

# NEWS RELEASE

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## STATE JOB OPENINGS AND LABOR TURNOVER – JANUARY 2024

Job openings rates increased in 6 states and decreased in 1 state on the last business day of January, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 3 states and decreased in 2 states. Total separations rates increased in 3 states and decreased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in January.

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 January, **job openings rates** increased in 6 states, decreased in 1 state, and were little changed in 43 states and the District of Columbia. The largest increases in job openings rates occurred in Oregon (+1.9 percentage points), Maryland (+1.6 points), and Missouri (+1.2 points). The decrease occurred in Colorado (-1.0 point). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** increased in 6 states, decreased in 5 states, and was little changed in 39 states and the District of Columbia in January. The largest increases in the job openings level occurred in New York (+82,000), Maryland (+50,000), and Oregon (+41,000). The largest decreases occurred in Texas (-62,000), Colorado (-34,000), and Michigan (-24,000). Nationally, the number of job openings changed little. (See table 1.)

### Hires

In January, **hires rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases in the hires rate occurred in Oregon (+1.0 percentage point), Pennsylvania (+0.9 point), and Iowa (+0.7 point). The decreases occurred in Florida (-0.9 point) and Texas (-0.5 point). The national hires rate changed little over the month. (See table 2.)

### Upcoming Revisions to the JOLTS State Estimates

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

The **number of hires** increased in 4 states, decreased in 3 states, and was little changed in 43 states and the District of Columbia in January. The largest increases in the hires level occurred in Pennsylvania (+57,000), North Carolina (+28,000), and Oregon (+19,000). The decreases occurred in Florida (-94,000), Texas (-64,000), and Arkansas (-10,000). Nationally, the number of hires changed little over the month. (See table 2.)

### **Total Separations**

In January, **total separations rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases in total separations rates occurred in Oregon (+1.0 percentage point), Colorado (+0.8 point), and Iowa (+0.6 point). The decreases occurred in Alaska (-0.9 point) and Tennessee (-0.8 point). Over the month, the national total separations rate was unchanged. (See table 3.)

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 in January. The largest increases in the total separations level occurred in Colorado (+23,000), Oregon (+19,000), and Iowa (+9,000). The decreases occurred in Tennessee (-25,000) and Alaska (-3,000). Nationally, the number of total separations changed little over the month. (See table 3.)

### **Quits**

In January, **quits rates** decreased in 3 states, increased in 2 states, and were little changed in 45 states and the District of Columbia. The decreases in quits rates occurred in North Dakota (-0.7 percentage point) and in Georgia and Minnesota (-0.5 point each). The increases occurred in Colorado (+0.7 point) and Oregon (+0.5 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 4 states, increased in 2 states, and was little changed in 44 states and the District of Columbia in January. The largest decreases in the quits level occurred in Georgia (-23,000), Tennessee (-16,000), and Minnesota (-15,000). The increases occurred in Colorado (+19,000) and Oregon (+9,000). Nationally, the number of quits was little changed. (See table 4.)

### **Layoffs and Discharges**

In January, **layoffs and discharges rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The decreases occurred in Alaska (-0.9 percentage point), Indiana (-0.5 point), and California (-0.2 point). The increase occurred in New Jersey (+0.3 point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** decreased in 3 states, increased in 2 states, and was little changed in 45 states and the District of Columbia in January. The decreases in the layoffs and discharges level occurred in Indiana and Ohio (-16,000 each) and in Alaska (-3,000). The increases occurred in Oregon (+8,000) and Delaware (+3,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

For more information, please see the Job Openings and Labor Turnover Survey (JOLTS) interactive charts at [www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#](http://www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#).

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**State Job Openings and Labor Turnover Survey estimates for February 2024 are scheduled to be released on Wednesday, April 17, 2024, at 10:00 a.m. (ET)**

# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at [www.bls.gov/jlt/](http://www.bls.gov/jlt/). State estimates are published for job openings, hires, quits, layoffs and discharges, and total separations. The JOLTS program covers all private nonfarm establishments, as well as civilian federal, state, and local government entities in the 50 states and the District of Columbia. Starting with data for January 2023, industries are classified in accordance with the 2022 North American Industry Classification System.

## Definitions

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

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

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

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

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

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

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

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

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

### **State Estimation Method**

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

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

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

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

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

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

respondents, an estimate is calculated that is a composition of a weighted estimate of the microdata-based estimate and a weighted estimate of the JOLTS regional estimate. The weight assigned to the JOLTS data in those cells is proportional the number of JOLTS respondents in the cell ( $\text{weight} = n/30$ , 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](http://www.bls.gov/jlt/jolts_median_standard_errors.htm).

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

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

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

**Other information**

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

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

State	Levels (in thousands)						Rates					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>
TOTAL U.S.....	10,425	8,685	8,931	8,889	8,863	-26	6.3	5.2	5.4	5.3	5.3	0.0
Alabama.....	151	122	119	135	129	-6	6.6	5.4	5.2	5.8	5.6	-0.2
Alaska.....	29	25	26	25	25	0	8.2	7.1	7.3	7.0	7.0	0.0
Arizona.....	225	184	184	167	144	-23	6.7	5.5	5.5	4.9	4.3	-0.6
Arkansas.....	101	81	81	78	71	-7	6.9	5.6	5.6	5.4	5.0	-0.4
California.....	1,002	800	751	871	819	-52	5.3	4.2	4.0	4.6	4.4	-0.2
Colorado.....	200	211	224	217	183	-34	6.5	6.7	7.1	6.8	5.8	-1.0
Connecticut.....	95	88	88	93	90	-3	5.3	4.9	4.9	5.2	5.0	-0.2
Delaware.....	36	30	30	30	36	6	7.0	5.8	5.8	5.8	6.9	1.1
District of Columbia.....	46	37	40	41	44	3	5.6	4.5	4.9	5.1	5.4	0.3
Florida.....	699	590	548	522	518	-4	6.8	5.7	5.3	5.0	5.0	0.0
Georgia.....	411	333	302	288	283	-5	7.8	6.3	5.7	5.5	5.4	-0.1
Hawaii.....	37	30	29	28	26	-2	5.6	4.5	4.4	4.2	3.9	-0.3
Idaho.....	57	56	52	51	52	1	6.3	6.1	5.7	5.6	5.7	0.1
Illinois.....	460	326	412	363	349	-14	7.0	5.0	6.3	5.6	5.4	-0.2
Indiana.....	205	165	161	157	162	5	6.0	4.8	4.7	4.6	4.7	0.1
Iowa.....	103	90	89	91	96	5	6.1	5.4	5.3	5.4	5.7	0.3
Kansas.....	95	79	87	85	82	-3	6.2	5.2	5.6	5.5	5.4	-0.1
Kentucky.....	156	118	116	118	117	-1	7.3	5.5	5.4	5.5	5.5	0.0
Louisiana.....	166	122	117	124	122	-2	7.9	5.8	5.6	6.0	5.9	-0.1
Maine.....	42	44	44	39	45	6	6.1	6.3	6.3	5.6	6.4	0.8
Maryland.....	207	173	177	169	219	50	7.0	5.9	6.0	5.8	7.4	1.6
Massachusetts.....	277	239	228	232	214	-18	6.9	5.9	5.7	5.9	5.4	-0.5
Michigan.....	288	234	263	285	261	-24	6.1	5.0	5.6	6.0	5.5	-0.5
Minnesota.....	212	192	209	198	183	-15	6.7	6.0	6.5	6.2	5.7	-0.5
Mississippi.....	85	88	80	75	74	-1	6.7	7.0	6.4	6.0	5.9	-0.1
Missouri.....	210	176	174	166	205	39	6.6	5.6	5.5	5.2	6.4	1.2
Montana.....	41	36	35	36	37	1	7.3	6.5	6.3	6.4	6.6	0.2
Nebraska.....	71	55	61	58	55	-3	6.4	5.0	5.5	5.2	4.9	-0.3
Nevada.....	109	88	85	84	84	0	6.6	5.3	5.1	5.1	5.1	0.0
New Hampshire.....	53	41	40	39	41	2	7.0	5.5	5.4	5.2	5.5	0.3
New Jersey.....	262	215	224	221	211	-10	5.7	4.7	4.9	4.8	4.6	-0.2
New Mexico.....	63	56	57	56	61	5	6.8	6.0	6.1	6.0	6.5	0.5
New York.....	459	457	467	474	556	82	4.5	4.5	4.6	4.6	5.4	0.8
North Carolina.....	343	290	294	288	299	11	6.6	5.5	5.6	5.5	5.7	0.2
North Dakota.....	29	28	29	26	26	0	6.3	6.0	6.2	5.6	5.6	0.0
Ohio.....	384	338	323	328	334	6	6.4	5.6	5.4	5.5	5.6	0.1
Oklahoma.....	136	105	109	108	115	7	7.3	5.7	5.9	5.8	6.1	0.3
Oregon.....	139	112	103	102	143	41	6.5	5.3	4.9	4.9	6.8	1.9
Pennsylvania.....	432	390	381	365	367	2	6.6	5.9	5.8	5.6	5.6	0.0
Rhode Island.....	35	31	30	31	28	-3	6.6	5.9	5.7	5.7	5.2	-0.5
South Carolina.....	181	164	166	160	164	4	7.4	6.6	6.7	6.4	6.5	0.1
South Dakota.....	32	27	29	28	27	-1	6.5	5.5	5.8	5.6	5.5	-0.1
Tennessee.....	244	215	207	212	209	-3	6.9	6.1	5.9	6.0	5.9	-0.1
Texas.....	948	742	854	843	781	-62	6.4	5.0	5.7	5.7	5.3	-0.4
Utah.....	110	97	85	89	91	2	6.1	5.3	4.7	4.9	5.0	0.1
Vermont.....	23	19	19	17	18	1	7.0	5.8	5.8	5.2	5.5	0.3
Virginia.....	336	259	254	263	257	-6	7.5	5.9	5.7	5.9	5.8	-0.1
Washington.....	229	172	168	165	175	10	6.0	4.5	4.4	4.3	4.6	0.3
West Virginia.....	67	53	52	50	53	3	8.8	7.0	6.8	6.5	6.8	0.3
Wisconsin.....	224	211	205	178	163	-15	7.0	6.5	6.4	5.6	5.1	-0.5
Wyoming.....	21	19	18	19	19	0	6.8	6.1	5.7	6.1	6.1	0.0

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

State	Levels (in thousands)						Rates					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>P</sup>	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>P</sup>
TOTAL U.S.....	6,374	5,814	5,569	5,787	5,687	-100	4.1	3.7	3.5	3.7	3.6	-0.1
Alabama.....	98	79	83	101	91	-10	4.6	3.7	3.8	4.6	4.2	-0.4
Alaska.....	21	17	19	18	19	1	6.4	5.2	5.8	5.4	5.7	0.3
Arizona.....	162	138	115	131	123	-8	5.2	4.4	3.6	4.1	3.8	-0.3
Arkansas.....	63	55	59	64	54	-10	4.7	4.0	4.3	4.7	4.0	-0.7
California.....	653	550	457	533	498	-35	3.6	3.0	2.5	3.0	2.8	-0.2
Colorado.....	118	130	129	132	117	-15	4.1	4.5	4.4	4.5	3.9	-0.6
Connecticut.....	57	63	55	63	66	3	3.4	3.7	3.2	3.7	3.9	0.2
Delaware.....	24	24	23	25	25	0	5.0	4.9	4.7	5.1	5.1	0.0
District of Columbia.....	22	23	24	25	24	-1	2.9	3.0	3.1	3.3	3.1	-0.2
Florida.....	389	396	400	466	372	-94	4.0	4.0	4.1	4.7	3.8	-0.9
Georgia.....	255	224	213	189	211	22	5.2	4.5	4.3	3.8	4.3	0.5
Hawaii.....	24	21	17	20	18	-2	3.8	3.3	2.7	3.2	2.8	-0.4
Idaho.....	45	38	36	37	39	2	5.3	4.4	4.2	4.3	4.6	0.3
Illinois.....	253	225	226	217	216	-1	4.1	3.7	3.7	3.6	3.5	-0.1
Indiana.....	142	138	123	112	121	9	4.4	4.2	3.7	3.4	3.7	0.3
Iowa.....	61	62	55	48	59	11	3.8	3.9	3.5	3.0	3.7	0.7
Kansas.....	57	51	52	52	50	-2	3.9	3.5	3.6	3.6	3.5	-0.1
Kentucky.....	97	76	74	103	91	-12	4.9	3.7	3.7	5.1	4.5	-0.6
Louisiana.....	99	86	90	94	93	-1	5.1	4.4	4.6	4.8	4.7	-0.1
Maine.....	26	25	24	23	23	0	4.0	3.8	3.7	3.5	3.5	0.0
Maryland.....	118	107	111	121	108	-13	4.3	3.9	4.0	4.4	3.9	-0.5
Massachusetts.....	129	112	104	107	90	-17	3.5	3.0	2.7	2.9	2.4	-0.5
Michigan.....	172	151	155	145	142	-3	3.9	3.4	3.5	3.2	3.2	0.0
Minnesota.....	111	110	112	106	114	8	3.7	3.7	3.7	3.5	3.8	0.3
Mississippi.....	56	52	50	57	52	-5	4.8	4.4	4.3	4.8	4.4	-0.4
Missouri.....	109	110	100	92	93	1	3.7	3.7	3.3	3.1	3.1	0.0
Montana.....	30	28	23	27	28	1	5.8	5.4	4.4	5.1	5.3	0.2
Nebraska.....	40	37	38	35	38	3	3.8	3.5	3.6	3.3	3.6	0.3
Nevada.....	75	64	55	66	59	-7	4.9	4.1	3.5	4.2	3.8	-0.4
New Hampshire.....	29	28	28	26	27	1	4.1	4.0	4.0	3.7	3.8	0.1
New Jersey.....	146	152	164	145	142	-3	3.4	3.5	3.8	3.3	3.2	-0.1
New Mexico.....	39	35	32	31	34	3	4.5	4.0	3.7	3.5	3.9	0.4
New York.....	298	282	295	285	299	14	3.1	2.9	3.0	2.9	3.0	0.1
North Carolina.....	203	174	164	177	205	28	4.2	3.5	3.3	3.6	4.1	0.5
North Dakota.....	16	18	18	16	18	2	3.7	4.1	4.1	3.6	4.1	0.5
Ohio.....	221	204	180	191	197	6	4.0	3.6	3.2	3.4	3.5	0.1
Oklahoma.....	83	81	76	83	80	-3	4.8	4.7	4.4	4.7	4.5	-0.2
Oregon.....	92	79	67	68	87	19	4.6	3.9	3.4	3.4	4.4	1.0
Pennsylvania.....	209	193	196	171	228	57	3.4	3.1	3.2	2.8	3.7	0.9
Rhode Island.....	20	21	20	20	19	-1	4.0	4.2	4.0	3.9	3.7	-0.2
South Carolina.....	107	106	94	111	117	6	4.7	4.6	4.0	4.8	5.0	0.2
South Dakota.....	23	19	19	18	19	1	5.0	4.1	4.1	3.8	4.1	0.3
Tennessee.....	158	140	130	155	148	-7	4.8	4.2	3.9	4.7	4.5	-0.2
Texas.....	593	579	555	586	522	-64	4.3	4.1	3.9	4.2	3.7	-0.5
Utah.....	79	73	65	65	62	-3	4.6	4.2	3.8	3.7	3.6	-0.1
Vermont.....	13	13	13	12	12	0	4.2	4.2	4.2	3.9	3.9	0.0
Virginia.....	174	167	161	165	171	6	4.2	4.0	3.9	3.9	4.1	0.2
Washington.....	152	117	107	110	118	8	4.2	3.2	2.9	3.0	3.3	0.3
West Virginia.....	37	33	30	35	35	0	5.3	4.7	4.2	4.9	4.8	-0.1
Wisconsin.....	116	108	103	95	101	6	3.9	3.6	3.4	3.1	3.3	0.2
Wyoming.....	15	13	13	13	14	1	5.2	4.4	4.4	4.4	4.8	0.4

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

State	Levels (in thousands)						Rates					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>
TOTAL U.S.....	6,017	5,630	5,413	5,419	5,341	-78	3.9	3.6	3.4	3.4	3.4	0.0
Alabama.....	99	85	85	77	82	5	4.6	3.9	3.9	3.5	3.8	0.3
Alaska.....	20	17	17	21	18	-3	6.1	5.2	5.2	6.3	5.4	-0.9
Arizona.....	123	133	132	133	115	-18	3.9	4.2	4.2	4.1	3.5	-0.6
Arkansas.....	61	52	56	54	48	-6	4.5	3.8	4.1	4.0	3.5	-0.5
California.....	577	494	513	542	492	-50	3.2	2.7	2.8	3.0	2.7	-0.3
Colorado.....	117	118	117	104	127	23	4.0	4.0	4.0	3.5	4.3	0.8
Connecticut.....	54	59	51	58	61	3	3.2	3.5	3.0	3.4	3.6	0.2
Delaware.....	23	24	21	20	24	4	4.8	4.9	4.3	4.1	4.9	0.8
District of Columbia.....	23	24	24	22	22	0	3.0	3.1	3.1	2.9	2.9	0.0
Florida.....	409	381	385	376	378	2	4.2	3.9	3.9	3.8	3.8	0.0
Georgia.....	243	204	185	191	184	-7	5.0	4.1	3.7	3.9	3.7	-0.2
Hawaii.....	20	18	19	20	19	-1	3.2	2.8	3.0	3.2	3.0	-0.2
Idaho.....	39	37	42	39	40	1	4.6	4.3	4.9	4.6	4.7	0.1
Illinois.....	211	194	172	204	182	-22	3.5	3.2	2.8	3.3	3.0	-0.3
Indiana.....	127	125	132	127	120	-7	3.9	3.8	4.0	3.9	3.7	-0.2
Iowa.....	56	55	57	53	62	9	3.5	3.5	3.6	3.3	3.9	0.6
Kansas.....	52	46	52	53	56	3	3.6	3.2	3.6	3.7	3.9	0.2
Kentucky.....	96	77	76	71	79	8	4.8	3.8	3.7	3.5	3.9	0.4
Louisiana.....	102	96	81	84	89	5	5.2	4.9	4.1	4.3	4.5	0.2
Maine.....	25	33	27	24	24	0	3.9	5.1	4.1	3.7	3.7	0.0
Maryland.....	112	110	89	92	98	6	4.1	4.0	3.2	3.4	3.6	0.2
Massachusetts.....	106	113	102	102	97	-5	2.8	3.0	2.7	2.7	2.6	-0.1
Michigan.....	153	138	161	133	129	-4	3.5	3.1	3.6	3.0	2.9	-0.1
Minnesota.....	106	96	106	95	90	-5	3.6	3.2	3.5	3.2	3.0	-0.2
Mississippi.....	53	52	48	52	51	-1	4.5	4.4	4.1	4.4	4.3	-0.1
Missouri.....	106	106	98	102	95	-7	3.6	3.5	3.3	3.4	3.2	-0.2
Montana.....	27	30	28	27	26	-1	5.2	5.8	5.4	5.1	5.0	-0.1
Nebraska.....	43	33	38	38	45	7	4.1	3.2	3.6	3.6	4.3	0.7
Nevada.....	72	59	62	63	57	-6	4.7	3.8	3.9	4.0	3.6	-0.4
New Hampshire.....	31	31	24	24	27	3	4.4	4.4	3.4	3.4	3.8	0.4
New Jersey.....	186	183	140	134	140	6	4.3	4.2	3.2	3.1	3.2	0.1
New Mexico.....	35	33	34	31	37	6	4.1	3.8	3.9	3.5	4.2	0.7
New York.....	265	299	291	277	264	-13	2.7	3.1	3.0	2.8	2.7	-0.1
North Carolina.....	211	205	167	181	173	-8	4.3	4.2	3.4	3.6	3.5	-0.1
North Dakota.....	16	15	19	19	17	-2	3.7	3.4	4.3	4.3	3.8	-0.5
Ohio.....	197	201	188	187	178	-9	3.5	3.6	3.3	3.3	3.2	-0.1
Oklahoma.....	74	73	63	64	73	9	4.3	4.2	3.6	3.6	4.1	0.5
Oregon.....	82	77	76	63	82	19	4.1	3.8	3.8	3.2	4.2	1.0
Pennsylvania.....	187	234	190	178	191	13	3.1	3.8	3.1	2.9	3.1	0.2
Rhode Island.....	21	22	19	20	19	-1	4.2	4.4	3.8	3.9	3.7	-0.2
South Carolina.....	111	101	81	98	100	2	4.9	4.4	3.5	4.2	4.3	0.1
South Dakota.....	18	17	23	19	19	0	3.9	3.6	4.9	4.0	4.1	0.1
Tennessee.....	144	150	131	139	114	-25	4.4	4.5	4.0	4.2	3.4	-0.8
Texas.....	564	497	478	513	497	-16	4.1	3.5	3.4	3.7	3.5	-0.2
Utah.....	69	65	73	77	70	-7	4.1	3.8	4.2	4.4	4.0	-0.4
Vermont.....	13	14	12	13	12	-1	4.2	4.6	3.9	4.2	3.9	-0.3
Virginia.....	146	156	141	147	156	9	3.5	3.7	3.4	3.5	3.7	0.2
Washington.....	122	98	117	108	109	1	3.4	2.7	3.2	3.0	3.0	0.0
West Virginia.....	35	33	29	33	32	-1	5.0	4.7	4.1	4.6	4.4	-0.2
Wisconsin.....	100	101	110	102	104	2	3.3	3.3	3.6	3.4	3.4	0.0
Wyoming.....	15	14	15	15	14	-1	5.2	4.8	5.1	5.1	4.8	-0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>
TOTAL U.S.....	3,882	3,634	3,516	3,439	3,385	-54	2.5	2.3	2.2	2.2	2.1	-0.1
Alabama.....	64	58	54	56	57	1	3.0	2.7	2.5	2.6	2.6	0.0
Alaska.....	12	10	11	13	12	-1	3.7	3.1	3.4	3.9	3.6	-0.3
Arizona.....	87	87	82	78	69	-9	2.8	2.7	2.6	2.4	2.1	-0.3
Arkansas.....	41	35	38	36	31	-5	3.0	2.6	2.8	2.7	2.3	-0.4
California.....	411	311	310	315	297	-18	2.3	1.7	1.7	1.8	1.6	-0.2
Colorado.....	80	68	68	63	82	19	2.8	2.3	2.3	2.1	2.8	0.7
Connecticut.....	33	29	30	34	38	4	2.0	1.7	1.8	2.0	2.2	0.2
Delaware.....	15	15	13	14	15	1	3.1	3.1	2.7	2.9	3.1	0.2
District of Columbia.....	15	15	14	14	14	0	1.9	1.9	1.8	1.8	1.8	0.0
Florida.....	272	268	286	250	263	13	2.8	2.7	2.9	2.5	2.7	0.2
Georgia.....	162	139	119	137	114	-23	3.3	2.8	2.4	2.8	2.3	-0.5
Hawaii.....	14	11	12	11	11	0	2.2	1.7	1.9	1.7	1.7	0.0
Idaho.....	27	22	27	24	25	1	3.2	2.6	3.1	2.8	2.9	0.1
Illinois.....	132	138	131	129	116	-13	2.2	2.2	2.1	2.1	1.9	-0.2
Indiana.....	86	88	81	67	74	7	2.7	2.7	2.5	2.1	2.3	0.2
Iowa.....	38	37	39	35	35	0	2.4	2.3	2.5	2.2	2.2	0.0
Kansas.....	35	30	36	34	30	-4	2.4	2.1	2.5	2.3	2.1	-0.2
Kentucky.....	69	54	51	49	53	4	3.5	2.7	2.5	2.4	2.6	0.2
Louisiana.....	67	60	53	53	56	3	3.4	3.0	2.7	2.7	2.9	0.2
Maine.....	14	15	18	14	15	1	2.2	2.3	2.7	2.1	2.3	0.2
Maryland.....	72	69	57	60	62	2	2.6	2.5	2.1	2.2	2.3	0.1
Massachusetts.....	57	59	52	60	57	-3	1.5	1.6	1.4	1.6	1.5	-0.1
Michigan.....	95	90	109	79	75	-4	2.2	2.0	2.5	1.8	1.7	-0.1
Minnesota.....	72	68	76	65	50	-15	2.4	2.3	2.5	2.2	1.7	-0.5
Mississippi.....	36	36	32	34	35	1	3.1	3.1	2.7	2.9	3.0	0.1
Missouri.....	73	73	69	66	58	-8	2.5	2.4	2.3	2.2	1.9	-0.3
Montana.....	18	17	17	16	16	0	3.5	3.3	3.3	3.1	3.0	-0.1
Nebraska.....	23	22	26	24	23	-1	2.2	2.1	2.5	2.3	2.2	-0.1
Nevada.....	48	38	37	37	33	-4	3.1	2.4	2.3	2.4	2.1	-0.3
New Hampshire.....	16	17	15	15	17	2	2.3	2.4	2.1	2.1	2.4	0.3
New Jersey.....	77	88	74	78	77	-1	1.8	2.0	1.7	1.8	1.8	0.0
New Mexico.....	24	22	22	18	21	3	2.8	2.5	2.5	2.0	2.4	0.4
New York.....	164	161	174	161	158	-3	1.7	1.7	1.8	1.6	1.6	0.0
North Carolina.....	132	134	99	107	103	-4	2.7	2.7	2.0	2.2	2.1	-0.1
North Dakota.....	11	11	13	12	9	-3	2.5	2.5	3.0	2.7	2.0	-0.7
Ohio.....	134	131	130	113	114	1	2.4	2.3	2.3	2.0	2.0	0.0
Oklahoma.....	49	50	43	41	45	4	2.8	2.9	2.5	2.3	2.5	0.2
Oregon.....	55	49	52	40	49	9	2.8	2.4	2.6	2.0	2.5	0.5
Pennsylvania.....	121	129	126	129	136	7	2.0	2.1	2.0	2.1	2.2	0.1
Rhode Island.....	12	11	12	11	12	1	2.4	2.2	2.4	2.2	2.3	0.1
South Carolina.....	74	65	57	67	65	-2	3.3	2.8	2.5	2.9	2.8	-0.1
South Dakota.....	12	11	16	12	11	-1	2.6	2.4	3.4	2.6	2.4	-0.2
Tennessee.....	102	108	85	92	76	-16	3.1	3.3	2.6	2.8	2.3	-0.5
Texas.....	391	363	334	364	355	-9	2.8	2.6	2.4	2.6	2.5	-0.1
Utah.....	47	43	47	49	47	-2	2.8	2.5	2.7	2.8	2.7	-0.1
Vermont.....	7	7	8	8	7	-1	2.3	2.3	2.6	2.6	2.2	-0.4
Virginia.....	95	103	93	95	101	6	2.3	2.5	2.2	2.3	2.4	0.1
Washington.....	85	61	71	64	66	2	2.4	1.7	1.9	1.8	1.8	0.0
West Virginia.....	23	22	19	23	21	-2	3.3	3.1	2.7	3.2	2.9	-0.3
Wisconsin.....	68	71	74	63	67	4	2.3	2.4	2.4	2.1	2.2	0.1
Wyoming.....	10	9	10	9	9	0	3.5	3.1	3.4	3.1	3.1	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>	Jan. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024 <sup>p</sup>	Change from: Dec. 2023 - Jan. 2024 <sup>p</sup>
TOTAL U.S.....	1,868	1,653	1,546	1,607	1,572	-35	1.2	1.1	1.0	1.0	1.0	0.0
Alabama.....	23	22	25	17	20	3	1.1	1.0	1.2	0.8	0.9	0.1
Alaska.....	6	5	5	7	4	-3	1.8	1.5	1.5	2.1	1.2	-0.9
Arizona.....	29	38	43	41	38	-3	0.9	1.2	1.4	1.3	1.2	-0.1
Arkansas.....	16	14	14	14	14	0	1.2	1.0	1.0	1.0	1.0	0.0
California.....	145	158	171	191	163	-28	0.8	0.9	0.9	1.1	0.9	-0.2
Colorado.....	28	41	39	33	36	3	1.0	1.4	1.3	1.1	1.2	0.1
Connecticut.....	16	25	17	18	19	1	1.0	1.5	1.0	1.1	1.1	0.0
Delaware.....	7	7	6	5	8	3	1.5	1.4	1.2	1.0	1.6	0.6
District of Columbia.....	6	6	7	6	6	0	0.8	0.8	0.9	0.8	0.8	0.0
Florida.....	123	94	83	103	94	-9	1.3	1.0	0.8	1.0	0.9	-0.1
Georgia.....	69	45	54	42	53	11	1.4	0.9	1.1	0.9	1.1	0.2
Hawaii.....	4	6	6	7	5	-2	0.6	0.9	0.9	1.1	0.8	-0.3
Idaho.....	8	12	13	13	11	-2	0.9	1.4	1.5	1.5	1.3	-0.2
Illinois.....	69	50	35	63	55	-8	1.1	0.8	0.6	1.0	0.9	-0.1
Indiana.....	34	32	43	53	37	-16	1.1	1.0	1.3	1.6	1.1	-0.5
Iowa.....	15	15	14	15	19	4	0.9	0.9	0.9	0.9	1.2	0.3
Kansas.....	14	13	13	15	17	2	1.0	0.9	0.9	1.0	1.2	0.2
Kentucky.....	23	18	20	18	19	1	1.2	0.9	1.0	0.9	0.9	0.0
Louisiana.....	31	28	22	24	25	1	1.6	1.4	1.1	1.2	1.3	0.1
Maine.....	9	15	7	7	7	0	1.4	2.3	1.1	1.1	1.1	0.0
Maryland.....	32	31	25	25	27	2	1.2	1.1	0.9	0.9	1.0	0.1
Massachusetts.....	39	43	39	32	32	0	1.0	1.1	1.0	0.9	0.9	0.0
Michigan.....	50	41	44	38	44	6	1.1	0.9	1.0	0.9	1.0	0.1
Minnesota.....	29	22	24	26	29	3	1.0	0.7	0.8	0.9	1.0	0.1
Mississippi.....	14	12	12	14	13	-1	1.2	1.0	1.0	1.2	1.1	-0.1
Missouri.....	28	27	22	29	30	1	0.9	0.9	0.7	1.0	1.0	0.0
Montana.....	6	12	9	9	8	-1	1.2	2.3	1.7	1.7	1.5	-0.2
Nebraska.....	18	8	11	12	15	3	1.7	0.8	1.0	1.1	1.4	0.3
Nevada.....	20	17	21	23	21	-2	1.3	1.1	1.3	1.5	1.3	-0.2
New Hampshire.....	13	11	7	7	8	1	1.9	1.6	1.0	1.0	1.1	0.1
New Jersey.....	101	84	38	40	51	11	2.3	1.9	0.9	0.9	1.2	0.3
New Mexico.....	9	9	9	11	14	3	1.0	1.0	1.0	1.2	1.6	0.4
New York.....	85	118	100	91	92	1	0.9	1.2	1.0	0.9	0.9	0.0
North Carolina.....	71	52	58	62	60	-2	1.5	1.1	1.2	1.2	1.2	0.0
North Dakota.....	5	4	5	6	5	-1	1.2	0.9	1.1	1.4	1.1	-0.3
Ohio.....	57	58	49	63	47	-16	1.0	1.0	0.9	1.1	0.8	-0.3
Oklahoma.....	21	17	15	18	23	5	1.2	1.0	0.9	1.0	1.3	0.3
Oregon.....	21	23	20	18	26	8	1.1	1.1	1.0	0.9	1.3	0.4
Pennsylvania.....	60	92	46	39	48	9	1.0	1.5	0.7	0.6	0.8	0.2
Rhode Island.....	8	9	6	6	6	0	1.6	1.8	1.2	1.2	1.2	0.0
South Carolina.....	31	29	20	26	30	4	1.4	1.3	0.9	1.1	1.3	0.2
South Dakota.....	5	4	5	6	5	-1	1.1	0.9	1.1	1.3	1.1	-0.2
Tennessee.....	37	35	38	38	30	-8	1.1	1.1	1.1	1.2	0.9	-0.3
Texas.....	153	111	128	125	119	-6	1.1	0.8	0.9	0.9	0.8	-0.1
Utah.....	16	18	23	21	18	-3	0.9	1.0	1.3	1.2	1.0	-0.2
Vermont.....	4	5	3	4	4	0	1.3	1.6	1.0	1.3	1.3	0.0
Virginia.....	44	42	36	43	43	0	1.1	1.0	0.9	1.0	1.0	0.0
Washington.....	27	31	40	37	35	-2	0.8	0.9	1.1	1.0	1.0	0.0
West Virginia.....	10	8	8	7	9	2	1.4	1.1	1.1	1.0	1.2	0.2
Wisconsin.....	27	25	28	32	26	-6	0.9	0.8	0.9	1.1	0.9	-0.2
Wyoming.....	4	4	4	4	4	0	1.4	1.4	1.3	1.4	1.4	0.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>
TOTAL U.S.....	10,502	8,344	8,943	6.4	5.0	5.4
Alabama.....	149	134	130	6.6	5.8	5.7
Alaska.....	26	24	23	7.7	7.0	6.8
Arizona.....	244	163	166	7.2	4.7	4.9
Arkansas.....	104	75	75	7.2	5.2	5.3
California.....	1,004	803	832	5.4	4.3	4.5
Colorado.....	203	228	189	6.6	7.1	6.0
Connecticut.....	96	86	91	5.5	4.8	5.1
Delaware.....	36	26	36	7.1	5.1	7.1
District of Columbia.....	48	36	48	6.0	4.5	5.9
Florida.....	683	501	501	6.6	4.8	4.8
Georgia.....	429	279	295	8.1	5.3	5.7
Hawaii.....	39	34	28	5.8	5.0	4.2
Idaho.....	54	52	50	6.2	5.7	5.7
Illinois.....	452	340	337	7.0	5.2	5.3
Indiana.....	194	135	152	5.7	4.0	4.5
Iowa.....	98	82	94	5.9	4.9	5.6
Kansas.....	99	77	85	6.5	5.0	5.6
Kentucky.....	151	113	116	7.1	5.2	5.5
Louisiana.....	180	112	135	8.5	5.4	6.5
Maine.....	42	38	45	6.3	5.5	6.6
Maryland.....	223	165	240	7.7	5.6	8.2
Massachusetts.....	272	212	204	6.9	5.4	5.3
Michigan.....	277	247	258	6.0	5.2	5.6
Minnesota.....	208	188	177	6.6	5.9	5.7
Mississippi.....	82	73	70	6.6	5.8	5.6
Missouri.....	204	153	201	6.5	4.8	6.3
Montana.....	37	39	34	6.8	7.0	6.3
Nebraska.....	78	52	61	7.1	4.7	5.5
Nevada.....	106	79	84	6.6	4.8	5.1
New Hampshire.....	57	40	44	7.6	5.3	6.0
New Jersey.....	276	216	222	6.1	4.7	4.9
New Mexico.....	66	52	68	7.2	5.6	7.2
New York.....	448	438	553	4.5	4.3	5.4
North Carolina.....	334	265	297	6.5	5.0	5.7
North Dakota.....	28	24	25	6.1	5.1	5.4
Ohio.....	369	278	323	6.3	4.7	5.5
Oklahoma.....	140	105	124	7.6	5.6	6.6
Oregon.....	142	102	156	6.8	4.9	7.4
Pennsylvania.....	455	357	387	7.1	5.5	6.0
Rhode Island.....	34	28	27	6.6	5.2	5.2
South Carolina.....	191	157	179	7.9	6.3	7.2
South Dakota.....	31	26	25	6.5	5.3	5.3
Tennessee.....	245	187	212	7.0	5.3	6.1
Texas.....	906	772	745	6.2	5.2	5.1
Utah.....	120	91	101	6.7	5.0	5.5
Vermont.....	25	19	19	7.7	5.8	5.7
Virginia.....	332	268	257	7.5	6.0	5.8
Washington.....	240	150	182	6.3	4.0	4.8
West Virginia.....	67	46	53	8.9	6.0	7.0
Wisconsin.....	242	153	172	7.6	4.8	5.5
Wyoming.....	18	22	17	5.9	7.0	5.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>
TOTAL U.S.....	6,156	4,301	5,529	4.0	2.7	3.6
Alabama.....	95	80	88	4.5	3.6	4.1
Alaska.....	18	10	17	5.7	3.3	5.2
Arizona.....	166	91	130	5.3	2.8	4.0
Arkansas.....	61	44	52	4.6	3.2	3.9
California.....	636	402	478	3.6	2.2	2.7
Colorado.....	113	108	113	3.9	3.6	3.9
Connecticut.....	52	46	60	3.1	2.7	3.6
Delaware.....	22	17	25	4.7	3.5	5.3
District of Columbia.....	22	18	23	2.9	2.3	3.1
Florida.....	405	368	376	4.2	3.7	3.8
Georgia.....	254	142	213	5.2	2.9	4.3
Hawaii.....	26	17	19	4.2	2.6	3.1
Idaho.....	40	27	36	4.8	3.1	4.3
Illinois.....	239	182	205	4.0	3.0	3.4
Indiana.....	126	78	107	3.9	2.4	3.3
Iowa.....	53	37	53	3.4	2.3	3.4
Kansas.....	56	41	49	3.9	2.8	3.4
Kentucky.....	89	77	84	4.5	3.8	4.2
Louisiana.....	108	64	100	5.6	3.2	5.1
Maine.....	25	16	21	3.9	2.5	3.3
Maryland.....	119	93	108	4.4	3.4	4.0
Massachusetts.....	124	73	82	3.4	2.0	2.2
Michigan.....	165	117	132	3.8	2.6	3.0
Minnesota.....	88	82	99	3.0	2.7	3.4
Mississippi.....	55	44	51	4.8	3.7	4.3
Missouri.....	105	65	90	3.6	2.2	3.0
Montana.....	24	22	24	4.8	4.2	4.6
Nebraska.....	42	29	40	4.1	2.7	3.9
Nevada.....	77	45	61	5.1	2.8	3.9
New Hampshire.....	28	19	26	4.1	2.8	3.7
New Jersey.....	131	98	118	3.1	2.2	2.7
New Mexico.....	37	19	33	4.3	2.1	3.8
New York.....	272	196	270	2.9	2.0	2.8
North Carolina.....	197	116	200	4.1	2.3	4.1
North Dakota.....	14	12	16	3.3	2.6	3.7
Ohio.....	203	134	180	3.7	2.4	3.3
Oklahoma.....	88	65	84	5.1	3.6	4.8
Oregon.....	88	49	88	4.5	2.4	4.5
Pennsylvania.....	189	122	221	3.2	2.0	3.7
Rhode Island.....	18	14	16	3.8	2.7	3.3
South Carolina.....	111	84	122	5.0	3.6	5.3
South Dakota.....	18	13	16	4.0	2.8	3.4
Tennessee.....	159	116	151	4.9	3.5	4.6
Texas.....	622	452	537	4.6	3.2	3.9
Utah.....	84	49	65	5.0	2.8	3.8
Vermont.....	14	10	12	4.6	3.2	4.0
Virginia.....	167	127	164	4.1	3.0	4.0
Washington.....	153	71	132	4.3	1.9	3.7
West Virginia.....	35	25	35	5.1	3.5	5.0
Wisconsin.....	108	67	94	3.7	2.2	3.2
Wyoming.....	12	11	11	4.3	3.8	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>
TOTAL U.S.....	6,404	5,165	5,692	4.2	3.3	3.7
Alabama.....	107	66	82	5.1	3.0	3.8
Alaska.....	16	19	14	5.2	6.0	4.5
Arizona.....	135	123	122	4.3	3.8	3.8
Arkansas.....	67	49	51	5.0	3.6	3.8
California.....	626	563	551	3.5	3.1	3.1
Colorado.....	106	100	120	3.7	3.4	4.1
Connecticut.....	62	58	69	3.8	3.4	4.1
Delaware.....	26	17	27	5.5	3.4	5.7
District of Columbia.....	27	20	24	3.6	2.6	3.2
Florida.....	455	345	391	4.7	3.5	4.0
Georgia.....	256	171	194	5.3	3.4	4.0
Hawaii.....	24	17	23	3.8	2.7	3.6
Idaho.....	37	38	38	4.4	4.5	4.6
Illinois.....	244	210	204	4.1	3.4	3.4
Indiana.....	134	121	125	4.2	3.7	3.9
Iowa.....	56	50	62	3.6	3.1	3.9
Kansas.....	55	46	60	3.8	3.1	4.2
Kentucky.....	109	63	89	5.5	3.1	4.5
Louisiana.....	107	72	90	5.5	3.7	4.6
Maine.....	26	24	25	4.1	3.7	4.0
Maryland.....	136	83	115	5.1	3.0	4.3
Massachusetts.....	113	98	102	3.1	2.6	2.8
Michigan.....	166	126	142	3.8	2.8	3.2
Minnesota.....	113	99	94	3.9	3.3	3.2
Mississippi.....	55	47	49	4.7	3.9	4.2
Missouri.....	111	98	100	3.8	3.3	3.4
Montana.....	27	26	25	5.3	4.9	4.8
Nebraska.....	51	35	53	4.9	3.3	5.1
Nevada.....	76	64	63	5.0	4.0	4.0
New Hampshire.....	32	23	28	4.7	3.2	4.0
New Jersey.....	216	126	157	5.1	2.9	3.6
New Mexico.....	34	29	38	4.0	3.3	4.3
New York.....	306	273	299	3.2	2.8	3.1
North Carolina.....	223	156	171	4.6	3.1	3.5
North Dakota.....	17	20	17	4.0	4.5	4.0
Ohio.....	213	178	183	3.9	3.1	3.3
Oklahoma.....	81	57	80	4.8	3.2	4.5
Oregon.....	79	62	84	4.0	3.1	4.3
Pennsylvania.....	217	174	214	3.6	2.8	3.6
Rhode Island.....	24	20	21	5.0	3.9	4.3
South Carolina.....	123	89	110	5.5	3.8	4.7
South Dakota.....	19	18	20	4.1	3.9	4.3
Tennessee.....	176	126	134	5.4	3.8	4.1
Texas.....	597	486	502	4.4	3.4	3.6
Utah.....	75	79	77	4.5	4.5	4.5
Vermont.....	12	13	11	4.0	4.0	3.5
Virginia.....	148	143	160	3.6	3.4	3.9
Washington.....	136	99	121	3.8	2.7	3.4
West Virginia.....	37	30	33	5.4	4.2	4.6
Wisconsin.....	111	104	117	3.8	3.4	3.9
Wyoming.....	14	13	13	5.1	4.4	4.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>
TOTAL U.S.....	3,743	2,933	3,242	2.5	1.9	2.1
Alabama.....	60	44	53	2.8	2.0	2.4
Alaska.....	9	11	9	2.9	3.5	2.8
Arizona.....	89	69	69	2.8	2.1	2.1
Arkansas.....	42	30	31	3.1	2.2	2.3
California.....	385	281	290	2.2	1.6	1.6
Colorado.....	68	60	76	2.4	2.0	2.6
Connecticut.....	33	28	39	2.0	1.7	2.3
Delaware.....	15	11	14	3.1	2.2	3.0
District of Columbia.....	17	11	15	2.2	1.4	2.0
Florida.....	259	231	244	2.7	2.3	2.5
Georgia.....	161	121	110	3.3	2.4	2.2
Hawaii.....	16	9	12	2.6	1.5	2.0
Idaho.....	23	21	23	2.8	2.4	2.7
Illinois.....	130	117	111	2.2	1.9	1.9
Indiana.....	80	54	67	2.5	1.7	2.1
Iowa.....	33	27	30	2.1	1.7	1.9
Kansas.....	33	27	27	2.3	1.8	1.9
Kentucky.....	72	40	56	3.7	1.9	2.8
Louisiana.....	63	42	51	3.3	2.2	2.6
Maine.....	13	11	15	2.0	1.7	2.3
Maryland.....	77	47	65	2.9	1.7	2.4
Massachusetts.....	57	47	56	1.6	1.3	1.5
Michigan.....	90	67	68	2.1	1.5	1.5
Minnesota.....	69	59	46	2.4	2.0	1.6
Mississippi.....	34	28	31	2.9	2.4	2.7
Missouri.....	73	56	56	2.5	1.9	1.9
Montana.....	17	14	14	3.3	2.7	2.7
Nebraska.....	24	19	24	2.3	1.8	2.3
Nevada.....	50	33	35	3.3	2.1	2.3
New Hampshire.....	15	11	16	2.1	1.5	2.2
New Jersey.....	75	56	73	1.8	1.3	1.7
New Mexico.....	22	15	20	2.5	1.7	2.2
New York.....	162	148	157	1.7	1.5	1.6
North Carolina.....	122	79	87	2.5	1.6	1.8
North Dakota.....	9	10	8	2.2	2.3	1.8
Ohio.....	127	88	103	2.3	1.6	1.9
Oklahoma.....	49	34	44	2.9	1.9	2.5
Oregon.....	50	36	47	2.5	1.8	2.4
Pennsylvania.....	124	108	139	2.1	1.7	2.3
Rhode Island.....	12	10	12	2.4	1.9	2.4
South Carolina.....	78	57	66	3.5	2.4	2.9
South Dakota.....	11	9	10	2.4	2.0	2.2
Tennessee.....	109	79	80	3.3	2.4	2.5
Texas.....	382	309	338	2.8	2.2	2.4
Utah.....	47	47	47	2.8	2.7	2.8
Vermont.....	6	6	6	2.0	2.0	2.0
Virginia.....	86	81	93	2.1	1.9	2.2
Washington.....	89	50	72	2.5	1.4	2.0
West Virginia.....	22	20	19	3.2	2.7	2.7
Wisconsin.....	63	54	61	2.1	1.8	2.1
Wyoming.....	8	7	8	2.9	2.5	2.7

p Preliminary

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

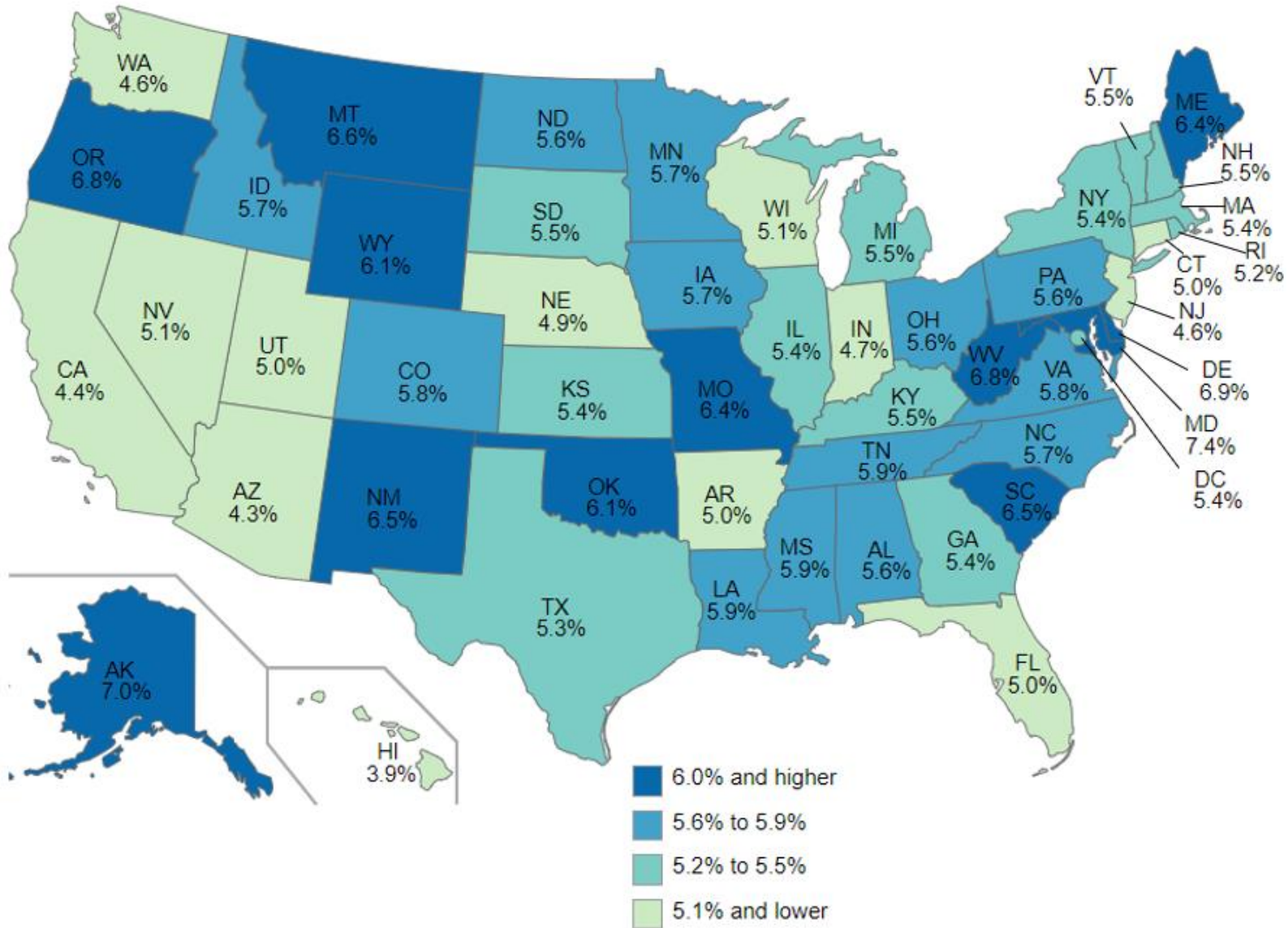
State	Levels (in thousands)			Rates		
	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>	Jan. 2023	Dec. 2023	Jan. 2024 <sup>P</sup>
TOTAL U.S.....	2,329	1,829	2,003	1.5	1.2	1.3
Alabama.....	29	18	22	1.4	0.8	1.0
Alaska.....	6	7	4	1.8	2.0	1.3
Arizona.....	36	41	44	1.1	1.2	1.4
Arkansas.....	21	16	16	1.6	1.1	1.2
California.....	220	236	230	1.2	1.3	1.3
Colorado.....	29	32	36	1.0	1.1	1.2
Connecticut.....	24	24	26	1.4	1.4	1.6
Delaware.....	10	5	11	2.1	1.0	2.3
District of Columbia.....	7	6	6	1.0	0.8	0.8
Florida.....	181	93	128	1.9	0.9	1.3
Georgia.....	76	40	56	1.6	0.8	1.1
Hawaii.....	7	6	7	1.1	0.9	1.2
Idaho.....	10	14	12	1.2	1.7	1.5
Illinois.....	104	80	79	1.7	1.3	1.3
Indiana.....	47	60	47	1.5	1.8	1.5
Iowa.....	20	19	24	1.3	1.2	1.5
Kansas.....	19	15	22	1.3	1.0	1.6
Kentucky.....	31	19	26	1.6	0.9	1.3
Louisiana.....	39	24	29	2.0	1.2	1.5
Maine.....	11	10	9	1.7	1.6	1.5
Maryland.....	48	30	38	1.8	1.1	1.4
Massachusetts.....	45	41	37	1.2	1.1	1.0
Michigan.....	67	42	61	1.5	0.9	1.4
Minnesota.....	38	34	37	1.3	1.1	1.3
Mississippi.....	19	14	14	1.6	1.2	1.2
Missouri.....	34	34	35	1.1	1.1	1.2
Montana.....	8	9	8	1.5	1.8	1.5
Nebraska.....	24	14	21	2.3	1.3	2.0
Nevada.....	22	26	23	1.4	1.6	1.5
New Hampshire.....	15	9	10	2.2	1.3	1.5
New Jersey.....	128	56	69	3.0	1.3	1.6
New Mexico.....	10	11	15	1.1	1.2	1.7
New York.....	127	94	127	1.3	1.0	1.3
North Carolina.....	90	65	73	1.9	1.3	1.5
North Dakota.....	7	8	7	1.6	1.8	1.6
Ohio.....	81	75	63	1.5	1.3	1.1
Oklahoma.....	27	19	30	1.6	1.0	1.7
Oregon.....	23	21	28	1.2	1.0	1.4
Pennsylvania.....	85	55	67	1.4	0.9	1.1
Rhode Island.....	11	9	8	2.2	1.7	1.6
South Carolina.....	38	27	36	1.7	1.1	1.5
South Dakota.....	7	7	7	1.5	1.5	1.5
Tennessee.....	60	39	43	1.8	1.2	1.3
Texas.....	191	151	138	1.4	1.1	1.0
Utah.....	22	24	22	1.3	1.4	1.3
Vermont.....	5	5	4	1.6	1.5	1.4
Virginia.....	52	53	51	1.3	1.3	1.2
Washington.....	34	41	40	0.9	1.1	1.1
West Virginia.....	13	8	10	1.8	1.1	1.4
Wisconsin.....	43	42	41	1.5	1.4	1.4
Wyoming.....	5	4	4	1.9	1.5	1.4

p Preliminary



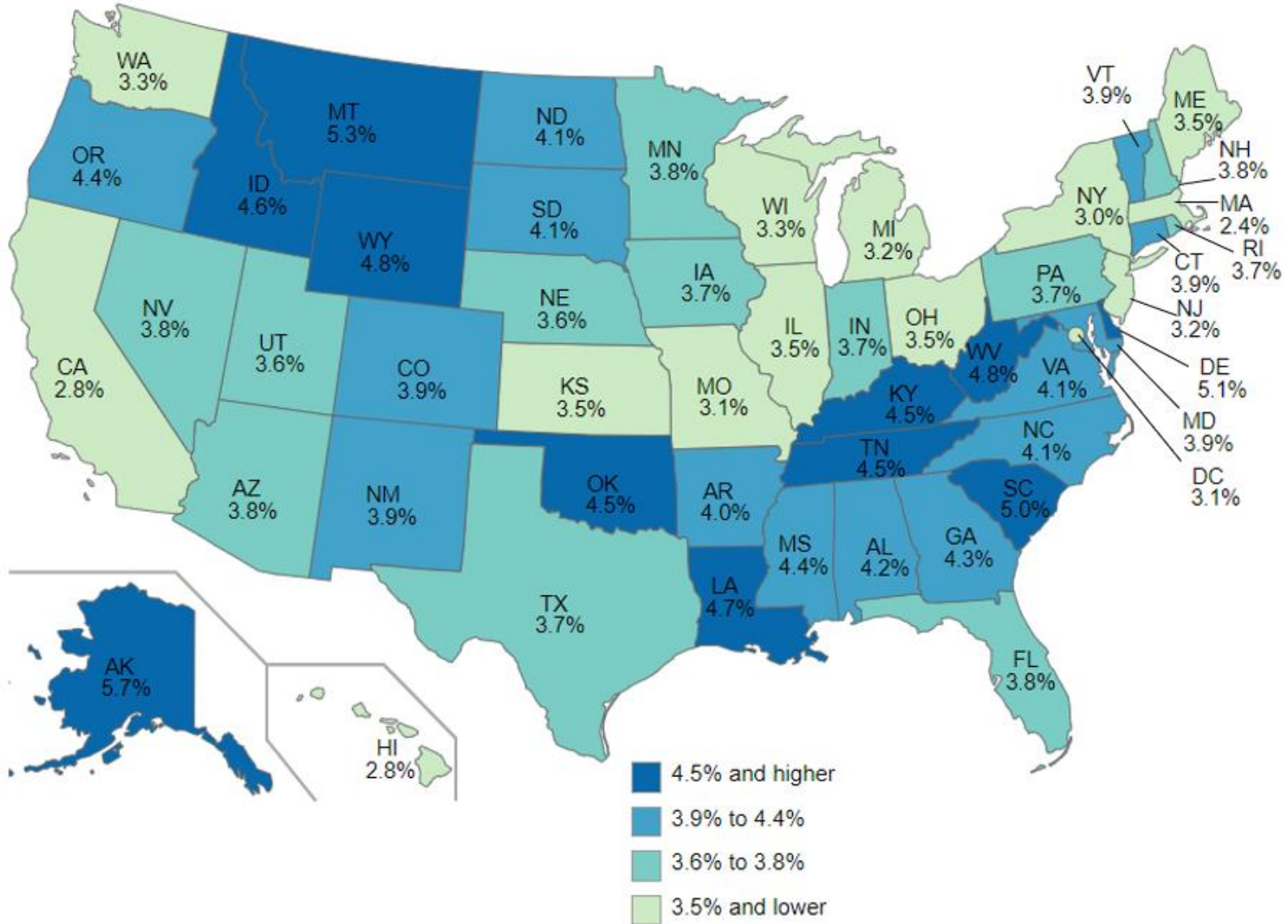
**Map 1. Job openings rates by state, seasonally adjusted, January 2024**

Total U.S. job openings rate = 5.3%



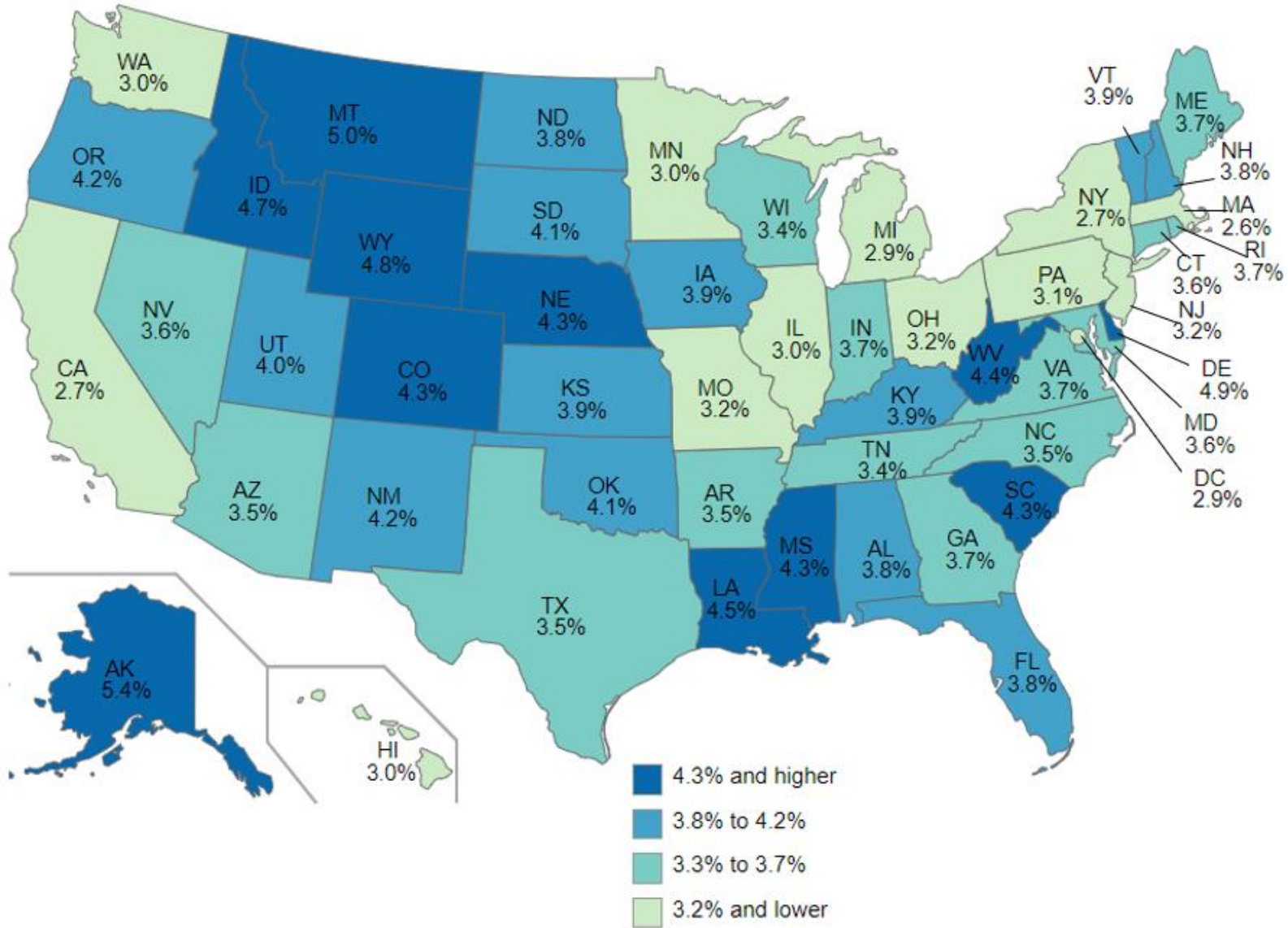
**Map 2. Hires rates by state, seasonally adjusted, January 2024**

Total U.S. hires rate = 3.6%



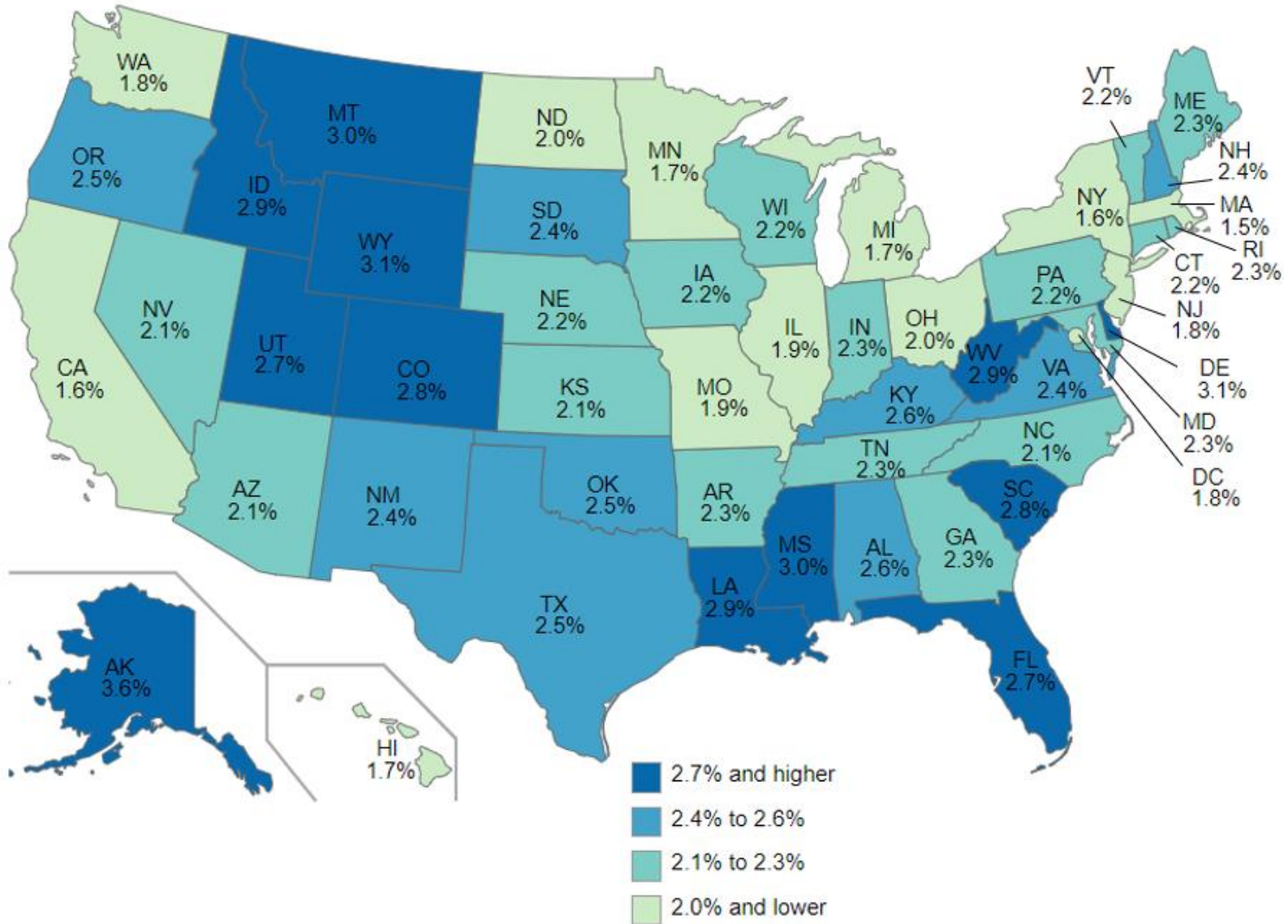
**Map 3. Total separations rates by state, seasonally adjusted, January 2024**

Total U.S. total separations rate = 3.4%



**Map 4. Quits rates by state, seasonally adjusted, January 2024**

Total U.S. quits rate = 2.1%



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

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

