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STATE JOB OPENINGS AND LABOR TURNOVER – MARCH 2023

Job openings rates decreased in 15 states and increased in 1 state and the District of Columbia on the last business day of March, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 5 states and increased in 2 states. Total separations rates increased in 5 states and decreased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in March.

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 March, **job openings rates** decreased in 15 states, increased in 1 state and the District of Columbia, and were little changed in 34 states. The largest decreases in job openings rates occurred in Colorado, Kansas, and Maryland (-1.4 percentage points each). The increases occurred in the District of Columbia (+0.9 point) and Florida (+0.5 point). Over the month, the national job openings rate was little changed. (See table A.)

The **number of job openings** decreased in 18 states, increased in 4 states and the District of Columbia, and was little changed in 28 states in March. The largest decreases in the job openings level occurred in California (-74,000) and Texas (-52,000), as well as in Colorado and Illinois (-48,000 each). The largest increases occurred in Florida (+55,000), Ohio (+23,000), and Massachusetts (+17,000). Nationally, the number of job openings decreased over the month (-384,000). (See table A.)

Hires

In March, **hires rates** decreased in 5 states, increased in 2 states, and were little changed in 43 states and the District of Columbia. The largest decreases in the hires rates occurred in Nebraska (-1.3 percentage points), Mississippi (-0.9 point), and Kansas (-0.8 point). The increases occurred in New Jersey (+1.5 points) and Maine (+1.3 points). The national hires rate was unchanged over the month. (See table B.)

The **number of hires** decreased in 4 states, increased in 2 states, and was little changed in 44 states and the District of Columbia in March. The decreases in the hires level occurred in North Carolina (-32,000), Nebraska (-13,000), as well as in Kansas and Mississippi (-11,000 each). The increases occurred in New Jersey (+63,000) and Maine (+8,000). Nationally, the number of hires changed little over the month. (See table B.)

Total Separations

In March, **total separations rates** increased in 5 states, decreased in 2 states, and were little changed in 43 states and the District of Columbia. The largest increases in total separations rates occurred in New Hampshire (+1.2 percentage points), Tennessee (+0.9 point), and Montana (+0.8 point). The decreases occurred in Georgia (-0.6 point) and Texas (-0.5 point). Over the month, the national total separations rate was unchanged. (See table C.)

In March, the **number of total separations** increased in 8 states, decreased in 2 states, and was little changed in 40 states and the District of Columbia. The largest increases in the total separations level occurred in Michigan and Tennessee (+32,000 each), as well as in Pennsylvania (+27,000). The decreases occurred in Texas (-71,000) and Georgia (-30,000). Nationally, the number of total separations was little changed over the month. (See table C.)

Quits

In March, **quits rates** decreased in 4 states and the District of Columbia, increased in 3 states, and were little changed in 43 states. The largest decreases in quits rates occurred in Georgia (-0.9 percentage point), the District of Columbia (-0.7 point), and Alaska (-0.6 point). The increases occurred in New Hampshire (+0.8 point), Maryland (+0.5 point), and Pennsylvania (+0.4 point). Over the month, the national quits rate changed little. (See table D.)

The **number of quits** decreased in 4 states and the District of Columbia, increased in 4 states, and was little changed in 42 states in March. The largest decreases in the quits level occurred in Texas (-63,000), Georgia (-45,000), and North Carolina (-17,000). The largest increases occurred in Pennsylvania (+25,000), as well as in Maryland and Michigan (+13,000 each). Nationally, the number of quits was little changed over the month. (See table D.)

Layoffs and Discharges

In March, **layoffs and discharges rates** increased in 5 states and were little changed in 45 states and the District of Columbia. The largest increases in layoffs and discharges rates occurred in Tennessee (+1.3 percentage points), Massachusetts (+0.9 point), and Michigan (+0.5 point). Over the month, the national layoffs and discharges rate increased (+0.2 point). (See table E.)

The **number of layoffs and discharges** increased in 11 states and was little changed in 39 states and the District of Columbia in March. The largest increases in the layoffs and discharges levels occurred in California (+47,000), Tennessee (+45,000), and Massachusetts (+33,000). Nationally, the number of layoffs and discharges increased over the month (+248,000). (See table E.)

For more information, please see the Job Openings and Labor Turnover Survey (JOLTS) interactive charts at www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#.

State Job Openings and Labor Turnover Survey estimates for April 2023 are scheduled to be released on Wednesday, June 21, 2023, at 10:00 a.m. (ET).

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

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

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

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

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

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

State	Level (in thousands)			Rate		
	February 2023	March 2023 ^p	Over-the-month change ^p	February 2023	March 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	9,974	9,590	-384	6.0	5.8	-0.2
Arkansas.....	105	89	-16	7.2	6.2	-1.0
California.....	985	911	-74	5.2	4.8	-0.4
Colorado.....	242	194	-48	7.7	6.3	-1.4
District of Columbia.....	39	47	8	4.8	5.7	0.9
Florida.....	616	671	55	6.0	6.5	0.5
Georgia.....	424	395	-29	8.0	7.5	-0.5
Hawaii.....	37	32	-5	5.5	4.8	-0.7*
Illinois.....	408	360	-48	6.3	5.6	-0.7
Iowa.....	100	86	-14	5.9	5.1	-0.8
Kansas.....	92	70	-22	6.0	4.6	-1.4
Maryland.....	210	165	-45	7.1	5.7	-1.4
Massachusetts.....	256	273	17	6.4	6.8	0.4*
Missouri.....	195	164	-31	6.2	5.2	-1.0
Nebraska.....	64	56	-8	5.8	5.1	-0.7
Nevada.....	107	88	-19	6.5	5.4	-1.1
New Jersey.....	269	246	-23	5.9	5.4	-0.5
Ohio.....	316	339	23	5.4	5.7	0.3*
Pennsylvania.....	432	398	-34	6.6	6.1	-0.5
South Carolina.....	176	189	13	7.2	7.6	0.4*
South Dakota.....	31	27	-4	6.3	5.5	-0.8
Texas.....	881	829	-52	6.0	5.7	-0.3*
Washington.....	200	178	-22	5.2	4.7	-0.5
West Virginia.....	59	54	-5	7.8	7.2	-0.6*

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	February 2023	March 2023 ^p	Over-the-month change ^p	February 2023	March 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	6,150	6,149	-1	4.0	4.0	0.0
Kansas.....	59	48	-11	4.1	3.3	-0.8
Kentucky.....	103	93	-10*	5.2	4.6	-0.6
Maine.....	24	32	8	3.7	5.0	1.3
Mississippi.....	58	47	-11	4.9	4.0	-0.9
Nebraska.....	49	36	-13	4.7	3.4	-1.3
New Jersey.....	152	215	63	3.5	5.0	1.5
North Carolina.....	221	189	-32	4.5	3.9	-0.6

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	February 2023	March 2023 ^p	Over-the-month change ^p	February 2023	March 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	5,841	5,932	91	3.8	3.8	0.0
Georgia.....	253	223	-30	5.2	4.6	-0.6
Maryland.....	125	143	18	4.6	5.2	0.6*
Massachusetts.....	104	129	25	2.8	3.4	0.6
Michigan.....	135	167	32	3.1	3.8	0.7
Montana.....	25	29	4	4.8	5.6	0.8
New Hampshire.....	24	32	8	3.4	4.6	1.2
Pennsylvania.....	171	198	27	2.8	3.2	0.4*
Tennessee.....	154	186	32	4.7	5.6	0.9
Texas.....	566	495	-71	4.1	3.6	-0.5
Washington.....	122	138	16	3.4	3.8	0.4*

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	February 2023	March 2023 ^p	Over-the-month change ^p	February 2023	March 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	3,980	3,851	-129	2.6	2.5	-0.1
Alaska.....	12	10	-2	3.7	3.1	-0.6
District of Columbia.....	20	15	-5	2.6	1.9	-0.7
Georgia.....	199	154	-45	4.1	3.2	-0.9
Maryland.....	85	98	13	3.1	3.6	0.5
Michigan.....	85	98	13	1.9	2.2	0.3*
New Hampshire.....	15	20	5	2.1	2.9	0.8
North Carolina.....	136	119	-17	2.8	2.4	-0.4
Pennsylvania.....	101	126	25	1.7	2.1	0.4
Texas.....	432	369	-63	3.1	2.7	-0.4

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	February 2023	March 2023 ^p	Over-the-month change ^p	February 2023	March 2023 ^p	Over-the-month change ^p
TOTAL U.S.....	1,557	1,805	248	1.0	1.2	0.2
California.....	189	236	47	1.1	1.3	0.2
Georgia.....	44	56	12	0.9	1.1	0.2*
Massachusetts.....	30	63	33	0.8	1.7	0.9
Michigan.....	42	65	23	1.0	1.5	0.5
Montana.....	7	10	3	1.4	1.9	0.5*
Nevada.....	17	23	6	1.1	1.5	0.4*
New Hampshire.....	7	10	3	1.0	1.4	0.4*
New Jersey.....	41	53	12	1.0	1.2	0.2*
Tennessee.....	35	80	45	1.1	2.4	1.3
Virginia.....	33	46	13	0.8	1.1	0.3*
Washington.....	36	50	14	1.0	1.4	0.4

p Preliminary

* Not significant

Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at www.bls.gov/jlt/. State estimates are published for job openings, hires, quits, layoffs and discharges, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Starting with data for January 2023, industries are classified in accordance with the 2022 North American Industry Classification System.

Definitions

Employment. Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacation or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or employees on strike for the entire pay period, and employees on leave without pay for the entire pay period are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working. JOLTS does not publish employment estimates but uses the reported employment for validation of the other reported data elements.

Job Openings. Job openings include all positions that are open on the last business day of the reference month. A job is open only if it meets all three of these conditions:

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.
- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position.

Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting internet notices, posting “help wanted” signs, networking, or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

Excluded are positions open only to internal transfers, promotions or demotions, or recall from layoffs. Also excluded are openings for positions with start dates more than 30 days in the future; positions for which employees have been hired but the employees have not yet reported for work; and positions to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. Hires include all additions to the payroll during the entire reference month, including newly hired and rehired employees; full-time and part-time employees; permanent, short-term, and seasonal employees; employees who were recalled to a job at the location following a layoff (formal suspension from pay status) lasting more than 7 days; on-call or intermittent employees who returned to work after having been formally separated; workers who were hired and separated during the month, and transfers from other locations. Excluded are transfers or promotions within the reporting location, employees returning from strike, employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily, with the exception of retirements or transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer, such as layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or

closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Other separations comprise less than 8 percent of total separations. Other separations rates are generally very low, and other separations variance estimates are relatively high. Consequently, the other separations component is not published for states.

Excluded from separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits and layoffs and discharges rates are computed similarly.

State Estimation Method

The JOLTS survey design is a stratified random sample of approximately 21,000 nonfarm business and government establishments. The sample is stratified by ownership, region, industry sector, and establishment size class. The JOLTS sample of 21,000 establishments does not directly support the production of sample-based state estimates. However, state estimates have been produced by combining the available sample with model-based estimates.

The state estimates consist of four major estimating models; the Composite Regional model (an unpublished intermediate model), the Synthetic model (an unpublished intermediate model), the Composite Synthetic model (published historical series through the most current benchmark year), and the Extended Composite Synthetic model (published current-year monthly series). The Composite Regional model uses JOLTS microdata, JOLTS regional published estimates, and Current Employment Statistics (CES) employment data. The Composite Synthetic model uses JOLTS microdata and Synthetic model estimates derived from monthly employment changes in microdata from the Quarterly Census of Employment and Wages (QCEW), and JOLTS published regional data. The Extended Composite Synthetic model extends the Composite Synthetic estimates by ratio-adjusting the Composite Synthetic model by the ratio of the current Composite

Regional model estimate to the Composite Regional model estimate from the previous year.

The Extended Composite Synthetic model (and its major component—the Composite Regional model) is used to extend the Composite Synthetic estimates because all of the inputs required by this model are available at the time monthly estimate are produced. In contrast, the Composite Synthetic model (and its major component—the Synthetic model) can only be produced when the latest QCEW data are available. The Extended Composite Synthetic model estimates are used to extend the Composite Synthetic model estimates during the annual JOLTS re-tabulation process. The extension of the Composite Synthetic model using current data-based Composite Regional model estimates ensures that the Composite Synthetic model estimates reflect current economic trends.

The Composite Regional approach calculates state-level JOLTS estimates from JOLTS microdata using sample weights and the adjustments for non-response. The Composite Regional estimate is then benchmarked to CES state-supersector employment to produce state-supersector estimates. The JOLTS sample, by itself, cannot ensure a reasonably sized sample for each state-supersector cell. The small JOLTS sample results in several state-supersector cells that lack enough data to produce a reasonable estimate. To overcome this issue, the state-level estimates derived directly from the JOLTS sample are augmented using JOLTS regional estimates when the number of respondents is low (that is, less than 30). This approach is known as a composite estimate, which leverages the small JOLTS sample to the greatest extent possible and supplements that with a model-based estimate. Previous research has found that regional industry estimates are a good proxy at finer levels of geographical detail. That is, one can make a reliable prediction of JOLTS estimates at the regional-level using only national industry-level JOLTS rates. The assumption in this approach is that one can make a good prediction of JOLTS estimates at the state-level using only regional industry-level JOLTS rates.)

In this approach, the JOLTS microdata-based estimate is used, without model augmentation, in all state-supersector cells that have 30 or more respondents. The JOLTS regional estimate will be used, without a sample-based component, in all state-supersector cells that have fewer than five respondents. In all state-supersector cells with 5 to 30

respondents, an estimate is calculated that is a composition of a weighted estimate of the microdata-based estimate and a weighted estimate of the JOLTS regional estimate. The weight assigned to the JOLTS data in those cells is proportional the number of JOLTS respondents in the cell ($\text{weight} = n/30$, where n is the number of respondents). The sum of state estimates within a region is made equal to the aligned regional JOLTS published regional estimates.

Seasonal adjustment. BLS uses the seasonal adjustment program (X-13ARIMA-SEATS) to seasonally adjust the JOLTS series. Each month, a concurrent seasonal adjustment methodology uses all relevant data, up to and including the current month, to calculate new seasonal adjustment factors. Moving averages are used as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment includes both additive and multiplicative models, as well as regression with autocorrelated errors (REGARIMA) modeling, to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Annual estimates and benchmarking. The JOLTS state estimates utilize and leverage data from three BLS programs; JOLTS, CES, and QCEW. These state estimates are published as a historical series made up of a historical annually revised benchmark component of the Composite Synthetic model and a current component of the Extended Composite Synthetic model that provides monthly "real-time" estimates between lagged benchmarks.

The JOLTS employment levels are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements.

The seasonally adjusted estimates are recalculated for the most recent 5 years to reflect updated seasonal adjustment factors. These annual updates result in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS data series for the period since the last benchmark was established.

Annual levels for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels.

Annual average levels for job openings are calculated by dividing the sum of the 12 published monthly levels by 12.

Annual average rates for hires, total separations quits, and layoffs and discharges are calculated by dividing the sum of the 12 monthly JOLTS published levels for each data element by the sum of the 12 monthly CES published employment levels, and multiplying that quotient by 100.

Annual average rates for job openings are calculated by dividing the sum of the 12 monthly JOLTS published levels by the sum of the 12 monthly CES published employment levels plus the sum of the 12 monthly job openings levels, and multiplying that quotient by 100.)

Reliability of the estimates

JOLTS estimates are subject to two types of error: sampling error and nonsampling error.

Sampling error can result when a sample, rather than an entire population, is surveyed. There is a chance that the sample estimates may differ from the true population values they represent. The exact difference, or sampling error, varies with the sample selected, and this variability is measured by the standard error of the estimate. BLS analyses are generally conducted at the 90-percent level of confidence. This means that there is a 90-percent chance that the true population mean will fall into the interval created by the sample mean plus or minus 1.65 standard errors. Estimates of median standard errors are released monthly as part of the significant change tables on the JOLTS webpage. Standard errors are updated annually with the most recent 5 years of data. For sampling error estimates, see www.bls.gov/jlt/jolts_median_standard_errors.htm.

Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation. The JOLTS program uses quality control procedures to reduce nonsampling error in the survey's design.

The JOLTS state variance estimates account for both sampling error and the error attributable to modeling. A small area domain model uses a Bayesian approach to develop estimates of JOLTS state variance. The small area model uses QCEW-based JOLTS synthetic model data to generate a Bayesian prior distribution, then updates the prior

distribution using JOLTS microdata and sample-based variance estimates at the state and US Census regional level to generate a Bayesian posterior distribution. Once the Bayesian posterior distribution has been generated, estimates of JOLTS state variances are made by drawing 2,500 estimates from the Bayesian posterior distribution. This Bayesian approach thus indirectly accounts for sampling error and directly for model error.

Other information

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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

State	Levels (in thousands)					Rates				
	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	12,027	11,234	10,563	9,974	9,590	7.4	6.8	6.4	6.0	5.8
Alabama.....	152	161	155	145	141	6.9	7.1	6.8	6.3	6.2
Alaska.....	34	31	29	28	27	9.7	8.7	8.2	7.9	7.7
Arizona.....	259	214	211	189	197	7.9	6.4	6.3	5.7	5.9
Arkansas.....	102	103	105	105	89	7.2	7.2	7.2	7.2	6.2
California.....	1,298	1,219	1,021	985	911	6.9	6.4	5.4	5.2	4.8
Colorado.....	217	213	200	242	194	7.1	6.9	6.5	7.7	6.3
Connecticut.....	115	110	92	98	104	6.5	6.2	5.2	5.5	5.8
Delaware.....	37	38	34	36	36	7.5	7.6	6.6	7.0	6.9
District of Columbia.....	47	55	46	39	47	5.8	6.6	5.6	4.8	5.7
Florida.....	765	647	686	616	671	7.7	6.3	6.6	6.0	6.5
Georgia.....	419	388	420	424	395	8.1	7.4	7.9	8.0	7.5
Hawaii.....	45	39	39	37	32	7.0	5.9	5.8	5.5	4.8
Idaho.....	61	65	55	55	56	7.0	7.3	6.1	6.1	6.2
Illinois.....	489	474	461	408	360	7.5	7.2	7.0	6.3	5.6
Indiana.....	239	221	202	173	171	7.0	6.4	5.9	5.1	5.0
Iowa.....	117	135	103	100	86	7.0	7.8	6.1	5.9	5.1
Kansas.....	99	100	97	92	70	6.6	6.6	6.3	6.0	4.6
Kentucky.....	213	153	151	137	144	9.9	7.2	7.1	6.4	6.7
Louisiana.....	149	181	172	152	153	7.2	8.5	8.1	7.2	7.3
Maine.....	50	48	39	43	45	7.3	6.9	5.7	6.2	6.5
Maryland.....	223	203	212	210	165	7.6	6.9	7.2	7.1	5.7
Massachusetts.....	304	281	276	256	273	7.7	7.0	6.9	6.4	6.8
Michigan.....	350	369	291	262	247	7.5	7.8	6.2	5.6	5.3
Minnesota.....	239	231	203	190	179	7.6	7.2	6.4	6.0	5.7
Mississippi.....	91	88	88	84	79	7.3	7.0	7.0	6.7	6.3
Missouri.....	226	220	207	195	164	7.2	7.0	6.5	6.2	5.2
Montana.....	46	44	40	38	36	8.3	8.0	7.2	6.8	6.5
Nebraska.....	79	73	74	64	56	7.1	6.5	6.6	5.8	5.1
Nevada.....	112	114	108	107	88	7.2	7.2	6.6	6.5	5.4
New Hampshire.....	58	51	53	46	49	7.9	6.8	7.0	6.2	6.5
New Jersey.....	282	266	268	269	246	6.3	5.9	5.8	5.9	5.4
New Mexico.....	70	70	58	61	59	7.6	7.6	6.3	6.6	6.4
New York.....	588	473	451	419	430	5.9	4.7	4.5	4.1	4.2
North Carolina.....	424	367	340	366	372	8.2	7.0	6.5	7.0	7.1
North Dakota.....	34	35	28	27	29	7.4	7.5	6.1	5.9	6.3
Ohio.....	407	409	375	316	339	6.9	6.9	6.3	5.4	5.7
Oklahoma.....	148	135	136	122	121	8.1	7.3	7.3	6.6	6.5
Oregon.....	158	153	133	122	120	7.5	7.1	6.3	5.8	5.7
Pennsylvania.....	514	458	441	432	398	8.0	7.0	6.8	6.6	6.1
Rhode Island.....	43	37	36	33	32	8.0	6.9	6.7	6.2	6.0
South Carolina.....	209	188	177	176	189	8.7	7.7	7.2	7.2	7.6
South Dakota.....	34	33	37	31	27	7.1	6.7	7.5	6.3	5.5
Tennessee.....	265	263	236	254	245	7.6	7.4	6.7	7.1	6.9
Texas.....	1,003	1,033	943	881	829	7.1	7.0	6.4	6.0	5.7
Utah.....	123	112	106	102	102	6.9	6.3	5.9	5.6	5.6
Vermont.....	26	22	24	20	20	8.0	6.7	7.3	6.1	6.1
Virginia.....	340	344	337	335	347	7.8	7.7	7.5	7.5	7.7
Washington.....	244	242	241	200	178	6.6	6.4	6.3	5.2	4.7
West Virginia.....	61	69	72	59	54	8.0	8.9	9.4	7.8	7.2
Wisconsin.....	221	236	235	173	171	7.0	7.4	7.3	5.5	5.4
Wyoming.....	25	22	20	19	20	8.1	7.1	6.5	6.2	6.5

p Preliminary

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

State	Levels (in thousands)					Rates				
	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	6,577	6,251	6,327	6,150	6,149	4.3	4.0	4.1	4.0	4.0
Alabama.....	106	103	98	97	91	5.1	4.9	4.6	4.5	4.2
Alaska.....	21	22	21	19	19	6.6	6.8	6.4	5.8	5.9
Arizona.....	157	135	156	137	138	5.2	4.3	5.0	4.4	4.4
Arkansas.....	73	67	64	65	59	5.6	5.1	4.7	4.8	4.4
California.....	631	542	665	593	606	3.6	3.0	3.7	3.3	3.4
Colorado.....	134	116	115	122	112	4.7	4.0	4.0	4.2	3.9
Connecticut.....	58	58	55	54	60	3.5	3.5	3.3	3.2	3.6
Delaware.....	24	24	22	25	24	5.3	5.2	4.6	5.2	5.0
District of Columbia.....	27	28	23	25	28	3.5	3.6	3.0	3.2	3.6
Florida.....	468	371	372	364	371	5.1	3.9	3.9	3.8	3.8
Georgia.....	275	248	258	238	237	5.8	5.1	5.3	4.9	4.9
Hawaii.....	31	24	26	27	24	5.2	3.9	4.1	4.3	3.8
Idaho.....	42	37	42	37	39	5.2	4.5	5.0	4.4	4.6
Illinois.....	263	257	254	253	237	4.4	4.2	4.2	4.1	3.9
Indiana.....	148	149	141	150	136	4.7	4.6	4.4	4.6	4.2
Iowa.....	65	64	62	62	58	4.2	4.0	3.9	3.9	3.6
Kansas.....	53	59	57	59	48	3.8	4.2	3.9	4.1	3.3
Kentucky.....	123	96	96	103	93	6.3	4.9	4.8	5.2	4.6
Louisiana.....	99	102	100	105	99	5.2	5.3	5.1	5.4	5.1
Maine.....	27	28	25	24	32	4.2	4.3	3.9	3.7	5.0
Maryland.....	124	113	116	116	117	4.6	4.1	4.3	4.3	4.3
Massachusetts.....	126	126	133	128	137	3.5	3.4	3.6	3.4	3.6
Michigan.....	202	175	173	162	163	4.7	4.0	3.9	3.7	3.7
Minnesota.....	108	126	98	102	111	3.7	4.3	3.3	3.4	3.7
Mississippi.....	57	58	59	58	47	4.9	5.0	5.0	4.9	4.0
Missouri.....	105	147	109	108	108	3.6	5.0	3.7	3.6	3.6
Montana.....	29	29	29	29	28	5.7	5.7	5.6	5.6	5.4
Nebraska.....	43	40	41	49	36	4.2	3.8	3.9	4.7	3.4
Nevada.....	69	74	75	64	71	4.8	5.0	4.9	4.2	4.6
New Hampshire.....	28	30	28	28	32	4.1	4.4	4.0	4.0	4.6
New Jersey.....	178	141	141	152	215	4.3	3.3	3.3	3.5	5.0
New Mexico.....	40	40	37	36	36	4.7	4.7	4.3	4.2	4.2
New York.....	309	323	299	315	313	3.3	3.4	3.1	3.3	3.2
North Carolina.....	250	239	210	221	189	5.3	4.9	4.3	4.5	3.9
North Dakota.....	19	19	15	18	19	4.5	4.4	3.5	4.2	4.4
Ohio.....	211	195	220	200	211	3.9	3.5	3.9	3.6	3.8
Oklahoma.....	95	85	85	82	76	5.7	5.0	4.9	4.7	4.4
Oregon.....	93	85	88	81	83	4.8	4.3	4.4	4.1	4.2
Pennsylvania.....	199	183	211	180	193	3.4	3.0	3.5	3.0	3.2
Rhode Island.....	23	22	20	21	24	4.7	4.4	4.0	4.2	4.8
South Carolina.....	120	113	110	112	102	5.5	5.0	4.8	4.9	4.5
South Dakota.....	20	20	24	21	20	4.5	4.4	5.2	4.6	4.3
Tennessee.....	159	161	160	145	149	5.0	4.9	4.8	4.4	4.5
Texas.....	605	608	589	604	605	4.6	4.4	4.3	4.4	4.4
Utah.....	82	79	78	70	74	5.0	4.7	4.6	4.1	4.3
Vermont.....	14	12	14	12	13	4.7	4.0	4.6	3.9	4.2
Virginia.....	197	177	176	183	188	4.9	4.3	4.3	4.4	4.5
Washington.....	148	138	157	135	121	4.3	3.9	4.4	3.7	3.3
West Virginia.....	35	37	39	35	38	5.0	5.2	5.6	5.0	5.4
Wisconsin.....	115	112	124	110	101	3.9	3.8	4.1	3.7	3.4
Wyoming.....	17	16	16	16	17	6.0	5.6	5.6	5.5	5.9

p Preliminary

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

State	Levels (in thousands)					Rates				
	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	6,194	5,906	5,900	5,841	5,932	4.1	3.8	3.8	3.8	3.8
Alabama.....	101	99	100	96	90	4.9	4.7	4.7	4.5	4.2
Alaska.....	22	18	21	19	17	6.9	5.6	6.4	5.8	5.2
Arizona.....	158	125	122	127	135	5.2	4.0	3.9	4.0	4.3
Arkansas.....	61	55	65	63	67	4.7	4.2	4.8	4.7	5.0
California.....	656	598	579	603	631	3.8	3.3	3.2	3.4	3.5
Colorado.....	134	128	117	120	120	4.7	4.4	4.1	4.2	4.2
Connecticut.....	53	56	52	50	55	3.2	3.4	3.1	3.0	3.3
Delaware.....	21	21	22	23	22	4.6	4.6	4.6	4.8	4.6
District of Columbia.....	24	24	22	28	22	3.1	3.1	2.9	3.6	2.8
Florida.....	519	373	397	415	397	5.6	3.9	4.1	4.3	4.1
Georgia.....	263	220	248	253	223	5.5	4.5	5.1	5.2	4.6
Hawaii.....	22	23	20	21	21	3.7	3.7	3.2	3.3	3.3
Idaho.....	37	47	39	39	36	4.6	5.7	4.6	4.6	4.3
Illinois.....	232	210	218	215	221	3.9	3.4	3.6	3.5	3.6
Indiana.....	144	154	126	139	126	4.5	4.8	3.9	4.3	3.9
Iowa.....	57	67	55	58	56	3.6	4.2	3.5	3.6	3.5
Kansas.....	48	59	52	52	56	3.4	4.2	3.6	3.6	3.9
Kentucky.....	100	93	97	93	94	5.2	4.7	4.9	4.7	4.7
Louisiana.....	87	100	104	104	105	4.6	5.1	5.4	5.3	5.4
Maine.....	24	29	25	28	27	3.8	4.5	3.9	4.3	4.2
Maryland.....	103	90	105	125	143	3.8	3.3	3.8	4.6	5.2
Massachusetts.....	100	109	108	104	129	2.7	2.9	2.9	2.8	3.4
Michigan.....	158	160	157	135	167	3.7	3.7	3.6	3.1	3.8
Minnesota.....	99	89	106	97	105	3.4	3.0	3.6	3.3	3.5
Mississippi.....	57	53	53	54	52	4.9	4.6	4.5	4.6	4.4
Missouri.....	99	124	106	101	104	3.4	4.2	3.6	3.4	3.5
Montana.....	26	28	27	25	29	5.1	5.5	5.2	4.8	5.6
Nebraska.....	40	38	39	34	36	3.9	3.6	3.7	3.3	3.4
Nevada.....	62	69	70	64	67	4.3	4.7	4.6	4.2	4.3
New Hampshire.....	29	32	31	24	32	4.3	4.6	4.4	3.4	4.6
New Jersey.....	185	141	183	129	142	4.4	3.3	4.2	3.0	3.3
New Mexico.....	32	37	36	37	37	3.8	4.3	4.2	4.3	4.3
New York.....	269	280	267	263	255	2.9	2.9	2.8	2.7	2.6
North Carolina.....	241	175	213	196	183	5.1	3.6	4.4	4.0	3.7
North Dakota.....	17	18	16	17	17	4.0	4.2	3.7	3.9	3.9
Ohio.....	196	209	198	198	196	3.6	3.8	3.6	3.5	3.5
Oklahoma.....	74	75	74	80	76	4.4	4.4	4.3	4.6	4.4
Oregon.....	79	81	80	78	80	4.1	4.1	4.0	3.9	4.0
Pennsylvania.....	181	200	189	171	198	3.1	3.3	3.1	2.8	3.2
Rhode Island.....	21	22	22	19	20	4.3	4.4	4.4	3.8	4.0
South Carolina.....	115	111	113	101	105	5.2	4.9	5.0	4.4	4.6
South Dakota.....	17	18	17	18	17	3.8	3.9	3.7	3.9	3.7
Tennessee.....	154	150	144	154	186	4.8	4.6	4.4	4.7	5.6
Texas.....	584	573	567	566	495	4.4	4.2	4.1	4.1	3.6
Utah.....	81	82	70	65	65	4.9	4.9	4.1	3.8	3.8
Vermont.....	14	12	13	12	13	4.7	4.0	4.2	3.9	4.2
Virginia.....	160	153	149	161	181	4.0	3.7	3.6	3.9	4.4
Washington.....	132	126	123	122	138	3.8	3.5	3.4	3.4	3.8
West Virginia.....	33	34	34	36	33	4.7	4.8	4.9	5.1	4.7
Wisconsin.....	111	102	97	94	98	3.8	3.4	3.2	3.1	3.3
Wyoming.....	16	17	15	15	15	5.6	5.9	5.2	5.2	5.2

p Preliminary

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

State	Levels (in thousands)					Rates				
	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	4,452	4,091	3,878	3,980	3,851	2.9	2.6	2.5	2.6	2.5
Alabama.....	69	70	64	71	64	3.3	3.3	3.0	3.3	3.0
Alaska.....	17	13	13	12	10	5.4	4.0	4.0	3.7	3.1
Arizona.....	130	94	87	89	87	4.3	3.0	2.8	2.8	2.8
Arkansas.....	43	40	45	47	47	3.3	3.0	3.3	3.5	3.5
California.....	456	399	404	381	363	2.6	2.2	2.3	2.1	2.0
Colorado.....	100	93	81	81	73	3.5	3.2	2.8	2.8	2.5
Connecticut.....	34	35	33	33	33	2.1	2.1	2.0	2.0	2.0
Delaware.....	15	15	14	16	15	3.3	3.3	2.9	3.3	3.1
District of Columbia.....	16	16	14	20	15	2.1	2.1	1.8	2.6	1.9
Florida.....	383	287	265	289	281	4.1	3.0	2.7	3.0	2.9
Georgia.....	168	162	166	199	154	3.5	3.3	3.4	4.1	3.2
Hawaii.....	17	16	14	14	14	2.8	2.6	2.2	2.2	2.2
Idaho.....	29	34	28	25	22	3.6	4.1	3.3	3.0	2.6
Illinois.....	167	141	136	129	132	2.8	2.3	2.2	2.1	2.2
Indiana.....	110	99	84	94	89	3.5	3.1	2.6	2.9	2.7
Iowa.....	42	43	38	38	39	2.7	2.7	2.4	2.4	2.4
Kansas.....	36	38	34	35	37	2.6	2.7	2.3	2.4	2.6
Kentucky.....	70	69	70	67	67	3.6	3.5	3.5	3.4	3.3
Louisiana.....	63	66	68	75	73	3.3	3.4	3.5	3.9	3.7
Maine.....	16	17	14	18	17	2.5	2.6	2.2	2.8	2.6
Maryland.....	68	55	69	85	98	2.5	2.0	2.5	3.1	3.6
Massachusetts.....	72	65	59	67	60	2.0	1.7	1.6	1.8	1.6
Michigan.....	110	111	96	85	98	2.5	2.5	2.2	1.9	2.2
Minnesota.....	72	60	70	64	69	2.5	2.0	2.4	2.1	2.3
Mississippi.....	38	37	36	39	36	3.3	3.2	3.1	3.3	3.1
Missouri.....	70	76	74	67	72	2.4	2.6	2.5	2.3	2.4
Montana.....	20	20	18	16	17	4.0	3.9	3.5	3.1	3.3
Nebraska.....	30	26	23	22	24	2.9	2.5	2.2	2.1	2.3
Nevada.....	47	49	48	44	41	3.3	3.3	3.1	2.9	2.7
New Hampshire.....	17	17	16	15	20	2.5	2.5	2.3	2.1	2.9
New Jersey.....	111	77	76	82	84	2.7	1.8	1.8	1.9	1.9
New Mexico.....	25	26	24	24	23	3.0	3.0	2.8	2.8	2.7
New York.....	181	183	162	168	165	1.9	1.9	1.7	1.7	1.7
North Carolina.....	154	127	129	136	119	3.3	2.6	2.6	2.8	2.4
North Dakota.....	11	12	11	11	10	2.6	2.8	2.5	2.5	2.3
Ohio.....	145	148	135	128	138	2.7	2.7	2.4	2.3	2.5
Oklahoma.....	53	49	49	54	52	3.2	2.9	2.8	3.1	3.0
Oregon.....	58	62	55	51	50	3.0	3.1	2.8	2.6	2.5
Pennsylvania.....	131	124	121	101	126	2.2	2.1	2.0	1.7	2.1
Rhode Island.....	14	12	12	12	13	2.8	2.4	2.4	2.4	2.6
South Carolina.....	86	79	75	76	75	3.9	3.5	3.3	3.3	3.3
South Dakota.....	13	13	12	11	11	2.9	2.8	2.6	2.4	2.4
Tennessee.....	102	105	103	108	100	3.2	3.2	3.1	3.3	3.0
Texas.....	439	440	394	432	369	3.3	3.2	2.9	3.1	2.7
Utah.....	66	63	50	46	41	4.0	3.8	2.9	2.7	2.4
Vermont.....	9	7	8	8	7	3.0	2.3	2.6	2.6	2.3
Virginia.....	105	109	95	117	125	2.6	2.7	2.3	2.8	3.0
Washington.....	106	89	87	81	79	3.0	2.5	2.4	2.2	2.2
West Virginia.....	23	23	23	26	24	3.3	3.3	3.3	3.7	3.4
Wisconsin.....	79	67	66	63	65	2.7	2.3	2.2	2.1	2.2
Wyoming.....	13	12	10	10	9	4.6	4.2	3.5	3.5	3.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Dec. 2022	Jan. 2023	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	1,395	1,475	1,719	1,557	1,805	0.9	1.0	1.1	1.0	1.2
Alabama.....	24	23	23	19	21	1.2	1.1	1.1	0.9	1.0
Alaska.....	4	4	6	6	6	1.3	1.2	1.8	1.8	1.8
Arizona.....	21	22	28	32	37	0.7	0.7	0.9	1.0	1.2
Arkansas.....	15	13	17	13	17	1.1	1.0	1.3	1.0	1.3
California.....	164	163	152	189	236	0.9	0.9	0.8	1.1	1.3
Colorado.....	27	23	28	32	36	1.0	0.8	1.0	1.1	1.3
Connecticut.....	15	17	14	15	20	0.9	1.0	0.8	0.9	1.2
Delaware.....	5	5	7	6	6	1.1	1.1	1.5	1.2	1.2
District of Columbia.....	6	5	6	6	5	0.8	0.6	0.8	0.8	0.6
Florida.....	104	68	117	108	97	1.1	0.7	1.2	1.1	1.0
Georgia.....	77	47	69	44	56	1.6	1.0	1.4	0.9	1.1
Hawaii.....	4	5	4	6	6	0.7	0.8	0.6	0.9	0.9
Idaho.....	6	10	8	12	11	0.7	1.2	0.9	1.4	1.3
Illinois.....	55	61	73	71	83	0.9	1.0	1.2	1.2	1.4
Indiana.....	26	49	36	39	35	0.8	1.5	1.1	1.2	1.1
Iowa.....	11	19	15	16	16	0.7	1.2	0.9	1.0	1.0
Kansas.....	9	17	14	15	17	0.6	1.2	1.0	1.0	1.2
Kentucky.....	24	19	23	21	22	1.2	1.0	1.2	1.1	1.1
Louisiana.....	18	21	32	25	27	0.9	1.1	1.6	1.3	1.4
Maine.....	6	9	9	7	9	0.9	1.4	1.4	1.1	1.4
Maryland.....	28	29	29	32	37	1.0	1.1	1.1	1.2	1.4
Massachusetts.....	21	37	39	30	63	0.6	1.0	1.0	0.8	1.7
Michigan.....	33	43	49	42	65	0.8	1.0	1.1	1.0	1.5
Minnesota.....	21	24	30	28	32	0.7	0.8	1.0	0.9	1.1
Mississippi.....	16	13	14	12	12	1.4	1.1	1.2	1.0	1.0
Missouri.....	21	42	27	30	29	0.7	1.4	0.9	1.0	1.0
Montana.....	5	7	6	7	10	1.0	1.4	1.2	1.4	1.9
Nebraska.....	7	10	13	10	11	0.7	1.0	1.2	1.0	1.1
Nevada.....	12	15	18	17	23	0.8	1.0	1.2	1.1	1.5
New Hampshire.....	8	13	13	7	10	1.2	1.9	1.9	1.0	1.4
New Jersey.....	60	58	98	41	53	1.4	1.4	2.3	1.0	1.2
New Mexico.....	6	8	8	11	12	0.7	0.9	0.9	1.3	1.4
New York.....	67	74	89	83	76	0.7	0.8	0.9	0.9	0.8
North Carolina.....	65	42	76	51	53	1.4	0.9	1.6	1.0	1.1
North Dakota.....	5	5	5	5	5	1.2	1.2	1.2	1.2	1.2
Ohio.....	40	52	57	61	52	0.7	0.9	1.0	1.1	0.9
Oklahoma.....	16	20	21	21	20	1.0	1.2	1.2	1.2	1.2
Oregon.....	17	13	18	22	23	0.9	0.7	0.9	1.1	1.2
Pennsylvania.....	34	60	60	64	67	0.6	1.0	1.0	1.0	1.1
Rhode Island.....	5	8	9	6	7	1.0	1.6	1.8	1.2	1.4
South Carolina.....	23	24	33	20	24	1.0	1.1	1.4	0.9	1.1
South Dakota.....	3	5	5	6	5	0.7	1.1	1.1	1.3	1.1
Tennessee.....	43	35	35	35	80	1.3	1.1	1.1	1.1	2.4
Texas.....	123	114	154	107	110	0.9	0.8	1.1	0.8	0.8
Utah.....	13	15	16	16	20	0.8	0.9	0.9	0.9	1.2
Vermont.....	4	4	4	4	5	1.3	1.3	1.3	1.3	1.6
Virginia.....	42	35	45	33	46	1.0	0.9	1.1	0.8	1.1
Washington.....	20	30	26	36	50	0.6	0.8	0.7	1.0	1.4
West Virginia.....	7	7	9	8	7	1.0	1.0	1.3	1.1	1.0
Wisconsin.....	25	30	26	25	29	0.9	1.0	0.9	0.8	1.0
Wyoming.....	3	4	4	4	4	1.1	1.4	1.4	1.4	1.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2022	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	11,979	9,617	9,356	7.4	5.9	5.7
Alabama.....	151	139	135	6.8	6.1	5.9
Alaska.....	29	26	22	8.7	7.6	6.6
Arizona.....	240	188	182	7.3	5.6	5.5
Arkansas.....	110	96	93	7.8	6.6	6.4
California.....	1,277	939	886	6.9	5.0	4.7
Colorado.....	219	255	195	7.2	8.2	6.4
Connecticut.....	105	95	92	6.1	5.4	5.2
Delaware.....	34	29	33	7.1	5.8	6.4
District of Columbia.....	46	38	45	5.8	4.7	5.6
Florida.....	765	612	665	7.6	5.9	6.4
Georgia.....	425	418	384	8.2	7.9	7.3
Hawaii.....	45	37	31	6.9	5.5	4.6
Idaho.....	60	54	54	7.0	6.1	6.1
Illinois.....	483	393	363	7.5	6.1	5.7
Indiana.....	237	158	171	7.0	4.7	5.0
Iowa.....	117	91	86	7.0	5.5	5.2
Kansas.....	101	87	73	6.8	5.7	4.9
Kentucky.....	217	126	142	10.1	6.0	6.7
Louisiana.....	152	145	148	7.4	7.0	7.0
Maine.....	43	41	38	6.5	6.1	5.6
Maryland.....	243	198	186	8.3	6.8	6.4
Massachusetts.....	297	250	261	7.7	6.4	6.6
Michigan.....	345	243	236	7.5	5.3	5.1
Minnesota.....	232	179	172	7.5	5.8	5.6
Mississippi.....	95	80	79	7.6	6.4	6.3
Missouri.....	235	190	172	7.5	6.1	5.5
Montana.....	42	33	33	7.8	6.0	6.1
Nebraska.....	78	61	55	7.1	5.5	5.0
Nevada.....	115	104	91	7.4	6.4	5.6
New Hampshire.....	53	45	43	7.2	6.1	5.8
New Jersey.....	265	267	224	6.0	5.9	5.0
New Mexico.....	67	58	57	7.3	6.3	6.2
New York.....	591	432	408	6.0	4.3	4.1
North Carolina.....	430	357	373	8.4	6.8	7.1
North Dakota.....	32	25	28	7.1	5.5	6.1
Ohio.....	416	305	345	7.1	5.2	5.9
Oklahoma.....	150	109	116	8.2	6.0	6.3
Oregon.....	158	123	116	7.6	5.9	5.5
Pennsylvania.....	500	425	387	7.9	6.6	6.0
Rhode Island.....	42	35	30	7.9	6.6	5.7
South Carolina.....	196	169	180	8.2	6.9	7.3
South Dakota.....	34	27	27	7.2	5.7	5.6
Tennessee.....	262	245	238	7.6	6.9	6.7
Texas.....	999	821	808	7.0	5.6	5.5
Utah.....	117	99	97	6.6	5.5	5.4
Vermont.....	23	19	16	7.1	5.8	5.1
Virginia.....	327	315	324	7.5	7.1	7.3
Washington.....	241	196	181	6.5	5.2	4.8
West Virginia.....	65	53	56	8.5	7.1	7.5
Wisconsin.....	211	171	165	6.8	5.5	5.3
Wyoming.....	20	16	17	6.7	5.4	5.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2022	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	6,079	5,054	5,603	4.0	3.3	3.6
Alabama.....	95	83	79	4.6	3.9	3.7
Alaska.....	15	15	14	5.0	4.6	4.3
Arizona.....	141	117	121	4.6	3.7	3.9
Arkansas.....	69	57	54	5.2	4.2	4.0
California.....	550	506	516	3.2	2.8	2.9
Colorado.....	121	99	98	4.3	3.4	3.4
Connecticut.....	56	41	58	3.5	2.4	3.5
Delaware.....	21	18	21	4.6	3.8	4.4
District of Columbia.....	23	21	25	3.0	2.8	3.2
Florida.....	453	331	369	4.9	3.4	3.8
Georgia.....	241	206	205	5.1	4.2	4.2
Hawaii.....	25	21	19	4.1	3.2	2.9
Idaho.....	37	30	35	4.5	3.6	4.1
Illinois.....	255	211	228	4.3	3.5	3.8
Indiana.....	134	125	124	4.2	3.9	3.9
Iowa.....	59	46	52	3.8	2.9	3.3
Kansas.....	49	51	45	3.6	3.5	3.1
Kentucky.....	115	81	85	6.0	4.1	4.3
Louisiana.....	93	92	95	4.9	4.7	4.9
Maine.....	19	17	24	3.1	2.7	3.8
Maryland.....	110	93	108	4.1	3.5	4.0
Massachusetts.....	106	91	116	3.0	2.5	3.1
Michigan.....	182	138	147	4.3	3.2	3.4
Minnesota.....	89	73	93	3.1	2.5	3.2
Mississippi.....	53	48	43	4.6	4.1	3.7
Missouri.....	104	90	105	3.6	3.1	3.5
Montana.....	23	20	22	4.7	3.9	4.2
Nebraska.....	40	40	34	3.9	3.8	3.2
Nevada.....	67	54	63	4.7	3.5	4.1
New Hampshire.....	23	21	27	3.4	3.0	3.9
New Jersey.....	164	124	213	4.0	2.9	5.0
New Mexico.....	35	29	31	4.2	3.4	3.6
New York.....	274	247	282	3.0	2.6	2.9
North Carolina.....	239	188	179	5.1	3.9	3.7
North Dakota.....	17	14	17	4.0	3.3	3.9
Ohio.....	198	151	193	3.7	2.7	3.5
Oklahoma.....	89	65	72	5.3	3.8	4.2
Oregon.....	86	65	75	4.4	3.3	3.8
Pennsylvania.....	198	135	193	3.4	2.2	3.2
Rhode Island.....	20	18	22	4.2	3.6	4.5
South Carolina.....	109	98	92	5.0	4.3	4.1
South Dakota.....	17	15	17	3.9	3.3	3.9
Tennessee.....	152	122	140	4.8	3.7	4.2
Texas.....	548	513	553	4.2	3.7	4.0
Utah.....	65	58	60	3.9	3.4	3.5
Vermont.....	11	9	11	3.6	2.9	3.5
Virginia.....	175	141	177	4.4	3.4	4.3
Washington.....	141	105	115	4.1	2.9	3.2
West Virginia.....	32	25	36	4.6	3.7	5.1
Wisconsin.....	101	90	88	3.5	3.0	3.0
Wyoming.....	12	9	11	4.1	3.3	3.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2022	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	5,532	4,766	5,230	3.7	3.1	3.4
Alabama.....	101	76	88	4.9	3.6	4.1
Alaska.....	15	10	11	5.0	3.3	3.5
Arizona.....	151	103	124	5.0	3.3	3.9
Arkansas.....	54	54	60	4.1	4.0	4.4
California.....	568	502	552	3.3	2.8	3.1
Colorado.....	112	92	101	4.0	3.2	3.5
Connecticut.....	41	37	46	2.5	2.2	2.8
Delaware.....	18	19	19	4.0	4.1	4.0
District of Columbia.....	22	24	18	2.9	3.1	2.4
Florida.....	496	359	378	5.3	3.7	3.9
Georgia.....	267	209	218	5.6	4.3	4.5
Hawaii.....	19	17	18	3.1	2.7	2.8
Idaho.....	31	28	30	3.9	3.4	3.5
Illinois.....	204	179	200	3.4	3.0	3.3
Indiana.....	123	108	109	3.9	3.4	3.4
Iowa.....	46	47	45	3.0	3.0	2.9
Kansas.....	41	44	48	2.9	3.1	3.3
Kentucky.....	89	78	84	4.6	3.9	4.2
Louisiana.....	84	92	102	4.4	4.7	5.2
Maine.....	18	19	20	2.8	3.0	3.2
Maryland.....	84	106	121	3.1	3.9	4.4
Massachusetts.....	83	78	95	2.3	2.1	2.6
Michigan.....	123	103	131	2.9	2.4	3.0
Minnesota.....	85	75	91	3.0	2.6	3.1
Mississippi.....	62	45	54	5.4	3.8	4.6
Missouri.....	91	85	95	3.1	2.9	3.2
Montana.....	20	19	21	4.1	3.7	4.0
Nebraska.....	34	27	30	3.3	2.6	2.9
Nevada.....	59	53	60	4.1	3.5	3.9
New Hampshire.....	25	17	28	3.7	2.5	4.1
New Jersey.....	147	95	122	3.6	2.3	2.9
New Mexico.....	28	29	31	3.3	3.3	3.5
New York.....	205	203	206	2.2	2.1	2.1
North Carolina.....	232	177	170	4.9	3.6	3.5
North Dakota.....	14	13	14	3.4	3.0	3.2
Ohio.....	164	161	164	3.0	2.9	3.0
Oklahoma.....	66	73	66	4.0	4.3	3.9
Oregon.....	66	63	65	3.4	3.2	3.3
Pennsylvania.....	143	128	158	2.4	2.1	2.6
Rhode Island.....	17	13	18	3.5	2.7	3.7
South Carolina.....	115	80	108	5.2	3.5	4.7
South Dakota.....	15	14	14	3.3	3.1	3.2
Tennessee.....	148	127	173	4.6	3.8	5.2
Texas.....	562	473	462	4.3	3.4	3.3
Utah.....	72	50	57	4.4	2.9	3.3
Vermont.....	12	8	11	3.9	2.6	3.5
Virginia.....	145	128	167	3.6	3.1	4.1
Washington.....	115	104	110	3.3	2.9	3.1
West Virginia.....	29	33	29	4.2	4.8	4.2
Wisconsin.....	91	76	80	3.2	2.6	2.7
Wyoming.....	12	11	11	4.4	4.0	3.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2022	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	4,092	3,174	3,475	2.7	2.1	2.2
Alabama.....	71	55	63	3.4	2.6	3.0
Alaska.....	12	7	7	3.9	2.1	2.2
Arizona.....	127	70	85	4.2	2.2	2.7
Arkansas.....	38	38	41	2.9	2.8	3.0
California.....	387	303	315	2.2	1.7	1.8
Colorado.....	84	61	62	3.0	2.1	2.1
Connecticut.....	29	25	29	1.8	1.5	1.8
Delaware.....	13	13	13	2.8	2.7	2.7
District of Columbia.....	14	16	12	1.9	2.1	1.6
Florida.....	382	240	268	4.1	2.5	2.8
Georgia.....	168	161	145	3.5	3.3	3.0
Hawaii.....	14	11	12	2.4	1.8	1.8
Idaho.....	25	18	19	3.1	2.1	2.3
Illinois.....	151	108	122	2.6	1.8	2.0
Indiana.....	95	72	79	3.0	2.2	2.5
Iowa.....	35	31	31	2.2	2.0	2.0
Kansas.....	31	28	33	2.2	2.0	2.3
Kentucky.....	63	54	60	3.3	2.7	3.0
Louisiana.....	62	65	72	3.2	3.4	3.7
Maine.....	12	12	12	1.9	1.9	2.0
Maryland.....	58	70	83	2.2	2.6	3.1
Massachusetts.....	63	53	49	1.8	1.4	1.3
Michigan.....	89	62	81	2.1	1.4	1.8
Minnesota.....	64	52	63	2.3	1.8	2.2
Mississippi.....	41	32	38	3.6	2.7	3.2
Missouri.....	64	55	67	2.2	1.9	2.3
Montana.....	16	12	13	3.1	2.4	2.5
Nebraska.....	26	17	21	2.6	1.7	2.0
Nevada.....	46	34	38	3.2	2.2	2.5
New Hampshire.....	15	12	19	2.3	1.7	2.7
New Jersey.....	91	64	71	2.2	1.5	1.7
New Mexico.....	22	18	20	2.6	2.1	2.3
New York.....	153	132	145	1.6	1.4	1.5
North Carolina.....	149	119	106	3.2	2.5	2.2
North Dakota.....	10	8	9	2.4	1.9	2.2
Ohio.....	126	101	125	2.3	1.8	2.3
Oklahoma.....	48	47	46	2.9	2.7	2.7
Oregon.....	52	40	43	2.7	2.1	2.2
Pennsylvania.....	108	75	106	1.8	1.2	1.7
Rhode Island.....	12	9	11	2.4	1.8	2.2
South Carolina.....	88	57	79	4.0	2.5	3.5
South Dakota.....	11	8	10	2.6	1.8	2.2
Tennessee.....	99	87	91	3.1	2.6	2.7
Texas.....	433	344	350	3.3	2.5	2.5
Utah.....	59	34	36	3.6	2.0	2.1
Vermont.....	8	5	6	2.7	1.7	2.1
Virginia.....	98	89	116	2.5	2.2	2.8
Washington.....	94	67	70	2.7	1.9	1.9
West Virginia.....	20	23	21	2.9	3.4	3.0
Wisconsin.....	68	52	56	2.4	1.7	1.9
Wyoming.....	10	7	7	3.5	2.5	2.4

p Preliminary

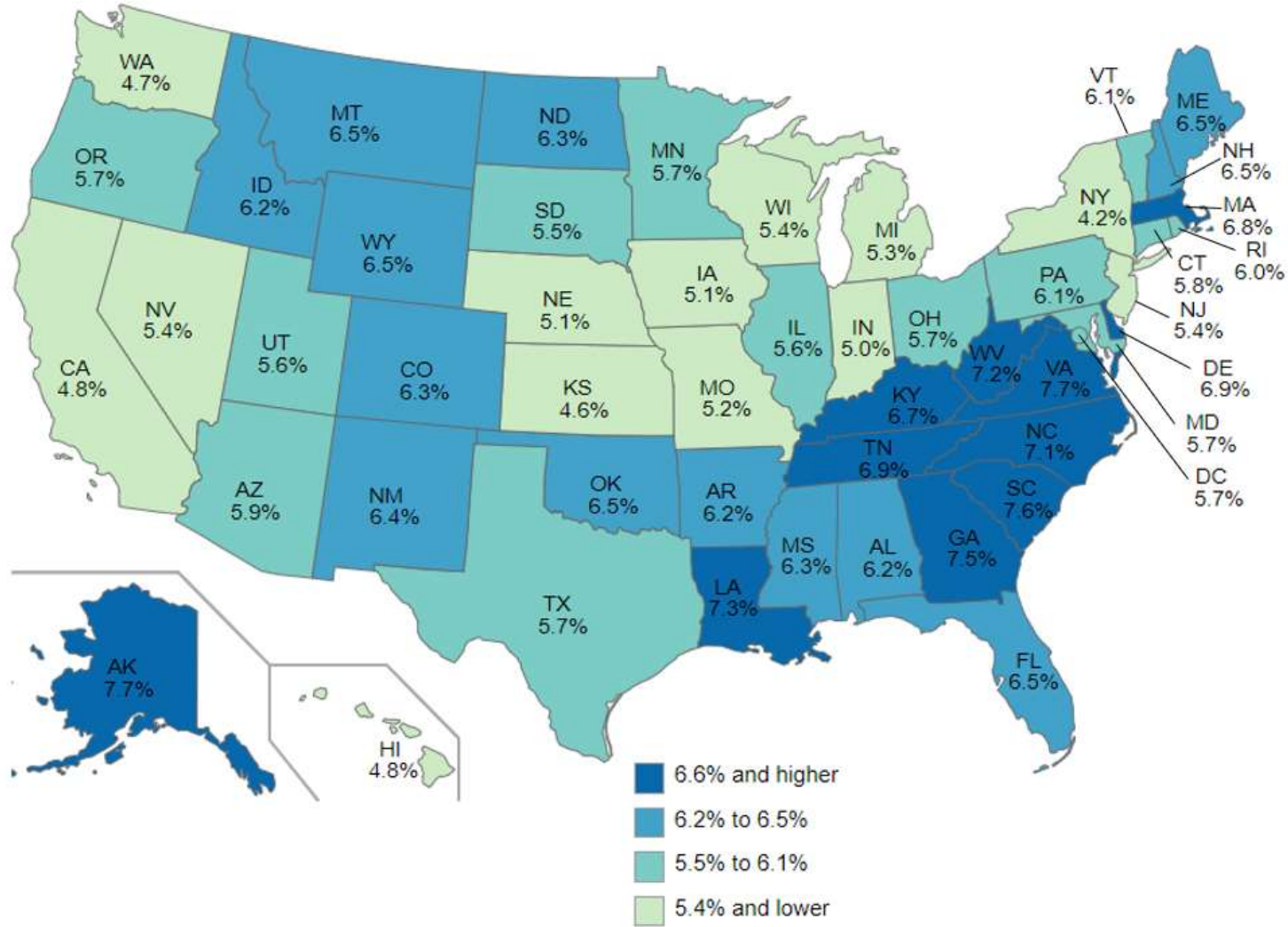
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Mar. 2022	Feb. 2023	Mar. 2023 ^p	Mar. 2022	Feb. 2023	Mar. 2023 ^p
TOTAL U.S.....	1,116	1,317	1,500	0.7	0.9	1.0
Alabama.....	23	16	20	1.1	0.7	1.0
Alaska.....	2	3	3	0.7	0.9	0.9
Arizona.....	18	28	30	0.6	0.9	1.0
Arkansas.....	12	12	16	1.0	0.9	1.2
California.....	147	172	202	0.8	1.0	1.1
Colorado.....	21	26	29	0.7	0.9	1.0
Connecticut.....	8	10	15	0.5	0.6	0.9
Delaware.....	4	5	5	0.9	1.1	1.1
District of Columbia.....	7	6	5	0.9	0.7	0.6
Florida.....	87	98	95	0.9	1.0	1.0
Georgia.....	82	36	61	1.7	0.7	1.2
Hawaii.....	3	5	5	0.5	0.8	0.8
Idaho.....	5	9	8	0.6	1.1	0.9
Illinois.....	45	61	72	0.8	1.0	1.2
Indiana.....	20	30	27	0.6	0.9	0.8
Iowa.....	8	13	12	0.5	0.8	0.8
Kansas.....	7	13	13	0.5	0.9	0.9
Kentucky.....	21	19	20	1.1	1.0	1.0
Louisiana.....	17	22	26	0.9	1.1	1.3
Maine.....	4	4	7	0.7	0.7	1.1
Maryland.....	21	27	31	0.8	1.0	1.2
Massachusetts.....	14	20	43	0.4	0.5	1.1
Michigan.....	22	36	47	0.5	0.8	1.1
Minnesota.....	15	18	25	0.5	0.6	0.8
Mississippi.....	17	10	12	1.5	0.9	1.1
Missouri.....	17	27	24	0.6	0.9	0.8
Montana.....	4	6	6	0.7	1.1	1.1
Nebraska.....	5	8	9	0.5	0.8	0.8
Nevada.....	11	16	18	0.8	1.0	1.2
New Hampshire.....	7	5	9	1.0	0.7	1.3
New Jersey.....	43	28	47	1.1	0.7	1.1
New Mexico.....	4	9	8	0.5	1.0	0.9
New York.....	33	61	46	0.4	0.6	0.5
North Carolina.....	59	49	52	1.3	1.0	1.1
North Dakota.....	3	4	4	0.8	1.0	0.9
Ohio.....	29	52	35	0.5	0.9	0.6
Oklahoma.....	14	21	17	0.8	1.2	1.0
Oregon.....	11	19	17	0.5	1.0	0.8
Pennsylvania.....	20	49	48	0.3	0.8	0.8
Rhode Island.....	4	4	6	0.8	0.8	1.3
South Carolina.....	22	17	24	1.0	0.8	1.1
South Dakota.....	2	5	3	0.5	1.1	0.8
Tennessee.....	41	29	77	1.3	0.9	2.3
Texas.....	111	103	99	0.8	0.7	0.7
Utah.....	10	13	15	0.6	0.8	0.9
Vermont.....	3	2	4	0.8	0.8	1.3
Virginia.....	34	28	43	0.9	0.7	1.1
Washington.....	13	32	31	0.4	0.9	0.9
West Virginia.....	6	7	7	0.9	1.1	1.0
Wisconsin.....	17	20	21	0.6	0.7	0.7
Wyoming.....	2	3	3	0.6	1.2	0.9

p Preliminary

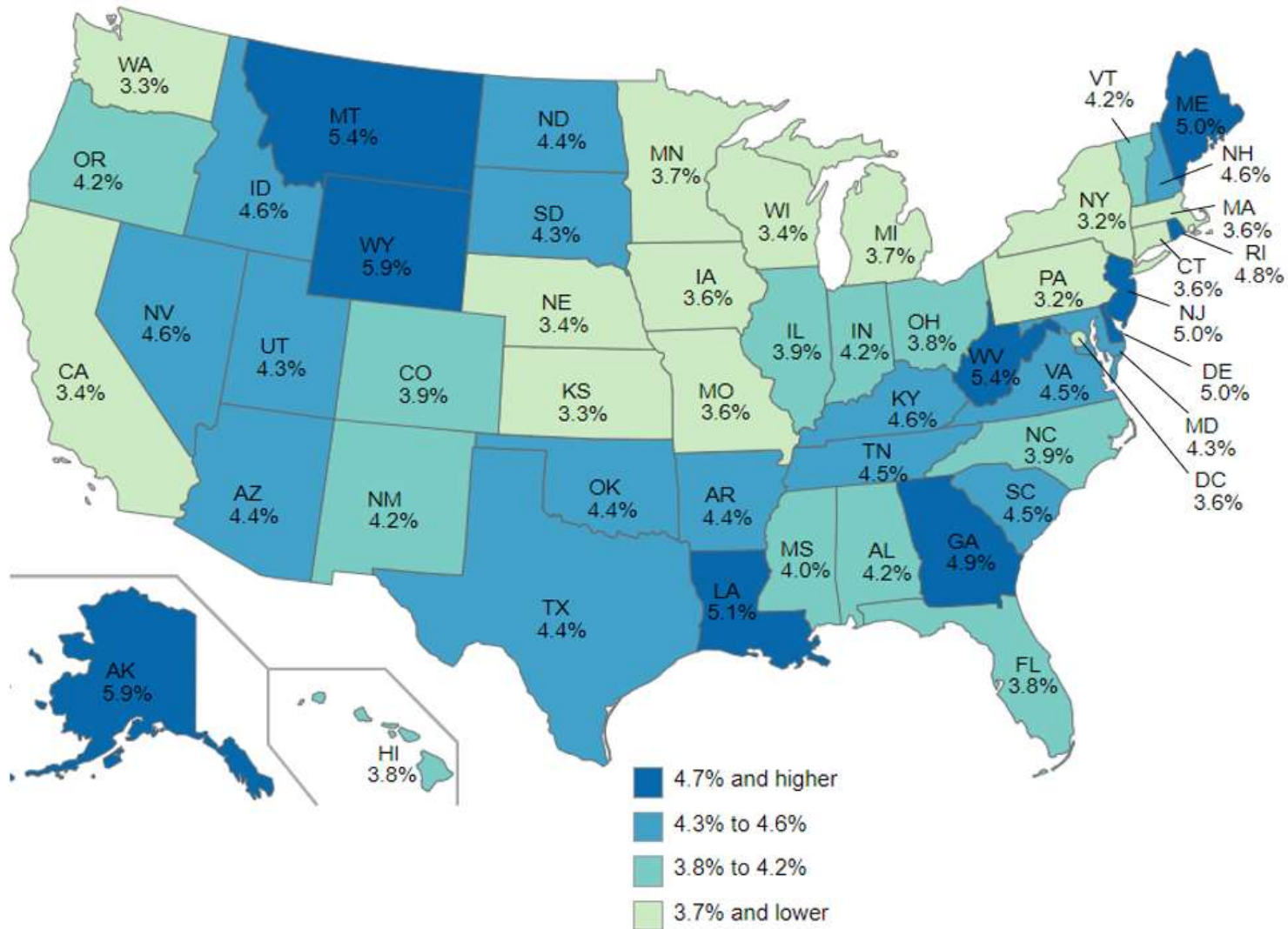
Map 1. Job openings rates by state, seasonally adjusted, March 2023

Total U.S. job openings rate = 5.8%



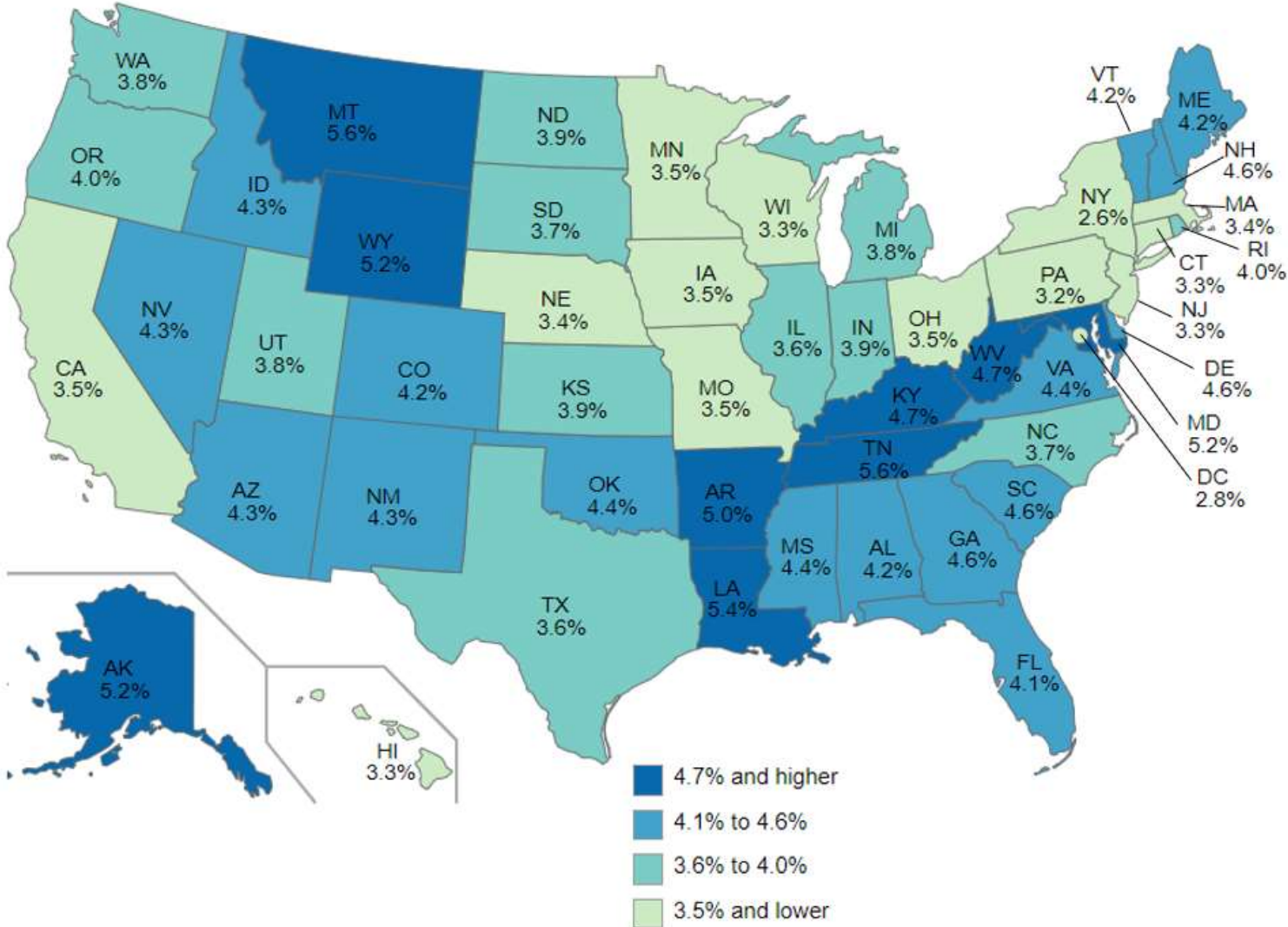
Map 2. Hires rates by state, seasonally adjusted, March 2023

Total U.S. hires rate = 4.0%



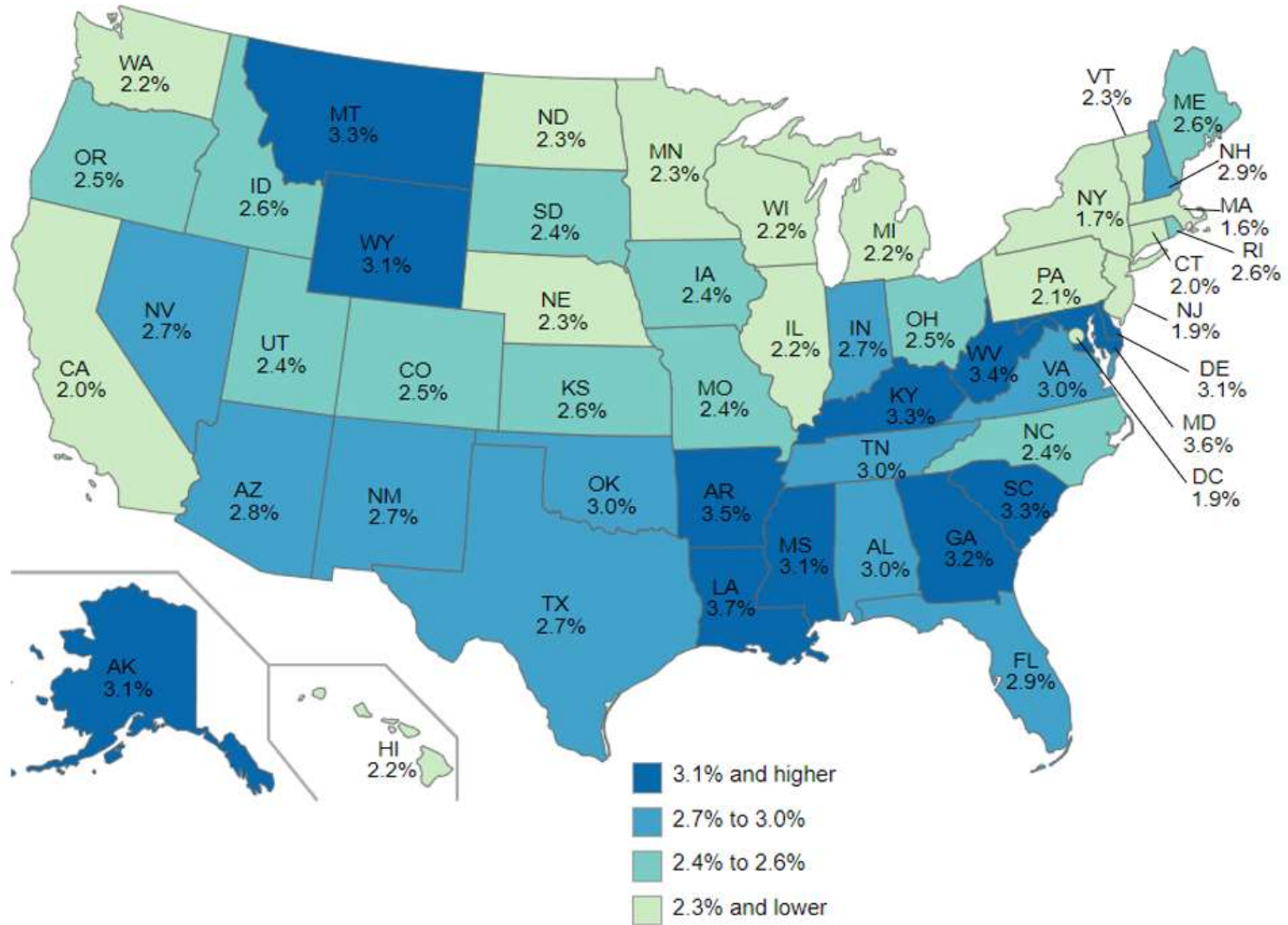
Map 3. Total separations rates by state, seasonally adjusted, March 2023

Total U.S. total separations rate = 3.8%



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

Total U.S. quits rate = 2.5%



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

Total U.S. layoffs and discharges rate = 1.2%

