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STATE JOB OPENINGS AND LABOR TURNOVER – MAY 2025

Job openings rates increased in 3 states and decreased in 1 state in May, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates increased in 8 states and decreased in 3 states. Total separations rates decreased in 3 states and increased in 1 state. Nationally, the job openings, hires, and total separations rates showed little or no change in May.

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. Also included with this release are annual JOLTS state levels and rates for 2024.

Job Openings

Job openings rates increased in 3 states, decreased in 1 state, and were little changed in 46 states and the District of Columbia in May. The increases in job openings rates occurred in Virginia (+1.3 percentage points), Georgia (+1.0 point), and New York (+0.7 point). The decrease occurred in New Jersey (-0.7 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** increased in 4 states, decreased in 1 state, and changed little in 45 states and the District of Columbia in May. The largest increases in the job openings level occurred in New York (+84,000), Virginia (+63,000), and Georgia (+54,000). The decrease occurred in New Jersey (-35,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In May, **hires rates** increased in 8 states, decreased in 3 states, and were little changed in 39 states and the District of Columbia. The largest increases in hires rates occurred in Alaska (+1.8 percentage points), Wyoming (+1.7 points), and Idaho (+1.4 points). The decreases occurred in North Carolina (-1.6 points), Michigan (-0.8 point), and Indiana (-0.7 point). The national hires rate changed little over the month. (See table 2.)

Revisions to the JOLTS State Estimates

Effective with this release, the Job Openings and Labor Turnover Survey (JOLTS) state estimates reflect annual revisions to JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) data. See the box note at the end of the release for more information. In addition, annual estimates for state data series are published concurrently with the state annual revisions. (See tables 11 through 20.)

The **number of hires** increased in 10 states, decreased in 3 states, and was little changed in 37 states and the District of Columbia in May. The largest increases in the hires level occurred in Pennsylvania (+45,000), Arizona (+34,000), and Ohio (+28,000). The decreases occurred in North Carolina (-82,000), Michigan (-37,000), and Indiana (-21,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In May, **total separations rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The decreases in total separations rates occurred in New Jersey (-1.0 percentage point) as well as in California and Florida (-0.6 point each). The increase occurred in Colorado (+1.0 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** decreased in 4 states, increased in 1 state, and changed little in 45 states and the District of Columbia in May. The largest decreases in the total separations level occurred in California (-104,000), Florida (-64,000), and New Jersey (-44,000). The increase occurred in Colorado (+31,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In May, **quits rates** increased in 2 states, decreased in 1 state, and were little changed in 47 states and the District of Columbia. The increases in quits rates occurred in Georgia and Virginia (+0.6 percentage point each). The decrease occurred in California (-0.3 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** increased in 2 states, decreased in 1 state, and was little changed in 47 states and the District of Columbia in May. The increases in the quits level occurred in Georgia (+31,000) and Virginia (+23,000). The decrease occurred in California (-69,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In May, **layoffs and discharges rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The decreases in layoffs and discharges rates occurred in New Jersey (-0.9 percentage point), Virginia (-0.8 point), and Florida (-0.7 point). The increase occurred in Colorado (+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 5 states, increased in 1 state, and changed little in 44 states and the District of Columbia in May. The largest decreases in the layoffs and discharges level occurred in Florida (-66,000), New Jersey (-40,000), and Virginia (-31,000). The increase occurred in Colorado (+18,000). Nationally, the number of layoffs and discharges changed little over the month. (See table 5.)

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

State Job Openings and Labor Turnover Survey estimates for June 2025 are scheduled to be released on Wednesday, August 13, 2025, at 10:00 a.m. (ET)

Annual Revisions to the Job Openings and Labor Turnover State 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 2024. 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 2020 forward are subject to revision.

Tables displaying revisions to seasonally adjusted JOLTS state data from January 2024 through April 2025 will be available on the JOLTS website later in the day following this release. The website also contains all revised seasonally adjusted and not seasonally adjusted data. The revision tables can be accessed through the JOLTS webpage at www.bls.gov/jlt/jlt-statedata-revisions.htm.

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p
TOTAL U.S.....	7,901	7,480	7,200	7,395	7,769	374	4.8	4.5	4.3	4.4	4.6	0.2
Alabama.....	117	109	104	114	123	9	5.1	4.7	4.5	4.9	5.3	0.4
Alaska.....	21	20	20	19	16	-3	5.9	5.6	5.6	5.3	4.5	-0.8
Arizona.....	164	175	175	161	146	-15	4.8	5.1	5.1	4.7	4.3	-0.4
Arkansas.....	80	78	73	74	79	5	5.5	5.3	5.0	5.1	5.4	0.3
California.....	681	671	647	676	626	-50	3.7	3.6	3.5	3.6	3.4	-0.2
Colorado.....	184	160	138	145	132	-13	5.8	5.1	4.4	4.6	4.2	-0.4
Connecticut.....	84	81	77	81	76	-5	4.7	4.5	4.3	4.5	4.3	-0.2
Delaware.....	25	23	23	23	26	3	4.9	4.5	4.5	4.4	5.0	0.6
District of Columbia.....	33	30	29	29	34	5	4.1	3.8	3.6	3.6	4.2	0.6
Florida.....	496	473	398	426	470	44	4.8	4.5	3.8	4.1	4.5	0.4
Georgia.....	261	268	271	279	333	54	5.0	5.1	5.2	5.3	6.3	1.0
Hawaii.....	28	26	25	23	26	3	4.2	3.9	3.7	3.4	3.8	0.4
Idaho.....	44	43	42	49	42	-7	4.9	4.7	4.6	5.3	4.5	-0.8
Illinois.....	343	287	297	277	296	19	5.3	4.5	4.6	4.3	4.6	0.3
Indiana.....	176	153	149	139	137	-2	5.1	4.5	4.4	4.1	4.0	-0.1
Iowa.....	69	75	71	67	70	3	4.1	4.5	4.3	4.0	4.2	0.2
Kansas.....	70	72	76	73	73	0	4.6	4.7	5.0	4.8	4.8	0.0
Kentucky.....	130	100	100	104	118	14	6.0	4.7	4.6	4.8	5.4	0.6
Louisiana.....	115	103	93	110	114	4	5.5	4.9	4.4	5.2	5.4	0.2
Maine.....	42	34	29	36	40	4	6.0	4.9	4.2	5.2	5.7	0.5
Maryland.....	137	116	128	136	142	6	4.6	3.9	4.3	4.6	4.7	0.1
Massachusetts.....	207	207	158	184	194	10	5.3	5.3	4.1	4.7	4.9	0.2
Michigan.....	217	206	220	227	232	5	4.6	4.4	4.6	4.8	4.9	0.1
Minnesota.....	170	179	183	179	192	13	5.3	5.6	5.7	5.5	5.9	0.4
Mississippi.....	69	62	61	62	69	7	5.5	4.9	4.8	4.9	5.4	0.5
Missouri.....	159	154	150	142	158	16	5.0	4.9	4.8	4.5	5.0	0.5
Montana.....	31	30	28	28	28	0	5.6	5.4	5.1	5.1	5.0	-0.1
Nebraska.....	47	49	50	45	49	4	4.3	4.4	4.5	4.1	4.4	0.3
Nevada.....	68	82	67	68	71	3	4.2	5.0	4.1	4.1	4.3	0.2
New Hampshire.....	39	35	31	36	38	2	5.3	4.7	4.2	4.8	5.1	0.3
New Jersey.....	227	241	225	246	211	-35	4.9	5.2	4.9	5.3	4.6	-0.7
New Mexico.....	61	54	49	48	48	0	6.4	5.7	5.2	5.1	5.0	-0.1
New York.....	477	478	441	497	581	84	4.6	4.6	4.2	4.8	5.5	0.7
North Carolina.....	288	277	259	295	298	3	5.4	5.2	4.9	5.5	5.5	0.0
North Dakota.....	24	23	25	22	22	0	5.1	4.9	5.3	4.7	4.7	0.0
Ohio.....	254	284	296	259	283	24	4.3	4.8	4.9	4.3	4.7	0.4
Oklahoma.....	105	98	92	101	113	12	5.6	5.2	4.9	5.3	5.9	0.6
Oregon.....	101	98	94	89	86	-3	4.8	4.7	4.5	4.2	4.1	-0.1
Pennsylvania.....	324	279	279	291	277	-14	5.0	4.3	4.3	4.5	4.3	-0.2
Rhode Island.....	29	28	24	28	28	0	5.4	5.2	4.4	5.1	5.1	0.0
South Carolina.....	144	121	116	125	143	18	5.8	4.8	4.6	4.9	5.6	0.7
South Dakota.....	23	22	23	21	23	2	4.7	4.5	4.6	4.3	4.6	0.3
Tennessee.....	170	154	166	163	169	6	4.8	4.4	4.7	4.6	4.7	0.1
Texas.....	641	578	561	593	649	56	4.3	3.9	3.8	4.0	4.3	0.3
Utah.....	85	86	79	76	71	-5	4.7	4.6	4.3	4.1	3.8	-0.3
Vermont.....	17	17	14	17	18	1	5.2	5.1	4.3	5.1	5.4	0.3
Virginia.....	254	206	208	188	251	63	5.7	4.6	4.6	4.2	5.5	1.3
Washington.....	151	138	137	127	141	14	4.0	3.6	3.6	3.3	3.7	0.4
West Virginia.....	50	42	38	47	48	1	6.4	5.5	5.0	6.2	6.3	0.1
Wisconsin.....	152	138	148	134	146	12	4.8	4.3	4.6	4.2	4.6	0.4
Wyoming.....	16	17	15	15	14	-1	5.2	5.4	4.8	4.8	4.5	-0.3

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

State	Levels (in thousands)						Rates					
	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p
TOTAL U.S.....	5,573	5,370	5,404	5,615	5,503	-112	3.5	3.4	3.4	3.5	3.4	-0.1
Alabama.....	86	82	77	79	72	-7	3.9	3.7	3.5	3.6	3.2	-0.4
Alaska.....	16	17	18	17	23	6	4.8	5.0	5.3	5.0	6.8	1.8
Arizona.....	118	116	120	123	157	34	3.6	3.6	3.7	3.8	4.8	1.0
Arkansas.....	57	50	51	52	47	-5	4.2	3.6	3.7	3.8	3.4	-0.4
California.....	509	513	484	579	555	-24	2.8	2.9	2.7	3.2	3.1	-0.1
Colorado.....	109	106	146	119	134	15	3.7	3.6	4.9	4.0	4.5	0.5
Connecticut.....	53	49	54	56	55	-1	3.1	2.9	3.2	3.3	3.2	-0.1
Delaware.....	20	18	18	19	17	-2	4.1	3.7	3.7	3.8	3.4	-0.4
District of Columbia.....	21	17	17	19	17	-2	2.7	2.2	2.2	2.5	2.2	-0.3
Florida.....	370	486	346	404	368	-36	3.7	4.8	3.4	4.0	3.6	-0.4
Georgia.....	184	154	183	170	167	-3	3.7	3.1	3.7	3.4	3.3	-0.1
Hawaii.....	23	20	21	21	28	7	3.6	3.1	3.2	3.2	4.3	1.1
Idaho.....	41	36	38	39	51	12	4.8	4.1	4.3	4.4	5.8	1.4
Illinois.....	256	200	196	228	209	-19	4.2	3.2	3.2	3.7	3.4	-0.3
Indiana.....	120	127	154	143	122	-21	3.7	3.9	4.7	4.4	3.7	-0.7
Iowa.....	51	55	54	54	46	-8	3.2	3.5	3.4	3.4	2.9	-0.5
Kansas.....	47	51	50	57	48	-9	3.2	3.5	3.4	3.9	3.3	-0.6
Kentucky.....	79	89	75	80	78	-2	3.9	4.3	3.7	3.9	3.8	-0.1
Louisiana.....	80	79	74	81	73	-8	4.0	4.0	3.7	4.1	3.6	-0.5
Maine.....	26	25	25	25	25	0	4.0	3.8	3.8	3.8	3.8	0.0
Maryland.....	96	90	91	102	85	-17	3.4	3.2	3.2	3.6	3.0	-0.6
Massachusetts.....	107	113	120	115	98	-17	2.9	3.0	3.2	3.1	2.6	-0.5
Michigan.....	182	164	209	212	175	-37	4.1	3.6	4.6	4.7	3.9	-0.8
Minnesota.....	104	94	99	100	98	-2	3.5	3.1	3.2	3.3	3.2	-0.1
Mississippi.....	48	44	41	46	42	-4	4.0	3.7	3.4	3.8	3.5	-0.3
Missouri.....	102	90	91	92	93	1	3.4	3.0	3.0	3.1	3.1	0.0
Montana.....	29	26	26	27	31	4	5.5	5.0	4.9	5.1	5.9	0.8
Nebraska.....	39	35	37	36	34	-2	3.7	3.3	3.5	3.4	3.2	-0.2
Nevada.....	64	60	60	62	70	8	4.1	3.8	3.8	3.9	4.4	0.5
New Hampshire.....	25	24	26	26	26	0	3.6	3.4	3.7	3.7	3.7	0.0
New Jersey.....	135	153	163	151	157	6	3.1	3.5	3.7	3.4	3.6	0.2
New Mexico.....	37	37	31	36	40	4	4.2	4.1	3.4	4.0	4.4	0.4
New York.....	265	295	295	309	306	-3	2.7	3.0	3.0	3.1	3.1	0.0
North Carolina.....	192	151	161	240	158	-82	3.8	3.0	3.2	4.7	3.1	-1.6
North Dakota.....	19	17	17	18	19	1	4.3	3.8	3.8	4.0	4.2	0.2
Ohio.....	210	193	196	190	218	28	3.7	3.4	3.4	3.3	3.8	0.5
Oklahoma.....	76	64	63	66	61	-5	4.3	3.6	3.5	3.7	3.4	-0.3
Oregon.....	73	69	64	75	93	18	3.7	3.4	3.2	3.7	4.6	0.9
Pennsylvania.....	176	159	168	141	186	45	2.9	2.6	2.7	2.3	3.0	0.7
Rhode Island.....	24	19	19	20	23	3	4.7	3.7	3.7	3.9	4.4	0.5
South Carolina.....	96	101	100	106	92	-14	4.1	4.2	4.2	4.4	3.8	-0.6
South Dakota.....	19	17	18	18	17	-1	4.1	3.6	3.8	3.8	3.6	-0.2
Tennessee.....	165	120	127	120	114	-6	4.9	3.5	3.8	3.5	3.4	-0.1
Texas.....	509	480	515	463	436	-27	3.6	3.4	3.6	3.2	3.0	-0.2
Utah.....	71	66	66	68	82	14	4.1	3.7	3.7	3.8	4.6	0.8
Vermont.....	11	12	13	12	14	2	3.5	3.8	4.1	3.8	4.5	0.7
Virginia.....	167	143	137	138	163	25	4.0	3.4	3.2	3.2	3.8	0.6
Washington.....	114	110	110	113	135	22	3.1	3.0	3.0	3.1	3.7	0.6
West Virginia.....	30	28	25	34	30	-4	4.1	3.9	3.5	4.7	4.2	-0.5
Wisconsin.....	107	94	102	103	99	-4	3.5	3.1	3.3	3.4	3.2	-0.2
Wyoming.....	15	13	14	14	19	5	5.1	4.4	4.7	4.7	6.4	1.7

p Preliminary

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

State	Levels (in thousands)						Rates					
	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p
TOTAL U.S.....	5,314	5,316	5,183	5,313	5,242	-71	3.4	3.3	3.3	3.3	3.3	0.0
Alabama.....	78	80	70	69	77	8	3.6	3.6	3.2	3.1	3.5	0.4
Alaska.....	17	20	15	16	18	2	5.1	5.9	4.4	4.8	5.3	0.5
Arizona.....	124	124	121	122	139	17	3.8	3.8	3.7	3.7	4.3	0.6
Arkansas.....	51	53	47	51	45	-6	3.7	3.8	3.4	3.7	3.3	-0.4
California.....	567	470	571	613	509	-104	3.2	2.6	3.2	3.4	2.8	-0.6
Colorado.....	110	99	102	89	120	31	3.7	3.3	3.4	3.0	4.0	1.0
Connecticut.....	57	54	68	56	51	-5	3.3	3.1	4.0	3.3	3.0	-0.3
Delaware.....	18	18	18	17	18	1	3.7	3.7	3.7	3.4	3.6	0.2
District of Columbia.....	19	20	20	20	19	-1	2.5	2.6	2.6	2.6	2.5	-0.1
Florida.....	349	369	362	417	353	-64	3.5	3.7	3.6	4.1	3.5	-0.6
Georgia.....	166	178	165	164	171	7	3.3	3.6	3.3	3.3	3.4	0.1
Hawaii.....	22	22	21	20	22	2	3.4	3.4	3.2	3.1	3.4	0.3
Idaho.....	39	40	35	34	37	3	4.5	4.6	4.0	3.9	4.2	0.3
Illinois.....	217	197	203	190	200	10	3.5	3.2	3.3	3.1	3.2	0.1
Indiana.....	119	132	138	135	128	-7	3.6	4.0	4.2	4.1	3.9	-0.2
Iowa.....	50	48	60	52	51	-1	3.1	3.0	3.8	3.3	3.2	-0.1
Kansas.....	49	47	52	49	46	-3	3.4	3.2	3.6	3.4	3.1	-0.3
Kentucky.....	78	77	64	73	73	0	3.8	3.8	3.1	3.6	3.5	-0.1
Louisiana.....	82	87	69	72	70	-2	4.1	4.4	3.5	3.6	3.5	-0.1
Maine.....	24	25	25	24	26	2	3.7	3.8	3.8	3.6	4.0	0.4
Maryland.....	87	89	85	87	79	-8	3.1	3.1	3.0	3.1	2.8	-0.3
Massachusetts.....	114	122	110	101	109	8	3.1	3.3	3.0	2.7	2.9	0.2
Michigan.....	138	162	132	160	160	0	3.1	3.6	2.9	3.5	3.5	0.0
Minnesota.....	88	94	83	89	90	1	2.9	3.1	2.7	2.9	2.9	0.0
Mississippi.....	49	43	38	45	40	-5	4.1	3.6	3.2	3.7	3.3	-0.4
Missouri.....	104	92	94	85	96	11	3.5	3.1	3.1	2.8	3.2	0.4
Montana.....	33	29	28	22	26	4	6.3	5.5	5.3	4.2	4.9	0.7
Nebraska.....	36	33	34	36	37	1	3.4	3.1	3.2	3.4	3.5	0.1
Nevada.....	61	73	58	52	62	10	3.9	4.6	3.7	3.3	3.9	0.6
New Hampshire.....	27	28	26	25	24	-1	3.9	3.9	3.7	3.5	3.4	-0.1
New Jersey.....	138	151	144	165	121	-44	3.2	3.4	3.3	3.8	2.8	-1.0
New Mexico.....	32	33	32	29	32	3	3.6	3.7	3.6	3.2	3.5	0.3
New York.....	272	281	247	288	302	14	2.8	2.8	2.5	2.9	3.0	0.1
North Carolina.....	148	164	159	151	156	5	2.9	3.2	3.1	3.0	3.1	0.1
North Dakota.....	17	19	18	17	17	0	3.8	4.2	4.0	3.8	3.8	0.0
Ohio.....	192	174	208	213	214	1	3.4	3.1	3.7	3.7	3.8	0.1
Oklahoma.....	69	59	61	62	63	1	3.9	3.3	3.4	3.4	3.5	0.1
Oregon.....	74	79	70	72	70	-2	3.7	3.9	3.5	3.6	3.5	-0.1
Pennsylvania.....	202	167	138	162	187	25	3.3	2.7	2.2	2.6	3.0	0.4
Rhode Island.....	20	20	19	22	19	-3	3.9	3.9	3.7	4.3	3.7	-0.6
South Carolina.....	88	91	83	88	87	-1	3.7	3.8	3.5	3.7	3.6	-0.1
South Dakota.....	18	20	19	18	17	-1	3.8	4.2	4.0	3.8	3.6	-0.2
Tennessee.....	140	142	116	125	104	-21	4.1	4.2	3.4	3.7	3.1	-0.6
Texas.....	450	500	497	449	478	29	3.2	3.5	3.5	3.1	3.3	0.2
Utah.....	75	74	67	71	73	2	4.3	4.2	3.8	4.0	4.1	0.1
Vermont.....	11	12	11	12	12	0	3.5	3.8	3.5	3.8	3.8	0.0
Virginia.....	145	157	134	147	145	-2	3.4	3.7	3.1	3.4	3.4	0.0
Washington.....	110	115	104	105	114	9	3.0	3.1	2.8	2.9	3.1	0.2
West Virginia.....	28	32	29	28	28	0	3.9	4.5	4.1	3.9	3.9	0.0
Wisconsin.....	99	93	95	93	96	3	3.3	3.1	3.1	3.0	3.1	0.1
Wyoming.....	13	13	12	12	13	1	4.4	4.4	4.0	4.0	4.4	0.4

p Preliminary

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

State	Levels (in thousands)						Rates					
	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p
TOTAL U.S.....	3,355	3,250	3,344	3,215	3,293	78	2.1	2.0	2.1	2.0	2.1	0.1
Alabama.....	54	51	47	40	50	10	2.5	2.3	2.1	1.8	2.3	0.5
Alaska.....	11	9	9	10	11	1	3.3	2.7	2.7	3.0	3.3	0.3
Arizona.....	75	76	73	76	87	11	2.3	2.3	2.2	2.3	2.7	0.4
Arkansas.....	35	33	33	30	30	0	2.6	2.4	2.4	2.2	2.2	0.0
California.....	331	300	373	369	300	-69	1.8	1.7	2.1	2.0	1.7	-0.3
Colorado.....	64	54	62	60	72	12	2.2	1.8	2.1	2.0	2.4	0.4
Connecticut.....	32	30	37	32	28	-4	1.9	1.7	2.2	1.9	1.6	-0.3
Delaware.....	12	11	12	10	12	2	2.5	2.2	2.4	2.0	2.4	0.4
District of Columbia.....	12	12	14	11	12	1	1.6	1.6	1.8	1.4	1.6	0.2
Florida.....	211	267	236	243	242	-1	2.1	2.7	2.3	2.4	2.4	0.0
Georgia.....	114	104	109	88	119	31	2.3	2.1	2.2	1.8	2.4	0.6
Hawaii.....	13	11	13	13	13	0	2.0	1.7	2.0	2.0	2.0	0.0
Idaho.....	24	22	22	22	23	1	2.8	2.5	2.5	2.5	2.6	0.1
Illinois.....	133	118	136	118	127	9	2.2	1.9	2.2	1.9	2.1	0.2
Indiana.....	75	86	92	86	84	-2	2.3	2.6	2.8	2.6	2.6	0.0
Iowa.....	31	30	39	32	31	-1	1.9	1.9	2.4	2.0	1.9	-0.1
Kansas.....	34	31	34	31	29	-2	2.3	2.1	2.3	2.1	2.0	-0.1
Kentucky.....	56	44	42	41	42	1	2.7	2.1	2.0	2.0	2.0	0.0
Louisiana.....	51	54	45	43	45	2	2.6	2.7	2.3	2.2	2.2	0.0
Maine.....	15	14	15	14	14	0	2.3	2.1	2.3	2.1	2.1	0.0
Maryland.....	57	52	55	45	48	3	2.0	1.8	1.9	1.6	1.7	0.1
Massachusetts.....	65	57	60	60	59	-1	1.7	1.5	1.6	1.6	1.6	0.0
Michigan.....	87	97	92	105	105	0	1.9	2.1	2.0	2.3	2.3	0.0
Minnesota.....	62	58	59	56	56	0	2.1	1.9	1.9	1.8	1.8	0.0
Mississippi.....	35	28	25	26	26	0	2.9	2.3	2.1	2.2	2.2	0.0
Missouri.....	75	64	62	56	65	9	2.5	2.1	2.1	1.9	2.2	0.3
Montana.....	16	15	16	15	16	1	3.0	2.9	3.0	2.8	3.0	0.2
Nebraska.....	24	21	22	23	22	-1	2.3	2.0	2.1	2.2	2.1	-0.1
Nevada.....	35	36	34	32	38	6	2.2	2.3	2.2	2.0	2.4	0.4
New Hampshire.....	16	15	15	15	13	-2	2.3	2.1	2.1	2.1	1.8	-0.3
New Jersey.....	74	72	74	68	65	-3	1.7	1.6	1.7	1.5	1.5	0.0
New Mexico.....	20	17	19	19	20	1	2.3	1.9	2.1	2.1	2.2	0.1
New York.....	166	165	166	180	185	5	1.7	1.7	1.7	1.8	1.9	0.1
North Carolina.....	99	104	105	80	101	21	2.0	2.1	2.1	1.6	2.0	0.4
North Dakota.....	12	12	11	11	11	0	2.7	2.7	2.4	2.4	2.4	0.0
Ohio.....	117	118	134	143	141	-2	2.1	2.1	2.4	2.5	2.5	0.0
Oklahoma.....	43	40	43	39	42	3	2.4	2.2	2.4	2.2	2.3	0.1
Oregon.....	46	46	45	48	44	-4	2.3	2.3	2.2	2.4	2.2	-0.2
Pennsylvania.....	121	103	92	107	114	7	2.0	1.7	1.5	1.7	1.8	0.1
Rhode Island.....	11	11	11	11	10	-1	2.1	2.1	2.1	2.1	1.9	-0.2
South Carolina.....	63	60	60	55	58	3	2.7	2.5	2.5	2.3	2.4	0.1
South Dakota.....	12	13	13	11	11	0	2.6	2.8	2.8	2.3	2.3	0.0
Tennessee.....	97	81	79	72	66	-6	2.9	2.4	2.3	2.1	1.9	-0.2
Texas.....	321	316	323	297	308	11	2.3	2.2	2.3	2.1	2.1	0.0
Utah.....	44	41	42	49	44	-5	2.5	2.3	2.4	2.8	2.5	-0.3
Vermont.....	7	6	7	7	7	0	2.2	1.9	2.2	2.2	2.2	0.0
Virginia.....	91	95	93	70	93	23	2.2	2.2	2.2	1.6	2.2	0.6
Washington.....	65	62	58	65	65	0	1.8	1.7	1.6	1.8	1.8	0.0
West Virginia.....	19	18	20	16	18	2	2.6	2.5	2.8	2.2	2.5	0.3
Wisconsin.....	67	62	63	58	60	2	2.2	2.0	2.1	1.9	2.0	0.1
Wyoming.....	8	7	8	7	8	1	2.7	2.4	2.7	2.4	2.7	0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p	May 2024	Feb. 2025	Mar. 2025	Apr. 2025	May 2025 ^p	Change from: Apr. 2025 - May 2025 ^p
TOTAL U.S.....	1,665	1,780	1,590	1,789	1,601	-188	1.1	1.1	1.0	1.1	1.0	-0.1
Alabama.....	21	25	20	24	19	-5	1.0	1.1	0.9	1.1	0.9	-0.2
Alaska.....	6	9	6	4	6	2	1.8	2.7	1.8	1.2	1.8	0.6
Arizona.....	42	37	41	34	39	5	1.3	1.1	1.3	1.0	1.2	0.2
Arkansas.....	13	17	12	18	13	-5	1.0	1.2	0.9	1.3	0.9	-0.4
California.....	209	151	174	212	180	-32	1.2	0.8	1.0	1.2	1.0	-0.2
Colorado.....	43	40	37	23	41	18	1.4	1.3	1.2	0.8	1.4	0.6
Connecticut.....	21	20	27	20	19	-1	1.2	1.2	1.6	1.2	1.1	-0.1
Delaware.....	5	5	5	6	4	-2	1.0	1.0	1.0	1.2	0.8	-0.4
District of Columbia.....	5	6	6	7	5	-2	0.6	0.8	0.8	0.9	0.7	-0.2
Florida.....	121	94	111	161	95	-66	1.2	0.9	1.1	1.6	0.9	-0.7
Georgia.....	44	60	50	63	44	-19	0.9	1.2	1.0	1.3	0.9	-0.4
Hawaii.....	8	8	8	5	7	2	1.3	1.2	1.2	0.8	1.1	0.3
Idaho.....	14	14	12	10	12	2	1.6	1.6	1.4	1.1	1.4	0.3
Illinois.....	73	71	58	66	63	-3	1.2	1.2	0.9	1.1	1.0	-0.1
Indiana.....	32	42	42	41	37	-4	1.0	1.3	1.3	1.3	1.1	-0.2
Iowa.....	15	14	18	14	17	3	0.9	0.9	1.1	0.9	1.1	0.2
Kansas.....	12	13	16	15	14	-1	0.8	0.9	1.1	1.0	1.0	0.0
Kentucky.....	18	28	19	27	26	-1	0.9	1.4	0.9	1.3	1.3	0.0
Louisiana.....	25	26	20	24	20	-4	1.3	1.3	1.0	1.2	1.0	-0.2
Maine.....	7	9	9	8	10	2	1.1	1.4	1.4	1.2	1.5	0.3
Maryland.....	24	31	26	35	24	-11	0.8	1.1	0.9	1.2	0.8	-0.4
Massachusetts.....	43	55	36	33	42	9	1.2	1.5	1.0	0.9	1.1	0.2
Michigan.....	43	55	34	47	48	1	1.0	1.2	0.8	1.0	1.1	0.1
Minnesota.....	20	33	19	26	27	1	0.7	1.1	0.6	0.9	0.9	0.0
Mississippi.....	12	12	11	17	11	-6	1.0	1.0	0.9	1.4	0.9	-0.5
Missouri.....	23	24	26	25	25	0	0.8	0.8	0.9	0.8	0.8	0.0
Montana.....	16	11	11	6	8	2	3.0	2.1	2.1	1.1	1.5	0.4
Nebraska.....	10	10	11	11	12	1	0.9	0.9	1.0	1.0	1.1	0.1
Nevada.....	24	34	21	16	21	5	1.5	2.2	1.3	1.0	1.3	0.3
New Hampshire.....	10	10	8	9	9	0	1.4	1.4	1.1	1.3	1.3	0.0
New Jersey.....	57	71	62	87	47	-40	1.3	1.6	1.4	2.0	1.1	-0.9
New Mexico.....	10	12	11	8	9	1	1.1	1.3	1.2	0.9	1.0	0.1
New York.....	85	103	66	95	103	8	0.9	1.0	0.7	1.0	1.0	0.0
North Carolina.....	40	53	49	60	45	-15	0.8	1.0	1.0	1.2	0.9	-0.3
North Dakota.....	5	6	6	6	5	-1	1.1	1.3	1.3	1.3	1.1	-0.2
Ohio.....	62	50	63	61	62	1	1.1	0.9	1.1	1.1	1.1	0.0
Oklahoma.....	22	16	17	18	16	-2	1.2	0.9	0.9	1.0	0.9	-0.1
Oregon.....	25	26	22	19	20	1	1.3	1.3	1.1	0.9	1.0	0.1
Pennsylvania.....	70	56	38	49	61	12	1.1	0.9	0.6	0.8	1.0	0.2
Rhode Island.....	7	8	6	10	7	-3	1.4	1.6	1.2	1.9	1.4	-0.5
South Carolina.....	22	27	21	28	23	-5	0.9	1.1	0.9	1.2	1.0	-0.2
South Dakota.....	5	6	5	5	6	1	1.1	1.3	1.1	1.1	1.3	0.2
Tennessee.....	35	50	31	45	30	-15	1.0	1.5	0.9	1.3	0.9	-0.4
Texas.....	106	158	157	128	123	-5	0.8	1.1	1.1	0.9	0.9	0.0
Utah.....	28	29	23	18	22	4	1.6	1.6	1.3	1.0	1.2	0.2
Vermont.....	4	5	4	4	4	0	1.3	1.6	1.3	1.3	1.3	0.0
Virginia.....	44	52	36	67	36	-31	1.0	1.2	0.8	1.6	0.8	-0.8
Washington.....	39	45	42	32	42	10	1.1	1.2	1.1	0.9	1.1	0.2
West Virginia.....	7	11	8	9	8	-1	1.0	1.5	1.1	1.3	1.1	-0.2
Wisconsin.....	26	27	27	28	31	3	0.9	0.9	0.9	0.9	1.0	0.1
Wyoming.....	5	5	4	3	4	1	1.7	1.7	1.3	1.0	1.3	0.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2024	Apr. 2025	May 2025 ^p	May 2024	Apr. 2025	May 2025 ^p
TOTAL U.S.....	7,715	7,959	7,604	4.6	4.8	4.5
Alabama.....	114	116	118	4.9	5.0	5.1
Alaska.....	31	18	25	8.5	5.2	6.9
Arizona.....	141	159	121	4.2	4.6	3.6
Arkansas.....	78	76	77	5.4	5.2	5.3
California.....	656	748	588	3.5	4.0	3.2
Colorado.....	164	161	113	5.2	5.1	3.6
Connecticut.....	88	89	82	4.9	4.9	4.5
Delaware.....	25	28	27	4.9	5.3	5.1
District of Columbia.....	30	30	31	3.8	3.8	3.9
Florida.....	464	468	440	4.5	4.4	4.2
Georgia.....	251	293	321	4.8	5.6	6.0
Hawaii.....	25	20	23	3.8	3.0	3.4
Idaho.....	44	58	40	4.8	6.2	4.3
Illinois.....	359	311	316	5.5	4.8	4.9
Indiana.....	174	164	136	5.0	4.8	4.0
Iowa.....	66	80	67	3.9	4.7	4.0
Kansas.....	62	84	66	4.1	5.4	4.3
Kentucky.....	130	107	118	6.0	5.0	5.4
Louisiana.....	106	122	106	5.1	5.8	5.0
Maine.....	48	37	47	6.7	5.5	6.7
Maryland.....	134	163	139	4.5	5.4	4.6
Massachusetts.....	211	187	201	5.4	4.8	5.1
Michigan.....	234	253	247	4.9	5.3	5.1
Minnesota.....	175	189	200	5.5	5.9	6.1
Mississippi.....	69	67	69	5.5	5.2	5.4
Missouri.....	142	153	142	4.5	4.8	4.5
Montana.....	35	30	31	6.2	5.4	5.5
Nebraska.....	45	49	47	4.1	4.4	4.2
Nevada.....	68	68	69	4.1	4.1	4.2
New Hampshire.....	40	36	39	5.3	4.9	5.2
New Jersey.....	216	253	208	4.7	5.5	4.5
New Mexico.....	51	51	39	5.5	5.3	4.2
New York.....	457	505	570	4.4	4.8	5.4
North Carolina.....	296	324	308	5.5	6.0	5.7
North Dakota.....	26	22	25	5.6	4.7	5.2
Ohio.....	243	282	273	4.1	4.7	4.5
Oklahoma.....	99	113	107	5.3	5.9	5.6
Oregon.....	91	90	75	4.3	4.3	3.6
Pennsylvania.....	330	301	284	5.1	4.6	4.3
Rhode Island.....	30	30	29	5.5	5.4	5.3
South Carolina.....	140	133	140	5.6	5.2	5.5
South Dakota.....	28	22	28	5.5	4.4	5.5
Tennessee.....	160	186	158	4.5	5.2	4.4
Texas.....	626	628	641	4.2	4.2	4.3
Utah.....	82	86	67	4.5	4.6	3.6
Vermont.....	18	17	19	5.5	5.2	5.8
Virginia.....	242	200	239	5.4	4.5	5.3
Washington.....	143	140	132	3.8	3.7	3.5
West Virginia.....	50	55	49	6.4	7.1	6.3
Wisconsin.....	154	144	150	4.8	4.5	4.7
Wyoming.....	20	15	17	6.4	4.9	5.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2024	Apr. 2025	May 2025 ^p	May 2024	Apr. 2025	May 2025 ^p
TOTAL U.S.....	6,255	5,966	6,199	4.0	3.7	3.9
Alabama.....	99	83	82	4.5	3.7	3.7
Alaska.....	31	16	38	9.2	4.8	11.2
Arizona.....	118	127	162	3.6	3.9	5.0
Arkansas.....	63	52	51	4.6	3.7	3.7
California.....	498	631	553	2.8	3.5	3.1
Colorado.....	134	142	170	4.5	4.8	5.7
Connecticut.....	61	67	64	3.6	3.9	3.7
Delaware.....	23	22	20	4.8	4.4	4.0
District of Columbia.....	20	19	17	2.7	2.5	2.2
Florida.....	374	408	365	3.8	4.0	3.6
Georgia.....	210	170	189	4.2	3.4	3.8
Hawaii.....	23	18	30	3.6	2.7	4.5
Idaho.....	49	46	62	5.6	5.2	7.0
Illinois.....	292	238	238	4.7	3.9	3.8
Indiana.....	136	163	138	4.1	5.0	4.2
Iowa.....	61	62	55	3.8	3.9	3.4
Kansas.....	54	57	54	3.7	3.9	3.6
Kentucky.....	88	83	87	4.3	4.0	4.2
Louisiana.....	87	81	78	4.4	4.0	3.9
Maine.....	37	27	35	5.6	4.2	5.4
Maryland.....	103	119	90	3.6	4.2	3.1
Massachusetts.....	123	121	112	3.3	3.3	3.0
Michigan.....	222	219	213	4.9	4.8	4.7
Minnesota.....	133	110	125	4.4	3.6	4.1
Mississippi.....	50	45	44	4.2	3.7	3.6
Missouri.....	104	96	94	3.5	3.2	3.1
Montana.....	40	30	44	7.5	5.8	8.2
Nebraska.....	42	37	37	3.9	3.5	3.5
Nevada.....	76	60	84	4.8	3.8	5.3
New Hampshire.....	31	26	32	4.4	3.7	4.5
New Jersey.....	154	162	180	3.5	3.7	4.1
New Mexico.....	38	39	43	4.3	4.3	4.7
New York.....	313	321	360	3.2	3.2	3.6
North Carolina.....	230	272	188	4.6	5.3	3.7
North Dakota.....	26	18	27	5.9	4.0	5.9
Ohio.....	266	208	278	4.7	3.6	4.9
Oklahoma.....	77	72	62	4.3	4.0	3.4
Oregon.....	78	81	100	3.9	4.0	4.9
Pennsylvania.....	202	152	215	3.3	2.4	3.4
Rhode Island.....	30	24	28	5.8	4.6	5.5
South Carolina.....	107	114	101	4.5	4.7	4.2
South Dakota.....	27	19	25	5.8	4.0	5.2
Tennessee.....	182	129	130	5.4	3.8	3.8
Texas.....	548	474	468	3.9	3.3	3.3
Utah.....	82	74	96	4.7	4.2	5.4
Vermont.....	14	11	17	4.5	3.4	5.5
Virginia.....	195	143	191	4.6	3.3	4.5
Washington.....	123	122	151	3.4	3.3	4.1
West Virginia.....	36	37	35	4.9	5.2	4.9
Wisconsin.....	122	110	112	4.0	3.6	3.7
Wyoming.....	22	14	30	7.6	4.7	9.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2024	Apr. 2025	May 2025 ^p	May 2024	Apr. 2025	May 2025 ^p
TOTAL U.S.....	5,292	5,243	5,200	3.3	3.3	3.3
Alabama.....	83	71	82	3.8	3.2	3.7
Alaska.....	18	12	18	5.2	3.7	5.2
Arizona.....	142	140	156	4.4	4.3	4.8
Arkansas.....	52	52	46	3.8	3.7	3.3
California.....	572	616	509	3.2	3.4	2.8
Colorado.....	105	99	115	3.5	3.3	3.9
Connecticut.....	49	60	45	2.9	3.5	2.6
Delaware.....	18	15	18	3.6	3.1	3.6
District of Columbia.....	18	20	18	2.3	2.6	2.3
Florida.....	394	421	391	4.0	4.2	3.9
Georgia.....	171	162	175	3.4	3.3	3.5
Hawaii.....	20	20	20	3.2	3.1	3.1
Idaho.....	37	32	35	4.3	3.6	3.9
Illinois.....	208	182	192	3.4	3.0	3.1
Indiana.....	117	134	124	3.6	4.1	3.8
Iowa.....	50	47	50	3.1	2.9	3.1
Kansas.....	50	47	47	3.4	3.2	3.2
Kentucky.....	79	71	74	3.9	3.5	3.6
Louisiana.....	85	70	72	4.3	3.5	3.6
Maine.....	22	23	24	3.4	3.5	3.6
Maryland.....	75	78	68	2.7	2.7	2.4
Massachusetts.....	102	91	99	2.7	2.5	2.7
Michigan.....	136	154	157	3.0	3.4	3.4
Minnesota.....	86	85	87	2.8	2.8	2.8
Mississippi.....	52	42	42	4.4	3.5	3.5
Missouri.....	105	79	98	3.5	2.6	3.2
Montana.....	31	19	26	5.9	3.5	4.9
Nebraska.....	38	33	39	3.6	3.1	3.6
Nevada.....	59	47	59	3.7	3.0	3.7
New Hampshire.....	27	27	24	3.8	3.8	3.3
New Jersey.....	102	149	91	2.3	3.4	2.1
New Mexico.....	29	28	29	3.3	3.1	3.2
New York.....	262	293	297	2.7	3.0	3.0
North Carolina.....	153	156	157	3.0	3.1	3.1
North Dakota.....	18	15	18	4.0	3.3	3.9
Ohio.....	195	218	217	3.4	3.8	3.8
Oklahoma.....	72	62	65	4.1	3.4	3.6
Oregon.....	67	72	63	3.3	3.6	3.1
Pennsylvania.....	197	164	186	3.2	2.6	3.0
Rhode Island.....	19	20	18	3.6	4.0	3.5
South Carolina.....	86	86	84	3.7	3.6	3.4
South Dakota.....	18	16	17	3.7	3.5	3.5
Tennessee.....	143	120	106	4.2	3.5	3.1
Texas.....	441	425	461	3.1	3.0	3.2
Utah.....	77	81	75	4.4	4.6	4.2
Vermont.....	14	15	15	4.5	4.8	4.9
Virginia.....	160	140	159	3.8	3.3	3.7
Washington.....	93	104	97	2.6	2.8	2.6
West Virginia.....	28	28	28	3.8	4.0	3.8
Wisconsin.....	101	92	97	3.3	3.0	3.2
Wyoming.....	13	11	12	4.2	3.9	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2024	Apr. 2025	May 2025 ^p	May 2024	Apr. 2025	May 2025 ^p
TOTAL U.S.....	3,461	3,286	3,427	2.2	2.1	2.1
Alabama.....	57	44	54	2.6	2.0	2.4
Alaska.....	11	8	11	3.2	2.4	3.2
Arizona.....	83	88	96	2.6	2.7	2.9
Arkansas.....	36	31	30	2.6	2.2	2.2
California.....	351	380	317	2.0	2.1	1.8
Colorado.....	65	64	73	2.2	2.2	2.4
Connecticut.....	30	35	27	1.8	2.1	1.6
Delaware.....	12	9	13	2.5	1.9	2.6
District of Columbia.....	11	11	11	1.4	1.4	1.5
Florida.....	228	262	260	2.3	2.6	2.6
Georgia.....	118	90	125	2.4	1.8	2.5
Hawaii.....	13	13	13	2.1	2.0	2.1
Idaho.....	24	21	23	2.7	2.4	2.6
Illinois.....	132	113	129	2.1	1.8	2.1
Indiana.....	77	89	87	2.4	2.7	2.6
Iowa.....	35	30	35	2.2	1.8	2.2
Kansas.....	37	31	33	2.5	2.1	2.2
Kentucky.....	57	41	43	2.8	2.0	2.1
Louisiana.....	53	42	47	2.7	2.1	2.3
Maine.....	15	14	15	2.3	2.1	2.2
Maryland.....	51	43	44	1.8	1.5	1.5
Massachusetts.....	60	57	57	1.6	1.5	1.5
Michigan.....	94	102	113	2.1	2.3	2.5
Minnesota.....	63	55	58	2.1	1.8	1.9
Mississippi.....	37	25	28	3.1	2.1	2.3
Missouri.....	79	51	70	2.6	1.7	2.3
Montana.....	17	12	17	3.2	2.3	3.3
Nebraska.....	28	22	25	2.6	2.1	2.3
Nevada.....	34	29	37	2.2	1.8	2.3
New Hampshire.....	18	16	15	2.6	2.3	2.2
New Jersey.....	64	75	58	1.5	1.7	1.3
New Mexico.....	18	18	19	2.1	2.0	2.1
New York.....	180	187	206	1.8	1.9	2.1
North Carolina.....	102	90	104	2.0	1.8	2.0
North Dakota.....	13	9	12	2.9	2.1	2.6
Ohio.....	126	156	152	2.2	2.7	2.7
Oklahoma.....	44	39	44	2.5	2.1	2.4
Oregon.....	42	48	41	2.1	2.4	2.0
Pennsylvania.....	121	108	117	2.0	1.7	1.9
Rhode Island.....	12	10	12	2.4	2.0	2.3
South Carolina.....	61	55	56	2.6	2.3	2.3
South Dakota.....	13	11	12	2.8	2.3	2.4
Tennessee.....	99	72	69	2.9	2.1	2.0
Texas.....	319	297	307	2.3	2.1	2.1
Utah.....	50	55	50	2.9	3.1	2.8
Vermont.....	9	9	10	3.0	2.9	3.2
Virginia.....	102	73	106	2.4	1.7	2.5
Washington.....	55	63	56	1.5	1.7	1.5
West Virginia.....	20	18	19	2.7	2.5	2.6
Wisconsin.....	73	57	65	2.4	1.9	2.1
Wyoming.....	8	7	8	2.8	2.4	2.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	May 2024	Apr. 2025	May 2025 ^p	May 2024	Apr. 2025	May 2025 ^p
TOTAL U.S.....	1,555	1,659	1,434	1.0	1.0	0.9
Alabama.....	22	22	20	1.0	1.0	0.9
Alaska.....	6	3	5	1.7	1.0	1.5
Arizona.....	54	39	48	1.7	1.2	1.5
Arkansas.....	14	18	13	1.1	1.3	0.9
California.....	197	205	167	1.1	1.1	0.9
Colorado.....	37	28	36	1.3	1.0	1.2
Connecticut.....	16	22	14	0.9	1.3	0.8
Delaware.....	5	5	4	0.9	1.0	0.7
District of Columbia.....	6	7	4	0.7	0.9	0.6
Florida.....	149	147	116	1.5	1.5	1.1
Georgia.....	44	59	41	0.9	1.2	0.8
Hawaii.....	6	5	5	1.0	0.8	0.8
Idaho.....	12	9	9	1.3	1.0	1.1
Illinois.....	68	62	56	1.1	1.0	0.9
Indiana.....	27	39	30	0.8	1.2	0.9
Iowa.....	11	12	13	0.7	0.7	0.8
Kansas.....	11	13	11	0.7	0.9	0.8
Kentucky.....	19	25	26	0.9	1.2	1.3
Louisiana.....	26	23	20	1.3	1.1	1.0
Maine.....	6	8	8	0.9	1.2	1.2
Maryland.....	20	28	19	0.7	1.0	0.7
Massachusetts.....	38	28	36	1.0	0.8	1.0
Michigan.....	35	44	36	0.8	1.0	0.8
Minnesota.....	17	24	22	0.6	0.8	0.7
Mississippi.....	13	14	11	1.1	1.2	0.9
Missouri.....	21	24	21	0.7	0.8	0.7
Montana.....	13	5	7	2.5	0.9	1.3
Nebraska.....	9	8	10	0.8	0.8	1.0
Nevada.....	23	15	19	1.4	0.9	1.2
New Hampshire.....	7	9	7	1.1	1.3	1.0
New Jersey.....	33	66	26	0.8	1.5	0.6
New Mexico.....	9	8	7	1.0	0.8	0.8
New York.....	63	95	78	0.6	1.0	0.8
North Carolina.....	43	56	44	0.9	1.1	0.9
North Dakota.....	4	4	4	0.9	0.9	1.0
Ohio.....	50	54	49	0.9	0.9	0.9
Oklahoma.....	25	20	17	1.4	1.1	1.0
Oregon.....	21	17	17	1.1	0.8	0.8
Pennsylvania.....	66	50	57	1.1	0.8	0.9
Rhode Island.....	5	9	5	1.0	1.7	1.0
South Carolina.....	22	26	22	0.9	1.1	0.9
South Dakota.....	4	4	4	0.8	0.9	0.9
Tennessee.....	36	40	29	1.1	1.2	0.9
Texas.....	99	109	107	0.7	0.8	0.7
Utah.....	24	22	19	1.4	1.2	1.1
Vermont.....	4	5	4	1.3	1.7	1.4
Virginia.....	49	57	38	1.2	1.3	0.9
Washington.....	32	31	34	0.9	0.8	0.9
West Virginia.....	7	9	7	0.9	1.2	0.9
Wisconsin.....	23	25	26	0.7	0.8	0.8
Wyoming.....	3	3	3	1.2	1.1	1.0

p Preliminary

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

State	2020	2021	2022	2023	2024
TOTAL U.S.....	6,358	9,979	11,180	9,270	7,780
Alabama.....	96	141	155	135	118
Alaska.....	18	28	31	26	23
Arizona.....	147	207	239	196	171
Arkansas.....	57	85	100	87	80
California.....	671	1,037	1,246	874	675
Colorado.....	109	196	226	221	176
Connecticut.....	59	96	121	91	81
Delaware.....	21	31	37	31	26
District of Columbia.....	29	43	45	40	35
Florida.....	379	603	676	604	483
Georgia.....	232	381	420	347	267
Hawaii.....	25	38	39	32	28
Idaho.....	37	57	65	55	45
Illinois.....	236	373	438	385	320
Indiana.....	139	216	219	167	152
Iowa.....	65	100	115	88	72
Kansas.....	62	86	101	81	72
Kentucky.....	94	147	161	124	125
Louisiana.....	90	131	154	139	110
Maine.....	27	43	46	43	35
Maryland.....	139	202	213	188	155
Massachusetts.....	143	245	284	248	196
Michigan.....	193	336	322	254	219
Minnesota.....	113	179	221	191	169
Mississippi.....	55	81	89	82	67
Missouri.....	119	185	209	173	169
Montana.....	24	39	45	36	31
Nebraska.....	45	63	71	60	48
Nevada.....	65	108	106	95	72
New Hampshire.....	31	51	54	42	37
New Jersey.....	185	278	267	227	208
New Mexico.....	39	63	69	58	54
New York.....	337	548	554	446	465
North Carolina.....	215	338	379	333	274
North Dakota.....	19	28	31	29	24
Ohio.....	236	353	404	338	275
Oklahoma.....	81	114	127	119	103
Oregon.....	93	138	145	118	103
Pennsylvania.....	250	407	447	373	298
Rhode Island.....	21	35	38	31	28
South Carolina.....	110	169	180	172	146
South Dakota.....	19	30	32	28	23
Tennessee.....	144	223	263	229	177
Texas.....	483	856	988	795	633
Utah.....	70	105	120	103	81
Vermont.....	13	22	24	18	16
Virginia.....	198	278	323	282	253
Washington.....	133	203	231	170	152
West Virginia.....	43	54	62	55	47
Wisconsin.....	131	189	225	194	148
Wyoming.....	13	21	24	19	16

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	2020	2021	2022	2023	2024
TOTAL U.S.....	4.3	6.4	6.8	5.6	4.7
Alabama.....	4.6	6.5	6.8	5.9	5.1
Alaska.....	5.7	8.3	8.9	7.4	6.3
Arizona.....	4.9	6.5	7.1	5.8	5.0
Arkansas.....	4.3	6.2	7.0	6.1	5.5
California.....	4.0	5.8	6.6	4.7	3.6
Colorado.....	4.0	6.7	7.3	7.0	5.6
Connecticut.....	3.6	5.6	6.8	5.1	4.5
Delaware.....	4.6	6.5	7.3	6.0	5.0
District of Columbia.....	3.8	5.5	5.6	5.0	4.3
Florida.....	4.2	6.3	6.7	5.8	4.6
Georgia.....	5.0	7.6	8.0	6.6	5.1
Hawaii.....	4.3	6.1	6.0	4.8	4.1
Idaho.....	4.7	6.7	7.3	6.1	5.0
Illinois.....	4.0	6.0	6.8	5.9	5.0
Indiana.....	4.4	6.6	6.4	4.9	4.5
Iowa.....	4.1	6.1	6.8	5.2	4.3
Kansas.....	4.4	5.9	6.6	5.3	4.7
Kentucky.....	4.9	7.2	7.6	5.8	5.8
Louisiana.....	4.6	6.5	7.4	6.6	5.3
Maine.....	4.3	6.5	6.8	6.2	5.1
Maryland.....	5.1	7.0	7.2	6.3	5.2
Massachusetts.....	4.0	6.5	7.2	6.3	5.0
Michigan.....	4.6	7.4	6.9	5.4	4.7
Minnesota.....	3.9	5.9	7.0	6.0	5.3
Mississippi.....	4.7	6.6	7.1	6.5	5.3
Missouri.....	4.1	6.1	6.7	5.5	5.4
Montana.....	4.9	7.3	8.1	6.5	5.6
Nebraska.....	4.4	5.9	6.5	5.4	4.4
Nevada.....	4.8	7.3	6.6	5.8	4.4
New Hampshire.....	4.6	7.2	7.3	5.7	5.0
New Jersey.....	4.6	6.4	5.9	5.0	4.5
New Mexico.....	4.7	7.1	7.5	6.2	5.8
New York.....	3.7	5.7	5.5	4.4	4.5
North Carolina.....	4.6	6.8	7.3	6.3	5.2
North Dakota.....	4.4	6.3	6.7	6.1	5.1
Ohio.....	4.3	6.1	6.8	5.7	4.6
Oklahoma.....	4.8	6.5	6.9	6.3	5.5
Oregon.....	4.8	6.8	6.9	5.6	4.9
Pennsylvania.....	4.3	6.6	6.9	5.8	4.6
Rhode Island.....	4.3	6.8	7.1	5.7	5.2
South Carolina.....	5.0	7.2	7.4	6.9	5.8
South Dakota.....	4.3	6.3	6.5	5.7	4.6
Tennessee.....	4.6	6.7	7.5	6.4	5.0
Texas.....	3.8	6.3	6.8	5.4	4.3
Utah.....	4.4	6.1	6.7	5.6	4.4
Vermont.....	4.4	7.0	7.2	5.5	4.9
Virginia.....	4.9	6.6	7.4	6.3	5.6
Washington.....	3.9	5.7	6.2	4.5	4.0
West Virginia.....	6.1	7.4	8.2	7.1	6.2
Wisconsin.....	4.4	6.1	7.0	6.0	4.6
Wyoming.....	4.7	7.1	7.6	6.0	5.2

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	2020	2021	2022	2023	2024
TOTAL U.S.....	72,551	76,131	76,811	70,325	65,253
Alabama.....	1,005	1,163	1,238	1,108	966
Alaska.....	212	229	247	220	222
Arizona.....	1,510	1,582	1,809	1,576	1,403
Arkansas.....	666	750	775	711	649
California.....	7,956	7,965	7,602	6,638	6,193
Colorado.....	1,465	1,546	1,549	1,347	1,317
Connecticut.....	767	724	739	706	659
Delaware.....	247	268	298	267	233
District of Columbia.....	240	276	281	280	238
Florida.....	4,269	4,841	4,937	4,791	4,639
Georgia.....	2,385	2,915	3,186	2,680	2,227
Hawaii.....	299	301	280	242	254
Idaho.....	493	485	518	462	469
Illinois.....	2,789	3,165	3,051	2,711	2,560
Indiana.....	1,670	1,723	1,688	1,542	1,447
Iowa.....	716	760	743	676	611
Kansas.....	588	686	673	615	571
Kentucky.....	1,123	1,209	1,177	1,051	895
Louisiana.....	978	1,133	1,151	1,183	984
Maine.....	303	311	315	312	289
Maryland.....	1,183	1,146	1,400	1,372	1,177
Massachusetts.....	1,500	1,555	1,556	1,429	1,312
Michigan.....	2,415	2,477	2,102	1,893	1,989
Minnesota.....	1,166	1,219	1,303	1,294	1,159
Mississippi.....	635	667	687	622	552
Missouri.....	1,430	1,400	1,319	1,205	1,212
Montana.....	311	334	353	301	320
Nebraska.....	475	492	474	468	426
Nevada.....	945	954	880	732	748
New Hampshire.....	320	348	358	341	303
New Jersey.....	2,183	1,938	1,910	1,908	1,667
New Mexico.....	399	478	452	389	397
New York.....	3,644	3,681	3,672	3,397	3,275
North Carolina.....	2,668	2,826	2,830	2,366	2,222
North Dakota.....	227	236	225	220	206
Ohio.....	2,789	2,643	2,669	2,409	2,315
Oklahoma.....	867	936	1,046	994	882
Oregon.....	1,000	1,033	1,057	913	873
Pennsylvania.....	2,500	2,540	2,366	2,221	2,284
Rhode Island.....	265	267	258	251	246
South Carolina.....	1,241	1,246	1,327	1,295	1,212
South Dakota.....	206	228	233	226	206
Tennessee.....	1,749	1,777	1,966	1,733	1,675
Texas.....	6,407	7,213	7,404	7,082	5,965
Utah.....	838	853	918	804	791
Vermont.....	155	155	153	145	137
Virginia.....	1,920	1,974	2,057	2,039	1,784
Washington.....	1,550	1,578	1,627	1,320	1,355
West Virginia.....	386	392	428	400	376
Wisconsin.....	1,317	1,334	1,333	1,271	1,198
Wyoming.....	163	178	185	158	161

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	2020	2021	2022	2023	2024
TOTAL U.S.....	4.3	4.3	4.2	3.8	3.4
Alabama.....	4.2	4.7	4.9	4.3	3.7
Alaska.....	5.8	6.1	6.5	5.6	5.5
Arizona.....	4.4	4.4	4.8	4.1	3.6
Arkansas.....	4.4	4.9	4.9	4.4	4.0
California.....	4.1	4.0	3.6	3.1	2.9
Colorado.....	4.6	4.7	4.5	3.8	3.7
Connecticut.....	4.1	3.7	3.7	3.5	3.2
Delaware.....	4.7	4.9	5.3	4.6	4.0
District of Columbia.....	2.7	3.1	3.1	3.0	2.6
Florida.....	4.2	4.5	4.4	4.1	3.9
Georgia.....	4.5	5.3	5.5	4.5	3.7
Hawaii.....	4.4	4.3	3.8	3.2	3.3
Idaho.....	5.4	5.1	5.2	4.5	4.5
Illinois.....	4.1	4.5	4.2	3.7	3.5
Indiana.....	4.6	4.7	4.4	4.0	3.7
Iowa.....	4.0	4.1	3.9	3.5	3.2
Kansas.....	3.6	4.1	4.0	3.6	3.3
Kentucky.....	5.1	5.3	5.0	4.3	3.7
Louisiana.....	4.4	5.0	5.0	5.0	4.1
Maine.....	4.2	4.2	4.1	4.0	3.7
Maryland.....	3.8	3.6	4.3	4.1	3.5
Massachusetts.....	3.7	3.7	3.5	3.2	2.9
Michigan.....	5.0	4.9	4.0	3.5	3.7
Minnesota.....	3.5	3.6	3.7	3.6	3.2
Mississippi.....	4.8	4.9	4.9	4.4	3.9
Missouri.....	4.3	4.1	3.8	3.4	3.4
Montana.....	5.5	5.7	5.8	4.8	5.1
Nebraska.....	4.0	4.1	3.8	3.7	3.4
Nevada.....	6.1	5.8	4.9	4.0	4.0
New Hampshire.....	4.2	4.4	4.3	4.1	3.6
New Jersey.....	4.7	4.0	3.7	3.7	3.2
New Mexico.....	4.2	4.9	4.4	3.7	3.7
New York.....	3.4	3.4	3.2	2.9	2.8
North Carolina.....	5.0	5.1	4.9	4.0	3.7
North Dakota.....	4.6	4.7	4.4	4.2	3.8
Ohio.....	4.4	4.1	4.0	3.6	3.4
Oklahoma.....	4.4	4.7	5.1	4.7	4.1
Oregon.....	4.6	4.6	4.5	3.8	3.7
Pennsylvania.....	3.7	3.7	3.3	3.0	3.1
Rhode Island.....	4.8	4.6	4.3	4.1	4.0
South Carolina.....	5.0	4.8	4.9	4.7	4.3
South Dakota.....	4.0	4.3	4.3	4.1	3.7
Tennessee.....	4.8	4.8	5.0	4.3	4.1
Texas.....	4.3	4.7	4.6	4.2	3.5
Utah.....	4.5	4.4	4.6	3.9	3.8
Vermont.....	4.5	4.4	4.2	3.9	3.7
Virginia.....	4.1	4.2	4.2	4.1	3.5
Washington.....	3.9	3.9	3.8	3.1	3.1
West Virginia.....	4.8	4.8	5.1	4.7	4.4
Wisconsin.....	3.9	3.8	3.7	3.5	3.3
Wyoming.....	5.0	5.3	5.4	4.5	4.6

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	2020	2021	2022	2023	2024
TOTAL U.S.....	80,882	68,896	72,236	67,807	63,232
Alabama.....	1,016	1,105	1,148	1,043	904
Alaska.....	225	227	250	217	187
Arizona.....	1,535	1,466	1,698	1,558	1,377
Arkansas.....	693	688	710	669	586
California.....	8,944	7,125	7,516	6,637	6,517
Colorado.....	1,764	1,486	1,517	1,237	1,396
Connecticut.....	855	616	672	651	616
Delaware.....	267	251	274	254	223
District of Columbia.....	306	244	300	279	236
Florida.....	4,890	4,401	4,951	4,756	4,447
Georgia.....	2,692	2,863	3,117	2,463	2,051
Hawaii.....	368	258	254	245	245
Idaho.....	454	450	487	457	438
Illinois.....	3,346	2,777	2,731	2,472	2,368
Indiana.....	1,857	1,612	1,591	1,525	1,448
Iowa.....	780	710	715	679	613
Kansas.....	689	623	628	613	573
Kentucky.....	1,177	1,119	1,076	985	866
Louisiana.....	1,135	1,038	1,079	1,105	956
Maine.....	325	294	287	300	253
Maryland.....	1,305	1,045	1,352	1,260	1,131
Massachusetts.....	1,746	1,376	1,323	1,125	1,152
Michigan.....	2,706	2,156	1,863	1,839	1,903
Minnesota.....	1,410	1,106	1,235	1,255	1,055
Mississippi.....	679	676	690	621	531
Missouri.....	1,627	1,352	1,333	1,201	1,206
Montana.....	306	311	338	307	288
Nebraska.....	521	457	441	448	421
Nevada.....	1,199	767	783	722	724
New Hampshire.....	345	324	348	307	293
New Jersey.....	2,452	1,663	1,828	1,777	1,609
New Mexico.....	468	402	420	372	376
New York.....	4,306	3,182	3,334	3,354	3,244
North Carolina.....	2,686	2,616	2,555	2,391	1,987
North Dakota.....	284	212	217	215	202
Ohio.....	3,057	2,418	2,516	2,445	2,348
Oklahoma.....	940	868	899	898	768
Oregon.....	1,170	941	956	880	813
Pennsylvania.....	3,015	2,263	2,263	2,196	2,304
Rhode Island.....	285	225	239	226	235
South Carolina.....	1,241	1,150	1,220	1,195	1,123
South Dakota.....	230	202	210	214	196
Tennessee.....	1,820	1,727	1,892	1,679	1,597
Texas.....	7,024	6,364	6,693	6,726	5,917
Utah.....	814	792	844	807	770
Vermont.....	177	148	147	137	131
Virginia.....	1,942	1,733	1,888	1,941	1,678
Washington.....	1,723	1,293	1,528	1,340	1,317
West Virginia.....	419	377	407	380	350
Wisconsin.....	1,473	1,235	1,289	1,247	1,113
Wyoming.....	181	174	184	160	146

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	2020	2021	2022	2023	2024
TOTAL U.S.....	4.7	3.9	3.9	3.6	3.3
Alabama.....	4.2	4.5	4.5	4.0	3.4
Alaska.....	6.2	6.1	6.5	5.5	4.7
Arizona.....	4.5	4.1	4.5	4.1	3.5
Arkansas.....	4.6	4.5	4.5	4.1	3.6
California.....	4.6	3.5	3.5	3.1	3.0
Colorado.....	5.5	4.5	4.4	3.5	3.9
Connecticut.....	4.5	3.2	3.4	3.2	3.0
Delaware.....	5.1	4.6	4.9	4.4	3.8
District of Columbia.....	3.4	2.8	3.3	3.0	2.6
Florida.....	4.8	4.1	4.4	4.1	3.7
Georgia.....	5.1	5.2	5.4	4.2	3.4
Hawaii.....	5.5	3.7	3.4	3.2	3.2
Idaho.....	5.0	4.7	4.9	4.5	4.2
Illinois.....	4.9	4.0	3.8	3.4	3.2
Indiana.....	5.2	4.4	4.2	3.9	3.7
Iowa.....	4.3	3.8	3.8	3.6	3.2
Kansas.....	4.2	3.8	3.7	3.5	3.3
Kentucky.....	5.3	4.9	4.6	4.1	3.5
Louisiana.....	5.1	4.6	4.7	4.7	4.0
Maine.....	4.5	3.9	3.7	3.8	3.2
Maryland.....	4.2	3.3	4.1	3.8	3.3
Massachusetts.....	4.3	3.2	3.0	2.5	2.6
Michigan.....	5.6	4.3	3.6	3.4	3.5
Minnesota.....	4.2	3.2	3.5	3.5	2.9
Mississippi.....	5.1	5.0	4.9	4.4	3.7
Missouri.....	4.9	4.0	3.8	3.4	3.4
Montana.....	5.4	5.3	5.5	4.9	4.6
Nebraska.....	4.4	3.8	3.6	3.6	3.3
Nevada.....	7.8	4.6	4.4	3.9	3.8
New Hampshire.....	4.5	4.1	4.2	3.7	3.5
New Jersey.....	5.3	3.4	3.6	3.4	3.1
New Mexico.....	4.9	4.1	4.1	3.5	3.5
New York.....	4.1	2.9	2.9	2.9	2.7
North Carolina.....	5.1	4.7	4.4	4.0	3.3
North Dakota.....	5.7	4.2	4.2	4.1	3.8
Ohio.....	4.8	3.7	3.8	3.6	3.5
Oklahoma.....	4.8	4.4	4.4	4.3	3.6
Oregon.....	5.3	4.2	4.1	3.7	3.4
Pennsylvania.....	4.5	3.3	3.2	3.0	3.1
Rhode Island.....	5.1	3.9	4.0	3.7	3.8
South Carolina.....	5.0	4.4	4.5	4.3	4.0
South Dakota.....	4.5	3.8	3.9	3.9	3.5
Tennessee.....	5.0	4.6	4.8	4.2	3.9
Texas.....	4.8	4.2	4.1	4.0	3.5
Utah.....	4.4	4.1	4.2	3.9	3.7
Vermont.....	5.1	4.2	4.0	3.7	3.5
Virginia.....	4.2	3.7	3.9	3.9	3.3
Washington.....	4.4	3.2	3.6	3.1	3.0
West Virginia.....	5.2	4.6	4.9	4.5	4.1
Wisconsin.....	4.3	3.6	3.6	3.4	3.1
Wyoming.....	5.5	5.2	5.4	4.6	4.1

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	2020	2021	2022	2023	2024
TOTAL U.S.....	35,942	47,577	50,509	44,166	39,198
Alabama.....	571	766	829	709	597
Alaska.....	101	160	165	143	118
Arizona.....	786	1,110	1,275	1,059	857
Arkansas.....	378	491	508	457	377
California.....	3,464	4,749	5,128	4,020	3,826
Colorado.....	722	1,020	1,001	814	875
Connecticut.....	300	399	443	398	348
Delaware.....	136	175	197	168	145
District of Columbia.....	149	153	199	184	147
Florida.....	2,471	3,200	3,616	3,299	3,082
Georgia.....	1,418	2,024	2,227	1,743	1,319
Hawaii.....	158	180	179	162	152
Idaho.....	218	330	338	314	276
Illinois.....	1,479	1,852	1,774	1,566	1,397
Indiana.....	850	1,160	1,148	1,012	940
Iowa.....	363	492	506	442	389
Kansas.....	324	443	447	403	359
Kentucky.....	593	781	787	695	554
Louisiana.....	568	744	766	743	585
Maine.....	129	195	195	183	152
Maryland.....	597	699	905	824	675
Massachusetts.....	592	884	909	671	643
Michigan.....	1,142	1,492	1,338	1,131	1,114
Minnesota.....	555	779	871	818	662
Mississippi.....	359	485	483	416	355
Missouri.....	817	987	924	800	794
Montana.....	141	221	236	203	176
Nebraska.....	261	321	306	285	263
Nevada.....	414	508	542	475	444
New Hampshire.....	126	207	215	184	157
New Jersey.....	912	1,070	1,158	968	812
New Mexico.....	209	282	286	243	234
New York.....	1,506	1,938	2,135	1,878	1,897
North Carolina.....	1,264	1,772	1,776	1,563	1,224
North Dakota.....	123	141	145	139	121
Ohio.....	1,366	1,653	1,670	1,555	1,435
Oklahoma.....	470	614	654	622	494
Oregon.....	471	667	670	589	519
Pennsylvania.....	1,087	1,446	1,558	1,381	1,348
Rhode Island.....	95	146	157	132	129
South Carolina.....	667	810	902	820	741
South Dakota.....	104	145	148	139	124
Tennessee.....	929	1,199	1,354	1,137	1,027
Texas.....	3,532	4,604	5,052	4,725	3,882
Utah.....	395	588	613	551	486
Vermont.....	59	93	99	86	75
Virginia.....	936	1,220	1,312	1,285	1,048
Washington.....	711	903	1,039	845	785
West Virginia.....	211	264	294	256	233
Wisconsin.....	642	892	901	823	710
Wyoming.....	79	122	128	107	90

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	2020	2021	2022	2023	2024
TOTAL U.S.....	2.1	2.7	2.8	2.4	2.1
Alabama.....	2.4	3.1	3.3	2.7	2.3
Alaska.....	2.8	4.3	4.3	3.6	2.9
Arizona.....	2.3	3.1	3.4	2.8	2.2
Arkansas.....	2.5	3.2	3.2	2.8	2.3
California.....	1.8	2.4	2.4	1.9	1.8
Colorado.....	2.3	3.1	2.9	2.3	2.5
Connecticut.....	1.6	2.1	2.2	2.0	1.7
Delaware.....	2.6	3.2	3.5	2.9	2.5
District of Columbia.....	1.7	1.7	2.2	2.0	1.6
Florida.....	2.4	3.0	3.2	2.8	2.6
Georgia.....	2.7	3.7	3.9	3.0	2.2
Hawaii.....	2.4	2.6	2.4	2.1	2.0
Idaho.....	2.4	3.5	3.4	3.1	2.7
Illinois.....	2.2	2.7	2.5	2.1	1.9
Indiana.....	2.4	3.1	3.0	2.6	2.4
Iowa.....	2.0	2.7	2.7	2.3	2.0
Kansas.....	2.0	2.7	2.6	2.3	2.1
Kentucky.....	2.7	3.4	3.3	2.9	2.3
Louisiana.....	2.6	3.3	3.3	3.2	2.5
Maine.....	1.8	2.6	2.5	2.3	1.9
Maryland.....	1.9	2.2	2.8	2.5	2.0
Massachusetts.....	1.5	2.1	2.1	1.5	1.4
Michigan.....	2.4	3.0	2.6	2.1	2.1
Minnesota.....	1.7	2.3	2.5	2.3	1.8
Mississippi.....	2.7	3.6	3.5	2.9	2.5
Missouri.....	2.5	2.9	2.6	2.2	2.2
Montana.....	2.5	3.7	3.9	3.3	2.8
Nebraska.....	2.2	2.7	2.5	2.3	2.1
Nevada.....	2.7	3.1	3.0	2.6	2.4
New Hampshire.....	1.6	2.6	2.6	2.2	1.9
New Jersey.....	2.0	2.2	2.3	1.9	1.6
New Mexico.....	2.2	2.9	2.8	2.3	2.2
New York.....	1.4	1.8	1.9	1.6	1.6
North Carolina.....	2.4	3.2	3.1	2.6	2.0
North Dakota.....	2.5	2.8	2.8	2.6	2.3
Ohio.....	2.2	2.6	2.5	2.3	2.1
Oklahoma.....	2.4	3.1	3.2	2.9	2.3
Oregon.....	2.1	3.0	2.9	2.5	2.2
Pennsylvania.....	1.6	2.1	2.2	1.9	1.8
Rhode Island.....	1.7	2.5	2.6	2.2	2.1
South Carolina.....	2.7	3.1	3.3	3.0	2.6
South Dakota.....	2.0	2.7	2.7	2.5	2.2
Tennessee.....	2.6	3.2	3.5	2.8	2.5
Texas.....	2.4	3.0	3.1	2.8	2.3
Utah.....	2.1	3.0	3.0	2.7	2.3
Vermont.....	1.7	2.6	2.7	2.3	2.0
Virginia.....	2.0	2.6	2.7	2.6	2.1
Washington.....	1.8	2.2	2.5	2.0	1.8
West Virginia.....	2.6	3.2	3.5	3.0	2.7
Wisconsin.....	1.9	2.6	2.5	2.3	1.9
Wyoming.....	2.4	3.7	3.7	3.1	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	2020	2021	2022	2023	2024
TOTAL U.S.....	40,830	17,075	17,624	19,791	20,193
Alabama.....	389	268	259	280	262
Alaska.....	107	51	71	61	60
Arizona.....	679	300	345	435	443
Arkansas.....	267	159	167	179	179
California.....	4,928	1,812	1,858	2,155	2,241
Colorado.....	915	408	417	348	457
Connecticut.....	509	173	181	212	220
Delaware.....	118	62	64	76	67
District of Columbia.....	141	66	70	71	72
Florida.....	2,235	969	1,051	1,197	1,175
Georgia.....	1,127	667	719	606	631
Hawaii.....	193	60	58	70	75
Idaho.....	221	97	121	123	140
Illinois.....	1,713	789	811	778	832
Indiana.....	924	358	358	451	423
Iowa.....	373	169	166	206	188
Kansas.....	326	139	150	175	174
Kentucky.....	524	280	235	243	248
Louisiana.....	505	233	253	301	308
Maine.....	180	80	73	95	85
Maryland.....	642	278	366	358	383
Massachusetts.....	1,081	398	342	368	414
Michigan.....	1,439	524	433	603	693
Minnesota.....	782	239	303	375	308
Mississippi.....	285	153	166	173	146
Missouri.....	743	278	349	338	336
Montana.....	151	75	86	89	95
Nebraska.....	229	108	111	137	131
Nevada.....	732	224	207	219	245
New Hampshire.....	205	96	106	104	109
New Jersey.....	1,436	494	559	692	678
New Mexico.....	235	92	105	103	115
New York.....	2,561	982	982	1,217	1,111
North Carolina.....	1,270	686	632	703	675
North Dakota.....	147	60	59	64	70
Ohio.....	1,553	638	699	737	764
Oklahoma.....	415	200	197	232	232
Oregon.....	638	227	223	245	244
Pennsylvania.....	1,794	678	563	635	823
Rhode Island.....	175	66	68	80	90
South Carolina.....	494	273	252	320	333
South Dakota.....	112	45	52	63	63
Tennessee.....	813	436	457	467	481
Texas.....	3,161	1,362	1,339	1,659	1,669
Utah.....	382	162	187	219	245
Vermont.....	112	43	36	41	45
Virginia.....	910	400	463	561	498
Washington.....	928	306	400	426	437
West Virginia.....	183	89	87	98	95
Wisconsin.....	745	273	324	354	333
Wyoming.....	91	43	47	46	43

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]

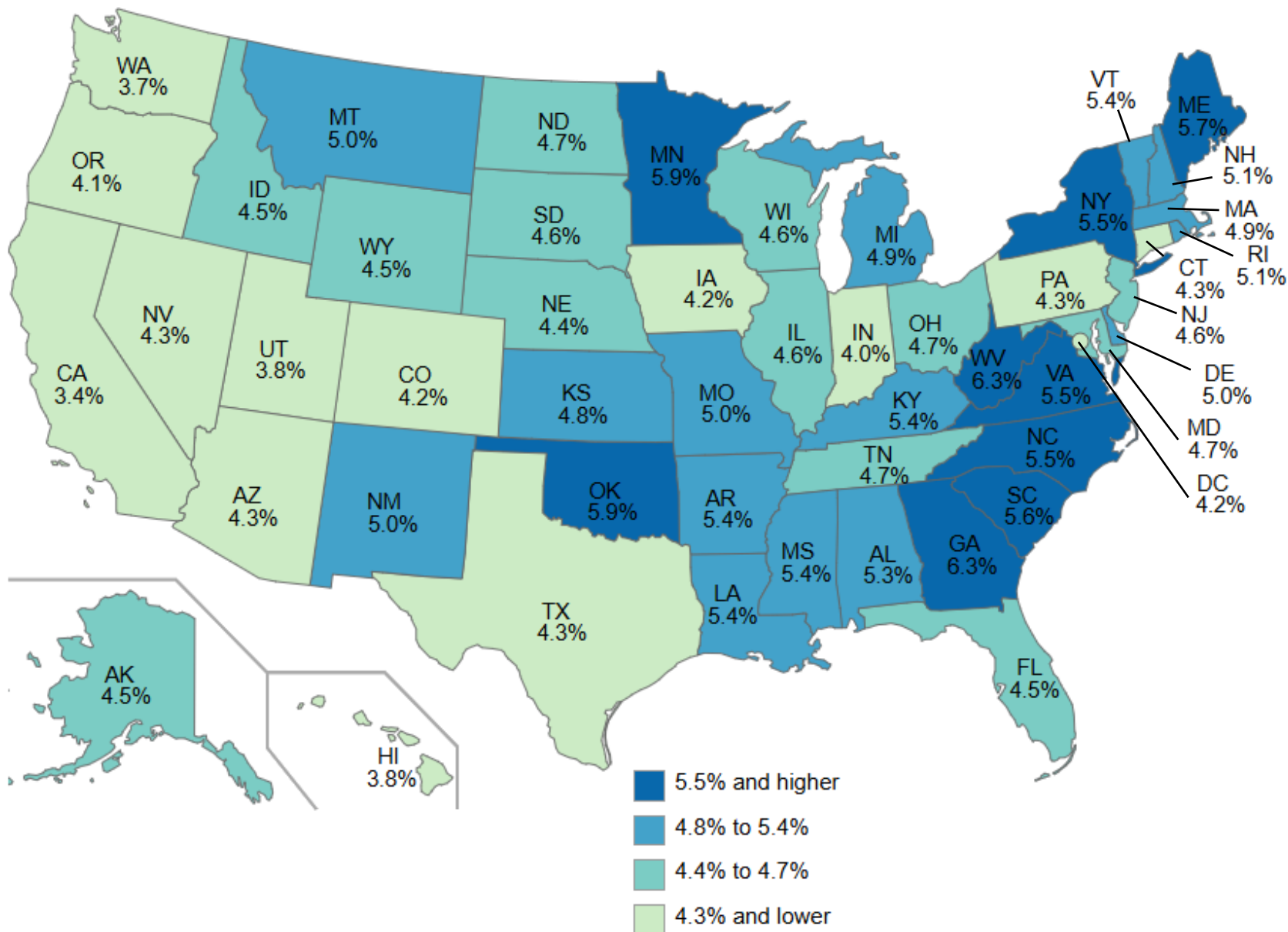
State	2020	2021	2022	2023	2024
TOTAL U.S.....	2.4	1.0	1.0	1.1	1.1
Alabama.....	1.6	1.1	1.0	1.1	1.0
Alaska.....	2.9	1.4	1.9	1.6	1.5
Arizona.....	2.0	0.8	0.9	1.1	1.1
Arkansas.....	1.8	1.0	1.0	1.1	1.1
California.....	2.5	0.9	0.9	1.0	1.0
Colorado.....	2.9	1.2	1.2	1.0	1.3
Connecticut.....	2.7	0.9	0.9	1.0	1.1
Delaware.....	2.2	1.1	1.1	1.3	1.1
District of Columbia.....	1.6	0.7	0.8	0.8	0.8
Florida.....	2.2	0.9	0.9	1.0	1.0
Georgia.....	2.1	1.2	1.2	1.0	1.1
Hawaii.....	2.9	0.9	0.8	0.9	1.0
Idaho.....	2.4	1.0	1.2	1.2	1.4
Illinois.....	2.5	1.1	1.1	1.1	1.1
Indiana.....	2.6	1.0	0.9	1.2	1.1
Iowa.....	2.1	0.9	0.9	1.1	1.0
Kansas.....	2.0	0.8	0.9	1.0	1.0
Kentucky.....	2.4	1.2	1.0	1.0	1.0
Louisiana.....	2.3	1.0	1.1	1.3	1.3
Maine.....	2.5	1.1	1.0	1.2	1.1
Maryland.....	2.1	0.9	1.1	1.1	1.1
Massachusetts.....	2.6	0.9	0.8	0.8	0.9
Michigan.....	3.0	1.0	0.8	1.1	1.3
Minnesota.....	2.3	0.7	0.9	1.0	0.9
Mississippi.....	2.1	1.1	1.2	1.2	1.0
Missouri.....	2.2	0.8	1.0	0.9	0.9
Montana.....	2.7	1.3	1.4	1.4	1.5
Nebraska.....	1.9	0.9	0.9	1.1	1.0
Nevada.....	4.8	1.4	1.2	1.2	1.3
New Hampshire.....	2.7	1.2	1.3	1.2	1.3
New Jersey.....	3.1	1.0	1.1	1.3	1.3
New Mexico.....	2.4	0.9	1.0	1.0	1.1
New York.....	2.4	0.9	0.9	1.0	0.9
North Carolina.....	2.4	1.2	1.1	1.2	1.1
North Dakota.....	3.0	1.2	1.1	1.2	1.3
Ohio.....	2.5	1.0	1.1	1.1	1.1
Oklahoma.....	2.1	1.0	1.0	1.1	1.1
Oregon.....	2.9	1.0	1.0	1.0	1.0
Pennsylvania.....	2.7	1.0	0.8	0.9	1.1
Rhode Island.....	3.2	1.1	1.1	1.3	1.5
South Carolina.....	2.0	1.1	0.9	1.2	1.2
South Dakota.....	2.2	0.9	1.0	1.1	1.1
Tennessee.....	2.2	1.2	1.2	1.2	1.2
Texas.....	2.1	0.9	0.8	1.0	1.0
Utah.....	2.1	0.8	0.9	1.1	1.2
Vermont.....	3.3	1.2	1.0	1.1	1.2
Virginia.....	2.0	0.8	0.9	1.1	1.0
Washington.....	2.4	0.8	0.9	1.0	1.0
West Virginia.....	2.3	1.1	1.0	1.2	1.1
Wisconsin.....	2.2	0.8	0.9	1.0	0.9
Wyoming.....	2.8	1.3	1.4	1.3	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.

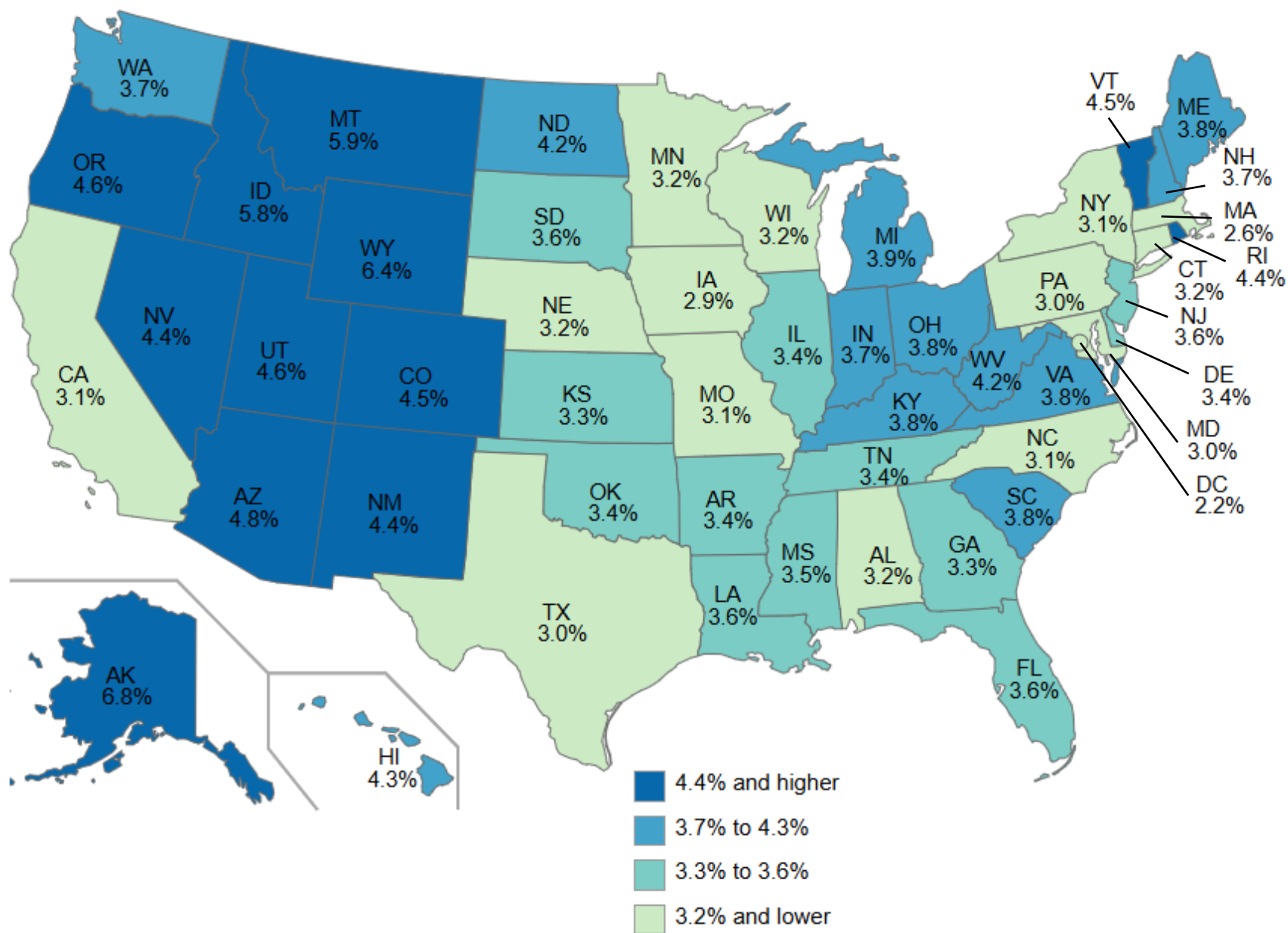
Map 1. Job openings rates by state, seasonally adjusted, May 2025

Total U.S. job openings rate = 4.6%



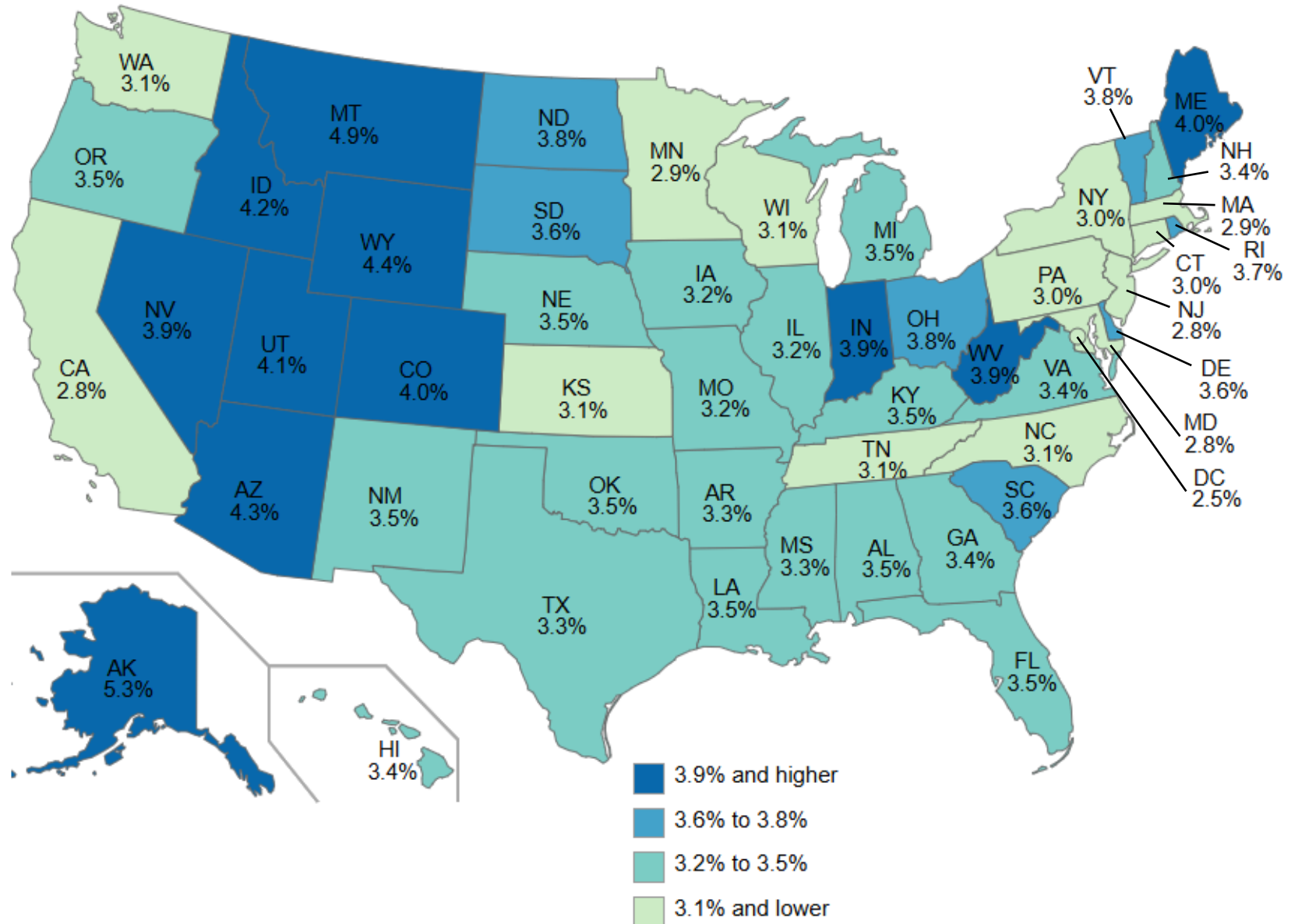
Map 2. Hires rates by state, seasonally adjusted, May 2025

Total U.S. hires rate = 3.4%



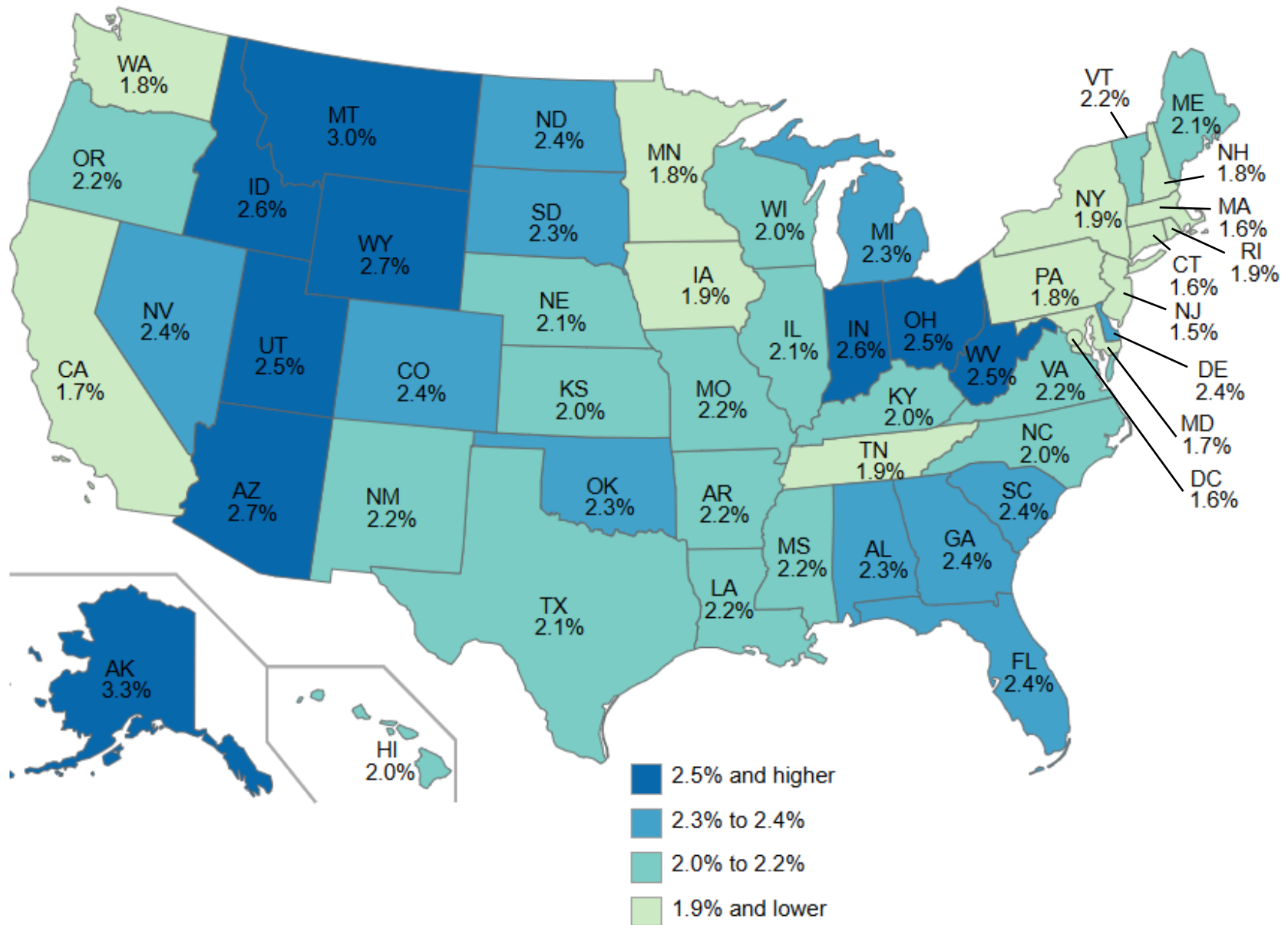
Map 3. Total separations rates by state, seasonally adjusted, May 2025

Total U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 2.1%



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

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

