



For release 10:00 a.m. (EDT), Wednesday, July 25, 2018

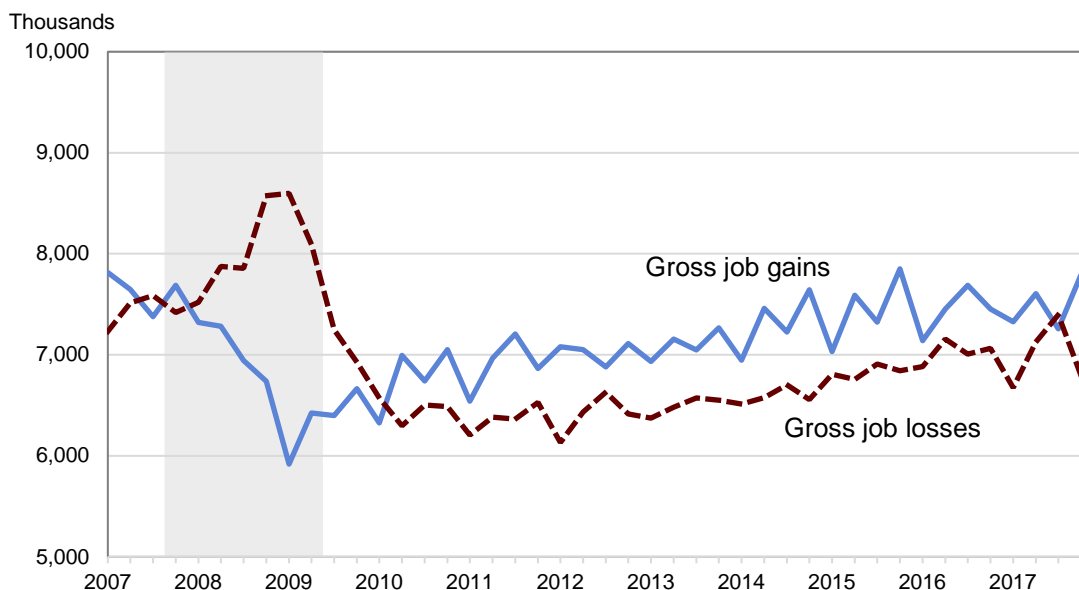
USDL-18-1210

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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2017

From September 2017 to December 2017, **gross job gains** from opening and expanding private-sector establishments were 7.8 million, an increase of 537,000 jobs gained over the quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 6.8 million, a decrease of 602,000 jobs lost 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 999,000 jobs in the private sector during the fourth quarter of 2017. (See chart 1, and tables A and 1.)

Chart 1. Total private sector gross job gains and gross job losses, seasonally adjusted
 March 2007 - December 2017



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

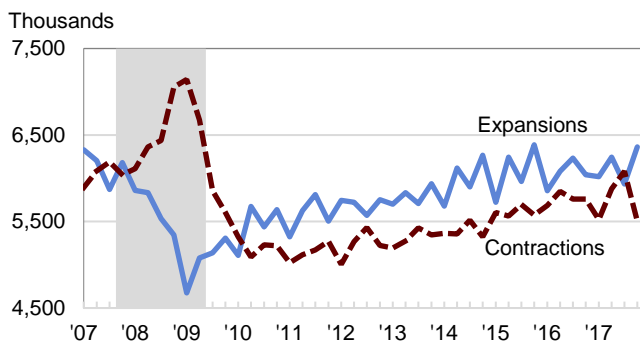
In the fourth quarter of 2017, gross job gains represented 6.4 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.4 million in the fourth quarter of 2017, an increase of 426,000 compared to the previous quarter.

Opening establishments accounted for 1.4 million of the jobs gained in the fourth quarter of 2017, an increase of 111,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Gross Job Losses

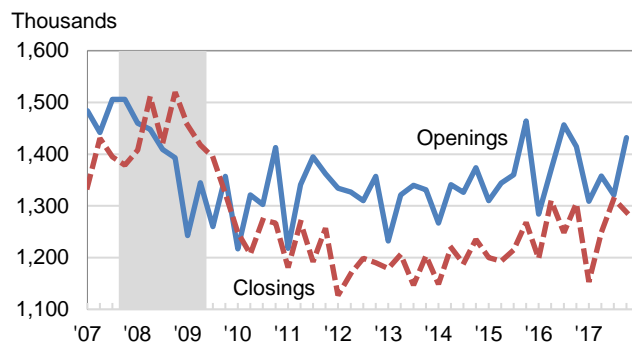
In the fourth quarter of 2017, gross job losses represented 5.5 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.5 million jobs in the fourth quarter of 2017, a decrease of 576,000 jobs from the prior quarter. In the fourth quarter of 2017, **closing** establishments lost 1.3 million jobs, a decrease of 26,000 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 2007 - December 2017



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 2007 - December 2017



NOTE: Shaded area represents NBER defined recession period.

Establishment Births and Deaths

In the fourth quarter of 2017, the number of **establishment births** (a subset of the openings data) increased by 4,000, to a total of 244,000 establishments. These new establishments accounted for 849,000 jobs, an increase of 12,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2017, when 660,000 jobs were lost at 202,000 establishments, a decrease of 69,000 jobs from the fourth quarter of 2016. (See Technical Note and table 8.)

Industries

Gross job gains exceeded gross job losses in 12 of 13 industries in the fourth quarter of 2017. The service-providing industries experienced a net job increase of 802,000 jobs in the fourth quarter of 2017. Within service-providing industries, professional and business services had the largest over-the-quarter net job increase, with a gain of 175,000 jobs. The net job increase in professional and business services was the result of 1.5 million gross job gains and 1.3 million gross job losses. The utilities industry had the smallest net job increase over the quarter, with an increase of 1,000 jobs. The goods-producing industries experienced a net job increase of 197,000 jobs in the fourth quarter of 2017. Of the goods-producing industries, construction added 105,000 jobs, manufacturing added 94,000 jobs, and natural resources and mining experienced a net decrease of 2,000 jobs. (See table 3.)

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

Category	3 months ended				
	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
	Levels (in thousands)				
Gross job gains.....	7,455	7,328	7,604	7,256	7,793
At expanding establishments.....	6,040	6,019	6,246	5,935	6,361
At opening establishments.....	1,415	1,309	1,358	1,321	1,432
Gross job losses.....	7,065	6,674	7,128	7,396	6,794
At contracting establishments....	5,760	5,521	5,879	6,082	5,506
At closing establishments.....	1,305	1,153	1,249	1,314	1,288
Net employment change ¹	390	654	476	-140	999
	Rates (percent)				
Gross job gains.....	6.2	6.0	6.2	6.0	6.4
At expanding establishments.....	5.0	4.9	5.1	4.9	5.2
At opening establishments.....	1.2	1.1	1.1	1.1	1.2
Gross job losses.....	5.9	5.4	5.8	6.1	5.5
At contracting establishments....	4.8	4.5	4.8	5.0	4.5
At closing establishments.....	1.1	0.9	1.0	1.1	1.0
Net employment change ¹	0.3	0.6	0.4	-0.1	0.9

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 2017, firms with 1-49 employees had a net employment gain of 245,000. Firms with 50-249 employees had a net employment gain of 165,000. Firms with 250 or more employees had a net employment gain of 501,000. Of the 1.9 million net jobs created over the last four quarters, firms with 1-49 employees contributed 30.4 percent of net job growth, while firms with 50-249 employees contributed 24.0 percent, and firms with 250 or more employees contributed 45.6 percent. (See tables 4 and 5.)

States

Gross job gains exceeded gross job losses in 49 states and the District of Columbia in the fourth quarter of 2017. Alaska had the highest rate of gross job gains as a percent of employment at 9.4 percent, above the U.S. rate of 6.4 percent. Hawaii had the lowest rate of gross job gains as a percent of employment at 5.1 percent. The Virgin Islands had the highest rate of gross job losses as a percent of employment at 24.1 percent, above the national rate of 5.5 percent. Hawaii, Pennsylvania, and Tennessee had the lowest rate of gross job losses as a percent of employment at 4.9 percent each. (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 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 frequently asked questions on firm size data. 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 2018 are scheduled to be released on Wednesday, November 7, 2018 at 10:00 a.m. (EST).

Revisions to Business Employment Dynamics (BED) Data

Data in the next release, published on Wednesday, November 7, 2018, 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

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 9.9 million establishments 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.9 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 634,000 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, 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 level 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level 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/

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 7.9 million private sector employer reports out of 9.9 million total reports of employment and wages submitted by states to BLS in the first quarter of 2017. 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 2017.

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

	Millions
Total establishments QCEW program.....	9.9
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.5
 Total establishments included in Business Employment Dynamics data.....	 7.9

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/); (e-mail: 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 ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2007	March	584	7,815	6,331	1,484	7,231	5,894	1,337
	June	132	7,647	6,205	1,442	7,515	6,084	1,431
	September	-209	7,376	5,870	1,506	7,585	6,190	1,395
	December	268	7,687	6,181	1,506	7,419	6,040	1,379
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	560	6,933	5,701	1,232	6,373	5,194	1,179
	June	674	7,155	5,834	1,321	6,481	5,275	1,206
	September	476	7,048	5,708	1,340	6,572	5,425	1,147
	December	717	7,267	5,936	1,331	6,550	5,346	1,204
2014	March	433	6,947	5,680	1,267	6,514	5,365	1,149
	June	884	7,459	6,118	1,341	6,575	5,355	1,220
	September	522	7,226	5,900	1,326	6,704	5,516	1,188
	December	1,084	7,642	6,268	1,374	6,558	5,323	1,235
2015	March	226	7,032	5,722	1,310	6,806	5,606	1,200
	June	833	7,589	6,245	1,344	6,756	5,563	1,193
	September	414	7,324	5,964	1,360	6,910	5,695	1,215
	December	1,010	7,851	6,387	1,464	6,841	5,573	1,268
2016	March	256	7,139	5,855	1,284	6,883	5,685	1,198
	June	296	7,453	6,083	1,370	7,157	5,847	1,310
	September	681	7,689	6,232	1,457	7,008	5,760	1,248
	December	390	7,455	6,040	1,415	7,065	5,760	1,305
2017	March	654	7,328	6,019	1,309	6,674	5,521	1,153
	June	476	7,604	6,246	1,358	7,128	5,879	1,249
	September	-140	7,256	5,935	1,321	7,396	6,082	1,314
	December	999	7,793	6,361	1,432	6,794	5,506	1,288

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
2007	March	0.5	6.9	5.6	1.3	6.4	5.2	1.2
	June	0.1	6.7	5.4	1.3	6.6	5.3	1.3
	September	-0.2	6.4	5.1	1.3	6.6	5.4	1.2
	December	0.2	6.7	5.4	1.3	6.5	5.3	1.2
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	0.4	6.2	5.0	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	0.3	6.0	4.9	1.1	5.7	4.7	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	0.6	6.0	4.9	1.1	5.4	4.5	0.9
	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	0.9	6.4	5.2	1.2	5.5	4.5	1.0

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)					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
Total private ¹										
Gross job gains	7,455	7,328	7,604	7,256	7,793	6.2	6.0	6.2	6.0	6.4
At expanding establishments	6,040	6,019	6,246	5,935	6,361	5.0	4.9	5.1	4.9	5.2
At opening establishments	1,415	1,309	1,358	1,321	1,432	1.2	1.1	1.1	1.1	1.2
Gross job losses	7,065	6,674	7,128	7,396	6,794	5.9	5.4	5.8	6.1	5.5
At contracting establishments	5,760	5,521	5,879	6,082	5,506	4.8	4.5	4.8	5.0	4.5
At closing establishments	1,305	1,153	1,249	1,314	1,288	1.1	0.9	1.0	1.1	1.0
Net employment change	390	654	476	-140	999	0.3	0.6	0.4	-0.1	0.9
Goods-producing										
Gross job gains	1,319	1,394	1,394	1,257	1,419	6.3	6.6	6.6	5.9	6.6
At expanding establishments	1,126	1,206	1,207	1,079	1,218	5.4	5.7	5.7	5.1	5.7
At opening establishments	193	188	187	178	201	0.9	0.9	0.9	0.8	0.9
Gross job losses	1,297	1,191	1,277	1,326	1,222	6.2	5.7	6.0	6.3	5.7
At contracting establishments	1,101	1,009	1,081	1,121	1,032	5.3	4.8	5.1	5.3	4.8
At closing establishments	196	182	196	205	190	0.9	0.9	0.9	1.0	0.9
Net employment change	22	203	117	-69	197	0.1	0.9	0.6	-0.4	0.9
Natural resources and mining										
Gross job gains	252	287	270	251	254	13.6	15.3	14.3	13.4	13.4
At expanding establishments	220	253	238	219	222	11.9	13.5	12.6	11.7	11.7
At opening establishments	32	34	32	32	32	1.7	1.8	1.7	1.7	1.7
Gross job losses	269	232	258	240	256	14.6	12.4	13.7	12.8	13.5
At contracting establishments	238	199	221	210	226	12.9	10.6	11.7	11.2	11.9
At closing establishments	31	33	37	30	30	1.7	1.8	2.0	1.6	1.6
Net employment change	-17	55	12	11	-2	-1.0	2.9	0.6	0.6	-0.1
Construction										
Gross job gains	654	707	680	613	708	9.7	10.3	9.8	8.9	10.2
At expanding establishments	533	584	562	501	577	7.9	8.5	8.1	7.3	8.3
At opening establishments	121	123	118	112	131	1.8	1.8	1.7	1.6	1.9
Gross job losses	635	582	634	662	603	9.5	8.5	9.1	9.6	8.7
At contracting establishments	515	474	521	537	488	7.7	6.9	7.5	7.8	7.0
At closing establishments	120	108	113	125	115	1.8	1.6	1.6	1.8	1.7
Net employment change	19	125	46	-49	105	0.2	1.8	0.7	-0.7	1.5
Manufacturing										
Gross job gains	413	400	444	393	457	3.3	3.3	3.6	3.2	3.7
At expanding establishments	373	369	407	359	419	3.0	3.0	3.3	2.9	3.4
At opening establishments	40	31	37	34	38	0.3	0.3	0.3	0.3	0.3
Gross job losses	393	377	385	424	363	3.2	3.0	3.1	3.4	3.0
At contracting establishments	348	336	339	374	318	2.8	2.7	2.7	3.0	2.6
At closing establishments	45	41	46	50	45	0.4	0.3	0.4	0.4	0.4
Net employment change	20	23	59	-31	94	0.1	0.3	0.5	-0.2	0.7
Service-providing ¹										
Gross job gains	6,136	5,934	6,210	5,999	6,374	6.1	5.9	6.2	5.9	6.3
At expanding establishments	4,914	4,813	5,039	4,856	5,143	4.9	4.8	5.0	4.8	5.1
At opening establishments	1,222	1,121	1,171	1,143	1,231	1.2	1.1	1.2	1.1	1.2
Gross job losses	5,768	5,483	5,851	6,070	5,572	5.8	5.5	5.8	6.0	5.5
At contracting establishments	4,659	4,512	4,798	4,961	4,474	4.7	4.5	4.8	4.9	4.4
At closing establishments	1,109	971	1,053	1,109	1,098	1.1	1.0	1.0	1.1	1.1
Net employment change	368	451	359	-71	802	0.3	0.4	0.4	-0.1	0.8
Wholesale trade										
Gross job gains	272	263	282	265	280	4.6	4.4	4.8	4.5	4.8
At expanding establishments	225	220	236	223	235	3.8	3.7	4.0	3.8	4.0
At opening establishments	47	43	46	42	45	0.8	0.7	0.8	0.7	0.8
Gross job losses	256	249	246	268	247	4.3	4.2	4.2	4.5	4.2
At contracting establishments	201	196	194	213	193	3.4	3.3	3.3	3.6	3.3
At closing establishments	55	53	52	55	54	0.9	0.9	0.9	0.9	0.9
Net employment change	16	14	36	-3	33	0.3	0.2	0.6	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. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
Retail trade										
Gross job gains	895	927	920	875	899	5.6	5.9	5.8	5.5	5.7
At expanding establishments	777	805	797	754	789	4.9	5.1	5.0	4.7	5.0
At opening establishments	118	122	123	121	110	0.7	0.8	0.8	0.8	0.7
Gross job losses	923	881	924	977	887	5.9	5.6	5.8	6.1	5.6
At contracting establishments	803	775	799	849	774	5.1	4.9	5.0	5.3	4.9
At closing establishments	120	106	125	128	113	0.8	0.7	0.8	0.8	0.7
Net employment change	-28	46	-4	-102	12	-0.3	0.3	0.0	-0.6	0.1
Transportation and warehousing										
Gross job gains	383	245	266	305	388	7.8	5.0	5.4	6.2	7.7
At expanding establishments	339	215	231	266	343	6.9	4.4	4.7	5.4	6.8
At opening establishments	44	30	35	39	45	0.9	0.6	0.7	0.8	0.9
Gross job losses	232	323	253	232	228	4.8	6.6	5.2	4.6	4.5
At contracting establishments	194	290	216	195	188	4.0	5.9	4.4	3.9	3.7
At closing establishments	38	33	37	37	40	0.8	0.7	0.8	0.7	0.8
Net employment change	151	-78	13	73	160	3.0	-1.6	0.2	1.6	3.2
Utilities										
Gross job gains	12	11	12	11	12	2.2	2.0	2.2	2.0	2.2
At expanding establishments	10	10	11	10	11	1.8	1.8	2.0	1.8	2.0
At opening establishments	2	1	1	1	1	0.4	0.2	0.2	0.2	0.2
Gross job losses	13	10	13	13	11	2.4	1.8	2.4	2.4	2.0
At contracting establishments	11	9	12	12	10	2.0	1.6	2.2	2.2	1.8
At closing establishments	2	1	1	1	1	0.4	0.2	0.2	0.2	0.2
Net employment change	-1	1	-1	-2	1	-0.2	0.2	-0.2	-0.4	0.2
Information										
Gross job gains	142	142	157	151	150	5.1	5.1	5.6	5.4	5.3
At expanding establishments	115	120	132	125	124	4.1	4.3	4.7	4.5	4.4
At opening establishments	27	22	25	26	26	1.0	0.8	0.9	0.9	0.9
Gross job losses	150	139	191	153	142	5.3	4.9	6.8	5.5	5.1
At contracting establishments	121	116	166	129	114	4.3	4.1	5.9	4.6	4.1
At closing establishments	29	23	25	24	28	1.0	0.8	0.9	0.9	1.0
Net employment change	-8	3	-34	-2	8	-0.2	0.2	-1.2	-0.1	0.2
Financial activities										
Gross job gains	382	353	390	370	384	4.8	4.4	4.8	4.6	4.8
At expanding establishments	298	289	315	298	298	3.7	3.6	3.9	3.7	3.7
At opening establishments	84	64	75	72	86	1.1	0.8	0.9	0.9	1.1
Gross job losses	356	336	343	362	368	4.4	4.2	4.2	4.5	4.6
At contracting establishments	274	262	267	283	282	3.4	3.3	3.3	3.5	3.5
At closing establishments	82	74	76	79	86	1.0	0.9	0.9	1.0	1.1
Net employment change	26	17	47	8	16	0.4	0.2	0.6	0.1	0.2
Professional and business services										
Gross job gains	1,395	1,285	1,437	1,363	1,480	7.0	6.3	7.0	6.7	7.2
At expanding establishments	1,121	1,058	1,185	1,120	1,206	5.6	5.2	5.8	5.5	5.9
At opening establishments	274	227	252	243	274	1.4	1.1	1.2	1.2	1.3
Gross job losses	1,359	1,265	1,331	1,390	1,305	6.7	6.3	6.6	6.8	6.4
At contracting establishments	1,075	1,026	1,074	1,117	1,022	5.3	5.1	5.3	5.5	5.0
At closing establishments	284	239	257	273	283	1.4	1.2	1.3	1.3	1.4
Net employment change	36	20	106	-27	175	0.3	0.0	0.4	-0.1	0.8
Education and health services										
Gross job gains	966	948	983	981	980	4.4	4.3	4.5	4.5	4.4
At expanding establishments	774	786	812	814	802	3.5	3.6	3.7	3.7	3.6
At opening establishments	192	162	171	167	178	0.9	0.7	0.8	0.8	0.8
Gross job losses	905	813	901	903	861	4.1	3.7	4.1	4.1	3.8
At contracting establishments	709	656	729	724	676	3.2	3.0	3.3	3.3	3.0
At closing establishments	196	157	172	179	185	0.9	0.7	0.8	0.8	0.8
Net employment change	61	135	82	78	119	0.3	0.6	0.4	0.4	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. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
Leisure and hospitality										
Gross job gains	1,308	1,321	1,333	1,277	1,371	8.4	8.4	8.4	8.0	8.6
At expanding establishments	1,016	1,054	1,054	1,003	1,085	6.5	6.7	6.6	6.3	6.8
At opening establishments	292	267	279	274	286	1.9	1.7	1.8	1.7	1.8
Gross job losses	1,240	1,149	1,324	1,424	1,212	8.0	7.2	8.3	9.0	7.6
At contracting establishments	1,027	955	1,106	1,187	993	6.6	6.0	6.9	7.5	6.2
At closing establishments	213	194	218	237	219	1.4	1.2	1.4	1.5	1.4
Net employment change	68	172	9	-147	159	0.4	1.2	0.1	-1.0	1.0
Other services										
Gross job gains	281	286	306	278	292	6.8	6.9	7.4	6.7	7.1
At expanding establishments	219	228	243	220	231	5.3	5.5	5.9	5.3	5.6
At opening establishments	62	58	63	58	61	1.5	1.4	1.5	1.4	1.5
Gross job losses	293	272	281	304	272	7.1	6.6	6.8	7.3	6.6
At contracting establishments	231	212	220	238	210	5.6	5.1	5.3	5.7	5.1
At closing establishments	62	60	61	66	62	1.5	1.5	1.5	1.6	1.5
Net employment change	-12	14	25	-26	20	-0.3	0.3	0.6	-0.6	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 ^{2,3}	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses
2007	March	478	6,333	5,855	173	3,445	3,272	98	1,158	1,060	207	1,730	1,523
	June	163	6,239	6,076	-33	3,330	3,363	99	1,171	1,072	97	1,738	1,641
	September	-215	5,920	6,135	-116	3,263	3,379	-34	1,079	1,113	-65	1,578	1,643
	December	270	6,251	5,981	10	3,317	3,307	56	1,139	1,083	204	1,795	1,591
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	588	5,743	5,155	221	3,078	2,857	155	1,027	872	212	1,638	1,426
	June	649	5,912	5,263	221	3,084	2,863	137	1,074	937	291	1,754	1,463
	September	439	5,748	5,309	208	3,054	2,846	62	1,017	955	169	1,677	1,508
	December	651	5,894	5,243	131	3,026	2,895	108	1,036	928	412	1,832	1,420
2014	March	459	5,662	5,203	248	3,077	2,829	153	1,034	881	58	1,551	1,493
	June	888	6,142	5,254	299	3,179	2,880	216	1,123	907	373	1,840	1,467
	September	502	5,845	5,343	168	3,051	2,883	102	1,058	956	232	1,736	1,504
	December	987	6,166	5,179	225	3,111	2,886	157	1,087	930	605	1,968	1,363
2015	March	237	5,664	5,427	181	3,102	2,921	79	1,022	943	-23	1,540	1,563
	June	834	6,256	5,422	316	3,197	2,881	189	1,135	946	329	1,924	1,595
	September	381	5,884	5,503	113	3,038	2,925	59	1,038	979	209	1,808	1,599
	December	895	6,270	5,375	250	3,183	2,933	101	1,078	977	544	2,009	1,465
2016	March	273	5,743	5,470	220	3,124	2,904	60	1,015	955	-7	1,604	1,611
	June	300	6,051	5,751	64	3,125	3,061	116	1,109	993	120	1,817	1,697
	September	665	6,229	5,564	147	3,135	2,988	80	1,080	1,000	438	2,014	1,576
	December	326	5,920	5,594	88	3,076	2,988	52	1,033	981	186	1,811	1,625
2017	March	686	5,952	5,266	369	3,206	2,837	197	1,077	880	120	1,669	1,549
	June	511	6,193	5,682	143	3,135	2,992	153	1,133	980	215	1,925	1,710
	September	-197	5,786	5,983	-176	2,948	3,124	-57	1,010	1,067	36	1,828	1,792
	December	911	6,214	5,303	245	3,174	2,929	165	1,094	929	501	1,946	1,445

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.

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

³ Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment.

NOTE: See <http://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. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
Total private by firm ¹										
Gross job gains	5,920	5,952	6,193	5,786	6,214	4.9	4.9	5.0	4.7	5.1
At expanding firms	4,976	5,026	5,302	4,933	5,261	4.1	4.1	4.3	4.0	4.3
At opening firms	944	926	891	853	953	0.8	0.8	0.7	0.7	0.8
Gross job losses	5,594	5,266	5,682	5,983	5,303	4.6	4.4	4.7	4.9	4.3
At contracting firms	4,734	4,442	4,847	5,083	4,434	3.9	3.7	4.0	4.2	3.6
At closing firms	860	824	835	900	869	0.7	0.7	0.7	0.7	0.7
Net employment change	326	686	511	-197	911	0.3	0.5	0.3	-0.2	0.8
Firm size 1 to 49 employees										
Gross job gains	3,076	3,206	3,135	2,948	3,174	9.1	9.4	9.2	8.7	9.3
At expanding firms	2,171	2,316	2,288	2,131	2,258	6.4	6.8	6.7	6.3	6.6
At opening firms	905	890	847	817	916	2.7	2.6	2.5	2.4	2.7
Gross job losses	2,988	2,837	2,992	3,124	2,929	8.8	8.3	8.8	9.2	8.6
At contracting firms	2,163	2,042	2,187	2,260	2,096	6.4	6.0	6.4	6.7	6.2
At closing firms	825	795	805	864	833	2.4	2.3	2.4	2.5	2.4
Net employment change	88	369	143	-176	245	0.3	1.1	0.4	-0.5	0.7
Firm size 50 to 249 employees										
Gross job gains	1,033	1,077	1,133	1,010	1,094	4.8	4.9	5.2	4.5	4.9
At expanding firms	997	1,046	1,095	978	1,061	4.6	4.8	5.0	4.4	4.8
At opening firms	36	31	38	32	33	0.2	0.1	0.2	0.1	0.1
Gross job losses	981	880	980	1,067	929	4.5	4.0	4.4	4.8	4.2
At contracting firms	951	854	954	1,037	897	4.4	3.9	4.3	4.7	4.1
At closing firms	30	26	26	30	32	0.1	0.1	0.1	0.1	0.1
Net employment change	52	197	153	-57	165	0.3	0.9	0.8	-0.3	0.7
Firm size 250 or more employees										
Gross job gains	1,811	1,669	1,925	1,828	1,946	2.8	2.5	2.9	2.8	2.9
At expanding firms	1,808	1,664	1,919	1,824	1,942	2.8	2.5	2.9	2.8	2.9
At opening firms	3	5	6	4	4	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,625	1,549	1,710	1,792	1,445	2.5	2.4	2.6	2.7	2.2
At contracting firms	1,620	1,546	1,706	1,786	1,441	2.5	2.4	2.6	2.7	2.2
At closing firms	5	3	4	6	4	0.0	0.0	0.0	0.0	0.0
Net employment change	186	120	215	36	501	0.3	0.1	0.3	0.1	0.7

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.

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. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
United States ¹	7,455,000	7,328,000	7,604,000	7,256,000	7,793,000	7,065,000	6,674,000	7,128,000	7,396,000	6,794,000
Alabama	91,681	95,018	87,409	94,500	94,535	90,287	81,340	88,801	91,500	85,499
Alaska	24,029	23,211	27,146	21,147	23,051	24,699	24,169	24,590	26,106	25,087
Arizona	138,291	136,971	145,129	156,480	150,080	126,313	126,704	134,184	124,785	126,790
Arkansas	58,062	56,151	52,890	56,574	59,343	53,892	50,773	56,758	54,500	50,039
California	980,183	962,840	1,008,489	945,420	1,012,893	910,192	872,313	963,220	921,087	878,611
Colorado	143,107	147,416	154,090	146,525	150,388	140,926	133,241	138,475	142,005	134,785
Connecticut	72,719	79,177	82,321	75,866	75,860	75,033	73,288	73,239	81,660	73,737
Delaware	23,338	24,976	25,141	24,514	27,053	23,351	22,313	26,277	25,233	24,440
District of Columbia	28,788	29,705	29,308	28,084	29,872	28,695	24,377	28,802	27,580	25,951
Florida	487,710	445,222	487,806	417,099	601,026	445,725	409,290	450,987	550,590	386,654
Georgia	239,884	230,965	229,623	224,926	255,553	211,569	212,760	225,490	228,351	205,236
Hawaii	26,673	27,379	27,647	28,750	27,120	26,775	25,523	28,656	28,034	26,110
Idaho	42,845	45,963	43,250	39,216	44,067	38,897	37,152	39,124	39,172	37,931
Illinois	309,191	298,256	295,556	287,491	310,581	290,285	276,590	283,177	309,665	274,431
Indiana	142,574	149,579	148,779	143,839	152,373	137,206	131,859	143,482	144,972	133,787
Iowa	73,955	78,764	73,448	70,162	76,283	76,993	71,324	73,959	73,416	68,723
Kansas	67,413	66,295	61,932	70,689	68,399	64,801	63,041	74,435	64,182	59,348
Kentucky	95,679	90,878	95,401	92,556	93,898	90,662	85,832	94,425	91,789	86,067
Louisiana	94,259	102,536	98,856	97,543	98,516	103,469	93,274	104,081	96,361	95,548
Maine	37,196	36,582	39,612	32,989	36,310	35,905	32,852	39,786	38,313	34,280
Maryland	140,769	131,540	137,552	133,359	135,848	131,349	126,358	133,284	134,027	132,634
Massachusetts	171,192	168,627	190,672	169,666	179,395	165,880	156,939	161,748	174,731	171,782
Michigan	204,720	211,095	214,607	196,743	209,001	200,138	184,414	198,700	221,387	204,433
Minnesota	140,520	142,651	140,705	131,688	143,126	138,963	117,302	129,066	140,788	137,173
Mississippi	56,611	51,514	52,591	51,045	57,005	50,218	52,216	53,075	52,367	48,701
Missouri	134,067	138,174	133,946	140,239	133,861	133,207	116,324	132,611	138,472	126,736
Montana	29,076	30,348	29,692	26,807	31,827	27,842	26,801	29,106	29,737	27,761
Nebraska	46,158	48,350	45,258	47,480	50,417	49,989	42,036	48,966	47,756	44,572
Nevada	71,548	75,922	73,628	73,242	77,451	64,782	59,528	69,752	68,063	61,756
New Hampshire	35,405	32,723	37,609	31,928	37,577	33,335	32,020	34,154	37,103	33,658
New Jersey	217,599	191,080	231,222	207,174	227,504	200,514	198,940	187,345	213,365	194,773
New Mexico	41,275	40,142	42,206	40,887	39,989	40,739	39,132	39,683	39,637	37,870
New York	472,712	482,960	512,229	488,700	483,363	461,337	446,567	452,251	485,909	457,296
North Carolina	225,601	222,190	228,495	215,246	229,058	205,302	199,056	214,667	218,341	200,335
North Dakota	23,021	26,128	23,242	23,088	23,360	26,535	22,998	23,826	23,383	23,106
Ohio	260,009	260,122	266,532	239,333	260,248	249,754	236,913	248,853	262,346	240,136
Oklahoma	81,574	78,427	82,854	81,713	80,947	78,496	81,448	74,136	75,734	74,095
Oregon	103,156	108,577	103,951	102,766	107,905	96,506	89,507	94,764	99,294	95,339
Pennsylvania	274,781	268,559	281,457	279,310	280,880	260,840	254,346	263,822	264,139	250,985
Rhode Island	23,989	26,217	27,377	24,892	27,480	23,904	24,785	24,775	26,563	25,372
South Carolina	108,676	100,891	102,376	96,040	116,023	90,148	92,823	99,787	106,344	85,962
South Dakota	21,044	22,209	21,870	19,852	22,384	21,233	20,656	21,953	20,797	20,129
Tennessee	144,675	128,481	136,278	134,472	147,416	126,150	123,277	129,537	128,703	123,782
Texas	588,802	580,416	588,070	595,615	641,177	538,726	519,376	539,188	579,631	537,456
Utah	79,259	91,646	81,427	82,619	84,690	75,963	72,367	74,004	75,903	70,508
Vermont	17,998	16,827	20,084	17,066	18,651	17,636	17,258	17,430	20,080	16,545
Virginia	194,325	186,996	196,028	182,441	196,190	180,449	172,727	183,875	193,605	170,840
Washington	191,782	185,519	193,086	172,479	188,287	179,259	152,983	167,385	170,855	160,099
West Virginia	34,777	34,065	35,135	37,743	34,247	33,887	34,690	35,391	35,798	33,151
Wisconsin	134,052	143,931	139,680	122,392	136,582	131,290	116,833	136,434	140,307	121,569
Wyoming	17,940	17,837	17,344	17,516	17,948	17,692	16,484	18,378	16,028	17,149
Puerto Rico	38,952	34,349	34,820	27,179	45,987	36,267	38,301	35,043	41,788	76,402
Virgin Islands	1,644	1,463	1,707	1,132	2,055	1,665	1,497	1,285	2,266	5,918

¹The 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. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	Mar. 2017	June 2017	Sept. 2017	Dec. 2017
United States	6.2	6.0	6.2	6.0	6.4	5.9	5.4	5.8	6.1	5.5
Alabama	5.8	6.1	5.5	6.0	6.0	5.8	5.2	5.6	5.8	5.4
Alaska	9.8	9.4	11.0	8.5	9.4	10.0	9.8	9.9	10.5	10.2
Arizona	6.0	5.8	6.2	6.6	6.2	5.5	5.4	5.7	5.3	5.3
Arkansas	5.9	5.6	5.2	5.7	5.9	5.4	5.0	5.6	5.5	5.0
California	6.9	6.7	6.9	6.5	6.9	6.3	6.0	6.6	6.4	6.0
Colorado	6.6	6.8	7.1	6.6	6.8	6.5	6.2	6.3	6.4	6.1
Connecticut	5.1	5.5	5.7	5.2	5.3	5.2	5.1	5.1	5.7	5.1
Delaware	6.2	6.6	6.6	6.5	7.1	6.2	5.9	7.0	6.6	6.4
District of Columbia	5.6	5.7	5.7	5.4	5.7	5.6	4.7	5.6	5.3	5.0
Florida	6.7	6.1	6.6	5.6	8.1	6.1	5.5	6.1	7.5	5.2
Georgia	6.6	6.3	6.2	6.1	6.9	5.8	5.8	6.1	6.2	5.5
Hawaii	5.0	5.1	5.2	5.4	5.1	5.0	4.8	5.4	5.3	4.9
Idaho	7.5	7.9	7.3	6.7	7.4	6.7	6.3	6.6	6.6	6.4
Illinois	6.1	5.8	5.7	5.6	6.0	5.6	5.4	5.5	6.0	5.3
Indiana	5.4	5.7	5.7	5.5	5.7	5.2	5.1	5.5	5.5	5.1
Iowa	5.7	6.1	5.6	5.4	5.9	5.9	5.5	5.7	5.7	5.3
Kansas	5.9	5.8	5.5	6.3	6.1	5.7	5.6	6.6	5.7	5.2
Kentucky	6.1	5.7	6.1	5.9	6.0	5.8	5.4	5.9	5.8	5.4
Louisiana	5.9	6.4	6.2	6.1	6.2	6.5	5.9	6.5	6.1	6.0
Maine	7.4	7.2	7.7	6.5	7.1	7.1	6.4	7.7	7.5	6.7
Maryland	6.6	6.1	6.4	6.1	6.2	6.2	5.9	6.2	6.2	6.2
Massachusetts	5.6	5.5	6.1	5.5	5.7	5.4	5.1	5.2	5.6	5.6
Michigan	5.5	5.6	5.7	5.3	5.6	5.4	5.0	5.3	6.0	5.5
Minnesota	5.7	5.8	5.7	5.4	5.8	5.7	4.7	5.3	5.7	5.6
Mississippi	6.3	5.7	5.9	5.7	6.3	5.6	5.9	6.0	5.9	5.5
Missouri	5.7	5.9	5.6	5.9	5.6	5.6	4.9	5.6	5.9	5.4
Montana	7.8	8.1	7.9	7.2	8.5	7.5	7.1	7.7	8.0	7.4
Nebraska	5.7	5.9	5.6	5.9	6.2	6.2	5.2	6.1	5.9	5.5
Nevada	6.2	6.6	6.3	6.3	6.5	5.6	5.2	6.0	5.8	5.2
New Hampshire	6.3	5.7	6.6	5.6	6.6	5.9	5.6	5.9	6.5	5.9
New Jersey	6.4	5.5	6.7	6.0	6.5	5.9	5.8	5.5	6.2	5.6
New Mexico	6.6	6.4	6.7	6.5	6.3	6.5	6.2	6.3	6.3	6.0
New York	6.1	6.2	6.5	6.2	6.1	5.9	5.7	5.7	6.1	5.8
North Carolina	6.3	6.2	6.3	6.0	6.3	5.7	5.5	5.9	6.0	5.5
North Dakota	6.7	7.6	6.8	6.7	6.8	7.7	6.7	6.9	6.8	6.7
Ohio	5.7	5.7	5.8	5.1	5.6	5.4	5.1	5.4	5.6	5.2
Oklahoma	6.5	6.3	6.6	6.5	6.4	6.3	6.5	5.9	6.0	5.8
Oregon	6.6	6.9	6.5	6.5	6.8	6.3	5.7	5.9	6.3	6.0
Pennsylvania	5.4	5.2	5.5	5.4	5.5	5.1	5.0	5.2	5.2	4.9
Rhode Island	5.7	6.3	6.5	5.9	6.6	5.8	5.9	5.9	6.3	6.0
South Carolina	6.5	6.0	6.1	5.7	6.9	5.4	5.6	6.0	6.4	5.1
South Dakota	6.0	6.4	6.3	5.7	6.4	6.1	5.9	6.3	6.0	5.7
Tennessee	5.8	5.1	5.4	5.4	5.8	5.1	4.9	5.1	5.2	4.9
Texas	5.9	5.8	5.8	5.9	6.3	5.4	5.2	5.4	5.7	5.3
Utah	6.8	7.7	6.8	6.8	7.0	6.4	6.1	6.2	6.3	5.8
Vermont	7.0	6.6	7.9	6.7	7.2	7.0	6.8	6.8	7.8	6.4
Virginia	6.2	6.0	6.2	5.8	6.3	5.9	5.6	5.9	6.2	5.5
Washington	7.1	6.8	7.1	6.3	6.9	6.7	5.6	6.1	6.3	5.8
West Virginia	6.4	6.3	6.4	6.9	6.3	6.2	6.4	6.5	6.5	6.1
Wisconsin	5.5	5.9	5.6	5.0	5.6	5.3	4.8	5.5	5.7	5.0
Wyoming	8.8	8.8	8.5	8.7	8.8	8.7	8.1	9.0	7.9	8.3
Puerto Rico	5.8	5.1	5.2	4.1	7.1	5.4	5.7	5.2	6.2	11.7
Virgin Islands	6.0	5.3	6.2	4.2	8.4	6.0	5.5	4.7	8.3	24.1

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
2007	March	232	3.2	205	2.8	918	0.8	787	0.7
	June	225	3.1	215	3.0	898	0.8	859	0.8
	September	233	3.2	216	3.0	952	0.8	845	0.7
	December	228	3.1	218	3.0	922	0.8	836	0.7
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	192	2.6	748	0.7	646	0.6
	June	222	3.0	215	2.9	791	0.7	696	0.6
	September	219	2.9	195	2.6	823	0.7	678	0.6
	December	216	2.9	187	2.5	804	0.7	670	0.6
2014	March	221	2.9	189	2.5	782	0.7	633	0.6
	June	220	2.9	205	2.7	806	0.7	718	0.6
	September	224	3.0	200	2.6	828	0.7	706	0.6
	December	223	2.9	197	2.6	837	0.7	708	0.6
2015	March	234	3.1	206	2.7	814	0.7	691	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	246	3.2	208	2.7	894	0.8	732	0.6
2016	March	236	3.0	202	2.6	787	0.7	660	0.6
	June	242	3.1	214	2.7	838	0.7	724	0.6
	September	240	3.1	215	2.7	872	0.7	749	0.6
	December	239	3.0	217	2.8	868	0.7	729	0.6
2017	March	240	3.0	202	2.5	800	0.7	660	0.5
	June	239	3.0	N/A	N/A	846	0.7	N/A	N/A
	September	240	3.0	N/A	N/A	837	0.7	N/A	N/A
	December	244	3.0	N/A	N/A	849	0.7	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.