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STATE JOB OPENINGS AND LABOR TURNOVER – ANNUAL 2025

Annual state Job Openings and Labor Turnover Survey (JOLTS) estimates for 2025 are now available, the U.S. Bureau of Labor Statistics reported today. In addition, monthly state estimates have been revised. (See box note on revisions for more information.)

Updated state data are available at www.bls.gov/jlt/data.htm. Interactive chart data have been updated and are available at www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#.

Changes to the State JOLTS News Release

The State Job Openings and Labor Turnover news release has moved from a monthly news release to an annual news release. Monthly estimates for the prior calendar year will be published 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.

Annual Revisions to the State JOLTS Data

The JOLTS state data are revised annually to reflect updates to the JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) through fourth quarter 2025. This annual benchmarking process results in revisions to both the seasonally adjusted and not seasonally adjusted JOLTS state data series. Seasonally adjusted and not seasonally adjusted data from January 2021 forward are subject to revision.

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 two estimating models; the Synthetic model (an unpublished intermediate model) and the Composite Synthetic model (published historical series through the most current benchmark year). 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 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 statesupersector 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.

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					
	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025
TOTAL U.S.....	7,089	6,919	7,169	7,170	6,846	6,550	4.3	4.2	4.3	4.3	4.1	4.0
Alabama.....	106	98	102	100	95	91	4.6	4.3	4.4	4.4	4.1	4.0
Alaska.....	20	19	20	22	18	16	5.6	5.3	5.6	6.1	5.1	4.5
Arizona.....	146	133	156	154	139	121	4.3	3.9	4.6	4.5	4.1	3.6
Arkansas.....	64	65	65	65	69	60	4.6	4.6	4.6	4.6	4.9	4.3
California.....	728	701	656	685	676	674	3.9	3.7	3.5	3.7	3.6	3.6
Colorado.....	117	125	131	125	109	100	3.8	4.0	4.2	4.1	3.6	3.3
Connecticut.....	69	67	73	74	69	67	3.9	3.8	4.1	4.1	3.9	3.8
Delaware.....	20	22	24	25	22	23	3.9	4.2	4.6	4.8	4.3	4.4
District of Columbia.....	29	31	34	34	29	34	3.7	4.0	4.4	4.5	3.8	4.5
Florida.....	376	415	437	448	414	404	3.6	4.0	4.2	4.3	4.0	3.9
Georgia.....	291	297	319	304	308	279	5.5	5.6	6.0	5.8	5.8	5.3
Hawaii.....	28	22	23	28	19	19	4.2	3.3	3.5	4.2	2.9	2.9
Idaho.....	41	38	39	41	34	34	4.4	4.1	4.2	4.5	3.7	3.7
Illinois.....	268	284	279	279	240	211	4.2	4.4	4.3	4.3	3.8	3.3
Indiana.....	141	142	138	143	141	123	4.1	4.1	4.0	4.2	4.2	3.7
Iowa.....	66	63	65	59	59	57	4.0	3.8	3.9	3.6	3.6	3.5
Kansas.....	70	61	63	64	62	61	4.6	4.0	4.1	4.2	4.1	4.0
Kentucky.....	102	94	96	95	97	92	4.8	4.4	4.5	4.5	4.6	4.3
Louisiana.....	100	98	107	107	109	101	4.8	4.7	5.1	5.1	5.2	4.8
Maine.....	32	32	33	33	31	28	4.6	4.6	4.8	4.8	4.5	4.1
Maryland.....	132	122	132	144	133	127	4.5	4.2	4.5	4.9	4.6	4.4
Massachusetts.....	169	157	134	160	137	129	4.4	4.1	3.5	4.1	3.6	3.4
Michigan.....	250	241	233	248	221	221	5.3	5.1	4.9	5.2	4.7	4.7
Minnesota.....	135	134	142	130	141	135	4.3	4.2	4.5	4.1	4.4	4.3
Mississippi.....	64	59	60	63	72	59	5.1	4.7	4.8	5.0	5.7	4.7
Missouri.....	134	133	138	133	125	128	4.3	4.3	4.4	4.3	4.0	4.1
Montana.....	27	26	27	32	23	22	4.9	4.7	4.9	5.7	4.2	4.0
Nebraska.....	41	44	42	42	41	38	3.7	4.0	3.8	3.8	3.7	3.5
Nevada.....	72	59	59	60	55	52	4.3	3.6	3.6	3.6	3.3	3.1
New Hampshire.....	33	32	32	38	32	22	4.5	4.4	4.4	5.2	4.4	3.1
New Jersey.....	213	198	188	202	214	172	4.6	4.3	4.1	4.4	4.7	3.8
New Mexico.....	42	42	38	39	37	32	4.5	4.5	4.1	4.2	4.0	3.5
New York.....	478	451	474	443	449	431	4.6	4.3	4.5	4.3	4.3	4.1
North Carolina.....	246	242	239	230	217	212	4.6	4.6	4.5	4.4	4.1	4.0
North Dakota.....	22	22	22	23	21	18	4.7	4.7	4.7	4.9	4.5	3.9
Ohio.....	246	256	280	291	266	287	4.2	4.3	4.7	4.9	4.5	4.8
Oklahoma.....	98	96	102	101	108	101	5.2	5.1	5.4	5.4	5.7	5.3
Oregon.....	84	76	80	79	70	72	4.1	3.7	3.9	3.9	3.4	3.5
Pennsylvania.....	278	211	280	250	228	235	4.3	3.3	4.3	3.9	3.6	3.7
Rhode Island.....	26	23	23	25	25	22	4.8	4.3	4.3	4.6	4.6	4.1
South Carolina.....	117	120	120	117	111	103	4.7	4.8	4.8	4.7	4.4	4.1
South Dakota.....	22	21	21	23	22	20	4.5	4.3	4.3	4.7	4.5	4.1
Tennessee.....	143	148	156	161	159	143	4.1	4.2	4.4	4.6	4.5	4.1
Texas.....	583	601	671	615	623	608	3.9	4.0	4.5	4.1	4.2	4.1
Utah.....	74	73	79	73	65	64	4.0	4.0	4.3	4.0	3.5	3.5
Vermont.....	15	14	14	15	14	11	4.6	4.3	4.3	4.6	4.3	3.4
Virginia.....	214	216	218	227	218	213	4.8	4.8	4.9	5.1	4.9	4.8
Washington.....	131	122	128	137	106	110	3.5	3.3	3.4	3.6	2.8	2.9
West Virginia.....	40	39	40	42	42	42	5.3	5.1	5.3	5.5	5.5	5.5
Wisconsin.....	134	121	120	131	118	115	4.2	3.8	3.8	4.2	3.8	3.7
Wyoming.....	15	14	14	15	12	11	4.9	4.6	4.6	4.9	3.9	3.6

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

State	Levels (in thousands)						Rates					
	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025
TOTAL U.S.....	5,225	5,145	5,244	5,180	5,019	5,272	3.3	3.2	3.3	3.3	3.2	3.3
Alabama.....	69	69	63	58	61	73	3.1	3.1	2.9	2.6	2.8	3.3
Alaska.....	16	15	16	35	17	14	4.7	4.4	4.8	10.4	5.1	4.2
Arizona.....	121	102	114	105	106	127	3.7	3.1	3.5	3.2	3.3	3.9
Arkansas.....	45	48	42	44	49	46	3.4	3.6	3.1	3.3	3.7	3.4
California.....	554	576	567	513	554	581	3.1	3.2	3.1	2.8	3.1	3.2
Colorado.....	110	104	103	108	97	86	3.7	3.5	3.5	3.6	3.3	2.9
Connecticut.....	42	50	54	50	55	61	2.4	2.9	3.1	2.9	3.2	3.6
Delaware.....	16	18	17	18	15	18	3.2	3.6	3.4	3.7	3.0	3.6
District of Columbia.....	16	18	17	18	16	19	2.1	2.4	2.3	2.5	2.2	2.6
Florida.....	358	329	342	312	284	304	3.6	3.3	3.4	3.1	2.9	3.1
Georgia.....	190	160	159	151	155	142	3.8	3.2	3.2	3.0	3.1	2.8
Hawaii.....	22	18	19	25	17	18	3.4	2.8	3.0	3.9	2.6	2.8
Idaho.....	36	34	34	40	33	34	4.1	3.9	3.9	4.6	3.7	3.9
Illinois.....	213	217	222	256	230	227	3.5	3.5	3.6	4.2	3.7	3.7
Indiana.....	135	129	133	128	132	114	4.1	3.9	4.1	3.9	4.1	3.5
Iowa.....	46	51	55	51	45	50	2.9	3.2	3.5	3.2	2.8	3.2
Kansas.....	51	44	49	51	45	49	3.5	3.0	3.3	3.5	3.1	3.3
Kentucky.....	72	71	70	66	62	70	3.5	3.5	3.4	3.3	3.1	3.4
Louisiana.....	73	81	74	72	77	78	3.7	4.1	3.7	3.6	3.9	3.9
Maine.....	21	24	28	24	24	20	3.2	3.6	4.2	3.7	3.6	3.0
Maryland.....	84	87	85	79	74	89	3.0	3.1	3.0	2.8	2.7	3.2
Massachusetts.....	87	101	93	98	96	100	2.3	2.7	2.5	2.6	2.6	2.7
Michigan.....	173	157	169	182	140	171	3.9	3.5	3.8	4.1	3.1	3.8
Minnesota.....	82	82	92	88	81	89	2.7	2.7	3.0	2.9	2.7	2.9
Mississippi.....	46	42	43	43	45	46	3.9	3.5	3.6	3.6	3.8	3.9
Missouri.....	86	87	103	92	85	97	2.9	2.9	3.5	3.1	2.8	3.2
Montana.....	26	22	24	28	24	21	4.9	4.2	4.6	5.3	4.6	4.0
Nebraska.....	33	34	42	34	31	32	3.1	3.2	4.0	3.2	2.9	3.0
Nevada.....	65	53	56	55	55	64	4.1	3.3	3.5	3.4	3.4	4.0
New Hampshire.....	23	24	24	26	26	17	3.3	3.4	3.4	3.7	3.7	2.4
New Jersey.....	135	158	116	128	136	147	3.1	3.6	2.7	2.9	3.1	3.4
New Mexico.....	29	28	30	31	31	29	3.3	3.1	3.4	3.5	3.5	3.3
New York.....	271	295	324	366	335	329	2.7	3.0	3.3	3.7	3.4	3.3
North Carolina.....	178	186	181	171	153	161	3.5	3.7	3.6	3.4	3.0	3.2
North Dakota.....	15	16	18	19	17	18	3.4	3.6	4.0	4.3	3.8	4.0
Ohio.....	189	189	183	188	164	183	3.3	3.3	3.2	3.3	2.9	3.2
Oklahoma.....	62	62	63	54	60	69	3.5	3.5	3.5	3.0	3.4	3.9
Oregon.....	66	66	72	67	63	70	3.3	3.3	3.6	3.4	3.2	3.5
Pennsylvania.....	157	163	199	125	177	186	2.5	2.6	3.2	2.0	2.9	3.0
Rhode Island.....	17	19	19	18	22	20	3.3	3.7	3.7	3.5	4.3	3.9
South Carolina.....	93	101	89	89	92	105	3.9	4.2	3.7	3.7	3.8	4.4
South Dakota.....	17	16	17	19	17	17	3.6	3.4	3.6	4.0	3.6	3.6
Tennessee.....	130	140	118	115	127	122	3.9	4.2	3.5	3.4	3.8	3.6
Texas.....	506	406	428	484	455	503	3.5	2.8	3.0	3.4	3.2	3.5
Utah.....	65	62	71	66	56	62	3.7	3.5	4.0	3.7	3.2	3.5
Vermont.....	10	10	11	11	11	9	3.2	3.2	3.5	3.5	3.5	2.9
Virginia.....	145	147	141	134	153	132	3.4	3.4	3.3	3.2	3.6	3.1
Washington.....	95	92	116	97	89	113	2.6	2.5	3.2	2.7	2.4	3.1
West Virginia.....	28	27	27	26	27	29	3.9	3.8	3.8	3.6	3.8	4.0
Wisconsin.....	95	99	101	101	91	102	3.1	3.3	3.3	3.3	3.0	3.4
Wyoming.....	13	12	12	15	12	11	4.4	4.1	4.1	5.1	4.1	3.7

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

State	Levels (in thousands)						Rates					
	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025
TOTAL U.S.....	5,170	5,207	5,161	5,125	5,035	5,203	3.3	3.3	3.3	3.2	3.2	3.3
Alabama.....	62	68	64	60	72	70	2.8	3.1	2.9	2.7	3.3	3.2
Alaska.....	15	15	16	9	14	16	4.4	4.4	4.8	2.7	4.2	4.7
Arizona.....	103	111	110	102	107	94	3.2	3.4	3.4	3.1	3.3	2.9
Arkansas.....	41	44	41	50	44	44	3.1	3.3	3.1	3.7	3.3	3.3
California.....	561	578	574	550	514	528	3.1	3.2	3.2	3.1	2.8	2.9
Colorado.....	108	110	136	95	111	88	3.6	3.7	4.6	3.2	3.7	3.0
Connecticut.....	48	51	68	55	45	46	2.8	3.0	4.0	3.2	2.6	2.7
Delaware.....	15	17	17	14	17	19	3.0	3.4	3.4	2.8	3.5	3.8
District of Columbia.....	20	22	29	18	23	20	2.7	2.9	3.9	2.5	3.2	2.8
Florida.....	340	342	338	292	277	326	3.4	3.4	3.4	2.9	2.8	3.3
Georgia.....	153	160	147	152	176	146	3.1	3.2	2.9	3.1	3.5	2.9
Hawaii.....	19	19	18	20	21	20	3.0	3.0	2.8	3.1	3.3	3.1
Idaho.....	38	35	36	29	62	121	4.3	4.0	4.1	3.3	7.0	13.7
Illinois.....	226	211	191	178	194	195	3.7	3.4	3.1	2.9	3.2	3.2
Indiana.....	142	115	146	151	140	165	4.3	3.5	4.5	4.6	4.3	5.1
Iowa.....	51	45	65	42	51	53	3.2	2.8	4.1	2.7	3.2	3.4
Kansas.....	45	46	55	50	50	55	3.1	3.1	3.8	3.4	3.4	3.8
Kentucky.....	70	74	66	69	63	68	3.4	3.6	3.2	3.4	3.1	3.4
Louisiana.....	69	71	73	76	75	80	3.5	3.6	3.7	3.8	3.8	4.0
Maine.....	19	22	20	19	18	21	2.9	3.3	3.0	2.9	2.7	3.2
Maryland.....	84	86	90	72	96	87	3.0	3.1	3.2	2.6	3.4	3.1
Massachusetts.....	99	97	84	97	90	88	2.7	2.6	2.3	2.6	2.4	2.4
Michigan.....	152	165	160	210	145	178	3.4	3.7	3.6	4.7	3.2	4.0
Minnesota.....	87	86	79	96	72	90	2.9	2.8	2.6	3.2	2.4	3.0
Mississippi.....	37	37	43	45	44	45	3.1	3.1	3.6	3.8	3.7	3.8
Missouri.....	79	90	90	97	96	96	2.6	3.0	3.0	3.3	3.2	3.2
Montana.....	23	23	23	19	20	23	4.4	4.4	4.4	3.6	3.8	4.4
Nebraska.....	34	33	34	35	33	35	3.2	3.1	3.2	3.3	3.1	3.3
Nevada.....	50	61	53	57	55	44	3.1	3.8	3.3	3.6	3.4	2.8
New Hampshire.....	23	23	23	22	21	23	3.3	3.3	3.3	3.1	3.0	3.3
New Jersey.....	126	105	123	150	112	117	2.9	2.4	2.8	3.4	2.6	2.7
New Mexico.....	30	31	29	32	28	26	3.4	3.5	3.2	3.6	3.1	2.9
New York.....	317	314	316	368	308	306	3.2	3.2	3.2	3.7	3.1	3.1
North Carolina.....	170	204	181	152	170	182	3.4	4.0	3.6	3.0	3.4	3.6
North Dakota.....	18	15	17	17	15	18	4.0	3.4	3.8	3.8	3.4	4.0
Ohio.....	177	231	206	201	190	197	3.1	4.1	3.6	3.6	3.4	3.5
Oklahoma.....	60	75	57	59	64	60	3.4	4.2	3.2	3.3	3.6	3.4
Oregon.....	68	66	60	62	60	60	3.4	3.3	3.0	3.1	3.0	3.0
Pennsylvania.....	164	174	156	173	187	170	2.7	2.8	2.5	2.8	3.0	2.7
Rhode Island.....	18	17	18	18	16	16	3.5	3.3	3.5	3.5	3.1	3.1
South Carolina.....	80	86	80	93	88	91	3.4	3.6	3.4	3.9	3.7	3.8
South Dakota.....	17	15	17	16	15	23	3.6	3.2	3.6	3.4	3.2	4.9
Tennessee.....	123	121	132	110	146	123	3.7	3.6	3.9	3.3	4.3	3.6
Texas.....	544	458	426	442	451	480	3.8	3.2	3.0	3.1	3.2	3.3
Utah.....	63	62	64	68	59	57	3.6	3.5	3.6	3.8	3.3	3.2
Vermont.....	10	10	10	12	8	11	3.2	3.2	3.2	3.9	2.6	3.5
Virginia.....	137	147	149	125	154	141	3.2	3.4	3.5	2.9	3.6	3.3
Washington.....	103	93	97	105	92	93	2.8	2.6	2.7	2.9	2.5	2.6
West Virginia.....	23	24	25	26	25	25	3.2	3.3	3.5	3.6	3.5	3.5
Wisconsin.....	93	89	99	108	90	113	3.1	2.9	3.3	3.6	3.0	3.7
Wyoming.....	13	13	12	9	8	12	4.4	4.4	4.1	3.1	2.7	4.1

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

State	Levels (in thousands)						Rates					
	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025
TOTAL U.S.....	3,132	3,095	2,990	2,980	3,119	3,225	2.0	2.0	1.9	1.9	2.0	2.0
Alabama.....	39	44	42	37	45	47	1.8	2.0	1.9	1.7	2.0	2.1
Alaska.....	10	10	9	5	9	10	3.0	3.0	2.7	1.5	2.7	3.0
Arizona.....	65	66	67	61	70	63	2.0	2.0	2.1	1.9	2.2	1.9
Arkansas.....	24	26	25	32	28	27	1.8	1.9	1.9	2.4	2.1	2.0
California.....	322	362	287	265	276	314	1.8	2.0	1.6	1.5	1.5	1.7
Colorado.....	75	55	61	59	64	59	2.5	1.9	2.1	2.0	2.2	2.0
Connecticut.....	22	27	28	31	25	27	1.3	1.6	1.6	1.8	1.5	1.6
Delaware.....	9	11	10	9	11	13	1.8	2.2	2.0	1.8	2.2	2.6
District of Columbia.....	11	14	17	11	14	11	1.5	1.9	2.3	1.5	1.9	1.5
Florida.....	200	229	212	214	194	208	2.0	2.3	2.1	2.2	2.0	2.1
Georgia.....	94	101	85	95	116	79	1.9	2.0	1.7	1.9	2.3	1.6
Hawaii.....	12	12	11	12	13	13	1.9	1.9	1.7	1.9	2.0	2.0
Idaho.....	27	21	21	17	21	23	3.1	2.4	2.4	1.9	2.4	2.6
Illinois.....	135	126	103	93	125	127	2.2	2.0	1.7	1.5	2.0	2.1
Indiana.....	86	64	85	93	82	105	2.6	1.9	2.6	2.9	2.5	3.2
Iowa.....	32	28	29	26	32	36	2.0	1.8	1.8	1.6	2.0	2.3
Kansas.....	28	24	30	30	35	37	1.9	1.6	2.0	2.1	2.4	2.5
Kentucky.....	42	38	39	43	44	43	2.1	1.9	1.9	2.1	2.2	2.1
Louisiana.....	45	46	44	50	52	54	2.3	2.3	2.2	2.5	2.6	2.7
Maine.....	10	12	11	10	10	13	1.5	1.8	1.7	1.5	1.5	2.0
Maryland.....	52	52	59	44	59	53	1.8	1.8	2.1	1.6	2.1	1.9
Massachusetts.....	49	50	48	51	46	47	1.3	1.4	1.3	1.4	1.2	1.3
Michigan.....	85	97	100	126	109	111	1.9	2.2	2.2	2.8	2.4	2.5
Minnesota.....	52	53	48	64	46	58	1.7	1.8	1.6	2.1	1.5	1.9
Mississippi.....	24	24	28	27	30	29	2.0	2.0	2.3	2.3	2.5	2.4
Missouri.....	48	56	58	63	67	66	1.6	1.9	1.9	2.1	2.2	2.2
Montana.....	14	14	13	11	13	15	2.7	2.7	2.5	2.1	2.5	2.9
Nebraska.....	21	19	21	21	22	23	2.0	1.8	2.0	2.0	2.1	2.2
Nevada.....	30	34	29	30	28	28	1.9	2.1	1.8	1.9	1.8	1.8
New Hampshire.....	13	12	12	12	11	14	1.8	1.7	1.7	1.7	1.6	2.0
New Jersey.....	64	55	61	58	56	71	1.5	1.3	1.4	1.3	1.3	1.6
New Mexico.....	19	19	17	17	17	18	2.1	2.1	1.9	1.9	1.9	2.0
New York.....	177	150	177	184	144	156	1.8	1.5	1.8	1.9	1.4	1.6
North Carolina.....	123	145	123	94	117	114	2.4	2.9	2.4	1.9	2.3	2.2
North Dakota.....	10	8	10	10	10	12	2.2	1.8	2.2	2.2	2.2	2.7
Ohio.....	112	111	118	123	123	145	2.0	2.0	2.1	2.2	2.2	2.6
Oklahoma.....	38	39	35	39	43	40	2.1	2.2	2.0	2.2	2.4	2.2
Oregon.....	44	41	34	36	38	43	2.2	2.1	1.7	1.8	1.9	2.2
Pennsylvania.....	87	80	80	97	134	111	1.4	1.3	1.3	1.6	2.2	1.8
Rhode Island.....	9	8	9	10	8	9	1.7	1.6	1.8	1.9	1.6	1.8
South Carolina.....	54	54	51	52	57	58	2.3	2.3	2.1	2.2	2.4	2.4
South Dakota.....	10	8	10	10	10	16	2.1	1.7	2.1	2.1	2.1	3.4
Tennessee.....	73	82	74	65	94	73	2.2	2.4	2.2	1.9	2.8	2.2
Texas.....	367	302	286	286	296	318	2.6	2.1	2.0	2.0	2.1	2.2
Utah.....	39	39	38	41	38	37	2.2	2.2	2.1	2.3	2.1	2.1
Vermont.....	6	6	6	6	5	7	1.9	1.9	1.9	1.9	1.6	2.2
Virginia.....	76	94	88	71	91	86	1.8	2.2	2.1	1.7	2.1	2.0
Washington.....	69	57	58	58	57	60	1.9	1.6	1.6	1.6	1.6	1.6
West Virginia.....	15	15	15	16	17	17	2.1	2.1	2.1	2.2	2.4	2.4
Wisconsin.....	54	50	61	61	63	75	1.8	1.6	2.0	2.0	2.1	2.5
Wyoming.....	8	8	7	5	5	8	2.7	2.7	2.4	1.7	1.7	2.7

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

State	Levels (in thousands)						Rates					
	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025	Dec. 2025
TOTAL U.S.....	1,772	1,832	1,816	1,891	1,660	1,666	1.1	1.2	1.1	1.2	1.0	1.1
Alabama.....	20	21	19	20	24	19	0.9	1.0	0.9	0.9	1.1	0.9
Alaska.....	5	4	5	3	4	5	1.5	1.2	1.5	0.9	1.2	1.5
Arizona.....	31	39	33	35	32	24	1.0	1.2	1.0	1.1	1.0	0.7
Arkansas.....	14	16	13	16	14	14	1.0	1.2	1.0	1.2	1.0	1.0
California.....	199	180	232	249	204	184	1.1	1.0	1.3	1.4	1.1	1.0
Colorado.....	26	47	67	32	40	23	0.9	1.6	2.3	1.1	1.4	0.8
Connecticut.....	23	22	32	22	17	17	1.3	1.3	1.9	1.3	1.0	1.0
Delaware.....	5	5	5	5	5	5	1.0	1.0	1.0	1.0	1.0	1.0
District of Columbia.....	7	6	6	5	6	5	0.9	0.8	0.8	0.7	0.8	0.7
Florida.....	131	98	109	68	74	102	1.3	1.0	1.1	0.7	0.7	1.0
Georgia.....	51	50	44	49	49	54	1.0	1.0	0.9	1.0	1.0	1.1
Hawaii.....	6	5	5	7	6	5	0.9	0.8	0.8	1.1	0.9	0.8
Idaho.....	9	12	13	10	39	96	1.0	1.4	1.5	1.1	4.4	10.9
Illinois.....	83	76	78	77	63	61	1.3	1.2	1.3	1.3	1.0	1.0
Indiana.....	48	48	52	53	53	55	1.5	1.5	1.6	1.6	1.6	1.7
Iowa.....	15	15	33	13	17	14	0.9	0.9	2.1	0.8	1.1	0.9
Kansas.....	15	19	22	17	13	15	1.0	1.3	1.5	1.2	0.9	1.0
Kentucky.....	25	33	22	22	17	20	1.2	1.6	1.1	1.1	0.8	1.0
Louisiana.....	21	21	23	23	20	22	1.1	1.1	1.2	1.2	1.0	1.1
Maine.....	8	10	8	8	7	7	1.2	1.5	1.2	1.2	1.1	1.1
Maryland.....	28	26	23	25	27	24	1.0	0.9	0.8	0.9	1.0	0.9
Massachusetts.....	44	40	30	39	35	31	1.2	1.1	0.8	1.1	0.9	0.8
Michigan.....	60	60	52	74	30	58	1.3	1.3	1.2	1.7	0.7	1.3
Minnesota.....	29	26	26	28	21	28	1.0	0.9	0.9	0.9	0.7	0.9
Mississippi.....	11	12	12	16	11	14	0.9	1.0	1.0	1.3	0.9	1.2
Missouri.....	25	29	27	29	25	25	0.8	1.0	0.9	1.0	0.8	0.8
Montana.....	8	8	8	7	7	6	1.5	1.5	1.5	1.3	1.3	1.1
Nebraska.....	12	12	11	12	10	10	1.1	1.1	1.0	1.1	0.9	0.9
Nevada.....	17	24	21	24	24	13	1.1	1.5	1.3	1.5	1.5	0.8
New Hampshire.....	9	10	9	10	9	8	1.3	1.4	1.3	1.4	1.3	1.1
New Jersey.....	54	45	52	86	51	37	1.2	1.0	1.2	2.0	1.2	0.8
New Mexico.....	9	10	9	13	9	6	1.0	1.1	1.0	1.5	1.0	0.7
New York.....	117	142	120	166	148	122	1.2	1.4	1.2	1.7	1.5	1.2
North Carolina.....	40	49	49	54	48	58	0.8	1.0	1.0	1.1	0.9	1.1
North Dakota.....	7	6	6	6	5	5	1.6	1.3	1.3	1.3	1.1	1.1
Ohio.....	55	108	77	65	58	44	1.0	1.9	1.4	1.1	1.0	0.8
Oklahoma.....	20	33	17	17	17	17	1.1	1.8	1.0	1.0	1.0	1.0
Oregon.....	20	20	21	23	18	14	1.0	1.0	1.1	1.2	0.9	0.7
Pennsylvania.....	68	90	67	66	47	51	1.1	1.5	1.1	1.1	0.8	0.8
Rhode Island.....	8	7	7	8	6	6	1.6	1.4	1.4	1.6	1.2	1.2
South Carolina.....	24	28	23	38	27	28	1.0	1.2	1.0	1.6	1.1	1.2
South Dakota.....	6	6	6	5	4	6	1.3	1.3	1.3	1.1	0.9	1.3
Tennessee.....	47	33	50	40	46	38	1.4	1.0	1.5	1.2	1.4	1.1
Texas.....	165	140	121	140	136	137	1.2	1.0	0.8	1.0	1.0	1.0
Utah.....	21	20	21	23	18	17	1.2	1.1	1.2	1.3	1.0	1.0
Vermont.....	4	4	4	5	3	3	1.3	1.3	1.3	1.6	1.0	1.0
Virginia.....	53	45	48	46	54	43	1.2	1.1	1.1	1.1	1.3	1.0
Washington.....	28	30	32	41	28	26	0.8	0.8	0.9	1.1	0.8	0.7
West Virginia.....	7	7	8	8	7	7	1.0	1.0	1.1	1.1	1.0	1.0
Wisconsin.....	32	33	32	41	23	33	1.1	1.1	1.1	1.4	0.8	1.1
Wyoming.....	4	4	4	3	3	3	1.4	1.4	1.4	1.0	1.0	1.0

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025
TOTAL U.S.....	6,798	6,088	-710	4.1	3.7	-0.4
Alabama.....	106	88	-18	4.6	3.8	-0.8
Alaska.....	16	12	-4	4.8	3.5	-1.3
Arizona.....	168	114	-54	4.8	3.4	-1.4
Arkansas.....	66	59	-7	4.7	4.2	-0.5
California.....	598	622	24	3.2	3.3	0.1
Colorado.....	99	86	-13	3.2	2.8	-0.4
Connecticut.....	68	62	-6	3.8	3.5	-0.3
Delaware.....	23	21	-2	4.5	4.1	-0.4
District of Columbia.....	39	32	-7	4.8	4.3	-0.5
Florida.....	416	380	-36	4.0	3.6	-0.4
Georgia.....	269	271	2	5.1	5.1	0.0
Hawaii.....	25	18	-7	3.7	2.7	-1.0
Idaho.....	36	28	-8	4.0	3.1	-0.9
Illinois.....	240	188	-52	3.7	3.0	-0.7
Indiana.....	134	108	-26	3.9	3.2	-0.7
Iowa.....	64	53	-11	3.8	3.3	-0.5
Kansas.....	62	55	-7	4.0	3.6	-0.4
Kentucky.....	120	90	-30	5.5	4.2	-1.3
Louisiana.....	82	85	3	3.9	4.1	0.2
Maine.....	24	24	0	3.5	3.6	0.1
Maryland.....	119	116	-3	4.0	4.0	0.0
Massachusetts.....	175	117	-58	4.5	3.1	-1.4
Michigan.....	185	212	27	4.0	4.5	0.5
Minnesota.....	141	129	-12	4.4	4.1	-0.3
Mississippi.....	57	54	-3	4.5	4.3	-0.2
Missouri.....	159	123	-36	5.0	3.9	-1.1
Montana.....	26	21	-5	4.7	3.8	-0.9
Nebraska.....	42	34	-8	3.8	3.1	-0.7
Nevada.....	70	49	-21	4.2	2.9	-1.3
New Hampshire.....	32	22	-10	4.3	3.1	-1.2
New Jersey.....	190	160	-30	4.1	3.5	-0.6
New Mexico.....	47	29	-18	4.9	3.1	-1.8
New York.....	483	418	-65	4.6	4.0	-0.6
North Carolina.....	258	200	-58	4.9	3.8	-1.1
North Dakota.....	22	17	-5	4.8	3.8	-1.0
Ohio.....	245	253	8	4.1	4.3	0.2
Oklahoma.....	89	94	5	4.7	5.0	0.3
Oregon.....	106	72	-34	5.0	3.5	-1.5
Pennsylvania.....	243	226	-17	3.8	3.5	-0.3
Rhode Island.....	25	20	-5	4.6	3.7	-0.9
South Carolina.....	129	99	-30	5.1	3.9	-1.2
South Dakota.....	18	17	-1	3.7	3.5	-0.2
Tennessee.....	138	127	-11	3.9	3.6	-0.3
Texas.....	531	567	36	3.6	3.8	0.2
Utah.....	71	56	-15	3.9	3.0	-0.9
Vermont.....	12	10	-2	3.7	3.2	-0.5
Virginia.....	218	203	-15	4.8	4.5	-0.3
Washington.....	145	96	-49	3.8	2.6	-1.2
West Virginia.....	42	42	0	5.5	5.5	0.0
Wisconsin.....	115	98	-17	3.6	3.1	-0.5
Wyoming.....	13	9	-4	4.2	3.0	-1.2

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025
TOTAL U.S.....	3,873	3,879	6	2.4	2.4	0.0
Alabama.....	53	54	1	2.4	2.4	0.0
Alaska.....	9	8	-1	2.7	2.4	-0.3
Arizona.....	85	88	3	2.6	2.7	0.1
Arkansas.....	38	34	-4	2.9	2.5	-0.4
California.....	399	445	46	2.2	2.4	0.2
Colorado.....	91	65	-26	3.1	2.2	-0.9
Connecticut.....	37	43	6	2.1	2.5	0.4
Delaware.....	15	13	-2	3.0	2.7	-0.3
District of Columbia.....	19	15	-4	2.5	2.1	-0.4
Florida.....	288	227	-61	2.9	2.3	-0.6
Georgia.....	142	105	-37	2.8	2.1	-0.7
Hawaii.....	15	14	-1	2.4	2.2	-0.2
Idaho.....	25	22	-3	2.8	2.6	-0.2
Illinois.....	146	182	36	2.4	2.9	0.5
Indiana.....	99	82	-17	3.0	2.5	-0.5
Iowa.....	35	37	2	2.2	2.3	0.1
Kansas.....	36	38	2	2.4	2.6	0.2
Kentucky.....	50	49	-1	2.4	2.4	0.0
Louisiana.....	51	53	2	2.5	2.7	0.2
Maine.....	10	12	2	1.6	1.9	0.3
Maryland.....	60	62	2	2.1	2.2	0.1
Massachusetts.....	72	66	-6	1.9	1.8	-0.1
Michigan.....	127	137	10	2.8	3.1	0.3
Minnesota.....	68	67	-1	2.2	2.2	0.0
Mississippi.....	34	34	0	2.8	2.9	0.1
Missouri.....	72	73	1	2.4	2.4	0.0
Montana.....	17	15	-2	3.3	2.9	-0.4
Nebraska.....	26	26	0	2.4	2.4	0.0
Nevada.....	51	48	-3	3.2	3.0	-0.2
New Hampshire.....	12	14	2	1.8	1.9	0.1
New Jersey.....	99	104	5	2.2	2.3	0.1
New Mexico.....	22	19	-3	2.4	2.2	-0.2
New York.....	184	238	54	1.8	2.4	0.6
North Carolina.....	119	108	-11	2.4	2.1	-0.3
North Dakota.....	14	13	-1	3.1	3.0	-0.1
Ohio.....	133	126	-7	2.3	2.2	-0.1
Oklahoma.....	51	52	1	2.8	2.9	0.1
Oregon.....	61	50	-11	3.0	2.5	-0.5
Pennsylvania.....	122	133	11	2.0	2.1	0.1
Rhode Island.....	12	13	1	2.2	2.6	0.4
South Carolina.....	77	76	-1	3.2	3.2	0.0
South Dakota.....	12	12	0	2.6	2.6	0.0
Tennessee.....	85	84	-1	2.5	2.5	0.0
Texas.....	352	383	31	2.4	2.6	0.2
Utah.....	56	47	-9	3.2	2.6	-0.6
Vermont.....	5	7	2	1.7	2.1	0.4
Virginia.....	95	93	-2	2.2	2.2	0.0
Washington.....	88	79	-9	2.4	2.2	-0.2
West Virginia.....	21	21	0	3.0	3.0	0.0
Wisconsin.....	76	83	7	2.5	2.7	0.2
Wyoming.....	9	8	-1	2.9	2.6	-0.3

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025
TOTAL U.S.....	4,823	5,029	206	3.0	3.2	0.2
Alabama.....	63	61	-2	2.9	2.8	-0.1
Alaska.....	18	18	0	5.7	5.6	-0.1
Arizona.....	77	72	-5	2.3	2.2	-0.1
Arkansas.....	36	37	1	2.7	2.7	0.0
California.....	555	527	-28	3.1	2.9	-0.2
Colorado.....	69	70	1	2.3	2.4	0.1
Connecticut.....	42	44	2	2.4	2.5	0.1
Delaware.....	21	19	-2	4.1	3.9	-0.2
District of Columbia.....	16	18	2	2.1	2.5	0.4
Florida.....	296	295	-1	2.9	2.9	0.0
Georgia.....	145	134	-11	2.9	2.7	-0.2
Hawaii.....	19	16	-3	2.8	2.5	-0.3
Idaho.....	35	162	127	4.1	18.4	14.3
Illinois.....	176	203	27	2.8	3.3	0.5
Indiana.....	112	162	50	3.4	5.0	1.6
Iowa.....	51	53	2	3.2	3.3	0.1
Kansas.....	41	51	10	2.8	3.5	0.7
Kentucky.....	62	60	-2	3.0	3.0	0.0
Louisiana.....	68	72	4	3.4	3.6	0.2
Maine.....	22	22	0	3.4	3.4	0.0
Maryland.....	101	86	-15	3.5	3.1	-0.4
Massachusetts.....	100	90	-10	2.7	2.4	-0.3
Michigan.....	159	181	22	3.5	4.0	0.5
Minnesota.....	84	94	10	2.8	3.1	0.3
Mississippi.....	37	41	4	3.1	3.4	0.3
Missouri.....	84	94	10	2.8	3.1	0.3
Montana.....	23	22	-1	4.4	4.1	-0.3
Nebraska.....	30	34	4	2.9	3.2	0.3
Nevada.....	43	38	-5	2.7	2.3	-0.4
New Hampshire.....	23	23	0	3.3	3.3	0.0
New Jersey.....	175	128	-47	4.0	2.9	-1.1
New Mexico.....	29	24	-5	3.3	2.6	-0.7
New York.....	258	305	47	2.6	3.0	0.4
North Carolina.....	167	166	-1	3.3	3.3	0.0
North Dakota.....	17	18	1	3.8	4.2	0.4
Ohio.....	189	179	-10	3.3	3.1	-0.2
Oklahoma.....	49	50	1	2.7	2.8	0.1
Oregon.....	54	51	-3	2.7	2.6	-0.1
Pennsylvania.....	145	156	11	2.3	2.5	0.2
Rhode Island.....	25	17	-8	4.9	3.4	-1.5
South Carolina.....	88	85	-3	3.7	3.5	-0.2
South Dakota.....	18	23	5	3.8	5.0	1.2
Tennessee.....	108	108	0	3.2	3.2	0.0
Texas.....	502	496	-6	3.5	3.4	-0.1
Utah.....	49	50	1	2.8	2.8	0.0
Vermont.....	10	11	1	3.3	3.4	0.1
Virginia.....	118	134	16	2.8	3.1	0.3
Washington.....	87	79	-8	2.4	2.2	-0.2
West Virginia.....	24	23	-1	3.3	3.2	-0.1
Wisconsin.....	90	116	26	2.9	3.8	0.9
Wyoming.....	12	11	-1	4.2	3.8	-0.4

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025
TOTAL U.S.....	2,598	2,738	140	1.6	1.7	0.1
Alabama.....	40	37	-3	1.8	1.7	-0.1
Alaska.....	10	11	1	3.2	3.4	0.2
Arizona.....	45	45	0	1.3	1.3	0.0
Arkansas.....	21	20	-1	1.6	1.5	-0.1
California.....	315	283	-32	1.7	1.6	-0.1
Colorado.....	39	48	9	1.3	1.6	0.3
Connecticut.....	18	21	3	1.0	1.2	0.2
Delaware.....	13	12	-1	2.7	2.4	-0.3
District of Columbia.....	9	8	-1	1.2	1.1	-0.1
Florida.....	175	174	-1	1.7	1.7	0.0
Georgia.....	86	67	-19	1.7	1.3	-0.4
Hawaii.....	11	10	-1	1.6	1.6	0.0
Idaho.....	19	20	1	2.2	2.3	0.1
Illinois.....	73	116	43	1.2	1.9	0.7
Indiana.....	53	86	33	1.6	2.6	1.0
Iowa.....	27	32	5	1.7	2.0	0.3
Kansas.....	21	31	10	1.4	2.1	0.7
Kentucky.....	33	35	2	1.6	1.7	0.1
Louisiana.....	39	46	7	2.0	2.3	0.3
Maine.....	10	10	0	1.5	1.6	0.1
Maryland.....	52	42	-10	1.8	1.5	-0.3
Massachusetts.....	46	37	-9	1.2	1.0	-0.2
Michigan.....	74	98	24	1.6	2.2	0.6
Minnesota.....	49	56	7	1.6	1.8	0.2
Mississippi.....	23	24	1	1.9	2.0	0.1
Missouri.....	48	60	12	1.6	2.0	0.4
Montana.....	13	14	1	2.5	2.6	0.1
Nebraska.....	14	19	5	1.4	1.8	0.4
Nevada.....	25	24	-1	1.6	1.5	-0.1
New Hampshire.....	10	11	1	1.4	1.5	0.1
New Jersey.....	59	56	-3	1.3	1.3	0.0
New Mexico.....	15	14	-1	1.7	1.6	-0.1
New York.....	127	126	-1	1.3	1.3	0.0
North Carolina.....	98	86	-12	1.9	1.7	-0.2
North Dakota.....	8	11	3	1.7	2.4	0.7
Ohio.....	88	117	29	1.6	2.1	0.5
Oklahoma.....	31	31	0	1.7	1.7	0.0
Oregon.....	31	35	4	1.6	1.8	0.2
Pennsylvania.....	69	88	19	1.1	1.4	0.3
Rhode Island.....	8	8	0	1.6	1.5	-0.1
South Carolina.....	58	50	-8	2.4	2.1	-0.3
South Dakota.....	8	15	7	1.8	3.1	1.3
Tennessee.....	58	56	-2	1.7	1.6	-0.1
Texas.....	304	303	-1	2.1	2.1	0.0
Utah.....	30	31	1	1.7	1.8	0.1
Vermont.....	5	5	0	1.4	1.6	0.2
Virginia.....	70	71	1	1.6	1.7	0.1
Washington.....	50	49	-1	1.4	1.3	-0.1
West Virginia.....	14	14	0	2.0	1.9	-0.1
Wisconsin.....	46	68	22	1.5	2.2	0.7
Wyoming.....	7	7	0	2.3	2.4	0.1

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

State	Levels (in thousands)			Rates		
	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025	Dec. 2024	Dec. 2025	Change from: Dec. 2024 - Dec. 2025
TOTAL U.S.....	1,935	1,949	14	1.2	1.2	0.0
Alabama.....	20	19	-1	0.9	0.9	0.0
Alaska.....	7	6	-1	2.2	1.8	-0.4
Arizona.....	28	23	-5	0.8	0.7	-0.1
Arkansas.....	13	15	2	0.9	1.1	0.2
California.....	190	212	22	1.0	1.2	0.2
Colorado.....	25	20	-5	0.8	0.7	-0.1
Connecticut.....	21	20	-1	1.2	1.1	-0.1
Delaware.....	7	6	-1	1.4	1.2	-0.2
District of Columbia.....	5	5	0	0.7	0.7	0.0
Florida.....	109	105	-4	1.1	1.0	-0.1
Georgia.....	55	57	2	1.1	1.1	0.0
Hawaii.....	7	5	-2	1.0	0.8	-0.2
Idaho.....	14	117	103	1.6	13.3	11.7
Illinois.....	98	81	-17	1.6	1.3	-0.3
Indiana.....	50	70	20	1.5	2.2	0.7
Iowa.....	20	18	-2	1.3	1.1	-0.2
Kansas.....	18	18	0	1.2	1.2	0.0
Kentucky.....	26	21	-5	1.3	1.0	-0.3
Louisiana.....	24	23	-1	1.2	1.1	-0.1
Maine.....	11	10	-1	1.7	1.6	-0.1
Maryland.....	44	34	-10	1.5	1.2	-0.3
Massachusetts.....	49	43	-6	1.3	1.2	-0.1
Michigan.....	79	71	-8	1.8	1.6	-0.2
Minnesota.....	30	34	4	1.0	1.1	0.1
Mississippi.....	12	14	2	1.0	1.2	0.2
Missouri.....	29	29	0	1.0	1.0	0.0
Montana.....	9	7	-2	1.6	1.3	-0.3
Nebraska.....	14	13	-1	1.3	1.2	-0.1
Nevada.....	16	13	-3	1.0	0.8	-0.2
New Hampshire.....	13	11	-2	1.8	1.6	-0.2
New Jersey.....	111	61	-50	2.5	1.4	-1.1
New Mexico.....	12	7	-5	1.3	0.8	-0.5
New York.....	109	141	32	1.1	1.4	0.3
North Carolina.....	65	72	7	1.3	1.4	0.1
North Dakota.....	8	7	-1	1.9	1.6	-0.3
Ohio.....	89	51	-38	1.6	0.9	-0.7
Oklahoma.....	15	16	1	0.9	0.9	0.0
Oregon.....	19	15	-4	1.0	0.8	-0.2
Pennsylvania.....	67	60	-7	1.1	1.0	-0.1
Rhode Island.....	17	8	-9	3.2	1.6	-1.6
South Carolina.....	28	30	2	1.2	1.3	0.1
South Dakota.....	8	8	0	1.8	1.6	-0.2
Tennessee.....	45	39	-6	1.3	1.1	-0.2
Texas.....	162	166	4	1.1	1.1	0.0
Utah.....	15	16	1	0.9	0.9	0.0
Vermont.....	5	5	0	1.6	1.5	-0.1
Virginia.....	38	51	13	0.9	1.2	0.3
Washington.....	32	26	-6	0.9	0.7	-0.2
West Virginia.....	8	7	-1	1.0	1.0	0.0
Wisconsin.....	37	43	6	1.2	1.4	0.2
Wyoming.....	4	3	-1	1.5	1.2	-0.3

Table 11. Annual average job openings levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	9,984	11,178	9,268	7,660	7,089
Alabama.....	141	155	135	116	105
Alaska.....	28	31	26	22	19
Arizona.....	207	239	196	169	151
Arkansas.....	82	97	85	68	64
California.....	1,037	1,246	874	671	669
Colorado.....	197	226	221	168	127
Connecticut.....	96	121	91	80	71
Delaware.....	31	37	31	25	24
District of Columbia.....	43	45	40	34	33
Florida.....	604	676	604	481	426
Georgia.....	381	420	347	259	289
Hawaii.....	38	40	32	27	24
Idaho.....	57	65	55	45	40
Illinois.....	373	438	385	313	270
Indiana.....	216	219	167	151	140
Iowa.....	101	115	88	70	64
Kansas.....	87	101	81	70	65
Kentucky.....	147	161	125	123	101
Louisiana.....	131	154	139	109	103
Maine.....	43	46	43	35	32
Maryland.....	202	213	188	153	129
Massachusetts.....	245	284	248	194	164
Michigan.....	336	322	254	216	226
Minnesota.....	179	221	191	163	142
Mississippi.....	81	89	82	65	63
Missouri.....	185	209	172	164	139
Montana.....	39	45	36	31	27
Nebraska.....	63	71	60	47	43
Nevada.....	108	106	95	70	63
New Hampshire.....	51	54	42	37	33
New Jersey.....	279	267	226	207	204
New Mexico.....	63	68	58	54	43
New York.....	548	554	446	467	473
North Carolina.....	339	379	333	269	254
North Dakota.....	28	31	28	24	22
Ohio.....	353	404	338	273	277
Oklahoma.....	114	127	119	101	98
Oregon.....	138	145	118	101	83
Pennsylvania.....	407	447	373	299	257
Rhode Island.....	35	38	31	28	24
South Carolina.....	169	180	173	143	120
South Dakota.....	30	32	28	22	21
Tennessee.....	224	263	228	174	153
Texas.....	856	988	795	626	605
Utah.....	105	120	103	80	73
Vermont.....	22	24	18	16	15
Virginia.....	280	325	283	247	217
Washington.....	203	231	170	148	126
West Virginia.....	54	62	55	47	40
Wisconsin.....	189	225	194	145	127
Wyoming.....	21	24	19	16	14

¹ The annual average job openings level is equal to the sum of the 12 monthly job openings levels divided by 12.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 12. Annual average job openings rates for total nonfarm by state, not seasonally adjusted¹
[percent]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	6.4	6.8	5.6	4.6	4.3
Alabama.....	6.5	6.8	5.9	5.0	4.6
Alaska.....	8.3	8.9	7.4	6.3	5.4
Arizona.....	6.5	7.1	5.8	4.9	4.4
Arkansas.....	6.2	7.0	6.1	4.9	4.6
California.....	5.8	6.6	4.7	3.6	3.6
Colorado.....	6.7	7.3	7.0	5.4	4.1
Connecticut.....	5.6	6.8	5.1	4.5	4.0
Delaware.....	6.5	7.4	6.0	4.9	4.6
District of Columbia.....	5.5	5.5	5.0	4.3	4.2
Florida.....	6.3	6.7	5.8	4.6	4.1
Georgia.....	7.7	8.0	6.6	4.9	5.5
Hawaii.....	6.1	6.0	4.8	4.1	3.5
Idaho.....	6.7	7.3	6.1	4.9	4.4
Illinois.....	6.0	6.8	5.9	4.8	4.2
Indiana.....	6.6	6.4	4.9	4.4	4.1
Iowa.....	6.1	6.8	5.2	4.2	3.9
Kansas.....	5.9	6.6	5.3	4.6	4.3
Kentucky.....	7.2	7.6	5.8	5.7	4.7
Louisiana.....	6.5	7.4	6.6	5.2	4.9
Maine.....	6.5	6.8	6.2	5.0	4.7
Maryland.....	7.0	7.2	6.3	5.1	4.4
Massachusetts.....	6.5	7.2	6.3	4.9	4.2
Michigan.....	7.4	6.9	5.4	4.6	4.8
Minnesota.....	5.9	7.0	6.0	5.1	4.5
Mississippi.....	6.6	7.1	6.5	5.2	5.0
Missouri.....	6.1	6.7	5.5	5.2	4.4
Montana.....	7.3	8.1	6.5	5.5	4.9
Nebraska.....	5.9	6.5	5.4	4.3	3.9
Nevada.....	7.3	6.6	5.8	4.3	3.8
New Hampshire.....	7.1	7.2	5.7	5.0	4.4
New Jersey.....	6.5	5.9	5.0	4.5	4.4
New Mexico.....	7.1	7.4	6.3	5.7	4.6
New York.....	5.7	5.5	4.4	4.5	4.5
North Carolina.....	6.8	7.3	6.3	5.1	4.8
North Dakota.....	6.3	6.7	6.1	5.0	4.6
Ohio.....	6.2	6.8	5.7	4.6	4.7
Oklahoma.....	6.5	6.9	6.3	5.4	5.2
Oregon.....	6.8	6.9	5.6	4.8	4.0
Pennsylvania.....	6.6	6.9	5.8	4.6	4.0
Rhode Island.....	6.8	7.1	5.7	5.1	4.5
South Carolina.....	7.3	7.4	6.9	5.7	4.8
South Dakota.....	6.3	6.5	5.7	4.5	4.3
Tennessee.....	6.7	7.5	6.4	4.9	4.3
Texas.....	6.3	6.8	5.4	4.2	4.1
Utah.....	6.1	6.7	5.6	4.4	4.0
Vermont.....	7.0	7.2	5.5	4.8	4.6
Virginia.....	6.6	7.4	6.3	5.5	4.8
Washington.....	5.7	6.2	4.5	3.9	3.3
West Virginia.....	7.4	8.2	7.2	6.1	5.3
Wisconsin.....	6.1	7.0	6.0	4.5	4.0
Wyoming.....	7.1	7.6	6.0	5.2	4.6

¹ The annual average job openings rate is equal to the sum of the 12 monthly job openings levels as a percent of the sum of the 12 monthly CES employment levels and the sum of the 12 monthly job openings levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Annual hires levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	76,195	76,832	70,343	64,515	62,972
Alabama.....	1,164	1,238	1,109	955	839
Alaska.....	230	246	220	216	209
Arizona.....	1,584	1,809	1,577	1,371	1,335
Arkansas.....	727	748	689	628	552
California.....	7,971	7,605	6,638	6,128	6,527
Colorado.....	1,546	1,548	1,345	1,293	1,362
Connecticut.....	725	738	708	654	638
Delaware.....	268	298	266	233	216
District of Columbia.....	276	282	281	236	217
Florida.....	4,846	4,939	4,794	4,625	4,310
Georgia.....	2,921	3,190	2,683	2,183	1,938
Hawaii.....	301	280	242	248	233
Idaho.....	484	517	463	458	441
Illinois.....	3,167	3,051	2,712	2,483	2,578
Indiana.....	1,724	1,689	1,543	1,438	1,584
Iowa.....	759	743	678	605	653
Kansas.....	687	671	616	564	574
Kentucky.....	1,211	1,180	1,052	880	861
Louisiana.....	1,135	1,151	1,184	979	897
Maine.....	311	318	314	287	283
Maryland.....	1,145	1,401	1,375	1,170	1,000
Massachusetts.....	1,557	1,555	1,431	1,317	1,218
Michigan.....	2,479	2,101	1,893	1,972	2,063
Minnesota.....	1,219	1,305	1,296	1,153	1,054
Mississippi.....	667	691	621	547	533
Missouri.....	1,400	1,318	1,208	1,199	1,090
Montana.....	333	352	300	312	301
Nebraska.....	493	477	466	421	401
Nevada.....	957	881	733	720	710
New Hampshire.....	350	359	340	300	286
New Jersey.....	1,938	1,910	1,906	1,659	1,707
New Mexico.....	479	453	388	387	363
New York.....	3,687	3,677	3,400	3,271	3,726
North Carolina.....	2,832	2,832	2,367	2,190	2,084
North Dakota.....	236	226	220	206	202
Ohio.....	2,646	2,672	2,411	2,311	2,280
Oklahoma.....	935	1,045	999	871	737
Oregon.....	1,032	1,056	914	851	807
Pennsylvania.....	2,540	2,366	2,222	2,275	1,996
Rhode Island.....	267	258	249	243	230
South Carolina.....	1,248	1,328	1,296	1,198	1,156
South Dakota.....	229	233	226	202	203
Tennessee.....	1,776	1,964	1,732	1,649	1,496
Texas.....	7,222	7,410	7,087	5,915	5,620
Utah.....	853	916	804	770	762
Vermont.....	156	153	145	135	131
Virginia.....	1,982	2,068	2,045	1,769	1,720
Washington.....	1,578	1,627	1,319	1,320	1,223
West Virginia.....	393	427	399	371	320
Wisconsin.....	1,333	1,331	1,272	1,182	1,148
Wyoming.....	179	185	158	159	158

¹ The annual hires level is the sum of the 12 monthly hires levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Annual average hires rates for total nonfarm by state, not seasonally adjusted¹
[percent]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	4.3	4.2	3.8	3.4	3.3
Alabama.....	4.7	4.9	4.3	3.6	3.2
Alaska.....	6.2	6.4	5.6	5.4	5.2
Arizona.....	4.4	4.8	4.1	3.5	3.4
Arkansas.....	4.9	4.9	4.4	3.9	3.4
California.....	4.0	3.6	3.1	2.8	3.0
Colorado.....	4.7	4.5	3.8	3.6	3.8
Connecticut.....	3.7	3.7	3.5	3.2	3.1
Delaware.....	4.9	5.3	4.6	4.0	3.6
District of Columbia.....	3.1	3.1	3.1	2.6	2.4
Florida.....	4.5	4.4	4.1	3.9	3.6
Georgia.....	5.3	5.5	4.6	3.7	3.2
Hawaii.....	4.3	3.8	3.2	3.2	3.0
Idaho.....	5.1	5.2	4.5	4.4	4.2
Illinois.....	4.5	4.2	3.7	3.4	3.5
Indiana.....	4.7	4.4	4.0	3.7	4.0
Iowa.....	4.1	3.9	3.5	3.2	3.4
Kansas.....	4.1	4.0	3.6	3.2	3.3
Kentucky.....	5.3	5.0	4.3	3.6	3.5
Louisiana.....	5.0	5.0	5.0	4.1	3.7
Maine.....	4.2	4.2	4.0	3.6	3.6
Maryland.....	3.6	4.3	4.1	3.4	3.0
Massachusetts.....	3.7	3.5	3.2	2.9	2.7
Michigan.....	4.9	4.0	3.5	3.7	3.8
Minnesota.....	3.6	3.7	3.6	3.2	2.9
Mississippi.....	4.9	4.9	4.4	3.8	3.7
Missouri.....	4.1	3.8	3.4	3.3	3.0
Montana.....	5.6	5.8	4.8	4.9	4.8
Nebraska.....	4.1	3.9	3.7	3.3	3.2
Nevada.....	5.8	4.9	4.0	3.8	3.7
New Hampshire.....	4.4	4.4	4.1	3.6	3.4
New Jersey.....	4.0	3.8	3.7	3.2	3.3
New Mexico.....	4.9	4.4	3.7	3.6	3.4
New York.....	3.4	3.2	2.9	2.8	3.1
North Carolina.....	5.1	4.9	4.0	3.6	3.4
North Dakota.....	4.7	4.4	4.2	3.8	3.8
Ohio.....	4.1	4.0	3.6	3.4	3.4
Oklahoma.....	4.7	5.1	4.7	4.1	3.4
Oregon.....	4.6	4.5	3.8	3.6	3.4
Pennsylvania.....	3.7	3.3	3.0	3.1	2.7
Rhode Island.....	4.6	4.3	4.1	3.9	3.7
South Carolina.....	4.8	4.9	4.7	4.2	4.0
South Dakota.....	4.3	4.3	4.1	3.6	3.6
Tennessee.....	4.8	5.0	4.3	4.1	3.7
Texas.....	4.7	4.6	4.2	3.5	3.3
Utah.....	4.4	4.5	3.9	3.7	3.6
Vermont.....	4.4	4.2	3.9	3.6	3.5
Virginia.....	4.2	4.2	4.1	3.5	3.4
Washington.....	3.9	3.8	3.1	3.0	2.8
West Virginia.....	4.8	5.1	4.7	4.3	3.7
Wisconsin.....	3.8	3.7	3.5	3.2	3.2
Wyoming.....	5.4	5.4	4.5	4.5	4.5

¹ The annual average hires rate is equal to the sum of the 12 monthly hires levels as a percent of the sum of the 12 monthly CES employment levels.
NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual total separations levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	68,906	72,251	67,907	63,054	62,803
Alabama.....	1,102	1,149	1,046	898	817
Alaska.....	227	250	218	183	178
Arizona.....	1,467	1,696	1,563	1,358	1,288
Arkansas.....	665	687	649	568	527
California.....	7,124	7,517	6,649	6,516	6,821
Colorado.....	1,486	1,515	1,239	1,370	1,324
Connecticut.....	614	672	654	618	634
Delaware.....	251	274	255	219	206
District of Columbia.....	244	300	280	235	266
Florida.....	4,404	4,955	4,766	4,443	4,183
Georgia.....	2,865	3,122	2,471	2,020	1,920
Hawaii.....	258	254	245	240	228
Idaho.....	450	487	459	432	584
Illinois.....	2,778	2,731	2,475	2,345	2,488
Indiana.....	1,613	1,595	1,529	1,442	1,693
Iowa.....	711	717	683	610	613
Kansas.....	623	629	614	568	595
Kentucky.....	1,120	1,076	987	863	815
Louisiana.....	1,039	1,083	1,104	961	879
Maine.....	293	288	299	257	252
Maryland.....	1,046	1,351	1,264	1,119	1,021
Massachusetts.....	1,375	1,322	1,128	1,168	1,181
Michigan.....	2,158	1,864	1,843	1,900	1,988
Minnesota.....	1,105	1,236	1,257	1,051	1,043
Mississippi.....	677	692	621	525	512
Missouri.....	1,350	1,333	1,202	1,208	1,108
Montana.....	311	339	308	287	277
Nebraska.....	459	440	449	418	417
Nevada.....	769	784	721	710	674
New Hampshire.....	325	347	309	293	273
New Jersey.....	1,664	1,828	1,777	1,634	1,602
New Mexico.....	402	418	372	370	346
New York.....	3,181	3,338	3,363	3,265	3,739
North Carolina.....	2,616	2,556	2,396	1,949	2,008
North Dakota.....	212	216	215	203	204
Ohio.....	2,420	2,517	2,450	2,383	2,520
Oklahoma.....	871	900	900	765	740
Oregon.....	942	957	880	800	764
Pennsylvania.....	2,263	2,263	2,199	2,342	2,005
Rhode Island.....	225	239	227	231	220
South Carolina.....	1,152	1,222	1,197	1,113	1,043
South Dakota.....	203	210	214	196	209
Tennessee.....	1,728	1,892	1,682	1,567	1,541
Texas.....	6,369	6,696	6,738	5,950	5,702
Utah.....	793	842	807	759	752
Vermont.....	148	147	136	132	126
Virginia.....	1,738	1,897	1,950	1,673	1,717
Washington.....	1,292	1,529	1,338	1,293	1,167
West Virginia.....	376	406	381	349	298
Wisconsin.....	1,234	1,290	1,247	1,106	1,143
Wyoming.....	174	184	160	143	141

¹ The annual total separations level is the sum of the 12 monthly total separations levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual average total separations rates for total nonfarm by state, not seasonally adjusted¹
[percent]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	3.9	3.9	3.6	3.3	3.3
Alabama.....	4.5	4.5	4.0	3.4	3.1
Alaska.....	6.1	6.5	5.5	4.6	4.4
Arizona.....	4.1	4.5	4.1	3.5	3.3
Arkansas.....	4.5	4.5	4.1	3.6	3.3
California.....	3.5	3.5	3.1	3.0	3.2
Colorado.....	4.5	4.4	3.5	3.8	3.7
Connecticut.....	3.2	3.4	3.2	3.0	3.1
Delaware.....	4.6	4.9	4.4	3.7	3.5
District of Columbia.....	2.8	3.3	3.0	2.5	3.0
Florida.....	4.1	4.4	4.1	3.7	3.5
Georgia.....	5.2	5.4	4.2	3.4	3.2
Hawaii.....	3.7	3.4	3.2	3.1	3.0
Idaho.....	4.7	4.9	4.5	4.2	5.5
Illinois.....	4.0	3.8	3.4	3.2	3.4
Indiana.....	4.4	4.2	3.9	3.7	4.3
Iowa.....	3.8	3.8	3.6	3.2	3.2
Kansas.....	3.8	3.7	3.5	3.2	3.4
Kentucky.....	4.9	4.6	4.1	3.5	3.3
Louisiana.....	4.6	4.7	4.7	4.0	3.7
Maine.....	3.9	3.8	3.8	3.2	3.2
Maryland.....	3.3	4.1	3.8	3.3	3.0
Massachusetts.....	3.2	3.0	2.5	2.6	2.7
Michigan.....	4.3	3.6	3.4	3.5	3.7
Minnesota.....	3.2	3.5	3.5	2.9	2.9
Mississippi.....	5.0	4.9	4.4	3.7	3.6
Missouri.....	4.0	3.8	3.4	3.4	3.1
Montana.....	5.3	5.5	4.9	4.6	4.4
Nebraska.....	3.8	3.6	3.6	3.3	3.3
Nevada.....	4.7	4.4	3.9	3.8	3.5
New Hampshire.....	4.1	4.2	3.7	3.5	3.2
New Jersey.....	3.4	3.6	3.4	3.1	3.1
New Mexico.....	4.1	4.1	3.5	3.5	3.2
New York.....	2.9	2.9	2.9	2.8	3.1
North Carolina.....	4.7	4.4	4.0	3.2	3.3
North Dakota.....	4.2	4.2	4.1	3.8	3.8
Ohio.....	3.7	3.8	3.6	3.5	3.7
Oklahoma.....	4.4	4.4	4.3	3.6	3.4
Oregon.....	4.2	4.1	3.7	3.3	3.2
Pennsylvania.....	3.3	3.2	3.0	3.2	2.7
Rhode Island.....	3.9	4.0	3.7	3.8	3.6
South Carolina.....	4.4	4.5	4.3	3.9	3.6
South Dakota.....	3.8	3.9	3.9	3.5	3.7
Tennessee.....	4.6	4.9	4.2	3.9	3.8
Texas.....	4.2	4.1	4.0	3.5	3.3
Utah.....	4.1	4.2	3.9	3.6	3.5
Vermont.....	4.2	4.0	3.7	3.5	3.4
Virginia.....	3.7	3.9	3.9	3.3	3.3
Washington.....	3.2	3.6	3.1	3.0	2.7
West Virginia.....	4.6	4.8	4.5	4.0	3.5
Wisconsin.....	3.6	3.6	3.4	3.0	3.1
Wyoming.....	5.2	5.4	4.6	4.0	4.0

¹ The annual average total separations rate is equal to the sum of the 12 monthly total separations levels as a percent of the sum of the 12 monthly CES employment levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual quits levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	47,558	50,503	44,205	39,285	38,029
Alabama.....	765	830	710	600	531
Alaska.....	160	165	143	116	109
Arizona.....	1,108	1,275	1,061	841	815
Arkansas.....	475	491	444	367	332
California.....	4,744	5,129	4,024	3,851	3,903
Colorado.....	1,018	1,001	816	865	741
Connecticut.....	400	443	401	349	344
Delaware.....	175	198	167	145	134
District of Columbia.....	153	199	183	148	160
Florida.....	3,201	3,619	3,304	3,111	2,647
Georgia.....	2,022	2,230	1,744	1,308	1,184
Hawaii.....	180	179	163	150	144
Idaho.....	330	339	314	271	259
Illinois.....	1,850	1,776	1,568	1,382	1,492
Indiana.....	1,159	1,151	1,013	938	1,041
Iowa.....	492	506	441	384	379
Kansas.....	442	446	404	357	372
Kentucky.....	782	785	696	555	493
Louisiana.....	745	767	745	591	568
Maine.....	195	195	183	153	139
Maryland.....	699	905	829	682	618
Massachusetts.....	884	910	671	661	637
Michigan.....	1,491	1,339	1,131	1,113	1,230
Minnesota.....	778	872	818	659	657
Mississippi.....	486	484	416	356	335
Missouri.....	985	923	801	791	729
Montana.....	221	236	203	174	166
Nebraska.....	321	305	286	259	263
Nevada.....	508	542	475	432	382
New Hampshire.....	207	215	184	157	151
New Jersey.....	1,070	1,157	966	836	789
New Mexico.....	282	285	244	232	208
New York.....	1,938	2,135	1,881	1,913	1,992
North Carolina.....	1,773	1,778	1,562	1,236	1,335
North Dakota.....	141	144	139	122	127
Ohio.....	1,652	1,670	1,554	1,452	1,552
Oklahoma.....	614	655	623	498	485
Oregon.....	666	668	588	510	483
Pennsylvania.....	1,445	1,562	1,381	1,363	1,196
Rhode Island.....	145	155	132	129	115
South Carolina.....	811	903	822	743	671
South Dakota.....	145	147	139	123	134
Tennessee.....	1,198	1,354	1,139	1,022	967
Texas.....	4,603	5,054	4,734	3,930	3,736
Utah.....	589	612	552	477	468
Vermont.....	92	99	87	78	72
Virginia.....	1,224	1,317	1,291	1,053	1,047
Washington.....	903	1,039	845	762	703
West Virginia.....	265	294	256	230	196
Wisconsin.....	892	901	824	710	708
Wyoming.....	122	127	106	88	87

¹ The annual quits level is the sum of the 12 monthly quits levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual average quits rates for total nonfarm by state, not seasonally adjusted¹
[percent]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	2.7	2.8	2.4	2.1	2.0
Alabama.....	3.1	3.3	2.7	2.3	2.0
Alaska.....	4.3	4.3	3.6	2.9	2.7
Arizona.....	3.1	3.4	2.8	2.1	2.1
Arkansas.....	3.2	3.2	2.8	2.3	2.1
California.....	2.4	2.4	1.9	1.8	1.8
Colorado.....	3.1	2.9	2.3	2.4	2.1
Connecticut.....	2.1	2.2	2.0	1.7	1.7
Delaware.....	3.2	3.5	2.9	2.5	2.3
District of Columbia.....	1.7	2.2	2.0	1.6	1.8
Florida.....	3.0	3.2	2.8	2.6	2.2
Georgia.....	3.7	3.9	3.0	2.2	2.0
Hawaii.....	2.6	2.4	2.1	2.0	1.9
Idaho.....	3.5	3.4	3.1	2.6	2.5
Illinois.....	2.7	2.5	2.1	1.9	2.0
Indiana.....	3.1	3.0	2.6	2.4	2.7
Iowa.....	2.7	2.7	2.3	2.0	2.0
Kansas.....	2.7	2.6	2.3	2.0	2.1
Kentucky.....	3.4	3.3	2.9	2.3	2.0
Louisiana.....	3.3	3.3	3.2	2.5	2.4
Maine.....	2.6	2.5	2.3	1.9	1.8
Maryland.....	2.2	2.8	2.5	2.0	1.8
Massachusetts.....	2.1	2.1	1.5	1.5	1.4
Michigan.....	3.0	2.6	2.1	2.1	2.3
Minnesota.....	2.3	2.5	2.3	1.8	1.8
Mississippi.....	3.6	3.5	2.9	2.5	2.3
Missouri.....	2.9	2.6	2.2	2.2	2.0
Montana.....	3.7	3.9	3.3	2.8	2.6
Nebraska.....	2.7	2.5	2.3	2.0	2.1
Nevada.....	3.1	3.0	2.6	2.3	2.0
New Hampshire.....	2.6	2.6	2.2	1.9	1.8
New Jersey.....	2.2	2.3	1.9	1.6	1.5
New Mexico.....	2.9	2.8	2.3	2.2	1.9
New York.....	1.8	1.9	1.6	1.6	1.7
North Carolina.....	3.2	3.1	2.6	2.1	2.2
North Dakota.....	2.8	2.8	2.6	2.3	2.4
Ohio.....	2.6	2.5	2.3	2.1	2.3
Oklahoma.....	3.1	3.2	3.0	2.3	2.3
Oregon.....	3.0	2.9	2.5	2.1	2.0
Pennsylvania.....	2.1	2.2	1.9	1.9	1.6
Rhode Island.....	2.5	2.6	2.2	2.1	1.9
South Carolina.....	3.1	3.3	3.0	2.6	2.3
South Dakota.....	2.7	2.7	2.5	2.2	2.4
Tennessee.....	3.2	3.5	2.9	2.5	2.4
Texas.....	3.0	3.1	2.8	2.3	2.2
Utah.....	3.0	3.0	2.7	2.3	2.2
Vermont.....	2.6	2.7	2.3	2.1	1.9
Virginia.....	2.6	2.7	2.6	2.1	2.0
Washington.....	2.2	2.5	2.0	1.8	1.6
West Virginia.....	3.2	3.5	3.0	2.7	2.3
Wisconsin.....	2.6	2.5	2.3	1.9	1.9
Wyoming.....	3.7	3.7	3.0	2.5	2.5

¹ The annual average quits rate is equal to the sum of the 12 monthly quits levels as a percent of the sum of the 12 monthly CES employment levels.
NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual layoffs and discharges levels for total nonfarm by state, not seasonally adjusted¹
[in thousands]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	17,104	17,644	19,847	20,014	21,239
Alabama.....	269	258	279	252	240
Alaska.....	51	70	61	59	56
Arizona.....	299	346	436	439	388
Arkansas.....	152	159	175	171	170
California.....	1,816	1,861	2,162	2,200	2,439
Colorado.....	408	418	348	444	507
Connecticut.....	175	181	211	228	252
Delaware.....	62	65	76	63	64
District of Columbia.....	67	70	72	69	74
Florida.....	970	1,052	1,203	1,151	1,373
Georgia.....	669	719	610	615	616
Hawaii.....	60	57	70	75	72
Idaho.....	98	121	124	139	276
Illinois.....	790	814	781	827	897
Indiana.....	358	359	451	417	580
Iowa.....	171	168	208	189	200
Kansas.....	139	149	177	171	191
Kentucky.....	282	235	243	244	279
Louisiana.....	236	253	303	304	268
Maine.....	80	73	94	89	96
Maryland.....	279	364	357	371	304
Massachusetts.....	399	341	369	429	447
Michigan.....	525	433	604	689	667
Minnesota.....	239	305	375	308	324
Mississippi.....	153	168	174	139	151
Missouri.....	278	347	338	341	317
Montana.....	75	86	90	98	95
Nebraska.....	109	112	138	132	133
Nevada.....	225	205	220	238	261
New Hampshire.....	96	106	105	116	109
New Jersey.....	496	560	695	697	723
New Mexico.....	93	105	103	114	113
New York.....	983	983	1,222	1,135	1,508
North Carolina.....	686	631	707	628	581
North Dakota.....	60	60	63	71	68
Ohio.....	639	699	740	785	819
Oklahoma.....	201	197	232	226	219
Oregon.....	228	223	246	241	230
Pennsylvania.....	679	562	638	848	713
Rhode Island.....	66	68	81	89	93
South Carolina.....	274	251	321	322	326
South Dakota.....	45	52	63	63	67
Tennessee.....	436	460	468	464	501
Texas.....	1,367	1,340	1,666	1,657	1,679
Utah.....	163	187	220	243	245
Vermont.....	43	36	41	47	46
Virginia.....	401	468	563	492	557
Washington.....	306	401	429	432	401
West Virginia.....	89	87	98	91	84
Wisconsin.....	274	323	355	327	374
Wyoming.....	43	47	46	44	44

¹ The annual layoffs and discharges level is the sum of the 12 monthly layoffs and discharges levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual average layoffs and discharges rates for total nonfarm by state, not seasonally adjusted¹
[percent]

State	2021	2022	2023	2024	2025
TOTAL U.S.....	1.0	1.0	1.1	1.1	1.1
Alabama.....	1.1	1.0	1.1	1.0	0.9
Alaska.....	1.4	1.8	1.6	1.5	1.4
Arizona.....	0.8	0.9	1.1	1.1	1.0
Arkansas.....	1.0	1.0	1.1	1.1	1.1
California.....	0.9	0.9	1.0	1.0	1.1
Colorado.....	1.2	1.2	1.0	1.2	1.4
Connecticut.....	0.9	0.9	1.0	1.1	1.2
Delaware.....	1.1	1.2	1.3	1.1	1.1
District of Columbia.....	0.8	0.8	0.8	0.7	0.8
Florida.....	0.9	0.9	1.0	1.0	1.1
Georgia.....	1.2	1.2	1.0	1.0	1.0
Hawaii.....	0.9	0.8	0.9	1.0	0.9
Idaho.....	1.0	1.2	1.2	1.3	2.6
Illinois.....	1.1	1.1	1.1	1.1	1.2
Indiana.....	1.0	0.9	1.2	1.1	1.5
Iowa.....	0.9	0.9	1.1	1.0	1.0
Kansas.....	0.8	0.9	1.0	1.0	1.1
Kentucky.....	1.2	1.0	1.0	1.0	1.1
Louisiana.....	1.0	1.1	1.3	1.3	1.1
Maine.....	1.1	1.0	1.2	1.1	1.2
Maryland.....	0.9	1.1	1.1	1.1	0.9
Massachusetts.....	0.9	0.8	0.8	1.0	1.0
Michigan.....	1.0	0.8	1.1	1.3	1.2
Minnesota.....	0.7	0.9	1.0	0.9	0.9
Mississippi.....	1.1	1.2	1.2	1.0	1.1
Missouri.....	0.8	1.0	0.9	1.0	0.9
Montana.....	1.3	1.4	1.4	1.6	1.5
Nebraska.....	0.9	0.9	1.1	1.0	1.0
Nevada.....	1.4	1.1	1.2	1.3	1.4
New Hampshire.....	1.2	1.3	1.3	1.4	1.3
New Jersey.....	1.0	1.1	1.3	1.3	1.4
New Mexico.....	1.0	1.0	1.0	1.1	1.1
New York.....	0.9	0.9	1.0	1.0	1.3
North Carolina.....	1.2	1.1	1.2	1.0	1.0
North Dakota.....	1.2	1.2	1.2	1.3	1.3
Ohio.....	1.0	1.1	1.1	1.2	1.2
Oklahoma.....	1.0	1.0	1.1	1.1	1.0
Oregon.....	1.0	1.0	1.0	1.0	1.0
Pennsylvania.....	1.0	0.8	0.9	1.2	1.0
Rhode Island.....	1.1	1.1	1.3	1.4	1.5
South Carolina.....	1.1	0.9	1.2	1.1	1.1
South Dakota.....	0.9	1.0	1.1	1.1	1.2
Tennessee.....	1.2	1.2	1.2	1.1	1.2
Texas.....	0.9	0.8	1.0	1.0	1.0
Utah.....	0.8	0.9	1.1	1.2	1.2
Vermont.....	1.2	1.0	1.1	1.3	1.2
Virginia.....	0.8	1.0	1.1	1.0	1.1
Washington.....	0.8	0.9	1.0	1.0	0.9
West Virginia.....	1.1	1.0	1.2	1.1	1.0
Wisconsin.....	0.8	0.9	1.0	0.9	1.0
Wyoming.....	1.3	1.4	1.3	1.2	1.2

¹ The annual average layoffs and discharges rate is equal to the sum of the 12 monthly layoffs and discharges levels as a percent of the sum of the 12 monthly CES employment levels.

NOTE: Data incorporate the annual updates to the Current Employment Statistics employment estimates.