

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

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### STATE JOB OPENINGS AND LABOR TURNOVER – JULY 2025

Job openings rates decreased in 3 states and increased in 1 state in July, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates increased in 1 state. Total separations rates decreased in 2 states and increased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no 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 include all positions that are open on the last business day of the month. Hires and separations include all changes to the payroll during the entire month.

#### Job Openings

**Job openings rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia in July. The decreases in job openings rates occurred in New York (-0.9 percentage point) as well as in Florida and Tennessee (-0.7 point each). The increase occurred in California (+0.4 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** decreased in 3 states, increased in 1 state, and changed little in 46 states and the District of Columbia in July. The decreases in the job openings level occurred in New York (-104,000), Florida (-76,000), and Tennessee (-25,000). The increase occurred in California (+80,000). Nationally, the number of job openings changed little. (See table 1.)

#### Hires

In July, **hires rates** increased in 1 state and were little changed in 49 states and the District of Columbia. The increase occurred in Michigan (+0.6 percentage point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 3 states and was little changed in 47 states and the District of Columbia in July. The increases in the hires level occurred in Georgia (+32,000), Michigan (+30,000), and Colorado (+19,000). Nationally, the number of hires was unchanged over the month. (See table 2.)

#### Total Separations

In July, **total separations rates** decreased in 2 states, increased in 2 states, and were little changed in 46 states and the District of Columbia. The decreases in total separations rates occurred in Ohio (-1.2 percentage points) and in Mississippi (-0.8 point). The increases occurred in Delaware

(+1.3 points) and in Idaho (+1.0 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** decreased in 3 states, increased in 3 states, and changed little in 44 states and the District of Columbia in July. The decreases in the total separations level occurred in California (-67,000), Ohio (-64,000), and Mississippi (-10,000). The increases occurred in Texas (+58,000), Idaho (+9,000), and Delaware (+6,000). Nationally, the number of total separations was unchanged over the month. (See table 3.)

## **Quits**

In July, **quits rates** decreased in 4 states, increased in 3 states, and were little changed in 43 states and the District of Columbia. The decreases in quits rates occurred in Connecticut (-1.0 percentage point) and Ohio (-0.9 point), as well as in Indiana and Michigan (-0.5 point each). The increases occurred in Idaho (+1.2 points), North Carolina (+0.5 point), and Texas (+0.4 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** decreased in 5 states, increased in 4 states, and was little changed in 41 states and the District of Columbia in July. The largest decreases in the quits level occurred in Ohio (-55,000), Michigan (-21,000), and Connecticut (-16,000). The largest increases occurred in Texas (+55,000), North Carolina (+27,000), and New York (+24,000). Nationally, the number of quits was unchanged over the month. (See table 4.)

## **Layoffs and Discharges**

In July, **layoffs and discharges rates** increased in 1 state and were little changed in 49 states and the District of Columbia. The increase occurred in Delaware (+0.8 percentage point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** increased in 2 states, decreased in 1 state, and changed little in 47 states and the District of Columbia in July. The increases in the layoffs and discharges level occurred in New Jersey (+16,000) and in Delaware (+4,000). The decrease occurred in California (-39,000). Nationally, the number of layoffs and discharges was unchanged 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#](http://www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#).

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**State Job Openings and Labor Turnover Survey estimates for August 2025 are scheduled to be released on Wednesday, October 22, 2025, 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/](http://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](http://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 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>
TOTAL U.S.....	7,504	7,395	7,712	7,357	7,181	-176	4.5	4.4	4.6	4.4	4.3	-0.1
Alabama.....	122	114	123	113	105	-8	5.3	4.9	5.3	4.9	4.5	-0.4
Alaska.....	20	19	15	17	19	2	5.6	5.3	4.3	4.8	5.3	0.5
Arizona.....	169	161	142	143	153	10	5.0	4.7	4.2	4.2	4.5	0.3
Arkansas.....	75	74	78	70	68	-2	5.2	5.1	5.4	4.8	4.7	-0.1
California.....	643	676	629	677	757	80	3.5	3.6	3.4	3.6	4.0	0.4
Colorado.....	197	145	129	125	121	-4	6.2	4.6	4.1	4.0	3.9	-0.1
Connecticut.....	77	81	77	75	71	-4	4.3	4.5	4.3	4.2	4.0	-0.2
Delaware.....	29	23	25	23	22	-1	5.6	4.4	4.8	4.5	4.3	-0.2
District of Columbia.....	29	29	34	32	27	-5	3.6	3.6	4.2	4.0	3.4	-0.6
Florida.....	493	426	484	467	391	-76	4.7	4.1	4.6	4.4	3.7	-0.7
Georgia.....	255	279	328	281	273	-8	4.9	5.3	6.2	5.3	5.2	-0.1
Hawaii.....	28	23	27	25	26	1	4.2	3.4	4.0	3.7	3.8	0.1
Idaho.....	43	49	41	41	44	3	4.7	5.3	4.4	4.4	4.7	0.3
Illinois.....	319	277	298	281	272	-9	4.9	4.3	4.6	4.4	4.2	-0.2
Indiana.....	140	139	142	143	137	-6	4.1	4.1	4.1	4.2	4.0	-0.2
Iowa.....	74	67	70	71	75	4	4.4	4.0	4.2	4.3	4.5	0.2
Kansas.....	66	73	73	69	69	0	4.3	4.8	4.8	4.5	4.5	0.0
Kentucky.....	130	104	117	99	103	4	6.0	4.8	5.4	4.6	4.8	0.2
Louisiana.....	113	110	111	100	103	3	5.4	5.2	5.3	4.8	4.9	0.1
Maine.....	31	36	39	39	33	-6	4.5	5.2	5.6	5.6	4.8	-0.8
Maryland.....	162	136	142	136	137	1	5.4	4.6	4.7	4.6	4.6	0.0
Massachusetts.....	185	184	193	186	169	-17	4.7	4.7	4.9	4.8	4.3	-0.5
Michigan.....	203	227	226	243	253	10	4.3	4.8	4.8	5.1	5.3	0.2
Minnesota.....	172	179	182	163	167	4	5.4	5.5	5.6	5.1	5.2	0.1
Mississippi.....	63	62	68	61	58	-3	5.0	4.9	5.4	4.8	4.6	-0.2
Missouri.....	154	142	151	150	145	-5	4.9	4.5	4.8	4.7	4.6	-0.1
Montana.....	26	28	28	28	27	-1	4.7	5.1	5.0	5.0	4.9	-0.1
Nebraska.....	44	45	47	48	46	-2	4.0	4.1	4.2	4.3	4.1	-0.2
Nevada.....	64	68	69	62	67	5	3.9	4.1	4.2	3.8	4.1	0.3
New Hampshire.....	34	36	38	37	34	-3	4.6	4.8	5.1	5.0	4.6	-0.4
New Jersey.....	212	246	212	205	226	21	4.6	5.3	4.6	4.5	4.9	0.4
New Mexico.....	47	48	48	49	49	0	5.0	5.1	5.0	5.1	5.1	0.0
New York.....	410	497	588	530	426	-104	4.0	4.8	5.6	5.0	4.1	-0.9
North Carolina.....	268	295	285	281	257	-24	5.1	5.5	5.3	5.2	4.8	-0.4
North Dakota.....	22	22	22	23	23	0	4.7	4.7	4.7	4.9	4.9	0.0
Ohio.....	283	259	289	281	253	-28	4.8	4.3	4.8	4.7	4.2	-0.5
Oklahoma.....	110	101	110	98	104	6	5.8	5.3	5.8	5.2	5.5	0.3
Oregon.....	96	89	87	85	86	1	4.6	4.2	4.1	4.1	4.1	0.0
Pennsylvania.....	291	291	272	245	261	16	4.5	4.5	4.2	3.8	4.0	0.2
Rhode Island.....	27	28	28	27	26	-1	5.0	5.1	5.2	5.0	4.8	-0.2
South Carolina.....	134	125	144	139	123	-16	5.4	4.9	5.6	5.4	4.8	-0.6
South Dakota.....	21	21	23	21	22	1	4.3	4.3	4.7	4.3	4.5	0.2
Tennessee.....	165	163	165	170	145	-25	4.7	4.6	4.6	4.8	4.1	-0.7
Texas.....	568	593	650	560	554	-6	3.9	4.0	4.3	3.8	3.7	-0.1
Utah.....	74	76	68	74	78	4	4.1	4.1	3.7	4.0	4.2	0.2
Vermont.....	16	17	18	16	15	-1	4.9	5.1	5.4	4.8	4.6	-0.2
Virginia.....	251	188	238	217	220	3	5.6	4.2	5.3	4.8	4.9	0.1
Washington.....	143	127	136	137	146	9	3.8	3.3	3.6	3.6	3.8	0.2
West Virginia.....	45	47	47	43	40	-3	5.9	6.2	6.1	5.6	5.3	-0.3
Wisconsin.....	141	134	142	137	140	3	4.4	4.2	4.4	4.3	4.4	0.1
Wyoming.....	15	15	14	14	15	1	4.9	4.8	4.5	4.5	4.8	0.3

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

State	Levels (in thousands)						Rates					
	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>
TOTAL U.S.....	5,451	5,615	5,465	5,267	5,308	41	3.4	3.5	3.4	3.3	3.3	0.0
Alabama.....	78	79	73	73	77	4	3.6	3.6	3.3	3.3	3.5	0.2
Alaska.....	17	17	20	17	15	-2	5.1	5.0	5.9	5.0	4.4	-0.6
Arizona.....	138	123	146	120	127	7	4.3	3.8	4.5	3.7	3.9	0.2
Arkansas.....	48	52	48	53	49	-4	3.5	3.8	3.5	3.8	3.5	-0.3
California.....	550	579	531	564	574	10	3.1	3.2	2.9	3.1	3.2	0.1
Colorado.....	134	119	130	96	115	19	4.5	4.0	4.4	3.2	3.8	0.6
Connecticut.....	59	56	65	51	50	-1	3.5	3.3	3.8	3.0	2.9	-0.1
Delaware.....	20	19	17	18	18	0	4.1	3.8	3.4	3.7	3.7	0.0
District of Columbia.....	14	19	18	17	13	-4	1.8	2.5	2.3	2.2	1.7	-0.5
Florida.....	390	404	354	367	334	-33	3.9	4.0	3.5	3.6	3.3	-0.3
Georgia.....	175	170	164	144	176	32	3.5	3.4	3.3	2.9	3.5	0.6
Hawaii.....	23	21	27	21	21	0	3.6	3.2	4.1	3.2	3.2	0.0
Idaho.....	40	39	49	35	40	5	4.6	4.4	5.6	4.0	4.5	0.5
Illinois.....	219	228	206	199	198	-1	3.6	3.7	3.3	3.2	3.2	0.0
Indiana.....	119	143	125	124	133	9	3.7	4.4	3.8	3.8	4.0	0.2
Iowa.....	56	54	55	51	52	1	3.5	3.4	3.5	3.2	3.3	0.1
Kansas.....	47	57	48	46	47	1	3.2	3.9	3.3	3.1	3.2	0.1
Kentucky.....	73	80	81	75	73	-2	3.6	3.9	3.9	3.6	3.5	-0.1
Louisiana.....	80	81	72	67	80	13	4.0	4.1	3.6	3.3	4.0	0.7
Maine.....	24	25	25	24	23	-1	3.6	3.8	3.8	3.7	3.5	-0.2
Maryland.....	96	102	85	88	87	-1	3.4	3.6	3.0	3.1	3.0	-0.1
Massachusetts.....	123	115	99	97	85	-12	3.3	3.1	2.7	2.6	2.3	-0.3
Michigan.....	181	212	173	157	187	30	4.0	4.7	3.8	3.5	4.1	0.6
Minnesota.....	102	100	97	85	88	3	3.4	3.3	3.2	2.8	2.9	0.1
Mississippi.....	46	46	42	41	43	2	3.9	3.8	3.5	3.4	3.6	0.2
Missouri.....	105	92	90	88	89	1	3.5	3.1	3.0	2.9	2.9	0.0
Montana.....	26	27	28	27	24	-3	4.9	5.1	5.3	5.1	4.5	-0.6
Nebraska.....	36	36	33	30	34	4	3.4	3.4	3.1	2.8	3.2	0.4
Nevada.....	61	62	65	65	58	-7	3.9	3.9	4.1	4.1	3.7	-0.4
New Hampshire.....	26	26	27	25	24	-1	3.7	3.7	3.8	3.5	3.4	-0.1
New Jersey.....	127	151	153	163	143	-20	2.9	3.4	3.5	3.7	3.3	-0.4
New Mexico.....	31	36	38	36	31	-5	3.5	4.0	4.2	4.0	3.4	-0.6
New York.....	282	309	301	298	282	-16	2.9	3.1	3.0	3.0	2.8	-0.2
North Carolina.....	171	240	162	157	183	26	3.4	4.7	3.2	3.1	3.6	0.5
North Dakota.....	17	18	19	16	17	1	3.8	4.0	4.2	3.5	3.8	0.3
Ohio.....	183	190	215	193	193	0	3.2	3.3	3.8	3.4	3.4	0.0
Oklahoma.....	78	66	63	61	64	3	4.4	3.7	3.5	3.4	3.6	0.2
Oregon.....	72	75	92	73	67	-6	3.6	3.7	4.6	3.6	3.4	-0.2
Pennsylvania.....	221	141	192	166	154	-12	3.6	2.3	3.1	2.7	2.5	-0.2
Rhode Island.....	21	20	25	20	18	-2	4.1	3.9	4.8	3.9	3.5	-0.4
South Carolina.....	92	106	98	94	95	1	3.9	4.4	4.1	3.9	3.9	0.0
South Dakota.....	17	18	16	15	17	2	3.6	3.8	3.4	3.2	3.6	0.4
Tennessee.....	126	120	119	128	131	3	3.7	3.5	3.5	3.8	3.9	0.1
Texas.....	449	463	443	518	515	-3	3.2	3.2	3.1	3.6	3.6	0.0
Utah.....	66	68	78	65	66	1	3.8	3.8	4.4	3.7	3.7	0.0
Vermont.....	12	12	14	11	11	0	3.8	3.8	4.5	3.5	3.5	0.0
Virginia.....	133	138	188	143	147	4	3.1	3.2	4.4	3.3	3.4	0.1
Washington.....	105	113	120	110	105	-5	2.9	3.1	3.3	3.0	2.9	-0.1
West Virginia.....	30	34	29	28	28	0	4.2	4.7	4.0	3.9	3.9	0.0
Wisconsin.....	99	103	92	92	94	2	3.3	3.4	3.0	3.0	3.1	0.1
Wyoming.....	15	14	17	14	14	0	5.1	4.7	5.7	4.7	4.7	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 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>
TOTAL U.S.....	5,434	5,313	5,213	5,341	5,289	-52	3.4	3.3	3.3	3.3	3.3	0.0
Alabama.....	73	69	77	65	66	1	3.3	3.1	3.5	2.9	3.0	0.1
Alaska.....	17	16	18	19	17	-2	5.1	4.8	5.3	5.6	5.0	-0.6
Arizona.....	122	122	133	126	114	-12	3.8	3.7	4.1	3.9	3.5	-0.4
Arkansas.....	49	51	45	44	42	-2	3.6	3.7	3.3	3.2	3.0	-0.2
California.....	609	613	537	652	585	-67	3.4	3.4	3.0	3.6	3.2	-0.4
Colorado.....	155	89	118	107	108	1	5.2	3.0	4.0	3.6	3.6	0.0
Connecticut.....	46	56	48	64	54	-10	2.7	3.3	2.8	3.7	3.1	-0.6
Delaware.....	26	17	18	16	22	6	5.3	3.4	3.6	3.2	4.5	1.3
District of Columbia.....	20	20	19	17	18	1	2.6	2.6	2.5	2.2	2.4	0.2
Florida.....	409	417	348	319	343	24	4.1	4.1	3.5	3.2	3.4	0.2
Georgia.....	185	164	167	131	147	16	3.7	3.3	3.3	2.6	2.9	0.3
Hawaii.....	19	20	21	23	21	-2	3.0	3.1	3.2	3.5	3.2	-0.3
Idaho.....	36	34	37	39	48	9	4.2	3.9	4.2	4.4	5.4	1.0
Illinois.....	177	190	200	189	203	14	2.9	3.1	3.2	3.1	3.3	0.2
Indiana.....	116	135	136	140	125	-15	3.6	4.1	4.1	4.3	3.8	-0.5
Iowa.....	53	52	51	57	60	3	3.3	3.3	3.2	3.6	3.8	0.2
Kansas.....	47	49	46	50	46	-4	3.2	3.4	3.1	3.4	3.2	-0.2
Kentucky.....	77	73	72	69	69	0	3.8	3.6	3.5	3.4	3.4	0.0
Louisiana.....	81	72	69	66	68	2	4.1	3.6	3.4	3.3	3.4	0.1
Maine.....	23	24	25	26	23	-3	3.5	3.6	3.8	4.0	3.5	-0.5
Maryland.....	106	87	82	77	90	13	3.7	3.1	2.9	2.7	3.2	0.5
Massachusetts.....	100	101	108	111	103	-8	2.7	2.7	2.9	3.0	2.8	-0.2
Michigan.....	146	160	159	174	155	-19	3.3	3.5	3.5	3.8	3.4	-0.4
Minnesota.....	90	89	89	102	102	0	3.0	2.9	2.9	3.3	3.4	0.1
Mississippi.....	44	45	39	46	36	-10	3.7	3.7	3.2	3.8	3.0	-0.8
Missouri.....	119	85	95	100	89	-11	4.0	2.8	3.2	3.3	2.9	-0.4
Montana.....	25	22	25	25	26	1	4.7	4.2	4.7	4.7	4.9	0.2
Nebraska.....	36	36	36	37	35	-2	3.4	3.4	3.4	3.5	3.3	-0.2
Nevada.....	59	52	60	64	62	-2	3.8	3.3	3.8	4.1	3.9	-0.2
New Hampshire.....	28	25	23	25	26	1	4.0	3.5	3.2	3.5	3.7	0.2
New Jersey.....	158	165	127	141	142	1	3.6	3.8	2.9	3.2	3.2	0.0
New Mexico.....	31	29	31	32	33	1	3.5	3.2	3.4	3.5	3.6	0.1
New York.....	235	288	279	279	302	23	2.4	2.9	2.8	2.8	3.0	0.2
North Carolina.....	171	151	151	174	190	16	3.4	3.0	3.0	3.4	3.7	0.3
North Dakota.....	16	17	17	19	18	-1	3.6	3.8	3.8	4.2	4.0	-0.2
Ohio.....	194	213	207	232	168	-64	3.4	3.7	3.6	4.1	2.9	-1.2
Oklahoma.....	59	62	63	59	57	-2	3.3	3.4	3.5	3.3	3.2	-0.1
Oregon.....	73	72	68	71	72	1	3.7	3.6	3.4	3.5	3.6	0.1
Pennsylvania.....	235	162	185	157	167	10	3.8	2.6	3.0	2.5	2.7	0.2
Rhode Island.....	19	22	19	23	19	-4	3.7	4.3	3.7	4.5	3.7	-0.8
South Carolina.....	107	88	88	86	86	0	4.6	3.7	3.6	3.6	3.5	-0.1
South Dakota.....	17	18	17	19	17	-2	3.6	3.8	3.6	4.0	3.6	-0.4
Tennessee.....	138	125	109	134	126	-8	4.1	3.7	3.2	3.9	3.7	-0.2
Texas.....	436	449	474	479	537	58	3.1	3.1	3.3	3.3	3.7	0.4
Utah.....	62	71	70	72	70	-2	3.6	4.0	3.9	4.1	4.0	-0.1
Vermont.....	11	12	12	12	11	-1	3.5	3.8	3.8	3.8	3.5	-0.3
Virginia.....	151	147	152	126	138	12	3.6	3.4	3.6	3.0	3.2	0.2
Washington.....	104	105	108	104	102	-2	2.9	2.9	2.9	2.8	2.8	0.0
West Virginia.....	30	28	26	25	25	0	4.2	3.9	3.6	3.5	3.5	0.0
Wisconsin.....	84	93	96	100	91	-9	2.8	3.0	3.1	3.3	3.0	-0.3
Wyoming.....	13	12	12	14	15	1	4.4	4.0	4.0	4.7	5.1	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 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>
TOTAL U.S.....	3,390	3,215	3,270	3,209	3,208	-1	2.1	2.0	2.0	2.0	2.0	0.0
Alabama.....	50	40	54	40	43	3	2.3	1.8	2.4	1.8	1.9	0.1
Alaska.....	10	10	11	11	10	-1	3.0	3.0	3.3	3.3	2.9	-0.4
Arizona.....	64	76	81	81	71	-10	2.0	2.3	2.5	2.5	2.2	-0.3
Arkansas.....	33	30	30	23	25	2	2.4	2.2	2.2	1.7	1.8	0.1
California.....	382	369	314	353	333	-20	2.1	2.0	1.7	2.0	1.8	-0.2
Colorado.....	108	60	68	64	73	9	3.6	2.0	2.3	2.1	2.4	0.3
Connecticut.....	22	32	26	39	23	-16	1.3	1.9	1.5	2.3	1.3	-1.0
Delaware.....	15	10	13	10	12	2	3.1	2.0	2.6	2.0	2.4	0.4
District of Columbia.....	12	11	12	10	10	0	1.6	1.4	1.6	1.3	1.3	0.0
Florida.....	313	243	243	204	217	13	3.2	2.4	2.4	2.0	2.2	0.2
Georgia.....	114	88	115	76	89	13	2.3	1.8	2.3	1.5	1.8	0.3
Hawaii.....	12	13	13	14	13	-1	1.9	2.0	2.0	2.2	2.0	-0.2
Idaho.....	23	22	22	22	33	11	2.7	2.5	2.5	2.5	3.7	1.2
Illinois.....	105	118	126	110	123	13	1.7	1.9	2.0	1.8	2.0	0.2
Indiana.....	63	86	93	92	77	-15	1.9	2.6	2.8	2.8	2.3	-0.5
Iowa.....	32	32	31	36	37	1	2.0	2.0	1.9	2.3	2.3	0.0
Kansas.....	28	31	29	31	29	-2	1.9	2.1	2.0	2.1	2.0	-0.1
Kentucky.....	50	41	42	39	41	2	2.5	2.0	2.0	1.9	2.0	0.1
Louisiana.....	49	43	45	43	43	0	2.5	2.2	2.2	2.1	2.1	0.0
Maine.....	13	14	14	14	12	-2	2.0	2.1	2.1	2.1	1.8	-0.3
Maryland.....	73	45	48	47	54	7	2.6	1.6	1.7	1.7	1.9	0.2
Massachusetts.....	53	60	58	61	47	-14	1.4	1.6	1.6	1.6	1.3	-0.3
Michigan.....	85	105	106	109	88	-21	1.9	2.3	2.3	2.4	1.9	-0.5
Minnesota.....	54	56	55	57	62	5	1.8	1.8	1.8	1.9	2.0	0.1
Mississippi.....	30	26	26	30	23	-7	2.5	2.2	2.2	2.5	1.9	-0.6
Missouri.....	72	56	65	67	55	-12	2.4	1.9	2.2	2.2	1.8	-0.4
Montana.....	16	15	15	15	16	1	3.0	2.8	2.8	2.8	3.0	0.2
Nebraska.....	22	23	22	24	22	-2	2.1	2.2	2.1	2.2	2.1	-0.1
Nevada.....	37	32	36	35	35	0	2.4	2.0	2.3	2.2	2.2	0.0
New Hampshire.....	13	15	13	14	14	0	1.8	2.1	1.8	2.0	2.0	0.0
New Jersey.....	65	68	69	84	70	-14	1.5	1.5	1.6	1.9	1.6	-0.3
New Mexico.....	19	19	20	18	20	2	2.1	2.1	2.2	2.0	2.2	0.2
New York.....	124	180	164	151	175	24	1.3	1.8	1.6	1.5	1.7	0.2
North Carolina.....	117	80	98	108	135	27	2.3	1.6	1.9	2.1	2.6	0.5
North Dakota.....	9	11	11	11	10	-1	2.0	2.4	2.4	2.4	2.2	-0.2
Ohio.....	124	143	137	162	107	-55	2.2	2.5	2.4	2.8	1.9	-0.9
Oklahoma.....	39	39	43	39	36	-3	2.2	2.2	2.4	2.2	2.0	-0.2
Oregon.....	46	48	43	44	45	1	2.3	2.4	2.1	2.2	2.3	0.1
Pennsylvania.....	133	107	112	97	95	-2	2.2	1.7	1.8	1.6	1.5	-0.1
Rhode Island.....	9	11	11	12	10	-2	1.8	2.1	2.1	2.3	1.9	-0.4
South Carolina.....	73	55	60	55	58	3	3.1	2.3	2.5	2.3	2.4	0.1
South Dakota.....	10	11	11	11	10	-1	2.1	2.3	2.3	2.3	2.1	-0.2
Tennessee.....	90	72	70	72	76	4	2.7	2.1	2.1	2.1	2.2	0.1
Texas.....	302	297	301	306	361	55	2.1	2.1	2.1	2.1	2.5	0.4
Utah.....	39	49	42	40	41	1	2.2	2.8	2.4	2.3	2.3	0.0
Vermont.....	5	7	7	7	6	-1	1.6	2.2	2.2	2.2	1.9	-0.3
Virginia.....	95	70	100	80	81	1	2.2	1.6	2.3	1.9	1.9	0.0
Washington.....	61	65	62	57	64	7	1.7	1.8	1.7	1.6	1.7	0.1
West Virginia.....	20	16	18	16	16	0	2.8	2.2	2.5	2.2	2.2	0.0
Wisconsin.....	50	58	60	61	54	-7	1.6	1.9	2.0	2.0	1.8	-0.2
Wyoming.....	8	7	8	9	9	0	2.7	2.4	2.7	3.0	3.0	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>	July 2024	Apr. 2025	May 2025	June 2025	July 2025 <sup>p</sup>	Change from: June 2025 - July 2025 <sup>p</sup>
TOTAL U.S.....	1,745	1,789	1,611	1,796	1,808	12	1.1	1.1	1.0	1.1	1.1	0.0
Alabama.....	19	24	19	21	20	-1	0.9	1.1	0.9	0.9	0.9	0.0
Alaska.....	6	4	6	7	6	-1	1.8	1.2	1.8	2.1	1.8	-0.3
Arizona.....	52	34	40	37	34	-3	1.6	1.0	1.2	1.1	1.0	-0.1
Arkansas.....	14	18	12	15	15	0	1.0	1.3	0.9	1.1	1.1	0.0
California.....	192	212	192	249	210	-39	1.1	1.2	1.1	1.4	1.2	-0.2
Colorado.....	42	23	42	39	29	-10	1.4	0.8	1.4	1.3	1.0	-0.3
Connecticut.....	22	20	18	21	25	4	1.3	1.2	1.1	1.2	1.5	0.3
Delaware.....	9	6	4	5	9	4	1.8	1.2	0.8	1.0	1.8	0.8
District of Columbia.....	6	7	4	5	6	1	0.8	0.9	0.5	0.7	0.8	0.1
Florida.....	86	161	90	99	117	18	0.9	1.6	0.9	1.0	1.2	0.2
Georgia.....	63	63	44	45	52	7	1.3	1.3	0.9	0.9	1.0	0.1
Hawaii.....	6	5	7	8	6	-2	0.9	0.8	1.1	1.2	0.9	-0.3
Idaho.....	12	10	12	15	12	-3	1.4	1.1	1.4	1.7	1.4	-0.3
Illinois.....	63	66	64	73	74	1	1.0	1.1	1.0	1.2	1.2	0.0
Indiana.....	47	41	37	40	39	-1	1.4	1.3	1.1	1.2	1.2	0.0
Iowa.....	18	14	17	18	18	0	1.1	0.9	1.1	1.1	1.1	0.0
Kansas.....	16	15	13	15	14	-1	1.1	1.0	0.9	1.0	1.0	0.0
Kentucky.....	19	27	25	25	26	1	0.9	1.3	1.2	1.2	1.3	0.1
Louisiana.....	26	24	20	19	23	4	1.3	1.2	1.0	0.9	1.1	0.2
Maine.....	9	8	10	10	9	-1	1.4	1.2	1.5	1.5	1.4	-0.1
Maryland.....	28	35	24	23	34	11	1.0	1.2	0.8	0.8	1.2	0.4
Massachusetts.....	40	33	42	38	44	6	1.1	0.9	1.1	1.0	1.2	0.2
Michigan.....	51	47	48	58	61	3	1.1	1.0	1.1	1.3	1.3	0.0
Minnesota.....	28	26	27	38	35	-3	0.9	0.9	0.9	1.2	1.2	0.0
Mississippi.....	11	17	10	14	11	-3	0.9	1.4	0.8	1.2	0.9	-0.3
Missouri.....	33	25	25	27	28	1	1.1	0.8	0.8	0.9	0.9	0.0
Montana.....	9	6	9	9	9	0	1.7	1.1	1.7	1.7	1.7	0.0
Nebraska.....	12	11	12	11	11	0	1.1	1.0	1.1	1.0	1.0	0.0
Nevada.....	20	16	21	26	24	-2	1.3	1.0	1.3	1.7	1.5	-0.2
New Hampshire.....	14	9	9	9	10	1	2.0	1.3	1.3	1.3	1.4	0.1
New Jersey.....	85	87	50	46	62	16	1.9	2.0	1.1	1.1	1.4	0.3
New Mexico.....	10	8	8	12	11	-1	1.1	0.9	0.9	1.3	1.2	-0.1
New York.....	99	95	102	100	109	9	1.0	1.0	1.0	1.0	1.1	0.1
North Carolina.....	49	60	44	57	47	-10	1.0	1.2	0.9	1.1	0.9	-0.2
North Dakota.....	7	6	6	7	8	1	1.6	1.3	1.3	1.6	1.8	0.2
Ohio.....	62	61	61	58	53	-5	1.1	1.1	1.1	1.0	0.9	-0.1
Oklahoma.....	17	18	17	16	20	4	1.0	1.0	0.9	0.9	1.1	0.2
Oregon.....	24	19	20	22	21	-1	1.2	0.9	1.0	1.1	1.1	0.0
Pennsylvania.....	84	49	62	52	63	11	1.4	0.8	1.0	0.8	1.0	0.2
Rhode Island.....	9	10	8	9	8	-1	1.8	1.9	1.6	1.8	1.6	-0.2
South Carolina.....	30	28	22	25	25	0	1.3	1.2	0.9	1.0	1.0	0.0
South Dakota.....	6	5	5	6	6	0	1.3	1.1	1.1	1.3	1.3	0.0
Tennessee.....	41	45	32	55	46	-9	1.2	1.3	0.9	1.6	1.4	-0.2
Texas.....	109	128	126	152	163	11	0.8	0.9	0.9	1.1	1.1	0.0
Utah.....	19	18	22	29	24	-5	1.1	1.0	1.2	1.6	1.4	-0.2
Vermont.....	5	4	4	5	4	-1	1.6	1.3	1.3	1.6	1.3	-0.3
Virginia.....	39	67	36	37	52	15	0.9	1.6	0.8	0.9	1.2	0.3
Washington.....	38	32	40	41	32	-9	1.0	0.9	1.1	1.1	0.9	-0.2
West Virginia.....	8	9	7	7	8	1	1.1	1.3	1.0	1.0	1.1	0.1
Wisconsin.....	29	28	31	34	32	-2	1.0	0.9	1.0	1.1	1.0	-0.1
Wyoming.....	4	3	4	5	5	0	1.4	1.0	1.3	1.7	1.7	0.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2024	June 2025	July 2025 <sup>p</sup>	July 2024	June 2025	July 2025 <sup>p</sup>
TOTAL U.S.....	8,188	7,075	7,780	4.9	4.2	4.7
Alabama.....	127	112	111	5.5	4.8	4.8
Alaska.....	24	26	23	6.4	6.8	6.1
Arizona.....	183	114	166	5.5	3.4	5.0
Arkansas.....	76	70	66	5.4	4.8	4.6
California.....	692	624	822	3.7	3.3	4.4
Colorado.....	220	121	132	6.8	3.9	4.2
Connecticut.....	87	69	79	4.8	3.8	4.4
Delaware.....	38	25	34	7.2	4.7	6.4
District of Columbia.....	35	36	31	4.2	4.4	3.8
Florida.....	543	451	420	5.3	4.3	4.0
Georgia.....	277	268	288	5.3	5.1	5.5
Hawaii.....	33	21	33	4.9	3.1	4.9
Idaho.....	48	38	50	5.2	4.1	5.3
Illinois.....	353	283	300	5.4	4.4	4.6
Indiana.....	148	136	145	4.4	4.0	4.3
Iowa.....	79	64	84	4.8	3.8	5.0
Kansas.....	71	63	74	4.7	4.1	4.9
Kentucky.....	136	95	108	6.3	4.4	5.0
Louisiana.....	129	91	117	6.1	4.3	5.6
Maine.....	38	41	38	5.2	5.8	5.4
Maryland.....	195	134	167	6.4	4.5	5.5
Massachusetts.....	209	185	186	5.3	4.7	4.7
Michigan.....	208	230	262	4.4	4.8	5.5
Minnesota.....	184	153	185	5.7	4.7	5.7
Mississippi.....	69	57	62	5.5	4.5	4.9
Missouri.....	162	139	153	5.2	4.4	4.8
Montana.....	29	33	29	5.1	5.7	5.2
Nebraska.....	48	44	48	4.3	3.9	4.3
Nevada.....	67	52	71	4.1	3.2	4.3
New Hampshire.....	39	37	37	5.2	5.0	5.0
New Jersey.....	234	194	255	5.1	4.2	5.5
New Mexico.....	48	41	51	5.2	4.4	5.4
New York.....	457	525	455	4.4	5.0	4.3
North Carolina.....	301	280	283	5.7	5.2	5.3
North Dakota.....	23	25	24	4.8	5.1	5.0
Ohio.....	313	273	269	5.2	4.5	4.5
Oklahoma.....	123	99	116	6.5	5.2	6.1
Oregon.....	104	72	94	5.0	3.5	4.5
Pennsylvania.....	291	232	260	4.5	3.6	4.0
Rhode Island.....	27	26	25	5.0	4.7	4.7
South Carolina.....	144	129	132	5.8	5.0	5.1
South Dakota.....	21	23	22	4.3	4.5	4.4
Tennessee.....	187	167	156	5.3	4.7	4.4
Texas.....	619	561	605	4.2	3.8	4.1
Utah.....	78	62	84	4.3	3.3	4.5
Vermont.....	20	16	17	6.0	4.9	5.2
Virginia.....	282	221	243	6.3	4.9	5.4
Washington.....	153	124	160	4.0	3.2	4.1
West Virginia.....	50	42	41	6.5	5.5	5.4
Wisconsin.....	148	135	150	4.6	4.2	4.6
Wyoming.....	17	18	17	5.4	5.5	5.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2024	June 2025	July 2025 <sup>p</sup>	July 2024	June 2025	July 2025 <sup>p</sup>
TOTAL U.S.....	6,018	6,026	5,787	3.8	3.8	3.6
Alabama.....	82	80	80	3.8	3.6	3.6
Alaska.....	21	33	19	5.9	9.5	5.3
Arizona.....	156	111	146	5.0	3.5	4.6
Arkansas.....	51	59	49	3.8	4.3	3.6
California.....	604	616	640	3.4	3.4	3.6
Colorado.....	143	116	121	4.8	3.8	4.0
Connecticut.....	69	59	55	4.0	3.4	3.2
Delaware.....	27	22	25	5.4	4.4	5.0
District of Columbia.....	18	20	16	2.2	2.6	2.1
Florida.....	377	401	307	3.8	4.0	3.1
Georgia.....	204	156	204	4.1	3.1	4.1
Hawaii.....	29	22	27	4.6	3.4	4.1
Idaho.....	47	44	46	5.3	4.9	5.2
Illinois.....	234	238	210	3.8	3.8	3.4
Indiana.....	131	141	147	4.1	4.3	4.5
Iowa.....	62	63	56	3.9	3.9	3.5
Kansas.....	48	52	47	3.4	3.5	3.3
Kentucky.....	76	83	73	3.8	4.0	3.6
Louisiana.....	88	71	88	4.5	3.6	4.4
Maine.....	33	34	29	4.8	5.1	4.3
Maryland.....	129	107	116	4.5	3.7	4.1
Massachusetts.....	154	122	100	4.1	3.2	2.6
Michigan.....	197	182	208	4.4	4.0	4.6
Minnesota.....	113	104	95	3.7	3.4	3.1
Mississippi.....	52	45	49	4.4	3.7	4.1
Missouri.....	113	107	95	3.8	3.5	3.1
Montana.....	28	37	26	5.3	6.9	4.8
Nebraska.....	38	36	37	3.6	3.4	3.4
Nevada.....	64	65	58	4.1	4.1	3.7
New Hampshire.....	31	32	29	4.4	4.5	4.1
New Jersey.....	141	208	150	3.2	4.7	3.4
New Mexico.....	36	39	34	4.1	4.3	3.8
New York.....	357	367	354	3.6	3.7	3.5
North Carolina.....	185	180	201	3.7	3.5	4.0
North Dakota.....	18	21	17	4.0	4.5	3.9
Ohio.....	191	231	198	3.4	4.0	3.4
Oklahoma.....	85	66	71	4.8	3.6	4.0
Oregon.....	88	80	82	4.4	4.0	4.1
Pennsylvania.....	237	192	162	3.9	3.1	2.6
Rhode Island.....	24	24	20	4.7	4.5	3.9
South Carolina.....	100	102	98	4.3	4.2	4.0
South Dakota.....	16	20	16	3.5	4.3	3.4
Tennessee.....	132	142	137	4.0	4.2	4.1
Texas.....	472	552	540	3.4	3.8	3.8
Utah.....	73	66	72	4.2	3.7	4.1
Vermont.....	15	14	13	4.8	4.4	4.1
Virginia.....	142	169	153	3.4	3.9	3.6
Washington.....	125	120	119	3.4	3.2	3.2
West Virginia.....	33	31	31	4.7	4.2	4.3
Wisconsin.....	111	122	104	3.6	4.0	3.4
Wyoming.....	16	22	16	5.5	7.2	5.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2024	June 2025	July 2025 <sup>p</sup>	July 2024	June 2025	July 2025 <sup>p</sup>
TOTAL U.S.....	5,972	5,523	5,786	3.8	3.4	3.6
Alabama.....	84	65	76	3.8	2.9	3.5
Alaska.....	14	18	15	3.9	5.0	4.1
Arizona.....	148	155	132	4.7	4.9	4.2
Arkansas.....	64	50	55	4.7	3.6	4.0
California.....	664	669	624	3.7	3.7	3.5
Colorado.....	166	107	119	5.6	3.6	4.0
Connecticut.....	53	69	58	3.1	4.0	3.4
Delaware.....	28	16	25	5.8	3.2	5.0
District of Columbia.....	24	15	21	3.1	1.9	2.7
Florida.....	440	345	371	4.5	3.5	3.7
Georgia.....	212	131	171	4.3	2.6	3.4
Hawaii.....	20	24	21	3.2	3.8	3.3
Idaho.....	38	35	50	4.4	3.9	5.6
Illinois.....	169	193	196	2.7	3.1	3.2
Indiana.....	130	147	137	4.0	4.5	4.2
Iowa.....	56	59	65	3.5	3.6	4.1
Kansas.....	48	57	47	3.3	3.9	3.2
Kentucky.....	91	73	80	4.5	3.5	3.9
Louisiana.....	91	73	77	4.6	3.6	3.9
Maine.....	20	24	19	2.9	3.6	2.9
Maryland.....	122	72	110	4.3	2.5	3.8
Massachusetts.....	97	115	102	2.6	3.1	2.7
Michigan.....	164	177	168	3.7	3.9	3.7
Minnesota.....	90	111	104	3.0	3.6	3.4
Mississippi.....	51	52	40	4.3	4.3	3.4
Missouri.....	136	114	99	4.6	3.7	3.3
Montana.....	27	24	28	5.0	4.4	5.2
Nebraska.....	39	40	36	3.6	3.7	3.4
Nevada.....	69	65	72	4.4	4.2	4.6
New Hampshire.....	26	28	27	3.7	3.9	3.8
New Jersey.....	178	143	165	4.1	3.2	3.8
New Mexico.....	38	36	40	4.3	4.0	4.4
New York.....	269	285	341	2.7	2.8	3.4
North Carolina.....	191	187	211	3.9	3.7	4.2
North Dakota.....	17	20	20	3.8	4.3	4.4
Ohio.....	222	231	190	3.9	4.0	3.3
Oklahoma.....	69	64	66	3.9	3.6	3.7
Oregon.....	89	67	88	4.5	3.3	4.4
Pennsylvania.....	265	172	196	4.3	2.8	3.1
Rhode Island.....	19	24	20	3.8	4.6	3.8
South Carolina.....	118	87	99	5.0	3.6	4.1
South Dakota.....	16	18	16	3.5	3.8	3.4
Tennessee.....	152	120	144	4.6	3.5	4.3
Texas.....	452	497	564	3.2	3.5	3.9
Utah.....	68	70	74	3.9	4.0	4.2
Vermont.....	9	13	9	3.0	4.1	2.9
Virginia.....	163	125	147	3.9	2.9	3.4
Washington.....	119	101	113	3.2	2.7	3.1
West Virginia.....	39	24	33	5.5	3.4	4.6
Wisconsin.....	85	103	89	2.8	3.3	2.9
Wyoming.....	13	12	16	4.3	4.1	5.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	July 2024	June 2025	July 2025 <sup>p</sup>	July 2024	June 2025	July 2025 <sup>p</sup>
TOTAL U.S.....	3,901	3,461	3,690	2.5	2.2	2.3
Alabama.....	59	43	52	2.7	1.9	2.4
Alaska.....	9	10	9	2.5	2.8	2.6
Arizona.....	86	101	88	2.7	3.1	2.8
Arkansas.....	44	29	36	3.3	2.1	2.6
California.....	435	368	373	2.4	2.0	2.1
Colorado.....	119	68	85	4.0	2.3	2.8
Connecticut.....	30	44	27	1.8	2.5	1.6
Delaware.....	18	11	16	3.6	2.1	3.1
District of Columbia.....	16	10	13	2.1	1.2	1.7
Florida.....	345	229	247	3.5	2.3	2.5
Georgia.....	134	85	107	2.7	1.7	2.1
Hawaii.....	13	15	14	2.1	2.3	2.2
Idaho.....	25	20	36	2.8	2.2	4.0
Illinois.....	106	120	126	1.7	1.9	2.0
Indiana.....	77	100	88	2.4	3.1	2.7
Iowa.....	37	37	42	2.3	2.3	2.6
Kansas.....	31	37	31	2.1	2.5	2.2
Kentucky.....	59	46	51	2.9	2.2	2.5
Louisiana.....	58	50	51	2.9	2.5	2.6
Maine.....	12	13	10	1.7	2.0	1.5
Maryland.....	88	47	72	3.1	1.6	2.5
Massachusetts.....	56	65	47	1.5	1.7	1.3
Michigan.....	105	118	103	2.3	2.6	2.3
Minnesota.....	57	62	66	1.9	2.0	2.1
Mississippi.....	36	35	27	3.0	2.9	2.3
Missouri.....	85	78	64	2.9	2.6	2.1
Montana.....	17	15	17	3.2	2.7	3.2
Nebraska.....	25	27	24	2.3	2.5	2.3
Nevada.....	44	37	42	2.8	2.3	2.7
New Hampshire.....	13	15	14	1.9	2.1	1.9
New Jersey.....	86	88	88	2.0	2.0	2.0
New Mexico.....	24	21	24	2.7	2.3	2.7
New York.....	153	157	202	1.5	1.6	2.0
North Carolina.....	133	124	155	2.7	2.4	3.1
North Dakota.....	10	12	10	2.3	2.7	2.3
Ohio.....	146	169	127	2.6	2.9	2.2
Oklahoma.....	48	46	43	2.7	2.5	2.4
Oregon.....	57	42	57	2.9	2.1	2.9
Pennsylvania.....	156	103	111	2.5	1.7	1.8
Rhode Island.....	11	12	10	2.1	2.3	2.0
South Carolina.....	81	58	68	3.4	2.4	2.8
South Dakota.....	10	12	10	2.2	2.4	2.2
Tennessee.....	103	69	93	3.1	2.0	2.8
Texas.....	321	338	398	2.3	2.4	2.8
Utah.....	46	41	47	2.7	2.3	2.7
Vermont.....	5	7	5	1.7	2.3	1.5
Virginia.....	110	84	94	2.6	2.0	2.2
Washington.....	72	53	75	2.0	1.4	2.0
West Virginia.....	27	17	22	3.8	2.3	3.1
Wisconsin.....	56	66	56	1.8	2.1	1.8
Wyoming.....	8	8	10	2.8	2.6	3.3

p Preliminary

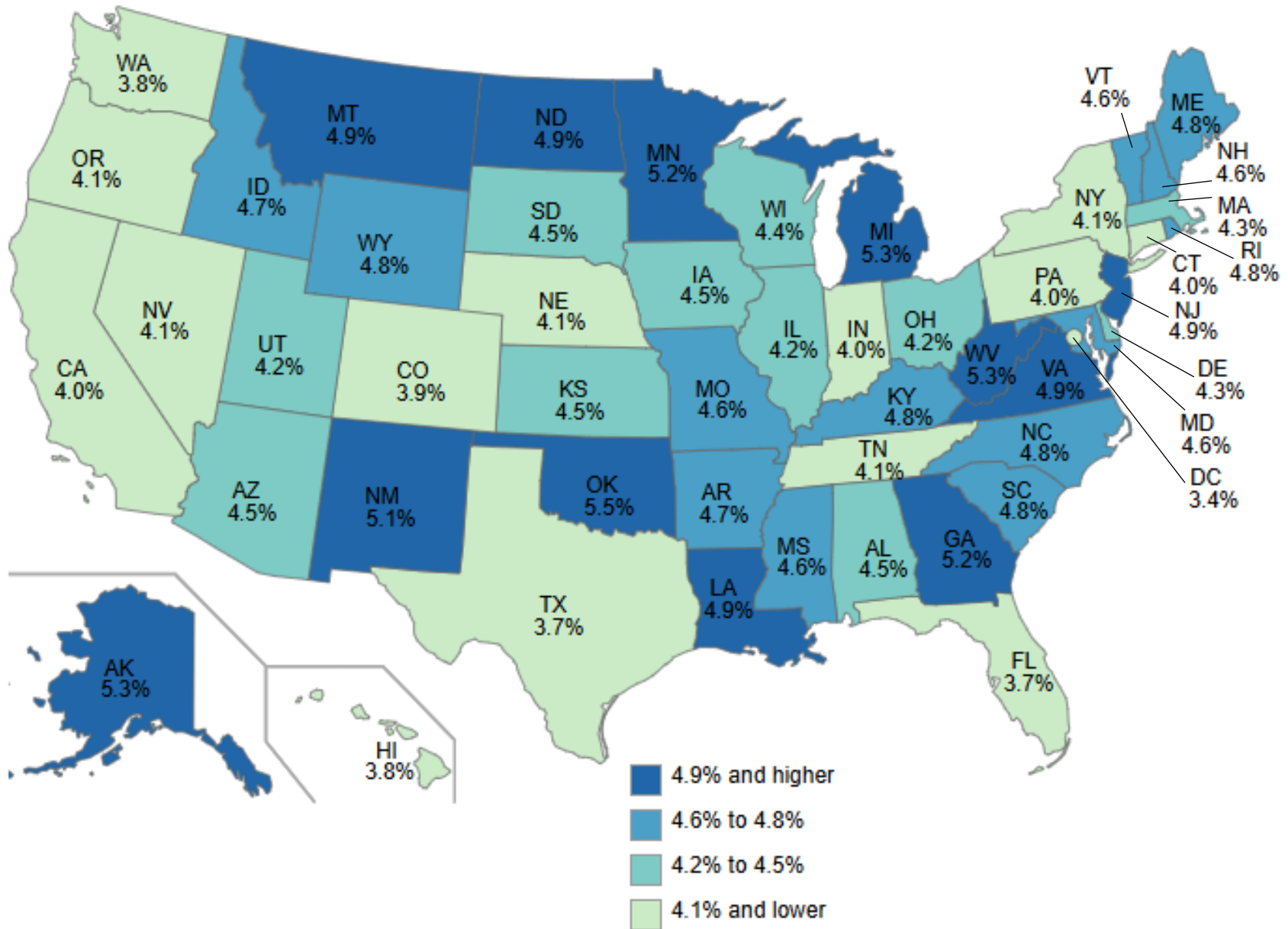
**Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted**

State	Levels (in thousands)			Rates		
	July 2024	June 2025	July 2025 <sup>p</sup>	July 2024	June 2025	July 2025 <sup>p</sup>
TOTAL U.S.....	1,721	1,661	1,784	1.1	1.0	1.1
Alabama.....	22	18	22	1.0	0.8	1.0
Alaska.....	4	6	4	1.2	1.7	1.2
Arizona.....	54	42	33	1.7	1.3	1.0
Arkansas.....	17	15	17	1.3	1.0	1.2
California.....	182	240	196	1.0	1.3	1.1
Colorado.....	42	34	27	1.4	1.1	0.9
Connecticut.....	20	20	26	1.2	1.1	1.5
Delaware.....	9	4	8	1.8	0.9	1.6
District of Columbia.....	6	4	7	0.8	0.5	0.9
Florida.....	85	96	115	0.9	1.0	1.2
Georgia.....	72	35	59	1.5	0.7	1.2
Hawaii.....	6	8	6	0.9	1.2	0.9
Idaho.....	12	12	12	1.3	1.4	1.3
Illinois.....	51	65	62	0.8	1.0	1.0
Indiana.....	47	36	38	1.5	1.1	1.2
Iowa.....	15	18	16	1.0	1.1	1.0
Kansas.....	14	15	12	1.0	1.0	0.9
Kentucky.....	20	22	26	1.0	1.1	1.3
Louisiana.....	28	18	23	1.4	0.9	1.2
Maine.....	7	9	7	1.0	1.3	1.1
Maryland.....	27	18	33	0.9	0.6	1.2
Massachusetts.....	33	37	41	0.9	1.0	1.1
Michigan.....	47	48	58	1.1	1.1	1.3
Minnesota.....	24	40	31	0.8	1.3	1.0
Mississippi.....	13	14	12	1.1	1.2	1.0
Missouri.....	34	28	28	1.2	0.9	0.9
Montana.....	8	7	9	1.5	1.3	1.6
Nebraska.....	10	11	9	1.0	1.0	0.9
Nevada.....	21	25	26	1.4	1.6	1.7
New Hampshire.....	12	9	11	1.7	1.3	1.5
New Jersey.....	82	44	65	1.9	1.0	1.5
New Mexico.....	10	13	12	1.2	1.4	1.3
New York.....	104	89	121	1.0	0.9	1.2
North Carolina.....	54	51	49	1.1	1.0	1.0
North Dakota.....	6	6	8	1.3	1.4	1.8
Ohio.....	66	50	54	1.2	0.9	0.9
Oklahoma.....	18	14	21	1.0	0.8	1.2
Oregon.....	27	19	24	1.4	0.9	1.2
Pennsylvania.....	90	60	75	1.5	1.0	1.2
Rhode Island.....	7	10	8	1.4	1.9	1.5
South Carolina.....	33	21	27	1.4	0.9	1.1
South Dakota.....	5	5	4	1.0	1.1	0.9
Tennessee.....	41	45	45	1.2	1.3	1.3
Texas.....	101	140	153	0.7	1.0	1.1
Utah.....	18	24	23	1.1	1.4	1.3
Vermont.....	3	4	4	1.1	1.4	1.1
Virginia.....	34	30	46	0.8	0.7	1.1
Washington.....	42	42	31	1.1	1.1	0.8
West Virginia.....	10	6	9	1.4	0.8	1.3
Wisconsin.....	23	31	26	0.8	1.0	0.8
Wyoming.....	4	3	5	1.3	1.1	1.7

p Preliminary

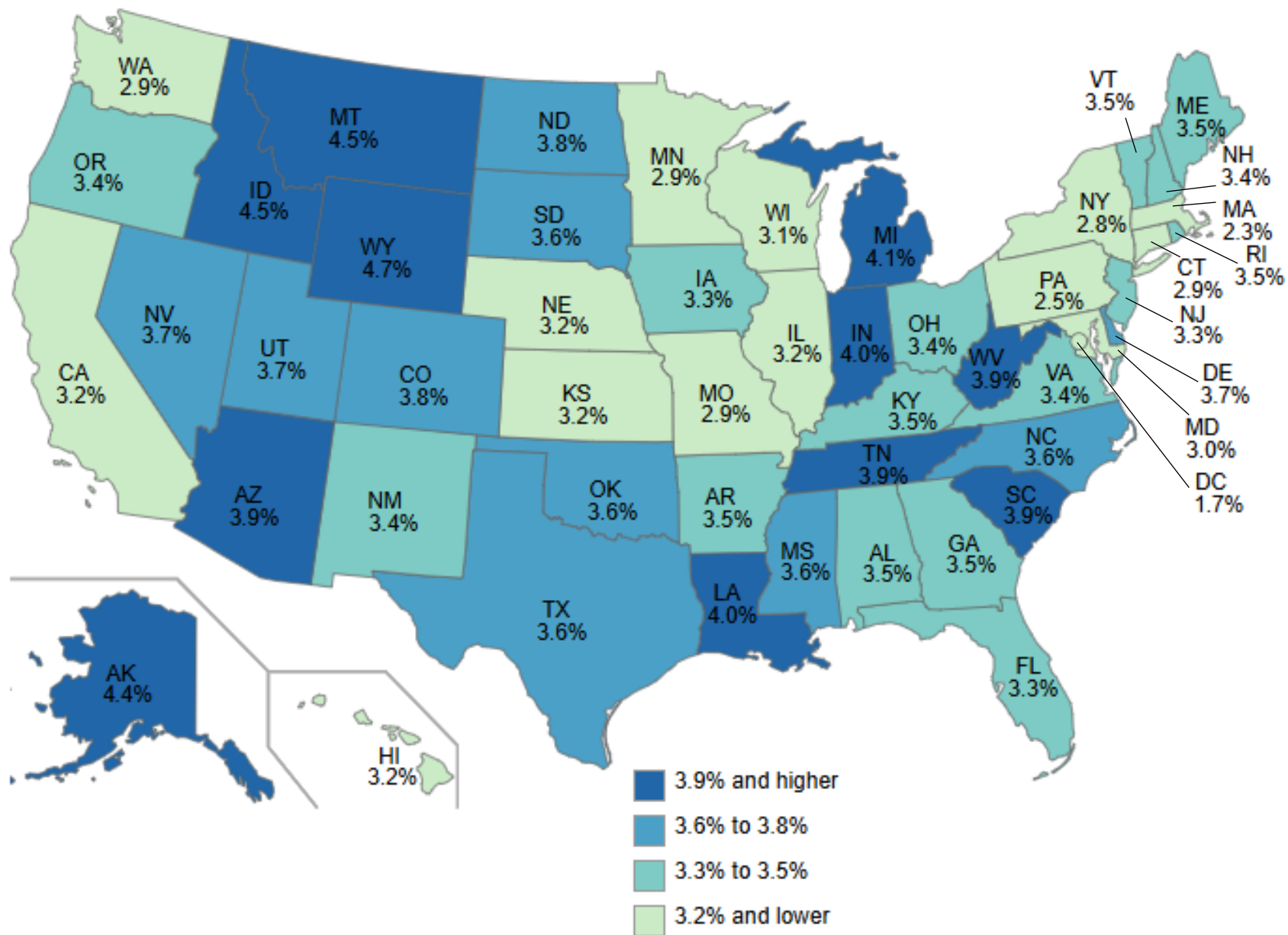
**Map 1. Job openings rates by state, seasonally adjusted, July 2025**

Total U.S. job openings rate = 4.3%



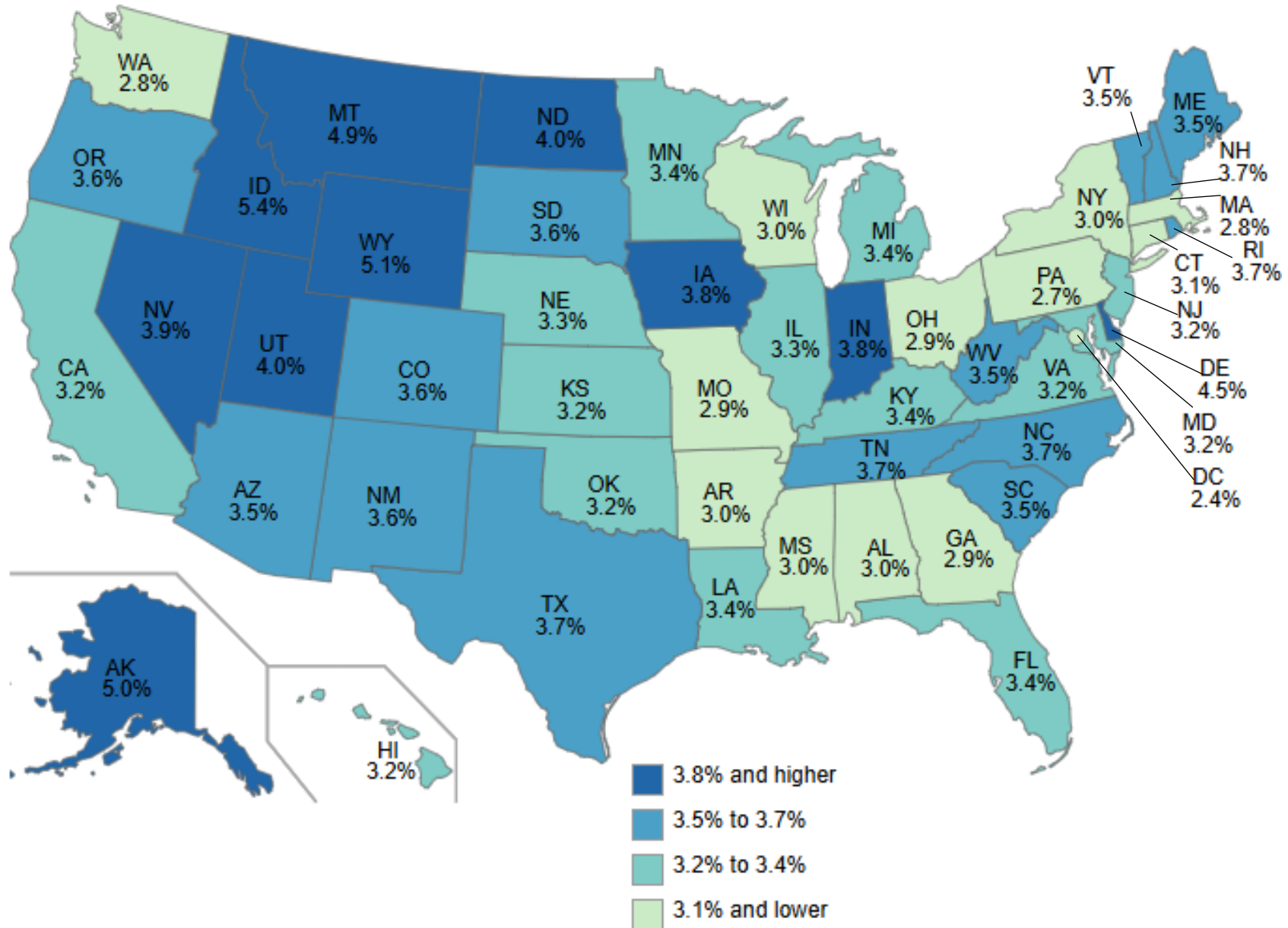
**Map 2. Hires rates by state, seasonally adjusted, July 2025**

Total U.S. hires rate = 3.3%



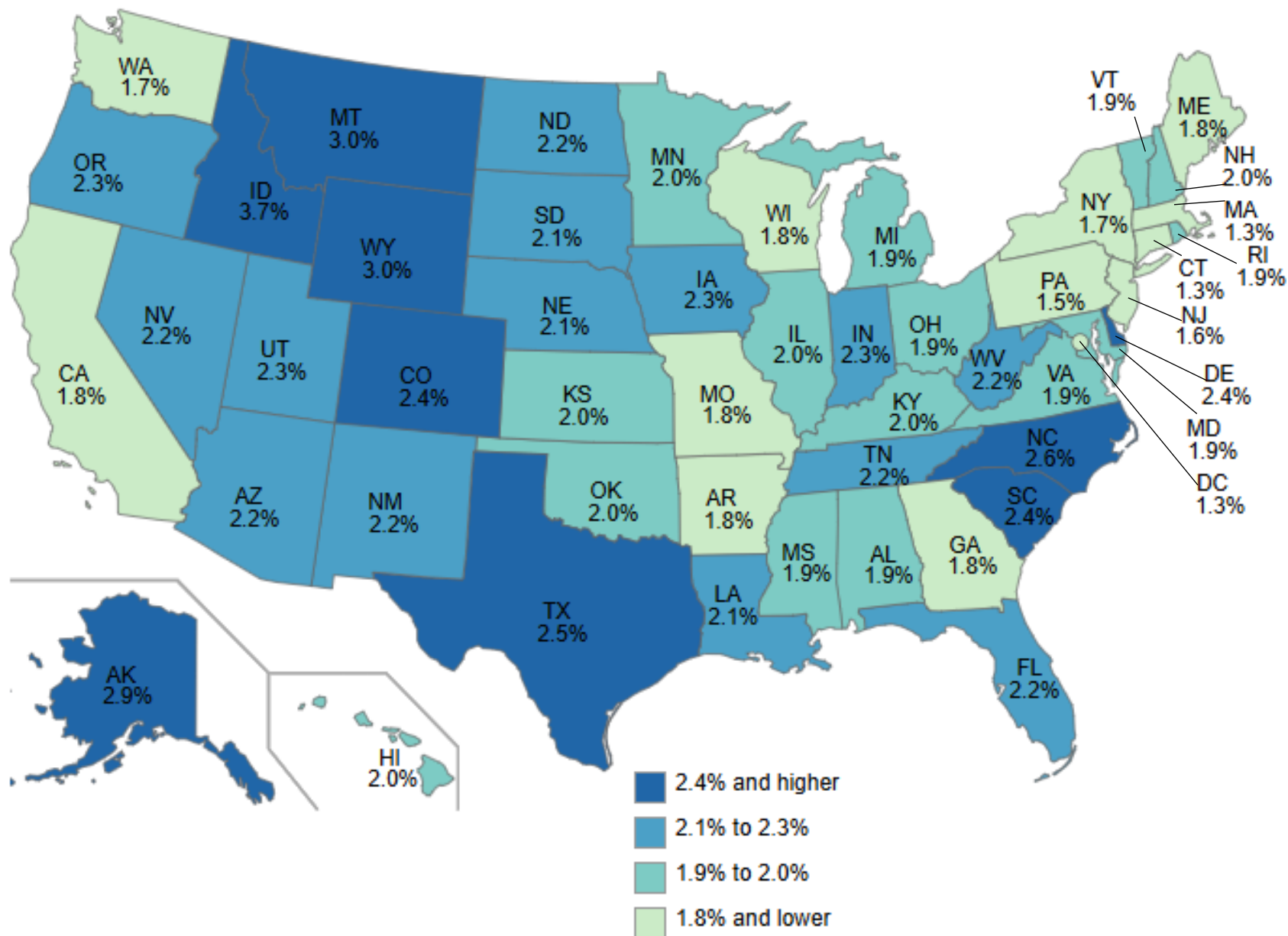
**Map 3. Total separations rates by state, seasonally adjusted, July 2025**

Total U.S. total separations rate = 3.3%



**Map 4. Quits rates by state, seasonally adjusted, July 2025**

Total U.S. quits rate = 2.0%



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

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

