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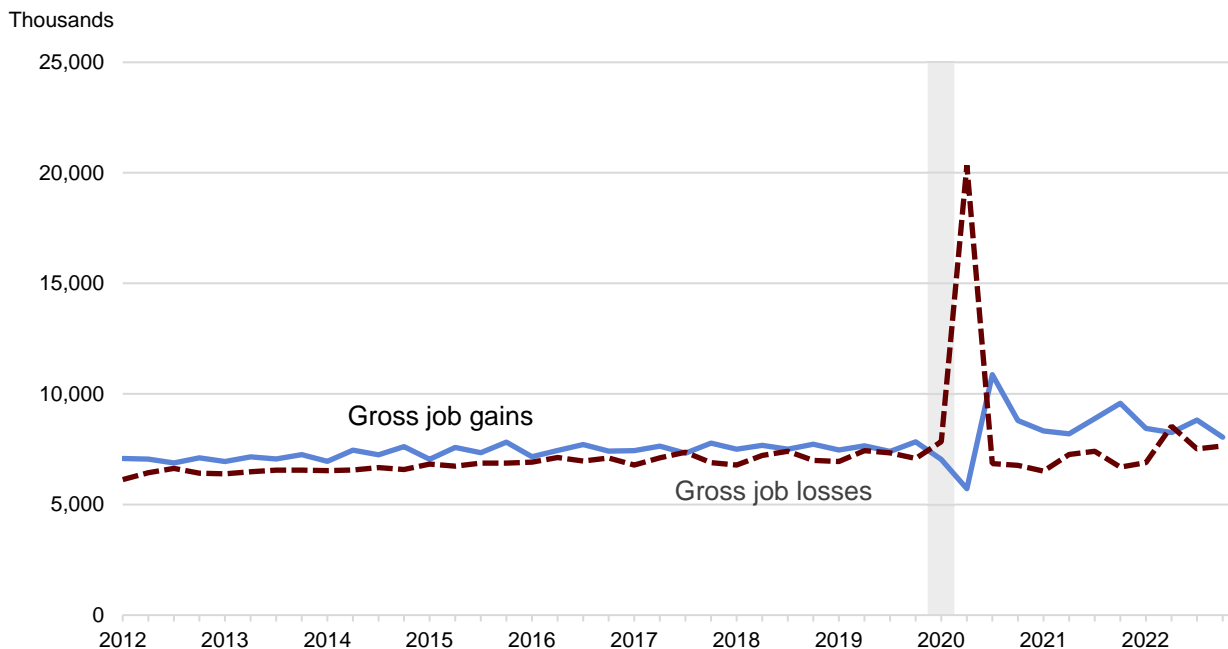
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2022

From September 2022 to December 2022, **gross job gains** from opening and expanding private-sector establishments were 8.0 million, a decrease of 769,000 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 7.6 million, an increase of 133,000 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 400,000 jobs in the private sector during the fourth quarter of 2022. (See chart 1, and tables A and 1.)

Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted
 March 2012 - December 2022



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

Revisions to Business Employment Dynamics (BED) Data

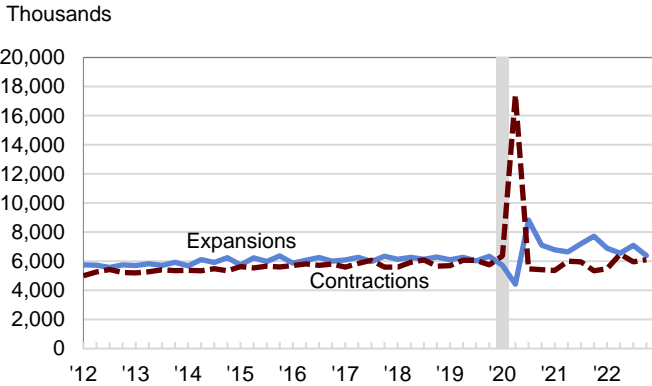
The release of First Quarter 2023 Business Employment Dynamics data, scheduled for October 25, 2023, will incorporate annual revisions in accordance with standard procedures. The revisions will include the previous four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

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

Gross Job Gains

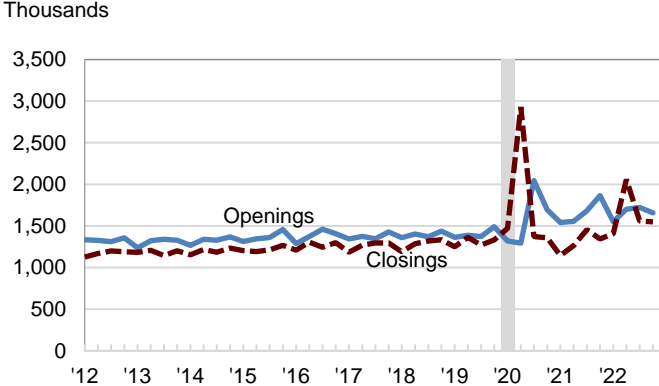
In the fourth quarter of 2022, gross job gains represented 6.2 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.4 million in the fourth quarter of 2022, a decrease of 703,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.7 million of the jobs gained in the fourth quarter of 2022, a decrease of 66,000 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 2012 - December 2022



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 2012 - December 2022



NOTE: Shaded area represents NBER defined recession period.

Gross Job Losses

In the fourth quarter of 2022, gross job losses represented 5.9 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 6.1 million jobs in the fourth quarter of 2022, an increase of 142,000 jobs from the prior quarter. In the fourth quarter of 2022, **closing** establishments lost 1.5 million jobs, a decrease of 9,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Establishment Births and Deaths

In the fourth quarter of 2022, the number of **establishment births** (a subset of the openings data) decreased by 5,000 to a total of 341,000 establishments. These new establishments accounted for 1.0 million jobs, an increase of 17,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2022, when 743,000 jobs were lost at 253,000 establishments, a decrease of 35,000 jobs from the fourth quarter of 2021. (See Technical Note and table 8.)

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

Category	3 months ended				
	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022
	Levels (in thousands)				
Gross job gains.....	9,580	8,438	8,253	8,814	8,045
At expanding establishments	7,715	6,887	6,552	7,091	6,388
At opening establishments.....	1,865	1,551	1,701	1,723	1,657
Gross job losses.....	6,688	6,893	8,540	7,512	7,645
At contracting establishments	5,344	5,486	6,482	5,954	6,096
At closing establishments.....	1,344	1,407	2,058	1,558	1,549
Net employment change ¹	2,892	1,545	-287	1,302	400
	Rates (percent)				
Gross job gains.....	7.7	6.6	6.4	6.8	6.2
At expanding establishments	6.2	5.4	5.1	5.5	4.9
At opening establishments.....	1.5	1.2	1.3	1.3	1.3
Gross job losses.....	5.4	5.4	6.7	5.8	5.9
At contracting establishments	4.3	4.3	5.1	4.6	4.7
At closing establishments.....	1.1	1.1	1.6	1.2	1.2
Net employment change ¹	2.3	1.2	-0.3	1.0	0.3

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

Firm Size

In the fourth quarter of 2022, firms with 1 to 49 employees had a net employment increase of 166,000. Firms with 50 to 249 employees had a net employment gain of 146,000. Firms with 250 or more employees had a net employment increase of 64,000. (See tables 4 and 5.)

Industries

Gross job gains exceeded gross job losses in 8 out of the 13 industry sectors in the fourth quarter of 2022. The service-providing industries experienced a net job gain of 375,000. The goods-producing industries had a net job increase of 25,000. (See table 3.)

States

Gross job gains surpassed gross job losses in 42 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the fourth quarter of 2022. (See tables 6 and 7.)

For More Information

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

The Business Employment Dynamics for First Quarter 2023 are scheduled to be released on Wednesday, October 25, 2023, at 10:00 a.m. (ET).

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as the 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 8.9 million private-sector employer reports out of 11.3 million total reports of employment and wages submitted by states to BLS in the first quarter of 2022. 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 2022.

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

	Millions
Total establishments QCEW program.....	11.3
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.9
 Total establishments included in Business Employment Dynamics data.....	 8.9

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 11.3 million establishments in first quarter of 2022 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 8.9 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 670,000 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 levels 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national levels 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, is used for the measurement of 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 units with positive third month employment in the previous quarter and either not reported, or reported with zero employment, 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 establishments that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well, and an establishment defined as a death in a quarter must also be a closing. Since openings include seasonal and other re-openings, and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

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

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

Sizing methodology

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

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

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on

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

Seasonal adjustment

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

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

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

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

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

Reliability of the data

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

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

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

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

Additional statistics and other information

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

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

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

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

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

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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	651	7,434	6,090	1,344	6,783	5,599	1,184
	June	526	7,639	6,265	1,374	7,113	5,844	1,269
	September	-39	7,321	5,975	1,346	7,360	6,065	1,295
	December	883	7,772	6,344	1,428	6,889	5,593	1,296
2018	March	712	7,497	6,139	1,358	6,785	5,595	1,190
	June	458	7,673	6,270	1,403	7,215	5,930	1,285
	September	91	7,500	6,130	1,370	7,409	6,090	1,319
	December	731	7,724	6,287	1,437	6,993	5,660	1,333
2019	March	524	7,464	6,101	1,363	6,940	5,691	1,249
	June	218	7,653	6,265	1,388	7,435	6,073	1,362
	September	66	7,398	6,025	1,373	7,332	6,062	1,270
	December	750	7,831	6,340	1,491	7,081	5,750	1,331
2020	March	-803	7,035	5,717	1,318	7,838	6,367	1,471
	June	-14,621	5,719	4,425	1,294	20,340	17,410	2,930
	September	4,025	10,874	8,828	2,046	6,849	5,476	1,373
	December	2,024	8,797	7,104	1,693	6,773	5,416	1,357
2021	March	1,810	8,322	6,781	1,541	6,512	5,367	1,145
	June	936	8,196	6,641	1,555	7,260	5,997	1,263
	September	1,474	8,882	7,201	1,681	7,408	5,953	1,455
	December	2,892	9,580	7,715	1,865	6,688	5,344	1,344
2022	March	1,545	8,438	6,887	1,551	6,893	5,486	1,407
	June	-287	8,253	6,552	1,701	8,540	6,482	2,058
	September	1,302	8,814	7,091	1,723	7,512	5,954	1,558
	December	400	8,045	6,388	1,657	7,645	6,096	1,549

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
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	0.7	6.4	5.2	1.2	5.7	4.6	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	0.6	6.2	5.0	1.2	5.6	4.5	1.1
2020	March	-0.7	5.5	4.5	1.0	6.2	5.0	1.2
	June	-12.1	4.8	3.7	1.1	16.9	14.5	2.4
	September	3.5	9.5	7.7	1.8	6.0	4.8	1.2
	December	1.6	7.4	6.0	1.4	5.8	4.6	1.2
2021	March	1.5	7.0	5.7	1.3	5.5	4.5	1.0
	June	0.9	6.8	5.5	1.3	5.9	4.9	1.0
	September	1.2	7.3	5.9	1.4	6.1	4.9	1.2
	December	2.3	7.7	6.2	1.5	5.4	4.3	1.1
2022	March	1.2	6.6	5.4	1.2	5.4	4.3	1.1
	June	-0.3	6.4	5.1	1.3	6.7	5.1	1.6
	September	1.0	6.8	5.5	1.3	5.8	4.6	1.2
	December	0.3	6.2	4.9	1.3	5.9	4.7	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)				
	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022
Total private ¹										
Gross job gains	9,580	8,438	8,253	8,814	8,045	7.7	6.6	6.4	6.8	6.2
At expanding establishments	7,715	6,887	6,552	7,091	6,388	6.2	5.4	5.1	5.5	4.9
At opening establishments	1,865	1,551	1,701	1,723	1,657	1.5	1.2	1.3	1.3	1.3
Gross job losses	6,688	6,893	8,540	7,512	7,645	5.4	5.4	6.7	5.8	5.9
At contracting establishments	5,344	5,486	6,482	5,954	6,096	4.3	4.3	5.1	4.6	4.7
At closing establishments	1,344	1,407	2,058	1,558	1,549	1.1	1.1	1.6	1.2	1.2
Net employment change	2,892	1,545	-287	1,302	400	2.3	1.2	-0.3	1.0	0.3
Goods-producing										
Gross job gains	1,526	1,426	1,331	1,361	1,318	7.1	6.4	6.0	6.1	5.9
At expanding establishments	1,290	1,220	1,130	1,155	1,111	6.0	5.5	5.1	5.2	5.0
At opening establishments	236	206	201	206	207	1.1	0.9	0.9	0.9	0.9
Gross job losses	1,138	1,144	1,359	1,232	1,293	5.3	5.2	6.1	5.6	5.8
At contracting establishments	946	941	1,072	1,014	1,073	4.4	4.3	4.8	4.6	4.8
At closing establishments	192	203	287	218	220	0.9	0.9	1.3	1.0	1.0
Net employment change	388	282	-28	129	25	1.8	1.2	-0.1	0.5	0.1
Natural resources and mining										
Gross job gains	230	238	224	229	201	13.0	13.1	12.5	12.8	11.0
At expanding establishments	200	210	197	202	174	11.3	11.6	11.0	11.3	9.5
At opening establishments	30	28	27	27	27	1.7	1.5	1.5	1.5	1.5
Gross job losses	218	223	226	180	240	12.4	12.3	12.6	10.1	13.2
At contracting establishments	192	191	192	155	215	10.9	10.5	10.7	8.7	11.8
At closing establishments	26	32	34	25	25	1.5	1.8	1.9	1.4	1.4
Net employment change	12	15	-2	49	-39	0.6	0.8	-0.1	2.7	-2.2
Construction										
Gross job gains	725	710	643	638	652	9.7	9.3	8.3	8.3	8.4
At expanding establishments	575	574	519	514	521	7.7	7.5	6.7	6.7	6.7
At opening establishments	150	136	124	124	131	2.0	1.8	1.6	1.6	1.7
Gross job losses	573	573	672	623	630	7.7	7.5	8.8	8.2	8.2
At contracting establishments	454	452	506	488	493	6.1	5.9	6.6	6.4	6.4
At closing establishments	119	121	166	135	137	1.6	1.6	2.2	1.8	1.8
Net employment change	152	137	-29	15	22	2.0	1.8	-0.5	0.1	0.2
Manufacturing										
Gross job gains	571	478	464	494	465	4.6	3.8	3.7	3.8	3.6
At expanding establishments	515	436	414	439	416	4.1	3.5	3.3	3.4	3.2
At opening establishments	56	42	50	55	49	0.5	0.3	0.4	0.4	0.4
Gross job losses	347	348	461	429	423	2.8	2.8	3.6	3.4	3.3
At contracting establishments	300	298	374	371	365	2.4	2.4	2.9	2.9	2.8
At closing establishments	47	50	87	58	58	0.4	0.4	0.7	0.5	0.5
Net employment change	224	130	3	65	42	1.8	1.0	0.1	0.4	0.3
Service-providing ¹										
Gross job gains	8,054	7,012	6,922	7,453	6,727	7.8	6.7	6.5	7.0	6.3
At expanding establishments	6,425	5,667	5,422	5,936	5,277	6.2	5.4	5.1	5.6	4.9
At opening establishments	1,629	1,345	1,500	1,517	1,450	1.6	1.3	1.4	1.4	1.4
Gross job losses	5,550	5,749	7,181	6,280	6,352	5.4	5.4	6.8	5.9	5.9
At contracting establishments	4,398	4,545	5,410	4,940	5,023	4.3	4.3	5.1	4.6	4.7
At closing establishments	1,152	1,204	1,771	1,340	1,329	1.1	1.1	1.7	1.3	1.2
Net employment change	2,504	1,263	-259	1,173	375	2.4	1.3	-0.3	1.1	0.4
Wholesale trade										
Gross job gains	357	307	306	335	290	6.2	5.3	5.2	5.6	4.8
At expanding establishments	286	257	248	272	237	5.0	4.4	4.2	4.5	3.9
At opening establishments	71	50	58	63	53	1.2	0.9	1.0	1.1	0.9
Gross job losses	224	237	311	257	252	3.9	4.0	5.3	4.3	4.2
At contracting establishments	171	177	211	197	193	3.0	3.0	3.6	3.3	3.2
At closing establishments	53	60	100	60	59	0.9	1.0	1.7	1.0	1.0
Net employment change	133	70	-5	78	38	2.3	1.3	-0.1	1.3	0.6

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022
Retail trade										
Gross job gains	931	1,010	841	940	798	6.0	6.5	5.4	6.1	5.1
At expanding establishments	801	900	717	816	684	5.2	5.8	4.6	5.3	4.4
At opening establishments	130	110	124	124	114	0.8	0.7	0.8	0.8	0.7
Gross job losses	823	731	1,059	912	897	5.3	4.7	6.8	5.8	5.9
At contracting establishments	714	626	898	798	780	4.6	4.0	5.8	5.1	5.1
At closing establishments	109	105	161	114	117	0.7	0.7	1.0	0.7	0.8
Net employment change	108	279	-218	28	-99	0.7	1.8	-1.4	0.3	-0.8
Transportation and warehousing										
Gross job gains	696	366	321	381	466	11.2	5.7	5.0	6.0	7.2
At expanding establishments	578	320	269	329	404	9.3	5.0	4.2	5.2	6.2
At opening establishments	118	46	52	52	62	1.9	0.7	0.8	0.8	1.0
Gross job losses	237	393	477	326	331	3.9	6.1	7.5	5.1	5.1
At contracting establishments	196	353	406	276	276	3.2	5.5	6.4	4.3	4.3
At closing establishments	41	40	71	50	55	0.7	0.6	1.1	0.8	0.8
Net employment change	459	-27	-156	55	135	7.3	-0.4	-2.5	0.9	2.1
Utilities										
Gross job gains	18	14	16	19	20	3.4	2.6	2.9	3.5	3.6
At expanding establishments	15	12	13	17	16	2.8	2.2	2.4	3.1	2.9
At opening establishments	3	2	3	2	4	0.6	0.4	0.5	0.4	0.7
Gross job losses	14	13	16	12	14	2.6	2.4	2.9	2.2	2.5
At contracting establishments	12	11	13	10	11	2.2	2.0	2.4	1.8	2.0
At closing establishments	2	2	3	2	3	0.4	0.4	0.5	0.4	0.5
Net employment change	4	1	0	7	6	0.8	0.2	0.0	1.3	1.1
Information										
Gross job gains	226	201	207	201	165	7.7	6.8	6.9	6.6	5.3
At expanding establishments	179	168	169	162	127	6.1	5.7	5.6	5.3	4.1
At opening establishments	47	33	38	39	38	1.6	1.1	1.3	1.3	1.2
Gross job losses	169	150	195	175	189	5.8	5.0	6.5	5.7	6.2
At contracting establishments	133	113	148	135	150	4.6	3.8	4.9	4.4	4.9
At closing establishments	36	37	47	40	39	1.2	1.2	1.6	1.3	1.3
Net employment change	57	51	12	26	-24	1.9	1.8	0.4	0.9	-0.9
Financial activities										
Gross job gains	518	467	478	493	440	6.1	5.5	5.6	5.7	5.1
At expanding establishments	388	376	370	387	334	4.6	4.4	4.3	4.5	3.9
At opening establishments	130	91	108	106	106	1.5	1.1	1.3	1.2	1.2
Gross job losses	399	421	501	434	466	4.8	4.9	5.8	5.0	5.4
At contracting establishments	301	310	353	329	356	3.6	3.6	4.1	3.8	4.1
At closing establishments	98	111	148	105	110	1.2	1.3	1.7	1.2	1.3
Net employment change	119	46	-23	59	-26	1.3	0.6	-0.2	0.7	-0.3
Professional and business services										
Gross job gains	1,961	1,613	1,648	1,757	1,503	9.0	7.2	7.3	7.8	6.6
At expanding establishments	1,585	1,295	1,281	1,380	1,163	7.3	5.8	5.7	6.1	5.1
At opening establishments	376	318	367	377	340	1.7	1.4	1.6	1.7	1.5
Gross job losses	1,302	1,361	1,702	1,501	1,603	6.0	6.1	7.6	6.6	7.0
At contracting establishments	988	1,050	1,277	1,153	1,252	4.6	4.7	5.7	5.1	5.5
At closing establishments	314	311	425	348	351	1.4	1.4	1.9	1.5	1.5
Net employment change	659	252	-54	256	-100	3.0	1.1	-0.3	1.2	-0.4
Education and health services										
Gross job gains	1,231	1,150	1,161	1,306	1,153	5.4	5.0	5.0	5.6	4.9
At expanding establishments	944	929	925	1,077	911	4.1	4.0	4.0	4.6	3.9
At opening establishments	287	221	236	229	242	1.3	1.0	1.0	1.0	1.0
Gross job losses	985	937	1,224	965	1,020	4.3	4.1	5.3	4.1	4.4
At contracting establishments	771	727	851	724	769	3.4	3.2	3.7	3.1	3.3
At closing establishments	214	210	373	241	251	0.9	0.9	1.6	1.0	1.1
Net employment change	246	213	-63	341	133	1.1	0.9	-0.3	1.5	0.5

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022
Leisure and hospitality										
Gross job gains	1,669	1,405	1,441	1,497	1,441	11.2	9.2	9.3	9.6	9.0
At expanding establishments	1,358	1,136	1,150	1,203	1,137	9.1	7.4	7.4	7.7	7.1
At opening establishments	311	269	291	294	304	2.1	1.8	1.9	1.9	1.9
Gross job losses	1,108	1,183	1,324	1,356	1,228	7.4	7.7	8.6	8.6	7.7
At contracting establishments	907	953	1,019	1,088	993	6.1	6.2	6.6	6.9	6.2
At closing establishments	201	230	305	268	235	1.3	1.5	2.0	1.7	1.5
Net employment change	561	222	117	141	213	3.8	1.5	0.7	1.0	1.3
Other services										
Gross job gains	367	322	332	343	316	9.1	7.8	8.1	8.1	7.4
At expanding establishments	276	251	254	266	243	6.8	6.1	6.2	6.3	5.7
At opening establishments	91	71	78	77	73	2.3	1.7	1.9	1.8	1.7
Gross job losses	263	287	331	294	306	6.5	7.0	8.0	7.1	7.2
At contracting establishments	198	213	220	212	229	4.9	5.2	5.3	5.1	5.4
At closing establishments	65	74	111	82	77	1.6	1.8	2.7	2.0	1.8
Net employment change	104	35	1	49	10	2.6	0.8	0.1	1.0	0.2

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
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	662	6,007	5,345	346	3,236	2,890	191	1,085	894	125	1,686	1,561
	June	570	6,216	5,646	145	3,161	3,016	151	1,127	976	274	1,928	1,654
	September	-90	5,826	5,916	-100	2,999	3,099	-44	1,013	1,057	54	1,814	1,760
	December	804	6,185	5,381	235	3,184	2,949	142	1,082	940	427	1,919	1,492
2018	March	731	6,066	5,335	298	3,210	2,912	165	1,072	907	268	1,784	1,516
	June	477	6,202	5,725	127	3,192	3,065	156	1,133	977	194	1,877	1,683
	September	43	5,981	5,938	-78	3,031	3,109	-26	1,028	1,054	147	1,922	1,775
	December	670	6,094	5,424	203	3,172	2,969	132	1,074	942	335	1,848	1,513
2019	March	572	6,010	5,438	260	3,193	2,933	154	1,065	911	158	1,752	1,594
	June	225	6,154	5,929	46	3,156	3,110	98	1,122	1,024	81	1,876	1,795
	September	7	5,867	5,860	-2	3,047	3,049	-29	1,016	1,045	38	1,804	1,766
	December	656	6,199	5,543	210	3,186	2,976	91	1,062	971	355	1,951	1,596
2020	March	-652	5,606	6,258	-368	3,027	3,395	-99	970	1,069	-185	1,609	1,794
	June	-15,224	4,506	19,730	-4,719	2,555	7,274	-2,812	581	3,393	-7,693	1,370	9,063
	September	4,046	9,448	5,402	1,519	4,486	2,967	541	1,421	880	1,986	3,541	1,555
	December	1,862	7,073	5,211	510	3,487	2,977	345	1,189	844	1,007	2,397	1,390
2021	March	1,837	6,887	5,050	973	3,642	2,669	225	1,102	877	639	2,143	1,504
	June	974	6,650	5,676	719	3,522	2,803	213	1,143	930	42	1,985	1,943
	September	1,440	7,159	5,719	400	3,530	3,130	255	1,195	940	785	2,434	1,649
	December	2,744	7,650	4,906	914	3,767	2,853	466	1,304	838	1,364	2,579	1,215
2022	March	1,646	6,958	5,312	291	3,348	3,057	267	1,162	895	1,088	2,448	1,360
	June	-430	6,511	6,941	-229	3,281	3,510	39	1,151	1,112	-240	2,079	2,319
	September	1,338	7,116	5,778	34	3,302	3,268	249	1,233	984	1,055	2,581	1,526
	December	376	6,249	5,873	166	3,272	3,106	146	1,125	979	64	1,852	1,788

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

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

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022
Total private by firm ¹										
Gross job gains	7,650	6,958	6,511	7,116	6,249	6.1	5.5	5.1	5.5	4.8
At expanding firms	6,468	5,987	5,498	6,093	5,193	5.2	4.7	4.3	4.7	4.0
At opening firms	1,182	971	1,013	1,023	1,056	0.9	0.8	0.8	0.8	0.8
Gross job losses	4,906	5,312	6,941	5,778	5,873	4.0	4.2	5.4	4.5	4.5
At contracting firms	4,050	4,323	5,661	4,724	4,903	3.3	3.4	4.4	3.7	3.8
At closing firms	856	989	1,280	1,054	970	0.7	0.8	1.0	0.8	0.7
Net employment change	2,744	1,646	-430	1,338	376	2.1	1.3	-0.3	1.0	0.3
Firm size 1 to 49 employees										
Gross job gains	3,767	3,348	3,281	3,302	3,272	10.8	9.6	9.3	9.4	9.3
At expanding firms	2,627	2,414	2,315	2,322	2,257	7.5	6.9	6.6	6.6	6.4
At opening firms	1,140	934	966	980	1,015	3.3	2.7	2.7	2.8	2.9
Gross job losses	2,853	3,057	3,510	3,268	3,106	8.2	8.7	10.0	9.3	8.8
At contracting firms	2,029	2,107	2,292	2,257	2,176	5.8	6.0	6.5	6.4	6.2
At closing firms	824	950	1,218	1,011	930	2.4	2.7	3.5	2.9	2.6
Net employment change	914	291	-229	34	166	2.6	0.9	-0.7	0.1	0.5
Firm size 50 to 249 employees										
Gross job gains	1,304	1,162	1,151	1,233	1,125	6.0	5.2	5.2	5.6	5.0
At expanding firms	1,268	1,131	1,109	1,194	1,088	5.8	5.1	5.0	5.4	4.8
At opening firms	36	31	42	39	37	0.2	0.1	0.2	0.2	0.2
Gross job losses	838	895	1,112	984	979	3.8	4.1	5.0	4.5	4.4
At contracting firms	812	861	1,060	947	944	3.7	3.9	4.8	4.3	4.2
At closing firms	26	34	52	37	35	0.1	0.2	0.2	0.2	0.2
Net employment change	466	267	39	249	146	2.2	1.1	0.2	1.1	0.6
Firm size 250 or more employees										
Gross job gains	2,579	2,448	2,079	2,581	1,852	3.8	3.5	2.9	3.6	2.6
At expanding firms	2,573	2,442	2,074	2,577	1,848	3.8	3.5	2.9	3.6	2.6
At opening firms	6	6	5	4	4	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,215	1,360	2,319	1,526	1,788	1.8	1.9	3.3	2.1	2.5
At contracting firms	1,209	1,355	2,309	1,520	1,783	1.8	1.9	3.3	2.1	2.5
At closing firms	6	5	10	6	5	0.0	0.0	0.0	0.0	0.0
Net employment change	1,364	1,088	-240	1,055	64	2.0	1.6	-0.4	1.5	0.1

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/bdmfirmsize.htm for more detailed firm size class data.

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

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022	Dec. 2021	Mar. 2022	June 2022	Sept. 2022	Dec. 2022
United States ¹	9,580,000	8,438,000	8,253,000	8,814,000	8,045,000	6,688,000	6,893,000	8,540,000	7,512,000	7,645,000
Alabama	123,011	101,635	106,999	118,322	109,189	84,977	98,513	114,899	101,714	99,273
Alaska	27,704	24,382	24,504	20,442	26,232	20,460	22,348	22,953	24,828	22,405
Arizona	176,081	177,728	176,676	210,182	180,777	129,874	149,379	192,227	148,128	166,560
Arkansas	79,698	61,175	58,938	67,192	64,529	48,806	55,459	63,128	57,587	56,306
California	1,262,060	1,125,393	1,021,819	1,029,433	1,009,955	819,248	854,366	1,109,727	953,183	1,013,298
Colorado	176,521	176,404	173,472	118,445	180,372	140,744	147,988	157,258	135,759	164,924
Connecticut	96,011	90,157	89,453	89,467	83,780	74,432	74,954	93,111	87,560	84,460
Delaware	31,109	28,247	24,768	33,568	26,573	22,407	21,636	31,432	23,995	30,024
District of Columbia	36,343	30,589	30,221	36,868	29,047	24,348	24,466	33,946	24,371	28,894
Florida	617,316	528,678	610,483	650,116	527,992	473,940	460,834	557,231	458,810	510,581
Georgia	309,130	268,652	265,027	286,221	267,138	216,525	226,310	267,349	243,232	242,334
Hawaii	34,180	29,910	29,078	31,526	30,523	24,407	25,187	29,509	24,178	24,551
Idaho	57,952	59,454	49,524	58,556	58,821	42,358	43,197	63,804	52,078	47,952
Illinois	376,431	314,250	300,049	312,763	279,561	241,926	259,113	303,622	273,395	268,827
Indiana	195,577	164,473	151,587	176,553	156,061	127,405	129,843	185,172	151,514	143,098
Iowa	84,654	83,938	75,454	75,274	82,624	67,805	67,785	86,309	77,531	81,148
Kansas	85,411	70,885	73,978	87,263	73,955	59,286	61,952	85,352	63,457	65,965
Kentucky	117,441	107,884	102,311	108,709	97,861	78,247	81,658	140,172	88,180	86,827
Louisiana	146,643	101,345	102,644	115,243	95,312	87,586	109,685	112,436	88,312	102,524
Maine	42,590	42,068	93,397	39,102	38,968	35,914	32,315	42,750	38,701	36,302
Maryland	154,823	142,556	142,056	160,211	138,556	111,842	126,978	173,246	128,050	144,737
Massachusetts	216,317	207,793	194,864	194,546	171,527	176,714	158,999	172,892	192,065	183,473
Michigan	272,209	233,378	223,946	212,386	222,452	189,714	191,047	241,965	220,132	195,934
Minnesota	175,591	147,775	159,872	169,625	154,448	126,717	133,464	175,747	146,300	147,488
Mississippi	71,413	56,306	59,418	65,827	63,191	50,814	55,380	64,134	58,329	57,468
Missouri	174,351	154,875	151,307	165,076	146,218	131,101	130,222	143,601	153,125	140,653
Montana	39,683	38,089	33,900	35,038	38,132	28,758	34,500	38,543	31,586	32,720
Nebraska	56,712	55,634	49,079	56,330	49,006	46,629	48,798	54,250	50,617	47,457
Nevada	103,429	87,043	89,922	100,627	85,755	59,997	66,378	86,475	75,404	81,575
New Hampshire	43,659	44,904	38,334	40,603	39,450	36,729	31,555	46,290	39,163	35,783
New Jersey	303,908	250,014	233,195	246,502	243,710	187,278	195,389	225,337	228,764	214,434
New Mexico	52,440	47,735	42,315	50,834	42,944	40,038	39,948	46,113	38,631	40,959
New York	590,453	520,705	555,282	529,981	476,570	415,910	408,276	519,707	480,134	486,839
North Carolina	311,730	257,489	253,196	264,952	236,909	193,867	208,837	245,495	234,775	217,955
North Dakota	25,483	25,143	22,853	25,738	21,764	21,569	21,779	22,736	21,647	22,717
Ohio	320,621	284,863	265,564	269,541	277,230	234,473	226,562	291,178	265,688	275,749
Oklahoma	96,147	80,662	83,248	93,595	87,704	74,418	73,118	79,286	71,515	79,138
Oregon	125,828	124,997	101,997	108,658	107,720	99,966	94,957	118,845	141,016	105,924
Pennsylvania	345,124	324,890	282,938	314,901	289,557	243,523	251,630	292,347	269,585	271,017
Rhode Island	34,456	32,775	29,293	28,029	29,126	26,984	23,799	30,573	31,069	27,355
South Carolina	138,775	124,981	116,074	133,770	129,401	93,629	111,267	123,560	104,011	116,568
South Dakota	26,002	28,210	24,337	26,906	23,945	21,492	22,324	24,811	23,650	23,634
Tennessee	193,621	175,955	171,823	192,682	160,168	146,914	127,316	173,111	149,353	155,756
Texas	837,491	700,110	728,431	831,097	709,243	517,170	593,644	686,471	598,858	614,649
Utah	102,357	108,640	96,779	111,431	97,121	80,736	80,947	96,262	93,651	92,737
Vermont	19,701	19,574	18,262	17,756	19,263	16,817	15,566	20,951	20,040	17,786
Virginia	226,887	207,429	206,792	243,003	204,931	168,955	185,781	224,658	197,440	191,873
Washington	221,756	211,204	206,539	209,693	178,012	150,693	147,789	209,618	180,789	158,185
West Virginia	41,652	39,495	34,221	36,658	36,005	31,478	31,871	42,530	35,073	35,559
Wisconsin	160,882	160,365	146,548	152,158	152,450	127,962	117,824	171,335	146,159	141,055
Wyoming	20,688	18,653	17,431	18,938	19,383	15,914	17,325	18,873	17,445	16,700
Puerto Rico	45,326	50,478	47,053	46,034	49,566	38,654	35,144	44,098	38,179	45,516
Virgin Islands	1,963	1,658	2,062	1,904	1,482	2,327	2,459	2,945	1,164	1,058

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

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

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

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Dec.	Mar.	June	Sept.	Dec.	Dec.	Mar.	June	Sept.	Dec.
	2021	2022	2022	2022	2022	2021	2022	2022	2022	2022
United States	7.7	6.6	6.4	6.8	6.2	5.4	5.4	6.7	5.8	5.9
Alabama	7.6	6.2	6.6	7.1	6.5	5.2	6.0	7.0	6.2	6.0
Alaska	11.8	10.1	10.1	8.6	10.9	8.7	9.3	9.6	10.3	9.3
Arizona	6.8	6.8	6.7	7.9	6.7	5.0	5.7	7.3	5.5	6.1
Arkansas	7.8	5.9	5.6	6.4	6.1	4.8	5.4	6.0	5.5	5.3
California	8.5	7.4	6.6	6.7	6.5	5.5	5.6	7.2	6.1	6.6
Colorado	7.6	7.5	7.3	5.0	7.6	6.1	6.3	6.7	5.8	6.9
Connecticut	6.9	6.3	6.3	6.3	5.9	5.3	5.3	6.5	6.2	6.0
Delaware	8.2	7.3	6.5	8.6	6.7	6.0	5.6	8.2	6.1	7.6
District of Columbia	7.3	6.0	6.0	7.2	5.6	4.9	4.9	6.8	4.8	5.6
Florida	7.7	6.5	7.5	7.8	6.2	6.0	5.7	6.9	5.5	6.1
Georgia	7.9	6.8	6.6	7.0	6.5	5.5	5.7	6.7	6.0	5.9
Hawaii	7.1	6.1	5.9	6.2	6.0	5.1	5.1	5.9	4.8	4.8
Idaho	8.5	8.5	7.1	8.5	8.4	6.3	6.2	9.1	7.5	6.9
Illinois	7.5	6.2	5.9	6.0	5.4	4.9	5.0	5.9	5.3	5.2
Indiana	7.3	6.0	5.6	6.4	5.7	4.7	4.8	6.8	5.5	5.2
Iowa	6.6	6.5	5.8	5.8	6.4	5.4	5.3	6.7	6.0	6.3
Kansas	7.6	6.2	6.5	7.6	6.3	5.3	5.4	7.5	5.6	5.6
Kentucky	7.4	6.6	6.3	6.7	5.9	4.9	5.0	8.7	5.4	5.3
Louisiana	9.6	6.5	6.6	7.3	6.0	5.8	7.1	7.3	5.7	6.5
Maine	8.2	8.0	17.7	7.4	7.3	6.9	6.1	8.1	7.4	6.9
Maryland	7.3	6.6	6.7	7.5	6.4	5.3	5.9	8.1	6.0	6.7
Massachusetts	7.0	6.6	6.1	6.2	5.5	5.7	5.1	5.4	6.1	5.8
Michigan	7.5	6.3	6.0	5.7	5.9	5.2	5.1	6.5	5.9	5.2
Minnesota	7.3	6.0	6.6	6.8	6.2	5.2	5.4	7.1	6.0	6.0
Mississippi	7.9	6.1	6.5	7.2	6.8	5.7	6.0	7.0	6.3	6.2
Missouri	7.4	6.5	6.3	6.8	6.0	5.5	5.4	5.9	6.3	5.8
Montana	9.9	9.3	8.2	8.5	9.2	7.2	8.5	9.4	7.7	7.8
Nebraska	7.0	6.8	6.0	6.9	5.9	5.8	5.9	6.6	6.2	5.7
Nevada	8.3	6.8	6.9	7.6	6.4	4.8	5.2	6.7	5.7	6.2
New Hampshire	7.6	7.7	6.6	6.9	6.7	6.4	5.4	7.9	6.7	6.0
New Jersey	8.7	7.1	6.5	6.8	6.8	5.4	5.5	6.3	6.3	5.9
New Mexico	8.2	7.4	6.5	7.7	6.5	6.3	6.2	7.1	5.9	6.2
New York	7.7	6.7	7.1	6.7	6.0	5.4	5.2	6.6	6.0	6.2
North Carolina	8.1	6.5	6.3	6.6	5.9	5.0	5.3	6.2	5.9	5.4
North Dakota	7.6	7.5	6.8	7.6	6.4	6.5	6.5	6.7	6.4	6.7
Ohio	7.0	6.1	5.7	5.8	5.9	5.2	4.8	6.3	5.6	5.8
Oklahoma	7.6	6.3	6.4	7.1	6.6	5.9	5.7	6.2	5.5	6.0
Oregon	7.8	7.5	6.1	6.7	6.5	6.1	5.7	7.1	8.6	6.4
Pennsylvania	6.8	6.3	5.5	6.1	5.5	4.8	4.9	5.6	5.2	5.1
Rhode Island	8.5	7.9	7.0	6.7	6.9	6.6	5.7	7.3	7.4	6.5
South Carolina	7.9	6.9	6.4	7.3	7.0	5.3	6.2	6.9	5.6	6.2
South Dakota	7.2	7.7	6.6	7.3	6.5	5.9	6.1	6.8	6.4	6.4
Tennessee	7.3	6.6	6.3	7.0	5.8	5.6	4.7	6.4	5.4	5.7
Texas	7.7	6.3	6.5	7.4	6.2	4.8	5.4	6.1	5.2	5.3
Utah	7.5	7.8	7.0	7.9	6.8	6.0	5.9	6.8	6.7	6.6
Vermont	8.1	8.0	7.3	7.2	7.8	6.9	6.3	8.4	8.0	7.1
Virginia	7.2	6.4	6.5	7.5	6.2	5.3	5.8	7.0	6.1	5.8
Washington	7.8	7.3	7.0	7.1	5.9	5.3	5.0	7.1	6.1	5.3
West Virginia	7.9	7.3	6.3	6.8	6.7	6.0	5.9	7.9	6.5	6.6
Wisconsin	6.6	6.5	5.9	6.1	6.1	5.2	4.8	6.8	5.9	5.6
Wyoming	10.1	8.9	8.4	9.2	9.2	7.8	8.3	9.1	8.5	8.0
Puerto Rico	6.4	7.0	6.5	6.2	6.7	5.5	4.9	6.1	5.2	6.1
Virgin Islands	8.0	6.9	8.8	7.9	6.0	9.5	10.3	12.6	4.9	4.3

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
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	203	2.6	806	0.7	668	0.5
	June	240	3.0	223	2.8	848	0.7	752	0.6
	September	244	3.1	225	2.8	851	0.7	760	0.6
	December	246	3.1	216	2.7	849	0.7	731	0.6
2018	March	248	3.1	214	2.7	813	0.7	667	0.5
	June	264	3.3	229	2.8	879	0.7	767	0.6
	September	250	3.1	231	2.8	864	0.7	785	0.6
	December	249	3.1	223	2.7	857	0.7	760	0.6
2019	March	260	3.2	219	2.7	809	0.6	695	0.6
	June	257	3.1	241	2.9	849	0.7	803	0.6
	September	250	3.0	232	2.8	847	0.7	769	0.6
	December	269	3.2	235	2.8	905	0.7	789	0.6
2020	March	278	3.3	239	2.9	807	0.6	731	0.6
	June	228	2.8	326	4.0	661	0.6	1,151	1.0
	September	277	3.4	235	2.9	822	0.7	693	0.6
	December	287	3.5	218	2.6	916	0.8	689	0.6
2021	March	308	3.6	210	2.5	832	0.7	602	0.5
	June	352	4.1	225	2.6	981	0.8	663	0.5
	September	359	4.1	245	2.8	1,028	0.8	734	0.6
	December	379	4.3	254	2.9	1,119	0.9	778	0.6
2022	March	347	3.9	253	2.8	960	0.8	743	0.6
	June	359	4.0	N/A	N/A	1,050	0.8	N/A	N/A
	September	346	3.8	N/A	N/A	1,032	0.8	N/A	N/A
	December	341	3.8	N/A	N/A	1,049	0.8	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