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STATE JOB OPENINGS AND LABOR TURNOVER – JANUARY 2025

Job openings rates increased in 3 states and decreased in 2 states in January, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates decreased in 11 states and increased in 4 states. Total separations rates increased in 7 states and decreased in 1 state. Nationally, the job openings, hires, and total separations rates showed little or no change in January.

This release includes estimates of the number and rate of job openings, hires, total separations, quits, and layoffs and discharges for the total nonfarm sector and for all states and the District of Columbia. Job openings include all positions that are open on the last business day of the month. Hires and separations include all changes to the payroll during the entire month.

Job Openings

Job openings rates increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia in January. The increases in job openings rates occurred in Arizona and Vermont (+1.4 percentage points each), as well as in Connecticut (+1.0 point). The decreases occurred in Delaware (-1.1 points) and Oklahoma (-0.8 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** increased in 6 states, decreased in 2 states, and changed little in 42 states and the District of Columbia in January. The largest increases in the job openings level occurred in Arizona (+53,000) and Pennsylvania (+45,000), as well as in Massachusetts and Tennessee (+26,000 each). The decreases occurred in Oklahoma (-15,000) and Delaware (-6,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In January, **hires rates** decreased in 11 states, increased in 4 states, and were little changed in 35 states and the District of Columbia. The largest decreases in the hires rates occurred in Nevada (-1.9 percentage points), Wyoming (-1.7 points), and Utah (-1.5 points). The increases occurred in Vermont (+1.3 points) and Texas (+0.9 point), as well as in Connecticut and Tennessee (+0.8 point each). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** decreased in 12 states, increased in 5 states, and was little changed in 33 states and the District of Columbia in January. The largest decreases in the hires level occurred in Nevada (-30,000), Washington (-28,000), and New Jersey (-27,000). The largest increases occurred in Texas (+128,000), New York (+39,000), and Tennessee (+28,000). Nationally, the number of hires was unchanged over the month. (See table 2.)

Total Separations

In January, **total separations rates** increased in 7 states, decreased in 1 state, and were little changed in 42 states and the District of Columbia. The largest increases in total separations rates occurred in Idaho (+1.9 percentage points), Vermont (+1.6 points), and Colorado (+1.5 points). The decrease occurred in Rhode Island (-2.3 points). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** increased in 8 states, decreased in 1 state, and changed little in 41 states and the District of Columbia in January. The largest increases in the total separations level occurred in Colorado (+47,000), Illinois (+39,000), and Tennessee (+35,000). The decrease occurred in Rhode Island (-12,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In January, **quits rates** increased in 7 states and were little changed in 43 states and the District of Columbia. The largest increases in quits rates occurred in Colorado (+1.3 percentage points), Tennessee (+1.2 points), and Vermont (+1.0 point). Over the month, the national quits rate changed little. (See table 4.)

The **number of quits** increased in 11 states, decreased in 1 state, and was little changed in 38 states and the District of Columbia in January. The largest increases in the quits level occurred in Florida (+50,000), Illinois (+44,000), and Tennessee (+39,000). The decrease occurred in Texas (-43,000). Nationally, the number of quits changed little. (See table 4.)

Layoffs and Discharges

In January, **layoffs and discharges rates** decreased in 2 states, increased in 1 state, and were little changed in 47 states and the District of Columbia. The decreases in layoffs and discharges rates occurred in Rhode Island (-2.5 percentage points) and Florida (-0.6 point). The increase occurred in Minnesota (+0.4 point). The national layoffs and discharges rate changed little over the month. (See table 5.)

The **number of layoffs and discharges** decreased in 2 states, increased in 1 state, and changed little in 47 states and the District of Columbia in January. The decreases in the layoffs and discharges level occurred in Florida (-59,000) and Rhode Island (-13,000). The increase occurred in Minnesota (+15,000). 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 February 2025 are scheduled to be released on Wednesday, April 16, 2025, at 10:00 a.m. (ET)

Upcoming Revisions to the JOLTS State Estimates

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

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
TOTAL U.S.....	8,468	7,615	8,031	7,508	7,740	232	5.1	4.6	4.8	4.5	4.6	0.1
Alabama.....	129	134	132	115	121	6	5.6	5.7	5.6	5.0	5.2	0.2
Alaska.....	25	24	24	22	21	-1	7.0	6.6	6.6	6.1	5.8	-0.3
Arizona.....	156	172	199	180	233	53	4.6	5.0	5.7	5.3	6.7	1.4
Arkansas.....	79	83	87	80	76	-4	5.5	5.7	5.9	5.5	5.2	-0.3
California.....	770	626	749	686	713	27	4.1	3.3	4.0	3.7	3.8	0.1
Colorado.....	193	258	167	127	144	17	6.1	7.9	5.3	4.1	4.6	0.5
Connecticut.....	90	74	78	73	92	19	5.0	4.2	4.4	4.1	5.1	1.0
Delaware.....	31	29	29	25	19	-6	6.0	5.6	5.6	4.8	3.7	-1.1
District of Columbia.....	42	37	38	33	33	0	5.2	4.6	4.7	4.1	4.1	0.0
Florida.....	526	494	522	464	503	39	5.0	4.7	5.0	4.4	4.8	0.4
Georgia.....	283	298	305	289	286	-3	5.4	5.6	5.8	5.5	5.5	0.0
Hawaii.....	27	27	28	26	27	1	4.1	4.1	4.2	3.9	4.0	0.1
Idaho.....	52	50	45	42	46	4	5.7	5.4	4.8	4.6	5.0	0.4
Illinois.....	362	278	277	276	277	1	5.6	4.3	4.3	4.3	4.3	0.0
Indiana.....	160	154	166	154	150	-4	4.7	4.5	4.8	4.5	4.4	-0.1
Iowa.....	91	76	70	70	75	5	5.4	4.5	4.2	4.2	4.5	0.3
Kansas.....	79	77	75	72	75	3	5.2	5.0	4.9	4.7	4.9	0.2
Kentucky.....	119	141	149	136	133	-3	5.6	6.4	6.8	6.2	6.1	-0.1
Louisiana.....	122	118	114	105	106	1	5.9	5.7	5.5	5.0	5.0	0.0
Maine.....	45	39	33	34	37	3	6.4	5.6	4.8	4.9	5.3	0.4
Maryland.....	226	165	165	130	112	-18	7.6	5.6	5.6	4.4	3.8	-0.6
Massachusetts.....	221	174	191	201	227	26	5.6	4.4	4.9	5.1	5.7	0.6
Michigan.....	256	227	210	197	200	3	5.4	4.8	4.5	4.2	4.2	0.0
Minnesota.....	182	189	168	165	182	17	5.7	5.9	5.2	5.2	5.6	0.4
Mississippi.....	73	75	71	59	59	0	5.8	5.9	5.6	4.7	4.7	0.0
Missouri.....	194	193	178	169	165	-4	6.1	5.9	5.5	5.3	5.2	-0.1
Montana.....	35	31	34	29	29	0	6.2	5.5	6.0	5.2	5.2	0.0
Nebraska.....	55	54	52	51	46	-5	4.9	4.8	4.6	4.6	4.2	-0.4
Nevada.....	86	75	79	75	73	-2	5.2	4.5	4.8	4.5	4.4	-0.1
New Hampshire.....	41	32	36	36	36	0	5.5	4.3	4.8	4.8	4.8	0.0
New Jersey.....	214	200	199	186	195	9	4.7	4.4	4.3	4.1	4.3	0.2
New Mexico.....	52	55	56	54	52	-2	5.6	5.8	5.9	5.7	5.5	-0.2
New York.....	509	422	467	503	478	-25	4.9	4.1	4.5	4.8	4.6	-0.2
North Carolina.....	289	275	325	270	274	4	5.5	5.2	6.1	5.1	5.1	0.0
North Dakota.....	26	25	25	24	24	0	5.6	5.3	5.3	5.1	5.1	0.0
Ohio.....	320	288	301	289	295	6	5.4	4.8	5.0	4.9	5.0	0.1
Oklahoma.....	112	114	108	98	83	-15	6.0	6.0	5.7	5.2	4.4	-0.8
Oregon.....	134	100	102	101	99	-2	6.4	4.8	4.9	4.8	4.7	-0.1
Pennsylvania.....	360	225	313	242	287	45	5.6	3.5	4.8	3.8	4.4	0.6
Rhode Island.....	29	26	28	27	29	2	5.4	4.8	5.2	5.0	5.3	0.3
South Carolina.....	163	154	156	134	124	-10	6.5	6.0	6.1	5.3	4.9	-0.4
South Dakota.....	28	25	24	23	20	-3	5.6	5.1	4.9	4.7	4.1	-0.6
Tennessee.....	190	182	163	145	171	26	5.4	5.2	4.6	4.1	4.8	0.7
Texas.....	786	591	660	595	591	-4	5.3	4.0	4.4	4.0	4.0	0.0
Utah.....	90	91	87	76	86	10	4.9	4.9	4.7	4.1	4.6	0.5
Vermont.....	17	15	15	16	21	5	5.2	4.5	4.5	4.9	6.3	1.4
Virginia.....	270	276	286	246	259	13	6.0	6.1	6.3	5.4	5.7	0.3
Washington.....	170	157	163	153	137	-16	4.5	4.1	4.3	4.0	3.6	-0.4
West Virginia.....	53	49	52	42	47	5	6.9	6.4	6.7	5.5	6.2	0.7
Wisconsin.....	168	151	140	144	156	12	5.3	4.7	4.4	4.5	4.9	0.4
Wyoming.....	18	17	17	15	16	1	5.8	5.4	5.4	4.8	5.1	0.3

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

State	Levels (in thousands)						Rates					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
TOTAL U.S.....	5,572	5,350	5,307	5,374	5,393	19	3.5	3.4	3.3	3.4	3.4	0.0
Alabama.....	91	77	80	78	79	1	4.2	3.5	3.6	3.5	3.6	0.1
Alaska.....	19	18	18	20	16	-4	5.7	5.3	5.3	5.9	4.7	-1.2
Arizona.....	127	108	115	127	115	-12	3.9	3.3	3.5	3.9	3.5	-0.4
Arkansas.....	58	54	51	53	51	-2	4.3	3.9	3.7	3.8	3.7	-0.1
California.....	503	488	525	536	575	39	2.8	2.7	2.9	3.0	3.2	0.2
Colorado.....	112	130	108	121	98	-23	3.8	4.3	3.6	4.1	3.3	-0.8
Connecticut.....	61	57	50	53	67	14	3.6	3.3	2.9	3.1	3.9	0.8
Delaware.....	23	18	19	18	15	-3	4.7	3.7	3.9	3.7	3.0	-0.7
District of Columbia.....	23	21	19	20	19	-1	3.0	2.7	2.4	2.6	2.5	-0.1
Florida.....	369	323	354	358	377	19	3.7	3.2	3.5	3.6	3.8	0.2
Georgia.....	214	183	187	187	180	-7	4.3	3.7	3.8	3.8	3.6	-0.2
Hawaii.....	18	19	21	23	19	-4	2.8	3.0	3.3	3.6	2.9	-0.7
Idaho.....	41	46	36	40	33	-7	4.8	5.2	4.1	4.6	3.8	-0.8
Illinois.....	216	202	208	196	178	-18	3.5	3.3	3.4	3.2	2.9	-0.3
Indiana.....	116	130	143	133	125	-8	3.5	3.9	4.3	4.1	3.8	-0.3
Iowa.....	58	50	57	49	53	4	3.6	3.1	3.6	3.1	3.3	0.2
Kansas.....	50	48	52	50	51	1	3.5	3.3	3.5	3.4	3.5	0.1
Kentucky.....	90	73	73	73	67	-6	4.5	3.6	3.6	3.6	3.3	-0.3
Louisiana.....	91	90	79	82	78	-4	4.7	4.6	4.0	4.1	3.9	-0.2
Maine.....	23	29	25	21	25	4	3.5	4.4	3.8	3.2	3.8	0.6
Maryland.....	119	101	91	88	82	-6	4.3	3.6	3.3	3.1	2.9	-0.2
Massachusetts.....	100	100	118	107	110	3	2.7	2.7	3.2	2.9	3.0	0.1
Michigan.....	150	164	158	161	165	4	3.4	3.6	3.5	3.6	3.7	0.1
Minnesota.....	112	115	97	96	107	11	3.7	3.8	3.2	3.2	3.5	0.3
Mississippi.....	52	51	44	41	37	-4	4.4	4.3	3.7	3.4	3.1	-0.3
Missouri.....	100	92	107	96	95	-1	3.3	3.0	3.5	3.2	3.2	0.0
Montana.....	27	24	26	29	22	-7	5.1	4.5	4.8	5.5	4.2	-1.3
Nebraska.....	38	36	39	36	31	-5	3.6	3.3	3.6	3.4	2.9	-0.5
Nevada.....	62	60	66	78	48	-30	3.9	3.8	4.2	4.9	3.0	-1.9
New Hampshire.....	25	26	25	22	24	2	3.6	3.6	3.5	3.1	3.4	0.3
New Jersey.....	148	139	133	143	116	-27	3.4	3.2	3.0	3.3	2.7	-0.6
New Mexico.....	34	32	34	41	30	-11	3.9	3.6	3.8	4.6	3.3	-1.3
New York.....	276	285	307	254	293	39	2.8	2.9	3.1	2.6	2.9	0.3
North Carolina.....	200	194	187	180	166	-14	4.0	3.9	3.7	3.6	3.3	-0.3
North Dakota.....	18	16	18	19	16	-3	4.1	3.6	4.0	4.2	3.6	-0.6
Ohio.....	193	182	181	196	201	5	3.4	3.2	3.2	3.5	3.6	0.1
Oklahoma.....	80	85	66	71	62	-9	4.5	4.7	3.7	4.0	3.5	-0.5
Oregon.....	84	68	73	83	59	-24	4.3	3.4	3.7	4.2	2.9	-1.3
Pennsylvania.....	229	189	187	170	163	-7	3.7	3.0	3.0	2.8	2.6	-0.2
Rhode Island.....	19	21	20	18	21	3	3.7	4.1	3.9	3.5	4.1	0.6
South Carolina.....	119	102	97	100	104	4	5.1	4.3	4.0	4.2	4.4	0.2
South Dakota.....	19	17	19	19	15	-4	4.1	3.6	4.1	4.0	3.2	-0.8
Tennessee.....	141	132	115	115	143	28	4.3	3.9	3.4	3.4	4.2	0.8
Texas.....	522	544	455	465	593	128	3.7	3.8	3.2	3.3	4.2	0.9
Utah.....	65	63	68	85	59	-26	3.7	3.6	3.8	4.8	3.3	-1.5
Vermont.....	11	12	12	11	15	4	3.5	3.8	3.8	3.5	4.8	1.3
Virginia.....	169	137	144	141	163	22	4.0	3.2	3.4	3.3	3.8	0.5
Washington.....	124	104	116	122	94	-28	3.4	2.9	3.2	3.3	2.6	-0.7
West Virginia.....	37	30	30	28	28	0	5.1	4.2	4.2	3.9	3.9	0.0
Wisconsin.....	109	95	104	104	101	-3	3.6	3.1	3.4	3.4	3.3	-0.1
Wyoming.....	13	12	15	16	11	-5	4.5	4.0	5.0	5.4	3.7	-1.7

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

State	Levels (in thousands)						Rates					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
TOTAL U.S.....	5,429	5,285	5,087	5,082	5,252	170	3.5	3.3	3.2	3.2	3.3	0.1
Alabama.....	82	80	76	73	74	1	3.8	3.6	3.4	3.3	3.4	0.1
Alaska.....	18	20	21	19	18	-1	5.4	5.9	6.2	5.6	5.3	-0.3
Arizona.....	122	134	96	98	130	32	3.8	4.1	2.9	3.0	4.0	1.0
Arkansas.....	52	52	47	51	50	-1	3.8	3.8	3.4	3.7	3.6	-0.1
California.....	499	538	660	503	498	-5	2.8	3.0	3.6	2.8	2.8	0.0
Colorado.....	130	142	110	85	132	47	4.4	4.7	3.7	2.9	4.4	1.5
Connecticut.....	54	60	51	48	60	12	3.2	3.5	3.0	2.8	3.5	0.7
Delaware.....	25	18	19	21	17	-4	5.1	3.7	3.9	4.3	3.5	-0.8
District of Columbia.....	22	21	20	22	20	-2	2.9	2.7	2.6	2.8	2.6	-0.2
Florida.....	391	338	339	334	323	-11	4.0	3.4	3.4	3.3	3.2	-0.1
Georgia.....	190	180	183	172	167	-5	3.8	3.6	3.7	3.5	3.4	-0.1
Hawaii.....	19	20	21	20	22	2	3.0	3.1	3.3	3.1	3.4	0.3
Idaho.....	40	39	39	35	52	17	4.7	4.4	4.4	4.0	5.9	1.9
Illinois.....	191	174	173	173	212	39	3.1	2.8	2.8	2.8	3.4	0.6
Indiana.....	118	144	132	115	129	14	3.6	4.4	4.0	3.5	4.0	0.5
Iowa.....	62	51	53	55	57	2	3.9	3.2	3.3	3.5	3.6	0.1
Kansas.....	57	46	49	49	57	8	3.9	3.1	3.3	3.4	3.9	0.5
Kentucky.....	81	79	73	76	73	-3	4.0	3.9	3.6	3.7	3.6	-0.1
Louisiana.....	85	87	75	80	80	0	4.3	4.4	3.8	4.0	4.0	0.0
Maine.....	26	27	23	22	25	3	4.0	4.1	3.5	3.3	3.8	0.5
Maryland.....	96	94	92	98	85	-13	3.5	3.4	3.3	3.5	3.0	-0.5
Massachusetts.....	98	94	101	89	101	12	2.6	2.5	2.7	2.4	2.7	0.3
Michigan.....	149	158	187	159	146	-13	3.3	3.5	4.2	3.5	3.2	-0.3
Minnesota.....	96	108	88	91	108	17	3.2	3.6	2.9	3.0	3.5	0.5
Mississippi.....	50	48	45	44	42	-2	4.2	4.0	3.8	3.7	3.5	-0.2
Missouri.....	95	96	98	90	99	9	3.2	3.1	3.2	3.0	3.3	0.3
Montana.....	26	26	27	26	30	4	5.0	4.9	5.0	4.9	5.7	0.8
Nebraska.....	44	35	36	33	33	0	4.2	3.2	3.3	3.1	3.1	0.0
Nevada.....	63	62	63	58	65	7	4.0	3.9	4.0	3.7	4.1	0.4
New Hampshire.....	28	24	28	22	24	2	4.0	3.4	3.9	3.1	3.4	0.3
New Jersey.....	148	131	130	139	138	-1	3.4	3.0	3.0	3.2	3.2	0.0
New Mexico.....	34	31	35	31	32	1	3.9	3.5	3.9	3.5	3.6	0.1
New York.....	270	244	240	250	244	-6	2.8	2.5	2.4	2.5	2.4	-0.1
North Carolina.....	185	155	169	173	164	-9	3.7	3.1	3.4	3.4	3.2	-0.2
North Dakota.....	19	17	18	17	19	2	4.3	3.8	4.0	3.8	4.2	0.4
Ohio.....	168	202	189	191	189	-2	3.0	3.6	3.3	3.4	3.3	-0.1
Oklahoma.....	73	79	68	68	66	-2	4.1	4.4	3.8	3.8	3.7	-0.1
Oregon.....	81	78	73	68	76	8	4.1	3.9	3.7	3.4	3.8	0.4
Pennsylvania.....	176	155	153	145	166	21	2.9	2.5	2.5	2.3	2.7	0.4
Rhode Island.....	19	22	19	32	20	-12	3.7	4.3	3.7	6.2	3.9	-2.3
South Carolina.....	103	101	90	105	90	-15	4.4	4.2	3.8	4.4	3.8	-0.6
South Dakota.....	20	16	18	18	17	-1	4.3	3.4	3.8	3.8	3.6	-0.2
Tennessee.....	117	149	127	122	157	35	3.5	4.5	3.8	3.6	4.7	1.1
Texas.....	505	450	409	515	469	-46	3.6	3.2	2.9	3.6	3.3	-0.3
Utah.....	73	69	68	63	71	8	4.2	3.9	3.8	3.6	4.0	0.4
Vermont.....	12	12	12	10	15	5	3.8	3.8	3.8	3.2	4.8	1.6
Virginia.....	158	147	142	137	141	4	3.8	3.5	3.3	3.2	3.3	0.1
Washington.....	114	108	108	110	102	-8	3.1	3.0	2.9	3.0	2.8	-0.2
West Virginia.....	32	30	32	27	32	5	4.4	4.2	4.4	3.8	4.5	0.7
Wisconsin.....	116	96	93	90	100	10	3.8	3.2	3.1	3.0	3.3	0.3
Wyoming.....	14	17	17	14	14	0	4.8	5.7	5.7	4.7	4.7	0.0

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

State	Levels (in thousands)						Rates					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
TOTAL U.S.....	3,353	3,217	3,032	3,095	3,266	171	2.1	2.0	1.9	1.9	2.1	0.2
Alabama.....	56	52	52	50	47	-3	2.6	2.3	2.3	2.3	2.1	-0.2
Alaska.....	12	13	13	11	11	0	3.6	3.8	3.8	3.2	3.2	0.0
Arizona.....	77	88	59	59	73	14	2.4	2.7	1.8	1.8	2.2	0.4
Arkansas.....	35	33	31	32	32	0	2.6	2.4	2.2	2.3	2.3	0.0
California.....	306	328	337	326	291	-35	1.7	1.8	1.9	1.8	1.6	-0.2
Colorado.....	90	77	75	49	86	37	3.0	2.6	2.5	1.6	2.9	1.3
Connecticut.....	32	31	25	27	36	9	1.9	1.8	1.5	1.6	2.1	0.5
Delaware.....	15	11	12	13	10	-3	3.1	2.3	2.5	2.6	2.0	-0.6
District of Columbia.....	14	13	14	14	12	-2	1.8	1.7	1.8	1.8	1.6	-0.2
Florida.....	266	224	243	193	243	50	2.7	2.3	2.4	1.9	2.4	0.5
Georgia.....	126	118	115	101	95	-6	2.6	2.4	2.3	2.0	1.9	-0.1
Hawaii.....	12	12	13	12	13	1	1.9	1.9	2.0	1.9	2.0	0.1
Idaho.....	26	24	24	22	28	6	3.0	2.7	2.7	2.5	3.2	0.7
Illinois.....	121	112	100	89	133	44	2.0	1.8	1.6	1.4	2.2	0.8
Indiana.....	72	104	84	68	81	13	2.2	3.1	2.5	2.1	2.5	0.4
Iowa.....	35	34	33	34	35	1	2.2	2.1	2.1	2.1	2.2	0.1
Kansas.....	31	29	27	28	36	8	2.1	2.0	1.8	1.9	2.5	0.6
Kentucky.....	55	50	46	44	42	-2	2.7	2.4	2.2	2.2	2.1	-0.1
Louisiana.....	54	53	47	49	51	2	2.8	2.7	2.4	2.5	2.6	0.1
Maine.....	16	13	12	13	15	2	2.4	2.0	1.8	2.0	2.3	0.3
Maryland.....	60	55	56	58	52	-6	2.2	2.0	2.0	2.0	1.8	-0.2
Massachusetts.....	55	49	51	45	59	14	1.5	1.3	1.4	1.2	1.6	0.4
Michigan.....	84	96	92	86	85	-1	1.9	2.1	2.0	1.9	1.9	0.0
Minnesota.....	53	63	58	57	62	5	1.8	2.1	1.9	1.9	2.0	0.1
Mississippi.....	34	30	29	28	27	-1	2.9	2.5	2.4	2.3	2.3	0.0
Missouri.....	57	65	63	57	62	5	1.9	2.1	2.0	1.9	2.1	0.2
Montana.....	17	16	16	15	17	2	3.2	3.0	3.0	2.8	3.2	0.4
Nebraska.....	24	23	22	19	20	1	2.3	2.1	2.0	1.8	1.9	0.1
Nevada.....	38	39	36	36	36	0	2.4	2.5	2.3	2.3	2.3	0.0
New Hampshire.....	16	12	11	12	12	0	2.3	1.7	1.5	1.7	1.7	0.0
New Jersey.....	70	62	62	70	65	-5	1.6	1.4	1.4	1.6	1.5	-0.1
New Mexico.....	21	19	21	18	19	1	2.4	2.1	2.4	2.0	2.1	0.1
New York.....	154	164	130	150	159	9	1.6	1.7	1.3	1.5	1.6	0.1
North Carolina.....	107	91	96	110	108	-2	2.2	1.8	1.9	2.2	2.1	-0.1
North Dakota.....	11	12	10	10	11	1	2.5	2.7	2.2	2.2	2.5	0.3
Ohio.....	111	135	123	112	118	6	2.0	2.4	2.2	2.0	2.1	0.1
Oklahoma.....	45	53	44	45	44	-1	2.5	3.0	2.4	2.5	2.5	0.0
Oregon.....	52	49	45	43	45	2	2.6	2.5	2.3	2.2	2.2	0.0
Pennsylvania.....	119	91	91	91	112	21	1.9	1.5	1.5	1.5	1.8	0.3
Rhode Island.....	11	10	9	10	12	2	2.1	1.9	1.7	1.9	2.3	0.4
South Carolina.....	68	62	61	70	59	-11	2.9	2.6	2.5	2.9	2.5	-0.4
South Dakota.....	12	11	11	11	10	-1	2.6	2.3	2.4	2.3	2.1	-0.2
Tennessee.....	82	94	80	72	111	39	2.5	2.8	2.4	2.1	3.3	1.2
Texas.....	358	265	263	353	310	-43	2.5	1.9	1.8	2.5	2.2	-0.3
Utah.....	50	41	37	39	43	4	2.9	2.3	2.1	2.2	2.4	0.2
Vermont.....	7	6	6	5	8	3	2.2	1.9	1.9	1.6	2.6	1.0
Virginia.....	103	90	90	89	81	-8	2.5	2.1	2.1	2.1	1.9	-0.2
Washington.....	73	66	66	70	56	-14	2.0	1.8	1.8	1.9	1.5	-0.4
West Virginia.....	22	19	20	17	22	5	3.1	2.6	2.8	2.4	3.1	0.7
Wisconsin.....	69	65	56	54	61	7	2.3	2.1	1.8	1.8	2.0	0.2
Wyoming.....	9	11	11	9	9	0	3.1	3.7	3.7	3.0	3.0	0.0

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

State	Levels (in thousands)						Rates					
	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p	Jan. 2024	Oct. 2024	Nov. 2024	Dec. 2024	Jan. 2025 ^p	Change from: Dec. 2024 - Jan. 2025 ^p
TOTAL U.S.....	1,692	1,788	1,739	1,669	1,635	-34	1.1	1.1	1.1	1.1	1.0	-0.1
Alabama.....	21	24	19	21	22	1	1.0	1.1	0.9	1.0	1.0	0.0
Alaska.....	5	6	7	6	5	-1	1.5	1.8	2.1	1.8	1.5	-0.3
Arizona.....	39	38	31	31	41	10	1.2	1.2	0.9	1.0	1.3	0.3
Arkansas.....	14	17	13	16	15	-1	1.0	1.2	0.9	1.2	1.1	-0.1
California.....	165	195	301	148	174	26	0.9	1.1	1.7	0.8	1.0	0.2
Colorado.....	33	57	30	29	33	4	1.1	1.9	1.0	1.0	1.1	0.1
Connecticut.....	18	27	21	16	18	2	1.1	1.6	1.2	0.9	1.0	0.1
Delaware.....	9	5	5	7	5	-2	1.8	1.0	1.0	1.4	1.0	-0.4
District of Columbia.....	6	7	5	6	7	1	0.8	0.9	0.6	0.8	0.9	0.1
Florida.....	106	103	85	124	65	-59	1.1	1.0	0.9	1.2	0.6	-0.6
Georgia.....	49	55	54	63	63	0	1.0	1.1	1.1	1.3	1.3	0.0
Hawaii.....	5	6	8	6	7	1	0.8	0.9	1.2	0.9	1.1	0.2
Idaho.....	12	12	12	11	14	3	1.4	1.4	1.4	1.3	1.6	0.3
Illinois.....	54	58	63	77	70	-7	0.9	0.9	1.0	1.2	1.1	-0.1
Indiana.....	32	36	40	39	42	3	1.0	1.1	1.2	1.2	1.3	0.1
Iowa.....	16	14	17	17	19	2	1.0	0.9	1.1	1.1	1.2	0.1
Kansas.....	14	14	19	18	17	-1	1.0	1.0	1.3	1.2	1.2	0.0
Kentucky.....	20	24	21	26	27	1	1.0	1.2	1.0	1.3	1.3	0.0
Louisiana.....	24	30	24	26	25	-1	1.2	1.5	1.2	1.3	1.3	0.0
Maine.....	8	11	9	7	7	0	1.2	1.7	1.4	1.1	1.1	0.0
Maryland.....	26	31	28	35	27	-8	0.9	1.1	1.0	1.2	1.0	-0.2
Massachusetts.....	36	36	36	35	32	-3	1.0	1.0	1.0	0.9	0.9	0.0
Michigan.....	48	55	87	66	56	-10	1.1	1.2	1.9	1.5	1.2	-0.3
Minnesota.....	28	37	25	26	41	15	0.9	1.2	0.8	0.9	1.3	0.4
Mississippi.....	13	15	12	13	12	-1	1.1	1.3	1.0	1.1	1.0	-0.1
Missouri.....	28	25	29	26	30	4	0.9	0.8	0.9	0.9	1.0	0.1
Montana.....	8	8	9	9	9	0	1.5	1.5	1.7	1.7	1.7	0.0
Nebraska.....	12	10	12	12	12	0	1.1	0.9	1.1	1.1	1.1	0.0
Nevada.....	22	19	23	18	23	5	1.4	1.2	1.5	1.1	1.5	0.4
New Hampshire.....	10	10	10	8	8	0	1.4	1.4	1.4	1.1	1.1	0.0
New Jersey.....	66	56	54	57	68	11	1.5	1.3	1.2	1.3	1.6	0.3
New Mexico.....	10	9	12	10	9	-1	1.1	1.0	1.3	1.1	1.0	-0.1
New York.....	97	64	100	85	76	-9	1.0	0.6	1.0	0.9	0.8	-0.1
North Carolina.....	69	59	63	54	46	-8	1.4	1.2	1.2	1.1	0.9	-0.2
North Dakota.....	5	4	7	6	7	1	1.1	0.9	1.6	1.3	1.6	0.3
Ohio.....	36	56	55	69	59	-10	0.6	1.0	1.0	1.2	1.0	-0.2
Oklahoma.....	23	23	20	19	18	-1	1.3	1.3	1.1	1.1	1.0	-0.1
Oregon.....	24	23	24	20	22	2	1.2	1.2	1.2	1.0	1.1	0.1
Pennsylvania.....	50	56	55	46	43	-3	0.8	0.9	0.9	0.7	0.7	0.0
Rhode Island.....	7	9	8	19	6	-13	1.4	1.8	1.6	3.7	1.2	-2.5
South Carolina.....	29	35	25	31	25	-6	1.2	1.5	1.0	1.3	1.0	-0.3
South Dakota.....	5	4	6	6	6	0	1.1	0.9	1.3	1.3	1.3	0.0
Tennessee.....	27	48	38	43	37	-6	0.8	1.4	1.1	1.3	1.1	-0.2
Texas.....	124	167	125	129	129	0	0.9	1.2	0.9	0.9	0.9	0.0
Utah.....	19	23	27	19	22	3	1.1	1.3	1.5	1.1	1.2	0.1
Vermont.....	4	5	5	3	4	1	1.3	1.6	1.6	1.0	1.3	0.3
Virginia.....	42	48	40	38	49	11	1.0	1.1	0.9	0.9	1.1	0.2
Washington.....	35	34	36	33	37	4	1.0	0.9	1.0	0.9	1.0	0.1
West Virginia.....	8	10	8	8	8	0	1.1	1.4	1.1	1.1	1.1	0.0
Wisconsin.....	29	26	31	29	33	4	1.0	0.9	1.0	1.0	1.1	0.1
Wyoming.....	4	4	5	4	4	0	1.4	1.3	1.7	1.4	1.4	0.0

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

State	Levels (in thousands)			Rates		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
TOTAL U.S.....	8,564	6,970	7,821	5.2	4.2	4.7
Alabama.....	130	112	120	5.7	4.8	5.2
Alaska.....	22	19	19	6.4	5.6	5.5
Arizona.....	164	166	256	4.8	4.8	7.3
Arkansas.....	77	79	69	5.4	5.4	4.8
California.....	774	615	758	4.2	3.3	4.1
Colorado.....	200	120	158	6.4	3.9	5.1
Connecticut.....	90	67	92	5.1	3.7	5.2
Delaware.....	36	23	20	7.0	4.5	3.9
District of Columbia.....	47	28	34	5.8	3.5	4.3
Florida.....	523	429	492	5.0	4.1	4.7
Georgia.....	292	280	286	5.6	5.3	5.5
Hawaii.....	26	29	30	4.0	4.2	4.5
Idaho.....	49	38	46	5.5	4.1	5.1
Illinois.....	360	258	273	5.7	4.0	4.3
Indiana.....	150	137	139	4.4	4.0	4.1
Iowa.....	90	65	77	5.5	3.9	4.7
Kansas.....	83	64	80	5.5	4.2	5.3
Kentucky.....	117	130	126	5.5	5.9	5.9
Louisiana.....	132	96	114	6.4	4.6	5.4
Maine.....	46	32	39	6.7	4.6	5.7
Maryland.....	253	126	124	8.6	4.2	4.2
Massachusetts.....	208	186	214	5.4	4.8	5.6
Michigan.....	250	181	194	5.4	3.8	4.2
Minnesota.....	179	158	183	5.7	5.0	5.8
Mississippi.....	70	55	55	5.6	4.4	4.4
Missouri.....	192	159	162	6.1	5.0	5.2
Montana.....	33	31	28	6.1	5.6	5.1
Nebraska.....	59	48	48	5.4	4.3	4.4
Nevada.....	84	70	73	5.1	4.2	4.5
New Hampshire.....	44	37	38	6.0	5.0	5.2
New Jersey.....	220	175	195	4.9	3.8	4.3
New Mexico.....	56	52	57	6.0	5.4	6.0
New York.....	516	470	486	5.1	4.5	4.7
North Carolina.....	282	252	265	5.4	4.7	5.0
North Dakota.....	24	23	22	5.3	4.9	4.8
Ohio.....	319	255	296	5.5	4.3	5.1
Oklahoma.....	121	93	85	6.5	4.9	4.6
Oregon.....	156	98	106	7.4	4.6	5.1
Pennsylvania.....	379	238	305	5.9	3.7	4.8
Rhode Island.....	27	25	26	5.1	4.6	5.0
South Carolina.....	182	121	137	7.3	4.8	5.5
South Dakota.....	25	21	18	5.2	4.4	3.8
Tennessee.....	201	127	183	5.8	3.6	5.2
Texas.....	753	544	557	5.1	3.7	3.8
Utah.....	96	73	96	5.3	3.9	5.2
Vermont.....	19	18	23	5.7	5.3	7.0
Virginia.....	269	238	253	6.1	5.3	5.7
Washington.....	181	133	147	4.8	3.5	3.9
West Virginia.....	52	38	46	6.9	5.0	6.1
Wisconsin.....	169	125	159	5.4	3.9	5.1
Wyoming.....	16	17	15	5.3	5.3	5.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
TOTAL U.S.....	5,452	3,947	5,264	3.5	2.5	3.4
Alabama.....	85	59	75	4.0	2.7	3.4
Alaska.....	17	12	14	5.3	3.7	4.4
Arizona.....	136	83	128	4.2	2.5	3.9
Arkansas.....	54	40	46	4.0	2.9	3.3
California.....	475	385	575	2.7	2.1	3.2
Colorado.....	111	100	95	3.8	3.3	3.2
Connecticut.....	56	37	63	3.4	2.1	3.7
Delaware.....	25	13	15	5.2	2.7	3.1
District of Columbia.....	23	15	18	3.0	1.9	2.4
Florida.....	376	292	395	3.8	2.9	4.0
Georgia.....	211	145	174	4.3	2.9	3.5
Hawaii.....	19	20	20	3.0	3.0	3.1
Idaho.....	38	27	31	4.5	3.1	3.6
Illinois.....	203	160	162	3.4	2.6	2.7
Indiana.....	103	99	111	3.2	3.0	3.5
Iowa.....	53	35	50	3.4	2.2	3.2
Kansas.....	49	37	52	3.5	2.5	3.6
Kentucky.....	84	58	62	4.2	2.8	3.1
Louisiana.....	96	60	82	5.0	3.0	4.1
Maine.....	21	14	22	3.3	2.1	3.5
Maryland.....	126	68	82	4.7	2.4	2.9
Massachusetts.....	92	72	102	2.5	1.9	2.8
Michigan.....	140	126	152	3.2	2.8	3.4
Minnesota.....	101	71	100	3.4	2.3	3.3
Mississippi.....	51	32	36	4.3	2.6	3.0
Missouri.....	97	67	90	3.3	2.2	3.1
Montana.....	24	24	19	4.7	4.5	3.6
Nebraska.....	41	29	31	3.9	2.7	3.0
Nevada.....	62	55	49	4.0	3.4	3.2
New Hampshire.....	26	16	23	3.7	2.3	3.3
New Jersey.....	125	97	94	2.9	2.2	2.2
New Mexico.....	35	26	30	4.0	2.9	3.4
New York.....	251	177	269	2.6	1.8	2.7
North Carolina.....	191	121	157	3.9	2.4	3.1
North Dakota.....	17	14	14	3.8	3.1	3.2
Ohio.....	173	137	191	3.1	2.4	3.4
Oklahoma.....	81	55	62	4.6	3.1	3.5
Oregon.....	89	57	61	4.6	2.9	3.1
Pennsylvania.....	218	121	149	3.6	1.9	2.4
Rhode Island.....	16	12	17	3.3	2.3	3.5
South Carolina.....	122	72	111	5.3	3.0	4.7
South Dakota.....	16	14	13	3.5	2.9	2.8
Tennessee.....	135	72	141	4.1	2.1	4.2
Texas.....	535	348	617	3.8	2.4	4.4
Utah.....	70	63	63	4.1	3.6	3.6
Vermont.....	12	10	17	3.9	3.1	5.4
Virginia.....	158	103	154	3.8	2.4	3.6
Washington.....	131	83	100	3.7	2.3	2.8
West Virginia.....	36	21	27	5.1	2.9	3.8
Wisconsin.....	104	79	96	3.5	2.6	3.2
Wyoming.....	11	13	9	4.0	4.6	3.2

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
TOTAL U.S.....	5,795	4,850	5,603	3.7	3.0	3.6
Alabama.....	82	65	76	3.8	2.9	3.5
Alaska.....	13	15	13	4.1	4.6	3.9
Arizona.....	128	80	143	4.0	2.4	4.4
Arkansas.....	53	44	50	3.9	3.2	3.7
California.....	564	519	553	3.2	2.9	3.1
Colorado.....	118	77	125	4.0	2.6	4.2
Connecticut.....	59	45	64	3.5	2.6	3.8
Delaware.....	30	19	19	6.3	3.8	4.0
District of Columbia.....	26	20	24	3.4	2.6	3.1
Florida.....	417	300	354	4.2	3.0	3.5
Georgia.....	200	154	176	4.1	3.1	3.6
Hawaii.....	23	16	25	3.6	2.4	4.0
Idaho.....	39	29	54	4.7	3.4	6.2
Illinois.....	203	188	227	3.4	3.0	3.8
Indiana.....	125	110	136	3.9	3.3	4.2
Iowa.....	63	54	60	4.0	3.3	3.8
Kansas.....	60	44	60	4.2	3.0	4.1
Kentucky.....	91	69	85	4.5	3.4	4.2
Louisiana.....	88	70	81	4.5	3.5	4.1
Maine.....	25	22	25	3.9	3.3	3.8
Maryland.....	115	94	98	4.3	3.3	3.5
Massachusetts.....	101	94	101	2.8	2.5	2.8
Michigan.....	157	157	151	3.6	3.5	3.4
Minnesota.....	97	93	113	3.3	3.1	3.8
Mississippi.....	50	39	41	4.3	3.2	3.4
Missouri.....	98	87	102	3.3	2.9	3.5
Montana.....	25	23	29	4.8	4.3	5.6
Nebraska.....	53	31	39	5.1	2.9	3.7
Nevada.....	64	57	69	4.1	3.6	4.4
New Hampshire.....	27	20	23	3.9	2.8	3.3
New Jersey.....	175	149	163	4.1	3.4	3.8
New Mexico.....	35	28	33	4.0	3.1	3.7
New York.....	309	259	274	3.2	2.6	2.8
North Carolina.....	185	152	164	3.8	3.0	3.3
North Dakota.....	18	17	19	4.2	3.8	4.2
Ohio.....	176	187	192	3.2	3.3	3.5
Oklahoma.....	77	59	69	4.4	3.3	3.9
Oregon.....	82	62	79	4.2	3.1	4.0
Pennsylvania.....	196	138	176	3.3	2.2	2.9
Rhode Island.....	21	32	22	4.2	6.2	4.4
South Carolina.....	116	95	101	5.0	4.0	4.3
South Dakota.....	20	18	18	4.5	3.8	3.9
Tennessee.....	135	104	181	4.1	3.1	5.4
Texas.....	511	503	485	3.7	3.5	3.4
Utah.....	77	59	76	4.4	3.3	4.4
Vermont.....	11	9	13	3.5	2.9	4.1
Virginia.....	158	130	144	3.8	3.0	3.4
Washington.....	128	98	113	3.6	2.7	3.1
West Virginia.....	33	25	34	4.7	3.5	4.9
Wisconsin.....	127	81	121	4.3	2.7	4.1
Wyoming.....	13	11	13	4.4	3.9	4.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
TOTAL U.S.....	3,256	2,608	3,170	2.1	1.6	2.0
Alabama.....	54	40	46	2.5	1.8	2.1
Alaska.....	8	8	7	2.5	2.4	2.1
Arizona.....	76	47	75	2.3	1.4	2.3
Arkansas.....	33	25	30	2.4	1.8	2.2
California.....	306	307	291	1.7	1.7	1.6
Colorado.....	79	43	79	2.7	1.4	2.7
Connecticut.....	30	19	34	1.8	1.1	2.0
Delaware.....	16	11	11	3.4	2.2	2.3
District of Columbia.....	16	11	13	2.1	1.5	1.7
Florida.....	250	169	233	2.5	1.7	2.3
Georgia.....	124	86	93	2.5	1.7	1.9
Hawaii.....	13	9	15	2.1	1.4	2.3
Idaho.....	23	16	27	2.7	1.8	3.1
Illinois.....	115	79	128	1.9	1.3	2.1
Indiana.....	67	56	77	2.1	1.7	2.4
Iowa.....	31	29	33	2.0	1.8	2.1
Kansas.....	28	22	33	1.9	1.5	2.3
Kentucky.....	58	35	43	2.9	1.7	2.1
Louisiana.....	51	40	49	2.6	2.0	2.5
Maine.....	13	10	13	2.1	1.5	2.0
Maryland.....	65	45	56	2.4	1.6	2.0
Massachusetts.....	54	37	57	1.5	1.0	1.6
Michigan.....	74	74	75	1.7	1.6	1.7
Minnesota.....	48	52	58	1.6	1.7	1.9
Mississippi.....	32	23	25	2.8	1.9	2.1
Missouri.....	54	51	59	1.8	1.7	2.0
Montana.....	15	12	16	2.9	2.2	3.1
Nebraska.....	25	15	20	2.4	1.4	1.9
Nevada.....	37	33	36	2.4	2.0	2.3
New Hampshire.....	14	8	11	2.0	1.1	1.6
New Jersey.....	64	50	58	1.5	1.1	1.3
New Mexico.....	21	15	18	2.4	1.7	2.1
New York.....	150	132	156	1.6	1.3	1.6
North Carolina.....	87	84	95	1.8	1.7	1.9
North Dakota.....	8	8	9	1.9	1.7	2.1
Ohio.....	100	91	107	1.8	1.6	1.9
Oklahoma.....	45	36	44	2.6	2.0	2.5
Oregon.....	48	36	44	2.5	1.8	2.2
Pennsylvania.....	122	69	116	2.0	1.1	1.9
Rhode Island.....	11	8	12	2.1	1.6	2.3
South Carolina.....	72	59	63	3.1	2.5	2.7
South Dakota.....	10	9	9	2.3	1.9	1.9
Tennessee.....	83	56	114	2.6	1.6	3.4
Texas.....	347	311	306	2.5	2.2	2.2
Utah.....	49	34	45	2.9	1.9	2.6
Vermont.....	5	4	7	1.8	1.2	2.2
Virginia.....	96	75	75	2.3	1.8	1.8
Washington.....	80	56	61	2.2	1.5	1.7
West Virginia.....	21	15	22	2.9	2.0	3.2
Wisconsin.....	64	43	59	2.2	1.4	2.0
Wyoming.....	8	6	7	2.7	2.2	2.5

p Preliminary

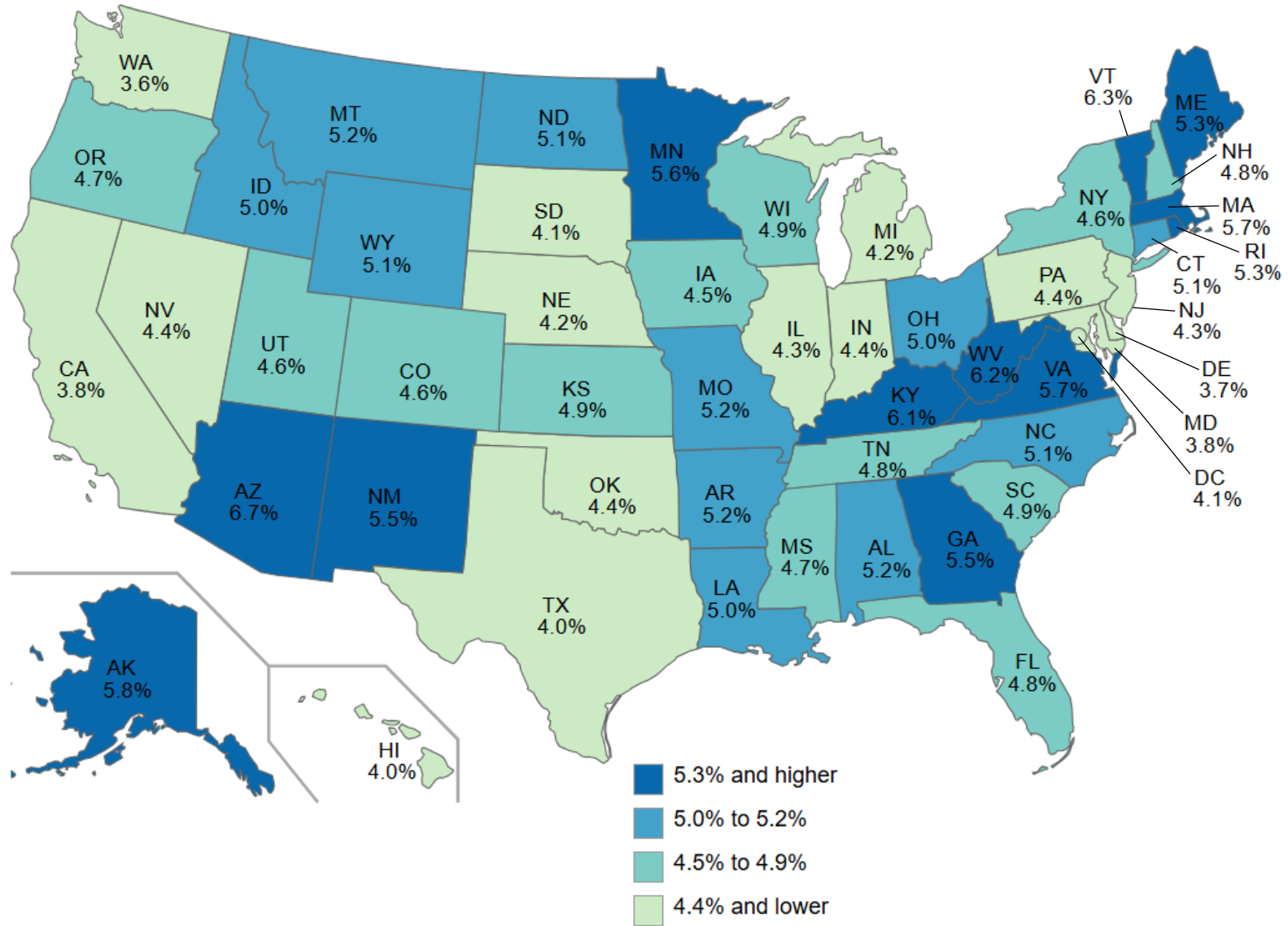
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Jan. 2024	Dec. 2024	Jan. 2025 ^p	Jan. 2024	Dec. 2024	Jan. 2025 ^p
TOTAL U.S.....	2,100	1,910	2,029	1.4	1.2	1.3
Alabama.....	21	22	24	1.0	1.0	1.1
Alaska.....	4	6	4	1.3	1.8	1.3
Arizona.....	44	28	49	1.4	0.8	1.5
Arkansas.....	15	17	17	1.1	1.2	1.2
California.....	232	177	227	1.3	1.0	1.3
Colorado.....	33	27	32	1.1	0.9	1.1
Connecticut.....	26	20	22	1.5	1.1	1.3
Delaware.....	12	7	7	2.5	1.5	1.5
District of Columbia.....	7	7	8	0.9	0.9	1.1
Florida.....	148	116	107	1.5	1.1	1.1
Georgia.....	54	62	70	1.1	1.2	1.4
Hawaii.....	7	5	9	1.2	0.8	1.3
Idaho.....	14	11	16	1.6	1.3	1.8
Illinois.....	71	102	89	1.2	1.6	1.5
Indiana.....	42	46	53	1.3	1.4	1.7
Iowa.....	21	21	24	1.4	1.3	1.5
Kansas.....	20	19	23	1.4	1.3	1.6
Kentucky.....	25	29	37	1.3	1.4	1.9
Louisiana.....	28	25	27	1.4	1.3	1.4
Maine.....	10	9	8	1.6	1.4	1.2
Maryland.....	37	44	36	1.4	1.6	1.3
Massachusetts.....	39	47	32	1.1	1.3	0.9
Michigan.....	62	75	71	1.4	1.7	1.6
Minnesota.....	34	33	49	1.1	1.1	1.6
Mississippi.....	14	13	13	1.2	1.1	1.1
Missouri.....	32	29	34	1.1	1.0	1.2
Montana.....	8	9	10	1.5	1.7	1.9
Nebraska.....	18	14	17	1.7	1.3	1.6
Nevada.....	23	20	25	1.5	1.3	1.6
New Hampshire.....	11	9	8	1.6	1.3	1.1
New Jersey.....	96	87	96	2.2	2.0	2.2
New Mexico.....	12	11	10	1.3	1.2	1.1
New York.....	139	102	107	1.4	1.0	1.1
North Carolina.....	87	60	58	1.8	1.2	1.2
North Dakota.....	7	9	8	1.6	1.9	1.9
Ohio.....	57	83	74	1.0	1.5	1.3
Oklahoma.....	26	19	20	1.5	1.1	1.1
Oregon.....	27	21	25	1.4	1.0	1.3
Pennsylvania.....	66	59	48	1.1	0.9	0.8
Rhode Island.....	9	22	8	1.8	4.3	1.5
South Carolina.....	37	32	30	1.6	1.3	1.3
South Dakota.....	6	8	8	1.4	1.7	1.7
Tennessee.....	41	43	55	1.3	1.3	1.6
Texas.....	140	156	145	1.0	1.1	1.0
Utah.....	22	20	24	1.3	1.1	1.4
Vermont.....	5	4	4	1.5	1.3	1.2
Virginia.....	45	45	54	1.1	1.1	1.3
Washington.....	40	36	40	1.1	1.0	1.1
West Virginia.....	9	9	10	1.3	1.3	1.4
Wisconsin.....	45	30	55	1.5	1.0	1.9
Wyoming.....	4	4	4	1.4	1.4	1.5

p Preliminary

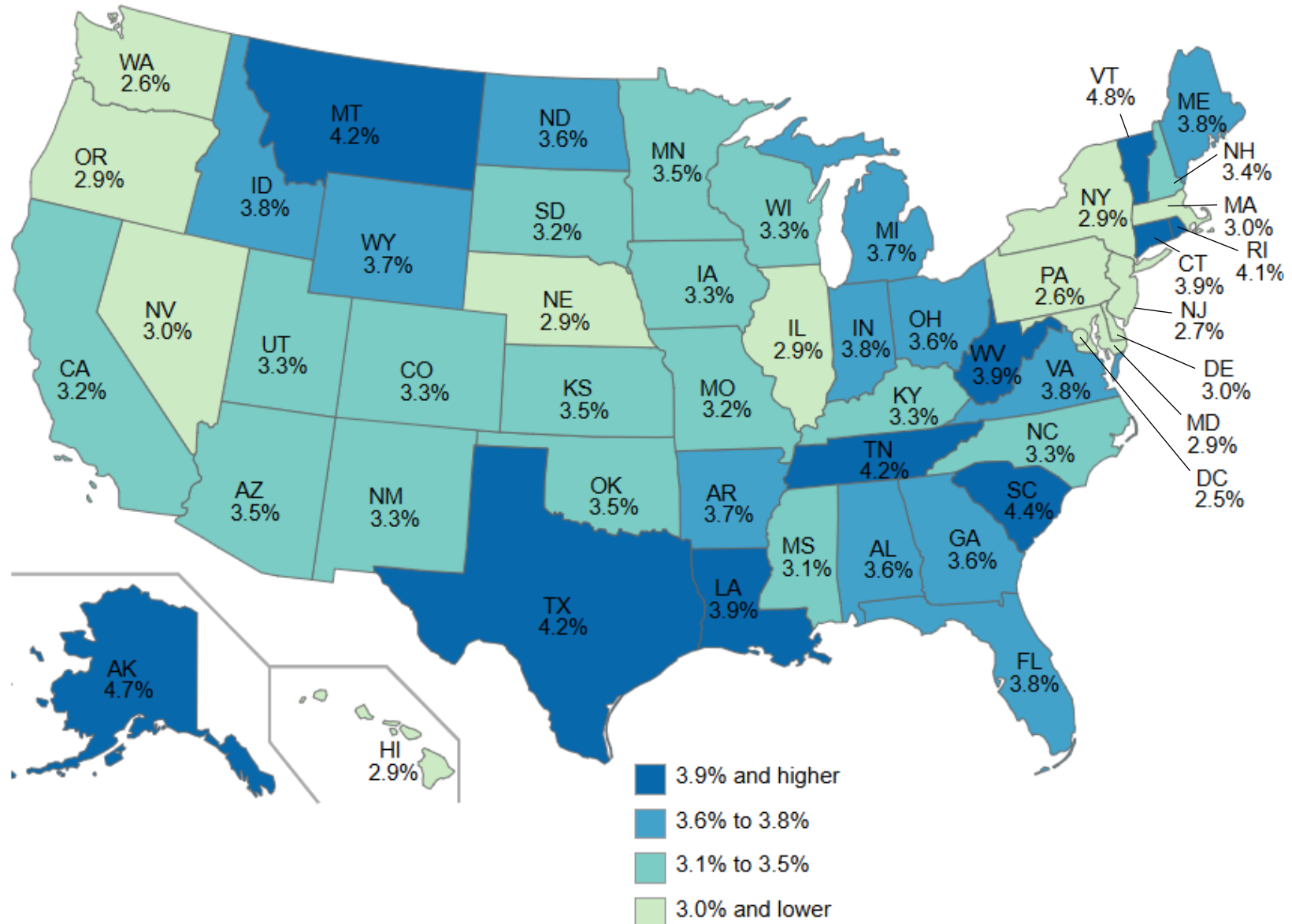
Map 1. Job openings rates by state, seasonally adjusted, January 2025

Total U.S. job openings rate = 4.6%



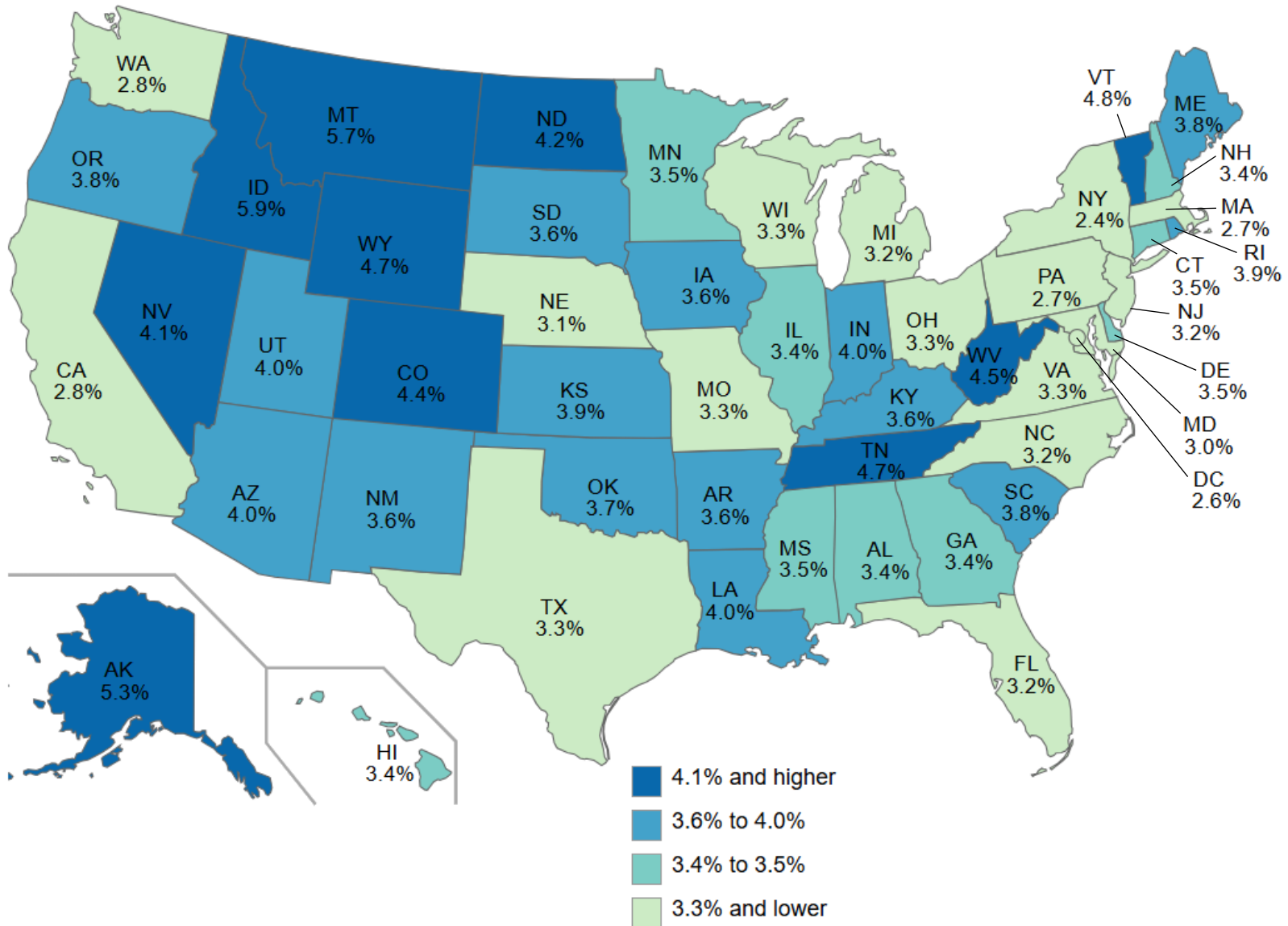
Map 2. Hires rates by state, seasonally adjusted, January 2025

Total U.S. hires rate = 3.4%



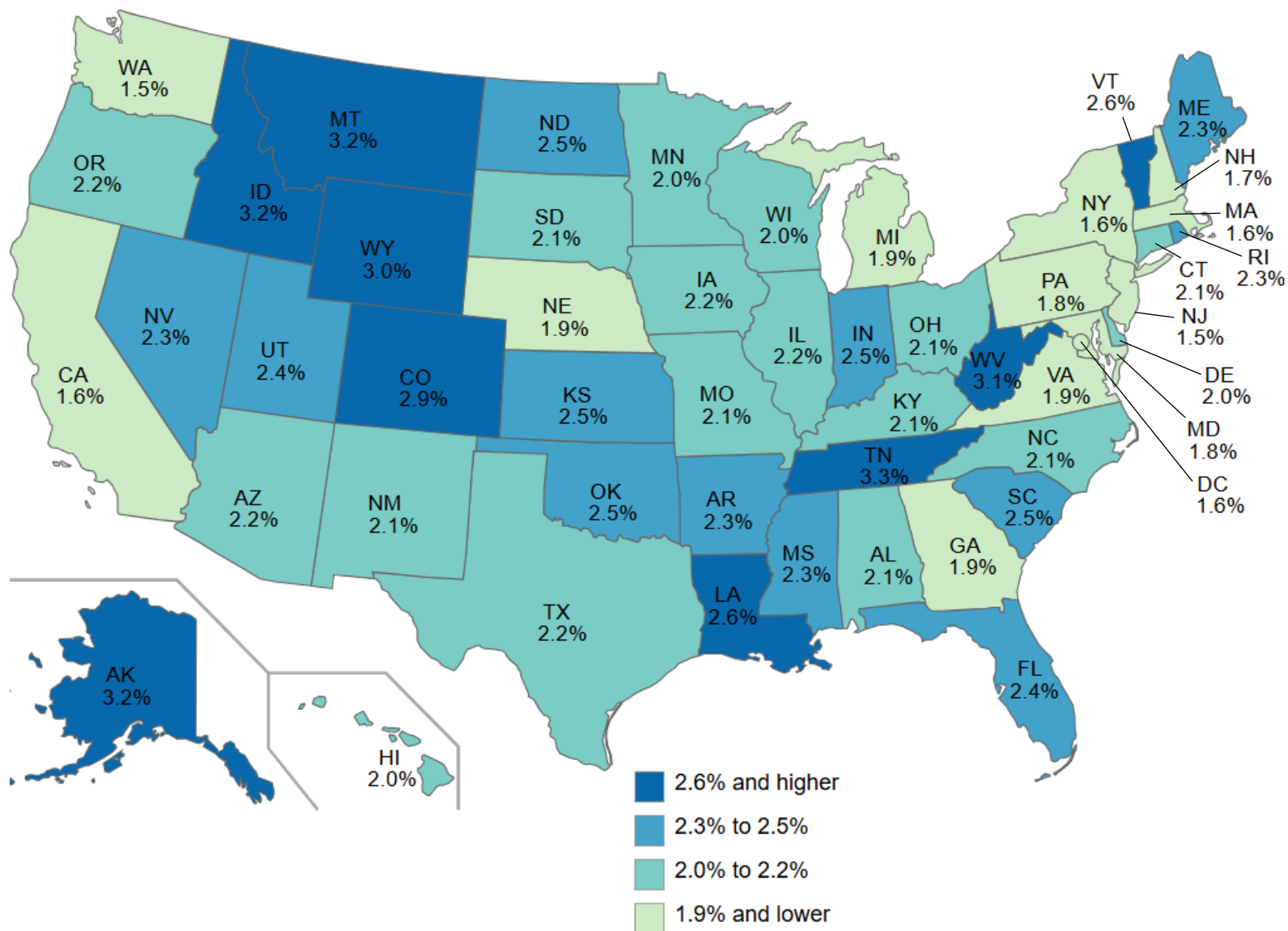
Map 3. Total separations rates by state, seasonally adjusted, January 2025

Total U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 2.1%



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

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

