

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Tuesday, May 20, 2025

USDL-25-0848

Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt

Media contact: (202) 691-5902 • PressOffice@bls.gov

STATE JOB OPENINGS AND LABOR TURNOVER – MARCH 2025

Job openings rates decreased in 3 states in March, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates increased in 3 states and decreased in 2 states. Total separations rates decreased in 4 states and increased in 3 states. Nationally, the job openings, hires, and total separations rates showed little or no change in March.

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 3 states and were little changed in 47 states and the District of Columbia in March. The decreases in job openings rates occurred in Massachusetts (-1.5 percentage points), New Mexico (-1.2 points), and New York (-0.5 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** decreased in 5 states and changed little in 45 states and the District of Columbia in March. The largest decreases in the job openings level occurred in Massachusetts (-59,000), New York (-46,000), and New Jersey (-30,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In March, **hires rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases in the hires rates occurred in Colorado (+1.0 percentage point) as well as in Indiana and Michigan (+0.8 point each). The decreases occurred in Florida (-1.5 points) and New Mexico (-0.9 point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 4 states, decreased in 2 states, and was little changed in 44 states and the District of Columbia in March. The largest increases in the hires level occurred in Michigan (+40,000), Colorado (+32,000), and Georgia (+31,000). The decreases occurred in Florida (-149,000) and New Mexico (-8,000). Nationally, the number of hires was unchanged over the month. (See table 2.)

Total Separations

In March, **total separations rates** decreased in 4 states, increased in 3 states, and were little changed in 43 states and the District of Columbia. The decreases in total separations rates occurred in Alaska (-1.5 percentage points) as well as in Louisiana, Massachusetts, and Tennessee (-0.8 point each). The increases occurred in Iowa (+1.1 points), Connecticut (+0.8 point), and Kansas (+0.7 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 8 states, increased in 4 states, and changed little in 38 states and the District of Columbia in March. The largest decreases in the total separations level occurred in Pennsylvania (-30,000) as well as in Massachusetts and Virginia (-28,000 each). The largest increases occurred in California (+84,000), Iowa (+17,000), and Connecticut (+13,000). Nationally, the number of total separations was little changed over the month. (See table 3.)

Quits

In March, **quits rates** increased in 3 states and were little changed in 47 states and the District of Columbia. The increases in quits rates occurred in Iowa (+0.8 percentage point), Illinois (+0.5 point), and California (+0.3 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** increased in 3 states and was little changed in 47 states and the District of Columbia in March. The increases in the quits level occurred in California (+57,000), Illinois (+31,000), and Iowa (+12,000). Nationally, the number of quits was unchanged. (See table 4.)

Layoffs and Discharges

In March, **layoffs and discharges rates** decreased in 5 states and were little changed in 45 states and the District of Columbia. The largest decreases in layoffs and discharges rates occurred in Alaska (-1.2 percentage points), Massachusetts (-0.9 point), and Tennessee (-0.6 point). The national layoffs and discharges rate was little changed over the month. (See table 5.)

The **number of layoffs and discharges** decreased in 10 states and changed little in 40 states and the District of Columbia in March. The largest decreases in the layoffs and discharges level occurred in Massachusetts (-35,000), New York (-29,000), and Michigan (-21,000). Nationally, the number of layoffs and discharges edged down 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 estimates for April 2025 are scheduled to be released on Wednesday, June 18, 2025, at 10:00 a.m. (ET)

Upcoming Revisions to the JOLTS State Estimates

Effective with the release of May 2025 data on July 23, 2025, the Job Openings and Labor Turnover Survey (JOLTS) state estimates will incorporate the annual benchmark revisions to JOLTS national estimates, updated Current Employment Statistics (CES) employment estimates, and updated Quarterly Census of Employment and Wages (QCEW) data. Seasonally adjusted and not seasonally adjusted data from January 2020 forward are subject to revision. In addition, 2024 annual estimates for states will be released at this time.

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					
	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p
TOTAL U.S.....	8,093	7,508	7,762	7,480	7,192	-288	4.9	4.5	4.7	4.5	4.3	-0.2
Alabama.....	121	115	126	110	108	-2	5.2	5.0	5.4	4.8	4.7	-0.1
Alaska.....	25	22	21	21	20	-1	6.9	6.1	5.8	5.9	5.6	-0.3
Arizona.....	147	180	240	178	170	-8	4.3	5.3	6.9	5.2	5.0	-0.2
Arkansas.....	76	80	78	80	76	-4	5.3	5.5	5.4	5.5	5.2	-0.3
California.....	711	686	696	669	659	-10	3.8	3.7	3.7	3.6	3.5	-0.1
Colorado.....	204	127	145	157	145	-12	6.4	4.1	4.6	5.0	4.7	-0.3
Connecticut.....	88	73	91	82	73	-9	4.9	4.1	5.0	4.6	4.1	-0.5
Delaware.....	29	25	19	21	22	1	5.6	4.8	3.7	4.1	4.3	0.2
District of Columbia.....	36	33	32	29	27	-2	4.5	4.1	4.0	3.6	3.4	-0.2
Florida.....	524	464	519	471	433	-38	5.0	4.4	4.9	4.5	4.1	-0.4
Georgia.....	256	289	284	261	266	5	4.9	5.5	5.4	5.0	5.1	0.1
Hawaii.....	27	26	27	25	25	0	4.1	3.9	4.0	3.7	3.7	0.0
Idaho.....	47	42	46	44	43	-1	5.2	4.6	5.0	4.8	4.7	-0.1
Illinois.....	380	276	277	284	291	7	5.8	4.3	4.3	4.4	4.5	0.1
Indiana.....	154	154	150	157	153	-4	4.5	4.5	4.4	4.6	4.5	-0.1
Iowa.....	75	70	76	74	67	-7	4.4	4.2	4.5	4.4	4.0	-0.4
Kansas.....	81	72	75	69	73	4	5.3	4.7	4.9	4.5	4.8	0.3
Kentucky.....	122	136	134	104	101	-3	5.7	6.2	6.2	4.8	4.7	-0.1
Louisiana.....	117	105	111	102	98	-4	5.6	5.0	5.3	4.9	4.7	-0.2
Maine.....	37	34	35	33	28	-5	5.3	4.9	5.0	4.8	4.1	-0.7
Maryland.....	187	130	115	122	133	11	6.4	4.4	3.9	4.1	4.5	0.4
Massachusetts.....	222	201	212	207	148	-59	5.6	5.1	5.4	5.3	3.8	-1.5
Michigan.....	242	197	201	210	225	15	5.1	4.2	4.3	4.4	4.8	0.4
Minnesota.....	169	165	184	184	187	3	5.3	5.2	5.7	5.7	5.8	0.1
Mississippi.....	69	59	61	61	61	0	5.5	4.7	4.8	4.8	4.9	0.1
Missouri.....	158	169	168	152	145	-7	5.0	5.3	5.3	4.8	4.6	-0.2
Montana.....	33	29	28	30	29	-1	5.9	5.2	5.0	5.4	5.2	-0.2
Nebraska.....	54	51	47	48	49	1	4.8	4.6	4.2	4.3	4.4	0.1
Nevada.....	77	75	73	79	68	-11	4.7	4.5	4.4	4.8	4.1	-0.7
New Hampshire.....	40	36	35	35	29	-6	5.4	4.8	4.7	4.7	3.9	-0.8
New Jersey.....	255	186	189	243	213	-30	5.5	4.1	4.1	5.2	4.6	-0.6
New Mexico.....	57	54	53	56	44	-12	6.1	5.7	5.6	5.9	4.7	-1.2
New York.....	514	503	470	476	430	-46	5.0	4.8	4.5	4.6	4.1	-0.5
North Carolina.....	256	270	278	273	255	-18	4.9	5.1	5.2	5.1	4.8	-0.3
North Dakota.....	25	24	24	23	24	1	5.4	5.1	5.1	4.9	5.1	0.2
Ohio.....	289	289	288	284	296	12	4.9	4.9	4.8	4.8	4.9	0.1
Oklahoma.....	110	98	86	97	93	-4	5.8	5.2	4.6	5.1	4.9	-0.2
Oregon.....	105	101	99	98	92	-6	5.0	4.8	4.7	4.7	4.4	-0.3
Pennsylvania.....	310	242	285	281	265	-16	4.8	3.8	4.4	4.3	4.1	-0.2
Rhode Island.....	30	27	29	27	22	-5	5.5	5.0	5.3	5.0	4.1	-0.9
South Carolina.....	159	134	132	120	117	-3	6.3	5.3	5.2	4.8	4.6	-0.2
South Dakota.....	26	23	20	22	22	0	5.2	4.7	4.1	4.5	4.5	0.0
Tennessee.....	177	145	172	150	167	17	5.1	4.1	4.8	4.2	4.7	0.5
Texas.....	775	595	608	589	558	-31	5.2	4.0	4.1	4.0	3.8	-0.2
Utah.....	90	76	87	87	76	-11	4.9	4.1	4.7	4.7	4.1	-0.6
Vermont.....	17	16	21	17	13	-4	5.1	4.9	6.3	5.1	4.0	-1.1
Virginia.....	255	246	258	213	221	8	5.7	5.4	5.7	4.8	4.9	0.1
Washington.....	164	153	139	137	140	3	4.3	4.0	3.6	3.6	3.7	0.1
West Virginia.....	44	42	48	37	35	-2	5.8	5.5	6.3	4.9	4.7	-0.2
Wisconsin.....	173	144	155	138	146	8	5.4	4.5	4.8	4.3	4.6	0.3
Wyoming.....	17	15	16	17	14	-3	5.5	4.8	5.1	5.4	4.5	-0.9

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

State	Levels (in thousands)						Rates					
	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p
TOTAL U.S.....	5,472	5,374	5,371	5,370	5,411	41	3.5	3.4	3.4	3.4	3.4	0.0
Alabama.....	89	78	80	85	79	-6	4.1	3.5	3.6	3.9	3.6	-0.3
Alaska.....	17	20	16	16	18	2	5.1	5.9	4.7	4.7	5.3	0.6
Arizona.....	109	127	114	116	118	2	3.4	3.9	3.5	3.6	3.6	0.0
Arkansas.....	58	53	51	50	52	2	4.2	3.8	3.7	3.6	3.8	0.2
California.....	598	536	577	509	509	0	3.3	3.0	3.2	2.8	2.8	0.0
Colorado.....	110	121	95	103	135	32	3.7	4.1	3.2	3.5	4.5	1.0
Connecticut.....	58	53	60	49	53	4	3.4	3.1	3.5	2.9	3.1	0.2
Delaware.....	21	18	15	17	18	1	4.3	3.7	3.1	3.5	3.6	0.1
District of Columbia.....	23	20	19	17	18	1	3.0	2.6	2.5	2.2	2.3	0.1
Florida.....	426	358	381	497	348	-149	4.3	3.6	3.8	5.0	3.5	-1.5
Georgia.....	189	187	175	153	184	31	3.8	3.8	3.5	3.1	3.7	0.6
Hawaii.....	19	23	19	19	21	2	3.0	3.6	2.9	2.9	3.2	0.3
Idaho.....	37	40	33	37	39	2	4.3	4.6	3.8	4.2	4.4	0.2
Illinois.....	226	196	172	199	198	-1	3.7	3.2	2.8	3.2	3.2	0.0
Indiana.....	115	133	125	125	151	26	3.5	4.1	3.8	3.8	4.6	0.8
Iowa.....	47	49	54	55	55	0	2.9	3.1	3.4	3.5	3.5	0.0
Kansas.....	54	50	52	51	50	-1	3.7	3.4	3.6	3.5	3.4	-0.1
Kentucky.....	79	73	67	83	74	-9	3.9	3.6	3.3	4.1	3.6	-0.5
Louisiana.....	85	82	78	78	78	0	4.3	4.1	3.9	3.9	3.9	0.0
Maine.....	26	21	26	25	24	-1	4.0	3.2	3.9	3.8	3.6	-0.2
Maryland.....	102	88	83	85	90	5	3.7	3.1	2.9	3.0	3.2	0.2
Massachusetts.....	122	107	111	114	120	6	3.3	2.9	3.0	3.1	3.2	0.1
Michigan.....	158	161	167	165	205	40	3.5	3.6	3.7	3.7	4.5	0.8
Minnesota.....	94	96	105	98	108	10	3.1	3.2	3.5	3.2	3.5	0.3
Mississippi.....	46	41	37	45	42	-3	3.9	3.4	3.1	3.8	3.5	-0.3
Missouri.....	104	96	97	89	92	3	3.4	3.2	3.3	3.0	3.1	0.1
Montana.....	26	29	21	26	26	0	4.9	5.5	4.0	5.0	4.9	-0.1
Nebraska.....	38	36	31	37	38	1	3.6	3.4	2.9	3.5	3.6	0.1
Nevada.....	64	78	52	62	60	-2	4.1	4.9	3.3	3.9	3.8	-0.1
New Hampshire.....	27	22	24	24	24	0	3.8	3.1	3.4	3.4	3.4	0.0
New Jersey.....	183	143	121	151	153	2	4.2	3.3	2.8	3.4	3.5	0.1
New Mexico.....	33	41	30	39	31	-8	3.7	4.6	3.3	4.3	3.4	-0.9
New York.....	270	254	290	292	276	-16	2.7	2.6	2.9	2.9	2.8	-0.1
North Carolina.....	169	180	163	152	153	1	3.4	3.6	3.2	3.0	3.0	0.0
North Dakota.....	16	19	16	16	17	1	3.6	4.2	3.6	3.6	3.8	0.2
Ohio.....	197	196	202	191	194	3	3.5	3.5	3.6	3.4	3.4	0.0
Oklahoma.....	77	71	62	65	64	-1	4.3	4.0	3.5	3.6	3.6	0.0
Oregon.....	72	83	59	70	66	-4	3.6	4.2	2.9	3.5	3.3	-0.2
Pennsylvania.....	171	170	164	164	169	5	2.8	2.8	2.6	2.6	2.7	0.1
Rhode Island.....	21	18	20	18	18	0	4.1	3.5	3.9	3.5	3.5	0.0
South Carolina.....	114	100	107	102	97	-5	4.8	4.2	4.5	4.3	4.0	-0.3
South Dakota.....	17	19	15	17	18	1	3.6	4.0	3.2	3.6	3.8	0.2
Tennessee.....	134	115	147	119	125	6	4.0	3.4	4.4	3.5	3.7	0.2
Texas.....	491	465	574	482	527	45	3.5	3.3	4.0	3.4	3.7	0.3
Utah.....	65	85	59	66	67	1	3.7	4.8	3.3	3.7	3.8	0.1
Vermont.....	12	11	15	12	12	0	3.8	3.5	4.8	3.8	3.8	0.0
Virginia.....	168	141	159	139	139	0	4.0	3.3	3.7	3.3	3.3	0.0
Washington.....	103	122	94	111	110	-1	2.8	3.3	2.6	3.0	3.0	0.0
West Virginia.....	31	28	28	28	25	-3	4.3	3.9	3.9	3.9	3.5	-0.4
Wisconsin.....	93	104	100	96	106	10	3.1	3.4	3.3	3.2	3.5	0.3
Wyoming.....	13	16	11	13	14	1	4.4	5.4	3.7	4.4	4.7	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					
	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p
TOTAL U.S.....	5,268	5,082	5,272	5,316	5,137	-179	3.3	3.2	3.3	3.3	3.2	-0.1
Alabama.....	87	73	73	79	70	-9	4.0	3.3	3.3	3.6	3.2	-0.4
Alaska.....	22	19	18	21	16	-5	6.6	5.6	5.3	6.2	4.7	-1.5
Arizona.....	115	98	131	117	111	-6	3.5	3.0	4.0	3.6	3.4	-0.2
Arkansas.....	51	51	49	54	46	-8	3.7	3.7	3.6	3.9	3.3	-0.6
California.....	451	503	512	480	564	84	2.5	2.8	2.8	2.7	3.1	0.4
Colorado.....	102	85	119	100	107	7	3.4	2.9	4.0	3.4	3.6	0.2
Connecticut.....	61	48	62	53	66	13	3.6	2.8	3.6	3.1	3.9	0.8
Delaware.....	18	21	16	17	18	1	3.7	4.3	3.3	3.5	3.6	0.1
District of Columbia.....	22	22	20	21	20	-1	2.9	2.8	2.6	2.7	2.6	-0.1
Florida.....	391	334	337	368	339	-29	3.9	3.3	3.4	3.7	3.4	-0.3
Georgia.....	165	172	170	180	163	-17	3.3	3.5	3.4	3.6	3.3	-0.3
Hawaii.....	22	20	22	23	20	-3	3.5	3.1	3.4	3.6	3.1	-0.5
Idaho.....	38	35	51	41	36	-5	4.4	4.0	5.8	4.7	4.1	-0.6
Illinois.....	205	173	197	196	211	15	3.3	2.8	3.2	3.2	3.4	0.2
Indiana.....	130	115	131	134	140	6	4.0	3.5	4.0	4.1	4.3	0.2
Iowa.....	56	55	57	46	63	17	3.5	3.5	3.6	2.9	4.0	1.1
Kansas.....	58	49	57	44	54	10	4.0	3.4	3.9	3.0	3.7	0.7
Kentucky.....	72	76	73	75	65	-10	3.5	3.7	3.6	3.7	3.2	-0.5
Louisiana.....	75	80	78	88	72	-16	3.8	4.0	3.9	4.4	3.6	-0.8
Maine.....	29	22	27	26	25	-1	4.4	3.3	4.1	4.0	3.8	-0.2
Maryland.....	94	98	82	91	89	-2	3.4	3.5	2.9	3.2	3.1	-0.1
Massachusetts.....	101	89	99	136	108	-28	2.7	2.4	2.7	3.7	2.9	-0.8
Michigan.....	158	159	156	163	138	-25	3.5	3.5	3.5	3.6	3.1	-0.5
Minnesota.....	99	91	106	95	88	-7	3.3	3.0	3.5	3.1	2.9	-0.2
Mississippi.....	44	44	41	43	38	-5	3.7	3.7	3.4	3.6	3.2	-0.4
Missouri.....	104	90	98	94	96	2	3.4	3.0	3.3	3.1	3.2	0.1
Montana.....	29	26	30	30	27	-3	5.5	4.9	5.7	5.7	5.1	-0.6
Nebraska.....	37	33	34	33	35	2	3.5	3.1	3.2	3.1	3.3	0.2
Nevada.....	61	58	67	73	59	-14	3.9	3.7	4.3	4.6	3.7	-0.9
New Hampshire.....	27	22	25	28	26	-2	3.8	3.1	3.5	3.9	3.7	-0.2
New Jersey.....	145	139	140	144	138	-6	3.3	3.2	3.2	3.3	3.1	-0.2
New Mexico.....	34	31	32	32	32	0	3.8	3.5	3.6	3.6	3.6	0.0
New York.....	288	250	241	272	238	-34	2.9	2.5	2.4	2.7	2.4	-0.3
North Carolina.....	161	173	161	161	153	-8	3.2	3.4	3.2	3.2	3.0	-0.2
North Dakota.....	20	17	19	19	18	-1	4.5	3.8	4.2	4.2	4.0	-0.2
Ohio.....	195	191	196	175	200	25	3.5	3.4	3.5	3.1	3.5	0.4
Oklahoma.....	68	68	64	58	60	2	3.8	3.8	3.6	3.2	3.3	0.1
Oregon.....	73	68	76	76	69	-7	3.7	3.4	3.8	3.8	3.4	-0.4
Pennsylvania.....	196	145	164	169	139	-30	3.2	2.3	2.6	2.7	2.2	-0.5
Rhode Island.....	20	32	34	19	19	0	3.9	6.2	6.6	3.7	3.7	0.0
South Carolina.....	82	105	92	90	79	-11	3.5	4.4	3.9	3.8	3.3	-0.5
South Dakota.....	19	18	17	20	20	0	4.0	3.8	3.6	4.2	4.2	0.0
Tennessee.....	129	122	154	142	115	-27	3.9	3.6	4.6	4.2	3.4	-0.8
Texas.....	470	515	461	506	507	1	3.3	3.6	3.2	3.5	3.5	0.0
Utah.....	71	63	71	74	65	-9	4.1	3.6	4.0	4.2	3.7	-0.5
Vermont.....	13	10	15	12	12	0	4.1	3.2	4.8	3.8	3.8	0.0
Virginia.....	159	137	143	155	127	-28	3.8	3.2	3.4	3.6	3.0	-0.6
Washington.....	109	110	104	109	100	-9	3.0	3.0	2.8	3.0	2.7	-0.3
West Virginia.....	31	27	32	31	27	-4	4.3	3.8	4.5	4.3	3.8	-0.5
Wisconsin.....	106	90	102	92	96	4	3.5	3.0	3.3	3.0	3.1	0.1
Wyoming.....	15	14	14	14	12	-2	5.1	4.7	4.7	4.7	4.0	-0.7

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

State	Levels (in thousands)						Rates					
	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p
TOTAL U.S.....	3,329	3,095	3,256	3,250	3,332	82	2.1	1.9	2.0	2.0	2.1	0.1
Alabama.....	52	50	47	50	48	-2	2.4	2.3	2.1	2.3	2.2	-0.1
Alaska.....	14	11	11	10	9	-1	4.2	3.2	3.2	3.0	2.7	-0.3
Arizona.....	67	59	77	71	64	-7	2.1	1.8	2.4	2.2	2.0	-0.2
Arkansas.....	34	32	31	33	32	-1	2.5	2.3	2.2	2.4	2.3	-0.1
California.....	271	326	308	302	359	57	1.5	1.8	1.7	1.7	2.0	0.3
Colorado.....	66	49	70	53	62	9	2.2	1.6	2.4	1.8	2.1	0.3
Connecticut.....	34	27	36	30	36	6	2.0	1.6	2.1	1.7	2.1	0.4
Delaware.....	12	13	10	10	11	1	2.5	2.6	2.0	2.0	2.2	0.2
District of Columbia.....	14	14	12	13	14	1	1.8	1.8	1.6	1.7	1.8	0.1
Florida.....	271	193	260	265	240	-25	2.7	1.9	2.6	2.6	2.4	-0.2
Georgia.....	119	101	98	105	109	4	2.4	2.0	2.0	2.1	2.2	0.1
Hawaii.....	13	12	14	12	12	0	2.0	1.9	2.2	1.9	1.8	-0.1
Idaho.....	23	22	28	23	23	0	2.7	2.5	3.2	2.6	2.6	0.0
Illinois.....	129	89	117	119	150	31	2.1	1.4	1.9	1.9	2.4	0.5
Indiana.....	76	68	81	87	94	7	2.3	2.1	2.5	2.7	2.9	0.2
Iowa.....	35	34	34	29	41	12	2.2	2.1	2.1	1.8	2.6	0.8
Kansas.....	36	28	36	30	35	5	2.5	1.9	2.5	2.1	2.4	0.3
Kentucky.....	48	44	41	45	42	-3	2.4	2.2	2.0	2.2	2.0	-0.2
Louisiana.....	50	49	49	56	47	-9	2.6	2.5	2.5	2.8	2.3	-0.5
Maine.....	18	13	16	15	15	0	2.7	2.0	2.4	2.3	2.3	0.0
Maryland.....	61	58	49	53	59	6	2.2	2.0	1.7	1.9	2.1	0.2
Massachusetts.....	61	45	56	58	66	8	1.6	1.2	1.5	1.6	1.8	0.2
Michigan.....	93	86	88	97	95	-2	2.1	1.9	1.9	2.1	2.1	0.0
Minnesota.....	60	57	60	58	64	6	2.0	1.9	2.0	1.9	2.1	0.2
Mississippi.....	29	28	27	28	25	-3	2.4	2.3	2.3	2.3	2.1	-0.2
Missouri.....	66	57	60	65	64	-1	2.2	1.9	2.0	2.2	2.1	-0.1
Montana.....	17	15	17	15	16	1	3.2	2.8	3.2	2.9	3.0	0.1
Nebraska.....	22	19	19	21	22	1	2.1	1.8	1.8	2.0	2.1	0.1
Nevada.....	36	36	39	37	33	-4	2.3	2.3	2.5	2.4	2.1	-0.3
New Hampshire.....	16	12	13	15	14	-1	2.3	1.7	1.8	2.1	2.0	-0.1
New Jersey.....	86	70	66	72	76	4	2.0	1.6	1.5	1.6	1.7	0.1
New Mexico.....	20	18	20	17	19	2	2.3	2.0	2.2	1.9	2.1	0.2
New York.....	186	150	154	162	153	-9	1.9	1.5	1.5	1.6	1.5	-0.1
North Carolina.....	116	110	106	104	103	-1	2.3	2.2	2.1	2.1	2.0	-0.1
North Dakota.....	11	10	11	12	11	-1	2.5	2.2	2.5	2.7	2.4	-0.3
Ohio.....	127	112	125	116	123	7	2.3	2.0	2.2	2.0	2.2	0.2
Oklahoma.....	45	45	43	39	42	3	2.5	2.5	2.4	2.2	2.3	0.1
Oregon.....	40	43	46	46	43	-3	2.0	2.2	2.3	2.3	2.1	-0.2
Pennsylvania.....	116	91	111	104	94	-10	1.9	1.5	1.8	1.7	1.5	-0.2
Rhode Island.....	12	10	12	11	11	0	2.3	1.9	2.3	2.1	2.1	0.0
South Carolina.....	53	70	60	60	56	-4	2.2	2.9	2.5	2.5	2.3	-0.2
South Dakota.....	11	11	10	13	13	0	2.3	2.3	2.1	2.8	2.8	0.0
Tennessee.....	90	72	109	80	79	-1	2.7	2.1	3.2	2.4	2.3	-0.1
Texas.....	342	353	298	320	327	7	2.4	2.5	2.1	2.2	2.3	0.1
Utah.....	43	39	44	42	39	-3	2.5	2.2	2.5	2.4	2.2	-0.2
Vermont.....	7	5	8	7	7	0	2.2	1.6	2.6	2.2	2.2	0.0
Virginia.....	104	89	79	93	88	-5	2.5	2.1	1.9	2.2	2.1	-0.1
Washington.....	60	70	59	60	54	-6	1.6	1.9	1.6	1.6	1.5	-0.1
West Virginia.....	22	17	21	18	18	0	3.1	2.4	2.9	2.5	2.5	0.0
Wisconsin.....	69	54	60	62	65	3	2.3	1.8	2.0	2.0	2.1	0.1
Wyoming.....	9	9	9	8	8	0	3.1	3.0	3.0	2.7	2.7	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					
	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p	Mar. 2024	Dec. 2024	Jan. 2025	Feb. 2025	Mar. 2025 ^p	Change from: Feb. 2025 - Mar. 2025 ^p
TOTAL U.S.....	1,614	1,669	1,674	1,780	1,558	-222	1.0	1.1	1.1	1.1	1.0	-0.1
Alabama.....	27	21	22	24	19	-5	1.2	1.0	1.0	1.1	0.9	-0.2
Alaska.....	7	6	5	9	5	-4	2.1	1.8	1.5	2.7	1.5	-1.2
Arizona.....	43	31	39	36	39	3	1.3	1.0	1.2	1.1	1.2	0.1
Arkansas.....	14	16	15	18	12	-6	1.0	1.2	1.1	1.3	0.9	-0.4
California.....	150	148	171	160	184	24	0.8	0.8	0.9	0.9	1.0	0.1
Colorado.....	30	29	37	41	42	1	1.0	1.0	1.2	1.4	1.4	0.0
Connecticut.....	21	16	20	19	26	7	1.2	0.9	1.2	1.1	1.5	0.4
Delaware.....	5	7	5	5	6	1	1.0	1.4	1.0	1.0	1.2	0.2
District of Columbia.....	6	6	7	7	6	-1	0.8	0.8	0.9	0.9	0.8	-0.1
Florida.....	102	124	64	96	84	-12	1.0	1.2	0.6	1.0	0.8	-0.2
Georgia.....	37	63	64	61	48	-13	0.7	1.3	1.3	1.2	1.0	-0.2
Hawaii.....	8	6	7	8	7	-1	1.3	0.9	1.1	1.2	1.1	-0.1
Idaho.....	13	11	14	14	12	-2	1.5	1.3	1.6	1.6	1.4	-0.2
Illinois.....	66	77	70	69	52	-17	1.1	1.2	1.1	1.1	0.8	-0.3
Indiana.....	48	39	44	43	42	-1	1.5	1.2	1.4	1.3	1.3	0.0
Iowa.....	18	17	19	14	19	5	1.1	1.1	1.2	0.9	1.2	0.3
Kansas.....	18	18	17	11	16	5	1.2	1.2	1.2	0.8	1.1	0.3
Kentucky.....	19	26	28	26	19	-7	0.9	1.3	1.4	1.3	0.9	-0.4
Louisiana.....	20	26	25	26	21	-5	1.0	1.3	1.3	1.3	1.0	-0.3
Maine.....	9	7	8	10	9	-1	1.4	1.1	1.2	1.5	1.4	-0.1
Maryland.....	26	35	27	31	25	-6	0.9	1.2	0.9	1.1	0.9	-0.2
Massachusetts.....	31	35	32	67	32	-35	0.8	0.9	0.9	1.8	0.9	-0.9
Michigan.....	58	66	62	57	36	-21	1.3	1.5	1.4	1.3	0.8	-0.5
Minnesota.....	32	26	41	33	19	-14	1.1	0.9	1.3	1.1	0.6	-0.5
Mississippi.....	12	13	12	12	11	-1	1.0	1.1	1.0	1.0	0.9	-0.1
Missouri.....	32	26	30	24	26	2	1.1	0.9	1.0	0.8	0.9	0.1
Montana.....	11	9	9	12	10	-2	2.1	1.7	1.7	2.3	1.9	-0.4
Nebraska.....	13	12	12	10	11	1	1.2	1.1	1.1	0.9	1.0	0.1
Nevada.....	21	18	21	32	23	-9	1.3	1.1	1.3	2.0	1.5	-0.5
New Hampshire.....	9	8	8	10	8	-2	1.3	1.1	1.1	1.4	1.1	-0.3
New Jersey.....	48	57	67	65	54	-11	1.1	1.3	1.5	1.5	1.2	-0.3
New Mexico.....	12	10	9	12	11	-1	1.4	1.1	1.0	1.3	1.2	-0.1
New York.....	90	85	77	97	68	-29	0.9	0.9	0.8	1.0	0.7	-0.3
North Carolina.....	37	54	47	50	44	-6	0.7	1.1	0.9	1.0	0.9	-0.1
North Dakota.....	7	6	7	6	6	0	1.6	1.3	1.6	1.3	1.3	0.0
Ohio.....	55	69	59	52	66	14	1.0	1.2	1.0	0.9	1.2	0.3
Oklahoma.....	19	19	17	16	15	-1	1.1	1.1	0.9	0.9	0.8	-0.1
Oregon.....	27	20	21	24	23	-1	1.4	1.0	1.0	1.2	1.1	-0.1
Pennsylvania.....	66	46	43	58	38	-20	1.1	0.7	0.7	0.9	0.6	-0.3
Rhode Island.....	7	19	20	7	6	-1	1.4	3.7	3.9	1.4	1.2	-0.2
South Carolina.....	24	31	26	26	20	-6	1.0	1.3	1.1	1.1	0.8	-0.3
South Dakota.....	7	6	6	6	5	-1	1.5	1.3	1.3	1.3	1.1	-0.2
Tennessee.....	32	43	37	50	30	-20	1.0	1.3	1.1	1.5	0.9	-0.6
Texas.....	107	129	135	161	161	0	0.8	0.9	0.9	1.1	1.1	0.0
Utah.....	25	19	21	28	23	-5	1.4	1.1	1.2	1.6	1.3	-0.3
Vermont.....	4	3	5	4	4	0	1.3	1.0	1.6	1.3	1.3	0.0
Virginia.....	44	38	54	52	34	-18	1.0	0.9	1.3	1.2	0.8	-0.4
Washington.....	44	33	35	42	41	-1	1.2	0.9	1.0	1.1	1.1	0.0
West Virginia.....	7	8	8	11	8	-3	1.0	1.1	1.1	1.5	1.1	-0.4
Wisconsin.....	31	29	35	26	26	0	1.0	1.0	1.1	0.9	0.9	0.0
Wyoming.....	5	4	4	5	4	-1	1.7	1.4	1.4	1.7	1.3	-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		
	Mar. 2024	Feb. 2025	Mar. 2025 ^p	Mar. 2024	Feb. 2025	Mar. 2025 ^p
TOTAL U.S.....	7,986	7,326	7,010	4.9	4.4	4.2
Alabama.....	115	110	101	5.0	4.7	4.4
Alaska.....	22	20	17	6.3	5.8	4.8
Arizona.....	137	173	155	4.0	5.0	4.5
Arkansas.....	75	76	72	5.2	5.3	5.0
California.....	675	651	626	3.6	3.5	3.4
Colorado.....	203	165	144	6.4	5.3	4.7
Connecticut.....	84	79	70	4.7	4.4	4.0
Delaware.....	26	18	20	5.1	3.6	4.0
District of Columbia.....	35	27	26	4.4	3.4	3.2
Florida.....	524	475	438	5.0	4.5	4.2
Georgia.....	244	250	246	4.7	4.8	4.7
Hawaii.....	26	31	22	3.9	4.5	3.2
Idaho.....	45	43	41	5.0	4.8	4.5
Illinois.....	390	287	301	6.0	4.5	4.7
Indiana.....	153	148	153	4.5	4.4	4.5
Iowa.....	71	73	61	4.3	4.4	3.7
Kansas.....	79	72	69	5.1	4.7	4.5
Kentucky.....	121	94	95	5.7	4.4	4.5
Louisiana.....	113	100	92	5.5	4.8	4.4
Maine.....	34	31	25	5.1	4.7	3.8
Maryland.....	176	110	125	6.1	3.8	4.2
Massachusetts.....	224	202	154	5.7	5.2	4.0
Michigan.....	242	189	230	5.2	4.1	4.9
Minnesota.....	157	171	172	5.0	5.4	5.4
Mississippi.....	63	59	56	5.0	4.7	4.5
Missouri.....	166	150	144	5.2	4.8	4.6
Montana.....	30	27	26	5.4	5.0	4.8
Nebraska.....	53	48	48	4.8	4.4	4.4
Nevada.....	79	82	70	4.8	5.0	4.3
New Hampshire.....	38	34	28	5.1	4.6	3.8
New Jersey.....	245	245	210	5.4	5.4	4.6
New Mexico.....	51	56	39	5.4	5.9	4.2
New York.....	529	484	430	5.1	4.7	4.2
North Carolina.....	252	275	248	4.8	5.2	4.7
North Dakota.....	24	21	23	5.2	4.5	4.9
Ohio.....	298	275	302	5.1	4.7	5.1
Oklahoma.....	107	90	88	5.7	4.8	4.7
Oregon.....	104	97	88	5.0	4.7	4.2
Pennsylvania.....	319	288	271	5.0	4.5	4.2
Rhode Island.....	29	30	23	5.5	5.6	4.3
South Carolina.....	155	116	114	6.2	4.6	4.6
South Dakota.....	25	21	21	5.1	4.4	4.4
Tennessee.....	168	147	163	4.8	4.2	4.6
Texas.....	768	582	556	5.2	3.9	3.8
Utah.....	88	85	74	4.8	4.6	4.0
Vermont.....	16	16	12	4.8	4.9	3.6
Virginia.....	233	193	194	5.3	4.4	4.4
Washington.....	163	131	136	4.3	3.5	3.6
West Virginia.....	43	34	35	5.7	4.6	4.6
Wisconsin.....	165	128	139	5.2	4.1	4.4
Wyoming.....	15	15	12	4.8	4.9	3.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2024	Feb. 2025	Mar. 2025 ^p	Mar. 2024	Feb. 2025	Mar. 2025 ^p
TOTAL U.S.....	5,016	4,535	4,940	3.2	2.9	3.1
Alabama.....	79	76	71	3.6	3.5	3.2
Alaska.....	13	13	14	3.9	4.0	4.1
Arizona.....	94	100	106	2.9	3.1	3.3
Arkansas.....	52	45	47	3.8	3.3	3.4
California.....	522	448	449	2.9	2.5	2.5
Colorado.....	98	83	126	3.3	2.8	4.3
Connecticut.....	54	36	48	3.2	2.1	2.8
Delaware.....	18	13	16	3.6	2.7	3.2
District of Columbia.....	21	15	16	2.8	2.0	2.1
Florida.....	414	478	326	4.2	4.8	3.2
Georgia.....	164	136	160	3.3	2.8	3.2
Hawaii.....	16	18	18	2.6	2.8	2.8
Idaho.....	33	29	35	3.8	3.3	4.0
Illinois.....	215	163	189	3.5	2.7	3.1
Indiana.....	103	106	142	3.2	3.3	4.4
Iowa.....	42	43	50	2.6	2.7	3.1
Kansas.....	49	45	45	3.4	3.1	3.1
Kentucky.....	72	74	68	3.6	3.6	3.4
Louisiana.....	77	73	72	3.9	3.6	3.6
Maine.....	21	17	19	3.3	2.7	2.9
Maryland.....	90	68	80	3.3	2.4	2.9
Massachusetts.....	102	80	99	2.8	2.2	2.7
Michigan.....	146	137	195	3.3	3.1	4.4
Minnesota.....	77	68	89	2.6	2.3	2.9
Mississippi.....	40	39	36	3.4	3.2	3.0
Missouri.....	102	77	91	3.4	2.6	3.0
Montana.....	22	19	22	4.2	3.7	4.3
Nebraska.....	35	30	37	3.3	2.9	3.5
Nevada.....	62	57	58	3.9	3.6	3.7
New Hampshire.....	24	18	21	3.4	2.5	3.0
New Jersey.....	202	127	190	4.7	2.9	4.4
New Mexico.....	28	33	27	3.2	3.7	3.0
New York.....	245	228	243	2.5	2.3	2.5
North Carolina.....	163	136	145	3.3	2.7	2.9
North Dakota.....	14	13	15	3.2	2.9	3.4
Ohio.....	179	151	180	3.2	2.7	3.2
Oklahoma.....	69	55	56	3.9	3.0	3.1
Oregon.....	65	59	59	3.3	3.0	3.0
Pennsylvania.....	156	121	149	2.6	2.0	2.4
Rhode Island.....	20	16	16	3.9	3.1	3.1
South Carolina.....	108	91	93	4.6	3.8	3.9
South Dakota.....	15	13	16	3.2	2.7	3.4
Tennessee.....	125	107	115	3.8	3.2	3.4
Texas.....	417	412	466	3.0	2.9	3.3
Utah.....	53	54	56	3.1	3.1	3.2
Vermont.....	9	9	9	3.0	2.8	3.0
Virginia.....	157	113	128	3.7	2.7	3.0
Washington.....	98	91	106	2.7	2.5	2.9
West Virginia.....	28	23	22	3.9	3.2	3.1
Wisconsin.....	77	72	93	2.6	2.4	3.1
Wyoming.....	10	9	11	3.5	3.0	3.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2024	Feb. 2025	Mar. 2025 ^p	Mar. 2024	Feb. 2025	Mar. 2025 ^p
TOTAL U.S.....	4,657	4,397	4,545	3.0	2.8	2.9
Alabama.....	84	64	67	3.8	2.9	3.0
Alaska.....	16	11	10	5.0	3.3	3.0
Arizona.....	101	96	96	3.1	3.0	3.0
Arkansas.....	43	44	40	3.2	3.2	2.9
California.....	384	395	499	2.1	2.2	2.8
Colorado.....	85	77	90	2.9	2.6	3.0
Connecticut.....	45	40	52	2.7	2.4	3.1
Delaware.....	14	14	14	2.9	2.8	2.9
District of Columbia.....	18	16	17	2.3	2.1	2.2
Florida.....	371	327	329	3.7	3.2	3.3
Georgia.....	163	154	158	3.3	3.1	3.2
Hawaii.....	19	19	18	3.0	2.9	2.8
Idaho.....	33	32	31	3.8	3.7	3.5
Illinois.....	184	167	194	3.0	2.7	3.2
Indiana.....	116	111	127	3.6	3.4	3.9
Iowa.....	45	35	54	2.8	2.2	3.4
Kansas.....	52	35	51	3.5	2.4	3.5
Kentucky.....	62	67	57	3.1	3.3	2.8
Louisiana.....	71	78	64	3.6	3.9	3.2
Maine.....	22	19	20	3.5	3.0	3.1
Maryland.....	78	76	76	2.9	2.7	2.7
Massachusetts.....	76	101	83	2.1	2.8	2.3
Michigan.....	132	128	114	3.0	2.9	2.6
Minnesota.....	84	74	77	2.8	2.5	2.6
Mississippi.....	43	35	37	3.6	3.0	3.1
Missouri.....	94	82	86	3.1	2.8	2.9
Montana.....	22	22	20	4.2	4.4	4.0
Nebraska.....	32	26	30	3.0	2.5	2.9
Nevada.....	58	67	54	3.7	4.3	3.5
New Hampshire.....	23	21	24	3.3	3.0	3.4
New Jersey.....	119	109	120	2.8	2.5	2.8
New Mexico.....	28	25	28	3.2	2.7	3.1
New York.....	239	213	189	2.5	2.2	1.9
North Carolina.....	138	136	131	2.8	2.7	2.6
North Dakota.....	16	15	15	3.7	3.4	3.5
Ohio.....	163	132	173	2.9	2.4	3.1
Oklahoma.....	60	50	53	3.4	2.8	2.9
Oregon.....	64	65	60	3.2	3.3	3.0
Pennsylvania.....	167	130	109	2.7	2.1	1.8
Rhode Island.....	17	14	16	3.4	2.8	3.2
South Carolina.....	82	69	78	3.5	2.9	3.3
South Dakota.....	15	15	16	3.2	3.3	3.4
Tennessee.....	119	124	105	3.6	3.7	3.1
Texas.....	431	454	487	3.1	3.2	3.4
Utah.....	61	60	57	3.5	3.4	3.2
Vermont.....	11	8	10	3.4	2.7	3.2
Virginia.....	143	137	119	3.4	3.2	2.8
Washington.....	84	93	75	2.3	2.5	2.1
West Virginia.....	26	25	24	3.6	3.5	3.3
Wisconsin.....	90	74	83	3.0	2.5	2.8
Wyoming.....	12	10	9	4.2	3.5	3.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2024	Feb. 2025	Mar. 2025 ^p	Mar. 2024	Feb. 2025	Mar. 2025 ^p
TOTAL U.S.....	3,017	2,627	3,054	1.9	1.7	1.9
Alabama.....	50	39	46	2.3	1.8	2.1
Alaska.....	11	5	6	3.4	1.5	1.8
Arizona.....	63	57	58	1.9	1.8	1.8
Arkansas.....	29	27	28	2.1	1.9	2.0
California.....	253	243	336	1.4	1.4	1.9
Colorado.....	55	39	50	1.9	1.3	1.7
Connecticut.....	27	23	31	1.6	1.4	1.8
Delaware.....	9	8	9	1.9	1.6	1.8
District of Columbia.....	11	9	11	1.5	1.2	1.5
Florida.....	261	239	236	2.6	2.4	2.3
Georgia.....	114	86	105	2.3	1.7	2.1
Hawaii.....	11	9	10	1.8	1.4	1.6
Idaho.....	20	17	19	2.3	1.9	2.2
Illinois.....	114	97	139	1.9	1.6	2.3
Indiana.....	65	72	84	2.0	2.2	2.6
Iowa.....	28	23	36	1.7	1.5	2.3
Kansas.....	32	23	33	2.2	1.6	2.3
Kentucky.....	41	38	37	2.0	1.9	1.8
Louisiana.....	48	48	44	2.4	2.4	2.2
Maine.....	14	10	13	2.2	1.6	2.0
Maryland.....	54	44	53	2.0	1.6	1.9
Massachusetts.....	47	47	55	1.3	1.3	1.5
Michigan.....	77	73	80	1.7	1.6	1.8
Minnesota.....	51	46	57	1.7	1.5	1.9
Mississippi.....	29	23	24	2.4	1.9	2.1
Missouri.....	59	58	58	2.0	2.0	1.9
Montana.....	13	10	13	2.5	2.0	2.5
Nebraska.....	19	17	20	1.8	1.6	1.9
Nevada.....	36	31	32	2.3	2.0	2.1
New Hampshire.....	14	11	14	2.0	1.6	2.0
New Jersey.....	76	54	77	1.8	1.2	1.8
New Mexico.....	18	13	17	2.0	1.4	1.9
New York.....	166	127	142	1.7	1.3	1.4
North Carolina.....	101	87	92	2.0	1.7	1.8
North Dakota.....	9	10	9	2.0	2.2	2.1
Ohio.....	114	93	113	2.0	1.7	2.0
Oklahoma.....	38	32	37	2.2	1.8	2.0
Oregon.....	36	38	38	1.8	1.9	1.9
Pennsylvania.....	95	77	76	1.6	1.3	1.2
Rhode Island.....	10	8	11	2.0	1.5	2.1
South Carolina.....	55	44	58	2.3	1.9	2.4
South Dakota.....	8	10	10	1.8	2.2	2.3
Tennessee.....	83	65	72	2.5	1.9	2.1
Texas.....	318	265	319	2.3	1.9	2.2
Utah.....	37	32	34	2.1	1.8	1.9
Vermont.....	6	4	6	1.9	1.4	2.0
Virginia.....	94	76	84	2.2	1.8	2.0
Washington.....	51	51	43	1.4	1.4	1.2
West Virginia.....	18	14	16	2.6	1.9	2.3
Wisconsin.....	56	51	56	1.9	1.7	1.9
Wyoming.....	7	5	6	2.5	1.7	2.0

p Preliminary

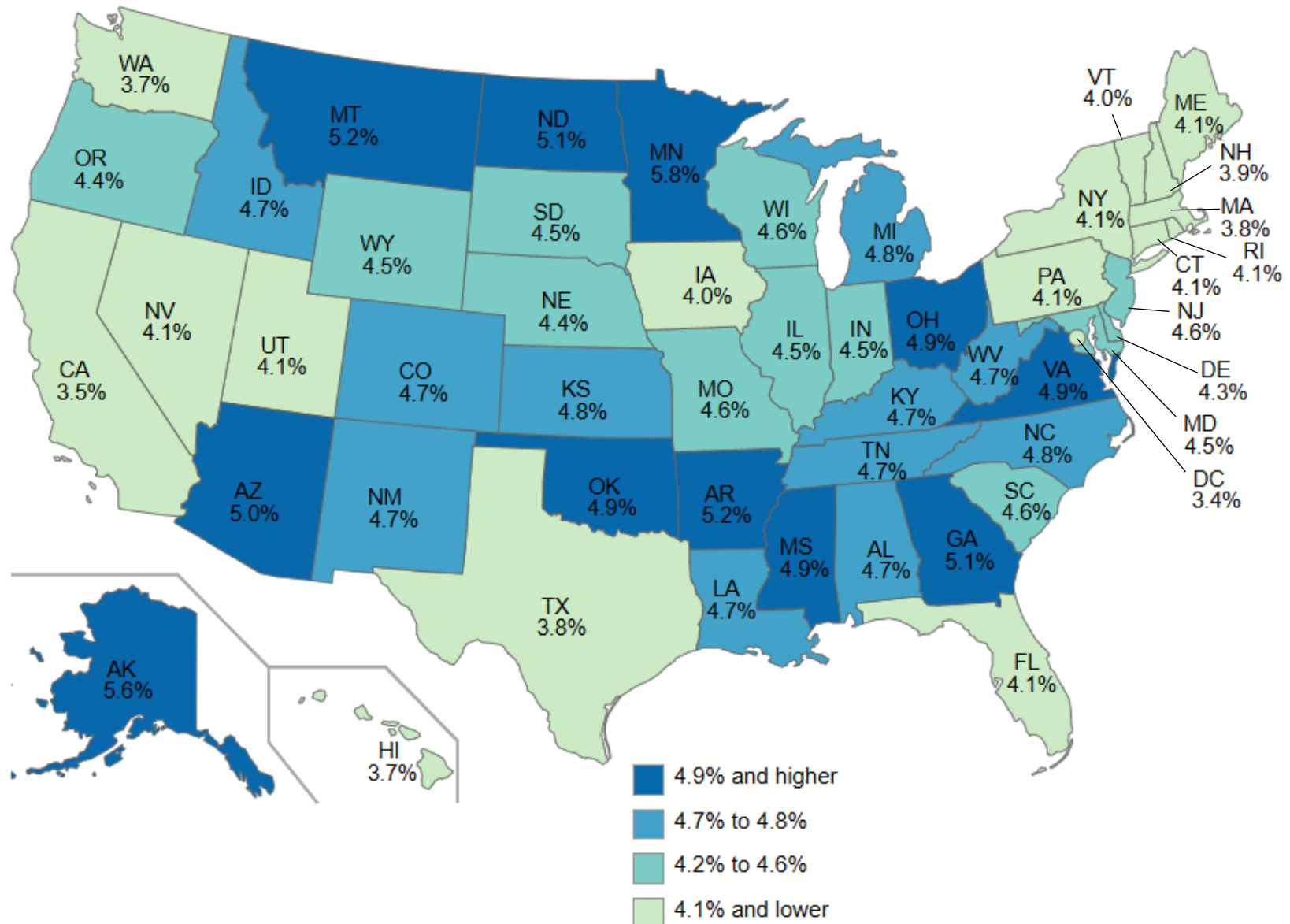
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Mar. 2024	Feb. 2025	Mar. 2025 ^p	Mar. 2024	Feb. 2025	Mar. 2025 ^p
TOTAL U.S.....	1,341	1,529	1,265	0.9	1.0	0.8
Alabama.....	28	22	18	1.3	1.0	0.8
Alaska.....	4	5	3	1.2	1.4	1.0
Arizona.....	34	30	32	1.0	0.9	1.0
Arkansas.....	12	15	10	0.9	1.1	0.7
California.....	104	136	140	0.6	0.8	0.8
Colorado.....	24	33	37	0.8	1.1	1.2
Connecticut.....	14	15	17	0.8	0.9	1.0
Delaware.....	4	5	5	0.9	1.0	1.0
District of Columbia.....	5	6	5	0.7	0.8	0.6
Florida.....	93	80	77	0.9	0.8	0.8
Georgia.....	41	55	46	0.8	1.1	0.9
Hawaii.....	6	6	7	1.0	1.0	1.0
Idaho.....	11	12	10	1.2	1.3	1.2
Illinois.....	58	63	45	1.0	1.0	0.7
Indiana.....	43	36	39	1.3	1.1	1.2
Iowa.....	13	11	15	0.8	0.7	0.9
Kansas.....	15	10	14	1.1	0.7	1.0
Kentucky.....	17	26	16	0.8	1.3	0.8
Louisiana.....	19	24	18	1.0	1.2	0.9
Maine.....	6	8	5	0.9	1.2	0.8
Maryland.....	19	26	19	0.7	0.9	0.7
Massachusetts.....	20	47	19	0.5	1.3	0.5
Michigan.....	50	48	29	1.1	1.1	0.6
Minnesota.....	27	26	16	0.9	0.9	0.5
Mississippi.....	12	11	11	1.0	0.9	0.9
Missouri.....	28	21	22	0.9	0.7	0.7
Montana.....	7	9	7	1.4	1.8	1.3
Nebraska.....	11	8	9	1.0	0.8	0.8
Nevada.....	18	32	19	1.1	2.0	1.2
New Hampshire.....	7	8	6	1.0	1.1	0.8
New Jersey.....	36	50	37	0.8	1.2	0.9
New Mexico.....	9	9	9	1.0	1.0	1.0
New York.....	64	79	32	0.7	0.8	0.3
North Carolina.....	30	43	34	0.6	0.9	0.7
North Dakota.....	6	5	5	1.4	1.0	1.1
Ohio.....	38	35	50	0.7	0.6	0.9
Oklahoma.....	18	15	14	1.0	0.8	0.8
Oregon.....	21	21	19	1.1	1.0	0.9
Pennsylvania.....	60	49	28	1.0	0.8	0.5
Rhode Island.....	6	6	5	1.2	1.2	0.9
South Carolina.....	23	21	18	1.0	0.9	0.7
South Dakota.....	5	5	4	1.2	1.0	0.9
Tennessee.....	30	47	27	0.9	1.4	0.8
Texas.....	97	165	155	0.7	1.2	1.1
Utah.....	21	24	20	1.2	1.4	1.1
Vermont.....	3	3	3	1.1	1.1	0.9
Virginia.....	39	52	29	0.9	1.2	0.7
Washington.....	28	33	28	0.8	0.9	0.8
West Virginia.....	6	10	6	0.8	1.4	0.9
Wisconsin.....	27	21	22	0.9	0.7	0.7
Wyoming.....	4	4	3	1.4	1.3	1.0

p Preliminary

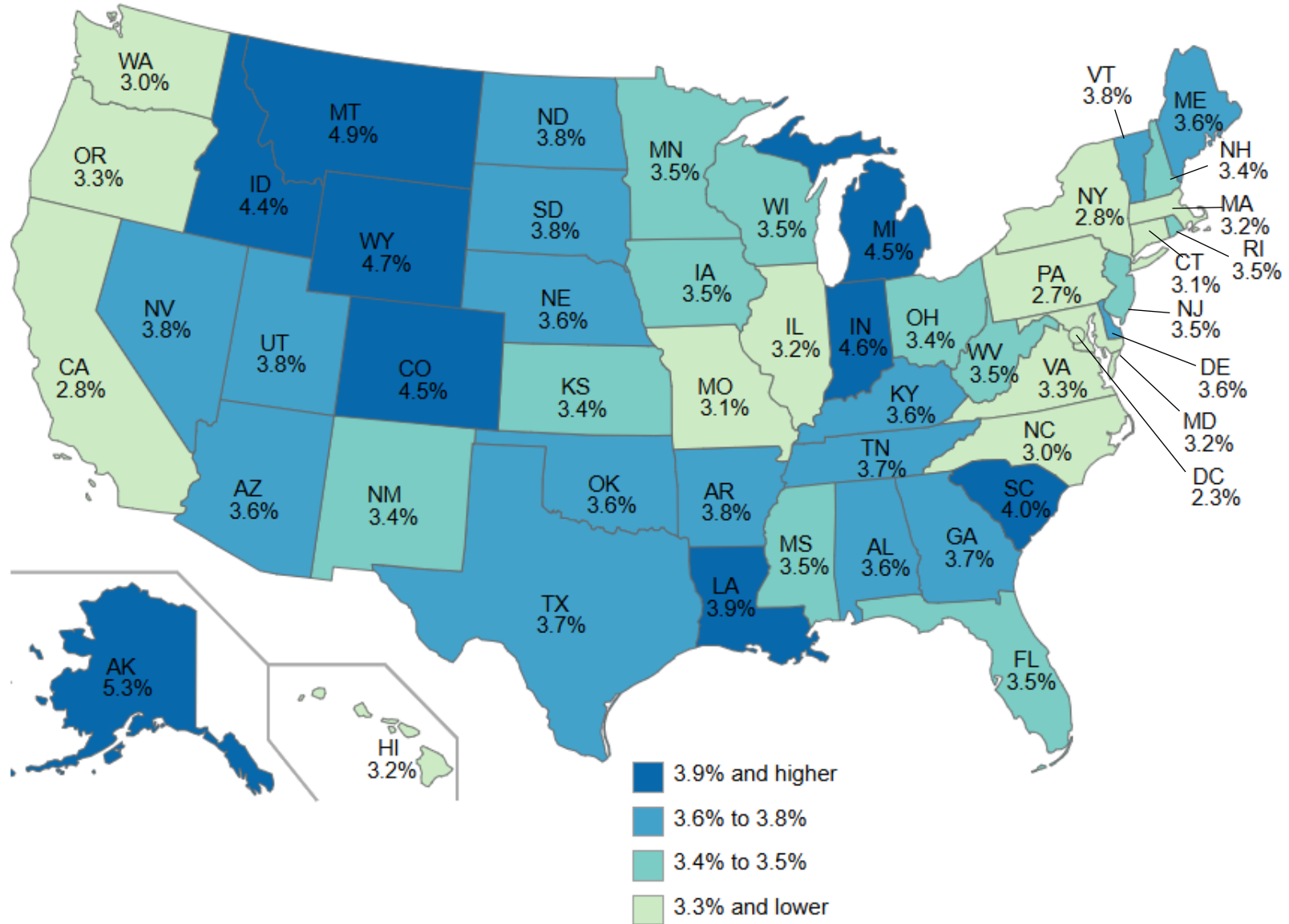
Map 1. Job openings rates by state, seasonally adjusted, March 2025

Total U.S. job openings rate = 4.3%



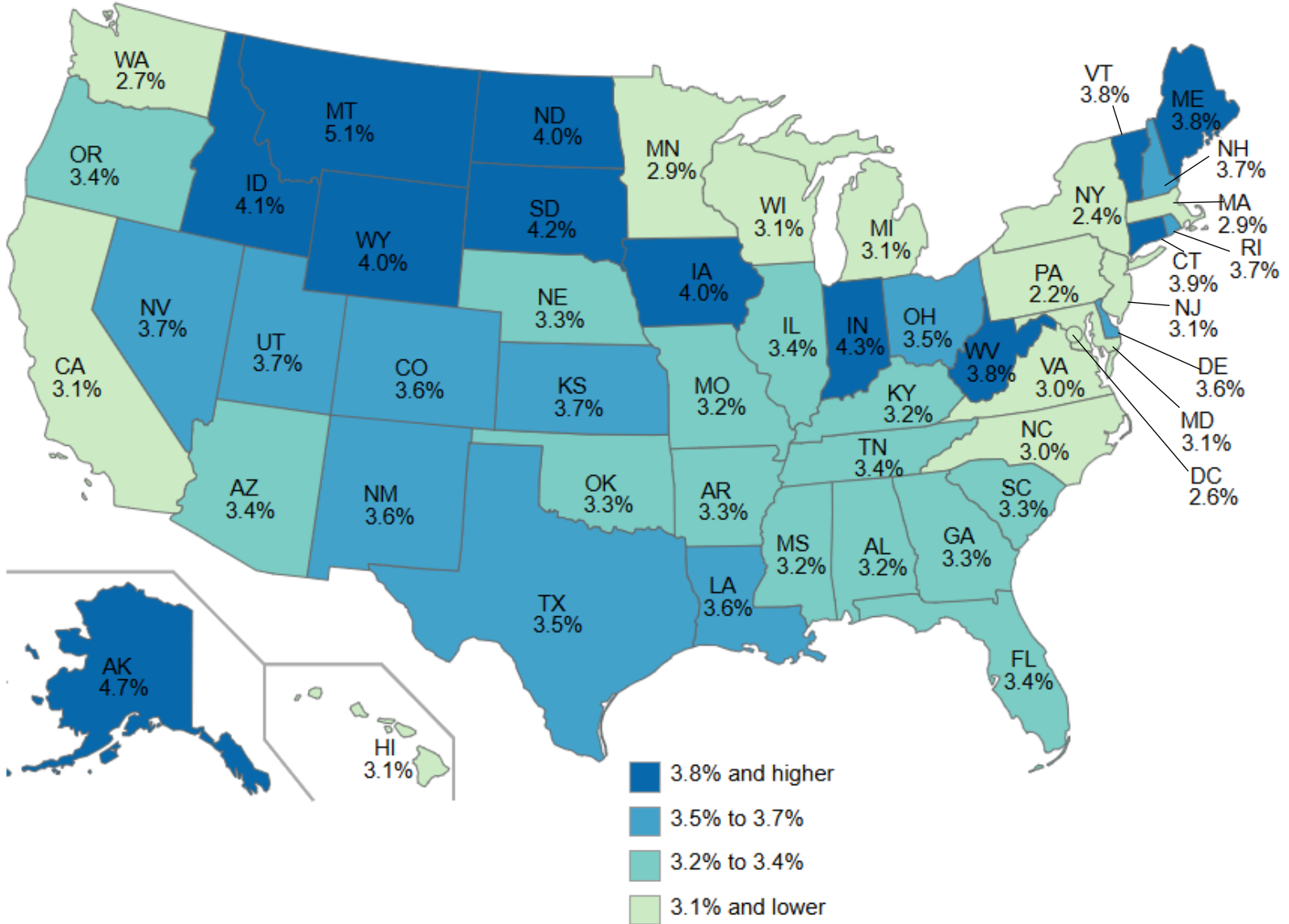
Map 2. Hires rates by state, seasonally adjusted, March 2025

Total U.S. hires rate = 3.4%



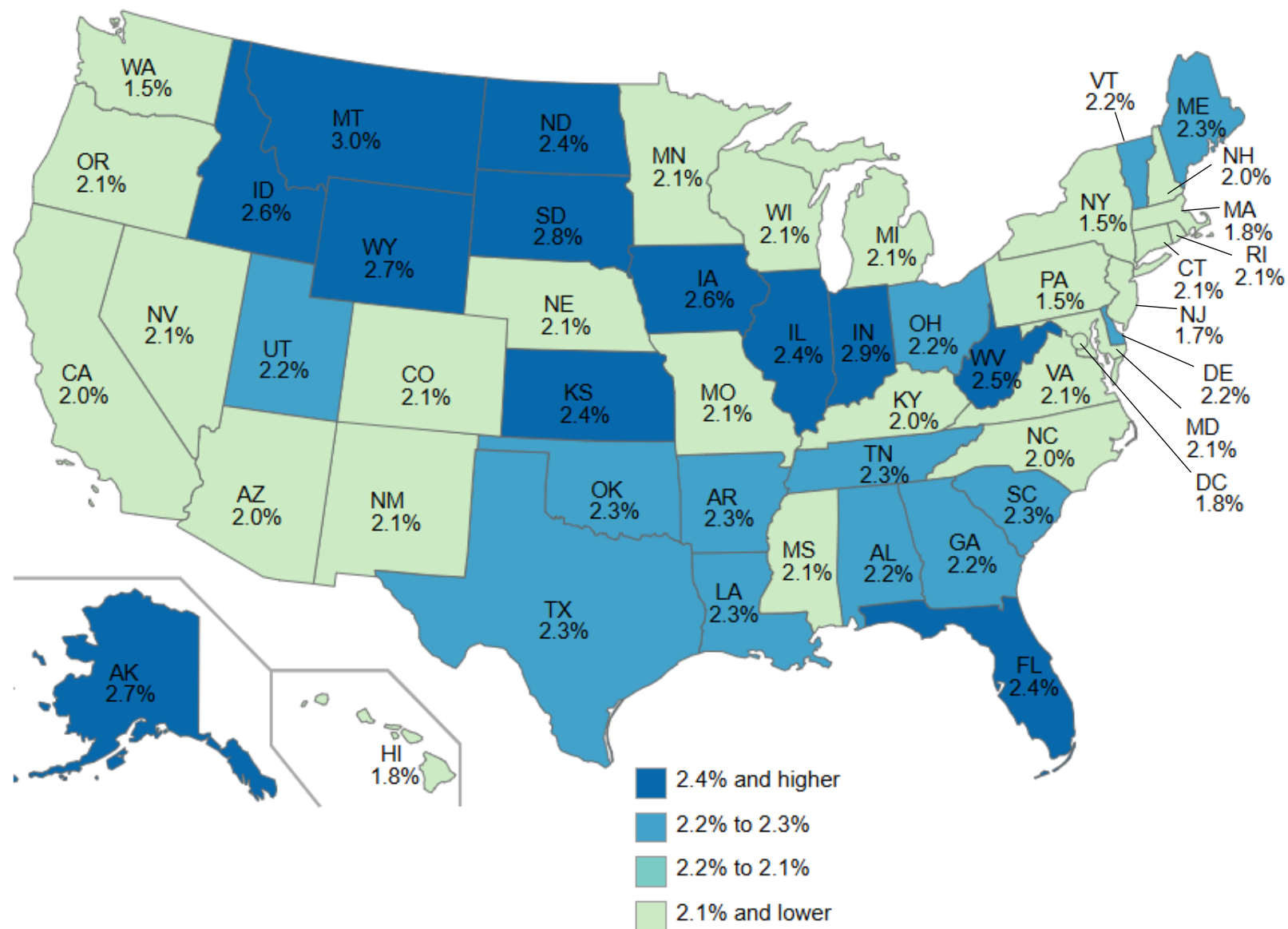
Map 3. Total separations rates by state, seasonally adjusted, March 2025

Total U.S. total separations rate = 3.2%



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

Total U.S. quits rate = 2.1%



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

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

