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STATE JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2022

Job openings rates decreased in 8 states and increased in 7 states on the last business day of November, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 4 states and decreased in 3 states. Total separations rates increased in 6 states and decreased in 2 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 8 states, increased in 7 states, and were little changed in 35 states and the District of Columbia. The largest decreases in job openings rates occurred in Virginia (-1.3 percentage points) and Hawaii (-1.0 point), as well as in New Hampshire and New Jersey (-0.7 point each). The largest increases occurred in Wisconsin (+1.0 point) and in Iowa and North Dakota (+0.8 point each). Over the month, the national job openings rate was unchanged. (See table A.)

The **number of job openings** decreased in 9 states, increased in 7 states, and was little changed in 34 states and the District of Columbia in November. The largest decreases in the job openings level occurred in Texas (-76,000), Virginia (-64,000), and New York (-62,000). The largest increases in the job openings level occurred in Florida (+85,000), Illinois (+37,000), and Wisconsin (+35,000). Nationally, the number of job openings was little changed over the month. (See table A.)

Hires

In November, **hires rates** increased in 4 states, decreased in 3 states, and were little changed in 43 states and the District of Columbia. The largest increases in hires rates occurred in Maine (+1.3 percentage points), Iowa (+0.9 point), and North Dakota (+0.7 point). The decreases in hires rates occurred in Alabama (-0.9 point), Louisiana (-0.8 point), and Massachusetts (-0.5 point). The national hires rate was little changed over the month. (See table B.)

The **number of hires** increased in 3 states, decreased in 3 states, and was little changed in 44 states and the District of Columbia in November. The increases in the hires level occurred in Texas (+57,000), Iowa (+14,000), and Maine (+8,000). The decreases in the hires level occurred in Alabama (-20,000), Massachusetts (-18,000), and Louisiana (-15,000). Nationally, the number of hires was little changed over the month. (See table B.)

Total Separations

In November, **total separations rates** increased in 6 states, decreased in 2 states, and were little changed in 42 states and the District of Columbia. The largest increases in total separations rates occurred in Washington (+1.0 percentage point) and Iowa (+0.8 point), as well as in Colorado, Connecticut, and Oregon (+0.7 point each). The decreases occurred in Ohio (-0.5 point) and New York (-0.4 point). Over the month, the national total separations rate was unchanged. (See table C.)

In November, the **number of total separations** increased in 6 states, decreased in 2 states, and was little changed in 42 states and the District of Columbia. The largest increases in the total separations level occurred in California (+76,000), Washington (+37,000), and Colorado (+23,000). The decreases in the total separations level occurred in New York (-37,000) and Ohio (-24,000). Nationally, the number of total separations was little changed over the month. (See table C.)

Quits

In November, **quits rates** increased in 5 states, decreased in 1 state, and were little changed in 44 states and the District of Columbia. The largest increases in quits rates occurred in Washington (+0.7 percentage point), Iowa (+0.6 point), and California (+0.5 point). The decrease occurred in North Carolina (-0.3 point). Over the month, the national quits rate was little changed. (See table D.)

The **number of quits** increased in 5 states, decreased in 1 state, and was little changed in 44 states and the District of Columbia in November. The largest increases in the quits level occurred in California (+86,000), Washington (+26,000), and Indiana (+12,000). The decrease in the quits level occurred in North Carolina (-16,000). Nationally, the number of quits was little changed over the month. (See table D.)

Layoffs and Discharges

In November, **layoffs and discharges rates** decreased in 8 states, increased in 2 states, and were little changed in 40 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in Ohio (-0.5 percentage point) and in Indiana, Missouri, and Tennessee (-0.4 point each). The increases in layoffs and discharges rates occurred in Alaska (+0.6 point) and New Mexico (+0.5 point). Over the month, the national layoffs and discharges rate was unchanged. (See table E.)

The **number of layoffs and discharges** decreased in 5 states, increased in 2 states, and was little changed in 43 states and the District of Columbia in November. The largest decreases in the layoffs and discharges levels occurred in New York (-26,000), Ohio (-24,000), and Tennessee (-14,000). The increases in the layoffs and discharges level occurred in New Mexico (+5,000) and Alaska (+2,000). Nationally, the number of layoffs and discharges was little changed over the month. (See table E.)

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#.

The Job Openings and Labor Turnover Survey State estimates for December 2022 are scheduled to be released on Wednesday, February 15, 2023, at 10:00 a.m. (ET).

Table A. States with significant changes in job openings from October 2022 to November 2022, seasonally adjusted

State	Level (in thousands)			Rate		
	October 2022	November 2022 ^p	Over-the-month change ^p	October 2022	November 2022 ^p	Over-the-month change ^p
TOTAL U.S.....	10,512	10,458	-54	6.4	6.4	0.0
Arkansas.....	103	94	-9	7.2	6.6	-0.6
Florida.....	562	647	85	5.6	6.3	0.7
Hawaii.....	38	31	-7	5.8	4.8	-1.0
Illinois.....	374	411	37	5.8	6.3	0.5
Iowa.....	106	122	16	6.3	7.1	0.8
Maryland.....	188	203	15	6.4	6.9	0.5
Massachusetts.....	264	242	-22	6.6	6.1	-0.5
Michigan.....	280	306	26	6.0	6.5	0.5
Minnesota.....	206	191	-15	6.5	6.1	-0.4*
New Hampshire.....	53	48	-5	7.2	6.5	-0.7
New Jersey.....	246	213	-33	5.5	4.8	-0.7
New York.....	509	447	-62	5.1	4.5	-0.6
North Dakota.....	25	29	4	5.5	6.3	0.8
Texas.....	933	857	-76	6.4	5.9	-0.5
Virginia.....	356	292	-64	8.0	6.7	-1.3
Wisconsin.....	226	261	35	7.1	8.1	1.0

p Preliminary

* Not significant

Table B. States with significant changes in hires from October 2022 to November 2022, seasonally adjusted

State	Level (in thousands)			Rate		
	October 2022	November 2022 ^p	Over-the-month change ^p	October 2022	November 2022 ^p	Over-the-month change ^p
TOTAL U.S.....	6,111	6,055	-56	4.0	3.9	-0.1
Alabama.....	116	96	-20	5.5	4.6	-0.9
Iowa.....	57	71	14	3.6	4.5	0.9
Louisiana.....	108	93	-15	5.6	4.8	-0.8
Maine.....	22	30	8	3.4	4.7	1.3
Massachusetts.....	142	124	-18	3.8	3.3	-0.5
North Dakota.....	16	19	3*	3.7	4.4	0.7
Texas.....	554	611	57	4.1	4.5	0.4

p Preliminary

* Not significant

Table C. States with significant changes in total separations from October 2022 to November 2022, seasonally adjusted

State	Level (in thousands)			Rate		
	October 2022	November 2022 ^p	Over-the-month change ^p	October 2022	November 2022 ^p	Over-the-month change ^p
TOTAL U.S.....	5,756	5,870	114	3.8	3.8	0.0
California.....	540	616	76	3.0	3.5	0.5
Colorado.....	109	132	23	3.8	4.5	0.7
Connecticut.....	44	55	11	2.6	3.3	0.7
Iowa.....	60	73	13	3.8	4.6	0.8
New York.....	270	233	-37	2.8	2.4	-0.4
Ohio.....	218	194	-24	4.0	3.5	-0.5
Oregon.....	78	91	13	3.9	4.6	0.7
Washington.....	114	151	37	3.2	4.2	1.0

p Preliminary

* Not significant

Table D. States with significant changes in quits from October 2022 to November 2022, seasonally adjusted

State	Level (in thousands)			Rate		
	October 2022	November 2022 ^p	Over-the-month change ^p	October 2022	November 2022 ^p	Over-the-month change ^p
TOTAL U.S.....	4,047	4,173	126	2.6	2.7	0.1
California.....	372	458	86	2.1	2.6	0.5
Connecticut.....	29	35	6	1.7	2.1	0.4
Indiana.....	93	105	12	2.9	3.3	0.4
Iowa.....	43	53	10	2.7	3.3	0.6
North Carolina.....	156	140	-16	3.2	2.9	-0.3
Washington.....	77	103	26	2.2	2.9	0.7

p Preliminary

* Not significant

Table E. States with significant changes in layoffs and discharges from October 2022 to November 2022, seasonally adjusted

State	Level (in thousands)			Rate		
	October 2022	November 2022 ^p	Over-the-month change ^p	October 2022	November 2022 ^p	Over-the-month change ^p
TOTAL U.S.....	1,445	1,350	-95	0.9	0.9	0.0
Alaska.....	6	8	2	1.9	2.5	0.6
California.....	133	115	-18*	0.8	0.6	-0.2
Indiana.....	42	29	-13	1.3	0.9	-0.4
Minnesota.....	26	18	-8*	0.9	0.6	-0.3
Missouri.....	26	14	-12	0.9	0.5	-0.4
New Mexico.....	10	15	5	1.2	1.7	0.5
New York.....	95	69	-26	1.0	0.7	-0.3
Ohio.....	64	40	-24	1.2	0.7	-0.5
Tennessee.....	56	42	-14	1.7	1.3	-0.4
Texas.....	107	87	-20*	0.8	0.6	-0.2

p Preliminary

* Not significant

Technical Note

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

Definitions and Methodology (National/State)

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

Data Element Definitions

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

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

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

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

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

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

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

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

State Estimates Methodology

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

The JOLTS State variance estimates account for both sampling error and the error attributable to

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

Other information

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

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

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

State	Levels (in thousands)					Rates				
	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	10,922	10,280	10,687	10,512	10,458	6.8	6.3	6.5	6.4	6.4
Alabama.....	164	144	144	156	155	7.4	6.4	6.4	6.9	6.9
Alaska.....	33	38	48	30	28	9.4	10.7	13.0	8.5	8.0
Arizona.....	220	216	223	231	219	6.8	6.5	6.7	6.9	6.6
Arkansas.....	86	87	92	103	94	6.2	6.2	6.5	7.2	6.6
California.....	1,185	1,129	1,164	1,212	1,207	6.5	6.0	6.2	6.4	6.4
Colorado.....	213	214	219	231	231	7.1	6.9	7.1	7.4	7.4
Connecticut.....	108	111	110	96	102	6.2	6.3	6.2	5.4	5.7
Delaware.....	30	37	35	38	36	6.2	7.4	7.0	7.6	7.2
District of Columbia.....	44	45	47	48	43	5.5	5.6	5.8	5.9	5.3
Florida.....	631	621	624	562	647	6.5	6.2	6.2	5.6	6.3
Georgia.....	415	391	405	396	404	8.2	7.5	7.7	7.6	7.7
Hawaii.....	55	42	41	38	31	8.5	6.4	6.3	5.8	4.8
Idaho.....	59	64	63	61	59	6.8	7.2	7.1	6.9	6.7
Illinois.....	405	424	440	374	411	6.4	6.5	6.7	5.8	6.3
Indiana.....	242	194	204	219	220	7.2	5.7	6.0	6.4	6.4
Iowa.....	119	110	115	106	122	7.2	6.5	6.8	6.3	7.1
Kansas.....	95	90	94	97	96	6.4	6.0	6.3	6.4	6.4
Kentucky.....	146	162	159	150	158	7.1	7.6	7.4	7.1	7.4
Louisiana.....	137	139	143	175	180	6.8	6.7	6.9	8.3	8.5
Maine.....	44	48	47	43	44	6.6	7.0	6.9	6.3	6.4
Maryland.....	203	202	191	188	203	7.0	6.9	6.5	6.4	6.9
Massachusetts.....	281	269	280	264	242	7.3	6.8	7.0	6.6	6.1
Michigan.....	350	276	336	280	306	7.6	6.0	7.2	6.0	6.5
Minnesota.....	198	216	212	206	191	6.5	6.9	6.7	6.5	6.1
Mississippi.....	81	82	87	85	86	6.6	6.6	7.0	6.9	6.9
Missouri.....	222	173	206	196	201	7.2	5.6	6.6	6.3	6.4
Montana.....	43	44	42	42	40	7.9	8.0	7.7	7.7	7.3
Nebraska.....	72	68	69	64	62	6.6	6.2	6.2	5.8	5.6
Nevada.....	116	103	101	106	103	7.6	6.6	6.5	6.7	6.5
New Hampshire.....	56	46	55	53	48	7.7	6.3	7.4	7.2	6.5
New Jersey.....	262	240	249	246	213	6.0	5.4	5.5	5.5	4.8
New Mexico.....	65	57	65	71	69	7.2	6.3	7.1	7.7	7.4
New York.....	656	500	514	509	447	6.6	5.0	5.1	5.1	4.5
North Carolina.....	372	336	356	365	366	7.4	6.5	6.9	7.0	7.0
North Dakota.....	33	29	31	25	29	7.2	6.3	6.7	5.5	6.3
Ohio.....	420	369	384	356	348	7.2	6.3	6.5	6.1	5.9
Oklahoma.....	122	121	122	124	132	6.9	6.7	6.7	6.8	7.2
Oregon.....	141	129	123	143	146	6.9	6.1	5.9	6.7	6.8
Pennsylvania.....	413	362	357	393	410	6.6	5.7	5.6	6.1	6.4
Rhode Island.....	36	35	34	35	33	6.9	6.6	6.4	6.6	6.2
South Carolina.....	179	172	166	169	175	7.6	7.1	6.9	7.0	7.2
South Dakota.....	34	32	32	29	31	7.1	6.6	6.6	6.0	6.3
Tennessee.....	245	247	252	244	250	7.2	7.1	7.2	7.0	7.1
Texas.....	926	930	1,000	933	857	6.6	6.4	6.9	6.4	5.9
Utah.....	115	111	112	107	107	6.6	6.2	6.3	6.0	6.0
Vermont.....	23	23	24	23	21	7.2	7.1	7.4	7.1	6.5
Virginia.....	301	317	351	356	292	7.0	7.2	7.9	8.0	6.7
Washington.....	227	204	220	230	215	6.2	5.5	5.9	6.1	5.7
West Virginia.....	56	60	54	61	65	7.5	7.8	7.1	7.9	8.3
Wisconsin.....	221	194	219	226	261	7.1	6.2	6.9	7.1	8.1
Wyoming.....	24	27	26	23	22	7.9	8.6	8.3	7.5	7.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	6,705	6,334	6,096	6,111	6,055	4.5	4.1	4.0	4.0	3.9
Alabama.....	105	94	104	116	96	5.1	4.5	5.0	5.5	4.6
Alaska.....	19	25	26	20	20	6.0	7.9	8.1	6.2	6.2
Arizona.....	134	116	133	141	126	4.5	3.8	4.3	4.5	4.1
Arkansas.....	66	53	51	61	62	5.1	4.0	3.9	4.6	4.7
California.....	716	639	555	634	614	4.2	3.6	3.1	3.6	3.5
Colorado.....	129	128	136	126	119	4.6	4.4	4.7	4.3	4.1
Connecticut.....	63	59	55	50	56	3.9	3.5	3.3	3.0	3.3
Delaware.....	22	27	25	25	24	4.9	5.8	5.4	5.4	5.2
District of Columbia.....	26	24	24	27	27	3.4	3.1	3.1	3.5	3.5
Florida.....	480	407	409	380	347	5.3	4.3	4.3	4.0	3.6
Georgia.....	248	275	257	245	229	5.3	5.7	5.3	5.1	4.7
Hawaii.....	32	30	30	23	20	5.4	4.9	4.9	3.7	3.2
Idaho.....	44	49	47	38	35	5.5	5.9	5.7	4.6	4.2
Illinois.....	283	272	260	241	251	4.8	4.5	4.3	4.0	4.1
Indiana.....	144	142	143	142	141	4.6	4.5	4.5	4.4	4.4
Iowa.....	62	70	55	57	71	4.0	4.4	3.5	3.6	4.5
Kansas.....	57	53	50	60	58	4.1	3.8	3.6	4.2	4.1
Kentucky.....	115	100	102	96	96	6.0	5.1	5.2	4.9	4.9
Louisiana.....	103	91	93	108	93	5.5	4.7	4.8	5.6	4.8
Maine.....	28	29	29	22	30	4.5	4.6	4.5	3.4	4.7
Maryland.....	104	127	104	111	114	3.9	4.6	3.8	4.1	4.2
Massachusetts.....	113	123	135	142	124	3.2	3.3	3.6	3.8	3.3
Michigan.....	202	178	165	171	168	4.7	4.1	3.8	3.9	3.8
Minnesota.....	115	120	106	104	107	4.0	4.1	3.6	3.5	3.6
Mississippi.....	58	58	50	51	53	5.0	5.0	4.3	4.4	4.6
Missouri.....	111	123	107	103	107	3.9	4.2	3.7	3.5	3.6
Montana.....	28	31	29	28	28	5.6	6.1	5.7	5.5	5.5
Nebraska.....	44	41	37	40	38	4.3	4.0	3.6	3.8	3.6
Nevada.....	70	72	76	76	74	4.9	4.9	5.2	5.2	5.0
New Hampshire.....	32	25	32	26	26	4.8	3.7	4.7	3.8	3.8
New Jersey.....	152	135	147	139	134	3.7	3.2	3.5	3.3	3.1
New Mexico.....	39	31	37	39	35	4.7	3.6	4.3	4.6	4.1
New York.....	320	289	280	262	277	3.5	3.0	2.9	2.7	2.9
North Carolina.....	249	219	226	229	226	5.4	4.6	4.7	4.7	4.7
North Dakota.....	20	20	17	16	19	4.7	4.7	3.9	3.7	4.4
Ohio.....	200	240	194	226	209	3.7	4.4	3.5	4.1	3.8
Oklahoma.....	85	77	77	75	82	5.1	4.6	4.6	4.4	4.8
Oregon.....	79	89	84	86	77	4.1	4.5	4.2	4.3	3.9
Pennsylvania.....	258	201	180	188	189	4.4	3.4	3.0	3.1	3.1
Rhode Island.....	23	23	21	19	19	4.7	4.6	4.2	3.8	3.8
South Carolina.....	131	107	108	96	108	6.0	4.8	4.8	4.3	4.8
South Dakota.....	19	21	20	19	21	4.3	4.6	4.4	4.2	4.6
Tennessee.....	175	151	152	164	166	5.6	4.7	4.7	5.0	5.1
Texas.....	654	612	561	554	611	5.0	4.5	4.1	4.1	4.5
Utah.....	74	74	79	69	62	4.5	4.4	4.7	4.1	3.7
Vermont.....	14	13	13	11	12	4.7	4.3	4.3	3.6	4.0
Virginia.....	158	162	173	164	168	4.0	4.0	4.2	4.0	4.1
Washington.....	132	119	139	135	129	3.9	3.4	3.9	3.8	3.6
West Virginia.....	36	34	32	34	36	5.2	4.8	4.5	4.8	5.0
Wisconsin.....	123	117	114	108	109	4.2	4.0	3.9	3.7	3.7
Wyoming.....	14	19	18	16	16	5.0	6.7	6.3	5.6	5.6

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	6,197	6,058	5,665	5,756	5,870	4.2	4.0	3.7	3.8	3.8
Alabama.....	105	99	87	100	97	5.1	4.7	4.2	4.8	4.6
Alaska.....	19	21	15	22	23	6.0	6.6	4.7	6.8	7.1
Arizona.....	137	147	149	151	142	4.6	4.8	4.8	4.9	4.6
Arkansas.....	60	64	61	58	65	4.6	4.8	4.6	4.4	4.9
California.....	607	578	547	540	616	3.6	3.3	3.1	3.0	3.5
Colorado.....	127	113	105	109	132	4.5	3.9	3.6	3.8	4.5
Connecticut.....	70	51	49	44	55	4.3	3.1	2.9	2.6	3.3
Delaware.....	21	21	20	23	22	4.6	4.5	4.3	5.0	4.8
District of Columbia.....	23	22	24	25	23	3.0	2.9	3.1	3.2	3.0
Florida.....	429	437	356	367	357	4.7	4.6	3.7	3.8	3.7
Georgia.....	285	288	239	243	242	6.1	6.0	4.9	5.0	5.0
Hawaii.....	23	23	22	23	24	3.9	3.8	3.6	3.7	3.9
Idaho.....	40	42	33	37	38	5.0	5.1	4.0	4.5	4.6
Illinois.....	254	183	248	215	226	4.3	3.0	4.1	3.5	3.7
Indiana.....	150	123	134	143	137	4.8	3.9	4.2	4.5	4.3
Iowa.....	68	58	60	60	73	4.4	3.7	3.8	3.8	4.6
Kansas.....	57	49	60	55	56	4.1	3.5	4.3	3.9	4.0
Kentucky.....	112	100	100	84	92	5.8	5.1	5.1	4.3	4.7
Louisiana.....	91	96	92	93	101	4.8	5.0	4.7	4.8	5.2
Maine.....	29	26	20	23	23	4.6	4.1	3.1	3.6	3.6
Maryland.....	99	100	99	106	108	3.7	3.7	3.6	3.9	3.9
Massachusetts.....	115	123	111	98	105	3.2	3.3	3.0	2.6	2.8
Michigan.....	190	140	155	154	157	4.4	3.2	3.6	3.5	3.6
Minnesota.....	112	104	103	106	101	3.9	3.5	3.5	3.6	3.4
Mississippi.....	57	62	57	61	57	4.9	5.4	4.9	5.3	4.9
Missouri.....	111	113	114	109	101	3.9	3.9	3.9	3.7	3.4
Montana.....	29	30	22	26	27	5.8	5.9	4.3	5.1	5.3
Nebraska.....	42	41	41	40	39	4.2	4.0	4.0	3.8	3.7
Nevada.....	62	64	64	69	71	4.4	4.4	4.4	4.7	4.8
New Hampshire.....	38	34	26	28	28	5.7	5.0	3.8	4.1	4.1
New Jersey.....	156	147	125	120	124	3.8	3.5	2.9	2.8	2.9
New Mexico.....	36	34	37	35	40	4.3	4.0	4.3	4.1	4.7
New York.....	284	260	262	270	233	3.1	2.7	2.8	2.8	2.4
North Carolina.....	234	220	203	206	204	5.0	4.6	4.2	4.3	4.2
North Dakota.....	24	18	18	17	17	5.7	4.2	4.2	3.9	3.9
Ohio.....	196	210	226	218	194	3.6	3.8	4.1	4.0	3.5
Oklahoma.....	82	84	79	76	77	5.0	5.0	4.7	4.5	4.5
Oregon.....	86	91	72	78	91	4.5	4.6	3.6	3.9	4.6
Pennsylvania.....	193	201	169	166	168	3.3	3.4	2.8	2.8	2.8
Rhode Island.....	21	21	17	21	17	4.3	4.2	3.4	4.2	3.4
South Carolina.....	104	113	102	95	98	4.8	5.0	4.5	4.2	4.4
South Dakota.....	19	16	15	18	18	4.3	3.5	3.3	3.9	3.9
Tennessee.....	154	159	158	186	169	4.9	4.9	4.9	5.7	5.2
Texas.....	527	602	491	535	535	4.0	4.4	3.6	3.9	3.9
Utah.....	77	84	66	68	75	4.7	5.0	3.9	4.1	4.5
Vermont.....	17	17	11	11	11	5.7	5.6	3.6	3.6	3.6
Virginia.....	136	146	146	164	159	3.4	3.6	3.6	4.0	3.9
Washington.....	123	115	116	114	151	3.6	3.3	3.3	3.2	4.2
West Virginia.....	31	32	30	31	34	4.5	4.5	4.2	4.4	4.7
Wisconsin.....	120	114	96	98	97	4.1	3.9	3.3	3.3	3.3
Wyoming.....	16	23	10	15	16	5.7	8.1	3.5	5.3	5.6

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	4,510	4,184	4,060	4,047	4,173	3.0	2.7	2.7	2.6	2.7
Alabama.....	78	73	65	76	71	3.8	3.5	3.1	3.6	3.4
Alaska.....	13	14	12	14	13	4.1	4.4	3.7	4.4	4.0
Arizona.....	106	105	107	109	102	3.5	3.4	3.5	3.5	3.3
Arkansas.....	45	45	45	42	46	3.5	3.4	3.4	3.2	3.5
California.....	453	383	376	372	458	2.7	2.2	2.1	2.1	2.6
Colorado.....	87	70	70	70	80	3.1	2.4	2.4	2.4	2.8
Connecticut.....	43	34	36	29	35	2.6	2.0	2.2	1.7	2.1
Delaware.....	16	15	15	16	15	3.5	3.2	3.2	3.5	3.2
District of Columbia.....	17	15	17	18	15	2.2	2.0	2.2	2.3	1.9
Florida.....	326	295	260	280	263	3.6	3.1	2.7	2.9	2.8
Georgia.....	206	191	186	176	173	4.4	4.0	3.8	3.6	3.6
Hawaii.....	16	14	17	16	16	2.7	2.3	2.8	2.6	2.6
Idaho.....	29	28	25	25	25	3.6	3.4	3.0	3.0	3.0
Illinois.....	197	120	178	139	153	3.3	2.0	2.9	2.3	2.5
Indiana.....	123	89	97	93	105	3.9	2.8	3.0	2.9	3.3
Iowa.....	46	40	45	43	53	3.0	2.5	2.8	2.7	3.3
Kansas.....	43	34	44	38	39	3.1	2.4	3.1	2.7	2.8
Kentucky.....	84	72	75	63	66	4.4	3.7	3.8	3.2	3.3
Louisiana.....	65	67	66	68	72	3.4	3.5	3.4	3.5	3.7
Maine.....	19	17	14	16	15	3.0	2.7	2.2	2.5	2.3
Maryland.....	66	67	74	71	77	2.5	2.4	2.7	2.6	2.8
Massachusetts.....	78	87	80	69	74	2.2	2.4	2.2	1.9	2.0
Michigan.....	140	91	112	111	109	3.3	2.1	2.6	2.5	2.5
Minnesota.....	76	71	75	74	77	2.7	2.4	2.6	2.5	2.6
Mississippi.....	42	42	42	44	40	3.6	3.6	3.6	3.8	3.5
Missouri.....	84	85	88	77	80	2.9	2.9	3.0	2.6	2.7
Montana.....	20	19	17	17	18	4.0	3.8	3.4	3.4	3.6
Nebraska.....	30	29	28	27	26	3.0	2.8	2.7	2.6	2.5
Nevada.....	43	42	47	46	46	3.0	2.9	3.2	3.1	3.1
New Hampshire.....	27	19	16	17	16	4.0	2.8	2.3	2.5	2.3
New Jersey.....	97	102	86	82	77	2.4	2.4	2.0	1.9	1.8
New Mexico.....	25	24	26	23	22	3.0	2.8	3.0	2.7	2.6
New York.....	186	161	163	163	154	2.0	1.7	1.7	1.7	1.6
North Carolina.....	174	152	150	156	140	3.8	3.2	3.1	3.2	2.9
North Dakota.....	18	12	12	12	12	4.2	2.8	2.8	2.8	2.8
Ohio.....	144	141	139	144	142	2.7	2.6	2.5	2.6	2.6
Oklahoma.....	56	62	59	55	57	3.4	3.7	3.5	3.3	3.4
Oregon.....	59	61	54	55	59	3.1	3.1	2.7	2.8	3.0
Pennsylvania.....	132	144	125	117	108	2.3	2.4	2.1	1.9	1.8
Rhode Island.....	14	13	12	13	11	2.9	2.6	2.4	2.6	2.2
South Carolina.....	78	77	77	69	71	3.6	3.4	3.4	3.1	3.2
South Dakota.....	13	11	11	13	13	2.9	2.4	2.4	2.9	2.8
Tennessee.....	119	110	118	125	120	3.8	3.4	3.6	3.8	3.7
Texas.....	389	479	355	411	429	3.0	3.5	2.6	3.0	3.1
Utah.....	58	60	49	48	51	3.5	3.6	2.9	2.9	3.0
Vermont.....	12	12	8	7	7	4.0	4.0	2.7	2.3	2.3
Virginia.....	100	103	106	122	109	2.5	2.5	2.6	3.0	2.7
Washington.....	88	77	83	77	103	2.6	2.2	2.3	2.2	2.9
West Virginia.....	23	24	22	23	24	3.3	3.4	3.1	3.2	3.3
Wisconsin.....	95	78	69	68	72	3.3	2.6	2.3	2.3	2.4
Wyoming.....	11	11	7	10	10	3.9	3.9	2.4	3.5	3.5

p Preliminary

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

State	Levels (in thousands)					Rates				
	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	1,295	1,490	1,329	1,445	1,350	0.9	1.0	0.9	0.9	0.9
Alabama.....	21	20	17	21	22	1.0	1.0	0.8	1.0	1.0
Alaska.....	4	6	3	6	8	1.3	1.9	0.9	1.9	2.5
Arizona.....	23	31	34	34	30	0.8	1.0	1.1	1.1	1.0
Arkansas.....	12	15	13	13	16	0.9	1.1	1.0	1.0	1.2
California.....	117	167	147	133	115	0.7	0.9	0.8	0.8	0.6
Colorado.....	34	34	26	34	42	1.2	1.2	0.9	1.2	1.4
Connecticut.....	21	13	9	13	17	1.3	0.8	0.5	0.8	1.0
Delaware.....	4	5	4	7	6	0.9	1.1	0.9	1.5	1.3
District of Columbia.....	5	6	5	7	7	0.7	0.8	0.7	0.9	0.9
Florida.....	92	100	79	71	71	1.0	1.1	0.8	0.7	0.7
Georgia.....	55	86	43	58	58	1.2	1.8	0.9	1.2	1.2
Hawaii.....	5	7	4	6	6	0.8	1.1	0.7	1.0	1.0
Idaho.....	9	12	6	10	11	1.1	1.5	0.7	1.2	1.3
Illinois.....	45	52	61	62	66	0.8	0.9	1.0	1.0	1.1
Indiana.....	21	31	30	42	29	0.7	1.0	0.9	1.3	0.9
Iowa.....	17	14	12	13	13	1.1	0.9	0.8	0.8	0.8
Kansas.....	10	12	13	13	14	0.7	0.9	0.9	0.9	1.0
Kentucky.....	23	21	21	18	22	1.2	1.1	1.1	0.9	1.1
Louisiana.....	20	22	20	21	26	1.1	1.1	1.0	1.1	1.3
Maine.....	7	7	5	6	6	1.1	1.1	0.8	0.9	0.9
Maryland.....	28	25	21	30	25	1.0	0.9	0.8	1.1	0.9
Massachusetts.....	25	27	25	27	25	0.7	0.7	0.7	0.7	0.7
Michigan.....	37	33	38	37	41	0.9	0.8	0.9	0.8	0.9
Minnesota.....	24	29	24	26	18	0.8	1.0	0.8	0.9	0.6
Mississippi.....	12	15	12	14	15	1.0	1.3	1.0	1.2	1.3
Missouri.....	16	21	22	26	14	0.6	0.7	0.8	0.9	0.5
Montana.....	7	8	5	7	7	1.4	1.6	1.0	1.4	1.4
Nebraska.....	9	10	10	11	9	0.9	1.0	1.0	1.1	0.9
Nevada.....	15	18	13	20	20	1.1	1.2	0.9	1.4	1.4
New Hampshire.....	9	9	8	10	9	1.3	1.3	1.2	1.5	1.3
New Jersey.....	45	31	36	34	40	1.1	0.7	0.8	0.8	0.9
New Mexico.....	8	8	9	10	15	1.0	0.9	1.1	1.2	1.7
New York.....	72	79	84	95	69	0.8	0.8	0.9	1.0	0.7
North Carolina.....	46	45	44	45	49	1.0	0.9	0.9	0.9	1.0
North Dakota.....	5	5	5	4	4	1.2	1.2	1.2	0.9	0.9
Ohio.....	38	59	80	64	40	0.7	1.1	1.5	1.2	0.7
Oklahoma.....	19	17	17	19	16	1.1	1.0	1.0	1.1	0.9
Oregon.....	20	22	14	19	23	1.0	1.1	0.7	1.0	1.2
Pennsylvania.....	53	47	35	42	40	0.9	0.8	0.6	0.7	0.7
Rhode Island.....	5	6	4	7	5	1.0	1.2	0.8	1.4	1.0
South Carolina.....	20	25	21	23	21	0.9	1.1	0.9	1.0	0.9
South Dakota.....	4	4	4	4	4	0.9	0.9	0.9	0.9	0.9
Tennessee.....	29	40	34	56	42	0.9	1.2	1.0	1.7	1.3
Texas.....	106	114	111	107	87	0.8	0.8	0.8	0.8	0.6
Utah.....	14	19	14	16	19	0.9	1.1	0.8	1.0	1.1
Vermont.....	4	4	2	3	3	1.3	1.3	0.7	1.0	1.0
Virginia.....	28	34	31	37	41	0.7	0.8	0.8	0.9	1.0
Washington.....	24	28	25	32	35	0.7	0.8	0.7	0.9	1.0
West Virginia.....	5	7	6	7	7	0.7	1.0	0.8	1.0	1.0
Wisconsin.....	18	30	20	25	20	0.6	1.0	0.7	0.8	0.7
Wyoming.....	4	10	3	4	4	1.4	3.5	1.0	1.4	1.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	10,300	10,958	9,756	6.4	6.6	5.9
Alabama.....	150	161	145	6.8	7.1	6.4
Alaska.....	23	23	20	7.1	6.8	5.9
Arizona.....	204	254	202	6.3	7.5	6.0
Arkansas.....	80	106	83	5.7	7.3	5.9
California.....	1,123	1,301	1,131	6.1	6.8	5.9
Colorado.....	186	227	201	6.2	7.2	6.5
Connecticut.....	104	102	98	5.9	5.7	5.4
Delaware.....	25	40	29	5.3	7.8	5.9
District of Columbia.....	39	51	38	4.8	6.1	4.6
Florida.....	623	574	641	6.3	5.7	6.2
Georgia.....	407	393	390	8.0	7.5	7.4
Hawaii.....	57	37	32	8.6	5.6	4.9
Idaho.....	55	60	55	6.4	6.7	6.2
Illinois.....	375	398	377	5.9	6.1	5.8
Indiana.....	231	232	212	6.8	6.7	6.1
Iowa.....	107	118	112	6.4	6.8	6.5
Kansas.....	91	105	92	6.1	6.8	6.0
Kentucky.....	142	148	153	6.8	6.9	7.1
Louisiana.....	119	200	160	5.9	9.3	7.6
Maine.....	40	41	38	6.0	6.0	5.6
Maryland.....	184	194	181	6.3	6.6	6.1
Massachusetts.....	280	286	234	7.2	7.1	5.9
Michigan.....	333	292	291	7.2	6.2	6.2
Minnesota.....	188	228	180	6.1	7.1	5.7
Mississippi.....	71	84	75	5.8	6.8	6.0
Missouri.....	218	200	196	7.0	6.3	6.2
Montana.....	36	39	33	6.7	7.2	6.2
Nebraska.....	71	68	58	6.5	6.1	5.2
Nevada.....	106	115	93	6.9	7.2	5.9
New Hampshire.....	54	51	46	7.4	7.0	6.2
New Jersey.....	271	261	207	6.1	5.7	4.6
New Mexico.....	58	80	62	6.5	8.5	6.6
New York.....	619	521	409	6.2	5.1	4.1
North Carolina.....	345	385	336	6.9	7.3	6.4
North Dakota.....	29	27	26	6.3	5.7	5.6
Ohio.....	421	373	340	7.2	6.3	5.8
Oklahoma.....	106	131	117	6.0	7.1	6.4
Oregon.....	125	153	135	6.1	7.1	6.3
Pennsylvania.....	391	418	392	6.2	6.4	6.1
Rhode Island.....	34	35	30	6.4	6.5	5.6
South Carolina.....	154	175	152	6.6	7.2	6.3
South Dakota.....	30	30	27	6.3	6.2	5.5
Tennessee.....	227	239	230	6.6	6.8	6.5
Texas.....	868	962	785	6.2	6.6	5.4
Utah.....	103	111	94	5.9	6.2	5.3
Vermont.....	21	22	18	6.6	6.9	5.5
Virginia.....	288	362	275	6.7	8.1	6.2
Washington.....	207	236	195	5.7	6.2	5.2
West Virginia.....	48	60	57	6.4	7.7	7.3
Wisconsin.....	216	235	258	6.9	7.3	8.0
Wyoming.....	18	18	16	6.0	6.0	5.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	6,247	6,516	5,617	4.2	4.2	3.6
Alabama.....	96	128	87	4.6	6.1	4.1
Alaska.....	12	14	12	4.0	4.5	3.8
Arizona.....	130	158	119	4.3	5.1	3.8
Arkansas.....	54	66	53	4.1	5.0	4.0
California.....	709	745	622	4.1	4.2	3.5
Colorado.....	116	125	106	4.2	4.3	3.6
Connecticut.....	59	50	50	3.5	3.0	2.9
Delaware.....	19	27	20	4.1	5.8	4.3
District of Columbia.....	20	31	22	2.6	3.9	2.8
Florida.....	487	434	350	5.3	4.5	3.6
Georgia.....	226	252	197	4.8	5.2	4.1
Hawaii.....	37	25	22	6.3	4.1	3.5
Idaho.....	40	38	32	5.0	4.6	3.8
Illinois.....	277	253	249	4.6	4.1	4.0
Indiana.....	145	143	143	4.6	4.4	4.4
Iowa.....	53	58	61	3.4	3.6	3.8
Kansas.....	52	65	54	3.7	4.5	3.8
Kentucky.....	110	96	94	5.7	4.8	4.7
Louisiana.....	92	126	85	4.9	6.5	4.3
Maine.....	21	21	23	3.3	3.2	3.6
Maryland.....	94	113	105	3.5	4.1	3.8
Massachusetts.....	104	151	110	2.9	4.0	2.9
Michigan.....	193	173	163	4.5	3.9	3.7
Minnesota.....	103	109	96	3.6	3.6	3.2
Mississippi.....	55	55	49	4.7	4.8	4.2
Missouri.....	103	107	98	3.6	3.6	3.3
Montana.....	22	26	22	4.3	5.1	4.4
Nebraska.....	43	43	36	4.2	4.1	3.5
Nevada.....	63	84	65	4.4	5.7	4.4
New Hampshire.....	28	25	22	4.1	3.6	3.2
New Jersey.....	134	150	114	3.2	3.5	2.7
New Mexico.....	32	43	29	3.8	5.0	3.4
New York.....	287	281	244	3.1	2.9	2.5
North Carolina.....	208	246	189	4.4	5.1	3.9
North Dakota.....	17	16	17	4.1	3.8	3.9
Ohio.....	209	230	205	3.8	4.2	3.7
Oklahoma.....	74	81	72	4.4	4.7	4.2
Oregon.....	74	93	70	3.8	4.7	3.5
Pennsylvania.....	228	184	171	3.9	3.0	2.8
Rhode Island.....	20	19	16	4.0	3.7	3.1
South Carolina.....	121	108	99	5.5	4.8	4.4
South Dakota.....	16	18	18	3.6	4.0	4.0
Tennessee.....	158	172	155	5.0	5.2	4.7
Texas.....	609	570	577	4.6	4.2	4.2
Utah.....	73	75	58	4.4	4.5	3.4
Vermont.....	11	11	9	3.7	3.5	2.9
Virginia.....	139	182	144	3.5	4.4	3.5
Washington.....	115	140	115	3.4	4.0	3.2
West Virginia.....	31	34	32	4.4	4.7	4.4
Wisconsin.....	115	106	103	4.0	3.6	3.4
Wyoming.....	11	14	11	3.8	4.8	3.9

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

State	Levels (in thousands)			Rates		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	5,502	5,804	5,185	3.7	3.8	3.3
Alabama.....	91	102	85	4.4	4.9	4.0
Alaska.....	21	29	26	7.0	9.0	8.2
Arizona.....	110	135	112	3.6	4.3	3.5
Arkansas.....	53	58	58	4.0	4.4	4.4
California.....	513	516	522	3.0	2.9	2.9
Colorado.....	101	112	111	3.6	3.8	3.8
Connecticut.....	63	43	50	3.8	2.6	3.0
Delaware.....	20	27	23	4.5	5.7	4.8
District of Columbia.....	20	28	19	2.6	3.6	2.5
Florida.....	385	344	307	4.2	3.6	3.2
Georgia.....	232	231	193	4.9	4.8	4.0
Hawaii.....	16	21	17	2.7	3.4	2.7
Idaho.....	37	42	36	4.6	5.1	4.4
Illinois.....	237	219	215	4.0	3.6	3.5
Indiana.....	125	142	120	4.0	4.4	3.7
Iowa.....	60	63	66	3.8	3.9	4.1
Kansas.....	50	56	50	3.6	3.9	3.5
Kentucky.....	104	84	85	5.4	4.2	4.3
Louisiana.....	85	90	95	4.5	4.6	4.9
Maine.....	35	25	27	5.7	3.9	4.2
Maryland.....	88	110	97	3.2	4.0	3.5
Massachusetts.....	104	104	96	2.9	2.8	2.6
Michigan.....	164	167	141	3.8	3.8	3.2
Minnesota.....	114	108	101	4.0	3.6	3.4
Mississippi.....	47	57	47	4.1	4.9	4.0
Missouri.....	95	106	86	3.3	3.6	2.9
Montana.....	30	29	29	5.9	5.7	5.7
Nebraska.....	37	42	33	3.7	4.0	3.1
Nevada.....	55	71	66	3.9	4.8	4.4
New Hampshire.....	40	27	31	5.9	4.0	4.4
New Jersey.....	143	130	115	3.5	3.0	2.7
New Mexico.....	31	34	35	3.7	4.0	4.1
New York.....	249	285	198	2.7	3.0	2.0
North Carolina.....	216	210	182	4.6	4.3	3.7
North Dakota.....	25	19	17	5.7	4.4	4.0
Ohio.....	177	231	171	3.2	4.2	3.1
Oklahoma.....	77	77	72	4.6	4.5	4.2
Oregon.....	76	81	85	3.9	4.0	4.3
Pennsylvania.....	192	165	155	3.3	2.7	2.5
Rhode Island.....	21	23	17	4.3	4.5	3.5
South Carolina.....	96	100	89	4.4	4.4	4.0
South Dakota.....	18	22	18	4.0	4.8	3.8
Tennessee.....	125	189	141	3.9	5.7	4.3
Texas.....	469	523	464	3.6	3.8	3.4
Utah.....	64	65	65	3.9	3.9	3.9
Vermont.....	17	10	12	5.8	3.1	3.9
Virginia.....	118	171	138	2.9	4.2	3.3
Washington.....	96	130	125	2.8	3.7	3.5
West Virginia.....	30	33	34	4.3	4.6	4.7
Wisconsin.....	111	101	88	3.8	3.4	3.0
Wyoming.....	19	18	19	6.8	6.1	6.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	3,881	4,085	3,568	2.6	2.6	2.3
Alabama.....	67	79	60	3.2	3.8	2.9
Alaska.....	15	19	14	4.9	6.1	4.5
Arizona.....	87	97	81	2.9	3.1	2.6
Arkansas.....	38	43	39	2.9	3.2	3.0
California.....	382	362	395	2.2	2.0	2.2
Colorado.....	67	72	63	2.4	2.5	2.2
Connecticut.....	39	30	30	2.3	1.8	1.8
Delaware.....	15	19	15	3.3	4.0	3.3
District of Columbia.....	14	20	13	1.9	2.6	1.6
Florida.....	287	264	221	3.1	2.8	2.3
Georgia.....	168	170	134	3.6	3.5	2.7
Hawaii.....	11	14	11	1.9	2.3	1.7
Idaho.....	25	27	21	3.2	3.3	2.6
Illinois.....	171	144	135	2.9	2.3	2.2
Indiana.....	98	91	92	3.1	2.8	2.8
Iowa.....	36	43	46	2.3	2.7	2.9
Kansas.....	37	38	34	2.7	2.7	2.4
Kentucky.....	76	61	59	4.0	3.1	2.9
Louisiana.....	60	66	67	3.1	3.4	3.4
Maine.....	21	18	16	3.4	2.8	2.5
Maryland.....	58	75	68	2.1	2.7	2.5
Massachusetts.....	69	73	64	1.9	1.9	1.7
Michigan.....	116	121	92	2.7	2.7	2.1
Minnesota.....	67	75	72	2.3	2.5	2.4
Mississippi.....	35	42	32	3.0	3.6	2.8
Missouri.....	69	76	66	2.4	2.6	2.2
Montana.....	20	19	18	3.9	3.8	3.5
Nebraska.....	25	28	22	2.4	2.7	2.1
Nevada.....	37	45	41	2.6	3.0	2.8
New Hampshire.....	25	16	14	3.7	2.3	2.1
New Jersey.....	86	88	65	2.1	2.1	1.5
New Mexico.....	22	22	18	2.6	2.6	2.1
New York.....	160	157	126	1.7	1.6	1.3
North Carolina.....	165	166	124	3.5	3.4	2.5
North Dakota.....	16	13	11	3.8	3.0	2.4
Ohio.....	115	152	116	2.1	2.7	2.1
Oklahoma.....	52	55	51	3.1	3.2	3.0
Oregon.....	51	57	52	2.7	2.8	2.6
Pennsylvania.....	116	116	88	2.0	1.9	1.4
Rhode Island.....	13	14	10	2.6	2.8	2.0
South Carolina.....	74	73	66	3.4	3.2	2.9
South Dakota.....	11	16	12	2.6	3.4	2.7
Tennessee.....	96	128	99	3.0	3.9	3.0
Texas.....	344	417	376	2.6	3.0	2.7
Utah.....	46	43	41	2.8	2.6	2.4
Vermont.....	11	7	7	3.6	2.1	2.2
Virginia.....	86	128	91	2.1	3.1	2.2
Washington.....	65	87	79	1.9	2.5	2.2
West Virginia.....	23	24	23	3.3	3.3	3.2
Wisconsin.....	83	67	63	2.9	2.2	2.1
Wyoming.....	12	11	12	4.4	3.9	4.1

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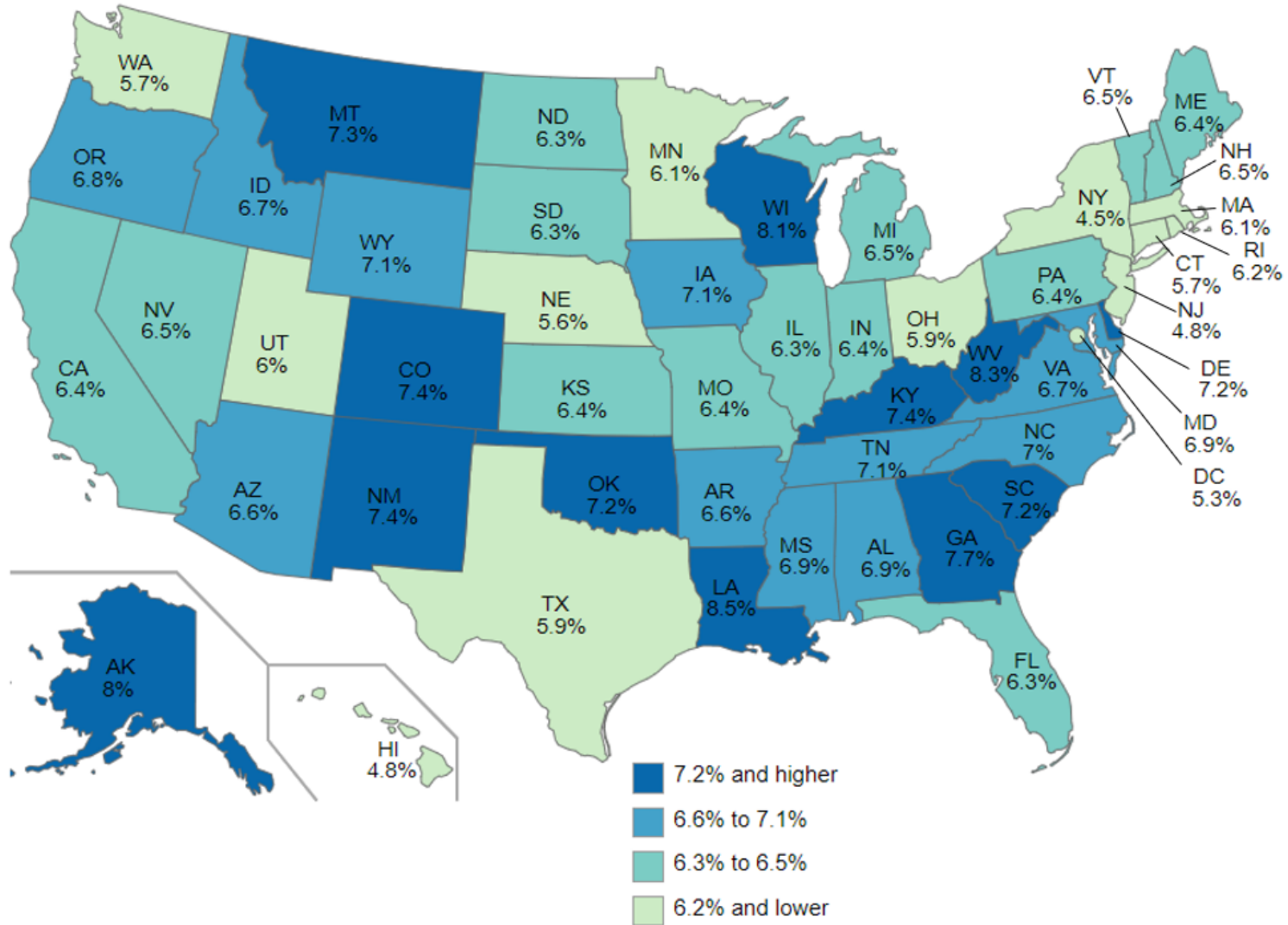
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Nov. 2021	Oct. 2022	Nov. 2022 ^p	Nov. 2021	Oct. 2022	Nov. 2022 ^p
TOTAL U.S.....	1,298	1,480	1,327	0.9	1.0	0.9
Alabama.....	18	20	20	0.9	0.9	1.0
Alaska.....	5	8	10	1.7	2.4	3.1
Arizona.....	18	32	23	0.6	1.0	0.7
Arkansas.....	11	14	16	0.8	1.0	1.2
California.....	103	123	95	0.6	0.7	0.5
Colorado.....	28	35	39	1.0	1.2	1.3
Connecticut.....	20	12	18	1.2	0.7	1.1
Delaware.....	4	7	6	0.9	1.6	1.4
District of Columbia.....	4	6	6	0.5	0.8	0.7
Florida.....	88	66	63	1.0	0.7	0.7
Georgia.....	45	53	49	1.0	1.1	1.0
Hawaii.....	4	6	5	0.6	0.9	0.8
Idaho.....	9	13	12	1.1	1.5	1.4
Illinois.....	55	64	74	0.9	1.0	1.2
Indiana.....	22	42	26	0.7	1.3	0.8
Iowa.....	20	16	13	1.3	1.0	0.8
Kansas.....	10	14	13	0.7	1.0	0.9
Kentucky.....	23	20	23	1.2	1.0	1.1
Louisiana.....	18	20	24	0.9	1.0	1.3
Maine.....	11	7	9	1.8	1.0	1.4
Maryland.....	25	31	24	0.9	1.1	0.9
Massachusetts.....	27	29	28	0.7	0.8	0.7
Michigan.....	39	40	44	0.9	0.9	1.0
Minnesota.....	36	26	24	1.3	0.9	0.8
Mississippi.....	10	14	12	0.8	1.2	1.1
Missouri.....	19	25	16	0.7	0.8	0.5
Montana.....	8	8	9	1.7	1.6	1.8
Nebraska.....	10	11	9	1.0	1.1	0.8
Nevada.....	14	23	20	1.0	1.6	1.3
New Hampshire.....	12	11	14	1.8	1.5	2.1
New Jersey.....	47	36	44	1.1	0.8	1.0
New Mexico.....	7	10	14	0.9	1.2	1.7
New York.....	71	118	64	0.8	1.2	0.7
North Carolina.....	41	38	44	0.9	0.8	0.9
North Dakota.....	7	5	6	1.6	1.2	1.3
Ohio.....	49	71	44	0.9	1.3	0.8
Oklahoma.....	20	19	17	1.2	1.1	1.0
Oregon.....	19	21	23	1.0	1.0	1.2
Pennsylvania.....	71	43	54	1.2	0.7	0.9
Rhode Island.....	7	8	6	1.4	1.6	1.2
South Carolina.....	18	24	20	0.8	1.1	0.9
South Dakota.....	5	5	4	1.2	1.2	0.9
Tennessee.....	24	57	36	0.7	1.7	1.1
Texas.....	90	91	73	0.7	0.7	0.5
Utah.....	14	18	19	0.8	1.1	1.1
Vermont.....	5	3	4	1.8	0.9	1.4
Virginia.....	26	38	39	0.6	0.9	1.0
Washington.....	23	37	35	0.7	1.1	1.0
West Virginia.....	6	8	8	0.8	1.1	1.1
Wisconsin.....	23	29	20	0.8	1.0	0.7
Wyoming.....	6	5	6	2.1	1.9	2.1

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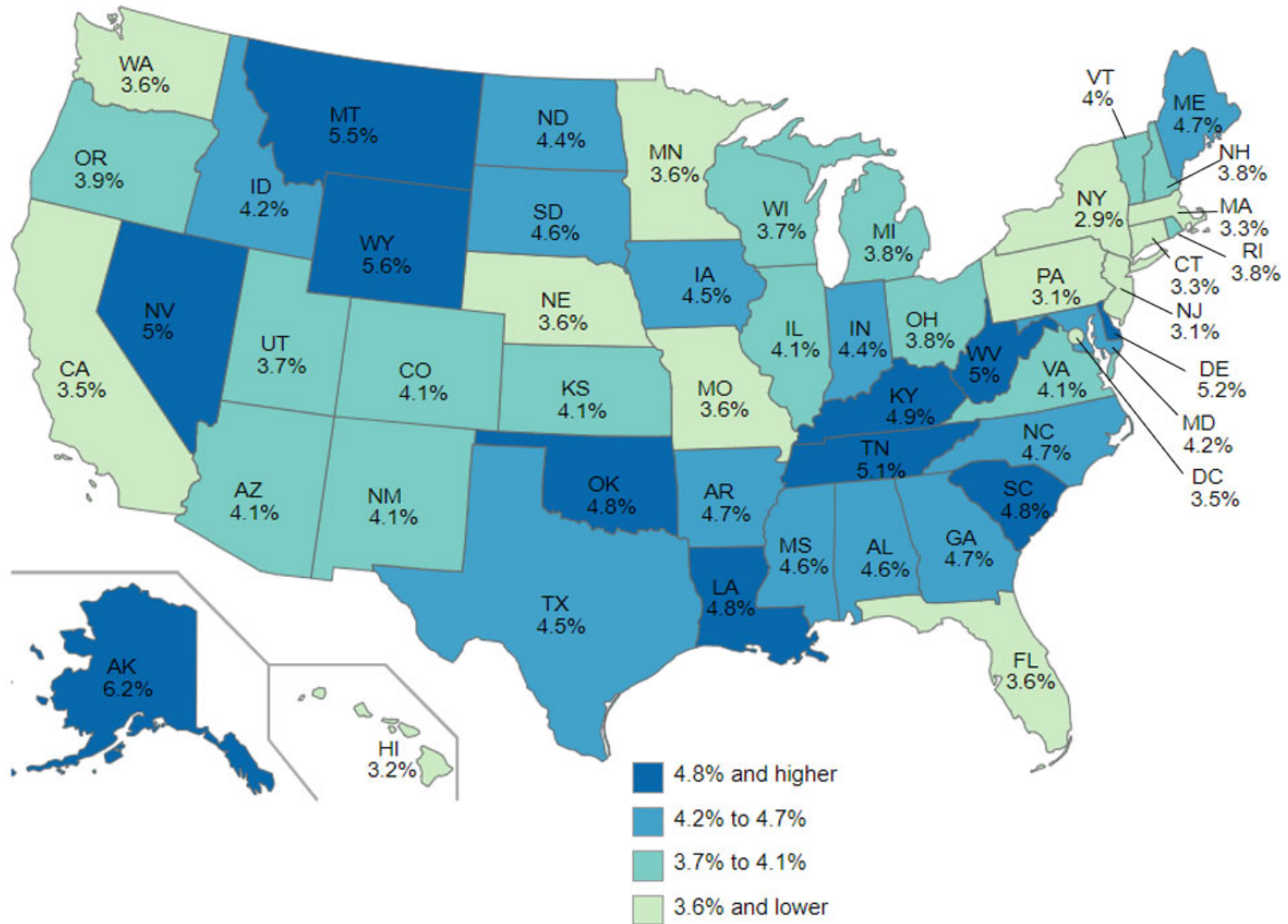
Map 1. Job openings rates by state, seasonally adjusted, November 2022

Total U.S. job openings rate = 6.4%



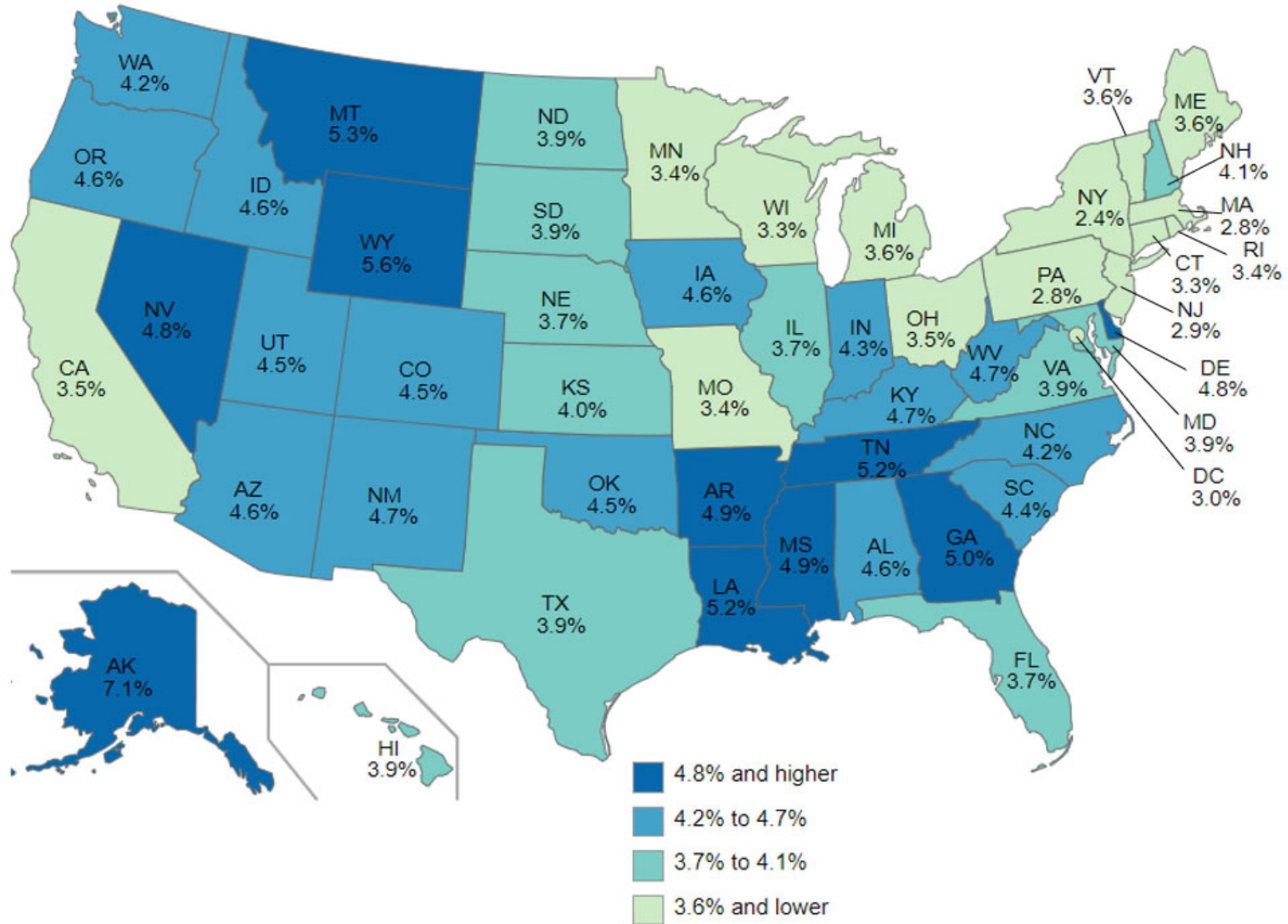
Map 2. Hires rates by state, seasonally adjusted, November 2022

Total U.S. hires rate = 3.9%



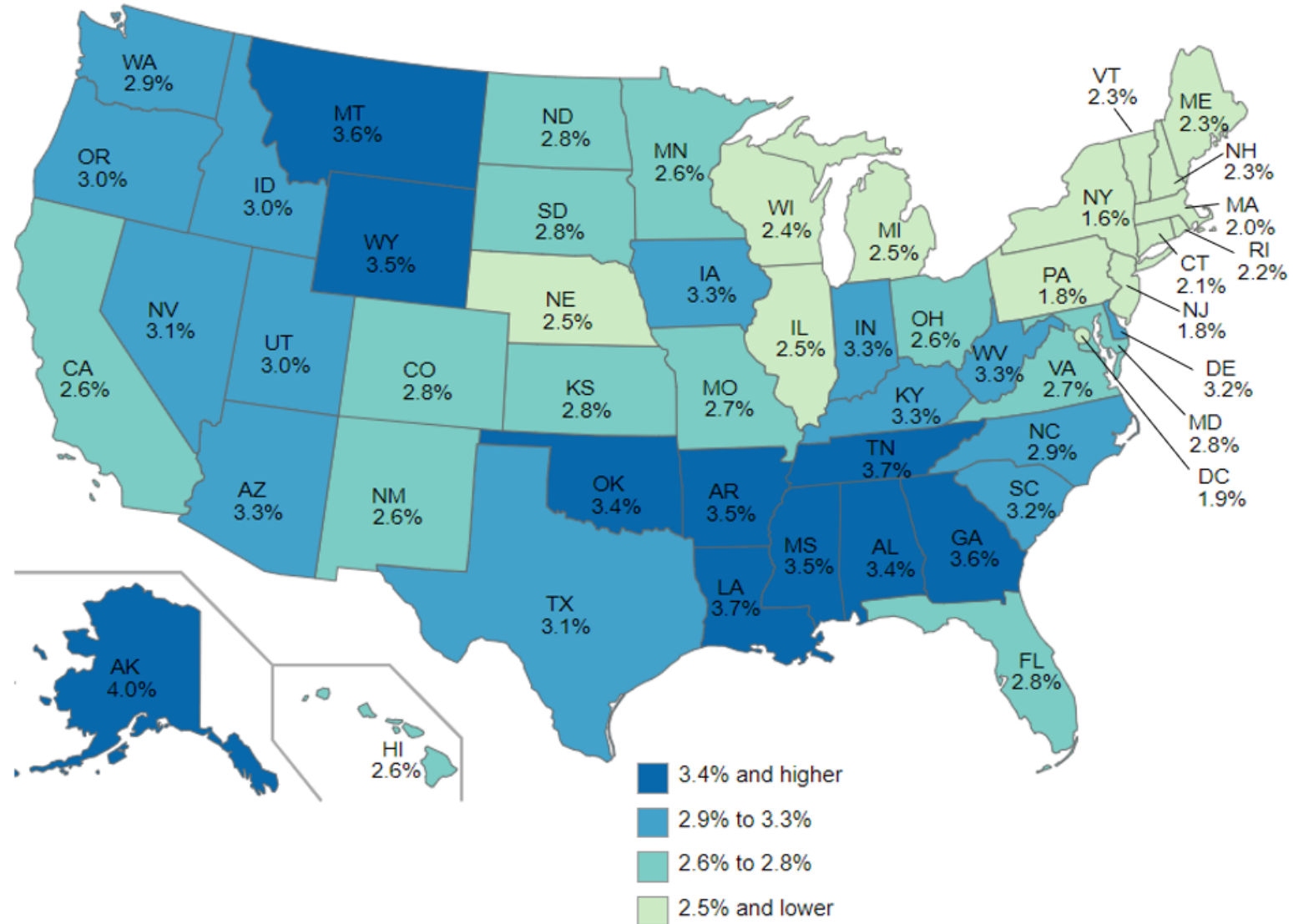
Map 3. Total separations rates by state, seasonally adjusted, November 2022

Total U.S. total separations rate = 3.8%



Map 4. Quits rates by state, seasonally adjusted, November 2022

Total U.S. quits rate = 2.7%



Map 5. Layoffs and discharges rates by state, seasonally adjusted, November 2022

Total U.S. layoffs and discharges rate = 0.9%

