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## **STATE JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2023**

Job openings rates decreased in 4 states and increased in 2 states on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 5 states and increased in 1 state. Total separations rates decreased in 9 states and increased in 3 states. Nationally, the job openings, hires, and total separations rates showed little or no change in November.

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 November, **job openings rates** decreased in 4 states, increased in 2 states, and were little changed in 44 states and the District of Columbia. The decreases in job openings rates occurred in Mississippi (-1.3 percentage points), and in Florida, Georgia, and Tennessee (-0.6 point each). The increases occurred in Illinois (+1.0 point) and Colorado (+0.7 point). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** decreased in 5 states, increased in 4 states, and was little changed in 41 states and the District of Columbia in November. The largest decreases in the job openings level occurred in Florida (-66,000), Georgia (-36,000), and Tennessee (-22,000). The largest increases occurred in Texas (+67,000), Illinois (+65,000), and Colorado (+21,000). Nationally, the number of job openings changed little. (See table 1.)

### **Hires**

In November, **hires rates** decreased in 5 states, increased in 1 state, and were little changed in 44 states and the District of Columbia. The largest decreases in the hires rate occurred in Montana (-1.0 percentage point), as well as in Arizona and Oregon (-0.7 point each). The increase occurred in Alaska (+0.9 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** decreased in 6 states, increased in 1 state, and was little changed in 43 states and the District of Columbia in November. The largest decreases in the hires level occurred in California (-117,000), Arizona (-21,000), and Oregon (-16,000). The increase occurred in Alaska (+3,000). Nationally, the number of hires decreased over the month (-363,000). (See table 2.)

## Total Separations

In November, **total separations 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 total separations rates occurred in Louisiana (-1.2 percentage points), as well as in Maine and New Jersey (-1.1 points each). The increases occurred in South Dakota (+1.3 points), North Dakota (+1.2 points), and Washington (+0.6 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 11 states, increased in 4 states, and was little changed in 35 states and the District of Columbia in November. The largest decreases in the total separations level occurred in Pennsylvania (-60,000), New Jersey (-47,000), and North Carolina (-45,000). The largest increases occurred in Washington (+21,000), as well as in Idaho and South Dakota (+6,000 each). Nationally, the number of total separations decreased over the month (-292,000). (See table 3.)

## Quits

In November, **quits rates** decreased in 5 states, increased in 2 states, and were little changed in 43 states and the District of Columbia. The largest decreases in quits rates occurred in North Carolina and Tennessee (-0.9 percentage point each) and in Maryland (-0.5 point). The increases occurred in South Dakota (+1.0 point) and Michigan (+0.4 point). Over the month, the national quits rate changed little. (See table 4.)

The **number of quits** decreased in 5 states, increased in 3 states, and was little changed in 42 states and the District of Columbia in November. The largest decreases in the quits level occurred in North Carolina (-43,000), Tennessee (-28,000), and Georgia (-21,000). The increases occurred in Kansas (+7,000), Idaho (+6,000), and South Dakota (+5,000). Nationally, the number of quits edged down over the month. (See table 4.)

## Layoffs and Discharges

In November, **layoffs and discharges rates** decreased in 7 states, increased in 1 state, and were little changed in 42 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in Maine (-1.4 percentage points) and New Jersey (-1.1 points), as well as in New Hampshire and Pennsylvania (-0.7 point each). The increase occurred in Indiana (+0.4 point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** decreased in 10 states, increased in 1 state, and was little changed in 39 states and the District of Columbia in November. The largest decreases in the layoffs and discharges level occurred in New Jersey (-48,000), Pennsylvania (-45,000), and Louisiana (-10,000). The increase occurred in Indiana (+13,000). 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#](http://www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#).

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**State Job Openings and Labor Turnover Survey estimates for December 2023 are scheduled to be released on Wednesday, February 14, 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/](http://www.bls.gov/jlt/). State estimates are published for job openings, hires, quits, layoffs and discharges, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Starting with data for January 2023, industries are classified in accordance with the 2022 North American Industry Classification System.

## Definitions

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

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

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

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

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

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

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

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

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

### **State Estimation Method**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Reliability of the estimates**

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

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

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

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

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

**Other information**

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

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

State	Levels (in thousands)						Rates					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>
TOTAL U.S.....	10,746	9,497	9,350	8,852	8,790	-62	6.5	5.7	5.6	5.3	5.3	0.0
Alabama.....	155	137	138	122	117	-5	6.8	6.0	6.0	5.4	5.1	-0.3
Alaska.....	32	32	26	25	27	2	9.0	8.9	7.4	7.1	7.6	0.5
Arizona.....	229	192	193	184	191	7	6.8	5.7	5.7	5.5	5.7	0.2
Arkansas.....	99	90	88	81	77	-4	6.9	6.2	6.1	5.6	5.4	-0.2
California.....	1,232	961	867	800	775	-25	6.4	5.0	4.6	4.2	4.1	-0.1
Colorado.....	217	197	202	211	232	21	7.0	6.3	6.5	6.7	7.4	0.7
Connecticut.....	115	96	102	88	85	-3	6.4	5.4	5.7	4.9	4.8	-0.1
Delaware.....	36	33	33	30	28	-2	7.0	6.4	6.3	5.8	5.4	-0.4
District of Columbia.....	45	39	43	37	37	0	5.5	4.8	5.2	4.5	4.5	0.0
Florida.....	678	616	606	590	524	-66	6.6	5.9	5.8	5.7	5.1	-0.6
Georgia.....	416	333	353	333	297	-36	7.9	6.3	6.7	6.3	5.7	-0.6
Hawaii.....	34	35	32	30	30	0	5.1	5.2	4.8	4.5	4.5	0.0
Idaho.....	65	54	55	56	54	-2	7.2	5.9	6.0	6.1	5.9	-0.2
Illinois.....	411	428	371	326	391	65	6.3	6.5	5.7	5.0	6.0	1.0
Indiana.....	213	170	168	165	165	0	6.2	4.9	4.9	4.8	4.8	0.0
Iowa.....	116	90	83	90	88	-2	6.8	5.4	5.0	5.4	5.2	-0.2
Kansas.....	95	88	81	79	86	7	6.2	5.7	5.3	5.2	5.6	0.4
Kentucky.....	158	126	131	118	112	-6	7.4	5.9	6.1	5.5	5.2	-0.3
Louisiana.....	166	140	148	122	112	-10	7.9	6.6	7.0	5.8	5.4	-0.4
Maine.....	43	42	45	44	44	0	6.2	6.1	6.5	6.3	6.3	0.0
Maryland.....	200	180	183	173	172	-1	6.9	6.1	6.2	5.9	5.9	0.0
Massachusetts.....	250	251	255	239	226	-13	6.3	6.2	6.3	5.9	5.6	-0.3
Michigan.....	289	242	242	234	252	18	6.2	5.2	5.2	5.0	5.4	0.4
Minnesota.....	193	203	201	192	209	17	6.1	6.4	6.3	6.0	6.5	0.5
Mississippi.....	91	82	83	88	71	-17	7.2	6.6	6.6	7.0	5.7	-1.3
Missouri.....	200	182	180	176	173	-3	6.3	5.7	5.7	5.6	5.5	-0.1
Montana.....	42	36	36	36	36	0	7.6	6.5	6.5	6.5	6.4	-0.1
Nebraska.....	66	62	59	55	61	6	6.0	5.6	5.3	5.0	5.5	0.5
Nevada.....	100	97	99	88	91	3	6.2	5.9	5.9	5.3	5.5	0.2
New Hampshire.....	50	44	44	41	38	-3	6.7	5.9	5.9	5.5	5.1	-0.4
New Jersey.....	221	220	228	215	219	4	4.9	4.8	5.0	4.7	4.8	0.1
New Mexico.....	69	61	57	56	60	4	7.5	6.6	6.1	6.0	6.4	0.4
New York.....	460	461	466	457	454	-3	4.6	4.5	4.6	4.5	4.5	0.0
North Carolina.....	372	341	312	290	283	-7	7.1	6.5	5.9	5.5	5.4	-0.1
North Dakota.....	31	29	28	28	29	1	6.7	6.2	6.0	6.0	6.2	0.2
Ohio.....	361	352	354	338	328	-10	6.1	5.9	5.9	5.6	5.5	-0.1
Oklahoma.....	132	115	113	105	103	-2	7.1	6.2	6.1	5.7	5.6	-0.1
Oregon.....	137	114	116	112	108	-4	6.5	5.4	5.5	5.3	5.1	-0.2
Pennsylvania.....	450	386	380	390	380	-10	6.9	5.9	5.8	5.9	5.8	-0.1
Rhode Island.....	34	31	31	31	29	-2	6.4	5.9	5.9	5.9	5.5	-0.4
South Carolina.....	182	170	172	164	161	-3	7.4	6.9	6.9	6.6	6.5	-0.1
South Dakota.....	28	30	28	27	29	2	5.8	6.1	5.7	5.5	5.8	0.3
Tennessee.....	266	235	293	215	193	-22	7.5	6.6	8.1	6.1	5.5	-0.6
Texas.....	926	809	795	742	809	67	6.3	5.5	5.4	5.0	5.4	0.4
Utah.....	114	121	102	97	87	-10	6.3	6.5	5.6	5.3	4.8	-0.5
Vermont.....	23	18	20	19	19	0	7.0	5.6	6.1	5.8	5.8	0.0
Virginia.....	334	264	260	259	249	-10	7.5	6.0	5.9	5.9	5.6	-0.3
Washington.....	215	184	170	172	172	0	5.7	4.8	4.5	4.5	4.5	0.0
West Virginia.....	64	53	54	53	50	-3	8.3	7.0	7.1	7.0	6.6	-0.4
Wisconsin.....	268	211	206	211	212	1	8.2	6.6	6.4	6.5	6.6	0.1
Wyoming.....	22	19	19	19	19	0	7.1	6.1	6.1	6.1	6.0	-0.1

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

State	Levels (in thousands)						Rates					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>
TOTAL U.S.....	6,253	5,850	5,904	5,828	5,465	-363	4.1	3.7	3.8	3.7	3.5	-0.2
Alabama.....	101	94	92	79	83	4	4.7	4.4	4.3	3.7	3.8	0.1
Alaska.....	21	19	18	17	20	3	6.5	5.8	5.5	5.2	6.1	0.9
Arizona.....	150	130	130	138	117	-21	4.8	4.1	4.1	4.4	3.7	-0.7
Arkansas.....	66	59	59	55	52	-3	4.9	4.3	4.3	4.0	3.8	-0.2
California.....	637	528	560	550	433	-117	3.6	2.9	3.1	3.0	2.4	-0.6
Colorado.....	128	100	117	130	127	-3	4.4	3.4	4.0	4.5	4.4	-0.1
Connecticut.....	60	62	59	63	53	-10	3.6	3.7	3.5	3.7	3.1	-0.6
Delaware.....	26	24	25	24	23	-1	5.5	5.0	5.1	4.9	4.7	-0.2
District of Columbia.....	26	24	24	23	24	1	3.4	3.1	3.1	3.0	3.1	0.1
Florida.....	362	390	427	396	398	2	3.8	4.0	4.4	4.0	4.0	0.0
Georgia.....	235	224	214	224	226	2	4.8	4.5	4.3	4.5	4.6	0.1
Hawaii.....	22	22	21	21	17	-4	3.5	3.5	3.3	3.3	2.7	-0.6
Idaho.....	45	33	38	38	35	-3	5.4	3.9	4.4	4.4	4.1	-0.3
Illinois.....	237	222	197	225	222	-3	3.9	3.6	3.2	3.7	3.6	-0.1
Indiana.....	145	125	122	138	119	-19	4.5	3.8	3.7	4.2	3.6	-0.6
Iowa.....	67	54	52	62	54	-8	4.2	3.4	3.3	3.9	3.4	-0.5
Kansas.....	56	54	49	51	51	0	3.9	3.7	3.4	3.5	3.5	0.0
Kentucky.....	95	96	104	76	74	-2	4.8	4.7	5.1	3.7	3.6	-0.1
Louisiana.....	92	103	108	86	83	-3	4.8	5.2	5.5	4.4	4.2	-0.2
Maine.....	28	26	26	25	23	-2	4.3	4.0	4.0	3.8	3.5	-0.3
Maryland.....	119	105	109	107	111	4	4.4	3.8	3.9	3.9	4.0	0.1
Massachusetts.....	122	127	125	112	103	-9	3.3	3.4	3.3	3.0	2.7	-0.3
Michigan.....	172	153	142	151	148	-3	3.9	3.4	3.2	3.4	3.3	-0.1
Minnesota.....	110	95	111	110	111	1	3.7	3.2	3.7	3.7	3.7	0.0
Mississippi.....	57	49	53	52	50	-2	4.9	4.2	4.5	4.4	4.3	-0.1
Missouri.....	109	100	110	110	98	-12	3.7	3.4	3.7	3.7	3.3	-0.4
Montana.....	30	24	25	28	23	-5	5.8	4.6	4.8	5.4	4.4	-1.0
Nebraska.....	41	38	38	37	37	0	4.0	3.6	3.6	3.5	3.5	0.0
Nevada.....	71	58	62	64	54	-10	4.7	3.7	4.0	4.1	3.4	-0.7
New Hampshire.....	29	30	29	28	27	-1	4.2	4.3	4.1	4.0	3.8	-0.2
New Jersey.....	150	170	163	152	161	9	3.5	3.9	3.8	3.5	3.7	0.2
New Mexico.....	38	33	34	35	31	-4	4.4	3.8	3.9	4.0	3.5	-0.5
New York.....	300	282	274	282	286	4	3.1	2.9	2.8	2.9	2.9	0.0
North Carolina.....	218	202	194	174	163	-11	4.5	4.1	3.9	3.5	3.3	-0.2
North Dakota.....	21	17	18	18	18	0	4.9	3.9	4.1	4.1	4.1	0.0
Ohio.....	215	214	231	204	181	-23	3.9	3.8	4.1	3.6	3.2	-0.4
Oklahoma.....	85	81	85	81	72	-9	4.9	4.7	4.9	4.7	4.1	-0.6
Oregon.....	80	73	76	79	63	-16	4.1	3.6	3.8	3.9	3.2	-0.7
Pennsylvania.....	189	203	220	193	196	3	3.1	3.3	3.6	3.1	3.2	0.1
Rhode Island.....	20	21	21	21	19	-2	4.0	4.2	4.2	4.2	3.8	-0.4
South Carolina.....	109	107	105	106	94	-12	4.8	4.6	4.5	4.6	4.0	-0.6
South Dakota.....	20	18	18	19	18	-1	4.4	3.9	3.9	4.1	3.8	-0.3
Tennessee.....	163	150	159	140	126	-14	5.0	4.5	4.8	4.2	3.8	-0.4
Texas.....	628	625	550	579	555	-24	4.6	4.5	3.9	4.1	3.9	-0.2
Utah.....	72	59	69	73	60	-13	4.2	3.4	4.0	4.2	3.5	-0.7
Vermont.....	14	13	13	13	13	0	4.6	4.2	4.2	4.2	4.2	0.0
Virginia.....	181	154	173	167	165	-2	4.4	3.7	4.2	4.0	4.0	0.0
Washington.....	133	111	112	117	104	-13	3.7	3.1	3.1	3.2	2.9	-0.3
West Virginia.....	35	33	34	33	29	-4	5.0	4.7	4.8	4.7	4.1	-0.6
Wisconsin.....	109	109	96	108	103	-5	3.6	3.6	3.2	3.6	3.4	-0.2
Wyoming.....	15	12	13	13	12	-1	5.2	4.1	4.4	4.4	4.1	-0.3

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

State	Levels (in thousands)						Rates					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>
TOTAL U.S.....	5,945	5,687	5,595	5,632	5,340	-292	3.9	3.6	3.6	3.6	3.4	-0.2
Alabama.....	96	95	86	85	83	-2	4.5	4.4	4.0	3.9	3.8	-0.1
Alaska.....	23	25	18	17	17	0	7.1	7.6	5.5	5.2	5.2	0.0
Arizona.....	138	135	135	133	139	6	4.4	4.3	4.3	4.2	4.4	0.2
Arkansas.....	59	56	56	52	50	-2	4.4	4.1	4.1	3.8	3.7	-0.1
California.....	698	457	520	494	503	9	3.9	2.5	2.9	2.7	2.8	0.1
Colorado.....	157	120	100	118	123	5	5.4	4.1	3.4	4.0	4.2	0.2
Connecticut.....	56	48	51	59	50	-9	3.3	2.8	3.0	3.5	2.9	-0.6
Delaware.....	23	22	24	24	20	-4	4.8	4.5	4.9	4.9	4.1	-0.8
District of Columbia.....	24	24	23	24	23	-1	3.1	3.1	2.9	3.1	3.0	-0.1
Florida.....	375	348	391	381	378	-3	3.9	3.6	4.0	3.9	3.8	-0.1
Georgia.....	237	201	202	204	183	-21	4.9	4.1	4.1	4.1	3.7	-0.4
Hawaii.....	24	22	23	18	19	1	3.8	3.5	3.6	2.8	3.0	0.2
Idaho.....	45	42	43	37	43	6	5.4	4.9	5.0	4.3	5.0	0.7
Illinois.....	236	231	185	194	176	-18	3.9	3.8	3.0	3.2	2.9	-0.3
Indiana.....	137	127	129	125	139	14	4.2	3.9	3.9	3.8	4.2	0.4
Iowa.....	59	67	54	55	58	3	3.7	4.2	3.4	3.5	3.6	0.1
Kansas.....	52	57	56	46	54	8	3.6	3.9	3.9	3.2	3.7	0.5
Kentucky.....	85	84	88	77	75	-2	4.3	4.1	4.3	3.8	3.7	-0.1
Louisiana.....	90	102	100	96	73	-23	4.7	5.2	5.1	4.9	3.7	-1.2
Maine.....	25	20	25	33	26	-7	3.9	3.1	3.9	5.1	4.0	-1.1
Maryland.....	117	107	107	110	89	-21	4.3	3.9	3.9	4.0	3.2	-0.8
Massachusetts.....	100	83	82	113	95	-18	2.7	2.2	2.2	3.0	2.5	-0.5
Michigan.....	145	153	146	138	157	19	3.3	3.4	3.3	3.1	3.5	0.4
Minnesota.....	100	111	119	96	106	10	3.4	3.7	4.0	3.2	3.5	0.3
Mississippi.....	53	53	54	52	47	-5	4.5	4.5	4.6	4.4	4.0	-0.4
Missouri.....	97	114	114	106	101	-5	3.3	3.8	3.8	3.5	3.4	-0.1
Montana.....	33	28	30	30	29	-1	6.4	5.4	5.8	5.8	5.6	-0.2
Nebraska.....	36	46	38	33	39	6	3.5	4.4	3.6	3.2	3.7	0.5
Nevada.....	74	65	60	59	64	5	4.9	4.2	3.8	3.8	4.1	0.3
New Hampshire.....	26	25	27	31	24	-7	3.7	3.6	3.8	4.4	3.4	-1.0
New Jersey.....	137	118	129	183	136	-47	3.2	2.7	3.0	4.2	3.1	-1.1
New Mexico.....	37	34	35	33	34	1	4.3	3.9	4.0	3.8	3.9	0.1
New York.....	252	257	260	299	284	-15	2.6	2.6	2.7	3.1	2.9	-0.2
North Carolina.....	195	222	202	205	160	-45	4.0	4.5	4.1	4.2	3.2	-1.0
North Dakota.....	17	22	18	15	20	5	3.9	5.0	4.1	3.4	4.6	1.2
Ohio.....	190	221	202	201	188	-13	3.4	3.9	3.6	3.6	3.3	-0.3
Oklahoma.....	74	71	70	73	63	-10	4.3	4.1	4.0	4.2	3.6	-0.6
Oregon.....	91	79	79	77	77	0	4.6	3.9	3.9	3.8	3.9	0.1
Pennsylvania.....	172	172	177	234	174	-60	2.8	2.8	2.9	3.8	2.8	-1.0
Rhode Island.....	18	17	19	22	19	-3	3.6	3.4	3.8	4.4	3.8	-0.6
South Carolina.....	94	109	113	101	80	-21	4.2	4.7	4.9	4.4	3.4	-1.0
South Dakota.....	18	20	19	17	23	6	3.9	4.3	4.1	3.6	4.9	1.3
Tennessee.....	152	142	142	150	126	-24	4.6	4.3	4.3	4.5	3.8	-0.7
Texas.....	547	574	524	497	477	-20	4.0	4.1	3.7	3.5	3.4	-0.1
Utah.....	74	81	73	65	72	7	4.4	4.7	4.2	3.8	4.2	0.4
Vermont.....	11	12	12	14	12	-2	3.6	3.9	3.9	4.6	3.9	-0.7
Virginia.....	159	158	147	156	142	-14	3.9	3.8	3.5	3.7	3.4	-0.3
Washington.....	142	136	123	98	119	21	4.0	3.7	3.4	2.7	3.3	0.6
West Virginia.....	33	35	35	33	29	-4	4.7	5.0	5.0	4.7	4.1	-0.6
Wisconsin.....	96	121	109	101	111	10	3.2	4.0	3.6	3.3	3.7	0.4
Wyoming.....	18	16	15	14	15	1	6.3	5.5	5.1	4.8	5.1	0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>
TOTAL U.S.....	4,148	3,663	3,646	3,628	3,471	-157	2.7	2.3	2.3	2.3	2.2	-0.1
Alabama.....	70	65	56	58	54	-4	3.3	3.0	2.6	2.7	2.5	-0.2
Alaska.....	15	13	11	10	11	1	4.6	4.0	3.4	3.1	3.4	0.3
Arizona.....	94	86	93	87	87	0	3.0	2.7	2.9	2.7	2.7	0.0
Arkansas.....	42	39	37	35	33	-2	3.1	2.9	2.7	2.6	2.4	-0.2
California.....	516	275	316	311	289	-22	2.9	1.5	1.7	1.7	1.6	-0.1
Colorado.....	94	88	65	68	74	6	3.3	3.0	2.2	2.3	2.5	0.2
Connecticut.....	33	23	33	29	30	1	2.0	1.4	1.9	1.7	1.8	0.1
Delaware.....	17	15	16	15	13	-2	3.6	3.1	3.3	3.1	2.7	-0.4
District of Columbia.....	15	16	15	15	14	-1	1.9	2.1	1.9	1.9	1.8	-0.1
Florida.....	268	239	283	268	275	7	2.8	2.4	2.9	2.7	2.8	0.1
Georgia.....	174	133	140	139	118	-21	3.6	2.7	2.8	2.8	2.4	-0.4
Hawaii.....	16	14	13	11	12	1	2.5	2.2	2.1	1.7	1.9	0.2
Idaho.....	31	26	28	22	28	6	3.7	3.0	3.3	2.6	3.2	0.6
Illinois.....	130	118	124	138	133	-5	2.1	1.9	2.0	2.2	2.2	0.0
Indiana.....	97	88	85	88	87	-1	3.0	2.7	2.6	2.7	2.6	-0.1
Iowa.....	43	44	34	37	40	3	2.7	2.8	2.1	2.3	2.5	0.2
Kansas.....	36	38	33	30	37	7	2.5	2.6	2.3	2.1	2.5	0.4
Kentucky.....	62	59	60	54	52	-2	3.1	2.9	3.0	2.7	2.6	-0.1
Louisiana.....	65	72	65	60	51	-9	3.4	3.7	3.3	3.0	2.6	-0.4
Maine.....	16	11	14	15	18	3	2.5	1.7	2.2	2.3	2.7	0.4
Maryland.....	83	71	69	69	56	-13	3.1	2.6	2.5	2.5	2.0	-0.5
Massachusetts.....	67	46	55	59	54	-5	1.8	1.2	1.5	1.6	1.4	-0.2
Michigan.....	97	92	92	90	105	15	2.2	2.1	2.1	2.0	2.4	0.4
Minnesota.....	75	68	65	68	75	7	2.5	2.3	2.2	2.3	2.5	0.2
Mississippi.....	38	37	35	36	32	-4	3.2	3.2	3.0	3.1	2.7	-0.4
Missouri.....	70	75	67	73	70	-3	2.4	2.5	2.2	2.4	2.3	-0.1
Montana.....	23	17	18	17	18	1	4.5	3.3	3.5	3.3	3.4	0.1
Nebraska.....	24	30	24	22	26	4	2.3	2.9	2.3	2.1	2.5	0.4
Nevada.....	49	42	40	38	39	1	3.2	2.7	2.6	2.4	2.5	0.1
New Hampshire.....	14	13	15	17	15	-2	2.0	1.9	2.1	2.4	2.1	-0.3
New Jersey.....	80	70	85	88	74	-14	1.9	1.6	2.0	2.0	1.7	-0.3
New Mexico.....	24	22	23	22	22	0	2.8	2.5	2.6	2.5	2.5	0.0
New York.....	161	127	148	161	163	2	1.7	1.3	1.5	1.7	1.7	0.0
North Carolina.....	135	141	133	134	91	-43	2.8	2.9	2.7	2.7	1.8	-0.9
North Dakota.....	11	14	12	11	13	2	2.6	3.2	2.7	2.5	3.0	0.5
Ohio.....	136	150	117	131	132	1	2.4	2.7	2.1	2.3	2.3	0.0
Oklahoma.....	56	46	46	50	43	-7	3.3	2.7	2.7	2.9	2.5	-0.4
Oregon.....	64	48	50	49	52	3	3.2	2.4	2.5	2.4	2.6	0.2
Pennsylvania.....	114	112	121	129	117	-12	1.9	1.8	2.0	2.1	1.9	-0.2
Rhode Island.....	12	9	11	11	11	0	2.4	1.8	2.2	2.2	2.2	0.0
South Carolina.....	70	76	75	65	56	-9	3.1	3.3	3.2	2.8	2.4	-0.4
South Dakota.....	13	13	12	11	16	5	2.8	2.8	2.6	2.4	3.4	1.0
Tennessee.....	109	101	96	108	80	-28	3.3	3.0	2.9	3.3	2.4	-0.9
Texas.....	422	425	383	363	331	-32	3.1	3.0	2.7	2.6	2.3	-0.3
Utah.....	53	56	47	43	46	3	3.1	3.2	2.7	2.5	2.7	0.2
Vermont.....	7	7	7	7	7	0	2.3	2.3	2.3	2.3	2.3	0.0
Virginia.....	111	108	101	103	95	-8	2.7	2.6	2.4	2.5	2.3	-0.2
Washington.....	94	76	74	61	72	11	2.6	2.1	2.0	1.7	2.0	0.3
West Virginia.....	24	24	23	22	19	-3	3.4	3.4	3.3	3.1	2.7	-0.4
Wisconsin.....	66	73	72	71	76	5	2.2	2.4	2.4	2.4	2.5	0.1
Wyoming.....	12	10	10	9	10	1	4.2	3.4	3.4	3.1	3.4	0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>	Nov. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023 <sup>p</sup>	Change from: Oct. 2023 - Nov. 2023 <sup>p</sup>
TOTAL U.S.....	1,485	1,682	1,610	1,643	1,527	-116	1.0	1.1	1.0	1.0	1.0	0.0
Alabama.....	22	24	25	22	24	2	1.0	1.1	1.2	1.0	1.1	0.1
Alaska.....	6	10	6	5	5	0	1.8	3.1	1.8	1.5	1.5	0.0
Arizona.....	36	43	33	38	45	7	1.2	1.4	1.0	1.2	1.4	0.2
Arkansas.....	15	14	17	14	13	-1	1.1	1.0	1.2	1.0	1.0	0.0
California.....	137	150	162	158	182	24	0.8	0.8	0.9	0.9	1.0	0.1
Colorado.....	55	27	27	41	38	-3	1.9	0.9	0.9	1.4	1.3	-0.1
Connecticut.....	18	20	12	25	16	-9	1.1	1.2	0.7	1.5	0.9	-0.6
Delaware.....	5	6	7	7	6	-1	1.0	1.2	1.4	1.4	1.2	-0.2
District of Columbia.....	7	6	7	6	6	0	0.9	0.8	0.9	0.8	0.8	0.0
Florida.....	91	80	89	94	85	-9	0.9	0.8	0.9	1.0	0.9	-0.1
Georgia.....	52	57	49	45	52	7	1.1	1.2	1.0	0.9	1.0	0.1
Hawaii.....	6	6	7	6	6	0	1.0	0.9	1.1	0.9	0.9	0.0
Idaho.....	12	12	11	12	13	1	1.4	1.4	1.3	1.4	1.5	0.1
Illinois.....	100	103	52	50	36	-14	1.6	1.7	0.8	0.8	0.6	-0.2
Indiana.....	35	35	33	32	45	13	1.1	1.1	1.0	1.0	1.4	0.4
Iowa.....	12	20	17	15	14	-1	0.8	1.3	1.1	0.9	0.9	0.0
Kansas.....	14	18	20	13	13	0	1.0	1.2	1.4	0.9	0.9	0.0
Kentucky.....	20	20	24	18	18	0	1.0	1.0	1.2	0.9	0.9	0.0
Louisiana.....	22	25	30	28	18	-10	1.1	1.3	1.5	1.4	0.9	-0.5
Maine.....	6	6	7	15	6	-9	0.9	0.9	1.1	2.3	0.9	-1.4
Maryland.....	28	28	32	31	25	-6	1.0	1.0	1.2	1.1	0.9	-0.2
Massachusetts.....	26	25	18	43	32	-11	0.7	0.7	0.5	1.1	0.8	-0.3
Michigan.....	42	56	48	41	44	3	1.0	1.3	1.1	0.9	1.0	0.1
Minnesota.....	21	39	48	22	24	2	0.7	1.3	1.6	0.7	0.8	0.1
Mississippi.....	13	13	17	12	11	-1	1.1	1.1	1.4	1.0	0.9	-0.1
Missouri.....	22	33	41	27	24	-3	0.7	1.1	1.4	0.9	0.8	-0.1
Montana.....	9	9	8	12	9	-3	1.8	1.7	1.5	2.3	1.7	-0.6
Nebraska.....	10	14	12	8	11	3	1.0	1.3	1.1	0.8	1.0	0.2
Nevada.....	21	19	16	17	21	4	1.4	1.2	1.0	1.1	1.3	0.2
New Hampshire.....	11	9	8	11	6	-5	1.6	1.3	1.1	1.6	0.9	-0.7
New Jersey.....	49	35	33	84	36	-48	1.1	0.8	0.8	1.9	0.8	-1.1
New Mexico.....	10	10	9	9	9	0	1.2	1.1	1.0	1.0	1.0	0.0
New York.....	81	112	94	118	103	-15	0.8	1.2	1.0	1.2	1.1	-0.1
North Carolina.....	49	68	64	52	56	4	1.0	1.4	1.3	1.1	1.1	0.0
North Dakota.....	5	7	6	4	5	1	1.2	1.6	1.4	0.9	1.1	0.2
Ohio.....	38	65	74	58	46	-12	0.7	1.2	1.3	1.0	0.8	-0.2
Oklahoma.....	14	21	21	17	16	-1	0.8	1.2	1.2	1.0	0.9	-0.1
Oregon.....	19	24	22	23	21	-2	1.0	1.2	1.1	1.1	1.1	0.0
Pennsylvania.....	39	48	46	92	47	-45	0.6	0.8	0.7	1.5	0.8	-0.7
Rhode Island.....	5	7	6	9	6	-3	1.0	1.4	1.2	1.8	1.2	-0.6
South Carolina.....	20	28	35	29	20	-9	0.9	1.2	1.5	1.3	0.9	-0.4
South Dakota.....	4	6	6	4	5	1	0.9	1.3	1.3	0.9	1.1	0.2
Tennessee.....	37	34	42	35	38	3	1.1	1.0	1.3	1.1	1.1	0.0
Texas.....	108	126	123	111	129	18	0.8	0.9	0.9	0.8	0.9	0.1
Utah.....	18	21	20	18	23	5	1.1	1.2	1.2	1.0	1.3	0.3
Vermont.....	3	3	3	5	3	-2	1.0	1.0	1.0	1.6	1.0	-0.6
Virginia.....	39	40	42	42	35	-7	0.9	1.0	1.0	1.0	0.8	-0.2
Washington.....	40	45	39	31	41	10	1.1	1.2	1.1	0.9	1.1	0.2
West Virginia.....	7	9	10	8	8	0	1.0	1.3	1.4	1.1	1.1	0.0
Wisconsin.....	25	42	32	25	28	3	0.8	1.4	1.1	0.8	0.9	0.1
Wyoming.....	4	5	4	4	4	0	1.4	1.7	1.4	1.4	1.4	0.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>
TOTAL U.S.....	10,031	9,315	8,140	6.1	5.6	4.9
Alabama.....	147	128	108	6.4	5.6	4.7
Alaska.....	24	19	21	7.1	5.4	6.3
Arizona.....	223	212	185	6.6	6.2	5.4
Arkansas.....	90	81	64	6.2	5.6	4.5
California.....	1,208	877	734	6.3	4.6	3.9
Colorado.....	198	230	219	6.4	7.3	7.0
Connecticut.....	112	88	80	6.2	4.9	4.5
Delaware.....	32	34	24	6.2	6.5	4.7
District of Columbia.....	40	40	32	4.9	4.8	3.9
Florida.....	655	626	500	6.3	6.0	4.8
Georgia.....	393	349	279	7.4	6.6	5.3
Hawaii.....	34	30	29	5.2	4.5	4.3
Idaho.....	62	59	50	6.9	6.3	5.5
Illinois.....	362	328	354	5.6	5.0	5.4
Indiana.....	203	175	158	5.9	5.0	4.5
Iowa.....	107	103	83	6.3	6.1	4.9
Kansas.....	88	84	82	5.7	5.4	5.3
Kentucky.....	156	121	106	7.2	5.6	4.9
Louisiana.....	146	135	98	7.0	6.4	4.7
Maine.....	39	43	41	5.7	6.1	5.8
Maryland.....	175	181	146	6.0	6.1	5.0
Massachusetts.....	235	249	204	5.9	6.1	5.1
Michigan.....	271	230	246	5.8	4.9	5.2
Minnesota.....	174	202	188	5.5	6.3	5.8
Mississippi.....	79	91	62	6.3	7.1	5.0
Missouri.....	188	181	164	5.9	5.7	5.1
Montana.....	39	39	34	7.1	6.9	6.0
Nebraska.....	60	57	56	5.4	5.1	5.1
Nevada.....	97	95	87	5.9	5.7	5.2
New Hampshire.....	48	38	36	6.5	5.2	4.8
New Jersey.....	213	227	207	4.7	4.9	4.5
New Mexico.....	64	64	57	7.0	6.8	6.1
New York.....	414	483	407	4.1	4.7	4.0
North Carolina.....	333	314	249	6.4	5.9	4.7
North Dakota.....	28	28	27	6.0	5.9	5.7
Ohio.....	340	345	308	5.7	5.7	5.1
Oklahoma.....	121	110	90	6.5	5.9	4.9
Oregon.....	129	127	103	6.1	5.9	4.9
Pennsylvania.....	424	410	359	6.5	6.2	5.4
Rhode Island.....	30	31	25	5.6	5.9	4.8
South Carolina.....	165	178	140	6.7	7.1	5.6
South Dakota.....	24	26	26	5.1	5.3	5.2
Tennessee.....	244	213	179	6.9	6.0	5.1
Texas.....	841	772	738	5.7	5.2	4.9
Utah.....	107	105	80	5.9	5.7	4.4
Vermont.....	22	20	17	6.6	6.0	5.3
Virginia.....	317	268	230	7.1	6.0	5.2
Washington.....	197	184	159	5.2	4.8	4.2
West Virginia.....	55	54	42	7.2	7.0	5.5
Wisconsin.....	259	215	213	7.9	6.6	6.5
Wyoming.....	18	18	16	6.0	5.7	5.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>
TOTAL U.S.....	5,789	6,235	4,947	3.7	3.9	3.1
Alabama.....	93	91	72	4.3	4.2	3.3
Alaska.....	13	11	13	4.2	3.5	4.2
Arizona.....	140	159	107	4.4	5.0	3.3
Arkansas.....	54	57	43	4.0	4.2	3.1
California.....	653	658	446	3.6	3.6	2.4
Colorado.....	113	138	118	3.9	4.7	4.0
Connecticut.....	55	66	48	3.3	3.8	2.8
Delaware.....	23	29	20	4.9	5.9	4.0
District of Columbia.....	21	23	19	2.6	3.0	2.5
Florida.....	356	456	383	3.7	4.6	3.9
Georgia.....	208	235	198	4.3	4.8	4.0
Hawaii.....	21	21	16	3.4	3.3	2.5
Idaho.....	40	40	32	4.8	4.6	3.7
Illinois.....	223	233	205	3.6	3.7	3.3
Indiana.....	145	138	113	4.4	4.2	3.4
Iowa.....	59	68	47	3.7	4.3	2.9
Kansas.....	51	55	45	3.5	3.8	3.1
Kentucky.....	94	77	72	4.7	3.8	3.5
Louisiana.....	77	94	64	3.9	4.7	3.2
Maine.....	22	24	17	3.5	3.6	2.6
Maryland.....	110	111	102	4.0	4.0	3.7
Massachusetts.....	106	115	83	2.8	3.0	2.2
Michigan.....	161	153	136	3.6	3.4	3.0
Minnesota.....	97	114	98	3.3	3.8	3.2
Mississippi.....	53	54	46	4.5	4.6	3.9
Missouri.....	99	117	85	3.3	3.9	2.8
Montana.....	25	29	19	4.9	5.5	3.7
Nebraska.....	37	37	33	3.6	3.5	3.1
Nevada.....	65	72	49	4.2	4.5	3.1
New Hampshire.....	24	26	21	3.4	3.7	3.0
New Jersey.....	129	160	134	3.0	3.7	3.1
New Mexico.....	31	37	26	3.6	4.3	3.0
New York.....	262	292	247	2.7	3.0	2.5
North Carolina.....	181	184	128	3.7	3.7	2.6
North Dakota.....	18	18	16	4.3	4.0	3.6
Ohio.....	218	215	171	3.9	3.8	3.0
Oklahoma.....	77	86	64	4.5	4.9	3.7
Oregon.....	73	88	57	3.7	4.4	2.9
Pennsylvania.....	177	200	181	2.9	3.2	2.9
Rhode Island.....	17	22	16	3.3	4.4	3.1
South Carolina.....	102	117	85	4.5	5.0	3.6
South Dakota.....	17	19	15	3.6	4.0	3.2
Tennessee.....	156	149	117	4.7	4.5	3.5
Texas.....	593	592	517	4.3	4.2	3.6
Utah.....	66	78	53	3.8	4.5	3.1
Vermont.....	12	14	10	3.9	4.4	3.4
Virginia.....	167	183	151	4.0	4.4	3.6
Washington.....	114	123	84	3.2	3.4	2.3
West Virginia.....	30	35	25	4.3	4.8	3.5
Wisconsin.....	98	109	89	3.3	3.6	2.9
Wyoming.....	12	12	9	4.1	4.1	3.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>
TOTAL U.S.....	5,276	5,689	4,660	3.4	3.6	2.9
Alabama.....	84	88	71	3.9	4.1	3.2
Alaska.....	26	25	21	8.4	7.8	6.5
Arizona.....	114	123	114	3.6	3.8	3.5
Arkansas.....	52	51	42	3.9	3.7	3.1
California.....	597	483	420	3.3	2.6	2.3
Colorado.....	139	118	110	4.8	4.0	3.7
Connecticut.....	49	56	43	2.9	3.2	2.5
Delaware.....	22	28	18	4.6	5.8	3.7
District of Columbia.....	20	26	18	2.6	3.3	2.4
Florida.....	323	383	317	3.3	3.9	3.2
Georgia.....	192	193	147	3.9	3.9	2.9
Hawaii.....	17	15	14	2.8	2.4	2.1
Idaho.....	42	41	41	5.0	4.7	4.8
Illinois.....	243	209	166	4.0	3.4	2.7
Indiana.....	120	123	125	3.7	3.7	3.8
Iowa.....	54	60	55	3.4	3.8	3.4
Kansas.....	47	44	47	3.2	3.0	3.2
Kentucky.....	77	72	64	3.8	3.5	3.1
Louisiana.....	80	88	61	4.1	4.4	3.1
Maine.....	28	36	30	4.4	5.5	4.6
Maryland.....	98	117	71	3.6	4.2	2.6
Massachusetts.....	90	114	84	2.4	3.0	2.2
Michigan.....	133	141	146	3.0	3.2	3.3
Minnesota.....	103	97	109	3.4	3.2	3.6
Mississippi.....	44	52	36	3.7	4.4	3.1
Missouri.....	84	104	84	2.8	3.5	2.8
Montana.....	35	35	31	6.8	6.7	5.9
Nebraska.....	32	34	35	3.1	3.2	3.3
Nevada.....	70	59	60	4.6	3.7	3.8
New Hampshire.....	29	35	23	4.1	5.0	3.2
New Jersey.....	120	192	115	2.8	4.4	2.6
New Mexico.....	32	31	29	3.7	3.6	3.2
New York.....	215	299	251	2.2	3.0	2.6
North Carolina.....	167	209	132	3.4	4.2	2.7
North Dakota.....	17	16	20	3.9	3.6	4.5
Ohio.....	175	214	165	3.1	3.7	2.9
Oklahoma.....	64	75	52	3.7	4.3	3.0
Oregon.....	86	81	73	4.3	4.0	3.7
Pennsylvania.....	154	230	154	2.5	3.7	2.5
Rhode Island.....	18	23	18	3.5	4.7	3.5
South Carolina.....	85	107	67	3.7	4.6	2.9
South Dakota.....	18	18	23	3.8	3.9	4.8
Tennessee.....	127	154	101	3.8	4.6	3.0
Texas.....	474	496	406	3.4	3.5	2.9
Utah.....	67	59	65	3.9	3.4	3.7
Vermont.....	12	12	12	3.9	4.0	4.0
Virginia.....	139	166	118	3.3	4.0	2.8
Washington.....	126	104	111	3.5	2.8	3.0
West Virginia.....	29	34	25	4.1	4.8	3.5
Wisconsin.....	85	98	100	2.8	3.2	3.3
Wyoming.....	22	16	19	7.7	5.5	6.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>
TOTAL U.S.....	3,589	3,703	2,911	2.3	2.3	1.8
Alabama.....	61	61	44	2.8	2.8	2.0
Alaska.....	17	16	12	5.4	4.8	3.8
Arizona.....	79	81	67	2.5	2.5	2.1
Arkansas.....	37	34	27	2.7	2.5	2.0
California.....	442	312	231	2.4	1.7	1.3
Colorado.....	81	67	61	2.8	2.3	2.1
Connecticut.....	28	28	24	1.7	1.6	1.4
Delaware.....	16	19	12	3.4	3.9	2.4
District of Columbia.....	12	16	10	1.5	2.0	1.3
Florida.....	228	272	233	2.4	2.8	2.3
Georgia.....	140	134	94	2.9	2.7	1.9
Hawaii.....	12	9	8	1.9	1.4	1.2
Idaho.....	27	24	24	3.2	2.8	2.7
Illinois.....	116	153	117	1.9	2.5	1.9
Indiana.....	86	87	75	2.6	2.6	2.3
Iowa.....	38	40	36	2.4	2.5	2.2
Kansas.....	32	29	32	2.2	2.0	2.2
Kentucky.....	53	49	42	2.7	2.4	2.1
Louisiana.....	58	54	41	3.0	2.7	2.1
Maine.....	16	17	19	2.5	2.5	2.9
Maryland.....	69	73	46	2.5	2.6	1.7
Massachusetts.....	61	61	47	1.6	1.6	1.2
Michigan.....	85	93	93	1.9	2.1	2.1
Minnesota.....	70	68	71	2.4	2.2	2.3
Mississippi.....	31	37	24	2.6	3.1	2.1
Missouri.....	58	73	57	2.0	2.4	1.9
Montana.....	23	18	18	4.4	3.5	3.5
Nebraska.....	20	23	22	1.9	2.2	2.1
Nevada.....	46	38	33	3.0	2.4	2.1
New Hampshire.....	13	18	13	1.9	2.5	1.8
New Jersey.....	69	98	60	1.6	2.2	1.4
New Mexico.....	21	20	18	2.4	2.3	2.0
New York.....	134	154	136	1.4	1.6	1.4
North Carolina.....	118	150	75	2.4	3.0	1.5
North Dakota.....	11	11	13	2.5	2.4	2.9
Ohio.....	114	135	107	2.0	2.4	1.9
Oklahoma.....	47	52	35	2.7	3.0	2.0
Oregon.....	56	51	44	2.8	2.5	2.2
Pennsylvania.....	95	130	96	1.6	2.1	1.5
Rhode Island.....	10	11	10	2.1	2.2	2.0
South Carolina.....	64	68	46	2.8	2.9	2.0
South Dakota.....	12	12	16	2.6	2.6	3.3
Tennessee.....	93	111	65	2.8	3.3	1.9
Texas.....	365	373	279	2.6	2.6	2.0
Utah.....	45	38	38	2.7	2.2	2.2
Vermont.....	7	6	7	2.3	2.0	2.3
Virginia.....	96	111	78	2.3	2.7	1.9
Washington.....	78	65	59	2.2	1.8	1.6
West Virginia.....	21	23	16	2.9	3.2	2.2
Wisconsin.....	59	68	68	2.0	2.2	2.2
Wyoming.....	15	10	12	5.3	3.3	4.2

p Preliminary

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

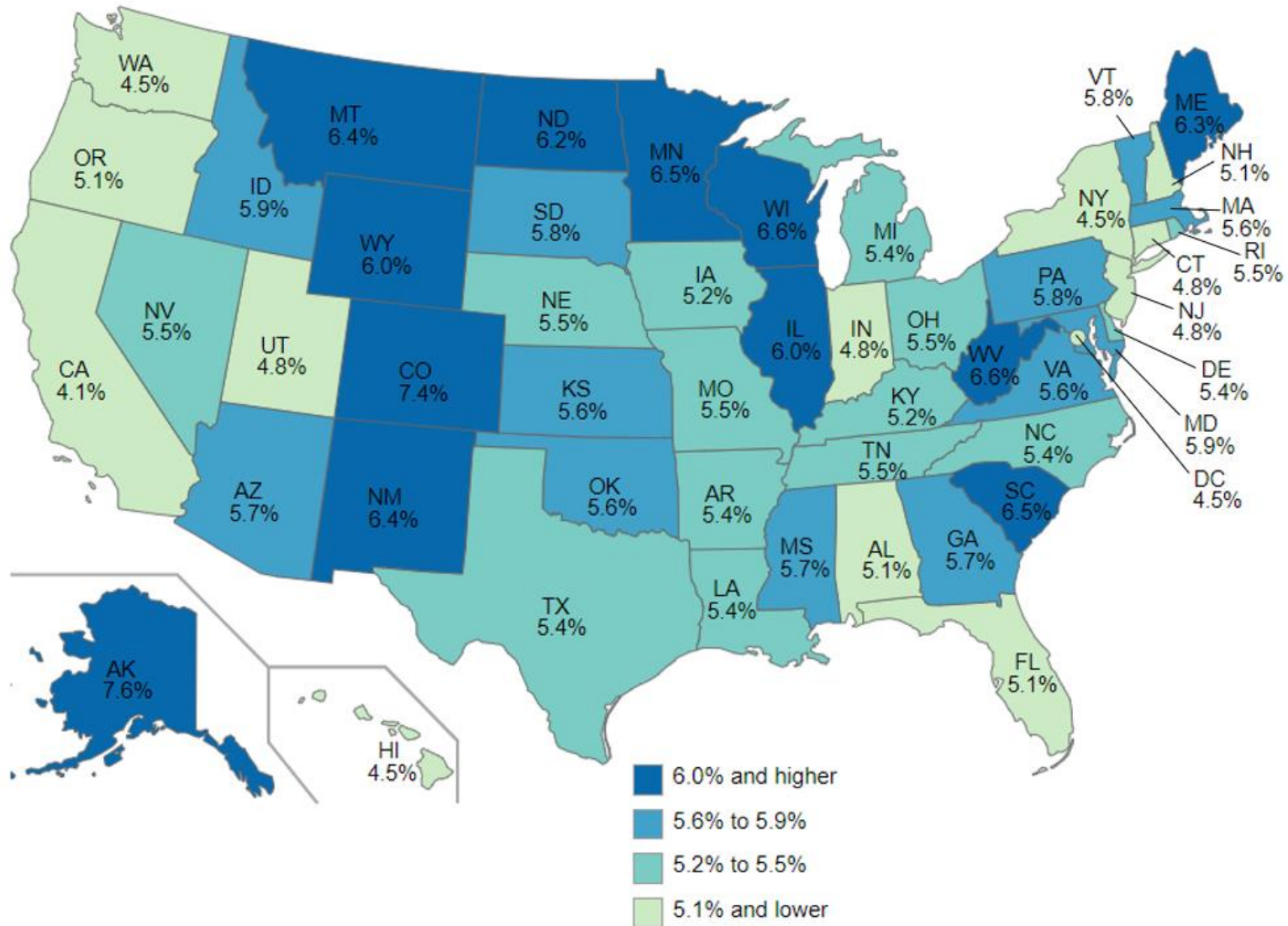
State	Levels (in thousands)			Rates		
	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>	Nov. 2022	Oct. 2023	Nov. 2023 <sup>p</sup>
TOTAL U.S.....	1,435	1,637	1,456	0.9	1.0	0.9
Alabama.....	19	21	21	0.9	1.0	1.0
Alaska.....	8	8	7	2.5	2.6	2.2
Arizona.....	30	36	41	0.9	1.1	1.3
Arkansas.....	14	13	12	1.0	0.9	0.8
California.....	115	150	160	0.6	0.8	0.9
Colorado.....	52	42	38	1.8	1.4	1.3
Connecticut.....	16	23	15	0.9	1.3	0.9
Delaware.....	5	7	5	1.1	1.5	1.0
District of Columbia.....	7	6	6	0.9	0.7	0.7
Florida.....	82	89	71	0.8	0.9	0.7
Georgia.....	44	41	43	0.9	0.8	0.9
Hawaii.....	4	5	5	0.7	0.8	0.7
Idaho.....	13	14	16	1.5	1.6	1.8
Illinois.....	119	51	43	1.9	0.8	0.7
Indiana.....	32	32	45	1.0	1.0	1.4
Iowa.....	13	18	15	0.8	1.1	0.9
Kansas.....	13	13	12	0.9	0.9	0.8
Kentucky.....	21	17	18	1.0	0.8	0.9
Louisiana.....	20	26	16	1.0	1.3	0.8
Maine.....	9	16	9	1.4	2.4	1.4
Maryland.....	24	33	20	0.9	1.2	0.7
Massachusetts.....	24	41	30	0.6	1.1	0.8
Michigan.....	43	42	47	1.0	0.9	1.1
Minnesota.....	29	23	32	1.0	0.8	1.1
Mississippi.....	11	11	9	0.9	0.9	0.8
Missouri.....	22	26	23	0.8	0.9	0.7
Montana.....	10	15	11	1.9	2.8	2.1
Nebraska.....	10	9	11	0.9	0.9	1.0
Nevada.....	21	19	23	1.4	1.2	1.4
New Hampshire.....	15	14	8	2.1	2.0	1.1
New Jersey.....	46	82	34	1.1	1.9	0.8
New Mexico.....	9	9	8	1.0	1.0	0.9
New York.....	73	125	99	0.7	1.3	1.0
North Carolina.....	39	43	44	0.8	0.9	0.9
North Dakota.....	5	4	6	1.2	0.9	1.4
Ohio.....	46	69	50	0.8	1.2	0.9
Oklahoma.....	13	17	13	0.8	1.0	0.7
Oregon.....	23	25	25	1.1	1.3	1.3
Pennsylvania.....	45	85	50	0.7	1.4	0.8
Rhode Island.....	6	10	6	1.3	2.0	1.2
South Carolina.....	18	31	17	0.8	1.3	0.7
South Dakota.....	5	5	6	1.1	1.1	1.3
Tennessee.....	30	35	30	0.9	1.1	0.9
Texas.....	94	99	113	0.7	0.7	0.8
Utah.....	18	18	24	1.1	1.0	1.4
Vermont.....	4	5	4	1.4	1.6	1.2
Virginia.....	36	44	30	0.9	1.1	0.7
Washington.....	43	34	47	1.2	0.9	1.3
West Virginia.....	6	8	7	0.9	1.2	1.0
Wisconsin.....	23	25	26	0.8	0.8	0.9
Wyoming.....	6	6	6	2.0	1.9	1.9

p Preliminary



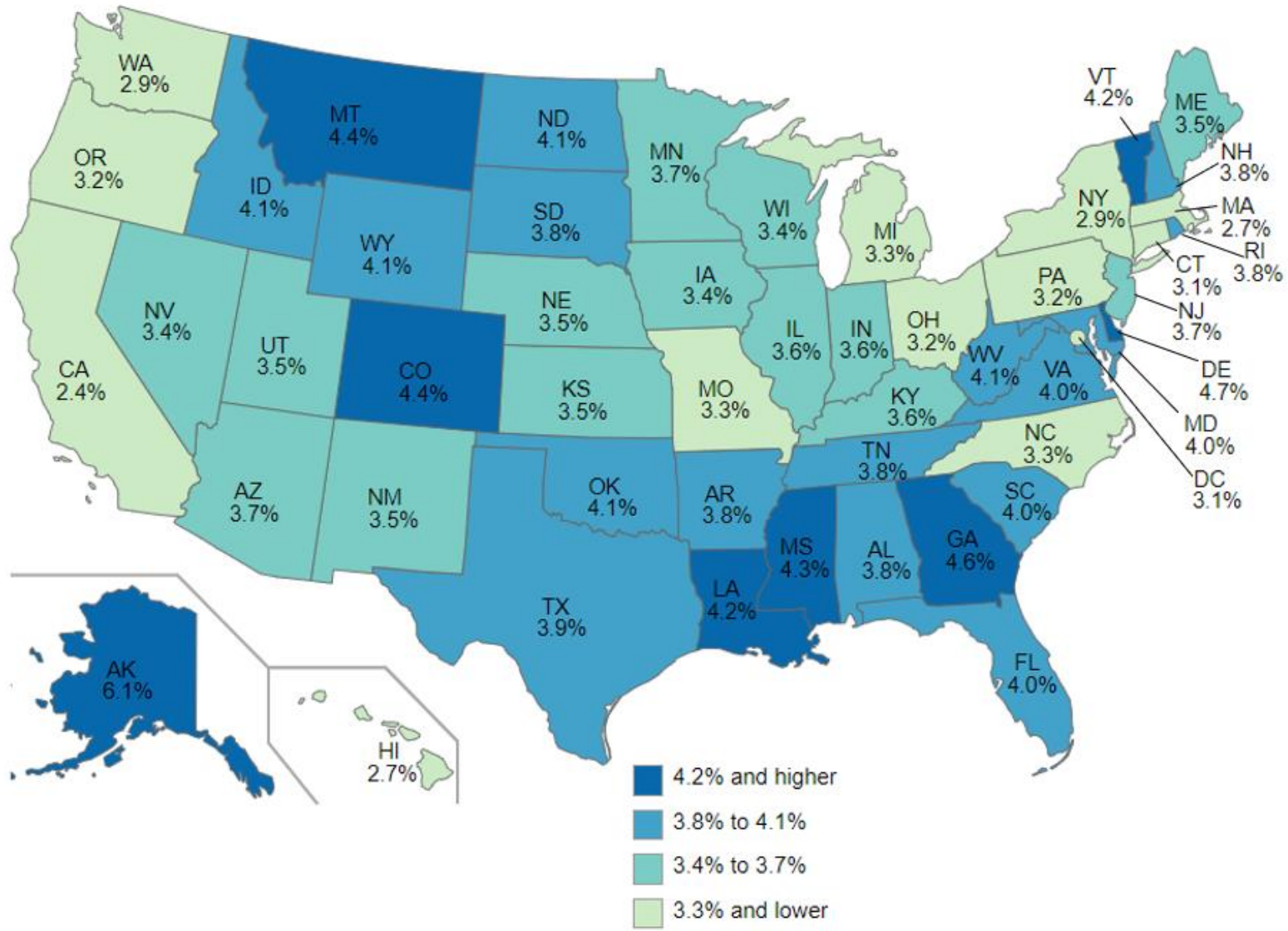
### Map 1. Job openings rates by state, seasonally adjusted, November 2023

Total U.S. job openings rate = 5.3%



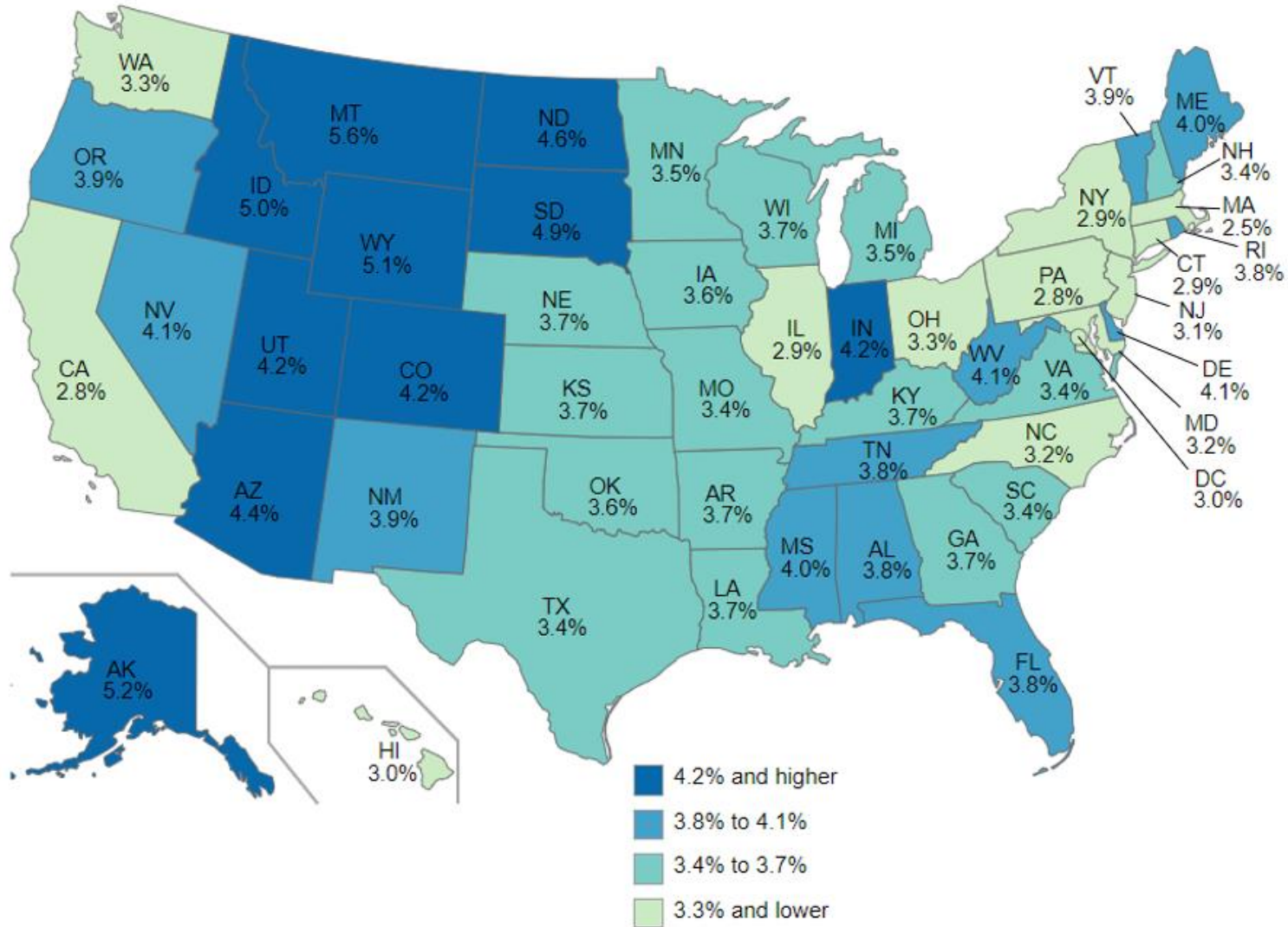
## Map 2. Hires rates by state, seasonally adjusted, November 2023

Total U.S. hires rate = 3.5%



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

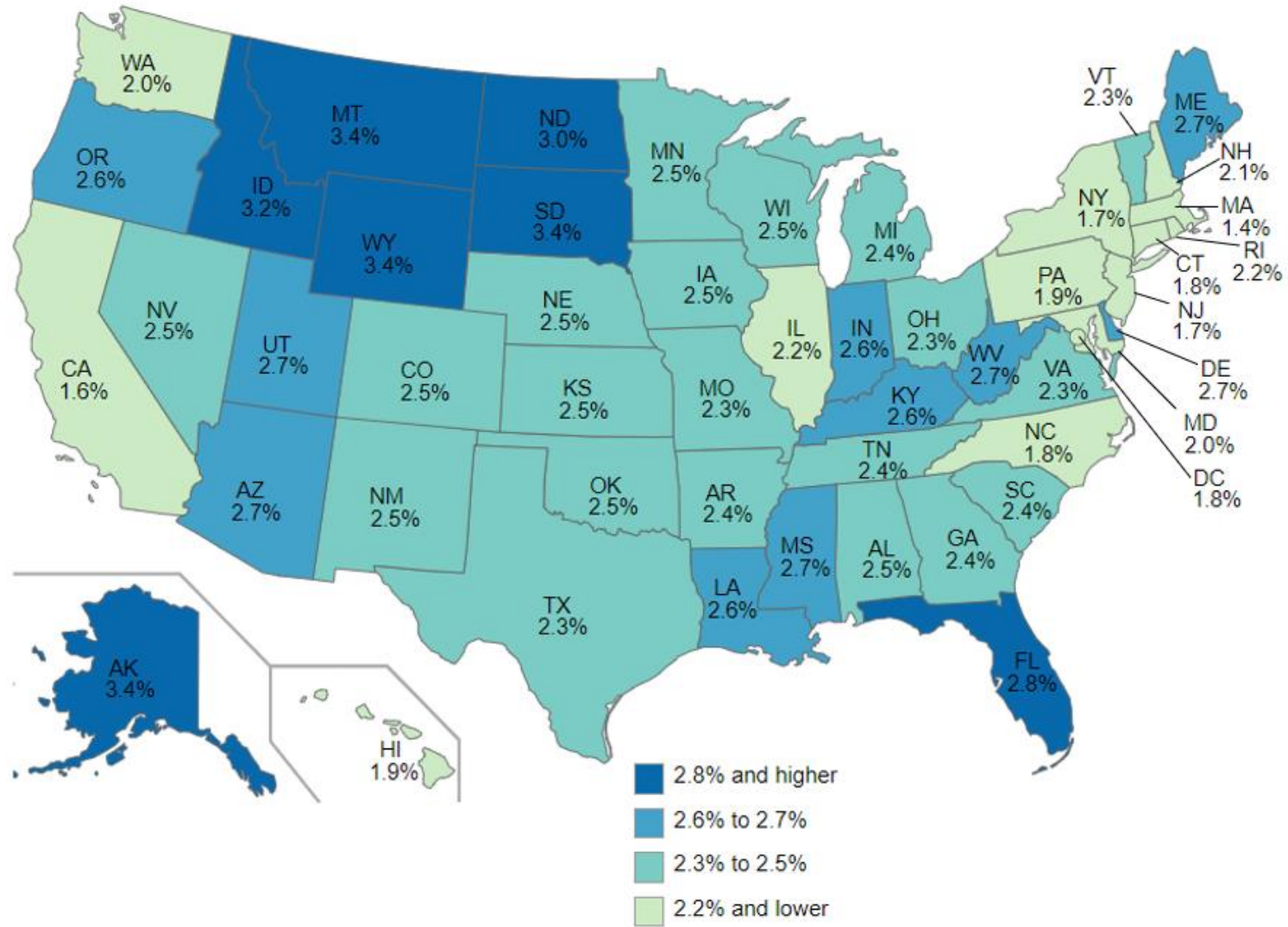
Total U.S. total separations rate = 3.4%





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

Total U.S. quits rate = 2.2%



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

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

