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STATE JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2025

Job openings rates increased in 3 states in October, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates increased in 3 states and decreased in 1 state. Total separations rates decreased in 8 states and increased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in October.

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 3 states and were little changed in 47 states and the District of Columbia in October. The increases in job openings rates occurred in Alaska (+3.6 percentage points), Wyoming (+2.7 points), and Montana (+1.8 points). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** increased in 4 states, decreased in 1 state, and changed little in 45 states and the District of Columbia in October. The increases in the job openings level occurred in Alaska (+14,000) and Montana (+11,000), as well as in Idaho and Wyoming (+9,000 each). The decrease occurred in New York (-40,000). Nationally, the number of job openings was unchanged. (See table 1.)

Federal Government Shutdown

Publication of the September 2025 State Job Openings and Labor Turnover Survey news release was canceled due to a lapse in appropriations. September state JOLTS estimates reported in this release include partial data that businesses self-reported electronically during the shutdown and data collected in November following the shutdown. Data presented in this release for October 2025 were collected in November following the shutdown as originally planned.

Additionally, BLS temporarily suspended use of the monthly alignment methodology for October 2025 preliminary estimates; use of this methodology will resume with the publication of October 2025 final estimates. See technical note for information on state JOLTS alignment methodology.

Hires

In October, **hires rates** increased in 3 states, decreased in 1 state, and were little changed in 46 states and the District of Columbia. The increases occurred in Alaska (+4.4 percentage points), Wyoming (+1.7 points), and Montana (+1.2 points). The decrease occurred in Pennsylvania (-0.7 point). The national hires rate was little changed over the month. (See table 2.)

The **number of hires** increased in 3 states, decreased in 1 state, and was little changed in 46 states and the District of Columbia in October. The increases in the hires level occurred in Alaska (+15,000), Montana (+6,000), and Wyoming (+5,000). The decrease occurred in Pennsylvania (-48,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In October, **total separations rates** decreased in 8 states, increased in 2 states, and were little changed in 40 states and the District of Columbia. The largest decreases in total separations rates occurred in Alaska (-2.3 percentage points) and Wyoming (-1.7 points), as well as in Colorado and Iowa (-1.1 points each). The increases occurred in Hawaii (+1.1 points) and in Minnesota (+0.6 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 9 states, increased in 3 states, and changed little in 38 states and the District of Columbia in October. The largest decreases in the total separations level occurred in North Carolina (-39,000), Virginia (-38,000), and Colorado (-33,000). The increases occurred in Minnesota and South Carolina (+17,000 each), as well as in Hawaii (+7,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In October, **quits rates** decreased in 7 states and the District of Columbia, increased in 1 state, and were little changed in 42 states. The largest decreases in quits rates occurred in Alaska (-1.7 percentage points) and Wyoming (-1.3 points), as well as in Maryland and North Carolina (-0.9 point each). The increase occurred in Minnesota (+0.5 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 8 states and the District of Columbia, increased in 1 state, and was little changed in 41 states in October. The largest decreases in the quits level occurred in North Carolina (-45,000), Virginia (-31,000), and Maryland (-24,000). The increase occurred in Minnesota (+15,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In October, **layoffs and discharges rates** increased in 4 states, decreased in 3 states, and were little changed in 43 states and the District of Columbia. The largest increases occurred in South Carolina (+0.8 percentage point), New Mexico (+0.6 point), and New Jersey (+0.5 point). The decreases occurred in Colorado and Iowa (-0.8 point each), as well as in Connecticut (-0.6 point). Over the month, the national layoffs and discharges rate was little changed. (See table 5.)

The **number of layoffs and discharges** increased in 4 states, decreased in 3 states, and changed little in 43 states and the District of Columbia in October. The largest increases in the layoffs and discharges level occurred in New Jersey and South Carolina (+20,000 each), and in Michigan (+17,000). The

decreases occurred in Colorado (-25,000), Iowa (-13,000), and 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#.

State Job Openings and Labor Turnover Survey estimates for November 2025 are scheduled to be released on Tuesday, January 27, 2026, at 10:00 a.m. (ET)

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.

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					
	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]
TOTAL U.S.	7,615	7,208	7,227	7,658	7,670	12	4.6	4.3	4.3	4.6	4.6	0.0
Alabama	131	110	105	110	113	3	5.6	4.7	4.5	4.7	4.9	0.2
Alaska	37	18	18	21	35	14	9.9	5.1	5.0	5.8	9.4	3.6
Arizona	162	158	137	182	164	-18	4.8	4.6	4.0	5.3	4.8	-0.5
Arkansas	78	70	68	70	73	3	5.4	4.8	4.7	4.8	5.0	0.2
California	618	731	708	647	664	17	3.3	3.9	3.8	3.5	3.6	0.1
Colorado	185	123	130	140	125	-15	5.9	4.0	4.2	4.5	4.0	-0.5
Connecticut	76	69	67	77	73	-4	4.3	3.9	3.7	4.3	4.1	-0.2
Delaware	27	23	24	26	26	0	5.2	4.5	4.6	5.0	5.0	0.0
District of Columbia	37	27	31	36	33	-3	4.6	3.4	3.9	4.5	4.2	-0.3
Florida	473	392	463	480	515	35	4.6	3.8	4.4	4.6	4.9	0.3
Georgia	282	285	286	335	343	8	5.4	5.4	5.4	6.3	6.4	0.1
Hawaii	38	26	26	27	32	5	5.6	3.8	3.8	4.0	4.7	0.7
Idaho	60	43	41	45	54	9	6.5	4.7	4.4	4.9	5.8	0.9
Illinois	277	279	318	319	307	-12	4.3	4.3	4.9	4.9	4.7	-0.2
Indiana	148	137	147	147	150	3	4.3	4.0	4.3	4.3	4.4	0.1
Iowa	71	74	73	71	68	-3	4.3	4.4	4.4	4.3	4.1	-0.2
Kansas	73	69	67	69	67	-2	4.8	4.5	4.4	4.5	4.4	-0.1
Kentucky	135	104	98	103	110	7	6.2	4.8	4.5	4.8	5.1	0.3
Louisiana	113	105	98	105	115	10	5.4	5.0	4.7	5.0	5.4	0.4
Maine	33	33	32	33	35	2	4.8	4.8	4.6	4.8	5.1	0.3
Maryland	178	142	126	143	159	16	5.9	4.7	4.2	4.8	5.3	0.5
Massachusetts	179	166	155	140	163	23	4.6	4.3	4.0	3.6	4.2	0.6
Michigan	214	252	252	236	213	-23	4.5	5.3	5.3	4.9	4.5	-0.4
Minnesota	168	157	160	177	162	-15	5.3	4.9	5.0	5.5	5.0	-0.5
Mississippi	74	60	60	65	69	4	5.8	4.8	4.7	5.1	5.4	0.3
Missouri	180	145	147	153	140	-13	5.7	4.6	4.6	4.8	4.4	-0.4
Montana	40	27	28	29	40	11	7.1	4.8	5.0	5.2	7.0	1.8
Nebraska	52	46	46	47	46	-1	4.7	4.1	4.1	4.2	4.2	0.0
Nevada	78	65	64	73	68	-5	4.7	4.0	3.9	4.4	4.1	-0.3
New Hampshire	36	33	33	37	37	0	4.8	4.4	4.5	5.0	5.0	0.0
New Jersey	202	214	198	183	181	-2	4.4	4.7	4.3	4.0	3.9	-0.1
New Mexico	56	48	50	41	43	2	5.9	5.0	5.2	4.3	4.5	0.2
New York	403	454	456	506	466	-40	3.9	4.3	4.4	4.8	4.5	-0.3
North Carolina	269	261	271	254	268	14	5.1	4.9	5.0	4.7	5.0	0.3
North Dakota	27	23	23	25	25	0	5.7	4.9	4.9	5.3	5.3	0.0
Ohio	272	260	255	259	275	16	4.6	4.3	4.3	4.3	4.6	0.3
Oklahoma	96	105	100	105	108	3	5.1	5.5	5.3	5.5	5.6	0.1
Oregon	104	84	83	98	90	-8	5.0	4.0	4.0	4.7	4.3	-0.4
Pennsylvania	224	262	225	272	259	-13	3.5	4.0	3.5	4.2	4.0	-0.2
Rhode Island	24	26	24	26	25	-1	4.5	4.8	4.5	4.8	4.6	-0.2
South Carolina	140	126	129	132	129	-3	5.6	4.9	5.0	5.2	5.1	-0.1
South Dakota	25	22	21	23	23	0	5.0	4.5	4.3	4.6	4.6	0.0
Tennessee	178	145	144	168	171	3	5.0	4.1	4.1	4.7	4.8	0.1
Texas	578	566	600	750	700	-50	3.9	3.8	4.0	5.0	4.7	-0.3
Utah	85	75	74	84	79	-5	4.6	4.1	4.0	4.5	4.3	-0.2
Vermont	15	15	15	15	15	0	4.6	4.6	4.6	4.5	4.5	0.0
Virginia	272	221	222	232	255	23	6.0	4.9	4.9	5.1	5.6	0.5
Washington	162	139	133	152	148	-4	4.3	3.6	3.5	4.0	3.9	-0.1
West Virginia	49	41	42	43	47	4	6.4	5.4	5.5	5.7	6.1	0.4
Wisconsin	156	140	138	130	138	8	4.9	4.4	4.3	4.1	4.3	0.2
Wyoming	25	15	14	15	24	9	7.8	4.8	4.5	4.8	7.5	2.7

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

State	Levels (in thousands)						Rates					
	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]
TOTAL U.S.	5,350	5,240	5,126	5,367	5,149	-218	3.4	3.3	3.2	3.4	3.2	-0.2
Alabama	77	74	73	69	67	-2	3.5	3.3	3.3	3.1	3.0	-0.1
Alaska	31	15	17	17	32	15	9.2	4.4	5.0	5.0	9.4	4.4
Arizona	86	121	104	123	105	-18	2.7	3.7	3.2	3.8	3.2	-0.6
Arkansas	51	47	46	47	42	-5	3.7	3.4	3.3	3.4	3.0	-0.4
California	459	565	567	572	518	-54	2.6	3.1	3.1	3.2	2.9	-0.3
Colorado	106	111	105	108	109	1	3.6	3.7	3.5	3.6	3.6	0.0
Connecticut	58	50	48	53	53	0	3.4	2.9	2.8	3.1	3.1	0.0
Delaware	20	18	18	18	18	0	4.1	3.7	3.6	3.6	3.6	0.0
District of Columbia	21	13	16	17	17	0	2.7	1.7	2.1	2.2	2.2	0.0
Florida	328	361	340	350	321	-29	3.3	3.6	3.4	3.5	3.2	-0.3
Georgia	188	173	161	158	156	-2	3.8	3.5	3.2	3.2	3.1	-0.1
Hawaii	25	21	20	22	24	2	3.9	3.2	3.1	3.4	3.7	0.3
Idaho	45	39	35	37	42	5	5.2	4.4	4.0	4.2	4.8	0.6
Illinois	208	199	199	227	230	3	3.4	3.2	3.2	3.7	3.7	0.0
Indiana	123	130	122	135	118	-17	3.8	4.0	3.7	4.1	3.6	-0.5
Iowa	51	50	51	62	53	-9	3.2	3.1	3.2	3.9	3.3	-0.6
Kansas	47	45	45	52	50	-2	3.2	3.1	3.1	3.6	3.4	-0.2
Kentucky	78	72	73	66	67	1	3.8	3.5	3.5	3.2	3.3	0.1
Louisiana	87	74	76	72	73	1	4.4	3.7	3.8	3.6	3.6	0.0
Maine	26	23	24	26	26	0	3.9	3.5	3.7	4.0	4.0	0.0
Maryland	117	89	85	83	90	7	4.1	3.1	3.0	2.9	3.2	0.3
Massachusetts	100	86	98	94	105	11	2.7	2.3	2.6	2.5	2.8	0.3
Michigan	165	179	166	181	171	-10	3.7	4.0	3.7	4.0	3.8	-0.2
Minnesota	94	85	89	101	92	-9	3.1	2.8	2.9	3.3	3.0	-0.3
Mississippi	52	42	40	42	42	0	4.3	3.5	3.3	3.5	3.5	0.0
Missouri	91	87	95	109	94	-15	3.0	2.9	3.1	3.6	3.1	-0.5
Montana	29	24	24	25	31	6	5.5	4.5	4.5	4.7	5.9	1.2
Nebraska	36	33	32	44	38	-6	3.4	3.1	3.0	4.1	3.6	-0.5
Nevada	56	56	54	65	55	-10	3.6	3.6	3.4	4.1	3.5	-0.6
New Hampshire	28	24	24	25	27	2	4.0	3.4	3.4	3.5	3.8	0.3
New Jersey	137	141	148	116	131	15	3.1	3.2	3.4	2.6	3.0	0.4
New Mexico	33	31	31	33	32	-1	3.7	3.4	3.4	3.6	3.5	-0.1
New York	276	288	291	329	331	2	2.8	2.9	2.9	3.3	3.3	0.0
North Carolina	201	179	187	177	168	-9	4.0	3.5	3.7	3.5	3.3	-0.2
North Dakota	19	16	16	19	19	0	4.3	3.6	3.6	4.2	4.2	0.0
Ohio	185	196	187	196	186	-10	3.3	3.4	3.3	3.4	3.2	-0.2
Oklahoma	71	63	61	60	53	-7	4.0	3.5	3.4	3.3	2.9	-0.4
Oregon	72	64	71	84	72	-12	3.6	3.2	3.5	4.2	3.6	-0.6
Pennsylvania	181	152	152	195	147	-48	2.9	2.4	2.4	3.1	2.4	-0.7
Rhode Island	20	19	21	19	19	0	3.9	3.7	4.1	3.7	3.7	0.0
South Carolina	94	95	103	90	84	-6	4.0	3.9	4.2	3.7	3.5	-0.2
South Dakota	19	16	15	18	18	0	4.0	3.4	3.2	3.8	3.8	0.0
Tennessee	140	130	131	122	115	-7	4.1	3.8	3.8	3.6	3.4	-0.2
Texas	541	492	412	409	448	39	3.8	3.4	2.9	2.9	3.1	0.2
Utah	58	64	59	73	69	-4	3.3	3.6	3.3	4.1	3.9	-0.2
Vermont	12	11	11	11	11	0	3.8	3.5	3.5	3.5	3.5	0.0
Virginia	144	142	144	143	126	-17	3.4	3.3	3.4	3.3	2.9	-0.4
Washington	108	101	102	125	110	-15	3.0	2.8	2.8	3.4	3.0	-0.4
West Virginia	32	28	28	26	27	1	4.5	3.9	3.9	3.6	3.8	0.2
Wisconsin	108	92	95	107	102	-5	3.5	3.0	3.1	3.5	3.3	-0.2
Wyoming	17	14	13	13	18	5	5.7	4.7	4.4	4.4	6.1	1.7

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]
TOTAL U.S.	5,285	5,221	5,111	5,264	5,050	-214	3.3	3.3	3.2	3.3	3.2	-0.1
Alabama	79	65	67	69	62	-7	3.6	2.9	3.0	3.1	2.8	-0.3
Alaska	9	17	15	18	10	-8	2.7	5.0	4.4	5.3	3.0	-2.3
Arizona	122	115	116	118	116	-2	3.8	3.5	3.6	3.6	3.6	0.0
Arkansas	58	41	42	44	46	2	4.2	3.0	3.0	3.2	3.3	0.1
California	528	560	524	580	523	-57	2.9	3.1	2.9	3.2	2.9	-0.3
Colorado	136	107	102	125	92	-33	4.6	3.6	3.4	4.2	3.1	-1.1
Connecticut	55	53	71	71	58	-13	3.2	3.1	4.1	4.1	3.4	-0.7
Delaware	17	22	16	17	14	-3	3.5	4.5	3.2	3.4	2.8	-0.6
District of Columbia	20	18	19	22	17	-5	2.6	2.4	2.5	2.9	2.2	-0.7
Florida	378	335	322	342	306	-36	3.8	3.3	3.2	3.4	3.0	-0.4
Georgia	179	147	151	153	140	-13	3.6	2.9	3.0	3.1	2.8	-0.3
Hawaii	26	20	19	21	28	7	4.1	3.1	2.9	3.2	4.3	1.1
Idaho	32	47	36	38	35	-3	3.7	5.3	4.1	4.3	4.0	-0.3
Illinois	189	200	214	193	184	-9	3.1	3.2	3.5	3.1	3.0	-0.1
Indiana	135	125	106	140	150	10	4.1	3.8	3.2	4.2	4.6	0.4
Iowa	41	60	50	62	44	-18	2.6	3.8	3.1	3.9	2.8	-1.1
Kansas	47	46	46	53	50	-3	3.2	3.2	3.2	3.6	3.4	-0.2
Kentucky	85	69	69	66	65	-1	4.2	3.4	3.3	3.2	3.2	0.0
Louisiana	90	66	61	81	69	-12	4.5	3.3	3.0	4.0	3.4	-0.6
Maine	14	24	25	23	20	-3	2.1	3.7	3.8	3.5	3.1	-0.4
Maryland	81	90	84	94	69	-25	2.9	3.2	3.0	3.3	2.4	-0.9
Massachusetts	91	100	102	82	98	16	2.4	2.7	2.7	2.2	2.6	0.4
Michigan	167	154	164	160	179	19	3.7	3.4	3.6	3.5	3.9	0.4
Minnesota	77	101	96	81	98	17	2.5	3.3	3.1	2.6	3.2	0.6
Mississippi	52	36	38	42	41	-1	4.3	3.0	3.2	3.5	3.4	-0.1
Missouri	98	90	97	92	99	7	3.3	3.0	3.2	3.0	3.3	0.3
Montana	22	26	26	26	23	-3	4.2	4.9	4.9	4.9	4.3	-0.6
Nebraska	34	34	34	34	33	-1	3.2	3.2	3.2	3.2	3.1	-0.1
Nevada	80	60	66	67	71	4	5.1	3.8	4.2	4.3	4.5	0.2
New Hampshire	20	28	29	26	26	0	2.8	4.0	4.1	3.7	3.7	0.0
New Jersey	112	136	111	127	142	15	2.6	3.1	2.5	2.9	3.2	0.3
New Mexico	35	33	33	32	37	5	3.9	3.6	3.6	3.5	4.1	0.6
New York	230	305	349	333	356	23	2.3	3.0	3.5	3.3	3.6	0.3
North Carolina	213	189	206	181	142	-39	4.2	3.7	4.0	3.5	2.8	-0.7
North Dakota	16	18	18	18	18	0	3.6	4.0	4.0	4.0	4.0	0.0
Ohio	201	179	185	189	193	4	3.6	3.1	3.2	3.3	3.4	0.1
Oklahoma	70	58	55	60	58	-2	3.9	3.2	3.1	3.3	3.2	-0.1
Oregon	76	71	81	69	74	5	3.8	3.5	4.0	3.4	3.7	0.3
Pennsylvania	165	163	141	155	161	6	2.7	2.6	2.3	2.5	2.6	0.1
Rhode Island	17	20	22	21	22	1	3.3	3.9	4.3	4.1	4.3	0.2
South Carolina	100	86	82	73	90	17	4.2	3.5	3.4	3.0	3.7	0.7
South Dakota	14	17	17	17	16	-1	3.0	3.6	3.6	3.6	3.4	-0.2
Tennessee	146	125	112	121	99	-22	4.3	3.7	3.3	3.5	2.9	-0.6
Texas	472	524	440	439	422	-17	3.3	3.7	3.1	3.1	2.9	-0.2
Utah	70	67	66	69	71	2	4.0	3.8	3.7	3.9	4.0	0.1
Vermont	9	11	13	11	12	1	2.9	3.5	4.1	3.5	3.8	0.3
Virginia	143	137	137	149	111	-38	3.4	3.2	3.2	3.5	2.6	-0.9
Washington	104	101	99	109	118	9	2.9	2.8	2.7	3.0	3.2	0.2
West Virginia	30	24	24	27	25	-2	4.2	3.3	3.3	3.8	3.5	-0.3
Wisconsin	87	90	98	105	105	0	2.9	2.9	3.2	3.4	3.4	0.0
Wyoming	11	15	15	15	10	-5	3.7	5.0	5.0	5.1	3.4	-1.7

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]
TOTAL U.S.	3,217	3,166	3,091	3,128	2,941	-187	2.0	2.0	1.9	2.0	1.8	-0.2
Alabama	48	43	44	48	36	-12	2.2	1.9	2.0	2.2	1.6	-0.6
Alaska	5	10	9	11	5	-6	1.5	3.0	2.7	3.2	1.5	-1.7
Arizona	82	71	66	69	67	-2	2.5	2.2	2.0	2.1	2.1	0.0
Arkansas	35	25	25	29	28	-1	2.6	1.8	1.8	2.1	2.0	-0.1
California	325	324	373	272	266	-6	1.8	1.8	2.1	1.5	1.5	0.0
Colorado	60	72	54	60	56	-4	2.0	2.4	1.8	2.0	1.9	-0.1
Connecticut	31	23	25	26	30	4	1.8	1.3	1.5	1.5	1.8	0.3
Delaware	10	12	11	11	9	-2	2.0	2.4	2.2	2.2	1.8	-0.4
District of Columbia	11	10	12	16	10	-6	1.4	1.3	1.6	2.1	1.3	-0.8
Florida	223	208	221	213	213	0	2.2	2.1	2.2	2.1	2.1	0.0
Georgia	112	90	98	101	83	-18	2.3	1.8	2.0	2.0	1.7	-0.3
Hawaii	17	13	12	12	16	4	2.7	2.0	1.8	1.8	2.5	0.7
Idaho	21	33	20	21	20	-1	2.4	3.7	2.3	2.4	2.3	-0.1
Illinois	116	121	131	110	100	-10	1.9	2.0	2.1	1.8	1.6	-0.2
Indiana	99	77	60	88	94	6	3.0	2.3	1.8	2.7	2.9	0.2
Iowa	29	37	30	32	29	-3	1.8	2.3	1.9	2.0	1.8	-0.2
Kansas	30	28	23	30	30	0	2.1	1.9	1.6	2.1	2.1	0.0
Kentucky	50	41	37	42	40	-2	2.5	2.0	1.8	2.0	1.9	-0.1
Louisiana	52	42	41	54	43	-11	2.6	2.1	2.0	2.7	2.1	-0.6
Maine	7	12	12	12	8	-4	1.1	1.8	1.8	1.8	1.2	-0.6
Maryland	44	54	53	67	43	-24	1.6	1.9	1.9	2.4	1.5	-0.9
Massachusetts	46	48	50	47	55	8	1.2	1.3	1.3	1.3	1.5	0.2
Michigan	100	86	96	101	102	1	2.2	1.9	2.1	2.2	2.2	0.0
Minnesota	47	59	57	47	62	15	1.6	1.9	1.9	1.5	2.0	0.5
Mississippi	32	23	25	30	25	-5	2.7	1.9	2.1	2.5	2.1	-0.4
Missouri	68	55	59	61	63	2	2.3	1.8	2.0	2.0	2.1	0.1
Montana	14	16	15	14	13	-1	2.7	3.0	2.8	2.6	2.5	-0.1
Nebraska	22	21	19	21	21	0	2.1	2.0	1.8	2.0	2.0	0.0
Nevada	52	34	35	33	39	6	3.3	2.2	2.2	2.1	2.5	0.4
New Hampshire	12	14	14	13	13	0	1.7	2.0	2.0	1.8	1.8	0.0
New Jersey	63	67	59	61	63	2	1.4	1.5	1.3	1.4	1.4	0.0
New Mexico	23	20	19	18	19	1	2.6	2.2	2.1	2.0	2.1	0.1
New York	165	176	149	178	189	11	1.7	1.8	1.5	1.8	1.9	0.1
North Carolina	94	134	152	131	86	-45	1.9	2.6	3.0	2.6	1.7	-0.9
North Dakota	11	9	9	10	10	0	2.5	2.0	2.0	2.2	2.2	0.0
Ohio	131	116	105	126	121	-5	2.3	2.0	1.8	2.2	2.1	-0.1
Oklahoma	44	36	37	40	37	-3	2.5	2.0	2.1	2.2	2.0	-0.2
Oregon	51	45	45	39	42	3	2.6	2.2	2.2	1.9	2.1	0.2
Pennsylvania	95	89	63	81	88	7	1.5	1.4	1.0	1.3	1.4	0.1
Rhode Island	10	10	10	10	11	1	1.9	1.9	1.9	1.9	2.1	0.2
South Carolina	59	58	56	50	50	0	2.5	2.4	2.3	2.1	2.1	0.0
South Dakota	10	10	10	10	9	-1	2.1	2.1	2.1	2.1	1.9	-0.2
Tennessee	90	76	78	75	57	-18	2.7	2.2	2.3	2.2	1.7	-0.5
Texas	282	355	296	315	279	-36	2.0	2.5	2.1	2.2	1.9	-0.3
Utah	46	40	39	40	44	4	2.6	2.3	2.2	2.2	2.5	0.3
Vermont	6	6	7	6	6	0	1.9	1.9	2.2	1.9	1.9	0.0
Virginia	87	79	91	95	64	-31	2.0	1.8	2.1	2.2	1.5	-0.7
Washington	67	64	58	61	67	6	1.8	1.7	1.6	1.7	1.8	0.1
West Virginia	18	15	16	18	16	-2	2.5	2.1	2.2	2.5	2.2	-0.3
Wisconsin	60	52	55	63	59	-4	2.0	1.7	1.8	2.1	1.9	-0.2
Wyoming	7	9	10	9	5	-4	2.4	3.0	3.4	3.0	1.7	-1.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]	Oct. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025[p]	Change from: Sept. 2025 - Oct. 2025[p]
TOTAL U.S.	1,788	1,787	1,725	1,781	1,854	73	1.1	1.1	1.1	1.1	1.2	0.1
Alabama	27	20	21	18	23	5	1.2	0.9	0.9	0.8	1.0	0.2
Alaska	3	6	5	5	4	-1	0.9	1.8	1.5	1.5	1.2	-0.3
Arizona	34	35	42	39	40	1	1.1	1.1	1.3	1.2	1.2	0.0
Arkansas	20	15	15	12	16	4	1.5	1.1	1.1	0.9	1.2	0.3
California	175	196	123	255	228	-27	1.0	1.1	0.7	1.4	1.3	-0.1
Colorado	71	30	40	57	32	-25	2.4	1.0	1.3	1.9	1.1	-0.8
Connecticut	21	26	36	36	26	-10	1.2	1.5	2.1	2.1	1.5	-0.6
Delaware	6	9	4	4	5	1	1.2	1.8	0.8	0.8	1.0	0.2
District of Columbia	8	6	5	4	6	2	1.0	0.8	0.7	0.5	0.8	0.3
Florida	143	117	90	105	82	-23	1.4	1.2	0.9	1.0	0.8	-0.2
Georgia	59	51	48	37	50	13	1.2	1.0	1.0	0.7	1.0	0.3
Hawaii	7	6	5	7	10	3	1.1	0.9	0.8	1.1	1.5	0.4
Idaho	10	12	12	13	12	-1	1.2	1.4	1.4	1.5	1.4	-0.1
Illinois	66	73	70	74	75	1	1.1	1.2	1.1	1.2	1.2	0.0
Indiana	31	39	41	46	50	4	0.9	1.2	1.2	1.4	1.5	0.1
Iowa	10	17	17	26	13	-13	0.6	1.1	1.1	1.6	0.8	-0.8
Kansas	15	15	20	20	18	-2	1.0	1.0	1.4	1.4	1.2	-0.2
Kentucky	30	25	29	19	22	3	1.5	1.2	1.4	0.9	1.1	0.2
Louisiana	35	21	18	20	22	2	1.8	1.0	0.9	1.0	1.1	0.1
Maine	6	9	11	9	11	2	0.9	1.4	1.7	1.4	1.7	0.3
Maryland	29	33	26	21	23	2	1.0	1.2	0.9	0.7	0.8	0.1
Massachusetts	35	43	45	29	37	8	0.9	1.2	1.2	0.8	1.0	0.2
Michigan	61	62	61	51	68	17	1.4	1.4	1.3	1.1	1.5	0.4
Minnesota	24	36	32	29	31	2	0.8	1.2	1.0	0.9	1.0	0.1
Mississippi	18	11	12	10	14	4	1.5	0.9	1.0	0.8	1.2	0.4
Missouri	25	29	31	25	30	5	0.8	1.0	1.0	0.8	1.0	0.2
Montana	7	9	8	10	8	-2	1.3	1.7	1.5	1.9	1.5	-0.4
Nebraska	10	11	13	11	11	0	0.9	1.0	1.2	1.0	1.0	0.0
Nevada	24	22	25	30	27	-3	1.5	1.4	1.6	1.9	1.7	-0.2
New Hampshire	6	11	12	10	12	2	0.8	1.6	1.7	1.4	1.7	0.3
New Jersey	39	60	46	54	74	20	0.9	1.4	1.0	1.2	1.7	0.5
New Mexico	10	10	10	10	15	5	1.1	1.1	1.1	1.1	1.7	0.6
New York	48	112	173	136	150	14	0.5	1.1	1.7	1.4	1.5	0.1
North Carolina	114	47	47	43	53	10	2.3	0.9	0.9	0.8	1.0	0.2
North Dakota	5	8	7	7	7	0	1.1	1.8	1.6	1.6	1.6	0.0
Ohio	59	54	70	54	62	8	1.0	0.9	1.2	0.9	1.1	0.2
Oklahoma	23	20	16	15	18	3	1.3	1.1	0.9	0.8	1.0	0.2
Oregon	21	21	23	24	26	2	1.1	1.0	1.1	1.2	1.3	0.1
Pennsylvania	59	67	73	63	65	2	1.0	1.1	1.2	1.0	1.0	0.0
Rhode Island	5	8	10	9	10	1	1.0	1.6	1.9	1.7	1.9	0.2
South Carolina	37	25	23	17	37	20	1.6	1.0	0.9	0.7	1.5	0.8
South Dakota	4	6	6	6	6	0	0.9	1.3	1.3	1.3	1.3	0.0
Tennessee	49	45	29	40	37	-3	1.4	1.3	0.9	1.2	1.1	-0.1
Texas	160	157	129	110	127	17	1.1	1.1	0.9	0.8	0.9	0.1
Utah	21	23	21	23	22	-1	1.2	1.3	1.2	1.3	1.2	-0.1
Vermont	3	5	5	4	5	1	1.0	1.6	1.6	1.3	1.6	0.3
Virginia	47	51	40	45	40	-5	1.1	1.2	0.9	1.1	0.9	-0.2
Washington	31	31	31	38	43	5	0.9	0.8	0.8	1.0	1.2	0.2
West Virginia	10	7	7	7	7	0	1.4	1.0	1.0	1.0	1.0	0.0
Wisconsin	22	32	38	36	41	5	0.7	1.0	1.2	1.2	1.3	0.1
Wyoming	3	5	4	4	4	0	1.0	1.7	1.3	1.3	1.3	0.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2024	Sept. 2025	Oct. 2025[p]	Oct. 2024	Sept. 2025	Oct. 2025[p]
TOTAL U.S.	8,097	7,677	8,179	4.8	4.6	4.9
Alabama	136	113	120	5.8	4.9	5.1
Alaska	31	18	29	8.4	4.9	7.7
Arizona	184	178	190	5.4	5.2	5.5
Arkansas	76	79	72	5.2	5.3	4.9
California	702	623	746	3.7	3.4	4.0
Colorado	234	128	159	7.3	4.1	5.0
Connecticut	79	76	76	4.4	4.2	4.2
Delaware	32	27	32	6.1	5.2	6.0
District of Columbia	42	44	37	5.1	5.5	4.7
Florida	508	464	555	4.9	4.4	5.3
Georgia	307	348	368	5.8	6.5	6.9
Hawaii	37	28	35	5.4	4.1	5.1
Idaho	65	39	68	7.0	4.2	7.1
Illinois	280	314	306	4.3	4.8	4.7
Indiana	160	148	162	4.6	4.3	4.7
Iowa	83	70	77	4.9	4.2	4.6
Kansas	81	69	73	5.2	4.5	4.8
Kentucky	138	106	114	6.3	4.9	5.2
Louisiana	121	99	126	5.7	4.7	5.9
Maine	34	28	36	4.8	4.0	5.1
Maryland	186	141	182	6.1	4.7	6.0
Massachusetts	197	132	175	5.0	3.4	4.5
Michigan	211	261	201	4.5	5.4	4.2
Minnesota	181	175	175	5.6	5.4	5.4
Mississippi	78	71	76	6.1	5.5	5.9
Missouri	191	158	148	5.9	4.9	4.6
Montana	41	28	41	7.2	5.0	7.2
Nebraska	56	48	49	5.0	4.3	4.4
Nevada	85	75	79	5.1	4.5	4.8
New Hampshire	36	33	37	4.8	4.4	5.0
New Jersey	208	194	183	4.5	4.2	4.0
New Mexico	67	38	52	7.0	4.0	5.4
New York	421	511	475	4.1	4.9	4.5
North Carolina	279	241	277	5.2	4.5	5.1
North Dakota	28	26	27	5.8	5.5	5.5
Ohio	283	256	285	4.7	4.3	4.7
Oklahoma	102	112	114	5.4	5.8	6.0
Oregon	119	111	106	5.6	5.2	5.0
Pennsylvania	230	258	265	3.6	4.0	4.1
Rhode Island	25	27	26	4.7	5.0	4.8
South Carolina	148	128	137	5.9	5.0	5.4
South Dakota	27	23	24	5.3	4.5	4.8
Tennessee	182	164	177	5.1	4.6	4.9
Texas	582	774	721	3.9	5.1	4.8
Utah	95	85	90	5.1	4.6	4.8
Vermont	16	12	16	4.8	3.7	4.8
Virginia	286	246	276	6.3	5.4	6.1
Washington	175	159	168	4.6	4.2	4.4
West Virginia	51	50	51	6.5	6.6	6.6
Wisconsin	158	128	144	4.9	4.0	4.5
Wyoming	23	14	22	7.1	4.4	6.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2024	Sept. 2025	Oct. 2025[p]	Oct. 2024	Sept. 2025	Oct. 2025[p]
TOTAL U.S.	5,757	5,433	5,485	3.6	3.4	3.4
Alabama	84	70	71	3.8	3.2	3.2
Alaska	26	14	27	7.7	4.1	7.7
Arizona	107	131	119	3.3	4.0	3.7
Arkansas	53	52	41	3.8	3.8	2.9
California	546	585	594	3.0	3.3	3.3
Colorado	120	89	122	4.0	3.0	4.1
Connecticut	59	56	55	3.4	3.2	3.2
Delaware	23	18	20	4.8	3.6	4.1
District of Columbia	24	21	18	3.1	2.7	2.4
Florida	360	371	332	3.6	3.7	3.3
Georgia	202	156	165	4.1	3.1	3.3
Hawaii	25	24	26	3.9	3.8	4.1
Idaho	47	38	51	5.4	4.3	5.7
Illinois	217	217	246	3.5	3.5	4.0
Indiana	124	126	117	3.8	3.8	3.5
Iowa	56	61	59	3.5	3.8	3.7
Kansas	50	50	54	3.4	3.4	3.7
Kentucky	81	65	67	4.0	3.1	3.2
Louisiana	96	70	79	4.8	3.5	3.9
Maine	26	22	26	3.8	3.3	4.0
Maryland	127	80	101	4.5	2.8	3.5
Massachusetts	103	107	113	2.7	2.9	3.0
Michigan	168	183	172	3.7	4.0	3.8
Minnesota	101	100	99	3.3	3.2	3.2
Mississippi	54	43	43	4.5	3.6	3.5
Missouri	95	114	97	3.1	3.8	3.2
Montana	29	26	33	5.6	4.8	6.2
Nebraska	39	43	42	3.6	4.0	3.9
Nevada	60	75	58	3.8	4.7	3.6
New Hampshire	26	23	26	3.7	3.2	3.7
New Jersey	140	120	127	3.2	2.7	2.9
New Mexico	36	32	36	4.1	3.6	3.9
New York	285	357	344	2.9	3.6	3.5
North Carolina	220	169	178	4.4	3.3	3.5
North Dakota	19	20	20	4.2	4.4	4.4
Ohio	192	190	187	3.4	3.3	3.3
Oklahoma	78	66	57	4.3	3.6	3.1
Oregon	78	97	77	3.9	4.8	3.8
Pennsylvania	193	207	152	3.1	3.3	2.4
Rhode Island	20	20	19	3.9	3.9	3.6
South Carolina	100	83	85	4.2	3.5	3.5
South Dakota	19	17	19	4.1	3.6	3.9
Tennessee	154	116	125	4.5	3.4	3.6
Texas	581	388	493	4.1	2.7	3.4
Utah	63	80	74	3.5	4.5	4.1
Vermont	12	9	11	3.7	2.9	3.5
Virginia	162	146	138	3.8	3.4	3.2
Washington	111	146	112	3.0	4.0	3.0
West Virginia	33	28	28	4.5	3.9	3.8
Wisconsin	117	101	114	3.8	3.3	3.7
Wyoming	16	12	17	5.3	4.1	5.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2024	Sept. 2025	Oct. 2025[p]	Oct. 2024	Sept. 2025	Oct. 2025[p]
TOTAL U.S.	5,374	5,537	5,181	3.4	3.5	3.2
Alabama	80	71	66	3.7	3.2	3.0
Alaska	13	27	14	3.9	7.8	3.9
Arizona	124	96	118	3.8	2.9	3.6
Arkansas	56	40	47	4.1	2.9	3.4
California	531	561	518	2.9	3.1	2.9
Colorado	163	129	104	5.5	4.3	3.5
Connecticut	53	79	55	3.1	4.6	3.2
Delaware	18	22	15	3.6	4.4	2.9
District of Columbia	21	22	17	2.8	2.9	2.2
Florida	358	322	284	3.6	3.2	2.8
Georgia	173	156	139	3.5	3.1	2.8
Hawaii	24	23	27	3.7	3.6	4.1
Idaho	36	45	37	4.1	5.0	4.1
Illinois	194	191	187	3.1	3.1	3.0
Indiana	136	138	156	4.1	4.2	4.7
Iowa	42	68	44	2.6	4.3	2.8
Kansas	45	56	49	3.1	3.8	3.4
Kentucky	83	65	64	4.0	3.1	3.1
Louisiana	84	86	67	4.2	4.3	3.3
Maine	16	31	21	2.5	4.6	3.2
Maryland	84	120	68	3.0	4.2	2.4
Massachusetts	93	108	97	2.5	2.9	2.6
Michigan	175	184	198	3.9	4.0	4.4
Minnesota	76	92	100	2.5	3.0	3.2
Mississippi	52	43	44	4.3	3.5	3.7
Missouri	93	94	96	3.1	3.1	3.2
Montana	25	33	25	4.7	6.2	4.7
Nebraska	35	34	34	3.2	3.2	3.2
Nevada	80	63	78	5.0	4.0	4.9
New Hampshire	19	32	25	2.7	4.5	3.5
New Jersey	117	162	153	2.7	3.7	3.5
New Mexico	36	32	39	4.0	3.5	4.3
New York	230	392	362	2.3	3.9	3.6
North Carolina	220	194	156	4.4	3.8	3.0
North Dakota	17	19	18	3.7	4.1	4.0
Ohio	214	204	213	3.8	3.6	3.7
Oklahoma	73	57	63	4.1	3.1	3.5
Oregon	81	72	82	4.0	3.6	4.1
Pennsylvania	165	154	157	2.7	2.5	2.5
Rhode Island	18	24	23	3.4	4.7	4.4
South Carolina	107	76	101	4.5	3.2	4.2
South Dakota	15	21	16	3.1	4.3	3.3
Tennessee	164	127	117	4.8	3.7	3.4
Texas	471	450	414	3.3	3.1	2.9
Utah	69	65	72	3.9	3.6	4.1
Vermont	8	13	11	2.5	4.2	3.4
Virginia	149	163	115	3.5	3.8	2.7
Washington	116	116	139	3.2	3.2	3.8
West Virginia	31	27	26	4.3	3.8	3.6
Wisconsin	80	119	101	2.6	3.9	3.3
Wyoming	13	20	12	4.3	6.5	4.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2024	Sept. 2025	Oct. 2025[p]	Oct. 2024	Sept. 2025	Oct. 2025[p]
TOTAL U.S.	3,295	3,245	3,010	2.1	2.0	1.9
Alabama	52	48	40	2.4	2.2	1.8
Alaska	8	17	7	2.4	4.9	2.1
Arizona	84	58	67	2.6	1.8	2.1
Arkansas	35	26	28	2.5	1.9	2.0
California	327	262	252	1.8	1.5	1.4
Colorado	62	65	55	2.1	2.2	1.8
Connecticut	29	28	28	1.7	1.6	1.6
Delaware	11	15	9	2.2	3.1	1.8
District of Columbia	12	15	10	1.6	2.0	1.4
Florida	210	194	203	2.1	1.9	2.0
Georgia	111	103	83	2.2	2.1	1.7
Hawaii	15	12	14	2.4	1.9	2.2
Idaho	22	26	20	2.6	2.9	2.2
Illinois	129	109	108	2.1	1.8	1.7
Indiana	103	87	101	3.1	2.6	3.1
Iowa	30	34	29	1.9	2.1	1.8
Kansas	29	30	30	2.0	2.0	2.0
Kentucky	48	43	39	2.4	2.1	1.9
Louisiana	48	55	41	2.4	2.8	2.1
Maine	10	15	10	1.5	2.2	1.5
Maryland	46	85	42	1.6	3.0	1.5
Massachusetts	46	60	55	1.2	1.6	1.5
Michigan	107	117	112	2.4	2.6	2.5
Minnesota	47	55	64	1.5	1.8	2.1
Mississippi	34	30	27	2.8	2.5	2.3
Missouri	66	62	64	2.2	2.1	2.1
Montana	15	19	14	2.9	3.5	2.6
Nebraska	23	20	21	2.1	1.9	2.0
Nevada	51	30	39	3.2	1.9	2.5
New Hampshire	11	16	12	1.6	2.3	1.7
New Jersey	69	69	69	1.6	1.6	1.6
New Mexico	22	19	19	2.5	2.1	2.1
New York	160	189	190	1.6	1.9	1.9
North Carolina	110	137	104	2.2	2.7	2.0
North Dakota	11	11	11	2.5	2.3	2.4
Ohio	138	129	130	2.4	2.2	2.3
Oklahoma	47	38	41	2.6	2.1	2.3
Oregon	54	43	44	2.7	2.1	2.2
Pennsylvania	95	85	87	1.5	1.4	1.4
Rhode Island	10	12	12	1.9	2.3	2.3
South Carolina	63	51	52	2.6	2.1	2.2
South Dakota	10	12	9	2.1	2.6	2.0
Tennessee	104	76	71	3.1	2.2	2.1
Texas	281	320	275	2.0	2.2	1.9
Utah	42	39	42	2.4	2.2	2.3
Vermont	5	7	5	1.5	2.2	1.7
Virginia	93	101	67	2.2	2.4	1.6
Washington	75	70	79	2.1	1.9	2.1
West Virginia	19	18	17	2.6	2.5	2.4
Wisconsin	56	72	56	1.8	2.3	1.8
Wyoming	8	13	6	2.6	4.2	1.9

p Preliminary

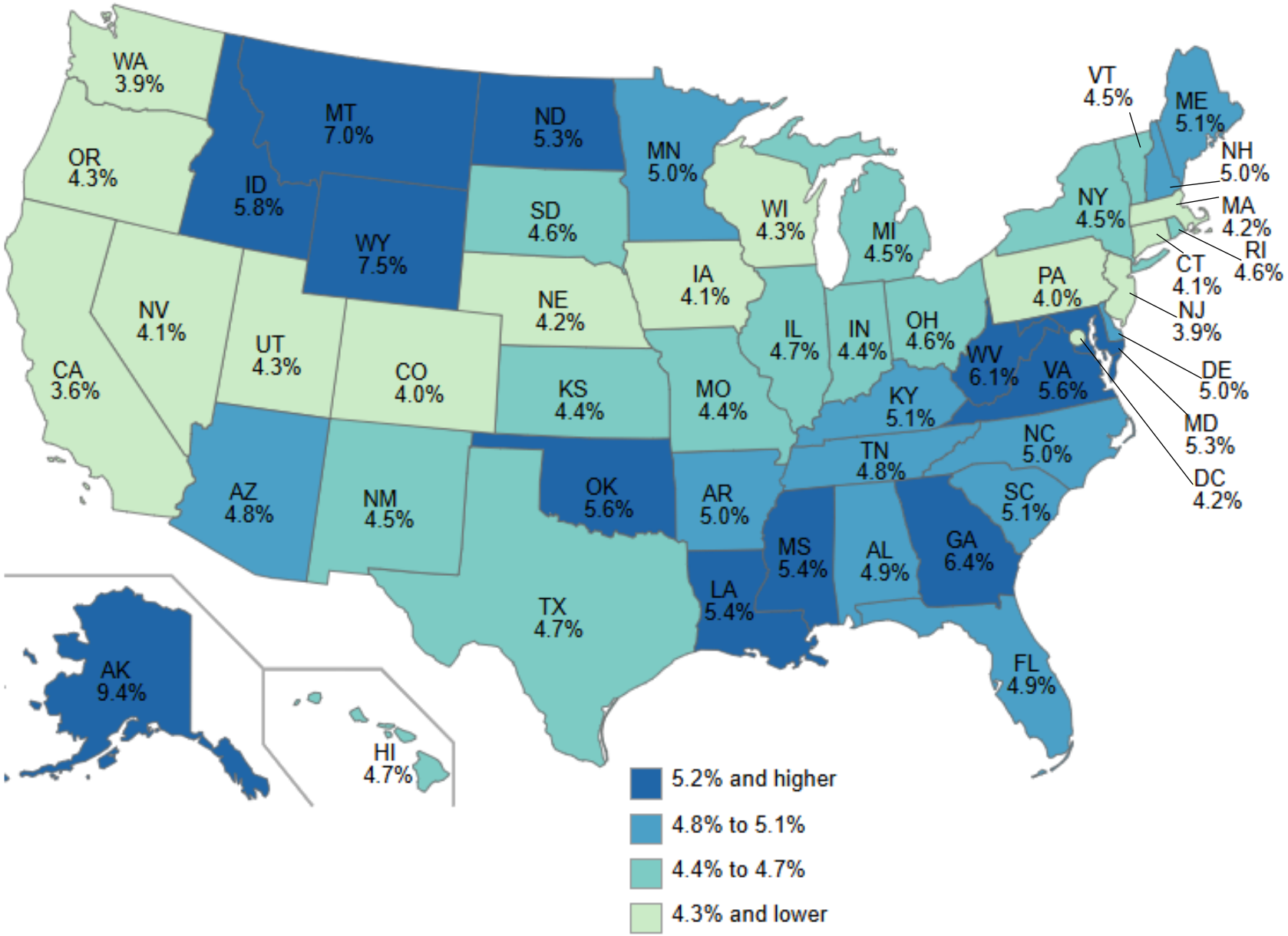
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Oct. 2024	Sept. 2025	Oct. 2025[p]	Oct. 2024	Sept. 2025	Oct. 2025[p]
TOTAL U.S.	1,829	1,960	1,939	1.1	1.2	1.2
Alabama	25	20	22	1.1	0.9	1.0
Alaska	4	7	5	1.3	2.1	1.5
Arizona	35	28	42	1.1	0.9	1.3
Arkansas	19	12	16	1.4	0.8	1.2
California	184	249	244	1.0	1.4	1.4
Colorado	91	56	45	3.0	1.9	1.5
Connecticut	21	45	26	1.2	2.6	1.5
Delaware	6	5	5	1.2	1.1	1.0
District of Columbia	8	4	6	1.1	0.6	0.7
Florida	137	110	70	1.4	1.1	0.7
Georgia	55	38	49	1.1	0.8	1.0
Hawaii	7	8	10	1.2	1.3	1.6
Idaho	12	15	14	1.4	1.7	1.6
Illinois	60	74	71	1.0	1.2	1.1
Indiana	29	46	50	0.9	1.4	1.5
Iowa	11	31	14	0.7	1.9	0.9
Kansas	14	23	18	0.9	1.6	1.2
Kentucky	30	18	21	1.4	0.9	1.0
Louisiana	33	25	22	1.6	1.2	1.1
Maine	6	14	10	0.8	2.1	1.5
Maryland	29	28	22	1.0	1.0	0.8
Massachusetts	38	42	37	1.0	1.1	1.0
Michigan	64	59	79	1.4	1.3	1.7
Minnesota	24	32	32	0.8	1.0	1.0
Mississippi	17	11	15	1.4	0.9	1.2
Missouri	24	26	28	0.8	0.9	0.9
Montana	9	12	9	1.6	2.2	1.8
Nebraska	10	12	11	0.9	1.1	1.1
Nevada	27	28	34	1.7	1.8	2.1
New Hampshire	6	14	12	0.9	2.0	1.7
New Jersey	37	80	79	0.8	1.8	1.8
New Mexico	12	10	18	1.3	1.1	1.9
New York	55	185	158	0.5	1.9	1.6
North Carolina	104	51	47	2.1	1.0	0.9
North Dakota	5	7	7	1.0	1.5	1.5
Ohio	66	66	73	1.2	1.2	1.3
Oklahoma	23	15	19	1.3	0.8	1.1
Oregon	24	24	32	1.2	1.2	1.6
Pennsylvania	61	61	62	1.0	1.0	1.0
Rhode Island	6	11	10	1.1	2.1	2.0
South Carolina	41	20	46	1.7	0.8	1.9
South Dakota	4	7	6	0.8	1.5	1.2
Tennessee	54	46	41	1.6	1.3	1.2
Texas	157	118	121	1.1	0.8	0.8
Utah	24	20	26	1.3	1.1	1.5
Vermont	3	6	5	0.8	1.8	1.6
Virginia	49	54	42	1.1	1.3	1.0
Washington	36	34	53	1.0	0.9	1.5
West Virginia	11	8	7	1.5	1.1	1.0
Wisconsin	21	41	41	0.7	1.3	1.3
Wyoming	4	5	5	1.5	1.7	1.7

p Preliminary

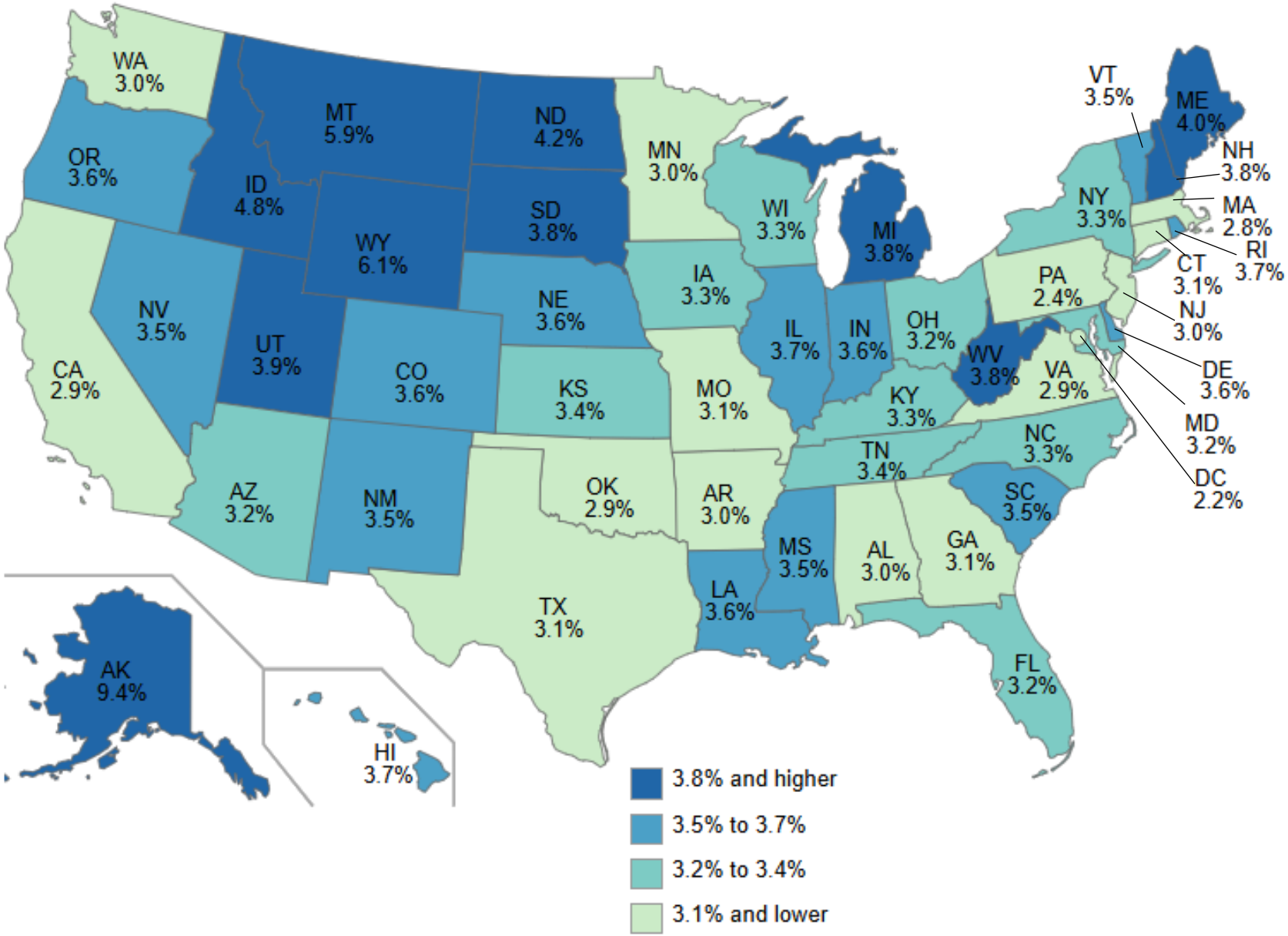
Map 1. Job openings rates by state, seasonally adjusted, October 2025

Total U.S. job openings rate = 4.6%



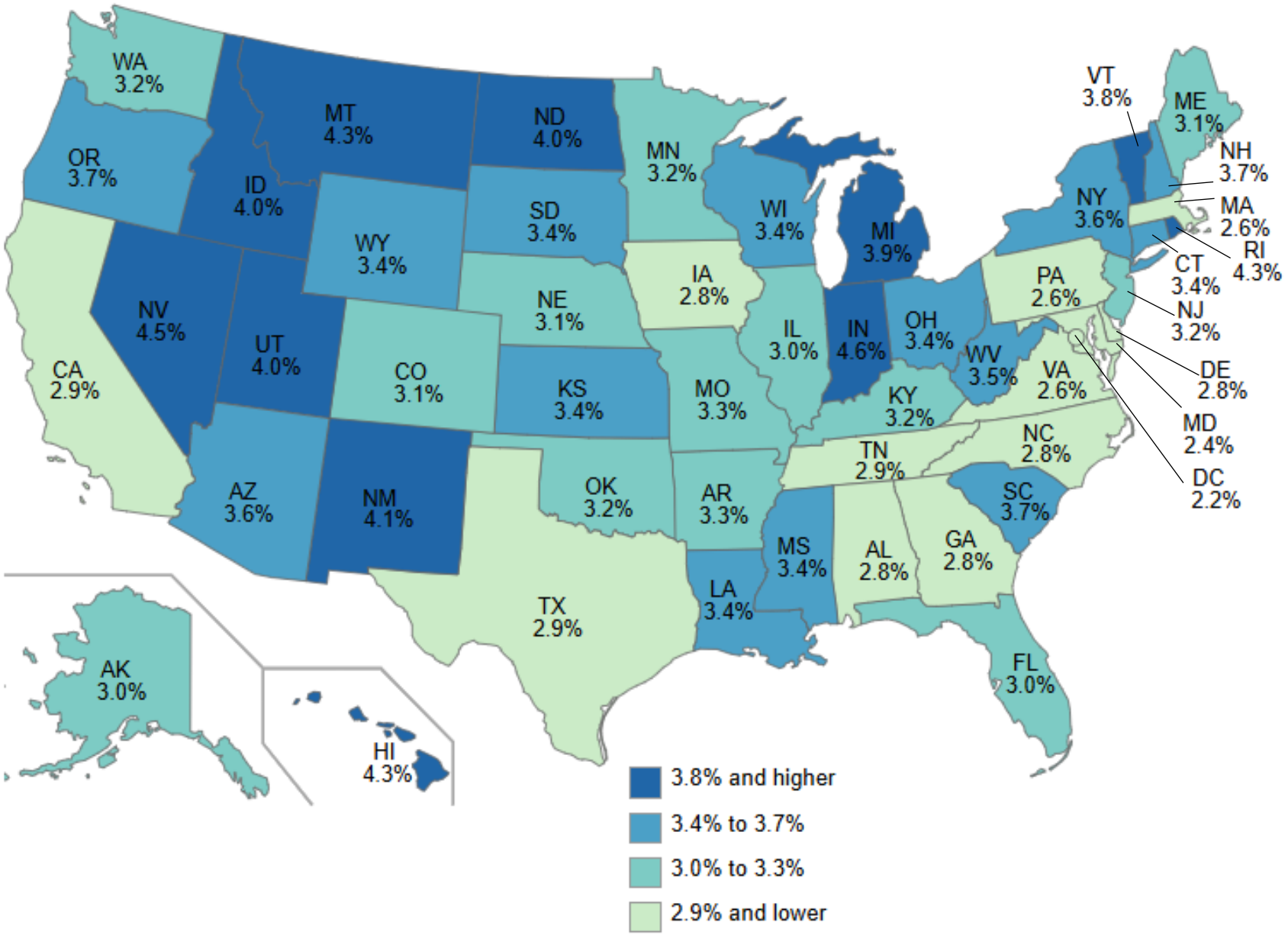
Map 2. Hires rates by state, seasonally adjusted, October 2025

Total U.S. hires rate = 3.2%



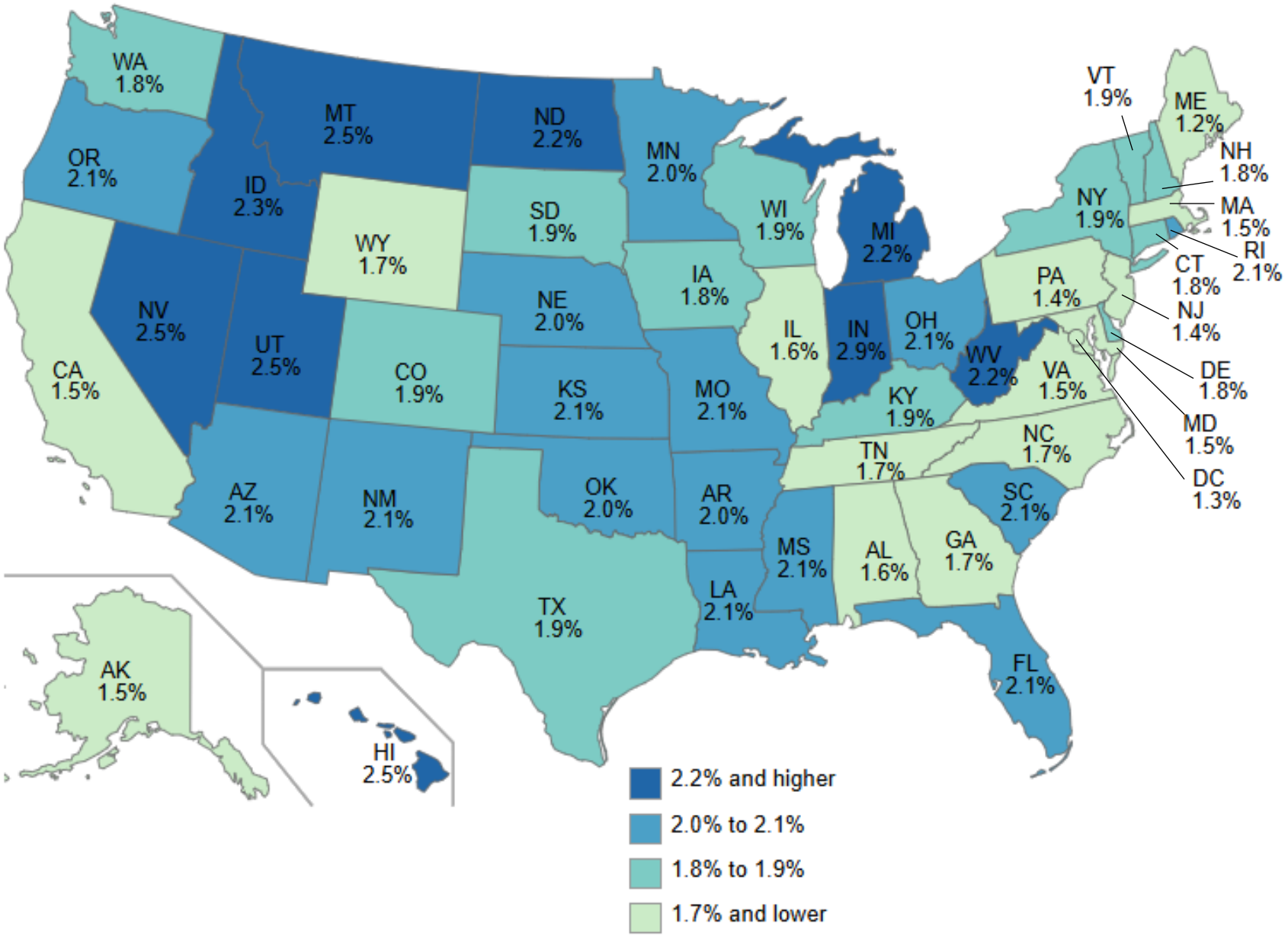
Map 3. Total separations rates by state, seasonally adjusted, October 2025

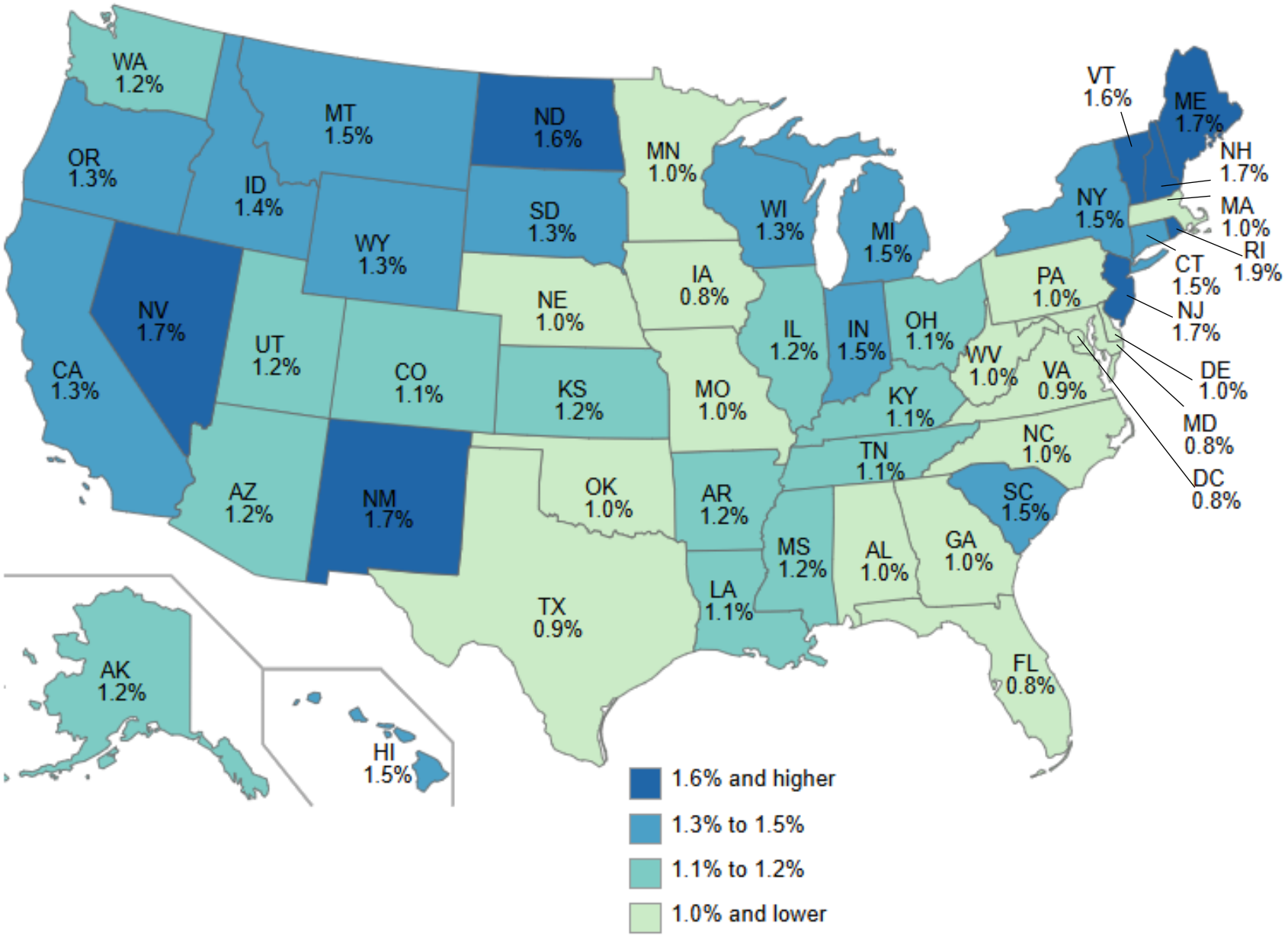
Total U.S. total separations rate = 3.2%



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

Total U.S. quits rate = 1.8%



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

Total U.S. layoffs and discharges rate = 1.2%