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STATE JOB OPENINGS AND LABOR TURNOVER – AUGUST 2025

Job openings rates increased in 2 states in August, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates decreased in 1 state. Total separations rates decreased in 6 states and increased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in August.

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 increased in 2 states and were little changed in 48 states and the District of Columbia in August. The increases in job openings rates occurred in Florida and Illinois (+0.6 percentage point each). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** increased in 2 states, decreased in 1 state, and changed little in 47 states and the District of Columbia in August. The increases in the job openings level occurred in Florida (+71,000) and in Illinois (+39,000). The decrease occurred in Pennsylvania (-37,000). Nationally, the number of job openings was unchanged. (See table 1.)

Hires

In August, **hires rates** decreased in 1 state and were little changed in 49 states and the District of Columbia. The decrease occurred in Texas (-0.5 percentage point). The national hires rate was little changed over the month. (See table 2.)

The **number of hires** decreased in 1 state and was little changed in 49 states and the District of Columbia in August. The decrease in the hires level occurred in Texas (-80,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In August, **total separations rates** decreased in 6 states, increased in 2 states, and were little changed in 42 states and the District of Columbia. The largest decreases in total separations rates occurred in Delaware (-1.3 percentage points), Idaho (-1.2 points), and Iowa (-0.7 point). The increases occurred in

Connecticut (+1.0 point) and in New York (+0.5 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 6 states, increased in 2 states, and changed little in 42 states and the District of Columbia in August. The largest decreases in the total separations level occurred in Texas (-84,000), New Jersey (-25,000), and Indiana (-19,000). The increases occurred in New York (+44,000) and in Connecticut (+18,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In August, **quits rates** decreased in 6 states, increased in 1 state, and were little changed in 43 states and the District of Columbia. The largest decreases in quits rates occurred in Idaho (-1.4 percentage points), Colorado (-0.6 point), and Indiana (-0.5 point). The increase occurred in California (+0.3 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 6 states, increased in 1 state, and was little changed in 43 states and the District of Columbia in August. The largest decreases in the quits level occurred in Texas (-59,000), New York (-27,000), and Pennsylvania (-26,000). The increase occurred in California (+49,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In August, **layoffs and discharges rates** decreased in 3 states, increased in 2 states, and were little changed in 45 states and the District of Columbia. The decreases occurred in Delaware (-1.0 percentage point) as well as in California and New Jersey (-0.4 point each). The increases occurred in Connecticut and New York (+0.6 point each). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** decreased in 4 states, increased in 2 states, and changed little in 44 states and the District of Columbia in August. The largest decreases in the layoffs and discharges level occurred in California (-73,000), Florida (-27,000), and Tennessee (-16,000). The increases occurred in New York (+61,000) and in Connecticut (+10,000). Nationally, the number of layoffs and discharges changed little over the month. (See table 5.)

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

Upcoming Change to the JOLTS State Estimates

The State Job Openings and Labor Turnover news release will move from a monthly news release to an annual news release. The last monthly news release will occur with the December 2025 data published in February 2026. The first annual news release will be in July 2026. Going forward, monthly estimates for the prior calendar year will be published each year along with the annual news release. The annual news release will incorporate benchmark revisions to JOLTS national estimates, updated Current Employment Statistics (CES) employment estimates, and updated Quarterly Census of Employment and Wages (QCEW) data.

Federal Government Shutdown

The release of data for the August 2025 State Job Openings and Labor Turnover was delayed by more than 5 weeks because of the lapse in federal appropriations. While BLS completed data collection prior to the lapse, BLS could not complete data processing and review until appropriations resumed.

Subsequent State JOLTS data releases will also be delayed. Revised release dates will be posted at www.bls.gov/bls/2025-lapse-revised-release-dates.htm as they become available.

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

| State | Levels (in thousands) | | | | | | Rates | | | | | |
|---------------------------|-----------------------|-------------|--------------|--------------|---------------------------|--|--------------|-------------|--------------|--------------|---------------------------|--|
| | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p |
| TOTAL U.S..... | 7,649 | 7,712 | 7,357 | 7,208 | 7,227 | 19 | 4.6 | 4.6 | 4.4 | 4.3 | 4.3 | 0.0 |
| Alabama..... | 121 | 123 | 113 | 110 | 105 | -5 | 5.2 | 5.3 | 4.9 | 4.7 | 4.5 | -0.2 |
| Alaska..... | 21 | 15 | 17 | 18 | 18 | 0 | 5.9 | 4.3 | 4.8 | 5.1 | 5.0 | -0.1 |
| Arizona..... | 160 | 142 | 143 | 158 | 137 | -21 | 4.7 | 4.2 | 4.2 | 4.6 | 4.0 | -0.6 |
| Arkansas..... | 79 | 78 | 70 | 70 | 68 | -2 | 5.5 | 5.4 | 4.8 | 4.8 | 4.7 | -0.1 |
| California..... | 627 | 629 | 677 | 731 | 708 | -23 | 3.4 | 3.4 | 3.6 | 3.9 | 3.8 | -0.1 |
| Colorado..... | 157 | 129 | 125 | 123 | 130 | 7 | 5.0 | 4.1 | 4.0 | 4.0 | 4.2 | 0.2 |
| Connecticut..... | 79 | 77 | 75 | 69 | 67 | -2 | 4.4 | 4.3 | 4.2 | 3.9 | 3.7 | -0.2 |
| Delaware..... | 26 | 25 | 23 | 23 | 24 | 1 | 5.0 | 4.8 | 4.5 | 4.5 | 4.6 | 0.1 |
| District of Columbia..... | 34 | 34 | 32 | 27 | 31 | 4 | 4.2 | 4.2 | 4.0 | 3.4 | 3.9 | 0.5 |
| Florida..... | 468 | 484 | 467 | 392 | 463 | 71 | 4.5 | 4.6 | 4.4 | 3.8 | 4.4 | 0.6 |
| Georgia..... | 277 | 328 | 281 | 285 | 286 | 1 | 5.3 | 6.2 | 5.3 | 5.4 | 5.4 | 0.0 |
| Hawaii..... | 26 | 27 | 25 | 26 | 26 | 0 | 3.9 | 4.0 | 3.7 | 3.8 | 3.8 | 0.0 |
| Idaho..... | 41 | 41 | 41 | 43 | 41 | -2 | 4.5 | 4.4 | 4.4 | 4.7 | 4.4 | -0.3 |
| Illinois..... | 298 | 298 | 281 | 279 | 318 | 39 | 4.6 | 4.6 | 4.4 | 4.3 | 4.9 | 0.6 |
| Indiana..... | 146 | 142 | 143 | 137 | 147 | 10 | 4.3 | 4.1 | 4.2 | 4.0 | 4.3 | 0.3 |
| Iowa..... | 76 | 70 | 71 | 74 | 73 | -1 | 4.5 | 4.2 | 4.3 | 4.4 | 4.4 | 0.0 |
| Kansas..... | 74 | 73 | 69 | 69 | 67 | -2 | 4.8 | 4.8 | 4.5 | 4.5 | 4.4 | -0.1 |
| Kentucky..... | 138 | 117 | 99 | 104 | 98 | -6 | 6.3 | 5.4 | 4.6 | 4.8 | 4.5 | -0.3 |
| Louisiana..... | 105 | 111 | 100 | 105 | 98 | -7 | 5.0 | 5.3 | 4.8 | 5.0 | 4.7 | -0.3 |
| Maine..... | 34 | 39 | 39 | 33 | 32 | -1 | 4.9 | 5.6 | 5.6 | 4.8 | 4.6 | -0.2 |
| Maryland..... | 163 | 142 | 136 | 142 | 126 | -16 | 5.4 | 4.7 | 4.6 | 4.7 | 4.2 | -0.5 |
| Massachusetts..... | 182 | 193 | 186 | 166 | 155 | -11 | 4.7 | 4.9 | 4.8 | 4.3 | 4.0 | -0.3 |
| Michigan..... | 213 | 226 | 243 | 252 | 252 | 0 | 4.5 | 4.8 | 5.1 | 5.3 | 5.3 | 0.0 |
| Minnesota..... | 178 | 182 | 163 | 157 | 160 | 3 | 5.6 | 5.6 | 5.1 | 4.9 | 5.0 | 0.1 |
| Mississippi..... | 63 | 68 | 61 | 60 | 60 | 0 | 5.0 | 5.4 | 4.8 | 4.8 | 4.7 | -0.1 |
| Missouri..... | 169 | 151 | 150 | 145 | 147 | 2 | 5.4 | 4.8 | 4.7 | 4.6 | 4.6 | 0.0 |
| Montana..... | 28 | 28 | 28 | 27 | 28 | 1 | 5.0 | 5.0 | 5.0 | 4.8 | 5.0 | 0.2 |
| Nebraska..... | 48 | 47 | 48 | 46 | 46 | 0 | 4.3 | 4.2 | 4.3 | 4.1 | 4.1 | 0.0 |
| Nevada..... | 67 | 69 | 62 | 65 | 64 | -1 | 4.1 | 4.2 | 3.8 | 4.0 | 3.9 | -0.1 |
| New Hampshire..... | 35 | 38 | 37 | 33 | 33 | 0 | 4.7 | 5.1 | 5.0 | 4.4 | 4.5 | 0.1 |
| New Jersey..... | 200 | 212 | 205 | 214 | 198 | -16 | 4.4 | 4.6 | 4.5 | 4.7 | 4.3 | -0.4 |
| New Mexico..... | 51 | 48 | 49 | 48 | 50 | 2 | 5.4 | 5.0 | 5.1 | 5.0 | 5.2 | 0.2 |
| New York..... | 482 | 588 | 530 | 454 | 456 | 2 | 4.7 | 5.6 | 5.0 | 4.3 | 4.4 | 0.1 |
| North Carolina..... | 260 | 285 | 281 | 261 | 271 | 10 | 4.9 | 5.3 | 5.2 | 4.9 | 5.0 | 0.1 |
| North Dakota..... | 23 | 22 | 23 | 23 | 23 | 0 | 4.9 | 4.7 | 4.9 | 4.9 | 4.9 | 0.0 |
| Ohio..... | 286 | 289 | 281 | 260 | 255 | -5 | 4.8 | 4.8 | 4.7 | 4.3 | 4.3 | 0.0 |
| Oklahoma..... | 109 | 110 | 98 | 105 | 100 | -5 | 5.8 | 5.8 | 5.2 | 5.5 | 5.3 | -0.2 |
| Oregon..... | 97 | 87 | 85 | 84 | 83 | -1 | 4.6 | 4.1 | 4.1 | 4.0 | 4.0 | 0.0 |
| Pennsylvania..... | 295 | 272 | 245 | 262 | 225 | -37 | 4.6 | 4.2 | 3.8 | 4.0 | 3.5 | -0.5 |
| Rhode Island..... | 28 | 28 | 27 | 26 | 24 | -2 | 5.2 | 5.2 | 5.0 | 4.8 | 4.5 | -0.3 |
| South Carolina..... | 151 | 144 | 139 | 126 | 129 | 3 | 6.0 | 5.6 | 5.4 | 4.9 | 5.0 | 0.1 |
| South Dakota..... | 22 | 23 | 21 | 22 | 21 | -1 | 4.5 | 4.7 | 4.3 | 4.5 | 4.3 | -0.2 |
| Tennessee..... | 170 | 165 | 170 | 145 | 144 | -1 | 4.8 | 4.6 | 4.8 | 4.1 | 4.1 | 0.0 |
| Texas..... | 631 | 650 | 560 | 566 | 600 | 34 | 4.3 | 4.3 | 3.8 | 3.8 | 4.0 | 0.2 |
| Utah..... | 78 | 68 | 74 | 75 | 74 | -1 | 4.3 | 3.7 | 4.0 | 4.1 | 4.0 | -0.1 |
| Vermont..... | 16 | 18 | 16 | 15 | 15 | 0 | 4.9 | 5.4 | 4.8 | 4.6 | 4.6 | 0.0 |
| Virginia..... | 271 | 238 | 217 | 221 | 222 | 1 | 6.0 | 5.3 | 4.8 | 4.9 | 4.9 | 0.0 |
| Washington..... | 138 | 136 | 137 | 139 | 133 | -6 | 3.7 | 3.6 | 3.6 | 3.6 | 3.5 | -0.1 |
| West Virginia..... | 47 | 47 | 43 | 41 | 42 | 1 | 6.2 | 6.1 | 5.6 | 5.4 | 5.5 | 0.1 |
| Wisconsin..... | 145 | 142 | 137 | 140 | 138 | -2 | 4.5 | 4.4 | 4.3 | 4.4 | 4.3 | -0.1 |
| Wyoming..... | 15 | 14 | 14 | 15 | 14 | -1 | 4.8 | 4.5 | 4.5 | 4.8 | 4.5 | -0.3 |

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

| State | Levels (in thousands) | | | | | | Rates | | | | | |
|---------------------------|-----------------------|-------------|--------------|--------------|---------------------------|--|--------------|-------------|--------------|--------------|---------------------------|--|
| | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p |
| TOTAL U.S..... | 5,230 | 5,465 | 5,267 | 5,240 | 5,126 | -114 | 3.3 | 3.4 | 3.3 | 3.3 | 3.2 | -0.1 |
| Alabama..... | 79 | 73 | 73 | 74 | 73 | -1 | 3.6 | 3.3 | 3.3 | 3.3 | 3.3 | 0.0 |
| Alaska..... | 17 | 20 | 17 | 15 | 17 | 2 | 5.1 | 5.9 | 5.0 | 4.4 | 5.0 | 0.6 |
| Arizona..... | 99 | 146 | 120 | 121 | 104 | -17 | 3.1 | 4.5 | 3.7 | 3.7 | 3.2 | -0.5 |
| Arkansas..... | 47 | 48 | 53 | 47 | 46 | -1 | 3.4 | 3.5 | 3.8 | 3.4 | 3.3 | -0.1 |
| California..... | 505 | 531 | 564 | 565 | 567 | 2 | 2.8 | 2.9 | 3.1 | 3.1 | 3.1 | 0.0 |
| Colorado..... | 107 | 130 | 96 | 111 | 105 | -6 | 3.6 | 4.4 | 3.2 | 3.7 | 3.5 | -0.2 |
| Connecticut..... | 54 | 65 | 51 | 50 | 48 | -2 | 3.2 | 3.8 | 3.0 | 2.9 | 2.8 | -0.1 |
| Delaware..... | 19 | 17 | 18 | 18 | 18 | 0 | 3.9 | 3.4 | 3.7 | 3.7 | 3.6 | -0.1 |
| District of Columbia..... | 19 | 18 | 17 | 13 | 16 | 3 | 2.5 | 2.3 | 2.2 | 1.7 | 2.1 | 0.4 |
| Florida..... | 407 | 354 | 367 | 361 | 340 | -21 | 4.1 | 3.5 | 3.6 | 3.6 | 3.4 | -0.2 |
| Georgia..... | 187 | 164 | 144 | 173 | 161 | -12 | 3.8 | 3.3 | 2.9 | 3.5 | 3.2 | -0.3 |
| Hawaii..... | 19 | 27 | 21 | 21 | 20 | -1 | 3.0 | 4.1 | 3.2 | 3.2 | 3.1 | -0.1 |
| Idaho..... | 36 | 49 | 35 | 39 | 35 | -4 | 4.1 | 5.6 | 4.0 | 4.4 | 4.0 | -0.4 |
| Illinois..... | 181 | 206 | 199 | 199 | 199 | 0 | 2.9 | 3.3 | 3.2 | 3.2 | 3.2 | 0.0 |
| Indiana..... | 109 | 125 | 124 | 130 | 122 | -8 | 3.3 | 3.8 | 3.8 | 4.0 | 3.7 | -0.3 |
| Iowa..... | 44 | 55 | 51 | 50 | 51 | 1 | 2.8 | 3.5 | 3.2 | 3.1 | 3.2 | 0.1 |
| Kansas..... | 46 | 48 | 46 | 45 | 45 | 0 | 3.1 | 3.3 | 3.1 | 3.1 | 3.1 | 0.0 |
| Kentucky..... | 74 | 81 | 75 | 72 | 73 | 1 | 3.6 | 3.9 | 3.6 | 3.5 | 3.5 | 0.0 |
| Louisiana..... | 72 | 72 | 67 | 74 | 76 | 2 | 3.6 | 3.6 | 3.3 | 3.7 | 3.8 | 0.1 |
| Maine..... | 26 | 25 | 24 | 23 | 24 | 1 | 3.9 | 3.8 | 3.7 | 3.5 | 3.7 | 0.2 |
| Maryland..... | 99 | 85 | 88 | 89 | 85 | -4 | 3.5 | 3.0 | 3.1 | 3.1 | 3.0 | -0.1 |
| Massachusetts..... | 133 | 99 | 97 | 86 | 98 | 12 | 3.6 | 2.7 | 2.6 | 2.3 | 2.6 | 0.3 |
| Michigan..... | 163 | 173 | 157 | 179 | 166 | -13 | 3.6 | 3.8 | 3.5 | 4.0 | 3.7 | -0.3 |
| Minnesota..... | 84 | 97 | 85 | 85 | 89 | 4 | 2.8 | 3.2 | 2.8 | 2.8 | 2.9 | 0.1 |
| Mississippi..... | 41 | 42 | 41 | 42 | 40 | -2 | 3.4 | 3.5 | 3.4 | 3.5 | 3.3 | -0.2 |
| Missouri..... | 91 | 90 | 88 | 87 | 95 | 8 | 3.0 | 3.0 | 2.9 | 2.9 | 3.1 | 0.2 |
| Montana..... | 23 | 28 | 27 | 24 | 24 | 0 | 4.4 | 5.3 | 5.1 | 4.5 | 4.5 | 0.0 |
| Nebraska..... | 30 | 33 | 30 | 33 | 32 | -1 | 2.8 | 3.1 | 2.8 | 3.1 | 3.0 | -0.1 |
| Nevada..... | 58 | 65 | 65 | 56 | 54 | -2 | 3.7 | 4.1 | 4.1 | 3.6 | 3.4 | -0.2 |
| New Hampshire..... | 26 | 27 | 25 | 24 | 24 | 0 | 3.7 | 3.8 | 3.5 | 3.4 | 3.4 | 0.0 |
| New Jersey..... | 123 | 153 | 163 | 141 | 148 | 7 | 2.8 | 3.5 | 3.7 | 3.2 | 3.4 | 0.2 |
| New Mexico..... | 27 | 38 | 36 | 31 | 31 | 0 | 3.0 | 4.2 | 4.0 | 3.4 | 3.4 | 0.0 |
| New York..... | 284 | 301 | 298 | 288 | 291 | 3 | 2.9 | 3.0 | 3.0 | 2.9 | 2.9 | 0.0 |
| North Carolina..... | 163 | 162 | 157 | 179 | 187 | 8 | 3.3 | 3.2 | 3.1 | 3.5 | 3.7 | 0.2 |
| North Dakota..... | 14 | 19 | 16 | 16 | 16 | 0 | 3.1 | 4.2 | 3.5 | 3.6 | 3.6 | 0.0 |
| Ohio..... | 185 | 215 | 193 | 196 | 187 | -9 | 3.3 | 3.8 | 3.4 | 3.4 | 3.3 | -0.1 |
| Oklahoma..... | 73 | 63 | 61 | 63 | 61 | -2 | 4.1 | 3.5 | 3.4 | 3.5 | 3.4 | -0.1 |
| Oregon..... | 61 | 92 | 73 | 64 | 71 | 7 | 3.1 | 4.6 | 3.6 | 3.2 | 3.5 | 0.3 |
| Pennsylvania..... | 189 | 192 | 166 | 152 | 152 | 0 | 3.1 | 3.1 | 2.7 | 2.4 | 2.4 | 0.0 |
| Rhode Island..... | 21 | 25 | 20 | 19 | 21 | 2 | 4.1 | 4.8 | 3.9 | 3.7 | 4.1 | 0.4 |
| South Carolina..... | 97 | 98 | 94 | 95 | 103 | 8 | 4.1 | 4.1 | 3.9 | 3.9 | 4.2 | 0.3 |
| South Dakota..... | 14 | 16 | 15 | 16 | 15 | -1 | 3.0 | 3.4 | 3.2 | 3.4 | 3.2 | -0.2 |
| Tennessee..... | 130 | 119 | 128 | 130 | 131 | 1 | 3.9 | 3.5 | 3.8 | 3.8 | 3.8 | 0.0 |
| Texas..... | 495 | 443 | 518 | 492 | 412 | -80 | 3.5 | 3.1 | 3.6 | 3.4 | 2.9 | -0.5 |
| Utah..... | 64 | 78 | 65 | 64 | 59 | -5 | 3.7 | 4.4 | 3.7 | 3.6 | 3.3 | -0.3 |
| Vermont..... | 12 | 14 | 11 | 11 | 11 | 0 | 3.8 | 4.5 | 3.5 | 3.5 | 3.5 | 0.0 |
| Virginia..... | 148 | 188 | 143 | 142 | 144 | 2 | 3.5 | 4.4 | 3.3 | 3.3 | 3.4 | 0.1 |
| Washington..... | 108 | 120 | 110 | 101 | 102 | 1 | 3.0 | 3.3 | 3.0 | 2.8 | 2.8 | 0.0 |
| West Virginia..... | 29 | 29 | 28 | 28 | 28 | 0 | 4.1 | 4.0 | 3.9 | 3.9 | 3.9 | 0.0 |
| Wisconsin..... | 87 | 92 | 92 | 92 | 95 | 3 | 2.9 | 3.0 | 3.0 | 3.0 | 3.1 | 0.1 |
| Wyoming..... | 12 | 17 | 14 | 14 | 13 | -1 | 4.1 | 5.7 | 4.7 | 4.7 | 4.4 | -0.3 |

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

| State | Levels (in thousands) | | | | | | Rates | | | | | |
|---------------------------|-----------------------|-------------|--------------|--------------|---------------------------|--|--------------|-------------|--------------|--------------|---------------------------|--|
| | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p |
| TOTAL U.S..... | 5,170 | 5,213 | 5,341 | 5,221 | 5,111 | -110 | 3.3 | 3.3 | 3.3 | 3.3 | 3.2 | -0.1 |
| Alabama..... | 67 | 77 | 65 | 65 | 67 | 2 | 3.1 | 3.5 | 2.9 | 2.9 | 3.0 | 0.1 |
| Alaska..... | 15 | 18 | 19 | 17 | 15 | -2 | 4.5 | 5.3 | 5.6 | 5.0 | 4.4 | -0.6 |
| Arizona..... | 101 | 133 | 126 | 115 | 116 | 1 | 3.1 | 4.1 | 3.9 | 3.5 | 3.6 | 0.1 |
| Arkansas..... | 46 | 45 | 44 | 41 | 42 | 1 | 3.4 | 3.3 | 3.2 | 3.0 | 3.0 | 0.0 |
| California..... | 536 | 537 | 652 | 560 | 524 | -36 | 3.0 | 3.0 | 3.6 | 3.1 | 2.9 | -0.2 |
| Colorado..... | 108 | 118 | 107 | 107 | 102 | -5 | 3.6 | 4.0 | 3.6 | 3.6 | 3.4 | -0.2 |
| Connecticut..... | 51 | 48 | 64 | 53 | 71 | 18 | 3.0 | 2.8 | 3.7 | 3.1 | 4.1 | 1.0 |
| Delaware..... | 17 | 18 | 16 | 22 | 16 | -6 | 3.5 | 3.6 | 3.2 | 4.5 | 3.2 | -1.3 |
| District of Columbia..... | 22 | 19 | 17 | 18 | 19 | 1 | 2.9 | 2.5 | 2.2 | 2.4 | 2.5 | 0.1 |
| Florida..... | 354 | 348 | 319 | 335 | 322 | -13 | 3.6 | 3.5 | 3.2 | 3.3 | 3.2 | -0.1 |
| Georgia..... | 182 | 167 | 131 | 147 | 151 | 4 | 3.7 | 3.3 | 2.6 | 2.9 | 3.0 | 0.1 |
| Hawaii..... | 18 | 21 | 23 | 20 | 19 | -1 | 2.8 | 3.2 | 3.5 | 3.1 | 2.9 | -0.2 |
| Idaho..... | 35 | 37 | 39 | 47 | 36 | -11 | 4.0 | 4.2 | 4.4 | 5.3 | 4.1 | -1.2 |
| Illinois..... | 217 | 200 | 189 | 200 | 214 | 14 | 3.5 | 3.2 | 3.1 | 3.2 | 3.5 | 0.3 |
| Indiana..... | 112 | 136 | 140 | 125 | 106 | -19 | 3.4 | 4.1 | 4.3 | 3.8 | 3.2 | -0.6 |
| Iowa..... | 51 | 51 | 57 | 60 | 50 | -10 | 3.2 | 3.2 | 3.6 | 3.8 | 3.1 | -0.7 |
| Kansas..... | 50 | 46 | 50 | 46 | 46 | 0 | 3.4 | 3.1 | 3.4 | 3.2 | 3.2 | 0.0 |
| Kentucky..... | 64 | 72 | 69 | 69 | 69 | 0 | 3.1 | 3.5 | 3.4 | 3.4 | 3.3 | -0.1 |
| Louisiana..... | 62 | 69 | 66 | 66 | 61 | -5 | 3.1 | 3.4 | 3.3 | 3.3 | 3.0 | -0.3 |
| Maine..... | 24 | 25 | 26 | 24 | 25 | 1 | 3.6 | 3.8 | 4.0 | 3.7 | 3.8 | 0.1 |
| Maryland..... | 87 | 82 | 77 | 90 | 84 | -6 | 3.1 | 2.9 | 2.7 | 3.2 | 3.0 | -0.2 |
| Massachusetts..... | 98 | 108 | 111 | 100 | 102 | 2 | 2.6 | 2.9 | 3.0 | 2.7 | 2.7 | 0.0 |
| Michigan..... | 175 | 159 | 174 | 154 | 164 | 10 | 3.9 | 3.5 | 3.8 | 3.4 | 3.6 | 0.2 |
| Minnesota..... | 98 | 89 | 102 | 101 | 96 | -5 | 3.3 | 2.9 | 3.3 | 3.3 | 3.1 | -0.2 |
| Mississippi..... | 38 | 39 | 46 | 36 | 38 | 2 | 3.2 | 3.2 | 3.8 | 3.0 | 3.2 | 0.2 |
| Missouri..... | 102 | 95 | 100 | 90 | 97 | 7 | 3.4 | 3.2 | 3.3 | 3.0 | 3.2 | 0.2 |
| Montana..... | 21 | 25 | 25 | 26 | 26 | 0 | 4.0 | 4.7 | 4.7 | 4.9 | 4.9 | 0.0 |
| Nebraska..... | 38 | 36 | 37 | 34 | 34 | 0 | 3.6 | 3.4 | 3.5 | 3.2 | 3.2 | 0.0 |
| Nevada..... | 59 | 60 | 64 | 60 | 66 | 6 | 3.8 | 3.8 | 4.1 | 3.8 | 4.2 | 0.4 |
| New Hampshire..... | 22 | 23 | 25 | 28 | 29 | 1 | 3.1 | 3.2 | 3.5 | 4.0 | 4.1 | 0.1 |
| New Jersey..... | 117 | 127 | 141 | 136 | 111 | -25 | 2.7 | 2.9 | 3.2 | 3.1 | 2.5 | -0.6 |
| New Mexico..... | 27 | 31 | 32 | 33 | 33 | 0 | 3.0 | 3.4 | 3.5 | 3.6 | 3.6 | 0.0 |
| New York..... | 277 | 279 | 279 | 305 | 349 | 44 | 2.8 | 2.8 | 2.8 | 3.0 | 3.5 | 0.5 |
| North Carolina..... | 130 | 151 | 174 | 189 | 206 | 17 | 2.6 | 3.0 | 3.4 | 3.7 | 4.0 | 0.3 |
| North Dakota..... | 18 | 17 | 19 | 18 | 18 | 0 | 4.0 | 3.8 | 4.2 | 4.0 | 4.0 | 0.0 |
| Ohio..... | 201 | 207 | 232 | 179 | 185 | 6 | 3.6 | 3.6 | 4.1 | 3.1 | 3.2 | 0.1 |
| Oklahoma..... | 64 | 63 | 59 | 58 | 55 | -3 | 3.6 | 3.5 | 3.3 | 3.2 | 3.1 | -0.1 |
| Oregon..... | 64 | 68 | 71 | 71 | 81 | 10 | 3.2 | 3.4 | 3.5 | 3.5 | 4.0 | 0.5 |
| Pennsylvania..... | 208 | 185 | 157 | 163 | 141 | -22 | 3.4 | 3.0 | 2.5 | 2.6 | 2.3 | -0.3 |
| Rhode Island..... | 21 | 19 | 23 | 20 | 22 | 2 | 4.1 | 3.7 | 4.5 | 3.9 | 4.3 | 0.4 |
| South Carolina..... | 95 | 88 | 86 | 86 | 82 | -4 | 4.0 | 3.6 | 3.6 | 3.5 | 3.4 | -0.1 |
| South Dakota..... | 17 | 17 | 19 | 17 | 17 | 0 | 3.6 | 3.6 | 4.0 | 3.6 | 3.6 | 0.0 |
| Tennessee..... | 127 | 109 | 134 | 125 | 112 | -13 | 3.8 | 3.2 | 3.9 | 3.7 | 3.3 | -0.4 |
| Texas..... | 487 | 474 | 479 | 524 | 440 | -84 | 3.4 | 3.3 | 3.3 | 3.7 | 3.1 | -0.6 |
| Utah..... | 65 | 70 | 72 | 67 | 66 | -1 | 3.7 | 3.9 | 4.1 | 3.8 | 3.7 | -0.1 |
| Vermont..... | 11 | 12 | 12 | 11 | 13 | 2 | 3.5 | 3.8 | 3.8 | 3.5 | 4.1 | 0.6 |
| Virginia..... | 131 | 152 | 126 | 137 | 137 | 0 | 3.1 | 3.6 | 3.0 | 3.2 | 3.2 | 0.0 |
| Washington..... | 109 | 108 | 104 | 101 | 99 | -2 | 3.0 | 2.9 | 2.8 | 2.8 | 2.7 | -0.1 |
| West Virginia..... | 24 | 26 | 25 | 24 | 24 | 0 | 3.4 | 3.6 | 3.5 | 3.3 | 3.3 | 0.0 |
| Wisconsin..... | 94 | 96 | 100 | 90 | 98 | 8 | 3.1 | 3.1 | 3.3 | 2.9 | 3.2 | 0.3 |
| Wyoming..... | 11 | 12 | 14 | 15 | 15 | 0 | 3.7 | 4.0 | 4.7 | 5.0 | 5.0 | 0.0 |

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

| State | Levels (in thousands) | | | | | | Rates | | | | | |
|---------------------------|-----------------------|-------------|--------------|--------------|---------------------------|--|--------------|-------------|--------------|--------------|---------------------------|--|
| | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p |
| TOTAL U.S..... | 3,177 | 3,270 | 3,209 | 3,166 | 3,091 | -75 | 2.0 | 2.0 | 2.0 | 2.0 | 1.9 | -0.1 |
| Alabama..... | 42 | 54 | 40 | 43 | 44 | 1 | 1.9 | 2.4 | 1.8 | 1.9 | 2.0 | 0.1 |
| Alaska..... | 10 | 11 | 11 | 10 | 9 | -1 | 3.0 | 3.3 | 3.3 | 3.0 | 2.7 | -0.3 |
| Arizona..... | 66 | 81 | 81 | 71 | 66 | -5 | 2.1 | 2.5 | 2.5 | 2.2 | 2.0 | -0.2 |
| Arkansas..... | 25 | 30 | 23 | 25 | 25 | 0 | 1.8 | 2.2 | 1.7 | 1.8 | 1.8 | 0.0 |
| California..... | 324 | 314 | 353 | 324 | 373 | 49 | 1.8 | 1.7 | 2.0 | 1.8 | 2.1 | 0.3 |
| Colorado..... | 70 | 68 | 64 | 72 | 54 | -18 | 2.4 | 2.3 | 2.1 | 2.4 | 1.8 | -0.6 |
| Connecticut..... | 30 | 26 | 39 | 23 | 25 | 2 | 1.8 | 1.5 | 2.3 | 1.3 | 1.5 | 0.2 |
| Delaware..... | 11 | 13 | 10 | 12 | 11 | -1 | 2.2 | 2.6 | 2.0 | 2.4 | 2.2 | -0.2 |
| District of Columbia..... | 13 | 12 | 10 | 10 | 12 | 2 | 1.7 | 1.6 | 1.3 | 1.3 | 1.6 | 0.3 |
| Florida..... | 258 | 243 | 204 | 208 | 221 | 13 | 2.6 | 2.4 | 2.0 | 2.1 | 2.2 | 0.1 |
| Georgia..... | 107 | 115 | 76 | 90 | 98 | 8 | 2.2 | 2.3 | 1.5 | 1.8 | 2.0 | 0.2 |
| Hawaii..... | 11 | 13 | 14 | 13 | 12 | -1 | 1.7 | 2.0 | 2.2 | 2.0 | 1.8 | -0.2 |
| Idaho..... | 23 | 22 | 22 | 33 | 20 | -13 | 2.6 | 2.5 | 2.5 | 3.7 | 2.3 | -1.4 |
| Illinois..... | 131 | 126 | 110 | 121 | 131 | 10 | 2.1 | 2.0 | 1.8 | 2.0 | 2.1 | 0.1 |
| Indiana..... | 69 | 93 | 92 | 77 | 60 | -17 | 2.1 | 2.8 | 2.8 | 2.3 | 1.8 | -0.5 |
| Iowa..... | 30 | 31 | 36 | 37 | 30 | -7 | 1.9 | 1.9 | 2.3 | 2.3 | 1.9 | -0.4 |
| Kansas..... | 31 | 29 | 31 | 28 | 23 | -5 | 2.1 | 2.0 | 2.1 | 1.9 | 1.6 | -0.3 |
| Kentucky..... | 36 | 42 | 39 | 41 | 37 | -4 | 1.8 | 2.0 | 1.9 | 2.0 | 1.8 | -0.2 |
| Louisiana..... | 32 | 45 | 43 | 42 | 41 | -1 | 1.6 | 2.2 | 2.1 | 2.1 | 2.0 | -0.1 |
| Maine..... | 15 | 14 | 14 | 12 | 12 | 0 | 2.3 | 2.1 | 2.1 | 1.8 | 1.8 | 0.0 |
| Maryland..... | 51 | 48 | 47 | 54 | 53 | -1 | 1.8 | 1.7 | 1.7 | 1.9 | 1.9 | 0.0 |
| Massachusetts..... | 60 | 58 | 61 | 48 | 50 | 2 | 1.6 | 1.6 | 1.6 | 1.3 | 1.3 | 0.0 |
| Michigan..... | 108 | 106 | 109 | 86 | 96 | 10 | 2.4 | 2.3 | 2.4 | 1.9 | 2.1 | 0.2 |
| Minnesota..... | 64 | 55 | 57 | 59 | 57 | -2 | 2.1 | 1.8 | 1.9 | 1.9 | 1.9 | 0.0 |
| Mississippi..... | 24 | 26 | 30 | 23 | 25 | 2 | 2.0 | 2.2 | 2.5 | 1.9 | 2.1 | 0.2 |
| Missouri..... | 66 | 65 | 67 | 55 | 59 | 4 | 2.2 | 2.2 | 2.2 | 1.8 | 2.0 | 0.2 |
| Montana..... | 13 | 15 | 15 | 16 | 15 | -1 | 2.5 | 2.8 | 2.8 | 3.0 | 2.8 | -0.2 |
| Nebraska..... | 23 | 22 | 24 | 21 | 19 | -2 | 2.2 | 2.1 | 2.2 | 2.0 | 1.8 | -0.2 |
| Nevada..... | 34 | 36 | 35 | 34 | 35 | 1 | 2.2 | 2.3 | 2.2 | 2.2 | 2.2 | 0.0 |
| New Hampshire..... | 13 | 13 | 14 | 14 | 14 | 0 | 1.8 | 1.8 | 2.0 | 2.0 | 2.0 | 0.0 |
| New Jersey..... | 65 | 69 | 84 | 67 | 59 | -8 | 1.5 | 1.6 | 1.9 | 1.5 | 1.3 | -0.2 |
| New Mexico..... | 16 | 20 | 18 | 20 | 19 | -1 | 1.8 | 2.2 | 2.0 | 2.2 | 2.1 | -0.1 |
| New York..... | 158 | 164 | 151 | 176 | 149 | -27 | 1.6 | 1.6 | 1.5 | 1.8 | 1.5 | -0.3 |
| North Carolina..... | 86 | 98 | 108 | 134 | 152 | 18 | 1.7 | 1.9 | 2.1 | 2.6 | 3.0 | 0.4 |
| North Dakota..... | 10 | 11 | 11 | 9 | 9 | 0 | 2.2 | 2.4 | 2.4 | 2.0 | 2.0 | 0.0 |
| Ohio..... | 118 | 137 | 162 | 116 | 105 | -11 | 2.1 | 2.4 | 2.8 | 2.0 | 1.8 | -0.2 |
| Oklahoma..... | 41 | 43 | 39 | 36 | 37 | 1 | 2.3 | 2.4 | 2.2 | 2.0 | 2.1 | 0.1 |
| Oregon..... | 41 | 43 | 44 | 45 | 45 | 0 | 2.1 | 2.1 | 2.2 | 2.2 | 2.2 | 0.0 |
| Pennsylvania..... | 122 | 112 | 97 | 89 | 63 | -26 | 2.0 | 1.8 | 1.6 | 1.4 | 1.0 | -0.4 |
| Rhode Island..... | 13 | 11 | 12 | 10 | 10 | 0 | 2.5 | 2.1 | 2.3 | 1.9 | 1.9 | 0.0 |
| South Carolina..... | 61 | 60 | 55 | 58 | 56 | -2 | 2.6 | 2.5 | 2.3 | 2.4 | 2.3 | -0.1 |
| South Dakota..... | 11 | 11 | 11 | 10 | 10 | 0 | 2.4 | 2.3 | 2.3 | 2.1 | 2.1 | 0.0 |
| Tennessee..... | 78 | 70 | 72 | 76 | 78 | 2 | 2.3 | 2.1 | 2.1 | 2.2 | 2.3 | 0.1 |
| Texas..... | 297 | 301 | 306 | 355 | 296 | -59 | 2.1 | 2.1 | 2.1 | 2.5 | 2.1 | -0.4 |
| Utah..... | 38 | 42 | 40 | 40 | 39 | -1 | 2.2 | 2.4 | 2.3 | 2.3 | 2.2 | -0.1 |
| Vermont..... | 6 | 7 | 7 | 6 | 7 | 1 | 1.9 | 2.2 | 2.2 | 1.9 | 2.2 | 0.3 |
| Virginia..... | 87 | 100 | 80 | 79 | 91 | 12 | 2.1 | 2.3 | 1.9 | 1.8 | 2.1 | 0.3 |
| Washington..... | 60 | 62 | 57 | 64 | 58 | -6 | 1.6 | 1.7 | 1.6 | 1.7 | 1.6 | -0.1 |
| West Virginia..... | 15 | 18 | 16 | 15 | 16 | 1 | 2.1 | 2.5 | 2.2 | 2.1 | 2.2 | 0.1 |
| Wisconsin..... | 60 | 60 | 61 | 52 | 55 | 3 | 2.0 | 2.0 | 2.0 | 1.7 | 1.8 | 0.1 |
| Wyoming..... | 7 | 8 | 9 | 9 | 10 | 1 | 2.4 | 2.7 | 3.0 | 3.0 | 3.4 | 0.4 |

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

| State | Levels (in thousands) | | | | | | Rates | | | | | |
|---------------------------|-----------------------|-------------|--------------|--------------|---------------------------|--|--------------|-------------|--------------|--------------|---------------------------|--|
| | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p | Aug. 2024 | May 2025 | June 2025 | July 2025 | Aug. 2025 ^p | Change from: July 2025 - Aug. 2025 ^p |
| TOTAL U.S..... | 1,697 | 1,611 | 1,796 | 1,787 | 1,725 | -62 | 1.1 | 1.0 | 1.1 | 1.1 | 1.1 | 0.0 |
| Alabama..... | 21 | 19 | 21 | 20 | 21 | 1 | 1.0 | 0.9 | 0.9 | 0.9 | 0.9 | 0.0 |
| Alaska..... | 4 | 6 | 7 | 6 | 5 | -1 | 1.2 | 1.8 | 2.1 | 1.8 | 1.5 | -0.3 |
| Arizona..... | 32 | 40 | 37 | 35 | 42 | 7 | 1.0 | 1.2 | 1.1 | 1.1 | 1.3 | 0.2 |
| Arkansas..... | 20 | 12 | 15 | 15 | 15 | 0 | 1.5 | 0.9 | 1.1 | 1.1 | 1.1 | 0.0 |
| California..... | 173 | 192 | 249 | 196 | 123 | -73 | 1.0 | 1.1 | 1.4 | 1.1 | 0.7 | -0.4 |
| Colorado..... | 32 | 42 | 39 | 30 | 40 | 10 | 1.1 | 1.4 | 1.3 | 1.0 | 1.3 | 0.3 |
| Connecticut..... | 18 | 18 | 21 | 26 | 36 | 10 | 1.1 | 1.1 | 1.2 | 1.5 | 2.1 | 0.6 |
| Delaware..... | 5 | 4 | 5 | 9 | 4 | -5 | 1.0 | 0.8 | 1.0 | 1.8 | 0.8 | -1.0 |
| District of Columbia..... | 7 | 4 | 5 | 6 | 5 | -1 | 0.9 | 0.5 | 0.7 | 0.8 | 0.7 | -0.1 |
| Florida..... | 84 | 90 | 99 | 117 | 90 | -27 | 0.8 | 0.9 | 1.0 | 1.2 | 0.9 | -0.3 |
| Georgia..... | 69 | 44 | 45 | 51 | 48 | -3 | 1.4 | 0.9 | 0.9 | 1.0 | 1.0 | 0.0 |
| Hawaii..... | 6 | 7 | 8 | 6 | 5 | -1 | 0.9 | 1.1 | 1.2 | 0.9 | 0.8 | -0.1 |
| Idaho..... | 11 | 12 | 15 | 12 | 12 | 0 | 1.3 | 1.4 | 1.7 | 1.4 | 1.4 | 0.0 |
| Illinois..... | 77 | 64 | 73 | 73 | 70 | -3 | 1.3 | 1.0 | 1.2 | 1.2 | 1.1 | -0.1 |
| Indiana..... | 36 | 37 | 40 | 39 | 41 | 2 | 1.1 | 1.1 | 1.2 | 1.2 | 1.2 | 0.0 |
| Iowa..... | 18 | 17 | 18 | 17 | 17 | 0 | 1.1 | 1.1 | 1.1 | 1.1 | 1.1 | 0.0 |
| Kansas..... | 17 | 13 | 15 | 15 | 20 | 5 | 1.2 | 0.9 | 1.0 | 1.0 | 1.4 | 0.4 |
| Kentucky..... | 19 | 25 | 25 | 25 | 29 | 4 | 0.9 | 1.2 | 1.2 | 1.2 | 1.4 | 0.2 |
| Louisiana..... | 27 | 20 | 19 | 21 | 18 | -3 | 1.4 | 1.0 | 0.9 | 1.0 | 0.9 | -0.1 |
| Maine..... | 8 | 10 | 10 | 9 | 11 | 2 | 1.2 | 1.5 | 1.5 | 1.4 | 1.7 | 0.3 |
| Maryland..... | 31 | 24 | 23 | 33 | 26 | -7 | 1.1 | 0.8 | 0.8 | 1.2 | 0.9 | -0.3 |
| Massachusetts..... | 25 | 42 | 38 | 43 | 45 | 2 | 0.7 | 1.1 | 1.0 | 1.2 | 1.2 | 0.0 |
| Michigan..... | 61 | 48 | 58 | 62 | 61 | -1 | 1.4 | 1.1 | 1.3 | 1.4 | 1.3 | -0.1 |
| Minnesota..... | 22 | 27 | 38 | 36 | 32 | -4 | 0.7 | 0.9 | 1.2 | 1.2 | 1.0 | -0.2 |
| Mississippi..... | 12 | 10 | 14 | 11 | 12 | 1 | 1.0 | 0.8 | 1.2 | 0.9 | 1.0 | 0.1 |
| Missouri..... | 32 | 25 | 27 | 29 | 31 | 2 | 1.1 | 0.8 | 0.9 | 1.0 | 1.0 | 0.0 |
| Montana..... | 7 | 9 | 9 | 9 | 8 | -1 | 1.3 | 1.7 | 1.7 | 1.7 | 1.5 | -0.2 |
| Nebraska..... | 13 | 12 | 11 | 11 | 13 | 2 | 1.2 | 1.1 | 1.0 | 1.0 | 1.2 | 0.2 |
| Nevada..... | 21 | 21 | 26 | 22 | 25 | 3 | 1.3 | 1.3 | 1.7 | 1.4 | 1.6 | 0.2 |
| New Hampshire..... | 8 | 9 | 9 | 11 | 12 | 1 | 1.1 | 1.3 | 1.3 | 1.6 | 1.7 | 0.1 |
| New Jersey..... | 43 | 50 | 46 | 60 | 46 | -14 | 1.0 | 1.1 | 1.1 | 1.4 | 1.0 | -0.4 |
| New Mexico..... | 9 | 8 | 12 | 10 | 10 | 0 | 1.0 | 0.9 | 1.3 | 1.1 | 1.1 | 0.0 |
| New York..... | 104 | 102 | 100 | 112 | 173 | 61 | 1.1 | 1.0 | 1.0 | 1.1 | 1.7 | 0.6 |
| North Carolina..... | 38 | 44 | 57 | 47 | 47 | 0 | 0.8 | 0.9 | 1.1 | 0.9 | 0.9 | 0.0 |
| North Dakota..... | 7 | 6 | 7 | 8 | 7 | -1 | 1.6 | 1.3 | 1.6 | 1.8 | 1.6 | -0.2 |
| Ohio..... | 73 | 61 | 58 | 54 | 70 | 16 | 1.3 | 1.1 | 1.0 | 0.9 | 1.2 | 0.3 |
| Oklahoma..... | 19 | 17 | 16 | 20 | 16 | -4 | 1.1 | 0.9 | 0.9 | 1.1 | 0.9 | -0.2 |
| Oregon..... | 20 | 20 | 22 | 21 | 23 | 2 | 1.0 | 1.0 | 1.1 | 1.0 | 1.1 | 0.1 |
| Pennsylvania..... | 75 | 62 | 52 | 67 | 73 | 6 | 1.2 | 1.0 | 0.8 | 1.1 | 1.2 | 0.1 |
| Rhode Island..... | 7 | 8 | 9 | 8 | 10 | 2 | 1.4 | 1.6 | 1.8 | 1.6 | 1.9 | 0.3 |
| South Carolina..... | 30 | 22 | 25 | 25 | 23 | -2 | 1.3 | 0.9 | 1.0 | 1.0 | 0.9 | -0.1 |
| South Dakota..... | 6 | 5 | 6 | 6 | 6 | 0 | 1.3 | 1.1 | 1.3 | 1.3 | 1.3 | 0.0 |
| Tennessee..... | 42 | 32 | 55 | 45 | 29 | -16 | 1.2 | 0.9 | 1.6 | 1.3 | 0.9 | -0.4 |
| Texas..... | 162 | 126 | 152 | 157 | 129 | -28 | 1.1 | 0.9 | 1.1 | 1.1 | 0.9 | -0.2 |
| Utah..... | 25 | 22 | 29 | 23 | 21 | -2 | 1.4 | 1.2 | 1.6 | 1.3 | 1.2 | -0.1 |
| Vermont..... | 4 | 4 | 5 | 5 | 5 | 0 | 1.3 | 1.3 | 1.6 | 1.6 | 1.6 | 0.0 |
| Virginia..... | 34 | 36 | 37 | 51 | 40 | -11 | 0.8 | 0.8 | 0.9 | 1.2 | 0.9 | -0.3 |
| Washington..... | 44 | 40 | 41 | 31 | 31 | 0 | 1.2 | 1.1 | 1.1 | 0.8 | 0.8 | 0.0 |
| West Virginia..... | 8 | 7 | 7 | 7 | 7 | 0 | 1.1 | 1.0 | 1.0 | 1.0 | 1.0 | 0.0 |
| Wisconsin..... | 29 | 31 | 34 | 32 | 38 | 6 | 1.0 | 1.0 | 1.1 | 1.0 | 1.2 | 0.2 |
| Wyoming..... | 4 | 4 | 5 | 5 | 4 | -1 | 1.4 | 1.3 | 1.7 | 1.7 | 1.3 | -0.4 |

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

| State | Levels (in thousands) | | | Rates | | |
|---------------------------|-----------------------|--------------|---------------------------|--------------|--------------|---------------------------|
| | Aug. 2024 | July 2025 | Aug. 2025 ^p | Aug. 2024 | July 2025 | Aug. 2025 ^p |
| TOTAL U.S..... | 7,651 | 7,779 | 7,235 | 4.6 | 4.7 | 4.3 |
| Alabama..... | 123 | 117 | 108 | 5.3 | 5.0 | 4.6 |
| Alaska..... | 20 | 23 | 18 | 5.4 | 6.0 | 4.7 |
| Arizona..... | 175 | 171 | 143 | 5.2 | 5.1 | 4.2 |
| Arkansas..... | 79 | 70 | 69 | 5.5 | 4.8 | 4.8 |
| California..... | 617 | 799 | 698 | 3.3 | 4.3 | 3.7 |
| Colorado..... | 142 | 129 | 120 | 4.5 | 4.1 | 3.8 |
| Connecticut..... | 78 | 78 | 64 | 4.4 | 4.3 | 3.6 |
| Delaware..... | 22 | 35 | 20 | 4.3 | 6.5 | 3.9 |
| District of Columbia..... | 28 | 31 | 26 | 3.6 | 3.8 | 3.3 |
| Florida..... | 458 | 416 | 462 | 4.4 | 4.0 | 4.4 |
| Georgia..... | 282 | 299 | 291 | 5.4 | 5.7 | 5.5 |
| Hawaii..... | 25 | 33 | 26 | 3.8 | 4.9 | 3.9 |
| Idaho..... | 38 | 50 | 37 | 4.2 | 5.3 | 4.0 |
| Illinois..... | 287 | 296 | 318 | 4.5 | 4.6 | 4.9 |
| Indiana..... | 146 | 144 | 149 | 4.3 | 4.2 | 4.3 |
| Iowa..... | 71 | 81 | 70 | 4.3 | 4.9 | 4.2 |
| Kansas..... | 73 | 73 | 66 | 4.8 | 4.8 | 4.4 |
| Kentucky..... | 143 | 110 | 104 | 6.6 | 5.1 | 4.8 |
| Louisiana..... | 109 | 119 | 101 | 5.2 | 5.7 | 4.8 |
| Maine..... | 33 | 39 | 31 | 4.7 | 5.5 | 4.4 |
| Maryland..... | 150 | 177 | 115 | 5.0 | 5.8 | 3.9 |
| Massachusetts..... | 182 | 187 | 153 | 4.7 | 4.7 | 3.9 |
| Michigan..... | 212 | 258 | 257 | 4.5 | 5.4 | 5.4 |
| Minnesota..... | 174 | 168 | 154 | 5.4 | 5.2 | 4.8 |
| Mississippi..... | 71 | 63 | 68 | 5.7 | 5.0 | 5.4 |
| Missouri..... | 175 | 151 | 153 | 5.6 | 4.8 | 4.8 |
| Montana..... | 27 | 29 | 27 | 4.8 | 5.1 | 4.7 |
| Nebraska..... | 48 | 47 | 46 | 4.4 | 4.3 | 4.2 |
| Nevada..... | 68 | 69 | 65 | 4.2 | 4.2 | 4.0 |
| New Hampshire..... | 36 | 37 | 34 | 4.8 | 5.0 | 4.6 |
| New Jersey..... | 195 | 245 | 189 | 4.3 | 5.3 | 4.1 |
| New Mexico..... | 57 | 50 | 56 | 6.0 | 5.2 | 5.9 |
| New York..... | 496 | 483 | 467 | 4.8 | 4.6 | 4.5 |
| North Carolina..... | 254 | 285 | 263 | 4.8 | 5.3 | 4.9 |
| North Dakota..... | 24 | 24 | 24 | 5.1 | 5.1 | 5.0 |
| Ohio..... | 280 | 281 | 250 | 4.7 | 4.7 | 4.2 |
| Oklahoma..... | 113 | 118 | 102 | 6.0 | 6.2 | 5.4 |
| Oregon..... | 94 | 92 | 79 | 4.5 | 4.4 | 3.8 |
| Pennsylvania..... | 293 | 265 | 218 | 4.6 | 4.1 | 3.4 |
| Rhode Island..... | 31 | 26 | 26 | 5.6 | 4.8 | 4.8 |
| South Carolina..... | 154 | 136 | 127 | 6.1 | 5.3 | 5.0 |
| South Dakota..... | 23 | 21 | 22 | 4.7 | 4.3 | 4.5 |
| Tennessee..... | 179 | 155 | 149 | 5.1 | 4.4 | 4.2 |
| Texas..... | 662 | 605 | 642 | 4.5 | 4.1 | 4.3 |
| Utah..... | 76 | 80 | 71 | 4.2 | 4.3 | 3.9 |
| Vermont..... | 16 | 17 | 15 | 4.9 | 5.1 | 4.5 |
| Virginia..... | 264 | 243 | 222 | 5.9 | 5.4 | 4.9 |
| Washington..... | 136 | 151 | 128 | 3.6 | 3.9 | 3.4 |
| West Virginia..... | 46 | 42 | 41 | 6.1 | 5.6 | 5.4 |
| Wisconsin..... | 147 | 148 | 138 | 4.6 | 4.6 | 4.3 |
| Wyoming..... | 14 | 17 | 14 | 4.5 | 5.2 | 4.4 |

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

| State | Levels (in thousands) | | | Rates | | |
|---------------------------|-----------------------|--------------|---------------------------|--------------|--------------|---------------------------|
| | Aug. 2024 | July 2025 | Aug. 2025 ^p | Aug. 2024 | July 2025 | Aug. 2025 ^p |
| TOTAL U.S..... | 5,862 | 5,758 | 5,654 | 3.7 | 3.6 | 3.5 |
| Alabama..... | 87 | 77 | 80 | 4.0 | 3.5 | 3.6 |
| Alaska..... | 16 | 19 | 15 | 4.5 | 5.3 | 4.3 |
| Arizona..... | 126 | 142 | 126 | 4.0 | 4.4 | 3.9 |
| Arkansas..... | 61 | 48 | 58 | 4.5 | 3.5 | 4.2 |
| California..... | 562 | 632 | 626 | 3.1 | 3.5 | 3.5 |
| Colorado..... | 104 | 118 | 95 | 3.5 | 3.9 | 3.2 |
| Connecticut..... | 59 | 55 | 52 | 3.5 | 3.2 | 3.0 |
| Delaware..... | 17 | 24 | 16 | 3.5 | 4.9 | 3.2 |
| District of Columbia..... | 17 | 16 | 14 | 2.2 | 2.0 | 1.9 |
| Florida..... | 468 | 347 | 380 | 4.7 | 3.5 | 3.8 |
| Georgia..... | 216 | 202 | 185 | 4.4 | 4.1 | 3.7 |
| Hawaii..... | 20 | 27 | 21 | 3.2 | 4.1 | 3.3 |
| Idaho..... | 36 | 45 | 34 | 4.1 | 5.1 | 3.8 |
| Illinois..... | 203 | 213 | 221 | 3.3 | 3.4 | 3.6 |
| Indiana..... | 127 | 144 | 137 | 3.9 | 4.4 | 4.1 |
| Iowa..... | 44 | 54 | 51 | 2.8 | 3.4 | 3.2 |
| Kansas..... | 55 | 46 | 52 | 3.8 | 3.2 | 3.6 |
| Kentucky..... | 96 | 72 | 94 | 4.7 | 3.5 | 4.5 |
| Louisiana..... | 82 | 82 | 87 | 4.2 | 4.1 | 4.4 |
| Maine..... | 25 | 30 | 24 | 3.7 | 4.4 | 3.6 |
| Maryland..... | 91 | 121 | 75 | 3.2 | 4.2 | 2.6 |
| Massachusetts..... | 135 | 102 | 103 | 3.6 | 2.7 | 2.7 |
| Michigan..... | 177 | 201 | 177 | 3.9 | 4.4 | 3.9 |
| Minnesota..... | 89 | 91 | 91 | 3.0 | 3.0 | 3.0 |
| Mississippi..... | 52 | 48 | 49 | 4.4 | 4.0 | 4.1 |
| Missouri..... | 103 | 92 | 108 | 3.5 | 3.0 | 3.6 |
| Montana..... | 23 | 25 | 23 | 4.2 | 4.7 | 4.3 |
| Nebraska..... | 36 | 36 | 36 | 3.4 | 3.3 | 3.4 |
| Nevada..... | 66 | 57 | 59 | 4.2 | 3.6 | 3.8 |
| New Hampshire..... | 30 | 29 | 27 | 4.2 | 4.1 | 3.9 |
| New Jersey..... | 115 | 147 | 136 | 2.6 | 3.3 | 3.1 |
| New Mexico..... | 39 | 35 | 41 | 4.4 | 3.9 | 4.6 |
| New York..... | 295 | 365 | 303 | 3.0 | 3.6 | 3.0 |
| North Carolina..... | 181 | 194 | 210 | 3.6 | 3.8 | 4.1 |
| North Dakota..... | 16 | 17 | 18 | 3.6 | 3.7 | 3.9 |
| Ohio..... | 216 | 203 | 213 | 3.8 | 3.5 | 3.7 |
| Oklahoma..... | 87 | 69 | 73 | 4.9 | 3.9 | 4.1 |
| Oregon..... | 66 | 79 | 74 | 3.3 | 4.0 | 3.7 |
| Pennsylvania..... | 219 | 161 | 174 | 3.6 | 2.6 | 2.8 |
| Rhode Island..... | 23 | 20 | 24 | 4.5 | 4.0 | 4.7 |
| South Carolina..... | 106 | 100 | 112 | 4.5 | 4.1 | 4.6 |
| South Dakota..... | 17 | 16 | 18 | 3.5 | 3.3 | 3.7 |
| Tennessee..... | 147 | 136 | 149 | 4.4 | 4.0 | 4.4 |
| Texas..... | 616 | 525 | 513 | 4.4 | 3.7 | 3.6 |
| Utah..... | 69 | 71 | 60 | 3.9 | 4.0 | 3.4 |
| Vermont..... | 12 | 13 | 11 | 4.0 | 4.2 | 3.6 |
| Virginia..... | 168 | 149 | 163 | 4.0 | 3.5 | 3.8 |
| Washington..... | 112 | 115 | 101 | 3.1 | 3.1 | 2.8 |
| West Virginia..... | 33 | 30 | 31 | 4.6 | 4.2 | 4.3 |
| Wisconsin..... | 90 | 101 | 100 | 2.9 | 3.3 | 3.2 |
| Wyoming..... | 12 | 16 | 12 | 4.0 | 5.2 | 4.1 |

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

| State | Levels (in thousands) | | | Rates | | |
|---------------------------|-----------------------|--------------|---------------------------|--------------|--------------|---------------------------|
| | Aug. 2024 | July 2025 | Aug. 2025 ^p | Aug. 2024 | July 2025 | Aug. 2025 ^p |
| TOTAL U.S..... | 6,231 | 5,722 | 6,171 | 3.9 | 3.6 | 3.9 |
| Alabama..... | 80 | 75 | 80 | 3.7 | 3.4 | 3.6 |
| Alaska..... | 21 | 14 | 21 | 5.9 | 4.0 | 6.0 |
| Arizona..... | 109 | 137 | 121 | 3.4 | 4.3 | 3.7 |
| Arkansas..... | 56 | 54 | 51 | 4.1 | 4.0 | 3.7 |
| California..... | 634 | 599 | 623 | 3.5 | 3.3 | 3.5 |
| Colorado..... | 133 | 118 | 122 | 4.5 | 3.9 | 4.1 |
| Connecticut..... | 63 | 59 | 91 | 3.7 | 3.4 | 5.3 |
| Delaware..... | 20 | 25 | 19 | 4.1 | 5.0 | 3.8 |
| District of Columbia..... | 30 | 22 | 27 | 3.9 | 2.8 | 3.6 |
| Florida..... | 383 | 361 | 344 | 3.9 | 3.6 | 3.4 |
| Georgia..... | 214 | 171 | 180 | 4.3 | 3.4 | 3.6 |
| Hawaii..... | 25 | 21 | 26 | 3.9 | 3.3 | 4.0 |
| Idaho..... | 46 | 50 | 45 | 5.3 | 5.6 | 5.1 |
| Illinois..... | 249 | 192 | 256 | 4.0 | 3.1 | 4.2 |
| Indiana..... | 137 | 141 | 130 | 4.2 | 4.3 | 3.9 |
| Iowa..... | 70 | 65 | 68 | 4.4 | 4.1 | 4.3 |
| Kansas..... | 67 | 46 | 65 | 4.6 | 3.2 | 4.5 |
| Kentucky..... | 74 | 80 | 78 | 3.6 | 3.9 | 3.8 |
| Louisiana..... | 77 | 75 | 74 | 3.9 | 3.8 | 3.7 |
| Maine..... | 28 | 19 | 31 | 4.2 | 2.8 | 4.6 |
| Maryland..... | 106 | 109 | 102 | 3.7 | 3.8 | 3.6 |
| Massachusetts..... | 129 | 96 | 135 | 3.5 | 2.5 | 3.6 |
| Michigan..... | 210 | 169 | 195 | 4.7 | 3.7 | 4.3 |
| Minnesota..... | 113 | 103 | 112 | 3.7 | 3.4 | 3.7 |
| Mississippi..... | 48 | 40 | 46 | 4.0 | 3.4 | 3.8 |
| Missouri..... | 122 | 99 | 119 | 4.1 | 3.3 | 3.9 |
| Montana..... | 27 | 28 | 31 | 5.0 | 5.1 | 5.7 |
| Nebraska..... | 47 | 36 | 43 | 4.4 | 3.4 | 4.0 |
| Nevada..... | 68 | 69 | 76 | 4.4 | 4.4 | 4.9 |
| New Hampshire..... | 26 | 27 | 36 | 3.7 | 3.7 | 5.0 |
| New Jersey..... | 134 | 159 | 121 | 3.1 | 3.6 | 2.7 |
| New Mexico..... | 35 | 40 | 41 | 4.0 | 4.4 | 4.6 |
| New York..... | 342 | 341 | 426 | 3.5 | 3.4 | 4.2 |
| North Carolina..... | 171 | 214 | 247 | 3.4 | 4.2 | 4.8 |
| North Dakota..... | 24 | 20 | 24 | 5.3 | 4.4 | 5.4 |
| Ohio..... | 251 | 201 | 241 | 4.4 | 3.5 | 4.2 |
| Oklahoma..... | 78 | 66 | 67 | 4.4 | 3.7 | 3.7 |
| Oregon..... | 79 | 87 | 98 | 4.0 | 4.4 | 4.9 |
| Pennsylvania..... | 255 | 193 | 196 | 4.2 | 3.1 | 3.1 |
| Rhode Island..... | 24 | 20 | 26 | 4.7 | 3.8 | 5.1 |
| South Carolina..... | 111 | 99 | 97 | 4.7 | 4.1 | 4.0 |
| South Dakota..... | 22 | 16 | 22 | 4.7 | 3.4 | 4.6 |
| Tennessee..... | 142 | 142 | 127 | 4.2 | 4.2 | 3.7 |
| Texas..... | 607 | 552 | 545 | 4.3 | 3.9 | 3.8 |
| Utah..... | 75 | 72 | 73 | 4.3 | 4.1 | 4.1 |
| Vermont..... | 12 | 9 | 16 | 3.8 | 2.9 | 5.1 |
| Virginia..... | 156 | 143 | 166 | 3.7 | 3.3 | 3.9 |
| Washington..... | 142 | 113 | 124 | 3.9 | 3.1 | 3.4 |
| West Virginia..... | 30 | 32 | 28 | 4.2 | 4.5 | 3.9 |
| Wisconsin..... | 114 | 87 | 121 | 3.7 | 2.8 | 3.9 |
| Wyoming..... | 14 | 15 | 20 | 4.6 | 4.9 | 6.5 |

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

| State | Levels (in thousands) | | | Rates | | |
|---------------------------|-----------------------|--------------|---------------------------|--------------|--------------|---------------------------|
| | Aug. 2024 | July 2025 | Aug. 2025 ^p | Aug. 2024 | July 2025 | Aug. 2025 ^p |
| TOTAL U.S..... | 4,037 | 3,666 | 3,914 | 2.6 | 2.3 | 2.5 |
| Alabama..... | 54 | 51 | 55 | 2.4 | 2.3 | 2.5 |
| Alaska..... | 14 | 9 | 13 | 4.0 | 2.5 | 3.7 |
| Arizona..... | 74 | 91 | 71 | 2.3 | 2.9 | 2.2 |
| Arkansas..... | 33 | 35 | 32 | 2.4 | 2.6 | 2.3 |
| California..... | 373 | 361 | 441 | 2.1 | 2.0 | 2.5 |
| Colorado..... | 93 | 85 | 69 | 3.1 | 2.8 | 2.3 |
| Connecticut..... | 40 | 29 | 35 | 2.3 | 1.7 | 2.1 |
| Delaware..... | 14 | 15 | 14 | 2.7 | 3.1 | 2.8 |
| District of Columbia..... | 19 | 13 | 19 | 2.5 | 1.7 | 2.5 |
| Florida..... | 289 | 234 | 249 | 2.9 | 2.4 | 2.5 |
| Georgia..... | 130 | 107 | 119 | 2.6 | 2.1 | 2.4 |
| Hawaii..... | 15 | 14 | 16 | 2.4 | 2.2 | 2.4 |
| Idaho..... | 32 | 36 | 28 | 3.7 | 4.1 | 3.1 |
| Illinois..... | 168 | 122 | 172 | 2.7 | 2.0 | 2.8 |
| Indiana..... | 89 | 90 | 75 | 2.7 | 2.7 | 2.3 |
| Iowa..... | 43 | 42 | 42 | 2.7 | 2.7 | 2.6 |
| Kansas..... | 43 | 31 | 34 | 3.0 | 2.1 | 2.4 |
| Kentucky..... | 46 | 51 | 45 | 2.3 | 2.5 | 2.2 |
| Louisiana..... | 47 | 50 | 55 | 2.4 | 2.5 | 2.8 |
| Maine..... | 19 | 10 | 17 | 2.8 | 1.5 | 2.6 |
| Maryland..... | 66 | 73 | 68 | 2.3 | 2.5 | 2.4 |
| Massachusetts..... | 83 | 49 | 73 | 2.2 | 1.3 | 1.9 |
| Michigan..... | 143 | 101 | 121 | 3.2 | 2.2 | 2.7 |
| Minnesota..... | 76 | 64 | 68 | 2.5 | 2.1 | 2.2 |
| Mississippi..... | 32 | 27 | 32 | 2.7 | 2.2 | 2.7 |
| Missouri..... | 81 | 64 | 72 | 2.7 | 2.1 | 2.4 |
| Montana..... | 17 | 18 | 18 | 3.2 | 3.2 | 3.4 |
| Nebraska..... | 30 | 24 | 25 | 2.8 | 2.3 | 2.3 |
| Nevada..... | 42 | 42 | 44 | 2.7 | 2.7 | 2.8 |
| New Hampshire..... | 17 | 14 | 19 | 2.3 | 2.0 | 2.6 |
| New Jersey..... | 80 | 88 | 70 | 1.8 | 2.0 | 1.6 |
| New Mexico..... | 23 | 26 | 25 | 2.6 | 2.8 | 2.8 |
| New York..... | 211 | 206 | 206 | 2.1 | 2.0 | 2.1 |
| North Carolina..... | 117 | 158 | 188 | 2.3 | 3.1 | 3.7 |
| North Dakota..... | 14 | 10 | 13 | 3.2 | 2.3 | 2.9 |
| Ohio..... | 152 | 137 | 137 | 2.7 | 2.4 | 2.4 |
| Oklahoma..... | 52 | 43 | 46 | 3.0 | 2.4 | 2.6 |
| Oregon..... | 53 | 57 | 57 | 2.6 | 2.8 | 2.8 |
| Pennsylvania..... | 164 | 110 | 102 | 2.7 | 1.8 | 1.6 |
| Rhode Island..... | 16 | 11 | 13 | 3.1 | 2.1 | 2.5 |
| South Carolina..... | 75 | 68 | 69 | 3.2 | 2.8 | 2.8 |
| South Dakota..... | 15 | 10 | 13 | 3.2 | 2.2 | 2.7 |
| Tennessee..... | 94 | 92 | 94 | 2.8 | 2.7 | 2.8 |
| Texas..... | 404 | 390 | 392 | 2.9 | 2.7 | 2.7 |
| Utah..... | 45 | 47 | 45 | 2.6 | 2.6 | 2.5 |
| Vermont..... | 7 | 5 | 9 | 2.4 | 1.6 | 2.9 |
| Virginia..... | 110 | 90 | 119 | 2.6 | 2.1 | 2.8 |
| Washington..... | 78 | 76 | 74 | 2.1 | 2.1 | 2.0 |
| West Virginia..... | 20 | 22 | 20 | 2.8 | 3.1 | 2.8 |
| Wisconsin..... | 76 | 56 | 67 | 2.5 | 1.8 | 2.2 |
| Wyoming..... | 9 | 10 | 13 | 3.0 | 3.2 | 4.4 |

p Preliminary

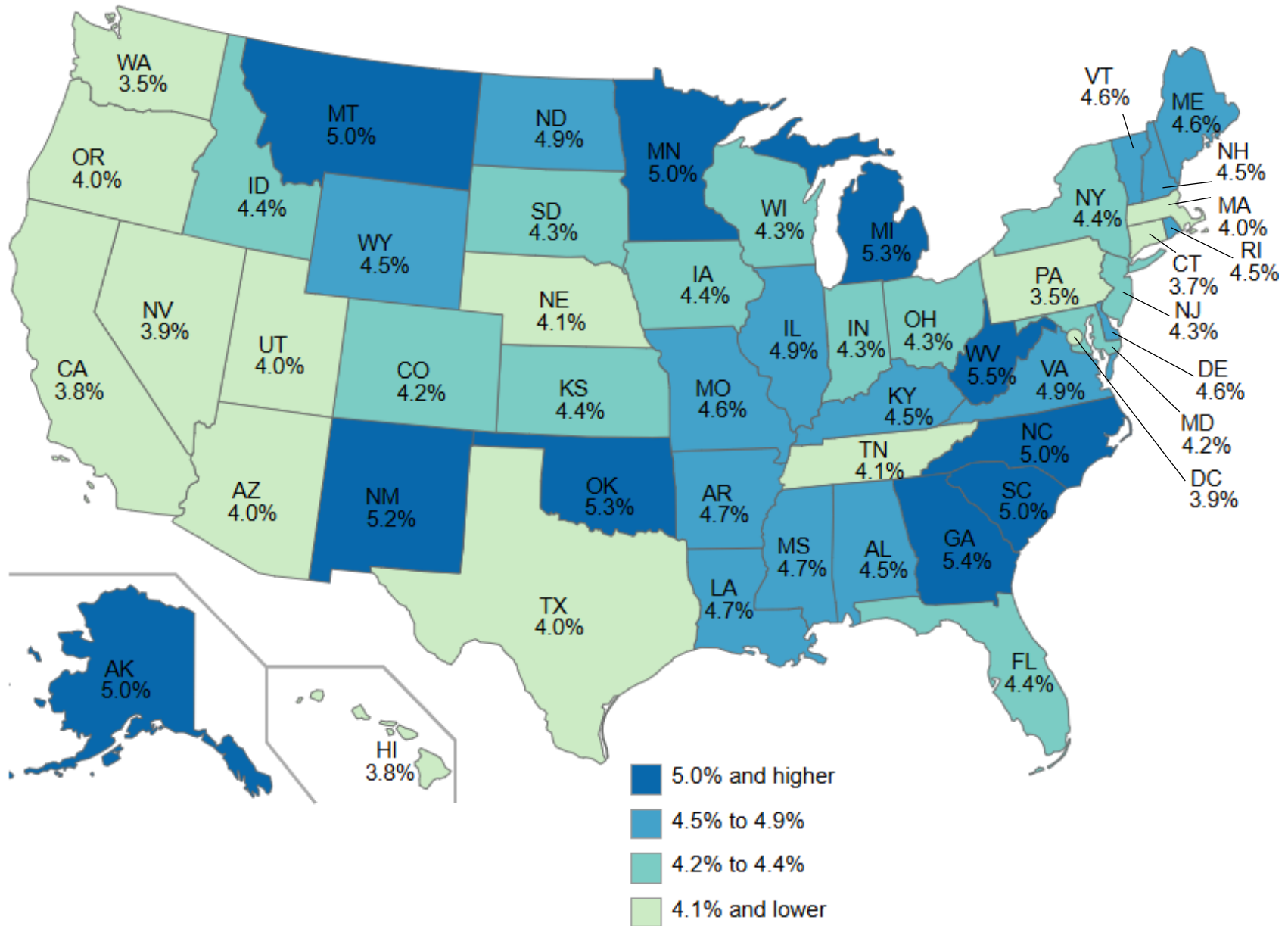
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

| State | Levels (in thousands) | | | Rates | | |
|---------------------------|-----------------------|--------------|---------------------------|--------------|--------------|---------------------------|
| | Aug. 2024 | July 2025 | Aug. 2025 ^p | Aug. 2024 | July 2025 | Aug. 2025 ^p |
| TOTAL U.S..... | 1,857 | 1,751 | 1,911 | 1.2 | 1.1 | 1.2 |
| Alabama..... | 22 | 22 | 22 | 1.0 | 1.0 | 1.0 |
| Alaska..... | 6 | 4 | 6 | 1.8 | 1.2 | 1.8 |
| Arizona..... | 32 | 34 | 42 | 1.0 | 1.1 | 1.3 |
| Arkansas..... | 21 | 17 | 17 | 1.5 | 1.2 | 1.3 |
| California..... | 215 | 185 | 147 | 1.2 | 1.0 | 0.8 |
| Colorado..... | 34 | 27 | 43 | 1.1 | 0.9 | 1.4 |
| Connecticut..... | 19 | 25 | 44 | 1.1 | 1.5 | 2.6 |
| Delaware..... | 6 | 8 | 4 | 1.1 | 1.7 | 0.9 |
| District of Columbia..... | 8 | 7 | 6 | 1.0 | 1.0 | 0.8 |
| Florida..... | 81 | 115 | 84 | 0.8 | 1.2 | 0.8 |
| Georgia..... | 75 | 59 | 54 | 1.5 | 1.2 | 1.1 |
| Hawaii..... | 9 | 5 | 7 | 1.4 | 0.8 | 1.1 |
| Idaho..... | 13 | 11 | 13 | 1.4 | 1.3 | 1.5 |
| Illinois..... | 71 | 62 | 70 | 1.1 | 1.0 | 1.1 |
| Indiana..... | 40 | 39 | 49 | 1.2 | 1.2 | 1.5 |
| Iowa..... | 22 | 15 | 23 | 1.4 | 0.9 | 1.4 |
| Kansas..... | 22 | 12 | 27 | 1.5 | 0.8 | 1.9 |
| Kentucky..... | 18 | 25 | 29 | 0.9 | 1.2 | 1.4 |
| Louisiana..... | 26 | 22 | 17 | 1.3 | 1.1 | 0.8 |
| Maine..... | 8 | 7 | 12 | 1.2 | 1.0 | 1.7 |
| Maryland..... | 31 | 32 | 26 | 1.1 | 1.1 | 0.9 |
| Massachusetts..... | 32 | 37 | 54 | 0.9 | 1.0 | 1.4 |
| Michigan..... | 62 | 59 | 67 | 1.4 | 1.3 | 1.5 |
| Minnesota..... | 23 | 33 | 34 | 0.7 | 1.1 | 1.1 |
| Mississippi..... | 12 | 12 | 12 | 1.0 | 1.0 | 1.0 |
| Missouri..... | 36 | 28 | 40 | 1.2 | 0.9 | 1.3 |
| Montana..... | 8 | 8 | 9 | 1.5 | 1.5 | 1.7 |
| Nebraska..... | 14 | 10 | 15 | 1.4 | 0.9 | 1.5 |
| Nevada..... | 22 | 24 | 26 | 1.4 | 1.6 | 1.7 |
| New Hampshire..... | 8 | 10 | 14 | 1.1 | 1.4 | 2.0 |
| New Jersey..... | 44 | 60 | 44 | 1.0 | 1.4 | 1.0 |
| New Mexico..... | 10 | 11 | 12 | 1.2 | 1.2 | 1.3 |
| New York..... | 118 | 120 | 189 | 1.2 | 1.2 | 1.9 |
| North Carolina..... | 46 | 49 | 50 | 0.9 | 1.0 | 1.0 |
| North Dakota..... | 8 | 8 | 10 | 1.9 | 1.8 | 2.2 |
| Ohio..... | 86 | 55 | 91 | 1.5 | 1.0 | 1.6 |
| Oklahoma..... | 20 | 21 | 16 | 1.1 | 1.2 | 0.9 |
| Oregon..... | 23 | 24 | 28 | 1.2 | 1.2 | 1.4 |
| Pennsylvania..... | 78 | 74 | 86 | 1.3 | 1.2 | 1.4 |
| Rhode Island..... | 7 | 7 | 10 | 1.4 | 1.4 | 2.0 |
| South Carolina..... | 32 | 27 | 25 | 1.4 | 1.1 | 1.0 |
| South Dakota..... | 7 | 4 | 8 | 1.4 | 0.9 | 1.7 |
| Tennessee..... | 41 | 45 | 29 | 1.2 | 1.3 | 0.8 |
| Texas..... | 169 | 151 | 134 | 1.2 | 1.1 | 0.9 |
| Utah..... | 28 | 22 | 23 | 1.6 | 1.2 | 1.3 |
| Vermont..... | 4 | 3 | 6 | 1.1 | 1.1 | 1.8 |
| Virginia..... | 34 | 46 | 40 | 0.8 | 1.1 | 0.9 |
| Washington..... | 59 | 31 | 39 | 1.6 | 0.8 | 1.1 |
| West Virginia..... | 8 | 9 | 7 | 1.1 | 1.2 | 0.9 |
| Wisconsin..... | 32 | 25 | 47 | 1.0 | 0.8 | 1.5 |
| Wyoming..... | 4 | 4 | 5 | 1.4 | 1.5 | 1.5 |

p Preliminary

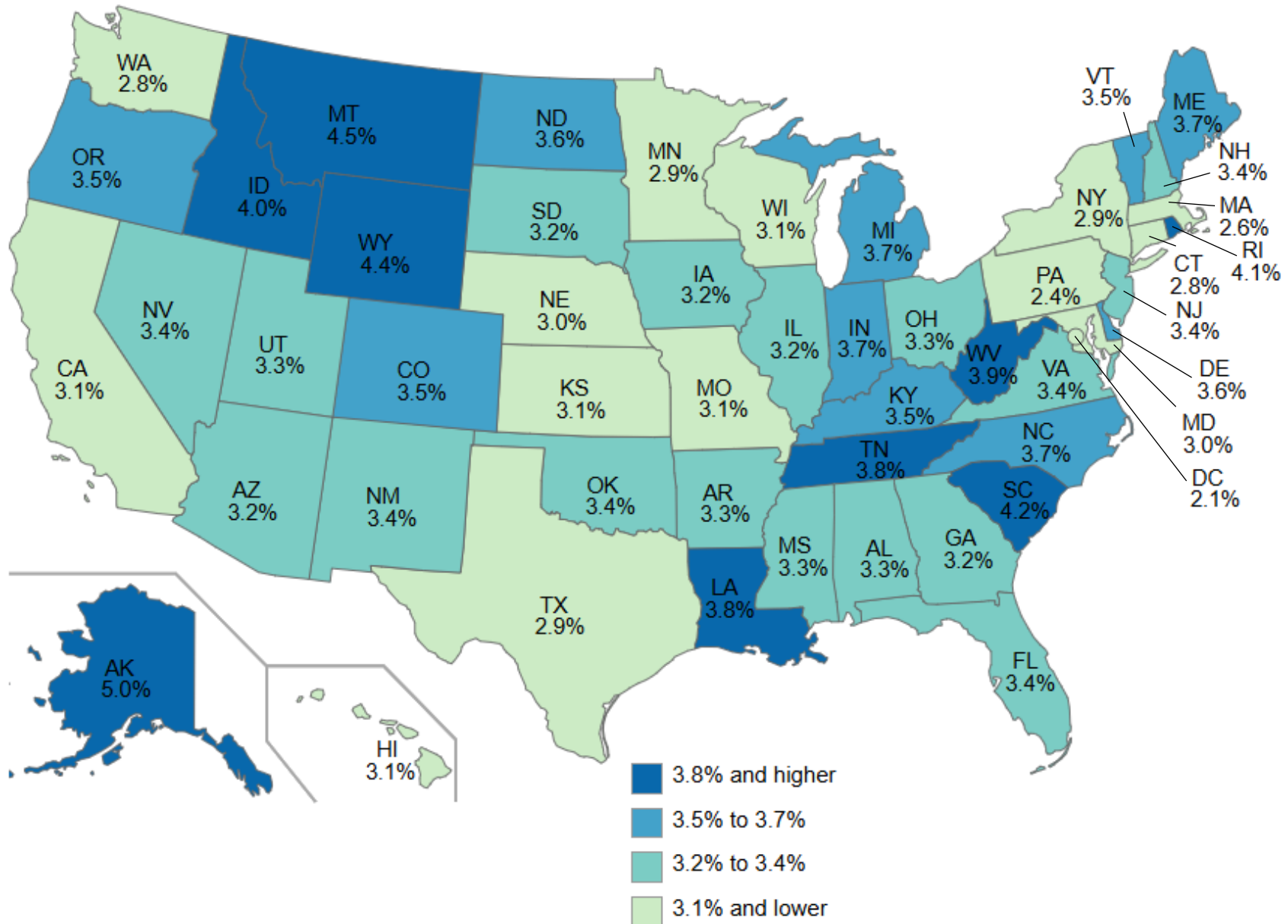
Map 1. Job openings rates by state, seasonally adjusted, August 2025

Total U.S. job openings rate = 4.3%



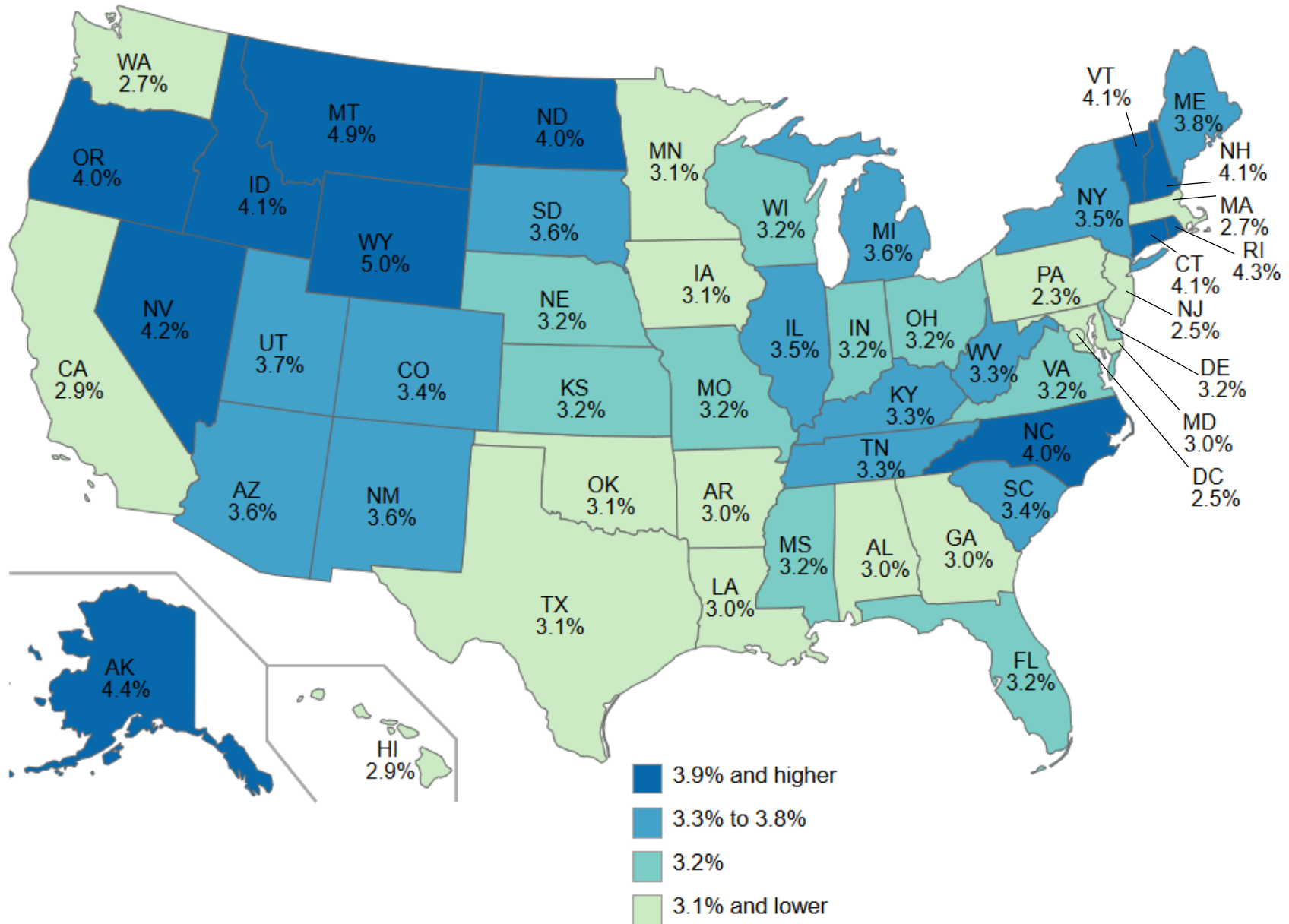
Map 2. Hires rates by state, seasonally adjusted, August 2025

Total U.S. hires rate = 3.2%



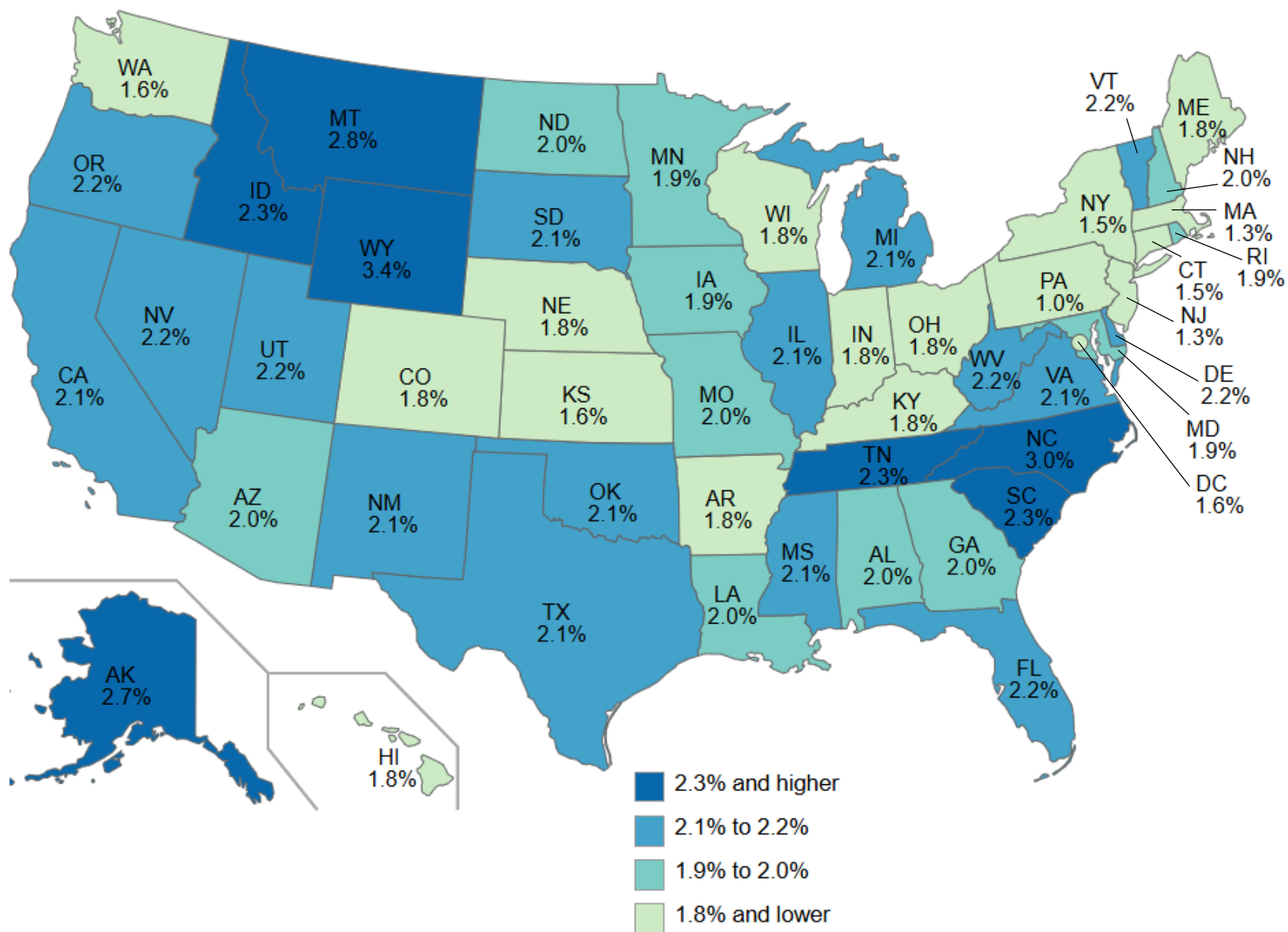
Map 3. Total separations rates by state, seasonally adjusted, August 2025

Total U.S. total separations rate = 3.2%



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

Total U.S. quits rate = 1.9%



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

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

