



For release 10:00 a.m. (ET) Friday, January 21, 2022

USDL-22-0080

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

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

STATE JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2021

Job openings rates decreased in 16 states, increased in 3 states, and were little changed in 31 states and the District of Columbia on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 4 states, decreased in 2 states, and were little changed in 44 states and the District of Columbia. Total separations rates increased in 13 states, decreased in 1 state, and were little changed in 36 states and the District of Columbia. Nationally, the job openings rate decreased in November; the hires and total separations rates were little changed. (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 November, **job openings rates** decreased in 16 states and increased in 3 states. The largest decreases in job openings rates occurred in Minnesota (-2.0 percentage points), Michigan (-1.4 points), and Louisiana and South Dakota (-1.2 points each). The increases in job openings rates occurred in New Hampshire (+ 0.8 percentage point), New York (+0.7 point), and Connecticut (+0.5 point). The national job openings rate decreased over the month (-0.4 point). (See table A.)

The **number of job openings** decreased in 15 states and increased in 3 states on the last business day of November. The largest decreases occurred in Florida (-82,000), Michigan (-67,000), and Minnesota (-66,000). The increases in the job openings level occurred in New York (+71,000), Connecticut (+8,000), and New Hampshire (+6,000). Nationally, the number of job openings decreased (-529,000). (See table A.)

Hires

In November, **hires rates** increased in 4 states and decreased in 2 states. The largest increases in hires rates occurred in Idaho (+1.0 percentage point), Nebraska (+0.8 point), and Colorado (+0.7 point). The hires rates decreased in Massachusetts and Ohio (-0.5 percentage point each). The national hires rate was little changed. (See table B.)

The **number of hires** increased in 4 states and decreased in 1 state in November. The increases occurred in Illinois (+36,000), Colorado (+19,000), and Idaho and Nebraska (+8,000 each). The decrease occurred in Massachusetts (-19,000). Nationally, the number of hires was little changed. (See table B.)

Total Separations

In November, **total separations rates** increased in 13 states and decreased in 1 state. The largest increases occurred in New Hampshire (+2.1 percentage points), and Maine and Vermont (+1.3 points each). The total separations rate decreased in Pennsylvania (-0.4 percentage point). The national total separations rate was little changed over the month. (See table C.)

The **number of total separations** increased in 14 states in November. The largest increases occurred in Georgia (+57,000), Illinois (+47,000), and New York (+32,000). Nationally, the number of total separations increased (+382,000). (See table C.)

Quits

In November, **quits rates** increased in 22 states and decreased in 2 states. The largest increases in quits rates occurred in New Hampshire (+1.6 percentage points) and Georgia, Kentucky, and North Dakota (+1.2 points each). The quits rate decreased in Colorado (-0.5 percentage point) and Pennsylvania (-0.3 point). Over the month, the national quits rate increased (+0.2 percentage point). (See table D.)

The **number of quits** increased in 21 states and decreased in 2 states in November. The largest increases in the quits level occurred in Georgia (+53,000), Illinois (+42,000), and New York (+36,000). The quits level decreased in Pennsylvania (-17,000) and Colorado (-15,000). Nationally, the number of quits increased over the month (+370,000). (See table D.)

Layoffs and Discharges

In November, **layoffs and discharges rates** increased in 4 states and decreased in 3 states. The largest increases in layoffs and discharges rates occurred in Montana and Wyoming (+0.7 percentage point each), and Iowa (+0.4 point). The decreases in layoffs and discharges rates occurred in North Dakota (-0.8 percentage point), West Virginia (-0.7 point), and Kentucky (-0.3 point). The national layoffs and discharges rate was unchanged. (See table E.)

The **number of layoffs and discharges** increased in 4 states and decreased in 2 states in November. The largest increases in layoffs and discharges were in Texas (+30,000), Iowa (+7,000), and Montana (+3,000). The decreases in layoffs and discharges levels were in West Virginia (-5,000) and North Dakota (-3,000). 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#.

The Job Openings and Labor Turnover Survey State estimates for December 2021 are scheduled to be released on Thursday, February 17, 2022 at 10:00 a.m. (ET).

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

State	Level (in thousands)			Rate		
	October 2021	November 2021 ^P	Over-the-month change ^P	October 2021	November 2021 ^P	Over-the-month change ^P
TOTAL U.S.....	11,091	10,562	-529	7.0	6.6	-0.4
Alabama.....	157	146	-11	7.1	6.6	-0.5
Connecticut.....	104	112	8	6.0	6.5	0.5
Florida.....	713	631	-82	7.4	6.6	-0.8
Georgia.....	412	379	-33	8.2	7.6	-0.6
Illinois.....	427	379	-48	6.8	6.1	-0.7
Iowa.....	118	104	-14	7.1	6.3	-0.8
Kentucky.....	149	137	-12	7.3	6.8	-0.5
Louisiana.....	156	131	-25	7.8	6.6	-1.2
Maryland.....	224	198	-26	7.7	6.8	-0.9
Massachusetts.....	302	290	-12*	7.9	7.5	-0.4
Michigan.....	397	330	-67	8.6	7.2	-1.4
Minnesota.....	255	189	-66	8.1	6.1	-2.0
Mississippi.....	87	81	-6*	7.1	6.6	-0.5
Missouri.....	244	221	-23	7.9	7.2	-0.7
New Hampshire.....	51	57	6	7.1	7.9	0.8
New Mexico.....	68	60	-8	7.7	6.8	-0.9
New York.....	565	636	71	5.9	6.6	0.7
Oklahoma.....	124	114	-10	7.0	6.5	-0.5
South Carolina.....	182	170	-12	7.8	7.3	-0.5*
South Dakota.....	37	31	-6	7.8	6.6	-1.2

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	October 2021	November 2021 ^P	Over-the-month change ^P	October 2021	November 2021 ^P	Over-the-month change ^P
TOTAL U.S.....	6,506	6,697	191	4.4	4.5	0.1
Colorado.....	124	143	19	4.5	5.2	0.7
Idaho.....	37	45	8	4.7	5.7	1.0
Illinois.....	255	291	36	4.4	5.0	0.6
Massachusetts.....	142	123	-19	4.0	3.5	-0.5
Nebraska.....	37	45	8	3.6	4.4	0.8
Ohio.....	224	201	-23*	4.2	3.7	-0.5

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	October 2021	November 2021 ^p	Over-the-month change ^p	October 2021	November 2021 ^p	Over-the-month change ^p
TOTAL U.S.....	5,891	6,273	382	4.0	4.2	0.2
Alabama.....	95	105	10*	4.6	5.1	0.5
Connecticut.....	56	77	21	3.5	4.7	1.2
Georgia.....	220	277	57	4.8	6.0	1.2
Illinois.....	205	252	47	3.5	4.3	0.8
Iowa.....	56	69	13	3.6	4.5	0.9
Kentucky.....	86	103	17	4.6	5.4	0.8
Maine.....	26	34	8	4.2	5.5	1.3
Minnesota.....	93	110	17	3.2	3.8	0.6
New Hampshire.....	30	44	14	4.5	6.6	2.1
New Jersey.....	147	167	20	3.6	4.1	0.5
New York.....	268	300	32	3.0	3.3	0.3*
Pennsylvania.....	241	221	-20*	4.2	3.8	-0.4
Rhode Island.....	21	25	4	4.4	5.2	0.8*
Vermont.....	15	19	4	5.1	6.4	1.3
Wisconsin.....	109	123	14	3.8	4.3	0.5
Wyoming.....	13	16	3	4.7	5.8	1.1

^p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	October 2021	November 2021 ^p	Over-the-month change ^p	October 2021	November 2021 ^p	Over-the-month change ^p
TOTAL U.S.....	4,157	4,527	370	2.8	3.0	0.2
Alabama.....	65	76	11	3.2	3.7	0.5
Alaska.....	10	12	2	3.2	3.9	0.7
California.....	391	415	24*	2.3	2.5	0.2
Colorado.....	111	96	-15	4.0	3.5	-0.5
Connecticut.....	35	49	14	2.2	3.0	0.8
Delaware.....	14	17	3	3.1	3.8	0.7
Florida.....	270	301	31	3.0	3.4	0.4
Georgia.....	153	206	53	3.3	4.5	1.2
Illinois.....	150	192	42	2.6	3.3	0.7
Indiana.....	104	117	13	3.4	3.8	0.4
Iowa.....	37	44	7	2.4	2.9	0.5
Kentucky.....	56	79	23	3.0	4.2	1.2
Maine.....	18	23	5	2.9	3.8	0.9
Minnesota.....	66	79	13	2.3	2.7	0.4
New Hampshire.....	19	30	11	2.9	4.5	1.6
New York.....	173	209	36	1.9	2.3	0.4
North Carolina.....	160	181	21	3.5	4.0	0.5
North Dakota.....	13	18	5	3.1	4.3	1.2
Oklahoma.....	51	58	7	3.1	3.5	0.4*
Pennsylvania.....	156	139	-17	2.7	2.4	-0.3
Tennessee.....	94	112	18	3.0	3.6	0.6
Utah.....	48	55	7*	2.9	3.4	0.5
Vermont.....	11	13	2	3.7	4.4	0.7
West Virginia.....	21	25	4	3.0	3.6	0.6
Wisconsin.....	78	97	19	2.7	3.4	0.7

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	October 2021	November 2021 ^p	Over-the-month change ^p	October 2021	November 2021 ^p	Over-the-month change ^p
TOTAL U.S.....	1,350	1,369	19	0.9	0.9	0.0
Iowa.....	15	22	7	1.0	1.4	0.4
Kentucky.....	24	18	-6*	1.3	1.0	-0.3
Montana.....	6	9	3	1.2	1.9	0.7
North Dakota.....	9	6	-3	2.2	1.4	-0.8
Texas.....	81	111	30	0.6	0.9	0.3
West Virginia.....	10	5	-5	1.4	0.7	-0.7
Wyoming.....	3	5	2	1.1	1.8	0.7

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/. 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

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

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

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				
	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^p	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^p
TOTAL U.S.....	6,766	10,629	10,602	11,091	10,562	4.5	6.7	6.7	7.0	6.6
Alabama.....	103	146	143	157	146	4.9	6.7	6.5	7.1	6.6
Alaska.....	22	30	30	29	30	6.7	8.9	8.9	8.5	8.8
Arizona.....	149	242	214	227	220	4.9	7.5	6.7	7.1	6.8
Arkansas.....	61	98	95	90	85	4.6	7.2	7.0	6.6	6.2
California.....	696	1,123	1,157	1,158	1,118	4.2	6.3	6.5	6.5	6.2
Colorado.....	112	210	192	214	212	4.1	7.1	6.5	7.2	7.1
Connecticut.....	65	103	100	104	112	4.0	6.0	5.8	6.0	6.5
Delaware.....	19	33	31	31	28	4.1	6.8	6.4	6.4	5.8
District of Columbia.....	31	39	39	40	40	4.1	4.9	4.9	5.0	5.0
Florida.....	390	685	656	713	631	4.4	7.2	6.9	7.4	6.6
Georgia.....	257	416	417	412	379	5.5	8.4	8.3	8.2	7.6
Hawaii.....	31	33	27	53	52	5.5	5.4	4.5	8.4	8.3
Idaho.....	41	59	54	62	59	5.0	7.0	6.4	7.3	7.0
Illinois.....	242	387	436	427	379	4.1	6.3	7.0	6.8	6.1
Indiana.....	154	230	230	246	240	4.9	7.0	7.0	7.4	7.2
Iowa.....	71	98	113	118	104	4.5	6.0	6.8	7.1	6.3
Kansas.....	65	82	86	98	95	4.6	5.6	5.8	6.6	6.4
Kentucky.....	94	170	145	149	137	4.8	8.3	7.2	7.3	6.8
Louisiana.....	96	136	138	156	131	5.0	6.9	7.0	7.8	6.6
Maine.....	29	47	50	42	45	4.6	7.1	7.5	6.4	6.8
Maryland.....	137	212	210	224	198	5.0	7.4	7.3	7.7	6.8
Massachusetts.....	161	280	281	302	290	4.6	7.4	7.4	7.9	7.5
Michigan.....	212	364	366	397	330	4.9	8.0	8.0	8.6	7.2
Minnesota.....	115	190	194	255	189	4.0	6.2	6.3	8.1	6.1
Mississippi.....	58	87	84	87	81	4.9	7.1	6.9	7.1	6.6
Missouri.....	130	211	205	244	221	4.5	6.9	6.7	7.9	7.2
Montana.....	27	39	38	43	41	5.4	7.5	7.3	8.2	7.8
Nebraska.....	51	67	71	75	72	4.9	6.2	6.5	6.8	6.6
Nevada.....	64	119	109	112	109	4.8	8.1	7.5	7.6	7.4
New Hampshire.....	34	56	54	51	57	5.0	7.8	7.5	7.1	7.9
New Jersey.....	217	306	294	301	290	5.3	7.1	6.8	6.9	6.7
New Mexico.....	40	64	66	68	60	4.8	7.3	7.5	7.7	6.8
New York.....	354	554	553	565	636	3.9	5.8	5.8	5.9	6.6
North Carolina.....	208	360	329	344	338	4.5	7.4	6.8	7.0	6.9
North Dakota.....	19	29	32	33	31	4.5	6.5	7.1	7.3	6.9
Ohio.....	250	343	378	423	420	4.5	6.0	6.6	7.3	7.2
Oklahoma.....	83	101	123	124	114	4.9	5.8	6.9	7.0	6.5
Oregon.....	106	152	142	145	137	5.5	7.5	7.0	7.1	6.7
Pennsylvania.....	269	427	412	411	400	4.6	6.9	6.7	6.7	6.5
Rhode Island.....	23	37	38	40	38	4.7	7.2	7.3	7.7	7.3
South Carolina.....	121	181	182	182	170	5.4	7.8	7.8	7.8	7.3
South Dakota.....	22	27	34	37	31	4.9	5.8	7.2	7.8	6.6
Tennessee.....	145	227	227	242	232	4.6	6.8	6.8	7.2	6.9
Texas.....	566	887	837	901	884	4.4	6.5	6.1	6.5	6.4
Utah.....	73	120	110	124	117	4.5	6.9	6.4	7.1	6.7
Vermont.....	14	24	25	24	23	4.6	7.4	7.8	7.5	7.2
Virginia.....	207	303	336	288	301	5.1	7.2	7.9	6.8	7.0
Washington.....	148	210	224	229	221	4.3	5.8	6.1	6.2	6.0
West Virginia.....	46	54	60	57	55	6.4	7.2	8.0	7.6	7.4
Wisconsin.....	124	211	219	217	209	4.2	6.8	7.1	7.0	6.7
Wyoming.....	15	23	20	22	21	5.2	7.8	6.8	7.4	7.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	6,019	6,497	6,546	6,506	6,697	4.2	4.4	4.4	4.4	4.5
Alabama.....	91	102	106	105	103	4.5	5.0	5.2	5.1	5.0
Alaska.....	19	21	21	19	20	6.2	6.9	6.9	6.1	6.5
Arizona.....	119	138	139	128	138	4.2	4.6	4.7	4.3	4.6
Arkansas.....	60	65	66	61	63	4.8	5.1	5.2	4.8	4.9
California.....	604	661	656	691	709	3.8	4.0	3.9	4.1	4.2
Colorado.....	105	140	141	124	143	4.0	5.1	5.1	4.5	5.2
Connecticut.....	51	60	64	60	66	3.2	3.7	4.0	3.7	4.1
Delaware.....	20	24	23	21	22	4.5	5.3	5.1	4.7	4.9
District of Columbia.....	23	22	20	21	24	3.1	2.9	2.7	2.8	3.2
Florida.....	348	431	420	456	472	4.1	4.9	4.7	5.1	5.3
Georgia.....	192	255	268	247	245	4.3	5.6	5.8	5.4	5.3
Hawaii.....	32	23	22	37	38	6.0	4.0	3.8	6.4	6.6
Idaho.....	37	44	40	37	45	4.8	5.6	5.1	4.7	5.7
Illinois.....	237	235	261	255	291	4.2	4.0	4.5	4.4	5.0
Indiana.....	133	157	150	142	144	4.4	5.1	4.9	4.6	4.6
Iowa.....	64	57	64	62	61	4.2	3.7	4.2	4.0	4.0
Kansas.....	51	55	49	55	58	3.8	4.0	3.5	4.0	4.2
Kentucky.....	96	107	100	98	105	5.2	5.7	5.3	5.2	5.6
Louisiana.....	100	95	94	102	99	5.5	5.1	5.2	5.5	5.3
Maine.....	25	26	32	28	28	4.2	4.2	5.2	4.6	4.6
Maryland.....	127	104	104	99	103	4.9	3.9	3.9	3.7	3.8
Massachusetts.....	107	127	145	142	123	3.2	3.6	4.1	4.0	3.5
Michigan.....	201	220	198	201	196	4.9	5.3	4.7	4.8	4.6
Minnesota.....	93	97	89	98	111	3.4	3.4	3.1	3.4	3.8
Mississippi.....	55	57	66	58	61	4.9	5.0	5.8	5.1	5.3
Missouri.....	115	123	121	116	118	4.1	4.3	4.2	4.1	4.1
Montana.....	23	27	28	25	28	4.8	5.6	5.8	5.2	5.8
Nebraska.....	47	45	40	37	45	4.7	4.4	3.9	3.6	4.4
Nevada.....	61	98	85	78	71	4.8	7.3	6.3	5.7	5.2
New Hampshire.....	26	30	32	34	34	4.0	4.5	4.8	5.1	5.1
New Jersey.....	180	167	177	167	159	4.6	4.2	4.4	4.1	3.9
New Mexico.....	31	40	41	37	39	3.9	4.9	5.0	4.5	4.7
New York.....	297	337	321	321	333	3.4	3.8	3.6	3.6	3.7
North Carolina.....	199	235	234	222	238	4.5	5.2	5.2	4.9	5.2
North Dakota.....	17	24	20	20	20	4.2	5.8	4.8	4.8	4.7
Ohio.....	224	208	232	224	201	4.2	3.9	4.3	4.2	3.7
Oklahoma.....	68	73	78	84	81	4.2	4.5	4.7	5.1	4.9
Oregon.....	81	96	88	86	89	4.4	5.1	4.7	4.6	4.7
Pennsylvania.....	218	189	222	242	245	3.9	3.3	3.9	4.2	4.2
Rhode Island.....	21	22	24	25	24	4.5	4.6	5.0	5.2	5.0
South Carolina.....	108	116	111	117	126	5.1	5.4	5.2	5.4	5.8
South Dakota.....	19	19	20	18	19	4.4	4.3	4.6	4.1	4.3
Tennessee.....	136	157	152	161	166	4.5	5.1	4.9	5.2	5.3
Texas.....	631	600	605	594	628	5.1	4.7	4.7	4.6	4.8
Utah.....	64	75	71	73	78	4.1	4.6	4.4	4.5	4.8
Vermont.....	12	14	15	14	14	4.2	4.7	5.1	4.7	4.7
Virginia.....	171	184	182	153	161	4.4	4.7	4.6	3.9	4.1
Washington.....	119	139	138	138	144	3.6	4.1	4.0	4.0	4.2
West Virginia.....	33	31	35	36	35	4.9	4.5	5.1	5.2	5.1
Wisconsin.....	116	107	120	120	119	4.1	3.7	4.2	4.2	4.1
Wyoming.....	13	16	15	14	15	4.8	5.9	5.5	5.1	5.5

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	5,744	6,032	6,147	5,891	6,273	4.0	4.1	4.2	4.0	4.2
Alabama.....	78	90	102	95	105	3.9	4.4	5.0	4.6	5.1
Alaska.....	15	19	18	14	16	4.9	6.2	5.9	4.5	5.2
Arizona.....	119	124	123	116	131	4.2	4.2	4.1	3.9	4.4
Arkansas.....	54	55	63	60	61	4.3	4.3	5.0	4.7	4.8
California.....	561	577	561	568	565	3.5	3.5	3.4	3.4	3.4
Colorado.....	161	172	142	155	146	6.1	6.3	5.2	5.6	5.3
Connecticut.....	72	50	63	56	77	4.6	3.1	3.9	3.5	4.7
Delaware.....	19	21	20	20	22	4.3	4.6	4.4	4.4	4.9
District of Columbia.....	21	19	22	23	24	2.9	2.5	2.9	3.0	3.2
Florida.....	327	395	383	380	407	3.9	4.5	4.3	4.3	4.5
Georgia.....	195	254	264	220	277	4.4	5.6	5.8	4.8	6.0
Hawaii.....	20	28	54	24	24	3.8	4.9	9.4	4.2	4.2
Idaho.....	39	44	39	39	40	5.1	5.6	5.0	5.0	5.1
Illinois.....	262	259	265	205	252	4.6	4.5	4.6	3.5	4.3
Indiana.....	122	148	133	132	146	4.0	4.8	4.3	4.3	4.7
Iowa.....	61	73	62	56	69	4.0	4.8	4.0	3.6	4.5
Kansas.....	50	60	51	56	61	3.7	4.3	3.7	4.0	4.4
Kentucky.....	96	108	93	86	103	5.2	5.7	4.9	4.6	5.4
Louisiana.....	84	75	97	87	95	4.6	4.1	5.3	4.7	5.1
Maine.....	25	27	26	26	34	4.2	4.4	4.2	4.2	5.5
Maryland.....	82	92	102	96	106	3.2	3.4	3.8	3.6	3.9
Massachusetts.....	110	139	152	125	133	3.3	4.0	4.3	3.5	3.7
Michigan.....	220	201	203	191	180	5.4	4.8	4.8	4.5	4.2
Minnesota.....	106	108	107	93	110	3.8	3.8	3.7	3.2	3.8
Mississippi.....	55	53	59	56	57	4.9	4.7	5.2	4.9	5.0
Missouri.....	105	127	120	114	118	3.8	4.5	4.2	4.0	4.1
Montana.....	29	25	28	26	29	6.1	5.2	5.8	5.4	6.0
Nebraska.....	40	45	43	42	43	4.0	4.4	4.2	4.1	4.2
Nevada.....	81	72	80	69	68	6.4	5.4	5.9	5.1	5.0
New Hampshire.....	26	28	35	30	44	4.0	4.2	5.3	4.5	6.6
New Jersey.....	187	150	154	147	167	4.8	3.8	3.8	3.6	4.1
New Mexico.....	46	41	33	34	37	5.9	5.1	4.1	4.2	4.5
New York.....	256	271	268	268	300	2.9	3.0	3.0	3.0	3.3
North Carolina.....	203	232	223	233	237	4.6	5.1	4.9	5.1	5.2
North Dakota.....	22	21	21	23	25	5.4	5.0	5.0	5.5	5.9
Ohio.....	203	216	244	203	203	3.8	4.0	4.6	3.8	3.8
Oklahoma.....	62	72	73	72	80	3.8	4.4	4.4	4.4	4.8
Oregon.....	87	84	86	82	92	4.8	4.5	4.6	4.3	4.8
Pennsylvania.....	197	192	187	241	221	3.5	3.3	3.3	4.2	3.8
Rhode Island.....	19	19	23	21	25	4.1	4.0	4.8	4.4	5.2
South Carolina.....	97	88	99	110	103	4.6	4.1	4.6	5.1	4.8
South Dakota.....	18	21	18	18	19	4.2	4.8	4.1	4.1	4.3
Tennessee.....	124	147	139	133	143	4.1	4.7	4.5	4.3	4.6
Texas.....	501	480	554	540	553	4.1	3.8	4.3	4.2	4.3
Utah.....	60	64	75	68	74	3.8	4.0	4.6	4.2	4.5
Vermont.....	14	13	15	15	19	4.9	4.4	5.1	5.1	6.4
Virginia.....	147	157	147	145	143	3.8	4.0	3.7	3.7	3.6
Washington.....	120	111	115	122	118	3.7	3.2	3.3	3.6	3.4
West Virginia.....	31	32	36	33	32	4.6	4.6	5.2	4.8	4.6
Wisconsin.....	98	122	115	109	123	3.5	4.2	4.0	3.8	4.3
Wyoming.....	17	16	13	13	16	6.2	5.9	4.7	4.7	5.8

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	3,296	4,270	4,362	4,157	4,527	2.3	2.9	3.0	2.8	3.0
Alabama.....	53	62	69	65	76	2.6	3.0	3.4	3.2	3.7
Alaska.....	7	12	11	10	12	2.3	3.9	3.6	3.2	3.9
Arizona.....	78	87	91	87	97	2.7	2.9	3.1	2.9	3.2
Arkansas.....	37	40	44	40	45	3.0	3.2	3.5	3.1	3.5
California.....	280	403	400	391	415	1.7	2.4	2.4	2.3	2.5
Colorado.....	66	94	106	111	96	2.5	3.4	3.9	4.0	3.5
Connecticut.....	29	36	43	35	49	1.8	2.2	2.7	2.2	3.0
Delaware.....	13	14	14	14	17	2.9	3.1	3.1	3.1	3.8
District of Columbia.....	14	13	15	15	18	1.9	1.7	2.0	2.0	2.4
Florida.....	230	269	277	270	301	2.7	3.1	3.1	3.0	3.4
Georgia.....	130	195	185	153	206	2.9	4.3	4.0	3.3	4.5
Hawaii.....	11	19	38	17	16	2.1	3.3	6.6	2.9	2.8
Idaho.....	20	30	30	28	28	2.6	3.8	3.8	3.6	3.6
Illinois.....	125	197	189	150	192	2.2	3.4	3.3	2.6	3.3
Indiana.....	77	113	101	104	117	2.6	3.7	3.3	3.4	3.8
Iowa.....	32	53	39	37	44	2.1	3.5	2.5	2.4	2.9
Kansas.....	31	43	35	41	45	2.3	3.1	2.5	3.0	3.2
Kentucky.....	60	83	63	56	79	3.2	4.4	3.3	3.0	4.2
Louisiana.....	56	55	71	63	68	3.1	3.0	3.9	3.4	3.6
Maine.....	14	18	20	18	23	2.3	2.9	3.3	2.9	3.8
Maryland.....	51	66	64	66	73	2.0	2.5	2.4	2.5	2.7
Massachusetts.....	60	89	90	84	89	1.8	2.5	2.6	2.4	2.5
Michigan.....	100	137	129	125	132	2.4	3.3	3.1	3.0	3.1
Minnesota.....	54	74	67	66	79	1.9	2.6	2.3	2.3	2.7
Mississippi.....	35	38	43	40	43	3.1	3.4	3.8	3.5	3.8
Missouri.....	63	94	91	86	90	2.3	3.3	3.2	3.0	3.1
Montana.....	14	16	21	18	19	2.9	3.3	4.4	3.7	3.9
Nebraska.....	25	33	30	29	30	2.5	3.2	2.9	2.8	2.9
Nevada.....	38	46	57	49	45	3.0	3.4	4.2	3.6	3.3
New Hampshire.....	14	18	25	19	30	2.2	2.7	3.8	2.9	4.5
New Jersey.....	85	106	94	101	102	2.2	2.7	2.3	2.5	2.5
New Mexico.....	18	25	23	22	25	2.3	3.1	2.8	2.7	3.0
New York.....	131	197	184	173	209	1.5	2.2	2.0	1.9	2.3
North Carolina.....	132	151	156	160	181	3.0	3.3	3.4	3.5	4.0
North Dakota.....	11	13	13	13	18	2.7	3.1	3.1	3.1	4.3
Ohio.....	123	158	156	147	141	2.3	3.0	2.9	2.7	2.6
Oklahoma.....	41	51	54	51	58	2.5	3.1	3.3	3.1	3.5
Oregon.....	39	55	67	58	59	2.1	2.9	3.6	3.1	3.1
Pennsylvania.....	116	133	135	156	139	2.1	2.3	2.4	2.7	2.4
Rhode Island.....	10	12	16	14	16	2.2	2.5	3.3	2.9	3.3
South Carolina.....	73	61	69	80	79	3.5	2.8	3.2	3.7	3.7
South Dakota.....	9	15	12	13	13	2.1	3.4	2.7	3.0	3.0
Tennessee.....	85	104	99	94	112	2.8	3.4	3.2	3.0	3.6
Texas.....	324	370	440	429	411	2.6	2.9	3.4	3.3	3.2
Utah.....	37	42	57	48	55	2.4	2.6	3.5	2.9	3.4
Vermont.....	8	8	9	11	13	2.8	2.7	3.1	3.7	4.4
Virginia.....	93	111	115	105	106	2.4	2.8	2.9	2.7	2.7
Washington.....	62	82	81	88	84	1.9	2.4	2.4	2.6	2.4
West Virginia.....	20	23	26	21	25	3.0	3.3	3.8	3.0	3.6
Wisconsin.....	58	95	88	78	97	2.1	3.3	3.1	2.7	3.4
Wyoming.....	7	9	9	10	10	2.6	3.3	3.3	3.6	3.6

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Aug. 2021	Sept. 2021	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	2,123	1,385	1,396	1,350	1,369	1.5	0.9	0.9	0.9	0.9
Alabama.....	23	17	26	23	23	1.1	0.8	1.3	1.1	1.1
Alaska.....	7	5	5	3	4	2.3	1.6	1.6	1.0	1.3
Arizona.....	31	27	21	24	26	1.1	0.9	0.7	0.8	0.9
Arkansas.....	14	12	15	14	12	1.1	0.9	1.2	1.1	0.9
California.....	239	129	121	129	115	1.5	0.8	0.7	0.8	0.7
Colorado.....	83	72	24	35	37	3.1	2.6	0.9	1.3	1.3
Connecticut.....	40	8	15	18	22	2.5	0.5	0.9	1.1	1.4
Delaware.....	5	5	4	5	4	1.1	1.1	0.9	1.1	0.9
District of Columbia.....	6	5	5	6	5	0.8	0.7	0.7	0.8	0.7
Florida.....	84	97	86	90	95	1.0	1.1	1.0	1.0	1.1
Georgia.....	56	42	60	53	54	1.3	0.9	1.3	1.2	1.2
Hawaii.....	7	8	12	6	6	1.3	1.4	2.1	1.0	1.0
Idaho.....	16	11	7	9	10	2.1	1.4	0.9	1.1	1.3
Illinois.....	126	52	58	48	48	2.2	0.9	1.0	0.8	0.8
Indiana.....	38	28	26	22	22	1.3	0.9	0.8	0.7	0.7
Iowa.....	24	15	19	15	22	1.6	1.0	1.2	1.0	1.4
Kansas.....	16	12	12	11	13	1.2	0.9	0.9	0.8	0.9
Kentucky.....	32	20	25	24	18	1.7	1.1	1.3	1.3	1.0
Louisiana.....	23	15	21	18	21	1.3	0.8	1.2	1.0	1.1
Maine.....	10	6	4	6	8	1.7	1.0	0.7	1.0	1.3
Maryland.....	26	20	31	22	28	1.0	0.7	1.2	0.8	1.0
Massachusetts.....	43	41	50	31	30	1.3	1.2	1.4	0.9	0.8
Michigan.....	111	51	63	50	40	2.7	1.2	1.5	1.2	0.9
Minnesota.....	47	27	25	21	24	1.7	0.9	0.9	0.7	0.8
Mississippi.....	17	11	12	13	11	1.5	1.0	1.1	1.1	1.0
Missouri.....	35	27	24	23	19	1.3	1.0	0.8	0.8	0.7
Montana.....	13	7	6	6	9	2.7	1.5	1.2	1.2	1.9
Nebraska.....	13	9	10	9	10	1.3	0.9	1.0	0.9	1.0
Nevada.....	32	22	19	17	18	2.5	1.6	1.4	1.2	1.3
New Hampshire.....	10	7	8	9	11	1.6	1.1	1.2	1.4	1.7
New Jersey.....	93	34	51	38	47	2.4	0.9	1.3	0.9	1.2
New Mexico.....	26	13	8	8	10	3.3	1.6	1.0	1.0	1.2
New York.....	101	58	65	78	71	1.2	0.6	0.7	0.9	0.8
North Carolina.....	60	70	55	50	42	1.4	1.5	1.2	1.1	0.9
North Dakota.....	10	6	6	9	6	2.5	1.4	1.4	2.2	1.4
Ohio.....	70	47	78	46	50	1.3	0.9	1.5	0.9	0.9
Oklahoma.....	17	15	15	14	16	1.1	0.9	0.9	0.8	1.0
Oregon.....	44	24	11	20	27	2.4	1.3	0.6	1.1	1.4
Pennsylvania.....	70	42	39	72	70	1.2	0.7	0.7	1.2	1.2
Rhode Island.....	8	6	6	6	6	1.7	1.3	1.2	1.3	1.2
South Carolina.....	21	20	24	24	19	1.0	0.9	1.1	1.1	0.9
South Dakota.....	7	5	4	4	5	1.6	1.1	0.9	0.9	1.1
Tennessee.....	35	30	30	30	25	1.2	1.0	1.0	1.0	0.8
Texas.....	160	91	88	81	111	1.3	0.7	0.7	0.6	0.9
Utah.....	20	17	13	16	15	1.3	1.0	0.8	1.0	0.9
Vermont.....	5	3	5	4	4	1.7	1.0	1.7	1.4	1.4
Virginia.....	48	38	28	30	29	1.2	1.0	0.7	0.8	0.7
Washington.....	50	23	25	25	24	1.5	0.7	0.7	0.7	0.7
West Virginia.....	9	7	7	10	5	1.3	1.0	1.0	1.4	0.7
Wisconsin.....	31	21	19	24	19	1.1	0.7	0.7	0.8	0.7
Wyoming.....	9	6	3	3	5	3.3	2.2	1.1	1.1	1.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2020	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	6,311	11,528	9,912	4.2	7.2	6.2
Alabama.....	92	162	132	4.4	7.3	6.0
Alaska.....	14	24	22	4.6	7.2	7.0
Arizona.....	136	243	199	4.5	7.5	6.1
Arkansas.....	55	92	78	4.2	6.7	5.7
California.....	640	1,247	1,053	3.8	6.9	5.8
Colorado.....	93	212	187	3.4	7.1	6.3
Connecticut.....	60	106	106	3.6	6.1	6.1
Delaware.....	17	33	24	3.8	6.7	5.0
District of Columbia.....	27	44	36	3.6	5.4	4.6
Florida.....	387	742	621	4.3	7.7	6.4
Georgia.....	242	425	359	5.1	8.4	7.1
Hawaii.....	32	59	55	5.7	9.3	8.7
Idaho.....	36	62	53	4.4	7.3	6.2
Illinois.....	229	457	353	3.9	7.2	5.6
Indiana.....	145	248	227	4.5	7.4	6.8
Iowa.....	63	128	95	4.0	7.6	5.7
Kansas.....	62	104	90	4.3	6.9	6.0
Kentucky.....	93	151	131	4.7	7.4	6.4
Louisiana.....	85	165	118	4.4	8.1	5.9
Maine.....	26	42	41	4.2	6.3	6.3
Maryland.....	125	241	174	4.5	8.2	6.0
Massachusetts.....	154	319	280	4.4	8.2	7.2
Michigan.....	201	395	313	4.6	8.5	6.8
Minnesota.....	110	259	179	3.8	8.2	5.8
Mississippi.....	52	90	73	4.4	7.3	5.9
Missouri.....	120	245	210	4.1	7.8	6.8
Montana.....	22	42	35	4.4	7.9	6.7
Nebraska.....	51	80	71	4.9	7.2	6.5
Nevada.....	59	121	101	4.4	8.1	6.8
New Hampshire.....	32	48	54	4.7	6.8	7.4
New Jersey.....	213	309	280	5.2	7.1	6.4
New Mexico.....	35	72	53	4.2	8.0	6.0
New York.....	328	567	612	3.6	5.9	6.3
North Carolina.....	198	365	316	4.2	7.4	6.4
North Dakota.....	16	34	28	3.8	7.5	6.2
Ohio.....	236	437	411	4.2	7.5	7.0
Oklahoma.....	71	133	100	4.2	7.4	5.7
Oregon.....	99	152	122	5.1	7.4	6.0
Pennsylvania.....	255	428	372	4.3	6.8	6.0
Rhode Island.....	21	40	35	4.2	7.6	6.7
South Carolina.....	108	194	153	4.8	8.2	6.6
South Dakota.....	20	36	29	4.3	7.7	6.1
Tennessee.....	135	249	218	4.2	7.4	6.5
Texas.....	548	950	847	4.2	6.8	6.1
Utah.....	62	128	103	3.8	7.3	5.9
Vermont.....	13	24	21	4.1	7.3	6.5
Virginia.....	194	298	286	4.7	7.0	6.7
Washington.....	128	226	197	3.8	6.1	5.4
West Virginia.....	40	58	47	5.5	7.6	6.3
Wisconsin.....	120	220	197	4.1	7.0	6.3
Wyoming.....	11	20	17	4.0	6.8	5.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2020	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	5,563	6,889	6,245	3.9	4.6	4.2
Alabama.....	84	110	94	4.1	5.3	4.6
Alaska.....	12	14	13	4.1	4.7	4.3
Arizona.....	113	142	134	3.9	4.7	4.4
Arkansas.....	51	64	53	4.1	5.0	4.1
California.....	577	792	704	3.6	4.7	4.1
Colorado.....	90	122	127	3.4	4.4	4.6
Connecticut.....	50	61	62	3.1	3.7	3.8
Delaware.....	18	23	19	4.0	5.0	4.1
District of Columbia.....	18	24	21	2.5	3.1	2.7
Florida.....	354	506	481	4.1	5.7	5.3
Georgia.....	183	258	223	4.1	5.6	4.8
Hawaii.....	32	38	38	6.0	6.6	6.6
Idaho.....	32	38	40	4.1	4.8	5.1
Illinois.....	220	272	283	3.9	4.6	4.8
Indiana.....	133	140	140	4.4	4.5	4.5
Iowa.....	55	64	51	3.6	4.1	3.3
Kansas.....	45	57	53	3.3	4.0	3.8
Kentucky.....	93	97	102	5.0	5.1	5.3
Louisiana.....	84	113	89	4.6	6.1	4.7
Maine.....	20	26	21	3.3	4.2	3.5
Maryland.....	119	107	95	4.5	4.0	3.5
Massachusetts.....	103	145	110	3.0	4.0	3.0
Michigan.....	186	206	173	4.5	4.8	4.0
Minnesota.....	79	110	102	2.8	3.8	3.5
Mississippi.....	52	61	57	4.6	5.3	4.9
Missouri.....	102	121	105	3.6	4.2	3.6
Montana.....	18	25	22	3.9	5.1	4.6
Nebraska.....	43	41	43	4.3	4.0	4.2
Nevada.....	57	84	65	4.4	6.1	4.7
New Hampshire.....	23	34	30	3.6	5.1	4.6
New Jersey.....	170	173	141	4.4	4.3	3.4
New Mexico.....	24	38	32	3.0	4.6	3.8
New York.....	271	335	301	3.1	3.7	3.3
North Carolina.....	166	238	205	3.7	5.2	4.4
North Dakota.....	15	20	17	3.7	4.8	4.1
Ohio.....	232	226	204	4.3	4.2	3.7
Oklahoma.....	61	91	72	3.7	5.5	4.3
Oregon.....	76	87	82	4.1	4.6	4.3
Pennsylvania.....	192	253	223	3.4	4.3	3.8
Rhode Island.....	18	27	20	3.9	5.5	4.1
South Carolina.....	98	127	120	4.6	5.9	5.5
South Dakota.....	16	18	16	3.6	4.0	3.6
Tennessee.....	128	172	157	4.2	5.5	5.0
Texas.....	574	616	595	4.6	4.7	4.5
Utah.....	57	78	76	3.7	4.8	4.6
Vermont.....	10	14	12	3.5	4.7	3.9
Virginia.....	168	181	146	4.3	4.6	3.6
Washington.....	94	132	122	2.9	3.8	3.5
West Virginia.....	29	38	30	4.2	5.4	4.2
Wisconsin.....	109	118	113	3.8	4.1	3.9
Wyoming.....	9	12	11	3.5	4.4	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2020	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	5,116	6,029	5,745	3.6	4.0	3.8
Alabama.....	69	94	97	3.4	4.6	4.7
Alaska.....	20	21	23	6.8	6.8	7.6
Arizona.....	101	111	117	3.5	3.7	3.8
Arkansas.....	47	62	54	3.7	4.8	4.2
California.....	503	584	524	3.1	3.5	3.1
Colorado.....	133	165	123	5.0	6.0	4.4
Connecticut.....	65	57	74	4.1	3.5	4.5
Delaware.....	18	22	20	4.0	4.8	4.5
District of Columbia.....	17	25	20	2.3	3.2	2.6
Florida.....	272	376	366	3.2	4.2	4.0
Georgia.....	160	221	242	3.6	4.8	5.2
Hawaii.....	13	22	17	2.5	3.8	2.9
Idaho.....	37	45	39	4.8	5.7	4.9
Illinois.....	255	216	242	4.5	3.7	4.1
Indiana.....	108	129	131	3.5	4.1	4.2
Iowa.....	51	60	62	3.4	3.8	4.0
Kansas.....	42	55	54	3.1	3.9	3.9
Kentucky.....	89	93	95	4.7	4.9	5.0
Louisiana.....	71	84	83	3.9	4.5	4.4
Maine.....	30	28	41	5.0	4.5	6.8
Maryland.....	66	98	93	2.5	3.6	3.4
Massachusetts.....	99	128	125	2.9	3.6	3.5
Michigan.....	199	195	155	4.8	4.6	3.6
Minnesota.....	110	90	115	4.0	3.1	4.0
Mississippi.....	45	54	48	4.0	4.7	4.2
Missouri.....	97	110	105	3.5	3.8	3.6
Montana.....	28	30	30	5.9	6.2	6.2
Nebraska.....	36	44	39	3.6	4.3	3.8
Nevada.....	73	69	59	5.7	5.0	4.3
New Hampshire.....	27	29	47	4.1	4.3	7.0
New Jersey.....	171	158	157	4.4	3.9	3.8
New Mexico.....	41	33	33	5.2	4.0	4.0
New York.....	222	275	282	2.5	3.0	3.1
North Carolina.....	182	236	218	4.1	5.1	4.7
North Dakota.....	23	25	26	5.6	5.8	6.1
Ohio.....	188	207	184	3.5	3.8	3.4
Oklahoma.....	53	75	72	3.2	4.5	4.3
Oregon.....	80	84	87	4.3	4.4	4.5
Pennsylvania.....	179	229	217	3.1	3.9	3.7
Rhode Island.....	19	22	27	4.1	4.6	5.4
South Carolina.....	86	123	97	4.1	5.7	4.5
South Dakota.....	17	20	19	4.0	4.6	4.2
Tennessee.....	104	134	122	3.4	4.3	3.9
Texas.....	423	545	482	3.4	4.2	3.7
Utah.....	52	70	69	3.3	4.3	4.2
Vermont.....	15	14	21	5.0	4.6	6.9
Virginia.....	132	151	123	3.4	3.8	3.1
Washington.....	104	145	102	3.2	4.2	2.9
West Virginia.....	30	36	31	4.3	5.2	4.4
Wisconsin.....	95	112	118	3.3	3.9	4.1
Wyoming.....	20	17	20	7.3	6.2	7.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2020	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	2,758	4,282	4,044	1.9	2.9	2.7
Alabama.....	43	65	68	2.1	3.2	3.3
Alaska.....	9	13	16	3.2	4.4	5.2
Arizona.....	68	84	91	2.3	2.8	3.0
Arkansas.....	30	42	40	2.4	3.2	3.1
California.....	238	409	385	1.5	2.4	2.3
Colorado.....	50	122	84	1.9	4.4	3.0
Connecticut.....	23	37	44	1.4	2.3	2.6
Delaware.....	11	15	16	2.6	3.4	3.4
District of Columbia.....	11	17	15	1.5	2.2	2.0
Florida.....	194	267	268	2.3	3.0	3.0
Georgia.....	103	149	180	2.3	3.2	3.9
Hawaii.....	7	16	12	1.3	2.8	2.0
Idaho.....	17	33	26	2.2	4.1	3.2
Illinois.....	110	162	177	1.9	2.7	3.0
Indiana.....	62	102	103	2.0	3.3	3.3
Iowa.....	26	38	37	1.7	2.5	2.4
Kansas.....	25	41	40	1.8	2.9	2.9
Kentucky.....	52	61	72	2.8	3.2	3.8
Louisiana.....	47	62	61	2.6	3.3	3.2
Maine.....	14	20	24	2.3	3.2	4.0
Maryland.....	41	68	64	1.6	2.5	2.3
Massachusetts.....	50	88	80	1.5	2.4	2.2
Michigan.....	87	130	117	2.1	3.0	2.7
Minnesota.....	47	66	72	1.7	2.3	2.5
Mississippi.....	27	39	36	2.4	3.4	3.1
Missouri.....	53	84	79	1.9	2.9	2.7
Montana.....	12	21	19	2.6	4.3	3.9
Nebraska.....	21	31	26	2.1	3.0	2.5
Nevada.....	32	48	39	2.5	3.5	2.8
New Hampshire.....	12	19	28	1.9	2.8	4.2
New Jersey.....	77	108	93	2.0	2.7	2.3
New Mexico.....	14	22	23	1.8	2.7	2.7
New York.....	103	166	186	1.2	1.8	2.0
North Carolina.....	114	169	167	2.5	3.7	3.6
North Dakota.....	11	14	17	2.6	3.2	4.0
Ohio.....	104	149	117	1.9	2.8	2.1
Oklahoma.....	33	53	50	2.0	3.2	3.0
Oregon.....	32	61	54	1.8	3.2	2.8
Pennsylvania.....	91	153	119	1.6	2.6	2.0
Rhode Island.....	9	15	16	1.8	3.1	3.2
South Carolina.....	63	90	76	3.0	4.2	3.5
South Dakota.....	9	14	12	2.0	3.1	2.8
Tennessee.....	64	96	95	2.1	3.1	3.0
Texas.....	271	441	357	2.2	3.4	2.7
Utah.....	28	47	50	1.8	2.9	3.0
Vermont.....	7	10	13	2.4	3.3	4.2
Virginia.....	81	111	92	2.1	2.8	2.3
Washington.....	46	104	70	1.4	3.0	2.0
West Virginia.....	18	23	23	2.6	3.3	3.3
Wisconsin.....	50	78	89	1.8	2.7	3.1
Wyoming.....	8	12	13	3.0	4.4	4.7

p Preliminary

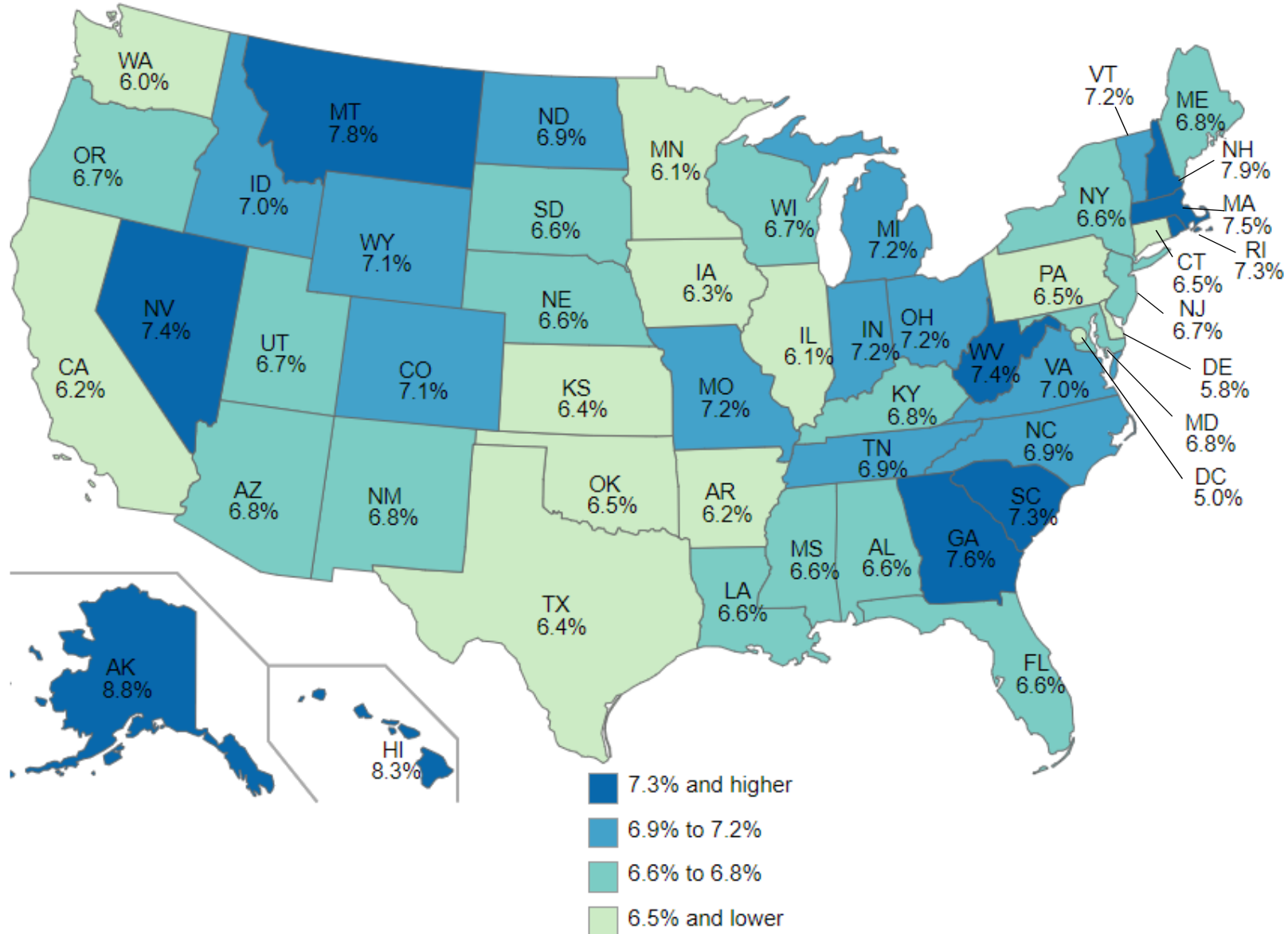
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Nov. 2020	Oct. 2021	Nov. 2021 ^P	Nov. 2020	Oct. 2021	Nov. 2021 ^P
TOTAL U.S.....	2,102	1,373	1,389	1.5	0.9	0.9
Alabama.....	22	22	24	1.1	1.1	1.2
Alaska.....	10	6	6	3.3	1.9	2.0
Arizona.....	27	23	21	0.9	0.7	0.7
Arkansas.....	14	15	11	1.1	1.2	0.8
California.....	230	126	114	1.4	0.7	0.7
Colorado.....	74	36	29	2.8	1.3	1.0
Connecticut.....	40	17	24	2.5	1.0	1.4
Delaware.....	5	5	4	1.2	1.1	0.8
District of Columbia.....	5	6	4	0.7	0.7	0.5
Florida.....	65	90	89	0.8	1.0	1.0
Georgia.....	49	59	47	1.1	1.3	1.0
Hawaii.....	6	5	4	1.1	0.8	0.7
Idaho.....	17	11	11	2.2	1.4	1.3
Illinois.....	135	49	54	2.4	0.8	0.9
Indiana.....	40	22	24	1.3	0.7	0.8
Iowa.....	22	17	22	1.5	1.1	1.4
Kansas.....	15	10	11	1.1	0.7	0.8
Kentucky.....	33	27	19	1.8	1.4	1.0
Louisiana.....	20	17	18	1.1	0.9	0.9
Maine.....	15	7	14	2.4	1.1	2.3
Maryland.....	21	22	24	0.8	0.8	0.9
Massachusetts.....	45	31	32	1.3	0.9	0.9
Michigan.....	105	49	34	2.5	1.1	0.8
Minnesota.....	59	19	38	2.1	0.7	1.3
Mississippi.....	16	12	10	1.4	1.0	0.8
Missouri.....	41	21	20	1.5	0.7	0.7
Montana.....	14	8	9	3.0	1.6	1.9
Nebraska.....	13	10	11	1.3	0.9	1.1
Nevada.....	32	18	16	2.5	1.3	1.2
New Hampshire.....	13	8	16	2.0	1.2	2.4
New Jersey.....	89	41	49	2.3	1.0	1.2
New Mexico.....	25	8	8	3.1	1.0	1.0
New York.....	100	94	78	1.1	1.0	0.9
North Carolina.....	60	46	38	1.3	1.0	0.8
North Dakota.....	11	10	8	2.8	2.3	1.8
Ohio.....	77	48	57	1.4	0.9	1.0
Oklahoma.....	17	16	16	1.1	1.0	1.0
Oregon.....	44	19	28	2.4	1.0	1.5
Pennsylvania.....	82	64	93	1.4	1.1	1.6
Rhode Island.....	10	6	9	2.0	1.2	1.8
South Carolina.....	20	25	18	0.9	1.1	0.8
South Dakota.....	8	5	6	1.8	1.1	1.3
Tennessee.....	37	29	22	1.2	0.9	0.7
Texas.....	136	72	92	1.1	0.6	0.7
Utah.....	21	18	16	1.3	1.1	1.0
Vermont.....	7	3	7	2.4	1.0	2.2
Virginia.....	46	30	26	1.2	0.8	0.6
Washington.....	52	32	23	1.6	0.9	0.7
West Virginia.....	10	11	6	1.5	1.6	0.8
Wisconsin.....	38	27	25	1.3	0.9	0.9
Wyoming.....	11	4	6	3.9	1.5	2.3

p Preliminary

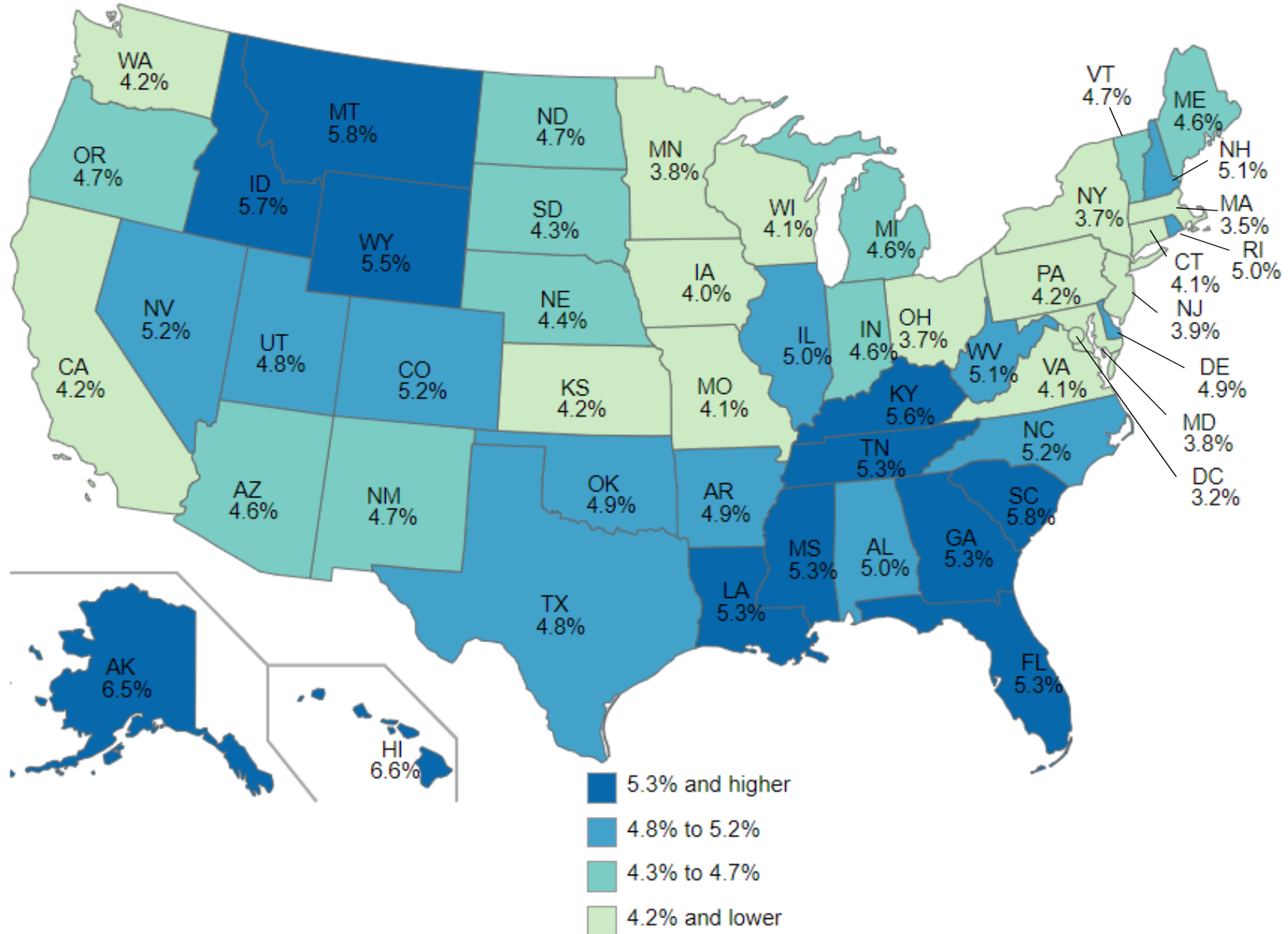
Map 1. Job openings rates by state, seasonally adjusted, November 2021

Total U.S. job openings rate = 6.6%



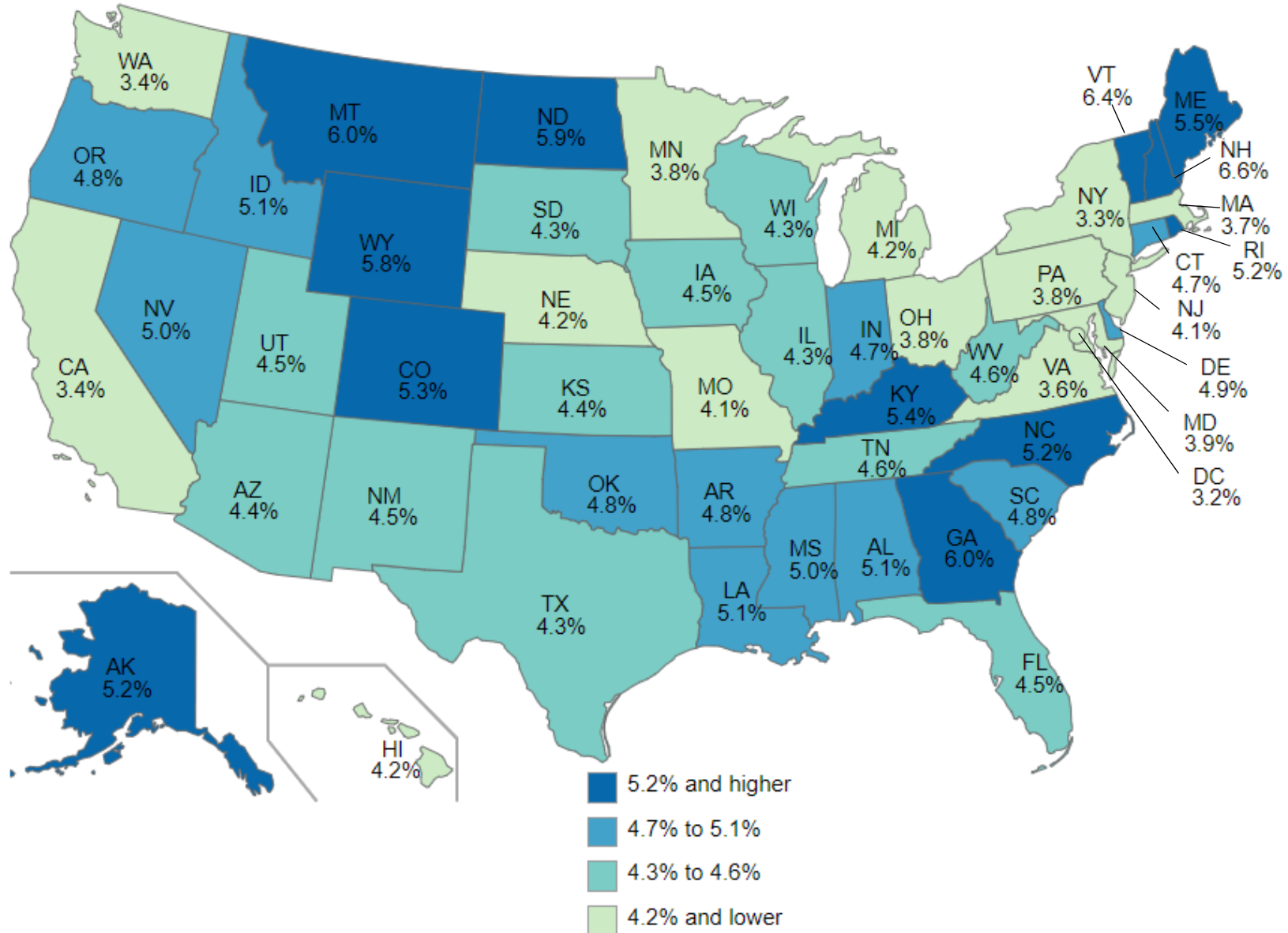
Map 2. Hires rates by state, seasonally adjusted, November 2021

Total U.S. hires rate = 4.5%



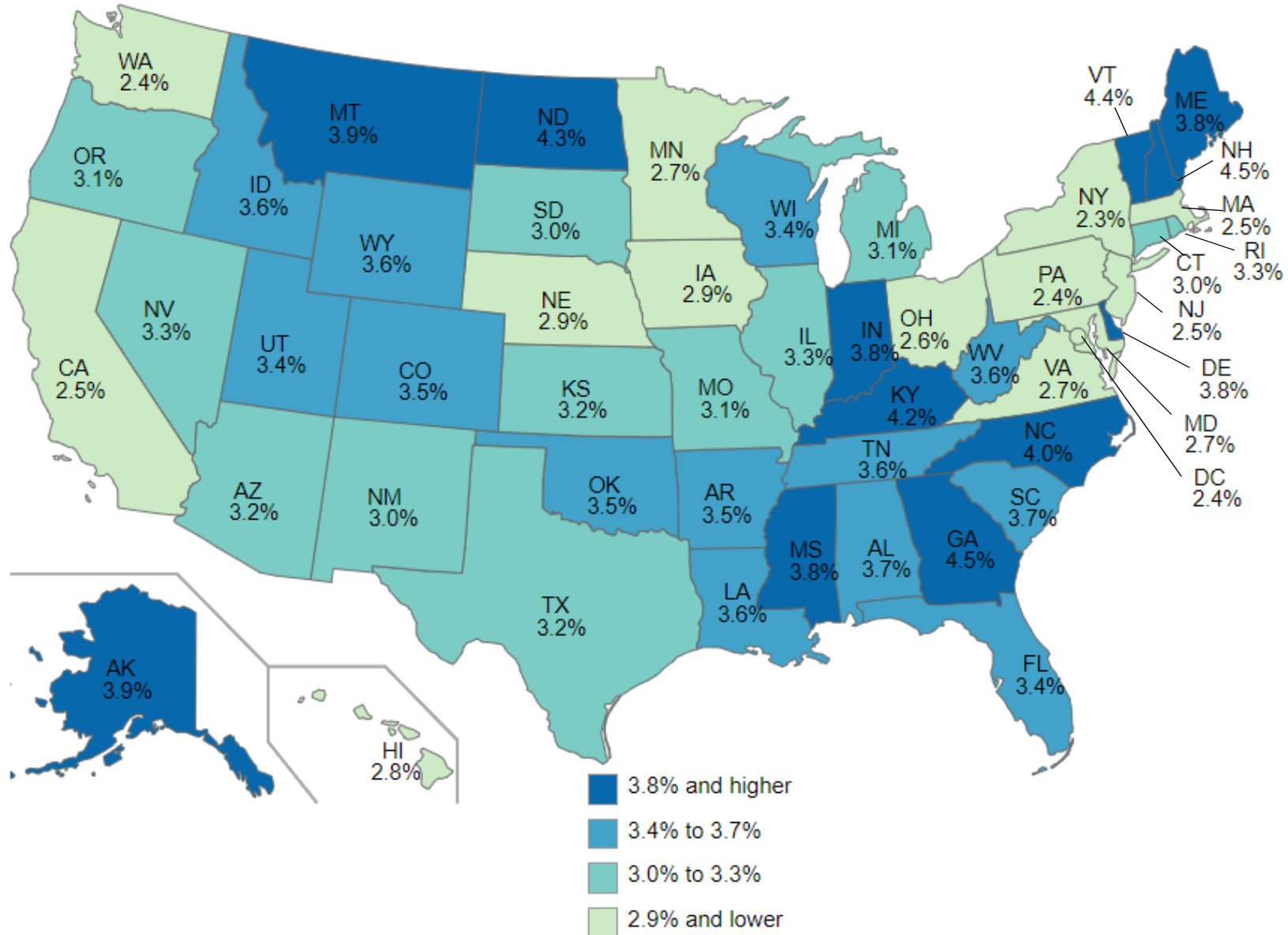
Map 3. Total separations rates by state, seasonally adjusted, November 2021

Total U.S. total separations rate = 4.2%



Map 4. Quits rates by state, seasonally adjusted, November 2021

Total U.S. quits rate = 3.0%



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

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

