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STATE JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2025

Job openings rates decreased in 7 states in November, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates decreased in 4 states and increased in 1 state. Total separations rates increased in 6 states and decreased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in November.

This release includes estimates of the number and rate of job openings, hires, total separations, quits, and layoffs and discharges for the total nonfarm sector and for all states and the District of Columbia. Job openings include all positions that are open on the last business day of the month. Hires and separations include all changes to the payroll during the entire month.

Job Openings

Job openings rates decreased in 7 states and were little changed in 43 states and the District of Columbia in November. The largest decreases in job openings rates occurred in Alaska (-3.9 percentage points), Wyoming (-2.7 points), and Montana (-2.0 points). Over the month, the national job openings rate was little changed. (See table 1.)

The **number of job openings** decreased in 10 states and was little changed in 40 states and the District of Columbia in November. The largest decreases in the job openings level occurred in Florida (-73,000), Illinois (-41,000), and Ohio (-34,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In November, **hires rates** decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia. The largest decreases occurred in Alaska (-3.8 percentage points), Wyoming (-1.4 points), and Nebraska (-0.8 point). The increase occurred in Rhode Island (+1.0 point). The national hires rate was little changed over the month. (See table 2.)

The **number of hires** decreased in 7 states, increased in 2 states, and was little changed in 41 states and the District of Columbia in November. The largest decreases in the hires level occurred in Michigan and Ohio (-27,000 each), as well as in Alaska (-13,000). The increases occurred in Pennsylvania (+27,000) and in Rhode Island (+5,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In November, **total separations rates** increased in 6 states, decreased in 2 states, and were little changed in 42 states and the District of Columbia. The largest increases in total separations rates occurred in Idaho (+1.5 percentage points), Alaska (+1.4 points), and Tennessee (+1.1 points). The decreases occurred in Michigan (-1.1 points) and in Indiana (-0.7 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 7 states, decreased in 3 states, and changed little in 40 states and the District of Columbia in November. The largest increases in the total separations level occurred in Georgia (+40,000), Tennessee (+39,000), and Virginia (+37,000). The decreases occurred in Michigan (-48,000), New York (-40,000), and Indiana (-21,000). Nationally, the number of total separations was unchanged over the month. (See table 3.)

Quits

In November, **quits 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 quits rates occurred in Alaska (+1.2 percentage points), Tennessee (+1.0 point), and Georgia (+0.8 point). The decrease occurred in New York (-0.3 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** increased in 9 states, decreased in 1 state, and was little changed in 40 states and the District of Columbia in November. The largest increases in the quits level occurred in Georgia (+40,000), Tennessee (+33,000), and North Carolina (+30,000). The decrease occurred in New York (-32,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In November, **layoffs and discharges rates** decreased in 7 states, increased in 1 state, and were little changed in 42 states and the District of Columbia. The largest decreases occurred in Michigan (-0.7 percentage point) as well as in Maine, New Hampshire, New Mexico, and Rhode Island (-0.6 point each). The increase occurred in Idaho (+1.3 points). Over the month, the national layoffs and discharges rate was little changed. (See table 5.)

The **number of layoffs and discharges** decreased in 8 states, increased in 1 state, and changed little in 41 states and the District of Columbia in November. The largest decreases in the layoffs and discharges level occurred in Michigan (-33,000), Pennsylvania (-21,000), and New Jersey (-18,000). The increase occurred in Idaho (+12,000). Nationally, the number of layoffs and discharges changed little over the month. (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#.

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State Job Openings and Labor Turnover Survey estimates for December 2025 are scheduled to be released on Thursday, February 19, 2026, at 10:00 a.m. (ET)

Upcoming Change to the JOLTS State News Release

The State Job Openings and Labor Turnover news release will move from a monthly news release to an annual news release. The last monthly news release will occur with the December 2025 data published in February 2026. The first annual news release will be in July 2026. Going forward, monthly estimates for the prior calendar year will be published each year along with the annual news release. The annual news release will incorporate benchmark revisions to JOLTS national estimates, updated Current Employment Statistics (CES) employment estimates, and updated Quarterly Census of Employment and Wages (QCEW) data.

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

respondents, an estimate is calculated that is a composition of a weighted estimate of the microdata-based estimate and a weighted estimate of the JOLTS regional estimate. The weight assigned to the JOLTS data in those cells is proportional to the number of JOLTS respondents in the cell (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					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025ᵖ	Change from: Oct. 2025 - Nov. 2025ᵖ	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025ᵖ	Change from: Oct. 2025 - Nov. 2025ᵖ
TOTAL U.S................................	8,031	7,227	7,658	7,449	7,146	-303	4.8	4.3	4.6	4.5	4.3	-0.2
Alabama....................................	131	105	110	111	106	-5	5.6	4.5	4.7	4.8	4.6	-0.2
Alaska......................................	22	18	21	33	18	-15	6.1	5.0	5.8	8.9	5.0	-3.9
Arizona.....................................	202	137	182	155	142	-13	5.9	4.0	5.3	4.5	4.2	-0.3
Arkansas...................................	86	68	70	71	72	1	5.9	4.7	4.8	4.9	4.9	0.0
California..................................	763	708	647	640	674	34	4.1	3.8	3.5	3.4	3.6	0.2
Colorado...................................	157	130	140	131	114	-17	5.0	4.2	4.5	4.2	3.7	-0.5
Connecticut..............................	78	67	77	74	74	0	4.4	3.7	4.3	4.1	4.1	0.0
Delaware...................................	27	24	26	25	24	-1	5.2	4.6	5.0	4.8	4.6	-0.2
District of Columbia....................	31	31	36	31	28	-3	3.9	3.9	4.5	4.0	3.6	-0.4
Florida......................................	509	463	480	504	431	-73	4.9	4.4	4.6	4.8	4.1	-0.7
Georgia....................................	287	286	335	323	296	-27	5.5	5.4	6.3	6.1	5.6	-0.5
Hawaii......................................	27	26	27	30	20	-10	4.0	3.8	4.0	4.4	3.0	-1.4
Idaho.......................................	43	41	45	50	38	-12	4.7	4.4	4.9	5.4	4.1	-1.3
Illinois......................................	277	318	319	285	244	-41	4.3	4.9	4.9	4.4	3.8	-0.6
Indiana.....................................	172	147	147	147	156	9	5.0	4.3	4.3	4.3	4.5	0.2
Iowa..	66	73	71	68	67	-1	4.0	4.4	4.3	4.1	4.0	-0.1
Kansas.....................................	72	67	69	69	70	1	4.7	4.4	4.5	4.5	4.6	0.1
Kentucky...................................	153	98	103	105	101	-4	7.0	4.5	4.8	4.9	4.7	-0.2
Louisiana..................................	124	98	105	122	111	-11	5.9	4.7	5.0	5.7	5.2	-0.5
Maine.......................................	32	32	33	34	34	0	4.6	4.6	4.8	5.0	4.9	-0.1
Maryland...................................	147	126	143	149	130	-19	4.9	4.2	4.8	5.0	4.4	-0.6
Massachusetts...........................	186	155	140	168	145	-23	4.8	4.0	3.6	4.3	3.8	-0.5
Michigan...................................	215	252	236	246	219	-27	4.6	5.3	4.9	5.1	4.6	-0.5
Minnesota.................................	164	160	177	144	158	14	5.1	5.0	5.5	4.5	4.9	0.4
Mississippi................................	81	60	65	68	71	3	6.3	4.7	5.1	5.3	5.6	0.3
Missouri....................................	178	147	153	147	146	-1	5.6	4.6	4.8	4.6	4.6	0.0
Montana...................................	32	28	29	38	26	-12	5.7	5.0	5.2	6.7	4.7	-2.0
Nebraska..................................	48	46	47	46	44	-2	4.3	4.1	4.2	4.2	4.0	-0.2
Nevada.....................................	74	64	73	62	59	-3	4.5	3.9	4.4	3.8	3.6	-0.2
New Hampshire..........................	36	33	37	38	35	-3	4.8	4.5	5.0	5.1	4.7	-0.4
New Jersey................................	195	198	183	194	216	22	4.3	4.3	4.0	4.2	4.7	0.5
New Mexico...............................	62	50	41	43	44	1	6.5	5.2	4.3	4.5	4.6	0.1
New York..................................	453	456	506	465	456	-9	4.4	4.4	4.8	4.5	4.4	-0.1
North Carolina...........................	325	271	254	252	268	16	6.1	5.0	4.7	4.7	5.0	0.3
North Dakota.............................	25	23	25	26	24	-2	5.3	4.9	5.3	5.5	5.1	-0.4
Ohio..	290	255	259	294	260ᵖ	-34	4.9	4.3	4.3	4.9	4.4	-0.5
Oklahoma.................................	113	100	105	105	111	6	5.9	5.3	5.5	5.5	5.8	0.3
Oregon.....................................	103	83	98	82	74	-8	4.9	4.0	4.7	3.9	3.6	-0.3
Pennsylvania.............................	272	225	272	257	231	-26	4.2	3.5	4.2	3.9	3.6	-0.3
Rhode Island.............................	30	24	26	25	30	5	5.5	4.5	4.8	4.6	5.5	0.9
South Carolina...........................	155	129	132	124	125	1	6.1	5.0	5.2	4.9	4.9	0.0
South Dakota.............................	23	21	23	24	23	-1	4.7	4.3	4.6	4.8	4.6	-0.2
Tennessee................................	194	144	168	170	162	-8	5.4	4.1	4.7	4.7	4.5	-0.2
Texas......................................	667	600	750	613	652	39	4.5	4.0	5.0	4.1	4.4	0.3
Utah..	84	74	84	74	70	-4	4.6	4.0	4.5	4.0	3.8	-0.2
Vermont...................................	16	15	15	16	17	1	4.9	4.6	4.5	4.8	5.1	0.3
Virginia.....................................	254	222	232	231	216	-15	5.6	4.9	5.1	5.1	4.8	-0.3
Washington...............................	147	133	152	136	122	-14	3.9	3.5	4.0	3.6	3.2	-0.4
West Virginia.............................	54	42	43	45	45	0	7.0	5.5	5.7	5.9	5.9	0.0
Wisconsin.................................	134	138	130	138	130	-8	4.2	4.3	4.1	4.3	4.1	-0.2
Wyoming..................................	17	14	15	23	14	-9	5.4	4.5	4.8	7.2	4.5	-2.7

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

State	Levels (in thousands)						Rates					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025ᵖ	Change from: Oct. 2025 - Nov. 2025ᵖ	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025ᵖ	Change from: Oct. 2025 - Nov. 2025ᵖ
TOTAL U.S................................	5,307	5,126	5,367	5,368	5,115	-253	3.3	3.2	3.4	3.4	3.2	-0.2
Alabama..................................	80	73	69	66	63	-3	3.6	3.3	3.1	3.0	2.8	-0.2
Alaska....................................	20	17	17	32	19	-13	5.9	5.0	5.0	9.4	5.6	-3.8
Arizona...................................	114	104	123	107	120	13	3.5	3.2	3.8	3.3	3.7	0.4
Arkansas.................................	54	46	47	44	44	0	3.9	3.3	3.4	3.2	3.2	0.0
California................................	530	567	572	514	531	17	2.9	3.1	3.2	2.9	2.9	0.0
Colorado.................................	103	105	108	111	103	-8	3.5	3.5	3.6	3.7	3.4	-0.3
Connecticut.............................	47	48	53	54	54	0	2.7	2.8	3.1	3.2	3.1	-0.1
Delaware.................................	16	18	18	18	15	-3	3.3	3.6	3.6	3.6	3.0	-0.6
District of Columbia....................	15	16	17	16	13	-3	1.9	2.1	2.2	2.2	1.8	-0.4
Florida...................................	352	340	350	317	301	-16	3.5	3.4	3.5	3.2	3.0	-0.2
Georgia..................................	178	161	158	161	139	-22	3.6	3.2	3.2	3.2	2.8	-0.4
Hawaii....................................	22	20	22	25	21	-4	3.4	3.1	3.4	3.8	3.2	-0.6
Idaho.....................................	35	35	37	43	36	-7	4.0	4.0	4.2	4.9	4.1	-0.8
Illinois...................................	205	199	227	248	219	-29	3.3	3.2	3.7	4.0	3.6	-0.4
Indiana...................................	135	122	135	128	132	4	4.1	3.7	4.1	3.9	4.0	0.1
Iowa......................................	53	51	62	61	51	-10	3.3	3.2	3.9	3.8	3.2	-0.6
Kansas...................................	51	45	52	55	49	-6	3.5	3.1	3.6	3.8	3.3	-0.5
Kentucky.................................	74	73	66	70	58	-12	3.6	3.5	3.2	3.4	2.8	-0.6
Louisiana................................	84	76	72	74	71	-3	4.2	3.8	3.6	3.7	3.5	-0.2
Maine....................................	24	24	26	27	27	0	3.6	3.7	4.0	4.1	4.1	0.0
Maryland.................................	76	85	83	87	71	-16	2.7	3.0	2.9	3.1	2.5	-0.6
Massachusetts..........................	115	98	94	107	108	1	3.1	2.6	2.5	2.9	2.9	0.0
Michigan.................................	158	166	181	198	171	-27	3.5	3.7	4.0	4.4	3.8	-0.6
Minnesota...............................	93	89	101	98	88	-10	3.1	2.9	3.3	3.2	2.9	-0.3
Mississippi..............................	48	40	42	44	41	-3	4.0	3.3	3.5	3.7	3.4	-0.3
Missouri..................................	111	95	109	103	100	-3	3.7	3.1	3.6	3.4	3.3	-0.1
Montana.................................	26	24	25	31	27	-4	4.9	4.5	4.7	5.9	5.1	-0.8
Nebraska................................	37	32	44	40	32	-8	3.5	3.0	4.1	3.8	3.0	-0.8
Nevada..................................	59	54	65	56	57	1	3.8	3.4	4.1	3.6	3.6	0.0
New Hampshire..........................	25	24	25	28	29	1	3.5	3.4	3.5	3.9	4.1	0.2
New Jersey..............................	129	148	116	130	140	10	2.9	3.4	2.6	3.0	3.2	0.2
New Mexico.............................	42	31	33	33	38	5	4.7	3.4	3.6	3.6	4.2	0.6
New York................................	302	291	329	376	355	-21	3.0	2.9	3.3	3.8	3.6	-0.2
North Carolina..........................	189	187	177	178	167	-11	3.8	3.7	3.5	3.5	3.3	-0.2
North Dakota............................	19	16	19	21	18	-3	4.2	3.6	4.2	4.7	4.0	-0.7
Ohio......................................	178	187	196	206	179ᵖ	-27	3.1	3.3	3.4	3.6	3.1	-0.5
Oklahoma................................	67	61	60	55	53	-2	3.7	3.4	3.3	3.0	2.9	-0.1
Oregon...................................	74	71	84	74	71	-3	3.7	3.5	4.2	3.7	3.5	-0.2
Pennsylvania............................	174	152	195	138	165	27	2.8	2.4	3.1	2.2	2.6	0.4
Rhode Island............................	23	21	19	19	24	5	4.5	4.1	3.7	3.7	4.7	1.0
South Carolina..........................	102	103	90	85	82	-3	4.3	4.2	3.7	3.5	3.4	-0.1
South Dakota............................	20	15	18	19	18	-1	4.3	3.2	3.8	4.0	3.8	-0.2
Tennessee...............................	131	131	122	117	111	-6	3.9	3.8	3.6	3.4	3.2	-0.2
Texas....................................	445	412	409	473	447	-26	3.1	2.9	2.9	3.3	3.1	-0.2
Utah......................................	65	59	73	65	62	-3	3.7	3.3	4.1	3.7	3.5	-0.2
Vermont..................................	12	11	11	12	12	0	3.8	3.5	3.5	3.8	3.8	0.0
Virginia...................................	129	144	143	137	142	5	3.0	3.4	3.3	3.2	3.3	0.1
Washington..............................	110	102	125	111	105	-6	3.0	2.8	3.4	3.0	2.9	-0.1
West Virginia............................	31	28	26	28	26	-2	4.3	3.9	3.6	3.9	3.6	-0.3
Wisconsin................................	109	95	107	110	99	-11	3.6	3.1	3.5	3.6	3.3	-0.3
Wyoming.................................	14	13	13	18	14	-4	4.7	4.4	4.4	6.1	4.7	-1.4

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

State	Levels (in thousands)						Rates					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025p	Change from: Oct. 2025 - Nov. 2025p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025p	Change from: Oct. 2025 - Nov. 2025p
TOTAL U.S.	5,087	5,111	5,264	5,069	5,080	11	3.2	3.2	3.3	3.2	3.2	0.0
Alabama	73	67	69	62	77	15	3.3	3.0	3.1	2.8	3.5	0.7
Alaska	14	15	18	10	15	5	4.1	4.4	5.3	3.0	4.4	1.4
Arizona	100	116	118	112	110	-2	3.1	3.6	3.6	3.4	3.4	0.0
Arkansas	42	42	44	47	45	-2	3.1	3.0	3.2	3.4	3.2	-0.2
California	624	524	580	517	495	-22	3.5	2.9	3.2	2.9	2.7	-0.2
Colorado	115	102	125	99	116	17	3.9	3.4	4.2	3.3	3.9	0.6
Connecticut	48	71	71	56	51	-5	2.8	4.1	4.1	3.3	3.0	-0.3
Delaware	17	16	17	15	17	2	3.5	3.2	3.4	3.0	3.4	0.4
District of Columbia	24	19	22	17	20	3	3.1	2.5	2.9	2.3	2.7	0.4
Florida	336	322	342	297	292	-5	3.4	3.2	3.4	3.0	2.9	-0.1
Georgia	175	151	153	140	180	40	3.5	3.0	3.1	2.8	3.6	0.8
Hawaii	23	19	21	26	24	-2	3.6	2.9	3.2	4.0	3.7	-0.3
Idaho	35	36	38	34	48	14	4.0	4.1	4.3	3.9	5.4	1.5
Illinois	178	214	193	177	181	4	2.9	3.5	3.1	2.9	2.9	0.0
Indiana	127	106	140	150	129	-21	3.9	3.2	4.2	4.6	3.9	-0.7
Iowa	51	50	62	44	53	9	3.2	3.1	3.9	2.8	3.3	0.5
Kansas	47	46	53	49	50	1	3.2	3.2	3.6	3.4	3.4	0.0
Kentucky	67	69	66	67	65	-2	3.3	3.3	3.2	3.3	3.2	-0.1
Louisiana	79	61	81	72	73	1	4.0	3.0	4.0	3.6	3.6	0.0
Maine	13	25	23	20	18	-2	2.0	3.8	3.5	3.1	2.8	-0.3
Maryland	88	84	94	69	91	22	3.1	3.0	3.3	2.4	3.2	0.8
Massachusetts	95	102	82	98	105	7	2.6	2.7	2.2	2.6	2.8	0.2
Michigan	184	164	160	194	146	-48	4.1	3.6	3.5	4.3	3.2	-1.1
Minnesota	70	96	81	91	81	-10	2.3	3.1	2.6	3.0	2.6	-0.4
Mississippi	44	38	42	45	44	-1	3.7	3.2	3.5	3.7	3.6	-0.1
Missouri	95	97	92	99	112	13	3.2	3.2	3.0	3.2	3.7	0.5
Montana	20	26	26	23	23	0	3.8	4.9	4.9	4.3	4.3	0.0
Nebraska	35	34	34	34	33	-1	3.3	3.2	3.2	3.2	3.1	-0.1
Nevada	53	66	67	68	63	-5	3.4	4.2	4.3	4.3	4.0	-0.3
New Hampshire	26	29	26	26	24	-2	3.7	4.1	3.7	3.7	3.4	-0.3
New Jersey	127	111	127	138	124	-14	2.9	2.5	2.9	3.1	2.8	-0.3
New Mexico	32	33	32	36	30	-6	3.6	3.6	3.5	4.0	3.3	-0.7
New York	264	349	333	367	327	-40	2.7	3.5	3.3	3.7	3.3	-0.4
North Carolina	177	206	181	154	176	22	3.5	4.0	3.5	3.0	3.4	0.4
North Dakota	16	18	18	18	17	-1	3.6	4.0	4.0	4.0	3.8	-0.2
Ohio	191	185	189	196	187	-9	3.4	3.2	3.3	3.4	3.3	-0.1
Oklahoma	59	55	60	59	58	-1	3.3	3.1	3.3	3.3	3.2	-0.1
Oregon	61	81	69	71	66	-5	3.0	4.0	3.4	3.5	3.3	-0.2
Pennsylvania	162	141	155	163	157	-6	2.6	2.3	2.5	2.6	2.5	-0.1
Rhode Island	15	22	21	21	20	-1	2.9	4.3	4.1	4.1	3.9	-0.2
South Carolina	94	82	73	93	91	-2	4.0	3.4	3.0	3.8	3.8	0.0
South Dakota	15	17	17	15	16	1	3.2	3.6	3.6	3.2	3.4	0.2
Tennessee	146	112	121	101	140	39	4.3	3.3	3.5	3.0	4.1	1.1
Texas	413	440	439	424	433	9	2.9	3.1	3.1	3.0	3.0	0.0
Utah	55	66	69	69	64	-5	3.1	3.7	3.9	3.9	3.6	-0.3
Vermont	8	13	11	13	10	-3	2.6	4.1	3.5	4.1	3.2	-0.9
Virginia	135	137	149	119	156	37	3.2	3.2	3.5	2.8	3.7	0.9
Washington	99	99	109	109	103	-6	2.7	2.7	3.0	3.0	2.8	-0.2
West Virginia	27	24	27	27	27	0	3.8	3.3	3.8	3.8	3.8	0.0
Wisconsin	81	98	105	104	89	-15	2.7	3.2	3.4	3.4	2.9	-0.5
Wyoming	8	15	15	10	9	-1	2.7	5.0	5.1	3.4	3.0	-0.4

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

State	Levels (in thousands)						Rates					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025p	Change from: Oct. 2025 - Nov. 2025p	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025p	Change from: Oct. 2025 - Nov. 2025p
TOTAL U.S...............................	3,032	3,091	3,128	2,973	3,161	188	1.9	1.9	2.0	1.9	2.0	0.1
Alabama.................................	49	44	48	36	48	12	2.2	2.0	2.2	1.6	2.2	0.6
Alaska...................................	9	9	11	5	9	4	2.7	2.7	3.2	1.5	2.7	1.2
Arizona..................................	65	66	69	65	69	4	2.0	2.0	2.1	2.0	2.1	0.1
Arkansas................................	28	25	29	29	29	0	2.0	1.8	2.1	2.1	2.1	0.0
California................................	334	373	272	255	259	4	1.9	2.1	1.5	1.4	1.4	0.0
Colorado................................	81	54	60	60	67	7	2.7	1.8	2.0	2.0	2.2	0.2
Connecticut............................	25	25	26	29	30	1	1.5	1.5	1.5	1.7	1.7	0.0
Delaware................................	11	11	11	9	11	2	2.2	2.2	2.2	1.8	2.2	0.4
District of Columbia...................	15	12	16	10	13	3	1.9	1.6	2.1	1.4	1.8	0.4
Florida....................................	241	221	213	212	199	-13	2.4	2.2	2.1	2.1	2.0	-0.1
Georgia..................................	109	98	101	83	123	40	2.2	2.0	2.0	1.7	2.5	0.8
Hawaii....................................	14	12	12	15	13	-2	2.2	1.8	1.8	2.3	2.0	-0.3
Idaho.....................................	22	20	21	19	20	1	2.5	2.3	2.4	2.2	2.3	0.1
Illinois....................................	101	131	110	99	115	16	1.6	2.1	1.8	1.6	1.9	0.3
Indiana...................................	79	60	88	96	84	-12	2.4	1.8	2.7	2.9	2.6	-0.3
Iowa......................................	31	30	32	30	35	5	1.9	1.9	2.0	1.9	2.2	0.3
Kansas..................................	27	23	30	31	34	3	1.9	1.6	2.1	2.1	2.3	0.2
Kentucky................................	41	37	42	40	43	3	2.0	1.8	2.0	1.9	2.1	0.2
Louisiana...............................	45	41	54	44	50	6	2.3	2.0	2.7	2.2	2.5	0.3
Maine....................................	6	12	12	9	10	1	0.9	1.8	1.8	1.4	1.5	0.1
Maryland................................	55	53	67	41	57	16	1.9	1.9	2.4	1.5	2.0	0.5
Massachusetts.........................	48	50	47	57	59	2	1.3	1.3	1.3	1.5	1.6	0.1
Michigan................................	87	96	101	125	113	-12	1.9	2.1	2.2	2.8	2.5	-0.3
Minnesota..............................	48	57	47	59	54	-5	1.6	1.9	1.5	1.9	1.8	-0.1
Mississippi..............................	29	25	30	26	30	4	2.4	2.1	2.5	2.2	2.5	0.3
Missouri.................................	59	59	61	66	80	14	2.0	2.0	2.0	2.2	2.6	0.4
Montana.................................	12	15	14	13	14	1	2.3	2.8	2.6	2.5	2.6	0.1
Nebraska................................	20	19	21	21	22	1	1.9	1.8	2.0	2.0	2.1	0.1
Nevada..................................	33	35	33	36	32	-4	2.1	2.2	2.1	2.3	2.0	-0.3
New Hampshire.........................	10	14	13	13	13	0	1.4	2.0	1.8	1.8	1.8	0.0
New Jersey..............................	59	59	61	62	64	2	1.3	1.3	1.4	1.4	1.5	0.1
New Mexico.............................	19	19	18	19	17	-2	2.1	2.1	2.0	2.1	1.9	-0.2
New York................................	136	149	178	194	162	-32	1.4	1.5	1.8	1.9	1.6	-0.3
North Carolina..........................	100	152	131	93	123	30	2.0	3.0	2.6	1.8	2.4	0.6
North Dakota...........................	9	9	10	10	10	0	2.0	2.0	2.2	2.2	2.2	0.0
Ohio......................................	122	105	126	125	130p	5	2.2	1.8	2.2	2.2	2.3	0.1
Oklahoma...............................	39	37	40	38	38	0	2.2	2.1	2.2	2.1	2.1	0.0
Oregon..................................	39	45	39	41	41	0	1.9	2.2	1.9	2.0	2.0	0.0
Pennsylvania...........................	86	63	81	88	109	21	1.4	1.0	1.3	1.4	1.7	0.3
Rhode Island...........................	7	10	10	11	10	-1	1.4	1.9	1.9	2.1	1.9	-0.2
South Carolina..........................	62	56	50	52	60	8	2.6	2.3	2.1	2.1	2.5	0.4
South Dakota...........................	9	10	10	10	10	0	1.9	2.1	2.1	2.1	2.1	0.0
Tennessee..............................	92	78	75	59	92	33	2.7	2.3	2.2	1.7	2.7	1.0
Texas....................................	262	296	315	276	277	1	1.8	2.1	2.2	1.9	1.9	0.0
Utah......................................	33	39	40	43	38	-5	1.9	2.2	2.2	2.4	2.1	-0.3
Vermont.................................	4	7	6	7	6	-1	1.3	2.2	1.9	2.2	1.9	-0.3
Virginia..................................	84	91	95	66	93	27	2.0	2.1	2.2	1.5	2.2	0.7
Washington.............................	61	58	61	61	60	-1	1.7	1.6	1.7	1.7	1.6	-0.1
West Virginia...........................	18	16	18	17	19	2	2.5	2.2	2.5	2.4	2.7	0.3
Wisconsin...............................	48	55	63	63	61	-2	1.6	1.8	2.1	2.1	2.0	-0.1
Wyoming................................	5	10	9	5	5	0	1.7	3.4	3.0	1.7	1.7	0.0

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

State	Levels (in thousands)						Rates					
	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025ᵖ	Change from: Oct. 2025 - Nov. 2025ᵖ	Nov. 2024	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025ᵖ	Change from: Oct. 2025 - Nov. 2025ᵖ
TOTAL U.S................................	1,739	1,725	1,781	1,850	1,687	-163	1.1	1.1	1.1	1.2	1.1	-0.1
Alabama.....................................	19	21	18	23	26	3	0.9	0.9	0.8	1.0	1.2	0.2
Alaska.......................................	5	5	5	4	5	1	1.5	1.5	1.5	1.2	1.5	0.3
Arizona......................................	29	42	39	39	35	-4	0.9	1.3	1.2	1.2	1.1	-0.1
Arkansas....................................	12	15	12	16	14	-2	0.9	1.1	0.9	1.1	1.0	-0.1
California....................................	257	123	255	231	216	-15	1.4	0.7	1.4	1.3	1.2	-0.1
Colorado....................................	29	40	57	35	43	8	1.0	1.3	1.9	1.2	1.4	0.2
Connecticut................................	19	36	36	24	18	-6	1.1	2.1	2.1	1.4	1.0	-0.4
Delaware....................................	5	4	4	5	6	1	1.0	0.8	0.8	1.0	1.2	0.2
District of Columbia.....................	6	5	4	6	6	0	0.8	0.7	0.5	0.8	0.8	0.0
Florida.......................................	83	90	105	75	81	6	0.8	0.9	1.0	0.7	0.8	0.1
Georgia.....................................	54	48	37	50	50	0	1.1	1.0	0.7	1.0	1.0	0.0
Hawaii.......................................	7	5	7	10	9	-1	1.1	0.8	1.1	1.5	1.4	-0.1
Idaho..	11	12	13	13	25	12	1.3	1.4	1.5	1.5	2.8	1.3
Illinois.......................................	66	70	74	70	58	-12	1.1	1.1	1.2	1.1	0.9	-0.2
Indiana......................................	40	41	46	49	39	-10	1.2	1.2	1.4	1.5	1.2	-0.3
Iowa...	17	17	26	12	15	3	1.1	1.1	1.6	0.8	0.9	0.1
Kansas......................................	17	20	20	16	13	-3	1.2	1.4	1.4	1.1	0.9	-0.2
Kentucky....................................	20	29	19	23	19	-4	1.0	1.4	0.9	1.1	0.9	-0.2
Louisiana...................................	24	18	20	25	20	-5	1.2	0.9	1.0	1.2	1.0	-0.2
Maine..	6	11	9	10	6	-4	0.9	1.7	1.4	1.5	0.9	-0.6
Maryland....................................	27	26	21	25	28	3	1.0	0.9	0.7	0.9	1.0	0.1
Massachusetts............................	36	45	29	34	36	2	1.0	1.2	0.8	0.9	1.0	0.1
Michigan....................................	91	61	51	60	27	-33	2.0	1.3	1.1	1.3	0.6	-0.7
Minnesota..................................	18	32	29	27	22	-5	0.6	1.0	0.9	0.9	0.7	-0.2
Mississippi.................................	13	12	10	17	12	-5	1.1	1.0	0.8	1.4	1.0	-0.4
Missouri.....................................	30	31	25	28	27	-1	1.0	1.0	0.8	0.9	0.9	0.0
Montana....................................	6	8	10	8	8	0	1.1	1.5	1.9	1.5	1.5	0.0
Nebraska...................................	12	13	11	12	9	-3	1.1	1.2	1.0	1.1	0.8	-0.3
Nevada......................................	18	25	30	28	28	0	1.1	1.6	1.9	1.8	1.8	0.0
New Hampshire...........................	8	12	10	12	8	-4	1.1	1.7	1.4	1.7	1.1	-0.6
New Jersey.................................	55	46	54	70	52	-18	1.3	1.0	1.2	1.6	1.2	-0.4
New Mexico................................	10	10	10	15	10	-5	1.1	1.1	1.1	1.7	1.1	-0.6
New York....................................	112	173	136	159	154	-5	1.1	1.7	1.4	1.6	1.5	-0.1
North Carolina............................	64	47	43	58	48	-10	1.3	0.9	0.8	1.1	0.9	-0.2
North Dakota..............................	6	7	7	7	5	-2	1.3	1.6	1.6	1.6	1.1	-0.5
Ohio..	57	70	54	61	49	-12	1.0	1.2	0.9	1.1	0.9	-0.2
Oklahoma..................................	17	16	15	19	17	-2	1.0	0.9	0.8	1.1	0.9	-0.2
Oregon......................................	19	23	24	26	20	-6	0.9	1.1	1.2	1.3	1.0	-0.3
Pennsylvania..............................	69	73	63	63	42	-21	1.1	1.2	1.0	1.0	0.7	-0.3
Rhode Island..............................	6	10	9	9	6	-3	1.2	1.9	1.7	1.8	1.2	-0.6
South Carolina............................	27	23	17	38	28	-10	1.1	0.9	0.7	1.6	1.2	-0.4
South Dakota..............................	5	6	6	5	4	-1	1.1	1.3	1.3	1.1	0.8	-0.3
Tennessee.................................	47	29	40	37	44	7	1.4	0.9	1.2	1.1	1.3	0.2
Texas..	126	129	110	135	144	9	0.9	0.9	0.8	0.9	1.0	0.1
Utah...	21	21	23	22	22	0	1.2	1.2	1.3	1.2	1.2	0.0
Vermont.....................................	4	5	4	5	3	-2	1.3	1.6	1.3	1.6	1.0	-0.6
Virginia......................................	40	40	45	44	56	12	0.9	0.9	1.1	1.0	1.3	0.3
Washington................................	32	31	38	42	35	-7	0.9	0.8	1.0	1.1	1.0	-0.1
West Virginia..............................	7	7	7	8	7	-1	1.0	1.0	1.0	1.1	1.0	-0.1
Wisconsin..................................	28	38	36	37	22	-15	0.9	1.2	1.2	1.2	0.7	-0.5
Wyoming....................................	3	4	4	4	3	-1	1.0	1.3	1.3	1.4	1.0	-0.4

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

State	Levels (in thousands)			Rates		
	Nov. 2024	Oct. 2025	Nov. 2025[p]	Nov. 2024	Oct. 2025	Nov. 2025[p]
TOTAL U.S.	7,570	7,947	6,728	4.5	4.7	4.0
Alabama	127	118	101	5.4	5.0	4.3
Alaska	18	28	15	5.2	7.6	4.4
Arizona	196	180	138	5.6	5.2	4.0
Arkansas	84	69	68	5.7	4.7	4.6
California	712	710	636	3.8	3.8	3.4
Colorado	151	181	107	4.8	5.7	3.4
Connecticut	72	77	68	4.0	4.2	3.8
Delaware	23	30	20	4.5	5.7	3.9
District of Columbia	27	35	23	3.4	4.5	3.0
Florida	500	543	426	4.7	5.1	4.0
Georgia	277	349	287	5.2	6.5	5.4
Hawaii	28	33	21	4.1	4.8	3.0
Idaho	40	64	35	4.3	6.8	3.8
Illinois	248	287	217	3.8	4.4	3.4
Indiana	166	157	154	4.8	4.5	4.4
Iowa	62	77	62	3.7	4.6	3.7
Kansas	70	75	69	4.5	4.9	4.5
Kentucky	148	108	101	6.7	4.9	4.7
Louisiana	110	131	99	5.2	6.1	4.7
Maine	28	35	30	4.1	5.1	4.4
Maryland	129	169	113	4.3	5.6	3.8
Massachusetts	172	179	130	4.4	4.6	3.4
Michigan	210	247	210	4.4	5.1	4.4
Minnesota	151	155	144	4.7	4.8	4.5
Mississippi	73	73	68	5.7	5.7	5.3
Missouri	178	156	147	5.6	4.8	4.6
Montana	29	39	23	5.2	6.8	4.2
Nebraska	46	50	42	4.1	4.4	3.8
Nevada	73	72	57	4.4	4.3	3.5
New Hampshire	35	38	34	4.7	5.0	4.5
New Jersey	181	198	204	3.9	4.3	4.4
New Mexico	63	51	45	6.6	5.4	4.7
New York	414	477	411	4.0	4.5	3.9
North Carolina	299	258	242	5.6	4.8	4.5
North Dakota	23	27	23	4.8	5.7	4.8
Ohio	279	302	251	4.7	5.0	4.2
Oklahoma	99	110	100	5.2	5.7	5.2
Oregon	97	97	69	4.6	4.6	3.3
Pennsylvania	259	268	217	4.0	4.1	3.3
Rhode Island	27	26	27	5.0	4.8	5.0
South Carolina	150	131	117	5.9	5.1	4.6
South Dakota	21	25	22	4.2	5.0	4.4
Tennessee	181	175	153	5.0	4.9	4.2
Texas	626	618	620	4.2	4.1	4.1
Utah	78	85	65	4.2	4.6	3.5
Vermont	14	16	15	4.3	4.9	4.6
Virginia	239	245	204	5.3	5.4	4.5
Washington	143	157	116	3.7	4.1	3.1
West Virginia	48	48	42	6.2	6.2	5.5
Wisconsin	134	145	128	4.2	4.5	4.0
Wyoming	15	21	13	4.7	6.5	4.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2024	Oct. 2025	Nov. 2025[p]	Nov. 2024	Oct. 2025	Nov. 2025[p]
TOTAL U.S.…………………………………………………	4,831	5,782	4,596	3.0	3.6	2.9
Alabama…………………………………………………	71	71	55	3.2	3.2	2.5
Alaska……………………………………………………	13	26	13	4.0	7.9	3.8
Arizona…………………………………………………	101	122	107	3.1	3.7	3.2
Arkansas…………………………………………………	46	43	37	3.3	3.1	2.7
California…………………………………………………	517	596	508	2.8	3.3	2.8
Colorado…………………………………………………	92	128	89	3.1	4.3	3.0
Connecticut………………………………………………	43	56	50	2.5	3.3	2.9
Delaware…………………………………………………	14	22	11	2.8	4.4	2.3
District of Columbia……………………………………	12	19	10	1.5	2.5	1.3
Florida……………………………………………………	331	335	270	3.3	3.3	2.7
Georgia…………………………………………………	157	174	118	3.1	3.5	2.4
Hawaii……………………………………………………	21	27	19	3.2	4.2	2.9
Idaho……………………………………………………	29	51	28	3.3	5.8	3.2
Illinois……………………………………………………	194	261	208	3.1	4.2	3.4
Indiana…………………………………………………	135	126	135	4.1	3.8	4.1
Iowa……………………………………………………	47	69	45	2.9	4.3	2.8
Kansas…………………………………………………	48	58	47	3.2	3.9	3.2
Kentucky………………………………………………	72	71	54	3.5	3.4	2.6
Louisiana………………………………………………	70	82	59	3.5	4.0	2.9
Maine……………………………………………………	18	28	21	2.8	4.2	3.2
Maryland………………………………………………	71	101	55	2.5	3.5	1.9
Massachusetts…………………………………………	97	116	94	2.6	3.1	2.5
Michigan………………………………………………	146	202	155	3.2	4.4	3.4
Minnesota………………………………………………	84	107	78	2.8	3.5	2.5
Mississippi………………………………………………	45	46	37	3.8	3.8	3.0
Missouri…………………………………………………	102	106	93	3.4	3.5	3.0
Montana…………………………………………………	20	34	20	3.9	6.4	3.8
Nebraska………………………………………………	34	44	29	3.2	4.1	2.8
Nevada…………………………………………………	54	59	50	3.4	3.7	3.2
New Hampshire………………………………………	22	28	26	3.1	3.9	3.7
New Jersey……………………………………………	107	125	115	2.4	2.8	2.6
New Mexico……………………………………………	37	37	34	4.1	4.1	3.8
New York………………………………………………	271	393	327	2.7	3.9	3.2
North Carolina…………………………………………	159	194	140	3.1	3.8	2.7
North Dakota…………………………………………	17	21	16	3.9	4.7	3.6
Ohio……………………………………………………	164	214	155	2.9	3.7	2.7
Oklahoma………………………………………………	58	59	45	3.2	3.2	2.5
Oregon…………………………………………………	63	81	58	3.1	4.0	2.9
Pennsylvania…………………………………………	168	146	162	2.7	2.3	2.6
Rhode Island…………………………………………	19	20	21	3.7	3.8	4.2
South Carolina…………………………………………	91	88	69	3.8	3.6	2.8
South Dakota…………………………………………	18	20	16	3.8	4.3	3.3
Tennessee……………………………………………	124	129	100	3.6	3.8	2.9
Texas……………………………………………………	420	526	416	2.9	3.7	2.9
Utah……………………………………………………	57	71	52	3.2	4.0	2.9
Vermont…………………………………………………	10	12	11	3.1	3.7	3.4
Virginia…………………………………………………	111	152	125	2.6	3.5	2.9
Washington……………………………………………	93	114	88	2.5	3.1	2.4
West Virginia…………………………………………	26	30	21	3.6	4.2	3.0
Wisconsin………………………………………………	102	127	92	3.3	4.1	3.0
Wyoming………………………………………………	11	17	10	3.6	5.7	3.5

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

State	Levels (in thousands)			Rates		
	Nov. 2024	Oct. 2025	Nov. 2025[p]	Nov. 2024	Oct. 2025	Nov. 2025[p]
TOTAL U.S.…………………………………………………	4,511	5,199	4,471	2.8	3.2	2.8
Alabama……………………………………………………	62	66	68	2.8	3.0	3.1
Alaska………………………………………………………	18	13	19	5.6	3.8	5.6
Arizona……………………………………………………	77	112	87	2.3	3.4	2.6
Arkansas…………………………………………………	36	49	39	2.6	3.5	2.8
California…………………………………………………	595	511	449	3.3	2.8	2.5
Colorado…………………………………………………	103	113	114	3.4	3.8	3.8
Connecticut………………………………………………	45	53	49	2.6	3.0	2.8
Delaware…………………………………………………	15	15	15	3.1	3.1	3.1
District of Columbia……………………………………	20	17	19	2.6	2.3	2.6
Florida……………………………………………………	282	275	231	2.8	2.7	2.3
Georgia……………………………………………………	145	140	150	2.9	2.8	3.0
Hawaii……………………………………………………	18	25	20	2.8	3.9	3.1
Idaho………………………………………………………	34	35	48	3.9	3.9	5.4
Illinois……………………………………………………	169	180	166	2.7	2.9	2.7
Indiana……………………………………………………	118	156	118	3.6	4.7	3.6
Iowa………………………………………………………	47	44	49	2.9	2.7	3.1
Kansas……………………………………………………	41	47	45	2.7	3.2	3.0
Kentucky…………………………………………………	58	67	55	2.8	3.3	2.7
Louisiana…………………………………………………	65	70	61	3.2	3.5	3.0
Maine………………………………………………………	17	21	20	2.5	3.2	3.0
Maryland…………………………………………………	69	68	75	2.4	2.4	2.6
Massachusetts……………………………………………	89	97	98	2.4	2.6	2.6
Michigan…………………………………………………	188	210	135	4.1	4.6	3.0
Minnesota…………………………………………………	68	92	72	2.2	3.0	2.3
Mississippi………………………………………………	35	48	36	2.9	4.0	2.9
Missouri…………………………………………………	81	96	96	2.7	3.1	3.1
Montana…………………………………………………	21	25	25	4.0	4.7	4.8
Nebraska…………………………………………………	32	35	31	3.0	3.3	2.9
Nevada……………………………………………………	52	74	65	3.3	4.7	4.1
New Hampshire…………………………………………	23	25	22	3.2	3.5	3.1
New Jersey………………………………………………	107	147	100	2.4	3.3	2.3
New Mexico………………………………………………	29	38	27	3.3	4.2	3.0
New York…………………………………………………	234	373	296	2.3	3.7	2.9
North Carolina…………………………………………	144	168	150	2.8	3.3	2.9
North Dakota……………………………………………	16	18	17	3.7	3.9	3.8
Ohio………………………………………………………	170	217	165	3.0	3.8	2.9
Oklahoma…………………………………………………	48	65	48	2.7	3.6	2.6
Oregon……………………………………………………	58	78	62	2.9	3.9	3.1
Pennsylvania……………………………………………	151	161	140	2.4	2.6	2.2
Rhode Island……………………………………………	15	23	20	2.8	4.4	3.8
South Carolina…………………………………………	77	104	77	3.2	4.3	3.2
South Dakota……………………………………………	15	15	15	3.1	3.2	3.2
Tennessee………………………………………………	117	119	117	3.4	3.5	3.4
Texas……………………………………………………	346	417	356	2.4	2.9	2.5
Utah………………………………………………………	51	70	58	2.9	3.9	3.3
Vermont…………………………………………………	9	11	10	2.7	3.6	3.0
Virginia…………………………………………………	107	125	130	2.5	2.9	3.0
Washington………………………………………………	92	126	97	2.5	3.4	2.6
West Virginia……………………………………………	22	29	22	3.0	4.1	3.0
Wisconsin…………………………………………………	72	103	79	2.3	3.4	2.6
Wyoming…………………………………………………	11	12	10	3.7	3.9	3.4

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

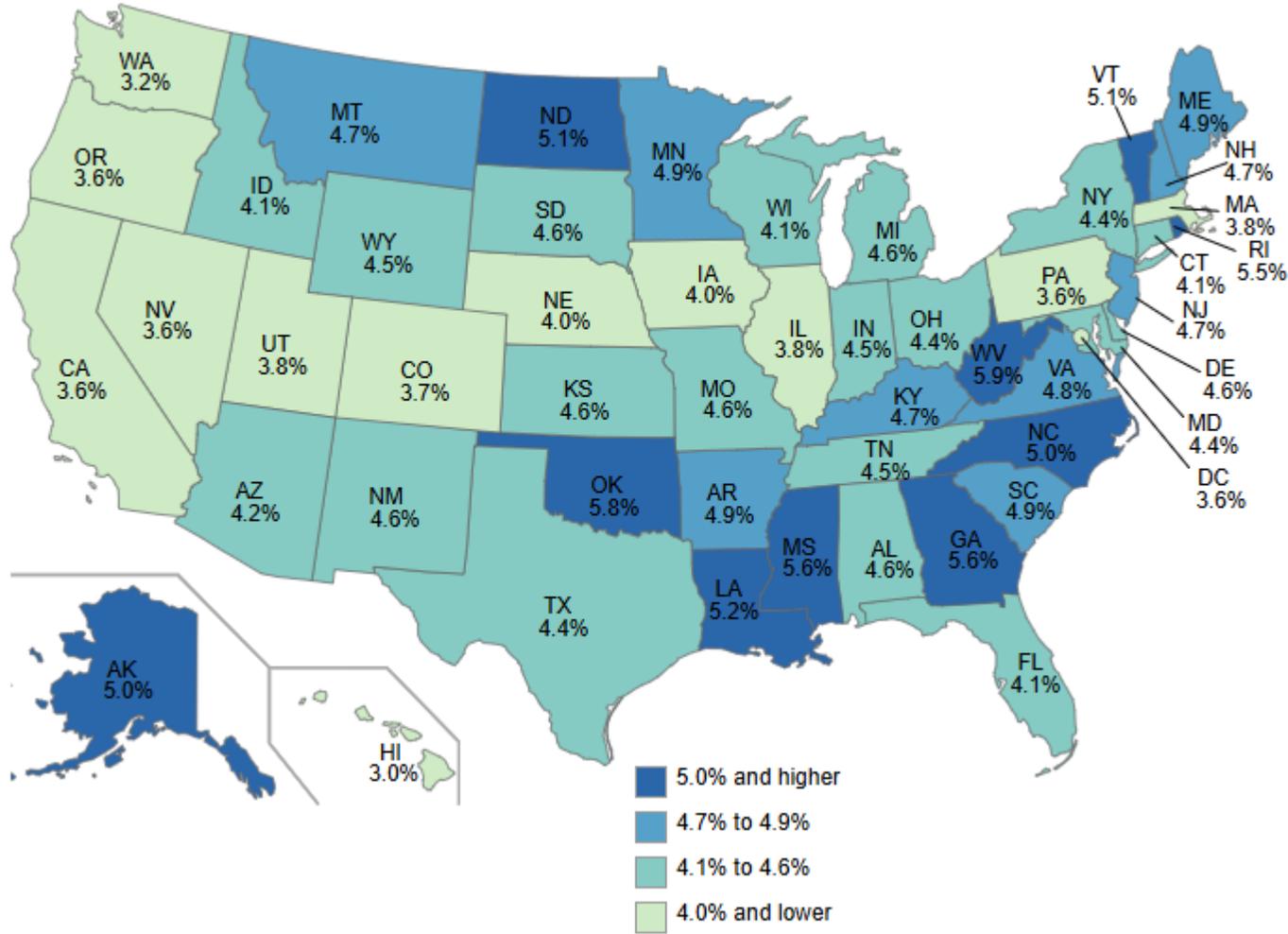| State	Levels (in thousands)			Rates		
	Nov. 2024	Oct. 2025	Nov. 2025[p]	Nov. 2024	Oct. 2025	Nov. 2025[p]
TOTAL U.S.…………………………………………………	2,560	3,037	2,668	1.6	1.9	1.7
Alabama.………………………………………………………	41	40	42	1.9	1.8	1.9
Alaska.…………………………………………………………	11	7	11	3.3	2.0	3.2
Arizona.………………………………………………………	48	63	51	1.4	1.9	1.6
Arkansas.……………………………………………………	23	30	24	1.6	2.1	1.7
California.……………………………………………………	315	241	234	1.7	1.3	1.3
Colorado.……………………………………………………	70	59	60	2.3	2.0	2.0
Connecticut.…………………………………………………	21	27	26	1.2	1.6	1.5
Delaware.……………………………………………………	10	9	9	2.0	1.9	1.9
District of Columbia.………………………………………	13	10	12	1.6	1.4	1.6
Florida.………………………………………………………	205	201	162	2.0	2.0	1.6
Georgia.………………………………………………………	86	84	100	1.7	1.7	2.0
Hawaii.………………………………………………………	11	14	10	1.7	2.1	1.5
Idaho.…………………………………………………………	20	19	18	2.2	2.1	2.0
Illinois.………………………………………………………	85	107	95	1.4	1.7	1.5
Indiana.………………………………………………………	73	103	73	2.2	3.1	2.2
Iowa.…………………………………………………………	28	30	33	1.7	1.9	2.0
Kansas.………………………………………………………	22	30	30	1.5	2.0	2.1
Kentucky.……………………………………………………	34	39	37	1.7	1.9	1.8
Louisiana.……………………………………………………	35	41	43	1.8	2.0	2.1
Maine.…………………………………………………………	8	11	11	1.2	1.6	1.7
Maryland.……………………………………………………	44	40	48	1.5	1.4	1.7
Massachusetts.……………………………………………	43	57	52	1.2	1.5	1.4
Michigan.……………………………………………………	74	136	101	1.6	3.0	2.2
Minnesota.…………………………………………………	43	61	48	1.4	2.0	1.5
Mississippi.…………………………………………………	22	30	24	1.8	2.5	2.0
Missouri.……………………………………………………	50	67	66	1.6	2.2	2.2
Montana.……………………………………………………	12	14	14	2.3	2.5	2.6
Nebraska.……………………………………………………	18	22	20	1.6	2.0	1.8
Nevada.………………………………………………………	30	35	28	1.9	2.2	1.7
New Hampshire.……………………………………………	8	12	12	1.1	1.7	1.7
New Jersey.…………………………………………………	49	68	52	1.1	1.5	1.2
New Mexico.…………………………………………………	17	18	15	1.9	2.0	1.6
New York.……………………………………………………	109	194	129	1.1	1.9	1.3
North Carolina.……………………………………………	74	110	99	1.5	2.1	1.9
North Dakota.………………………………………………	9	11	11	1.9	2.4	2.3
Ohio.…………………………………………………………	103	136	112	1.8	2.4	1.9
Oklahoma.……………………………………………………	32	42	31	1.8	2.3	1.7
Oregon.………………………………………………………	34	42	35	1.7	2.1	1.7
Pennsylvania.………………………………………………	70	87	93	1.1	1.4	1.5
Rhode Island.………………………………………………	6	12	9	1.2	2.3	1.8
South Carolina.……………………………………………	52	53	51	2.2	2.2	2.1
South Dakota.………………………………………………	8	10	10	1.7	2.0	2.1
Tennessee.…………………………………………………	74	74	77	2.2	2.2	2.2
Texas.…………………………………………………………	210	270	217	1.5	1.9	1.5
Utah.…………………………………………………………	26	40	29	1.5	2.2	1.6
Vermont.……………………………………………………	4	6	6	1.3	2.0	1.7
Virginia.………………………………………………………	66	69	75	1.5	1.6	1.8
Washington.…………………………………………………	53	70	51	1.4	1.9	1.4
West Virginia.………………………………………………	14	18	15	1.9	2.6	2.0
Wisconsin.…………………………………………………	43	61	54	1.4	2.0	1.8
Wyoming.……………………………………………………	6	6	5	2.2	1.9	1.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2024	Oct. 2025	Nov. 2025[p]	Nov. 2024	Oct. 2025	Nov. 2025[p]
TOTAL U.S..	1,677	1,934	1,613	1.0	1.2	1.0
Alabama...	17	22	24	0.8	1.0	1.1
Alaska...	7	5	7	2.2	1.6	2.2
Arizona..	26	41	32	0.8	1.3	1.0
Arkansas..	11	17	13	0.8	1.2	0.9
California..	252	246	203	1.4	1.4	1.1
Colorado..	30	50	48	1.0	1.7	1.6
Connecticut...	20	23	19	1.1	1.3	1.1
Delaware..	4	5	6	0.9	1.1	1.1
District of Columbia................................	6	6	6	0.7	0.8	0.8
Florida..	66	64	60	0.7	0.6	0.6
Georgia...	48	49	44	1.0	1.0	0.9
Hawaii..	6	10	9	1.0	1.6	1.4
Idaho...	13	15	28	1.5	1.6	3.1
Illinois..	75	66	64	1.2	1.1	1.0
Indiana...	40	49	41	1.2	1.5	1.2
Iowa..	17	12	15	1.1	0.8	0.9
Kansas..	16	15	12	1.1	1.0	0.8
Kentucky..	20	24	17	1.0	1.1	0.8
Louisiana...	19	27	17	1.0	1.3	0.8
Maine...	7	10	7	1.1	1.5	1.1
Maryland..	21	25	23	0.7	0.9	0.8
Massachusetts......................................	35	34	35	0.9	0.9	0.9
Michigan..	108	66	31	2.4	1.4	0.7
Minnesota...	22	27	21	0.7	0.9	0.7
Mississippi..	10	17	11	0.9	1.4	0.9
Missouri...	27	26	26	0.9	0.8	0.8
Montana..	8	10	10	1.6	1.9	1.9
Nebraska..	12	12	10	1.2	1.1	0.9
Nevada..	20	34	34	1.2	2.1	2.1
New Hampshire.....................................	8	11	8	1.1	1.6	1.1
New Jersey..	46	71	42	1.0	1.6	0.9
New Mexico..	10	17	11	1.2	1.9	1.2
New York..	108	166	158	1.1	1.7	1.6
North Carolina......................................	59	53	47	1.2	1.0	0.9
North Dakota..	7	6	5	1.5	1.3	1.2
Ohio..	57	73	47	1.0	1.3	0.8
Oklahoma...	13	21	14	0.7	1.1	0.8
Oregon..	22	32	23	1.1	1.6	1.1
Pennsylvania..	71	63	42	1.1	1.0	0.7
Rhode Island..	7	10	6	1.3	1.9	1.2
South Carolina......................................	21	47	23	0.9	1.9	0.9
South Dakota.......................................	6	5	4	1.2	1.0	0.9
Tennessee...	37	40	36	1.1	1.2	1.0
Texas...	113	130	130	0.8	0.9	0.9
Utah..	23	26	27	1.3	1.4	1.5
Vermont...	4	5	3	1.1	1.5	1.0
Virginia...	32	47	49	0.8	1.1	1.1
Washington..	34	51	39	0.9	1.4	1.1
West Virginia..	6	9	6	0.8	1.2	0.8
Wisconsin...	25	38	20	0.8	1.3	0.6
Wyoming..	4	5	4	1.4	1.8	1.4

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Map 1. Job openings rates by state, seasonally adjusted, November 2025

Total U.S. job openings rate = 4.3%

WA 3.2%
MT 4.7%
ND 5.1%
MN 4.9%
VT 5.1%
ME 4.9%
NH 4.7%
OR 3.6%
ID 4.1%
SD 4.6%
WI 4.1%
NY 4.4%
MA 3.8%
RI 5.5%
WY 4.5%
MI 4.6%
CT 4.1%
NV 3.6%
NE 4.0%
IA 4.0%
PA 3.6%
NJ 4.7%
CA 3.6%
UT 3.8%
CO 3.7%
IL 3.8%
IN 4.5%
OH 4.4%
WV 5.9%
VA 4.8%
DE 4.6%
KS 4.6%
MO 4.6%
KY 4.7%
MD 4.4%
DC 3.6%
TN 4.5%
NC 5.0%
AZ 4.2%
NM 4.6%
OK 5.8%
AR 4.9%
SC 4.9%
MS 5.6%
AL 4.6%
GA 5.6%
TX 4.4%
LA 5.2%
FL 4.1%
AK 5.0%
HI 3.0%

Legend:
- 5.0% and higher
- 4.7% to 4.9%
- 4.1% to 4.6%
- 4.0% and lower

Map 2. Hires rates by state, seasonally adjusted, November 2025

Total U.S. hires rate = 3.2%

WA 2.9%
MT 5.1%
ND 4.0%
MN 2.9%
VT 3.8%
ME 4.1%
NH 4.1%
OR 3.5%
ID 4.1%
SD 3.8%
WI 3.3%
MI 3.8%
NY 3.6%
MA 2.9%
RI 4.7%
CT 3.1%
NV 3.6%
WY 4.7%
IA 3.2%
IL 3.6%
IN 4.0%
OH 3.1%
PA 2.6%
NJ 3.2%
DE 3.0%
CA 2.9%
UT 3.5%
CO 3.4%
NE 3.0%
MO 3.3%
KS 3.3%
KY 2.8%
WV 3.6%
VA 3.3%
MD 2.5%
DC 1.8%
AZ 3.7%
NM 4.2%
OK 2.9%
AR 3.2%
TN 3.2%
NC 3.3%
SC 3.4%
TX 3.1%
MS 3.4%
AL 2.8%
GA 2.8%
LA 3.5%
FL 3.0%
AK 5.6%
HI 3.2%

3.9% and higher
3.4% to 3.8%
3.1% to 3.3%
3.0% and lower
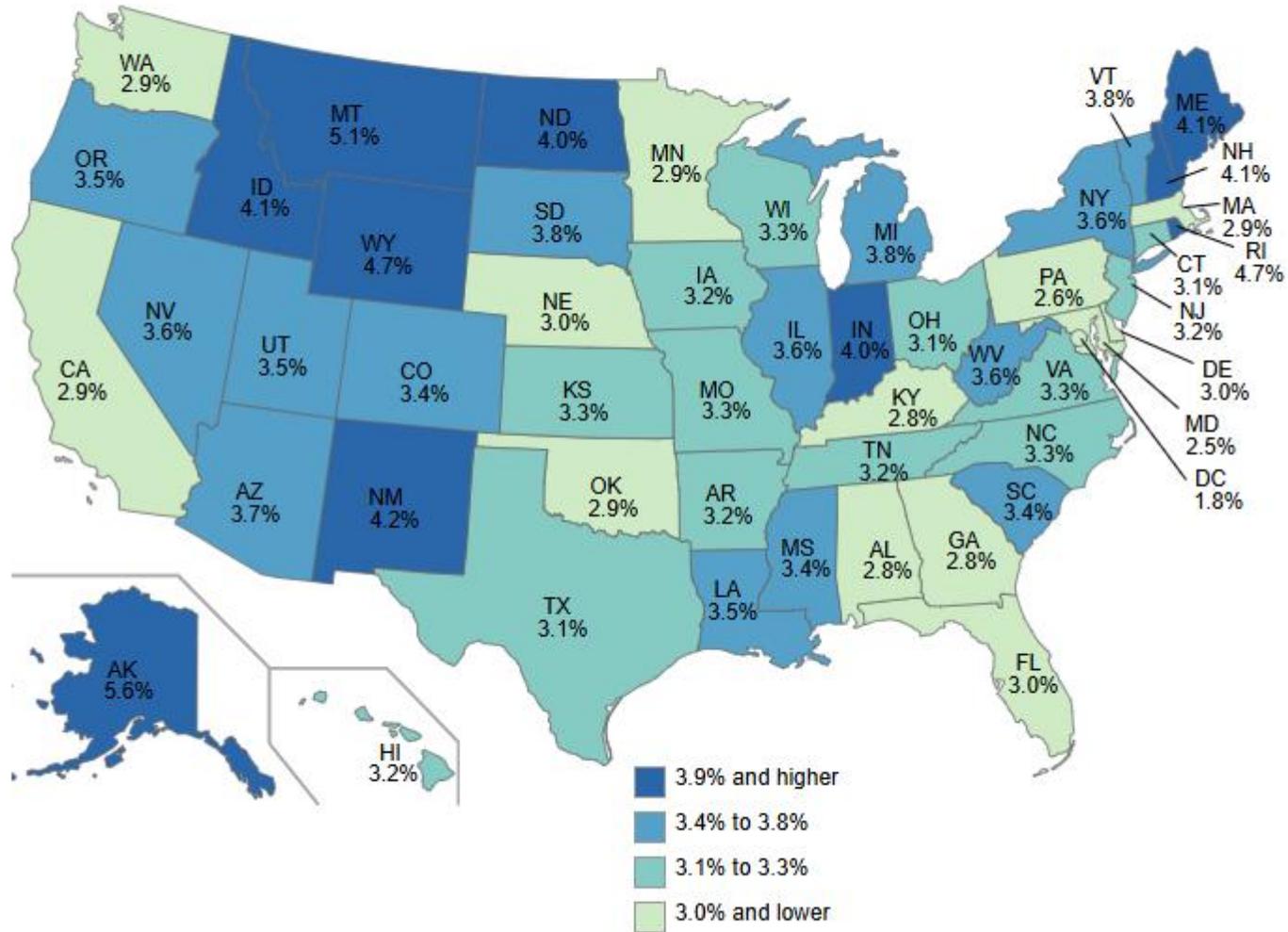
Map 3. Total separations rates by state, seasonally adjusted, November 2025

Total U.S. total separations rate = 3.2%

WA 2.8%
OR 3.3%
CA 2.7%
NV 4.0%
ID 5.4%
MT 4.3%
WY 3.0%
UT 3.6%
AZ 3.4%
CO 3.9%
NM 3.3%
ND 3.8%
SD 3.4%
NE 3.1%
KS 3.4%
OK 3.2%
TX 3.0%
MN 2.6%
IA 3.3%
MO 3.7%
AR 3.2%
LA 3.6%
WI 2.9%
IL 2.9%
MI 3.2%
IN 3.9%
OH 3.3%
KY 3.2%
TN 4.1%
MS 3.6%
AL 3.5%
GA 3.6%
FL 2.9%
SC 3.8%
NC 3.4%
WV 3.8%
VA 3.7%
PA 2.5%
NY 3.3%
VT 3.2%
ME 2.8%
NH 3.4%
MA 2.8%
RI 3.9%
CT 3.0%
NJ 2.8%
DE 3.4%
MD 3.2%
DC 2.7%
AK 4.4%
HI 3.7%

Legend:
- 3.8% and higher
- 3.4% to 3.7%
- 3.1% to 3.3%
- 3.0% and lower
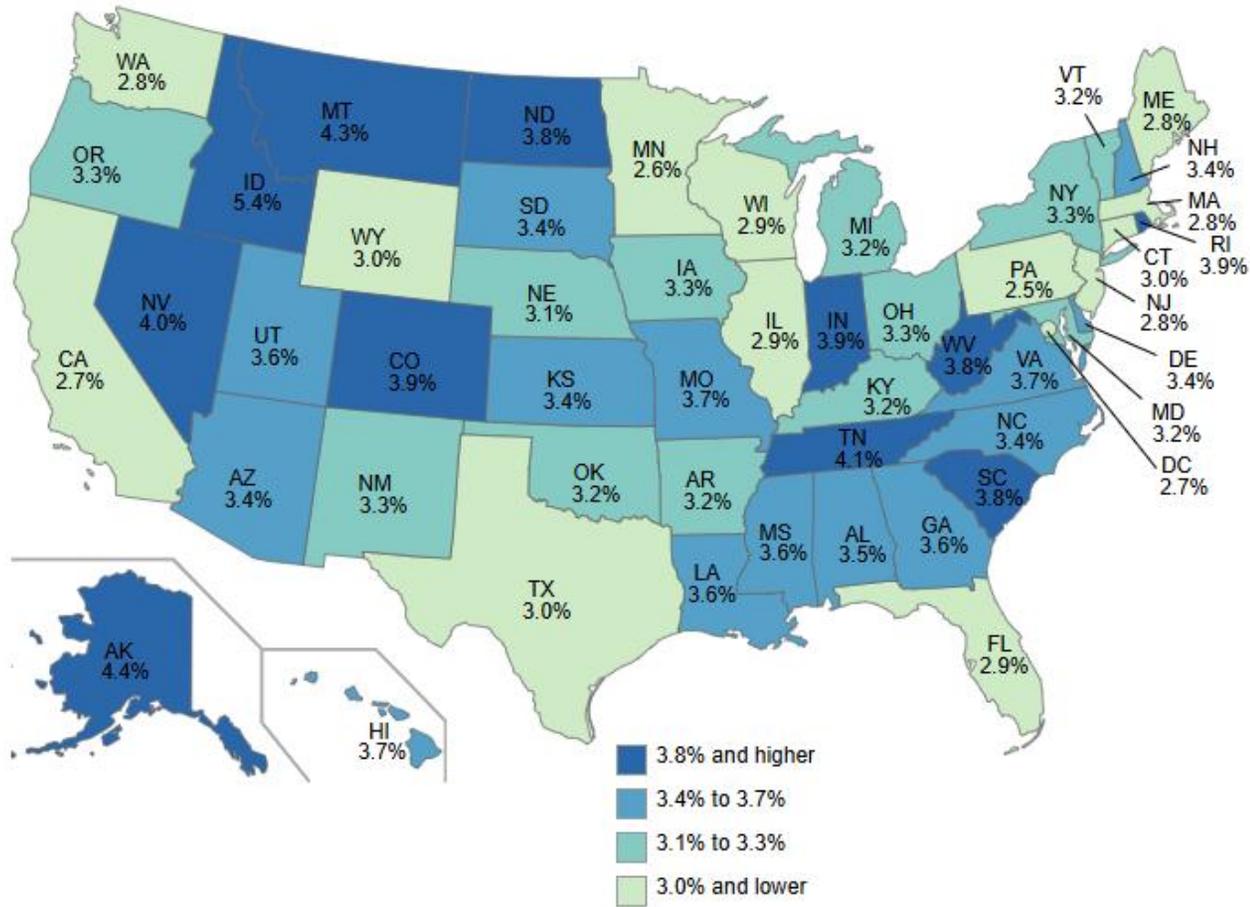
Map 4. Quits rates by state, seasonally adjusted, November 2025

Total U.S. quits rate = 2.0%

WA 1.6%
MT 2.6%
ND 2.2%
MN 1.8%
VT 1.9%
ME 1.5%
NH 1.8%
OR 2.0%
ID 2.3%
SD 2.1%
WI 2.0%
MI 2.5%
NY 1.6%
MA 1.6%
RI 1.9%
WY 1.7%
CT 1.7%
NJ 1.5%
PA 1.7%
NV 2.0%
NE 2.1%
IA 2.2%
IL 1.9%
IN 2.6%
OH 2.3%
WV 2.7%
VA 2.2%
DE 2.2%
UT 2.1%
CO 2.2%
KS 2.3%
MO 2.6%
KY 2.1%
MD 2.0%
CA 1.4%
NC 2.4%
DC 1.8%
AZ 2.1%
NM 1.9%
OK 2.1%
AR 2.1%
TN 2.7%
SC 2.5%
MS 2.5%
AL 2.2%
GA 2.5%
LA 2.5%
TX 1.9%
FL 2.0%
AK 2.7%
HI 2.0%

Legend:
- 2.4% and higher
- 2.2% to 2.3%
- 2.0% to 2.1%
- 1.9% and lower
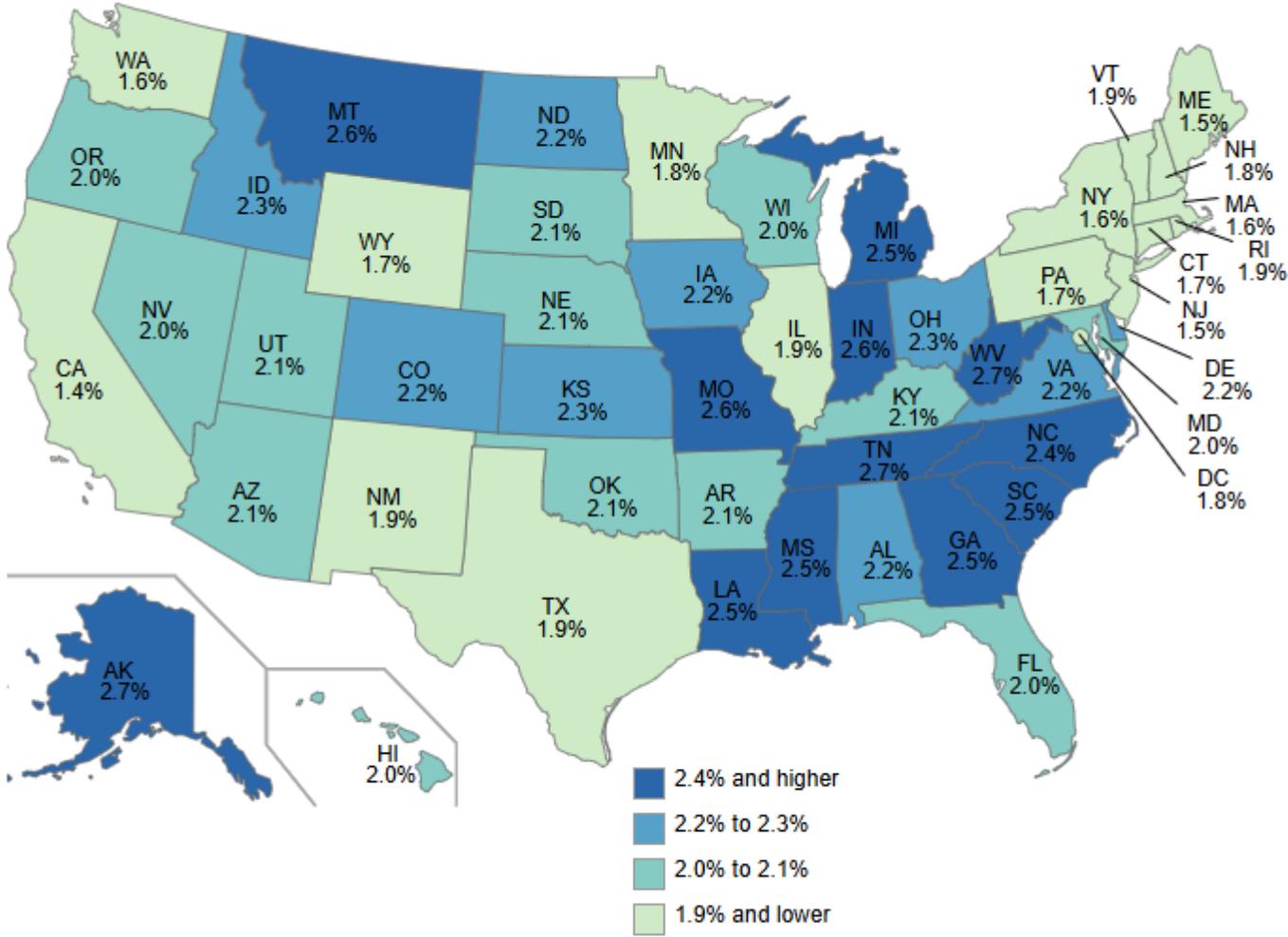
Map 5. Layoffs and discharges rates by state, seasonally adjusted, November 2025

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

WA 1.0%
MT 1.5%
ND 1.1%
VT 1.0%
ME 0.9%
NH 1.1%
OR 1.0%
ID 2.8%
MN 0.7%
NY 1.5%
MA 1.0%
RI 1.2%
WY 1.0%
SD 0.8%
WI 0.7%
MI 0.6%
CT 1.0%
NV 1.8%
IA 0.9%
PA 0.7%
NJ 1.2%
UT 1.2%
NE 0.8%
IL 0.9%
IN 1.2%
OH 0.9%
DE 1.2%
CA 1.2%
CO 1.4%
WV 1.0%
VA 1.3%
MD 1.0%
KS 0.9%
MO 0.9%
KY 0.9%
DC 0.8%
AZ 1.1%
NM 1.1%
OK 0.9%
AR 1.0%
TN 1.3%
NC 0.9%
SC 1.2%
MS 1.0%
AL 1.2%
GA 1.0%
TX 1.0%
LA 1.0%
AK 1.5%
HI 1.4%
FL 0.8%

- 1.3% and higher
- 1.1% to 1.2%
- 1.0%
- 0.9% and lower