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STATE JOB OPENINGS AND LABOR TURNOVER – OCTOBER 2024

Job openings rates increased in 12 states and decreased in 4 states on the last business day of October, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 3 states and increased in 2 states. Total separations rates increased in 5 states and decreased in 2 states. Nationally, the job openings and hires rates showed little change in October, 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 October, **job openings rates** increased in 12 states, decreased in 4 states, and were little changed in 34 states and the District of Columbia. The largest increases in job openings rates occurred in Colorado (+3.8 percentage points), Mississippi (+1.7 points), and Georgia (+1.5 points). The largest decreases occurred in New Hampshire (-1.3 points), Arkansas (-1.0 point), and New York (-0.9 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** increased in 16 states, decreased in 4 states, and changed little in 30 states and the District of Columbia in October. The largest increases in the job openings level occurred in Colorado (+134,000), Georgia (+81,000), and Texas (+77,000). The largest decreases occurred in New York (-98,000), Pennsylvania (-54,000), and Arkansas (-15,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In October, **hires rates** decreased in 3 states, increased in 2 states, and were little changed in 45 states and the District of Columbia. The decreases in the hires rates occurred in Montana (-2.0 percentage points), Michigan (-1.0 point), and Florida (-0.8 point). The increases occurred in Oklahoma (+0.9 point) and Colorado (+0.7 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** decreased in 5 states, increased in 2 states, and were little changed in 43 states and the District of Columbia in October. The largest decreases in the hires level occurred in Florida (-82,000), Michigan (-43,000), and New York (-37,000). The increases occurred in Colorado (+24,000) and Oklahoma (+15,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In October, **total separations rates** increased in 5 states, decreased in 2 states, and were little changed in 43 states and the District of Columbia. The largest increases in total separations rates occurred in Colorado (+2.4 percentage points), Alaska (+1.5 points), and Wyoming (+1.3 points). The decreases occurred in New York (-0.8 point) and Florida (-0.7 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 6 states, decreased in 3 states, and changed little in 41 states and the District of Columbia in October. The largest increases in the total separations level occurred in California (+83,000), Colorado (+73,000), and Arizona (+31,000). The decreases occurred in New York (-76,000), Florida (-69,000), and Pennsylvania (-31,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In October, **quits rates** increased in 11 states, decreased in 2 states, and were little changed in 37 states and the District of Columbia. The largest increases in quits rates occurred in Wyoming (+1.7 percentage points), Colorado (+1.4 points), and Alaska (+1.2 points). The decreases occurred in Florida and Pennsylvania (-0.5 point each). Over the month, the national quits rate increased (+0.2 point). (See table 4.)

The **number of quits** increased in 12 states, decreased in 2 states, and was little changed in 36 states and the District of Columbia in October. The largest increases occurred in California (+78,000), Colorado (+43,000), and Arizona (+26,000). The decreases occurred in Florida (-54,000) and Pennsylvania (-28,000). Nationally, the number of quits increased (+228,000). (See table 4.)

Layoffs and Discharges

In October, **layoffs and discharges rates** decreased in 3 states, increased in 1 state, and were little changed in 46 states and the District of Columbia. The decreases in layoffs and discharges rates occurred in New York (-0.8 percentage point), Ohio (-0.7 point), and Missouri (-0.4 point). The increase occurred in Colorado (+1.0 point). The national layoffs and discharges rate changed little over the month. (See table 5.)

The **number of layoffs and discharges** decreased in 4 states, increased in 1 state, and changed little in 45 states and the District of Columbia in October. The largest decreases in the layoffs and discharges level occurred in New York (-80,000), Ohio (-40,000), and Georgia (-16,000). The increase occurred in Colorado (+29,000). 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 November 2024 are scheduled to be released on Friday, January 17, 2025, at 10:00 a.m. (ET).

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
TOTAL U.S.....	8,685	7,711	7,861	7,372	7,744	372	5.2	4.6	4.7	4.4	4.6	0.2
Alabama.....	124	130	127	115	133	18	5.4	5.5	5.4	4.9	5.7	0.8
Alaska.....	25	23	23	24	24	0	7.0	6.4	6.4	6.6	6.6	0.0
Arizona.....	181	177	179	180	179	-1	5.3	5.1	5.2	5.2	5.2	0.0
Arkansas.....	82	74	79	97	82	-15	5.7	5.1	5.4	6.6	5.6	-1.0
California.....	733	640	614	609	626	17	3.9	3.4	3.3	3.3	3.3	0.0
Colorado.....	234	185	150	159	293	134	7.3	5.8	4.8	5.0	8.8	3.8
Connecticut.....	78	78	80	81	73	-8	4.4	4.4	4.5	4.5	4.1	-0.4
Delaware.....	29	27	27	24	29	5	5.6	5.2	5.2	4.7	5.6	0.9
District of Columbia.....	37	41	36	35	37	2	4.6	5.1	4.5	4.3	4.6	0.3
Florida.....	585	514	476	405	463	58	5.6	4.9	4.6	3.9	4.4	0.5
Georgia.....	326	293	330	220	301	81	6.2	5.6	6.2	4.2	5.7	1.5
Hawaii.....	28	26	26	27	26	-1	4.3	3.9	3.9	4.1	3.9	-0.2
Idaho.....	60	44	46	47	49	2	6.6	4.8	5.0	5.1	5.3	0.2
Illinois.....	326	338	292	288	272	-16	5.1	5.2	4.5	4.5	4.2	-0.3
Indiana.....	155	141	145	144	138	-6	4.5	4.1	4.2	4.2	4.0	-0.2
Iowa.....	79	71	79	73	70	-3	4.7	4.2	4.7	4.4	4.2	-0.2
Kansas.....	74	63	72	74	70	-4	4.9	4.1	4.7	4.8	4.6	-0.2
Kentucky.....	116	134	133	120	143	23	5.4	6.2	6.1	5.5	6.5	1.0
Louisiana.....	130	118	110	97	122	25	6.2	5.7	5.3	4.7	5.8	1.1
Maine.....	53	33	36	36	44	8	7.5	4.8	5.2	5.2	6.3	1.1
Maryland.....	174	173	174	139	167	28	6.0	5.9	5.9	4.8	5.7	0.9
Massachusetts.....	230	177	192	184	167	-17	5.8	4.5	4.9	4.7	4.3	-0.4
Michigan.....	240	213	209	221	217	-4	5.1	4.5	4.5	4.7	4.6	-0.1
Minnesota.....	208	139	186	184	184	0	6.5	4.4	5.8	5.7	5.7	0.0
Mississippi.....	83	74	65	54	76	22	6.5	5.8	5.2	4.3	6.0	1.7
Missouri.....	165	144	170	175	168	-7	5.2	4.5	5.3	5.4	5.2	-0.2
Montana.....	34	30	32	31	31	0	6.1	5.3	5.6	5.4	5.5	0.1
Nebraska.....	56	42	53	53	51	-2	5.0	3.8	4.7	4.7	4.5	-0.2
Nevada.....	84	71	73	76	75	-1	5.1	4.3	4.4	4.6	4.5	-0.1
New Hampshire.....	40	34	35	43	33	-10	5.4	4.6	4.7	5.7	4.4	-1.3
New Jersey.....	203	209	210	214	206	-8	4.5	4.6	4.6	4.6	4.5	-0.1
New Mexico.....	54	45	50	55	52	-3	5.8	4.8	5.3	5.8	5.5	-0.3
New York.....	461	397	487	508	410	-98	4.5	3.9	4.7	4.9	4.0	-0.9
North Carolina.....	298	284	256	257	277	20	5.7	5.4	4.8	4.9	5.2	0.3
North Dakota.....	25	23	24	25	23	-2	5.4	4.9	5.1	5.3	4.9	-0.4
Ohio.....	318	282	304	272	274	2	5.3	4.7	5.1	4.6	4.6	0.0
Oklahoma.....	121	119	118	90	116	26	6.4	6.3	6.2	4.8	6.1	1.3
Oregon.....	104	106	102	106	101	-5	5.0	5.1	4.9	5.1	4.8	-0.3
Pennsylvania.....	376	285	300	289	235	-54	5.8	4.4	4.6	4.4	3.6	-0.8
Rhode Island.....	32	25	27	32	26	-6	6.0	4.7	5.0	5.9	4.8	-1.1
South Carolina.....	169	146	149	122	153	31	6.8	5.8	5.9	4.8	6.0	1.2
South Dakota.....	25	23	25	24	23	-1	5.1	4.7	5.1	4.9	4.7	-0.2
Tennessee.....	203	166	164	161	185	24	5.8	4.7	4.7	4.6	5.2	0.6
Texas.....	747	607	659	506	583	77	5.1	4.1	4.4	3.4	3.9	0.5
Utah.....	98	82	88	90	91	1	5.3	4.5	4.8	4.8	4.9	0.1
Vermont.....	18	16	16	17	15	-2	5.5	4.8	4.8	5.1	4.5	-0.6
Virginia.....	251	278	268	224	276	52	5.7	6.1	5.9	5.0	6.1	1.1
Washington.....	156	161	155	158	149	-9	4.1	4.2	4.1	4.1	3.9	-0.2
West Virginia.....	53	48	46	40	50	10	6.9	6.3	6.0	5.3	6.5	1.2
Wisconsin.....	190	145	148	150	140	-10	5.9	4.6	4.6	4.7	4.4	-0.3
Wyoming.....	17	15	16	17	16	-1	5.5	4.9	5.2	5.4	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					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
TOTAL U.S.....	5,814	5,416	5,435	5,582	5,313	-269	3.7	3.4	3.4	3.5	3.3	-0.2
Alabama.....	82	77	83	80	79	-1	3.8	3.5	3.7	3.6	3.6	0.0
Alaska.....	17	18	18	18	17	-1	5.1	5.3	5.3	5.3	5.0	-0.3
Arizona.....	134	142	114	122	106	-16	4.2	4.4	3.5	3.7	3.2	-0.5
Arkansas.....	54	45	54	58	56	-2	4.0	3.3	3.9	4.2	4.1	-0.1
California.....	551	511	514	539	497	-42	3.1	2.8	2.8	3.0	2.7	-0.3
Colorado.....	143	111	101	107	131	24	4.8	3.7	3.4	3.6	4.3	0.7
Connecticut.....	60	64	61	59	56	-3	3.5	3.7	3.6	3.5	3.3	-0.2
Delaware.....	19	18	19	21	19	-2	3.9	3.7	3.9	4.3	3.9	-0.4
District of Columbia.....	22	20	20	22	21	-1	2.9	2.6	2.6	2.8	2.7	-0.1
Florida.....	406	348	430	376	294	-82	4.1	3.5	4.3	3.8	3.0	-0.8
Georgia.....	215	185	201	202	186	-16	4.4	3.7	4.0	4.1	3.7	-0.4
Hawaii.....	20	23	17	21	19	-2	3.2	3.6	2.7	3.3	3.0	-0.3
Idaho.....	46	39	39	40	42	2	5.4	4.5	4.5	4.6	4.8	0.2
Illinois.....	218	242	185	204	209	5	3.6	3.9	3.0	3.3	3.4	0.1
Indiana.....	134	122	113	119	128	9	4.1	3.7	3.4	3.6	3.9	0.3
Iowa.....	58	54	46	51	52	1	3.6	3.4	2.9	3.2	3.2	0.0
Kansas.....	48	47	47	55	49	-6	3.3	3.2	3.2	3.7	3.3	-0.4
Kentucky.....	73	73	74	79	74	-5	3.6	3.6	3.6	3.9	3.6	-0.3
Louisiana.....	85	67	77	85	88	3	4.3	3.4	3.9	4.3	4.5	0.2
Maine.....	32	27	30	24	28	4	4.9	4.1	4.6	3.7	4.3	0.6
Maryland.....	98	100	107	105	104	-1	3.6	3.6	3.9	3.8	3.8	0.0
Massachusetts.....	113	131	162	113	99	-14	3.0	3.5	4.3	3.0	2.6	-0.4
Michigan.....	156	188	162	205	162	-43	3.5	4.2	3.6	4.6	3.6	-1.0
Minnesota.....	149	101	88	103	114	11	5.0	3.4	2.9	3.4	3.8	0.4
Mississippi.....	48	47	45	45	51	6	4.0	3.9	3.8	3.8	4.3	0.5
Missouri.....	105	103	94	101	91	-10	3.5	3.4	3.1	3.3	3.0	-0.3
Montana.....	26	27	24	35	24	-11	5.0	5.0	4.5	6.5	4.5	-2.0
Nebraska.....	39	37	36	38	37	-1	3.7	3.5	3.4	3.5	3.4	-0.1
Nevada.....	63	63	61	66	58	-8	4.0	4.0	3.9	4.2	3.7	-0.5
New Hampshire.....	26	27	27	28	24	-4	3.7	3.8	3.8	3.9	3.4	-0.5
New Jersey.....	149	136	130	128	141	13	3.4	3.1	3.0	2.9	3.2	0.3
New Mexico.....	33	31	30	35	30	-5	3.8	3.5	3.4	3.9	3.4	-0.5
New York.....	283	294	283	295	258	-37	2.9	3.0	2.9	3.0	2.6	-0.4
North Carolina.....	179	172	173	167	191	24	3.6	3.4	3.4	3.3	3.8	0.5
North Dakota.....	18	18	15	16	16	0	4.1	4.1	3.4	3.6	3.6	0.0
Ohio.....	196	179	182	186	189	3	3.5	3.2	3.2	3.3	3.3	0.0
Oklahoma.....	94	77	79	72	87	15	5.3	4.3	4.4	4.0	4.9	0.9
Oregon.....	72	75	65	74	66	-8	3.6	3.8	3.3	3.7	3.3	-0.4
Pennsylvania.....	190	210	193	186	187	1	3.1	3.4	3.1	3.0	3.0	0.0
Rhode Island.....	21	21	22	22	19	-3	4.2	4.1	4.3	4.3	3.7	-0.6
South Carolina.....	102	98	97	111	101	-10	4.4	4.1	4.1	4.6	4.2	-0.4
South Dakota.....	19	17	17	18	17	-1	4.1	3.6	3.7	3.8	3.6	-0.2
Tennessee.....	131	113	125	138	130	-8	4.0	3.4	3.7	4.1	3.9	-0.2
Texas.....	592	443	495	515	514	-1	4.2	3.1	3.5	3.6	3.6	0.0
Utah.....	71	71	69	66	62	-4	4.1	4.0	3.9	3.7	3.5	-0.2
Vermont.....	12	12	13	13	12	-1	3.9	3.8	4.1	4.1	3.8	-0.3
Virginia.....	161	145	157	165	139	-26	3.8	3.4	3.7	3.9	3.3	-0.6
Washington.....	103	108	107	114	101	-13	2.8	2.9	2.9	3.1	2.8	-0.3
West Virginia.....	31	29	29	30	30	0	4.3	4.0	4.0	4.2	4.2	0.0
Wisconsin.....	105	98	92	97	95	-2	3.5	3.2	3.0	3.2	3.1	-0.1
Wyoming.....	13	13	12	14	12	-2	4.4	4.4	4.1	4.7	4.1	-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					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
TOTAL U.S.....	5,630	5,314	5,168	5,196	5,261	65	3.6	3.4	3.3	3.3	3.3	0.0
Alabama.....	88	78	73	72	78	6	4.1	3.5	3.3	3.3	3.5	0.2
Alaska.....	17	20	18	17	22	5	5.1	5.9	5.3	5.0	6.5	1.5
Arizona.....	145	132	113	111	142	31	4.5	4.0	3.5	3.4	4.3	0.9
Arkansas.....	56	51	53	49	51	2	4.1	3.7	3.9	3.6	3.7	0.1
California.....	536	482	452	468	551	83	3.0	2.7	2.5	2.6	3.0	0.4
Colorado.....	106	122	94	82	155	73	3.6	4.1	3.1	2.7	5.1	2.4
Connecticut.....	59	53	49	54	57	3	3.5	3.1	2.9	3.2	3.3	0.1
Delaware.....	19	21	17	19	18	-1	3.9	4.3	3.5	3.9	3.7	-0.2
District of Columbia.....	22	23	23	21	21	0	2.9	3.0	3.0	2.7	2.7	0.0
Florida.....	407	364	365	378	309	-69	4.1	3.6	3.7	3.8	3.1	-0.7
Georgia.....	196	191	180	172	173	1	4.0	3.8	3.6	3.5	3.5	0.0
Hawaii.....	17	20	21	23	21	-2	2.7	3.1	3.3	3.6	3.3	-0.3
Idaho.....	33	41	41	40	41	1	3.9	4.7	4.7	4.6	4.7	0.1
Illinois.....	186	178	224	174	182	8	3.0	2.9	3.6	2.8	3.0	0.2
Indiana.....	118	130	122	126	144	18	3.6	4.0	3.7	3.8	4.4	0.6
Iowa.....	49	54	54	50	49	-1	3.1	3.4	3.4	3.1	3.1	0.0
Kansas.....	40	50	56	47	46	-1	2.8	3.4	3.8	3.2	3.1	-0.1
Kentucky.....	77	78	66	71	77	6	3.8	3.8	3.2	3.5	3.8	0.3
Louisiana.....	88	89	68	83	87	4	4.5	4.5	3.5	4.2	4.4	0.2
Maine.....	36	27	24	24	26	2	5.5	4.1	3.7	3.7	4.0	0.3
Maryland.....	104	106	86	102	93	-9	3.8	3.8	3.1	3.7	3.4	-0.3
Massachusetts.....	107	108	89	86	89	3	2.9	2.9	2.4	2.3	2.4	0.1
Michigan.....	141	140	166	161	153	-8	3.2	3.1	3.7	3.6	3.4	-0.2
Minnesota.....	108	81	105	101	100	-1	3.6	2.7	3.5	3.3	3.3	0.0
Mississippi.....	54	51	43	45	47	2	4.6	4.3	3.6	3.8	3.9	0.1
Missouri.....	94	108	110	98	96	-2	3.1	3.5	3.6	3.2	3.1	-0.1
Montana.....	23	27	24	24	28	4	4.4	5.0	4.5	4.5	5.2	0.7
Nebraska.....	32	40	41	34	35	1	3.0	3.7	3.8	3.2	3.2	0.0
Nevada.....	51	61	57	56	63	7	3.3	3.9	3.6	3.5	4.0	0.5
New Hampshire.....	28	27	21	25	24	-1	4.0	3.8	2.9	3.5	3.4	-0.1
New Jersey.....	191	163	115	128	132	4	4.4	3.7	2.6	2.9	3.0	0.1
New Mexico.....	28	36	28	33	33	0	3.2	4.1	3.2	3.7	3.7	0.0
New York.....	329	239	267	323	247	-76	3.4	2.4	2.7	3.3	2.5	-0.8
North Carolina.....	192	165	134	156	156	0	3.9	3.3	2.7	3.1	3.1	0.0
North Dakota.....	15	20	18	17	17	0	3.4	4.5	4.0	3.8	3.8	0.0
Ohio.....	203	189	198	194	179	-15	3.6	3.3	3.5	3.4	3.2	-0.2
Oklahoma.....	90	68	70	65	78	13	5.1	3.8	3.9	3.6	4.4	0.8
Oregon.....	70	84	71	71	82	11	3.5	4.2	3.6	3.6	4.1	0.5
Pennsylvania.....	223	217	206	197	166	-31	3.7	3.5	3.3	3.2	2.7	-0.5
Rhode Island.....	24	20	20	21	23	2	4.8	3.9	3.9	4.1	4.5	0.4
South Carolina.....	98	108	88	98	100	2	4.2	4.5	3.7	4.1	4.2	0.1
South Dakota.....	15	20	18	16	16	0	3.2	4.3	3.9	3.4	3.4	0.0
Tennessee.....	138	129	126	128	134	6	4.2	3.9	3.8	3.8	4.0	0.2
Texas.....	524	403	482	479	444	-35	3.7	2.8	3.4	3.4	3.1	-0.3
Utah.....	62	70	66	63	72	9	3.6	4.0	3.7	3.6	4.1	0.5
Vermont.....	14	12	12	12	12	0	4.5	3.8	3.8	3.8	3.8	0.0
Virginia.....	157	168	136	150	142	-8	3.8	4.0	3.2	3.5	3.3	-0.2
Washington.....	86	110	121	101	112	11	2.4	3.0	3.3	2.8	3.1	0.3
West Virginia.....	30	33	28	27	30	3	4.2	4.6	3.9	3.8	4.2	0.4
Wisconsin.....	94	96	95	88	93	5	3.1	3.2	3.1	2.9	3.1	0.2
Wyoming.....	12	13	12	13	17	4	4.1	4.4	4.1	4.4	5.7	1.3

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

State	Levels (in thousands)						Rates					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
TOTAL U.S.....	3,634	3,243	3,178	3,098	3,326	228	2.3	2.0	2.0	1.9	2.1	0.2
Alabama.....	60	50	46	48	51	3	2.8	2.3	2.1	2.2	2.3	0.1
Alaska.....	11	11	12	10	14	4	3.3	3.2	3.5	2.9	4.1	1.2
Arizona.....	98	70	72	65	91	26	3.1	2.1	2.2	2.0	2.8	0.8
Arkansas.....	38	33	28	31	33	2	2.8	2.4	2.0	2.3	2.4	0.1
California.....	325	283	285	274	352	78	1.8	1.6	1.6	1.5	1.9	0.4
Colorado.....	66	78	64	45	88	43	2.2	2.6	2.1	1.5	2.9	1.4
Connecticut.....	30	27	29	32	30	-2	1.8	1.6	1.7	1.9	1.8	-0.1
Delaware.....	12	13	10	12	11	-1	2.5	2.7	2.0	2.5	2.3	-0.2
District of Columbia.....	14	14	13	13	13	0	1.8	1.8	1.7	1.7	1.7	0.0
Florida.....	285	264	269	250	196	-54	2.9	2.6	2.7	2.5	2.0	-0.5
Georgia.....	143	119	105	98	114	16	2.9	2.4	2.1	2.0	2.3	0.3
Hawaii.....	11	11	12	13	13	0	1.7	1.7	1.9	2.0	2.0	0.0
Idaho.....	22	24	26	21	26	5	2.6	2.8	3.0	2.4	2.9	0.5
Illinois.....	136	105	138	92	115	23	2.2	1.7	2.2	1.5	1.9	0.4
Indiana.....	84	74	78	87	105	18	2.6	2.3	2.4	2.6	3.2	0.6
Iowa.....	34	33	30	31	34	3	2.1	2.0	1.9	1.9	2.1	0.2
Kansas.....	26	29	34	29	30	1	1.8	2.0	2.3	2.0	2.0	0.0
Kentucky.....	54	50	38	43	50	7	2.7	2.5	1.9	2.1	2.4	0.3
Louisiana.....	54	56	36	50	53	3	2.8	2.9	1.8	2.6	2.7	0.1
Maine.....	17	14	14	14	14	0	2.6	2.1	2.1	2.1	2.1	0.0
Maryland.....	65	69	49	66	58	-8	2.4	2.5	1.8	2.4	2.1	-0.3
Massachusetts.....	56	58	53	51	49	-2	1.5	1.5	1.4	1.4	1.3	-0.1
Michigan.....	90	80	100	95	96	1	2.0	1.8	2.2	2.1	2.1	0.0
Minnesota.....	75	49	69	63	65	2	2.5	1.6	2.3	2.1	2.1	0.0
Mississippi.....	37	35	27	30	30	0	3.1	2.9	2.3	2.5	2.5	0.0
Missouri.....	66	67	67	58	66	8	2.2	2.2	2.2	1.9	2.1	0.2
Montana.....	15	15	15	13	18	5	2.9	2.8	2.8	2.4	3.4	1.0
Nebraska.....	23	22	23	20	23	3	2.2	2.1	2.1	1.9	2.1	0.2
Nevada.....	35	35	33	31	41	10	2.2	2.2	2.1	2.0	2.6	0.6
New Hampshire.....	16	13	12	12	12	0	2.3	1.8	1.7	1.7	1.7	0.0
New Jersey.....	86	72	64	59	63	4	2.0	1.6	1.5	1.3	1.4	0.1
New Mexico.....	19	19	17	18	20	2	2.2	2.1	1.9	2.0	2.3	0.3
New York.....	169	133	156	180	162	-18	1.7	1.3	1.6	1.8	1.6	-0.2
North Carolina.....	126	110	87	90	94	4	2.5	2.2	1.7	1.8	1.9	0.1
North Dakota.....	10	10	10	10	12	2	2.3	2.3	2.2	2.2	2.7	0.5
Ohio.....	129	117	115	109	131	22	2.3	2.1	2.0	1.9	2.3	0.4
Oklahoma.....	65	43	44	41	52	11	3.7	2.4	2.5	2.3	2.9	0.6
Oregon.....	48	44	42	39	52	13	2.4	2.2	2.1	2.0	2.6	0.6
Pennsylvania.....	128	129	124	128	100	-28	2.1	2.1	2.0	2.1	1.6	-0.5
Rhode Island.....	13	10	11	13	10	-3	2.6	2.0	2.2	2.5	1.9	-0.6
South Carolina.....	65	70	55	57	64	7	2.8	2.9	2.3	2.4	2.7	0.3
South Dakota.....	11	11	11	11	11	0	2.4	2.4	2.4	2.4	2.3	-0.1
Tennessee.....	99	83	76	80	88	8	3.0	2.5	2.3	2.4	2.6	0.2
Texas.....	370	288	297	294	272	-22	2.6	2.0	2.1	2.1	1.9	-0.2
Utah.....	44	41	36	35	44	9	2.5	2.3	2.0	2.0	2.5	0.5
Vermont.....	7	6	7	7	6	-1	2.3	1.9	2.2	2.2	1.9	-0.3
Virginia.....	99	105	88	92	89	-3	2.4	2.5	2.1	2.2	2.1	-0.1
Washington.....	55	62	64	57	69	12	1.5	1.7	1.7	1.6	1.9	0.3
West Virginia.....	21	22	17	18	19	1	2.9	3.1	2.4	2.5	2.6	0.1
Wisconsin.....	65	57	59	53	63	10	2.2	1.9	1.9	1.7	2.1	0.4
Wyoming.....	8	7	7	7	12	5	2.7	2.4	2.4	2.4	4.1	1.7

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

State	Levels (in thousands)						Rates					
	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p	Oct. 2023	July 2024	Aug. 2024	Sept. 2024	Oct. 2024 ^p	Change from: Sept. 2024 - Oct. 2024 ^p
TOTAL U.S.....	1,653	1,713	1,668	1,802	1,633	-169	1.1	1.1	1.0	1.1	1.0	-0.1
Alabama.....	23	23	22	21	23	2	1.1	1.0	1.0	0.9	1.0	0.1
Alaska.....	5	5	5	6	6	0	1.5	1.5	1.5	1.8	1.8	0.0
Arizona.....	40	50	35	38	42	4	1.2	1.5	1.1	1.2	1.3	0.1
Arkansas.....	15	15	22	16	16	0	1.1	1.1	1.6	1.2	1.2	0.0
California.....	179	181	151	160	180	20	1.0	1.0	0.8	0.9	1.0	0.1
Colorado.....	34	36	23	31	60	29	1.1	1.2	0.8	1.0	2.0	1.0
Connecticut.....	24	21	15	18	25	7	1.4	1.2	0.9	1.1	1.5	0.4
Delaware.....	5	7	6	6	5	-1	1.0	1.4	1.2	1.2	1.0	-0.2
District of Columbia.....	6	7	7	6	7	1	0.8	0.9	0.9	0.8	0.9	0.1
Florida.....	95	90	86	107	102	-5	1.0	0.9	0.9	1.1	1.0	-0.1
Georgia.....	42	60	65	67	51	-16	0.9	1.2	1.3	1.3	1.0	-0.3
Hawaii.....	5	6	7	9	6	-3	0.8	0.9	1.1	1.4	0.9	-0.5
Idaho.....	10	12	12	16	12	-4	1.2	1.4	1.4	1.8	1.4	-0.4
Illinois.....	45	62	77	69	61	-8	0.7	1.0	1.2	1.1	1.0	-0.1
Indiana.....	31	49	38	35	34	-1	1.0	1.5	1.2	1.1	1.0	-0.1
Iowa.....	13	18	19	16	12	-4	0.8	1.1	1.2	1.0	0.7	-0.3
Kansas.....	12	17	18	15	13	-2	0.8	1.2	1.2	1.0	0.9	-0.1
Kentucky.....	18	20	19	23	23	0	0.9	1.0	0.9	1.1	1.1	0.0
Louisiana.....	28	24	28	29	29	0	1.4	1.2	1.4	1.5	1.5	0.0
Maine.....	17	11	8	8	10	2	2.6	1.7	1.2	1.2	1.5	0.3
Maryland.....	32	30	29	30	29	-1	1.2	1.1	1.0	1.1	1.0	-0.1
Massachusetts.....	43	41	25	28	31	3	1.2	1.1	0.7	0.7	0.8	0.1
Michigan.....	43	51	60	58	50	-8	1.0	1.1	1.3	1.3	1.1	-0.2
Minnesota.....	28	24	22	29	25	-4	0.9	0.8	0.7	1.0	0.8	-0.2
Mississippi.....	13	13	12	12	14	2	1.1	1.1	1.0	1.0	1.2	0.2
Missouri.....	25	30	31	36	24	-12	0.8	1.0	1.0	1.2	0.8	-0.4
Montana.....	7	8	7	9	8	-1	1.3	1.5	1.3	1.7	1.5	-0.2
Nebraska.....	8	14	15	12	10	-2	0.8	1.3	1.4	1.1	0.9	-0.2
Nevada.....	14	19	20	22	18	-4	0.9	1.2	1.3	1.4	1.1	-0.3
New Hampshire.....	10	12	8	10	10	0	1.4	1.7	1.1	1.4	1.4	0.0
New Jersey.....	92	80	38	63	59	-4	2.1	1.8	0.9	1.4	1.3	-0.1
New Mexico.....	7	10	8	12	9	-3	0.8	1.1	0.9	1.4	1.0	-0.4
New York.....	132	94	96	128	48	-80	1.4	1.0	1.0	1.3	0.5	-0.8
North Carolina.....	51	48	41	59	56	-3	1.0	1.0	0.8	1.2	1.1	-0.1
North Dakota.....	4	9	6	6	4	-2	0.9	2.0	1.3	1.3	0.9	-0.4
Ohio.....	60	59	74	76	36	-40	1.1	1.0	1.3	1.3	0.6	-0.7
Oklahoma.....	19	20	20	20	22	2	1.1	1.1	1.1	1.1	1.2	0.1
Oregon.....	20	29	22	27	24	-3	1.0	1.5	1.1	1.4	1.2	-0.2
Pennsylvania.....	77	75	71	59	59	0	1.3	1.2	1.1	1.0	1.0	0.0
Rhode Island.....	10	8	7	7	8	1	2.0	1.6	1.4	1.4	1.6	0.2
South Carolina.....	26	33	28	37	32	-5	1.1	1.4	1.2	1.5	1.3	-0.2
South Dakota.....	4	8	6	5	4	-1	0.9	1.7	1.3	1.1	0.9	-0.2
Tennessee.....	32	38	41	43	40	-3	1.0	1.1	1.2	1.3	1.2	-0.1
Texas.....	122	94	158	159	152	-7	0.9	0.7	1.1	1.1	1.1	0.0
Utah.....	16	20	26	24	23	-1	0.9	1.1	1.5	1.4	1.3	-0.1
Vermont.....	6	5	4	4	5	1	1.9	1.6	1.3	1.3	1.6	0.3
Virginia.....	46	46	36	50	44	-6	1.1	1.1	0.8	1.2	1.0	-0.2
Washington.....	27	37	51	38	34	-4	0.7	1.0	1.4	1.0	0.9	-0.1
West Virginia.....	7	9	9	8	9	1	1.0	1.3	1.3	1.1	1.3	0.2
Wisconsin.....	24	33	30	31	24	-7	0.8	1.1	1.0	1.0	0.8	-0.2
Wyoming.....	3	4	4	5	4	-1	1.0	1.4	1.4	1.7	1.4	-0.3

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

State	Levels (in thousands)			Rates		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
TOTAL U.S.....	9,156	7,239	8,167	5.5	4.3	4.9
Alabama.....	129	117	139	5.6	5.0	5.9
Alaska.....	19	19	18	5.3	5.1	5.1
Arizona.....	211	172	211	6.1	5.0	6.0
Arkansas.....	81	106	80	5.6	7.2	5.5
California.....	847	574	739	4.5	3.1	3.9
Colorado.....	258	130	327	8.0	4.2	9.8
Connecticut.....	82	78	72	4.5	4.4	4.0
Delaware.....	30	22	31	5.9	4.3	5.9
District of Columbia.....	40	37	39	4.9	4.6	4.8
Florida.....	631	397	490	6.0	3.8	4.7
Georgia.....	336	233	312	6.4	4.5	5.9
Hawaii.....	27	28	26	4.2	4.2	4.0
Idaho.....	66	42	57	7.2	4.5	6.0
Illinois.....	316	269	258	4.9	4.2	4.0
Indiana.....	169	141	151	4.9	4.1	4.3
Iowa.....	91	71	78	5.3	4.3	4.6
Kansas.....	78	74	74	5.1	4.8	4.8
Kentucky.....	116	122	142	5.4	5.6	6.5
Louisiana.....	136	92	128	6.5	4.5	6.1
Maine.....	53	29	46	7.5	4.2	6.5
Maryland.....	177	133	172	6.0	4.6	5.8
Massachusetts.....	247	177	178	6.2	4.5	4.5
Michigan.....	232	230	205	4.9	4.8	4.3
Minnesota.....	235	175	212	7.2	5.4	6.5
Mississippi.....	85	58	77	6.7	4.6	6.0
Missouri.....	168	172	171	5.3	5.3	5.2
Montana.....	36	29	33	6.4	5.1	5.8
Nebraska.....	58	52	52	5.1	4.6	4.6
Nevada.....	90	74	86	5.4	4.5	5.1
New Hampshire.....	38	38	31	5.1	5.0	4.1
New Jersey.....	216	223	218	4.7	4.8	4.7
New Mexico.....	62	51	60	6.6	5.4	6.3
New York.....	477	498	424	4.6	4.8	4.1
North Carolina.....	306	253	296	5.8	4.8	5.5
North Dakota.....	25	26	22	5.2	5.4	4.6
Ohio.....	328	266	282	5.5	4.5	4.7
Oklahoma.....	130	95	126	6.8	5.1	6.5
Oregon.....	112	109	110	5.3	5.2	5.2
Pennsylvania.....	394	276	239	6.0	4.2	3.7
Rhode Island.....	32	32	27	5.9	5.8	4.9
South Carolina.....	177	117	161	7.1	4.7	6.3
South Dakota.....	25	22	22	5.1	4.5	4.5
Tennessee.....	198	156	181	5.6	4.4	5.1
Texas.....	777	510	595	5.2	3.5	4.0
Utah.....	105	88	101	5.7	4.7	5.3
Vermont.....	19	14	16	5.7	4.3	4.8
Virginia.....	254	240	280	5.7	5.4	6.2
Washington.....	167	156	159	4.4	4.1	4.2
West Virginia.....	51	47	48	6.6	6.1	6.3
Wisconsin.....	206	151	149	6.4	4.7	4.6
Wyoming.....	16	15	16	5.1	4.7	5.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
TOTAL U.S.....	6,245	5,630	5,734	4.0	3.5	3.6
Alabama.....	95	84	90	4.3	3.8	4.0
Alaska.....	12	15	11	3.5	4.2	3.4
Arizona.....	157	126	126	4.9	3.9	3.8
Arkansas.....	56	68	57	4.1	4.9	4.1
California.....	660	545	591	3.7	3.0	3.2
Colorado.....	164	82	163	5.5	2.7	5.4
Connecticut.....	60	59	54	3.5	3.4	3.1
Delaware.....	21	20	20	4.4	4.0	4.2
District of Columbia.....	23	26	22	3.0	3.3	2.8
Florida.....	466	387	328	4.7	3.9	3.3
Georgia.....	228	200	198	4.6	4.0	4.0
Hawaii.....	20	24	19	3.2	3.7	2.9
Idaho.....	47	41	45	5.5	4.6	5.0
Illinois.....	225	195	217	3.6	3.2	3.5
Indiana.....	135	113	138	4.1	3.4	4.1
Iowa.....	64	50	58	4.0	3.1	3.6
Kansas.....	52	54	53	3.5	3.7	3.6
Kentucky.....	74	84	75	3.6	4.1	3.6
Louisiana.....	93	87	99	4.7	4.4	5.0
Maine.....	29	20	26	4.5	3.0	3.9
Maryland.....	102	101	109	3.7	3.6	3.9
Massachusetts.....	120	132	105	3.2	3.5	2.8
Michigan.....	158	202	162	3.5	4.5	3.6
Minnesota.....	156	99	131	5.2	3.3	4.3
Mississippi.....	50	45	53	4.2	3.8	4.4
Missouri.....	112	107	96	3.7	3.5	3.1
Montana.....	26	35	24	5.0	6.4	4.5
Nebraska.....	40	36	39	3.8	3.3	3.6
Nevada.....	70	70	64	4.5	4.4	4.1
New Hampshire.....	24	25	22	3.4	3.4	3.1
New Jersey.....	152	141	142	3.5	3.2	3.2
New Mexico.....	37	34	34	4.2	3.8	3.8
New York.....	294	313	267	3.0	3.2	2.7
North Carolina.....	190	156	204	3.8	3.1	4.0
North Dakota.....	17	17	16	3.9	3.8	3.5
Ohio.....	204	187	198	3.6	3.3	3.5
Oklahoma.....	100	78	98	5.7	4.4	5.4
Oregon.....	79	86	71	3.9	4.3	3.5
Pennsylvania.....	203	192	198	3.3	3.1	3.2
Rhode Island.....	21	23	20	4.2	4.4	3.8
South Carolina.....	109	105	106	4.7	4.4	4.4
South Dakota.....	18	16	17	3.9	3.5	3.5
Tennessee.....	140	130	137	4.2	3.9	4.1
Texas.....	618	511	557	4.4	3.6	3.9
Utah.....	77	71	65	4.4	4.0	3.7
Vermont.....	12	11	12	3.9	3.5	3.6
Virginia.....	177	164	155	4.2	3.9	3.6
Washington.....	109	128	105	3.0	3.5	2.9
West Virginia.....	32	34	31	4.4	4.7	4.3
Wisconsin.....	105	91	96	3.5	3.0	3.1
Wyoming.....	12	13	11	3.9	4.3	3.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
TOTAL U.S.....	5,684	5,459	5,330	3.6	3.4	3.3
Alabama.....	91	75	82	4.2	3.4	3.7
Alaska.....	25	26	30	7.7	7.5	9.0
Arizona.....	142	91	142	4.4	2.8	4.3
Arkansas.....	55	47	51	4.1	3.4	3.7
California.....	534	453	544	3.0	2.5	3.0
Colorado.....	118	85	188	4.0	2.8	6.2
Connecticut.....	53	59	51	3.1	3.4	3.0
Delaware.....	20	24	19	4.2	5.0	3.8
District of Columbia.....	23	20	22	3.0	2.5	2.8
Florida.....	390	360	295	4.0	3.6	3.0
Georgia.....	187	179	165	3.8	3.6	3.3
Hawaii.....	15	29	17	2.3	4.5	2.6
Idaho.....	37	45	44	4.4	5.1	4.9
Illinois.....	200	175	191	3.3	2.8	3.1
Indiana.....	118	121	148	3.6	3.6	4.4
Iowa.....	53	51	53	3.3	3.2	3.3
Kansas.....	38	47	43	2.6	3.2	2.9
Kentucky.....	72	71	75	3.5	3.4	3.6
Louisiana.....	84	83	85	4.3	4.2	4.3
Maine.....	39	30	28	5.9	4.6	4.3
Maryland.....	108	122	99	3.9	4.4	3.5
Massachusetts.....	106	120	85	2.8	3.2	2.3
Michigan.....	146	185	161	3.3	4.1	3.6
Minnesota.....	110	109	106	3.6	3.6	3.5
Mississippi.....	53	44	48	4.4	3.7	4.0
Missouri.....	92	103	90	3.0	3.4	2.9
Montana.....	26	31	31	5.0	5.7	5.7
Nebraska.....	33	34	36	3.1	3.1	3.3
Nevada.....	50	50	59	3.2	3.1	3.7
New Hampshire.....	30	31	24	4.3	4.3	3.3
New Jersey.....	198	167	134	4.5	3.8	3.0
New Mexico.....	28	33	31	3.2	3.8	3.5
New York.....	323	363	242	3.3	3.7	2.4
North Carolina.....	202	169	167	4.1	3.4	3.3
North Dakota.....	15	17	17	3.5	3.8	3.8
Ohio.....	218	206	194	3.8	3.6	3.4
Oklahoma.....	91	60	83	5.1	3.4	4.6
Oregon.....	71	72	79	3.6	3.6	4.0
Pennsylvania.....	215	199	156	3.5	3.2	2.5
Rhode Island.....	26	24	23	5.2	4.7	4.4
South Carolina.....	101	104	105	4.3	4.4	4.4
South Dakota.....	16	20	16	3.5	4.3	3.5
Tennessee.....	143	133	147	4.3	4.0	4.4
Texas.....	521	506	440	3.7	3.5	3.1
Utah.....	59	62	67	3.4	3.5	3.8
Vermont.....	12	14	10	3.9	4.6	3.2
Virginia.....	163	165	149	3.9	3.9	3.5
Washington.....	98	105	121	2.7	2.9	3.3
West Virginia.....	31	25	31	4.3	3.5	4.3
Wisconsin.....	89	97	87	2.9	3.2	2.8
Wyoming.....	14	17	20	4.9	5.5	6.6

p Preliminary

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

State	Levels (in thousands)			Rates		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
TOTAL U.S.....	3,706	3,264	3,413	2.3	2.1	2.1
Alabama.....	65	49	56	3.0	2.2	2.5
Alaska.....	17	16	19	5.2	4.7	5.8
Arizona.....	94	58	91	2.9	1.8	2.8
Arkansas.....	38	29	34	2.8	2.1	2.4
California.....	324	271	348	1.8	1.5	1.9
Colorado.....	72	51	95	2.4	1.7	3.2
Connecticut.....	27	35	25	1.6	2.0	1.5
Delaware.....	14	16	12	2.9	3.3	2.5
District of Columbia.....	15	12	13	2.0	1.6	1.7
Florida.....	274	239	185	2.8	2.4	1.9
Georgia.....	138	99	111	2.8	2.0	2.2
Hawaii.....	10	16	11	1.6	2.6	1.7
Idaho.....	24	27	28	2.9	3.0	3.1
Illinois.....	151	100	130	2.4	1.6	2.1
Indiana.....	85	86	112	2.6	2.6	3.4
Iowa.....	36	32	37	2.3	2.0	2.3
Kansas.....	25	29	29	1.7	2.0	2.0
Kentucky.....	51	43	48	2.5	2.1	2.3
Louisiana.....	54	47	54	2.8	2.4	2.7
Maine.....	19	18	15	2.9	2.8	2.3
Maryland.....	68	75	62	2.5	2.7	2.2
Massachusetts.....	56	68	49	1.5	1.8	1.3
Michigan.....	95	109	103	2.1	2.4	2.3
Minnesota.....	77	68	71	2.5	2.3	2.3
Mississippi.....	38	29	32	3.2	2.4	2.7
Missouri.....	65	61	65	2.1	2.0	2.1
Montana.....	16	18	19	3.1	3.3	3.6
Nebraska.....	23	20	24	2.2	1.9	2.2
Nevada.....	34	28	39	2.1	1.8	2.4
New Hampshire.....	16	16	12	2.2	2.2	1.7
New Jersey.....	96	73	69	2.2	1.7	1.6
New Mexico.....	19	20	19	2.1	2.2	2.1
New York.....	160	192	154	1.6	1.9	1.6
North Carolina.....	141	96	111	2.8	1.9	2.2
North Dakota.....	11	11	12	2.4	2.4	2.7
Ohio.....	135	117	140	2.4	2.1	2.5
Oklahoma.....	65	39	57	3.7	2.2	3.2
Oregon.....	49	43	51	2.5	2.2	2.6
Pennsylvania.....	129	137	103	2.1	2.2	1.6
Rhode Island.....	13	15	11	2.6	2.9	2.1
South Carolina.....	67	60	67	2.9	2.5	2.8
South Dakota.....	11	13	12	2.4	2.8	2.4
Tennessee.....	105	82	99	3.2	2.5	2.9
Texas.....	381	303	275	2.7	2.1	1.9
Utah.....	40	37	40	2.3	2.1	2.2
Vermont.....	6	8	5	2.0	2.7	1.6
Virginia.....	105	99	94	2.5	2.3	2.2
Washington.....	62	66	74	1.7	1.8	2.0
West Virginia.....	21	17	19	2.9	2.3	2.6
Wisconsin.....	60	59	59	2.0	1.9	1.9
Wyoming.....	10	10	13	3.3	3.2	4.3

p Preliminary

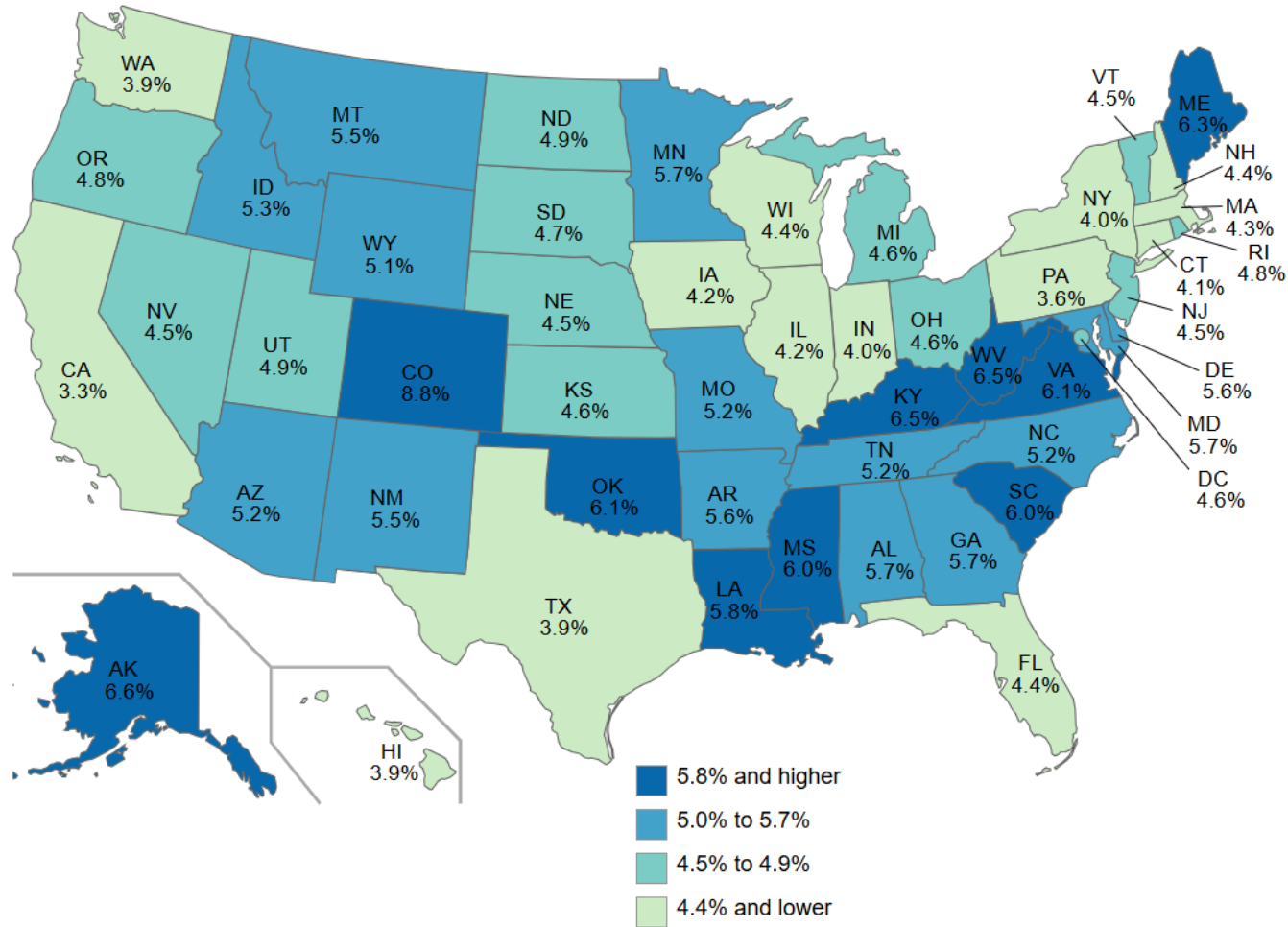
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Oct. 2023	Sept. 2024	Oct. 2024 ^p	Oct. 2023	Sept. 2024	Oct. 2024 ^p
TOTAL U.S.....	1,657	1,911	1,635	1.0	1.2	1.0
Alabama.....	21	23	21	1.0	1.0	1.0
Alaska.....	7	8	9	2.2	2.3	2.7
Arizona.....	42	27	43	1.3	0.8	1.3
Arkansas.....	14	15	15	1.0	1.1	1.1
California.....	181	139	180	1.0	0.8	1.0
Colorado.....	40	29	86	1.4	1.0	2.9
Connecticut.....	22	22	23	1.3	1.3	1.3
Delaware.....	5	7	5	1.1	1.5	1.1
District of Columbia.....	6	6	7	0.7	0.8	0.9
Florida.....	88	104	98	0.9	1.0	1.0
Georgia.....	39	74	47	0.8	1.5	0.9
Hawaii.....	4	10	5	0.7	1.6	0.8
Idaho.....	12	16	14	1.4	1.9	1.6
Illinois.....	45	64	57	0.7	1.0	0.9
Indiana.....	30	32	32	0.9	1.0	1.0
Iowa.....	15	17	13	0.9	1.1	0.8
Kansas.....	11	16	12	0.8	1.1	0.8
Kentucky.....	17	25	23	0.9	1.2	1.1
Louisiana.....	25	32	28	1.3	1.6	1.4
Maine.....	17	10	11	2.6	1.5	1.6
Maryland.....	34	40	32	1.2	1.4	1.1
Massachusetts.....	42	46	27	1.1	1.2	0.7
Michigan.....	45	69	53	1.0	1.5	1.2
Minnesota.....	29	30	27	0.9	1.0	0.9
Mississippi.....	12	14	14	1.0	1.1	1.1
Missouri.....	24	37	21	0.8	1.2	0.7
Montana.....	9	11	10	1.7	2.1	1.8
Nebraska.....	9	12	10	0.9	1.1	0.9
Nevada.....	15	18	18	0.9	1.2	1.1
New Hampshire.....	12	13	10	1.8	1.8	1.3
New Jersey.....	89	86	51	2.0	2.0	1.2
New Mexico.....	8	12	10	0.9	1.3	1.1
New York.....	139	157	53	1.4	1.6	0.5
North Carolina.....	40	66	48	0.8	1.3	0.9
North Dakota.....	4	5	4	0.9	1.2	0.8
Ohio.....	70	81	44	1.2	1.4	0.8
Oklahoma.....	19	18	22	1.1	1.0	1.2
Oregon.....	20	25	24	1.0	1.2	1.2
Pennsylvania.....	69	54	46	1.1	0.9	0.7
Rhode Island.....	12	8	8	2.3	1.5	1.6
South Carolina.....	27	41	34	1.1	1.7	1.4
South Dakota.....	4	6	4	0.9	1.3	0.9
Tennessee.....	32	47	41	1.0	1.4	1.2
Texas.....	109	176	145	0.8	1.2	1.0
Utah.....	18	21	24	1.0	1.2	1.3
Vermont.....	5	5	4	1.7	1.7	1.2
Virginia.....	50	57	47	1.2	1.3	1.1
Washington.....	33	34	39	0.9	0.9	1.1
West Virginia.....	8	8	10	1.1	1.1	1.4
Wisconsin.....	24	32	22	0.8	1.1	0.7
Wyoming.....	4	6	6	1.4	1.9	1.9

p Preliminary

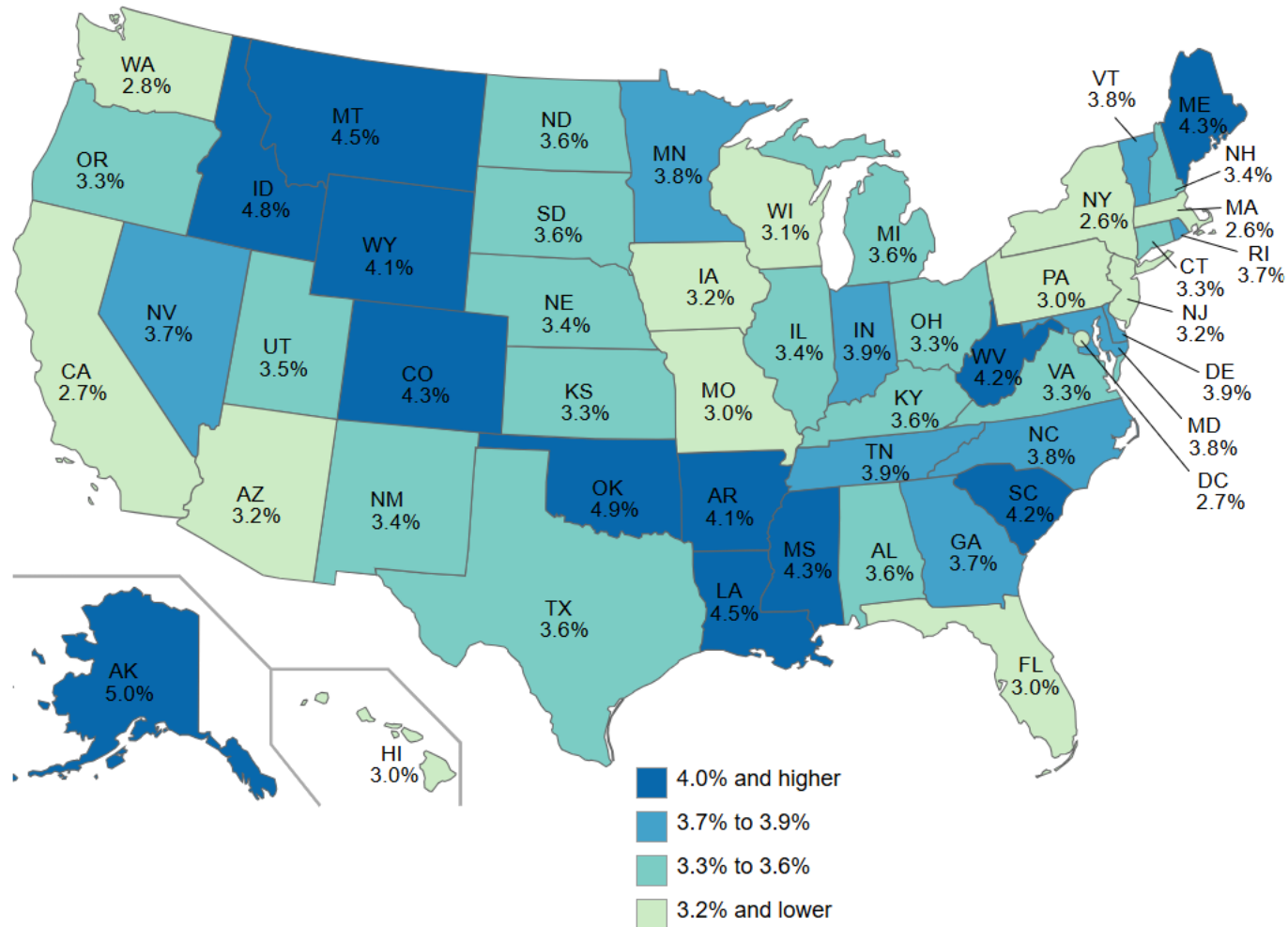
Map 1. Job openings rates by state, seasonally adjusted, October 2024

Total U.S. job openings rate = 4.6%



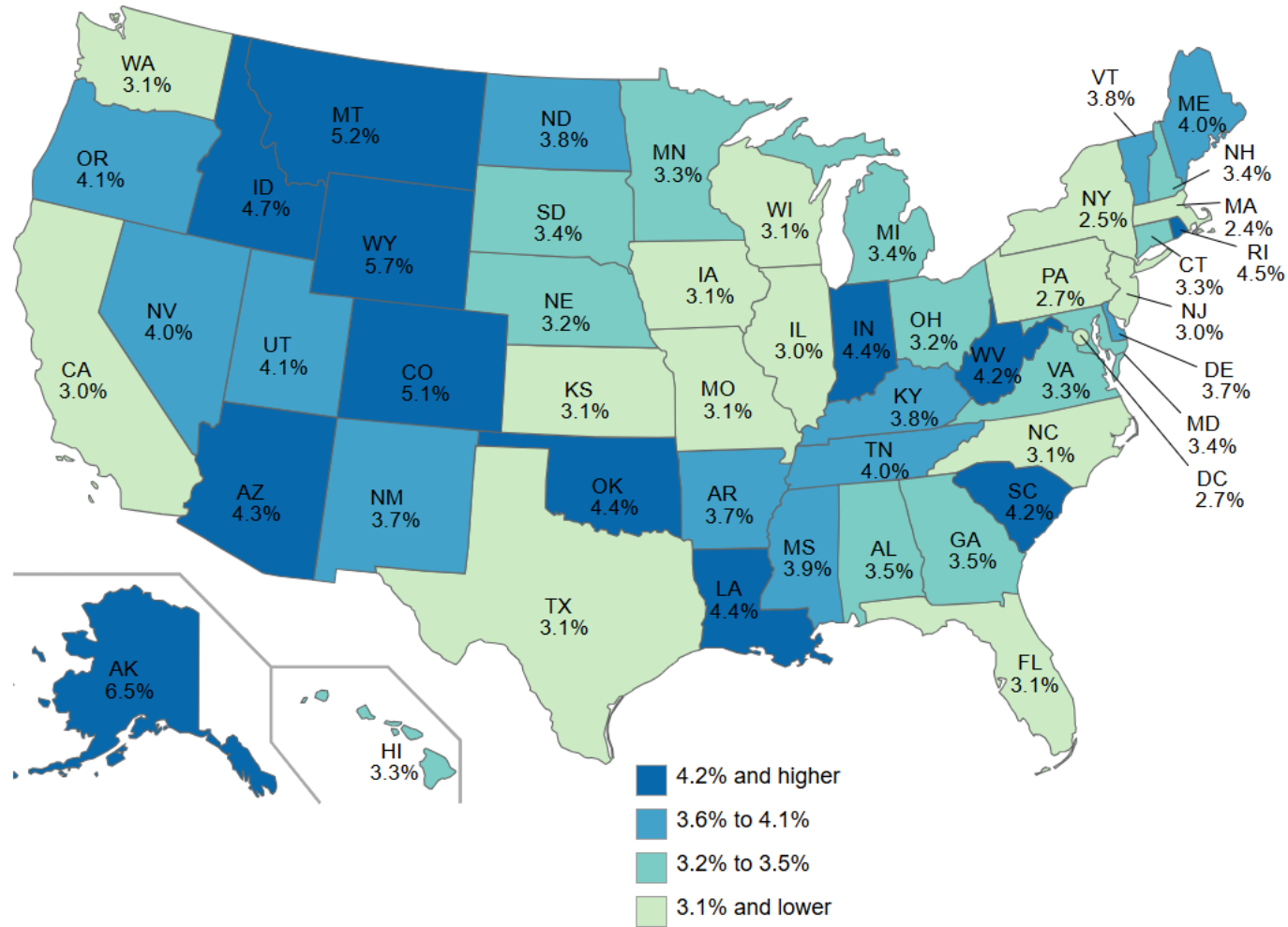
Map 2. Hires rates by state, seasonally adjusted, October 2024

Total U.S. hires rate = 3.3%



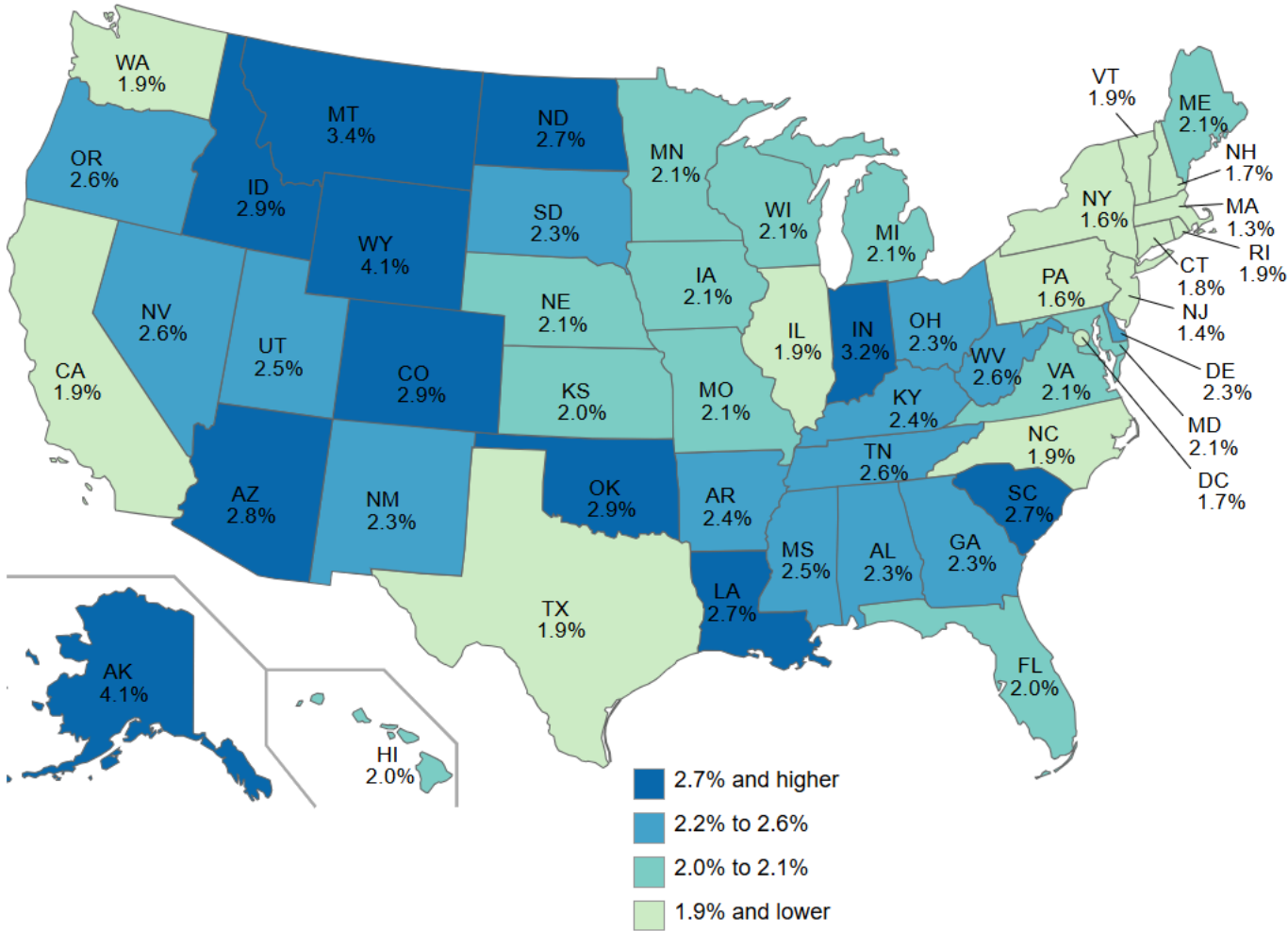
Map 3. Total separations rates by state, seasonally adjusted, October 2024

Total U.S. total separations rate = 3.3%



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

Total U.S. quits rate = 2.1%



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

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

