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Virginia Job Openings at 220,000 in July

—Quits Unchanged Over the Month—

RICHMOND— Virginia Works (the Virginia Department of Workforce Development and Advancement) announced today that on the last business day in July, there were 220,000 **job openings** in Virginia, seasonally adjusted, an increase of 3,000 from June's downwardly revised figure.

According to the U.S. Bureau of Labor Statistics' July 2025 Job Openings and Labor Turnover Survey (JOLTS), Job openings were 19 percent lower than July 2024's figure. The number of U.S. job openings were little changed at 7.2 million in July. Job openings significantly decreased in health care and social assistance (-181,000); arts, entertainment, and recreation (-62,000); and mining and logging (-13,000).

In July 2025, there were 0.7 **unemployed per job opening** in the Commonwealth, compared to one unemployed per job opening nationwide.

The number of **hires** in Virginia was 147,000 in July, up by 4,000 from June's revised figure and little changed over the year. JOLTS defines hires as all additions to the payroll during the month. In July, the number of U.S. hires was little changed at 5.3 million. Nationwide, hires increased in Other Services (+86,000).

(more)

Richmond, VA

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The Virginia **hires-per-job-opening (HPJO) ratio** stood at seven hires for every ten job openings in July. The measure shows the rate of hires compared to open jobs and is a proxy for time to fill positions. Total **job separations** in Virginia increased by 12,000 to 138,000. Nationwide, the number of total separations in June was little changed at 5.3 million. An estimated 81,000 workers quit jobs (**'quits'**) from Virginia employers in July, up by 1,000 over the month. Nationwide in July, the number of quits was little changed at 3.2 million. The number of U.S. quits increased in professional and business services (+197,000). Quits decreased in construction (-80,000) and in transportation, warehousing, and utilities (-49,000). The quits rate in the Commonwealth was unchanged at 1.9 percent. Over the month, the U.S. quits rate was unchanged at 2.0 percent.

The number of **layoffs and discharges** in Virginia was 52,000 in July, an increase of 15,000 from June's revised estimate. In July, the number of U.S. layoffs and discharges was unchanged at 1.8 million. Layoffs and discharges decreased in professional and business services (-130,000) but increased in federal government (+5,000).

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 the following three conditions: (1) 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; (2) the job could start within 30 days, whether or not the employer can find a suitable candidate during that time; and (3) the employer is actively recruiting workers from outside the establishment to fill the position. Excluded are positions open only to internal transfers, promotions or demotions, or recalls from layoffs.

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 a strike, and employees of temporary help agencies, employee leasing companies, outside contractors, or consultants.

Separations

Separations include all separations from the payroll during the entire reference month and are reported by type of separation: quits, layoffs and discharges, and other separations. Quits include employees who left voluntarily, except for retirements or transfers to other locations. Layoffs and discharges include involuntary separations initiated by the employer, including layoffs with no intent to rehire; layoffs (formal suspensions from pay status) lasting or expected to last more than 7 days; discharges resulting from mergers, downsizing, or closings; firings or other discharges for cause; terminations of permanent or short-term employees; and terminations of seasonal employees (whether or not they are expected to return the next season). Other separations include retirements, transfers to other locations, separations due to employee disability, and deaths. Excluded are transfers within the same location, employees on strike, and employees of temporary help agencies, employee leasing companies, outside contractors, or consultants.

*Excerpted from U.S. Bureau of Labor Statistics, Handbook of Methods, "Job Openings and Labor Turnover Survey: Concepts," <https://www.bls.gov/opub/hom/jlt/concepts.htm>.

Virginia Works plans to release the August 2025 analysis of the BLS Job Openings and Labor Turnover Survey for Virginia on Friday October 24, 2025. The data for all states and the U.S. will be available on the BLS website

JOLTS page, at <https://www.bls.gov/jlt/>. BLS is scheduled to release the August JOLTS data for states on Wednesday October 22, 2025.

Technical note: Effective with the release of May 2025 data, the Job Openings and Labor Turnover Survey (JOLTS) state estimates have been benchmarked and revised to include the annual benchmark revisions to JOLTS national estimates, the Current Employment Statistics (CES) employment estimates, and the Quarterly Census of Employment and Wages (QCEW) data. Seasonally adjusted and not seasonally adjusted data from January 2019 forward are subject to revision. The Bureau of Labor Statistics (BLS) Job Openings and Labor Turnover Survey (JOLTS) produces monthly data on U.S. and regional job openings, hires, quits, layoffs and discharges, and other separations from a sample of approximately 21,000 establishments. For more information on the program's concepts and methodology, see "Job Openings and Labor Turnover Survey: *Handbook of Methods*" (Washington, DC: U.S. Bureau of Labor Statistics, July 13, 2020), <https://www.bls.gov/opub/hom/jlt/home.htm>. For more information on BLS' state JOLTS estimates, see https://www.bls.gov/jlt/jlt_statedata.htm. *Definitions of JOLTS terms**

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