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STATE JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2024

Job openings rates decreased in 5 states on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 2 states. Total separations rates increased in 3 states and decreased in 2 states. Nationally, the job openings rate decreased in December, while the hires and total separations rates were unchanged.

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 December, **job openings rates** decreased in 5 states and were little changed in 45 states and the District of Columbia. The largest decreases in job openings rates occurred in Colorado (-1.2 percentage points) and Maryland (-0.8 point), as well as in Florida and Virginia (-0.7 point each). Over the month, the national job openings rate decreased (-0.4 point). (See table 1.)

The **number of job openings** decreased in 8 states and changed little in 42 states and the District of Columbia in December. The largest decreases in the job openings level occurred in California (-117,000), Florida (-73,000), and Colorado (-39,000). Nationally, the number of job openings decreased (-556,000). (See table 1.)

Hires

In December, **hires rates** increased in 2 states and were little changed in 48 states and the District of Columbia. The increases in the hires rates occurred in Utah (+0.9 percentage point) and in Pennsylvania (+0.5 point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 2 states and was little changed in 48 states and the District of Columbia in December. The increases in the hires level occurred in Pennsylvania (+32,000) and in Utah (+16,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In December, **total separations rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases occurred in Rhode Island (+2.1 percentage points), Texas (+0.8 point), and New Jersey (+0.7 point). The decreases occurred in Colorado (-0.8 point) and California (-0.7 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 4 states, decreased in 3 states, and changed little in 43 states and the District of Columbia in December. The largest increases occurred in Texas (+127,000), New Jersey (+33,000), and South Carolina (+16,000). The decreases occurred in California (-131,000), Florida (-48,000), and Colorado (-22,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In December, **quits rates** increased in 2 states, decreased in 2 states, and were little changed in 46 states and the District of Columbia. The increases occurred in Texas (+0.8 percentage point) and New York (+0.3 point). The decreases occurred in Florida (-0.9 point) and Colorado (-0.8 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** increased in 2 states, decreased in 2 states, and was little changed in 46 states and the District of Columbia in December. The increases occurred in Texas (+105,000) and New York (+28,000). The decreases occurred in Florida (-90,000) and Colorado (-25,000). Nationally, the number of quits changed little. (See table 4.)

Layoffs and Discharges

In December, **layoffs and discharges rates** increased in 2 states, decreased in 1 state, and were little changed in 47 states and the District of Columbia. The increases in layoffs and discharges rates occurred in Rhode Island (+2.1 percentage points) and New Jersey (+0.6 point). The decrease occurred in California (-0.8 point). The national layoffs and discharges rate was unchanged over the month. (See table 5.)

The **number of layoffs and discharges** increased in 3 states, decreased in 2 states, and changed little in 45 states and the District of Columbia in December. The increases in the layoffs and discharges level occurred in Florida (+37,000), New Jersey (+23,000), and Rhode Island (+11,000). The decreases occurred in California (-143,000) and Utah (-8,000). 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 January 2025 are scheduled to be released on Thursday, March 20, 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					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
TOTAL U.S.....	8,889	7,372	7,839	8,156	7,600	-556	5.3	4.4	4.7	4.9	4.5	-0.4
Alabama.....	134	115	134	132	127	-5	5.8	4.9	5.7	5.6	5.4	-0.2
Alaska.....	26	24	24	24	22	-2	7.2	6.6	6.6	6.6	6.0	-0.6
Arizona.....	167	180	172	199	173	-26	4.9	5.2	5.0	5.7	5.0	-0.7
Arkansas.....	85	97	83	87	84	-3	5.9	6.6	5.7	5.9	5.7	-0.2
California.....	876	609	626	749	632	-117	4.7	3.3	3.3	4.0	3.4	-0.6
Colorado.....	205	159	258	167	128	-39	6.5	5.0	7.9	5.3	4.1	-1.2
Connecticut.....	89	81	74	78	74	-4	5.0	4.5	4.2	4.4	4.1	-0.3
Delaware.....	29	24	29	29	27	-2	5.6	4.7	5.6	5.6	5.2	-0.4
District of Columbia.....	37	35	37	38	34	-4	4.6	4.3	4.6	4.7	4.2	-0.5
Florida.....	524	405	494	522	449	-73	5.0	3.9	4.7	5.0	4.3	-0.7
Georgia.....	287	220	298	305	301	-4	5.5	4.2	5.6	5.8	5.7	-0.1
Hawaii.....	30	27	27	28	24	-4	4.5	4.1	4.1	4.2	3.6	-0.6
Idaho.....	48	47	50	45	40	-5	5.3	5.1	5.4	4.8	4.3	-0.5
Illinois.....	370	288	278	277	281	4	5.7	4.5	4.3	4.3	4.4	0.1
Indiana.....	165	144	154	166	164	-2	4.8	4.2	4.5	4.8	4.7	-0.1
Iowa.....	83	73	76	70	70	0	4.9	4.4	4.5	4.2	4.2	0.0
Kansas.....	79	74	77	75	74	-1	5.2	4.8	5.0	4.9	4.8	-0.1
Kentucky.....	115	120	141	149	143	-6	5.4	5.5	6.4	6.8	6.5	-0.3
Louisiana.....	123	97	118	114	112	-2	5.9	4.7	5.7	5.5	5.4	-0.1
Maine.....	42	36	39	33	34	1	6.0	5.2	5.6	4.8	4.9	0.1
Maryland.....	170	139	165	165	141	-24	5.9	4.8	5.6	5.6	4.8	-0.8
Massachusetts.....	239	184	174	191	198	7	6.0	4.7	4.4	4.9	5.0	0.1
Michigan.....	269	221	227	210	198	-12	5.7	4.7	4.8	4.5	4.2	-0.3
Minnesota.....	193	184	189	168	168	0	6.0	5.7	5.9	5.2	5.2	0.0
Mississippi.....	74	54	75	71	62	-9	5.9	4.3	5.9	5.6	4.9	-0.7
Missouri.....	172	175	193	178	176	-2	5.4	5.4	5.9	5.5	5.4	-0.1
Montana.....	36	31	31	34	28	-6	6.4	5.4	5.5	6.0	5.0	-1.0
Nebraska.....	60	53	54	52	54	2	5.4	4.7	4.8	4.6	4.8	0.2
Nevada.....	88	76	75	79	71	-8	5.3	4.6	4.5	4.8	4.3	-0.5
New Hampshire.....	41	43	32	36	36	0	5.5	5.7	4.3	4.8	4.8	0.0
New Jersey.....	222	214	200	199	193	-6	4.8	4.6	4.4	4.3	4.2	-0.1
New Mexico.....	58	55	55	56	51	-5	6.2	5.8	5.8	5.9	5.4	-0.5
New York.....	478	508	422	467	486	19	4.7	4.9	4.1	4.5	4.7	0.2
North Carolina.....	270	257	275	325	290	-35	5.2	4.9	5.2	6.1	5.4	-0.7
North Dakota.....	28	25	25	25	25	0	6.0	5.3	5.3	5.3	5.2	-0.1
Ohio.....	338	272	288	301	301	0	5.7	4.6	4.8	5.0	5.0	0.0
Oklahoma.....	111	90	114	108	103	-5	5.9	4.8	6.0	5.7	5.4	-0.3
Oregon.....	103	106	100	102	94	-8	5.0	5.1	4.8	4.9	4.5	-0.4
Pennsylvania.....	354	289	225	313	280	-33	5.5	4.4	3.5	4.8	4.3	-0.5
Rhode Island.....	31	32	26	28	27	-1	5.7	5.9	4.8	5.2	5.0	-0.2
South Carolina.....	159	122	154	156	145	-11	6.4	4.8	6.0	6.1	5.7	-0.4
South Dakota.....	30	24	25	24	24	0	6.0	4.9	5.1	4.9	4.9	0.0
Tennessee.....	186	161	182	163	155	-8	5.3	4.6	5.2	4.6	4.4	-0.2
Texas.....	876	506	591	660	604	-56	5.9	3.4	4.0	4.4	4.0	-0.4
Utah.....	90	90	91	87	74	-13	4.9	4.8	4.9	4.7	4.0	-0.7
Vermont.....	16	17	15	15	16	1	4.9	5.1	4.5	4.5	4.8	0.3
Virginia.....	271	224	276	286	253	-33	6.1	5.0	6.1	6.3	5.6	-0.7
Washington.....	165	158	157	163	146	-17	4.3	4.1	4.1	4.3	3.8	-0.5
West Virginia.....	53	40	49	52	45	-7	6.9	5.3	6.4	6.7	5.9	-0.8
Wisconsin.....	176	150	151	140	146	6	5.5	4.7	4.7	4.4	4.6	0.2
Wyoming.....	18	17	17	17	15	-2	5.8	5.4	5.4	5.4	4.8	-0.6

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

State	Levels (in thousands)						Rates					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
TOTAL U.S.....	5,787	5,582	5,394	5,373	5,462	89	3.7	3.5	3.4	3.4	3.4	0.0
Alabama.....	101	80	77	80	83	3	4.6	3.6	3.5	3.6	3.7	0.1
Alaska.....	17	18	18	18	20	2	5.1	5.3	5.3	5.3	5.9	0.6
Arizona.....	128	122	108	115	121	6	4.0	3.7	3.3	3.5	3.7	0.2
Arkansas.....	69	58	54	51	54	3	5.1	4.2	3.9	3.7	3.9	0.2
California.....	539	539	488	525	515	-10	3.0	3.0	2.7	2.9	2.8	-0.1
Colorado.....	124	107	130	108	123	15	4.2	3.6	4.3	3.6	4.1	0.5
Connecticut.....	58	59	57	50	55	5	3.4	3.5	3.3	2.9	3.2	0.3
Delaware.....	23	21	18	19	19	0	4.7	4.3	3.7	3.9	3.9	0.0
District of Columbia.....	25	22	21	19	21	2	3.3	2.8	2.7	2.4	2.7	0.3
Florida.....	464	376	323	354	351	-3	4.7	3.8	3.2	3.5	3.5	0.0
Georgia.....	186	202	183	187	200	13	3.8	4.1	3.7	3.8	4.0	0.2
Hawaii.....	20	21	19	21	22	1	3.2	3.3	3.0	3.3	3.4	0.1
Idaho.....	34	40	46	36	39	3	4.0	4.6	5.2	4.1	4.4	0.3
Illinois.....	222	204	202	208	197	-11	3.6	3.3	3.3	3.4	3.2	-0.2
Indiana.....	113	119	130	143	137	-6	3.5	3.6	3.9	4.3	4.1	-0.2
Iowa.....	46	51	50	57	52	-5	2.9	3.2	3.1	3.6	3.2	-0.4
Kansas.....	48	55	48	52	52	0	3.3	3.7	3.3	3.5	3.5	0.0
Kentucky.....	106	79	73	73	75	2	5.2	3.9	3.6	3.6	3.7	0.1
Louisiana.....	92	85	90	79	84	5	4.7	4.3	4.6	4.0	4.3	0.3
Maine.....	23	24	29	25	25	0	3.5	3.7	4.4	3.8	3.8	0.0
Maryland.....	142	105	101	91	91	0	5.2	3.8	3.6	3.3	3.3	0.0
Massachusetts.....	105	113	100	118	101	-17	2.8	3.0	2.7	3.2	2.7	-0.5
Michigan.....	150	205	164	158	159	1	3.4	4.6	3.6	3.5	3.5	0.0
Minnesota.....	105	103	115	97	101	4	3.5	3.4	3.8	3.2	3.3	0.1
Mississippi.....	53	45	51	44	42	-2	4.5	3.8	4.3	3.7	3.5	-0.2
Missouri.....	89	101	92	107	102	-5	3.0	3.3	3.0	3.5	3.3	-0.2
Montana.....	26	35	24	26	28	2	5.0	6.5	4.5	4.8	5.2	0.4
Nebraska.....	37	38	36	39	38	-1	3.5	3.5	3.3	3.6	3.5	-0.1
Nevada.....	73	66	60	66	70	4	4.6	4.2	3.8	4.2	4.4	0.2
New Hampshire.....	25	28	26	25	26	1	3.5	3.9	3.6	3.5	3.6	0.1
New Jersey.....	149	128	139	133	151	18	3.4	2.9	3.2	3.0	3.4	0.4
New Mexico.....	33	35	32	34	40	6	3.7	3.9	3.6	3.8	4.5	0.7
New York.....	289	295	285	307	284	-23	3.0	3.0	2.9	3.1	2.9	-0.2
North Carolina.....	180	167	194	187	185	-2	3.6	3.3	3.9	3.7	3.7	0.0
North Dakota.....	18	16	16	18	20	2	4.1	3.6	3.6	4.0	4.4	0.4
Ohio.....	185	186	182	181	201	20	3.3	3.3	3.2	3.2	3.5	0.3
Oklahoma.....	83	72	85	66	72	6	4.7	4.0	4.7	3.7	4.0	0.3
Oregon.....	69	74	68	73	76	3	3.5	3.7	3.4	3.7	3.8	0.1
Pennsylvania.....	170	186	189	187	219	32	2.8	3.0	3.0	3.0	3.5	0.5
Rhode Island.....	20	22	21	20	20	0	3.9	4.3	4.1	3.9	3.9	0.0
South Carolina.....	108	111	102	97	101	4	4.6	4.6	4.3	4.0	4.2	0.2
South Dakota.....	18	18	17	19	19	0	3.8	3.8	3.6	4.1	4.1	0.0
Tennessee.....	137	138	132	115	115	0	4.2	4.1	3.9	3.4	3.4	0.0
Texas.....	591	515	544	455	438	-17	4.2	3.6	3.8	3.2	3.1	-0.1
Utah.....	66	66	63	68	84	16	3.8	3.7	3.6	3.8	4.7	0.9
Vermont.....	12	13	12	12	13	1	3.9	4.1	3.8	3.8	4.1	0.3
Virginia.....	165	165	137	144	152	8	3.9	3.9	3.2	3.4	3.6	0.2
Washington.....	109	114	104	116	118	2	3.0	3.1	2.9	3.2	3.2	0.0
West Virginia.....	34	30	30	30	29	-1	4.7	4.2	4.2	4.2	4.0	-0.2
Wisconsin.....	96	97	95	104	105	1	3.2	3.2	3.1	3.4	3.5	0.1
Wyoming.....	13	14	12	15	15	0	4.4	4.7	4.0	5.0	5.0	0.0

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

State	Levels (in thousands)						Rates					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
TOTAL U.S.....	5,419	5,196	5,306	5,231	5,269	38	3.4	3.3	3.3	3.3	3.3	0.0
Alabama.....	78	72	80	76	78	2	3.6	3.3	3.6	3.4	3.5	0.1
Alaska.....	20	17	20	21	19	-2	6.0	5.0	5.9	6.2	5.6	-0.6
Arizona.....	125	111	134	96	101	5	3.9	3.4	4.1	2.9	3.1	0.2
Arkansas.....	53	49	52	47	52	5	3.9	3.6	3.8	3.4	3.8	0.4
California.....	549	468	538	660	529	-131	3.1	2.6	3.0	3.6	2.9	-0.7
Colorado.....	102	82	142	110	88	-22	3.4	2.7	4.7	3.7	2.9	-0.8
Connecticut.....	60	54	60	51	52	1	3.5	3.2	3.5	3.0	3.0	0.0
Delaware.....	19	19	18	19	21	2	3.9	3.9	3.7	3.9	4.3	0.4
District of Columbia.....	23	21	21	20	22	2	3.0	2.7	2.7	2.6	2.8	0.2
Florida.....	371	378	338	339	291	-48	3.8	3.8	3.4	3.4	2.9	-0.5
Georgia.....	194	172	180	183	173	-10	3.9	3.5	3.6	3.7	3.5	-0.2
Hawaii.....	21	23	20	21	21	0	3.3	3.6	3.1	3.3	3.3	0.0
Idaho.....	35	40	39	39	37	-2	4.1	4.6	4.4	4.4	4.2	-0.2
Illinois.....	222	174	174	173	175	2	3.6	2.8	2.8	2.8	2.8	0.0
Indiana.....	115	126	144	132	119	-13	3.5	3.8	4.4	4.0	3.6	-0.4
Iowa.....	52	50	51	53	58	5	3.3	3.1	3.2	3.3	3.6	0.3
Kansas.....	48	47	46	49	52	3	3.3	3.2	3.1	3.3	3.5	0.2
Kentucky.....	68	71	79	73	78	5	3.4	3.5	3.9	3.6	3.8	0.2
Louisiana.....	79	83	87	75	82	7	4.0	4.2	4.4	3.8	4.2	0.4
Maine.....	24	24	27	23	23	0	3.7	3.7	4.1	3.5	3.5	0.0
Maryland.....	89	102	94	92	98	6	3.3	3.7	3.4	3.3	3.5	0.2
Massachusetts.....	91	86	94	101	94	-7	2.4	2.3	2.5	2.7	2.5	-0.2
Michigan.....	143	161	158	187	175	-12	3.2	3.6	3.5	4.2	3.9	-0.3
Minnesota.....	92	101	108	88	96	8	3.1	3.3	3.6	2.9	3.2	0.3
Mississippi.....	50	45	48	45	46	1	4.2	3.8	4.0	3.8	3.8	0.0
Missouri.....	103	98	96	98	97	-1	3.4	3.2	3.1	3.2	3.1	-0.1
Montana.....	27	24	26	27	27	0	5.1	4.5	4.9	5.0	5.0	0.0
Nebraska.....	37	34	35	36	36	0	3.5	3.2	3.2	3.3	3.3	0.0
Nevada.....	70	56	62	63	60	-3	4.5	3.5	3.9	4.0	3.8	-0.2
New Hampshire.....	23	25	24	28	23	-5	3.3	3.5	3.4	3.9	3.2	-0.7
New Jersey.....	127	128	131	130	163	33	2.9	2.9	3.0	3.0	3.7	0.7
New Mexico.....	31	33	31	35	33	-2	3.5	3.7	3.5	3.9	3.7	-0.2
New York.....	293	323	244	240	275	35	3.0	3.3	2.5	2.4	2.8	0.4
North Carolina.....	187	156	155	169	179	10	3.8	3.1	3.1	3.4	3.5	0.1
North Dakota.....	17	17	17	18	18	0	3.9	3.8	3.8	4.0	4.0	0.0
Ohio.....	192	194	202	189	200	11	3.4	3.4	3.6	3.3	3.5	0.2
Oklahoma.....	63	65	79	68	70	2	3.6	3.6	4.4	3.8	3.9	0.1
Oregon.....	69	71	78	73	73	0	3.5	3.6	3.9	3.7	3.7	0.0
Pennsylvania.....	183	197	155	153	155	2	3.0	3.2	2.5	2.5	2.5	0.0
Rhode Island.....	18	21	22	19	30	11	3.5	4.1	4.3	3.7	5.8	2.1
South Carolina.....	93	98	101	90	106	16	4.0	4.1	4.2	3.8	4.4	0.6
South Dakota.....	17	16	16	18	19	1	3.6	3.4	3.4	3.8	4.1	0.3
Tennessee.....	123	128	149	127	128	1	3.7	3.8	4.5	3.8	3.8	0.0
Texas.....	544	479	450	409	536	127	3.9	3.4	3.2	2.9	3.7	0.8
Utah.....	72	63	69	68	64	-4	4.1	3.6	3.9	3.8	3.6	-0.2
Vermont.....	11	12	12	12	10	-2	3.6	3.8	3.8	3.8	3.2	-0.6
Virginia.....	148	150	147	142	139	-3	3.5	3.5	3.5	3.3	3.3	0.0
Washington.....	108	101	108	108	112	4	3.0	2.8	3.0	2.9	3.0	0.1
West Virginia.....	31	27	30	32	29	-3	4.3	3.8	4.2	4.4	4.0	-0.4
Wisconsin.....	94	88	96	93	91	-2	3.1	2.9	3.2	3.1	3.0	-0.1
Wyoming.....	14	13	17	17	14	-3	4.8	4.4	5.7	5.7	4.7	-1.0

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

State	Levels (in thousands)						Rates					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
TOTAL U.S.....	3,439	3,098	3,283	3,130	3,197	67	2.2	1.9	2.1	2.0	2.0	0.0
Alabama.....	56	48	52	52	54	2	2.6	2.2	2.3	2.3	2.4	0.1
Alaska.....	12	10	13	13	11	-2	3.6	2.9	3.8	3.8	3.2	-0.6
Arizona.....	72	65	88	59	61	2	2.2	2.0	2.7	1.8	1.9	0.1
Arkansas.....	36	31	33	31	33	2	2.7	2.3	2.4	2.2	2.4	0.2
California.....	315	274	328	337	349	12	1.8	1.5	1.8	1.9	1.9	0.0
Colorado.....	66	45	77	75	50	-25	2.2	1.5	2.6	2.5	1.7	-0.8
Connecticut.....	36	32	31	25	27	2	2.1	1.9	1.8	1.5	1.6	0.1
Delaware.....	13	12	11	12	13	1	2.7	2.5	2.3	2.5	2.7	0.2
District of Columbia.....	15	13	13	14	14	0	2.0	1.7	1.7	1.8	1.8	0.0
Florida.....	242	250	224	243	153	-90	2.5	2.5	2.3	2.4	1.5	-0.9
Georgia.....	143	98	118	115	106	-9	2.9	2.0	2.4	2.3	2.1	-0.2
Hawaii.....	13	13	12	13	13	0	2.1	2.0	1.9	2.0	2.0	0.0
Idaho.....	21	21	24	24	23	-1	2.5	2.4	2.7	2.7	2.6	-0.1
Illinois.....	138	92	112	100	93	-7	2.3	1.5	1.8	1.6	1.5	-0.1
Indiana.....	68	87	104	84	72	-12	2.1	2.6	3.1	2.5	2.2	-0.3
Iowa.....	34	31	34	33	36	3	2.1	1.9	2.1	2.1	2.2	0.1
Kansas.....	30	29	29	27	30	3	2.1	2.0	2.0	1.8	2.0	0.2
Kentucky.....	46	43	50	46	46	0	2.3	2.1	2.4	2.2	2.2	0.0
Louisiana.....	51	50	53	47	51	4	2.6	2.6	2.7	2.4	2.6	0.2
Maine.....	16	14	13	12	13	1	2.4	2.1	2.0	1.8	2.0	0.2
Maryland.....	60	66	55	56	59	3	2.2	2.4	2.0	2.0	2.1	0.1
Massachusetts.....	56	51	49	51	48	-3	1.5	1.4	1.3	1.4	1.3	-0.1
Michigan.....	81	95	96	92	94	2	1.8	2.1	2.1	2.0	2.1	0.1
Minnesota.....	63	63	63	58	62	4	2.1	2.1	2.1	1.9	2.0	0.1
Mississippi.....	33	30	30	29	29	0	2.8	2.5	2.5	2.4	2.4	0.0
Missouri.....	68	58	65	63	63	0	2.3	1.9	2.1	2.0	2.0	0.0
Montana.....	17	13	16	16	15	-1	3.2	2.4	3.0	3.0	2.8	-0.2
Nebraska.....	22	20	23	22	21	-1	2.1	1.9	2.1	2.0	1.9	-0.1
Nevada.....	39	31	39	36	36	0	2.5	2.0	2.5	2.3	2.3	0.0
New Hampshire.....	15	12	12	11	12	1	2.1	1.7	1.7	1.5	1.7	0.2
New Jersey.....	77	59	62	62	75	13	1.8	1.3	1.4	1.4	1.7	0.3
New Mexico.....	19	18	19	21	19	-2	2.2	2.0	2.1	2.4	2.1	-0.3
New York.....	164	180	164	130	158	28	1.7	1.8	1.7	1.3	1.6	0.3
North Carolina.....	107	90	91	96	114	18	2.2	1.8	1.8	1.9	2.3	0.4
North Dakota.....	11	10	12	10	10	0	2.5	2.2	2.7	2.2	2.2	0.0
Ohio.....	113	109	135	123	118	-5	2.0	1.9	2.4	2.2	2.1	-0.1
Oklahoma.....	41	41	53	44	46	2	2.3	2.3	3.0	2.4	2.6	0.2
Oregon.....	44	39	49	45	45	0	2.2	2.0	2.5	2.3	2.3	0.0
Pennsylvania.....	128	128	91	91	94	3	2.1	2.1	1.5	1.5	1.5	0.0
Rhode Island.....	11	13	10	9	10	1	2.2	2.5	1.9	1.7	1.9	0.2
South Carolina.....	64	57	62	61	73	12	2.7	2.4	2.6	2.5	3.0	0.5
South Dakota.....	11	11	11	11	12	1	2.3	2.4	2.3	2.4	2.6	0.2
Tennessee.....	84	80	94	80	76	-4	2.5	2.4	2.8	2.4	2.3	-0.1
Texas.....	383	294	265	263	368	105	2.7	2.1	1.9	1.8	2.6	0.8
Utah.....	45	35	41	37	40	3	2.6	2.0	2.3	2.1	2.2	0.1
Vermont.....	7	7	6	6	6	0	2.3	2.2	1.9	1.9	1.9	0.0
Virginia.....	97	92	90	90	91	1	2.3	2.2	2.1	2.1	2.1	0.0
Washington.....	65	57	66	66	72	6	1.8	1.6	1.8	1.8	2.0	0.2
West Virginia.....	21	18	19	20	18	-2	2.9	2.5	2.6	2.8	2.5	-0.3
Wisconsin.....	59	53	65	56	56	0	2.0	1.7	2.1	1.8	1.8	0.0
Wyoming.....	9	7	11	11	9	-2	3.1	2.4	3.7	3.7	3.0	-0.7

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

State	Levels (in thousands)						Rates					
	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p	Dec. 2023	Sept. 2024	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Change from: Nov. 2024 - Dec. 2024 ^p
TOTAL U.S.....	1,607	1,802	1,748	1,800	1,771	-29	1.0	1.1	1.1	1.1	1.1	0.0
Alabama.....	18	21	24	19	21	2	0.8	0.9	1.1	0.9	0.9	0.0
Alaska.....	6	6	6	7	6	-1	1.8	1.8	1.8	2.1	1.8	-0.3
Arizona.....	35	38	38	31	32	1	1.1	1.2	1.2	0.9	1.0	0.1
Arkansas.....	14	16	17	13	16	3	1.0	1.2	1.2	0.9	1.2	0.3
California.....	199	160	195	301	158	-143	1.1	0.9	1.1	1.7	0.9	-0.8
Colorado.....	30	31	57	30	30	0	1.0	1.0	1.9	1.0	1.0	0.0
Connecticut.....	19	18	27	21	20	-1	1.1	1.1	1.6	1.2	1.2	0.0
Delaware.....	5	6	5	5	7	2	1.0	1.2	1.0	1.0	1.4	0.4
District of Columbia.....	6	6	7	5	7	2	0.8	0.8	0.9	0.6	0.9	0.3
Florida.....	105	107	103	85	122	37	1.1	1.1	1.0	0.9	1.2	0.3
Georgia.....	40	67	55	54	59	5	0.8	1.3	1.1	1.1	1.2	0.1
Hawaii.....	7	9	6	8	6	-2	1.1	1.4	0.9	1.2	0.9	-0.3
Idaho.....	11	16	12	12	12	0	1.3	1.8	1.4	1.4	1.4	0.0
Illinois.....	73	69	58	63	75	12	1.2	1.1	0.9	1.0	1.2	0.2
Indiana.....	41	35	36	40	40	0	1.3	1.1	1.1	1.2	1.2	0.0
Iowa.....	16	16	14	17	19	2	1.0	1.0	0.9	1.1	1.2	0.1
Kansas.....	14	15	14	19	19	0	1.0	1.0	1.0	1.3	1.3	0.0
Kentucky.....	18	23	24	21	27	6	0.9	1.1	1.2	1.0	1.3	0.3
Louisiana.....	23	29	30	24	27	3	1.2	1.5	1.5	1.2	1.4	0.2
Maine.....	6	8	11	9	9	0	0.9	1.2	1.7	1.4	1.4	0.0
Maryland.....	22	30	31	28	35	7	0.8	1.1	1.1	1.0	1.3	0.3
Massachusetts.....	27	28	36	36	40	4	0.7	0.7	1.0	1.0	1.1	0.1
Michigan.....	44	58	55	87	73	-14	1.0	1.3	1.2	1.9	1.6	-0.3
Minnesota.....	24	29	37	25	28	3	0.8	1.0	1.2	0.8	0.9	0.1
Mississippi.....	14	12	15	12	14	2	1.2	1.0	1.3	1.0	1.2	0.2
Missouri.....	29	36	25	29	27	-2	1.0	1.2	0.8	0.9	0.9	0.0
Montana.....	9	9	8	9	9	0	1.7	1.7	1.5	1.7	1.7	0.0
Nebraska.....	12	12	10	12	13	1	1.1	1.1	0.9	1.1	1.2	0.1
Nevada.....	27	22	19	23	20	-3	1.7	1.4	1.2	1.5	1.3	-0.2
New Hampshire.....	6	10	10	10	9	-1	0.9	1.4	1.4	1.4	1.3	-0.1
New Jersey.....	38	63	56	54	77	23	0.9	1.4	1.3	1.2	1.8	0.6
New Mexico.....	10	12	9	12	11	-1	1.1	1.4	1.0	1.3	1.2	-0.1
New York.....	96	128	64	100	102	2	1.0	1.3	0.6	1.0	1.0	0.0
North Carolina.....	68	59	59	63	56	-7	1.4	1.2	1.2	1.2	1.1	-0.1
North Dakota.....	5	6	4	7	7	0	1.1	1.3	0.9	1.6	1.5	-0.1
Ohio.....	66	76	56	55	71	16	1.2	1.3	1.0	1.0	1.2	0.2
Oklahoma.....	17	20	23	20	21	1	1.0	1.1	1.3	1.1	1.2	0.1
Oregon.....	19	27	23	24	21	-3	1.0	1.4	1.2	1.2	1.1	-0.1
Pennsylvania.....	44	59	56	55	52	-3	0.7	1.0	0.9	0.9	0.8	-0.1
Rhode Island.....	6	7	9	8	19	11	1.2	1.4	1.8	1.6	3.7	2.1
South Carolina.....	25	37	35	25	29	4	1.1	1.5	1.5	1.0	1.2	0.2
South Dakota.....	5	5	4	6	7	1	1.1	1.1	0.9	1.3	1.5	0.2
Tennessee.....	32	43	48	38	46	8	1.0	1.3	1.4	1.1	1.4	0.3
Texas.....	130	159	167	125	138	13	0.9	1.1	1.2	0.9	1.0	0.1
Utah.....	21	24	23	27	19	-8	1.2	1.4	1.3	1.5	1.1	-0.4
Vermont.....	3	4	5	5	4	-1	1.0	1.3	1.6	1.6	1.3	-0.3
Virginia.....	43	50	48	40	38	-2	1.0	1.2	1.1	0.9	0.9	0.0
Washington.....	37	38	34	36	33	-3	1.0	1.0	0.9	1.0	0.9	-0.1
West Virginia.....	8	8	10	8	9	1	1.1	1.1	1.4	1.1	1.2	0.1
Wisconsin.....	29	31	26	31	29	-2	1.0	1.0	0.9	1.0	1.0	0.0
Wyoming.....	4	5	4	5	4	-1	1.4	1.7	1.3	1.7	1.3	-0.4

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

State	Levels (in thousands)			Rates		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
TOTAL U.S.....	8,344	7,713	7,134	5.0	4.6	4.3
Alabama.....	134	128	127	5.8	5.4	5.4
Alaska.....	23	20	20	6.8	5.7	5.7
Arizona.....	159	192	163	4.6	5.4	4.7
Arkansas.....	81	80	82	5.6	5.5	5.6
California.....	824	709	577	4.4	3.7	3.1
Colorado.....	210	159	123	6.6	5.0	3.9
Connecticut.....	82	74	68	4.6	4.1	3.8
Delaware.....	26	25	24	5.1	4.9	4.7
District of Columbia.....	33	36	29	4.1	4.3	3.6
Florida.....	503	510	419	4.8	4.8	4.0
Georgia.....	283	298	294	5.4	5.6	5.5
Hawaii.....	35	31	29	5.1	4.6	4.3
Idaho.....	47	42	37	5.3	4.5	4.0
Illinois.....	343	248	262	5.3	3.8	4.1
Indiana.....	138	164	146	4.0	4.7	4.2
Iowa.....	76	67	65	4.5	4.0	3.9
Kansas.....	69	72	66	4.5	4.6	4.3
Kentucky.....	112	148	139	5.2	6.7	6.3
Louisiana.....	117	105	105	5.6	5.0	5.0
Maine.....	40	30	33	5.8	4.3	4.8
Maryland.....	167	152	134	5.7	5.1	4.6
Massachusetts.....	218	177	184	5.5	4.5	4.7
Michigan.....	256	207	181	5.4	4.4	3.9
Minnesota.....	179	154	162	5.6	4.8	5.1
Mississippi.....	71	63	59	5.6	4.9	4.7
Missouri.....	156	174	165	4.9	5.3	5.1
Montana.....	39	32	31	7.0	5.7	5.4
Nebraska.....	53	49	50	4.8	4.3	4.4
Nevada.....	86	78	68	5.1	4.7	4.1
New Hampshire.....	42	35	38	5.6	4.6	5.0
New Jersey.....	214	184	183	4.6	4.0	4.0
New Mexico.....	57	55	50	6.0	5.8	5.2
New York.....	440	423	457	4.3	4.1	4.4
North Carolina.....	267	299	276	5.1	5.6	5.2
North Dakota.....	26	22	24	5.5	4.7	5.0
Ohio.....	285	292	267	4.8	4.9	4.5
Oklahoma.....	108	97	99	5.7	5.1	5.2
Oregon.....	104	95	93	5.0	4.5	4.5
Pennsylvania.....	354	313	280	5.4	4.8	4.3
Rhode Island.....	28	25	25	5.2	4.6	4.6
South Carolina.....	146	140	134	5.9	5.5	5.3
South Dakota.....	26	21	22	5.3	4.3	4.4
Tennessee.....	165	150	136	4.7	4.3	3.9
Texas.....	780	619	555	5.2	4.1	3.7
Utah.....	90	82	74	4.9	4.4	4.0
Vermont.....	18	14	18	5.4	4.3	5.3
Virginia.....	272	269	250	6.1	5.9	5.5
Washington.....	146	156	127	3.9	4.1	3.3
West Virginia.....	49	45	41	6.3	5.9	5.3
Wisconsin.....	148	136	127	4.7	4.2	4.0
Wyoming.....	20	16	16	6.5	5.1	5.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
TOTAL U.S.....	4,301	4,880	4,111	2.7	3.0	2.6
Alabama.....	75	71	67	3.4	3.2	3.0
Alaska.....	11	11	12	3.3	3.3	3.8
Arizona.....	86	101	82	2.6	3.0	2.5
Arkansas.....	49	42	42	3.6	3.0	3.0
California.....	406	524	390	2.2	2.9	2.1
Colorado.....	101	98	107	3.4	3.2	3.5
Connecticut.....	41	45	39	2.4	2.6	2.3
Delaware.....	16	15	14	3.3	3.1	2.9
District of Columbia.....	18	15	16	2.3	2.0	2.0
Florida.....	368	344	293	3.7	3.4	2.9
Georgia.....	142	165	159	2.9	3.3	3.2
Hawaii.....	17	20	20	2.7	3.1	3.0
Idaho.....	24	30	27	2.9	3.4	3.1
Illinois.....	186	201	161	3.0	3.2	2.6
Indiana.....	78	145	104	2.4	4.3	3.1
Iowa.....	34	52	38	2.1	3.2	2.4
Kansas.....	37	48	40	2.5	3.3	2.7
Kentucky.....	82	71	60	4.0	3.4	2.9
Louisiana.....	65	62	63	3.3	3.1	3.2
Maine.....	16	19	16	2.5	2.9	2.5
Maryland.....	110	83	70	4.0	3.0	2.5
Massachusetts.....	70	97	65	1.9	2.6	1.7
Michigan.....	120	148	124	2.7	3.3	2.7
Minnesota.....	81	87	78	2.7	2.8	2.6
Mississippi.....	41	39	33	3.4	3.2	2.7
Missouri.....	65	99	73	2.1	3.2	2.4
Montana.....	22	21	24	4.2	3.9	4.4
Nebraska.....	30	36	31	2.8	3.3	2.9
Nevada.....	50	60	52	3.2	3.8	3.3
New Hampshire.....	19	21	19	2.7	2.9	2.7
New Jersey.....	97	111	102	2.2	2.5	2.3
New Mexico.....	21	29	27	2.4	3.2	3.0
New York.....	205	278	204	2.1	2.8	2.0
North Carolina.....	117	152	128	2.3	3.0	2.5
North Dakota.....	13	16	15	2.9	3.6	3.2
Ohio.....	128	161	143	2.3	2.8	2.5
Oklahoma.....	64	57	57	3.6	3.2	3.1
Oregon.....	49	61	55	2.5	3.1	2.8
Pennsylvania.....	121	176	165	2.0	2.8	2.6
Rhode Island.....	13	16	13	2.6	3.1	2.6
South Carolina.....	75	85	74	3.2	3.5	3.1
South Dakota.....	13	16	14	2.8	3.4	3.0
Tennessee.....	94	101	75	2.8	3.0	2.2
Texas.....	466	427	326	3.3	3.0	2.3
Utah.....	49	59	64	2.8	3.3	3.6
Vermont.....	10	10	11	3.3	3.1	3.6
Virginia.....	125	127	118	3.0	3.0	2.7
Washington.....	72	99	85	2.0	2.7	2.3
West Virginia.....	25	26	23	3.5	3.5	3.1
Wisconsin.....	70	93	79	2.3	3.0	2.6
Wyoming.....	11	12	13	3.8	4.0	4.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
TOTAL U.S.....	5,165	4,625	5,023	3.3	2.9	3.1
Alabama.....	67	65	69	3.1	2.9	3.1
Alaska.....	17	28	16	5.2	8.5	4.9
Arizona.....	109	77	84	3.3	2.3	2.5
Arkansas.....	46	41	45	3.4	2.9	3.2
California.....	590	605	557	3.3	3.3	3.0
Colorado.....	94	95	79	3.2	3.1	2.6
Connecticut.....	58	48	48	3.4	2.7	2.8
Delaware.....	17	17	19	3.5	3.4	3.9
District of Columbia.....	21	16	21	2.7	2.1	2.7
Florida.....	348	285	278	3.5	2.8	2.7
Georgia.....	171	150	153	3.4	3.0	3.0
Hawaii.....	17	16	17	2.6	2.5	2.6
Idaho.....	32	37	32	3.8	4.1	3.6
Illinois.....	232	156	182	3.8	2.5	2.9
Indiana.....	109	121	111	3.3	3.6	3.3
Iowa.....	49	48	56	3.1	2.9	3.5
Kansas.....	41	43	46	2.8	2.9	3.1
Kentucky.....	61	65	71	3.0	3.1	3.4
Louisiana.....	71	61	72	3.6	3.1	3.6
Maine.....	23	29	22	3.6	4.5	3.4
Maryland.....	78	71	95	2.8	2.5	3.4
Massachusetts.....	89	93	93	2.4	2.5	2.5
Michigan.....	136	192	171	3.0	4.2	3.8
Minnesota.....	95	87	97	3.2	2.9	3.2
Mississippi.....	45	34	41	3.8	2.8	3.4
Missouri.....	100	78	94	3.3	2.5	3.0
Montana.....	25	30	24	4.8	5.5	4.6
Nebraska.....	35	32	33	3.3	2.9	3.1
Nevada.....	70	63	61	4.5	4.0	3.8
New Hampshire.....	21	27	20	3.0	3.7	2.8
New Jersey.....	118	113	175	2.7	2.6	4.0
New Mexico.....	29	31	31	3.2	3.4	3.4
New York.....	293	217	271	3.0	2.2	2.7
North Carolina.....	160	141	157	3.2	2.8	3.1
North Dakota.....	17	19	18	3.9	4.1	4.0
Ohio.....	187	162	191	3.3	2.8	3.3
Oklahoma.....	55	55	60	3.1	3.1	3.3
Oregon.....	67	68	67	3.4	3.4	3.3
Pennsylvania.....	179	144	140	2.9	2.3	2.2
Rhode Island.....	18	20	29	3.5	3.8	5.7
South Carolina.....	81	69	95	3.4	2.9	3.9
South Dakota.....	16	17	19	3.4	3.6	4.1
Tennessee.....	106	94	111	3.2	2.8	3.3
Texas.....	517	343	528	3.6	2.4	3.7
Utah.....	70	63	62	4.0	3.5	3.5
Vermont.....	10	14	9	3.2	4.3	3.0
Virginia.....	144	115	131	3.4	2.7	3.1
Washington.....	99	100	101	2.7	2.7	2.7
West Virginia.....	29	30	27	4.0	4.1	3.7
Wisconsin.....	87	80	82	2.9	2.6	2.7
Wyoming.....	12	22	12	4.2	7.5	4.1

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
TOTAL U.S.....	2,933	2,612	2,694	1.9	1.6	1.7
Alabama.....	45	44	43	2.0	2.0	1.9
Alaska.....	9	15	8	3.0	4.6	2.4
Arizona.....	61	45	48	1.9	1.4	1.4
Arkansas.....	29	26	26	2.1	1.8	1.9
California.....	291	313	334	1.6	1.7	1.8
Colorado.....	60	59	43	2.0	1.9	1.4
Connecticut.....	29	21	21	1.7	1.2	1.2
Delaware.....	11	11	11	2.2	2.3	2.3
District of Columbia.....	12	11	12	1.6	1.4	1.5
Florida.....	230	208	145	2.3	2.1	1.4
Georgia.....	123	91	89	2.5	1.8	1.8
Hawaii.....	10	9	10	1.5	1.4	1.5
Idaho.....	18	20	17	2.1	2.3	1.9
Illinois.....	126	81	77	2.0	1.3	1.2
Indiana.....	56	74	56	1.7	2.2	1.7
Iowa.....	27	28	29	1.7	1.7	1.8
Kansas.....	23	22	23	1.6	1.5	1.5
Kentucky.....	38	38	37	1.9	1.8	1.8
Louisiana.....	43	39	41	2.2	1.9	2.1
Maine.....	12	12	10	1.9	1.9	1.5
Maryland.....	47	44	45	1.7	1.6	1.6
Massachusetts.....	47	45	39	1.3	1.2	1.0
Michigan.....	67	79	77	1.5	1.7	1.7
Minnesota.....	57	52	55	1.9	1.7	1.8
Mississippi.....	28	22	24	2.4	1.8	2.0
Missouri.....	60	48	54	2.0	1.6	1.8
Montana.....	14	16	12	2.7	2.9	2.2
Nebraska.....	18	18	16	1.7	1.7	1.5
Nevada.....	37	32	33	2.3	2.0	2.1
New Hampshire.....	10	9	8	1.5	1.3	1.2
New Jersey.....	54	50	56	1.2	1.1	1.3
New Mexico.....	16	17	16	1.8	1.9	1.8
New York.....	148	107	145	1.5	1.1	1.5
North Carolina.....	77	72	88	1.5	1.4	1.7
North Dakota.....	9	9	8	1.9	2.0	1.7
Ohio.....	89	99	91	1.6	1.7	1.6
Oklahoma.....	34	36	37	1.9	2.0	2.0
Oregon.....	39	38	38	1.9	1.9	1.9
Pennsylvania.....	109	76	74	1.8	1.2	1.2
Rhode Island.....	9	8	8	1.8	1.5	1.6
South Carolina.....	51	47	62	2.2	1.9	2.6
South Dakota.....	8	9	9	1.8	2.0	2.0
Tennessee.....	68	59	58	2.1	1.7	1.7
Texas.....	329	213	323	2.3	1.5	2.2
Utah.....	41	30	36	2.4	1.7	2.0
Vermont.....	5	6	4	1.6	2.0	1.3
Virginia.....	83	70	75	2.0	1.6	1.8
Washington.....	52	54	57	1.4	1.5	1.6
West Virginia.....	18	19	15	2.5	2.6	2.1
Wisconsin.....	50	47	44	1.6	1.5	1.5
Wyoming.....	7	13	7	2.4	4.5	2.3

p Preliminary

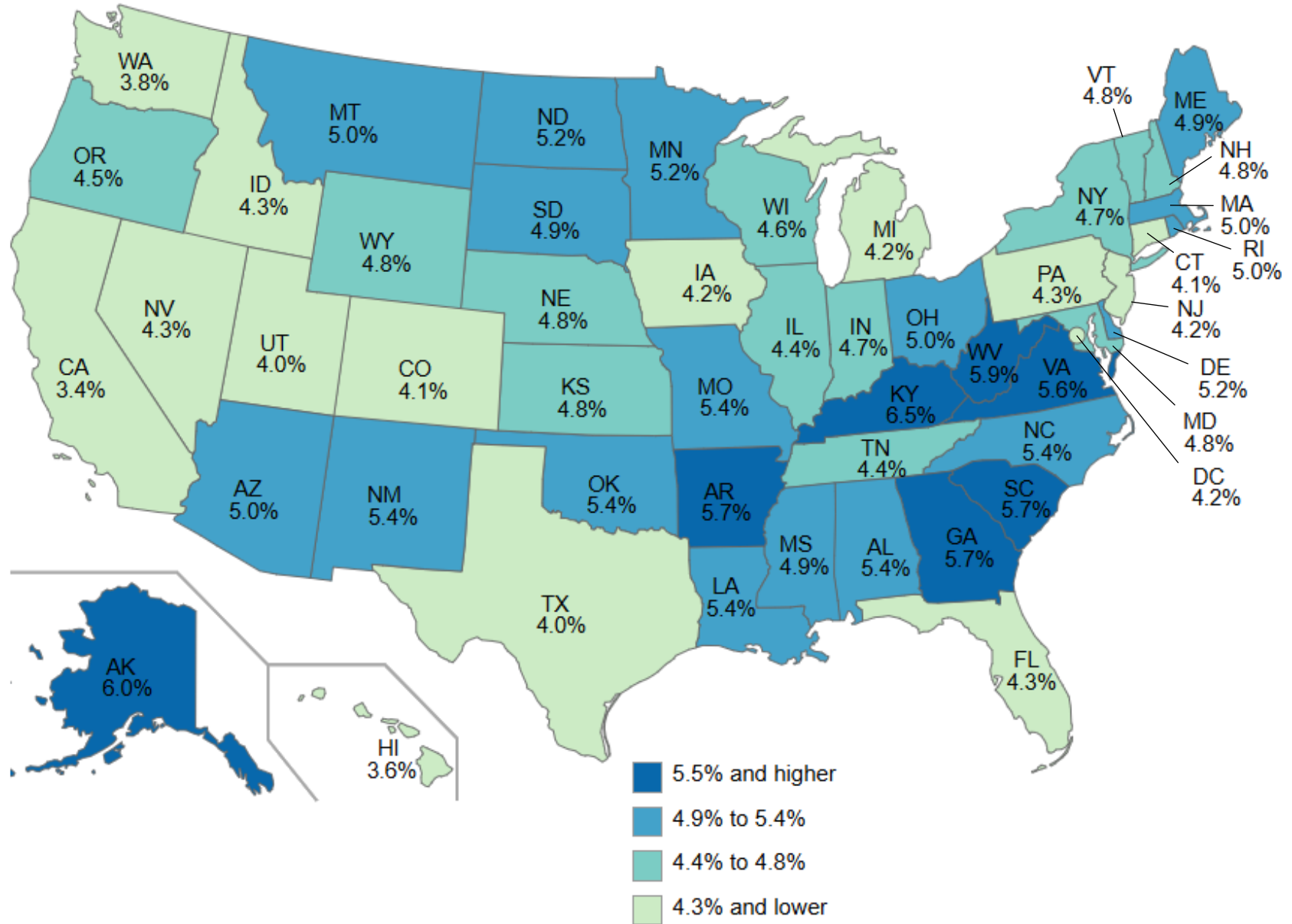
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Dec. 2023	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Nov. 2024	Dec. 2024 ^p
TOTAL U.S.....	1,829	1,749	2,003	1.2	1.1	1.2
Alabama.....	19	16	23	0.9	0.7	1.0
Alaska.....	6	12	6	1.8	3.5	1.8
Arizona.....	33	27	29	1.0	0.8	0.9
Arkansas.....	15	12	17	1.1	0.9	1.2
California.....	248	274	189	1.4	1.5	1.0
Colorado.....	29	31	29	1.0	1.0	0.9
Connecticut.....	23	22	23	1.4	1.3	1.3
Delaware.....	6	4	7	1.1	0.8	1.5
District of Columbia.....	7	4	8	0.9	0.5	1.0
Florida.....	94	67	116	0.9	0.7	1.1
Georgia.....	40	47	57	0.8	0.9	1.1
Hawaii.....	6	7	5	0.9	1.1	0.8
Idaho.....	12	14	12	1.4	1.6	1.4
Illinois.....	93	68	99	1.5	1.1	1.6
Indiana.....	48	41	47	1.5	1.2	1.4
Iowa.....	19	18	23	1.2	1.1	1.4
Kansas.....	15	19	19	1.0	1.2	1.3
Kentucky.....	19	22	29	0.9	1.1	1.4
Louisiana.....	23	19	26	1.2	1.0	1.3
Maine.....	9	14	10	1.3	2.1	1.6
Maryland.....	26	22	46	0.9	0.8	1.6
Massachusetts.....	35	37	48	0.9	1.0	1.3
Michigan.....	49	108	85	1.1	2.4	1.9
Minnesota.....	32	31	36	1.1	1.0	1.2
Mississippi.....	13	10	14	1.1	0.8	1.2
Missouri.....	33	25	31	1.1	0.8	1.0
Montana.....	9	12	9	1.7	2.3	1.8
Nebraska.....	15	12	15	1.4	1.1	1.4
Nevada.....	29	28	22	1.9	1.8	1.4
New Hampshire.....	8	11	10	1.2	1.6	1.4
New Jersey.....	54	48	108	1.2	1.1	2.4
New Mexico.....	10	12	12	1.1	1.3	1.3
New York.....	107	99	107	1.1	1.0	1.1
North Carolina.....	73	60	61	1.5	1.2	1.2
North Dakota.....	7	8	9	1.7	1.9	2.1
Ohio.....	80	54	86	1.4	0.9	1.5
Oklahoma.....	17	15	20	1.0	0.8	1.1
Oregon.....	23	27	22	1.2	1.3	1.1
Pennsylvania.....	56	59	58	0.9	0.9	0.9
Rhode Island.....	7	9	19	1.4	1.8	3.8
South Carolina.....	25	19	29	1.1	0.8	1.2
South Dakota.....	7	7	9	1.4	1.4	1.8
Tennessee.....	32	29	48	1.0	0.9	1.4
Texas.....	157	111	170	1.1	0.8	1.2
Utah.....	23	30	20	1.3	1.7	1.1
Vermont.....	4	6	5	1.2	1.9	1.4
Virginia.....	53	35	46	1.3	0.8	1.1
Washington.....	41	41	36	1.1	1.1	1.0
West Virginia.....	8	8	11	1.2	1.1	1.5
Wisconsin.....	32	29	32	1.0	0.9	1.0
Wyoming.....	4	8	4	1.5	2.6	1.4

p Preliminary

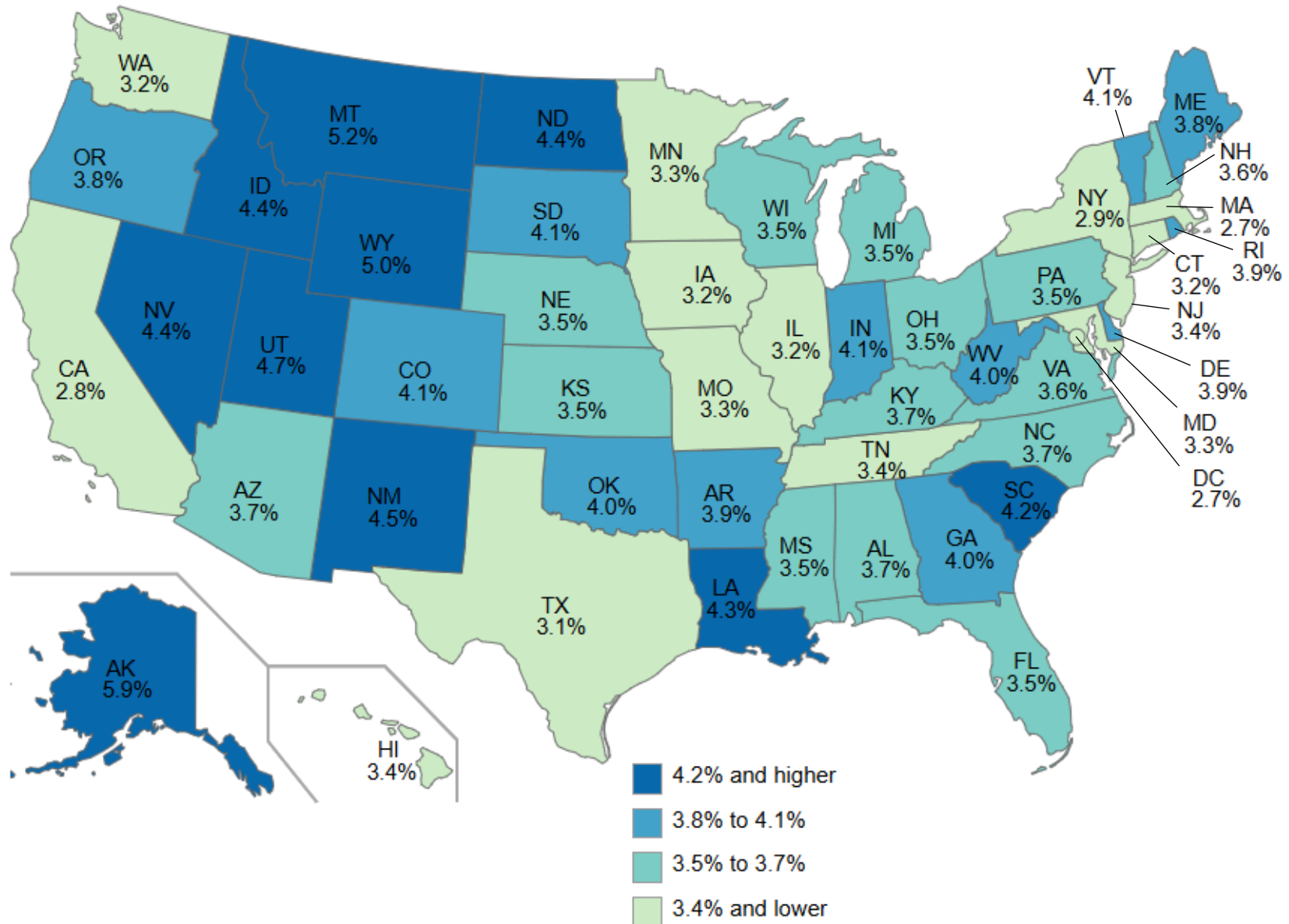
Map 1. Job openings rates by state, seasonally adjusted, December 2024

Total U.S. job openings rate = 4.5%



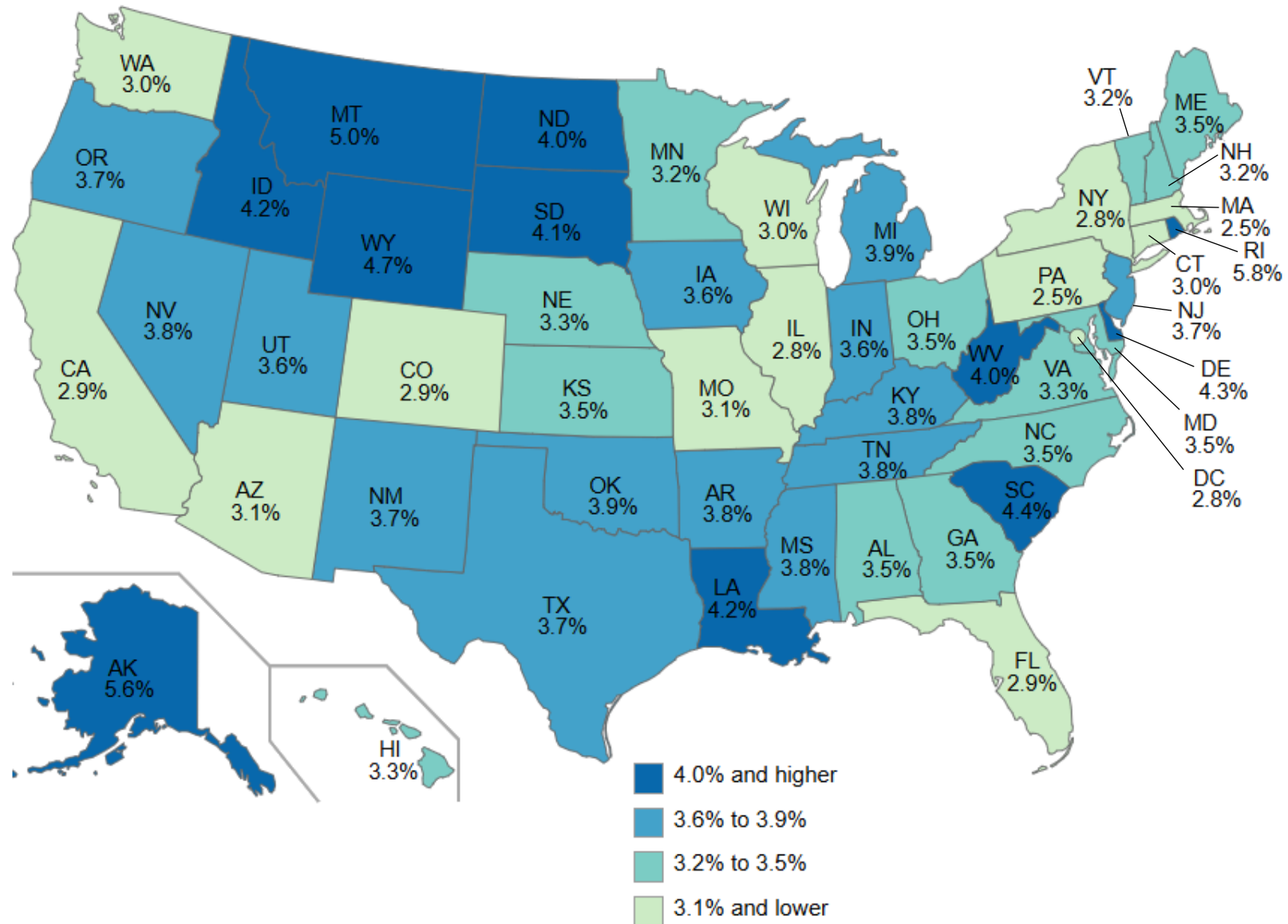
Map 2. Hires rates by state, seasonally adjusted, December 2024

Total U.S. hires rate = 3.4%



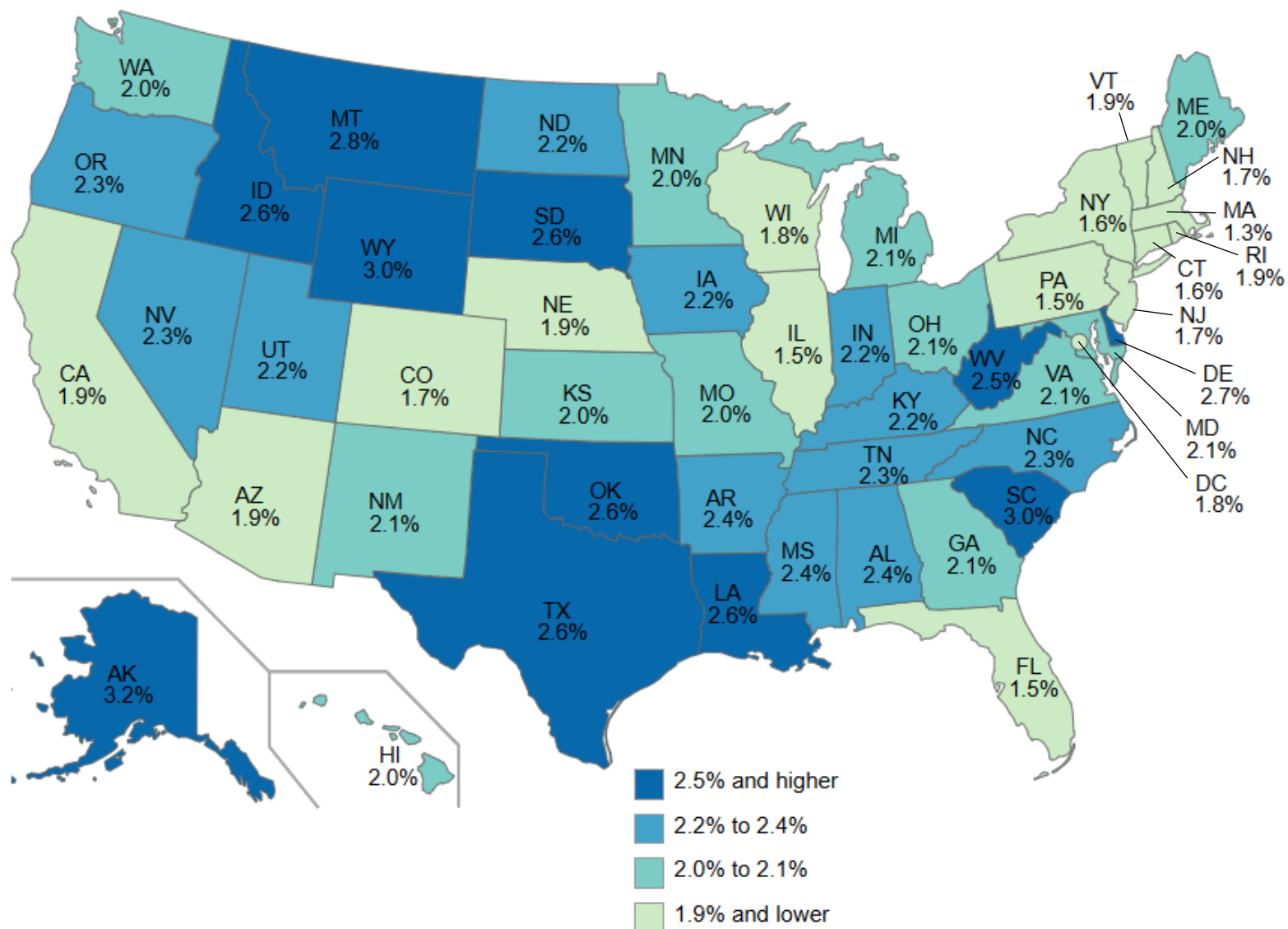
Map 3. Total separations rates by state, seasonally adjusted, December 2024

U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 2.0%



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

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

