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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 – FEBRUARY 2024

Job openings rates decreased in 4 states and the District of Columbia and increased in 3 states on the last business day of February, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 5 states and decreased in 2 states. Total separations rates increased in 5 states and decreased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in February.

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 February, **job openings rates** decreased in 4 states and the District of Columbia, increased in 3 states, and were little changed in 43 states. The largest decreases in job openings rates occurred in Oregon (-1.2 percentage points) and in the District of Columbia and West Virginia (-1.0 point each). The increases occurred in Arizona (+1.0 point) and in Hawaii and Rhode Island (+0.9 point each). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** decreased in 6 states and the District of Columbia, increased in 4 states, and was little changed in 40 states in February. The largest decreases in the job openings level occurred in Oregon (-28,000), Ohio (-24,000), and Maryland (-18,000). The largest increases occurred in Arizona (+37,000), Indiana (+18,000), and Hawaii (+6,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In February, **hires rates** increased in 5 states, decreased in 2 states, and were little changed in 43 states and the District of Columbia. The increases in the hires rate occurred in Tennessee (+1.0 percentage point) and Maine (+0.9 point), as well as in Florida, Missouri, and Ohio (+0.6 point each). The decreases occurred in South Carolina (-0.7 point) and Pennsylvania (-0.5 point). The national hires rate changed little over the month. (See table 2.)

Upcoming Revisions to the JOLTS State Estimates

Effective with the release of May 2024 data on July 24, 2024, the Job Openings and Labor Turnover Survey (JOLTS) state estimates will be benchmarked and revised to include the annual benchmark revisions to JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) data. Seasonally adjusted and not seasonally adjusted data from January 2019 forward are subject to revision. In addition, 2023 annual estimates for states will be released at this time.

The **number of hires** increased in 6 states, decreased in 3 states, and was little changed in 41 states and the District of Columbia in February. The largest increases in the hires level occurred in Florida (+56,000), Tennessee (+35,000), and Ohio (+32,000). The decreases occurred in New York (-34,000), Pennsylvania (-31,000), and South Carolina (-16,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In February, **total separations rates** increased in 5 states, decreased in 2 states, and were little changed in 43 states and the District of Columbia. The largest increases in total separations rates occurred in Minnesota (+1.3 percentage points), Maine (+1.0 point), and Alaska (+0.9 point). The decreases occurred in Nebraska (-0.8 point) and New Jersey (-0.6 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 9 states, decreased in 3 states, and was little changed in 38 states and the District of Columbia in February. The largest increases in the total separations level occurred in Minnesota (+40,000), Tennessee (+27,000), and Ohio (+26,000). The decreases occurred in New Jersey (-25,000), Kansas (-9,000), and Nebraska (-8,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In February, **quits rates** increased in 3 states, decreased in 1 state, and were little changed in 46 states and the District of Columbia. The increases in quits rates occurred in Missouri (+0.8 percentage point), Nevada (+0.7 point), and Florida (+0.4 point). The decrease occurred in West Virginia (-0.6 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** increased in 4 states, decreased in 2 states, and was little changed in 44 states and the District of Columbia in February. The largest increases in the quits level occurred in Florida (+35,000), Missouri (+25,000), and Nevada (+10,000). The decreases occurred in Colorado (-13,000) and West Virginia (-4,000). Nationally, the number of quits was little changed. (See table 4.)

Layoffs and Discharges

In February, **layoffs and discharges rates** increased in 7 states, decreased in 1 state, and were little changed in 42 states and the District of Columbia. The largest increases occurred in Minnesota (+1.3 percentage points), Maine (+1.1 points), and Tennessee (+0.7 point). The decrease occurred in New Jersey (-0.4 point). Over the month, the national layoffs and discharges rate changed little. (See table 5.)

The **number of layoffs and discharges** increased in 8 states, decreased in 1 state, and was little changed in 41 states and the District of Columbia in February. The largest increases in the layoffs and discharges level occurred in Texas (+57,000), Minnesota (+38,000), and Tennessee (+22,000). The decrease occurred in New Jersey (-19,000). 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 March 2024 are scheduled to be released on Friday, May 17, 2024, 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 (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					
	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p
TOTAL U.S.....	9,849	8,931	8,889	8,748	8,756	8	6.0	5.4	5.3	5.3	5.3	0.0
Alabama.....	142	119	135	131	127	-4	6.2	5.2	5.8	5.7	5.5	-0.2
Alaska.....	27	26	25	24	26	2	7.7	7.3	7.0	6.7	7.2	0.5
Arizona.....	190	184	167	141	178	37	5.7	5.5	4.9	4.2	5.2	1.0
Arkansas.....	98	81	78	74	75	1	6.8	5.6	5.4	5.2	5.2	0.0
California.....	980	751	871	773	806	33	5.2	4.0	4.6	4.1	4.3	0.2
Colorado.....	241	224	217	195	200	5	7.7	7.1	6.8	6.2	6.3	0.1
Connecticut.....	95	88	93	89	86	-3	5.3	4.9	5.2	5.0	4.8	-0.2
Delaware.....	36	30	30	35	33	-2	7.0	5.8	5.8	6.7	6.3	-0.4
District of Columbia.....	39	40	41	46	37	-9	4.8	4.9	5.1	5.6	4.6	-1.0
Florida.....	634	548	522	537	557	20	6.1	5.3	5.0	5.1	5.3	0.2
Georgia.....	436	302	288	281	290	9	8.2	5.7	5.5	5.4	5.5	0.1
Hawaii.....	35	29	28	25	31	6	5.2	4.4	4.2	3.8	4.7	0.9
Idaho.....	54	52	51	50	51	1	6.0	5.7	5.6	5.5	5.6	0.1
Illinois.....	411	412	363	367	386	19	6.3	6.3	5.6	5.7	5.9	0.2
Indiana.....	169	161	157	160	178	18	5.0	4.7	4.6	4.7	5.2	0.5
Iowa.....	99	89	91	93	83	-10	5.9	5.3	5.4	5.5	4.9	-0.6
Kansas.....	90	87	85	80	84	4	5.9	5.6	5.5	5.2	5.5	0.3
Kentucky.....	133	116	118	116	114	-2	6.3	5.4	5.5	5.4	5.3	-0.1
Louisiana.....	151	117	124	121	127	6	7.2	5.6	6.0	5.8	6.1	0.3
Maine.....	44	44	39	45	39	-6	6.4	6.3	5.6	6.4	5.6	-0.8
Maryland.....	199	177	169	206	188	-18	6.8	6.0	5.8	7.0	6.4	-0.6
Massachusetts.....	259	228	232	218	222	4	6.5	5.7	5.9	5.5	5.6	0.1
Michigan.....	261	263	285	248	237	-11	5.6	5.6	6.0	5.3	5.0	-0.3
Minnesota.....	192	209	198	182	175	-7	6.0	6.5	6.2	5.7	5.5	-0.2
Mississippi.....	83	80	75	73	74	1	6.6	6.4	6.0	5.8	5.9	0.1
Missouri.....	198	174	166	196	180	-16	6.3	5.5	5.2	6.1	5.6	-0.5
Montana.....	39	35	36	36	38	2	7.0	6.3	6.4	6.4	6.7	0.3
Nebraska.....	65	61	58	56	59	3	5.9	5.5	5.2	5.0	5.3	0.3
Nevada.....	105	85	84	83	85	2	6.4	5.1	5.1	5.0	5.1	0.1
New Hampshire.....	47	40	39	41	39	-2	6.3	5.4	5.2	5.5	5.2	-0.3
New Jersey.....	268	224	221	207	211	4	5.8	4.9	4.8	4.5	4.6	0.1
New Mexico.....	63	57	56	55	60	5	6.8	6.1	6.0	5.9	6.4	0.5
New York.....	429	467	474	517	501	-16	4.2	4.6	4.6	5.0	4.9	-0.1
North Carolina.....	370	294	288	288	284	-4	7.0	5.6	5.5	5.5	5.4	-0.1
North Dakota.....	27	29	26	26	27	1	5.9	6.2	5.6	5.6	5.8	0.2
Ohio.....	309	323	328	327	303	-24	5.2	5.4	5.5	5.5	5.1	-0.4
Oklahoma.....	123	109	108	115	118	3	6.6	5.9	5.8	6.1	6.2	0.1
Oregon.....	126	103	102	142	114	-28	6.0	4.9	4.9	6.7	5.5	-1.2
Pennsylvania.....	421	381	365	365	379	14	6.5	5.8	5.6	5.6	5.8	0.2
Rhode Island.....	33	30	31	28	33	5	6.2	5.7	5.7	5.2	6.1	0.9
South Carolina.....	175	166	160	169	162	-7	7.1	6.7	6.4	6.7	6.4	-0.3
South Dakota.....	29	29	28	27	29	2	5.9	5.8	5.6	5.5	5.8	0.3
Tennessee.....	255	207	212	200	184	-16	7.2	5.9	6.0	5.7	5.3	-0.4
Texas.....	880	854	843	780	749	-31	6.0	5.7	5.7	5.3	5.0	-0.3
Utah.....	104	85	89	89	97	8	5.7	4.7	4.9	4.9	5.3	0.4
Vermont.....	21	19	17	18	17	-1	6.4	5.8	5.2	5.5	5.2	-0.3
Virginia.....	329	254	263	269	267	-2	7.4	5.7	5.9	6.0	6.0	0.0
Washington.....	203	168	165	175	183	8	5.3	4.4	4.3	4.6	4.8	0.2
West Virginia.....	56	52	50	52	44	-8	7.4	6.8	6.5	6.7	5.7	-1.0
Wisconsin.....	182	205	178	160	171	11	5.7	6.4	5.6	5.0	5.3	0.3
Wyoming.....	20	18	19	18	18	0	6.5	5.7	6.1	5.8	5.8	0.0

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

State	Levels (in thousands)						Rates					
	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p
TOTAL U.S.....	6,058	5,569	5,787	5,698	5,818	120	3.9	3.5	3.7	3.6	3.7	0.1
Alabama.....	99	83	101	91	94	3	4.6	3.8	4.6	4.2	4.3	0.1
Alaska.....	20	19	18	19	20	1	6.1	5.8	5.4	5.7	6.0	0.3
Arizona.....	138	115	131	126	125	-1	4.4	3.6	4.1	3.9	3.9	0.0
Arkansas.....	64	59	64	57	59	2	4.7	4.3	4.7	4.2	4.3	0.1
California.....	592	457	533	501	527	26	3.3	2.5	3.0	2.8	2.9	0.1
Colorado.....	125	129	132	114	110	-4	4.3	4.4	4.5	3.8	3.7	-0.1
Connecticut.....	55	55	63	63	63	0	3.3	3.2	3.7	3.7	3.7	0.0
Delaware.....	25	23	25	26	24	-2	5.2	4.7	5.1	5.3	4.9	-0.4
District of Columbia.....	25	24	25	24	25	1	3.2	3.1	3.3	3.1	3.2	0.1
Florida.....	372	400	466	375	431	56	3.8	4.1	4.7	3.8	4.4	0.6
Georgia.....	239	213	189	212	211	-1	4.9	4.3	3.8	4.3	4.3	0.0
Hawaii.....	23	17	20	18	22	4	3.6	2.7	3.2	2.8	3.5	0.7
Idaho.....	38	36	37	41	37	-4	4.5	4.2	4.3	4.8	4.3	-0.5
Illinois.....	252	226	217	213	188	-25	4.1	3.7	3.6	3.5	3.1	-0.4
Indiana.....	146	123	112	117	111	-6	4.5	3.7	3.4	3.6	3.4	-0.2
Iowa.....	61	55	48	60	54	-6	3.8	3.5	3.0	3.8	3.4	-0.4
Kansas.....	59	52	52	51	50	-1	4.1	3.6	3.6	3.5	3.4	-0.1
Kentucky.....	103	74	103	91	88	-3	5.2	3.7	5.1	4.5	4.3	-0.2
Louisiana.....	104	90	94	92	96	4	5.3	4.6	4.8	4.7	4.9	0.2
Maine.....	25	24	23	23	29	6	3.9	3.7	3.5	3.5	4.4	0.9
Maryland.....	113	111	121	108	106	-2	4.1	4.0	4.4	3.9	3.9	0.0
Massachusetts.....	128	104	107	102	115	13	3.4	2.7	2.9	2.7	3.1	0.4
Michigan.....	161	155	145	146	154	8	3.6	3.5	3.2	3.3	3.4	0.1
Minnesota.....	107	112	106	116	106	-10	3.6	3.7	3.5	3.9	3.5	-0.4
Mississippi.....	57	50	57	52	49	-3	4.8	4.3	4.8	4.4	4.1	-0.3
Missouri.....	107	100	92	100	118	18	3.6	3.3	3.1	3.3	3.9	0.6
Montana.....	29	23	27	28	27	-1	5.6	4.4	5.1	5.3	5.1	-0.2
Nebraska.....	48	38	35	38	37	-1	4.6	3.6	3.3	3.6	3.5	-0.1
Nevada.....	64	55	66	60	65	5	4.2	3.5	4.2	3.8	4.1	0.3
New Hampshire.....	28	28	26	27	29	2	4.0	4.0	3.7	3.8	4.1	0.3
New Jersey.....	154	164	145	146	159	13	3.6	3.8	3.3	3.3	3.6	0.3
New Mexico.....	37	32	31	36	32	-4	4.3	3.7	3.5	4.1	3.6	-0.5
New York.....	310	295	285	277	243	-34	3.2	3.0	2.9	2.8	2.5	-0.3
North Carolina.....	219	164	177	197	203	6	4.5	3.3	3.6	4.0	4.1	0.1
North Dakota.....	18	18	16	18	17	-1	4.2	4.1	3.6	4.1	3.9	-0.2
Ohio.....	201	180	191	193	225	32	3.6	3.2	3.4	3.4	4.0	0.6
Oklahoma.....	81	76	83	80	84	4	4.7	4.4	4.7	4.5	4.7	0.2
Oregon.....	82	67	68	87	77	-10	4.1	3.4	3.4	4.4	3.9	-0.5
Pennsylvania.....	182	196	171	227	196	-31	3.0	3.2	2.8	3.7	3.2	-0.5
Rhode Island.....	21	20	20	19	23	4	4.2	4.0	3.9	3.7	4.5	0.8
South Carolina.....	111	94	111	121	105	-16	4.9	4.0	4.8	5.2	4.5	-0.7
South Dakota.....	20	19	18	20	20	0	4.3	4.1	3.8	4.3	4.3	0.0
Tennessee.....	145	130	155	139	174	35	4.4	3.9	4.7	4.2	5.2	1.0
Texas.....	610	555	586	526	574	48	4.4	3.9	4.2	3.7	4.1	0.4
Utah.....	71	65	65	64	64	0	4.1	3.8	3.7	3.7	3.7	0.0
Vermont.....	12	13	12	12	12	0	3.9	4.2	3.9	3.8	3.8	0.0
Virginia.....	177	161	165	169	177	8	4.3	3.9	3.9	4.0	4.2	0.2
Washington.....	133	107	110	120	117	-3	3.7	2.9	3.0	3.3	3.2	-0.1
West Virginia.....	35	30	35	38	36	-2	5.0	4.2	4.9	5.3	5.0	-0.3
Wisconsin.....	111	103	95	105	96	-9	3.7	3.4	3.1	3.5	3.2	-0.3
Wyoming.....	15	13	13	14	14	0	5.2	4.4	4.4	4.8	4.8	0.0

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

State	Levels (in thousands)						Rates					
	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p
TOTAL U.S.....	5,833	5,413	5,419	5,449	5,559	110	3.8	3.4	3.4	3.5	3.5	0.0
Alabama.....	96	85	77	82	95	13	4.5	3.9	3.5	3.8	4.3	0.5
Alaska.....	19	17	21	17	20	3	5.8	5.2	6.3	5.1	6.0	0.9
Arizona.....	128	132	133	120	117	-3	4.1	4.2	4.1	3.7	3.6	-0.1
Arkansas.....	62	56	54	51	57	6	4.6	4.1	4.0	3.8	4.2	0.4
California.....	592	513	542	506	491	-15	3.3	2.8	3.0	2.8	2.7	-0.1
Colorado.....	120	117	104	128	114	-14	4.1	4.0	3.5	4.3	3.8	-0.5
Connecticut.....	51	51	58	53	59	6	3.0	3.0	3.4	3.1	3.5	0.4
Delaware.....	25	21	20	24	23	-1	5.2	4.3	4.1	4.9	4.7	-0.2
District of Columbia.....	30	24	22	23	22	-1	3.9	3.1	2.9	3.0	2.9	-0.1
Florida.....	422	385	376	392	409	17	4.4	3.9	3.8	4.0	4.1	0.1
Georgia.....	246	185	191	191	178	-13	5.0	3.7	3.9	3.9	3.6	-0.3
Hawaii.....	21	19	20	19	21	2	3.3	3.0	3.2	3.0	3.3	0.3
Idaho.....	39	42	39	41	43	2	4.6	4.9	4.6	4.8	5.0	0.2
Illinois.....	207	172	204	189	178	-11	3.4	2.8	3.3	3.1	2.9	-0.2
Indiana.....	140	132	127	123	117	-6	4.3	4.0	3.9	3.8	3.6	-0.2
Iowa.....	60	57	53	65	58	-7	3.8	3.6	3.3	4.1	3.6	-0.5
Kansas.....	54	52	53	58	49	-9	3.7	3.6	3.7	4.0	3.4	-0.6
Kentucky.....	93	76	71	79	79	0	4.7	3.7	3.5	3.9	3.9	0.0
Louisiana.....	103	81	84	88	86	-2	5.3	4.1	4.3	4.5	4.4	-0.1
Maine.....	25	27	24	24	31	7	3.9	4.1	3.7	3.7	4.7	1.0
Maryland.....	129	89	92	99	106	7	4.7	3.2	3.4	3.6	3.9	0.3
Massachusetts.....	105	102	102	96	108	12	2.8	2.7	2.7	2.6	2.9	0.3
Michigan.....	132	161	133	141	140	-1	3.0	3.6	3.0	3.2	3.1	-0.1
Minnesota.....	98	106	95	95	135	40	3.3	3.5	3.2	3.2	4.5	1.3
Mississippi.....	53	48	52	51	49	-2	4.5	4.1	4.4	4.3	4.1	-0.2
Missouri.....	101	98	102	95	113	18	3.4	3.3	3.4	3.2	3.8	0.6
Montana.....	28	28	27	27	29	2	5.4	5.4	5.1	5.1	5.5	0.4
Nebraska.....	34	38	38	45	37	-8	3.3	3.6	3.6	4.3	3.5	-0.8
Nevada.....	65	62	63	59	72	13	4.2	3.9	4.0	3.8	4.6	0.8
New Hampshire.....	25	24	24	27	32	5	3.6	3.4	3.4	3.8	4.5	0.7
New Jersey.....	128	140	134	149	124	-25	3.0	3.2	3.1	3.4	2.8	-0.6
New Mexico.....	36	34	31	35	32	-3	4.2	3.9	3.5	4.0	3.6	-0.4
New York.....	265	291	277	274	260	-14	2.7	3.0	2.8	2.8	2.7	-0.1
North Carolina.....	197	167	181	180	174	-6	4.0	3.4	3.6	3.6	3.5	-0.1
North Dakota.....	17	19	19	18	18	0	3.9	4.3	4.3	4.1	4.1	0.0
Ohio.....	199	188	187	173	199	26	3.6	3.3	3.3	3.1	3.5	0.4
Oklahoma.....	84	63	64	72	70	-2	4.9	3.6	3.6	4.1	3.9	-0.2
Oregon.....	79	76	63	84	82	-2	4.0	3.8	3.2	4.3	4.2	-0.1
Pennsylvania.....	170	190	178	177	189	12	2.8	3.1	2.9	2.9	3.1	0.2
Rhode Island.....	18	19	20	19	22	3	3.6	3.8	3.9	3.7	4.3	0.6
South Carolina.....	100	81	98	106	104	-2	4.4	3.5	4.2	4.5	4.4	-0.1
South Dakota.....	18	23	19	21	19	-2	3.9	4.9	4.0	4.5	4.1	-0.4
Tennessee.....	148	131	139	116	143	27	4.5	4.0	4.2	3.5	4.3	0.8
Texas.....	569	478	513	506	542	36	4.1	3.4	3.7	3.6	3.8	0.2
Utah.....	66	73	77	71	75	4	3.9	4.2	4.4	4.1	4.3	0.2
Vermont.....	12	12	13	12	13	1	3.9	3.9	4.2	3.8	4.2	0.4
Virginia.....	153	141	147	155	152	-3	3.7	3.4	3.5	3.7	3.6	-0.1
Washington.....	127	117	108	112	115	3	3.5	3.2	3.0	3.1	3.2	0.1
West Virginia.....	37	29	33	33	29	-4	5.3	4.1	4.6	4.6	4.0	-0.6
Wisconsin.....	97	110	102	113	116	3	3.2	3.6	3.4	3.7	3.8	0.1
Wyoming.....	15	15	15	14	15	1	5.2	5.1	5.1	4.8	5.1	0.3

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

State	Levels (in thousands)						Rates					
	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p
TOTAL U.S.....	3,964	3,516	3,439	3,446	3,484	38	2.6	2.2	2.2	2.2	2.2	0.0
Alabama.....	72	54	56	58	50	-8	3.4	2.5	2.6	2.7	2.3	-0.4
Alaska.....	12	11	13	11	13	2	3.7	3.4	3.9	3.3	3.9	0.6
Arizona.....	88	82	78	76	77	1	2.8	2.6	2.4	2.3	2.4	0.1
Arkansas.....	45	38	36	33	36	3	3.3	2.8	2.7	2.4	2.6	0.2
California.....	384	310	315	316	324	8	2.1	1.7	1.8	1.8	1.8	0.0
Colorado.....	79	68	63	87	74	-13	2.7	2.3	2.1	2.9	2.5	-0.4
Connecticut.....	33	30	34	31	33	2	2.0	1.8	2.0	1.8	1.9	0.1
Delaware.....	17	13	14	15	14	-1	3.5	2.7	2.9	3.1	2.9	-0.2
District of Columbia.....	22	14	14	14	14	0	2.9	1.8	1.8	1.8	1.8	0.0
Florida.....	284	286	250	268	303	35	2.9	2.9	2.5	2.7	3.1	0.4
Georgia.....	194	119	137	124	110	-14	4.0	2.4	2.8	2.5	2.2	-0.3
Hawaii.....	14	12	11	12	13	1	2.2	1.9	1.7	1.9	2.0	0.1
Idaho.....	25	27	24	26	28	2	3.0	3.1	2.8	3.0	3.2	0.2
Illinois.....	126	131	129	120	110	-10	2.1	2.1	2.1	2.0	1.8	-0.2
Indiana.....	95	81	67	75	76	1	2.9	2.5	2.1	2.3	2.3	0.0
Iowa.....	39	39	35	37	36	-1	2.5	2.5	2.2	2.3	2.2	-0.1
Kansas.....	36	36	34	31	32	1	2.5	2.5	2.3	2.1	2.2	0.1
Kentucky.....	68	51	49	54	52	-2	3.4	2.5	2.4	2.7	2.6	-0.1
Louisiana.....	77	53	53	56	54	-2	4.0	2.7	2.7	2.9	2.8	-0.1
Maine.....	16	18	14	14	14	0	2.5	2.7	2.1	2.1	2.1	0.0
Maryland.....	87	57	60	62	63	1	3.2	2.1	2.2	2.3	2.3	0.0
Massachusetts.....	67	52	60	55	57	2	1.8	1.4	1.6	1.5	1.5	0.0
Michigan.....	84	109	79	80	87	7	1.9	2.5	1.8	1.8	1.9	0.1
Minnesota.....	65	76	65	53	63	10	2.2	2.5	2.2	1.8	2.1	0.3
Mississippi.....	39	32	34	35	31	-4	3.3	2.7	2.9	3.0	2.6	-0.4
Missouri.....	67	69	66	56	81	25	2.3	2.3	2.2	1.9	2.7	0.8
Montana.....	18	17	16	17	19	2	3.5	3.3	3.1	3.2	3.6	0.4
Nebraska.....	22	26	24	24	24	0	2.1	2.5	2.3	2.3	2.3	0.0
Nevada.....	44	37	37	35	45	10	2.9	2.3	2.4	2.2	2.9	0.7
New Hampshire.....	15	15	15	16	15	-1	2.1	2.1	2.1	2.3	2.1	-0.2
New Jersey.....	84	74	78	71	66	-5	1.9	1.7	1.8	1.6	1.5	-0.1
New Mexico.....	23	22	18	22	21	-1	2.7	2.5	2.0	2.5	2.4	-0.1
New York.....	168	174	161	154	158	4	1.7	1.8	1.6	1.6	1.6	0.0
North Carolina.....	137	99	107	103	108	5	2.8	2.0	2.2	2.1	2.2	0.1
North Dakota.....	11	13	12	10	11	1	2.5	3.0	2.7	2.3	2.5	0.2
Ohio.....	127	130	113	112	129	17	2.3	2.3	2.0	2.0	2.3	0.3
Oklahoma.....	60	43	41	46	47	1	3.5	2.5	2.3	2.6	2.6	0.0
Oregon.....	50	52	40	52	51	-1	2.5	2.6	2.0	2.6	2.6	0.0
Pennsylvania.....	100	126	129	122	109	-13	1.6	2.0	2.1	2.0	1.8	-0.2
Rhode Island.....	12	12	11	11	12	1	2.4	2.4	2.2	2.1	2.3	0.2
South Carolina.....	75	57	67	69	72	3	3.3	2.5	2.9	2.9	3.1	0.2
South Dakota.....	11	16	12	12	12	0	2.4	3.4	2.6	2.6	2.6	0.0
Tennessee.....	105	85	92	80	85	5	3.2	2.6	2.8	2.4	2.6	0.2
Texas.....	439	334	364	359	337	-22	3.2	2.4	2.6	2.6	2.4	-0.2
Utah.....	46	47	49	49	48	-1	2.7	2.7	2.8	2.8	2.8	0.0
Vermont.....	8	8	8	7	6	-1	2.6	2.6	2.6	2.2	1.9	-0.3
Virginia.....	109	93	95	102	92	-10	2.6	2.2	2.3	2.4	2.2	-0.2
Washington.....	80	71	64	71	75	4	2.2	1.9	1.8	2.0	2.1	0.1
West Virginia.....	27	19	23	22	18	-4	3.9	2.7	3.2	3.1	2.5	-0.6
Wisconsin.....	65	74	63	70	67	-3	2.2	2.4	2.1	2.3	2.2	-0.1
Wyoming.....	10	10	9	10	9	-1	3.5	3.4	3.1	3.4	3.1	-0.3

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

State	Levels (in thousands)						Rates					
	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p	Feb. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024 ^p	Change from: Jan. 2024 - Feb. 2024 ^p
TOTAL U.S.....	1,571	1,546	1,607	1,596	1,724	128	1.0	1.0	1.0	1.0	1.1	0.1
Alabama.....	19	25	17	20	29	9	0.9	1.2	0.8	0.9	1.3	0.4
Alaska.....	6	5	7	5	5	0	1.8	1.5	2.1	1.5	1.5	0.0
Arizona.....	34	43	41	38	34	-4	1.1	1.4	1.3	1.2	1.0	-0.2
Arkansas.....	13	14	14	14	17	3	1.0	1.0	1.0	1.0	1.2	0.2
California.....	176	171	191	165	141	-24	1.0	0.9	1.1	0.9	0.8	-0.1
Colorado.....	34	39	33	34	34	0	1.2	1.3	1.1	1.1	1.1	0.0
Connecticut.....	16	17	18	19	19	0	0.9	1.0	1.1	1.1	1.1	0.0
Delaware.....	6	6	5	8	7	-1	1.2	1.2	1.0	1.6	1.4	-0.2
District of Columbia.....	6	7	6	6	5	-1	0.8	0.9	0.8	0.8	0.6	-0.2
Florida.....	118	83	103	105	98	-7	1.2	0.8	1.0	1.1	1.0	-0.1
Georgia.....	42	54	42	52	57	5	0.9	1.1	0.9	1.1	1.2	0.1
Hawaii.....	6	6	7	5	6	1	0.9	0.9	1.1	0.8	0.9	0.1
Idaho.....	12	13	13	12	12	0	1.4	1.5	1.5	1.4	1.4	0.0
Illinois.....	68	35	63	52	59	7	1.1	0.6	1.0	0.9	1.0	0.1
Indiana.....	38	43	53	34	34	0	1.2	1.3	1.6	1.0	1.0	0.0
Iowa.....	17	14	15	18	18	0	1.1	0.9	0.9	1.1	1.1	0.0
Kansas.....	15	13	15	16	14	-2	1.0	0.9	1.0	1.1	1.0	-0.1
Kentucky.....	21	20	18	20	22	2	1.1	1.0	0.9	1.0	1.1	0.1
Louisiana.....	22	22	24	25	27	2	1.1	1.1	1.2	1.3	1.4	0.1
Maine.....	6	7	7	8	15	7	0.9	1.1	1.1	1.2	2.3	1.1
Maryland.....	33	25	25	27	34	7	1.2	0.9	0.9	1.0	1.2	0.2
Massachusetts.....	32	39	32	34	38	4	0.9	1.0	0.9	0.9	1.0	0.1
Michigan.....	41	44	38	44	45	1	0.9	1.0	0.9	1.0	1.0	0.0
Minnesota.....	28	24	26	27	65	38	0.9	0.8	0.9	0.9	2.2	1.3
Mississippi.....	11	12	14	13	14	1	0.9	1.0	1.2	1.1	1.2	0.1
Missouri.....	29	22	29	28	25	-3	1.0	0.7	1.0	0.9	0.8	-0.1
Montana.....	8	9	9	8	8	0	1.5	1.7	1.7	1.5	1.5	0.0
Nebraska.....	11	11	12	13	11	-2	1.1	1.0	1.1	1.2	1.0	-0.2
Nevada.....	18	21	23	21	24	3	1.2	1.3	1.5	1.3	1.5	0.2
New Hampshire.....	8	7	7	9	13	4	1.1	1.0	1.0	1.3	1.8	0.5
New Jersey.....	40	38	40	66	47	-19	0.9	0.9	0.9	1.5	1.1	-0.4
New Mexico.....	11	9	11	11	9	-2	1.3	1.0	1.2	1.2	1.0	-0.2
New York.....	84	100	91	102	90	-12	0.9	1.0	0.9	1.0	0.9	-0.1
North Carolina.....	51	58	62	68	55	-13	1.0	1.2	1.2	1.4	1.1	-0.3
North Dakota.....	5	5	6	5	5	0	1.2	1.1	1.4	1.1	1.1	0.0
Ohio.....	62	49	63	39	57	18	1.1	0.9	1.1	0.7	1.0	0.3
Oklahoma.....	19	15	18	22	18	-4	1.1	0.9	1.0	1.2	1.0	-0.2
Oregon.....	24	20	18	26	23	-3	1.2	1.0	0.9	1.3	1.2	-0.1
Pennsylvania.....	64	46	39	48	55	7	1.0	0.7	0.6	0.8	0.9	0.1
Rhode Island.....	6	6	6	7	9	2	1.2	1.2	1.2	1.4	1.8	0.4
South Carolina.....	19	20	26	31	26	-5	0.8	0.9	1.1	1.3	1.1	-0.2
South Dakota.....	6	5	6	5	5	0	1.3	1.1	1.3	1.1	1.1	0.0
Tennessee.....	34	38	38	28	50	22	1.0	1.1	1.2	0.8	1.5	0.7
Texas.....	106	128	125	124	181	57	0.8	0.9	0.9	0.9	1.3	0.4
Utah.....	17	23	21	18	23	5	1.0	1.3	1.2	1.0	1.3	0.3
Vermont.....	4	3	4	4	5	1	1.3	1.0	1.3	1.3	1.6	0.3
Virginia.....	33	36	43	40	47	7	0.8	0.9	1.0	1.0	1.1	0.1
Washington.....	41	40	37	34	34	0	1.1	1.1	1.0	0.9	0.9	0.0
West Virginia.....	8	8	7	8	8	0	1.1	1.1	1.0	1.1	1.1	0.0
Wisconsin.....	26	28	32	29	42	13	0.9	0.9	1.1	1.0	1.4	0.4
Wyoming.....	4	4	4	4	5	1	1.4	1.3	1.4	1.4	1.7	0.3

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

State	Levels (in thousands)			Rates		
	Feb. 2023	Jan. 2024	Feb. 2024 ^P	Feb. 2023	Jan. 2024	Feb. 2024 ^P
TOTAL U.S.....	9,471	8,845	8,352	5.8	5.4	5.1
Alabama.....	139	133	124	6.1	5.8	5.4
Alaska.....	26	22	25	7.6	6.4	7.3
Arizona.....	187	162	174	5.6	4.8	5.1
Arkansas.....	96	78	74	6.6	5.5	5.2
California.....	939	775	757	5.0	4.2	4.1
Colorado.....	256	198	202	8.2	6.3	6.4
Connecticut.....	95	90	82	5.4	5.1	4.7
Delaware.....	29	36	27	5.7	7.1	5.3
District of Columbia.....	38	49	35	4.7	6.1	4.4
Florida.....	612	525	545	5.9	5.1	5.2
Georgia.....	419	293	282	7.9	5.6	5.4
Hawaii.....	37	27	34	5.5	4.1	5.1
Idaho.....	54	49	48	6.1	5.5	5.4
Illinois.....	394	361	370	6.1	5.7	5.8
Indiana.....	158	151	167	4.7	4.5	4.9
Iowa.....	91	91	75	5.5	5.5	4.5
Kansas.....	87	83	81	5.7	5.5	5.3
Kentucky.....	127	115	107	6.0	5.5	5.0
Louisiana.....	145	134	123	7.0	6.4	6.0
Maine.....	42	45	35	6.2	6.7	5.2
Maryland.....	198	233	192	6.8	8.0	6.6
Massachusetts.....	250	210	209	6.4	5.4	5.4
Michigan.....	243	246	215	5.3	5.3	4.6
Minnesota.....	179	179	157	5.8	5.7	5.0
Mississippi.....	79	70	70	6.3	5.6	5.6
Missouri.....	189	193	170	6.1	6.1	5.4
Montana.....	32	34	31	6.0	6.1	5.7
Nebraska.....	60	60	55	5.5	5.4	5.0
Nevada.....	105	83	84	6.4	5.1	5.1
New Hampshire.....	45	44	36	6.1	6.0	4.9
New Jersey.....	268	218	202	5.9	4.8	4.5
New Mexico.....	58	56	55	6.3	6.1	5.9
New York.....	431	515	490	4.3	5.1	4.8
North Carolina.....	357	284	277	6.8	5.5	5.3
North Dakota.....	25	24	25	5.5	5.4	5.4
Ohio.....	306	320	285	5.3	5.5	4.9
Oklahoma.....	109	123	108	6.0	6.5	5.7
Oregon.....	123	156	108	5.9	7.5	5.2
Pennsylvania.....	424	380	374	6.6	5.9	5.8
Rhode Island.....	35	27	34	6.6	5.2	6.3
South Carolina.....	169	185	156	6.9	7.4	6.3
South Dakota.....	27	25	27	5.7	5.3	5.6
Tennessee.....	245	202	177	6.9	5.8	5.1
Texas.....	821	754	701	5.6	5.1	4.7
Utah.....	99	97	91	5.5	5.3	5.0
Vermont.....	19	19	15	5.8	5.8	4.6
Virginia.....	316	272	258	7.1	6.2	5.8
Washington.....	195	182	175	5.2	4.8	4.6
West Virginia.....	53	53	39	7.1	7.0	5.2
Wisconsin.....	171	170	152	5.5	5.4	4.8
Wyoming.....	16	16	14	5.4	5.3	4.8

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

State	Levels (in thousands)			Rates		
	Feb. 2023	Jan. 2024	Feb. 2024 ^P	Feb. 2023	Jan. 2024	Feb. 2024 ^P
TOTAL U.S.....	5,070	5,522	4,861	3.3	3.6	3.1
Alabama.....	82	86	79	3.9	4.0	3.6
Alaska.....	15	17	16	4.6	5.3	4.9
Arizona.....	117	134	110	3.7	4.1	3.4
Arkansas.....	56	55	53	4.2	4.1	3.9
California.....	506	476	465	2.8	2.7	2.6
Colorado.....	99	110	90	3.4	3.8	3.0
Connecticut.....	41	57	47	2.4	3.4	2.8
Delaware.....	18	25	16	3.7	5.3	3.4
District of Columbia.....	21	24	22	2.8	3.1	2.9
Florida.....	331	377	393	3.4	3.8	4.0
Georgia.....	206	213	183	4.2	4.3	3.7
Hawaii.....	21	19	21	3.3	3.1	3.2
Idaho.....	30	38	31	3.6	4.5	3.6
Illinois.....	212	203	145	3.5	3.4	2.4
Indiana.....	125	103	90	3.9	3.2	2.8
Iowa.....	46	53	42	2.9	3.4	2.6
Kansas.....	50	50	44	3.5	3.5	3.0
Kentucky.....	82	83	70	4.1	4.1	3.5
Louisiana.....	92	98	84	4.7	5.0	4.3
Maine.....	17	21	20	2.7	3.3	3.1
Maryland.....	93	108	85	3.4	4.0	3.2
Massachusetts.....	91	93	82	2.5	2.5	2.2
Michigan.....	138	137	134	3.2	3.1	3.0
Minnesota.....	73	101	75	2.5	3.4	2.5
Mississippi.....	47	50	40	4.0	4.3	3.4
Missouri.....	90	98	102	3.1	3.3	3.4
Montana.....	20	24	20	3.9	4.7	3.8
Nebraska.....	39	41	31	3.8	3.9	3.0
Nevada.....	55	62	60	3.6	4.0	3.8
New Hampshire.....	21	26	22	3.0	3.7	3.1
New Jersey.....	124	124	128	2.9	2.9	3.0
New Mexico.....	29	35	26	3.4	4.0	3.0
New York.....	247	250	191	2.6	2.6	2.0
North Carolina.....	188	193	183	3.9	3.9	3.7
North Dakota.....	14	17	14	3.3	3.8	3.1
Ohio.....	152	173	181	2.8	3.1	3.3
Oklahoma.....	65	82	69	3.8	4.7	3.9
Oregon.....	65	88	64	3.3	4.6	3.3
Pennsylvania.....	135	219	146	2.2	3.6	2.4
Rhode Island.....	18	16	20	3.6	3.3	4.0
South Carolina.....	99	124	91	4.4	5.4	3.9
South Dakota.....	15	16	15	3.3	3.5	3.2
Tennessee.....	123	137	156	3.7	4.2	4.7
Texas.....	513	537	490	3.7	3.9	3.5
Utah.....	57	71	53	3.4	4.1	3.1
Vermont.....	9	12	9	2.9	3.9	2.9
Virginia.....	142	160	147	3.5	3.9	3.5
Washington.....	105	132	97	2.9	3.7	2.7
West Virginia.....	26	37	27	3.7	5.2	3.7
Wisconsin.....	90	105	75	3.0	3.5	2.5
Wyoming.....	9	11	9	3.3	4.0	3.3

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

State	Levels (in thousands)			Rates		
	Feb. 2023	Jan. 2024	Feb. 2024 ^P	Feb. 2023	Jan. 2024	Feb. 2024 ^P
TOTAL U.S.....	4,788	5,797	4,538	3.1	3.7	2.9
Alabama.....	76	82	75	3.6	3.8	3.4
Alaska.....	11	13	12	3.3	4.1	3.7
Arizona.....	103	127	93	3.3	3.9	2.9
Arkansas.....	53	53	48	3.9	3.9	3.5
California.....	499	565	416	2.8	3.2	2.3
Colorado.....	92	119	90	3.2	4.1	3.0
Connecticut.....	37	60	48	2.2	3.6	2.8
Delaware.....	19	28	17	4.1	6.0	3.6
District of Columbia.....	24	26	18	3.1	3.4	2.3
Florida.....	357	417	355	3.7	4.2	3.6
Georgia.....	209	199	149	4.3	4.1	3.0
Hawaii.....	17	23	18	2.7	3.6	2.8
Idaho.....	28	40	31	3.4	4.8	3.7
Illinois.....	179	204	149	3.0	3.4	2.5
Indiana.....	108	126	91	3.4	3.9	2.8
Iowa.....	47	63	46	3.0	4.0	2.9
Kansas.....	44	61	40	3.1	4.2	2.7
Kentucky.....	78	90	68	4.0	4.5	3.4
Louisiana.....	92	88	74	4.8	4.5	3.8
Maine.....	19	25	24	3.1	3.9	3.7
Maryland.....	106	118	88	3.9	4.4	3.3
Massachusetts.....	79	100	82	2.1	2.7	2.2
Michigan.....	104	154	110	2.4	3.5	2.5
Minnesota.....	75	98	94	2.6	3.3	3.2
Mississippi.....	45	50	40	3.9	4.2	3.4
Missouri.....	86	98	98	2.9	3.3	3.3
Montana.....	19	25	22	3.7	4.8	4.2
Nebraska.....	27	53	30	2.6	5.1	2.9
Nevada.....	53	64	63	3.5	4.1	4.1
New Hampshire.....	18	27	23	2.5	3.9	3.3
New Jersey.....	96	176	94	2.3	4.1	2.2
New Mexico.....	29	35	26	3.3	4.0	2.9
New York.....	202	309	203	2.1	3.2	2.1
North Carolina.....	177	185	147	3.7	3.8	3.0
North Dakota.....	13	18	13	3.0	4.2	3.1
Ohio.....	159	177	164	2.9	3.2	2.9
Oklahoma.....	73	77	61	4.3	4.4	3.5
Oregon.....	64	84	68	3.2	4.3	3.5
Pennsylvania.....	127	197	149	2.1	3.3	2.5
Rhode Island.....	13	21	18	2.6	4.2	3.5
South Carolina.....	80	117	82	3.5	5.0	3.5
South Dakota.....	14	20	14	3.1	4.5	3.0
Tennessee.....	127	134	118	3.9	4.1	3.6
Texas.....	474	510	451	3.4	3.7	3.2
Utah.....	50	77	57	2.9	4.5	3.3
Vermont.....	8	11	10	2.7	3.5	3.1
Virginia.....	128	159	126	3.1	3.8	3.0
Washington.....	105	123	98	2.9	3.4	2.7
West Virginia.....	33	33	24	4.8	4.7	3.4
Wisconsin.....	76	127	92	2.6	4.3	3.1
Wyoming.....	11	13	11	4.0	4.4	3.9

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

State	Levels (in thousands)			Rates		
	Feb. 2023	Jan. 2024	Feb. 2024 ^P	Feb. 2023	Jan. 2024	Feb. 2024 ^P
TOTAL U.S.....	3,223	3,303	2,759	2.1	2.1	1.8
Alabama.....	55	55	38	2.6	2.5	1.7
Alaska.....	7	8	9	2.1	2.5	2.7
Arizona.....	70	75	61	2.2	2.3	1.9
Arkansas.....	38	33	29	2.8	2.4	2.1
California.....	302	307	265	1.7	1.7	1.5
Colorado.....	61	79	60	2.1	2.7	2.0
Connecticut.....	25	30	25	1.5	1.8	1.5
Delaware.....	13	15	10	2.7	3.2	2.1
District of Columbia.....	16	16	10	2.1	2.1	1.3
Florida.....	238	250	261	2.4	2.5	2.6
Georgia.....	162	123	92	3.3	2.5	1.9
Hawaii.....	11	13	11	1.8	2.1	1.8
Idaho.....	18	24	21	2.1	2.8	2.4
Illinois.....	108	116	83	1.8	1.9	1.4
Indiana.....	72	68	57	2.2	2.1	1.8
Iowa.....	31	31	28	2.0	2.0	1.8
Kansas.....	28	28	23	2.0	1.9	1.6
Kentucky.....	54	58	41	2.7	2.9	2.0
Louisiana.....	65	51	43	3.4	2.6	2.2
Maine.....	12	13	10	2.0	2.1	1.6
Maryland.....	70	67	51	2.6	2.5	1.9
Massachusetts.....	53	53	44	1.4	1.5	1.2
Michigan.....	62	73	65	1.4	1.7	1.5
Minnesota.....	52	48	48	1.8	1.6	1.6
Mississippi.....	32	32	23	2.7	2.8	2.0
Missouri.....	55	54	69	1.9	1.8	2.3
Montana.....	12	15	14	2.4	2.9	2.7
Nebraska.....	17	25	19	1.7	2.4	1.8
Nevada.....	34	38	38	2.2	2.4	2.5
New Hampshire.....	12	14	11	1.7	2.0	1.5
New Jersey.....	64	65	48	1.5	1.5	1.1
New Mexico.....	18	21	17	2.1	2.4	1.9
New York.....	132	151	125	1.4	1.6	1.3
North Carolina.....	120	87	88	2.5	1.8	1.8
North Dakota.....	8	8	8	1.9	1.9	1.8
Ohio.....	101	100	105	1.8	1.8	1.9
Oklahoma.....	47	46	38	2.7	2.6	2.1
Oregon.....	40	49	42	2.1	2.5	2.1
Pennsylvania.....	75	122	81	1.2	2.0	1.3
Rhode Island.....	8	11	8	1.7	2.2	1.7
South Carolina.....	58	72	55	2.5	3.1	2.4
South Dakota.....	8	10	8	1.8	2.3	1.8
Tennessee.....	87	82	68	2.6	2.5	2.1
Texas.....	345	346	259	2.5	2.5	1.8
Utah.....	34	50	36	2.0	2.9	2.1
Vermont.....	5	6	4	1.7	1.8	1.4
Virginia.....	89	97	71	2.2	2.3	1.7
Washington.....	67	77	66	1.9	2.2	1.8
West Virginia.....	23	21	14	3.3	2.9	2.0
Wisconsin.....	51	65	52	1.7	2.2	1.7
Wyoming.....	7	8	7	2.5	2.8	2.4

p Preliminary

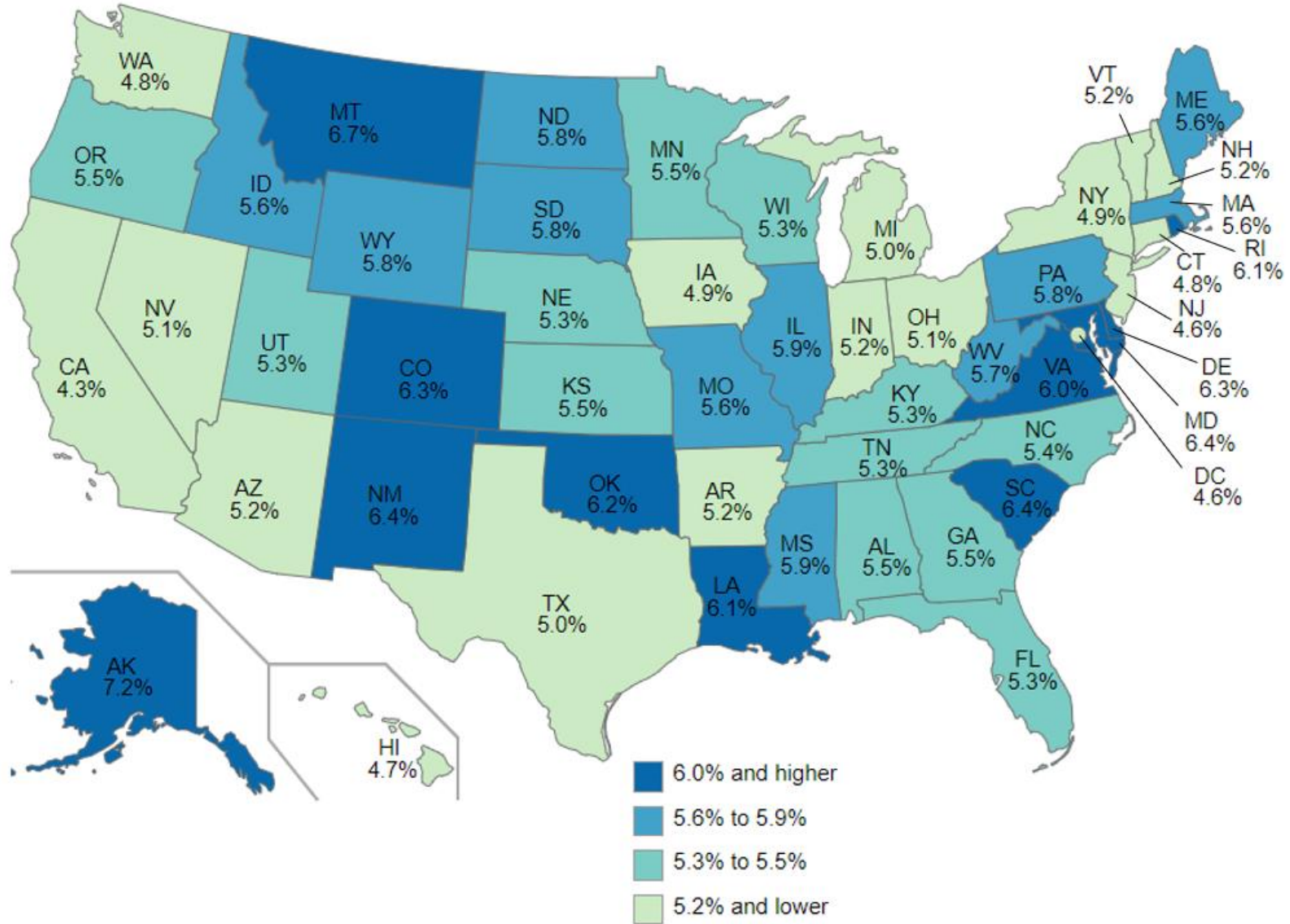
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Feb. 2023	Jan. 2024	Feb. 2024 ^P	Feb. 2023	Jan. 2024	Feb. 2024 ^P
TOTAL U.S.....	1,301	2,032	1,462	0.8	1.3	0.9
Alabama.....	16	21	23	0.7	1.0	1.0
Alaska.....	3	4	2	0.9	1.3	0.7
Arizona.....	28	44	27	0.9	1.4	0.8
Arkansas.....	12	15	15	0.9	1.1	1.1
California.....	171	232	131	1.0	1.3	0.7
Colorado.....	26	33	26	0.9	1.1	0.9
Connecticut.....	10	26	16	0.6	1.5	0.9
Delaware.....	5	11	5	1.1	2.4	1.1
District of Columbia.....	6	7	5	0.7	0.9	0.6
Florida.....	98	148	83	1.0	1.5	0.8
Georgia.....	36	53	49	0.7	1.1	1.0
Hawaii.....	5	7	5	0.8	1.2	0.8
Idaho.....	9	14	9	1.1	1.7	1.0
Illinois.....	62	71	59	1.0	1.2	1.0
Indiana.....	30	42	28	0.9	1.3	0.9
Iowa.....	13	22	15	0.8	1.4	0.9
Kansas.....	14	21	13	0.9	1.4	0.9
Kentucky.....	19	25	20	1.0	1.3	1.0
Louisiana.....	22	28	25	1.1	1.4	1.3
Maine.....	5	10	11	0.7	1.6	1.7
Maryland.....	27	38	27	1.0	1.4	1.0
Massachusetts.....	20	39	27	0.5	1.1	0.7
Michigan.....	36	61	39	0.8	1.4	0.9
Minnesota.....	19	34	42	0.6	1.2	1.4
Mississippi.....	10	14	12	0.9	1.2	1.0
Missouri.....	27	32	23	0.9	1.1	0.8
Montana.....	6	8	6	1.1	1.5	1.2
Nebraska.....	8	18	9	0.8	1.7	0.9
Nevada.....	16	23	22	1.0	1.5	1.4
New Hampshire.....	5	11	10	0.7	1.6	1.4
New Jersey.....	29	96	36	0.7	2.2	0.8
New Mexico.....	9	12	7	1.0	1.3	0.8
New York.....	60	139	67	0.6	1.4	0.7
North Carolina.....	49	87	49	1.0	1.8	1.0
North Dakota.....	4	7	5	1.0	1.6	1.1
Ohio.....	50	57	48	0.9	1.0	0.9
Oklahoma.....	21	26	18	1.2	1.5	1.0
Oregon.....	19	28	19	1.0	1.5	1.0
Pennsylvania.....	48	66	49	0.8	1.1	0.8
Rhode Island.....	4	9	8	0.7	1.8	1.6
South Carolina.....	17	37	20	0.8	1.6	0.9
South Dakota.....	5	7	4	1.1	1.4	1.0
Tennessee.....	29	41	41	0.9	1.3	1.3
Texas.....	103	139	170	0.7	1.0	1.2
Utah.....	13	22	18	0.8	1.3	1.0
Vermont.....	2	5	4	0.8	1.5	1.3
Virginia.....	28	45	42	0.7	1.1	1.0
Washington.....	32	38	27	0.9	1.1	0.8
West Virginia.....	7	9	8	1.1	1.3	1.1
Wisconsin.....	20	46	36	0.7	1.5	1.2
Wyoming.....	3	4	4	1.2	1.4	1.3

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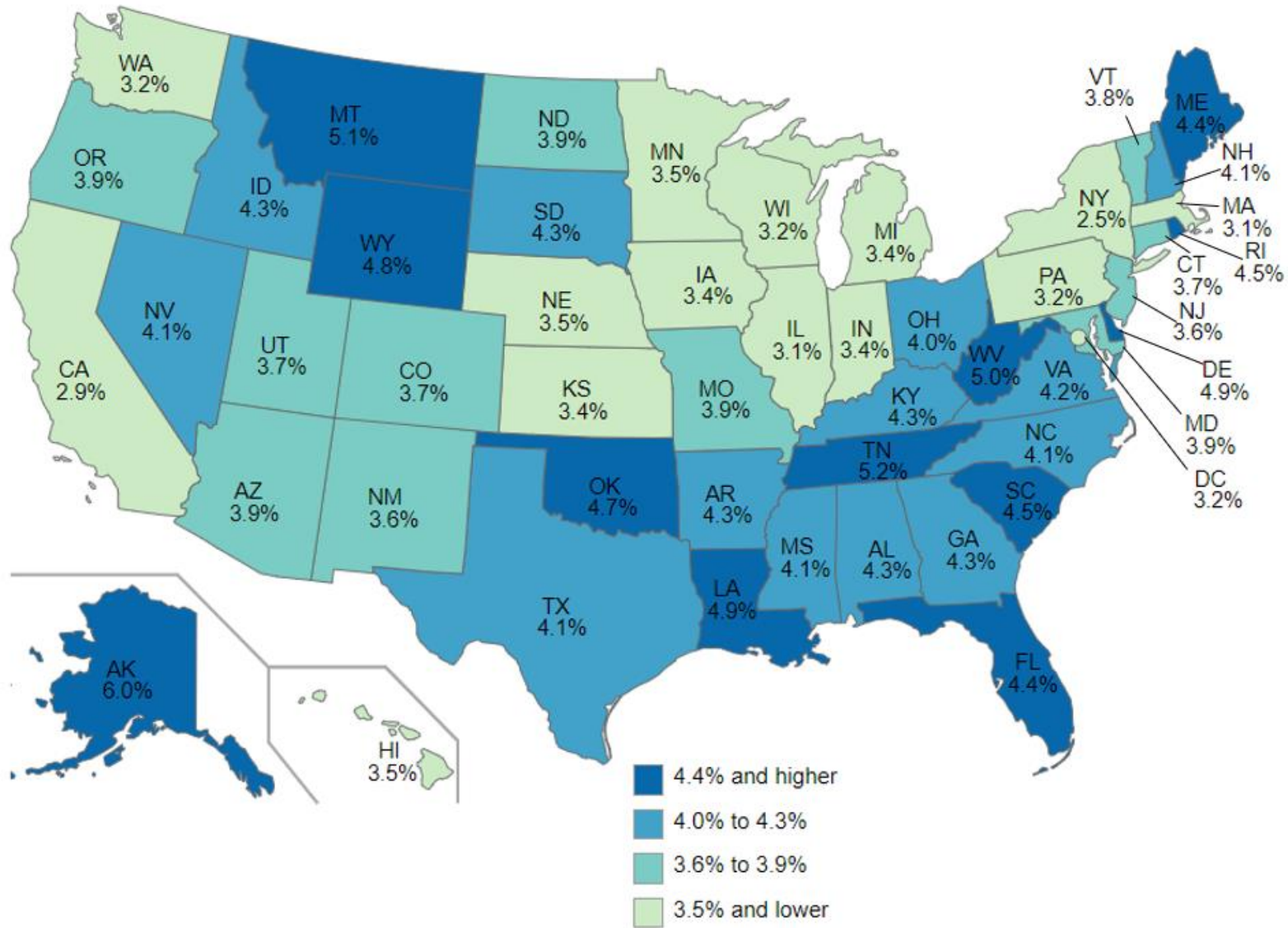
Map 1. Job openings rates by state, seasonally adjusted, February 2024

Total U.S. job openings rate = 5.3%



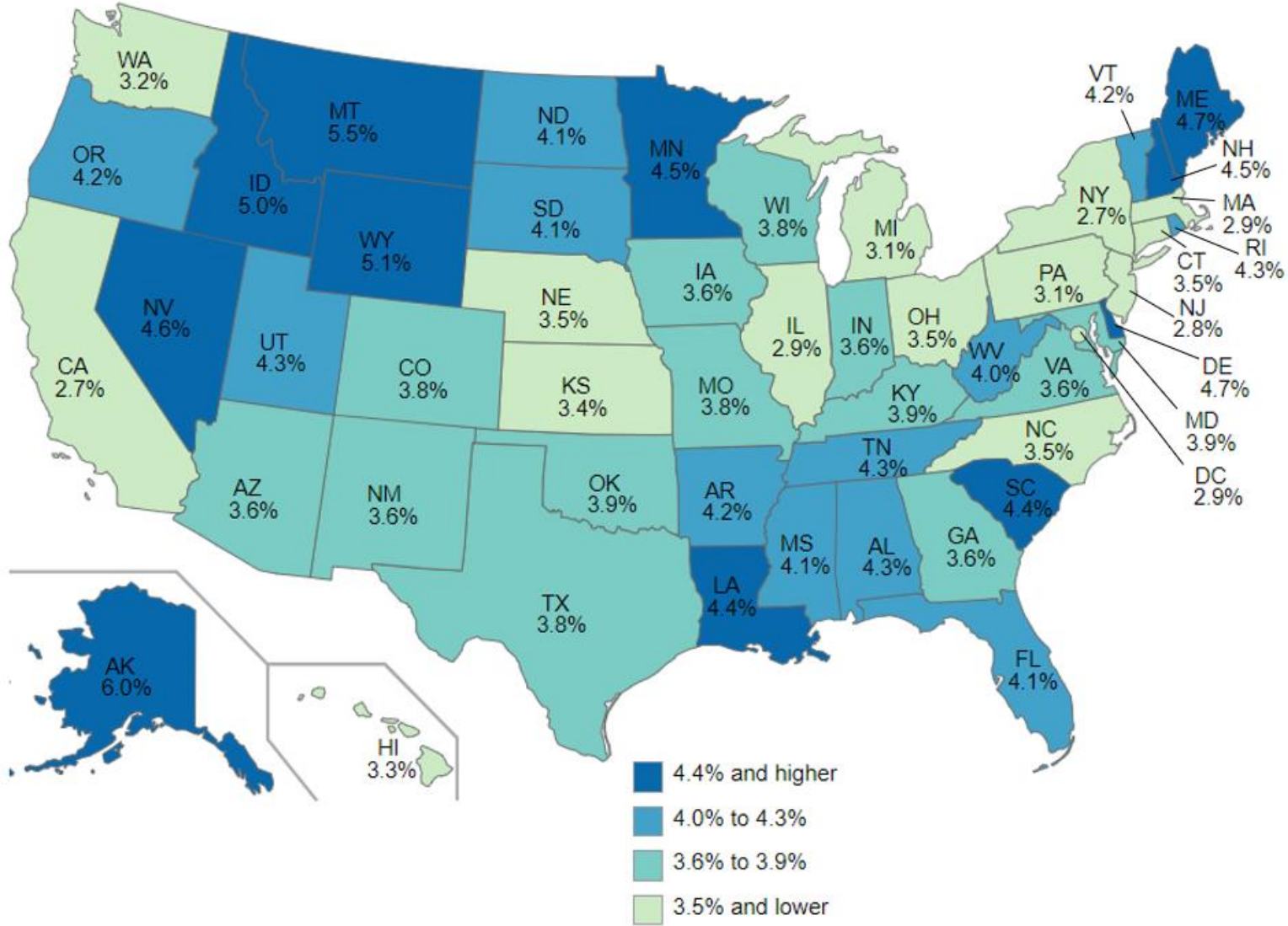
Map 2. Hires rates by state, seasonally adjusted, February 2024

Total U.S. hires rate = 3.7%



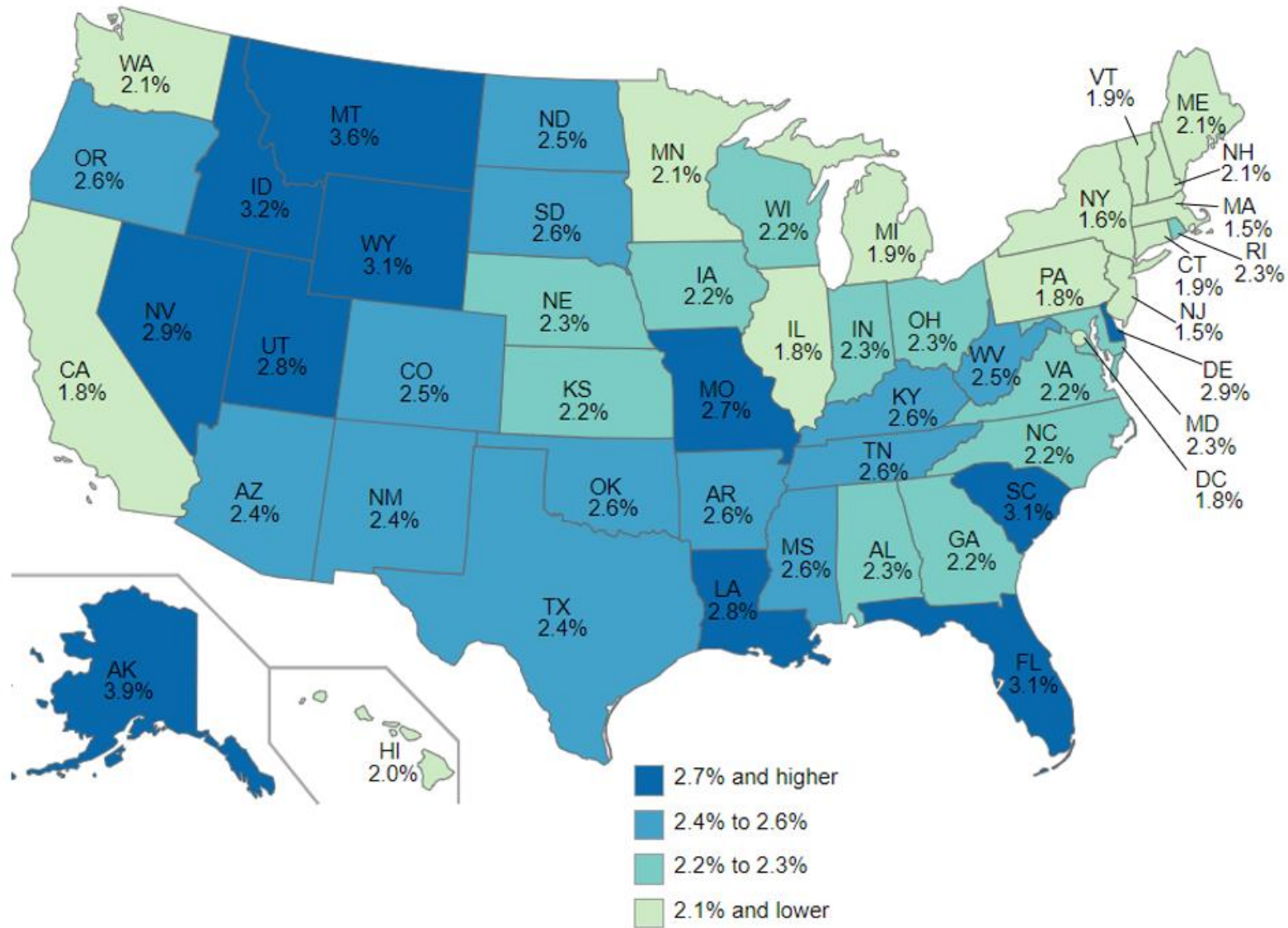
Map 3. Total separations rates by state, seasonally adjusted, February 2024

Total U.S. total separations rate = 3.5%



Map 4. Quits rates by state, seasonally adjusted, February 2024

Total U.S. quits rate = 2.2%



Map 5. Layoffs and discharges rates by state, seasonally adjusted, February 2024

Total U.S. layoffs and discharges rate = 1.1%

