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STATE JOB OPENINGS AND LABOR TURNOVER – JANUARY 2023

Job openings rates decreased in 13 states and the District of Columbia and increased in 3 states on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 7 states and decreased in 4 states. Total separations rates increased in 4 states and decreased in 4 states. Nationally, the job openings rate decreased in January, 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 January, **job openings rates** decreased in 13 states and the District of Columbia, increased in 3 states, and were little changed in 34 states. The largest decreases in job openings rates occurred in North Dakota (-1.8 percentage points), Iowa (-1.7 points), and Michigan (-1.6 points). The increases occurred in Georgia and South Dakota (+0.8 point each), as well as in Florida (+0.5 point). Over the month, the national job openings rate decreased (-0.3 point). (See table A.)

The **number of job openings** decreased in 13 states and the District of Columbia, increased in 5 states, and was little changed in 32 states in January. The largest decreases in the job openings level occurred in California (-163,000), Texas (-98,000), and Michigan (-78,000). The largest increases occurred in Florida (+59,000), Georgia (+48,000), and New Hampshire (+5,000). Nationally, the number of job openings decreased over the month (-410,000). (See table A.)

Hires

In January, **hires rates** increased in 7 states, decreased in 4 states, and were little changed in 39 states and the District of Columbia. The largest increases in hires rates occurred in Arizona and South Dakota (+0.8 percentage point each), as well as in Ohio and Pennsylvania (+0.6 point each). The largest decreases occurred in Missouri (-1.1 points), Minnesota (-0.9 point), and North Dakota (-0.7 point). The national hires rate was little changed over the month. (See table B.)

The **number of hires** increased in 8 states, decreased in 3 states, and was little changed in 39 states and the District of Columbia in January. The largest increases in the hires level occurred in California (+87,000), Pennsylvania (+38,000), and Ohio (+35,000). The decreases occurred in Missouri and North Carolina (-32,000 each), as well as in Minnesota (-24,000). Nationally, the number of hires was little changed over the month. (See table B.)

Total Separations

In January, **total separations rates** increased in 4 states, decreased in 4 states, and were little changed in 42 states and the District of Columbia. The increases in total separations rates occurred in Alaska (+1.1 percentage points) and Georgia (+0.8 point), as well as in Minnesota and North Carolina (+0.7 point each). The largest decreases occurred in Idaho (-1.1 points) and in Iowa and Utah (-0.7 point each). Over the month, the national total separations rate was unchanged. (See table C.)

In January, the **number of total separations** increased in 5 states, decreased in 4 states, and was little changed in 41 states and the District of Columbia. The largest increases in the total separations level occurred in Georgia (+36,000), North Carolina (+34,000), and Minnesota (+21,000). The largest decreases occurred in Indiana (-17,000), Iowa (-12,000), and Utah (-11,000). Nationally, the number of total separations was little changed over the month. (See table C.)

Quits

In January, **quits rates** decreased in 8 states, increased in 1 state, and were little changed in 41 states and the District of Columbia. The largest decreases in quits rates occurred in Idaho and Utah (-0.9 percentage point each) and in Wyoming (-0.7 point). The increase occurred in Maryland (+0.5 point). Over the month, the national quits rate was little changed. (See table D.)

The **number of quits** decreased in 8 states, increased in 1 state, and was little changed in 41 states and the District of Columbia in January. The largest decreases in the quits level occurred in Texas (-47,000), Florida (-25,000), and Utah (-13,000). The increase occurred in Maryland (+13,000). Nationally, the number of quits decreased over the month (-207,000). (See table D.)

Layoffs and Discharges

In January, **layoffs and discharges rates** increased in 10 states, decreased in 1 state, and were little changed in 39 states and the District of Columbia. The largest increases in layoffs and discharges rates occurred in Alaska (+1.2 percentage points), North Carolina (+0.7 point), and Florida (+0.6 point). The decrease occurred in Indiana (-0.3 point). Over the month, the national layoffs and discharges rate was little changed. (See table E.)

The **number of layoffs and discharges** increased in 10 states, decreased in 2 states, and was little changed in 38 states and the District of Columbia in January. The largest increases in the layoffs and discharges levels occurred in Florida (+58,000), North Carolina (+34,000), and Texas (+33,000). The decreases occurred in Indiana and Missouri (-10,000 each). Nationally, the number of layoffs and discharges increased over the month (+241,000). (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 February 2023 are scheduled to be released on Wednesday, April 19, 2023, at 10:00 a.m. (ET).

Changes to Annual Estimates for States from the Job Openings and Labor Turnover Survey

Effective with the release of the Job Openings and Labor Turnover Survey (JOLTS) national data for January on March 8, 2023, the Bureau of Labor Statistics (BLS) published historical annual average job openings levels and rates for states. State annual averages for 2001 through 2021 are available in the BLS database at www.bls.gov/jlt/data.htm.

Also effective with the release of national data on March 8, 2023, JOLTS modified its method for calculating annual estimates for hires and separations rates. Annual rates are computed as annual averages, instead of annual totals, to make the estimates more helpful for data users and to be consistent with other BLS programs. State annual average hires and separations rates for 2001 through 2021 are available in the BLS database.

The 2022 state annual estimates will be published on July 26, 2023.

Additional information about these changes, including the annual average calculation method, is available at www.bls.gov/jlt/jolts-2023-changes.htm.

Table A. States with significant changes in job openings from December 2022 to January 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	December 2022	January 2023 ^p	Over-the-month change ^p	December 2022	January 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	11,234	10,824	-410	6.8	6.5	-0.3
California.....	1,219	1,056	-163	6.4	5.6	-0.8
Connecticut.....	110	97	-13	6.2	5.5	-0.7
Delaware.....	38	35	-3*	7.6	6.8	-0.8
District of Columbia.....	55	45	-10	6.6	5.5	-1.1
Florida.....	647	706	59	6.3	6.8	0.5
Georgia.....	388	436	48	7.4	8.2	0.8
Idaho.....	65	58	-7	7.3	6.4	-0.9
Indiana.....	221	206	-15	6.4	6.0	-0.4*
Iowa.....	135	104	-31	7.8	6.1	-1.7
Maine.....	48	42	-6	6.9	6.1	-0.8
Michigan.....	369	291	-78	7.8	6.2	-1.6
Minnesota.....	231	212	-19	7.2	6.7	-0.5
New Hampshire.....	51	56	5	6.8	7.4	0.6*
New Mexico.....	70	63	-7	7.6	6.8	-0.8
North Dakota.....	35	26	-9	7.5	5.7	-1.8
Ohio.....	409	389	-20*	6.9	6.5	-0.4
Oregon.....	153	140	-13	7.1	6.6	-0.5*
South Dakota.....	33	37	4	6.7	7.5	0.8
Tennessee.....	263	243	-20	7.4	6.8	-0.6
Texas.....	1,033	935	-98	7.0	6.4	-0.6
Vermont.....	22	25	3	6.7	7.5	0.8*

^p Preliminary

* Not significant

Table B. States with significant changes in hires from December 2022 to January 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	December 2022	January 2023 ^p	Over-the-month change ^p	December 2022	January 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	6,251	6,372	121	4.0	4.1	0.1
Arizona.....	135	159	24	4.3	5.1	0.8
California.....	542	629	87	3.0	3.5	0.5
Idaho.....	37	43	6	4.5	5.1	0.6*
Minnesota.....	126	102	-24	4.3	3.4	-0.9
Missouri.....	147	115	-32	5.0	3.9	-1.1
North Carolina.....	239	207	-32	4.9	4.3	-0.6
North Dakota.....	19	16	-3*	4.4	3.7	-0.7
Ohio.....	195	230	35	3.5	4.1	0.6
Pennsylvania.....	183	221	38	3.0	3.6	0.6
South Dakota.....	20	24	4	4.4	5.2	0.8
Washington.....	138	160	22	3.9	4.4	0.5
Wisconsin.....	112	128	16	3.8	4.3	0.5

p Preliminary

* Not significant

Table C. States with significant changes in total separations from December 2022 to January 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	December 2022	January 2023 ^p	Over-the-month change ^p	December 2022	January 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	5,906	5,902	-4	3.8	3.8	0.0
Alaska.....	18	22	4	5.6	6.7	1.1
Arkansas.....	55	64	9	4.2	4.7	0.5*
Georgia.....	220	256	36	4.5	5.3	0.8
Idaho.....	47	39	-8	5.7	4.6	-1.1
Indiana.....	154	137	-17	4.8	4.2	-0.6
Iowa.....	67	55	-12	4.2	3.5	-0.7
Minnesota.....	89	110	21	3.0	3.7	0.7
North Carolina.....	175	209	34	3.6	4.3	0.7
Utah.....	82	71	-11	4.9	4.2	-0.7

p Preliminary

* Not significant

Table D. States with significant changes in quits from December 2022 to January 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	December 2022	January 2023 ^p	Over-the-month change ^p	December 2022	January 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	4,091	3,884	-207	2.6	2.5	-0.1
Colorado.....	93	81	-12	3.2	2.8	-0.4
Florida.....	287	262	-25	3.0	2.7	-0.3*
Idaho.....	34	27	-7	4.1	3.2	-0.9
Indiana.....	99	91	-8*	3.1	2.8	-0.3
Iowa.....	43	37	-6	2.7	2.3	-0.4
Maryland.....	55	68	13	2.0	2.5	0.5
Oregon.....	62	54	-8	3.1	2.7	-0.4*
Texas.....	440	393	-47	3.2	2.9	-0.3
Utah.....	63	50	-13	3.8	2.9	-0.9
Virginia.....	109	96	-13*	2.7	2.3	-0.4
Wyoming.....	12	10	-2	4.2	3.5	-0.7

p Preliminary

* Not significant

Table E. States with significant changes in layoffs and discharges from December 2022 to January 2023, seasonally adjusted

State	Level (in thousands)			Rate		
	December 2022	January 2023 ^p	Over-the-month change ^p	December 2022	January 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	1,475	1,716	241	1.0	1.1	0.1
Alaska.....	4	8	4	1.2	2.4	1.2
Arizona.....	22	30	8*	0.7	1.0	0.3
Florida.....	68	126	58	0.7	1.3	0.6
Georgia.....	47	74	27	1.0	1.5	0.5
Illinois.....	61	82	21	1.0	1.3	0.3
Indiana.....	49	39	-10	1.5	1.2	-0.3
Louisiana.....	21	31	10	1.1	1.6	0.5
Minnesota.....	24	35	11	0.8	1.2	0.4
Missouri.....	42	32	-10	1.4	1.1	-0.3*
North Carolina.....	42	76	34	0.9	1.6	0.7
Oregon.....	13	21	8	0.7	1.1	0.4
South Carolina.....	24	33	9	1.1	1.5	0.4*
Texas.....	114	147	33	0.8	1.1	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 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				
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	11,487	10,471	10,746	11,234	10,824	7.1	6.4	6.5	6.8	6.5
Alabama.....	151	156	154	161	162	6.8	6.9	6.8	7.1	7.0
Alaska.....	33	30	29	31	30	9.4	8.5	8.2	8.7	8.4
Arizona.....	236	231	214	214	225	7.2	6.9	6.5	6.4	6.7
Arkansas.....	92	103	95	103	108	6.6	7.2	6.7	7.2	7.4
California.....	1,148	1,212	1,239	1,219	1,056	6.3	6.4	6.5	6.4	5.6
Colorado.....	236	231	215	213	209	7.7	7.4	6.9	6.9	6.8
Connecticut.....	108	96	100	110	97	6.2	5.4	5.7	6.2	5.5
Delaware.....	36	38	37	38	35	7.4	7.6	7.4	7.6	6.8
District of Columbia.....	45	48	46	55	45	5.6	5.9	5.6	6.6	5.5
Florida.....	704	562	637	647	706	7.1	5.6	6.2	6.3	6.8
Georgia.....	394	396	392	388	436	7.7	7.6	7.5	7.4	8.2
Hawaii.....	48	38	34	39	41	7.4	5.8	5.2	5.9	6.1
Idaho.....	63	61	60	65	58	7.2	6.9	6.8	7.3	6.4
Illinois.....	484	374	416	474	464	7.5	5.8	6.4	7.2	7.1
Indiana.....	257	219	209	221	206	7.5	6.4	6.1	6.4	6.0
Iowa.....	123	106	117	135	104	7.3	6.3	6.9	7.8	6.1
Kansas.....	97	97	90	100	99	6.5	6.4	6.0	6.6	6.4
Kentucky.....	158	150	155	153	156	7.6	7.1	7.3	7.2	7.3
Louisiana.....	143	175	180	181	178	7.0	8.3	8.5	8.5	8.4
Maine.....	54	43	43	48	42	7.9	6.3	6.2	6.9	6.1
Maryland.....	212	188	198	203	206	7.3	6.4	6.8	6.9	7.0
Massachusetts.....	270	264	239	281	290	7.0	6.6	6.0	7.0	7.2
Michigan.....	357	280	286	369	291	7.7	6.0	6.1	7.8	6.2
Minnesota.....	260	206	185	231	212	8.3	6.5	5.9	7.2	6.7
Mississippi.....	84	85	86	88	91	6.8	6.9	6.9	7.0	7.2
Missouri.....	229	196	197	220	211	7.3	6.3	6.3	7.0	6.6
Montana.....	45	42	41	44	43	8.2	7.7	7.5	8.0	7.7
Nebraska.....	84	64	59	73	75	7.7	5.8	5.4	6.5	6.7
Nevada.....	113	106	104	114	114	7.3	6.7	6.6	7.2	6.9
New Hampshire.....	61	53	47	51	56	8.3	7.2	6.4	6.8	7.4
New Jersey.....	299	246	203	266	280	6.8	5.5	4.5	5.9	6.1
New Mexico.....	67	71	68	70	63	7.4	7.7	7.4	7.6	6.8
New York.....	591	509	442	473	452	6.0	5.1	4.4	4.7	4.5
North Carolina.....	352	365	363	367	351	7.0	7.0	7.0	7.0	6.7
North Dakota.....	34	25	28	35	26	7.4	5.5	6.1	7.5	5.7
Ohio.....	388	356	345	409	389	6.7	6.1	5.9	6.9	6.5
Oklahoma.....	119	124	132	135	139	6.7	6.8	7.2	7.3	7.4
Oregon.....	151	143	140	153	140	7.3	6.7	6.6	7.1	6.6
Pennsylvania.....	506	393	428	458	465	8.0	6.1	6.6	7.0	7.1
Rhode Island.....	39	35	33	37	38	7.4	6.6	6.2	6.9	7.1
South Carolina.....	181	169	182	188	178	7.7	7.0	7.5	7.7	7.3
South Dakota.....	37	29	30	33	37	7.7	6.0	6.2	6.7	7.5
Tennessee.....	258	244	259	263	243	7.5	7.0	7.3	7.4	6.8
Texas.....	940	933	886	1,033	935	6.7	6.4	6.1	7.0	6.4
Utah.....	124	107	111	112	113	7.0	6.0	6.2	6.3	6.2
Vermont.....	24	23	20	22	25	7.4	7.1	6.2	6.7	7.5
Virginia.....	310	356	320	344	333	7.2	8.0	7.2	7.7	7.5
Washington.....	221	230	214	242	248	6.0	6.1	5.7	6.4	6.5
West Virginia.....	57	61	66	69	71	7.6	7.9	8.4	8.9	9.2
Wisconsin.....	237	226	243	236	233	7.5	7.1	7.6	7.4	7.2
Wyoming.....	24	23	22	22	22	7.8	7.5	7.1	7.1	7.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	6,496	6,164	6,253	6,251	6,372	4.3	4.0	4.1	4.0	4.1
Alabama.....	106	116	98	103	99	5.2	5.5	4.7	4.9	4.6
Alaska.....	19	20	20	22	22	6.0	6.2	6.2	6.8	6.7
Arizona.....	156	141	130	135	159	5.2	4.5	4.2	4.3	5.1
Arkansas.....	63	61	62	67	62	4.8	4.6	4.7	5.1	4.6
California.....	638	634	585	542	629	3.7	3.6	3.3	3.0	3.5
Colorado.....	153	126	118	116	121	5.4	4.3	4.1	4.0	4.2
Connecticut.....	59	50	56	58	56	3.6	3.0	3.4	3.5	3.3
Delaware.....	27	25	24	24	22	6.0	5.4	5.2	5.2	4.6
District of Columbia.....	22	27	27	28	23	2.9	3.5	3.5	3.6	3.0
Florida.....	391	380	357	371	378	4.3	4.0	3.7	3.9	3.9
Georgia.....	266	245	228	248	259	5.7	5.1	4.7	5.1	5.3
Hawaii.....	30	23	20	24	28	5.0	3.7	3.2	3.9	4.5
Idaho.....	43	38	35	37	43	5.3	4.6	4.2	4.5	5.1
Illinois.....	254	241	241	257	262	4.3	4.0	3.9	4.2	4.3
Indiana.....	154	142	142	149	141	4.9	4.4	4.4	4.6	4.4
Iowa.....	61	57	67	64	61	3.9	3.6	4.2	4.0	3.8
Kansas.....	49	60	56	59	59	3.5	4.2	4.0	4.2	4.1
Kentucky.....	112	96	94	96	93	5.8	4.9	4.8	4.9	4.7
Louisiana.....	98	108	92	102	99	5.2	5.6	4.7	5.3	5.1
Maine.....	28	22	30	28	26	4.4	3.4	4.6	4.3	4.0
Maryland.....	99	111	113	113	115	3.7	4.1	4.1	4.1	4.2
Massachusetts.....	167	142	123	126	133	4.6	3.8	3.3	3.4	3.6
Michigan.....	182	171	166	175	171	4.2	3.9	3.8	4.0	3.9
Minnesota.....	106	104	107	126	102	3.7	3.5	3.6	4.3	3.4
Mississippi.....	55	51	53	58	57	4.7	4.4	4.6	5.0	4.8
Missouri.....	95	103	108	147	115	3.3	3.5	3.7	5.0	3.9
Montana.....	28	28	28	29	30	5.6	5.5	5.5	5.7	5.8
Nebraska.....	42	40	38	40	42	4.1	3.8	3.6	3.8	4.0
Nevada.....	71	76	73	74	75	5.0	5.2	4.9	5.0	4.9
New Hampshire.....	33	26	27	30	29	4.9	3.8	3.9	4.4	4.2
New Jersey.....	167	139	135	141	143	4.0	3.3	3.2	3.3	3.3
New Mexico.....	39	39	35	40	38	4.7	4.6	4.1	4.7	4.4
New York.....	310	262	282	323	309	3.3	2.7	2.9	3.4	3.2
North Carolina.....	273	229	223	239	207	5.9	4.7	4.6	4.9	4.3
North Dakota.....	19	16	19	19	16	4.5	3.7	4.4	4.4	3.7
Ohio.....	219	226	211	195	230	4.0	4.1	3.8	3.5	4.1
Oklahoma.....	84	75	82	85	85	5.1	4.4	4.8	5.0	4.9
Oregon.....	84	86	78	85	91	4.4	4.3	3.9	4.3	4.6
Pennsylvania.....	205	188	192	183	221	3.5	3.1	3.2	3.0	3.6
Rhode Island.....	23	19	19	22	21	4.7	3.8	3.8	4.4	4.2
South Carolina.....	114	96	109	113	108	5.2	4.3	4.9	5.0	4.8
South Dakota.....	19	19	21	20	24	4.3	4.2	4.6	4.4	5.2
Tennessee.....	162	164	162	161	166	5.1	5.0	5.0	4.9	5.0
Texas.....	536	554	609	608	583	4.1	4.1	4.5	4.4	4.2
Utah.....	81	69	66	79	85	4.9	4.1	3.9	4.7	5.0
Vermont.....	14	11	12	12	14	4.7	3.6	4.0	4.0	4.6
Virginia.....	169	164	174	177	178	4.2	4.0	4.2	4.3	4.3
Washington.....	133	135	132	138	160	3.9	3.8	3.7	3.9	4.4
West Virginia.....	34	34	36	37	37	4.9	4.8	5.0	5.2	5.3
Wisconsin.....	118	108	106	112	128	4.1	3.7	3.6	3.8	4.3
Wyoming.....	15	16	16	16	17	5.3	5.6	5.6	5.6	5.9

p Preliminary

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

State	Levels (in thousands)					Rates				
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	6,235	5,846	5,945	5,906	5,902	4.2	3.8	3.9	3.8	3.8
Alabama.....	97	100	96	99	94	4.7	4.8	4.6	4.7	4.4
Alaska.....	22	22	23	18	22	6.9	6.8	7.1	5.6	6.7
Arizona.....	155	151	145	125	125	5.1	4.9	4.7	4.0	4.0
Arkansas.....	57	58	65	55	64	4.4	4.4	4.9	4.2	4.7
California.....	667	540	592	598	571	3.9	3.0	3.3	3.3	3.2
Colorado.....	138	109	152	128	118	4.9	3.8	5.2	4.4	4.1
Connecticut.....	56	44	55	56	53	3.4	2.6	3.3	3.4	3.2
Delaware.....	21	23	22	21	21	4.6	5.0	4.8	4.6	4.4
District of Columbia.....	23	25	23	24	20	3.0	3.2	3.0	3.1	2.6
Florida.....	363	367	351	373	401	4.0	3.8	3.7	3.9	4.2
Georgia.....	246	243	238	220	256	5.2	5.0	4.9	4.5	5.3
Hawaii.....	23	23	24	23	20	3.9	3.7	3.9	3.7	3.2
Idaho.....	43	37	39	47	39	5.3	4.5	4.7	5.7	4.6
Illinois.....	199	215	256	210	232	3.3	3.5	4.2	3.4	3.8
Indiana.....	140	143	134	154	137	4.4	4.5	4.2	4.8	4.2
Iowa.....	65	60	70	67	55	4.2	3.8	4.4	4.2	3.5
Kansas.....	47	55	55	59	53	3.4	3.9	3.9	4.2	3.7
Kentucky.....	96	84	89	93	96	5.0	4.3	4.5	4.7	4.8
Louisiana.....	85	93	97	100	102	4.5	4.8	5.0	5.1	5.2
Maine.....	24	23	24	29	25	3.8	3.6	3.7	4.5	3.9
Maryland.....	94	106	102	90	100	3.5	3.9	3.7	3.3	3.7
Massachusetts.....	112	98	104	109	102	3.1	2.6	2.8	2.9	2.7
Michigan.....	181	154	158	160	167	4.2	3.5	3.6	3.7	3.8
Minnesota.....	91	106	100	89	110	3.2	3.6	3.4	3.0	3.7
Mississippi.....	57	61	55	53	52	4.9	5.3	4.8	4.6	4.4
Missouri.....	117	109	100	124	112	4.0	3.7	3.4	4.2	3.8
Montana.....	26	26	28	28	27	5.2	5.1	5.5	5.5	5.2
Nebraska.....	41	40	38	38	36	4.0	3.8	3.6	3.6	3.5
Nevada.....	69	69	70	69	69	4.8	4.7	4.7	4.7	4.5
New Hampshire.....	30	28	29	32	33	4.5	4.1	4.2	4.6	4.7
New Jersey.....	147	120	130	141	140	3.6	2.8	3.0	3.3	3.2
New Mexico.....	36	35	39	37	36	4.3	4.1	4.6	4.3	4.2
New York.....	271	270	233	280	288	2.9	2.8	2.4	2.9	3.0
North Carolina.....	202	206	196	175	209	4.3	4.3	4.0	3.6	4.3
North Dakota.....	19	17	17	18	17	4.5	3.9	3.9	4.2	3.9
Ohio.....	234	218	198	209	198	4.3	4.0	3.6	3.8	3.6
Oklahoma.....	72	76	74	75	74	4.3	4.5	4.4	4.4	4.3
Oregon.....	82	78	92	81	80	4.3	3.9	4.6	4.1	4.0
Pennsylvania.....	207	166	169	200	185	3.5	2.8	2.8	3.3	3.0
Rhode Island.....	19	21	17	22	22	3.9	4.2	3.4	4.4	4.4
South Carolina.....	104	95	97	111	110	4.8	4.2	4.3	4.9	4.8
South Dakota.....	18	18	18	18	18	4.1	3.9	3.9	3.9	3.9
Tennessee.....	154	186	168	150	144	4.9	5.7	5.1	4.6	4.4
Texas.....	546	535	514	573	561	4.2	3.9	3.8	4.2	4.1
Utah.....	76	68	77	82	71	4.6	4.1	4.6	4.9	4.2
Vermont.....	14	11	12	12	13	4.7	3.6	4.0	4.0	4.2
Virginia.....	162	164	154	153	148	4.1	4.0	3.8	3.7	3.6
Washington.....	145	114	148	126	123	4.2	3.2	4.2	3.5	3.4
West Virginia.....	32	31	33	34	34	4.6	4.4	4.6	4.8	4.9
Wisconsin.....	102	98	95	102	98	3.5	3.3	3.2	3.4	3.3
Wyoming.....	16	15	16	17	15	5.7	5.3	5.6	5.9	5.2

p Preliminary

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

State	Levels (in thousands)					Rates				
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	4,391	4,048	4,148	4,091	3,884	2.9	2.6	2.7	2.6	2.5
Alabama.....	69	76	71	70	64	3.4	3.6	3.4	3.3	3.0
Alaska.....	16	14	13	13	13	5.0	4.4	4.0	4.0	4.0
Arizona.....	111	109	96	94	87	3.7	3.5	3.1	3.0	2.8
Arkansas.....	40	42	45	40	44	3.1	3.2	3.4	3.0	3.2
California.....	469	372	437	399	388	2.7	2.1	2.5	2.2	2.2
Colorado.....	96	70	89	93	81	3.4	2.4	3.1	3.2	2.8
Connecticut.....	38	29	35	35	34	2.3	1.7	2.1	2.1	2.0
Delaware.....	15	16	15	15	14	3.3	3.5	3.2	3.3	2.9
District of Columbia.....	16	18	15	16	13	2.1	2.3	1.9	2.1	1.7
Florida.....	262	280	266	287	262	2.9	2.9	2.8	3.0	2.7
Georgia.....	171	176	174	162	170	3.6	3.6	3.6	3.3	3.5
Hawaii.....	17	16	16	16	14	2.8	2.6	2.6	2.6	2.2
Idaho.....	28	25	25	34	27	3.4	3.0	3.0	4.1	3.2
Illinois.....	148	139	142	141	142	2.5	2.3	2.3	2.3	2.3
Indiana.....	107	93	102	99	91	3.4	2.9	3.2	3.1	2.8
Iowa.....	43	43	50	43	37	2.8	2.7	3.2	2.7	2.3
Kansas.....	35	38	38	38	35	2.5	2.7	2.7	2.7	2.4
Kentucky.....	67	63	65	69	69	3.5	3.2	3.3	3.5	3.5
Louisiana.....	62	68	70	66	67	3.3	3.5	3.6	3.4	3.4
Maine.....	16	16	16	17	15	2.5	2.5	2.5	2.6	2.3
Maryland.....	70	71	73	55	68	2.6	2.6	2.7	2.0	2.5
Massachusetts.....	76	69	74	65	57	2.1	1.9	2.0	1.7	1.5
Michigan.....	144	111	108	111	100	3.3	2.5	2.5	2.5	2.3
Minnesota.....	64	74	74	60	69	2.2	2.5	2.5	2.0	2.3
Mississippi.....	43	44	39	37	36	3.7	3.8	3.4	3.2	3.1
Missouri.....	74	77	77	76	75	2.6	2.6	2.6	2.6	2.5
Montana.....	18	17	18	20	18	3.6	3.4	3.6	3.9	3.5
Nebraska.....	29	27	26	26	23	2.9	2.6	2.5	2.5	2.2
Nevada.....	44	46	46	49	45	3.1	3.1	3.1	3.3	2.9
New Hampshire.....	18	17	17	17	17	2.7	2.5	2.5	2.5	2.4
New Jersey.....	102	82	81	77	76	2.5	1.9	1.9	1.8	1.8
New Mexico.....	25	23	22	26	24	3.0	2.7	2.6	3.0	2.8
New York.....	174	163	155	183	176	1.9	1.7	1.6	1.9	1.8
North Carolina.....	130	156	137	127	126	2.8	3.2	2.8	2.6	2.6
North Dakota.....	14	12	11	12	11	3.3	2.8	2.6	2.8	2.5
Ohio.....	153	144	143	148	140	2.8	2.6	2.6	2.7	2.5
Oklahoma.....	52	55	55	49	48	3.1	3.3	3.2	2.9	2.8
Oregon.....	57	55	57	62	54	3.0	2.8	2.9	3.1	2.7
Pennsylvania.....	134	117	115	124	122	2.3	1.9	1.9	2.1	2.0
Rhode Island.....	12	13	11	12	12	2.5	2.6	2.2	2.4	2.4
South Carolina.....	80	69	71	79	72	3.7	3.1	3.2	3.5	3.2
South Dakota.....	13	13	13	13	12	2.9	2.9	2.8	2.8	2.6
Tennessee.....	109	125	122	105	102	3.4	3.8	3.7	3.2	3.1
Texas.....	418	411	408	440	393	3.2	3.0	3.0	3.2	2.9
Utah.....	51	48	52	63	50	3.1	2.9	3.1	3.8	2.9
Vermont.....	9	7	8	7	8	3.0	2.3	2.7	2.3	2.6
Virginia.....	119	122	108	109	96	3.0	3.0	2.6	2.7	2.3
Washington.....	88	77	99	89	85	2.6	2.2	2.8	2.5	2.4
West Virginia.....	24	23	24	23	23	3.5	3.2	3.3	3.3	3.3
Wisconsin.....	74	68	68	67	67	2.5	2.3	2.3	2.3	2.2
Wyoming.....	11	10	10	12	10	3.9	3.5	3.5	4.2	3.5

p Preliminary

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

State	Levels (in thousands)					Rates				
	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	1,425	1,525	1,485	1,475	1,716	0.9	1.0	1.0	1.0	1.1
Alabama.....	23	21	21	23	24	1.1	1.0	1.0	1.1	1.1
Alaska.....	4	6	9	4	8	1.3	1.9	2.8	1.2	2.4
Arizona.....	33	34	40	22	30	1.1	1.1	1.3	0.7	1.0
Arkansas.....	13	13	17	13	17	1.0	1.0	1.3	1.0	1.3
California.....	166	133	116	163	162	1.0	0.8	0.7	0.9	0.9
Colorado.....	28	34	55	23	30	1.0	1.2	1.9	0.8	1.0
Connecticut.....	14	13	17	17	13	0.9	0.8	1.0	1.0	0.8
Delaware.....	5	7	6	5	7	1.1	1.5	1.3	1.1	1.5
District of Columbia.....	6	7	6	5	6	0.8	0.9	0.8	0.6	0.8
Florida.....	83	71	69	68	126	0.9	0.7	0.7	0.7	1.3
Georgia.....	56	58	53	47	74	1.2	1.2	1.1	1.0	1.5
Hawaii.....	4	6	7	5	5	0.7	1.0	1.1	0.8	0.8
Idaho.....	11	10	11	10	9	1.4	1.2	1.3	1.2	1.1
Illinois.....	50	62	108	61	82	0.8	1.0	1.8	1.0	1.3
Indiana.....	22	42	29	49	39	0.7	1.3	0.9	1.5	1.2
Iowa.....	19	13	13	19	16	1.2	0.8	0.8	1.2	1.0
Kansas.....	9	13	14	17	15	0.6	0.9	1.0	1.2	1.0
Kentucky.....	25	18	21	19	23	1.3	0.9	1.1	1.0	1.2
Louisiana.....	17	21	25	21	31	0.9	1.1	1.3	1.1	1.6
Maine.....	6	6	6	9	8	0.9	0.9	0.9	1.4	1.2
Maryland.....	17	30	24	29	26	0.6	1.1	0.9	1.1	1.0
Massachusetts.....	29	27	24	37	34	0.8	0.7	0.6	1.0	0.9
Michigan.....	31	37	44	43	53	0.7	0.8	1.0	1.0	1.2
Minnesota.....	21	26	20	24	35	0.7	0.9	0.7	0.8	1.2
Mississippi.....	11	14	14	13	15	0.9	1.2	1.2	1.1	1.3
Missouri.....	21	26	17	42	32	0.7	0.9	0.6	1.4	1.1
Montana.....	6	7	8	7	7	1.2	1.4	1.6	1.4	1.4
Nebraska.....	9	11	9	10	11	0.9	1.1	0.9	1.0	1.1
Nevada.....	21	20	20	15	20	1.5	1.4	1.4	1.0	1.3
New Hampshire.....	9	10	10	13	14	1.3	1.5	1.4	1.9	2.0
New Jersey.....	26	34	41	58	53	0.6	0.8	1.0	1.4	1.2
New Mexico.....	8	10	14	8	10	1.0	1.2	1.6	0.9	1.2
New York.....	75	95	68	74	89	0.8	1.0	0.7	0.8	0.9
North Carolina.....	52	45	47	42	76	1.1	0.9	1.0	0.9	1.6
North Dakota.....	5	4	5	5	5	1.2	0.9	1.2	1.2	1.2
Ohio.....	70	64	42	52	53	1.3	1.2	0.8	0.9	1.0
Oklahoma.....	16	19	15	20	22	1.0	1.1	0.9	1.2	1.3
Oregon.....	19	19	26	13	21	1.0	1.0	1.3	0.7	1.1
Pennsylvania.....	62	42	36	60	55	1.1	0.7	0.6	1.0	0.9
Rhode Island.....	5	7	5	8	8	1.0	1.4	1.0	1.6	1.6
South Carolina.....	19	23	21	24	33	0.9	1.0	0.9	1.1	1.5
South Dakota.....	4	4	4	5	5	0.9	0.9	0.9	1.1	1.1
Tennessee.....	37	56	40	35	37	1.2	1.7	1.2	1.1	1.1
Texas.....	100	107	90	114	147	0.8	0.8	0.7	0.8	1.1
Utah.....	19	16	19	15	17	1.2	1.0	1.1	0.9	1.0
Vermont.....	4	3	3	4	4	1.3	1.0	1.0	1.3	1.3
Virginia.....	34	37	38	35	44	0.9	0.9	0.9	0.9	1.1
Washington.....	49	32	37	30	29	1.4	0.9	1.0	0.8	0.8
West Virginia.....	7	7	7	7	9	1.0	1.0	1.0	1.0	1.3
Wisconsin.....	22	25	21	30	26	0.8	0.8	0.7	1.0	0.9
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		
	Jan. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	11,432	10,164	10,767	7.2	6.1	6.6
Alabama.....	141	146	155	6.5	6.3	6.8
Alaska.....	29	27	28	8.8	8.0	8.3
Arizona.....	264	208	259	8.1	6.1	7.6
Arkansas.....	88	92	108	6.3	6.3	7.4
California.....	1,153	1,122	1,052	6.3	5.9	5.6
Colorado.....	244	199	213	8.1	6.4	7.0
Connecticut.....	118	100	100	6.8	5.6	5.7
Delaware.....	39	30	36	8.0	5.9	7.2
District of Columbia.....	46	43	47	5.8	5.3	5.8
Florida.....	683	606	699	6.9	5.9	6.8
Georgia.....	393	364	440	7.8	6.9	8.3
Hawaii.....	47	42	41	7.4	6.2	6.1
Idaho.....	62	64	57	7.2	7.1	6.4
Illinois.....	459	421	450	7.3	6.4	7.0
Indiana.....	243	189	194	7.3	5.5	5.7
Iowa.....	116	116	100	7.1	6.8	6.0
Kansas.....	98	90	100	6.7	5.8	6.5
Kentucky.....	156	141	154	7.6	6.6	7.3
Louisiana.....	147	157	183	7.2	7.5	8.7
Maine.....	59	45	43	8.8	6.6	6.4
Maryland.....	210	187	206	7.4	6.4	7.1
Massachusetts.....	262	249	287	6.9	6.3	7.3
Michigan.....	339	303	270	7.4	6.5	5.9
Minnesota.....	255	207	213	8.3	6.5	6.8
Mississippi.....	76	80	85	6.2	6.4	6.8
Missouri.....	222	205	204	7.2	6.5	6.5
Montana.....	40	45	39	7.6	8.1	7.1
Nebraska.....	86	65	80	8.0	5.9	7.2
Nevada.....	105	106	110	6.9	6.5	6.8
New Hampshire.....	65	52	60	9.0	7.0	8.1
New Jersey.....	309	254	288	7.1	5.5	6.4
New Mexico.....	76	65	71	8.4	7.0	7.7
New York.....	609	440	444	6.3	4.3	4.5
North Carolina.....	352	331	350	7.1	6.3	6.8
North Dakota.....	34	31	26	7.6	6.7	5.8
Ohio.....	378	358	374	6.6	6.0	6.4
Oklahoma.....	117	119	142	6.6	6.5	7.7
Oregon.....	153	146	146	7.5	6.8	6.9
Pennsylvania.....	519	443	495	8.3	6.8	7.6
Rhode Island.....	39	32	37	7.6	6.0	7.1
South Carolina.....	191	164	190	8.2	6.7	7.8
South Dakota.....	30	28	31	6.6	5.7	6.4
Tennessee.....	266	224	250	7.8	6.3	7.1
Texas.....	896	863	874	6.5	5.9	6.0
Utah.....	138	114	127	7.8	6.3	7.0
Vermont.....	26	24	26	8.0	7.2	8.0
Virginia.....	297	324	319	7.0	7.3	7.2
Washington.....	211	211	246	5.9	5.6	6.5
West Virginia.....	51	62	66	6.9	8.1	8.7
Wisconsin.....	239	208	235	7.8	6.5	7.4
Wyoming.....	21	24	19	7.2	7.8	6.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	6,273	4,641	6,143	4.2	3.0	4.0
Alabama.....	102	78	93	5.0	3.6	4.4
Alaska.....	16	12	18	5.3	3.9	5.7
Arizona.....	158	96	170	5.2	3.0	5.4
Arkansas.....	61	46	61	4.7	3.4	4.5
California.....	595	393	605	3.5	2.2	3.4
Colorado.....	149	88	121	5.4	3.1	4.3
Connecticut.....	57	39	51	3.5	2.3	3.1
Delaware.....	27	16	22	6.1	3.4	4.6
District of Columbia.....	22	19	22	2.9	2.4	2.9
Florida.....	428	290	408	4.7	3.0	4.2
Georgia.....	258	188	255	5.5	3.9	5.3
Hawaii.....	28	19	27	4.7	3.1	4.3
Idaho.....	39	27	40	4.9	3.2	4.8
Illinois.....	236	219	246	4.0	3.6	4.1
Indiana.....	135	114	124	4.3	3.5	3.9
Iowa.....	53	49	51	3.5	3.1	3.3
Kansas.....	48	44	57	3.5	3.0	4.0
Kentucky.....	103	72	85	5.4	3.6	4.3
Louisiana.....	105	76	106	5.6	3.9	5.5
Maine.....	27	19	24	4.5	3.0	3.8
Maryland.....	95	83	112	3.6	3.0	4.2
Massachusetts.....	157	85	121	4.5	2.3	3.3
Michigan.....	167	143	156	3.9	3.2	3.6
Minnesota.....	100	90	91	3.6	3.1	3.1
Mississippi.....	51	44	54	4.4	3.7	4.6
Missouri.....	93	107	110	3.3	3.6	3.8
Montana.....	23	23	25	4.7	4.4	5.0
Nebraska.....	42	33	43	4.2	3.1	4.2
Nevada.....	69	47	77	4.9	3.1	5.1
New Hampshire.....	33	23	29	4.9	3.3	4.2
New Jersey.....	156	102	132	3.9	2.3	3.1
New Mexico.....	37	25	38	4.5	2.9	4.5
New York.....	276	225	277	3.0	2.3	2.9
North Carolina.....	260	162	192	5.6	3.3	4.0
North Dakota.....	18	14	15	4.2	3.3	3.4
Ohio.....	201	141	211	3.8	2.5	3.8
Oklahoma.....	82	62	86	5.0	3.6	5.0
Oregon.....	81	61	90	4.3	3.1	4.6
Pennsylvania.....	178	133	196	3.1	2.2	3.3
Rhode Island.....	21	14	18	4.5	2.7	3.8
South Carolina.....	114	84	107	5.3	3.7	4.8
South Dakota.....	14	14	18	3.2	3.1	4.1
Tennessee.....	155	119	163	4.9	3.6	5.0
Texas.....	567	469	607	4.4	3.4	4.4
Utah.....	81	60	92	5.0	3.5	5.5
Vermont.....	13	11	14	4.4	3.5	4.6
Virginia.....	158	135	168	4.0	3.3	4.1
Washington.....	126	102	158	3.7	2.8	4.5
West Virginia.....	30	26	34	4.4	3.7	4.9
Wisconsin.....	100	87	111	3.5	2.9	3.8
Wyoming.....	12	12	13	4.5	4.4	4.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	6,595	5,598	6,437	4.5	3.6	4.2
Alabama.....	99	88	98	4.9	4.1	4.6
Alaska.....	16	16	18	5.3	5.0	5.8
Arizona.....	174	110	140	5.8	3.5	4.4
Arkansas.....	57	51	65	4.4	3.8	4.8
California.....	685	570	631	4.0	3.2	3.6
Colorado.....	125	124	110	4.5	4.3	3.8
Connecticut.....	68	55	63	4.2	3.3	3.8
Delaware.....	25	20	25	5.6	4.1	5.4
District of Columbia.....	27	23	24	3.6	3.0	3.1
Florida.....	389	340	464	4.3	3.5	4.8
Georgia.....	255	197	266	5.5	4.0	5.5
Hawaii.....	28	18	25	4.8	2.8	4.0
Idaho.....	40	46	38	5.1	5.5	4.6
Illinois.....	212	213	263	3.6	3.5	4.4
Indiana.....	144	147	146	4.6	4.5	4.6
Iowa.....	67	63	57	4.4	4.0	3.6
Kansas.....	50	53	57	3.7	3.6	4.0
Kentucky.....	102	88	105	5.4	4.4	5.3
Louisiana.....	85	95	105	4.5	4.8	5.4
Maine.....	25	28	26	4.2	4.4	4.1
Maryland.....	109	88	125	4.1	3.2	4.7
Massachusetts.....	117	106	108	3.3	2.9	2.9
Michigan.....	181	159	180	4.3	3.6	4.1
Minnesota.....	92	98	116	3.3	3.3	4.0
Mississippi.....	58	48	54	5.1	4.0	4.6
Missouri.....	121	118	118	4.2	4.0	4.0
Montana.....	25	26	28	5.1	5.0	5.5
Nebraska.....	50	35	45	5.0	3.3	4.4
Nevada.....	68	68	74	4.8	4.4	4.9
New Hampshire.....	30	32	35	4.4	4.6	5.1
New Jersey.....	156	151	163	3.9	3.5	3.9
New Mexico.....	34	37	36	4.2	4.3	4.2
New York.....	304	265	337	3.3	2.7	3.6
North Carolina.....	214	154	217	4.6	3.2	4.5
North Dakota.....	20	18	18	4.9	4.2	4.2
Ohio.....	248	193	210	4.6	3.5	3.8
Oklahoma.....	77	70	80	4.7	4.0	4.7
Oregon.....	78	79	82	4.1	4.0	4.2
Pennsylvania.....	232	216	219	4.0	3.5	3.7
Rhode Island.....	21	22	24	4.4	4.4	5.1
South Carolina.....	111	100	119	5.2	4.4	5.3
South Dakota.....	18	17	19	4.3	3.6	4.3
Tennessee.....	188	134	179	6.0	4.0	5.5
Texas.....	552	520	587	4.2	3.8	4.3
Utah.....	81	78	79	5.0	4.6	4.7
Vermont.....	13	12	12	4.4	3.8	4.0
Virginia.....	155	148	148	3.9	3.6	3.6
Washington.....	155	117	137	4.6	3.3	3.9
West Virginia.....	34	33	37	5.0	4.7	5.4
Wisconsin.....	112	99	112	3.9	3.3	3.8
Wyoming.....	14	14	14	5.1	4.8	5.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	4,282	3,540	3,785	2.9	2.3	2.5
Alabama.....	68	56	60	3.3	2.6	2.9
Alaska.....	10	10	9	3.5	3.3	3.0
Arizona.....	116	81	91	3.8	2.6	2.9
Arkansas.....	39	33	41	3.0	2.4	3.0
California.....	425	351	372	2.5	2.0	2.1
Colorado.....	82	87	70	2.9	3.0	2.5
Connecticut.....	38	30	35	2.3	1.8	2.1
Delaware.....	17	13	15	3.8	2.7	3.1
District of Columbia.....	19	15	15	2.5	1.9	1.9
Florida.....	257	269	256	2.8	2.8	2.7
Georgia.....	170	137	166	3.6	2.8	3.4
Hawaii.....	19	12	16	3.2	1.9	2.6
Idaho.....	23	31	23	2.9	3.7	2.8
Illinois.....	138	130	137	2.4	2.1	2.3
Indiana.....	100	87	88	3.2	2.7	2.8
Iowa.....	38	35	33	2.5	2.2	2.1
Kansas.....	34	31	34	2.5	2.2	2.3
Kentucky.....	67	60	70	3.5	3.0	3.6
Louisiana.....	58	58	63	3.1	3.0	3.3
Maine.....	16	14	13	2.6	2.3	2.1
Maryland.....	75	48	76	2.9	1.7	2.8
Massachusetts.....	78	52	55	2.2	1.4	1.5
Michigan.....	133	99	95	3.1	2.2	2.2
Minnesota.....	59	58	68	2.1	2.0	2.3
Mississippi.....	41	32	33	3.6	2.7	2.8
Missouri.....	71	66	74	2.5	2.2	2.5
Montana.....	16	17	17	3.2	3.3	3.3
Nebraska.....	30	20	24	3.0	1.9	2.4
Nevada.....	42	46	46	3.0	3.0	3.0
New Hampshire.....	17	14	15	2.5	2.0	2.2
New Jersey.....	102	58	75	2.5	1.3	1.8
New Mexico.....	23	25	22	2.7	2.9	2.6
New York.....	170	163	180	1.9	1.7	1.9
North Carolina.....	127	104	119	2.7	2.1	2.5
North Dakota.....	12	10	10	3.0	2.3	2.3
Ohio.....	139	124	132	2.6	2.2	2.4
Oklahoma.....	53	42	49	3.3	2.4	2.9
Oregon.....	50	57	49	2.6	2.9	2.5
Pennsylvania.....	136	104	125	2.4	1.7	2.1
Rhode Island.....	12	11	13	2.6	2.1	2.6
South Carolina.....	83	66	75	3.8	2.9	3.3
South Dakota.....	11	10	11	2.7	2.2	2.5
Tennessee.....	118	90	108	3.8	2.7	3.3
Texas.....	411	369	385	3.2	2.7	2.8
Utah.....	49	56	47	3.0	3.3	2.8
Vermont.....	8	6	6	2.5	1.8	2.1
Virginia.....	109	92	87	2.8	2.2	2.1
Washington.....	85	73	87	2.5	2.0	2.5
West Virginia.....	23	20	22	3.4	2.9	3.2
Wisconsin.....	68	60	65	2.4	2.0	2.2
Wyoming.....	9	8	8	3.1	2.9	3.0

p Preliminary

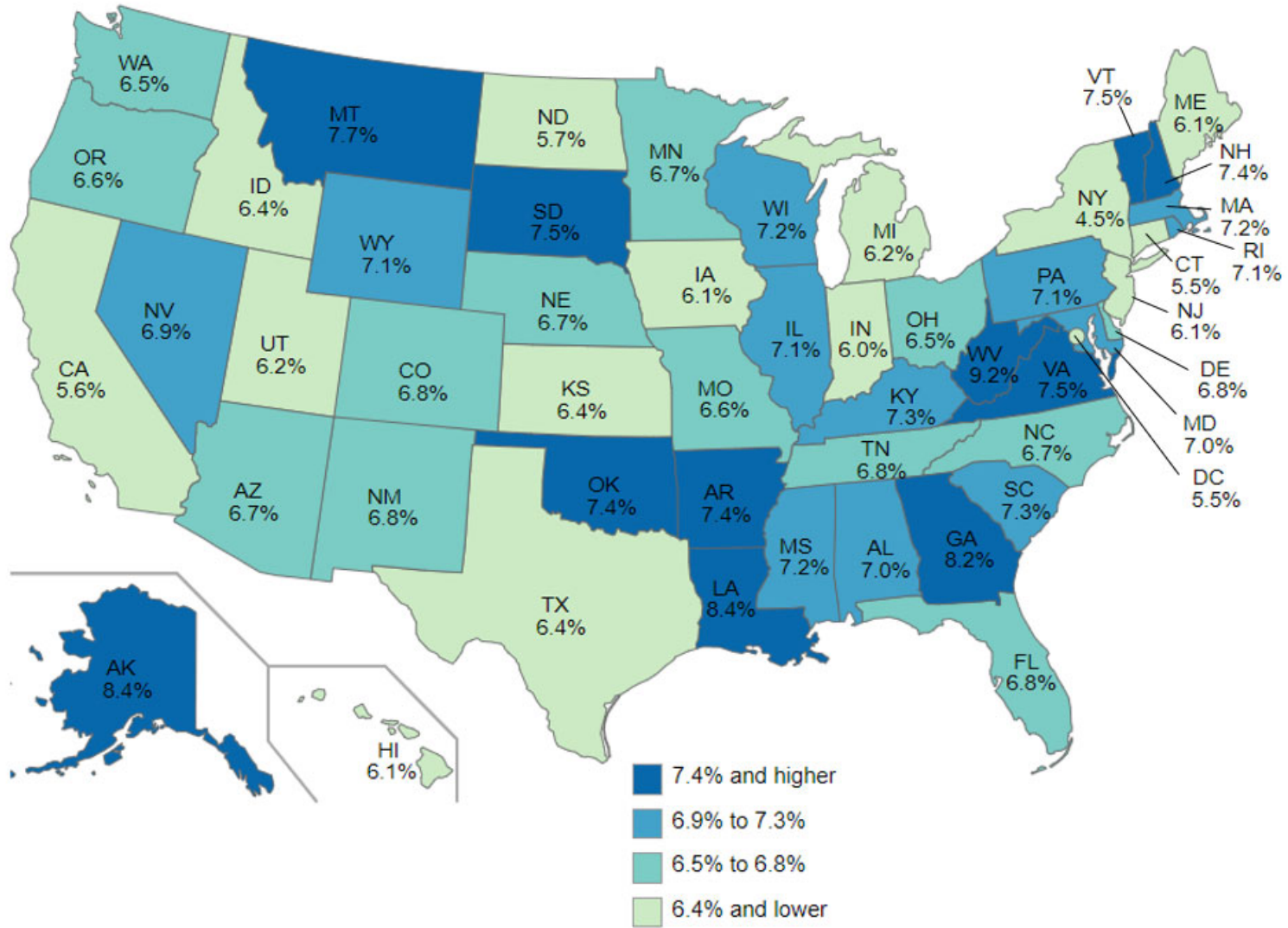
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Jan. 2022	Dec. 2022	Jan. 2023 ^p	Jan. 2022	Dec. 2022	Jan. 2023 ^p
TOTAL U.S.....	1,836	1,698	2,298	1.2	1.1	1.5
Alabama.....	24	25	29	1.2	1.2	1.4
Alaska.....	4	4	8	1.3	1.3	2.4
Arizona.....	40	21	38	1.3	0.7	1.2
Arkansas.....	14	15	20	1.1	1.1	1.5
California.....	223	182	239	1.3	1.0	1.3
Colorado.....	28	25	32	1.0	0.9	1.1
Connecticut.....	24	21	22	1.5	1.3	1.4
Delaware.....	6	6	9	1.4	1.2	2.0
District of Columbia.....	6	6	7	0.8	0.8	0.9
Florida.....	109	57	194	1.2	0.6	2.0
Georgia.....	57	49	80	1.2	1.0	1.7
Hawaii.....	7	4	8	1.2	0.6	1.3
Idaho.....	13	12	11	1.7	1.5	1.4
Illinois.....	72	74	118	1.2	1.2	2.0
Indiana.....	29	54	51	0.9	1.7	1.6
Iowa.....	25	22	21	1.6	1.4	1.3
Kansas.....	12	18	21	0.9	1.2	1.5
Kentucky.....	29	22	30	1.5	1.1	1.5
Louisiana.....	20	23	37	1.0	1.2	1.9
Maine.....	7	11	10	1.1	1.7	1.6
Maryland.....	26	34	41	1.0	1.2	1.5
Massachusetts.....	32	46	40	0.9	1.2	1.1
Michigan.....	40	54	70	0.9	1.2	1.6
Minnesota.....	27	34	43	1.0	1.2	1.5
Mississippi.....	13	12	18	1.1	1.0	1.5
Missouri.....	27	45	40	0.9	1.5	1.3
Montana.....	6	7	9	1.3	1.3	1.8
Nebraska.....	15	12	18	1.5	1.2	1.7
Nevada.....	21	17	25	1.5	1.1	1.6
New Hampshire.....	10	16	17	1.5	2.3	2.5
New Jersey.....	34	86	75	0.8	2.0	1.8
New Mexico.....	8	8	12	1.0	1.0	1.4
New York.....	110	75	130	1.2	0.8	1.4
North Carolina.....	60	44	89	1.3	0.9	1.8
North Dakota.....	7	7	7	1.6	1.6	1.6
Ohio.....	97	58	73	1.8	1.0	1.3
Oklahoma.....	18	22	27	1.1	1.3	1.6
Oregon.....	22	16	26	1.1	0.8	1.3
Pennsylvania.....	81	93	85	1.4	1.5	1.4
Rhode Island.....	7	10	10	1.4	2.0	2.0
South Carolina.....	22	26	38	1.0	1.1	1.7
South Dakota.....	6	6	7	1.3	1.2	1.6
Tennessee.....	58	35	62	1.9	1.1	1.9
Texas.....	108	135	176	0.8	1.0	1.3
Utah.....	25	17	25	1.5	1.0	1.5
Vermont.....	4	5	4	1.4	1.7	1.5
Virginia.....	36	46	51	0.9	1.1	1.2
Washington.....	59	35	38	1.7	1.0	1.1
West Virginia.....	8	8	12	1.2	1.2	1.8
Wisconsin.....	37	34	43	1.3	1.1	1.5
Wyoming.....	4	4	5	1.4	1.4	1.8

p Preliminary

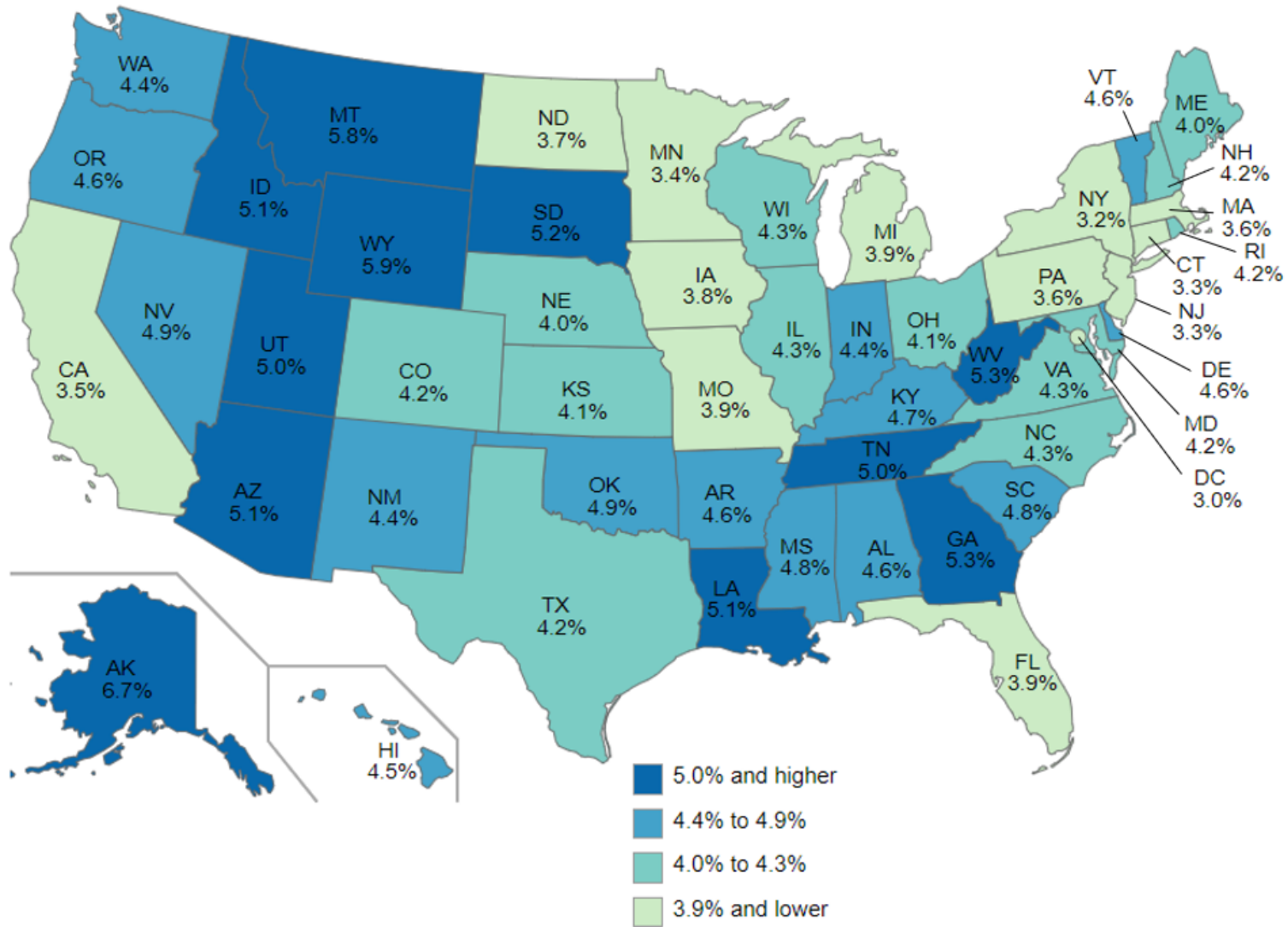
Map 1. Job openings rates by state, seasonally adjusted, January 2023

Total U.S. job openings rate = 6.5%



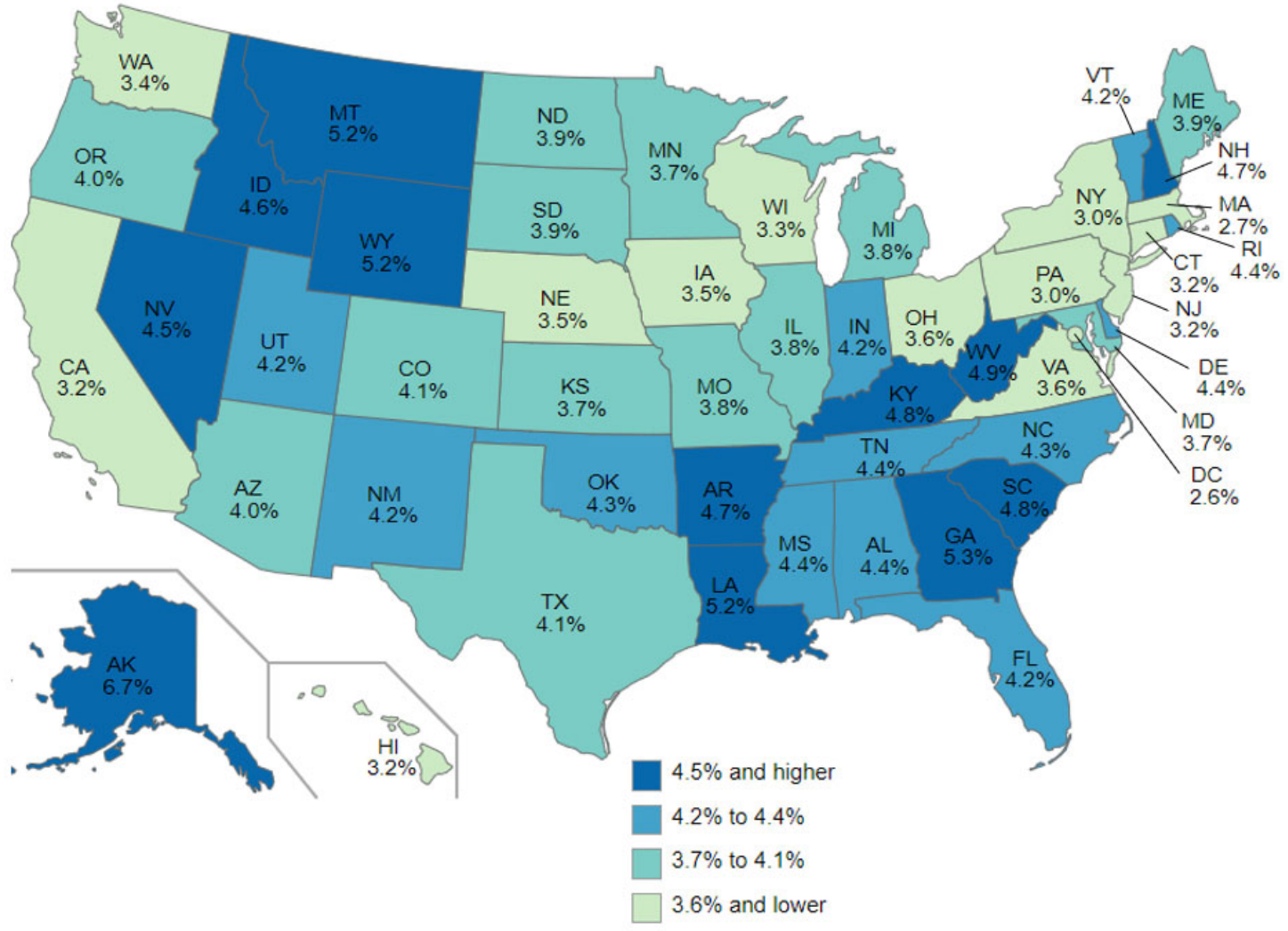
Map 2. Hires rates by state, seasonally adjusted, January 2023

Total U.S. hires rate = 4.1%



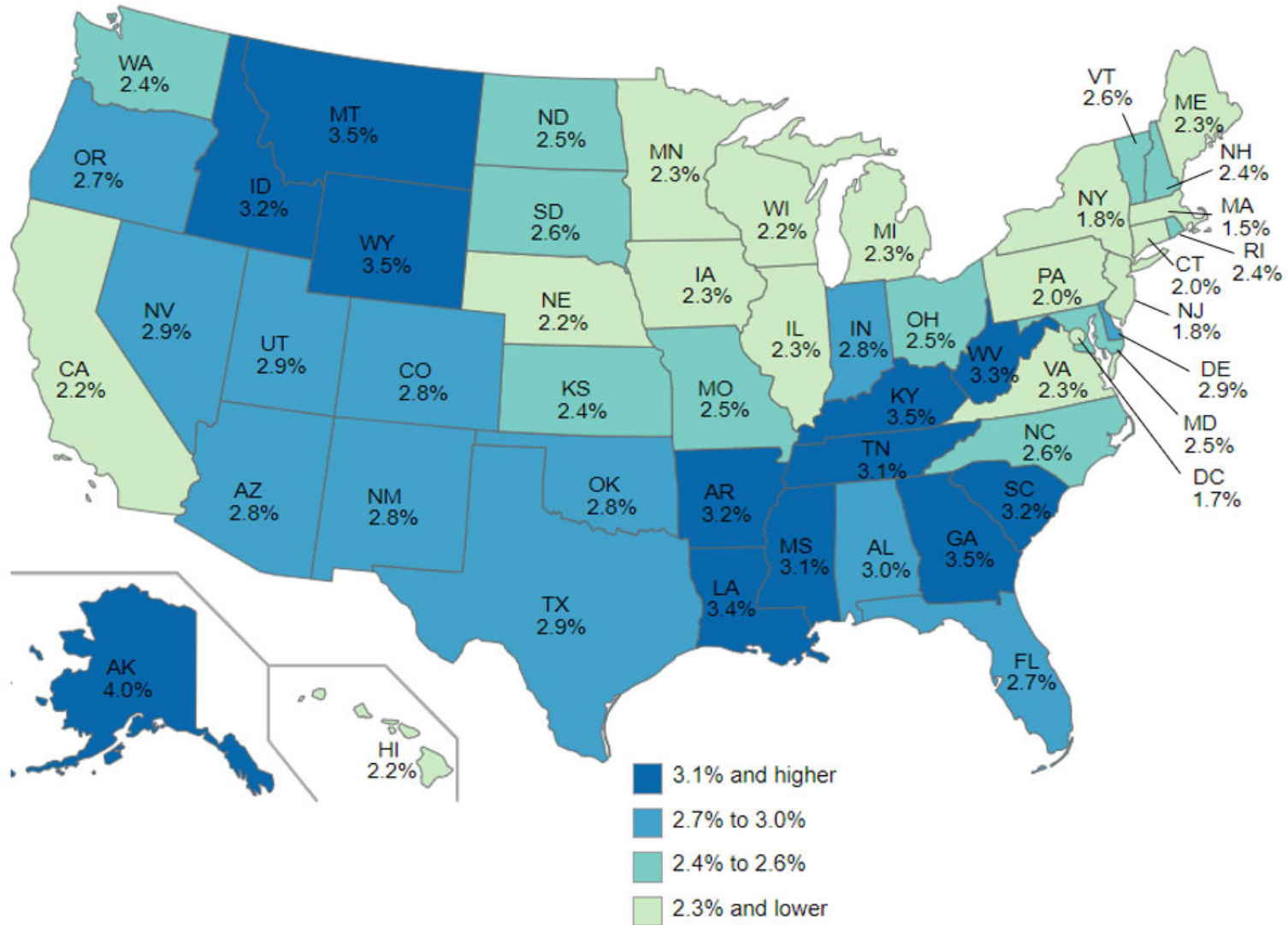
Map 3. Total separations rates by state, seasonally adjusted, January 2023

Total U.S. total separations rate = 3.8%



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

Total U.S. quits rate = 2.5%



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

Total U.S. layoffs and discharges rate = 1.1%

