

# NEWS RELEASE

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## STATE JOB OPENINGS AND LABOR TURNOVER – DECEMBER 2022

Job openings rates increased in 10 states and the District of Columbia and decreased in 1 state on the last business day of December, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 4 states. Total separations rates increased in 7 states and decreased in 6 states. Nationally, the job openings rate increased in December while the hires and total separations rates showed little or no change.

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 December, **job openings rates** increased in 10 states and the District of Columbia, decreased in 1 state, and were little changed in 39 states. The largest increases in job openings rates occurred in North Dakota (+1.6 percentage points), as well as in Michigan and Minnesota (+1.3 points each). The decrease occurred in Georgia (-0.6 point). Over the month, the national job openings rate increased (+0.3 point). (See table A.)

The **number of job openings** increased in 13 states and the District of Columbia, decreased in 1 state, and was little changed in 36 states in December. The largest increases in the job openings level occurred in Texas (+116,000), as well as in Illinois and Michigan (+64,000 each). The decrease in the job openings level occurred in Georgia (-35,000). Nationally, the number of job openings increased over the month (+572,000). (See table A.)

### Hires

In December, **hires rates** increased in 4 states and were little changed in 46 states and the District of Columbia. The increases in hires rates occurred in Missouri (+1.6 percentage points) and Minnesota (+0.9 point), as well as in Illinois and Michigan (+0.6 point each). The national hires rate was little changed over the month. (See table B.)

The **number of hires** increased in 4 states and was little changed in 46 states and the District of Columbia in December. The largest increases in the hires level occurred in Missouri (+46,000), Illinois (+34,000), and Michigan (+28,000). Nationally, the number of hires was little changed over the month. (See table B.)

## Total Separations

In December, **total separations rates** increased in 7 states, decreased in 6 states, and were little changed in 37 states and the District of Columbia. The largest increases in total separations rates occurred in Idaho (+1.0 percentage point), Missouri (+0.7 point), and South Carolina (+0.6 point). The largest decreases occurred in Alaska (-1.2 points), Arkansas (-0.7 point), and Arizona (-0.6 point). Over the month, the national total separations rate was unchanged. (See table C.)

In December, the **number of total separations** increased in 4 states, decreased in 5 states, and was little changed in 41 states and the District of Columbia. The largest increases in the total separations level occurred in Missouri (+21,000), New Jersey (+18,000), and Indiana (+17,000). The largest decreases in the total separations level occurred in Illinois (-29,000), North Carolina (-24,000), and Washington (-17,000). Nationally, the number of total separations was little changed over the month. (See table C.)

## Quits

In December, **quits rates** decreased in 5 states, increased in 3 states, and were little changed in 42 states and the District of Columbia. The largest decreases in quits rates occurred in Maryland (-0.7 percentage point) and Arkansas (-0.5 point), as well as in California and Tennessee (-0.4 point each). The increases occurred in Idaho (+1.0 point), Utah (+0.8 point), and Pennsylvania (+0.2 point). Over the month, the national quits rate was unchanged. (See table D.)

The **number of quits** decreased in 4 states, increased in 6 states, and was little changed in 40 states and the District of Columbia in December. The largest decreases in the quits level occurred in California (-56,000), Maryland (-18,000), and Tennessee (-15,000). The largest increases in the quits level occurred in New York (+17,000), Utah (+13,000), and Colorado (+11,000). Nationally, the number of quits was little changed over the month. (See table D.)

## Layoffs and Discharges

In December, **layoffs and discharges rates** increased in 7 states, decreased in 7 states, and were little changed in 36 states and the District of Columbia. The largest increases in layoffs and discharges rates occurred in Missouri (+0.7 percentage point) and Indiana (+0.6 point), as well as in Iowa, New Jersey, and Oklahoma (+0.4 point each). The largest decreases in layoffs and discharges rates occurred in Alaska (-1.3 points), Colorado (-1.0 point), and New Mexico (-0.7 point). Over the month, the national layoffs and discharges rate was little changed. (See table E.)

The **number of layoffs and discharges** increased in 7 states, decreased in 7 states, and was little changed in 36 states and the District of Columbia in December. The largest increases in the layoffs and discharges levels occurred in California (+58,000), Missouri (+22,000), and Indiana (+19,000). The decreases in the layoffs and discharges level occurred in Illinois (-37,000), Colorado (-29,000), and Arizona (-17,000). Nationally, the number of layoffs and discharges was little changed over the month. (See table E.)

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

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**The Job Openings and Labor Turnover Survey State estimates for January 2023 are scheduled to be released on Tuesday, March 21, 2023, at 10:00 a.m. (ET).**

## Upcoming Changes to Annual Estimates for States from the Job Openings and Labor Turnover Survey

Effective with the release of the Job Openings and Labor Turnover Survey (JOLTS) national data for January on March 8, 2023, the Bureau of Labor Statistics (BLS) will publish historical annual average job openings levels and rates for states. State annual averages for 2001 through 2021 will be available in the BLS database at [www.bls.gov/jlt/data.htm](http://www.bls.gov/jlt/data.htm).

Also effective with the release of national data on March 8, 2023, JOLTS will modify its method for calculating annual estimates for hires and separations rates. Annual rates will be computed as annual averages, instead of annual totals, to make the estimates more helpful for data users and to be consistent with other BLS programs. State annual average hires and separations rates for 2001 through 2021 will be available in the BLS database.

The 2022 state annual estimates will be published with the issuance of this news release on July 26, 2023.

Additional information about these changes, including the annual average calculation method, is available at [www.bls.gov/jlt/notices/2023/jolts-state-2023-annual-estimates-changes.htm](http://www.bls.gov/jlt/notices/2023/jolts-state-2023-annual-estimates-changes.htm).

**Table A. States with significant changes in job openings from November 2022 to December 2022, seasonally adjusted**

State	Level (in thousands)			Rate		
	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	10,440	11,012	572	6.4	6.7	0.3
District of Columbia.....	46	55	9	5.6	6.6	1.0
Georgia.....	392	357	-35	7.5	6.9	-0.6
Illinois.....	416	480	64	6.4	7.3	0.9
Iowa.....	117	138	21	6.9	8.0	1.1
Kansas.....	90	98	8	6.0	6.5	0.5*
Massachusetts.....	239	268	29	6.0	6.7	0.7
Michigan.....	286	350	64	6.1	7.4	1.3
Minnesota.....	185	229	44	5.9	7.2	1.3
Nebraska.....	59	72	13	5.4	6.5	1.1
New Jersey.....	203	244	41	4.5	5.4	0.9
North Dakota.....	28	36	8	6.1	7.7	1.6
Ohio.....	345	405	60	5.9	6.8	0.9
Texas.....	886	1,002	116	6.1	6.8	0.7
Washington.....	214	233	19	5.7	6.1	0.4*
West Virginia.....	66	71	5	8.4	9.1	0.7*

<sup>p</sup> Preliminary

\* Not significant

**Table B. States with significant changes in hires from November 2022 to December 2022, seasonally adjusted**

State	Level (in thousands)			Rate		
	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	6,034	6,165	131	3.9	4.0	0.1
Illinois.....	241	275	34	3.9	4.5	0.6
Michigan.....	166	194	28	3.8	4.4	0.6
Minnesota.....	107	132	25	3.6	4.5	0.9
Missouri.....	108	154	46	3.7	5.3	1.6

p Preliminary

\* Not significant

**Table C. States with significant changes in total separations from November 2022 to December 2022, seasonally adjusted**

State	Level (in thousands)			Rate		
	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	5,831	5,890	59	3.8	3.8	0.0
Alaska.....	23	19	-4	7.1	5.9	-1.2
Arizona.....	145	128	-17*	4.7	4.1	-0.6
Arkansas.....	65	55	-10	4.9	4.2	-0.7
Idaho.....	39	47	8	4.7	5.7	1.0
Illinois.....	256	227	-29	4.2	3.7	-0.5
Indiana.....	134	151	17	4.2	4.7	0.5
Missouri.....	100	121	21	3.4	4.1	0.7
New Jersey.....	130	148	18	3.0	3.5	0.5
New York.....	233	255	22*	2.4	2.7	0.3
North Carolina.....	196	172	-24	4.0	3.5	-0.5
Pennsylvania.....	169	192	23*	2.8	3.2	0.4
South Carolina.....	97	109	12*	4.3	4.9	0.6
Washington.....	148	131	-17	4.2	3.7	-0.5

p Preliminary

\* Not significant

**Table D. States with significant changes in quits from November 2022 to December 2022, seasonally adjusted**

State	Level (in thousands)			Rate		
	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	4,102	4,087	-15	2.7	2.7	0.0
Arkansas.....	45	39	-6	3.4	2.9	-0.5
California.....	437	381	-56	2.5	2.1	-0.4
Colorado.....	89	100	11	3.1	3.4	0.3*
Connecticut.....	35	42	7	2.1	2.5	0.4*
Georgia.....	174	162	-12*	3.6	3.3	-0.3
Idaho.....	25	33	8	3.0	4.0	1.0
Maryland.....	73	55	-18	2.7	2.0	-0.7
New Mexico.....	22	26	4	2.6	3.0	0.4*
New York.....	155	172	17	1.6	1.8	0.2*
Pennsylvania.....	115	126	11*	1.9	2.1	0.2
Tennessee.....	122	107	-15	3.7	3.3	-0.4
Utah.....	52	65	13	3.1	3.9	0.8

p Preliminary

\* Not significant

**Table E. States with significant changes in layoffs and discharges from November 2022 to December 2022, seasonally adjusted**

State	Level (in thousands)			Rate		
	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>	November 2022	December 2022 <sup>p</sup>	Over-the-month change <sup>p</sup>
TOTAL U.S.....	1,418	1,468	50	0.9	1.0	0.1
Alaska.....	9	5	-4	2.8	1.5	-1.3
Arizona.....	40	23	-17	1.3	0.7	-0.6
California.....	116	174	58	0.7	1.0	0.3
Colorado.....	55	26	-29	1.9	0.9	-1.0
Illinois.....	108	71	-37	1.8	1.2	-0.6
Indiana.....	29	48	19	0.9	1.5	0.6
Iowa.....	13	19	6	0.8	1.2	0.4
Missouri.....	17	39	22	0.6	1.3	0.7
Nevada.....	20	14	-6	1.4	0.9	-0.5
New Jersey.....	41	58	17	1.0	1.4	0.4
New Mexico.....	14	8	-6	1.6	0.9	-0.7
Oklahoma.....	15	22	7	0.9	1.3	0.4
Oregon.....	26	15	-11	1.3	0.8	-0.5
Wisconsin.....	21	30	9	0.7	1.0	0.3

p Preliminary

\* Not significant

# Technical Note

This news release presents statistics from the Job Openings and Labor Turnover Survey (JOLTS). The JOLTS program provides information on labor demand and turnover. Additional information about the JOLTS program can be found at [www.bls.gov/jlt/](http://www.bls.gov/jlt/). 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. Industries are classified in accordance with the North American Industry Classification System.

## Definitions and Methodology (National/State)

Shared definitions and procedures for National and State JOLTS Estimates can be found at: [www.bls.gov/news.release/jolts.tn.htm](http://www.bls.gov/news.release/jolts.tn.htm)

## Data Element 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.** Total 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 including 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. Excluded from other separations are transfers within the same location; employees on strike; employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The other separations component is not published for states due to its comparatively high error, and because it comprises less than 8% of total separations. 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 Estimates Methodology

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.

These estimates consist of four major estimating models; the **Composite Regional** model, the **Synthetic** model, the **Composite Synthetic** model, and the **Extended Composite Synthetic** model. 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 extends the Composite Synthetic estimates by ratio-adjusting the Composite Synthetic by the ratio of the current Composite Regional model estimate to the Composite Regional model estimate from one year ago.

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 current model uses the Extended Composite Synthetic model estimates 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 will ensure that the Composite Synthetic model estimates reflect current economic trends.

The Composite Regional model calculates state-level JOLTS estimates from JOLTS microdata using sample weights, and the adjustments for non-response (NRAF). 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 quite a number of 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.

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 5–30 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 the number of JOLTS respondents in the cell ( $\text{weight} = \frac{n}{30}$ , where  $n$  is the number of respondents).

**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 comprised of an historical annually revised benchmark component for

the Composite Synthetic model and a current component Extended Composite Synthetic model which provides monthly "real-time" estimates between lagged benchmarks.

**Seasonal adjustment.** BLS uses X-13 ARIMA for seasonal adjustment. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including current month data. JOLTS state seasonal adjustment includes both additive and multiplicative models and REGARIMA (regression with auto-correlated errors) 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. The seasonally adjusted CES over-the-month employment trends are applied to the seasonally adjusted JOLTS state implied employment trends (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data.

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. Sampling error occurs when a sample is surveyed rather than the entire population. There is a chance that the sample estimates may differ from the true population values they represent. The difference, or sampling error, varies depending on the particular sample selected. This variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. Sampling error estimates are available on the JOLTS Median Standard Errors page:  
[www.bls.gov/jlt/jolts\\_median\\_standard\\_errors.htm](http://www.bls.gov/jlt/jolts_median_standard_errors.htm)

The JOLTS estimates also are affected by nonsampling error. 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 State variance estimates account for both sampling error and the error attributable to

modeling. A small area domain model uses a Bayesian model 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, an estimate of JOLTS State variance estimates is 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**

Detailed information about the JOLTS State methodology can be found at:  
[www.bls.gov/jlt/jlt\\_statedata\\_methodology.htm](http://www.bls.gov/jlt/jlt_statedata_methodology.htm)

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

State	Levels (in thousands)					Rates				
	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	11,448	10,687	10,512	10,440	11,012	7.1	6.5	6.4	6.4	6.7
Alabama.....	152	144	156	154	158	6.9	6.4	6.9	6.8	7.0
Alaska.....	37	48	30	29	30	10.5	13.0	8.5	8.2	8.5
Arizona.....	232	223	231	214	213	7.2	6.7	6.9	6.5	6.4
Arkansas.....	89	92	103	95	98	6.4	6.5	7.2	6.7	6.9
California.....	1,276	1,164	1,212	1,239	1,251	6.9	6.2	6.4	6.5	6.6
Colorado.....	227	219	231	215	219	7.5	7.1	7.4	6.9	7.0
Connecticut.....	105	110	96	100	100	6.0	6.2	5.4	5.7	5.7
Delaware.....	32	35	38	37	37	6.6	7.0	7.6	7.4	7.4
District of Columbia.....	42	47	48	46	55	5.2	5.8	5.9	5.6	6.6
Florida.....	673	624	562	637	620	6.9	6.2	5.6	6.2	6.1
Georgia.....	409	405	396	392	357	8.0	7.7	7.6	7.5	6.9
Hawaii.....	58	41	38	34	38	8.9	6.3	5.8	5.2	5.8
Idaho.....	65	63	61	60	63	7.5	7.1	6.9	6.8	7.1
Illinois.....	450	440	374	416	480	7.0	6.7	5.8	6.4	7.3
Indiana.....	279	204	219	209	213	8.1	6.0	6.4	6.1	6.2
Iowa.....	132	115	106	117	138	7.8	6.8	6.3	6.9	8.0
Kansas.....	95	94	97	90	98	6.5	6.3	6.4	6.0	6.5
Kentucky.....	158	159	150	155	150	7.6	7.4	7.1	7.3	7.1
Louisiana.....	151	143	175	180	186	7.4	6.9	8.3	8.5	8.7
Maine.....	48	47	43	43	45	7.1	6.9	6.3	6.2	6.5
Maryland.....	212	191	188	198	199	7.3	6.5	6.4	6.8	6.8
Massachusetts.....	280	280	264	239	268	7.2	7.0	6.6	6.0	6.7
Michigan.....	350	336	280	286	350	7.5	7.2	6.0	6.1	7.4
Minnesota.....	233	212	206	185	229	7.5	6.7	6.5	5.9	7.2
Mississippi.....	88	87	85	86	85	7.1	7.0	6.9	6.9	6.9
Missouri.....	229	206	196	197	211	7.4	6.6	6.3	6.3	6.7
Montana.....	46	42	42	41	42	8.4	7.7	7.7	7.5	7.6
Nebraska.....	75	69	64	59	72	6.9	6.2	5.8	5.4	6.5
Nevada.....	117	101	106	104	105	7.6	6.5	6.7	6.6	6.6
New Hampshire.....	59	55	53	47	48	8.1	7.4	7.2	6.4	6.5
New Jersey.....	280	249	246	203	244	6.4	5.5	5.5	4.5	5.4
New Mexico.....	67	65	71	68	71	7.4	7.1	7.7	7.4	7.7
New York.....	588	514	509	442	458	6.0	5.1	5.1	4.4	4.6
North Carolina.....	428	356	365	363	374	8.4	6.9	7.0	7.0	7.2
North Dakota.....	34	31	25	28	36	7.4	6.7	5.5	6.1	7.7
Ohio.....	401	384	356	345	405	6.9	6.5	6.1	5.9	6.8
Oklahoma.....	126	122	124	132	131	7.1	6.7	6.8	7.2	7.1
Oregon.....	160	123	143	140	147	7.7	5.9	6.7	6.6	6.9
Pennsylvania.....	499	357	393	428	435	7.9	5.6	6.1	6.6	6.7
Rhode Island.....	38	34	35	33	34	7.2	6.4	6.6	6.2	6.4
South Carolina.....	205	166	169	182	187	8.6	6.9	7.0	7.5	7.7
South Dakota.....	36	32	29	30	33	7.5	6.6	6.0	6.2	6.7
Tennessee.....	239	252	244	259	265	7.0	7.2	7.0	7.3	7.5
Texas.....	968	1,000	933	886	1,002	6.9	6.9	6.4	6.1	6.8
Utah.....	127	112	107	111	112	7.2	6.3	6.0	6.2	6.3
Vermont.....	25	24	23	20	20	7.7	7.4	7.1	6.2	6.2
Virginia.....	303	351	356	320	330	7.1	7.9	8.0	7.2	7.5
Washington.....	225	220	230	214	233	6.1	5.9	6.1	5.7	6.1
West Virginia.....	56	54	61	66	71	7.5	7.1	7.9	8.4	9.1
Wisconsin.....	215	219	226	243	239	6.9	6.9	7.1	7.6	7.5
Wyoming.....	28	26	23	22	22	9.0	8.3	7.5	7.1	7.1

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	6,450	6,096	6,111	6,034	6,165	4.3	4.0	4.0	3.9	4.0
Alabama.....	97	104	116	98	101	4.7	5.0	5.5	4.7	4.8
Alaska.....	19	26	20	20	20	6.0	8.1	6.2	6.2	6.2
Arizona.....	141	133	141	130	129	4.7	4.3	4.5	4.2	4.2
Arkansas.....	73	51	61	62	65	5.6	3.9	4.6	4.7	4.9
California.....	658	555	634	585	550	3.8	3.1	3.6	3.3	3.1
Colorado.....	115	136	126	118	108	4.1	4.7	4.3	4.1	3.7
Connecticut.....	62	55	50	56	56	3.8	3.3	3.0	3.4	3.4
Delaware.....	20	25	25	24	23	4.4	5.4	5.4	5.2	5.0
District of Columbia.....	22	24	27	27	27	2.9	3.1	3.5	3.5	3.5
Florida.....	354	409	380	357	367	3.9	4.3	4.0	3.7	3.8
Georgia.....	246	257	245	228	234	5.3	5.3	5.1	4.7	4.8
Hawaii.....	30	30	23	20	23	5.0	4.9	3.7	3.2	3.7
Idaho.....	39	47	38	35	35	4.8	5.7	4.6	4.2	4.2
Illinois.....	260	260	241	241	275	4.4	4.3	4.0	3.9	4.5
Indiana.....	159	143	142	142	143	5.0	4.5	4.4	4.4	4.5
Iowa.....	65	55	57	67	69	4.2	3.5	3.6	4.2	4.3
Kansas.....	59	50	60	56	60	4.3	3.6	4.2	4.0	4.2
Kentucky.....	110	102	96	94	93	5.7	5.2	4.9	4.8	4.7
Louisiana.....	93	93	108	92	102	4.9	4.8	5.6	4.7	5.3
Maine.....	28	29	22	30	26	4.5	4.5	3.4	4.6	4.0
Maryland.....	102	104	111	113	112	3.8	3.8	4.1	4.1	4.1
Massachusetts.....	130	135	142	123	123	3.6	3.6	3.8	3.3	3.3
Michigan.....	198	165	171	166	194	4.6	3.8	3.9	3.8	4.4
Minnesota.....	112	106	104	107	132	3.9	3.6	3.5	3.6	4.5
Mississippi.....	54	50	51	53	57	4.7	4.3	4.4	4.6	4.9
Missouri.....	116	107	103	108	154	4.0	3.7	3.5	3.7	5.3
Montana.....	27	29	28	28	27	5.4	5.7	5.5	5.5	5.3
Nebraska.....	44	37	40	38	42	4.4	3.6	3.8	3.6	4.0
Nevada.....	67	76	76	73	69	4.7	5.2	5.2	4.9	4.7
New Hampshire.....	30	32	26	27	28	4.5	4.7	3.8	3.9	4.1
New Jersey.....	138	147	139	135	129	3.4	3.5	3.3	3.2	3.0
New Mexico.....	34	37	39	35	38	4.1	4.3	4.6	4.1	4.4
New York.....	339	280	262	282	297	3.6	2.9	2.7	2.9	3.1
North Carolina.....	247	226	229	223	237	5.3	4.7	4.7	4.6	4.9
North Dakota.....	22	17	16	19	21	5.2	3.9	3.7	4.4	4.9
Ohio.....	215	194	226	211	208	4.0	3.5	4.1	3.8	3.8
Oklahoma.....	89	77	75	82	85	5.4	4.6	4.4	4.8	5.0
Oregon.....	77	84	86	78	82	4.0	4.2	4.3	3.9	4.1
Pennsylvania.....	237	180	188	192	179	4.1	3.0	3.1	3.2	3.0
Rhode Island.....	21	21	19	19	21	4.3	4.2	3.8	3.8	4.2
South Carolina.....	115	108	96	109	113	5.3	4.8	4.3	4.9	5.0
South Dakota.....	21	20	19	21	21	4.8	4.4	4.2	4.6	4.6
Tennessee.....	156	152	164	162	157	4.9	4.7	5.0	5.0	4.8
Texas.....	657	561	554	609	583	5.0	4.1	4.1	4.5	4.3
Utah.....	67	79	69	66	72	4.1	4.7	4.1	3.9	4.3
Vermont.....	14	13	11	12	11	4.7	4.3	3.6	4.0	3.6
Virginia.....	180	173	164	174	173	4.5	4.2	4.0	4.2	4.2
Washington.....	119	139	135	132	129	3.5	3.9	3.8	3.7	3.6
West Virginia.....	36	32	34	36	37	5.2	4.5	4.8	5.0	5.2
Wisconsin.....	125	114	108	106	114	4.3	3.9	3.7	3.6	3.9
Wyoming.....	14	18	16	16	16	5.0	6.3	5.6	5.6	5.6

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	6,042	5,665	5,756	5,831	5,890	4.1	3.7	3.8	3.8	3.8
Alabama.....	99	87	100	96	95	4.8	4.2	4.8	4.6	4.5
Alaska.....	23	15	22	23	19	7.3	4.7	6.8	7.1	5.9
Arizona.....	141	149	151	145	128	4.7	4.8	4.9	4.7	4.1
Arkansas.....	65	61	58	65	55	5.0	4.6	4.4	4.9	4.2
California.....	599	547	540	592	589	3.5	3.1	3.0	3.3	3.3
Colorado.....	133	105	109	152	140	4.7	3.6	3.8	5.2	4.8
Connecticut.....	49	49	44	55	60	3.0	2.9	2.6	3.3	3.6
Delaware.....	22	20	23	22	20	4.9	4.3	5.0	4.8	4.3
District of Columbia.....	24	24	25	23	24	3.1	3.1	3.2	3.0	3.1
Florida.....	428	356	367	351	380	4.7	3.7	3.8	3.7	4.0
Georgia.....	235	239	243	238	222	5.0	4.9	5.0	4.9	4.6
Hawaii.....	20	22	23	24	24	3.4	3.6	3.7	3.9	3.9
Idaho.....	39	33	37	39	47	4.8	4.0	4.5	4.7	5.7
Illinois.....	224	248	215	256	227	3.8	4.1	3.5	4.2	3.7
Indiana.....	159	134	143	134	151	5.0	4.2	4.5	4.2	4.7
Iowa.....	62	60	60	70	70	4.0	3.8	3.8	4.4	4.4
Kansas.....	52	60	55	55	61	3.8	4.3	3.9	3.9	4.3
Kentucky.....	105	100	84	89	93	5.5	5.1	4.3	4.5	4.7
Louisiana.....	86	92	93	97	97	4.5	4.7	4.8	5.0	5.0
Maine.....	26	20	23	24	28	4.1	3.1	3.6	3.7	4.3
Maryland.....	99	99	106	102	90	3.7	3.6	3.9	3.7	3.3
Massachusetts.....	121	111	98	104	105	3.4	3.0	2.6	2.8	2.8
Michigan.....	202	155	154	158	168	4.7	3.6	3.5	3.6	3.8
Minnesota.....	107	103	106	100	97	3.7	3.5	3.6	3.4	3.3
Mississippi.....	54	57	61	55	53	4.7	4.9	5.3	4.8	4.6
Missouri.....	122	114	109	100	121	4.2	3.9	3.7	3.4	4.1
Montana.....	26	22	26	28	28	5.2	4.3	5.1	5.5	5.5
Nebraska.....	41	41	40	38	40	4.1	4.0	3.8	3.6	3.8
Nevada.....	63	64	69	70	68	4.4	4.4	4.7	4.7	4.6
New Hampshire.....	26	26	28	29	31	3.9	3.8	4.1	4.2	4.5
New Jersey.....	134	125	120	130	148	3.3	2.9	2.8	3.0	3.5
New Mexico.....	39	37	35	39	38	4.7	4.3	4.1	4.6	4.4
New York.....	254	262	270	233	255	2.7	2.8	2.8	2.4	2.7
North Carolina.....	212	203	206	196	172	4.6	4.2	4.3	4.0	3.5
North Dakota.....	19	18	17	17	19	4.5	4.2	3.9	3.9	4.4
Ohio.....	219	226	218	198	204	4.1	4.1	4.0	3.6	3.7
Oklahoma.....	73	79	76	74	75	4.4	4.7	4.5	4.4	4.4
Oregon.....	84	72	78	92	85	4.4	3.6	3.9	4.6	4.3
Pennsylvania.....	170	169	166	169	192	2.9	2.8	2.8	2.8	3.2
Rhode Island.....	21	17	21	17	20	4.3	3.4	4.2	3.4	4.0
South Carolina.....	118	102	95	97	109	5.4	4.5	4.2	4.3	4.9
South Dakota.....	18	15	18	18	19	4.1	3.3	3.9	3.9	4.2
Tennessee.....	148	158	186	168	150	4.7	4.9	5.7	5.1	4.6
Texas.....	528	491	535	514	548	4.0	3.6	3.9	3.8	4.0
Utah.....	72	66	68	77	84	4.4	3.9	4.1	4.6	5.0
Vermont.....	15	11	11	12	12	5.0	3.6	3.6	4.0	4.0
Virginia.....	180	146	164	154	146	4.5	3.6	4.0	3.8	3.6
Washington.....	126	116	114	148	131	3.7	3.3	3.2	4.2	3.7
West Virginia.....	32	30	31	33	33	4.6	4.2	4.4	4.6	4.7
Wisconsin.....	116	96	98	95	104	4.0	3.3	3.3	3.2	3.5
Wyoming.....	15	10	15	16	16	5.3	3.5	5.3	5.6	5.6

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	4,403	4,060	4,047	4,102	4,087	3.0	2.7	2.6	2.7	2.7
Alabama.....	68	65	76	71	68	3.3	3.1	3.6	3.4	3.2
Alaska.....	16	12	14	13	13	5.0	3.7	4.4	4.0	4.0
Arizona.....	107	107	109	96	97	3.6	3.5	3.5	3.1	3.1
Arkansas.....	45	45	42	45	39	3.4	3.4	3.2	3.4	2.9
California.....	438	376	372	437	381	2.6	2.1	2.1	2.5	2.1
Colorado.....	84	70	70	89	100	3.0	2.4	2.4	3.1	3.4
Connecticut.....	38	36	29	35	42	2.3	2.2	1.7	2.1	2.5
Delaware.....	16	15	16	15	14	3.5	3.2	3.5	3.2	3.0
District of Columbia.....	16	17	18	15	16	2.1	2.2	2.3	1.9	2.1
Florida.....	330	260	280	266	286	3.6	2.7	2.9	2.8	3.0
Georgia.....	172	186	176	174	162	3.7	3.8	3.6	3.6	3.3
Hawaii.....	15	17	16	16	17	2.5	2.8	2.6	2.6	2.7
Idaho.....	28	25	25	25	33	3.5	3.0	3.0	3.0	4.0
Illinois.....	166	178	139	142	147	2.8	2.9	2.3	2.3	2.4
Indiana.....	115	97	93	102	97	3.7	3.0	2.9	3.2	3.0
Iowa.....	43	45	43	50	46	2.8	2.8	2.7	3.2	2.9
Kansas.....	37	44	38	38	40	2.7	3.1	2.7	2.7	2.8
Kentucky.....	71	75	63	65	69	3.7	3.8	3.2	3.3	3.5
Louisiana.....	62	66	68	70	67	3.3	3.4	3.5	3.6	3.4
Maine.....	20	14	16	16	18	3.2	2.2	2.5	2.5	2.8
Maryland.....	66	74	71	73	55	2.5	2.7	2.6	2.7	2.0
Massachusetts.....	91	80	69	74	70	2.5	2.2	1.9	2.0	1.9
Michigan.....	156	112	111	108	118	3.6	2.6	2.5	2.5	2.7
Minnesota.....	78	75	74	74	67	2.7	2.6	2.5	2.5	2.3
Mississippi.....	38	42	44	39	38	3.3	3.6	3.8	3.4	3.3
Missouri.....	91	88	77	77	76	3.2	3.0	2.6	2.6	2.6
Montana.....	18	17	17	18	20	3.6	3.4	3.4	3.6	3.9
Nebraska.....	28	28	27	26	27	2.8	2.7	2.6	2.5	2.6
Nevada.....	43	47	46	46	49	3.0	3.2	3.1	3.1	3.3
New Hampshire.....	19	16	17	17	18	2.8	2.3	2.5	2.5	2.6
New Jersey.....	95	86	82	81	81	2.3	2.0	1.9	1.9	1.9
New Mexico.....	26	26	23	22	26	3.1	3.0	2.7	2.6	3.0
New York.....	184	163	163	155	172	2.0	1.7	1.7	1.6	1.8
North Carolina.....	145	150	156	137	124	3.1	3.1	3.2	2.8	2.6
North Dakota.....	13	12	12	11	12	3.1	2.8	2.8	2.6	2.8
Ohio.....	170	139	144	143	142	3.1	2.5	2.6	2.6	2.6
Oklahoma.....	52	59	55	55	49	3.1	3.5	3.3	3.2	2.9
Oregon.....	59	54	55	57	64	3.1	2.7	2.8	2.9	3.2
Pennsylvania.....	127	125	117	115	126	2.2	2.1	1.9	1.9	2.1
Rhode Island.....	15	12	13	11	12	3.1	2.4	2.6	2.2	2.4
South Carolina.....	78	77	69	71	77	3.6	3.4	3.1	3.2	3.4
South Dakota.....	13	11	13	13	13	2.9	2.4	2.9	2.8	2.8
Tennessee.....	108	118	125	122	107	3.4	3.6	3.8	3.7	3.3
Texas.....	396	355	411	408	420	3.0	2.6	3.0	3.0	3.1
Utah.....	54	49	48	52	65	3.3	2.9	2.9	3.1	3.9
Vermont.....	12	8	7	8	7	4.0	2.7	2.3	2.7	2.3
Virginia.....	136	106	122	108	103	3.4	2.6	3.0	2.6	2.5
Washington.....	86	83	77	99	91	2.5	2.3	2.2	2.8	2.6
West Virginia.....	23	22	23	24	23	3.3	3.1	3.2	3.3	3.3
Wisconsin.....	88	69	68	68	69	3.0	2.3	2.3	2.3	2.3
Wyoming.....	11	7	10	10	11	3.9	2.4	3.5	3.5	3.8

p Preliminary

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

State	Levels (in thousands)					Rates				
	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	1,262	1,329	1,445	1,418	1,468	0.8	0.9	0.9	0.9	1.0
Alabama.....	24	17	21	21	23	1.2	0.8	1.0	1.0	1.1
Alaska.....	5	3	6	9	5	1.6	0.9	1.9	2.8	1.5
Arizona.....	25	34	34	40	23	0.8	1.1	1.1	1.3	0.7
Arkansas.....	15	13	13	17	13	1.1	1.0	1.0	1.3	1.0
California.....	121	147	133	116	174	0.7	0.8	0.8	0.7	1.0
Colorado.....	39	26	34	55	26	1.4	0.9	1.2	1.9	0.9
Connecticut.....	7	9	13	17	13	0.4	0.5	0.8	1.0	0.8
Delaware.....	5	4	7	6	5	1.1	0.9	1.5	1.3	1.1
District of Columbia.....	7	5	7	6	6	0.9	0.7	0.9	0.8	0.8
Florida.....	72	79	71	69	74	0.8	0.8	0.7	0.7	0.8
Georgia.....	55	43	58	53	48	1.2	0.9	1.2	1.1	1.0
Hawaii.....	4	4	6	7	6	0.7	0.7	1.0	1.1	1.0
Idaho.....	7	6	10	11	11	0.9	0.7	1.2	1.3	1.3
Illinois.....	48	61	62	108	71	0.8	1.0	1.0	1.8	1.2
Indiana.....	36	30	42	29	48	1.1	0.9	1.3	0.9	1.5
Iowa.....	15	12	13	13	19	1.0	0.8	0.8	0.8	1.2
Kansas.....	11	13	13	14	17	0.8	0.9	0.9	1.0	1.2
Kentucky.....	28	21	18	21	20	1.5	1.1	0.9	1.1	1.0
Louisiana.....	19	20	21	25	23	1.0	1.0	1.1	1.3	1.2
Maine.....	4	5	6	6	7	0.6	0.8	0.9	0.9	1.1
Maryland.....	27	21	30	24	29	1.0	0.8	1.1	0.9	1.1
Massachusetts.....	22	25	27	24	29	0.6	0.7	0.7	0.6	0.8
Michigan.....	34	38	37	44	44	0.8	0.9	0.8	1.0	1.0
Minnesota.....	22	24	26	20	24	0.8	0.8	0.9	0.7	0.8
Mississippi.....	13	12	14	14	13	1.1	1.0	1.2	1.2	1.1
Missouri.....	23	22	26	17	39	0.8	0.8	0.9	0.6	1.3
Montana.....	5	5	7	8	7	1.0	1.0	1.4	1.6	1.4
Nebraska.....	10	10	11	9	10	1.0	1.0	1.1	0.9	1.0
Nevada.....	13	13	20	20	14	0.9	0.9	1.4	1.4	0.9
New Hampshire.....	5	8	10	10	11	0.7	1.2	1.5	1.4	1.6
New Jersey.....	29	36	34	41	58	0.7	0.8	0.8	1.0	1.4
New Mexico.....	8	9	10	14	8	1.0	1.1	1.2	1.6	0.9
New York.....	52	84	95	68	70	0.6	0.9	1.0	0.7	0.7
North Carolina.....	54	44	45	47	41	1.2	0.9	0.9	1.0	0.8
North Dakota.....	5	5	4	5	5	1.2	1.2	0.9	1.2	1.2
Ohio.....	39	80	64	42	53	0.7	1.5	1.2	0.8	1.0
Oklahoma.....	17	17	19	15	22	1.0	1.0	1.1	0.9	1.3
Oregon.....	18	14	19	26	15	0.9	0.7	1.0	1.3	0.8
Pennsylvania.....	29	35	42	36	44	0.5	0.6	0.7	0.6	0.7
Rhode Island.....	4	4	7	5	6	0.8	0.8	1.4	1.0	1.2
South Carolina.....	36	21	23	21	26	1.7	0.9	1.0	0.9	1.2
South Dakota.....	4	4	4	4	5	0.9	0.9	0.9	0.9	1.1
Tennessee.....	32	34	56	40	34	1.0	1.0	1.7	1.2	1.0
Texas.....	110	111	107	90	107	0.8	0.8	0.8	0.7	0.8
Utah.....	11	14	16	19	15	0.7	0.8	1.0	1.1	0.9
Vermont.....	3	2	3	3	3	1.0	0.7	1.0	1.0	1.0
Virginia.....	32	31	37	38	34	0.8	0.8	0.9	0.9	0.8
Washington.....	27	25	32	37	31	0.8	0.7	0.9	1.0	0.9
West Virginia.....	7	6	7	7	8	1.0	0.8	1.0	1.0	1.1
Wisconsin.....	23	20	25	21	30	0.8	0.7	0.8	0.7	1.0
Wyoming.....	3	3	4	4	4	1.1	1.0	1.4	1.4	1.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	10,353	9,727	9,957	6.4	5.9	6.0
Alabama.....	137	143	144	6.2	6.3	6.4
Alaska.....	29	20	26	8.8	6.1	7.6
Arizona.....	220	198	200	6.7	5.9	6.0
Arkansas.....	80	86	89	5.7	6.1	6.3
California.....	1,116	1,174	1,087	6.1	6.1	5.7
Colorado.....	206	186	199	6.8	6.0	6.4
Connecticut.....	98	95	91	5.6	5.3	5.1
Delaware.....	25	31	29	5.1	6.2	5.8
District of Columbia.....	33	40	43	4.2	5.0	5.3
Florida.....	638	630	589	6.5	6.1	5.7
Georgia.....	399	380	339	7.8	7.2	6.5
Hawaii.....	60	34	39	9.0	5.1	5.8
Idaho.....	61	55	60	7.1	6.2	6.8
Illinois.....	406	369	435	6.4	5.7	6.6
Indiana.....	237	200	183	6.9	5.8	5.4
Iowa.....	113	107	120	6.7	6.3	7.0
Kansas.....	88	86	90	6.0	5.7	5.9
Kentucky.....	155	152	140	7.4	7.1	6.6
Louisiana.....	129	158	166	6.3	7.5	7.8
Maine.....	46	38	43	6.9	5.5	6.3
Maryland.....	200	174	186	6.9	5.9	6.3
Massachusetts.....	254	230	241	6.6	5.8	6.1
Michigan.....	298	267	291	6.5	5.7	6.2
Minnesota.....	213	176	210	6.9	5.6	6.6
Mississippi.....	81	75	79	6.5	6.0	6.4
Missouri.....	217	191	200	7.0	6.0	6.3
Montana.....	46	34	42	8.4	6.3	7.6
Nebraska.....	71	56	66	6.5	5.1	6.0
Nevada.....	102	95	92	6.6	6.0	5.8
New Hampshire.....	62	45	50	8.5	6.1	6.8
New Jersey.....	274	200	236	6.2	4.5	5.2
New Mexico.....	58	61	63	6.4	6.6	6.8
New York.....	559	404	425	5.6	4.0	4.2
North Carolina.....	383	330	339	7.5	6.3	6.5
North Dakota.....	31	24	32	6.7	5.3	6.9
Ohio.....	365	337	361	6.3	5.7	6.1
Oklahoma.....	112	116	118	6.3	6.4	6.5
Oregon.....	140	125	138	6.8	5.9	6.4
Pennsylvania.....	461	411	424	7.3	6.3	6.5
Rhode Island.....	34	30	30	6.4	5.6	5.7
South Carolina.....	172	158	165	7.3	6.5	6.8
South Dakota.....	32	26	29	6.7	5.4	5.9
Tennessee.....	206	239	229	6.0	6.8	6.5
Texas.....	818	811	855	5.8	5.5	5.8
Utah.....	122	99	109	6.9	5.5	6.1
Vermont.....	29	17	23	8.6	5.4	6.9
Virginia.....	282	304	308	6.6	6.8	7.0
Washington.....	185	193	197	5.1	5.1	5.2
West Virginia.....	49	57	63	6.5	7.4	8.2
Wisconsin.....	194	243	222	6.3	7.5	7.0
Wyoming.....	28	16	23	9.1	5.5	7.3

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	4,825	5,568	4,556	3.2	3.6	2.9
Alabama.....	70	90	72	3.4	4.2	3.4
Alaska.....	11	12	11	3.7	3.8	3.6
Arizona.....	109	123	91	3.5	3.9	2.9
Arkansas.....	48	52	44	3.6	3.9	3.3
California.....	482	585	398	2.8	3.3	2.2
Colorado.....	94	103	81	3.3	3.6	2.8
Connecticut.....	43	50	38	2.6	3.0	2.2
Delaware.....	14	20	15	3.0	4.4	3.3
District of Columbia.....	14	22	18	1.9	2.8	2.3
Florida.....	292	356	288	3.2	3.7	3.0
Georgia.....	195	197	175	4.1	4.0	3.6
Hawaii.....	25	22	19	4.1	3.5	2.9
Idaho.....	30	32	25	3.7	3.8	3.0
Illinois.....	217	230	237	3.6	3.7	3.9
Indiana.....	117	144	106	3.7	4.4	3.3
Iowa.....	48	59	53	3.1	3.7	3.4
Kansas.....	42	51	45	3.0	3.6	3.2
Kentucky.....	83	91	70	4.3	4.6	3.5
Louisiana.....	67	84	77	3.5	4.3	3.9
Maine.....	20	23	17	3.2	3.6	2.7
Maryland.....	75	102	82	2.8	3.7	3.0
Massachusetts.....	91	109	83	2.5	2.9	2.2
Michigan.....	160	156	161	3.7	3.5	3.7
Minnesota.....	78	95	95	2.7	3.2	3.2
Mississippi.....	39	49	44	3.4	4.2	3.8
Missouri.....	82	98	111	2.8	3.3	3.8
Montana.....	22	22	21	4.4	4.4	4.1
Nebraska.....	35	36	35	3.5	3.4	3.3
Nevada.....	45	66	42	3.1	4.4	2.8
New Hampshire.....	24	22	22	3.5	3.2	3.2
New Jersey.....	105	117	92	2.5	2.7	2.1
New Mexico.....	20	28	23	2.4	3.3	2.7
New York.....	234	249	208	2.5	2.6	2.2
North Carolina.....	163	187	160	3.5	3.8	3.3
North Dakota.....	16	16	15	3.7	3.8	3.5
Ohio.....	168	208	151	3.1	3.8	2.7
Oklahoma.....	64	72	63	3.8	4.2	3.7
Oregon.....	54	70	57	2.8	3.5	2.8
Pennsylvania.....	178	175	133	3.0	2.9	2.2
Rhode Island.....	14	16	13	2.8	3.1	2.6
South Carolina.....	84	100	84	3.8	4.4	3.7
South Dakota.....	15	18	15	3.4	3.9	3.3
Tennessee.....	116	153	115	3.6	4.6	3.5
Texas.....	512	575	436	3.9	4.2	3.2
Utah.....	50	60	55	3.0	3.5	3.2
Vermont.....	13	9	10	4.3	3.0	3.2
Virginia.....	134	154	132	3.3	3.7	3.2
Washington.....	82	118	93	2.4	3.3	2.6
West Virginia.....	25	32	26	3.6	4.4	3.7
Wisconsin.....	95	97	89	3.3	3.2	3.0
Wyoming.....	12	11	12	4.2	3.8	4.0

p Preliminary

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

State	Levels (in thousands)			Rates		
	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	5,645	5,173	5,565	3.8	3.3	3.6
Alabama.....	87	83	84	4.2	3.9	4.0
Alaska.....	20	26	16	6.5	8.4	5.0
Arizona.....	124	116	110	4.0	3.7	3.5
Arkansas.....	62	58	52	4.7	4.3	3.9
California.....	546	507	556	3.2	2.8	3.1
Colorado.....	125	132	134	4.4	4.6	4.6
Connecticut.....	48	49	59	2.9	2.9	3.5
Delaware.....	21	22	19	4.7	4.7	4.1
District of Columbia.....	24	19	24	3.1	2.5	3.1
Florida.....	402	300	354	4.4	3.1	3.7
Georgia.....	227	191	200	4.8	3.9	4.1
Hawaii.....	15	18	19	2.5	2.8	3.0
Idaho.....	37	38	46	4.6	4.5	5.5
Illinois.....	220	254	233	3.7	4.1	3.8
Indiana.....	136	118	139	4.3	3.7	4.3
Iowa.....	53	64	65	3.4	4.0	4.1
Kansas.....	43	49	53	3.1	3.4	3.7
Kentucky.....	102	81	89	5.3	4.1	4.5
Louisiana.....	83	93	96	4.3	4.7	4.9
Maine.....	23	29	27	3.7	4.5	4.2
Maryland.....	96	91	90	3.5	3.3	3.3
Massachusetts.....	118	96	100	3.3	2.6	2.7
Michigan.....	184	138	166	4.3	3.1	3.8
Minnesota.....	116	100	106	4.0	3.4	3.6
Mississippi.....	51	45	48	4.4	3.8	4.2
Missouri.....	113	84	111	3.9	2.8	3.8
Montana.....	22	30	25	4.4	5.9	5.0
Nebraska.....	36	33	35	3.6	3.1	3.4
Nevada.....	58	66	66	4.1	4.5	4.4
New Hampshire.....	25	32	31	3.7	4.6	4.5
New Jersey.....	129	120	155	3.1	2.8	3.6
New Mexico.....	36	35	37	4.3	4.0	4.3
New York.....	249	196	243	2.7	2.0	2.5
North Carolina.....	203	177	152	4.3	3.6	3.1
North Dakota.....	18	17	18	4.3	3.9	4.2
Ohio.....	199	174	185	3.7	3.1	3.3
Oklahoma.....	70	69	71	4.2	4.0	4.2
Oregon.....	79	86	82	4.1	4.3	4.1
Pennsylvania.....	162	153	195	2.7	2.5	3.2
Rhode Island.....	22	18	20	4.4	3.5	4.0
South Carolina.....	107	87	100	4.9	3.9	4.4
South Dakota.....	15	17	17	3.5	3.8	3.8
Tennessee.....	138	141	137	4.3	4.3	4.1
Texas.....	483	443	502	3.7	3.2	3.6
Utah.....	68	67	79	4.1	4.0	4.7
Vermont.....	13	12	11	4.4	4.0	3.5
Virginia.....	172	133	140	4.3	3.2	3.4
Washington.....	112	128	122	3.2	3.6	3.4
West Virginia.....	31	33	34	4.5	4.6	4.7
Wisconsin.....	109	85	98	3.8	2.9	3.3
Wyoming.....	12	20	13	4.2	6.9	4.7

p Preliminary



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

State	Levels (in thousands)			Rates		
	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	3,826	3,501	3,530	2.5	2.3	2.3
Alabama.....	55	61	54	2.7	2.9	2.6
Alaska.....	13	14	10	4.3	4.5	3.3
Arizona.....	93	77	81	3.0	2.4	2.6
Arkansas.....	39	39	34	3.0	2.9	2.5
California.....	380	377	326	2.2	2.1	1.8
Colorado.....	73	73	92	2.6	2.5	3.2
Connecticut.....	32	30	37	2.0	1.8	2.2
Delaware.....	14	15	12	3.1	3.2	2.7
District of Columbia.....	14	13	15	1.8	1.6	1.9
Florida.....	315	225	274	3.4	2.3	2.8
Georgia.....	157	138	140	3.3	2.8	2.9
Hawaii.....	10	11	12	1.7	1.8	2.0
Idaho.....	24	21	30	3.0	2.6	3.6
Illinois.....	145	121	132	2.4	2.0	2.1
Indiana.....	92	88	80	2.9	2.7	2.5
Iowa.....	31	43	37	2.0	2.7	2.3
Kansas.....	29	33	31	2.1	2.3	2.2
Kentucky.....	65	56	62	3.3	2.8	3.1
Louisiana.....	57	66	62	3.0	3.4	3.2
Maine.....	16	17	15	2.6	2.6	2.4
Maryland.....	60	65	48	2.2	2.3	1.8
Massachusetts.....	82	66	56	2.3	1.7	1.5
Michigan.....	128	89	102	3.0	2.0	2.3
Minnesota.....	74	68	63	2.6	2.3	2.1
Mississippi.....	35	31	33	3.0	2.7	2.8
Missouri.....	79	63	62	2.7	2.1	2.1
Montana.....	14	18	17	2.7	3.5	3.3
Nebraska.....	22	21	21	2.1	2.0	2.0
Nevada.....	38	40	46	2.7	2.7	3.1
New Hampshire.....	16	15	15	2.3	2.1	2.1
New Jersey.....	77	69	63	1.9	1.6	1.5
New Mexico.....	22	18	25	2.7	2.1	2.9
New York.....	163	126	154	1.7	1.3	1.6
North Carolina.....	133	122	103	2.8	2.5	2.1
North Dakota.....	10	10	10	2.4	2.3	2.3
Ohio.....	134	117	113	2.5	2.1	2.0
Oklahoma.....	48	50	43	2.9	2.9	2.5
Oregon.....	51	50	59	2.7	2.5	2.9
Pennsylvania.....	109	95	108	1.9	1.6	1.8
Rhode Island.....	14	10	11	2.8	2.0	2.2
South Carolina.....	66	65	66	3.0	2.9	2.9
South Dakota.....	9	12	10	2.1	2.6	2.3
Tennessee.....	98	102	94	3.1	3.1	2.9
Texas.....	339	353	357	2.6	2.6	2.6
Utah.....	48	42	58	2.9	2.5	3.4
Vermont.....	9	7	6	2.9	2.2	1.8
Virginia.....	119	90	86	3.0	2.2	2.1
Washington.....	67	78	75	2.0	2.2	2.1
West Virginia.....	21	23	21	3.1	3.2	3.0
Wisconsin.....	77	59	60	2.7	2.0	2.0
Wyoming.....	8	12	8	2.7	4.1	2.9

p Preliminary

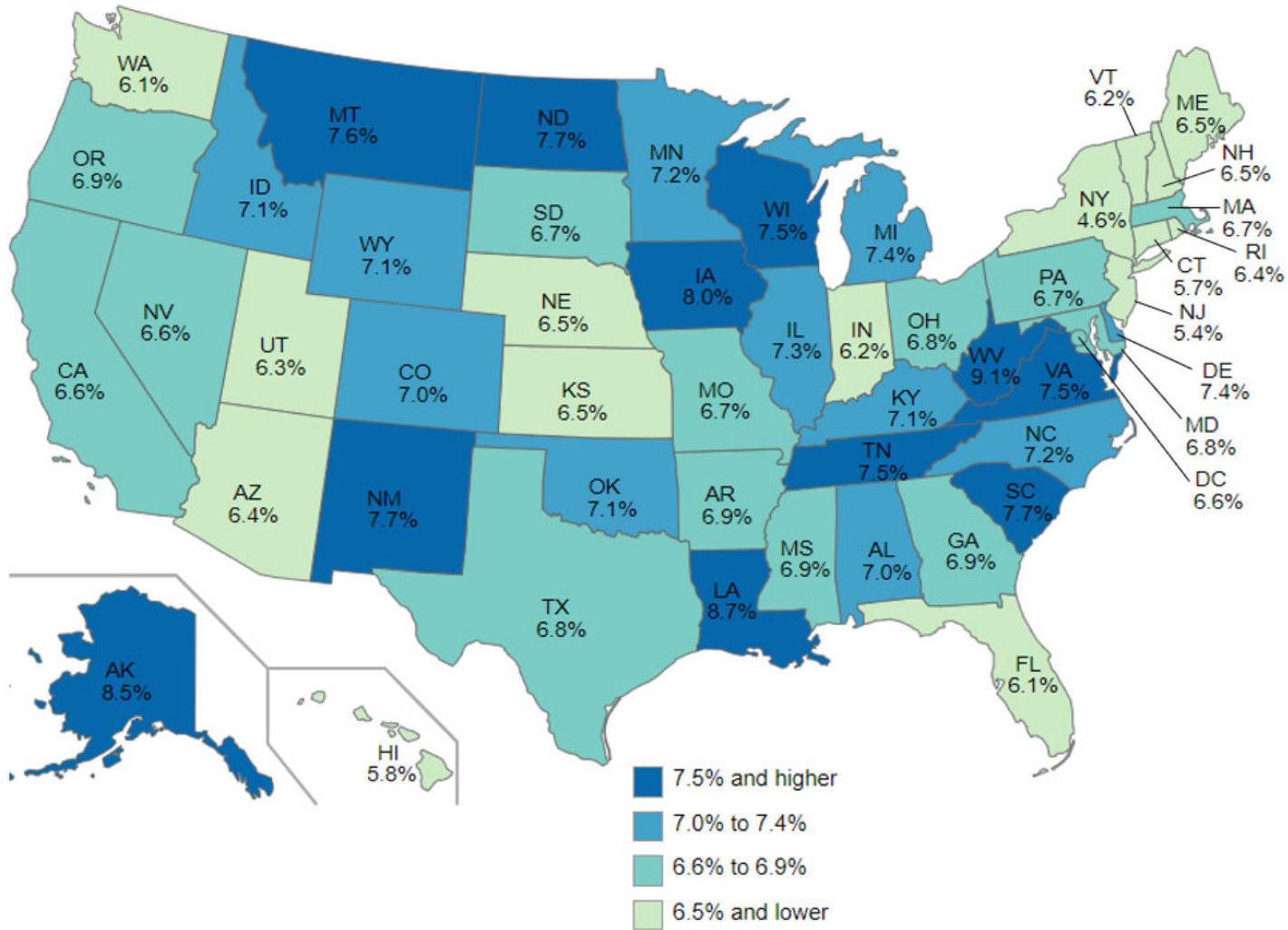
**Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted**

State	Levels (in thousands)			Rates		
	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>	Dec. 2021	Nov. 2022	Dec. 2022 <sup>p</sup>
TOTAL U.S.....	1,441	1,420	1,700	1.0	0.9	1.1
Alabama.....	24	19	26	1.2	0.9	1.2
Alaska.....	5	11	4	1.6	3.4	1.3
Arizona.....	24	33	22	0.8	1.0	0.7
Arkansas.....	18	17	15	1.3	1.2	1.2
California.....	128	100	195	0.7	0.6	1.1
Colorado.....	43	51	29	1.5	1.8	1.0
Connecticut.....	11	17	18	0.7	1.0	1.0
Delaware.....	6	6	6	1.3	1.3	1.3
District of Columbia.....	7	5	7	1.0	0.7	0.9
Florida.....	66	63	65	0.7	0.7	0.7
Georgia.....	62	44	50	1.3	0.9	1.0
Hawaii.....	3	5	5	0.6	0.9	0.8
Idaho.....	8	13	13	1.0	1.6	1.5
Illinois.....	63	128	91	1.1	2.1	1.5
Indiana.....	35	28	53	1.1	0.9	1.6
Iowa.....	18	14	23	1.2	0.9	1.5
Kansas.....	11	14	18	0.8	1.0	1.3
Kentucky.....	31	22	23	1.6	1.1	1.2
Louisiana.....	21	24	26	1.1	1.2	1.3
Maine.....	5	10	8	0.8	1.6	1.3
Maryland.....	30	23	36	1.1	0.8	1.3
Massachusetts.....	28	26	37	0.8	0.7	1.0
Michigan.....	44	45	57	1.0	1.0	1.3
Minnesota.....	33	28	36	1.2	0.9	1.2
Mississippi.....	12	12	13	1.1	1.0	1.1
Missouri.....	24	18	42	0.8	0.6	1.4
Montana.....	6	10	7	1.1	2.0	1.3
Nebraska.....	12	9	13	1.2	0.9	1.2
Nevada.....	14	22	16	1.0	1.5	1.1
New Hampshire.....	6	15	14	0.9	2.2	2.0
New Jersey.....	43	46	85	1.0	1.1	2.0
New Mexico.....	9	14	9	1.0	1.6	1.0
New York.....	67	64	74	0.7	0.7	0.8
North Carolina.....	56	44	43	1.2	0.9	0.9
North Dakota.....	7	6	7	1.6	1.4	1.7
Ohio.....	52	47	60	1.0	0.8	1.1
Oklahoma.....	17	15	24	1.0	0.9	1.4
Oregon.....	21	27	17	1.1	1.3	0.8
Pennsylvania.....	38	46	62	0.6	0.8	1.0
Rhode Island.....	6	6	7	1.3	1.2	1.5
South Carolina.....	36	19	29	1.6	0.8	1.3
South Dakota.....	5	5	6	1.1	1.0	1.3
Tennessee.....	32	34	33	1.0	1.0	1.0
Texas.....	125	78	129	1.0	0.6	0.9
Utah.....	13	20	16	0.8	1.2	0.9
Vermont.....	4	4	4	1.3	1.5	1.2
Virginia.....	41	36	45	1.0	0.9	1.1
Washington.....	32	40	37	0.9	1.1	1.0
West Virginia.....	8	8	10	1.1	1.1	1.4
Wisconsin.....	26	22	34	0.9	0.7	1.1
Wyoming.....	3	7	4	1.1	2.3	1.4

p Preliminary

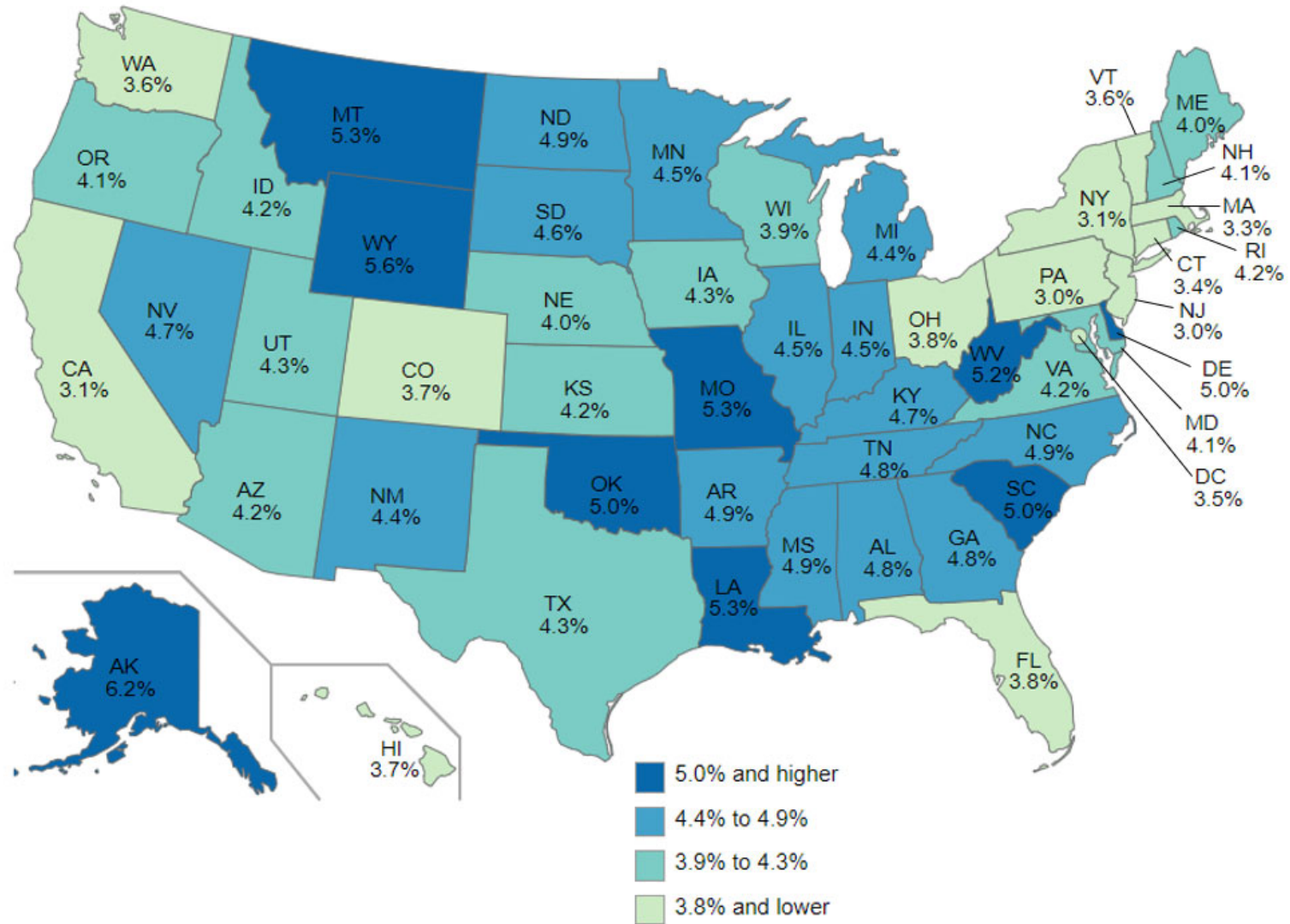
**Map 1. Job openings rates by state, seasonally adjusted, December 2022**

Total U.S. job openings rate = 6.7%



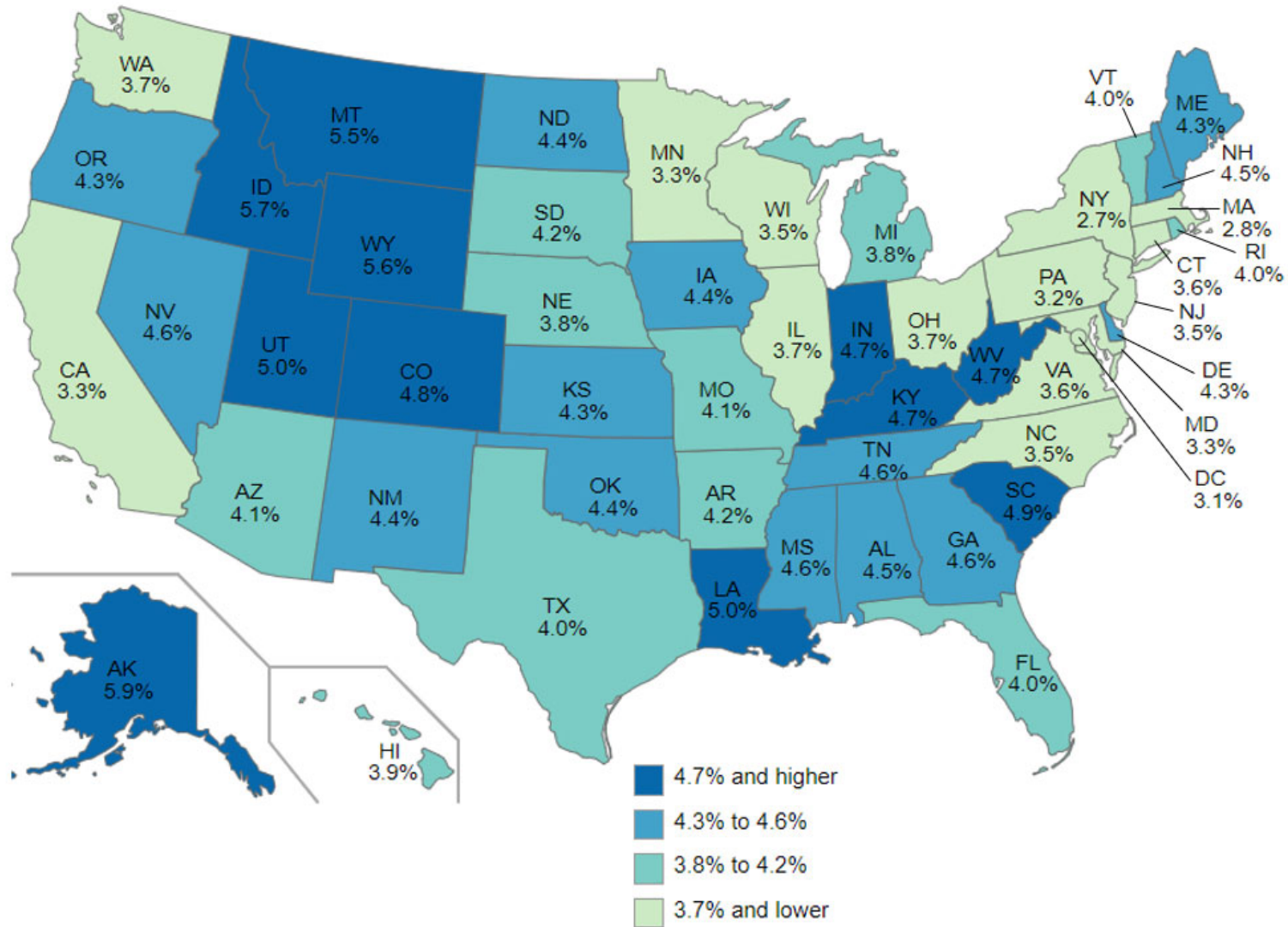
## Map 2. Hires rates by state, seasonally adjusted, December 2022

Total U.S. hires rate = 4.0%



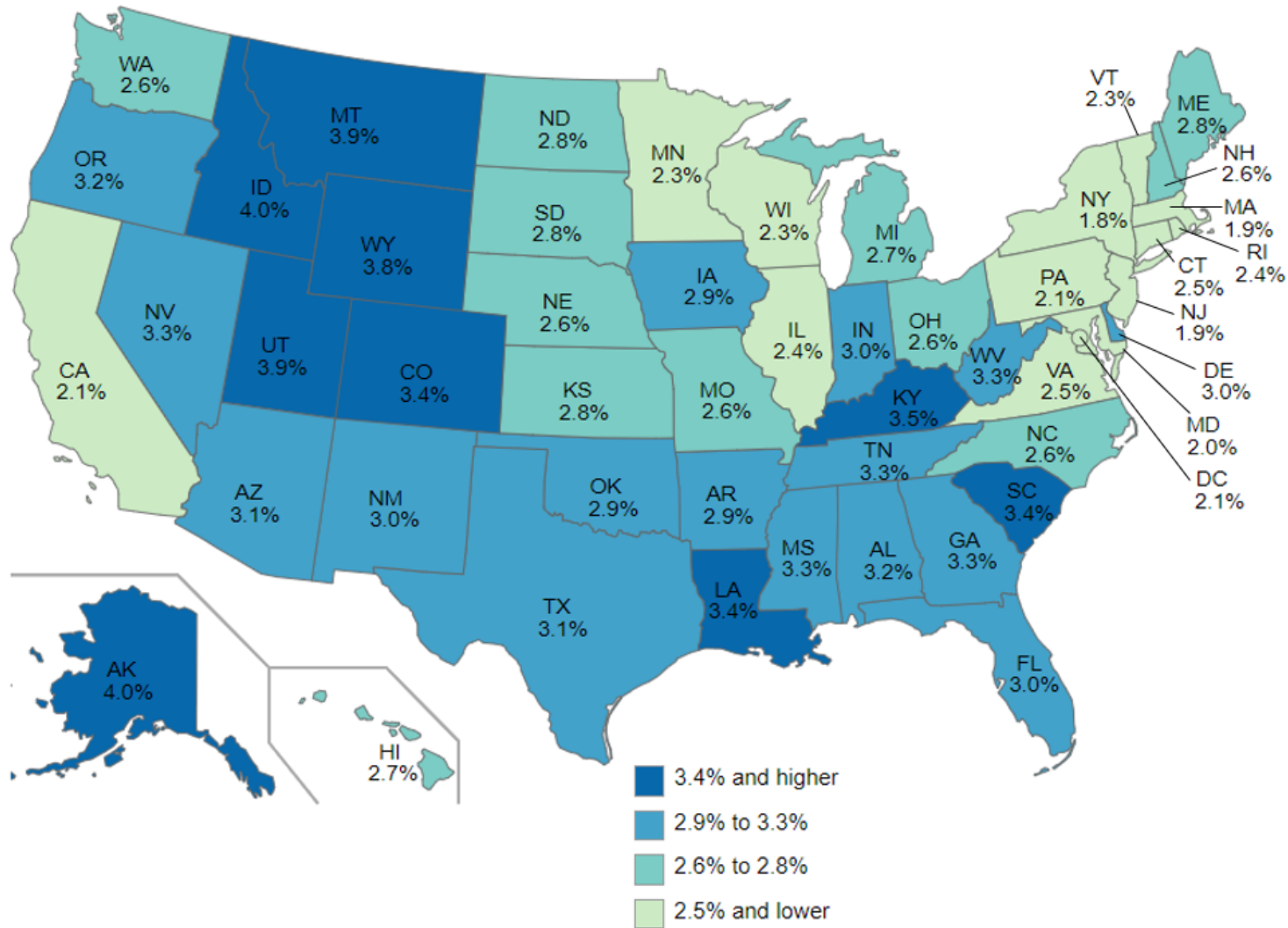
**Map 3. Total separations rates by state, seasonally adjusted, December 2022**

Total U.S. total separations rate = 3.8%



### Map 4. Quits rates by state, seasonally adjusted, December 2022

Total U.S. quits rate = 2.7%



### Map 5. Layoffs and discharges rates by state, seasonally adjusted, December 2022

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

