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STATE JOB OPENINGS AND LABOR TURNOVER – NOVEMBER 2024

Job openings rates increased in 2 states and decreased in 2 states on the last business day of November, 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 3 states. Nationally, the job openings, hires, and total separations rates showed little change in November.

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 November, **job openings rates** increased in 2 states, decreased in 2 states, and were little changed in 46 states and the District of Columbia. The increases in job openings rates occurred in North Carolina (+0.9 percentage point) and California (+0.5 point). The decreases occurred in Colorado (-2.7 points) and Maine (-1.0 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** increased in 3 states, decreased in 2 states, and changed little in 45 states and the District of Columbia in November. The increases in the job openings level occurred in California (+98,000), Texas (+82,000), and North Carolina (+53,000). The decreases occurred in Colorado (-92,000) and Maine (-7,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In November, **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 rates occurred in Idaho and Oklahoma (-1.1 percentage points each) and in Texas (-0.9 point). The increase occurred in Wyoming (+1.0 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** decreased in 6 states and was little changed in 44 states and the District of Columbia in November. The largest decreases in the hires level occurred in Texas (-128,000), Tennessee (-27,000), and Colorado (-24,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In November, **total separations rates** decreased in 3 states and were little changed in 47 states and the District of Columbia. The decreases occurred in Arizona (-1.3 percentage points), Colorado (-1.2 points), and Minnesota (-0.8 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 5 states and changed little in 45 states and the District of Columbia in November. The largest decreases occurred in Arizona (-43,000), Colorado (-37,000), and Minnesota (-24,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In November, **quits rates** decreased in 5 states and were little changed in 45 states and the District of Columbia. The largest decreases occurred in Arizona (-1.0 percentage point) as well as in Oklahoma and Tennessee (-0.6 point each). Over the month, the national quits rate decreased (-0.2 point). (See table 4.)

The **number of quits** decreased in 6 states and was little changed in 44 states and the District of Columbia in November. The largest decreases occurred in Arizona (-31,000) and New York (-29,000) as well as in Indiana, Ohio, and Tennessee (-19,000 each). Nationally, the number of quits decreased (-218,000). (See table 4.)

Layoffs and Discharges

In November, **layoffs and discharges rates** decreased in 3 states, increased in 3 states, and were little changed in 44 states and the District of Columbia. The decreases in layoffs and discharges rates occurred in Colorado (-0.9 percentage point), Minnesota (-0.4 point), and Texas (-0.3 point). The increases occurred in Michigan and New York (+0.5 point each) as well as in California (+0.4 point). The national layoffs and discharges rate was unchanged over the month. (See table 5.)

The **number of layoffs and discharges** decreased in 3 states, increased in 3 states, and changed little in 44 states and the District of Columbia in November. The decreases in the layoffs and discharges level occurred in Texas (-38,000), Colorado (-27,000), and Minnesota (-13,000). The increases occurred in California (+82,000), New York (+40,000), and Michigan (+23,000). 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 December 2024 are scheduled to be released on Wednesday, February 19, 2025, 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					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p
TOTAL U.S.....	8,931	7,861	7,372	7,839	8,098	259	5.4	4.7	4.4	4.7	4.8	0.1
Alabama.....	120	127	115	134	135	1	5.2	5.4	4.9	5.7	5.7	0.0
Alaska.....	28	23	24	24	24	0	7.8	6.4	6.6	6.6	6.6	0.0
Arizona.....	182	179	180	172	190	18	5.3	5.2	5.2	5.0	5.5	0.5
Arkansas.....	81	79	97	83	87	4	5.6	5.4	6.6	5.7	5.9	0.2
California.....	767	614	609	626	724	98	4.1	3.3	3.3	3.3	3.8	0.5
Colorado.....	246	150	159	258	166	-92	7.7	4.8	5.0	7.9	5.2	-2.7
Connecticut.....	86	80	81	74	75	1	4.8	4.5	4.5	4.2	4.2	0.0
Delaware.....	28	27	24	29	29	0	5.5	5.2	4.7	5.6	5.6	0.0
District of Columbia.....	38	36	35	37	39	2	4.7	4.5	4.3	4.6	4.8	0.2
Florida.....	541	476	405	494	532	38	5.2	4.6	3.9	4.7	5.0	0.3
Georgia.....	296	330	220	298	304	6	5.7	6.2	4.2	5.6	5.7	0.1
Hawaii.....	31	26	27	27	28	1	4.7	3.9	4.1	4.1	4.2	0.1
Idaho.....	51	46	47	50	46	-4	5.6	5.0	5.1	5.4	4.9	-0.5
Illinois.....	397	292	288	278	283	5	6.1	4.5	4.5	4.3	4.4	0.1
Indiana.....	162	145	144	154	165	11	4.7	4.2	4.2	4.5	4.8	0.3
Iowa.....	88	79	73	76	70	-6	5.2	4.7	4.4	4.5	4.2	-0.3
Kansas.....	88	72	74	77	77	0	5.7	4.7	4.8	5.0	5.0	0.0
Kentucky.....	115	133	120	141	152	11	5.4	6.1	5.5	6.4	6.9	0.5
Louisiana.....	113	110	97	118	118	0	5.5	5.3	4.7	5.7	5.6	-0.1
Maine.....	44	36	36	39	32	-7	6.3	5.2	5.2	5.6	4.6	-1.0
Maryland.....	178	174	139	165	167	2	6.1	5.9	4.8	5.6	5.7	0.1
Massachusetts.....	220	192	184	174	187	13	5.6	4.9	4.7	4.4	4.8	0.4
Michigan.....	276	209	221	227	218	-9	5.8	4.5	4.7	4.8	4.6	-0.2
Minnesota.....	202	186	184	189	174	-15	6.3	5.8	5.7	5.9	5.4	-0.5
Mississippi.....	78	65	54	75	71	-4	6.2	5.2	4.3	5.9	5.6	-0.3
Missouri.....	179	170	175	193	186	-7	5.6	5.3	5.4	5.9	5.7	-0.2
Montana.....	36	32	31	31	33	2	6.4	5.6	5.4	5.5	5.8	0.3
Nebraska.....	61	53	53	54	53	-1	5.5	4.7	4.7	4.8	4.7	-0.1
Nevada.....	92	73	76	75	79	4	5.5	4.4	4.6	4.5	4.8	0.3
New Hampshire.....	39	35	43	32	32	0	5.3	4.7	5.7	4.3	4.3	0.0
New Jersey.....	221	210	214	200	193	-7	4.8	4.6	4.6	4.4	4.2	-0.2
New Mexico.....	59	50	55	55	56	1	6.3	5.3	5.8	5.8	5.9	0.1
New York.....	464	487	508	422	451	29	4.5	4.7	4.9	4.1	4.4	0.3
North Carolina.....	287	256	257	275	328	53	5.5	4.8	4.9	5.2	6.1	0.9
North Dakota.....	29	24	25	25	25	0	6.2	5.1	5.3	5.3	5.3	0.0
Ohio.....	329	304	272	288	298	10	5.5	5.1	4.6	4.8	5.0	0.2
Oklahoma.....	111	118	90	114	110	-4	5.9	6.2	4.8	6.0	5.8	-0.2
Oregon.....	108	102	106	100	102	2	5.2	4.9	5.1	4.8	4.9	0.1
Pennsylvania.....	367	300	289	225	246	21	5.7	4.6	4.4	3.5	3.8	0.3
Rhode Island.....	31	27	32	26	26	0	5.8	5.0	5.9	4.8	4.8	0.0
South Carolina.....	167	149	122	154	152	-2	6.7	5.9	4.8	6.0	6.0	0.0
South Dakota.....	30	25	24	25	24	-1	6.0	5.1	4.9	5.1	4.9	-0.2
Tennessee.....	182	164	161	182	165	-17	5.2	4.7	4.6	5.2	4.7	-0.5
Texas.....	850	659	506	591	673	82	5.7	4.4	3.4	4.0	4.5	0.5
Utah.....	93	88	90	91	88	-3	5.1	4.8	4.8	4.9	4.7	-0.2
Vermont.....	17	16	17	15	14	-1	5.2	4.8	5.1	4.5	4.3	-0.2
Virginia.....	259	268	224	276	295	19	5.8	5.9	5.0	6.1	6.5	0.4
Washington.....	179	155	158	157	163	6	4.7	4.1	4.1	4.1	4.3	0.2
West Virginia.....	55	46	40	49	53	4	7.1	6.0	5.3	6.4	6.9	0.5
Wisconsin.....	206	148	150	151	145	-6	6.4	4.6	4.7	4.7	4.5	-0.2
Wyoming.....	20	16	17	17	17	0	6.4	5.2	5.4	5.4	5.4	0.0

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

State	Levels (in thousands)						Rates					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p
TOTAL U.S.....	5,569	5,435	5,582	5,394	5,269	-125	3.5	3.4	3.5	3.4	3.3	-0.1
Alabama.....	86	83	80	77	80	3	3.9	3.7	3.6	3.5	3.6	0.1
Alaska.....	17	18	18	18	17	-1	5.1	5.3	5.3	5.3	5.0	-0.3
Arizona.....	112	114	122	108	114	6	3.5	3.5	3.7	3.3	3.5	0.2
Arkansas.....	60	54	58	54	50	-4	4.4	3.9	4.2	3.9	3.6	-0.3
California.....	470	514	539	488	522	34	2.6	2.8	3.0	2.7	2.9	0.2
Colorado.....	119	101	107	130	106	-24	4.0	3.4	3.6	4.3	3.5	-0.8
Connecticut.....	53	61	59	57	50	-7	3.1	3.6	3.5	3.3	2.9	-0.4
Delaware.....	20	19	21	18	18	0	4.1	3.9	4.3	3.7	3.7	0.0
District of Columbia.....	24	20	22	21	19	-2	3.1	2.6	2.8	2.7	2.4	-0.3
Florida.....	407	430	376	323	343	20	4.1	4.3	3.8	3.2	3.4	0.2
Georgia.....	212	201	202	183	184	1	4.3	4.0	4.1	3.7	3.7	0.0
Hawaii.....	19	17	21	19	21	2	3.0	2.7	3.3	3.0	3.3	0.3
Idaho.....	34	39	40	46	36	-10	4.0	4.5	4.6	5.2	4.1	-1.1
Illinois.....	236	185	204	202	212	10	3.9	3.0	3.3	3.3	3.4	0.1
Indiana.....	120	113	119	130	141	11	3.7	3.4	3.6	3.9	4.3	0.4
Iowa.....	56	46	51	50	56	6	3.5	2.9	3.2	3.1	3.5	0.4
Kansas.....	51	47	55	48	52	4	3.5	3.2	3.7	3.3	3.5	0.2
Kentucky.....	74	74	79	73	72	-1	3.7	3.6	3.9	3.6	3.5	-0.1
Louisiana.....	86	77	85	90	79	-11	4.4	3.9	4.3	4.6	4.0	-0.6
Maine.....	24	30	24	29	24	-5	3.7	4.6	3.7	4.4	3.7	-0.7
Maryland.....	118	107	105	101	91	-10	4.3	3.9	3.8	3.6	3.3	-0.3
Massachusetts.....	102	162	113	100	119	19	2.7	4.3	3.0	2.7	3.2	0.5
Michigan.....	158	162	205	164	151	-13	3.5	3.6	4.6	3.6	3.4	-0.2
Minnesota.....	111	88	103	115	98	-17	3.7	2.9	3.4	3.8	3.2	-0.6
Mississippi.....	47	45	45	51	45	-6	4.0	3.8	3.8	4.3	3.8	-0.5
Missouri.....	99	94	101	92	107	15	3.3	3.1	3.3	3.0	3.5	0.5
Montana.....	24	24	35	24	26	2	4.6	4.5	6.5	4.5	4.8	0.3
Nebraska.....	37	36	38	36	39	3	3.5	3.4	3.5	3.3	3.6	0.3
Nevada.....	59	61	66	60	67	7	3.8	3.9	4.2	3.8	4.3	0.5
New Hampshire.....	27	27	28	26	25	-1	3.8	3.8	3.9	3.6	3.5	-0.1
New Jersey.....	160	130	128	139	130	-9	3.7	3.0	2.9	3.2	3.0	-0.2
New Mexico.....	30	30	35	32	34	2	3.4	3.4	3.9	3.6	3.8	0.2
New York.....	296	283	295	285	299	14	3.0	2.9	3.0	2.9	3.0	0.1
North Carolina.....	181	173	167	194	183	-11	3.6	3.4	3.3	3.9	3.6	-0.3
North Dakota.....	17	15	16	16	18	2	3.9	3.4	3.6	3.6	4.0	0.4
Ohio.....	170	182	186	182	172	-10	3.0	3.2	3.3	3.2	3.0	-0.2
Oklahoma.....	81	79	72	85	65	-20	4.6	4.4	4.0	4.7	3.6	-1.1
Oregon.....	67	65	74	68	72	4	3.4	3.3	3.7	3.4	3.6	0.2
Pennsylvania.....	197	193	186	189	193	4	3.2	3.1	3.0	3.0	3.1	0.1
Rhode Island.....	21	22	22	21	20	-1	4.1	4.3	4.3	4.1	3.9	-0.2
South Carolina.....	93	97	111	102	97	-5	4.0	4.1	4.6	4.3	4.0	-0.3
South Dakota.....	19	17	18	17	18	1	4.1	3.7	3.8	3.6	3.9	0.3
Tennessee.....	112	125	138	132	105	-27	3.4	3.7	4.1	3.9	3.1	-0.8
Texas.....	570	495	515	544	416	-128	4.1	3.5	3.6	3.8	2.9	-0.9
Utah.....	65	69	66	63	67	4	3.7	3.9	3.7	3.6	3.8	0.2
Vermont.....	12	13	13	12	12	0	3.9	4.1	4.1	3.8	3.8	0.0
Virginia.....	165	157	165	137	145	8	3.9	3.7	3.9	3.2	3.4	0.2
Washington.....	107	107	114	104	112	8	3.0	2.9	3.1	2.9	3.1	0.2
West Virginia.....	31	29	30	30	30	0	4.3	4.0	4.2	4.2	4.2	0.0
Wisconsin.....	98	92	97	95	101	6	3.2	3.0	3.2	3.1	3.3	0.2
Wyoming.....	13	12	14	12	15	3	4.4	4.1	4.7	4.0	5.0	1.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p
TOTAL U.S.....	5,413	5,168	5,196	5,306	5,126	-180	3.4	3.3	3.3	3.3	3.2	-0.1
Alabama.....	83	73	72	80	77	-3	3.8	3.3	3.3	3.6	3.5	-0.1
Alaska.....	20	18	17	20	21	1	6.0	5.3	5.0	5.9	6.1	0.2
Arizona.....	126	113	111	134	91	-43	3.9	3.5	3.4	4.1	2.8	-1.3
Arkansas.....	55	53	49	52	47	-5	4.1	3.9	3.6	3.8	3.4	-0.4
California.....	534	452	468	538	605	67	3.0	2.5	2.6	3.0	3.3	0.3
Colorado.....	111	94	82	142	105	-37	3.8	3.1	2.7	4.7	3.5	-1.2
Connecticut.....	48	49	54	60	56	-4	2.8	2.9	3.2	3.5	3.3	-0.2
Delaware.....	18	17	19	18	19	1	3.7	3.5	3.9	3.7	3.9	0.2
District of Columbia.....	23	23	21	21	21	0	3.0	3.0	2.7	2.7	2.7	0.0
Florida.....	392	365	378	338	346	8	4.0	3.7	3.8	3.4	3.5	0.1
Georgia.....	182	180	172	180	177	-3	3.7	3.6	3.5	3.6	3.6	0.0
Hawaii.....	22	21	23	20	21	1	3.5	3.3	3.6	3.1	3.3	0.2
Idaho.....	39	41	40	39	38	-1	4.6	4.7	4.6	4.4	4.3	-0.1
Illinois.....	183	224	174	174	169	-5	3.0	3.6	2.8	2.8	2.7	-0.1
Indiana.....	125	122	126	144	131	-13	3.8	3.7	3.8	4.4	4.0	-0.4
Iowa.....	55	54	50	51	51	0	3.4	3.4	3.1	3.2	3.2	0.0
Kansas.....	49	56	47	46	47	1	3.4	3.8	3.2	3.1	3.2	0.1
Kentucky.....	76	66	71	79	72	-7	3.8	3.2	3.5	3.9	3.5	-0.4
Louisiana.....	76	68	83	87	74	-13	3.9	3.5	4.2	4.4	3.8	-0.6
Maine.....	26	24	24	27	24	-3	4.0	3.7	3.7	4.1	3.7	-0.4
Maryland.....	87	86	102	94	89	-5	3.2	3.1	3.7	3.4	3.2	-0.2
Massachusetts.....	100	89	86	94	103	9	2.7	2.4	2.3	2.5	2.8	0.3
Michigan.....	170	166	161	158	170	12	3.8	3.7	3.6	3.5	3.8	0.3
Minnesota.....	103	105	101	108	84	-24	3.4	3.5	3.3	3.6	2.8	-0.8
Mississippi.....	45	43	45	48	44	-4	3.8	3.6	3.8	4.0	3.7	-0.3
Missouri.....	98	110	98	96	95	-1	3.3	3.6	3.2	3.1	3.1	0.0
Montana.....	27	24	24	26	26	0	5.2	4.5	4.5	4.9	4.8	-0.1
Nebraska.....	39	41	34	35	35	0	3.7	3.8	3.2	3.2	3.2	0.0
Nevada.....	67	57	56	62	62	0	4.3	3.6	3.5	3.9	3.9	0.0
New Hampshire.....	25	21	25	24	28	4	3.6	2.9	3.5	3.4	3.9	0.5
New Jersey.....	141	115	128	131	126	-5	3.2	2.6	2.9	3.0	2.9	-0.1
New Mexico.....	33	28	33	31	34	3	3.8	3.2	3.7	3.5	3.8	0.3
New York.....	306	267	323	244	248	4	3.1	2.7	3.3	2.5	2.5	0.0
North Carolina.....	164	134	156	155	163	8	3.3	2.7	3.1	3.1	3.2	0.1
North Dakota.....	19	18	17	17	17	0	4.3	4.0	3.8	3.8	3.8	0.0
Ohio.....	195	198	194	202	176	-26	3.5	3.5	3.4	3.6	3.1	-0.5
Oklahoma.....	67	70	65	79	67	-12	3.8	3.9	3.6	4.4	3.7	-0.7
Oregon.....	71	71	71	78	72	-6	3.6	3.6	3.6	3.9	3.6	-0.3
Pennsylvania.....	187	206	197	155	170	15	3.1	3.3	3.2	2.5	2.7	0.2
Rhode Island.....	20	20	21	22	20	-2	3.9	3.9	4.1	4.3	3.9	-0.4
South Carolina.....	77	88	98	101	85	-16	3.3	3.7	4.1	4.2	3.5	-0.7
South Dakota.....	20	18	16	16	17	1	4.3	3.9	3.4	3.4	3.6	0.2
Tennessee.....	108	126	128	149	127	-22	3.3	3.8	3.8	4.5	3.8	-0.7
Texas.....	508	482	479	450	407	-43	3.6	3.4	3.4	3.2	2.8	-0.4
Utah.....	72	66	63	69	66	-3	4.1	3.7	3.6	3.9	3.7	-0.2
Vermont.....	11	12	12	12	13	1	3.6	3.8	3.8	3.8	4.1	0.3
Virginia.....	143	136	150	147	143	-4	3.4	3.2	3.5	3.5	3.4	-0.1
Washington.....	115	121	101	108	107	-1	3.2	3.3	2.8	3.0	2.9	-0.1
West Virginia.....	33	28	27	30	31	1	4.6	3.9	3.8	4.2	4.3	0.1
Wisconsin.....	105	95	88	96	90	-6	3.5	3.1	2.9	3.2	3.0	-0.2
Wyoming.....	15	12	13	17	17	0	5.1	4.1	4.4	5.7	5.7	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p
TOTAL U.S.....	3,516	3,178	3,098	3,283	3,065	-218	2.2	2.0	1.9	2.1	1.9	-0.2
Alabama.....	54	46	48	52	51	-1	2.5	2.1	2.2	2.3	2.3	0.0
Alaska.....	13	12	10	13	13	0	3.9	3.5	2.9	3.8	3.8	0.0
Arizona.....	77	72	65	88	57	-31	2.4	2.2	2.0	2.7	1.7	-1.0
Arkansas.....	38	28	31	33	30	-3	2.8	2.0	2.3	2.4	2.2	-0.2
California.....	316	285	274	328	310	-18	1.8	1.6	1.5	1.8	1.7	-0.1
Colorado.....	68	64	45	77	71	-6	2.3	2.1	1.5	2.6	2.4	-0.2
Connecticut.....	29	29	32	31	28	-3	1.7	1.7	1.9	1.8	1.6	-0.2
Delaware.....	12	10	12	11	12	1	2.5	2.0	2.5	2.3	2.5	0.2
District of Columbia.....	14	13	13	13	13	0	1.8	1.7	1.7	1.7	1.7	0.0
Florida.....	283	269	250	224	253	29	2.9	2.7	2.5	2.3	2.5	0.2
Georgia.....	122	105	98	118	111	-7	2.5	2.1	2.0	2.4	2.2	-0.2
Hawaii.....	13	12	13	12	13	1	2.1	1.9	2.0	1.9	2.0	0.1
Idaho.....	26	26	21	24	24	0	3.0	3.0	2.4	2.7	2.7	0.0
Illinois.....	132	138	92	112	100	-12	2.2	2.2	1.5	1.8	1.6	-0.2
Indiana.....	80	78	87	104	85	-19	2.5	2.4	2.6	3.1	2.6	-0.5
Iowa.....	38	30	31	34	32	-2	2.4	1.9	1.9	2.1	2.0	-0.1
Kansas.....	33	34	29	29	26	-3	2.3	2.3	2.0	2.0	1.8	-0.2
Kentucky.....	53	38	43	50	45	-5	2.6	1.9	2.1	2.4	2.2	-0.2
Louisiana.....	50	36	50	53	45	-8	2.6	1.8	2.6	2.7	2.3	-0.4
Maine.....	18	14	14	13	12	-1	2.8	2.1	2.1	2.0	1.8	-0.2
Maryland.....	55	49	66	55	54	-1	2.0	1.8	2.4	2.0	1.9	-0.1
Massachusetts.....	52	53	51	49	53	4	1.4	1.4	1.4	1.3	1.4	0.1
Michigan.....	114	100	95	96	85	-11	2.6	2.2	2.1	2.1	1.9	-0.2
Minnesota.....	74	69	63	63	55	-8	2.5	2.3	2.1	2.1	1.8	-0.3
Mississippi.....	31	27	30	30	28	-2	2.6	2.3	2.5	2.5	2.3	-0.2
Missouri.....	70	67	58	65	62	-3	2.3	2.2	1.9	2.1	2.0	-0.1
Montana.....	17	15	13	16	16	0	3.2	2.8	2.4	3.0	3.0	0.0
Nebraska.....	27	23	20	23	22	-1	2.6	2.1	1.9	2.1	2.0	-0.1
Nevada.....	39	33	31	39	36	-3	2.5	2.1	2.0	2.5	2.3	-0.2
New Hampshire.....	15	12	12	12	11	-1	2.1	1.7	1.7	1.7	1.5	-0.2
New Jersey.....	72	64	59	62	60	-2	1.7	1.5	1.3	1.4	1.4	0.0
New Mexico.....	21	17	18	19	20	1	2.4	1.9	2.0	2.1	2.2	0.1
New York.....	182	156	180	164	135	-29	1.9	1.6	1.8	1.7	1.4	-0.3
North Carolina.....	98	87	90	91	90	-1	2.0	1.7	1.8	1.8	1.8	0.0
North Dakota.....	12	10	10	12	9	-3	2.7	2.2	2.2	2.7	2.0	-0.7
Ohio.....	127	115	109	135	116	-19	2.3	2.0	1.9	2.4	2.0	-0.4
Oklahoma.....	47	44	41	53	43	-10	2.7	2.5	2.3	3.0	2.4	-0.6
Oregon.....	48	42	39	49	43	-6	2.4	2.1	2.0	2.5	2.2	-0.3
Pennsylvania.....	124	124	128	91	104	13	2.0	2.0	2.1	1.5	1.7	0.2
Rhode Island.....	11	11	13	10	9	-1	2.2	2.2	2.5	1.9	1.7	-0.2
South Carolina.....	54	55	57	62	55	-7	2.3	2.3	2.4	2.6	2.3	-0.3
South Dakota.....	14	11	11	11	10	-1	3.0	2.4	2.4	2.3	2.1	-0.2
Tennessee.....	73	76	80	94	75	-19	2.2	2.3	2.4	2.8	2.2	-0.6
Texas.....	346	297	294	265	258	-7	2.5	2.1	2.1	1.9	1.8	-0.1
Utah.....	46	36	35	41	36	-5	2.6	2.0	2.0	2.3	2.0	-0.3
Vermont.....	7	7	7	6	7	1	2.3	2.2	2.2	1.9	2.2	0.3
Virginia.....	96	88	92	90	90	0	2.3	2.1	2.2	2.1	2.1	0.0
Washington.....	71	64	57	66	64	-2	2.0	1.7	1.6	1.8	1.7	-0.1
West Virginia.....	22	17	18	19	20	1	3.1	2.4	2.5	2.6	2.8	0.2
Wisconsin.....	71	59	53	65	55	-10	2.4	1.9	1.7	2.1	1.8	-0.3
Wyoming.....	9	7	7	11	11	0	3.1	2.4	2.4	3.7	3.7	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p	Nov. 2023	Aug. 2024	Sept. 2024	Oct. 2024	Nov. 2024 ^p	Change from: Oct. 2024 - Nov. 2024 ^p
TOTAL U.S.....	1,546	1,668	1,802	1,748	1,765	17	1.0	1.0	1.1	1.1	1.1	0.0
Alabama.....	24	22	21	24	20	-4	1.1	1.0	0.9	1.1	0.9	-0.2
Alaska.....	6	5	6	6	7	1	1.8	1.5	1.8	1.8	2.0	0.2
Arizona.....	42	35	38	38	30	-8	1.3	1.1	1.2	1.2	0.9	-0.3
Arkansas.....	14	22	16	17	14	-3	1.0	1.6	1.2	1.2	1.0	-0.2
California.....	185	151	160	195	277	82	1.0	0.8	0.9	1.1	1.5	0.4
Colorado.....	31	23	31	57	30	-27	1.0	0.8	1.0	1.9	1.0	-0.9
Connecticut.....	14	15	18	27	23	-4	0.8	0.9	1.1	1.6	1.3	-0.3
Delaware.....	5	6	6	5	5	0	1.0	1.2	1.2	1.0	1.0	0.0
District of Columbia.....	6	7	6	7	5	-2	0.8	0.9	0.8	0.9	0.6	-0.3
Florida.....	89	86	107	103	84	-19	0.9	0.9	1.1	1.0	0.8	-0.2
Georgia.....	50	65	67	55	53	-2	1.0	1.3	1.3	1.1	1.1	0.0
Hawaii.....	7	7	9	6	8	2	1.1	1.1	1.4	0.9	1.2	0.3
Idaho.....	12	12	16	12	12	0	1.4	1.4	1.8	1.4	1.4	0.0
Illinois.....	40	77	69	58	62	4	0.7	1.2	1.1	0.9	1.0	0.1
Indiana.....	38	38	35	36	40	4	1.2	1.2	1.1	1.1	1.2	0.1
Iowa.....	14	19	16	14	16	2	0.9	1.2	1.0	0.9	1.0	0.1
Kansas.....	12	18	15	14	17	3	0.8	1.2	1.0	1.0	1.2	0.2
Kentucky.....	18	19	23	24	21	-3	0.9	0.9	1.1	1.2	1.0	-0.2
Louisiana.....	21	28	29	30	24	-6	1.1	1.4	1.5	1.5	1.2	-0.3
Maine.....	6	8	8	11	10	-1	0.9	1.2	1.2	1.7	1.5	-0.2
Maryland.....	26	29	30	31	27	-4	0.9	1.0	1.1	1.1	1.0	-0.1
Massachusetts.....	35	25	28	36	36	0	0.9	0.7	0.7	1.0	1.0	0.0
Michigan.....	49	60	58	55	78	23	1.1	1.3	1.3	1.2	1.7	0.5
Minnesota.....	23	22	29	37	24	-13	0.8	0.7	1.0	1.2	0.8	-0.4
Mississippi.....	12	12	12	15	13	-2	1.0	1.0	1.0	1.3	1.1	-0.2
Missouri.....	22	31	36	25	27	2	0.7	1.0	1.2	0.8	0.9	0.1
Montana.....	8	7	9	8	9	1	1.5	1.3	1.7	1.5	1.7	0.2
Nebraska.....	10	15	12	10	11	1	0.9	1.4	1.1	0.9	1.0	0.1
Nevada.....	25	20	22	19	23	4	1.6	1.3	1.4	1.2	1.5	0.3
New Hampshire.....	7	8	10	10	11	1	1.0	1.1	1.4	1.4	1.5	0.1
New Jersey.....	40	38	63	56	52	-4	0.9	0.9	1.4	1.3	1.2	-0.1
New Mexico.....	10	8	12	9	11	2	1.1	0.9	1.4	1.0	1.2	0.2
New York.....	105	96	128	64	104	40	1.1	1.0	1.3	0.6	1.1	0.5
North Carolina.....	57	41	59	59	61	2	1.1	0.8	1.2	1.2	1.2	0.0
North Dakota.....	5	6	6	4	6	2	1.1	1.3	1.3	0.9	1.3	0.4
Ohio.....	57	74	76	56	48	-8	1.0	1.3	1.3	1.0	0.8	-0.2
Oklahoma.....	17	20	20	23	20	-3	1.0	1.1	1.1	1.3	1.1	-0.2
Oregon.....	19	22	27	23	25	2	1.0	1.1	1.4	1.2	1.3	0.1
Pennsylvania.....	47	71	59	56	57	1	0.8	1.1	1.0	0.9	0.9	0.0
Rhode Island.....	6	7	7	9	9	0	1.2	1.4	1.4	1.8	1.7	-0.1
South Carolina.....	19	28	37	35	26	-9	0.8	1.2	1.5	1.5	1.1	-0.4
South Dakota.....	5	6	5	4	5	1	1.1	1.3	1.1	0.9	1.1	0.2
Tennessee.....	28	41	43	48	45	-3	0.9	1.2	1.3	1.4	1.3	-0.1
Texas.....	138	158	159	167	129	-38	1.0	1.1	1.1	1.2	0.9	-0.3
Utah.....	22	26	24	23	26	3	1.3	1.5	1.4	1.3	1.5	0.2
Vermont.....	3	4	4	5	5	0	1.0	1.3	1.3	1.6	1.6	0.0
Virginia.....	35	36	50	48	40	-8	0.8	0.8	1.2	1.1	0.9	-0.2
Washington.....	38	51	38	34	36	2	1.1	1.4	1.0	0.9	1.0	0.1
West Virginia.....	9	9	8	10	8	-2	1.3	1.3	1.1	1.4	1.1	-0.3
Wisconsin.....	28	30	31	26	30	4	0.9	1.0	1.0	0.9	1.0	0.1
Wyoming.....	5	4	5	4	5	1	1.7	1.4	1.7	1.3	1.7	0.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2023	Oct. 2024	Nov. 2024 ^p	Nov. 2023	Oct. 2024	Nov. 2024 ^p
TOTAL U.S.....	8,395	8,261	7,660	5.0	4.9	4.6
Alabama.....	115	139	130	5.0	5.9	5.5
Alaska.....	22	18	20	6.5	5.1	5.7
Arizona.....	172	201	187	5.0	5.7	5.3
Arkansas.....	73	79	81	5.1	5.4	5.5
California.....	729	732	689	3.9	3.9	3.6
Colorado.....	235	291	158	7.4	8.8	5.0
Connecticut.....	82	74	70	4.5	4.1	3.9
Delaware.....	24	30	26	4.7	5.8	4.9
District of Columbia.....	35	40	36	4.3	4.8	4.4
Florida.....	526	523	519	5.0	5.0	4.9
Georgia.....	288	306	297	5.5	5.8	5.6
Hawaii.....	33	27	30	4.9	4.0	4.5
Idaho.....	47	60	42	5.2	6.3	4.5
Illinois.....	370	270	257	5.6	4.2	4.0
Indiana.....	152	168	163	4.4	4.8	4.7
Iowa.....	82	88	67	4.8	5.2	4.0
Kansas.....	81	83	74	5.3	5.3	4.8
Kentucky.....	111	138	151	5.2	6.3	6.8
Louisiana.....	104	124	109	5.0	5.9	5.2
Maine.....	40	40	29	5.8	5.7	4.2
Maryland.....	159	167	155	5.4	5.7	5.3
Massachusetts.....	208	186	175	5.3	4.7	4.4
Michigan.....	265	217	214	5.6	4.6	4.5
Minnesota.....	181	223	159	5.7	6.8	4.9
Mississippi.....	69	77	63	5.5	6.0	5.0
Missouri.....	169	200	183	5.3	6.1	5.6
Montana.....	34	33	32	6.1	5.7	5.6
Nebraska.....	56	56	51	5.0	4.9	4.5
Nevada.....	91	85	78	5.4	5.1	4.7
New Hampshire.....	38	30	30	5.1	4.0	4.0
New Jersey.....	209	214	177	4.5	4.6	3.8
New Mexico.....	57	64	56	6.1	6.7	5.9
New York.....	424	435	410	4.1	4.2	3.9
North Carolina.....	270	282	301	5.1	5.3	5.6
North Dakota.....	26	24	23	5.5	5.1	4.9
Ohio.....	307	298	290	5.1	4.9	4.8
Oklahoma.....	100	124	99	5.3	6.4	5.2
Oregon.....	98	109	94	4.7	5.1	4.5
Pennsylvania.....	362	230	238	5.5	3.6	3.7
Rhode Island.....	29	27	24	5.3	4.9	4.4
South Carolina.....	148	163	137	5.9	6.4	5.4
South Dakota.....	26	25	22	5.3	5.0	4.5
Tennessee.....	169	177	152	4.8	5.0	4.3
Texas.....	798	592	627	5.3	4.0	4.2
Utah.....	86	101	82	4.7	5.4	4.4
Vermont.....	16	16	13	4.8	4.7	4.0
Virginia.....	240	278	276	5.4	6.1	6.0
Washington.....	168	168	157	4.4	4.4	4.1
West Virginia.....	48	48	47	6.2	6.2	6.0
Wisconsin.....	204	165	146	6.3	5.1	4.6
Wyoming.....	17	16	16	5.5	5.0	5.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2023	Oct. 2024	Nov. 2024 ^p	Nov. 2023	Oct. 2024	Nov. 2024 ^p
TOTAL U.S.....	5,088	5,831	4,787	3.2	3.6	3.0
Alabama.....	77	88	72	3.5	4.0	3.2
Alaska.....	11	12	11	3.5	3.6	3.3
Arizona.....	100	127	100	3.1	3.9	3.0
Arkansas.....	50	56	41	3.7	4.1	3.0
California.....	472	571	520	2.6	3.1	2.8
Colorado.....	108	161	96	3.7	5.3	3.2
Connecticut.....	49	57	45	2.9	3.3	2.6
Delaware.....	17	20	15	3.6	4.2	3.0
District of Columbia.....	19	23	15	2.5	2.9	1.9
Florida.....	397	362	332	4.0	3.6	3.3
Georgia.....	189	197	164	3.8	3.9	3.3
Hawaii.....	18	19	20	2.9	3.0	3.1
Idaho.....	30	48	30	3.4	5.5	3.4
Illinois.....	226	209	206	3.7	3.4	3.3
Indiana.....	119	135	143	3.6	4.1	4.3
Iowa.....	50	56	52	3.1	3.4	3.2
Kansas.....	47	51	48	3.2	3.5	3.3
Kentucky.....	72	75	69	3.5	3.7	3.3
Louisiana.....	69	101	63	3.5	5.1	3.2
Maine.....	19	28	18	2.8	4.2	2.8
Maryland.....	110	107	84	4.0	3.8	3.0
Massachusetts.....	83	107	98	2.2	2.8	2.6
Michigan.....	151	167	141	3.4	3.7	3.1
Minnesota.....	101	134	87	3.3	4.4	2.8
Mississippi.....	42	52	40	3.6	4.4	3.3
Missouri.....	91	96	99	3.0	3.1	3.2
Montana.....	19	24	21	3.7	4.5	4.0
Nebraska.....	34	38	36	3.2	3.5	3.3
Nevada.....	54	65	62	3.4	4.1	3.9
New Hampshire.....	22	23	20	3.1	3.2	2.8
New Jersey.....	136	144	108	3.1	3.3	2.4
New Mexico.....	26	36	29	2.9	4.0	3.3
New York.....	259	295	269	2.6	3.0	2.7
North Carolina.....	143	209	149	2.9	4.1	2.9
North Dakota.....	15	15	16	3.4	3.4	3.6
Ohio.....	164	192	150	2.9	3.4	2.6
Oklahoma.....	70	95	57	3.9	5.3	3.1
Oregon.....	58	72	61	2.9	3.6	3.0
Pennsylvania.....	187	202	185	3.0	3.2	3.0
Rhode Island.....	17	21	16	3.4	4.1	3.1
South Carolina.....	82	110	85	3.5	4.6	3.5
South Dakota.....	16	17	16	3.4	3.5	3.4
Tennessee.....	102	144	90	3.1	4.3	2.7
Texas.....	544	590	392	3.8	4.1	2.7
Utah.....	57	67	59	3.2	3.7	3.3
Vermont.....	10	12	10	3.2	3.9	3.0
Virginia.....	147	154	129	3.5	3.6	3.0
Washington.....	88	106	94	2.4	2.9	2.6
West Virginia.....	27	31	26	3.7	4.3	3.5
Wisconsin.....	86	96	89	2.8	3.1	2.9
Wyoming.....	10	11	12	3.3	3.7	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2023	Oct. 2024	Nov. 2024 ^p	Nov. 2023	Oct. 2024	Nov. 2024 ^p
TOTAL U.S.....	4,778	5,416	4,475	3.0	3.4	2.8
Alabama.....	71	85	66	3.2	3.8	3.0
Alaska.....	25	29	27	7.9	8.7	8.3
Arizona.....	103	135	74	3.2	4.1	2.2
Arkansas.....	49	53	40	3.6	3.8	2.9
California.....	464	541	546	2.6	3.0	3.0
Colorado.....	96	176	89	3.2	5.8	2.9
Connecticut.....	44	56	52	2.6	3.2	3.0
Delaware.....	16	19	16	3.4	3.8	3.3
District of Columbia.....	18	22	16	2.4	2.9	2.1
Florida.....	340	322	291	3.4	3.2	2.9
Georgia.....	146	174	143	2.9	3.5	2.8
Hawaii.....	16	16	16	2.5	2.5	2.5
Idaho.....	36	43	35	4.2	4.8	4.0
Illinois.....	176	184	151	2.8	3.0	2.4
Indiana.....	114	148	117	3.5	4.5	3.5
Iowa.....	51	55	44	3.2	3.4	2.7
Kansas.....	43	44	39	2.9	3.0	2.6
Kentucky.....	67	77	64	3.3	3.7	3.1
Louisiana.....	66	87	60	3.3	4.4	3.0
Maine.....	31	29	31	4.7	4.4	4.8
Maryland.....	70	101	70	2.5	3.6	2.5
Massachusetts.....	88	90	93	2.4	2.4	2.5
Michigan.....	161	167	168	3.6	3.7	3.7
Minnesota.....	105	113	82	3.5	3.7	2.7
Mississippi.....	36	49	34	3.0	4.0	2.8
Missouri.....	82	91	74	2.7	2.9	2.4
Montana.....	28	29	30	5.4	5.4	5.5
Nebraska.....	35	36	30	3.3	3.3	2.8
Nevada.....	64	59	62	4.1	3.7	3.9
New Hampshire.....	24	24	27	3.4	3.4	3.8
New Jersey.....	116	133	109	2.7	3.0	2.5
New Mexico.....	28	30	30	3.2	3.4	3.3
New York.....	275	243	226	2.8	2.4	2.3
North Carolina.....	134	166	136	2.7	3.3	2.7
North Dakota.....	19	17	17	4.4	3.8	3.8
Ohio.....	177	216	146	3.1	3.8	2.5
Oklahoma.....	55	84	54	3.1	4.7	3.0
Oregon.....	67	78	69	3.4	3.9	3.4
Pennsylvania.....	179	144	160	2.9	2.3	2.6
Rhode Island.....	19	23	21	3.7	4.5	4.0
South Carolina.....	63	109	61	2.7	4.6	2.5
South Dakota.....	20	17	16	4.2	3.6	3.4
Tennessee.....	81	165	91	2.4	4.9	2.7
Texas.....	434	446	338	3.1	3.1	2.3
Utah.....	66	65	62	3.8	3.6	3.5
Vermont.....	12	11	14	3.8	3.3	4.5
Virginia.....	118	155	114	2.8	3.6	2.7
Washington.....	106	119	99	2.9	3.3	2.7
West Virginia.....	30	32	28	4.1	4.4	3.9
Wisconsin.....	95	89	75	3.1	2.9	2.4
Wyoming.....	19	19	22	6.4	6.4	7.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Nov. 2023	Oct. 2024	Nov. 2024 ^p	Nov. 2023	Oct. 2024	Nov. 2024 ^p
TOTAL U.S.....	3,004	3,394	2,511	1.9	2.1	1.6
Alabama.....	46	58	43	2.1	2.6	1.9
Alaska.....	15	18	15	4.6	5.5	4.5
Arizona.....	62	89	44	1.9	2.7	1.3
Arkansas.....	33	34	24	2.4	2.5	1.8
California.....	281	333	280	1.6	1.8	1.5
Colorado.....	52	85	52	1.7	2.8	1.7
Connecticut.....	25	27	23	1.5	1.5	1.3
Delaware.....	11	13	10	2.2	2.6	2.1
District of Columbia.....	11	14	10	1.5	1.7	1.3
Florida.....	250	212	218	2.5	2.1	2.2
Georgia.....	95	117	85	1.9	2.3	1.7
Hawaii.....	9	10	9	1.5	1.6	1.3
Idaho.....	22	26	19	2.6	3.0	2.2
Illinois.....	119	126	79	1.9	2.0	1.3
Indiana.....	71	110	74	2.2	3.3	2.2
Iowa.....	34	37	26	2.1	2.3	1.6
Kansas.....	29	28	21	1.9	1.9	1.4
Kentucky.....	45	48	37	2.2	2.3	1.8
Louisiana.....	44	54	37	2.2	2.7	1.9
Maine.....	18	15	13	2.8	2.3	1.9
Maryland.....	45	59	42	1.6	2.1	1.5
Massachusetts.....	44	49	45	1.2	1.3	1.2
Michigan.....	100	104	71	2.2	2.3	1.6
Minnesota.....	69	67	49	2.3	2.2	1.6
Mississippi.....	24	33	21	2.0	2.7	1.7
Missouri.....	58	64	47	1.9	2.1	1.5
Montana.....	17	18	15	3.2	3.4	2.9
Nebraska.....	23	23	18	2.1	2.1	1.6
Nevada.....	35	38	31	2.2	2.4	1.9
New Hampshire.....	13	12	10	1.9	1.7	1.3
New Jersey.....	59	68	47	1.3	1.5	1.1
New Mexico.....	17	18	17	2.0	2.1	1.8
New York.....	156	160	111	1.6	1.6	1.1
North Carolina.....	79	108	69	1.6	2.1	1.4
North Dakota.....	12	12	9	2.8	2.6	1.9
Ohio.....	104	142	90	1.8	2.5	1.6
Oklahoma.....	39	58	35	2.2	3.2	1.9
Oregon.....	42	50	36	2.1	2.5	1.8
Pennsylvania.....	107	93	89	1.7	1.5	1.4
Rhode Island.....	10	11	8	2.0	2.0	1.5
South Carolina.....	43	67	38	1.8	2.8	1.6
South Dakota.....	13	11	9	2.8	2.4	1.9
Tennessee.....	54	107	49	1.6	3.2	1.5
Texas.....	292	270	207	2.1	1.9	1.4
Utah.....	39	38	29	2.2	2.1	1.6
Vermont.....	6	5	6	2.1	1.6	2.0
Virginia.....	78	97	70	1.8	2.3	1.6
Washington.....	59	72	50	1.6	2.0	1.4
West Virginia.....	20	19	18	2.7	2.6	2.5
Wisconsin.....	63	59	44	2.1	1.9	1.4
Wyoming.....	11	12	13	3.8	4.2	4.5

p Preliminary

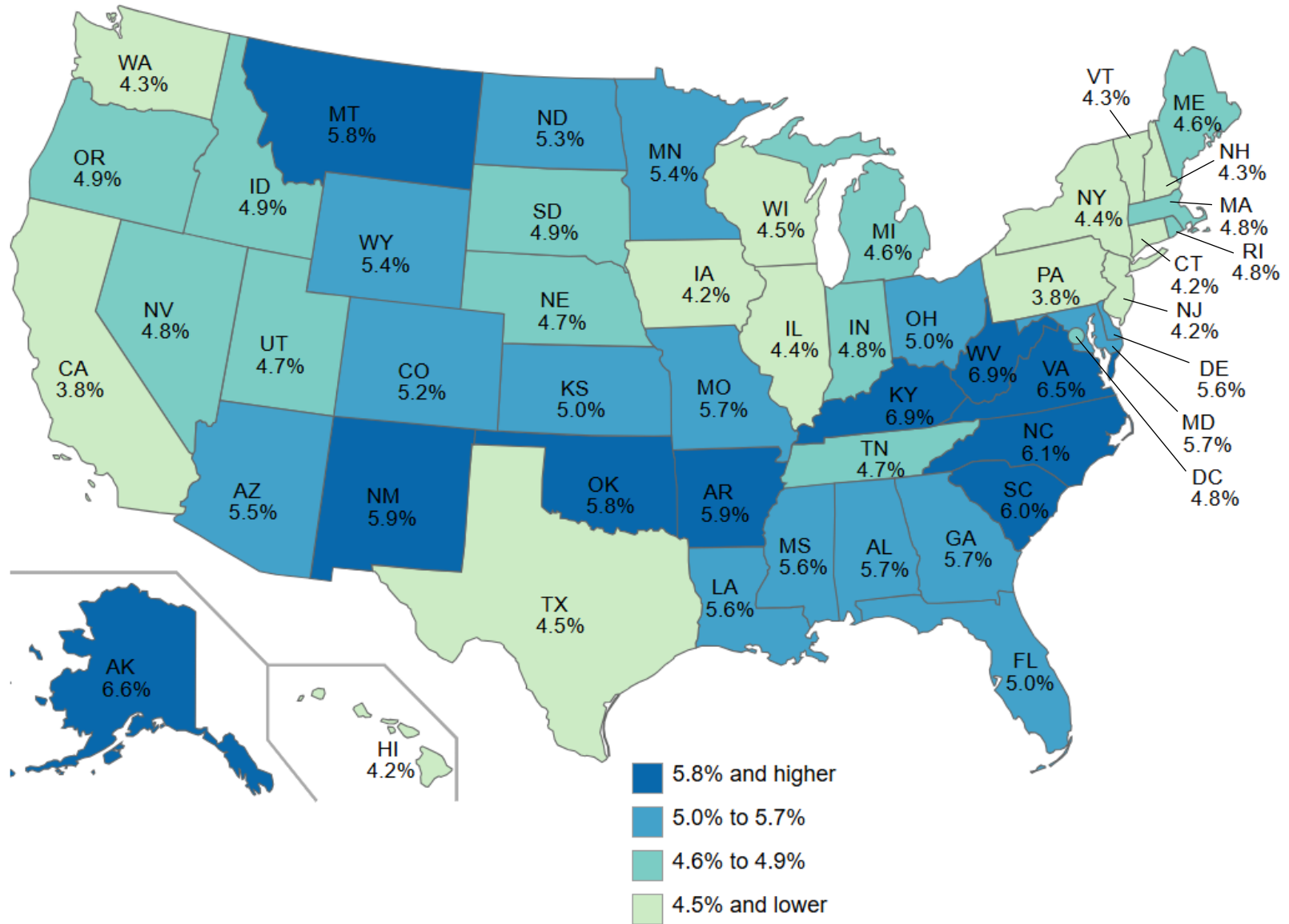
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Nov. 2023	Oct. 2024	Nov. 2024 ^p	Nov. 2023	Oct. 2024	Nov. 2024 ^p
TOTAL U.S.....	1,472	1,774	1,705	0.9	1.1	1.1
Alabama.....	21	22	17	1.0	1.0	0.8
Alaska.....	9	9	11	2.8	2.7	3.4
Arizona.....	37	40	26	1.1	1.2	0.8
Arkansas.....	13	16	12	1.0	1.2	0.9
California.....	151	196	251	0.8	1.1	1.4
Colorado.....	31	83	32	1.1	2.7	1.1
Connecticut.....	14	27	24	0.8	1.5	1.4
Delaware.....	5	5	4	1.0	1.1	0.9
District of Columbia.....	5	7	5	0.6	0.9	0.6
Florida.....	72	98	65	0.7	1.0	0.6
Georgia.....	42	51	45	0.9	1.0	0.9
Hawaii.....	5	5	7	0.9	0.8	1.1
Idaho.....	13	14	14	1.5	1.6	1.5
Illinois.....	49	54	67	0.8	0.9	1.1
Indiana.....	39	34	40	1.2	1.0	1.2
Iowa.....	15	15	16	0.9	0.9	1.0
Kansas.....	11	14	16	0.8	0.9	1.1
Kentucky.....	18	24	22	0.9	1.2	1.1
Louisiana.....	18	29	19	0.9	1.5	1.0
Maine.....	9	12	15	1.4	1.8	2.3
Maryland.....	21	34	22	0.8	1.2	0.8
Massachusetts.....	36	34	37	1.0	0.9	1.0
Michigan.....	56	59	94	1.3	1.3	2.1
Minnesota.....	30	39	30	1.0	1.3	1.0
Mississippi.....	10	14	10	0.8	1.2	0.9
Missouri.....	21	23	23	0.7	0.8	0.8
Montana.....	10	10	12	2.0	1.8	2.3
Nebraska.....	11	11	11	1.0	1.0	1.0
Nevada.....	28	19	28	1.7	1.2	1.8
New Hampshire.....	8	11	12	1.2	1.5	1.7
New Jersey.....	36	50	47	0.8	1.1	1.1
New Mexico.....	9	9	11	1.0	1.0	1.2
New York.....	100	71	105	1.0	0.7	1.1
North Carolina.....	48	51	57	1.0	1.0	1.1
North Dakota.....	6	4	8	1.4	1.0	1.7
Ohio.....	64	66	47	1.1	1.1	0.8
Oklahoma.....	14	23	16	0.8	1.3	0.9
Oregon.....	22	23	28	1.1	1.2	1.4
Pennsylvania.....	52	45	61	0.8	0.7	1.0
Rhode Island.....	7	9	10	1.3	1.8	1.9
South Carolina.....	16	38	19	0.7	1.6	0.8
South Dakota.....	6	5	6	1.2	1.0	1.3
Tennessee.....	22	52	36	0.7	1.5	1.1
Texas.....	120	158	114	0.8	1.1	0.8
Utah.....	23	24	29	1.3	1.3	1.7
Vermont.....	4	5	6	1.3	1.4	2.0
Virginia.....	30	51	33	0.7	1.2	0.8
Washington.....	42	39	41	1.2	1.1	1.1
West Virginia.....	8	11	8	1.2	1.5	1.1
Wisconsin.....	27	25	26	0.9	0.8	0.9
Wyoming.....	6	6	7	2.2	1.9	2.5

p Preliminary

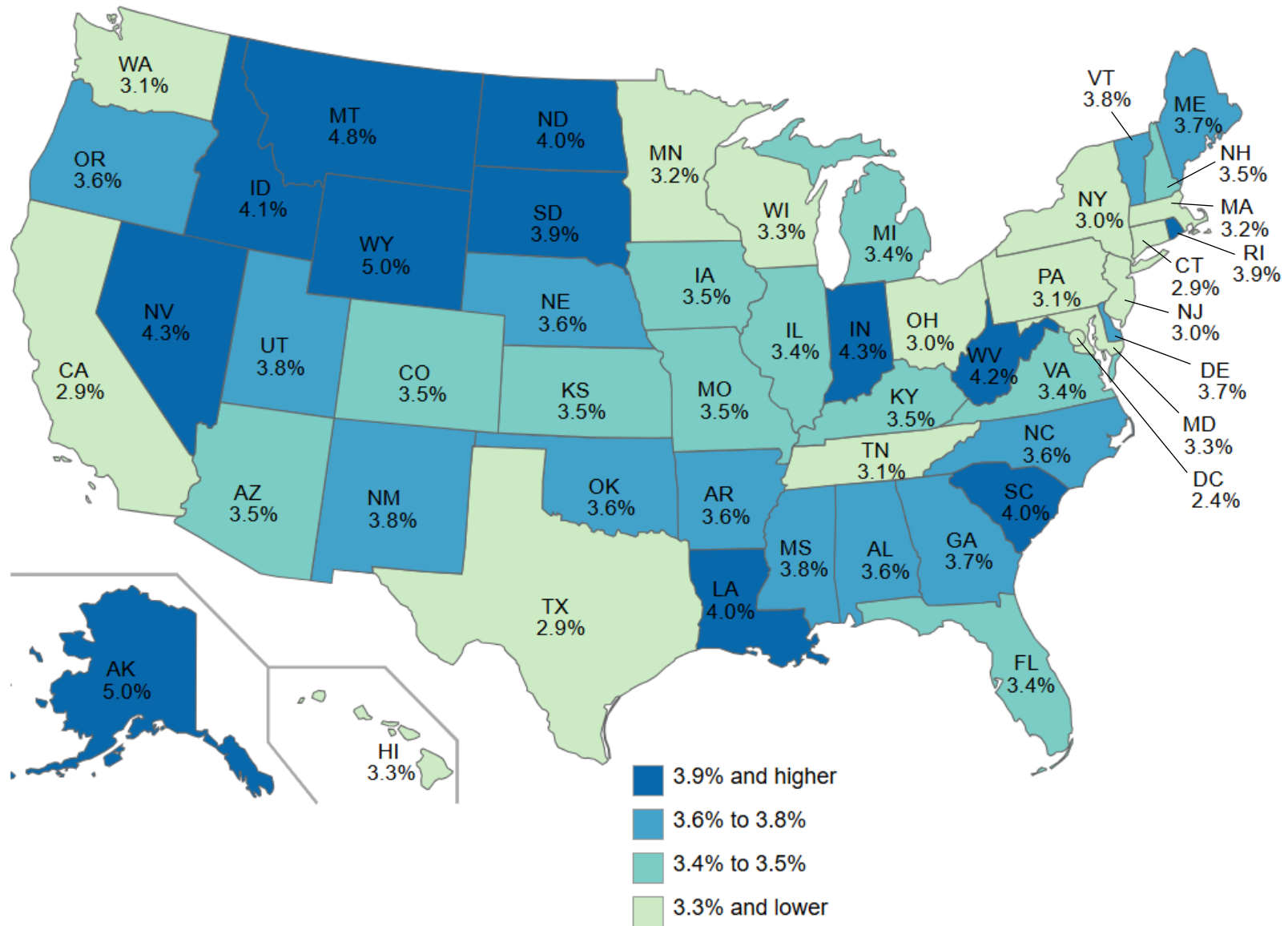
Map 1. Job openings rates by state, seasonally adjusted, November 2024

Total U.S. job openings rate = 4.8%

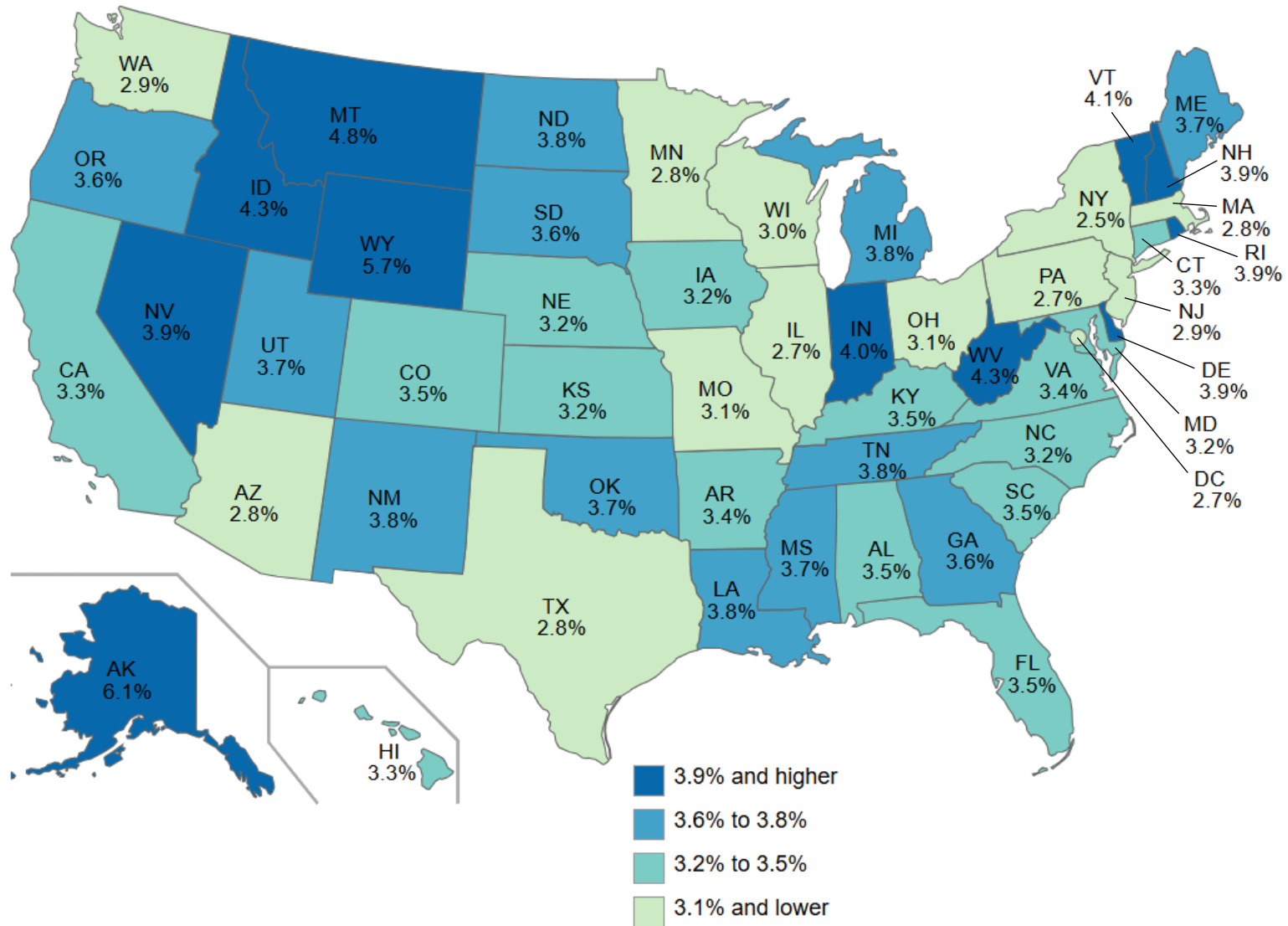


Map 2. Hires rates by state, seasonally adjusted, November 2024

Total U.S. hires rate = 3.3%

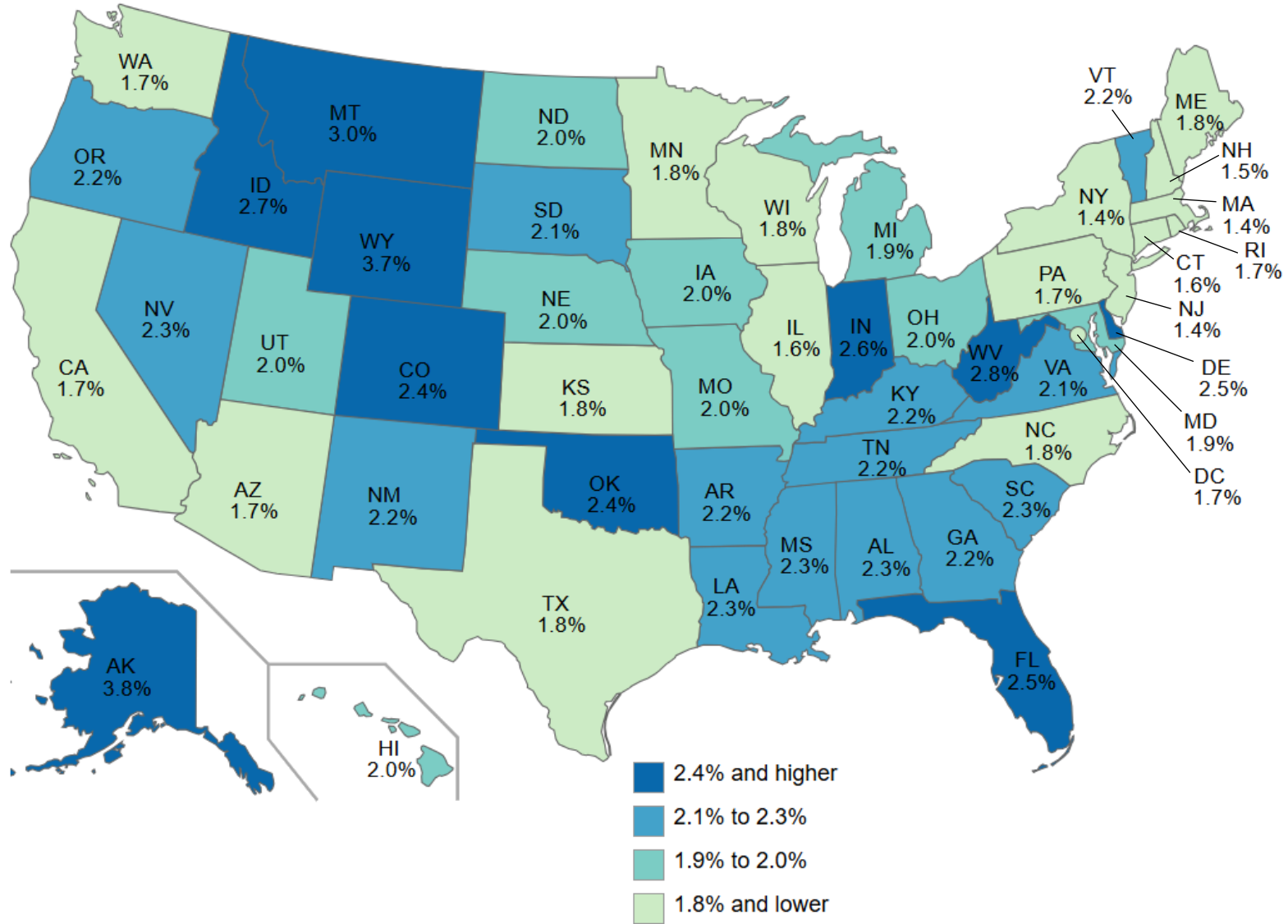


Total U.S. total separations rate = 3.2%



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

Total U.S. quits rate = 1.9%



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

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

