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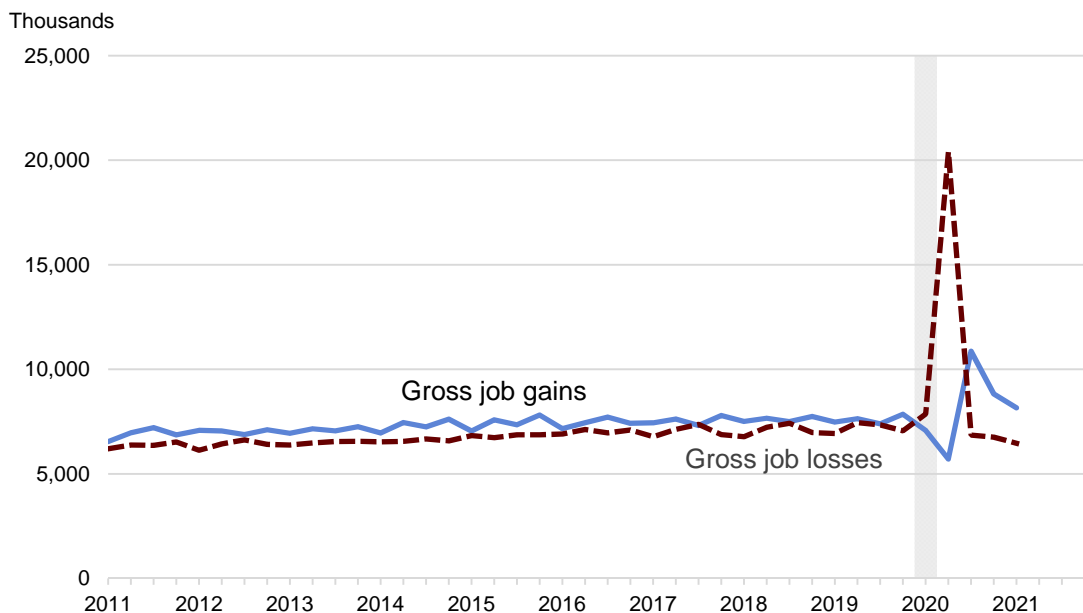
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## **BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2021**

From December 2020 to March 2021, **gross job gains** from opening and expanding private-sector establishments were 8.2 million, a decrease of 667,000 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 6.5 million, a decrease of 288,000 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 1.7 million jobs in the private-sector during the first 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 - March 2021



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

### **Coronavirus (COVID-19) Effect on First 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](http://www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm).

The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (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.

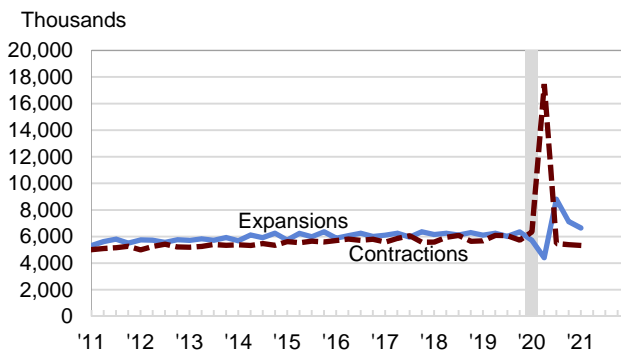
### Gross Job Gains

In the first quarter of 2021, gross job gains represented 6.8 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 6.6 million in the first quarter of 2021, a decrease of 480,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.5 million of the jobs gained in the first quarter of 2021, a decrease of 187,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

### Gross Job Losses

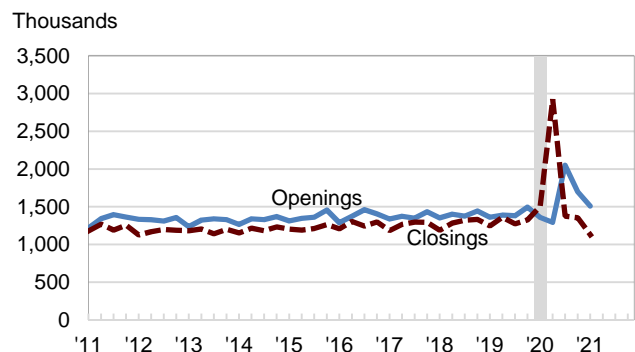
In the first quarter of 2021, gross job losses represented 5.4 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.3 million jobs in the first quarter of 2021, a decrease of 63,000 jobs from the prior quarter. In the first quarter of 2021, **closing** establishments lost 1.1 million jobs, a decrease of 225,000 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 - March 2021



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 - March 2021



NOTE: Shaded area represents NBER defined recession period.

## Establishment Births and Deaths

In the first quarter of 2021, the number of **establishment births** (a subset of the openings data) increased by 16,000, to a total of 303,000 establishments. These new establishments accounted for 826,000 jobs, a decrease of 91,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the second quarter of 2020, when 1.2 million jobs were lost at 329,000 establishments, an increase of 401,000 jobs from the first 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				
	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021
	Levels (in thousands)				
Gross job gains.....	7,078	5,709	10,868	8,821	8,154
At expanding establishments...	5,719	4,416	8,817	7,124	6,644
At opening establishments....	1,359	1,293	2,051	1,697	1,510
Gross job losses.....	7,869	20,401	6,858	6,757	6,469
At contracting establishments	6,365	17,475	5,483	5,403	5,340
At closing establishments.....	1,504	2,926	1,375	1,354	1,129
Net employment change <sup>1</sup> .....	-791	-14,692	4,010	2,064	1,685
	Rates (percent)				
Gross job gains.....	5.6	4.8	9.5	7.4	6.8
At expanding establishments...	4.5	3.7	7.7	6.0	5.5
At opening establishments....	1.1	1.1	1.8	1.4	1.3
Gross job losses.....	6.2	17.0	6.0	5.7	5.4
At contracting establishments	5.0	14.6	4.8	4.6	4.5
At closing establishments.....	1.2	2.4	1.2	1.1	0.9
Net employment change <sup>1</sup> .....	-0.6	-12.2	3.5	1.7	1.4

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

## **Industries**

Gross job gains exceeded gross job losses in 11 of 13 industries in the first quarter of 2021. The service-providing industries experienced a net job increase of 1.5 million in the first quarter of 2021. Within the service-providing industries, the leisure and hospitality sector had the largest over-the-quarter net employment gain, adding 740,000 jobs. This was the result of 1.7 million gross job gains and 1.0 million gross job losses. The education and health services sector experienced 1.0 gross job gains and 912,000 gross job losses in the first quarter of 2021. The goods-producing industries had a net job increase of 187,000 in the first quarter of 2021. Of the goods-producing industries, the construction sector showed a net increase of 98,000 jobs, the manufacturing sector had a net increase of 84,000 jobs, and the natural resources and mining sector added 5,000 jobs. (See table 3.)

## **Firm Size**

In the first quarter of 2021, firms with 1-49 employees had a net employment increase of 949,000. Firms with 50-249 employees had a net employment gain of 217,000. Firms with 250 or more employees had a net employment increase of 589,000. (See tables 4 and 5.)

## **States**

Gross job gains exceeded gross job losses in 49 states, the District of Columbia, and Puerto Rico in the first 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](http://www.bls.gov/bdm). This information includes data on the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and other seasonally adjusted time series not presented in this release, charts of gross job gains and gross job losses by industry and firm size, and answers to frequently asked questions. Additional information about the Business Employment Dynamics data can be found in the Technical Note of this release or can be obtained by emailing [BDMinfo@bls.gov](mailto:BDMinfo@bls.gov).

### **Annual Revisions to Business Employment Dynamics (BED) Data**

Data in this release incorporate regular annual revisions to the BED series. These revisions cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

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**The Business Employment Dynamics for Second Quarter 2021 are scheduled to be released on Wednesday, January 26, 2022 at 10:00 a.m. (ET).**

# 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](http://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
<b>Source</b>	<ul style="list-style-type: none"> <li>Count of UI administrative records submitted by 10.8 million establishments in first quarter of 2021</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 8.7 million private-sector establishments</li> </ul>	<ul style="list-style-type: none"> <li>Sample survey: 697,000 establishments</li> </ul>
<b>Coverage</b>	<ul style="list-style-type: none"> <li>UI and UCFE coverage, including all employers subject to state and federal UI laws</li> </ul>	<ul style="list-style-type: none"> <li>UI coverage, excluding government, private households, and establishments with zero employment</li> </ul>	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> <li>UI coverage, excluding agriculture, private households, and self-employed workers</li> <li>Other employment, including railroads, religious organizations, and other non-UI-covered jobs</li> </ul>
<b>Publication frequency</b>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 6 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 7 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Monthly               <ul style="list-style-type: none"> <li>– Usually the 3rd Friday after the end of the week including the 12th of the month</li> </ul> </li> </ul>
<b>Use of UI file</b>	<ul style="list-style-type: none"> <li>Directly summarizes and publishes each new quarter of UI data</li> </ul>	<ul style="list-style-type: none"> <li>Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses</li> </ul>	<ul style="list-style-type: none"> <li>Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)</li> </ul>
<b>Principal products</b>	<ul style="list-style-type: none"> <li>Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry</li> </ul>	<ul style="list-style-type: none"> <li>Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level</li> <li>Future expansions will include data with greater industry detail and data at the county and MSA level</li> </ul>	<ul style="list-style-type: none"> <li>Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry</li> </ul>
<b>Principal uses</b>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Detailed locality data</li> <li>– Periodic universe counts for benchmarking sample survey estimates</li> <li>– Sample frame for BLS establishment surveys</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Business cycle analysis</li> <li>– Analysis of employer dynamics underlying economic expansions and contractions</li> <li>– Analysis of employment expansion and contraction by size of firm</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Principal federal economic indicator</li> <li>– Official time series for employment change measures</li> <li>– Input into other major economic indicators</li> </ul> </li> </ul>
<b>Program web sites</b>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/cew">www.bls.gov/cew</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/bdm">www.bls.gov/bdm</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/ces">www.bls.gov/ces</a></li> </ul>

#### 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/](http://www.bls.gov/cew/)); (e-mail: [QCEWInfo@bls.gov](mailto: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.

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



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

Year	3 months ended	Net change <sup>1</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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

<sup>1</sup> Net change is the difference between total gross job gains and total gross job losses.

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

Year	3 months ended	Net change <sup>2</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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

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

<sup>2</sup> Net change is the difference between total gross job gains and total gross job losses.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021
<b>Total private <sup>1</sup></b>										
Gross job gains .....	7,078	5,709	10,868	8,821	8,154	5.6	4.8	9.5	7.4	6.8
At expanding establishments .....	5,719	4,416	8,817	7,124	6,644	4.5	3.7	7.7	6.0	5.5
At opening establishments .....	1,359	1,293	2,051	1,697	1,510	1.1	1.1	1.8	1.4	1.3
Gross job losses .....	7,869	20,401	6,858	6,757	6,469	6.2	17.0	6.0	5.7	5.4
At contracting establishments .....	6,365	17,475	5,483	5,403	5,340	5.0	14.6	4.8	4.6	4.5
At closing establishments .....	1,504	2,926	1,375	1,354	1,129	1.2	2.4	1.2	1.1	0.9
Net employment change .....	-791	-14,692	4,010	2,064	1,685	-0.6	-12.2	3.5	1.7	1.4
<b>Goods-producing</b>										
Gross job gains .....	1,300	1,039	1,493	1,469	1,368	5.9	4.9	7.2	6.9	6.4
At expanding establishments .....	1,102	850	1,248	1,251	1,160	5.0	4.0	6.0	5.9	5.4
At opening establishments .....	198	189	245	218	208	0.9	0.9	1.2	1.0	1.0
Gross job losses .....	1,317	2,576	1,370	1,172	1,181	5.9	11.9	6.6	5.6	5.5
At contracting establishments .....	1,107	2,287	1,171	982	1,004	5.0	10.6	5.6	4.7	4.7
At closing establishments .....	210	289	199	190	177	0.9	1.3	1.0	0.9	0.8
Net employment change .....	-17	-1,537	123	297	187	0.0	-7.0	0.6	1.3	0.9
<b>Natural resources and mining</b>										
Gross job gains .....	241	221	221	231	238	12.6	12.2	12.9	13.3	13.4
At expanding establishments .....	209	192	185	200	209	10.9	10.6	10.8	11.5	11.8
At opening establishments .....	32	29	36	31	29	1.7	1.6	2.1	1.8	1.6
Gross job losses .....	255	370	239	229	233	13.3	20.3	13.9	13.2	13.2
At contracting establishments .....	221	331	208	202	203	11.5	18.2	12.1	11.6	11.5
At closing establishments .....	34	39	31	27	30	1.8	2.1	1.8	1.6	1.7
Net employment change .....	-14	-149	-18	2	5	-0.7	-8.1	-1.0	0.1	0.2
<b>Construction</b>										
Gross job gains .....	692	546	689	716	679	9.1	7.4	9.7	9.9	9.2
At expanding establishments .....	562	425	535	577	545	7.4	5.8	7.5	8.0	7.4
At opening establishments .....	130	121	154	139	134	1.7	1.6	2.2	1.9	1.8
Gross job losses .....	637	1,046	662	565	581	8.4	14.2	9.3	7.8	7.8
At contracting establishments .....	510	876	541	449	475	6.7	11.9	7.6	6.2	6.4
At closing establishments .....	127	170	121	116	106	1.7	2.3	1.7	1.6	1.4
Net employment change .....	55	-500	27	151	98	0.7	-6.8	0.4	2.1	1.4
<b>Manufacturing</b>										
Gross job gains .....	367	272	583	522	451	2.9	2.2	4.9	4.3	3.7
At expanding establishments .....	331	233	528	474	406	2.6	1.9	4.4	3.9	3.3
At opening establishments .....	36	39	55	48	45	0.3	0.3	0.5	0.4	0.4
Gross job losses .....	425	1,160	469	378	367	3.4	9.4	3.9	3.1	3.0
At contracting establishments .....	376	1,080	422	331	326	3.0	8.8	3.5	2.7	2.7
At closing establishments .....	49	80	47	47	41	0.4	0.6	0.4	0.4	0.3
Net employment change .....	-58	-888	114	144	84	-0.5	-7.2	1.0	1.2	0.7
<b>Service-providing <sup>1</sup></b>										
Gross job gains .....	5,778	4,670	9,375	7,352	6,786	5.5	4.7	9.9	7.6	6.9
At expanding establishments .....	4,617	3,566	7,569	5,873	5,484	4.4	3.6	8.0	6.1	5.6
At opening establishments .....	1,161	1,104	1,806	1,479	1,302	1.1	1.1	1.9	1.5	1.3
Gross job losses .....	6,552	17,825	5,488	5,585	5,288	6.2	18.1	5.8	5.8	5.4
At contracting establishments .....	5,258	15,188	4,312	4,421	4,336	5.0	15.4	4.6	4.6	4.4
At closing establishments .....	1,294	2,637	1,176	1,164	952	1.2	2.7	1.2	1.2	1.0
Net employment change .....	-774	-13,155	3,887	1,767	1,498	-0.7	-13.4	4.1	1.8	1.5
<b>Wholesale trade</b>										
Gross job gains .....	254	204	322	302	265	4.3	3.6	5.8	5.5	4.7
At expanding establishments .....	211	154	262	243	218	3.6	2.7	4.7	4.4	3.9
At opening establishments .....	43	50	60	59	47	0.7	0.9	1.1	1.1	0.8
Gross job losses .....	262	608	268	223	220	4.4	10.7	4.9	3.9	3.9
At contracting establishments .....	202	525	208	170	173	3.4	9.2	3.8	3.0	3.1
At closing establishments .....	60	83	60	53	47	1.0	1.5	1.1	0.9	0.8
Net employment change .....	-8	-404	54	79	45	-0.1	-7.1	0.9	1.6	0.8

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. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021
<b>Retail trade</b>										
Gross job gains .....	915	916	1,536	936	923	5.9	6.1	10.5	6.2	6.1
At expanding establishments .....	812	813	1,351	814	801	5.2	5.4	9.2	5.4	5.3
At opening establishments .....	103	103	185	122	122	0.7	0.7	1.3	0.8	0.8
Gross job losses .....	885	2,538	833	841	765	5.7	16.9	5.7	5.6	5.0
At contracting establishments .....	759	2,264	722	711	667	4.9	15.1	4.9	4.7	4.4
At closing establishments .....	126	274	111	130	98	0.8	1.8	0.8	0.9	0.6
Net employment change .....	30	-1,622	703	95	158	0.2	-10.8	4.8	0.6	1.1
<b>Transportation and warehousing</b>										
Gross job gains .....	291	424	525	636	353	5.1	7.8	9.7	11.1	5.9
At expanding establishments .....	250	377	454	521	303	4.4	6.9	8.4	9.1	5.1
At opening establishments .....	41	47	71	115	50	0.7	0.9	1.3	2.0	0.8
Gross job losses .....	417	836	313	276	417	7.3	15.2	5.8	4.8	7.1
At contracting establishments .....	368	754	270	236	381	6.4	13.7	5.0	4.1	6.5
At closing establishments .....	49	82	43	40	36	0.9	1.5	0.8	0.7	0.6
Net employment change .....	-126	-412	212	360	-64	-2.2	-7.4	3.9	6.3	-1.2
<b>Utilities</b>										
Gross job gains .....	10	10	14	13	10	1.8	1.9	2.6	2.4	1.9
At expanding establishments .....	9	8	12	11	9	1.6	1.5	2.2	2.0	1.7
At opening establishments .....	1	2	2	2	1	0.2	0.4	0.4	0.4	0.2
Gross job losses .....	10	14	12	12	10	1.8	2.6	2.2	2.2	1.9
At contracting establishments .....	9	13	10	10	9	1.6	2.4	1.8	1.8	1.7
At closing establishments .....	1	1	2	2	1	0.2	0.2	0.4	0.4	0.2
Net employment change .....	0	-4	2	1	0	0.0	-0.7	0.4	0.2	0.0
<b>Information</b>										
Gross job gains .....	153	99	207	175	181	5.3	3.6	7.8	6.6	6.6
At expanding establishments .....	130	74	164	136	153	4.5	2.7	6.2	5.1	5.6
At opening establishments .....	23	25	43	39	28	0.8	0.9	1.6	1.5	1.0
Gross job losses .....	144	419	132	143	117	5.0	15.3	5.0	5.4	4.3
At contracting establishments .....	114	357	102	109	93	4.0	13.0	3.9	4.1	3.4
At closing establishments .....	30	62	30	34	24	1.0	2.3	1.1	1.3	0.9
Net employment change .....	9	-320	75	32	64	0.3	-11.7	2.8	1.2	2.3
<b>Financial activities</b>										
Gross job gains .....	362	317	453	432	386	4.3	3.9	5.5	5.3	4.7
At expanding establishments .....	288	230	352	321	302	3.4	2.8	4.3	3.9	3.7
At opening establishments .....	74	87	101	111	84	0.9	1.1	1.2	1.4	1.0
Gross job losses .....	369	638	375	371	339	4.4	7.7	4.7	4.5	4.1
At contracting establishments .....	279	527	273	279	255	3.3	6.4	3.4	3.4	3.1
At closing establishments .....	90	111	102	92	84	1.1	1.3	1.3	1.1	1.0
Net employment change .....	-7	-321	78	61	47	-0.1	-3.8	0.8	0.8	0.6
<b>Professional and business services</b>										
Gross job gains .....	1,304	1,149	1,827	1,855	1,467	6.1	5.7	9.2	9.0	7.1
At expanding establishments .....	1,052	850	1,467	1,500	1,180	4.9	4.2	7.4	7.3	5.7
At opening establishments .....	252	299	360	355	287	1.2	1.5	1.8	1.7	1.4
Gross job losses .....	1,402	2,966	1,349	1,195	1,245	6.6	14.5	6.8	5.8	6.0
At contracting establishments .....	1,119	2,576	1,046	908	1,000	5.3	12.6	5.3	4.4	4.8
At closing establishments .....	283	390	303	287	245	1.3	1.9	1.5	1.4	1.2
Net employment change .....	-98	-1,817	478	660	222	-0.5	-8.8	2.4	3.2	1.1
<b>Education and health services</b>										
Gross job gains .....	1,039	667	1,374	1,172	1,049	4.4	2.9	6.3	5.2	4.7
At expanding establishments .....	775	481	1,116	944	855	3.3	2.1	5.1	4.2	3.8
At opening establishments .....	264	186	258	228	194	1.1	0.8	1.2	1.0	0.9
Gross job losses .....	1,000	2,406	902	892	912	4.2	10.7	4.1	4.0	4.0
At contracting establishments .....	781	2,073	710	697	744	3.3	9.2	3.2	3.1	3.3
At closing establishments .....	219	333	192	195	168	0.9	1.5	0.9	0.9	0.7
Net employment change .....	39	-1,739	472	280	137	0.2	-7.8	2.2	1.2	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. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021
<b>Leisure and hospitality</b>										
Gross job gains .....	1,124	656	2,535	1,447	1,723	6.9	4.8	21.3	11.6	13.3
At expanding establishments .....	866	449	2,035	1,139	1,408	5.3	3.3	17.1	9.1	10.9
At opening establishments .....	258	207	500	308	315	1.6	1.5	4.2	2.5	2.4
Gross job losses .....	1,695	6,331	1,024	1,329	983	10.3	46.0	8.6	10.6	7.7
At contracting establishments .....	1,368	5,323	778	1,087	809	8.3	38.7	6.5	8.7	6.3
At closing establishments .....	327	1,008	246	242	174	2.0	7.3	2.1	1.9	1.4
Net employment change .....	-571	-5,675	1,511	118	740	-3.4	-41.2	12.7	1.0	5.6
<b>Other services</b>										
Gross job gains .....	286	192	533	327	322	6.7	4.9	14.9	8.8	8.5
At expanding establishments .....	218	125	348	235	239	5.1	3.2	9.7	6.3	6.3
At opening establishments .....	68	67	185	92	83	1.6	1.7	5.2	2.5	2.2
Gross job losses .....	344	1,038	262	283	256	8.1	27.0	7.3	7.6	6.8
At contracting establishments .....	254	768	188	208	197	6.0	20.0	5.2	5.6	5.2
At closing establishments .....	90	270	74	75	59	2.1	7.0	2.1	2.0	1.6
Net employment change .....	-58	-846	271	44	66	-1.4	-22.1	7.6	1.2	1.7

<sup>1</sup> Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm <sup>1</sup>			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job		Net change	Gross job		Net change	Gross job		Net change	Gross job	
			gains	losses		gains	losses		gains	losses		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

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

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

**Table 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. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021
<b>Total private by firm <sup>1</sup></b>										
Gross job gains .....	5,659	4,494	9,459	7,092	6,798	4.5	3.7	8.2	6.0	5.7
At expanding firms .....	4,708	3,626	7,980	5,982	5,731	3.7	3.0	6.9	5.1	4.8
At opening firms .....	951	868	1,479	1,110	1,067	0.8	0.7	1.3	0.9	0.9
Gross job losses .....	6,269	19,814	5,419	5,199	5,043	5.0	16.6	4.7	4.5	4.2
At contracting firms .....	5,177	17,716	4,487	4,307	4,273	4.1	14.8	3.9	3.7	3.6
At closing firms .....	1,092	2,098	932	892	770	0.9	1.8	0.8	0.8	0.6
Net employment change .....	-610	-15,320	4,040	1,893	1,755	-0.5	-12.9	3.5	1.5	1.5
<b>Firm size 1 to 49 employees</b>										
Gross job gains .....	3,026	2,552	4,483	3,496	3,590	8.8	7.7	13.8	10.5	10.7
At expanding firms .....	2,106	1,709	3,062	2,424	2,562	6.1	5.2	9.4	7.3	7.6
At opening firms .....	920	843	1,421	1,072	1,028	2.7	2.5	4.4	3.2	3.1
Gross job losses .....	3,394	7,252	2,978	2,975	2,641	9.8	21.9	9.2	9.0	7.9
At contracting firms .....	2,361	5,298	2,075	2,110	1,901	6.8	16.0	6.4	6.4	5.7
At closing firms .....	1,033	1,954	903	865	740	3.0	5.9	2.8	2.6	2.2
Net employment change .....	-368	-4,700	1,505	521	949	-1.0	-14.2	4.6	1.5	2.8
<b>Firm size 50 to 249 employees</b>										
Gross job gains .....	967	579	1,423	1,193	1,094	4.2	2.7	7.1	5.9	5.2
At expanding firms .....	939	557	1,380	1,161	1,065	4.1	2.6	6.9	5.7	5.1
At opening firms .....	28	22	43	32	29	0.1	0.1	0.2	0.2	0.1
Gross job losses .....	1,069	3,398	881	842	877	4.7	16.1	4.4	4.1	4.2
At contracting firms .....	1,036	3,292	857	817	852	4.6	15.6	4.3	4.0	4.1
At closing firms .....	33	106	24	25	25	0.1	0.5	0.1	0.1	0.1
Net employment change .....	-102	-2,819	542	351	217	-0.5	-13.4	2.7	1.8	1.0
<b>Firm size 250 or more employees</b>										
Gross job gains .....	1,666	1,363	3,553	2,403	2,114	2.4	2.1	5.6	3.7	3.2
At expanding firms .....	1,663	1,360	3,538	2,397	2,104	2.4	2.1	5.6	3.7	3.2
At opening firms .....	3	3	15	6	10	0.0	0.0	0.0	0.0	0.0
Gross job losses .....	1,806	9,164	1,560	1,382	1,525	2.6	14.0	2.5	2.1	2.3
At contracting firms .....	1,780	9,126	1,555	1,380	1,520	2.6	13.9	2.5	2.1	2.3
At closing firms .....	26	38	5	2	5	0.0	0.1	0.0	0.0	0.0
Net employment change .....	-140	-7,801	1,993	1,021	589	-0.2	-11.9	3.1	1.6	0.9

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

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

**Table 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. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021	Mar. 2020	June 2020	Sept. 2020	Dec. 2020	Mar. 2021
United States <sup>1</sup>	7,078,000	5,709,000	10,868,000	8,821,000	8,154,000	7,869,000	20,401,000	6,858,000	6,757,000	6,469,000
Alabama	88,827	73,891	119,278	119,294	92,377	96,778	196,681	90,585	84,720	92,107
Alaska	23,319	15,297	26,215	30,084	25,286	24,694	56,304	21,178	17,167	21,662
Arizona	144,546	142,520	188,469	180,158	157,582	155,039	288,811	147,266	120,914	137,245
Arkansas	53,062	47,512	73,315	71,401	59,076	58,018	119,820	54,843	51,611	50,250
California	932,677	751,485	1,201,754	1,171,574	1,081,628	1,034,813	2,664,100	965,425	848,243	833,574
Colorado	147,764	126,401	216,809	161,665	190,034	161,067	333,840	135,842	157,038	123,149
Connecticut	84,446	58,417	148,355	88,630	85,542	85,604	263,538	65,898	79,517	71,646
Delaware	23,770	18,177	37,102	24,803	25,344	26,061	63,203	22,708	21,870	22,245
District of Columbia	28,354	16,282	37,965	24,490	25,353	28,885	111,741	26,667	25,795	24,772
Florida	434,219	450,826	685,781	586,615	521,589	485,406	1,051,658	492,931	443,199	435,096
Georgia	222,742	198,055	331,782	290,819	251,594	244,761	554,519	230,389	191,946	214,348
Hawaii	29,199	17,297	29,959	61,190	37,733	31,355	142,873	49,141	18,902	26,185
Idaho	48,769	39,770	52,742	55,980	53,979	39,909	70,970	40,217	39,115	37,762
Illinois	261,345	220,967	457,067	311,130	352,016	311,903	893,653	262,529	292,410	235,866
Indiana	133,217	119,442	208,217	174,192	157,471	161,118	348,004	131,356	127,593	131,642
Iowa	70,845	55,343	91,616	84,795	76,915	78,413	163,420	67,835	62,908	68,172
Kansas	62,310	55,385	85,025	76,509	68,181	68,780	146,099	63,525	64,495	61,530
Kentucky	88,290	70,385	132,991	112,311	112,708	99,198	234,010	75,389	93,275	80,297
Louisiana	86,705	65,928	129,943	127,528	96,274	103,480	252,014	99,686	81,705	88,400
Maine	34,854	25,718	58,423	41,979	45,104	38,198	108,980	28,668	31,261	32,096
Maryland	125,118	99,904	221,885	147,691	129,076	151,252	443,298	110,106	119,660	114,275
Massachusetts	168,134	109,631	349,742	203,528	193,648	195,390	714,797	152,202	160,761	145,185
Michigan	193,590	140,450	367,778	233,463	297,237	215,522	727,068	160,877	237,554	172,427
Minnesota	125,431	99,807	204,782	159,532	215,284	142,000	417,638	122,620	157,602	113,923
Mississippi	49,965	43,475	74,147	69,883	48,982	57,501	111,622	46,144	42,799	57,760
Missouri	123,860	107,428	189,558	162,655	145,842	141,712	330,790	125,598	119,914	120,759
Montana	29,405	25,685	36,552	35,500	34,300	30,536	52,377	26,639	25,794	26,870
Nebraska	47,976	38,438	63,895	53,943	52,031	50,198	97,404	45,413	43,750	49,507
Nevada	67,801	59,684	136,709	97,898	83,087	81,338	337,194	68,282	63,782	62,689
New Hampshire	35,523	25,124	62,877	40,432	41,089	37,972	103,540	28,000	34,841	30,261
New Jersey	200,860	153,459	484,495	262,647	231,639	226,863	917,511	173,437	189,844	186,170
New Mexico	41,059	27,809	50,202	43,561	51,283	43,983	109,916	35,711	45,015	34,014
New York	442,072	289,826	921,194	528,197	502,099	526,144	1,981,322	405,074	452,008	393,029
North Carolina	224,389	177,407	308,279	288,961	249,484	222,011	532,972	197,428	182,519	200,141
North Dakota	24,206	17,552	28,228	23,213	25,429	25,311	56,881	21,947	22,713	20,985
Ohio	240,494	201,595	338,918	291,848	273,126	268,766	650,019	232,782	233,327	223,339
Oklahoma	70,187	69,513	86,685	97,432	75,490	85,871	152,932	79,279	71,686	75,024
Oregon	115,500	80,526	137,454	115,457	134,802	110,706	290,625	95,988	101,713	88,715
Pennsylvania	262,222	175,690	487,751	298,990	318,356	299,656	901,158	232,669	258,653	227,213
Rhode Island	25,551	17,689	48,657	29,475	38,212	27,623	99,168	19,750	27,610	21,750
South Carolina	100,424	85,261	146,055	135,839	106,718	118,335	247,000	96,810	88,242	104,928
South Dakota	21,347	17,640	29,303	25,154	25,621	23,768	39,915	18,729	21,283	21,112
Tennessee	137,825	110,734	200,135	188,799	144,611	142,837	350,743	133,250	116,317	128,007
Texas	553,858	487,183	726,414	766,575	597,160	614,010	1,418,059	608,180	489,322	512,772
Utah	85,644	83,337	114,757	104,801	94,104	84,429	138,210	78,612	71,466	80,546
Vermont	15,102	11,010	29,141	17,749	19,463	19,665	43,626	13,023	18,518	14,209
Virginia	181,700	142,363	307,263	214,569	184,421	198,361	559,329	159,249	162,104	169,083
Washington	222,102	132,571	235,678	192,772	215,904	226,515	479,283	165,708	163,861	149,132
West Virginia	35,869	26,431	44,845	38,074	37,107	38,127	72,955	34,658	31,713	29,736
Wisconsin	127,826	104,444	177,928	149,052	140,399	134,817	346,821	117,841	121,780	112,350
Wyoming	18,399	12,907	20,672	19,560	18,202	20,365	35,787	14,768	15,116	16,576
Puerto Rico	34,744	26,290	69,660	43,022	43,139	38,361	109,814	32,475	31,747	32,409
Virgin Islands	2,441	1,406	1,876	2,379	1,794	2,580	5,069	3,027	1,394	2,621

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

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



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

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2020	2020	2020	2020	2021	2020	2020	2020	2020	2021
United States .....	5.6	4.8	9.5	7.4	6.8	6.2	17.0	6.0	5.7	5.4
Alabama .....	5.5	4.7	7.8	7.6	5.9	5.9	12.6	5.9	5.5	5.9
Alaska .....	9.3	6.6	12.2	13.4	11.0	9.9	24.3	9.8	7.7	9.4
Arizona .....	5.7	5.8	7.8	7.3	6.3	6.0	11.8	6.1	5.0	5.5
Arkansas .....	5.1	4.8	7.6	7.2	5.9	5.6	12.1	5.7	5.2	5.1
California .....	6.1	5.3	8.9	8.5	7.7	6.9	18.6	7.1	6.1	5.9
Colorado .....	6.3	5.7	10.1	7.5	8.6	7.0	15.1	6.4	7.2	5.6
Connecticut .....	5.9	4.3	11.4	6.6	6.3	6.0	19.5	5.1	5.9	5.3
Delaware .....	6.1	4.9	10.3	6.8	6.8	6.7	17.0	6.4	6.0	6.0
District of Columbia .....	5.3	3.3	8.2	5.3	5.5	5.4	22.3	5.7	5.5	5.3
Florida .....	5.5	6.0	9.5	8.0	6.9	6.2	14.1	6.7	6.0	5.8
Georgia .....	5.7	5.3	9.3	7.9	6.7	6.3	14.9	6.5	5.2	5.7
Hawaii .....	5.4	3.6	7.5	14.7	8.5	5.9	30.3	12.2	4.6	5.9
Idaho .....	7.6	6.3	8.4	8.7	8.1	6.1	11.2	6.4	6.1	5.7
Illinois .....	5.0	4.5	9.7	6.5	7.2	6.0	18.2	5.6	6.1	4.9
Indiana .....	4.9	4.6	8.3	6.8	6.0	6.0	13.5	5.2	5.0	5.1
Iowa .....	5.4	4.4	7.5	6.8	6.1	6.0	13.0	5.5	5.1	5.4
Kansas .....	5.4	5.0	7.9	7.0	6.2	6.0	13.3	5.9	5.9	5.5
Kentucky .....	5.5	4.6	9.0	7.3	7.3	6.1	15.2	5.1	6.1	5.1
Louisiana .....	5.4	4.4	9.1	8.7	6.4	6.5	16.8	7.0	5.6	5.9
Maine .....	6.7	5.2	12.3	8.5	9.0	7.3	21.9	6.0	6.3	6.3
Maryland .....	5.7	4.8	11.2	7.3	6.3	6.8	21.5	5.5	5.8	5.5
Massachusetts .....	5.2	3.7	12.4	7.0	6.6	6.1	24.2	5.4	5.5	5.0
Michigan .....	5.1	4.0	10.9	6.7	8.5	5.7	20.5	4.8	6.9	4.9
Minnesota .....	5.0	4.2	9.0	6.9	9.2	5.7	17.6	5.4	6.8	4.9
Mississippi .....	5.5	5.0	8.7	8.0	5.6	6.4	12.9	5.5	4.9	6.6
Missouri .....	5.2	4.6	8.5	7.1	6.3	5.9	14.4	5.7	5.2	5.3
Montana .....	7.5	6.8	9.9	9.4	8.8	7.8	13.9	7.2	6.8	6.9
Nebraska .....	5.8	4.8	8.2	6.8	6.5	6.1	12.2	5.8	5.5	6.2
Nevada .....	5.3	5.3	12.9	8.8	7.3	6.4	29.5	6.4	5.7	5.5
New Hampshire .....	6.1	4.5	11.8	7.4	7.4	6.5	18.8	5.3	6.4	5.4
New Jersey .....	5.7	4.8	15.7	8.1	7.0	6.5	28.3	5.6	5.9	5.6
New Mexico .....	6.2	4.5	8.5	7.3	8.5	6.7	17.7	6.1	7.5	5.7
New York .....	5.5	3.9	13.3	7.4	6.9	6.5	26.9	5.9	6.3	5.4
North Carolina .....	5.9	4.9	8.7	7.9	6.6	5.8	14.6	5.6	5.0	5.4
North Dakota .....	6.9	5.3	8.9	7.2	7.8	7.2	17.1	6.9	7.1	6.5
Ohio .....	5.1	4.5	7.8	6.6	6.1	5.7	14.4	5.3	5.2	5.0
Oklahoma .....	5.4	5.5	7.1	7.9	6.1	6.6	12.3	6.6	5.8	6.1
Oregon .....	6.9	5.0	9.0	7.4	8.5	6.5	18.2	6.3	6.5	5.6
Pennsylvania .....	5.0	3.6	10.3	6.2	6.4	5.7	18.3	4.9	5.3	4.6
Rhode Island .....	6.0	4.5	13.0	7.6	9.8	6.5	25.1	5.3	7.1	5.5
South Carolina .....	5.7	5.0	8.8	8.0	6.2	6.6	14.6	5.9	5.2	6.1
South Dakota .....	6.0	5.1	8.6	7.2	7.3	6.7	11.5	5.5	6.2	6.0
Tennessee .....	5.2	4.4	8.1	7.5	5.6	5.5	13.9	5.5	4.6	5.0
Texas .....	5.1	4.7	7.3	7.6	5.7	5.7	13.8	6.1	4.8	5.0
Utah .....	6.6	6.6	9.1	8.1	7.1	6.5	10.9	6.3	5.6	6.1
Vermont .....	5.9	4.6	12.9	7.6	8.2	7.7	18.4	5.8	8.0	6.1
Virginia .....	5.6	4.6	10.4	7.0	6.0	6.1	18.3	5.4	5.3	5.4
Washington .....	7.7	4.8	8.9	7.2	7.9	7.8	17.4	6.3	6.1	5.4
West Virginia .....	6.6	5.1	8.9	7.4	7.2	7.0	14.1	6.9	6.2	5.8
Wisconsin .....	5.1	4.3	7.6	6.3	5.8	5.4	14.4	5.1	5.1	4.7
Wyoming .....	8.6	6.4	10.8	10.0	9.1	9.6	17.9	7.7	7.7	8.3
Puerto Rico .....	5.0	4.1	11.1	6.6	6.6	5.6	16.9	5.1	4.9	5.0
Virgin Islands .....	8.5	5.3	7.8	9.9	7.4	9.0	18.8	12.5	5.8	10.8

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

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

Year	3 months ended	Number of Establishments				Employment			
		Births		Deaths <sup>1</sup>		Births		Deaths	
		Level	Rate <sup>2</sup>	Level	Rate	Level	Rate	Level	Rate
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	N/A	N/A	822	0.7	N/A	N/A
	December	287	3.5	N/A	N/A	917	0.8	N/A	N/A
2021	March	303	3.6	N/A	N/A	826	0.7	N/A	N/A

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

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