

NEWS RELEASE

BUREAU OF LABOR STATISTICS

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STATE EMPLOYMENT AND UNEMPLOYMENT — DECEMBER 2024

Unemployment rates were higher in December in 6 states, lower in 2 states, and stable in 42 states and the District of Columbia, the U.S. Bureau of Labor Statistics reported today. Twenty-seven states and the District had jobless rate increases from a year earlier, 6 states had decreases, and 17 states had little change. The national unemployment rate changed little over the month at 4.1 percent but was 0.3 percentage point higher than in December 2023.

Nonfarm payroll employment increased in 2 states and was essentially unchanged in 48 states and the District of Columbia in December 2024. Over the year, nonfarm payroll employment increased in 33 states and was essentially unchanged in 17 states and the District.

This news release presents statistics from two monthly programs. The civilian labor force and unemployment data are modeled based largely on a survey of households. These data pertain to individuals by where they reside. The employment data are from an establishment survey that measures nonfarm employment, hours, and earnings by industry. These data pertain to jobs on payrolls defined by where the establishments are located. For more information about the concepts and statistical methodologies used by these two programs, see the Technical Note.

Unemployment

South Dakota had the lowest jobless rate in December, 1.9 percent. Nevada had the highest unemployment rate, 5.7 percent, followed by California and the District of Columbia, 5.5 percent each. In total, 21 states had unemployment rates lower than the U.S. figure of 4.1 percent, 5 states and the District had higher rates, and 24 states had rates that were not appreciably different from that of the nation. (See tables A and 1 and map 1.)

In December, six states had unemployment rate increases, the largest of which were in Alabama and Mississippi (+0.2 percentage point each). Two states had rate decreases: Minnesota (-0.2 percentage point) and Montana (-0.1 point). Forty-two states and the District of Columbia had jobless rates that were not notably different from those of a month earlier, though some had changes that were at least as large numerically as the significant changes. (See table B.)

Twenty-seven states and the District of Columbia had unemployment rate increases from December 2023, the largest of which was in South Carolina (+1.7 percentage points). Six states had over-the-year rate decreases, the largest of which was in Connecticut (-1.2 percentage points). Seventeen states had jobless rates that were not notably different from those of a year earlier, though some had changes that were at least as large numerically as the significant changes. (See table C.)

Nonfarm Payroll Employment

Nonfarm payroll employment increased in 2 states and was essentially unchanged in 48 states and the District of Columbia in December 2024. Job gains occurred in Texas (+37,500, or +0.3 percent) and Missouri (+11,200, or +0.4 percent). (See tables D and 3.)

Over the year, nonfarm payroll employment increased in 33 states and was essentially unchanged in 17 states and the District of Columbia. The largest job gains occurred in Texas (+284,200), California (+180,500), and Florida (+147,900). The largest percentage increase occurred in Idaho (+3.6 percent), followed by Missouri and South Carolina (+2.8 percent each). (See table E and map 2.)

The Metropolitan Area Employment and Unemployment news release for December 2024 is scheduled to be released on Wednesday, February 5, 2025, at 10:00 a.m. (ET). The Regional and State Unemployment 2024 Annual Averages news release is scheduled to be released on Wednesday, March 5, 2025, at 10:00 a.m. (ET). The State Employment and Unemployment news release for January 2025 is scheduled to be released on Monday, March 17, 2025, at 10:00 a.m. (ET).

Suspension of Publication of Colorado Data

Effective with the release of January 2025 data, both the Current Employment Statistics (CES) and Local Area Unemployment Statistics (LAUS) programs will be temporarily suspending publication of monthly data for Colorado. This suspension is because of ongoing issues with the modernization of Colorado's unemployment insurance (UI) system. Because of these issues, the Quarterly Census of Employment and Wages (QCEW) suspended publication of critical input data used in the production of CES and LAUS estimates.

Furthermore, revisions to estimates for 2024 that are scheduled to be issued by both programs in early 2025 will be affected. CES will be unable to complete the 2024 benchmark process for Colorado, while LAUS data revisions for 2024 will use the same inputs from CES and QCEW that had been used during the 2024 estimating year.

The State Employment and Unemployment news release for January 2025 is scheduled for March 17, 2025. The Metropolitan Area Employment and Unemployment news release for January 2025 is scheduled for March 21, 2025.

Additional information is available at www.bls.gov/sae/notices/2024/notice-regarding-suspension-of-publication-of-colorado-employment-and-unemployment-data.htm.

Upcoming Changes to Local Area Unemployment Statistics Data

Effective with the release of Regional and State Unemployment 2024 Annual Averages on March 5, 2025, the civilian labor force and unemployment data for the states, the District of Columbia, the Los Angeles-Long Beach-Glendale metropolitan division, and New York City presented in tables 1 and 2 of this news release will be revised to incorporate updated inputs, new population controls, re-estimation of models, and adjustment to new census division and national control totals. Population controls for January 1980–April 2020 will reflect new intercensal population estimates. Data in table 1 will be re-seasonally adjusted as well. Both not seasonally adjusted and seasonally adjusted data will be replaced back to their series beginnings in January 1976.

Data for the five remaining modeled substate and balance-of-state areas will be re-estimated back to their series beginnings in 1990 or 1994 and published with the January 2025 State Employment and Unemployment news release on March 17, 2025. Both seasonally adjusted and not seasonally adjusted data will be affected. Data for the Chicago-Naperville-Schaumburg, IL metropolitan division; the Cleveland, OH metropolitan area; the Seattle-Tacoma-Bellevue, WA metropolitan area; and the respective balance-of-state areas will reflect new geographic delineations based on Office of Management and Budget Bulletin No. 23-01. More information on upcoming geography and data changes is available at www.bls.gov/lau/geography-and-data-changes-in-2025.htm

Upcoming Changes to Current Employment Statistics (CES) Data

Effective with the release of January 2025 estimates on March 17, 2025, all nonfarm payroll employment estimates for states and areas presented in tables 3 and 4 of this news release will be adjusted to 2024 benchmark levels. Not seasonally adjusted data beginning with April 2023 and seasonally adjusted data beginning with January 2020 are subject to revision. Some not seasonally adjusted and seasonally adjusted series may be revised as far back as 1990.

Also effective with the release of January 2025 data on March 17, 2025, the CES metropolitan statistical area (MSA) estimates will be updated to reflect the delineations based on the 2020 Census, available at www.bls.gov/bls/omb-bulletin-23-01-revised-delineations-of-metropolitan-statistical-areas.pdf

As a result of this update, new MSAs will be added to publication, some existing MSAs will undergo name and/or compositional changes, and other existing areas will be dropped from publication. For the six New England states, New England City and Town Areas (NECTAs) will be discontinued, and CES will publish the areas and divisions made up of counties or equivalent entities. Details of these changes will be published in the annual CES State and Area benchmark article on March 17, 2025.

More information about MSA definitions in the CES program, including current and previous definitions used, is available at www.bls.gov/sae/additional-resources/metropolitan-statistical-area-definitions.htm

Table A. States with unemployment rates significantly different from that of the U.S., December 2024, seasonally adjusted

State	Rate ^P
United States ¹	4.1
Alabama	3.3
Arkansas	3.4
California	5.5
Connecticut	3.0
District of Columbia	5.5
Florida	3.4
Hawaii	3.0
Illinois	5.2
Iowa	3.2
Kentucky	5.2
Maine	3.2
Maryland	3.1
Michigan	5.0
Minnesota	3.3
Mississippi	3.3
Montana	3.1
Nebraska	2.8
Nevada	5.7
New Hampshire	2.6
North Dakota	2.5
Oklahoma	3.3
Pennsylvania	3.6
South Dakota	1.9
Utah	3.5
Vermont	2.4
Virginia	3.0
Wisconsin	3.0

¹ Data are not preliminary.

^P = preliminary.

Table B. States with statistically significant unemployment rate changes from November 2024 to December 2024, seasonally adjusted

State	Rate		Over-the-month change ^P
	November 2024	December 2024 ^P	
Alabama	3.1	3.3	0.2
Colorado	4.3	4.4	.1
Maine	3.1	3.2	.1
Massachusetts	4.0	4.1	.1
Minnesota	3.5	3.3	-.2
Mississippi	3.1	3.3	.2
Montana	3.2	3.1	-.1
Pennsylvania	3.5	3.6	.1

^P = preliminary.

Table C. States with statistically significant unemployment rate changes from December 2023 to December 2024, seasonally adjusted

State	Rate		Over-the-year change ^P
	December 2023	December 2024 ^P	
Alabama	2.8	3.3	0.5
Arizona	4.2	3.8	-.4
Arkansas	3.7	3.4	-.3
California	5.1	5.5	.4
Colorado	3.3	4.4	1.1
Connecticut	4.2	3.0	-1.2
Delaware	4.1	3.7	-.4
District of Columbia	4.9	5.5	.6
Florida	3.1	3.4	.3
Georgia	3.2	3.7	.5
Idaho	3.3	3.8	.5
Illinois	4.7	5.2	.5
Indiana	3.5	4.5	1.0
Kansas	2.6	3.6	1.0
Kentucky	4.3	5.2	.9
Louisiana	4.0	4.4	.4
Maryland	2.2	3.1	.9
Massachusetts	3.2	4.1	.9
Michigan	4.1	5.0	.9
Minnesota	2.7	3.3	.6
Missouri	3.3	3.7	.4
Nebraska	2.5	2.8	.3
Nevada	5.3	5.7	.4
New Mexico	4.0	4.4	.4
New York	4.6	4.4	-.2
North Dakota	1.9	2.5	.6
Ohio	3.6	4.4	.8
Pennsylvania	3.4	3.6	.2
Rhode Island	3.4	4.6	1.2
South Carolina	3.0	4.7	1.7
Texas	3.9	4.2	.3
Utah	2.8	3.5	.7
Wisconsin	3.4	3.0	-.4
Wyoming	2.9	3.5	.6

^P = preliminary.

Table D. States with statistically significant employment changes from November 2024 to December 2024, seasonally adjusted

State	November 2024	December 2024 ^P	Over-the-month change ^P	
			Level	Percent
Missouri	3,074,100	3,085,300	11,200	0.4
Texas	14,281,200	14,318,700	37,500	.3

^P = preliminary.

Table E. States with statistically significant employment changes from December 2023 to December 2024, seasonally adjusted

State	December 2023	December 2024 ^P	Over-the-year change ^P	
			Level	Percent
Alabama	2,181,000	2,220,500	39,500	1.8
Alaska	334,100	341,700	7,600	2.3
Arizona	3,228,700	3,283,500	54,800	1.7
Arkansas	1,355,200	1,379,800	24,600	1.8
California	17,948,900	18,129,400	180,500	1.0
Colorado	2,961,400	3,010,000	48,600	1.6
Florida	9,865,800	10,013,700	147,900	1.5
Georgia	4,934,500	4,994,900	60,400	1.2
Hawaii	632,600	643,900	11,300	1.8
Idaho	855,500	886,600	31,100	3.6
Illinois	6,100,600	6,156,600	56,000	.9
Indiana	3,260,000	3,308,400	48,400	1.5
Kansas	1,449,600	1,468,000	18,400	1.3
Kentucky	2,023,200	2,051,900	28,700	1.4
Maryland	2,735,400	2,773,800	38,400	1.4
Michigan	4,465,900	4,508,800	42,900	1.0
Minnesota	3,000,200	3,039,600	39,400	1.3
Missouri	3,000,600	3,085,300	84,700	2.8
Montana	524,400	536,600	12,200	2.3
Nebraska	1,057,900	1,078,500	20,600	1.9
New Hampshire	704,700	719,000	14,300	2.0
New York	9,762,500	9,895,500	133,000	1.4
North Carolina	4,965,600	5,050,700	85,100	1.7
North Dakota	440,600	451,900	11,300	2.6
Ohio	5,630,100	5,691,500	61,400	1.1
Oklahoma	1,769,200	1,800,500	31,300	1.8
Pennsylvania	6,115,100	6,229,800	114,700	1.9
South Carolina	2,336,600	2,401,000	64,400	2.8
Tennessee	3,297,800	3,343,200	45,400	1.4
Texas	14,034,500	14,318,700	284,200	2.0
Utah	1,738,300	1,782,700	44,400	2.6
Virginia	4,191,300	4,268,200	76,900	1.8
Washington	3,630,900	3,678,500	47,600	1.3

^P = preliminary.

Technical Note

This news release presents civilian labor force and unemployment data for states and selected substate areas from the Local Area Unemployment Statistics (LAUS) program (tables 1 and 2). Also presented are nonfarm payroll employment estimates by state and industry supersector from the Current Employment Statistics (CES) program (tables 3 and 4). The LAUS and CES programs are both federal-state cooperative endeavors.

Civilian labor force and unemployment—from the LAUS program

Definitions. The civilian labor force and unemployment data are based on the same concepts and definitions as those used for the official national estimates obtained from the Current Population Survey (CPS), a sample survey of households that is conducted for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau. The LAUS program measures employed people and unemployed people on a place-of-residence basis. The universe for each is the civilian noninstitutional population 16 years of age and older. Employed people are those who did any work at all for pay or profit in the reference week (typically the week including the 12th of the month) or worked 15 hours or more without pay in a family business or farm, plus those not working who had a job from which they were temporarily absent, whether or not paid, for such reasons as bad weather, labor-management dispute, illness, or vacation.

Unemployed people are those who were not employed during the reference week (based on the definition above), had actively looked for a job sometime in the 4-week period ending with the reference week, and were currently available for work; people on layoff expecting recall need not be looking for work to be counted as unemployed. The civilian labor force is the sum of employed and unemployed people. The unemployment rate is the number of unemployed as a percent of the civilian labor force.

Method of estimation. Estimates for 48 states, the District of Columbia, the Los Angeles-Long Beach-Glendale metropolitan division, New York City, and the balances of California and New York State are produced using time-series models. This method, which underwent substantial enhancement at the beginning of 2021, utilizes data from several sources, including the CPS, the CES, and state unemployment insurance (UI) programs. Estimates for the state of California are derived by summing the estimates for the Los Angeles-Long Beach-Glendale metropolitan division and the balance of California. Similarly, estimates for New York State are derived by summing the estimates for New York City and the balance of New York State. Estimates for the five additional substate areas contained in this release (the Cleveland-Elyria and Detroit-Warren-Dearborn metropolitan areas and the Chicago-Naperville-Arlington Heights, Miami-Miami Beach Kendall, and Seattle-Bellevue-Everett metropolitan divisions) and their respective balances of state are produced using a similar model-based approach.

Each month, estimates for the nine census divisions first are modeled using inputs from the CPS only and controlled to the

national totals. State estimates then are controlled to their respective census division totals. Substate and balance-of-state estimates for the five areas noted above also are controlled to their respective state totals. This tiered process of controlling model-based estimates to the U.S. totals is called real-time benchmarking. Estimates for Puerto Rico are derived from a monthly household survey similar to the CPS. A more detailed description of the estimation procedures is available from BLS upon request.

Annual revisions. Civilian labor force and unemployment data for prior years reflect adjustments made after the end of each year. The adjusted estimates reflect updated population data from the U.S. Census Bureau, any revisions in the other data sources, and model re-estimation. In most years, historical data for the most recent five years are revised near the beginning of each calendar year, prior to the release of January estimates. With the introduction of a new generation of time series models in 2021, historical data were re-estimated back to the series beginnings in 1976, 1990, or 1994.

Seasonal adjustment. The LAUS models decompose the estimates of employed and unemployed people into trend, seasonal, and irregular components. The benchmarked signals of employed and unemployed people first are adjusted using an X-11 type of seasonal adjustment filter. The adjusted data then are smoothed using a Reproducing Kernel Hilbert Space (RKHS) filter. The smoothed-seasonally adjusted estimates of employed and unemployed people are summed to derive the civilian labor force, and the unemployment rate then is calculated as the unemployed percent of the civilian labor force. The resulting smoothed-seasonally adjusted unemployment rate estimates are analyzed in this news release and published on the BLS website.

During estimation for the current year, the smoothed-seasonally adjusted estimates for a given month are created using an asymmetric filter that incorporates information from previous observations only. For annual revisions, historical data are smoothed using a two-sided filter.

Area definitions. The substate area data published in this release reflect the delineations that were issued by the U.S. Office of Management and Budget on April 10, 2018. A detailed list of the geographic definitions is available online at www.bls.gov/lau/lausmsa.htm.

Employment—from the CES program

Definitions. Employment data refer to people on establishment payrolls who receive pay for any part of the pay period that includes the 12th of the month. People are counted at their place of work rather than at their place of residence; those appearing on more than one payroll are counted on each payroll. Industries are classified on the basis of their principal activity in accordance with the 2022 version of the North American Industry Classification System.

Method of estimation. CES State and Area employment data are produced using several estimation procedures. Where

possible, these data are produced using a "weighted link relative" estimation technique in which a ratio of current month weighted employment to that of the previous-month weighted employment is computed from a sample of establishments reporting for both months. The estimates of employment for the current month are then obtained by multiplying these ratios by the previous month's employment estimates. The weighted link relative technique is utilized for data series where the sample size meets certain statistical criteria. For some employment series, the estimates are produced with a model that uses direct sample estimates (described above) combined with other regressors to compensate for smaller sample sizes.

Annual revisions. Employment estimates are adjusted annually to a complete count of jobs, called benchmarks, derived principally from tax reports that are submitted by employers who are covered under state unemployment insurance (UI) laws. The benchmark information is used to adjust the monthly estimates between the new benchmark and the preceding one and to establish the level of employment for the new benchmark month. Thus, the benchmarking process establishes the level of employment, and the sample is used to measure the month-to-month changes in the level for the subsequent months. Information on recent benchmark revisions is available online at www.bls.gov/web/laus/benchmark.htm.

Seasonal adjustment. Payroll employment data are seasonally adjusted at the statewide expanded supersector level. In some cases, the seasonally adjusted payroll employment total is computed by aggregating the independently adjusted supersector series. In other cases, the seasonally adjusted payroll employment total is independently adjusted. Revisions to historical data for the most recent five years are made once a year, coincident with annual benchmark adjustments.

Payroll employment data are seasonally adjusted concurrently, using all available estimates, including those for the current month, to develop sample-based seasonal factors. Concurrent sample-based factors are created every month for the current month's preliminary estimate as well as the previous month's final estimate.

Caution on aggregating state data. State estimation procedures are designed to produce accurate data for each individual state. BLS independently develops a national employment series; state estimates are not forced to sum to national totals. Each state series is subject to larger relative sampling and nonsampling errors than the national series. Summing state estimates cumulates individual state-level errors and can cause significant distortions at an aggregate level. Due to these statistical limitations, BLS does not compile a "sum-of-states" employment series and cautions users that such a series is subject to a relatively large and volatile error structure.

Reliability of the estimates

The estimates presented in this release are based on sample surveys, administrative data, and modeling and, thus, are subject to sampling and other types of errors. Sampling error is a measure of sampling variability—that is, variation that occurs by chance because a sample rather than the entire population is surveyed. Survey data also are subject to nonsampling errors, such as those which can be introduced into the data collection and processing operations. Estimates not directly derived from sample surveys are subject to additional errors resulting from the specific estimation processes used.

Use of error measures. Changes in state unemployment rates and state nonfarm payroll employment are cited in the analysis of this release only if they have been determined to be statistically significant at the 90-percent confidence level. Furthermore, state unemployment rates for the current month generally are cited only if they have been determined to be significantly different from the U.S. rate at the 90-percent confidence level. The underlying model-based standard error measures for unemployment rates and over-the-month and over-the-year changes in rates are available at www.bls.gov/lau/lastderr.htm. The underlying standard error measures for over-the-month and over-the-year changes in state payroll employment data at the total nonfarm and supersector levels are available at www.bls.gov/web/laus/790stderr.htm. Measures of nonsampling error are not available.

Additional information

Estimates of civilian labor force and unemployment from the LAUS program, as well as nonfarm payroll employment from the CES program, for metropolitan areas and metropolitan divisions are available in the news release Metropolitan Area Employment and Unemployment. Estimates of civilian labor force, employed people, unemployed people, and unemployment rates for approximately 7,600 subnational areas are available online at www.bls.gov/lau/. Employment data from the CES program for states and metropolitan areas are available online at www.bls.gov/sae/. If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

**LABOR FORCE DATA
SEASONALLY ADJUSTED**

Table 1. Civilian labor force and unemployment by state and selected area, seasonally adjusted

State and area	Civilian labor force				Unemployed							
	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Number				Percent of labor force			
					Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p
Alabama.....	2,325,305	2,350,167	2,352,218	2,356,650	64,101	69,257	73,265	76,643	2.8	2.9	3.1	3.3
Alaska.....	358,598	358,154	358,389	358,369	16,322	16,439	16,652	16,694	4.6	4.6	4.6	4.7
Arizona.....	3,720,507	3,757,297	3,750,841	3,744,081	156,449	135,567	140,604	142,591	4.2	3.6	3.7	3.8
Arkansas.....	1,384,754	1,411,974	1,413,808	1,416,352	50,736	45,959	46,651	47,708	3.7	3.3	3.3	3.4
California.....	19,342,132	19,406,245	19,396,466	19,399,397	990,259	1,045,666	1,055,260	1,061,267	5.1	5.4	5.4	5.5
Los Angeles-Long Beach-Glendale ¹	5,006,096	5,090,975	5,086,343	5,077,769	262,773	300,284	304,450	306,486	5.2	5.9	6.0	6.0
Colorado.....	3,239,754	3,253,529	3,253,205	3,254,992	107,597	134,693	139,313	144,427	3.3	4.1	4.3	4.4
Connecticut.....	1,899,136	1,901,441	1,903,075	1,912,136	79,876	57,703	56,899	57,379	4.2	3.0	3.0	3.0
Delaware.....	509,610	503,966	503,223	502,712	20,858	20,223	19,472	18,836	4.1	4.0	3.9	3.7
District of Columbia.....	402,006	405,826	406,136	407,278	19,863	23,054	22,724	22,491	4.9	5.7	5.6	5.5
Florida.....	11,060,978	11,028,749	11,013,743	11,007,537	338,662	369,153	375,494	376,814	3.1	3.3	3.4	3.4
Miami-Miami Beach-Kendall ¹	1,386,790	1,404,320	1,397,144	1,391,962	22,959	33,305	33,269	33,415	1.7	2.4	2.4	2.4
Georgia.....	5,329,007	5,416,644	5,413,794	5,408,929	170,674	196,188	198,384	198,492	3.2	3.6	3.7	3.7
Hawaii.....	675,777	671,079	672,200	672,757	20,538	19,262	19,524	19,850	3.0	2.9	2.9	3.0
Idaho.....	967,316	993,386	996,550	1,000,658	32,090	36,463	37,110	37,715	3.3	3.7	3.7	3.8
Illinois.....	6,473,136	6,537,680	6,546,982	6,553,914	304,470	346,353	346,436	340,381	4.7	5.3	5.3	5.2
Chicago-Naperville-Arlington Heights ¹	3,823,479	3,894,267	3,911,480	3,922,597	171,271	210,085	212,361	210,071	4.5	5.4	5.4	5.4
Indiana.....	3,408,675	3,432,904	3,442,417	3,451,468	117,890	150,533	152,816	154,870	3.5	4.4	4.4	4.5
Iowa.....	1,706,995	1,684,055	1,685,863	1,689,480	52,035	51,024	53,024	53,945	3.0	3.0	3.1	3.2
Kansas.....	1,507,952	1,516,645	1,520,373	1,525,683	39,138	51,720	53,840	55,611	2.6	3.4	3.5	3.6
Kentucky.....	2,025,169	2,075,130	2,080,021	2,085,059	86,704	103,091	105,558	108,623	4.3	5.0	5.1	5.2
Louisiana.....	2,077,588	2,073,009	2,070,207	2,069,044	82,627	85,167	88,872	91,439	4.0	4.1	4.3	4.4
Maine.....	691,680	706,180	706,359	706,995	23,439	20,673	21,730	22,749	3.4	2.9	3.1	3.2
Maryland.....	3,195,545	3,231,805	3,234,533	3,232,810	70,525	95,839	99,661	100,352	2.2	3.0	3.1	3.1
Massachusetts.....	3,749,870	3,853,602	3,853,935	3,860,437	121,744	149,662	153,193	158,668	3.2	3.9	4.0	4.1
Michigan.....	5,043,199	5,052,175	5,053,374	5,050,428	206,914	234,913	243,847	251,649	4.1	4.6	4.8	5.0
Detroit-Warren-Dearborn ²	2,203,059	2,179,645	2,170,546	2,160,646	87,226	101,630	105,028	106,666	4.0	4.7	4.8	4.9
Minnesota.....	3,095,430	3,097,339	3,101,953	3,105,315	84,774	105,863	107,296	102,821	2.7	3.4	3.5	3.3
Mississippi.....	1,230,449	1,255,659	1,261,977	1,269,566	39,169	36,652	39,267	42,429	3.2	2.9	3.1	3.3
Missouri.....	3,099,207	3,154,896	3,156,302	3,157,828	100,920	120,021	118,259	115,866	3.3	3.8	3.7	3.7
Montana.....	576,863	582,168	581,302	580,610	19,034	19,160	18,787	18,072	3.3	3.3	3.2	3.1
Nebraska.....	1,055,914	1,056,034	1,057,891	1,059,931	26,287	28,885	29,637	29,972	2.5	2.7	2.8	2.8
Nevada.....	1,612,919	1,623,229	1,622,564	1,623,693	85,214	91,828	92,324	92,944	5.3	5.7	5.7	5.7
New Hampshire.....	761,981	772,807	773,142	774,115	19,874	19,083	19,441	20,003	2.6	2.5	2.5	2.6
New Jersey.....	4,832,330	4,844,872	4,839,136	4,829,655	231,481	226,988	224,714	222,091	4.8	4.7	4.6	4.6
New Mexico.....	969,026	979,090	979,900	981,343	38,406	42,073	43,082	43,192	4.0	4.3	4.4	4.4
New York.....	9,760,755	9,705,815	9,700,319	9,691,182	444,684	425,704	425,973	423,767	4.6	4.4	4.4	4.4
New York City.....	4,163,161	4,207,768	4,201,958	4,195,839	221,793	225,860	228,790	228,862	5.3	5.4	5.4	5.5
North Carolina.....	5,248,887	5,264,401	5,262,844	5,263,880	187,400	197,005	197,114	196,926	3.6	3.7	3.7	3.7
North Dakota.....	417,116	419,466	420,121	421,282	7,872	9,922	10,164	10,361	1.9	2.4	2.4	2.5
Ohio.....	5,793,713	5,888,169	5,897,596	5,899,417	209,953	255,535	255,006	258,427	3.6	4.3	4.3	4.4
Cleveland-Elyria ²	1,038,003	1,042,678	1,046,936	1,049,636	38,484	40,584	40,010	40,232	3.7	3.9	3.8	3.8
Oklahoma.....	1,980,636	1,998,646	1,997,384	1,997,013	69,486	66,785	65,688	65,214	3.5	3.3	3.3	3.3
Oregon.....	2,168,168	2,193,451	2,194,740	2,195,726	85,951	88,491	88,870	90,404	4.0	4.0	4.0	4.1
Pennsylvania.....	6,538,180	6,531,351	6,507,359	6,490,267	223,367	227,459	233,325	233,325	3.4	3.4	3.5	3.6
Rhode Island.....	576,169	590,511	588,694	587,966	19,641	27,171	27,146	27,182	3.4	4.6	4.6	4.6
South Carolina.....	2,470,300	2,531,262	2,534,071	2,536,654	74,873	118,097	121,482	119,485	3.0	4.7	4.8	4.7
South Dakota.....	481,702	484,988	486,150	487,162	9,887	9,156	9,165	9,190	2.1	1.9	1.9	1.9
Tennessee.....	3,383,917	3,414,992	3,419,021	3,427,064	116,637	114,015	118,450	123,042	3.4	3.3	3.5	3.6
Texas.....	15,130,593	15,497,029	15,536,014	15,575,888	587,784	638,373	651,472	653,691	3.9	4.1	4.2	4.2
Utah.....	1,802,956	1,803,089	1,802,514	1,804,995	50,023	63,830	63,613	62,647	2.8	3.5	3.5	3.5
Vermont.....	353,412	357,822	357,401	357,297	7,979	8,169	8,475	8,717	2.3	2.3	2.4	2.4
Virginia.....	4,579,693	4,575,349	4,578,948	4,581,450	139,385	133,602	137,057	136,810	3.0	2.9	3.0	3.0
Washington.....	4,037,592	3,995,674	3,990,031	3,988,999	178,204	187,734	185,298	181,451	4.4	4.7	4.6	4.5
Seattle-Bellevue-Everett ¹	1,815,278	1,792,746	1,803,967	1,815,980	66,365	77,063	76,188	73,151	3.7	4.3	4.2	4.0
West Virginia.....	790,224	787,529	786,088	784,717	33,903	33,297	33,252	32,885	4.3	4.2	4.2	4.2
Wisconsin.....	3,150,152	3,158,092	3,165,349	3,170,348	105,567	90,147	91,378	93,878	3.4	2.9	2.9	3.0
Wyoming.....	294,841	295,526	295,711	296,115	8,424	9,518	9,897	10,288	2.9	3.2	3.3	3.5
Puerto Rico.....	1,212,497	1,207,928	1,214,897	1,216,337	68,773	65,571	65,620	65,756	5.7	5.4	5.4	5.4

¹ Metropolitan division.

² Metropolitan statistical area.

p Preliminary

NOTE: Data refer to place of residence. Data for Puerto Rico are derived from a monthly household survey similar to the Current Population Survey. Area definitions are based on Office of Management and Budget Bulletin No. 18-03, dated April 10, 2018, and are available on the BLS website at <https://www.bls.gov/lau/lausmsa.htm>. Estimates for the latest month are subject to revision the following month.

**LABOR FORCE DATA
NOT SEASONALLY ADJUSTED**

Table 2. Civilian labor force and unemployment by state and selected area, not seasonally adjusted

State and area	Civilian labor force				Unemployed							
	November		December		Number				Percent of labor force			
	2023	2024	2023	2024 ^p	November		December		November		December	
					2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p
Alabama	2,341,194	2,356,413	2,324,381	2,363,548	59,218	78,669	61,649	75,416	2.5	3.3	2.7	3.2
Alaska	358,227	357,003	353,993	353,966	16,003	17,329	16,441	16,468	4.5	4.9	4.6	4.7
Arizona	3,741,924	3,733,854	3,705,573	3,707,516	143,047	145,707	139,779	130,326	3.8	3.9	3.8	3.5
Arkansas	1,378,653	1,407,200	1,369,539	1,408,277	43,579	43,949	47,151	47,457	3.2	3.1	3.4	3.4
California	19,403,032	19,338,749	19,223,553	19,323,963	958,633	1,024,917	970,791	1,003,082	4.9	5.3	5.1	5.2
Los Angeles-Long Beach-Glendale ¹	5,018,458	5,041,796	4,963,128	5,015,885	248,192	293,290	246,003	285,600	4.9	5.8	5.0	5.7
Colorado	3,255,625	3,248,365	3,228,781	3,248,177	104,840	146,657	105,305	147,382	3.2	4.5	3.3	4.5
Connecticut	1,910,349	1,912,422	1,882,603	1,928,362	74,082	52,238	75,620	52,038	3.9	2.7	4.0	2.7
Delaware	508,839	500,191	507,966	501,214	18,126	15,578	18,648	15,872	3.6	3.1	3.7	3.2
District of Columbia	402,474	406,885	402,344	408,333	18,645	20,363	19,055	20,286	4.6	5.0	4.7	5.0
Florida	11,080,163	10,930,913	11,026,352	10,944,794	330,238	390,998	317,780	337,589	3.0	3.6	2.9	3.1
Miami-Miami Beach-Kendall ¹	1,404,586	1,370,983	1,387,620	1,382,619	21,327	32,875	22,634	34,659	1.5	2.4	1.6	2.5
Georgia	5,338,998	5,392,442	5,311,409	5,376,670	150,473	191,280	152,861	182,951	2.8	3.5	2.9	3.4
Hawaii	678,216	677,038	672,910	672,329	20,654	20,701	19,266	18,884	3.0	3.1	2.9	2.8
Idaho	969,112	999,059	961,018	1,002,938	29,848	36,505	30,208	36,854	3.1	3.7	3.1	3.7
Illinois	6,494,579	6,574,135	6,420,244	6,514,061	267,432	313,750	267,635	279,482	4.1	4.8	4.2	4.3
Chicago-Naperville-Arlington Heights ¹	3,830,466	3,948,614	3,789,078	3,899,410	152,095	197,354	145,369	168,629	4.0	5.0	3.8	4.3
Indiana	3,419,254	3,449,500	3,375,371	3,439,659	108,713	145,450	96,588	138,598	3.2	4.2	2.9	4.0
Iowa	1,703,601	1,690,017	1,686,529	1,687,284	43,092	52,454	44,325	50,855	2.5	3.1	2.6	3.0
Kansas	1,507,729	1,525,529	1,496,226	1,531,131	29,835	52,367	29,959	50,829	2.0	3.4	2.0	3.3
Kentucky	2,028,827	2,084,699	2,011,782	2,084,914	77,266	101,192	77,536	105,372	3.8	4.9	3.9	5.1
Louisiana	2,085,443	2,060,060	2,063,211	2,054,522	77,686	88,459	78,576	84,772	3.7	4.3	3.8	4.1
Maine	690,668	699,644	685,303	701,504	23,224	25,226	24,161	25,047	3.4	3.6	3.5	3.6
Maryland	3,196,718	3,222,885	3,177,071	3,204,390	65,698	106,751	65,930	87,590	2.1	3.3	2.1	2.7
Massachusetts	3,757,863	3,840,051	3,741,149	3,859,225	109,017	150,801	120,485	160,680	2.9	3.9	3.2	4.2
Michigan	5,055,252	5,057,610	5,010,029	5,006,478	168,394	240,741	176,987	251,279	3.3	4.8	3.5	5.0
Detroit-Warren-Dearborn ²	2,213,537	2,155,469	2,204,684	2,138,845	76,071	109,939	73,024	101,103	3.4	5.1	3.3	4.7
Minnesota	3,083,960	3,095,676	3,069,261	3,090,964	57,999	90,053	78,508	82,150	1.9	2.9	2.6	2.7
Mississippi	1,229,900	1,276,472	1,224,235	1,286,224	31,071	40,663	32,100	45,009	2.5	3.2	2.6	3.5
Missouri	3,087,153	3,138,112	3,074,225	3,139,040	85,242	102,052	87,940	99,620	2.8	3.3	2.9	3.2
Montana	575,936	573,304	572,585	573,207	17,633	15,539	21,540	17,089	3.1	2.7	3.8	3.0
Nebraska	1,056,013	1,060,731	1,045,753	1,056,652	21,962	28,488	23,024	27,410	2.1	2.7	2.2	2.6
Nevada	1,618,598	1,617,271	1,606,068	1,618,878	80,112	89,565	81,364	91,083	4.9	5.5	5.1	5.6
New Hampshire	763,013	769,776	758,543	771,753	19,457	21,142	19,791	21,155	2.6	2.7	2.6	2.7
New Jersey	4,829,088	4,806,847	4,822,968	4,793,668	210,456	200,498	217,777	201,903	4.4	4.2	4.5	4.2
New Mexico	977,698	985,860	971,137	986,418	36,319	43,579	35,138	38,115	3.7	4.4	3.6	3.9
New York	9,743,441	9,641,819	9,651,541	9,563,906	407,556	403,612	426,861	396,447	4.2	4.2	4.4	4.1
New York City	4,155,081	4,164,612	4,130,506	4,147,616	203,526	226,671	208,902	215,065	4.9	5.4	5.1	5.2
North Carolina	5,244,914	5,241,197	5,203,199	5,220,480	176,463	193,882	168,647	178,998	3.4	3.7	3.2	3.4
North Dakota	412,927	417,167	409,589	417,728	5,885	8,925	7,203	10,243	1.4	2.1	1.8	2.5
Ohio	5,801,670	5,896,783	5,739,180	5,835,177	173,824	231,394	176,931	246,024	3.0	3.9	3.1	4.2
Cleveland-Elyria ²	1,040,197	1,046,966	1,017,551	1,035,897	29,364	31,375	30,972	34,856	2.8	3.0	3.0	3.4
Oklahoma	1,990,868	1,989,721	1,973,677	1,984,966	65,344	59,358	63,730	59,207	3.3	3.0	3.2	3.0
Oregon	2,171,167	2,190,705	2,157,948	2,177,515	79,262	83,247	86,699	92,561	3.7	3.8	4.0	4.3
Pennsylvania	6,550,212	6,427,706	6,485,240	6,393,365	188,407	210,783	188,869	214,104	2.9	3.3	2.9	3.3
Rhode Island	580,589	583,287	576,171	583,902	19,947	26,046	19,898	24,746	3.4	4.5	3.5	4.2
South Carolina	2,464,756	2,518,711	2,452,530	2,519,876	70,628	119,256	74,634	101,328	2.9	4.7	3.0	4.0
South Dakota	480,998	487,089	476,072	484,006	8,081	8,252	9,574	9,542	1.7	1.7	2.0	2.0
Tennessee	3,383,190	3,414,872	3,371,891	3,426,084	105,391	119,985	101,958	120,798	3.1	3.5	3.0	3.5
Texas	15,207,323	15,620,707	15,090,824	15,591,398	536,761	655,328	525,907	579,036	3.5	4.2	3.5	3.7
Utah	1,815,939	1,803,389	1,798,492	1,810,450	45,448	55,020	45,194	53,239	2.5	3.1	2.5	2.9
Vermont	353,699	354,646	351,726	354,803	7,203	8,803	7,804	8,983	2.0	2.5	2.2	2.5
Virginia	4,566,701	4,551,985	4,534,581	4,538,320	131,268	134,463	121,971	115,554	2.9	3.0	2.7	2.5
Washington	4,046,799	3,990,427	4,021,711	3,984,089	174,210	174,873	186,870	170,429	4.3	4.4	4.6	4.3
Seattle-Bellevue-Everett ¹	1,818,631	1,836,778	1,800,830	1,833,235	65,765	70,208	63,206	55,977	3.6	3.8	3.5	3.1
West Virginia	787,082	776,301	782,306	773,375	28,791	28,264	30,799	27,845	3.7	3.6	3.9	3.6
Wisconsin	3,153,011	3,172,764	3,127,738	3,151,879	85,164	82,101	90,954	90,178	2.7	2.6	2.9	2.9
Wyoming	295,766	296,078	290,624	294,724	7,893	10,417	7,624	10,883	2.7	3.5	2.6	3.7
Puerto Rico	1,230,590	1,238,170	1,219,472	1,222,000	70,580	67,568	70,164	66,332	5.7	5.5	5.8	5.4

¹ Metropolitan division.

² Metropolitan statistical area.

^p Preliminary

NOTE: Data refer to place of residence. Data for Puerto Rico are derived from a monthly household survey similar to the Current Population Survey. Area definitions are based on Office of Management and Budget Bulletin No. 18-03, dated April 10, 2018, and are available on the BLS website at <https://www.bls.gov/lau/lausmsa.htm>. Estimates for the latest month are subject to revision the following month.

**ESTABLISHMENT DATA
SEASONALLY ADJUSTED**

Table 3. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted

[In thousands]

State	Total ¹				Construction				Manufacturing			
	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p
Alabama.....	2,181.0	2,214.7	2,218.6	2,220.5	102.5	107.3	107.3	107.6	285.4	288.7	289.2	289.8
Alaska.....	334.1	339.6	341.3	341.7	18.0	21.1	21.3	21.4	13.9	13.6	14.0	14.0
Arizona.....	3,228.7	3,276.6	3,280.1	3,283.5	217.4	218.0	216.3	214.5	194.2	191.8	193.0	193.0
Arkansas.....	1,355.2	1,375.9	1,378.5	1,379.8	66.1	66.7	66.8	66.8	159.9	162.7	163.9	163.5
California.....	17,948.9	18,104.8	18,114.4	18,129.4	933.7	922.9	922.2	921.3	1,336.7	1,292.1	1,292.3	1,291.0
Colorado.....	2,961.4	3,014.9	3,009.7	3,010.0	182.7	186.9	187.8	187.1	149.2	149.5	149.0	150.1
Connecticut.....	1,695.8	1,709.0	1,710.8	1,715.9	61.5	62.2	62.4	62.5	157.9	158.1	157.8	157.8
Delaware ²	486.2	487.1	489.5	489.1	23.5	25.1	24.8	24.6	27.9	27.7	27.8	27.9
District of Columbia ²	766.6	773.9	778.1	779.5	14.8	14.7	15.0	15.0	1.0	1.1	1.1	1.1
Florida.....	9,865.8	9,949.0	9,995.7	10,013.7	643.0	663.1	670.1	671.9	427.7	421.1	422.3	421.4
Georgia.....	4,934.5	4,985.4	4,985.0	4,994.9	222.8	222.8	221.8	221.6	432.2	432.4	430.3	427.1
Hawaii ²	632.6	638.8	641.7	643.9	38.8	42.1	41.6	41.7	12.7	13.0	13.2	13.0
Idaho.....	855.5	879.8	883.6	886.6	70.4	73.2	73.4	73.4	75.5	80.2	81.0	81.0
Illinois.....	6,100.6	6,153.2	6,147.8	6,156.6	233.4	235.0	231.1	232.7	581.9	575.6	574.5	575.0
Indiana.....	3,260.0	3,302.5	3,304.6	3,308.4	165.3	172.8	169.3	168.8	532.4	525.0	522.8	521.8
Iowa.....	1,598.8	1,598.9	1,602.2	1,606.2	84.6	83.5	84.1	84.9	228.2	221.7	221.3	220.5
Kansas.....	1,449.6	1,460.8	1,466.8	1,468.0	68.2	70.7	70.8	71.2	172.7	168.7	172.2	171.9
Kentucky.....	2,023.2	2,046.0	2,050.7	2,051.9	90.0	93.6	94.2	94.3	256.3	256.6	256.8	257.1
Louisiana.....	1,950.8	1,967.2	1,968.9	1,971.4	132.5	139.5	137.5	136.4	138.1	136.8	137.2	136.9
Maine.....	654.1	658.1	655.9	656.1	33.5	33.3	33.2	33.4	53.4	53.2	53.2	53.1
Maryland.....	2,735.4	2,769.2	2,773.6	2,773.8	157.6	155.0	154.1	153.7	109.0	109.6	110.4	110.3
Massachusetts.....	3,721.1	3,742.8	3,741.3	3,747.3	174.2	178.9	176.3	175.8	236.3	232.8	232.0	231.6
Michigan.....	4,465.9	4,497.8	4,502.5	4,508.8	189.7	203.7	204.4	203.3	612.4	603.9	603.6	601.2
Minnesota.....	3,000.2	3,033.0	3,035.5	3,039.6	133.9	132.3	136.0	134.3	324.2	320.1	319.8	319.9
Mississippi.....	1,179.7	1,198.1	1,196.9	1,195.3	47.7	50.8	50.3	49.2	143.7	141.7	143.0	142.1
Missouri.....	3,000.6	3,075.8	3,074.1	3,085.3	145.3	151.7	150.6	149.3	286.4	291.0	289.8	289.6
Montana.....	524.4	535.9	536.5	536.6	37.8	39.5	39.2	39.3	21.6	21.5	21.4	21.5
Nebraska.....	1,057.9	1,078.1	1,078.0	1,078.5	60.9	63.1	63.0	62.6	106.1	109.3	109.2	108.6
Nevada.....	1,571.8	1,578.0	1,577.1	1,582.4	118.7	124.6	124.9	126.0	69.2	70.2	70.3	70.1
New Hampshire.....	704.7	714.5	716.8	719.0	31.5	32.5	32.1	32.2	70.9	70.2	70.3	69.8
New Jersey.....	4,366.3	4,388.5	4,389.4	4,396.6	167.7	169.3	169.0	166.9	255.0	253.2	253.2	252.7
New Mexico.....	881.1	888.2	892.8	893.7	53.8	54.8	55.6	55.8	29.5	29.5	29.6	29.9
New York.....	9,762.5	9,884.0	9,889.4	9,895.5	384.8	380.9	381.8	377.4	421.6	420.4	418.7	418.6
North Carolina.....	4,965.6	5,027.0	5,040.1	5,050.7	261.8	265.8	269.9	270.5	467.3	461.5	458.6	459.5
North Dakota.....	440.6	448.6	450.5	451.9	27.5	28.5	28.3	28.5	28.6	28.9	28.8	28.8
Ohio.....	5,630.1	5,679.5	5,684.7	5,691.5	237.0	254.6	255.3	254.9	688.1	684.0	684.3	683.8
Oklahoma.....	1,769.2	1,793.5	1,796.3	1,800.5	86.4	91.6	92.2	93.8	140.7	139.8	140.1	140.4
Oregon.....	1,975.6	1,993.1	1,996.8	1,993.1	117.3	112.4	114.4	114.8	187.5	185.3	185.7	183.9
Pennsylvania.....	6,115.1	6,207.5	6,216.1	6,229.8	256.7	259.0	260.6	261.1	565.4	563.6	562.7	562.3
Rhode Island.....	509.1	514.0	514.6	514.2	21.0	21.4	21.2	21.0	40.3	40.8	40.8	40.9
South Carolina.....	2,336.6	2,391.7	2,396.5	2,401.0	115.3	123.6	122.6	123.4	264.6	266.5	266.2	265.9
South Dakota.....	468.6	468.2	467.6	468.6	30.6	31.0	31.2	31.8	45.7	43.7	43.2	42.9
Tennessee.....	3,297.8	3,342.6	3,342.7	3,343.2	153.8	157.4	157.4	157.4	360.0	363.6	364.6	364.7
Texas.....	14,034.5	14,277.6	14,281.2	14,318.7	837.9	867.0	867.1	869.4	962.0	985.1	984.3	983.6
Utah.....	1,738.3	1,770.9	1,776.6	1,782.7	137.7	145.4	145.2	144.4	154.0	156.0	156.2	157.0
Vermont.....	309.6	315.6	315.0	314.4	15.8	15.6	15.7	15.8	27.8	27.8	27.7	27.7
Virginia.....	4,191.3	4,254.8	4,263.3	4,268.2	218.2	229.2	230.6	229.1	247.5	248.6	247.9	246.7
Washington.....	3,630.9	3,634.9	3,666.7	3,678.5	228.0	233.6	231.9	235.9	279.1	246.2	275.7	274.1
West Virginia.....	720.5	718.3	720.5	720.4	34.8	33.9	33.5	33.6	46.2	45.3	45.2	45.3
Wisconsin.....	3,021.8	3,043.2	3,043.3	3,042.1	138.1	141.1	142.0	142.0	479.3	483.6	480.2	481.2
Wyoming.....	292.4	296.5	297.3	297.3	22.7	23.0	23.3	23.7	10.5	10.7	10.7	10.6
Puerto Rico.....	950.4	963.6	966.0	965.9	35.5	37.5	37.7	37.8	83.9	83.4	83.0	82.6
Virgin Islands ^{2, 3}	35.6	35.1	35.3	35.5	2.1	2.1	2.1	2.1	-	-	-	-

¹ Includes mining and logging, information, and other services (except public administration), not shown separately.

² Mining and logging is combined with construction.

³ Missing series (denoted by '-') are not published seasonally adjusted because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

^p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

**ESTABLISHMENT DATA
SEASONALLY ADJUSTED**

Table 3. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted-Continued
[In thousands]

State	Trade, transportation, and utilities				Financial activities				Professional and business services			
	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p
Alabama.....	409.5	414.7	414.1	414.2	104.9	104.5	105.1	103.3	267.0	266.6	267.4	267.7
Alaska.....	66.9	66.8	66.4	66.0	11.1	11.1	11.1	11.2	28.1	29.7	29.9	29.7
Arizona.....	622.6	630.2	630.3	632.3	242.9	246.2	245.0	244.6	467.7	474.7	474.0	475.5
Arkansas.....	268.2	269.9	268.8	269.1	70.9	70.9	71.1	71.2	155.0	159.0	158.9	160.4
California.....	3,106.5	3,130.5	3,129.2	3,130.4	810.4	814.9	811.6	812.7	2,763.1	2,780.4	2,783.2	2,780.2
Colorado.....	503.3	508.6	507.4	508.3	181.6	185.1	183.4	182.2	499.1	507.3	505.2	506.5
Connecticut.....	299.2	296.7	297.1	299.0	117.5	119.1	120.0	120.4	220.9	219.5	218.7	218.6
Delaware.....	89.4	89.0	88.6	88.5	50.4	50.2	50.4	50.0	63.4	64.2	64.8	64.8
District of Columbia.....	30.3	31.0	30.8	30.8	26.4	25.5	25.6	25.6	174.3	178.3	179.2	179.8
Florida.....	1,999.7	2,011.8	2,016.5	2,020.9	684.7	676.5	679.5	679.8	1,622.1	1,629.8	1,621.2	1,625.1
Georgia.....	1,038.7	1,034.6	1,032.0	1,033.9	281.1	284.4	286.1	286.5	773.7	769.7	770.4	770.2
Hawaii.....	115.5	114.8	114.9	115.2	27.1	26.3	26.5	26.5	72.1	72.3	72.9	72.8
Idaho.....	162.1	163.3	163.6	163.9	41.9	42.1	42.9	42.8	110.0	112.8	113.0	113.4
Illinois.....	1,219.1	1,224.9	1,222.3	1,222.5	399.8	393.6	392.8	395.7	929.1	917.0	915.0	912.9
Indiana.....	639.6	641.5	644.6	644.3	148.5	151.6	150.1	151.0	363.7	373.3	375.5	376.8
Iowa.....	310.4	310.6	310.0	310.6	108.6	106.4	106.8	107.1	147.2	143.6	143.1	143.5
Kansas.....	275.8	281.5	281.7	282.4	77.0	78.6	78.7	79.3	175.5	175.4	175.5	173.6
Kentucky.....	426.4	427.3	425.7	425.1	96.4	96.1	96.2	96.0	226.0	228.0	228.8	228.2
Louisiana.....	371.2	373.1	372.1	373.6	97.3	94.7	94.5	94.4	216.0	217.7	218.9	218.7
Maine.....	120.8	120.3	120.0	119.9	34.0	33.9	33.8	33.4	77.6	76.0	75.3	76.1
Maryland.....	466.2	463.2	466.3	466.6	138.2	138.2	138.4	139.5	472.8	477.7	473.9	471.9
Massachusetts.....	560.0	560.7	558.8	558.8	230.9	230.4	231.7	231.1	628.8	630.7	630.1	631.9
Michigan.....	819.0	822.8	819.4	820.0	230.8	231.6	232.0	233.5	647.8	644.3	644.1	644.6
Minnesota.....	536.2	535.3	533.1	532.3	187.2	185.6	185.4	184.7	378.9	367.5	366.3	367.3
Mississippi.....	245.3	249.1	247.7	246.4	45.2	45.4	45.0	45.2	115.1	120.6	119.4	119.6
Missouri.....	566.3	567.6	563.7	569.4	187.7	192.8	193.8	194.3	374.2	381.0	380.7	381.9
Montana.....	101.7	103.0	101.8	101.4	27.9	27.7	27.9	27.8	52.1	52.1	52.4	52.4
Nebraska.....	200.2	201.9	201.0	201.3	69.6	68.6	69.1	69.5	126.5	128.0	127.5	126.6
Nevada.....	299.8	299.4	297.8	296.3	77.7	76.2	76.8	76.5	219.3	213.4	211.8	215.4
New Hampshire.....	139.6	140.1	141.0	141.8	34.3	34.6	34.4	34.4	98.6	99.7	100.3	100.4
New Jersey.....	918.0	922.9	920.1	921.0	270.3	267.9	268.7	268.9	722.9	714.0	710.4	714.3
New Mexico.....	147.0	143.8	144.5	144.9	35.0	35.7	36.1	36.2	122.3	123.9	124.3	123.8
New York.....	1,472.3	1,472.8	1,468.3	1,467.0	749.8	746.6	748.4	749.2	1,397.3	1,396.8	1,398.0	1,395.1
North Carolina.....	930.9	929.7	927.8	927.1	310.2	311.5	311.7	310.8	742.4	749.5	756.4	761.7
North Dakota.....	93.4	93.9	94.5	94.6	25.0	25.3	25.0	25.1	34.4	34.4	34.3	34.6
Ohio.....	1,053.8	1,054.1	1,052.0	1,053.7	321.9	313.2	314.5	312.9	734.4	744.0	746.8	747.9
Oklahoma.....	321.4	318.7	318.7	317.3	83.9	83.2	82.5	82.6	206.0	205.4	205.7	206.1
Oregon.....	361.2	362.2	360.9	359.0	101.5	103.3	103.2	102.2	259.7	258.7	260.1	259.7
Pennsylvania.....	1,135.8	1,145.0	1,143.8	1,146.0	341.8	343.2	343.5	343.6	837.9	837.4	838.4	839.9
Rhode Island.....	77.3	78.7	79.0	79.5	35.2	35.4	35.6	35.4	69.7	72.0	72.1	71.7
South Carolina.....	445.1	449.7	450.3	450.8	124.1	124.2	124.5	125.3	315.7	322.7	327.7	329.3
South Dakota.....	92.8	92.4	91.7	91.0	27.7	26.6	26.5	26.8	37.4	37.8	37.9	38.4
Tennessee.....	680.2	689.4	688.1	686.6	184.2	182.4	183.6	184.3	438.6	444.8	443.1	441.2
Texas.....	2,777.2	2,800.7	2,793.0	2,803.4	908.4	936.8	940.0	941.1	2,122.1	2,144.8	2,147.5	2,165.3
Utah.....	315.5	313.7	313.6	311.6	98.3	98.2	98.8	99.9	250.8	252.2	255.1	257.5
Vermont.....	52.5	52.3	51.8	51.7	12.1	12.3	12.4	12.2	32.9	34.4	34.2	34.1
Virginia.....	672.2	676.9	679.4	678.1	222.6	221.2	219.9	218.3	802.8	817.5	818.1	816.8
Washington.....	617.8	622.1	617.4	617.9	165.3	169.6	170.4	170.5	546.6	557.3	556.8	558.3
West Virginia.....	122.4	120.4	119.9	119.6	26.4	25.9	25.9	25.8	73.6	72.8	72.5	72.2
Wisconsin.....	552.9	557.7	558.3	557.6	160.3	157.7	156.5	155.9	328.6	325.7	327.9	329.0
Wyoming.....	52.7	53.4	53.1	53.4	11.3	11.9	11.9	11.9	21.4	21.3	21.5	21.5
Puerto Rico.....	187.8	191.6	191.7	191.8	47.4	48.6	48.8	48.9	139.4	140.1	141.7	141.8
Virgin Islands ¹	6.9	6.9	6.9	7.0	-	-	-	-	-	-	-	-

¹ Missing series (denoted by '-') are not published seasonally adjusted because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

**ESTABLISHMENT DATA
SEASONALLY ADJUSTED**

Table 3. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted-Continued
[In thousands]

State	Education and health services				Leisure and hospitality				Government			
	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p	Dec. 2023	Oct. 2024	Nov. 2024	Dec. 2024 ^p
Alabama.....	263.8	272.8	273.8	275.3	205.5	211.8	212.7	212.6	405.2	410.5	410.9	411.6
Alaska.....	52.6	54.3	54.4	54.6	35.4	35.9	37.0	37.5	79.3	78.5	78.3	78.2
Arizona.....	535.5	559.3	561.2	560.9	352.5	351.6	354.7	354.9	428.9	435.9	437.1	438.4
Arkansas.....	211.1	221.1	222.8	222.1	126.6	128.2	128.5	129.3	211.6	213.6	213.3	213.2
California.....	3,185.0	3,302.9	3,314.1	3,314.4	2,031.3	2,038.5	2,040.9	2,048.4	2,628.2	2,683.4	2,682.7	2,684.9
Colorado.....	376.7	387.3	388.6	388.7	357.1	364.4	362.0	360.7	484.3	498.6	499.2	500.3
Connecticut.....	356.5	368.4	370.4	371.8	153.3	156.4	156.6	157.2	233.3	233.5	233.1	233.5
Delaware.....	84.8	84.7	85.7	85.4	53.2	51.6	52.3	52.7	70.9	72.1	72.4	72.6
District of Columbia.....	122.6	121.6	122.2	122.6	76.2	77.6	78.9	79.7	234.0	233.7	234.7	234.4
Florida.....	1,502.9	1,532.9	1,534.2	1,533.8	1,311.0	1,306.4	1,337.4	1,340.5	1,137.3	1,159.6	1,162.3	1,162.4
Georgia.....	672.4	695.8	700.3	705.4	521.4	538.0	536.7	539.9	703.6	720.5	720.4	719.2
Hawaii.....	89.6	91.3	92.4	93.1	118.7	120.5	121.5	122.4	124.9	126.7	126.8	126.7
Idaho.....	128.2	137.9	138.4	139.0	93.8	92.9	93.2	94.6	132.8	137.6	137.8	138.1
Illinois.....	976.2	999.4	1,000.2	1,002.8	594.9	600.6	602.8	604.7	817.7	846.5	847.8	849.8
Indiana.....	509.1	518.1	521.0	523.5	313.0	322.6	320.5	320.2	425.2	430.5	434.1	435.8
Iowa.....	236.6	241.4	242.1	242.7	141.6	146.6	147.5	147.7	265.7	268.3	270.6	272.3
Kansas.....	211.7	215.8	216.1	216.5	135.0	131.3	132.1	132.8	256.0	259.6	260.4	261.1
Kentucky.....	307.8	322.2	325.0	324.3	204.8	205.2	206.3	208.7	311.8	313.4	314.1	314.3
Louisiana.....	335.6	345.1	346.2	347.4	220.5	213.8	214.4	215.3	317.2	322.5	323.3	324.2
Maine.....	132.9	135.1	134.7	134.7	68.3	70.6	69.8	69.5	101.4	103.4	103.7	103.9
Maryland.....	464.2	483.3	485.2	485.6	258.3	263.6	263.3	263.4	528.8	536.7	538.6	539.9
Massachusetts.....	835.2	848.5	849.9	854.1	359.9	363.3	365.4	366.6	459.9	465.1	466.0	465.9
Michigan.....	695.3	704.6	705.5	707.2	425.6	425.2	428.4	431.8	609.7	624.4	626.3	628.1
Minnesota.....	576.7	607.9	612.4	617.5	269.2	274.6	271.7	271.0	428.4	444.2	445.5	449.8
Mississippi.....	154.0	158.6	158.6	159.2	134.8	135.7	136.3	136.6	238.5	240.8	241.3	241.5
Missouri.....	516.2	537.6	540.9	543.7	319.6	330.4	327.7	327.8	435.8	452.0	454.7	457.5
Montana.....	84.9	88.9	89.1	89.2	74.9	76.7	77.3	77.9	92.2	93.5	94.1	93.9
Nebraska.....	165.1	171.7	171.8	172.4	99.1	100.6	100.9	101.3	175.4	177.7	177.9	178.4
Nevada.....	167.2	172.5	173.1	174.0	358.9	355.8	355.4	355.5	180.4	183.5	184.6	184.7
New Hampshire.....	130.3	136.5	136.7	137.3	75.1	75.0	75.0	75.8	87.4	88.4	89.2	89.0
New Jersey.....	770.4	806.4	811.8	814.4	408.5	401.1	402.9	404.2	600.6	606.5	607.1	607.5
New Mexico.....	145.6	148.0	149.0	150.0	98.9	101.4	101.2	101.7	188.1	190.0	191.0	189.7
New York.....	2,268.9	2,372.0	2,378.9	2,387.6	934.7	945.0	946.8	953.8	1,463.3	1,486.8	1,484.7	1,483.6
North Carolina.....	678.4	702.7	705.8	707.6	536.9	550.5	551.8	555.4	751.2	765.9	766.4	767.0
North Dakota.....	68.7	71.4	72.0	72.2	40.1	38.4	38.9	39.1	83.3	88.0	88.1	88.1
Ohio.....	955.2	979.2	981.8	983.7	567.6	567.8	566.7	571.0	783.1	790.5	791.0	791.5
Oklahoma.....	265.4	270.1	271.2	270.6	183.5	195.1	194.0	195.8	363.1	369.3	370.3	371.9
Oregon.....	326.6	343.8	345.7	347.9	206.3	205.1	203.8	201.9	310.8	316.8	317.6	318.3
Pennsylvania.....	1,342.1	1,384.4	1,388.4	1,393.7	567.0	592.0	594.8	597.6	694.6	702.2	703.2	703.8
Rhode Island.....	110.6	113.1	113.8	113.1	61.6	58.6	58.3	58.7	65.3	66.5	66.6	66.7
South Carolina.....	290.3	305.3	305.4	306.4	286.9	290.5	292.1	292.0	372.2	383.0	383.9	383.8
South Dakota.....	77.4	78.7	78.6	78.5	50.5	50.5	50.6	50.8	82.3	83.1	83.6	83.9
Tennessee.....	486.1	507.6	507.7	509.0	362.1	360.7	362.0	361.8	445.0	447.4	448.4	449.8
Texas.....	1,921.7	1,965.4	1,970.4	1,972.4	1,497.4	1,531.5	1,529.2	1,532.9	2,078.0	2,110.1	2,112.8	2,114.8
Utah.....	240.1	252.0	253.1	255.7	171.0	171.9	170.7	171.3	270.7	280.5	281.6	282.6
Vermont.....	63.6	64.9	64.9	64.7	34.3	35.9	35.3	35.1	55.2	56.7	57.2	57.4
Virginia.....	594.1	605.8	609.2	614.5	418.8	423.6	423.1	427.8	737.0	752.9	753.3	754.8
Washington.....	546.8	565.7	566.8	569.2	356.8	344.2	348.5	351.4	594.4	604.1	605.7	605.5
West Virginia.....	136.4	140.3	141.4	141.5	72.5	72.4	73.1	73.3	155.1	153.6	154.5	154.3
Wisconsin.....	475.4	479.7	479.7	480.1	283.4	285.5	284.2	285.2	405.5	411.6	414.1	409.6
Wyoming.....	29.2	30.5	30.7	30.5	38.9	38.9	39.3	39.2	70.1	70.6	70.5	70.5
Puerto Rico.....	125.4	127.2	127.7	128.5	97.2	100.9	101.4	102.2	200.4	200.0	199.5	197.9
Virgin Islands.....	2.5	2.5	2.5	2.5	6.5	6.6	6.6	6.7	11.1	10.6	10.8	10.8

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

**ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED**

Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted
[In thousands]

State	Total				Mining and logging				Construction			
	November		December		November		December		November		December	
	2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p
Alabama.....	2,194.7	2,232.4	2,194.4	2,234.3	9.0	8.9	9.1	8.8	104.4	108.6	104.1	108.7
Alaska.....	320.8	329.0	320.6	327.7	11.9	12.0	11.9	12.2	16.9	20.1	16.6	19.7
Arizona.....	3,272.1	3,330.5	3,273.3	3,330.2	14.6	15.6	14.7	15.7	218.9	218.8	218.1	215.1
Arkansas.....	1,361.5	1,385.6	1,363.5	1,386.7	5.2	5.3	5.2	5.3	65.4	66.9	65.9	66.5
California.....	18,063.7	18,276.3	18,090.6	18,276.4	19.8	19.9	19.7	19.6	933.7	925.4	928.7	918.8
Colorado.....	2,966.0	3,016.6	2,982.3	3,029.0	21.8	22.7	21.9	22.6	181.0	188.1	180.6	185.2
Connecticut.....	1,721.2	1,732.1	1,708.4	1,730.7	0.6	0.5	0.5	0.5	64.1	64.5	60.7	61.7
Delaware ¹	487.4	491.8	487.7	489.9	-	-	-	-	24.2	25.2	23.5	24.5
District of Columbia ¹	769.8	782.0	769.1	782.2	-	-	-	-	14.7	15.0	14.7	14.9
Florida.....	9,944.8	10,091.9	9,970.5	10,119.6	5.9	5.9	6.0	5.9	645.0	674.7	645.1	676.3
Georgia.....	4,975.6	5,019.4	4,968.5	5,027.7	9.6	9.8	9.6	9.8	223.1	221.7	223.8	222.4
Hawaii ¹	635.1	645.7	641.1	653.1	-	-	-	-	38.4	41.3	39.2	41.9
Idaho.....	857.7	884.6	852.1	882.5	4.4	4.1	4.2	4.1	70.8	73.8	69.0	72.0
Illinois.....	6,175.3	6,209.8	6,144.3	6,190.2	7.3	7.3	7.2	7.2	242.0	238.5	229.1	225.8
Indiana.....	3,288.8	3,336.2	3,280.8	3,330.8	5.6	5.6	5.7	5.5	165.7	169.9	164.1	167.1
Iowa.....	1,614.9	1,618.9	1,606.3	1,612.4	2.3	2.2	2.3	2.2	87.3	87.7	81.8	82.1
Kansas.....	1,466.5	1,484.1	1,462.0	1,480.3	6.3	6.1	6.2	6.2	69.1	70.9	67.9	70.7
Kentucky.....	2,043.0	2,072.8	2,039.9	2,067.7	8.6	9.2	8.8	9.2	92.5	96.2	89.7	93.7
Louisiana.....	1,967.3	1,986.1	1,964.1	1,985.6	30.9	30.4	30.6	30.2	131.5	137.0	132.3	135.7
Maine.....	651.8	655.1	649.7	652.3	2.1	2.0	2.1	2.0	34.1	33.6	32.7	32.7
Maryland.....	2,763.3	2,799.0	2,756.5	2,794.9	1.4	1.4	1.4	1.4	159.4	155.1	158.3	154.1
Massachusetts.....	3,741.2	3,765.8	3,722.7	3,749.4	1.0	1.0	1.0	1.0	177.9	179.6	173.3	174.1
Michigan.....	4,483.5	4,528.8	4,477.2	4,518.7	7.2	7.5	7.2	7.4	190.8	205.6	184.2	196.3
Minnesota.....	3,021.4	3,054.6	2,994.3	3,031.7	6.7	6.6	6.7	6.5	134.2	136.7	126.5	126.7
Mississippi.....	1,192.6	1,209.3	1,188.1	1,203.0	6.2	6.4	6.2	6.4	48.2	50.5	48.1	49.3
Missouri.....	3,021.3	3,098.4	3,015.5	3,098.0	4.5	4.7	4.5	4.7	145.8	151.6	144.5	147.3
Montana.....	521.1	533.1	523.2	534.6	7.4	7.0	7.1	7.0	38.2	39.4	37.0	38.3
Nebraska.....	1,062.8	1,084.2	1,062.3	1,083.1	1.0	1.0	1.0	1.0	61.9	64.0	60.2	61.9
Nevada.....	1,582.2	1,591.2	1,581.4	1,591.4	15.1	15.4	15.1	15.4	118.4	124.4	117.5	124.9
New Hampshire.....	704.3	718.8	705.8	720.6	0.9	0.9	0.9	0.9	31.7	32.5	31.1	31.7
New Jersey.....	4,386.5	4,424.0	4,396.7	4,429.8	1.5	1.6	1.5	1.5	165.7	172.4	167.3	166.3
New Mexico.....	882.8	898.0	885.5	898.6	22.9	23.8	23.2	23.5	53.5	55.9	53.4	55.7
New York.....	9,833.6	9,977.6	9,836.7	9,963.1	5.4	5.5	5.4	5.3	390.8	386.1	379.9	371.7
North Carolina.....	5,001.4	5,079.2	5,000.7	5,084.7	5.7	5.7	5.7	5.7	263.0	271.1	261.0	269.8
North Dakota.....	442.8	453.7	440.6	452.4	18.5	18.9	18.2	18.9	27.6	28.6	25.3	26.4
Ohio.....	5,676.0	5,734.0	5,652.3	5,716.8	9.3	9.4	9.1	9.4	245.2	261.1	231.6	249.9
Oklahoma.....	1,781.4	1,812.3	1,780.3	1,811.6	31.1	32.3	31.2	32.5	86.1	92.3	86.0	93.9
Oregon.....	1,982.3	2,006.6	1,985.2	2,001.6	6.2	6.3	6.2	6.2	116.4	114.2	114.4	112.3
Pennsylvania.....	6,181.6	6,276.7	6,155.9	6,270.6	22.8	23.8	22.5	23.9	258.5	261.6	252.0	256.0
Rhode Island.....	509.6	517.9	509.7	515.5	0.2	0.2	0.2	0.2	21.5	21.6	20.8	20.8
South Carolina.....	2,348.8	2,409.1	2,347.0	2,408.4	4.5	4.8	4.5	4.8	116.2	123.1	115.6	124.0
South Dakota.....	469.3	469.0	468.7	468.4	1.3	1.2	1.2	1.2	30.1	31.8	29.3	30.9
Tennessee.....	3,323.7	3,371.1	3,327.1	3,367.4	4.5	4.7	4.5	4.7	153.0	157.8	153.8	157.2
Texas.....	14,149.5	14,408.5	14,155.4	14,432.7	211.0	211.6	214.6	211.4	844.0	872.0	841.3	870.0
Utah.....	1,751.8	1,788.9	1,745.5	1,790.3	11.0	11.2	11.1	11.1	139.5	147.6	136.6	143.1
Vermont.....	312.2	317.1	314.0	317.8	0.8	0.8	0.8	0.8	16.0	16.2	15.4	15.5
Virginia.....	4,223.1	4,297.9	4,215.2	4,288.2	7.3	7.4	7.2	7.3	218.5	231.6	217.5	228.0
Washington.....	3,623.6	3,668.7	3,631.3	3,675.5	5.7	5.5	5.6	5.5	228.6	230.3	224.0	231.8
West Virginia.....	723.7	726.5	723.4	724.6	21.2	22.4	20.9	22.5	35.2	35.0	35.1	34.4
Wisconsin.....	3,038.4	3,060.4	3,028.6	3,044.7	4.0	4.1	4.0	4.0	139.5	144.0	133.7	137.4
Wyoming.....	291.4	295.2	290.8	295.9	16.8	17.2	16.8	17.0	22.9	23.7	21.9	23.0
Puerto Rico.....	959.7	974.1	965.2	979.7	0.6	0.6	0.6	0.6	35.8	37.9	36.0	38.3
Virgin Islands ¹	35.2	35.3	35.5	35.5	-	-	-	-	2.0	2.1	2.1	2.1

¹ Mining and logging is combined with construction.

^p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

**ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED**

**Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted-
Continued**

[In thousands]

State	Manufacturing				Trade, transportation, and utilities				Information			
	November		December		November		December		November		December	
	2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p
Alabama.....	285.1	288.9	286.2	290.4	415.2	419.9	418.9	423.3	23.2	24.6	23.4	24.8
Alaska.....	8.4	9.0	7.4	7.6	65.2	64.9	65.7	64.6	4.4	4.2	4.3	4.3
Arizona.....	195.1	194.0	194.8	193.9	640.3	647.7	643.2	652.7	50.4	49.2	50.3	49.4
Arkansas.....	160.6	164.0	160.6	164.2	270.8	271.1	273.2	273.9	12.8	12.3	12.8	12.5
California.....	1,333.6	1,292.7	1,333.5	1,291.0	3,168.2	3,198.9	3,193.2	3,219.9	539.4	521.7	537.5	527.3
Colorado.....	149.9	148.6	149.3	150.3	511.3	514.9	518.2	522.3	77.6	73.8	77.0	73.3
Connecticut.....	158.2	158.0	158.6	158.6	308.5	305.7	311.4	311.8	30.4	29.8	30.2	29.9
Delaware.....	27.6	27.8	27.8	27.8	91.4	90.5	92.8	91.7	3.6	3.5	3.6	3.5
District of Columbia.....	1.0	1.1	1.0	1.1	31.5	31.6	31.0	31.4	19.4	19.8	19.5	19.8
Florida.....	427.2	423.8	430.4	424.2	2,040.4	2,057.5	2,059.9	2,081.9	158.1	158.0	159.2	162.2
Georgia.....	432.9	430.3	434.2	427.8	1,053.2	1,047.8	1,062.4	1,058.2	112.5	108.2	111.8	111.6
Hawaii.....	12.7	13.3	12.8	13.2	116.9	116.3	118.8	118.5	7.1	6.3	7.7	6.4
Idaho.....	75.8	81.2	75.5	80.8	163.6	165.3	164.8	166.3	9.4	8.7	9.5	8.7
Illinois.....	581.0	575.6	583.0	576.7	1,248.5	1,245.4	1,254.1	1,256.3	90.2	90.9	88.2	90.8
Indiana.....	533.0	522.6	533.2	522.3	651.4	658.9	654.9	661.3	26.2	26.9	26.2	27.0
Iowa.....	227.1	220.8	228.7	220.6	316.3	315.6	318.2	318.1	18.2	18.1	18.4	18.4
Kansas.....	173.6	172.7	173.3	172.1	280.0	286.1	282.2	289.0	18.4	17.9	18.4	17.9
Kentucky.....	255.2	257.2	257.4	258.2	435.0	435.1	438.8	437.3	22.8	21.8	22.6	22.1
Louisiana.....	138.2	137.3	138.5	137.2	376.3	377.6	378.6	381.1	18.9	18.1	18.1	18.3
Maine.....	53.8	53.8	53.9	53.5	122.8	121.6	123.3	122.6	8.2	8.1	8.2	8.2
Maryland.....	109.9	111.2	109.9	111.2	478.9	478.2	481.3	482.6	34.0	32.7	33.6	33.3
Massachusetts.....	236.2	231.9	236.2	231.4	568.5	565.9	574.4	572.7	94.7	91.0	94.4	89.1
Michigan.....	611.7	603.6	616.1	603.7	826.6	827.3	834.6	835.0	57.6	57.0	57.9	57.6
Minnesota.....	325.1	320.4	322.9	318.8	545.1	542.2	548.4	544.9	43.3	41.8	43.3	41.4
Mississippi.....	145.1	143.1	144.4	142.6	251.0	252.7	251.8	252.7	9.6	9.1	9.7	9.3
Missouri.....	286.8	290.4	288.1	290.6	576.5	575.6	583.1	586.6	48.8	48.5	49.2	48.1
Montana.....	21.8	21.5	21.8	21.7	102.3	102.9	104.0	103.5	5.6	5.6	5.5	5.5
Nebraska.....	105.3	109.1	106.3	108.6	203.1	203.9	205.4	206.1	17.2	18.3	17.2	18.5
Nevada.....	68.3	70.2	69.1	70.0	306.5	304.2	309.7	305.1	19.6	19.8	19.1	20.3
New Hampshire.....	70.3	70.4	70.9	70.2	141.1	142.3	142.7	144.8	11.5	11.3	11.5	11.4
New Jersey.....	254.8	252.9	255.3	252.9	935.0	939.1	945.9	949.4	76.6	70.2	76.8	70.0
New Mexico.....	29.1	29.6	29.4	29.9	148.6	146.9	150.4	148.6	9.0	9.1	9.3	9.1
New York.....	422.7	419.0	421.1	418.2	1,504.4	1,496.4	1,517.5	1,509.4	275.5	267.1	277.6	265.0
North Carolina.....	467.9	459.6	467.8	459.5	947.6	943.9	959.0	953.9	84.0	83.6	84.2	83.5
North Dakota.....	28.8	29.0	28.6	28.8	94.2	95.6	94.7	95.9	5.3	5.4	5.4	5.4
Ohio.....	686.5	682.8	689.8	685.7	1,073.9	1,071.3	1,082.0	1,081.5	67.4	66.7	67.5	67.4
Oklahoma.....	139.7	140.1	141.7	141.4	327.2	324.4	329.4	324.9	17.4	16.7	17.1	17.1
Oregon.....	186.5	184.8	186.7	182.9	369.1	367.5	372.5	369.3	34.0	33.8	34.1	33.6
Pennsylvania.....	565.6	562.9	567.1	563.6	1,166.6	1,171.1	1,173.8	1,183.0	93.5	91.8	92.1	91.2
Rhode Island.....	40.3	40.7	40.6	41.1	78.9	80.3	79.7	82.0	5.8	5.8	5.7	5.7
South Carolina.....	265.3	266.0	265.6	266.2	447.6	454.0	456.1	461.3	28.5	29.9	28.5	30.5
South Dakota.....	45.3	43.1	45.9	43.1	93.3	92.5	94.1	92.1	5.1	5.1	5.2	5.2
Tennessee.....	360.7	365.4	361.0	365.6	692.2	699.8	699.1	704.0	54.8	52.9	55.5	53.4
Texas.....	961.5	985.6	965.9	986.9	2,824.8	2,844.6	2,848.5	2,873.5	233.7	239.0	233.6	238.8
Utah.....	153.8	155.5	153.2	156.4	323.2	320.2	324.4	319.7	43.3	44.7	43.5	45.0
Vermont.....	28.0	27.8	28.0	27.8	53.3	52.3	54.0	53.0	4.5	4.6	4.5	4.6
Virginia.....	247.4	248.5	248.9	247.6	687.3	692.5	694.0	699.2	69.3	70.4	70.1	72.1
Washington.....	277.0	275.5	277.7	272.7	627.2	625.6	630.4	628.7	165.5	160.7	165.1	163.5
West Virginia.....	46.1	45.2	46.0	45.2	125.3	122.4	125.7	122.7	7.9	7.7	7.9	7.7
Wisconsin.....	479.7	479.8	479.7	480.7	561.5	567.7	564.4	569.3	48.4	47.0	47.8	48.3
Wyoming.....	10.5	10.7	10.5	10.7	53.2	53.3	53.2	54.0	3.2	3.2	3.1	3.2
Puerto Rico.....	84.5	83.1	84.7	83.0	190.2	193.9	193.1	196.9	13.7	14.4	13.9	14.4
Virgin Islands.....	0.5	0.5	0.5	0.5	6.9	6.9	6.9	7.0	0.5	0.5	0.5	0.5

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

**ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED**

**Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted-
Continued**
[In thousands]

State	Financial activities				Professional and business services				Education and health services			
	November		December		November		December		November		December	
	2023	2024	2023	2024 ^P	2023	2024	2023	2024 ^P	2023	2024	2023	2024 ^P
Alabama.....	104.6	105.6	105.2	104.1	269.5	270.6	267.1	268.1	268.2	276.6	265.5	277.0
Alaska.....	11.0	11.0	11.1	11.1	27.2	29.2	27.1	28.8	52.5	54.3	52.5	54.5
Arizona.....	241.9	246.1	245.1	246.8	474.6	481.3	474.8	481.9	540.1	568.0	542.2	567.9
Arkansas.....	70.7	71.4	71.3	71.6	156.4	159.7	156.2	161.0	210.7	224.5	212.5	223.5
California.....	815.6	815.3	814.1	816.6	2,779.6	2,806.0	2,788.2	2,802.8	3,184.1	3,336.0	3,202.1	3,331.6
Colorado.....	180.3	183.6	184.0	184.1	503.8	506.7	499.0	506.3	377.9	390.8	379.0	390.7
Connecticut.....	117.9	119.9	117.8	120.7	221.3	220.0	218.9	217.2	366.9	375.8	359.7	375.8
Delaware.....	50.3	50.2	50.4	50.1	64.7	65.5	63.2	64.1	84.4	86.2	85.5	86.1
District of Columbia.....	26.3	25.6	26.3	25.6	174.3	179.3	174.6	180.2	123.6	124.5	123.3	123.9
Florida.....	688.2	684.9	690.1	685.3	1,633.5	1,631.9	1,635.7	1,637.3	1,517.0	1,550.6	1,508.9	1,540.6
Georgia.....	282.4	287.2	283.1	288.3	783.2	777.6	777.4	773.8	680.6	705.4	674.6	707.7
Hawaii.....	27.5	26.7	27.3	26.7	71.1	72.8	72.1	73.4	91.2	93.8	90.6	94.1
Idaho.....	41.6	43.0	42.1	43.2	110.6	112.9	108.6	111.6	129.0	139.2	128.3	139.4
Illinois.....	401.6	393.9	400.2	396.7	943.4	929.0	937.3	917.7	985.0	1,008.8	980.8	1,007.0
Indiana.....	149.8	151.1	149.0	151.3	365.8	378.8	365.6	378.3	513.1	525.6	511.5	526.8
Iowa.....	108.5	106.5	108.8	107.3	147.2	144.3	146.5	142.5	240.8	245.9	240.4	246.1
Kansas.....	77.3	78.9	77.0	79.8	179.6	178.2	176.2	173.1	211.7	217.0	213.1	217.8
Kentucky.....	96.3	96.2	96.7	96.3	231.1	233.0	229.8	231.1	310.1	328.1	309.4	325.4
Louisiana.....	97.3	94.4	97.3	94.5	219.8	221.8	216.8	219.3	337.7	349.0	335.9	348.0
Maine.....	33.6	33.9	34.1	33.6	78.1	76.2	76.8	75.5	134.2	136.3	134.5	136.1
Maryland.....	139.3	139.2	138.4	139.9	475.9	477.3	474.5	473.5	469.1	490.0	467.8	489.2
Massachusetts.....	231.4	231.7	230.5	231.1	630.3	633.3	626.0	629.7	844.5	860.7	837.1	857.1
Michigan.....	230.3	231.7	229.9	233.5	652.0	649.1	646.2	642.9	702.9	711.2	700.3	711.3
Minnesota.....	186.6	185.3	187.5	184.9	384.6	369.6	376.6	364.7	581.4	616.8	577.7	618.8
Mississippi.....	45.1	44.8	45.0	45.0	118.6	123.1	117.7	122.4	155.1	160.6	155.3	160.5
Missouri.....	185.6	193.5	187.9	195.2	378.5	382.6	372.2	378.0	522.4	547.8	517.7	545.4
Montana.....	28.1	28.0	28.1	28.1	51.8	52.2	51.5	51.9	84.9	89.3	85.4	89.7
Nebraska.....	69.6	69.0	69.6	69.7	127.3	127.7	126.6	126.4	165.3	172.4	165.9	173.2
Nevada.....	77.4	76.8	78.3	77.1	223.5	216.0	220.1	216.0	168.6	175.0	167.4	174.5
New Hampshire.....	34.6	34.6	34.3	34.5	99.1	100.2	98.3	100.0	131.2	138.8	130.5	137.7
New Jersey.....	269.5	268.2	270.8	269.8	734.0	722.2	730.0	722.5	771.3	817.2	775.5	819.7
New Mexico.....	35.1	36.0	34.9	36.2	122.3	124.3	122.7	124.0	146.0	149.8	146.5	151.0
New York.....	749.6	749.3	752.1	752.3	1,405.3	1,411.0	1,405.3	1,402.3	2,293.6	2,411.7	2,294.6	2,411.8
North Carolina.....	309.9	311.9	310.2	310.4	746.4	762.9	741.3	762.2	680.9	710.5	680.8	710.6
North Dakota.....	25.2	25.1	25.0	25.1	35.1	34.5	34.0	34.2	68.9	72.4	68.9	72.4
Ohio.....	322.0	314.4	322.1	313.9	744.2	756.7	734.7	747.3	963.6	992.3	962.4	990.9
Oklahoma.....	85.6	83.0	84.7	82.9	206.4	207.5	204.7	205.0	264.5	272.6	266.1	271.2
Oregon.....	102.0	103.0	101.5	101.8	259.8	261.4	260.5	260.3	326.8	347.7	327.9	349.7
Pennsylvania.....	340.7	343.1	342.0	343.9	847.6	846.1	836.1	839.3	1,364.4	1,411.7	1,355.9	1,408.0
Rhode Island.....	35.2	35.7	35.1	35.4	70.3	73.1	70.3	72.0	111.5	115.8	111.9	114.0
South Carolina.....	123.8	124.9	124.5	125.9	319.5	332.7	317.3	330.8	293.7	309.2	291.1	307.5
South Dakota.....	27.9	26.5	28.1	27.2	37.5	38.1	37.2	38.2	78.6	79.6	77.8	78.8
Tennessee.....	183.9	183.6	184.0	184.5	449.4	446.3	442.8	442.2	484.5	511.5	488.8	511.3
Texas.....	910.5	942.4	911.6	944.9	2,159.4	2,174.8	2,136.0	2,180.8	1,933.9	1,985.6	1,930.5	1,981.1
Utah.....	98.2	98.9	98.4	100.1	251.7	255.1	248.6	255.9	242.2	257.3	242.3	258.9
Vermont.....	12.1	12.4	12.1	12.2	33.4	34.4	33.0	34.0	64.9	66.3	64.5	65.6
Virginia.....	221.9	219.9	222.4	218.2	804.7	819.2	802.8	814.2	597.1	614.9	596.8	617.2
Washington.....	164.2	170.0	164.8	169.9	547.3	558.1	546.3	557.7	548.8	570.9	548.4	571.3
West Virginia.....	26.5	25.9	26.4	25.8	73.5	72.7	72.9	71.6	136.2	142.1	136.8	142.3
Wisconsin.....	159.8	156.5	161.1	156.3	331.9	330.3	327.6	328.3	475.1	481.2	476.9	482.1
Wyoming.....	11.5	12.0	11.5	12.0	21.8	21.3	21.1	21.2	29.6	31.0	29.5	30.7
Puerto Rico.....	47.9	49.0	47.7	49.3	140.8	143.2	141.8	144.4	127.1	128.9	127.8	130.8
Virgin Islands.....	1.7	1.7	1.8	1.7	2.7	2.8	2.8	2.8	2.4	2.5	2.5	2.5

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

**ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED**

**Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted-
Continued**
[In thousands]

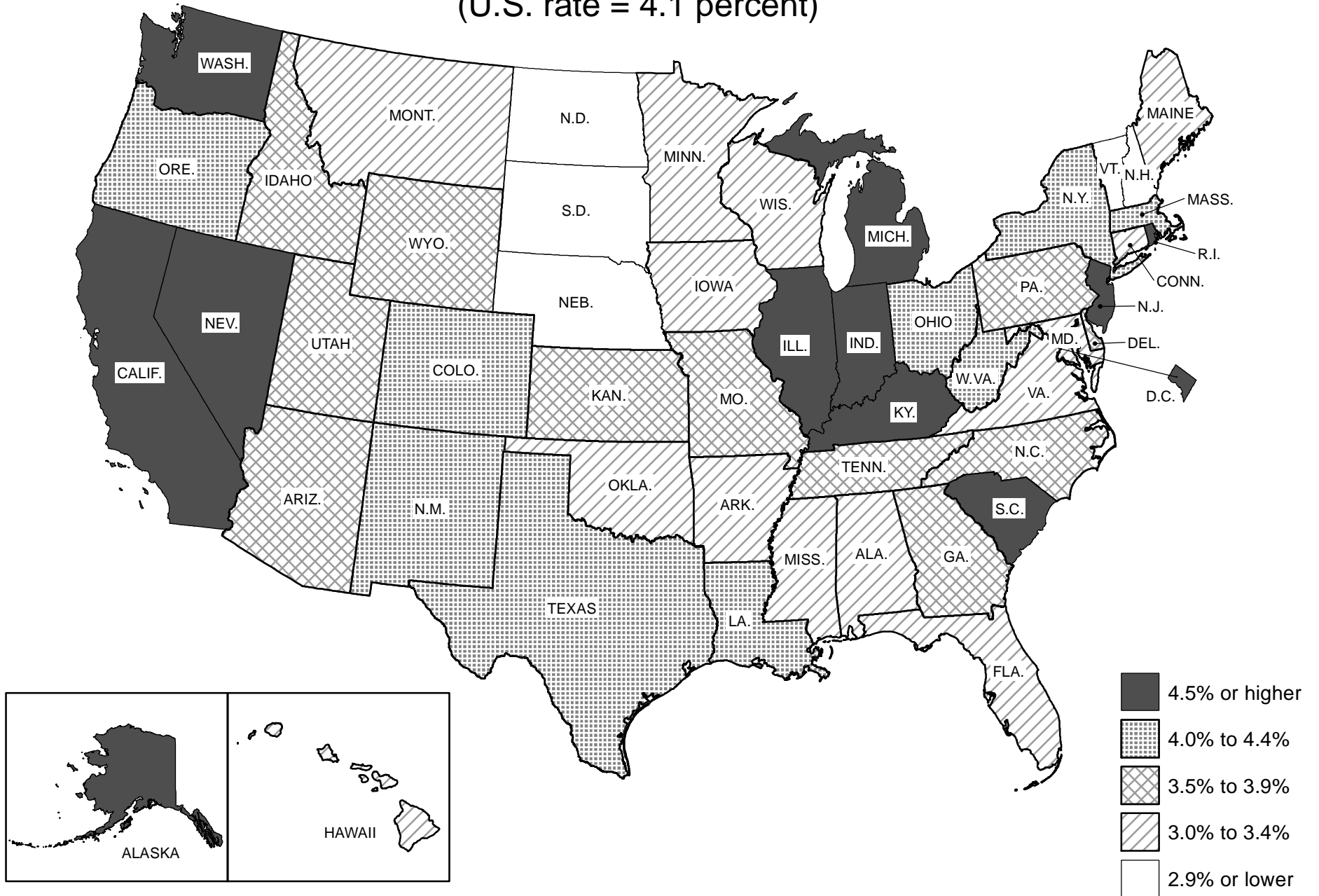
State	Leisure and hospitality				Other services				Government			
	November		December		November		December		November		December	
	2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p	2023	2024	2023	2024 ^p
Alabama.....	202.8	209.8	201.3	209.1	104.5	104.4	104.5	104.4	408.2	414.5	409.1	415.6
Alaska.....	30.8	32.7	31.0	33.3	12.0	12.3	12.2	12.3	80.5	79.3	80.8	79.3
Arizona.....	353.2	356.4	352.9	356.8	102.2	104.1	103.1	105.5	440.8	449.3	434.1	444.5
Arkansas.....	125.6	126.3	122.4	124.6	67.2	66.4	67.9	66.6	216.1	217.7	215.5	217.0
California.....	2,025.5	2,037.5	2,020.5	2,038.9	598.1	599.3	596.4	599.5	2,666.1	2,723.6	2,656.7	2,710.4
Colorado.....	345.3	350.8	356.8	360.8	127.1	130.3	128.2	129.9	490.0	506.3	488.3	503.5
Connecticut.....	148.8	152.8	147.5	151.3	63.7	64.7	64.7	64.7	240.8	240.4	238.4	238.5
Delaware.....	50.4	49.7	49.5	49.0	18.8	19.2	19.0	19.0	72.0	74.0	72.4	74.1
District of Columbia.....	77.0	79.4	76.8	79.9	67.4	71.1	67.6	70.8	234.6	234.6	234.3	234.6
Florida.....	1,299.8	1,329.3	1,307.1	1,335.6	371.4	389.8	373.8	392.3	1,158.3	1,185.5	1,154.3	1,178.0
Georgia.....	518.9	533.4	515.7	535.4	168.3	169.4	166.7	170.1	710.9	728.6	709.2	722.6
Hawaii.....	117.2	120.7	119.0	123.0	26.1	25.8	25.7	26.3	126.9	128.7	127.9	129.6
Idaho.....	91.4	89.5	91.0	91.9	26.9	27.5	26.6	27.3	134.2	139.4	132.5	137.2
Illinois.....	586.6	593.2	581.7	589.3	252.0	263.4	252.1	261.8	837.7	863.8	830.6	860.9
Indiana.....	309.5	315.8	305.3	312.2	131.5	134.0	130.6	132.6	437.2	447.0	434.7	446.4
Iowa.....	139.1	143.9	136.5	142.2	56.3	56.8	55.4	56.3	271.8	277.1	269.3	276.6
Kansas.....	133.3	131.7	133.5	131.8	54.0	56.0	53.3	55.1	263.2	268.6	260.9	266.8
Kentucky.....	202.4	203.9	198.3	202.6	72.1	72.5	72.3	72.7	316.9	319.6	316.1	319.1
Louisiana.....	220.9	214.8	220.9	216.1	73.8	76.6	73.0	75.6	322.0	329.1	322.1	329.6
Maine.....	59.2	61.0	58.8	59.8	22.1	22.1	21.9	21.9	103.6	106.5	103.4	106.4
Maryland.....	255.2	257.5	249.2	254.0	103.6	109.1	104.9	107.7	536.6	547.3	537.2	548.0
Massachusetts.....	345.9	351.9	340.5	347.5	138.3	138.5	138.6	139.7	472.5	480.3	470.7	476.0
Michigan.....	407.1	415.0	410.4	417.2	170.8	175.6	169.4	173.9	626.5	645.2	621.0	639.9
Minnesota.....	261.2	262.5	257.1	258.1	115.4	117.6	115.5	114.6	437.8	455.1	432.1	452.3
Mississippi.....	132.7	134.7	132.5	134.2	39.5	39.6	39.7	40.1	241.5	244.7	237.7	240.5
Missouri.....	312.6	320.8	309.3	317.9	115.7	118.6	115.9	118.6	444.1	464.3	443.1	465.6
Montana.....	69.2	71.9	71.3	74.6	18.8	20.5	18.2	19.9	93.0	94.8	93.3	94.4
Nebraska.....	96.9	99.1	95.5	97.8	36.9	38.4	36.8	38.4	178.3	181.3	177.8	181.5
Nevada.....	354.9	353.7	355.5	351.9	46.2	47.3	45.1	47.3	183.7	188.4	184.5	188.9
New Hampshire.....	70.1	70.8	71.5	72.5	24.1	25.2	23.9	25.3	89.7	91.8	90.2	91.6
New Jersey.....	390.5	385.5	387.0	384.3	173.4	174.0	173.5	174.4	614.2	620.7	613.1	619.0
New Mexico.....	97.1	98.6	97.4	100.1	27.9	28.5	27.7	28.5	191.3	195.5	190.6	192.0
New York.....	917.5	933.5	915.1	935.3	390.3	394.7	388.5	394.6	1,478.5	1,503.3	1,479.6	1,497.2
North Carolina.....	528.3	543.2	527.6	546.3	199.1	203.1	197.7	202.8	768.6	783.7	765.4	780.0
North Dakota.....	39.0	38.0	39.1	38.4	15.4	16.1	15.7	16.3	84.8	90.1	85.7	90.6
Ohio.....	553.7	553.9	551.7	555.3	212.9	216.8	212.0	215.0	797.3	808.6	789.4	800.5
Oklahoma.....	182.5	193.0	179.2	192.1	70.2	72.7	70.6	72.7	370.7	377.7	369.6	377.9
Oregon.....	202.0	199.1	203.0	198.0	64.0	65.6	64.2	65.3	315.5	323.2	314.2	322.2
Pennsylvania.....	553.0	581.3	550.8	581.2	260.0	264.7	257.6	265.5	708.9	718.6	706.0	715.0
Rhode Island.....	57.5	55.8	56.8	55.1	22.2	21.4	22.2	21.4	66.2	67.5	66.4	67.8
South Carolina.....	282.2	285.1	276.8	281.2	88.7	89.0	90.1	89.3	378.8	390.4	376.9	386.9
South Dakota.....	48.4	48.1	47.9	48.4	18.7	18.2	18.9	18.4	83.1	84.8	83.1	84.9
Tennessee.....	358.5	359.5	357.6	357.1	128.6	130.8	127.7	130.3	453.6	458.8	452.3	457.1
Texas.....	1,482.4	1,521.1	1,481.3	1,516.4	479.7	486.7	482.0	484.7	2,108.6	2,145.1	2,110.1	2,144.2
Utah.....	169.2	166.0	169.3	168.7	45.6	46.6	45.0	46.3	274.1	285.8	273.1	285.1
Vermont.....	32.4	33.1	34.9	35.1	10.0	10.3	10.1	10.3	56.8	58.9	56.7	58.9
Virginia.....	411.7	418.1	407.6	417.4	200.6	203.4	200.3	202.0	757.3	772.0	747.6	765.0
Washington.....	339.7	338.5	350.3	345.1	123.8	124.5	124.2	125.5	595.8	609.1	594.5	603.8
West Virginia.....	70.8	71.9	70.9	71.9	24.5	24.4	24.1	24.5	156.5	156.8	156.7	156.0
Wisconsin.....	276.4	274.6	272.4	272.2	145.9	148.6	146.5	149.2	416.2	426.6	414.5	416.9
Wyoming.....	35.9	35.9	37.0	37.3	15.6	15.8	15.6	15.8	70.4	71.1	70.6	71.0
Puerto Rico.....	96.8	101.5	97.5	102.6	19.0	19.4	19.1	19.7	203.3	202.2	203.0	199.7
Virgin Islands.....	6.5	6.6	6.5	6.7	0.9	0.9	0.9	0.9	11.1	10.8	11.0	10.8

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2023 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

Map 1. Unemployment rates by state, seasonally adjusted, December 2024

(U.S. rate = 4.1 percent)



Map 2. Percentage change in nonfarm employment by state, seasonally adjusted, December 2023 - December 2024

