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STATE JOB OPENINGS AND LABOR TURNOVER – JULY 2024

Job openings rates decreased in 4 states and increased in 1 state on the last business day of July, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 4 states and decreased in 1 state. Total separations rates increased in 11 states and decreased in 1 state. Nationally, the job openings, hires, and total separations rates showed little change in July.

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

In July, **job openings rates** decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia. The largest decreases in job openings rates occurred in Minnesota (-1.3 percentage points) and in Massachusetts and New York (-0.9 point each). The increase occurred in Oklahoma (+0.7 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** decreased in 6 states, increased in 3 states, and was little changed in 41 states and the District of Columbia in July. The largest decreases in the job openings level occurred in New York (-91,000), Minnesota (-41,000), and Massachusetts (-37,000). The increases occurred in Virginia (+28,000) and in Louisiana and Oklahoma (+14,000 each). Nationally, the number of job openings changed little. (See table 1.)

Hires

In July, **hires rates** increased in 4 states, decreased in 1 state, and were little changed in 45 states and the District of Columbia. The increases in the hires rate occurred in California and Michigan (+0.7 percentage points each), as well as in Minnesota and Pennsylvania (+0.6 point each). The decrease occurred in Arkansas (-1.3 points). The national hires rate changed little over the month. (See table 2.)

The **number of hires** increased in 6 states, decreased in 1 state, and was little changed in 43 states and the District of Columbia in July. The largest increases in the hires level occurred in California (+119,000), Pennsylvania (+38,000), and Michigan (+29,000). The decrease occurred in Arkansas (-19,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In July, **total separations rates** increased in 11 states, decreased in 1 state, and were little changed in 38 states and the District of Columbia. The largest increases in total separations rates occurred in North Dakota (+2.0 percentage points) and Virginia (+1.4 points), as well as in Colorado and New Mexico (+1.0 point each). The decrease occurred in Texas (-0.5 point). Over the month, the national total separations rate was little changed. (See table 3.)

The **number of total separations** increased in 12 states, decreased in 1 state, and was little changed in 37 states and the District of Columbia in July. The largest increases in the total separations level occurred in Florida (+74,000), Virginia (+58,000), and Pennsylvania (+53,000). The decrease occurred in Texas (-65,000). Nationally, the number of total separations increased over the month (+336,000). (See table 3.)

Quits

In July, **quits rates** increased in 4 states, decreased in 3 states, and were little changed in 43 states and the District of Columbia. The largest increases in quits rates occurred in Colorado (+0.7 percentage point) and in Florida and Virginia (+0.6 point each). The decreases occurred in Illinois (-0.4 point), as well as in New York and Texas (-0.3 point each). Over the month, the national quits rate changed little. (See table 4.)

The **number of quits** increased in 7 states, decreased in 4 states, and was little changed in 39 states and the District of Columbia in July. The largest increases in the quits level occurred in Florida (+63,000), Virginia (+23,000), and Pennsylvania (+22,000). The largest decreases occurred in Texas (-45,000), New York (-32,000), and Illinois (-29,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In July, **layoffs and discharges rates** increased in 8 states, decreased in 1 state, and were little changed in 41 states and the District of Columbia. The largest increases occurred in North Dakota (+1.6 percentage points), Virginia (+0.7 point), and South Dakota (+0.6 point). The decrease occurred in Oklahoma (-0.5 point). Over the month, the national layoffs and discharges rate was little changed. (See table 5.)

The **number of layoffs and discharges** increased in 9 states, decreased in 1 state, and was little changed in 40 states and the District of Columbia in July. The largest increases in the layoffs and discharges level occurred in Virginia (+30,000), Pennsylvania (+29,000), and Michigan (+16,000). The decrease occurred in Oklahoma (-9,000). Nationally, the number of layoffs and discharges was little changed. (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 August 2024 are scheduled to be released on Thursday, October 17, 2024, at 10:00 a.m. (ET).

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Annual estimates and benchmarking. The JOLTS state estimates utilize and leverage data from three BLS programs; JOLTS, CES, and QCEW. These state estimates are published as a historical series made up of a historical annually revised benchmark component ofthe 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					
	July 2023	Apr. 2024	May 2024	June 2024	July 2024ᵖ	Change from: June 2024 - July 2024ᵖ	July 2023	Apr. 2024	May 2024	June 2024	July 2024ᵖ	Change from: June 2024 - July 2024ᵖ
TOTAL U.S.	8,805	7,919	8,230	7,910	7,673	-237	5.3	4.8	4.9	4.8	4.6	-0.2
Alabama	131	124	121	120	127	7	5.7	5.3	5.2	5.1	5.4	0.3
Alaska	24	24	25	25	23	-2	6.8	6.7	6.9	6.9	6.4	-0.5
Arizona	195	185	164	192	169	-23	5.8	5.4	4.8	5.6	4.9	-0.7
Arkansas	70	86	83	78	72	-6	4.9	5.9	5.7	5.4	5.0	-0.4
California	889	596	721	633	622	-11	4.8	3.2	3.8	3.4	3.3	-0.1
Colorado	190	192	178	193	196	3	6.0	6.1	5.6	6.1	6.1	0.0
Connecticut	92	90	90	89	84	-5	5.1	5.0	5.0	4.9	4.7	-0.2
Delaware	27	28	30	27	27	0	5.3	5.4	5.8	5.2	5.2	0.0
District of Columbia	43	37	38	36	41	5	5.3	4.6	4.7	4.5	5.0	0.5
Florida	572	508	498	504	513	9	5.5	4.9	4.8	4.8	4.9	0.1
Georgia	337	273	270	272	277	5	6.4	5.2	5.2	5.2	5.3	0.1
Hawaii	34	26	28	28	26	-2	5.1	3.9	4.2	4.2	3.9	-0.3
Idaho	54	53	47	47	45	-2	6.0	5.8	5.1	5.1	4.9	-0.2
Illinois	363	320	366	342	342	0	5.6	5.0	5.6	5.3	5.3	0.0
Indiana	159	137	168	142	144	2	4.7	4.0	4.9	4.1	4.2	0.1
Iowa	81	67	75	71	71	0	4.8	4.0	4.5	4.2	4.2	0.0
Kansas	75	72	69	70	65	-5	4.9	4.7	4.5	4.6	4.3	-0.3
Kentucky	114	133	137	139	134	-5	5.4	6.1	6.3	6.4	6.2	-0.2
Louisiana	137	122	117	103	117	14	6.6	5.8	5.6	5.0	5.6	0.6
Maine	41	41	40	36	34	-2	5.9	5.9	5.7	5.2	4.9	-0.3
Maryland	183	176	163	158	169	11	6.2	6.0	5.6	5.4	5.8	0.4
Massachusetts	230	207	214	213	176	-37	5.8	5.3	5.4	5.4	4.5	-0.9
Michigan	217	229	213	212	207	-5	4.6	4.8	4.5	4.5	4.4	-0.1
Minnesota	166	145	177	177	136	-41	5.3	4.6	5.5	5.6	4.3	-1.3
Mississippi	85	69	69	66	73	7	6.7	5.5	5.5	5.3	5.8	0.5
Missouri	161	146	155	161	143	-18	5.1	4.6	4.8	5.0	4.5	-0.5
Montana	32	33	35	35	30	-5	5.8	5.9	6.2	6.1	5.3	-0.8
Nebraska	51	46	49	49	44	-5	4.6	4.1	4.4	4.4	3.9	-0.5
Nevada	84	75	75	74	68	-6	5.2	4.5	4.5	4.5	4.1	-0.4
New Hampshire	43	39	38	38	35	-3	5.8	5.2	5.1	5.1	4.7	-0.4
New Jersey	229	202	249	228	208	-20	5.0	4.4	5.4	4.9	4.5	-0.4
New Mexico	54	56	57	52	44	-8	5.8	6.0	6.0	5.5	4.7	-0.8
New York	426	432	476	496	405	-91	4.2	4.2	4.6	4.8	3.9	-0.9
North Carolina	324	279	285	272	284	12	6.2	5.3	5.4	5.1	5.4	0.3
North Dakota	29	23	26	24	23	-1	6.2	5.0	5.5	5.1	4.9	-0.2
Ohio	299	236	251	257	274	17	5.0	4.0	4.2	4.3	4.6	0.3
Oklahoma	110	113	111	100	114	14	5.9	6.0	5.9	5.3	6.0	0.7
Oregon	112	107	110	109	105	-4	5.4	5.1	5.3	5.2	5.0	-0.2
Pennsylvania	339	328	318	314	292	-22	5.3	5.1	4.9	4.8	4.5	-0.3
Rhode Island	28	28	31	28	25	-3	5.3	5.2	5.7	5.2	4.7	-0.5
South Carolina	175	159	159	139	144	5	7.1	6.3	6.3	5.5	5.7	0.2
South Dakota	24	22	25	25	22	-3	4.9	4.5	5.1	5.1	4.5	-0.6
Tennessee	180	195	164	165	165	0	5.2	5.5	4.7	4.7	4.7	0.0
Texas	794	754	762	638	622	-16	5.4	5.1	5.1	4.3	4.2	-0.1
Utah	103	85	89	92	82	-10	5.6	4.6	4.8	5.0	4.5	-0.5
Vermont	17	16	17	18	17	-1	5.2	4.8	5.1	5.4	5.1	-0.3
Virginia	256	253	250	245	273	28	5.8	5.6	5.6	5.4	6.0	0.6
Washington	163	129	165	160	153	-7	4.3	3.4	4.3	4.2	4.0	-0.2
West Virginia	50	45	51	45	48	3	6.6	5.9	6.6	5.9	6.3	0.4
Wisconsin	197	161	164	154	146	-8	6.1	5.0	5.1	4.8	4.6	-0.2
Wyoming	16	17	17	17	15	-2	5.2	5.5	5.5	5.5	4.9	-0.6

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

State	Levels (in thousands)						Rates					
	July 2023	Apr. 2024	May 2024	June 2024	July 2024[p]	Change from: June 2024 - July 2024[p]	July 2023	Apr. 2024	May 2024	June 2024	July 2024[p]	Change from: June 2024 - July 2024[p]
TOTAL U.S.	5,733	5,615	5,655	5,248	5,521	273	3.7	3.5	3.6	3.3	3.5	0.2
Alabama	97	86	85	78	79	1	4.5	3.9	3.9	3.5	3.6	0.1
Alaska	18	17	18	19	19	0	5.5	5.1	5.3	5.6	5.6	0.0
Arizona	130	123	123	126	139	13	4.1	3.8	3.8	3.9	4.3	0.4
Arkansas	52	59	59	61	42	-19	3.9	4.3	4.3	4.4	3.1	-1.3
California	605	545	527	420	539	119	3.4	3.0	2.9	2.3	3.0	0.7
Colorado	97	111	118	132	130	-2	3.3	3.7	3.9	4.4	4.3	-0.1
Connecticut	61	56	57	60	65	5	3.6	3.3	3.3	3.5	3.8	0.3
Delaware	21	21	21	20	18	-2	4.3	4.3	4.3	4.1	3.7	-0.4
District of Columbia	25	23	22	20	20	0	3.3	3.0	2.8	2.6	2.6	0.0
Florida	399	404	372	369	354	-15	4.1	4.1	3.7	3.7	3.5	-0.2
Georgia	240	206	187	158	186	28	4.9	4.1	3.8	3.2	3.7	0.5
Hawaii	20	19	20	21	23	2	3.2	3.0	3.1	3.3	3.6	0.3
Idaho	37	43	40	41	40	-1	4.4	5.0	4.6	4.7	4.6	-0.1
Illinois	214	236	253	216	241	25	3.5	3.8	4.1	3.5	3.9	0.4
Indiana	126	129	121	115	129	14	3.9	3.9	3.7	3.5	3.9	0.4
Iowa	55	56	54	52	56	4	3.5	3.5	3.4	3.2	3.5	0.3
Kansas	48	56	50	46	48	2	3.3	3.8	3.4	3.1	3.3	0.2
Kentucky	80	74	81	72	76	4	4.0	3.6	4.0	3.5	3.7	0.2
Louisiana	107	98	78	76	70	-6	5.5	5.0	4.0	3.9	3.6	-0.3
Maine	24	25	26	25	27	2	3.7	3.8	4.0	3.8	4.1	0.3
Maryland	112	108	106	95	101	6	4.1	3.9	3.8	3.4	3.6	0.2
Massachusetts	115	96	100	110	114	4	3.1	2.6	2.7	2.9	3.0	0.1
Michigan	174	152	183	154	183	29	3.9	3.4	4.1	3.4	4.1	0.7
Minnesota	94	102	110	87	105	18	3.1	3.4	3.6	2.9	3.5	0.6
Mississippi	57	51	50	39	47	8	4.8	4.3	4.2	3.3	3.9	0.6
Missouri	97	105	103	97	102	5	3.3	3.4	3.4	3.2	3.3	0.1
Montana	24	26	27	29	28	-1	4.6	4.9	5.1	5.4	5.2	-0.2
Nebraska	35	37	38	38	38	0	3.3	3.5	3.6	3.6	3.5	-0.1
Nevada	62	62	64	64	65	1	4.0	3.9	4.0	4.0	4.1	0.1
New Hampshire	26	25	25	27	26	-1	3.7	3.5	3.5	3.8	3.7	-0.1
New Jersey	134	153	145	141	139	-2	3.1	3.5	3.3	3.2	3.2	0.0
New Mexico	31	34	33	31	32	1	3.6	3.8	3.7	3.5	3.6	0.1
New York	270	225	267	296	286	-10	2.8	2.3	2.7	3.0	2.9	-0.1
North Carolina	184	204	197	172	176	4	3.7	4.1	3.9	3.4	3.5	0.1
North Dakota	18	17	21	17	19	2	4.1	3.9	4.7	3.8	4.3	0.5
Ohio	192	211	206	200	188	-12	3.4	3.7	3.6	3.5	3.3	-0.2
Oklahoma	86	85	77	76	75	-1	4.9	4.8	4.3	4.3	4.2	-0.1
Oregon	73	78	75	73	78	5	3.7	3.9	3.8	3.7	3.9	0.2
Pennsylvania	171	170	175	173	211	38	2.8	2.8	2.8	2.8	3.4	0.6
Rhode Island	18	18	22	20	21	1	3.6	3.5	4.3	3.9	4.1	0.2
South Carolina	111	117	108	103	103	0	4.8	4.9	4.5	4.3	4.3	0.0
South Dakota	17	18	20	18	18	0	3.7	3.9	4.3	3.8	3.8	0.0
Tennessee	141	152	157	121	112	-9	4.3	4.6	4.7	3.6	3.4	-0.2
Texas	529	477	503	466	458	-8	3.8	3.4	3.5	3.3	3.2	-0.1
Utah	70	69	73	71	70	-1	4.1	3.9	4.2	4.0	4.0	0.0
Vermont	10	11	11	12	12	0	3.2	3.5	3.5	3.8	3.8	0.0
Virginia	174	166	180	140	152	12	4.2	3.9	4.2	3.3	3.6	0.3
Washington	104	111	120	113	112	-1	2.9	3.0	3.3	3.1	3.0	-0.1
West Virginia	33	32	31	29	30	1	4.7	4.5	4.3	4.0	4.2	0.2
Wisconsin	99	102	101	95	102	7	3.3	3.4	3.3	3.1	3.4	0.3
Wyoming	13	14	14	14	14	0	4.5	4.8	4.8	4.8	4.8	0.0

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

State	Levels (in thousands)						Rates					
	July 2023	Apr. 2024	May 2024	June 2024	July 2024ᵖ	Change from: June 2024 - July 2024ᵖ	July 2023	Apr. 2024	May 2024	June 2024	July 2024ᵖ	Change from: June 2024 - July 2024ᵖ
TOTAL U.S..............................	5,646	5,337	5,397	5,084	5,420	336	3.6	3.4	3.4	3.2	3.4	0.2
Alabama.................................	96	81	81	74	78	4	4.4	3.7	3.7	3.3	3.5	0.2
Alaska...................................	19	20	20	18	20	2	5.8	6.0	5.9	5.3	5.9	0.6
Arizona..................................	129	142	124	124	129	5	4.0	4.4	3.8	3.8	4.0	0.2
Arkansas................................	51	54	55	53	51	-2	3.8	3.9	4.0	3.9	3.7	-0.2
California...............................	546	472	575	487	488	1	3.1	2.6	3.2	2.7	2.7	0.0
Colorado................................	100	143	136	112	140	28	3.4	4.8	4.6	3.7	4.7	1.0
Connecticut............................	53	68	58	58	57	-1	3.1	4.0	3.4	3.4	3.3	-0.1
Delaware................................	21	19	19	20	22	2	4.3	3.9	3.9	4.1	4.5	0.4
District of Columbia....................	28	20	20	20	24	4	3.6	2.6	2.6	2.6	3.1	0.5
Florida..................................	367	384	358	298	372	74	3.8	3.9	3.6	3.0	3.7	0.7
Georgia.................................	197	166	178	173	194	21	4.0	3.3	3.6	3.5	3.9	0.4
Hawaii..................................	19	20	23	21	21	0	3.0	3.1	3.6	3.3	3.3	0.0
Idaho...................................	39	38	47	40	43	3	4.6	4.4	5.4	4.6	4.9	0.3
Illinois..................................	199	204	218	203	190	-13	3.3	3.3	3.5	3.3	3.1	-0.2
Indiana.................................	140	116	112	112	116	4	4.3	3.5	3.4	3.4	3.5	0.1
Iowa....................................	59	58	55	48	55	7	3.7	3.6	3.4	3.0	3.4	0.4
Kansas..................................	51	58	52	43	51	8	3.5	4.0	3.6	2.9	3.5	0.6
Kentucky................................	79	76	80	77	81	4	3.9	3.7	3.9	3.8	4.0	0.2
Louisiana...............................	94	90	83	87	89	2	4.8	4.6	4.2	4.4	4.5	0.1
Maine...................................	21	30	26	24	28	4	3.2	4.6	4.0	3.7	4.3	0.6
Maryland................................	104	95	89	82	106	24	3.8	3.5	3.2	3.0	3.8	0.8
Massachusetts..........................	83	80	115	110	110	0	2.2	2.1	3.1	2.9	2.9	0.0
Michigan................................	157	140	131	126	139	13	3.5	3.1	2.9	2.8	3.1	0.3
Minnesota...............................	115	91	95	84	83	-1	3.9	3.0	3.1	2.8	2.8	0.0
Mississippi..............................	57	46	50	45	51	6	4.8	3.9	4.2	3.8	4.3	0.5
Missouri.................................	86	101	105	96	94	-2	2.9	3.3	3.4	3.1	3.1	0.0
Montana.................................	24	28	37	27	28	1	4.6	5.3	6.9	5.0	5.2	0.2
Nebraska................................	38	38	37	32	39	7	3.6	3.6	3.5	3.0	3.6	0.6
Nevada..................................	59	66	66	61	64	3	3.8	4.2	4.2	3.8	4.0	0.2
New Hampshire..........................	27	29	29	29	29	0	3.9	4.1	4.1	4.1	4.1	0.0
New Jersey..............................	137	150	139	145	146	1	3.2	3.4	3.2	3.3	3.3	0.0
New Mexico.............................	36	37	33	30	39	9	4.1	4.2	3.7	3.4	4.4	1.0
New York................................	288	251	262	256	247	-9	3.0	2.6	2.7	2.6	2.5	-0.1
North Carolina..........................	193	166	148	157	167	10	3.9	3.3	3.0	3.1	3.3	0.2
North Dakota............................	20	19	17	15	24	9	4.6	4.3	3.8	3.4	5.4	2.0
Ohio....................................	225	211	185	175	202ᵖ	27	4.0	3.7	3.3	3.1	3.6ᵖ	0.5
Oklahoma...............................	76	63	73	78	68	-10	4.3	3.5	4.1	4.4	3.8	-0.6
Oregon..................................	83	80	78	72	88	16	4.2	4.0	3.9	3.6	4.4	0.8
Pennsylvania............................	182	190	185	159	212	53	3.0	3.1	3.0	2.6	3.4	0.8
Rhode Island............................	17	23	20	19	20	1	3.4	4.5	3.9	3.7	3.9	0.2
South Carolina..........................	97	96	94	103	110	7	4.2	4.1	4.0	4.3	4.6	0.3
South Dakota............................	20	21	19	16	20	4	4.3	4.5	4.1	3.4	4.3	0.9
Tennessee...............................	128	133	133	123	128	5	3.9	4.0	4.0	3.7	3.8	0.1
Texas...................................	546	416	430	480	415	-65	3.9	2.9	3.0	3.4	2.9	-0.5
Utah....................................	77	70	78	71	75	4	4.5	4.0	4.4	4.0	4.3	0.3
Vermont.................................	11	12	13	13	13	0	3.6	3.8	4.1	4.1	4.1	0.0
Virginia.................................	181	151	159	138	196	58	4.3	3.6	3.7	3.2	4.6	1.4
Washington.............................	116	115	118	120	116	-4	3.2	3.2	3.2	3.3	3.2	-0.1
West Virginia............................	33	32	29	28	34	6	4.7	4.5	4.0	3.9	4.7	0.8
Wisconsin...............................	109	110	97	87	97	10	3.6	3.6	3.2	2.9	3.2	0.3
Wyoming................................	13	14	15	14	13	-1	4.5	4.8	5.1	4.8	4.4	-0.4

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

State	Levels (in thousands)						Rates					
	July 2023	Apr. 2024	May 2024	June 2024	July 2024p	Change from: June 2024 - July 2024p	July 2023	Apr. 2024	May 2024	June 2024	July 2024p	Change from: June 2024 - July 2024p
TOTAL U.S.	3,615	3,452	3,403	3,214	3,277	63	2.3	2.2	2.1	2.0	2.1	0.1
Alabama	58	55	55	49	49	0	2.7	2.5	2.5	2.2	2.2	0.0
Alaska	12	12	12	10	12	2	3.7	3.6	3.6	3.0	3.5	0.5
Arizona	92	83	79	71	71	0	2.9	2.5	2.4	2.2	2.2	0.0
Arkansas	34	34	38	33	33	0	2.5	2.5	2.8	2.4	2.4	0.0
California	317	258	342	276	279	3	1.8	1.4	1.9	1.5	1.5	0.0
Colorado	64	95	74	76	95	19	2.2	3.2	2.5	2.5	3.2	0.7
Connecticut	36	33	33	33	30	-3	2.1	1.9	1.9	1.9	1.7	-0.2
Delaware	14	12	12	12	13	1	2.9	2.4	2.4	2.5	2.7	0.2
District of Columbia	18	13	13	12	14	2	2.3	1.7	1.7	1.6	1.8	0.2
Florida	271	290	206	205	268	63	2.8	2.9	2.1	2.1	2.7	0.6
Georgia	143	108	125	115	118	3	2.9	2.2	2.5	2.3	2.4	0.1
Hawaii	13	12	13	12	12	0	2.1	1.9	2.0	1.9	1.9	0.0
Idaho	26	23	28	24	25	1	3.1	2.7	3.2	2.8	2.9	0.1
Illinois	117	135	134	131	102	-29	1.9	2.2	2.2	2.1	1.7	-0.4
Indiana	84	80	73	74	74	0	2.6	2.4	2.2	2.3	2.3	0.0
Iowa	37	35	32	32	33	1	2.3	2.2	2.0	2.0	2.1	0.1
Kansas	33	36	35	27	29	2	2.3	2.5	2.4	1.8	2.0	0.2
Kentucky	55	49	56	51	51	0	2.7	2.4	2.7	2.5	2.5	0.0
Louisiana	65	59	52	55	56	1	3.3	3.0	2.6	2.8	2.9	0.1
Maine	13	16	15	13	14	1	2.0	2.4	2.3	2.0	2.1	0.1
Maryland	63	59	59	54	64	10	2.3	2.1	2.1	2.0	2.3	0.3
Massachusetts	50	42	60	61	61	0	1.3	1.1	1.6	1.6	1.6	0.0
Michigan	96	91	84	86	79	-7	2.2	2.0	1.9	1.9	1.8	-0.1
Minnesota	70	65	62	53	49	-4	2.3	2.1	2.1	1.8	1.6	-0.2
Mississippi	35	31	35	29	33	4	3.0	2.6	2.9	2.4	2.8	0.4
Missouri	57	73	76	68	57	-11	1.9	2.4	2.5	2.2	1.9	-0.3
Montana	16	18	18	16	16	0	3.1	3.4	3.4	3.0	3.0	0.0
Nebraska	23	24	24	21	21	0	2.2	2.3	2.2	2.0	2.0	0.0
Nevada	40	38	38	35	36	1	2.6	2.4	2.4	2.2	2.3	0.1
New Hampshire	15	15	17	12	13	1	2.1	2.1	2.4	1.7	1.8	0.1
New Jersey	87	83	77	82	75	-7	2.0	1.9	1.8	1.9	1.7	-0.2
New Mexico	23	23	20	16	21	5	2.6	2.6	2.3	1.8	2.4	0.6
New York	144	174	166	170	138	-32	1.5	1.8	1.7	1.7	1.4	-0.3
North Carolina	129	103	97	98	110	12	2.6	2.1	1.9	2.0	2.2	0.2
North Dakota	12	13	12	9	10	1	2.7	2.9	2.7	2.0	2.3	0.3
Ohio	136	142	114	105	117p	12	2.4	2.5	2.0	1.9	2.1	0.2
Oklahoma	52	44	45	43	42	-1	3.0	2.5	2.5	2.4	2.4	0.0
Oregon	53	49	47	43	49	6	2.7	2.5	2.4	2.2	2.5	0.3
Pennsylvania	126	111	113	94	116	22	2.1	1.8	1.8	1.5	1.9	0.4
Rhode Island	10	13	11	11	10	-1	2.0	2.5	2.1	2.2	2.0	-0.2
South Carolina	68	66	67	73	75	2	3.0	2.8	2.8	3.1	3.1	0.0
South Dakota	12	15	13	11	11	0	2.6	3.2	2.8	2.4	2.3	-0.1
Tennessee	84	92	91	80	81	1	2.5	2.8	2.7	2.4	2.4	0.0
Texas	374	312	309	350	305	-45	2.7	2.2	2.2	2.5	2.2	-0.3
Utah	53	44	48	43	45	2	3.1	2.5	2.7	2.4	2.6	0.2
Vermont	7	7	8	8	6	-2	2.3	2.2	2.5	2.5	1.9	-0.6
Virginia	109	96	103	82	105	23	2.6	2.3	2.4	1.9	2.5	0.6
Washington	70	69	70	65	68	3	1.9	1.9	1.9	1.8	1.9	0.1
West Virginia	21	22	20	18	22	4	3.0	3.1	2.8	2.5	3.1	0.6
Wisconsin	69	72	62	57	56	-1	2.3	2.4	2.0	1.9	1.8	-0.1
Wyoming	9	9	9	8	8	0	3.1	3.1	3.1	2.7	2.7	0.0

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

State	Levels (in thousands)						Rates					
	July 2023	Apr. 2024	May 2024	June 2024	July 2024ᵖ	Change from: June 2024 - July 2024ᵖ	July 2023	Apr. 2024	May 2024	June 2024	July 2024ᵖ	Change from: June 2024 - July 2024ᵖ
TOTAL U.S.	1,698	1,542	1,678	1,560	1,762	202	1.1	1.0	1.1	1.0	1.1	0.1
Alabama	34	21	21	20	24	4	1.6	1.0	1.0	0.9	1.1	0.2
Alaska	6	6	7	5	5	0	1.8	1.8	2.1	1.5	1.5	0.0
Arizona	32	49	39	40	46	6	1.0	1.5	1.2	1.2	1.4	0.2
Arkansas	14	16	14	16	16	0	1.0	1.2	1.0	1.2	1.2	0.0
California	194	191	213	187	189	2	1.1	1.1	1.2	1.0	1.0	0.0
Colorado	29	41	54	26	36	10	1.0	1.4	1.8	0.9	1.2	0.3
Connecticut	16	30	22	20	23	3	0.9	1.8	1.3	1.2	1.3	0.1
Delaware	6	5	5	7	7	0	1.2	1.0	1.0	1.4	1.4	0.0
District of Columbia	7	5	5	5	7	2	0.9	0.6	0.6	0.6	0.9	0.3
Florida	80	74	134	80	94	14	0.8	0.7	1.3	0.8	0.9	0.1
Georgia	46	48	42	48	63	15	0.9	1.0	0.8	1.0	1.3	0.3
Hawaii	5	6	8	6	6	0	0.8	0.9	1.3	0.9	0.9	0.0
Idaho	10	12	15	12	12	0	1.2	1.4	1.7	1.4	1.4	0.0
Illinois	68	61	74	67	68	1	1.1	1.0	1.2	1.1	1.1	0.0
Indiana	48	29	31	34	36	2	1.5	0.9	0.9	1.0	1.1	0.1
Iowa	18	19	18	13	18	5	1.1	1.2	1.1	0.8	1.1	0.3
Kansas	14	15	13	13	17	4	1.0	1.0	0.9	0.9	1.2	0.3
Kentucky	21	21	20	21	22	1	1.0	1.0	1.0	1.0	1.1	0.1
Louisiana	25	26	26	28	26	-2	1.3	1.3	1.3	1.4	1.3	-0.1
Maine	8	11	9	8	11	3	1.2	1.7	1.4	1.2	1.7	0.5
Maryland	35	29	24	24	33	9	1.3	1.1	0.9	0.9	1.2	0.3
Massachusetts	30	30	48	39	42	3	0.8	0.8	1.3	1.0	1.1	0.1
Michigan	51	38	39	32	48	16	1.1	0.8	0.9	0.7	1.1	0.4
Minnesota	31	20	22	27	26	-1	1.0	0.7	0.7	0.9	0.9	0.0
Mississippi	20	12	12	12	13	1	1.7	1.0	1.0	1.0	1.1	0.1
Missouri	22	21	23	23	27	4	0.7	0.7	0.8	0.7	0.9	0.2
Montana	7	8	17	9	8	-1	1.3	1.5	3.2	1.7	1.5	-0.2
Nebraska	11	10	10	9	14	5	1.0	0.9	0.9	0.8	1.3	0.5
Nevada	17	23	25	20	20	0	1.1	1.5	1.6	1.3	1.3	0.0
New Hampshire	10	11	10	15	13	-2	1.4	1.6	1.4	2.1	1.8	-0.3
New Jersey	43	55	51	53	61	8	1.0	1.3	1.2	1.2	1.4	0.2
New Mexico	10	10	11	10	10	0	1.1	1.1	1.2	1.1	1.1	0.0
New York	130	64	78	74	96	22	1.3	0.7	0.8	0.7	1.0	0.3
North Carolina	54	49	40	51	49	-2	1.1	1.0	0.8	1.0	1.0	0.0
North Dakota	6	5	4	5	12	7	1.4	1.1	0.9	1.1	2.7	1.6
Ohio	67	61	60	62	76	14	1.2	1.1	1.1	1.1	1.3	0.2
Oklahoma	20	15	24	31	22	-9	1.1	0.8	1.3	1.7	1.2	-0.5
Oregon	24	24	26	21	28	7	1.2	1.2	1.3	1.1	1.4	0.3
Pennsylvania	49	66	59	52	81	29	0.8	1.1	1.0	0.8	1.3	0.5
Rhode Island	7	9	7	7	8	1	1.4	1.8	1.4	1.4	1.6	0.2
South Carolina	27	25	23	24	30	6	1.2	1.1	1.0	1.0	1.3	0.3
South Dakota	6	5	5	5	8	3	1.3	1.1	1.1	1.1	1.7	0.6
Tennessee	38	32	35	37	40	3	1.1	1.0	1.1	1.1	1.2	0.1
Texas	128	87	100	105	90	-15	0.9	0.6	0.7	0.7	0.6	-0.1
Utah	20	21	27	22	20	-2	1.2	1.2	1.5	1.2	1.1	-0.1
Vermont	3	4	4	4	5	1	1.0	1.3	1.3	1.3	1.6	0.3
Virginia	65	43	44	43	73	30	1.6	1.0	1.0	1.0	1.7	0.7
Washington	42	35	41	48	36	-12	1.2	1.0	1.1	1.3	1.0	-0.3
West Virginia	10	8	7	8	10	2	1.4	1.1	1.0	1.1	1.4	0.3
Wisconsin	30	30	29	25	35	10	1.0	1.0	1.0	0.8	1.2	0.4
Wyoming	4	4	5	4	4	0	1.4	1.4	1.7	1.4	1.4	0.0

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

State	Levels (in thousands)			Rates		
	July 2023	June 2024	July 2024^p	July 2023	June 2024	July 2024^p
TOTAL U.S.………………………………………………	9,615	7,621	8,341	5.8	4.6	5.0
Alabama.………………………………………………	134	116	130	5.8	5.0	5.5
Alaska.…………………………………………………	29	38	27	7.7	9.7	7.0
Arizona.………………………………………………	218	166	191	6.5	4.9	5.6
Arkansas.………………………………………………	76	78	74	5.4	5.4	5.2
California.………………………………………………	966	609	685	5.2	3.3	3.7
Colorado.………………………………………………	206	201	214	6.5	6.3	6.6
Connecticut.……………………………………………	104	86	97	5.8	4.7	5.4
Delaware.………………………………………………	33	29	32	6.4	5.4	6.0
District of Columbia.…………………………………	48	38	48	5.8	4.7	5.8
Florida.…………………………………………………	601	472	537	5.9	4.6	5.2
Georgia.………………………………………………	352	255	292	6.7	4.9	5.6
Hawaii.…………………………………………………	39	25	33	5.9	3.8	5.0
Idaho.…………………………………………………	61	46	52	6.7	5.0	5.5
Illinois.…………………………………………………	388	340	364	5.9	5.2	5.6
Indiana.………………………………………………	176	135	156	5.2	4.0	4.6
Iowa.…………………………………………………	88	66	75	5.3	3.9	4.5
Kansas.………………………………………………	84	67	70	5.6	4.4	4.6
Kentucky.………………………………………………	115	136	138	5.5	6.2	6.4
Louisiana.………………………………………………	145	95	126	7.0	4.6	6.1
Maine.…………………………………………………	51	37	42	7.0	5.2	5.8
Maryland.………………………………………………	211	140	203	7.1	4.8	6.8
Massachusetts.………………………………………	264	212	202	6.6	5.3	5.1
Michigan.………………………………………………	233	198	210	5.0	4.2	4.5
Minnesota.……………………………………………	193	171	152	6.0	5.3	4.8
Mississippi.……………………………………………	93	60	80	7.4	4.8	6.3
Missouri.………………………………………………	180	153	155	5.7	4.7	4.8
Montana.………………………………………………	36	39	31	6.4	6.7	5.5
Nebraska.………………………………………………	58	46	47	5.2	4.1	4.2
Nevada.………………………………………………	88	67	72	5.4	4.0	4.4
New Hampshire.………………………………………	51	37	41	6.7	5.0	5.4
New Jersey.……………………………………………	253	222	231	5.5	4.7	5.0
New Mexico.……………………………………………	61	46	51	6.6	5.0	5.4
New York.………………………………………………	490	479	464	4.8	4.6	4.5
North Carolina.………………………………………	337	263	302	6.4	5.0	5.7
North Dakota.…………………………………………	32	26	24	6.7	5.4	5.1
Ohio.……………………………………………………	340	248	308	5.7	4.2	5.1
Oklahoma.……………………………………………	116	97	121	6.3	5.2	6.4
Oregon.………………………………………………	130	94	121	6.2	4.5	5.8
Pennsylvania.…………………………………………	345	300	294	5.4	4.6	4.5
Rhode Island.…………………………………………	29	27	26	5.4	5.0	4.8
South Carolina.………………………………………	195	126	157	7.8	5.0	6.1
South Dakota.…………………………………………	25	27	22	5.1	5.4	4.4
Tennessee.……………………………………………	202	159	177	5.8	4.6	5.1
Texas.…………………………………………………	862	637	666	5.9	4.3	4.5
Utah.…………………………………………………	114	79	89	6.3	4.3	4.8
Vermont.………………………………………………	21	18	22	6.4	5.4	6.4
Virginia.………………………………………………	273	246	299	6.1	5.4	6.6
Washington.……………………………………………	182	150	170	4.8	3.9	4.4
West Virginia.…………………………………………	54	44	53	7.1	5.7	6.9
Wisconsin.……………………………………………	216	150	154	6.7	4.7	4.8
Wyoming.………………………………………………	19	22	16	6.0	6.9	5.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2023	June 2024	July 2024[p]	July 2023	June 2024	July 2024[p]
TOTAL U.S...	6,306	6,047	6,053	4.0	3.8	3.8
Alabama...	103	87	82	4.8	3.9	3.7
Alaska...	22	37	24	6.2	10.6	6.7
Arizona..	146	116	158	4.7	3.6	4.9
Arkansas..	55	66	46	4.2	4.8	3.4
California..	659	466	588	3.7	2.6	3.3
Colorado..	98	161	144	3.3	5.3	4.8
Connecticut..	67	72	75	3.9	4.1	4.4
Delaware..	27	26	22	5.4	5.3	4.4
District of Columbia......................................	32	25	26	4.1	3.2	3.3
Florida...	381	385	326	4.0	3.9	3.3
Georgia..	277	175	216	5.7	3.5	4.4
Hawaii...	24	22	29	3.8	3.5	4.6
Idaho..	44	53	47	5.1	6.0	5.4
Illinois...	228	253	255	3.7	4.1	4.1
Indiana..	140	129	146	4.4	3.9	4.5
Iowa...	59	65	61	3.8	4.0	3.8
Kansas..	51	53	49	3.6	3.6	3.4
Kentucky..	81	79	75	4.1	3.9	3.7
Louisiana...	120	84	77	6.2	4.3	3.9
Maine..	31	37	37	4.7	5.5	5.4
Maryland..	145	109	124	5.2	3.9	4.5
Massachusetts..	140	149	142	3.7	3.9	3.7
Michigan..	178	183	193	4.0	4.0	4.3
Minnesota..	104	113	111	3.5	3.7	3.7
Mississippi...	66	43	54	5.6	3.6	4.6
Missouri...	102	117	106	3.4	3.8	3.5
Montana...	27	39	32	5.2	7.2	5.8
Nebraska...	37	44	40	3.5	4.0	3.7
Nevada..	63	64	68	4.1	4.0	4.3
New Hampshire...	32	37	32	4.6	5.2	4.6
New Jersey...	153	172	154	3.5	3.8	3.5
New Mexico..	37	33	38	4.3	3.8	4.3
New York..	339	363	362	3.5	3.6	3.6
North Carolina...	201	204	184	4.1	4.0	3.7
North Dakota...	19	23	20	4.4	5.0	4.5
Ohio...	205	236	194	3.6	4.1	3.4
Oklahoma...	92	84	80	5.3	4.7	4.5
Oregon..	88	78	95	4.4	3.9	4.8
Pennsylvania..	178	192	222	2.9	3.1	3.6
Rhode Island..	19	24	23	3.8	4.6	4.4
South Carolina..	123	116	111	5.3	4.8	4.6
South Dakota..	17	25	17	3.6	5.2	3.7
Tennessee..	154	136	123	4.7	4.1	3.7
Texas..	577	496	491	4.2	3.5	3.5
Utah...	77	74	79	4.5	4.2	4.5
Vermont...	13	17	16	4.3	5.4	5.0
Virginia..	186	171	162	4.5	4.0	3.8
Washington..	128	128	136	3.5	3.5	3.7
West Virginia..	37	33	33	5.3	4.6	4.7
Wisconsin..	111	134	115	3.7	4.3	3.8
Wyoming..	14	22	15	4.8	7.3	5.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2023	June 2024	July 2024[p]	July 2023	June 2024	July 2024[p]
TOTAL U.S.……………………………………………	6,156	5,314	5,947	3.9	3.3	3.8
Alabama…………………………………………………	102	74	84	4.7	3.3	3.8
Alaska……………………………………………………	16	16	17	4.5	4.6	4.8
Arizona…………………………………………………	154	152	153	4.9	4.8	4.8
Arkansas………………………………………………	64	60	65	4.8	4.3	4.7
California………………………………………………	572	486	499	3.2	2.7	2.8
Colorado………………………………………………	110	109	158	3.7	3.6	5.3
Connecticut……………………………………………	61	66	63	3.6	3.8	3.7
Delaware………………………………………………	22	20	23	4.4	3.9	4.6
District of Columbia…………………………………	32	18	30	4.1	2.4	3.9
Florida……………………………………………………	397	325	403	4.1	3.3	4.1
Georgia…………………………………………………	222	182	222	4.6	3.7	4.5
Hawaii……………………………………………………	21	22	22	3.3	3.5	3.5
Idaho……………………………………………………	42	36	47	4.9	4.0	5.4
Illinois…………………………………………………	201	214	191	3.3	3.5	3.1
Indiana…………………………………………………	155	118	132	4.8	3.6	4.1
Iowa……………………………………………………	62	47	58	3.9	2.9	3.6
Kansas…………………………………………………	54	50	53	3.8	3.4	3.7
Kentucky………………………………………………	89	85	92	4.4	4.2	4.5
Louisiana………………………………………………	100	95	97	5.2	4.9	5.0
Maine……………………………………………………	19	23	24	2.9	3.4	3.5
Maryland………………………………………………	113	84	118	4.1	3.0	4.2
Massachusetts………………………………………	82	116	108	2.2	3.1	2.8
Michigan………………………………………………	182	126	161	4.1	2.8	3.6
Minnesota……………………………………………	115	91	83	3.8	3.0	2.7
Mississippi……………………………………………	65	49	59	5.5	4.1	5.0
Missouri………………………………………………	99	111	109	3.3	3.6	3.6
Montana………………………………………………	26	27	29	5.0	4.9	5.4
Nebraska………………………………………………	40	33	41	3.8	3.1	3.8
Nevada…………………………………………………	67	61	74	4.4	3.8	4.7
New Hampshire………………………………………	24	33	26	3.5	4.6	3.7
New Jersey……………………………………………	164	150	169	3.8	3.4	3.8
New Mexico……………………………………………	41	36	47	4.7	4.1	5.3
New York………………………………………………	321	261	279	3.3	2.6	2.8
North Carolina………………………………………	215	162	192	4.4	3.2	3.8
North Dakota…………………………………………	21	17	23	4.8	3.7	5.3
Ohio……………………………………………………	248	176	236	4.4	3.1	4.1
Oklahoma………………………………………………	89	83	79	5.1	4.7	4.5
Oregon…………………………………………………	96	70	110	4.9	3.5	5.5
Pennsylvania…………………………………………	195	188	240	3.2	3.0	3.9
Rhode Island…………………………………………	17	20	20	3.4	3.9	3.9
South Carolina………………………………………	105	105	122	4.6	4.4	5.1
South Dakota…………………………………………	19	15	20	4.1	3.2	4.2
Tennessee……………………………………………	142	118	144	4.3	3.5	4.3
Texas……………………………………………………	597	512	436	4.3	3.6	3.1
Utah……………………………………………………	84	70	82	4.9	3.9	4.7
Vermont………………………………………………	11	14	11	3.5	4.3	3.6
Virginia…………………………………………………	185	147	208	4.4	3.4	4.9
Washington……………………………………………	131	117	131	3.6	3.2	3.5
West Virginia…………………………………………	40	26	44	5.7	3.7	6.1
Wisconsin………………………………………………	114	87	100	3.8	2.8	3.3
Wyoming………………………………………………	12	12	13	4.2	4.0	4.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2023	June 2024	July 2024[p]	July 2023	June 2024	July 2024[p]
TOTAL U.S..	4,126	3,427	3,737	2.6	2.2	2.4
Alabama...	66	51	54	3.0	2.3	2.4
Alaska...	10	9	10	2.9	2.5	2.8
Arizona..	113	87	86	3.6	2.7	2.7
Arkansas..	44	39	41	3.3	2.8	3.0
California..	350	284	304	2.0	1.6	1.7
Colorado..	72	77	110	2.4	2.6	3.6
Connecticut...	45	37	37	2.6	2.1	2.2
Delaware..	15	12	14	3.0	2.5	2.8
District of Columbia..................................	21	12	18	2.7	1.6	2.3
Florida...	297	224	296	3.1	2.3	3.0
Georgia..	164	125	136	3.4	2.5	2.7
Hawaii...	15	13	13	2.3	2.1	2.1
Idaho..	29	22	28	3.4	2.5	3.2
Illinois...	128	146	108	2.1	2.3	1.7
Indiana..	101	81	92	3.1	2.5	2.8
Iowa...	41	33	37	2.6	2.0	2.3
Kansas..	38	33	34	2.7	2.3	2.3
Kentucky..	63	60	57	3.2	2.9	2.8
Louisiana..	70	60	62	3.6	3.1	3.2
Maine..	13	13	13	1.9	1.9	2.0
Maryland..	71	56	73	2.6	2.0	2.6
Massachusetts..	52	65	63	1.4	1.7	1.7
Michigan..	120	90	99	2.7	2.0	2.2
Minnesota...	75	60	53	2.5	2.0	1.8
Mississippi..	39	32	38	3.4	2.7	3.2
Missouri...	71	80	70	2.4	2.6	2.3
Montana...	18	16	17	3.4	2.9	3.1
Nebraska..	27	23	24	2.6	2.1	2.2
Nevada..	47	37	42	3.1	2.3	2.7
New Hampshire.......................................	16	13	14	2.3	1.9	1.9
New Jersey..	115	80	95	2.6	1.8	2.2
New Mexico...	27	20	27	3.1	2.2	3.0
New York..	173	174	162	1.8	1.7	1.6
North Carolina..	144	110	127	2.9	2.2	2.6
North Dakota..	15	11	12	3.3	2.5	2.7
Ohio...	157	112	142	2.8	2.0	2.5
Oklahoma...	64	48	51	3.7	2.7	2.9
Oregon..	64	43	62	3.2	2.1	3.1
Pennsylvania..	143	101	132	2.4	1.6	2.1
Rhode Island..	12	10	11	2.3	2.0	2.2
South Carolina..	73	75	83	3.2	3.1	3.5
South Dakota...	13	11	12	2.7	2.2	2.6
Tennessee..	98	78	93	3.0	2.3	2.8
Texas..	412	379	327	3.0	2.7	2.3
Utah...	61	42	52	3.6	2.4	3.0
Vermont...	8	8	6	2.5	2.6	2.0
Virginia..	122	90	118	2.9	2.1	2.8
Washington...	82	62	80	2.3	1.7	2.2
West Virginia..	27	17	29	3.8	2.4	4.0
Wisconsin...	79	59	65	2.6	1.9	2.1
Wyoming..	8	7	7	2.8	2.4	2.4

p Preliminary

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

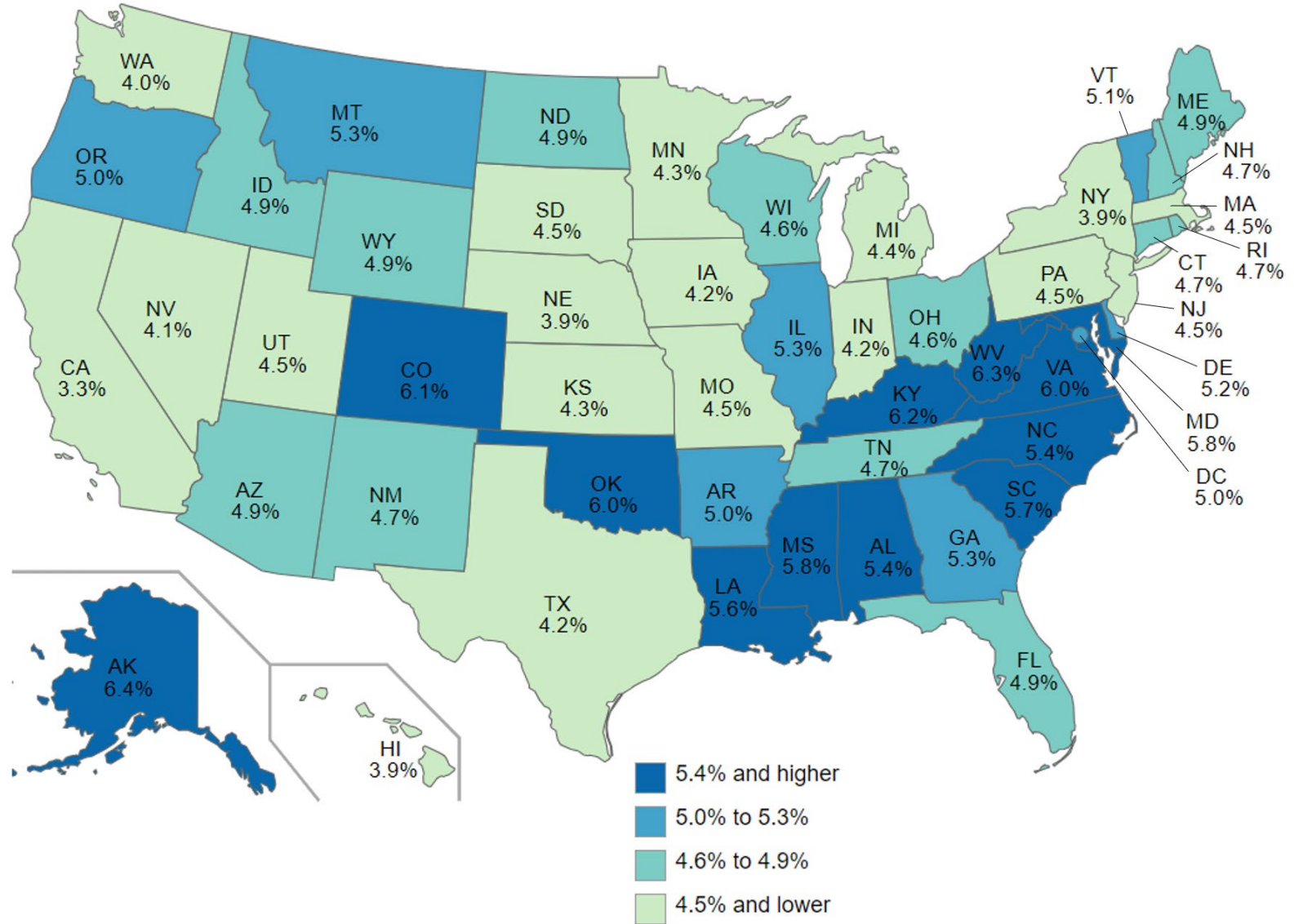| State	Levels (in thousands)			Rates		
	July 2023	June 2024	July 2024[p]	July 2023	June 2024	July 2024[p]
TOTAL U.S..	1,656	1,538	1,776	1.1	1.0	1.1
Alabama..	34	19	25	1.6	0.8	1.1
Alaska..	4	4	4	1.3	1.3	1.2
Arizona...	34	45	49	1.1	1.4	1.5
Arkansas...	17	17	20	1.3	1.2	1.5
California..	175	181	171	1.0	1.0	1.0
Colorado...	29	22	36	1.0	0.7	1.2
Connecticut..	15	22	22	0.9	1.2	1.3
Delaware...	6	6	8	1.2	1.2	1.6
District of Columbia....................................	8	4	10	1.1	0.6	1.2
Florida...	83	85	97	0.9	0.9	1.0
Georgia..	52	46	75	1.1	0.9	1.5
Hawaii...	5	6	5	0.8	1.0	0.9
Idaho..	11	10	12	1.3	1.1	1.3
Illinois...	57	62	58	0.9	1.0	0.9
Indiana...	45	32	33	1.4	1.0	1.0
Iowa...	16	12	15	1.0	0.8	0.9
Kansas...	12	13	15	0.9	0.9	1.0
Kentucky...	21	21	24	1.1	1.0	1.2
Louisiana..	26	30	28	1.4	1.6	1.4
Maine..	6	8	9	0.8	1.1	1.3
Maryland...	34	23	35	1.2	0.8	1.3
Massachusetts..	26	41	36	0.7	1.1	1.0
Michigan...	50	26	47	1.1	0.6	1.0
Minnesota..	26	27	22	0.8	0.9	0.7
Mississippi...	24	12	17	2.0	1.0	1.4
Missouri..	21	24	25	0.7	0.8	0.8
Montana..	7	8	8	1.3	1.5	1.4
Nebraska...	10	9	12	0.9	0.8	1.1
Nevada...	18	19	23	1.2	1.2	1.4
New Hampshire...	7	17	11	1.1	2.3	1.5
New Jersey...	41	61	60	0.9	1.4	1.4
New Mexico...	11	11	11	1.3	1.3	1.2
New York...	130	71	105	1.3	0.7	1.0
North Carolina..	61	44	57	1.2	0.9	1.1
North Dakota...	5	4	9	1.1	1.0	2.0
Ohio...	70	55	83	1.2	1.0	1.5
Oklahoma..	21	31	23	1.2	1.8	1.3
Oregon...	26	19	31	1.3	1.0	1.6
Pennsylvania...	45	71	92	0.7	1.1	1.5
Rhode Island...	5	8	8	1.0	1.5	1.5
South Carolina..	29	22	34	1.2	0.9	1.4
South Dakota...	5	4	6	1.0	0.8	1.3
Tennessee..	38	33	42	1.2	1.0	1.3
Texas..	131	105	87	0.9	0.7	0.6
Utah...	20	21	20	1.2	1.2	1.1
Vermont..	3	4	4	0.8	1.2	1.3
Virginia..	57	40	72	1.4	0.9	1.7
Washington...	44	48	38	1.2	1.3	1.0
West Virginia...	11	7	12	1.6	0.9	1.7
Wisconsin..	24	22	27	0.8	0.7	0.9
Wyoming...	3	3	3	1.1	1.1	1.1

p Preliminary

Map 1. Job openings rates by state, seasonally adjusted, July 2024

Total U.S. job openings rate = 4.6%

WA 4.0%
MT 5.3%
ND 4.9%
MN 4.3%
VT 5.1%
ME 4.9%
NH 4.7%
OR 5.0%
ID 4.9%
WY 4.9%
SD 4.5%
WI 4.6%
MI 4.4%
NY 3.9%
MA 4.5%
RI 4.7%
CT 4.7%
NV 4.1%
UT 4.5%
NE 3.9%
IA 4.2%
IL 5.3%
IN 4.2%
OH 4.6%
PA 4.5%
NJ 4.5%
CA 3.3%
CO 6.1%
KS 4.3%
MO 4.5%
KY 6.2%
WV 6.3%
VA 6.0%
DE 5.2%
MD 5.8%
DC 5.0%
AZ 4.9%
NM 4.7%
OK 6.0%
AR 5.0%
TN 4.7%
NC 5.4%
SC 5.7%
TX 4.2%
MS 5.8%
AL 5.4%
GA 5.3%
LA 5.6%
FL 4.9%
AK 6.4%
HI 3.9%

Legend:
- 5.4% and higher
- 5.0% to 5.3%
- 4.6% to 4.9%
- 4.5% and lower

Map 2. Hires rates by state, seasonally adjusted, July 2024

Total U.S. hires rate = 3.5%

WA 3.0%
MT 5.2%
ND 4.3%
MN 3.5%
VT 3.8%
ME 4.1%
NH 3.7%
OR 3.9%
ID 4.6%
SD 3.8%
WI 3.4%
MI 4.1%
NY 2.9%
MA 3.0%
RI 4.1%
CT 3.8%
WY 4.8%
IA 3.5%
PA 3.4%
NJ 3.2%
NV 4.1%
NE 3.5%
IL 3.9%
IN 3.9%
OH 3.3%
DE 3.7%
CA 3.0%
UT 4.0%
CO 4.3%
KS 3.3%
MO 3.3%
WV 4.2%
VA 3.6%
MD 3.6%
KY 3.7%
NC 3.5%
DC 2.6%
AZ 4.3%
NM 3.6%
OK 4.2%
AR 3.1%
TN 3.4%
SC 4.3%
MS 3.9%
AL 3.6%
GA 3.7%
LA 3.6%
TX 3.2%
AK 5.6%
HI 3.6%
FL 3.5%

4.2% and higher

3.8% to 4.1%

3.5% to 3.7%

3.4% and lower
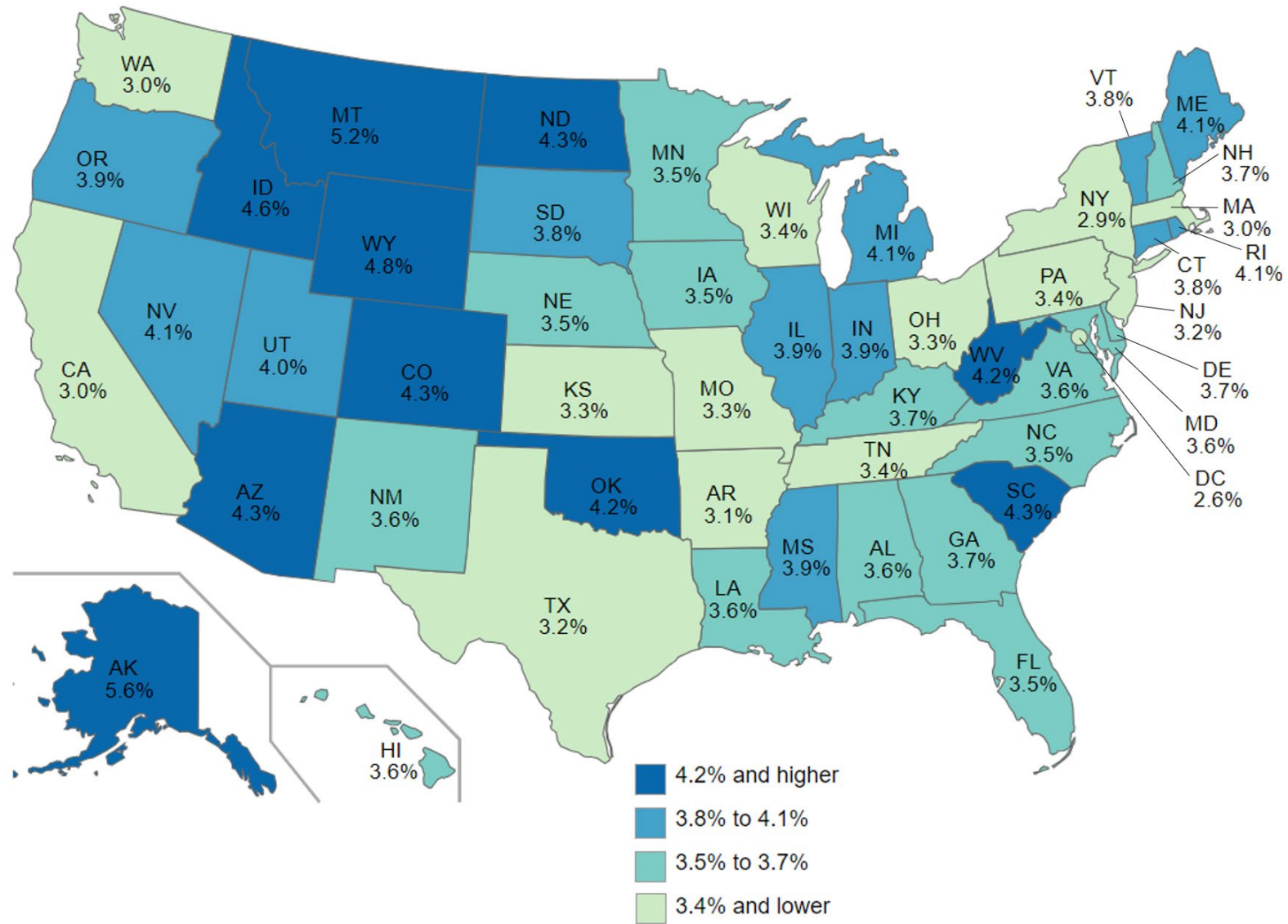
Map 3. Total separations rates by state, seasonally adjusted, July 2024

Total U.S. total separations rate = 3.4%

WA 3.2%
MT 5.2%
ND 5.4%
MN 2.8%
VT 4.1%
ME 4.3%
NH 4.1%
OR 4.4%
ID 4.9%
WI 3.2%
MI 3.1%
NY 2.5%
MA 2.9%
RI 3.9%
SD 4.3%
WY 4.4%
IA 3.4%
CT 3.3%
PA 3.4%
NJ 3.3%
NV 4.0%
NE 3.6%
IL 3.1%
IN 3.5%
OH 3.6%
DE 4.5%
CA 2.7%
UT 4.3%
CO 4.7%
KS 3.5%
MO 3.1%
WV 4.7%
VA 4.6%
KY 4.0%
MD 3.8%
DC 3.1%
NC 3.3%
AZ 4.0%
NM 4.4%
OK 3.8%
AR 3.7%
TN 3.8%
SC 4.6%
MS 4.3%
AL 3.5%
GA 3.9%
TX 2.9%
LA 4.5%
AK 5.9%
FL 3.7%
HI 3.3%

- 4.5% and higher
- 3.9% to 4.4%
- 3.4% to 3.8%
- 3.3% and lower
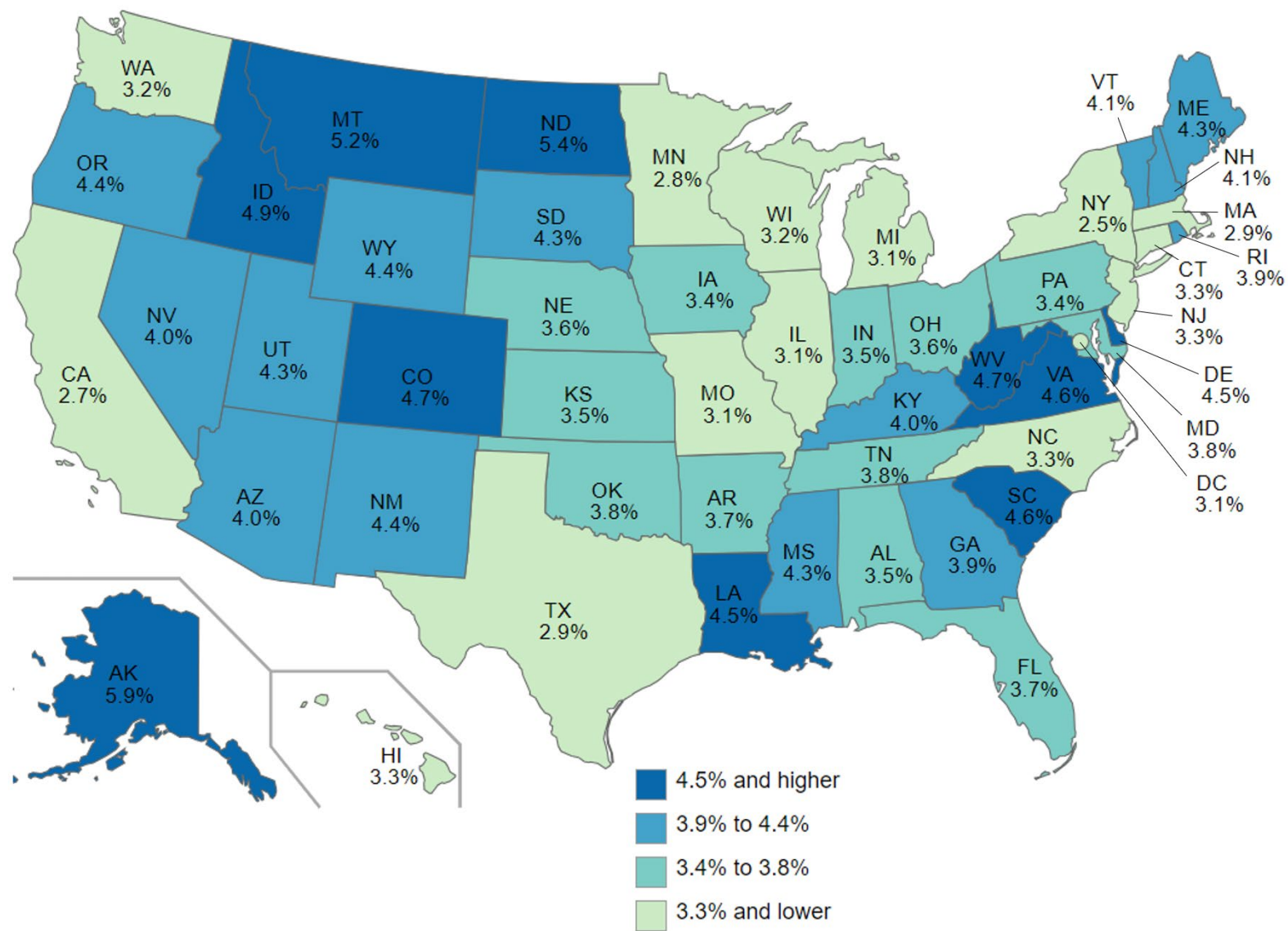
Map 4. Quits rates by state, seasonally adjusted, July 2024

Total U.S. quits rate = 2.1%

WA 1.9%
MT 3.0%
ND 2.3%
MN 1.6%
VT 1.9%
ME 2.1%
NH 1.8%
OR 2.5%
ID 2.9%
SD 2.3%
WI 1.8%
MI 1.8%
NY 1.4%
MA 1.6%
RI 2.0%
NV 2.3%
WY 2.7%
IA 2.1%
PA 1.9%
CT 1.7%
NE 2.0%
IN 2.3%
OH 2.1%
NJ 1.7%
CA 1.5%
UT 2.6%
CO 3.2%
IL 1.7%
WV 3.1%
VA 2.5%
DE 2.7%
KS 2.0%
MO 1.9%
KY 2.5%
MD 2.3%
AZ 2.2%
NM 2.4%
OK 2.4%
AR 2.4%
TN 2.4%
NC 2.2%
DC 1.8%
SC 3.1%
TX 2.2%
MS 2.8%
AL 2.2%
GA 2.4%
LA 2.9%
AK 3.5%
FL 2.7%
HI 1.9%

2.6% and higher
2.3% to 2.5%
2.0% to 2.2%
1.9% and lower
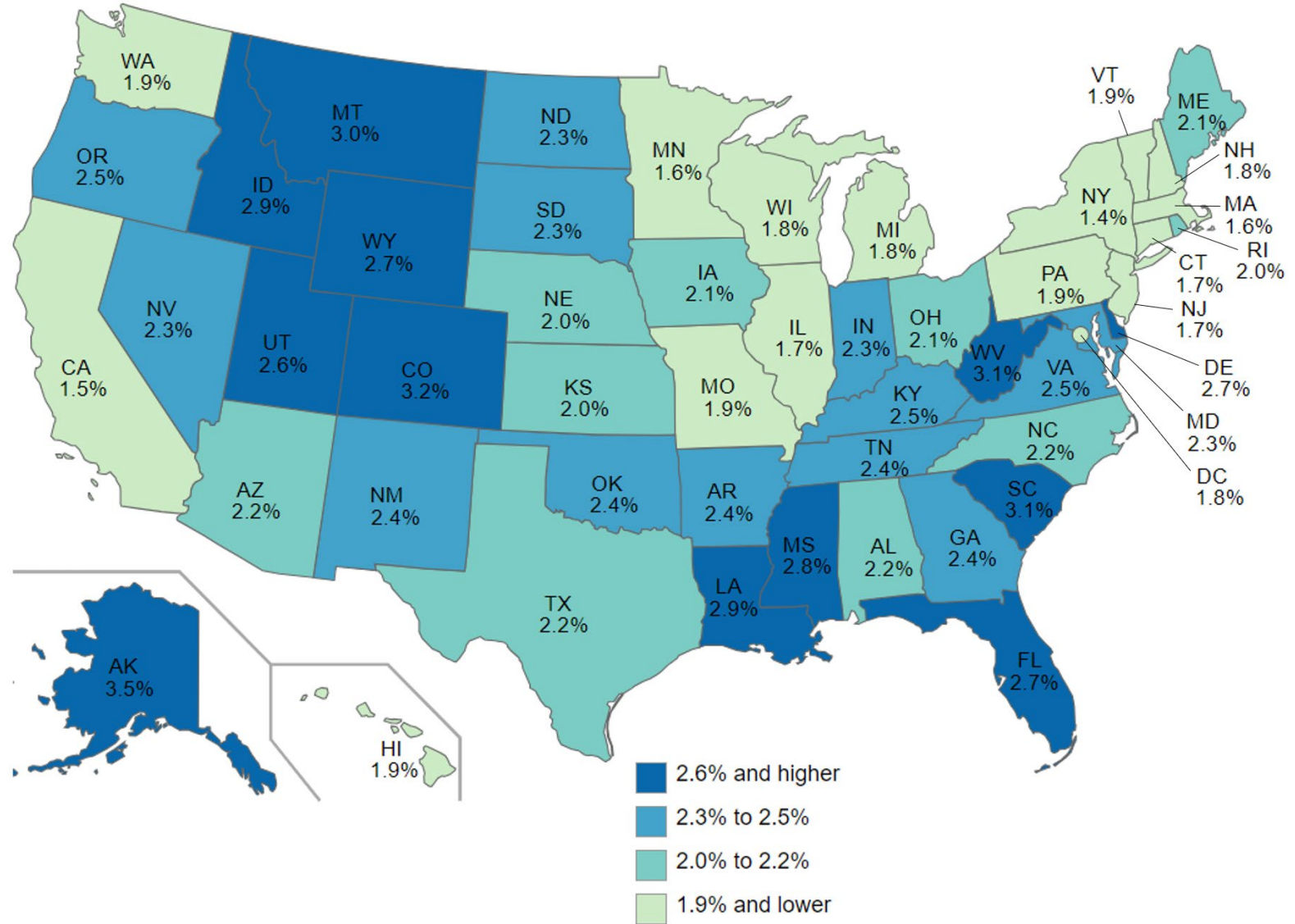
Map 5. Layoffs and discharges rates by state, seasonally adjusted, July 2024

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

WA 1.0%
MT 1.5%
ND 2.7%
MN 0.9%
VT 1.6%
ME 1.7%
NH 1.8%
OR 1.4%
ID 1.4%
WI 1.2%
NY 1.0%
MA 1.1%
SD 1.7%
MI 1.1%
RI 1.6%
WY 1.4%
CT 1.3%
NV 1.3%
NE 1.3%
IA 1.1%
PA 1.3%
NJ 1.4%
UT 1.1%
IL 1.1%
IN 1.1%
OH 1.3%
DE 1.4%
CA 1.0%
CO 1.2%
WV 1.4%
VA 1.7%
KS 1.2%
MO 0.9%
KY 1.1%
MD 1.2%
NC 1.0%
DC 0.9%
AZ 1.4%
NM 1.1%
OK 1.2%
AR 1.2%
TN 1.2%
SC 1.3%
MS 1.1%
AL 1.1%
GA 1.3%
LA 1.3%
TX 0.6%
FL 0.9%
AK 1.5%
HI 0.9%

1.5% and higher
1.3% to 1.4%
1.2%
1.1% and lower