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STATE JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2025

Job openings rates decreased in 6 states in December, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates decreased in 3 states and increased in 1 state. Total separations rates increased in 9 states and decreased in 2 states. Nationally, the job openings, hires, and total separations rates showed little change in December.

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 6 states and were little changed in 44 states and the District of Columbia in December. The largest decreases in job openings rates occurred in Vermont (-1.5 percentage points) and New Hampshire (-1.4 points), as well as in New York and Rhode Island (-1.2 points each). Over the month, the national job openings rate was little changed. (See table 1.)

The **number of job openings** decreased in 10 states, increased in 1 state, and was little changed in 39 states and the District of Columbia in December. The largest decreases in the job openings level occurred in New York (-128,000), California (-62,000), and New Jersey (-38,000). The increase occurred in Idaho (+8,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In December, **hires rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The decreases occurred in New Hampshire (-1.3 percentage points) as well as in Maine and Vermont (-0.9 point each). The increase occurred in Nevada (+1.1 points). The national hires rate was little changed over the month. (See table 2.)

The **number of hires** decreased in 2 states, increased in 2 states, and was little changed in 46 states and the District of Columbia in December. The decreases in the hires level occurred in New Hampshire (-9,000) and in Maine (-6,000). The increases occurred in Washington (+23,000) and in Nevada (+17,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In December, **total separations rates** increased in 9 states, decreased in 2 states, and were little changed in 39 states and the District of Columbia. The largest increases in total separations rates occurred in Wyoming (+2.4 percentage points), South Dakota (+1.9 points), and Vermont (+1.3 points). The decreases occurred in Tennessee (-1.2 points) and in Colorado (-0.8 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** increased in 9 states, decreased in 3 states, and changed little in 38 states and the District of Columbia in December. The largest increases in the total separations level occurred in Indiana (+24,000), Wisconsin (+23,000), and Minnesota (+17,000). The decreases occurred in Tennessee (-41,000), Colorado (-22,000), and Nevada (-13,000). Nationally, the number of total separations was little changed over the month. (See table 3.)

Quits

In December, **quits rates** increased in 5 states, decreased in 2 states, and were little changed in 43 states and the District of Columbia. The largest increases in quits rates occurred in South Dakota and Wyoming (+1.7 percentage points each), as well as in Vermont (+0.9 point). The decreases occurred in Tennessee (-0.8 point) and in Georgia (-0.6 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** increased in 5 states, decreased in 2 states, and was little changed in 43 states and the District of Columbia in December. The largest increases in the quits level occurred in Indiana (+20,000), Iowa (+10,000), and South Dakota (+8,000). The decreases occurred in Georgia (-30,000) and in Tennessee (-27,000). Nationally, the number of quits was unchanged over the month. (See table 4.)

Layoffs and Discharges

In December, **layoffs and discharges rates** decreased in 2 states, increased in 1 state, and were little changed in 47 states and the District of Columbia. The decreases occurred in Idaho (-0.7 percentage point) and in New Jersey (-0.4 point). The increase occurred in Michigan (+0.8 point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** decreased in 5 states, increased in 2 states, and changed little in 43 states and the District of Columbia in December. The largest decreases in the layoffs and discharges level occurred in New Jersey (-19,000), Colorado (-15,000), and Tennessee (-14,000). The increases occurred in Michigan (+36,000) and in Wisconsin (+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#.

State Job Openings and Labor Turnover Survey annual release is expected to be released in July 2026.

Upcoming Change to the JOLTS State News Release

The State Job Openings and Labor Turnover news release will now move from a monthly news release to an annual news release. 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 ($\text{weight} = n/30$, 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					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Change from: Nov. 2025 - Dec. 2025 ^p	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Change from: Nov. 2025 - Dec. 2025 ^p
TOTAL U.S.....	7,508	7,658	7,449	6,928	6,542	-386	4.5	4.6	4.5	4.2	3.9	-0.3
Alabama.....	111	110	111	100	98	-2	4.8	4.7	4.8	4.3	4.2	-0.1
Alaska.....	20	21	33	18	16	-2	5.6	5.8	8.9	5.1	4.5	-0.6
Arizona.....	182	182	155	145	122	-23	5.3	5.3	4.5	4.3	3.6	-0.7
Arkansas.....	80	70	71	68	65	-3	5.5	4.8	4.9	4.7	4.5	-0.2
California.....	666	647	640	650	588	-62	3.6	3.5	3.4	3.5	3.2	-0.3
Colorado.....	123	140	131	116	110	-6	4.0	4.5	4.2	3.7	3.5	-0.2
Connecticut.....	76	77	74	74	68	-6	4.2	4.3	4.1	4.1	3.8	-0.3
Delaware.....	26	26	25	22	22	0	5.0	5.0	4.8	4.3	4.2	-0.1
District of Columbia.....	44	36	31	27	33	6	5.4	4.5	4.0	3.5	4.3	0.8
Florida.....	455	480	504	434	427	-7	4.4	4.6	4.8	4.1	4.1	0.0
Georgia.....	283	335	323	261	275	14	5.4	6.3	6.1	5.0	5.2	0.2
Hawaii.....	25	27	30	21	21	0	3.7	4.0	4.4	3.1	3.1	0.0
Idaho.....	41	45	50	39	47	8	4.5	4.9	5.4	4.2	5.0	0.8
Illinois.....	287	319	285	231	219	-12	4.5	4.9	4.4	3.6	3.4	-0.2
Indiana.....	156	147	147	147	126	-21	4.6	4.3	4.3	4.3	3.7	-0.6
Iowa.....	69	71	68	65	65	0	4.2	4.3	4.1	3.9	3.9	0.0
Kansas.....	73	69	69	66	68	2	4.8	4.5	4.5	4.3	4.5	0.2
Kentucky.....	128	103	105	94	88	-6	5.9	4.8	4.9	4.4	4.1	-0.3
Louisiana.....	96	105	122	102	95	-7	4.6	5.0	5.7	4.8	4.5	-0.3
Maine.....	27	33	34	35	28	-7	3.9	4.8	5.0	5.1	4.1	-1.0
Maryland.....	136	143	149	124	126	2	4.6	4.8	5.0	4.2	4.3	0.1
Massachusetts.....	197	140	168	141	129	-12	5.0	3.6	4.3	3.7	3.3	-0.4
Michigan.....	198	236	246	212	205	-7	4.2	4.9	5.1	4.5	4.3	-0.2
Minnesota.....	164	177	144	145	150	5	5.1	5.5	4.5	4.5	4.7	0.2
Mississippi.....	63	65	68	67	61	-6	5.0	5.1	5.3	5.3	4.8	-0.5
Missouri.....	173	153	147	137	136	-1	5.5	4.8	4.6	4.3	4.3	0.0
Montana.....	27	29	38	25	23	-2	4.9	5.2	6.7	4.5	4.1	-0.4
Nebraska.....	47	47	46	41	40	-1	4.2	4.2	4.2	3.7	3.7	0.0
Nevada.....	78	73	62	61	58	-3	4.7	4.4	3.8	3.7	3.6	-0.1
New Hampshire.....	32	37	38	36	25	-11	4.3	5.0	5.1	4.8	3.4	-1.4
New Jersey.....	196	183	194	205	167	-38	4.3	4.0	4.2	4.5	3.7	-0.8
New Mexico.....	51	41	43	42	33	-9	5.4	4.3	4.5	4.4	3.5	-0.9
New York.....	502	506	465	500	372	-128	4.8	4.8	4.5	4.8	3.6	-1.2
North Carolina.....	281	254	252	247	231	-16	5.3	4.7	4.7	4.6	4.3	-0.3
North Dakota.....	25	25	26	23	21	-2	5.3	5.3	5.5	4.9	4.5	-0.4
Ohio.....	287	259	294	253	278	25	4.8	4.3	4.9	4.2	4.6	0.4
Oklahoma.....	98	105	105	107	101	-6	5.2	5.5	5.5	5.6	5.3	-0.3
Oregon.....	111	98	82	76	78	2	5.3	4.7	3.9	3.6	3.7	0.1
Pennsylvania.....	249	272	257	240	243	3	3.9	4.2	3.9	3.7	3.7	0.0
Rhode Island.....	27	26	25	30	23	-7	5.0	4.8	4.6	5.5	4.3	-1.2
South Carolina.....	137	132	124	117	113	-4	5.4	5.2	4.9	4.6	4.5	-0.1
South Dakota.....	22	23	24	21	20	-1	4.5	4.6	4.8	4.2	4.1	-0.1
Tennessee.....	161	168	170	149	141	-8	4.5	4.7	4.7	4.2	4.0	-0.2
Texas.....	585	750	613	623	603	-20	4.0	5.0	4.1	4.2	4.0	-0.2
Utah.....	80	84	74	70	67	-3	4.3	4.5	4.0	3.8	3.6	-0.2
Vermont.....	12	15	16	16	11	-5	3.7	4.5	4.8	4.9	3.4	-1.5
Virginia.....	236	232	231	205	210	5	5.2	5.1	5.1	4.6	4.7	0.1
Washington.....	169	152	136	118	121	3	4.4	4.0	3.6	3.1	3.2	0.1
West Virginia.....	46	43	45	43	44	1	6.0	5.7	5.9	5.7	5.8	0.1
Wisconsin.....	136	130	138	124	119	-5	4.3	4.1	4.3	3.9	3.8	-0.1
Wyoming.....	13	15	23	13	11	-2	4.2	4.8	7.2	4.2	3.6	-0.6

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

State	Levels (in thousands)						Rates					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Change from: Nov. 2025 - Dec. 2025 ^p	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Change from: Nov. 2025 - Dec. 2025 ^p
TOTAL U.S.....	5,374	5,367	5,368	5,121	5,293	172	3.4	3.4	3.4	3.2	3.3	0.1
Alabama.....	74	69	66	65	69	4	3.4	3.1	3.0	2.9	3.1	0.2
Alaska.....	18	17	32	19	17	-2	5.3	5.0	9.4	5.6	5.0	-0.6
Arizona.....	135	123	107	118	131	13	4.2	3.8	3.3	3.6	4.0	0.4
Arkansas.....	55	47	44	45	47	2	4.0	3.4	3.2	3.2	3.4	0.2
California.....	537	572	514	531	556	25	3.0	3.2	2.9	2.9	3.1	0.2
Colorado.....	126	108	111	103	96	-7	4.2	3.6	3.7	3.4	3.2	-0.2
Connecticut.....	53	53	54	55	58	3	3.1	3.1	3.2	3.2	3.4	0.2
Delaware.....	20	18	18	15	18	3	4.1	3.6	3.6	3.0	3.6	0.6
District of Columbia.....	26	17	16	13	20	7	3.4	2.2	2.2	1.8	2.7	0.9
Florida.....	367	350	317	299	289	-10	3.7	3.5	3.2	3.0	2.9	-0.1
Georgia.....	182	158	161	148	137	-11	3.7	3.2	3.2	3.0	2.7	-0.3
Hawaii.....	21	22	25	21	21	0	3.3	3.4	3.8	3.2	3.2	0.0
Idaho.....	38	37	43	36	37	1	4.3	4.2	4.9	4.1	4.2	0.1
Illinois.....	200	227	248	215	217	2	3.2	3.7	4.0	3.5	3.5	0.0
Indiana.....	136	135	128	126	114	-12	4.2	4.1	3.9	3.8	3.5	-0.3
Iowa.....	49	62	61	46	53	7	3.1	3.9	3.8	2.9	3.3	0.4
Kansas.....	49	52	55	46	50	4	3.4	3.6	3.8	3.1	3.4	0.3
Kentucky.....	68	66	70	61	63	2	3.3	3.2	3.4	3.0	3.1	0.1
Louisiana.....	72	72	74	73	71	-2	3.6	3.6	3.7	3.6	3.5	-0.1
Maine.....	15	26	27	26	20	-6	2.3	4.0	4.1	4.0	3.1	-0.9
Maryland.....	88	83	87	72	87	15	3.1	2.9	3.1	2.5	3.1	0.6
Massachusetts.....	108	94	107	101	104	3	2.9	2.5	2.9	2.7	2.8	0.1
Michigan.....	165	181	198	161	180	19	3.7	4.0	4.4	3.5	4.0	0.5
Minnesota.....	91	101	98	82	91	9	3.0	3.3	3.2	2.7	3.0	0.3
Mississippi.....	44	42	44	42	43	1	3.7	3.5	3.7	3.5	3.6	0.1
Missouri.....	100	109	103	94	108	14	3.3	3.6	3.4	3.1	3.5	0.4
Montana.....	25	25	31	26	23	-3	4.7	4.7	5.9	4.9	4.3	-0.6
Nebraska.....	34	44	40	30	34	4	3.2	4.1	3.8	2.8	3.2	0.4
Nevada.....	71	65	56	57	74	17	4.5	4.1	3.6	3.6	4.7	1.1
New Hampshire.....	16	25	28	28	19	-9	2.2	3.5	3.9	4.0	2.7	-1.3
New Jersey.....	139	116	130	136	150	14	3.2	2.6	3.0	3.1	3.4	0.3
New Mexico.....	36	33	33	37	33	-4	4.0	3.6	3.6	4.1	3.6	-0.5
New York.....	271	329	376	364	366	2	2.7	3.3	3.8	3.6	3.7	0.1
North Carolina.....	178	177	178	169	161	-8	3.5	3.5	3.5	3.3	3.1	-0.2
North Dakota.....	19	19	21	17	18	1	4.2	4.2	4.7	3.8	4.0	0.2
Ohio.....	193	196	206	173	176	3	3.4	3.4	3.6	3.0	3.1	0.1
Oklahoma.....	67	60	55	57	60	3	3.7	3.3	3.0	3.2	3.3	0.1
Oregon.....	87	84	74	70	79	9	4.4	4.2	3.7	3.5	3.9	0.4
Pennsylvania.....	174	195	138	162	182	20	2.8	3.1	2.2	2.6	2.9	0.3
Rhode Island.....	18	19	19	24	21	-3	3.5	3.7	3.7	4.7	4.1	-0.6
South Carolina.....	105	90	85	89	96	7	4.4	3.7	3.5	3.7	4.0	0.3
South Dakota.....	17	18	19	17	17	0	3.6	3.8	4.0	3.6	3.6	0.0
Tennessee.....	123	122	117	119	125	6	3.6	3.6	3.4	3.5	3.7	0.2
Texas.....	465	409	473	472	477	5	3.3	2.9	3.3	3.3	3.3	0.0
Utah.....	79	73	65	60	65	5	4.5	4.1	3.7	3.4	3.6	0.2
Vermont.....	6	11	12	12	9	-3	1.9	3.5	3.8	3.8	2.9	-0.9
Virginia.....	135	143	137	144	136	-8	3.2	3.3	3.2	3.4	3.2	-0.2
Washington.....	137	125	111	106	129	23	3.7	3.4	3.0	2.9	3.5	0.6
West Virginia.....	30	26	28	27	30	3	4.2	3.6	3.9	3.8	4.2	0.4
Wisconsin.....	102	107	110	96	107	11	3.3	3.5	3.6	3.2	3.5	0.3
Wyoming.....	12	13	18	13	12	-1	4.1	4.4	6.1	4.4	4.1	-0.3

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

State	Levels (in thousands)						Rates					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Change from: Nov. 2025 - Dec. 2025 ^p	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Change from: Nov. 2025 - Dec. 2025 ^p
TOTAL U.S.....	5,082	5,264	5,069	5,144	5,251	107	3.2	3.3	3.2	3.2	3.3	0.1
Alabama.....	77	69	62	80	82	2	3.5	3.1	2.8	3.6	3.7	0.1
Alaska.....	21	18	10	15	19	4	6.2	5.3	3.0	4.4	5.6	1.2
Arizona.....	101	118	112	112	106	-6	3.1	3.6	3.4	3.4	3.2	-0.2
Arkansas.....	46	44	47	46	49	3	3.3	3.2	3.4	3.3	3.5	0.2
California.....	527	580	517	475	531	56	2.9	3.2	2.9	2.6	2.9	0.3
Colorado.....	82	125	99	119	97	-22	2.8	4.2	3.3	4.0	3.2	-0.8
Connecticut.....	43	71	56	52	55	3	2.5	4.1	3.3	3.0	3.2	0.2
Delaware.....	22	17	15	18	18	0	4.5	3.4	3.0	3.6	3.6	0.0
District of Columbia.....	19	22	17	20	18	-2	2.5	2.9	2.3	2.7	2.4	-0.3
Florida.....	318	342	297	294	310	16	3.2	3.4	3.0	2.9	3.1	0.2
Georgia.....	172	153	140	182	156	-26	3.5	3.1	2.8	3.6	3.1	-0.5
Hawaii.....	24	21	26	24	22	-2	3.7	3.2	4.0	3.7	3.4	-0.3
Idaho.....	38	38	34	48	46	-2	4.3	4.3	3.9	5.4	5.2	-0.2
Illinois.....	175	193	177	181	194	13	2.8	3.1	2.9	2.9	3.1	0.2
Indiana.....	117	140	150	135	159	24	3.6	4.2	4.6	4.1	4.9	0.8
Iowa.....	54	62	44	53	64	11	3.4	3.9	2.8	3.3	4.0	0.7
Kansas.....	48	53	49	51	54	3	3.3	3.6	3.4	3.5	3.7	0.2
Kentucky.....	72	66	67	66	71	5	3.5	3.2	3.3	3.2	3.5	0.3
Louisiana.....	79	81	72	76	84	8	4.0	4.0	3.6	3.8	4.2	0.4
Maine.....	20	23	20	18	25	7	3.0	3.5	3.1	2.8	3.8	1.0
Maryland.....	114	94	69	98	93	-5	4.0	3.3	2.4	3.5	3.3	-0.2
Massachusetts.....	95	82	98	96	102	6	2.6	2.2	2.6	2.6	2.7	0.1
Michigan.....	158	160	194	144	167	23	3.5	3.5	4.3	3.2	3.7	0.5
Minnesota.....	88	81	91	81	98	17	2.9	2.6	3.0	2.6	3.2	0.6
Mississippi.....	44	42	45	44	46	2	3.7	3.5	3.7	3.6	3.8	0.2
Missouri.....	87	92	99	109	102	-7	2.9	3.0	3.2	3.6	3.3	-0.3
Montana.....	25	26	23	24	26	2	4.7	4.9	4.3	4.5	4.9	0.4
Nebraska.....	32	34	34	34	37	3	3.0	3.2	3.2	3.2	3.5	0.3
Nevada.....	49	67	68	63	50	-13	3.1	4.3	4.3	4.0	3.2	-0.8
New Hampshire.....	22	26	26	23	28	5	3.1	3.7	3.7	3.3	4.0	0.7
New Jersey.....	137	127	138	126	116	-10	3.1	2.9	3.1	2.9	2.6	-0.3
New Mexico.....	31	32	36	29	29	0	3.5	3.5	4.0	3.2	3.2	0.0
New York.....	265	333	367	319	297	-22	2.7	3.3	3.7	3.2	3.0	-0.2
North Carolina.....	190	181	154	181	187	6	3.8	3.5	3.0	3.5	3.6	0.1
North Dakota.....	17	18	18	17	20	3	3.8	4.0	4.0	3.8	4.5	0.7
Ohio.....	194	189	196	194	202	8	3.4	3.3	3.4	3.4	3.5	0.1
Oklahoma.....	59	60	59	62	64	2	3.3	3.3	3.3	3.4	3.5	0.1
Oregon.....	59	69	71	67	67	0	3.0	3.4	3.5	3.3	3.3	0.0
Pennsylvania.....	138	155	163	165	164	-1	2.2	2.5	2.6	2.6	2.6	0.0
Rhode Island.....	26	21	21	19	19	0	5.1	4.1	4.1	3.7	3.7	0.0
South Carolina.....	98	73	93	94	86	-8	4.1	3.0	3.8	3.9	3.6	-0.3
South Dakota.....	18	17	15	15	24	9	3.8	3.6	3.2	3.2	5.1	1.9
Tennessee.....	128	121	101	151	110	-41	3.8	3.5	3.0	4.4	3.2	-1.2
Texas.....	523	439	424	459	475	16	3.7	3.1	3.0	3.2	3.3	0.1
Utah.....	54	69	69	63	63	0	3.1	3.9	3.9	3.5	3.5	0.0
Vermont.....	10	11	13	10	14	4	3.2	3.5	4.1	3.2	4.5	1.3
Virginia.....	130	149	119	162	145	-17	3.0	3.5	2.8	3.8	3.4	-0.4
Washington.....	104	109	109	104	103	-1	2.8	3.0	3.0	2.8	2.8	0.0
West Virginia.....	28	27	27	27	28	1	3.9	3.8	3.8	3.8	3.9	0.1
Wisconsin.....	93	105	104	92	115	23	3.1	3.4	3.4	3.0	3.8	0.8
Wyoming.....	15	15	10	8	15	7	5.1	5.1	3.4	2.7	5.1	2.4

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

State	Levels (in thousands)						Rates					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^P	Change from: Nov. 2025 - Dec. 2025 ^P	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^P	Change from: Nov. 2025 - Dec. 2025 ^P
TOTAL U.S.....	3,095	3,128	2,973	3,193	3,204	11	1.9	2.0	1.9	2.0	2.0	0.0
Alabama.....	53	48	36	47	51	4	2.4	2.2	1.6	2.1	2.3	0.2
Alaska.....	12	11	5	10	12	2	3.5	3.2	1.5	3.0	3.6	0.6
Arizona.....	65	69	65	73	62	-11	2.0	2.1	2.0	2.2	1.9	-0.3
Arkansas.....	30	29	29	29	29	0	2.2	2.1	2.1	2.1	2.1	0.0
California.....	326	272	255	252	278	26	1.8	1.5	1.4	1.4	1.5	0.1
Colorado.....	49	60	60	68	59	-9	1.6	2.0	2.0	2.3	2.0	-0.3
Connecticut.....	24	26	29	30	29	-1	1.4	1.5	1.7	1.7	1.7	0.0
Delaware.....	15	11	9	11	11	0	3.1	2.2	1.8	2.2	2.2	0.0
District of Columbia.....	12	16	10	12	10	-2	1.6	2.1	1.4	1.6	1.4	-0.2
Florida.....	183	213	212	201	196	-5	1.8	2.1	2.1	2.0	2.0	0.0
Georgia.....	103	101	83	120	90	-30	2.1	2.0	1.7	2.4	1.8	-0.6
Hawaii.....	15	12	15	13	13	0	2.3	1.8	2.3	2.0	2.0	0.0
Idaho.....	24	21	19	21	23	2	2.7	2.4	2.2	2.4	2.6	0.2
Illinois.....	90	110	99	124	124	0	1.5	1.8	1.6	2.0	2.0	0.0
Indiana.....	67	88	96	81	101	20	2.0	2.7	2.9	2.5	3.1	0.6
Iowa.....	34	32	30	34	44	10	2.1	2.0	1.9	2.1	2.8	0.7
Kansas.....	28	30	31	35	37	2	1.9	2.1	2.1	2.4	2.5	0.1
Kentucky.....	43	42	40	43	43	0	2.1	2.0	1.9	2.1	2.1	0.0
Louisiana.....	49	54	44	52	54	2	2.5	2.7	2.2	2.6	2.7	0.1
Maine.....	12	12	9	10	14	4	1.8	1.8	1.4	1.5	2.1	0.6
Maryland.....	66	67	41	60	58	-2	2.3	2.4	1.5	2.1	2.1	0.0
Massachusetts.....	51	47	57	52	53	1	1.4	1.3	1.5	1.4	1.4	0.0
Michigan.....	89	101	125	111	100	-11	2.0	2.2	2.8	2.4	2.2	-0.2
Minnesota.....	55	47	59	54	65	11	1.8	1.5	1.9	1.8	2.1	0.3
Mississippi.....	29	30	26	30	28	-2	2.4	2.5	2.2	2.5	2.3	-0.2
Missouri.....	54	61	66	77	72	-5	1.8	2.0	2.2	2.5	2.4	-0.1
Montana.....	16	14	13	15	16	1	3.0	2.6	2.5	2.8	3.0	0.2
Nebraska.....	18	21	21	22	25	3	1.7	2.0	2.0	2.1	2.4	0.3
Nevada.....	31	33	36	32	29	-3	2.0	2.1	2.3	2.0	1.8	-0.2
New Hampshire.....	13	13	13	13	15	2	1.8	1.8	1.8	1.8	2.1	0.3
New Jersey.....	72	61	62	64	65	1	1.6	1.4	1.4	1.5	1.5	0.0
New Mexico.....	19	18	19	18	18	0	2.1	2.0	2.1	2.0	2.0	0.0
New York.....	149	178	194	157	149	-8	1.5	1.8	1.9	1.6	1.5	-0.1
North Carolina.....	125	131	93	123	127	4	2.5	2.6	1.8	2.4	2.5	0.1
North Dakota.....	10	10	10	11	13	2	2.2	2.2	2.2	2.4	2.9	0.5
Ohio.....	113	126	125	135	143	8	2.0	2.2	2.2	2.4	2.5	0.1
Oklahoma.....	40	40	38	40	41	1	2.2	2.2	2.1	2.2	2.3	0.1
Oregon.....	38	39	41	42	42	0	1.9	1.9	2.0	2.1	2.1	0.0
Pennsylvania.....	87	81	88	111	98	-13	1.4	1.3	1.4	1.8	1.6	-0.2
Rhode Island.....	10	10	11	10	10	0	1.9	1.9	2.1	1.9	1.9	0.0
South Carolina.....	68	50	52	60	54	-6	2.9	2.1	2.1	2.5	2.2	-0.3
South Dakota.....	10	10	10	10	18	8	2.1	2.1	2.1	2.1	3.8	1.7
Tennessee.....	72	75	59	94	67	-27	2.1	2.2	1.7	2.8	2.0	-0.8
Texas.....	347	315	276	299	317	18	2.4	2.2	1.9	2.1	2.2	0.1
Utah.....	38	40	43	38	39	1	2.2	2.2	2.4	2.1	2.2	0.1
Vermont.....	6	6	7	5	8	3	1.9	1.9	2.2	1.6	2.5	0.9
Virginia.....	87	95	66	94	90	-4	2.0	2.2	1.5	2.2	2.1	-0.1
Washington.....	68	61	61	62	61	-1	1.9	1.7	1.7	1.7	1.7	0.0
West Virginia.....	18	18	17	18	17	-1	2.5	2.5	2.4	2.5	2.4	-0.1
Wisconsin.....	54	63	63	64	76	12	1.8	2.1	2.1	2.1	2.5	0.4
Wyoming.....	10	9	5	5	10	5	3.4	3.0	1.7	1.7	3.4	1.7

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

State	Levels (in thousands)						Rates					
	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^P	Change from: Nov. 2025 - Dec. 2025 ^P	Dec. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025 ^P	Change from: Nov. 2025 - Dec. 2025 ^P
TOTAL U.S.....	1,669	1,781	1,850	1,701	1,762	61	1.1	1.1	1.2	1.1	1.1	0.0
Alabama.....	20	18	23	28	25	-3	0.9	0.8	1.0	1.3	1.1	-0.2
Alaska.....	7	5	4	4	6	2	2.1	1.5	1.2	1.2	1.8	0.6
Arizona.....	29	39	39	33	34	1	0.9	1.2	1.2	1.0	1.0	0.0
Arkansas.....	14	12	16	15	17	2	1.0	0.9	1.1	1.1	1.2	0.1
California.....	162	255	231	202	232	30	0.9	1.4	1.3	1.1	1.3	0.2
Colorado.....	27	57	35	44	29	-15	0.9	1.9	1.2	1.5	1.0	-0.5
Connecticut.....	15	36	24	19	21	2	0.9	2.1	1.4	1.1	1.2	0.1
Delaware.....	7	4	5	6	6	0	1.4	0.8	1.0	1.2	1.2	0.0
District of Columbia.....	6	4	6	6	5	-1	0.8	0.5	0.8	0.8	0.7	-0.1
Florida.....	115	105	75	84	103	19	1.1	1.0	0.7	0.8	1.0	0.2
Georgia.....	61	37	50	51	55	4	1.2	0.7	1.0	1.0	1.1	0.1
Hawaii.....	8	7	10	9	8	-1	1.2	1.1	1.5	1.4	1.2	-0.2
Idaho.....	12	13	13	25	19	-6	1.4	1.5	1.5	2.8	2.1	-0.7
Illinois.....	76	74	70	51	63	12	1.2	1.2	1.1	0.8	1.0	0.2
Indiana.....	41	46	49	48	53	5	1.3	1.4	1.5	1.5	1.6	0.1
Iowa.....	16	26	12	16	17	1	1.0	1.6	0.8	1.0	1.1	0.1
Kansas.....	17	20	16	13	16	3	1.2	1.4	1.1	0.9	1.1	0.2
Kentucky.....	25	19	23	19	24	5	1.2	0.9	1.1	0.9	1.2	0.3
Louisiana.....	25	20	25	21	25	4	1.3	1.0	1.2	1.0	1.2	0.2
Maine.....	7	9	10	7	9	2	1.1	1.4	1.5	1.1	1.4	0.3
Maryland.....	42	21	25	29	27	-2	1.5	0.7	0.9	1.0	1.0	0.0
Massachusetts.....	35	29	34	35	36	1	0.9	0.8	0.9	0.9	1.0	0.1
Michigan.....	62	51	60	28	64	36	1.4	1.1	1.3	0.6	1.4	0.8
Minnesota.....	25	29	27	23	30	7	0.8	0.9	0.9	0.7	1.0	0.3
Mississippi.....	13	10	17	12	15	3	1.1	0.8	1.4	1.0	1.2	0.2
Missouri.....	26	25	28	27	26	-1	0.9	0.8	0.9	0.9	0.9	0.0
Montana.....	8	10	8	8	8	0	1.5	1.9	1.5	1.5	1.5	0.0
Nebraska.....	12	11	12	10	11	1	1.1	1.0	1.1	0.9	1.0	0.1
Nevada.....	16	30	28	26	17	-9	1.0	1.9	1.8	1.7	1.1	-0.6
New Hampshire.....	7	10	12	9	11	2	1.0	1.4	1.7	1.3	1.6	0.3
New Jersey.....	55	54	70	57	38	-19	1.3	1.2	1.6	1.3	0.9	-0.4
New Mexico.....	10	10	15	9	9	0	1.1	1.1	1.7	1.0	1.0	0.0
New York.....	93	136	159	149	127	-22	0.9	1.4	1.6	1.5	1.3	-0.2
North Carolina.....	57	43	58	52	52	0	1.1	0.8	1.1	1.0	1.0	0.0
North Dakota.....	6	7	7	5	6	1	1.3	1.6	1.6	1.1	1.3	0.2
Ohio.....	71	54	61	52	52	0	1.3	0.9	1.1	0.9	0.9	0.0
Oklahoma.....	16	15	19	18	19	1	0.9	0.8	1.1	1.0	1.1	0.1
Oregon.....	16	24	26	19	19	0	0.8	1.2	1.3	0.9	0.9	0.0
Pennsylvania.....	45	63	63	48	57	9	0.7	1.0	1.0	0.8	0.9	0.1
Rhode Island.....	15	9	9	6	7	1	2.9	1.7	1.8	1.2	1.4	0.2
South Carolina.....	27	17	38	29	28	-1	1.1	0.7	1.6	1.2	1.2	0.0
South Dakota.....	6	6	5	4	5	1	1.3	1.3	1.1	0.8	1.1	0.3
Tennessee.....	50	40	37	51	37	-14	1.5	1.2	1.1	1.5	1.1	-0.4
Texas.....	139	110	135	143	141	-2	1.0	0.8	0.9	1.0	1.0	0.0
Utah.....	14	23	22	20	19	-1	0.8	1.3	1.2	1.1	1.1	0.0
Vermont.....	3	4	5	4	5	1	1.0	1.3	1.6	1.3	1.6	0.3
Virginia.....	34	45	44	60	47	-13	0.8	1.1	1.0	1.4	1.1	-0.3
Washington.....	30	38	42	32	35	3	0.8	1.0	1.1	0.9	1.0	0.1
West Virginia.....	8	7	8	7	9	2	1.1	1.0	1.1	1.0	1.3	0.3
Wisconsin.....	31	36	37	23	35	12	1.0	1.2	1.2	0.8	1.1	0.3
Wyoming.....	4	4	4	3	4	1	1.4	1.3	1.4	1.0	1.4	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		
	Dec. 2024	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Nov. 2025	Dec. 2025 ^p
TOTAL U.S.....	6,970	6,574	6,038	4.2	3.9	3.6
Alabama.....	108	95	94	4.7	4.1	4.0
Alaska.....	16	16	13	4.8	4.5	3.8
Arizona.....	174	150	115	5.0	4.3	3.4
Arkansas.....	77	64	63	5.3	4.4	4.3
California.....	602	628	518	3.2	3.3	2.8
Colorado.....	108	113	93	3.5	3.6	3.0
Connecticut.....	68	69	59	3.8	3.8	3.3
Delaware.....	24	19	20	4.7	3.6	3.9
District of Columbia.....	40	22	33	5.0	2.8	4.3
Florida.....	423	431	401	4.0	4.1	3.8
Georgia.....	274	257	271	5.2	4.9	5.1
Hawaii.....	26	22	20	3.8	3.2	2.9
Idaho.....	37	36	44	4.1	3.9	4.7
Illinois.....	262	206	199	4.1	3.2	3.1
Indiana.....	138	145	114	4.0	4.2	3.3
Iowa.....	65	59	60	3.9	3.6	3.6
Kansas.....	64	65	62	4.2	4.2	4.0
Kentucky.....	124	94	85	5.7	4.3	3.9
Louisiana.....	84	91	82	4.0	4.3	3.9
Maine.....	25	31	24	3.7	4.6	3.5
Maryland.....	123	109	114	4.1	3.7	3.9
Massachusetts.....	184	129	119	4.7	3.3	3.1
Michigan.....	184	206	179	3.9	4.3	3.8
Minnesota.....	156	131	143	4.9	4.1	4.5
Mississippi.....	59	65	58	4.7	5.1	4.5
Missouri.....	169	135	134	5.3	4.2	4.2
Montana.....	27	24	22	4.8	4.4	4.0
Nebraska.....	44	39	37	3.9	3.6	3.4
Nevada.....	75	60	53	4.5	3.7	3.2
New Hampshire.....	33	35	26	4.4	4.7	3.5
New Jersey.....	189	191	149	4.1	4.1	3.3
New Mexico.....	48	46	30	5.0	4.8	3.2
New York.....	474	459	351	4.5	4.4	3.4
North Carolina.....	259	223	208	4.9	4.1	3.9
North Dakota.....	23	21	21	4.9	4.5	4.4
Ohio.....	251	242	252	4.2	4.0	4.2
Oklahoma.....	90	96	95	4.8	5.0	5.0
Oregon.....	111	73	77	5.2	3.5	3.7
Pennsylvania.....	237	229	227	3.7	3.5	3.5
Rhode Island.....	25	28	21	4.6	5.2	3.8
South Carolina.....	133	108	108	5.2	4.3	4.3
South Dakota.....	19	20	18	3.9	3.9	3.7
Tennessee.....	140	140	124	4.0	3.9	3.5
Texas.....	541	589	566	3.6	3.9	3.8
Utah.....	74	67	60	4.0	3.6	3.3
Vermont.....	12	16	10	3.7	4.7	3.0
Virginia.....	227	194	204	5.0	4.3	4.5
Washington.....	149	114	109	3.9	3.0	2.9
West Virginia.....	43	39	43	5.6	5.2	5.7
Wisconsin.....	119	122	102	3.7	3.8	3.2
Wyoming.....	13	13	11	4.3	4.2	3.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Nov. 2025	Dec. 2025 ^p
TOTAL U.S.....	3,947	4,600	3,895	2.5	2.9	2.4
Alabama.....	55	56	53	2.5	2.5	2.4
Alaska.....	10	12	9	3.0	3.8	2.8
Arizona.....	90	103	95	2.7	3.1	2.9
Arkansas.....	40	38	37	2.9	2.7	2.6
California.....	390	505	407	2.1	2.8	2.2
Colorado.....	95	91	70	3.2	3.0	2.3
Connecticut.....	37	50	41	2.1	2.9	2.4
Delaware.....	15	12	14	3.0	2.3	2.9
District of Columbia.....	19	10	17	2.5	1.4	2.3
Florida.....	291	267	223	2.9	2.6	2.2
Georgia.....	142	127	104	2.8	2.5	2.1
Hawaii.....	17	20	16	2.6	3.0	2.5
Idaho.....	27	28	25	3.1	3.2	2.8
Illinois.....	161	208	173	2.6	3.4	2.8
Indiana.....	99	132	80	3.0	4.0	2.4
Iowa.....	35	42	37	2.2	2.6	2.3
Kansas.....	37	44	37	2.5	3.0	2.5
Kentucky.....	52	56	46	2.5	2.7	2.2
Louisiana.....	51	59	50	2.6	2.9	2.5
Maine.....	10	21	13	1.5	3.2	1.9
Maryland.....	61	56	62	2.1	2.0	2.2
Massachusetts.....	72	87	69	1.9	2.3	1.9
Michigan.....	129	147	141	2.9	3.2	3.1
Minnesota.....	68	72	67	2.3	2.3	2.2
Mississippi.....	34	38	34	2.9	3.2	2.8
Missouri.....	73	87	80	2.4	2.8	2.6
Montana.....	19	20	17	3.5	3.8	3.2
Nebraska.....	26	28	25	2.5	2.6	2.4
Nevada.....	56	49	58	3.5	3.1	3.7
New Hampshire.....	13	26	15	1.8	3.6	2.1
New Jersey.....	98	110	110	2.2	2.5	2.5
New Mexico.....	23	33	21	2.6	3.6	2.3
New York.....	186	339	255	1.9	3.4	2.5
North Carolina.....	124	140	109	2.4	2.7	2.1
North Dakota.....	14	15	13	3.1	3.4	2.9
Ohio.....	135	153	118	2.4	2.7	2.1
Oklahoma.....	52	48	47	2.9	2.6	2.6
Oregon.....	63	57	58	3.2	2.8	2.9
Pennsylvania.....	123	157	134	2.0	2.5	2.1
Rhode Island.....	12	22	14	2.3	4.2	2.7
South Carolina.....	80	76	72	3.3	3.1	3.0
South Dakota.....	13	15	12	2.7	3.1	2.6
Tennessee.....	84	109	87	2.5	3.2	2.5
Texas.....	354	438	369	2.5	3.0	2.6
Utah.....	60	50	47	3.4	2.8	2.6
Vermont.....	6	11	6	1.8	3.4	2.0
Virginia.....	96	128	97	2.2	3.0	2.3
Washington.....	92	88	95	2.5	2.4	2.6
West Virginia.....	22	22	23	3.1	3.1	3.2
Wisconsin.....	77	87	83	2.5	2.9	2.7
Wyoming.....	9	10	9	3.2	3.4	2.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Nov. 2025	Dec. 2025 ^p
TOTAL U.S.....	4,850	4,506	5,080	3.0	2.8	3.2
Alabama.....	66	71	75	3.0	3.2	3.4
Alaska.....	20	19	20	6.1	5.6	6.3
Arizona.....	81	88	83	2.5	2.7	2.5
Arkansas.....	38	39	42	2.7	2.8	3.0
California.....	525	420	552	2.9	2.3	3.0
Colorado.....	74	117	80	2.5	3.9	2.6
Connecticut.....	40	49	52	2.3	2.8	3.0
Delaware.....	21	16	18	4.3	3.2	3.7
District of Columbia.....	16	19	16	2.1	2.5	2.1
Florida.....	296	232	288	2.9	2.3	2.8
Georgia.....	150	153	140	3.0	3.0	2.8
Hawaii.....	20	20	19	3.0	3.1	2.9
Idaho.....	37	48	46	4.3	5.4	5.2
Illinois.....	192	166	211	3.1	2.7	3.4
Indiana.....	112	126	162	3.4	3.8	4.9
Iowa.....	53	48	64	3.3	3.0	4.0
Kansas.....	42	44	50	2.9	3.0	3.4
Kentucky.....	63	57	62	3.1	2.7	3.0
Louisiana.....	70	63	79	3.5	3.1	3.9
Maine.....	21	20	28	3.2	3.0	4.3
Maryland.....	111	81	92	3.9	2.8	3.2
Massachusetts.....	98	90	105	2.6	2.4	2.8
Michigan.....	153	132	162	3.4	2.9	3.6
Minnesota.....	91	69	101	3.0	2.2	3.3
Mississippi.....	38	36	42	3.2	3.0	3.4
Missouri.....	85	93	100	2.8	3.0	3.3
Montana.....	24	26	26	4.6	4.8	4.9
Nebraska.....	31	30	34	2.9	2.8	3.2
Nevada.....	46	65	45	2.9	4.1	2.8
New Hampshire.....	22	22	29	3.1	3.1	4.2
New Jersey.....	156	104	124	3.5	2.4	2.8
New Mexico.....	30	27	27	3.3	2.9	3.0
New York.....	270	290	299	2.7	2.9	3.0
North Carolina.....	168	154	173	3.3	3.0	3.4
North Dakota.....	17	17	20	3.8	3.7	4.5
Ohio.....	183	170	188	3.2	3.0	3.3
Oklahoma.....	50	52	56	2.8	2.8	3.1
Oregon.....	57	63	62	2.8	3.1	3.1
Pennsylvania.....	124	146	152	2.0	2.3	2.4
Rhode Island.....	27	19	20	5.2	3.6	3.9
South Carolina.....	90	79	79	3.7	3.3	3.3
South Dakota.....	18	15	23	3.9	3.1	4.8
Tennessee.....	116	126	93	3.4	3.7	2.7
Texas.....	503	382	484	3.5	2.7	3.3
Utah.....	51	57	58	2.9	3.2	3.2
Vermont.....	10	9	13	3.2	3.0	4.2
Virginia.....	121	134	139	2.8	3.1	3.2
Washington.....	95	96	95	2.6	2.6	2.6
West Virginia.....	24	22	25	3.4	3.1	3.5
Wisconsin.....	91	79	113	3.0	2.6	3.7
Wyoming.....	13	10	14	4.4	3.4	4.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Nov. 2025	Dec. 2025 ^p
TOTAL U.S.....	2,608	2,686	2,747	1.6	1.7	1.7
Alabama.....	41	40	41	1.9	1.8	1.9
Alaska.....	11	11	12	3.4	3.3	3.5
Arizona.....	48	55	45	1.5	1.7	1.4
Arkansas.....	22	24	22	1.6	1.7	1.6
California.....	302	225	262	1.7	1.2	1.4
Colorado.....	43	61	50	1.4	2.0	1.7
Connecticut.....	18	26	22	1.0	1.5	1.3
Delaware.....	13	10	11	2.7	1.9	2.1
District of Columbia.....	9	11	8	1.2	1.5	1.0
Florida.....	166	166	171	1.6	1.6	1.7
Georgia.....	87	97	75	1.7	1.9	1.5
Hawaii.....	11	10	11	1.7	1.6	1.6
Idaho.....	21	18	21	2.3	2.1	2.4
Illinois.....	78	105	115	1.3	1.7	1.9
Indiana.....	53	71	89	1.6	2.1	2.7
Iowa.....	29	31	40	1.8	1.9	2.5
Kansas.....	21	30	31	1.5	2.0	2.1
Kentucky.....	34	37	35	1.7	1.8	1.7
Louisiana.....	40	43	47	2.0	2.1	2.3
Maine.....	10	11	12	1.5	1.7	1.8
Maryland.....	53	50	47	1.8	1.8	1.7
Massachusetts.....	41	45	43	1.1	1.2	1.2
Michigan.....	76	98	83	1.7	2.1	1.8
Minnesota.....	53	45	63	1.7	1.5	2.0
Mississippi.....	23	24	24	1.9	2.0	1.9
Missouri.....	50	64	66	1.6	2.1	2.1
Montana.....	14	14	15	2.7	2.7	2.8
Nebraska.....	15	19	20	1.4	1.8	1.9
Nevada.....	28	29	25	1.7	1.8	1.6
New Hampshire.....	10	12	12	1.3	1.6	1.6
New Jersey.....	53	51	49	1.2	1.2	1.1
New Mexico.....	16	15	15	1.7	1.6	1.7
New York.....	129	125	124	1.3	1.2	1.2
North Carolina.....	96	97	103	1.9	1.9	2.0
North Dakota.....	8	10	12	1.8	2.3	2.6
Ohio.....	87	114	118	1.5	2.0	2.1
Oklahoma.....	32	34	33	1.8	1.8	1.8
Oregon.....	33	36	36	1.7	1.8	1.8
Pennsylvania.....	63	94	75	1.0	1.5	1.2
Rhode Island.....	8	9	9	1.5	1.7	1.7
South Carolina.....	58	52	45	2.4	2.1	1.9
South Dakota.....	9	10	15	1.9	2.0	3.1
Tennessee.....	58	79	50	1.7	2.3	1.5
Texas.....	305	239	294	2.1	1.7	2.0
Utah.....	32	30	33	1.8	1.7	1.8
Vermont.....	4	5	6	1.4	1.7	1.8
Virginia.....	71	76	76	1.7	1.8	1.8
Washington.....	56	53	52	1.5	1.4	1.4
West Virginia.....	15	15	14	2.0	2.0	1.9
Wisconsin.....	48	55	67	1.6	1.8	2.2
Wyoming.....	8	5	8	2.6	1.9	2.7

p Preliminary

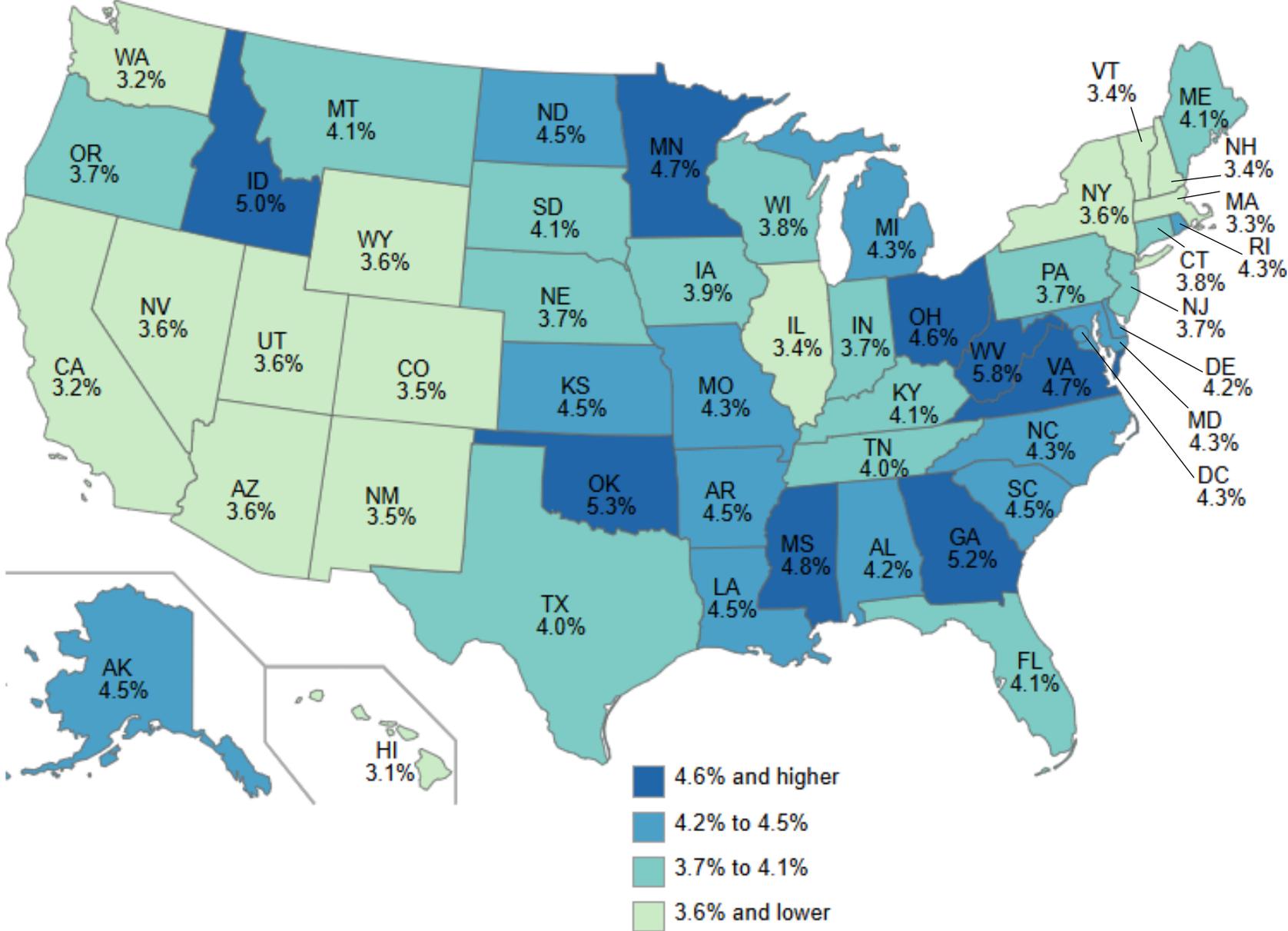
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Dec. 2024	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Nov. 2025	Dec. 2025 ^p
TOTAL U.S.....	1,910	1,614	2,029	1.2	1.0	1.3
Alabama.....	22	26	27	1.0	1.2	1.2
Alaska.....	8	7	8	2.4	2.1	2.3
Arizona.....	28	29	31	0.9	0.9	0.9
Arkansas.....	14	13	18	1.0	0.9	1.3
California.....	180	183	266	1.0	1.0	1.5
Colorado.....	26	50	23	0.9	1.7	0.8
Connecticut.....	18	19	24	1.1	1.1	1.4
Delaware.....	7	6	7	1.4	1.1	1.3
District of Columbia.....	6	6	5	0.7	0.8	0.7
Florida.....	113	58	107	1.1	0.6	1.1
Georgia.....	58	45	57	1.2	0.9	1.1
Hawaii.....	7	9	7	1.1	1.3	1.1
Idaho.....	14	27	21	1.6	3.0	2.3
Illinois.....	106	57	90	1.7	0.9	1.5
Indiana.....	49	51	68	1.5	1.5	2.1
Iowa.....	20	16	21	1.2	1.0	1.3
Kansas.....	18	12	17	1.2	0.8	1.2
Kentucky.....	26	17	24	1.3	0.8	1.2
Louisiana.....	26	17	27	1.3	0.8	1.3
Maine.....	9	7	14	1.4	1.1	2.1
Maryland.....	53	23	36	1.9	0.8	1.3
Massachusetts.....	47	35	48	1.3	0.9	1.3
Michigan.....	70	31	75	1.5	0.7	1.7
Minnesota.....	29	21	35	1.0	0.7	1.2
Mississippi.....	13	10	16	1.1	0.9	1.3
Missouri.....	28	25	31	0.9	0.8	1.0
Montana.....	9	10	8	1.7	1.8	1.6
Nebraska.....	14	10	13	1.3	0.9	1.2
Nevada.....	16	32	16	1.0	2.0	1.0
New Hampshire.....	10	8	15	1.5	1.2	2.1
New Jersey.....	94	48	60	2.1	1.1	1.3
New Mexico.....	12	10	9	1.3	1.1	1.0
New York.....	108	154	142	1.1	1.5	1.4
North Carolina.....	66	53	63	1.3	1.0	1.2
North Dakota.....	8	5	8	1.8	1.2	1.7
Ohio.....	83	50	61	1.5	0.9	1.1
Oklahoma.....	16	15	20	0.9	0.8	1.1
Oregon.....	20	21	20	1.0	1.1	1.0
Pennsylvania.....	51	48	66	0.8	0.8	1.0
Rhode Island.....	18	6	9	3.5	1.2	1.8
South Carolina.....	29	24	30	1.2	1.0	1.2
South Dakota.....	8	4	7	1.7	0.9	1.5
Tennessee.....	52	42	38	1.5	1.2	1.1
Texas.....	159	130	167	1.1	0.9	1.2
Utah.....	16	24	20	0.9	1.3	1.1
Vermont.....	4	3	6	1.4	1.1	2.0
Virginia.....	40	51	55	0.9	1.2	1.3
Washington.....	34	35	37	0.9	1.0	1.0
West Virginia.....	8	6	10	1.1	0.9	1.3
Wisconsin.....	36	20	43	1.2	0.7	1.4
Wyoming.....	4	4	4	1.5	1.4	1.5

p Preliminary

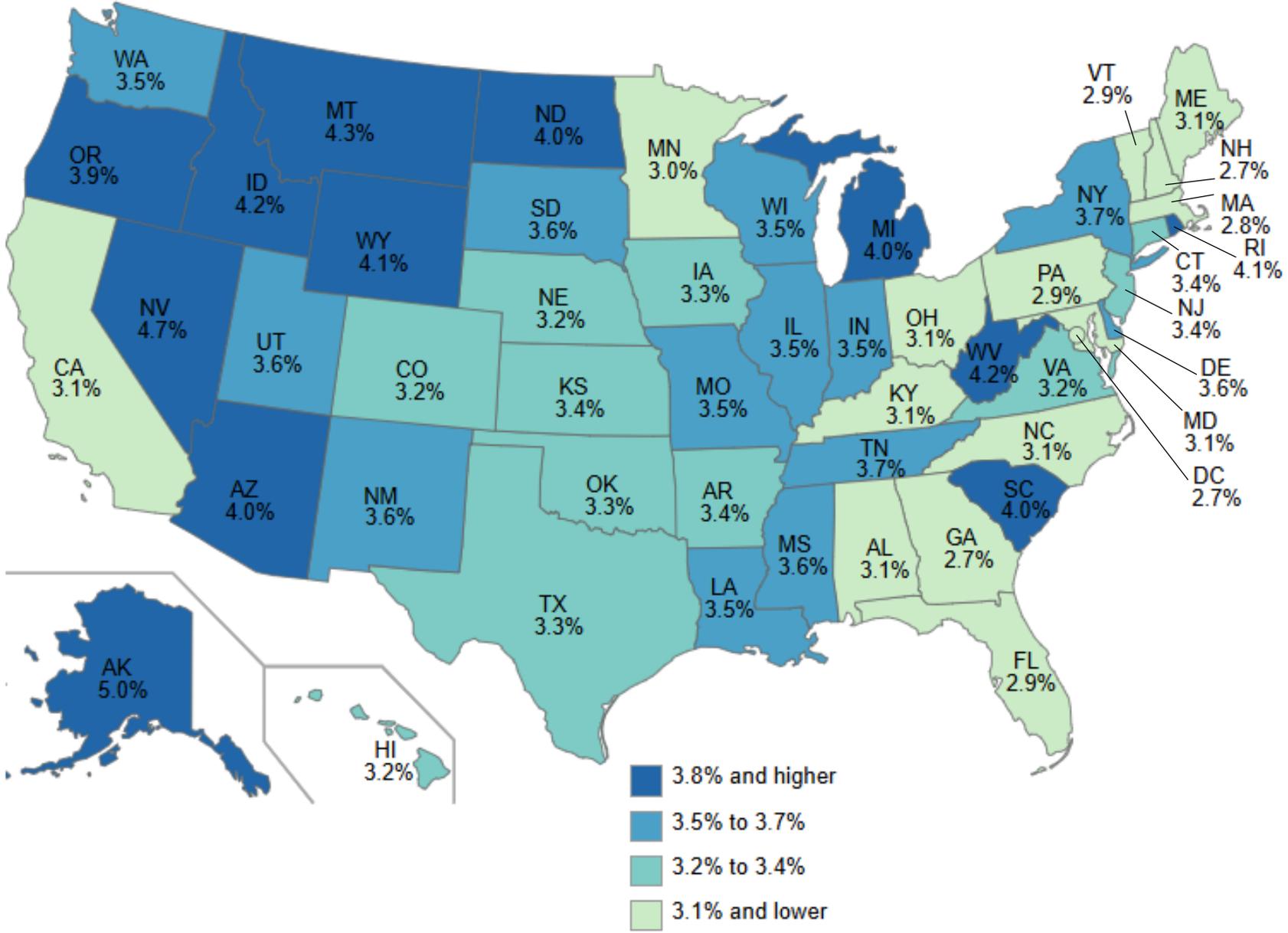
Map 1. Job openings rates by state, seasonally adjusted, December 2025

Total U.S. job openings rate = 3.9%



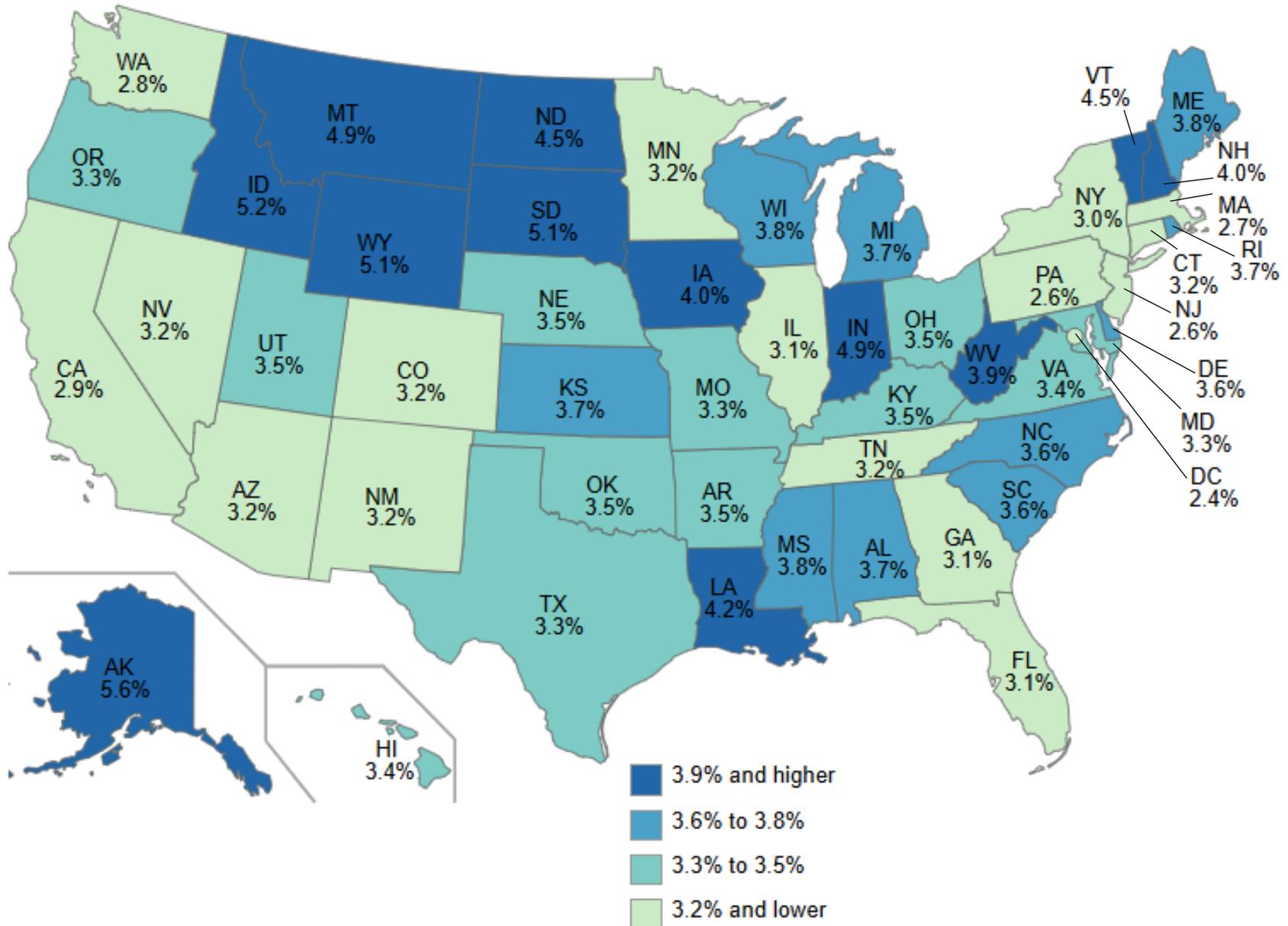
Map 2. Hires rates by state, seasonally adjusted, December 2025

Total U.S. hires rate = 3.3%



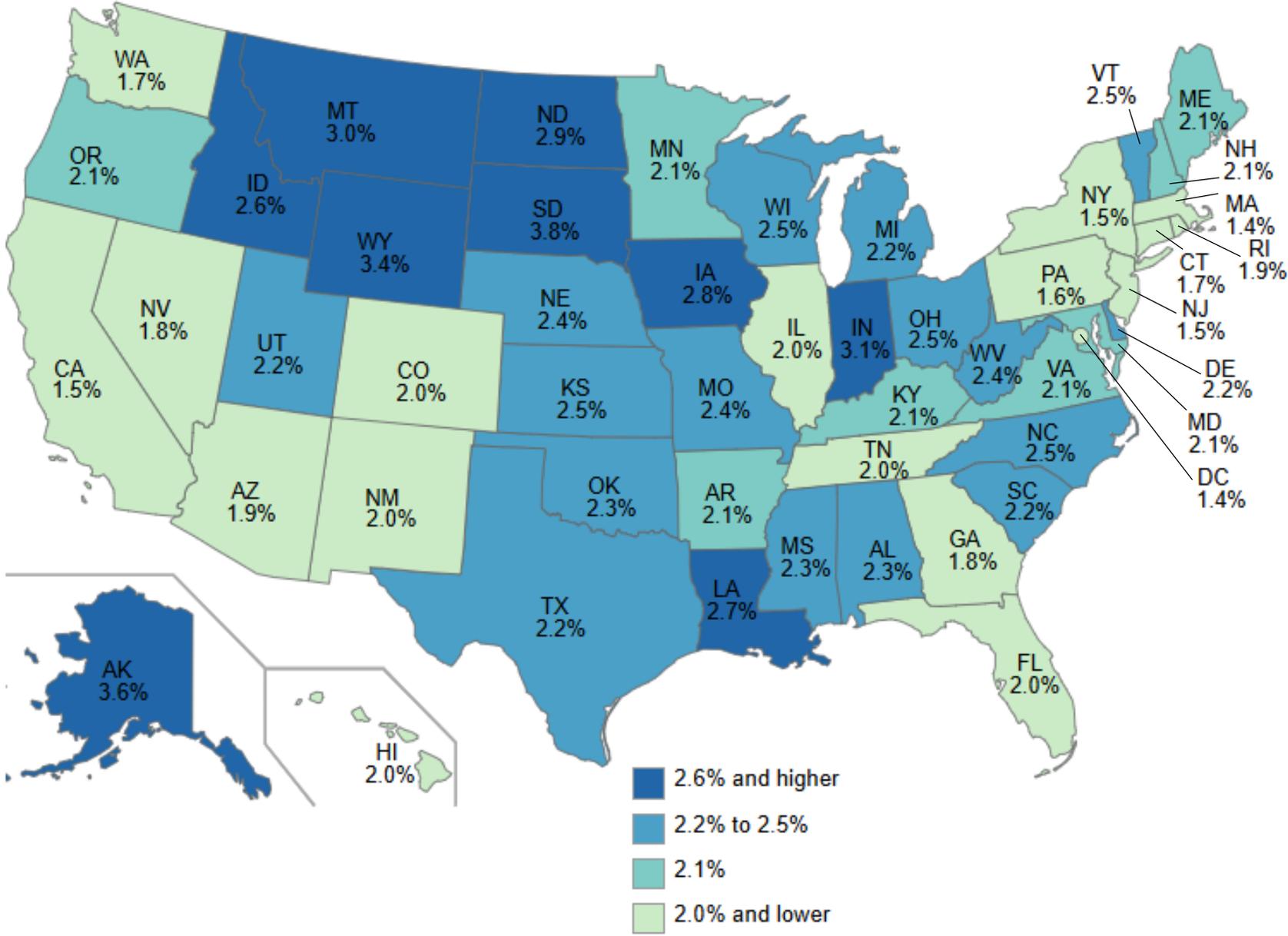
Map 3. Total separations rates by state, seasonally adjusted, December 2025

Total U.S. total separations rate = 3.3%



Map 4. Quits rates by state, seasonally adjusted, December 2025

Total U.S. quits rate = 2.0%



Map 5. Layoffs and discharges rates by state, seasonally adjusted, December 2025

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

