

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Wednesday, February 14, 2024

USDL-24-0267

Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

Media contact: (202) 691-5902 • PressOffice@bls.gov

STATE JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2023

Job openings rates decreased in 4 states and increased in 3 states on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 2 states and decreased in 1 state. Total separations rates decreased in 5 states and increased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in December.

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.

Job Openings

In December, **job openings rates** decreased in 4 states, increased in 3 states, and were little changed in 43 states and the District of Columbia. The decreases in job openings rates occurred in Maine (-1.1 percentage points) and North Dakota (-0.8 point), as well as in Illinois and Wisconsin (-0.6 point each). The increases occurred in Michigan (+1.2 points), Louisiana (+0.7 point), and California (+0.4 point). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** decreased in 7 states, increased in 4 states, and was little changed in 39 states and the District of Columbia in December. The largest decreases in the job openings level occurred in Illinois (-42,000), Arizona (-21,000), and Wisconsin (-20,000). The largest increases occurred in California (+79,000), Michigan (+63,000), and Louisiana (+15,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In December, **hires rates** increased in 2 states, decreased in 1 state, and were little changed in 47 states and the District of Columbia. The increases in the hires rate occurred in Nevada (+0.9 percentage point) and in California (+0.5 point). The decrease occurred in Georgia (-0.7 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** increased in 4 states, decreased in 1 state, and was little changed in 45 states and the District of Columbia in December. The largest increases in the hires level occurred in California (+81,000), Arizona (+20,000), and Nevada (+15,000). The decrease occurred in Georgia (-36,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In December, **total separations rates** decreased in 5 states, increased in 2 states, and were little changed in 43 states and the District of Columbia. The largest decreases in total separations rates occurred in Michigan (-1.1 percentage points), and in Oregon and South Dakota (-0.9 point each). The increases occurred in Maryland (+0.9 point) and South Carolina (+0.8 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** decreased in 5 states, increased in 2 states, and was little changed in 43 states and the District of Columbia in December. The largest decreases in the total separations level occurred in Michigan (-50,000), Pennsylvania (-28,000), and Colorado (-20,000). The increases occurred in Maryland (+23,000) and South Carolina (+18,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In December, **quits rates** decreased in 9 states, increased in 1 state, and were little changed in 40 states and the District of Columbia. The largest decreases in quits rates occurred in Michigan (-1.0 percentage point), South Dakota (-0.9 point), and Oregon (-0.8 point). The increase occurred in Georgia (+0.6 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** decreased in 10 states, increased in 1 state, and was little changed in 39 states and the District of Columbia in December. The largest decreases in the quits level occurred in Michigan (-41,000) and Arizona (-17,000), as well as in Indiana and Oregon (-16,000 each). The increase occurred in Georgia (+29,000). Nationally, the number of quits was little changed. (See table 4.)

Layoffs and Discharges

In December, **layoffs and discharges rates** increased in 3 states and were little changed in 47 states and the District of Columbia. The increases occurred in Maryland (+0.7 percentage point), Indiana (+0.4 point), and Illinois (+0.3 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 and was little changed in 46 states and the District of Columbia in December. The largest increases occurred in Illinois (+21,000), Maryland (+20,000), and Indiana (+12,000). 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 January 2024 are scheduled to be released on Tuesday, March 19, 2024, at 10:00 a.m. (ET).

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 the number of JOLTS respondents in the cell (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					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
TOTAL U.S.....	11,234	9,350	8,852	8,925	9,026	101	6.8	5.6	5.3	5.4	5.4	0.0
Alabama.....	157	138	122	119	133	14	6.8	6.0	5.4	5.2	5.8	0.6
Alaska.....	31	26	25	26	23	-3	8.7	7.4	7.1	7.3	6.5	-0.8
Arizona.....	209	193	184	184	163	-21	6.3	5.7	5.5	5.5	4.9	-0.6
Arkansas.....	102	88	81	81	82	1	7.0	6.1	5.6	5.6	5.7	0.1
California.....	1,244	867	800	751	830	79	6.5	4.6	4.2	4.0	4.4	0.4
Colorado.....	222	202	211	224	207	-17	7.1	6.5	6.7	7.1	6.6	-0.5
Connecticut.....	116	102	88	88	94	6	6.5	5.7	4.9	4.9	5.3	0.4
Delaware.....	38	33	30	30	31	1	7.4	6.3	5.8	5.8	6.0	0.2
District of Columbia.....	47	43	37	40	43	3	5.8	5.2	4.5	4.9	5.2	0.3
Florida.....	673	606	590	548	535	-13	6.5	5.8	5.7	5.3	5.1	-0.2
Georgia.....	389	353	333	302	313	11	7.4	6.7	6.3	5.7	5.9	0.2
Hawaii.....	37	32	30	29	27	-2	5.6	4.8	4.5	4.4	4.1	-0.3
Idaho.....	68	55	56	52	47	-5	7.5	6.0	6.1	5.7	5.2	-0.5
Illinois.....	451	371	326	412	370	-42	6.9	5.7	5.0	6.3	5.7	-0.6
Indiana.....	213	168	165	161	149	-12	6.2	4.9	4.8	4.7	4.3	-0.4
Iowa.....	128	83	90	89	89	0	7.5	5.0	5.4	5.3	5.3	0.0
Kansas.....	110	81	79	87	86	-1	7.1	5.3	5.2	5.6	5.6	0.0
Kentucky.....	148	131	118	116	118	2	7.0	6.1	5.5	5.4	5.5	0.1
Louisiana.....	181	148	122	117	132	15	8.5	7.0	5.8	5.6	6.3	0.7
Maine.....	45	45	44	44	36	-8	6.5	6.5	6.3	6.3	5.2	-1.1
Maryland.....	205	183	173	177	177	0	7.0	6.2	5.9	6.0	6.0	0.0
Massachusetts.....	268	255	239	228	234	6	6.7	6.3	5.9	5.7	5.8	0.1
Michigan.....	378	242	234	263	326	63	7.9	5.2	5.0	5.6	6.8	1.2
Minnesota.....	239	201	192	209	210	1	7.5	6.3	6.0	6.5	6.5	0.0
Mississippi.....	90	83	88	80	79	-1	7.1	6.6	7.0	6.4	6.3	-0.1
Missouri.....	220	180	176	174	162	-12	6.9	5.7	5.6	5.5	5.1	-0.4
Montana.....	46	36	36	35	33	-2	8.2	6.5	6.5	6.3	5.9	-0.4
Nebraska.....	77	59	55	61	59	-2	6.9	5.3	5.0	5.5	5.3	-0.2
Nevada.....	106	99	88	85	78	-7	6.5	5.9	5.3	5.1	4.7	-0.4
New Hampshire.....	51	44	41	40	39	-1	6.8	5.9	5.5	5.4	5.2	-0.2
New Jersey.....	266	228	215	224	221	-3	5.8	5.0	4.7	4.9	4.8	-0.1
New Mexico.....	63	57	56	57	54	-3	6.9	6.1	6.0	6.1	5.8	-0.3
New York.....	483	466	457	467	472	5	4.8	4.6	4.5	4.6	4.6	0.0
North Carolina.....	367	312	290	294	295	1	7.0	5.9	5.5	5.6	5.6	0.0
North Dakota.....	31	28	28	29	25	-4	6.7	6.0	6.0	6.2	5.4	-0.8
Ohio.....	422	354	338	323	330	7	7.1	5.9	5.6	5.4	5.5	0.1
Oklahoma.....	128	113	105	109	111	2	6.9	6.1	5.7	5.9	6.0	0.1
Oregon.....	140	116	112	103	94	-9	6.6	5.5	5.3	4.9	4.5	-0.4
Pennsylvania.....	457	380	390	381	388	7	7.0	5.8	5.9	5.8	5.9	0.1
Rhode Island.....	38	31	31	30	32	2	7.1	5.9	5.9	5.7	6.0	0.3
South Carolina.....	190	172	164	166	170	4	7.7	6.9	6.6	6.7	6.8	0.1
South Dakota.....	31	28	27	29	28	-1	6.4	5.7	5.5	5.8	5.6	-0.2
Tennessee.....	253	293	215	207	214	7	7.1	8.1	6.1	5.9	6.1	0.2
Texas.....	1,029	795	742	854	902	48	7.0	5.4	5.0	5.7	6.0	0.3
Utah.....	122	102	97	85	85	0	6.7	5.6	5.3	4.7	4.7	0.0
Vermont.....	22	20	19	19	17	-2	6.7	6.1	5.8	5.8	5.3	-0.5
Virginia.....	352	260	259	254	275	21	7.9	5.9	5.9	5.7	6.2	0.5
Washington.....	226	170	172	168	152	-16	5.9	4.5	4.5	4.4	4.0	-0.4
West Virginia.....	67	54	53	52	52	0	8.8	7.1	7.0	6.8	6.8	0.0
Wisconsin.....	236	206	211	205	185	-20	7.3	6.4	6.5	6.4	5.8	-0.6
Wyoming.....	24	19	19	18	18	0	7.7	6.1	6.1	5.7	5.7	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
TOTAL U.S.....	6,251	5,904	5,828	5,554	5,621	67	4.0	3.8	3.7	3.5	3.6	0.1
Alabama.....	107	92	79	83	87	4	5.0	4.3	3.7	3.8	4.0	0.2
Alaska.....	21	18	17	19	19	0	6.5	5.5	5.2	5.8	5.8	0.0
Arizona.....	142	130	138	115	135	20	4.5	4.1	4.4	3.6	4.2	0.6
Arkansas.....	68	59	55	59	60	1	5.0	4.3	4.0	4.3	4.4	0.1
California.....	550	560	550	457	538	81	3.1	3.1	3.0	2.5	3.0	0.5
Colorado.....	120	117	130	129	132	3	4.2	4.0	4.5	4.4	4.5	0.1
Connecticut.....	60	59	63	55	59	4	3.6	3.5	3.7	3.2	3.5	0.3
Delaware.....	25	25	24	23	23	0	5.2	5.1	4.9	4.7	4.7	0.0
District of Columbia.....	24	24	23	24	23	-1	3.1	3.1	3.0	3.1	2.9	-0.2
Florida.....	381	427	396	400	416	16	4.0	4.4	4.0	4.1	4.2	0.1
Georgia.....	243	214	224	213	177	-36	5.0	4.3	4.5	4.3	3.6	-0.7
Hawaii.....	24	21	21	17	20	3	3.8	3.3	3.3	2.7	3.2	0.5
Idaho.....	42	38	38	36	39	3	5.0	4.4	4.4	4.2	4.5	0.3
Illinois.....	247	197	225	226	208	-18	4.1	3.2	3.7	3.7	3.4	-0.3
Indiana.....	142	122	138	123	115	-8	4.4	3.7	4.2	3.7	3.5	-0.2
Iowa.....	64	52	62	55	48	-7	4.0	3.3	3.9	3.5	3.0	-0.5
Kansas.....	66	49	51	52	53	1	4.6	3.4	3.5	3.6	3.6	0.0
Kentucky.....	92	104	76	74	83	9	4.7	5.1	3.7	3.7	4.1	0.4
Louisiana.....	100	108	86	90	89	-1	5.2	5.5	4.4	4.6	4.5	-0.1
Maine.....	27	26	25	24	23	-1	4.2	4.0	3.8	3.7	3.5	-0.2
Maryland.....	116	109	107	111	94	-17	4.3	3.9	3.9	4.0	3.4	-0.6
Massachusetts.....	116	125	112	104	110	6	3.1	3.3	3.0	2.7	2.9	0.2
Michigan.....	176	142	151	155	137	-18	4.0	3.2	3.4	3.5	3.1	-0.4
Minnesota.....	119	111	110	112	107	-5	4.0	3.7	3.7	3.7	3.6	-0.1
Mississippi.....	57	53	52	50	49	-1	4.9	4.5	4.4	4.3	4.2	-0.1
Missouri.....	152	110	110	100	98	-2	5.1	3.7	3.7	3.3	3.3	0.0
Montana.....	29	25	28	23	28	5	5.6	4.8	5.4	4.4	5.3	0.9
Nebraska.....	42	38	37	38	35	-3	4.0	3.6	3.5	3.6	3.3	-0.3
Nevada.....	71	62	64	55	70	15	4.7	4.0	4.1	3.5	4.4	0.9
New Hampshire.....	30	29	28	28	27	-1	4.3	4.1	4.0	4.0	3.8	-0.2
New Jersey.....	147	163	152	164	152	-12	3.4	3.8	3.5	3.8	3.5	-0.3
New Mexico.....	36	34	35	32	32	0	4.2	3.9	4.0	3.7	3.7	0.0
New York.....	329	274	282	295	295	0	3.4	2.8	2.9	3.0	3.0	0.0
North Carolina.....	230	194	174	164	159	-5	4.7	3.9	3.5	3.3	3.2	-0.1
North Dakota.....	19	18	18	18	16	-2	4.4	4.1	4.1	4.1	3.6	-0.5
Ohio.....	202	231	204	180	191	11	3.6	4.1	3.6	3.2	3.4	0.2
Oklahoma.....	83	85	81	76	74	-2	4.8	4.9	4.7	4.4	4.3	-0.1
Oregon.....	77	76	79	67	70	3	3.9	3.8	3.9	3.4	3.5	0.1
Pennsylvania.....	179	220	193	196	182	-14	2.9	3.6	3.1	3.2	2.9	-0.3
Rhode Island.....	21	21	21	20	20	0	4.2	4.2	4.2	4.0	4.0	0.0
South Carolina.....	122	105	106	94	103	9	5.4	4.5	4.6	4.0	4.4	0.4
South Dakota.....	20	18	19	19	18	-1	4.4	3.9	4.1	4.1	3.8	-0.3
Tennessee.....	154	159	140	130	138	8	4.7	4.8	4.2	3.9	4.2	0.3
Texas.....	613	550	579	555	579	24	4.5	3.9	4.1	3.9	4.1	0.2
Utah.....	78	69	73	65	70	5	4.6	4.0	4.2	3.8	4.1	0.3
Vermont.....	13	13	13	13	12	-1	4.3	4.2	4.2	4.2	3.9	-0.3
Virginia.....	177	173	167	161	154	-7	4.3	4.2	4.0	3.9	3.7	-0.2
Washington.....	134	112	117	107	113	6	3.7	3.1	3.2	2.9	3.1	0.2
West Virginia.....	36	34	33	30	31	1	5.2	4.8	4.7	4.2	4.3	0.1
Wisconsin.....	111	96	108	103	95	-8	3.7	3.2	3.6	3.4	3.1	-0.3
Wyoming.....	15	13	13	13	14	1	5.2	4.4	4.4	4.4	4.7	0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
TOTAL U.S.....	5,906	5,595	5,632	5,401	5,365	-36	3.8	3.6	3.6	3.4	3.4	0.0
Alabama.....	93	86	85	85	80	-5	4.4	4.0	3.9	3.9	3.7	-0.2
Alaska.....	20	18	17	17	18	1	6.2	5.5	5.2	5.2	5.5	0.3
Arizona.....	125	135	133	132	120	-12	4.0	4.3	4.2	4.2	3.8	-0.4
Arkansas.....	58	56	52	56	54	-2	4.3	4.1	3.8	4.1	4.0	-0.1
California.....	616	520	494	513	517	4	3.4	2.9	2.7	2.8	2.8	0.0
Colorado.....	122	100	118	117	97	-20	4.2	3.4	4.0	4.0	3.3	-0.7
Connecticut.....	58	51	59	51	57	6	3.5	3.0	3.5	3.0	3.4	0.4
Delaware.....	22	24	24	21	20	-1	4.6	4.9	4.9	4.3	4.1	-0.2
District of Columbia.....	26	23	24	24	22	-2	3.4	2.9	3.1	3.1	2.8	-0.3
Florida.....	373	391	381	385	374	-11	3.9	4.0	3.9	3.9	3.8	-0.1
Georgia.....	204	202	204	185	206	21	4.2	4.1	4.1	3.7	4.2	0.5
Hawaii.....	22	23	18	19	19	0	3.5	3.6	2.8	3.0	3.0	0.0
Idaho.....	51	43	37	42	37	-5	6.1	5.0	4.3	4.9	4.3	-0.6
Illinois.....	217	185	194	172	191	19	3.6	3.0	3.2	2.8	3.1	0.3
Indiana.....	143	129	125	132	126	-6	4.4	3.9	3.8	4.0	3.8	-0.2
Iowa.....	61	54	55	57	54	-3	3.9	3.4	3.5	3.6	3.4	-0.2
Kansas.....	56	56	46	52	55	3	3.9	3.9	3.2	3.6	3.8	0.2
Kentucky.....	87	88	77	76	70	-6	4.4	4.3	3.8	3.7	3.5	-0.2
Louisiana.....	93	100	96	81	86	5	4.8	5.1	4.9	4.1	4.4	0.3
Maine.....	26	25	33	27	24	-3	4.0	3.9	5.1	4.1	3.7	-0.4
Maryland.....	123	107	110	89	112	23	4.5	3.9	4.0	3.2	4.1	0.9
Massachusetts.....	97	82	113	102	102	0	2.6	2.2	3.0	2.7	2.7	0.0
Michigan.....	161	146	138	161	111	-50	3.7	3.3	3.1	3.6	2.5	-1.1
Minnesota.....	98	119	96	106	100	-6	3.3	4.0	3.2	3.5	3.3	-0.2
Mississippi.....	50	54	52	48	49	1	4.3	4.6	4.4	4.1	4.2	0.1
Missouri.....	119	114	106	98	101	3	4.0	3.8	3.5	3.3	3.4	0.1
Montana.....	28	30	30	28	27	-1	5.4	5.8	5.8	5.4	5.2	-0.2
Nebraska.....	36	38	33	38	38	0	3.5	3.6	3.2	3.6	3.6	0.0
Nevada.....	65	60	59	62	60	-2	4.3	3.8	3.8	3.9	3.8	-0.1
New Hampshire.....	28	27	31	24	24	0	4.0	3.8	4.4	3.4	3.4	0.0
New Jersey.....	155	129	183	140	138	-2	3.6	3.0	4.2	3.2	3.2	0.0
New Mexico.....	33	35	33	34	30	-4	3.9	4.0	3.8	3.9	3.4	-0.5
New York.....	280	260	299	291	277	-14	2.9	2.7	3.1	3.0	2.8	-0.2
North Carolina.....	179	202	205	167	180	13	3.7	4.1	4.2	3.4	3.6	0.2
North Dakota.....	20	18	15	19	19	0	4.6	4.1	3.4	4.3	4.3	0.0
Ohio.....	208	202	201	188	187	-1	3.7	3.6	3.6	3.3	3.3	0.0
Oklahoma.....	74	70	73	63	66	3	4.3	4.0	4.2	3.6	3.8	0.2
Oregon.....	68	79	77	76	58	-18	3.4	3.9	3.8	3.8	2.9	-0.9
Pennsylvania.....	203	177	234	190	162	-28	3.3	2.9	3.8	3.1	2.6	-0.5
Rhode Island.....	21	19	22	19	20	1	4.2	3.8	4.4	3.8	4.0	0.2
South Carolina.....	113	113	101	81	99	18	5.0	4.9	4.4	3.5	4.3	0.8
South Dakota.....	20	19	17	23	19	-4	4.4	4.1	3.6	4.9	4.0	-0.9
Tennessee.....	142	142	150	131	138	7	4.3	4.3	4.5	4.0	4.2	0.2
Texas.....	580	524	497	478	529	51	4.2	3.7	3.5	3.4	3.8	0.4
Utah.....	84	73	65	73	75	2	5.0	4.2	3.8	4.2	4.3	0.1
Vermont.....	13	12	14	12	13	1	4.3	3.9	4.6	3.9	4.2	0.3
Virginia.....	154	147	156	141	150	9	3.7	3.5	3.7	3.4	3.6	0.2
Washington.....	128	123	98	117	104	-13	3.6	3.4	2.7	3.2	2.8	-0.4
West Virginia.....	31	35	33	29	33	4	4.5	5.0	4.7	4.1	4.6	0.5
Wisconsin.....	110	109	101	110	105	-5	3.7	3.6	3.3	3.6	3.5	-0.1
Wyoming.....	16	15	14	15	14	-1	5.5	5.1	4.8	5.1	4.7	-0.4

p Preliminary

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

State	Levels (in thousands)						Rates					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
TOTAL U.S.....	4,091	3,646	3,628	3,524	3,392	-132	2.6	2.3	2.3	2.2	2.2	0.0
Alabama.....	68	56	58	54	57	3	3.2	2.6	2.7	2.5	2.6	0.1
Alaska.....	14	11	10	11	10	-1	4.3	3.4	3.1	3.4	3.0	-0.4
Arizona.....	94	93	87	82	65	-17	3.0	2.9	2.7	2.6	2.0	-0.6
Arkansas.....	41	37	35	38	36	-2	3.0	2.7	2.6	2.8	2.6	-0.2
California.....	416	316	311	310	312	2	2.3	1.7	1.7	1.7	1.7	0.0
Colorado.....	85	65	68	68	53	-15	2.9	2.2	2.3	2.3	1.8	-0.5
Connecticut.....	36	33	29	30	32	2	2.2	1.9	1.7	1.8	1.9	0.1
Delaware.....	15	16	15	13	13	0	3.1	3.3	3.1	2.7	2.7	0.0
District of Columbia.....	17	15	15	14	14	0	2.2	1.9	1.9	1.8	1.8	0.0
Florida.....	288	283	268	286	261	-25	3.0	2.9	2.7	2.9	2.6	-0.3
Georgia.....	154	140	139	119	148	29	3.2	2.8	2.8	2.4	3.0	0.6
Hawaii.....	16	13	11	12	11	-1	2.6	2.1	1.7	1.9	1.7	-0.2
Idaho.....	39	28	22	27	21	-6	4.7	3.3	2.6	3.1	2.4	-0.7
Illinois.....	143	124	138	131	123	-8	2.3	2.0	2.2	2.1	2.0	-0.1
Indiana.....	97	85	88	81	65	-16	3.0	2.6	2.7	2.5	2.0	-0.5
Iowa.....	41	34	37	39	35	-4	2.6	2.1	2.3	2.5	2.2	-0.3
Kansas.....	38	33	30	36	36	0	2.6	2.3	2.1	2.5	2.5	0.0
Kentucky.....	66	60	54	51	46	-5	3.3	3.0	2.7	2.5	2.3	-0.2
Louisiana.....	65	65	60	53	53	0	3.4	3.3	3.0	2.7	2.7	0.0
Maine.....	16	14	15	18	14	-4	2.5	2.2	2.3	2.7	2.1	-0.6
Maryland.....	73	69	69	57	60	3	2.7	2.5	2.5	2.1	2.2	0.1
Massachusetts.....	62	55	59	52	61	9	1.7	1.5	1.6	1.4	1.6	0.2
Michigan.....	107	92	90	109	68	-41	2.4	2.1	2.0	2.5	1.5	-1.0
Minnesota.....	67	65	68	76	67	-9	2.3	2.2	2.3	2.5	2.2	-0.3
Mississippi.....	35	35	36	32	33	1	3.0	3.0	3.1	2.7	2.8	0.1
Missouri.....	75	67	73	69	65	-4	2.5	2.2	2.4	2.3	2.2	-0.1
Montana.....	21	18	17	17	16	-1	4.1	3.5	3.3	3.3	3.1	-0.2
Nebraska.....	24	24	22	26	24	-2	2.3	2.3	2.1	2.5	2.3	-0.2
Nevada.....	48	40	38	37	35	-2	3.1	2.6	2.4	2.3	2.2	-0.1
New Hampshire.....	16	15	17	15	14	-1	2.3	2.1	2.4	2.1	2.0	-0.1
New Jersey.....	83	85	88	74	79	5	1.9	2.0	2.0	1.7	1.8	0.1
New Mexico.....	23	23	22	22	16	-6	2.7	2.6	2.5	2.5	1.8	-0.7
New York.....	181	148	161	174	174	0	1.9	1.5	1.7	1.8	1.8	0.0
North Carolina.....	129	133	134	99	106	7	2.7	2.7	2.7	2.0	2.1	0.1
North Dakota.....	13	12	11	13	12	-1	3.0	2.7	2.5	3.0	2.7	-0.3
Ohio.....	147	117	131	130	114	-16	2.6	2.1	2.3	2.3	2.0	-0.3
Oklahoma.....	49	46	50	43	41	-2	2.8	2.7	2.9	2.5	2.4	-0.1
Oregon.....	52	50	49	52	36	-16	2.6	2.5	2.4	2.6	1.8	-0.8
Pennsylvania.....	125	121	129	126	111	-15	2.1	2.0	2.1	2.0	1.8	-0.2
Rhode Island.....	12	11	11	12	11	-1	2.4	2.2	2.2	2.4	2.2	-0.2
South Carolina.....	79	75	65	57	65	8	3.5	3.2	2.8	2.5	2.8	0.3
South Dakota.....	13	12	11	16	12	-4	2.8	2.6	2.4	3.4	2.5	-0.9
Tennessee.....	96	96	108	85	90	5	2.9	2.9	3.3	2.6	2.7	0.1
Texas.....	441	383	363	334	368	34	3.2	2.7	2.6	2.4	2.6	0.2
Utah.....	65	47	43	47	47	0	3.8	2.7	2.5	2.7	2.7	0.0
Vermont.....	8	7	7	8	8	0	2.6	2.3	2.3	2.6	2.6	0.0
Virginia.....	108	101	103	93	95	2	2.6	2.4	2.5	2.2	2.3	0.1
Washington.....	85	74	61	71	61	-10	2.4	2.0	1.7	1.9	1.7	-0.2
West Virginia.....	23	23	22	19	22	3	3.3	3.3	3.1	2.7	3.1	0.4
Wisconsin.....	70	72	71	74	68	-6	2.3	2.4	2.4	2.4	2.2	-0.2
Wyoming.....	12	10	9	10	8	-2	4.2	3.4	3.1	3.4	2.7	-0.7

p Preliminary

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

State	Levels (in thousands)						Rates					
	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023 ^p	Change from: Nov. 2023 - Dec. 2023 ^p
TOTAL U.S.....	1,475	1,610	1,643	1,531	1,616	85	1.0	1.0	1.0	1.0	1.0	0.0
Alabama.....	20	25	22	25	20	-5	0.9	1.2	1.0	1.2	0.9	-0.3
Alaska.....	5	6	5	5	6	1	1.5	1.8	1.5	1.5	1.8	0.3
Arizona.....	23	33	38	43	36	-7	0.7	1.0	1.2	1.4	1.1	-0.3
Arkansas.....	13	17	14	14	15	1	1.0	1.2	1.0	1.0	1.1	0.1
California.....	159	162	158	171	163	-8	0.9	0.9	0.9	0.9	0.9	0.0
Colorado.....	25	27	41	39	35	-4	0.9	0.9	1.4	1.3	1.2	-0.1
Connecticut.....	18	12	25	17	19	2	1.1	0.7	1.5	1.0	1.1	0.1
Delaware.....	5	7	7	6	6	0	1.0	1.4	1.4	1.2	1.2	0.0
District of Columbia.....	6	7	6	7	7	0	0.8	0.9	0.8	0.9	0.9	0.0
Florida.....	66	89	94	83	93	10	0.7	0.9	1.0	0.8	0.9	0.1
Georgia.....	39	49	45	54	47	-7	0.8	1.0	0.9	1.1	0.9	-0.2
Hawaii.....	5	7	6	6	7	1	0.8	1.1	0.9	0.9	1.1	0.2
Idaho.....	10	11	12	13	13	0	1.2	1.3	1.4	1.5	1.5	0.0
Illinois.....	66	52	50	35	56	21	1.1	0.8	0.8	0.6	0.9	0.3
Indiana.....	40	33	32	43	55	12	1.2	1.0	1.0	1.3	1.7	0.4
Iowa.....	16	17	15	14	16	2	1.0	1.1	0.9	0.9	1.0	0.1
Kansas.....	15	20	13	13	15	2	1.0	1.4	0.9	0.9	1.0	0.1
Kentucky.....	15	24	18	20	20	0	0.8	1.2	0.9	1.0	1.0	0.0
Louisiana.....	20	30	28	22	27	5	1.0	1.5	1.4	1.1	1.4	0.3
Maine.....	8	7	15	7	8	1	1.2	1.1	2.3	1.1	1.2	0.1
Maryland.....	41	32	31	25	45	20	1.5	1.2	1.1	0.9	1.6	0.7
Massachusetts.....	27	18	43	39	30	-9	0.7	0.5	1.1	1.0	0.8	-0.2
Michigan.....	47	48	41	44	34	-10	1.1	1.1	0.9	1.0	0.8	-0.2
Minnesota.....	25	48	22	24	30	6	0.8	1.6	0.7	0.8	1.0	0.2
Mississippi.....	12	17	12	12	14	2	1.0	1.4	1.0	1.0	1.2	0.2
Missouri.....	39	41	27	22	30	8	1.3	1.4	0.9	0.7	1.0	0.3
Montana.....	6	8	12	9	9	0	1.2	1.5	2.3	1.7	1.7	0.0
Nebraska.....	10	12	8	11	12	1	1.0	1.1	0.8	1.0	1.1	0.1
Nevada.....	14	16	17	21	21	0	0.9	1.0	1.1	1.3	1.3	0.0
New Hampshire.....	10	8	11	7	7	0	1.4	1.1	1.6	1.0	1.0	0.0
New Jersey.....	64	33	84	38	41	3	1.5	0.8	1.9	0.9	0.9	0.0
New Mexico.....	7	9	9	9	12	3	0.8	1.0	1.0	1.0	1.4	0.4
New York.....	76	94	118	100	83	-17	0.8	1.0	1.2	1.0	0.9	-0.1
North Carolina.....	42	64	52	58	63	5	0.9	1.3	1.1	1.2	1.3	0.1
North Dakota.....	6	6	4	5	6	1	1.4	1.4	0.9	1.1	1.4	0.3
Ohio.....	51	74	58	49	61	12	0.9	1.3	1.0	0.9	1.1	0.2
Oklahoma.....	20	21	17	15	21	6	1.2	1.2	1.0	0.9	1.2	0.3
Oregon.....	11	22	23	20	17	-3	0.6	1.1	1.1	1.0	0.8	-0.2
Pennsylvania.....	64	46	92	46	43	-3	1.1	0.7	1.5	0.7	0.7	0.0
Rhode Island.....	7	6	9	6	7	1	1.4	1.2	1.8	1.2	1.4	0.2
South Carolina.....	24	35	29	20	30	10	1.1	1.5	1.3	0.9	1.3	0.4
South Dakota.....	6	6	4	5	6	1	1.3	1.3	0.9	1.1	1.3	0.2
Tennessee.....	37	42	35	38	42	4	1.1	1.3	1.1	1.1	1.3	0.2
Texas.....	120	123	111	128	137	9	0.9	0.9	0.8	0.9	1.0	0.1
Utah.....	16	20	18	23	21	-2	0.9	1.2	1.0	1.3	1.2	-0.1
Vermont.....	4	3	5	3	4	1	1.3	1.0	1.6	1.0	1.3	0.3
Virginia.....	35	42	42	36	47	11	0.9	1.0	1.0	0.9	1.1	0.2
Washington.....	36	39	31	40	34	-6	1.0	1.1	0.9	1.1	0.9	-0.2
West Virginia.....	6	10	8	8	8	0	0.9	1.4	1.1	1.1	1.1	0.0
Wisconsin.....	35	32	25	28	30	2	1.2	1.1	0.8	0.9	1.0	0.1
Wyoming.....	3	4	4	4	4	0	1.0	1.4	1.4	1.3	1.3	0.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
TOTAL U.S.....	10,164	8,262	8,363	6.1	5.0	5.0
Alabama.....	148	111	128	6.4	4.8	5.5
Alaska.....	28	20	20	8.2	6.0	6.1
Arizona.....	203	174	150	6.0	5.1	4.4
Arkansas.....	93	69	76	6.4	4.8	5.2
California.....	1,128	707	752	5.9	3.7	3.9
Colorado.....	210	206	200	6.8	6.6	6.4
Connecticut.....	106	84	88	5.9	4.6	4.9
Delaware.....	31	25	27	6.0	4.9	5.2
District of Columbia.....	39	36	37	4.8	4.4	4.5
Florida.....	622	520	492	6.0	5.0	4.7
Georgia.....	362	283	295	6.9	5.4	5.6
Hawaii.....	42	27	30	6.1	4.1	4.4
Idaho.....	68	47	46	7.5	5.1	5.1
Illinois.....	411	368	353	6.3	5.6	5.4
Indiana.....	182	156	131	5.3	4.5	3.8
Iowa.....	110	85	83	6.5	5.0	5.0
Kansas.....	96	83	80	6.2	5.3	5.2
Kentucky.....	134	112	107	6.3	5.2	5.0
Louisiana.....	153	103	117	7.3	4.9	5.5
Maine.....	44	42	36	6.4	6.0	5.2
Maryland.....	190	152	168	6.5	5.2	5.7
Massachusetts.....	242	208	217	6.1	5.2	5.4
Michigan.....	307	256	273	6.5	5.4	5.8
Minnesota.....	216	187	204	6.8	5.8	6.4
Mississippi.....	82	69	73	6.5	5.5	5.9
Missouri.....	203	167	152	6.4	5.2	4.8
Montana.....	49	32	35	8.7	5.7	6.3
Nebraska.....	67	57	54	6.0	5.1	4.9
Nevada.....	99	79	69	6.1	4.7	4.2
New Hampshire.....	52	38	41	6.9	5.1	5.5
New Jersey.....	255	215	219	5.6	4.7	4.8
New Mexico.....	59	52	50	6.4	5.5	5.4
New York.....	444	422	451	4.4	4.1	4.4
North Carolina.....	319	261	262	6.1	5.0	5.0
North Dakota.....	28	27	24	6.2	5.8	5.1
Ohio.....	364	303	290	6.1	5.1	4.9
Oklahoma.....	118	98	104	6.4	5.3	5.6
Oregon.....	140	96	91	6.6	4.5	4.3
Pennsylvania.....	439	359	392	6.7	5.4	5.9
Rhode Island.....	33	26	29	6.3	5.0	5.4
South Carolina.....	175	147	165	7.1	5.9	6.6
South Dakota.....	28	26	26	5.7	5.2	5.3
Tennessee.....	210	192	182	6.0	5.4	5.2
Texas.....	860	782	807	5.9	5.2	5.4
Utah.....	122	77	84	6.7	4.2	4.6
Vermont.....	24	18	19	7.2	5.5	5.9
Virginia.....	336	235	271	7.5	5.3	6.1
Washington.....	199	155	132	5.3	4.1	3.5
West Virginia.....	60	44	46	7.9	5.7	6.1
Wisconsin.....	208	211	164	6.5	6.5	5.1
Wyoming.....	27	15	20	8.6	4.9	6.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
TOTAL U.S.....	4,641	5,067	4,102	3.0	3.2	2.6
Alabama.....	83	73	65	3.9	3.4	3.0
Alaska.....	12	13	11	3.9	4.0	3.5
Arizona.....	97	104	92	3.1	3.2	2.8
Arkansas.....	46	49	41	3.4	3.6	3.0
California.....	401	464	396	2.2	2.5	2.2
Colorado.....	94	117	106	3.2	4.0	3.6
Connecticut.....	42	50	42	2.5	2.9	2.4
Delaware.....	17	20	15	3.5	4.1	3.0
District of Columbia.....	17	20	16	2.2	2.5	2.0
Florida.....	293	385	324	3.0	3.9	3.2
Georgia.....	186	190	132	3.8	3.8	2.7
Hawaii.....	20	16	17	3.1	2.6	2.6
Idaho.....	30	33	28	3.6	3.8	3.2
Illinois.....	207	213	170	3.4	3.4	2.8
Indiana.....	108	122	82	3.3	3.7	2.5
Iowa.....	49	50	37	3.1	3.1	2.3
Kansas.....	49	47	42	3.4	3.2	2.9
Kentucky.....	68	73	62	3.4	3.6	3.0
Louisiana.....	73	69	56	3.7	3.5	2.8
Maine.....	19	18	17	3.0	2.8	2.6
Maryland.....	87	104	69	3.2	3.8	2.5
Massachusetts.....	79	84	72	2.1	2.2	1.9
Michigan.....	144	147	105	3.3	3.3	2.4
Minnesota.....	95	102	85	3.2	3.4	2.8
Mississippi.....	42	46	36	3.6	3.9	3.1
Missouri.....	111	89	70	3.8	2.9	2.3
Montana.....	23	20	23	4.5	3.8	4.4
Nebraska.....	34	34	28	3.3	3.2	2.7
Nevada.....	46	49	47	3.0	3.1	2.9
New Hampshire.....	23	22	20	3.3	3.1	2.8
New Jersey.....	103	140	102	2.4	3.2	2.3
New Mexico.....	22	27	20	2.6	3.1	2.2
New York.....	225	259	206	2.3	2.6	2.1
North Carolina.....	155	131	103	3.2	2.6	2.1
North Dakota.....	14	16	12	3.2	3.7	2.6
Ohio.....	147	175	134	2.6	3.1	2.4
Oklahoma.....	65	68	54	3.7	3.9	3.1
Oregon.....	56	60	50	2.8	3.0	2.5
Pennsylvania.....	133	184	131	2.2	3.0	2.1
Rhode Island.....	14	16	14	2.9	3.2	2.7
South Carolina.....	92	86	73	4.0	3.7	3.1
South Dakota.....	14	16	13	3.2	3.3	2.8
Tennessee.....	114	120	96	3.4	3.6	2.9
Texas.....	465	519	439	3.4	3.6	3.1
Utah.....	58	58	53	3.4	3.3	3.1
Vermont.....	11	11	10	3.6	3.5	3.2
Virginia.....	141	147	114	3.4	3.5	2.7
Washington.....	95	86	75	2.7	2.4	2.0
West Virginia.....	26	25	22	3.7	3.5	3.0
Wisconsin.....	84	92	67	2.8	3.0	2.2
Wyoming.....	13	9	11	4.4	3.1	3.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
TOTAL U.S.....	5,598	4,784	5,074	3.6	3.0	3.2
Alabama.....	82	72	69	3.8	3.3	3.2
Alaska.....	18	21	15	5.6	6.8	4.9
Arizona.....	109	111	106	3.4	3.4	3.3
Arkansas.....	52	50	48	3.8	3.7	3.5
California.....	600	442	510	3.3	2.4	2.8
Colorado.....	119	109	93	4.1	3.7	3.2
Connecticut.....	58	45	58	3.4	2.6	3.4
Delaware.....	19	19	16	3.9	3.8	3.4
District of Columbia.....	23	19	21	3.0	2.5	2.7
Florida.....	345	328	339	3.6	3.3	3.4
Georgia.....	187	152	188	3.8	3.0	3.8
Hawaii.....	17	14	16	2.7	2.2	2.5
Idaho.....	47	42	37	5.6	4.8	4.3
Illinois.....	220	163	189	3.6	2.6	3.1
Indiana.....	129	119	119	4.0	3.6	3.6
Iowa.....	60	54	50	3.8	3.4	3.2
Kansas.....	49	47	47	3.4	3.2	3.2
Kentucky.....	78	66	63	3.9	3.2	3.1
Louisiana.....	83	68	74	4.3	3.4	3.7
Maine.....	26	32	26	4.1	4.9	4.0
Maryland.....	116	72	113	4.2	2.6	4.1
Massachusetts.....	93	93	101	2.5	2.4	2.6
Michigan.....	155	149	105	3.5	3.4	2.4
Minnesota.....	103	111	102	3.5	3.7	3.4
Mississippi.....	45	38	42	3.8	3.2	3.6
Missouri.....	114	82	96	3.8	2.7	3.2
Montana.....	26	32	24	5.1	6.1	4.5
Nebraska.....	34	35	35	3.2	3.3	3.3
Nevada.....	61	60	58	4.0	3.8	3.6
New Hampshire.....	29	24	24	4.2	3.4	3.4
New Jersey.....	157	122	135	3.6	2.8	3.1
New Mexico.....	30	29	28	3.5	3.3	3.2
New York.....	277	267	276	2.8	2.7	2.8
North Carolina.....	153	136	152	3.1	2.7	3.1
North Dakota.....	20	20	19	4.7	4.5	4.3
Ohio.....	203	164	175	3.6	2.9	3.1
Oklahoma.....	66	53	60	3.8	3.0	3.4
Oregon.....	65	74	58	3.2	3.7	2.9
Pennsylvania.....	215	178	162	3.5	2.9	2.6
Rhode Island.....	21	19	21	4.2	3.7	4.1
South Carolina.....	103	68	91	4.5	2.9	3.9
South Dakota.....	18	22	18	4.0	4.8	3.8
Tennessee.....	129	103	122	3.9	3.1	3.7
Texas.....	534	407	505	3.9	2.9	3.5
Utah.....	79	68	75	4.6	3.9	4.3
Vermont.....	13	13	13	4.3	4.2	4.2
Virginia.....	151	117	147	3.6	2.8	3.5
Washington.....	116	113	93	3.2	3.1	2.5
West Virginia.....	28	25	29	4.0	3.6	4.1
Wisconsin.....	108	99	100	3.6	3.3	3.3
Wyoming.....	13	19	12	4.6	6.5	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
TOTAL U.S.....	3,540	3,015	2,852	2.3	1.9	1.8
Alabama.....	54	45	44	2.5	2.1	2.0
Alaska.....	12	13	8	3.8	4.1	2.5
Arizona.....	83	67	56	2.6	2.1	1.7
Arkansas.....	34	33	29	2.5	2.4	2.1
California.....	362	265	273	2.0	1.4	1.5
Colorado.....	86	60	49	3.0	2.1	1.7
Connecticut.....	31	25	26	1.8	1.4	1.5
Delaware.....	13	12	10	2.6	2.5	2.1
District of Columbia.....	14	11	11	1.8	1.4	1.4
Florida.....	271	247	239	2.8	2.5	2.4
Georgia.....	133	96	130	2.7	1.9	2.6
Hawaii.....	12	8	9	2.0	1.3	1.4
Idaho.....	35	24	18	4.1	2.8	2.1
Illinois.....	129	116	109	2.1	1.9	1.8
Indiana.....	81	71	53	2.5	2.1	1.6
Iowa.....	35	36	28	2.2	2.2	1.7
Kansas.....	30	32	28	2.1	2.1	1.9
Kentucky.....	56	43	37	2.8	2.1	1.8
Louisiana.....	56	43	41	2.9	2.1	2.0
Maine.....	13	19	11	2.1	3.0	1.8
Maryland.....	58	47	47	2.1	1.7	1.7
Massachusetts.....	48	46	49	1.3	1.2	1.3
Michigan.....	95	95	59	2.2	2.1	1.3
Minnesota.....	62	71	60	2.1	2.4	2.0
Mississippi.....	30	25	26	2.6	2.1	2.2
Missouri.....	65	56	55	2.2	1.9	1.8
Montana.....	18	19	12	3.5	3.6	2.3
Nebraska.....	20	22	19	1.9	2.1	1.8
Nevada.....	44	34	30	2.8	2.1	1.9
New Hampshire.....	12	13	11	1.8	1.8	1.5
New Jersey.....	61	61	57	1.4	1.4	1.3
New Mexico.....	21	19	13	2.4	2.2	1.5
New York.....	165	151	164	1.7	1.5	1.7
North Carolina.....	105	81	76	2.1	1.6	1.5
North Dakota.....	11	13	10	2.6	2.9	2.3
Ohio.....	127	106	91	2.3	1.9	1.6
Oklahoma.....	41	35	33	2.4	2.0	1.9
Oregon.....	47	46	32	2.4	2.3	1.6
Pennsylvania.....	105	108	88	1.7	1.7	1.4
Rhode Island.....	10	10	9	2.0	2.1	1.8
South Carolina.....	68	47	54	3.0	2.0	2.3
South Dakota.....	11	16	9	2.4	3.3	2.0
Tennessee.....	84	67	73	2.5	2.0	2.2
Texas.....	371	283	309	2.7	2.0	2.2
Utah.....	60	40	44	3.5	2.3	2.5
Vermont.....	6	7	6	2.0	2.4	1.9
Virginia.....	96	76	79	2.3	1.8	1.9
Washington.....	68	62	47	1.9	1.7	1.3
West Virginia.....	19	16	19	2.7	2.3	2.6
Wisconsin.....	62	67	58	2.1	2.2	1.9
Wyoming.....	9	13	6	3.1	4.3	2.2

p Preliminary

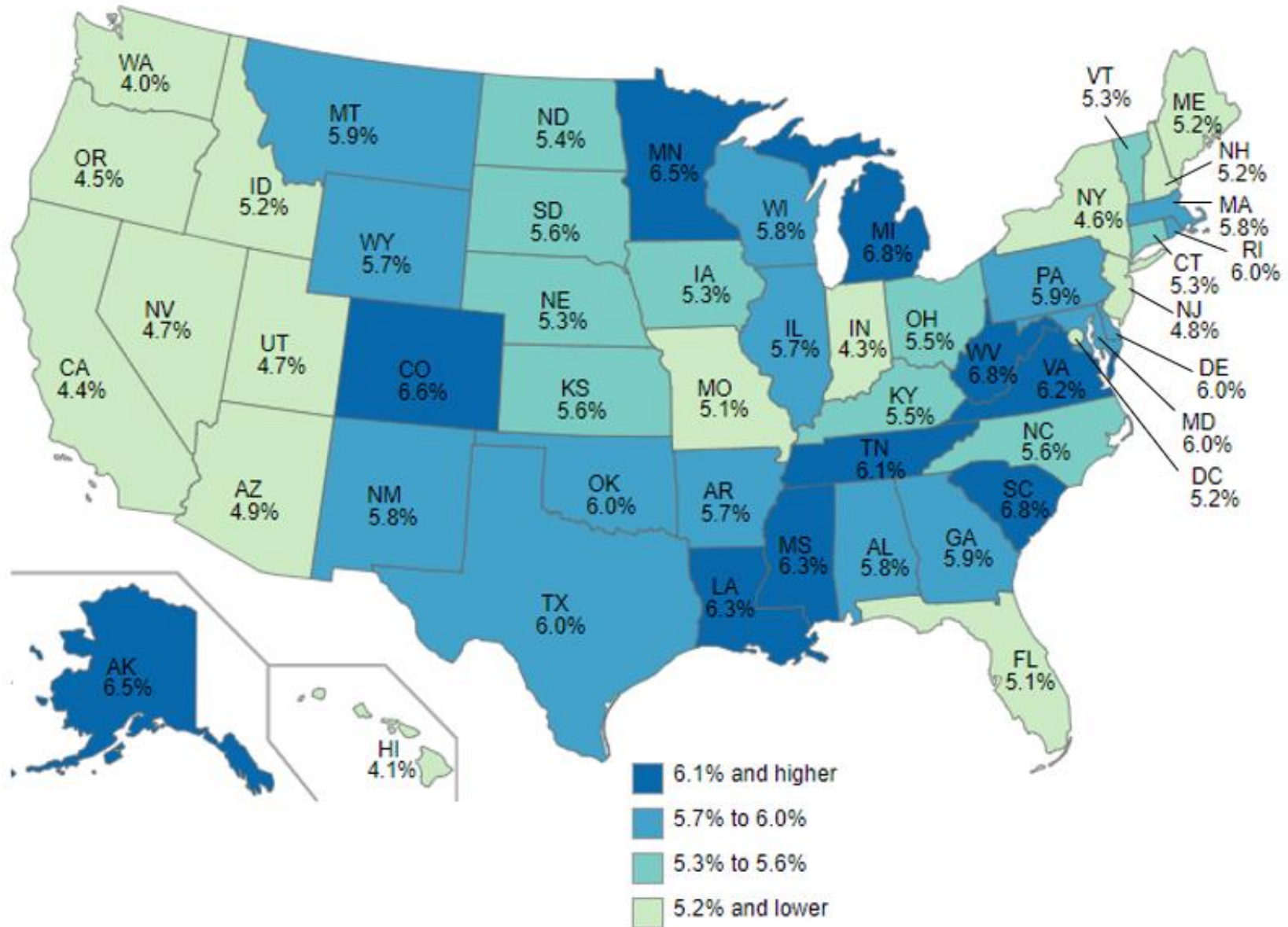
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Dec. 2022	Nov. 2023	Dec. 2023 ^p	Dec. 2022	Nov. 2023	Dec. 2023 ^p
TOTAL U.S.....	1,698	1,465	1,826	1.1	0.9	1.2
Alabama.....	23	22	21	1.1	1.0	1.0
Alaska.....	4	7	6	1.4	2.2	1.9
Arizona.....	22	39	33	0.7	1.2	1.0
Arkansas.....	15	13	16	1.1	1.0	1.2
California.....	185	148	185	1.0	0.8	1.0
Colorado.....	25	39	35	0.9	1.3	1.2
Connecticut.....	23	16	25	1.3	0.9	1.5
Delaware.....	5	5	5	1.1	1.1	1.1
District of Columbia.....	6	6	8	0.7	0.8	1.0
Florida.....	55	69	80	0.6	0.7	0.8
Georgia.....	44	45	49	0.9	0.9	1.0
Hawaii.....	4	4	6	0.6	0.7	0.9
Idaho.....	10	16	15	1.2	1.8	1.7
Illinois.....	82	42	68	1.3	0.7	1.1
Indiana.....	42	43	61	1.3	1.3	1.9
Iowa.....	21	15	19	1.3	0.9	1.2
Kansas.....	16	12	15	1.1	0.8	1.0
Kentucky.....	18	19	22	0.9	0.9	1.1
Louisiana.....	21	20	28	1.1	1.0	1.4
Maine.....	11	10	12	1.7	1.5	1.8
Maryland.....	50	20	60	1.8	0.7	2.2
Massachusetts.....	35	39	39	0.9	1.0	1.0
Michigan.....	53	49	36	1.2	1.1	0.8
Minnesota.....	34	34	38	1.2	1.1	1.3
Mississippi.....	12	10	14	1.0	0.8	1.2
Missouri.....	42	21	34	1.4	0.7	1.1
Montana.....	7	11	9	1.3	2.1	1.7
Nebraska.....	12	11	14	1.1	1.1	1.3
Nevada.....	15	23	23	1.0	1.4	1.4
New Hampshire.....	15	8	10	2.1	1.2	1.4
New Jersey.....	90	37	60	2.1	0.8	1.4
New Mexico.....	7	8	12	0.8	0.9	1.4
New York.....	81	99	87	0.8	1.0	0.9
North Carolina.....	41	45	66	0.8	0.9	1.3
North Dakota.....	8	6	8	1.9	1.3	1.8
Ohio.....	62	51	68	1.1	0.9	1.2
Oklahoma.....	21	13	23	1.2	0.8	1.3
Oregon.....	14	25	20	0.7	1.2	1.0
Pennsylvania.....	93	52	65	1.5	0.8	1.0
Rhode Island.....	10	6	9	1.9	1.2	1.9
South Carolina.....	25	17	32	1.1	0.7	1.4
South Dakota.....	7	6	7	1.5	1.2	1.6
Tennessee.....	37	30	43	1.1	0.9	1.3
Texas.....	143	111	169	1.0	0.8	1.2
Utah.....	17	24	23	1.0	1.4	1.3
Vermont.....	6	4	6	1.8	1.3	1.8
Virginia.....	44	30	59	1.1	0.7	1.4
Washington.....	39	46	36	1.1	1.3	1.0
West Virginia.....	7	7	9	0.9	1.0	1.2
Wisconsin.....	40	27	34	1.3	0.9	1.1
Wyoming.....	3	6	4	1.2	1.9	1.5

p Preliminary

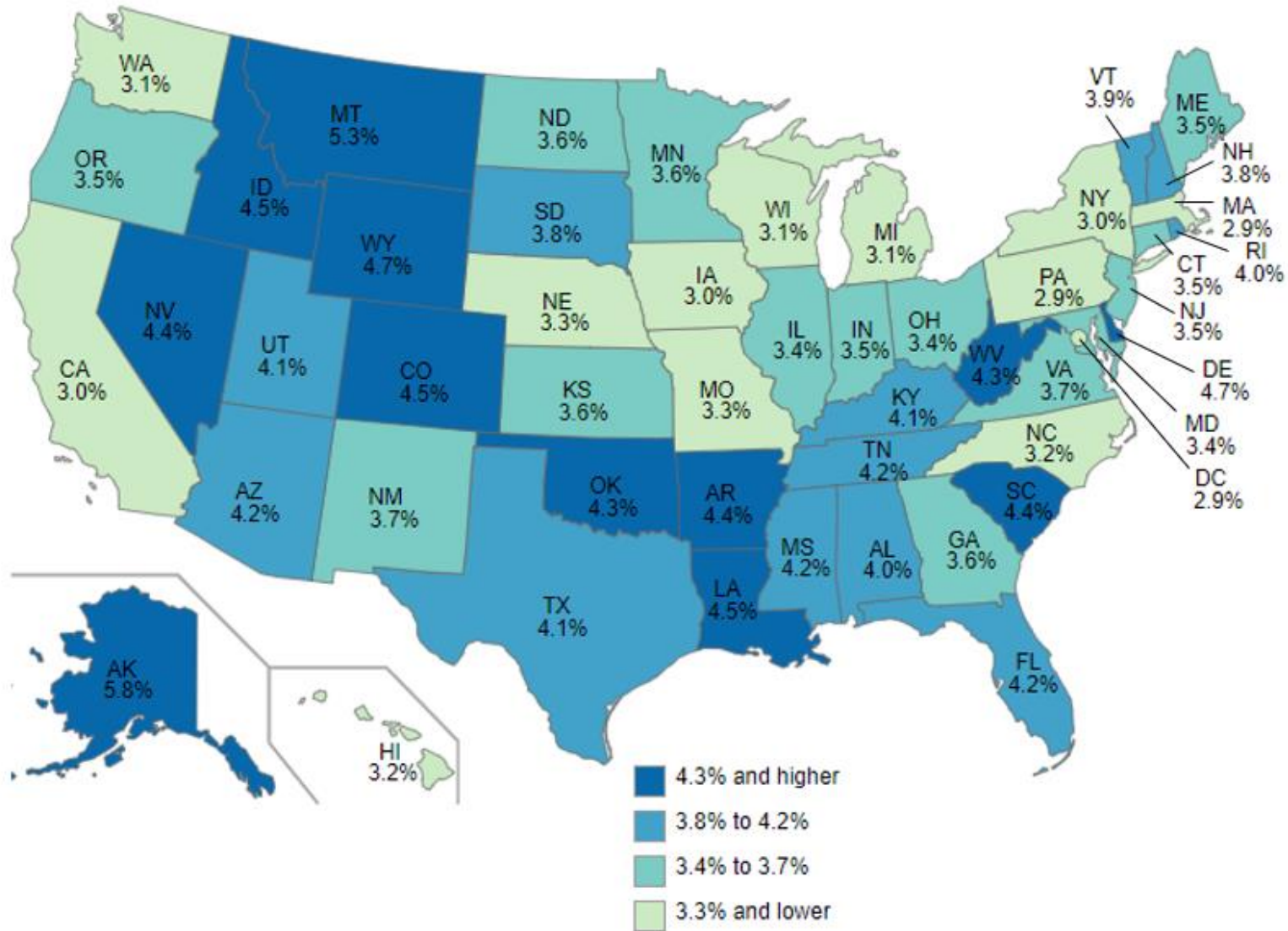
Map 1. Job openings rates by state, seasonally adjusted, December 2023

Total U.S. job openings rate = 5.4%



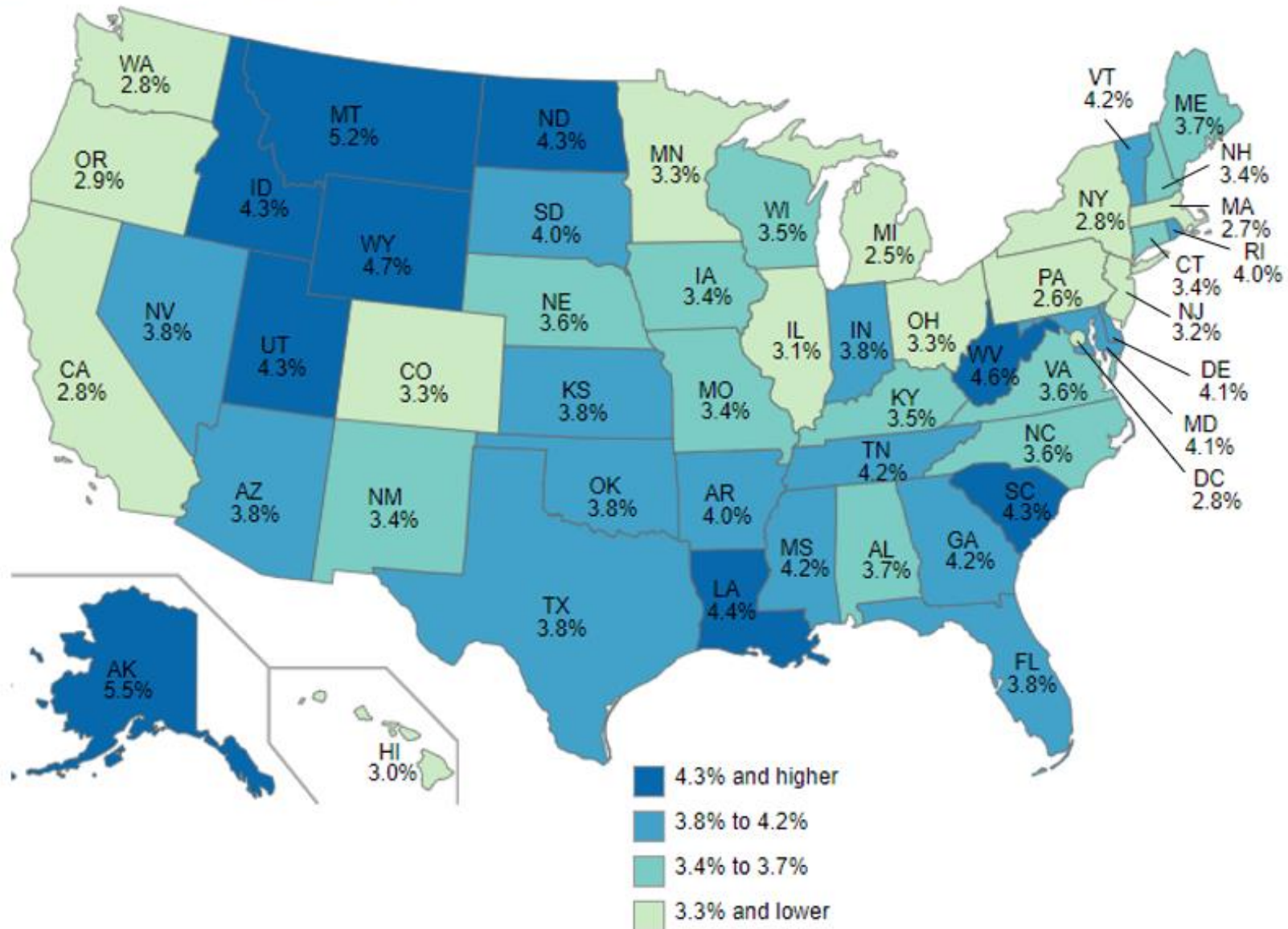
Map 2. Hires rates by state, seasonally adjusted, December 2023

Total U.S. hires rate = 3.6%



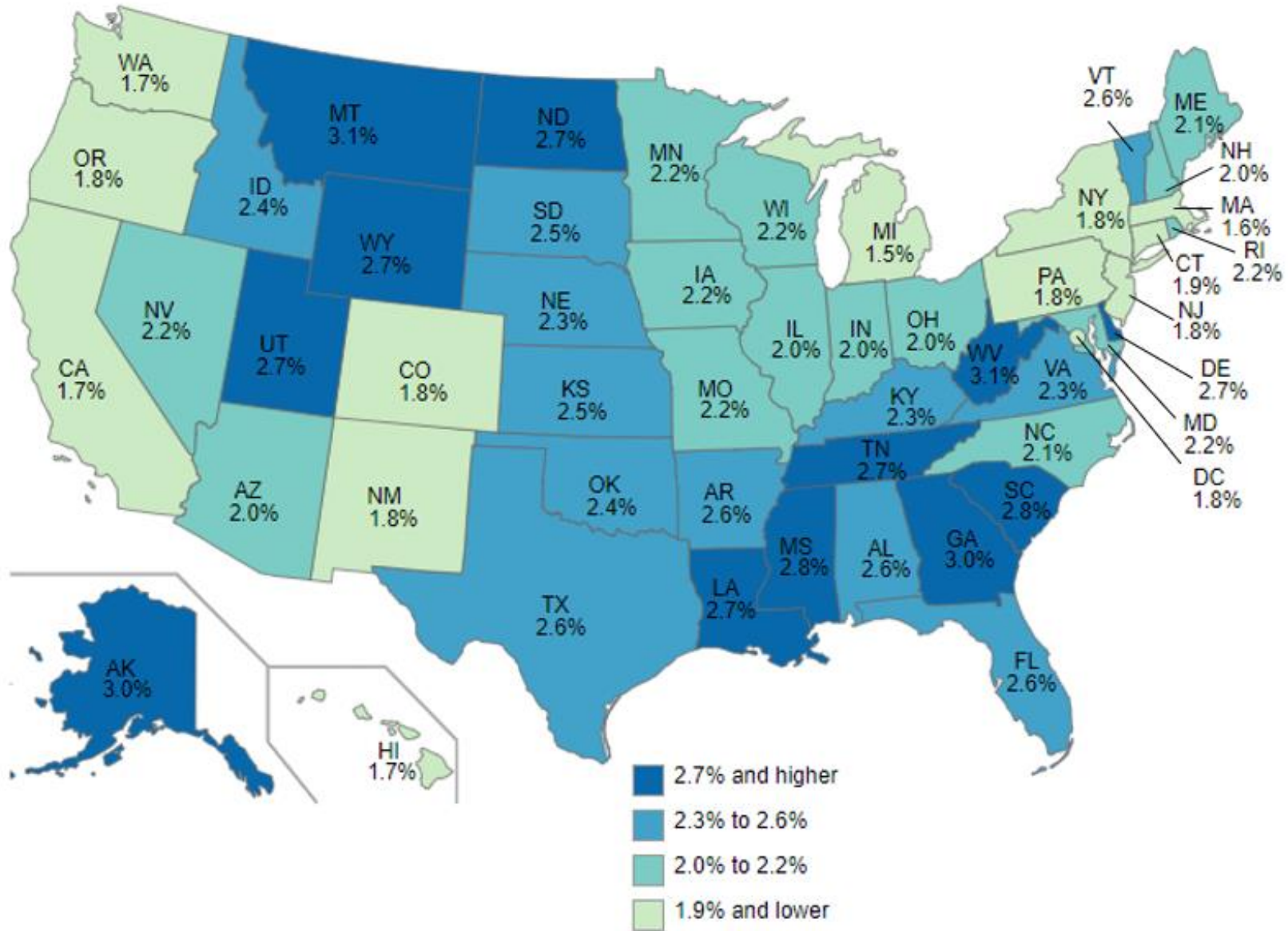
Map 3. Total separations rates by state, seasonally adjusted, December 2023

Total U.S. total separations rate = 3.4%



Map 4. Quits rates by state, seasonally adjusted, December 2023

Total U.S. quits rate = 2.2%



Map 5. Layoffs and discharges rates by state, seasonally adjusted, December 2023

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

