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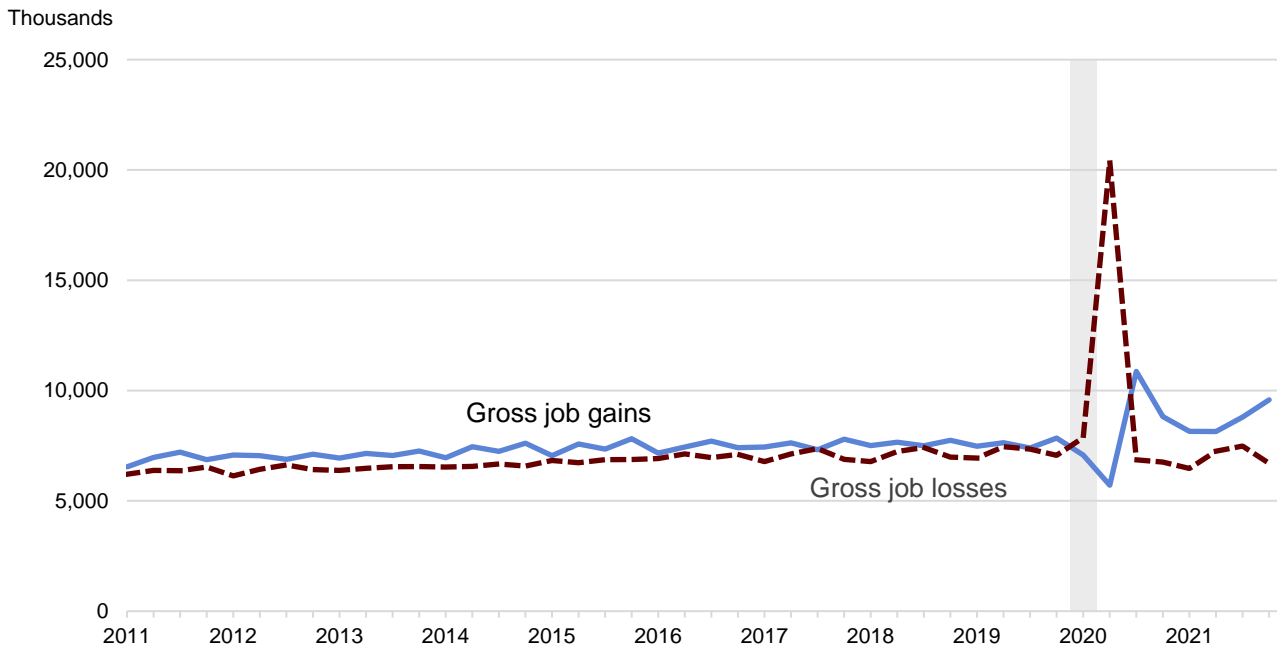
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2021

From September 2021 to December 2021, **gross job gains** from opening and expanding private-sector establishments were 9.6 million, an increase of 781,000 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 6.7 million, a decrease of 785,000 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 2.9 million jobs in the private sector during the fourth quarter of 2021. (See chart 1, and tables A and 1.)

Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted
 March 2011 - December 2021



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

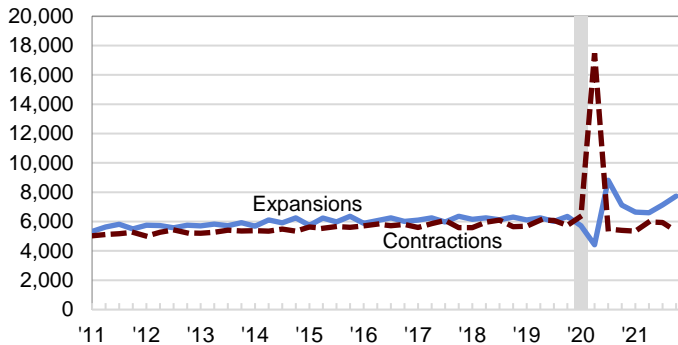
The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter 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 2021, gross job gains represented 7.7 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 7.7 million in the fourth quarter of 2021, an increase of 594,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.8 million of the jobs gained in the fourth quarter of 2021, an increase of 187,000 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 2011 - December 2021

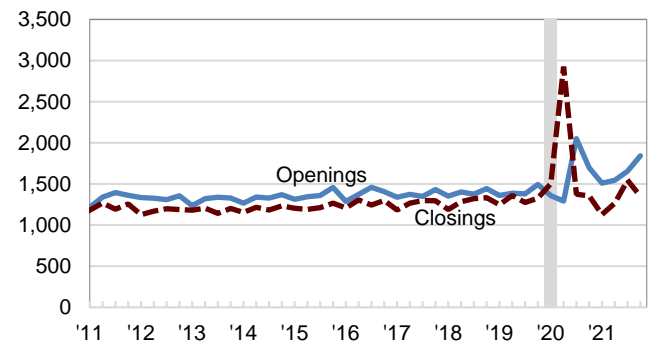
Thousands



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 2011 - December 2021

Thousands



NOTE: Shaded area represents NBER defined recession period.

Gross Job Losses

In the fourth quarter of 2021, gross job losses represented 5.4 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 5.3 million jobs in the fourth quarter of 2021, a decrease of 590,000 jobs from the prior quarter. In the fourth quarter of 2021, **closing** establishments lost 1.4 million jobs, a decrease of 195,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Establishment Births and Deaths

In the fourth quarter of 2021, the number of **establishment births** (a subset of the openings data) increased by 20,000 to a total of 376,000 establishments. These new establishments accounted for 1.1 million jobs, an increase of 96,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2021, when 608,000 jobs were lost at 211,000 establishments, a decrease of 86,000 jobs from the fourth quarter of 2020. (See Technical Note and table 8.)

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

Category	3 months ended				
	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
	Levels (in thousands)				
Gross job gains.....	8,821	8,154	8,141	8,795	9,576
At expanding establishments	7,124	6,644	6,597	7,139	7,733
At opening establishments.....	1,697	1,510	1,544	1,656	1,843
Gross job losses.....	6,757	6,469	7,248	7,482	6,697
At contracting establishments	5,403	5,340	5,982	5,937	5,347
At closing establishments.....	1,354	1,129	1,266	1,545	1,350
Net employment change ¹	2,064	1,685	893	1,313	2,879
	Rates (percent)				
Gross job gains.....	7.4	6.8	6.7	7.2	7.7
At expanding establishments	6.0	5.5	5.4	5.8	6.2
At opening establishments....	1.4	1.3	1.3	1.4	1.5
Gross job losses.....	5.7	5.4	5.9	6.2	5.4
At contracting establishments	4.6	4.5	4.9	4.9	4.3
At closing establishments.....	1.1	0.9	1.0	1.3	1.1
Net employment change ¹	1.7	1.4	0.8	1.0	2.3

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

Industries

Gross job gains exceeded gross job losses in all 13 industry sectors in the fourth quarter of 2021. The service-providing industries experienced a net job increase of 2.5 million in the fourth quarter of 2021. Within the service-providing industries, the professional and business services sector had the largest over-the-quarter net employment gain, adding 663,000 jobs. This was the result of 2.0 million gross job gains and 1.3 million gross job losses. The retail trade sector had gross job gains of 925,000 and gross job losses of 830,000, leading to a net job increase of 95,000 in the fourth quarter of 2021. The goods-producing industries had a net job gain of 384,000 in the fourth quarter of 2021. Of the goods-producing industries, the manufacturing sector posted a net job gain of 230,000, the construction sector experienced a net increase of 143,000, and the natural resources and mining sector added 11,000 jobs. (See table 3.)

Firm Size

In the fourth quarter of 2021, firms with 1-49 employees had a net employment increase of 896,000. Firms with 50-249 employees had a net employment gain of 474,000. Firms with 250 or more employees had a net employment increase of 1.4 million. (See tables 4 and 5.)

States

Gross job gains exceeded gross job losses in all 50 states, the District of Columbia, and Puerto Rico in the fourth quarter of 2021. (See tables 6 and 7.)

For More Information

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

The Business Employment Dynamics for First Quarter 2022 are scheduled to be released on Wednesday, October 26, 2022 at 10:00 a.m. (ET).

Coronavirus (COVID-19) Effect on Fourth Quarter 2021 Business Employment Dynamics

Data collection and processing methods have been impacted because of the COVID-19 pandemic. More detail can be found at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm.

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2022 Business Employment Dynamics data will incorporate annual revisions in accordance with standard procedures. However, the release scheduled for October 26, 2022, will include two years of not seasonally adjusted data, along with the customary five years of seasonally adjusted data. This temporary procedural change is to amend spikes in the openings and closings series for the education and health services sector in Washington caused by an administrative change.

Technical Note

Special technical note: The following technical note details procedures regularly adhered to for tabulating the quarterly Business Employment Dynamics series on private-sector gross job gains and gross job losses. Data collection and processing methods have been impacted by the COVID-19 pandemic. More detail can be found at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm.

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.

Differences between QCEW, BED, and CES employment measures

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

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

Coverage

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

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

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

Gross job gains and gross job losses in this release are derived from longitudinal histories of 8.7 million private-sector employer reports out of 10.8 million total reports of employment and wages submitted by states to BLS in the first quarter of 2021. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110) and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. The table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter of 2021.

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

	Millions
Total establishments QCEW program.....	10.8
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.6
Total establishments included in Business Employment Dynamics data.....	8.7

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 10.8 million establishments in first quarter of 2021 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 8.7 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 697,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 6 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – Usually the 3rd Friday after the end of the week including the 12th of the month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and data at the county and MSA 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

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 con-

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

Linkage methodology

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

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

Sizing methodology

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

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

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for

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

Seasonal adjustment

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

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

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

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

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

Reliability of the data

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

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

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

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

Additional statistics and other information

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

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

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

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

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

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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	419	6,953	5,687	1,266	6,534	5,380	1,154
	June	895	7,454	6,114	1,340	6,559	5,342	1,217
	September	577	7,247	5,918	1,329	6,670	5,487	1,183
	December	1,038	7,617	6,248	1,369	6,579	5,346	1,233
2015	March	216	7,046	5,733	1,313	6,830	5,626	1,204
	June	849	7,580	6,235	1,345	6,731	5,540	1,191
	September	475	7,344	5,983	1,361	6,869	5,657	1,212
	December	944	7,817	6,360	1,457	6,873	5,607	1,266
2016	March	249	7,163	5,875	1,288	6,914	5,706	1,208
	June	318	7,443	6,070	1,373	7,125	5,820	1,305
	September	748	7,710	6,250	1,460	6,962	5,718	1,244
	December	308	7,413	6,007	1,406	7,105	5,806	1,299
2017	March	662	7,441	6,103	1,338	6,779	5,595	1,184
	June	496	7,625	6,251	1,374	7,129	5,862	1,267
	September	-52	7,318	5,969	1,349	7,370	6,073	1,297
	December	913	7,792	6,360	1,432	6,879	5,583	1,296
2018	March	727	7,506	6,153	1,353	6,779	5,589	1,190
	June	422	7,657	6,255	1,402	7,235	5,951	1,284
	September	79	7,500	6,125	1,375	7,421	6,099	1,322
	December	763	7,744	6,301	1,443	6,981	5,648	1,333
2019	March	537	7,473	6,112	1,361	6,936	5,689	1,247
	June	182	7,637	6,249	1,388	7,455	6,095	1,360
	September	48	7,395	6,016	1,379	7,347	6,073	1,274
	December	785	7,848	6,354	1,494	7,063	5,736	1,327
2020	March	-791	7,078	5,719	1,359	7,869	6,365	1,504
	June	-14,692	5,709	4,416	1,293	20,401	17,475	2,926
	September	4,010	10,868	8,817	2,051	6,858	5,483	1,375
	December	2,064	8,821	7,124	1,697	6,757	5,403	1,354
2021	March	1,685	8,154	6,644	1,510	6,469	5,340	1,129
	June	893	8,141	6,597	1,544	7,248	5,982	1,266
	September	1,313	8,795	7,139	1,656	7,482	5,937	1,545
	December	2,879	9,576	7,733	1,843	6,697	5,347	1,350

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
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	0.8	6.5	5.3	1.2	5.7	4.6	1.1
	September	0.5	6.2	5.1	1.1	5.7	4.7	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.7	6.5	5.3	1.2	5.8	4.7	1.1
2016	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.2	6.2	5.1	1.1	6.0	4.9	1.1
	September	0.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	0.3	6.2	5.0	1.2	5.9	4.8	1.1
2017	March	0.5	6.1	5.0	1.1	5.6	4.6	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	-0.1	6.0	4.9	1.1	6.1	5.0	1.1
	December	0.8	6.4	5.2	1.2	5.6	4.5	1.1
2018	March	0.6	6.1	5.0	1.1	5.5	4.5	1.0
	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	0.6	6.2	5.0	1.2	5.6	4.5	1.1
2019	March	0.5	6.0	4.9	1.1	5.5	4.5	1.0
	June	0.2	6.1	5.0	1.1	5.9	4.8	1.1
	September	0.1	5.9	4.8	1.1	5.8	4.8	1.0
	December	0.7	6.2	5.0	1.2	5.5	4.5	1.0
2020	March	-0.6	5.6	4.5	1.1	6.2	5.0	1.2
	June	-12.2	4.8	3.7	1.1	17.0	14.6	2.4
	September	3.5	9.5	7.7	1.8	6.0	4.8	1.2
	December	1.7	7.4	6.0	1.4	5.7	4.6	1.1
2021	March	1.4	6.8	5.5	1.3	5.4	4.5	0.9
	June	0.8	6.7	5.4	1.3	5.9	4.9	1.0
	September	1.0	7.2	5.8	1.4	6.2	4.9	1.3
	December	2.3	7.7	6.2	1.5	5.4	4.3	1.1

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

²Net 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. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
Total private¹										
Gross job gains	8,821	8,154	8,141	8,795	9,576	7.4	6.8	6.7	7.2	7.7
At expanding establishments	7,124	6,644	6,597	7,139	7,733	6.0	5.5	5.4	5.8	6.2
At opening establishments	1,697	1,510	1,544	1,656	1,843	1.4	1.3	1.3	1.4	1.5
Gross job losses	6,757	6,469	7,248	7,482	6,697	5.7	5.4	5.9	6.2	5.4
At contracting establishments	5,403	5,340	5,982	5,937	5,347	4.6	4.5	4.9	4.9	4.3
At closing establishments	1,354	1,129	1,266	1,545	1,350	1.1	0.9	1.0	1.3	1.1
Net employment change	2,064	1,685	893	1,313	2,879	1.7	1.4	0.8	1.0	2.3
Goods-producing										
Gross job gains	1,469	1,368	1,273	1,335	1,517	6.9	6.4	6.0	6.3	7.0
At expanding establishments	1,251	1,160	1,085	1,122	1,290	5.9	5.4	5.1	5.3	6.0
At opening establishments	218	208	188	213	227	1.0	1.0	0.9	1.0	1.0
Gross job losses	1,172	1,181	1,328	1,266	1,133	5.6	5.5	6.2	5.9	5.2
At contracting establishments	982	1,004	1,131	1,045	940	4.7	4.7	5.3	4.9	4.3
At closing establishments	190	177	197	221	193	0.9	0.8	0.9	1.0	0.9
Net employment change	297	187	-55	69	384	1.3	0.9	-0.2	0.4	1.8
Natural resources and mining										
Gross job gains	231	238	220	218	228	13.3	13.4	12.6	12.7	12.9
At expanding establishments	200	209	194	191	200	11.5	11.8	11.1	11.1	11.3
At opening establishments	31	29	26	27	28	1.8	1.6	1.5	1.6	1.6
Gross job losses	229	233	217	201	217	13.2	13.2	12.4	11.7	12.3
At contracting establishments	202	203	192	174	191	11.6	11.5	11.0	10.1	10.8
At closing establishments	27	30	25	27	26	1.6	1.7	1.4	1.6	1.5
Net employment change	2	5	3	17	11	0.1	0.2	0.2	1.0	0.6
Construction										
Gross job gains	716	679	627	637	715	9.9	9.2	8.4	8.7	9.6
At expanding establishments	577	545	507	500	571	8.0	7.4	6.8	6.8	7.7
At opening establishments	139	134	120	137	144	1.9	1.8	1.6	1.9	1.9
Gross job losses	565	581	656	641	572	7.8	7.8	8.9	8.8	7.7
At contracting establishments	449	475	531	505	452	6.2	6.4	7.2	6.9	6.1
At closing establishments	116	106	125	136	120	1.6	1.4	1.7	1.9	1.6
Net employment change	151	98	-29	-4	143	2.1	1.4	-0.5	-0.1	1.9
Manufacturing										
Gross job gains	522	451	426	480	574	4.3	3.7	3.4	3.9	4.6
At expanding establishments	474	406	384	431	519	3.9	3.3	3.1	3.5	4.2
At opening establishments	48	45	42	49	55	0.4	0.4	0.3	0.4	0.4
Gross job losses	378	367	455	424	344	3.1	3.0	3.7	3.5	2.8
At contracting establishments	331	326	408	366	297	2.7	2.7	3.3	3.0	2.4
At closing establishments	47	41	47	58	47	0.4	0.3	0.4	0.5	0.4
Net employment change	144	84	-29	56	230	1.2	0.7	-0.3	0.4	1.8
Service-providing¹										
Gross job gains	7,352	6,786	6,868	7,460	8,059	7.6	6.9	6.9	7.4	7.9
At expanding establishments	5,873	5,484	5,512	6,017	6,443	6.1	5.6	5.5	6.0	6.3
At opening establishments	1,479	1,302	1,356	1,443	1,616	1.5	1.3	1.4	1.4	1.6
Gross job losses	5,585	5,288	5,920	6,216	5,564	5.8	5.4	6.0	6.1	5.4
At contracting establishments	4,421	4,336	4,851	4,892	4,407	4.6	4.4	4.9	4.8	4.3
At closing establishments	1,164	952	1,069	1,324	1,157	1.2	1.0	1.1	1.3	1.1
Net employment change	1,767	1,498	948	1,244	2,495	1.8	1.5	0.9	1.3	2.5
Wholesale trade										
Gross job gains	302	265	280	307	356	5.5	4.7	5.0	5.4	6.2
At expanding establishments	243	218	232	249	286	4.4	3.9	4.1	4.4	5.0
At opening establishments	59	47	48	58	70	1.1	0.8	0.9	1.0	1.2
Gross job losses	223	220	247	276	224	3.9	3.9	4.4	4.9	3.9
At contracting establishments	170	173	190	202	171	3.0	3.1	3.4	3.6	3.0
At closing establishments	53	47	57	74	53	0.9	0.8	1.0	1.3	0.9
Net employment change	79	45	33	31	132	1.6	0.8	0.6	0.5	2.3

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
Retail trade										
Gross job gains	936	923	926	961	925	6.2	6.1	6.0	6.2	6.0
At expanding establishments	814	801	801	836	798	5.4	5.3	5.2	5.4	5.2
At opening establishments	122	122	125	125	127	0.8	0.8	0.8	0.8	0.8
Gross job losses	841	765	949	1,003	830	5.6	5.0	6.2	6.5	5.4
At contracting establishments	711	667	844	875	722	4.7	4.4	5.5	5.7	4.7
At closing establishments	130	98	105	128	108	0.9	0.6	0.7	0.8	0.7
Net employment change	95	158	-23	-42	95	0.6	1.1	-0.2	-0.3	0.6
Transportation and warehousing										
Gross job gains	636	353	323	431	694	11.1	5.9	5.5	7.4	11.2
At expanding establishments	521	303	271	368	577	9.1	5.1	4.6	6.3	9.3
At opening establishments	115	50	52	63	117	2.0	0.8	0.9	1.1	1.9
Gross job losses	276	417	390	309	247	4.8	7.1	6.7	5.2	4.0
At contracting establishments	236	381	350	260	203	4.1	6.5	6.0	4.4	3.3
At closing establishments	40	36	40	49	44	0.7	0.6	0.7	0.8	0.7
Net employment change	360	-64	-67	122	447	6.3	-1.2	-1.2	2.2	7.2
Utilities										
Gross job gains	13	10	13	16	17	2.4	1.9	2.4	3.0	3.2
At expanding establishments	11	9	11	14	15	2.0	1.7	2.0	2.6	2.8
At opening establishments	2	1	2	2	2	0.4	0.2	0.4	0.4	0.4
Gross job losses	12	10	13	14	14	2.2	1.9	2.4	2.6	2.6
At contracting establishments	10	9	11	11	12	1.8	1.7	2.0	2.0	2.2
At closing establishments	2	1	2	3	2	0.4	0.2	0.4	0.6	0.4
Net employment change	1	0	0	2	3	0.2	0.0	0.0	0.4	0.6
Information										
Gross job gains	175	181	193	240	224	6.6	6.6	6.9	8.5	7.6
At expanding establishments	136	153	148	195	179	5.1	5.6	5.3	6.9	6.1
At opening establishments	39	28	45	45	45	1.5	1.0	1.6	1.6	1.5
Gross job losses	143	117	161	146	172	5.4	4.3	5.8	5.1	5.9
At contracting establishments	109	93	131	109	136	4.1	3.4	4.7	3.8	4.7
At closing establishments	34	24	30	37	36	1.3	0.9	1.1	1.3	1.2
Net employment change	32	64	32	94	52	1.2	2.3	1.1	3.4	1.7
Financial activities										
Gross job gains	432	386	418	483	512	5.3	4.7	5.1	5.8	6.1
At expanding establishments	321	302	322	374	388	3.9	3.7	3.9	4.5	4.6
At opening establishments	111	84	96	109	124	1.4	1.0	1.2	1.3	1.5
Gross job losses	371	339	419	431	391	4.5	4.1	5.1	5.1	4.7
At contracting establishments	279	255	321	319	294	3.4	3.1	3.9	3.8	3.5
At closing establishments	92	84	98	112	97	1.1	1.0	1.2	1.3	1.2
Net employment change	61	47	-1	52	121	0.8	0.6	0.0	0.7	1.4
Professional and business services										
Gross job gains	1,855	1,467	1,539	1,728	1,966	9.0	7.1	7.3	8.2	9.1
At expanding establishments	1,500	1,180	1,216	1,369	1,601	7.3	5.7	5.8	6.5	7.4
At opening establishments	355	287	323	359	365	1.7	1.4	1.5	1.7	1.7
Gross job losses	1,195	1,245	1,470	1,476	1,303	5.8	6.0	7.0	7.0	6.1
At contracting establishments	908	1,000	1,197	1,121	988	4.4	4.8	5.7	5.3	4.6
At closing establishments	287	245	273	355	315	1.4	1.2	1.3	1.7	1.5
Net employment change	660	222	69	252	663	3.2	1.1	0.3	1.2	3.0
Education and health services										
Gross job gains	1,172	1,049	1,020	1,058	1,235	5.2	4.7	4.5	4.7	5.4
At expanding establishments	944	855	820	849	953	4.2	3.8	3.6	3.8	4.2
At opening establishments	228	194	200	209	282	1.0	0.9	0.9	0.9	1.2
Gross job losses	892	912	1,002	1,078	994	4.0	4.0	4.5	4.8	4.4
At contracting establishments	697	744	806	829	776	3.1	3.3	3.6	3.7	3.4
At closing establishments	195	168	196	249	218	0.9	0.7	0.9	1.1	1.0
Net employment change	280	137	18	-20	241	1.2	0.7	0.0	-0.1	1.0

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. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
Leisure and hospitality										
Gross job gains	1,447	1,723	1,725	1,788	1,655	11.6	13.3	12.6	12.4	11.0
At expanding establishments	1,139	1,408	1,420	1,476	1,352	9.1	10.9	10.4	10.2	9.0
At opening establishments	308	315	305	312	303	2.5	2.4	2.2	2.2	2.0
Gross job losses	1,329	983	984	1,176	1,098	10.6	7.7	7.2	8.2	7.3
At contracting establishments	1,087	809	802	961	899	8.7	6.3	5.9	6.7	6.0
At closing establishments	242	174	182	215	199	1.9	1.4	1.3	1.5	1.3
Net employment change	118	740	741	612	557	1.0	5.6	5.4	4.2	3.7
Other services										
Gross job gains	327	322	330	349	363	8.8	8.5	8.5	8.9	9.0
At expanding establishments	235	239	256	270	275	6.3	6.3	6.6	6.9	6.8
At opening establishments	92	83	74	79	88	2.5	2.2	1.9	2.0	2.2
Gross job losses	283	256	260	278	263	7.6	6.8	6.8	7.1	6.5
At contracting establishments	208	197	191	196	197	5.6	5.2	5.0	5.0	4.9
At closing establishments	75	59	69	82	66	2.0	1.6	1.8	2.1	1.6
Net employment change	44	66	70	71	100	1.2	1.7	1.7	1.8	2.5

¹ Includes unclassified sector, not shown separately.

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

(In thousands)

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job gains	losses	Net change	Gross job gains	losses	Net change	Gross job gains	losses	Net change	Gross job gains	losses
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	442	5,665	5,223	231	3,070	2,839	149	1,035	886	62	1,560	1,498
	June	893	6,134	5,241	302	3,178	2,876	214	1,119	905	377	1,837	1,460
	September	560	5,865	5,305	197	3,064	2,867	117	1,066	949	246	1,735	1,489
	December	951	6,155	5,204	212	3,105	2,893	150	1,085	935	589	1,965	1,376
2015	March	226	5,677	5,451	168	3,098	2,930	75	1,025	950	-17	1,554	1,571
	June	846	6,243	5,397	323	3,196	2,873	187	1,128	941	336	1,919	1,583
	September	456	5,914	5,458	148	3,057	2,909	79	1,047	968	229	1,810	1,581
	December	830	6,245	5,415	227	3,172	2,945	90	1,074	984	513	1,999	1,486
2016	March	254	5,754	5,500	191	3,114	2,923	59	1,022	963	4	1,618	1,614
	June	331	6,048	5,717	74	3,123	3,049	114	1,101	987	143	1,824	1,681
	September	752	6,266	5,514	192	3,160	2,968	102	1,089	987	458	2,017	1,559
	December	245	5,886	5,641	71	3,065	2,994	37	1,026	989	137	1,795	1,658
2017	March	658	6,000	5,342	341	3,232	2,891	190	1,084	894	127	1,684	1,557
	June	543	6,203	5,660	150	3,160	3,010	145	1,123	978	248	1,920	1,672
	September	-100	5,833	5,933	-111	2,999	3,110	-44	1,014	1,058	55	1,820	1,765
	December	831	6,199	5,368	241	3,189	2,948	149	1,086	937	441	1,924	1,483
2018	March	731	6,062	5,331	297	3,210	2,913	164	1,071	907	270	1,781	1,511
	June	454	6,188	5,734	136	3,191	3,055	151	1,129	978	167	1,868	1,701
	September	33	5,985	5,952	-90	3,027	3,117	-25	1,030	1,055	148	1,928	1,780
	December	698	6,109	5,411	208	3,177	2,969	141	1,080	939	349	1,852	1,503
2019	March	572	6,003	5,431	259	3,190	2,931	153	1,064	911	160	1,749	1,589
	June	204	6,142	5,938	58	3,157	3,099	93	1,118	1,025	53	1,867	1,814
	September	-1	5,874	5,875	-15	3,044	3,059	-27	1,019	1,046	41	1,811	1,770
	December	682	6,214	5,532	214	3,191	2,977	99	1,067	968	369	1,956	1,587
2020	March	-610	5,659	6,269	-368	3,026	3,394	-102	967	1,069	-140	1,666	1,806
	June	-15,320	4,494	19,814	-4,700	2,552	7,252	-2,819	579	3,398	-7,801	1,363	9,164
	September	4,040	9,459	5,419	1,505	4,483	2,978	542	1,423	881	1,993	3,553	1,560
	December	1,893	7,092	5,199	521	3,496	2,975	351	1,193	842	1,021	2,403	1,382
2021	March	1,755	6,798	5,043	949	3,590	2,641	217	1,094	877	589	2,114	1,525
	June	920	6,614	5,694	698	3,493	2,795	204	1,137	933	18	1,984	1,966
	September	1,280	7,112	5,832	298	3,475	3,177	229	1,189	960	753	2,448	1,695
	December	2,736	7,653	4,917	896	3,748	2,852	474	1,314	840	1,366	2,591	1,225

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

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

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
Total private by firm ¹										
Gross job gains	7,092	6,798	6,614	7,112	7,653	6.0	5.7	5.5	5.8	6.1
At expanding firms	5,982	5,731	5,655	6,087	6,489	5.1	4.8	4.7	5.0	5.2
At opening firms	1,110	1,067	959	1,025	1,164	0.9	0.9	0.8	0.8	0.9
Gross job losses	5,199	5,043	5,694	5,832	4,917	4.5	4.2	4.7	4.7	4.0
At contracting firms	4,307	4,273	4,860	4,809	4,053	3.7	3.6	4.0	3.9	3.3
At closing firms	892	770	834	1,023	864	0.8	0.6	0.7	0.8	0.7
Net employment change	1,893	1,755	920	1,280	2,736	1.5	1.5	0.8	1.1	2.1
Firm size 1 to 49 employees										
Gross job gains	3,496	3,590	3,493	3,475	3,748	10.5	10.7	10.2	10.1	10.7
At expanding firms	2,424	2,562	2,566	2,485	2,627	7.3	7.6	7.5	7.2	7.5
At opening firms	1,072	1,028	927	990	1,121	3.2	3.1	2.7	2.9	3.2
Gross job losses	2,975	2,641	2,795	3,177	2,852	9.0	7.9	8.2	9.3	8.2
At contracting firms	2,110	1,901	1,988	2,193	2,024	6.4	5.7	5.8	6.4	5.8
At closing firms	865	740	807	984	828	2.6	2.2	2.4	2.9	2.4
Net employment change	521	949	698	298	896	1.5	2.8	2.0	0.8	2.5
Firm size 50 to 249 employees										
Gross job gains	1,193	1,094	1,137	1,189	1,314	5.9	5.2	5.4	5.5	6.1
At expanding firms	1,161	1,065	1,108	1,159	1,277	5.7	5.1	5.3	5.4	5.9
At opening firms	32	29	29	30	37	0.2	0.1	0.1	0.1	0.2
Gross job losses	842	877	933	960	840	4.1	4.2	4.4	4.5	3.8
At contracting firms	817	852	910	927	813	4.0	4.1	4.3	4.3	3.7
At closing firms	25	25	23	33	27	0.1	0.1	0.1	0.2	0.1
Net employment change	351	217	204	229	474	1.8	1.0	1.0	1.0	2.3
Firm size 250 or more employees										
Gross job gains	2,403	2,114	1,984	2,448	2,591	3.7	3.2	3.0	3.7	3.8
At expanding firms	2,397	2,104	1,981	2,443	2,585	3.7	3.2	3.0	3.7	3.8
At opening firms	6	10	3	5	6	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,382	1,525	1,966	1,695	1,225	2.1	2.3	3.0	2.5	1.8
At contracting firms	1,380	1,520	1,962	1,689	1,216	2.1	2.3	3.0	2.5	1.8
At closing firms	2	5	4	6	9	0.0	0.0	0.0	0.0	0.0
Net employment change	1,021	589	18	753	1,366	1.6	0.9	0.0	1.2	2.0

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

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

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

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
United States ¹	8,821,000	8,154,000	8,141,000	8,795,000	9,576,000	6,757,000	6,469,000	7,248,000	7,482,000	6,697,000
Alabama	119,294	92,377	98,458	105,158	123,121	84,720	92,107	94,344	106,750	86,692
Alaska	30,084	25,286	21,847	23,961	27,986	17,167	21,662	21,303	21,918	20,502
Arizona	180,158	157,582	171,297	175,461	176,424	120,914	137,245	149,126	152,372	127,115
Arkansas	71,401	59,076	56,022	66,061	78,152	51,611	50,250	56,824	59,874	46,913
California	1,171,574	1,081,628	1,111,041	1,123,411	1,263,445	848,243	833,574	924,896	914,395	817,715
Colorado	161,665	190,034	175,095	185,136	177,505	157,038	123,149	145,073	159,851	142,139
Connecticut	88,630	85,542	90,384	93,752	96,125	79,517	71,646	80,149	82,471	75,282
Delaware	24,803	25,344	23,474	26,568	31,132	21,870	22,245	23,794	26,033	23,023
District of Columbia ..	24,490	25,353	33,099	38,409	36,154	25,795	24,772	25,367	23,534	24,965
Florida	586,615	521,589	594,873	714,440	620,547	443,199	435,096	473,304	472,323	485,513
Georgia	290,819	251,594	260,499	282,737	319,390	191,946	214,348	235,681	238,242	222,404
Hawaii	61,190	37,733	49,250	34,438	32,973	18,902	26,185	26,298	31,537	23,158
Idaho	55,980	53,979	48,505	50,776	57,988	39,115	37,762	47,768	48,823	42,391
Illinois	311,130	352,016	298,372	311,542	378,074	292,410	235,866	274,482	293,148	241,186
Indiana	174,192	157,471	149,586	164,891	195,758	127,593	131,642	156,760	151,625	125,550
Iowa	84,795	76,915	75,276	77,596	84,090	62,908	68,172	76,158	75,839	66,943
Kansas	76,509	68,181	68,087	73,154	85,507	64,495	61,530	68,174	73,086	59,413
Kentucky	112,311	112,708	99,257	104,949	117,852	93,275	80,297	102,580	103,046	79,208
Louisiana	127,528	96,274	101,433	102,880	146,763	81,705	88,400	93,676	129,960	84,232
Maine	41,979	45,104	39,009	39,590	42,215	31,261	32,096	40,073	40,434	35,966
Maryland	147,691	129,076	137,692	157,519	152,777	119,660	114,275	136,921	138,640	120,002
Massachusetts	203,528	193,648	207,270	217,283	215,423	160,761	145,185	171,566	178,055	176,669
Michigan	233,463	297,237	222,680	234,583	273,189	237,554	172,427	202,472	217,395	190,282
Minnesota	159,532	215,284	145,938	153,700	175,774	157,602	113,923	133,050	162,284	127,029
Mississippi	69,883	48,982	56,390	65,966	72,504	42,799	57,760	57,656	54,905	50,572
Missouri	162,655	145,842	141,163	155,844	174,451	119,914	120,759	145,379	141,012	130,144
Montana	35,500	34,300	32,865	33,259	39,855	25,794	26,870	31,529	32,508	28,711
Nebraska	53,943	52,031	49,834	50,268	54,692	43,750	49,507	48,886	53,014	44,600
Nevada	97,898	83,087	111,229	107,324	102,935	63,782	62,689	67,662	70,153	60,754
New Hampshire	40,432	41,089	39,516	39,515	44,497	34,841	30,261	35,760	38,462	38,281
New Jersey	262,647	231,639	239,708	250,454	304,548	189,844	186,170	192,503	207,816	185,576
New Mexico	43,561	51,283	43,694	49,266	51,063	45,015	34,014	40,189	39,930	40,182
New York	528,197	502,099	518,958	559,006	590,361	452,008	393,029	422,051	443,330	417,053
North Carolina	288,961	249,484	241,817	256,502	314,572	182,519	200,141	221,426	244,858	201,434
North Dakota	23,213	25,429	22,525	24,467	25,764	22,713	20,985	21,227	22,197	21,551
Ohio	291,848	273,126	265,532	275,693	321,925	233,327	223,339	265,035	269,431	234,247
Oklahoma	97,432	75,490	81,271	88,311	94,365	71,686	75,024	75,108	87,915	80,657
Oregon	115,457	134,802	105,790	112,694	125,365	101,713	88,715	106,130	104,372	102,163
Pennsylvania	298,990	318,356	277,331	309,749	344,695	258,653	227,213	266,006	260,551	244,777
Rhode Island	29,475	38,212	28,289	30,784	34,713	27,610	21,750	25,839	26,839	26,519
South Carolina	135,839	106,718	108,572	125,492	138,925	88,242	104,928	112,384	115,618	92,872
South Dakota	25,154	25,621	24,015	23,510	25,968	21,283	21,112	20,932	23,057	21,513
Tennessee	188,799	144,611	154,802	176,734	194,757	116,317	128,007	151,018	143,369	130,096
Texas	766,575	597,160	697,328	753,292	836,520	489,322	512,772	566,281	572,188	509,280
Utah	104,801	94,104	92,724	98,710	101,982	71,466	80,546	80,574	92,372	80,008
Vermont	17,749	19,463	20,027	18,981	19,628	18,518	14,209	16,320	18,107	16,684
Virginia	214,569	184,421	195,231	213,826	225,872	162,104	169,083	187,666	192,102	172,065
Washington	192,772	215,904	184,755	200,914	221,233	163,861	149,132	161,011	159,079	143,605
West Virginia	38,074	37,107	33,867	35,398	41,116	31,713	29,736	33,480	33,627	30,914
Wisconsin	149,052	140,399	140,340	134,511	159,842	121,780	112,350	130,321	140,845	132,035
Wyoming	19,560	18,202	17,488	17,924	20,579	15,116	16,576	16,985	17,152	15,896
Puerto Rico	43,022	43,139	51,860	57,802	45,192	31,747	32,409	33,495	35,406	38,820
Virgin Islands	2,379	1,794	2,590	1,833	1,976	1,394	2,621	1,535	2,079	2,297

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

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

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

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	Mar. 2021	June 2021	Sept. 2021	Dec. 2021
United States	7.4	6.8	6.7	7.2	7.7	5.7	5.4	5.9	6.2	5.4
Alabama	7.6	5.9	6.2	6.6	7.6	5.5	5.9	6.0	6.7	5.3
Alaska	13.4	11.0	9.5	10.4	11.9	7.7	9.4	9.2	9.5	8.7
Arizona	7.3	6.3	6.8	6.9	6.8	5.0	5.5	6.0	6.0	4.9
Arkansas	7.2	5.9	5.5	6.6	7.6	5.2	5.1	5.6	5.9	4.5
California	8.5	7.7	7.8	7.8	8.5	6.1	5.9	6.4	6.3	5.5
Colorado	7.5	8.6	7.8	8.1	7.6	7.2	5.6	6.4	7.0	6.1
Connecticut	6.6	6.3	6.6	6.8	6.9	5.9	5.3	5.9	6.0	5.4
Delaware	6.8	6.8	6.4	7.2	8.3	6.0	6.0	6.4	7.0	6.1
District of Columbia	5.3	5.5	7.0	7.9	7.3	5.5	5.3	5.4	4.8	5.0
Florida	8.0	6.9	7.8	9.2	7.7	6.0	5.8	6.2	6.0	6.1
Georgia	7.9	6.7	6.9	7.4	8.1	5.2	5.7	6.2	6.2	5.7
Hawaii	14.7	8.5	10.7	7.2	6.8	4.6	5.9	5.6	6.6	4.8
Idaho	8.7	8.1	7.2	7.7	8.6	6.1	5.7	7.2	7.3	6.3
Illinois	6.5	7.2	6.0	6.3	7.5	6.1	4.9	5.6	6.0	4.9
Indiana	6.8	6.0	5.7	6.3	7.3	5.0	5.1	6.0	5.8	4.7
Iowa	6.8	6.1	6.0	6.2	6.6	5.1	5.4	6.0	6.0	5.2
Kansas	7.0	6.2	6.2	6.6	7.6	5.9	5.5	6.1	6.6	5.3
Kentucky	7.3	7.3	6.4	6.6	7.4	6.1	5.1	6.5	6.5	5.0
Louisiana	8.7	6.4	6.8	6.9	9.7	5.6	5.9	6.2	8.6	5.6
Maine	8.5	9.0	7.7	7.8	8.2	6.3	6.3	7.8	8.0	7.0
Maryland	7.3	6.3	6.6	7.5	7.2	5.8	5.5	6.6	6.7	5.7
Massachusetts	7.0	6.6	6.9	7.2	7.0	5.5	5.0	5.7	5.9	5.7
Michigan	6.7	8.5	6.2	6.6	7.5	6.9	4.9	5.6	6.1	5.3
Minnesota	6.9	9.2	6.1	6.4	7.3	6.8	4.9	5.5	6.8	5.2
Mississippi	8.0	5.6	6.4	7.5	8.0	4.9	6.6	6.5	6.2	5.7
Missouri	7.1	6.3	6.0	6.7	7.4	5.2	5.3	6.3	6.1	5.5
Montana	9.4	8.8	8.3	8.4	10.0	6.8	6.9	8.1	8.3	7.2
Nebraska	6.8	6.5	6.2	6.2	6.7	5.5	6.2	6.0	6.6	5.5
Nevada	8.8	7.3	9.5	8.9	8.2	5.7	5.5	5.7	5.8	4.9
New Hampshire	7.4	7.4	7.0	7.0	7.8	6.4	5.4	6.4	6.8	6.7
New Jersey	8.1	7.0	7.2	7.4	8.8	5.9	5.6	5.7	6.1	5.3
New Mexico	7.3	8.5	7.1	7.9	8.0	7.5	5.7	6.6	6.3	6.3
New York	7.4	6.9	7.1	7.5	7.7	6.3	5.4	5.7	6.0	5.5
North Carolina	7.9	6.6	6.4	6.8	8.1	5.0	5.4	5.8	6.4	5.2
North Dakota	7.2	7.8	6.9	7.5	7.7	7.1	6.5	6.5	6.7	6.5
Ohio	6.6	6.1	5.9	6.1	7.0	5.2	5.0	5.8	6.0	5.2
Oklahoma	7.9	6.1	6.5	7.1	7.4	5.8	6.1	6.0	7.0	6.4
Oregon	7.4	8.5	6.6	7.0	7.7	6.5	5.6	6.6	6.5	6.2
Pennsylvania	6.2	6.4	5.6	6.2	6.8	5.3	4.6	5.3	5.3	4.8
Rhode Island	7.6	9.8	7.0	7.6	8.5	7.1	5.5	6.4	6.6	6.5
South Carolina	8.0	6.2	6.3	7.2	7.9	5.2	6.1	6.5	6.6	5.3
South Dakota	7.2	7.3	6.8	6.6	7.2	6.2	6.0	5.8	6.5	5.9
Tennessee	7.5	5.6	5.9	6.8	7.4	4.6	5.0	5.8	5.5	4.9
Texas	7.6	5.7	6.7	7.1	7.7	4.8	5.0	5.4	5.4	4.7
Utah	8.1	7.1	6.9	7.3	7.5	5.6	6.1	6.0	6.8	5.8
Vermont	7.6	8.2	8.4	7.9	8.1	8.0	6.1	6.8	7.5	6.9
Virginia	7.0	6.0	6.2	6.8	7.1	5.3	5.4	6.0	6.1	5.4
Washington	7.2	7.9	6.7	7.2	7.8	6.1	5.4	5.8	5.7	5.1
West Virginia	7.4	7.2	6.5	6.7	7.8	6.2	5.8	6.4	6.5	5.9
Wisconsin	6.3	5.8	5.8	5.5	6.5	5.1	4.7	5.4	5.8	5.4
Wyoming	10.0	9.1	8.8	8.9	10.1	7.7	8.3	8.5	8.6	7.8
Puerto Rico	6.6	6.6	7.7	8.3	6.4	4.9	5.0	5.0	5.1	5.5
Virgin Islands	9.9	7.4	10.6	7.4	8.1	5.8	10.8	6.2	8.5	9.4

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
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	190	2.5	784	0.7	635	0.6
	June	221	2.9	204	2.7	806	0.7	711	0.6
	September	225	3.0	199	2.6	825	0.7	703	0.6
	December	224	2.9	198	2.6	836	0.7	705	0.6
2015	March	233	3.0	207	2.7	818	0.7	696	0.6
	June	234	3.1	211	2.8	838	0.7	728	0.6
	September	243	3.2	207	2.7	881	0.7	699	0.6
	December	247	3.2	209	2.7	892	0.7	733	0.6
2016	March	236	3.0	204	2.6	789	0.7	671	0.6
	June	241	3.1	213	2.7	838	0.7	719	0.6
	September	238	3.0	214	2.7	872	0.7	745	0.6
	December	238	3.0	217	2.8	865	0.7	729	0.6
2017	March	242	3.0	204	2.6	804	0.7	666	0.5
	June	241	3.0	224	2.8	850	0.7	753	0.6
	September	243	3.0	225	2.8	850	0.7	760	0.6
	December	245	3.1	216	2.7	848	0.7	732	0.6
2018	March	248	3.1	214	2.7	812	0.7	665	0.5
	June	265	3.3	228	2.8	880	0.7	769	0.6
	September	251	3.1	231	2.8	864	0.7	786	0.6
	December	249	3.1	222	2.7	857	0.7	761	0.6
2019	March	260	3.2	220	2.7	807	0.6	696	0.6
	June	258	3.1	241	2.9	850	0.7	807	0.6
	September	250	3.0	233	2.8	848	0.7	768	0.6
	December	268	3.2	235	2.8	905	0.7	792	0.6
2020	March	316	3.8	274	3.3	846	0.7	762	0.6
	June	227	2.8	329	4.0	661	0.6	1,163	1.0
	September	277	3.4	235	2.9	822	0.7	697	0.6
	December	287	3.5	218	2.6	917	0.8	694	0.6
2021	March	303	3.6	211	2.5	826	0.7	608	0.5
	June	351	4.1	N/A	N/A	980	0.8	N/A	N/A
	September	356	4.1	N/A	N/A	1,012	0.8	N/A	N/A
	December	376	4.3	N/A	N/A	1,108	0.9	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.