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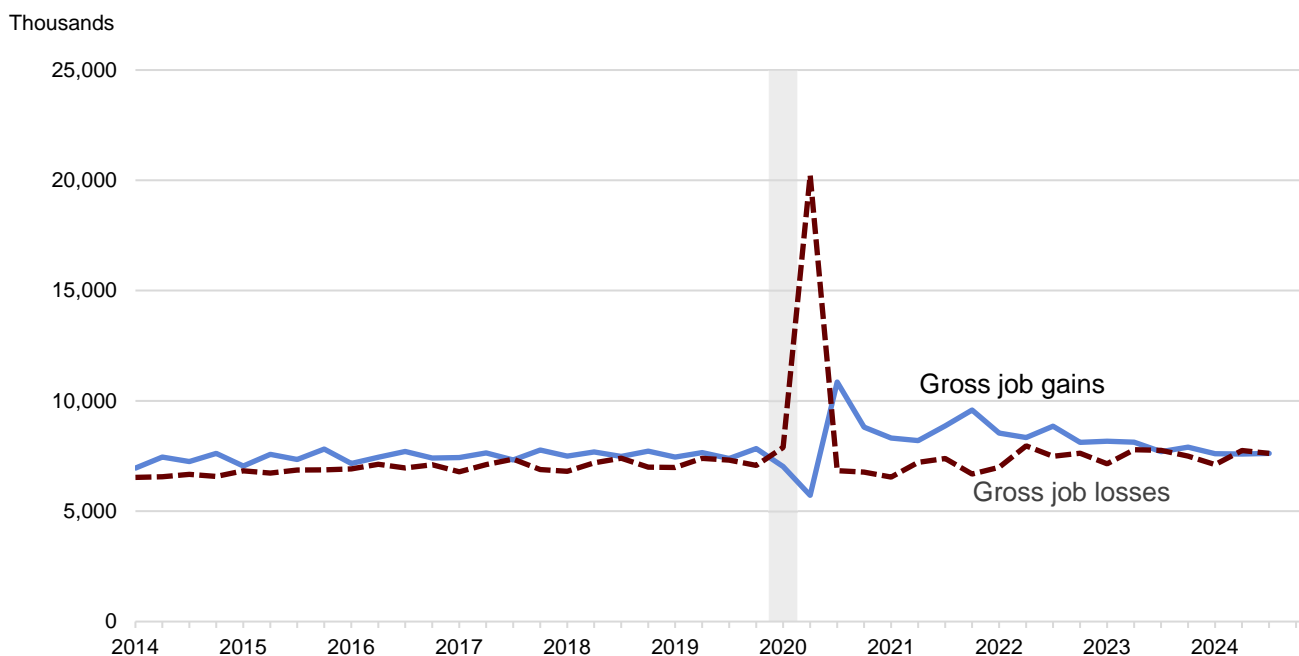
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BUSINESS EMPLOYMENT DYNAMICS – THIRD QUARTER 2024

From June 2024 to September 2024, **gross job losses** from closing and contracting private-sector establishments were 7.6 million, a decrease of 131,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job gains** from opening and expanding private-sector establishments were 7.6 million, an increase of 31,000 jobs from the previous quarter. (See chart 1, and tables A and 1.)

Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted
March 2014 - September 2024



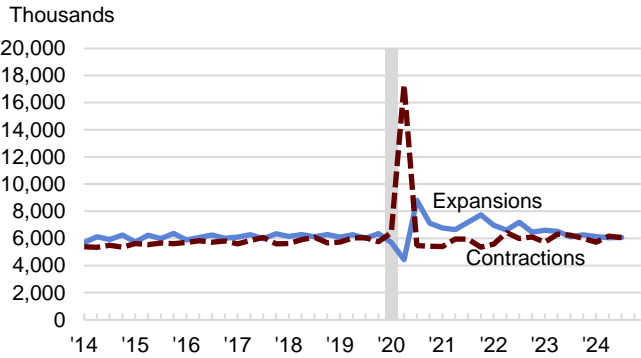
NOTE: Shaded area represents National Bureau of Economic Research (NBER) defined recession period.

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

Gross Job Losses

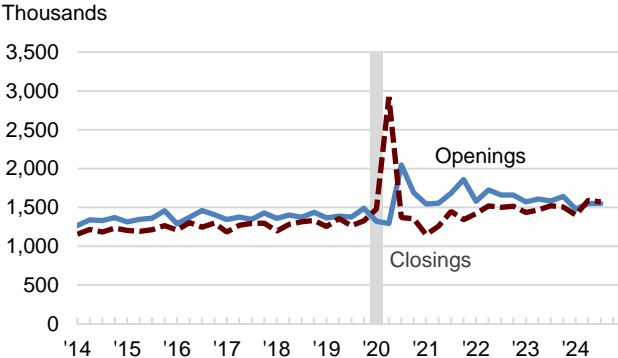
In the third quarter of 2024, gross job losses represented 5.8 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 6.1 million jobs in the third quarter of 2024, a decrease of 110,000 jobs from the prior quarter. In the third quarter of 2024, **closing** establishments lost 1.6 million jobs, a decrease of 21,000 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 2014 - September 2024



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 2014 - September 2024



NOTE: Shaded area represents NBER defined recession period.

Gross Job Gains

In the third quarter of 2024, gross job gains represented 5.8 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.1 million in the third quarter of 2024, an increase of 31,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.6 million of the jobs gained in the third quarter of 2024, which is unchanged from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Establishment Births and Deaths

In the third quarter of 2024, the number of **establishment births** (a subset of the openings data) decreased by 10,000 to a total of 316,000 establishments. These new establishments accounted for 973,000 jobs, a decrease of 2,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the fourth quarter of 2023, when 921,000 jobs were lost at 322,000 establishments, a decrease of 6,000 jobs from the third quarter of 2023. (See Technical Note and table 8.)

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

Category	3 months ended				
	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
	Levels (in thousands)				
Gross job gains.....	7,700	7,902	7,608	7,591	7,622
At expanding establishments	6,116	6,262	6,131	6,040	6,071
At opening establishments.....	1,584	1,640	1,477	1,551	1,551
Gross job losses.....	7,758	7,499	7,115	7,754	7,623
At contracting establishments	6,237	5,995	5,714	6,162	6,052
At closing establishments.....	1,521	1,504	1,401	1,592	1,571
Net employment change ¹	-58	403	493	-163	-1
	Rates (percent)				
Gross job gains.....	5.9	6.0	5.7	5.8	5.8
At expanding establishments	4.7	4.8	4.6	4.6	4.6
At opening establishments....	1.2	1.2	1.1	1.2	1.2
Gross job losses.....	6.0	5.7	5.4	5.9	5.8
At contracting establishments	4.8	4.6	4.3	4.7	4.6
At closing establishments.....	1.2	1.1	1.1	1.2	1.2
Net employment change ¹	-0.1	0.3	0.3	-0.1	0.0

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 third quarter of 2024, firms with 1 to 49 employees had a net employment loss of 146,000. Firms with 50 to 249 employees had a net employment decline of 33,000. Firms with 250 or more employees had a net employment gain of 159,000. (See tables 4 and 5.)

Industries

Gross job losses exceeded gross job gains in 8 out of the 13 industry sectors in the third quarter of 2024. The service-providing industries experienced a net job gain of 92,000. The goods-producing industries had a net job decrease of 93,000. (See table 3.)

States

Gross job losses surpassed gross job gains in 35 states, the District of Columbia, and the Virgin Islands in the third quarter of 2024. (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 Fourth Quarter 2024 are scheduled to be released on Wednesday, July 30, 2025, 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 9.2 million private-sector employer reports out of 11.9 million total reports of employment and wages submitted by states to BLS in the first quarter of 2024. 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 2024.

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

	Millions
Total establishments QCEW program.....	11.9
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	2.2
Total establishments included in Business Employment Dynamics data.....	9.2

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 11.9 million establishments in first quarter of 2024 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 9.2 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 629,000 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
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	683	7,494	6,135	1,359	6,811	5,616	1,195
	June	498	7,688	6,286	1,402	7,190	5,907	1,283
	September	86	7,485	6,113	1,372	7,399	6,083	1,316
	December	723	7,719	6,283	1,436	6,996	5,665	1,331
2019	March	472	7,453	6,088	1,365	6,981	5,727	1,254
	June	259	7,654	6,267	1,387	7,395	6,039	1,356
	September	72	7,385	6,011	1,374	7,313	6,049	1,264
	December	762	7,838	6,350	1,488	7,076	5,748	1,328
2020	March	-862	7,024	5,702	1,322	7,886	6,408	1,478
	June	-14,509	5,725	4,433	1,292	20,234	17,311	2,923
	September	4,021	10,855	8,808	2,047	6,834	5,465	1,369
	December	2,036	8,808	7,118	1,690	6,772	5,418	1,354
2021	March	1,769	8,313	6,769	1,544	6,544	5,394	1,150
	June	985	8,200	6,646	1,554	7,215	5,955	1,260
	September	1,483	8,870	7,186	1,684	7,387	5,937	1,450
	December	2,900	9,587	7,727	1,860	6,687	5,345	1,342
2022	March	1,551	8,541	6,962	1,579	6,990	5,569	1,421
	June	378	8,337	6,611	1,726	7,959	6,440	1,519
	September	1,362	8,851	7,191	1,660	7,489	5,989	1,500
	December	496	8,121	6,462	1,659	7,625	6,109	1,516
2023	March	1,023	8,169	6,599	1,570	7,146	5,712	1,434
	June	345	8,129	6,521	1,608	7,784	6,316	1,468
	September	-58	7,700	6,116	1,584	7,758	6,237	1,521
	December	403	7,902	6,262	1,640	7,499	5,995	1,504
2024	March	493	7,608	6,131	1,477	7,115	5,714	1,401
	June	-163	7,591	6,040	1,551	7,754	6,162	1,592
	September	-1	7,622	6,071	1,551	7,623	6,052	1,571

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
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	0.4	6.2	5.1	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	0.3	5.9	4.8	1.1	5.6	4.6	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	-0.8	5.5	4.5	1.0	6.3	5.1	1.2
	June	-12.0	4.8	3.7	1.1	16.8	14.4	2.4
	September	3.6	9.5	7.7	1.8	5.9	4.7	1.2
	December	1.7	7.4	6.0	1.4	5.7	4.6	1.1
2021	March	1.4	6.9	5.6	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	6.7	5.5	1.2	5.5	4.4	1.1
	June	0.3	6.5	5.2	1.3	6.2	5.0	1.2
	September	1.0	6.9	5.6	1.3	5.9	4.7	1.2
	December	0.4	6.3	5.0	1.3	5.9	4.7	1.2
2023	March	0.8	6.3	5.1	1.2	5.5	4.4	1.1
	June	0.3	6.2	5.0	1.2	5.9	4.8	1.1
	September	-0.1	5.9	4.7	1.2	6.0	4.8	1.2
	December	0.3	6.0	4.8	1.2	5.7	4.6	1.1
2024	March	0.3	5.7	4.6	1.1	5.4	4.3	1.1
	June	-0.1	5.8	4.6	1.2	5.9	4.7	1.2
	September	0.0	5.8	4.6	1.2	5.8	4.6	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. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
Total private ¹										
Gross job gains	7,700	7,902	7,608	7,591	7,622	5.9	6.0	5.7	5.8	5.8
At expanding establishments	6,116	6,262	6,131	6,040	6,071	4.7	4.8	4.6	4.6	4.6
At opening establishments	1,584	1,640	1,477	1,551	1,551	1.2	1.2	1.1	1.2	1.2
Gross job losses	7,758	7,499	7,115	7,754	7,623	6.0	5.7	5.4	5.9	5.8
At contracting establishments	6,237	5,995	5,714	6,162	6,052	4.8	4.6	4.3	4.7	4.6
At closing establishments	1,521	1,504	1,401	1,592	1,571	1.2	1.1	1.1	1.2	1.2
Net employment change	-58	403	493	-163	-1	-0.1	0.3	0.3	-0.1	0.0
Goods-producing										
Gross job gains	1,255	1,319	1,357	1,248	1,216	5.5	5.8	6.0	5.4	5.4
At expanding establishments	1,044	1,097	1,161	1,055	1,012	4.6	4.8	5.1	4.6	4.5
At opening establishments	211	222	196	193	204	0.9	1.0	0.9	0.8	0.9
Gross job losses	1,324	1,300	1,226	1,332	1,309	5.9	5.7	5.4	5.8	5.8
At contracting establishments	1,106	1,091	1,021	1,101	1,082	4.9	4.8	4.5	4.8	4.8
At closing establishments	218	209	205	231	227	1.0	0.9	0.9	1.0	1.0
Net employment change	-69	19	131	-84	-93	-0.4	0.1	0.6	-0.4	-0.4
Natural resources and mining										
Gross job gains	223	207	230	217	222	12.1	11.2	12.3	11.8	12.2
At expanding establishments	193	175	205	190	191	10.5	9.5	11.0	10.3	10.5
At opening establishments	30	32	25	27	31	1.6	1.7	1.3	1.5	1.7
Gross job losses	219	242	223	208	203	11.9	13.1	12.0	11.3	11.2
At contracting establishments	191	214	195	180	176	10.4	11.6	10.5	9.8	9.7
At closing establishments	28	28	28	28	27	1.5	1.5	1.5	1.5	1.5
Net employment change	4	-35	7	9	19	0.2	-1.9	0.3	0.5	1.0
Construction										
Gross job gains	634	695	720	634	627	8.0	8.7	8.9	7.8	7.8
At expanding establishments	501	553	593	514	500	6.3	6.9	7.3	6.3	6.2
At opening establishments	133	142	127	120	127	1.7	1.8	1.6	1.5	1.6
Gross job losses	645	621	596	692	655	8.2	7.8	7.3	8.5	8.2
At contracting establishments	511	494	470	546	513	6.5	6.2	5.8	6.7	6.4
At closing establishments	134	127	126	146	142	1.7	1.6	1.5	1.8	1.8
Net employment change	-11	74	124	-58	-28	-0.2	0.9	1.6	-0.7	-0.4
Manufacturing										
Gross job gains	398	417	407	397	367	3.1	3.3	3.1	3.1	2.9
At expanding establishments	350	369	363	351	321	2.7	2.9	2.8	2.7	2.5
At opening establishments	48	48	44	46	46	0.4	0.4	0.3	0.4	0.4
Gross job losses	460	437	407	432	451	3.5	3.4	3.2	3.3	3.6
At contracting establishments	404	383	356	375	393	3.1	3.0	2.8	2.9	3.1
At closing establishments	56	54	51	57	58	0.4	0.4	0.4	0.4	0.5
Net employment change	-62	-20	0	-35	-84	-0.4	-0.1	-0.1	-0.2	-0.7
Service-providing ¹										
Gross job gains	6,445	6,583	6,251	6,343	6,406	6.0	6.0	5.7	5.8	5.8
At expanding establishments	5,072	5,165	4,970	4,985	5,059	4.7	4.7	4.5	4.6	4.6
At opening establishments	1,373	1,418	1,281	1,358	1,347	1.3	1.3	1.2	1.2	1.2
Gross job losses	6,434	6,199	5,889	6,422	6,314	5.9	5.7	5.4	5.8	5.7
At contracting establishments	5,131	4,904	4,693	5,061	4,970	4.7	4.5	4.3	4.6	4.5
At closing establishments	1,303	1,295	1,196	1,361	1,344	1.2	1.2	1.1	1.2	1.2
Net employment change	11	384	362	-79	92	0.1	0.3	0.3	0.0	0.1
Wholesale trade										
Gross job gains	266	276	261	257	255	4.3	4.5	4.3	4.2	4.2
At expanding establishments	215	222	214	208	207	3.5	3.6	3.5	3.4	3.4
At opening establishments	51	54	47	49	48	0.8	0.9	0.8	0.8	0.8
Gross job losses	260	255	253	269	266	4.2	4.1	4.1	4.4	4.3
At contracting establishments	202	198	196	208	203	3.3	3.2	3.2	3.4	3.3
At closing establishments	58	57	57	61	63	0.9	0.9	0.9	1.0	1.0
Net employment change	6	21	8	-12	-11	0.1	0.4	0.2	-0.2	-0.1

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
Retail trade										
Gross job gains	841	762	826	803	814	5.4	5.0	5.3	5.1	5.2
At expanding establishments	721	642	716	689	701	4.6	4.2	4.6	4.4	4.5
At opening establishments	120	120	110	114	113	0.8	0.8	0.7	0.7	0.7
Gross job losses	906	873	725	874	858	5.8	5.7	4.7	5.6	5.5
At contracting establishments	777	753	615	746	743	5.0	4.9	4.0	4.8	4.8
At closing establishments	129	120	110	128	115	0.8	0.8	0.7	0.8	0.7
Net employment change	-65	-111	101	-71	-44	-0.4	-0.7	0.6	-0.5	-0.3
Transportation and warehousing										
Gross job gains	345	504	272	294	351	5.3	7.7	4.1	4.6	5.4
At expanding establishments	291	449	232	249	299	4.5	6.9	3.5	3.9	4.6
At opening establishments	54	55	40	45	52	0.8	0.8	0.6	0.7	0.8
Gross job losses	344	292	452	338	297	5.4	4.5	6.9	5.3	4.6
At contracting establishments	293	241	406	287	244	4.6	3.7	6.2	4.5	3.8
At closing establishments	51	51	46	51	53	0.8	0.8	0.7	0.8	0.8
Net employment change	1	212	-180	-44	54	-0.1	3.2	-2.8	-0.7	0.8
Utilities										
Gross job gains	19	19	15	16	15	3.2	3.3	2.5	2.7	2.5
At expanding establishments	17	16	13	13	13	2.9	2.8	2.2	2.2	2.2
At opening establishments	2	3	2	3	2	0.3	0.5	0.3	0.5	0.3
Gross job losses	13	15	13	16	14	2.2	2.6	2.2	2.7	2.3
At contracting establishments	11	12	11	14	12	1.9	2.1	1.9	2.4	2.0
At closing establishments	2	3	2	2	2	0.3	0.5	0.3	0.3	0.3
Net employment change	6	4	2	0	1	1.0	0.7	0.3	0.0	0.2
Information										
Gross job gains	134	157	146	130	141	4.6	5.4	5.0	4.5	4.9
At expanding establishments	97	122	120	101	109	3.3	4.2	4.1	3.5	3.8
At opening establishments	37	35	26	29	32	1.3	1.2	0.9	1.0	1.1
Gross job losses	197	160	139	175	153	6.7	5.5	4.8	6.0	5.3
At contracting establishments	158	127	111	136	118	5.4	4.4	3.8	4.7	4.1
At closing establishments	39	33	28	39	35	1.3	1.1	1.0	1.3	1.2
Net employment change	-63	-3	7	-45	-12	-2.1	-0.1	0.2	-1.5	-0.4
Financial activities										
Gross job gains	395	399	363	396	392	4.5	4.6	4.2	4.6	4.5
At expanding establishments	298	291	284	304	302	3.4	3.4	3.3	3.5	3.5
At opening establishments	97	108	79	92	90	1.1	1.2	0.9	1.1	1.0
Gross job losses	420	425	383	387	402	4.8	4.9	4.4	4.5	4.7
At contracting establishments	314	323	286	278	301	3.6	3.7	3.3	3.2	3.5
At closing establishments	106	102	97	109	101	1.2	1.2	1.1	1.3	1.2
Net employment change	-25	-26	-20	9	-10	-0.3	-0.3	-0.2	0.1	-0.2
Professional and business services										
Gross job gains	1,445	1,426	1,364	1,437	1,449	6.3	6.4	6.0	6.4	6.5
At expanding establishments	1,120	1,098	1,087	1,120	1,138	4.9	4.9	4.8	5.0	5.1
At opening establishments	325	328	277	317	311	1.4	1.5	1.2	1.4	1.4
Gross job losses	1,546	1,550	1,351	1,523	1,491	6.8	6.9	6.0	6.8	6.7
At contracting establishments	1,209	1,216	1,050	1,193	1,138	5.3	5.4	4.7	5.3	5.1
At closing establishments	337	334	301	330	353	1.5	1.5	1.3	1.5	1.6
Net employment change	-101	-124	13	-86	-42	-0.5	-0.5	0.0	-0.4	-0.2
Education and health services										
Gross job gains	1,246	1,184	1,196	1,221	1,237	5.1	4.8	4.8	4.9	4.9
At expanding establishments	1,010	937	975	973	1,008	4.1	3.8	3.9	3.9	4.0
At opening establishments	236	247	221	248	229	1.0	1.0	0.9	1.0	0.9
Gross job losses	971	1,024	921	1,073	1,005	3.9	4.2	3.6	4.2	3.9
At contracting establishments	747	758	709	815	770	3.0	3.1	2.8	3.2	3.0
At closing establishments	224	266	212	258	235	0.9	1.1	0.8	1.0	0.9
Net employment change	275	160	275	148	232	1.2	0.6	1.2	0.7	1.0

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
Leisure and hospitality										
Gross job gains	1,363	1,460	1,360	1,368	1,332	8.3	8.8	8.1	8.2	8.0
At expanding establishments	1,052	1,131	1,067	1,065	1,020	6.4	6.8	6.4	6.4	6.1
At opening establishments	311	329	293	303	312	1.9	2.0	1.7	1.8	1.9
Gross job losses	1,436	1,278	1,315	1,421	1,482	8.8	7.7	7.8	8.5	8.9
At contracting establishments	1,179	1,047	1,073	1,141	1,197	7.2	6.3	6.4	6.8	7.2
At closing establishments	257	231	242	280	285	1.6	1.4	1.4	1.7	1.7
Net employment change	-73	182	45	-53	-150	-0.5	1.1	0.3	-0.3	-0.9
Other services										
Gross job gains	315	320	312	323	314	7.2	7.2	7.0	7.3	7.0
At expanding establishments	238	244	244	248	246	5.4	5.5	5.5	5.6	5.5
At opening establishments	77	76	68	75	68	1.8	1.7	1.5	1.7	1.5
Gross job losses	303	290	298	313	313	6.9	6.6	6.8	7.0	7.1
At contracting establishments	229	219	225	233	235	5.2	5.0	5.1	5.2	5.3
At closing establishments	74	71	73	80	78	1.7	1.6	1.7	1.8	1.8
Net employment change	12	30	14	10	1	0.3	0.6	0.2	0.3	-0.1

¹ Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job gains	losses	Net change	Gross job gains	losses	Net change	Gross job gains	losses	Net change	Gross job gains	losses
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	729	6,072	5,343	297	3,210	2,913	164	1,071	907	268	1,791	1,523
	June	515	6,214	5,699	134	3,194	3,060	162	1,135	973	219	1,885	1,666
	September	24	5,967	5,943	-83	3,027	3,110	-34	1,025	1,059	141	1,915	1,774
	December	663	6,087	5,424	198	3,171	2,973	138	1,076	938	327	1,840	1,513
2019	March	536	5,998	5,462	254	3,191	2,937	151	1,064	913	131	1,743	1,612
	June	269	6,157	5,888	64	3,161	3,097	104	1,121	1,017	101	1,875	1,774
	September	13	5,865	5,852	4	3,050	3,046	-30	1,017	1,047	39	1,798	1,759
	December	660	6,206	5,546	195	3,180	2,985	94	1,065	971	371	1,961	1,590
2020	March	-689	5,595	6,284	-373	3,027	3,400	-103	968	1,071	-213	1,600	1,813
	June	-15,060	4,506	19,566	-4,689	2,557	7,246	-2,793	581	3,374	-7,578	1,368	8,946
	September	4,049	9,442	5,393	1,531	4,492	2,961	539	1,421	882	1,979	3,529	1,550
	December	1,870	7,083	5,213	498	3,483	2,985	348	1,191	843	1,024	2,409	1,385
2021	March	1,804	6,872	5,068	968	3,639	2,671	220	1,099	879	616	2,134	1,518
	June	1,015	6,650	5,635	731	3,523	2,792	218	1,143	925	66	1,984	1,918
	September	1,445	7,156	5,711	409	3,534	3,125	254	1,196	942	782	2,426	1,644
	December	2,754	7,661	4,907	903	3,762	2,859	469	1,306	837	1,382	2,593	1,211
2022	March	1,633	6,970	5,337	308	3,389	3,081	270	1,161	891	1,055	2,420	1,365
	June	329	6,591	6,262	180	3,353	3,173	144	1,155	1,011	5	2,083	2,078
	September	1,394	7,115	5,721	83	3,327	3,244	256	1,234	978	1,055	2,554	1,499
	December	475	6,306	5,831	197	3,299	3,102	157	1,131	974	121	1,876	1,755
2023	March	1,139	6,623	5,484	359	3,398	3,039	289	1,196	907	491	2,029	1,538
	June	304	6,450	6,146	22	3,252	3,230	141	1,169	1,028	141	2,029	1,888
	September	-106	6,037	6,143	-114	3,101	3,215	2	1,053	1,051	6	1,883	1,877
	December	341	6,143	5,802	252	3,273	3,021	115	1,106	991	-26	1,764	1,790
2024	March	582	6,106	5,524	71	3,115	3,044	105	1,084	979	406	1,907	1,501
	June	-227	5,953	6,180	-259	3,033	3,292	57	1,094	1,037	-25	1,826	1,851
	September	-20	6,034	6,054	-146	3,092	3,238	-33	1,041	1,074	159	1,901	1,742

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. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
Total private by firm ¹										
Gross job gains	6,037	6,143	6,106	5,953	6,034	4.6	4.7	4.6	4.5	4.5
At expanding firms	5,016	5,074	5,154	5,006	5,048	3.8	3.9	3.9	3.8	3.8
At opening firms	1,021	1,069	952	947	986	0.8	0.8	0.7	0.7	0.7
Gross job losses	6,143	5,802	5,524	6,180	6,054	4.6	4.4	4.2	4.6	4.6
At contracting firms	5,160	4,875	4,559	5,092	5,008	3.9	3.7	3.5	3.8	3.8
At closing firms	983	927	965	1,088	1,046	0.7	0.7	0.7	0.8	0.8
Net employment change	-106	341	582	-227	-20	0.0	0.3	0.4	-0.1	-0.1
Firm size 1 to 49 employees										
Gross job gains	3,101	3,273	3,115	3,033	3,092	8.8	9.2	8.8	8.6	8.8
At expanding firms	2,122	2,241	2,197	2,128	2,144	6.0	6.3	6.2	6.0	6.1
At opening firms	979	1,032	918	905	948	2.8	2.9	2.6	2.6	2.7
Gross job losses	3,215	3,021	3,044	3,292	3,238	9.1	8.5	8.5	9.3	9.2
At contracting firms	2,262	2,125	2,114	2,258	2,230	6.4	6.0	5.9	6.4	6.3
At closing firms	953	896	930	1,034	1,008	2.7	2.5	2.6	2.9	2.9
Net employment change	-114	252	71	-259	-146	-0.3	0.7	0.3	-0.7	-0.4
Firm size 50 to 249 employees										
Gross job gains	1,053	1,106	1,084	1,094	1,041	4.6	4.8	4.7	4.7	4.5
At expanding firms	1,021	1,072	1,053	1,060	1,007	4.5	4.7	4.6	4.6	4.4
At opening firms	32	34	31	34	34	0.1	0.1	0.1	0.1	0.1
Gross job losses	1,051	991	979	1,037	1,074	4.6	4.3	4.2	4.5	4.7
At contracting firms	1,025	962	951	1,006	1,039	4.5	4.2	4.1	4.4	4.5
At closing firms	26	29	28	31	35	0.1	0.1	0.1	0.1	0.2
Net employment change	2	115	105	57	-33	0.0	0.5	0.5	0.2	-0.2
Firm size 250 or more employees										
Gross job gains	1,883	1,764	1,907	1,826	1,901	2.6	2.4	2.6	2.5	2.6
At expanding firms	1,873	1,761	1,904	1,818	1,897	2.6	2.4	2.6	2.5	2.6
At opening firms	10	3	3	8	4	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,877	1,790	1,501	1,851	1,742	2.6	2.5	2.0	2.5	2.4
At contracting firms	1,873	1,788	1,494	1,828	1,739	2.6	2.5	2.0	2.5	2.4
At closing firms	4	2	7	23	3	0.0	0.0	0.0	0.0	0.0
Net employment change	6	-26	406	-25	159	0.0	-0.1	0.6	0.0	0.2

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

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

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

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
United States ¹	7,700,000	7,902,000	7,608,000	7,591,000	7,622,000	7,758,000	7,499,000	7,115,000	7,754,000	7,623,000
Alabama	102,525	105,481	97,926	95,330	97,896	101,092	98,028	94,618	96,686	100,992
Alaska	21,287	25,419	26,560	25,867	20,199	26,295	24,585	21,647	24,387	24,474
Arizona	187,565	179,807	235,926	157,818	176,001	156,859	184,201	177,592	190,055	181,686
Arkansas	61,366	67,364	60,550	58,006	57,836	61,852	54,535	57,049	64,586	57,171
California	980,219	989,074	901,094	947,453	972,785	1,001,105	992,517	859,064	1,058,196	951,839
Colorado	132,528	199,676	155,829	156,577	153,828	148,362	184,285	189,072	150,359	161,619
Connecticut	84,094	81,927	82,391	84,522	79,977	90,637	83,179	75,630	81,499	82,868
Delaware	24,368	24,771	24,458	24,091	27,803	26,026	23,563	20,535	26,580	26,116
District of Columbia	28,355	27,126	26,690	26,758	25,795	28,127	29,050	25,610	31,369	26,070
Florida	564,003	522,115	502,352	525,051	571,958	504,260	511,720	468,811	506,987	496,748
Georgia	253,474	259,589	251,318	239,513	239,213	251,559	236,746	236,982	239,487	256,335
Hawaii	27,047	31,427	28,206	26,588	29,296	35,242	25,549	26,471	27,880	25,577
Idaho	51,259	61,176	57,320	54,946	52,410	56,682	41,703	60,854	54,254	55,436
Illinois	250,297	257,689	265,871	272,769	260,095	282,780	264,465	254,116	273,224	264,055
Indiana	157,233	151,352	146,170	143,472	147,798	156,332	142,846	138,756	154,540	149,688
Iowa	73,525	79,668	80,687	72,286	67,501	76,218	74,669	75,075	74,255	78,906
Kansas	66,797	68,723	67,587	68,607	63,050	70,581	63,206	65,919	67,960	65,980
Kentucky	95,598	95,856	97,949	88,544	91,559	92,584	87,816	83,470	99,857	92,252
Louisiana	97,519	101,138	99,148	91,781	97,338	95,262	92,509	91,885	101,154	93,417
Maine	37,509	39,721	39,538	39,918	33,293	42,012	37,744	33,379	38,552	38,390
Maryland	137,001	136,697	126,204	157,499	133,728	139,447	126,936	125,028	144,265	135,573
Massachusetts	174,818	172,906	168,574	180,080	156,495	189,824	176,465	162,277	179,585	184,588
Michigan	200,421	207,909	207,857	217,106	205,436	225,394	210,627	198,797	211,860	224,686
Minnesota	83,684	172,857	147,189	145,354	127,681	108,074	173,549	145,765	137,582	149,264
Mississippi	57,864	57,103	53,493	53,402	57,605	57,529	52,763	56,662	59,048	52,855
Missouri	138,211	146,769	143,939	139,204	136,374	144,299	138,564	133,471	143,983	142,963
Montana	32,252	36,942	34,688	34,086	30,775	35,092	30,420	32,351	32,579	34,462
Nebraska	51,123	50,016	49,388	46,138	47,392	49,837	47,749	43,759	47,711	48,081
Nevada	87,797	91,350	80,893	78,551	84,153	75,937	74,522	85,249	78,922	81,040
New Hampshire	34,830	37,421	39,118	37,146	33,438	40,096	35,364	35,326	36,583	40,371
New Jersey	219,139	215,567	204,533	216,712	198,486	222,354	214,035	198,422	198,464	212,693
New Mexico	42,983	47,356	41,391	40,841	42,147	46,079	39,377	41,064	43,179	42,998
New York	473,385	461,485	488,342	482,351	465,057	488,435	459,785	409,509	458,336	466,086
North Carolina	236,764	261,585	226,681	235,180	229,777	252,527	203,579	226,676	238,434	252,538
North Dakota	23,159	23,549	24,451	23,370	23,018	22,901	22,048	21,536	23,336	23,154
Ohio	248,820	254,665	263,201	249,753	242,810	264,283	247,346	228,393	260,330	259,564
Oklahoma	84,727	82,628	76,918	76,038	81,143	80,262	77,515	71,037	86,024	75,489
Oregon	101,949	104,824	107,689	103,160	108,285	113,756	104,873	103,780	108,998	112,115
Pennsylvania	273,967	277,807	272,677	262,548	272,019	271,715	257,613	244,174	274,960	272,942
Rhode Island	27,420	28,835	29,862	28,453	27,098	28,999	27,265	24,846	29,251	28,237
South Carolina	124,869	118,122	123,861	114,024	119,795	106,590	100,598	120,378	122,940	112,487
South Dakota	23,680	25,014	24,201	22,857	22,296	24,063	22,271	22,300	24,131	22,152
Tennessee	156,864	173,332	157,457	156,914	158,243	161,268	155,145	137,922	162,432	164,578
Texas	662,610	677,439	638,289	636,642	670,526	643,975	609,870	610,710	624,731	634,000
Utah	98,829	95,280	95,737	92,068	95,601	95,522	93,465	86,315	96,024	86,981
Vermont	16,263	18,369	18,497	17,149	16,898	20,076	16,626	16,093	19,330	18,470
Virginia	195,386	199,237	191,176	190,520	192,774	199,133	183,131	174,641	189,462	186,146
Washington	171,735	178,596	172,535	172,461	171,788	180,958	162,462	160,252	160,867	160,949
West Virginia	35,632	35,511	38,745	37,030	32,411	36,423	32,129	31,878	38,023	36,631
Wisconsin	133,161	138,483	140,097	135,842	128,396	147,352	130,816	124,737	141,043	138,797
Wyoming	17,591	19,120	17,964	17,535	18,460	17,550	17,843	18,063	19,341	19,089
Puerto Rico	43,090	36,870	40,330	42,167	41,064	40,034	36,472	34,865	37,153	38,892
Virgin Islands	2,058	1,521	1,423	1,087	1,100	1,705	1,471	1,140	1,292	1,526

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. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	Sept. 2024
United States	5.9	6.0	5.7	5.8	5.8	6.0	5.7	5.4	5.9	5.8
Alabama	6.0	6.2	5.7	5.6	5.7	6.0	5.7	5.5	5.6	5.9
Alaska	8.5	10.2	10.5	10.2	7.9	10.5	9.9	8.6	9.6	9.7
Arizona	6.8	6.5	8.4	5.6	6.3	5.7	6.6	6.4	6.8	6.5
Arkansas	5.6	6.2	5.6	5.2	5.2	5.8	5.0	5.2	5.8	5.2
California	6.4	6.4	5.8	6.1	6.4	6.5	6.4	5.6	6.8	6.1
Colorado	5.4	8.2	6.4	6.5	6.3	6.1	7.6	7.7	6.2	6.7
Connecticut	5.8	5.6	5.6	5.8	5.5	6.2	5.7	5.2	5.6	5.7
Delaware	6.0	6.1	6.0	5.9	6.8	6.5	5.8	5.1	6.5	6.4
District of Columbia	5.4	5.2	5.1	5.1	4.9	5.4	5.6	4.9	6.0	5.0
Florida	6.5	6.1	5.8	6.0	6.6	5.9	5.9	5.4	5.9	5.7
Georgia	6.1	6.2	6.0	5.7	5.7	6.1	5.7	5.7	5.7	6.1
Hawaii	5.3	6.1	5.4	5.1	5.6	6.8	5.0	5.1	5.4	5.0
Idaho	7.2	8.5	7.9	7.5	7.2	7.9	5.8	8.3	7.4	7.6
Illinois	4.8	5.0	5.1	5.2	5.0	5.3	5.1	4.8	5.3	5.1
Indiana	5.7	5.5	5.3	5.2	5.3	5.7	5.1	5.0	5.5	5.4
Iowa	5.6	6.1	6.1	5.5	5.2	5.8	5.7	5.6	5.7	6.0
Kansas	5.7	5.8	5.7	5.8	5.3	6.0	5.3	5.6	5.7	5.6
Kentucky	5.7	5.7	5.7	5.2	5.4	5.6	5.2	5.0	5.9	5.5
Louisiana	6.2	6.3	6.2	5.7	6.1	6.0	5.8	5.7	6.3	5.8
Maine	7.0	7.4	7.2	7.3	6.2	7.8	7.0	6.1	7.0	7.0
Maryland	6.3	6.2	5.8	7.2	6.1	6.4	5.8	5.7	6.5	6.1
Massachusetts	5.4	5.5	5.2	5.7	4.9	5.9	5.5	5.1	5.6	5.8
Michigan	5.2	5.5	5.4	5.7	5.4	5.9	5.5	5.2	5.6	5.8
Minnesota	3.3	6.9	5.8	5.7	5.1	4.3	6.9	5.7	5.4	5.9
Mississippi	6.2	6.1	5.7	5.8	6.1	6.2	5.7	6.1	6.3	5.7
Missouri	5.6	6.0	5.7	5.6	5.5	5.8	5.6	5.3	5.8	5.8
Montana	7.7	8.8	8.1	7.9	7.3	8.4	7.2	7.5	7.6	8.1
Nebraska	6.0	5.9	5.8	5.4	5.6	5.9	5.7	5.1	5.6	5.6
Nevada	6.5	6.7	5.9	5.8	6.1	5.6	5.4	6.2	5.7	5.9
New Hampshire	5.8	6.2	6.5	6.1	5.5	6.7	5.9	5.8	6.0	6.7
New Jersey	6.0	5.9	5.5	5.9	5.3	6.0	5.8	5.4	5.4	5.8
New Mexico	6.4	6.9	6.0	6.0	6.2	6.8	5.8	6.0	6.3	6.3
New York	5.8	5.7	5.9	5.9	5.6	6.0	5.6	5.0	5.5	5.7
North Carolina	5.7	6.3	5.4	5.6	5.6	6.1	4.9	5.5	5.7	6.1
North Dakota	6.6	6.7	6.9	6.6	6.5	6.6	6.3	6.1	6.6	6.6
Ohio	5.2	5.4	5.5	5.2	5.1	5.6	5.2	4.8	5.4	5.4
Oklahoma	6.3	6.1	5.6	5.6	6.0	6.0	5.8	5.2	6.4	5.6
Oregon	6.1	6.2	6.4	6.0	6.3	6.7	6.2	6.1	6.4	6.6
Pennsylvania	5.2	5.2	5.1	4.9	5.1	5.1	4.8	4.6	5.1	5.1
Rhode Island	6.4	6.8	6.9	6.6	6.2	6.7	6.3	5.7	6.7	6.5
South Carolina	6.6	6.2	6.4	5.9	6.2	5.7	5.3	6.3	6.4	5.9
South Dakota	6.3	6.6	6.3	6.0	5.9	6.3	5.8	5.8	6.3	5.9
Tennessee	5.6	6.2	5.5	5.5	5.6	5.7	5.5	4.9	5.7	5.8
Texas	5.7	5.7	5.4	5.4	5.6	5.5	5.2	5.1	5.3	5.3
Utah	6.9	6.6	6.7	6.4	6.6	6.6	6.5	6.0	6.6	6.1
Vermont	6.4	7.3	7.2	6.6	6.6	7.9	6.6	6.3	7.5	7.3
Virginia	5.9	5.9	5.7	5.7	5.8	6.0	5.5	5.2	5.6	5.5
Washington	5.8	6.0	5.7	5.7	5.7	6.0	5.4	5.3	5.3	5.4
West Virginia	6.5	6.5	6.9	6.6	5.8	6.6	5.8	5.7	6.8	6.6
Wisconsin	5.2	5.5	5.5	5.3	5.0	5.8	5.2	4.8	5.5	5.4
Wyoming	8.3	8.9	8.4	8.2	8.6	8.2	8.4	8.3	9.0	9.0
Puerto Rico	5.7	4.9	5.4	5.6	5.4	5.3	4.8	4.6	4.9	5.1
Virgin Islands	8.2	6.0	5.6	4.3	4.4	6.8	5.9	4.5	5.1	6.1

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
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	215	2.7	816	0.7	668	0.5
	June	263	3.3	228	2.8	879	0.7	769	0.6
	September	250	3.1	231	2.8	863	0.7	785	0.6
	December	249	3.1	222	2.7	855	0.7	758	0.6
2019	March	260	3.2	220	2.7	814	0.6	700	0.6
	June	258	3.1	240	2.9	846	0.7	801	0.6
	September	251	3.0	230	2.8	847	0.7	763	0.6
	December	269	3.2	235	2.8	903	0.7	783	0.6
2020	March	278	3.3	240	2.9	812	0.6	737	0.6
	June	228	2.8	326	4.0	659	0.5	1,150	1.0
	September	278	3.4	232	2.8	821	0.7	689	0.6
	December	287	3.5	218	2.6	913	0.8	688	0.6
2021	March	308	3.6	210	2.5	836	0.7	607	0.5
	June	351	4.1	226	2.6	978	0.8	663	0.5
	September	359	4.1	244	2.8	1,026	0.8	734	0.6
	December	380	4.3	254	2.9	1,115	0.9	779	0.6
2022	March	350	3.9	255	2.9	962	0.8	748	0.6
	June	365	4.1	322	3.6	1,062	0.8	926	0.7
	September	350	3.9	294	3.3	1,031	0.8	912	0.7
	December	343	3.8	289	3.2	1,044	0.8	897	0.7
2023	March	329	3.6	291	3.2	945	0.7	817	0.6
	June	332	3.6	293	3.2	1,011	0.8	887	0.7
	September	318	3.5	295	3.2	980	0.7	927	0.7
	December	327	3.5	322	3.5	1,019	0.8	921	0.7
2024	March	322	3.5	N/A	N/A	934	0.7	N/A	N/A
	June	326	3.5	N/A	N/A	975	0.7	N/A	N/A
	September	316	3.4	N/A	N/A	973	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