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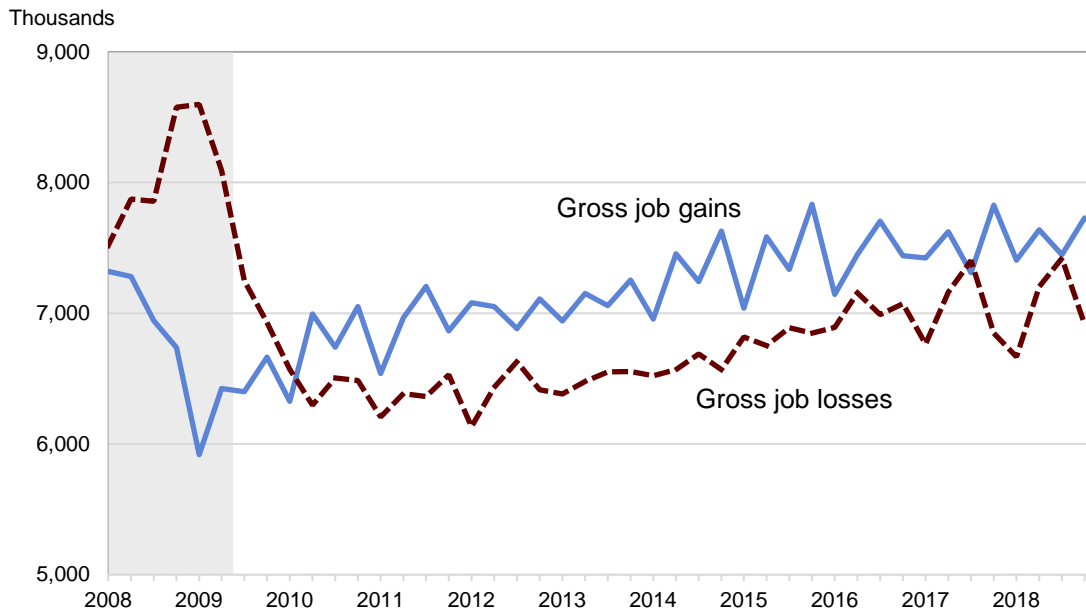
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**BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2018**

From September 2018 to December 2018, **gross job gains** from opening and expanding private-sector establishments were 7.7 million, an increase of 281,000 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 6.9 million, a decrease of 506,000 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 814,000 jobs in the private sector during the fourth quarter of 2018. (See chart 1, and tables A and 1.)

**Chart 1. Total private sector gross job gains and gross job losses, seasonally adjusted**  
 March 2008 - December 2018



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

**South Carolina Business Employment Dynamics Data**

Business Employment Dynamics (BED) data for all four quarters of 2018 for South Carolina show unusual movements, which may be the result of a change in reporting. The unusual movements coincide with a modernization of the South Carolina unemployment insurance system. For more information, please visit: [www.bls.gov/cew/2018-notice-regarding-south-carolina-employment-and-wages-data.htm](http://www.bls.gov/cew/2018-notice-regarding-south-carolina-employment-and-wages-data.htm)

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 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.

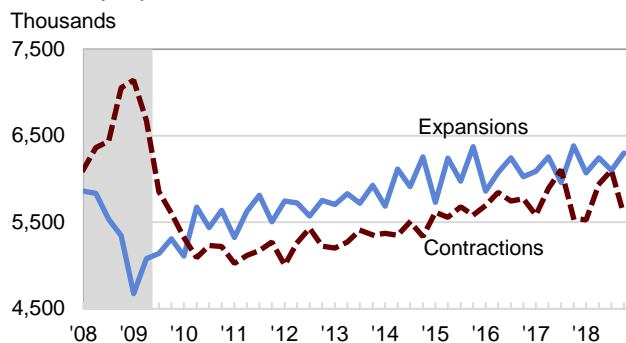
## Gross Job Gains

In the fourth quarter of 2018, gross job gains represented 6.1 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 6.3 million in the fourth quarter of 2018, an increase of 202,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.4 million of the jobs gained in the fourth quarter of 2018, an increase of 79,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

## Gross Job Losses

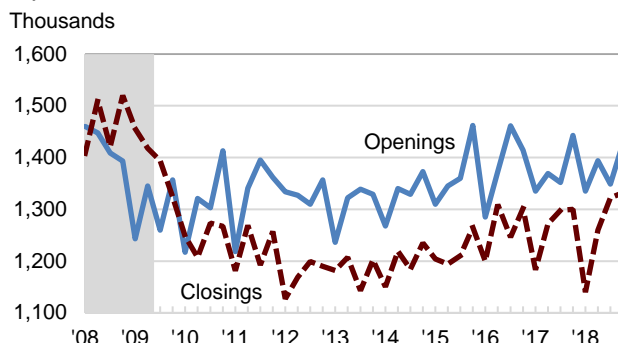
In the fourth quarter of 2018, gross job losses represented 5.6 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.6 million jobs in the fourth quarter of 2018, a decrease of 516,000 jobs from the prior quarter. In the fourth quarter of 2018, **closing** establishments lost 1.3 million jobs, an increase of 10,000 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 2008 - December 2018



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 2008 - December 2018



NOTE: Shaded area represents NBER defined recession period.

## Establishment Births and Deaths

In the fourth quarter of 2018, the number of **establishment births** (a subset of the openings data) decreased by 4,000, to a total of 248,000 establishments. These new establishments accounted for 857,000 jobs, a decrease of 2,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2018, when 662,000 jobs were lost at 214,000 establishments, a decrease of 70,000 jobs from the fourth quarter of 2017. (See Technical Note and table 8.)

## Industries

Gross job gains exceeded gross job losses in 9 of 13 industries in the fourth quarter of 2018. The service-providing industries experienced a net job increase of 669,000 jobs in the fourth quarter of 2018. Within service-providing industries, transportation and warehousing had the largest over-the-quarter net job increase, with a gain of 187,000 jobs. The net job increase in transportation and warehousing was the result of 424,000 gross job gains and 237,000 gross job losses. The retail trade industry had the largest decrease among service-providing industries, with a loss of 70,000 jobs. The goods-producing industries experienced a net job increase of 145,000 jobs in the fourth quarter of 2018. Of the goods-producing industries, manufacturing added 90,000 jobs, construction experienced a net increase of 69,000 jobs, and natural resources and mining lost 14,000 jobs. (See table 3.)

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

Category	3 months ended				
	Dec. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018
	Levels (in thousands)				
Gross job gains.....	7,826	7,406	7,639	7,448	7,729
At expanding establishments..	6,383	6,071	6,245	6,099	6,301
At opening establishments.....	1,443	1,335	1,394	1,349	1,428
Gross job losses.....	6,847	6,666	7,202	7,421	6,915
At contracting establishments	5,547	5,526	5,942	6,099	5,583
At closing establishments.....	1,300	1,140	1,260	1,322	1,332
Net employment change <sup>1</sup> .....	979	740	437	27	814
	Rates (percent)				
Gross job gains.....	6.4	6.0	6.1	6.0	6.1
At expanding establishments..	5.2	4.9	5.0	4.9	5.0
At opening establishments.....	1.2	1.1	1.1	1.1	1.1
Gross job losses.....	5.6	5.4	5.8	6.0	5.6
At contracting establishments	4.5	4.5	4.8	4.9	4.5
At closing establishments.....	1.1	0.9	1.0	1.1	1.1
Net employment change <sup>1</sup> .....	0.8	0.6	0.3	0.0	0.5

<sup>1</sup> 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 2018, firms with 1-49 employees had a net employment gain of 199,000. Firms with 50-249 employees had a net employment gain of 147,000. Firms with 250 or more employees had a net employment gain of 400,000. (See tables 4 and 5.)

## States

Gross job gains exceeded gross job losses in 48 states, the District of Columbia, and the Virgin Islands in the fourth quarter of 2018. Among the states, Alaska had the highest rate of gross job gains as a percent of employment at 10.9 percent, above the U.S. rate of 6.1 percent. Connecticut and Pennsylvania had the lowest rate of gross job gains as a percent of employment at 5.3 percent each. Alaska had the highest rate of gross job losses as a percent of employment at 9.7 percent, above the national rate of 5.6 percent. Pennsylvania had the lowest rate of gross job losses as a percent of employment at 4.7 percent. (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](http://www.bls.gov/bdm). This information includes data on the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and other 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](mailto:BDMinfo@bls.gov).

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**The Business Employment Dynamics for First Quarter 2019 are scheduled to be released on Wednesday, October 30, 2019 at 10:00 a.m. (EDT).**

### Changes to Business Employment Dynamics (BED) Data

Data in the next release, published on Wednesday, October 30, 2019, will incorporate annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions will cover the last 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 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.

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

	<b>QCEW</b>	<b>BED</b>	<b>CES</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>Count of UI administrative records submitted by 10.0 million establishments in first quarter of 2018</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 8.0 million private-sector establishments</li> </ul>	<ul style="list-style-type: none"> <li>Sample survey: 651,000 establishments</li> </ul>
<b>Coverage</b>	<ul style="list-style-type: none"> <li>UI and UCFE coverage, including all employers subject to state and federal UI laws</li> </ul>	<ul style="list-style-type: none"> <li>UI coverage, excluding government, private households, and establishments with zero employment</li> </ul>	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> <li>UI coverage, excluding agriculture, private households, and self-employed workers</li> <li>Other employment, including railroads, religious organizations, and other non-UI-covered jobs</li> </ul>
<b>Publication frequency</b>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 6 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 7 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Monthly               <ul style="list-style-type: none"> <li>– Usually the 3rd Friday after the end of the week including the 12th of the month</li> </ul> </li> </ul>
<b>Use of UI file</b>	<ul style="list-style-type: none"> <li>Directly summarizes and publishes each new quarter of UI data</li> </ul>	<ul style="list-style-type: none"> <li>Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses</li> </ul>	<ul style="list-style-type: none"> <li>Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)</li> </ul>
<b>Principal products</b>	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>Future expansions will include data with greater industry detail and data at the county and MSA level</li> </ul>	<ul style="list-style-type: none"> <li>Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry</li> </ul>
<b>Principal uses</b>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Detailed locality data</li> <li>– Periodic universe counts for benchmarking sample survey estimates</li> <li>– Sample frame for BLS establishment surveys</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Business cycle analysis</li> <li>– Analysis of employer dynamics underlying economic expansions and contractions</li> <li>– Analysis of employment expansion and contraction by size of firm</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Principal federal economic indicator</li> <li>– Official time series for employment change measures</li> <li>– Input into other major economic indicators</li> </ul> </li> </ul>
<b>Program Web sites</b>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/cew">www.bls.gov/cew</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/bdm">www.bls.gov/bdm</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/ces">www.bls.gov/ces</a></li> </ul>

**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 (QCEW), Business Employment Dynamics (BED), and Current Employment Statistics (CES)—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 8.0 million private sector employer reports out of 10.0 million total reports of employment and wages submitted by states to BLS in the first quarter of 2018. 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 2018.

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

	Millions
Total establishments QCEW program.....	10.0
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.5
 Total establishments included in Business Employment Dynamics data.....	 8.0

**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 are used for the measurement of the 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 either units with positive third month employment in the previous quarter, with no employment or zero employment reported 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 an establishment 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 veri-

fication 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 clos-

ings 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), telephone (202) 691-6567; ([www.bls.gov/cew/](http://www.bls.gov/cew/)); (e-mail: [QCEWInfo@bls.gov](mailto:QCEWInfo@bls.gov)).

The Current Employment Statistics (CES) 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 (JOLTS) program provides monthly measures of job openings, as well as employee hires and separations.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; TDD message referral phone number: 1 (800) 877-8339.



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

Year	3 months ended	Net change <sup>1</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2008	March	-199	7,320	5,860	1,460	7,519	6,111	1,408
	June	-593	7,281	5,833	1,448	7,874	6,363	1,511
	September	-913	6,944	5,535	1,409	7,857	6,436	1,421
	December	-1,838	6,738	5,345	1,393	8,576	7,056	1,520
2009	March	-2,680	5,918	4,675	1,243	8,598	7,142	1,456
	June	-1,667	6,425	5,080	1,345	8,092	6,674	1,418
	September	-849	6,399	5,139	1,260	7,248	5,854	1,394
	December	-264	6,665	5,308	1,357	6,929	5,605	1,324
2010	March	-247	6,325	5,108	1,217	6,572	5,324	1,248
	June	698	6,995	5,674	1,321	6,297	5,090	1,207
	September	237	6,741	5,438	1,303	6,504	5,231	1,273
	December	566	7,052	5,639	1,413	6,486	5,219	1,267
2011	March	334	6,540	5,322	1,218	6,206	5,025	1,181
	June	582	6,966	5,625	1,341	6,384	5,115	1,269
	September	841	7,205	5,810	1,395	6,364	5,172	1,192
	December	335	6,865	5,503	1,362	6,530	5,273	1,257
2012	March	948	7,080	5,746	1,334	6,132	5,005	1,127
	June	616	7,051	5,724	1,327	6,435	5,266	1,169
	September	252	6,881	5,571	1,310	6,629	5,430	1,199
	December	695	7,110	5,753	1,357	6,415	5,225	1,190
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	433	6,955	5,687	1,268	6,522	5,372	1,150
	June	885	7,454	6,114	1,340	6,569	5,350	1,219
	September	553	7,241	5,912	1,329	6,688	5,504	1,184
	December	1,060	7,629	6,256	1,373	6,569	5,334	1,235
2015	March	221	7,039	5,729	1,310	6,818	5,614	1,204
	June	832	7,584	6,239	1,345	6,752	5,558	1,194
	September	445	7,335	5,975	1,360	6,890	5,680	1,210
	December	987	7,834	6,372	1,462	6,847	5,582	1,265
2016	March	253	7,145	5,860	1,285	6,892	5,692	1,200
	June	294	7,449	6,076	1,373	7,155	5,846	1,309
	September	714	7,704	6,243	1,461	6,990	5,744	1,246
	December	368	7,440	6,026	1,414	7,072	5,770	1,302
2017	March	658	7,423	6,088	1,335	6,765	5,582	1,183
	June	463	7,624	6,255	1,369	7,161	5,889	1,272
	September	-93	7,311	5,959	1,352	7,404	6,106	1,298
	December	979	7,826	6,383	1,443	6,847	5,547	1,300
2018	March	740	7,406	6,071	1,335	6,666	5,526	1,140
	June	437	7,639	6,245	1,394	7,202	5,942	1,260
	September	27	7,448	6,099	1,349	7,421	6,099	1,322
	December	814	7,729	6,301	1,428	6,915	5,583	1,332

<sup>1</sup> 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, <sup>1</sup> seasonally adjusted**  
(Percent)

Year	3 months ended	Net change <sup>2</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2008	March	-0.1	6.4	5.1	1.3	6.5	5.3	1.2
	June	-0.5	6.4	5.1	1.3	6.9	5.6	1.3
	September	-0.9	6.1	4.9	1.2	7.0	5.7	1.3
	December	-1.7	6.0	4.8	1.2	7.7	6.3	1.4
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.5	6.0	4.7	1.3	7.5	6.2	1.3
	September	-0.8	6.0	4.8	1.2	6.8	5.5	1.3
	December	-0.3	6.3	5.0	1.3	6.6	5.3	1.3
2010	March	-0.2	6.0	4.8	1.2	6.2	5.0	1.2
	June	0.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	0.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	0.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	0.3	6.1	5.0	1.1	5.8	4.7	1.1
	June	0.5	6.4	5.2	1.2	5.9	4.7	1.2
	September	0.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	0.4	6.4	5.1	1.3	6.0	4.8	1.2
2012	March	0.8	6.4	5.2	1.2	5.6	4.6	1.0
	June	0.5	6.4	5.2	1.2	5.9	4.8	1.1
	September	0.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
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	0.7	6.5	5.3	1.2	5.8	4.7	1.1
	September	0.4	6.2	5.1	1.1	5.8	4.8	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	0.8	6.6	5.4	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	0.8	6.4	5.2	1.2	5.6	4.5	1.1
2018	March	0.6	6.0	4.9	1.1	5.4	4.5	0.9
	June	0.3	6.1	5.0	1.1	5.8	4.8	1.0
	September	0.0	6.0	4.9	1.1	6.0	4.9	1.1
	December	0.5	6.1	5.0	1.1	5.6	4.5	1.1

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

<sup>2</sup> 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. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Dec. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018
<b>Total private <sup>1</sup></b>										
Gross job gains .....	7,826	7,406	7,639	7,448	7,729	6.4	6.0	6.1	6.0	6.1
At expanding establishments .....	6,383	6,071	6,245	6,099	6,301	5.2	4.9	5.0	4.9	5.0
At opening establishments .....	1,443	1,335	1,394	1,349	1,428	1.2	1.1	1.1	1.1	1.1
Gross job losses .....	6,847	6,666	7,202	7,421	6,915	5.6	5.4	5.8	6.0	5.6
At contracting establishments .....	5,547	5,526	5,942	6,099	5,583	4.5	4.5	4.8	4.9	4.5
At closing establishments .....	1,300	1,140	1,260	1,322	1,332	1.1	0.9	1.0	1.1	1.1
Net employment change .....	979	740	437	27	814	0.8	0.6	0.3	0.0	0.5
<b>Goods-producing</b>										
Gross job gains .....	1,435	1,390	1,398	1,296	1,393	6.8	6.4	6.4	5.9	6.3
At expanding establishments .....	1,226	1,200	1,208	1,111	1,189	5.8	5.5	5.5	5.1	5.4
At opening establishments .....	209	190	190	185	204	1.0	0.9	0.9	0.8	0.9
Gross job losses .....	1,233	1,174	1,256	1,308	1,248	5.8	5.4	5.7	6.0	5.7
At contracting establishments .....	1,039	997	1,058	1,111	1,047	4.9	4.6	4.8	5.1	4.8
At closing establishments .....	194	177	198	197	201	0.9	0.8	0.9	0.9	0.9
Net employment change .....	202	216	142	-12	145	1.0	1.0	0.7	-0.1	0.6
<b>Natural resources and mining</b>										
Gross job gains .....	256	254	275	236	242	13.5	13.2	14.2	12.3	12.5
At expanding establishments .....	223	224	241	207	211	11.8	11.6	12.4	10.8	10.9
At opening establishments .....	33	30	34	29	31	1.7	1.6	1.8	1.5	1.6
Gross job losses .....	258	236	247	243	256	13.6	12.3	12.8	12.7	13.2
At contracting establishments .....	227	206	213	215	227	12.0	10.7	11.0	11.2	11.7
At closing establishments .....	31	30	34	28	29	1.6	1.6	1.8	1.5	1.5
Net employment change .....	-2	18	28	-7	-14	-0.1	0.9	1.4	-0.4	-0.7
<b>Construction</b>										
Gross job gains .....	719	716	685	641	687	10.4	10.0	9.5	8.9	9.5
At expanding establishments .....	582	590	563	524	557	8.4	8.2	7.8	7.3	7.7
At opening establishments .....	137	126	122	117	130	2.0	1.8	1.7	1.6	1.8
Gross job losses .....	608	584	634	656	618	8.8	8.1	8.7	9.1	8.5
At contracting establishments .....	491	476	515	533	496	7.1	6.6	7.1	7.4	6.8
At closing establishments .....	117	108	119	123	122	1.7	1.5	1.6	1.7	1.7
Net employment change .....	111	132	51	-15	69	1.6	1.9	0.8	-0.2	1.0
<b>Manufacturing</b>										
Gross job gains .....	460	420	438	419	464	3.7	3.4	3.5	3.3	3.6
At expanding establishments .....	421	386	404	380	421	3.4	3.1	3.2	3.0	3.3
At opening establishments .....	39	34	34	39	43	0.3	0.3	0.3	0.3	0.3
Gross job losses .....	367	354	375	409	374	3.0	2.8	3.0	3.3	2.9
At contracting establishments .....	321	315	330	363	324	2.6	2.5	2.6	2.9	2.5
At closing establishments .....	46	39	45	46	50	0.4	0.3	0.4	0.4	0.4
Net employment change .....	93	66	63	10	90	0.7	0.6	0.5	0.0	0.7
<b>Service-providing <sup>1</sup></b>										
Gross job gains .....	6,391	6,016	6,241	6,152	6,336	6.3	5.9	6.1	6.0	6.2
At expanding establishments .....	5,157	4,871	5,037	4,988	5,112	5.1	4.8	4.9	4.9	5.0
At opening establishments .....	1,234	1,145	1,204	1,164	1,224	1.2	1.1	1.2	1.1	1.2
Gross job losses .....	5,614	5,492	5,946	6,113	5,667	5.5	5.3	5.8	6.0	5.5
At contracting establishments .....	4,508	4,529	4,884	4,988	4,536	4.4	4.4	4.8	4.9	4.4
At closing establishments .....	1,106	963	1,062	1,125	1,131	1.1	0.9	1.0	1.1	1.1
Net employment change .....	777	524	295	39	669	0.8	0.6	0.3	0.0	0.7
<b>Wholesale trade</b>										
Gross job gains .....	280	263	273	268	277	4.7	4.5	4.7	4.6	4.7
At expanding establishments .....	233	220	229	220	228	3.9	3.8	3.9	3.8	3.9
At opening establishments .....	47	43	44	48	49	0.8	0.7	0.8	0.8	0.8
Gross job losses .....	249	243	250	267	243	4.2	4.2	4.3	4.6	4.1
At contracting establishments .....	193	192	196	210	188	3.3	3.3	3.4	3.6	3.2
At closing establishments .....	56	51	54	57	55	0.9	0.9	0.9	1.0	0.9
Net employment change .....	31	20	23	1	34	0.5	0.3	0.4	0.0	0.6

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. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Dec. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018
<b>Retail trade</b>										
Gross job gains .....	907	919	902	909	841	5.7	5.8	5.6	5.7	5.4
At expanding establishments .....	793	811	772	791	735	5.0	5.1	4.8	5.0	4.7
At opening establishments .....	114	108	130	118	106	0.7	0.7	0.8	0.7	0.7
Gross job losses .....	898	848	955	998	911	5.7	5.3	6.0	6.3	5.8
At contracting establishments .....	783	748	837	850	781	5.0	4.7	5.3	5.4	5.0
At closing establishments .....	115	100	118	148	130	0.7	0.6	0.7	0.9	0.8
Net employment change .....	9	71	-53	-89	-70	0.0	0.5	-0.4	-0.6	-0.4
<b>Transportation and warehousing</b>										
Gross job gains .....	390	257	284	308	424	7.6	4.9	5.5	5.9	7.9
At expanding establishments .....	343	224	245	269	369	6.7	4.3	4.7	5.2	6.9
At opening establishments .....	47	33	39	39	55	0.9	0.6	0.8	0.7	1.0
Gross job losses .....	231	327	252	254	237	4.5	6.3	4.9	4.9	4.5
At contracting establishments .....	190	296	217	217	196	3.7	5.7	4.2	4.2	3.7
At closing establishments .....	41	31	35	37	41	0.8	0.6	0.7	0.7	0.8
Net employment change .....	159	-70	32	54	187	3.1	-1.4	0.6	1.0	3.4
<b>Utilities</b>										
Gross job gains .....	12	11	13	11	12	2.2	2.0	2.4	2.0	2.2
At expanding establishments .....	11	10	11	10	11	2.0	1.8	2.0	1.8	2.0
At opening establishments .....	1	1	2	1	1	0.2	0.2	0.4	0.2	0.2
Gross job losses .....	12	11	15	13	13	2.2	2.0	2.7	2.4	2.4
At contracting establishments .....	10	10	13	12	11	1.8	1.8	2.3	2.2	2.0
At closing establishments .....	2	1	2	1	2	0.4	0.2	0.4	0.2	0.4
Net employment change .....	0	0	-2	-2	-1	0.0	0.0	-0.3	-0.4	-0.2
<b>Information</b>										
Gross job gains .....	147	154	158	147	140	5.3	5.5	5.6	5.3	5.0
At expanding establishments .....	120	131	133	123	114	4.3	4.7	4.7	4.4	4.1
At opening establishments .....	27	23	25	24	26	1.0	0.8	0.9	0.9	0.9
Gross job losses .....	148	143	167	157	149	5.3	5.1	5.9	5.6	5.3
At contracting establishments .....	121	120	139	129	120	4.3	4.3	4.9	4.6	4.3
At closing establishments .....	27	23	28	28	29	1.0	0.8	1.0	1.0	1.0
Net employment change .....	-1	11	-9	-10	-9	0.0	0.4	-0.3	-0.3	-0.3
<b>Financial activities</b>										
Gross job gains .....	389	351	389	375	389	4.8	4.3	4.8	4.6	4.7
At expanding establishments .....	301	281	311	297	297	3.7	3.4	3.8	3.6	3.6
At opening establishments .....	88	70	78	78	92	1.1	0.9	1.0	1.0	1.1
Gross job losses .....	370	338	354	386	373	4.6	4.1	4.4	4.8	4.6
At contracting establishments .....	283	262	275	299	283	3.5	3.2	3.4	3.7	3.5
At closing establishments .....	87	76	79	87	90	1.1	0.9	1.0	1.1	1.1
Net employment change .....	19	13	35	-11	16	0.2	0.2	0.4	-0.2	0.1
<b>Professional and business services</b>										
Gross job gains .....	1,499	1,324	1,456	1,412	1,489	7.3	6.4	7.0	6.8	7.1
At expanding establishments .....	1,215	1,088	1,193	1,150	1,195	5.9	5.3	5.7	5.5	5.7
At opening establishments .....	284	236	263	262	294	1.4	1.1	1.3	1.3	1.4
Gross job losses .....	1,315	1,255	1,354	1,365	1,344	6.4	6.1	6.5	6.5	6.4
At contracting establishments .....	1,029	1,016	1,086	1,095	1,052	5.0	4.9	5.2	5.2	5.0
At closing establishments .....	286	239	268	270	292	1.4	1.2	1.3	1.3	1.4
Net employment change .....	184	69	102	47	145	0.9	0.3	0.5	0.3	0.7
<b>Education and health services</b>										
Gross job gains .....	987	971	1,005	1,008	998	4.4	4.4	4.4	4.5	4.4
At expanding establishments .....	805	799	814	836	816	3.6	3.6	3.6	3.7	3.6
At opening establishments .....	182	172	191	172	182	0.8	0.8	0.8	0.8	0.8
Gross job losses .....	863	830	933	915	864	3.9	3.7	4.2	4.0	3.8
At contracting establishments .....	681	668	758	735	680	3.1	3.0	3.4	3.2	3.0
At closing establishments .....	182	162	175	180	184	0.8	0.7	0.8	0.8	0.8
Net employment change .....	124	141	72	93	134	0.5	0.7	0.2	0.5	0.6

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. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Dec. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018
<b>Leisure and hospitality</b>										
Gross job gains .....	1,391	1,331	1,338	1,314	1,391	8.8	8.2	8.2	8.1	8.6
At expanding establishments .....	1,093	1,058	1,061	1,039	1,104	6.9	6.5	6.5	6.4	6.8
At opening establishments .....	298	273	277	275	287	1.9	1.7	1.7	1.7	1.8
Gross job losses .....	1,221	1,183	1,351	1,417	1,220	7.6	7.3	8.4	8.8	7.5
At contracting establishments .....	997	991	1,131	1,187	997	6.2	6.1	7.0	7.4	6.1
At closing establishments .....	224	192	220	230	223	1.4	1.2	1.4	1.4	1.4
Net employment change .....	170	148	-13	-103	171	1.2	0.9	-0.2	-0.7	1.1
<b>Other services</b>										
Gross job gains .....	295	287	314	294	297	7.1	6.9	7.5	7.0	7.0
At expanding establishments .....	232	228	250	234	234	5.6	5.5	6.0	5.6	5.5
At opening establishments .....	63	59	64	60	63	1.5	1.4	1.5	1.4	1.5
Gross job losses .....	275	275	283	308	289	6.6	6.6	6.8	7.3	6.8
At contracting establishments .....	212	215	221	243	221	5.1	5.2	5.3	5.8	5.2
At closing establishments .....	63	60	62	65	68	1.5	1.4	1.5	1.5	1.6
Net employment change .....	20	12	31	-14	8	0.5	0.3	0.7	-0.3	0.2

<sup>1</sup> 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 <sup>1</sup>			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses	
2008	March	-274	5,831	6,105	-152	3,235	3,387	-11	1,079	1,090	-111	1,517	1,628
	June	-548	5,850	6,398	-287	3,174	3,461	-44	1,090	1,134	-217	1,586	1,803
	September	-956	5,532	6,488	-343	3,051	3,394	-140	1,020	1,160	-473	1,461	1,934
	December	-1,886	5,338	7,224	-689	2,910	3,599	-375	947	1,322	-822	1,481	2,303
2009	March	-2,638	4,617	7,255	-983	2,721	3,704	-616	810	1,426	-1,039	1,086	2,125
	June	-1,763	5,169	6,932	-474	2,946	3,420	-281	950	1,231	-1,008	1,273	2,281
	September	-906	5,164	6,070	-372	2,826	3,198	-110	932	1,042	-424	1,406	1,830
	December	-317	5,403	5,720	-159	2,940	3,099	-45	962	1,007	-113	1,501	1,614
2010	March	-234	5,115	5,349	-195	2,863	3,058	-2	914	916	-37	1,338	1,375
	June	664	5,805	5,141	235	3,093	2,858	204	1,071	867	225	1,641	1,416
	September	226	5,525	5,299	26	2,946	2,920	87	998	911	113	1,581	1,468
	December	502	5,781	5,279	92	3,051	2,959	92	1,034	942	318	1,696	1,378
2011	March	340	5,375	5,035	99	2,983	2,884	122	971	849	119	1,421	1,302
	June	537	5,746	5,209	190	3,073	2,883	169	1,063	894	178	1,610	1,432
	September	852	5,974	5,122	272	3,137	2,865	171	1,066	895	409	1,771	1,362
	December	297	5,585	5,288	45	2,970	2,925	44	981	937	208	1,634	1,426
2012	March	972	5,904	4,932	388	3,173	2,785	220	1,054	834	364	1,677	1,313
	June	612	5,828	5,216	174	3,039	2,865	158	1,074	916	280	1,715	1,435
	September	226	5,581	5,355	55	2,963	2,908	54	1,006	952	117	1,612	1,495
	December	637	5,779	5,142	180	3,025	2,845	94	1,014	920	363	1,740	1,377
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	455	5,666	5,211	240	3,073	2,833	152	1,035	883	63	1,558	1,495
	June	887	6,136	5,249	300	3,179	2,879	215	1,121	906	372	1,836	1,464
	September	536	5,860	5,324	185	3,060	2,875	110	1,063	953	241	1,737	1,496
	December	967	6,158	5,191	217	3,107	2,890	154	1,086	932	596	1,965	1,369
2015	March	230	5,665	5,435	172	3,097	2,925	77	1,022	945	-19	1,546	1,565
	June	833	6,252	5,419	318	3,199	2,881	189	1,133	944	326	1,920	1,594
	September	417	5,899	5,482	133	3,048	2,915	65	1,041	976	219	1,810	1,591
	December	879	6,267	5,388	242	3,179	2,937	98	1,077	979	539	2,011	1,472
2016	March	265	5,746	5,481	213	3,121	2,908	58	1,016	958	-6	1,609	1,615
	June	302	6,046	5,744	66	3,126	3,060	115	1,106	991	121	1,814	1,693
	September	701	6,245	5,544	164	3,143	2,979	88	1,084	996	449	2,018	1,569
	December	302	5,912	5,610	76	3,070	2,994	50	1,033	983	176	1,809	1,633
2017	March	674	5,992	5,318	367	3,241	2,874	189	1,077	888	118	1,674	1,556
	June	513	6,198	5,685	143	3,162	3,019	146	1,128	982	224	1,908	1,684
	September	-153	5,812	5,965	-136	2,985	3,121	-60	1,009	1,069	43	1,818	1,775
	December	885	6,224	5,339	245	3,194	2,949	161	1,092	931	479	1,938	1,459
2018	March	779	6,021	5,242	334	3,182	2,848	167	1,061	894	278	1,778	1,500
	June	458	6,169	5,711	137	3,171	3,034	154	1,132	978	167	1,866	1,699
	September	-19	5,948	5,967	-131	2,987	3,118	-37	1,025	1,062	149	1,936	1,787
	December	746	6,119	5,373	199	3,161	2,962	147	1,084	937	400	1,874	1,474

<sup>1</sup> 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/bdmfirmssize.htm](http://www.bls.gov/bdm/bdmfirmssize.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. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Dec. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018
<b>Total private by firm <sup>1</sup></b>										
Gross job gains .....	6,224	6,021	6,169	5,948	6,119	5.1	4.9	4.9	4.8	4.9
At expanding firms .....	5,264	5,078	5,265	5,086	5,168	4.3	4.1	4.2	4.1	4.1
At opening firms .....	960	943	904	862	951	0.8	0.8	0.7	0.7	0.8
Gross job losses .....	5,339	5,242	5,711	5,967	5,373	4.3	4.3	4.6	4.8	4.3
At contracting firms .....	4,460	4,433	4,851	5,078	4,488	3.6	3.6	3.9	4.1	3.6
At closing firms .....	879	809	860	889	885	0.7	0.7	0.7	0.7	0.7
Net employment change .....	885	779	458	-19	746	0.8	0.6	0.3	0.0	0.6
<b>Firm size 1 to 49 employees</b>										
Gross job gains .....	3,194	3,182	3,171	2,987	3,161	9.4	9.3	9.2	8.7	9.3
At expanding firms .....	2,270	2,283	2,309	2,158	2,250	6.7	6.7	6.7	6.3	6.6
At opening firms .....	924	899	862	829	911	2.7	2.6	2.5	2.4	2.7
Gross job losses .....	2,949	2,848	3,034	3,118	2,962	8.7	8.3	8.8	9.1	8.7
At contracting firms .....	2,107	2,064	2,212	2,265	2,114	6.2	6.0	6.4	6.6	6.2
At closing firms .....	842	784	822	853	848	2.5	2.3	2.4	2.5	2.5
Net employment change .....	245	334	137	-131	199	0.7	1.0	0.4	-0.4	0.6
<b>Firm size 50 to 249 employees</b>										
Gross job gains .....	1,092	1,061	1,132	1,025	1,084	4.9	4.7	5.1	4.6	4.8
At expanding firms .....	1,060	1,032	1,096	994	1,053	4.8	4.6	4.9	4.5	4.7
At opening firms .....	32	29	36	31	31	0.1	0.1	0.2	0.1	0.1
Gross job losses .....	931	894	978	1,062	937	4.2	4.0	4.4	4.7	4.2
At contracting firms .....	898	871	950	1,032	905	4.1	3.9	4.3	4.6	4.1
At closing firms .....	33	23	28	30	32	0.1	0.1	0.1	0.1	0.1
Net employment change .....	161	167	154	-37	147	0.7	0.7	0.7	-0.1	0.6
<b>Firm size 250 or more employees</b>										
Gross job gains .....	1,938	1,778	1,866	1,936	1,874	2.9	2.6	2.7	2.8	2.7
At expanding firms .....	1,934	1,763	1,860	1,934	1,865	2.9	2.6	2.7	2.8	2.7
At opening firms .....	4	15	6	2	9	0.0	0.0	0.0	0.0	0.0
Gross job losses .....	1,459	1,500	1,699	1,787	1,474	2.2	2.2	2.5	2.6	2.2
At contracting firms .....	1,455	1,498	1,689	1,781	1,469	2.2	2.2	2.5	2.6	2.2
At closing firms .....	4	2	10	6	5	0.0	0.0	0.0	0.0	0.0
Net employment change .....	479	278	167	149	400	0.7	0.4	0.2	0.2	0.5

<sup>1</sup> 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](http://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. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Dec. 2017	Mar. 2018	June 2018	Sept. 2018	Dec. 2018
United States <sup>1</sup>	7,826,000	7,406,000	7,639,000	7,448,000	7,729,000	6,847,000	6,666,000	7,202,000	7,421,000	6,915,000
Alabama	94,822	95,408	92,414	94,873	100,130	86,247	84,599	91,229	93,501	85,072
Alaska	23,753	24,212	26,957	21,822	26,655	25,045	21,672	26,327	26,053	23,854
Arizona	149,164	143,329	144,858	159,633	154,603	126,322	127,123	142,484	122,205	125,642
Arkansas	61,837	54,713	50,184	60,077	59,430	51,164	51,129	57,117	55,090	49,735
California	1,006,720	943,168	994,036	952,711	1,010,567	879,820	873,921	943,723	916,902	889,366
Colorado	151,305	152,077	153,411	149,663	155,567	135,072	133,458	138,208	151,939	137,813
Connecticut	76,225	73,726	82,914	75,079	76,397	75,144	74,835	72,541	80,313	71,220
Delaware	26,545	27,296	24,983	21,527	25,360	24,302	22,600	23,141	25,465	21,909
District of Columbia	30,487	31,638	29,663	28,106	29,756	25,823	25,107	29,569	29,263	26,908
Florida	610,728	461,699	490,156	517,791	485,085	396,998	415,301	462,786	435,454	454,669
Georgia	256,202	243,572	236,252	253,249	238,969	206,907	211,926	240,874	234,073	217,289
Hawaii	27,322	26,880	28,019	27,074	30,445	25,437	26,108	29,625	29,782	27,615
Idaho	44,087	47,380	44,433	41,148	45,650	38,758	35,993	41,092	42,067	38,745
Illinois	306,642	297,390	291,226	289,306	286,523	273,761	263,419	287,764	295,943	290,151
Indiana	152,730	150,823	146,171	139,020	148,496	132,131	135,050	147,061	142,048	132,939
Iowa	77,044	72,763	74,977	69,092	75,387	69,393	68,476	70,344	74,016	68,764
Kansas	67,371	59,291	64,974	67,041	69,167	59,074	62,541	63,272	64,410	61,579
Kentucky	96,637	97,348	94,775	90,270	97,409	88,557	93,418	89,163	94,436	87,136
Louisiana	99,534	104,399	97,557	99,790	98,689	95,862	93,651	103,617	100,875	93,114
Maine	36,637	37,325	42,263	31,345	37,890	34,260	36,037	36,791	38,925	32,789
Maryland	135,910	136,190	131,382	137,227	146,999	136,873	124,625	127,460	144,016	140,316
Massachusetts	179,340	170,940	191,050	171,572	182,641	170,518	161,219	169,458	195,777	167,732
Michigan	209,924	215,009	212,862	190,601	212,435	201,345	172,727	194,576	232,016	196,541
Minnesota	142,622	133,031	143,233	135,941	143,079	137,459	124,520	130,411	141,344	135,193
Mississippi	57,247	49,047	51,181	52,089	57,676	48,680	52,670	53,851	50,879	46,751
Missouri	134,191	128,761	136,175	142,104	138,175	129,197	122,569	135,227	142,150	127,453
Montana	31,819	29,814	30,470	27,300	34,427	27,823	26,996	29,587	29,985	27,342
Nebraska	50,496	46,119	47,811	47,714	47,904	44,716	44,422	47,285	48,567	46,929
Nevada	77,583	77,239	74,203	81,864	80,791	61,853	64,015	70,292	68,534	66,139
New Hampshire	38,049	34,737	38,301	31,989	37,953	33,715	33,948	35,786	39,158	32,548
New Jersey	222,652	195,067	226,840	207,612	222,013	198,679	202,204	197,622	218,225	196,070
New Mexico	40,895	40,492	41,958	41,157	43,273	38,285	35,382	39,635	41,027	38,724
New York	486,419	487,774	501,866	485,791	503,189	458,703	446,548	463,111	507,585	458,865
North Carolina	228,877	227,451	228,600	209,332	247,084	201,030	190,130	202,562	239,220	196,545
North Dakota	23,364	24,123	23,378	22,946	23,527	23,093	21,767	21,525	22,656	21,749
Ohio	264,245	257,964	260,528	247,650	259,585	241,351	233,979	250,063	268,421	243,935
Oklahoma	82,246	78,771	81,185	84,980	83,749	74,837	70,899	82,922	77,976	77,698
Oregon	108,362	126,218	101,845	100,887	109,501	95,674	91,805	101,444	101,496	97,912
Pennsylvania	280,828	269,034	275,982	276,475	277,177	254,044	253,319	266,297	273,678	247,646
Rhode Island	27,510	26,816	26,413	26,106	26,804	25,380	25,611	25,793	27,015	24,413
South Carolina	117,366	101,452	130,498	100,034	128,834	88,279	80,164	113,086	113,956	94,634
South Dakota	22,366	22,660	21,354	21,085	22,230	20,135	20,837	21,540	20,475	20,496
Tennessee	148,658	128,609	140,227	149,180	149,515	124,382	122,183	132,038	134,468	125,914
Texas	647,693	594,270	605,354	618,195	647,373	543,784	524,628	542,770	565,234	530,060
Utah	85,107	91,524	85,608	90,954	86,722	70,867	73,492	79,338	80,550	76,884
Vermont	18,850	16,527	18,573	17,625	18,832	16,838	18,162	18,737	19,020	17,547
Virginia	196,457	184,748	193,648	176,965	197,460	171,383	167,145	183,646	197,904	175,551
Washington	188,715	201,454	204,773	171,856	181,728	163,741	160,868	176,916	177,466	159,139
West Virginia	34,506	37,645	37,803	38,930	35,351	33,250	32,156	35,644	35,662	36,484
Wisconsin	137,630	138,695	137,077	126,007	134,627	121,738	116,842	137,348	145,552	121,967
Wyoming	17,919	17,379	17,108	16,755	20,766	17,229	16,363	17,239	17,184	16,342
Puerto Rico	46,357	55,031	52,532	48,061	39,799	76,992	43,925	40,796	38,298	45,090
Virgin Islands	2,218	2,702	2,815	2,510	1,965	6,800	3,775	1,929	1,449	1,859

<sup>1</sup> 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.
	2017	2018	2018	2018	2018	2017	2018	2018	2018	2018
United States .....	6.4	6.0	6.1	6.0	6.1	5.6	5.4	5.8	6.0	5.6
Alabama .....	6.0	6.0	5.8	5.9	6.3	5.4	5.3	5.7	5.9	5.3
Alaska .....	9.7	9.8	10.9	8.9	10.9	10.2	8.8	10.7	10.6	9.7
Arizona .....	6.3	6.0	6.0	6.6	6.2	5.3	5.3	5.9	5.0	5.1
Arkansas .....	6.1	5.4	5.0	6.0	5.8	5.1	5.0	5.6	5.5	4.9
California .....	6.9	6.4	6.7	6.5	6.7	6.0	5.9	6.3	6.2	5.9
Colorado .....	6.8	6.8	6.8	6.6	6.8	6.1	6.0	6.1	6.8	6.0
Connecticut .....	5.3	5.1	5.8	5.2	5.3	5.2	5.2	5.0	5.6	4.9
Delaware .....	7.0	7.1	6.5	5.6	6.6	6.4	5.9	6.0	6.6	5.7
District of Columbia .....	5.8	6.0	5.6	5.3	5.6	5.0	4.7	5.5	5.5	5.1
Florida .....	8.2	6.1	6.5	6.7	6.3	5.3	5.5	6.1	5.7	5.9
Georgia .....	6.9	6.5	6.2	6.7	6.3	5.6	5.6	6.4	6.2	5.7
Hawaii .....	5.1	5.0	5.2	5.1	5.7	4.7	4.8	5.5	5.5	5.1
Idaho .....	7.4	7.9	7.3	6.8	7.4	6.6	5.9	6.7	6.9	6.3
Illinois .....	6.0	5.7	5.6	5.6	5.6	5.3	5.1	5.5	5.7	5.6
Indiana .....	5.7	5.6	5.4	5.2	5.6	5.0	5.1	5.5	5.4	4.9
Iowa .....	5.9	5.5	5.7	5.3	5.8	5.3	5.3	5.4	5.7	5.3
Kansas .....	5.9	5.2	5.7	5.9	6.1	5.2	5.5	5.6	5.7	5.4
Kentucky .....	6.1	6.2	5.9	5.7	6.1	5.6	5.9	5.6	6.0	5.5
Louisiana .....	6.2	6.5	6.1	6.2	6.2	6.0	5.8	6.5	6.2	5.7
Maine .....	7.2	7.2	8.1	6.0	7.3	6.6	7.0	7.1	7.5	6.3
Maryland .....	6.2	6.3	6.0	6.3	6.8	6.3	5.7	5.8	6.6	6.4
Massachusetts .....	5.7	5.4	6.1	5.5	5.8	5.4	5.2	5.4	6.2	5.3
Michigan .....	5.7	5.7	5.6	5.0	5.7	5.4	4.6	5.1	6.2	5.2
Minnesota .....	5.8	5.3	5.8	5.4	5.7	5.5	5.0	5.3	5.7	5.4
Mississippi .....	6.3	5.5	5.7	5.8	6.4	5.4	5.8	6.0	5.7	5.2
Missouri .....	5.7	5.4	5.7	5.9	5.8	5.5	5.2	5.7	6.0	5.4
Montana .....	8.5	7.8	8.0	7.2	9.0	7.4	7.1	7.8	7.9	7.2
Nebraska .....	6.2	5.6	5.9	5.8	5.9	5.5	5.5	5.8	6.0	5.8
Nevada .....	6.6	6.5	6.1	6.7	6.6	5.2	5.4	5.8	5.6	5.3
New Hampshire .....	6.7	6.1	6.7	5.6	6.7	5.9	5.9	6.3	6.8	5.7
New Jersey .....	6.4	5.6	6.5	6.0	6.3	5.8	5.8	5.7	6.3	5.6
New Mexico .....	6.5	6.3	6.5	6.4	6.7	6.1	5.5	6.2	6.4	6.0
New York .....	6.2	6.2	6.3	6.1	6.2	5.8	5.6	5.8	6.4	5.7
North Carolina .....	6.3	6.2	6.1	5.6	6.7	5.5	5.2	5.5	6.5	5.3
North Dakota .....	6.8	7.0	6.7	6.6	6.8	6.8	6.3	6.2	6.6	6.2
Ohio .....	5.7	5.5	5.6	5.3	5.6	5.2	5.0	5.4	5.7	5.2
Oklahoma .....	6.4	6.1	6.3	6.6	6.4	5.8	5.5	6.5	6.1	6.0
Oregon .....	6.8	7.8	6.2	6.2	6.7	6.0	5.6	6.2	6.3	5.9
Pennsylvania .....	5.5	5.2	5.3	5.4	5.3	5.0	4.9	5.1	5.2	4.7
Rhode Island .....	6.6	6.3	6.3	6.2	6.4	6.0	6.1	6.1	6.4	5.7
South Carolina .....	7.0	5.9	7.5	5.8	7.4	5.3	4.7	6.5	6.5	5.4
South Dakota .....	6.4	6.4	6.1	5.9	6.3	5.7	5.9	6.1	5.8	5.8
Tennessee .....	5.9	5.0	5.5	5.8	5.8	4.9	4.8	5.1	5.2	4.9
Texas .....	6.4	5.8	5.9	5.9	6.1	5.3	5.1	5.2	5.4	5.1
Utah .....	7.0	7.4	6.9	7.3	6.9	5.9	6.0	6.3	6.5	6.1
Vermont .....	7.4	6.4	7.2	6.9	7.4	6.5	7.0	7.3	7.4	6.8
Virginia .....	6.3	5.8	6.1	5.6	6.2	5.5	5.2	5.8	6.3	5.5
Washington .....	6.9	7.2	7.3	6.1	6.5	6.0	5.7	6.3	6.3	5.6
West Virginia .....	6.3	6.8	6.8	7.0	6.3	6.1	5.8	6.4	6.4	6.5
Wisconsin .....	5.6	5.6	5.4	5.1	5.4	5.0	4.7	5.5	5.9	4.9
Wyoming .....	8.7	8.4	8.2	8.2	10.0	8.4	8.0	8.3	8.3	7.8
Puerto Rico .....	7.1	8.4	8.0	7.2	6.0	11.8	6.8	6.2	5.8	6.7
Virgin Islands .....	9.2	12.0	12.5	10.9	8.3	28.2	16.8	8.6	6.3	7.8

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 <sup>1</sup>		Births		Deaths	
		Level	Rate <sup>2</sup>	Level	Rate	Level	Rate	Level	Rate
2008	March	226	3.1	224	3.1	919	0.8	832	0.7
	June	221	3.0	238	3.3	876	0.8	913	0.8
	September	216	3.0	233	3.2	849	0.8	881	0.8
	December	211	2.9	253	3.5	819	0.7	951	0.9
2009	March	197	2.7	247	3.4	738	0.7	869	0.8
	June	201	2.8	238	3.3	767	0.7	837	0.8
	September	192	2.7	227	3.2	725	0.7	793	0.7
	December	202	2.8	218	3.1	728	0.7	749	0.7
2010	March	193	2.7	211	3.0	706	0.7	687	0.7
	June	193	2.7	202	2.9	730	0.7	665	0.6
	September	207	2.9	204	2.9	754	0.7	701	0.7
	December	216	3.0	201	2.8	805	0.8	700	0.7
2011	March	204	2.9	200	2.8	715	0.7	632	0.6
	June	210	2.9	205	2.9	767	0.7	689	0.6
	September	206	2.9	196	2.7	794	0.7	675	0.6
	December	214	3.0	198	2.8	800	0.7	700	0.6
2012	March	236	3.3	188	2.6	787	0.7	614	0.6
	June	217	3.0	194	2.7	799	0.7	673	0.6
	September	210	2.9	196	2.7	804	0.7	692	0.6
	December	218	3.0	183	2.5	809	0.7	673	0.6
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	189	2.5	781	0.7	635	0.6
	June	221	2.9	205	2.7	805	0.7	716	0.6
	September	225	3.0	199	2.6	827	0.7	704	0.6
	December	224	2.9	197	2.6	839	0.7	707	0.6
2015	March	234	3.1	206	2.7	814	0.7	694	0.6
	June	234	3.1	212	2.8	839	0.7	732	0.6
	September	242	3.1	207	2.7	880	0.7	704	0.6
	December	247	3.2	208	2.7	893	0.8	733	0.6
2016	March	236	3.0	203	2.6	786	0.7	663	0.6
	June	242	3.1	214	2.7	839	0.7	723	0.6
	September	239	3.0	215	2.7	872	0.7	747	0.6
	December	239	3.0	217	2.8	869	0.7	729	0.6
2017	March	241	3.0	203	2.6	800	0.7	659	0.5
	June	240	3.0	225	2.8	851	0.7	760	0.6
	September	241	3.0	226	2.8	851	0.7	763	0.6
	December	246	3.1	216	2.7	853	0.7	732	0.6
2018	March	250	3.1	214	2.6	817	0.7	662	0.5
	June	263	3.2	N/A	N/A	878	0.7	N/A	N/A
	September	252	3.1	N/A	N/A	859	0.7	N/A	N/A
	December	248	3.0	N/A	N/A	857	0.7	N/A	N/A

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

<sup>2</sup> 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