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STATE JOB OPENINGS AND LABOR TURNOVER – SEPTEMBER 2024

Job openings rates decreased in 4 states and increased in 1 state on the last business day of September, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 3 states and decreased in 2 states. Total separations rates increased in 3 states and decreased in 1 state. Nationally, the job openings and hires rates showed little change in September, and the total separations rate was 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 September, **job openings rates** decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia. The largest decreases in job openings rates occurred in Georgia (-1.3 percentage points), Oklahoma (-1.1 points), and Texas (-0.9 point). The increase occurred in Arkansas (+1.5 points). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** decreased in 7 states, increased in 1 state, and was little changed in 42 states and the District of Columbia in September. The largest decreases in the job openings level occurred in Texas (-134,000), Georgia (-74,000), and Florida (-52,000). The increase occurred in Arkansas (+23,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In September, **hires rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases in the hires rate occurred in Montana (+1.2 percentage points), Michigan (+0.9 point), and Minnesota (+0.6 point). The decreases occurred in Massachusetts (-2.1 points) and Maine (-1.1 points). The national hires rate changed little over the month. (See table 2.)

The **number of hires** increased in 3 states, decreased in 2 states, and was little changed in 45 states and the District of Columbia in September. The increases in the hires level occurred in Michigan (+41,000), Minnesota (+17,000), and Montana (+7,000). The decreases occurred in Massachusetts (-79,000) and Maine (-7,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In September, **total separations rates** increased in 3 states, decreased in 1 state, and were little changed in 46 states and the District of Columbia. The increases in total separations rates occurred in New Hampshire (+1.0 percentage point), New Jersey (+0.8 point), and New York (+0.8 point). The decrease occurred in Illinois (-0.9 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 5 states, decreased in 1 state, and was little changed in 44 states and the District of Columbia in September. The largest increases in the total separations level occurred in New York (+81,000), New Jersey (+35,000), and North Carolina (+33,000). The decrease occurred in Illinois (-57,000). Nationally, the number of total separations was unchanged. (See table 3.)

Quits

In September, **quits rates** increased in 2 states, decreased in 1 state, and were little changed in 47 states and the District of Columbia. The increases in quits rates occurred in Louisiana (+0.7 percentage point) and Maryland (+0.6 point). The decrease occurred in Illinois (-0.8 point). Over the month, the national quits rate changed little. (See table 4.)

The **number of quits** increased in 3 states, decreased in 2 states, and was little changed in 45 states and the District of Columbia in September. The increases occurred in Indiana (+19,000), Maryland (+17,000), and Louisiana (+13,000). The decreases occurred in Illinois (-49,000) and Colorado (-17,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In September, **layoffs and discharges rates** increased in 4 states and were little changed in 46 states and the District of Columbia. The largest increases occurred in New Jersey (+1.0 percentage point), New Hampshire (+0.7 point), and New York (+0.6 point). Over the month, the national layoffs and discharges rate increased (+0.2 point). (See table 5.)

The **number of layoffs and discharges** increased in 5 states, decreased in 1 state, and was little changed in 44 states and the District of Columbia in September. The largest increases in the layoffs and discharges level occurred in New York (+66,000), New Jersey (+45,000), and North Carolina (+24,000). The decrease occurred in Arkansas (-7,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

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

State Job Openings and Labor Turnover Survey estimates for October 2024 are scheduled to be released on Tuesday, December 17, 2024, at 10:00 a.m. (ET).

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p
TOTAL U.S.....	9,307	7,910	7,711	7,861	7,443	-418	5.6	4.8	4.6	4.7	4.5	-0.2
Alabama.....	141	120	130	127	123	-4	6.1	5.1	5.5	5.4	5.3	-0.1
Alaska.....	28	25	23	23	25	2	7.8	6.9	6.4	6.4	6.9	0.5
Arizona.....	190	192	177	179	178	-1	5.6	5.6	5.1	5.2	5.2	0.0
Arkansas.....	98	78	74	79	102	23	6.7	5.4	5.1	5.4	6.9	1.5
California.....	855	633	640	614	554	-60	4.6	3.4	3.4	3.3	3.0	-0.3
Colorado.....	206	193	185	150	151	1	6.5	6.1	5.8	4.8	4.8	0.0
Connecticut.....	93	89	78	80	80	0	5.2	4.9	4.4	4.5	4.5	0.0
Delaware.....	32	27	27	27	25	-2	6.2	5.2	5.2	5.2	4.9	-0.3
District of Columbia.....	46	36	41	36	36	0	5.7	4.5	5.1	4.5	4.4	-0.1
Florida.....	594	504	514	476	424	-52	5.7	4.8	4.9	4.6	4.1	-0.5
Georgia.....	348	272	293	330	256	-74	6.6	5.2	5.6	6.2	4.9	-1.3
Hawaii.....	34	28	26	26	26	0	5.1	4.2	3.9	3.9	3.9	0.0
Idaho.....	53	47	44	46	45	-1	5.9	5.1	4.8	5.0	4.9	-0.1
Illinois.....	388	342	338	292	285	-7	6.0	5.3	5.2	4.5	4.4	-0.1
Indiana.....	161	142	141	145	141	-4	4.7	4.1	4.1	4.2	4.1	-0.1
Iowa.....	80	71	71	79	74	-5	4.8	4.2	4.2	4.7	4.4	-0.3
Kansas.....	77	70	63	72	74	2	5.1	4.6	4.1	4.7	4.8	0.1
Kentucky.....	123	139	134	133	128	-5	5.7	6.4	6.2	6.1	5.9	-0.2
Louisiana.....	143	103	118	110	104	-6	6.8	5.0	5.7	5.3	5.0	-0.3
Maine.....	41	36	33	36	34	-2	5.9	5.2	4.8	5.2	4.9	-0.3
Maryland.....	179	158	173	174	150	-24	6.1	5.4	5.9	5.9	5.1	-0.8
Massachusetts.....	240	213	177	192	192	0	6.1	5.4	4.5	4.9	4.9	0.0
Michigan.....	257	212	213	209	228	19	5.4	4.5	4.5	4.5	4.8	0.3
Minnesota.....	195	177	139	186	191	5	6.1	5.6	4.4	5.8	5.9	0.1
Mississippi.....	82	66	74	65	57	-8	6.5	5.3	5.8	5.2	4.6	-0.6
Missouri.....	175	161	144	170	176	6	5.5	5.0	4.5	5.3	5.4	0.1
Montana.....	36	35	30	32	31	-1	6.5	6.1	5.3	5.6	5.4	-0.2
Nebraska.....	59	49	42	53	52	-1	5.3	4.4	3.8	4.7	4.6	-0.1
Nevada.....	100	74	71	73	72	-1	6.1	4.5	4.3	4.4	4.4	0.0
New Hampshire.....	40	38	34	35	40	5	5.4	5.1	4.6	4.7	5.3	0.6
New Jersey.....	240	228	209	210	220	10	5.2	4.9	4.6	4.6	4.8	0.2
New Mexico.....	55	52	45	50	53	3	5.9	5.5	4.8	5.3	5.6	0.3
New York.....	470	496	397	487	492	5	4.6	4.8	3.9	4.7	4.7	0.0
North Carolina.....	314	272	284	256	279	23	6.0	5.1	5.4	4.8	5.3	0.5
North Dakota.....	28	24	23	24	26	2	6.0	5.1	4.9	5.1	5.5	0.4
Ohio.....	350	257	282	304	272	-32	5.8	4.3	4.7	5.1	4.6	-0.5
Oklahoma.....	114	100	119	118	96	-22	6.1	5.3	6.3	6.2	5.1	-1.1
Oregon.....	118	109	106	102	103	1	5.6	5.2	5.1	4.9	4.9	0.0
Pennsylvania.....	375	314	285	300	271	-29	5.8	4.8	4.4	4.6	4.2	-0.4
Rhode Island.....	32	28	25	27	30	3	5.9	5.2	4.7	5.0	5.5	0.5
South Carolina.....	168	139	146	149	128	-21	6.8	5.5	5.8	5.9	5.1	-0.8
South Dakota.....	27	25	23	25	24	-1	5.5	5.1	4.7	5.1	4.9	-0.2
Tennessee.....	304	165	166	164	169	5	8.4	4.7	4.7	4.7	4.8	0.1
Texas.....	788	638	607	659	525	-134	5.3	4.3	4.1	4.4	3.5	-0.9
Utah.....	106	92	82	88	88	0	5.8	5.0	4.5	4.8	4.7	-0.1
Vermont.....	19	18	16	16	17	1	5.8	5.4	4.8	4.8	5.1	0.3
Virginia.....	263	245	278	268	244	-24	5.9	5.4	6.1	5.9	5.4	-0.5
Washington.....	166	160	161	155	150	-5	4.4	4.2	4.2	4.1	3.9	-0.2
West Virginia.....	57	45	48	46	43	-3	7.4	5.9	6.3	6.0	5.6	-0.4
Wisconsin.....	201	154	145	148	141	-7	6.3	4.8	4.6	4.6	4.4	-0.2
Wyoming.....	19	17	15	16	16	0	6.1	5.5	4.9	5.2	5.1	-0.1

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

State	Levels (in thousands)						Rates					
	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p
TOTAL U.S.....	5,851	5,248	5,416	5,435	5,558	123	3.7	3.3	3.4	3.4	3.5	0.1
Alabama.....	94	78	77	83	80	-3	4.3	3.5	3.5	3.7	3.6	-0.1
Alaska.....	18	19	18	18	19	1	5.4	5.6	5.3	5.3	5.6	0.3
Arizona.....	131	126	142	114	128	14	4.1	3.9	4.4	3.5	3.9	0.4
Arkansas.....	64	61	45	54	59	5	4.7	4.4	3.3	3.9	4.3	0.4
California.....	553	420	511	514	530	16	3.1	2.3	2.8	2.8	2.9	0.1
Colorado.....	98	132	111	101	106	5	3.3	4.4	3.7	3.4	3.5	0.1
Connecticut.....	57	60	64	61	57	-4	3.4	3.5	3.7	3.6	3.3	-0.3
Delaware.....	25	20	18	19	21	2	5.1	4.1	3.7	3.9	4.3	0.4
District of Columbia.....	26	20	20	20	23	3	3.4	2.6	2.6	2.6	3.0	0.4
Florida.....	427	369	348	430	400	-30	4.4	3.7	3.5	4.3	4.0	-0.3
Georgia.....	216	158	185	201	199	-2	4.4	3.2	3.7	4.0	4.0	0.0
Hawaii.....	22	21	23	17	22	5	3.5	3.3	3.6	2.7	3.4	0.7
Idaho.....	39	41	39	39	41	2	4.6	4.7	4.5	4.5	4.7	0.2
Illinois.....	184	216	242	185	204	19	3.0	3.5	3.9	3.0	3.3	0.3
Indiana.....	111	115	122	113	118	5	3.4	3.5	3.7	3.4	3.6	0.2
Iowa.....	51	52	54	46	55	9	3.2	3.2	3.4	2.9	3.4	0.5
Kansas.....	47	46	47	47	55	8	3.3	3.1	3.2	3.2	3.8	0.6
Kentucky.....	104	72	73	74	79	5	5.1	3.5	3.6	3.6	3.9	0.3
Louisiana.....	112	76	67	77	83	6	5.7	3.9	3.4	3.9	4.2	0.3
Maine.....	26	25	27	30	23	-7	4.0	3.8	4.1	4.6	3.5	-1.1
Maryland.....	114	95	100	107	107	0	4.1	3.4	3.6	3.9	3.9	0.0
Massachusetts.....	122	110	131	162	83	-79	3.3	2.9	3.5	4.3	2.2	-2.1
Michigan.....	142	154	188	162	203	41	3.2	3.4	4.2	3.6	4.5	0.9
Minnesota.....	107	87	101	88	105	17	3.6	2.9	3.4	2.9	3.5	0.6
Mississippi.....	52	39	47	45	45	0	4.4	3.3	3.9	3.8	3.8	0.0
Missouri.....	106	97	103	94	102	8	3.6	3.2	3.4	3.1	3.3	0.2
Montana.....	25	29	27	24	31	7	4.8	5.4	5.0	4.5	5.7	1.2
Nebraska.....	38	38	37	36	38	2	3.6	3.6	3.5	3.4	3.5	0.1
Nevada.....	61	64	63	61	67	6	3.9	4.0	4.0	3.9	4.2	0.3
New Hampshire.....	27	27	27	27	26	-1	3.9	3.8	3.8	3.8	3.6	-0.2
New Jersey.....	172	141	136	130	120	-10	4.0	3.2	3.1	3.0	2.7	-0.3
New Mexico.....	33	31	31	30	36	6	3.8	3.5	3.5	3.4	4.1	0.7
New York.....	274	296	294	283	272	-11	2.8	3.0	3.0	2.9	2.8	-0.1
North Carolina.....	200	172	172	173	171	-2	4.0	3.4	3.4	3.4	3.4	0.0
North Dakota.....	18	17	18	15	17	2	4.1	3.8	4.1	3.4	3.8	0.4
Ohio.....	235	200	179	182	187	5	4.2	3.5	3.2	3.2	3.3	0.1
Oklahoma.....	86	76	77	79	73	-6	4.9	4.3	4.3	4.4	4.1	-0.3
Oregon.....	77	73	75	65	76	11	3.9	3.7	3.8	3.3	3.8	0.5
Pennsylvania.....	208	173	210	193	186	-7	3.4	2.8	3.4	3.1	3.0	-0.1
Rhode Island.....	22	20	21	22	21	-1	4.3	3.9	4.1	4.3	4.1	-0.2
South Carolina.....	104	103	98	97	102	5	4.5	4.3	4.1	4.1	4.3	0.2
South Dakota.....	17	18	17	17	18	1	3.7	3.8	3.6	3.7	3.9	0.2
Tennessee.....	155	121	113	125	142	17	4.7	3.6	3.4	3.7	4.3	0.6
Texas.....	539	466	443	495	520	25	3.9	3.3	3.1	3.5	3.6	0.1
Utah.....	71	71	71	69	69	0	4.1	4.0	4.0	3.9	3.9	0.0
Vermont.....	12	12	12	13	12	-1	3.9	3.8	3.8	4.1	3.8	-0.3
Virginia.....	174	140	145	157	165	8	4.2	3.3	3.4	3.7	3.9	0.2
Washington.....	111	113	108	107	119	12	3.1	3.1	2.9	2.9	3.2	0.3
West Virginia.....	33	29	29	29	30	1	4.6	4.0	4.0	4.0	4.2	0.2
Wisconsin.....	97	95	98	92	97	5	3.2	3.1	3.2	3.0	3.2	0.2
Wyoming.....	13	14	13	12	14	2	4.5	4.8	4.4	4.1	4.7	0.6

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

State	Levels (in thousands)						Rates					
	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p
TOTAL U.S.....	5,522	5,084	5,314	5,168	5,196	28	3.5	3.2	3.4	3.3	3.3	0.0
Alabama.....	85	74	78	73	74	1	3.9	3.3	3.5	3.3	3.3	0.0
Alaska.....	20	18	20	18	17	-1	6.1	5.3	5.9	5.3	5.0	-0.3
Arizona.....	128	124	132	113	111	-2	4.0	3.8	4.0	3.5	3.4	-0.1
Arkansas.....	55	53	51	53	49	-4	4.1	3.9	3.7	3.9	3.6	-0.3
California.....	552	487	482	452	423	-29	3.1	2.7	2.7	2.5	2.3	-0.2
Colorado.....	84	112	122	94	81	-13	2.8	3.7	4.1	3.1	2.7	-0.4
Connecticut.....	47	58	53	49	58	9	2.8	3.4	3.1	2.9	3.4	0.5
Delaware.....	22	20	21	17	19	2	4.5	4.1	4.3	3.5	3.9	0.4
District of Columbia.....	20	20	23	23	20	-3	2.6	2.6	3.0	3.0	2.6	-0.4
Florida.....	392	298	364	365	385	20	4.0	3.0	3.6	3.7	3.9	0.2
Georgia.....	190	173	191	180	171	-9	3.9	3.5	3.8	3.6	3.4	-0.2
Hawaii.....	26	21	20	21	23	2	4.1	3.3	3.1	3.3	3.6	0.3
Idaho.....	44	40	41	41	40	-1	5.2	4.6	4.7	4.7	4.5	-0.2
Illinois.....	187	203	178	224	167	-57	3.0	3.3	2.9	3.6	2.7	-0.9
Indiana.....	116	112	130	122	135	13	3.6	3.4	4.0	3.7	4.1	0.4
Iowa.....	50	48	54	54	52	-2	3.1	3.0	3.4	3.4	3.2	-0.2
Kansas.....	53	43	50	56	49	-7	3.7	2.9	3.4	3.8	3.3	-0.5
Kentucky.....	81	77	78	66	69	3	4.0	3.8	3.8	3.2	3.4	0.2
Louisiana.....	94	87	89	68	82	14	4.8	4.4	4.5	3.5	4.2	0.7
Maine.....	23	24	27	24	26	2	3.5	3.7	4.1	3.7	4.0	0.3
Maryland.....	121	82	106	86	103	17	4.4	3.0	3.8	3.1	3.7	0.6
Massachusetts.....	83	110	108	89	99	10	2.2	2.9	2.9	2.4	2.6	0.2
Michigan.....	151	126	140	166	160	-6	3.4	2.8	3.1	3.7	3.6	-0.1
Minnesota.....	114	84	81	105	102	-3	3.8	2.8	2.7	3.5	3.4	-0.1
Mississippi.....	51	45	51	43	43	0	4.3	3.8	4.3	3.6	3.6	0.0
Missouri.....	112	96	108	110	101	-9	3.8	3.1	3.5	3.6	3.3	-0.3
Montana.....	27	27	27	24	25	1	5.2	5.0	5.0	4.5	4.6	0.1
Nebraska.....	36	32	40	41	35	-6	3.4	3.0	3.7	3.8	3.3	-0.5
Nevada.....	54	61	61	57	58	1	3.5	3.8	3.9	3.6	3.7	0.1
New Hampshire.....	24	29	27	21	28	7	3.4	4.1	3.8	2.9	3.9	1.0
New Jersey.....	122	145	163	115	150	35	2.8	3.3	3.7	2.6	3.4	0.8
New Mexico.....	33	30	36	28	31	3	3.8	3.4	4.1	3.2	3.5	0.3
New York.....	287	256	239	267	348	81	2.9	2.6	2.4	2.7	3.5	0.8
North Carolina.....	200	157	165	134	167	33	4.0	3.1	3.3	2.7	3.3	0.6
North Dakota.....	18	15	20	18	17	-1	4.1	3.4	4.5	4.0	3.8	-0.2
Ohio.....	202	175	189	198	182	-16	3.6	3.1	3.3	3.5	3.2	-0.3
Oklahoma.....	67	78	68	70	64	-6	3.8	4.4	3.8	3.9	3.6	-0.3
Oregon.....	74	72	84	71	70	-1	3.7	3.6	4.2	3.6	3.5	-0.1
Pennsylvania.....	172	159	217	206	215	9	2.8	2.6	3.5	3.3	3.5	0.2
Rhode Island.....	18	19	20	20	23	3	3.6	3.7	3.9	3.9	4.5	0.6
South Carolina.....	109	103	108	88	84	-4	4.7	4.3	4.5	3.7	3.5	-0.2
South Dakota.....	17	16	20	18	17	-1	3.7	3.4	4.3	3.9	3.6	-0.3
Tennessee.....	133	123	129	126	125	-1	4.0	3.7	3.9	3.8	3.7	-0.1
Texas.....	532	480	403	482	443	-39	3.8	3.4	2.8	3.4	3.1	-0.3
Utah.....	64	71	70	66	62	-4	3.7	4.0	4.0	3.7	3.5	-0.2
Vermont.....	11	13	12	12	13	1	3.5	4.1	3.8	3.8	4.1	0.3
Virginia.....	152	138	168	136	147	11	3.6	3.2	4.0	3.2	3.5	0.3
Washington.....	116	120	110	121	103	-18	3.2	3.3	3.0	3.3	2.8	-0.5
West Virginia.....	31	28	33	28	27	-1	4.3	3.9	4.6	3.9	3.8	-0.1
Wisconsin.....	105	87	96	95	90	-5	3.5	2.9	3.2	3.1	3.0	-0.1
Wyoming.....	14	14	13	12	13	1	4.8	4.8	4.4	4.1	4.4	0.3

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

State	Levels (in thousands)						Rates					
	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p
TOTAL U.S.....	3,596	3,214	3,243	3,178	3,071	-107	2.3	2.0	2.0	2.0	1.9	-0.1
Alabama.....	53	49	50	46	50	4	2.4	2.2	2.3	2.1	2.3	0.2
Alaska.....	14	10	11	12	10	-2	4.2	3.0	3.2	3.5	2.9	-0.6
Arizona.....	88	71	70	72	64	-8	2.7	2.2	2.1	2.2	2.0	-0.2
Arkansas.....	36	33	33	28	30	2	2.7	2.4	2.4	2.0	2.2	0.2
California.....	322	276	283	285	256	-29	1.8	1.5	1.6	1.6	1.4	-0.2
Colorado.....	54	76	78	64	47	-17	1.8	2.5	2.6	2.1	1.6	-0.5
Connecticut.....	32	33	27	29	33	4	1.9	1.9	1.6	1.7	1.9	0.2
Delaware.....	15	12	13	10	12	2	3.1	2.5	2.7	2.0	2.4	0.4
District of Columbia.....	13	12	14	13	13	0	1.7	1.6	1.8	1.7	1.7	0.0
Florida.....	283	205	264	269	263	-6	2.9	2.1	2.6	2.7	2.6	-0.1
Georgia.....	136	115	119	105	100	-5	2.8	2.3	2.4	2.1	2.0	-0.1
Hawaii.....	17	12	11	12	13	1	2.7	1.9	1.7	1.9	2.0	0.1
Idaho.....	30	24	24	26	22	-4	3.5	2.8	2.8	3.0	2.5	-0.5
Illinois.....	122	131	105	138	89	-49	2.0	2.1	1.7	2.2	1.4	-0.8
Indiana.....	80	74	74	78	97	19	2.5	2.3	2.3	2.4	2.9	0.5
Iowa.....	32	32	33	30	31	1	2.0	2.0	2.0	1.9	1.9	0.0
Kansas.....	32	27	29	34	31	-3	2.2	1.8	2.0	2.3	2.1	-0.2
Kentucky.....	57	51	50	38	42	4	2.8	2.5	2.5	1.9	2.1	0.2
Louisiana.....	65	55	56	36	49	13	3.3	2.8	2.9	1.8	2.5	0.7
Maine.....	15	13	14	14	15	1	2.3	2.0	2.1	2.1	2.3	0.2
Maryland.....	80	54	69	49	66	17	2.9	2.0	2.5	1.8	2.4	0.6
Massachusetts.....	60	61	58	53	54	1	1.6	1.6	1.5	1.4	1.4	0.0
Michigan.....	93	86	80	100	97	-3	2.1	1.9	1.8	2.2	2.2	0.0
Minnesota.....	63	53	49	69	62	-7	2.1	1.8	1.6	2.3	2.0	-0.3
Mississippi.....	33	29	35	27	28	1	2.8	2.4	2.9	2.3	2.3	0.0
Missouri.....	67	68	67	67	60	-7	2.2	2.2	2.2	2.2	2.0	-0.2
Montana.....	18	16	15	15	13	-2	3.4	3.0	2.8	2.8	2.4	-0.4
Nebraska.....	23	21	22	23	21	-2	2.2	2.0	2.1	2.1	2.0	-0.1
Nevada.....	36	35	35	33	31	-2	2.3	2.2	2.2	2.1	2.0	-0.1
New Hampshire.....	14	12	13	12	12	0	2.0	1.7	1.8	1.7	1.7	0.0
New Jersey.....	84	82	72	64	60	-4	1.9	1.9	1.6	1.5	1.4	-0.1
New Mexico.....	22	16	19	17	18	1	2.5	1.8	2.1	1.9	2.0	0.1
New York.....	149	170	133	156	172	16	1.5	1.7	1.3	1.6	1.7	0.1
North Carolina.....	130	98	110	87	95	8	2.6	2.0	2.2	1.7	1.9	0.2
North Dakota.....	12	9	10	10	10	0	2.7	2.0	2.3	2.2	2.2	0.0
Ohio.....	119	105	117	115	109	-6	2.1	1.9	2.1	2.0	1.9	-0.1
Oklahoma.....	46	43	43	44	40	-4	2.6	2.4	2.4	2.5	2.2	-0.3
Oregon.....	50	43	44	42	38	-4	2.5	2.2	2.2	2.1	1.9	-0.2
Pennsylvania.....	121	94	129	124	126	2	2.0	1.5	2.1	2.0	2.0	0.0
Rhode Island.....	11	11	10	11	13	2	2.2	2.2	2.0	2.2	2.5	0.3
South Carolina.....	69	73	70	55	52	-3	3.0	3.1	2.9	2.3	2.2	-0.1
South Dakota.....	11	11	11	11	11	0	2.4	2.4	2.4	2.4	2.4	0.0
Tennessee.....	87	80	83	76	75	-1	2.6	2.4	2.5	2.3	2.2	-0.1
Texas.....	376	350	288	297	266	-31	2.7	2.5	2.0	2.1	1.9	-0.2
Utah.....	44	43	41	36	35	-1	2.5	2.4	2.3	2.0	2.0	0.0
Vermont.....	7	8	6	7	7	0	2.3	2.5	1.9	2.2	2.2	0.0
Virginia.....	102	82	105	88	94	6	2.4	1.9	2.5	2.1	2.2	0.1
Washington.....	75	65	62	64	57	-7	2.1	1.8	1.7	1.7	1.6	-0.1
West Virginia.....	20	18	22	17	18	1	2.8	2.5	3.1	2.4	2.5	0.1
Wisconsin.....	69	57	57	59	54	-5	2.3	1.9	1.9	1.9	1.8	-0.1
Wyoming.....	9	8	7	7	7	0	3.1	2.7	2.4	2.4	2.4	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					
	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p	Sept. 2023	June 2024	July 2024	Aug. 2024	Sept. 2024 ^p	Change from: Aug. 2024 - Sept. 2024 ^p
TOTAL U.S.....	1,595	1,560	1,713	1,668	1,833	165	1.0	1.0	1.1	1.0	1.2	0.2
Alabama.....	26	20	23	22	20	-2	1.2	0.9	1.0	1.0	0.9	-0.1
Alaska.....	4	5	5	5	6	1	1.2	1.5	1.5	1.5	1.8	0.3
Arizona.....	33	40	50	35	39	4	1.0	1.2	1.5	1.1	1.2	0.1
Arkansas.....	16	16	15	22	15	-7	1.2	1.2	1.1	1.6	1.1	-0.5
California.....	177	187	181	151	141	-10	1.0	1.0	1.0	0.8	0.8	0.0
Colorado.....	21	26	36	23	30	7	0.7	0.9	1.2	0.8	1.0	0.2
Connecticut.....	11	20	21	15	21	6	0.6	1.2	1.2	0.9	1.2	0.3
Delaware.....	6	7	7	6	6	0	1.2	1.4	1.4	1.2	1.2	0.0
District of Columbia.....	6	5	7	7	6	-1	0.8	0.6	0.9	0.9	0.8	-0.1
Florida.....	93	80	90	86	101	15	0.9	0.8	0.9	0.9	1.0	0.1
Georgia.....	44	48	60	65	63	-2	0.9	1.0	1.2	1.3	1.3	0.0
Hawaii.....	7	6	6	7	9	2	1.1	0.9	0.9	1.1	1.4	0.3
Idaho.....	11	12	12	12	17	5	1.3	1.4	1.4	1.4	1.9	0.5
Illinois.....	56	67	62	77	65	-12	0.9	1.1	1.0	1.2	1.1	-0.1
Indiana.....	30	34	49	38	34	-4	0.9	1.0	1.5	1.2	1.0	-0.2
Iowa.....	15	13	18	19	18	-1	0.9	0.8	1.1	1.2	1.1	-0.1
Kansas.....	18	13	17	18	15	-3	1.2	0.9	1.2	1.2	1.0	-0.2
Kentucky.....	21	21	20	19	22	3	1.0	1.0	1.0	0.9	1.1	0.2
Louisiana.....	26	28	24	28	27	-1	1.3	1.4	1.2	1.4	1.4	0.0
Maine.....	6	8	11	8	9	1	0.9	1.2	1.7	1.2	1.4	0.2
Maryland.....	35	24	30	29	30	1	1.3	0.9	1.1	1.0	1.1	0.1
Massachusetts.....	17	39	41	25	37	12	0.5	1.0	1.1	0.7	1.0	0.3
Michigan.....	52	32	51	60	56	-4	1.2	0.7	1.1	1.3	1.2	-0.1
Minnesota.....	46	27	24	22	30	8	1.5	0.9	0.8	0.7	1.0	0.3
Mississippi.....	16	12	13	12	12	0	1.4	1.0	1.1	1.0	1.0	0.0
Missouri.....	39	23	30	31	36	5	1.3	0.7	1.0	1.0	1.2	0.2
Montana.....	7	9	8	7	10	3	1.3	1.7	1.5	1.3	1.9	0.6
Nebraska.....	12	9	14	15	12	-3	1.1	0.8	1.3	1.4	1.1	-0.3
Nevada.....	15	20	19	20	24	4	1.0	1.3	1.2	1.3	1.5	0.2
New Hampshire.....	7	15	12	8	13	5	1.0	2.1	1.7	1.1	1.8	0.7
New Jersey.....	27	53	80	38	83	45	0.6	1.2	1.8	0.9	1.9	1.0
New Mexico.....	9	10	10	8	11	3	1.0	1.1	1.1	0.9	1.2	0.3
New York.....	111	74	94	96	162	66	1.1	0.7	1.0	1.0	1.6	0.6
North Carolina.....	64	51	48	41	65	24	1.3	1.0	1.0	0.8	1.3	0.5
North Dakota.....	6	5	9	6	6	0	1.4	1.1	2.0	1.3	1.3	0.0
Ohio.....	69	62	59	74	67	-7	1.2	1.1	1.0	1.3	1.2	-0.1
Oklahoma.....	19	31	20	20	20	0	1.1	1.7	1.1	1.1	1.1	0.0
Oregon.....	18	21	29	22	26	4	0.9	1.1	1.5	1.1	1.3	0.2
Pennsylvania.....	40	52	75	71	75	4	0.7	0.8	1.2	1.1	1.2	0.1
Rhode Island.....	5	7	8	7	9	2	1.0	1.4	1.6	1.4	1.8	0.4
South Carolina.....	35	24	33	28	27	-1	1.5	1.0	1.4	1.2	1.1	-0.1
South Dakota.....	5	5	8	6	5	-1	1.1	1.1	1.7	1.3	1.1	-0.2
Tennessee.....	40	37	38	41	45	4	1.2	1.1	1.1	1.2	1.3	0.1
Texas.....	136	105	94	158	149	-9	1.0	0.7	0.7	1.1	1.0	-0.1
Utah.....	16	22	20	26	25	-1	0.9	1.2	1.1	1.5	1.4	-0.1
Vermont.....	3	4	5	4	5	1	1.0	1.3	1.6	1.3	1.6	0.3
Virginia.....	42	43	46	36	44	8	1.0	1.0	1.1	0.8	1.0	0.2
Washington.....	34	48	37	51	40	-11	0.9	1.3	1.0	1.4	1.1	-0.3
West Virginia.....	9	8	9	9	7	-2	1.3	1.1	1.3	1.3	1.0	-0.3
Wisconsin.....	32	25	33	30	30	0	1.1	0.8	1.1	1.0	1.0	0.0
Wyoming.....	4	4	4	4	5	1	1.4	1.4	1.4	1.4	1.7	0.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2023	Aug. 2024	Sept. 2024 ^p	Sept. 2023	Aug. 2024	Sept. 2024 ^p
TOTAL U.S.....	9,303	7,939	7,418	5.6	4.8	4.5
Alabama.....	143	131	127	6.2	5.6	5.4
Alaska.....	22	21	21	6.1	5.6	5.6
Arizona.....	186	202	178	5.5	5.9	5.1
Arkansas.....	106	86	111	7.2	5.9	7.5
California.....	856	625	540	4.6	3.4	2.9
Colorado.....	181	132	127	5.8	4.2	4.1
Connecticut.....	91	78	77	5.1	4.4	4.3
Delaware.....	31	22	24	6.0	4.3	4.6
District of Columbia.....	50	30	39	6.1	3.8	4.8
Florida.....	582	483	417	5.6	4.6	4.0
Georgia.....	350	333	258	6.7	6.3	4.9
Hawaii.....	35	26	28	5.3	3.9	4.2
Idaho.....	51	45	43	5.6	4.9	4.6
Illinois.....	383	276	269	5.9	4.3	4.2
Indiana.....	163	149	141	4.8	4.3	4.1
Iowa.....	81	75	73	4.8	4.5	4.4
Kansas.....	79	74	76	5.2	4.9	4.9
Kentucky.....	124	140	130	5.8	6.4	5.9
Louisiana.....	140	118	99	6.7	5.7	4.8
Maine.....	36	34	29	5.2	4.9	4.2
Maryland.....	176	159	144	6.0	5.4	4.9
Massachusetts.....	239	194	188	6.0	4.9	4.8
Michigan.....	266	203	244	5.6	4.3	5.1
Minnesota.....	190	184	190	5.9	5.7	5.9
Mississippi.....	88	75	61	6.9	5.9	4.9
Missouri.....	173	178	178	5.5	5.5	5.5
Montana.....	36	31	30	6.4	5.4	5.3
Nebraska.....	60	56	53	5.3	4.9	4.7
Nevada.....	102	77	73	6.2	4.6	4.4
New Hampshire.....	36	35	35	4.8	4.7	4.7
New Jersey.....	254	202	235	5.5	4.4	5.1
New Mexico.....	54	57	52	5.8	6.1	5.5
New York.....	465	503	493	4.6	4.8	4.8
North Carolina.....	312	254	282	5.9	4.8	5.3
North Dakota.....	30	24	27	6.2	5.1	5.7
Ohio.....	350	304	271	5.9	5.1	4.6
Oklahoma.....	123	122	103	6.5	6.4	5.5
Oregon.....	124	100	110	5.9	4.8	5.2
Pennsylvania.....	356	300	248	5.5	4.6	3.8
Rhode Island.....	33	28	32	6.0	5.3	5.7
South Carolina.....	164	144	123	6.6	5.7	4.9
South Dakota.....	26	28	23	5.3	5.6	4.6
Tennessee.....	296	177	167	8.2	5.1	4.8
Texas.....	804	686	530	5.5	4.6	3.6
Utah.....	106	90	91	5.7	4.9	4.9
Vermont.....	16	15	14	4.9	4.6	4.3
Virginia.....	278	262	257	6.2	5.8	5.7
Washington.....	167	154	152	4.4	4.0	4.0
West Virginia.....	67	46	50	8.6	6.1	6.5
Wisconsin.....	207	151	141	6.4	4.7	4.4
Wyoming.....	18	16	15	5.7	5.1	4.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2023	Aug. 2024	Sept. 2024 ^p	Sept. 2023	Aug. 2024	Sept. 2024 ^p
TOTAL U.S.....	5,874	6,070	5,600	3.7	3.8	3.5
Alabama.....	100	93	84	4.6	4.2	3.8
Alaska.....	14	16	15	4.2	4.5	4.4
Arizona.....	133	143	132	4.1	4.4	4.0
Arkansas.....	73	70	67	5.4	5.2	4.8
California.....	547	570	529	3.1	3.2	2.9
Colorado.....	82	94	84	2.8	3.1	2.8
Connecticut.....	58	67	56	3.4	3.9	3.3
Delaware.....	22	16	20	4.5	3.3	4.1
District of Columbia.....	30	18	27	3.9	2.4	3.5
Florida.....	431	488	407	4.4	4.9	4.1
Georgia.....	211	234	196	4.3	4.7	3.9
Hawaii.....	23	19	24	3.6	3.0	3.8
Idaho.....	40	39	43	4.7	4.4	4.8
Illinois.....	178	205	192	2.9	3.3	3.1
Indiana.....	107	137	114	3.3	4.1	3.4
Iowa.....	51	47	55	3.2	2.9	3.4
Kansas.....	46	55	53	3.2	3.8	3.6
Kentucky.....	107	95	83	5.3	4.7	4.0
Louisiana.....	111	92	85	5.7	4.7	4.4
Maine.....	21	29	19	3.2	4.3	2.9
Maryland.....	111	96	104	4.0	3.4	3.7
Massachusetts.....	140	162	98	3.8	4.3	2.6
Michigan.....	137	171	199	3.1	3.8	4.4
Minnesota.....	102	92	102	3.4	3.0	3.3
Mississippi.....	54	57	46	4.6	4.8	3.8
Missouri.....	110	105	107	3.7	3.4	3.5
Montana.....	25	24	31	4.8	4.4	5.7
Nebraska.....	35	41	36	3.4	3.8	3.3
Nevada.....	63	70	72	4.1	4.4	4.5
New Hampshire.....	23	32	22	3.3	4.5	3.1
New Jersey.....	196	126	133	4.5	2.9	3.0
New Mexico.....	31	41	34	3.5	4.6	3.8
New York.....	284	298	286	2.9	3.0	2.9
North Carolina.....	194	193	163	3.9	3.8	3.2
North Dakota.....	19	17	18	4.2	3.8	3.9
Ohio.....	237	213	189	4.2	3.7	3.3
Oklahoma.....	94	96	79	5.3	5.4	4.4
Oregon.....	87	68	88	4.4	3.4	4.4
Pennsylvania.....	210	223	196	3.4	3.6	3.1
Rhode Island.....	22	25	22	4.4	4.8	4.2
South Carolina.....	98	105	95	4.2	4.4	4.0
South Dakota.....	16	20	17	3.4	4.2	3.5
Tennessee.....	147	144	135	4.4	4.3	4.0
Texas.....	527	609	524	3.8	4.3	3.7
Utah.....	76	74	75	4.4	4.2	4.2
Vermont.....	10	14	10	3.3	4.3	3.3
Virginia.....	173	177	164	4.1	4.2	3.9
Washington.....	121	112	133	3.3	3.0	3.6
West Virginia.....	38	32	34	5.3	4.5	4.8
Wisconsin.....	92	96	91	3.0	3.1	3.0
Wyoming.....	13	12	13	4.2	4.1	4.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2023	Aug. 2024	Sept. 2024 ^p	Sept. 2023	Aug. 2024	Sept. 2024 ^p
TOTAL U.S.....	5,803	6,294	5,450	3.7	4.0	3.4
Alabama.....	90	84	78	4.1	3.8	3.5
Alaska.....	28	26	26	8.2	7.4	7.5
Arizona.....	110	122	92	3.4	3.8	2.8
Arkansas.....	53	63	46	3.9	4.6	3.4
California.....	547	556	402	3.1	3.1	2.2
Colorado.....	94	117	85	3.2	3.9	2.8
Connecticut.....	53	62	61	3.1	3.7	3.6
Delaware.....	28	20	24	5.7	4.1	4.9
District of Columbia.....	21	31	19	2.7	4.1	2.5
Florida.....	375	397	370	3.8	4.0	3.7
Georgia.....	194	214	180	3.9	4.3	3.6
Hawaii.....	30	31	29	4.9	4.9	4.6
Idaho.....	51	56	47	6.0	6.4	5.3
Illinois.....	194	258	167	3.2	4.2	2.7
Indiana.....	111	150	131	3.4	4.5	3.9
Iowa.....	53	73	54	3.4	4.6	3.4
Kansas.....	54	75	50	3.8	5.2	3.4
Kentucky.....	82	76	70	4.1	3.7	3.4
Louisiana.....	94	82	82	4.8	4.2	4.2
Maine.....	30	29	32	4.6	4.3	4.9
Maryland.....	138	104	126	5.0	3.8	4.6
Massachusetts.....	114	121	132	3.1	3.2	3.5
Michigan.....	166	202	187	3.7	4.5	4.1
Minnesota.....	121	122	111	4.0	4.0	3.7
Mississippi.....	52	53	43	4.3	4.5	3.6
Missouri.....	117	137	106	3.9	4.5	3.5
Montana.....	34	30	32	6.4	5.6	5.9
Nebraska.....	37	52	34	3.5	4.9	3.2
Nevada.....	50	66	52	3.2	4.2	3.3
New Hampshire.....	29	25	33	4.2	3.5	4.6
New Jersey.....	160	140	189	3.7	3.2	4.3
New Mexico.....	33	37	32	3.8	4.1	3.6
New York.....	323	339	375	3.3	3.4	3.8
North Carolina.....	212	173	182	4.3	3.4	3.6
North Dakota.....	19	23	17	4.2	5.2	3.8
Ohio.....	213	251	193	3.8	4.4	3.4
Oklahoma.....	65	84	60	3.7	4.8	3.4
Oregon.....	78	87	73	4.0	4.4	3.6
Pennsylvania.....	171	252	206	2.8	4.1	3.3
Rhode Island.....	21	24	25	4.0	4.7	4.9
South Carolina.....	114	100	89	4.9	4.2	3.7
South Dakota.....	22	24	20	4.6	5.0	4.4
Tennessee.....	136	147	132	4.1	4.4	4.0
Texas.....	557	599	462	4.0	4.2	3.2
Utah.....	67	82	63	3.9	4.6	3.6
Vermont.....	12	13	15	4.0	4.2	4.8
Virginia.....	166	163	162	4.0	3.9	3.8
Washington.....	122	152	109	3.4	4.1	3.0
West Virginia.....	30	34	25	4.1	4.7	3.5
Wisconsin.....	116	120	97	3.8	3.9	3.2
Wyoming.....	17	16	17	5.7	5.3	5.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	Sept. 2023	Aug. 2024	Sept. 2024 ^p	Sept. 2023	Aug. 2024	Sept. 2024 ^p
TOTAL U.S.....	3,844	4,073	3,230	2.5	2.6	2.0
Alabama.....	56	55	51	2.6	2.5	2.3
Alaska.....	21	18	16	6.2	5.1	4.6
Arizona.....	81	80	57	2.5	2.5	1.7
Arkansas.....	35	35	28	2.6	2.6	2.1
California.....	329	343	254	1.8	1.9	1.4
Colorado.....	65	85	51	2.2	2.8	1.7
Connecticut.....	33	39	35	2.0	2.3	2.0
Delaware.....	19	13	16	3.9	2.6	3.2
District of Columbia.....	14	20	12	1.8	2.6	1.6
Florida.....	275	299	253	2.8	3.0	2.5
Georgia.....	141	126	101	2.9	2.5	2.0
Hawaii.....	21	19	16	3.4	2.9	2.6
Idaho.....	38	39	28	4.5	4.4	3.1
Illinois.....	135	176	96	2.2	2.8	1.5
Indiana.....	78	98	96	2.4	3.0	2.9
Iowa.....	34	45	32	2.1	2.8	2.0
Kansas.....	33	48	30	2.3	3.3	2.1
Kentucky.....	58	48	42	2.9	2.3	2.0
Louisiana.....	64	48	47	3.2	2.5	2.4
Maine.....	19	19	19	2.9	2.9	2.8
Maryland.....	88	64	76	3.2	2.3	2.7
Massachusetts.....	76	73	71	2.1	1.9	1.9
Michigan.....	105	134	111	2.3	3.0	2.5
Minnesota.....	71	84	69	2.4	2.8	2.3
Mississippi.....	32	35	26	2.7	2.9	2.2
Missouri.....	71	86	63	2.4	2.8	2.1
Montana.....	24	19	18	4.5	3.6	3.3
Nebraska.....	24	33	21	2.3	3.1	1.9
Nevada.....	34	41	29	2.2	2.6	1.8
New Hampshire.....	18	15	16	2.6	2.1	2.2
New Jersey.....	110	80	74	2.5	1.8	1.7
New Mexico.....	23	24	20	2.7	2.7	2.2
New York.....	154	214	183	1.6	2.2	1.9
North Carolina.....	140	117	103	2.8	2.3	2.1
North Dakota.....	13	15	11	2.8	3.3	2.4
Ohio.....	132	156	118	2.3	2.8	2.1
Oklahoma.....	45	56	38	2.5	3.2	2.1
Oregon.....	57	55	43	2.9	2.8	2.2
Pennsylvania.....	123	167	132	2.0	2.7	2.1
Rhode Island.....	13	15	15	2.5	2.9	2.9
South Carolina.....	74	65	56	3.2	2.7	2.3
South Dakota.....	14	15	14	3.1	3.3	2.9
Tennessee.....	92	94	77	2.8	2.8	2.3
Texas.....	396	400	267	2.8	2.8	1.9
Utah.....	50	49	37	2.9	2.8	2.1
Vermont.....	8	8	8	2.5	2.6	2.7
Virginia.....	111	111	101	2.6	2.6	2.4
Washington.....	86	83	67	2.4	2.3	1.8
West Virginia.....	19	21	16	2.7	3.0	2.2
Wisconsin.....	78	80	61	2.6	2.6	2.0
Wyoming.....	12	10	10	4.1	3.4	3.2

p Preliminary

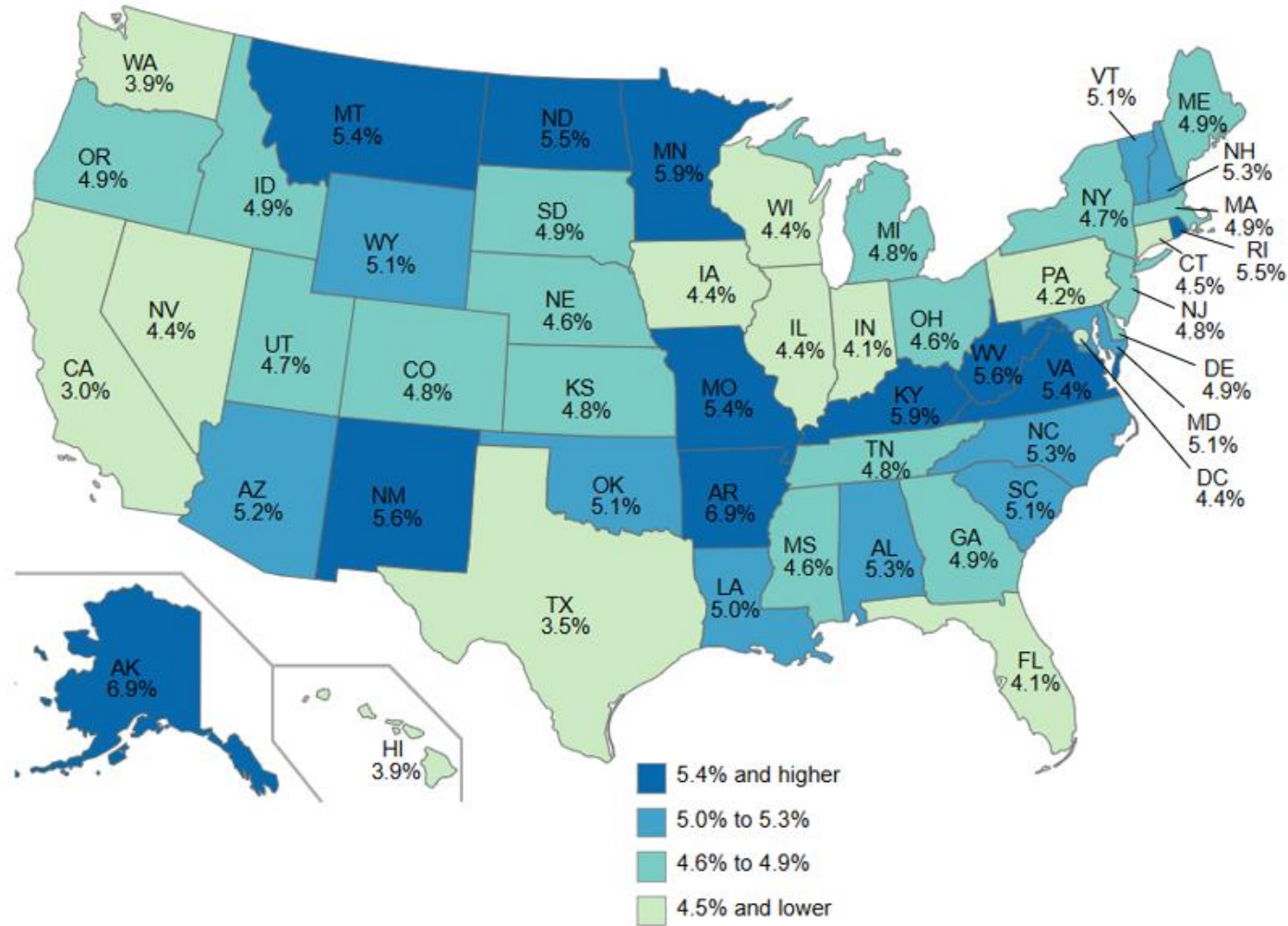
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Sept. 2023	Aug. 2024	Sept. 2024 ^p	Sept. 2023	Aug. 2024	Sept. 2024 ^p
TOTAL U.S.....	1,641	1,850	1,938	1.0	1.2	1.2
Alabama.....	29	23	24	1.3	1.0	1.1
Alaska.....	6	7	9	1.7	1.9	2.4
Arizona.....	24	36	29	0.7	1.1	0.9
Arkansas.....	16	24	15	1.1	1.8	1.1
California.....	161	197	121	0.9	1.1	0.7
Colorado.....	20	26	30	0.7	0.9	1.0
Connecticut.....	15	18	23	0.9	1.0	1.4
Delaware.....	8	6	7	1.5	1.2	1.4
District of Columbia.....	6	8	6	0.7	1.1	0.7
Florida.....	87	85	101	0.9	0.9	1.0
Georgia.....	44	78	71	0.9	1.6	1.4
Hawaii.....	8	10	11	1.2	1.6	1.8
Idaho.....	11	13	17	1.2	1.5	1.9
Illinois.....	51	72	60	0.8	1.2	1.0
Indiana.....	28	44	31	0.9	1.3	0.9
Iowa.....	17	23	20	1.1	1.5	1.3
Kansas.....	18	23	16	1.3	1.6	1.1
Kentucky.....	21	19	24	1.0	0.9	1.2
Louisiana.....	27	28	30	1.4	1.5	1.5
Maine.....	8	8	12	1.3	1.2	1.7
Maryland.....	45	29	43	1.6	1.1	1.6
Massachusetts.....	30	33	54	0.8	0.9	1.5
Michigan.....	54	62	68	1.2	1.4	1.5
Minnesota.....	44	21	32	1.5	0.7	1.0
Mississippi.....	18	14	14	1.5	1.2	1.2
Missouri.....	40	37	38	1.3	1.2	1.2
Montana.....	8	9	12	1.6	1.6	2.3
Nebraska.....	11	15	12	1.0	1.4	1.1
Nevada.....	13	20	21	0.8	1.3	1.3
New Hampshire.....	9	8	15	1.3	1.1	2.1
New Jersey.....	38	45	106	0.9	1.0	2.4
New Mexico.....	8	10	10	0.9	1.2	1.2
New York.....	140	109	177	1.4	1.1	1.8
North Carolina.....	66	47	72	1.3	0.9	1.4
North Dakota.....	5	7	6	1.2	1.6	1.2
Ohio.....	69	82	70	1.2	1.4	1.2
Oklahoma.....	18	21	19	1.0	1.2	1.0
Oregon.....	16	26	25	0.8	1.3	1.3
Pennsylvania.....	38	72	63	0.6	1.2	1.0
Rhode Island.....	6	8	9	1.2	1.5	1.7
South Carolina.....	36	30	29	1.6	1.2	1.2
South Dakota.....	6	7	6	1.3	1.4	1.3
Tennessee.....	39	44	51	1.2	1.3	1.5
Texas.....	140	165	166	1.0	1.2	1.2
Utah.....	14	29	23	0.8	1.6	1.3
Vermont.....	4	4	6	1.1	1.3	1.8
Virginia.....	48	38	52	1.1	0.9	1.2
Washington.....	30	63	37	0.8	1.7	1.0
West Virginia.....	8	10	8	1.2	1.4	1.0
Wisconsin.....	33	33	31	1.1	1.1	1.0
Wyoming.....	4	5	6	1.4	1.5	2.0

p Preliminary

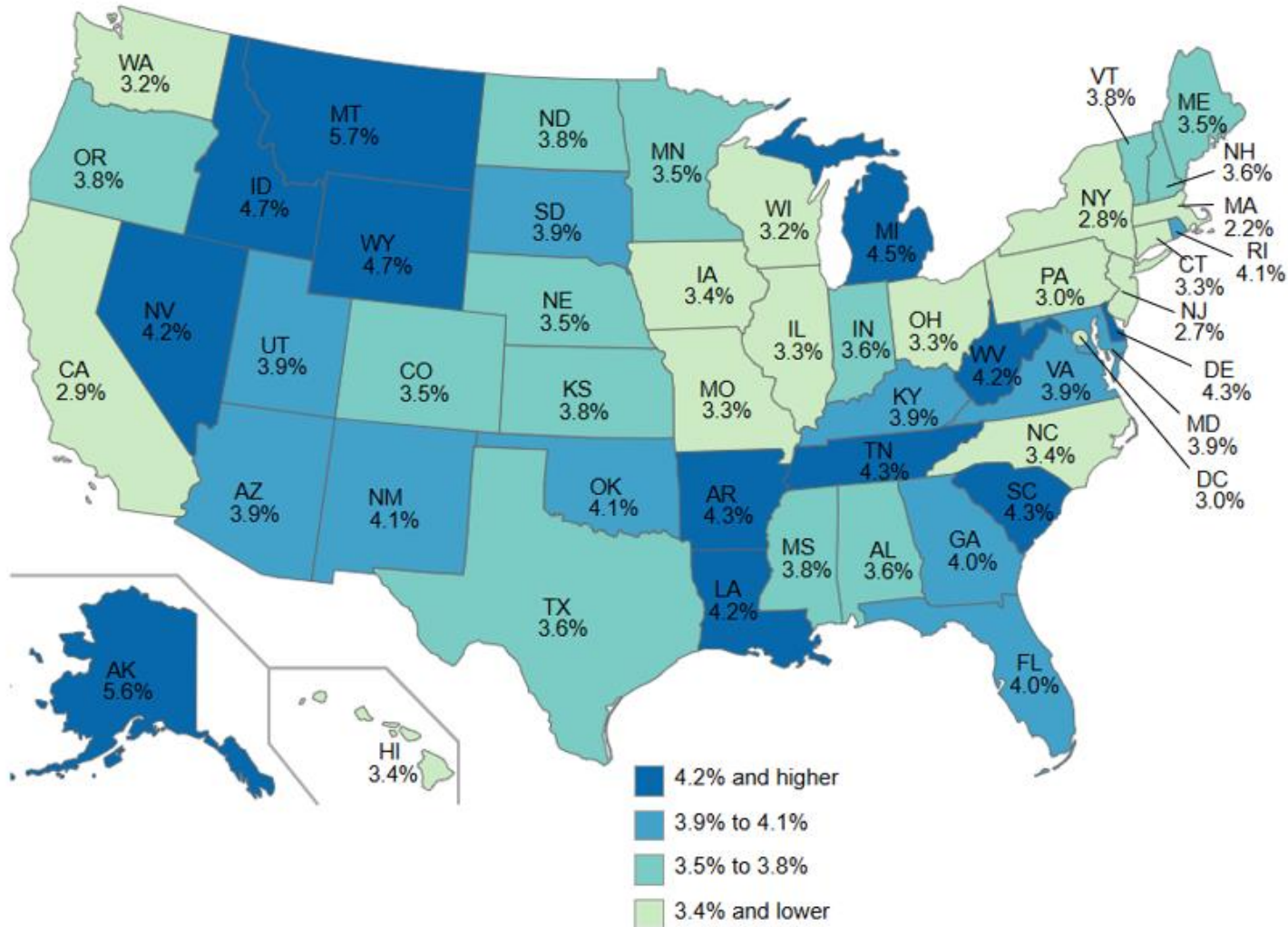
Map 1. Job openings rates by state, seasonally adjusted, September 2024

Total U.S. job openings rate = 4.5%



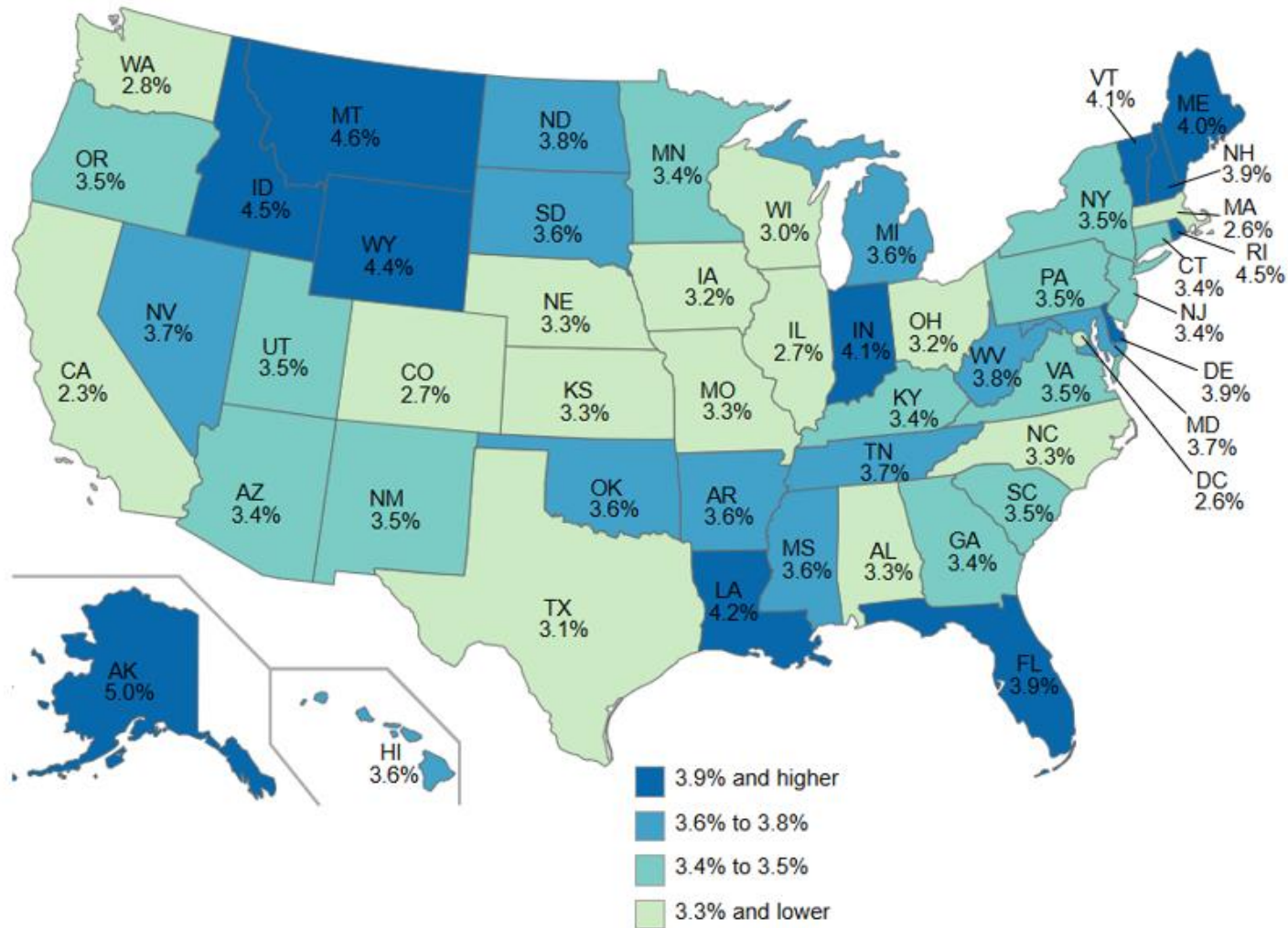
Map 2. Hires rates by state, seasonally adjusted, September 2024

Total U.S. hires rate = 3.5%



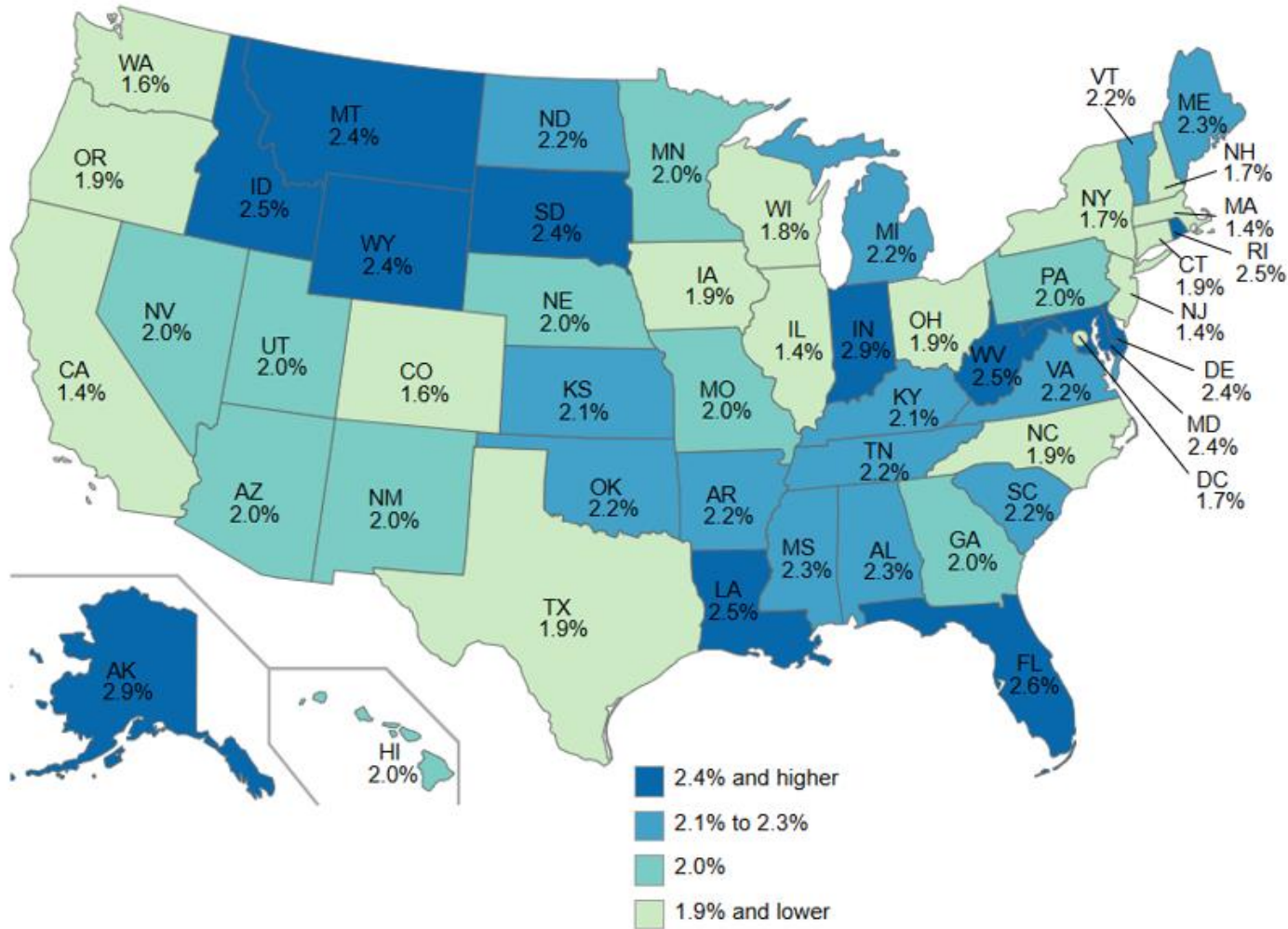
Map 3. Total separations rates by state, seasonally adjusted, September 2024

Total U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 1.9%



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

Total U.S. layoffs and discharges rate = 1.2%

