

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Wednesday, October 18, 2023

USDL-23-2226

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STATE JOB OPENINGS AND LABOR TURNOVER – AUGUST 2023

Job openings rates increased in 13 states and decreased in 2 states on the last business day of August, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 4 states and decreased in 1 state. Total separations rates increased in 5 states and decreased in 4 states. Nationally, the job openings rate increased in August, while the hires and total separations rates were unchanged.

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 August, **job openings rates** increased in 13 states, decreased in 2 states, and were little changed in 35 states and the District of Columbia. The largest increases in job openings rates occurred in Alaska (+3.7 percentage points), Utah (+1.4 points), and Iowa (+1.0 point). The decreases occurred in New Hampshire (-0.9 point) and New Jersey (-0.7 point). Over the month, the national job openings rate increased (+0.4 point). (See table 1.)

The **number of job openings** increased in 23 states, decreased in 2 states, and was little changed in 25 states and the District of Columbia in August. The largest increases in the job openings level occurred in Illinois (+61,000) and New York (+46,000), as well as in Florida and Ohio (+42,000 each). The decreases occurred in New Jersey (-33,000) and New Hampshire (-7,000). Nationally, the number of job openings increased over the month (+690,000). (See table 1.)

Hires

In August, **hires rates** increased in 4 states, decreased in 1 state, and were little changed in 45 states and the District of Columbia. The increases in the hires rates occurred in Alaska (+0.9 percentage point) and Kentucky (+0.8 point), as well as in New Jersey and Texas (+0.6 point each). The decrease occurred in California (-0.6 point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 4 states, decreased in 1 state, and was little changed in 45 states and the District of Columbia in August. The largest increases in the hires level occurred in Texas (+86,000), New Jersey (+28,000), and Kentucky (+17,000). The decrease occurred in California (-109,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In August, **total separations rates** increased in 5 states, decreased in 4 states, and were little changed in 41 states and the District of Columbia. The largest increases in total separations rates occurred in Illinois (+1.1 percentage points) and in Alaska, Nebraska, and North Dakota (+0.9 point each). The decreases occurred in New Hampshire (-1.0 point) as well as in Connecticut, Massachusetts, and New Jersey (-0.7 point each). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 8 states, decreased in 4 states, and was little changed in 38 states and the District of Columbia in August. The largest increases occurred in Illinois (+67,000), Minnesota (+19,000), and Louisiana (+13,000). The largest decreases in the total separations level occurred in New Jersey (-32,000), Massachusetts (-25,000), and Connecticut (-13,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In August, **quits rates** increased in 6 states, decreased in 3 states, and were little changed in 41 states and the District of Columbia. The largest increases in quits rates occurred in North Dakota (+0.7 percentage point) as well as in Louisiana and Nebraska (+0.6 point each). The decreases occurred in Connecticut and Florida (-0.6 point each) and in New Jersey (-0.5 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** increased in 10 states, decreased in 4 states, and was little changed in 36 states and the District of Columbia in August. The largest increases in the quits level occurred in Texas (+37,000), Illinois (+28,000), and Colorado (+15,000). The largest decreases occurred in Florida (-57,000), New York (-20,000), and New Jersey (-19,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In August, **layoffs and discharges rates** decreased in 6 states, increased in 3 states, and were little changed in 41 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in Massachusetts (-0.7 percentage point) and in Mississippi and New Hampshire (-0.6 point each). The increases occurred in Minnesota (+0.9 point), Illinois (+0.6 point), and New York (+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 7 states, increased in 3 states, and was little changed in 40 states and the District of Columbia in August. The largest decreases in the layoffs and discharges levels occurred in Massachusetts (-24,000), New Jersey (-20,000), and Virginia (-16,000). The increases occurred in Illinois (+37,000), New York (+29,000), and Minnesota (+25,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

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

State Job Openings and Labor Turnover Survey estimates for September 2023 are scheduled to be released on Monday, November 20, 2023, at 10:00 a.m. (ET).

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p
TOTAL U.S.....	10,198	9,616	9,165	8,920	9,610	690	6.2	5.8	5.5	5.4	5.8	0.4
Alabama.....	139	137	138	129	138	9	6.2	6.0	6.0	5.6	6.0	0.4
Alaska.....	40	27	26	24	39	15	11.1	7.7	7.4	6.9	10.6	3.7
Arizona.....	241	200	184	199	201	2	7.2	6.0	5.5	5.9	6.0	0.1
Arkansas.....	96	99	91	84	91	7	6.7	6.8	6.3	5.8	6.2	0.4
California.....	1,161	912	926	975	1,011	36	6.1	4.8	4.9	5.1	5.3	0.2
Colorado.....	201	188	181	191	204	13	6.5	6.1	5.9	6.2	6.5	0.3
Connecticut.....	116	82	90	91	96	5	6.5	4.6	5.1	5.1	5.4	0.3
Delaware.....	34	35	33	33	33	0	6.7	6.7	6.4	6.4	6.4	0.0
District of Columbia.....	38	44	42	43	39	-4	4.7	5.4	5.1	5.3	4.8	-0.5
Florida.....	618	623	618	570	612	42	6.1	6.0	6.0	5.5	5.9	0.4
Georgia.....	382	371	340	323	350	27	7.3	7.0	6.5	6.2	6.6	0.4
Hawaii.....	39	33	31	33	36	3	5.9	5.0	4.7	4.9	5.4	0.5
Idaho.....	59	55	50	55	57	2	6.6	6.1	5.5	6.1	6.3	0.2
Illinois.....	412	422	363	349	410	61	6.4	6.4	5.6	5.4	6.3	0.9
Indiana.....	192	185	167	162	171	9	5.6	5.4	4.9	4.7	5.0	0.3
Iowa.....	105	102	85	75	92	17	6.3	6.0	5.1	4.5	5.5	1.0
Kansas.....	98	90	82	82	90	8	6.4	5.9	5.4	5.4	5.9	0.5
Kentucky.....	155	144	126	111	126	15	7.3	6.7	5.9	5.2	5.9	0.7
Louisiana.....	132	156	147	126	139	13	6.4	7.4	7.0	6.0	6.6	0.6
Maine.....	43	42	37	41	40	-1	6.3	6.1	5.4	6.0	5.8	-0.2
Maryland.....	181	204	197	165	183	18	6.2	6.9	6.7	5.7	6.2	0.5
Massachusetts.....	261	254	253	236	246	10	6.6	6.3	6.3	5.9	6.1	0.2
Michigan.....	261	247	239	216	239	23	5.6	5.3	5.1	4.6	5.1	0.5
Minnesota.....	205	208	199	192	214	22	6.5	6.5	6.3	6.0	6.7	0.7
Mississippi.....	82	87	85	80	83	3	6.6	6.9	6.8	6.4	6.6	0.2
Missouri.....	187	173	155	167	184	17	6.0	5.5	4.9	5.3	5.8	0.5
Montana.....	39	36	35	35	37	2	7.1	6.5	6.3	6.4	6.6	0.2
Nebraska.....	66	63	59	54	63	9	6.0	5.7	5.3	4.9	5.7	0.8
Nevada.....	99	104	92	92	104	12	6.2	6.3	5.6	5.6	6.2	0.6
New Hampshire.....	45	40	43	50	43	-7	6.1	5.4	5.8	6.7	5.8	-0.9
New Jersey.....	251	194	226	243	210	-33	5.5	4.3	5.0	5.3	4.6	-0.7
New Mexico.....	64	65	59	65	63	-2	7.0	7.0	6.3	7.0	6.8	-0.2
New York.....	513	434	446	441	487	46	5.1	4.3	4.4	4.3	4.8	0.5
North Carolina.....	341	407	330	316	343	27	6.6	7.7	6.3	6.0	6.5	0.5
North Dakota.....	28	30	28	26	28	2	6.1	6.5	6.0	5.6	6.0	0.4
Ohio.....	361	372	351	314	356	42	6.1	6.2	5.9	5.3	5.9	0.6
Oklahoma.....	124	128	120	104	116	12	6.8	6.9	6.5	5.7	6.3	0.6
Oregon.....	131	117	105	111	119	8	6.3	5.5	5.0	5.3	5.6	0.3
Pennsylvania.....	385	345	350	342	370	28	6.0	5.3	5.4	5.3	5.7	0.4
Rhode Island.....	36	27	29	29	31	2	6.7	5.2	5.5	5.6	5.9	0.3
South Carolina.....	163	177	168	168	175	7	6.7	7.2	6.8	6.8	7.1	0.3
South Dakota.....	30	31	28	25	30	5	6.2	6.3	5.7	5.2	6.1	0.9
Tennessee.....	231	237	225	189	225	36	6.6	6.7	6.3	5.4	6.3	0.9
Texas.....	890	824	782	774	809	35	6.2	5.6	5.3	5.3	5.5	0.2
Utah.....	114	105	95	105	133	28	6.3	5.7	5.2	5.7	7.1	1.4
Vermont.....	20	18	19	18	18	0	6.2	5.5	5.9	5.6	5.6	0.0
Virginia.....	309	305	290	243	274	31	7.0	6.9	6.5	5.5	6.2	0.7
Washington.....	207	180	168	189	195	6	5.5	4.7	4.4	4.9	5.1	0.2
West Virginia.....	55	56	53	52	54	2	7.3	7.4	7.0	6.9	7.1	0.2
Wisconsin.....	199	183	162	165	187	22	6.3	5.7	5.1	5.2	5.8	0.6
Wyoming.....	22	19	18	19	19	0	7.2	6.1	5.8	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					
	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p
TOTAL U.S.....	6,478	6,231	5,940	5,822	5,857	35	4.2	4.0	3.8	3.7	3.7	0.0
Alabama.....	96	107	96	97	96	-1	4.5	5.0	4.5	4.5	4.5	0.0
Alaska.....	24	21	20	16	19	3	7.5	6.5	6.2	4.9	5.8	0.9
Arizona.....	154	147	135	127	130	3	5.0	4.7	4.3	4.0	4.1	0.1
Arkansas.....	63	66	63	59	59	0	4.7	4.8	4.6	4.3	4.3	0.0
California.....	683	532	617	620	511	-109	3.8	2.9	3.4	3.4	2.8	-0.6
Colorado.....	125	119	112	87	101	14	4.4	4.1	3.9	3.0	3.5	0.5
Connecticut.....	58	58	52	61	63	2	3.5	3.4	3.1	3.6	3.7	0.1
Delaware.....	25	24	24	26	24	-2	5.3	4.9	4.9	5.4	5.0	-0.4
District of Columbia.....	24	28	25	26	24	-2	3.1	3.6	3.2	3.4	3.1	-0.3
Florida.....	399	402	377	388	381	-7	4.2	4.1	3.9	4.0	3.9	-0.1
Georgia.....	272	221	218	236	231	-5	5.6	4.5	4.4	4.8	4.7	-0.1
Hawaii.....	25	21	21	21	22	1	4.0	3.3	3.3	3.3	3.5	0.2
Idaho.....	46	42	37	38	34	-4	5.5	4.9	4.3	4.5	4.0	-0.5
Illinois.....	266	267	239	210	239	29	4.4	4.4	3.9	3.4	3.9	0.5
Indiana.....	145	153	123	138	119	-19	4.5	4.7	3.8	4.2	3.6	-0.6
Iowa.....	62	63	55	53	54	1	3.9	3.9	3.5	3.3	3.4	0.1
Kansas.....	56	59	52	56	55	-1	3.9	4.1	3.6	3.9	3.8	-0.1
Kentucky.....	106	92	85	82	99	17	5.4	4.6	4.2	4.1	4.9	0.8
Louisiana.....	103	105	115	111	102	-9	5.3	5.4	5.9	5.7	5.2	-0.5
Maine.....	26	25	24	23	26	3	4.1	3.9	3.7	3.6	4.0	0.4
Maryland.....	108	113	104	109	109	0	4.0	4.1	3.8	4.0	4.0	0.0
Massachusetts.....	114	113	121	120	124	4	3.1	3.0	3.2	3.2	3.3	0.1
Michigan.....	173	167	155	166	152	-14	3.9	3.8	3.5	3.7	3.4	-0.3
Minnesota.....	111	121	102	105	100	-5	3.8	4.1	3.4	3.5	3.3	-0.2
Mississippi.....	58	56	57	57	50	-7	5.0	4.8	4.9	4.9	4.3	-0.6
Missouri.....	130	116	102	99	106	7	4.4	3.9	3.4	3.3	3.5	0.2
Montana.....	31	28	28	25	24	-1	6.0	5.4	5.4	4.8	4.6	-0.2
Nebraska.....	39	42	40	38	39	1	3.8	4.0	3.8	3.6	3.7	0.1
Nevada.....	76	64	65	64	59	-5	5.1	4.1	4.2	4.1	3.8	-0.3
New Hampshire.....	27	28	25	29	30	1	3.9	4.0	3.6	4.2	4.3	0.1
New Jersey.....	139	161	168	146	174	28	3.3	3.7	3.9	3.4	4.0	0.6
New Mexico.....	42	37	34	39	33	-6	4.9	4.3	3.9	4.5	3.8	-0.7
New York.....	295	277	282	287	298	11	3.1	2.9	2.9	3.0	3.1	0.1
North Carolina.....	227	222	204	183	206	23	4.7	4.5	4.2	3.7	4.2	0.5
North Dakota.....	20	21	19	17	17	0	4.7	4.8	4.3	3.9	3.9	0.0
Ohio.....	232	214	200	189	196	7	4.2	3.8	3.6	3.4	3.5	0.1
Oklahoma.....	87	80	78	85	80	-5	5.1	4.6	4.5	4.9	4.6	-0.3
Oregon.....	114	88	77	70	72	2	5.8	4.4	3.9	3.5	3.6	0.1
Pennsylvania.....	221	205	181	177	187	10	3.7	3.3	3.0	2.9	3.0	0.1
Rhode Island.....	22	21	19	19	21	2	4.4	4.2	3.8	3.9	4.3	0.4
South Carolina.....	104	114	112	100	106	6	4.6	5.0	4.9	4.3	4.6	0.3
South Dakota.....	21	20	20	18	18	0	4.6	4.3	4.3	3.9	3.9	0.0
Tennessee.....	164	172	154	158	152	-6	5.0	5.2	4.6	4.8	4.6	-0.2
Texas.....	628	619	572	526	612	86	4.6	4.4	4.1	3.8	4.4	0.6
Utah.....	79	73	68	64	56	-8	4.7	4.2	3.9	3.7	3.2	-0.5
Vermont.....	13	13	12	11	13	2	4.3	4.2	3.9	3.6	4.2	0.6
Virginia.....	160	174	177	179	163	-16	3.9	4.2	4.3	4.3	3.9	-0.4
Washington.....	125	149	119	123	112	-11	3.5	4.1	3.3	3.4	3.1	-0.3
West Virginia.....	33	34	33	36	33	-3	4.8	4.9	4.7	5.1	4.7	-0.4
Wisconsin.....	115	124	108	100	111	11	3.9	4.1	3.6	3.3	3.7	0.4
Wyoming.....	15	13	13	13	12	-1	5.3	4.5	4.4	4.5	4.1	-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					
	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p
TOTAL U.S.....	6,244	5,925	5,691	5,638	5,676	38	4.1	3.8	3.6	3.6	3.6	0.0
Alabama.....	108	104	87	101	97	-4	5.1	4.8	4.0	4.7	4.5	-0.2
Alaska.....	30	17	16	20	23	3	9.4	5.2	4.9	6.1	7.0	0.9
Arizona.....	144	119	160	131	121	-10	4.6	3.8	5.1	4.1	3.8	-0.3
Arkansas.....	60	66	54	56	56	0	4.5	4.8	4.0	4.1	4.1	0.0
California.....	652	522	518	496	468	-28	3.7	2.9	2.9	2.7	2.6	-0.1
Colorado.....	114	106	110	106	115	9	4.0	3.6	3.8	3.6	3.9	0.3
Connecticut.....	56	64	56	60	47	-13	3.3	3.8	3.3	3.5	2.8	-0.7
Delaware.....	22	30	23	23	22	-1	4.6	6.2	4.7	4.8	4.6	-0.2
District of Columbia.....	25	28	25	25	24	-1	3.3	3.6	3.2	3.2	3.1	-0.1
Florida.....	433	408	412	363	328	-35	4.6	4.2	4.2	3.7	3.4	-0.3
Georgia.....	279	247	191	203	210	7	5.8	5.0	3.9	4.1	4.3	0.2
Hawaii.....	24	20	19	21	21	0	3.8	3.2	3.0	3.3	3.3	0.0
Idaho.....	44	36	35	39	40	1	5.3	4.2	4.1	4.6	4.7	0.1
Illinois.....	202	210	216	186	253	67	3.3	3.4	3.5	3.0	4.1	1.1
Indiana.....	140	132	131	132	132	0	4.4	4.0	4.0	4.0	4.0	0.0
Iowa.....	64	57	59	60	69	9	4.1	3.6	3.7	3.8	4.3	0.5
Kansas.....	53	54	65	49	58	9	3.7	3.7	4.5	3.4	4.0	0.6
Kentucky.....	94	99	84	85	84	-1	4.8	4.9	4.2	4.2	4.2	0.0
Louisiana.....	91	107	92	86	99	13	4.7	5.5	4.7	4.4	5.0	0.6
Maine.....	25	29	22	22	19	-3	3.9	4.5	3.4	3.4	2.9	-0.5
Maryland.....	114	117	95	103	110	7	4.2	4.3	3.5	3.8	4.0	0.2
Massachusetts.....	119	104	103	97	72	-25	3.2	2.8	2.7	2.6	1.9	-0.7
Michigan.....	134	164	154	152	158	6	3.1	3.7	3.5	3.4	3.6	0.2
Minnesota.....	108	101	111	110	129	19	3.7	3.4	3.7	3.7	4.3	0.6
Mississippi.....	65	63	51	60	53	-7	5.6	5.4	4.3	5.1	4.5	-0.6
Missouri.....	115	107	98	102	117	15	3.9	3.6	3.3	3.4	3.9	0.5
Montana.....	31	27	27	29	27	-2	6.0	5.2	5.2	5.6	5.2	-0.4
Nebraska.....	37	38	37	38	47	9	3.6	3.6	3.5	3.6	4.5	0.9
Nevada.....	67	65	65	64	62	-2	4.5	4.2	4.2	4.1	4.0	-0.1
New Hampshire.....	33	30	31	30	23	-7	4.8	4.3	4.4	4.3	3.3	-1.0
New Jersey.....	154	125	128	153	121	-32	3.6	2.9	3.0	3.5	2.8	-0.7
New Mexico.....	36	33	36	37	33	-4	4.2	3.8	4.1	4.3	3.8	-0.5
New York.....	278	283	256	250	267	17	2.9	2.9	2.6	2.6	2.7	0.1
North Carolina.....	206	217	198	202	218	16	4.3	4.4	4.0	4.1	4.4	0.3
North Dakota.....	18	16	20	18	22	4	4.2	3.7	4.6	4.1	5.0	0.9
Ohio.....	229	211	200	213	213	0	4.1	3.8	3.6	3.8	3.8	0.0
Oklahoma.....	80	75	76	74	71	-3	4.7	4.3	4.4	4.3	4.1	-0.2
Oregon.....	94	79	73	76	77	1	4.8	4.0	3.7	3.8	3.8	0.0
Pennsylvania.....	217	193	203	182	170	-12	3.6	3.2	3.3	3.0	2.8	-0.2
Rhode Island.....	21	21	17	20	17	-3	4.2	4.2	3.4	4.1	3.4	-0.7
South Carolina.....	107	104	96	100	106	6	4.7	4.5	4.2	4.3	4.6	0.3
South Dakota.....	16	18	19	20	21	1	3.5	3.9	4.1	4.3	4.5	0.2
Tennessee.....	163	166	133	143	141	-2	5.0	5.0	4.0	4.3	4.2	-0.1
Texas.....	608	554	571	541	561	20	4.5	4.0	4.1	3.9	4.0	0.1
Utah.....	79	79	70	75	77	2	4.7	4.6	4.1	4.3	4.5	0.2
Vermont.....	13	14	12	13	11	-2	4.3	4.6	3.9	4.2	3.6	-0.6
Virginia.....	153	184	164	175	164	-11	3.7	4.4	4.0	4.2	3.9	-0.3
Washington.....	118	120	114	136	130	-6	3.3	3.3	3.1	3.7	3.6	-0.1
West Virginia.....	34	35	37	35	35	0	4.9	5.0	5.3	5.0	5.0	0.0
Wisconsin.....	113	110	103	111	120	9	3.8	3.7	3.4	3.7	4.0	0.3
Wyoming.....	20	15	15	15	16	1	7.0	5.2	5.1	5.1	5.5	0.4

p Preliminary

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

State	Levels (in thousands)						Rates					
	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p
TOTAL U.S.....	4,242	4,067	3,802	3,619	3,638	19	2.8	2.6	2.4	2.3	2.3	0.0
Alabama.....	78	81	62	63	68	5	3.7	3.8	2.9	2.9	3.2	0.3
Alaska.....	18	11	11	11	13	2	5.6	3.4	3.4	3.4	4.0	0.6
Arizona.....	105	90	104	94	83	-11	3.4	2.9	3.3	3.0	2.6	-0.4
Arkansas.....	42	48	37	37	39	2	3.1	3.5	2.7	2.7	2.8	0.1
California.....	419	341	340	312	279	-33	2.4	1.9	1.9	1.7	1.5	-0.2
Colorado.....	70	72	75	67	82	15	2.4	2.5	2.6	2.3	2.8	0.5
Connecticut.....	37	42	33	33	23	-10	2.2	2.5	2.0	2.0	1.4	-0.6
Delaware.....	16	21	16	15	15	0	3.4	4.3	3.3	3.1	3.1	0.0
District of Columbia.....	17	20	18	16	16	0	2.2	2.6	2.3	2.1	2.1	0.0
Florida.....	287	293	297	273	216	-57	3.0	3.0	3.1	2.8	2.2	-0.6
Georgia.....	179	164	128	143	138	-5	3.7	3.3	2.6	2.9	2.8	-0.1
Hawaii.....	16	13	12	12	13	1	2.6	2.1	1.9	1.9	2.1	0.2
Idaho.....	29	25	24	25	26	1	3.5	2.9	2.8	2.9	3.0	0.1
Illinois.....	130	136	149	112	140	28	2.1	2.2	2.4	1.8	2.3	0.5
Indiana.....	89	90	89	84	91	7	2.8	2.8	2.7	2.6	2.8	0.2
Iowa.....	43	35	36	38	45	7	2.7	2.2	2.3	2.4	2.8	0.4
Kansas.....	35	37	44	31	38	7	2.5	2.6	3.0	2.1	2.6	0.5
Kentucky.....	67	73	56	59	60	1	3.4	3.6	2.8	2.9	3.0	0.1
Louisiana.....	63	73	62	58	71	13	3.3	3.7	3.2	3.0	3.6	0.6
Maine.....	16	20	13	11	10	-1	2.5	3.1	2.0	1.7	1.5	-0.2
Maryland.....	74	80	64	62	73	11	2.7	2.9	2.3	2.3	2.6	0.3
Massachusetts.....	85	63	58	48	44	-4	2.3	1.7	1.5	1.3	1.2	-0.1
Michigan.....	91	103	105	92	95	3	2.1	2.3	2.4	2.1	2.1	0.0
Minnesota.....	74	70	74	70	68	-2	2.5	2.3	2.5	2.3	2.3	0.0
Mississippi.....	45	42	36	37	37	0	3.9	3.6	3.1	3.2	3.2	0.0
Missouri.....	74	75	62	66	79	13	2.5	2.5	2.1	2.2	2.6	0.4
Montana.....	21	19	18	16	17	1	4.1	3.7	3.5	3.1	3.3	0.2
Nebraska.....	25	24	24	24	30	6	2.4	2.3	2.3	2.3	2.9	0.6
Nevada.....	45	45	45	41	41	0	3.0	2.9	2.9	2.6	2.6	0.0
New Hampshire.....	18	17	19	15	12	-3	2.6	2.4	2.7	2.1	1.7	-0.4
New Jersey.....	113	76	68	90	71	-19	2.6	1.8	1.6	2.1	1.6	-0.5
New Mexico.....	25	23	25	21	21	0	2.9	2.7	2.9	2.4	2.4	0.0
New York.....	174	187	141	138	118	-20	1.8	1.9	1.5	1.4	1.2	-0.2
North Carolina.....	143	155	143	135	144	9	3.0	3.2	2.9	2.7	2.9	0.2
North Dakota.....	11	12	13	11	14	3	2.6	2.8	3.0	2.5	3.2	0.7
Ohio.....	155	141	132	137	146	9	2.8	2.5	2.3	2.4	2.6	0.2
Oklahoma.....	58	53	55	50	46	-4	3.4	3.1	3.2	2.9	2.7	-0.2
Oregon.....	58	53	49	46	47	1	3.0	2.7	2.5	2.3	2.3	0.0
Pennsylvania.....	156	123	126	122	108	-14	2.6	2.0	2.1	2.0	1.8	-0.2
Rhode Island.....	13	13	10	9	9	0	2.6	2.6	2.0	1.8	1.8	0.0
South Carolina.....	72	76	69	69	76	7	3.2	3.3	3.0	3.0	3.3	0.3
South Dakota.....	11	12	13	12	13	1	2.4	2.6	2.8	2.6	2.8	0.2
Tennessee.....	114	122	94	95	100	5	3.5	3.7	2.8	2.9	3.0	0.1
Texas.....	468	415	411	373	410	37	3.4	3.0	2.9	2.7	2.9	0.2
Utah.....	57	54	46	49	50	1	3.4	3.1	2.7	2.8	2.9	0.1
Vermont.....	9	9	7	7	7	0	3.0	2.9	2.3	2.3	2.3	0.0
Virginia.....	105	134	111	109	113	4	2.6	3.2	2.7	2.6	2.7	0.1
Washington.....	79	81	73	81	77	-4	2.2	2.2	2.0	2.2	2.1	-0.1
West Virginia.....	24	24	24	23	24	1	3.5	3.4	3.4	3.3	3.4	0.1
Wisconsin.....	77	73	71	69	73	4	2.6	2.4	2.4	2.3	2.4	0.1
Wyoming.....	12	10	10	9	10	1	4.2	3.4	3.4	3.1	3.4	0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p	Aug. 2022	May 2023	June 2023	July 2023	Aug. 2023 ^p	Change from: July 2023 - Aug. 2023 ^p
TOTAL U.S.....	1,627	1,546	1,551	1,681	1,680	-1	1.1	1.0	1.0	1.1	1.1	0.0
Alabama.....	25	20	20	34	24	-10	1.2	0.9	0.9	1.6	1.1	-0.5
Alaska.....	10	4	5	7	8	1	3.1	1.2	1.5	2.1	2.4	0.3
Arizona.....	33	22	51	30	32	2	1.1	0.7	1.6	1.0	1.0	0.0
Arkansas.....	15	15	14	16	14	-2	1.1	1.1	1.0	1.2	1.0	-0.2
California.....	188	150	148	164	155	-9	1.1	0.8	0.8	0.9	0.9	0.0
Colorado.....	36	29	31	34	27	-7	1.3	1.0	1.1	1.2	0.9	-0.3
Connecticut.....	14	17	16	23	20	-3	0.8	1.0	0.9	1.4	1.2	-0.2
Delaware.....	6	7	6	7	6	-1	1.3	1.4	1.2	1.4	1.2	-0.2
District of Columbia.....	6	6	6	7	6	-1	0.8	0.8	0.8	0.9	0.8	-0.1
Florida.....	112	99	96	74	82	8	1.2	1.0	1.0	0.8	0.8	0.0
Georgia.....	91	73	50	51	61	10	1.9	1.5	1.0	1.0	1.2	0.2
Hawaii.....	7	6	6	6	6	0	1.1	1.0	1.0	0.9	0.9	0.0
Idaho.....	13	10	10	11	11	0	1.6	1.2	1.2	1.3	1.3	0.0
Illinois.....	57	64	55	63	100	37	0.9	1.0	0.9	1.0	1.6	0.6
Indiana.....	41	34	34	42	35	-7	1.3	1.0	1.0	1.3	1.1	-0.2
Iowa.....	17	18	19	18	20	2	1.1	1.1	1.2	1.1	1.3	0.2
Kansas.....	15	14	17	14	18	4	1.1	1.0	1.2	1.0	1.2	0.2
Kentucky.....	22	21	24	22	20	-2	1.1	1.0	1.2	1.1	1.0	-0.1
Louisiana.....	22	25	24	24	23	-1	1.1	1.3	1.2	1.2	1.2	0.0
Maine.....	7	7	7	9	7	-2	1.1	1.1	1.1	1.4	1.1	-0.3
Maryland.....	31	31	25	34	29	-5	1.1	1.1	0.9	1.2	1.1	-0.1
Massachusetts.....	26	31	35	44	20	-24	0.7	0.8	0.9	1.2	0.5	-0.7
Michigan.....	36	52	38	51	54	3	0.8	1.2	0.9	1.2	1.2	0.0
Minnesota.....	28	25	31	31	56	25	1.0	0.8	1.0	1.0	1.9	0.9
Mississippi.....	18	19	12	20	13	-7	1.5	1.6	1.0	1.7	1.1	-0.6
Missouri.....	34	24	28	28	31	3	1.2	0.8	0.9	0.9	1.0	0.1
Montana.....	9	7	8	9	8	-1	1.8	1.4	1.5	1.7	1.5	-0.2
Nebraska.....	9	12	10	11	14	3	0.9	1.2	1.0	1.1	1.3	0.2
Nevada.....	19	17	18	18	17	-1	1.3	1.1	1.2	1.2	1.1	-0.1
New Hampshire.....	9	11	9	13	9	-4	1.3	1.6	1.3	1.9	1.3	-0.6
New Jersey.....	32	37	47	55	35	-20	0.7	0.9	1.1	1.3	0.8	-0.5
New Mexico.....	9	8	10	12	9	-3	1.1	0.9	1.1	1.4	1.0	-0.4
New York.....	82	84	91	99	128	29	0.9	0.9	0.9	1.0	1.3	0.3
North Carolina.....	47	51	44	51	62	11	1.0	1.0	0.9	1.0	1.3	0.3
North Dakota.....	6	4	5	6	7	1	1.4	0.9	1.1	1.4	1.6	0.2
Ohio.....	61	57	56	65	60	-5	1.1	1.0	1.0	1.2	1.1	-0.1
Oklahoma.....	18	19	18	19	21	2	1.1	1.1	1.0	1.1	1.2	0.1
Oregon.....	27	21	22	23	24	1	1.4	1.1	1.1	1.1	1.2	0.1
Pennsylvania.....	51	58	55	52	49	-3	0.8	0.9	0.9	0.8	0.8	0.0
Rhode Island.....	6	7	6	9	7	-2	1.2	1.4	1.2	1.8	1.4	-0.4
South Carolina.....	25	22	22	27	26	-1	1.1	1.0	1.0	1.2	1.1	-0.1
South Dakota.....	4	5	5	6	7	1	0.9	1.1	1.1	1.3	1.5	0.2
Tennessee.....	42	38	32	43	33	-10	1.3	1.1	1.0	1.3	1.0	-0.3
Texas.....	125	119	141	119	131	12	0.9	0.9	1.0	0.9	0.9	0.0
Utah.....	19	21	22	22	21	-1	1.1	1.2	1.3	1.3	1.2	-0.1
Vermont.....	3	4	3	5	3	-2	1.0	1.3	1.0	1.6	1.0	-0.6
Virginia.....	39	43	46	57	41	-16	1.0	1.0	1.1	1.4	1.0	-0.4
Washington.....	31	31	35	46	39	-7	0.9	0.9	1.0	1.3	1.1	-0.2
West Virginia.....	8	9	10	10	9	-1	1.2	1.3	1.4	1.4	1.3	-0.1
Wisconsin.....	30	32	25	33	40	7	1.0	1.1	0.8	1.1	1.3	0.2
Wyoming.....	7	5	5	4	4	0	2.5	1.7	1.7	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		
	Aug. 2022	July 2023	Aug. 2023 ^p	Aug. 2022	July 2023	Aug. 2023 ^p
TOTAL U.S.....	10,370	9,660	9,577	6.3	5.8	5.8
Alabama.....	141	135	138	6.3	5.9	6.1
Alaska.....	39	28	37	10.4	7.6	9.7
Arizona.....	264	206	222	7.9	6.2	6.6
Arkansas.....	105	89	97	7.3	6.1	6.7
California.....	1,167	1,040	1,011	6.2	5.5	5.3
Colorado.....	205	197	203	6.6	6.3	6.5
Connecticut.....	114	98	94	6.4	5.5	5.3
Delaware.....	30	44	28	6.0	8.3	5.5
District of Columbia.....	35	51	34	4.4	6.1	4.2
Florida.....	623	608	596	6.2	5.9	5.8
Georgia.....	388	347	348	7.4	6.6	6.6
Hawaii.....	39	38	36	6.0	5.7	5.5
Idaho.....	56	59	53	6.3	6.4	5.8
Illinois.....	403	369	398	6.2	5.6	6.1
Indiana.....	198	175	172	5.8	5.1	5.0
Iowa.....	98	80	83	5.9	4.8	5.0
Kansas.....	99	97	90	6.6	6.3	5.9
Kentucky.....	166	120	132	7.8	5.7	6.1
Louisiana.....	144	140	144	7.0	6.7	6.9
Maine.....	42	46	38	6.0	6.4	5.5
Maryland.....	170	197	160	5.9	6.7	5.5
Massachusetts.....	257	247	237	6.5	6.1	5.8
Michigan.....	274	224	240	5.9	4.8	5.1
Minnesota.....	204	216	208	6.4	6.7	6.4
Mississippi.....	95	91	93	7.6	7.3	7.4
Missouri.....	187	181	183	6.0	5.7	5.8
Montana.....	39	38	36	7.0	6.7	6.3
Nebraska.....	65	59	62	6.0	5.3	5.6
Nevada.....	101	92	103	6.3	5.6	6.2
New Hampshire.....	46	55	42	6.2	7.3	5.6
New Jersey.....	249	254	199	5.5	5.5	4.4
New Mexico.....	76	75	72	8.2	8.0	7.7
New York.....	517	493	501	5.1	4.8	4.9
North Carolina.....	347	345	335	6.7	6.6	6.4
North Dakota.....	28	27	28	6.2	5.8	6.1
Ohio.....	363	330	351	6.1	5.5	5.8
Oklahoma.....	130	112	118	7.1	6.1	6.4
Oregon.....	134	121	120	6.4	5.7	5.7
Pennsylvania.....	372	339	354	5.9	5.2	5.4
Rhode Island.....	38	30	32	7.1	5.6	6.1
South Carolina.....	160	184	168	6.6	7.4	6.8
South Dakota.....	31	24	31	6.4	5.0	6.1
Tennessee.....	254	218	239	7.2	6.2	6.8
Texas.....	953	877	849	6.6	5.9	5.8
Utah.....	113	110	134	6.3	6.0	7.2
Vermont.....	19	21	16	5.9	6.4	5.1
Virginia.....	309	267	263	7.0	6.0	6.0
Washington.....	207	211	191	5.5	5.4	5.0
West Virginia.....	57	60	53	7.6	7.8	7.0
Wisconsin.....	196	174	184	6.1	5.4	5.7
Wyoming.....	22	20	19	6.9	6.4	6.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2022	July 2023	Aug. 2023 ^p	Aug. 2022	July 2023	Aug. 2023 ^p
TOTAL U.S.....	7,301	6,305	6,556	4.8	4.0	4.2
Alabama.....	105	100	105	5.0	4.7	4.9
Alaska.....	26	20	21	7.8	5.9	6.1
Arizona.....	189	139	162	6.1	4.5	5.2
Arkansas.....	85	61	80	6.4	4.5	5.9
California.....	801	671	588	4.5	3.7	3.3
Colorado.....	136	100	106	4.7	3.4	3.6
Connecticut.....	62	64	68	3.7	3.8	4.0
Delaware.....	23	36	22	4.8	7.3	4.5
District of Columbia.....	23	34	23	3.0	4.3	2.9
Florida.....	455	373	433	4.8	3.9	4.5
Georgia.....	311	267	266	6.4	5.5	5.4
Hawaii.....	27	26	24	4.4	4.1	3.9
Idaho.....	49	44	34	5.8	5.1	4.0
Illinois.....	291	218	265	4.8	3.5	4.3
Indiana.....	171	151	141	5.3	4.6	4.3
Iowa.....	64	54	54	4.1	3.4	3.4
Kansas.....	66	62	65	4.7	4.3	4.5
Kentucky.....	135	83	127	6.9	4.2	6.3
Louisiana.....	118	122	117	6.1	6.2	6.0
Maine.....	24	28	24	3.6	4.3	3.6
Maryland.....	100	135	98	3.7	4.9	3.5
Massachusetts.....	111	141	122	3.0	3.7	3.2
Michigan.....	184	163	160	4.2	3.7	3.6
Minnesota.....	128	115	110	4.3	3.8	3.7
Mississippi.....	77	63	66	6.7	5.4	5.6
Missouri.....	150	101	122	5.1	3.4	4.1
Montana.....	33	28	25	6.4	5.3	4.7
Nebraska.....	45	38	43	4.4	3.6	4.1
Nevada.....	92	66	70	6.1	4.2	4.5
New Hampshire.....	28	36	33	4.1	5.1	4.7
New Jersey.....	135	163	168	3.2	3.7	3.9
New Mexico.....	58	47	45	6.8	5.4	5.1
New York.....	303	346	307	3.2	3.6	3.2
North Carolina.....	255	197	232	5.3	4.0	4.7
North Dakota.....	22	16	19	5.2	3.8	4.4
Ohio.....	260	193	221	4.7	3.4	3.9
Oklahoma.....	102	89	95	6.0	5.2	5.5
Oregon.....	122	82	76	6.2	4.1	3.8
Pennsylvania.....	238	178	202	4.0	2.9	3.3
Rhode Island.....	24	19	22	4.7	3.9	4.4
South Carolina.....	116	108	118	5.1	4.7	5.1
South Dakota.....	25	17	21	5.5	3.6	4.6
Tennessee.....	188	168	176	5.8	5.1	5.3
Texas.....	735	564	731	5.4	4.1	5.3
Utah.....	94	68	64	5.6	4.0	3.7
Vermont.....	12	13	12	3.9	4.3	4.1
Virginia.....	189	189	187	4.6	4.6	4.5
Washington.....	138	146	118	3.9	4.0	3.2
West Virginia.....	38	41	38	5.5	5.8	5.4
Wisconsin.....	121	108	117	4.0	3.6	3.9
Wyoming.....	16	15	13	5.5	4.9	4.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2022	July 2023	Aug. 2023 ^p	Aug. 2022	July 2023	Aug. 2023 ^p
TOTAL U.S.....	7,351	6,175	6,805	4.8	4.0	4.4
Alabama.....	126	109	116	6.0	5.1	5.4
Alaska.....	39	17	33	11.4	5.0	9.7
Arizona.....	154	158	127	5.0	5.1	4.0
Arkansas.....	68	71	64	5.1	5.3	4.7
California.....	769	537	551	4.3	3.0	3.1
Colorado.....	153	117	150	5.3	4.0	5.1
Connecticut.....	69	68	63	4.1	4.0	3.7
Delaware.....	27	23	25	5.7	4.7	5.2
District of Columbia.....	33	30	30	4.4	3.8	3.9
Florida.....	480	390	372	5.1	4.0	3.8
Georgia.....	309	226	238	6.4	4.6	4.8
Hawaii.....	31	24	29	5.1	3.8	4.6
Idaho.....	54	44	51	6.4	5.1	5.9
Illinois.....	235	188	287	3.9	3.1	4.7
Indiana.....	172	149	163	5.3	4.6	5.0
Iowa.....	80	62	91	5.1	3.9	5.7
Kansas.....	64	53	74	4.5	3.7	5.2
Kentucky.....	114	97	101	5.8	4.8	5.0
Louisiana.....	104	91	113	5.4	4.7	5.8
Maine.....	29	19	23	4.4	2.9	3.4
Maryland.....	141	109	137	5.2	3.9	5.0
Massachusetts.....	150	98	102	4.0	2.6	2.7
Michigan.....	157	172	183	3.6	3.9	4.1
Minnesota.....	118	112	145	4.0	3.7	4.8
Mississippi.....	78	68	66	6.7	5.8	5.7
Missouri.....	134	115	142	4.6	3.8	4.8
Montana.....	36	31	33	7.0	5.9	6.2
Nebraska.....	43	40	54	4.2	3.8	5.2
Nevada.....	78	74	71	5.2	4.8	4.5
New Hampshire.....	37	28	28	5.4	3.9	4.0
New Jersey.....	189	186	143	4.4	4.3	3.3
New Mexico.....	46	43	43	5.4	5.0	5.0
New York.....	351	286	359	3.7	2.9	3.7
North Carolina.....	245	227	264	5.1	4.6	5.3
North Dakota.....	22	18	27	5.1	4.2	6.1
Ohio.....	262	235	257	4.7	4.2	4.5
Oklahoma.....	98	83	85	5.8	4.8	5.0
Oregon.....	114	89	97	5.8	4.5	4.9
Pennsylvania.....	248	200	209	4.1	3.3	3.4
Rhode Island.....	24	21	20	4.7	4.2	4.1
South Carolina.....	122	108	121	5.4	4.7	5.3
South Dakota.....	20	18	27	4.4	4.0	5.8
Tennessee.....	181	159	158	5.6	4.8	4.8
Texas.....	719	583	670	5.3	4.2	4.8
Utah.....	94	79	94	5.6	4.6	5.4
Vermont.....	15	12	13	4.8	3.9	4.3
Virginia.....	183	181	193	4.5	4.4	4.7
Washington.....	144	152	154	4.0	4.1	4.2
West Virginia.....	41	44	42	5.9	6.2	5.9
Wisconsin.....	130	114	147	4.3	3.8	4.8
Wyoming.....	23	16	20	8.0	5.2	6.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2022	July 2023	Aug. 2023 ^p	Aug. 2022	July 2023	Aug. 2023 ^p
TOTAL U.S.....	5,180	4,116	4,547	3.4	2.6	2.9
Alabama.....	94	69	83	4.5	3.2	3.9
Alaska.....	23	9	19	6.9	2.6	5.6
Arizona.....	115	113	88	3.7	3.7	2.8
Arkansas.....	50	46	47	3.7	3.4	3.4
California.....	508	362	336	2.9	2.0	1.9
Colorado.....	95	75	108	3.3	2.5	3.7
Connecticut.....	46	41	33	2.8	2.4	2.0
Delaware.....	20	15	18	4.1	3.1	3.8
District of Columbia.....	24	18	22	3.1	2.3	2.8
Florida.....	318	296	247	3.4	3.1	2.5
Georgia.....	216	161	166	4.5	3.3	3.4
Hawaii.....	21	14	19	3.4	2.2	3.0
Idaho.....	39	28	35	4.6	3.3	4.1
Illinois.....	169	126	183	2.8	2.0	3.0
Indiana.....	109	99	113	3.4	3.0	3.5
Iowa.....	56	41	60	3.6	2.6	3.8
Kansas.....	43	37	49	3.0	2.6	3.4
Kentucky.....	85	68	77	4.3	3.4	3.8
Louisiana.....	75	63	85	3.9	3.2	4.3
Maine.....	20	11	14	3.1	1.7	2.1
Maryland.....	96	68	95	3.5	2.5	3.5
Massachusetts.....	105	53	64	2.8	1.4	1.7
Michigan.....	119	111	124	2.7	2.5	2.8
Minnesota.....	84	75	79	2.8	2.5	2.6
Mississippi.....	55	41	48	4.7	3.5	4.1
Missouri.....	87	79	97	3.0	2.6	3.2
Montana.....	25	17	21	4.9	3.3	4.0
Nebraska.....	30	27	37	3.0	2.6	3.5
Nevada.....	55	47	49	3.7	3.0	3.1
New Hampshire.....	21	16	16	3.1	2.3	2.2
New Jersey.....	139	117	86	3.3	2.7	2.0
New Mexico.....	32	24	28	3.7	2.7	3.3
New York.....	228	170	176	2.4	1.7	1.8
North Carolina.....	174	149	176	3.6	3.1	3.6
North Dakota.....	15	13	17	3.4	2.9	4.0
Ohio.....	180	157	181	3.2	2.8	3.2
Oklahoma.....	74	58	58	4.4	3.4	3.4
Oregon.....	76	54	62	3.9	2.7	3.1
Pennsylvania.....	187	143	142	3.1	2.3	2.3
Rhode Island.....	16	11	12	3.2	2.3	2.3
South Carolina.....	83	73	89	3.7	3.2	3.8
South Dakota.....	14	12	18	3.0	2.6	3.8
Tennessee.....	130	108	118	4.0	3.3	3.6
Texas.....	581	409	515	4.3	2.9	3.7
Utah.....	72	52	65	4.3	3.0	3.8
Vermont.....	10	8	8	3.4	2.5	2.6
Virginia.....	130	119	137	3.2	2.9	3.3
Washington.....	99	96	95	2.8	2.6	2.6
West Virginia.....	30	28	30	4.3	4.0	4.3
Wisconsin.....	91	79	92	3.0	2.6	3.0
Wyoming.....	15	9	14	5.1	3.2	4.7

p Preliminary

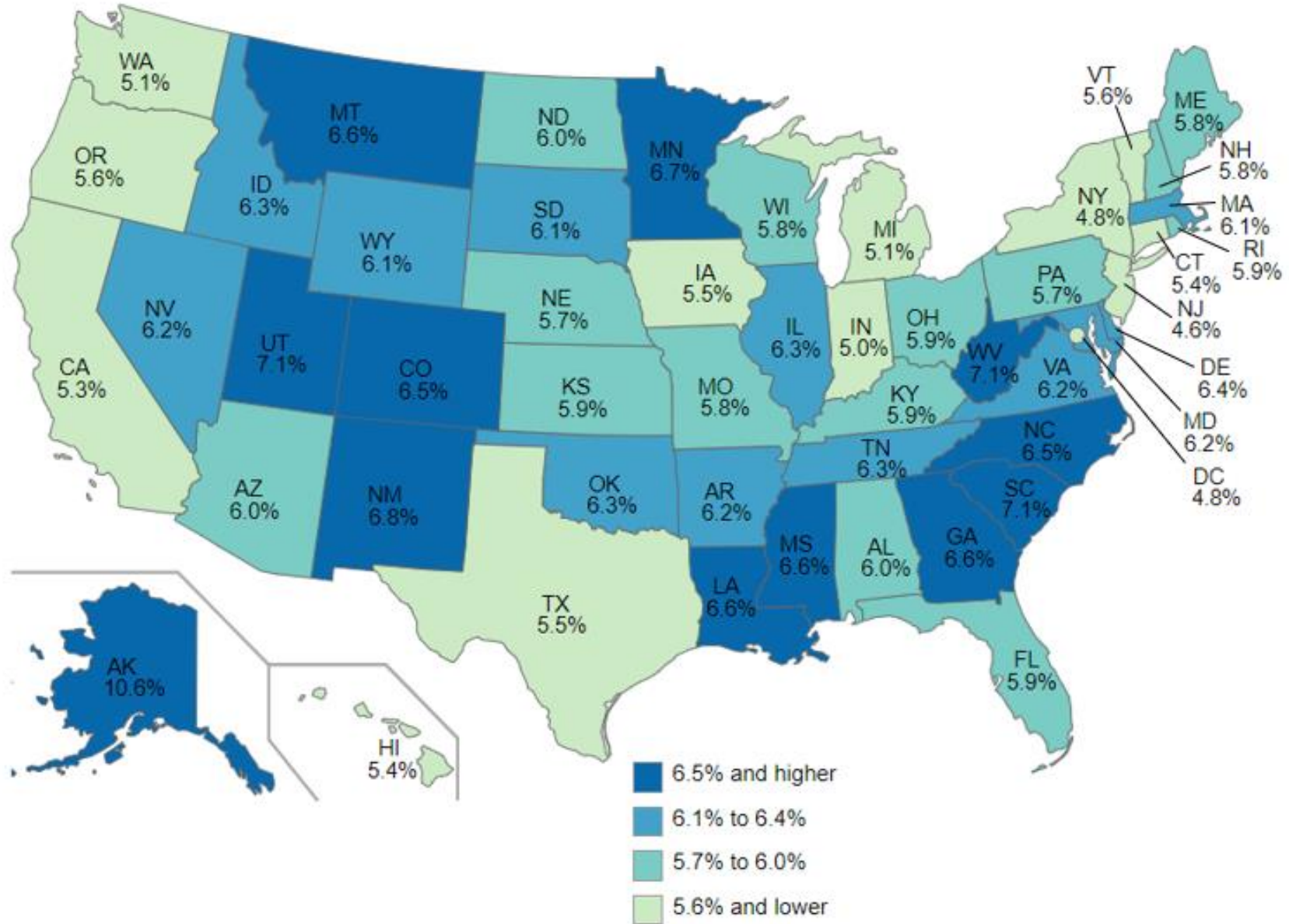
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Aug. 2022	July 2023	Aug. 2023 ^p	Aug. 2022	July 2023	Aug. 2023 ^p
TOTAL U.S.....	1,755	1,658	1,846	1.1	1.1	1.2
Alabama.....	26	35	27	1.2	1.6	1.3
Alaska.....	14	6	12	4.1	1.7	3.4
Arizona.....	34	33	33	1.1	1.1	1.0
Arkansas.....	15	21	14	1.1	1.5	1.1
California.....	214	148	182	1.2	0.8	1.0
Colorado.....	51	36	36	1.8	1.2	1.2
Connecticut.....	17	23	25	1.0	1.3	1.5
Delaware.....	6	7	6	1.3	1.4	1.2
District of Columbia.....	7	8	6	0.9	1.0	0.8
Florida.....	119	76	82	1.3	0.8	0.8
Georgia.....	83	56	60	1.7	1.2	1.2
Hawaii.....	8	6	8	1.4	1.0	1.3
Idaho.....	13	12	12	1.5	1.4	1.4
Illinois.....	50	50	91	0.8	0.8	1.5
Indiana.....	50	42	43	1.6	1.3	1.3
Iowa.....	20	16	26	1.3	1.0	1.7
Kansas.....	17	12	22	1.2	0.9	1.5
Kentucky.....	24	23	20	1.2	1.1	1.0
Louisiana.....	22	24	23	1.2	1.2	1.2
Maine.....	7	6	7	1.0	1.0	1.1
Maryland.....	33	33	30	1.2	1.2	1.1
Massachusetts.....	36	38	30	1.0	1.0	0.8
Michigan.....	30	49	49	0.7	1.1	1.1
Minnesota.....	27	26	60	0.9	0.9	2.0
Mississippi.....	20	23	15	1.7	2.0	1.3
Missouri.....	38	27	38	1.3	0.9	1.3
Montana.....	10	10	9	1.8	1.9	1.8
Nebraska.....	10	10	15	1.0	0.9	1.4
Nevada.....	20	21	18	1.3	1.4	1.2
New Hampshire.....	10	10	9	1.5	1.4	1.3
New Jersey.....	39	58	39	0.9	1.3	0.9
New Mexico.....	12	14	12	1.5	1.6	1.4
New York.....	101	101	157	1.1	1.0	1.6
North Carolina.....	51	59	72	1.1	1.2	1.5
North Dakota.....	6	4	8	1.3	0.9	1.8
Ohio.....	66	66	66	1.2	1.2	1.2
Oklahoma.....	19	20	23	1.1	1.1	1.3
Oregon.....	29	26	28	1.5	1.3	1.4
Pennsylvania.....	48	47	48	0.8	0.8	0.8
Rhode Island.....	6	8	7	1.2	1.6	1.4
South Carolina.....	26	30	27	1.1	1.3	1.2
South Dakota.....	5	5	8	1.1	1.0	1.7
Tennessee.....	44	44	33	1.4	1.3	1.0
Texas.....	120	123	130	0.9	0.9	0.9
Utah.....	19	21	22	1.1	1.2	1.3
Vermont.....	3	4	4	1.1	1.2	1.3
Virginia.....	43	54	45	1.1	1.3	1.1
Washington.....	36	45	45	1.0	1.2	1.2
West Virginia.....	9	13	9	1.3	1.8	1.3
Wisconsin.....	31	25	47	1.0	0.8	1.6
Wyoming.....	7	4	5	2.5	1.4	1.6

p Preliminary

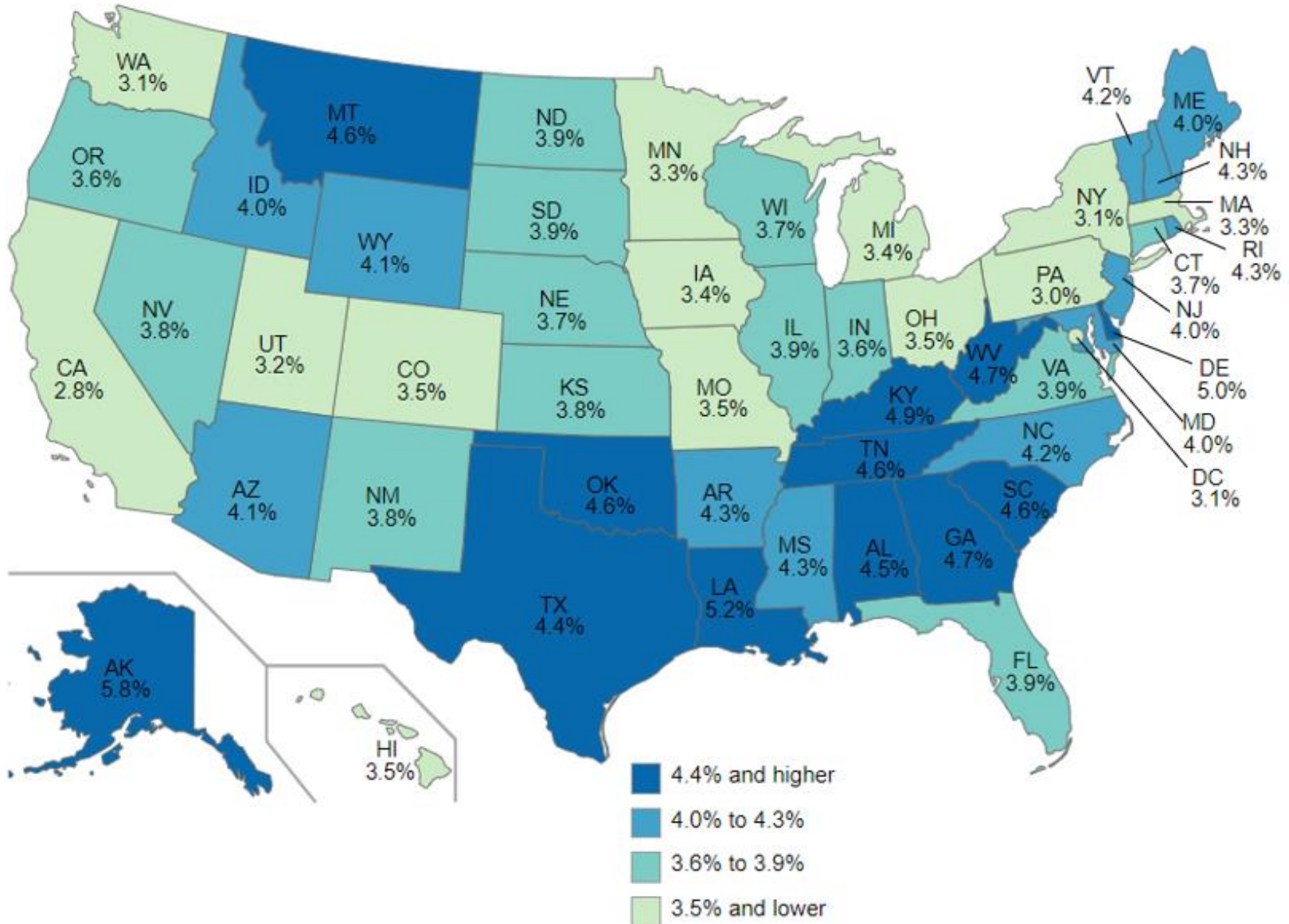
Map 1. Job openings rates by state, seasonally adjusted, August 2023

Total U.S. job openings rate = 5.8%



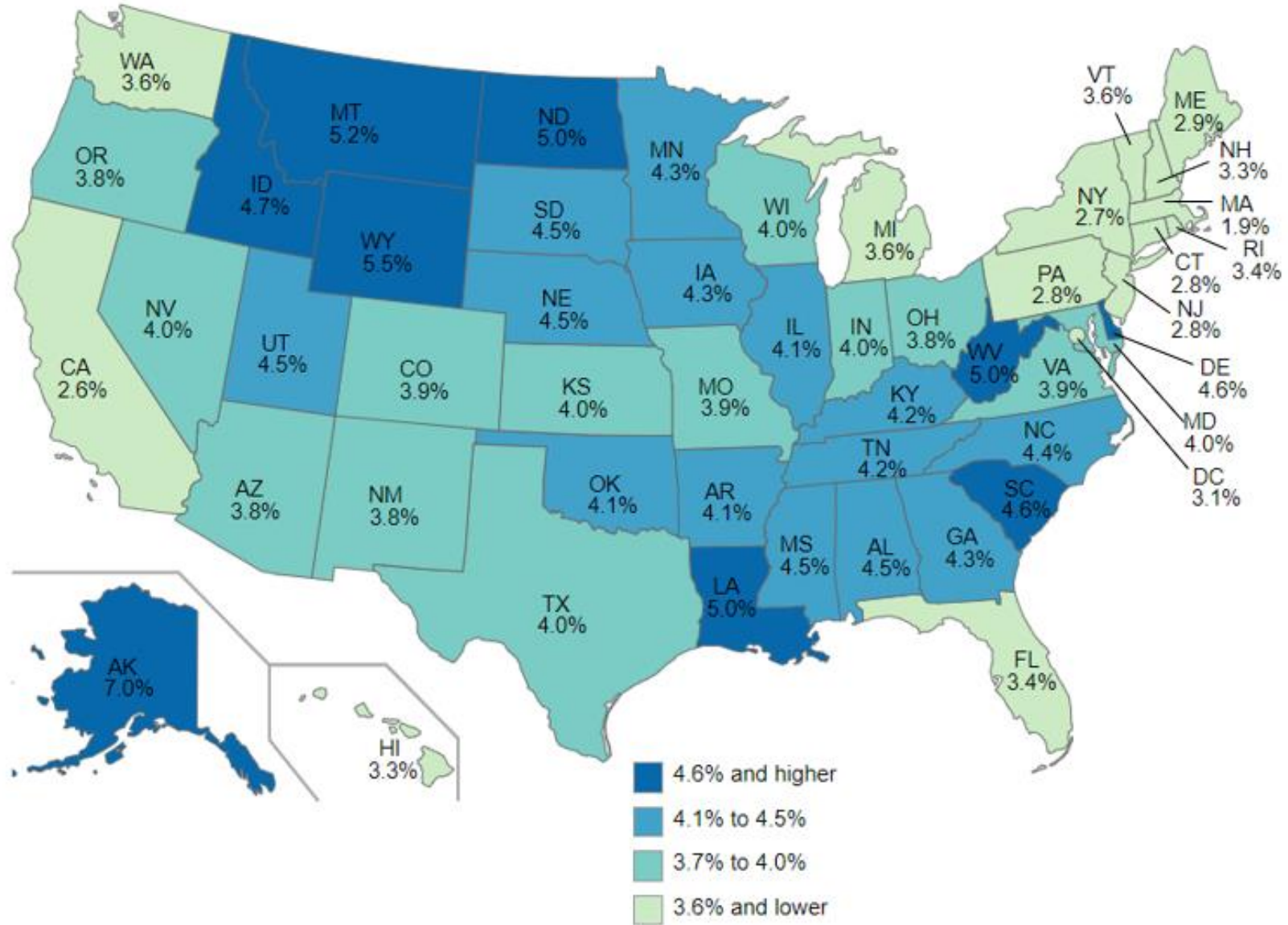
Map 2. Hires rates by state, seasonally adjusted, August 2023

Total U.S. hires rate = 3.7%



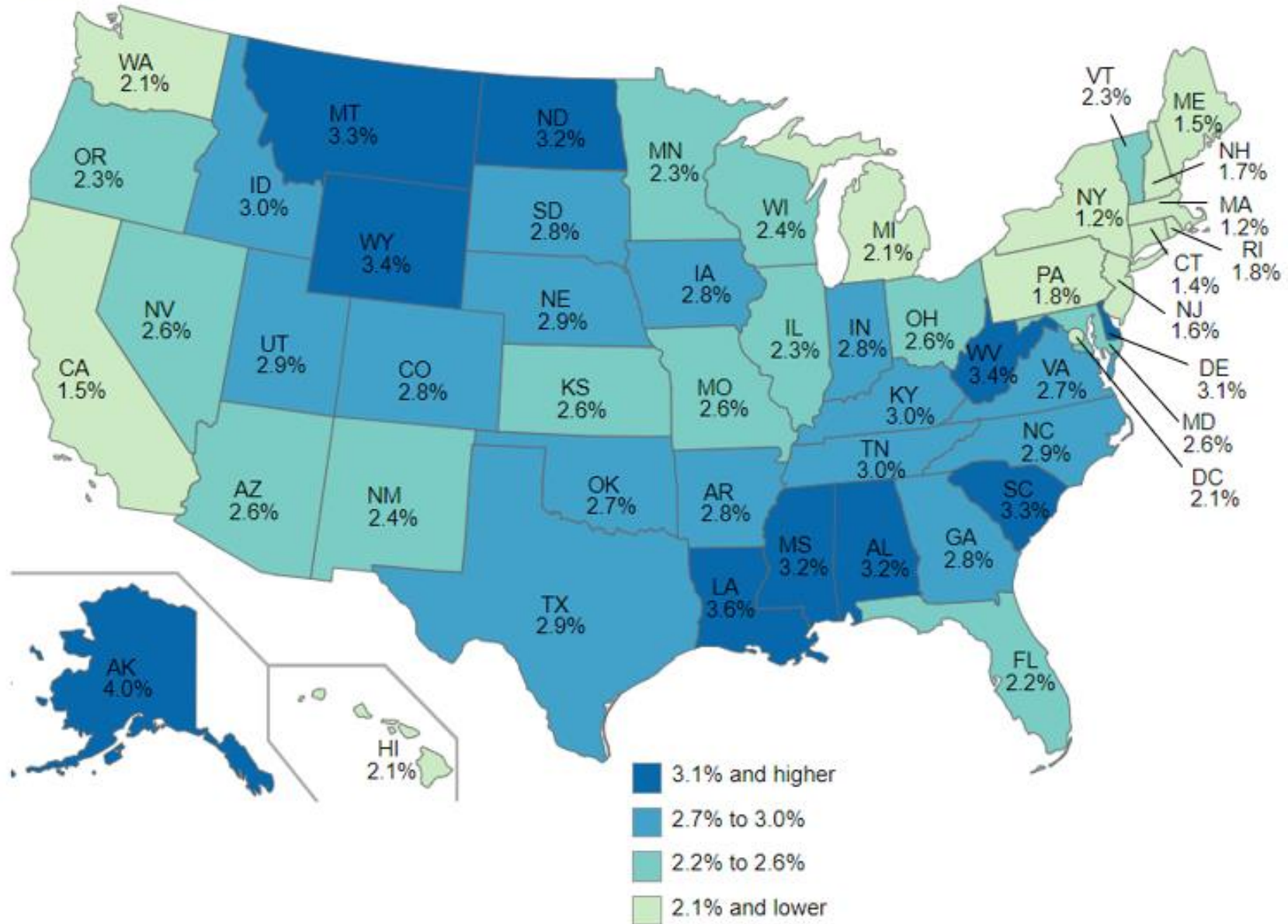
Map 3. Total separations rates by state, seasonally adjusted, August 2023

Total U.S total separations rate = 3.6%



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

Total U.S. quits rate = 2.3%



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

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

