

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



For release 10:00 a.m. (ET) Tuesday, December 2, 2025

USDL-25-1527

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STATE JOB OPENINGS AND LABOR TURNOVER – AUGUST 2025

Job openings rates increased in 2 states in August, the U.S. Bureau of Labor Statistics reported today. Over the month, hires rates decreased in 1 state. Total separations rates decreased in 6 states and increased in 2 states. Nationally, the job openings, hires, and total separations rates showed little or no change in August.

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

Job Openings

Job openings rates increased in 2 states and were little changed in 48 states and the District of Columbia in August. The increases in job openings rates occurred in Florida and Illinois (+0.6 percentage point each). Over the month, the national job openings rate was unchanged. (See table 1.)

The **number of job openings** increased in 2 states, decreased in 1 state, and changed little in 47 states and the District of Columbia in August. The increases in the job openings level occurred in Florida (+71,000) and in Illinois (+39,000). The decrease occurred in Pennsylvania (-37,000). Nationally, the number of job openings was unchanged. (See table 1.)

Hires

In August, **hires rates** decreased in 1 state and were little changed in 49 states and the District of Columbia. The decrease occurred in Texas (-0.5 percentage point). The national hires rate was little changed over the month. (See table 2.)

The **number of hires** decreased in 1 state and was little changed in 49 states and the District of Columbia in August. The decrease in the hires level occurred in Texas (-80,000). Nationally, the number of hires changed little over the month. (See table 2.)

Total Separations

In August, **total separations rates** decreased in 6 states, increased in 2 states, and were little changed in 42 states and the District of Columbia. The largest decreases in total separations rates occurred in Delaware (-1.3 percentage points), Idaho (-1.2 points), and Iowa (-0.7 point). The increases occurred in

Connecticut (+1.0 point) and in New York (+0.5 point). Over the month, the national total separations rate changed little. (See table 3.)

The **number of total separations** decreased in 6 states, increased in 2 states, and changed little in 42 states and the District of Columbia in August. The largest decreases in the total separations level occurred in Texas (-84,000), New Jersey (-25,000), and Indiana (-19,000). The increases occurred in New York (+44,000) and in Connecticut (+18,000). Nationally, the number of total separations changed little over the month. (See table 3.)

Quits

In August, **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 quits rates occurred in Idaho (-1.4 percentage points), Colorado (-0.6 point), and Indiana (-0.5 point). The increase occurred in California (+0.3 point). Over the month, the national quits rate was little changed. (See table 4.)

The **number of quits** decreased in 6 states, increased in 1 state, and was little changed in 43 states and the District of Columbia in August. The largest decreases in the quits level occurred in Texas (-59,000), New York (-27,000), and Pennsylvania (-26,000). The increase occurred in California (+49,000). Nationally, the number of quits changed little over the month. (See table 4.)

Layoffs and Discharges

In August, **layoffs and discharges rates** decreased in 3 states, increased in 2 states, and were little changed in 45 states and the District of Columbia. The decreases occurred in Delaware (-1.0 percentage point) as well as in California and New Jersey (-0.4 point each). The increases occurred in Connecticut and New York (+0.6 point each). Over the month, the national layoffs and discharges rate was unchanged. (See table 5.)

The **number of layoffs and discharges** decreased in 4 states, increased in 2 states, and changed little in 44 states and the District of Columbia in August. The largest decreases in the layoffs and discharges level occurred in California (-73,000), Florida (-27,000), and Tennessee (-16,000). The increases occurred in New York (+61,000) and in Connecticut (+10,000). Nationally, the number of layoffs and discharges changed little over the month. (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#.

Upcoming Change to the JOLTS State Estimates

The State Job Openings and Labor Turnover news release will move from a monthly news release to an annual news release. The last monthly news release will occur with the December 2025 data published in February 2026. The first annual news release will be in July 2026. Going forward, monthly estimates for the prior calendar year will be published each year along with the annual news release. The annual news release will incorporate benchmark revisions to JOLTS national estimates, updated Current Employment Statistics (CES) employment estimates, and updated Quarterly Census of Employment and Wages (QCEW) data.

Federal Government Shutdown

The release of data for the August 2025 State Job Openings and Labor Turnover was delayed by more than 5 weeks because of the lapse in federal appropriations. While BLS completed data collection prior to the lapse, BLS could not complete data processing and review until appropriations resumed.

Subsequent State JOLTS data releases will also be delayed. Revised release dates will be posted at www.bls.gov/bls/2025-lapse-revised-release-dates.htm as they become available.

Technical Note

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

Definitions

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

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

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

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

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

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

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

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

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

State Estimation Method

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reliability of the estimates

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

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

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

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

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

Other information

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

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

State	Levels (in thousands)						Rates					
	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P
TOTAL U.S.....	7,649	7,712	7,357	7,208	7,227	19	4.6	4.6	4.4	4.3	4.3	0.0
Alabama.....	121	123	113	110	105	-5	5.2	5.3	4.9	4.7	4.5	-0.2
Alaska.....	21	15	17	18	18	0	5.9	4.3	4.8	5.1	5.0	-0.1
Arizona.....	160	142	143	158	137	-21	4.7	4.2	4.2	4.6	4.0	-0.6
Arkansas.....	79	78	70	70	68	-2	5.5	5.4	4.8	4.8	4.7	-0.1
California.....	627	629	677	731	708	-23	3.4	3.4	3.6	3.9	3.8	-0.1
Colorado.....	157	129	125	123	130	7	5.0	4.1	4.0	4.0	4.2	0.2
Connecticut.....	79	77	75	69	67	-2	4.4	4.3	4.2	3.9	3.7	-0.2
Delaware.....	26	25	23	23	24	1	5.0	4.8	4.5	4.5	4.6	0.1
District of Columbia.....	34	34	32	27	31	4	4.2	4.2	4.0	3.4	3.9	0.5
Florida.....	468	484	467	392	463	71	4.5	4.6	4.4	3.8	4.4	0.6
Georgia.....	277	328	281	285	286	1	5.3	6.2	5.3	5.4	5.4	0.0
Hawaii.....	26	27	25	26	26	0	3.9	4.0	3.7	3.8	3.8	0.0
Idaho.....	41	41	41	43	41	-2	4.5	4.4	4.4	4.7	4.4	-0.3
Illinois.....	298	298	281	279	318	39	4.6	4.6	4.4	4.3	4.9	0.6
Indiana.....	146	142	143	137	147	10	4.3	4.1	4.2	4.0	4.3	0.3
Iowa.....	76	70	71	74	73	-1	4.5	4.2	4.3	4.4	4.4	0.0
Kansas.....	74	73	69	69	67	-2	4.8	4.8	4.5	4.5	4.4	-0.1
Kentucky.....	138	117	99	104	98	-6	6.3	5.4	4.6	4.8	4.5	-0.3
Louisiana.....	105	111	100	105	98	-7	5.0	5.3	4.8	5.0	4.7	-0.3
Maine.....	34	39	39	33	32	-1	4.9	5.6	5.6	4.8	4.6	-0.2
Maryland.....	163	142	136	142	126	-16	5.4	4.7	4.6	4.7	4.2	-0.5
Massachusetts.....	182	193	186	166	155	-11	4.7	4.9	4.8	4.3	4.0	-0.3
Michigan.....	213	226	243	252	252	0	4.5	4.8	5.1	5.3	5.3	0.0
Minnesota.....	178	182	163	157	160	3	5.6	5.6	5.1	4.9	5.0	0.1
Mississippi.....	63	68	61	60	60	0	5.0	5.4	4.8	4.8	4.7	-0.1
Missouri.....	169	151	150	145	147	2	5.4	4.8	4.7	4.6	4.6	0.0
Montana.....	28	28	28	27	28	1	5.0	5.0	5.0	4.8	5.0	0.2
Nebraska.....	48	47	48	46	46	0	4.3	4.2	4.3	4.1	4.1	0.0
Nevada.....	67	69	62	65	64	-1	4.1	4.2	3.8	4.0	3.9	-0.1
New Hampshire.....	35	38	37	33	33	0	4.7	5.1	5.0	4.4	4.5	0.1
New Jersey.....	200	212	205	214	198	-16	4.4	4.6	4.5	4.7	4.3	-0.4
New Mexico.....	51	48	49	48	50	2	5.4	5.0	5.1	5.0	5.2	0.2
New York.....	482	588	530	454	456	2	4.7	5.6	5.0	4.3	4.4	0.1
North Carolina.....	260	285	281	261	271	10	4.9	5.3	5.2	4.9	5.0	0.1
North Dakota.....	23	22	23	23	23	0	4.9	4.7	4.9	4.9	4.9	0.0
Ohio.....	286	289	281	260	255	-5	4.8	4.8	4.7	4.3	4.3	0.0
Oklahoma.....	109	110	98	105	100	-5	5.8	5.8	5.2	5.5	5.3	-0.2
Oregon.....	97	87	85	84	83	-1	4.6	4.1	4.1	4.0	4.0	0.0
Pennsylvania.....	295	272	245	262	225	-37	4.6	4.2	3.8	4.0	3.5	-0.5
Rhode Island.....	28	28	27	26	24	-2	5.2	5.2	5.0	4.8	4.5	-0.3
South Carolina.....	151	144	139	126	129	3	6.0	5.6	5.4	4.9	5.0	0.1
South Dakota.....	22	23	21	22	21	-1	4.5	4.7	4.3	4.5	4.3	-0.2
Tennessee.....	170	165	170	145	144	-1	4.8	4.6	4.8	4.1	4.1	0.0
Texas.....	631	650	560	566	600	34	4.3	4.3	3.8	3.8	4.0	0.2
Utah.....	78	68	74	75	74	-1	4.3	3.7	4.0	4.1	4.0	-0.1
Vermont.....	16	18	16	15	15	0	4.9	5.4	4.8	4.6	4.6	0.0
Virginia.....	271	238	217	221	222	1	6.0	5.3	4.8	4.9	4.9	0.0
Washington.....	138	136	137	139	133	-6	3.7	3.6	3.6	3.6	3.5	-0.1
West Virginia.....	47	47	43	41	42	1	6.2	6.1	5.6	5.4	5.5	0.1
Wisconsin.....	145	142	137	140	138	-2	4.5	4.4	4.3	4.4	4.3	-0.1
Wyoming.....	15	14	14	15	14	-1	4.8	4.5	4.5	4.8	4.5	-0.3

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

State	Levels (in thousands)						Rates					
	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P
TOTAL U.S.....	5,230	5,465	5,267	5,240	5,126	-114	3.3	3.4	3.3	3.3	3.2	-0.1
Alabama.....	79	73	73	74	73	-1	3.6	3.3	3.3	3.3	3.3	0.0
Alaska.....	17	20	17	15	17	2	5.1	5.9	5.0	4.4	5.0	0.6
Arizona.....	99	146	120	121	104	-17	3.1	4.5	3.7	3.7	3.2	-0.5
Arkansas.....	47	48	53	47	46	-1	3.4	3.5	3.8	3.4	3.3	-0.1
California.....	505	531	564	565	567	2	2.8	2.9	3.1	3.1	3.1	0.0
Colorado.....	107	130	96	111	105	-6	3.6	4.4	3.2	3.7	3.5	-0.2
Connecticut.....	54	65	51	50	48	-2	3.2	3.8	3.0	2.9	2.8	-0.1
Delaware.....	19	17	18	18	18	0	3.9	3.4	3.7	3.7	3.6	-0.1
District of Columbia.....	19	18	17	13	16	3	2.5	2.3	2.2	1.7	2.1	0.4
Florida.....	407	354	367	361	340	-21	4.1	3.5	3.6	3.6	3.4	-0.2
Georgia.....	187	164	144	173	161	-12	3.8	3.3	2.9	3.5	3.2	-0.3
Hawaii.....	19	27	21	21	20	-1	3.0	4.1	3.2	3.2	3.1	-0.1
Idaho.....	36	49	35	39	35	-4	4.1	5.6	4.0	4.4	4.0	-0.4
Illinois.....	181	206	199	199	199	0	2.9	3.3	3.2	3.2	3.2	0.0
Indiana.....	109	125	124	130	122	-8	3.3	3.8	3.8	4.0	3.7	-0.3
Iowa.....	44	55	51	50	51	1	2.8	3.5	3.2	3.1	3.2	0.1
Kansas.....	46	48	46	45	45	0	3.1	3.3	3.1	3.1	3.1	0.0
Kentucky.....	74	81	75	72	73	1	3.6	3.9	3.6	3.5	3.5	0.0
Louisiana.....	72	72	67	74	76	2	3.6	3.6	3.3	3.7	3.8	0.1
Maine.....	26	25	24	23	24	1	3.9	3.8	3.7	3.5	3.7	0.2
Maryland.....	99	85	88	89	85	-4	3.5	3.0	3.1	3.1	3.0	-0.1
Massachusetts.....	133	99	97	86	98	12	3.6	2.7	2.6	2.3	2.6	0.3
Michigan.....	163	173	157	179	166	-13	3.6	3.8	3.5	4.0	3.7	-0.3
Minnesota.....	84	97	85	85	89	4	2.8	3.2	2.8	2.8	2.9	0.1
Mississippi.....	41	42	41	42	40	-2	3.4	3.5	3.4	3.5	3.3	-0.2
Missouri.....	91	90	88	87	95	8	3.0	3.0	2.9	2.9	3.1	0.2
Montana.....	23	28	27	24	24	0	4.4	5.3	5.1	4.5	4.5	0.0
Nebraska.....	30	33	30	33	32	-1	2.8	3.1	2.8	3.1	3.0	-0.1
Nevada.....	58	65	65	56	54	-2	3.7	4.1	4.1	3.6	3.4	-0.2
New Hampshire.....	26	27	25	24	24	0	3.7	3.8	3.5	3.4	3.4	0.0
New Jersey.....	123	153	163	141	148	7	2.8	3.5	3.7	3.2	3.4	0.2
New Mexico.....	27	38	36	31	31	0	3.0	4.2	4.0	3.4	3.4	0.0
New York.....	284	301	298	288	291	3	2.9	3.0	3.0	2.9	2.9	0.0
North Carolina.....	163	162	157	179	187	8	3.3	3.2	3.1	3.5	3.7	0.2
North Dakota.....	14	19	16	16	16	0	3.1	4.2	3.5	3.6	3.6	0.0
Ohio.....	185	215	193	196	187	-9	3.3	3.8	3.4	3.4	3.3	-0.1
Oklahoma.....	73	63	61	63	61	-2	4.1	3.5	3.4	3.5	3.4	-0.1
Oregon.....	61	92	73	64	71	7	3.1	4.6	3.6	3.2	3.5	0.3
Pennsylvania.....	189	192	166	152	152	0	3.1	3.1	2.7	2.4	2.4	0.0
Rhode Island.....	21	25	20	19	21	2	4.1	4.8	3.9	3.7	4.1	0.4
South Carolina.....	97	98	94	95	103	8	4.1	4.1	3.9	3.9	4.2	0.3
South Dakota.....	14	16	15	16	15	-1	3.0	3.4	3.2	3.4	3.2	-0.2
Tennessee.....	130	119	128	130	131	1	3.9	3.5	3.8	3.8	3.8	0.0
Texas.....	495	443	518	492	412	-80	3.5	3.1	3.6	3.4	2.9	-0.5
Utah.....	64	78	65	64	59	-5	3.7	4.4	3.7	3.6	3.3	-0.3
Vermont.....	12	14	11	11	11	0	3.8	4.5	3.5	3.5	3.5	0.0
Virginia.....	148	188	143	142	144	2	3.5	4.4	3.3	3.3	3.4	0.1
Washington.....	108	120	110	101	102	1	3.0	3.3	3.0	2.8	2.8	0.0
West Virginia.....	29	29	28	28	28	0	4.1	4.0	3.9	3.9	3.9	0.0
Wisconsin.....	87	92	92	92	95	3	2.9	3.0	3.0	3.0	3.1	0.1
Wyoming.....	12	17	14	14	13	-1	4.1	5.7	4.7	4.7	4.4	-0.3

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

State	Levels (in thousands)						Rates					
	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P
TOTAL U.S.....	5,170	5,213	5,341	5,221	5,111	-110	3.3	3.3	3.3	3.3	3.2	-0.1
Alabama.....	67	77	65	65	67	2	3.1	3.5	2.9	2.9	3.0	0.1
Alaska.....	15	18	19	17	15	-2	4.5	5.3	5.6	5.0	4.4	-0.6
Arizona.....	101	133	126	115	116	1	3.1	4.1	3.9	3.5	3.6	0.1
Arkansas.....	46	45	44	41	42	1	3.4	3.3	3.2	3.0	3.0	0.0
California.....	536	537	652	560	524	-36	3.0	3.0	3.6	3.1	2.9	-0.2
Colorado.....	108	118	107	107	102	-5	3.6	4.0	3.6	3.6	3.4	-0.2
Connecticut.....	51	48	64	53	71	18	3.0	2.8	3.7	3.1	4.1	1.0
Delaware.....	17	18	16	22	16	-6	3.5	3.6	3.2	4.5	3.2	-1.3
District of Columbia.....	22	19	17	18	19	1	2.9	2.5	2.2	2.4	2.5	0.1
Florida.....	354	348	319	335	322	-13	3.6	3.5	3.2	3.3	3.2	-0.1
Georgia.....	182	167	131	147	151	4	3.7	3.3	2.6	2.9	3.0	0.1
Hawaii.....	18	21	23	20	19	-1	2.8	3.2	3.5	3.1	2.9	-0.2
Idaho.....	35	37	39	47	36	-11	4.0	4.2	4.4	5.3	4.1	-1.2
Illinois.....	217	200	189	200	214	14	3.5	3.2	3.1	3.2	3.5	0.3
Indiana.....	112	136	140	125	106	-19	3.4	4.1	4.3	3.8	3.2	-0.6
Iowa.....	51	51	57	60	50	-10	3.2	3.2	3.6	3.8	3.1	-0.7
Kansas.....	50	46	50	46	46	0	3.4	3.1	3.4	3.2	3.2	0.0
Kentucky.....	64	72	69	69	69	0	3.1	3.5	3.4	3.4	3.3	-0.1
Louisiana.....	62	69	66	66	61	-5	3.1	3.4	3.3	3.3	3.0	-0.3
Maine.....	24	25	26	24	25	1	3.6	3.8	4.0	3.7	3.8	0.1
Maryland.....	87	82	77	90	84	-6	3.1	2.9	2.7	3.2	3.0	-0.2
Massachusetts.....	98	108	111	100	102	2	2.6	2.9	3.0	2.7	2.7	0.0
Michigan.....	175	159	174	154	164	10	3.9	3.5	3.8	3.4	3.6	0.2
Minnesota.....	98	89	102	101	96	-5	3.3	2.9	3.3	3.3	3.1	-0.2
Mississippi.....	38	39	46	36	38	2	3.2	3.2	3.8	3.0	3.2	0.2
Missouri.....	102	95	100	90	97	7	3.4	3.2	3.3	3.0	3.2	0.2
Montana.....	21	25	25	26	26	0	4.0	4.7	4.7	4.9	4.9	0.0
Nebraska.....	38	36	37	34	34	0	3.6	3.4	3.5	3.2	3.2	0.0
Nevada.....	59	60	64	60	66	6	3.8	3.8	4.1	3.8	4.2	0.4
New Hampshire.....	22	23	25	28	29	1	3.1	3.2	3.5	4.0	4.1	0.1
New Jersey.....	117	127	141	136	111	-25	2.7	2.9	3.2	3.1	2.5	-0.6
New Mexico.....	27	31	32	33	33	0	3.0	3.4	3.5	3.6	3.6	0.0
New York.....	277	279	279	305	349	44	2.8	2.8	2.8	3.0	3.5	0.5
North Carolina.....	130	151	174	189	206	17	2.6	3.0	3.4	3.7	4.0	0.3
North Dakota.....	18	17	19	18	18	0	4.0	3.8	4.2	4.0	4.0	0.0
Ohio.....	201	207	232	179	185	6	3.6	3.6	4.1	3.1	3.2	0.1
Oklahoma.....	64	63	59	58	55	-3	3.6	3.5	3.3	3.2	3.1	-0.1
Oregon.....	64	68	71	71	81	10	3.2	3.4	3.5	3.5	4.0	0.5
Pennsylvania.....	208	185	157	163	141	-22	3.4	3.0	2.5	2.6	2.3	-0.3
Rhode Island.....	21	19	23	20	22	2	4.1	3.7	4.5	3.9	4.3	0.4
South Carolina.....	95	88	86	86	82	-4	4.0	3.6	3.6	3.5	3.4	-0.1
South Dakota.....	17	17	19	17	17	0	3.6	3.6	4.0	3.6	3.6	0.0
Tennessee.....	127	109	134	125	112	-13	3.8	3.2	3.9	3.7	3.3	-0.4
Texas.....	487	474	479	524	440	-84	3.4	3.3	3.3	3.7	3.1	-0.6
Utah.....	65	70	72	67	66	-1	3.7	3.9	4.1	3.8	3.7	-0.1
Vermont.....	11	12	12	11	13	2	3.5	3.8	3.8	3.5	4.1	0.6
Virginia.....	131	152	126	137	137	0	3.1	3.6	3.0	3.2	3.2	0.0
Washington.....	109	108	104	101	99	-2	3.0	2.9	2.8	2.8	2.7	-0.1
West Virginia.....	24	26	25	24	24	0	3.4	3.6	3.5	3.3	3.3	0.0
Wisconsin.....	94	96	100	90	98	8	3.1	3.1	3.3	2.9	3.2	0.3
Wyoming.....	11	12	14	15	15	0	3.7	4.0	4.7	5.0	5.0	0.0

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

State	Levels (in thousands)						Rates					
	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P
TOTAL U.S.....	3,177	3,270	3,209	3,166	3,091	-75	2.0	2.0	2.0	2.0	1.9	-0.1
Alabama.....	42	54	40	43	44	1	1.9	2.4	1.8	1.9	2.0	0.1
Alaska.....	10	11	11	10	9	-1	3.0	3.3	3.3	3.0	2.7	-0.3
Arizona.....	66	81	81	71	66	-5	2.1	2.5	2.5	2.2	2.0	-0.2
Arkansas.....	25	30	23	25	25	0	1.8	2.2	1.7	1.8	1.8	0.0
California.....	324	314	353	324	373	49	1.8	1.7	2.0	1.8	2.1	0.3
Colorado.....	70	68	64	72	54	-18	2.4	2.3	2.1	2.4	1.8	-0.6
Connecticut.....	30	26	39	23	25	2	1.8	1.5	2.3	1.3	1.5	0.2
Delaware.....	11	13	10	12	11	-1	2.2	2.6	2.0	2.4	2.2	-0.2
District of Columbia.....	13	12	10	10	12	2	1.7	1.6	1.3	1.3	1.6	0.3
Florida.....	258	243	204	208	221	13	2.6	2.4	2.0	2.1	2.2	0.1
Georgia.....	107	115	76	90	98	8	2.2	2.3	1.5	1.8	2.0	0.2
Hawaii.....	11	13	14	13	12	-1	1.7	2.0	2.2	2.0	1.8	-0.2
Idaho.....	23	22	22	33	20	-13	2.6	2.5	2.5	3.7	2.3	-1.4
Illinois.....	131	126	110	121	131	10	2.1	2.0	1.8	2.0	2.1	0.1
Indiana.....	69	93	92	77	60	-17	2.1	2.8	2.8	2.3	1.8	-0.5
Iowa.....	30	31	36	37	30	-7	1.9	1.9	2.3	2.3	1.9	-0.4
Kansas.....	31	29	31	28	23	-5	2.1	2.0	2.1	1.9	1.6	-0.3
Kentucky.....	36	42	39	41	37	-4	1.8	2.0	1.9	2.0	1.8	-0.2
Louisiana.....	32	45	43	42	41	-1	1.6	2.2	2.1	2.1	2.0	-0.1
Maine.....	15	14	14	12	12	0	2.3	2.1	2.1	1.8	1.8	0.0
Maryland.....	51	48	47	54	53	-1	1.8	1.7	1.7	1.9	1.9	0.0
Massachusetts.....	60	58	61	48	50	2	1.6	1.6	1.6	1.3	1.3	0.0
Michigan.....	108	106	109	86	96	10	2.4	2.3	2.4	1.9	2.1	0.2
Minnesota.....	64	55	57	59	57	-2	2.1	1.8	1.9	1.9	1.9	0.0
Mississippi.....	24	26	30	23	25	2	2.0	2.2	2.5	1.9	2.1	0.2
Missouri.....	66	65	67	55	59	4	2.2	2.2	2.2	1.8	2.0	0.2
Montana.....	13	15	15	16	15	-1	2.5	2.8	2.8	3.0	2.8	-0.2
Nebraska.....	23	22	24	21	19	-2	2.2	2.1	2.2	2.0	1.8	-0.2
Nevada.....	34	36	35	34	35	1	2.2	2.3	2.2	2.2	2.2	0.0
New Hampshire.....	13	13	14	14	14	0	1.8	1.8	2.0	2.0	2.0	0.0
New Jersey.....	65	69	84	67	59	-8	1.5	1.6	1.9	1.5	1.3	-0.2
New Mexico.....	16	20	18	20	19	-1	1.8	2.2	2.0	2.2	2.1	-0.1
New York.....	158	164	151	176	149	-27	1.6	1.6	1.5	1.8	1.5	-0.3
North Carolina.....	86	98	108	134	152	18	1.7	1.9	2.1	2.6	3.0	0.4
North Dakota.....	10	11	11	9	9	0	2.2	2.4	2.4	2.0	2.0	0.0
Ohio.....	118	137	162	116	105	-11	2.1	2.4	2.8	2.0	1.8	-0.2
Oklahoma.....	41	43	39	36	37	1	2.3	2.4	2.2	2.0	2.1	0.1
Oregon.....	41	43	44	45	45	0	2.1	2.1	2.2	2.2	2.2	0.0
Pennsylvania.....	122	112	97	89	63	-26	2.0	1.8	1.6	1.4	1.0	-0.4
Rhode Island.....	13	11	12	10	10	0	2.5	2.1	2.3	1.9	1.9	0.0
South Carolina.....	61	60	55	58	56	-2	2.6	2.5	2.3	2.4	2.3	-0.1
South Dakota.....	11	11	11	10	10	0	2.4	2.3	2.3	2.1	2.1	0.0
Tennessee.....	78	70	72	76	78	2	2.3	2.1	2.1	2.2	2.3	0.1
Texas.....	297	301	306	355	296	-59	2.1	2.1	2.1	2.5	2.1	-0.4
Utah.....	38	42	40	40	39	-1	2.2	2.4	2.3	2.3	2.2	-0.1
Vermont.....	6	7	7	6	7	1	1.9	2.2	2.2	1.9	2.2	0.3
Virginia.....	87	100	80	79	91	12	2.1	2.3	1.9	1.8	2.1	0.3
Washington.....	60	62	57	64	58	-6	1.6	1.7	1.6	1.7	1.6	-0.1
West Virginia.....	15	18	16	15	16	1	2.1	2.5	2.2	2.1	2.2	0.1
Wisconsin.....	60	60	61	52	55	3	2.0	2.0	2.0	1.7	1.8	0.1
Wyoming.....	7	8	9	9	10	1	2.4	2.7	3.0	3.0	3.4	0.4

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

State	Levels (in thousands)						Rates					
	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P	Aug. 2024	May 2025	June 2025	July 2025	Aug. 2025 ^P	Change from: July 2025 - Aug. 2025 ^P
TOTAL U.S.....	1,697	1,611	1,796	1,787	1,725	-62	1.1	1.0	1.1	1.1	1.1	0.0
Alabama.....	21	19	21	20	21	1	1.0	0.9	0.9	0.9	0.9	0.0
Alaska.....	4	6	7	6	5	-1	1.2	1.8	2.1	1.8	1.5	-0.3
Arizona.....	32	40	37	35	42	7	1.0	1.2	1.1	1.1	1.3	0.2
Arkansas.....	20	12	15	15	15	0	1.5	0.9	1.1	1.1	1.1	0.0
California.....	173	192	249	196	123	-73	1.0	1.1	1.4	1.1	0.7	-0.4
Colorado.....	32	42	39	30	40	10	1.1	1.4	1.3	1.0	1.3	0.3
Connecticut.....	18	18	21	26	36	10	1.1	1.1	1.2	1.5	2.1	0.6
Delaware.....	5	4	5	9	4	-5	1.0	0.8	1.0	1.8	0.8	-1.0
District of Columbia.....	7	4	5	6	5	-1	0.9	0.5	0.7	0.8	0.7	-0.1
Florida.....	84	90	99	117	90	-27	0.8	0.9	1.0	1.2	0.9	-0.3
Georgia.....	69	44	45	51	48	-3	1.4	0.9	0.9	1.0	1.0	0.0
Hawaii.....	6	7	8	6	5	-1	0.9	1.1	1.2	0.9	0.8	-0.1
Idaho.....	11	12	15	12	12	0	1.3	1.4	1.7	1.4	1.4	0.0
Illinois.....	77	64	73	73	70	-3	1.3	1.0	1.2	1.2	1.1	-0.1
Indiana.....	36	37	40	39	41	2	1.1	1.1	1.2	1.2	1.2	0.0
Iowa.....	18	17	18	17	17	0	1.1	1.1	1.1	1.1	1.1	0.0
Kansas.....	17	13	15	15	20	5	1.2	0.9	1.0	1.0	1.4	0.4
Kentucky.....	19	25	25	25	29	4	0.9	1.2	1.2	1.2	1.4	0.2
Louisiana.....	27	20	19	21	18	-3	1.4	1.0	0.9	1.0	0.9	-0.1
Maine.....	8	10	10	9	11	2	1.2	1.5	1.5	1.4	1.7	0.3
Maryland.....	31	24	23	33	26	-7	1.1	0.8	0.8	1.2	0.9	-0.3
Massachusetts.....	25	42	38	43	45	2	0.7	1.1	1.0	1.2	1.2	0.0
Michigan.....	61	48	58	62	61	-1	1.4	1.1	1.3	1.4	1.3	-0.1
Minnesota.....	22	27	38	36	32	-4	0.7	0.9	1.2	1.2	1.0	-0.2
Mississippi.....	12	10	14	11	12	1	1.0	0.8	1.2	0.9	1.0	0.1
Missouri.....	32	25	27	29	31	2	1.1	0.8	0.9	1.0	1.0	0.0
Montana.....	7	9	9	9	8	-1	1.3	1.7	1.7	1.7	1.5	-0.2
Nebraska.....	13	12	11	11	13	2	1.2	1.1	1.0	1.0	1.2	0.2
Nevada.....	21	21	26	22	25	3	1.3	1.3	1.7	1.4	1.6	0.2
New Hampshire.....	8	9	9	11	12	1	1.1	1.3	1.3	1.6	1.7	0.1
New Jersey.....	43	50	46	60	46	-14	1.0	1.1	1.1	1.4	1.0	-0.4
New Mexico.....	9	8	12	10	10	0	1.0	0.9	1.3	1.1	1.1	0.0
New York.....	104	102	100	112	173	61	1.1	1.0	1.0	1.1	1.7	0.6
North Carolina.....	38	44	57	47	47	0	0.8	0.9	1.1	0.9	0.9	0.0
North Dakota.....	7	6	7	8	7	-1	1.6	1.3	1.6	1.8	1.6	-0.2
Ohio.....	73	61	58	54	70	16	1.3	1.1	1.0	0.9	1.2	0.3
Oklahoma.....	19	17	16	20	16	-4	1.1	0.9	0.9	1.1	0.9	-0.2
Oregon.....	20	20	22	21	23	2	1.0	1.0	1.1	1.0	1.1	0.1
Pennsylvania.....	75	62	52	67	73	6	1.2	1.0	0.8	1.1	1.2	0.1
Rhode Island.....	7	8	9	8	10	2	1.4	1.6	1.8	1.6	1.9	0.3
South Carolina.....	30	22	25	25	23	-2	1.3	0.9	1.0	1.0	0.9	-0.1
South Dakota.....	6	5	6	6	6	0	1.3	1.1	1.3	1.3	1.3	0.0
Tennessee.....	42	32	55	45	29	-16	1.2	0.9	1.6	1.3	0.9	-0.4
Texas.....	162	126	152	157	129	-28	1.1	0.9	1.1	1.1	0.9	-0.2
Utah.....	25	22	29	23	21	-2	1.4	1.2	1.6	1.3	1.2	-0.1
Vermont.....	4	4	5	5	5	0	1.3	1.3	1.6	1.6	1.6	0.0
Virginia.....	34	36	37	51	40	-11	0.8	0.8	0.9	1.2	0.9	-0.3
Washington.....	44	40	41	31	31	0	1.2	1.1	1.1	0.8	0.8	0.0
West Virginia.....	8	7	7	7	7	0	1.1	1.0	1.0	1.0	1.0	0.0
Wisconsin.....	29	31	34	32	38	6	1.0	1.0	1.1	1.0	1.2	0.2
Wyoming.....	4	4	5	5	4	-1	1.4	1.3	1.7	1.7	1.3	-0.4

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

State	Levels (in thousands)			Rates		
	Aug. 2024	July 2025	Aug. 2025 ^p	Aug. 2024	July 2025	Aug. 2025 ^p
TOTAL U.S.	7,651	7,779	7,235	4.6	4.7	4.3
Alabama....	123	117	108	5.3	5.0	4.6
Alaska....	20	23	18	5.4	6.0	4.7
Arizona....	175	171	143	5.2	5.1	4.2
Arkansas....	79	70	69	5.5	4.8	4.8
California....	617	799	698	3.3	4.3	3.7
Colorado....	142	129	120	4.5	4.1	3.8
Connecticut....	78	78	64	4.4	4.3	3.6
Delaware....	22	35	20	4.3	6.5	3.9
District of Columbia....	28	31	26	3.6	3.8	3.3
Florida....	458	416	462	4.4	4.0	4.4
Georgia....	282	299	291	5.4	5.7	5.5
Hawaii....	25	33	26	3.8	4.9	3.9
Idaho....	38	50	37	4.2	5.3	4.0
Illinois....	287	296	318	4.5	4.6	4.9
Indiana....	146	144	149	4.3	4.2	4.3
Iowa....	71	81	70	4.3	4.9	4.2
Kansas....	73	73	66	4.8	4.8	4.4
Kentucky....	143	110	104	6.6	5.1	4.8
Louisiana....	109	119	101	5.2	5.7	4.8
Maine....	33	39	31	4.7	5.5	4.4
Maryland....	150	177	115	5.0	5.8	3.9
Massachusetts....	182	187	153	4.7	4.7	3.9
Michigan....	212	258	257	4.5	5.4	5.4
Minnesota....	174	168	154	5.4	5.2	4.8
Mississippi....	71	63	68	5.7	5.0	5.4
Missouri....	175	151	153	5.6	4.8	4.8
Montana....	27	29	27	4.8	5.1	4.7
Nebraska....	48	47	46	4.4	4.3	4.2
Nevada....	68	69	65	4.2	4.2	4.0
New Hampshire....	36	37	34	4.8	5.0	4.6
New Jersey....	195	245	189	4.3	5.3	4.1
New Mexico....	57	50	56	6.0	5.2	5.9
New York....	496	483	467	4.8	4.6	4.5
North Carolina....	254	285	263	4.8	5.3	4.9
North Dakota....	24	24	24	5.1	5.1	5.0
Ohio....	280	281	250	4.7	4.7	4.2
Oklahoma....	113	118	102	6.0	6.2	5.4
Oregon....	94	92	79	4.5	4.4	3.8
Pennsylvania....	293	265	218	4.6	4.1	3.4
Rhode Island....	31	26	26	5.6	4.8	4.8
South Carolina....	154	136	127	6.1	5.3	5.0
South Dakota....	23	21	22	4.7	4.3	4.5
Tennessee....	179	155	149	5.1	4.4	4.2
Texas....	662	605	642	4.5	4.1	4.3
Utah....	76	80	71	4.2	4.3	3.9
Vermont....	16	17	15	4.9	5.1	4.5
Virginia....	264	243	222	5.9	5.4	4.9
Washington....	136	151	128	3.6	3.9	3.4
West Virginia....	46	42	41	6.1	5.6	5.4
Wisconsin....	147	148	138	4.6	4.6	4.3
Wyoming....	14	17	14	4.5	5.2	4.4

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2024	July 2025	Aug. 2025 ^p	Aug. 2024	July 2025	Aug. 2025 ^p
TOTAL U.S.	5,862	5,758	5,654	3.7	3.6	3.5
Alabama.....	87	77	80	4.0	3.5	3.6
Alaska.....	16	19	15	4.5	5.3	4.3
Arizona.....	126	142	126	4.0	4.4	3.9
Arkansas.....	61	48	58	4.5	3.5	4.2
California.....	562	632	626	3.1	3.5	3.5
Colorado.....	104	118	95	3.5	3.9	3.2
Connecticut.....	59	55	52	3.5	3.2	3.0
Delaware.....	17	24	16	3.5	4.9	3.2
District of Columbia.....	17	16	14	2.2	2.0	1.9
Florida.....	468	347	380	4.7	3.5	3.8
Georgia.....	216	202	185	4.4	4.1	3.7
Hawaii.....	20	27	21	3.2	4.1	3.3
Idaho.....	36	45	34	4.1	5.1	3.8
Illinois.....	203	213	221	3.3	3.4	3.6
Indiana.....	127	144	137	3.9	4.4	4.1
Iowa.....	44	54	51	2.8	3.4	3.2
Kansas.....	55	46	52	3.8	3.2	3.6
Kentucky.....	96	72	94	4.7	3.5	4.5
Louisiana.....	82	82	87	4.2	4.1	4.4
Maine.....	25	30	24	3.7	4.4	3.6
Maryland.....	91	121	75	3.2	4.2	2.6
Massachusetts.....	135	102	103	3.6	2.7	2.7
Michigan.....	177	201	177	3.9	4.4	3.9
Minnesota.....	89	91	91	3.0	3.0	3.0
Mississippi.....	52	48	49	4.4	4.0	4.1
Missouri.....	103	92	108	3.5	3.0	3.6
Montana.....	23	25	23	4.2	4.7	4.3
Nebraska.....	36	36	36	3.4	3.3	3.4
Nevada.....	66	57	59	4.2	3.6	3.8
New Hampshire.....	30	29	27	4.2	4.1	3.9
New Jersey.....	115	147	136	2.6	3.3	3.1
New Mexico.....	39	35	41	4.4	3.9	4.6
New York.....	295	365	303	3.0	3.6	3.0
North Carolina.....	181	194	210	3.6	3.8	4.1
North Dakota.....	16	17	18	3.6	3.7	3.9
Ohio.....	216	203	213	3.8	3.5	3.7
Oklahoma.....	87	69	73	4.9	3.9	4.1
Oregon.....	66	79	74	3.3	4.0	3.7
Pennsylvania.....	219	161	174	3.6	2.6	2.8
Rhode Island.....	23	20	24	4.5	4.0	4.7
South Carolina.....	106	100	112	4.5	4.1	4.6
South Dakota.....	17	16	18	3.5	3.3	3.7
Tennessee.....	147	136	149	4.4	4.0	4.4
Texas.....	616	525	513	4.4	3.7	3.6
Utah.....	69	71	60	3.9	4.0	3.4
Vermont.....	12	13	11	4.0	4.2	3.6
Virginia.....	168	149	163	4.0	3.5	3.8
Washington.....	112	115	101	3.1	3.1	2.8
West Virginia.....	33	30	31	4.6	4.2	4.3
Wisconsin.....	90	101	100	2.9	3.3	3.2
Wyoming.....	12	16	12	4.0	5.2	4.1

^p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2024	July 2025	Aug. 2025 ^p	Aug. 2024	July 2025	Aug. 2025 ^p
TOTAL U.S.	6,231	5,722	6,171	3.9	3.6	3.9
Alabama.....	80	75	80	3.7	3.4	3.6
Alaska.....	21	14	21	5.9	4.0	6.0
Arizona.....	109	137	121	3.4	4.3	3.7
Arkansas.....	56	54	51	4.1	4.0	3.7
California.....	634	599	623	3.5	3.3	3.5
Colorado.....	133	118	122	4.5	3.9	4.1
Connecticut.....	63	59	91	3.7	3.4	5.3
Delaware.....	20	25	19	4.1	5.0	3.8
District of Columbia.....	30	22	27	3.9	2.8	3.6
Florida.....	383	361	344	3.9	3.6	3.4
Georgia.....	214	171	180	4.3	3.4	3.6
Hawaii.....	25	21	26	3.9	3.3	4.0
Idaho.....	46	50	45	5.3	5.6	5.1
Illinois.....	249	192	256	4.0	3.1	4.2
Indiana.....	137	141	130	4.2	4.3	3.9
Iowa.....	70	65	68	4.4	4.1	4.3
Kansas.....	67	46	65	4.6	3.2	4.5
Kentucky.....	74	80	78	3.6	3.9	3.8
Louisiana.....	77	75	74	3.9	3.8	3.7
Maine.....	28	19	31	4.2	2.8	4.6
Maryland.....	106	109	102	3.7	3.8	3.6
Massachusetts.....	129	96	135	3.5	2.5	3.6
Michigan.....	210	169	195	4.7	3.7	4.3
Minnesota.....	113	103	112	3.7	3.4	3.7
Mississippi.....	48	40	46	4.0	3.4	3.8
Missouri.....	122	99	119	4.1	3.3	3.9
Montana.....	27	28	31	5.0	5.1	5.7
Nebraska.....	47	36	43	4.4	3.4	4.0
Nevada.....	68	69	76	4.4	4.4	4.9
New Hampshire.....	26	27	36	3.7	3.7	5.0
New Jersey.....	134	159	121	3.1	3.6	2.7
New Mexico.....	35	40	41	4.0	4.4	4.6
New York.....	342	341	426	3.5	3.4	4.2
North Carolina.....	171	214	247	3.4	4.2	4.8
North Dakota.....	24	20	24	5.3	4.4	5.4
Ohio.....	251	201	241	4.4	3.5	4.2
Oklahoma.....	78	66	67	4.4	3.7	3.7
Oregon.....	79	87	98	4.0	4.4	4.9
Pennsylvania.....	255	193	196	4.2	3.1	3.1
Rhode Island.....	24	20	26	4.7	3.8	5.1
South Carolina.....	111	99	97	4.7	4.1	4.0
South Dakota.....	22	16	22	4.7	3.4	4.6
Tennessee.....	142	142	127	4.2	4.2	3.7
Texas.....	607	552	545	4.3	3.9	3.8
Utah.....	75	72	73	4.3	4.1	4.1
Vermont.....	12	9	16	3.8	2.9	5.1
Virginia.....	156	143	166	3.7	3.3	3.9
Washington.....	142	113	124	3.9	3.1	3.4
West Virginia.....	30	32	28	4.2	4.5	3.9
Wisconsin.....	114	87	121	3.7	2.8	3.9
Wyoming.....	14	15	20	4.6	4.9	6.5

p Preliminary

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

State	Levels (in thousands)			Rates		
	Aug. 2024	July 2025	Aug. 2025 ^p	Aug. 2024	July 2025	Aug. 2025 ^p
TOTAL U.S.....	4,037	3,666	3,914	2.6	2.3	2.5
Alabama.....	54	51	55	2.4	2.3	2.5
Alaska.....	14	9	13	4.0	2.5	3.7
Arizona.....	74	91	71	2.3	2.9	2.2
Arkansas.....	33	35	32	2.4	2.6	2.3
California.....	373	361	441	2.1	2.0	2.5
Colorado.....	93	85	69	3.1	2.8	2.3
Connecticut.....	40	29	35	2.3	1.7	2.1
Delaware.....	14	15	14	2.7	3.1	2.8
District of Columbia.....	19	13	19	2.5	1.7	2.5
Florida.....	289	234	249	2.9	2.4	2.5
Georgia.....	130	107	119	2.6	2.1	2.4
Hawaii.....	15	14	16	2.4	2.2	2.4
Idaho.....	32	36	28	3.7	4.1	3.1
Illinois.....	168	122	172	2.7	2.0	2.8
Indiana.....	89	90	75	2.7	2.7	2.3
Iowa.....	43	42	42	2.7	2.7	2.6
Kansas.....	43	31	34	3.0	2.1	2.4
Kentucky.....	46	51	45	2.3	2.5	2.2
Louisiana.....	47	50	55	2.4	2.5	2.8
Maine.....	19	10	17	2.8	1.5	2.6
Maryland.....	66	73	68	2.3	2.5	2.4
Massachusetts.....	83	49	73	2.2	1.3	1.9
Michigan.....	143	101	121	3.2	2.2	2.7
Minnesota.....	76	64	68	2.5	2.1	2.2
Mississippi.....	32	27	32	2.7	2.2	2.7
Missouri.....	81	64	72	2.7	2.1	2.4
Montana.....	17	18	18	3.2	3.2	3.4
Nebraska.....	30	24	25	2.8	2.3	2.3
Nevada.....	42	42	44	2.7	2.7	2.8
New Hampshire.....	17	14	19	2.3	2.0	2.6
New Jersey.....	80	88	70	1.8	2.0	1.6
New Mexico.....	23	26	25	2.6	2.8	2.8
New York.....	211	206	206	2.1	2.0	2.1
North Carolina.....	117	158	188	2.3	3.1	3.7
North Dakota.....	14	10	13	3.2	2.3	2.9
Ohio.....	152	137	137	2.7	2.4	2.4
Oklahoma.....	52	43	46	3.0	2.4	2.6
Oregon.....	53	57	57	2.6	2.8	2.8
Pennsylvania.....	164	110	102	2.7	1.8	1.6
Rhode Island.....	16	11	13	3.1	2.1	2.5
South Carolina.....	75	68	69	3.2	2.8	2.8
South Dakota.....	15	10	13	3.2	2.2	2.7
Tennessee.....	94	92	94	2.8	2.7	2.8
Texas.....	404	390	392	2.9	2.7	2.7
Utah.....	45	47	45	2.6	2.6	2.5
Vermont.....	7	5	9	2.4	1.6	2.9
Virginia.....	110	90	119	2.6	2.1	2.8
Washington.....	78	76	74	2.1	2.1	2.0
West Virginia.....	20	22	20	2.8	3.1	2.8
Wisconsin.....	76	56	67	2.5	1.8	2.2
Wyoming.....	9	10	13	3.0	3.2	4.4

p Preliminary

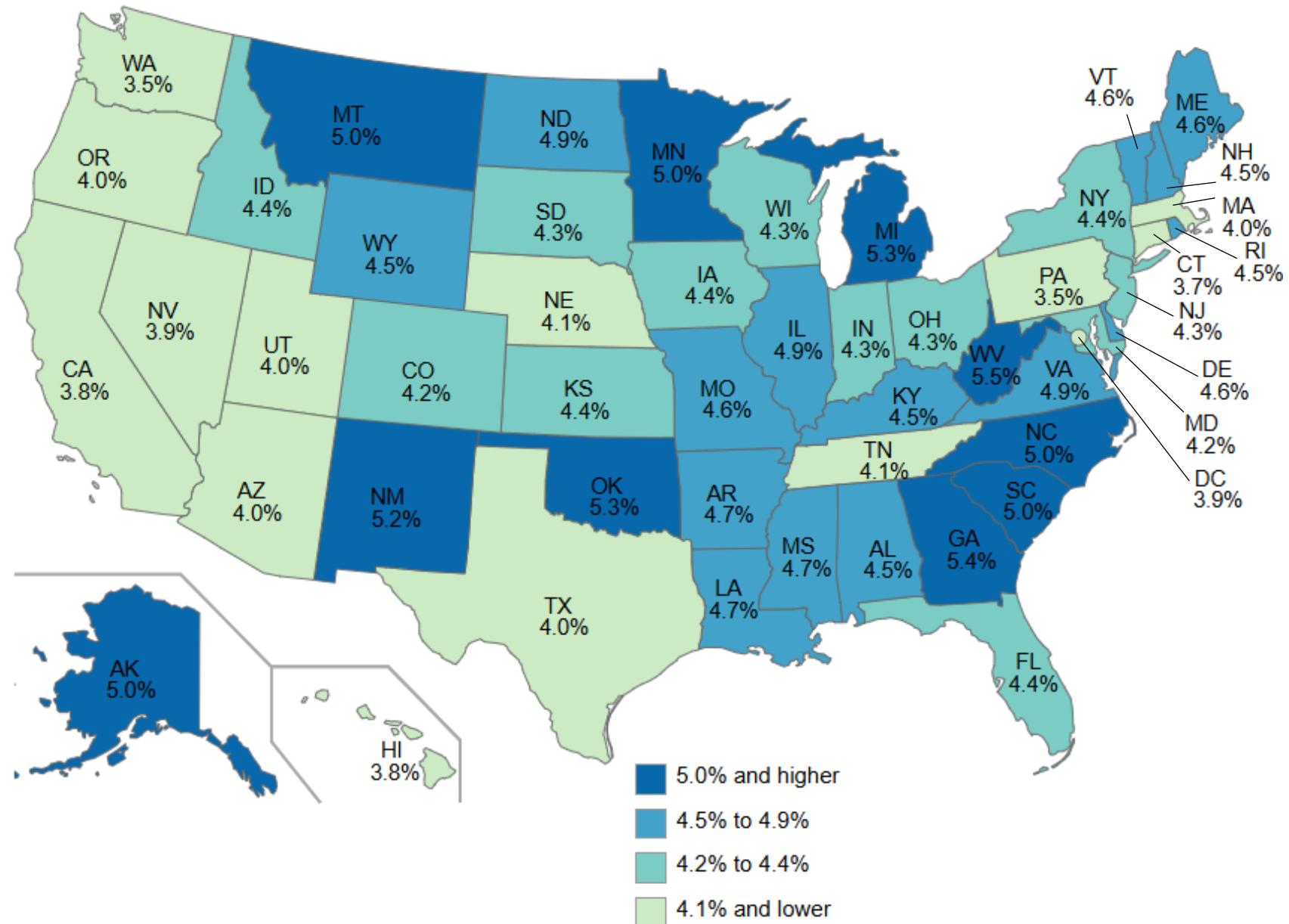
Table 10. Layoffs and discharges levels and rates for total nonfarm by state, not seasonally adjusted

State	Levels (in thousands)			Rates		
	Aug. 2024	July 2025	Aug. 2025 ^p	Aug. 2024	July 2025	Aug. 2025 ^p
TOTAL U.S.....	1,857	1,751	1,911	1.2	1.1	1.2
Alabama.....	22	22	22	1.0	1.0	1.0
Alaska.....	6	4	6	1.8	1.2	1.8
Arizona.....	32	34	42	1.0	1.1	1.3
Arkansas.....	21	17	17	1.5	1.2	1.3
California.....	215	185	147	1.2	1.0	0.8
Colorado.....	34	27	43	1.1	0.9	1.4
Connecticut.....	19	25	44	1.1	1.5	2.6
Delaware.....	6	8	4	1.1	1.7	0.9
District of Columbia.....	8	7	6	1.0	1.0	0.8
Florida.....	81	115	84	0.8	1.2	0.8
Georgia.....	75	59	54	1.5	1.2	1.1
Hawaii.....	9	5	7	1.4	0.8	1.1
Idaho.....	13	11	13	1.4	1.3	1.5
Illinois.....	71	62	70	1.1	1.0	1.1
Indiana.....	40	39	49	1.2	1.2	1.5
Iowa.....	22	15	23	1.4	0.9	1.4
Kansas.....	22	12	27	1.5	0.8	1.9
Kentucky.....	18	25	29	0.9	1.2	1.4
Louisiana.....	26	22	17	1.3	1.1	0.8
Maine.....	8	7	12	1.2	1.0	1.7
Maryland.....	31	32	26	1.1	1.1	0.9
Massachusetts.....	32	37	54	0.9	1.0	1.4
Michigan.....	62	59	67	1.4	1.3	1.5
Minnesota.....	23	33	34	0.7	1.1	1.1
Mississippi.....	12	12	12	1.0	1.0	1.0
Missouri.....	36	28	40	1.2	0.9	1.3
Montana.....	8	8	9	1.5	1.5	1.7
Nebraska.....	14	10	15	1.4	0.9	1.5
Nevada.....	22	24	26	1.4	1.6	1.7
New Hampshire.....	8	10	14	1.1	1.4	2.0
New Jersey.....	44	60	44	1.0	1.4	1.0
New Mexico.....	10	11	12	1.2	1.2	1.3
New York.....	118	120	189	1.2	1.2	1.9
North Carolina.....	46	49	50	0.9	1.0	1.0
North Dakota.....	8	8	10	1.9	1.8	2.2
Ohio.....	86	55	91	1.5	1.0	1.6
Oklahoma.....	20	21	16	1.1	1.2	0.9
Oregon.....	23	24	28	1.2	1.2	1.4
Pennsylvania.....	78	74	86	1.3	1.2	1.4
Rhode Island.....	7	7	10	1.4	1.4	2.0
South Carolina.....	32	27	25	1.4	1.1	1.0
South Dakota.....	7	4	8	1.4	0.9	1.7
Tennessee.....	41	45	29	1.2	1.3	0.8
Texas.....	169	151	134	1.2	1.1	0.9
Utah.....	28	22	23	1.6	1.2	1.3
Vermont.....	4	3	6	1.1	1.1	1.8
Virginia.....	34	46	40	0.8	1.1	0.9
Washington.....	59	31	39	1.6	0.8	1.1
West Virginia.....	8	9	7	1.1	1.2	0.9
Wisconsin.....	32	25	47	1.0	0.8	1.5
Wyoming.....	4	4	5	1.4	1.5	1.5

p Preliminary

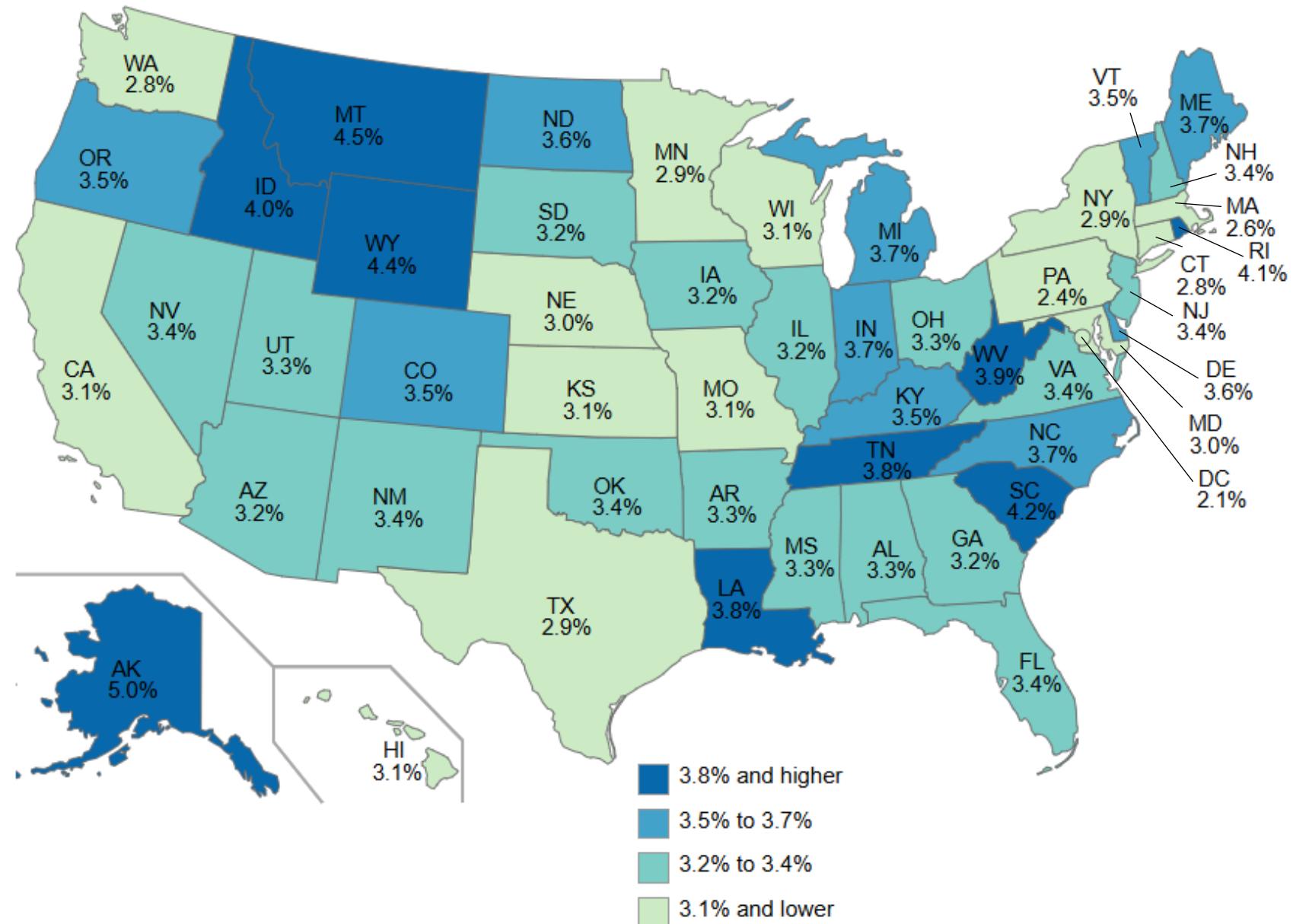
Map 1. Job openings rates by state, seasonally adjusted, August 2025

Total U.S. job openings rate = 4.3%



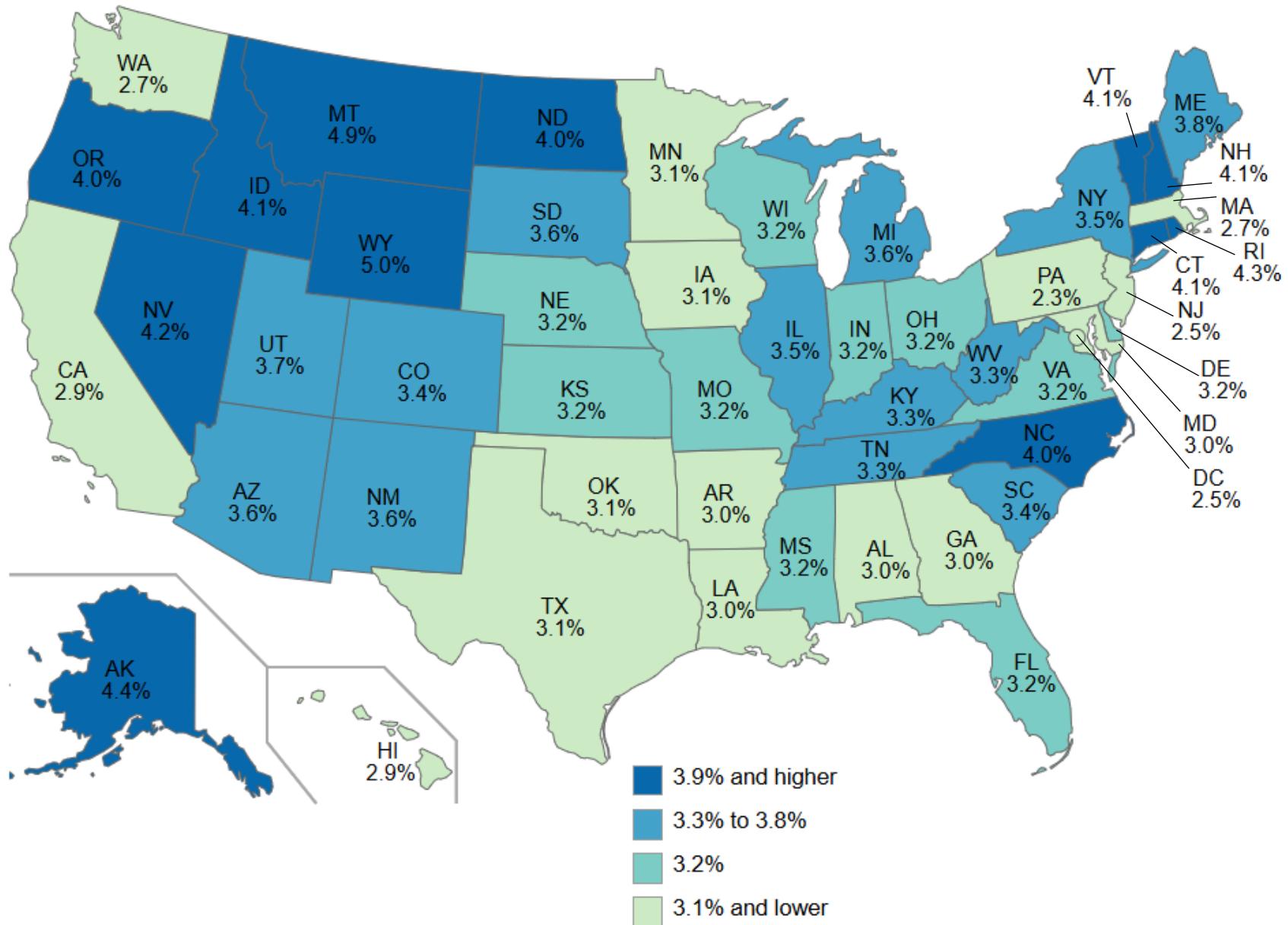
Map 2. Hires rates by state, seasonally adjusted, August 2025

Total U.S. hires rate = 3.2%



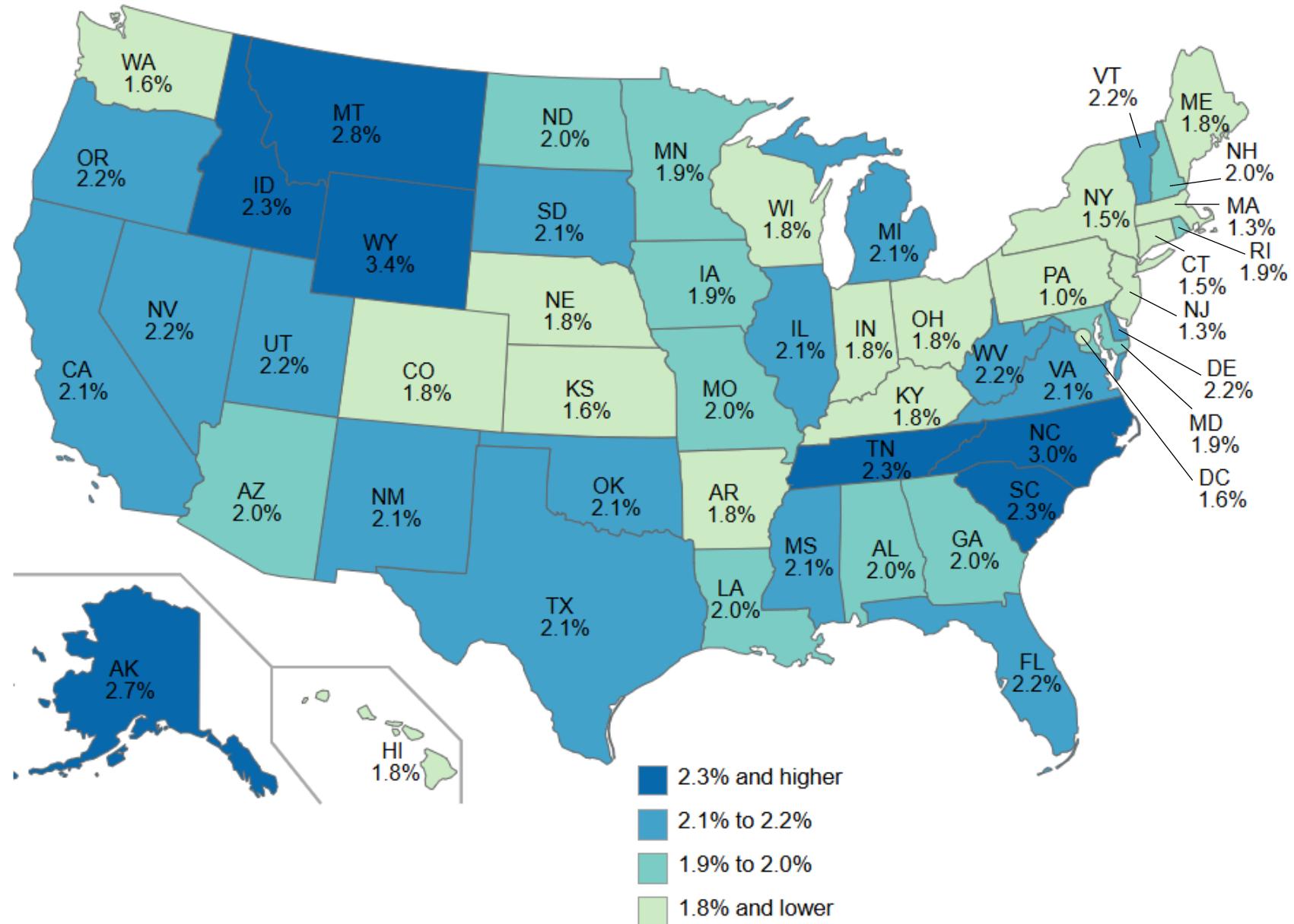
Map 3. Total separations rates by state, seasonally adjusted, August 2025

Total U.S. total separations rate = 3.2%



Map 4. Quits rates by state, seasonally adjusted, August 2025

Total U.S. quits rate = 1.9%



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

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

