

# NEWS RELEASE

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## STATE JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2021

Job openings rates increased in 16 states, decreased in 2 states, and were little changed in 32 states and the District of Columbia on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia. Total separations rates decreased in 10 states, increased in 2 states, and were little changed in 38 states and the District of Columbia. Nationally, the job openings, hires, and total separations rates were little changed in October. (See tables A-E.)

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** increased in 16 states and decreased in 2 states. The largest increases in job openings rates occurred in Hawaii (+3.5 percentage points), Minnesota (+1.9 points), and Kentucky (+1.2 points). The decreases in job openings rates occurred in Maine (-1.0 percentage point) and Virginia (-0.7 point). The national job openings rate was little changed. (See table A.)

The **number of job openings** increased in 15 states and decreased in 2 states on the last business day of October. The largest increases occurred in Florida (+74,000), Texas (+70,000), and Minnesota (+64,000). The decreases in the job openings level occurred in Virginia (-28,000) and Maine (-7,000). Nationally, the number of job openings increased (+431,000). (See table A.)

### Hires

In October, **hires rates** decreased in 4 states and increased in 1 state. The largest decreases in hires rates occurred in Alaska (-0.8 percentage point), and Mississippi and Virginia (-0.7 point each). The hires rate increased in Hawaii (+2.6 percentage points). The national hires rate was unchanged. (See table B.)

The **number of hires** decreased in 3 states and increased in 1 state in October. The largest decreases occurred in Virginia (-29,000), Arizona (-18,000), and Mississippi (-8,000). The hires level increased in Hawaii (+15,000). Nationally, the number of hires was little changed. (See table B.)

### Total Separations

In October, **total separations rates** decreased in 10 states and increased in 2 states. The largest decreases occurred in Hawaii (-5.4 percentage points), Alaska (-1.4 points), and Illinois (-1.1 points). The increases in the total separations rates occurred in North Dakota and Pennsylvania

(+0.7 percentage point each). The national total separations rate was little changed over the month. (See table C.)

The **number of total separations** decreased in 8 states and increased in 1 state in October. The largest decreases occurred in Illinois (-59,000), Georgia (-40,000), and Ohio (-32,000). The total separations level increased in Pennsylvania (+43,000). Nationally, the number of total separations edged down (-255,000). (See table C.)

### **Quits**

In October, **quits rates** decreased in 12 states and increased in 1 state. The largest decreases in quits rates occurred in Hawaii (-3.8 percentage points), New Hampshire (-1.1 points), and Montana (-0.9 point). The quits rate increased in Kansas (+0.5 percentage point). Over the month, the national quits rate decreased (-0.2 percentage point). (See table D.)

The **number of quits** decreased in 11 states and increased in 1 state in October. The largest decreases in the quits level occurred in Illinois (-34,000), Georgia (-31,000), and Hawaii (-22,000). The quits level increased in Kansas (+6,000). Nationally, the number of quits decreased over the month (-205,000). (See table D.)

### **Layoffs and Discharges**

In October, **layoffs and discharges rates** decreased in 5 states and increased in 5 states. The largest decreases in layoffs and discharges rates occurred in Hawaii (-1.1 percentage points), and Alaska and Ohio (-0.6 point each). The largest increases in layoffs and discharges rates occurred in North Dakota (+0.8 percentage point), Pennsylvania (+0.6 point), and Oregon and Colorado (+0.4 point each). The national layoffs and discharges rate was unchanged. (See table E.)

The **number of layoffs and discharges** decreased in 5 states and increased in 4 states in October. The largest decreases in layoffs and discharges were in Ohio (-31,000), Massachusetts (-16,000), and New Jersey (-12,000). The largest increases in layoffs and discharges levels were in Pennsylvania (+37,000), Colorado (+13,000), and Oregon (+8,000). Nationally, the number of layoffs and discharges was little changed over the month. (See table E.)

For more information, please see the JOLTS interactive charts at [www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#](http://www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#).

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**The Job Openings and Labor Turnover Survey State estimates for November 2021 are scheduled to be released on Friday, January 21, 2022 at 10:00 a.m. (ET).**

**Table A. States with significant changes in job openings from September 2021 to October 2021, seasonally adjusted**

State	Level (in thousands)			Rate		
	September 2021	October 2021 <sup>P</sup>	Over-the-month change <sup>P</sup>	September 2021	October 2021 <sup>P</sup>	Over-the-month change <sup>P</sup>
TOTAL U.S.....	10,602	11,033	431	6.7	6.9	0.2
Alabama.....	143	159	16	6.5	7.2	0.7
Colorado.....	192	207	15	6.5	7.0	0.5
Florida.....	656	730	74	6.9	7.6	0.7
Hawaii.....	27	50	23	4.5	8.0	3.5
Kansas.....	86	94	8	5.8	6.3	0.5
Kentucky.....	145	173	28	7.2	8.4	1.2
Louisiana.....	138	156	18	7.0	7.8	0.8
Maine.....	50	43	-7	7.5	6.5	-1.0
Michigan.....	366	388	22	8.0	8.4	0.4
Minnesota.....	194	258	64	6.3	8.2	1.9
Mississippi.....	84	93	9	6.9	7.5	0.6
Missouri.....	205	235	30	6.7	7.6	0.9
Montana.....	38	42	4	7.3	8.0	0.7
New Jersey.....	294	310	16*	6.8	7.2	0.4
North Carolina.....	329	357	28	6.8	7.3	0.5
Tennessee.....	227	248	21	6.8	7.4	0.6
Texas.....	837	907	70	6.1	6.6	0.5
Virginia.....	336	308	-28	7.9	7.2	-0.7

p Preliminary

\* Not significant

**Table B. States with significant changes in hires from September 2021 to October 2021, seasonally adjusted**

State	Level (in thousands)			Rate		
	September 2021	October 2021 <sup>P</sup>	Over-the-month change <sup>P</sup>	September 2021	October 2021 <sup>P</sup>	Over-the-month change <sup>P</sup>
TOTAL U.S.....	6,546	6,464	-82	4.4	4.4	0.0
Alaska.....	21	19	-2*	6.9	6.1	-0.8
Arizona.....	139	121	-18	4.7	4.1	-0.6
Hawaii.....	22	37	15	3.8	6.4	2.6
Mississippi.....	66	58	-8	5.8	5.1	-0.7
Virginia.....	182	153	-29	4.6	3.9	-0.7

p Preliminary

\* Not significant

**Table C. States with significant changes in total separations from September 2021 to October 2021, seasonally adjusted**

State	Level (in thousands)			Rate		
	September 2021	October 2021 <sup>p</sup>	Over-the-month change <sup>p</sup>	September 2021	October 2021 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	6,147	5,892	-255	4.2	4.0	-0.2
Alabama.....	102	92	-10*	5.0	4.5	-0.5
Alaska.....	18	14	-4	5.9	4.5	-1.4
Georgia.....	264	224	-40	5.8	4.9	-0.9
Hawaii.....	54	23	-31	9.4	4.0	-5.4
Illinois.....	265	206	-59	4.6	3.5	-1.1
Louisiana.....	97	86	-11*	5.3	4.6	-0.7
Massachusetts.....	152	126	-26	4.3	3.6	-0.7
Nevada.....	80	67	-13	5.9	4.9	-1.0
New Hampshire.....	35	29	-6	5.3	4.4	-0.9
North Dakota.....	21	24	3*	5.0	5.7	0.7
Ohio.....	244	212	-32	4.6	3.9	-0.7
Pennsylvania.....	187	230	43	3.3	4.0	0.7

p Preliminary

\* Not significant

**Table D. States with significant changes in quits from September 2021 to October 2021, seasonally adjusted**

State	Level (in thousands)			Rate		
	September 2021	October 2021 <sup>p</sup>	Over-the-month change <sup>p</sup>	September 2021	October 2021 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	4,362	4,157	-205	3.0	2.8	-0.2
Connecticut.....	43	36	-7	2.7	2.2	-0.5
Georgia.....	185	154	-31	4.0	3.3	-0.7
Hawaii.....	38	16	-22	6.6	2.8	-3.8
Illinois.....	189	155	-34	3.3	2.6	-0.7
Kansas.....	35	41	6	2.5	3.0	0.5
Louisiana.....	71	62	-9	3.9	3.3	-0.6
Massachusetts.....	90	82	-8*	2.6	2.3	-0.3
Montana.....	21	17	-4	4.4	3.5	-0.9
Nevada.....	57	48	-9	4.2	3.5	-0.7
New Hampshire.....	25	18	-7	3.8	2.7	-1.1
Oregon.....	67	56	-11	3.6	3.0	-0.6
Utah.....	57	47	-10	3.5	2.9	-0.6
West Virginia.....	26	22	-4	3.8	3.2	-0.6

p Preliminary

\* Not significant

**Table E. States with significant changes in layoffs and discharges from September 2021 to October 2021, seasonally adjusted**

State	Level (in thousands)			Rate		
	September 2021	October 2021 <sup>p</sup>	Over-the-month change <sup>p</sup>	September 2021	October 2021 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	1,396	1,361	-35	0.9	0.9	0.0
Alaska.....	5	3	-2	1.6	1.0	-0.6
Colorado.....	24	37	13	0.9	1.3	0.4
Hawaii.....	12	6	-6	2.1	1.0	-1.1
Massachusetts.....	50	34	-16	1.4	1.0	-0.4
New Jersey.....	51	39	-12	1.3	1.0	-0.3
New York.....	65	83	18*	0.7	0.9	0.2
North Dakota.....	6	9	3	1.4	2.2	0.8
Ohio.....	78	47	-31	1.5	0.9	-0.6
Oregon.....	11	19	8	0.6	1.0	0.4
Pennsylvania.....	39	76	37	0.7	1.3	0.6

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/](http://www.bls.gov/jlt/). 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. Industries are classified in accordance with the North American Industry Classification System.

## Definitions and Methodology (National/State)

Shared definitions and procedures for National and State JOLTS Estimates can be found at: [www.bls.gov/news.release/jolts.tn.htm](http://www.bls.gov/news.release/jolts.tn.htm)

## Data Element 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.** Total 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 including 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. Excluded from other separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The other separations component is not published for states due to its comparatively high error, and because it comprises less than 8% of total separations. 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 Estimates Methodology

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.

These estimates consist of four major estimating models; the **Composite Regional** model, the **Synthetic** model, the **Composite Synthetic** model, and the **Extended Composite Synthetic** model. 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 extends the Composite Synthetic estimates by ratio-adjusting the Composite Synthetic by the ratio of the current Composite Regional model estimate to the Composite Regional model estimate from one year ago.

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 current model uses the Extended Composite Synthetic model estimates 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 will ensure that the Composite Synthetic model estimates reflect current economic trends.

The Composite Regional model calculates state-level JOLTS estimates from JOLTS microdata using sample weights, and the adjustments for non-response (NRAF). 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 quite a number of 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.

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 5–30 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).

**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 comprised of an historical annually revised benchmark component for

the Composite Synthetic model and a current component Extended Composite Synthetic model which provides monthly "real-time" estimates between lagged benchmarks.

**Seasonal adjustment.** BLS uses X-13 ARIMA for seasonal adjustment. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including current month data. JOLTS state seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) 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. The seasonally adjusted CES over-the-month employment trends are applied to the seasonally adjusted JOLTS state implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. Sampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. This variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. Sampling error estimates are available on the JOLTS Median Standard Errors page:  
[http://www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://www.bls.gov/jlt/jolts_median_standard_errors.htm)

The JOLTS estimates also are affected by nonsampling error. 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 State variance estimates account for both sampling error and the error attributable to modeling. A small area domain model uses a Bayesian model 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, an estimate of JOLTS State variance estimates is 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**

Detailed information about the JOLTS State methodology can be found at:  
[www.bls.gov/jlt/jlt\\_statedata\\_methodology.htm](http://www.bls.gov/jlt/jlt_statedata_methodology.htm)

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.



**Table 1. Job openings levels and rates for total nonfarm by state, seasonally adjusted**

State	Levels (in thousands)					Rates				
	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>p</sup>	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>p</sup>
TOTAL U.S.....	6,873	11,098	10,629	10,602	11,033	4.6	7.0	6.7	6.7	6.9
Alabama.....	108	141	146	143	159	5.1	6.5	6.7	6.5	7.2
Alaska.....	21	36	30	30	28	6.5	10.6	8.9	8.9	8.3
Arizona.....	161	221	242	214	221	5.3	6.9	7.5	6.7	6.9
Arkansas.....	58	89	98	95	95	4.4	6.5	7.2	7.0	6.9
California.....	703	1,054	1,123	1,157	1,153	4.2	6.0	6.3	6.5	6.4
Colorado.....	113	228	210	192	207	4.1	7.7	7.1	6.5	7.0
Connecticut.....	65	106	103	100	103	4.0	6.2	6.0	5.8	6.0
Delaware.....	23	35	33	31	33	4.9	7.2	6.8	6.4	6.8
District of Columbia.....	29	46	39	39	41	3.8	5.8	4.9	4.9	5.1
Florida.....	402	715	685	656	730	4.5	7.5	7.2	6.9	7.6
Georgia.....	251	383	416	417	432	5.4	7.7	8.4	8.3	8.6
Hawaii.....	30	46	33	27	50	5.4	7.3	5.4	4.5	8.0
Idaho.....	39	67	59	54	58	4.8	7.8	7.0	6.4	6.9
Illinois.....	252	429	387	436	422	4.3	6.9	6.3	7.0	6.7
Indiana.....	153	227	230	230	243	4.8	6.9	7.0	7.0	7.3
Iowa.....	73	103	98	113	113	4.6	6.3	6.0	6.8	6.8
Kansas.....	66	87	82	86	94	4.6	5.9	5.6	5.8	6.3
Kentucky.....	97	170	170	145	173	5.0	8.4	8.3	7.2	8.4
Louisiana.....	105	132	136	138	156	5.5	6.7	6.9	7.0	7.8
Maine.....	30	56	47	50	43	4.8	8.3	7.1	7.5	6.5
Maryland.....	148	227	212	210	220	5.4	7.9	7.4	7.3	7.6
Massachusetts.....	157	286	280	281	289	4.5	7.6	7.4	7.4	7.5
Michigan.....	200	377	364	366	388	4.7	8.3	8.0	8.0	8.4
Minnesota.....	122	206	190	194	258	4.2	6.7	6.2	6.3	8.2
Mississippi.....	60	84	87	84	93	5.1	6.9	7.1	6.9	7.5
Missouri.....	128	201	211	205	235	4.4	6.6	6.9	6.7	7.6
Montana.....	26	40	39	38	42	5.2	7.6	7.5	7.3	8.0
Nebraska.....	47	70	67	71	72	4.5	6.5	6.2	6.5	6.6
Nevada.....	77	156	119	109	109	5.7	10.4	8.1	7.5	7.4
New Hampshire.....	33	60	56	54	50	4.9	8.3	7.8	7.5	7.0
New Jersey.....	215	323	306	294	310	5.3	7.5	7.1	6.8	7.2
New Mexico.....	41	61	64	66	66	4.9	7.0	7.3	7.5	7.5
New York.....	338	693	554	553	539	3.7	7.2	5.8	5.8	5.6
North Carolina.....	247	354	360	329	357	5.3	7.2	7.4	6.8	7.3
North Dakota.....	19	27	29	32	32	4.4	6.1	6.5	7.1	7.1
Ohio.....	254	409	343	378	381	4.6	7.1	6.0	6.6	6.6
Oklahoma.....	85	108	101	123	127	5.0	6.2	5.8	6.9	7.1
Oregon.....	96	178	152	142	141	5.0	8.7	7.5	7.0	7.0
Pennsylvania.....	292	448	427	412	392	4.9	7.2	6.9	6.7	6.4
Rhode Island.....	26	38	37	38	39	5.3	7.4	7.2	7.3	7.5
South Carolina.....	123	180	181	182	186	5.6	7.8	7.8	7.8	7.9
South Dakota.....	23	30	27	34	36	5.1	6.4	5.8	7.2	7.6
Tennessee.....	145	221	227	227	248	4.6	6.7	6.8	6.8	7.4
Texas.....	582	928	887	837	907	4.5	6.8	6.5	6.1	6.6
Utah.....	69	131	120	110	117	4.3	7.5	6.9	6.4	6.7
Vermont.....	15	21	24	25	23	5.0	6.5	7.4	7.8	7.2
Virginia.....	208	320	303	336	308	5.1	7.6	7.2	7.9	7.2
Washington.....	133	231	210	224	224	3.9	6.4	5.8	6.1	6.1
West Virginia.....	47	69	54	60	60	6.5	9.1	7.2	8.0	8.0
Wisconsin.....	125	230	211	219	210	4.2	7.4	6.8	7.1	6.8
Wyoming.....	15	24	23	20	21	5.2	8.1	7.8	6.8	7.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	6,035	6,761	6,497	6,546	6,464	4.2	4.6	4.4	4.4	4.4
Alabama.....	107	96	102	106	106	5.4	4.7	5.0	5.2	5.1
Alaska.....	18	24	21	21	19	5.9	7.9	6.9	6.9	6.1
Arizona.....	122	135	138	139	121	4.3	4.5	4.6	4.7	4.1
Arkansas.....	58	61	65	66	61	4.7	4.8	5.1	5.2	4.8
California.....	655	624	661	656	691	4.1	3.8	4.0	3.9	4.1
Colorado.....	115	142	140	141	134	4.3	5.2	5.1	5.1	4.9
Connecticut.....	55	58	60	64	60	3.5	3.6	3.7	4.0	3.7
Delaware.....	21	24	24	23	21	4.7	5.3	5.3	5.1	4.6
District of Columbia.....	18	23	22	20	21	2.4	3.1	2.9	2.7	2.8
Florida.....	345	422	431	420	432	4.1	4.8	4.9	4.7	4.9
Georgia.....	215	240	255	268	261	4.9	5.3	5.6	5.8	5.7
Hawaii.....	35	26	23	22	37	6.7	4.5	4.0	3.8	6.4
Idaho.....	40	44	44	40	37	5.2	5.6	5.6	5.1	4.7
Illinois.....	221	351	235	261	250	3.9	6.1	4.0	4.5	4.3
Indiana.....	109	161	157	150	145	3.6	5.3	5.1	4.9	4.7
Iowa.....	58	66	57	64	63	3.8	4.3	3.7	4.2	4.1
Kansas.....	49	63	55	49	55	3.6	4.6	4.0	3.5	4.0
Kentucky.....	102	105	107	100	97	5.5	5.6	5.7	5.3	5.1
Louisiana.....	94	92	95	94	102	5.2	5.0	5.1	5.2	5.5
Maine.....	27	27	26	32	29	4.5	4.4	4.2	5.2	4.7
Maryland.....	94	119	104	104	100	3.6	4.5	3.9	3.9	3.7
Massachusetts.....	121	152	127	145	142	3.6	4.3	3.6	4.1	4.0
Michigan.....	185	230	220	198	202	4.5	5.5	5.3	4.7	4.8
Minnesota.....	92	119	97	89	100	3.3	4.2	3.4	3.1	3.5
Mississippi.....	57	58	57	66	58	5.1	5.1	5.0	5.8	5.1
Missouri.....	116	136	123	121	116	4.2	4.8	4.3	4.2	4.1
Montana.....	25	29	27	28	25	5.3	6.0	5.6	5.8	5.2
Nebraska.....	38	48	45	40	38	3.8	4.7	4.4	3.9	3.7
Nevada.....	74	120	98	85	79	5.8	9.0	7.3	6.3	5.8
New Hampshire.....	27	31	30	32	34	4.2	4.7	4.5	4.8	5.1
New Jersey.....	223	195	167	177	167	5.8	4.9	4.2	4.4	4.1
New Mexico.....	36	43	40	41	37	4.6	5.3	4.9	5.0	4.5
New York.....	304	321	337	321	323	3.5	3.6	3.8	3.6	3.6
North Carolina.....	239	236	235	234	221	5.4	5.2	5.2	5.2	4.9
North Dakota.....	17	21	24	20	20	4.2	5.0	5.8	4.8	4.8
Ohio.....	220	237	208	232	227	4.2	4.4	3.9	4.3	4.2
Oklahoma.....	74	91	73	78	84	4.6	5.6	4.5	4.7	5.1
Oregon.....	79	98	96	88	84	4.3	5.2	5.1	4.7	4.5
Pennsylvania.....	191	195	189	222	231	3.4	3.4	3.3	3.9	4.0
Rhode Island.....	25	23	22	24	26	5.4	4.8	4.6	5.0	5.4
South Carolina.....	103	111	116	111	116	4.9	5.2	5.4	5.2	5.4
South Dakota.....	17	21	19	20	18	4.0	4.8	4.3	4.6	4.1
Tennessee.....	142	163	157	152	158	4.7	5.3	5.1	4.9	5.1
Texas.....	550	573	600	605	568	4.5	4.5	4.7	4.7	4.4
Utah.....	71	79	75	71	71	4.6	4.9	4.6	4.4	4.4
Vermont.....	13	13	14	15	15	4.5	4.3	4.7	5.1	5.1
Virginia.....	160	179	184	182	153	4.1	4.6	4.7	4.6	3.9
Washington.....	122	150	139	138	139	3.7	4.4	4.1	4.0	4.0
West Virginia.....	36	42	31	35	38	5.3	6.1	4.5	5.1	5.5
Wisconsin.....	109	127	107	120	120	3.9	4.4	3.7	4.2	4.2
Wyoming.....	13	16	16	15	14	4.8	5.9	5.9	5.5	5.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	5,427	5,792	6,032	6,147	5,892	3.8	3.9	4.1	4.2	4.0
Alabama.....	85	92	90	102	92	4.3	4.5	4.4	5.0	4.5
Alaska.....	9	19	19	18	14	3.0	6.2	6.2	5.9	4.5
Arizona.....	101	124	124	123	114	3.5	4.2	4.2	4.1	3.8
Arkansas.....	51	53	55	63	60	4.1	4.2	4.3	5.0	4.7
California.....	566	551	577	561	569	3.5	3.3	3.5	3.4	3.4
Colorado.....	102	144	172	142	153	3.8	5.3	6.3	5.2	5.6
Connecticut.....	50	58	50	63	58	3.2	3.6	3.1	3.9	3.6
Delaware.....	19	20	21	20	20	4.3	4.4	4.6	4.4	4.4
District of Columbia.....	22	20	19	22	24	3.0	2.7	2.5	2.9	3.2
Florida.....	380	356	395	383	353	4.5	4.1	4.5	4.3	4.0
Georgia.....	175	228	254	264	224	4.0	5.0	5.6	5.8	4.9
Hawaii.....	18	29	28	54	23	3.4	5.0	4.9	9.4	4.0
Idaho.....	32	33	44	39	38	4.2	4.2	5.6	5.0	4.8
Illinois.....	241	236	259	265	206	4.3	4.1	4.5	4.6	3.5
Indiana.....	120	138	148	133	130	4.0	4.5	4.8	4.3	4.2
Iowa.....	62	58	73	62	57	4.1	3.8	4.8	4.0	3.7
Kansas.....	50	56	60	51	56	3.7	4.1	4.3	3.7	4.0
Kentucky.....	87	86	108	93	86	4.7	4.6	5.7	4.9	4.6
Louisiana.....	69	78	75	97	86	3.8	4.2	4.1	5.3	4.6
Maine.....	24	29	27	26	26	4.0	4.7	4.4	4.2	4.2
Maryland.....	81	94	92	102	97	3.1	3.5	3.4	3.8	3.6
Massachusetts.....	155	119	139	152	126	4.6	3.4	4.0	4.3	3.6
Michigan.....	181	191	201	203	197	4.4	4.6	4.8	4.8	4.7
Minnesota.....	78	103	108	107	97	2.8	3.6	3.8	3.7	3.4
Mississippi.....	49	43	53	59	56	4.4	3.8	4.7	5.2	4.9
Missouri.....	101	119	127	120	114	3.6	4.2	4.5	4.2	4.0
Montana.....	20	22	25	28	25	4.2	4.5	5.2	5.8	5.2
Nebraska.....	38	45	45	43	42	3.8	4.4	4.4	4.2	4.1
Nevada.....	57	72	72	80	67	4.5	5.4	5.4	5.9	4.9
New Hampshire.....	30	29	28	35	29	4.7	4.4	4.2	5.3	4.4
New Jersey.....	181	152	150	154	144	4.7	3.8	3.8	3.8	3.6
New Mexico.....	29	33	41	33	34	3.7	4.1	5.1	4.1	4.2
New York.....	256	292	271	268	274	2.9	3.3	3.0	3.0	3.0
North Carolina.....	203	245	232	223	229	4.6	5.4	5.1	4.9	5.0
North Dakota.....	19	20	21	21	24	4.7	4.8	5.0	5.0	5.7
Ohio.....	206	213	216	244	212	3.9	4.0	4.0	4.6	3.9
Oklahoma.....	62	77	72	73	71	3.8	4.7	4.4	4.4	4.3
Oregon.....	66	70	84	86	80	3.6	3.7	4.5	4.6	4.2
Pennsylvania.....	167	204	192	187	230	3.0	3.6	3.3	3.3	4.0
Rhode Island.....	18	20	19	23	21	3.9	4.2	4.0	4.8	4.4
South Carolina.....	94	89	88	99	107	4.5	4.2	4.1	4.6	5.0
South Dakota.....	17	17	21	18	18	4.0	3.9	4.8	4.1	4.1
Tennessee.....	118	127	147	139	132	3.9	4.1	4.7	4.5	4.3
Texas.....	489	488	480	554	572	4.0	3.8	3.8	4.3	4.4
Utah.....	52	67	64	75	67	3.4	4.2	4.0	4.6	4.1
Vermont.....	12	15	13	15	15	4.2	5.0	4.4	5.1	5.1
Virginia.....	160	140	157	147	146	4.1	3.6	4.0	3.7	3.7
Washington.....	92	123	111	115	122	2.8	3.6	3.2	3.3	3.5
West Virginia.....	32	34	32	36	32	4.8	4.9	4.6	5.2	4.6
Wisconsin.....	88	107	122	115	111	3.1	3.7	4.2	4.0	3.9
Wyoming.....	11	13	16	13	13	4.0	4.8	5.9	4.7	4.7

p Preliminary

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

State	Levels (in thousands)					Rates				
	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	3,352	4,028	4,270	4,362	4,157	2.4	2.7	2.9	3.0	2.8
Alabama.....	60	58	62	69	63	3.0	2.9	3.0	3.4	3.1
Alaska.....	6	13	12	11	10	2.0	4.3	3.9	3.6	3.2
Arizona.....	70	94	87	91	85	2.5	3.2	2.9	3.1	2.8
Arkansas.....	36	39	40	44	40	2.9	3.1	3.2	3.5	3.1
California.....	303	421	403	400	396	1.9	2.5	2.4	2.4	2.4
Colorado.....	61	91	94	106	104	2.3	3.3	3.4	3.9	3.8
Connecticut.....	27	38	36	43	36	1.7	2.4	2.2	2.7	2.2
Delaware.....	13	14	14	14	13	2.9	3.1	3.1	3.1	2.9
District of Columbia.....	14	13	13	15	15	1.9	1.7	1.7	2.0	2.0
Florida.....	260	269	269	277	260	3.1	3.1	3.1	3.1	2.9
Georgia.....	124	157	195	185	154	2.8	3.4	4.3	4.0	3.3
Hawaii.....	11	19	19	38	16	2.1	3.3	3.3	6.6	2.8
Idaho.....	21	24	30	30	27	2.7	3.0	3.8	3.8	3.4
Illinois.....	121	169	197	189	155	2.1	2.9	3.4	3.3	2.6
Indiana.....	73	98	113	101	101	2.4	3.2	3.7	3.3	3.3
Iowa.....	37	41	53	39	38	2.4	2.7	3.5	2.5	2.5
Kansas.....	32	40	43	35	41	2.4	2.9	3.1	2.5	3.0
Kentucky.....	60	58	83	63	57	3.2	3.1	4.4	3.3	3.0
Louisiana.....	47	56	55	71	62	2.6	3.0	3.0	3.9	3.3
Maine.....	13	18	18	20	18	2.2	2.9	2.9	3.3	2.9
Maryland.....	55	69	66	64	65	2.1	2.6	2.5	2.4	2.4
Massachusetts.....	61	78	89	90	82	1.8	2.2	2.5	2.6	2.3
Michigan.....	118	139	137	129	129	2.9	3.3	3.3	3.1	3.1
Minnesota.....	51	74	74	67	70	1.8	2.6	2.6	2.3	2.4
Mississippi.....	34	30	38	43	40	3.0	2.6	3.4	3.8	3.5
Missouri.....	64	88	94	91	87	2.3	3.1	3.3	3.2	3.1
Montana.....	13	15	16	21	17	2.7	3.1	3.3	4.4	3.5
Nebraska.....	25	30	33	30	30	2.5	3.0	3.2	2.9	2.9
Nevada.....	33	42	46	57	48	2.6	3.1	3.4	4.2	3.5
New Hampshire.....	13	19	18	25	18	2.0	2.9	2.7	3.8	2.7
New Jersey.....	107	100	106	94	96	2.8	2.5	2.7	2.3	2.4
New Mexico.....	18	22	25	23	22	2.3	2.7	3.1	2.8	2.7
New York.....	131	199	197	184	173	1.5	2.2	2.2	2.0	1.9
North Carolina.....	131	149	151	156	157	3.0	3.3	3.3	3.4	3.4
North Dakota.....	11	13	13	13	13	2.7	3.1	3.1	3.1	3.1
Ohio.....	131	140	158	156	153	2.5	2.6	3.0	2.9	2.8
Oklahoma.....	44	57	51	54	51	2.7	3.5	3.1	3.3	3.1
Oregon.....	40	49	55	67	56	2.2	2.6	2.9	3.6	3.0
Pennsylvania.....	92	118	133	135	142	1.6	2.1	2.3	2.4	2.5
Rhode Island.....	10	11	12	16	14	2.2	2.3	2.5	3.3	2.9
South Carolina.....	69	64	61	69	76	3.3	3.0	2.8	3.2	3.5
South Dakota.....	10	11	15	12	13	2.3	2.5	3.4	2.7	3.0
Tennessee.....	81	81	104	99	93	2.7	2.6	3.4	3.2	3.0
Texas.....	340	360	370	440	455	2.8	2.8	2.9	3.4	3.5
Utah.....	36	43	42	57	47	2.3	2.7	2.6	3.5	2.9
Vermont.....	7	9	8	9	10	2.4	3.0	2.7	3.1	3.4
Virginia.....	91	98	111	115	108	2.3	2.5	2.8	2.9	2.7
Washington.....	59	80	82	81	87	1.8	2.4	2.4	2.4	2.5
West Virginia.....	21	24	23	26	22	3.1	3.5	3.3	3.8	3.2
Wisconsin.....	61	77	95	88	82	2.2	2.7	3.3	3.1	2.9
Wyoming.....	8	9	9	9	9	2.9	3.3	3.3	3.3	3.3

p Preliminary

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

State	Levels (in thousands)					Rates				
	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>p</sup>	Oct. 2020	July 2021	Aug. 2021	Sept. 2021	Oct. 2021 <sup>p</sup>
TOTAL U.S.....	1,728	1,423	1,385	1,396	1,361	1.2	1.0	0.9	0.9	0.9
Alabama.....	18	28	17	26	22	0.9	1.4	0.8	1.3	1.1
Alaska.....	3	5	5	5	3	1.0	1.6	1.6	1.6	1.0
Arizona.....	25	24	27	21	24	0.9	0.8	0.9	0.7	0.8
Arkansas.....	12	10	12	15	14	1.0	0.8	0.9	1.2	1.1
California.....	226	97	129	121	131	1.4	0.6	0.8	0.7	0.8
Colorado.....	28	49	72	24	37	1.1	1.8	2.6	0.9	1.3
Connecticut.....	19	15	8	15	19	1.2	0.9	0.5	0.9	1.2
Delaware.....	5	5	5	4	5	1.1	1.1	1.1	0.9	1.1
District of Columbia.....	6	6	5	5	7	0.8	0.8	0.7	0.7	0.9
Florida.....	103	70	97	86	79	1.2	0.8	1.1	1.0	0.9
Georgia.....	41	65	42	60	57	0.9	1.4	0.9	1.3	1.2
Hawaii.....	6	9	8	12	6	1.1	1.5	1.4	2.1	1.0
Idaho.....	9	8	11	7	9	1.2	1.0	1.4	0.9	1.1
Illinois.....	104	57	52	58	44	1.8	1.0	0.9	1.0	0.8
Indiana.....	41	30	28	26	23	1.4	1.0	0.9	0.8	0.7
Iowa.....	22	14	15	19	15	1.5	0.9	1.0	1.2	1.0
Kansas.....	14	12	12	12	11	1.0	0.9	0.9	0.9	0.8
Kentucky.....	20	21	20	25	23	1.1	1.1	1.1	1.3	1.2
Louisiana.....	17	17	15	21	18	0.9	0.9	0.8	1.2	1.0
Maine.....	9	8	6	4	6	1.5	1.3	1.0	0.7	1.0
Maryland.....	18	19	20	31	24	0.7	0.7	0.7	1.2	0.9
Massachusetts.....	89	25	41	50	34	2.7	0.7	1.2	1.4	1.0
Michigan.....	53	45	51	63	53	1.3	1.1	1.2	1.5	1.3
Minnesota.....	23	22	27	25	22	0.8	0.8	0.9	0.9	0.8
Mississippi.....	13	10	11	12	12	1.2	0.9	1.0	1.1	1.0
Missouri.....	33	24	27	24	21	1.2	0.8	1.0	0.8	0.7
Montana.....	6	6	7	6	6	1.3	1.2	1.5	1.2	1.2
Nebraska.....	11	11	9	10	9	1.1	1.1	0.9	1.0	0.9
Nevada.....	21	29	22	19	16	1.7	2.2	1.6	1.4	1.2
New Hampshire.....	15	8	7	8	8	2.3	1.2	1.1	1.2	1.2
New Jersey.....	65	42	34	51	39	1.7	1.1	0.9	1.3	1.0
New Mexico.....	9	9	13	8	8	1.1	1.1	1.6	1.0	1.0
New York.....	103	79	58	65	83	1.2	0.9	0.6	0.7	0.9
North Carolina.....	49	86	70	55	49	1.1	1.9	1.5	1.2	1.1
North Dakota.....	7	6	6	6	9	1.7	1.4	1.4	1.4	2.2
Ohio.....	65	60	47	78	47	1.2	1.1	0.9	1.5	0.9
Oklahoma.....	15	15	15	15	14	0.9	0.9	0.9	0.9	0.8
Oregon.....	22	19	24	11	19	1.2	1.0	1.3	0.6	1.0
Pennsylvania.....	66	70	42	39	76	1.2	1.2	0.7	0.7	1.3
Rhode Island.....	7	6	6	6	6	1.5	1.3	1.3	1.2	1.3
South Carolina.....	21	19	20	24	24	1.0	0.9	0.9	1.1	1.1
South Dakota.....	5	5	5	4	4	1.2	1.1	1.1	0.9	0.9
Tennessee.....	32	37	30	30	30	1.1	1.2	1.0	1.0	1.0
Texas.....	116	97	91	88	88	0.9	0.8	0.7	0.7	0.7
Utah.....	13	21	17	13	16	0.8	1.3	1.0	0.8	1.0
Vermont.....	5	4	3	5	4	1.7	1.3	1.0	1.7	1.4
Virginia.....	60	27	38	28	28	1.5	0.7	1.0	0.7	0.7
Washington.....	26	36	23	25	25	0.8	1.1	0.7	0.7	0.7
West Virginia.....	9	8	7	7	8	1.3	1.2	1.0	1.0	1.2
Wisconsin.....	23	24	21	19	21	0.8	0.8	0.7	0.7	0.7
Wyoming.....	3	4	6	3	3	1.1	1.5	2.2	1.1	1.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	7,249	10,658	11,476	4.8	6.7	7.1
Alabama.....	107	144	166	5.1	6.6	7.4
Alaska.....	16	26	23	5.1	7.7	6.9
Arizona.....	175	209	232	5.7	6.6	7.2
Arkansas.....	59	105	97	4.5	7.6	7.0
California.....	784	1,170	1,230	4.7	6.5	6.8
Colorado.....	112	192	204	4.1	6.5	6.9
Connecticut.....	70	99	104	4.2	5.8	6.0
Delaware.....	23	30	34	4.9	6.2	6.9
District of Columbia.....	31	40	45	4.0	5.0	5.5
Florida.....	415	650	766	4.7	6.9	7.9
Georgia.....	253	414	443	5.4	8.3	8.7
Hawaii.....	33	31	56	5.9	5.2	8.8
Idaho.....	39	52	58	4.8	6.2	6.8
Illinois.....	278	437	452	4.6	6.9	7.1
Indiana.....	155	229	250	4.9	6.9	7.4
Iowa.....	80	116	124	5.0	7.0	7.3
Kansas.....	73	86	103	5.1	5.8	6.8
Kentucky.....	97	149	175	4.9	7.3	8.4
Louisiana.....	110	136	170	5.7	7.0	8.3
Maine.....	30	48	43	4.7	7.1	6.4
Maryland.....	157	207	233	5.7	7.2	7.9
Massachusetts.....	173	281	305	4.9	7.4	7.8
Michigan.....	205	362	394	4.7	7.9	8.4
Minnesota.....	133	195	267	4.5	6.3	8.4
Mississippi.....	61	88	96	5.1	7.2	7.6
Missouri.....	131	202	241	4.5	6.6	7.7
Montana.....	25	38	40	4.9	7.2	7.6
Nebraska.....	52	73	78	4.9	6.7	7.0
Nevada.....	84	110	115	6.2	7.5	7.7
New Hampshire.....	32	50	48	4.7	7.0	6.7
New Jersey.....	224	298	320	5.5	6.9	7.3
New Mexico.....	44	67	68	5.2	7.6	7.6
New York.....	351	553	543	3.8	5.8	5.6
North Carolina.....	264	333	377	5.6	6.9	7.6
North Dakota.....	21	33	34	4.7	7.2	7.4
Ohio.....	267	374	404	4.8	6.5	6.9
Oklahoma.....	88	128	136	5.1	7.2	7.5
Oregon.....	102	149	145	5.3	7.3	7.1
Pennsylvania.....	324	420	410	5.4	6.8	6.6
Rhode Island.....	26	39	39	5.2	7.4	7.4
South Carolina.....	131	182	196	5.9	7.8	8.3
South Dakota.....	24	33	37	5.2	7.0	7.7
Tennessee.....	147	227	255	4.6	6.8	7.5
Texas.....	620	848	949	4.8	6.2	6.8
Utah.....	71	107	118	4.4	6.2	6.7
Vermont.....	16	24	23	5.2	7.5	7.2
Virginia.....	214	344	319	5.2	8.0	7.4
Washington.....	130	220	217	3.8	6.0	5.9
West Virginia.....	47	71	61	6.5	9.3	8.1
Wisconsin.....	134	223	217	4.5	7.2	7.0
Wyoming.....	13	19	19	4.5	6.2	6.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	6,481	6,621	6,858	4.5	4.5	4.6
Alabama.....	109	104	110	5.4	5.1	5.3
Alaska.....	14	18	14	4.8	5.7	4.6
Arizona.....	143	155	136	5.0	5.2	4.5
Arkansas.....	62	74	64	4.9	5.8	5.0
California.....	755	680	805	4.7	4.1	4.8
Colorado.....	121	135	130	4.6	4.9	4.7
Connecticut.....	58	67	61	3.7	4.1	3.7
Delaware.....	23	21	23	5.2	4.6	4.9
District of Columbia.....	22	25	24	2.9	3.3	3.1
Florida.....	388	404	476	4.6	4.6	5.3
Georgia.....	229	263	272	5.2	5.7	5.9
Hawaii.....	37	21	38	7.0	3.7	6.6
Idaho.....	43	39	38	5.5	4.9	4.9
Illinois.....	240	256	269	4.2	4.4	4.5
Indiana.....	116	145	142	3.8	4.7	4.6
Iowa.....	63	69	65	4.1	4.4	4.2
Kansas.....	52	51	57	3.8	3.6	4.0
Kentucky.....	103	101	98	5.5	5.4	5.2
Louisiana.....	103	92	114	5.6	5.1	6.1
Maine.....	25	29	27	4.2	4.7	4.4
Maryland.....	101	106	108	3.9	4.0	4.0
Massachusetts.....	124	163	144	3.7	4.6	4.0
Michigan.....	195	207	205	4.7	4.9	4.8
Minnesota.....	104	89	114	3.7	3.1	3.9
Mississippi.....	60	66	60	5.3	5.8	5.2
Missouri.....	122	123	121	4.3	4.3	4.2
Montana.....	26	28	25	5.4	5.8	5.1
Nebraska.....	43	40	41	4.3	3.9	4.0
Nevada.....	80	85	84	6.2	6.3	6.1
New Hampshire.....	25	29	33	3.9	4.3	5.0
New Jersey.....	232	204	172	6.0	5.1	4.2
New Mexico.....	39	40	38	4.9	4.9	4.6
New York.....	321	335	337	3.6	3.7	3.7
North Carolina.....	262	223	237	5.9	4.9	5.2
North Dakota.....	18	21	20	4.3	5.1	4.8
Ohio.....	221	236	228	4.1	4.4	4.2
Oklahoma.....	79	80	91	4.8	4.9	5.5
Oregon.....	86	93	86	4.7	5.0	4.5
Pennsylvania.....	193	214	241	3.4	3.7	4.1
Rhode Island.....	24	25	27	5.2	5.1	5.6
South Carolina.....	113	105	128	5.4	4.9	5.9
South Dakota.....	17	20	18	4.0	4.5	4.0
Tennessee.....	150	146	169	4.9	4.7	5.4
Texas.....	577	619	586	4.7	4.8	4.5
Utah.....	81	70	78	5.2	4.3	4.8
Vermont.....	13	14	15	4.5	4.6	4.9
Virginia.....	195	177	184	5.0	4.5	4.6
Washington.....	124	143	136	3.8	4.1	3.9
West Virginia.....	35	38	39	5.1	5.5	5.5
Wisconsin.....	104	121	119	3.6	4.2	4.1
Wyoming.....	13	13	12	4.6	4.8	4.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	5,508	6,544	6,027	3.8	4.4	4.0
Alabama.....	83	109	92	4.1	5.4	4.4
Alaska.....	18	30	20	6.1	9.7	6.6
Arizona.....	96	120	109	3.4	4.0	3.6
Arkansas.....	53	60	63	4.2	4.7	4.9
California.....	567	604	582	3.5	3.6	3.4
Colorado.....	102	170	164	3.8	6.2	5.9
Connecticut.....	49	70	58	3.1	4.3	3.6
Delaware.....	21	22	22	4.6	5.0	4.8
District of Columbia.....	22	22	26	3.0	2.9	3.3
Florida.....	369	379	350	4.3	4.3	3.9
Georgia.....	179	274	227	4.0	6.0	4.9
Hawaii.....	17	56	21	3.2	9.8	3.6
Idaho.....	38	48	44	4.9	6.0	5.6
Illinois.....	257	273	214	4.5	4.7	3.6
Indiana.....	120	139	125	4.0	4.5	4.0
Iowa.....	67	69	61	4.4	4.5	3.9
Kansas.....	48	54	54	3.5	3.9	3.9
Kentucky.....	93	94	93	5.0	5.0	4.9
Louisiana.....	66	96	84	3.6	5.3	4.5
Maine.....	26	35	29	4.2	5.6	4.6
Maryland.....	83	110	101	3.2	4.1	3.7
Massachusetts.....	156	191	130	4.6	5.4	3.6
Michigan.....	186	213	200	4.5	5.1	4.7
Minnesota.....	78	113	95	2.8	3.9	3.3
Mississippi.....	46	59	53	4.1	5.1	4.6
Missouri.....	98	125	109	3.5	4.4	3.8
Montana.....	24	35	30	5.0	7.3	6.1
Nebraska.....	42	43	44	4.2	4.2	4.3
Nevada.....	57	81	67	4.4	5.9	4.9
New Hampshire.....	29	40	29	4.4	6.1	4.3
New Jersey.....	196	191	158	5.0	4.8	3.9
New Mexico.....	29	33	33	3.7	4.0	4.0
New York.....	258	289	283	2.9	3.2	3.1
North Carolina.....	206	222	234	4.6	4.9	5.1
North Dakota.....	20	21	25	4.9	5.0	6.0
Ohio.....	216	249	214	4.1	4.6	3.9
Oklahoma.....	65	74	74	4.0	4.5	4.5
Oregon.....	67	97	83	3.7	5.1	4.3
Pennsylvania.....	145	193	217	2.5	3.3	3.7
Rhode Island.....	19	26	22	4.1	5.4	4.6
South Carolina.....	100	105	119	4.8	4.9	5.5
South Dakota.....	19	23	20	4.4	5.2	4.6
Tennessee.....	119	137	133	3.9	4.4	4.3
Texas.....	478	587	576	3.9	4.6	4.4
Utah.....	53	80	70	3.4	4.9	4.2
Vermont.....	11	18	14	3.7	6.0	4.6
Virginia.....	165	159	152	4.2	4.0	3.8
Washington.....	111	125	142	3.4	3.6	4.1
West Virginia.....	34	35	35	5.0	5.1	5.0
Wisconsin.....	92	127	111	3.2	4.4	3.8
Wyoming.....	15	19	17	5.6	6.7	6.0

p Preliminary



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

State	Levels (in thousands)			Rates		
	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	3,450	4,621	4,276	2.4	3.1	2.9
Alabama.....	61	72	64	3.1	3.5	3.1
Alaska.....	11	20	13	3.7	6.3	4.2
Arizona.....	68	96	83	2.4	3.2	2.7
Arkansas.....	37	43	42	3.0	3.3	3.3
California.....	318	447	415	2.0	2.7	2.5
Colorado.....	64	128	112	2.4	4.7	4.1
Connecticut.....	29	45	37	1.8	2.8	2.3
Delaware.....	15	15	15	3.3	3.4	3.4
District of Columbia.....	15	15	17	2.1	1.9	2.2
Florida.....	257	270	257	3.0	3.1	2.9
Georgia.....	124	185	151	2.8	4.0	3.3
Hawaii.....	10	41	15	1.9	7.2	2.6
Idaho.....	25	36	31	3.3	4.6	3.9
Illinois.....	136	197	166	2.4	3.4	2.8
Indiana.....	71	104	98	2.3	3.4	3.1
Iowa.....	39	41	39	2.6	2.6	2.5
Kansas.....	30	37	41	2.2	2.6	2.9
Kentucky.....	65	64	63	3.5	3.4	3.3
Louisiana.....	46	69	62	2.5	3.8	3.3
Maine.....	14	25	20	2.3	4.0	3.1
Maryland.....	57	66	68	2.2	2.5	2.5
Massachusetts.....	65	109	85	1.9	3.1	2.4
Michigan.....	124	135	134	3.0	3.2	3.1
Minnesota.....	51	73	70	1.8	2.5	2.4
Mississippi.....	32	42	39	2.8	3.7	3.4
Missouri.....	62	95	85	2.2	3.3	3.0
Montana.....	16	26	20	3.2	5.3	4.2
Nebraska.....	27	30	31	2.7	2.9	3.0
Nevada.....	30	59	46	2.3	4.4	3.4
New Hampshire.....	13	28	18	2.0	4.2	2.7
New Jersey.....	119	115	105	3.1	2.9	2.6
New Mexico.....	18	24	22	2.3	2.9	2.6
New York.....	126	195	163	1.4	2.2	1.8
North Carolina.....	139	151	168	3.1	3.3	3.7
North Dakota.....	11	14	14	2.8	3.3	3.3
Ohio.....	133	169	154	2.5	3.1	2.8
Oklahoma.....	45	53	52	2.8	3.2	3.1
Oregon.....	43	75	59	2.3	4.0	3.1
Pennsylvania.....	84	140	138	1.5	2.4	2.4
Rhode Island.....	10	18	15	2.2	3.6	3.0
South Carolina.....	75	75	87	3.6	3.5	4.0
South Dakota.....	11	16	14	2.6	3.6	3.2
Tennessee.....	85	97	95	2.8	3.1	3.1
Texas.....	339	450	465	2.8	3.5	3.6
Utah.....	34	63	47	2.2	3.9	2.9
Vermont.....	6	9	10	2.0	3.2	3.2
Virginia.....	96	119	115	2.5	3.0	2.9
Washington.....	71	93	102	2.2	2.7	2.9
West Virginia.....	23	26	24	3.3	3.7	3.4
Wisconsin.....	60	94	81	2.1	3.2	2.8
Wyoming.....	10	13	12	3.5	4.7	4.2

p Preliminary

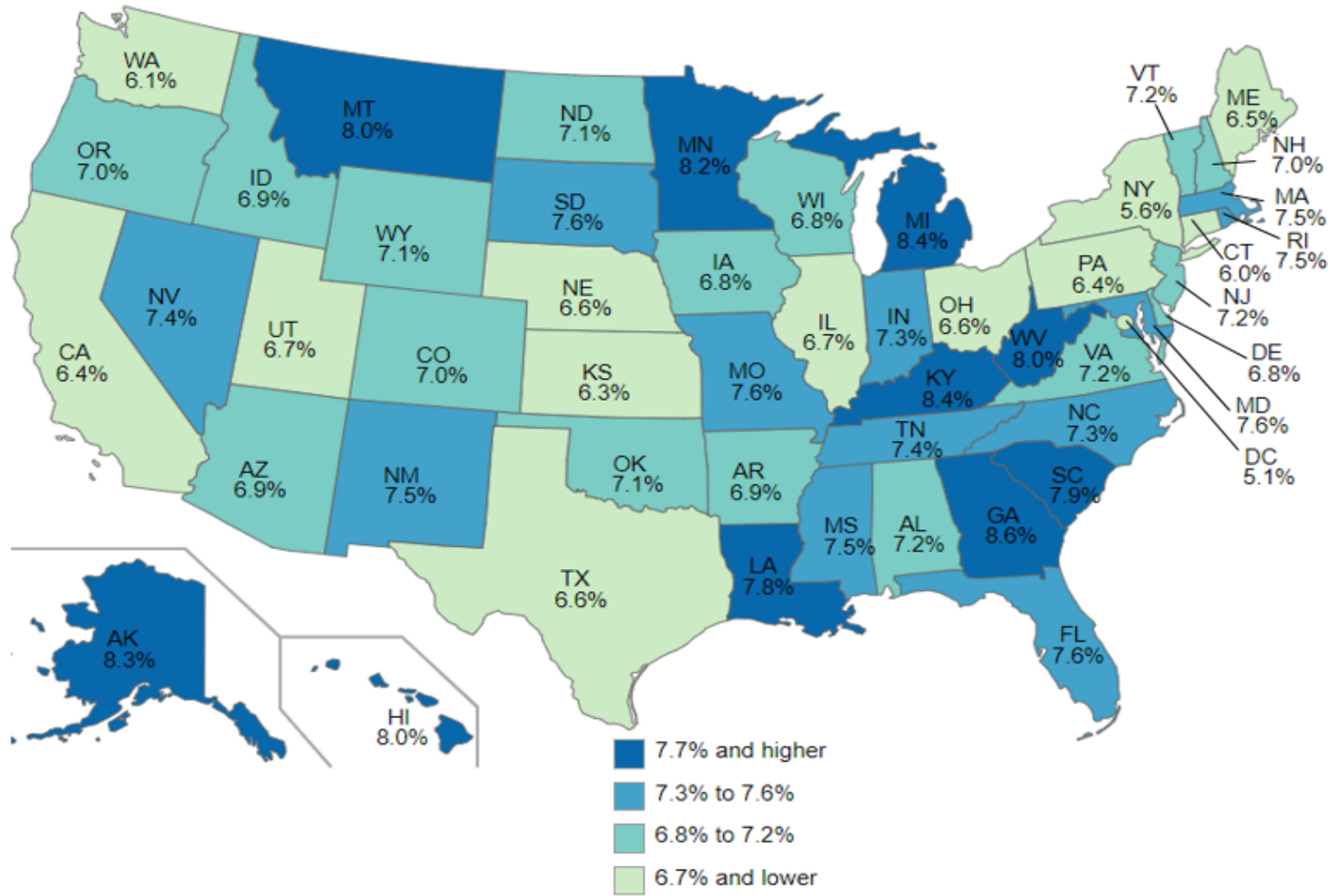
**Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted**

State	Levels (in thousands)			Rates		
	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>	Oct. 2020	Sept. 2021	Oct. 2021 <sup>P</sup>
TOTAL U.S.....	1,738	1,533	1,392	1.2	1.0	0.9
Alabama.....	15	31	22	0.8	1.5	1.0
Alaska.....	6	9	6	2.0	2.9	1.9
Arizona.....	23	15	22	0.8	0.5	0.7
Arkansas.....	12	15	16	1.0	1.1	1.2
California.....	214	116	126	1.3	0.7	0.7
Colorado.....	26	30	39	1.0	1.1	1.4
Connecticut.....	17	20	18	1.1	1.3	1.1
Delaware.....	5	6	5	1.1	1.2	1.1
District of Columbia.....	5	6	6	0.7	0.8	0.8
Florida.....	95	92	80	1.1	1.0	0.9
Georgia.....	46	72	65	1.0	1.6	1.4
Hawaii.....	5	12	5	1.1	2.1	0.8
Idaho.....	11	9	11	1.4	1.1	1.4
Illinois.....	108	58	43	1.9	1.0	0.7
Indiana.....	42	30	21	1.4	1.0	0.7
Iowa.....	25	23	17	1.6	1.5	1.1
Kansas.....	14	13	10	1.0	1.0	0.7
Kentucky.....	21	25	25	1.1	1.3	1.3
Louisiana.....	15	22	17	0.8	1.2	0.9
Maine.....	10	8	7	1.6	1.3	1.2
Maryland.....	19	38	25	0.7	1.4	0.9
Massachusetts.....	88	69	36	2.6	1.9	1.0
Michigan.....	51	68	51	1.2	1.6	1.2
Minnesota.....	23	24	20	0.8	0.8	0.7
Mississippi.....	12	14	12	1.0	1.2	1.0
Missouri.....	32	24	18	1.1	0.8	0.6
Montana.....	7	8	8	1.6	1.6	1.7
Nebraska.....	12	10	10	1.2	1.0	1.0
Nevada.....	24	18	18	1.8	1.3	1.3
New Hampshire.....	14	10	9	2.2	1.5	1.3
New Jersey.....	67	64	42	1.7	1.6	1.0
New Mexico.....	9	7	8	1.2	0.9	1.0
New York.....	112	71	103	1.3	0.8	1.1
North Carolina.....	45	60	44	1.0	1.3	1.0
North Dakota.....	8	6	10	2.0	1.3	2.4
Ohio.....	75	69	50	1.4	1.3	0.9
Oklahoma.....	17	16	16	1.0	1.0	1.0
Oregon.....	21	16	19	1.1	0.8	1.0
Pennsylvania.....	52	42	69	0.9	0.7	1.2
Rhode Island.....	8	7	6	1.6	1.5	1.3
South Carolina.....	20	24	25	1.0	1.1	1.2
South Dakota.....	7	6	5	1.5	1.4	1.1
Tennessee.....	30	30	29	1.0	1.0	0.9
Texas.....	110	106	82	0.9	0.8	0.6
Utah.....	16	13	19	1.0	0.8	1.1
Vermont.....	4	8	3	1.5	2.6	1.1
Virginia.....	61	35	27	1.6	0.9	0.7
Washington.....	34	24	31	1.0	0.7	0.9
West Virginia.....	10	7	9	1.5	1.0	1.3
Wisconsin.....	27	25	23	1.0	0.9	0.8
Wyoming.....	5	5	4	1.8	1.7	1.5

p Preliminary

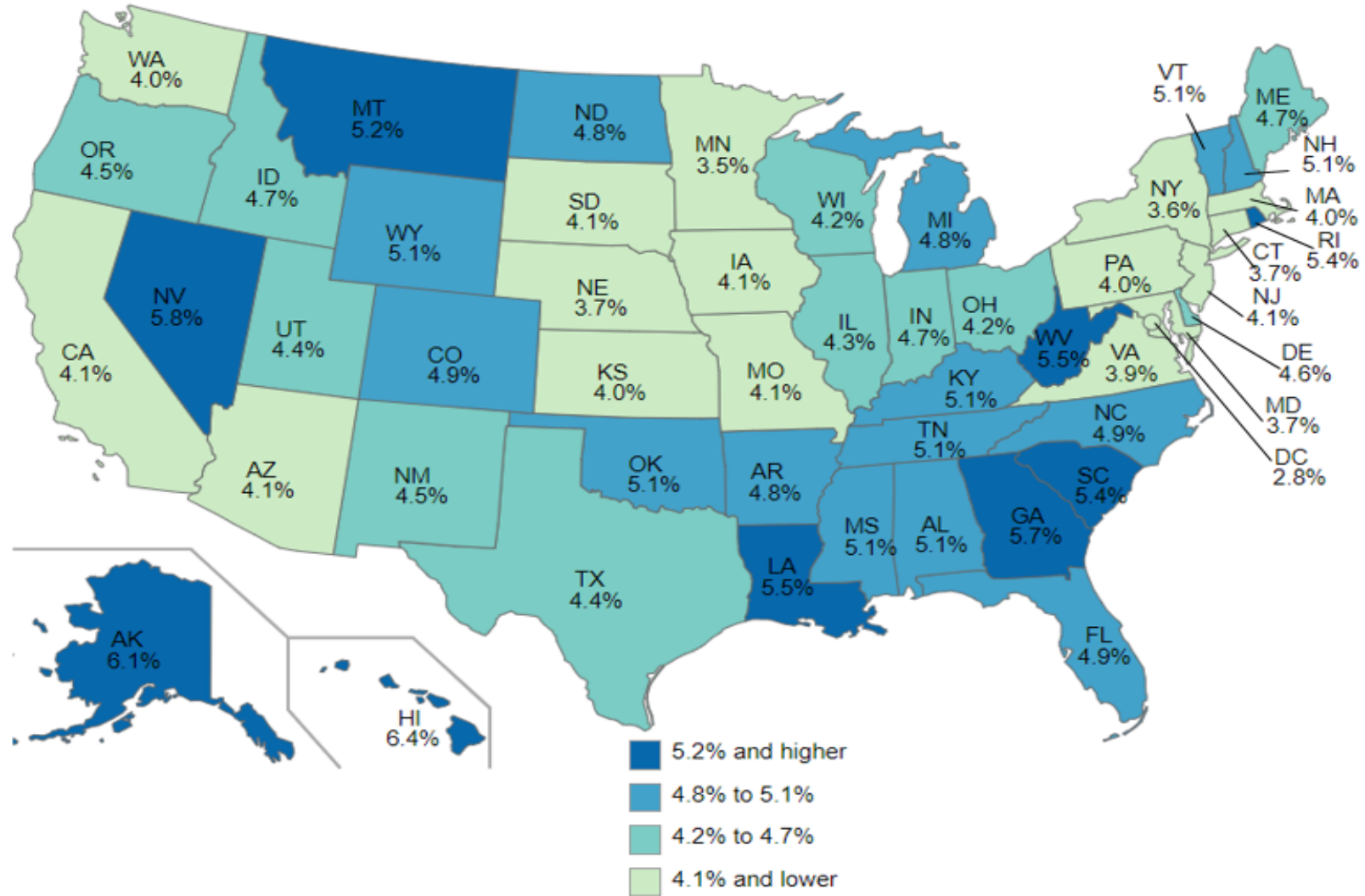
### Map 1. Job openings rates by state, seasonally adjusted, October 2021

Total U.S. job openings rate = 6.9%



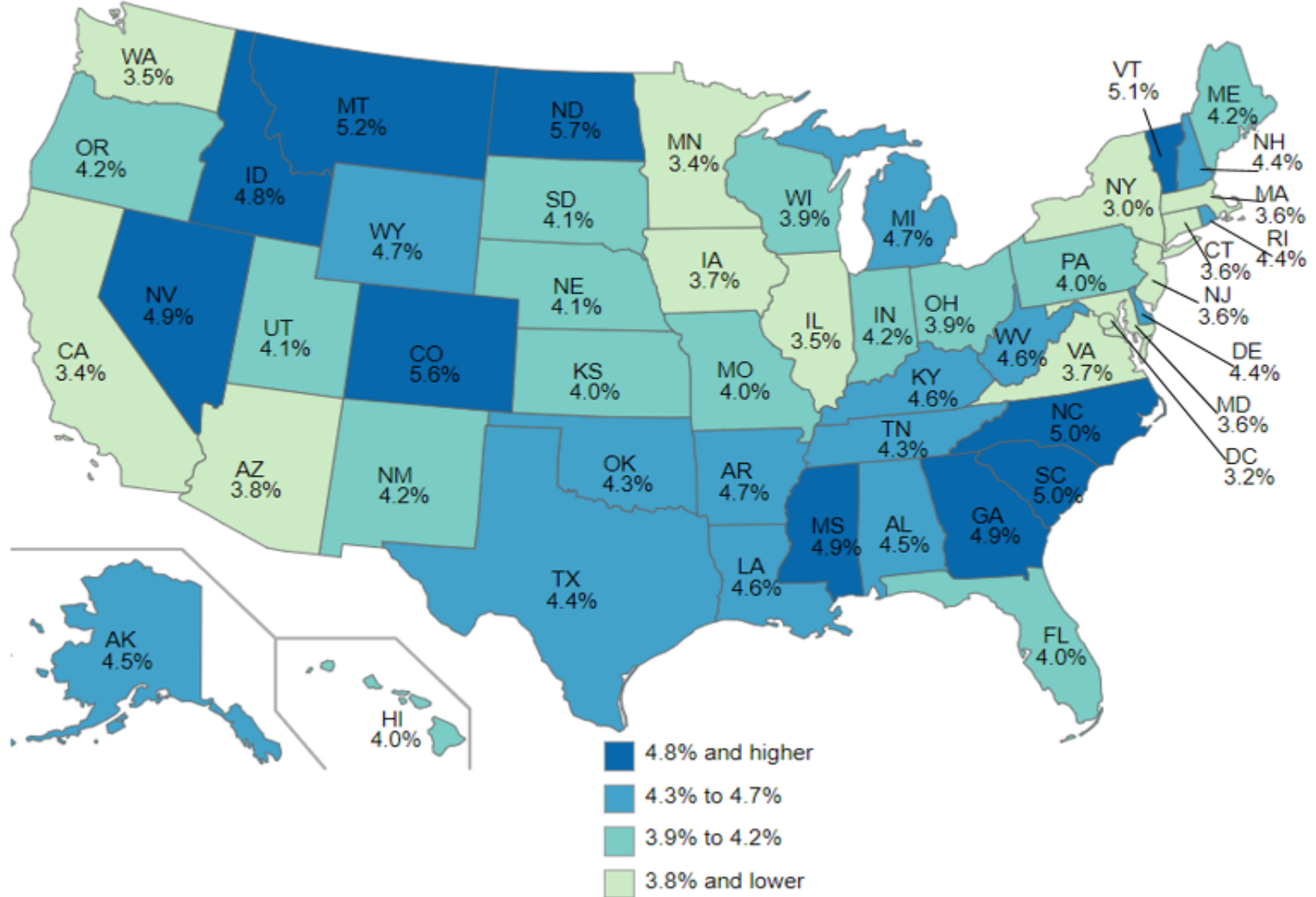
## Map 2. Hires rates by state, seasonally adjusted, October 2021

Total U.S. hires rate = 4.4%



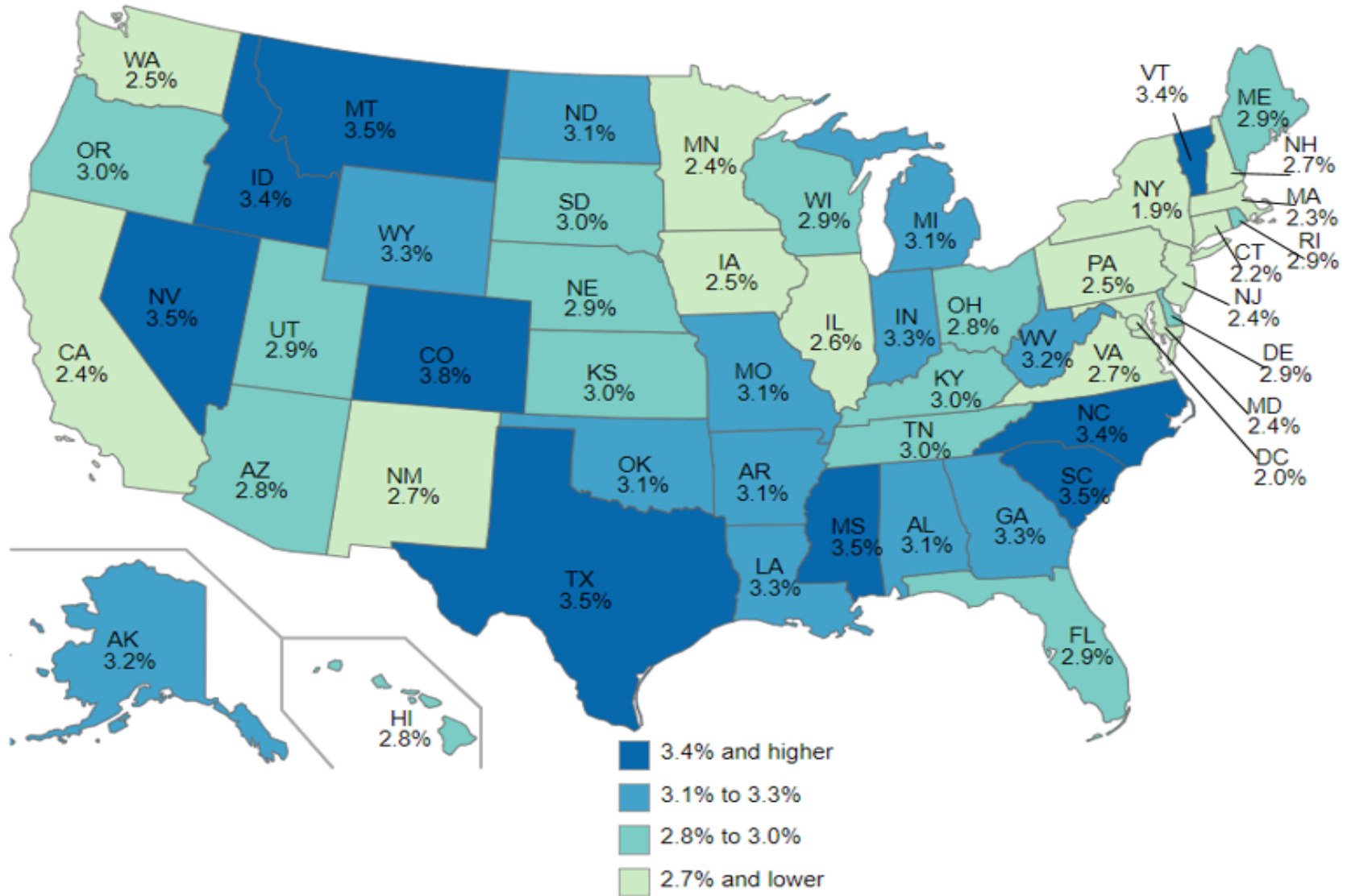
**Map 3. Total separations rates by state, seasonally adjusted, October 2021**

Total U.S. total separations rate = 4.0%



**Map 4. Quits rates by state, seasonally adjusted, October 2021**

Total U.S. quits rate = 2.8%



### Map 5. Layoffs and discharges rates by state, seasonally adjusted, October 2021

Total U.S. layoffs and discharges rates = 0.9%

