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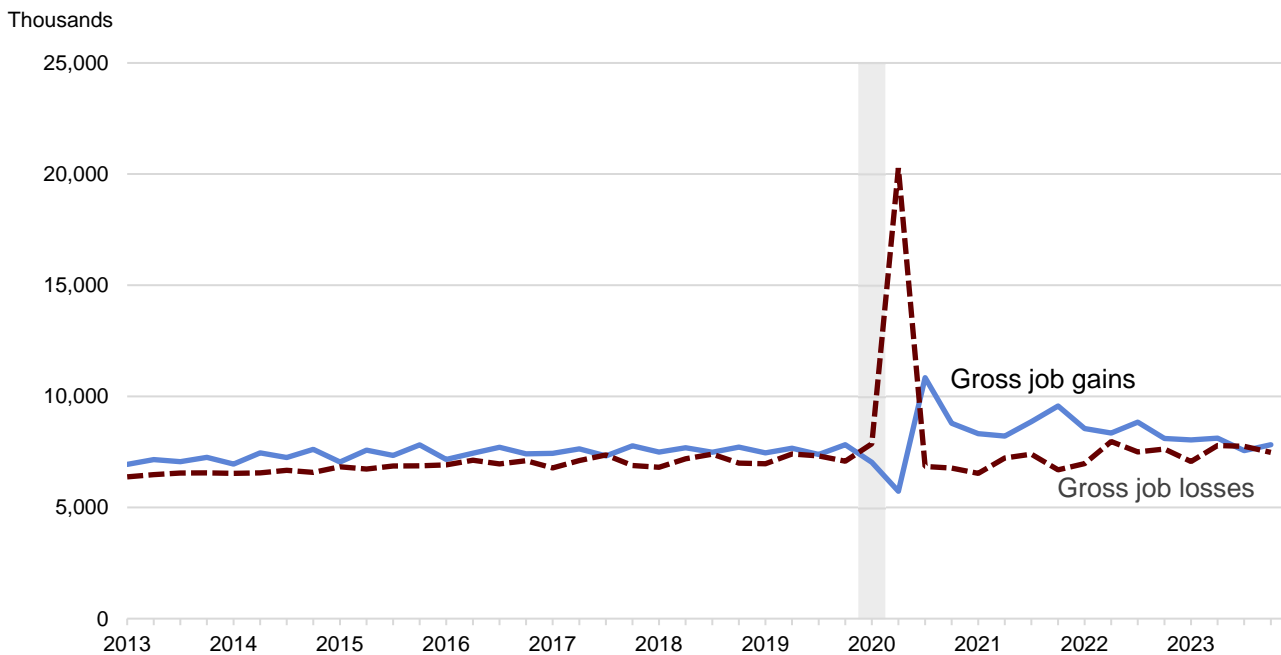
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2023

From September 2023 to December 2023, **gross job gains** from opening and expanding private-sector establishments were 7.8 million, an increase of 264,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 7.5 million, a decrease of 272,000 jobs from the previous quarter. The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 344,000 jobs in the private sector during the fourth quarter of 2023. (See chart 1, and tables A and 1.)

Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted

March 2013 - December 2023



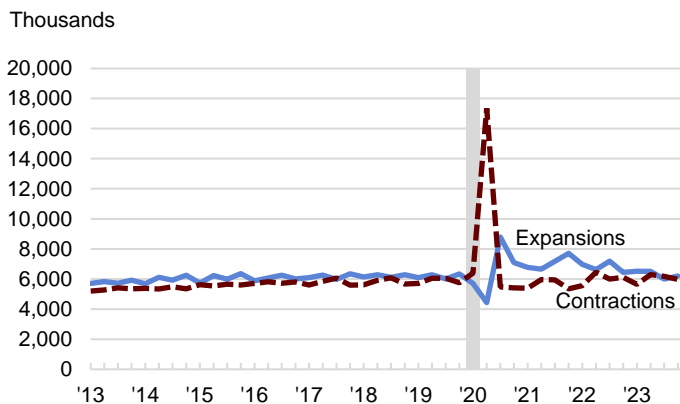
NOTE: Shaded area represents National Bureau of Economic Research (NBER) defined recession period.

The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter to the third month of the next. The difference between the number of gross job gains and the number of gross job losses is the net change in employment. (See Technical Note.) The BED data series include gross job gains and gross job losses by industry subsector for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the firm level by employer size class.

Gross Job Gains

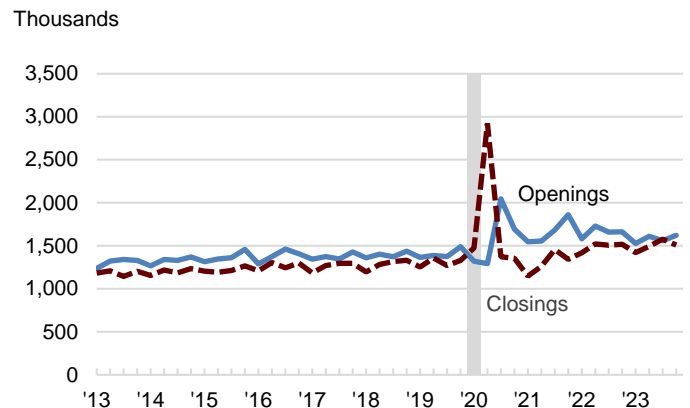
In the fourth quarter of 2023, gross job gains represented 5.9 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.2 million in the fourth quarter of 2023, an increase of 201,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.6 million of the jobs gained in the fourth quarter of 2023, an increase of 63,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Chart 2. Private-sector gross job gains at expanding establishments and gross job losses at contracting establishments, seasonally adjusted: March 2013 - December 2023



NOTE: Shaded area represents NBER defined recession period.

Chart 3. Private-sector gross job gains at opening establishments and gross job losses at closing establishments, seasonally adjusted: March 2013 - December 2023



NOTE: Shaded area represents NBER defined recession period.

Gross Job Losses

In the fourth quarter of 2023, gross job losses represented 5.6 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 6.0 million jobs in the fourth quarter of 2023, a decrease of 202,000 jobs from the prior quarter. In the fourth quarter of 2023, **closing** establishments lost 1.5 million jobs, a decrease of 70,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Establishment Births and Deaths

In the fourth quarter of 2023, the number of **establishment births** (a subset of the openings data) increased by 11,000 to a total of 322,000 establishments. These new establishments accounted for 1.0 million jobs, an increase of 41,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2023, when 822,000 jobs were lost at 292,000 establishments, a decrease of 77,000 jobs from the fourth quarter of 2022. (See Technical Note and table 8.)

Table A. Three-month private-sector gross job gains and losses, seasonally adjusted

Category	3 months ended				
	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023
	Levels (in thousands)				
Gross job gains.....	8,108	8,041	8,120	7,559	7,823
At expanding establishments	6,447	6,515	6,511	6,001	6,202
At opening establishments.....	1,661	1,526	1,609	1,558	1,621
Gross job losses.....	7,630	7,065	7,788	7,751	7,479
At contracting establishments	6,113	5,646	6,296	6,174	5,972
At closing establishments.....	1,517	1,419	1,492	1,577	1,507
Net employment change ¹	478	976	332	-192	344
	Rates (percent)				
Gross job gains.....	6.3	6.2	6.2	5.8	5.9
At expanding establishments	5.0	5.0	5.0	4.6	4.7
At opening establishments....	1.3	1.2	1.2	1.2	1.2
Gross job losses.....	5.9	5.4	5.9	5.9	5.6
At contracting establishments	4.7	4.3	4.8	4.7	4.5
At closing establishments.....	1.2	1.1	1.1	1.2	1.1
Net employment change ¹	0.4	0.8	0.3	-0.1	0.3

¹ The net employment change is the difference between total gross job gains and total gross job losses. See the Technical Note for further information.

Firm Size

In the fourth quarter of 2023, firms with 1 to 49 employees had a net employment increase of 221,000. Firms with 50 to 249 employees had a net employment gain of 112,000. Firms with 250 or more employees had a net employment decline of 41,000. (See tables 4 and 5.)

Industries

Gross job gains exceeded gross job losses in 7 out of the 13 industry sectors in the fourth quarter of 2023. The service-providing industries experienced a net job gain of 348,000. The goods-producing industries had a net job decrease of 4,000. (See table 3.)

States

Gross job gains surpassed gross job losses in 41 states, and Puerto Rico, in the fourth quarter of 2023. (See tables 6 and 7.)

For More Information

Additional information on gross job gains and gross job losses is available online at www.bls.gov/bdm. This information includes data for the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and seasonally adjusted time series not presented in this release, charts of gross job gains and gross job losses by industry and firm size, and answers to frequently asked questions. Additional information about the Business Employment Dynamics data can be found in the Technical Note of this release or can be obtained by emailing BDMinfo@bls.gov.

The Business Employment Dynamics for First Quarter 2024 are scheduled to be released on Wednesday, October 30, 2024, at 10:00 a.m. (ET).

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2024 Business Employment Dynamics data, scheduled for October 30, 2024, will incorporate annual revisions in accordance with standard procedures. The revisions will include the previous four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as the Quarterly Census of Employment and Wages (QCEW). The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing QCEW records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by unemployment insurance (UI) laws and to pay quarterly UI taxes. The QCEW is based largely on quarterly UI reports which are sent by businesses to the State Workforce Agencies (SWAs). These UI reports are supplemented by two additional BLS data collections to render administrative data into economic statistics. Together these data comprise the QCEW and form the basis of the Bureau’s establishment universe sampling frame.

These reports are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. The QCEW is also the employment benchmark for the Current Employment Statistics (CES), Occupational Employment Statistics (OES), and Job Openings and Labor Turnover Survey (JOLTS) programs and is a major input to the Bureau of Economic Analysis’s Personal Income Accounts.

In the BED program, the quarterly QCEW records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding units and jobs lost at closing and contracting units.

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures—Quarterly Census of Employment and Wages, Business Employment Dynamics, and Current Employment Statistics—makes use of the quarterly UI employment reports in producing data; however, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of employment change over time. It is important to understand program differences and the intended uses of the program products. (See table.) Additional information on each program can be obtained from the program websites shown in the table.

Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal Employees (UCFE) laws are compiled from quarterly contribution reports submitted to the

SWAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the “Multiple Worksite Report,” which provides detailed information on the location of their establishments. These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

Major exclusions from UI coverage are self-employed workers, religious organizations, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Gross job gains and gross job losses in this release are derived from longitudinal histories of 9.1 million private-sector employer reports out of 11.6 million total reports of employment and wages submitted by states to BLS in the first quarter of 2023. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110) and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. The table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter of 2023.

Number of active establishments included in Business Employment Dynamics data at the national level

	Millions
Total establishments QCEW program.....	11.6
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	2.0
Total establishments included in Business Employment Dynamics data.....	9.1

Summary of Major Differences between QCEW, BED, and CES Employment Measures

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 11.6 million establishments in first quarter of 2023 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 9.1 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 670,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 6 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – Usually the 3rd Friday after the end of the week including the 12th of the month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and data at the county and MSA levels 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national levels by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Detailed locality data – Periodic universe counts for benchmarking sample survey estimates – Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Business cycle analysis – Analysis of employer dynamics underlying economic expansions and contractions – Analysis of employment expansion and contraction by size of firm 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Principal federal economic indicator – Official time series for employment change measures – Input into other major economic indicators
Program web sites	<ul style="list-style-type: none"> www.bls.gov/cew 	<ul style="list-style-type: none"> www.bls.gov/bdm 	<ul style="list-style-type: none"> www.bls.gov/ces

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry, and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation, which is consistent with the role of corporations as the economic decision

makers, is used for the measurement of BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment or firm level. These changes come about in one of four ways. A net increase in employment can come from either opening units or expanding units. A net decrease in employment can come from either closing units or contracting units. Gross job gains include the sum of all jobs added at either opening or expanding units. Gross job losses include the sum of all jobs lost in either closing or contracting units. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of employment changes are as follows:

Openings. These are either units with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are units with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are units with positive third month employment in the previous quarter and either not reported, or reported with zero employment, in the current quarter.

Contractions. These are units with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

Deaths. These are units with no employment or zero employment reported in the third month of four consecutive quarters following the last quarter with positive employment. Deaths are a subset of closings not including temporary shutdowns of seasonal businesses. A unit that closes during the quarter may be a death, but we wait three quarters to determine whether it is a permanent closing or a temporary shutdown. Therefore, there is always a lag of three quarters for the publication of death statistics.

All employment changes are measured from the third month of the previous quarter to the third month of the current quarter. Not all establishments and firms change their employment levels. Units with no change in employment count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

Gross job gains and gross job losses are expressed as rates by dividing their levels by the average of employment in the current and previous quarters. This provides a symmetric growth rate. The rates are calculated for the components of gross job gains and gross job losses and then summed to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between the gross job gains rate and the gross job losses rate is the net growth rate.

Establishment Births and Deaths

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time with positive employment in the third month of a quarter, or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of

the longitudinal database or establishments that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well, and an establishment defined as a death in a quarter must also be a closing. Since openings include seasonal and other re-openings, and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

Prior to the measurement of gross job gains and gross job losses, QCEW records are linked across two quarters. The linkage process matches establishments' unique SWA identification numbers (SWA-ID). Between 95 and 97 percent of establishments identified as continuous from quarter to quarter are matched by SWA-ID. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relates records with different SWA-IDs across quarters. Predecessor and successor relations can come about for a variety of reasons, including a change in ownership, a firm restructuring, or a UI account restructuring. If a match cannot be attained in this manner, a probability-based match is used. This match attempts to identify two establishments with different SWA-IDs as continuous. The match is based upon comparisons such as the same name, address, and phone number. Third, an analyst examines unmatched records individually and makes a possible match.

In order to ensure the highest possible quality of data, SWAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size class in which the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

Dynamic sizing provides symmetrical firm-size estimates and eliminates any systematic effects which may be caused by the transitory and reverting changes in firms' sizes over time. Additionally, it allocates each job gain or loss to the actual size class where it occurred.

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on

March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for other quarters of the year are available upon request. The definitions and methodology in measuring annual gross job gains and gross job losses are similar to the quarterly measures. The linkage method considers all predecessor and successor relations that may come about due to changes in ownership and corporate restructuring over the entire year. At the establishment level, some of the quarterly job gains and job losses are offset during the estimation over the year. Therefore, the sum of four quarters of gross job gains and gross job losses are not equal to annual gross job gains and gross job losses. The net change in employment over the year, however, is equal to the sum of four quarterly net changes on a not seasonally adjusted basis.

Seasonal adjustment

Over the course of a year, the levels of employment and the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting units are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, for industry data, the establishment counts data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally, establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-13 ARIMA-SEATS. Seasonally adjusted data series for total private are the sum of seasonally adjusted data of all sectors including the unclassified sector, which is not separately published.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series

from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and closings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

The BED data series are subject to periodic minor changes based on corrections in QCEW records, updates on predecessors and successors information, and seasonal adjustment revisions.

Annual revisions are published each year with the release of the first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and 5 years of seasonally adjusted data.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages and the annual bulletin also are available upon request from the Division of Administrative Statistics and Labor Turnover (Quarterly Census of Employment and Wages), phone number: (202) 691-6567; (www.bls.gov/cew/); (e-mail: QCEWInfo@bls.gov).

The Current Employment Statistics program produces monthly estimates of employment, its net change, hours, and earnings by detailed industry. These estimates are part of the Employment Situation report put out monthly by BLS.

The Job Openings and Labor Turnover Survey program provides monthly measures of job openings, as well as employee hires and separations.

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

Table 1. Private-sector gross job gains and losses, seasonally adjusted
(In thousands)

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	558	6,941	5,705	1,236	6,383	5,201	1,182
	June	674	7,152	5,830	1,322	6,478	5,271	1,207
	September	507	7,058	5,719	1,339	6,551	5,408	1,143
	December	700	7,255	5,926	1,329	6,555	5,353	1,202
2014	March	419	6,953	5,687	1,266	6,534	5,380	1,154
	June	895	7,454	6,114	1,340	6,559	5,342	1,217
	September	577	7,247	5,918	1,329	6,670	5,487	1,183
	December	1,038	7,617	6,248	1,369	6,579	5,346	1,233
2015	March	216	7,046	5,733	1,313	6,830	5,626	1,204
	June	849	7,580	6,235	1,345	6,731	5,540	1,191
	September	475	7,344	5,983	1,361	6,869	5,657	1,212
	December	944	7,817	6,360	1,457	6,873	5,607	1,266
2016	March	249	7,163	5,875	1,288	6,914	5,706	1,208
	June	318	7,443	6,070	1,373	7,125	5,820	1,305
	September	748	7,710	6,250	1,460	6,962	5,718	1,244
	December	308	7,413	6,007	1,406	7,105	5,806	1,299
2017	March	651	7,434	6,090	1,344	6,783	5,599	1,184
	June	526	7,639	6,265	1,374	7,113	5,844	1,269
	September	-39	7,321	5,975	1,346	7,360	6,065	1,295
	December	883	7,772	6,344	1,428	6,889	5,593	1,296
2018	March	683	7,494	6,135	1,359	6,811	5,616	1,195
	June	498	7,688	6,286	1,402	7,190	5,907	1,283
	September	86	7,485	6,113	1,372	7,399	6,083	1,316
	December	723	7,719	6,283	1,436	6,996	5,665	1,331
2019	March	494	7,460	6,095	1,365	6,966	5,713	1,253
	June	262	7,667	6,280	1,387	7,405	6,049	1,356
	September	60	7,383	6,010	1,373	7,323	6,053	1,270
	December	738	7,821	6,332	1,489	7,083	5,754	1,329
2020	March	-836	7,031	5,711	1,320	7,867	6,394	1,473
	June	-14,538	5,733	4,441	1,292	20,271	17,349	2,922
	September	4,003	10,846	8,800	2,046	6,843	5,471	1,372
	December	2,016	8,786	7,095	1,691	6,770	5,417	1,353
2021	March	1,791	8,324	6,778	1,546	6,533	5,386	1,147
	June	985	8,211	6,657	1,554	7,226	5,966	1,260
	September	1,463	8,862	7,179	1,683	7,399	5,944	1,455
	December	2,874	9,565	7,704	1,861	6,691	5,349	1,342
2022	March	1,575	8,553	6,974	1,579	6,978	5,560	1,418
	June	382	8,352	6,624	1,728	7,970	6,450	1,520
	September	1,341	8,841	7,183	1,658	7,500	5,995	1,505
	December	478	8,108	6,447	1,661	7,630	6,113	1,517
2023	March	976	8,041	6,515	1,526	7,065	5,646	1,419
	June	332	8,120	6,511	1,609	7,788	6,296	1,492
	September	-192	7,559	6,001	1,558	7,751	6,174	1,577
	December	344	7,823	6,202	1,621	7,479	5,972	1,507

¹ Net change is the difference between total gross job gains and total gross job losses.

Table 2. Private-sector gross job gains and losses as a percent of employment, ¹ seasonally adjusted
(Percent)

Year	3 months ended	Net change ²	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	0.5	6.2	5.1	1.1	5.7	4.6	1.1
	June	0.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
2014	March	0.4	6.1	5.0	1.1	5.7	4.7	1.0
	June	0.8	6.5	5.3	1.2	5.7	4.6	1.1
	September	0.5	6.2	5.1	1.1	5.7	4.7	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.7	6.5	5.3	1.2	5.8	4.7	1.1
2016	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.2	6.2	5.1	1.1	6.0	4.9	1.1
	September	0.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	0.3	6.2	5.0	1.2	5.9	4.8	1.1
2017	March	0.5	6.1	5.0	1.1	5.6	4.6	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	-0.1	6.0	4.9	1.1	6.1	5.0	1.1
	December	0.7	6.4	5.2	1.2	5.7	4.6	1.1
2018	March	0.6	6.1	5.0	1.1	5.5	4.5	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	0.0	6.0	4.9	1.1	6.0	4.9	1.1
	December	0.6	6.2	5.0	1.2	5.6	4.5	1.1
2019	March	0.5	6.0	4.9	1.1	5.5	4.5	1.0
	June	0.2	6.1	5.0	1.1	5.9	4.8	1.1
	September	0.1	5.9	4.8	1.1	5.8	4.8	1.0
	December	0.6	6.2	5.0	1.2	5.6	4.5	1.1
2020	March	-0.7	5.5	4.5	1.0	6.2	5.0	1.2
	June	-12.1	4.8	3.7	1.1	16.9	14.5	2.4
	September	3.4	9.4	7.6	1.8	6.0	4.8	1.2
	December	1.7	7.4	6.0	1.4	5.7	4.6	1.1
2021	March	1.5	7.0	5.7	1.3	5.5	4.5	1.0
	June	0.9	6.8	5.5	1.3	5.9	4.9	1.0
	September	1.2	7.3	5.9	1.4	6.1	4.9	1.2
	December	2.3	7.7	6.2	1.5	5.4	4.3	1.1
2022	March	1.2	6.7	5.5	1.2	5.5	4.4	1.1
	June	0.4	6.6	5.2	1.4	6.2	5.0	1.2
	September	1.0	6.9	5.6	1.3	5.9	4.7	1.2
	December	0.4	6.3	5.0	1.3	5.9	4.7	1.2
2023	March	0.8	6.2	5.0	1.2	5.4	4.3	1.1
	June	0.3	6.2	5.0	1.2	5.9	4.8	1.1
	September	-0.1	5.8	4.6	1.2	5.9	4.7	1.2
	December	0.3	5.9	4.7	1.2	5.6	4.5	1.1

¹ The rates measure gross job gains and gross job losses as a percentage of the average of the previous and current quarter employment levels.

² Net change is the difference between total gross job gains and total gross job losses.

Table 3. Private-sector gross job gains and losses by industry, seasonally adjusted

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023
Total private ¹										
Gross job gains	8,108	8,041	8,120	7,559	7,823	6.3	6.2	6.2	5.8	5.9
At expanding establishments	6,447	6,515	6,511	6,001	6,202	5.0	5.0	5.0	4.6	4.7
At opening establishments	1,661	1,526	1,609	1,558	1,621	1.3	1.2	1.2	1.2	1.2
Gross job losses	7,630	7,065	7,788	7,751	7,479	5.9	5.4	5.9	5.9	5.6
At contracting establishments	6,113	5,646	6,296	6,174	5,972	4.7	4.3	4.8	4.7	4.5
At closing establishments	1,517	1,419	1,492	1,577	1,507	1.2	1.1	1.1	1.2	1.1
Net employment change	478	976	332	-192	344	0.4	0.8	0.3	-0.1	0.3
Goods-producing										
Gross job gains	1,341	1,343	1,350	1,214	1,291	6.0	5.9	5.9	5.4	5.7
At expanding establishments	1,124	1,139	1,147	1,015	1,082	5.0	5.0	5.0	4.5	4.8
At opening establishments	217	204	203	199	209	1.0	0.9	0.9	0.9	0.9
Gross job losses	1,288	1,211	1,318	1,312	1,295	5.8	5.3	5.8	5.8	5.7
At contracting establishments	1,073	1,007	1,095	1,085	1,085	4.8	4.4	4.8	4.8	4.8
At closing establishments	215	204	223	227	210	1.0	0.9	1.0	1.0	0.9
Net employment change	53	132	32	-98	-4	0.2	0.6	0.1	-0.4	0.0
Natural resources and mining										
Gross job gains	204	218	247	221	203	11.1	11.9	13.5	12.1	11.0
At expanding establishments	176	192	217	192	174	9.6	10.5	11.9	10.5	9.4
At opening establishments	28	26	30	29	29	1.5	1.4	1.6	1.6	1.6
Gross job losses	240	229	204	220	241	13.2	12.5	11.2	12.0	13.1
At contracting establishments	215	198	175	189	214	11.8	10.8	9.6	10.3	11.6
At closing establishments	25	31	29	31	27	1.4	1.7	1.6	1.7	1.5
Net employment change	-36	-11	43	1	-38	-2.1	-0.6	2.3	0.1	-2.1
Construction										
Gross job gains	667	706	666	607	678	8.6	8.9	8.4	7.7	8.5
At expanding establishments	529	571	541	483	545	6.8	7.2	6.8	6.1	6.8
At opening establishments	138	135	125	124	133	1.8	1.7	1.6	1.6	1.7
Gross job losses	630	580	663	642	619	8.1	7.4	8.4	8.1	7.8
At contracting establishments	495	457	522	504	491	6.4	5.8	6.6	6.4	6.2
At closing establishments	135	123	141	138	128	1.7	1.6	1.8	1.7	1.6
Net employment change	37	126	3	-35	59	0.5	1.5	0.0	-0.4	0.7
Manufacturing										
Gross job gains	470	419	437	386	410	3.7	3.2	3.4	3.0	3.2
At expanding establishments	419	376	389	340	363	3.3	2.9	3.0	2.6	2.8
At opening establishments	51	43	48	46	47	0.4	0.3	0.4	0.4	0.4
Gross job losses	418	402	451	450	435	3.2	3.1	3.5	3.5	3.4
At contracting establishments	363	352	398	392	380	2.8	2.7	3.1	3.0	3.0
At closing establishments	55	50	53	58	55	0.4	0.4	0.4	0.5	0.4
Net employment change	52	17	-14	-64	-25	0.5	0.1	-0.1	-0.5	-0.2
Service-providing ¹										
Gross job gains	6,767	6,698	6,770	6,345	6,532	6.3	6.2	6.2	5.9	6.0
At expanding establishments	5,323	5,376	5,364	4,986	5,120	5.0	5.0	4.9	4.6	4.7
At opening establishments	1,444	1,322	1,406	1,359	1,412	1.3	1.2	1.3	1.3	1.3
Gross job losses	6,342	5,854	6,470	6,439	6,184	5.9	5.4	6.0	5.9	5.7
At contracting establishments	5,040	4,639	5,201	5,089	4,887	4.7	4.3	4.8	4.7	4.5
At closing establishments	1,302	1,215	1,269	1,350	1,297	1.2	1.1	1.2	1.2	1.2
Net employment change	425	844	300	-94	348	0.4	0.8	0.2	0.0	0.3
Wholesale trade										
Gross job gains	293	280	280	259	271	4.9	4.7	4.6	4.2	4.4
At expanding establishments	239	234	231	210	220	4.0	3.9	3.8	3.4	3.6
At opening establishments	54	46	49	49	51	0.9	0.8	0.8	0.8	0.8
Gross job losses	253	250	261	259	254	4.2	4.1	4.2	4.3	4.1
At contracting establishments	195	191	204	199	197	3.2	3.1	3.3	3.3	3.2
At closing establishments	58	59	57	60	57	1.0	1.0	0.9	1.0	0.9
Net employment change	40	30	19	0	17	0.7	0.6	0.4	-0.1	0.3

See footnote at end of table.

Table 3. Private-sector gross job gains and losses by industry, seasonally adjusted—Continued

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023
Retail trade										
Gross job gains	804	880	859	822	756	5.3	5.7	5.5	5.2	4.9
At expanding establishments	687	771	739	709	640	4.5	5.0	4.7	4.5	4.1
At opening establishments	117	109	120	113	116	0.8	0.7	0.8	0.7	0.8
Gross job losses	903	729	898	903	867	5.8	4.8	5.7	5.7	5.6
At contracting establishments	789	628	785	771	746	5.1	4.1	5.0	4.9	4.8
At closing establishments	114	101	113	132	121	0.7	0.7	0.7	0.8	0.8
Net employment change	-99	151	-39	-81	-111	-0.5	0.9	-0.2	-0.5	-0.7
Transportation and warehousing										
Gross job gains	473	307	324	330	513	7.3	4.7	5.0	5.2	7.9
At expanding establishments	409	261	277	286	457	6.3	4.0	4.3	4.5	7.0
At opening establishments	64	46	47	44	56	1.0	0.7	0.7	0.7	0.9
Gross job losses	332	440	377	340	288	5.1	6.7	5.9	5.3	4.4
At contracting establishments	277	393	324	290	237	4.3	6.0	5.1	4.5	3.6
At closing establishments	55	47	53	50	51	0.8	0.7	0.8	0.8	0.8
Net employment change	141	-133	-53	-10	225	2.2	-2.0	-0.9	-0.1	3.5
Utilities										
Gross job gains	18	16	21	18	19	3.3	2.9	3.6	3.1	3.3
At expanding establishments	16	14	19	16	16	2.9	2.5	3.3	2.8	2.8
At opening establishments	2	2	2	2	3	0.4	0.4	0.3	0.3	0.5
Gross job losses	14	11	15	13	15	2.5	2.0	2.6	2.2	2.6
At contracting establishments	11	9	13	11	12	2.0	1.6	2.3	1.9	2.1
At closing establishments	3	2	2	2	3	0.5	0.4	0.3	0.3	0.5
Net employment change	4	5	6	5	4	0.8	0.9	1.0	0.9	0.7
Information										
Gross job gains	166	139	146	130	154	5.4	4.6	4.8	4.4	5.3
At expanding establishments	127	112	115	94	120	4.1	3.7	3.8	3.2	4.1
At opening establishments	39	27	31	36	34	1.3	0.9	1.0	1.2	1.2
Gross job losses	190	179	216	197	159	6.2	5.8	7.2	6.7	5.5
At contracting establishments	151	147	180	158	127	4.9	4.8	6.0	5.4	4.4
At closing establishments	39	32	36	39	32	1.3	1.0	1.2	1.3	1.1
Net employment change	-24	-40	-70	-67	-5	-0.8	-1.2	-2.4	-2.3	-0.2
Financial activities										
Gross job gains	451	410	448	386	392	5.2	4.8	5.2	4.5	4.5
At expanding establishments	341	325	355	294	290	3.9	3.8	4.1	3.4	3.3
At opening establishments	110	85	93	92	102	1.3	1.0	1.1	1.1	1.2
Gross job losses	473	401	413	415	423	5.5	4.6	4.7	4.8	4.9
At contracting establishments	363	297	308	311	320	4.2	3.4	3.5	3.6	3.7
At closing establishments	110	104	105	104	103	1.3	1.2	1.2	1.2	1.2
Net employment change	-22	9	35	-29	-31	-0.3	0.2	0.5	-0.3	-0.4
Professional and business services										
Gross job gains	1,520	1,475	1,497	1,401	1,387	6.7	6.5	6.6	6.2	6.2
At expanding establishments	1,173	1,184	1,181	1,092	1,075	5.2	5.2	5.2	4.8	4.8
At opening establishments	347	291	316	309	312	1.5	1.3	1.4	1.4	1.4
Gross job losses	1,601	1,422	1,578	1,544	1,544	7.0	6.3	7.0	6.8	6.9
At contracting establishments	1,252	1,112	1,263	1,196	1,213	5.5	4.9	5.6	5.3	5.4
At closing establishments	349	310	315	348	331	1.5	1.4	1.4	1.5	1.5
Net employment change	-81	53	-81	-143	-157	-0.3	0.2	-0.4	-0.6	-0.7
Education and health services										
Gross job gains	1,162	1,225	1,275	1,232	1,167	4.9	5.1	5.3	5.0	4.7
At expanding establishments	920	1,013	1,042	1,004	926	3.9	4.2	4.3	4.1	3.7
At opening establishments	242	212	233	228	241	1.0	0.9	1.0	0.9	1.0
Gross job losses	1,012	908	989	985	1,033	4.3	3.8	4.1	4.0	4.2
At contracting establishments	770	690	773	744	763	3.3	2.9	3.2	3.0	3.1
At closing establishments	242	218	216	241	270	1.0	0.9	0.9	1.0	1.1
Net employment change	150	317	286	247	134	0.6	1.3	1.2	1.0	0.5

See footnote at end of table.

Table 3. Private-sector gross job gains and losses by industry, seasonally adjusted—Continued

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023
Leisure and hospitality										
Gross job gains	1,459	1,464	1,423	1,330	1,427	9.1	9.0	8.6	8.1	8.6
At expanding establishments	1,149	1,178	1,126	1,028	1,116	7.2	7.2	6.8	6.3	6.7
At opening establishments	310	286	297	302	311	1.9	1.8	1.8	1.8	1.9
Gross job losses	1,224	1,182	1,375	1,436	1,271	7.6	7.2	8.4	8.7	7.7
At contracting establishments	996	948	1,113	1,167	1,041	6.2	5.8	6.8	7.1	6.3
At closing establishments	228	234	262	269	230	1.4	1.4	1.6	1.6	1.4
Net employment change	235	282	48	-106	156	1.5	1.8	0.2	-0.6	0.9
Other services										
Gross job gains	322	327	330	306	312	7.6	7.6	7.6	7.0	7.1
At expanding establishments	246	258	255	233	241	5.8	6.0	5.9	5.3	5.5
At opening establishments	76	69	75	73	71	1.8	1.6	1.7	1.7	1.6
Gross job losses	298	284	299	304	289	7.0	6.6	6.9	7.0	6.6
At contracting establishments	223	209	224	227	218	5.2	4.9	5.2	5.2	5.0
At closing establishments	75	75	75	77	71	1.8	1.7	1.7	1.8	1.6
Net employment change	24	43	31	2	23	0.6	1.0	0.7	0.0	0.5

¹ Includes unclassified sector, not shown separately.

Table 4. Private-sector gross job gains and losses by firm size, seasonally adjusted
(In thousands)

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job gains		Net change	Gross job gains		Net change	Gross job gains		Net change	Gross job gains	
			gains	losses		gains	losses		gains	losses		gains	losses
2013	March	582	5,743	5,161	212	3,071	2,859	156	1,029	873	214	1,643	1,429
	June	650	5,906	5,256	226	3,085	2,859	135	1,071	936	289	1,750	1,461
	September	473	5,764	5,291	225	3,063	2,838	69	1,021	952	179	1,680	1,501
	December	631	5,886	5,255	122	3,021	2,899	105	1,034	929	404	1,831	1,427
2014	March	442	5,665	5,223	231	3,070	2,839	149	1,035	886	62	1,560	1,498
	June	893	6,134	5,241	302	3,178	2,876	214	1,119	905	377	1,837	1,460
	September	560	5,865	5,305	197	3,064	2,867	117	1,066	949	246	1,735	1,489
	December	951	6,155	5,204	212	3,105	2,893	150	1,085	935	589	1,965	1,376
2015	March	226	5,677	5,451	168	3,098	2,930	75	1,025	950	-17	1,554	1,571
	June	846	6,243	5,397	323	3,196	2,873	187	1,128	941	336	1,919	1,583
	September	456	5,914	5,458	148	3,057	2,909	79	1,047	968	229	1,810	1,581
	December	830	6,245	5,415	227	3,172	2,945	90	1,074	984	513	1,999	1,486
2016	March	254	5,754	5,500	191	3,114	2,923	59	1,022	963	4	1,618	1,614
	June	331	6,048	5,717	74	3,123	3,049	114	1,101	987	143	1,824	1,681
	September	752	6,266	5,514	192	3,160	2,968	102	1,089	987	458	2,017	1,559
	December	245	5,886	5,641	71	3,065	2,994	37	1,026	989	137	1,795	1,658
2017	March	662	6,007	5,345	346	3,236	2,890	191	1,085	894	125	1,686	1,561
	June	570	6,216	5,646	145	3,161	3,016	151	1,127	976	274	1,928	1,654
	September	-90	5,826	5,916	-100	2,999	3,099	-44	1,013	1,057	54	1,814	1,760
	December	804	6,185	5,381	235	3,184	2,949	142	1,082	940	427	1,919	1,492
2018	March	729	6,072	5,343	297	3,210	2,913	164	1,071	907	268	1,791	1,523
	June	515	6,214	5,699	134	3,194	3,060	162	1,135	973	219	1,885	1,666
	September	24	5,967	5,943	-83	3,027	3,110	-34	1,025	1,059	141	1,915	1,774
	December	663	6,087	5,424	198	3,171	2,973	138	1,076	938	327	1,840	1,513
2019	March	572	6,016	5,444	260	3,191	2,931	155	1,066	911	157	1,759	1,602
	June	269	6,170	5,901	58	3,161	3,103	106	1,124	1,018	105	1,885	1,780
	September	-10	5,856	5,866	-6	3,044	3,050	-36	1,014	1,050	32	1,798	1,766
	December	647	6,192	5,545	205	3,186	2,981	93	1,062	969	349	1,944	1,595
2020	March	-653	5,612	6,265	-367	3,026	3,393	-100	969	1,069	-186	1,617	1,803
	June	-15,093	4,515	19,608	-4,705	2,557	7,262	-2,796	582	3,378	-7,592	1,376	8,968
	September	4,020	9,428	5,408	1,515	4,482	2,967	532	1,417	885	1,973	3,529	1,556
	December	1,852	7,065	5,213	506	3,488	2,982	348	1,189	841	998	2,388	1,390
2021	March	1,840	6,896	5,056	973	3,641	2,668	224	1,101	877	643	2,154	1,511
	June	1,016	6,664	5,648	724	3,523	2,799	220	1,146	926	72	1,995	1,923
	September	1,418	7,143	5,725	396	3,526	3,130	247	1,192	945	775	2,425	1,650
	December	2,734	7,641	4,907	913	3,769	2,856	468	1,303	835	1,353	2,569	1,216
2022	March	1,671	6,994	5,323	312	3,388	3,076	274	1,163	889	1,085	2,443	1,358
	June	329	6,604	6,275	174	3,353	3,179	144	1,157	1,013	11	2,094	2,083
	September	1,369	7,105	5,736	71	3,321	3,250	248	1,230	982	1,050	2,554	1,504
	December	460	6,291	5,831	206	3,305	3,099	157	1,128	971	97	1,858	1,761
2023	March	1,104	6,556	5,452	317	3,333	3,016	275	1,184	909	512	2,039	1,527
	June	283	6,450	6,167	0	3,237	3,237	133	1,170	1,037	150	2,043	1,893
	September	-246	5,925	6,171	-204	3,019	3,223	-26	1,034	1,060	-16	1,872	1,888
	December	292	6,094	5,802	221	3,232	3,011	112	1,099	987	-41	1,763	1,804

¹ Total gross job gains and gross job losses by firm are lower than total gross job gains and gross job losses by establishment, as some establishment gains and losses within a firm are offset during the aggregation process.

NOTE: Net change is the difference between total gross job gains and total gross job losses. Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment. The unit of analysis section in the technical note provides additional detail. See www.bls.gov/bdm/bdmfirmsize.htm for more detailed firm size class data.

Table 5. Components of private-sector gross job gains and losses by firm size, seasonally adjusted

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023
Total private by firm ¹										
Gross job gains	6,291	6,556	6,450	5,925	6,094	4.8	5.1	5.0	4.6	4.6
At expanding firms	5,229	5,556	5,455	4,926	5,043	4.0	4.3	4.2	3.8	3.8
At opening firms	1,062	1,000	995	999	1,051	0.8	0.8	0.8	0.8	0.8
Gross job losses	5,831	5,452	6,167	6,171	5,802	4.5	4.2	4.7	4.7	4.4
At contracting firms	4,880	4,473	5,157	5,154	4,871	3.8	3.4	3.9	3.9	3.7
At closing firms	951	979	1,010	1,017	931	0.7	0.8	0.8	0.8	0.7
Net employment change	460	1,104	283	-246	292	0.3	0.9	0.3	-0.1	0.2
Firm size 1 to 49 employees										
Gross job gains	3,305	3,333	3,237	3,019	3,232	9.3	9.4	9.1	8.5	9.2
At expanding firms	2,278	2,366	2,280	2,065	2,219	6.4	6.7	6.4	5.8	6.3
At opening firms	1,027	967	957	954	1,013	2.9	2.7	2.7	2.7	2.9
Gross job losses	3,099	3,016	3,237	3,223	3,011	8.8	8.5	9.1	9.1	8.4
At contracting firms	2,181	2,066	2,270	2,243	2,109	6.2	5.8	6.4	6.3	5.9
At closing firms	918	950	967	980	902	2.6	2.7	2.7	2.8	2.5
Net employment change	206	317	0	-204	221	0.5	0.9	0.0	-0.6	0.8
Firm size 50 to 249 employees										
Gross job gains	1,128	1,184	1,170	1,034	1,099	5.0	5.2	5.2	4.6	4.8
At expanding firms	1,095	1,153	1,134	998	1,064	4.9	5.1	5.0	4.4	4.6
At opening firms	33	31	36	36	35	0.1	0.1	0.2	0.2	0.2
Gross job losses	971	909	1,037	1,060	987	4.3	4.0	4.5	4.6	4.3
At contracting firms	941	884	1,003	1,029	960	4.2	3.9	4.4	4.5	4.2
At closing firms	30	25	34	31	27	0.1	0.1	0.1	0.1	0.1
Net employment change	157	275	133	-26	112	0.7	1.2	0.7	0.0	0.5
Firm size 250 or more employees										
Gross job gains	1,858	2,039	2,043	1,872	1,763	2.6	2.8	2.8	2.6	2.4
At expanding firms	1,856	2,037	2,041	1,863	1,760	2.6	2.8	2.8	2.6	2.4
At opening firms	2	2	2	9	3	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,761	1,527	1,893	1,888	1,804	2.5	2.1	2.6	2.6	2.5
At contracting firms	1,758	1,523	1,884	1,882	1,802	2.5	2.1	2.6	2.6	2.5
At closing firms	3	4	9	6	2	0.0	0.0	0.0	0.0	0.0
Net employment change	97	512	150	-16	-41	0.1	0.7	0.2	0.0	-0.1

¹ Total gross job gains and gross job losses by firm are lower than total gross job gains and gross job losses by establishment, as some establishment gains and losses within a firm are offset during the aggregation process.

NOTE: Net change is the difference between total gross job gains and total gross job losses. Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment. The unit of analysis section in the technical note provides additional detail. See www.bls.gov/bdm/bdmfirmsize.htm for more detailed firm size class data.

Table 6. Private-sector gross job gains and losses by state, seasonally adjusted

State	Gross job gains (3 months ended)				Gross job losses (3 months ended)					
	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	Mar. 2023	June 2023	Sept. 2023	Dec. 2023
United States ¹	8,108,000	8,041,000	8,120,000	7,559,000	7,823,000	7,630,000	7,065,000	7,788,000	7,751,000	7,479,000
Alabama	111,392	107,346	100,702	100,216	104,753	101,269	92,757	95,939	100,987	100,067
Alaska	26,395	25,502	27,627	21,332	25,198	22,355	19,548	22,186	26,439	24,637
Arizona	179,255	162,184	192,346	183,856	183,915	162,816	147,769	178,441	162,523	193,895
Arkansas	66,289	61,533	63,471	60,444	66,620	55,695	54,248	65,458	61,771	57,045
California	1,023,199	950,611	1,028,190	961,078	976,336	1,014,015	998,801	993,780	999,313	998,218
Colorado	179,968	174,762	178,132	135,454	204,859	164,325	157,244	160,978	150,554	184,049
Connecticut	84,396	87,749	92,604	82,905	81,715	84,879	75,054	82,681	89,425	82,942
Delaware	27,950	26,861	24,278	24,305	24,784	29,640	20,741	22,852	26,130	23,774
District of Columbia	28,958	30,796	28,166	28,605	26,974	28,671	24,750	28,001	28,416	29,160
Florida	526,584	536,274	578,080	564,943	512,282	506,776	474,307	496,234	505,174	499,970
Georgia	272,908	257,840	265,731	254,774	255,644	243,103	240,875	269,241	252,692	237,057
Hawaii	30,578	28,383	29,151	27,109	31,270	24,784	25,797	26,822	34,974	25,288
Idaho	58,731	56,541	56,214	51,518	61,362	48,159	53,049	53,223	57,935	41,658
Illinois	277,741	302,001	285,519	249,357	256,291	265,645	252,853	281,545	287,850	264,419
Indiana	156,490	152,428	153,357	159,404	152,419	142,752	137,357	166,890	160,437	144,881
Iowa	83,521	79,072	79,072	71,800	78,723	80,755	69,866	77,599	76,191	74,153
Kansas	73,945	71,362	71,788	67,090	68,830	65,323	63,683	70,057	71,269	63,379
Kentucky	98,218	102,867	93,576	94,807	95,879	87,574	82,015	99,073	91,490	87,018
Louisiana	96,340	100,274	95,762	97,306	99,707	98,066	89,594	102,429	96,084	97,350
Maine	39,221	41,777	41,094	36,676	39,035	36,063	32,865	41,017	41,735	37,593
Maryland	143,112	147,510	145,726	137,846	138,269	148,916	121,490	137,170	140,643	128,529
Massachusetts	172,267	185,080	188,783	173,510	171,233	182,910	150,369	181,977	194,523	176,983
Michigan	222,363	214,563	226,977	201,709	208,226	195,166	187,424	204,760	226,384	212,563
Minnesota	145,971	142,357	152,737	79,408	172,550	144,366	121,788	140,597	107,468	174,726
Mississippi	63,543	56,698	58,299	57,651	57,470	57,383	53,845	61,507	57,930	52,682
Missouri	146,620	159,576	144,820	138,048	146,728	141,455	126,409	146,711	144,835	138,707
Montana	38,144	36,820	33,093	32,253	37,230	32,645	30,286	35,748	35,506	30,526
Nebraska	50,331	52,700	51,196	50,601	49,583	47,031	43,272	47,470	49,905	47,481
Nevada	86,046	81,960	89,121	87,646	90,143	80,560	76,372	80,568	74,367	70,277
New Hampshire	39,582	41,836	39,844	35,032	37,356	35,447	35,077	37,850	40,220	35,289
New Jersey	245,269	225,314	252,735	218,347	215,434	216,117	206,205	215,082	219,037	211,055
New Mexico	44,263	45,462	43,440	40,926	46,687	40,933	39,692	41,656	45,584	39,135
New York	475,568	519,705	505,166	474,709	466,156	477,112	415,967	463,070	493,186	462,312
North Carolina	268,628	263,089	248,661	230,670	253,988	230,657	214,252	235,494	253,947	195,372
North Dakota	21,763	26,282	23,960	23,154	23,528	22,691	19,560	23,576	22,941	22,045
Ohio	278,516	276,221	266,857	244,248	253,142	270,059	229,257	271,213	272,478	247,613
Oklahoma	88,157	83,640	82,988	83,010	81,669	78,069	70,808	80,274	80,312	77,731
Oregon	109,234	122,824	109,046	102,505	104,126	104,861	104,113	117,513	116,696	107,375
Pennsylvania	289,349	291,327	278,274	274,729	278,168	269,933	246,312	293,852	273,799	260,921
Rhode Island	29,058	31,968	28,983	27,524	28,813	27,302	25,190	29,771	29,163	27,200
South Carolina	128,661	127,086	120,255	126,620	118,070	115,506	108,926	126,837	107,643	102,775
South Dakota	23,909	27,136	25,414	23,793	25,195	23,831	21,836	23,210	23,941	22,395
Tennessee	160,803	162,157	165,165	76,516	138,177	155,186	137,669	152,886	116,184	127,186
Texas	710,535	693,258	680,662	661,812	675,159	614,067	583,324	631,214	643,035	611,560
Utah	97,694	100,736	97,876	97,547	92,386	93,248	87,902	89,247	92,500	89,705
Vermont	19,530	20,856	18,909	16,131	18,179	17,641	14,980	19,097	20,331	16,679
Virginia	205,926	202,603	199,417	193,148	198,561	190,156	172,074	191,775	200,751	184,565
Washington	178,131	192,039	181,419	161,082	182,034	159,252	164,600	168,647	179,554	154,930
West Virginia	35,765	38,724	33,896	35,651	33,938	34,246	29,218	33,964	35,499	35,291
Wisconsin	152,533	150,237	144,324	132,988	137,671	138,269	121,931	149,948	147,571	129,671
Wyoming	19,402	18,858	17,956	17,439	18,859	16,682	16,565	18,553	17,386	17,859
Puerto Rico	48,915	37,998	43,144	42,482	36,480	45,298	42,503	36,754	40,983	35,991
Virgin Islands	1,432	1,838	1,841	2,036	1,442	1,153	1,613	1,688	1,782	1,453

¹ The sum of the states will not necessarily add to the U.S. total because of the independent seasonal adjustment of each state.

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 7. Private-sector gross job gains and losses as a percent of total employment by state, seasonally adjusted

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Dec.	Mar.	June	Sept.	Dec.	Dec.	Mar.	June	Sept.	Dec.
	2022	2023	2023	2023	2023	2022	2023	2023	2023	2023
United States	6.3	6.2	6.2	5.8	5.9	5.9	5.4	5.9	5.9	5.6
Alabama	6.6	6.4	5.9	5.9	6.2	6.1	5.5	5.7	6.0	5.8
Alaska	10.9	10.4	11.0	8.5	10.1	9.2	8.0	8.9	10.5	9.9
Arizona	6.6	5.9	7.0	6.7	6.6	6.0	5.4	6.5	5.9	6.9
Arkansas	6.2	5.8	5.8	5.6	6.1	5.2	5.0	6.0	5.7	5.3
California	6.6	6.1	6.7	6.2	6.3	6.6	6.4	6.4	6.5	6.5
Colorado	7.6	7.2	7.3	5.5	8.4	6.9	6.5	6.6	6.2	7.5
Connecticut	5.9	6.1	6.4	5.8	5.6	5.9	5.3	5.7	6.2	5.7
Delaware	7.0	6.7	6.0	6.0	6.2	7.5	5.2	5.7	6.5	5.9
District of Columbia	5.6	5.9	5.4	5.5	5.2	5.5	4.8	5.3	5.4	5.6
Florida	6.2	6.3	6.8	6.5	5.9	6.0	5.6	5.8	5.8	5.8
Georgia	6.7	6.2	6.4	6.1	6.1	5.9	5.8	6.5	6.1	5.7
Hawaii	6.0	5.5	5.7	5.3	6.1	4.9	5.0	5.2	6.9	5.0
Idaho	8.4	7.9	7.9	7.3	8.5	6.9	7.5	7.5	8.2	5.8
Illinois	5.4	5.8	5.4	4.8	4.9	5.1	4.8	5.3	5.5	5.1
Indiana	5.7	5.5	5.5	5.8	5.6	5.2	5.0	6.1	5.8	5.3
Iowa	6.4	6.0	6.0	5.5	6.0	6.2	5.4	5.9	5.8	5.7
Kansas	6.3	6.1	6.1	5.7	5.8	5.6	5.4	6.0	6.0	5.4
Kentucky	6.0	6.1	5.6	5.7	5.7	5.3	4.9	5.9	5.5	5.2
Louisiana	6.1	6.3	6.1	6.2	6.2	6.2	5.6	6.4	6.0	6.1
Maine	7.4	7.7	7.6	6.8	7.3	6.8	6.2	7.6	7.8	7.0
Maryland	6.6	6.8	6.7	6.4	6.3	6.9	5.6	6.3	6.5	5.9
Massachusetts	5.5	5.8	5.9	5.4	5.3	5.8	4.7	5.7	6.1	5.6
Michigan	5.9	5.7	5.9	5.2	5.5	5.2	4.9	5.3	5.9	5.6
Minnesota	5.9	5.7	6.0	3.1	6.8	5.8	4.9	5.6	4.2	7.0
Mississippi	6.8	6.1	6.3	6.2	6.1	6.2	5.7	6.6	6.2	5.7
Missouri	6.1	6.5	5.9	5.6	6.0	5.8	5.1	5.9	5.8	5.6
Montana	9.2	8.7	7.8	7.7	8.8	7.8	7.1	8.4	8.5	7.2
Nebraska	6.0	6.3	6.0	6.0	5.9	5.7	5.1	5.6	5.9	5.6
Nevada	6.4	6.2	6.6	6.5	6.6	6.1	5.7	6.0	5.5	5.1
New Hampshire	6.7	7.0	6.7	5.9	6.2	6.0	5.9	6.3	6.7	5.9
New Jersey	6.8	6.1	6.8	5.9	5.9	5.9	5.7	5.9	5.9	5.8
New Mexico	6.7	6.8	6.4	6.1	6.9	6.2	5.9	6.2	6.7	5.8
New York	5.9	6.5	6.3	5.8	5.8	6.0	5.1	5.7	6.1	5.7
North Carolina	6.6	6.4	6.1	5.6	6.1	5.7	5.3	5.7	6.2	4.7
North Dakota	6.4	7.6	6.9	6.6	6.7	6.7	5.6	6.7	6.6	6.3
Ohio	5.9	5.8	5.6	5.2	5.3	5.7	4.9	5.7	5.7	5.2
Oklahoma	6.6	6.3	6.2	6.2	6.1	5.9	5.3	6.0	6.0	5.7
Oregon	6.5	7.3	6.4	6.1	6.1	6.2	6.1	6.9	6.9	6.3
Pennsylvania	5.5	5.5	5.2	5.2	5.2	5.2	4.6	5.5	5.2	4.9
Rhode Island	6.9	7.5	6.7	6.5	6.8	6.4	5.9	7.0	6.8	6.4
South Carolina	6.9	6.8	6.4	6.8	6.2	6.2	5.8	6.8	5.7	5.4
South Dakota	6.5	7.2	6.8	6.3	6.6	6.5	5.9	6.2	6.3	5.9
Tennessee	5.8	5.9	5.9	2.7	4.9	5.6	5.0	5.5	4.2	4.6
Texas	6.2	5.9	5.8	5.7	5.7	5.3	5.0	5.4	5.5	5.2
Utah	6.9	7.0	6.8	6.8	6.4	6.6	6.2	6.2	6.5	6.2
Vermont	7.8	8.2	7.4	6.3	7.2	7.0	6.0	7.5	8.0	6.6
Virginia	6.2	6.2	6.0	5.8	5.9	5.8	5.2	5.8	6.0	5.6
Washington	5.9	6.4	6.0	5.4	6.0	5.3	5.5	5.6	6.0	5.2
West Virginia	6.6	7.1	6.1	6.5	6.1	6.4	5.3	6.1	6.5	6.5
Wisconsin	6.0	6.0	5.6	5.2	5.4	5.5	4.9	5.9	5.9	5.1
Wyoming	9.2	8.9	8.4	8.2	8.8	7.9	7.8	8.7	8.2	8.3
Puerto Rico	6.6	5.1	5.8	5.7	4.9	6.1	5.7	4.9	5.4	4.8
Virgin Islands	5.9	7.5	7.4	8.2	5.7	4.7	6.5	6.8	7.1	5.8

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 8. Private-sector establishment births and deaths, seasonally adjusted
(Levels in thousands)

Year	3 months ended	Number of Establishments				Employment			
		Births		Deaths ¹		Births		Deaths	
		Level	Rate ²	Level	Rate	Level	Rate	Level	Rate
2013	March	205	2.8	193	2.6	748	0.7	648	0.6
	June	222	3.0	215	2.9	789	0.7	695	0.6
	September	219	2.9	195	2.6	818	0.7	678	0.6
	December	215	2.9	187	2.5	803	0.7	670	0.6
2014	March	220	2.9	190	2.5	784	0.7	635	0.6
	June	221	2.9	204	2.7	806	0.7	711	0.6
	September	225	3.0	199	2.6	825	0.7	703	0.6
	December	224	2.9	198	2.6	836	0.7	705	0.6
2015	March	233	3.0	207	2.7	818	0.7	696	0.6
	June	234	3.1	211	2.8	838	0.7	728	0.6
	September	243	3.2	207	2.7	881	0.7	699	0.6
	December	247	3.2	209	2.7	892	0.7	733	0.6
2016	March	236	3.0	204	2.6	789	0.7	671	0.6
	June	241	3.1	213	2.7	838	0.7	719	0.6
	September	238	3.0	214	2.7	872	0.7	745	0.6
	December	238	3.0	217	2.8	865	0.7	729	0.6
2017	March	242	3.0	203	2.6	806	0.7	668	0.5
	June	240	3.0	223	2.8	848	0.7	752	0.6
	September	244	3.1	225	2.8	851	0.7	760	0.6
	December	246	3.1	216	2.7	849	0.7	731	0.6
2018	March	248	3.1	215	2.7	816	0.7	668	0.5
	June	263	3.3	228	2.8	879	0.7	769	0.6
	September	250	3.1	231	2.8	863	0.7	785	0.6
	December	249	3.1	222	2.7	855	0.7	758	0.6
2019	March	260	3.2	220	2.7	812	0.6	698	0.6
	June	257	3.1	240	2.9	847	0.7	801	0.6
	September	251	3.0	231	2.8	847	0.7	767	0.6
	December	269	3.2	234	2.8	903	0.7	784	0.6
2020	March	279	3.3	240	2.9	811	0.6	735	0.6
	June	227	2.8	327	4.0	658	0.5	1,152	1.0
	September	278	3.4	233	2.9	821	0.7	691	0.6
	December	287	3.5	218	2.6	916	0.8	688	0.6
2021	March	308	3.6	210	2.5	833	0.7	604	0.5
	June	351	4.1	226	2.6	981	0.8	664	0.5
	September	359	4.1	245	2.8	1,026	0.8	736	0.6
	December	378	4.3	254	2.9	1,117	0.9	779	0.6
2022	March	349	3.9	255	2.9	960	0.8	744	0.6
	June	365	4.1	322	3.6	1,062	0.8	925	0.7
	September	349	3.9	294	3.3	1,031	0.8	913	0.7
	December	344	3.8	289	3.2	1,045	0.8	899	0.7
2023	March	331	3.6	292	3.2	944	0.7	822	0.6
	June	332	3.6	N/A	N/A	1,015	0.8	N/A	N/A
	September	311	3.4	N/A	N/A	972	0.7	N/A	N/A
	December	322	3.5	N/A	N/A	1,013	0.8	N/A	N/A

¹ Values for deaths are not available for the most recent three quarters. See the Technical Note for more information.

² The rates measure births and deaths as a percentage of the average of the previous and current quarter employment levels or total number of establishments