

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

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### STATE JOB OPENINGS AND LABOR TURNOVER – SEPTEMBER 2023

Job openings rates decreased in 3 states and increased in 1 state on the last business day of September, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 1 state and increased in 1 state. Total separations rates decreased in 6 states. Nationally, the job openings, hires, and total separations rates showed little or no change in September.

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 September, **job openings rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The decreases in job openings rates occurred in Alaska (-1.3 percentage points), Utah (-0.7 point), and Illinois (-0.6 point). The increase occurred in Tennessee (+1.9 points). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** decreased in 4 states, increased in 1 state, and was little changed in 45 states and the District of Columbia in September. The largest decreases in the job openings level occurred in Illinois (-44,000), Massachusetts (-22,000), and Utah (-15,000). The increase occurred in Tennessee (+74,000). Nationally, the number of job openings changed little over the month. (See table 1.)

#### Hires

In September, **hires rates** increased in 1 state, decreased in 1 state, and were little changed in 48 states and the District of Columbia. The hires rate increased in Colorado (+0.7 percentage point) and decreased in Texas (-0.5 point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 4 states, decreased in 1 state, and was little changed in 45 states and the District of Columbia in September. The largest increases in the hires level occurred in Pennsylvania (+27,000), Ohio (+26,000), and Colorado (+21,000). The decrease occurred in Texas (-68,000). Nationally, the number of hires changed little over the month. (See table 2.)

## **Total Separations**

In September, **total separations rates** decreased in 6 states and were little changed in 44 states and the District of Columbia. The largest decreases in total separations rates occurred in Alaska (-2.1 percentage points) and in Illinois, Iowa, and Nebraska (-0.8 point each). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 6 states, increased in 1 state, and was little changed in 43 states and the District of Columbia in September. The largest decreases occurred in Illinois (-45,000), North Carolina (-31,000), and Colorado (-21,000). The increase in the total separations level occurred in Florida (+41,000). Nationally, the number of total separations changed little over the month. (See table 3.)

## **Quits**

In September, **quits 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 quits rates occurred in Colorado (-0.7 percentage point) and in Iowa and Nebraska (-0.6 point each). The increases occurred in Florida (+0.5 point) and in New Jersey (+0.4 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** decreased in 7 states, increased in 4 states, and was little changed in 39 states and the District of Columbia in September. The largest decreases in the quits level occurred in Ohio (-28,000) and Colorado (-22,000), as well as in Alabama and Utah (-10,000 each). The largest increases occurred in Florida (+42,000), New York (+20,000), and New Jersey (+15,000). Nationally, the number of quits changed little over the month. (See table 4.)

## **Layoffs and Discharges**

In September, **layoffs and discharges rates** decreased in 5 states and were little changed in 45 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in Alaska (-1.6 percentage points), Illinois (-0.9 point), and Connecticut (-0.5 point). Over the month, the national layoffs and discharges rate changed little. (See table 5.)

The **number of layoffs and discharges** decreased in 5 states and was little changed in 45 states and the District of Columbia in September. The largest decreases in the layoffs and discharges level occurred in Illinois (-53,000) and in Arizona and Wisconsin (-12,000 each). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

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

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**State Job Openings and Labor Turnover Survey estimates for October 2023 are scheduled to be released on Friday, December 15, 2023, at 10:00 a.m. (ET).**

# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at [www.bls.gov/jlt/](http://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](http://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					
	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>
TOTAL U.S.....	10,854	9,165	8,920	9,497	9,553	56	6.6	5.5	5.4	5.7	5.7	0.0
Alabama.....	153	138	129	137	143	6	6.7	6.0	5.6	6.0	6.2	0.2
Alaska.....	29	26	24	32	27	-5	8.3	7.4	6.9	8.9	7.6	-1.3
Arizona.....	236	184	199	192	198	6	7.0	5.5	5.9	5.7	5.9	0.2
Arkansas.....	99	91	84	90	90	0	6.9	6.3	5.8	6.2	6.2	0.0
California.....	1,200	926	975	961	911	-50	6.3	4.9	5.1	5.0	4.8	-0.2
Colorado.....	206	181	191	197	197	0	6.7	5.9	6.2	6.3	6.3	0.0
Connecticut.....	136	90	91	96	103	7	7.5	5.1	5.1	5.4	5.7	0.3
Delaware.....	35	33	33	33	33	0	6.9	6.4	6.4	6.4	6.3	-0.1
District of Columbia.....	43	42	43	39	42	3	5.3	5.1	5.3	4.8	5.1	0.3
Florida.....	647	618	570	616	619	3	6.3	6.0	5.5	5.9	5.9	0.0
Georgia.....	406	340	323	333	354	21	7.7	6.5	6.2	6.3	6.7	0.4
Hawaii.....	37	31	33	35	32	-3	5.6	4.7	4.9	5.2	4.8	-0.4
Idaho.....	63	50	55	54	54	0	7.0	5.5	6.1	5.9	5.9	0.0
Illinois.....	433	363	349	428	384	-44	6.6	5.6	5.4	6.5	5.9	-0.6
Indiana.....	201	167	162	170	172	2	5.9	4.9	4.7	4.9	5.0	0.1
Iowa.....	115	85	75	90	85	-5	6.8	5.1	4.5	5.4	5.1	-0.3
Kansas.....	101	82	82	88	85	-3	6.6	5.4	5.4	5.7	5.5	-0.2
Kentucky.....	156	126	111	126	133	7	7.3	5.9	5.2	5.9	6.1	0.2
Louisiana.....	144	147	126	140	149	9	6.9	7.0	6.0	6.6	7.0	0.4
Maine.....	45	37	41	42	45	3	6.6	5.4	6.0	6.1	6.5	0.4
Maryland.....	202	197	165	180	184	4	6.9	6.7	5.7	6.1	6.2	0.1
Massachusetts.....	287	253	236	251	229	-22	7.2	6.3	5.9	6.2	5.7	-0.5
Michigan.....	321	239	216	242	242	0	6.8	5.1	4.6	5.2	5.2	0.0
Minnesota.....	210	199	192	203	206	3	6.6	6.3	6.0	6.4	6.4	0.0
Mississippi.....	91	85	80	82	83	1	7.2	6.8	6.4	6.6	6.6	0.0
Missouri.....	215	155	167	182	182	0	6.8	4.9	5.3	5.7	5.7	0.0
Montana.....	40	35	35	36	36	0	7.2	6.3	6.4	6.5	6.5	0.0
Nebraska.....	68	59	54	62	61	-1	6.2	5.3	4.9	5.6	5.5	-0.1
Nevada.....	101	92	92	97	101	4	6.3	5.6	5.6	5.9	6.1	0.2
New Hampshire.....	55	43	50	44	46	2	7.4	5.8	6.7	5.9	6.2	0.3
New Jersey.....	260	226	243	220	231	11	5.7	5.0	5.3	4.8	5.0	0.2
New Mexico.....	65	59	65	61	58	-3	7.1	6.3	7.0	6.6	6.2	-0.4
New York.....	532	446	441	461	468	7	5.3	4.4	4.3	4.5	4.6	0.1
North Carolina.....	354	330	316	341	329	-12	6.8	6.3	6.0	6.5	6.2	-0.3
North Dakota.....	31	28	26	29	29	0	6.7	6.0	5.6	6.2	6.2	0.0
Ohio.....	410	351	314	352	363	11	6.9	5.9	5.3	5.9	6.0	0.1
Oklahoma.....	128	120	104	115	118	3	7.0	6.5	5.7	6.2	6.4	0.2
Oregon.....	139	105	111	114	118	4	6.6	5.0	5.3	5.4	5.5	0.1
Pennsylvania.....	385	350	342	386	401	15	6.0	5.4	5.3	5.9	6.1	0.2
Rhode Island.....	35	29	29	31	32	1	6.6	5.5	5.6	5.9	6.1	0.2
South Carolina.....	170	168	168	170	172	2	7.0	6.8	6.8	6.9	6.9	0.0
South Dakota.....	29	28	25	30	29	-1	6.0	5.7	5.2	6.1	5.8	-0.3
Tennessee.....	260	225	189	235	309	74	7.4	6.3	5.4	6.6	8.5	1.9
Texas.....	995	782	774	809	811	2	6.8	5.3	5.3	5.5	5.5	0.0
Utah.....	119	95	105	121	106	-15	6.6	5.2	5.7	6.5	5.8	-0.7
Vermont.....	23	19	18	18	20	2	7.0	5.9	5.6	5.6	6.1	0.5
Virginia.....	338	290	243	264	263	-1	7.6	6.5	5.5	6.0	5.9	-0.1
Washington.....	217	168	189	184	171	-13	5.8	4.4	4.9	4.8	4.5	-0.3
West Virginia.....	60	53	52	53	56	3	7.9	7.0	6.9	7.0	7.3	0.3
Wisconsin.....	203	162	165	211	223	12	6.4	5.1	5.2	6.6	6.9	0.3
Wyoming.....	22	18	19	19	20	1	7.2	5.8	6.1	6.1	6.4	0.3

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

State	Levels (in thousands)						Rates					
	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>
TOTAL U.S.....	6,226	5,940	5,822	5,850	5,871	21	4.1	3.8	3.7	3.7	3.7	0.0
Alabama.....	110	96	97	94	92	-2	5.2	4.5	4.5	4.4	4.3	-0.1
Alaska.....	21	20	16	19	17	-2	6.6	6.2	4.9	5.8	5.2	-0.6
Arizona.....	149	135	127	130	129	-1	4.8	4.3	4.0	4.1	4.1	0.0
Arkansas.....	59	63	59	59	57	-2	4.4	4.6	4.3	4.3	4.2	-0.1
California.....	600	617	620	528	546	18	3.4	3.4	3.4	2.9	3.0	0.1
Colorado.....	119	112	87	100	121	21	4.1	3.9	3.0	3.4	4.1	0.7
Connecticut.....	58	52	61	62	59	-3	3.5	3.1	3.6	3.7	3.5	-0.2
Delaware.....	25	24	26	24	24	0	5.3	4.9	5.4	5.0	4.9	-0.1
District of Columbia.....	22	25	26	24	24	0	2.9	3.2	3.4	3.1	3.1	0.0
Florida.....	409	377	388	390	426	36	4.3	3.9	4.0	4.0	4.3	0.3
Georgia.....	252	218	236	224	201	-23	5.2	4.4	4.8	4.5	4.1	-0.4
Hawaii.....	25	21	21	22	21	-1	4.0	3.3	3.3	3.5	3.3	-0.2
Idaho.....	47	37	38	33	37	4	5.6	4.3	4.5	3.9	4.3	0.4
Illinois.....	258	239	210	222	201	-21	4.2	3.9	3.4	3.6	3.3	-0.3
Indiana.....	138	123	138	125	120	-5	4.3	3.8	4.2	3.8	3.7	-0.1
Iowa.....	55	55	53	54	52	-2	3.5	3.5	3.3	3.4	3.3	-0.1
Kansas.....	55	52	56	54	50	-4	3.9	3.6	3.9	3.7	3.5	-0.2
Kentucky.....	102	85	82	96	98	2	5.1	4.2	4.1	4.7	4.8	0.1
Louisiana.....	92	115	111	103	103	0	4.8	5.9	5.7	5.2	5.2	0.0
Maine.....	25	24	23	26	26	0	3.9	3.7	3.6	4.0	4.0	0.0
Maryland.....	106	104	109	105	108	3	3.9	3.8	4.0	3.8	3.9	0.1
Massachusetts.....	130	121	120	127	127	0	3.5	3.2	3.2	3.4	3.4	0.0
Michigan.....	168	155	166	153	140	-13	3.8	3.5	3.7	3.4	3.2	-0.2
Minnesota.....	110	102	105	95	111	16	3.7	3.4	3.5	3.2	3.7	0.5
Mississippi.....	55	57	57	49	52	3	4.7	4.9	4.9	4.2	4.4	0.2
Missouri.....	112	102	99	100	113	13	3.8	3.4	3.3	3.4	3.8	0.4
Montana.....	30	28	25	24	25	1	5.8	5.4	4.8	4.6	4.8	0.2
Nebraska.....	40	40	38	38	40	2	3.9	3.8	3.6	3.6	3.8	0.2
Nevada.....	76	65	64	58	61	3	5.0	4.2	4.1	3.7	3.9	0.2
New Hampshire.....	31	25	29	30	30	0	4.5	3.6	4.2	4.3	4.3	0.0
New Jersey.....	152	168	146	170	162	-8	3.5	3.9	3.4	3.9	3.7	-0.2
New Mexico.....	39	34	39	33	34	1	4.6	3.9	4.5	3.8	3.9	0.1
New York.....	295	282	287	282	274	-8	3.1	2.9	3.0	2.9	2.8	-0.1
North Carolina.....	218	204	183	202	192	-10	4.5	4.2	3.7	4.1	3.9	-0.2
North Dakota.....	19	19	17	17	19	2	4.4	4.3	3.9	3.9	4.3	0.4
Ohio.....	205	200	189	214	240	26	3.7	3.6	3.4	3.8	4.2	0.4
Oklahoma.....	87	78	85	81	84	3	5.1	4.5	4.9	4.7	4.8	0.1
Oregon.....	94	77	70	73	74	1	4.8	3.9	3.5	3.6	3.7	0.1
Pennsylvania.....	188	181	177	203	230	27	3.1	3.0	2.9	3.3	3.7	0.4
Rhode Island.....	20	19	19	21	21	0	4.0	3.8	3.9	4.2	4.2	0.0
South Carolina.....	111	112	100	107	99	-8	4.9	4.9	4.3	4.6	4.3	-0.3
South Dakota.....	19	20	18	18	18	0	4.2	4.3	3.9	3.9	3.9	0.0
Tennessee.....	162	154	158	150	158	8	4.9	4.6	4.8	4.5	4.7	0.2
Texas.....	582	572	526	625	557	-68	4.3	4.1	3.8	4.5	4.0	-0.5
Utah.....	85	68	64	59	67	8	5.0	3.9	3.7	3.4	3.9	0.5
Vermont.....	13	12	11	13	13	0	4.3	3.9	3.6	4.2	4.2	0.0
Virginia.....	168	177	179	154	163	9	4.1	4.3	4.3	3.7	3.9	0.2
Washington.....	133	119	123	111	109	-2	3.7	3.3	3.4	3.1	3.0	-0.1
West Virginia.....	35	33	36	33	34	1	5.0	4.7	5.1	4.7	4.8	0.1
Wisconsin.....	109	108	100	109	97	-12	3.7	3.6	3.3	3.6	3.2	-0.4
Wyoming.....	16	13	13	12	13	1	5.6	4.4	4.5	4.1	4.4	0.3

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

State	Levels (in thousands)						Rates					
	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>
TOTAL U.S.....	5,810	5,691	5,638	5,687	5,530	-157	3.8	3.6	3.6	3.6	3.5	-0.1
Alabama.....	87	87	101	95	84	-11	4.1	4.0	4.7	4.4	3.9	-0.5
Alaska.....	22	16	20	25	18	-7	6.9	4.9	6.1	7.6	5.5	-2.1
Arizona.....	139	160	131	135	132	-3	4.5	5.1	4.1	4.3	4.2	-0.1
Arkansas.....	56	54	56	56	55	-1	4.2	4.0	4.1	4.1	4.0	-0.1
California.....	583	518	496	457	506	49	3.3	2.9	2.7	2.5	2.8	0.3
Colorado.....	119	110	106	120	99	-21	4.1	3.8	3.6	4.1	3.4	-0.7
Connecticut.....	52	56	60	48	49	1	3.1	3.3	3.5	2.8	2.9	0.1
Delaware.....	23	23	23	22	24	2	4.8	4.7	4.8	4.5	4.9	0.4
District of Columbia.....	26	25	25	24	24	0	3.4	3.2	3.2	3.1	3.1	0.0
Florida.....	354	412	363	348	389	41	3.7	4.2	3.7	3.6	4.0	0.4
Georgia.....	237	191	203	201	198	-3	4.9	3.9	4.1	4.1	4.0	-0.1
Hawaii.....	23	19	21	22	23	1	3.7	3.0	3.3	3.5	3.6	0.1
Idaho.....	40	35	39	42	41	-1	4.8	4.1	4.6	4.9	4.8	-0.1
Illinois.....	253	216	186	231	186	-45	4.2	3.5	3.0	3.8	3.0	-0.8
Indiana.....	126	131	132	127	127	0	3.9	4.0	4.0	3.9	3.9	0.0
Iowa.....	59	59	60	67	54	-13	3.7	3.7	3.8	4.2	3.4	-0.8
Kansas.....	52	65	49	57	52	-5	3.6	4.5	3.4	3.9	3.6	-0.3
Kentucky.....	91	84	85	84	87	3	4.6	4.2	4.2	4.1	4.3	0.2
Louisiana.....	83	92	86	102	100	-2	4.3	4.7	4.4	5.2	5.1	-0.1
Maine.....	23	22	22	20	24	4	3.6	3.4	3.4	3.1	3.7	0.6
Maryland.....	105	95	103	107	107	0	3.9	3.5	3.8	3.9	3.9	0.0
Massachusetts.....	107	103	97	83	85	2	2.9	2.7	2.6	2.2	2.2	0.0
Michigan.....	166	154	152	153	148	-5	3.8	3.5	3.4	3.4	3.3	-0.1
Minnesota.....	111	111	110	111	114	3	3.8	3.7	3.7	3.7	3.8	0.1
Mississippi.....	54	51	60	53	50	-3	4.6	4.3	5.1	4.5	4.3	-0.2
Missouri.....	102	98	102	114	111	-3	3.5	3.3	3.4	3.8	3.7	-0.1
Montana.....	28	27	29	28	29	1	5.4	5.2	5.6	5.4	5.6	0.2
Nebraska.....	37	37	38	46	38	-8	3.6	3.5	3.6	4.4	3.6	-0.8
Nevada.....	60	65	64	65	59	-6	4.0	4.2	4.1	4.2	3.8	-0.4
New Hampshire.....	29	31	30	25	27	2	4.2	4.4	4.3	3.6	3.8	0.2
New Jersey.....	152	128	153	118	127	9	3.5	3.0	3.5	2.7	2.9	0.2
New Mexico.....	35	36	37	34	34	0	4.1	4.1	4.3	3.9	3.9	0.0
New York.....	293	256	250	257	259	2	3.1	2.6	2.6	2.6	2.7	0.1
North Carolina.....	201	198	202	222	191	-31	4.1	4.0	4.1	4.5	3.9	-0.6
North Dakota.....	18	20	18	22	19	-3	4.2	4.6	4.1	5.0	4.3	-0.7
Ohio.....	217	200	213	221	204	-17	3.9	3.6	3.8	3.9	3.6	-0.3
Oklahoma.....	77	76	74	71	72	1	4.5	4.4	4.3	4.1	4.1	0.0
Oregon.....	78	73	76	79	76	-3	4.0	3.7	3.8	3.9	3.8	-0.1
Pennsylvania.....	164	203	182	172	180	8	2.7	3.3	3.0	2.8	2.9	0.1
Rhode Island.....	20	17	20	17	20	3	4.0	3.4	4.1	3.4	4.0	0.6
South Carolina.....	101	96	100	109	109	0	4.5	4.2	4.3	4.7	4.7	0.0
South Dakota.....	18	19	20	20	19	-1	4.0	4.1	4.3	4.3	4.1	-0.2
Tennessee.....	152	133	143	142	143	1	4.6	4.0	4.3	4.3	4.3	0.0
Texas.....	512	571	541	574	533	-41	3.8	4.1	3.9	4.1	3.8	-0.3
Utah.....	71	70	75	81	70	-11	4.2	4.1	4.3	4.7	4.1	-0.6
Vermont.....	12	12	13	12	12	0	3.9	3.9	4.2	3.9	3.9	0.0
Virginia.....	158	164	175	158	145	-13	3.8	4.0	4.2	3.8	3.5	-0.3
Washington.....	123	114	136	136	121	-15	3.5	3.1	3.7	3.7	3.3	-0.4
West Virginia.....	33	37	35	35	35	0	4.7	5.3	5.0	5.0	5.0	0.0
Wisconsin.....	112	103	111	121	107	-14	3.8	3.4	3.7	4.0	3.5	-0.5
Wyoming.....	14	15	15	16	15	-1	4.9	5.1	5.1	5.5	5.1	-0.4

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

State	Levels (in thousands)						Rates					
	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>
TOTAL U.S.....	4,065	3,802	3,619	3,663	3,661	-2	2.6	2.4	2.3	2.3	2.3	0.0
Alabama.....	68	62	63	65	55	-10	3.2	2.9	2.9	3.0	2.5	-0.5
Alaska.....	15	11	11	13	11	-2	4.7	3.4	3.4	4.0	3.4	-0.6
Arizona.....	98	104	94	86	92	6	3.1	3.3	3.0	2.7	2.9	0.2
Arkansas.....	41	37	37	39	37	-2	3.0	2.7	2.7	2.9	2.7	-0.2
California.....	381	340	312	275	312	37	2.1	1.9	1.7	1.5	1.7	0.2
Colorado.....	80	75	67	88	66	-22	2.8	2.6	2.3	3.0	2.3	-0.7
Connecticut.....	37	33	33	23	31	8	2.2	2.0	2.0	1.4	1.8	0.4
Delaware.....	17	16	15	15	16	1	3.6	3.3	3.1	3.1	3.3	0.2
District of Columbia.....	19	18	16	16	15	-1	2.5	2.3	2.1	2.1	1.9	-0.2
Florida.....	261	297	273	239	281	42	2.7	3.1	2.8	2.4	2.9	0.5
Georgia.....	188	128	143	133	138	5	3.9	2.6	2.9	2.7	2.8	0.1
Hawaii.....	16	12	12	14	13	-1	2.6	1.9	1.9	2.2	2.1	-0.1
Idaho.....	28	24	25	26	27	1	3.4	2.8	2.9	3.0	3.1	0.1
Illinois.....	172	149	112	118	127	9	2.8	2.4	1.8	1.9	2.1	0.2
Indiana.....	86	89	84	88	83	-5	2.7	2.7	2.6	2.7	2.5	-0.2
Iowa.....	44	36	38	44	35	-9	2.8	2.3	2.4	2.8	2.2	-0.6
Kansas.....	38	44	31	38	34	-4	2.7	3.0	2.1	2.6	2.3	-0.3
Kentucky.....	69	56	59	59	61	2	3.5	2.8	2.9	2.9	3.0	0.1
Louisiana.....	60	62	58	72	66	-6	3.1	3.2	3.0	3.7	3.3	-0.4
Maine.....	16	13	11	11	14	3	2.5	2.0	1.7	1.7	2.2	0.5
Maryland.....	78	64	62	71	72	1	2.9	2.3	2.3	2.6	2.6	0.0
Massachusetts.....	75	58	48	46	57	11	2.0	1.5	1.3	1.2	1.5	0.3
Michigan.....	108	105	92	92	93	1	2.5	2.4	2.1	2.1	2.1	0.0
Minnesota.....	80	74	70	68	68	0	2.7	2.5	2.3	2.3	2.3	0.0
Mississippi.....	39	36	37	37	34	-3	3.3	3.1	3.2	3.2	2.9	-0.3
Missouri.....	70	62	66	75	69	-6	2.4	2.1	2.2	2.5	2.3	-0.2
Montana.....	20	18	16	17	18	1	3.9	3.5	3.1	3.3	3.5	0.2
Nebraska.....	25	24	24	30	24	-6	2.4	2.3	2.3	2.9	2.3	-0.6
Nevada.....	45	45	41	42	40	-2	3.0	2.9	2.6	2.7	2.6	-0.1
New Hampshire.....	18	19	15	13	16	3	2.6	2.7	2.1	1.9	2.3	0.4
New Jersey.....	96	68	90	70	85	15	2.2	1.6	2.1	1.6	2.0	0.4
New Mexico.....	23	25	21	22	23	1	2.7	2.9	2.4	2.5	2.6	0.1
New York.....	168	141	138	127	147	20	1.8	1.5	1.4	1.3	1.5	0.2
North Carolina.....	147	143	135	141	130	-11	3.0	2.9	2.7	2.9	2.6	-0.3
North Dakota.....	12	13	11	14	12	-2	2.8	3.0	2.5	3.2	2.7	-0.5
Ohio.....	137	132	137	150	122	-28	2.5	2.3	2.4	2.7	2.2	-0.5
Oklahoma.....	58	55	50	46	47	1	3.4	3.2	2.9	2.7	2.7	0.0
Oregon.....	56	49	46	48	48	0	2.8	2.5	2.3	2.4	2.4	0.0
Pennsylvania.....	119	126	122	112	123	11	2.0	2.1	2.0	1.8	2.0	0.2
Rhode Island.....	13	10	9	9	11	2	2.6	2.0	1.8	1.8	2.2	0.4
South Carolina.....	77	69	69	76	74	-2	3.4	3.0	3.0	3.3	3.2	-0.1
South Dakota.....	13	13	12	13	12	-1	2.9	2.8	2.6	2.8	2.6	-0.2
Tennessee.....	117	94	95	101	97	-4	3.6	2.8	2.9	3.0	2.9	-0.1
Texas.....	369	411	373	425	396	-29	2.7	2.9	2.7	3.0	2.8	-0.2
Utah.....	51	46	49	56	46	-10	3.0	2.7	2.8	3.2	2.7	-0.5
Vermont.....	8	7	7	7	7	0	2.6	2.3	2.3	2.3	2.3	0.0
Virginia.....	114	111	109	108	100	-8	2.8	2.7	2.6	2.6	2.4	-0.2
Washington.....	83	73	81	76	73	-3	2.3	2.0	2.2	2.1	2.0	-0.1
West Virginia.....	24	24	23	24	23	-1	3.5	3.4	3.3	3.4	3.3	-0.1
Wisconsin.....	80	71	69	73	72	-1	2.7	2.4	2.3	2.4	2.4	0.0
Wyoming.....	10	10	9	10	10	0	3.5	3.4	3.1	3.4	3.4	0.0

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

State	Levels (in thousands)						Rates					
	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>	Sept. 2022	June 2023	July 2023	Aug. 2023	Sept. 2023 <sup>p</sup>	Change from: Aug. 2023 - Sept. 2023 <sup>p</sup>
TOTAL U.S.....	1,436	1,551	1,681	1,682	1,517	-165	0.9	1.0	1.1	1.1	1.0	-0.1
Alabama.....	15	20	34	24	24	0	0.7	0.9	1.6	1.1	1.1	0.0
Alaska.....	6	5	7	10	5	-5	1.9	1.5	2.1	3.1	1.5	-1.6
Arizona.....	33	51	30	43	31	-12	1.1	1.6	1.0	1.4	1.0	-0.4
Arkansas.....	12	14	16	14	16	2	0.9	1.0	1.2	1.0	1.2	0.2
California.....	168	148	164	150	147	-3	0.9	0.8	0.9	0.8	0.8	0.0
Colorado.....	30	31	34	27	25	-2	1.0	1.1	1.2	0.9	0.9	0.0
Connecticut.....	12	16	23	20	12	-8	0.7	0.9	1.4	1.2	0.7	-0.5
Delaware.....	5	6	7	6	7	1	1.1	1.2	1.4	1.2	1.4	0.2
District of Columbia.....	5	6	7	6	7	1	0.7	0.8	0.9	0.8	0.9	0.1
Florida.....	81	96	74	80	89	9	0.8	1.0	0.8	0.8	0.9	0.1
Georgia.....	38	50	51	57	47	-10	0.8	1.0	1.0	1.2	1.0	-0.2
Hawaii.....	5	6	6	6	6	0	0.8	1.0	0.9	0.9	0.9	0.0
Idaho.....	10	10	11	12	10	-2	1.2	1.2	1.3	1.4	1.2	-0.2
Illinois.....	70	55	63	103	50	-53	1.2	0.9	1.0	1.7	0.8	-0.9
Indiana.....	33	34	42	35	33	-2	1.0	1.0	1.3	1.1	1.0	-0.1
Iowa.....	12	19	18	20	16	-4	0.8	1.2	1.1	1.3	1.0	-0.3
Kansas.....	12	17	14	18	15	-3	0.8	1.2	1.0	1.2	1.0	-0.2
Kentucky.....	18	24	22	20	22	2	0.9	1.2	1.1	1.0	1.1	0.1
Louisiana.....	18	24	24	25	28	3	0.9	1.2	1.2	1.3	1.4	0.1
Maine.....	6	7	9	6	6	0	0.9	1.1	1.4	0.9	0.9	0.0
Maryland.....	21	25	34	28	28	0	0.8	0.9	1.2	1.0	1.0	0.0
Massachusetts.....	26	35	44	25	20	-5	0.7	0.9	1.2	0.7	0.5	-0.2
Michigan.....	51	38	51	56	48	-8	1.2	0.9	1.2	1.3	1.1	-0.2
Minnesota.....	26	31	31	39	40	1	0.9	1.0	1.0	1.3	1.3	0.0
Mississippi.....	13	12	20	13	13	0	1.1	1.0	1.7	1.1	1.1	0.0
Missouri.....	28	28	28	33	35	2	1.0	0.9	0.9	1.1	1.2	0.1
Montana.....	6	8	9	9	8	-1	1.2	1.5	1.7	1.7	1.5	-0.2
Nebraska.....	10	10	11	14	12	-2	1.0	1.0	1.1	1.3	1.1	-0.2
Nevada.....	11	18	18	19	15	-4	0.7	1.2	1.2	1.2	1.0	-0.2
New Hampshire.....	9	9	13	9	8	-1	1.3	1.3	1.9	1.3	1.1	-0.2
New Jersey.....	47	47	55	35	32	-3	1.1	1.1	1.3	0.8	0.7	-0.1
New Mexico.....	9	10	12	10	8	-2	1.1	1.1	1.4	1.1	0.9	-0.2
New York.....	108	91	99	112	95	-17	1.1	0.9	1.0	1.2	1.0	-0.2
North Carolina.....	44	44	51	68	55	-13	0.9	0.9	1.0	1.4	1.1	-0.3
North Dakota.....	5	5	6	7	6	-1	1.2	1.1	1.4	1.6	1.4	-0.2
Ohio.....	71	56	65	65	71	6	1.3	1.0	1.2	1.2	1.3	0.1
Oklahoma.....	16	18	19	21	21	0	0.9	1.0	1.1	1.2	1.2	0.0
Oregon.....	17	22	23	24	20	-4	0.9	1.1	1.1	1.2	1.0	-0.2
Pennsylvania.....	34	55	52	48	46	-2	0.6	0.9	0.8	0.8	0.7	-0.1
Rhode Island.....	5	6	9	7	6	-1	1.0	1.2	1.8	1.4	1.2	-0.2
South Carolina.....	20	22	27	28	31	3	0.9	1.0	1.2	1.2	1.3	0.1
South Dakota.....	5	5	6	6	6	0	1.1	1.1	1.3	1.3	1.3	0.0
Tennessee.....	29	32	43	34	40	6	0.9	1.0	1.3	1.0	1.2	0.2
Texas.....	117	141	119	126	116	-10	0.9	1.0	0.9	0.9	0.8	-0.1
Utah.....	16	22	22	21	19	-2	0.9	1.3	1.3	1.2	1.1	-0.1
Vermont.....	3	3	5	3	3	0	1.0	1.0	1.6	1.0	1.0	0.0
Virginia.....	33	46	57	40	40	0	0.8	1.1	1.4	1.0	1.0	0.0
Washington.....	31	35	46	45	35	-10	0.9	1.0	1.3	1.2	1.0	-0.2
West Virginia.....	7	10	10	9	10	1	1.0	1.4	1.4	1.3	1.4	0.1
Wisconsin.....	25	25	33	42	30	-12	0.8	0.8	1.1	1.4	1.0	-0.4
Wyoming.....	3	5	4	5	4	-1	1.1	1.7	1.4	1.7	1.4	-0.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>
TOTAL U.S.....	10,901	9,523	9,639	6.6	5.7	5.8
Alabama.....	155	137	145	6.8	6.0	6.3
Alaska.....	23	36	21	6.5	9.5	6.0
Arizona.....	233	213	199	7.0	6.3	5.9
Arkansas.....	107	96	97	7.4	6.6	6.6
California.....	1,221	973	922	6.4	5.1	4.9
Colorado.....	191	198	184	6.2	6.3	5.9
Connecticut.....	131	94	101	7.3	5.3	5.6
Delaware.....	35	28	33	6.8	5.4	6.3
District of Columbia.....	47	34	45	5.8	4.2	5.5
Florida.....	629	606	600	6.2	5.9	5.8
Georgia.....	403	323	354	7.7	6.2	6.7
Hawaii.....	37	36	32	5.6	5.4	4.8
Idaho.....	60	50	52	6.7	5.5	5.7
Illinois.....	434	415	382	6.6	6.3	5.8
Indiana.....	205	171	175	6.0	5.0	5.1
Iowa.....	122	82	88	7.2	4.9	5.2
Kansas.....	103	89	85	6.7	5.8	5.6
Kentucky.....	158	132	135	7.4	6.1	6.2
Louisiana.....	140	144	144	6.8	6.9	6.8
Maine.....	41	40	42	5.9	5.7	5.9
Maryland.....	202	157	183	6.9	5.4	6.2
Massachusetts.....	280	250	219	7.0	6.2	5.5
Michigan.....	338	246	269	7.1	5.2	5.7
Minnesota.....	209	196	204	6.6	6.1	6.4
Mississippi.....	98	92	89	7.7	7.3	7.1
Missouri.....	213	184	182	6.7	5.8	5.7
Montana.....	41	35	37	7.3	6.2	6.6
Nebraska.....	69	61	62	6.2	5.5	5.6
Nevada.....	100	96	102	6.2	5.8	6.1
New Hampshire.....	49	44	42	6.6	5.8	5.6
New Jersey.....	266	214	240	5.9	4.7	5.2
New Mexico.....	66	72	58	7.2	7.7	6.3
New York.....	523	469	471	5.2	4.6	4.6
North Carolina.....	355	338	325	6.8	6.4	6.2
North Dakota.....	33	29	31	7.1	6.2	6.5
Ohio.....	397	350	357	6.7	5.8	5.9
Oklahoma.....	140	117	129	7.5	6.4	6.9
Oregon.....	149	114	129	7.0	5.4	6.0
Pennsylvania.....	367	376	393	5.7	5.8	6.0
Rhode Island.....	36	33	33	6.7	6.2	6.2
South Carolina.....	166	161	168	6.8	6.5	6.8
South Dakota.....	29	31	29	6.0	6.2	5.8
Tennessee.....	257	244	311	7.3	6.9	8.5
Texas.....	1,032	855	844	7.1	5.8	5.7
Utah.....	119	123	106	6.5	6.7	5.8
Vermont.....	19	17	17	5.9	5.3	5.3
Virginia.....	356	254	278	8.0	5.8	6.3
Washington.....	216	184	171	5.7	4.8	4.5
West Virginia.....	70	53	66	9.1	7.0	8.5
Wisconsin.....	212	211	238	6.6	6.5	7.3
Wyoming.....	21	19	19	6.7	5.9	6.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>
TOTAL U.S.....	6,290	6,621	5,890	4.1	4.2	3.8
Alabama.....	115	106	95	5.4	4.9	4.4
Alaska.....	17	22	13	5.0	6.3	4.0
Arizona.....	155	164	130	5.0	5.2	4.1
Arkansas.....	67	80	63	4.9	5.9	4.6
California.....	597	609	536	3.4	3.4	3.0
Colorado.....	109	106	111	3.8	3.6	3.8
Connecticut.....	60	66	62	3.6	3.9	3.6
Delaware.....	23	22	21	4.8	4.5	4.4
District of Columbia.....	26	23	28	3.4	3.0	3.5
Florida.....	406	448	434	4.3	4.6	4.4
Georgia.....	248	263	196	5.1	5.3	4.0
Hawaii.....	26	24	22	4.1	3.9	3.4
Idaho.....	48	34	38	5.8	3.9	4.4
Illinois.....	254	251	190	4.2	4.1	3.1
Indiana.....	136	150	114	4.2	4.6	3.5
Iowa.....	58	55	54	3.7	3.5	3.4
Kansas.....	55	66	48	3.8	4.6	3.3
Kentucky.....	105	126	102	5.3	6.2	5.0
Louisiana.....	89	120	100	4.6	6.1	5.1
Maine.....	21	24	23	3.3	3.7	3.5
Maryland.....	105	95	105	3.8	3.4	3.8
Massachusetts.....	149	126	148	4.0	3.3	3.9
Michigan.....	170	165	137	3.9	3.7	3.1
Minnesota.....	103	107	106	3.5	3.5	3.5
Mississippi.....	56	65	52	4.8	5.6	4.4
Missouri.....	116	114	119	3.9	3.8	4.0
Montana.....	30	25	25	5.8	4.8	4.7
Nebraska.....	38	43	38	3.7	4.1	3.6
Nevada.....	80	70	64	5.3	4.5	4.1
New Hampshire.....	27	33	26	3.8	4.7	3.8
New Jersey.....	172	165	184	4.0	3.8	4.2
New Mexico.....	38	45	32	4.4	5.2	3.7
New York.....	313	290	290	3.3	3.0	3.0
North Carolina.....	213	232	184	4.4	4.7	3.7
North Dakota.....	21	19	20	4.8	4.5	4.6
Ohio.....	204	244	245	3.7	4.3	4.3
Oklahoma.....	93	97	91	5.4	5.6	5.2
Oregon.....	108	77	85	5.5	3.9	4.2
Pennsylvania.....	181	221	230	3.0	3.6	3.7
Rhode Island.....	21	22	21	4.1	4.3	4.3
South Carolina.....	108	120	93	4.8	5.2	4.0
South Dakota.....	18	22	18	4.0	4.6	3.7
Tennessee.....	154	174	151	4.7	5.3	4.5
Texas.....	591	747	550	4.4	5.4	3.9
Utah.....	86	67	71	5.1	3.9	4.1
Vermont.....	11	12	10	3.5	4.0	3.4
Virginia.....	164	178	157	4.0	4.3	3.8
Washington.....	143	119	114	4.0	3.3	3.1
West Virginia.....	39	38	39	5.6	5.3	5.4
Wisconsin.....	109	117	90	3.7	3.9	3.0
Wyoming.....	15	13	12	5.1	4.2	4.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>
TOTAL U.S.....	6,078	6,769	5,750	4.0	4.3	3.7
Alabama.....	92	114	87	4.4	5.3	4.0
Alaska.....	31	36	26	9.4	10.4	7.6
Arizona.....	120	142	113	3.9	4.5	3.6
Arkansas.....	53	63	51	3.9	4.7	3.8
California.....	586	539	504	3.3	3.0	2.8
Colorado.....	137	155	113	4.8	5.3	3.9
Connecticut.....	59	63	56	3.5	3.7	3.3
Delaware.....	27	25	28	5.7	5.2	5.8
District of Columbia.....	26	31	23	3.4	3.9	3.0
Florida.....	340	384	369	3.6	3.9	3.8
Georgia.....	242	223	196	5.0	4.5	4.0
Hawaii.....	24	30	25	3.9	4.8	3.9
Idaho.....	47	53	49	5.6	6.1	5.6
Illinois.....	262	257	195	4.3	4.2	3.2
Indiana.....	126	155	123	3.9	4.7	3.8
Iowa.....	64	87	57	4.1	5.5	3.6
Kansas.....	54	74	53	3.8	5.1	3.6
Kentucky.....	88	99	85	4.4	4.9	4.2
Louisiana.....	84	114	104	4.4	5.8	5.3
Maine.....	30	24	32	4.6	3.6	4.9
Maryland.....	115	132	116	4.2	4.8	4.2
Massachusetts.....	144	113	120	3.9	3.0	3.2
Michigan.....	183	172	161	4.2	3.9	3.6
Minnesota.....	119	126	123	4.0	4.2	4.1
Mississippi.....	53	65	47	4.5	5.6	4.0
Missouri.....	106	137	115	3.6	4.6	3.8
Montana.....	34	35	36	6.6	6.6	6.8
Nebraska.....	37	53	38	3.6	5.1	3.7
Nevada.....	59	75	56	3.9	4.9	3.6
New Hampshire.....	35	29	34	5.0	4.2	4.8
New Jersey.....	195	138	165	4.6	3.2	3.8
New Mexico.....	34	46	33	4.0	5.2	3.8
New York.....	315	341	287	3.3	3.5	3.0
North Carolina.....	206	266	193	4.3	5.4	3.9
North Dakota.....	18	26	19	4.1	6.0	4.2
Ohio.....	228	264	217	4.1	4.7	3.8
Oklahoma.....	74	84	68	4.3	4.9	3.9
Oregon.....	83	102	79	4.2	5.1	4.0
Pennsylvania.....	162	205	180	2.7	3.3	2.9
Rhode Island.....	22	21	23	4.4	4.1	4.5
South Carolina.....	103	122	114	4.5	5.3	4.9
South Dakota.....	23	26	24	5.1	5.5	5.2
Tennessee.....	153	158	145	4.6	4.8	4.3
Texas.....	529	697	543	3.9	5.0	3.9
Utah.....	76	105	73	4.5	6.1	4.2
Vermont.....	13	13	13	4.4	4.4	4.3
Virginia.....	170	185	154	4.1	4.5	3.7
Washington.....	124	162	121	3.5	4.4	3.3
West Virginia.....	31	41	33	4.4	5.8	4.6
Wisconsin.....	121	144	115	4.0	4.8	3.8
Wyoming.....	18	22	17	6.0	7.2	5.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>
TOTAL U.S.....	4,284	4,542	3,863	2.8	2.9	2.5
Alabama.....	72	82	56	3.4	3.8	2.6
Alaska.....	20	20	16	6.2	5.7	4.8
Arizona.....	89	90	81	2.9	2.9	2.6
Arkansas.....	39	46	34	2.9	3.4	2.5
California.....	398	327	328	2.2	1.8	1.8
Colorado.....	95	110	79	3.3	3.8	2.7
Connecticut.....	38	34	32	2.3	2.0	1.9
Delaware.....	21	18	19	4.4	3.8	3.9
District of Columbia.....	19	22	15	2.5	2.8	2.0
Florida.....	251	265	271	2.7	2.7	2.8
Georgia.....	190	158	140	3.9	3.2	2.8
Hawaii.....	17	19	15	2.8	3.0	2.4
Idaho.....	34	35	34	4.1	4.0	4.0
Illinois.....	183	154	138	3.0	2.5	2.2
Indiana.....	85	108	80	2.7	3.3	2.4
Iowa.....	46	59	36	2.9	3.7	2.2
Kansas.....	38	49	34	2.7	3.4	2.3
Kentucky.....	68	74	60	3.4	3.7	2.9
Louisiana.....	61	85	67	3.2	4.3	3.4
Maine.....	20	14	19	3.1	2.2	2.9
Maryland.....	84	92	78	3.1	3.3	2.8
Massachusetts.....	93	64	76	2.5	1.7	2.0
Michigan.....	119	116	103	2.7	2.6	2.3
Minnesota.....	88	80	75	3.0	2.6	2.5
Mississippi.....	37	47	32	3.2	4.1	2.7
Missouri.....	74	91	73	2.5	3.0	2.4
Montana.....	25	21	24	4.8	4.1	4.6
Nebraska.....	26	36	25	2.5	3.5	2.4
Nevada.....	45	51	38	3.0	3.3	2.4
New Hampshire.....	22	16	20	3.2	2.3	2.8
New Jersey.....	121	84	109	2.8	1.9	2.5
New Mexico.....	23	29	23	2.7	3.3	2.6
New York.....	171	182	154	1.8	1.9	1.6
North Carolina.....	152	172	134	3.2	3.5	2.7
North Dakota.....	12	17	12	2.8	4.0	2.8
Ohio.....	153	186	136	2.7	3.3	2.4
Oklahoma.....	57	57	46	3.3	3.3	2.7
Oregon.....	63	62	55	3.2	3.1	2.7
Pennsylvania.....	119	146	125	2.0	2.4	2.0
Rhode Island.....	15	12	13	2.9	2.4	2.6
South Carolina.....	80	88	79	3.6	3.8	3.4
South Dakota.....	16	17	16	3.6	3.7	3.4
Tennessee.....	120	117	100	3.6	3.6	3.0
Texas.....	384	547	408	2.8	3.9	2.9
Utah.....	58	77	50	3.4	4.4	2.9
Vermont.....	9	8	8	2.8	2.7	2.5
Virginia.....	121	131	106	2.9	3.2	2.6
Washington.....	88	93	77	2.5	2.6	2.1
West Virginia.....	23	30	21	3.3	4.2	3.0
Wisconsin.....	88	90	80	2.9	3.0	2.7
Wyoming.....	13	14	12	4.4	4.6	4.1

p Preliminary

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

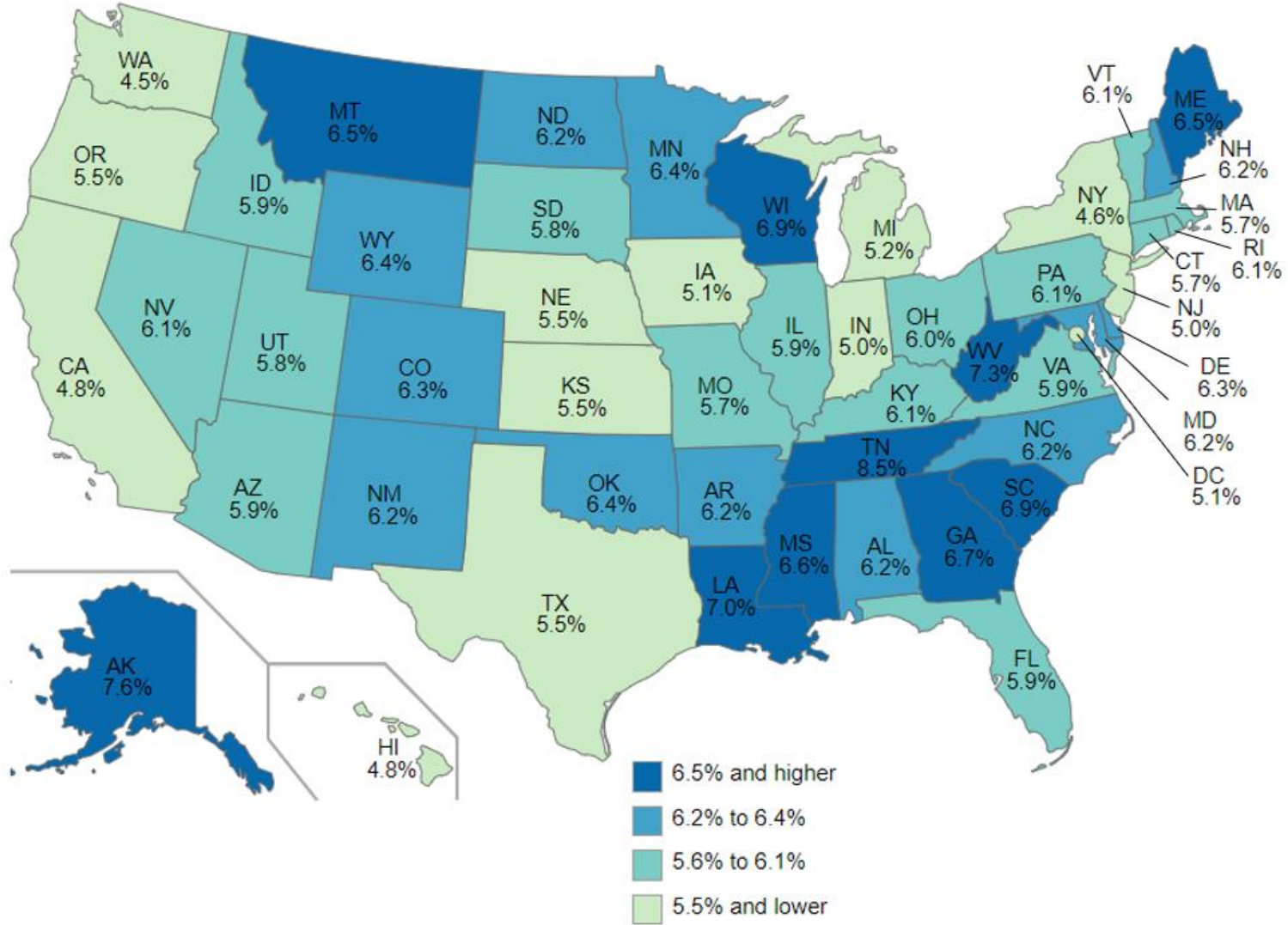
State	Levels (in thousands)			Rates		
	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>	Sept. 2022	Aug. 2023	Sept. 2023 <sup>p</sup>
TOTAL U.S.....	1,491	1,837	1,542	1.0	1.2	1.0
Alabama.....	16	26	25	0.8	1.2	1.2
Alaska.....	9	13	7	2.7	3.9	2.2
Arizona.....	25	46	23	0.8	1.5	0.7
Arkansas.....	11	14	14	0.8	1.0	1.1
California.....	155	181	133	0.9	1.0	0.7
Colorado.....	33	38	25	1.1	1.3	0.9
Connecticut.....	17	24	18	1.0	1.4	1.0
Delaware.....	6	6	8	1.2	1.2	1.7
District of Columbia.....	5	6	6	0.7	0.8	0.8
Florida.....	78	78	85	0.8	0.8	0.9
Georgia.....	40	54	42	0.8	1.1	0.9
Hawaii.....	5	9	6	0.8	1.4	1.0
Idaho.....	11	14	11	1.3	1.6	1.2
Illinois.....	69	93	48	1.1	1.5	0.8
Indiana.....	34	43	32	1.0	1.3	1.0
Iowa.....	15	25	18	0.9	1.6	1.2
Kansas.....	13	22	15	0.9	1.5	1.1
Kentucky.....	17	20	21	0.9	1.0	1.0
Louisiana.....	18	24	32	1.0	1.2	1.6
Maine.....	9	7	9	1.3	1.0	1.4
Maryland.....	26	29	33	0.9	1.0	1.2
Massachusetts.....	44	34	33	1.2	0.9	0.9
Michigan.....	55	50	51	1.3	1.1	1.2
Minnesota.....	25	42	42	0.9	1.4	1.4
Mississippi.....	14	15	13	1.2	1.2	1.1
Missouri.....	28	40	35	0.9	1.3	1.2
Montana.....	8	11	8	1.5	2.1	1.6
Nebraska.....	9	14	11	0.9	1.4	1.1
Nevada.....	11	21	14	0.8	1.4	0.9
New Hampshire.....	11	9	10	1.6	1.2	1.5
New Jersey.....	63	38	41	1.5	0.9	0.9
New Mexico.....	9	14	7	1.0	1.6	0.8
New York.....	124	139	116	1.3	1.4	1.2
North Carolina.....	44	77	53	0.9	1.6	1.1
North Dakota.....	5	7	5	1.1	1.7	1.1
Ohio.....	66	70	69	1.2	1.2	1.2
Oklahoma.....	14	22	19	0.8	1.3	1.1
Oregon.....	16	32	17	0.8	1.6	0.9
Pennsylvania.....	35	43	44	0.6	0.7	0.7
Rhode Island.....	6	7	7	1.3	1.3	1.4
South Carolina.....	19	29	32	0.8	1.3	1.4
South Dakota.....	6	7	7	1.3	1.6	1.5
Tennessee.....	27	34	39	0.8	1.0	1.2
Texas.....	119	123	115	0.9	0.9	0.8
Utah.....	15	23	17	0.9	1.4	1.0
Vermont.....	4	4	4	1.3	1.2	1.3
Virginia.....	39	43	43	0.9	1.0	1.0
Washington.....	29	55	32	0.8	1.5	0.9
West Virginia.....	7	9	9	0.9	1.3	1.3
Wisconsin.....	25	47	29	0.8	1.6	1.0
Wyoming.....	4	6	4	1.3	2.1	1.2

p Preliminary



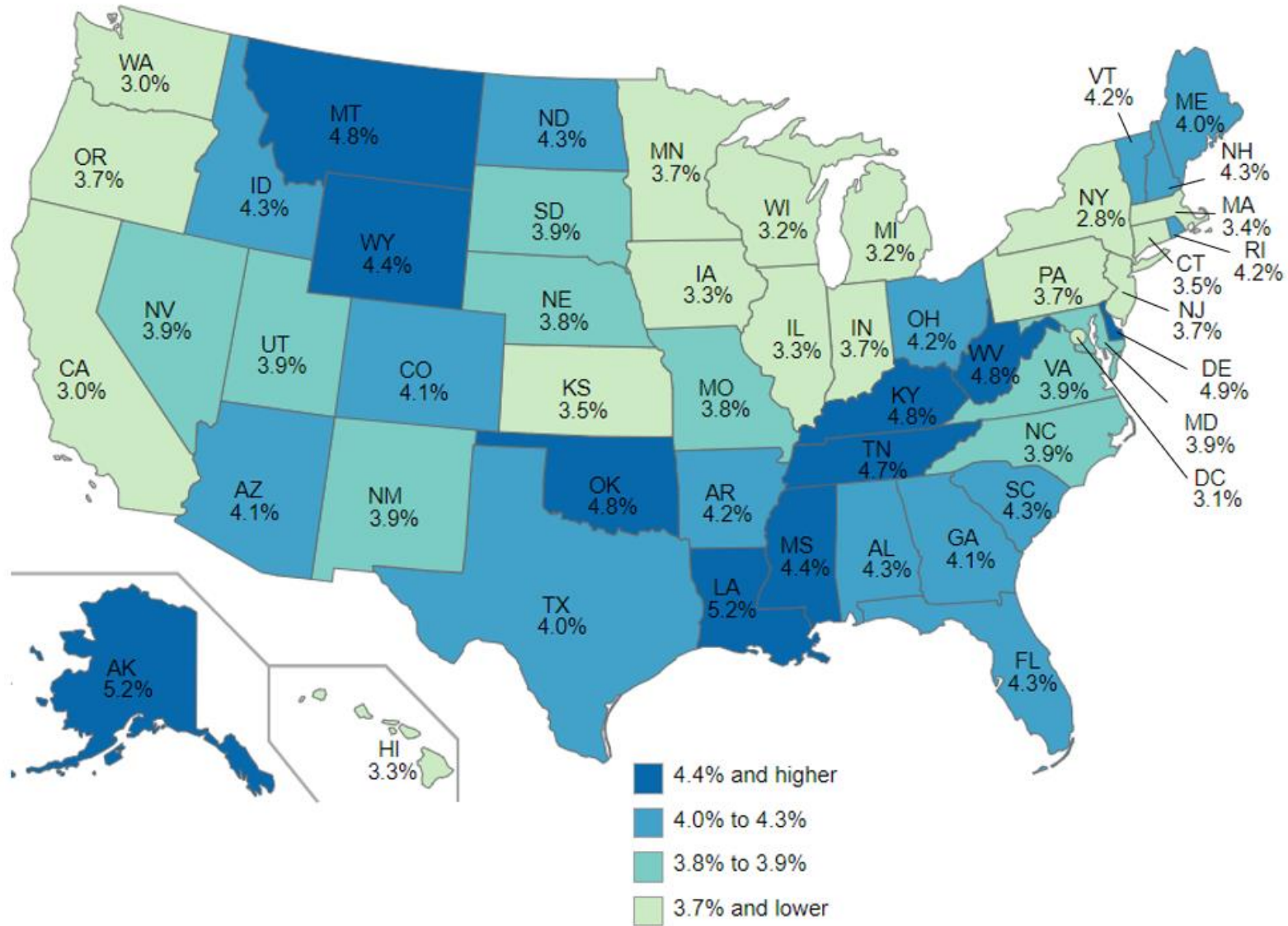
**Map 1. Job openings rates by state, seasonally adjusted, September 2023**

Total U.S. job openings rate = 5.7%



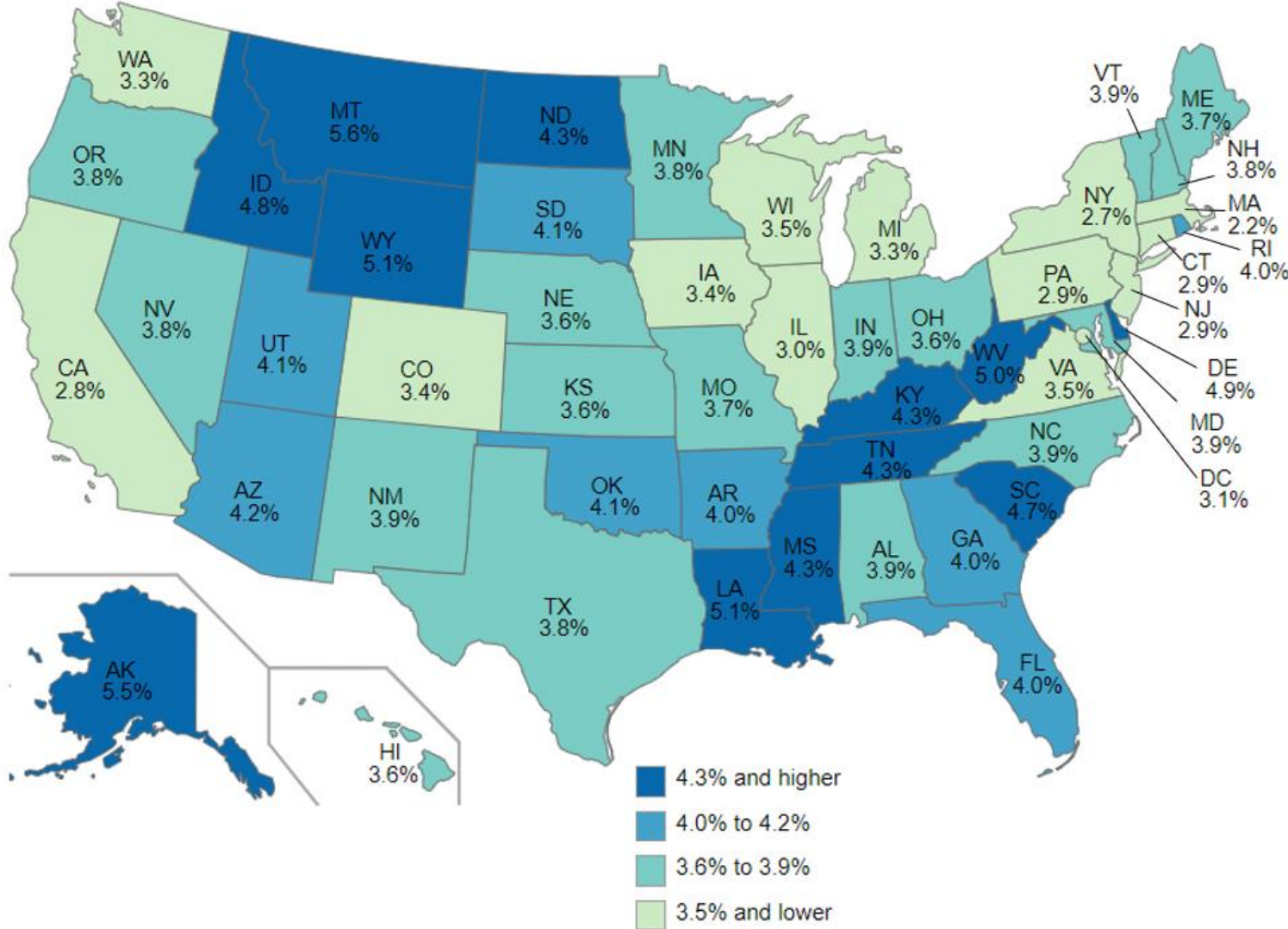
## Map 2. Hires rates by state, seasonally adjusted, September 2023

Total U.S. hires rate = 3.7%



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

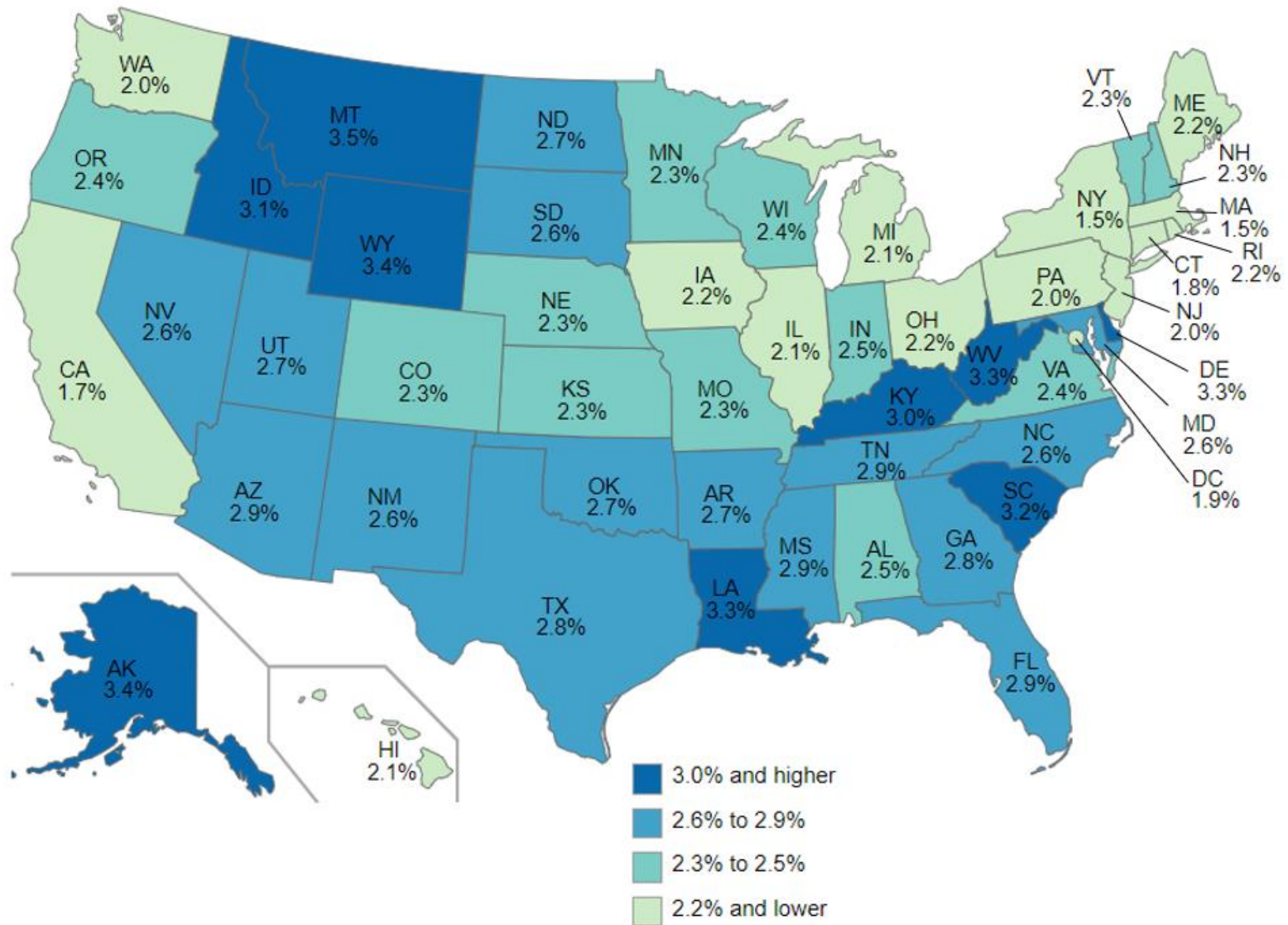
Total U.S. total separations rate = 3.5%





#### Map 4. Quits rates by state, seasonally adjusted, September 2023

Total U.S. quits rate = 2.3%



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

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

