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STATE JOB OPENINGS AND LABOR TURNOVER – MAY 2023

Job openings rates decreased in 12 states on the last business day of May, 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 9 states and decreased in 7 states. Nationally, the job openings rate decreased while hires and total separations rates changed little in May.

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 May, **job openings rates** decreased in 12 states and were little changed in 38 states and the District of Columbia. The largest decreases in job openings rates occurred in Colorado (-1.4 percentage points) as well as in Arizona and Hawaii (-0.9 point each). Over the month, the national job openings rate decreased (-0.3 point). (See table 1.)

The **number of job openings** decreased in 15 states and was little changed in 35 states and the District of Columbia in May. The largest decreases in the job openings level occurred in Florida (-63,000), Pennsylvania (-54,000), and Colorado (-47,000). Nationally, the number of job openings decreased over the month (-496,000). (See table 1.)

Hires

In May, **hires 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 the hires rates occurred in Alaska (+1.0 percentage point) and in Louisiana and North Dakota (+0.9 point each). The decreases occurred in New Hampshire (-1.2 points) and Massachusetts (-0.6 point). The national hires rate was little changed over the month. (See table 2.)

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 May. The largest increases in the hires level occurred in Washington (+23,000), Louisiana (+18,000), and Oregon (+16,000). The decreases occurred in Massachusetts (-23,000), New Hampshire (-8,000), and Rhode Island (-4,000). Nationally, the number of hires was little changed over the month. (See table 2.)

Total Separations

In May, **total separations rates** increased in 9 states, decreased in 7 states, and were little changed in 34 states and the District of Columbia. The largest increases in total separations rates occurred in Delaware (+1.5 percentage points), Alabama (+1.2 points), and Maine (+1.1 points). The largest decreases occurred in Alaska (-2.5 points), North Dakota (-1.2 points), and South Dakota (-1.1 points). Over the month, the national total separations rate was little changed. (See table 3.)

In May, the **number of total separations** increased in 11 states, decreased in 9 states, and was little changed in 30 states and the District of Columbia. The largest increases occurred in Texas (+76,000), New York (+61,000), and Georgia (+48,000). The largest decreases in the total separations level occurred in Illinois (-34,000), New Jersey (-22,000), and Arizona (-20,000). Nationally, the number of total separations was little changed. (See table 3.)

Quits

In May, **quits rates** increased in 9 states, decreased in 1 state, and were little changed in 40 states and the District of Columbia. The largest increases in quits rates occurred in Alabama and Delaware (+1.0 percentage point each) as well as in Arkansas, Louisiana, Maine, New York, Texas, and Utah (+0.6 point each). The decrease occurred in Iowa (-0.5 point). Over the month, the national quits rate increased (+0.2 point). (See table 4.)

The **number of quits** increased in 10 states, decreased in 1 state, and was little changed in 39 states and the District of Columbia in May. The largest increases in the quits level occurred in Texas (+73,000), New York (+55,000), and Alabama (+22,000). The decrease occurred in Iowa (-8,000). Nationally, the number of quits increased (+250,000). (See table 4.)

Layoffs and Discharges

In May, **layoffs and discharges rates** decreased in 9 states, increased in 2 states, and were little changed in 39 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in Alaska (-2.2 percentage points) and North Dakota (-0.9 point), as well as in Kansas and South Dakota (-0.7 point each). The increases occurred in Mississippi (+0.7 point) and Georgia (+0.6 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 3 states, and was little changed in 37 states and the District of Columbia in May. The largest decreases in the layoffs and discharges levels occurred in Ohio (-23,000) as well as in Illinois and Virginia (-17,000 each). The increases occurred in Georgia (+31,000), Mississippi (+8,000), and New Hampshire (+3,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

Annual Levels and Rates

Annual estimates for state data series are published concurrently with the state annual revisions. Calculating annual levels and rates allows additional comparisons across years. (See tables 11 through 20.)

The annual average level of job openings is the average of the 12 monthly levels. Annual levels for hires, total separations, quits, and layoffs and discharges are the sum of the 12 monthly levels.

Annual average rates for job openings are computed by dividing the sum of the 12 monthly job opening levels by the sum of the 12 monthly Current Employment Statistics (CES) employment levels plus the sum of the 12 monthly job openings levels, and multiplying that quotient by 100.

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

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 June 2023 are scheduled to be released on Wednesday, August 16, 2023, at 10:00 a.m. (ET).

Changes to State Estimates from the Job Openings and Labor Turnover Survey

Effective with this release, the Job Openings and Labor Turnover Survey (JOLTS) state estimates have been benchmarked, or revised, to incorporate the annual updates to the Current Employment Statistics state employment estimates, Quarterly Census of Employment and Wages (QCEW) updates through fourth quarter 2022, revised JOLTS national data, and revised JOLTS seasonal adjustment factors. In 2022, state estimates were benchmarked in June with the release of April data. The change in the release date from June to July was made to incorporate QCEW data through the fourth quarter of 2022. Not seasonally adjusted data and seasonally adjusted data from January 2018 forward are subject to revision. Additional historical data may also be revised due to benchmarking.

JOLTS has made several changes to the monthly news release tables with this news release. Significance tables A through E have been removed from the news release and provided as supplemental tables on the JOLTS website. JOLTS has also introduced over-the-month change columns for levels and rates to tables 1 through 5. Also, two tables were added to present annual average job openings levels and rates. (Annual estimates of levels and rates are published each year with the annual benchmark.)

Also effective with this release, JOLTS is modifying its estimation methodology to reduce variance. State data from January 2018 forward is subject to revision.

Additional information about these changes is available at www.bls.gov/jlt/jolts-2023-changes.htm.

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 to the number of JOLTS respondents in the cell ($\text{weight} = n/30$, where n is the number of respondents). The sum of state estimates within a region is made equal to the aligned regional JOLTS published regional estimates.

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p
TOTAL U.S.....	11,443	9,974	9,745	10,320	9,824	-496	7.0	6.0	5.9	6.2	5.9	-0.3
Alabama.....	157	142	131	145	138	-7	6.9	6.2	5.8	6.3	6.0	-0.3
Alaska.....	31	27	26	28	26	-2	8.9	7.7	7.4	7.9	7.4	-0.5
Arizona.....	237	190	206	240	208	-32	7.1	5.7	6.1	7.1	6.2	-0.9
Arkansas.....	109	98	97	101	101	0	7.6	6.8	6.7	6.9	6.9	0.0
California.....	1,347	980	895	1,043	1,005	-38	7.1	5.2	4.7	5.5	5.3	-0.2
Colorado.....	235	241	214	259	212	-47	7.6	7.7	6.9	8.2	6.8	-1.4
Connecticut.....	115	95	100	97	85	-12	6.5	5.3	5.6	5.4	4.8	-0.6
Delaware.....	38	36	36	37	36	-1	7.5	7.0	6.9	7.1	6.9	-0.2
District of Columbia.....	45	39	46	40	45	5	5.6	4.8	5.6	4.9	5.5	0.6
Florida.....	633	634	662	669	606	-63	6.3	6.1	6.4	6.4	5.9	-0.5
Georgia.....	407	436	383	385	368	-17	7.8	8.2	7.3	7.3	7.0	-0.3
Hawaii.....	40	35	33	38	32	-6	6.1	5.2	5.0	5.7	4.8	-0.9
Idaho.....	65	54	55	57	57	0	7.3	6.0	6.1	6.3	6.3	0.0
Illinois.....	449	411	401	423	429	6	7.0	6.3	6.2	6.5	6.5	0.0
Indiana.....	216	169	175	193	182	-11	6.4	5.0	5.1	5.6	5.3	-0.3
Iowa.....	115	99	94	107	100	-7	6.8	5.9	5.6	6.3	5.9	-0.4
Kansas.....	101	90	84	97	91	-6	6.7	5.9	5.5	6.3	5.9	-0.4
Kentucky.....	164	133	138	145	146	1	7.7	6.3	6.4	6.8	6.8	0.0
Louisiana.....	159	151	143	148	157	9	7.7	7.2	6.8	7.0	7.4	0.4
Maine.....	47	44	49	44	40	-4	6.9	6.4	7.1	6.4	5.8	-0.6
Maryland.....	218	199	200	206	204	-2	7.5	6.8	6.8	7.0	6.9	-0.1
Massachusetts.....	326	259	282	298	271	-27	8.2	6.5	7.0	7.3	6.7	-0.6
Michigan.....	365	261	250	296	256	-40	7.7	5.6	5.4	6.3	5.5	-0.8
Minnesota.....	227	192	180	206	210	4	7.2	6.0	5.7	6.5	6.6	0.1
Mississippi.....	88	83	84	91	87	-4	7.0	6.6	6.7	7.2	6.9	-0.3
Missouri.....	225	198	187	190	176	-14	7.1	6.3	5.9	6.0	5.6	-0.4
Montana.....	48	39	37	41	37	-4	8.6	7.0	6.7	7.3	6.7	-0.6
Nebraska.....	74	65	57	69	63	-6	6.8	5.9	5.2	6.2	5.7	-0.5
Nevada.....	109	105	100	113	107	-6	6.8	6.4	6.1	6.8	6.5	-0.3
New Hampshire.....	52	47	49	47	41	-6	7.1	6.3	6.5	6.3	5.5	-0.8
New Jersey.....	274	268	240	232	210	-22	6.1	5.8	5.3	5.1	4.6	-0.5
New Mexico.....	69	63	61	71	67	-4	7.5	6.8	6.6	7.6	7.2	-0.4
New York.....	515	429	430	460	435	-25	5.2	4.2	4.2	4.5	4.3	-0.2
North Carolina.....	395	370	372	379	388	9	7.6	7.0	7.1	7.2	7.3	0.1
North Dakota.....	33	27	29	29	30	1	7.2	5.9	6.3	6.3	6.5	0.2
Ohio.....	399	309	347	393	380	-13	6.7	5.2	5.8	6.5	6.3	-0.2
Oklahoma.....	124	123	119	128	128	0	6.8	6.6	6.5	6.9	6.9	0.0
Oregon.....	145	126	120	126	122	-4	7.0	6.0	5.7	6.0	5.8	-0.2
Pennsylvania.....	492	421	420	399	345	-54	7.6	6.5	6.4	6.1	5.3	-0.8
Rhode Island.....	39	33	33	33	28	-5	7.3	6.2	6.2	6.2	5.4	-0.8
South Carolina.....	182	175	182	172	178	6	7.5	7.1	7.4	7.0	7.2	0.2
South Dakota.....	35	29	29	31	31	0	7.2	5.9	5.9	6.3	6.3	0.0
Tennessee.....	266	255	244	252	239	-13	7.6	7.2	6.9	7.1	6.7	-0.4
Texas.....	1,019	880	821	819	846	27	7.1	6.0	5.6	5.6	5.7	0.1
Utah.....	126	104	105	113	109	-4	7.0	5.7	5.8	6.2	5.9	-0.3
Vermont.....	24	21	20	21	19	-2	7.3	6.4	6.1	6.4	5.8	-0.6
Virginia.....	314	329	328	315	307	-8	7.2	7.4	7.3	7.1	6.9	-0.2
Washington.....	240	203	187	213	189	-24	6.4	5.3	4.9	5.6	5.0	-0.6
West Virginia.....	61	56	54	55	55	0	8.0	7.4	7.2	7.3	7.3	0.0
Wisconsin.....	226	182	188	205	182	-23	7.1	5.7	5.9	6.4	5.7	-0.7
Wyoming.....	24	20	20	22	19	-3	7.8	6.5	6.5	7.1	6.2	-0.9

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

State	Levels (in thousands)						Rates					
	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p
TOTAL U.S.....	6,545	6,150	6,066	6,101	6,208	107	4.3	4.0	3.9	3.9	4.0	0.1
Alabama.....	90	99	90	93	105	12	4.3	4.6	4.2	4.3	4.9	0.6
Alaska.....	22	20	20	18	21	3	6.9	6.1	6.2	5.5	6.5	1.0
Arizona.....	159	138	147	148	154	6	5.1	4.4	4.7	4.7	4.9	0.2
Arkansas.....	65	64	59	61	65	4	4.9	4.7	4.4	4.5	4.8	0.3
California.....	663	592	579	539	524	-15	3.8	3.3	3.2	3.0	2.9	-0.1
Colorado.....	140	125	117	128	124	-4	4.9	4.3	4.0	4.4	4.3	-0.1
Connecticut.....	60	55	59	59	66	7	3.6	3.3	3.5	3.5	3.9	0.4
Delaware.....	23	25	24	24	24	0	4.9	5.2	5.0	5.0	4.9	-0.1
District of Columbia.....	25	25	27	24	27	3	3.3	3.2	3.5	3.1	3.5	0.4
Florida.....	439	372	383	404	400	-4	4.7	3.8	4.0	4.2	4.1	-0.1
Georgia.....	270	239	235	230	212	-18	5.6	4.9	4.8	4.7	4.3	-0.4
Hawaii.....	23	23	23	21	21	0	3.8	3.6	3.6	3.3	3.3	0.0
Idaho.....	44	38	42	41	43	2	5.4	4.5	5.0	4.8	5.1	0.3
Illinois.....	279	252	241	248	263	15	4.6	4.1	3.9	4.0	4.3	0.3
Indiana.....	140	146	131	151	156	5	4.4	4.5	4.0	4.6	4.8	0.2
Iowa.....	64	61	57	60	64	4	4.1	3.8	3.6	3.8	4.0	0.2
Kansas.....	53	59	51	59	59	0	3.8	4.1	3.5	4.1	4.1	0.0
Kentucky.....	95	103	93	84	91	7	4.9	5.2	4.6	4.2	4.5	0.3
Louisiana.....	89	104	95	85	103	18	4.6	5.3	4.9	4.3	5.2	0.9
Maine.....	25	25	28	25	24	-1	3.9	3.9	4.3	3.9	3.7	-0.2
Maryland.....	109	113	116	107	111	4	4.0	4.1	4.2	3.9	4.1	0.2
Massachusetts.....	128	128	130	135	112	-23	3.5	3.4	3.5	3.6	3.0	-0.6
Michigan.....	153	161	164	153	166	13	3.5	3.6	3.7	3.5	3.7	0.2
Minnesota.....	104	107	111	117	116	-1	3.6	3.6	3.7	3.9	3.9	0.0
Mississippi.....	53	57	48	52	55	3	4.6	4.8	4.1	4.4	4.7	0.3
Missouri.....	117	107	109	105	118	13	4.0	3.6	3.7	3.5	4.0	0.5
Montana.....	29	29	28	25	29	4	5.7	5.6	5.4	4.8	5.6	0.8
Nebraska.....	39	48	36	41	42	1	3.8	4.6	3.4	3.9	4.0	0.1
Nevada.....	80	64	72	67	66	-1	5.4	4.2	4.7	4.4	4.3	-0.1
New Hampshire.....	30	28	31	37	29	-8	4.4	4.0	4.4	5.3	4.1	-1.2
New Jersey.....	168	154	203	167	158	-9	4.0	3.6	4.7	3.9	3.6	-0.3
New Mexico.....	36	37	38	34	38	4	4.3	4.3	4.4	3.9	4.4	0.5
New York.....	356	310	297	281	286	5	3.8	3.2	3.1	2.9	2.9	0.0
North Carolina.....	222	219	180	213	209	-4	4.6	4.5	3.7	4.4	4.3	-0.1
North Dakota.....	19	18	18	17	21	4	4.5	4.2	4.1	3.9	4.8	0.9
Ohio.....	253	201	210	222	215	-7	4.6	3.6	3.8	4.0	3.8	-0.2
Oklahoma.....	86	81	79	79	78	-1	5.1	4.7	4.6	4.6	4.5	-0.1
Oregon.....	84	82	85	72	88	16	4.3	4.1	4.3	3.6	4.4	0.8
Pennsylvania.....	196	182	185	198	200	2	3.3	3.0	3.0	3.2	3.3	0.1
Rhode Island.....	21	21	23	25	21	-4	4.2	4.2	4.6	5.0	4.2	-0.8
South Carolina.....	115	111	99	110	111	1	5.1	4.9	4.3	4.8	4.8	0.0
South Dakota.....	19	20	19	19	19	0	4.2	4.3	4.1	4.1	4.1	0.0
Tennessee.....	150	145	149	160	161	1	4.6	4.4	4.5	4.8	4.9	0.1
Texas.....	669	610	599	624	635	11	5.0	4.4	4.3	4.5	4.6	0.1
Utah.....	72	71	71	70	78	8	4.3	4.1	4.1	4.1	4.5	0.4
Vermont.....	12	12	13	15	13	-2	4.0	3.9	4.2	4.8	4.2	-0.6
Virginia.....	164	177	178	169	166	-3	4.0	4.3	4.3	4.1	4.0	-0.1
Washington.....	132	133	124	129	152	23	3.8	3.7	3.4	3.6	4.2	0.6
West Virginia.....	34	35	36	32	33	1	4.9	5.0	5.1	4.6	4.7	0.1
Wisconsin.....	108	111	98	111	121	10	3.7	3.7	3.3	3.7	4.0	0.3
Wyoming.....	16	15	15	14	14	0	5.7	5.2	5.2	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					
	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p
TOTAL U.S.....	6,025	5,841	5,994	5,660	5,871	211	4.0	3.8	3.9	3.6	3.8	0.2
Alabama.....	92	96	90	76	101	25	4.4	4.5	4.2	3.5	4.7	1.2
Alaska.....	17	19	19	26	18	-8	5.3	5.8	5.9	8.0	5.5	-2.5
Arizona.....	140	128	141	142	122	-20	4.5	4.1	4.5	4.5	3.9	-0.6
Arkansas.....	57	62	62	54	63	9	4.3	4.6	4.6	4.0	4.6	0.6
California.....	720	592	636	505	525	20	4.1	3.3	3.5	2.8	2.9	0.1
Colorado.....	128	120	134	116	111	-5	4.5	4.1	4.6	4.0	3.8	-0.2
Connecticut.....	55	51	59	56	63	7	3.3	3.0	3.5	3.3	3.7	0.4
Delaware.....	26	25	24	21	28	7	5.5	5.2	5.0	4.3	5.8	1.5
District of Columbia.....	23	30	24	21	26	5	3.0	3.9	3.1	2.7	3.3	0.6
Florida.....	457	422	404	397	403	6	4.9	4.4	4.2	4.1	4.1	0.0
Georgia.....	277	246	219	192	240	48	5.8	5.0	4.5	3.9	4.9	1.0
Hawaii.....	21	21	22	19	21	2	3.4	3.3	3.5	3.0	3.3	0.3
Idaho.....	36	39	39	44	37	-7	4.4	4.6	4.6	5.2	4.4	-0.8
Illinois.....	237	207	227	243	209	-34	3.9	3.4	3.7	4.0	3.4	-0.6
Indiana.....	117	140	133	145	134	-11	3.7	4.3	4.1	4.5	4.1	-0.4
Iowa.....	60	60	59	69	58	-11	3.8	3.8	3.7	4.3	3.6	-0.7
Kansas.....	50	54	58	65	55	-10	3.5	3.7	4.0	4.5	3.8	-0.7
Kentucky.....	89	93	92	89	95	6	4.6	4.7	4.6	4.4	4.7	0.3
Louisiana.....	92	103	103	82	101	19	4.8	5.3	5.3	4.2	5.1	0.9
Maine.....	23	25	29	22	29	7	3.6	3.9	4.5	3.4	4.5	1.1
Maryland.....	98	129	131	110	115	5	3.6	4.7	4.8	4.0	4.2	0.2
Massachusetts.....	97	105	119	114	106	-8	2.6	2.8	3.2	3.0	2.8	-0.2
Michigan.....	156	132	153	148	162	14	3.6	3.0	3.5	3.3	3.6	0.3
Minnesota.....	104	98	106	102	100	-2	3.6	3.3	3.6	3.4	3.3	-0.1
Mississippi.....	51	53	52	52	62	10	4.4	4.5	4.4	4.4	5.3	0.9
Missouri.....	112	101	108	112	110	-2	3.8	3.4	3.6	3.8	3.7	-0.1
Montana.....	28	28	30	29	28	-1	5.5	5.4	5.8	5.6	5.4	-0.2
Nebraska.....	40	34	38	43	38	-5	3.9	3.3	3.6	4.1	3.7	-0.4
Nevada.....	59	65	68	66	66	0	4.0	4.2	4.4	4.3	4.3	0.0
New Hampshire.....	31	25	35	25	29	4	4.5	3.6	5.0	3.6	4.1	0.5
New Jersey.....	141	128	158	150	128	-22	3.3	3.0	3.7	3.5	3.0	-0.5
New Mexico.....	35	36	36	35	33	-2	4.1	4.2	4.2	4.0	3.8	-0.2
New York.....	296	265	262	231	292	61	3.1	2.7	2.7	2.4	3.0	0.6
North Carolina.....	207	197	190	197	199	2	4.3	4.0	3.9	4.0	4.1	0.1
North Dakota.....	19	17	18	22	17	-5	4.5	3.9	4.1	5.1	3.9	-1.2
Ohio.....	192	199	195	229	218	-11	3.5	3.6	3.5	4.1	3.9	-0.2
Oklahoma.....	70	84	71	67	71	4	4.1	4.9	4.1	3.9	4.1	0.2
Oregon.....	73	79	82	81	78	-3	3.8	4.0	4.1	4.1	3.9	-0.2
Pennsylvania.....	203	170	189	176	191	15	3.4	2.8	3.1	2.9	3.1	0.2
Rhode Island.....	19	18	22	20	22	2	3.8	3.6	4.4	4.0	4.5	0.5
South Carolina.....	100	100	103	91	102	11	4.5	4.4	4.5	4.0	4.4	0.4
South Dakota.....	19	18	19	23	18	-5	4.2	3.9	4.1	5.0	3.9	-1.1
Tennessee.....	142	148	158	133	147	14	4.4	4.5	4.8	4.0	4.4	0.4
Texas.....	532	569	520	476	552	76	4.0	4.1	3.8	3.4	4.0	0.6
Utah.....	64	66	68	70	82	12	3.8	3.9	4.0	4.1	4.7	0.6
Vermont.....	12	12	15	11	14	3	4.0	3.9	4.9	3.6	4.5	0.9
Virginia.....	149	153	177	173	169	-4	3.7	3.7	4.3	4.2	4.1	-0.1
Washington.....	115	127	139	131	122	-9	3.3	3.5	3.8	3.6	3.4	-0.2
West Virginia.....	31	37	34	34	34	0	4.4	5.3	4.9	4.9	4.9	0.0
Wisconsin.....	97	97	107	112	113	1	3.3	3.2	3.6	3.7	3.8	0.1
Wyoming.....	15	15	15	16	16	0	5.3	5.2	5.2	5.5	5.5	0.0

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

State	Levels (in thousands)						Rates					
	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p
TOTAL U.S.....	4,208	3,980	3,842	3,765	4,015	250	2.8	2.6	2.5	2.4	2.6	0.2
Alabama.....	61	72	63	55	77	22	2.9	3.4	2.9	2.6	3.6	1.0
Alaska.....	12	12	11	11	12	1	3.8	3.7	3.4	3.4	3.7	0.3
Arizona.....	108	88	95	103	94	-9	3.5	2.8	3.0	3.3	3.0	-0.3
Arkansas.....	39	45	42	37	45	8	2.9	3.3	3.1	2.7	3.3	0.6
California.....	473	384	359	341	347	6	2.7	2.1	2.0	1.9	1.9	0.0
Colorado.....	88	79	77	77	77	0	3.1	2.7	2.7	2.7	2.7	0.0
Connecticut.....	36	33	34	35	41	6	2.2	2.0	2.0	2.1	2.4	0.3
Delaware.....	18	17	16	15	20	5	3.8	3.5	3.3	3.1	4.1	1.0
District of Columbia.....	16	22	16	14	18	4	2.1	2.9	2.1	1.8	2.3	0.5
Florida.....	339	284	279	290	286	-4	3.6	2.9	2.9	3.0	2.9	-0.1
Georgia.....	197	194	151	142	158	16	4.1	4.0	3.1	2.9	3.2	0.3
Hawaii.....	15	14	14	12	14	2	2.5	2.2	2.2	1.9	2.2	0.3
Idaho.....	27	25	25	27	26	-1	3.3	3.0	3.0	3.2	3.1	-0.1
Illinois.....	147	126	135	144	134	-10	2.4	2.1	2.2	2.4	2.2	-0.2
Indiana.....	90	95	88	94	90	-4	2.8	2.9	2.7	2.9	2.8	-0.1
Iowa.....	44	39	37	45	37	-8	2.8	2.5	2.3	2.8	2.3	-0.5
Kansas.....	36	36	37	36	37	1	2.6	2.5	2.6	2.5	2.6	0.1
Kentucky.....	65	68	65	65	70	5	3.3	3.4	3.2	3.2	3.5	0.3
Louisiana.....	59	77	70	57	69	12	3.1	4.0	3.6	2.9	3.5	0.6
Maine.....	15	16	16	15	19	4	2.4	2.5	2.5	2.3	2.9	0.6
Maryland.....	68	87	86	75	77	2	2.5	3.2	3.1	2.7	2.8	0.1
Massachusetts.....	70	67	63	71	66	-5	1.9	1.8	1.7	1.9	1.8	-0.1
Michigan.....	118	84	94	89	105	16	2.7	1.9	2.1	2.0	2.4	0.4
Minnesota.....	72	65	68	68	71	3	2.5	2.2	2.3	2.3	2.4	0.1
Mississippi.....	36	39	35	37	39	2	3.1	3.3	3.0	3.1	3.3	0.2
Missouri.....	79	67	72	73	78	5	2.7	2.3	2.4	2.5	2.6	0.1
Montana.....	20	18	17	18	19	1	3.9	3.5	3.3	3.5	3.7	0.2
Nebraska.....	25	22	23	26	24	-2	2.5	2.1	2.2	2.5	2.3	-0.2
Nevada.....	42	44	43	45	47	2	2.8	2.9	2.8	2.9	3.1	0.2
New Hampshire.....	21	15	21	15	17	2	3.1	2.1	3.0	2.1	2.4	0.3
New Jersey.....	79	84	91	92	82	-10	1.9	1.9	2.1	2.1	1.9	-0.2
New Mexico.....	23	23	22	22	23	1	2.7	2.7	2.5	2.5	2.6	0.1
New York.....	179	168	164	140	195	55	1.9	1.7	1.7	1.4	2.0	0.6
North Carolina.....	145	137	123	138	134	-4	3.0	2.8	2.5	2.8	2.7	-0.1
North Dakota.....	11	11	10	13	12	-1	2.6	2.5	2.3	3.0	2.8	-0.2
Ohio.....	130	127	133	126	142	16	2.4	2.3	2.4	2.2	2.5	0.3
Oklahoma.....	48	60	48	48	50	2	2.8	3.5	2.8	2.8	2.9	0.1
Oregon.....	53	50	51	52	54	2	2.7	2.5	2.6	2.6	2.7	0.1
Pennsylvania.....	156	100	118	121	122	1	2.6	1.6	1.9	2.0	2.0	0.0
Rhode Island.....	12	12	13	13	13	0	2.4	2.4	2.6	2.6	2.6	0.0
South Carolina.....	74	75	73	66	73	7	3.3	3.3	3.2	2.9	3.2	0.3
South Dakota.....	14	11	12	13	12	-1	3.1	2.4	2.6	2.8	2.6	-0.2
Tennessee.....	104	105	99	98	103	5	3.2	3.2	3.0	3.0	3.1	0.1
Texas.....	399	439	376	339	412	73	3.0	3.2	2.7	2.4	3.0	0.6
Utah.....	47	46	44	48	58	10	2.8	2.7	2.6	2.8	3.4	0.6
Vermont.....	8	8	8	7	9	2	2.6	2.6	2.6	2.3	2.9	0.6
Virginia.....	104	109	120	107	120	13	2.6	2.6	2.9	2.6	2.9	0.3
Washington.....	79	80	84	87	85	-2	2.2	2.2	2.3	2.4	2.3	-0.1
West Virginia.....	22	27	24	23	23	0	3.2	3.9	3.4	3.3	3.3	0.0
Wisconsin.....	72	65	67	69	72	3	2.4	2.2	2.2	2.3	2.4	0.1
Wyoming.....	11	10	9	10	10	0	3.9	3.5	3.1	3.5	3.5	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p	May 2022	Feb. 2023	Mar. 2023	Apr. 2023	May 2023 ^p	Change from: Apr. 2023 - May 2023 ^p
TOTAL U.S.....	1,482	1,557	1,845	1,590	1,555	-35	1.0	1.0	1.2	1.0	1.0	0.0
Alabama.....	24	19	22	17	20	3	1.1	0.9	1.0	0.8	0.9	0.1
Alaska.....	4	6	6	12	5	-7	1.3	1.8	1.8	3.7	1.5	-2.2
Arizona.....	26	34	36	34	21	-13	0.8	1.1	1.1	1.1	0.7	-0.4
Arkansas.....	14	13	16	14	15	1	1.1	1.0	1.2	1.0	1.1	0.1
California.....	197	176	249	136	147	11	1.1	1.0	1.4	0.8	0.8	0.0
Colorado.....	30	34	45	33	30	-3	1.0	1.2	1.6	1.1	1.0	-0.1
Connecticut.....	15	16	22	15	17	2	0.9	0.9	1.3	0.9	1.0	0.1
Delaware.....	6	6	7	5	7	2	1.3	1.2	1.4	1.0	1.4	0.4
District of Columbia.....	6	6	6	5	6	1	0.8	0.8	0.8	0.6	0.8	0.2
Florida.....	95	118	107	89	99	10	1.0	1.2	1.1	0.9	1.0	0.1
Georgia.....	70	42	57	42	73	31	1.5	0.9	1.2	0.9	1.5	0.6
Hawaii.....	5	6	7	5	6	1	0.8	0.9	1.1	0.8	1.0	0.2
Idaho.....	8	12	11	14	10	-4	1.0	1.4	1.3	1.7	1.2	-0.5
Illinois.....	75	68	86	84	67	-17	1.2	1.1	1.4	1.4	1.1	-0.3
Indiana.....	21	38	39	45	37	-8	0.7	1.2	1.2	1.4	1.1	-0.3
Iowa.....	13	17	18	21	18	-3	0.8	1.1	1.1	1.3	1.1	-0.2
Kansas.....	10	15	17	25	15	-10	0.7	1.0	1.2	1.7	1.0	-0.7
Kentucky.....	20	21	22	20	21	1	1.0	1.1	1.1	1.0	1.0	0.0
Louisiana.....	28	22	29	22	25	3	1.5	1.1	1.5	1.1	1.3	0.2
Maine.....	7	6	11	6	8	2	1.1	0.9	1.7	0.9	1.2	0.3
Maryland.....	24	33	37	28	33	5	0.9	1.2	1.4	1.0	1.2	0.2
Massachusetts.....	23	32	52	34	31	-3	0.6	0.9	1.4	0.9	0.8	-0.1
Michigan.....	33	41	53	53	52	-1	0.8	0.9	1.2	1.2	1.2	0.0
Minnesota.....	27	28	32	30	24	-6	0.9	0.9	1.1	1.0	0.8	-0.2
Mississippi.....	12	11	13	12	20	8	1.0	0.9	1.1	1.0	1.7	0.7
Missouri.....	27	29	29	34	26	-8	0.9	1.0	1.0	1.1	0.9	-0.2
Montana.....	6	8	10	8	7	-1	1.2	1.5	1.9	1.5	1.4	-0.1
Nebraska.....	13	11	12	15	12	-3	1.3	1.1	1.1	1.4	1.2	-0.2
Nevada.....	14	18	22	18	17	-1	0.9	1.2	1.4	1.2	1.1	-0.1
New Hampshire.....	8	8	13	7	10	3	1.2	1.1	1.9	1.0	1.4	0.4
New Jersey.....	55	40	61	49	34	-15	1.3	0.9	1.4	1.1	0.8	-0.3
New Mexico.....	9	11	11	9	8	-1	1.1	1.3	1.3	1.0	0.9	-0.1
New York.....	98	84	83	78	84	6	1.0	0.9	0.9	0.8	0.9	0.1
North Carolina.....	53	51	56	50	54	4	1.1	1.0	1.1	1.0	1.1	0.1
North Dakota.....	7	5	6	8	4	-4	1.6	1.2	1.4	1.8	0.9	-0.9
Ohio.....	48	62	50	85	62	-23	0.9	1.1	0.9	1.5	1.1	-0.4
Oklahoma.....	17	19	20	15	18	3	1.0	1.1	1.2	0.9	1.0	0.1
Oregon.....	15	24	26	24	20	-4	0.8	1.2	1.3	1.2	1.0	-0.2
Pennsylvania.....	35	64	66	45	58	13	0.6	1.0	1.1	0.7	0.9	0.2
Rhode Island.....	6	6	8	6	7	1	1.2	1.2	1.6	1.2	1.4	0.2
South Carolina.....	20	19	25	21	23	2	0.9	0.8	1.1	0.9	1.0	0.1
South Dakota.....	4	6	5	9	6	-3	0.9	1.3	1.1	2.0	1.3	-0.7
Tennessee.....	31	34	53	28	38	10	1.0	1.0	1.6	0.8	1.1	0.3
Texas.....	107	106	127	114	118	4	0.8	0.8	0.9	0.8	0.8	0.0
Utah.....	14	17	19	18	21	3	0.8	1.0	1.1	1.0	1.2	0.2
Vermont.....	3	4	7	3	4	1	1.0	1.3	2.3	1.0	1.3	0.3
Virginia.....	38	33	48	59	42	-17	0.9	0.8	1.2	1.4	1.0	-0.4
Washington.....	28	41	46	35	29	-6	0.8	1.1	1.3	1.0	0.8	-0.2
West Virginia.....	7	8	8	9	9	0	1.0	1.1	1.1	1.3	1.3	0.0
Wisconsin.....	20	26	31	38	35	-3	0.7	0.9	1.0	1.3	1.2	-0.1
Wyoming.....	4	4	5	5	4	-1	1.4	1.4	1.7	1.7	1.4	-0.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2022	Apr. 2023	May 2023 ^p	May 2022	Apr. 2023	May 2023 ^p
TOTAL U.S.....	11,297	10,856	9,566	6.9	6.5	5.8
Alabama.....	156	149	135	6.9	6.5	5.9
Alaska.....	45	28	37	12.2	8.1	10.2
Arizona.....	217	235	185	6.6	6.9	5.6
Arkansas.....	105	101	96	7.3	6.9	6.5
California.....	1,329	1,066	994	7.0	5.6	5.2
Colorado.....	226	266	202	7.3	8.4	6.5
Connecticut.....	124	101	92	6.9	5.7	5.1
Delaware.....	36	45	34	7.1	8.5	6.5
District of Columbia.....	41	42	41	5.1	5.1	5.0
Florida.....	637	707	600	6.4	6.8	5.8
Georgia.....	393	405	348	7.6	7.6	6.6
Hawaii.....	34	36	26	5.2	5.4	4.0
Idaho.....	67	62	59	7.5	6.8	6.5
Illinois.....	448	462	421	6.9	7.0	6.4
Indiana.....	214	216	177	6.3	6.2	5.1
Iowa.....	112	125	96	6.6	7.3	5.6
Kansas.....	94	103	83	6.2	6.7	5.4
Kentucky.....	158	150	139	7.5	6.9	6.5
Louisiana.....	150	153	146	7.2	7.2	6.9
Maine.....	52	45	44	7.5	6.6	6.4
Maryland.....	208	220	191	7.1	7.4	6.5
Massachusetts.....	342	306	283	8.5	7.5	7.0
Michigan.....	377	321	259	7.9	6.8	5.5
Minnesota.....	237	234	217	7.4	7.3	6.7
Mississippi.....	85	93	84	6.8	7.3	6.6
Missouri.....	219	208	167	6.9	6.5	5.3
Montana.....	52	43	40	9.2	7.7	7.1
Nebraska.....	72	75	60	6.5	6.7	5.4
Nevada.....	106	121	104	6.7	7.3	6.3
New Hampshire.....	53	46	40	7.1	6.3	5.4
New Jersey.....	265	224	196	5.9	5.0	4.3
New Mexico.....	57	75	56	6.3	8.0	6.0
New York.....	518	473	430	5.2	4.7	4.2
North Carolina.....	393	397	385	7.6	7.5	7.3
North Dakota.....	35	30	32	7.6	6.4	6.8
Ohio.....	406	430	380	6.8	7.1	6.3
Oklahoma.....	115	132	117	6.4	7.1	6.3
Oregon.....	130	121	109	6.3	5.7	5.2
Pennsylvania.....	503	406	347	7.7	6.2	5.3
Rhode Island.....	41	35	29	7.5	6.6	5.6
South Carolina.....	179	187	173	7.4	7.6	7.0
South Dakota.....	39	32	34	7.9	6.5	6.9
Tennessee.....	265	265	235	7.6	7.4	6.6
Texas.....	991	877	814	6.9	6.0	5.5
Utah.....	121	122	105	6.7	6.6	5.7
Vermont.....	25	22	19	7.6	6.6	6.0
Virginia.....	300	327	287	6.9	7.3	6.5
Washington.....	218	243	172	5.8	6.3	4.5
West Virginia.....	57	56	50	7.5	7.4	6.6
Wisconsin.....	222	219	176	7.0	6.8	5.5
Wyoming.....	29	22	24	9.3	7.0	7.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2022	Apr. 2023	May 2023 ^p	May 2022	Apr. 2023	May 2023 ^p
TOTAL U.S.....	7,231	6,277	6,850	4.7	4.0	4.4
Alabama.....	100	91	115	4.8	4.2	5.4
Alaska.....	39	17	37	12.0	5.3	11.3
Arizona.....	156	159	152	5.0	5.0	4.8
Arkansas.....	71	58	71	5.3	4.3	5.2
California.....	658	541	511	3.7	3.0	2.8
Colorado.....	163	140	144	5.7	4.8	5.0
Connecticut.....	73	69	79	4.3	4.1	4.7
Delaware.....	26	27	26	5.5	5.7	5.4
District of Columbia.....	25	23	28	3.3	2.9	3.6
Florida.....	461	393	425	4.9	4.0	4.4
Georgia.....	307	227	240	6.4	4.7	4.9
Hawaii.....	22	19	20	3.5	3.0	3.2
Idaho.....	52	42	50	6.3	5.0	5.9
Illinois.....	309	234	297	5.1	3.8	4.8
Indiana.....	157	151	175	4.9	4.7	5.3
Iowa.....	78	62	78	4.9	3.9	4.9
Kansas.....	58	54	65	4.1	3.8	4.5
Kentucky.....	101	87	96	5.2	4.3	4.8
Louisiana.....	100	82	113	5.2	4.2	5.8
Maine.....	36	28	33	5.6	4.4	5.2
Maryland.....	113	113	115	4.2	4.1	4.2
Massachusetts.....	150	147	128	4.1	3.9	3.4
Michigan.....	189	159	203	4.3	3.6	4.5
Minnesota.....	138	125	151	4.7	4.2	5.0
Mississippi.....	56	48	57	4.8	4.1	4.8
Missouri.....	122	104	124	4.1	3.5	4.2
Montana.....	39	27	38	7.6	5.3	7.4
Nebraska.....	42	41	45	4.1	3.9	4.3
Nevada.....	92	65	76	6.2	4.2	4.9
New Hampshire.....	35	45	32	5.1	6.5	4.6
New Jersey.....	182	175	170	4.3	4.1	3.9
New Mexico.....	37	38	39	4.3	4.3	4.5
New York.....	420	302	329	4.4	3.1	3.4
North Carolina.....	258	216	241	5.4	4.4	4.9
North Dakota.....	25	16	28	5.8	3.8	6.4
Ohio.....	294	227	260	5.3	4.1	4.6
Oklahoma.....	89	79	81	5.3	4.6	4.7
Oregon.....	86	71	89	4.4	3.6	4.5
Pennsylvania.....	229	246	227	3.8	4.0	3.7
Rhode Island.....	26	30	24	5.1	6.2	4.9
South Carolina.....	125	110	121	5.6	4.8	5.2
South Dakota.....	28	20	29	6.1	4.3	6.2
Tennessee.....	167	164	177	5.1	4.9	5.4
Texas.....	713	649	682	5.3	4.7	4.9
Utah.....	80	74	88	4.8	4.3	5.1
Vermont.....	16	17	16	5.1	5.5	5.1
Virginia.....	173	174	174	4.3	4.2	4.2
Washington.....	133	137	153	3.8	3.8	4.2
West Virginia.....	39	34	38	5.5	4.8	5.5
Wisconsin.....	125	104	138	4.2	3.5	4.6
Wyoming.....	23	13	21	8.1	4.7	7.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2022	Apr. 2023	May 2023 ^p	May 2022	Apr. 2023	May 2023 ^p
TOTAL U.S.....	5,924	5,578	5,707	3.9	3.6	3.7
Alabama.....	94	78	103	4.5	3.6	4.8
Alaska.....	18	19	17	5.4	6.1	5.3
Arizona.....	154	157	130	5.0	5.0	4.1
Arkansas.....	57	51	62	4.3	3.7	4.6
California.....	712	510	510	4.0	2.8	2.8
Colorado.....	122	128	102	4.2	4.4	3.5
Connecticut.....	47	54	54	2.8	3.2	3.2
Delaware.....	26	20	29	5.6	4.1	6.0
District of Columbia.....	23	20	26	3.0	2.6	3.3
Florida.....	484	409	429	5.2	4.2	4.4
Georgia.....	276	195	240	5.8	4.0	4.9
Hawaii.....	21	19	21	3.4	3.0	3.3
Idaho.....	34	48	34	4.1	5.7	4.0
Illinois.....	219	218	190	3.6	3.6	3.1
Indiana.....	123	151	137	3.8	4.7	4.2
Iowa.....	62	66	57	3.9	4.1	3.6
Kansas.....	53	58	57	3.7	4.0	3.9
Kentucky.....	83	84	89	4.2	4.2	4.4
Louisiana.....	92	82	102	4.8	4.2	5.2
Maine.....	20	20	25	3.1	3.2	3.9
Maryland.....	84	100	97	3.1	3.7	3.5
Massachusetts.....	81	109	89	2.2	2.9	2.4
Michigan.....	159	140	163	3.6	3.2	3.7
Minnesota.....	99	98	96	3.4	3.3	3.2
Mississippi.....	51	47	62	4.4	4.0	5.3
Missouri.....	111	103	107	3.8	3.5	3.6
Montana.....	27	27	27	5.4	5.2	5.2
Nebraska.....	42	40	40	4.1	3.8	3.8
Nevada.....	58	62	63	3.9	4.0	4.1
New Hampshire.....	28	23	26	4.1	3.3	3.7
New Jersey.....	111	135	102	2.6	3.1	2.4
New Mexico.....	34	34	31	4.0	3.9	3.6
New York.....	273	225	269	2.9	2.3	2.8
North Carolina.....	209	191	201	4.3	3.9	4.1
North Dakota.....	21	20	18	4.8	4.6	4.0
Ohio.....	198	211	220	3.6	3.8	3.9
Oklahoma.....	69	67	69	4.1	3.8	4.0
Oregon.....	68	76	70	3.5	3.8	3.5
Pennsylvania.....	192	173	172	3.2	2.8	2.8
Rhode Island.....	18	17	20	3.6	3.4	4.0
South Carolina.....	93	88	96	4.2	3.9	4.2
South Dakota.....	19	20	18	4.3	4.5	3.8
Tennessee.....	145	130	149	4.5	3.9	4.5
Texas.....	539	496	556	4.0	3.6	4.0
Utah.....	64	77	81	3.8	4.5	4.7
Vermont.....	16	12	18	5.2	4.0	5.9
Virginia.....	148	162	168	3.6	3.9	4.1
Washington.....	98	144	101	2.8	4.0	2.8
West Virginia.....	30	34	33	4.3	4.9	4.7
Wisconsin.....	103	110	116	3.5	3.7	3.9
Wyoming.....	14	16	14	5.1	5.6	5.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2022	Apr. 2023	May 2023 ^p	May 2022	Apr. 2023	May 2023 ^p
TOTAL U.S.....	4,226	3,820	4,036	2.8	2.5	2.6
Alabama.....	62	59	79	3.0	2.7	3.7
Alaska.....	13	8	12	3.9	2.6	3.7
Arizona.....	115	113	99	3.7	3.6	3.1
Arkansas.....	39	37	45	2.9	2.7	3.3
California.....	489	356	358	2.8	2.0	2.0
Colorado.....	87	77	74	3.0	2.7	2.6
Connecticut.....	33	35	38	2.0	2.1	2.2
Delaware.....	18	14	20	3.8	2.9	4.1
District of Columbia.....	15	13	17	2.0	1.7	2.2
Florida.....	351	311	299	3.7	3.2	3.1
Georgia.....	197	150	158	4.1	3.1	3.2
Hawaii.....	15	12	14	2.5	2.0	2.3
Idaho.....	25	30	24	3.1	3.6	2.8
Illinois.....	138	129	125	2.3	2.1	2.0
Indiana.....	95	105	95	3.0	3.2	2.9
Iowa.....	47	47	40	3.0	2.9	2.5
Kansas.....	39	35	39	2.7	2.4	2.7
Kentucky.....	61	65	66	3.1	3.2	3.3
Louisiana.....	61	58	72	3.2	2.9	3.7
Maine.....	14	14	18	2.3	2.2	2.9
Maryland.....	60	73	68	2.2	2.7	2.5
Massachusetts.....	62	72	58	1.7	1.9	1.6
Michigan.....	122	86	109	2.8	2.0	2.4
Minnesota.....	71	66	71	2.4	2.2	2.4
Mississippi.....	38	35	41	3.2	2.9	3.5
Missouri.....	78	67	76	2.6	2.3	2.5
Montana.....	21	17	20	4.1	3.2	3.8
Nebraska.....	26	25	26	2.6	2.4	2.4
Nevada.....	42	42	45	2.8	2.7	2.9
New Hampshire.....	21	15	17	3.1	2.2	2.4
New Jersey.....	70	92	73	1.6	2.1	1.7
New Mexico.....	22	21	22	2.6	2.5	2.5
New York.....	176	138	193	1.8	1.4	2.0
North Carolina.....	140	142	131	2.9	2.9	2.7
North Dakota.....	12	12	12	2.8	2.8	2.8
Ohio.....	138	124	151	2.5	2.2	2.7
Oklahoma.....	50	47	51	2.9	2.7	3.0
Oregon.....	50	49	50	2.6	2.5	2.5
Pennsylvania.....	159	128	123	2.6	2.1	2.0
Rhode Island.....	13	11	14	2.6	2.3	2.7
South Carolina.....	69	66	69	3.1	2.9	3.0
South Dakota.....	14	12	12	3.2	2.7	2.6
Tennessee.....	108	97	107	3.3	2.9	3.2
Texas.....	409	354	426	3.1	2.6	3.1
Utah.....	48	51	60	2.9	3.0	3.5
Vermont.....	12	8	13	3.9	2.8	4.4
Virginia.....	103	107	120	2.5	2.6	2.9
Washington.....	68	91	72	1.9	2.5	2.0
West Virginia.....	22	24	23	3.1	3.4	3.3
Wisconsin.....	78	69	78	2.6	2.3	2.6
Wyoming.....	11	10	10	3.8	3.6	3.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2022	Apr. 2023	May 2023 ^p	May 2022	Apr. 2023	May 2023 ^p
TOTAL U.S.....	1,383	1,468	1,385	0.9	0.9	0.9
Alabama.....	26	16	21	1.2	0.8	1.0
Alaska.....	4	9	4	1.1	2.9	1.2
Arizona.....	34	38	25	1.1	1.2	0.8
Arkansas.....	14	12	14	1.0	0.9	1.0
California.....	177	125	123	1.0	0.7	0.7
Colorado.....	26	46	23	0.9	1.6	0.8
Connecticut.....	11	14	12	0.6	0.8	0.7
Delaware.....	7	5	8	1.4	1.0	1.6
District of Columbia.....	7	5	7	0.9	0.6	0.9
Florida.....	111	84	113	1.2	0.9	1.2
Georgia.....	70	39	73	1.5	0.8	1.5
Hawaii.....	5	5	5	0.7	0.8	0.8
Idaho.....	7	15	8	0.9	1.8	0.9
Illinois.....	69	72	58	1.2	1.2	0.9
Indiana.....	22	41	36	0.7	1.3	1.1
Iowa.....	12	16	14	0.7	1.0	0.9
Kansas.....	11	20	15	0.8	1.4	1.0
Kentucky.....	18	17	19	0.9	0.8	0.9
Louisiana.....	27	22	23	1.4	1.1	1.2
Maine.....	4	5	5	0.7	0.7	0.8
Maryland.....	19	22	25	0.7	0.8	0.9
Massachusetts.....	16	29	21	0.4	0.8	0.6
Michigan.....	30	48	49	0.7	1.1	1.1
Minnesota.....	24	27	21	0.8	0.9	0.7
Mississippi.....	11	10	18	0.9	0.9	1.6
Missouri.....	28	32	25	1.0	1.1	0.8
Montana.....	5	8	6	1.0	1.6	1.1
Nebraska.....	13	12	12	1.3	1.2	1.1
Nevada.....	14	17	15	0.9	1.1	1.0
New Hampshire.....	6	6	7	0.9	0.9	1.0
New Jersey.....	35	34	21	0.8	0.8	0.5
New Mexico.....	9	10	7	1.1	1.1	0.8
New York.....	78	75	63	0.8	0.8	0.6
North Carolina.....	62	42	61	1.3	0.9	1.2
North Dakota.....	7	6	4	1.7	1.5	0.9
Ohio.....	44	69	54	0.8	1.2	0.9
Oklahoma.....	15	16	15	0.9	1.0	0.9
Oregon.....	14	22	17	0.7	1.1	0.8
Pennsylvania.....	25	36	39	0.4	0.6	0.6
Rhode Island.....	4	4	5	0.8	0.8	1.0
South Carolina.....	20	19	22	0.9	0.8	1.0
South Dakota.....	4	7	4	0.8	1.6	0.9
Tennessee.....	30	26	35	0.9	0.8	1.1
Texas.....	101	121	108	0.8	0.9	0.8
Utah.....	13	21	18	0.8	1.2	1.0
Vermont.....	3	3	4	1.1	0.9	1.2
Virginia.....	38	50	41	0.9	1.2	1.0
Washington.....	24	43	22	0.7	1.2	0.6
West Virginia.....	7	8	8	0.9	1.1	1.2
Wisconsin.....	19	35	31	0.6	1.2	1.0
Wyoming.....	3	5	3	1.0	1.7	1.1

p Preliminary

Table 11. Annual average job openings levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	7,104	7,161	6,364	9,967	11,168
Alabama.....	93	96	96	141	154
Alaska.....	22	23	18	28	31
Arizona.....	151	159	148	207	241
Arkansas.....	57	62	57	85	100
California.....	756	767	671	1,035	1,252
Colorado.....	141	147	110	196	223
Connecticut.....	67	65	59	96	115
Delaware.....	22	23	21	32	37
District of Columbia.....	27	31	29	43	45
Florida.....	440	419	379	602	672
Georgia.....	231	233	233	381	415
Hawaii.....	29	31	25	38	39
Idaho.....	38	40	37	57	66
Illinois.....	287	276	236	372	441
Indiana.....	168	157	139	216	220
Iowa.....	79	75	65	100	116
Kansas.....	80	72	62	87	102
Kentucky.....	90	90	95	147	160
Louisiana.....	84	92	90	131	152
Maine.....	33	31	27	43	46
Maryland.....	135	140	139	201	209
Massachusetts.....	165	170	144	245	284
Michigan.....	227	218	193	336	325
Minnesota.....	162	140	113	179	222
Mississippi.....	52	53	55	81	88
Missouri.....	156	148	119	185	211
Montana.....	26	27	24	39	46
Nebraska.....	53	50	45	63	72
Nevada.....	69	67	65	107	106
New Hampshire.....	32	32	31	51	54
New Jersey.....	188	183	186	279	268
New Mexico.....	44	47	39	63	68
New York.....	391	389	338	547	554
North Carolina.....	243	282	215	337	375
North Dakota.....	24	26	19	28	31
Ohio.....	278	275	237	353	406
Oklahoma.....	77	82	82	114	127
Oregon.....	95	102	93	138	145
Pennsylvania.....	287	276	250	406	448
Rhode Island.....	24	24	21	35	38
South Carolina.....	118	113	110	168	180
South Dakota.....	23	22	19	29	32
Tennessee.....	150	141	144	223	261
Texas.....	541	576	484	855	987
Utah.....	78	80	70	104	121
Vermont.....	17	16	13	22	24
Virginia.....	198	220	199	278	321
Washington.....	156	163	134	202	230
West Virginia.....	38	40	43	54	62
Wisconsin.....	150	154	131	189	227
Wyoming.....	16	17	13	21	24

¹ The annual average job openings level is equal to the sum of the 12 monthly job openings levels divided by 12.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 12. Annual average job openings rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	4.6	4.5	4.3	6.4	6.8
Alabama.....	4.3	4.4	4.6	6.4	6.8
Alaska.....	6.3	6.5	5.7	8.3	8.9
Arizona.....	5.0	5.1	4.9	6.5	7.2
Arkansas.....	4.3	4.6	4.3	6.2	7.0
California.....	4.2	4.2	4.0	5.8	6.6
Colorado.....	4.9	5.0	4.0	6.7	7.2
Connecticut.....	3.8	3.7	3.6	5.6	6.5
Delaware.....	4.6	4.6	4.6	6.5	7.3
District of Columbia.....	3.3	3.8	3.8	5.5	5.5
Florida.....	4.8	4.5	4.3	6.3	6.7
Georgia.....	4.8	4.8	5.0	7.6	8.0
Hawaii.....	4.2	4.5	4.3	6.1	6.0
Idaho.....	4.9	5.0	4.7	6.7	7.3
Illinois.....	4.5	4.3	4.0	6.0	6.8
Indiana.....	5.1	4.7	4.4	6.5	6.4
Iowa.....	4.7	4.5	4.2	6.1	6.9
Kansas.....	5.3	4.8	4.4	5.9	6.7
Kentucky.....	4.5	4.4	4.9	7.2	7.5
Louisiana.....	4.1	4.4	4.6	6.5	7.3
Maine.....	5.0	4.7	4.2	6.5	6.8
Maryland.....	4.7	4.8	5.1	7.0	7.1
Massachusetts.....	4.3	4.4	4.0	6.5	7.2
Michigan.....	4.9	4.7	4.6	7.4	6.9
Minnesota.....	5.2	4.5	3.9	5.9	7.0
Mississippi.....	4.3	4.3	4.7	6.6	7.0
Missouri.....	5.1	4.8	4.1	6.1	6.7
Montana.....	5.2	5.3	4.9	7.3	8.2
Nebraska.....	4.9	4.6	4.4	5.9	6.6
Nevada.....	4.8	4.5	4.8	7.2	6.7
New Hampshire.....	4.6	4.5	4.6	7.1	7.3
New Jersey.....	4.3	4.2	4.6	6.5	5.9
New Mexico.....	5.0	5.2	4.7	7.2	7.4
New York.....	3.9	3.8	3.7	5.7	5.5
North Carolina.....	5.1	5.8	4.7	6.8	7.3
North Dakota.....	5.1	5.6	4.4	6.3	6.7
Ohio.....	4.8	4.7	4.3	6.1	6.8
Oklahoma.....	4.4	4.6	4.8	6.5	6.9
Oregon.....	4.7	5.0	4.8	6.8	6.9
Pennsylvania.....	4.6	4.3	4.3	6.6	7.0
Rhode Island.....	4.6	4.6	4.3	6.8	7.2
South Carolina.....	5.2	4.9	5.0	7.2	7.4
South Dakota.....	5.1	4.8	4.3	6.3	6.5
Tennessee.....	4.7	4.3	4.6	6.7	7.4
Texas.....	4.1	4.3	3.8	6.3	6.8
Utah.....	4.9	4.9	4.4	6.1	6.7
Vermont.....	5.0	4.8	4.4	7.0	7.2
Virginia.....	4.7	5.2	4.9	6.6	7.3
Washington.....	4.4	4.5	3.9	5.7	6.1
West Virginia.....	5.0	5.3	6.1	7.4	8.1
Wisconsin.....	4.8	4.9	4.4	6.1	7.1
Wyoming.....	5.2	5.6	4.7	7.1	7.6

¹ The annual average job openings rate is equal to the sum of the 12 monthly job openings levels as a percent of the sum of the 12 monthly CES employment levels and the sum of the 12 monthly job openings levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Annual hires levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	68,620	70,028	72,588	76,006	77,201
Alabama.....	982	955	1,006	1,162	1,236
Alaska.....	227	235	213	230	250
Arizona.....	1,552	1,500	1,510	1,581	1,841
Arkansas.....	655	677	668	750	774
California.....	6,891	7,019	7,958	7,947	7,715
Colorado.....	1,381	1,383	1,468	1,545	1,564
Connecticut.....	609	684	769	722	737
Delaware.....	251	256	249	268	301
District of Columbia.....	277	288	240	277	282
Florida.....	3,597	4,246	4,271	4,834	4,919
Georgia.....	2,365	2,248	2,388	2,912	3,171
Hawaii.....	265	284	299	299	286
Idaho.....	397	430	494	485	525
Illinois.....	2,878	2,554	2,791	3,160	3,054
Indiana.....	1,725	1,722	1,670	1,720	1,698
Iowa.....	674	682	716	759	750
Kansas.....	642	651	588	685	681
Kentucky.....	1,016	987	1,126	1,208	1,174
Louisiana.....	1,018	1,069	981	1,131	1,144
Maine.....	314	303	305	312	318
Maryland.....	1,150	1,265	1,176	1,135	1,375
Massachusetts.....	1,370	1,494	1,500	1,551	1,558
Michigan.....	2,035	2,014	2,415	2,474	2,112
Minnesota.....	1,196	1,179	1,167	1,216	1,317
Mississippi.....	573	577	635	666	690
Missouri.....	1,293	1,337	1,430	1,399	1,350
Montana.....	276	285	312	333	359
Nebraska.....	481	472	474	493	477
Nevada.....	695	704	947	953	895
New Hampshire.....	316	318	320	350	359
New Jersey.....	1,599	1,645	2,190	1,936	1,920
New Mexico.....	375	440	399	478	455
New York.....	3,460	3,570	3,646	3,672	3,720
North Carolina.....	2,506	2,813	2,662	2,817	2,796
North Dakota.....	218	240	227	236	228
Ohio.....	2,524	2,527	2,790	2,638	2,692
Oklahoma.....	943	880	870	936	1,045
Oregon.....	957	1,006	1,003	1,032	1,064
Pennsylvania.....	2,445	2,460	2,502	2,533	2,374
Rhode Island.....	227	237	265	268	263
South Carolina.....	1,188	1,204	1,241	1,244	1,330
South Dakota.....	218	207	206	229	235
Tennessee.....	1,822	1,663	1,748	1,771	1,965
Texas.....	6,881	6,854	6,418	7,206	7,443
Utah.....	942	854	839	853	932
Vermont.....	160	160	155	156	157
Virginia.....	1,699	1,931	1,923	1,974	2,058
Washington.....	1,469	1,638	1,554	1,576	1,650
West Virginia.....	404	380	386	392	425
Wisconsin.....	1,317	1,325	1,317	1,331	1,342
Wyoming.....	172	181	163	179	187

¹ The annual hires level is the sum of the 12 monthly hires levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Annual average hires rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	3.8	3.9	4.3	4.3	4.2
Alabama.....	4.0	3.8	4.2	4.7	4.9
Alaska.....	5.8	5.9	5.9	6.2	6.5
Arizona.....	4.5	4.2	4.4	4.4	5.0
Arkansas.....	4.3	4.4	4.5	4.9	4.8
California.....	3.3	3.4	4.1	4.0	3.6
Colorado.....	4.2	4.1	4.6	4.7	4.5
Connecticut.....	3.0	3.4	4.1	3.7	3.7
Delaware.....	4.5	4.6	4.7	4.9	5.3
District of Columbia.....	2.9	3.0	2.7	3.1	3.1
Florida.....	3.4	3.9	4.2	4.5	4.4
Georgia.....	4.3	4.0	4.5	5.3	5.5
Hawaii.....	3.4	3.6	4.4	4.2	3.9
Idaho.....	4.5	4.7	5.5	5.1	5.3
Illinois.....	3.9	3.5	4.1	4.5	4.2
Indiana.....	4.6	4.5	4.6	4.6	4.4
Iowa.....	3.5	3.6	4.0	4.1	4.0
Kansas.....	3.8	3.8	3.6	4.1	4.0
Kentucky.....	4.4	4.2	5.1	5.3	5.0
Louisiana.....	4.3	4.5	4.4	5.0	5.0
Maine.....	4.1	4.0	4.2	4.2	4.1
Maryland.....	3.5	3.8	3.8	3.6	4.2
Massachusetts.....	3.1	3.4	3.7	3.7	3.5
Michigan.....	3.8	3.8	5.0	4.9	4.0
Minnesota.....	3.4	3.3	3.5	3.5	3.7
Mississippi.....	4.1	4.2	4.8	4.9	4.9
Missouri.....	3.7	3.8	4.3	4.1	3.8
Montana.....	4.8	4.9	5.5	5.6	5.9
Nebraska.....	3.9	3.8	4.0	4.1	3.9
Nevada.....	4.2	4.1	6.2	5.8	5.0
New Hampshire.....	3.9	3.9	4.2	4.4	4.4
New Jersey.....	3.2	3.3	4.7	4.0	3.8
New Mexico.....	3.7	4.3	4.2	4.9	4.5
New York.....	3.0	3.0	3.4	3.4	3.3
North Carolina.....	4.6	5.1	5.0	5.1	4.9
North Dakota.....	4.2	4.5	4.6	4.7	4.4
Ohio.....	3.8	3.8	4.4	4.1	4.1
Oklahoma.....	4.7	4.3	4.5	4.7	5.1
Oregon.....	4.1	4.3	4.6	4.6	4.5
Pennsylvania.....	3.4	3.4	3.7	3.7	3.3
Rhode Island.....	3.8	3.9	4.8	4.7	4.4
South Carolina.....	4.6	4.6	5.0	4.8	4.9
South Dakota.....	4.2	3.9	4.0	4.3	4.3
Tennessee.....	4.9	4.4	4.8	4.8	5.0
Texas.....	4.6	4.5	4.4	4.7	4.6
Utah.....	5.2	4.6	4.6	4.4	4.6
Vermont.....	4.2	4.2	4.5	4.4	4.3
Virginia.....	3.5	4.0	4.2	4.2	4.2
Washington.....	3.6	3.9	3.9	3.9	3.9
West Virginia.....	4.7	4.4	4.8	4.8	5.1
Wisconsin.....	3.7	3.7	3.9	3.8	3.8
Wyoming.....	5.0	5.2	5.0	5.4	5.5

¹ The annual average hires rate is equal to the sum of the 12 monthly hires levels as a percent of the sum of the 12 monthly CES employment levels.
 NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual total separations levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	66,174	68,001	80,842	69,032	72,273
Alabama.....	927	947	1,019	1,106	1,136
Alaska.....	233	250	225	226	253
Arizona.....	1,448	1,421	1,535	1,470	1,712
Arkansas.....	631	645	693	689	704
California.....	6,728	7,411	8,936	7,132	7,635
Colorado.....	1,399	1,375	1,763	1,490	1,502
Connecticut.....	564	622	855	617	654
Delaware.....	237	248	268	253	280
District of Columbia.....	259	269	307	245	296
Florida.....	3,732	4,052	4,888	4,409	4,921
Georgia.....	2,193	2,219	2,692	2,869	3,100
Hawaii.....	260	296	368	258	253
Idaho.....	372	411	454	450	490
Illinois.....	2,605	2,354	3,345	2,782	2,718
Indiana.....	1,667	1,708	1,856	1,615	1,601
Iowa.....	662	672	780	710	717
Kansas.....	647	629	688	621	634
Kentucky.....	961	929	1,178	1,123	1,063
Louisiana.....	985	1,085	1,136	1,040	1,072
Maine.....	296	280	325	294	289
Maryland.....	1,178	1,242	1,294	1,040	1,328
Massachusetts.....	1,243	1,305	1,745	1,376	1,326
Michigan.....	1,938	1,991	2,705	2,161	1,868
Minnesota.....	1,159	1,109	1,408	1,107	1,242
Mississippi.....	580	589	678	677	685
Missouri.....	1,231	1,304	1,626	1,352	1,341
Montana.....	267	303	306	311	342
Nebraska.....	471	450	521	462	444
Nevada.....	680	698	1,200	770	793
New Hampshire.....	303	290	345	325	349
New Jersey.....	1,560	1,729	2,456	1,669	1,843
New Mexico.....	372	432	468	404	421
New York.....	3,328	3,420	4,303	3,184	3,339
North Carolina.....	2,441	2,647	2,678	2,616	2,525
North Dakota.....	209	232	283	210	216
Ohio.....	2,570	2,497	3,054	2,422	2,533
Oklahoma.....	895	894	942	871	891
Oregon.....	937	1,044	1,170	943	959
Pennsylvania.....	2,422	2,374	3,011	2,268	2,277
Rhode Island.....	214	224	284	226	239
South Carolina.....	1,090	1,206	1,240	1,153	1,219
South Dakota.....	213	202	230	204	209
Tennessee.....	1,642	1,443	1,818	1,730	1,876
Texas.....	6,600	6,397	7,029	6,380	6,699
Utah.....	923	869	814	793	848
Vermont.....	150	150	177	148	147
Virginia.....	1,560	1,814	1,943	1,739	1,877
Washington.....	1,410	1,504	1,723	1,296	1,514
West Virginia.....	377	386	419	377	403
Wisconsin.....	1,241	1,250	1,472	1,236	1,295
Wyoming.....	165	189	181	175	187

¹ The annual total separations level is the sum of the 12 monthly total separations levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual average total separations rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	3.7	3.8	4.7	3.9	3.9
Alabama.....	3.8	3.8	4.3	4.5	4.5
Alaska.....	5.9	6.3	6.2	6.1	6.6
Arizona.....	4.2	4.0	4.5	4.1	4.6
Arkansas.....	4.1	4.2	4.6	4.5	4.4
California.....	3.3	3.5	4.6	3.5	3.6
Colorado.....	4.3	4.1	5.5	4.5	4.4
Connecticut.....	2.8	3.1	4.5	3.2	3.3
Delaware.....	4.3	4.4	5.1	4.6	4.9
District of Columbia.....	2.7	2.8	3.4	2.8	3.2
Florida.....	3.5	3.8	4.8	4.1	4.4
Georgia.....	4.0	4.0	5.1	5.2	5.4
Hawaii.....	3.3	3.7	5.5	3.7	3.4
Idaho.....	4.2	4.5	5.0	4.7	4.9
Illinois.....	3.6	3.2	4.9	4.0	3.8
Indiana.....	4.4	4.5	5.2	4.4	4.2
Iowa.....	3.5	3.5	4.3	3.8	3.8
Kansas.....	3.8	3.7	4.2	3.8	3.7
Kentucky.....	4.1	4.0	5.3	4.9	4.5
Louisiana.....	4.1	4.5	5.1	4.6	4.7
Maine.....	3.9	3.7	4.5	3.9	3.8
Maryland.....	3.6	3.7	4.2	3.3	4.1
Massachusetts.....	2.8	2.9	4.3	3.2	3.0
Michigan.....	3.6	3.7	5.6	4.3	3.6
Minnesota.....	3.3	3.1	4.2	3.2	3.5
Mississippi.....	4.2	4.2	5.1	5.0	4.9
Missouri.....	3.5	3.7	4.9	4.0	3.8
Montana.....	4.6	5.2	5.4	5.3	5.6
Nebraska.....	3.8	3.7	4.4	3.8	3.6
Nevada.....	4.1	4.1	7.8	4.7	4.4
New Hampshire.....	3.7	3.5	4.5	4.1	4.2
New Jersey.....	3.1	3.4	5.3	3.4	3.6
New Mexico.....	3.7	4.2	4.9	4.1	4.1
New York.....	2.9	2.9	4.1	2.9	2.9
North Carolina.....	4.5	4.8	5.1	4.7	4.4
North Dakota.....	4.0	4.4	5.7	4.2	4.2
Ohio.....	3.9	3.7	4.8	3.7	3.8
Oklahoma.....	4.4	4.4	4.8	4.4	4.4
Oregon.....	4.1	4.5	5.3	4.2	4.1
Pennsylvania.....	3.4	3.3	4.5	3.3	3.2
Rhode Island.....	3.6	3.7	5.1	3.9	4.0
South Carolina.....	4.2	4.6	5.0	4.5	4.5
South Dakota.....	4.1	3.8	4.5	3.9	3.8
Tennessee.....	4.5	3.9	5.0	4.6	4.8
Texas.....	4.4	4.2	4.8	4.2	4.1
Utah.....	5.1	4.6	4.4	4.1	4.2
Vermont.....	4.0	4.0	5.1	4.2	4.0
Virginia.....	3.2	3.7	4.2	3.7	3.8
Washington.....	3.5	3.6	4.4	3.2	3.6
West Virginia.....	4.4	4.5	5.2	4.6	4.8
Wisconsin.....	3.5	3.5	4.3	3.6	3.6
Wyoming.....	4.8	5.4	5.5	5.2	5.5

¹ The annual average total separations rate is equal to the sum of the 12 monthly total separations levels as a percent of the sum of the 12 monthly CES employment levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual quits levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	40,308	42,125	35,904	47,680	50,596
Alabama.....	576	604	570	768	822
Alaska.....	146	154	101	159	168
Arizona.....	964	974	786	1,113	1,297
Arkansas.....	398	421	377	493	504
California.....	4,080	4,366	3,459	4,755	5,240
Colorado.....	887	893	722	1,022	1,018
Connecticut.....	308	336	300	400	434
Delaware.....	145	154	136	178	202
District of Columbia.....	151	163	149	153	200
Florida.....	2,295	2,626	2,467	3,206	3,605
Georgia.....	1,414	1,449	1,420	2,027	2,213
Hawaii.....	169	195	158	181	179
Idaho.....	237	273	218	331	345
Illinois.....	1,577	1,520	1,477	1,855	1,765
Indiana.....	1,024	1,040	849	1,161	1,156
Iowa.....	399	415	363	495	508
Kansas.....	418	411	323	443	449
Kentucky.....	615	588	595	784	778
Louisiana.....	633	702	569	745	761
Maine.....	153	153	129	195	191
Maryland.....	648	768	593	692	887
Massachusetts.....	665	747	592	886	903
Michigan.....	1,213	1,285	1,142	1,495	1,341
Minnesota.....	683	709	555	781	876
Mississippi.....	364	376	357	486	482
Missouri.....	777	814	816	988	930
Montana.....	174	179	141	223	240
Nebraska.....	296	292	261	321	306
Nevada.....	444	458	413	509	553
New Hampshire.....	162	161	126	206	211
New Jersey.....	840	978	913	1,076	1,159
New Mexico.....	248	289	210	284	290
New York.....	1,707	1,783	1,503	1,938	2,127
North Carolina.....	1,503	1,635	1,259	1,776	1,762
North Dakota.....	126	146	122	140	143
Ohio.....	1,614	1,616	1,364	1,657	1,682
Oklahoma.....	586	601	470	616	648
Oregon.....	606	657	471	669	675
Pennsylvania.....	1,353	1,337	1,086	1,449	1,551
Rhode Island.....	115	122	94	145	155
South Carolina.....	719	751	666	813	899
South Dakota.....	125	128	104	146	149
Tennessee.....	1,099	943	929	1,202	1,341
Texas.....	4,046	4,095	3,531	4,615	5,065
Utah.....	605	559	395	589	621
Vermont.....	82	81	59	92	98
Virginia.....	1,031	1,119	935	1,224	1,306
Washington.....	815	883	710	908	1,028
West Virginia.....	242	245	211	265	293
Wisconsin.....	729	804	640	895	905
Wyoming.....	106	118	79	123	131

¹ The annual quits level is the sum of the 12 monthly quits levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual average quits rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	2.3	2.3	2.1	2.7	2.8
Alabama.....	2.3	2.4	2.4	3.1	3.2
Alaska.....	3.7	3.9	2.8	4.3	4.4
Arizona.....	2.8	2.8	2.3	3.1	3.5
Arkansas.....	2.6	2.7	2.5	3.2	3.2
California.....	2.0	2.1	1.8	2.4	2.5
Colorado.....	2.7	2.7	2.3	3.1	3.0
Connecticut.....	1.5	1.7	1.6	2.1	2.2
Delaware.....	2.6	2.7	2.6	3.3	3.6
District of Columbia.....	1.6	1.7	1.7	1.7	2.2
Florida.....	2.2	2.4	2.4	3.0	3.2
Georgia.....	2.6	2.6	2.7	3.7	3.8
Hawaii.....	2.1	2.5	2.4	2.6	2.4
Idaho.....	2.7	3.0	2.4	3.5	3.5
Illinois.....	2.2	2.1	2.2	2.7	2.4
Indiana.....	2.7	2.7	2.4	3.1	3.0
Iowa.....	2.1	2.2	2.0	2.7	2.7
Kansas.....	2.5	2.4	2.0	2.7	2.6
Kentucky.....	2.7	2.5	2.7	3.4	3.3
Louisiana.....	2.6	2.9	2.6	3.3	3.3
Maine.....	2.0	2.0	1.8	2.6	2.5
Maryland.....	2.0	2.3	1.9	2.2	2.7
Massachusetts.....	1.5	1.7	1.5	2.1	2.0
Michigan.....	2.3	2.4	2.4	3.0	2.6
Minnesota.....	1.9	2.0	1.7	2.3	2.5
Mississippi.....	2.6	2.7	2.7	3.6	3.4
Missouri.....	2.2	2.3	2.4	2.9	2.6
Montana.....	3.0	3.1	2.5	3.8	3.9
Nebraska.....	2.4	2.4	2.2	2.7	2.5
Nevada.....	2.7	2.7	2.7	3.1	3.1
New Hampshire.....	2.0	2.0	1.6	2.6	2.6
New Jersey.....	1.7	1.9	2.0	2.2	2.3
New Mexico.....	2.5	2.8	2.2	2.9	2.9
New York.....	1.5	1.5	1.4	1.8	1.9
North Carolina.....	2.8	3.0	2.4	3.2	3.1
North Dakota.....	2.4	2.8	2.5	2.8	2.8
Ohio.....	2.4	2.4	2.2	2.6	2.5
Oklahoma.....	2.9	2.9	2.4	3.1	3.2
Oregon.....	2.6	2.8	2.1	3.0	2.9
Pennsylvania.....	1.9	1.8	1.6	2.1	2.2
Rhode Island.....	1.9	2.0	1.7	2.5	2.6
South Carolina.....	2.8	2.9	2.7	3.1	3.3
South Dakota.....	2.4	2.4	2.0	2.8	2.7
Tennessee.....	3.0	2.5	2.6	3.2	3.4
Texas.....	2.7	2.7	2.4	3.0	3.1
Utah.....	3.3	3.0	2.1	3.0	3.1
Vermont.....	2.2	2.1	1.7	2.6	2.7
Virginia.....	2.1	2.3	2.0	2.6	2.7
Washington.....	2.0	2.1	1.8	2.2	2.4
West Virginia.....	2.8	2.9	2.6	3.2	3.5
Wisconsin.....	2.0	2.2	1.9	2.6	2.5
Wyoming.....	3.1	3.4	2.4	3.7	3.8

¹ The annual average quits rate is equal to the sum of the 12 monthly quits levels as a percent of the sum of the 12 monthly CES employment levels.
 NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual layoffs and discharges levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2018	2019	2020	2021	2022
TOTAL U.S.....	21,807	21,875	40,830	17,103	17,564
Alabama.....	289	271	389	266	254
Alaska.....	70	83	107	51	70
Arizona.....	420	377	680	299	338
Arkansas.....	199	190	268	160	164
California.....	2,131	2,533	4,926	1,815	1,871
Colorado.....	433	410	916	407	382
Connecticut.....	210	245	510	174	176
Delaware.....	79	80	118	62	65
District of Columbia.....	89	83	141	66	69
Florida.....	1,213	1,215	2,235	970	1,029
Georgia.....	650	634	1,130	670	715
Hawaii.....	76	85	193	60	58
Idaho.....	114	119	221	98	120
Illinois.....	911	712	1,713	792	807
Indiana.....	572	593	924	359	360
Iowa.....	218	223	373	171	169
Kansas.....	193	182	326	141	150
Kentucky.....	294	279	524	280	231
Louisiana.....	300	325	506	235	250
Maine.....	122	108	180	80	77
Maryland.....	452	385	636	277	356
Massachusetts.....	475	473	1,079	397	346
Michigan.....	610	589	1,440	527	434
Minnesota.....	405	324	782	240	305
Mississippi.....	181	181	285	156	163
Missouri.....	370	418	743	278	344
Montana.....	78	108	151	75	85
Nebraska.....	146	131	229	109	113
Nevada.....	205	211	734	226	205
New Hampshire.....	119	110	205	96	111
New Jersey.....	592	606	1,436	495	568
New Mexico.....	97	119	235	92	101
New York.....	1,365	1,403	2,561	983	977
North Carolina.....	796	868	1,267	685	618
North Dakota.....	72	73	148	60	60
Ohio.....	793	748	1,553	639	704
Oklahoma.....	260	239	416	203	194
Oregon.....	284	336	638	227	218
Pennsylvania.....	901	885	1,794	679	591
Rhode Island.....	85	89	174	66	69
South Carolina.....	318	390	494	275	249
South Dakota.....	74	62	112	45	52
Tennessee.....	469	425	813	437	451
Texas.....	2,205	1,999	3,166	1,366	1,340
Utah.....	278	266	382	162	183
Vermont.....	57	54	112	42	38
Virginia.....	445	580	912	402	461
Washington.....	493	516	929	308	400
West Virginia.....	113	118	184	90	87
Wisconsin.....	428	372	744	272	323
Wyoming.....	50	60	91	43	47

¹ The annual layoffs and discharges level is the sum of the 12 monthly layoffs and discharges levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual average layoffs and discharges rates for total nonfarm by state, not seasonally adjusted¹
 [percent]

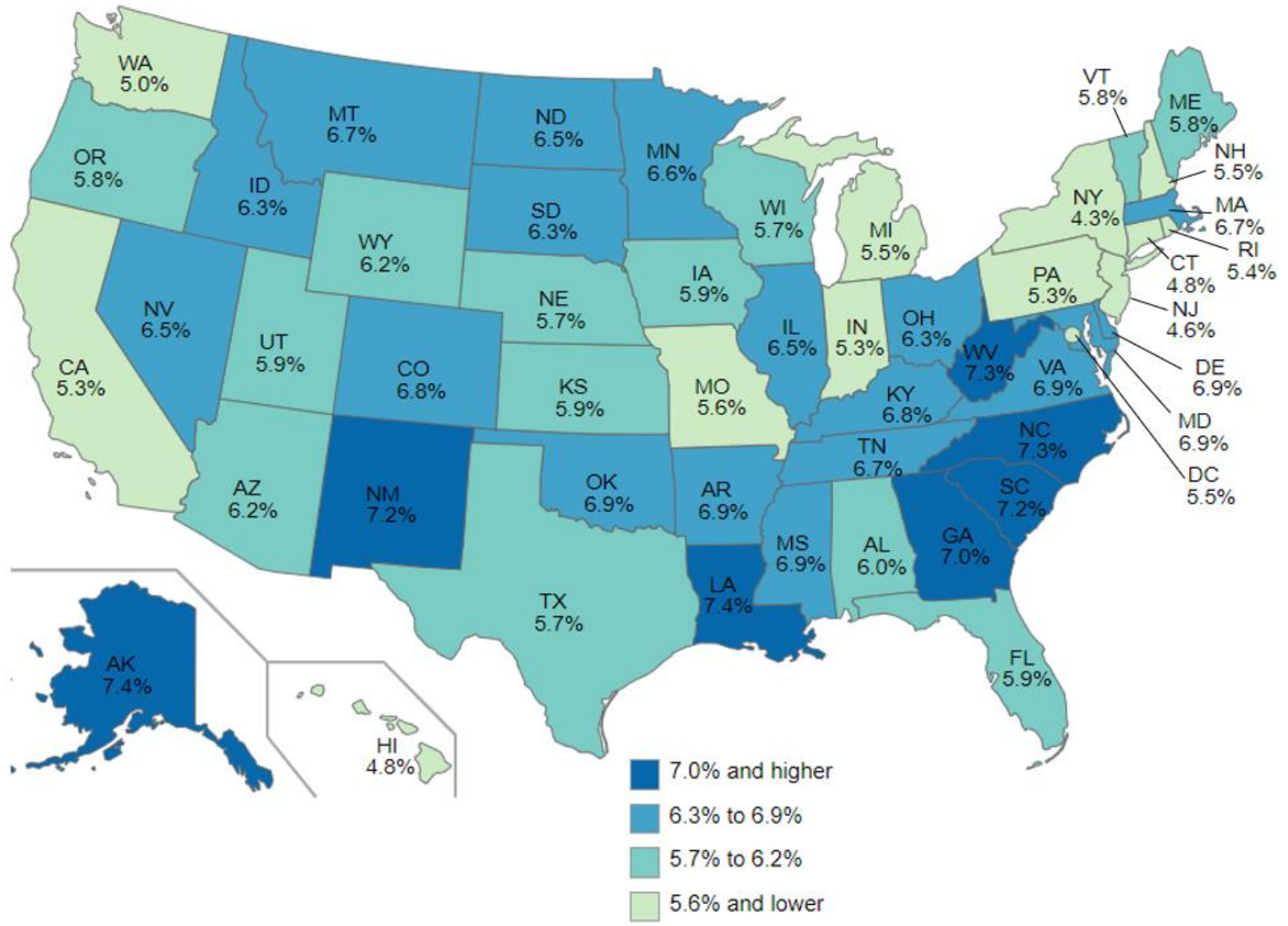
State	2018	2019	2020	2021	2022
TOTAL U.S.....	1.2	1.2	2.4	1.0	1.0
Alabama.....	1.2	1.1	1.6	1.1	1.0
Alaska.....	1.8	2.1	2.9	1.4	1.8
Arizona.....	1.2	1.1	2.0	0.8	0.9
Arkansas.....	1.3	1.2	1.8	1.0	1.0
California.....	1.0	1.2	2.5	0.9	0.9
Colorado.....	1.3	1.2	2.9	1.2	1.1
Connecticut.....	1.0	1.2	2.7	0.9	0.9
Delaware.....	1.4	1.4	2.2	1.1	1.1
District of Columbia.....	0.9	0.9	1.6	0.7	0.8
Florida.....	1.2	1.1	2.2	0.9	0.9
Georgia.....	1.2	1.1	2.1	1.2	1.2
Hawaii.....	1.0	1.1	2.9	0.9	0.8
Idaho.....	1.3	1.3	2.4	1.0	1.2
Illinois.....	1.2	1.0	2.5	1.1	1.1
Indiana.....	1.5	1.6	2.6	1.0	0.9
Iowa.....	1.1	1.2	2.1	0.9	0.9
Kansas.....	1.1	1.1	2.0	0.9	0.9
Kentucky.....	1.3	1.2	2.4	1.2	1.0
Louisiana.....	1.3	1.4	2.3	1.0	1.1
Maine.....	1.6	1.4	2.5	1.1	1.0
Maryland.....	1.4	1.2	2.1	0.9	1.1
Massachusetts.....	1.1	1.1	2.6	0.9	0.8
Michigan.....	1.1	1.1	3.0	1.0	0.8
Minnesota.....	1.1	0.9	2.3	0.7	0.9
Mississippi.....	1.3	1.3	2.1	1.1	1.2
Missouri.....	1.1	1.2	2.2	0.8	1.0
Montana.....	1.4	1.9	2.7	1.3	1.4
Nebraska.....	1.2	1.1	1.9	0.9	0.9
Nevada.....	1.2	1.2	4.8	1.4	1.1
New Hampshire.....	1.5	1.3	2.7	1.2	1.3
New Jersey.....	1.2	1.2	3.1	1.0	1.1
New Mexico.....	1.0	1.2	2.4	0.9	1.0
New York.....	1.2	1.2	2.4	0.9	0.9
North Carolina.....	1.5	1.6	2.4	1.2	1.1
North Dakota.....	1.4	1.4	3.0	1.2	1.2
Ohio.....	1.2	1.1	2.5	1.0	1.1
Oklahoma.....	1.3	1.2	2.1	1.0	1.0
Oregon.....	1.2	1.4	2.9	1.0	0.9
Pennsylvania.....	1.2	1.2	2.7	1.0	0.8
Rhode Island.....	1.4	1.5	3.1	1.1	1.2
South Carolina.....	1.2	1.5	2.0	1.1	0.9
South Dakota.....	1.4	1.2	2.2	0.9	1.0
Tennessee.....	1.3	1.1	2.3	1.2	1.2
Texas.....	1.5	1.3	2.1	0.9	0.8
Utah.....	1.5	1.4	2.1	0.8	0.9
Vermont.....	1.5	1.4	3.3	1.2	1.0
Virginia.....	0.9	1.2	2.0	0.8	0.9
Washington.....	1.2	1.2	2.4	0.8	0.9
West Virginia.....	1.3	1.4	2.3	1.1	1.0
Wisconsin.....	1.2	1.0	2.2	0.8	0.9
Wyoming.....	1.5	1.7	2.8	1.3	1.4

¹ The annual average layoffs and discharges rate is equal to the sum of the 12 monthly layoffs and discharges levels as a percent of the sum of the 12 monthly CES employment levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

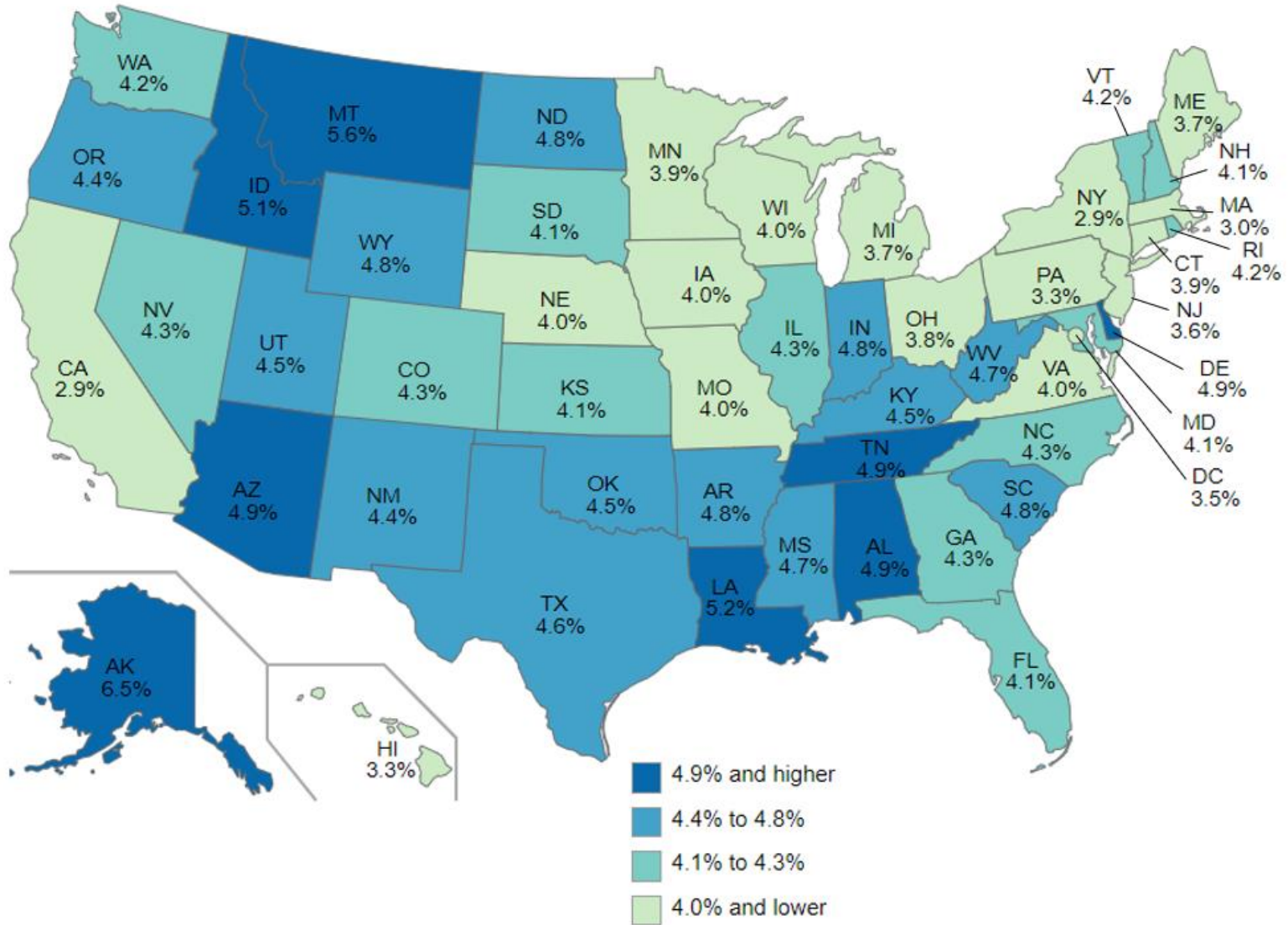
Map 1. Job openings rates by state, seasonally adjusted, May 2023

Total U.S. job openings rate = 5.9%



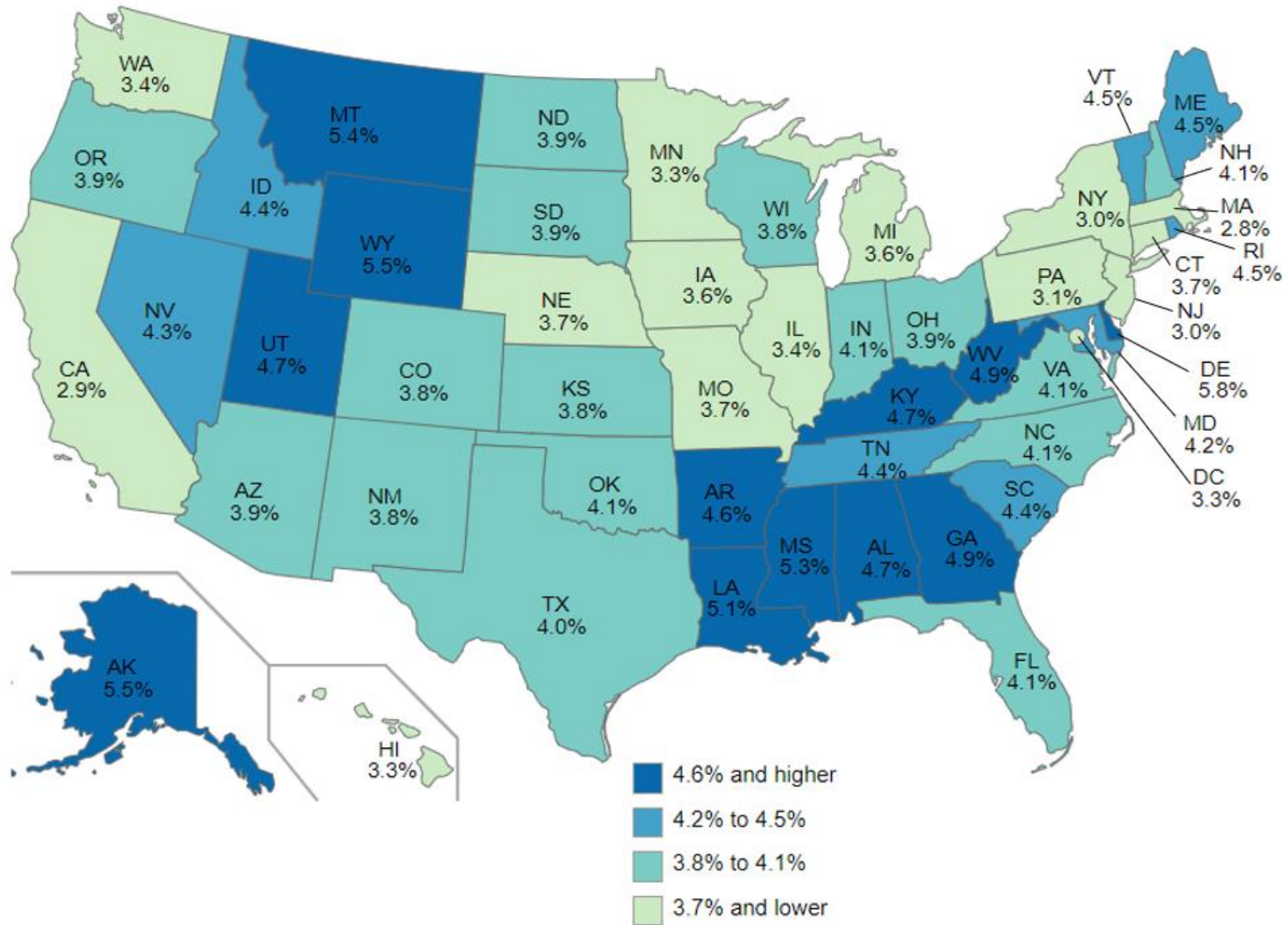
Map 2. Hires rates by state, seasonally adjusted, May 2023

Total U.S. hires rate = 4.0%



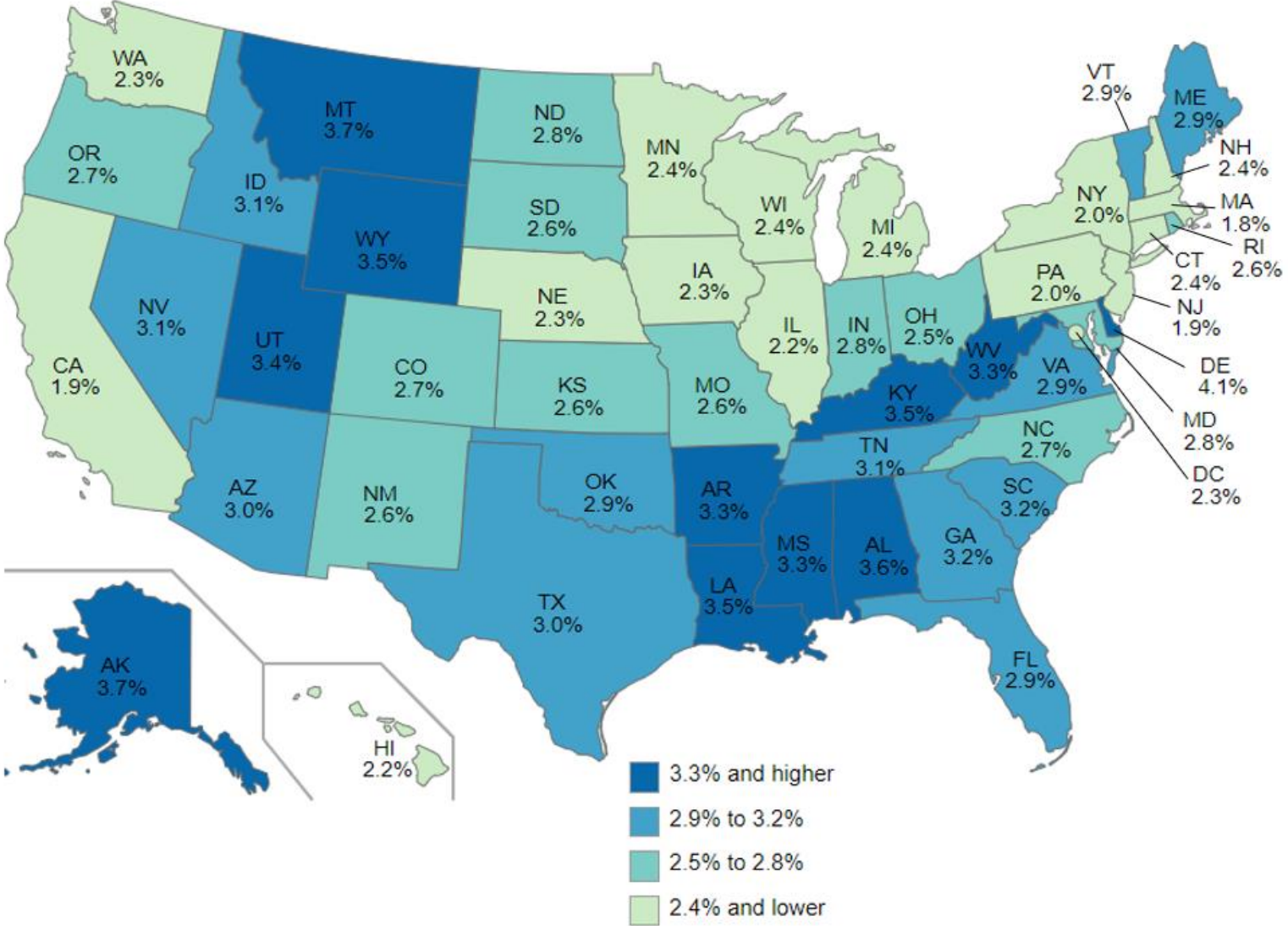
Map 3. Total separations rates by state, seasonally adjusted, May 2023

Total U.S. total separations rate = 3.8%



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

Total U.S. quits rate = 2.6%



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

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

