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STATE JOB OPENINGS AND LABOR TURNOVER – FEBRUARY 2023

Job openings rates decreased in 20 states and increased in 2 states on the last business day of February, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 4 states and increased in 1 state. Total separations rates decreased in 4 states and increased in 3 states. Nationally, the job openings rate decreased in February, while the hires and total separations rates showed little change.

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 February, **job openings rates** decreased in 20 states, increased in 2 states, and were little changed in 28 states and the District of Columbia. The largest decreases in job openings rates occurred in West Virginia (-1.9 percentage points), Wisconsin (-1.8 points), and Washington (-1.4 points). The increases occurred in Maine (+0.9 point) and Colorado (+0.5 point). Over the month, the national job openings rate decreased (-0.4 point). (See table A.)

The **number of job openings** decreased in 21 states and the District of Columbia, increased in 2 states, and was little changed in 27 states in February. The largest decreases in the job openings level occurred in Florida (-75,000), Wisconsin (-61,000), and California (-57,000). The increases occurred in Colorado (+18,000) and Maine (+7,000). Nationally, the number of job openings decreased over the month (-632,000). (See table A.)

Hires

In February, **hires rates** decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia. The decreases in the hires rates occurred in Arizona and Georgia (-0.7 percentage point each), as well as in Pennsylvania and Washington (-0.6 point each). The increase occurred in Colorado (+0.7 point). The national hires rate was little changed over the month. (See table B.)

The **number of hires** decreased in 4 states, increased in 2 states, and was little changed in 44 states and the District of Columbia in February. The largest decreases in the hires level occurred in Pennsylvania (-35,000), Georgia (-33,000), and Washington (-21,000). The increases occurred in Colorado (+22,000) and Nebraska (+7,000). Nationally, the number of hires was little changed over the month. (See table B.)

Total Separations

In February, **total separations rates** decreased in 4 states, increased in 3 states, and were little changed in 43 states and the District of Columbia. The largest decreases in total separations rates occurred in New Jersey (-1.3 percentage points), New Hampshire (-1.0 point), and South Carolina (-0.7 point). The increases occurred in South Dakota (+1.1 points), Maryland (+0.8 point), and Indiana (+0.5 point). Over the month, the national total separations rate was little changed. (See table C.)

In February, the **number of total separations** decreased in 3 states, increased in 2 states, and was little changed in 45 states and the District of Columbia. The decreases in the total separations level occurred in New Jersey (-57,000), South Carolina (-15,000), and New Hampshire (-7,000). The increases occurred in Maryland (+20,000) and South Dakota (+5,000). Nationally, the number of total separations was little changed over the month. (See table C.)

Quits

In February, **quits rates** increased in 8 states and the District of Columbia, decreased in 1 state, and were little changed in 41 states. The largest increases in quits rates occurred in the District of Columbia (+0.8 percentage point), Georgia and Maryland (+0.7 point each), and Maine (+0.6 point). The decrease occurred in Pennsylvania (-0.3 point). Over the month, the national quits rate was little changed. (See table D.)

The **number of quits** increased in 7 states and the District of Columbia, decreased in 1 state, and was little changed in 42 states in February. The largest increases in the quits level occurred in Texas (+45,000), Georgia (+34,000), and Virginia (+20,000). The decrease occurred in Pennsylvania (-18,000). Nationally, the number of quits edged up over the month. (See table D.)

Layoffs and Discharges

In February, **layoffs and discharges rates** decreased in 11 states, increased in 1 state, and were little changed in 38 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in New Jersey (-1.4 percentage points) and New Hampshire (-0.9 point), as well as in North Carolina, Rhode Island, and South Carolina (-0.6 point each). The increase occurred in South Dakota (+0.6 point). Over the month, the national layoffs and discharges rate was little changed. (See table E.)

The **number of layoffs and discharges** decreased in 10 states, increased in 1 state, and was little changed in 39 states and the District of Columbia in February. The largest decreases in the layoffs and discharges levels occurred in New Jersey (-57,000), Texas (-49,000), and North Carolina (-28,000). The increase occurred in South Dakota (+3,000). Nationally, the number of layoffs and discharges decreased over the month (-215,000). (See table E.)

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#.

The Job Openings and Labor Turnover Survey State estimates for March 2023 are scheduled to be released on Wednesday, May 17, 2023, at 10:00 a.m. (ET).

Upcoming Changes to State Estimates from the Job Openings and Labor Turnover Survey

Effective with the release of May 2023 data on July 26, 2023, the Job Openings and Labor Turnover Survey (JOLTS) state estimates will be benchmarked, or revised, to incorporate the annual updates to the Current Employment Statistics state employment estimates, Quarterly Census of Employment and Wages (QCEW) updates through fourth quarter 2022, revised JOLTS national data and revised JOLTS seasonal adjustment factors. This represents a change from 2022 when estimates were published in June for release of April data. This change in release date from 2022 is being made to incorporate QCEW data through the fourth quarter of 2022. Not seasonally adjusted data and seasonally adjusted data from January 2018 forward are subject to revision. Additional historical data may also be revised due to benchmarking.

JOLTS will introduce several changes to the monthly news release tables beginning with the May 2023 news release. Significance tables A through E will be removed from the news release and provided as supplemental tables on the JOLTS website. JOLTS will also introduce over-the-month change columns for levels and rates to tables 1 through 5. Also, two tables will be added to present annual average job openings levels and rates. (Annual estimates of levels and rates are published each year with the annual processing.)

Also effective with the release of May 2023 data, JOLTS will modify its estimation methodology to reduce variance. State data from January 2018 forward is subject to revision.

Additional information about these changes is available at www.bls.gov/jlt/jolts-2023-changes.htm.

Table A. States with significant changes in job openings from January 2023 to February 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	January 2023	February 2023 ^p	Over-the-month change ^p	January 2023	February 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	10,563	9,931	-632	6.4	6.0	-0.4
Arizona.....	211	181	-30	6.3	5.4	-0.9
California.....	1,021	964	-57	5.4	5.1	-0.3
Colorado.....	200	218	18	6.5	7.0	0.5
District of Columbia.....	46	40	-6	5.6	4.9	-0.7*
Florida.....	686	611	-75	6.6	5.9	-0.7
Illinois.....	461	407	-54	7.0	6.2	-0.8
Indiana.....	202	175	-27	5.9	5.1	-0.8
Kentucky.....	151	135	-16	7.1	6.3	-0.8
Louisiana.....	172	158	-14	8.1	7.5	-0.6
Maine.....	39	46	7	5.7	6.6	0.9
Massachusetts.....	276	258	-18	6.9	6.5	-0.4*
Michigan.....	291	258	-33	6.2	5.5	-0.7
Minnesota.....	203	187	-16	6.4	5.9	-0.5
Nebraska.....	74	65	-9	6.6	5.9	-0.7
New Hampshire.....	53	44	-9	7.0	5.9	-1.1
Ohio.....	375	336	-39	6.3	5.7	-0.6
Oklahoma.....	136	123	-13	7.3	6.6	-0.7
Oregon.....	133	121	-12	6.3	5.7	-0.6*
South Dakota.....	37	33	-4	7.5	6.7	-0.8
Texas.....	943	888	-55	6.4	6.0	-0.4
Utah.....	106	98	-8*	5.9	5.4	-0.5
Vermont.....	24	20	-4	7.3	6.1	-1.2
Washington.....	241	188	-53	6.3	4.9	-1.4
West Virginia.....	72	57	-15	9.4	7.5	-1.9
Wisconsin.....	235	174	-61	7.3	5.5	-1.8

p Preliminary

* Not significant

Table B. States with significant changes in hires from January 2023 to February 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	January 2023	February 2023 ^p	Over-the-month change ^p	January 2023	February 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	6,327	6,163	-164	4.1	4.0	-0.1
Arizona.....	156	136	-20	5.0	4.3	-0.7
Colorado.....	115	137	22	4.0	4.7	0.7
Georgia.....	258	225	-33	5.3	4.6	-0.7
Nebraska.....	41	48	7	3.9	4.6	0.7*
Pennsylvania.....	211	176	-35	3.5	2.9	-0.6
Washington.....	157	136	-21	4.4	3.8	-0.6

p Preliminary

* Not significant

Table C. States with significant changes in total separations from January 2023 to February 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	January 2023	February 2023 ^p	Over-the-month change ^p	January 2023	February 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	5,900	5,820	-80	3.8	3.7	-0.1
Indiana.....	126	142	16*	3.9	4.4	0.5
Maryland.....	105	125	20	3.8	4.6	0.8
Michigan.....	157	138	-19*	3.6	3.1	-0.5
New Hampshire.....	31	24	-7	4.4	3.4	-1.0
New Jersey.....	183	126	-57	4.2	2.9	-1.3
South Carolina.....	113	98	-15	5.0	4.3	-0.7
South Dakota.....	17	22	5	3.7	4.8	1.1

p Preliminary

* Not significant

Table D. States with significant changes in quits from January 2023 to February 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	January 2023	February 2023 ^p	Over-the-month change ^p	January 2023	February 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	3,878	4,024	146	2.5	2.6	0.1
District of Columbia.....	14	20	6	1.8	2.6	0.8
Georgia.....	166	200	34	3.4	4.1	0.7
Indiana.....	84	97	13	2.6	3.0	0.4
Louisiana.....	68	77	9	3.5	4.0	0.5
Maine.....	14	18	4	2.2	2.8	0.6
Maryland.....	69	87	18	2.5	3.2	0.7
Oklahoma.....	49	55	6*	2.8	3.2	0.4
Pennsylvania.....	121	103	-18	2.0	1.7	-0.3
Texas.....	394	439	45	2.9	3.2	0.3
Virginia.....	95	115	20	2.3	2.8	0.5

p Preliminary

* Not significant

Table E. States with significant changes in layoffs and discharges from January 2023 to February 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	January 2023	February 2023 ^p	Over-the-month change ^p	January 2023	February 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	1,719	1,504	-215	1.1	1.0	-0.1
Arkansas.....	17	12	-5	1.3	0.9	-0.4
Delaware.....	7	5	-2*	1.5	1.0	-0.5
Georgia.....	69	45	-24	1.4	0.9	-0.5
Louisiana.....	32	22	-10	1.6	1.1	-0.5
New Hampshire.....	13	7	-6	1.9	1.0	-0.9
New Jersey.....	98	41	-57	2.3	0.9	-1.4
North Carolina.....	76	48	-28	1.6	1.0	-0.6
Rhode Island.....	9	6	-3	1.8	1.2	-0.6
South Carolina.....	33	18	-15	1.4	0.8	-0.6
South Dakota.....	5	8	3	1.1	1.7	0.6
Texas.....	154	105	-49	1.1	0.8	-0.3
Virginia.....	45	31	-14	1.1	0.8	-0.3

p Preliminary

* Not significant

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				
	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	11,601	10,746	11,234	10,563	9,931	7.1	6.5	6.8	6.4	6.0
Alabama.....	152	154	161	155	148	6.9	6.8	7.1	6.8	6.5
Alaska.....	34	29	31	29	27	9.7	8.2	8.7	8.2	7.6
Arizona.....	237	214	214	211	181	7.2	6.5	6.4	6.3	5.4
Arkansas.....	89	95	103	105	106	6.4	6.7	7.2	7.2	7.3
California.....	1,299	1,239	1,219	1,021	964	7.0	6.5	6.4	5.4	5.1
Colorado.....	203	215	213	200	218	6.7	6.9	6.9	6.5	7.0
Connecticut.....	112	100	110	92	100	6.4	5.7	6.2	5.2	5.6
Delaware.....	33	37	38	34	36	6.8	7.4	7.6	6.6	7.0
District of Columbia.....	43	46	55	46	40	5.3	5.6	6.6	5.6	4.9
Florida.....	688	637	647	686	611	6.9	6.2	6.3	6.6	5.9
Georgia.....	432	392	388	420	421	8.4	7.5	7.4	7.9	7.9
Hawaii.....	47	34	39	39	37	7.3	5.2	5.9	5.8	5.5
Idaho.....	67	60	65	55	53	7.6	6.8	7.3	6.1	5.9
Illinois.....	472	416	474	461	407	7.3	6.4	7.2	7.0	6.2
Indiana.....	231	209	221	202	175	6.8	6.1	6.4	5.9	5.1
Iowa.....	115	117	135	103	102	6.8	6.9	7.8	6.1	6.0
Kansas.....	98	90	100	97	92	6.6	6.0	6.6	6.3	6.0
Kentucky.....	158	155	153	151	135	7.5	7.3	7.2	7.1	6.3
Louisiana.....	146	180	181	172	158	7.1	8.5	8.5	8.1	7.5
Maine.....	50	43	48	39	46	7.3	6.2	6.9	5.7	6.6
Maryland.....	201	198	203	212	212	6.9	6.8	6.9	7.2	7.2
Massachusetts.....	313	239	281	276	258	7.9	6.0	7.0	6.9	6.5
Michigan.....	355	286	369	291	258	7.6	6.1	7.8	6.2	5.5
Minnesota.....	231	185	231	203	187	7.4	5.9	7.2	6.4	5.9
Mississippi.....	88	86	88	88	85	7.0	6.9	7.0	7.0	6.7
Missouri.....	215	197	220	207	196	6.9	6.3	7.0	6.5	6.2
Montana.....	47	41	44	40	37	8.5	7.5	8.0	7.2	6.7
Nebraska.....	70	59	73	74	65	6.4	5.4	6.5	6.6	5.9
Nevada.....	123	104	114	108	105	7.9	6.6	7.2	6.6	6.4
New Hampshire.....	62	47	51	53	44	8.4	6.4	6.8	7.0	5.9
New Jersey.....	278	203	266	268	268	6.3	4.5	5.9	5.8	5.8
New Mexico.....	70	68	70	58	59	7.7	7.4	7.6	6.3	6.4
New York.....	605	442	473	451	421	6.1	4.4	4.7	4.5	4.2
North Carolina.....	374	363	367	340	360	7.4	7.0	7.0	6.5	6.9
North Dakota.....	32	28	35	28	27	7.0	6.1	7.5	6.1	5.9
Ohio.....	405	345	409	375	336	6.9	5.9	6.9	6.3	5.7
Oklahoma.....	118	132	135	136	123	6.6	7.2	7.3	7.3	6.6
Oregon.....	156	140	153	133	121	7.5	6.6	7.1	6.3	5.7
Pennsylvania.....	426	428	458	441	458	6.7	6.6	7.0	6.8	7.0
Rhode Island.....	39	33	37	36	34	7.4	6.2	6.9	6.7	6.4
South Carolina.....	184	182	188	177	175	7.7	7.5	7.7	7.2	7.1
South Dakota.....	34	30	33	37	33	7.1	6.2	6.7	7.5	6.7
Tennessee.....	261	259	263	236	246	7.6	7.3	7.4	6.7	6.9
Texas.....	929	886	1,033	943	888	6.6	6.1	7.0	6.4	6.0
Utah.....	120	111	112	106	98	6.8	6.2	6.3	5.9	5.4
Vermont.....	25	20	22	24	20	7.7	6.2	6.7	7.3	6.1
Virginia.....	305	320	344	337	321	7.1	7.2	7.7	7.5	7.2
Washington.....	253	214	242	241	188	6.8	5.7	6.4	6.3	4.9
West Virginia.....	61	66	69	72	57	8.0	8.4	8.9	9.4	7.5
Wisconsin.....	229	243	236	235	174	7.3	7.6	7.4	7.3	5.5
Wyoming.....	26	22	22	20	18	8.3	7.1	7.1	6.5	5.9

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

State	Levels (in thousands)					Rates				
	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	6,800	6,253	6,251	6,327	6,163	4.5	4.1	4.0	4.1	4.0
Alabama.....	109	98	103	98	97	5.3	4.7	4.9	4.6	4.5
Alaska.....	20	20	22	21	19	6.3	6.2	6.8	6.4	5.8
Arizona.....	151	130	135	156	136	5.0	4.2	4.3	5.0	4.3
Arkansas.....	61	62	67	64	65	4.7	4.7	5.1	4.7	4.8
California.....	689	585	542	665	632	4.0	3.3	3.0	3.7	3.5
Colorado.....	148	118	116	115	137	5.2	4.1	4.0	4.0	4.7
Connecticut.....	61	56	58	55	53	3.7	3.4	3.5	3.3	3.1
Delaware.....	26	24	24	22	25	5.7	5.2	5.2	4.6	5.2
District of Columbia.....	26	27	28	23	24	3.4	3.5	3.6	3.0	3.1
Florida.....	428	357	371	372	367	4.6	3.7	3.9	3.9	3.8
Georgia.....	315	228	248	258	225	6.7	4.7	5.1	5.3	4.6
Hawaii.....	31	20	24	26	27	5.2	3.2	3.9	4.1	4.3
Idaho.....	49	35	37	42	38	6.0	4.2	4.5	5.0	4.5
Illinois.....	261	241	257	254	253	4.4	3.9	4.2	4.2	4.1
Indiana.....	142	142	149	141	154	4.5	4.4	4.6	4.4	4.8
Iowa.....	57	67	64	62	63	3.6	4.2	4.0	3.9	4.0
Kansas.....	45	56	59	57	60	3.2	4.0	4.2	3.9	4.1
Kentucky.....	106	94	96	96	102	5.5	4.8	4.9	4.8	5.1
Louisiana.....	98	92	102	100	105	5.1	4.7	5.3	5.1	5.4
Maine.....	29	30	28	25	23	4.6	4.6	4.3	3.9	3.6
Maryland.....	116	113	113	116	113	4.3	4.1	4.1	4.3	4.1
Massachusetts.....	147	123	126	133	126	4.0	3.3	3.4	3.6	3.4
Michigan.....	187	166	175	173	164	4.3	3.8	4.0	3.9	3.7
Minnesota.....	110	107	126	98	103	3.8	3.6	4.3	3.3	3.5
Mississippi.....	57	53	58	59	57	4.9	4.6	5.0	5.0	4.8
Missouri.....	92	108	147	109	108	3.2	3.7	5.0	3.7	3.6
Montana.....	31	28	29	29	30	6.1	5.5	5.7	5.6	5.8
Nebraska.....	38	38	40	41	48	3.7	3.6	3.8	3.9	4.6
Nevada.....	72	73	74	75	65	5.0	4.9	5.0	4.9	4.2
New Hampshire.....	32	27	30	28	28	4.7	3.9	4.4	4.0	4.0
New Jersey.....	169	135	141	141	155	4.1	3.2	3.3	3.3	3.6
New Mexico.....	42	35	40	37	37	5.0	4.1	4.7	4.3	4.3
New York.....	338	282	323	299	299	3.6	2.9	3.4	3.1	3.1
North Carolina.....	271	223	239	210	211	5.8	4.6	4.9	4.3	4.3
North Dakota.....	18	19	19	15	18	4.2	4.4	4.4	3.5	4.1
Ohio.....	211	211	195	220	202	3.9	3.8	3.5	3.9	3.6
Oklahoma.....	91	82	85	85	83	5.4	4.8	5.0	4.9	4.8
Oregon.....	92	78	85	88	83	4.8	3.9	4.3	4.4	4.2
Pennsylvania.....	242	192	183	211	176	4.1	3.2	3.0	3.5	2.9
Rhode Island.....	24	19	22	20	20	4.9	3.8	4.4	4.0	4.0
South Carolina.....	120	109	113	110	109	5.5	4.9	5.0	4.8	4.8
South Dakota.....	19	21	20	24	21	4.3	4.6	4.4	5.2	4.6
Tennessee.....	164	162	161	160	150	5.1	5.0	4.9	4.8	4.5
Texas.....	663	609	608	589	592	5.0	4.5	4.4	4.3	4.3
Utah.....	84	66	79	78	69	5.1	3.9	4.7	4.6	4.0
Vermont.....	15	12	12	14	12	5.0	4.0	4.0	4.6	3.9
Virginia.....	194	174	177	176	184	4.8	4.2	4.3	4.3	4.5
Washington.....	158	132	138	157	136	4.6	3.7	3.9	4.4	3.8
West Virginia.....	40	36	37	39	35	5.7	5.0	5.2	5.6	5.0
Wisconsin.....	125	106	112	124	110	4.3	3.6	3.8	4.1	3.7
Wyoming.....	18	16	16	16	16	6.3	5.6	5.6	5.6	5.5

p Preliminary

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

State	Levels (in thousands)					Rates				
	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	6,071	5,945	5,906	5,900	5,820	4.0	3.9	3.8	3.8	3.7
Alabama.....	91	96	99	100	96	4.4	4.6	4.7	4.7	4.5
Alaska.....	23	23	18	21	19	7.3	7.1	5.6	6.4	5.8
Arizona.....	137	145	125	122	124	4.5	4.7	4.0	3.9	3.9
Arkansas.....	63	65	55	65	62	4.8	4.9	4.2	4.8	4.6
California.....	682	592	598	579	588	3.9	3.3	3.3	3.2	3.3
Colorado.....	137	152	128	117	126	4.8	5.2	4.4	4.1	4.4
Connecticut.....	60	55	56	52	48	3.7	3.3	3.4	3.1	2.8
Delaware.....	20	22	21	22	23	4.4	4.8	4.6	4.6	4.8
District of Columbia.....	24	23	24	22	28	3.1	3.0	3.1	2.9	3.6
Florida.....	409	351	373	397	415	4.4	3.7	3.9	4.1	4.3
Georgia.....	245	238	220	248	255	5.2	4.9	4.5	5.1	5.2
Hawaii.....	23	24	23	20	21	3.8	3.9	3.7	3.2	3.3
Idaho.....	38	39	47	39	39	4.7	4.7	5.7	4.6	4.6
Illinois.....	234	256	210	218	212	3.9	4.2	3.4	3.6	3.5
Indiana.....	146	134	154	126	142	4.6	4.2	4.8	3.9	4.4
Iowa.....	60	70	67	55	59	3.8	4.4	4.2	3.5	3.7
Kansas.....	55	55	59	52	53	3.9	3.9	4.2	3.6	3.7
Kentucky.....	97	89	93	97	92	5.0	4.5	4.7	4.9	4.6
Louisiana.....	80	97	100	104	103	4.2	5.0	5.1	5.4	5.3
Maine.....	24	24	29	25	28	3.8	3.7	4.5	3.9	4.3
Maryland.....	105	102	90	105	125	3.9	3.7	3.3	3.8	4.6
Massachusetts.....	111	104	109	108	106	3.1	2.8	2.9	2.9	2.8
Michigan.....	141	158	160	157	138	3.3	3.6	3.7	3.6	3.1
Minnesota.....	95	100	89	106	96	3.3	3.4	3.0	3.6	3.2
Mississippi.....	69	55	53	53	53	5.9	4.8	4.6	4.5	4.5
Missouri.....	113	100	124	106	103	3.9	3.4	4.2	3.6	3.5
Montana.....	28	28	28	27	25	5.5	5.5	5.5	5.2	4.8
Nebraska.....	40	38	38	39	34	3.9	3.6	3.6	3.7	3.3
Nevada.....	65	70	69	70	64	4.5	4.7	4.7	4.6	4.2
New Hampshire.....	34	29	32	31	24	5.0	4.2	4.6	4.4	3.4
New Jersey.....	165	130	141	183	126	4.0	3.0	3.3	4.2	2.9
New Mexico.....	33	39	37	36	37	3.9	4.6	4.3	4.2	4.3
New York.....	297	233	280	267	256	3.2	2.4	2.9	2.8	2.6
North Carolina.....	229	196	175	213	196	4.9	4.0	3.6	4.4	4.0
North Dakota.....	18	17	18	16	17	4.2	3.9	4.2	3.7	3.9
Ohio.....	237	198	209	198	205	4.3	3.6	3.8	3.6	3.7
Oklahoma.....	77	74	75	74	80	4.6	4.4	4.4	4.3	4.6
Oregon.....	81	92	81	80	78	4.2	4.6	4.1	4.0	3.9
Pennsylvania.....	179	169	200	189	172	3.0	2.8	3.3	3.1	2.8
Rhode Island.....	20	17	22	22	19	4.1	3.4	4.4	4.4	3.8
South Carolina.....	105	97	111	113	98	4.8	4.3	4.9	5.0	4.3
South Dakota.....	17	18	18	17	22	3.8	3.9	3.9	3.7	4.8
Tennessee.....	154	168	150	144	155	4.8	5.1	4.6	4.4	4.7
Texas.....	514	514	573	567	561	3.9	3.8	4.2	4.1	4.1
Utah.....	67	77	82	70	66	4.1	4.6	4.9	4.1	3.9
Vermont.....	14	12	12	13	12	4.7	4.0	4.0	4.2	3.9
Virginia.....	142	154	153	149	157	3.5	3.8	3.7	3.6	3.8
Washington.....	125	148	126	123	120	3.6	4.2	3.5	3.4	3.3
West Virginia.....	29	33	34	34	34	4.2	4.6	4.8	4.9	4.9
Wisconsin.....	113	95	102	97	96	3.9	3.2	3.4	3.2	3.2
Wyoming.....	17	16	17	15	15	6.0	5.6	5.9	5.2	5.2

p Preliminary

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

State	Levels (in thousands)					Rates				
	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	4,313	4,148	4,091	3,878	4,024	2.9	2.7	2.6	2.5	2.6
Alabama.....	66	71	70	64	72	3.2	3.4	3.3	3.0	3.4
Alaska.....	18	13	13	13	12	5.7	4.0	4.0	4.0	3.7
Arizona.....	103	96	94	87	87	3.4	3.1	3.0	2.8	2.8
Arkansas.....	45	45	40	45	47	3.4	3.4	3.0	3.3	3.5
California.....	499	437	399	404	384	2.9	2.5	2.2	2.3	2.1
Colorado.....	96	89	93	81	87	3.4	3.1	3.2	2.8	3.0
Connecticut.....	39	35	35	33	31	2.4	2.1	2.1	2.0	1.8
Delaware.....	14	15	15	14	16	3.1	3.2	3.3	2.9	3.3
District of Columbia.....	17	15	16	14	20	2.2	1.9	2.1	1.8	2.6
Florida.....	316	266	287	265	288	3.4	2.8	3.0	2.7	3.0
Georgia.....	186	174	162	166	200	3.9	3.6	3.3	3.4	4.1
Hawaii.....	18	16	16	14	13	3.0	2.6	2.6	2.2	2.1
Idaho.....	28	25	34	28	25	3.4	3.0	4.1	3.3	3.0
Illinois.....	162	142	141	136	130	2.7	2.3	2.3	2.2	2.1
Indiana.....	117	102	99	84	97	3.7	3.2	3.1	2.6	3.0
Iowa.....	45	50	43	38	39	2.9	3.2	2.7	2.4	2.5
Kansas.....	37	38	38	34	35	2.7	2.7	2.7	2.3	2.4
Kentucky.....	72	65	69	70	69	3.7	3.3	3.5	3.5	3.5
Louisiana.....	55	70	66	68	77	2.9	3.6	3.4	3.5	4.0
Maine.....	17	16	17	14	18	2.7	2.5	2.6	2.2	2.8
Maryland.....	61	73	55	69	87	2.3	2.7	2.0	2.5	3.2
Massachusetts.....	81	74	65	59	68	2.2	2.0	1.7	1.6	1.8
Michigan.....	110	108	111	96	90	2.5	2.5	2.5	2.2	2.0
Minnesota.....	72	74	60	70	63	2.5	2.5	2.0	2.4	2.1
Mississippi.....	39	39	37	36	40	3.4	3.4	3.2	3.1	3.4
Missouri.....	80	77	76	74	69	2.8	2.6	2.6	2.5	2.3
Montana.....	19	18	20	18	16	3.8	3.6	3.9	3.5	3.1
Nebraska.....	29	26	26	23	22	2.8	2.5	2.5	2.2	2.1
Nevada.....	49	46	49	48	44	3.4	3.1	3.3	3.1	2.9
New Hampshire.....	21	17	17	16	15	3.1	2.5	2.5	2.3	2.1
New Jersey.....	112	81	77	76	80	2.7	1.9	1.8	1.8	1.9
New Mexico.....	24	22	26	24	24	2.8	2.6	3.0	2.8	2.8
New York.....	187	155	183	162	164	2.0	1.6	1.9	1.7	1.7
North Carolina.....	158	137	127	129	138	3.4	2.8	2.6	2.6	2.8
North Dakota.....	13	11	12	11	11	3.1	2.6	2.8	2.5	2.5
Ohio.....	181	143	148	135	131	3.3	2.6	2.7	2.4	2.3
Oklahoma.....	54	55	49	49	55	3.2	3.2	2.9	2.8	3.2
Oregon.....	58	57	62	55	51	3.0	2.9	3.1	2.8	2.6
Pennsylvania.....	123	115	124	121	103	2.1	1.9	2.1	2.0	1.7
Rhode Island.....	13	11	12	12	12	2.6	2.2	2.4	2.4	2.4
South Carolina.....	80	71	79	75	75	3.6	3.2	3.5	3.3	3.3
South Dakota.....	13	13	13	12	13	2.9	2.8	2.8	2.6	2.8
Tennessee.....	108	122	105	103	112	3.4	3.7	3.2	3.1	3.4
Texas.....	396	408	440	394	439	3.0	3.0	3.2	2.9	3.2
Utah.....	48	52	63	50	48	2.9	3.1	3.8	2.9	2.8
Vermont.....	9	8	7	8	8	3.0	2.7	2.3	2.6	2.6
Virginia.....	97	108	109	95	115	2.4	2.6	2.7	2.3	2.8
Washington.....	83	99	89	87	82	2.4	2.8	2.5	2.4	2.3
West Virginia.....	20	24	23	23	24	2.9	3.3	3.3	3.3	3.4
Wisconsin.....	83	68	67	66	65	2.8	2.3	2.3	2.2	2.2
Wyoming.....	12	10	12	10	10	4.2	3.5	4.2	3.5	3.5

p Preliminary

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

State	Levels (in thousands)					Rates				
	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	1,423	1,485	1,475	1,719	1,504	0.9	1.0	1.0	1.1	1.0
Alabama.....	20	21	23	23	19	1.0	1.0	1.1	1.1	0.9
Alaska.....	4	9	4	6	6	1.3	2.8	1.2	1.8	1.8
Arizona.....	27	40	22	28	31	0.9	1.3	0.7	0.9	1.0
Arkansas.....	14	17	13	17	12	1.1	1.3	1.0	1.3	0.9
California.....	149	116	163	152	173	0.9	0.7	0.9	0.8	1.0
Colorado.....	34	55	23	28	32	1.2	1.9	0.8	1.0	1.1
Connecticut.....	17	17	17	14	15	1.0	1.0	1.0	0.8	0.9
Delaware.....	5	6	5	7	5	1.1	1.3	1.1	1.5	1.0
District of Columbia.....	6	6	5	6	6	0.8	0.8	0.6	0.8	0.8
Florida.....	68	69	68	117	108	0.7	0.7	0.7	1.2	1.1
Georgia.....	45	53	47	69	45	1.0	1.1	1.0	1.4	0.9
Hawaii.....	4	7	5	4	5	0.7	1.1	0.8	0.6	0.8
Idaho.....	8	11	10	8	11	1.0	1.3	1.2	0.9	1.3
Illinois.....	63	108	61	73	70	1.1	1.8	1.0	1.2	1.1
Indiana.....	26	29	49	36	38	0.8	0.9	1.5	1.1	1.2
Iowa.....	13	13	19	15	16	0.8	0.8	1.2	0.9	1.0
Kansas.....	14	14	17	14	14	1.0	1.0	1.2	1.0	1.0
Kentucky.....	20	21	19	23	19	1.0	1.1	1.0	1.2	1.0
Louisiana.....	20	25	21	32	22	1.0	1.3	1.1	1.6	1.1
Maine.....	5	6	9	9	7	0.8	0.9	1.4	1.4	1.1
Maryland.....	37	24	29	29	30	1.4	0.9	1.1	1.1	1.1
Massachusetts.....	26	24	37	39	31	0.7	0.6	1.0	1.0	0.8
Michigan.....	26	44	43	49	40	0.6	1.0	1.0	1.1	0.9
Minnesota.....	20	20	24	30	28	0.7	0.7	0.8	1.0	0.9
Mississippi.....	22	14	13	14	11	1.9	1.2	1.1	1.2	0.9
Missouri.....	28	17	42	27	30	1.0	0.6	1.4	0.9	1.0
Montana.....	7	8	7	6	7	1.4	1.6	1.4	1.2	1.4
Nebraska.....	9	9	10	13	10	0.9	0.9	1.0	1.2	1.0
Nevada.....	13	20	15	18	16	0.9	1.4	1.0	1.2	1.0
New Hampshire.....	7	10	13	13	7	1.0	1.4	1.9	1.9	1.0
New Jersey.....	38	41	58	98	41	0.9	1.0	1.4	2.3	0.9
New Mexico.....	7	14	8	8	10	0.8	1.6	0.9	0.9	1.2
New York.....	91	68	74	89	81	1.0	0.7	0.8	0.9	0.8
North Carolina.....	59	47	42	76	48	1.3	1.0	0.9	1.6	1.0
North Dakota.....	4	5	5	5	5	0.9	1.2	1.2	1.2	1.2
Ohio.....	38	42	52	57	64	0.7	0.8	0.9	1.0	1.1
Oklahoma.....	18	15	20	21	19	1.1	0.9	1.2	1.2	1.1
Oregon.....	19	26	13	18	21	1.0	1.3	0.7	0.9	1.1
Pennsylvania.....	42	36	60	60	64	0.7	0.6	1.0	1.0	1.1
Rhode Island.....	6	5	8	9	6	1.2	1.0	1.6	1.8	1.2
South Carolina.....	20	21	24	33	18	0.9	0.9	1.1	1.4	0.8
South Dakota.....	3	4	5	5	8	0.7	0.9	1.1	1.1	1.7
Tennessee.....	38	40	35	35	32	1.2	1.2	1.1	1.1	1.0
Texas.....	96	90	114	154	105	0.7	0.7	0.8	1.1	0.8
Utah.....	15	19	15	16	14	0.9	1.1	0.9	0.9	0.8
Vermont.....	3	3	4	4	4	1.0	1.0	1.3	1.3	1.3
Virginia.....	37	38	35	45	31	0.9	0.9	0.9	1.1	0.8
Washington.....	31	37	30	26	32	0.9	1.0	0.8	0.7	0.9
West Virginia.....	6	7	7	9	7	0.9	1.0	1.0	1.3	1.0
Wisconsin.....	25	21	30	26	25	0.9	0.7	1.0	0.9	0.8
Wyoming.....	3	4	4	4	4	1.1	1.4	1.4	1.4	1.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	11,202	10,586	9,509	7.0	6.5	5.8
Alabama.....	146	150	141	6.6	6.6	6.2
Alaska.....	31	26	25	9.4	7.8	7.2
Arizona.....	231	245	180	7.0	7.2	5.4
Arkansas.....	78	106	96	5.6	7.3	6.6
California.....	1,213	1,004	918	6.6	5.4	4.9
Colorado.....	204	203	225	6.7	6.7	7.3
Connecticut.....	109	96	98	6.3	5.5	5.6
Delaware.....	27	36	29	5.6	7.1	5.8
District of Columbia.....	42	48	39	5.3	6.0	4.8
Florida.....	684	684	604	6.9	6.7	5.9
Georgia.....	422	429	413	8.2	8.1	7.8
Hawaii.....	45	38	35	7.0	5.8	5.3
Idaho.....	65	54	51	7.5	6.2	5.7
Illinois.....	448	452	383	7.1	7.0	6.0
Indiana.....	220	195	165	6.6	5.8	4.9
Iowa.....	105	98	93	6.4	5.9	5.6
Kansas.....	93	99	88	6.3	6.5	5.8
Kentucky.....	155	151	125	7.5	7.1	5.9
Louisiana.....	142	180	150	6.9	8.6	7.2
Maine.....	47	41	44	7.0	6.1	6.5
Maryland.....	186	217	200	6.5	7.5	6.9
Massachusetts.....	305	272	255	7.9	6.9	6.5
Michigan.....	332	277	243	7.2	6.0	5.3
Minnesota.....	219	208	176	7.2	6.6	5.7
Mississippi.....	83	83	80	6.7	6.6	6.4
Missouri.....	206	204	186	6.7	6.5	6.0
Montana.....	38	37	31	7.2	6.8	5.7
Nebraska.....	66	79	60	6.1	7.1	5.5
Nevada.....	110	105	98	7.2	6.5	6.0
New Hampshire.....	60	57	45	8.2	7.6	6.0
New Jersey.....	268	276	266	6.2	6.1	5.9
New Mexico.....	63	66	55	7.0	7.2	6.0
New York.....	626	448	431	6.4	4.5	4.3
North Carolina.....	361	336	349	7.2	6.5	6.7
North Dakota.....	30	28	25	6.7	6.2	5.6
Ohio.....	401	368	326	6.9	6.3	5.6
Oklahoma.....	107	141	108	6.0	7.6	5.9
Oregon.....	149	140	120	7.2	6.7	5.8
Pennsylvania.....	402	456	444	6.5	7.1	6.9
Rhode Island.....	41	35	36	7.9	6.7	6.9
South Carolina.....	177	191	167	7.5	7.9	6.9
South Dakota.....	30	31	29	6.4	6.5	6.0
Tennessee.....	246	245	233	7.2	7.0	6.6
Texas.....	879	907	812	6.3	6.2	5.6
Utah.....	115	121	94	6.5	6.7	5.3
Vermont.....	24	25	19	7.5	7.7	5.8
Virginia.....	289	333	296	6.7	7.5	6.7
Washington.....	236	241	182	6.4	6.4	4.8
West Virginia.....	55	66	52	7.4	8.8	7.0
Wisconsin.....	223	242	174	7.2	7.6	5.6
Wyoming.....	21	18	15	7.1	5.9	5.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	5,732	6,152	5,060	3.8	4.0	3.3
Alabama.....	92	95	82	4.5	4.5	3.8
Alaska.....	16	18	15	5.2	5.7	4.7
Arizona.....	133	166	116	4.4	5.3	3.7
Arkansas.....	52	63	56	4.0	4.7	4.2
California.....	585	636	546	3.4	3.6	3.1
Colorado.....	116	113	112	4.1	4.0	3.9
Connecticut.....	49	52	41	3.0	3.1	2.5
Delaware.....	18	23	18	4.0	4.8	3.7
District of Columbia.....	23	22	21	3.0	2.9	2.8
Florida.....	400	406	338	4.3	4.2	3.5
Georgia.....	279	254	190	5.9	5.2	3.9
Hawaii.....	23	26	21	3.8	4.1	3.3
Idaho.....	42	40	31	5.2	4.8	3.7
Illinois.....	211	238	208	3.6	4.0	3.5
Indiana.....	110	126	126	3.5	3.9	3.9
Iowa.....	42	53	46	2.7	3.4	2.9
Kansas.....	36	56	50	2.6	3.9	3.5
Kentucky.....	81	89	80	4.2	4.5	4.1
Louisiana.....	85	108	92	4.5	5.6	4.8
Maine.....	21	24	17	3.4	3.8	2.6
Maryland.....	92	114	91	3.5	4.3	3.4
Massachusetts.....	108	124	89	3.0	3.4	2.4
Michigan.....	164	165	139	3.9	3.8	3.2
Minnesota.....	80	88	74	2.8	3.0	2.5
Mississippi.....	46	56	46	4.0	4.8	4.0
Missouri.....	77	105	89	2.7	3.6	3.0
Montana.....	21	25	20	4.2	4.9	4.0
Nebraska.....	29	42	39	2.9	4.1	3.8
Nevada.....	66	76	55	4.6	5.0	3.6
New Hampshire.....	25	29	21	3.7	4.2	3.0
New Jersey.....	140	131	130	3.4	3.1	3.1
New Mexico.....	34	37	30	4.0	4.4	3.5
New York.....	265	271	230	2.9	2.9	2.4
North Carolina.....	224	198	177	4.8	4.1	3.6
North Dakota.....	14	14	14	3.3	3.3	3.3
Ohio.....	168	202	152	3.1	3.7	2.8
Oklahoma.....	70	88	65	4.2	5.2	3.8
Oregon.....	77	87	68	4.0	4.4	3.4
Pennsylvania.....	201	190	133	3.5	3.2	2.2
Rhode Island.....	20	18	17	4.2	3.8	3.5
South Carolina.....	105	111	95	4.8	5.0	4.2
South Dakota.....	13	18	15	3.1	4.0	3.3
Tennessee.....	142	159	129	4.5	4.9	3.9
Texas.....	566	623	499	4.3	4.6	3.6
Utah.....	68	85	57	4.2	5.0	3.4
Vermont.....	11	14	9	3.6	4.6	2.8
Virginia.....	145	167	143	3.6	4.1	3.5
Washington.....	127	153	106	3.7	4.3	3.0
West Virginia.....	29	35	25	4.3	5.1	3.7
Wisconsin.....	97	108	88	3.4	3.7	3.0
Wyoming.....	12	12	9	4.2	4.3	3.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	5,009	6,415	4,737	3.3	4.2	3.1
Alabama.....	74	108	75	3.6	5.1	3.5
Alaska.....	12	16	10	3.9	5.2	3.2
Arizona.....	109	135	100	3.6	4.3	3.2
Arkansas.....	53	67	53	4.1	5.0	3.9
California.....	533	627	486	3.1	3.5	2.7
Colorado.....	101	106	100	3.6	3.7	3.5
Connecticut.....	47	61	35	2.9	3.7	2.1
Delaware.....	16	26	18	3.5	5.6	3.9
District of Columbia.....	20	27	24	2.6	3.6	3.1
Florida.....	349	454	356	3.8	4.7	3.7
Georgia.....	211	257	212	4.5	5.3	4.4
Hawaii.....	19	24	17	3.2	3.9	2.7
Idaho.....	27	37	28	3.3	4.5	3.4
Illinois.....	197	243	177	3.3	4.1	2.9
Indiana.....	105	134	110	3.3	4.2	3.4
Iowa.....	48	56	47	3.1	3.6	3.0
Kansas.....	45	55	45	3.2	3.8	3.1
Kentucky.....	84	108	76	4.4	5.5	3.9
Louisiana.....	70	107	91	3.7	5.6	4.7
Maine.....	17	25	19	2.7	4.0	3.1
Maryland.....	87	133	106	3.3	5.0	3.9
Massachusetts.....	87	111	79	2.4	3.0	2.2
Michigan.....	110	169	107	2.6	3.9	2.4
Minnesota.....	74	112	74	2.6	3.8	2.5
Mississippi.....	60	55	44	5.2	4.7	3.8
Missouri.....	94	111	87	3.3	3.8	3.0
Montana.....	21	27	19	4.3	5.3	3.7
Nebraska.....	33	50	28	3.3	4.9	2.7
Nevada.....	54	74	52	3.8	4.9	3.4
New Hampshire.....	28	32	18	4.1	4.6	2.5
New Jersey.....	127	222	94	3.1	5.3	2.2
New Mexico.....	24	35	28	2.9	4.1	3.3
New York.....	227	303	194	2.5	3.2	2.0
North Carolina.....	210	223	176	4.5	4.6	3.6
North Dakota.....	14	17	13	3.4	4.0	3.1
Ohio.....	186	213	168	3.5	3.9	3.1
Oklahoma.....	70	82	73	4.2	4.8	4.2
Oregon.....	62	80	63	3.2	4.1	3.2
Pennsylvania.....	143	220	131	2.5	3.7	2.2
Rhode Island.....	15	23	13	3.2	4.9	2.8
South Carolina.....	83	123	76	3.8	5.5	3.4
South Dakota.....	12	18	17	2.9	4.1	3.8
Tennessee.....	129	177	128	4.1	5.4	3.9
Texas.....	431	598	465	3.3	4.4	3.4
Utah.....	51	76	49	3.1	4.5	2.9
Vermont.....	9	12	8	3.1	3.9	2.6
Virginia.....	116	148	125	2.9	3.6	3.1
Washington.....	100	135	101	2.9	3.8	2.8
West Virginia.....	26	38	30	3.7	5.5	4.3
Wisconsin.....	93	111	79	3.2	3.8	2.7
Wyoming.....	12	14	11	4.2	5.2	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	3,514	3,758	3,207	2.3	2.5	2.1
Alabama.....	52	60	55	2.5	2.8	2.6
Alaska.....	9	9	6	3.0	2.9	2.0
Arizona.....	80	89	67	2.6	2.8	2.1
Arkansas.....	38	42	39	2.9	3.1	2.9
California.....	373	386	299	2.2	2.2	1.7
Colorado.....	70	69	67	2.5	2.4	2.4
Connecticut.....	32	33	24	2.0	2.0	1.4
Delaware.....	11	15	13	2.4	3.2	2.7
District of Columbia.....	13	17	16	1.7	2.2	2.1
Florida.....	265	259	238	2.9	2.7	2.5
Georgia.....	156	161	165	3.3	3.3	3.4
Hawaii.....	14	16	11	2.4	2.6	1.8
Idaho.....	19	23	18	2.4	2.8	2.1
Illinois.....	134	130	109	2.3	2.2	1.8
Indiana.....	81	80	75	2.6	2.5	2.3
Iowa.....	36	33	31	2.3	2.1	2.0
Kansas.....	30	33	29	2.1	2.3	2.0
Kentucky.....	61	72	56	3.2	3.7	2.8
Louisiana.....	47	64	68	2.5	3.3	3.5
Maine.....	12	13	13	1.9	2.0	2.0
Maryland.....	51	75	71	1.9	2.8	2.7
Massachusetts.....	68	57	54	1.9	1.6	1.5
Michigan.....	82	90	66	1.9	2.1	1.5
Minnesota.....	59	69	51	2.1	2.4	1.7
Mississippi.....	33	34	33	2.9	2.9	2.8
Missouri.....	67	73	57	2.3	2.5	1.9
Montana.....	15	17	12	3.1	3.3	2.3
Nebraska.....	24	24	18	2.4	2.3	1.7
Nevada.....	39	49	34	2.7	3.2	2.2
New Hampshire.....	18	15	12	2.6	2.1	1.7
New Jersey.....	87	75	62	2.1	1.8	1.5
New Mexico.....	17	22	18	2.1	2.6	2.1
New York.....	151	163	129	1.6	1.7	1.3
North Carolina.....	146	122	121	3.1	2.5	2.5
North Dakota.....	10	9	8	2.4	2.2	2.0
Ohio.....	142	127	105	2.6	2.3	1.9
Oklahoma.....	48	50	48	2.9	2.9	2.8
Oregon.....	45	50	40	2.4	2.5	2.0
Pennsylvania.....	103	124	77	1.8	2.1	1.3
Rhode Island.....	10	12	9	2.2	2.4	1.8
South Carolina.....	62	78	57	2.9	3.5	2.5
South Dakota.....	9	11	10	2.1	2.4	2.2
Tennessee.....	90	110	90	2.8	3.4	2.7
Texas.....	323	382	351	2.5	2.8	2.5
Utah.....	35	47	34	2.1	2.8	2.0
Vermont.....	6	6	5	2.1	2.0	1.7
Virginia.....	78	86	88	2.0	2.1	2.2
Washington.....	66	88	66	1.9	2.5	1.8
West Virginia.....	18	22	21	2.6	3.3	3.0
Wisconsin.....	68	63	54	2.4	2.1	1.8
Wyoming.....	8	8	7	3.0	2.9	2.4

p Preliminary

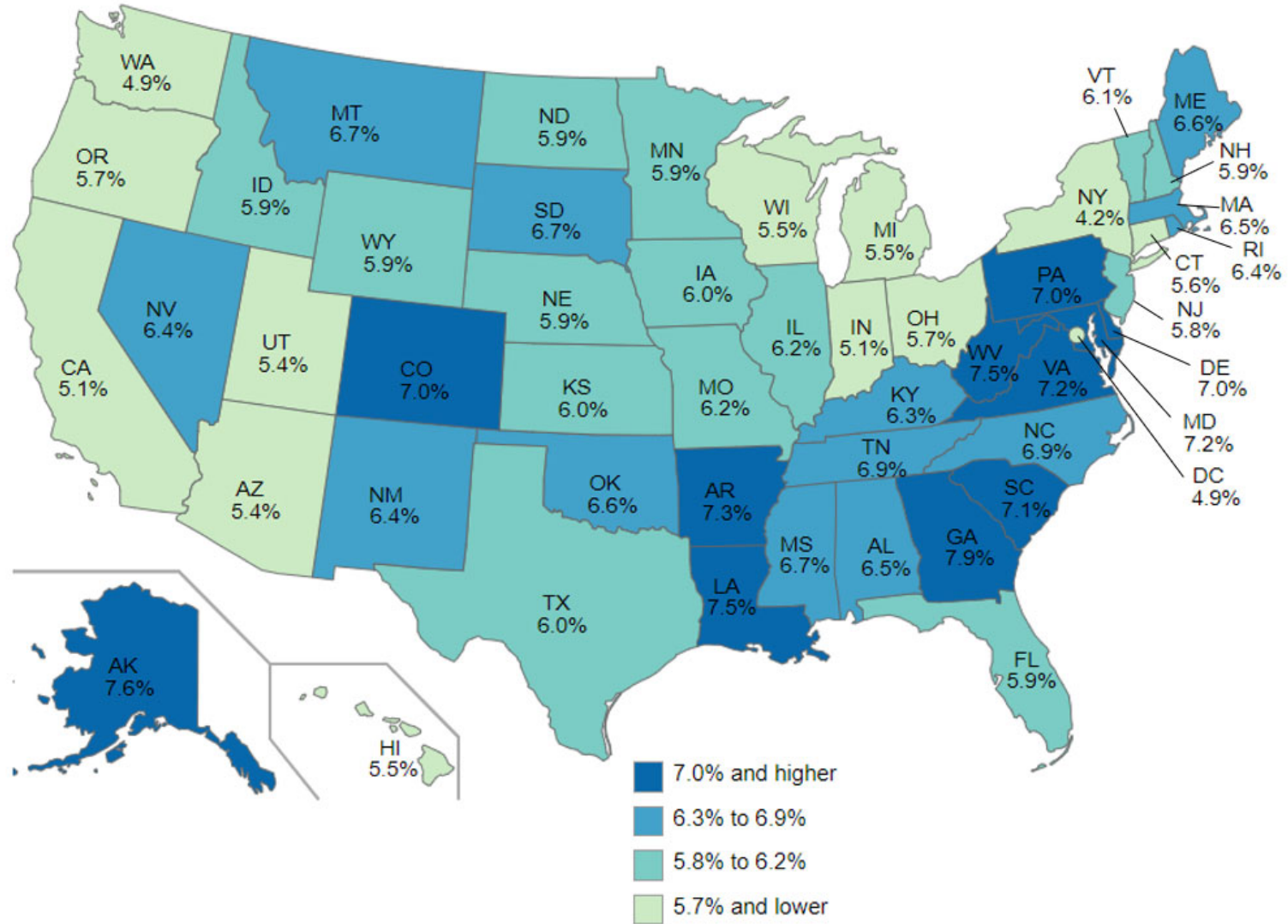
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Feb. 2022	Jan. 2023	Feb. 2023 ^p	Feb. 2022	Jan. 2023	Feb. 2023 ^p
TOTAL U.S.....	1,197	2,299	1,270	0.8	1.5	0.8
Alabama.....	17	29	15	0.8	1.4	0.7
Alaska.....	2	6	3	0.7	1.9	0.9
Arizona.....	23	36	28	0.8	1.1	0.9
Arkansas.....	12	21	11	0.9	1.6	0.8
California.....	133	220	161	0.8	1.2	0.9
Colorado.....	25	29	26	0.9	1.0	0.9
Connecticut.....	11	23	10	0.7	1.4	0.6
Delaware.....	4	10	5	0.9	2.1	1.0
District of Columbia.....	6	7	5	0.7	0.9	0.7
Florida.....	54	181	96	0.6	1.9	1.0
Georgia.....	42	76	37	0.9	1.6	0.8
Hawaii.....	4	7	4	0.6	1.1	0.7
Idaho.....	6	10	9	0.8	1.2	1.0
Illinois.....	58	104	60	1.0	1.7	1.0
Indiana.....	20	47	29	0.7	1.5	0.9
Iowa.....	10	20	13	0.7	1.3	0.8
Kansas.....	13	19	13	0.9	1.3	0.9
Kentucky.....	17	31	16	0.9	1.6	0.8
Louisiana.....	17	39	19	0.9	2.0	1.0
Maine.....	3	10	4	0.5	1.6	0.7
Maryland.....	29	47	25	1.1	1.8	0.9
Massachusetts.....	15	43	20	0.4	1.2	0.5
Michigan.....	24	67	35	0.6	1.5	0.8
Minnesota.....	14	38	19	0.5	1.3	0.6
Mississippi.....	20	19	9	1.7	1.6	0.8
Missouri.....	24	34	27	0.8	1.2	0.9
Montana.....	5	8	5	1.0	1.5	1.1
Nebraska.....	8	24	8	0.8	2.3	0.8
Nevada.....	12	21	15	0.9	1.4	1.0
New Hampshire.....	5	15	5	0.7	2.1	0.7
New Jersey.....	26	133	28	0.6	3.2	0.7
New Mexico.....	5	10	8	0.6	1.2	0.9
New York.....	60	124	56	0.7	1.3	0.6
North Carolina.....	54	90	46	1.2	1.9	1.0
North Dakota.....	4	7	4	0.9	1.6	1.0
Ohio.....	30	81	55	0.6	1.5	1.0
Oklahoma.....	17	27	20	1.0	1.6	1.1
Oregon.....	13	23	18	0.7	1.2	0.9
Pennsylvania.....	29	88	50	0.5	1.5	0.8
Rhode Island.....	4	10	4	0.8	2.1	0.8
South Carolina.....	16	38	15	0.7	1.7	0.7
South Dakota.....	3	7	6	0.6	1.5	1.4
Tennessee.....	31	60	27	1.0	1.8	0.8
Texas.....	91	191	101	0.7	1.4	0.7
Utah.....	12	22	12	0.7	1.3	0.7
Vermont.....	2	5	2	0.7	1.5	0.7
Virginia.....	30	52	26	0.8	1.3	0.6
Washington.....	25	33	28	0.7	0.9	0.8
West Virginia.....	5	13	7	0.7	1.9	1.0
Wisconsin.....	22	43	20	0.8	1.5	0.7
Wyoming.....	3	5	3	0.9	1.9	1.1

p Preliminary

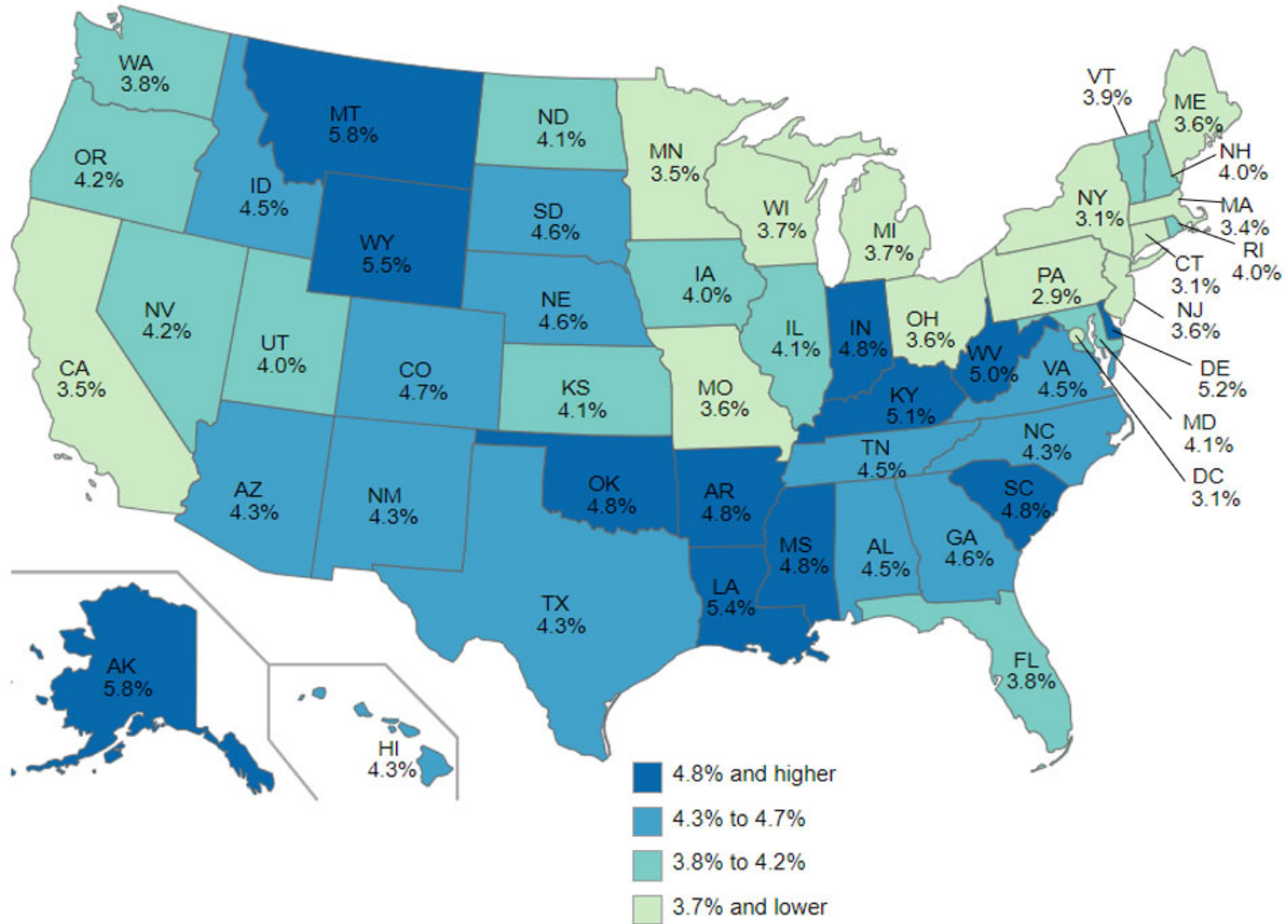
Map 1. Job openings rates by state, seasonally adjusted, February 2023

Total U.S. job openings rate = 6.0%



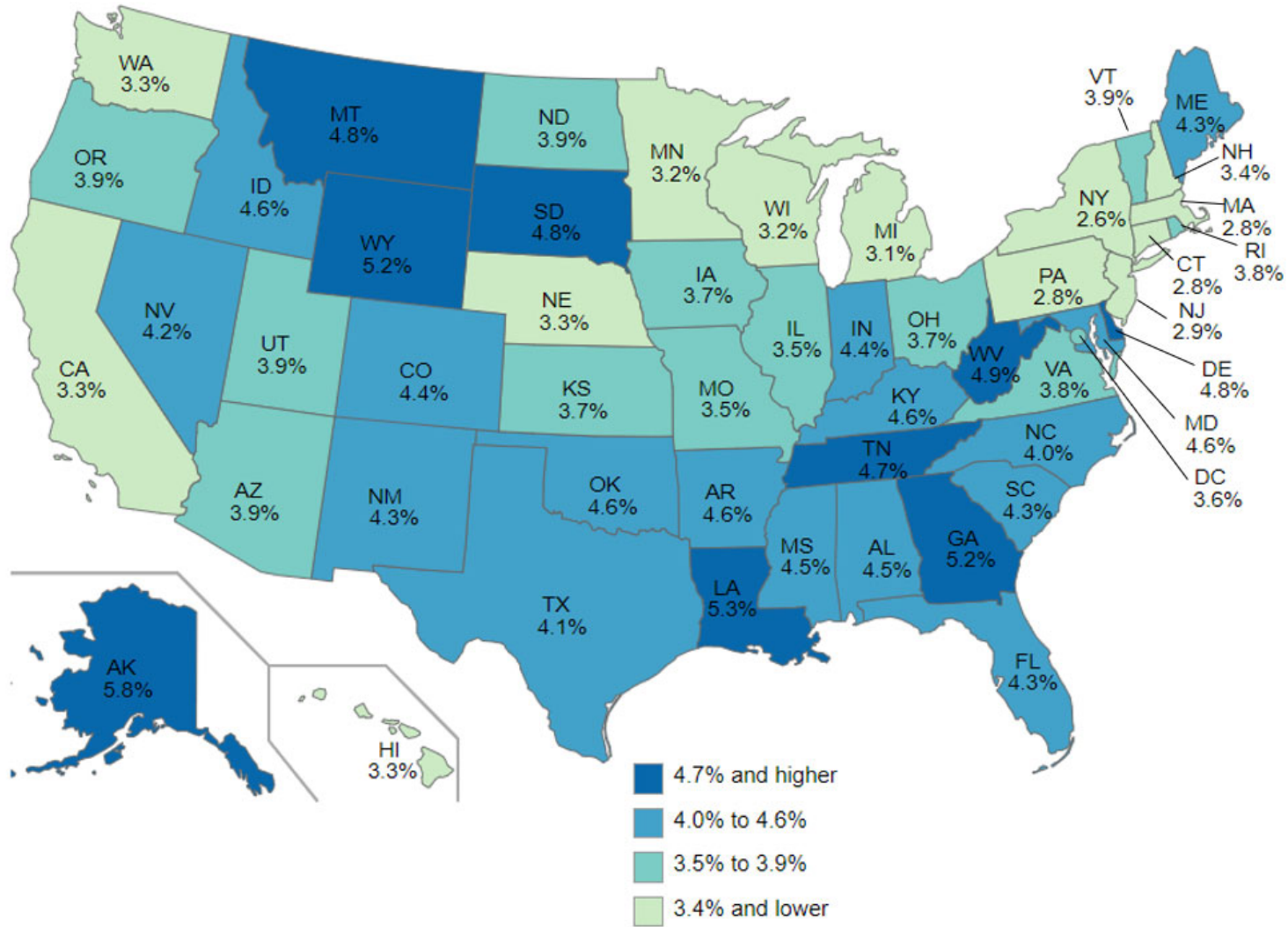
Map 2. Hires rates by state, seasonally adjusted, February 2023

Total U.S. hires rate = 4.0%



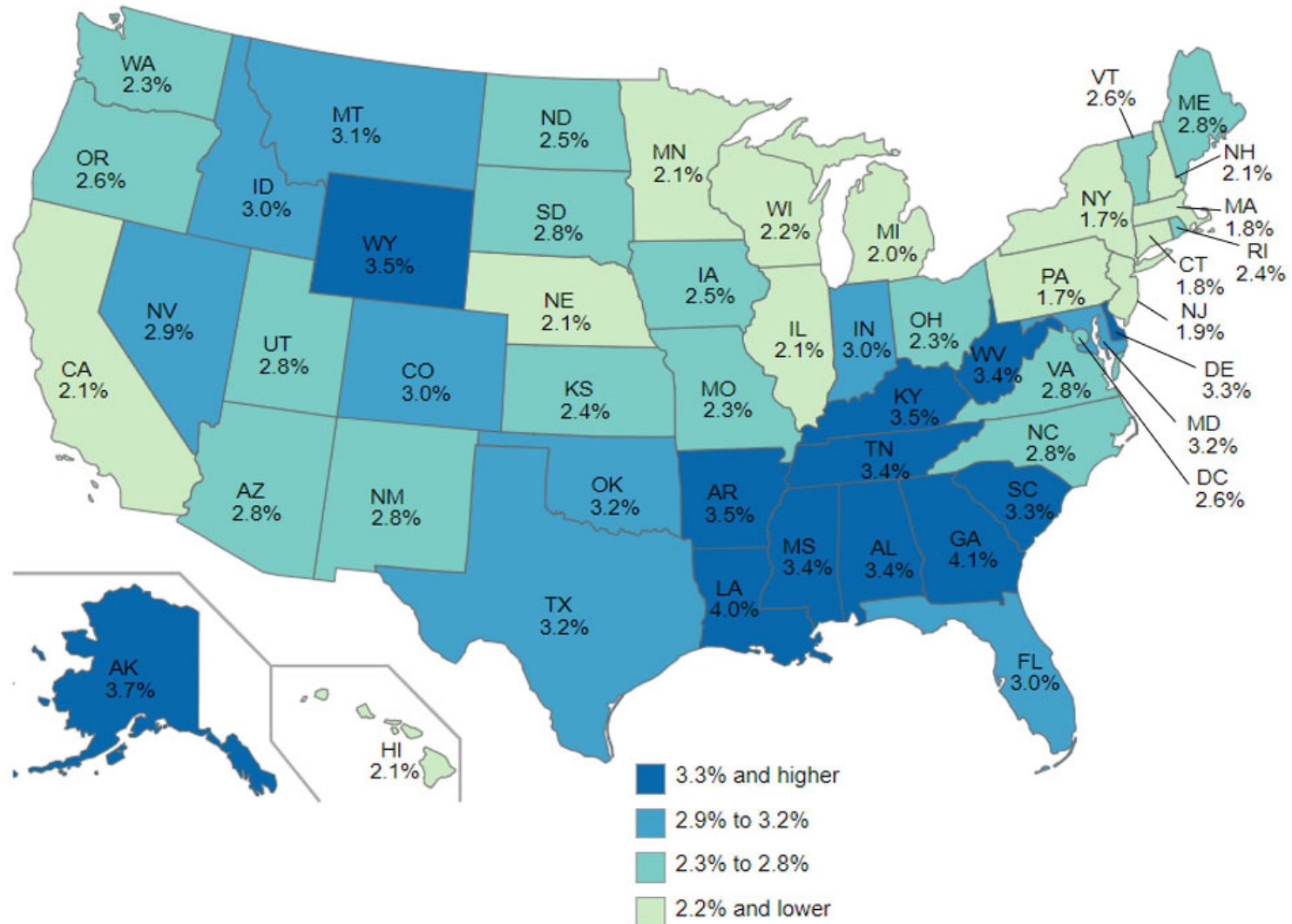
Map 3. Total separations rates by state, seasonally adjusted, February 2023

Total U.S. total separations rate = 3.7%



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

Total U.S. quits rate = 2.6%



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

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

