



For release 10:00 a.m. (ET) Tuesday, September 19, 2023

USDL-23-2023

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 – JULY 2023

Job openings rates decreased in 9 states and increased in 3 states on the last business day of July, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 6 states. Total separations rates decreased in 4 states and increased in 1 state. Nationally, the job openings, hires, and total separations rates showed little change in July.

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 July, **job openings rates** decreased in 9 states, increased in 3 states, and were little changed in 38 states and the District of Columbia. The largest decreases in job openings rates occurred in Louisiana (-1.3 percentage points) and in Maryland, Tennessee, and Virginia (-0.9 point each). The increases occurred in Maine (+0.9 point), New Hampshire (+0.8 point), and New Jersey (+0.5 point). Over the month, the national job openings rate was little changed. (See table 1.)

The **number of job openings** decreased in 13 states, increased in 3 states, and was little changed in 34 states and the District of Columbia in July. The largest decreases in the job openings level occurred in Florida (-66,000), Virginia (-45,000), and Tennessee (-35,000). The increases occurred in New Jersey (+25,000), as well as in Maine and New Hampshire (+6,000 each). Nationally, the number of job openings edged down over the month. (See table 1.)

Hires

In July, **hires rates** decreased in 6 states and were little changed in 44 states and the District of Columbia. The largest decreases in the hires rates occurred in Alaska (-1.3 percentage points) and Louisiana (-0.9 point), as well as in Colorado and North Carolina (-0.8 point each). The national hires rate was little changed over the month. (See table 2.)

The **number of hires** decreased in 7 states and was little changed in 43 states and the District of Columbia in July. The largest decreases in the hires level occurred in Texas (-63,000), North Carolina (-37,000), and New Jersey (-29,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In July, **total separations rates** decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia. The decreases in total separations rates occurred in Kansas (-1.3 percentage points) and Arizona (-1.0 point), as well as in Florida and Illinois (-0.6 point each). The increase occurred in Alaska (+0.9 point). Over the month, the national total separations rate was little changed. (See table 3.)

The **number of total separations** decreased in 5 states, increased in 1 state, and was little changed in 44 states and the District of Columbia in July. The largest decreases occurred in Florida (-59,000), Texas (-54,000), and Illinois (-37,000). The one increase in the total separations level occurred in Alaska (+3,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In July, **quits rates** decreased in 7 states and were little changed in 43 states and the District of Columbia. The largest decreases in quits rates occurred in Kansas (-0.9 percentage point), as well as in New Hampshire and New Mexico (-0.6 point each). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 8 states, increased in 1 state, and was little changed in 41 states and the District of Columbia in July. The largest decreases in the quits level occurred in Texas (-52,000), Florida (-37,000), and Illinois (-34,000). The one increase occurred in New Jersey (+16,000). Nationally, the number of quits decreased over the month (-253,000). (See table 4.)

Layoffs and Discharges

In July, **layoffs and discharges rates** increased in 4 states, decreased in 2 states, and were little changed in 44 states and the District of Columbia. The increases in layoffs and discharges rates occurred in New Hampshire and Rhode Island (+0.6 percentage point each) and in Connecticut and Mississippi (+0.5 point each). The decreases occurred in Arizona (-0.7 point) and Kansas (-0.4 point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** increased in 5 states, decreased in 2 states, and was little changed in 43 states and the District of Columbia in July. The largest increases in the layoffs and discharges levels occurred in Connecticut (+8,000), Mississippi (+6,000), and New Hampshire (+4,000). The decreases occurred in Arizona (-21,000) and Kansas (-5,000). 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#.

State Job Openings and Labor Turnover Survey estimates for August 2023 are scheduled to be released on Wednesday, October 18, 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/. State estimates are published for job openings, hires, quits, layoffs and discharges, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Starting with data for January 2023, industries are classified in accordance with the 2022 North American Industry Classification System.

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p
TOTAL U.S.....	11,380	10,320	9,616	9,165	8,827	-338	6.9	6.2	5.8	5.5	5.3	-0.2
Alabama.....	158	145	137	138	126	-12	6.9	6.3	6.0	6.0	5.5	-0.5
Alaska.....	31	28	27	26	24	-2	8.8	7.9	7.7	7.4	6.9	-0.5
Arizona.....	270	240	200	184	191	7	8.0	7.1	6.0	5.5	5.7	0.2
Arkansas.....	97	101	99	91	82	-9	6.8	6.9	6.8	6.3	5.7	-0.6
California.....	1,369	1,043	912	926	962	36	7.2	5.5	4.8	4.9	5.0	0.1
Colorado.....	238	259	188	181	179	-2	7.7	8.2	6.1	5.9	5.8	-0.1
Connecticut.....	117	97	82	90	92	2	6.5	5.4	4.6	5.1	5.2	0.1
Delaware.....	40	37	35	33	33	0	7.8	7.1	6.7	6.4	6.4	0.0
District of Columbia.....	53	40	44	42	42	0	6.5	4.9	5.4	5.1	5.1	0.0
Florida.....	621	669	623	618	552	-66	6.2	6.4	6.0	6.0	5.3	-0.7
Georgia.....	427	385	371	340	311	-29	8.1	7.3	7.0	6.5	6.0	-0.5
Hawaii.....	50	38	33	31	31	0	7.4	5.7	5.0	4.7	4.6	-0.1
Idaho.....	75	57	55	50	55	5	8.3	6.3	6.1	5.5	6.1	0.6
Illinois.....	444	423	422	363	348	-15	6.8	6.5	6.4	5.6	5.4	-0.2
Indiana.....	249	193	185	167	165	-2	7.2	5.6	5.4	4.9	4.8	-0.1
Iowa.....	103	107	102	85	78	-7	6.2	6.3	6.0	5.1	4.7	-0.4
Kansas.....	113	97	90	82	81	-1	7.4	6.3	5.9	5.4	5.3	-0.1
Kentucky.....	151	145	144	126	112	-14	7.1	6.8	6.7	5.9	5.3	-0.6
Louisiana.....	146	148	156	147	119	-28	7.0	7.0	7.4	7.0	5.7	-1.3
Maine.....	50	44	42	37	43	6	7.2	6.4	6.1	5.4	6.3	0.9
Maryland.....	204	206	204	197	169	-28	7.0	7.0	6.9	6.7	5.8	-0.9
Massachusetts.....	288	298	254	253	242	-11	7.2	7.3	6.3	6.3	6.0	-0.3
Michigan.....	316	296	247	239	218	-21	6.7	6.3	5.3	5.1	4.7	-0.4
Minnesota.....	226	206	208	199	201	2	7.1	6.5	6.5	6.3	6.3	0.0
Mississippi.....	88	91	87	85	80	-5	7.0	7.2	6.9	6.8	6.4	-0.4
Missouri.....	211	190	173	155	167	12	6.7	6.0	5.5	4.9	5.3	0.4
Montana.....	51	41	36	35	34	-1	9.1	7.3	6.5	6.3	6.2	-0.1
Nebraska.....	71	69	63	59	55	-4	6.5	6.2	5.7	5.3	5.0	-0.3
Nevada.....	110	113	104	92	91	-1	6.9	6.8	6.3	5.6	5.5	-0.1
New Hampshire.....	54	47	40	43	49	6	7.3	6.3	5.4	5.8	6.6	0.8
New Jersey.....	263	232	194	226	251	25	5.8	5.1	4.3	5.0	5.5	0.5
New Mexico.....	80	71	65	59	59	0	8.6	7.6	7.0	6.3	6.3	0.0
New York.....	562	460	434	446	456	10	5.5	4.5	4.3	4.4	4.5	0.1
North Carolina.....	375	379	407	330	300	-30	7.2	7.2	7.7	6.3	5.7	-0.6
North Dakota.....	31	29	30	28	26	-2	6.7	6.3	6.5	6.0	5.6	-0.4
Ohio.....	441	393	372	351	321	-30	7.4	6.5	6.2	5.9	5.4	-0.5
Oklahoma.....	123	128	128	120	105	-15	6.7	6.9	6.9	6.5	5.7	-0.8
Oregon.....	155	126	117	105	108	3	7.3	6.0	5.5	5.0	5.1	0.1
Pennsylvania.....	413	399	345	350	340	-10	6.4	6.1	5.3	5.4	5.2	-0.2
Rhode Island.....	36	33	27	29	30	1	6.7	6.2	5.2	5.5	5.7	0.2
South Carolina.....	177	172	177	168	167	-1	7.3	7.0	7.2	6.8	6.8	0.0
South Dakota.....	31	31	31	28	25	-3	6.4	6.3	6.3	5.7	5.1	-0.6
Tennessee.....	258	252	237	225	190	-35	7.3	7.1	6.7	6.3	5.4	-0.9
Texas.....	968	819	824	782	745	-37	6.7	5.6	5.6	5.3	5.1	-0.2
Utah.....	124	113	105	95	93	-2	6.9	6.2	5.7	5.2	5.1	-0.1
Vermont.....	22	21	18	19	18	-1	6.7	6.4	5.5	5.9	5.5	-0.4
Virginia.....	339	315	305	290	245	-45	7.7	7.1	6.9	6.5	5.6	-0.9
Washington.....	268	213	180	168	181	13	7.0	5.6	4.7	4.4	4.7	0.3
West Virginia.....	66	55	56	53	52	-1	8.7	7.3	7.4	7.0	6.9	-0.1
Wisconsin.....	202	205	183	162	164	2	6.4	6.4	5.7	5.1	5.2	0.1
Wyoming.....	24	22	19	18	18	0	7.8	7.1	6.1	5.8	5.8	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p
TOTAL U.S.....	6,340	6,101	6,231	5,940	5,773	-167	4.1	3.9	4.0	3.8	3.7	-0.1
Alabama.....	101	93	107	96	95	-1	4.8	4.3	5.0	4.5	4.4	-0.1
Alaska.....	18	18	21	20	16	-4	5.6	5.5	6.5	6.2	4.9	-1.3
Arizona.....	158	148	147	135	130	-5	5.1	4.7	4.7	4.3	4.1	-0.2
Arkansas.....	63	61	66	63	57	-6	4.7	4.5	4.8	4.6	4.2	-0.4
California.....	616	539	532	617	627	10	3.5	3.0	2.9	3.4	3.5	0.1
Colorado.....	99	128	119	112	89	-23	3.5	4.4	4.1	3.9	3.1	-0.8
Connecticut.....	75	59	58	52	60	8	4.5	3.5	3.4	3.1	3.5	0.4
Delaware.....	27	24	24	24	25	1	5.7	5.0	4.9	4.9	5.2	0.3
District of Columbia.....	24	24	28	25	26	1	3.1	3.1	3.6	3.2	3.4	0.2
Florida.....	373	404	402	377	378	1	3.9	4.2	4.1	3.9	3.9	0.0
Georgia.....	265	230	221	218	236	18	5.5	4.7	4.5	4.4	4.8	0.4
Hawaii.....	22	21	21	21	20	-1	3.5	3.3	3.3	3.3	3.1	-0.2
Idaho.....	40	41	42	37	38	1	4.8	4.8	4.9	4.3	4.5	0.2
Illinois.....	249	248	267	239	219	-20	4.1	4.0	4.4	3.9	3.6	-0.3
Indiana.....	134	151	153	123	136	13	4.2	4.6	4.7	3.8	4.2	0.4
Iowa.....	62	60	63	55	51	-4	3.9	3.8	3.9	3.5	3.2	-0.3
Kansas.....	74	59	59	52	57	5	5.2	4.1	4.1	3.6	3.9	0.3
Kentucky.....	92	84	92	85	81	-4	4.7	4.2	4.6	4.2	4.0	-0.2
Louisiana.....	95	85	105	115	98	-17	4.9	4.3	5.4	5.9	5.0	-0.9
Maine.....	27	25	25	24	22	-2	4.2	3.9	3.9	3.7	3.4	-0.3
Maryland.....	114	107	113	104	110	6	4.2	3.9	4.1	3.8	4.0	0.2
Massachusetts.....	124	135	113	121	121	0	3.4	3.6	3.0	3.2	3.2	0.0
Michigan.....	176	153	167	155	167	12	4.0	3.5	3.8	3.5	3.8	0.3
Minnesota.....	112	117	121	102	108	6	3.8	3.9	4.1	3.4	3.6	0.2
Mississippi.....	59	52	56	57	56	-1	5.0	4.4	4.8	4.9	4.8	-0.1
Missouri.....	107	105	116	102	99	-3	3.6	3.5	3.9	3.4	3.3	-0.1
Montana.....	27	25	28	28	24	-4	5.3	4.8	5.4	5.4	4.7	-0.7
Nebraska.....	40	41	42	40	38	-2	3.9	3.9	4.0	3.8	3.6	-0.2
Nevada.....	67	67	64	65	65	0	4.5	4.4	4.1	4.2	4.2	0.0
New Hampshire.....	29	37	28	25	29	4	4.2	5.3	4.0	3.6	4.2	0.6
New Jersey.....	152	167	161	168	139	-29	3.6	3.9	3.7	3.9	3.2	-0.7
New Mexico.....	39	34	37	34	38	4	4.6	3.9	4.3	3.9	4.4	0.5
New York.....	302	281	277	282	288	6	3.2	2.9	2.9	2.9	3.0	0.1
North Carolina.....	239	213	222	204	167	-37	5.0	4.4	4.5	4.2	3.4	-0.8
North Dakota.....	20	17	21	19	17	-2	4.7	3.9	4.8	4.3	3.9	-0.4
Ohio.....	230	222	214	200	189	-11	4.1	4.0	3.8	3.6	3.4	-0.2
Oklahoma.....	82	79	80	78	83	5	4.8	4.6	4.6	4.5	4.8	0.3
Oregon.....	79	72	88	77	68	-9	4.0	3.6	4.4	3.9	3.4	-0.5
Pennsylvania.....	178	198	205	181	174	-7	3.0	3.2	3.3	3.0	2.8	-0.2
Rhode Island.....	21	25	21	19	18	-1	4.2	5.0	4.2	3.8	3.6	-0.2
South Carolina.....	110	110	114	112	103	-9	4.9	4.8	5.0	4.9	4.5	-0.4
South Dakota.....	20	19	20	20	18	-2	4.4	4.1	4.3	4.3	3.9	-0.4
Tennessee.....	169	160	172	154	162	8	5.2	4.8	5.2	4.6	4.9	0.3
Texas.....	638	624	619	572	509	-63	4.7	4.5	4.4	4.1	3.6	-0.5
Utah.....	68	70	73	68	64	-4	4.0	4.1	4.2	3.9	3.7	-0.2
Vermont.....	12	15	13	12	11	-1	3.9	4.8	4.2	3.9	3.6	-0.3
Virginia.....	196	169	174	177	175	-2	4.8	4.1	4.2	4.3	4.2	-0.1
Washington.....	147	129	149	119	125	6	4.1	3.6	4.1	3.3	3.4	0.1
West Virginia.....	40	32	34	33	36	3	5.8	4.6	4.9	4.7	5.1	0.4
Wisconsin.....	114	111	124	108	96	-12	3.8	3.7	4.1	3.6	3.2	-0.4
Wyoming.....	15	14	13	13	13	0	5.3	4.8	4.5	4.4	4.5	0.1

p Preliminary

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

State	Levels (in thousands)						Rates					
	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p
TOTAL U.S.....	5,864	5,660	5,925	5,691	5,483	-208	3.8	3.6	3.8	3.6	3.5	-0.1
Alabama.....	88	76	104	87	91	4	4.2	3.5	4.8	4.0	4.2	0.2
Alaska.....	21	26	17	16	19	3	6.6	8.0	5.2	4.9	5.8	0.9
Arizona.....	142	142	119	160	129	-31	4.6	4.5	3.8	5.1	4.1	-1.0
Arkansas.....	56	54	66	54	56	2	4.2	4.0	4.8	4.0	4.1	0.1
California.....	553	505	522	518	482	-36	3.1	2.8	2.9	2.9	2.7	-0.2
Colorado.....	115	116	106	110	101	-9	4.0	4.0	3.6	3.8	3.5	-0.3
Connecticut.....	59	56	64	56	62	6	3.5	3.3	3.8	3.3	3.7	0.4
Delaware.....	22	21	30	23	22	-1	4.7	4.3	6.2	4.7	4.6	-0.1
District of Columbia.....	25	21	28	25	25	0	3.3	2.7	3.6	3.2	3.2	0.0
Florida.....	397	397	408	412	353	-59	4.2	4.1	4.2	4.2	3.6	-0.6
Georgia.....	269	192	247	191	198	7	5.6	3.9	5.0	3.9	4.0	0.1
Hawaii.....	19	19	20	19	20	1	3.0	3.0	3.2	3.0	3.1	0.1
Idaho.....	44	44	36	35	39	4	5.3	5.2	4.2	4.1	4.6	0.5
Illinois.....	198	243	210	216	179	-37	3.3	4.0	3.4	3.5	2.9	-0.6
Indiana.....	119	145	132	131	129	-2	3.7	4.5	4.0	4.0	3.9	-0.1
Iowa.....	56	69	57	59	58	-1	3.6	4.3	3.6	3.7	3.7	0.0
Kansas.....	55	65	54	65	46	-19	3.9	4.5	3.7	4.5	3.2	-1.3
Kentucky.....	78	89	99	84	85	1	4.0	4.4	4.9	4.2	4.2	0.0
Louisiana.....	90	82	107	92	85	-7	4.7	4.2	5.5	4.7	4.3	-0.4
Maine.....	23	22	29	22	22	0	3.6	3.4	4.5	3.4	3.4	0.0
Maryland.....	96	110	117	95	103	8	3.5	4.0	4.3	3.5	3.8	0.3
Massachusetts.....	126	114	104	103	98	-5	3.4	3.0	2.8	2.7	2.6	-0.1
Michigan.....	146	148	164	154	149	-5	3.3	3.3	3.7	3.5	3.4	-0.1
Minnesota.....	101	102	101	111	113	2	3.4	3.4	3.4	3.7	3.8	0.1
Mississippi.....	60	52	63	51	57	6	5.1	4.4	5.4	4.3	4.9	0.6
Missouri.....	132	112	107	98	100	2	4.5	3.8	3.6	3.3	3.3	0.0
Montana.....	26	29	27	27	28	1	5.1	5.6	5.2	5.2	5.4	0.2
Nebraska.....	35	43	38	37	36	-1	3.4	4.1	3.6	3.5	3.4	-0.1
Nevada.....	76	66	65	65	61	-4	5.1	4.3	4.2	4.2	3.9	-0.3
New Hampshire.....	28	25	30	31	30	-1	4.1	3.6	4.3	4.4	4.3	-0.1
New Jersey.....	158	150	125	128	145	17	3.7	3.5	2.9	3.0	3.3	0.3
New Mexico.....	38	35	33	36	37	1	4.5	4.0	3.8	4.1	4.2	0.1
New York.....	245	231	283	256	259	3	2.6	2.4	2.9	2.6	2.7	0.1
North Carolina.....	212	197	217	198	194	-4	4.4	4.0	4.4	4.0	3.9	-0.1
North Dakota.....	17	22	16	20	17	-3	4.0	5.1	3.7	4.6	3.9	-0.7
Ohio.....	218	229	211	200	195	-5	3.9	4.1	3.8	3.6	3.5	-0.1
Oklahoma.....	70	67	75	76	73	-3	4.1	3.9	4.3	4.4	4.2	-0.2
Oregon.....	87	81	79	73	74	1	4.4	4.1	4.0	3.7	3.7	0.0
Pennsylvania.....	222	176	193	203	190	-13	3.7	2.9	3.2	3.3	3.1	-0.2
Rhode Island.....	20	20	21	17	20	3	4.0	4.0	4.2	3.4	4.1	0.7
South Carolina.....	95	91	104	96	103	7	4.2	4.0	4.5	4.2	4.5	0.3
South Dakota.....	17	23	18	19	18	-1	3.7	5.0	3.9	4.1	3.9	-0.2
Tennessee.....	157	133	166	133	139	6	4.8	4.0	5.0	4.0	4.2	0.2
Texas.....	511	476	554	571	517	-54	3.8	3.4	4.0	4.1	3.7	-0.4
Utah.....	71	70	79	70	69	-1	4.2	4.1	4.6	4.1	4.0	-0.1
Vermont.....	11	11	14	12	13	1	3.6	3.6	4.6	3.9	4.2	0.3
Virginia.....	155	173	184	164	162	-2	3.8	4.2	4.4	4.0	3.9	-0.1
Washington.....	148	131	120	114	125	11	4.2	3.6	3.3	3.1	3.4	0.3
West Virginia.....	35	34	35	37	34	-3	5.0	4.9	5.0	5.3	4.9	-0.4
Wisconsin.....	108	112	110	103	106	3	3.6	3.7	3.7	3.4	3.5	0.1
Wyoming.....	15	16	15	15	15	0	5.3	5.5	5.2	5.1	5.1	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p
TOTAL U.S.....	4,016	3,765	4,067	3,802	3,549	-253	2.6	2.4	2.6	2.4	2.3	-0.1
Alabama.....	61	55	81	62	61	-1	2.9	2.6	3.8	2.9	2.8	-0.1
Alaska.....	12	11	11	11	11	0	3.8	3.4	3.4	3.4	3.4	0.0
Arizona.....	112	103	90	104	91	-13	3.6	3.3	2.9	3.3	2.9	-0.4
Arkansas.....	41	37	48	37	37	0	3.1	2.7	3.5	2.7	2.7	0.0
California.....	398	341	341	340	309	-31	2.2	1.9	1.9	1.9	1.7	-0.2
Colorado.....	78	77	72	75	62	-13	2.7	2.7	2.5	2.6	2.1	-0.5
Connecticut.....	38	35	42	33	33	0	2.3	2.1	2.5	2.0	2.0	0.0
Delaware.....	15	15	21	16	15	-1	3.2	3.1	4.3	3.3	3.1	-0.2
District of Columbia.....	16	14	20	18	16	-2	2.1	1.8	2.6	2.3	2.1	-0.2
Florida.....	273	290	293	297	260	-37	2.9	3.0	3.0	3.1	2.7	-0.4
Georgia.....	186	142	164	128	135	7	3.9	2.9	3.3	2.6	2.8	0.2
Hawaii.....	12	12	13	12	12	0	1.9	1.9	2.1	1.9	1.9	0.0
Idaho.....	25	27	25	24	24	0	3.0	3.2	2.9	2.8	2.8	0.0
Illinois.....	130	144	136	149	115	-34	2.1	2.4	2.2	2.4	1.9	-0.5
Indiana.....	88	94	90	89	86	-3	2.7	2.9	2.8	2.7	2.6	-0.1
Iowa.....	41	45	35	36	37	1	2.6	2.8	2.2	2.3	2.3	0.0
Kansas.....	44	36	37	44	31	-13	3.1	2.5	2.6	3.0	2.1	-0.9
Kentucky.....	55	65	73	56	58	2	2.8	3.2	3.6	2.8	2.9	0.1
Louisiana.....	62	57	73	62	57	-5	3.2	2.9	3.7	3.2	2.9	-0.3
Maine.....	16	15	20	13	12	-1	2.5	2.3	3.1	2.0	1.9	-0.1
Maryland.....	61	75	80	64	64	0	2.2	2.7	2.9	2.3	2.3	0.0
Massachusetts.....	93	71	63	58	51	-7	2.5	1.9	1.7	1.5	1.3	-0.2
Michigan.....	107	89	103	105	92	-13	2.4	2.0	2.3	2.4	2.1	-0.3
Minnesota.....	68	68	70	74	72	-2	2.3	2.3	2.3	2.5	2.4	-0.1
Mississippi.....	42	37	42	36	36	0	3.6	3.1	3.6	3.1	3.1	0.0
Missouri.....	100	73	75	62	70	8	3.4	2.5	2.5	2.1	2.3	0.2
Montana.....	16	18	19	18	15	-3	3.1	3.5	3.7	3.5	2.9	-0.6
Nebraska.....	26	26	24	24	24	0	2.5	2.5	2.3	2.3	2.3	0.0
Nevada.....	47	45	45	45	39	-6	3.1	2.9	2.9	2.9	2.5	-0.4
New Hampshire.....	18	15	17	19	15	-4	2.6	2.1	2.4	2.7	2.1	-0.6
New Jersey.....	92	92	76	68	84	16	2.2	2.1	1.8	1.6	1.9	0.3
New Mexico.....	22	22	23	25	20	-5	2.6	2.5	2.7	2.9	2.3	-0.6
New York.....	174	140	187	141	145	4	1.8	1.4	1.9	1.5	1.5	0.0
North Carolina.....	145	138	155	143	129	-14	3.0	2.8	3.2	2.9	2.6	-0.3
North Dakota.....	12	13	12	13	11	-2	2.8	3.0	2.8	3.0	2.5	-0.5
Ohio.....	121	126	141	132	132	0	2.2	2.2	2.5	2.3	2.3	0.0
Oklahoma.....	49	48	53	55	49	-6	2.9	2.8	3.1	3.2	2.8	-0.4
Oregon.....	49	52	53	49	44	-5	2.5	2.6	2.7	2.5	2.2	-0.3
Pennsylvania.....	130	121	123	126	128	2	2.2	2.0	2.0	2.1	2.1	0.0
Rhode Island.....	13	13	13	10	10	0	2.6	2.6	2.6	2.0	2.0	0.0
South Carolina.....	72	66	76	69	67	-2	3.2	2.9	3.3	3.0	2.9	-0.1
South Dakota.....	12	13	12	13	12	-1	2.6	2.8	2.6	2.8	2.6	-0.2
Tennessee.....	112	98	122	94	92	-2	3.4	3.0	3.7	2.8	2.8	0.0
Texas.....	380	339	415	411	359	-52	2.8	2.4	3.0	2.9	2.6	-0.3
Utah.....	46	48	54	46	42	-4	2.7	2.8	3.1	2.7	2.4	-0.3
Vermont.....	7	7	9	7	7	0	2.3	2.3	2.9	2.3	2.3	0.0
Virginia.....	109	107	134	111	101	-10	2.7	2.6	3.2	2.7	2.4	-0.3
Washington.....	78	87	81	73	78	5	2.2	2.4	2.2	2.0	2.1	0.1
West Virginia.....	25	23	24	24	23	-1	3.6	3.3	3.4	3.4	3.3	-0.1
Wisconsin.....	78	69	73	71	68	-3	2.6	2.3	2.4	2.4	2.3	-0.1
Wyoming.....	9	10	10	10	9	-1	3.2	3.5	3.4	3.4	3.1	-0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p	July 2022	Apr. 2023	May 2023	June 2023	July 2023 ^p	Change from: June 2023 - July 2023 ^p
TOTAL U.S.....	1,497	1,590	1,546	1,551	1,555	4	1.0	1.0	1.0	1.0	1.0	0.0
Alabama.....	22	17	20	20	23	3	1.0	0.8	0.9	0.9	1.1	0.2
Alaska.....	7	12	4	5	6	1	2.2	3.7	1.2	1.5	1.8	0.3
Arizona.....	23	34	22	51	30	-21	0.7	1.1	0.7	1.6	0.9	-0.7
Arkansas.....	13	14	15	14	14	0	1.0	1.0	1.1	1.0	1.0	0.0
California.....	114	136	150	148	154	6	0.6	0.8	0.8	0.8	0.9	0.1
Colorado.....	27	33	29	31	33	2	0.9	1.1	1.0	1.1	1.1	0.0
Connecticut.....	17	15	17	16	24	8	1.0	0.9	1.0	0.9	1.4	0.5
Delaware.....	6	5	7	6	6	0	1.3	1.0	1.4	1.2	1.2	0.0
District of Columbia.....	6	5	6	6	6	0	0.8	0.6	0.8	0.8	0.8	0.0
Florida.....	102	89	99	96	75	-21	1.1	0.9	1.0	1.0	0.8	-0.2
Georgia.....	72	42	73	50	50	0	1.5	0.9	1.5	1.0	1.0	0.0
Hawaii.....	4	5	6	6	6	0	0.6	0.8	1.0	1.0	0.9	-0.1
Idaho.....	15	14	10	10	12	2	1.8	1.7	1.2	1.2	1.4	0.2
Illinois.....	58	84	64	55	54	-1	1.0	1.4	1.0	0.9	0.9	0.0
Indiana.....	25	45	34	34	36	2	0.8	1.4	1.0	1.0	1.1	0.1
Iowa.....	13	21	18	19	16	-3	0.8	1.3	1.1	1.2	1.0	-0.2
Kansas.....	9	25	14	17	12	-5	0.6	1.7	1.0	1.2	0.8	-0.4
Kentucky.....	18	20	21	24	20	-4	0.9	1.0	1.0	1.2	1.0	-0.2
Louisiana.....	23	22	25	24	22	-2	1.2	1.1	1.3	1.2	1.1	-0.1
Maine.....	6	6	7	7	9	2	0.9	0.9	1.1	1.1	1.4	0.3
Maryland.....	29	28	31	25	31	6	1.1	1.0	1.1	0.9	1.1	0.2
Massachusetts.....	26	34	31	35	41	6	0.7	0.9	0.8	0.9	1.1	0.2
Michigan.....	33	53	52	38	45	7	0.8	1.2	1.2	0.9	1.0	0.1
Minnesota.....	28	30	25	31	27	-4	1.0	1.0	0.8	1.0	0.9	-0.1
Mississippi.....	15	12	19	12	18	6	1.3	1.0	1.6	1.0	1.5	0.5
Missouri.....	29	34	24	28	24	-4	1.0	1.1	0.8	0.9	0.8	-0.1
Montana.....	8	8	7	8	9	1	1.6	1.5	1.4	1.5	1.7	0.2
Nebraska.....	8	15	12	10	10	0	0.8	1.4	1.2	1.0	1.0	0.0
Nevada.....	24	18	17	18	18	0	1.6	1.2	1.1	1.2	1.2	0.0
New Hampshire.....	9	7	11	9	13	4	1.3	1.0	1.6	1.3	1.9	0.6
New Jersey.....	58	49	37	47	52	5	1.4	1.1	0.9	1.1	1.2	0.1
New Mexico.....	9	9	8	10	11	1	1.1	1.0	0.9	1.1	1.3	0.2
New York.....	49	78	84	91	101	10	0.5	0.8	0.9	0.9	1.0	0.1
North Carolina.....	55	50	51	44	44	0	1.1	1.0	1.0	0.9	0.9	0.0
North Dakota.....	5	8	4	5	5	0	1.2	1.8	0.9	1.1	1.1	0.0
Ohio.....	86	85	57	56	53	-3	1.5	1.5	1.0	1.0	0.9	-0.1
Oklahoma.....	18	15	19	18	18	0	1.1	0.9	1.1	1.0	1.0	0.0
Oregon.....	22	24	21	22	23	1	1.1	1.2	1.1	1.1	1.1	0.0
Pennsylvania.....	84	45	58	55	52	-3	1.4	0.7	0.9	0.9	0.8	-0.1
Rhode Island.....	6	6	7	6	9	3	1.2	1.2	1.4	1.2	1.8	0.6
South Carolina.....	19	21	22	22	30	8	0.8	0.9	1.0	1.0	1.3	0.3
South Dakota.....	4	9	5	5	5	0	0.9	2.0	1.1	1.1	1.1	0.0
Tennessee.....	38	28	38	32	39	7	1.2	0.8	1.1	1.0	1.2	0.2
Texas.....	103	114	119	141	116	-25	0.8	0.8	0.9	1.0	0.8	-0.2
Utah.....	16	18	21	22	22	0	0.9	1.0	1.2	1.3	1.3	0.0
Vermont.....	3	3	4	3	5	2	1.0	1.0	1.3	1.0	1.6	0.6
Virginia.....	35	59	43	46	49	3	0.9	1.4	1.0	1.1	1.2	0.1
Washington.....	57	35	31	35	40	5	1.6	1.0	0.9	1.0	1.1	0.1
West Virginia.....	8	9	9	10	9	-1	1.2	1.3	1.3	1.4	1.3	-0.1
Wisconsin.....	26	38	32	25	27	2	0.9	1.3	1.1	0.8	0.9	0.1
Wyoming.....	4	5	5	5	4	-1	1.4	1.7	1.7	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		
	July 2022	June 2023	July 2023 ^p	July 2022	June 2023	July 2023 ^p
TOTAL U.S.....	12,392	8,885	9,515	7.5	5.4	5.7
Alabama.....	167	135	132	7.3	5.9	5.8
Alaska.....	37	36	28	9.7	9.6	7.6
Arizona.....	274	152	196	8.3	4.7	6.0
Arkansas.....	106	88	87	7.5	6.0	6.0
California.....	1,434	906	1,031	7.5	4.8	5.4
Colorado.....	249	180	185	7.9	5.8	5.9
Connecticut.....	123	85	98	6.9	4.7	5.5
Delaware.....	54	34	44	10.2	6.4	8.2
District of Columbia.....	61	44	48	7.3	5.3	5.7
Florida.....	675	608	592	6.7	5.9	5.8
Georgia.....	473	320	333	9.0	6.1	6.4
Hawaii.....	52	27	37	7.8	4.1	5.6
Idaho.....	77	50	59	8.4	5.5	6.4
Illinois.....	491	365	366	7.5	5.6	5.6
Indiana.....	269	159	175	7.8	4.7	5.1
Iowa.....	113	80	81	6.8	4.7	4.9
Kansas.....	129	75	92	8.4	4.9	6.1
Kentucky.....	164	120	119	7.8	5.6	5.6
Louisiana.....	164	139	132	7.9	6.6	6.4
Maine.....	54	40	48	7.6	5.6	6.7
Maryland.....	241	191	199	8.1	6.5	6.7
Massachusetts.....	304	253	252	7.5	6.2	6.2
Michigan.....	342	232	222	7.3	4.9	4.8
Minnesota.....	254	185	225	7.9	5.7	6.9
Mississippi.....	102	79	89	8.1	6.3	7.1
Missouri.....	229	146	181	7.3	4.6	5.7
Montana.....	55	39	37	9.5	6.8	6.6
Nebraska.....	80	54	59	7.2	4.9	5.3
Nevada.....	110	84	90	6.9	5.2	5.5
New Hampshire.....	58	42	55	7.7	5.6	7.3
New Jersey.....	271	220	264	6.0	4.7	5.7
New Mexico.....	91	50	66	9.8	5.4	7.1
New York.....	630	424	514	6.2	4.2	5.0
North Carolina.....	420	319	329	8.1	6.1	6.3
North Dakota.....	33	29	26	7.1	6.2	5.7
Ohio.....	465	344	331	7.7	5.7	5.5
Oklahoma.....	134	118	113	7.4	6.4	6.1
Oregon.....	169	93	119	8.0	4.4	5.6
Pennsylvania.....	418	335	335	6.5	5.2	5.2
Rhode Island.....	37	29	30	6.8	5.4	5.7
South Carolina.....	193	156	180	7.9	6.3	7.2
South Dakota.....	31	29	24	6.4	5.8	5.0
Tennessee.....	305	221	218	8.6	6.2	6.2
Texas.....	1,111	790	835	7.6	5.4	5.7
Utah.....	130	86	97	7.2	4.7	5.3
Vermont.....	26	18	21	8.0	5.6	6.5
Virginia.....	372	285	267	8.4	6.4	6.1
Washington.....	292	157	202	7.6	4.1	5.2
West Virginia.....	76	50	58	9.9	6.6	7.7
Wisconsin.....	218	160	171	6.8	5.0	5.3
Wyoming.....	27	25	20	8.5	7.6	6.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2022	June 2023	July 2023 ^p	July 2022	June 2023	July 2023 ^p
TOTAL U.S.....	7,004	6,848	6,227	4.6	4.4	4.0
Alabama.....	107	109	98	5.1	5.1	4.6
Alaska.....	23	37	20	6.8	10.9	5.7
Arizona.....	176	128	139	5.8	4.1	4.5
Arkansas.....	68	67	61	5.2	4.9	4.5
California.....	657	679	667	3.7	3.7	3.7
Colorado.....	117	137	100	4.1	4.7	3.4
Connecticut.....	80	63	63	4.8	3.7	3.7
Delaware.....	36	29	35	7.6	6.0	7.1
District of Columbia.....	31	31	33	4.0	3.9	4.2
Florida.....	367	398	361	3.9	4.1	3.7
Georgia.....	304	247	270	6.3	5.0	5.5
Hawaii.....	29	23	24	4.6	3.6	3.9
Idaho.....	47	47	42	5.6	5.5	4.9
Illinois.....	266	284	224	4.4	4.6	3.6
Indiana.....	149	142	149	4.7	4.4	4.6
Iowa.....	67	69	53	4.3	4.3	3.4
Kansas.....	83	60	65	5.9	4.1	4.5
Kentucky.....	98	96	83	5.0	4.7	4.2
Louisiana.....	103	125	105	5.4	6.4	5.4
Maine.....	36	36	28	5.5	5.4	4.2
Maryland.....	147	125	139	5.4	4.5	5.0
Massachusetts.....	150	160	142	4.0	4.2	3.7
Michigan.....	174	183	165	4.0	4.1	3.7
Minnesota.....	127	135	118	4.3	4.5	3.9
Mississippi.....	65	64	62	5.6	5.4	5.3
Missouri.....	113	123	102	3.9	4.1	3.4
Montana.....	32	39	26	6.1	7.4	5.1
Nebraska.....	42	46	39	4.1	4.3	3.7
Nevada.....	69	67	64	4.7	4.3	4.1
New Hampshire.....	38	33	35	5.5	4.7	5.0
New Jersey.....	176	218	154	4.1	4.9	3.5
New Mexico.....	46	38	44	5.5	4.3	5.1
New York.....	377	339	349	3.9	3.5	3.6
North Carolina.....	264	245	180	5.5	5.0	3.7
North Dakota.....	20	24	17	4.7	5.4	3.8
Ohio.....	245	236	196	4.4	4.2	3.5
Oklahoma.....	87	87	88	5.1	5.0	5.1
Oregon.....	97	84	77	5.0	4.2	3.9
Pennsylvania.....	192	206	174	3.2	3.3	2.8
Rhode Island.....	23	24	19	4.6	4.7	3.8
South Carolina.....	120	123	110	5.3	5.3	4.8
South Dakota.....	20	27	17	4.4	5.7	3.6
Tennessee.....	180	168	173	5.6	5.1	5.3
Texas.....	692	606	552	5.1	4.3	4.0
Utah.....	75	73	64	4.5	4.2	3.7
Vermont.....	16	15	13	5.1	4.9	4.2
Virginia.....	209	205	185	5.1	4.9	4.5
Washington.....	171	135	143	4.8	3.7	3.9
West Virginia.....	44	38	41	6.4	5.4	5.8
Wisconsin.....	129	152	105	4.3	5.0	3.4
Wyoming.....	16	23	14	5.6	7.7	4.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2022	June 2023	July 2023 ^p	July 2022	June 2023	July 2023 ^p
TOTAL U.S.....	6,461	6,039	6,060	4.2	3.8	3.9
Alabama.....	96	90	99	4.5	4.2	4.6
Alaska.....	18	16	17	5.1	4.7	4.9
Arizona.....	173	192	157	5.7	6.2	5.1
Arkansas.....	70	58	70	5.3	4.2	5.2
California.....	625	558	523	3.5	3.1	2.9
Colorado.....	129	110	114	4.5	3.7	3.9
Connecticut.....	64	61	70	3.8	3.6	4.1
Delaware.....	23	22	22	4.8	4.5	4.5
District of Columbia.....	29	26	29	3.8	3.3	3.8
Florida.....	440	460	385	4.7	4.8	4.0
Georgia.....	302	199	220	6.3	4.1	4.5
Hawaii.....	21	20	23	3.5	3.2	3.7
Idaho.....	48	32	43	5.7	3.7	5.0
Illinois.....	203	220	183	3.3	3.5	3.0
Indiana.....	138	138	148	4.3	4.3	4.6
Iowa.....	58	58	61	3.7	3.6	3.9
Kansas.....	62	79	50	4.4	5.4	3.5
Kentucky.....	92	90	96	4.7	4.5	4.8
Louisiana.....	97	100	90	5.1	5.1	4.6
Maine.....	21	23	20	3.3	3.4	3.0
Maryland.....	108	104	109	4.0	3.8	4.0
Massachusetts.....	127	102	100	3.4	2.7	2.6
Michigan.....	167	160	171	3.8	3.6	3.9
Minnesota.....	99	123	116	3.3	4.0	3.9
Mississippi.....	66	55	65	5.7	4.7	5.6
Missouri.....	145	113	116	5.0	3.8	3.9
Montana.....	29	26	31	5.6	5.0	5.9
Nebraska.....	37	39	39	3.6	3.7	3.7
Nevada.....	84	64	72	5.7	4.2	4.7
New Hampshire.....	26	34	28	3.8	4.9	3.9
New Jersey.....	187	128	177	4.4	2.9	4.1
New Mexico.....	43	44	43	5.1	5.0	4.9
New York.....	275	272	302	2.9	2.8	3.1
North Carolina.....	238	209	218	5.0	4.3	4.5
North Dakota.....	17	21	18	4.0	4.8	4.0
Ohio.....	241	211	214	4.3	3.7	3.8
Oklahoma.....	80	81	83	4.8	4.7	4.8
Oregon.....	102	74	89	5.2	3.7	4.4
Pennsylvania.....	230	236	209	3.8	3.8	3.4
Rhode Island.....	20	19	21	4.1	3.8	4.3
South Carolina.....	105	97	113	4.7	4.2	4.9
South Dakota.....	16	20	18	3.4	4.2	3.8
Tennessee.....	173	132	156	5.4	4.0	4.7
Texas.....	566	598	564	4.2	4.3	4.1
Utah.....	74	70	74	4.4	4.0	4.3
Vermont.....	10	13	12	3.2	4.1	4.0
Virginia.....	162	172	169	4.0	4.1	4.1
Washington.....	154	110	141	4.3	3.0	3.9
West Virginia.....	44	38	43	6.3	5.3	6.1
Wisconsin.....	112	108	111	3.7	3.6	3.6
Wyoming.....	15	12	15	5.1	4.1	5.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2022	June 2023	July 2023 ^p	July 2022	June 2023	July 2023 ^p
TOTAL U.S.....	4,615	4,097	4,091	3.0	2.6	2.6
Alabama.....	71	66	68	3.3	3.1	3.2
Alaska.....	11	11	9	3.1	3.1	2.5
Arizona.....	134	126	110	4.4	4.1	3.6
Arkansas.....	51	42	46	3.9	3.1	3.4
California.....	460	373	359	2.6	2.1	2.0
Colorado.....	88	76	72	3.1	2.6	2.5
Connecticut.....	45	37	41	2.7	2.2	2.4
Delaware.....	16	16	15	3.4	3.2	3.0
District of Columbia.....	19	19	19	2.5	2.4	2.4
Florida.....	306	331	290	3.3	3.4	3.0
Georgia.....	214	136	153	4.5	2.8	3.1
Hawaii.....	14	13	13	2.2	2.1	2.1
Idaho.....	29	22	27	3.5	2.6	3.1
Illinois.....	145	153	127	2.4	2.5	2.1
Indiana.....	107	94	103	3.3	2.9	3.2
Iowa.....	44	36	41	2.8	2.3	2.6
Kansas.....	52	54	37	3.7	3.7	2.6
Kentucky.....	68	64	67	3.5	3.2	3.4
Louisiana.....	70	69	63	3.7	3.5	3.2
Maine.....	16	13	12	2.5	2.0	1.7
Maryland.....	75	72	70	2.7	2.6	2.5
Massachusetts.....	99	58	57	2.7	1.5	1.5
Michigan.....	130	107	112	3.0	2.4	2.5
Minnesota.....	72	83	79	2.4	2.7	2.6
Mississippi.....	47	40	41	4.0	3.4	3.5
Missouri.....	114	73	86	3.9	2.4	2.9
Montana.....	18	18	16	3.5	3.3	3.1
Nebraska.....	29	26	28	2.8	2.4	2.6
Nevada.....	54	45	45	3.6	2.9	2.9
New Hampshire.....	19	22	16	2.7	3.1	2.3
New Jersey.....	119	66	111	2.8	1.5	2.6
New Mexico.....	25	30	23	3.0	3.5	2.6
New York.....	207	151	182	2.2	1.5	1.9
North Carolina.....	163	157	146	3.4	3.2	3.0
North Dakota.....	13	14	13	3.1	3.3	2.9
Ohio.....	141	143	154	2.5	2.5	2.7
Oklahoma.....	59	61	59	3.5	3.5	3.4
Oregon.....	59	50	52	3.0	2.5	2.6
Pennsylvania.....	146	138	151	2.4	2.2	2.5
Rhode Island.....	15	11	12	3.0	2.1	2.3
South Carolina.....	79	71	73	3.5	3.1	3.2
South Dakota.....	12	13	12	2.6	2.9	2.7
Tennessee.....	129	97	108	4.0	2.9	3.3
Texas.....	431	445	400	3.2	3.2	2.9
Utah.....	50	46	46	3.0	2.7	2.7
Vermont.....	7	7	8	2.3	2.2	2.5
Virginia.....	121	121	111	3.0	2.9	2.7
Washington.....	93	72	93	2.6	2.0	2.5
West Virginia.....	32	26	28	4.6	3.6	4.0
Wisconsin.....	87	76	79	2.9	2.5	2.6
Wyoming.....	9	8	9	3.2	2.6	3.1

p Preliminary

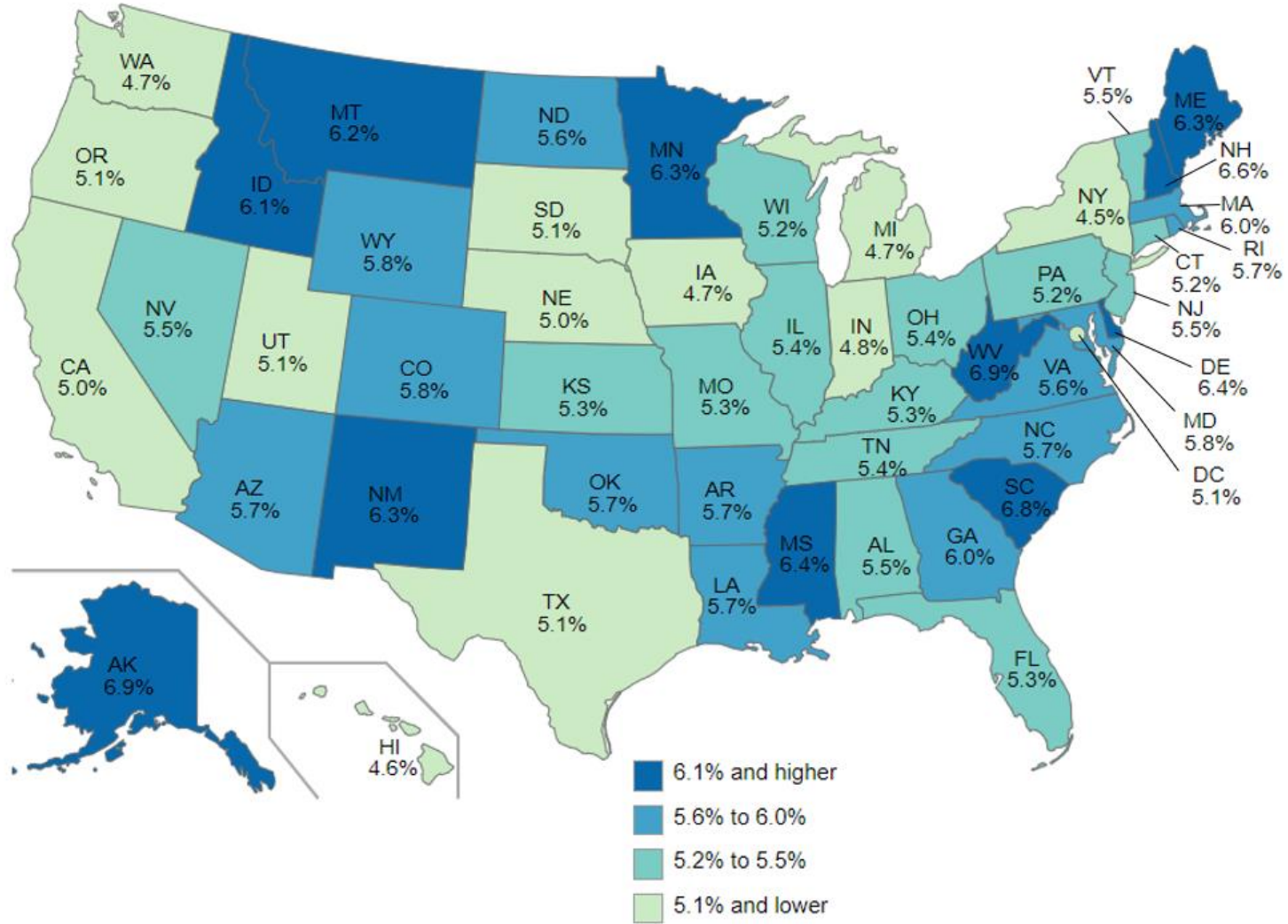
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	July 2022	June 2023	July 2023 ^p	July 2022	June 2023	July 2023 ^p
TOTAL U.S.....	1,447	1,553	1,516	0.9	1.0	1.0
Alabama.....	21	19	24	1.0	0.9	1.1
Alaska.....	5	4	5	1.5	1.3	1.5
Arizona.....	27	60	34	0.9	1.9	1.1
Arkansas.....	16	13	18	1.2	0.9	1.3
California.....	103	153	135	0.6	0.8	0.7
Colorado.....	28	29	34	1.0	1.0	1.2
Connecticut.....	15	17	24	0.9	1.0	1.4
Delaware.....	5	5	6	1.1	1.1	1.2
District of Columbia.....	6	6	7	0.8	0.7	0.8
Florida.....	109	103	76	1.2	1.1	0.8
Georgia.....	78	48	55	1.6	1.0	1.1
Hawaii.....	5	6	6	0.8	1.0	1.0
Idaho.....	16	9	13	1.9	1.0	1.5
Illinois.....	48	50	43	0.8	0.8	0.7
Indiana.....	25	34	35	0.8	1.0	1.1
Iowa.....	11	18	13	0.7	1.1	0.8
Kansas.....	9	20	10	0.6	1.4	0.7
Kentucky.....	18	22	20	0.9	1.1	1.0
Louisiana.....	23	24	21	1.2	1.2	1.1
Maine.....	4	7	6	0.6	1.0	1.0
Maryland.....	27	26	29	1.0	0.9	1.1
Massachusetts.....	20	32	36	0.6	0.8	0.9
Michigan.....	31	38	45	0.7	0.8	1.0
Minnesota.....	23	33	22	0.8	1.1	0.7
Mississippi.....	16	12	20	1.4	1.0	1.8
Missouri.....	28	29	23	1.0	1.0	0.8
Montana.....	8	8	10	1.6	1.4	1.8
Nebraska.....	7	10	8	0.7	1.0	0.8
Nevada.....	26	18	21	1.7	1.1	1.3
New Hampshire.....	6	8	10	0.8	1.2	1.4
New Jersey.....	56	49	53	1.3	1.1	1.2
New Mexico.....	10	11	13	1.2	1.3	1.5
New York.....	45	94	105	0.5	1.0	1.1
North Carolina.....	64	40	49	1.3	0.8	1.0
North Dakota.....	3	5	4	0.8	1.1	0.8
Ohio.....	85	55	50	1.5	1.0	0.9
Oklahoma.....	17	17	17	1.0	1.0	1.0
Oregon.....	24	21	26	1.2	1.0	1.3
Pennsylvania.....	72	71	47	1.2	1.2	0.8
Rhode Island.....	4	7	8	0.9	1.3	1.6
South Carolina.....	20	21	33	0.9	0.9	1.4
South Dakota.....	3	5	4	0.7	1.0	0.9
Tennessee.....	36	28	39	1.1	0.9	1.2
Texas.....	106	135	119	0.8	1.0	0.9
Utah.....	15	21	21	0.9	1.2	1.2
Vermont.....	2	3	4	0.7	1.1	1.2
Virginia.....	30	42	45	0.7	1.0	1.1
Washington.....	52	33	37	1.5	0.9	1.0
West Virginia.....	9	9	11	1.3	1.3	1.6
Wisconsin.....	21	25	20	0.7	0.8	0.7
Wyoming.....	4	4	4	1.5	1.2	1.3

p Preliminary

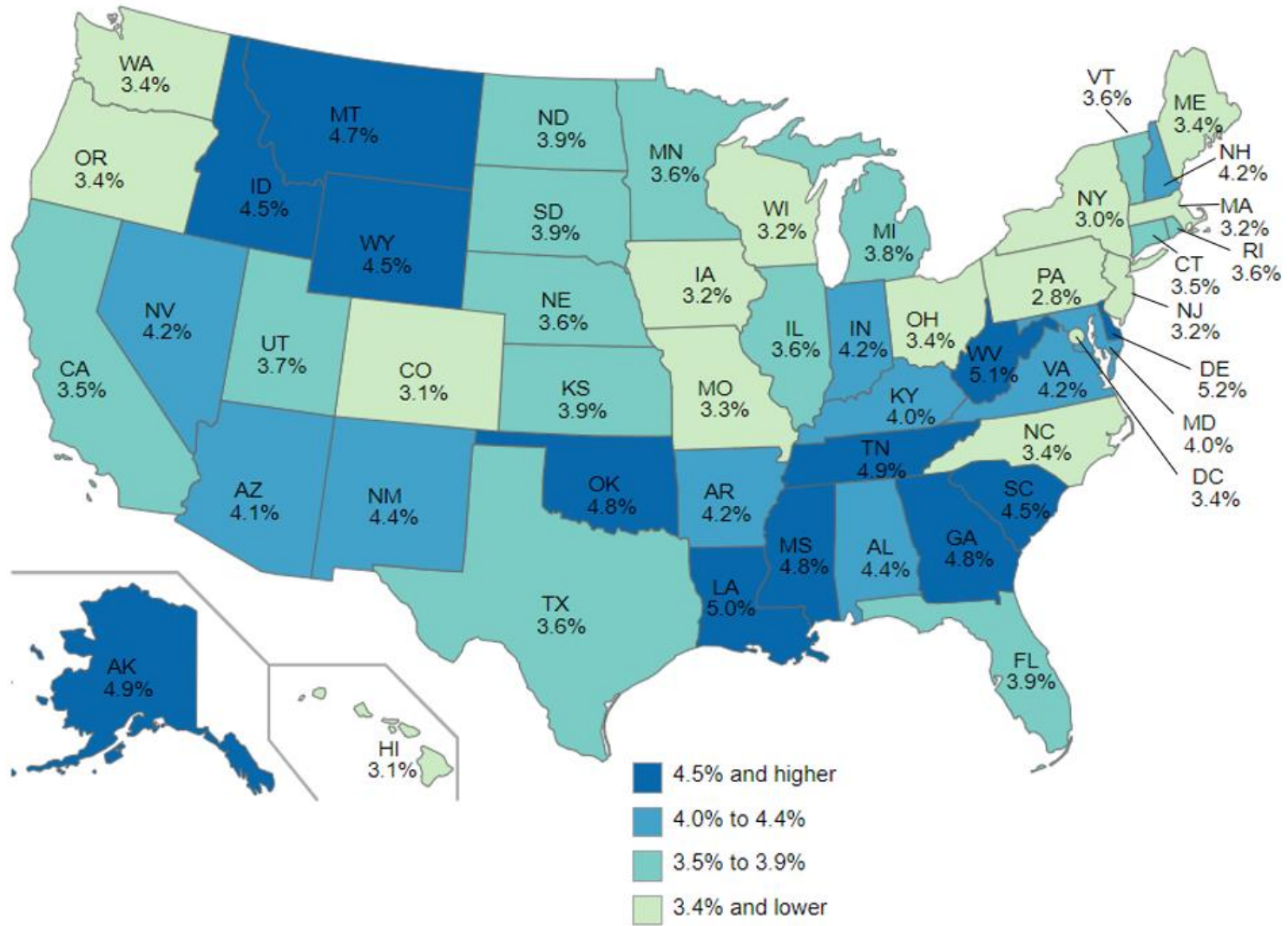
Map 1. Job openings rates by state, seasonally adjusted, July 2023

Total U.S. job openings rate = 5.3%



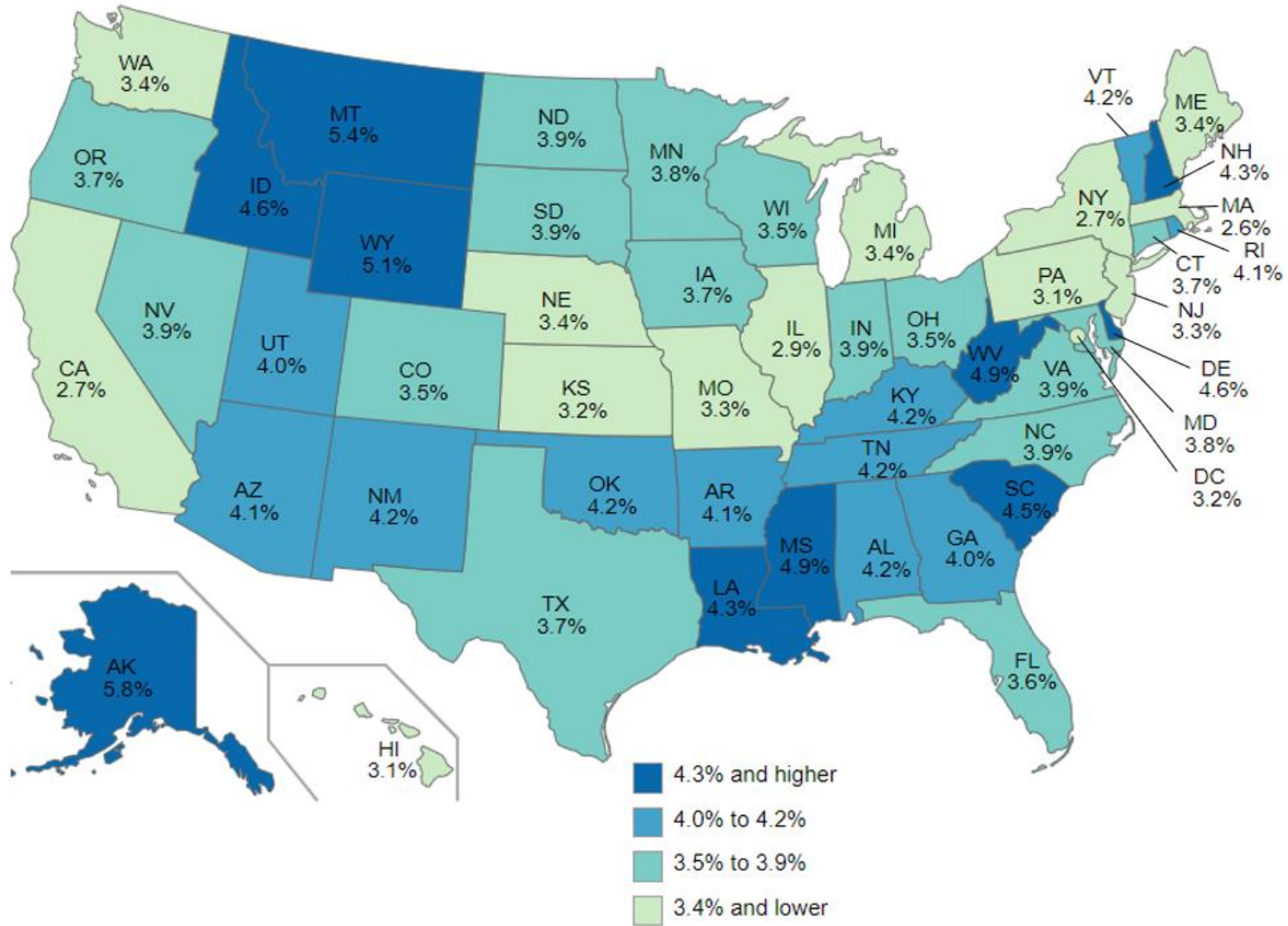
Map 2. Hires rates by state, seasonally adjusted, July 2023

Total U.S. hires rate = 3.7%



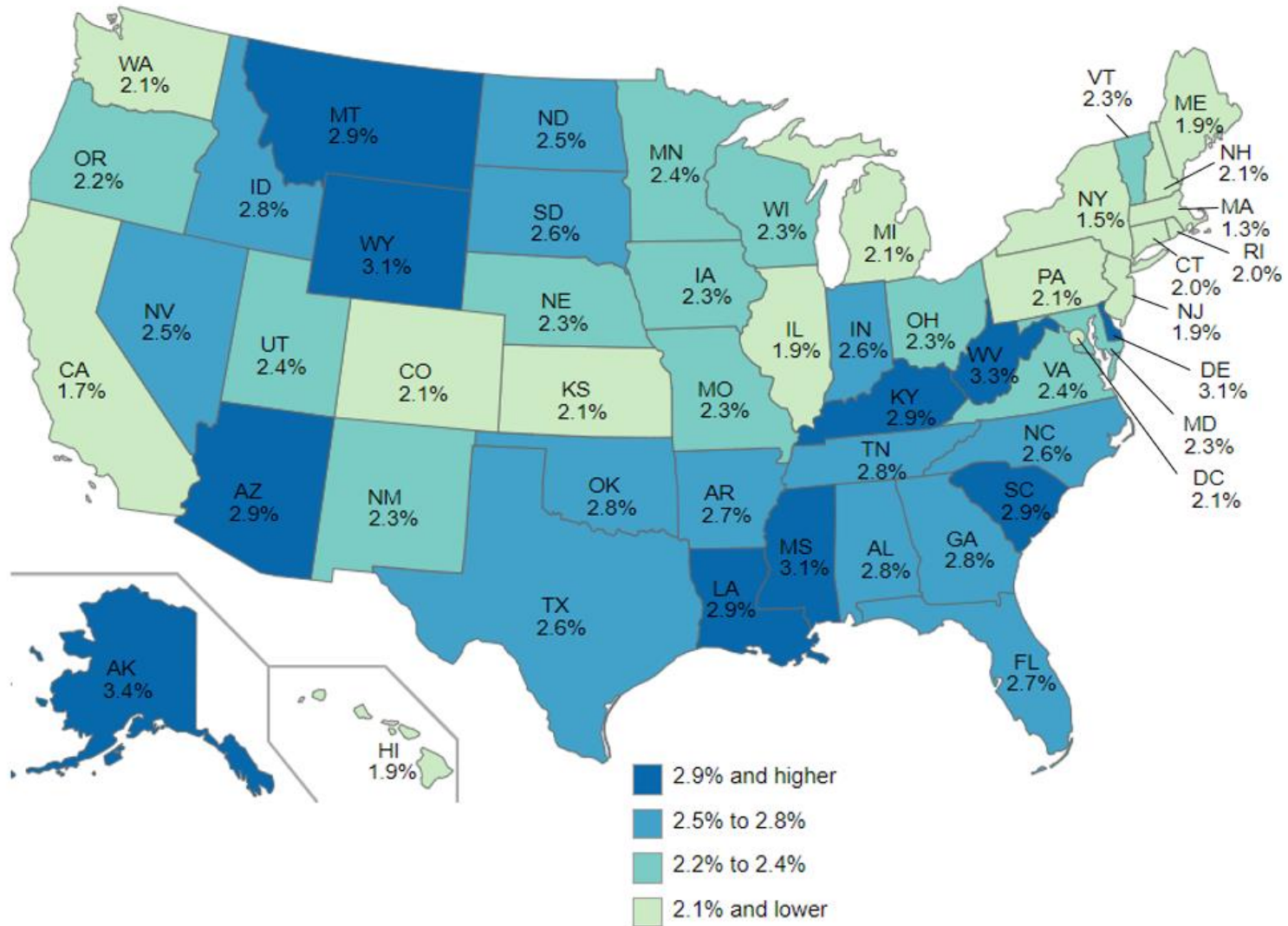
Map 3. Total separations rates by state, seasonally adjusted, July 2023

Total U.S. total separations rate = 3.5%



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

Total U.S. quits rate = 2.3%



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

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

