

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



For release 10:00 a.m. (ET) Wednesday, June 18, 2025

USDL-25-1013

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STATE JOB OPENINGS AND LABOR TURNOVER – APRIL 2025

Job openings rates increased in 4 states in April, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates increased in 4 states and decreased in 2 states. Total separations rates increased in 2 states and decreased in 1 state. Nationally, the job openings, hires, and total separations rates showed little or no change in April.

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 4 states and were little changed in 46 states and the District of Columbia in April. The largest increases in job openings rates occurred in West Virginia (+1.5 percentage points), Louisiana (+0.9 point), and North Carolina (+0.8 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** increased in 5 states, decreased in 3 states, and changed little in 42 states and the District of Columbia in April. The largest increases in the job openings level occurred in New York (+61,000), North Carolina (+49,000), and Massachusetts (+24,000). The decreases occurred in Washington (-24,000), Arizona (-23,000), and Wisconsin (-20,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In April, **hires rates** increased in 4 states, decreased in 2 states, and were little changed in 44 states and the District of Columbia. The largest increases in the hires rates occurred in West Virginia (+1.3 percentage points), North Carolina (+1.2 points), and Maryland (+0.9 point). The decreases occurred in Colorado (-1.1 points) and Pennsylvania (-0.6 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** increased in 4 states, decreased in 2 states, and was little changed in 44 states and the District of Columbia in April. The largest increases in the hires level occurred in California (+109,000), North Carolina (+64,000), and Maryland (+24,000). The decreases occurred in Pennsylvania (-36,000) and Colorado (-33,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In April, **total separations rates** increased in 2 states, decreased in 1 state, and were little changed in 47 states and the District of Columbia. The increases in total separations rates occurred in Michigan (+0.6 percentage point) and New York (+0.5 point). The decrease occurred in Iowa (-0.8 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 2 states, decreased in 1 state, and changed little in 47 states and the District of Columbia in April. The increases in the total separations level occurred in New York (+49,000) and Michigan (+24,000). The decrease occurred in Iowa (-13,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In April, **quits rates** decreased in 1 state and were little changed in 49 states and the District of Columbia. The only decrease in quits rates occurred in Georgia (-0.5 percentage point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 3 states and was little changed in 47 states and the District of Columbia in April. The decreases in the quits level occurred in Georgia (-22,000), New Jersey (-17,000), and Iowa (-9,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In April, **layoffs and discharges rates** increased in 5 states, decreased in 2 states, and were little changed in 43 states and the District of Columbia. The increases in layoffs and discharges rates occurred in Virginia (+0.7 percentage point) as well as in Florida, Michigan, New Jersey, and New York (+0.4 point each). The decreases occurred in Montana (-0.8 point) and Texas (-0.3 point). The national layoffs and discharges rate was little changed over the month. (See table 5.)

The **number of layoffs and discharges** increased in 8 states, decreased in 3 states, and changed little in 39 states and the District of Columbia in April. The largest increases in the layoffs and discharges level occurred in Florida (+39,000), New York (+34,000), and Virginia (+31,000). The decreases occurred in Texas (-37,000), Colorado (-16,000), and Montana (-4,000). 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 May 2025 are scheduled to be released on Wednesday, July 23, 2025, at 10:00 a.m. (ET)

Upcoming Revisions to the JOLTS State Estimates

Effective with the release of May 2025 data on July 23, 2025, the Job Openings and Labor Turnover Survey (JOLTS) state estimates will incorporate the annual benchmark revisions to JOLTS national estimates, updated Current Employment Statistics (CES) employment estimates, and updated Quarterly Census of Employment and Wages (QCEW) data. Seasonally adjusted and not seasonally adjusted data from January 2020 forward are subject to revision. In addition, 2024 annual estimates for states will be released at this time.

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					
	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p
TOTAL U.S.....	7,619	7,762	7,480	7,200	7,391	191	4.6	4.7	4.5	4.3	4.4	0.1
Alabama.....	124	126	110	106	113	7	5.3	5.4	4.8	4.6	4.9	0.3
Alaska.....	24	21	21	20	20	0	6.7	5.8	5.9	5.6	5.6	0.0
Arizona.....	185	240	178	176	153	-23	5.4	6.9	5.2	5.1	4.5	-0.6
Arkansas.....	86	78	80	71	70	-1	5.9	5.4	5.5	4.9	4.8	-0.1
California.....	596	696	669	648	707	59	3.2	3.7	3.6	3.5	3.8	0.3
Colorado.....	192	145	157	136	148	12	6.1	4.6	5.0	4.4	4.7	0.3
Connecticut.....	90	91	82	77	80	3	5.0	5.0	4.6	4.3	4.4	0.1
Delaware.....	28	19	21	22	24	2	5.4	3.7	4.1	4.3	4.6	0.3
District of Columbia.....	37	32	29	28	30	2	4.6	4.0	3.6	3.5	3.8	0.3
Florida.....	508	519	471	397	386	-11	4.9	4.9	4.5	3.8	3.7	-0.1
Georgia.....	273	284	261	270	257	-13	5.2	5.4	5.0	5.1	4.9	-0.2
Hawaii.....	26	27	25	25	26	1	3.9	4.0	3.7	3.7	3.8	0.1
Idaho.....	53	46	44	43	49	6	5.8	5.0	4.8	4.7	5.3	0.6
Illinois.....	320	277	284	290	277	-13	5.0	4.3	4.4	4.5	4.3	-0.2
Indiana.....	137	150	157	149	142	-7	4.0	4.4	4.6	4.4	4.2	-0.2
Iowa.....	67	76	74	71	69	-2	4.0	4.5	4.4	4.3	4.1	-0.2
Kansas.....	72	75	69	76	79	3	4.7	4.9	4.5	5.0	5.1	0.1
Kentucky.....	133	134	104	102	100	-2	6.1	6.2	4.8	4.7	4.6	-0.1
Louisiana.....	122	111	102	94	113	19	5.8	5.3	4.9	4.5	5.4	0.9
Maine.....	41	35	33	29	33	4	5.9	5.0	4.8	4.2	4.8	0.6
Maryland.....	176	115	122	133	146	13	6.0	3.9	4.1	4.5	4.9	0.4
Massachusetts.....	207	212	207	155	179	24	5.3	5.4	5.3	4.0	4.6	0.6
Michigan.....	229	201	210	218	215	-3	4.8	4.3	4.4	4.6	4.5	-0.1
Minnesota.....	145	184	184	188	182	-6	4.6	5.7	5.7	5.8	5.6	-0.2
Mississippi.....	69	61	61	60	62	2	5.5	4.8	4.8	4.8	4.9	0.1
Missouri.....	146	168	152	147	144	-3	4.6	5.3	4.8	4.7	4.6	-0.1
Montana.....	33	28	30	29	29	0	5.9	5.0	5.4	5.2	5.2	0.0
Nebraska.....	46	47	48	51	47	-4	4.1	4.2	4.3	4.6	4.2	-0.4
Nevada.....	75	73	79	65	68	3	4.5	4.4	4.8	4.0	4.1	0.1
New Hampshire.....	39	35	35	31	35	4	5.2	4.7	4.7	4.2	4.7	0.5
New Jersey.....	202	189	243	226	226	0	4.4	4.1	5.2	4.9	4.9	0.0
New Mexico.....	56	53	56	50	48	-2	6.0	5.6	5.9	5.3	5.1	-0.2
New York.....	432	470	476	439	500	61	4.2	4.5	4.6	4.2	4.8	0.6
North Carolina.....	279	278	273	260	309	49	5.3	5.2	5.1	4.9	5.7	0.8
North Dakota.....	23	24	23	25	22	-3	5.0	5.1	4.9	5.3	4.7	-0.6
Ohio.....	236	288	284	301	273	-28	4.0	4.8	4.8	5.0	4.6	-0.4
Oklahoma.....	113	86	97	94	106	12	6.0	4.6	5.1	5.0	5.6	0.6
Oregon.....	107	99	98	92	92	0	5.1	4.7	4.7	4.4	4.4	0.0
Pennsylvania.....	328	285	281	284	296	12	5.1	4.4	4.3	4.4	4.5	0.1
Rhode Island.....	28	29	27	23	29	6	5.2	5.3	5.0	4.3	5.3	1.0
South Carolina.....	159	132	120	114	123	9	6.3	5.2	4.8	4.5	4.9	0.4
South Dakota.....	22	20	22	23	21	-2	4.5	4.1	4.5	4.6	4.2	-0.4
Tennessee.....	195	172	150	165	167	2	5.5	4.8	4.2	4.6	4.7	0.1
Texas.....	754	608	589	552	596	44	5.1	4.1	4.0	3.7	4.0	0.3
Utah.....	85	87	87	79	81	2	4.6	4.7	4.7	4.3	4.4	0.1
Vermont.....	16	21	17	14	17	3	4.8	6.3	5.1	4.3	5.1	0.8
Virginia.....	253	258	213	218	199	-19	5.6	5.7	4.8	4.9	4.5	-0.4
Washington.....	129	139	137	136	112	-24	3.4	3.6	3.6	3.6	3.0	-0.6
West Virginia.....	45	48	37	34	46	12	5.9	6.3	4.9	4.5	6.0	1.5
Wisconsin.....	161	155	138	150	130	-20	5.0	4.8	4.3	4.7	4.1	-0.6
Wyoming.....	17	16	17	14	16	2	5.5	5.1	5.4	4.5	5.1	0.6

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

State	Levels (in thousands)						Rates					
	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p
TOTAL U.S.....	5,584	5,371	5,370	5,404	5,573	169	3.5	3.4	3.4	3.4	3.5	0.1
Alabama.....	86	80	85	77	84	7	3.9	3.6	3.9	3.5	3.8	0.3
Alaska.....	17	16	16	18	17	-1	5.1	4.7	4.7	5.3	5.0	-0.3
Arizona.....	123	114	116	121	113	-8	3.8	3.5	3.6	3.7	3.5	-0.2
Arkansas.....	59	51	50	51	52	1	4.3	3.7	3.6	3.7	3.8	0.1
California.....	545	577	509	479	588	109	3.0	3.2	2.8	2.7	3.3	0.6
Colorado.....	111	95	103	146	113	-33	3.7	3.2	3.5	4.9	3.8	-1.1
Connecticut.....	56	60	49	55	54	-1	3.3	3.5	2.9	3.2	3.1	-0.1
Delaware.....	21	15	17	18	19	1	4.3	3.1	3.5	3.7	3.8	0.1
District of Columbia.....	23	19	17	17	19	2	3.0	2.5	2.2	2.2	2.5	0.3
Florida.....	404	381	497	349	381	32	4.1	3.8	5.0	3.5	3.8	0.3
Georgia.....	206	175	153	181	171	-10	4.1	3.5	3.1	3.6	3.4	-0.2
Hawaii.....	19	19	19	21	20	-1	3.0	2.9	2.9	3.2	3.1	-0.1
Idaho.....	43	33	37	39	39	0	5.0	3.8	4.2	4.5	4.4	-0.1
Illinois.....	236	172	199	199	227	28	3.8	2.8	3.2	3.2	3.7	0.5
Indiana.....	129	125	125	150	145	-5	3.9	3.8	3.8	4.6	4.4	-0.2
Iowa.....	56	54	55	56	53	-3	3.5	3.4	3.5	3.5	3.3	-0.2
Kansas.....	56	52	51	48	55	7	3.8	3.6	3.5	3.3	3.8	0.5
Kentucky.....	74	67	83	76	81	5	3.6	3.3	4.1	3.7	3.9	0.2
Louisiana.....	98	78	78	76	82	6	5.0	3.9	3.9	3.8	4.1	0.3
Maine.....	25	26	25	25	22	-3	3.8	3.9	3.8	3.8	3.3	-0.5
Maryland.....	108	83	85	89	113	24	3.9	2.9	3.0	3.1	4.0	0.9
Massachusetts.....	96	111	114	123	110	-13	2.6	3.0	3.1	3.3	3.0	-0.3
Michigan.....	152	167	165	209	208	-1	3.4	3.7	3.7	4.6	4.6	0.0
Minnesota.....	102	105	98	101	101	0	3.4	3.5	3.2	3.3	3.3	0.0
Mississippi.....	51	37	45	42	45	3	4.3	3.1	3.8	3.5	3.7	0.2
Missouri.....	105	97	89	91	94	3	3.4	3.3	3.0	3.0	3.1	0.1
Montana.....	26	21	26	27	28	1	4.9	4.0	5.0	5.1	5.3	0.2
Nebraska.....	37	31	37	38	36	-2	3.5	2.9	3.5	3.6	3.4	-0.2
Nevada.....	62	52	62	60	61	1	3.9	3.3	3.9	3.8	3.9	0.1
New Hampshire.....	25	24	24	25	24	-1	3.5	3.4	3.4	3.5	3.4	-0.1
New Jersey.....	153	121	151	160	143	-17	3.5	2.8	3.4	3.6	3.3	-0.3
New Mexico.....	34	30	39	31	34	3	3.8	3.3	4.3	3.4	3.8	0.4
New York.....	225	290	292	297	305	8	2.3	2.9	2.9	3.0	3.1	0.1
North Carolina.....	204	163	152	161	225	64	4.1	3.2	3.0	3.2	4.4	1.2
North Dakota.....	17	16	16	17	18	1	3.9	3.6	3.6	3.8	4.0	0.2
Ohio.....	211	202	191	195	185	-10	3.7	3.6	3.4	3.4	3.2	-0.2
Oklahoma.....	85	62	65	64	68	4	4.8	3.5	3.6	3.6	3.8	0.2
Oregon.....	78	59	70	65	75	10	3.9	2.9	3.5	3.2	3.7	0.5
Pennsylvania.....	170	164	164	166	130	-36	2.8	2.6	2.6	2.7	2.1	-0.6
Rhode Island.....	18	20	18	19	19	0	3.5	3.9	3.5	3.7	3.7	0.0
South Carolina.....	117	107	102	99	105	6	4.9	4.5	4.3	4.1	4.4	0.3
South Dakota.....	18	15	17	18	18	0	3.9	3.2	3.6	3.8	3.8	0.0
Tennessee.....	152	147	119	125	119	-6	4.6	4.4	3.5	3.7	3.5	-0.2
Texas.....	477	574	482	513	499	-14	3.4	4.0	3.4	3.6	3.5	-0.1
Utah.....	69	59	66	68	67	-1	3.9	3.3	3.7	3.8	3.8	0.0
Vermont.....	11	15	12	12	11	-1	3.5	4.8	3.8	3.8	3.5	-0.3
Virginia.....	166	159	139	136	142	6	3.9	3.7	3.3	3.2	3.3	0.1
Washington.....	111	94	111	112	112	0	3.0	2.6	3.0	3.1	3.1	0.0
West Virginia.....	32	28	28	24	34	10	4.5	3.9	3.9	3.4	4.7	1.3
Wisconsin.....	102	100	96	101	94	-7	3.4	3.3	3.2	3.3	3.1	-0.2
Wyoming.....	14	11	13	14	13	-1	4.8	3.7	4.4	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					
	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p
TOTAL U.S.....	5,388	5,272	5,316	5,183	5,288	105	3.4	3.3	3.3	3.3	3.3	0.0
Alabama.....	81	73	79	70	70	0	3.7	3.3	3.6	3.2	3.2	0.0
Alaska.....	20	18	21	16	16	0	6.0	5.3	6.2	4.7	4.7	0.0
Arizona.....	142	131	117	115	122	7	4.4	4.0	3.6	3.5	3.7	0.2
Arkansas.....	54	49	54	46	51	5	3.9	3.6	3.9	3.3	3.7	0.4
California.....	472	512	480	580	621	41	2.6	2.8	2.7	3.2	3.4	0.2
Colorado.....	143	119	100	105	88	-17	4.8	4.0	3.4	3.5	3.0	-0.5
Connecticut.....	68	62	53	71	60	-11	4.0	3.6	3.1	4.1	3.5	-0.6
Delaware.....	19	16	17	17	16	-1	3.9	3.3	3.5	3.4	3.2	-0.2
District of Columbia.....	20	20	21	20	22	2	2.6	2.6	2.7	2.6	2.9	0.3
Florida.....	384	337	368	362	402	40	3.9	3.4	3.7	3.6	4.0	0.4
Georgia.....	166	170	180	164	161	-3	3.3	3.4	3.6	3.3	3.2	-0.1
Hawaii.....	20	22	23	20	21	1	3.1	3.4	3.6	3.1	3.2	0.1
Idaho.....	38	51	41	36	34	-2	4.4	5.8	4.7	4.1	3.9	-0.2
Illinois.....	204	197	196	205	196	-9	3.3	3.2	3.2	3.3	3.2	-0.1
Indiana.....	116	131	134	140	128	-12	3.5	4.0	4.1	4.3	3.9	-0.4
Iowa.....	58	57	46	62	49	-13	3.6	3.6	2.9	3.9	3.1	-0.8
Kansas.....	58	57	44	52	48	-4	4.0	3.9	3.0	3.6	3.3	-0.3
Kentucky.....	76	73	75	64	71	7	3.7	3.6	3.7	3.1	3.5	0.4
Louisiana.....	90	78	88	70	73	3	4.6	3.9	4.4	3.5	3.7	0.2
Maine.....	30	27	26	25	23	-2	4.6	4.1	4.0	3.8	3.5	-0.3
Maryland.....	95	82	91	88	91	3	3.5	2.9	3.2	3.1	3.2	0.1
Massachusetts.....	80	99	136	111	99	-12	2.1	2.7	3.7	3.0	2.7	-0.3
Michigan.....	140	156	163	133	157	24	3.1	3.5	3.6	2.9	3.5	0.6
Minnesota.....	91	106	95	84	85	1	3.0	3.5	3.1	2.8	2.8	0.0
Mississippi.....	46	41	43	38	43	5	3.9	3.4	3.6	3.2	3.6	0.4
Missouri.....	101	98	94	93	87	-6	3.3	3.3	3.1	3.1	2.9	-0.2
Montana.....	28	30	30	27	22	-5	5.3	5.7	5.7	5.1	4.2	-0.9
Nebraska.....	38	34	33	34	34	0	3.6	3.2	3.1	3.2	3.2	0.0
Nevada.....	66	67	73	59	50	-9	4.2	4.3	4.6	3.7	3.2	-0.5
New Hampshire.....	29	25	28	26	27	1	4.1	3.5	3.9	3.7	3.8	0.1
New Jersey.....	150	140	144	148	152	4	3.4	3.2	3.3	3.4	3.5	0.1
New Mexico.....	37	32	32	32	29	-3	4.2	3.6	3.6	3.6	3.2	-0.4
New York.....	251	241	272	240	289	49	2.6	2.4	2.7	2.4	2.9	0.5
North Carolina.....	166	161	161	156	156	0	3.3	3.2	3.2	3.1	3.1	0.0
North Dakota.....	19	19	19	18	16	-2	4.3	4.2	4.2	4.0	3.6	-0.4
Ohio.....	211	196	175	204	214	10	3.7	3.5	3.1	3.6	3.7	0.1
Oklahoma.....	63	64	58	60	62	2	3.5	3.6	3.2	3.3	3.4	0.1
Oregon.....	80	76	76	69	71	2	4.0	3.8	3.8	3.4	3.5	0.1
Pennsylvania.....	190	164	169	137	157	20	3.1	2.6	2.7	2.2	2.5	0.3
Rhode Island.....	23	34	19	19	19	0	4.5	6.6	3.7	3.7	3.7	0.0
South Carolina.....	96	92	90	79	84	5	4.1	3.9	3.8	3.3	3.5	0.2
South Dakota.....	21	17	20	19	18	-1	4.5	3.6	4.2	4.0	3.8	-0.2
Tennessee.....	133	154	142	114	123	9	4.0	4.6	4.2	3.4	3.6	0.2
Texas.....	416	461	506	512	462	-50	2.9	3.2	3.5	3.6	3.2	-0.4
Utah.....	70	71	74	65	73	8	4.0	4.0	4.2	3.7	4.1	0.4
Vermont.....	12	15	12	12	13	1	3.8	4.8	3.8	3.8	4.1	0.3
Virginia.....	151	143	155	127	152	25	3.6	3.4	3.6	3.0	3.6	0.6
Washington.....	115	104	109	101	102	1	3.2	2.8	3.0	2.8	2.8	0.0
West Virginia.....	32	32	31	28	28	0	4.5	4.5	4.3	3.9	3.9	0.0
Wisconsin.....	110	102	92	93	84	-9	3.6	3.3	3.0	3.0	2.8	-0.2
Wyoming.....	14	14	14	12	13	1	4.8	4.7	4.7	4.0	4.4	0.4

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

State	Levels (in thousands)						Rates					
	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^p	Change from: Mar. 2025 - Apr. 2025 ^p
TOTAL U.S.....	3,414	3,256	3,250	3,344	3,194	-150	2.2	2.0	2.0	2.1	2.0	-0.1
Alabama.....	55	47	50	48	42	-6	2.5	2.1	2.3	2.2	1.9	-0.3
Alaska.....	12	11	10	10	11	1	3.6	3.2	3.0	3.0	3.3	0.3
Arizona.....	83	77	71	67	76	9	2.5	2.4	2.2	2.1	2.3	0.2
Arkansas.....	34	31	33	33	29	-4	2.5	2.2	2.4	2.4	2.1	-0.3
California.....	258	308	302	377	377	0	1.4	1.7	1.7	2.1	2.1	0.0
Colorado.....	95	70	53	63	59	-4	3.2	2.4	1.8	2.1	2.0	-0.1
Connecticut.....	33	36	30	38	31	-7	1.9	2.1	1.7	2.2	1.8	-0.4
Delaware.....	12	10	10	11	10	-1	2.4	2.0	2.0	2.2	2.0	-0.2
District of Columbia.....	13	12	13	14	12	-2	1.7	1.6	1.7	1.8	1.6	-0.2
Florida.....	290	260	265	235	241	6	2.9	2.6	2.6	2.3	2.4	0.1
Georgia.....	108	98	105	109	87	-22	2.2	2.0	2.1	2.2	1.7	-0.5
Hawaii.....	12	14	12	12	13	1	1.9	2.2	1.9	1.8	2.0	0.2
Idaho.....	23	28	23	23	22	-1	2.7	3.2	2.6	2.6	2.5	-0.1
Illinois.....	135	117	119	140	127	-13	2.2	1.9	1.9	2.3	2.1	-0.2
Indiana.....	80	81	87	94	82	-12	2.4	2.5	2.7	2.9	2.5	-0.4
Iowa.....	35	34	29	39	30	-9	2.2	2.1	1.8	2.4	1.9	-0.5
Kansas.....	36	36	30	33	30	-3	2.5	2.5	2.1	2.3	2.1	-0.2
Kentucky.....	49	41	45	42	40	-2	2.4	2.0	2.2	2.0	1.9	-0.1
Louisiana.....	59	49	56	46	45	-1	3.0	2.5	2.8	2.3	2.3	0.0
Maine.....	16	16	15	15	13	-2	2.4	2.4	2.3	2.3	2.0	-0.3
Maryland.....	59	49	53	58	49	-9	2.1	1.7	1.9	2.0	1.7	-0.3
Massachusetts.....	42	56	58	61	55	-6	1.1	1.5	1.6	1.6	1.5	-0.1
Michigan.....	91	88	97	90	96	6	2.0	1.9	2.1	2.0	2.1	0.1
Minnesota.....	65	60	58	60	56	-4	2.1	2.0	1.9	2.0	1.8	-0.2
Mississippi.....	31	27	28	25	26	1	2.6	2.3	2.3	2.1	2.2	0.1
Missouri.....	73	60	65	61	58	-3	2.4	2.0	2.2	2.0	1.9	-0.1
Montana.....	18	17	15	16	14	-2	3.4	3.2	2.9	3.0	2.7	-0.3
Nebraska.....	24	19	21	22	22	0	2.3	1.8	2.0	2.1	2.1	0.0
Nevada.....	38	39	37	34	30	-4	2.4	2.5	2.4	2.2	1.9	-0.3
New Hampshire.....	15	13	15	15	15	0	2.1	1.8	2.1	2.1	2.1	0.0
New Jersey.....	83	66	72	78	61	-17	1.9	1.5	1.6	1.8	1.4	-0.4
New Mexico.....	23	20	17	19	18	-1	2.6	2.2	1.9	2.1	2.0	-0.1
New York.....	174	154	162	161	177	16	1.8	1.5	1.6	1.6	1.8	0.2
North Carolina.....	103	106	104	104	82	-22	2.1	2.1	2.1	2.0	1.6	-0.4
North Dakota.....	13	11	12	11	10	-1	2.9	2.5	2.7	2.4	2.2	-0.2
Ohio.....	142	125	116	130	143	13	2.5	2.2	2.0	2.3	2.5	0.2
Oklahoma.....	44	43	39	43	40	-3	2.5	2.4	2.2	2.4	2.2	-0.2
Oregon.....	49	46	46	45	47	2	2.5	2.3	2.3	2.2	2.3	0.1
Pennsylvania.....	111	111	104	92	90	-2	1.8	1.8	1.7	1.5	1.4	-0.1
Rhode Island.....	13	12	11	11	11	0	2.5	2.3	2.1	2.1	2.1	0.0
South Carolina.....	66	60	60	57	52	-5	2.8	2.5	2.5	2.4	2.2	-0.2
South Dakota.....	15	10	13	13	11	-2	3.2	2.1	2.8	2.8	2.3	-0.5
Tennessee.....	92	109	80	79	74	-5	2.8	3.2	2.4	2.3	2.2	-0.1
Texas.....	312	298	320	327	309	-18	2.2	2.1	2.2	2.3	2.2	-0.1
Utah.....	44	44	42	41	48	7	2.5	2.5	2.4	2.3	2.7	0.4
Vermont.....	7	8	7	7	7	0	2.2	2.6	2.2	2.2	2.2	0.0
Virginia.....	96	79	93	89	78	-11	2.3	1.9	2.2	2.1	1.8	-0.3
Washington.....	69	59	60	57	63	6	1.9	1.6	1.6	1.6	1.7	0.1
West Virginia.....	22	21	18	20	17	-3	3.1	2.9	2.5	2.8	2.4	-0.4
Wisconsin.....	72	60	62	62	51	-11	2.4	2.0	2.0	2.0	1.7	-0.3
Wyoming.....	9	9	8	8	8	0	3.1	3.0	2.7	2.7	2.7	0.0

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

State	Levels (in thousands)						Rates					
	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^P	Change from: Mar. 2025 - Apr. 2025 ^P	Apr. 2024	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025 ^P	Change from: Mar. 2025 - Apr. 2025 ^P
TOTAL U.S.....	1,587	1,674	1,780	1,590	1,786	196	1.0	1.1	1.1	1.0	1.1	0.1
Alabama.....	21	22	24	19	23	4	1.0	1.0	1.1	0.9	1.0	0.1
Alaska.....	6	5	9	5	4	-1	1.8	1.5	2.7	1.5	1.2	-0.3
Arizona.....	49	39	36	39	37	-2	1.5	1.2	1.1	1.2	1.1	-0.1
Arkansas.....	16	15	18	12	19	7	1.2	1.1	1.3	0.9	1.4	0.5
California.....	191	171	160	181	213	32	1.1	0.9	0.9	1.0	1.2	0.2
Colorado.....	41	37	41	39	23	-16	1.4	1.2	1.4	1.3	0.8	-0.5
Connecticut.....	30	20	19	28	24	-4	1.8	1.2	1.1	1.6	1.4	-0.2
Delaware.....	5	5	5	5	5	0	1.0	1.0	1.0	1.0	1.0	0.0
District of Columbia.....	5	7	7	6	7	1	0.6	0.9	0.9	0.8	0.9	0.1
Florida.....	74	64	96	111	150	39	0.7	0.6	1.0	1.1	1.5	0.4
Georgia.....	48	64	61	50	63	13	1.0	1.3	1.2	1.0	1.3	0.3
Hawaii.....	6	7	8	7	6	-1	0.9	1.1	1.2	1.1	0.9	-0.2
Idaho.....	12	14	14	11	9	-2	1.4	1.6	1.6	1.3	1.0	-0.3
Illinois.....	61	70	69	56	63	7	1.0	1.1	1.1	0.9	1.0	0.1
Indiana.....	29	44	43	42	39	-3	0.9	1.4	1.3	1.3	1.2	-0.1
Iowa.....	19	19	14	19	14	-5	1.2	1.2	0.9	1.2	0.9	-0.3
Kansas.....	15	17	11	16	15	-1	1.0	1.2	0.8	1.1	1.0	-0.1
Kentucky.....	21	28	26	19	26	7	1.0	1.4	1.3	0.9	1.3	0.4
Louisiana.....	26	25	26	20	24	4	1.3	1.3	1.3	1.0	1.2	0.2
Maine.....	11	8	10	9	8	-1	1.7	1.2	1.5	1.4	1.2	-0.2
Maryland.....	29	27	31	26	35	9	1.1	0.9	1.1	0.9	1.2	0.3
Massachusetts.....	30	32	67	37	33	-4	0.8	0.9	1.8	1.0	0.9	-0.1
Michigan.....	38	62	57	36	53	17	0.8	1.4	1.3	0.8	1.2	0.4
Minnesota.....	20	41	33	19	23	4	0.7	1.3	1.1	0.6	0.8	0.2
Mississippi.....	12	12	12	11	15	4	1.0	1.0	1.0	0.9	1.2	0.3
Missouri.....	21	30	24	26	24	-2	0.7	1.0	0.8	0.9	0.8	-0.1
Montana.....	8	9	12	10	6	-4	1.5	1.7	2.3	1.9	1.1	-0.8
Nebraska.....	10	12	10	10	10	0	0.9	1.1	0.9	0.9	0.9	0.0
Nevada.....	23	21	32	22	16	-6	1.5	1.3	2.0	1.4	1.0	-0.4
New Hampshire.....	11	8	10	9	10	1	1.6	1.1	1.4	1.3	1.4	0.1
New Jersey.....	55	67	65	61	81	20	1.3	1.5	1.5	1.4	1.8	0.4
New Mexico.....	10	9	12	10	9	-1	1.1	1.0	1.3	1.1	1.0	-0.1
New York.....	64	77	97	64	98	34	0.7	0.8	1.0	0.6	1.0	0.4
North Carolina.....	49	47	50	47	63	16	1.0	0.9	1.0	0.9	1.2	0.3
North Dakota.....	5	7	6	6	5	-1	1.1	1.6	1.3	1.3	1.1	-0.2
Ohio.....	61	59	52	63	63	0	1.1	1.0	0.9	1.1	1.1	0.0
Oklahoma.....	15	17	16	16	19	3	0.8	0.9	0.9	0.9	1.1	0.2
Oregon.....	24	21	24	21	19	-2	1.2	1.0	1.2	1.0	0.9	-0.1
Pennsylvania.....	66	43	58	37	57	20	1.1	0.7	0.9	0.6	0.9	0.3
Rhode Island.....	9	20	7	6	7	1	1.8	3.9	1.4	1.2	1.4	0.2
South Carolina.....	25	26	26	20	27	7	1.1	1.1	1.1	0.8	1.1	0.3
South Dakota.....	5	6	6	5	5	0	1.1	1.3	1.3	1.1	1.1	0.0
Tennessee.....	32	37	50	30	44	14	1.0	1.1	1.5	0.9	1.3	0.4
Texas.....	87	135	161	165	128	-37	0.6	0.9	1.1	1.2	0.9	-0.3
Utah.....	21	21	28	21	21	0	1.2	1.2	1.6	1.2	1.2	0.0
Vermont.....	4	5	4	4	5	1	1.3	1.6	1.3	1.3	1.6	0.3
Virginia.....	43	54	52	34	65	31	1.0	1.3	1.2	0.8	1.5	0.7
Washington.....	35	35	42	40	32	-8	1.0	1.0	1.1	1.1	0.9	-0.2
West Virginia.....	8	8	11	7	10	3	1.1	1.1	1.5	1.0	1.4	0.4
Wisconsin.....	30	35	26	26	26	0	1.0	1.1	0.9	0.9	0.9	0.0
Wyoming.....	4	4	5	4	4	0	1.4	1.4	1.7	1.3	1.3	0.0

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

State	Levels (in thousands)			Rates		
	Apr. 2024	Mar. 2025	Apr. 2025 ^p	Apr. 2024	Mar. 2025	Apr. 2025 ^p
TOTAL U.S.	8,170	6,986	7,964	4.9	4.2	4.8
Alabama....	126	98	115	5.4	4.3	5.0
Alaska....	23	17	18	6.6	4.8	5.1
Arizona....	191	164	158	5.5	4.8	4.6
Arkansas....	91	69	75	6.2	4.8	5.1
California....	633	601	746	3.4	3.2	4.0
Colorado....	201	132	155	6.4	4.3	5.0
Connecticut....	95	74	87	5.3	4.2	4.9
Delaware....	32	20	28	6.1	3.9	5.4
District of Columbia....	37	26	30	4.7	3.3	3.7
Florida....	549	401	420	5.2	3.8	4.0
Georgia....	293	252	273	5.6	4.8	5.2
Hawaii....	21	22	20	3.3	3.2	3.0
Idaho....	59	40	58	6.4	4.4	6.2
Illinois....	344	297	313	5.3	4.6	4.8
Indiana....	160	148	164	4.7	4.4	4.8
Iowa....	81	66	79	4.8	4.0	4.7
Kansas....	74	71	84	4.8	4.7	5.4
Kentucky....	143	97	108	6.5	4.5	5.0
Louisiana....	131	89	127	6.2	4.3	6.0
Maine....	43	26	37	6.2	4.0	5.4
Maryland....	197	121	174	6.7	4.1	5.8
Massachusetts....	210	158	185	5.3	4.1	4.7
Michigan....	250	219	255	5.3	4.7	5.4
Minnesota....	162	173	203	5.1	5.4	6.3
Mississippi....	74	56	67	5.8	4.4	5.3
Missouri....	164	147	152	5.1	4.7	4.8
Montana....	34	26	29	6.0	4.7	5.3
Nebraska....	49	50	50	4.4	4.6	4.5
Nevada....	74	66	68	4.5	4.0	4.1
New Hampshire....	39	29	36	5.3	4.0	4.9
New Jersey....	199	222	231	4.4	4.9	5.0
New Mexico....	58	45	48	6.2	4.8	5.1
New York....	435	438	524	4.2	4.2	5.0
North Carolina....	293	253	335	5.5	4.8	6.2
North Dakota....	24	24	22	5.1	5.1	4.7
Ohio....	262	311	288	4.5	5.2	4.8
Oklahoma....	120	88	115	6.3	4.7	6.0
Oregon....	106	88	89	5.1	4.2	4.2
Pennsylvania....	326	288	301	5.0	4.5	4.6
Rhode Island....	30	23	31	5.5	4.3	5.6
South Carolina....	176	112	139	6.9	4.5	5.5
South Dakota....	23	22	22	4.7	4.5	4.5
Tennessee....	212	160	189	6.0	4.5	5.3
Texas....	822	548	665	5.5	3.7	4.4
Utah....	94	76	84	5.1	4.1	4.5
Vermont....	15	12	17	4.7	3.8	5.2
Virginia....	273	195	209	6.0	4.4	4.7
Washington....	155	134	131	4.1	3.6	3.5
West Virginia....	50	34	51	6.5	4.5	6.6
Wisconsin....	183	146	146	5.7	4.6	4.6
Wyoming....	16	12	15	5.2	3.9	4.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Apr. 2024	Mar. 2025	Apr. 2025 ^p	Apr. 2024	Mar. 2025	Apr. 2025 ^p
TOTAL U.S.	5,857	4,902	5,914	3.7	3.1	3.7
Alabama.....	86	69	86	3.9	3.1	3.9
Alaska.....	16	13	16	4.9	4.0	4.8
Arizona.....	137	106	130	4.2	3.3	4.0
Arkansas.....	58	46	52	4.2	3.3	3.7
California.....	566	420	633	3.1	2.3	3.5
Colorado.....	129	136	137	4.4	4.6	4.6
Connecticut.....	64	50	60	3.8	2.9	3.5
Delaware.....	24	15	22	5.0	3.1	4.5
District of Columbia.....	22	16	19	2.9	2.0	2.4
Florida.....	396	325	383	4.0	3.2	3.8
Georgia.....	210	158	169	4.2	3.2	3.4
Hawaii.....	17	18	18	2.7	2.8	2.8
Idaho.....	49	34	47	5.6	3.9	5.3
Illinois.....	234	187	235	3.8	3.1	3.8
Indiana.....	137	143	160	4.2	4.4	4.9
Iowa.....	62	50	60	3.9	3.2	3.7
Kansas.....	55	43	57	3.8	3.0	3.9
Kentucky.....	74	70	82	3.6	3.4	4.0
Louisiana.....	96	69	82	4.9	3.5	4.1
Maine.....	30	20	24	4.6	3.1	3.7
Maryland.....	115	79	127	4.2	2.8	4.5
Massachusetts.....	101	103	108	2.7	2.8	2.9
Michigan.....	160	198	218	3.6	4.4	4.8
Minnesota.....	106	81	109	3.5	2.7	3.6
Mississippi.....	49	36	45	4.1	3.0	3.8
Missouri.....	105	89	96	3.4	3.0	3.2
Montana.....	28	22	30	5.3	4.3	5.8
Nebraska.....	37	36	37	3.4	3.4	3.5
Nevada.....	60	57	61	3.8	3.6	3.9
New Hampshire.....	28	22	25	3.9	3.1	3.5
New Jersey.....	164	201	153	3.8	4.6	3.5
New Mexico.....	37	27	38	4.1	3.0	4.3
New York.....	246	261	317	2.5	2.6	3.2
North Carolina.....	221	141	257	4.4	2.8	5.0
North Dakota.....	16	15	17	3.6	3.3	3.9
Ohio.....	226	181	206	4.0	3.2	3.6
Oklahoma.....	89	55	71	5.0	3.1	4.0
Oregon.....	79	57	82	4.0	2.8	4.1
Pennsylvania.....	198	147	142	3.2	2.4	2.3
Rhode Island.....	21	17	22	4.2	3.4	4.3
South Carolina.....	126	96	113	5.3	4.0	4.7
South Dakota.....	17	16	18	3.7	3.4	3.9
Tennessee.....	159	116	131	4.8	3.4	3.9
Texas.....	496	450	510	3.5	3.2	3.6
Utah.....	74	55	75	4.2	3.1	4.2
Vermont.....	11	10	10	3.5	3.0	3.2
Virginia.....	169	125	147	4.0	2.9	3.4
Washington.....	117	105	123	3.2	2.9	3.4
West Virginia.....	33	21	35	4.5	3.0	4.9
Wisconsin.....	112	87	105	3.7	2.9	3.5
Wyoming.....	14	11	14	4.8	3.8	4.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Apr. 2024	Mar. 2025	Apr. 2025 ^p	Apr. 2024	Mar. 2025	Apr. 2025 ^p
TOTAL U.S.	5,295	4,578	5,217	3.4	2.9	3.3
Alabama.....	86	67	72	3.9	3.0	3.2
Alaska.....	17	10	13	5.1	3.0	3.8
Arizona.....	165	98	145	5.0	3.0	4.4
Arkansas.....	54	40	51	3.9	2.9	3.7
California.....	457	510	619	2.5	2.8	3.4
Colorado.....	171	87	102	5.8	2.9	3.4
Connecticut.....	70	56	65	4.2	3.3	3.8
Delaware.....	19	13	15	3.8	2.8	3.1
District of Columbia.....	19	17	21	2.5	2.2	2.8
Florida.....	389	352	414	3.9	3.5	4.1
Georgia.....	175	159	162	3.5	3.2	3.3
Hawaii.....	20	18	20	3.1	2.8	3.1
Idaho.....	39	30	32	4.5	3.4	3.7
Illinois.....	188	189	186	3.1	3.1	3.0
Indiana.....	120	126	131	3.7	3.9	4.0
Iowa.....	52	52	45	3.2	3.3	2.8
Kansas.....	56	49	45	3.8	3.4	3.1
Kentucky.....	74	56	69	3.6	2.7	3.4
Louisiana.....	94	62	74	4.8	3.1	3.7
Maine.....	29	20	22	4.6	3.2	3.5
Maryland.....	89	75	84	3.3	2.7	2.9
Massachusetts.....	74	88	90	2.0	2.4	2.4
Michigan.....	134	108	149	3.0	2.4	3.3
Minnesota.....	89	73	81	3.0	2.4	2.7
Mississippi.....	44	36	41	3.7	3.0	3.4
Missouri.....	91	83	77	3.0	2.8	2.6
Montana.....	26	22	18	4.9	4.3	3.5
Nebraska.....	33	29	31	3.1	2.8	2.9
Nevada.....	67	54	48	4.2	3.5	3.0
New Hampshire.....	28	24	27	4.0	3.4	3.8
New Jersey.....	141	128	137	3.2	3.0	3.1
New Mexico.....	37	27	27	4.2	3.1	3.0
New York.....	246	194	293	2.5	2.0	2.9
North Carolina.....	167	136	159	3.3	2.7	3.1
North Dakota.....	17	15	14	4.0	3.4	3.2
Ohio.....	197	176	210	3.5	3.1	3.7
Oklahoma.....	62	53	61	3.5	3.0	3.4
Oregon.....	81	58	69	4.1	2.9	3.4
Pennsylvania.....	190	108	156	3.1	1.8	2.5
Rhode Island.....	22	16	18	4.4	3.2	3.6
South Carolina.....	102	78	85	4.3	3.3	3.5
South Dakota.....	19	16	16	4.1	3.3	3.4
Tennessee.....	135	104	121	4.0	3.1	3.5
Texas.....	420	486	439	3.0	3.4	3.1
Utah.....	76	56	78	4.3	3.2	4.4
Vermont.....	14	10	15	4.6	3.2	4.8
Virginia.....	142	120	140	3.4	2.8	3.3
Washington.....	118	77	100	3.3	2.1	2.7
West Virginia.....	33	25	28	4.6	3.5	3.9
Wisconsin.....	112	80	89	3.7	2.7	2.9
Wyoming.....	14	9	12	4.8	3.1	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Apr. 2024	Mar. 2025	Apr. 2025 ^p	Apr. 2024	Mar. 2025	Apr. 2025 ^p
TOTAL U.S.	3,496	3,064	3,265	2.2	1.9	2.0
Alabama.....	59	46	45	2.7	2.1	2.0
Alaska.....	10	6	8	3.0	1.8	2.4
Arizona.....	97	59	91	3.0	1.8	2.8
Arkansas.....	36	29	30	2.6	2.1	2.2
California.....	267	354	388	1.5	2.0	2.2
Colorado.....	105	51	64	3.6	1.7	2.2
Connecticut.....	37	34	35	2.2	2.0	2.0
Delaware.....	12	9	10	2.5	1.8	1.9
District of Columbia.....	12	11	11	1.6	1.5	1.4
Florida.....	311	229	258	3.1	2.3	2.6
Georgia.....	117	106	90	2.4	2.1	1.8
Hawaii.....	12	11	13	1.9	1.6	2.0
Idaho.....	23	19	21	2.7	2.2	2.4
Illinois.....	126	130	121	2.1	2.1	2.0
Indiana.....	88	83	87	2.7	2.6	2.7
Iowa.....	33	34	29	2.1	2.2	1.8
Kansas.....	37	32	30	2.5	2.2	2.0
Kentucky.....	50	37	40	2.5	1.8	2.0
Louisiana.....	62	43	45	3.1	2.2	2.3
Maine.....	17	13	13	2.6	2.0	2.0
Maryland.....	59	52	47	2.2	1.9	1.7
Massachusetts.....	42	51	53	1.1	1.4	1.4
Michigan.....	95	74	98	2.1	1.7	2.2
Minnesota.....	65	53	54	2.2	1.7	1.8
Mississippi.....	31	24	25	2.6	2.0	2.1
Missouri.....	66	55	50	2.2	1.9	1.7
Montana.....	16	13	12	3.0	2.5	2.3
Nebraska.....	23	19	21	2.1	1.8	1.9
Nevada.....	39	33	30	2.4	2.1	1.9
New Hampshire.....	16	14	16	2.2	2.0	2.2
New Jersey.....	90	77	65	2.1	1.8	1.5
New Mexico.....	23	17	18	2.6	1.9	2.0
New York.....	176	149	182	1.8	1.5	1.8
North Carolina.....	113	96	90	2.3	1.9	1.8
North Dakota.....	12	9	9	2.7	2.0	2.1
Ohio.....	143	121	150	2.5	2.1	2.6
Oklahoma.....	43	37	39	2.4	2.1	2.1
Oregon.....	49	39	46	2.5	1.9	2.3
Pennsylvania.....	118	74	91	1.9	1.2	1.5
Rhode Island.....	12	10	11	2.4	2.1	2.2
South Carolina.....	71	58	55	3.0	2.4	2.3
South Dakota.....	14	10	11	3.1	2.2	2.3
Tennessee.....	94	73	74	2.8	2.2	2.2
Texas.....	323	316	314	2.3	2.2	2.2
Utah.....	46	35	52	2.6	2.0	2.9
Vermont.....	9	6	9	2.8	2.0	2.8
Virginia.....	96	86	74	2.3	2.0	1.7
Washington.....	68	45	61	1.9	1.2	1.7
West Virginia.....	24	18	18	3.4	2.5	2.5
Wisconsin.....	77	53	56	2.6	1.8	1.8
Wyoming.....	9	6	7	3.0	2.0	2.5

p Preliminary

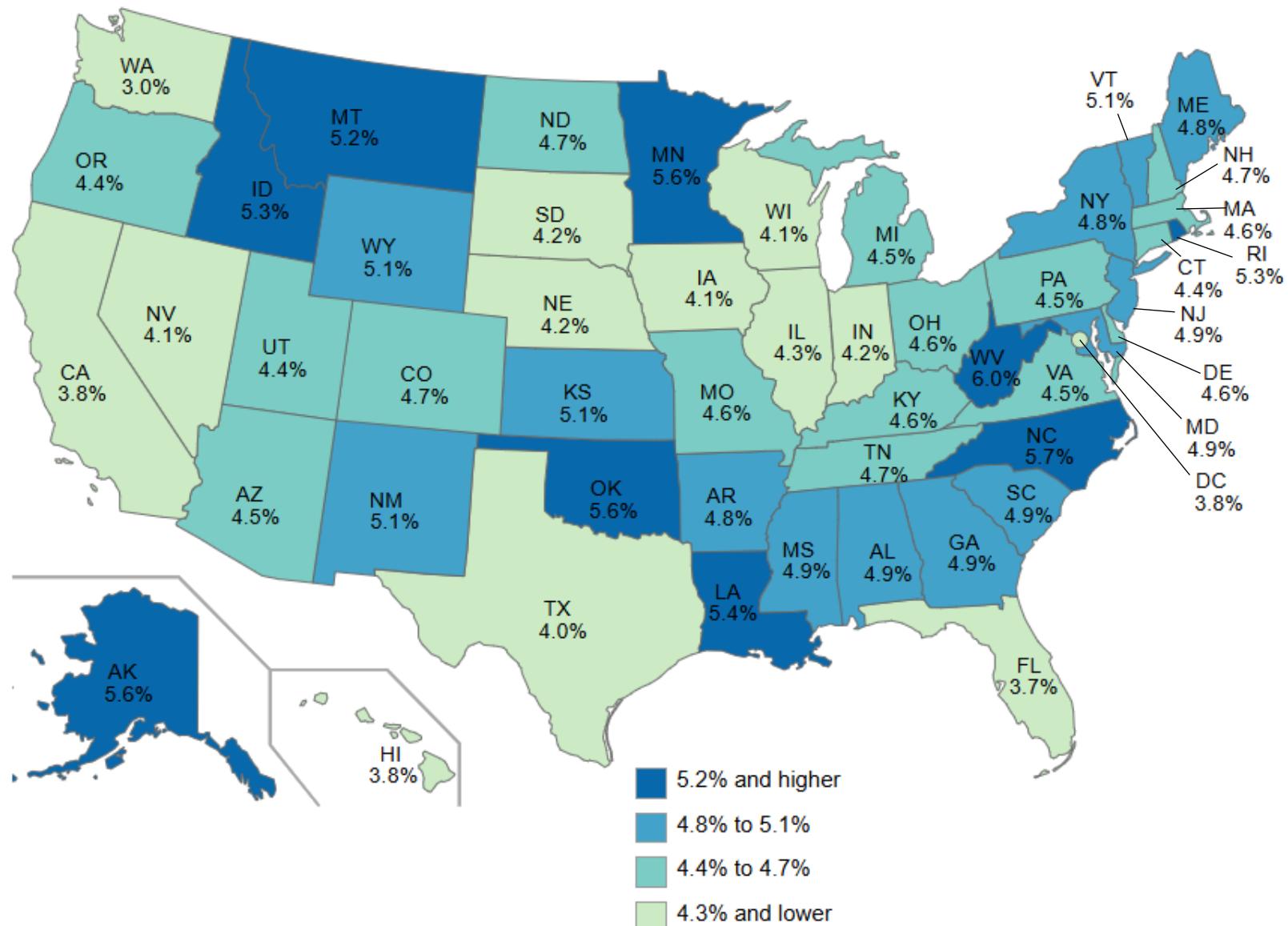
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Apr. 2024	Mar. 2025	Apr. 2025 ^p	Apr. 2024	Mar. 2025	Apr. 2025 ^p
TOTAL U.S.....	1,419	1,294	1,653	0.9	0.8	1.0
Alabama.....	21	18	22	0.9	0.8	1.0
Alaska.....	5	3	4	1.6	0.9	1.1
Arizona.....	59	33	44	1.8	1.0	1.3
Arkansas.....	15	10	18	1.1	0.7	1.3
California.....	168	132	200	0.9	0.7	1.1
Colorado.....	57	33	31	1.9	1.1	1.1
Connecticut.....	30	19	25	1.7	1.1	1.5
Delaware.....	5	4	5	1.0	0.9	1.0
District of Columbia.....	4	5	7	0.6	0.6	0.9
Florida.....	60	108	147	0.6	1.1	1.5
Georgia.....	46	48	58	0.9	1.0	1.2
Hawaii.....	6	6	5	1.0	1.0	0.8
Idaho.....	12	9	9	1.4	1.1	1.0
Illinois.....	54	49	58	0.9	0.8	0.9
Indiana.....	26	38	37	0.8	1.2	1.1
Iowa.....	15	15	11	0.9	0.9	0.7
Kansas.....	12	14	12	0.8	1.0	0.8
Kentucky.....	19	17	24	0.9	0.8	1.2
Louisiana.....	27	17	23	1.4	0.9	1.2
Maine.....	11	6	8	1.7	0.9	1.3
Maryland.....	23	19	29	0.8	0.7	1.0
Massachusetts.....	25	23	26	0.7	0.6	0.7
Michigan.....	29	28	43	0.6	0.6	0.9
Minnesota.....	18	16	21	0.6	0.5	0.7
Mississippi.....	11	10	14	0.9	0.9	1.1
Missouri.....	19	22	23	0.6	0.7	0.8
Montana.....	7	8	5	1.4	1.6	1.0
Nebraska.....	8	9	8	0.7	0.8	0.7
Nevada.....	22	18	15	1.4	1.2	0.9
New Hampshire.....	11	6	9	1.5	0.9	1.3
New Jersey.....	41	44	64	0.9	1.0	1.5
New Mexico.....	10	9	8	1.2	0.9	0.9
New York.....	58	32	97	0.6	0.3	1.0
North Carolina.....	41	34	59	0.8	0.7	1.2
North Dakota.....	4	5	4	0.9	1.1	0.9
Ohio.....	47	46	53	0.8	0.8	0.9
Oklahoma.....	14	14	19	0.8	0.8	1.1
Oregon.....	24	17	17	1.2	0.8	0.8
Pennsylvania.....	63	28	56	1.0	0.5	0.9
Rhode Island.....	9	5	6	1.7	1.0	1.1
South Carolina.....	25	18	26	1.0	0.7	1.1
South Dakota.....	3	4	4	0.7	0.9	0.9
Tennessee.....	29	28	40	0.9	0.8	1.2
Texas.....	86	157	107	0.6	1.1	0.7
Utah.....	24	18	22	1.4	1.0	1.3
Vermont.....	5	3	5	1.5	1.0	1.7
Virginia.....	34	30	56	0.8	0.7	1.3
Washington.....	38	27	31	1.0	0.8	0.9
West Virginia.....	7	6	9	0.9	0.9	1.2
Wisconsin.....	25	22	24	0.8	0.7	0.8
Wyoming.....	4	3	4	1.4	0.9	1.2

p Preliminary

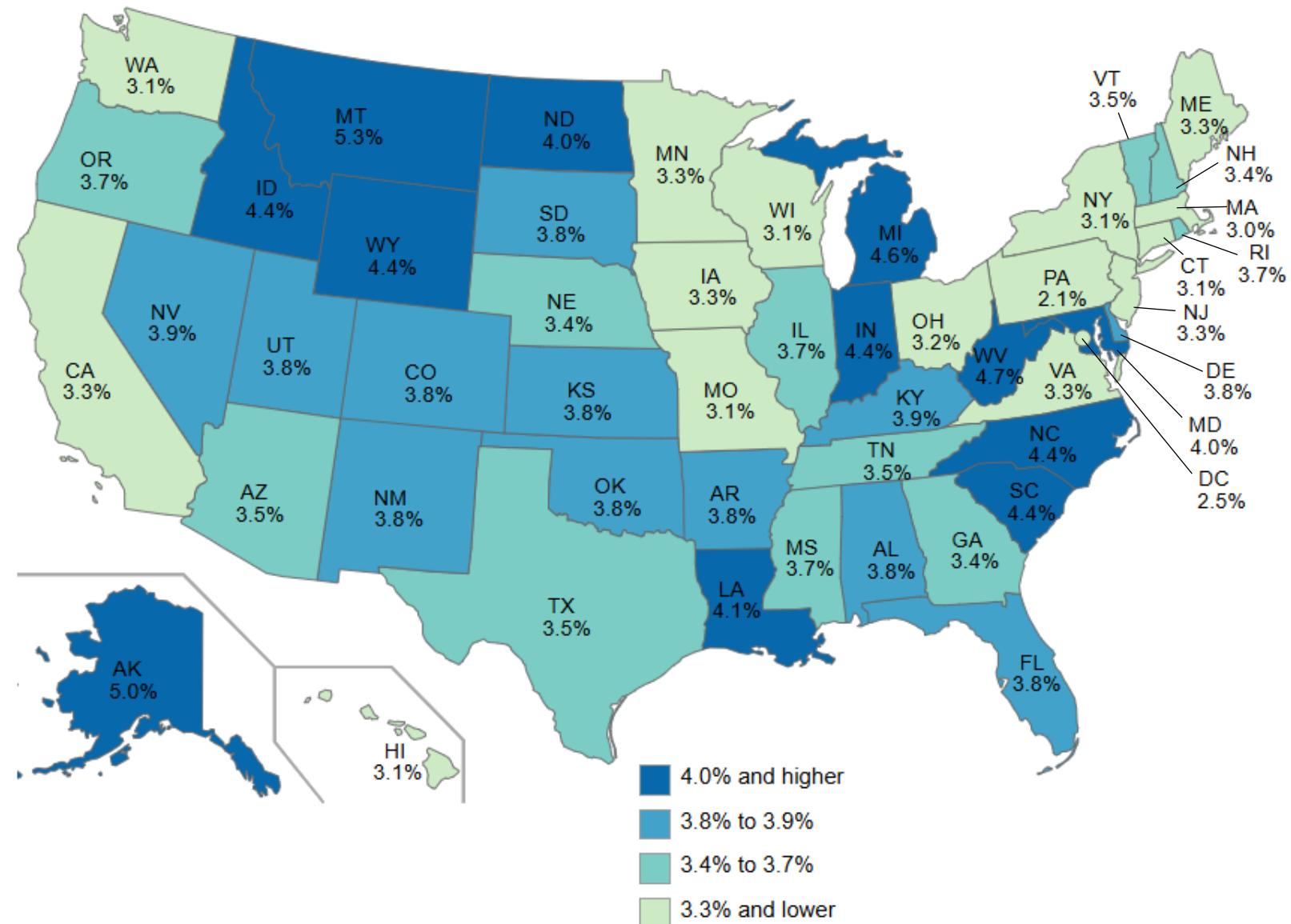
Map 1. Job openings rates by state, seasonally adjusted, April 2025

Total U.S. job openings rate = 4.4%



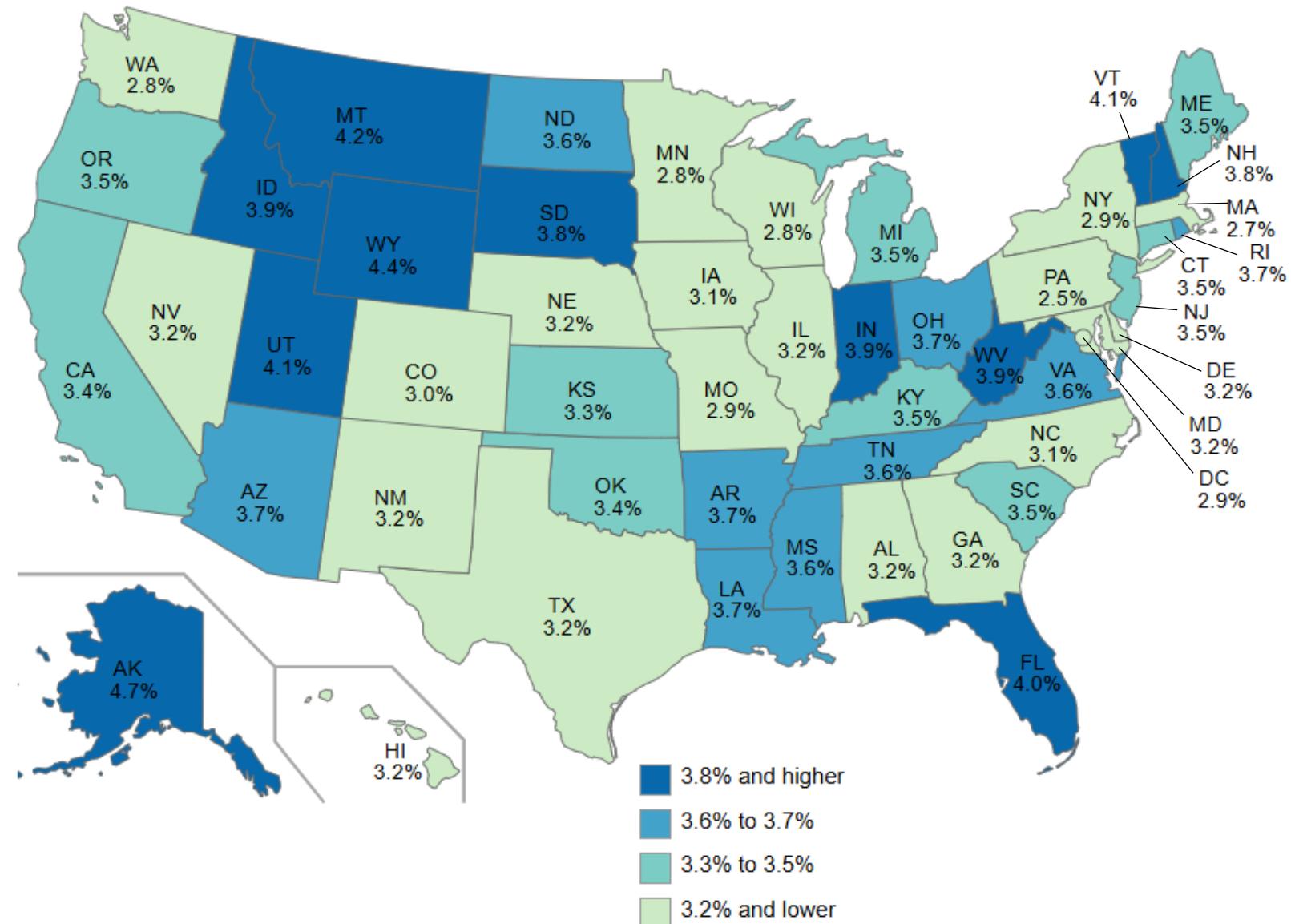
Map 2. Hires rates by state, seasonally adjusted, April 2025

Total U.S. hires rate = 3.5%



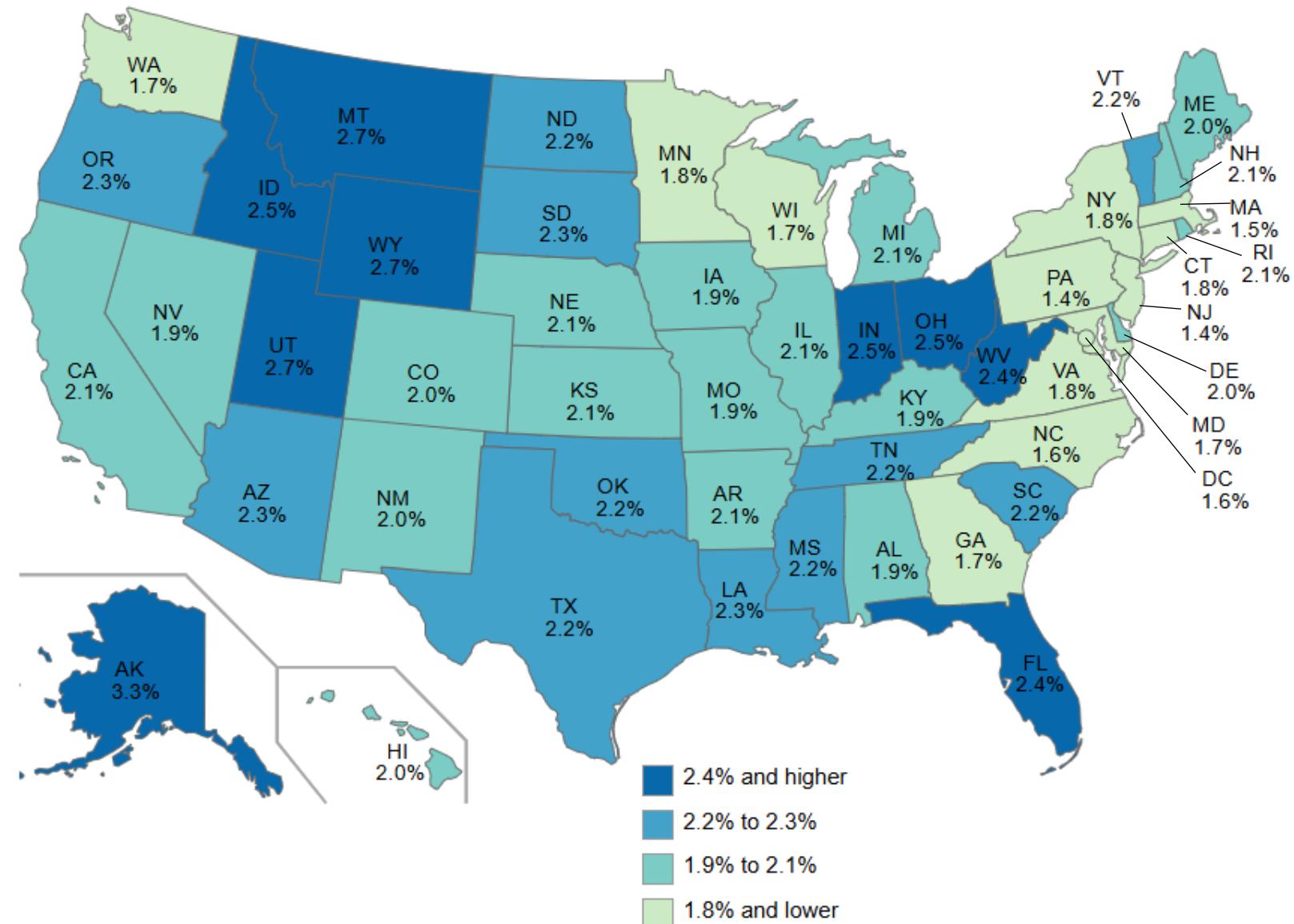
Map 3. Total separations rates by state, seasonally adjusted, April 2025

Total U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 2.0%



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

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

