

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) Friday, December 15, 2023

USDL-23-2568

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 – OCTOBER 2023

Job openings rates decreased in 6 states on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 3 states and increased in 1 state. Total separations rates increased in 3 states and decreased in 2 states. Nationally, the job openings rate decreased in October, while the hires and total separations rates showed little or no 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 October, **job openings rates** decreased in 6 states and were little changed in 44 states and the District of Columbia. The largest decreases in job openings rates occurred in Tennessee (-2.2 percentage points), Louisiana (-1.2 points), and Wisconsin (-1.0 point). Over the month, the national job openings rate decreased (-0.3 point). (See table 1.)

The **number of job openings** decreased in 13 states and was little changed in 37 states and the District of Columbia in October. The largest decreases in the job openings level occurred in Tennessee (-84,000), California (-60,000), and Illinois (-49,000). Nationally, the number of job openings decreased (-617,000). (See table 1.)

Hires

In October, **hires rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The hires rate decreased in Kentucky (-1.4 percentage points), Louisiana (-1.3 points), and Alabama (-0.7 point). The increase occurred in Texas (+0.6 point). The national hires rate changed little over the month. (See table 2.)

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 October. The largest decreases in the hires level occurred in North Carolina (-29,000), Kentucky (-28,000), and Louisiana (-25,000). The increases occurred in Texas (+86,000) and Iowa (+9,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In October, **total separations rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases in total separations rates occurred in New Jersey (+1.2 percentage points), as well as in Massachusetts and Pennsylvania (+0.6 point each). The decreases occurred in Kansas and Minnesota (-0.9 point each). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 4 states, decreased in 5 states, and was little changed in 41 states and the District of Columbia in October. The largest increases in the total separations level occurred in New Jersey (+52,000), Pennsylvania (+37,000), and Massachusetts (+24,000). The largest decreases occurred in Minnesota (-26,000), Kansas (-12,000), and Nebraska (-7,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In October, **quits rates** in all states and the District of Columbia changed little. Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** in all states and the District of Columbia was little changed in October. Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In October, **layoffs and discharges rates** increased in 8 states, decreased in 3 states, and were little changed in 39 states and the District of Columbia. The largest increases in layoffs and discharges rates occurred in Maine and New Jersey (+1.1 percentage points each) and in Montana (+0.8 point). The decreases occurred in Minnesota (-0.8 point), as well as in Kansas and Missouri (-0.6 point each). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** increased in 9 states, decreased in 6 states, and was little changed in 35 states and the District of Columbia in October. The largest increases in the layoffs and discharges level occurred in New Jersey (+51,000), Pennsylvania (+38,000), and Massachusetts (+23,000). The largest decreases occurred in Minnesota (-24,000), Missouri (-16,000), and Kansas (-9,000). 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 November 2023 are scheduled to be released on Thursday, January 18, 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 ($\text{weight} = n/30$, 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					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
TOTAL U.S.....	10,471	8,920	9,497	9,350	8,733	-617	6.4	5.4	5.7	5.6	5.3	-0.3
Alabama.....	150	129	137	138	123	-15	6.6	5.6	6.0	6.0	5.4	-0.6
Alaska.....	27	24	32	26	25	-1	7.7	6.9	8.9	7.4	7.1	-0.3
Arizona.....	242	199	192	193	183	-10	7.2	5.9	5.7	5.7	5.5	-0.2
Arkansas.....	97	84	90	88	81	-7	6.7	5.8	6.2	6.1	5.6	-0.5
California.....	1,201	975	961	867	807	-60	6.3	5.1	5.0	4.6	4.3	-0.3
Colorado.....	243	191	197	202	203	1	7.8	6.2	6.3	6.5	6.5	0.0
Connecticut.....	113	91	96	102	89	-13	6.3	5.1	5.4	5.7	5.0	-0.7
Delaware.....	36	33	33	33	30	-3	7.0	6.4	6.4	6.3	5.8	-0.5
District of Columbia.....	38	43	39	43	37	-6	4.7	5.3	4.8	5.2	4.5	-0.7
Florida.....	569	570	616	606	574	-32	5.6	5.5	5.9	5.8	5.5	-0.3
Georgia.....	390	323	333	353	335	-18	7.5	6.2	6.3	6.7	6.4	-0.3
Hawaii.....	36	33	35	32	30	-2	5.4	4.9	5.2	4.8	4.5	-0.3
Idaho.....	68	55	54	55	57	2	7.5	6.1	5.9	6.0	6.2	0.2
Illinois.....	345	349	428	371	322	-49	5.4	5.4	6.5	5.7	5.0	-0.7
Indiana.....	200	162	170	168	153	-15	5.8	4.7	4.9	4.9	4.5	-0.4
Iowa.....	118	75	90	83	84	1	6.9	4.5	5.4	5.0	5.0	0.0
Kansas.....	87	82	88	81	74	-7	5.7	5.4	5.7	5.3	4.8	-0.5
Kentucky.....	134	111	126	131	117	-14	6.3	5.2	5.9	6.1	5.4	-0.7
Louisiana.....	147	126	140	148	122	-26	7.1	6.0	6.6	7.0	5.8	-1.2
Maine.....	47	41	42	45	44	-1	6.8	6.0	6.1	6.5	6.3	-0.2
Maryland.....	189	165	180	183	173	-10	6.5	5.7	6.1	6.2	5.9	-0.3
Massachusetts.....	272	236	251	255	251	-4	6.8	5.9	6.2	6.3	6.2	-0.1
Michigan.....	259	216	242	242	220	-22	5.6	4.6	5.2	5.2	4.7	-0.5
Minnesota.....	199	192	203	201	187	-14	6.3	6.0	6.4	6.3	5.9	-0.4
Mississippi.....	84	80	82	83	80	-3	6.7	6.4	6.6	6.6	6.4	-0.2
Missouri.....	198	167	182	180	165	-15	6.3	5.3	5.7	5.7	5.2	-0.5
Montana.....	44	35	36	36	36	0	7.9	6.4	6.5	6.5	6.5	0.0
Nebraska.....	57	54	62	59	52	-7	5.2	4.9	5.6	5.3	4.7	-0.6
Nevada.....	106	92	97	99	89	-10	6.5	5.6	5.9	5.9	5.4	-0.5
New Hampshire.....	57	50	44	44	41	-3	7.6	6.7	5.9	5.9	5.5	-0.4
New Jersey.....	267	243	220	228	208	-20	5.9	5.3	4.8	5.0	4.6	-0.4
New Mexico.....	65	65	61	57	58	1	7.1	7.0	6.6	6.1	6.2	0.1
New York.....	540	441	461	466	466	0	5.3	4.3	4.5	4.6	4.6	0.0
North Carolina.....	363	316	341	312	294	-18	7.0	6.0	6.5	5.9	5.6	-0.3
North Dakota.....	29	26	29	28	26	-2	6.3	5.6	6.2	6.0	5.6	-0.4
Ohio.....	351	314	352	354	329	-25	6.0	5.3	5.9	5.9	5.5	-0.4
Oklahoma.....	123	104	115	113	106	-7	6.7	5.7	6.2	6.1	5.8	-0.3
Oregon.....	144	111	114	116	112	-4	6.8	5.3	5.4	5.5	5.3	-0.2
Pennsylvania.....	419	342	386	380	371	-9	6.5	5.3	5.9	5.8	5.7	-0.1
Rhode Island.....	37	29	31	31	31	0	6.9	5.6	5.9	5.9	5.9	0.0
South Carolina.....	177	168	170	172	165	-7	7.2	6.8	6.9	6.9	6.7	-0.2
South Dakota.....	27	25	30	28	25	-3	5.6	5.2	6.1	5.7	5.1	-0.6
Tennessee.....	245	189	235	293	209	-84	7.0	5.4	6.6	8.1	5.9	-2.2
Texas.....	907	774	809	795	761	-34	6.2	5.3	5.5	5.4	5.1	-0.3
Utah.....	115	105	121	102	101	-1	6.4	5.7	6.5	5.6	5.5	-0.1
Vermont.....	24	18	18	20	19	-1	7.3	5.6	5.6	6.1	5.8	-0.3
Virginia.....	325	243	264	260	254	-6	7.3	5.5	6.0	5.9	5.7	-0.2
Washington.....	216	189	184	170	171	1	5.7	4.9	4.8	4.5	4.5	0.0
West Virginia.....	64	52	53	54	53	-1	8.4	6.9	7.0	7.1	7.0	-0.1
Wisconsin.....	259	165	211	206	172	-34	8.0	5.2	6.6	6.4	5.4	-1.0
Wyoming.....	22	19	19	19	19	0	7.1	6.1	6.1	6.1	6.1	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
TOTAL U.S.....	6,164	5,822	5,850	5,904	5,886	-18	4.0	3.7	3.7	3.8	3.7	-0.1
Alabama.....	108	97	94	92	77	-15	5.1	4.5	4.4	4.3	3.6	-0.7
Alaska.....	18	16	19	18	17	-1	5.6	4.9	5.8	5.5	5.2	-0.3
Arizona.....	148	127	130	130	136	6	4.8	4.0	4.1	4.1	4.3	0.2
Arkansas.....	60	59	59	59	55	-4	4.5	4.3	4.3	4.3	4.0	-0.3
California.....	619	620	528	560	553	-7	3.5	3.4	2.9	3.1	3.0	-0.1
Colorado.....	141	87	100	117	133	16	4.9	3.0	3.4	4.0	4.6	0.6
Connecticut.....	58	61	62	59	63	4	3.5	3.6	3.7	3.5	3.7	0.2
Delaware.....	26	26	24	25	24	-1	5.5	5.4	5.0	5.1	4.9	-0.2
District of Columbia.....	22	26	24	24	22	-2	2.9	3.4	3.1	3.1	2.8	-0.3
Florida.....	376	388	390	427	391	-36	3.9	4.0	4.0	4.4	4.0	-0.4
Georgia.....	241	236	224	214	230	16	5.0	4.8	4.5	4.3	4.7	0.4
Hawaii.....	24	21	22	21	21	0	3.8	3.3	3.5	3.3	3.3	0.0
Idaho.....	43	38	33	38	38	0	5.2	4.5	3.9	4.4	4.4	0.0
Illinois.....	235	210	222	197	225	28	3.9	3.4	3.6	3.2	3.7	0.5
Indiana.....	135	138	125	122	136	14	4.2	4.2	3.8	3.7	4.1	0.4
Iowa.....	66	53	54	52	61	9	4.2	3.3	3.4	3.3	3.8	0.5
Kansas.....	58	56	54	49	50	1	4.0	3.9	3.7	3.4	3.4	0.0
Kentucky.....	89	82	96	104	76	-28	4.5	4.1	4.7	5.1	3.7	-1.4
Louisiana.....	91	111	103	108	83	-25	4.7	5.7	5.2	5.5	4.2	-1.3
Maine.....	26	23	26	26	26	0	4.1	3.6	4.0	4.0	4.0	0.0
Maryland.....	123	109	105	109	108	-1	4.5	4.0	3.8	3.9	3.9	0.0
Massachusetts.....	139	120	127	125	114	-11	3.8	3.2	3.4	3.3	3.0	-0.3
Michigan.....	166	166	153	142	148	6	3.8	3.7	3.4	3.2	3.3	0.1
Minnesota.....	107	105	95	111	118	7	3.6	3.5	3.2	3.7	3.9	0.2
Mississippi.....	55	57	49	53	52	-1	4.7	4.9	4.2	4.5	4.4	-0.1
Missouri.....	104	99	100	110	112	2	3.5	3.3	3.4	3.7	3.7	0.0
Montana.....	30	25	24	25	28	3	5.8	4.8	4.6	4.8	5.4	0.6
Nebraska.....	39	38	38	38	37	-1	3.8	3.6	3.6	3.6	3.5	-0.1
Nevada.....	72	64	58	62	64	2	4.7	4.1	3.7	4.0	4.1	0.1
New Hampshire.....	28	29	30	29	28	-1	4.1	4.2	4.3	4.1	4.0	-0.1
New Jersey.....	143	146	170	163	153	-10	3.4	3.4	3.9	3.8	3.5	-0.3
New Mexico.....	37	39	33	34	35	1	4.3	4.5	3.8	3.9	4.0	0.1
New York.....	281	287	282	274	276	2	2.9	3.0	2.9	2.8	2.8	0.0
North Carolina.....	225	183	202	194	165	-29	4.6	3.7	4.1	3.9	3.3	-0.6
North Dakota.....	18	17	17	18	18	0	4.2	3.9	3.9	4.1	4.1	0.0
Ohio.....	227	189	214	231	215	-16	4.1	3.4	3.8	4.1	3.8	-0.3
Oklahoma.....	80	85	81	85	81	-4	4.7	4.9	4.7	4.9	4.7	-0.2
Oregon.....	94	70	73	76	79	3	4.8	3.5	3.6	3.8	3.9	0.1
Pennsylvania.....	175	177	203	220	198	-22	2.9	2.9	3.3	3.6	3.2	-0.4
Rhode Island.....	20	19	21	21	21	0	4.0	3.9	4.2	4.2	4.2	0.0
South Carolina.....	106	100	107	105	107	2	4.7	4.3	4.6	4.5	4.6	0.1
South Dakota.....	19	18	18	18	19	1	4.2	3.9	3.9	3.9	4.1	0.2
Tennessee.....	166	158	150	159	141	-18	5.1	4.8	4.5	4.8	4.3	-0.5
Texas.....	578	526	625	550	636	86	4.2	3.8	4.5	3.9	4.5	0.6
Utah.....	75	64	59	69	72	3	4.4	3.7	3.4	4.0	4.2	0.2
Vermont.....	13	11	13	13	13	0	4.3	3.6	4.2	4.2	4.2	0.0
Virginia.....	162	179	154	173	158	-15	3.9	4.3	3.7	4.2	3.8	-0.4
Washington.....	135	123	111	112	118	6	3.8	3.4	3.1	3.1	3.2	0.1
West Virginia.....	39	36	33	34	34	0	5.6	5.1	4.7	4.8	4.8	0.0
Wisconsin.....	108	100	109	96	109	13	3.6	3.3	3.6	3.2	3.6	0.4
Wyoming.....	15	13	12	13	13	0	5.2	4.5	4.1	4.4	4.4	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
TOTAL U.S.....	5,846	5,638	5,687	5,595	5,646	51	3.8	3.6	3.6	3.6	3.6	0.0
Alabama.....	92	101	95	86	88	2	4.3	4.7	4.4	4.0	4.1	0.1
Alaska.....	22	20	25	18	18	0	6.8	6.1	7.6	5.5	5.5	0.0
Arizona.....	152	131	135	135	134	-1	4.9	4.1	4.3	4.3	4.2	-0.1
Arkansas.....	55	56	56	56	53	-3	4.1	4.1	4.1	4.1	3.9	-0.2
California.....	552	496	457	520	517	-3	3.1	2.7	2.5	2.9	2.8	-0.1
Colorado.....	115	106	120	100	113	13	4.0	3.6	4.1	3.4	3.9	0.5
Connecticut.....	46	60	48	51	54	3	2.8	3.5	2.8	3.0	3.2	0.2
Delaware.....	26	23	22	24	25	1	5.5	4.8	4.5	4.9	5.1	0.2
District of Columbia.....	26	25	24	23	24	1	3.4	3.2	3.1	2.9	3.1	0.2
Florida.....	399	363	348	391	386	-5	4.2	3.7	3.6	4.0	3.9	-0.1
Georgia.....	233	203	201	202	213	11	4.8	4.1	4.1	4.1	4.3	0.2
Hawaii.....	19	21	22	23	18	-5	3.0	3.3	3.5	3.6	2.8	-0.8
Idaho.....	38	39	42	43	38	-5	4.6	4.6	4.9	5.0	4.4	-0.6
Illinois.....	219	186	231	185	191	6	3.6	3.0	3.8	3.0	3.1	0.1
Indiana.....	134	132	127	129	119	-10	4.2	4.0	3.9	3.9	3.6	-0.3
Iowa.....	64	60	67	54	53	-1	4.0	3.8	4.2	3.4	3.3	-0.1
Kansas.....	56	49	57	56	44	-12	3.9	3.4	3.9	3.9	3.0	-0.9
Kentucky.....	76	85	84	88	79	-9	3.8	4.2	4.1	4.3	3.9	-0.4
Louisiana.....	95	86	102	100	100	0	4.9	4.4	5.2	5.1	5.1	0.0
Maine.....	24	22	20	25	30	5	3.7	3.4	3.1	3.9	4.6	0.7
Maryland.....	124	103	107	107	111	4	4.6	3.8	3.9	3.9	4.0	0.1
Massachusetts.....	100	97	83	82	106	24	2.7	2.6	2.2	2.2	2.8	0.6
Michigan.....	150	152	153	146	134	-12	3.4	3.4	3.4	3.3	3.0	-0.3
Minnesota.....	112	110	111	119	93	-26	3.8	3.7	3.7	4.0	3.1	-0.9
Mississippi.....	56	60	53	54	54	0	4.8	5.1	4.5	4.6	4.6	0.0
Missouri.....	107	102	114	114	100	-14	3.6	3.4	3.8	3.8	3.3	-0.5
Montana.....	29	29	28	30	31	1	5.7	5.6	5.4	5.8	5.9	0.1
Nebraska.....	37	38	46	38	31	-7	3.6	3.6	4.4	3.6	3.0	-0.6
Nevada.....	74	64	65	60	61	1	4.9	4.1	4.2	3.8	3.9	0.1
New Hampshire.....	33	30	25	27	30	3	4.8	4.3	3.6	3.8	4.3	0.5
New Jersey.....	142	153	118	129	181	52	3.3	3.5	2.7	3.0	4.2	1.2
New Mexico.....	32	37	34	35	35	0	3.7	4.3	3.9	4.0	4.0	0.0
New York.....	247	250	257	260	285	25	2.6	2.6	2.6	2.7	2.9	0.2
North Carolina.....	212	202	222	202	194	-8	4.4	4.1	4.5	4.1	3.9	-0.2
North Dakota.....	18	18	22	18	15	-3	4.2	4.1	5.0	4.1	3.4	-0.7
Ohio.....	221	213	221	202	206	4	4.0	3.8	3.9	3.6	3.6	0.0
Oklahoma.....	70	74	71	70	75	5	4.1	4.3	4.1	4.0	4.3	0.3
Oregon.....	83	76	79	79	80	1	4.2	3.8	3.9	3.9	4.0	0.1
Pennsylvania.....	173	182	172	177	214	37	2.9	3.0	2.8	2.9	3.5	0.6
Rhode Island.....	21	20	17	19	20	1	4.2	4.1	3.4	3.8	4.0	0.2
South Carolina.....	95	100	109	113	102	-11	4.2	4.3	4.7	4.9	4.4	-0.5
South Dakota.....	17	20	20	19	16	-3	3.7	4.3	4.3	4.1	3.4	-0.7
Tennessee.....	188	143	142	142	154	12	5.7	4.3	4.3	4.3	4.6	0.3
Texas.....	552	541	574	524	521	-3	4.0	3.9	4.1	3.7	3.7	0.0
Utah.....	68	75	81	73	70	-3	4.0	4.3	4.7	4.2	4.0	-0.2
Vermont.....	11	13	12	12	13	1	3.6	4.2	3.9	3.9	4.2	0.3
Virginia.....	167	175	158	147	158	11	4.1	4.2	3.8	3.5	3.8	0.3
Washington.....	112	136	136	123	106	-17	3.1	3.7	3.7	3.4	2.9	-0.5
West Virginia.....	33	35	35	35	33	-2	4.7	5.0	5.0	5.0	4.7	-0.3
Wisconsin.....	103	111	121	109	100	-9	3.5	3.7	4.0	3.6	3.3	-0.3
Wyoming.....	15	15	16	15	15	0	5.2	5.1	5.5	5.1	5.1	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
TOTAL U.S.....	4,048	3,619	3,663	3,646	3,628	-18	2.6	2.3	2.3	2.3	2.3	0.0
Alabama.....	69	63	65	56	59	3	3.2	2.9	3.0	2.6	2.7	0.1
Alaska.....	15	11	13	11	11	0	4.7	3.4	4.0	3.4	3.4	0.0
Arizona.....	109	94	86	93	88	-5	3.5	3.0	2.7	2.9	2.8	-0.1
Arkansas.....	39	37	39	37	35	-2	2.9	2.7	2.9	2.7	2.6	-0.1
California.....	378	312	275	316	326	10	2.1	1.7	1.5	1.7	1.8	0.1
Colorado.....	71	67	88	65	64	-1	2.5	2.3	3.0	2.2	2.2	0.0
Connecticut.....	29	33	23	33	27	-6	1.7	2.0	1.4	1.9	1.6	-0.3
Delaware.....	18	15	15	16	16	0	3.8	3.1	3.1	3.3	3.3	0.0
District of Columbia.....	18	16	16	15	14	-1	2.3	2.1	2.1	1.9	1.8	-0.1
Florida.....	303	273	239	283	269	-14	3.2	2.8	2.4	2.9	2.7	-0.2
Georgia.....	165	143	133	140	143	3	3.4	2.9	2.7	2.8	2.9	0.1
Hawaii.....	12	12	14	13	10	-3	1.9	1.9	2.2	2.1	1.6	-0.5
Idaho.....	26	25	26	28	24	-4	3.1	2.9	3.0	3.3	2.8	-0.5
Illinois.....	139	112	118	124	135	11	2.3	1.8	1.9	2.0	2.2	0.2
Indiana.....	87	84	88	85	87	2	2.7	2.6	2.7	2.6	2.6	0.0
Iowa.....	44	38	44	34	35	1	2.8	2.4	2.8	2.1	2.2	0.1
Kansas.....	38	31	38	33	30	-3	2.6	2.1	2.6	2.3	2.1	-0.2
Kentucky.....	57	59	59	60	55	-5	2.9	2.9	2.9	3.0	2.7	-0.3
Louisiana.....	68	58	72	65	61	-4	3.5	3.0	3.7	3.3	3.1	-0.2
Maine.....	16	11	11	14	14	0	2.5	1.7	1.7	2.2	2.2	0.0
Maryland.....	77	62	71	69	70	1	2.8	2.3	2.6	2.5	2.5	0.0
Massachusetts.....	67	48	46	55	55	0	1.8	1.3	1.2	1.5	1.5	0.0
Michigan.....	106	92	92	92	89	-3	2.4	2.1	2.1	2.1	2.0	-0.1
Minnesota.....	77	70	68	65	65	0	2.6	2.3	2.3	2.2	2.2	0.0
Mississippi.....	41	37	37	35	37	2	3.5	3.2	3.2	3.0	3.2	0.2
Missouri.....	74	66	75	67	70	3	2.5	2.2	2.5	2.2	2.3	0.1
Montana.....	19	16	17	18	17	-1	3.7	3.1	3.3	3.5	3.3	-0.2
Nebraska.....	24	24	30	24	22	-2	2.3	2.3	2.9	2.3	2.1	-0.2
Nevada.....	48	41	42	40	39	-1	3.2	2.6	2.7	2.6	2.5	-0.1
New Hampshire.....	17	15	13	15	16	1	2.5	2.1	1.9	2.1	2.3	0.2
New Jersey.....	89	90	70	85	85	0	2.1	2.1	1.6	2.0	2.0	0.0
New Mexico.....	22	21	22	23	23	0	2.6	2.4	2.5	2.6	2.6	0.0
New York.....	168	138	127	148	157	9	1.8	1.4	1.3	1.5	1.6	0.1
North Carolina.....	151	135	141	133	123	-10	3.1	2.7	2.9	2.7	2.5	-0.2
North Dakota.....	12	11	14	12	10	-2	2.8	2.5	3.2	2.7	2.3	-0.4
Ohio.....	139	137	150	117	131	14	2.5	2.4	2.7	2.1	2.3	0.2
Oklahoma.....	51	50	46	46	50	4	3.0	2.9	2.7	2.7	2.9	0.2
Oregon.....	56	46	48	50	50	0	2.8	2.3	2.4	2.5	2.5	0.0
Pennsylvania.....	118	122	112	121	116	-5	2.0	2.0	1.8	2.0	1.9	-0.1
Rhode Island.....	12	9	9	11	10	-1	2.4	1.8	1.8	2.2	2.0	-0.2
South Carolina.....	69	69	76	75	66	-9	3.0	3.0	3.3	3.2	2.9	-0.3
South Dakota.....	11	12	13	12	11	-1	2.4	2.6	2.8	2.6	2.4	-0.2
Tennessee.....	130	95	101	96	106	10	4.0	2.9	3.0	2.9	3.2	0.3
Texas.....	413	373	425	383	384	1	3.0	2.7	3.0	2.7	2.7	0.0
Utah.....	47	49	56	47	47	0	2.8	2.8	3.2	2.7	2.7	0.0
Vermont.....	7	7	7	7	7	0	2.3	2.3	2.3	2.3	2.3	0.0
Virginia.....	123	109	108	101	102	1	3.0	2.6	2.6	2.4	2.4	0.0
Washington.....	75	81	76	74	65	-9	2.1	2.2	2.1	2.0	1.8	-0.2
West Virginia.....	25	23	24	23	22	-1	3.6	3.3	3.4	3.3	3.1	-0.2
Wisconsin.....	70	69	73	72	71	-1	2.3	2.3	2.4	2.4	2.4	0.0
Wyoming.....	10	9	10	10	9	-1	3.5	3.1	3.4	3.4	3.1	-0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p	Oct. 2022	July 2023	Aug. 2023	Sept. 2023	Oct. 2023 ^p	Change from: Sept. 2023 - Oct. 2023 ^p
TOTAL U.S.....	1,525	1,681	1,682	1,610	1,642	32	1.0	1.1	1.1	1.0	1.0	0.0
Alabama.....	20	34	24	25	24	-1	0.9	1.6	1.1	1.2	1.1	-0.1
Alaska.....	6	7	10	6	6	0	1.9	2.1	3.1	1.8	1.8	0.0
Arizona.....	36	30	43	33	37	4	1.2	1.0	1.4	1.0	1.2	0.2
Arkansas.....	14	16	14	17	14	-3	1.0	1.2	1.0	1.2	1.0	-0.2
California.....	131	164	150	162	160	-2	0.7	0.9	0.8	0.9	0.9	0.0
Colorado.....	40	34	27	27	40	13	1.4	1.2	0.9	0.9	1.4	0.5
Connecticut.....	15	23	20	12	22	10	0.9	1.4	1.2	0.7	1.3	0.6
Delaware.....	7	7	6	7	7	0	1.5	1.4	1.2	1.4	1.4	0.0
District of Columbia.....	6	7	6	7	7	0	0.8	0.9	0.8	0.9	0.9	0.0
Florida.....	80	74	80	89	98	9	0.8	0.8	0.8	0.9	1.0	0.1
Georgia.....	61	51	57	49	46	-3	1.3	1.0	1.2	1.0	0.9	-0.1
Hawaii.....	6	6	6	7	6	-1	1.0	0.9	0.9	1.1	0.9	-0.2
Idaho.....	11	11	12	11	12	1	1.3	1.3	1.4	1.3	1.4	0.1
Illinois.....	67	63	103	52	51	-1	1.1	1.0	1.7	0.8	0.8	0.0
Indiana.....	38	42	35	33	29	-4	1.2	1.3	1.1	1.0	0.9	-0.1
Iowa.....	15	18	20	17	14	-3	0.9	1.1	1.3	1.1	0.9	-0.2
Kansas.....	14	14	18	20	11	-9	1.0	1.0	1.2	1.4	0.8	-0.6
Kentucky.....	16	22	20	24	18	-6	0.8	1.1	1.0	1.2	0.9	-0.3
Louisiana.....	22	24	25	30	30	0	1.1	1.2	1.3	1.5	1.5	0.0
Maine.....	7	9	6	7	14	7	1.1	1.4	0.9	1.1	2.2	1.1
Maryland.....	42	34	28	32	30	-2	1.5	1.2	1.0	1.2	1.1	-0.1
Massachusetts.....	30	44	25	18	41	23	0.8	1.2	0.7	0.5	1.1	0.6
Michigan.....	37	51	56	48	38	-10	0.8	1.2	1.3	1.1	0.9	-0.2
Minnesota.....	29	31	39	48	24	-24	1.0	1.0	1.3	1.6	0.8	-0.8
Mississippi.....	13	20	13	17	13	-4	1.1	1.7	1.1	1.4	1.1	-0.3
Missouri.....	26	28	33	41	25	-16	0.9	0.9	1.1	1.4	0.8	-0.6
Montana.....	9	9	9	8	12	4	1.8	1.7	1.7	1.5	2.3	0.8
Nebraska.....	10	11	14	12	8	-4	1.0	1.1	1.3	1.1	0.8	-0.3
Nevada.....	23	18	19	16	17	1	1.5	1.2	1.2	1.0	1.1	0.1
New Hampshire.....	15	13	9	8	11	3	2.2	1.9	1.3	1.1	1.6	0.5
New Jersey.....	47	55	35	33	84	51	1.1	1.3	0.8	0.8	1.9	1.1
New Mexico.....	9	12	10	9	10	1	1.1	1.4	1.1	1.0	1.1	0.1
New York.....	67	99	112	94	103	9	0.7	1.0	1.2	1.0	1.1	0.1
North Carolina.....	52	51	68	64	52	-12	1.1	1.0	1.4	1.3	1.1	-0.2
North Dakota.....	5	6	7	6	4	-2	1.2	1.4	1.6	1.4	0.9	-0.5
Ohio.....	70	65	65	74	66	-8	1.3	1.2	1.2	1.3	1.2	-0.1
Oklahoma.....	17	19	21	21	18	-3	1.0	1.1	1.2	1.2	1.0	-0.2
Oregon.....	24	23	24	22	25	3	1.2	1.1	1.2	1.1	1.2	0.1
Pennsylvania.....	48	52	48	46	84	38	0.8	0.8	0.8	0.7	1.4	0.7
Rhode Island.....	8	9	7	6	8	2	1.6	1.8	1.4	1.2	1.6	0.4
South Carolina.....	23	27	28	35	30	-5	1.0	1.2	1.2	1.5	1.3	-0.2
South Dakota.....	4	6	6	6	4	-2	0.9	1.3	1.3	1.3	0.9	-0.4
Tennessee.....	53	43	34	42	39	-3	1.6	1.3	1.0	1.3	1.2	-0.1
Texas.....	125	119	126	123	112	-11	0.9	0.9	0.9	0.9	0.8	-0.1
Utah.....	18	22	21	20	19	-1	1.1	1.3	1.2	1.2	1.1	-0.1
Vermont.....	3	5	3	3	5	2	1.0	1.6	1.0	1.0	1.6	0.6
Virginia.....	39	57	40	42	44	2	0.9	1.4	1.0	1.0	1.1	0.1
Washington.....	33	46	45	39	34	-5	0.9	1.3	1.2	1.1	0.9	-0.2
West Virginia.....	7	10	9	10	8	-2	1.0	1.4	1.3	1.4	1.1	-0.3
Wisconsin.....	27	33	42	32	24	-8	0.9	1.1	1.4	1.1	0.8	-0.3
Wyoming.....	4	4	5	4	5	1	1.4	1.4	1.7	1.4	1.7	0.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
TOTAL U.S.....	11,004	9,392	9,211	6.6	5.6	5.5
Alabama.....	158	139	130	6.9	6.1	5.7
Alaska.....	20	21	19	6.0	6.0	5.6
Arizona.....	263	191	212	7.7	5.7	6.2
Arkansas.....	98	95	80	6.7	6.5	5.5
California.....	1,303	878	885	6.8	4.6	4.6
Colorado.....	249	188	228	7.9	6.1	7.2
Connecticut.....	114	100	89	6.3	5.5	4.9
Delaware.....	40	32	34	7.7	6.2	6.4
District of Columbia.....	42	47	39	5.2	5.6	4.8
Florida.....	596	581	596	5.9	5.6	5.7
Georgia.....	403	351	347	7.7	6.6	6.5
Hawaii.....	35	32	30	5.2	4.8	4.5
Idaho.....	67	51	60	7.4	5.6	6.4
Illinois.....	362	373	327	5.6	5.7	5.0
Indiana.....	215	170	163	6.2	4.9	4.7
Iowa.....	136	86	97	7.8	5.1	5.7
Kansas.....	99	82	81	6.4	5.3	5.2
Kentucky.....	138	133	118	6.5	6.1	5.5
Louisiana.....	165	140	134	7.8	6.6	6.3
Maine.....	45	41	43	6.5	5.8	6.1
Maryland.....	201	181	180	6.9	6.1	6.1
Massachusetts.....	281	249	263	7.0	6.2	6.5
Michigan.....	275	272	218	5.8	5.8	4.7
Minnesota.....	214	199	202	6.7	6.2	6.2
Mississippi.....	86	89	82	6.8	7.1	6.5
Missouri.....	203	181	170	6.4	5.7	5.4
Montana.....	45	36	39	8.0	6.5	7.0
Nebraska.....	61	60	54	5.5	5.5	4.9
Nevada.....	111	100	96	6.7	6.0	5.7
New Hampshire.....	55	40	38	7.3	5.4	5.1
New Jersey.....	277	238	221	6.1	5.2	4.8
New Mexico.....	73	57	68	7.8	6.1	7.2
New York.....	558	464	500	5.5	4.6	4.9
North Carolina.....	400	305	318	7.6	5.8	6.0
North Dakota.....	29	30	26	6.3	6.4	5.6
Ohio.....	366	346	339	6.2	5.8	5.6
Oklahoma.....	132	123	111	7.1	6.6	6.0
Oregon.....	155	126	128	7.3	5.9	6.0
Pennsylvania.....	432	365	388	6.6	5.6	5.9
Rhode Island.....	37	32	31	6.8	5.9	5.8
South Carolina.....	189	166	179	7.7	6.7	7.2
South Dakota.....	28	28	25	5.7	5.7	5.1
Tennessee.....	244	291	209	6.9	8.0	5.9
Texas.....	961	824	801	6.5	5.6	5.4
Utah.....	118	101	108	6.5	5.5	5.8
Vermont.....	24	17	20	7.2	5.2	6.0
Virginia.....	333	272	261	7.5	6.1	5.9
Washington.....	223	169	186	5.9	4.4	4.8
West Virginia.....	65	62	53	8.5	8.1	6.9
Wisconsin.....	259	221	165	7.9	6.8	5.2
Wyoming.....	20	18	18	6.6	5.8	5.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
TOTAL U.S.....	6,599	5,932	6,252	4.3	3.8	4.0
Alabama.....	126	99	89	5.9	4.6	4.1
Alaska.....	13	14	12	4.1	4.1	3.6
Arizona.....	166	132	155	5.3	4.2	4.9
Arkansas.....	64	66	56	4.7	4.8	4.1
California.....	735	554	658	4.1	3.1	3.6
Colorado.....	141	107	140	4.9	3.7	4.8
Connecticut.....	59	61	65	3.5	3.6	3.8
Delaware.....	31	22	28	6.4	4.6	5.7
District of Columbia.....	24	28	23	3.1	3.6	2.9
Florida.....	434	435	444	4.5	4.5	4.5
Georgia.....	255	207	242	5.2	4.2	4.9
Hawaii.....	24	22	21	3.8	3.5	3.3
Idaho.....	44	39	40	5.3	4.5	4.6
Illinois.....	242	185	229	3.9	3.0	3.7
Indiana.....	135	115	135	4.2	3.5	4.1
Iowa.....	72	53	67	4.5	3.3	4.2
Kansas.....	63	47	54	4.3	3.2	3.7
Kentucky.....	92	107	78	4.6	5.2	3.8
Louisiana.....	103	108	92	5.3	5.5	4.6
Maine.....	24	23	24	3.7	3.4	3.6
Maryland.....	128	109	112	4.7	3.9	4.0
Massachusetts.....	143	146	115	3.8	3.9	3.0
Michigan.....	167	138	146	3.8	3.1	3.3
Minnesota.....	109	103	125	3.6	3.4	4.1
Mississippi.....	58	54	53	4.9	4.6	4.5
Missouri.....	108	114	118	3.6	3.8	3.9
Montana.....	30	25	29	5.9	4.8	5.5
Nebraska.....	41	36	37	3.9	3.4	3.5
Nevada.....	80	64	72	5.2	4.1	4.5
New Hampshire.....	27	25	26	3.9	3.6	3.7
New Jersey.....	154	186	161	3.6	4.3	3.7
New Mexico.....	40	32	37	4.6	3.7	4.3
New York.....	294	289	283	3.0	3.0	2.9
North Carolina.....	245	188	173	5.0	3.8	3.5
North Dakota.....	18	20	18	4.2	4.5	4.0
Ohio.....	235	233	222	4.2	4.1	3.9
Oklahoma.....	84	92	84	4.9	5.3	4.8
Oregon.....	101	88	88	5.1	4.4	4.4
Pennsylvania.....	182	221	205	3.0	3.6	3.3
Rhode Island.....	21	21	21	4.1	4.3	4.3
South Carolina.....	118	100	117	5.2	4.3	5.0
South Dakota.....	18	17	19	4.0	3.6	4.0
Tennessee.....	178	153	148	5.4	4.6	4.4
Texas.....	593	542	653	4.3	3.9	4.6
Utah.....	80	71	78	4.7	4.1	4.5
Vermont.....	13	10	13	4.3	3.4	4.3
Virginia.....	184	172	171	4.5	4.1	4.1
Washington.....	141	117	124	3.9	3.2	3.4
West Virginia.....	39	39	34	5.6	5.5	4.8
Wisconsin.....	107	90	109	3.6	3.0	3.6
Wyoming.....	14	12	12	4.9	4.2	4.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
TOTAL U.S.....	5,848	5,828	5,659	3.8	3.7	3.6
Alabama.....	95	89	90	4.5	4.1	4.2
Alaska.....	30	27	26	9.4	8.0	8.1
Arizona.....	140	116	124	4.5	3.6	3.9
Arkansas.....	53	53	51	3.9	3.9	3.7
California.....	541	516	504	3.0	2.9	2.8
Colorado.....	113	115	113	3.9	4.0	3.9
Connecticut.....	44	59	51	2.6	3.5	3.0
Delaware.....	30	29	29	6.2	5.9	5.8
District of Columbia.....	28	23	25	3.6	2.9	3.2
Florida.....	389	371	381	4.1	3.8	3.9
Georgia.....	222	202	199	4.6	4.1	4.0
Hawaii.....	17	26	16	2.7	4.1	2.5
Idaho.....	43	50	42	5.1	5.8	4.9
Illinois.....	231	191	204	3.8	3.1	3.3
Indiana.....	133	127	117	4.1	3.9	3.5
Iowa.....	69	58	57	4.3	3.6	3.6
Kansas.....	55	58	42	3.8	4.0	2.9
Kentucky.....	74	88	72	3.7	4.3	3.5
Louisiana.....	87	104	89	4.5	5.3	4.5
Maine.....	25	32	34	3.9	4.9	5.2
Maryland.....	124	120	114	4.6	4.3	4.1
Massachusetts.....	98	117	108	2.6	3.1	2.8
Michigan.....	156	164	137	3.5	3.7	3.1
Minnesota.....	112	127	94	3.7	4.2	3.1
Mississippi.....	54	53	52	4.6	4.5	4.4
Missouri.....	104	116	97	3.5	3.9	3.2
Montana.....	32	37	36	6.3	7.0	6.8
Nebraska.....	38	39	33	3.6	3.8	3.1
Nevada.....	75	57	61	4.9	3.6	3.9
New Hampshire.....	33	32	33	4.7	4.6	4.7
New Jersey.....	148	167	192	3.5	3.8	4.4
New Mexico.....	31	34	34	3.6	4.0	3.9
New York.....	240	287	282	2.5	2.9	2.9
North Carolina.....	214	209	193	4.4	4.2	3.9
North Dakota.....	18	19	15	4.2	4.3	3.4
Ohio.....	232	215	220	4.2	3.8	3.9
Oklahoma.....	70	67	75	4.1	3.8	4.3
Oregon.....	85	83	84	4.3	4.1	4.2
Pennsylvania.....	165	177	208	2.7	2.9	3.4
Rhode Island.....	21	22	22	4.3	4.4	4.4
South Carolina.....	99	118	106	4.4	5.1	4.5
South Dakota.....	19	25	18	4.1	5.2	3.8
Tennessee.....	188	144	160	5.7	4.3	4.8
Texas.....	547	530	517	4.0	3.8	3.7
Utah.....	65	75	65	3.8	4.4	3.7
Vermont.....	10	13	12	3.1	4.3	3.8
Virginia.....	173	158	163	4.2	3.8	3.9
Washington.....	124	124	112	3.5	3.4	3.1
West Virginia.....	35	33	34	5.0	4.6	4.8
Wisconsin.....	101	118	98	3.4	3.9	3.2
Wyoming.....	18	18	17	6.3	6.0	5.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
TOTAL U.S.....	4,111	3,839	3,683	2.7	2.4	2.3
Alabama.....	74	57	62	3.4	2.6	2.9
Alaska.....	20	16	16	6.3	4.8	5.0
Arizona.....	102	83	82	3.3	2.6	2.6
Arkansas.....	39	35	34	2.9	2.5	2.5
California.....	375	329	329	2.1	1.8	1.8
Colorado.....	73	79	63	2.5	2.7	2.1
Connecticut.....	30	34	26	1.8	2.0	1.5
Delaware.....	22	19	19	4.6	3.9	3.9
District of Columbia.....	20	15	15	2.6	1.9	2.0
Florida.....	300	274	271	3.1	2.8	2.7
Georgia.....	158	141	136	3.3	2.9	2.7
Hawaii.....	11	15	9	1.8	2.4	1.4
Idaho.....	29	35	25	3.4	4.0	2.9
Illinois.....	151	134	150	2.5	2.2	2.4
Indiana.....	87	82	86	2.7	2.5	2.6
Iowa.....	47	35	38	2.9	2.2	2.4
Kansas.....	38	33	29	2.6	2.3	2.0
Kentucky.....	55	61	49	2.7	3.0	2.4
Louisiana.....	64	66	53	3.3	3.3	2.7
Maine.....	17	19	15	2.7	2.8	2.3
Maryland.....	80	74	74	2.9	2.7	2.6
Massachusetts.....	67	74	56	1.8	2.0	1.5
Michigan.....	112	102	93	2.5	2.3	2.1
Minnesota.....	78	72	65	2.6	2.4	2.1
Mississippi.....	41	32	37	3.5	2.7	3.2
Missouri.....	73	71	70	2.5	2.4	2.3
Montana.....	21	24	19	4.1	4.7	3.6
Nebraska.....	25	25	22	2.4	2.4	2.1
Nevada.....	48	38	39	3.2	2.5	2.5
New Hampshire.....	17	19	16	2.5	2.7	2.3
New Jersey.....	97	109	94	2.3	2.5	2.2
New Mexico.....	21	23	22	2.4	2.7	2.5
New York.....	158	153	151	1.6	1.6	1.5
North Carolina.....	165	139	134	3.4	2.8	2.7
North Dakota.....	12	12	11	2.7	2.8	2.4
Ohio.....	143	130	135	2.6	2.3	2.4
Oklahoma.....	52	45	52	3.0	2.6	3.0
Oregon.....	58	57	52	2.9	2.8	2.6
Pennsylvania.....	116	122	113	1.9	2.0	1.8
Rhode Island.....	12	13	10	2.4	2.5	2.0
South Carolina.....	73	80	67	3.2	3.5	2.9
South Dakota.....	13	16	12	2.8	3.4	2.6
Tennessee.....	129	98	111	3.9	2.9	3.3
Texas.....	421	390	393	3.1	2.8	2.8
Utah.....	44	52	43	2.6	3.0	2.5
Vermont.....	6	8	6	2.0	2.4	1.8
Virginia.....	130	107	107	3.1	2.6	2.6
Washington.....	83	79	68	2.3	2.2	1.8
West Virginia.....	26	21	23	3.7	3.0	3.2
Wisconsin.....	68	80	68	2.3	2.6	2.3
Wyoming.....	12	12	10	4.2	4.1	3.4

p Preliminary

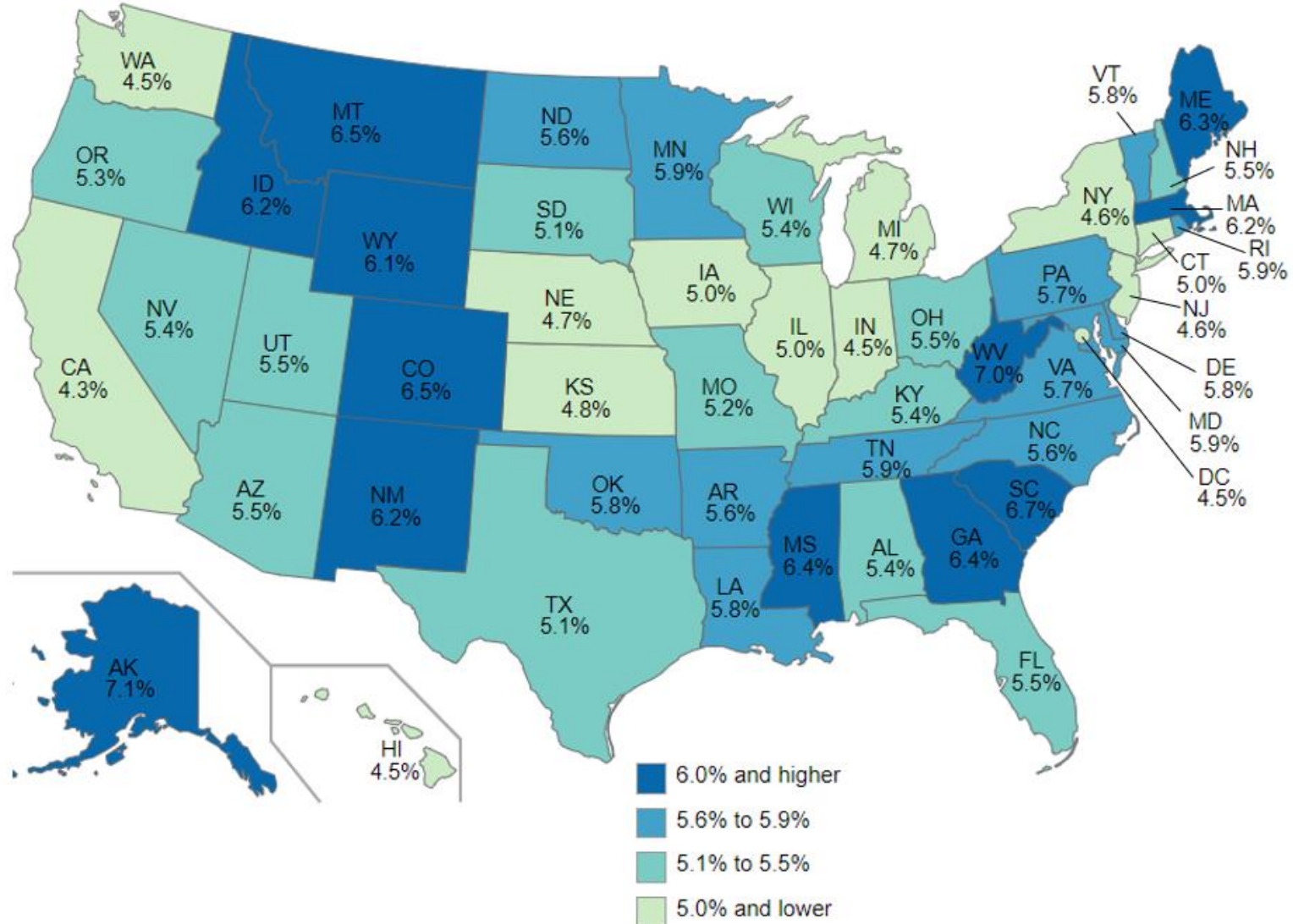
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Oct. 2022	Sept. 2023	Oct. 2023 ^p	Oct. 2022	Sept. 2023	Oct. 2023 ^p
TOTAL U.S.....	1,496	1,655	1,617	1.0	1.1	1.0
Alabama.....	18	28	22	0.9	1.3	1.0
Alaska.....	9	8	8	2.8	2.4	2.6
Arizona.....	33	24	35	1.0	0.8	1.1
Arkansas.....	12	16	13	0.9	1.2	0.9
California.....	123	148	149	0.7	0.8	0.8
Colorado.....	36	28	40	1.3	1.0	1.4
Connecticut.....	12	18	20	0.7	1.1	1.2
Delaware.....	7	9	7	1.5	1.8	1.5
District of Columbia.....	5	6	6	0.7	0.8	0.8
Florida.....	73	84	90	0.8	0.9	0.9
Georgia.....	58	47	41	1.2	1.0	0.8
Hawaii.....	5	7	5	0.8	1.1	0.8
Idaho.....	12	11	14	1.5	1.3	1.6
Illinois.....	67	48	50	1.1	0.8	0.8
Indiana.....	37	33	27	1.1	1.0	0.8
Iowa.....	18	20	17	1.1	1.2	1.1
Kansas.....	13	21	11	0.9	1.5	0.7
Kentucky.....	16	23	17	0.8	1.1	0.8
Louisiana.....	19	33	27	1.0	1.7	1.4
Maine.....	7	9	16	1.1	1.4	2.4
Maryland.....	40	40	29	1.5	1.5	1.0
Massachusetts.....	28	32	41	0.7	0.8	1.1
Michigan.....	38	55	38	0.9	1.2	0.8
Minnesota.....	29	48	25	1.0	1.6	0.8
Mississippi.....	11	18	11	1.0	1.6	0.9
Missouri.....	24	40	23	0.8	1.3	0.7
Montana.....	10	9	15	1.9	1.7	2.8
Nebraska.....	11	12	9	1.0	1.2	0.9
Nevada.....	25	14	19	1.7	0.9	1.2
New Hampshire.....	15	10	13	2.2	1.4	1.9
New Jersey.....	46	44	85	1.1	1.0	1.9
New Mexico.....	9	8	9	1.0	0.9	1.1
New York.....	74	116	109	0.8	1.2	1.1
North Carolina.....	42	65	41	0.9	1.3	0.8
North Dakota.....	6	5	4	1.3	1.2	0.9
Ohio.....	80	72	78	1.4	1.3	1.4
Oklahoma.....	16	19	17	0.9	1.1	1.0
Oregon.....	24	19	26	1.2	0.9	1.3
Pennsylvania.....	42	44	80	0.7	0.7	1.3
Rhode Island.....	9	7	10	1.8	1.4	2.0
South Carolina.....	23	35	30	1.0	1.5	1.3
South Dakota.....	5	7	5	1.1	1.5	1.0
Tennessee.....	54	41	41	1.6	1.2	1.2
Texas.....	112	122	98	0.8	0.9	0.7
Utah.....	19	17	19	1.1	1.0	1.1
Vermont.....	3	4	5	0.9	1.3	1.5
Virginia.....	40	46	45	1.0	1.1	1.1
Washington.....	37	35	38	1.0	1.0	1.1
West Virginia.....	8	9	8	1.1	1.3	1.2
Wisconsin.....	28	32	25	0.9	1.1	0.8
Wyoming.....	5	4	6	1.9	1.3	1.9

p Preliminary

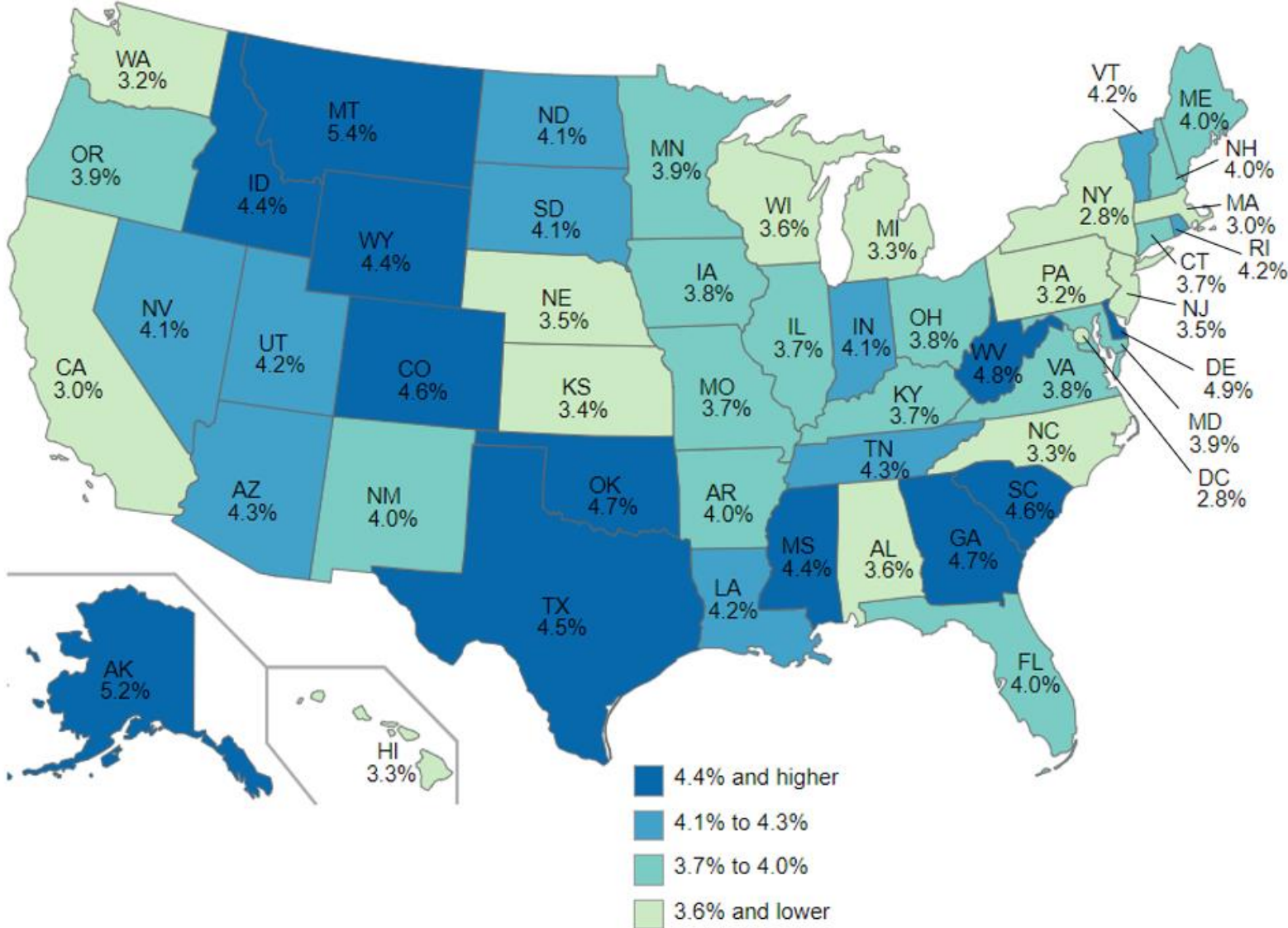
Map 1. Job openings rates by state, seasonally adjusted, October 2023

Total U.S. job openings rate = 5.3%



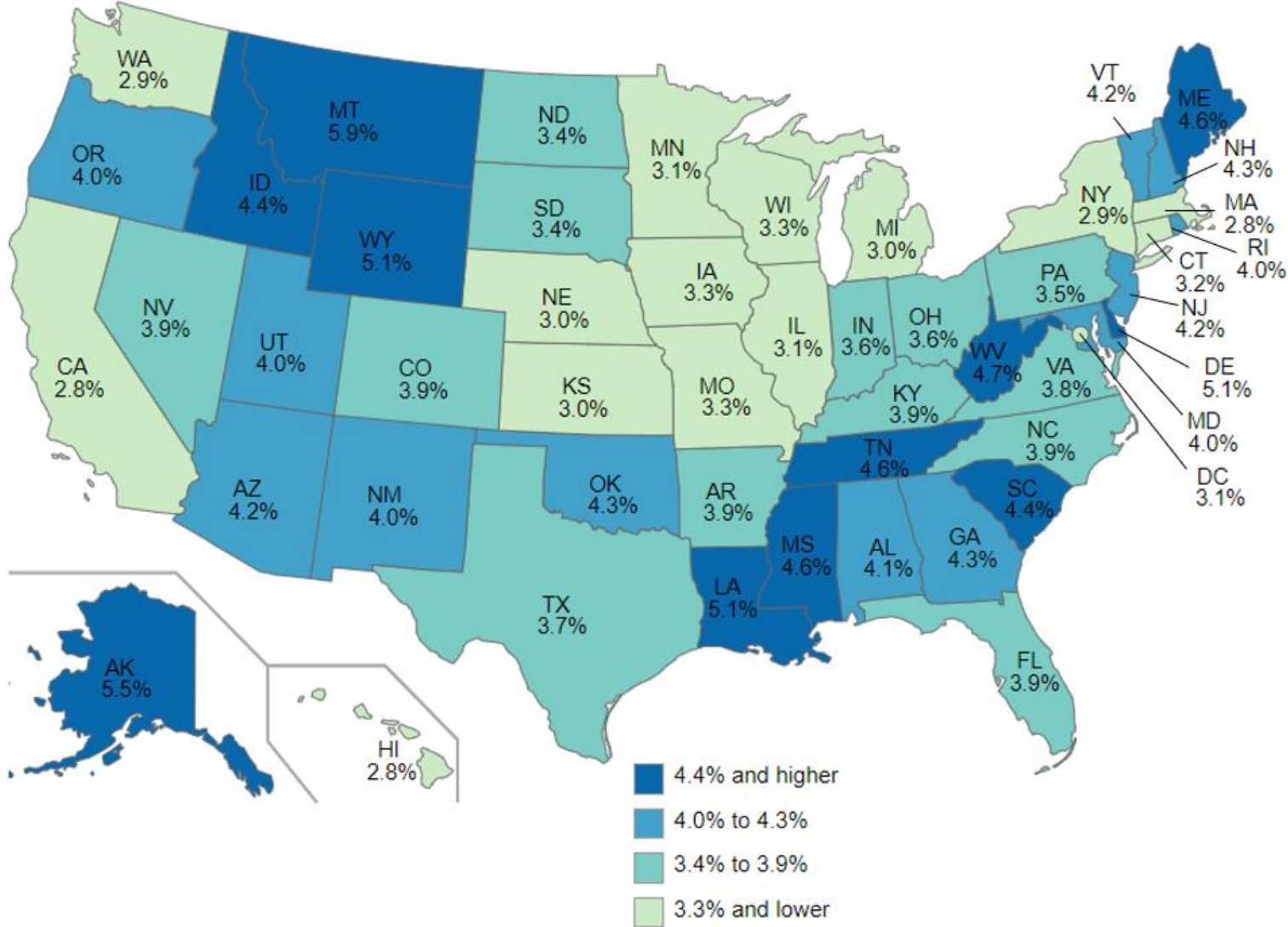
Map 2. Hires rates by state, seasonally adjusted, October 2023

Total U.S. hires rate = 3.7%



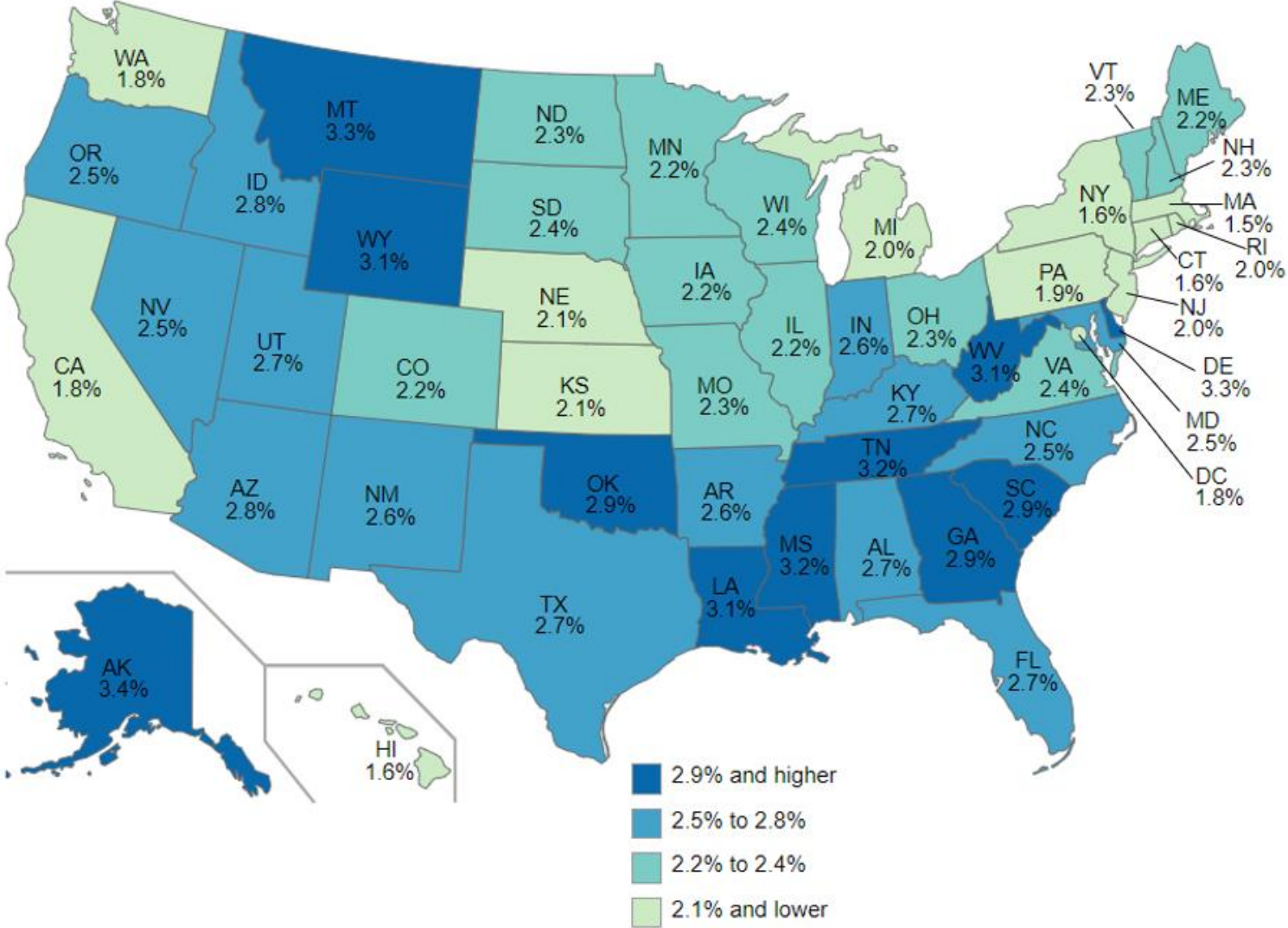
Map 3. Total separations rates by state, seasonally adjusted, October 2023

Total U.S. total separations rate = 3.6%



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

Total U.S. quits rate = 2.3%



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

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

