

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Friday, May 17, 2024

USDL-24-0948

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STATE JOB OPENINGS AND LABOR TURNOVER – MARCH 2024

Job openings rates decreased in 9 states and increased in 1 state on the last business day of March, 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 5 states and increased in 1 state. Nationally, the job openings, hires, and total separations rates showed little change in March.

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 March, **job openings rates** decreased in 9 states, increased in 1 state, and were little changed in 40 states and the District of Columbia. The largest decreases in job openings rates occurred in Arizona, Indiana, and South Dakota (-1.0 percentage point each). The increase occurred in New Jersey (+1.1 points). Over the month, the national job openings rate was little changed. (See table 1.)

The **number of job openings** decreased in 12 states, increased in 1 state, and was little changed in 37 states and the District of Columbia in March. The largest decreases in the job openings level occurred in California (-119,000), Pennsylvania (-50,000), and Indiana (-38,000). The increase occurred in New Jersey (+51,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In March, **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 North Carolina and Tennessee (-1.1 percentage points each) and in West Virginia (-1.0 point). The increase occurred in New Jersey (+0.8 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 March. The largest decreases in the hires level occurred in Texas (-109,000), North Carolina (-53,000), and Tennessee (-36,000). The increase occurred in New Jersey (+35,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In March, **total separations rates** decreased in 5 states, increased in 1 state, and were little changed in 44 states and the District of Columbia. The largest decreases in total separations rates occurred in Minnesota (-1.1 percentage points) and South Carolina (-1.0 point), as well as in New Hampshire and Texas (-0.9 point each). The increase occurred in Alaska (+1.2 points). Over the month, the national total separations rate was little changed. (See table 3.)

The **number of total separations** decreased in 5 states, increased in 2 states, and was little changed in 43 states and the District of Columbia in March. The largest decreases in the total separations level occurred in Texas (-118,000), Minnesota (-33,000), and South Carolina (-24,000). The increases occurred in New York (+36,000) and Alaska (+4,000). Nationally, the number of total separations decreased over the month (-339,000). (See table 3.)

Quits

In March, **quits rates** decreased in 6 states, increased in 2 states, and were little changed in 42 states and the District of Columbia. The largest decreases in quits rates occurred in South Carolina (-1.0 percentage point), as well as in Oregon and Washington (-0.6 point each). The increases occurred in New Jersey (+0.5 point) and New York (+0.4 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 7 states, increased in 3 states, and was little changed in 40 states and the District of Columbia in March. The largest decreases in the quits level occurred in California (-71,000), Texas (-39,000), and South Carolina (-23,000). The increases occurred in New York (+34,000), New Jersey (+24,000), and Alaska (+2,000). Nationally, the number of quits was little changed. (See table 4.)

Layoffs and Discharges

In March, **layoffs and discharges rates** decreased in 7 states, increased in 1 state, and were little changed in 42 states and the District of Columbia. The largest decreases occurred in Minnesota (-1.0 percentage point) and New Hampshire (-0.9 point), as well as in Maine and Texas (-0.6 point each). The increase occurred in Pennsylvania (+0.4 point). Over the month, the national layoffs and discharges rate changed little. (See table 5.)

The **number of layoffs and discharges** decreased in 7 states, increased in 4 states, and was little changed in 39 states and the District of Columbia in March. The largest decreases in the layoffs and discharges level occurred in Texas (-78,000), Minnesota (-30,000), and New Jersey (-18,000). The increases occurred in Pennsylvania (+29,000), in Florida (+23,000), and in Alaska and Wyoming (+2,000 each). 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 April 2024 are scheduled to be released on Tuesday, June 18, 2024, at 10:00 a.m. (ET).

Upcoming Revisions to the JOLTS State Estimates

Effective with the release of May 2024 data on July 24, 2024, the Job Openings and Labor Turnover Survey (JOLTS) state estimates will be benchmarked and revised to include the annual benchmark revisions to JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) data. Seasonally adjusted and not seasonally adjusted data from January 2019 forward are subject to revision. In addition, 2023 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 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					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p
TOTAL U.S.....	9,623	8,889	8,748	8,813	8,488	-325	5.8	5.3	5.3	5.3	5.1	-0.2
Alabama.....	131	135	131	126	124	-2	5.8	5.8	5.7	5.4	5.4	0.0
Alaska.....	26	25	24	27	26	-1	7.4	7.0	6.7	7.5	7.2	-0.3
Arizona.....	206	167	141	184	151	-33	6.1	4.9	4.2	5.4	4.4	-1.0
Arkansas.....	97	78	74	76	80	4	6.7	5.4	5.2	5.3	5.5	0.2
California.....	895	871	773	853	734	-119	4.7	4.6	4.1	4.5	3.9	-0.6
Colorado.....	214	217	195	201	204	3	6.9	6.8	6.2	6.3	6.4	0.1
Connecticut.....	100	93	89	87	90	3	5.6	5.2	5.0	4.9	5.0	0.1
Delaware.....	36	30	35	32	30	-2	6.9	5.8	6.7	6.2	5.8	-0.4
District of Columbia.....	46	41	46	38	36	-2	5.6	5.1	5.6	4.7	4.5	-0.2
Florida.....	662	522	537	530	543	13	6.4	5.0	5.1	5.1	5.2	0.1
Georgia.....	383	288	281	270	263	-7	7.3	5.5	5.4	5.2	5.0	-0.2
Hawaii.....	33	28	25	32	28	-4	5.0	4.2	3.8	4.8	4.2	-0.6
Idaho.....	55	51	50	50	45	-5	6.1	5.6	5.5	5.5	4.9	-0.6
Illinois.....	401	363	367	387	385	-2	6.2	5.6	5.7	5.9	5.9	0.0
Indiana.....	175	157	160	192	154	-38	5.1	4.6	4.7	5.5	4.5	-1.0
Iowa.....	94	91	93	83	74	-9	5.6	5.4	5.5	4.9	4.4	-0.5
Kansas.....	84	85	80	85	85	0	5.5	5.5	5.2	5.5	5.5	0.0
Kentucky.....	138	118	116	117	123	6	6.4	5.5	5.4	5.5	5.7	0.2
Louisiana.....	143	124	121	127	120	-7	6.8	6.0	5.8	6.1	5.8	-0.3
Maine.....	49	39	45	38	37	-1	7.1	5.6	6.4	5.5	5.3	-0.2
Maryland.....	200	169	206	191	195	4	6.8	5.8	7.0	6.5	6.6	0.1
Massachusetts.....	282	232	218	229	226	-3	7.0	5.9	5.5	5.8	5.7	-0.1
Michigan.....	250	285	248	237	246	9	5.4	6.0	5.3	5.0	5.2	0.2
Minnesota.....	180	198	182	171	164	-7	5.7	6.2	5.7	5.4	5.1	-0.3
Mississippi.....	84	75	73	72	70	-2	6.7	6.0	5.8	5.7	5.6	-0.1
Missouri.....	187	166	196	190	159	-31	5.9	5.2	6.1	5.9	5.0	-0.9
Montana.....	37	36	36	38	34	-4	6.7	6.4	6.4	6.7	6.0	-0.7
Nebraska.....	57	58	56	58	54	-4	5.2	5.2	5.0	5.2	4.8	-0.4
Nevada.....	100	84	83	83	77	-6	6.1	5.1	5.0	5.0	4.7	-0.3
New Hampshire.....	49	39	41	40	40	0	6.5	5.2	5.5	5.4	5.4	0.0
New Jersey.....	240	221	207	207	258	51	5.3	4.8	4.5	4.5	5.6	1.1
New Mexico.....	61	56	55	62	55	-7	6.6	6.0	5.9	6.6	5.8	-0.8
New York.....	430	474	517	513	532	19	4.2	4.6	5.0	5.0	5.1	0.1
North Carolina.....	372	288	288	275	267	-8	7.1	5.5	5.5	5.2	5.1	-0.1
North Dakota.....	29	26	26	27	24	-3	6.3	5.6	5.6	5.8	5.2	-0.6
Ohio.....	347	328	327	286	253	-33	5.8	5.5	5.5	4.8	4.3	-0.5
Oklahoma.....	119	108	115	118	115	-3	6.5	5.8	6.1	6.2	6.1	-0.1
Oregon.....	120	102	142	111	107	-4	5.7	4.9	6.7	5.3	5.1	-0.2
Pennsylvania.....	420	365	365	351	301	-50	6.4	5.6	5.6	5.4	4.7	-0.7
Rhode Island.....	33	31	28	32	32	0	6.2	5.7	5.2	5.9	5.9	0.0
South Carolina.....	182	160	169	162	169	7	7.4	6.4	6.7	6.4	6.7	0.3
South Dakota.....	29	28	27	30	25	-5	5.9	5.6	5.5	6.0	5.0	-1.0
Tennessee.....	244	212	200	187	177	-10	6.9	6.0	5.7	5.3	5.0	-0.3
Texas.....	821	843	780	814	807	-7	5.6	5.7	5.3	5.5	5.4	-0.1
Utah.....	105	89	89	92	87	-5	5.8	4.9	4.9	5.0	4.7	-0.3
Vermont.....	20	17	18	17	19	2	6.1	5.2	5.5	5.2	5.7	0.5
Virginia.....	328	263	269	271	243	-28	7.3	5.9	6.0	6.0	5.4	-0.6
Washington.....	187	165	175	180	172	-8	4.9	4.3	4.6	4.7	4.5	-0.2
West Virginia.....	54	50	52	43	44	1	7.2	6.5	6.7	5.6	5.8	0.2
Wisconsin.....	188	178	160	174	183	9	5.9	5.6	5.0	5.4	5.7	0.3
Wyoming.....	20	19	18	18	18	0	6.5	6.1	5.8	5.8	5.8	0.0

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

State	Levels (in thousands)						Rates					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p
TOTAL U.S.....	5,955	5,787	5,698	5,781	5,500	-281	3.8	3.7	3.6	3.7	3.5	-0.2
Alabama.....	90	101	91	93	91	-2	4.2	4.6	4.2	4.3	4.2	-0.1
Alaska.....	20	18	19	21	18	-3	6.2	5.4	5.7	6.3	5.4	-0.9
Arizona.....	147	131	126	120	114	-6	4.7	4.1	3.9	3.7	3.5	-0.2
Arkansas.....	59	64	57	60	57	-3	4.4	4.7	4.2	4.4	4.2	-0.2
California.....	579	533	501	523	507	-16	3.2	3.0	2.8	2.9	2.8	-0.1
Colorado.....	117	132	114	111	110	-1	4.0	4.5	3.8	3.7	3.7	0.0
Connecticut.....	59	63	63	62	58	-4	3.5	3.7	3.7	3.6	3.4	-0.2
Delaware.....	24	25	26	24	20	-4	5.0	5.1	5.3	4.9	4.1	-0.8
District of Columbia.....	27	25	24	26	23	-3	3.5	3.3	3.1	3.4	3.0	-0.4
Florida.....	383	466	375	437	428	-9	4.0	4.7	3.8	4.4	4.3	-0.1
Georgia.....	235	189	212	206	189	-17	4.8	3.8	4.3	4.2	3.8	-0.4
Hawaii.....	23	20	18	22	19	-3	3.6	3.2	2.8	3.5	3.0	-0.5
Idaho.....	42	37	41	37	38	1	5.0	4.3	4.8	4.3	4.4	0.1
Illinois.....	241	217	213	191	220	29	3.9	3.6	3.5	3.1	3.6	0.5
Indiana.....	131	112	117	115	111	-4	4.0	3.4	3.6	3.5	3.4	-0.1
Iowa.....	57	48	60	52	48	-4	3.6	3.0	3.8	3.2	3.0	-0.2
Kansas.....	51	52	51	50	55	5	3.5	3.6	3.5	3.4	3.8	0.4
Kentucky.....	93	103	91	87	78	-9	4.6	5.1	4.5	4.3	3.8	-0.5
Louisiana.....	95	94	92	95	83	-12	4.9	4.8	4.7	4.9	4.2	-0.7
Maine.....	28	23	23	28	25	-3	4.3	3.5	3.5	4.3	3.8	-0.5
Maryland.....	116	121	108	105	101	-4	4.2	4.4	3.9	3.8	3.7	-0.1
Massachusetts.....	130	107	102	111	119	8	3.5	2.9	2.7	3.0	3.2	0.2
Michigan.....	164	145	146	146	153	7	3.7	3.2	3.3	3.3	3.4	0.1
Minnesota.....	111	106	116	100	97	-3	3.7	3.5	3.9	3.3	3.2	-0.1
Mississippi.....	48	57	52	50	45	-5	4.1	4.8	4.4	4.2	3.8	-0.4
Missouri.....	109	92	100	107	101	-6	3.7	3.1	3.3	3.6	3.3	-0.3
Montana.....	28	27	28	27	26	-1	5.4	5.1	5.3	5.1	4.9	-0.2
Nebraska.....	36	35	38	36	37	1	3.4	3.3	3.6	3.4	3.5	0.1
Nevada.....	72	66	60	65	63	-2	4.7	4.2	3.8	4.1	4.0	-0.1
New Hampshire.....	31	26	27	28	28	0	4.4	3.7	3.8	4.0	4.0	0.0
New Jersey.....	203	145	146	153	188	35	4.7	3.3	3.3	3.5	4.3	0.8
New Mexico.....	38	31	36	30	32	2	4.4	3.5	4.1	3.4	3.6	0.2
New York.....	297	285	277	247	271	24	3.1	2.9	2.8	2.5	2.8	0.3
North Carolina.....	180	177	197	227	174	-53	3.7	3.6	4.0	4.6	3.5	-1.1
North Dakota.....	18	16	18	17	16	-1	4.1	3.6	4.1	3.9	3.6	-0.3
Ohio.....	210	191	193	213	199	-14	3.8	3.4	3.4	3.8	3.5	-0.3
Oklahoma.....	79	83	80	84	76	-8	4.6	4.7	4.5	4.7	4.3	-0.4
Oregon.....	85	68	87	73	68	-5	4.3	3.4	4.4	3.7	3.4	-0.3
Pennsylvania.....	185	171	227	185	165	-20	3.0	2.8	3.7	3.0	2.7	-0.3
Rhode Island.....	23	20	19	22	21	-1	4.6	3.9	3.7	4.3	4.1	-0.2
South Carolina.....	99	111	121	106	113	7	4.3	4.8	5.2	4.5	4.8	0.3
South Dakota.....	19	18	20	19	17	-2	4.1	3.8	4.3	4.1	3.6	-0.5
Tennessee.....	149	155	139	171	135	-36	4.5	4.7	4.2	5.2	4.1	-1.1
Texas.....	599	586	526	590	481	-109	4.3	4.2	3.7	4.2	3.4	-0.8
Utah.....	71	65	64	63	62	-1	4.1	3.7	3.7	3.6	3.6	0.0
Vermont.....	13	12	12	12	12	0	4.2	3.9	3.8	3.8	3.8	0.0
Virginia.....	178	165	169	177	167	-10	4.3	3.9	4.0	4.2	3.9	-0.3
Washington.....	124	110	120	116	103	-13	3.4	3.0	3.3	3.2	2.8	-0.4
West Virginia.....	36	35	38	36	29	-7	5.1	4.9	5.3	5.0	4.0	-1.0
Wisconsin.....	98	95	105	92	94	2	3.3	3.1	3.5	3.0	3.1	0.1
Wyoming.....	15	13	14	13	13	0	5.2	4.4	4.8	4.4	4.4	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p
TOTAL U.S.....	5,917	5,419	5,449	5,539	5,200	-339	3.8	3.4	3.5	3.5	3.3	-0.2
Alabama.....	90	77	82	81	89	8	4.2	3.5	3.8	3.7	4.1	0.4
Alaska.....	19	21	17	20	24	4	5.9	6.3	5.1	6.0	7.2	1.2
Arizona.....	141	133	120	119	111	-8	4.5	4.1	3.7	3.7	3.4	-0.3
Arkansas.....	62	54	51	55	49	-6	4.6	4.0	3.8	4.0	3.6	-0.4
California.....	636	542	506	499	442	-57	3.5	3.0	2.8	2.8	2.5	-0.3
Colorado.....	134	104	128	114	106	-8	4.6	3.5	4.3	3.8	3.6	-0.2
Connecticut.....	59	58	53	59	56	-3	3.5	3.4	3.1	3.5	3.3	-0.2
Delaware.....	24	20	24	22	19	-3	5.0	4.1	4.9	4.5	3.9	-0.6
District of Columbia.....	24	22	23	21	22	1	3.1	2.9	3.0	2.7	2.9	0.2
Florida.....	404	376	392	395	404	9	4.2	3.8	4.0	4.0	4.1	0.1
Georgia.....	219	191	191	169	156	-13	4.5	3.9	3.9	3.4	3.2	-0.2
Hawaii.....	22	20	19	22	22	0	3.5	3.2	3.0	3.5	3.5	0.0
Idaho.....	39	39	41	43	42	-1	4.6	4.6	4.8	5.0	4.8	-0.2
Illinois.....	227	204	189	182	191	9	3.7	3.3	3.1	3.0	3.1	0.1
Indiana.....	133	127	123	122	110	-12	4.1	3.9	3.8	3.7	3.4	-0.3
Iowa.....	59	53	65	59	54	-5	3.7	3.3	4.1	3.7	3.3	-0.4
Kansas.....	58	53	58	50	54	4	4.0	3.7	4.0	3.4	3.7	0.3
Kentucky.....	92	71	79	77	72	-5	4.6	3.5	3.9	3.8	3.5	-0.3
Louisiana.....	103	84	88	82	74	-8	5.3	4.3	4.5	4.2	3.8	-0.4
Maine.....	29	24	24	29	27	-2	4.5	3.7	3.7	4.4	4.1	-0.3
Maryland.....	131	92	99	102	98	-4	4.8	3.4	3.6	3.7	3.6	-0.1
Massachusetts.....	119	102	96	111	100	-11	3.2	2.7	2.6	3.0	2.7	-0.3
Michigan.....	153	133	141	136	145	9	3.5	3.0	3.2	3.0	3.2	0.2
Minnesota.....	106	95	95	126	93	-33	3.6	3.2	3.2	4.2	3.1	-1.1
Mississippi.....	52	52	51	48	41	-7	4.4	4.4	4.3	4.0	3.4	-0.6
Missouri.....	108	102	95	105	95	-10	3.6	3.4	3.2	3.5	3.1	-0.4
Montana.....	30	27	27	30	29	-1	5.8	5.1	5.1	5.7	5.5	-0.2
Nebraska.....	38	38	45	36	35	-1	3.6	3.6	4.3	3.4	3.3	-0.1
Nevada.....	68	63	59	75	65	-10	4.4	4.0	3.8	4.8	4.1	-0.7
New Hampshire.....	35	24	27	33	27	-6	5.0	3.4	3.8	4.7	3.8	-0.9
New Jersey.....	158	134	149	121	129	8	3.7	3.1	3.4	2.8	2.9	0.1
New Mexico.....	36	31	35	33	33	0	4.2	3.5	4.0	3.7	3.7	0.0
New York.....	262	277	274	263	299	36	2.7	2.8	2.8	2.7	3.0	0.3
North Carolina.....	190	181	180	163	155	-8	3.9	3.6	3.6	3.3	3.1	-0.2
North Dakota.....	18	19	18	18	18	0	4.1	4.3	4.1	4.1	4.1	0.0
Ohio.....	195	187	173	191	186	-5	3.5	3.3	3.1	3.4	3.3	-0.1
Oklahoma.....	71	64	72	68	67	-1	4.1	3.6	4.1	3.8	3.8	0.0
Oregon.....	82	63	84	83	77	-6	4.1	3.2	4.3	4.2	3.9	-0.3
Pennsylvania.....	189	178	177	190	191	1	3.1	2.9	2.9	3.1	3.1	0.0
Rhode Island.....	22	20	19	22	19	-3	4.4	3.9	3.7	4.3	3.7	-0.6
South Carolina.....	103	98	106	101	77	-24	4.5	4.2	4.5	4.3	3.3	-1.0
South Dakota.....	19	19	21	18	17	-1	4.1	4.0	4.5	3.8	3.6	-0.2
Tennessee.....	158	139	116	142	129	-13	4.8	4.2	3.5	4.3	3.9	-0.4
Texas.....	520	513	506	586	468	-118	3.8	3.7	3.6	4.2	3.3	-0.9
Utah.....	68	77	71	75	70	-5	4.0	4.4	4.1	4.3	4.0	-0.3
Vermont.....	15	13	12	13	12	-1	4.9	4.2	3.8	4.2	3.8	-0.4
Virginia.....	177	147	155	152	153	1	4.3	3.5	3.7	3.6	3.6	0.0
Washington.....	139	108	112	121	99	-22	3.8	3.0	3.1	3.3	2.7	-0.6
West Virginia.....	34	33	33	28	30	2	4.9	4.6	4.6	3.9	4.2	0.3
Wisconsin.....	107	102	113	110	102	-8	3.6	3.4	3.7	3.6	3.4	-0.2
Wyoming.....	15	15	14	16	17	1	5.2	5.1	4.8	5.5	5.8	0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p
TOTAL U.S.....	3,809	3,439	3,446	3,527	3,329	-198	2.5	2.2	2.2	2.2	2.1	-0.1
Alabama.....	63	56	58	50	52	2	2.9	2.6	2.7	2.3	2.4	0.1
Alaska.....	11	13	11	13	15	2	3.4	3.9	3.3	3.9	4.5	0.6
Arizona.....	95	78	76	77	64	-13	3.0	2.4	2.3	2.4	2.0	-0.4
Arkansas.....	42	36	33	36	33	-3	3.1	2.7	2.4	2.6	2.4	-0.2
California.....	359	315	316	333	262	-71	2.0	1.8	1.8	1.9	1.5	-0.4
Colorado.....	77	63	87	75	67	-8	2.7	2.1	2.9	2.5	2.2	-0.3
Connecticut.....	34	34	31	33	31	-2	2.0	2.0	1.8	1.9	1.8	-0.1
Delaware.....	16	14	15	14	12	-2	3.3	2.9	3.1	2.9	2.5	-0.4
District of Columbia.....	16	14	14	14	14	0	2.1	1.8	1.8	1.8	1.8	0.0
Florida.....	279	250	268	297	273	-24	2.9	2.5	2.7	3.0	2.8	-0.2
Georgia.....	151	137	124	108	103	-5	3.1	2.8	2.5	2.2	2.1	-0.1
Hawaii.....	14	11	12	13	13	0	2.2	1.7	1.9	2.0	2.0	0.0
Idaho.....	25	24	26	28	25	-3	3.0	2.8	3.0	3.2	2.9	-0.3
Illinois.....	135	129	120	113	129	16	2.2	2.1	2.0	1.8	2.1	0.3
Indiana.....	88	67	75	81	77	-4	2.7	2.1	2.3	2.5	2.3	-0.2
Iowa.....	37	35	37	36	37	1	2.3	2.2	2.3	2.2	2.3	0.1
Kansas.....	37	34	31	32	37	5	2.6	2.3	2.1	2.2	2.5	0.3
Kentucky.....	65	49	54	52	46	-6	3.2	2.4	2.7	2.6	2.3	-0.3
Louisiana.....	70	53	56	52	45	-7	3.6	2.7	2.9	2.7	2.3	-0.4
Maine.....	16	14	14	14	16	2	2.5	2.1	2.1	2.1	2.4	0.3
Maryland.....	86	60	62	63	62	-1	3.1	2.2	2.3	2.3	2.3	0.0
Massachusetts.....	63	60	55	57	59	2	1.7	1.6	1.5	1.5	1.6	0.1
Michigan.....	94	79	80	85	89	4	2.1	1.8	1.8	1.9	2.0	0.1
Minnesota.....	68	65	53	64	62	-2	2.3	2.2	1.8	2.1	2.1	0.0
Mississippi.....	35	34	35	31	26	-5	3.0	2.9	3.0	2.6	2.2	-0.4
Missouri.....	72	66	56	73	66	-7	2.4	2.2	1.9	2.4	2.2	-0.2
Montana.....	17	16	17	19	16	-3	3.3	3.1	3.2	3.6	3.0	-0.6
Nebraska.....	23	24	24	23	23	0	2.2	2.3	2.3	2.2	2.2	0.0
Nevada.....	43	37	35	45	38	-7	2.8	2.4	2.2	2.9	2.4	-0.5
New Hampshire.....	21	15	16	15	15	0	3.0	2.1	2.3	2.1	2.1	0.0
New Jersey.....	91	78	71	65	89	24	2.1	1.8	1.6	1.5	2.0	0.5
New Mexico.....	22	18	22	21	19	-2	2.5	2.0	2.5	2.4	2.1	-0.3
New York.....	164	161	154	161	195	34	1.7	1.6	1.6	1.6	2.0	0.4
North Carolina.....	123	107	103	105	112	7	2.5	2.2	2.1	2.1	2.2	0.1
North Dakota.....	10	12	10	11	11	0	2.3	2.7	2.3	2.5	2.5	0.0
Ohio.....	133	113	112	120	121	1	2.4	2.0	2.0	2.1	2.1	0.0
Oklahoma.....	48	41	46	47	42	-5	2.8	2.3	2.6	2.6	2.4	-0.2
Oregon.....	51	40	52	51	40	-11	2.6	2.0	2.6	2.6	2.0	-0.6
Pennsylvania.....	118	129	122	114	93	-21	1.9	2.1	2.0	1.9	1.5	-0.4
Rhode Island.....	13	11	11	11	11	0	2.6	2.2	2.1	2.1	2.1	0.0
South Carolina.....	73	67	69	72	49	-23	3.2	2.9	2.9	3.1	2.1	-1.0
South Dakota.....	12	12	12	12	11	-1	2.6	2.6	2.6	2.6	2.3	-0.3
Tennessee.....	99	92	80	86	88	2	3.0	2.8	2.4	2.6	2.6	0.0
Texas.....	376	364	359	381	342	-39	2.7	2.6	2.6	2.7	2.4	-0.3
Utah.....	44	49	49	47	42	-5	2.6	2.8	2.8	2.7	2.4	-0.3
Vermont.....	8	8	7	6	7	1	2.6	2.6	2.2	1.9	2.2	0.3
Virginia.....	120	95	102	95	99	4	2.9	2.3	2.4	2.3	2.3	0.0
Washington.....	84	64	71	77	55	-22	2.3	1.8	2.0	2.1	1.5	-0.6
West Virginia.....	24	23	22	18	20	2	3.4	3.2	3.1	2.5	2.8	0.3
Wisconsin.....	67	63	70	67	68	1	2.2	2.1	2.3	2.2	2.2	0.0
Wyoming.....	9	9	10	11	10	-1	3.1	3.1	3.4	3.8	3.4	-0.4

p Preliminary

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

State	Levels (in thousands)						Rates					
	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p	Mar. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024 ^p	Change from: Feb. 2024 - Mar. 2024 ^p
TOTAL U.S.....	1,825	1,607	1,596	1,681	1,526	-155	1.2	1.0	1.0	1.1	1.0	-0.1
Alabama.....	22	17	20	27	31	4	1.0	0.8	0.9	1.2	1.4	0.2
Alaska.....	6	7	5	5	7	2	1.8	2.1	1.5	1.5	2.1	0.6
Arizona.....	36	41	38	36	42	6	1.1	1.3	1.2	1.1	1.3	0.2
Arkansas.....	16	14	14	17	13	-4	1.2	1.0	1.0	1.2	1.0	-0.2
California.....	249	191	165	137	147	10	1.4	1.1	0.9	0.8	0.8	0.0
Colorado.....	45	33	34	33	33	0	1.6	1.1	1.1	1.1	1.1	0.0
Connecticut.....	22	18	19	20	19	-1	1.3	1.1	1.1	1.2	1.1	-0.1
Delaware.....	7	5	8	6	6	0	1.4	1.0	1.6	1.2	1.2	0.0
District of Columbia.....	6	6	6	5	6	1	0.8	0.8	0.8	0.6	0.8	0.2
Florida.....	107	103	105	89	112	23	1.1	1.0	1.1	0.9	1.1	0.2
Georgia.....	57	42	52	53	40	-13	1.2	0.9	1.1	1.1	0.8	-0.3
Hawaii.....	7	7	5	7	8	1	1.1	1.1	0.8	1.1	1.3	0.2
Idaho.....	11	13	12	12	15	3	1.3	1.5	1.4	1.4	1.7	0.3
Illinois.....	86	63	52	54	52	-2	1.4	1.0	0.9	0.9	0.8	-0.1
Indiana.....	39	53	34	34	28	-6	1.2	1.6	1.0	1.0	0.9	-0.1
Iowa.....	18	15	18	18	14	-4	1.1	0.9	1.1	1.1	0.9	-0.2
Kansas.....	17	15	16	14	14	0	1.2	1.0	1.1	1.0	1.0	0.0
Kentucky.....	22	18	20	21	19	-2	1.1	0.9	1.0	1.0	0.9	-0.1
Louisiana.....	29	24	25	27	21	-6	1.5	1.2	1.3	1.4	1.1	-0.3
Maine.....	11	7	8	12	8	-4	1.7	1.1	1.2	1.8	1.2	-0.6
Maryland.....	37	25	27	33	26	-7	1.4	0.9	1.0	1.2	0.9	-0.3
Massachusetts.....	52	32	34	41	30	-11	1.4	0.9	0.9	1.1	0.8	-0.3
Michigan.....	53	38	44	43	43	0	1.2	0.9	1.0	1.0	1.0	0.0
Minnesota.....	32	26	27	56	26	-30	1.1	0.9	0.9	1.9	0.9	-1.0
Mississippi.....	13	14	13	13	12	-1	1.1	1.2	1.1	1.1	1.0	-0.1
Missouri.....	29	29	28	25	24	-1	1.0	1.0	0.9	0.8	0.8	0.0
Montana.....	10	9	8	9	11	2	1.9	1.7	1.5	1.7	2.1	0.4
Nebraska.....	12	12	13	11	10	-1	1.1	1.1	1.2	1.0	0.9	-0.1
Nevada.....	22	23	21	26	24	-2	1.4	1.5	1.3	1.7	1.5	-0.2
New Hampshire.....	13	7	9	14	8	-6	1.9	1.0	1.3	2.0	1.1	-0.9
New Jersey.....	61	40	66	46	28	-18	1.4	0.9	1.5	1.1	0.6	-0.5
New Mexico.....	11	11	11	9	12	3	1.3	1.2	1.2	1.0	1.4	0.4
New York.....	83	91	102	90	93	3	0.9	0.9	1.0	0.9	0.9	0.0
North Carolina.....	56	62	68	49	34	-15	1.1	1.2	1.4	1.0	0.7	-0.3
North Dakota.....	6	6	5	5	6	1	1.4	1.4	1.1	1.1	1.4	0.3
Ohio.....	50	63	39	58	49	-9	0.9	1.1	0.7	1.0	0.9	-0.1
Oklahoma.....	20	18	22	18	21	3	1.2	1.0	1.2	1.0	1.2	0.2
Oregon.....	26	18	26	23	30	7	1.3	0.9	1.3	1.2	1.5	0.3
Pennsylvania.....	66	39	48	54	83	29	1.1	0.6	0.8	0.9	1.3	0.4
Rhode Island.....	8	6	7	8	6	-2	1.6	1.2	1.4	1.6	1.2	-0.4
South Carolina.....	25	26	31	25	23	-2	1.1	1.1	1.3	1.1	1.0	-0.1
South Dakota.....	5	6	5	5	5	0	1.1	1.3	1.1	1.1	1.1	0.0
Tennessee.....	53	38	28	50	33	-17	1.6	1.2	0.8	1.5	1.0	-0.5
Texas.....	127	125	124	182	104	-78	0.9	0.9	0.9	1.3	0.7	-0.6
Utah.....	19	21	18	23	25	2	1.1	1.2	1.0	1.3	1.4	0.1
Vermont.....	7	4	4	5	4	-1	2.3	1.3	1.3	1.6	1.3	-0.3
Virginia.....	48	43	40	49	42	-7	1.2	1.0	1.0	1.2	1.0	-0.2
Washington.....	46	37	34	34	39	5	1.3	1.0	0.9	0.9	1.1	0.2
West Virginia.....	8	7	8	8	8	0	1.1	1.0	1.1	1.1	1.1	0.0
Wisconsin.....	31	32	29	38	28	-10	1.0	1.1	1.0	1.3	0.9	-0.4
Wyoming.....	5	4	4	5	7	2	1.7	1.4	1.4	1.7	2.4	0.7

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2023	Feb. 2024	Mar. 2024 ^P	Mar. 2023	Feb. 2024	Mar. 2024 ^P
TOTAL U.S.....	9,477	8,430	8,304	5.8	5.1	5.0
Alabama.....	130	123	121	5.7	5.3	5.2
Alaska.....	23	26	23	6.7	7.4	6.5
Arizona.....	197	179	137	5.9	5.2	4.0
Arkansas.....	94	75	78	6.5	5.2	5.4
California.....	865	809	688	4.6	4.3	3.7
Colorado.....	216	202	210	7.0	6.4	6.6
Connecticut.....	95	83	87	5.4	4.7	4.9
Delaware.....	33	27	27	6.4	5.3	5.2
District of Columbia.....	46	36	36	5.7	4.5	4.5
Florida.....	661	508	545	6.4	4.9	5.2
Georgia.....	379	262	255	7.2	5.1	4.9
Hawaii.....	32	35	26	4.8	5.3	3.9
Idaho.....	55	48	45	6.2	5.3	5.0
Illinois.....	401	375	382	6.2	5.9	5.9
Indiana.....	176	180	152	5.2	5.3	4.5
Iowa.....	93	77	71	5.6	4.6	4.2
Kansas.....	78	83	78	5.1	5.4	5.1
Kentucky.....	139	111	125	6.5	5.2	5.8
Louisiana.....	144	124	117	6.9	6.0	5.7
Maine.....	46	34	34	6.8	5.0	5.1
Maryland.....	188	196	190	6.5	6.8	6.5
Massachusetts.....	276	214	230	6.9	5.5	5.9
Michigan.....	245	217	239	5.3	4.7	5.1
Minnesota.....	172	156	148	5.5	5.0	4.7
Mississippi.....	79	69	64	6.3	5.5	5.1
Missouri.....	197	183	163	6.2	5.8	5.2
Montana.....	34	32	30	6.2	5.8	5.5
Nebraska.....	58	56	52	5.3	5.1	4.7
Nevada.....	104	83	80	6.3	5.0	4.9
New Hampshire.....	46	36	39	6.2	4.9	5.2
New Jersey.....	225	195	249	5.0	4.4	5.4
New Mexico.....	55	57	49	6.0	6.1	5.2
New York.....	422	494	540	4.2	4.9	5.3
North Carolina.....	375	268	271	7.1	5.1	5.2
North Dakota.....	29	25	23	6.4	5.5	5.1
Ohio.....	370	276	260	6.3	4.7	4.4
Oklahoma.....	117	108	114	6.4	5.8	6.0
Oregon.....	118	106	105	5.6	5.1	5.1
Pennsylvania.....	426	344	304	6.6	5.4	4.7
Rhode Island.....	31	32	31	5.9	6.0	5.9
South Carolina.....	176	156	164	7.2	6.2	6.5
South Dakota.....	29	28	24	6.0	5.8	5.0
Tennessee.....	239	181	171	6.7	5.2	4.9
Texas.....	804	771	793	5.5	5.2	5.3
Utah.....	100	86	82	5.5	4.7	4.5
Vermont.....	17	15	16	5.3	4.6	5.0
Virginia.....	324	266	241	7.3	6.0	5.4
Washington.....	184	172	170	4.9	4.6	4.5
West Virginia.....	56	39	43	7.4	5.2	5.7
Wisconsin.....	178	158	166	5.7	5.0	5.2
Wyoming.....	17	14	15	5.5	4.8	4.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2023	Feb. 2024	Mar. 2024 ^P	Mar. 2023	Feb. 2024	Mar. 2024 ^P
TOTAL U.S.....	5,446	4,855	4,932	3.5	3.1	3.1
Alabama.....	79	78	80	3.7	3.6	3.7
Alaska.....	14	17	12	4.4	5.1	3.8
Arizona.....	125	106	93	4.0	3.3	2.9
Arkansas.....	53	55	51	3.9	4.0	3.7
California.....	508	465	433	2.8	2.6	2.4
Colorado.....	103	91	96	3.6	3.1	3.2
Connecticut.....	55	46	53	3.3	2.7	3.1
Delaware.....	21	17	17	4.4	3.6	3.5
District of Columbia.....	25	23	21	3.2	3.0	2.7
Florida.....	363	399	410	3.7	4.0	4.1
Georgia.....	206	180	162	4.2	3.7	3.3
Hawaii.....	19	20	16	3.0	3.2	2.5
Idaho.....	35	30	34	4.2	3.5	3.9
Illinois.....	229	150	212	3.8	2.5	3.5
Indiana.....	118	97	100	3.7	3.0	3.1
Iowa.....	51	40	43	3.3	2.5	2.7
Kansas.....	44	43	49	3.0	3.0	3.4
Kentucky.....	85	70	71	4.3	3.5	3.5
Louisiana.....	92	84	76	4.7	4.3	3.9
Maine.....	23	20	21	3.7	3.1	3.3
Maryland.....	106	85	88	3.9	3.1	3.2
Massachusetts.....	108	79	101	2.9	2.1	2.7
Michigan.....	149	125	140	3.4	2.8	3.2
Minnesota.....	93	69	75	3.2	2.3	2.5
Mississippi.....	43	42	39	3.7	3.5	3.3
Missouri.....	105	94	99	3.6	3.1	3.3
Montana.....	22	20	21	4.3	3.8	4.1
Nebraska.....	33	30	34	3.2	2.9	3.2
Nevada.....	64	60	58	4.2	3.8	3.7
New Hampshire.....	26	21	24	3.8	3.0	3.4
New Jersey.....	205	121	198	4.8	2.8	4.6
New Mexico.....	32	25	27	3.7	2.9	3.1
New York.....	272	189	245	2.8	2.0	2.5
North Carolina.....	178	205	162	3.6	4.1	3.3
North Dakota.....	17	13	14	3.9	3.0	3.2
Ohio.....	190	171	179	3.4	3.1	3.2
Oklahoma.....	73	69	68	4.2	3.9	3.9
Oregon.....	76	62	61	3.8	3.1	3.1
Pennsylvania.....	177	140	150	2.9	2.3	2.5
Rhode Island.....	21	19	20	4.3	3.9	3.9
South Carolina.....	91	92	109	4.0	4.0	4.6
South Dakota.....	17	14	14	3.8	3.1	3.1
Tennessee.....	140	153	123	4.2	4.6	3.7
Texas.....	539	511	413	3.9	3.6	2.9
Utah.....	57	54	50	3.3	3.1	2.9
Vermont.....	10	9	9	3.4	2.9	3.0
Virginia.....	168	147	156	4.1	3.5	3.7
Washington.....	117	98	94	3.2	2.7	2.6
West Virginia.....	34	27	27	4.9	3.8	3.7
Wisconsin.....	85	72	75	2.9	2.4	2.5
Wyoming.....	11	9	10	3.8	3.2	3.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2023	Feb. 2024	Mar. 2024 ^P	Mar. 2023	Feb. 2024	Mar. 2024 ^P
TOTAL U.S.....	5,233	4,535	4,502	3.4	2.9	2.9
Alabama.....	86	64	84	4.0	2.9	3.8
Alaska.....	12	12	17	3.7	3.7	5.3
Arizona.....	130	97	100	4.1	3.0	3.1
Arkansas.....	57	47	42	4.2	3.4	3.1
California.....	541	425	382	3.0	2.4	2.1
Colorado.....	113	91	88	3.9	3.1	3.0
Connecticut.....	48	48	44	2.9	2.9	2.6
Delaware.....	19	17	14	3.9	3.5	2.9
District of Columbia.....	19	17	17	2.4	2.2	2.2
Florida.....	375	338	376	3.9	3.4	3.8
Georgia.....	223	141	148	4.6	2.9	3.0
Hawaii.....	18	18	19	2.9	2.9	3.0
Idaho.....	31	32	33	3.7	3.7	3.9
Illinois.....	196	152	174	3.2	2.5	2.9
Indiana.....	109	97	92	3.4	3.0	2.8
Iowa.....	46	46	42	3.0	2.9	2.6
Kansas.....	49	40	47	3.4	2.8	3.2
Kentucky.....	83	66	62	4.2	3.3	3.1
Louisiana.....	106	73	71	5.4	3.8	3.6
Maine.....	21	23	21	3.4	3.6	3.3
Maryland.....	107	84	80	4.0	3.1	2.9
Massachusetts.....	87	83	76	2.3	2.3	2.1
Michigan.....	124	105	120	2.8	2.4	2.7
Minnesota.....	91	93	79	3.1	3.1	2.7
Mississippi.....	54	40	41	4.6	3.4	3.5
Missouri.....	96	91	84	3.2	3.1	2.8
Montana.....	21	22	22	4.2	4.3	4.2
Nebraska.....	32	29	29	3.1	2.7	2.7
Nevada.....	62	67	57	4.0	4.3	3.6
New Hampshire.....	30	24	23	4.4	3.4	3.3
New Jersey.....	126	92	107	3.0	2.1	2.5
New Mexico.....	32	27	29	3.6	3.0	3.2
New York.....	207	200	245	2.2	2.1	2.5
North Carolina.....	175	136	137	3.6	2.7	2.7
North Dakota.....	14	13	14	3.4	3.1	3.3
Ohio.....	162	153	148	2.9	2.7	2.6
Oklahoma.....	66	59	60	3.8	3.4	3.4
Oregon.....	66	69	63	3.3	3.5	3.2
Pennsylvania.....	156	153	157	2.6	2.5	2.6
Rhode Island.....	19	17	16	3.9	3.4	3.2
South Carolina.....	108	81	76	4.7	3.5	3.2
South Dakota.....	15	14	13	3.2	2.9	2.8
Tennessee.....	149	118	117	4.5	3.6	3.5
Texas.....	483	500	423	3.5	3.6	3.0
Utah.....	58	58	59	3.4	3.3	3.4
Vermont.....	11	10	10	3.7	3.1	3.3
Virginia.....	164	127	142	4.0	3.0	3.4
Washington.....	115	104	82	3.2	2.9	2.3
West Virginia.....	29	24	25	4.1	3.3	3.4
Wisconsin.....	86	87	82	2.9	2.9	2.7
Wyoming.....	11	12	12	3.9	4.3	4.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Mar. 2023	Feb. 2024	Mar. 2024 ^P	Mar. 2023	Feb. 2024	Mar. 2024 ^P
TOTAL U.S.....	3,466	2,814	2,972	2.2	1.8	1.9
Alabama.....	61	38	49	2.8	1.7	2.2
Alaska.....	7	8	12	2.3	2.6	3.7
Arizona.....	91	62	61	2.9	1.9	1.9
Arkansas.....	38	30	28	2.8	2.2	2.0
California.....	319	273	242	1.8	1.5	1.3
Colorado.....	62	61	56	2.2	2.1	1.9
Connecticut.....	30	25	26	1.8	1.5	1.5
Delaware.....	13	11	9	2.6	2.2	1.9
District of Columbia.....	12	10	10	1.6	1.4	1.4
Florida.....	271	258	263	2.8	2.6	2.6
Georgia.....	146	90	95	3.0	1.8	1.9
Hawaii.....	12	11	11	1.8	1.8	1.8
Idaho.....	20	21	20	2.4	2.4	2.3
Illinois.....	122	87	118	2.0	1.4	1.9
Indiana.....	75	62	65	2.3	1.9	2.0
Iowa.....	30	28	29	1.9	1.8	1.8
Kansas.....	31	23	33	2.2	1.6	2.2
Kentucky.....	58	42	40	2.9	2.1	2.0
Louisiana.....	72	44	45	3.7	2.3	2.3
Maine.....	12	10	14	2.0	1.6	2.1
Maryland.....	71	52	52	2.6	1.9	1.9
Massachusetts.....	49	44	47	1.3	1.2	1.3
Michigan.....	77	62	74	1.8	1.4	1.7
Minnesota.....	61	49	54	2.1	1.7	1.8
Mississippi.....	37	25	27	3.1	2.1	2.3
Missouri.....	66	62	60	2.2	2.1	2.0
Montana.....	13	14	13	2.6	2.8	2.4
Nebraska.....	20	18	19	2.0	1.7	1.8
Nevada.....	40	39	36	2.6	2.5	2.3
New Hampshire.....	19	11	14	2.8	1.5	1.9
New Jersey.....	75	46	76	1.8	1.1	1.8
New Mexico.....	20	17	17	2.4	2.0	2.0
New York.....	138	123	173	1.4	1.3	1.8
North Carolina.....	105	86	97	2.2	1.7	1.9
North Dakota.....	9	8	9	2.1	1.8	2.0
Ohio.....	120	92	107	2.2	1.7	1.9
Oklahoma.....	45	38	37	2.6	2.2	2.1
Oregon.....	44	42	36	2.2	2.1	1.8
Pennsylvania.....	102	88	75	1.7	1.4	1.2
Rhode Island.....	11	8	10	2.2	1.6	1.9
South Carolina.....	78	57	50	3.4	2.4	2.1
South Dakota.....	10	8	8	2.1	1.7	1.8
Tennessee.....	90	70	80	2.7	2.1	2.4
Texas.....	348	306	312	2.5	2.2	2.2
Utah.....	37	35	35	2.2	2.0	2.0
Vermont.....	6	4	6	2.1	1.4	1.9
Virginia.....	111	75	93	2.7	1.8	2.2
Washington.....	74	67	50	2.1	1.9	1.4
West Virginia.....	20	15	17	2.9	2.1	2.3
Wisconsin.....	56	51	57	1.9	1.7	1.9
Wyoming.....	7	8	7	2.5	2.7	2.5

p Preliminary

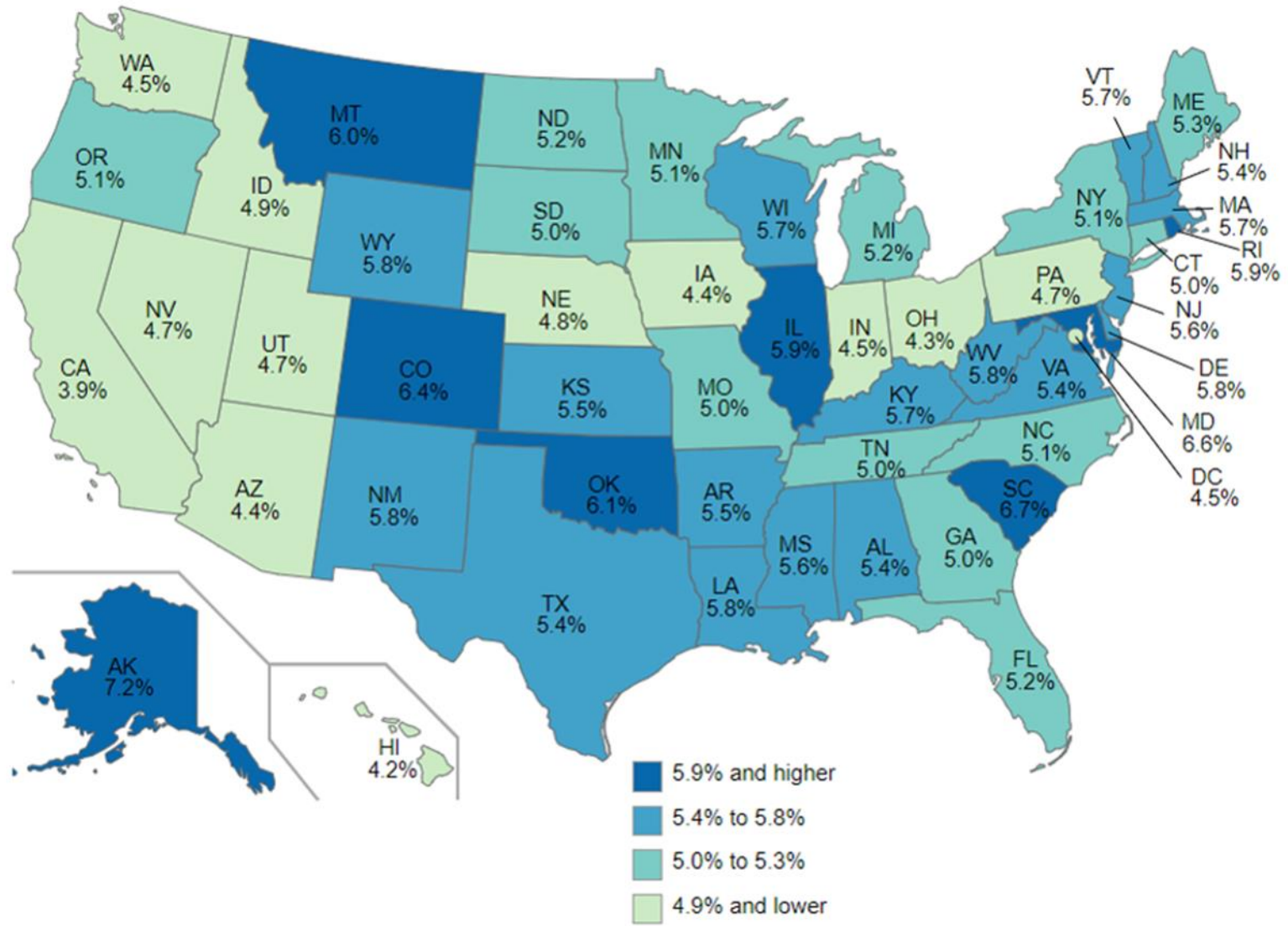
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Mar. 2023	Feb. 2024	Mar. 2024 ^P	Mar. 2023	Feb. 2024	Mar. 2024 ^P
TOTAL U.S.....	1,516	1,426	1,218	1.0	0.9	0.8
Alabama.....	21	22	29	1.0	1.0	1.3
Alaska.....	3	3	4	1.1	0.8	1.2
Arizona.....	30	30	34	1.0	0.9	1.0
Arkansas.....	16	14	12	1.2	1.1	0.8
California.....	195	127	108	1.1	0.7	0.6
Colorado.....	37	25	26	1.3	0.8	0.9
Connecticut.....	17	16	13	1.0	1.0	0.8
Delaware.....	5	5	4	1.1	1.1	0.9
District of Columbia.....	5	5	5	0.7	0.6	0.7
Florida.....	90	69	98	0.9	0.7	1.0
Georgia.....	65	45	42	1.3	0.9	0.8
Hawaii.....	5	5	7	0.8	0.8	1.0
Idaho.....	8	9	11	1.0	1.0	1.3
Illinois.....	68	52	45	1.1	0.9	0.7
Indiana.....	29	28	22	0.9	0.9	0.7
Iowa.....	12	15	10	0.8	0.9	0.6
Kansas.....	13	13	11	0.9	0.9	0.8
Kentucky.....	21	19	17	1.1	1.0	0.8
Louisiana.....	30	26	19	1.5	1.3	1.0
Maine.....	8	10	5	1.3	1.6	0.8
Maryland.....	30	27	19	1.1	1.0	0.7
Massachusetts.....	34	28	19	0.9	0.8	0.5
Michigan.....	42	37	34	1.0	0.8	0.8
Minnesota.....	23	39	20	0.8	1.3	0.7
Mississippi.....	13	12	11	1.1	1.0	0.9
Missouri.....	22	23	18	0.7	0.8	0.6
Montana.....	6	6	7	1.2	1.2	1.4
Nebraska.....	8	9	7	0.8	0.8	0.7
Nevada.....	18	25	18	1.2	1.6	1.1
New Hampshire.....	10	10	7	1.5	1.5	0.9
New Jersey.....	45	36	22	1.1	0.8	0.5
New Mexico.....	8	7	9	0.9	0.8	1.1
New York.....	54	67	62	0.6	0.7	0.6
North Carolina.....	58	44	31	1.2	0.9	0.6
North Dakota.....	4	5	4	0.9	1.1	1.0
Ohio.....	33	50	28	0.6	0.9	0.5
Oklahoma.....	18	18	18	1.0	1.0	1.0
Oregon.....	17	19	21	0.9	1.0	1.1
Pennsylvania.....	49	46	69	0.8	0.8	1.1
Rhode Island.....	7	7	5	1.5	1.5	0.9
South Carolina.....	26	20	20	1.1	0.9	0.9
South Dakota.....	3	4	4	0.7	0.9	0.8
Tennessee.....	53	42	30	1.6	1.3	0.9
Texas.....	122	173	94	0.9	1.2	0.7
Utah.....	15	18	20	0.9	1.0	1.2
Vermont.....	5	4	3	1.5	1.3	1.0
Virginia.....	44	45	37	1.1	1.1	0.9
Washington.....	33	27	27	0.9	0.8	0.8
West Virginia.....	7	8	6	1.0	1.1	0.8
Wisconsin.....	22	31	20	0.7	1.0	0.7
Wyoming.....	3	3	4	1.1	1.2	1.5

p Preliminary

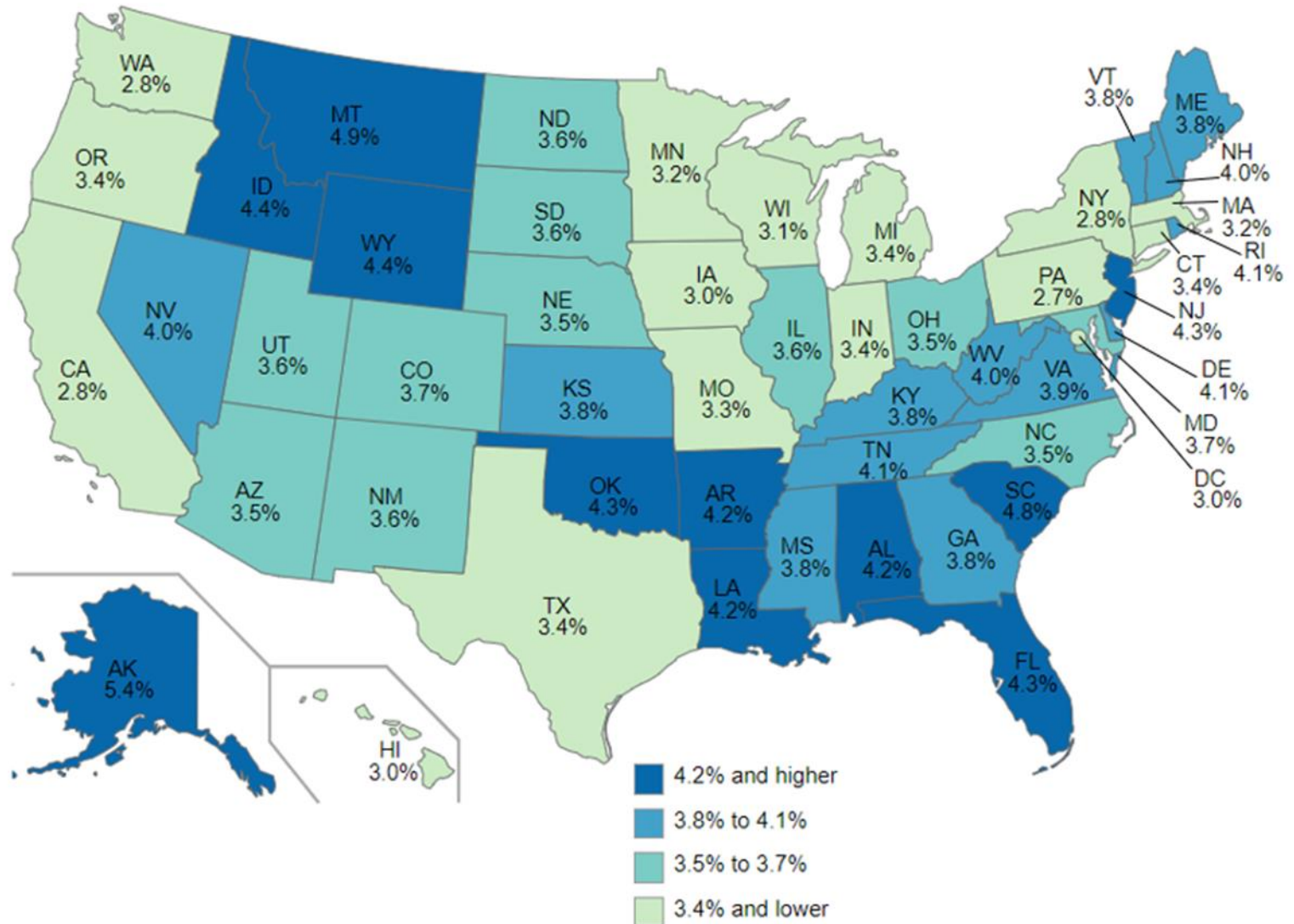
Map 1. Job openings rates by state, seasonally adjusted, March 2024

Total U.S. job openings rate = 5.1%



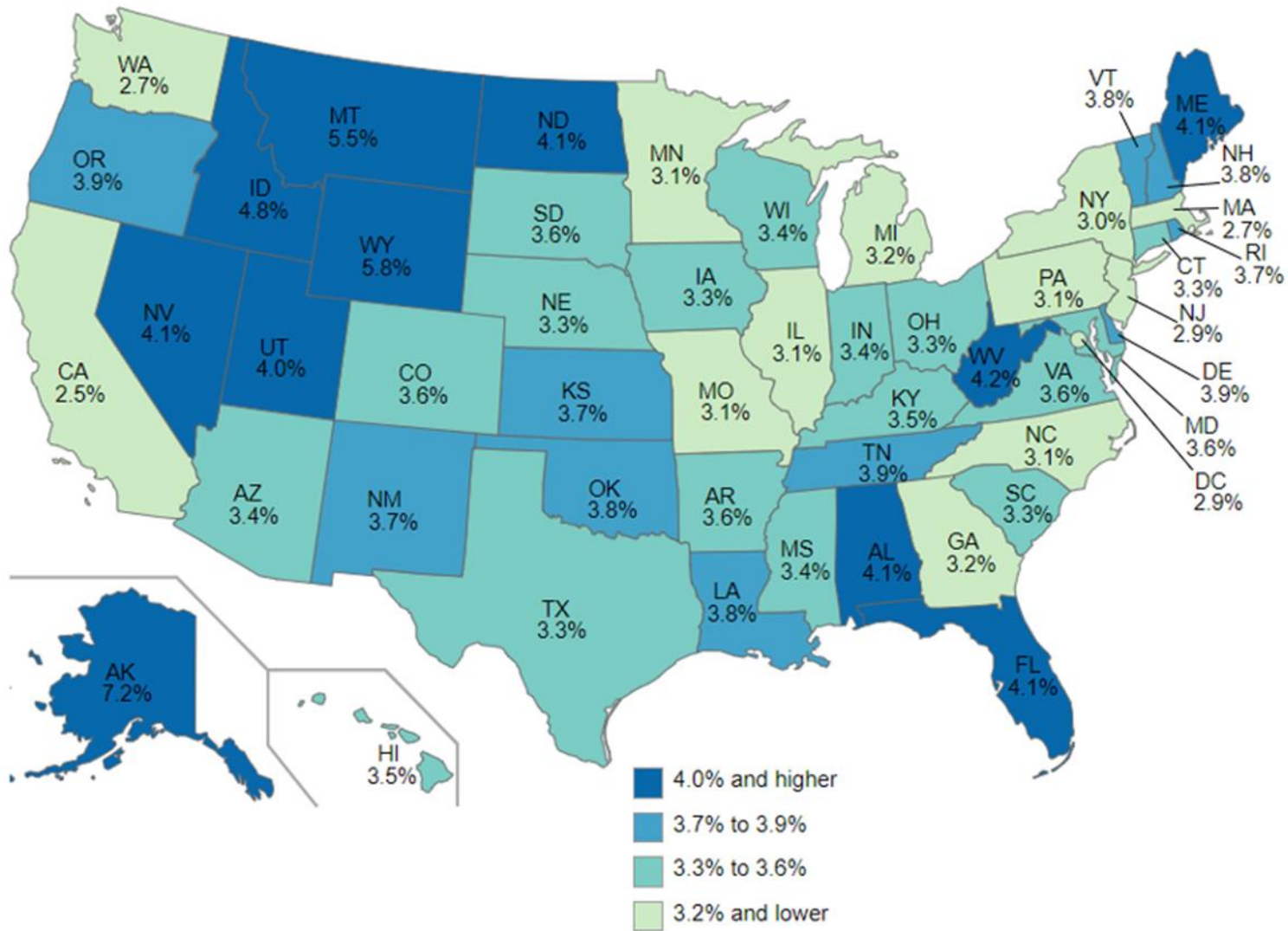
Map 2. Hires rates by state, seasonally adjusted, March 2024

Total U.S. hires rate = 3.5%



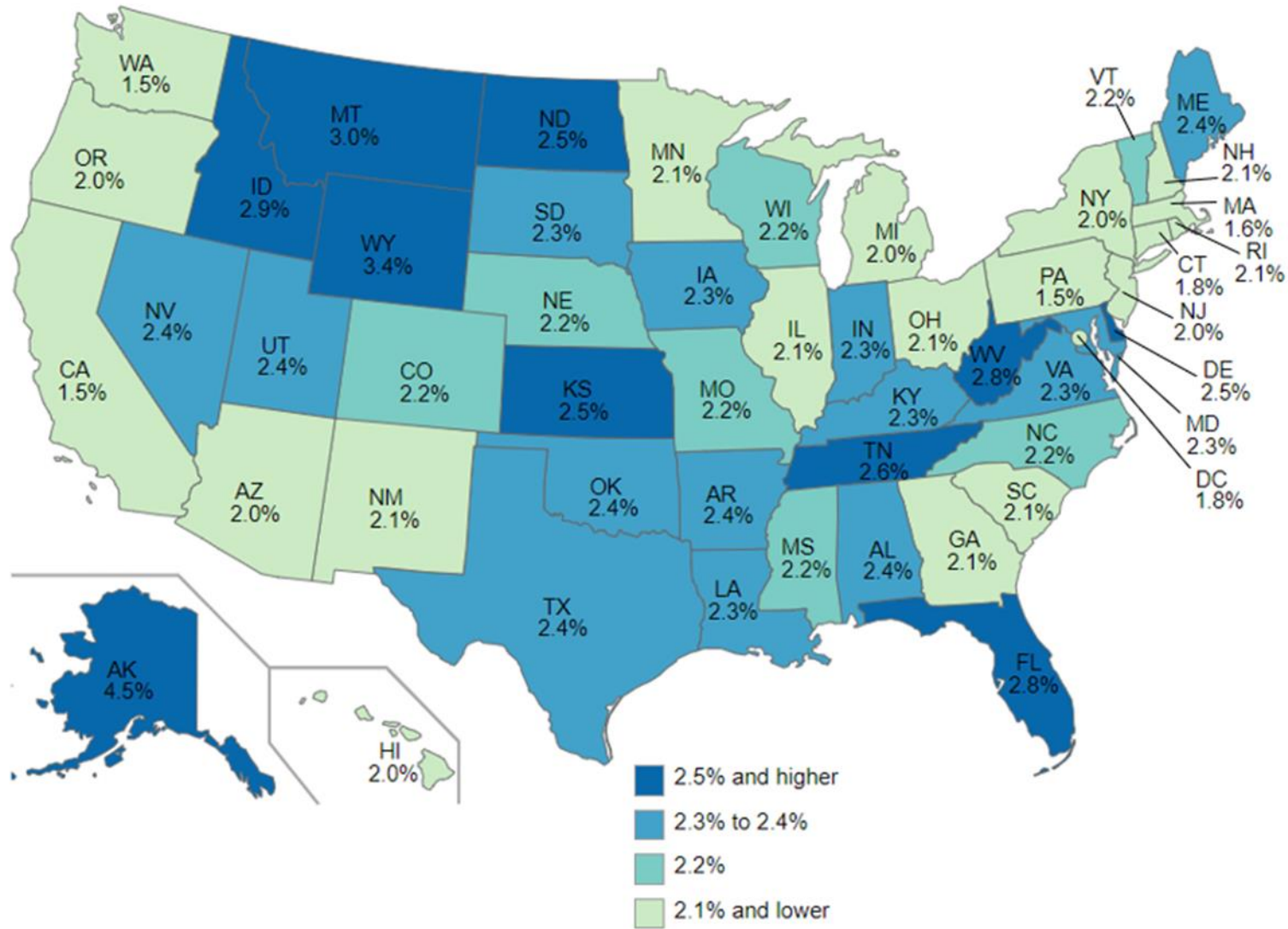
Map 3. Total separations rates by state, seasonally adjusted, March 2024

Total U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 2.1%



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

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

