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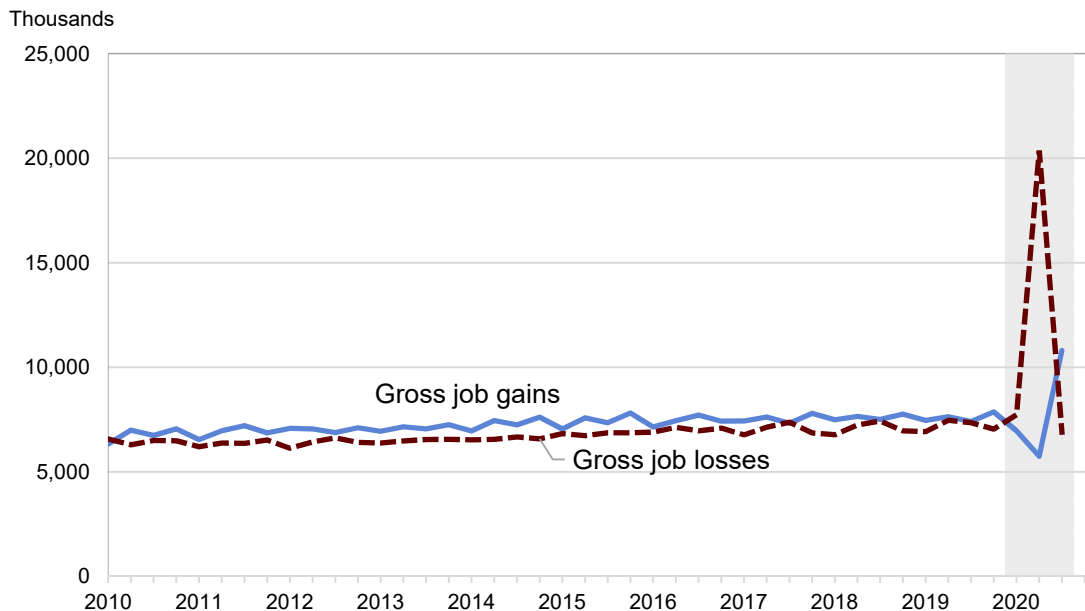
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BUSINESS EMPLOYMENT DYNAMICS – THIRD QUARTER 2020

From June 2020 to September 2020, **gross job gains** from opening and expanding private-sector establishments were 10.8 million, an increase of 5.1 million 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 13.5 million 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 3.9 million jobs in the private-sector during the third quarter of 2020. (See chart 1, and tables A and 1.)

Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted
 March 2010 - September 2020



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

Coronavirus (COVID-19) Effect on Third Quarter 2020 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.

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.

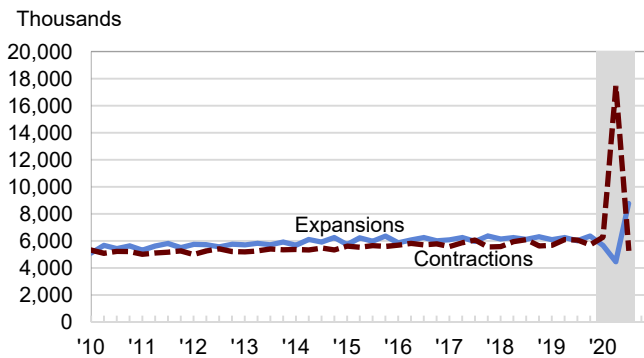
Gross Job Gains

In the third quarter of 2020, gross job gains represented 9.4 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 8.8 million in the third quarter of 2020, an increase of 4.3 million jobs compared to the previous quarter. **Opening** establishments accounted for 2.0 million of the jobs gained in the third quarter of 2020, an increase of 748,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Gross Job Losses

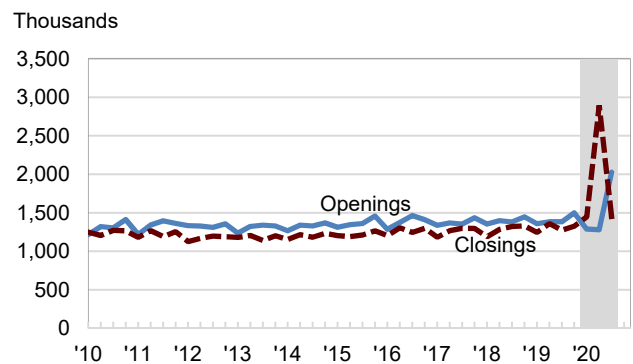
In the third quarter of 2020, gross job losses represented 6.0 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.5 million jobs in the third quarter of 2020, a decrease of 12.0 million jobs from the prior quarter. In the third quarter of 2020, **closing** establishments lost 1.4 million jobs, a decrease of 1.5 million 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 2010 - September 2020



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 2010 - September 2020



NOTE: Shaded area represents NBER defined recession period.

Establishment Births and Deaths

In the third quarter of 2020, the number of **establishment births** (a subset of the openings data) increased by 51,000, to a total of 276,000 establishments. These new establishments accounted for 820,000 jobs, an increase of 161,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the fourth quarter of 2019, when 790,000 jobs were lost at 235,000 establishments, an increase of 21,000 jobs from the third quarter of 2019. (See Technical Note and table 8.)

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

Category	3 months ended				
	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020
	Levels (in thousands)				
Gross job gains.....	7,404	7,864	6,963	5,749	10,804
At expanding establishments...	6,022	6,364	5,675	4,469	8,776
At opening establishments....	1,382	1,500	1,288	1,280	2,028
Gross job losses.....	7,351	7,051	7,736	20,366	6,901
At contracting establishments	6,077	5,725	6,288	17,470	5,473
At closing establishments.....	1,274	1,326	1,448	2,896	1,428
Net employment change ¹	53	813	-773	-14,617	3,903
	Rates (percent)				
Gross job gains.....	5.9	6.2	5.5	4.8	9.4
At expanding establishments...	4.8	5.0	4.5	3.7	7.6
At opening establishments....	1.1	1.2	1.0	1.1	1.8
Gross job losses.....	5.8	5.5	6.1	17.0	6.0
At contracting establishments	4.8	4.5	5.0	14.6	4.8
At closing establishments.....	1.0	1.0	1.1	2.4	1.2
Net employment change ¹	0.1	0.7	-0.6	-12.2	3.4

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.

Industries

Gross job gains exceeded gross job losses in 12 of 13 industries in the third quarter of 2020. The service-providing industries experienced a net job increase of 3.8 million in the third quarter of 2020. Within the service-providing industries, the leisure and hospitality sector had the largest over-the-quarter net employment gain, adding 1.5 million jobs. This was the result of 2.5 million gross job gains and 1.0 million gross job losses. The retail trade sector experienced a net employment increase in the third quarter of 2020, with 693,000 net jobs gained. The goods-producing industries had a net job increase of 100,000 in the third quarter of 2020. Of the goods-producing industries, the manufacturing sector had a net increase of 102,000 jobs, and the construction sector added 15,000 jobs. The natural resources and mining sector showed a net loss of 17,000 jobs. (See table 3.)

Firm Size

In the third quarter of 2020, firms with 1-49 employees had a net employment increase of 1.4 million. Firms with 50-249 employees had a net employment gain of 529,000. Firms with 250 or more employees had a net employment increase of 2.0 million. (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 third quarter of 2020. (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 Fourth Quarter 2020 are scheduled to be released on Wednesday, July 28, 2021 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

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 8.3 million private-sector employer reports out of 10.4 million total reports of employment and wages submitted by states to BLS in the first quarter of 2020. 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 2020.

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

	Millions
Total establishments QCEW program.....	10.4
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.6
 Total establishments included in Business Employment Dynamics data.....	 8.3

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 10.4 million establishments in first quarter of 2020 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 8.3 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 697,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 6 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – Usually the 3rd Friday after the end of the week including the 12th of the month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and data at the county and MSA level 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Detailed locality data – Periodic universe counts for benchmarking sample survey estimates – Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Business cycle analysis – Analysis of employer dynamics underlying economic expansions and contractions – Analysis of employment expansion and contraction by size of firm 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Principal federal economic indicator – Official time series for employment change measures – Input into other major economic indicators
Program web sites	<ul style="list-style-type: none"> www.bls.gov/cew 	<ul style="list-style-type: none"> www.bls.gov/bdm 	<ul style="list-style-type: none"> www.bls.gov/ces

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation which is consistent with the role of corporations as the economic decision

makers are used for the measurement of the BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment or firm level. These changes come

about in one of four ways. A net increase in employment can come from either opening units or expanding units. A net decrease in employment can come from either closing units or contracting units. Gross job gains include the sum of all jobs added at either opening or expanding units. Gross job losses include the sum of all jobs lost in either closing or contracting units. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of employment changes are as follows:

Openings. These are either units with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are units with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are either units with positive third month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

Contractions. These are units with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

Deaths. These are units with no employment or zero employment reported in the third month of four consecutive quarters following the last quarter with positive employment. Deaths are a subset of closings not including temporary shutdowns of seasonal businesses. A unit that closes during the quarter may be a death, but we wait three quarters to determine whether it is a permanent closing or a temporary shutdown. Therefore, there is always a lag of three quarters for the publication of death statistics.

All employment changes are measured from the third month of the previous quarter to the third month of the current quarter. Not all establishments and firms change their employment levels. Units with no change in employment count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

Gross job gains and gross job losses are expressed as rates by dividing their levels by the average of employment in the current and previous quarters. This provides a symmetric growth rate. The rates are calculated for the components of gross job gains and gross job losses and then summed to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between the gross job gains rate and the gross job losses rate is the net growth rate.

Establishment Births and Deaths

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time with positive employment in the third month of a quarter, or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of the longitudinal database or an establishment that had positive employment in the third month of a given quarter followed by four con-

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

Linkage methodology

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

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

Sizing methodology

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

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

Annual Data

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

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

Seasonal adjustment

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

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

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

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

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

Reliability of the data

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

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

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

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

Additional statistics and other information

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

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

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

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (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 ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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	7,046	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	243	7,149	5,864	1,285	6,906	5,702	1,204
	June	310	7,446	6,074	1,372	7,136	5,829	1,307
	September	750	7,717	6,253	1,464	6,967	5,722	1,245
	December	329	7,423	6,012	1,411	7,094	5,795	1,299
2017	March	654	7,428	6,091	1,337	6,774	5,591	1,183
	June	480	7,621	6,252	1,369	7,141	5,873	1,268
	September	-55	7,324	5,970	1,354	7,379	6,080	1,299
	December	933	7,801	6,366	1,435	6,868	5,571	1,297
2018	March	717	7,494	6,141	1,353	6,777	5,587	1,190
	June	407	7,652	6,254	1,398	7,245	5,960	1,285
	September	79	7,506	6,126	1,380	7,427	6,104	1,323
	December	790	7,756	6,309	1,447	6,966	5,634	1,332
2019	March	533	7,460	6,102	1,358	6,927	5,682	1,245
	June	171	7,637	6,253	1,384	7,466	6,105	1,361
	September	53	7,404	6,022	1,382	7,351	6,077	1,274
	December	813	7,864	6,364	1,500	7,051	5,725	1,326
2020	March	-773	6,963	5,675	1,288	7,736	6,288	1,448
	June	-14,617	5,749	4,469	1,280	20,366	17,470	2,896
	September	3,903	10,804	8,776	2,028	6,901	5,473	1,428

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
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	0.7	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	0.7	6.3	5.1	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	5.5	4.5	1.0	6.1	5.0	1.1
	June	-12.2	4.8	3.7	1.1	17.0	14.6	2.4
	September	3.4	9.4	7.6	1.8	6.0	4.8	1.2

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)				
	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020
Total private ¹										
Gross job gains	7,404	7,864	6,963	5,749	10,804	5.9	6.2	5.5	4.8	9.4
At expanding establishments	6,022	6,364	5,675	4,469	8,776	4.8	5.0	4.5	3.7	7.6
At opening establishments	1,382	1,500	1,288	1,280	2,028	1.1	1.2	1.0	1.1	1.8
Gross job losses	7,351	7,051	7,736	20,366	6,901	5.8	5.5	6.1	17.0	6.0
At contracting establishments	6,077	5,725	6,288	17,470	5,473	4.8	4.5	5.0	14.6	4.8
At closing establishments	1,274	1,326	1,448	2,896	1,428	1.0	1.0	1.1	2.4	1.2
Net employment change	53	813	-773	-14,617	3,903	0.1	0.7	-0.6	-12.2	3.4
Goods-producing										
Gross job gains	1,254	1,319	1,286	1,036	1,476	5.7	5.9	5.7	4.9	7.1
At expanding establishments	1,059	1,114	1,098	852	1,238	4.8	5.0	4.9	4.0	6.0
At opening establishments	195	205	188	184	238	0.9	0.9	0.8	0.9	1.1
Gross job losses	1,331	1,329	1,295	2,576	1,376	6.1	6.0	5.8	11.9	6.6
At contracting establishments	1,139	1,126	1,098	2,288	1,172	5.2	5.1	4.9	10.6	5.6
At closing establishments	192	203	197	288	204	0.9	0.9	0.9	1.3	1.0
Net employment change	-77	-10	-9	-1,540	100	-0.4	-0.1	-0.1	-7.0	0.5
Natural resources and mining										
Gross job gains	228	234	239	221	220	11.9	12.2	12.4	12.1	12.8
At expanding establishments	197	201	208	193	184	10.3	10.5	10.8	10.6	10.7
At opening establishments	31	33	31	28	36	1.6	1.7	1.6	1.5	2.1
Gross job losses	243	273	251	372	237	12.7	14.2	13.1	20.5	13.8
At contracting establishments	215	242	220	332	207	11.2	12.6	11.5	18.3	12.1
At closing establishments	28	31	31	40	30	1.5	1.6	1.6	2.2	1.7
Net employment change	-15	-39	-12	-151	-17	-0.8	-2.0	-0.7	-8.4	-1.0
Construction										
Gross job gains	649	676	683	543	678	8.8	9.1	9.0	7.4	9.6
At expanding establishments	523	545	560	425	529	7.1	7.3	7.4	5.8	7.5
At opening establishments	126	131	123	118	149	1.7	1.8	1.6	1.6	2.1
Gross job losses	647	649	626	1,044	663	8.7	8.7	8.3	14.2	9.4
At contracting establishments	526	523	506	875	539	7.1	7.0	6.7	11.9	7.6
At closing establishments	121	126	120	169	124	1.6	1.7	1.6	2.3	1.8
Net employment change	2	27	57	-501	15	0.1	0.4	0.7	-6.8	0.2
Manufacturing										
Gross job gains	377	409	364	272	578	3.0	3.2	2.9	2.2	4.8
At expanding establishments	339	368	330	234	525	2.7	2.9	2.6	1.9	4.4
At opening establishments	38	41	34	38	53	0.3	0.3	0.3	0.3	0.4
Gross job losses	441	407	418	1,160	476	3.4	3.2	3.3	9.4	4.0
At contracting establishments	398	361	372	1,081	426	3.1	2.8	2.9	8.8	3.6
At closing establishments	43	46	46	79	50	0.3	0.4	0.4	0.6	0.4
Net employment change	-64	2	-54	-888	102	-0.4	0.0	-0.4	-7.2	0.8
Service-providing ¹										
Gross job gains	6,150	6,545	5,677	4,713	9,328	5.9	6.2	5.5	4.8	9.9
At expanding establishments	4,963	5,250	4,577	3,617	7,538	4.8	5.0	4.4	3.7	8.0
At opening establishments	1,187	1,295	1,100	1,096	1,790	1.1	1.2	1.1	1.1	1.9
Gross job losses	6,020	5,722	6,441	17,790	5,525	5.8	5.5	6.2	18.0	5.9
At contracting establishments	4,938	4,599	5,190	15,182	4,301	4.8	4.4	5.0	15.4	4.6
At closing establishments	1,082	1,123	1,251	2,608	1,224	1.0	1.1	1.2	2.6	1.3
Net employment change	130	823	-764	-13,077	3,803	0.1	0.7	-0.7	-13.2	4.0
Wholesale trade										
Gross job gains	256	267	250	202	317	4.3	4.6	4.3	3.6	5.8
At expanding establishments	208	216	209	153	259	3.5	3.7	3.6	2.7	4.7
At opening establishments	48	51	41	49	58	0.8	0.9	0.7	0.9	1.1
Gross job losses	266	249	258	607	268	4.5	4.2	4.4	10.7	4.9
At contracting establishments	212	194	200	524	208	3.6	3.3	3.4	9.2	3.8
At closing establishments	54	55	58	83	60	0.9	0.9	1.0	1.5	1.1
Net employment change	-10	18	-8	-405	49	-0.2	0.4	-0.1	-7.1	0.9

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)				
	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020
Retail trade										
Gross job gains	858	891	906	963	1,520	5.5	5.7	5.8	6.4	10.3
At expanding establishments	739	775	808	862	1,338	4.7	5.0	5.2	5.7	9.1
At opening establishments	119	116	98	101	182	0.8	0.7	0.6	0.7	1.2
Gross job losses	943	887	874	2,529	827	6.1	5.8	5.6	16.8	5.7
At contracting establishments	821	769	754	2,258	715	5.3	5.0	4.8	15.0	4.9
At closing establishments	122	118	120	271	112	0.8	0.8	0.8	1.8	0.8
Net employment change	-85	4	32	-1,566	693	-0.6	-0.1	0.2	-10.4	4.6
Transportation and warehousing										
Gross job gains	343	508	278	422	527	6.3	8.9	4.9	7.7	9.7
At expanding establishments	290	443	240	378	457	5.3	7.8	4.2	6.9	8.4
At opening establishments	53	65	38	44	70	1.0	1.1	0.7	0.8	1.3
Gross job losses	255	254	416	826	311	4.7	4.4	7.2	15.1	5.7
At contracting establishments	217	212	369	746	267	4.0	3.7	6.4	13.6	4.9
At closing establishments	38	42	47	80	44	0.7	0.7	0.8	1.5	0.8
Net employment change	88	254	-138	-404	216	1.6	4.5	-2.3	-7.4	4.0
Utilities										
Gross job gains	14	13	10	10	14	2.6	2.4	1.8	1.9	2.6
At expanding establishments	12	12	9	8	12	2.2	2.2	1.6	1.5	2.2
At opening establishments	2	1	1	2	2	0.4	0.2	0.2	0.4	0.4
Gross job losses	14	12	9	14	12	2.6	2.2	1.7	2.6	2.2
At contracting establishments	13	10	8	13	10	2.4	1.8	1.5	2.4	1.8
At closing establishments	1	2	1	1	2	0.2	0.4	0.2	0.2	0.4
Net employment change	0	1	1	-4	2	0.0	0.2	0.1	-0.7	0.4
Information										
Gross job gains	162	155	152	98	204	5.7	5.4	5.3	3.6	7.8
At expanding establishments	129	124	130	73	163	4.5	4.3	4.5	2.7	6.2
At opening establishments	33	31	22	25	41	1.2	1.1	0.8	0.9	1.6
Gross job losses	154	161	139	421	135	5.4	5.6	4.9	15.4	5.2
At contracting establishments	127	134	111	358	104	4.5	4.7	3.9	13.1	4.0
At closing establishments	27	27	28	63	31	0.9	0.9	1.0	2.3	1.2
Net employment change	8	-6	13	-323	69	0.3	-0.2	0.4	-11.8	2.6
Financial activities										
Gross job gains	386	406	356	314	449	4.6	4.9	4.2	3.8	5.5
At expanding establishments	301	308	285	229	350	3.6	3.7	3.4	2.8	4.3
At opening establishments	85	98	71	85	99	1.0	1.2	0.8	1.0	1.2
Gross job losses	364	362	363	637	374	4.4	4.3	4.3	7.7	4.6
At contracting establishments	282	276	276	528	271	3.4	3.3	3.3	6.4	3.3
At closing establishments	82	86	87	109	103	1.0	1.0	1.0	1.3	1.3
Net employment change	22	44	-7	-323	75	0.2	0.6	-0.1	-3.9	0.9
Professional and business services										
Gross job gains	1,408	1,506	1,270	1,142	1,812	6.6	7.0	5.9	5.6	9.2
At expanding establishments	1,130	1,202	1,032	850	1,461	5.3	5.6	4.8	4.2	7.4
At opening establishments	278	304	238	292	351	1.3	1.4	1.1	1.4	1.8
Gross job losses	1,375	1,378	1,377	2,965	1,364	6.4	6.5	6.5	14.5	6.9
At contracting establishments	1,111	1,083	1,105	2,572	1,047	5.2	5.1	5.2	12.6	5.3
At closing establishments	264	295	272	393	317	1.2	1.4	1.3	1.9	1.6
Net employment change	33	128	-107	-1,823	448	0.2	0.5	-0.6	-8.9	2.3
Education and health services										
Gross job gains	1,052	1,034	976	663	1,365	4.6	4.4	4.2	2.9	6.3
At expanding establishments	868	824	771	481	1,112	3.8	3.5	3.3	2.1	5.1
At opening establishments	184	210	205	182	253	0.8	0.9	0.9	0.8	1.2
Gross job losses	921	904	983	2,418	914	4.0	3.8	4.2	10.7	4.1
At contracting establishments	739	707	767	2,082	708	3.2	3.0	3.3	9.2	3.2
At closing establishments	182	197	216	336	206	0.8	0.8	0.9	1.5	0.9
Net employment change	131	130	-7	-1,755	451	0.6	0.6	0.0	-7.8	2.2

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)				
	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020
Leisure and hospitality										
Gross job gains	1,337	1,407	1,116	651	2,516	8.2	8.5	6.8	4.8	21.1
At expanding establishments	1,047	1,102	864	448	2,026	6.4	6.7	5.3	3.3	17.0
At opening establishments	290	305	252	203	490	1.8	1.8	1.5	1.5	4.1
Gross job losses	1,409	1,218	1,660	6,300	1,036	8.6	7.4	10.1	45.8	8.7
At contracting establishments	1,175	995	1,344	5,319	778	7.2	6.0	8.2	38.7	6.5
At closing establishments	234	223	316	981	258	1.4	1.4	1.9	7.1	2.2
Net employment change	-72	189	-544	-5,649	1,480	-0.4	1.1	-3.3	-41.0	12.4
Other services										
Gross job gains	299	307	283	191	529	7.0	7.1	6.6	5.0	14.8
At expanding establishments	233	237	218	126	348	5.5	5.5	5.1	3.3	9.7
At opening establishments	66	70	65	65	181	1.5	1.6	1.5	1.7	5.1
Gross job losses	300	279	336	1,036	264	7.0	6.5	7.9	26.9	7.4
At contracting establishments	236	214	250	771	187	5.5	5.0	5.9	20.0	5.2
At closing establishments	64	65	86	265	77	1.5	1.5	2.0	6.9	2.2
Net employment change	-1	28	-53	-845	265	0.0	0.6	-1.3	-21.9	7.4

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
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	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	260	5,755	5,495	206	3,119	2,913	56	1,019	963	-2	1,617	1,619
	June	320	6,039	5,719	71	3,122	3,051	115	1,102	987	134	1,815	1,681
	September	743	6,259	5,516	185	3,155	2,970	99	1,088	989	459	2,016	1,557
	December	260	5,898	5,638	64	3,065	3,001	42	1,029	987	154	1,804	1,650
2017	March	667	6,002	5,335	360	3,240	2,880	186	1,080	894	121	1,682	1,561
	June	527	6,191	5,664	145	3,157	3,012	146	1,125	979	236	1,909	1,673
	September	-104	5,829	5,933	-115	2,997	3,112	-46	1,014	1,060	57	1,818	1,761
	December	845	6,211	5,366	233	3,188	2,955	154	1,090	936	458	1,933	1,475
2018	March	741	6,067	5,326	311	3,215	2,904	160	1,067	907	270	1,785	1,515
	June	439	6,178	5,739	132	3,190	3,058	151	1,130	979	156	1,858	1,702
	September	25	5,979	5,954	-97	3,023	3,120	-29	1,028	1,057	151	1,928	1,777
	December	712	6,119	5,407	202	3,176	2,974	146	1,083	937	364	1,860	1,496
2019	March	577	6,004	5,427	274	3,196	2,922	149	1,060	911	154	1,748	1,594
	June	188	6,132	5,944	54	3,155	3,101	94	1,120	1,026	40	1,857	1,817
	September	-9	5,867	5,876	-20	3,041	3,061	-30	1,017	1,047	41	1,809	1,768
	December	700	6,227	5,527	210	3,191	2,981	103	1,070	967	387	1,966	1,579
2020	March	-581	5,593	6,174	-346	2,964	3,310	-95	966	1,061	-140	1,663	1,803
	June	-15,238	4,546	19,784	-4,696	2,535	7,231	-2,821	578	3,399	-7,721	1,433	9,154
	September	3,919	9,403	5,484	1,438	4,438	3,000	529	1,419	890	1,952	3,546	1,594

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)				
	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020
Total private by firm ¹										
Gross job gains	5,867	6,227	5,593	4,546	9,403	4.6	4.9	4.4	3.8	8.2
At expanding firms	4,965	5,221	4,713	3,695	7,946	3.9	4.1	3.7	3.1	6.9
At opening firms	902	1,006	880	851	1,457	0.7	0.8	0.7	0.7	1.3
Gross job losses	5,876	5,527	6,174	19,784	5,484	4.7	4.4	4.9	16.5	4.7
At contracting firms	5,020	4,643	5,134	17,722	4,516	4.0	3.7	4.1	14.8	3.9
At closing firms	856	884	1,040	2,062	968	0.7	0.7	0.8	1.7	0.8
Net employment change	-9	700	-581	-15,238	3,919	-0.1	0.5	-0.5	-12.7	3.5
Firm size 1 to 49 employees										
Gross job gains	3,041	3,191	2,964	2,535	4,438	8.8	9.2	8.6	7.6	13.7
At expanding firms	2,173	2,223	2,115	1,708	3,042	6.3	6.4	6.1	5.1	9.4
At opening firms	868	968	849	827	1,396	2.5	2.8	2.5	2.5	4.3
Gross job losses	3,061	2,981	3,310	7,231	3,000	8.9	8.6	9.5	21.8	9.3
At contracting firms	2,232	2,137	2,327	5,317	2,072	6.5	6.2	6.7	16.0	6.4
At closing firms	829	844	983	1,914	928	2.4	2.4	2.8	5.8	2.9
Net employment change	-20	210	-346	-4,696	1,438	-0.1	0.6	-0.9	-14.2	4.4
Firm size 50 to 249 employees										
Gross job gains	1,017	1,070	966	578	1,419	4.5	4.8	4.2	2.7	7.1
At expanding firms	986	1,036	938	556	1,375	4.4	4.6	4.1	2.6	6.9
At opening firms	31	34	28	22	44	0.1	0.2	0.1	0.1	0.2
Gross job losses	1,047	967	1,061	3,399	890	4.6	4.2	4.6	16.1	4.4
At contracting firms	1,023	934	1,030	3,290	862	4.5	4.1	4.5	15.6	4.3
At closing firms	24	33	31	109	28	0.1	0.1	0.1	0.5	0.1
Net employment change	-30	103	-95	-2,821	529	-0.1	0.6	-0.4	-13.4	2.7
Firm size 250 or more employees										
Gross job gains	1,809	1,966	1,663	1,433	3,546	2.6	2.8	2.4	2.2	5.6
At expanding firms	1,806	1,962	1,660	1,431	3,529	2.6	2.8	2.4	2.2	5.6
At opening firms	3	4	3	2	17	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,768	1,579	1,803	9,154	1,594	2.6	2.3	2.6	14.0	2.5
At contracting firms	1,765	1,572	1,777	9,115	1,582	2.6	2.3	2.6	13.9	2.5
At closing firms	3	7	26	39	12	0.0	0.0	0.0	0.1	0.0
Net employment change	41	387	-140	-7,721	1,952	0.0	0.5	-0.2	-11.8	3.1

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/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)				
	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020	Sept. 2019	Dec. 2019	Mar. 2020	June 2020	Sept. 2020
United States ¹	7,404,000	7,864,000	6,963,000	5,749,000	10,804,000	7,351,000	7,051,000	7,736,000	20,366,000	6,901,000
Alabama	94,423	101,210	88,038	74,974	118,479	94,743	89,724	96,125	197,333	90,119
Alaska	24,031	25,708	22,994	15,976	26,125	25,082	25,494	23,781	56,612	21,201
Arizona	158,912	161,684	142,660	142,021	188,965	122,446	131,921	151,494	288,876	148,907
Arkansas	56,712	66,058	52,888	47,653	72,104	59,055	49,413	56,439	119,256	54,052
California	957,511	1,033,526	922,323	751,604	1,182,443	910,802	902,580	1,016,052	2,654,391	985,422
Colorado	151,336	154,775	146,864	128,725	215,277	148,249	143,528	161,908	330,236	135,875
Connecticut	79,268	78,282	74,079	57,620	145,865	82,472	79,999	84,157	265,693	66,466
Delaware	24,058	25,783	23,973	18,225	36,761	24,066	24,376	25,771	65,213	22,666
District of Columbia	29,652	28,907	28,449	16,316	38,358	28,702	25,084	28,599	111,967	26,824
Florida	510,367	518,476	427,989	454,603	685,191	446,393	463,711	482,375	1,047,754	492,778
Georgia	240,087	253,759	217,790	201,768	330,323	231,298	214,268	230,425	557,304	230,867
Hawaii	29,731	30,150	27,999	17,082	29,478	27,699	27,912	31,192	141,270	51,061
Idaho	43,568	49,082	49,081	40,422	52,646	42,672	39,995	39,897	71,635	40,628
Illinois	258,724	288,093	254,939	224,118	454,452	290,410	268,919	310,548	898,646	265,795
Indiana	144,096	160,186	133,045	120,452	206,433	150,279	135,961	160,208	353,124	134,481
Iowa	68,869	76,115	68,219	56,059	90,872	73,909	71,270	77,348	163,360	67,444
Kansas	64,305	72,463	62,633	55,975	85,160	64,958	65,013	68,682	146,615	64,265
Kentucky	94,832	100,449	85,377	70,624	132,030	91,725	89,006	97,894	234,102	75,229
Louisiana	95,554	94,925	84,883	66,839	126,510	98,111	92,085	100,952	253,572	101,773
Maine	34,024	38,413	33,604	26,670	57,283	38,081	36,140	36,819	107,675	28,627
Maryland	135,677	141,093	124,904	97,171	215,737	139,786	128,868	148,152	450,701	117,299
Massachusetts	168,415	187,728	165,169	109,590	348,934	187,880	177,913	193,240	714,130	156,162
Michigan	192,884	218,726	189,764	141,099	366,039	221,284	199,952	215,440	731,502	160,093
Minnesota	134,330	146,583	125,105	100,747	204,520	143,662	139,721	141,062	418,254	123,659
Mississippi	50,622	56,241	49,812	43,906	73,809	52,011	50,181	56,733	111,502	46,600
Missouri	139,066	149,173	123,536	108,508	189,201	138,282	126,959	138,015	330,131	125,593
Montana	28,367	33,231	29,990	25,718	36,443	29,594	27,933	30,358	52,250	26,800
Nebraska	46,815	51,291	47,643	38,885	63,100	45,346	46,946	49,831	96,697	45,538
Nevada	75,765	85,282	67,736	61,256	135,413	69,258	63,901	79,198	335,465	67,865
New Hampshire	33,686	38,739	35,160	25,214	63,135	38,396	34,427	37,525	103,320	27,580
New Jersey	211,609	229,606	202,323	150,045	485,419	218,949	204,729	222,150	913,602	179,780
New Mexico	44,494	45,847	40,322	27,987	49,296	39,997	41,643	42,675	109,424	35,506
New York	469,675	480,529	442,737	292,303	922,619	482,643	465,753	515,065	1,980,764	403,504
North Carolina	218,043	235,197	223,550	177,537	304,808	224,248	203,674	218,100	530,511	199,290
North Dakota	23,085	23,552	24,097	17,558	28,073	24,976	23,417	24,502	57,565	21,946
Ohio	253,121	269,713	239,254	203,875	336,532	275,676	249,121	264,866	649,821	229,215
Oklahoma	82,603	83,429	69,577	70,388	81,961	80,343	80,887	85,430	153,017	77,487
Oregon	103,032	111,629	104,027	80,081	136,837	102,740	96,963	108,302	293,842	94,862
Pennsylvania	275,857	283,898	261,356	177,105	484,981	272,037	255,290	296,782	896,709	236,671
Rhode Island	25,104	27,573	25,545	17,767	48,603	26,536	25,146	27,474	99,270	19,548
South Carolina	106,943	115,720	97,016	85,686	145,478	103,035	104,081	116,474	252,231	101,812
South Dakota	20,692	22,892	21,343	17,737	29,098	21,235	20,534	23,763	40,034	18,890
Tennessee	143,410	147,817	128,960	112,366	198,611	134,154	132,149	140,158	348,495	132,538
Texas	621,816	646,101	544,673	491,404	720,901	569,866	548,150	598,020	1,408,500	599,452
Utah	87,882	87,902	85,420	83,499	114,545	80,452	81,579	83,326	137,995	78,072
Vermont	16,048	17,695	14,932	10,825	27,757	19,565	16,345	19,399	43,790	12,947
Virginia	177,767	211,840	181,461	144,619	303,716	200,915	177,757	196,921	559,570	157,202
Washington	174,815	190,519	216,627	137,589	234,423	175,064	167,332	215,647	466,763	164,790
West Virginia	32,234	34,064	32,860	26,456	44,344	37,364	39,055	37,162	72,219	35,357
Wisconsin	120,219	136,067	126,388	105,476	177,683	146,059	124,896	132,770	347,883	119,583
Wyoming	17,931	19,831	18,182	12,961	20,326	18,641	18,365	19,707	36,242	14,628
Puerto Rico	40,432	36,994	34,391	26,094	69,247	37,460	33,546	35,428	109,540	32,421
Virgin Islands	3,268	2,927	2,087	1,434	2,018	1,754	2,086	2,389	5,288	2,981

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)				
	Sept.	Dec.	Mar.	June	Sept.	Sept.	Dec.	Mar.	June	Sept.
	2019	2019	2020	2020	2020	2019	2019	2020	2020	2020
United States	5.9	6.2	5.5	4.8	9.4	5.8	5.5	6.1	17.0	6.0
Alabama	5.8	6.2	5.5	4.8	7.8	5.9	5.5	5.9	12.6	5.9
Alaska	9.6	10.3	9.2	6.9	12.2	10.1	10.2	9.5	24.5	9.9
Arizona	6.3	6.4	5.6	5.7	7.9	4.9	5.2	5.9	11.7	6.2
Arkansas	5.6	6.5	5.1	4.8	7.5	5.8	4.9	5.5	12.0	5.6
California	6.3	6.8	6.1	5.2	8.7	6.0	6.0	6.7	18.6	7.3
Colorado	6.6	6.7	6.3	5.8	10.0	6.4	6.2	7.0	14.9	6.3
Connecticut	5.5	5.5	5.2	4.3	11.2	5.8	5.6	5.9	19.7	5.1
Delaware	6.2	6.7	6.2	4.9	10.3	6.3	6.2	6.6	17.7	6.3
District of Columbia	5.5	5.4	5.2	3.3	8.3	5.3	4.7	5.3	22.4	5.8
Florida	6.6	6.6	5.4	6.1	9.5	5.8	5.9	6.2	13.9	6.8
Georgia	6.2	6.5	5.6	5.4	9.2	6.0	5.5	5.9	15.0	6.4
Hawaii	5.6	5.7	5.2	3.6	7.4	5.2	5.2	5.8	29.8	12.7
Idaho	7.0	7.7	7.6	6.4	8.4	6.8	6.3	6.1	11.2	6.5
Illinois	5.0	5.6	5.0	4.6	9.7	5.6	5.2	6.0	18.4	5.6
Indiana	5.4	6.0	4.9	4.7	8.3	5.6	5.1	6.0	13.7	5.4
Iowa	5.3	5.8	5.2	4.4	7.4	5.7	5.5	5.9	13.0	5.6
Kansas	5.6	6.3	5.4	5.0	7.9	5.7	5.7	6.0	13.3	6.0
Kentucky	5.9	6.2	5.3	4.6	8.8	5.7	5.6	6.1	15.3	5.0
Louisiana	5.9	5.9	5.3	4.5	8.8	6.1	5.7	6.3	16.9	7.2
Maine	6.5	7.3	6.4	5.4	12.0	7.3	6.9	7.0	21.7	6.0
Maryland	6.2	6.4	5.7	4.7	11.0	6.3	5.9	6.7	21.9	5.9
Massachusetts	5.3	5.8	5.2	3.7	12.5	5.9	5.6	6.0	24.2	5.6
Michigan	5.1	5.8	5.0	4.0	10.9	5.9	5.3	5.7	20.7	4.8
Minnesota	5.4	5.8	5.0	4.3	9.0	5.8	5.6	5.6	17.6	5.4
Mississippi	5.7	6.2	5.6	5.1	8.7	5.7	5.6	6.2	12.9	5.5
Missouri	5.8	6.2	5.2	4.7	8.5	5.8	5.3	5.7	14.3	5.7
Montana	7.4	8.6	7.7	6.8	9.9	7.7	7.2	7.7	13.8	7.2
Nebraska	5.7	6.2	5.8	4.9	8.1	5.5	5.8	6.1	12.1	5.9
Nevada	6.1	6.8	5.4	5.3	12.8	5.5	5.0	6.3	29.2	6.4
New Hampshire	5.8	6.6	6.0	4.5	11.9	6.6	6.0	6.4	18.8	5.1
New Jersey	6.0	6.5	5.7	4.6	15.7	6.2	5.8	6.3	28.1	5.8
New Mexico	6.8	7.0	6.1	4.5	8.3	6.1	6.3	6.5	17.6	6.0
New York	5.8	6.0	5.5	3.9	13.3	5.9	5.7	6.4	26.9	5.9
North Carolina	5.8	6.3	5.8	4.8	8.5	6.0	5.4	5.7	14.5	5.6
North Dakota	6.5	6.7	6.8	5.2	8.8	7.1	6.6	7.0	17.2	6.9
Ohio	5.3	5.7	5.1	4.5	7.7	5.9	5.3	5.6	14.4	5.3
Oklahoma	6.4	6.5	5.4	5.6	6.8	6.2	6.2	6.7	12.3	6.4
Oregon	6.2	6.7	6.2	5.0	9.0	6.2	5.8	6.5	18.4	6.2
Pennsylvania	5.2	5.4	4.9	3.6	10.3	5.1	4.9	5.6	18.2	5.0
Rhode Island	6.0	6.5	6.1	4.5	12.9	6.2	5.9	6.5	25.2	5.3
South Carolina	6.0	6.5	5.5	5.1	8.8	5.9	5.9	6.6	14.9	6.1
South Dakota	5.9	6.4	6.0	5.1	8.6	6.0	5.8	6.6	11.6	5.5
Tennessee	5.5	5.7	4.9	4.4	8.1	5.1	5.0	5.3	13.7	5.4
Texas	5.9	6.0	5.0	4.7	7.2	5.3	5.1	5.5	13.6	6.0
Utah	6.8	6.8	6.6	6.5	9.1	6.3	6.3	6.4	10.9	6.2
Vermont	6.3	6.9	5.8	4.6	12.3	7.6	6.4	7.6	18.5	5.7
Virginia	5.5	6.5	5.6	4.7	10.2	6.3	5.5	6.1	18.2	5.3
Washington	6.1	6.6	7.4	4.9	8.9	6.1	5.8	7.4	16.9	6.2
West Virginia	5.9	6.2	6.0	5.1	8.8	6.7	7.1	6.8	13.8	7.0
Wisconsin	4.8	5.4	5.0	4.4	7.6	5.9	5.0	5.3	14.4	5.2
Wyoming	8.6	9.4	8.6	6.4	10.7	8.9	8.7	9.3	18.1	7.7
Puerto Rico	5.9	5.4	5.0	4.0	11.0	5.5	4.9	5.2	16.9	5.1
Virgin Islands	12.0	10.3	7.2	5.3	8.4	6.4	7.3	8.3	19.8	12.3

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
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	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	235	3.0	204	2.6	788	0.7	670	0.6
	June	241	3.1	213	2.7	838	0.7	720	0.6
	September	240	3.1	214	2.7	872	0.7	745	0.6
	December	239	3.0	217	2.8	868	0.7	727	0.6
2017	March	242	3.0	203	2.6	802	0.7	664	0.5
	June	240	3.0	224	2.8	849	0.7	755	0.6
	September	243	3.0	225	2.8	851	0.7	760	0.6
	December	245	3.1	216	2.7	853	0.7	731	0.6
2018	March	248	3.1	214	2.7	812	0.7	664	0.5
	June	264	3.3	231	2.9	879	0.7	772	0.6
	September	252	3.1	231	2.8	868	0.7	786	0.6
	December	249	3.1	222	2.7	861	0.7	762	0.6
2019	March	260	3.2	219	2.7	806	0.6	694	0.6
	June	255	3.1	241	2.9	848	0.7	810	0.6
	September	252	3.1	233	2.8	850	0.7	769	0.6
	December	268	3.2	235	2.8	907	0.7	790	0.6
2020	March	280	3.4	N/A	N/A	800	0.6	N/A	N/A
	June	225	2.7	N/A	N/A	659	0.5	N/A	N/A
	September	276	3.4	N/A	N/A	820	0.7	N/A	N/A

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

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