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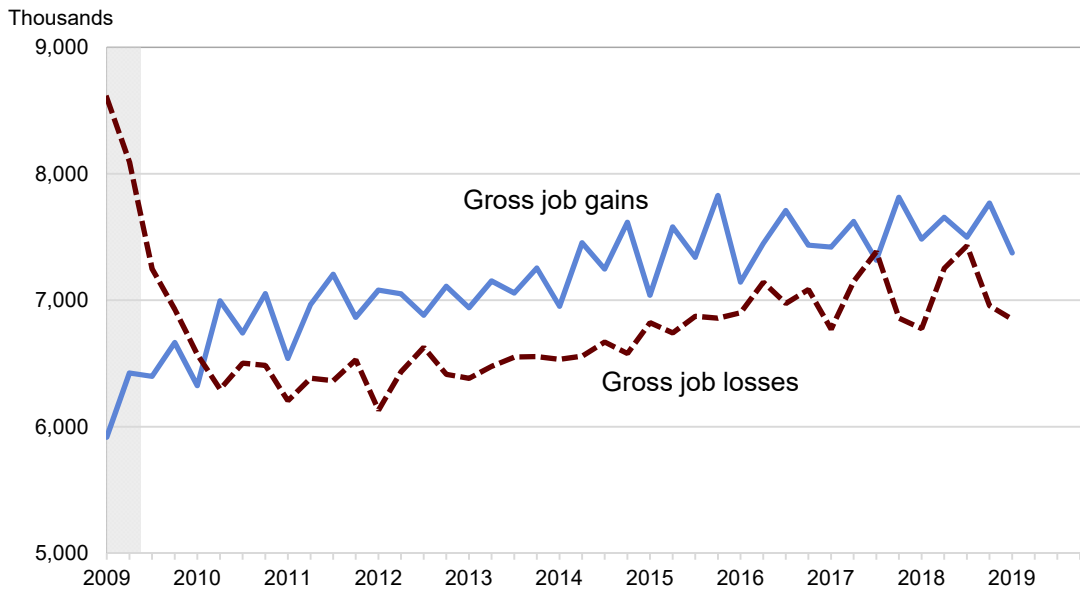
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BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2019

From December 2018 to March 2019, **gross job gains** from opening and expanding private-sector establishments were 7.4 million, a decrease of 393,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 6.9 million, a decrease of 107,000 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 525,000 jobs in the private sector during the first quarter of 2019. (See chart 1, and tables A and 1.)

Chart 1. Total private sector gross job gains and gross job losses, seasonally adjusted
 March 2009 - March 2019



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

Changes to Business Employment Dynamics (BED) Data

Data in this release incorporate annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

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

Gross Job Gains

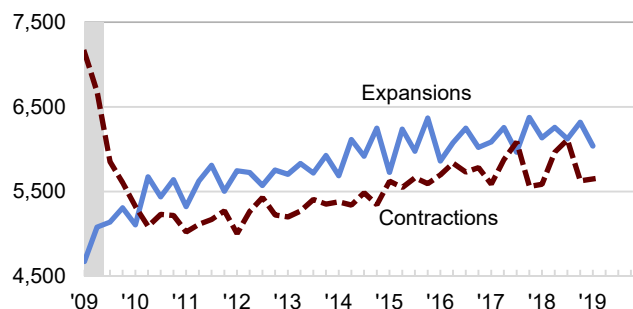
In the first quarter of 2019, gross job gains represented 5.9 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.0 million in the first quarter of 2019, a decrease of 280,000 jobs compared to the previous quarter.

Opening establishments accounted for 1.3 million of the jobs gained in the first quarter of 2019, a decrease of 113,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Gross Job Losses

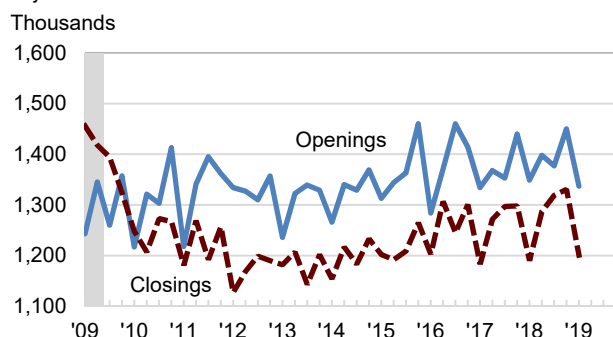
In the first quarter of 2019, gross job losses represented 5.5 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.6 million jobs in the first quarter of 2019, an increase of 23,000 jobs from the prior quarter. In the first quarter of 2019, **closing** establishments lost 1.2 million jobs, a decrease of 130,000 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 2009 - March 2019



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 2009 - March 2019



NOTE: Shaded area represents NBER defined recession period.

Establishment Births and Deaths

In the first quarter of 2019, the number of **establishment births** (a subset of the openings data) increased by 7,000, to a total of 256,000 establishments. These new establishments accounted for 814,000 jobs, a decrease of 49,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the second quarter of 2018, when 774,000 jobs were lost at 231,000 establishments, an increase of 111,000 jobs from the first quarter of 2018. (See Technical Note and table 8.)

Industries

Gross job gains exceeded gross job losses in 10 of 13 industries in the first quarter of 2019. The service-providing industries experienced a net job increase of 414,000 jobs in the first quarter of 2019. Within service-providing industries, education and health services had the largest over-the-quarter net job increase, with a gain of 152,000 jobs. This was the result of 1,003,000 gross job gains and 851,000 gross job losses. The leisure and hospitality sector had the second largest increase among service-providing industries, with a net gain of 140,000 jobs. The goods-producing industries experienced a net job increase of 111,000 jobs in the first quarter of 2019. Of the goods-producing industries, construction experienced a net increase of 84,000 jobs, manufacturing added 26,000 jobs, and natural resources and mining showed a net gain of 1,000 jobs. (See table 3.)

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

Category	3 months ended				
	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019
	Levels (in thousands)				
Gross job gains.....	7,484	7,655	7,499	7,768	7,375
At expanding establishments..	6,135	6,257	6,122	6,318	6,038
At opening establishments....	1,349	1,398	1,377	1,450	1,337
Gross job losses.....	6,777	7,254	7,432	6,957	6,850
At contracting establishments	5,587	5,967	6,113	5,626	5,649
At closing establishments.....	1,190	1,287	1,319	1,331	1,201
Net employment change ¹	707	401	67	811	525
	Rates (percent)				
Gross job gains.....	6.1	6.1	6.0	6.3	5.9
At expanding establishments.	5.0	5.0	4.9	5.1	4.8
At opening establishments....	1.1	1.1	1.1	1.2	1.1
Gross job losses.....	5.5	5.8	6.0	5.6	5.5
At contracting establishments	4.5	4.8	4.9	4.5	4.5
At closing establishments.....	1.0	1.0	1.1	1.1	1.0
Net employment change ¹	0.6	0.3	0.0	0.7	0.4

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 first quarter of 2019, firms with 1-49 employees had a net employment gain of 280,000. Firms with 50-249 employees had a net employment gain of 150,000. Firms with 250 or more employees had a net employment gain of 149,000. (See tables 4 and 5.)

States

Gross job gains exceeded gross job losses in 41 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the first quarter of 2019. (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 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 Second Quarter 2019 are scheduled to be released on Wednesday, January 29, 2020 at 10:00 a.m. (EST).

South Carolina Business Employment Dynamics Data

Business Employment Dynamics (BED) data for 2018 and the first quarter of 2019 for South Carolina show unusual movements, which may be the result of a change in reporting. The unusual movements coincide with a modernization of the South Carolina unemployment insurance system. For more information, please visit: www.bls.gov/cew/2018-notice-regarding-south-carolina-employment-and-wages-data.htm

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 10.1 million establishments in first quarter of 2019 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 8.2 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 689,000 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

Differences between QCEW, BED, and CES employment measures

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

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

Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal Employees (UCFE) laws are compiled from quarterly contribution reports submitted to the SWAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the “Multiple Worksite Report,” which provides detailed information on the location of their establishments. These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

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

Gross job gains and gross job losses in this release are derived from longitudinal histories of 8.2 million private sector employer reports out of 10.1 million total reports of employment and wages submitted by states to BLS in the first quarter of 2019. 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 2019.

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

	Millions
Total establishments QCEW program.....	10.1
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.4
 Total establishments included in Business Employment Dynamics data.....	 8.2

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
2009	March	-2,680	5,918	4,675	1,243	8,598	7,142	1,456
	June	-1,667	6,425	5,080	1,345	8,092	6,674	1,418
	September	-849	6,399	5,139	1,260	7,248	5,854	1,394
	December	-264	6,665	5,308	1,357	6,929	5,605	1,324
2010	March	-247	6,325	5,108	1,217	6,572	5,324	1,248
	June	698	6,995	5,674	1,321	6,297	5,090	1,207
	September	237	6,741	5,438	1,303	6,504	5,231	1,273
	December	566	7,052	5,639	1,413	6,486	5,219	1,267
2011	March	334	6,540	5,322	1,218	6,206	5,025	1,181
	June	582	6,966	5,625	1,341	6,384	5,115	1,269
	September	841	7,205	5,810	1,395	6,364	5,172	1,192
	December	335	6,865	5,503	1,362	6,530	5,273	1,257
2012	March	948	7,080	5,746	1,334	6,132	5,005	1,127
	June	616	7,051	5,724	1,327	6,435	5,266	1,169
	September	252	6,881	5,571	1,310	6,629	5,430	1,199
	December	695	7,110	5,753	1,357	6,415	5,225	1,190
2013	March	558	6,941	5,705	1,236	6,383	5,201	1,182
	June	674	7,152	5,830	1,322	6,478	5,271	1,207
	September	507	7,058	5,719	1,339	6,551	5,408	1,143
	December	700	7,255	5,926	1,329	6,555	5,353	1,202
2014	March	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	7,040	5,727	1,313	6,824	5,622	1,202
	June	838	7,580	6,236	1,344	6,742	5,550	1,192
	September	466	7,340	5,977	1,363	6,874	5,665	1,209
	December	968	7,827	6,367	1,460	6,859	5,594	1,265
2016	March	242	7,144	5,860	1,284	6,902	5,699	1,203
	June	305	7,448	6,077	1,371	7,143	5,836	1,307
	September	734	7,709	6,249	1,460	6,975	5,730	1,245
	December	351	7,436	6,021	1,415	7,085	5,784	1,301
2017	March	649	7,420	6,086	1,334	6,771	5,588	1,183
	June	473	7,623	6,255	1,368	7,150	5,878	1,272
	September	-68	7,317	5,964	1,353	7,385	6,088	1,297
	December	955	7,814	6,374	1,440	6,859	5,561	1,298
2018	March	707	7,484	6,135	1,349	6,777	5,587	1,190
	June	401	7,655	6,257	1,398	7,254	5,967	1,287
	September	67	7,499	6,122	1,377	7,432	6,113	1,319
	December	811	7,768	6,318	1,450	6,957	5,626	1,331
2019	March	525	7,375	6,038	1,337	6,850	5,649	1,201

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
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	0.8	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	0.8	6.6	5.4	1.2	5.8	4.7	1.1
2016	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.2	6.2	5.1	1.1	6.0	4.9	1.1
	September	0.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	0.3	6.2	5.0	1.2	5.9	4.8	1.1
2017	March	0.5	6.1	5.0	1.1	5.6	4.6	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	-0.1	6.0	4.9	1.1	6.1	5.0	1.1
	December	0.8	6.4	5.2	1.2	5.6	4.5	1.1
2018	March	0.6	6.1	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	0.7	6.3	5.1	1.2	5.6	4.5	1.1
2019	March	0.4	5.9	4.8	1.1	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) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019
Total private¹										
Gross job gains	7,484	7,655	7,499	7,768	7,375	6.1	6.1	6.0	6.3	5.9
At expanding establishments	6,135	6,257	6,122	6,318	6,038	5.0	5.0	4.9	5.1	4.8
At opening establishments	1,349	1,398	1,377	1,450	1,337	1.1	1.1	1.1	1.2	1.1
Gross job losses	6,777	7,254	7,432	6,957	6,850	5.5	5.8	6.0	5.6	5.5
At contracting establishments	5,587	5,967	6,113	5,626	5,649	4.5	4.8	4.9	4.5	4.5
At closing establishments	1,190	1,287	1,319	1,331	1,201	1.0	1.0	1.1	1.1	1.0
Net employment change	707	401	67	811	525	0.6	0.3	0.0	0.7	0.4
Goods-producing										
Gross job gains	1,413	1,410	1,314	1,406	1,343	6.6	6.5	6.0	6.4	6.1
At expanding establishments	1,205	1,212	1,118	1,194	1,149	5.6	5.6	5.1	5.4	5.2
At opening establishments	208	198	196	212	194	1.0	0.9	0.9	1.0	0.9
Gross job losses	1,197	1,271	1,316	1,255	1,232	5.6	5.8	6.0	5.7	5.5
At contracting establishments	1,011	1,066	1,116	1,052	1,049	4.7	4.9	5.1	4.8	4.7
At closing establishments	186	205	200	203	183	0.9	0.9	0.9	0.9	0.8
Net employment change	216	139	-2	151	111	1.0	0.7	0.0	0.7	0.6
Natural resources and mining										
Gross job gains	259	275	240	246	243	13.4	14.2	12.5	12.6	12.4
At expanding establishments	226	240	210	214	213	11.7	12.4	10.9	11.0	10.9
At opening establishments	33	35	30	32	30	1.7	1.8	1.6	1.6	1.5
Gross job losses	242	249	247	256	242	12.6	12.8	12.8	13.2	12.4
At contracting establishments	210	214	218	227	213	10.9	11.0	11.3	11.7	10.9
At closing establishments	32	35	29	29	29	1.7	1.8	1.5	1.5	1.5
Net employment change	17	26	-7	-10	1	0.8	1.4	-0.3	-0.6	0.0
Construction										
Gross job gains	730	695	651	695	698	10.2	9.6	9.0	9.6	9.3
At expanding establishments	592	568	526	559	569	8.3	7.8	7.3	7.7	7.6
At opening establishments	138	127	125	136	129	1.9	1.8	1.7	1.9	1.7
Gross job losses	595	643	657	621	614	8.3	8.9	9.1	8.6	8.2
At contracting establishments	482	520	535	499	500	6.7	7.2	7.4	6.9	6.7
At closing establishments	113	123	122	122	114	1.6	1.7	1.7	1.7	1.5
Net employment change	135	52	-6	74	84	1.9	0.7	-0.1	1.0	1.1
Manufacturing										
Gross job gains	424	440	423	465	402	3.4	3.5	3.3	3.6	3.2
At expanding establishments	387	404	382	421	367	3.1	3.2	3.0	3.3	2.9
At opening establishments	37	36	41	44	35	0.3	0.3	0.3	0.3	0.3
Gross job losses	360	379	412	378	376	2.8	3.0	3.3	3.0	2.9
At contracting establishments	319	332	363	326	336	2.5	2.6	2.9	2.6	2.6
At closing establishments	41	47	49	52	40	0.3	0.4	0.4	0.4	0.3
Net employment change	64	61	11	87	26	0.6	0.5	0.0	0.6	0.3
Service-providing¹										
Gross job gains	6,071	6,245	6,185	6,362	6,032	5.9	6.1	6.1	6.2	5.8
At expanding establishments	4,930	5,045	5,004	5,124	4,889	4.8	4.9	4.9	5.0	4.7
At opening establishments	1,141	1,200	1,181	1,238	1,143	1.1	1.2	1.2	1.2	1.1
Gross job losses	5,580	5,983	6,116	5,702	5,618	5.5	5.9	6.0	5.5	5.4
At contracting establishments	4,576	4,901	4,997	4,574	4,600	4.5	4.8	4.9	4.4	4.4
At closing establishments	1,004	1,082	1,119	1,128	1,018	1.0	1.1	1.1	1.1	1.0
Net employment change	491	262	69	660	414	0.4	0.2	0.1	0.7	0.4
Wholesale trade										
Gross job gains	270	277	275	279	258	4.6	4.7	4.7	4.8	4.3
At expanding establishments	222	230	223	228	214	3.8	3.9	3.8	3.9	3.6
At opening establishments	48	47	52	51	44	0.8	0.8	0.9	0.9	0.7
Gross job losses	249	251	269	245	243	4.2	4.2	4.6	4.1	4.2
At contracting establishments	195	196	211	190	192	3.3	3.3	3.6	3.2	3.3
At closing establishments	54	55	58	55	51	0.9	0.9	1.0	0.9	0.9
Net employment change	21	26	6	34	15	0.4	0.5	0.1	0.7	0.1

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)				
	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019
Retail trade										
Gross job gains	945	909	918	847	905	5.9	5.7	5.8	5.4	5.7
At expanding establishments	829	774	794	737	789	5.2	4.9	5.0	4.7	5.0
At opening establishments	116	135	124	110	116	0.7	0.8	0.8	0.7	0.7
Gross job losses	861	961	1,002	918	863	5.5	6.1	6.3	5.8	5.5
At contracting establishments	755	840	852	787	752	4.8	5.3	5.4	5.0	4.8
At closing establishments	106	121	150	131	111	0.7	0.8	0.9	0.8	0.7
Net employment change	84	-52	-84	-71	42	0.4	-0.4	-0.5	-0.4	0.2
Transportation and warehousing										
Gross job gains	267	286	313	421	281	5.2	5.5	6.0	7.8	5.2
At expanding establishments	231	245	270	365	240	4.5	4.7	5.2	6.8	4.4
At opening establishments	36	41	43	56	41	0.7	0.8	0.8	1.0	0.8
Gross job losses	327	254	256	239	346	6.4	4.9	4.9	4.5	6.3
At contracting establishments	293	217	219	198	311	5.7	4.2	4.2	3.7	5.7
At closing establishments	34	37	37	41	35	0.7	0.7	0.7	0.8	0.6
Net employment change	-60	32	57	182	-65	-1.2	0.6	1.1	3.3	-1.1
Utilities										
Gross job gains	11	13	12	12	12	2.0	2.4	2.2	2.2	2.2
At expanding establishments	10	11	10	11	11	1.8	2.0	1.8	2.0	2.0
At opening establishments	1	2	2	1	1	0.2	0.4	0.4	0.2	0.2
Gross job losses	11	15	13	14	13	2.0	2.7	2.4	2.6	2.4
At contracting establishments	10	13	12	12	12	1.8	2.3	2.2	2.2	2.2
At closing establishments	1	2	1	2	1	0.2	0.4	0.2	0.4	0.2
Net employment change	0	-2	-1	-2	-1	0.0	-0.3	-0.2	-0.4	-0.2
Information										
Gross job gains	156	160	150	145	175	5.6	5.7	5.3	5.1	6.2
At expanding establishments	131	134	122	116	139	4.7	4.8	4.3	4.1	4.9
At opening establishments	25	26	28	29	36	0.9	0.9	1.0	1.0	1.3
Gross job losses	148	167	156	150	145	5.3	5.9	5.6	5.3	5.2
At contracting establishments	123	139	129	121	120	4.4	4.9	4.6	4.3	4.3
At closing establishments	25	28	27	29	25	0.9	1.0	1.0	1.0	0.9
Net employment change	8	-7	-6	-5	30	0.3	-0.2	-0.3	-0.2	1.0
Financial activities										
Gross job gains	360	395	381	394	362	4.4	4.8	4.6	4.8	4.4
At expanding establishments	285	313	299	299	290	3.5	3.8	3.6	3.6	3.5
At opening establishments	75	82	82	95	72	0.9	1.0	1.0	1.2	0.9
Gross job losses	350	357	387	376	343	4.3	4.4	4.8	4.6	4.2
At contracting establishments	268	276	300	286	261	3.3	3.4	3.7	3.5	3.2
At closing establishments	82	81	87	90	82	1.0	1.0	1.1	1.1	1.0
Net employment change	10	38	-6	18	19	0.1	0.4	-0.2	0.2	0.2
Professional and business services										
Gross job gains	1,357	1,471	1,438	1,508	1,318	6.5	7.0	6.8	7.2	6.3
At expanding establishments	1,101	1,196	1,158	1,199	1,074	5.3	5.7	5.5	5.7	5.1
At opening establishments	256	275	280	309	244	1.2	1.3	1.3	1.5	1.2
Gross job losses	1,279	1,374	1,368	1,352	1,318	6.2	6.6	6.6	6.4	6.2
At contracting establishments	1,029	1,098	1,099	1,061	1,065	5.0	5.3	5.3	5.0	5.0
At closing establishments	250	276	269	291	253	1.2	1.3	1.3	1.4	1.2
Net employment change	78	97	70	156	0	0.3	0.4	0.2	0.8	0.1
Education and health services										
Gross job gains	998	1,015	1,014	1,004	1,003	4.4	4.5	4.5	4.4	4.4
At expanding establishments	813	820	836	816	823	3.6	3.6	3.7	3.6	3.6
At opening establishments	185	195	178	188	180	0.8	0.9	0.8	0.8	0.8
Gross job losses	843	934	917	868	851	3.7	4.2	4.1	3.8	3.7
At contracting establishments	676	758	739	686	673	3.0	3.4	3.3	3.0	2.9
At closing establishments	167	176	178	182	178	0.7	0.8	0.8	0.8	0.8
Net employment change	155	81	97	136	152	0.7	0.3	0.4	0.6	0.7

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)				
	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019
Leisure and hospitality										
Gross job gains	1,360	1,353	1,344	1,406	1,338	8.4	8.4	8.3	8.6	8.2
At expanding establishments	1,069	1,065	1,049	1,110	1,064	6.6	6.6	6.5	6.8	6.5
At opening establishments	291	288	295	296	274	1.8	1.8	1.8	1.8	1.7
Gross job losses	1,208	1,364	1,418	1,230	1,198	7.5	8.4	8.7	7.6	7.3
At contracting establishments	1,005	1,136	1,186	1,004	992	6.2	7.0	7.3	6.2	6.0
At closing establishments	203	228	232	226	206	1.3	1.4	1.4	1.4	1.3
Net employment change	152	-11	-74	176	140	0.9	0.0	-0.4	1.0	0.9
Other services										
Gross job gains	299	318	301	304	299	7.1	7.5	7.1	7.2	7.0
At expanding establishments	232	250	236	237	235	5.5	5.9	5.6	5.6	5.5
At opening establishments	67	68	65	67	64	1.6	1.6	1.5	1.6	1.5
Gross job losses	279	286	308	291	276	6.7	6.8	7.3	6.9	6.5
At contracting establishments	217	223	244	224	216	5.2	5.3	5.8	5.3	5.1
At closing establishments	62	63	64	67	60	1.5	1.5	1.5	1.6	1.4
Net employment change	20	32	-7	13	23	0.4	0.7	-0.2	0.3	0.5

¹ Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job		Net change	Gross job		Net change	Gross job		Net change	Gross job	
			gains	losses		gains	losses		gains	losses		gains	losses
2009	March	-2,638	4,617	7,255	-983	2,721	3,704	-616	810	1,426	-1,039	1,086	2,125
	June	-1,763	5,169	6,932	-474	2,946	3,420	-281	950	1,231	-1,008	1,273	2,281
	September	-906	5,164	6,070	-372	2,826	3,198	-110	932	1,042	-424	1,406	1,830
	December	-317	5,403	5,720	-159	2,940	3,099	-45	962	1,007	-113	1,501	1,614
2010	March	-234	5,115	5,349	-195	2,863	3,058	-2	914	916	-37	1,338	1,375
	June	664	5,805	5,141	235	3,093	2,858	204	1,071	867	225	1,641	1,416
	September	226	5,525	5,299	26	2,946	2,920	87	998	911	113	1,581	1,468
	December	502	5,781	5,279	92	3,051	2,959	92	1,034	942	318	1,696	1,378
2011	March	340	5,375	5,035	99	2,983	2,884	122	971	849	119	1,421	1,302
	June	537	5,746	5,209	190	3,073	2,883	169	1,063	894	178	1,610	1,432
	September	852	5,974	5,122	272	3,137	2,865	171	1,066	895	409	1,771	1,362
	December	297	5,585	5,288	45	2,970	2,925	44	981	937	208	1,634	1,426
2012	March	972	5,904	4,932	388	3,173	2,785	220	1,054	834	364	1,677	1,313
	June	612	5,828	5,216	174	3,039	2,865	158	1,074	916	280	1,715	1,435
	September	226	5,581	5,355	55	2,963	2,908	54	1,006	952	117	1,612	1,495
	December	637	5,779	5,142	180	3,025	2,845	94	1,014	920	363	1,740	1,377
2013	March	582	5,743	5,161	212	3,071	2,859	156	1,029	873	214	1,643	1,429
	June	650	5,906	5,256	226	3,085	2,859	135	1,071	936	289	1,750	1,461
	September	473	5,764	5,291	225	3,063	2,838	69	1,021	952	179	1,680	1,501
	December	631	5,886	5,255	122	3,021	2,899	105	1,034	929	404	1,831	1,427
2014	March	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	222	5,669	5,447	166	3,096	2,930	76	1,024	948	-20	1,549	1,569
	June	838	6,248	5,410	319	3,197	2,878	188	1,131	943	331	1,920	1,589
	September	446	5,905	5,459	146	3,053	2,907	75	1,045	970	225	1,807	1,582
	December	860	6,261	5,401	237	3,178	2,941	96	1,077	981	527	2,006	1,479
2016	March	254	5,747	5,493	204	3,118	2,914	56	1,017	961	-6	1,612	1,618
	June	305	6,040	5,735	67	3,123	3,056	113	1,103	990	125	1,814	1,689
	September	728	6,251	5,523	180	3,151	2,971	94	1,086	992	454	2,014	1,560
	December	288	5,909	5,621	72	3,068	2,996	47	1,032	985	169	1,809	1,640
2017	March	663	5,994	5,331	359	3,239	2,880	187	1,078	891	117	1,677	1,560
	June	516	6,193	5,677	143	3,158	3,015	146	1,127	981	227	1,908	1,681
	September	-120	5,821	5,941	-121	2,992	3,113	-51	1,012	1,063	52	1,817	1,765
	December	871	6,222	5,351	240	3,192	2,952	159	1,092	933	472	1,938	1,466
2018	March	729	6,050	5,321	310	3,212	2,902	159	1,064	905	260	1,774	1,514
	June	426	6,179	5,753	128	3,189	3,061	150	1,132	982	148	1,858	1,710
	September	10	5,970	5,960	-102	3,019	3,121	-33	1,026	1,059	145	1,925	1,780
	December	739	6,132	5,393	210	3,182	2,972	151	1,085	934	378	1,865	1,487
2019	March	579	5,944	5,365	280	3,159	2,879	150	1,054	904	149	1,731	1,582

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)				
	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019
Total private by firm ¹										
Gross job gains	6,050	6,179	5,970	6,132	5,944	4.9	4.9	4.8	4.9	4.7
At expanding firms	5,092	5,264	5,086	5,166	5,019	4.1	4.2	4.1	4.1	4.0
At opening firms	958	915	884	966	925	0.8	0.7	0.7	0.8	0.7
Gross job losses	5,321	5,753	5,960	5,393	5,365	4.3	4.6	4.8	4.3	4.3
At contracting firms	4,475	4,872	5,074	4,508	4,515	3.6	3.9	4.1	3.6	3.6
At closing firms	846	881	886	885	850	0.7	0.7	0.7	0.7	0.7
Net employment change	729	426	10	739	579	0.6	0.3	0.0	0.6	0.4
Firm size 1 to 49 employees										
Gross job gains	3,212	3,189	3,019	3,182	3,159	9.4	9.2	8.8	9.3	9.1
At expanding firms	2,296	2,315	2,169	2,257	2,259	6.7	6.7	6.3	6.6	6.5
At opening firms	916	874	850	925	900	2.7	2.5	2.5	2.7	2.6
Gross job losses	2,902	3,061	3,121	2,972	2,879	8.5	8.9	9.1	8.7	8.4
At contracting firms	2,083	2,220	2,271	2,122	2,063	6.1	6.5	6.6	6.2	6.0
At closing firms	819	841	850	850	816	2.4	2.4	2.5	2.5	2.4
Net employment change	310	128	-102	210	280	0.9	0.3	-0.3	0.6	0.7
Firm size 50 to 249 employees										
Gross job gains	1,064	1,132	1,026	1,085	1,054	4.8	5.1	4.6	4.8	4.7
At expanding firms	1,035	1,096	995	1,054	1,030	4.7	4.9	4.5	4.7	4.6
At opening firms	29	36	31	31	24	0.1	0.2	0.1	0.1	0.1
Gross job losses	905	982	1,059	934	904	4.1	4.4	4.7	4.1	4.0
At contracting firms	881	952	1,029	904	878	4.0	4.3	4.6	4.0	3.9
At closing firms	24	30	30	30	26	0.1	0.1	0.1	0.1	0.1
Net employment change	159	150	-33	151	150	0.7	0.7	-0.1	0.7	0.7
Firm size 250 or more employees										
Gross job gains	1,774	1,858	1,925	1,865	1,731	2.6	2.7	2.8	2.7	2.5
At expanding firms	1,761	1,853	1,922	1,855	1,730	2.6	2.7	2.8	2.7	2.5
At opening firms	13	5	3	10	1	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,514	1,710	1,780	1,487	1,582	2.2	2.5	2.6	2.2	2.3
At contracting firms	1,511	1,700	1,774	1,482	1,574	2.2	2.5	2.6	2.2	2.3
At closing firms	3	10	6	5	8	0.0	0.0	0.0	0.0	0.0
Net employment change	260	148	145	378	149	0.4	0.2	0.2	0.5	0.2

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)				
	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019	Mar. 2018	June 2018	Sept. 2018	Dec. 2018	Mar. 2019
United States ¹	7,484,000	7,655,000	7,499,000	7,768,000	7,375,000	6,777,000	7,254,000	7,432,000	6,957,000	6,850,000
Alabama	96,243	93,553	95,605	100,816	96,841	85,683	90,394	94,075	85,914	88,823
Alaska	24,717	26,848	21,838	27,051	24,748	21,909	26,274	26,246	24,029	22,229
Arizona	144,367	143,473	159,941	154,406	139,196	127,341	141,803	123,519	126,130	136,405
Arkansas	55,048	51,191	61,294	59,915	53,605	52,471	57,719	56,723	50,421	51,893
California	950,953	993,961	966,144	1,019,583	958,690	889,271	954,808	915,540	893,290	918,099
Colorado	152,407	153,001	149,713	155,491	150,523	133,492	137,876	152,379	137,868	143,527
Connecticut	74,217	83,110	76,246	76,068	74,499	76,379	73,433	81,586	71,454	81,433
Delaware	27,064	24,680	21,797	25,620	24,839	22,591	23,081	24,936	21,770	21,612
District of Columbia	32,187	29,647	28,183	29,712	29,198	25,882	29,812	29,027	27,027	25,795
Florida	469,018	489,717	519,828	494,076	470,398	420,317	461,536	440,722	466,878	428,898
Georgia	244,706	236,132	253,968	239,126	257,662	214,883	240,777	231,723	217,509	218,890
Hawaii	27,534	28,398	27,332	30,742	28,766	25,410	29,123	29,198	27,198	31,811
Idaho	47,951	44,622	41,300	45,579	46,481	36,726	41,477	41,911	38,775	38,110
Illinois	296,252	291,805	288,877	286,588	273,000	268,957	289,244	297,620	288,063	268,937
Indiana	151,082	145,966	139,987	148,866	156,880	134,571	146,896	141,825	133,677	129,593
Iowa	73,382	75,164	69,079	75,879	67,346	69,343	71,924	74,868	69,658	71,892
Kansas	59,788	65,217	66,704	69,531	62,736	62,522	63,441	64,414	62,125	64,959
Kentucky	98,385	94,540	90,984	97,782	92,536	93,740	90,495	96,148	87,327	88,220
Louisiana	107,755	98,870	101,284	99,438	95,919	94,088	104,991	100,616	92,940	94,705
Maine	35,900	41,729	31,809	37,301	37,368	36,356	36,986	38,866	34,444	33,681
Maryland	136,993	133,457	137,468	146,421	139,079	125,341	126,397	144,563	138,449	125,036
Massachusetts	178,032	191,451	175,065	182,975	180,711	163,557	173,457	192,871	167,127	164,915
Michigan	212,391	210,759	191,034	212,257	193,954	171,633	196,604	231,163	196,309	175,917
Minnesota	133,777	142,600	135,956	142,627	129,422	125,177	130,507	142,031	135,392	128,720
Mississippi	49,284	51,745	52,579	58,977	50,681	53,389	54,204	52,352	47,947	55,297
Missouri	130,075	136,499	142,095	137,961	129,371	125,766	135,700	142,563	128,093	126,018
Montana	29,884	30,525	27,396	34,407	29,494	27,084	29,704	30,117	27,518	31,004
Nebraska	46,781	47,822	47,885	47,835	46,491	45,895	47,343	48,225	46,760	45,655
Nevada	78,192	74,364	81,913	80,193	74,485	64,990	70,770	68,777	67,175	66,481
New Hampshire	34,968	38,372	32,249	37,886	36,640	34,105	35,862	38,996	32,781	32,983
New Jersey	198,889	226,662	208,014	223,239	201,365	209,536	202,305	221,513	199,050	198,569
New Mexico	41,085	42,557	41,563	43,809	41,983	36,544	40,031	40,829	39,424	38,022
New York	496,300	502,371	486,928	504,548	485,292	451,254	461,346	506,220	460,838	433,874
North Carolina	228,106	228,178	209,963	248,759	237,488	193,957	212,847	236,976	197,480	188,107
North Dakota	24,307	23,387	23,039	23,548	24,826	21,801	21,570	22,667	21,746	22,437
Ohio	262,472	263,954	250,824	261,361	258,396	238,635	253,449	271,299	245,446	241,765
Oklahoma	78,908	81,937	86,152	84,052	74,976	72,500	81,082	78,486	78,597	75,282
Oregon	128,621	102,489	101,862	110,386	105,038	94,400	103,335	102,384	98,153	95,104
Pennsylvania	274,495	277,509	277,395	277,414	266,704	255,248	267,878	271,106	249,012	249,431
Rhode Island	26,899	26,383	26,185	26,789	24,678	25,668	25,787	27,144	24,229	23,887
South Carolina	106,531	129,611	100,477	128,913	113,237	88,225	117,324	112,911	93,825	106,262
South Dakota	22,742	21,371	21,218	22,202	20,396	20,815	21,480	20,331	20,696	22,444
Tennessee	130,419	141,283	149,585	148,634	138,640	125,868	135,300	135,764	127,807	124,279
Texas	604,297	612,249	621,424	652,219	584,029	530,142	548,504	565,749	537,389	541,312
Utah	92,762	85,338	91,311	87,692	92,927	74,864	80,041	80,280	78,369	78,342
Vermont	16,748	18,662	17,596	18,863	17,446	18,260	18,380	19,550	17,285	16,200
Virginia	187,420	195,880	178,662	199,472	201,989	171,487	184,766	198,599	176,271	175,654
Washington	201,233	204,847	172,644	182,294	176,059	172,808	180,137	181,187	160,020	160,092
West Virginia	37,853	38,056	39,104	35,422	33,504	32,593	35,348	35,779	36,511	36,947
Wisconsin	140,206	136,299	126,775	134,830	127,951	116,847	138,290	145,097	122,971	120,014
Wyoming	17,713	17,365	17,117	20,839	18,347	16,402	17,344	17,393	16,307	16,590
Puerto Rico	55,317	52,276	48,405	40,125	47,891	44,701	41,342	38,736	45,122	34,491
Virgin Islands	2,974	2,978	3,030	1,934	2,987	4,166	1,575	1,410	1,736	1,853

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)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2018	2018	2018	2018	2019	2018	2018	2018	2018	2019
United States	6.1	6.1	6.0	6.3	5.9	5.5	5.8	6.0	5.6	5.5
Alabama	6.1	5.8	6.0	6.3	6.0	5.4	5.7	5.9	5.3	5.5
Alaska	10.1	10.9	8.9	11.0	10.0	8.9	10.7	10.7	9.8	9.0
Arizona	6.0	6.0	6.6	6.2	5.6	5.3	5.9	5.1	5.1	5.5
Arkansas	5.4	5.0	6.1	5.9	5.2	5.2	5.7	5.6	5.0	5.1
California	6.4	6.7	6.5	6.9	6.3	6.0	6.4	6.2	5.9	6.2
Colorado	6.8	6.8	6.6	6.8	6.6	6.0	6.1	6.8	6.0	6.3
Connecticut	5.1	5.8	5.3	5.3	5.2	5.3	5.1	5.7	4.9	5.7
Delaware	7.1	6.4	5.7	6.6	6.4	5.9	6.0	6.5	5.6	5.5
District of Columbia	6.0	5.6	5.3	5.6	5.4	4.9	5.6	5.5	5.1	4.9
Florida	6.2	6.4	6.8	6.4	6.1	5.5	6.1	5.8	6.1	5.6
Georgia	6.5	6.3	6.7	6.3	6.8	5.7	6.4	6.1	5.8	5.7
Hawaii	5.1	5.3	5.1	5.8	5.4	4.7	5.4	5.4	5.1	5.9
Idaho	7.9	7.3	6.8	7.4	7.5	6.1	6.8	6.9	6.3	6.1
Illinois	5.7	5.6	5.5	5.5	5.2	5.2	5.6	5.8	5.6	5.1
Indiana	5.7	5.5	5.2	5.6	5.9	5.1	5.5	5.4	5.0	4.8
Iowa	5.6	5.7	5.3	5.8	5.1	5.3	5.4	5.7	5.3	5.4
Kansas	5.3	5.7	5.9	6.1	5.4	5.4	5.6	5.7	5.4	5.7
Kentucky	6.2	5.9	5.8	6.1	5.8	5.9	5.7	6.0	5.4	5.5
Louisiana	6.7	6.2	6.3	6.2	5.9	5.9	6.5	6.3	5.8	5.9
Maine	7.0	8.0	6.1	7.3	7.2	7.0	7.1	7.5	6.7	6.4
Maryland	6.3	6.1	6.3	6.8	6.4	5.8	5.8	6.6	6.4	5.7
Massachusetts	5.7	6.1	5.6	5.8	5.7	5.2	5.5	6.1	5.3	5.2
Michigan	5.6	5.5	5.0	5.6	5.1	4.6	5.2	6.2	5.2	4.6
Minnesota	5.4	5.8	5.5	5.7	5.2	5.1	5.2	5.7	5.4	5.1
Mississippi	5.5	5.7	5.9	6.5	5.7	6.0	6.0	5.9	5.3	6.2
Missouri	5.5	5.7	5.9	5.8	5.4	5.2	5.7	6.0	5.4	5.3
Montana	7.9	8.0	7.2	8.9	7.6	7.1	7.8	7.9	7.2	8.0
Nebraska	5.8	5.8	5.9	5.9	5.7	5.6	5.8	5.9	5.7	5.6
Nevada	6.5	6.1	6.7	6.6	6.0	5.5	5.8	5.7	5.5	5.4
New Hampshire	6.1	6.7	5.7	6.6	6.3	6.0	6.2	6.8	5.7	5.7
New Jersey	5.7	6.5	6.0	6.4	5.7	6.1	5.8	6.4	5.7	5.6
New Mexico	6.5	6.7	6.4	6.8	6.4	5.7	6.2	6.4	6.1	5.8
New York	6.3	6.3	6.1	6.3	6.0	5.6	5.8	6.4	5.7	5.3
North Carolina	6.2	6.1	5.7	6.7	6.3	5.3	5.7	6.4	5.3	5.1
North Dakota	7.1	6.7	6.6	6.8	7.1	6.3	6.2	6.6	6.2	6.4
Ohio	5.6	5.6	5.4	5.6	5.5	5.1	5.4	5.8	5.3	5.1
Oklahoma	6.2	6.4	6.7	6.5	5.8	5.7	6.3	6.1	6.1	5.8
Oregon	8.0	6.2	6.2	6.7	6.3	5.8	6.3	6.3	6.0	5.8
Pennsylvania	5.3	5.3	5.4	5.3	5.1	4.9	5.1	5.2	4.8	4.8
Rhode Island	6.4	6.3	6.2	6.4	5.8	6.1	6.1	6.4	5.7	5.6
South Carolina	6.3	7.5	5.8	7.4	6.4	5.1	6.7	6.5	5.4	6.0
South Dakota	6.4	6.1	6.0	6.3	5.7	5.9	6.1	5.7	5.8	6.4
Tennessee	5.1	5.5	5.8	5.8	5.4	4.9	5.3	5.3	4.9	4.8
Texas	5.9	5.9	6.0	6.2	5.5	5.1	5.3	5.4	5.2	5.2
Utah	7.5	6.9	7.3	6.9	7.3	6.0	6.4	6.4	6.2	6.2
Vermont	6.5	7.2	6.9	7.4	6.7	7.0	7.1	7.6	6.8	6.3
Virginia	6.0	6.2	5.7	6.3	6.4	5.4	5.8	6.3	5.6	5.5
Washington	7.2	7.3	6.2	6.4	6.2	6.2	6.5	6.5	5.6	5.6
West Virginia	6.9	6.8	7.0	6.3	6.0	6.0	6.4	6.4	6.5	6.6
Wisconsin	5.6	5.5	5.1	5.4	5.1	4.7	5.5	5.9	5.0	4.8
Wyoming	8.6	8.4	8.3	10.0	8.6	8.0	8.4	8.4	7.8	7.8
Puerto Rico	8.5	7.9	7.2	6.0	7.1	6.9	6.2	5.8	6.8	5.1
Virgin Islands	13.3	13.2	12.8	7.9	11.9	18.6	7.0	5.9	7.1	7.4

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
2009	March	197	2.7	247	3.4	738	0.7	869	0.8
	June	201	2.8	238	3.3	767	0.7	837	0.8
	September	192	2.7	227	3.2	725	0.7	793	0.7
	December	202	2.8	218	3.1	728	0.7	749	0.7
2010	March	193	2.7	211	3.0	706	0.7	687	0.7
	June	193	2.7	202	2.9	730	0.7	665	0.6
	September	207	2.9	204	2.9	754	0.7	701	0.7
	December	216	3.0	201	2.8	805	0.8	700	0.7
2011	March	204	2.9	200	2.8	715	0.7	632	0.6
	June	210	2.9	205	2.9	767	0.7	689	0.6
	September	206	2.9	196	2.7	794	0.7	675	0.6
	December	214	3.0	198	2.8	800	0.7	700	0.6
2012	March	236	3.3	188	2.6	787	0.7	614	0.6
	June	217	3.0	194	2.7	799	0.7	673	0.6
	September	210	2.9	196	2.7	804	0.7	692	0.6
	December	218	3.0	183	2.5	809	0.7	673	0.6
2013	March	205	2.8	193	2.6	748	0.7	648	0.6
	June	222	3.0	215	2.9	789	0.7	695	0.6
	September	219	2.9	195	2.6	818	0.7	678	0.6
	December	215	2.9	187	2.5	803	0.7	670	0.6
2014	March	220	2.9	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	206	2.7	817	0.7	694	0.6
	June	234	3.1	212	2.8	836	0.7	731	0.6
	September	242	3.1	207	2.7	880	0.7	702	0.6
	December	247	3.2	208	2.7	896	0.8	732	0.6
2016	March	236	3.0	203	2.6	789	0.7	668	0.6
	June	241	3.1	213	2.7	838	0.7	720	0.6
	September	239	3.0	214	2.7	869	0.7	746	0.6
	December	238	3.0	217	2.8	868	0.7	727	0.6
2017	March	241	3.0	203	2.6	803	0.7	663	0.5
	June	240	3.0	225	2.8	848	0.7	756	0.6
	September	242	3.0	225	2.8	849	0.7	762	0.6
	December	246	3.1	216	2.7	854	0.7	732	0.6
2018	March	248	3.1	214	2.7	811	0.7	663	0.5
	June	265	3.3	231	2.9	880	0.7	774	0.6
	September	251	3.1	N/A	N/A	867	0.7	N/A	N/A
	December	249	3.1	N/A	N/A	863	0.7	N/A	N/A
2019	March	256	3.1	N/A	N/A	814	0.6	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