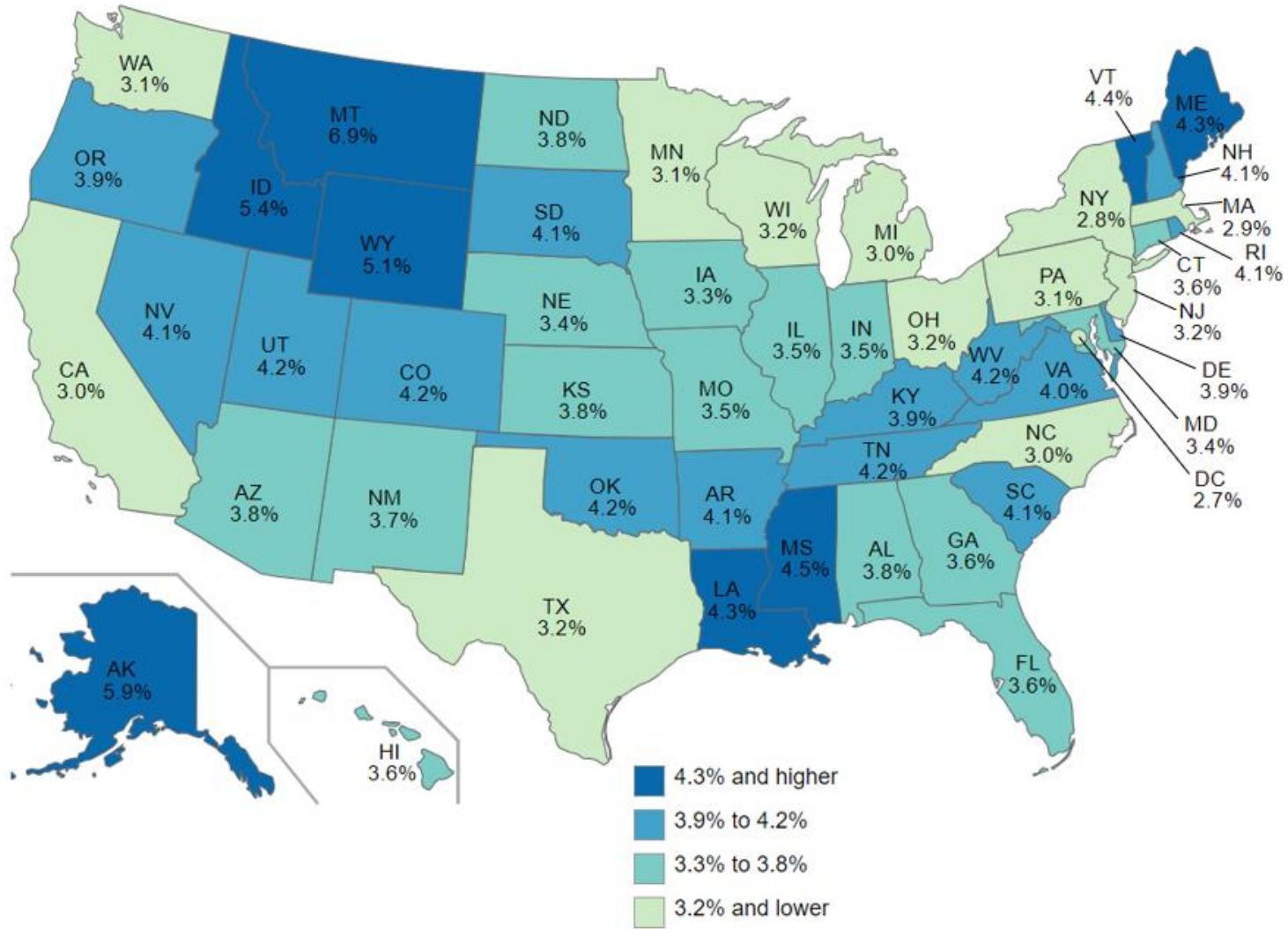
Map 2. Hires rates by state, seasonally adjusted, May 2024

Total U.S. hires rate = 3.6%



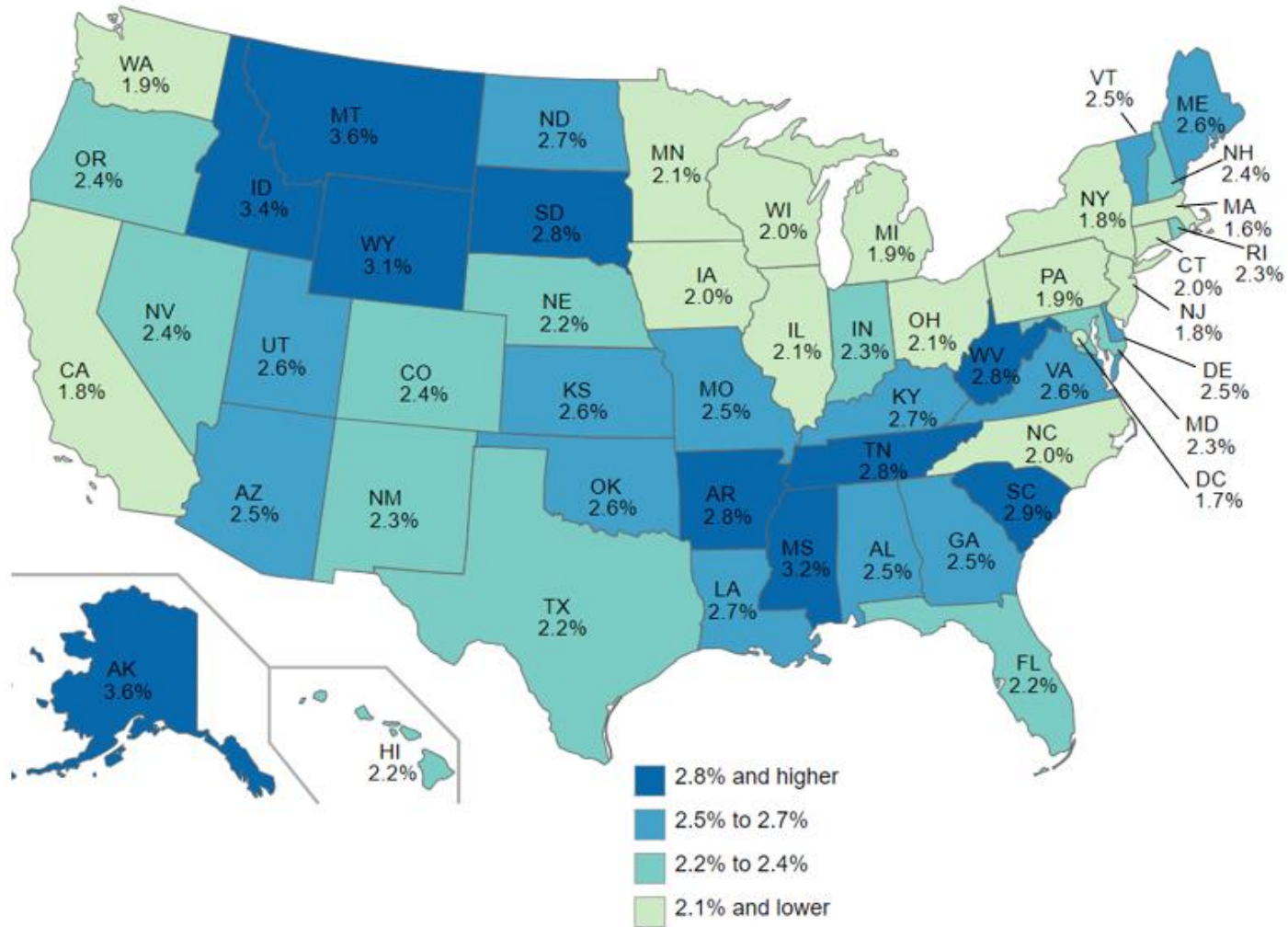
Map 3. Total separations rates by state, seasonally adjusted, May 2024

Total U.S. total separations rate = 3.4%



Map 4. Quits rates by state, seasonally adjusted, May 2024

Total U.S. quits rate = 2.2%



Map 5. Layoffs and discharges rates by state, seasonally adjusted, May 2024

Total U.S. layoffs and discharges rate = 1.0%

