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STATE JOB OPENINGS AND LABOR TURNOVER – AUGUST 2024

Job openings rates increased in 6 states and decreased in 2 states on the last business day of August, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 6 states and increased in 1 state. Total separations rates decreased in 10 states and increased in 1 state. Nationally, the job openings and hires rates showed little change in August while the total separations rates decreased.

This release includes estimates of the number and rate of job openings, hires, total separations, quits, and layoffs and discharges for the total nonfarm sector and for all states and the District of Columbia.

Job Openings

In August, **job openings rates** increased in 6 states, decreased in 2 states, and were little changed in 42 states and the District of Columbia. The largest increases in job openings rates occurred in Utah (+2.2 percentage points), Minnesota (+1.6 points), and Nebraska (+1.2 points). The decreases occurred in Colorado (-0.8 point) and Illinois (-0.6 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** increased in 11 states, decreased in 2 states, and was little changed in 37 states and the District of Columbia in August. The largest increases in the job openings level occurred in Texas (+69,000), Minnesota (+54,000), and New York (+51,000). The decreases occurred in Illinois (-42,000) and Colorado (-26,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In August, **hires rates** decreased in 6 states, increased in 1 state, and were little changed in 43 states and the District of Columbia. The largest decreases in the hires rate occurred in Arizona and Michigan (-1.1 percentage points each) and in Illinois (-1.0 point). The increase occurred in Florida (+0.9 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** decreased in 6 states, increased in 1 state, and was little changed in 43 states and the District of Columbia in August. The largest decreases in the hires level occurred in Illinois (-65,000), Michigan (-50,000), and Arizona (-34,000). The increase occurred in Florida (+94,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In August, **total separations rates** decreased in 10 states, increased in 1 state, and were little changed in 39 states and the District of Columbia. The largest decreases in total separations rates occurred in Alaska (-1.2 percentage points) and in Colorado, Louisiana, and New Mexico (-1.1 points each). The increase occurred in Texas (+0.6 point). Over the month, the national total separations rate decreased (-0.3 point). (See table 3.)

The **number of total separations** decreased in 13 states, increased in 1 state, and was little changed in 36 states and the District of Columbia in August. The largest decreases in the total separations level occurred in Pennsylvania (-49,000), New Jersey (-41,000), and North Carolina (-38,000). The increase occurred in Texas (+82,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In August, **quits rates** decreased in 9 states and were little changed in 41 states and the District of Columbia. The largest decreases in quits rates occurred in Louisiana (-1.0 percentage point) and South Carolina (-0.8 point), as well as in Colorado, Maryland, Mississippi, North Carolina, and West Virginia (-0.7 point each). Over the month, the national quits rate changed little. (See table 4.)

The **number of quits** decreased in 9 states, increased in 1 state, and was little changed in 40 states and the District of Columbia in August. The largest decreases in the quits level occurred in North Carolina (-34,000), Pennsylvania (-29,000), and Colorado (-20,000). The increase occurred in Illinois (+21,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In August, **layoffs and discharges rates** decreased in 5 states, increased in 1 state, and were little changed in 44 states and the District of Columbia. The largest decreases occurred in New Jersey (-0.9 percentage point) and in New Hampshire and North Dakota (-0.7 point each). The increase occurred in Texas (+0.4 point). Over the month, the national layoffs and discharges rate was little changed. (See table 5.)

The **number of layoffs and discharges** decreased in 7 states, increased in 3 states, and was little changed in 40 states and the District of Columbia in August. The largest decreases in the layoffs and discharges level occurred in California (-42,000), New Jersey (-40,000), and Arizona (-15,000). The increases occurred in Texas (+66,000), Washington (+15,000), and Arkansas (+7,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

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

State Job Openings and Labor Turnover Survey estimates for September 2024 are scheduled to be released on Wednesday, November 20, 2024, at 10:00 a.m. (ET).

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p
TOTAL U.S.....	9,358	8,230	7,910	7,711	8,040	329	5.6	4.9	4.8	4.6	4.8	0.2
Alabama.....	140	121	120	130	128	-2	6.1	5.2	5.1	5.5	5.5	0.0
Alaska.....	26	25	25	23	24	1	7.3	6.9	6.9	6.4	6.6	0.2
Arizona.....	198	164	192	177	195	18	5.8	4.8	5.6	5.1	5.6	0.5
Arkansas.....	85	83	78	74	79	5	5.9	5.7	5.4	5.1	5.4	0.3
California.....	920	721	633	640	641	1	4.9	3.8	3.4	3.4	3.4	0.0
Colorado.....	197	178	193	185	159	-26	6.2	5.6	6.1	5.8	5.0	-0.8
Connecticut.....	89	90	89	78	77	-1	5.0	5.0	4.9	4.4	4.3	-0.1
Delaware.....	30	30	27	27	27	0	5.8	5.8	5.2	5.2	5.2	0.0
District of Columbia.....	34	38	36	41	36	-5	4.3	4.7	4.5	5.1	4.5	-0.6
Florida.....	606	498	504	514	478	-36	5.8	4.8	4.8	4.9	4.6	-0.3
Georgia.....	325	270	272	293	337	44	6.2	5.2	5.2	5.6	6.3	0.7
Hawaii.....	33	28	28	26	28	2	5.0	4.2	4.2	3.9	4.2	0.3
Idaho.....	55	47	47	44	51	7	6.1	5.1	5.1	4.8	5.5	0.7
Illinois.....	416	366	342	338	296	-42	6.4	5.6	5.3	5.2	4.6	-0.6
Indiana.....	171	168	142	141	148	7	5.0	4.9	4.1	4.1	4.3	0.2
Iowa.....	92	75	71	71	81	10	5.5	4.5	4.2	4.2	4.8	0.6
Kansas.....	81	69	70	63	74	11	5.3	4.5	4.6	4.1	4.8	0.7
Kentucky.....	120	137	139	134	133	-1	5.6	6.3	6.4	6.2	6.1	-0.1
Louisiana.....	140	117	103	118	111	-7	6.7	5.6	5.0	5.7	5.4	-0.3
Maine.....	42	40	36	33	33	0	6.1	5.7	5.2	4.8	4.8	0.0
Maryland.....	183	163	158	173	169	-4	6.2	5.6	5.4	5.9	5.8	-0.1
Massachusetts.....	246	214	213	177	185	8	6.2	5.4	5.4	4.5	4.7	0.2
Michigan.....	241	213	212	213	215	2	5.1	4.5	4.5	4.5	4.6	0.1
Minnesota.....	193	177	177	139	193	54	6.1	5.5	5.6	4.4	6.0	1.6
Mississippi.....	85	69	66	74	66	-8	6.7	5.5	5.3	5.8	5.3	-0.5
Missouri.....	173	155	161	144	172	28	5.5	4.8	5.0	4.5	5.3	0.8
Montana.....	39	35	35	30	34	4	7.0	6.2	6.1	5.3	5.9	0.6
Nebraska.....	64	49	49	42	57	15	5.7	4.4	4.4	3.8	5.0	1.2
Nevada.....	102	75	74	71	85	14	6.2	4.5	4.5	4.3	5.1	0.8
New Hampshire.....	42	38	38	34	34	0	5.7	5.1	5.1	4.6	4.6	0.0
New Jersey.....	218	249	228	209	211	2	4.8	5.4	4.9	4.6	4.6	0.0
New Mexico.....	64	57	52	45	54	9	6.8	6.0	5.5	4.8	5.7	0.9
New York.....	469	476	496	397	448	51	4.6	4.6	4.8	3.9	4.3	0.4
North Carolina.....	335	285	272	284	266	-18	6.3	5.4	5.1	5.4	5.0	-0.4
North Dakota.....	29	26	24	23	24	1	6.2	5.5	5.1	4.9	5.1	0.2
Ohio.....	355	251	257	282	317	35	5.9	4.2	4.3	4.7	5.3	0.6
Oklahoma.....	117	111	100	119	117	-2	6.2	5.9	5.3	6.3	6.2	-0.1
Oregon.....	118	110	109	106	114	8	5.6	5.3	5.2	5.1	5.4	0.3
Pennsylvania.....	370	318	314	285	290	5	5.7	4.9	4.8	4.4	4.5	0.1
Rhode Island.....	31	31	28	25	25	0	5.8	5.7	5.2	4.7	4.7	0.0
South Carolina.....	171	159	139	146	153	7	6.9	6.3	5.5	5.8	6.0	0.2
South Dakota.....	30	25	25	23	26	3	6.1	5.1	5.1	4.7	5.3	0.6
Tennessee.....	215	164	165	166	167	1	6.1	4.7	4.7	4.7	4.8	0.1
Texas.....	798	762	638	607	676	69	5.4	5.1	4.3	4.1	4.5	0.4
Utah.....	125	89	92	82	126	44	6.8	4.8	5.0	4.5	6.7	2.2
Vermont.....	18	17	18	16	15	-1	5.5	5.1	5.4	4.8	4.5	-0.3
Virginia.....	261	250	245	278	276	-2	5.9	5.6	5.4	6.1	6.1	0.0
Washington.....	183	165	160	161	169	8	4.8	4.3	4.2	4.2	4.4	0.2
West Virginia.....	55	51	45	48	46	-2	7.2	6.6	5.9	6.3	6.0	-0.3
Wisconsin.....	203	164	154	145	153	8	6.3	5.1	4.8	4.6	4.8	0.2
Wyoming.....	20	17	17	15	17	2	6.4	5.5	5.5	4.9	5.5	0.6

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

State	Levels (in thousands)						Rates					
	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p
TOTAL U.S.....	5,888	5,655	5,248	5,416	5,317	-99	3.8	3.6	3.3	3.4	3.3	-0.1
Alabama.....	96	85	78	77	86	9	4.4	3.9	3.5	3.5	3.9	0.4
Alaska.....	17	18	19	18	17	-1	5.2	5.3	5.6	5.3	5.0	-0.3
Arizona.....	132	123	126	142	108	-34	4.1	3.8	3.9	4.4	3.3	-1.1
Arkansas.....	59	59	61	45	54	9	4.4	4.3	4.4	3.3	3.9	0.6
California.....	536	527	420	511	511	0	3.0	2.9	2.3	2.8	2.8	0.0
Colorado.....	88	118	132	111	90	-21	3.0	3.9	4.4	3.7	3.0	-0.7
Connecticut.....	64	57	60	64	60	-4	3.8	3.3	3.5	3.7	3.5	-0.2
Delaware.....	21	21	20	18	20	2	4.3	4.3	4.1	3.7	4.1	0.4
District of Columbia.....	21	22	20	20	21	1	2.8	2.8	2.6	2.6	2.7	0.1
Florida.....	403	372	369	348	442	94	4.1	3.7	3.7	3.5	4.4	0.9
Georgia.....	236	187	158	185	199	14	4.8	3.8	3.2	3.7	4.0	0.3
Hawaii.....	20	20	21	23	17	-6	3.2	3.1	3.3	3.6	2.7	-0.9
Idaho.....	36	40	41	39	38	-1	4.2	4.6	4.7	4.5	4.4	-0.1
Illinois.....	221	253	216	242	177	-65	3.6	4.1	3.5	3.9	2.9	-1.0
Indiana.....	124	121	115	122	110	-12	3.8	3.7	3.5	3.7	3.3	-0.4
Iowa.....	56	54	52	54	45	-9	3.5	3.4	3.2	3.4	2.8	-0.6
Kansas.....	51	50	46	47	48	1	3.5	3.4	3.1	3.2	3.3	0.1
Kentucky.....	92	81	72	73	76	3	4.6	4.0	3.5	3.6	3.7	0.1
Louisiana.....	102	78	76	67	76	9	5.2	4.0	3.9	3.4	3.9	0.5
Maine.....	28	26	25	27	28	1	4.3	4.0	3.8	4.1	4.3	0.2
Maryland.....	111	106	95	100	111	11	4.0	3.8	3.4	3.6	4.0	0.4
Massachusetts.....	128	100	110	131	144	13	3.5	2.7	2.9	3.5	3.8	0.3
Michigan.....	154	183	154	188	138	-50	3.5	4.1	3.4	4.2	3.1	-1.1
Minnesota.....	97	110	87	101	89	-12	3.2	3.6	2.9	3.4	2.9	-0.5
Mississippi.....	51	50	39	47	44	-3	4.3	4.2	3.3	3.9	3.7	-0.2
Missouri.....	95	103	97	103	90	-13	3.2	3.4	3.2	3.4	2.9	-0.5
Montana.....	24	27	29	27	23	-4	4.6	5.1	5.4	5.0	4.3	-0.7
Nebraska.....	39	38	38	37	33	-4	3.7	3.6	3.6	3.5	3.1	-0.4
Nevada.....	60	64	64	63	58	-5	3.9	4.0	4.0	4.0	3.7	-0.3
New Hampshire.....	29	25	27	27	27	0	4.2	3.5	3.8	3.8	3.8	0.0
New Jersey.....	173	145	141	136	141	5	4.0	3.3	3.2	3.1	3.2	0.1
New Mexico.....	31	33	31	31	30	-1	3.5	3.7	3.5	3.5	3.4	-0.1
New York.....	288	267	296	294	271	-23	3.0	2.7	3.0	3.0	2.7	-0.3
North Carolina.....	208	197	172	172	183	11	4.2	3.9	3.4	3.4	3.6	0.2
North Dakota.....	17	21	17	18	15	-3	3.9	4.7	3.8	4.1	3.4	-0.7
Ohio.....	209	206	200	179	179	0	3.7	3.6	3.5	3.2	3.2	0.0
Oklahoma.....	85	77	76	77	79	2	4.8	4.3	4.3	4.3	4.4	0.1
Oregon.....	72	75	73	75	64	-11	3.6	3.8	3.7	3.8	3.2	-0.6
Pennsylvania.....	193	175	173	210	179	-31	3.2	2.8	2.8	3.4	2.9	-0.5
Rhode Island.....	22	22	20	21	22	1	4.4	4.3	3.9	4.1	4.3	0.2
South Carolina.....	109	108	103	98	96	-2	4.7	4.5	4.3	4.1	4.0	-0.1
South Dakota.....	18	20	18	17	16	-1	3.9	4.3	3.8	3.6	3.4	-0.2
Tennessee.....	139	157	121	113	122	9	4.2	4.7	3.6	3.4	3.7	0.3
Texas.....	641	503	466	443	464	21	4.6	3.5	3.3	3.1	3.3	0.2
Utah.....	61	73	71	71	66	-5	3.5	4.2	4.0	4.0	3.7	-0.3
Vermont.....	14	11	12	12	13	1	4.5	3.5	3.8	3.8	4.1	0.3
Virginia.....	153	180	140	145	161	16	3.7	4.2	3.3	3.4	3.8	0.4
Washington.....	106	120	113	108	104	-4	2.9	3.3	3.1	2.9	2.8	-0.1
West Virginia.....	34	31	29	29	29	0	4.8	4.3	4.0	4.0	4.0	0.0
Wisconsin.....	110	101	95	98	90	-8	3.7	3.3	3.1	3.2	3.0	-0.2
Wyoming.....	13	14	14	13	12	-1	4.5	4.8	4.8	4.4	4.1	-0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p
TOTAL U.S.....	5,609	5,397	5,084	5,314	4,997	-317	3.6	3.4	3.2	3.4	3.1	-0.3
Alabama.....	86	81	74	78	74	-4	4.0	3.7	3.3	3.5	3.3	-0.2
Alaska.....	19	20	18	20	16	-4	5.8	5.9	5.3	5.9	4.7	-1.2
Arizona.....	134	124	124	132	113	-19	4.2	3.8	3.8	4.0	3.5	-0.5
Arkansas.....	53	55	53	51	53	2	3.9	4.0	3.9	3.7	3.9	0.2
California.....	512	575	487	482	449	-33	2.9	3.2	2.7	2.7	2.5	-0.2
Colorado.....	99	136	112	122	89	-33	3.3	4.6	3.7	4.1	3.0	-1.1
Connecticut.....	46	58	58	53	47	-6	2.7	3.4	3.4	3.1	2.7	-0.4
Delaware.....	19	19	20	21	17	-4	3.9	3.9	4.1	4.3	3.5	-0.8
District of Columbia.....	24	20	20	23	23	0	3.1	2.6	2.6	3.0	3.0	0.0
Florida.....	382	358	298	364	393	29	3.9	3.6	3.0	3.6	3.9	0.3
Georgia.....	189	178	173	191	178	-13	3.8	3.6	3.5	3.8	3.6	-0.2
Hawaii.....	23	23	21	20	21	1	3.6	3.6	3.3	3.1	3.3	0.2
Idaho.....	44	47	40	41	41	0	5.2	5.4	4.6	4.7	4.7	0.0
Illinois.....	232	218	203	178	204	26	3.8	3.5	3.3	2.9	3.3	0.4
Indiana.....	120	112	112	130	115	-15	3.7	3.4	3.4	4.0	3.5	-0.5
Iowa.....	60	55	48	54	48	-6	3.8	3.4	3.0	3.4	3.0	-0.4
Kansas.....	54	52	43	50	53	3	3.7	3.6	2.9	3.4	3.6	0.2
Kentucky.....	76	80	77	78	66	-12	3.8	3.9	3.8	3.8	3.2	-0.6
Louisiana.....	94	83	87	89	67	-22	4.8	4.2	4.4	4.5	3.4	-1.1
Maine.....	20	26	24	27	22	-5	3.1	4.0	3.7	4.1	3.4	-0.7
Maryland.....	96	89	82	106	87	-19	3.5	3.2	3.0	3.8	3.1	-0.7
Massachusetts.....	77	115	110	108	93	-15	2.1	3.1	2.9	2.9	2.5	-0.4
Michigan.....	152	131	126	140	129	-11	3.4	2.9	2.8	3.1	2.9	-0.2
Minnesota.....	105	95	84	81	85	4	3.5	3.1	2.8	2.7	2.8	0.1
Mississippi.....	47	50	45	51	41	-10	4.0	4.2	3.8	4.3	3.4	-0.9
Missouri.....	107	105	96	108	99	-9	3.6	3.4	3.1	3.5	3.2	-0.3
Montana.....	27	37	27	27	24	-3	5.2	6.9	5.0	5.0	4.5	-0.5
Nebraska.....	43	37	32	40	37	-3	4.1	3.5	3.0	3.7	3.5	-0.2
Nevada.....	63	66	61	61	55	-6	4.1	4.2	3.8	3.9	3.5	-0.4
New Hampshire.....	22	29	29	27	21	-6	3.1	4.1	4.1	3.8	3.0	-0.8
New Jersey.....	127	139	145	163	122	-41	2.9	3.2	3.3	3.7	2.8	-0.9
New Mexico.....	30	33	30	36	27	-9	3.4	3.7	3.4	4.1	3.0	-1.1
New York.....	245	262	256	239	252	13	2.5	2.7	2.6	2.4	2.6	0.2
North Carolina.....	217	148	157	165	127	-38	4.4	3.0	3.1	3.3	2.5	-0.8
North Dakota.....	20	17	15	20	17	-3	4.6	3.8	3.4	4.5	3.8	-0.7
Ohio.....	220	185	175	189	190	1	3.9	3.3	3.1	3.3	3.4	0.1
Oklahoma.....	67	73	78	68	67	-1	3.8	4.1	4.4	3.8	3.8	0.0
Oregon.....	75	78	72	84	70	-14	3.8	3.9	3.6	4.2	3.5	-0.7
Pennsylvania.....	181	185	159	217	168	-49	3.0	3.0	2.6	3.5	2.7	-0.8
Rhode Island.....	17	20	19	20	18	-2	3.4	3.9	3.7	3.9	3.5	-0.4
South Carolina.....	100	94	103	108	86	-22	4.3	4.0	4.3	4.5	3.6	-0.9
South Dakota.....	19	19	16	20	17	-3	4.1	4.1	3.4	4.3	3.7	-0.6
Tennessee.....	132	133	123	129	124	-5	4.0	4.0	3.7	3.9	3.7	-0.2
Texas.....	602	430	480	403	485	82	4.3	3.0	3.4	2.8	3.4	0.6
Utah.....	76	78	71	70	65	-5	4.4	4.4	4.0	4.0	3.7	-0.3
Vermont.....	11	13	13	12	11	-1	3.6	4.1	4.1	3.8	3.5	-0.3
Virginia.....	156	159	138	168	138	-30	3.7	3.7	3.2	4.0	3.3	-0.7
Washington.....	133	118	120	110	121	11	3.7	3.2	3.3	3.0	3.3	0.3
West Virginia.....	32	29	28	33	28	-5	4.5	4.0	3.9	4.6	3.9	-0.7
Wisconsin.....	109	97	87	96	88	-8	3.6	3.2	2.9	3.2	2.9	-0.3
Wyoming.....	14	15	14	13	12	-1	4.8	5.1	4.8	4.4	4.1	-0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p
TOTAL U.S.....	3,595	3,403	3,214	3,243	3,084	-159	2.3	2.1	2.0	2.0	1.9	-0.1
Alabama.....	58	55	49	50	46	-4	2.7	2.5	2.2	2.3	2.1	-0.2
Alaska.....	12	12	10	11	10	-1	3.6	3.6	3.0	3.2	3.0	-0.2
Arizona.....	86	79	71	70	71	1	2.7	2.4	2.2	2.1	2.2	0.1
Arkansas.....	37	38	33	33	28	-5	2.7	2.8	2.4	2.4	2.0	-0.4
California.....	284	342	276	283	293	10	1.6	1.9	1.5	1.6	1.6	0.0
Colorado.....	74	74	76	78	58	-20	2.5	2.5	2.5	2.6	1.9	-0.7
Connecticut.....	23	33	33	27	29	2	1.4	1.9	1.9	1.6	1.7	0.1
Delaware.....	13	12	12	13	10	-3	2.7	2.4	2.5	2.7	2.0	-0.7
District of Columbia.....	16	13	12	14	13	-1	2.1	1.7	1.6	1.8	1.7	-0.1
Florida.....	259	206	205	264	292	28	2.7	2.1	2.1	2.6	2.9	0.3
Georgia.....	128	125	115	119	108	-11	2.6	2.5	2.3	2.4	2.2	-0.2
Hawaii.....	15	13	12	11	12	1	2.4	2.0	1.9	1.7	1.9	0.2
Idaho.....	30	28	24	24	26	2	3.5	3.2	2.8	2.8	3.0	0.2
Illinois.....	116	134	131	105	126	21	1.9	2.2	2.1	1.7	2.0	0.3
Indiana.....	83	73	74	74	71	-3	2.6	2.2	2.3	2.3	2.2	-0.1
Iowa.....	40	32	32	33	27	-6	2.5	2.0	2.0	2.0	1.7	-0.3
Kansas.....	36	35	27	29	32	3	2.5	2.4	1.8	2.0	2.2	0.2
Kentucky.....	54	56	51	50	38	-12	2.7	2.7	2.5	2.5	1.9	-0.6
Louisiana.....	67	52	55	56	37	-19	3.4	2.6	2.8	2.9	1.9	-1.0
Maine.....	11	15	13	14	14	0	1.7	2.3	2.0	2.1	2.1	0.0
Maryland.....	65	59	54	69	51	-18	2.4	2.1	2.0	2.5	1.8	-0.7
Massachusetts.....	44	60	61	58	56	-2	1.2	1.6	1.6	1.5	1.5	0.0
Michigan.....	89	84	86	80	77	-3	2.0	1.9	1.9	1.8	1.7	-0.1
Minnesota.....	65	62	53	49	57	8	2.2	2.1	1.8	1.6	1.9	0.3
Mississippi.....	34	35	29	35	26	-9	2.9	2.9	2.4	2.9	2.2	-0.7
Missouri.....	72	76	68	67	60	-7	2.4	2.5	2.2	2.2	2.0	-0.2
Montana.....	17	18	16	15	15	0	3.3	3.4	3.0	2.8	2.8	0.0
Nebraska.....	28	24	21	22	22	0	2.7	2.2	2.0	2.1	2.1	0.0
Nevada.....	41	38	35	35	32	-3	2.7	2.4	2.2	2.2	2.0	-0.2
New Hampshire.....	12	17	12	13	12	-1	1.7	2.4	1.7	1.8	1.7	-0.1
New Jersey.....	64	77	82	72	71	-1	1.5	1.8	1.9	1.6	1.6	0.0
New Mexico.....	19	20	16	19	16	-3	2.2	2.3	1.8	2.1	1.8	-0.3
New York.....	135	166	170	133	153	20	1.4	1.7	1.7	1.3	1.5	0.2
North Carolina.....	134	97	98	110	76	-34	2.7	1.9	2.0	2.2	1.5	-0.7
North Dakota.....	13	12	9	10	9	-1	3.0	2.7	2.0	2.3	2.0	-0.3
Ohio.....	146	114	105	117	109	-8	2.6	2.0	1.9	2.1	1.9	-0.2
Oklahoma.....	46	45	43	43	42	-1	2.6	2.5	2.4	2.4	2.4	0.0
Oregon.....	49	47	43	44	42	-2	2.5	2.4	2.2	2.2	2.1	-0.1
Pennsylvania.....	113	113	94	129	100	-29	1.9	1.8	1.5	2.1	1.6	-0.5
Rhode Island.....	9	11	11	10	10	0	1.8	2.1	2.2	2.0	2.0	0.0
South Carolina.....	69	67	73	70	51	-19	3.0	2.8	3.1	2.9	2.1	-0.8
South Dakota.....	12	13	11	11	10	-1	2.6	2.8	2.4	2.4	2.2	-0.2
Tennessee.....	93	91	80	83	75	-8	2.8	2.7	2.4	2.5	2.3	-0.2
Texas.....	440	309	350	288	299	11	3.2	2.2	2.5	2.0	2.1	0.1
Utah.....	54	48	43	41	35	-6	3.1	2.7	2.4	2.3	2.0	-0.3
Vermont.....	7	8	8	6	7	1	2.3	2.5	2.5	1.9	2.2	0.3
Virginia.....	106	103	82	105	88	-17	2.5	2.4	1.9	2.5	2.1	-0.4
Washington.....	75	70	65	62	63	1	2.1	1.9	1.8	1.7	1.7	0.0
West Virginia.....	22	20	18	22	17	-5	3.1	2.8	2.5	3.1	2.4	-0.7
Wisconsin.....	71	62	57	57	55	-2	2.4	2.0	1.9	1.9	1.8	-0.1
Wyoming.....	10	9	8	7	7	0	3.4	3.1	2.7	2.4	2.4	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p	Aug. 2023	May 2024	June 2024	July 2024	Aug. 2024 ^p	Change from: July 2024 - Aug. 2024 ^p
TOTAL U.S.....	1,664	1,678	1,560	1,713	1,608	-105	1.1	1.1	1.0	1.1	1.0	-0.1
Alabama.....	25	21	20	23	23	0	1.2	1.0	0.9	1.0	1.0	0.0
Alaska.....	5	7	5	5	5	0	1.5	2.1	1.5	1.5	1.5	0.0
Arizona.....	41	39	40	50	35	-15	1.3	1.2	1.2	1.5	1.1	-0.4
Arkansas.....	14	14	16	15	22	7	1.0	1.0	1.2	1.1	1.6	0.5
California.....	186	213	187	181	139	-42	1.0	1.2	1.0	1.0	0.8	-0.2
Colorado.....	21	54	26	36	25	-11	0.7	1.8	0.9	1.2	0.8	-0.4
Connecticut.....	18	22	20	21	14	-7	1.1	1.3	1.2	1.2	0.8	-0.4
Delaware.....	5	5	7	7	6	-1	1.0	1.0	1.4	1.4	1.2	-0.2
District of Columbia.....	6	5	5	7	7	0	0.8	0.6	0.6	0.9	0.9	0.0
Florida.....	86	134	80	90	90	0	0.9	1.3	0.8	0.9	0.9	0.0
Georgia.....	52	42	48	60	61	1	1.1	0.8	1.0	1.2	1.2	0.0
Hawaii.....	7	8	6	6	7	1	1.1	1.3	0.9	0.9	1.1	0.2
Idaho.....	12	15	12	12	12	0	1.4	1.7	1.4	1.4	1.4	0.0
Illinois.....	106	74	67	62	68	6	1.7	1.2	1.1	1.0	1.1	0.1
Indiana.....	33	31	34	49	37	-12	1.0	0.9	1.0	1.5	1.1	-0.4
Iowa.....	18	18	13	18	18	0	1.1	1.1	0.8	1.1	1.1	0.0
Kansas.....	16	13	13	17	18	1	1.1	0.9	0.9	1.2	1.2	0.0
Kentucky.....	18	20	21	20	20	0	0.9	1.0	1.0	1.0	1.0	0.0
Louisiana.....	22	26	28	24	26	2	1.1	1.3	1.4	1.2	1.3	0.1
Maine.....	6	9	8	11	7	-4	0.9	1.4	1.2	1.7	1.1	-0.6
Maryland.....	25	24	24	30	30	0	0.9	0.9	0.9	1.1	1.1	0.0
Massachusetts.....	23	48	39	41	28	-13	0.6	1.3	1.0	1.1	0.7	-0.4
Michigan.....	57	39	32	51	44	-7	1.3	0.9	0.7	1.1	1.0	-0.1
Minnesota.....	37	22	27	24	21	-3	1.2	0.7	0.9	0.8	0.7	-0.1
Mississippi.....	11	12	12	13	13	0	0.9	1.0	1.0	1.1	1.1	0.0
Missouri.....	31	23	23	30	28	-2	1.0	0.8	0.7	1.0	0.9	-0.1
Montana.....	7	17	9	8	7	-1	1.3	3.2	1.7	1.5	1.3	-0.2
Nebraska.....	13	10	9	14	12	-2	1.2	0.9	0.8	1.3	1.1	-0.2
Nevada.....	19	25	20	19	19	0	1.2	1.6	1.3	1.2	1.2	0.0
New Hampshire.....	7	10	15	12	7	-5	1.0	1.4	2.1	1.7	1.0	-0.7
New Jersey.....	48	51	53	80	40	-40	1.1	1.2	1.2	1.8	0.9	-0.9
New Mexico.....	8	11	10	10	8	-2	0.9	1.2	1.1	1.1	0.9	-0.2
New York.....	88	78	74	94	87	-7	0.9	0.8	0.7	1.0	0.9	-0.1
North Carolina.....	69	40	51	48	44	-4	1.4	0.8	1.0	1.0	0.9	-0.1
North Dakota.....	6	4	5	9	6	-3	1.4	0.9	1.1	2.0	1.3	-0.7
Ohio.....	65	60	62	59	70	11	1.2	1.1	1.1	1.0	1.2	0.2
Oklahoma.....	18	24	31	20	21	1	1.0	1.3	1.7	1.1	1.2	0.1
Oregon.....	22	26	21	29	23	-6	1.1	1.3	1.1	1.5	1.2	-0.3
Pennsylvania.....	46	59	52	75	59	-16	0.8	1.0	0.8	1.2	1.0	-0.2
Rhode Island.....	6	7	7	8	7	-1	1.2	1.4	1.4	1.6	1.4	-0.2
South Carolina.....	27	23	24	33	30	-3	1.2	1.0	1.0	1.4	1.3	-0.1
South Dakota.....	6	5	5	8	5	-3	1.3	1.1	1.1	1.7	1.1	-0.6
Tennessee.....	33	35	37	38	41	3	1.0	1.1	1.1	1.1	1.2	0.1
Texas.....	135	100	105	94	160	66	1.0	0.7	0.7	0.7	1.1	0.4
Utah.....	19	27	22	20	25	5	1.1	1.5	1.2	1.1	1.4	0.3
Vermont.....	3	4	4	5	4	-1	1.0	1.3	1.3	1.6	1.3	-0.3
Virginia.....	42	44	43	46	38	-8	1.0	1.0	1.0	1.1	0.9	-0.2
Washington.....	49	41	48	37	52	15	1.4	1.1	1.3	1.0	1.4	0.4
West Virginia.....	8	7	8	9	9	0	1.1	1.0	1.1	1.3	1.3	0.0
Wisconsin.....	33	29	25	33	27	-6	1.1	1.0	0.8	1.1	0.9	-0.2
Wyoming.....	4	5	4	4	4	0	1.4	1.7	1.4	1.4	1.4	0.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2023	July 2024	Aug. 2024 ^p	Aug. 2023	July 2024	Aug. 2024 ^p
TOTAL U.S.....	9,400	8,378	8,095	5.7	5.0	4.9
Alabama.....	142	133	131	6.2	5.7	5.6
Alaska.....	25	27	22	6.7	7.0	5.9
Arizona.....	223	200	224	6.6	5.9	6.5
Arkansas.....	91	76	85	6.4	5.3	5.8
California.....	919	708	647	4.9	3.8	3.5
Colorado.....	182	206	141	5.8	6.4	4.5
Connecticut.....	90	90	76	5.0	5.0	4.3
Delaware.....	24	32	22	4.8	6.1	4.2
District of Columbia.....	30	48	30	3.8	5.8	3.8
Florida.....	606	544	473	5.9	5.2	4.6
Georgia.....	326	302	336	6.2	5.7	6.3
Hawaii.....	33	33	29	5.0	5.0	4.4
Idaho.....	54	51	52	5.9	5.5	5.6
Illinois.....	415	366	279	6.3	5.6	4.3
Indiana.....	175	151	152	5.1	4.4	4.4
Iowa.....	83	73	77	5.0	4.4	4.6
Kansas.....	83	68	77	5.5	4.5	5.1
Kentucky.....	123	137	138	5.8	6.3	6.3
Louisiana.....	147	127	117	7.0	6.1	5.6
Maine.....	40	41	31	5.7	5.7	4.4
Maryland.....	161	205	150	5.5	6.9	5.1
Massachusetts.....	252	202	188	6.3	5.1	4.7
Michigan.....	242	215	223	5.1	4.6	4.7
Minnesota.....	185	147	189	5.8	4.6	5.8
Mississippi.....	97	82	74	7.6	6.4	5.9
Missouri.....	177	157	181	5.7	4.9	5.6
Montana.....	38	32	35	6.8	5.5	6.0
Nebraska.....	64	46	59	5.8	4.1	5.2
Nevada.....	104	72	90	6.4	4.4	5.4
New Hampshire.....	44	40	34	5.9	5.4	4.6
New Jersey.....	216	235	208	4.8	5.1	4.5
New Mexico.....	74	50	65	7.8	5.4	6.9
New York.....	480	455	460	4.7	4.4	4.5
North Carolina.....	338	304	262	6.4	5.8	5.0
North Dakota.....	30	24	25	6.4	5.2	5.3
Ohio.....	346	313	318	5.8	5.2	5.3
Oklahoma.....	119	127	120	6.4	6.7	6.4
Oregon.....	115	121	115	5.5	5.8	5.5
Pennsylvania.....	362	288	280	5.6	4.4	4.3
Rhode Island.....	33	25	27	6.1	4.7	5.1
South Carolina.....	165	158	147	6.7	6.2	5.8
South Dakota.....	32	22	29	6.4	4.4	5.7
Tennessee.....	231	180	178	6.6	5.1	5.1
Texas.....	829	650	697	5.6	4.4	4.7
Utah.....	127	88	128	6.9	4.8	6.8
Vermont.....	18	20	14	5.4	6.0	4.3
Virginia.....	250	305	266	5.6	6.7	5.9
Washington.....	180	178	171	4.7	4.6	4.4
West Virginia.....	55	52	46	7.2	6.8	6.1
Wisconsin.....	204	151	155	6.3	4.7	4.8
Wyoming.....	19	16	18	6.1	5.2	5.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2023	July 2024	Aug. 2024 ^p	Aug. 2023	July 2024	Aug. 2024 ^p
TOTAL U.S.....	6,616	5,958	5,829	4.2	3.8	3.7
Alabama.....	107	81	95	4.9	3.7	4.3
Alaska.....	17	23	15	4.9	6.3	4.3
Arizona.....	165	162	135	5.2	5.1	4.2
Arkansas.....	79	45	70	5.9	3.3	5.1
California.....	611	555	557	3.4	3.1	3.1
Colorado.....	89	109	84	3.0	3.6	2.8
Connecticut.....	68	72	64	4.0	4.2	3.7
Delaware.....	19	21	17	3.9	4.3	3.4
District of Columbia.....	20	25	18	2.6	3.2	2.4
Florida.....	455	322	493	4.7	3.3	5.0
Georgia.....	271	215	229	5.5	4.3	4.6
Hawaii.....	23	28	18	3.7	4.4	2.8
Idaho.....	37	45	38	4.3	5.1	4.3
Illinois.....	249	259	193	4.1	4.2	3.1
Indiana.....	150	141	132	4.6	4.3	4.0
Iowa.....	57	60	45	3.6	3.7	2.8
Kansas.....	62	49	56	4.3	3.4	3.8
Kentucky.....	119	73	97	5.9	3.6	4.7
Louisiana.....	125	75	89	6.4	3.8	4.6
Maine.....	26	36	27	3.9	5.4	4.0
Maryland.....	101	124	99	3.6	4.5	3.6
Massachusetts.....	124	164	146	3.3	4.3	3.9
Michigan.....	165	200	143	3.7	4.4	3.2
Minnesota.....	108	108	91	3.6	3.6	3.0
Mississippi.....	68	55	56	5.8	4.6	4.7
Missouri.....	108	110	97	3.6	3.6	3.2
Montana.....	25	30	23	4.8	5.5	4.2
Nebraska.....	46	40	36	4.4	3.7	3.4
Nevada.....	72	65	66	4.7	4.1	4.2
New Hampshire.....	32	34	29	4.6	4.7	4.1
New Jersey.....	168	150	131	3.9	3.4	3.0
New Mexico.....	43	36	40	4.9	4.1	4.5
New York.....	291	370	274	3.0	3.7	2.8
North Carolina.....	236	181	204	4.8	3.6	4.1
North Dakota.....	20	20	16	4.5	4.4	3.5
Ohio.....	241	187	202	4.3	3.3	3.6
Oklahoma.....	102	83	94	5.8	4.7	5.3
Oregon.....	78	91	65	3.9	4.6	3.3
Pennsylvania.....	214	222	196	3.5	3.6	3.2
Rhode Island.....	23	23	24	4.5	4.5	4.6
South Carolina.....	121	107	102	5.2	4.5	4.3
South Dakota.....	22	17	19	4.8	3.6	3.9
Tennessee.....	163	123	141	4.9	3.7	4.2
Texas.....	754	479	563	5.4	3.4	4.0
Utah.....	68	82	68	4.0	4.7	3.8
Vermont.....	13	16	13	4.4	5.0	4.0
Virginia.....	177	155	179	4.2	3.6	4.2
Washington.....	115	132	107	3.2	3.6	2.9
West Virginia.....	39	32	32	5.5	4.5	4.5
Wisconsin.....	119	112	91	3.9	3.7	3.0
Wyoming.....	13	15	12	4.4	4.9	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2023	July 2024	Aug. 2024 ^p	Aug. 2023	July 2024	Aug. 2024 ^p
TOTAL U.S.....	6,752	5,864	6,070	4.3	3.7	3.8
Alabama.....	101	84	87	4.7	3.8	3.9
Alaska.....	27	17	23	7.7	4.6	6.5
Arizona.....	145	158	121	4.6	4.9	3.7
Arkansas.....	62	64	63	4.7	4.7	4.6
California.....	634	501	543	3.6	2.8	3.0
Colorado.....	123	138	109	4.1	4.6	3.6
Connecticut.....	60	60	60	3.6	3.5	3.5
Delaware.....	23	23	20	4.8	4.5	4.1
District of Columbia.....	33	29	32	4.3	3.7	4.2
Florida.....	428	393	431	4.4	4.0	4.3
Georgia.....	216	223	216	4.4	4.5	4.3
Hawaii.....	33	21	30	5.2	3.3	4.8
Idaho.....	56	45	56	6.5	5.1	6.3
Illinois.....	260	178	240	4.2	2.9	3.9
Indiana.....	147	147	143	4.5	4.5	4.3
Iowa.....	79	58	67	5.0	3.6	4.2
Kansas.....	69	53	71	4.9	3.7	4.9
Kentucky.....	91	91	77	4.5	4.5	3.8
Louisiana.....	107	96	81	5.5	4.9	4.2
Maine.....	23	24	26	3.4	3.5	3.8
Maryland.....	119	118	105	4.3	4.3	3.8
Massachusetts.....	101	109	125	2.7	2.9	3.3
Michigan.....	179	162	149	4.0	3.6	3.3
Minnesota.....	120	82	103	4.0	2.7	3.4
Mississippi.....	61	59	53	5.2	5.0	4.4
Missouri.....	128	124	126	4.3	4.0	4.1
Montana.....	34	28	31	6.4	5.2	5.6
Nebraska.....	53	42	47	5.0	3.9	4.4
Nevada.....	73	71	63	4.8	4.5	4.0
New Hampshire.....	26	26	24	3.7	3.7	3.4
New Jersey.....	151	189	142	3.5	4.3	3.2
New Mexico.....	39	45	36	4.5	5.1	4.0
New York.....	322	275	324	3.3	2.8	3.3
North Carolina.....	265	188	169	5.4	3.8	3.4
North Dakota.....	24	23	22	5.5	5.3	4.9
Ohio.....	265	219	242	4.7	3.8	4.3
Oklahoma.....	82	79	81	4.7	4.5	4.6
Oregon.....	93	106	86	4.7	5.3	4.3
Pennsylvania.....	217	244	199	3.6	3.9	3.2
Rhode Island.....	20	20	21	3.9	3.9	4.1
South Carolina.....	113	120	101	4.9	5.0	4.2
South Dakota.....	24	20	21	5.2	4.2	4.5
Tennessee.....	152	147	147	4.6	4.4	4.4
Texas.....	728	422	583	5.2	3.0	4.1
Utah.....	97	78	80	5.6	4.5	4.5
Vermont.....	12	11	12	4.0	3.5	3.9
Virginia.....	187	178	169	4.5	4.2	4.0
Washington.....	160	125	153	4.4	3.4	4.1
West Virginia.....	39	42	34	5.5	5.8	4.7
Wisconsin.....	131	99	111	4.3	3.2	3.6
Wyoming.....	19	12	16	6.2	4.1	5.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2023	July 2024	Aug. 2024 ^p	Aug. 2023	July 2024	Aug. 2024 ^p
TOTAL U.S.....	4,517	3,723	3,930	2.9	2.4	2.5
Alabama.....	72	56	56	3.3	2.5	2.6
Alaska.....	18	9	15	5.1	2.6	4.3
Arizona.....	95	85	78	3.0	2.7	2.4
Arkansas.....	45	43	35	3.4	3.1	2.6
California.....	331	310	348	1.9	1.7	1.9
Colorado.....	98	89	76	3.3	3.0	2.5
Connecticut.....	32	35	38	1.9	2.1	2.2
Delaware.....	17	14	13	3.5	2.9	2.6
District of Columbia.....	23	18	20	3.1	2.4	2.6
Florida.....	288	292	326	3.0	3.0	3.3
Georgia.....	155	140	132	3.2	2.8	2.6
Hawaii.....	22	12	18	3.4	1.9	2.8
Idaho.....	41	26	39	4.8	2.9	4.4
Illinois.....	153	110	168	2.5	1.8	2.7
Indiana.....	104	91	92	3.2	2.8	2.8
Iowa.....	54	38	42	3.4	2.4	2.6
Kansas.....	48	33	45	3.3	2.3	3.1
Kentucky.....	69	59	47	3.4	2.9	2.3
Louisiana.....	80	63	50	4.1	3.2	2.6
Maine.....	14	13	17	2.1	2.0	2.5
Maryland.....	85	79	66	3.1	2.9	2.4
Massachusetts.....	59	61	77	1.6	1.6	2.0
Michigan.....	113	100	98	2.5	2.2	2.2
Minnesota.....	79	53	73	2.6	1.7	2.4
Mississippi.....	45	40	34	3.8	3.4	2.9
Missouri.....	89	81	79	3.0	2.7	2.6
Montana.....	22	16	20	4.2	2.9	3.6
Nebraska.....	37	25	31	3.5	2.3	2.9
Nevada.....	50	41	39	3.3	2.6	2.5
New Hampshire.....	15	14	15	2.1	1.9	2.1
New Jersey.....	78	93	85	1.8	2.1	1.9
New Mexico.....	26	24	23	3.0	2.8	2.6
New York.....	190	160	207	2.0	1.6	2.1
North Carolina.....	169	127	105	3.4	2.5	2.1
North Dakota.....	17	12	13	4.0	2.8	3.0
Ohio.....	184	142	150	3.3	2.5	2.6
Oklahoma.....	59	54	54	3.4	3.1	3.1
Oregon.....	63	56	54	3.2	2.8	2.7
Pennsylvania.....	146	147	133	2.4	2.4	2.2
Rhode Island.....	12	11	12	2.3	2.1	2.3
South Carolina.....	82	78	62	3.5	3.3	2.6
South Dakota.....	17	12	14	3.7	2.6	3.0
Tennessee.....	113	98	93	3.4	3.0	2.8
Texas.....	567	312	382	4.1	2.2	2.7
Utah.....	75	48	47	4.4	2.7	2.7
Vermont.....	8	6	8	2.4	2.0	2.4
Virginia.....	133	119	113	3.2	2.8	2.7
Washington.....	93	74	82	2.6	2.0	2.2
West Virginia.....	29	29	22	4.1	4.0	3.0
Wisconsin.....	89	66	74	2.9	2.2	2.4
Wyoming.....	12	7	10	4.2	2.3	3.4

p Preliminary

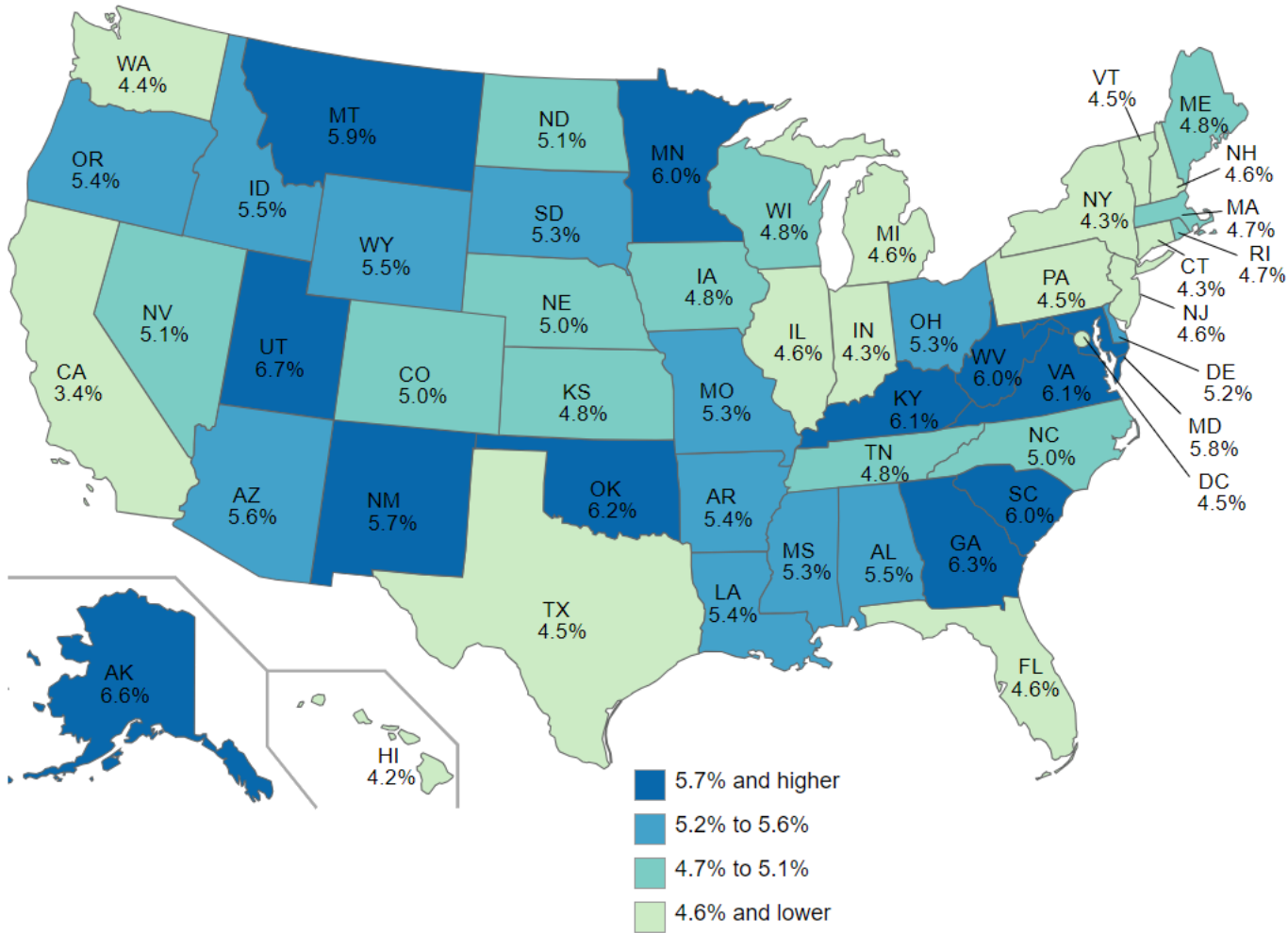
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Aug. 2023	July 2024	Aug. 2024 ^p	Aug. 2023	July 2024	Aug. 2024 ^p
TOTAL U.S.....	1,844	1,726	1,796	1.2	1.1	1.1
Alabama.....	25	24	25	1.2	1.1	1.1
Alaska.....	8	4	7	2.2	1.2	1.9
Arizona.....	44	55	37	1.4	1.7	1.1
Arkansas.....	14	18	24	1.1	1.3	1.7
California.....	250	167	177	1.4	0.9	1.0
Colorado.....	24	36	28	0.8	1.2	0.9
Connecticut.....	23	20	17	1.4	1.2	1.0
Delaware.....	5	7	6	1.1	1.4	1.2
District of Columbia.....	7	8	9	0.9	1.1	1.1
Florida.....	90	91	93	0.9	0.9	0.9
Georgia.....	51	73	73	1.0	1.5	1.5
Hawaii.....	10	5	10	1.5	0.9	1.6
Idaho.....	13	12	13	1.6	1.4	1.5
Illinois.....	93	53	62	1.5	0.9	1.0
Indiana.....	39	49	43	1.2	1.5	1.3
Iowa.....	22	15	22	1.4	0.9	1.4
Kansas.....	19	15	23	1.3	1.1	1.6
Kentucky.....	18	21	19	0.9	1.0	1.0
Louisiana.....	22	25	27	1.1	1.3	1.4
Maine.....	7	8	7	1.0	1.2	1.0
Maryland.....	26	30	32	0.9	1.1	1.2
Massachusetts.....	31	36	35	0.8	1.0	0.9
Michigan.....	58	50	43	1.3	1.1	1.0
Minnesota.....	38	21	22	1.3	0.7	0.7
Mississippi.....	13	16	15	1.1	1.3	1.2
Missouri.....	35	29	34	1.2	1.0	1.1
Montana.....	10	8	9	1.9	1.4	1.6
Nebraska.....	14	12	13	1.3	1.1	1.3
Nevada.....	20	21	20	1.3	1.3	1.3
New Hampshire.....	8	11	7	1.1	1.5	1.0
New Jersey.....	58	82	45	1.4	1.9	1.0
New Mexico.....	11	11	10	1.2	1.3	1.2
New York.....	109	103	105	1.1	1.0	1.1
North Carolina.....	78	55	53	1.6	1.1	1.0
North Dakota.....	6	9	7	1.4	2.0	1.5
Ohio.....	71	63	80	1.3	1.1	1.4
Oklahoma.....	19	21	21	1.1	1.2	1.2
Oregon.....	26	33	27	1.3	1.6	1.4
Pennsylvania.....	44	82	54	0.7	1.3	0.9
Rhode Island.....	6	7	7	1.3	1.5	1.4
South Carolina.....	27	37	34	1.2	1.5	1.4
South Dakota.....	6	6	6	1.4	1.3	1.2
Tennessee.....	34	39	46	1.0	1.2	1.4
Texas.....	133	89	168	1.0	0.6	1.2
Utah.....	21	20	29	1.2	1.1	1.6
Vermont.....	4	4	4	1.2	1.2	1.2
Virginia.....	46	41	42	1.1	1.0	1.0
Washington.....	57	39	65	1.6	1.1	1.8
West Virginia.....	8	11	10	1.2	1.6	1.4
Wisconsin.....	36	26	30	1.2	0.9	1.0
Wyoming.....	5	3	4	1.8	1.1	1.5

p Preliminary

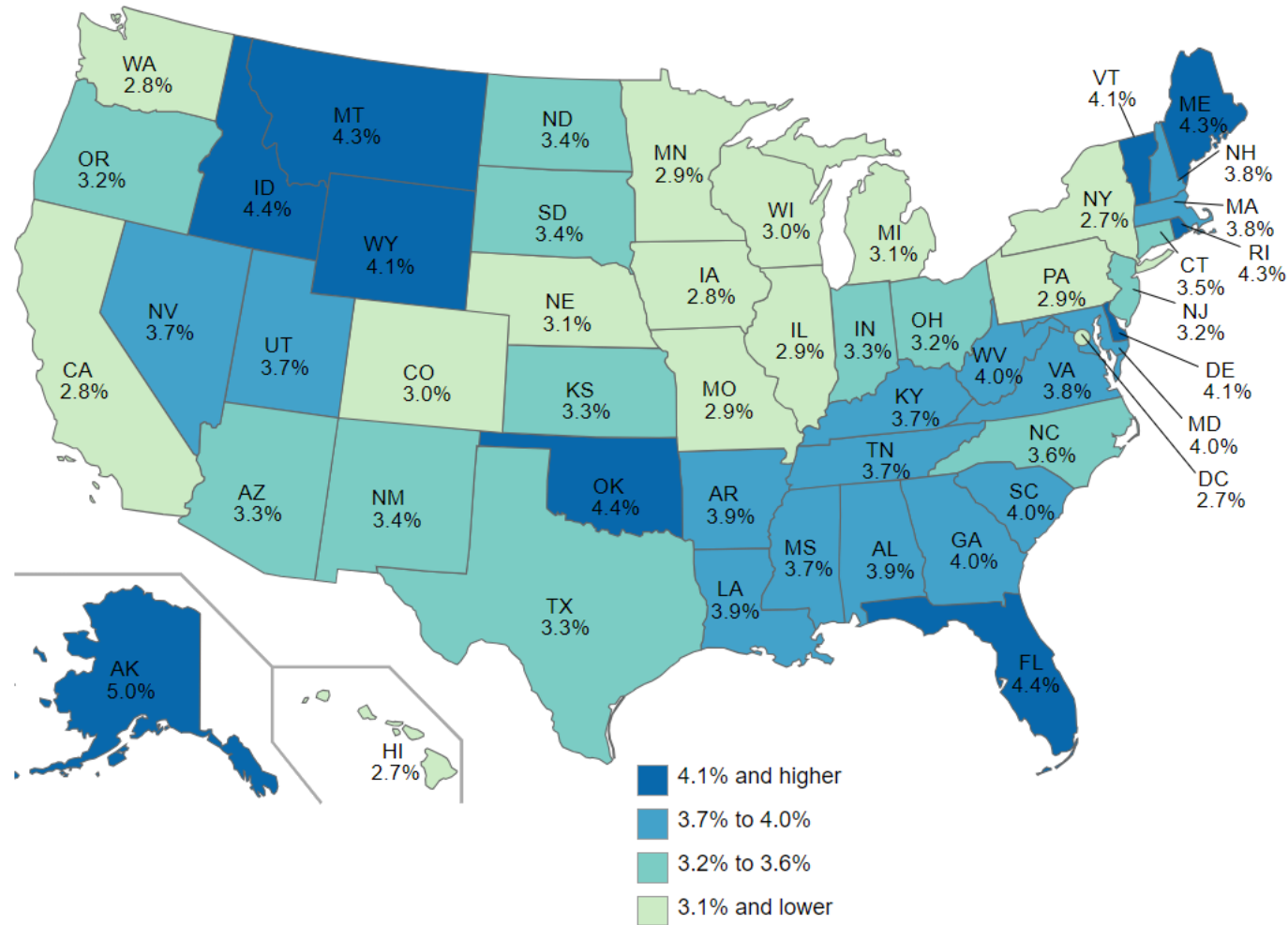
Map 1. Job openings rates by state, seasonally adjusted, August 2024

Total U.S. job openings rate = 4.8%



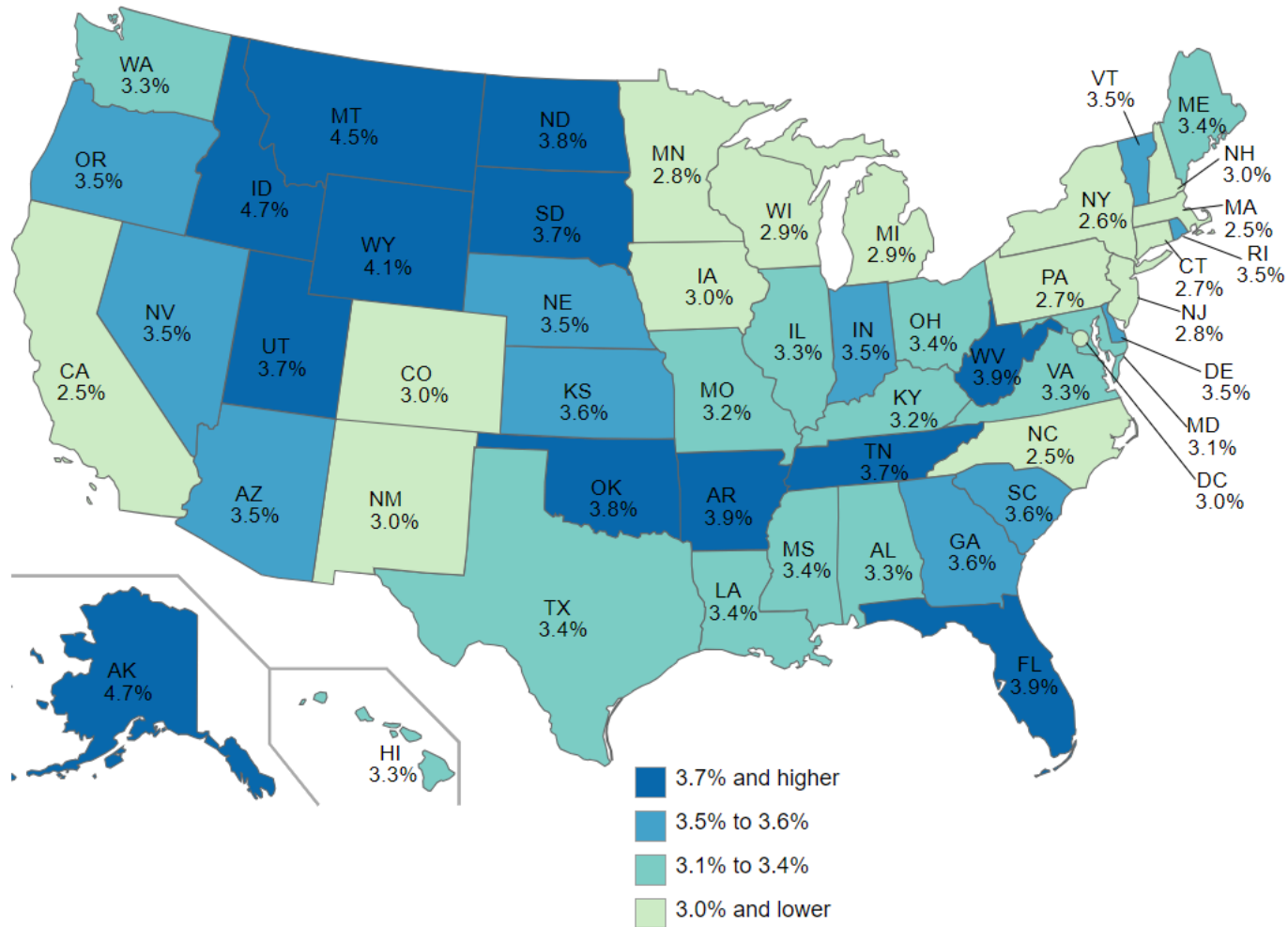
Map 2. Hires rates by state, seasonally adjusted, August 2024

Total U.S. hires rate = 3.3%



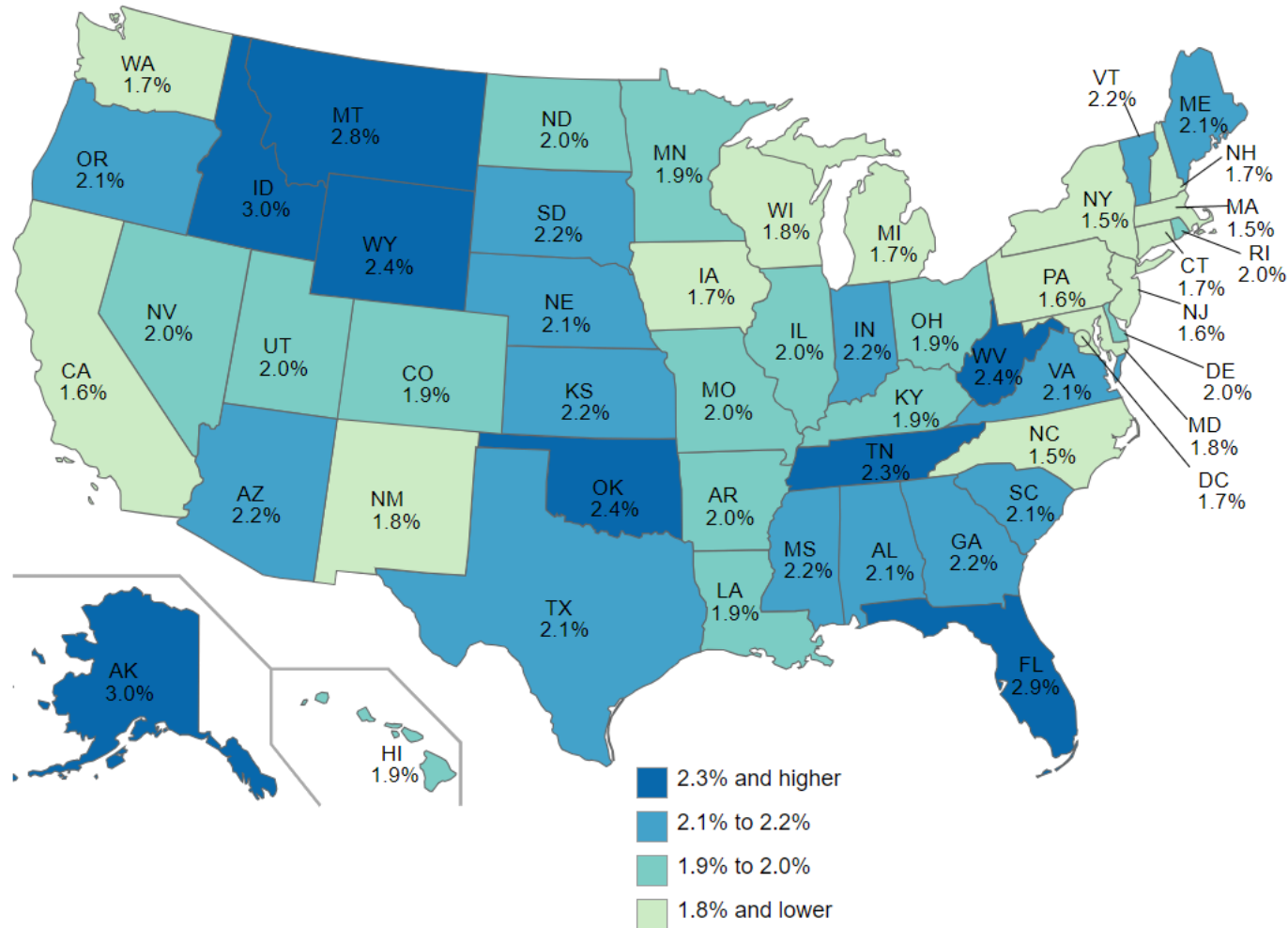
Map 3. Total separations rates by state, seasonally adjusted, August 2024

Total U.S. total separations rate = 3.1%



Map 4. Quits rates by state, seasonally adjusted, August 2024

Total U.S. quits rate = 1.9%



Map 5. Layoffs and discharges rates by state, seasonally adjusted, August 2024

Total U.S. layoffs and discharges rate = 1.0%

