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STATE JOB OPENINGS AND LABOR TURNOVER – APRIL 2024

Job openings rates decreased in 12 states and increased in 3 states on the last business day of April, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 4 states and decreased in 2 states. Total separations rates increased in 3 states and decreased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in April.

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 April, **job openings rates** decreased in 12 states, increased in 3 states, and were little changed in 35 states and the District of Columbia. The largest decreases in job openings rates occurred in Illinois, Kansas, and Vermont (-0.9 percentage point each). The increases occurred in Arizona and Virginia (+1.0 point each) and in Idaho (+0.8 point). Over the month, the national job openings rate was little changed. (See table 1.)

The **number of job openings** decreased in 13 states, increased in 4 states, and was little changed in 33 states and the District of Columbia in April. The largest decreases in the job openings level occurred in California (-81,000), New York (-71,000), and Illinois (-65,000). The largest increases occurred in Virginia (+46,000), Arizona (+36,000), and Tennessee (+18,000). Nationally, the number of job openings changed little. (See table 1.)

Hires

In April, **hires rates** increased in 4 states, decreased in 2 states, and were little changed in 44 states and the District of Columbia. The largest increases in the hires rate occurred in Idaho (+1.0 percentage point) and in Louisiana and Oklahoma (+0.7 point each). The decreases occurred in New Jersey (-0.8 point) and Massachusetts (-0.6 point). The national hires rate was unchanged over the month. (See table 2.)

The **number of hires** increased in 5 states, decreased in 2 states, and was little changed in 43 states and the District of Columbia in April. The largest increases in the hires level occurred in North Carolina (+30,000), Louisiana (+15,000), and Oklahoma (+13,000). The decreases occurred in New Jersey (-36,000) and Massachusetts (-23,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In April, **total separations rates** increased in 3 states, decreased in 2 states, and were little changed in 45 states and the District of Columbia. The increases in total separations rates occurred in Colorado

(+1.6 percentage points), Arizona (+1.0 point), and Louisiana (+0.9 point). The decreases occurred in Massachusetts (-0.6 point) and New York (-0.4 point). Over the month, the national total separations rate was unchanged. (See table 3.)

The **number of total separations** increased in 4 states, decreased in 2 states, and was little changed in 44 states and the District of Columbia in April. The largest increases in the total separations level occurred in Colorado (+48,000), Arizona (+32,000), and Louisiana (+18,000). The decreases occurred in Massachusetts (-19,000) and Idaho (-6,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In April, **quits rates** increased in 7 states, decreased in 1 state, and were little changed in 42 states and the District of Columbia. The largest increases in quits rates occurred in Colorado (+1.3 percentage points) and in Louisiana and South Dakota (+0.7 point each). The decrease occurred in Massachusetts (-0.4 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** increased in 7 states, decreased in 1 state, and was little changed in 42 states and the District of Columbia in April. The largest increases in the quits level occurred in Colorado (+38,000), Ohio (+22,000), and Arizona (+18,000). The decrease occurred in Massachusetts (-14,000). Nationally, the number of quits was little changed. (See table 4.)

Layoffs and Discharges

In April, **layoffs and discharges rates** decreased in 6 states, increased in 2 states, and were little changed in 42 states and the District of Columbia. The largest decreases occurred in North Dakota (-0.7 percentage point) and Indiana (-0.6 point) as well as in Michigan and Oklahoma (-0.5 point each). The increases occurred in Connecticut (+0.6 point) and California (+0.2 point). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** decreased in 12 states, increased in 3 states, and was little changed in 35 states and the District of Columbia in April. The largest decreases in the layoffs and discharges level occurred in Florida (-27,000) and in Michigan and New York (-24,000 each). The increases occurred in California (+39,000), Connecticut (+10,000), and Maine (+3,000). 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 May 2024 are scheduled to be released on Wednesday, July 24, 2024, at 10:00 a.m. (ET).

Upcoming Revisions to the JOLTS State Estimates

Effective with the release of May 2024 data on July 24, 2024, the Job Openings and Labor Turnover Survey (JOLTS) state estimates will be benchmarked and revised to include the annual benchmark revisions to JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) data. Seasonally adjusted and not seasonally adjusted data from January 2019 forward are subject to revision. In addition, 2023 annual estimates for states will be released at this time.

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

respondents, an estimate is calculated that is a composition of a weighted estimate of the microdata-based estimate and a weighted estimate of the JOLTS regional estimate. The weight assigned to the JOLTS data in those cells is proportional to the number of JOLTS respondents in the cell ($\text{weight} = n/30$, 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					
	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p
TOTAL U.S.....	9,904	8,748	8,813	8,355	8,059	-296	6.0	5.3	5.3	5.0	4.8	-0.2
Alabama.....	145	131	126	120	120	0	6.3	5.7	5.4	5.2	5.2	0.0
Alaska.....	28	24	27	25	25	0	7.9	6.7	7.5	6.9	6.9	0.0
Arizona.....	240	141	184	149	185	36	7.1	4.2	5.4	4.4	5.4	1.0
Arkansas.....	101	74	76	80	87	7	6.9	5.2	5.3	5.5	6.0	0.5
California.....	1,043	773	853	714	633	-81	5.5	4.1	4.5	3.8	3.4	-0.4
Colorado.....	259	195	201	199	201	2	8.2	6.2	6.3	6.3	6.3	0.0
Connecticut.....	97	89	87	87	90	3	5.4	5.0	4.9	4.9	5.0	0.1
Delaware.....	37	35	32	28	26	-2	7.1	6.7	6.2	5.4	5.0	-0.4
District of Columbia.....	40	46	38	36	37	1	4.9	5.6	4.7	4.5	4.6	0.1
Florida.....	669	537	530	527	520	-7	6.4	5.1	5.1	5.1	5.0	-0.1
Georgia.....	385	281	270	256	262	6	7.3	5.4	5.2	4.9	5.0	0.1
Hawaii.....	38	25	32	27	26	-1	5.7	3.8	4.8	4.1	3.9	-0.2
Idaho.....	57	50	50	46	53	7	6.3	5.5	5.5	5.0	5.8	0.8
Illinois.....	423	367	387	380	315	-65	6.5	5.7	5.9	5.8	4.9	-0.9
Indiana.....	193	160	192	154	148	-6	5.6	4.7	5.5	4.5	4.3	-0.2
Iowa.....	107	93	83	74	71	-3	6.3	5.5	4.9	4.4	4.2	-0.2
Kansas.....	97	80	85	84	69	-15	6.3	5.2	5.5	5.4	4.5	-0.9
Kentucky.....	145	116	117	122	131	9	6.8	5.4	5.5	5.7	6.0	0.3
Louisiana.....	148	121	127	117	123	6	7.0	5.8	6.1	5.6	5.9	0.3
Maine.....	44	45	38	37	40	3	6.4	6.4	5.5	5.3	5.7	0.4
Maryland.....	206	206	191	185	179	-6	7.0	7.0	6.5	6.3	6.1	-0.2
Massachusetts.....	298	218	229	219	213	-6	7.3	5.5	5.8	5.5	5.4	-0.1
Michigan.....	296	248	237	243	213	-30	6.3	5.3	5.0	5.1	4.5	-0.6
Minnesota.....	206	182	171	166	142	-24	6.5	5.7	5.4	5.2	4.5	-0.7
Mississippi.....	91	73	72	69	70	1	7.2	5.8	5.7	5.5	5.6	0.1
Missouri.....	190	196	190	159	139	-20	6.0	6.1	5.9	5.0	4.4	-0.6
Montana.....	41	36	38	33	33	0	7.3	6.4	6.7	5.9	5.9	0.0
Nebraska.....	69	56	58	54	47	-7	6.2	5.0	5.2	4.8	4.2	-0.6
Nevada.....	113	83	83	75	69	-6	6.8	5.0	5.0	4.5	4.2	-0.3
New Hampshire.....	47	41	40	40	40	0	6.3	5.5	5.4	5.4	5.4	0.0
New Jersey.....	232	207	207	253	220	-33	5.1	4.5	4.5	5.5	4.8	-0.7
New Mexico.....	71	55	62	56	55	-1	7.6	5.9	6.6	6.0	5.9	-0.1
New York.....	460	517	513	511	440	-71	4.5	5.0	5.0	4.9	4.3	-0.6
North Carolina.....	379	288	275	251	260	9	7.2	5.5	5.2	4.8	5.0	0.2
North Dakota.....	29	26	27	24	24	0	6.3	5.6	5.8	5.2	5.2	0.0
Ohio.....	393	327	286	284	242	-42	6.5	5.5	4.8	4.8	4.1	-0.7
Oklahoma.....	128	115	118	111	112	1	6.9	6.1	6.2	5.9	5.9	0.0
Oregon.....	126	142	111	107	110	3	6.0	6.7	5.3	5.1	5.3	0.2
Pennsylvania.....	399	365	351	315	329	14	6.1	5.6	5.4	4.9	5.1	0.2
Rhode Island.....	33	28	32	30	29	-1	6.2	5.2	5.9	5.5	5.3	-0.2
South Carolina.....	172	169	162	162	157	-5	7.0	6.7	6.4	6.4	6.2	-0.2
South Dakota.....	31	27	30	25	21	-4	6.3	5.5	6.0	5.1	4.3	-0.8
Tennessee.....	252	200	187	174	192	18	7.1	5.7	5.3	5.0	5.4	0.4
Texas.....	819	780	814	794	799	5	5.6	5.3	5.5	5.3	5.3	0.0
Utah.....	113	89	92	92	88	-4	6.2	4.9	5.0	5.0	4.8	-0.2
Vermont.....	21	18	17	18	15	-3	6.4	5.5	5.2	5.4	4.5	-0.9
Virginia.....	315	269	271	237	283	46	7.1	6.0	6.0	5.3	6.3	1.0
Washington.....	213	175	180	163	140	-23	5.6	4.6	4.7	4.3	3.7	-0.6
West Virginia.....	55	52	43	44	48	4	7.3	6.7	5.6	5.8	6.3	0.5
Wisconsin.....	205	160	174	180	172	-8	6.4	5.0	5.4	5.6	5.4	-0.2
Wyoming.....	22	18	18	17	17	0	7.1	5.8	5.8	5.5	5.5	0.0

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

State	Levels (in thousands)						Rates					
	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p
TOTAL U.S.....	5,951	5,698	5,781	5,617	5,640	23	3.8	3.6	3.7	3.6	3.6	0.0
Alabama.....	93	91	93	90	86	-4	4.3	4.2	4.3	4.1	3.9	-0.2
Alaska.....	18	19	21	18	18	0	5.5	5.7	6.3	5.4	5.4	0.0
Arizona.....	148	126	120	112	124	12	4.7	3.9	3.7	3.4	3.8	0.4
Arkansas.....	61	57	60	59	59	0	4.5	4.2	4.4	4.3	4.3	0.0
California.....	539	501	523	584	549	-35	3.0	2.8	2.9	3.2	3.1	-0.1
Colorado.....	128	114	111	112	121	9	4.4	3.8	3.7	3.8	4.1	0.3
Connecticut.....	59	63	62	58	55	-3	3.5	3.7	3.6	3.4	3.2	-0.2
Delaware.....	24	26	24	20	22	2	5.0	5.3	4.9	4.1	4.5	0.4
District of Columbia.....	24	24	26	23	24	1	3.1	3.1	3.4	3.0	3.1	0.1
Florida.....	404	375	437	427	407	-20	4.2	3.8	4.4	4.3	4.1	-0.2
Georgia.....	230	212	206	191	204	13	4.7	4.3	4.2	3.9	4.1	0.2
Hawaii.....	21	18	22	19	19	0	3.3	2.8	3.5	3.0	3.0	0.0
Idaho.....	41	41	37	37	46	9	4.8	4.8	4.3	4.3	5.3	1.0
Illinois.....	248	213	191	222	222	0	4.0	3.5	3.1	3.6	3.6	0.0
Indiana.....	151	117	115	115	129	14	4.6	3.6	3.5	3.5	3.9	0.4
Iowa.....	60	60	52	47	57	10	3.8	3.8	3.2	2.9	3.5	0.6
Kansas.....	59	51	50	55	58	3	4.1	3.5	3.4	3.8	4.0	0.2
Kentucky.....	84	91	87	79	76	-3	4.2	4.5	4.3	3.9	3.7	-0.2
Louisiana.....	85	92	95	84	99	15	4.3	4.7	4.9	4.3	5.0	0.7
Maine.....	25	23	28	26	26	0	3.9	3.5	4.3	4.0	4.0	0.0
Maryland.....	107	108	105	103	109	6	3.9	3.9	3.8	3.8	4.0	0.2
Massachusetts.....	135	102	111	120	97	-23	3.6	2.7	3.0	3.2	2.6	-0.6
Michigan.....	153	146	146	156	146	-10	3.5	3.3	3.3	3.5	3.2	-0.3
Minnesota.....	117	116	100	98	98	0	3.9	3.9	3.3	3.2	3.2	0.0
Mississippi.....	52	52	50	47	51	4	4.4	4.4	4.2	3.9	4.3	0.4
Missouri.....	105	100	107	104	102	-2	3.5	3.3	3.6	3.4	3.4	0.0
Montana.....	25	28	27	27	27	0	4.8	5.3	5.1	5.1	5.1	0.0
Nebraska.....	41	38	36	37	36	-1	3.9	3.6	3.4	3.5	3.4	-0.1
Nevada.....	67	60	65	65	62	-3	4.4	3.8	4.1	4.1	3.9	-0.2
New Hampshire.....	37	27	28	28	25	-3	5.3	3.8	4.0	4.0	3.5	-0.5
New Jersey.....	167	146	153	190	154	-36	3.9	3.3	3.5	4.3	3.5	-0.8
New Mexico.....	34	36	30	32	34	2	3.9	4.1	3.4	3.6	3.8	0.2
New York.....	281	277	247	266	239	-27	2.9	2.8	2.5	2.7	2.4	-0.3
North Carolina.....	213	197	227	171	201	30	4.4	4.0	4.6	3.4	4.0	0.6
North Dakota.....	17	18	17	16	17	1	3.9	4.1	3.9	3.6	3.9	0.3
Ohio.....	222	193	213	198	198	0	4.0	3.4	3.8	3.5	3.5	0.0
Oklahoma.....	79	80	84	75	88	13	4.6	4.5	4.7	4.2	4.9	0.7
Oregon.....	72	87	73	72	79	7	3.6	4.4	3.7	3.6	4.0	0.4
Pennsylvania.....	198	227	185	169	167	-2	3.2	3.7	3.0	2.7	2.7	0.0
Rhode Island.....	25	19	22	21	18	-3	5.0	3.7	4.3	4.1	3.5	-0.6
South Carolina.....	110	121	106	113	117	4	4.8	5.2	4.5	4.8	4.9	0.1
South Dakota.....	19	20	19	17	17	0	4.1	4.3	4.1	3.6	3.6	0.0
Tennessee.....	160	139	171	134	151	17	4.8	4.2	5.2	4.0	4.5	0.5
Texas.....	624	526	590	490	490	0	4.5	3.7	4.2	3.5	3.5	0.0
Utah.....	70	64	63	65	69	4	4.1	3.7	3.6	3.7	3.9	0.2
Vermont.....	15	12	12	12	10	-2	4.8	3.8	3.8	3.8	3.2	-0.6
Virginia.....	169	169	177	168	172	4	4.1	4.0	4.2	4.0	4.1	0.1
Washington.....	129	120	116	106	111	5	3.6	3.3	3.2	2.9	3.0	0.1
West Virginia.....	32	38	36	30	33	3	4.6	5.3	5.0	4.2	4.6	0.4
Wisconsin.....	111	105	92	96	108	12	3.7	3.5	3.0	3.2	3.6	0.4
Wyoming.....	14	14	13	14	14	0	4.8	4.8	4.4	4.8	4.8	0.0

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

State	Levels (in thousands)						Rates					
	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p
TOTAL U.S.....	5,569	5,449	5,539	5,330	5,372	42	3.6	3.5	3.5	3.4	3.4	0.0
Alabama.....	76	82	81	89	81	-8	3.5	3.8	3.7	4.1	3.7	-0.4
Alaska.....	26	17	20	23	21	-2	8.0	5.1	6.0	6.9	6.3	-0.6
Arizona.....	142	120	119	111	143	32	4.5	3.7	3.7	3.4	4.4	1.0
Arkansas.....	54	51	55	50	55	5	4.0	3.8	4.0	3.7	4.0	0.3
California.....	505	506	499	448	467	19	2.8	2.8	2.8	2.5	2.6	0.1
Colorado.....	116	128	114	102	150	48	4.0	4.3	3.8	3.4	5.0	1.6
Connecticut.....	56	53	59	58	67	9	3.3	3.1	3.5	3.4	3.9	0.5
Delaware.....	21	24	22	20	20	0	4.3	4.9	4.5	4.1	4.1	0.0
District of Columbia.....	21	23	21	23	20	-3	2.7	3.0	2.7	3.0	2.6	-0.4
Florida.....	397	392	395	395	396	1	4.1	4.0	4.0	4.0	4.0	0.0
Georgia.....	192	191	169	167	170	3	3.9	3.9	3.4	3.4	3.4	0.0
Hawaii.....	19	19	22	22	20	-2	3.0	3.0	3.5	3.5	3.1	-0.4
Idaho.....	44	41	43	42	36	-6	5.2	4.8	5.0	4.9	4.2	-0.7
Illinois.....	243	189	182	197	186	-11	4.0	3.1	3.0	3.2	3.0	-0.2
Indiana.....	145	123	122	136	117	-19	4.5	3.8	3.7	4.2	3.6	-0.6
Iowa.....	69	65	59	56	55	-1	4.3	4.1	3.7	3.5	3.4	-0.1
Kansas.....	65	58	50	58	61	3	4.5	4.0	3.4	4.0	4.2	0.2
Kentucky.....	89	79	77	72	74	2	4.4	3.9	3.8	3.5	3.6	0.1
Louisiana.....	82	88	82	73	91	18	4.2	4.5	4.2	3.7	4.6	0.9
Maine.....	22	24	29	28	29	1	3.4	3.7	4.4	4.3	4.4	0.1
Maryland.....	110	99	102	95	98	3	4.0	3.6	3.7	3.5	3.6	0.1
Massachusetts.....	114	96	111	99	80	-19	3.0	2.6	3.0	2.7	2.1	-0.6
Michigan.....	148	141	136	158	139	-19	3.3	3.2	3.0	3.5	3.1	-0.4
Minnesota.....	102	95	126	99	91	-8	3.4	3.2	4.2	3.3	3.0	-0.3
Mississippi.....	52	51	48	43	47	4	4.4	4.3	4.0	3.6	4.0	0.4
Missouri.....	112	95	105	105	100	-5	3.8	3.2	3.5	3.5	3.3	-0.2
Montana.....	29	27	30	29	27	-2	5.6	5.1	5.7	5.5	5.1	-0.4
Nebraska.....	43	45	36	37	37	0	4.1	4.3	3.4	3.5	3.5	0.0
Nevada.....	66	59	75	66	72	6	4.3	3.8	4.8	4.2	4.6	0.4
New Hampshire.....	25	27	33	28	29	1	3.6	3.8	4.7	4.0	4.1	0.1
New Jersey.....	150	149	121	144	145	1	3.5	3.4	2.8	3.3	3.3	0.0
New Mexico.....	35	35	33	33	37	4	4.0	4.0	3.7	3.7	4.2	0.5
New York.....	231	274	263	290	258	-32	2.4	2.8	2.7	3.0	2.6	-0.4
North Carolina.....	197	180	163	156	168	12	4.0	3.6	3.3	3.1	3.4	0.3
North Dakota.....	22	18	18	20	19	-1	5.1	4.1	4.1	4.5	4.3	-0.2
Ohio.....	229	173	191	195	213	18	4.1	3.1	3.4	3.5	3.8	0.3
Oklahoma.....	67	72	68	68	61	-7	3.9	4.1	3.8	3.8	3.4	-0.4
Oregon.....	81	84	83	79	86	7	4.1	4.3	4.2	4.0	4.3	0.3
Pennsylvania.....	176	177	190	201	192	-9	2.9	2.9	3.1	3.3	3.1	-0.2
Rhode Island.....	20	19	22	20	24	4	4.0	3.7	4.3	3.9	4.7	0.8
South Carolina.....	91	106	101	82	97	15	4.0	4.5	4.3	3.5	4.1	0.6
South Dakota.....	23	21	18	19	21	2	5.0	4.5	3.8	4.0	4.5	0.5
Tennessee.....	133	116	142	130	134	4	4.0	3.5	4.3	3.9	4.0	0.1
Texas.....	476	506	586	472	432	-40	3.4	3.6	4.2	3.3	3.1	-0.2
Utah.....	70	71	75	73	72	-1	4.1	4.1	4.3	4.2	4.1	-0.1
Vermont.....	11	12	13	13	12	-1	3.6	3.8	4.2	4.1	3.8	-0.3
Virginia.....	173	155	152	154	156	2	4.2	3.7	3.6	3.6	3.7	0.1
Washington.....	131	112	121	100	108	8	3.6	3.1	3.3	2.7	3.0	0.3
West Virginia.....	34	33	28	31	32	1	4.9	4.6	3.9	4.3	4.4	0.1
Wisconsin.....	112	113	110	109	115	6	3.7	3.7	3.6	3.6	3.8	0.2
Wyoming.....	16	14	16	16	14	-2	5.5	4.8	5.5	5.5	4.8	-0.7

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

State	Levels (in thousands)						Rates					
	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p
TOTAL U.S.....	3,611	3,446	3,527	3,409	3,507	98	2.3	2.2	2.2	2.2	2.2	0.0
Alabama.....	55	58	50	53	54	1	2.6	2.7	2.3	2.4	2.5	0.1
Alaska.....	11	11	13	14	13	-1	3.4	3.3	3.9	4.2	3.9	-0.3
Arizona.....	103	76	77	63	81	18	3.3	2.3	2.4	1.9	2.5	0.6
Arkansas.....	37	33	36	34	35	1	2.7	2.4	2.6	2.5	2.6	0.1
California.....	341	316	333	275	262	-13	1.9	1.8	1.9	1.5	1.5	0.0
Colorado.....	77	87	75	66	104	38	2.7	2.9	2.5	2.2	3.5	1.3
Connecticut.....	35	31	33	33	34	1	2.1	1.8	1.9	1.9	2.0	0.1
Delaware.....	15	15	14	13	13	0	3.1	3.1	2.9	2.7	2.7	0.0
District of Columbia.....	14	14	14	14	12	-2	1.8	1.8	1.8	1.8	1.6	-0.2
Florida.....	290	268	297	273	301	28	3.0	2.7	3.0	2.8	3.0	0.2
Georgia.....	142	124	108	119	111	-8	2.9	2.5	2.2	2.4	2.2	-0.2
Hawaii.....	12	12	13	12	12	0	1.9	1.9	2.0	1.9	1.9	0.0
Idaho.....	27	26	28	24	21	-3	3.2	3.0	3.2	2.8	2.4	-0.4
Illinois.....	144	120	113	126	120	-6	2.4	2.0	1.8	2.1	2.0	-0.1
Indiana.....	94	75	81	78	81	3	2.9	2.3	2.5	2.4	2.5	0.1
Iowa.....	45	37	36	35	33	-2	2.8	2.3	2.2	2.2	2.0	-0.2
Kansas.....	36	31	32	36	37	1	2.5	2.1	2.2	2.5	2.5	0.0
Kentucky.....	65	54	52	47	48	1	3.2	2.7	2.6	2.3	2.4	0.1
Louisiana.....	57	56	52	46	58	12	2.9	2.9	2.7	2.3	3.0	0.7
Maine.....	15	14	14	17	16	-1	2.3	2.1	2.1	2.6	2.4	-0.2
Maryland.....	75	62	63	63	61	-2	2.7	2.3	2.3	2.3	2.2	-0.1
Massachusetts.....	71	55	57	59	45	-14	1.9	1.5	1.5	1.6	1.2	-0.4
Michigan.....	89	80	85	93	96	3	2.0	1.8	1.9	2.1	2.1	0.0
Minnesota.....	68	53	64	60	64	4	2.3	1.8	2.1	2.0	2.1	0.1
Mississippi.....	37	35	31	28	32	4	3.1	3.0	2.6	2.4	2.7	0.3
Missouri.....	73	56	73	66	73	7	2.5	1.9	2.4	2.2	2.4	0.2
Montana.....	18	17	19	16	17	1	3.5	3.2	3.6	3.0	3.2	0.2
Nebraska.....	26	24	23	22	23	1	2.5	2.3	2.2	2.1	2.2	0.1
Nevada.....	45	35	45	38	41	3	2.9	2.2	2.9	2.4	2.6	0.2
New Hampshire.....	15	16	15	16	15	-1	2.1	2.3	2.1	2.3	2.1	-0.2
New Jersey.....	92	71	65	88	80	-8	2.1	1.6	1.5	2.0	1.8	-0.2
New Mexico.....	22	22	21	19	23	4	2.5	2.5	2.4	2.1	2.6	0.5
New York.....	140	154	161	189	173	-16	1.4	1.6	1.6	1.9	1.8	-0.1
North Carolina.....	138	103	105	116	106	-10	2.8	2.1	2.1	2.3	2.1	-0.2
North Dakota.....	13	10	11	11	12	1	3.0	2.3	2.5	2.5	2.7	0.2
Ohio.....	126	112	120	129	151	22	2.2	2.0	2.1	2.3	2.7	0.4
Oklahoma.....	48	46	47	43	44	1	2.8	2.6	2.6	2.4	2.5	0.1
Oregon.....	52	52	51	41	52	11	2.6	2.6	2.6	2.1	2.6	0.5
Pennsylvania.....	121	122	114	116	115	-1	2.0	2.0	1.9	1.9	1.9	0.0
Rhode Island.....	13	11	11	12	13	1	2.6	2.1	2.1	2.3	2.5	0.2
South Carolina.....	66	69	72	53	67	14	2.9	2.9	3.1	2.2	2.8	0.6
South Dakota.....	13	12	12	11	14	3	2.8	2.6	2.6	2.3	3.0	0.7
Tennessee.....	98	80	86	91	94	3	3.0	2.4	2.6	2.7	2.8	0.1
Texas.....	339	359	381	345	330	-15	2.4	2.6	2.7	2.4	2.3	-0.1
Utah.....	48	49	47	43	45	2	2.8	2.8	2.7	2.5	2.6	0.1
Vermont.....	7	7	6	7	7	0	2.3	2.2	1.9	2.2	2.2	0.0
Virginia.....	107	102	95	100	100	0	2.6	2.4	2.3	2.4	2.4	0.0
Washington.....	87	71	77	56	64	8	2.4	2.0	2.1	1.5	1.8	0.3
West Virginia.....	23	22	18	22	22	0	3.3	3.1	2.5	3.1	3.1	0.0
Wisconsin.....	69	70	67	69	75	6	2.3	2.3	2.2	2.3	2.5	0.2
Wyoming.....	10	10	11	9	9	0	3.5	3.4	3.8	3.1	3.1	0.0

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

State	Levels (in thousands)						Rates					
	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p	Apr. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024 ^p	Change from: Mar. 2024 - Apr. 2024 ^p
TOTAL U.S.....	1,636	1,596	1,681	1,601	1,515	-86	1.1	1.0	1.1	1.0	1.0	0.0
Alabama.....	17	20	27	29	21	-8	0.8	0.9	1.2	1.3	1.0	-0.3
Alaska.....	12	5	5	7	6	-1	3.7	1.5	1.5	2.1	1.8	-0.3
Arizona.....	34	38	36	42	52	10	1.1	1.2	1.1	1.3	1.6	0.3
Arkansas.....	14	14	17	13	16	3	1.0	1.0	1.2	1.0	1.2	0.2
California.....	136	165	137	143	182	39	0.8	0.9	0.8	0.8	1.0	0.2
Colorado.....	33	34	33	30	33	3	1.1	1.1	1.1	1.0	1.1	0.1
Connecticut.....	15	19	20	19	29	10	0.9	1.1	1.2	1.1	1.7	0.6
Delaware.....	5	8	6	6	5	-1	1.0	1.6	1.2	1.2	1.0	-0.2
District of Columbia.....	5	6	5	6	5	-1	0.6	0.8	0.6	0.8	0.7	-0.1
Florida.....	89	105	89	103	76	-27	0.9	1.1	0.9	1.0	0.8	-0.2
Georgia.....	42	52	53	38	48	10	0.9	1.1	1.1	0.8	1.0	0.2
Hawaii.....	5	5	7	8	6	-2	0.8	0.8	1.1	1.3	0.9	-0.4
Idaho.....	14	12	12	15	12	-3	1.7	1.4	1.4	1.7	1.4	-0.3
Illinois.....	84	52	54	61	57	-4	1.4	0.9	0.9	1.0	0.9	-0.1
Indiana.....	45	34	34	50	30	-20	1.4	1.0	1.0	1.5	0.9	-0.6
Iowa.....	21	18	18	17	18	1	1.3	1.1	1.1	1.1	1.1	0.0
Kansas.....	25	16	14	18	16	-2	1.7	1.1	1.0	1.2	1.1	-0.1
Kentucky.....	20	20	21	19	21	2	1.0	1.0	1.0	0.9	1.0	0.1
Louisiana.....	22	25	27	21	27	6	1.1	1.3	1.4	1.1	1.4	0.3
Maine.....	6	8	12	8	11	3	0.9	1.2	1.8	1.2	1.7	0.5
Maryland.....	28	27	33	25	30	5	1.0	1.0	1.2	0.9	1.1	0.2
Massachusetts.....	34	34	41	30	29	-1	0.9	0.9	1.1	0.8	0.8	0.0
Michigan.....	53	44	43	58	34	-24	1.2	1.0	1.0	1.3	0.8	-0.5
Minnesota.....	30	27	56	33	21	-12	1.0	0.9	1.9	1.1	0.7	-0.4
Mississippi.....	12	13	13	12	12	0	1.0	1.1	1.1	1.0	1.0	0.0
Missouri.....	34	28	25	34	20	-14	1.1	0.9	0.8	1.1	0.7	-0.4
Montana.....	8	8	9	11	8	-3	1.5	1.5	1.7	2.1	1.5	-0.6
Nebraska.....	15	13	11	12	10	-2	1.4	1.2	1.0	1.1	0.9	-0.2
Nevada.....	18	21	26	24	24	0	1.2	1.3	1.7	1.5	1.5	0.0
New Hampshire.....	7	9	14	9	11	2	1.0	1.3	2.0	1.3	1.6	0.3
New Jersey.....	49	66	46	45	54	9	1.1	1.5	1.1	1.0	1.2	0.2
New Mexico.....	9	11	9	12	10	-2	1.0	1.2	1.0	1.4	1.1	-0.3
New York.....	78	102	90	91	67	-24	0.8	1.0	0.9	0.9	0.7	-0.2
North Carolina.....	50	68	49	34	50	16	1.0	1.4	1.0	0.7	1.0	0.3
North Dakota.....	8	5	5	8	5	-3	1.8	1.1	1.1	1.8	1.1	-0.7
Ohio.....	85	39	58	53	56	3	1.5	0.7	1.0	0.9	1.0	0.1
Oklahoma.....	15	22	18	21	12	-9	0.9	1.2	1.0	1.2	0.7	-0.5
Oregon.....	24	26	23	31	26	-5	1.2	1.3	1.2	1.6	1.3	-0.3
Pennsylvania.....	45	48	54	70	62	-8	0.7	0.8	0.9	1.1	1.0	-0.1
Rhode Island.....	6	7	8	7	9	2	1.2	1.4	1.6	1.4	1.8	0.4
South Carolina.....	21	31	25	24	25	1	0.9	1.3	1.1	1.0	1.1	0.1
South Dakota.....	9	5	5	7	5	-2	2.0	1.1	1.1	1.5	1.1	-0.4
Tennessee.....	28	28	50	32	30	-2	0.8	0.8	1.5	1.0	0.9	-0.1
Texas.....	114	124	182	106	88	-18	0.8	0.9	1.3	0.8	0.6	-0.2
Utah.....	18	18	23	26	21	-5	1.0	1.0	1.3	1.5	1.2	-0.3
Vermont.....	3	4	5	4	4	0	1.0	1.3	1.6	1.3	1.3	0.0
Virginia.....	59	40	49	44	44	0	1.4	1.0	1.2	1.0	1.0	0.0
Washington.....	35	34	34	39	32	-7	1.0	0.9	0.9	1.1	0.9	-0.2
West Virginia.....	9	8	8	7	7	0	1.3	1.1	1.1	1.0	1.0	0.0
Wisconsin.....	38	29	38	33	31	-2	1.3	1.0	1.3	1.1	1.0	-0.1
Wyoming.....	5	4	5	6	4	-2	1.7	1.4	1.7	2.0	1.4	-0.6

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

State	Levels (in thousands)			Rates		
	Apr. 2023	Mar. 2024	Apr. 2024 ^P	Apr. 2023	Mar. 2024	Apr. 2024 ^P
TOTAL U.S.....	10,607	8,197	8,595	6.4	5.0	5.2
Alabama.....	149	115	126	6.5	5.0	5.4
Alaska.....	28	22	24	8.1	6.2	6.9
Arizona.....	235	137	194	6.9	4.0	5.6
Arkansas.....	101	75	91	6.9	5.2	6.2
California.....	1,066	675	652	5.6	3.6	3.5
Colorado.....	266	203	211	8.4	6.4	6.6
Connecticut.....	101	84	95	5.7	4.7	5.3
Delaware.....	45	25	32	8.5	5.0	6.1
District of Columbia.....	42	35	38	5.1	4.4	4.7
Florida.....	707	524	563	6.8	5.0	5.4
Georgia.....	405	244	279	7.6	4.7	5.3
Hawaii.....	36	26	22	5.4	3.9	3.4
Idaho.....	62	46	61	6.8	5.0	6.6
Illinois.....	462	391	353	7.0	6.0	5.5
Indiana.....	216	153	165	6.2	4.5	4.8
Iowa.....	125	71	82	7.3	4.3	4.8
Kansas.....	103	79	73	6.7	5.1	4.7
Kentucky.....	150	122	142	6.9	5.7	6.5
Louisiana.....	153	113	130	7.2	5.5	6.2
Maine.....	45	34	41	6.6	5.0	6.0
Maryland.....	220	176	199	7.4	6.1	6.7
Massachusetts.....	306	225	220	7.5	5.7	5.6
Michigan.....	321	242	235	6.8	5.2	5.0
Minnesota.....	234	157	160	7.3	5.0	5.1
Mississippi.....	93	63	74	7.3	5.0	5.8
Missouri.....	208	166	158	6.5	5.2	4.9
Montana.....	43	30	35	7.7	5.4	6.2
Nebraska.....	75	53	50	6.7	4.8	4.5
Nevada.....	121	79	76	7.3	4.8	4.6
New Hampshire.....	46	38	39	6.3	5.1	5.3
New Jersey.....	224	245	209	5.0	5.4	4.6
New Mexico.....	75	51	58	8.0	5.4	6.2
New York.....	473	528	442	4.7	5.1	4.3
North Carolina.....	397	252	280	7.5	4.8	5.3
North Dakota.....	30	24	24	6.4	5.2	5.1
Ohio.....	430	298	273	7.1	5.1	4.6
Oklahoma.....	132	107	121	7.1	5.7	6.3
Oregon.....	121	104	109	5.7	5.0	5.2
Pennsylvania.....	406	319	328	6.2	5.0	5.1
Rhode Island.....	35	30	30	6.6	5.6	5.6
South Carolina.....	187	156	173	7.6	6.2	6.8
South Dakota.....	32	25	23	6.5	5.1	4.7
Tennessee.....	265	168	205	7.4	4.8	5.8
Texas.....	877	768	868	6.0	5.2	5.8
Utah.....	122	88	97	6.6	4.8	5.2
Vermont.....	22	16	16	6.6	4.8	4.8
Virginia.....	327	234	308	7.3	5.3	6.8
Washington.....	243	163	160	6.3	4.3	4.2
West Virginia.....	56	43	50	7.4	5.7	6.5
Wisconsin.....	219	165	184	6.8	5.2	5.7
Wyoming.....	22	15	16	7.0	4.8	5.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Apr. 2023	Mar. 2024	Apr. 2024 ^P	Apr. 2023	Mar. 2024	Apr. 2024 ^P
TOTAL U.S.....	6,216	5,095	5,897	4.0	3.2	3.7
Alabama.....	91	79	85	4.2	3.6	3.8
Alaska.....	17	13	17	5.3	3.9	5.0
Arizona.....	159	93	141	5.0	2.9	4.3
Arkansas.....	58	52	58	4.3	3.8	4.2
California.....	541	522	558	3.0	2.9	3.1
Colorado.....	140	98	139	4.8	3.3	4.7
Connecticut.....	69	54	64	4.1	3.2	3.8
Delaware.....	27	17	24	5.7	3.6	5.0
District of Columbia.....	23	21	23	2.9	2.8	2.9
Florida.....	393	414	404	4.0	4.2	4.0
Georgia.....	227	164	205	4.7	3.3	4.1
Hawaii.....	19	16	18	3.0	2.6	2.8
Idaho.....	42	33	50	5.0	3.8	5.8
Illinois.....	234	215	219	3.8	3.5	3.6
Indiana.....	151	103	137	4.7	3.2	4.2
Iowa.....	62	42	62	3.9	2.6	3.8
Kansas.....	54	49	56	3.8	3.4	3.8
Kentucky.....	87	72	76	4.3	3.6	3.7
Louisiana.....	82	77	97	4.2	3.9	4.9
Maine.....	28	21	31	4.4	3.3	4.7
Maryland.....	113	90	116	4.1	3.3	4.2
Massachusetts.....	147	102	105	3.9	2.8	2.8
Michigan.....	159	146	152	3.6	3.3	3.4
Minnesota.....	125	77	104	4.2	2.6	3.5
Mississippi.....	48	40	48	4.1	3.4	4.0
Missouri.....	104	102	104	3.5	3.4	3.4
Montana.....	27	22	29	5.3	4.2	5.4
Nebraska.....	41	35	36	3.9	3.3	3.4
Nevada.....	65	61	62	4.2	3.9	3.9
New Hampshire.....	45	24	28	6.5	3.4	4.0
New Jersey.....	175	202	166	4.1	4.7	3.8
New Mexico.....	38	28	38	4.3	3.2	4.3
New York.....	302	245	259	3.1	2.5	2.6
North Carolina.....	216	163	213	4.4	3.3	4.3
North Dakota.....	16	14	15	3.8	3.2	3.5
Ohio.....	227	179	211	4.1	3.2	3.7
Oklahoma.....	79	69	90	4.6	3.9	5.0
Oregon.....	71	65	82	3.6	3.3	4.2
Pennsylvania.....	246	156	200	4.0	2.6	3.3
Rhode Island.....	30	20	22	6.2	4.0	4.3
South Carolina.....	110	108	122	4.8	4.6	5.2
South Dakota.....	20	15	17	4.3	3.2	3.7
Tennessee.....	164	124	157	4.9	3.7	4.7
Texas.....	649	417	512	4.7	3.0	3.6
Utah.....	74	53	77	4.3	3.1	4.4
Vermont.....	17	9	11	5.5	3.0	3.5
Virginia.....	174	157	180	4.2	3.7	4.2
Washington.....	137	98	122	3.8	2.7	3.4
West Virginia.....	34	28	32	4.8	3.9	4.5
Wisconsin.....	104	77	109	3.5	2.6	3.6
Wyoming.....	13	10	14	4.7	3.5	5.0

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

State	Levels (in thousands)			Rates		
	Apr. 2023	Mar. 2024	Apr. 2024 ^P	Apr. 2023	Mar. 2024	Apr. 2024 ^P
TOTAL U.S.....	5,563	4,656	5,303	3.6	3.0	3.4
Alabama.....	78	84	84	3.6	3.8	3.8
Alaska.....	19	16	17	6.1	5.0	5.1
Arizona.....	157	101	158	5.0	3.1	4.8
Arkansas.....	51	43	53	3.7	3.2	3.8
California.....	510	385	461	2.8	2.1	2.6
Colorado.....	128	85	167	4.4	2.8	5.6
Connecticut.....	54	45	69	3.2	2.7	4.1
Delaware.....	20	15	18	4.1	3.0	3.7
District of Columbia.....	20	18	18	2.6	2.3	2.4
Florida.....	409	371	406	4.2	3.7	4.1
Georgia.....	195	163	172	4.0	3.3	3.5
Hawaii.....	19	19	20	3.0	3.0	3.1
Idaho.....	48	33	39	5.7	3.8	4.6
Illinois.....	218	184	167	3.6	3.0	2.7
Indiana.....	151	116	122	4.7	3.6	3.7
Iowa.....	66	44	51	4.1	2.8	3.2
Kansas.....	58	51	57	4.0	3.5	3.9
Kentucky.....	84	63	73	4.2	3.1	3.6
Louisiana.....	82	71	93	4.2	3.6	4.7
Maine.....	20	22	28	3.2	3.4	4.4
Maryland.....	100	78	91	3.7	2.9	3.3
Massachusetts.....	109	75	73	2.9	2.0	2.0
Michigan.....	140	132	133	3.2	3.0	3.0
Minnesota.....	98	84	86	3.3	2.8	2.9
Mississippi.....	47	42	44	4.0	3.6	3.6
Missouri.....	103	94	92	3.5	3.1	3.0
Montana.....	27	22	26	5.2	4.2	4.9
Nebraska.....	40	32	33	3.8	3.0	3.1
Nevada.....	62	58	69	4.0	3.7	4.4
New Hampshire.....	23	23	28	3.3	3.3	3.9
New Jersey.....	135	119	135	3.1	2.8	3.1
New Mexico.....	34	28	37	3.9	3.2	4.2
New York.....	225	240	251	2.3	2.5	2.6
North Carolina.....	191	138	160	3.9	2.8	3.2
North Dakota.....	20	16	17	4.6	3.6	3.9
Ohio.....	211	164	197	3.8	2.9	3.5
Oklahoma.....	67	60	59	3.8	3.4	3.3
Oregon.....	76	65	83	3.8	3.3	4.2
Pennsylvania.....	173	167	191	2.8	2.7	3.1
Rhode Island.....	17	17	22	3.4	3.4	4.3
South Carolina.....	88	82	95	3.9	3.5	4.0
South Dakota.....	20	14	19	4.5	3.1	4.2
Tennessee.....	130	119	134	3.9	3.6	4.0
Texas.....	496	431	435	3.6	3.1	3.1
Utah.....	77	61	78	4.5	3.5	4.5
Vermont.....	12	11	14	4.0	3.4	4.5
Virginia.....	162	144	149	3.9	3.4	3.5
Washington.....	144	83	118	4.0	2.3	3.3
West Virginia.....	34	26	33	4.9	3.6	4.6
Wisconsin.....	110	90	110	3.7	3.0	3.6
Wyoming.....	16	12	14	5.6	4.2	4.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	Apr. 2023	Mar. 2024	Apr. 2024 ^P	Apr. 2023	Mar. 2024	Apr. 2024 ^P
TOTAL U.S.....	3,727	3,055	3,587	2.4	1.9	2.3
Alabama.....	59	50	59	2.7	2.3	2.7
Alaska.....	8	11	10	2.6	3.4	3.0
Arizona.....	113	63	92	3.6	1.9	2.8
Arkansas.....	37	29	35	2.7	2.1	2.6
California.....	356	253	272	2.0	1.4	1.5
Colorado.....	77	55	108	2.7	1.9	3.6
Connecticut.....	35	27	37	2.1	1.6	2.2
Delaware.....	14	10	12	2.9	2.0	2.4
District of Columbia.....	13	11	12	1.7	1.5	1.6
Florida.....	311	262	326	3.2	2.6	3.3
Georgia.....	150	114	117	3.1	2.3	2.3
Hawaii.....	12	11	12	2.0	1.8	1.9
Idaho.....	30	20	23	3.6	2.3	2.7
Illinois.....	129	114	107	2.1	1.9	1.7
Indiana.....	105	65	90	3.2	2.0	2.7
Iowa.....	47	28	33	2.9	1.7	2.1
Kansas.....	35	32	36	2.4	2.2	2.5
Kentucky.....	65	42	49	3.2	2.1	2.4
Louisiana.....	58	48	61	2.9	2.4	3.1
Maine.....	14	14	16	2.2	2.2	2.5
Maryland.....	73	53	61	2.7	2.0	2.2
Massachusetts.....	72	47	43	1.9	1.3	1.2
Michigan.....	86	76	97	2.0	1.7	2.2
Minnesota.....	66	51	63	2.2	1.7	2.1
Mississippi.....	35	29	30	2.9	2.4	2.5
Missouri.....	67	59	67	2.3	2.0	2.2
Montana.....	17	13	16	3.2	2.5	3.0
Nebraska.....	25	19	22	2.4	1.8	2.1
Nevada.....	42	36	41	2.7	2.3	2.6
New Hampshire.....	15	14	15	2.2	2.0	2.2
New Jersey.....	92	76	87	2.1	1.8	2.0
New Mexico.....	21	18	23	2.5	2.0	2.6
New York.....	138	167	176	1.4	1.7	1.8
North Carolina.....	142	101	109	2.9	2.0	2.2
North Dakota.....	12	9	11	2.8	2.0	2.6
Ohio.....	124	115	149	2.2	2.1	2.7
Oklahoma.....	47	38	43	2.7	2.2	2.4
Oregon.....	49	37	50	2.5	1.9	2.5
Pennsylvania.....	128	95	120	2.1	1.6	2.0
Rhode Island.....	11	10	12	2.3	2.0	2.4
South Carolina.....	66	55	67	2.9	2.3	2.8
South Dakota.....	12	8	14	2.7	1.8	3.1
Tennessee.....	97	83	95	2.9	2.5	2.9
Texas.....	354	318	337	2.6	2.3	2.4
Utah.....	51	37	47	3.0	2.1	2.7
Vermont.....	8	6	9	2.8	1.9	2.8
Virginia.....	107	95	100	2.6	2.2	2.4
Washington.....	91	51	67	2.5	1.4	1.8
West Virginia.....	24	18	24	3.4	2.5	3.4
Wisconsin.....	69	56	76	2.3	1.9	2.5
Wyoming.....	10	7	9	3.6	2.6	3.0

p Preliminary

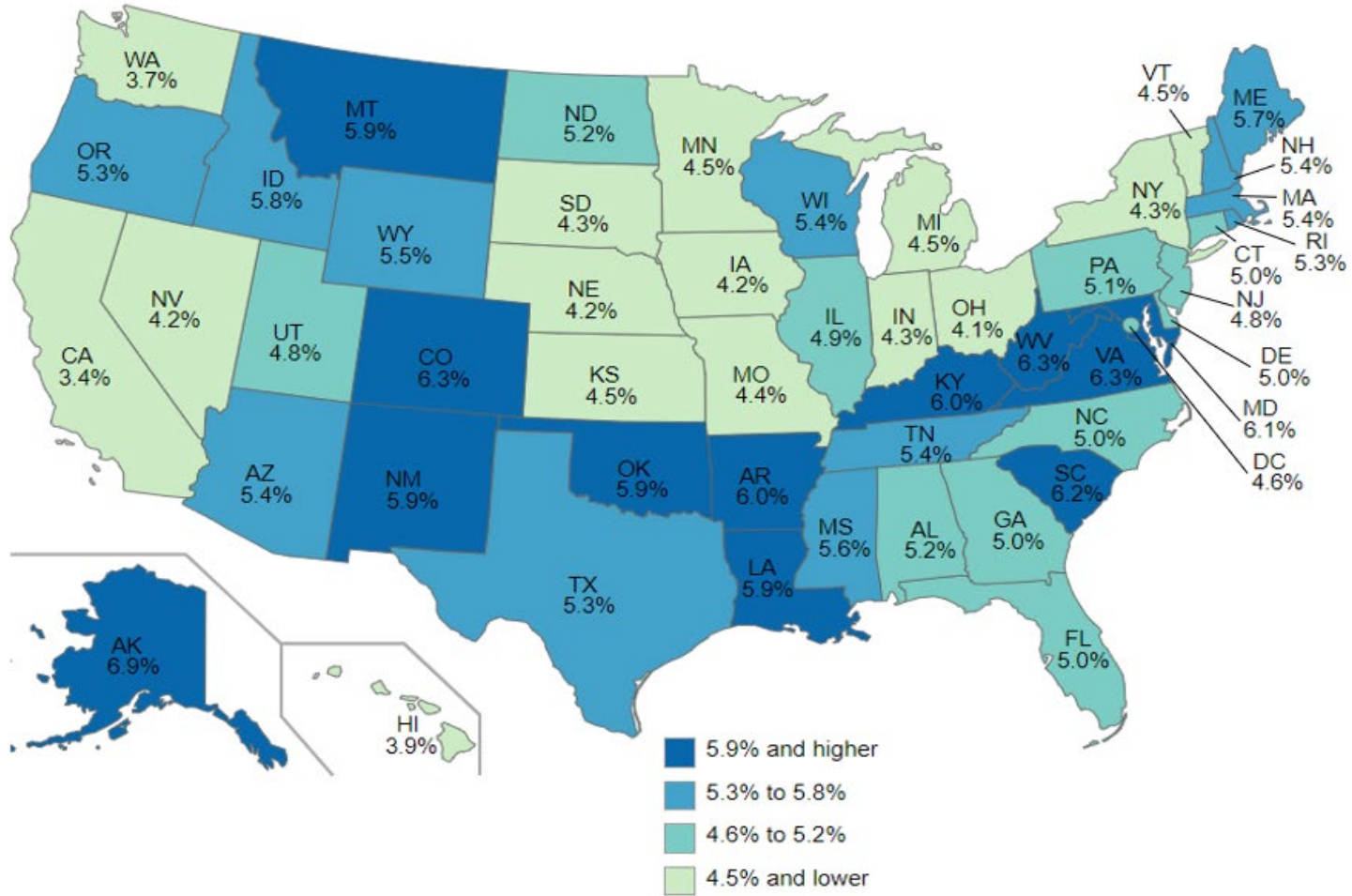
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Apr. 2023	Mar. 2024	Apr. 2024 ^P	Apr. 2023	Mar. 2024	Apr. 2024 ^P
TOTAL U.S.....	1,533	1,322	1,384	1.0	0.8	0.9
Alabama.....	16	28	20	0.8	1.3	0.9
Alaska.....	9	4	5	2.9	1.2	1.6
Arizona.....	38	34	56	1.2	1.0	1.7
Arkansas.....	12	12	14	0.9	0.9	1.0
California.....	125	104	170	0.7	0.6	0.9
Colorado.....	46	24	44	1.6	0.8	1.5
Connecticut.....	14	14	29	0.8	0.8	1.7
Delaware.....	5	4	5	1.0	0.9	0.9
District of Columbia.....	5	5	4	0.6	0.7	0.6
Florida.....	84	93	63	0.9	0.9	0.6
Georgia.....	39	41	44	0.8	0.8	0.9
Hawaii.....	5	6	6	0.8	1.0	1.0
Idaho.....	15	11	12	1.8	1.2	1.4
Illinois.....	72	58	51	1.2	1.0	0.8
Indiana.....	41	43	28	1.3	1.3	0.8
Iowa.....	16	13	14	1.0	0.8	0.9
Kansas.....	20	15	13	1.4	1.1	0.9
Kentucky.....	17	17	19	0.8	0.9	0.9
Louisiana.....	22	19	26	1.1	1.0	1.3
Maine.....	5	6	11	0.7	0.9	1.7
Maryland.....	22	19	23	0.8	0.7	0.8
Massachusetts.....	29	20	25	0.8	0.5	0.7
Michigan.....	48	50	28	1.1	1.1	0.6
Minnesota.....	27	27	18	0.9	0.9	0.6
Mississippi.....	10	11	10	0.9	0.9	0.9
Missouri.....	32	28	19	1.1	0.9	0.6
Montana.....	8	7	7	1.6	1.4	1.4
Nebraska.....	12	11	8	1.2	1.0	0.7
Nevada.....	17	18	22	1.1	1.1	1.4
New Hampshire.....	6	7	10	0.9	1.0	1.5
New Jersey.....	34	36	40	0.8	0.8	0.9
New Mexico.....	10	9	10	1.1	1.0	1.1
New York.....	75	65	59	0.8	0.7	0.6
North Carolina.....	42	30	41	0.9	0.6	0.8
North Dakota.....	6	6	4	1.5	1.4	0.9
Ohio.....	69	38	42	1.2	0.7	0.7
Oklahoma.....	16	18	12	1.0	1.0	0.7
Oregon.....	22	22	24	1.1	1.1	1.2
Pennsylvania.....	36	60	57	0.6	1.0	0.9
Rhode Island.....	4	6	9	0.8	1.2	1.7
South Carolina.....	19	23	22	0.8	1.0	1.0
South Dakota.....	7	5	3	1.6	1.1	0.7
Tennessee.....	26	30	27	0.8	0.9	0.8
Texas.....	121	97	86	0.9	0.7	0.6
Utah.....	21	21	25	1.2	1.2	1.4
Vermont.....	3	3	5	0.9	1.1	1.5
Virginia.....	50	39	37	1.2	0.9	0.9
Washington.....	43	27	38	1.2	0.8	1.0
West Virginia.....	8	6	6	1.1	0.8	0.9
Wisconsin.....	35	27	25	1.2	0.9	0.8
Wyoming.....	5	4	4	1.7	1.4	1.4

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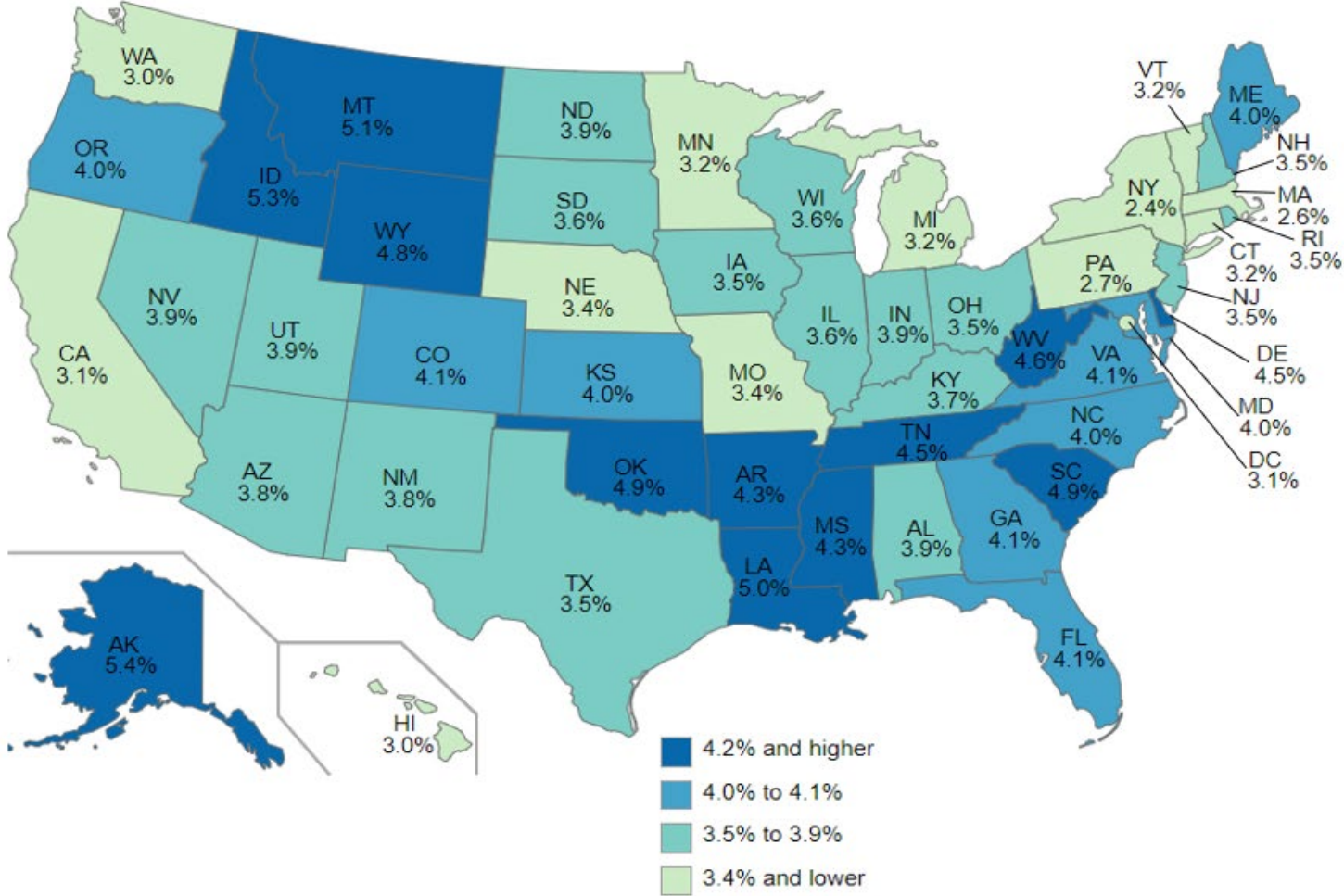
Map 1. Job openings rates by state, seasonally adjusted, April 2024

Total U.S. job openings rate = 4.8%



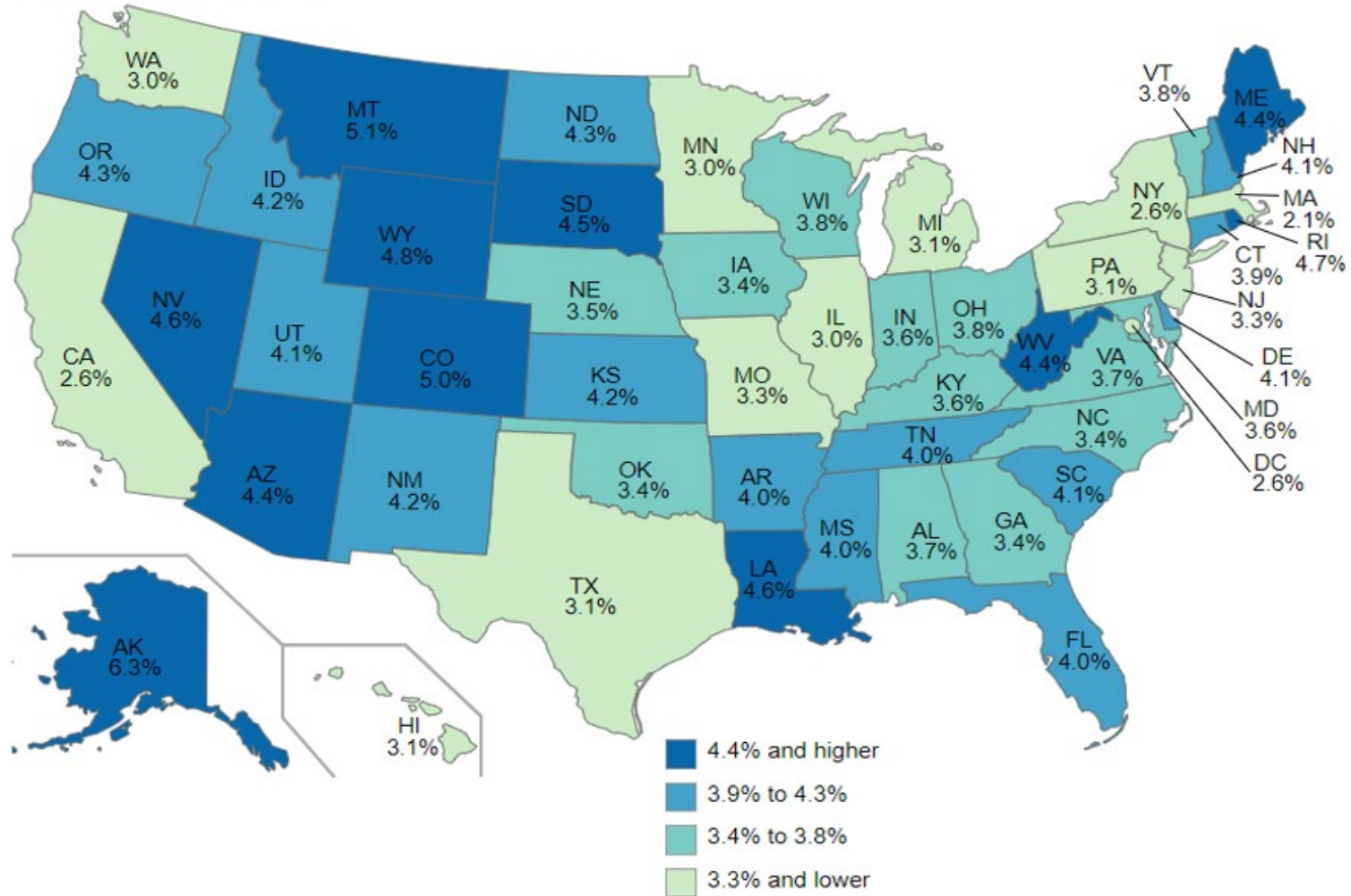
Map 2. Hires rates by state, seasonally adjusted, April 2024

Total U.S. hires rate = 3.6%



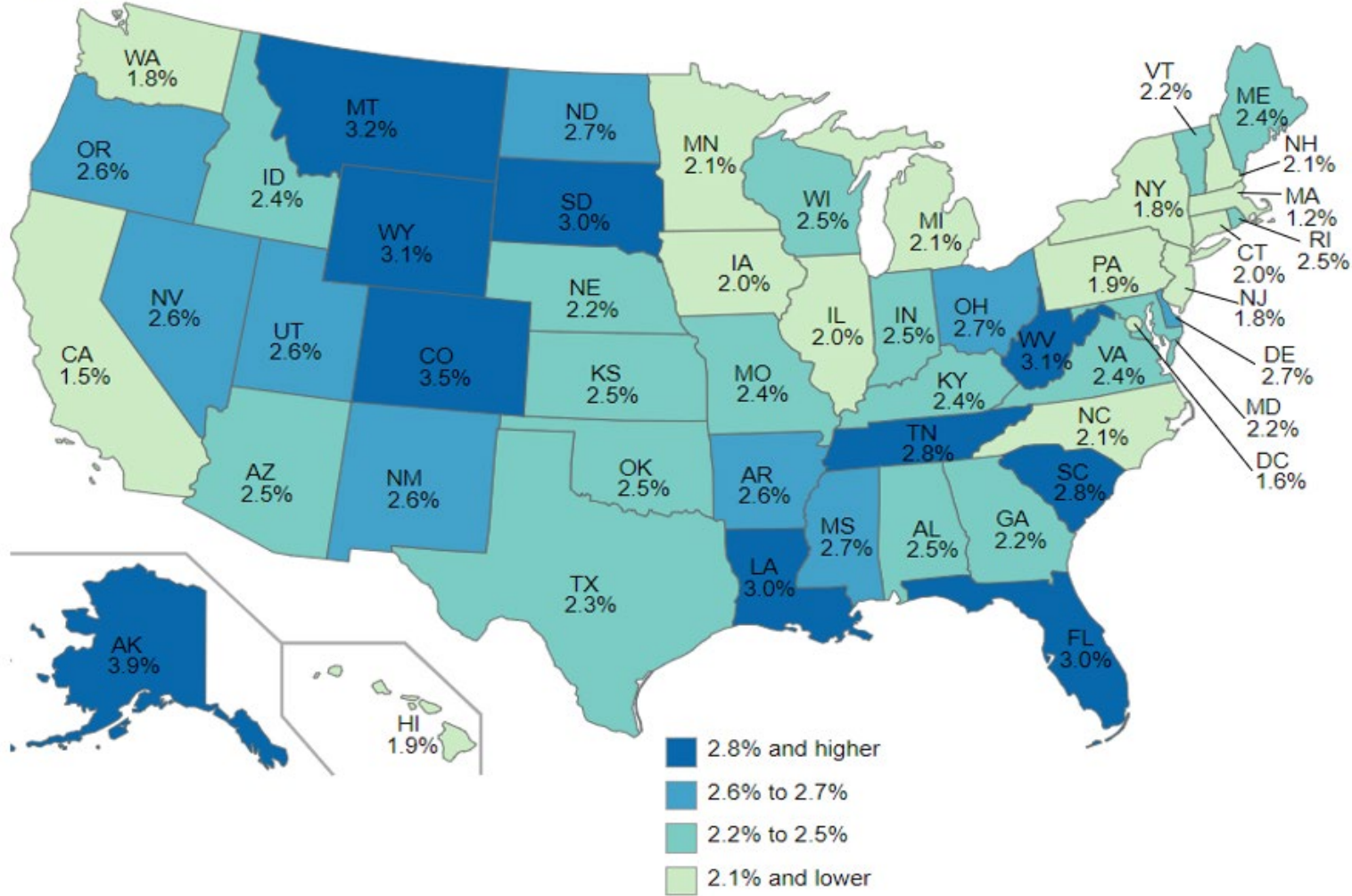
Map 3. Total separations rates by state, seasonally adjusted, April 2024

Total U.S. total separations rate = 3.4%



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

Total U.S. quits rate = 2.2%



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

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

