

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Thursday, February 17, 2022

USDL-22-0264

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

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

STATE JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2021

Job openings rates increased in 7 states, decreased in 4 states, and were little changed in 39 states and the District of Columbia on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 6 states, increased in 1 state, and were little changed in 43 states and the District of Columbia. Total separations rates decreased in 15 states, increased in 2 states, and were little changed in 33 states and the District of Columbia. Nationally, the job openings, hires, and total separations rates were little changed in December. (See tables A-E.)

This release includes estimates of the number and rate of job openings, hires, total separations, quits, and layoffs and discharges for the total nonfarm sector and for all states and the District of Columbia.

Job Openings

In December, **job openings rates** increased in 7 states and decreased in 4 states. The largest increases in job openings rates occurred in Wyoming (+1.8 percentage points), Pennsylvania (+1.1 points), and Minnesota (+0.9 point). The job openings rates decreased in Alabama, Massachusetts, Michigan, and New York (-0.5 point each). The national job openings rate was unchanged. (See table A.)

The **number of job openings** increased in 9 states and decreased in 6 states in December. The largest increases occurred in Pennsylvania (+73,000), New Jersey (+29,000), and Minnesota (+28,000). The largest decreases in the job openings level occurred in New York (-52,000), Michigan (-24,000), and Ohio (-22,000). Nationally, the number of job openings was little changed. (See table A.)

Hires

In December, **hires rates** decreased in 6 states and increased in 1 state. The largest decreases in hires rates occurred in Hawaii (-2.1 percentage points), Florida (-1.3 points), and Idaho (-0.8 point). The increase occurred in Virginia (+0.5 percentage point). The national hires rate was little changed. (See table B.)

The **number of hires** decreased in 7 states in December. The largest decreases occurred in Florida (-116,000), California (-76,000), and Illinois (-27,000). Nationally, the number of hires decreased 333,000. (See table B.)

Total Separations

In December, **total separations rates** decreased in 15 states and increased in 2 states. The largest decreases occurred in New Hampshire (-2.1 percentage points), and Connecticut and Montana (-1.5 points each). The total separations rate increased in Alaska (+2.2 percentage points) and Virginia (+0.8 point). The national total separations rate was little changed over the month. (See table C.)

The **number of total separations** decreased in 15 states in December and increased in 2 states. The largest decreases occurred in Pennsylvania (-55,000), Illinois (-40,000), and Georgia (-39,000). The increases in total separations level occurred in Virginia (+31,000) and Alaska (+7,000). Nationally, the number of total separations decreased 305,000. (See table C.)

Quits

In December, **quits rates** decreased in 13 states and increased in 4 states. The largest decreases in quits rates occurred in New Hampshire (-1.6 percentage points), Montana (-1.0 point), and Kentucky (-0.9 point). The largest increases in the quits rate occurred in Alaska (+1.6 percentage points), Virginia (+0.7 point), and Ohio (+0.5 point). Over the month, the national quits rate was little changed. (See table D.)

The **number of quits** decreased in 12 states and increased in 4 states in December. The largest decreases in the quits level occurred in North Carolina (-34,000), Illinois (-30,000), and Georgia (-24,000). The largest increases in the quits level occurred in Virginia (+28,000), Ohio (+26,000), and Missouri (+10,000). Nationally, the number of quits edged down over the month (-161,000). (See table D.)

Layoffs and Discharges

In December, **layoffs and discharges rates** decreased in 10 states and increased in 1 state. The largest decreases in layoffs and discharges rates occurred in Wyoming (-1.1 percentage points), Connecticut (-0.9 point), and Montana and Pennsylvania (-0.7 point each). The increase occurred in Indiana (+0.3 percentage point). The national layoffs and discharges rate was little changed. (See table E.)

The **number of layoffs and discharges** decreased in 9 states and increased in 1 state in December. The largest decreases in layoffs and discharges were in Pennsylvania (-44,000), Florida (-36,000), and New Jersey (-25,000). The increase occurred in Indiana (+11,000). Nationally, the number of layoffs and discharges was little changed over the month. (See table E.)

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

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

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

State	Level (in thousands)			Rate		
	November 2021	December 2021 ^p	Over-the-month change ^p	November 2021	December 2021 ^p	Over-the-month change ^p
TOTAL U.S.....	10,775	10,925	150	6.8	6.8	0.0
Alabama.....	155	144	-11	7.0	6.5	-0.5
Kentucky.....	138	151	13	6.8	7.4	0.6
Maine.....	44	50	6	6.7	7.5	0.8
Massachusetts.....	290	269	-21	7.5	7.0	-0.5
Michigan.....	345	321	-24	7.5	7.0	-0.5
Minnesota.....	195	223	28	6.3	7.2	0.9
Montana.....	41	44	3	7.8	8.3	0.5*
New Jersey.....	280	309	29	6.4	7.1	0.7
New York.....	640	588	-52	6.6	6.1	-0.5
North Carolina.....	358	377	19	7.3	7.6	0.3*
Ohio.....	426	404	-22	7.3	7.0	-0.3*
Pennsylvania.....	422	495	73	6.8	7.9	1.1
Vermont.....	25	28	3	7.8	8.6	0.8
Wisconsin.....	218	204	-14	7.0	6.6	-0.4*
Wyoming.....	21	27	6	7.1	8.9	1.8

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	November 2021	December 2021 ^p	Over-the-month change ^p	November 2021	December 2021 ^p	Over-the-month change ^p
TOTAL U.S.....	6,596	6,263	-333	4.4	4.2	-0.2
California.....	700	624	-76	4.2	3.7	-0.5
Florida.....	457	341	-116	5.1	3.8	-1.3
Hawaii.....	37	25	-12	6.4	4.3	-2.1
Idaho.....	44	38	-6	5.6	4.8	-0.8
Illinois.....	277	250	-27	4.7	4.2	-0.5
Mississippi.....	59	52	-7	5.2	4.5	-0.7
New Mexico.....	38	32	-6	4.6	3.9	-0.7*
Virginia.....	149	169	20*	3.7	4.2	0.5

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	November 2021	December 2021 ^p	Over-the-month change ^p	November 2021	December 2021 ^p	Over-the-month change ^p
TOTAL U.S.....	6,205	5,900	-305	4.2	4.0	-0.2
Alabama.....	103	90	-13	5.0	4.4	-0.6
Alaska.....	17	24	7	5.5	7.7	2.2
Connecticut.....	74	51	-23	4.6	3.1	-1.5
Georgia.....	273	234	-39	5.9	5.0	-0.9
Illinois.....	247	207	-40	4.2	3.5	-0.7
Iowa.....	68	56	-12	4.4	3.6	-0.8
Kentucky.....	105	86	-19	5.5	4.5	-1.0
Louisiana.....	97	84	-13	5.2	4.5	-0.7
Maine.....	32	25	-7	5.2	4.1	-1.1
Montana.....	31	24	-7	6.4	4.9	-1.5
New Hampshire.....	40	26	-14	6.0	3.9	-2.1
New Jersey.....	159	130	-29	3.9	3.2	-0.7
North Carolina.....	238	209	-29	5.2	4.6	-0.6
North Dakota.....	24	20	-4	5.7	4.8	-0.9
Oklahoma.....	87	73	-14	5.3	4.4	-0.9
Pennsylvania.....	209	154	-55	3.6	2.7	-0.9
Virginia.....	140	171	31	3.5	4.3	0.8

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	November 2021	December 2021 ^P	Over-the-month change ^P	November 2021	December 2021 ^P	Over-the-month change ^P
TOTAL U.S.....	4,499	4,338	-161	3.0	2.9	-0.1
Alabama.....	78	63	-15	3.8	3.1	-0.7
Alaska.....	12	17	5	3.9	5.5	1.6
Connecticut.....	47	39	-8	2.9	2.4	-0.5
Georgia.....	199	175	-24	4.3	3.8	-0.5
Illinois.....	187	157	-30	3.2	2.7	-0.5
Iowa.....	44	39	-5*	2.9	2.5	-0.4
Kansas.....	44	38	-6	3.2	2.7	-0.5
Kentucky.....	79	62	-17	4.2	3.3	-0.9
Maine.....	22	19	-3	3.6	3.1	-0.5
Missouri.....	82	92	10	2.9	3.2	0.3
Montana.....	21	16	-5	4.3	3.3	-1.0
New Hampshire.....	29	19	-10	4.4	2.8	-1.6
North Carolina.....	181	147	-34	4.0	3.2	-0.8
North Dakota.....	17	13	-4	4.0	3.1	-0.9
Ohio.....	140	166	26	2.6	3.1	0.5
Oklahoma.....	60	53	-7	3.6	3.2	-0.4*
Pennsylvania.....	143	133	-10*	2.5	2.3	-0.2
Virginia.....	102	130	28	2.6	3.3	0.7

p Preliminary

* Not significant

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

State	Level (in thousands)			Rate		
	November 2021	December 2021 ^P	Over-the-month change ^P	November 2021	December 2021 ^P	Over-the-month change ^P
TOTAL U.S.....	1,309	1,169	-140	0.9	0.8	-0.1
Connecticut.....	21	7	-14	1.3	0.4	-0.9
Florida.....	97	61	-36	1.1	0.7	-0.4
Indiana.....	21	32	11	0.7	1.0	0.3
Iowa.....	20	14	-6	1.3	0.9	-0.4
Maine.....	7	4	-3	1.1	0.6	-0.5
Maryland.....	27	19	-8*	1.0	0.7	-0.3
Montana.....	8	5	-3	1.7	1.0	-0.7
New Hampshire.....	8	4	-4	1.2	0.6	-0.6
New Jersey.....	45	20	-25	1.1	0.5	-0.6
Pennsylvania.....	55	11	-44	0.9	0.2	-0.7
Wyoming.....	6	3	-3	2.2	1.1	-1.1

p Preliminary

* Not significant

Technical Note

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

Definitions and Methodology (National/State)

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

Data Element Definitions

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

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

- A specific position exists and there is work available for that position. The position can be full-time or part-time, and it can be permanent, short-term, or seasonal.

- The job could start within 30 days, whether or not the employer can find a suitable candidate during that time.
- The employer is actively recruiting workers from outside the establishment to fill the position. Active recruiting means that the establishment is taking steps to fill a position. It may include advertising in newspapers, on television, or on the radio; posting Internet notices, posting “help wanted” signs, networking or making “word-of-mouth” announcements; accepting applications; interviewing candidates; contacting employment agencies; or soliciting employees at job fairs, state or local employment offices, or similar sources.

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

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

Separations. Total Separations include all separations from the payroll during the entire reference month and is reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily with the exception of retirements or

transfers to other locations. Layoffs and discharges includes involuntary separations initiated by the employer including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability; and deaths. Excluded from other separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The other separations component is not published for states due to its comparatively high error, and because it comprises less than 8% of total separations. The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits and layoffs and discharges rates are computed similarly.

State Estimates Methodology

The JOLTS sample of 21,000 establishments does not directly support the production of sample based state estimates. However, state estimates have been produced by combining the available sample with model-based estimates.

These estimates consist of four major estimating models; the **Composite Regional** model, the **Synthetic** model, the **Composite Synthetic** model, and the **Extended Composite Synthetic** model. The Composite Regional model uses JOLTS microdata, JOLTS regional published estimates, and Current Employment Statistics (CES) employment data. The Composite Synthetic model uses JOLTS microdata and Synthetic model estimates derived from monthly employment changes in microdata from the Quarterly Census of Employment and Wages (QCEW), and JOLTS published regional data. The Extended Composite Synthetic extends the Composite Synthetic estimates by ratio-adjusting the Composite Synthetic by the ratio of the current Composite Regional model estimate to the Composite Regional model estimate from one year ago.

The Extended Composite Synthetic model (and its major component—the Composite Regional

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

The Composite Regional model calculates state-level JOLTS estimates from JOLTS microdata using sample weights, and the adjustments for non-response (NRAF). The Composite Regional estimate is then benchmarked to CES state-supersector employment to produce state-supersector estimates. The JOLTS sample, by itself, cannot ensure a reasonably sized sample for each state-supersector cell. The small JOLTS sample results in quite a number of state-supersector cells that lack enough data to produce a reasonable estimate. To overcome this issue, the state-level estimates derived directly from the JOLTS sample are augmented using JOLTS regional estimates when the number of respondents is low (that is, less than 30). This approach is known as a composite estimate which leverages the small JOLTS sample to the greatest extent possible and supplements that with a model-based estimate.

In this approach, the JOLTS microdata-based estimate is used, without model augmentation, in all state-supersector cells that have 30 or more respondents. The JOLTS regional estimate will be used, without a sample-based component, in all state-supersector cells that have fewer than five respondents. In all state-supersector cells with 5–30 respondents an estimate is calculated that is a composition of a weighted estimate of the microdata-based estimate and a weighted estimate of the JOLTS regional estimate. The weight assigned to the JOLTS data in those cells is proportional the number of JOLTS respondents in the cell ($\text{weight} = \frac{n}{30}$, where n is the number of respondents).

Benchmarking. The JOLTS State estimates utilize and leverage data from three BLS programs; JOLTS, CES, and QCEW. These state estimates are published as a historical series comprised of an historical annually revised benchmark component for

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

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

Reliability of the estimates

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

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons including: the failure to include a segment of the population; the inability to obtain data from all units in the sample; the inability or unwillingness of respondents to provide data on a timely basis; mistakes made by respondents; errors made in the collection or processing of the data; and errors from the employment benchmark data used in estimation.

The JOLTS State variance estimates account for both sampling error and the error attributable to modeling. A small area domain model uses a Bayesian model to develop estimates of JOLTS State variance. The small area model uses QCEW-based JOLTS synthetic model data to generate a Bayesian prior distribution, then updates the prior distribution using JOLTS microdata and sample-based variance estimates at the State and US Census Regional level to generate a Bayesian posterior distribution. Once the Bayesian posterior distribution has been generated, an estimate of JOLTS State variance estimates is made by drawing 2,500 estimates from the Bayesian posterior distribution. This Bayesian approach thus indirectly accounts for sampling error and directly for model error.

Other information

Detailed information about the JOLTS State methodology can be found at:
www.bls.gov/jlt/jlt_statedata_methodology.htm

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				
	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	6,752	10,602	11,091	10,775	10,925	4.5	6.7	7.0	6.8	6.8
Alabama.....	105	143	157	155	144	5.0	6.5	7.1	7.0	6.5
Alaska.....	22	30	29	30	32	6.7	8.9	8.5	8.8	9.3
Arizona.....	164	214	227	221	218	5.4	6.7	7.1	6.9	6.8
Arkansas.....	61	95	90	85	87	4.6	7.0	6.6	6.2	6.3
California.....	661	1,157	1,158	1,164	1,192	4.0	6.5	6.5	6.5	6.6
Colorado.....	120	192	214	217	228	4.4	6.5	7.2	7.3	7.6
Connecticut.....	67	100	104	114	110	4.1	5.8	6.0	6.6	6.4
Delaware.....	19	31	31	29	30	4.1	6.4	6.4	6.0	6.2
District of Columbia.....	28	39	40	41	39	3.7	4.9	5.0	5.1	4.9
Florida.....	390	656	713	623	650	4.4	6.9	7.4	6.5	6.8
Georgia.....	275	417	412	419	403	5.8	8.3	8.2	8.3	8.0
Hawaii.....	29	27	53	53	54	5.1	4.5	8.4	8.4	8.5
Idaho.....	42	54	62	60	63	5.1	6.4	7.3	7.1	7.4
Illinois.....	264	436	427	395	398	4.5	7.0	6.8	6.3	6.3
Indiana.....	145	230	246	241	255	4.6	7.0	7.4	7.2	7.6
Iowa.....	71	113	118	115	120	4.5	6.8	7.1	6.9	7.2
Kansas.....	68	86	98	96	95	4.8	5.8	6.6	6.4	6.4
Kentucky.....	91	145	149	138	151	4.7	7.2	7.3	6.8	7.4
Louisiana.....	88	138	156	129	137	4.6	7.0	7.8	6.5	6.8
Maine.....	29	50	42	44	50	4.6	7.5	6.4	6.7	7.5
Maryland.....	131	210	224	205	214	4.8	7.3	7.7	7.1	7.3
Massachusetts.....	147	281	302	290	269	4.2	7.4	7.9	7.5	7.0
Michigan.....	217	366	397	345	321	5.1	8.0	8.6	7.5	7.0
Minnesota.....	107	194	255	195	223	3.8	6.3	8.1	6.3	7.2
Mississippi.....	59	84	87	80	84	5.0	6.9	7.1	6.5	6.8
Missouri.....	134	205	244	224	225	4.6	6.7	7.9	7.3	7.3
Montana.....	28	38	43	41	44	5.6	7.3	8.2	7.8	8.3
Nebraska.....	49	71	75	73	73	4.7	6.5	6.8	6.7	6.7
Nevada.....	61	109	112	109	105	4.6	7.5	7.6	7.4	7.1
New Hampshire.....	34	54	51	60	63	5.0	7.5	7.1	8.3	8.6
New Jersey.....	219	294	301	280	309	5.4	6.8	6.9	6.4	7.1
New Mexico.....	40	66	68	63	61	4.9	7.5	7.7	7.1	6.9
New York.....	348	553	565	640	588	3.8	5.8	5.9	6.6	6.1
North Carolina.....	238	329	344	358	377	5.1	6.8	7.0	7.3	7.6
North Dakota.....	19	32	33	32	32	4.5	7.1	7.3	7.1	7.1
Ohio.....	249	378	423	426	404	4.5	6.6	7.3	7.3	7.0
Oklahoma.....	81	123	124	117	119	4.8	6.9	7.0	6.6	6.7
Oregon.....	92	142	145	139	148	4.9	7.0	7.1	6.8	7.2
Pennsylvania.....	261	412	411	422	495	4.5	6.7	6.7	6.8	7.9
Rhode Island.....	23	38	40	38	38	4.8	7.3	7.7	7.3	7.3
South Carolina.....	128	182	182	172	182	5.7	7.8	7.8	7.4	7.8
South Dakota.....	23	34	37	31	32	5.1	7.2	7.8	6.6	6.9
Tennessee.....	142	227	242	232	223	4.5	6.8	7.2	6.9	6.7
Texas.....	554	837	901	878	886	4.3	6.1	6.5	6.3	6.4
Utah.....	80	110	124	115	122	4.9	6.4	7.1	6.6	7.0
Vermont.....	15	25	24	25	28	5.0	7.8	7.5	7.8	8.6
Virginia.....	207	336	288	296	298	5.1	7.9	6.8	6.9	7.0
Washington.....	146	224	229	225	219	4.3	6.1	6.2	6.1	5.9
West Virginia.....	46	60	57	54	55	6.4	8.0	7.6	7.2	7.3
Wisconsin.....	118	219	217	218	204	4.0	7.1	7.0	7.0	6.6
Wyoming.....	17	20	22	21	27	5.8	6.8	7.4	7.1	8.9

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	5,411	6,546	6,506	6,596	6,263	3.8	4.4	4.4	4.4	4.2
Alabama.....	80	106	105	100	94	4.0	5.2	5.1	4.9	4.6
Alaska.....	17	21	19	20	18	5.6	6.9	6.1	6.4	5.8
Arizona.....	105	139	128	135	136	3.7	4.7	4.3	4.5	4.5
Arkansas.....	53	66	61	62	64	4.2	5.2	4.8	4.8	5.0
California.....	559	656	691	700	624	3.5	3.9	4.1	4.2	3.7
Colorado.....	96	141	124	139	128	3.7	5.1	4.5	5.0	4.6
Connecticut.....	53	64	60	65	62	3.4	4.0	3.7	4.0	3.8
Delaware.....	17	23	21	21	21	3.8	5.1	4.7	4.6	4.6
District of Columbia.....	16	20	21	23	21	2.2	2.7	2.8	3.0	2.8
Florida.....	313	420	456	457	341	3.7	4.7	5.1	5.1	3.8
Georgia.....	194	268	247	241	238	4.4	5.8	5.4	5.2	5.1
Hawaii.....	22	22	37	37	25	4.1	3.8	6.4	6.4	4.3
Idaho.....	36	40	37	44	38	4.6	5.1	4.7	5.6	4.8
Illinois.....	235	261	255	277	250	4.2	4.5	4.4	4.7	4.2
Indiana.....	124	150	142	145	149	4.1	4.9	4.6	4.7	4.8
Iowa.....	64	64	62	62	63	4.2	4.2	4.0	4.0	4.1
Kansas.....	47	49	55	57	56	3.5	3.5	4.0	4.1	4.0
Kentucky.....	87	100	98	104	98	4.7	5.3	5.2	5.5	5.1
Louisiana.....	81	94	102	98	91	4.4	5.2	5.5	5.2	4.9
Maine.....	24	32	28	28	28	4.0	5.2	4.6	4.6	4.5
Maryland.....	83	104	99	101	103	3.2	3.9	3.7	3.7	3.8
Massachusetts.....	108	145	142	121	131	3.2	4.1	4.0	3.4	3.7
Michigan.....	161	198	201	203	203	4.0	4.7	4.8	4.8	4.8
Minnesota.....	90	89	98	110	103	3.3	3.1	3.4	3.8	3.6
Mississippi.....	49	66	58	59	52	4.4	5.8	5.1	5.2	4.5
Missouri.....	97	121	116	115	110	3.5	4.2	4.1	4.0	3.8
Montana.....	22	28	25	27	25	4.6	5.8	5.2	5.6	5.1
Nebraska.....	40	40	37	45	42	4.0	3.9	3.6	4.4	4.1
Nevada.....	49	85	78	66	58	3.8	6.3	5.7	4.8	4.2
New Hampshire.....	26	32	34	32	30	4.1	4.8	5.1	4.8	4.5
New Jersey.....	148	177	167	154	139	3.8	4.4	4.1	3.8	3.4
New Mexico.....	27	41	37	38	32	3.5	5.0	4.5	4.6	3.9
New York.....	268	321	321	323	340	3.1	3.6	3.6	3.6	3.7
North Carolina.....	220	234	222	234	227	5.0	5.2	4.9	5.1	5.0
North Dakota.....	17	20	20	20	20	4.2	4.8	4.8	4.8	4.8
Ohio.....	208	232	224	203	219	3.9	4.3	4.2	3.8	4.1
Oklahoma.....	64	78	84	81	80	4.0	4.7	5.1	4.9	4.8
Oregon.....	61	88	86	82	77	3.4	4.7	4.6	4.3	4.0
Pennsylvania.....	210	222	242	252	236	3.7	3.9	4.2	4.4	4.1
Rhode Island.....	19	24	25	23	23	4.2	5.0	5.2	4.8	4.7
South Carolina.....	93	111	117	125	114	4.4	5.2	5.4	5.8	5.3
South Dakota.....	18	20	18	19	19	4.2	4.6	4.1	4.4	4.4
Tennessee.....	119	152	161	160	144	3.9	4.9	5.2	5.1	4.6
Texas.....	513	605	594	638	643	4.1	4.7	4.6	4.9	4.9
Utah.....	59	71	73	76	68	3.8	4.4	4.5	4.7	4.2
Vermont.....	12	15	14	14	15	4.2	5.1	4.7	4.7	5.1
Virginia.....	145	182	153	149	169	3.7	4.6	3.9	3.7	4.2
Washington.....	118	138	138	138	124	3.6	4.0	4.0	4.0	3.6
West Virginia.....	30	35	36	35	35	4.5	5.1	5.2	5.0	5.0
Wisconsin.....	101	120	120	120	122	3.6	4.2	4.2	4.1	4.2
Wyoming.....	13	15	14	15	14	4.7	5.5	5.1	5.4	5.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	5,582	6,147	5,891	6,205	5,900	3.9	4.2	4.0	4.2	4.0
Alabama.....	76	102	95	103	90	3.8	5.0	4.6	5.0	4.4
Alaska.....	19	18	14	17	24	6.2	5.9	4.5	5.5	7.7
Arizona.....	120	123	116	130	128	4.2	4.1	3.9	4.3	4.3
Arkansas.....	55	63	60	61	62	4.4	5.0	4.7	4.8	4.8
California.....	638	561	568	570	613	4.0	3.4	3.4	3.4	3.6
Colorado.....	145	142	155	141	141	5.5	5.2	5.6	5.1	5.1
Connecticut.....	62	63	56	74	51	3.9	3.9	3.5	4.6	3.1
Delaware.....	19	20	20	22	20	4.3	4.4	4.4	4.9	4.4
District of Columbia.....	22	22	23	24	24	3.0	2.9	3.0	3.2	3.2
Florida.....	334	383	380	427	403	3.9	4.3	4.3	4.8	4.5
Georgia.....	208	264	220	273	234	4.7	5.8	4.8	5.9	5.0
Hawaii.....	16	54	24	23	21	3.0	9.4	4.2	4.0	3.6
Idaho.....	34	39	39	40	38	4.4	5.0	5.0	5.1	4.8
Illinois.....	248	265	205	247	207	4.4	4.6	3.5	4.2	3.5
Indiana.....	118	133	132	143	145	3.9	4.3	4.3	4.6	4.7
Iowa.....	40	62	56	68	56	2.6	4.0	3.6	4.4	3.6
Kansas.....	43	51	56	60	54	3.2	3.7	4.0	4.3	3.9
Kentucky.....	78	93	86	105	86	4.2	4.9	4.6	5.5	4.5
Louisiana.....	76	97	87	97	84	4.1	5.3	4.7	5.2	4.5
Maine.....	23	26	26	32	25	3.8	4.2	4.2	5.2	4.1
Maryland.....	70	102	96	103	92	2.7	3.8	3.6	3.8	3.4
Massachusetts.....	99	152	125	123	121	2.9	4.3	3.5	3.5	3.4
Michigan.....	174	203	191	188	191	4.3	4.8	4.5	4.4	4.5
Minnesota.....	89	107	93	110	108	3.3	3.7	3.2	3.8	3.7
Mississippi.....	58	59	56	60	55	5.2	5.2	4.9	5.2	4.8
Missouri.....	103	120	114	108	121	3.7	4.2	4.0	3.8	4.2
Montana.....	20	28	26	31	24	4.2	5.8	5.4	6.4	4.9
Nebraska.....	33	43	42	42	40	3.3	4.2	4.1	4.1	3.9
Nevada.....	67	80	69	66	66	5.2	5.9	5.1	4.8	4.8
New Hampshire.....	24	35	30	40	26	3.8	5.3	4.5	6.0	3.9
New Jersey.....	146	154	147	159	130	3.8	3.8	3.6	3.9	3.2
New Mexico.....	39	33	34	37	39	5.0	4.1	4.2	4.5	4.7
New York.....	239	268	268	284	271	2.7	3.0	3.0	3.1	3.0
North Carolina.....	195	223	233	238	209	4.4	4.9	5.1	5.2	4.6
North Dakota.....	15	21	23	24	20	3.7	5.0	5.5	5.7	4.8
Ohio.....	202	244	203	202	221	3.8	4.6	3.8	3.7	4.1
Oklahoma.....	62	73	72	87	73	3.8	4.4	4.4	5.3	4.4
Oregon.....	81	86	82	86	85	4.5	4.6	4.3	4.5	4.5
Pennsylvania.....	228	187	241	209	154	4.1	3.3	4.2	3.6	2.7
Rhode Island.....	24	23	21	22	22	5.2	4.8	4.4	4.6	4.5
South Carolina.....	82	99	110	106	102	3.9	4.6	5.1	4.9	4.7
South Dakota.....	15	18	18	18	17	3.5	4.1	4.1	4.1	3.9
Tennessee.....	122	139	133	145	136	4.0	4.5	4.3	4.7	4.3
Texas.....	578	554	540	545	531	4.7	4.3	4.2	4.2	4.1
Utah.....	58	75	68	74	68	3.7	4.6	4.2	4.5	4.2
Vermont.....	13	15	15	16	15	4.5	5.1	5.1	5.4	5.1
Virginia.....	123	147	145	140	171	3.2	3.7	3.7	3.5	4.3
Washington.....	122	115	122	119	124	3.7	3.3	3.6	3.4	3.6
West Virginia.....	29	36	33	33	32	4.3	5.2	4.8	4.8	4.6
Wisconsin.....	86	115	109	117	115	3.0	4.0	3.8	4.0	4.0
Wyoming.....	12	13	13	16	14	4.4	4.7	4.7	5.8	5.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	3,407	4,362	4,157	4,499	4,338	2.4	3.0	2.8	3.0	2.9
Alabama.....	52	69	65	78	63	2.6	3.4	3.2	3.8	3.1
Alaska.....	11	11	10	12	17	3.6	3.6	3.2	3.9	5.5
Arizona.....	88	91	87	98	94	3.1	3.1	2.9	3.3	3.1
Arkansas.....	36	44	40	45	43	2.9	3.5	3.1	3.5	3.3
California.....	314	400	391	428	431	2.0	2.4	2.3	2.5	2.6
Colorado.....	79	106	111	91	83	3.0	3.9	4.0	3.3	3.0
Connecticut.....	29	43	35	47	39	1.8	2.7	2.2	2.9	2.4
Delaware.....	13	14	14	16	15	2.9	3.1	3.1	3.5	3.3
District of Columbia.....	14	15	15	17	16	1.9	2.0	2.0	2.2	2.1
Florida.....	220	277	270	318	315	2.6	3.1	3.0	3.5	3.5
Georgia.....	139	185	153	199	175	3.1	4.0	3.3	4.3	3.8
Hawaii.....	8	38	17	16	14	1.5	6.6	2.9	2.8	2.4
Idaho.....	21	30	28	28	26	2.7	3.8	3.6	3.6	3.3
Illinois.....	151	189	150	187	157	2.7	3.3	2.6	3.2	2.7
Indiana.....	85	101	104	115	108	2.8	3.3	3.4	3.7	3.5
Iowa.....	28	39	37	44	39	1.9	2.5	2.4	2.9	2.5
Kansas.....	30	35	41	44	38	2.2	2.5	3.0	3.2	2.7
Kentucky.....	52	63	56	79	62	2.8	3.3	3.0	4.2	3.3
Louisiana.....	55	71	63	69	64	3.0	3.9	3.4	3.7	3.4
Maine.....	12	20	18	22	19	2.0	3.3	2.9	3.6	3.1
Maryland.....	45	64	66	69	67	1.7	2.4	2.5	2.6	2.5
Massachusetts.....	50	90	84	85	93	1.5	2.6	2.4	2.4	2.6
Michigan.....	112	129	125	135	143	2.8	3.1	3.0	3.2	3.4
Minnesota.....	56	67	66	75	80	2.1	2.3	2.3	2.6	2.8
Mississippi.....	40	43	40	45	41	3.6	3.8	3.5	3.9	3.6
Missouri.....	75	91	86	82	92	2.7	3.2	3.0	2.9	3.2
Montana.....	12	21	18	21	16	2.5	4.4	3.7	4.3	3.3
Nebraska.....	24	30	29	29	28	2.4	2.9	2.8	2.8	2.7
Nevada.....	34	57	49	45	44	2.7	4.2	3.6	3.3	3.2
New Hampshire.....	13	25	19	29	19	2.0	3.8	2.9	4.4	2.8
New Jersey.....	71	94	101	100	99	1.8	2.3	2.5	2.5	2.4
New Mexico.....	24	23	22	25	25	3.1	2.8	2.7	3.0	3.0
New York.....	143	184	173	196	195	1.6	2.0	1.9	2.2	2.1
North Carolina.....	120	156	160	181	147	2.7	3.4	3.5	4.0	3.2
North Dakota.....	10	13	13	17	13	2.5	3.1	3.1	4.0	3.1
Ohio.....	124	156	147	140	166	2.3	2.9	2.7	2.6	3.1
Oklahoma.....	43	54	51	60	53	2.7	3.3	3.1	3.6	3.2
Oregon.....	49	67	58	59	59	2.7	3.6	3.1	3.1	3.1
Pennsylvania.....	102	135	156	143	133	1.8	2.4	2.7	2.5	2.3
Rhode Island.....	11	16	14	15	15	2.4	3.3	2.9	3.1	3.1
South Carolina.....	54	69	80	81	73	2.6	3.2	3.7	3.8	3.4
South Dakota.....	10	12	13	12	11	2.3	2.7	3.0	2.8	2.5
Tennessee.....	85	99	94	113	102	2.8	3.2	3.0	3.6	3.3
Texas.....	396	440	429	407	409	3.2	3.4	3.3	3.1	3.1
Utah.....	36	57	48	55	49	2.3	3.5	2.9	3.4	3.0
Vermont.....	7	9	11	12	11	2.4	3.1	3.7	4.1	3.7
Virginia.....	83	115	105	102	130	2.1	2.9	2.7	2.6	3.3
Washington.....	61	81	88	84	84	1.9	2.4	2.6	2.4	2.4
West Virginia.....	20	26	21	25	24	3.0	3.8	3.0	3.6	3.4
Wisconsin.....	56	88	78	92	90	2.0	3.1	2.7	3.2	3.1
Wyoming.....	7	9	10	10	9	2.6	3.3	3.6	3.6	3.3

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	1,823	1,396	1,350	1,309	1,169	1.3	0.9	0.9	0.9	0.8
Alabama.....	19	26	23	19	20	0.9	1.3	1.1	0.9	1.0
Alaska.....	7	5	3	4	5	2.3	1.6	1.0	1.3	1.6
Arizona.....	27	21	24	25	25	0.9	0.7	0.8	0.8	0.8
Arkansas.....	15	15	14	12	15	1.2	1.2	1.1	0.9	1.2
California.....	290	121	129	104	121	1.8	0.7	0.8	0.6	0.7
Colorado.....	54	24	35	38	44	2.1	0.9	1.3	1.4	1.6
Connecticut.....	29	15	18	21	7	1.8	0.9	1.1	1.3	0.4
Delaware.....	5	4	5	4	4	1.1	0.9	1.1	0.9	0.9
District of Columbia.....	6	5	6	5	6	0.8	0.7	0.8	0.7	0.8
Florida.....	95	86	90	97	61	1.1	1.0	1.0	1.1	0.7
Georgia.....	51	60	53	53	50	1.1	1.3	1.2	1.1	1.1
Hawaii.....	6	12	6	6	5	1.1	2.1	1.0	1.0	0.9
Idaho.....	11	7	9	10	8	1.4	0.9	1.1	1.3	1.0
Illinois.....	86	58	48	47	41	1.5	1.0	0.8	0.8	0.7
Indiana.....	27	26	22	21	32	0.9	0.8	0.7	0.7	1.0
Iowa.....	9	19	15	20	14	0.6	1.2	1.0	1.3	0.9
Kansas.....	10	12	11	12	12	0.7	0.9	0.8	0.9	0.9
Kentucky.....	21	25	24	20	19	1.1	1.3	1.3	1.1	1.0
Louisiana.....	17	21	18	21	16	0.9	1.2	1.0	1.1	0.9
Maine.....	9	4	6	7	4	1.5	0.7	1.0	1.1	0.6
Maryland.....	21	31	22	27	19	0.8	1.2	0.8	1.0	0.7
Massachusetts.....	40	50	31	27	20	1.2	1.4	0.9	0.8	0.6
Michigan.....	50	63	50	42	37	1.2	1.5	1.2	1.0	0.9
Minnesota.....	29	25	21	23	21	1.1	0.9	0.7	0.8	0.7
Mississippi.....	14	12	13	11	11	1.2	1.1	1.1	1.0	1.0
Missouri.....	23	24	23	18	22	0.8	0.8	0.8	0.6	0.8
Montana.....	7	6	6	8	5	1.5	1.2	1.2	1.7	1.0
Nebraska.....	7	10	9	10	10	0.7	1.0	0.9	1.0	1.0
Nevada.....	30	19	17	17	15	2.3	1.4	1.2	1.2	1.1
New Hampshire.....	10	8	9	8	4	1.6	1.2	1.4	1.2	0.6
New Jersey.....	67	51	38	45	20	1.7	1.3	0.9	1.1	0.5
New Mexico.....	14	8	8	9	9	1.8	1.0	1.0	1.1	1.1
New York.....	69	65	78	66	57	0.8	0.7	0.9	0.7	0.6
North Carolina.....	65	55	50	44	48	1.5	1.2	1.1	1.0	1.0
North Dakota.....	5	6	9	5	6	1.2	1.4	2.2	1.2	1.4
Ohio.....	63	78	46	47	45	1.2	1.5	0.9	0.9	0.8
Oklahoma.....	15	15	14	20	15	0.9	0.9	0.8	1.2	0.9
Oregon.....	29	11	20	20	18	1.6	0.6	1.1	1.1	0.9
Pennsylvania.....	115	39	72	55	11	2.1	0.7	1.2	0.9	0.2
Rhode Island.....	12	6	6	5	5	2.6	1.2	1.3	1.0	1.0
South Carolina.....	19	24	24	20	24	0.9	1.1	1.1	0.9	1.1
South Dakota.....	4	4	4	4	4	0.9	0.9	0.9	0.9	0.9
Tennessee.....	32	30	30	25	26	1.1	1.0	1.0	0.8	0.8
Texas.....	139	88	81	107	103	1.1	0.7	0.6	0.8	0.8
Utah.....	18	13	16	14	12	1.2	0.8	1.0	0.9	0.7
Vermont.....	5	5	4	3	3	1.7	1.7	1.4	1.0	1.0
Virginia.....	34	28	30	29	30	0.9	0.7	0.8	0.7	0.8
Washington.....	56	25	25	24	30	1.7	0.7	0.7	0.7	0.9
West Virginia.....	7	7	10	5	6	1.0	1.0	1.4	0.7	0.9
Wisconsin.....	24	19	24	17	20	0.8	0.7	0.8	0.6	0.7
Wyoming.....	4	3	3	6	3	1.5	1.1	1.1	2.2	1.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2020	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	6,032	10,147	9,946	4.0	6.3	6.2
Alabama.....	96	146	130	4.5	6.6	5.9
Alaska.....	16	22	27	5.4	7.0	8.4
Arizona.....	154	202	201	5.0	6.2	6.2
Arkansas.....	53	77	76	4.0	5.7	5.5
California.....	568	1,096	1,075	3.4	6.0	5.9
Colorado.....	105	191	208	3.8	6.4	6.9
Connecticut.....	59	108	102	3.6	6.1	5.8
Delaware.....	16	25	23	3.4	5.3	4.8
District of Columbia.....	22	38	32	2.9	4.8	4.1
Florida.....	370	614	617	4.1	6.3	6.4
Georgia.....	268	403	386	5.6	7.9	7.6
Hawaii.....	30	56	56	5.2	8.8	8.7
Idaho.....	38	54	59	4.7	6.4	6.9
Illinois.....	246	368	363	4.2	5.8	5.8
Indiana.....	121	228	229	3.8	6.8	6.8
Iowa.....	60	106	109	3.8	6.3	6.5
Kansas.....	62	91	86	4.3	6.1	5.8
Kentucky.....	81	132	134	4.2	6.4	6.5
Louisiana.....	76	116	122	3.9	5.8	6.0
Maine.....	27	40	48	4.3	6.2	7.2
Maryland.....	121	181	191	4.4	6.2	6.5
Massachusetts.....	131	284	245	3.7	7.3	6.4
Michigan.....	189	325	272	4.5	7.1	6.0
Minnesota.....	99	185	211	3.5	6.0	6.8
Mississippi.....	55	72	76	4.6	5.8	6.2
Missouri.....	118	213	206	4.0	6.9	6.7
Montana.....	27	35	43	5.4	6.7	8.1
Nebraska.....	45	72	68	4.3	6.5	6.2
Nevada.....	55	101	93	4.1	6.8	6.3
New Hampshire.....	34	56	62	5.1	7.8	8.5
New Jersey.....	201	272	293	4.9	6.2	6.6
New Mexico.....	35	56	53	4.3	6.4	5.9
New York.....	306	614	548	3.4	6.3	5.6
North Carolina.....	212	336	347	4.5	6.8	7.0
North Dakota.....	17	28	29	4.0	6.3	6.5
Ohio.....	211	415	360	3.8	7.1	6.2
Oklahoma.....	72	104	105	4.3	5.8	5.9
Oregon.....	79	125	133	4.2	6.1	6.5
Pennsylvania.....	236	394	463	4.0	6.3	7.3
Rhode Island.....	19	35	35	4.1	6.6	6.7
South Carolina.....	110	155	159	4.9	6.6	6.8
South Dakota.....	20	29	30	4.5	6.2	6.4
Tennessee.....	129	220	197	4.0	6.5	5.9
Texas.....	486	843	790	3.8	6.0	5.7
Utah.....	72	101	114	4.4	5.8	6.5
Vermont.....	17	22	30	5.4	6.8	8.9
Virginia.....	186	281	272	4.6	6.5	6.3
Washington.....	118	205	184	3.5	5.6	5.0
West Virginia.....	41	47	47	5.8	6.3	6.3
Wisconsin.....	106	212	182	3.6	6.8	5.9
Wyoming.....	16	17	27	5.7	6.0	8.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2020	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	4,059	6,132	4,692	2.8	4.1	3.1
Alabama.....	60	93	69	2.9	4.5	3.3
Alaska.....	10	12	10	3.4	4.2	3.3
Arizona.....	74	129	103	2.5	4.3	3.4
Arkansas.....	35	52	45	2.7	4.0	3.5
California.....	411	692	453	2.6	4.1	2.7
Colorado.....	78	124	102	3.0	4.5	3.6
Connecticut.....	38	61	45	2.4	3.7	2.8
Delaware.....	11	18	13	2.5	4.0	2.9
District of Columbia.....	11	20	14	1.4	2.6	1.8
Florida.....	263	462	273	3.1	5.1	3.0
Georgia.....	165	221	191	3.7	4.7	4.1
Hawaii.....	20	37	24	3.7	6.4	4.0
Idaho.....	28	39	28	3.7	5.0	3.6
Illinois.....	194	268	207	3.4	4.5	3.5
Indiana.....	90	142	111	3.0	4.5	3.5
Iowa.....	50	52	48	3.3	3.3	3.1
Kansas.....	33	52	42	2.4	3.7	3.0
Kentucky.....	70	101	78	3.8	5.3	4.1
Louisiana.....	60	90	65	3.3	4.8	3.4
Maine.....	17	21	20	2.8	3.5	3.2
Maryland.....	57	92	75	2.2	3.4	2.7
Massachusetts.....	75	106	88	2.2	3.0	2.4
Michigan.....	122	187	152	3.0	4.4	3.6
Minnesota.....	61	102	76	2.2	3.5	2.7
Mississippi.....	38	55	38	3.4	4.8	3.3
Missouri.....	68	101	78	2.4	3.5	2.7
Montana.....	18	21	21	3.9	4.4	4.3
Nebraska.....	33	43	35	3.3	4.2	3.4
Nevada.....	37	62	41	2.9	4.5	3.0
New Hampshire.....	21	29	23	3.2	4.3	3.5
New Jersey.....	123	135	104	3.1	3.3	2.5
New Mexico.....	18	32	20	2.2	3.8	2.3
New York.....	166	285	232	1.9	3.1	2.5
North Carolina.....	156	201	155	3.5	4.4	3.4
North Dakota.....	12	17	16	3.0	4.1	3.7
Ohio.....	162	205	169	3.1	3.8	3.1
Oklahoma.....	48	72	61	3.0	4.3	3.6
Oregon.....	46	74	51	2.5	3.9	2.6
Pennsylvania.....	150	233	174	2.7	4.0	3.0
Rhode Island.....	12	20	14	2.7	4.1	2.9
South Carolina.....	67	120	83	3.2	5.5	3.8
South Dakota.....	13	16	15	3.1	3.6	3.4
Tennessee.....	91	153	106	3.0	4.9	3.3
Texas.....	395	593	520	3.2	4.5	3.9
Utah.....	45	73	50	2.9	4.4	3.0
Vermont.....	11	12	14	3.9	3.9	4.6
Virginia.....	111	136	130	2.9	3.4	3.3
Washington.....	81	115	81	2.5	3.3	2.3
West Virginia.....	21	31	24	3.1	4.4	3.5
Wisconsin.....	70	113	94	2.5	3.9	3.2
Wyoming.....	11	11	12	4.2	3.9	4.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2020	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	5,416	5,652	5,716	3.8	3.8	3.8
Alabama.....	66	93	81	3.3	4.5	3.9
Alaska.....	16	22	21	5.4	7.5	7.0
Arizona.....	105	114	120	3.6	3.8	3.9
Arkansas.....	51	54	60	4.1	4.2	4.6
California.....	637	519	612	4.0	3.0	3.6
Colorado.....	135	116	136	5.1	4.2	4.9
Connecticut.....	61	70	50	3.8	4.2	3.1
Delaware.....	17	21	19	3.8	4.5	4.2
District of Columbia.....	20	20	24	2.7	2.6	3.1
Florida.....	309	385	386	3.6	4.3	4.3
Georgia.....	205	238	225	4.6	5.1	4.8
Hawaii.....	12	17	16	2.3	2.9	2.7
Idaho.....	33	39	38	4.3	4.9	4.9
Illinois.....	265	239	214	4.7	4.0	3.6
Indiana.....	105	127	131	3.5	4.1	4.2
Iowa.....	40	61	54	2.6	3.9	3.5
Kansas.....	36	52	47	2.7	3.7	3.3
Kentucky.....	77	98	85	4.1	5.1	4.4
Louisiana.....	70	87	79	3.8	4.6	4.2
Maine.....	22	39	24	3.7	6.3	3.9
Maryland.....	67	89	86	2.5	3.3	3.2
Massachusetts.....	98	113	121	2.9	3.2	3.4
Michigan.....	171	164	187	4.3	3.8	4.4
Minnesota.....	101	116	122	3.7	4.0	4.2
Mississippi.....	55	51	52	4.9	4.4	4.5
Missouri.....	96	95	116	3.4	3.3	4.0
Montana.....	19	31	23	4.1	6.4	4.7
Nebraska.....	31	38	38	3.1	3.7	3.7
Nevada.....	66	57	60	5.1	4.1	4.3
New Hampshire.....	23	42	25	3.6	6.3	3.8
New Jersey.....	158	149	133	4.0	3.6	3.2
New Mexico.....	36	33	37	4.6	3.9	4.5
New York.....	243	260	267	2.8	2.8	2.9
North Carolina.....	186	220	196	4.2	4.8	4.2
North Dakota.....	15	25	19	3.7	5.9	4.5
Ohio.....	193	185	212	3.6	3.4	3.9
Oklahoma.....	56	79	67	3.4	4.8	4.0
Oregon.....	78	79	85	4.3	4.1	4.4
Pennsylvania.....	233	202	155	4.1	3.4	2.6
Rhode Island.....	24	24	23	5.3	4.9	4.7
South Carolina.....	78	101	99	3.7	4.6	4.5
South Dakota.....	14	18	16	3.3	4.1	3.6
Tennessee.....	116	125	127	3.8	4.0	4.0
Texas.....	546	474	505	4.4	3.6	3.8
Utah.....	56	67	67	3.5	4.1	4.1
Vermont.....	13	19	14	4.4	6.4	4.6
Virginia.....	123	120	170	3.2	3.0	4.2
Washington.....	116	101	120	3.5	2.9	3.5
West Virginia.....	28	32	30	4.2	4.5	4.3
Wisconsin.....	83	113	114	2.9	3.9	3.9
Wyoming.....	10	21	12	3.7	7.5	4.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2020	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	2,961	3,984	3,893	2.1	2.7	2.6
Alabama.....	41	68	53	2.0	3.3	2.5
Alaska.....	8	15	13	2.8	5.1	4.5
Arizona.....	79	90	88	2.7	3.0	2.9
Arkansas.....	32	39	39	2.5	3.0	3.0
California.....	284	391	406	1.8	2.3	2.4
Colorado.....	74	76	77	2.8	2.7	2.8
Connecticut.....	23	42	33	1.5	2.5	2.0
Delaware.....	11	15	13	2.4	3.3	3.0
District of Columbia.....	11	15	15	1.5	1.9	1.9
Florida.....	202	285	303	2.4	3.2	3.3
Georgia.....	128	172	163	2.8	3.7	3.5
Hawaii.....	6	11	10	1.1	2.0	1.8
Idaho.....	19	26	24	2.5	3.3	3.1
Illinois.....	140	173	138	2.5	2.9	2.3
Indiana.....	71	101	93	2.3	3.2	2.9
Iowa.....	23	37	33	1.5	2.3	2.1
Kansas.....	23	39	31	1.7	2.7	2.2
Kentucky.....	50	71	60	2.7	3.7	3.1
Louisiana.....	47	62	57	2.5	3.3	3.0
Maine.....	9	23	16	1.6	3.8	2.6
Maryland.....	38	59	60	1.5	2.2	2.2
Massachusetts.....	39	75	83	1.2	2.1	2.3
Michigan.....	99	117	130	2.5	2.7	3.1
Minnesota.....	51	68	78	1.9	2.3	2.7
Mississippi.....	36	38	37	3.2	3.2	3.2
Missouri.....	64	70	82	2.3	2.4	2.8
Montana.....	10	20	14	2.1	4.1	2.8
Nebraska.....	20	25	23	1.9	2.4	2.2
Nevada.....	31	38	38	2.4	2.7	2.8
New Hampshire.....	10	27	16	1.5	4.1	2.4
New Jersey.....	59	90	79	1.5	2.2	1.9
New Mexico.....	20	23	23	2.5	2.8	2.7
New York.....	122	168	174	1.4	1.8	1.9
North Carolina.....	106	167	129	2.4	3.6	2.8
North Dakota.....	8	17	11	1.9	3.9	2.5
Ohio.....	98	117	142	1.8	2.2	2.6
Oklahoma.....	36	52	47	2.2	3.1	2.8
Oregon.....	43	54	54	2.4	2.8	2.8
Pennsylvania.....	82	123	110	1.4	2.1	1.9
Rhode Island.....	9	14	14	2.0	2.9	2.9
South Carolina.....	47	77	67	2.2	3.5	3.1
South Dakota.....	8	12	10	1.9	2.6	2.2
Tennessee.....	76	96	94	2.5	3.0	3.0
Texas.....	342	350	361	2.7	2.7	2.7
Utah.....	32	48	45	2.0	2.9	2.7
Vermont.....	5	12	9	1.7	3.9	3.0
Virginia.....	71	87	119	1.8	2.2	3.0
Washington.....	48	69	71	1.5	2.0	2.0
West Virginia.....	17	23	22	2.6	3.3	3.1
Wisconsin.....	48	85	80	1.7	2.9	2.8
Wyoming.....	5	13	7	1.8	4.7	2.6

p Preliminary

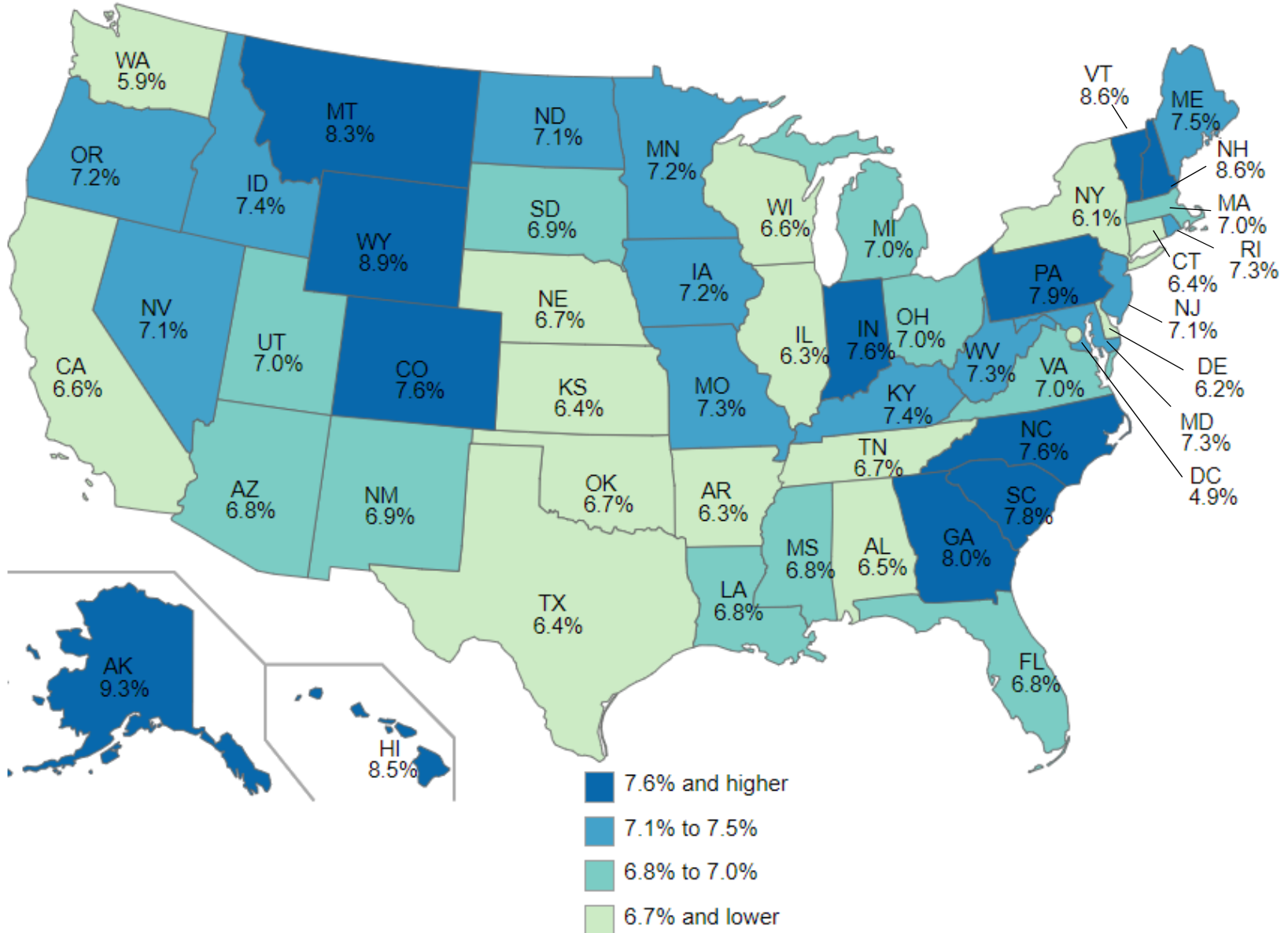
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Dec. 2020	Nov. 2021	Dec. 2021 ^P	Dec. 2020	Nov. 2021	Dec. 2021 ^P
TOTAL U.S.....	2,100	1,334	1,425	1.5	0.9	0.9
Alabama.....	20	19	21	1.0	0.9	1.0
Alaska.....	7	6	5	2.4	2.0	1.8
Arizona.....	25	19	25	0.9	0.6	0.8
Arkansas.....	16	11	17	1.2	0.9	1.3
California.....	322	99	149	2.0	0.6	0.9
Colorado.....	51	29	46	1.9	1.1	1.7
Connecticut.....	33	23	12	2.1	1.4	0.7
Delaware.....	5	4	5	1.2	0.9	1.0
District of Columbia.....	6	4	7	0.9	0.5	0.9
Florida.....	91	89	56	1.1	1.0	0.6
Georgia.....	59	46	56	1.3	1.0	1.2
Hawaii.....	5	4	4	1.0	0.7	0.6
Idaho.....	13	10	10	1.7	1.3	1.3
Illinois.....	113	55	64	2.0	0.9	1.1
Indiana.....	28	22	34	0.9	0.7	1.1
Iowa.....	13	20	17	0.8	1.3	1.1
Kansas.....	10	10	13	0.8	0.7	0.9
Kentucky.....	23	22	19	1.2	1.1	1.0
Louisiana.....	19	18	18	1.0	1.0	0.9
Maine.....	11	13	6	1.8	2.1	1.0
Maryland.....	24	25	20	0.9	0.9	0.7
Massachusetts.....	50	30	30	1.5	0.8	0.8
Michigan.....	60	39	45	1.5	0.9	1.0
Minnesota.....	43	36	35	1.6	1.3	1.2
Mississippi.....	15	10	11	1.3	0.9	1.0
Missouri.....	26	19	25	0.9	0.7	0.9
Montana.....	9	9	6	1.8	1.9	1.3
Nebraska.....	9	10	12	0.9	1.0	1.2
Nevada.....	32	15	15	2.5	1.1	1.1
New Hampshire.....	12	13	7	1.8	1.9	1.0
New Jersey.....	91	48	43	2.3	1.2	1.1
New Mexico.....	14	8	10	1.8	1.0	1.2
New York.....	91	74	72	1.0	0.8	0.8
North Carolina.....	70	42	51	1.6	0.9	1.1
North Dakota.....	6	7	7	1.6	1.7	1.7
Ohio.....	77	54	58	1.4	1.0	1.1
Oklahoma.....	16	21	15	1.0	1.2	0.9
Oregon.....	33	20	24	1.9	1.1	1.2
Pennsylvania.....	140	74	33	2.5	1.3	0.6
Rhode Island.....	14	8	7	3.1	1.7	1.5
South Carolina.....	22	19	27	1.0	0.9	1.2
South Dakota.....	5	5	5	1.2	1.2	1.1
Tennessee.....	34	24	26	1.1	0.8	0.8
Texas.....	157	91	128	1.3	0.7	1.0
Utah.....	22	15	16	1.4	0.9	1.0
Vermont.....	7	6	4	2.4	2.1	1.2
Virginia.....	46	26	39	1.2	0.6	1.0
Washington.....	63	24	37	1.9	0.7	1.1
West Virginia.....	9	6	7	1.3	0.8	1.0
Wisconsin.....	29	23	27	1.0	0.8	0.9
Wyoming.....	5	7	3	1.7	2.5	1.2

p Preliminary

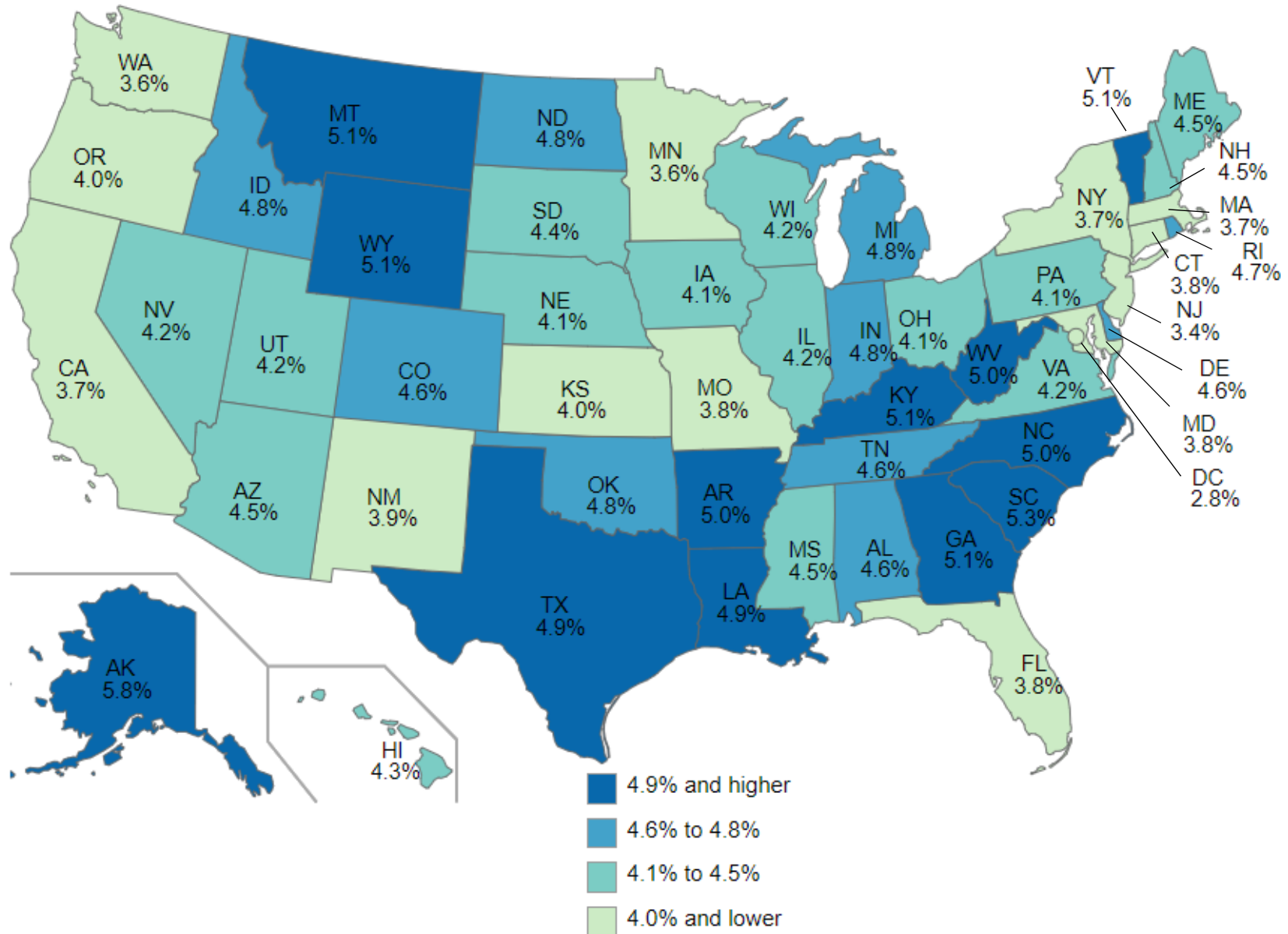
Map 1. Job openings rates by state, seasonally adjusted, December 2021

Total U.S. job openings rate = 6.8%



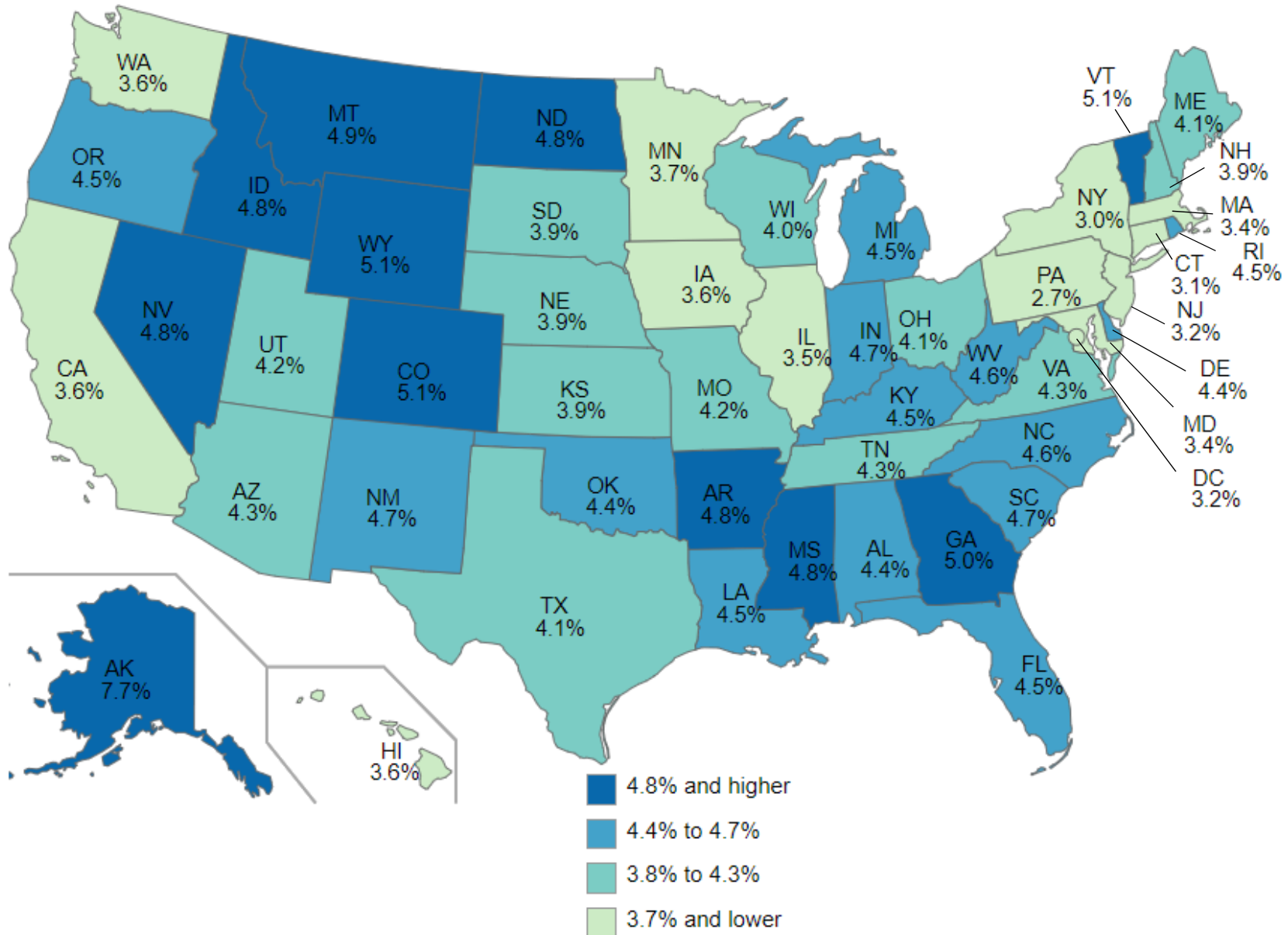
Map 2. Hires rates by state, seasonally adjusted, December 2021

Total U.S. hires rate = 4.2%



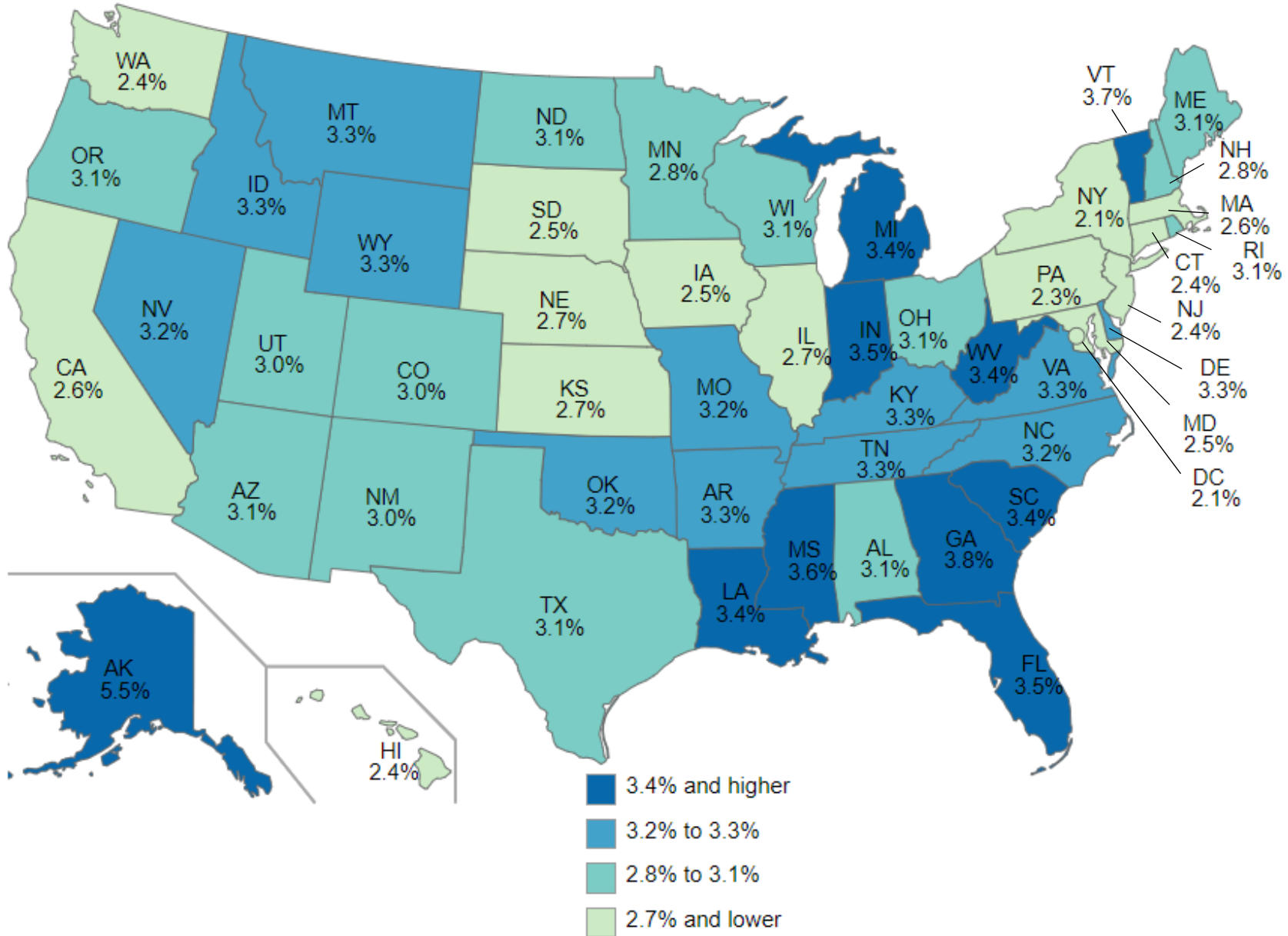
Map 3. Total separations rates by state, seasonally adjusted, December 2021

Total U.S. total separations rate = 4.0%



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

Total U.S. quits rate = 2.9%



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

Total U.S. layoffs and discharges rate = 0.8%

