

# NEWS RELEASE

BUREAU OF LABOR STATISTICS  
U. S. DEPARTMENT OF LABOR



For release 10:00 a.m. (ET) Wednesday, April 16, 2025

USDL-25-0488

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## STATE JOB OPENINGS AND LABOR TURNOVER – FEBRUARY 2025

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

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

### Job Openings

**Job openings rates** decreased in 4 states, increased in 1 state, and were little changed in 45 states and the District of Columbia in February. The decreases in job openings rates occurred in Arizona (-2.0 percentage points) and Vermont (-1.2 points), as well as in Kentucky and West Virginia (-1.1 points each). The increase occurred in New Jersey (+0.9 point). Over the month, the national job openings rate changed little. (See table 1.)

The **number of job openings** decreased in 6 states, increased in 2 states, and changed little in 42 states and the District of Columbia in February. The largest decreases in the job openings level occurred in Arizona (-71,000), Virginia (-30,000), and Kentucky (-25,000). The increases occurred in New Jersey (+43,000) and Oklahoma (+14,000). Nationally, the number of job openings changed little. (See table 1.)

### Hires

In February, **hires rates** decreased in 3 states, increased in 3 states, and were little changed in 44 states and the District of Columbia. The decreases in the hires rates occurred in Vermont (-1.3 percentage points), Tennessee (-1.0 point), and Texas (-0.7 point). The increases occurred in Florida (+1.3 points), New Mexico (+0.9 point), and Kentucky (+0.8 point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 5 states, decreased in 3 states, and was little changed in 42 states and the District of Columbia in February. The largest increases in the hires level occurred in Florida (+135,000), Kentucky (+17,000), and Mississippi (+9,000). The decreases occurred in Texas (-100,000), Tennessee (-31,000), and Vermont (-4,000). Nationally, the number of hires was unchanged over the month. (See table 2.)

## **Total Separations**

In February, **total separations rates** decreased in 7 states, increased in 1 state, and were little changed in 42 states and the District of Columbia. The largest decreases in total separations rates occurred in Rhode Island (-3.1 percentage points) as well as in Kansas and Vermont (-1.0 point each). The increase occurred in Massachusetts (+1.2 points). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** decreased in 6 states, increased in 1 state, and changed little in 43 states and the District of Columbia in February. The largest decreases in the total separations level occurred in Ohio (-32,000), Tennessee (-27,000), and Rhode Island (-16,000). The increase occurred in Massachusetts (+46,000). Nationally, the number of total separations was unchanged over the month. (See table 3.)

## **Quits**

In February, **quits rates** decreased in 2 states, increased in 1 state, and were little changed in 47 states and the District of Columbia. The decreases in quits rates occurred in Tennessee (-0.9 percentage point), and Colorado (-0.6 point). The increase occurred in South Dakota (+0.7 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** decreased in 2 states and was little changed in 48 states and the District of Columbia in February. The decreases in the quits level occurred in Tennessee (-30,000) and Colorado (-16,000). Nationally, the number of quits changed little. (See table 4.)

## **Layoffs and Discharges**

In February, **layoffs and discharges rates** increased in 2 states, decreased in 2 states, and were little changed in 46 states and the District of Columbia. The increases in layoffs and discharges rates occurred in Alaska (+1.2 percentage points) and Massachusetts (+1.1 points). The decreases occurred in Rhode Island (-2.5 points) and Kansas (-0.4 point). The national layoffs and discharges rate was unchanged over the month. (See table 5.)

The **number of layoffs and discharges** increased in 4 states, decreased in 2 states, and changed little in 44 states and the District of Columbia in February. The largest increases in the layoffs and discharges level occurred in Massachusetts (+44,000), Florida (+29,000), and Nevada (+9,000). The decreases occurred in Rhode Island (-13,000) and Kansas (-6,000). 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#](http://www.bls.gov/charts/state-job-openings-and-labor-turnover/state-job-openings-rates.htm#).

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**State Job Openings and Labor Turnover Survey estimates for March 2025 are scheduled to be released on Tuesday, May 20, 2025, at 10:00 a.m. (ET)**

### **Upcoming Revisions to the JOLTS State Estimates**

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

# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at [www.bls.gov/jlt/](http://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](http://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					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>
TOTAL U.S.....	8,445	8,031	7,508	7,762	7,568	-194	5.1	4.8	4.5	4.7	4.5	-0.2
Alabama.....	122	132	115	126	116	-10	5.3	5.6	5.0	5.4	5.0	-0.4
Alaska.....	27	24	22	21	21	0	7.5	6.6	6.1	5.8	5.8	0.0
Arizona.....	188	199	180	240	169	-71	5.5	5.7	5.3	6.9	4.9	-2.0
Arkansas.....	81	87	80	78	86	8	5.6	5.9	5.5	5.4	5.9	0.5
California.....	855	749	686	696	690	-6	4.5	4.0	3.7	3.7	3.7	0.0
Colorado.....	204	167	127	145	156	11	6.4	5.3	4.1	4.6	5.0	0.4
Connecticut.....	91	78	73	91	82	-9	5.1	4.4	4.1	5.0	4.6	-0.4
Delaware.....	31	29	25	19	22	3	6.0	5.6	4.8	3.7	4.3	0.6
District of Columbia.....	37	38	33	32	30	-2	4.6	4.7	4.1	4.0	3.8	-0.2
Florida.....	515	522	464	519	506	-13	5.0	5.0	4.4	4.9	4.8	-0.1
Georgia.....	273	305	289	284	291	7	5.2	5.8	5.5	5.4	5.5	0.1
Hawaii.....	31	28	26	27	26	-1	4.7	4.2	3.9	4.0	3.9	-0.1
Idaho.....	49	45	42	46	44	-2	5.4	4.8	4.6	5.0	4.8	-0.2
Illinois.....	381	277	276	277	286	9	5.9	4.3	4.3	4.3	4.4	0.1
Indiana.....	197	166	154	150	154	4	5.7	4.8	4.5	4.4	4.5	0.1
Iowa.....	83	70	70	76	75	-1	4.9	4.2	4.2	4.5	4.5	0.0
Kansas.....	81	75	72	75	68	-7	5.3	4.9	4.7	4.9	4.5	-0.4
Kentucky.....	116	149	136	134	109	-25	5.4	6.8	6.2	6.2	5.1	-1.1
Louisiana.....	127	114	105	111	108	-3	6.1	5.5	5.0	5.3	5.1	-0.2
Maine.....	38	33	34	35	33	-2	5.5	4.8	4.9	5.0	4.8	-0.2
Maryland.....	199	165	130	115	126	11	6.8	5.6	4.4	3.9	4.2	0.3
Massachusetts.....	233	191	201	212	201	-11	5.9	4.9	5.1	5.4	5.1	-0.3
Michigan.....	238	210	197	201	208	7	5.1	4.5	4.2	4.3	4.4	0.1
Minnesota.....	173	168	165	184	184	0	5.4	5.2	5.2	5.7	5.7	0.0
Mississippi.....	72	71	59	61	64	3	5.7	5.6	4.7	4.8	5.1	0.3
Missouri.....	187	178	169	168	149	-19	5.8	5.5	5.3	5.3	4.7	-0.6
Montana.....	37	34	29	28	30	2	6.6	6.0	5.2	5.0	5.4	0.4
Nebraska.....	59	52	51	47	48	1	5.3	4.6	4.6	4.2	4.3	0.1
Nevada.....	85	79	75	73	81	8	5.1	4.8	4.5	4.4	4.9	0.5
New Hampshire.....	40	36	36	35	35	0	5.4	4.8	4.8	4.7	4.7	0.0
New Jersey.....	203	199	186	189	232	43	4.4	4.3	4.1	4.1	5.0	0.9
New Mexico.....	60	56	54	53	58	5	6.4	5.9	5.7	5.6	6.1	0.5
New York.....	509	467	503	470	437	-33	4.9	4.5	4.8	4.5	4.2	-0.3
North Carolina.....	275	325	270	278	279	1	5.2	6.1	5.1	5.2	5.2	0.0
North Dakota.....	28	25	24	24	23	-1	6.0	5.3	5.1	5.1	4.9	-0.2
Ohio.....	289	301	289	288	278	-10	4.9	5.0	4.9	4.8	4.7	-0.1
Oklahoma.....	122	108	98	86	100	14	6.4	5.7	5.2	4.6	5.3	0.7
Oregon.....	108	102	101	99	100	1	5.2	4.9	4.8	4.7	4.8	0.1
Pennsylvania.....	353	313	242	285	267	-18	5.4	4.8	3.8	4.4	4.1	-0.3
Rhode Island.....	32	28	27	29	27	-2	5.9	5.2	5.0	5.3	5.0	-0.3
South Carolina.....	161	156	134	132	129	-3	6.4	6.1	5.3	5.2	5.1	-0.1
South Dakota.....	30	24	23	20	22	2	6.0	4.9	4.7	4.1	4.5	0.4
Tennessee.....	186	163	145	172	151	-21	5.3	4.6	4.1	4.8	4.3	-0.5
Texas.....	808	660	595	608	603	-5	5.4	4.4	4.0	4.1	4.1	0.0
Utah.....	90	87	76	87	88	1	4.9	4.7	4.1	4.7	4.7	0.0
Vermont.....	17	15	16	21	17	-4	5.2	4.5	4.9	6.3	5.1	-1.2
Virginia.....	279	286	246	258	228	-30	6.2	6.3	5.4	5.7	5.1	-0.6
Washington.....	178	163	153	139	140	1	4.7	4.3	4.0	3.6	3.7	0.1
West Virginia.....	43	52	42	48	39	-9	5.6	6.7	5.5	6.3	5.2	-1.1
Wisconsin.....	174	140	144	155	137	-18	5.4	4.4	4.5	4.8	4.3	-0.5
Wyoming.....	18	17	15	16	17	1	5.8	5.4	4.8	5.1	5.4	0.3

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

State	Levels (in thousands)						Rates					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>
TOTAL U.S.....	5,664	5,307	5,374	5,371	5,396	25	3.6	3.3	3.4	3.4	3.4	0.0
Alabama.....	90	80	78	80	87	7	4.1	3.6	3.5	3.6	4.0	0.4
Alaska.....	20	18	20	16	16	0	6.0	5.3	5.9	4.7	4.7	0.0
Arizona.....	121	115	127	114	118	4	3.7	3.5	3.9	3.5	3.6	0.1
Arkansas.....	61	51	53	51	50	-1	4.5	3.7	3.8	3.7	3.6	-0.1
California.....	524	525	536	577	528	-49	2.9	2.9	3.0	3.2	2.9	-0.3
Colorado.....	108	108	121	95	98	3	3.6	3.6	4.1	3.2	3.3	0.1
Connecticut.....	61	50	53	60	50	-10	3.6	2.9	3.1	3.5	2.9	-0.6
Delaware.....	23	19	18	15	17	2	4.7	3.9	3.7	3.1	3.4	0.3
District of Columbia.....	25	19	20	19	17	-2	3.2	2.4	2.6	2.5	2.2	-0.3
Florida.....	431	354	358	381	516	135	4.4	3.5	3.6	3.8	5.1	1.3
Georgia.....	205	187	187	175	159	-16	4.2	3.8	3.8	3.5	3.2	-0.3
Hawaii.....	21	21	23	19	19	0	3.3	3.3	3.6	2.9	2.9	0.0
Idaho.....	37	36	40	33	37	4	4.3	4.1	4.6	3.8	4.2	0.4
Illinois.....	184	208	196	172	202	30	3.0	3.4	3.2	2.8	3.3	0.5
Indiana.....	116	143	133	125	121	-4	3.5	4.3	4.1	3.8	3.7	-0.1
Iowa.....	52	57	49	54	59	5	3.2	3.6	3.1	3.4	3.7	0.3
Kansas.....	50	52	50	52	51	-1	3.4	3.5	3.4	3.6	3.5	-0.1
Kentucky.....	86	73	73	67	84	17	4.2	3.6	3.6	3.3	4.1	0.8
Louisiana.....	94	79	82	78	79	1	4.8	4.0	4.1	3.9	4.0	0.1
Maine.....	28	25	21	26	25	-1	4.3	3.8	3.2	3.9	3.8	-0.1
Maryland.....	107	91	88	83	82	-1	3.9	3.3	3.1	2.9	2.9	0.0
Massachusetts.....	110	118	107	111	112	1	2.9	3.2	2.9	3.0	3.0	0.0
Michigan.....	151	158	161	167	160	-7	3.4	3.5	3.6	3.7	3.5	-0.2
Minnesota.....	98	97	96	105	98	-7	3.3	3.2	3.2	3.5	3.2	-0.3
Mississippi.....	51	44	41	37	46	9	4.3	3.7	3.4	3.1	3.8	0.7
Missouri.....	107	107	96	97	91	-6	3.6	3.5	3.2	3.3	3.0	-0.3
Montana.....	26	26	29	21	26	5	4.9	4.8	5.5	4.0	4.9	0.9
Nebraska.....	36	39	36	31	36	5	3.4	3.6	3.4	2.9	3.4	0.5
Nevada.....	66	66	78	52	62	10	4.2	4.2	4.9	3.3	3.9	0.6
New Hampshire.....	27	25	22	24	24	0	3.8	3.5	3.1	3.4	3.4	0.0
New Jersey.....	153	133	143	121	139	18	3.5	3.0	3.3	2.8	3.2	0.4
New Mexico.....	30	34	41	30	38	8	3.4	3.8	4.6	3.3	4.2	0.9
New York.....	250	307	254	290	299	9	2.6	3.1	2.6	2.9	3.0	0.1
North Carolina.....	231	187	180	163	154	-9	4.6	3.7	3.6	3.2	3.0	-0.2
North Dakota.....	17	18	19	16	16	0	3.9	4.0	4.2	3.6	3.6	0.0
Ohio.....	213	181	196	202	182	-20	3.8	3.2	3.5	3.6	3.2	-0.4
Oklahoma.....	84	66	71	62	65	3	4.7	3.7	4.0	3.5	3.6	0.1
Oregon.....	73	73	83	59	71	12	3.7	3.7	4.2	2.9	3.5	0.6
Pennsylvania.....	185	187	170	164	161	-3	3.0	3.0	2.8	2.6	2.6	0.0
Rhode Island.....	22	20	18	20	18	-2	4.3	3.9	3.5	3.9	3.5	-0.4
South Carolina.....	108	97	100	107	105	-2	4.6	4.0	4.2	4.5	4.4	-0.1
South Dakota.....	19	19	19	15	16	1	4.1	4.1	4.0	3.2	3.4	0.2
Tennessee.....	170	115	115	147	116	-31	5.1	3.4	3.4	4.4	3.4	-1.0
Texas.....	596	455	465	574	474	-100	4.2	3.2	3.3	4.0	3.3	-0.7
Utah.....	64	68	85	59	67	8	3.7	3.8	4.8	3.3	3.8	0.5
Vermont.....	12	12	11	15	11	-4	3.8	3.8	3.5	4.8	3.5	-1.3
Virginia.....	176	144	141	159	143	-16	4.2	3.4	3.3	3.7	3.4	-0.3
Washington.....	119	116	122	94	111	17	3.3	3.2	3.3	2.6	3.0	0.4
West Virginia.....	35	30	28	28	29	1	4.9	4.2	3.9	3.9	4.0	0.1
Wisconsin.....	95	104	104	100	95	-5	3.1	3.4	3.4	3.3	3.1	-0.2
Wyoming.....	13	15	16	11	13	2	4.4	5.0	5.4	3.7	4.4	0.7

p Preliminary

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

State	Levels (in thousands)						Rates					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>
TOTAL U.S.....	5,476	5,087	5,082	5,272	5,261	-11	3.5	3.2	3.2	3.3	3.3	0.0
Alabama.....	79	76	73	73	83	10	3.6	3.4	3.3	3.3	3.8	0.5
Alaska.....	21	21	19	18	21	3	6.3	6.2	5.6	5.3	6.2	0.9
Arizona.....	121	96	98	131	116	-15	3.7	2.9	3.0	4.0	3.6	-0.4
Arkansas.....	57	47	51	49	55	6	4.2	3.4	3.7	3.6	4.0	0.4
California.....	496	660	503	512	488	-24	2.8	3.6	2.8	2.8	2.7	-0.1
Colorado.....	116	110	85	119	102	-17	3.9	3.7	2.9	4.0	3.4	-0.6
Connecticut.....	61	51	48	62	52	-10	3.6	3.0	2.8	3.6	3.0	-0.6
Delaware.....	20	19	21	16	17	1	4.1	3.9	4.3	3.3	3.4	0.1
District of Columbia.....	21	20	22	20	21	1	2.7	2.6	2.8	2.6	2.7	0.1
Florida.....	393	339	334	337	376	39	4.0	3.4	3.3	3.4	3.8	0.4
Georgia.....	170	183	172	170	183	13	3.4	3.7	3.5	3.4	3.7	0.3
Hawaii.....	22	21	20	22	24	2	3.5	3.3	3.1	3.4	3.7	0.3
Idaho.....	41	39	35	51	43	-8	4.7	4.4	4.0	5.8	4.9	-0.9
Illinois.....	185	173	173	197	186	-11	3.0	2.8	2.8	3.2	3.0	-0.2
Indiana.....	122	132	115	131	126	-5	3.7	4.0	3.5	4.0	3.9	-0.1
Iowa.....	58	53	55	57	44	-13	3.6	3.3	3.5	3.6	2.8	-0.8
Kansas.....	50	49	49	57	42	-15	3.4	3.3	3.4	3.9	2.9	-1.0
Kentucky.....	78	73	76	73	76	3	3.8	3.6	3.7	3.6	3.7	0.1
Louisiana.....	85	75	80	78	90	12	4.3	3.8	4.0	3.9	4.5	0.6
Maine.....	31	23	22	27	25	-2	4.7	3.5	3.3	4.1	3.8	-0.3
Maryland.....	101	92	98	82	92	10	3.7	3.3	3.5	2.9	3.2	0.3
Massachusetts.....	108	101	89	99	145	46	2.9	2.7	2.4	2.7	3.9	1.2
Michigan.....	138	187	159	156	162	6	3.1	4.2	3.5	3.5	3.6	0.1
Minnesota.....	122	88	91	106	92	-14	4.1	2.9	3.0	3.5	3.0	-0.5
Mississippi.....	49	45	44	41	43	2	4.1	3.8	3.7	3.4	3.6	0.2
Missouri.....	105	98	90	98	87	-11	3.5	3.2	3.0	3.3	2.9	-0.4
Montana.....	29	27	26	30	30	0	5.5	5.0	4.9	5.7	5.7	0.0
Nebraska.....	36	36	33	34	32	-2	3.4	3.3	3.1	3.2	3.0	-0.2
Nevada.....	76	63	58	67	73	6	4.8	4.0	3.7	4.3	4.6	0.3
New Hampshire.....	33	28	22	25	28	3	4.7	3.9	3.1	3.5	3.9	0.4
New Jersey.....	120	130	139	140	130	-10	2.7	3.0	3.2	3.2	3.0	-0.2
New Mexico.....	34	35	31	32	32	0	3.9	3.9	3.5	3.6	3.6	0.0
New York.....	265	240	250	241	261	20	2.7	2.4	2.5	2.4	2.6	0.2
North Carolina.....	165	169	173	161	165	4	3.3	3.4	3.4	3.2	3.3	0.1
North Dakota.....	18	18	17	19	18	-1	4.1	4.0	3.8	4.2	4.0	-0.2
Ohio.....	197	189	191	196	164	-32	3.5	3.3	3.4	3.5	2.9	-0.6
Oklahoma.....	68	68	68	64	58	-6	3.8	3.8	3.8	3.6	3.2	-0.4
Oregon.....	82	73	68	76	78	2	4.2	3.7	3.4	3.8	3.9	0.1
Pennsylvania.....	188	153	145	164	167	3	3.1	2.5	2.3	2.6	2.7	0.1
Rhode Island.....	21	19	32	34	18	-16	4.1	3.7	6.2	6.6	3.5	-3.1
South Carolina.....	103	90	105	92	93	1	4.4	3.8	4.4	3.9	3.9	0.0
South Dakota.....	19	18	18	17	19	2	4.1	3.8	3.8	3.6	4.0	0.4
Tennessee.....	141	127	122	154	127	-27	4.2	3.8	3.6	4.6	3.8	-0.8
Texas.....	584	409	515	461	480	19	4.1	2.9	3.6	3.2	3.4	0.2
Utah.....	75	68	63	71	73	2	4.3	3.8	3.6	4.0	4.1	0.1
Vermont.....	14	12	10	15	12	-3	4.5	3.8	3.2	4.8	3.8	-1.0
Virginia.....	152	142	137	143	160	17	3.6	3.3	3.2	3.4	3.8	0.4
Washington.....	121	108	110	104	114	10	3.3	2.9	3.0	2.8	3.1	0.3
West Virginia.....	29	32	27	32	32	0	4.0	4.4	3.8	4.5	4.5	0.0
Wisconsin.....	104	93	90	102	88	-14	3.4	3.1	3.0	3.3	2.9	-0.4
Wyoming.....	16	17	14	14	14	0	5.5	5.7	4.7	4.7	4.7	0.0

p Preliminary

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

State	Levels (in thousands)						Rates					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>p</sup>	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>p</sup>
TOTAL U.S.....	3,468	3,032	3,095	3,256	3,195	-61	2.2	1.9	1.9	2.0	2.0	0.0
Alabama.....	50	52	50	47	51	4	2.3	2.3	2.3	2.1	2.3	0.2
Alaska.....	14	13	11	11	10	-1	4.2	3.8	3.2	3.2	3.0	-0.2
Arizona.....	79	59	59	77	68	-9	2.4	1.8	1.8	2.4	2.1	-0.3
Arkansas.....	37	31	32	31	33	2	2.7	2.2	2.3	2.2	2.4	0.2
California.....	326	337	326	308	306	-2	1.8	1.9	1.8	1.7	1.7	0.0
Colorado.....	77	75	49	70	54	-16	2.6	2.5	1.6	2.4	1.8	-0.6
Connecticut.....	33	25	27	36	29	-7	1.9	1.5	1.6	2.1	1.7	-0.4
Delaware.....	13	12	13	10	10	0	2.7	2.5	2.6	2.0	2.0	0.0
District of Columbia.....	14	14	14	12	12	0	1.8	1.8	1.8	1.6	1.6	0.0
Florida.....	295	243	193	260	275	15	3.0	2.4	1.9	2.6	2.7	0.1
Georgia.....	111	115	101	98	105	7	2.3	2.3	2.0	2.0	2.1	0.1
Hawaii.....	14	13	12	14	12	-2	2.2	2.0	1.9	2.2	1.9	-0.3
Idaho.....	27	24	22	28	23	-5	3.1	2.7	2.5	3.2	2.6	-0.6
Illinois.....	112	100	89	117	109	-8	1.8	1.6	1.4	1.9	1.8	-0.1
Indiana.....	81	84	68	81	81	0	2.5	2.5	2.1	2.5	2.5	0.0
Iowa.....	35	33	34	34	28	-6	2.2	2.1	2.1	2.1	1.8	-0.3
Kansas.....	32	27	28	36	29	-7	2.2	1.8	1.9	2.5	2.0	-0.5
Kentucky.....	52	46	44	41	45	4	2.6	2.2	2.2	2.0	2.2	0.2
Louisiana.....	52	47	49	49	56	7	2.7	2.4	2.5	2.5	2.8	0.3
Maine.....	15	12	13	16	14	-2	2.3	1.8	2.0	2.4	2.1	-0.3
Maryland.....	62	56	58	49	52	3	2.3	2.0	2.0	1.7	1.8	0.1
Massachusetts.....	57	51	45	56	57	1	1.5	1.4	1.2	1.5	1.5	0.0
Michigan.....	88	92	86	88	96	8	2.0	2.0	1.9	1.9	2.1	0.2
Minnesota.....	63	58	57	60	56	-4	2.1	1.9	1.9	2.0	1.8	-0.2
Mississippi.....	32	29	28	27	29	2	2.7	2.4	2.3	2.3	2.4	0.1
Missouri.....	73	63	57	60	60	0	2.4	2.0	1.9	2.0	2.0	0.0
Montana.....	19	16	15	17	15	-2	3.6	3.0	2.8	3.2	2.9	-0.3
Nebraska.....	23	22	19	19	20	1	2.2	2.0	1.8	1.8	1.9	0.1
Nevada.....	47	36	36	39	38	-1	3.0	2.3	2.3	2.5	2.4	-0.1
New Hampshire.....	15	11	12	13	15	2	2.1	1.5	1.7	1.8	2.1	0.3
New Jersey.....	63	62	70	66	62	-4	1.4	1.4	1.6	1.5	1.4	-0.1
New Mexico.....	21	21	18	20	17	-3	2.4	2.4	2.0	2.2	1.9	-0.3
New York.....	162	130	150	154	164	10	1.7	1.3	1.5	1.5	1.6	0.1
North Carolina.....	105	96	110	106	105	-1	2.1	1.9	2.2	2.1	2.1	0.0
North Dakota.....	11	10	10	11	12	1	2.5	2.2	2.2	2.5	2.7	0.2
Ohio.....	120	123	112	125	109	-16	2.1	2.2	2.0	2.2	1.9	-0.3
Oklahoma.....	47	44	45	43	39	-4	2.6	2.4	2.5	2.4	2.2	-0.2
Oregon.....	52	45	43	46	45	-1	2.6	2.3	2.2	2.3	2.2	-0.1
Pennsylvania.....	114	91	91	111	106	-5	1.9	1.5	1.5	1.8	1.7	-0.1
Rhode Island.....	11	9	10	12	10	-2	2.1	1.7	1.9	2.3	1.9	-0.4
South Carolina.....	74	61	70	60	62	2	3.1	2.5	2.9	2.5	2.6	0.1
South Dakota.....	12	11	11	10	13	3	2.6	2.4	2.3	2.1	2.8	0.7
Tennessee.....	86	80	72	109	79	-30	2.6	2.4	2.1	3.2	2.3	-0.9
Texas.....	379	263	353	298	296	-2	2.7	1.8	2.5	2.1	2.1	0.0
Utah.....	48	37	39	44	42	-2	2.8	2.1	2.2	2.5	2.4	-0.1
Vermont.....	7	6	5	8	7	-1	2.2	1.9	1.6	2.6	2.2	-0.4
Virginia.....	95	90	89	79	97	18	2.3	2.1	2.1	1.9	2.3	0.4
Washington.....	77	66	70	59	61	2	2.1	1.8	1.9	1.6	1.7	0.1
West Virginia.....	18	20	17	21	19	-2	2.5	2.8	2.4	2.9	2.6	-0.3
Wisconsin.....	67	56	54	60	59	-1	2.2	1.8	1.8	2.0	1.9	-0.1
Wyoming.....	10	11	9	9	8	-1	3.4	3.7	3.0	3.0	2.7	-0.3

p Preliminary

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

State	Levels (in thousands)						Rates					
	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>	Feb. 2024	Nov. 2024	Dec. 2024	Jan. 2025	Feb. 2025 <sup>P</sup>	Change from: Jan. 2025 - Feb. 2025 <sup>P</sup>
TOTAL U.S.....	1,681	1,739	1,669	1,674	1,790	116	1.1	1.1	1.1	1.1	1.1	0.0
Alabama.....	25	19	21	22	28	6	1.1	0.9	1.0	1.0	1.3	0.3
Alaska.....	5	7	6	5	9	4	1.5	2.1	1.8	1.5	2.7	1.2
Arizona.....	36	31	31	39	38	-1	1.1	0.9	1.0	1.2	1.2	0.0
Arkansas.....	17	13	16	15	18	3	1.2	0.9	1.2	1.1	1.3	0.2
California.....	140	301	148	171	167	-4	0.8	1.7	0.8	0.9	0.9	0.0
Colorado.....	33	30	29	37	42	5	1.1	1.0	1.0	1.2	1.4	0.2
Connecticut.....	20	21	16	20	19	-1	1.2	1.2	0.9	1.2	1.1	-0.1
Delaware.....	6	5	7	5	5	0	1.2	1.0	1.4	1.0	1.0	0.0
District of Columbia.....	5	5	6	7	7	0	0.6	0.6	0.8	0.9	0.9	0.0
Florida.....	89	85	124	64	93	29	0.9	0.9	1.2	0.6	0.9	0.3
Georgia.....	51	54	63	64	65	1	1.0	1.1	1.3	1.3	1.3	0.0
Hawaii.....	7	8	6	7	8	1	1.1	1.2	0.9	1.1	1.2	0.1
Idaho.....	11	12	11	14	15	1	1.3	1.4	1.3	1.6	1.7	0.1
Illinois.....	58	63	77	70	72	2	0.9	1.0	1.2	1.1	1.2	0.1
Indiana.....	34	40	39	44	43	-1	1.0	1.2	1.2	1.4	1.3	-0.1
Iowa.....	18	17	17	19	15	-4	1.1	1.1	1.1	1.2	0.9	-0.3
Kansas.....	14	19	18	17	11	-6	1.0	1.3	1.2	1.2	0.8	-0.4
Kentucky.....	22	21	26	28	27	-1	1.1	1.0	1.3	1.4	1.3	-0.1
Louisiana.....	28	24	26	25	28	3	1.4	1.2	1.3	1.3	1.4	0.1
Maine.....	14	9	7	8	9	1	2.1	1.4	1.1	1.2	1.4	0.2
Maryland.....	33	28	35	27	33	6	1.2	1.0	1.2	0.9	1.2	0.3
Massachusetts.....	39	36	35	32	76	44	1.0	1.0	0.9	0.9	2.0	1.1
Michigan.....	42	87	66	62	58	-4	0.9	1.9	1.5	1.4	1.3	-0.1
Minnesota.....	54	25	26	41	34	-7	1.8	0.8	0.9	1.3	1.1	-0.2
Mississippi.....	14	12	13	12	13	1	1.2	1.0	1.1	1.0	1.1	0.1
Missouri.....	24	29	26	30	24	-6	0.8	0.9	0.9	1.0	0.8	-0.2
Montana.....	8	9	9	9	12	3	1.5	1.7	1.7	1.7	2.3	0.6
Nebraska.....	11	12	12	12	11	-1	1.0	1.1	1.1	1.1	1.0	-0.1
Nevada.....	25	23	18	21	30	9	1.6	1.5	1.1	1.3	1.9	0.6
New Hampshire.....	14	10	8	8	10	2	2.0	1.4	1.1	1.1	1.4	0.3
New Jersey.....	46	54	57	67	56	-11	1.1	1.2	1.3	1.5	1.3	-0.2
New Mexico.....	9	12	10	9	12	3	1.0	1.3	1.1	1.0	1.3	0.3
New York.....	90	100	85	77	88	11	0.9	1.0	0.9	0.8	0.9	0.1
North Carolina.....	51	63	54	47	53	6	1.0	1.2	1.1	0.9	1.0	0.1
North Dakota.....	6	7	6	7	6	-1	1.4	1.6	1.3	1.6	1.3	-0.3
Ohio.....	63	55	69	59	51	-8	1.1	1.0	1.2	1.0	0.9	-0.1
Oklahoma.....	18	20	19	17	16	-1	1.0	1.1	1.1	0.9	0.9	0.0
Oregon.....	23	24	20	21	25	4	1.2	1.2	1.0	1.0	1.2	0.2
Pennsylvania.....	53	55	46	43	52	9	0.9	0.9	0.7	0.7	0.8	0.1
Rhode Island.....	8	8	19	20	7	-13	1.6	1.6	3.7	3.9	1.4	-2.5
South Carolina.....	25	25	31	26	27	1	1.1	1.0	1.3	1.1	1.1	0.0
South Dakota.....	5	6	6	6	6	0	1.1	1.3	1.3	1.3	1.3	0.0
Tennessee.....	49	38	43	37	43	6	1.5	1.1	1.3	1.1	1.3	0.2
Texas.....	181	125	129	135	160	25	1.3	0.9	0.9	0.9	1.1	0.2
Utah.....	22	27	19	21	26	5	1.3	1.5	1.1	1.2	1.5	0.3
Vermont.....	6	5	3	5	4	-1	1.9	1.6	1.0	1.6	1.3	-0.3
Virginia.....	49	40	38	54	54	0	1.2	0.9	0.9	1.3	1.3	0.0
Washington.....	35	36	33	35	44	9	1.0	1.0	0.9	1.0	1.2	0.2
West Virginia.....	9	8	8	8	11	3	1.2	1.1	1.1	1.1	1.5	0.4
Wisconsin.....	31	31	29	35	26	-9	1.0	1.0	1.0	1.1	0.9	-0.2
Wyoming.....	5	5	4	4	5	1	1.7	1.7	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		
	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>
TOTAL U.S. ....	8,213	7,870	7,376	5.0	4.8	4.5
Alabama.....	122	126	116	5.3	5.5	5.0
Alaska.....	26	19	20	7.4	5.5	5.8
Arizona.....	180	265	164	5.2	7.6	4.8
Arkansas.....	75	74	83	5.2	5.1	5.7
California.....	809	744	666	4.3	4.0	3.6
Colorado.....	202	156	161	6.4	5.0	5.2
Connecticut.....	83	91	79	4.7	5.1	4.5
Delaware.....	27	20	19	5.3	4.0	3.8
District of Columbia.....	36	35	27	4.5	4.4	3.4
Florida.....	508	511	507	4.9	4.9	4.8
Georgia.....	262	282	283	5.1	5.4	5.4
Hawaii.....	35	30	31	5.3	4.5	4.5
Idaho.....	48	46	43	5.3	5.1	4.7
Illinois.....	375	269	291	5.9	4.3	4.6
Indiana.....	180	139	145	5.3	4.1	4.3
Iowa.....	77	78	73	4.6	4.8	4.4
Kansas.....	83	80	71	5.4	5.3	4.7
Kentucky.....	110	131	101	5.2	6.1	4.7
Louisiana.....	124	120	107	6.0	5.7	5.1
Maine.....	34	38	30	5.1	5.6	4.5
Maryland.....	194	127	116	6.7	4.4	4.0
Massachusetts.....	214	201	198	5.5	5.2	5.1
Michigan.....	217	193	191	4.7	4.2	4.1
Minnesota.....	156	183	172	5.0	5.8	5.4
Mississippi.....	69	57	63	5.5	4.6	5.0
Missouri.....	183	167	145	5.8	5.4	4.7
Montana.....	32	27	27	5.8	5.0	4.9
Nebraska.....	56	48	48	5.1	4.4	4.3
Nevada.....	83	74	81	5.0	4.5	5.0
New Hampshire.....	36	38	33	4.9	5.1	4.5
New Jersey.....	195	186	236	4.4	4.1	5.2
New Mexico.....	57	57	57	6.1	6.0	6.0
New York.....	494	480	433	4.9	4.7	4.2
North Carolina.....	268	269	277	5.1	5.1	5.2
North Dakota.....	25	22	21	5.5	4.8	4.6
Ohio.....	276	289	269	4.7	4.9	4.6
Oklahoma.....	108	89	92	5.8	4.8	4.9
Oregon.....	105	107	96	5.1	5.1	4.6
Pennsylvania.....	344	305	272	5.4	4.8	4.2
Rhode Island.....	32	26	29	6.0	5.0	5.5
South Carolina.....	155	145	123	6.2	5.8	4.9
South Dakota.....	28	18	21	5.8	3.8	4.3
Tennessee.....	181	186	149	5.2	5.3	4.2
Texas.....	774	574	591	5.2	3.9	4.0
Utah.....	85	97	84	4.7	5.2	4.5
Vermont.....	15	23	16	4.6	6.9	4.8
Virginia.....	266	254	211	6.0	5.7	4.7
Washington.....	172	150	131	4.6	4.0	3.5
West Virginia.....	40	47	36	5.3	6.3	4.8
Wisconsin.....	158	159	127	5.0	5.1	4.1
Wyoming.....	14	15	15	4.8	5.0	4.8

<sup>p</sup> Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>
TOTAL U.S. ....	4,810	5,259	4,561	3.1	3.3	2.9
Alabama.....	77	75	78	3.5	3.5	3.6
Alaska.....	17	14	13	5.1	4.4	4.0
Arizona.....	106	127	104	3.3	3.9	3.2
Arkansas.....	55	46	45	4.0	3.3	3.3
California.....	465	567	467	2.6	3.2	2.6
Colorado.....	91	93	80	3.1	3.2	2.7
Connecticut.....	46	56	37	2.7	3.3	2.2
Delaware.....	17	15	13	3.6	3.1	2.7
District of Columbia.....	23	18	15	3.0	2.4	2.0
Florida.....	399	401	495	4.0	4.0	4.9
Georgia.....	180	173	140	3.7	3.5	2.8
Hawaii.....	20	20	18	3.2	3.1	2.8
Idaho.....	30	31	30	3.5	3.6	3.4
Illinois.....	150	159	168	2.5	2.6	2.8
Indiana.....	97	112	105	3.0	3.5	3.3
Iowa.....	40	50	47	2.5	3.2	3.0
Kansas.....	43	53	46	3.0	3.7	3.1
Kentucky.....	70	61	74	3.5	3.0	3.7
Louisiana.....	84	82	73	4.3	4.1	3.6
Maine.....	20	23	17	3.1	3.6	2.7
Maryland.....	84	82	64	3.1	2.9	2.3
Massachusetts.....	79	105	79	2.1	2.9	2.2
Michigan.....	125	155	134	2.8	3.5	3.0
Minnesota.....	69	98	69	2.3	3.3	2.3
Mississippi.....	42	35	39	3.5	3.0	3.3
Missouri.....	94	93	80	3.1	3.2	2.7
Montana.....	19	18	19	3.8	3.6	3.7
Nebraska.....	30	32	30	2.9	3.0	2.9
Nevada.....	60	54	57	3.8	3.5	3.6
New Hampshire.....	21	24	18	3.0	3.4	2.5
New Jersey.....	121	100	115	2.8	2.3	2.7
New Mexico.....	25	31	33	2.8	3.4	3.6
New York.....	189	267	236	2.0	2.7	2.4
North Carolina.....	204	154	136	4.1	3.1	2.7
North Dakota.....	13	14	13	3.0	3.2	3.0
Ohio.....	171	191	139	3.1	3.4	2.5
Oklahoma.....	69	62	54	3.9	3.5	3.0
Oregon.....	61	61	60	3.1	3.1	3.0
Pennsylvania.....	140	153	119	2.3	2.5	1.9
Rhode Island.....	19	17	16	3.8	3.3	3.1
South Carolina.....	92	115	93	3.9	4.9	3.9
South Dakota.....	14	13	13	3.1	2.8	2.8
Tennessee.....	153	144	102	4.6	4.3	3.0
Texas.....	514	600	401	3.7	4.2	2.8
Utah.....	54	64	56	3.1	3.6	3.2
Vermont.....	9	17	8	2.9	5.4	2.5
Virginia.....	146	151	118	3.5	3.6	2.8
Washington.....	98	102	93	2.7	2.8	2.6
West Virginia.....	27	27	23	3.8	3.8	3.2
Wisconsin.....	72	95	72	2.4	3.2	2.4
Wyoming.....	9	9	9	3.2	3.2	2.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>
TOTAL U.S. ....	4,517	5,632	4,365	2.9	3.6	2.8
Alabama.....	64	75	67	2.9	3.5	3.1
Alaska.....	12	13	11	3.7	3.9	3.3
Arizona.....	98	140	95	3.0	4.3	2.9
Arkansas.....	47	49	45	3.4	3.6	3.3
California.....	425	568	411	2.4	3.2	2.3
Colorado.....	91	118	80	3.1	4.0	2.7
Connecticut.....	48	68	41	2.8	4.0	2.4
Delaware.....	17	19	14	3.5	3.9	2.8
District of Columbia.....	17	23	16	2.2	3.0	2.2
Florida.....	338	370	333	3.4	3.7	3.3
Georgia.....	141	179	157	2.9	3.6	3.2
Hawaii.....	18	25	19	2.9	3.9	3.0
Idaho.....	32	52	34	3.7	6.1	3.9
Illinois.....	152	211	162	2.5	3.5	2.7
Indiana.....	97	138	105	3.0	4.3	3.3
Iowa.....	46	60	34	2.9	3.8	2.2
Kansas.....	40	59	34	2.8	4.1	2.3
Kentucky.....	66	85	68	3.3	4.2	3.3
Louisiana.....	73	79	81	3.8	4.0	4.1
Maine.....	23	27	20	3.6	4.2	3.1
Maryland.....	84	94	76	3.1	3.4	2.7
Massachusetts.....	84	101	110	2.3	2.8	3.0
Michigan.....	105	165	127	2.4	3.7	2.9
Minnesota.....	93	110	73	3.1	3.7	2.4
Mississippi.....	41	39	36	3.4	3.3	3.0
Missouri.....	91	100	75	3.0	3.4	2.5
Montana.....	22	28	23	4.3	5.4	4.5
Nebraska.....	29	39	25	2.8	3.8	2.4
Nevada.....	67	69	67	4.3	4.4	4.3
New Hampshire.....	24	24	22	3.4	3.4	3.1
New Jersey.....	92	167	100	2.1	3.9	2.3
New Mexico.....	27	33	25	3.0	3.7	2.8
New York.....	200	272	204	2.1	2.8	2.1
North Carolina.....	136	160	140	2.7	3.2	2.8
North Dakota.....	13	18	14	3.1	4.2	3.2
Ohio.....	153	202	122	2.7	3.6	2.2
Oklahoma.....	59	68	50	3.4	3.8	2.8
Oregon.....	68	78	66	3.5	3.9	3.3
Pennsylvania.....	153	176	133	2.5	2.9	2.2
Rhode Island.....	17	36	14	3.4	7.1	2.8
South Carolina.....	81	104	71	3.4	4.4	3.0
South Dakota.....	13	18	15	2.9	3.9	3.2
Tennessee.....	118	178	106	3.6	5.3	3.2
Texas.....	500	478	430	3.6	3.4	3.0
Utah.....	57	75	59	3.3	4.3	3.4
Vermont.....	10	14	9	3.1	4.4	2.7
Virginia.....	127	147	142	3.0	3.5	3.3
Washington.....	105	114	96	2.9	3.1	2.7
West Virginia.....	24	34	26	3.3	4.8	3.7
Wisconsin.....	87	122	71	2.9	4.1	2.4
Wyoming.....	12	12	10	4.2	4.3	3.6

<sup>p</sup> Preliminary

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

State	Levels (in thousands)			Rates		
	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>
TOTAL U.S.....	2,806	3,152	2,594	1.8	2.0	1.6
Alabama.....	38	45	40	1.7	2.1	1.8
Alaska.....	8	7	5	2.6	2.1	1.5
Arizona.....	63	77	54	1.9	2.4	1.7
Arkansas.....	30	29	27	2.2	2.1	2.0
California.....	273	310	253	1.5	1.7	1.4
Colorado.....	61	68	41	2.1	2.3	1.4
Connecticut.....	25	34	22	1.5	2.0	1.3
Delaware.....	11	10	8	2.2	2.2	1.6
District of Columbia.....	10	13	9	1.4	1.7	1.2
Florida.....	258	250	250	2.6	2.5	2.5
Georgia.....	90	95	88	1.8	1.9	1.8
Hawaii.....	11	15	9	1.8	2.3	1.4
Idaho.....	20	27	17	2.4	3.1	2.0
Illinois.....	87	114	91	1.4	1.9	1.5
Indiana.....	62	76	67	1.9	2.4	2.1
Iowa.....	28	32	22	1.8	2.0	1.4
Kansas.....	23	32	22	1.6	2.3	1.5
Kentucky.....	42	42	38	2.1	2.1	1.9
Louisiana.....	44	46	49	2.3	2.3	2.4
Maine.....	10	13	10	1.6	2.0	1.6
Maryland.....	52	51	44	1.9	1.8	1.6
Massachusetts.....	45	55	46	1.2	1.5	1.3
Michigan.....	62	78	73	1.4	1.8	1.6
Minnesota.....	49	55	44	1.7	1.8	1.5
Mississippi.....	25	24	23	2.1	2.0	1.9
Missouri.....	62	57	51	2.1	1.9	1.7
Montana.....	14	16	11	2.8	3.1	2.1
Nebraska.....	18	20	16	1.7	1.9	1.5
Nevada.....	39	39	32	2.5	2.5	2.0
New Hampshire.....	11	11	11	1.5	1.6	1.6
New Jersey.....	46	60	45	1.1	1.4	1.0
New Mexico.....	17	19	13	1.9	2.2	1.4
New York.....	123	150	129	1.3	1.5	1.3
North Carolina.....	86	91	89	1.7	1.8	1.8
North Dakota.....	8	9	9	1.8	2.1	2.1
Ohio.....	92	117	85	1.7	2.1	1.5
Oklahoma.....	38	43	32	2.2	2.4	1.8
Oregon.....	41	45	37	2.1	2.3	1.8
Pennsylvania.....	88	115	79	1.4	1.9	1.3
Rhode Island.....	8	12	7	1.6	2.4	1.4
South Carolina.....	57	65	46	2.4	2.7	1.9
South Dakota.....	8	9	10	1.7	1.9	2.1
Tennessee.....	70	112	63	2.1	3.3	1.9
Texas.....	305	292	242	2.2	2.1	1.7
Utah.....	35	45	32	2.0	2.6	1.8
Vermont.....	4	7	4	1.4	2.2	1.4
Virginia.....	75	71	80	1.8	1.7	1.9
Washington.....	68	65	52	1.9	1.8	1.4
West Virginia.....	15	21	14	2.1	3.1	2.0
Wisconsin.....	50	58	48	1.7	1.9	1.6
Wyoming.....	8	7	5	2.7	2.5	1.8

<sup>p</sup> Preliminary

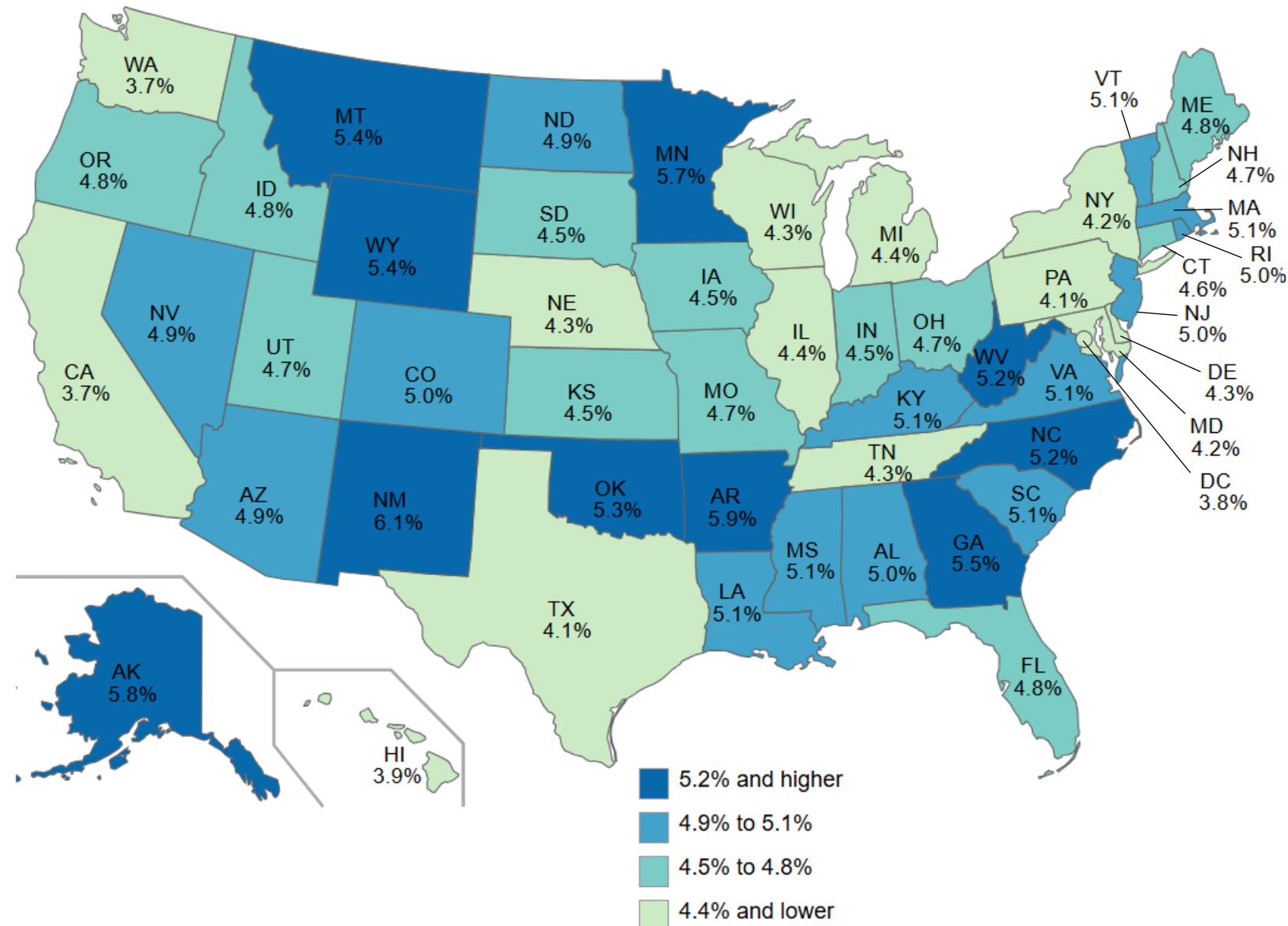
**Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted**

State	Levels (in thousands)			Rates		
	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>	Feb. 2024	Jan. 2025	Feb. 2025 <sup>p</sup>
TOTAL U.S.....	1,416	2,091	1,537	0.9	1.3	1.0
Alabama.....	22	25	24	1.0	1.1	1.1
Alaska.....	3	4	4	0.8	1.3	1.3
Arizona.....	30	45	32	0.9	1.4	1.0
Arkansas.....	14	17	16	1.1	1.2	1.1
California.....	127	223	145	0.7	1.3	0.8
Colorado.....	25	37	34	0.8	1.3	1.2
Connecticut.....	16	26	16	1.0	1.6	0.9
Delaware.....	5	7	5	1.1	1.5	1.0
District of Columbia.....	5	8	6	0.6	1.1	0.8
Florida.....	69	105	75	0.7	1.1	0.7
Georgia.....	45	73	58	0.9	1.5	1.2
Hawaii.....	5	8	7	0.8	1.3	1.0
Idaho.....	9	15	13	1.0	1.8	1.5
Illinois.....	52	87	66	0.9	1.4	1.1
Indiana.....	28	56	36	0.9	1.7	1.1
Iowa.....	15	25	11	0.9	1.6	0.7
Kansas.....	13	23	10	0.9	1.6	0.7
Kentucky.....	19	39	26	1.0	1.9	1.3
Louisiana.....	26	27	26	1.3	1.4	1.3
Maine.....	10	9	8	1.6	1.5	1.2
Maryland.....	26	36	27	1.0	1.3	1.0
Massachusetts.....	28	33	56	0.8	0.9	1.5
Michigan.....	37	82	47	0.8	1.8	1.1
Minnesota.....	39	50	26	1.3	1.7	0.9
Mississippi.....	12	13	11	1.0	1.1	0.9
Missouri.....	22	35	21	0.8	1.2	0.7
Montana.....	6	9	9	1.2	1.8	1.8
Nebraska.....	9	17	8	0.8	1.7	0.8
Nevada.....	25	23	30	1.6	1.5	1.9
New Hampshire.....	10	9	8	1.5	1.3	1.1
New Jersey.....	36	97	44	0.8	2.2	1.0
New Mexico.....	7	9	9	0.8	1.0	1.0
New York.....	67	111	67	0.7	1.1	0.7
North Carolina.....	44	59	45	0.9	1.2	0.9
North Dakota.....	5	8	4	1.1	1.9	1.0
Ohio.....	50	74	33	0.9	1.3	0.6
Oklahoma.....	18	20	16	1.0	1.1	0.9
Oregon.....	19	23	22	1.0	1.2	1.1
Pennsylvania.....	46	49	45	0.8	0.8	0.7
Rhode Island.....	7	21	6	1.5	4.2	1.1
South Carolina.....	20	32	21	0.9	1.4	0.9
South Dakota.....	4	8	5	0.9	1.8	1.0
Tennessee.....	42	55	39	1.3	1.7	1.2
Texas.....	173	154	168	1.2	1.1	1.2
Utah.....	17	22	23	1.0	1.3	1.3
Vermont.....	4	5	3	1.3	1.5	1.1
Virginia.....	45	62	54	1.1	1.5	1.3
Washington.....	27	38	35	0.8	1.1	1.0
West Virginia.....	8	10	11	1.1	1.4	1.5
Wisconsin.....	31	58	21	1.0	1.9	0.7
Wyoming.....	3	4	4	1.2	1.4	1.2

<sup>p</sup> Preliminary

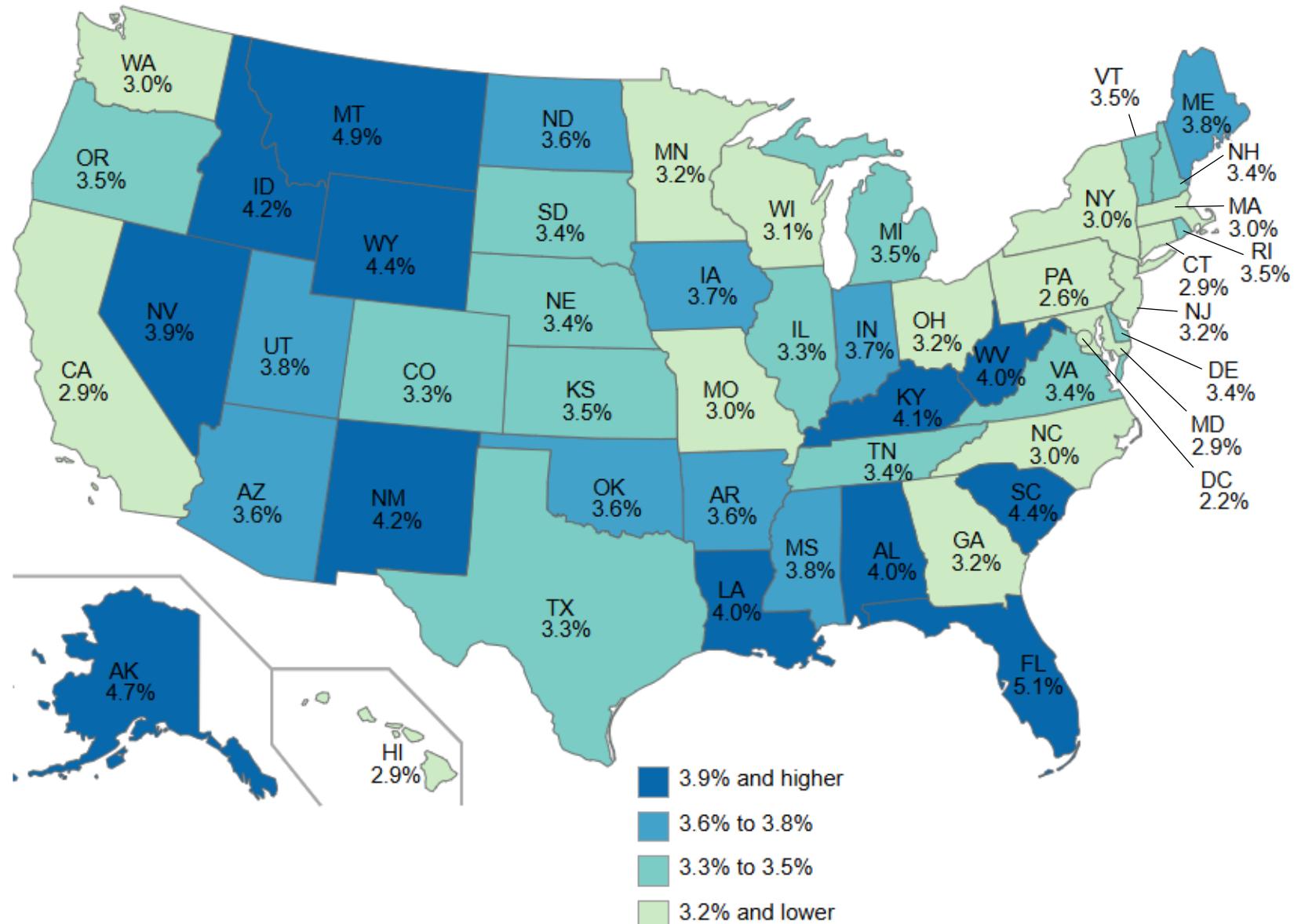
## Map 1. Job openings rates by state, seasonally adjusted, February 2025

Total U.S. job openings rate = 4.5%



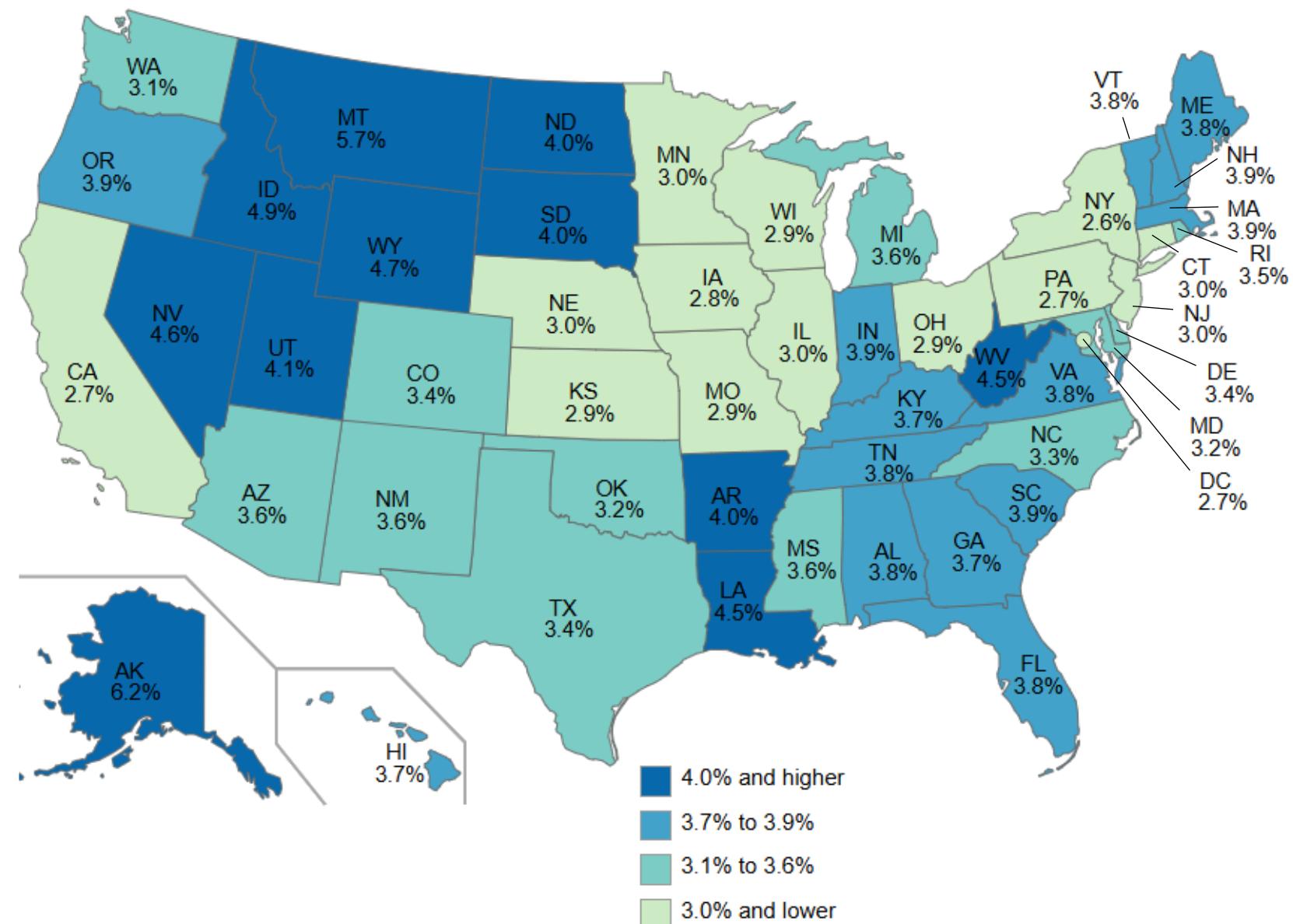
## Map 2. Hires rates by state, seasonally adjusted, February 2025

Total U.S. hires rate = 3.4%



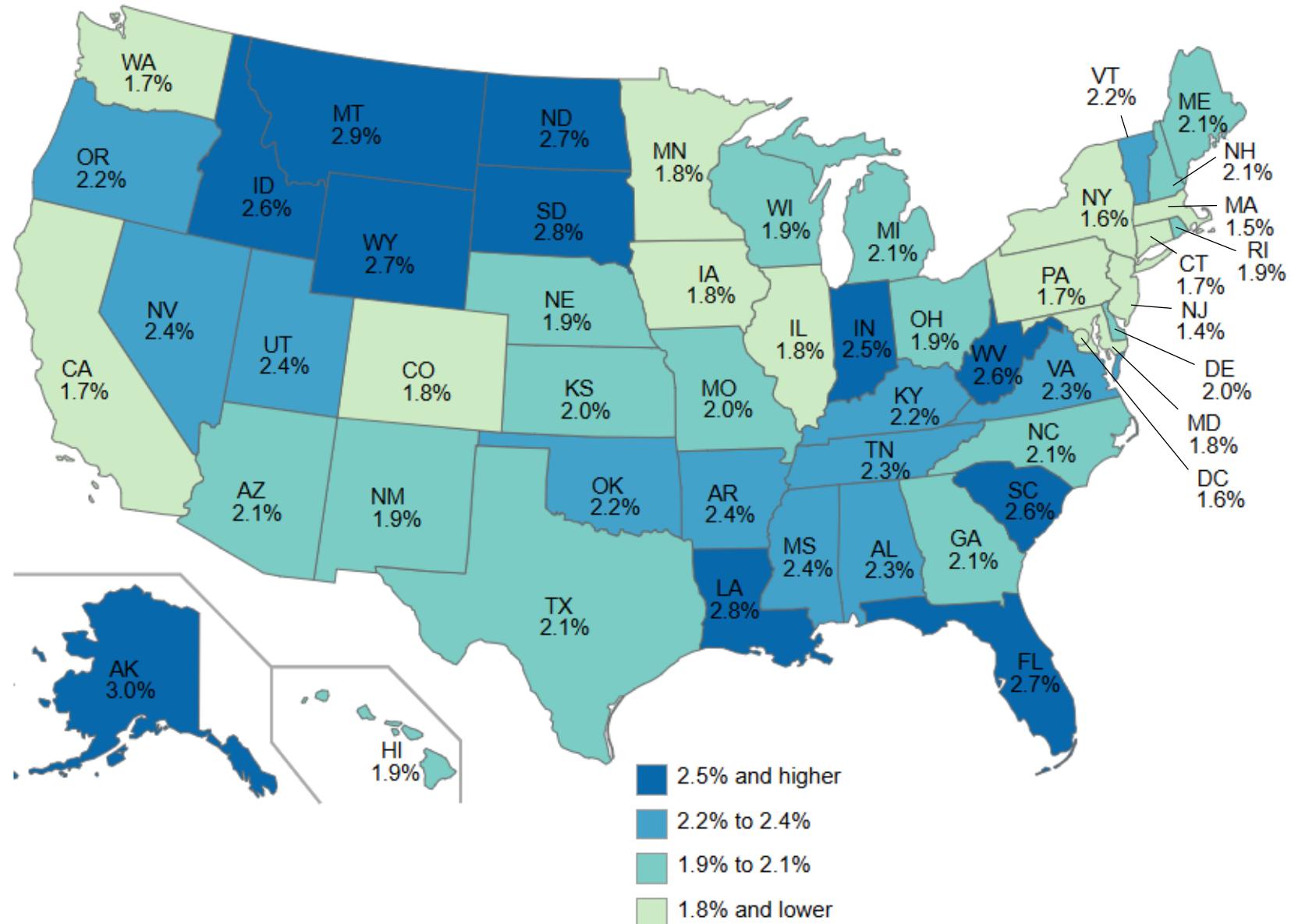
### Map 3. Total separations rates by state, seasonally adjusted, February 2025

Total U.S. total separations rate = 3.3%



### Map 4. Quits rates by state, seasonally adjusted, February 2025

Total U.S. quits rate = 2.0%



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

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

