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STATE JOB OPENINGS AND LABOR TURNOVER – JUNE 2024

Job openings rates increased in 2 states and decreased in 2 states on the last business day of June, the U.S. Bureau of Labor Statistics reported today. Hires rates decreased in 6 states and increased in 3 states. Total separations rates decreased in 6 states and increased in 1 state. Nationally, the job openings, hires, and total separations rates showed little or no change in June.

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 June, **job openings rates** increased in 2 states, decreased in 2 states, and were little changed in 46 states and the District of Columbia. The increases in job openings rates occurred in Arizona (+0.9 percentage point) and New York (+0.4 point). The decreases occurred in Indiana (-0.8 point) and New Jersey (-0.7 point). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** increased in 2 states, decreased in 2 states, and was little changed in 46 states and the District of Columbia in June. The increases in the job openings level occurred in New York (+39,000) and Arizona (+33,000). The decreases occurred in New Jersey (-31,000) and Indiana (-28,000). Nationally, the number of job openings was unchanged. (See table 1.)

Hires

In June, **hires rates** decreased in 6 states, increased in 3 states, and were little changed in 41 states and the District of Columbia. The largest decreases in the hires rate occurred in Tennessee (-1.2 percentage points), Michigan (-1.1 points), and Mississippi (-0.9 point). The increases occurred in Montana (+1.8 points), Alaska (+0.9 point), and Colorado (+0.8 point). The national hires rate changed little over the month. (See table 2.)

The **number of hires** decreased in 8 states, increased in 3 states, and was little changed in 39 states and the District of Columbia in June. The largest decreases in the hires level occurred in California (-71,000), Michigan (-49,000), and Tennessee (-39,000). The increases occurred in Colorado (+22,000), Montana (+10,000), and Alaska (+3,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In June, **total separations rates** decreased in 6 states, increased in 1 state, and were little changed in 43 states and the District of Columbia. The largest decreases in total separations rates occurred in Montana (-1.7 percentage points), Colorado (-1.0 point), and New Hampshire (-0.9 point). The increase occurred in Texas (+0.7 point). Over the month, the national total separations rate was little changed. (See table 3.)

The **number of total separations** decreased in 9 states, increased in 1 state, and was little changed in 40 states and the District of Columbia in June. The largest decreases in the total separations level occurred in California (-96,000), Florida (-49,000), and Pennsylvania (-44,000). The increase occurred in Texas (+91,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In June, **quits rates** decreased in 6 states, increased in 1 state, and were little changed in 43 states and the District of Columbia. The largest decreases in the quits rates occurred in New Hampshire, North Dakota, and South Dakota (-0.7 percentage point each). The increase occurred in Texas (+0.5 point). Over the month, the national quits rate was unchanged. (See table 4.)

The **number of quits** decreased in 7 states, increased in 1 state, and was little changed in 42 states and the District of Columbia in June. The largest decreases in the quits level occurred in California (-55,000), Pennsylvania (-25,000), and Kansas (-8,000). The increase occurred in Texas (+75,000). Nationally, the number of quits was little changed. (See table 4.)

Layoffs and Discharges

In June, **layoffs and discharges rates** decreased in 5 states and were little changed in 45 states and the District of Columbia. The largest decreases occurred in Montana (-1.5 percentage points), Colorado (-0.9 point), and Florida (-0.5 point). Over the month, the national layoffs and discharges rate decreased (-0.2 point). (See table 5.)

The **number of layoffs and discharges** decreased in 6 states, increased in 1 state, and was little changed in 43 states and the District of Columbia in June. The largest decreases in the layoffs and discharges level occurred in Florida (-52,000), California (-46,000), and Colorado (-28,000). The increase occurred in Oklahoma (+7,000). Nationally, the number of layoffs and discharges was little changed. (See table 5.)

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

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

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

Annual estimates and benchmarking. The JOLTS state estimates utilize and leverage data from three BLS programs; JOLTS, CES, and QCEW. These state estimates are published as a historical series made up of a historical annually revised benchmark component ofthe 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					
	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024ᵖ	Change from: May 2024 - June 2024ᵖ	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024ᵖ	Change from: May 2024 - June 2024ᵖ
TOTAL U.S.............................	9,125	8,355	7,919	8,230	8,184	-46	5.5	5.0	4.8	4.9	4.9	0.0
Alabama....................................	136	121	124	121	125	4	5.9	5.2	5.3	5.2	5.4	0.2
Alaska......................................	29	25	24	25	26	1	8.1	6.9	6.7	6.9	7.2	0.3
Arizona.....................................	185	147	185	164	197	33	5.5	4.3	5.4	4.8	5.7	0.9
Arkansas...................................	87	76	86	83	84	1	6.1	5.3	5.9	5.7	5.7	0.0
California..................................	902	711	596	721	667	-54	4.8	3.8	3.2	3.8	3.6	-0.2
Colorado...................................	191	204	192	178	188	10	6.1	6.4	6.1	5.6	5.9	0.3
Connecticut...............................	93	88	90	90	93	3	5.2	4.9	5.0	5.0	5.1	0.1
Delaware...................................	32	29	28	30	29	-1	6.2	5.6	5.4	5.8	5.6	-0.2
District of Columbia.....................	42	36	37	38	40	2	5.2	4.5	4.6	4.7	4.9	0.2
Florida......................................	613	524	508	498	486	-12	5.9	5.0	4.9	4.8	4.7	-0.1
Georgia....................................	326	256	273	270	290	20	6.2	4.9	5.2	5.2	5.5	0.3
Hawaii......................................	31	27	26	28	28	0	4.7	4.1	3.9	4.2	4.2	0.0
Idaho.......................................	54	47	53	47	48	1	6.0	5.2	5.8	5.1	5.2	0.1
Illinois......................................	371	380	320	366	342	-24	5.7	5.8	5.0	5.6	5.3	-0.3
Indiana.....................................	160	154	137	168	140	-28	4.7	4.5	4.0	4.9	4.1	-0.8
Iowa..	84	75	67	75	71	-4	5.0	4.4	4.0	4.5	4.2	-0.3
Kansas.....................................	81	81	72	69	70	1	5.3	5.3	4.7	4.5	4.6	0.1
Kentucky...................................	119	122	133	137	147	10	5.6	5.7	6.1	6.3	6.7	0.4
Louisiana..................................	141	117	122	117	109	-8	6.7	5.6	5.8	5.6	5.2	-0.4
Maine.......................................	37	37	41	40	38	-2	5.4	5.3	5.9	5.7	5.5	-0.2
Maryland...................................	187	187	176	163	162	-1	6.4	6.4	6.0	5.6	5.5	-0.1
Massachusetts...........................	266	222	207	214	223	9	6.7	5.6	5.3	5.4	5.6	0.2
Michigan...................................	243	242	229	213	193	-20	5.2	5.1	4.8	4.5	4.1	-0.4
Minnesota.................................	200	169	145	177	174	-3	6.3	5.3	4.6	5.5	5.5	0.0
Mississippi................................	83	69	69	69	68	-1	6.6	5.5	5.5	5.5	5.4	-0.1
Missouri....................................	163	158	146	155	163	8	5.2	5.0	4.6	4.8	5.0	0.2
Montana...................................	38	33	33	35	35	0	6.8	5.9	5.9	6.2	6.1	-0.1
Nebraska..................................	63	54	46	49	49	0	5.6	4.8	4.1	4.4	4.4	0.0
Nevada.....................................	89	77	75	75	75	0	5.5	4.7	4.5	4.5	4.5	0.0
New Hampshire...........................	40	40	39	38	39	1	5.4	5.4	5.2	5.1	5.2	0.1
New Jersey................................	204	255	202	249	218	-31	4.5	5.5	4.4	5.4	4.7	-0.7
New Mexico...............................	59	57	56	57	54	-3	6.3	6.1	6.0	6.0	5.7	-0.3
New York..................................	453	514	432	476	515	39	4.4	5.0	4.2	4.6	5.0	0.4
North Carolina............................	333	256	279	285	281	-4	6.3	4.9	5.3	5.4	5.3	-0.1
North Dakota..............................	30	25	23	26	24	-2	6.4	5.4	5.0	5.5	5.1	-0.4
Ohio..	351	289	236	251	260ᵖ	9	5.9	4.9	4.0	4.2	4.4	0.2
Oklahoma..................................	119	110	113	111	105	-6	6.4	5.8	6.0	5.9	5.6	-0.3
Oregon.....................................	114	105	107	110	109	-1	5.4	5.0	5.1	5.3	5.2	-0.1
Pennsylvania..............................	359	310	328	318	310	-8	5.6	4.8	5.1	4.9	4.8	-0.1
Rhode Island..............................	27	30	28	31	29	-2	5.1	5.5	5.2	5.7	5.4	-0.3
South Carolina............................	161	159	159	159	148	-11	6.5	6.3	6.3	6.3	5.9	-0.4
South Dakota.............................	29	26	22	25	25	0	5.9	5.2	4.5	5.1	5.1	0.0
Tennessee.................................	216	177	195	164	173	9	6.1	5.1	5.5	4.7	4.9	0.2
Texas.......................................	765	775	754	762	792	30	5.2	5.2	5.1	5.1	5.3	0.2
Utah..	104	90	85	89	93	4	5.7	4.9	4.6	4.8	5.0	0.2
Vermont....................................	19	17	16	17	18	1	5.8	5.1	4.8	5.1	5.4	0.3
Virginia.....................................	276	255	253	250	250	0	6.2	5.7	5.6	5.6	5.5	-0.1
Washington................................	162	164	129	165	161	-4	4.3	4.3	3.4	4.3	4.2	-0.1
West Virginia..............................	54	44	45	51	48	-3	7.1	5.8	5.9	6.6	6.3	-0.3
Wisconsin..................................	188	173	161	164	154	-10	5.9	5.4	5.0	5.1	4.8	-0.3
Wyoming...................................	18	17	17	17	17	0	5.8	5.5	5.5	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					
	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024[p]	Change from: May 2024 - June 2024[p]	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024[p]	Change from: May 2024 - June 2024[p]
TOTAL U.S............................	5,895	5,617	5,615	5,655	5,341	-314	3.8	3.6	3.5	3.6	3.4	-0.2
Alabama................................	92	89	86	85	78	-7	4.2	4.1	3.9	3.9	3.5	-0.4
Alaska..................................	20	17	17	18	21	3	6.1	5.1	5.1	5.3	6.2	0.9
Arizona................................	131	109	123	123	131	8	4.1	3.4	3.8	3.8	4.0	0.2
Arkansas..............................	63	58	59	59	62	3	4.7	4.2	4.3	4.3	4.5	0.2
California..............................	617	598	545	527	456	-71	3.5	3.3	3.0	2.9	2.5	-0.4
Colorado..............................	110	110	111	118	140	22	3.7	3.7	3.7	3.9	4.7	0.8
Connecticut...........................	57	58	56	57	61	4	3.3	3.4	3.3	3.3	3.6	0.3
Delaware..............................	23	21	21	21	20	-1	4.8	4.3	4.3	4.3	4.1	-0.2
District of Columbia..................	24	23	23	22	20	-2	3.1	3.0	3.0	2.8	2.6	-0.2
Florida.................................	391	426	404	372	361	-11	4.0	4.3	4.1	3.7	3.6	-0.1
Georgia...............................	219	189	206	187	164	-23	4.5	3.8	4.1	3.8	3.3	-0.5
Hawaii.................................	20	19	19	20	22	2	3.2	3.0	3.0	3.1	3.5	0.4
Idaho..................................	36	37	43	40	43	3	4.2	4.3	5.0	4.6	4.9	0.3
Illinois.................................	236	226	236	253	226	-27	3.8	3.7	3.8	4.1	3.7	-0.4
Indiana................................	111	115	129	121	116	-5	3.4	3.5	3.9	3.7	3.5	-0.2
Iowa...................................	51	47	56	54	51	-3	3.2	2.9	3.5	3.4	3.2	-0.2
Kansas................................	52	54	56	50	48	-2	3.6	3.7	3.8	3.4	3.3	-0.1
Kentucky..............................	84	79	74	81	71	-10	4.2	3.9	3.6	4.0	3.5	-0.5
Louisiana.............................	111	85	98	78	78	0	5.7	4.3	5.0	4.0	4.0	0.0
Maine..................................	26	26	25	26	25	-1	4.0	4.0	3.8	4.0	3.8	-0.2
Maryland..............................	104	102	108	106	94	-12	3.8	3.7	3.9	3.8	3.4	-0.4
Massachusetts.......................	110	122	96	100	109	9	3.0	3.3	2.6	2.7	2.9	0.2
Michigan..............................	154	158	152	183	134	-49	3.4	3.5	3.4	4.1	3.0	-1.1
Minnesota............................	102	94	102	110	91	-19	3.4	3.1	3.4	3.6	3.0	-0.6
Mississippi...........................	55	46	51	50	39	-11	4.7	3.9	4.3	4.2	3.3	-0.9
Missouri...............................	101	104	105	103	96	-7	3.4	3.4	3.4	3.4	3.1	-0.3
Montana..............................	26	26	26	27	37	10	5.0	4.9	4.9	5.1	6.9	1.8
Nebraska..............................	40	38	37	38	38	0	3.8	3.6	3.5	3.6	3.6	0.0
Nevada................................	60	64	62	64	65	1	3.9	4.1	3.9	4.0	4.1	0.1
New Hampshire.......................	27	27	25	25	27	2	3.9	3.8	3.5	3.5	3.8	0.3
New Jersey...........................	157	183	153	145	142	-3	3.6	4.2	3.5	3.3	3.2	-0.1
New Mexico...........................	32	33	34	33	33	0	3.6	3.7	3.8	3.7	3.7	0.0
New York..............................	287	270	225	267	285	18	3.0	2.7	2.3	2.7	2.9	0.2
North Carolina........................	209	169	204	197	163	-34	4.2	3.4	4.1	3.9	3.2	-0.7
North Dakota..........................	19	16	17	21	18	-3	4.3	3.6	3.9	4.7	4.1	-0.6
Ohio...................................	199	197	211	206	209[p]	3	3.5	3.5	3.7	3.6	3.7[p]	0.1
Oklahoma.............................	81	77	85	77	76	-1	4.6	4.3	4.8	4.3	4.3	0.0
Oregon................................	74	72	78	75	77	2	3.7	3.6	3.9	3.8	3.9	0.1
Pennsylvania.........................	176	171	170	175	185	10	2.9	2.8	2.8	2.8	3.0	0.2
Rhode Island.........................	20	21	18	22	20	-2	4.0	4.1	3.5	4.3	3.9	-0.4
South Carolina.......................	112	114	117	108	104	-4	4.9	4.8	4.9	4.5	4.4	-0.1
South Dakota.........................	20	17	18	20	18	-2	4.3	3.6	3.9	4.3	3.8	-0.5
Tennessee............................	142	134	152	157	118	-39	4.3	4.0	4.6	4.7	3.5	-1.2
Texas..................................	596	491	477	503	469	-34	4.3	3.5	3.4	3.5	3.3	-0.2
Utah...................................	65	65	69	73	75	2	3.8	3.7	3.9	4.2	4.3	0.1
Vermont...............................	12	12	11	11	12	1	3.9	3.8	3.5	3.5	3.8	0.3
Virginia................................	186	168	166	180	147	-33	4.5	4.0	3.9	4.2	3.4	-0.8
Washington...........................	105	103	111	120	120	0	2.9	2.8	3.0	3.3	3.3	0.0
West Virginia..........................	34	31	32	31	30	-1	4.8	4.3	4.5	4.3	4.2	-0.1
Wisconsin.............................	103	93	102	101	96	-5	3.4	3.1	3.4	3.3	3.1	-0.2
Wyoming..............................	13	13	14	14	14	0	4.5	4.4	4.8	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					
	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024ᵖ	Change from: May 2024 - June 2024ᵖ	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024ᵖ	Change from: May 2024 - June 2024ᵖ
TOTAL U.S.	5,639	5,330	5,337	5,397	5,095	-302	3.6	3.4	3.4	3.4	3.2	-0.2
Alabama	80	87	81	81	77	-4	3.7	4.0	3.7	3.7	3.5	-0.2
Alaska	16	22	20	20	17	-3	4.8	6.6	6.0	5.9	5.0	-0.9
Arizona	147	115	142	124	129	5	4.6	3.5	4.4	3.8	4.0	0.2
Arkansas	56	51	54	55	54	-1	4.1	3.7	3.9	4.0	3.9	-0.1
California	558	451	472	575	479	-96	3.1	2.5	2.6	3.2	2.7	-0.5
Colorado	96	102	143	136	109	-27	3.3	3.4	4.8	4.6	3.6	-1.0
Connecticut	54	61	68	58	56	-2	3.2	3.6	4.0	3.4	3.3	-0.1
Delaware	21	18	19	19	21	2	4.3	3.7	3.9	3.9	4.3	0.4
District of Columbia	21	22	20	20	20	0	2.7	2.9	2.6	2.6	2.6	0.0
Florida	424	391	384	358	309	-49	4.3	3.9	3.9	3.6	3.1	-0.5
Georgia	175	165	166	178	177	-1	3.6	3.3	3.3	3.6	3.6	0.0
Hawaii	19	22	20	23	21	-2	3.0	3.5	3.1	3.6	3.3	-0.3
Idaho	34	38	38	47	40	-7	4.0	4.4	4.4	5.4	4.6	-0.8
Illinois	206	205	204	218	205	-13	3.4	3.3	3.3	3.5	3.3	-0.2
Indiana	129	130	116	112	109	-3	4.0	4.0	3.5	3.4	3.3	-0.1
Iowa	62	56	58	55	46	-9	3.9	3.5	3.6	3.4	2.9	-0.5
Kansas	53	58	58	52	42	-10	3.7	4.0	4.0	3.6	2.9	-0.7
Kentucky	83	72	76	80	78	-2	4.1	3.5	3.7	3.9	3.8	-0.1
Louisiana	93	75	90	83	86	3	4.8	3.8	4.6	4.2	4.4	0.2
Maine	20	29	30	26	23	-3	3.1	4.4	4.6	4.0	3.5	-0.5
Maryland	86	94	95	89	84	-5	3.1	3.4	3.5	3.2	3.0	-0.2
Massachusetts	98	101	80	115	104	-11	2.6	2.7	2.1	3.1	2.8	-0.3
Michigan	161	158	140	131	119	-12	3.6	3.5	3.1	2.9	2.6	-0.3
Minnesota	105	99	91	95	85	-10	3.5	3.3	3.0	3.1	2.8	-0.3
Mississippi	49	44	46	50	45	-5	4.1	3.7	3.9	4.2	3.8	-0.4
Missouri	101	104	101	105	92	-13	3.4	3.4	3.3	3.4	3.0	-0.4
Montana	25	29	28	37	28	-9	4.8	5.5	5.3	6.9	5.2	-1.7
Nebraska	35	37	38	37	31	-6	3.3	3.5	3.6	3.5	2.9	-0.6
Nevada	59	61	66	66	60	-6	3.8	3.9	4.2	4.2	3.8	-0.4
New Hampshire	27	27	29	29	23	-6	3.9	3.8	4.1	4.1	3.2	-0.9
New Jersey	132	145	150	139	148	9	3.0	3.3	3.4	3.2	3.4	0.2
New Mexico	28	34	37	33	30	-3	3.2	3.8	4.2	3.7	3.4	-0.3
New York	267	288	251	262	261	-1	2.7	2.9	2.6	2.7	2.6	-0.1
North Carolina	196	161	166	148	154	6	4.0	3.2	3.3	3.0	3.1	0.1
North Dakota	19	20	19	17	15	-2	4.3	4.5	4.3	3.8	3.4	-0.4
Ohio	191	195	211	185	170ᵖ	-15	3.4	3.5	3.7	3.3	3.0	-0.3
Oklahoma	77	68	63	73	80	7	4.4	3.8	3.5	4.1	4.5	0.4
Oregon	70	73	80	78	71	-7	3.5	3.7	4.0	3.9	3.6	-0.3
Pennsylvania	209	196	190	185	141	-44	3.4	3.2	3.1	3.0	2.3	-0.7
Rhode Island	17	20	23	20	18	-2	3.4	3.9	4.5	3.9	3.5	-0.4
South Carolina	92	82	96	94	104	10	4.0	3.5	4.1	4.0	4.4	0.4
South Dakota	18	19	21	19	16	-3	3.9	4.0	4.5	4.1	3.4	-0.7
Tennessee	121	129	133	133	124	-9	3.6	3.9	4.0	4.0	3.7	-0.3
Texas	627	470	416	430	521	91	4.5	3.3	2.9	3.0	3.7	0.7
Utah	63	71	70	78	71	-7	3.7	4.1	4.0	4.4	4.0	-0.4
Vermont	11	13	12	13	12	-1	3.5	4.1	3.8	4.1	3.8	-0.3
Virginia	160	159	151	159	142	-17	3.8	3.8	3.6	3.7	3.3	-0.4
Washington	97	109	115	118	122	4	2.7	3.0	3.2	3.2	3.3	0.1
West Virginia	31	31	32	29	29	0	4.4	4.3	4.5	4.0	4.0	0.0
Wisconsin	107	106	110	97	85	-12	3.5	3.5	3.6	3.2	2.8	-0.4
Wyoming	13	15	14	15	14	-1	4.5	5.1	4.8	5.1	4.8	-0.3

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

State	Levels (in thousands)						Rates					
	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024[p]	Change from: May 2024 - June 2024[p]	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024[p]	Change from: May 2024 - June 2024[p]
TOTAL U.S.	3,716	3,409	3,452	3,403	3,282	-121	2.4	2.2	2.2	2.1	2.1	0.0
Alabama	57	52	55	55	51	-4	2.6	2.4	2.5	2.5	2.3	-0.2
Alaska	10	14	12	12	10	-2	3.0	4.2	3.6	3.6	3.0	-0.6
Arizona	91	67	83	79	74	-5	2.8	2.1	2.5	2.4	2.3	-0.1
Arkansas	38	34	34	38	34	-4	2.8	2.5	2.5	2.8	2.5	-0.3
California	366	271	258	342	287	-55	2.1	1.5	1.4	1.9	1.6	-0.3
Colorado	68	66	95	74	73	-1	2.3	2.2	3.2	2.5	2.4	-0.1
Connecticut	35	34	33	33	32	-1	2.1	2.0	1.9	1.9	1.9	0.0
Delaware	14	12	12	12	12	0	2.9	2.5	2.4	2.4	2.4	0.0
District of Columbia	15	14	13	13	13	0	1.9	1.8	1.7	1.7	1.7	0.0
Florida	304	271	290	206	214	8	3.1	2.7	2.9	2.1	2.1	0.0
Georgia	122	119	108	125	123	-2	2.5	2.4	2.2	2.5	2.5	0.0
Hawaii	13	13	12	13	12	-1	2.0	2.0	1.9	2.0	1.9	-0.1
Idaho	24	23	23	28	24	-4	2.8	2.7	2.7	3.2	2.8	-0.4
Illinois	143	129	135	134	136	2	2.3	2.1	2.2	2.2	2.2	0.0
Indiana	89	76	80	73	73	0	2.8	2.3	2.4	2.2	2.2	0.0
Iowa	35	35	35	32	30	-2	2.2	2.2	2.2	2.0	1.9	-0.1
Kansas	36	36	36	35	27	-8	2.5	2.5	2.5	2.4	1.8	-0.6
Kentucky	56	48	49	56	52	-4	2.8	2.4	2.4	2.7	2.5	-0.2
Louisiana	63	50	59	52	56	4	3.2	2.6	3.0	2.6	2.8	0.2
Maine	11	18	16	15	13	-2	1.7	2.7	2.4	2.3	2.0	-0.3
Maryland	58	61	59	59	55	-4	2.1	2.2	2.1	2.1	2.0	-0.1
Massachusetts	56	61	42	60	61	1	1.5	1.6	1.1	1.6	1.6	0.0
Michigan	107	93	91	84	81	-3	2.4	2.1	2.0	1.9	1.8	-0.1
Minnesota	68	60	65	62	54	-8	2.3	2.0	2.1	2.1	1.8	-0.3
Mississippi	34	29	31	35	30	-5	2.9	2.4	2.6	2.9	2.5	-0.4
Missouri	65	66	73	76	64	-12	2.2	2.2	2.4	2.5	2.1	-0.4
Montana	17	17	18	18	17	-1	3.3	3.2	3.4	3.4	3.2	-0.2
Nebraska	23	22	24	24	21	-3	2.2	2.1	2.3	2.2	2.0	-0.2
Nevada	42	36	38	38	35	-3	2.7	2.3	2.4	2.4	2.2	-0.2
New Hampshire	17	16	15	17	12	-5	2.4	2.3	2.1	2.4	1.7	-0.7
New Jersey	69	86	83	77	83	6	1.6	2.0	1.9	1.8	1.9	0.1
New Mexico	18	20	23	20	16	-4	2.0	2.3	2.6	2.3	1.8	-0.5
New York	143	186	174	166	174	8	1.5	1.9	1.8	1.7	1.8	0.1
North Carolina	142	116	103	97	95	-2	2.9	2.3	2.1	1.9	1.9	0.0
North Dakota	12	11	13	12	9	-3	2.7	2.5	2.9	2.7	2.0	-0.7
Ohio	128	127	142	114	109[p]	-5	2.3	2.3	2.5	2.0	1.9	-0.1
Oklahoma	56	45	44	45	44	-1	3.2	2.5	2.5	2.5	2.5	0.0
Oregon	48	40	49	47	43	-4	2.4	2.0	2.5	2.4	2.2	-0.2
Pennsylvania	123	116	111	113	88	-25	2.0	1.9	1.8	1.8	1.4	-0.4
Rhode Island	10	12	13	11	11	0	2.0	2.3	2.5	2.1	2.2	0.1
South Carolina	67	53	66	67	73	6	2.9	2.2	2.8	2.8	3.1	0.3
South Dakota	12	11	15	13	10	-3	2.6	2.3	3.2	2.8	2.1	-0.7
Tennessee	86	90	92	91	82	-9	2.6	2.7	2.8	2.7	2.5	-0.2
Texas	403	342	312	309	384	75	2.9	2.4	2.2	2.2	2.7	0.5
Utah	43	43	44	48	44	-4	2.5	2.5	2.5	2.7	2.5	-0.2
Vermont	7	7	7	8	8	0	2.2	2.2	2.2	2.5	2.5	0.0
Virginia	109	104	96	103	85	-18	2.6	2.5	2.3	2.4	2.0	-0.4
Washington	63	60	69	70	64	-6	1.7	1.6	1.9	1.9	1.7	-0.2
West Virginia	21	22	22	20	19	-1	3.0	3.1	3.1	2.8	2.6	-0.2
Wisconsin	69	69	72	62	57	-5	2.3	2.3	2.4	2.0	1.9	-0.1
Wyoming	9	9	9	9	9	0	3.1	3.1	3.1	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					
	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024ᵖ	Change from: May 2024 - June 2024ᵖ	June 2023	Mar. 2024	Apr. 2024	May 2024	June 2024ᵖ	Change from: May 2024 - June 2024ᵖ
TOTAL U.S............................	1,589	1,601	1,542	1,678	1,498	-180	1.0	1.0	1.0	1.1	0.9	-0.2
Alabama..............................	19	27	21	21	21	0	0.9	1.2	1.0	1.0	1.0	0.0
Alaska................................	4	7	6	7	5	-2	1.2	2.1	1.8	2.1	1.5	-0.6
Arizona...............................	53	43	49	39	43	4	1.7	1.3	1.5	1.2	1.3	0.1
Arkansas.............................	16	14	16	14	16	2	1.2	1.0	1.2	1.0	1.2	0.2
California.............................	162	150	191	213	167	-46	0.9	0.8	1.1	1.2	0.9	-0.3
Colorado.............................	25	30	41	54	26	-28	0.8	1.0	1.4	1.8	0.9	-0.9
Connecticut..........................	15	21	30	22	18	-4	0.9	1.2	1.8	1.3	1.1	-0.2
Delaware.............................	6	5	5	5	7	2	1.2	1.0	1.0	1.0	1.4	0.4
District of Columbia.................	5	6	5	5	5	0	0.6	0.8	0.6	0.6	0.6	0.0
Florida...............................	101	102	74	134	82	-52	1.0	1.0	0.7	1.3	0.8	-0.5
Georgia..............................	44	37	48	42	45	3	0.9	0.7	1.0	0.8	0.9	0.1
Hawaii................................	5	8	6	8	6	-2	0.8	1.3	0.9	1.3	0.9	-0.4
Idaho.................................	9	13	12	15	12	-3	1.1	1.5	1.4	1.7	1.4	-0.3
Illinois................................	49	66	61	74	62	-12	0.8	1.1	1.0	1.2	1.0	-0.2
Indiana...............................	34	48	29	31	33	2	1.1	1.5	0.9	0.9	1.0	0.1
Iowa..................................	24	18	19	18	13	-5	1.5	1.1	1.2	1.1	0.8	-0.3
Kansas...............................	14	18	15	13	12	-1	1.0	1.2	1.0	0.9	0.8	-0.1
Kentucky.............................	23	19	21	20	21	1	1.1	0.9	1.0	1.0	1.0	0.0
Louisiana............................	24	20	26	26	26	0	1.2	1.0	1.3	1.3	1.3	0.0
Maine................................	6	9	11	9	7	-2	0.9	1.4	1.7	1.4	1.1	-0.3
Maryland.............................	23	26	29	24	24	0	0.8	0.9	1.1	0.9	0.9	0.0
Massachusetts.......................	33	31	30	48	33	-15	0.9	0.8	0.8	1.3	0.9	-0.4
Michigan.............................	40	58	38	39	31	-8	0.9	1.3	0.8	0.9	0.7	-0.2
Minnesota............................	31	32	20	22	27	5	1.0	1.1	0.7	0.7	0.9	0.2
Mississippi...........................	13	12	12	12	12	0	1.1	1.0	1.0	1.0	1.0	0.0
Missouri..............................	29	32	21	23	24	1	1.0	1.1	0.7	0.8	0.8	0.0
Montana..............................	7	11	8	17	9	-8	1.3	2.1	1.5	3.2	1.7	-1.5
Nebraska.............................	9	13	10	10	9	-1	0.9	1.2	0.9	0.9	0.8	-0.1
Nevada...............................	15	21	23	25	20	-5	1.0	1.3	1.5	1.6	1.3	-0.3
New Hampshire.......................	8	9	11	10	9	-1	1.1	1.3	1.6	1.4	1.3	-0.1
New Jersey...........................	48	48	55	51	54	3	1.1	1.1	1.3	1.2	1.2	0.0
New Mexico..........................	8	12	10	11	10	-1	0.9	1.4	1.1	1.2	1.1	-0.1
New York.............................	95	90	64	78	71	-7	1.0	0.9	0.7	0.8	0.7	-0.1
North Carolina........................	45	37	49	40	51	11	0.9	0.7	1.0	0.8	1.0	0.2
North Dakota.........................	5	7	5	4	5	1	1.1	1.6	1.1	0.9	1.1	0.2
Ohio..................................	52	55	61	60	52	-8	0.9	1.0	1.1	1.1	0.9	-0.2
Oklahoma............................	18	19	15	24	31	7	1.0	1.1	0.8	1.3	1.7	0.4
Oregon...............................	20	27	24	26	21	-5	1.0	1.4	1.2	1.3	1.1	-0.2
Pennsylvania.........................	58	66	66	59	42	-17	1.0	1.1	1.1	1.0	0.7	-0.3
Rhode Island.........................	5	7	9	7	6	-1	1.0	1.4	1.8	1.4	1.2	-0.2
South Carolina.......................	21	24	25	23	24	1	0.9	1.0	1.1	1.0	1.0	0.0
South Dakota.........................	5	7	5	5	5	0	1.1	1.5	1.1	1.1	1.1	0.0
Tennessee............................	29	32	32	35	36	1	0.9	1.0	1.0	1.1	1.1	0.0
Texas................................	199	107	87	100	113	13	1.4	0.8	0.6	0.7	0.8	0.1
Utah..................................	18	25	21	27	22	-5	1.0	1.4	1.2	1.5	1.2	-0.3
Vermont..............................	3	4	4	4	3	-1	1.0	1.3	1.3	1.3	1.0	-0.3
Virginia...............................	44	44	43	44	44	0	1.1	1.0	1.0	1.0	1.0	0.0
Washington...........................	30	44	35	41	50	9	0.8	1.2	1.0	1.1	1.4	0.3
West Virginia.........................	8	7	8	7	8	1	1.1	1.0	1.1	1.0	1.1	0.1
Wisconsin............................	30	31	30	29	24	-5	1.0	1.0	1.0	1.0	0.8	-0.2
Wyoming.............................	4	5	4	5	4	-1	1.4	1.7	1.4	1.7	1.4	-0.3

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

State	Levels (in thousands)			Rates		
	June 2023	May 2024	June 2024[p]	June 2023	May 2024	June 2024[p]
TOTAL U.S..	8,865	7,977	7,884	5.3	4.8	4.7
Alabama..	133	117	122	5.8	5.0	5.2
Alaska...	41	34	39	10.6	9.0	9.9
Arizona..	158	139	169	4.8	4.1	5.0
Arkansas...	86	81	83	6.0	5.6	5.7
California...	879	705	644	4.7	3.8	3.4
Colorado..	193	169	193	6.1	5.3	6.0
Connecticut..	89	95	89	4.9	5.2	4.9
Delaware..	34	30	31	6.5	5.7	5.9
District of Columbia...	44	34	43	5.4	4.3	5.3
Florida...	584	468	456	5.7	4.5	4.4
Georgia..	312	259	277	6.0	5.0	5.3
Hawaii...	27	21	25	4.1	3.1	3.8
Idaho...	52	44	46	5.7	4.8	5.0
Illinois...	373	375	337	5.7	5.7	5.1
Indiana..	156	169	131	4.6	4.9	3.8
Iowa..	79	74	64	4.7	4.4	3.8
Kansas..	78	62	66	5.1	4.1	4.3
Kentucky..	116	134	146	5.4	6.1	6.6
Louisiana...	135	108	101	6.5	5.2	4.9
Maine..	39	43	39	5.5	6.2	5.4
Maryland..	178	148	150	6.0	5.1	5.1
Massachusetts..	259	213	218	6.4	5.4	5.4
Michigan..	231	237	169	4.9	5.0	3.6
Minnesota..	190	184	165	5.9	5.7	5.1
Mississippi...	77	66	63	6.2	5.2	5.0
Missouri...	153	141	152	4.9	4.4	4.7
Montana...	41	36	39	7.2	6.3	6.7
Nebraska..	59	47	45	5.2	4.2	4.0
Nevada..	85	70	67	5.2	4.2	4.1
New Hampshire...	40	38	38	5.4	5.1	5.0
New Jersey...	198	237	204	4.3	5.1	4.4
New Mexico..	51	47	46	5.5	5.0	4.9
New York..	430	451	497	4.2	4.4	4.8
North Carolina...	332	286	276	6.3	5.4	5.2
North Dakota...	32	29	26	6.7	6.1	5.5
Ohio..	346	242	253	5.8	4.1	4.3
Oklahoma...	118	101	102	6.3	5.4	5.4
Oregon..	97	96	93	4.6	4.6	4.5
Pennsylvania..	341	320	288	5.3	4.9	4.4
Rhode Island...	26	33	28	4.8	5.9	5.2
South Carolina..	151	154	135	6.1	6.1	5.3
South Dakota..	31	30	27	6.2	5.9	5.3
Tennessee..	213	160	169	6.0	4.6	4.8
Texas..	774	726	806	5.3	4.9	5.4
Utah..	87	84	80	4.8	4.6	4.3
Vermont...	18	16	18	5.5	5.0	5.4
Virginia..	285	250	256	6.4	5.5	5.6
Washington...	150	149	150	4.0	3.9	3.9
West Virginia...	53	50	48	6.9	6.4	6.2
Wisconsin..	187	154	149	5.8	4.8	4.6
Wyoming..	24	21	22	7.5	6.6	6.9

p Preliminary

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

State	Levels (in thousands)			Rates		
	June 2023	May 2024	June 2024[p]	June 2023	May 2024	June 2024[p]
TOTAL U.S...	6,881	6,313	6,161	4.4	4.0	3.9
Alabama...	106	95	88	4.9	4.3	4.0
Alaska..	40	30	43	11.6	8.7	12.1
Arizona..	126	118	125	4.0	3.6	3.9
Arkansas...	68	64	68	5.0	4.7	4.9
California...	696	531	500	3.9	2.9	2.8
Colorado..	137	140	175	4.6	4.7	5.8
Connecticut..	69	67	74	4.0	3.9	4.3
Delaware...	31	25	26	6.3	5.0	5.3
District of Columbia................................	30	22	24	3.9	2.8	3.2
Florida...	411	382	371	4.3	3.8	3.8
Georgia..	245	211	182	5.0	4.3	3.7
Hawaii...	22	19	24	3.5	3.0	3.8
Idaho...	47	47	56	5.5	5.4	6.3
Illinois...	284	292	262	4.6	4.7	4.2
Indiana...	134	137	132	4.1	4.2	4.0
Iowa..	64	66	62	4.0	4.0	3.8
Kansas...	62	56	54	4.3	3.8	3.7
Kentucky..	96	85	79	4.8	4.2	3.8
Louisiana...	126	83	85	6.5	4.2	4.3
Maine..	38	37	36	5.7	5.6	5.4
Maryland..	127	111	110	4.6	4.0	3.9
Massachusetts..	148	119	150	3.9	3.2	3.9
Michigan..	184	223	161	4.1	4.9	3.5
Minnesota..	137	142	116	4.5	4.7	3.8
Mississippi...	62	53	43	5.3	4.4	3.6
Missouri...	124	107	113	4.1	3.5	3.7
Montana...	37	36	48	6.9	6.7	8.7
Nebraska..	47	43	44	4.4	4.0	4.1
Nevada..	62	75	67	4.1	4.7	4.2
New Hampshire.......................................	36	28	36	5.1	4.0	5.1
New Jersey...	198	162	171	4.5	3.7	3.8
New Mexico..	36	34	36	4.1	3.8	4.1
New York..	352	303	351	3.6	3.1	3.5
North Carolina..	255	238	197	5.1	4.7	3.9
North Dakota..	25	28	24	5.7	6.2	5.4
Ohio..	234	248	244	4.1	4.4	4.3
Oklahoma..	92	78	84	5.2	4.4	4.7
Oregon..	82	78	85	4.1	3.9	4.2
Pennsylvania..	199	201	209	3.3	3.2	3.4
Rhode Island..	25	26	25	4.9	5.1	4.8
South Carolina.......................................	128	123	117	5.5	5.1	4.9
South Dakota...	28	29	25	5.9	6.2	5.3
Tennessee...	159	178	136	4.8	5.3	4.1
Texas..	637	547	499	4.6	3.9	3.5
Utah..	69	86	80	4.0	4.9	4.6
Vermont...	16	13	17	5.2	4.2	5.4
Virginia..	221	198	178	5.3	4.7	4.1
Washington..	124	124	138	3.4	3.4	3.7
West Virginia..	40	35	34	5.6	4.8	4.7
Wisconsin..	146	121	135	4.8	4.0	4.4
Wyoming..	21	22	23	7.2	7.4	7.8

p Preliminary

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

State	Levels (in thousands)			Rates		
	June 2023	May 2024	June 2024[p]	June 2023	May 2024	June 2024[p]
TOTAL U.S.…………………………………………………	5,975	5,397	5,316	3.8	3.4	3.3
Alabama……………………………………………………	83	84	76	3.8	3.8	3.4
Alaska………………………………………………………	15	19	16	4.2	5.6	4.5
Arizona……………………………………………………	177	135	159	5.6	4.1	5.0
Arkansas…………………………………………………	63	56	61	4.6	4.1	4.4
California…………………………………………………	571	585	471	3.2	3.2	2.6
Colorado…………………………………………………	95	124	107	3.2	4.2	3.5
Connecticut………………………………………………	60	53	62	3.5	3.1	3.6
Delaware…………………………………………………	20	16	20	4.1	3.3	4.0
District of Columbia……………………………………	21	19	19	2.8	2.5	2.5
Florida……………………………………………………	468	401	337	4.8	4.0	3.4
Georgia……………………………………………………	189	186	190	3.9	3.8	3.8
Hawaii……………………………………………………	19	22	22	3.1	3.4	3.4
Idaho………………………………………………………	31	45	35	3.6	5.2	3.9
Illinois……………………………………………………	213	212	213	3.4	3.4	3.4
Indiana……………………………………………………	138	115	116	4.3	3.5	3.5
Iowa………………………………………………………	64	58	45	4.0	3.5	2.8
Kansas……………………………………………………	64	57	50	4.4	3.9	3.4
Kentucky…………………………………………………	92	81	87	4.5	4.0	4.2
Louisiana…………………………………………………	101	85	94	5.2	4.3	4.8
Maine………………………………………………………	20	25	22	3.0	3.7	3.2
Maryland…………………………………………………	95	78	88	3.4	2.8	3.2
Massachusetts…………………………………………	99	107	108	2.6	2.9	2.9
Michigan…………………………………………………	169	136	116	3.7	3.0	2.5
Minnesota………………………………………………	113	92	93	3.7	3.0	3.0
Mississippi………………………………………………	56	53	49	4.8	4.4	4.1
Missouri…………………………………………………	117	107	107	3.9	3.5	3.4
Montana…………………………………………………	23	34	27	4.4	6.4	4.9
Nebraska…………………………………………………	38	39	33	3.5	3.7	3.0
Nevada……………………………………………………	60	63	59	3.9	4.0	3.7
New Hampshire…………………………………………	30	29	26	4.3	4.1	3.6
New Jersey………………………………………………	131	113	151	3.0	2.6	3.4
New Mexico………………………………………………	34	30	36	3.9	3.4	4.0
New York…………………………………………………	279	252	262	2.8	2.5	2.6
North Carolina…………………………………………	205	150	161	4.1	3.0	3.2
North Dakota……………………………………………	20	19	16	4.6	4.2	3.7
Ohio………………………………………………………	199	188	172	3.5	3.3	3.0
Oklahoma………………………………………………	85	74	85	4.9	4.1	4.8
Oregon……………………………………………………	70	72	70	3.5	3.6	3.5
Pennsylvania……………………………………………	245	177	163	4.0	2.9	2.6
Rhode Island……………………………………………	18	19	18	3.6	3.8	3.5
South Carolina…………………………………………	94	93	107	4.1	3.9	4.5
South Dakota……………………………………………	18	20	15	3.8	4.3	3.2
Tennessee………………………………………………	121	140	120	3.6	4.2	3.6
Texas……………………………………………………	659	427	556	4.7	3.0	3.9
Utah………………………………………………………	61	78	69	3.5	4.4	3.9
Vermont…………………………………………………	11	18	13	3.6	5.8	4.0
Virginia…………………………………………………	172	163	150	4.1	3.8	3.5
Washington……………………………………………	95	103	118	2.6	2.8	3.2
West Virginia……………………………………………	30	28	27	4.3	3.9	3.8
Wisconsin………………………………………………	111	102	86	3.6	3.3	2.8
Wyoming…………………………………………………	11	14	12	3.8	4.6	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	June 2023	May 2024	June 2024[p]	June 2023	May 2024	June 2024[p]
TOTAL U.S.…………………………………………………	3,995	3,534	3,489	2.5	2.2	2.2
Alabama.………………………………………………	61	57	52	2.8	2.6	2.4
Alaska.…………………………………………………	10	12	9	2.9	3.4	2.5
Arizona.………………………………………………	111	84	90	3.5	2.6	2.8
Arkansas.………………………………………………	44	39	39	3.3	2.8	2.8
California.………………………………………………	383	366	293	2.1	2.0	1.6
Colorado.………………………………………………	70	75	75	2.3	2.5	2.5
Connecticut.……………………………………………	39	34	36	2.3	2.0	2.1
Delaware.………………………………………………	14	11	13	2.9	2.2	2.5
District of Columbia.…………………………………	15	13	13	1.9	1.6	1.6
Florida.…………………………………………………	336	225	233	3.5	2.3	2.4
Georgia.………………………………………………	135	130	135	2.8	2.6	2.7
Hawaii.…………………………………………………	14	14	13	2.2	2.1	2.1
Idaho.…………………………………………………	22	28	22	2.6	3.2	2.5
Illinois.…………………………………………………	150	132	150	2.4	2.1	2.4
Indiana.………………………………………………	96	80	81	3.0	2.4	2.5
Iowa.……………………………………………………	36	38	31	2.3	2.3	1.9
Kansas.………………………………………………	44	41	34	3.0	2.8	2.3
Kentucky.………………………………………………	66	57	61	3.3	2.8	3.0
Louisiana.………………………………………………	69	53	61	3.5	2.7	3.1
Maine.…………………………………………………	13	16	12	1.9	2.5	1.8
Maryland.………………………………………………	65	54	58	2.3	1.9	2.1
Massachusetts.………………………………………	59	60	64	1.6	1.6	1.7
Michigan.………………………………………………	109	93	82	2.4	2.1	1.8
Minnesota.……………………………………………	77	65	62	2.5	2.1	2.0
Mississippi.……………………………………………	40	38	33	3.4	3.2	2.7
Missouri.………………………………………………	76	79	75	2.5	2.6	2.4
Montana.………………………………………………	17	20	16	3.1	3.7	2.9
Nebraska.………………………………………………	26	27	23	2.4	2.5	2.1
Nevada.…………………………………………………	44	37	36	2.8	2.3	2.3
New Hampshire.………………………………………	20	19	14	2.8	2.7	1.9
New Jersey.……………………………………………	66	69	80	1.5	1.6	1.8
New Mexico.……………………………………………	22	18	20	2.6	2.1	2.2
New York.………………………………………………	148	175	175	1.5	1.8	1.8
North Carolina.………………………………………	157	99	108	3.2	2.0	2.1
North Dakota.…………………………………………	14	14	11	3.2	3.0	2.4
Ohio.……………………………………………………	138	125	118	2.4	2.2	2.1
Oklahoma.………………………………………………	64	47	49	3.6	2.6	2.8
Oregon.…………………………………………………	49	44	43	2.4	2.2	2.2
Pennsylvania.…………………………………………	135	115	94	2.2	1.9	1.5
Rhode Island.…………………………………………	10	12	10	2.0	2.4	1.9
South Carolina.………………………………………	69	66	76	3.0	2.8	3.2
South Dakota.…………………………………………	13	15	11	2.7	3.1	2.2
Tennessee.……………………………………………	87	99	80	2.6	3.0	2.4
Texas.…………………………………………………	435	313	415	3.1	2.2	2.9
Utah.……………………………………………………	42	50	42	2.5	2.8	2.4
Vermont.………………………………………………	7	12	8	2.2	4.0	2.5
Virginia.………………………………………………	120	106	91	2.9	2.5	2.1
Washington.……………………………………………	61	62	60	1.7	1.7	1.6
West Virginia.…………………………………………	21	20	18	2.9	2.8	2.4
Wisconsin.……………………………………………	74	69	60	2.4	2.3	2.0
Wyoming.………………………………………………	8	9	7	2.7	2.9	2.4

p Preliminary

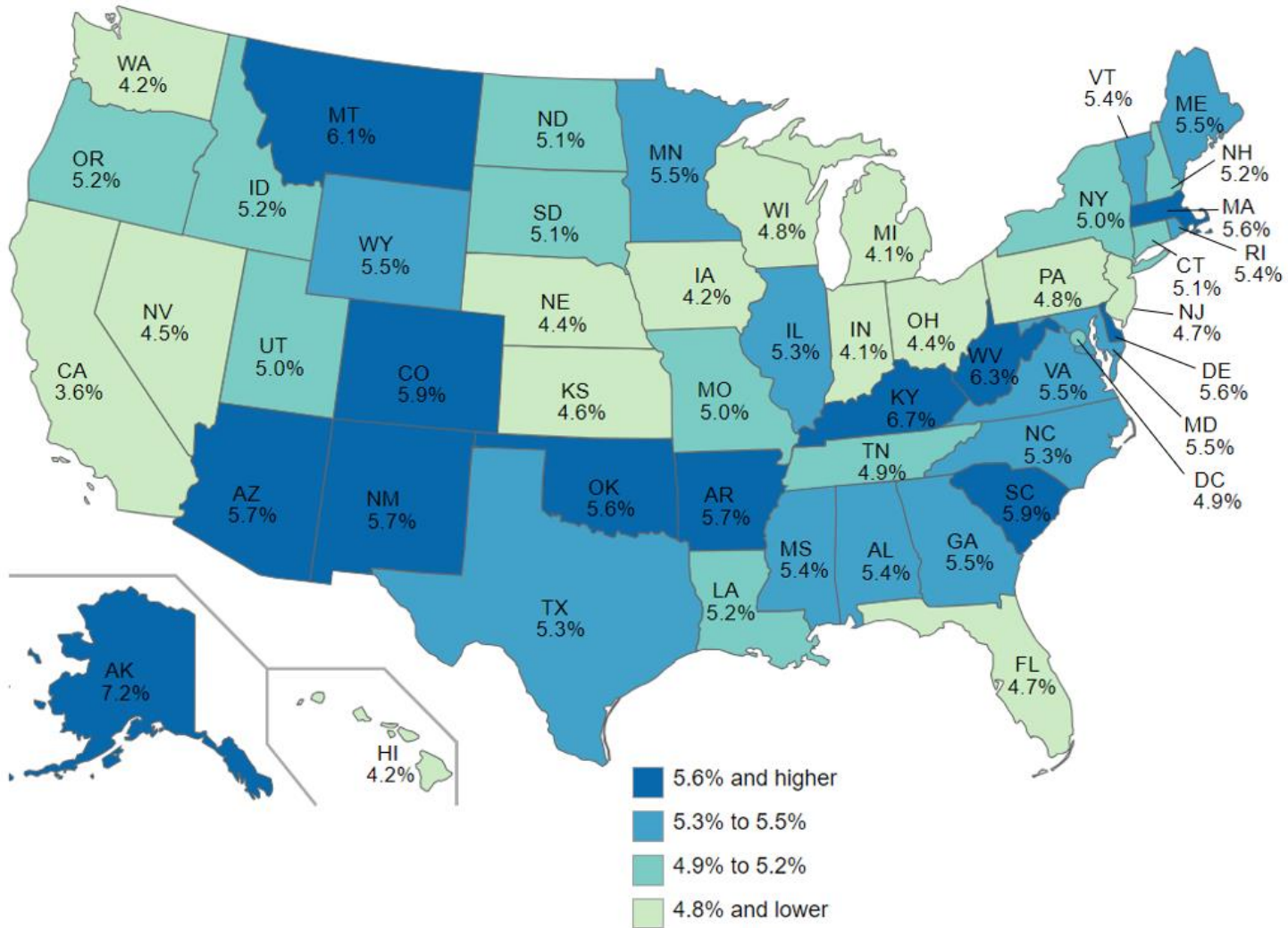## Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	June 2023	May 2024	June 2024[p]	June 2023	May 2024	June 2024[p]
TOTAL U.S..	1,601	1,576	1,477	1.0	1.0	0.9
Alabama..	18	23	19	0.9	1.0	0.9
Alaska..	4	6	4	1.0	1.7	1.2
Arizona..	61	46	50	1.9	1.4	1.6
Arkansas...	16	14	18	1.2	1.1	1.3
California...	156	203	158	0.9	1.1	0.9
Colorado..	22	43	22	0.7	1.4	0.7
Connecticut..	16	17	18	0.9	1.0	1.0
Delaware..	5	5	6	1.0	0.9	1.3
District of Columbia..	5	5	5	0.6	0.7	0.6
Florida...	111	162	89	1.1	1.6	0.9
Georgia..	43	45	44	0.9	0.9	0.9
Hawaii...	5	7	6	0.7	1.1	1.0
Idaho...	7	14	10	0.9	1.6	1.1
Illinois...	48	72	56	0.8	1.2	0.9
Indiana..	35	28	31	1.1	0.8	1.0
Iowa..	25	14	12	1.5	0.9	0.8
Kansas...	15	12	13	1.0	0.8	0.9
Kentucky..	22	20	21	1.1	1.0	1.0
Louisiana...	26	26	28	1.3	1.3	1.4
Maine...	6	7	6	0.9	1.0	1.0
Maryland..	24	20	24	0.9	0.7	0.9
Massachusetts..	31	42	32	0.8	1.1	0.9
Michigan..	40	34	26	0.9	0.7	0.6
Minnesota..	31	18	26	1.0	0.6	0.9
Mississippi...	13	12	12	1.1	1.0	1.0
Missouri...	31	22	25	1.0	0.7	0.8
Montana..	6	13	8	1.1	2.4	1.5
Nebraska...	9	9	9	0.8	0.8	0.8
Nevada..	15	23	19	1.0	1.5	1.2
New Hampshire...	8	8	9	1.1	1.1	1.3
New Jersey...	52	36	61	1.2	0.8	1.4
New Mexico..	9	10	11	1.0	1.1	1.3
New York..	96	62	67	1.0	0.6	0.7
North Carolina..	39	43	46	0.8	0.9	0.9
North Dakota..	5	4	4	1.1	0.9	1.0
Ohio..	49	47	45	0.9	0.8	0.8
Oklahoma..	18	23	31	1.0	1.3	1.7
Oregon...	19	24	20	1.0	1.2	1.0
Pennsylvania..	79	52	56	1.3	0.8	0.9
Rhode Island..	7	6	6	1.3	1.1	1.2
South Carolina..	20	23	22	0.9	1.0	0.9
South Dakota..	4	4	4	0.9	0.8	0.8
Tennessee..	27	35	34	0.8	1.0	1.0
Texas...	197	93	115	1.4	0.7	0.8
Utah..	17	25	20	1.0	1.4	1.2
Vermont...	3	5	3	1.0	1.6	1.0
Virginia..	43	47	43	1.0	1.1	1.0
Washington..	29	35	51	0.8	0.9	1.4
West Virginia..	7	6	7	1.0	0.8	1.0
Wisconsin..	28	24	21	0.9	0.8	0.7
Wyoming..	3	4	3	0.9	1.4	1.1

p Preliminary

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

Total U.S. job openings rate = 4.9%

WA 4.2%
MT 6.1%
ND 5.1%
MN 5.5%
VT 5.4%
ME 5.5%
NH 5.2%
OR 5.2%
ID 5.2%
WY 5.5%
SD 5.1%
WI 4.8%
MI 4.1%
NY 5.0%
MA 5.6%
RI 5.4%
NV 4.5%
UT 5.0%
IA 4.2%
NE 4.4%
PA 4.8%
CT 5.1%
NJ 4.7%
CA 3.6%
CO 5.9%
IL 5.3%
IN 4.1%
OH 4.4%
WV 6.3%
VA 5.5%
DE 5.6%
KS 4.6%
MO 5.0%
KY 6.7%
MD 5.5%
AZ 5.7%
NM 5.7%
OK 5.6%
AR 5.7%
TN 4.9%
NC 5.3%
SC 5.9%
DC 4.9%
MS 5.4%
AL 5.4%
GA 5.5%
TX 5.3%
LA 5.2%
FL 4.7%
AK 7.2%
HI 4.2%

Legend:
- 5.6% and higher
- 5.3% to 5.5%
- 4.9% to 5.2%
- 4.8% and lower

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

Total U.S. hires rate = 3.4%

WA 3.3%
MT 6.9%
ND 4.1%
MN 3.0%
VT 3.8%
ME 3.8%
NH 3.8%
OR 3.9%
ID 4.9%
SD 3.8%
WI 3.1%
MI 3.0%
NY 2.9%
MA 2.9%
RI 3.9%
NV 4.1%
WY 4.8%
IA 3.2%
NE 3.6%
PA 3.0%
CT 3.6%
NJ 3.2%
CA 2.5%
UT 4.3%
CO 4.7%
KS 3.3%
MO 3.1%
IL 3.7%
IN 3.5%
OH 3.7%
WV 4.2%
VA 3.4%
DE 4.1%
MD 3.4%
DC 2.6%
AZ 4.0%
NM 3.7%
KY 3.5%
NC 3.2%
OK 4.3%
AR 4.5%
TN 3.5%
SC 4.4%
TX 3.3%
MS 3.3%
AL 3.5%
GA 3.3%
LA 4.0%
FL 3.6%
AK 6.2%
HI 3.5%

4.2% and higher
3.7% to 4.1%
3.4% to 3.6%
3.3% and lower
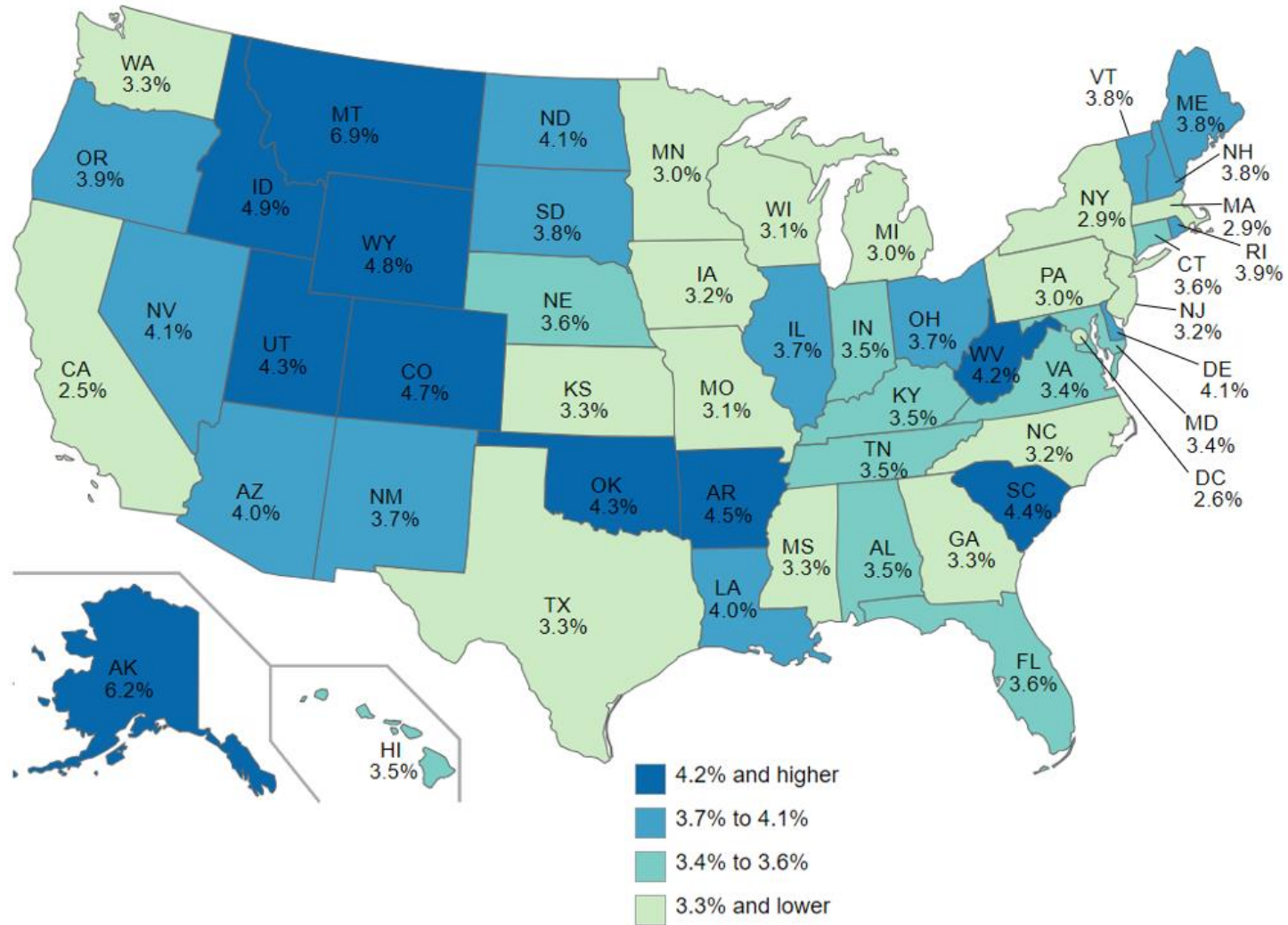
Map 3. Total separations rates by state, seasonally adjusted, June 2024

Total U.S. total separations rate = 3.2%

WA 3.3%
MT 5.2%
ND 3.4%
MN 2.8%
VT 3.8%
ME 3.5%
OR 3.6%
ID 4.6%
SD 3.4%
WI 2.8%
MI 2.6%
NY 2.6%
NH 3.2%
MA 2.8%
RI 3.5%
WY 4.8%
IA 2.9%
PA 2.3%
CT 3.3%
NV 3.8%
NE 2.9%
IL 3.3%
IN 3.3%
OH 3.0%
NJ 3.4%
CA 2.7%
UT 4.0%
CO 3.6%
KS 2.9%
MO 3.0%
WV 4.0%
VA 3.3%
DE 4.3%
KY 3.8%
MD 3.0%
NC 3.1%
DC 2.6%
AZ 4.0%
NM 3.4%
OK 4.5%
AR 3.9%
TN 3.7%
SC 4.4%
MS 3.8%
AL 3.5%
GA 3.6%
TX 3.7%
LA 4.4%
FL 3.1%
AK 5.0%
HI 3.3%

3.9% and higher
3.5% to 3.8%
3.1% to 3.4%
3.0% and lower
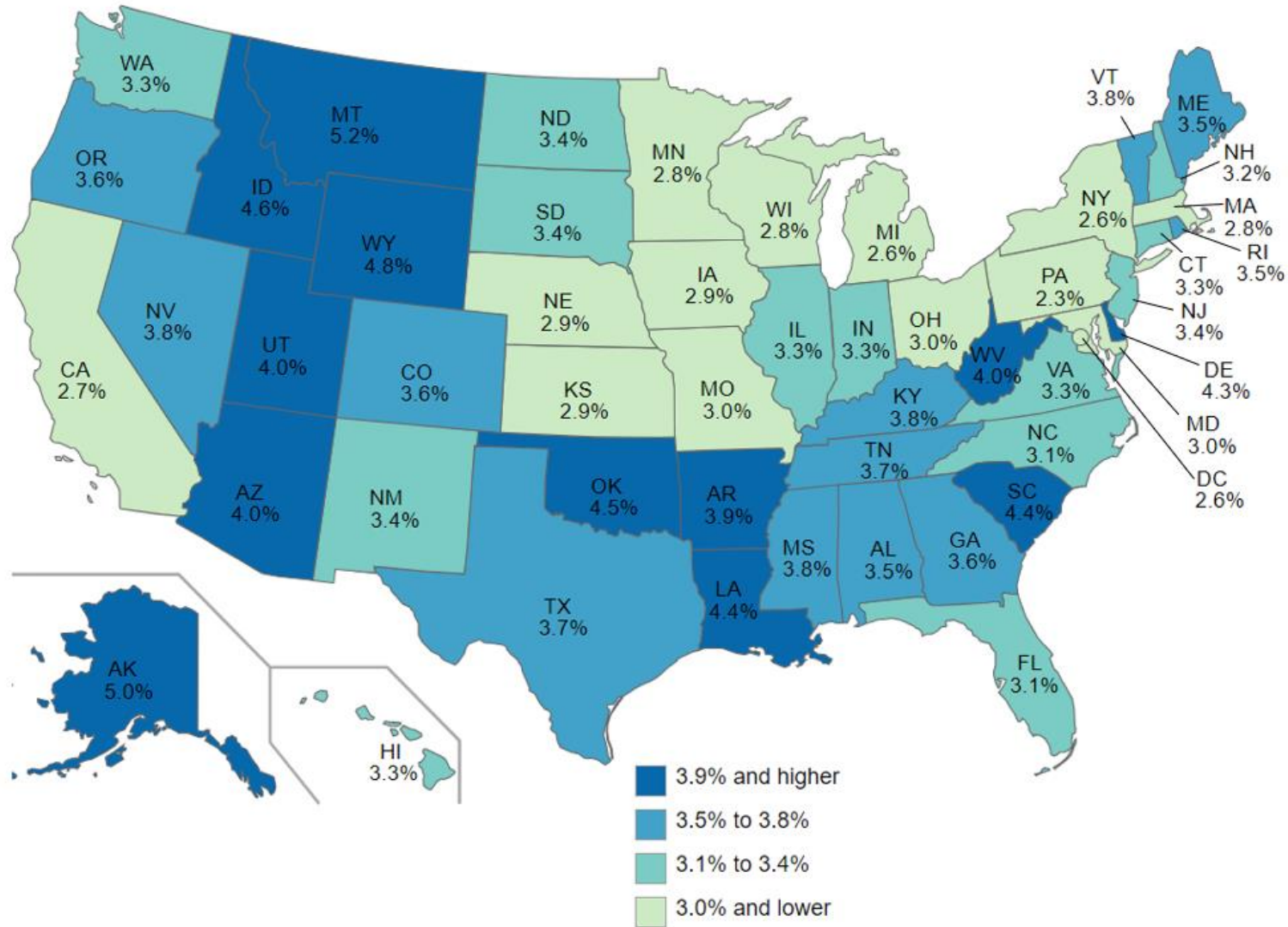
Map 4. Quits rates by state, seasonally adjusted, June 2024

Total U.S. quits rate = 2.1%

WA 1.7%
MT 3.2%
ND 2.0%
MN 1.8%
VT 2.5%
ME 2.0%
NH 1.7%
OR 2.2%
ID 2.8%
SD 2.1%
WI 1.9%
MI 1.8%
NY 1.8%
MA 1.6%
RI 2.2%
WY 3.1%
IA 1.9%
CT 1.9%
PA 1.4%
NJ 1.9%
NV 2.2%
NE 2.0%
IL 2.2%
IN 2.2%
OH 1.9%
WV 2.6%
VA 2.0%
DE 2.4%
UT 2.5%
CA 1.6%
CO 2.4%
KS 1.8%
MO 2.1%
KY 2.5%
MD 2.0%
DC 1.7%
TN 2.5%
NC 1.9%
AZ 2.3%
NM 1.8%
OK 2.5%
AR 2.5%
SC 3.1%
MS 2.5%
AL 2.3%
GA 2.5%
TX 2.7%
LA 2.8%
FL 2.1%
AK 3.0%
HI 1.9%

Legend:
- 2.6% and higher
- 2.2% to 2.5%
- 2.0% to 2.1%
- 1.9% and lower
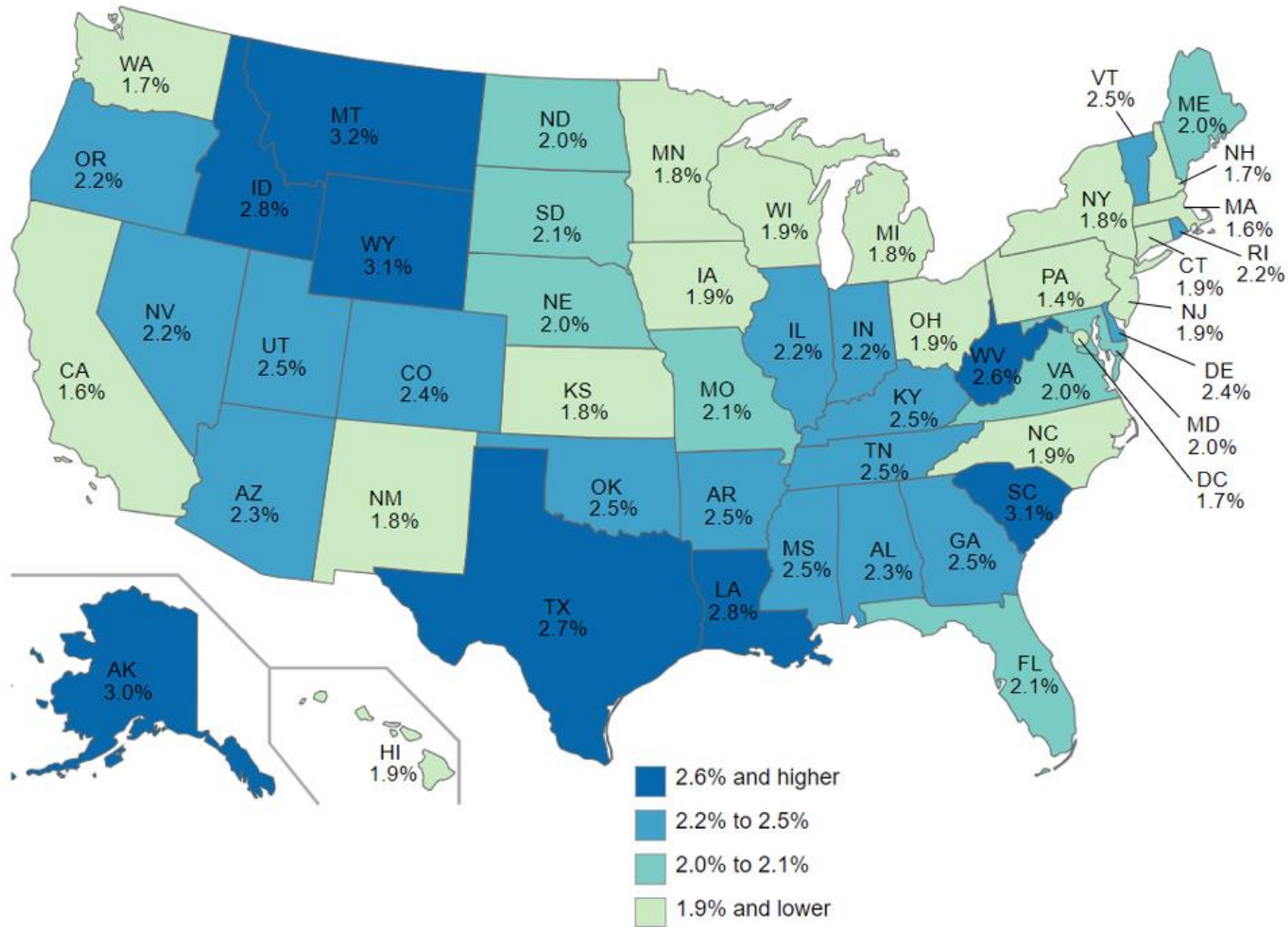
Map 5. Layoffs and discharges rates by state, seasonally adjusted, June 2024

Total U.S. layoffs and discharges rate = 0.9%

WA 1.4%
OR 1.1%
MT 1.7%
ND 1.1%
MN 0.9%
ID 1.4%
SD 1.1%
WI 0.8%
MI 0.7%
VT 1.0%
ME 1.1%
NH 1.3%
NY 0.7%
MA 0.9%
WY 1.4%
IA 0.8%
PA 0.7%
RI 1.2%
NV 1.3%
NE 0.8%
IL 1.0%
IN 1.0%
OH 0.9%
CT 1.1%
NJ 1.2%
UT 1.2%
CA 0.9%
CO 0.9%
KS 0.8%
MO 0.8%
KY 1.0%
WV 1.1%
VA 1.0%
DE 1.4%
AZ 1.3%
NM 1.1%
OK 1.7%
AR 1.2%
TN 1.1%
NC 1.0%
MD 0.9%
DC 0.6%
MS 1.0%
AL 1.0%
GA 0.9%
SC 1.0%
LA 1.3%
TX 0.8%
FL 0.8%
AK 1.5%
HI 0.9%

1.3% and higher
1.1% to 1.2%
1.0%
0.9% and lower