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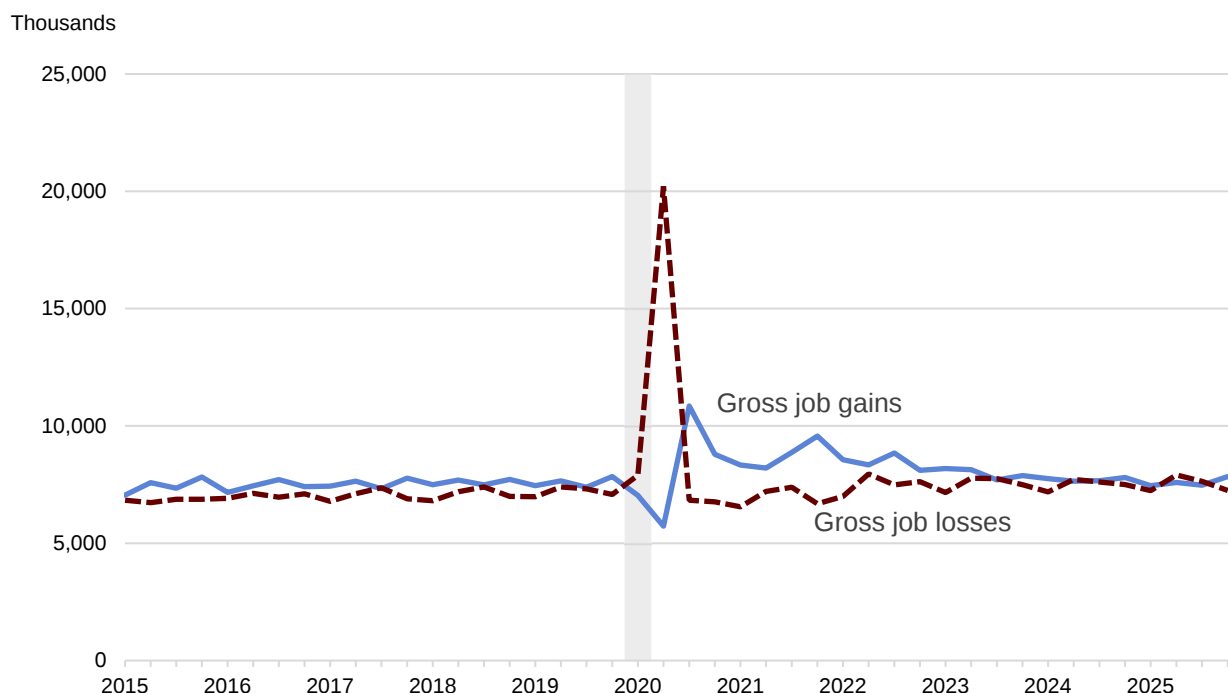
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2025

From September 2025 to December 2025, **gross job gains** from expanding and opening private-sector establishments were 7.8 million, an increase of 363,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from contracting and closing private-sector establishments were 7.2 million, a decrease of 389,000 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 2015 - December 2025



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

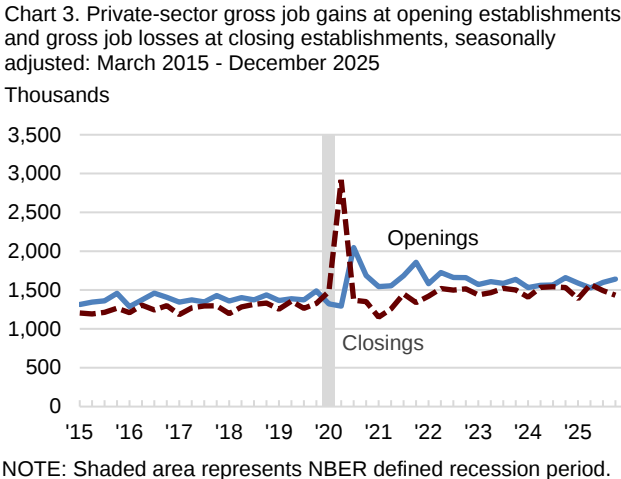
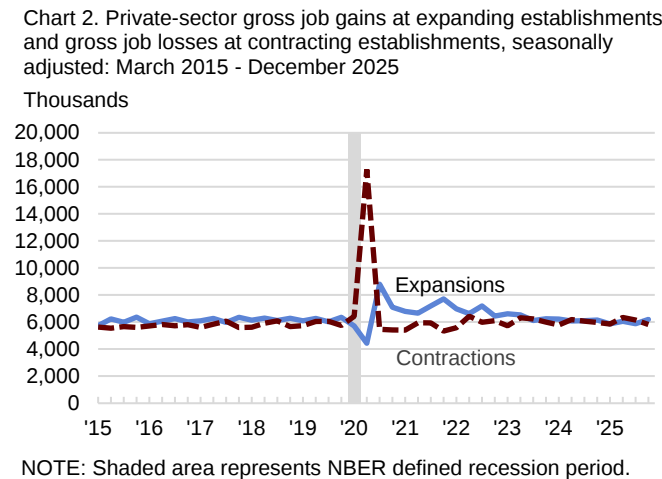
The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter 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 Gains

In the fourth quarter of 2025, gross job gains represented 5.9 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. **Expanding** establishments gained 6.2 million jobs in the fourth quarter of 2025, and **opening** establishments gained 1.6 million jobs. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Gross Job Losses

In the fourth quarter of 2025, gross job losses represented 5.5 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.8 million jobs in the fourth quarter of 2025, and **closing** establishments lost 1.4 million jobs. (See charts 2 and 3, and tables A, 1, 2, and 3.)



Establishment Births and Deaths

In the fourth quarter of 2025, there were 338,000 **establishment births** which accounted for 1,006,000 jobs. Data for **establishment deaths** are available through the first quarter of 2025, when 809,000 jobs were lost at 284,000 establishments. (See Technical Note and table 8.)

Firm Size

In the fourth quarter of 2025, firms with 1 to 49 employees had a net employment increase of 194,000. Firms with 50 to 249 employees experienced a net employment gain of 138,000. Firms with 250 or more employees added 126,000 net jobs. (See tables 4 and 5.)

States

Gross job gains surpassed gross job losses in 42 states, the District of Columbia, and the Virgin Islands in the fourth quarter of 2025. (See tables 6 and 7.)

Industries

Gross job gains exceeded gross job losses in 10 out of 13 industry sectors in the fourth quarter of 2025. The service-providing industries experienced a net job gain of 588,000. The goods-producing industries had a net job increase of 5,000. (See table 3.)

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

Category	3 months ended				
	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
Levels (in thousands)					
Gross job gains.....	7,802	7,448	7,585	7,475	7,838
At expanding establishments	6,142	5,859	6,058	5,878	6,197
At opening establishments.....	1,660	1,589	1,527	1,597	1,641
Gross job losses.....	7,496	7,238	7,906	7,634	7,245
At contracting establishments	5,964	5,850	6,336	6,142	5,812
At closing establishments.....	1,532	1,388	1,570	1,492	1,433
Net employment change ¹	306	210	-321	-159	593
Rates (percent)					
Gross job gains.....	5.9	5.6	5.7	5.6	5.9
At expanding establishments	4.6	4.4	4.6	4.4	4.7
At opening establishments.....	1.3	1.2	1.1	1.2	1.2
Gross job losses.....	5.7	5.4	6.0	5.7	5.5
At contracting establishments	4.5	4.4	4.8	4.6	4.4
At closing establishments.....	1.2	1.0	1.2	1.1	1.1
Net employment change ¹	0.2	0.2	-0.3	-0.1	0.4

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

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 news release for First Quarter 2026 is scheduled to be published on Wednesday, October 28, 2026, at 10:00 a.m. (ET).

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2026 Business Employment Dynamics data, scheduled for October 28, 2026, 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. Charts in the PDF version of the press release will be modified to show the most recent five years of seasonally adjusted data.

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 9.5 million private-sector employer reports out of 12.2 million total reports of employment and wages submitted by states to BLS in the first quarter of 2025. 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 2025.

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

	Millions
Total establishments QCEW program.....	12.2
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	2.2
Total establishments included in Business Employment Dynamics data.....	9.5

Summary of Major Differences between QCEW, BED, and CES Employment Measures

	QCEW	BED	CES
Source	Count of UI administrative records submitted by 12.2 million establishments in first quarter of 2025	Count of longitudinally-linked UI administrative records submitted by 9.5 million private-sector establishments	Sample survey: 631,000 establishments
Coverage	UI and UCFE coverage, including all employers subject to state and federal UI laws	UI coverage, excluding government, private households, and establishments with zero employment	Nonfarm wage and salary jobs: - UI coverage, excluding agriculture, private households, and self-employed workers - Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	- Quarterly 6 months after the end of each quarter	- Quarterly 7 months after the end of each quarter	- Monthly - Usually the 3rd Friday after the end of the week including the 12th of the month
Use of UI file	Directly summarizes and publishes each new quarter of UI data	Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses	Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	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	- 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	Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national levels by industry
Principal uses	- Major uses include: - Detailed locality data - Periodic universe counts for benchmarking sample survey estimates - Sample frame for BLS establishment surveys	- Major uses include: - Business cycle analysis - Analysis of employer dynamics underlying economic expansions and contractions - Analysis of employment expansion and contraction by size of firm	- Major uses include: - Principal federal economic indicator - Official time series for employment change measures - Input into other major economic indicators
Program web sites	www.bls.gov/cew	www.bls.gov/bdm	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
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	-861	7,034	5,713	1,321	7,895	6,415	1,480
	June	-14,479	5,731	4,439	1,292	20,210	17,291	2,919
	September	4,023	10,853	8,805	2,048	6,830	5,462	1,368
	December	2,022	8,785	7,098	1,687	6,763	5,413	1,350
2021	March	1,772	8,328	6,784	1,544	6,556	5,405	1,151
	June	998	8,204	6,650	1,554	7,206	5,948	1,258
	September	1,487	8,868	7,184	1,684	7,381	5,932	1,449
	December	2,885	9,563	7,706	1,857	6,678	5,340	1,338
2022	March	1,561	8,558	6,977	1,581	6,997	5,576	1,421
	June	389	8,341	6,616	1,725	7,952	6,433	1,519
	September	1,362	8,845	7,184	1,661	7,483	5,984	1,499
	December	488	8,107	6,448	1,659	7,619	6,104	1,515
2023	March	1,026	8,182	6,612	1,570	7,156	5,720	1,436
	June	358	8,132	6,524	1,608	7,774	6,308	1,466
	September	-54	7,699	6,113	1,586	7,753	6,231	1,522
	December	393	7,884	6,247	1,637	7,491	5,990	1,501
2024	March	565	7,748	6,217	1,531	7,183	5,775	1,408
	June	-77	7,639	6,078	1,561	7,716	6,183	1,533
	September	58	7,665	6,101	1,564	7,607	6,065	1,542
	December	306	7,802	6,142	1,660	7,496	5,964	1,532
2025	March	210	7,448	5,859	1,589	7,238	5,850	1,388
	June	-321	7,585	6,058	1,527	7,906	6,336	1,570
	September	-159	7,475	5,878	1,597	7,634	6,142	1,492
	December	593	7,838	6,197	1,641	7,245	5,812	1,433

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
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	3.5	9.4	7.6	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	1.5	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	1.3	7.3	5.9	1.4	6.0	4.8	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	0.0	5.9	4.7	1.2	5.9	4.7	1.2
	December	0.3	6.0	4.8	1.2	5.7	4.6	1.1
2024	March	0.4	5.9	4.7	1.2	5.5	4.4	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
	December	0.2	5.9	4.6	1.3	5.7	4.5	1.2
2025	March	0.2	5.6	4.4	1.2	5.4	4.4	1.0
	June	-0.3	5.7	4.6	1.1	6.0	4.8	1.2
	September	-0.1	5.6	4.4	1.2	5.7	4.6	1.1
	December	0.4	5.9	4.7	1.2	5.5	4.4	1.1

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. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
Total private ¹										
Gross job gains	7,802	7,448	7,585	7,475	7,838	5.9	5.6	5.7	5.6	5.9
At expanding establishments	6,142	5,859	6,058	5,878	6,197	4.6	4.4	4.6	4.4	4.7
At opening establishments	1,660	1,589	1,527	1,597	1,641	1.3	1.2	1.1	1.2	1.2
Gross job losses	7,496	7,238	7,906	7,634	7,245	5.7	5.4	6.0	5.7	5.5
At contracting establishments	5,964	5,850	6,336	6,142	5,812	4.5	4.4	4.8	4.6	4.4
At closing establishments	1,532	1,388	1,570	1,492	1,433	1.2	1.0	1.2	1.1	1.1
Net employment change	306	210	-321	-159	593	0.2	0.2	-0.3	-0.1	0.4
Goods-producing										
Gross job gains	1,258	1,282	1,240	1,182	1,280	5.5	5.6	5.4	5.3	5.7
At expanding establishments	1,044	1,069	1,050	986	1,065	4.6	4.7	4.6	4.4	4.7
At opening establishments	214	213	190	196	215	0.9	0.9	0.8	0.9	1.0
Gross job losses	1,319	1,241	1,337	1,325	1,275	5.9	5.5	5.9	5.9	5.6
At contracting establishments	1,099	1,043	1,105	1,108	1,064	4.9	4.6	4.9	4.9	4.7
At closing establishments	220	198	232	217	211	1.0	0.9	1.0	1.0	0.9
Net employment change	-61	41	-97	-143	5	-0.4	0.1	-0.5	-0.6	0.1
Natural resources and mining										
Gross job gains	197	214	219	213	197	10.8	11.7	12.2	11.9	11.1
At expanding establishments	169	184	190	186	171	9.3	10.1	10.6	10.4	9.6
At opening establishments	28	30	29	27	26	1.5	1.6	1.6	1.5	1.5
Gross job losses	248	227	206	201	237	13.6	12.4	11.4	11.3	13.3
At contracting establishments	219	199	180	176	211	12.0	10.9	10.0	9.9	11.8
At closing establishments	29	28	26	25	26	1.6	1.5	1.4	1.4	1.5
Net employment change	-51	-13	13	12	-40	-2.8	-0.7	0.8	0.6	-2.2
Construction										
Gross job gains	678	699	646	623	684	8.3	8.4	7.8	7.6	8.3
At expanding establishments	539	560	527	498	543	6.6	6.7	6.4	6.1	6.6
At opening establishments	139	139	119	125	141	1.7	1.7	1.4	1.5	1.7
Gross job losses	633	608	687	678	643	7.8	7.4	8.3	8.3	7.8
At contracting establishments	497	486	544	539	509	6.1	5.9	6.6	6.6	6.2
At closing establishments	136	122	143	139	134	1.7	1.5	1.7	1.7	1.6
Net employment change	45	91	-41	-55	41	0.5	1.0	-0.5	-0.7	0.5
Manufacturing										
Gross job gains	383	369	375	346	399	3.0	2.9	2.9	2.8	3.2
At expanding establishments	336	325	333	302	351	2.6	2.6	2.6	2.4	2.8
At opening establishments	47	44	42	44	48	0.4	0.3	0.3	0.4	0.4
Gross job losses	438	406	444	446	395	3.4	3.2	3.5	3.5	3.1
At contracting establishments	383	358	381	393	344	3.0	2.8	3.0	3.1	2.7
At closing establishments	55	48	63	53	51	0.4	0.4	0.5	0.4	0.4
Net employment change	-55	-37	-69	-100	4	-0.4	-0.3	-0.6	-0.7	0.1
Service-providing ¹										
Gross job gains	6,544	6,166	6,345	6,293	6,558	5.9	5.5	5.7	5.7	6.0
At expanding establishments	5,098	4,790	5,008	4,892	5,132	4.6	4.3	4.5	4.4	4.7
At opening establishments	1,446	1,376	1,337	1,401	1,426	1.3	1.2	1.2	1.3	1.3
Gross job losses	6,177	5,997	6,569	6,309	5,970	5.6	5.5	5.9	5.8	5.4
At contracting establishments	4,865	4,807	5,231	5,034	4,748	4.4	4.4	4.7	4.6	4.3
At closing establishments	1,312	1,190	1,338	1,275	1,222	1.2	1.1	1.2	1.2	1.1
Net employment change	367	169	-224	-16	588	0.3	0.0	-0.2	-0.1	0.6
Wholesale trade										
Gross job gains	251	255	250	235	248	4.2	4.2	4.2	3.9	4.2
At expanding establishments	199	207	203	189	202	3.3	3.4	3.4	3.1	3.4
At opening establishments	52	48	47	46	46	0.9	0.8	0.8	0.8	0.8
Gross job losses	264	254	275	257	247	4.4	4.2	4.5	4.3	4.1
At contracting establishments	206	200	213	205	193	3.4	3.3	3.5	3.4	3.2
At closing establishments	58	54	62	52	54	1.0	0.9	1.0	0.9	0.9
Net employment change	-13	1	-25	-22	1	-0.2	0.0	-0.3	-0.4	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)				
	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
Retail trade										
Gross job gains	745	841	786	789	721	4.8	5.4	5.0	5.1	4.7
At expanding establishments	633	731	670	676	609	4.1	4.7	4.3	4.4	4.0
At opening establishments	112	110	116	113	112	0.7	0.7	0.7	0.7	0.7
Gross job losses	879	707	914	838	868	5.7	4.6	5.9	5.4	5.7
At contracting establishments	750	602	777	708	752	4.9	3.9	5.0	4.6	4.9
At closing establishments	129	105	137	130	116	0.8	0.7	0.9	0.8	0.8
Net employment change	-134	134	-128	-49	-147	-0.9	0.8	-0.9	-0.3	-1.0
Transportation and warehousing										
Gross job gains	477	342	313	349	514	7.3	5.1	4.8	5.3	7.6
At expanding establishments	425	220	269	292	464	6.5	3.3	4.1	4.4	6.9
At opening establishments	52	122	44	57	50	0.8	1.8	0.7	0.9	0.7
Gross job losses	281	428	380	330	304	4.3	6.5	5.8	5.0	4.5
At contracting establishments	228	384	333	281	254	3.5	5.8	5.1	4.3	3.8
At closing establishments	53	44	47	49	50	0.8	0.7	0.7	0.7	0.7
Net employment change	196	-86	-67	19	210	3.0	-1.4	-1.0	0.3	3.1
Utilities										
Gross job gains	18	16	18	17	19	3.0	2.6	3.0	2.8	3.1
At expanding establishments	15	14	15	14	16	2.5	2.3	2.5	2.3	2.6
At opening establishments	3	2	3	3	3	0.5	0.3	0.5	0.5	0.5
Gross job losses	13	13	16	14	14	2.2	2.1	2.6	2.3	2.3
At contracting establishments	11	11	14	12	11	1.9	1.8	2.3	2.0	1.8
At closing establishments	2	2	2	2	3	0.3	0.3	0.3	0.3	0.5
Net employment change	5	3	2	3	5	0.8	0.5	0.4	0.5	0.8
Information										
Gross job gains	139	123	143	147	141	4.8	4.2	5.0	5.1	5.0
At expanding establishments	107	96	118	106	108	3.7	3.3	4.1	3.7	3.8
At opening establishments	32	27	25	41	33	1.1	0.9	0.9	1.4	1.2
Gross job losses	166	156	164	163	155	5.7	5.5	5.8	5.8	5.5
At contracting establishments	128	128	117	130	122	4.4	4.5	4.1	4.6	4.3
At closing establishments	38	28	47	33	33	1.3	1.0	1.7	1.2	1.2
Net employment change	-27	-33	-21	-16	-14	-0.9	-1.3	-0.8	-0.7	-0.5
Financial activities										
Gross job gains	391	371	403	369	404	4.5	4.2	4.7	4.2	4.7
At expanding establishments	282	289	310	280	294	3.2	3.3	3.6	3.2	3.4
At opening establishments	109	82	93	89	110	1.3	0.9	1.1	1.0	1.3
Gross job losses	392	367	402	389	374	4.5	4.2	4.6	4.5	4.3
At contracting establishments	287	269	296	294	278	3.3	3.1	3.4	3.4	3.2
At closing establishments	105	98	106	95	96	1.2	1.1	1.2	1.1	1.1
Net employment change	-1	4	1	-20	30	0.0	0.0	0.1	-0.3	0.4
Professional and business services										
Gross job gains	1,434	1,340	1,439	1,449	1,481	6.3	6.0	6.5	6.5	6.6
At expanding establishments	1,089	1,051	1,132	1,119	1,148	4.8	4.7	5.1	5.0	5.1
At opening establishments	345	289	307	330	333	1.5	1.3	1.4	1.5	1.5
Gross job losses	1,536	1,359	1,509	1,490	1,431	6.9	6.1	6.7	6.7	6.4
At contracting establishments	1,186	1,055	1,186	1,157	1,111	5.3	4.7	5.3	5.2	5.0
At closing establishments	350	304	323	333	320	1.6	1.4	1.4	1.5	1.4
Net employment change	-102	-19	-70	-41	50	-0.6	-0.1	-0.2	-0.2	0.2
Education and health services										
Gross job gains	1,247	1,169	1,219	1,208	1,200	4.9	4.5	4.6	4.6	4.5
At expanding establishments	966	933	973	974	933	3.8	3.6	3.7	3.7	3.5
At opening establishments	281	236	246	234	267	1.1	0.9	0.9	0.9	1.0
Gross job losses	1,044	983	1,156	1,044	1,001	4.1	3.8	4.5	4.0	3.8
At contracting establishments	797	771	907	815	768	3.1	3.0	3.5	3.1	2.9
At closing establishments	247	212	249	229	233	1.0	0.8	1.0	0.9	0.9
Net employment change	203	186	63	164	199	0.8	0.7	0.1	0.6	0.7

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
Leisure and hospitality										
Gross job gains	1,476	1,302	1,364	1,305	1,447	8.8	7.7	8.1	7.8	8.6
At expanding establishments	1,141	1,000	1,063	1,002	1,122	6.8	5.9	6.3	6.0	6.7
At opening establishments	335	302	301	303	325	2.0	1.8	1.8	1.8	1.9
Gross job losses	1,262	1,400	1,401	1,440	1,259	7.5	8.3	8.4	8.7	7.5
At contracting establishments	1,027	1,148	1,137	1,181	1,033	6.1	6.8	6.8	7.1	6.2
At closing establishments	235	252	264	259	226	1.4	1.5	1.6	1.6	1.3
Net employment change	214	-98	-37	-135	188	1.3	-0.6	-0.3	-0.9	1.1
Other services										
Gross job gains	308	302	313	293	296	6.9	6.8	7.0	6.5	6.6
At expanding establishments	231	232	240	224	223	5.2	5.2	5.4	5.0	5.0
At opening establishments	77	70	73	69	73	1.7	1.6	1.6	1.5	1.6
Gross job losses	311	300	318	312	284	7.0	6.7	7.1	7.0	6.3
At contracting establishments	237	229	241	241	216	5.3	5.1	5.4	5.4	4.8
At closing establishments	74	71	77	71	68	1.7	1.6	1.7	1.6	1.5
Net employment change	-3	2	-5	-19	12	-0.1	0.1	-0.1	-0.5	0.3

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
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	-707	5,590	6,297	-382	3,023	3,405	-104	968	1,072	-221	1,599	1,820
	June	-15,021	4,510	19,531	-4,666	2,561	7,227	-2,793	581	3,374	-7,562	1,368	8,930
	September	4,039	9,434	5,395	1,530	4,489	2,959	543	1,423	880	1,966	3,522	1,556
	December	1,871	7,079	5,208	488	3,480	2,992	343	1,188	845	1,040	2,411	1,371
2021	March	1,792	6,871	5,079	960	3,636	2,676	221	1,101	880	611	2,134	1,523
	June	1,030	6,656	5,626	744	3,529	2,785	218	1,143	925	68	1,984	1,916
	September	1,439	7,152	5,713	410	3,532	3,122	257	1,197	940	772	2,423	1,651
	December	2,756	7,660	4,904	896	3,761	2,865	465	1,304	839	1,395	2,595	1,200
2022	March	1,619	6,966	5,347	299	3,384	3,085	271	1,163	892	1,049	2,419	1,370
	June	346	6,594	6,248	194	3,357	3,163	143	1,154	1,011	9	2,083	2,074
	September	1,391	7,111	5,720	86	3,325	3,239	260	1,236	976	1,045	2,550	1,505
	December	480	6,303	5,823	188	3,298	3,110	153	1,128	975	139	1,877	1,738
2023	March	1,124	6,618	5,494	348	3,393	3,045	291	1,198	907	485	2,027	1,542
	June	320	6,455	6,135	36	3,257	3,221	140	1,169	1,029	144	2,029	1,885
	September	-111	6,035	6,146	-109	3,101	3,210	6	1,055	1,049	-8	1,879	1,887
	December	350	6,142	5,792	245	3,272	3,027	113	1,104	991	-8	1,766	1,774
2024	March	644	6,188	5,544	123	3,180	3,057	120	1,094	974	401	1,914	1,513
	June	-125	5,981	6,106	-177	3,070	3,247	69	1,096	1,027	-17	1,815	1,832
	September	38	6,057	6,019	-96	3,130	3,226	-31	1,033	1,064	165	1,894	1,729
	December	250	6,079	5,829	140	3,195	3,055	118	1,097	979	-8	1,787	1,795
2025	March	333	5,923	5,590	88	3,113	3,025	-22	991	1,013	267	1,819	1,552
	June	-382	5,939	6,321	-180	3,045	3,225	33	1,090	1,057	-235	1,804	2,039
	September	-209	5,913	6,122	-138	3,029	3,167	-75	1,008	1,083	4	1,876	1,872
	December	458	6,058	5,600	194	3,135	2,941	138	1,092	954	126	1,831	1,705

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. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
Total private by firm ¹										
Gross job gains	6,079	5,923	5,939	5,913	6,058	4.6	4.4	4.4	4.5	4.6
At expanding firms	4,970	4,927	4,986	4,885	4,984	3.8	3.7	3.7	3.7	3.8
At opening firms	1,109	996	953	1,028	1,074	0.8	0.7	0.7	0.8	0.8
Gross job losses	5,829	5,590	6,321	6,122	5,600	4.4	4.2	4.8	4.6	4.2
At contracting firms	4,851	4,649	5,309	5,162	4,689	3.7	3.5	4.0	3.9	3.5
At closing firms	978	941	1,012	960	911	0.7	0.7	0.8	0.7	0.7
Net employment change	250	333	-382	-209	458	0.2	0.2	-0.4	-0.1	0.4
Firm size 1 to 49 employees										
Gross job gains	3,195	3,113	3,045	3,029	3,135	9.0	8.8	8.6	8.7	8.9
At expanding firms	2,158	2,152	2,138	2,060	2,108	6.1	6.1	6.0	5.9	6.0
At opening firms	1,037	961	907	969	1,027	2.9	2.7	2.6	2.8	2.9
Gross job losses	3,055	3,025	3,225	3,167	2,941	8.6	8.6	9.1	9.0	8.4
At contracting firms	2,125	2,113	2,255	2,247	2,067	6.0	6.0	6.4	6.4	5.9
At closing firms	930	912	970	920	874	2.6	2.6	2.7	2.6	2.5
Net employment change	140	88	-180	-138	194	0.4	0.2	-0.5	-0.3	0.5
Firm size 50 to 249 employees										
Gross job gains	1,097	991	1,090	1,008	1,092	4.8	4.2	4.8	4.4	4.8
At expanding firms	1,060	960	1,050	970	1,053	4.6	4.1	4.6	4.2	4.6
At opening firms	37	31	40	38	39	0.2	0.1	0.2	0.2	0.2
Gross job losses	979	1,013	1,057	1,083	954	4.2	4.4	4.6	4.8	4.1
At contracting firms	945	986	1,021	1,048	922	4.1	4.3	4.4	4.6	4.0
At closing firms	34	27	36	35	32	0.1	0.1	0.2	0.2	0.1
Net employment change	118	-22	33	-75	138	0.6	-0.2	0.2	-0.4	0.7
Firm size 250 or more employees										
Gross job gains	1,787	1,819	1,804	1,876	1,831	2.4	2.4	2.4	2.5	2.4
At expanding firms	1,752	1,815	1,798	1,855	1,823	2.4	2.4	2.4	2.5	2.4
At opening firms	35	4	6	21	8	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,795	1,552	2,039	1,872	1,705	2.4	2.1	2.7	2.5	2.3
At contracting firms	1,781	1,550	2,033	1,867	1,700	2.4	2.1	2.7	2.5	2.3
At closing firms	14	2	6	5	5	0.0	0.0	0.0	0.0	0.0
Net employment change	-8	267	-235	4	126	0.0	0.3	-0.3	0.0	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. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
United States ¹	7,802,000	7,448,000	7,585,000	7,475,000	7,838,000	7,496,000	7,238,000	7,906,000	7,634,000	7,245,000
Alabama	98,916	92,217	94,286	93,102	105,062	92,228	95,520	95,829	94,794	93,120
Alaska	26,004	25,748	25,669	19,077	30,293	24,030	21,061	26,831	25,554	23,914
Arizona	169,532	163,781	147,357	161,622	160,261	164,857	151,984	178,260	154,202	152,309
Arkansas	64,055	56,374	55,899	58,645	66,161	52,715	56,305	61,370	58,386	55,956
California	1,037,801	932,658	1,017,298	961,945	1,048,011	985,054	952,704	1,026,067	924,772	935,872
Colorado	150,476	152,515	156,569	158,104	151,319	158,090	162,902	170,250	158,487	155,471
Connecticut	80,108	82,000	84,618	78,267	81,169	81,008	76,626	84,499	86,020	80,578
Delaware	24,969	24,351	24,683	21,709	22,438	25,605	21,986	25,110	25,321	22,626
District of Columbia	26,158	24,816	29,227	23,161	26,640	28,243	30,225	30,372	30,293	25,773
Florida	525,857	510,563	497,568	520,491	519,408	544,968	480,933	509,088	528,715	498,999
Georgia	252,707	231,169	231,057	237,554	248,272	224,795	238,711	236,595	240,319	228,446
Hawaii	27,275	25,339	25,197	26,510	26,090	25,923	26,079	27,078	24,980	24,274
Idaho	60,204	54,147	57,950	49,570	59,982	49,934	54,943	53,376	56,370	47,337
Illinois	266,402	262,450	276,218	244,806	278,325	267,989	261,424	274,601	262,060	277,132
Indiana	151,200	148,910	140,120	143,512	154,915	141,890	144,300	155,374	144,176	144,379
Iowa	73,268	75,001	73,435	62,023	81,954	73,301	71,372	76,285	77,197	70,010
Kansas	69,865	66,217	64,878	68,196	68,157	62,140	64,219	74,984	68,987	62,900
Kentucky	89,383	88,175	84,012	89,334	89,043	92,668	81,258	90,592	94,098	84,843
Louisiana	101,158	91,400	90,043	95,240	96,274	88,252	91,443	102,204	96,227	95,441
Maine	37,679	40,436	39,621	33,705	37,135	38,602	34,390	40,995	38,086	37,985
Maryland	133,596	132,241	126,989	125,735	134,168	131,199	128,205	139,324	144,091	123,799
Massachusetts	170,570	158,717	174,708	166,426	169,611	174,947	164,107	183,284	186,564	174,549
Michigan	205,581	200,702	219,328	187,766	213,098	224,680	202,820	210,470	224,430	202,447
Minnesota	137,436	129,481	146,717	133,813	142,428	129,174	139,190	141,771	143,206	140,940
Mississippi	58,948	53,782	58,239	60,412	60,684	57,777	57,475	61,024	56,933	54,989
Missouri	142,578	132,889	137,718	139,784	152,488	131,868	131,147	151,600	144,804	136,139
Montana	35,562	34,215	32,645	30,082	35,942	32,993	32,323	35,948	33,545	31,534
Nebraska	48,182	44,853	45,767	46,993	48,047	46,354	45,662	46,638	49,776	44,866
Nevada	84,468	74,494	84,177	95,623	88,011	78,017	81,055	86,086	71,414	76,254
New Hampshire	38,202	39,329	37,863	33,981	37,656	35,438	37,279	40,721	40,781	34,577
New Jersey	221,965	208,276	215,139	196,150	212,322	200,880	201,117	203,480	212,804	194,752
New Mexico	41,732	40,523	40,258	39,864	41,947	40,727	39,440	41,495	42,961	41,037
New York	463,032	547,829	494,678	489,252	464,179	455,330	415,859	584,210	482,473	468,850
North Carolina	255,168	227,385	234,654	225,364	251,507	232,265	230,646	229,071	239,026	212,979
North Dakota	22,979	23,803	22,520	21,835	24,570	23,431	23,167	23,754	23,400	22,853
Ohio	258,047	250,334	250,648	244,141	253,289	244,140	237,068	258,974	255,285	238,742
Oklahoma	81,013	74,761	75,218	80,382	83,371	74,449	72,113	84,979	86,420	70,488
Oregon	105,056	99,652	108,846	96,242	99,479	111,040	105,767	111,030	112,398	100,214
Pennsylvania	278,325	265,984	261,792	266,124	276,274	256,763	253,024	281,003	276,261	251,356
Rhode Island	31,924	29,048	27,675	26,251	28,673	27,324	26,008	29,304	29,242	26,739
South Carolina	124,330	117,725	112,729	120,535	130,511	113,949	107,863	126,572	124,225	107,896
South Dakota	25,432	23,881	23,041	22,549	22,937	22,697	25,012	23,436	23,062	21,717
Tennessee	156,103	152,502	144,915	161,528	176,311	175,306	146,100	167,565	145,664	146,925
Texas	698,310	610,808	622,516	632,135	686,824	611,785	614,624	642,596	626,093	590,952
Utah	99,094	96,433	96,089	97,980	95,419	92,157	88,877	97,704	93,100	90,191
Vermont	17,096	17,691	17,580	16,739	17,567	17,198	17,366	19,045	19,658	17,872
Virginia	194,563	187,135	197,863	200,106	196,698	183,824	174,551	196,049	205,675	174,309
Washington	174,320	172,479	181,397	156,351	168,354	170,900	165,224	164,924	168,029	157,310
West Virginia	36,358	36,060	31,484	32,615	32,720	33,990	31,822	35,829	33,816	33,626
Wisconsin	135,299	128,770	136,453	124,949	142,131	132,726	124,907	140,018	142,538	129,142
Wyoming	19,063	17,407	17,712	16,409	19,197	17,817	18,842	19,124	17,771	17,023
Puerto Rico	32,899	47,009	53,345	40,869	33,967	41,286	40,521	46,382	43,998	39,659
Virgin Islands	1,238	1,239	3,514	1,658	2,172	2,534	1,735	2,230	1,982	1,727

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. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	Mar. 2025	June 2025	Sept. 2025	Dec. 2025
United States	5.9	5.6	5.7	5.6	5.9	5.7	5.4	6.0	5.7	5.5
Alabama	5.8	5.3	5.5	5.4	6.1	5.3	5.6	5.6	5.5	5.4
Alaska	10.3	10.0	9.9	7.5	11.8	9.5	8.1	10.3	10.0	9.3
Arizona	6.1	5.8	5.3	5.8	5.7	5.9	5.3	6.3	5.5	5.4
Arkansas	5.8	5.1	5.1	5.3	6.0	4.8	5.1	5.5	5.3	5.0
California	6.7	6.0	6.6	6.2	6.8	6.4	6.2	6.7	6.0	6.1
Colorado	6.2	6.2	6.4	6.5	6.2	6.5	6.8	7.1	6.5	6.4
Connecticut	5.5	5.6	5.8	5.3	5.5	5.5	5.3	5.8	5.9	5.5
Delaware	6.1	5.9	5.9	5.3	5.5	6.3	5.3	6.1	6.1	5.5
District of Columbia	5.0	4.8	5.7	4.6	5.2	5.5	5.8	5.9	5.9	5.0
Florida	6.0	5.8	5.7	5.9	5.9	6.2	5.5	5.8	6.0	5.7
Georgia	6.0	5.5	5.5	5.7	5.9	5.4	5.7	5.6	5.8	5.5
Hawaii	5.3	4.9	4.8	5.1	5.0	5.0	5.0	5.2	4.8	4.7
Idaho	8.2	7.3	7.7	6.7	8.1	6.8	7.3	7.2	7.6	6.3
Illinois	5.1	5.0	5.2	4.7	5.3	5.1	5.0	5.2	5.0	5.3
Indiana	5.5	5.4	5.0	5.1	5.5	5.1	5.2	5.6	5.1	5.1
Iowa	5.6	5.8	5.6	4.8	6.3	5.6	5.5	5.8	5.9	5.4
Kansas	5.9	5.5	5.4	5.8	5.7	5.2	5.4	6.3	5.8	5.3
Kentucky	5.3	5.2	5.0	5.3	5.2	5.5	4.8	5.4	5.6	5.0
Louisiana	6.2	5.6	5.5	5.9	6.0	5.5	5.6	6.3	6.0	5.9
Maine	7.0	7.4	7.2	6.2	6.8	7.1	6.3	7.4	7.0	7.0
Maryland	6.0	5.9	5.7	5.7	6.0	5.9	5.7	6.2	6.5	5.6
Massachusetts	5.3	5.0	5.5	5.3	5.4	5.5	5.1	5.8	5.9	5.6
Michigan	5.4	5.2	5.8	4.9	5.6	5.9	5.3	5.5	5.9	5.3
Minnesota	5.5	5.1	5.8	5.3	5.6	5.1	5.5	5.5	5.6	5.5
Mississippi	6.3	5.7	6.3	6.4	6.4	6.2	6.1	6.5	6.1	5.8
Missouri	5.7	5.4	5.5	5.6	6.1	5.3	5.2	6.1	5.9	5.5
Montana	8.4	8.0	7.7	7.0	8.4	7.8	7.5	8.3	7.9	7.4
Nebraska	5.6	5.2	5.4	5.5	5.7	5.5	5.3	5.5	5.8	5.2
Nevada	6.1	5.4	6.2	6.9	6.2	5.6	5.9	6.3	5.2	5.4
New Hampshire	6.3	6.5	6.3	5.6	6.2	5.9	6.1	6.7	6.8	5.7
New Jersey	6.0	5.6	5.8	5.3	5.7	5.5	5.4	5.5	5.8	5.3
New Mexico	6.1	5.9	5.9	5.8	6.1	5.9	5.8	6.0	6.2	6.0
New York	5.7	6.6	5.9	5.9	5.6	5.5	5.0	7.0	5.8	5.6
North Carolina	6.1	5.4	5.6	5.4	6.0	5.5	5.5	5.4	5.7	5.1
North Dakota	6.5	6.7	6.4	6.2	6.9	6.6	6.5	6.7	6.6	6.4
Ohio	5.4	5.2	5.3	5.1	5.3	5.1	4.9	5.4	5.3	5.0
Oklahoma	6.0	5.5	5.5	6.0	6.2	5.5	5.3	6.2	6.4	5.1
Oregon	6.2	5.8	6.4	5.7	6.0	6.6	6.2	6.5	6.7	6.0
Pennsylvania	5.2	5.0	4.9	5.0	5.1	4.8	4.7	5.2	5.2	4.7
Rhode Island	7.3	6.6	6.3	6.0	6.6	6.3	5.9	6.7	6.7	6.2
South Carolina	6.4	6.1	5.8	6.3	6.7	5.9	5.5	6.6	6.5	5.5
South Dakota	6.7	6.2	6.0	5.9	6.0	5.9	6.5	6.1	6.0	5.6
Tennessee	5.5	5.4	5.1	5.7	6.2	6.2	5.1	5.9	5.2	5.2
Texas	5.8	5.1	5.2	5.3	5.6	5.2	5.1	5.4	5.3	4.9
Utah	6.8	6.6	6.6	6.7	6.5	6.3	6.0	6.6	6.4	6.1
Vermont	6.7	6.9	6.9	6.6	6.9	6.7	6.8	7.5	7.8	7.0
Virginia	5.8	5.6	5.8	5.9	5.8	5.5	5.1	5.8	6.1	5.1
Washington	5.8	5.7	6.0	5.2	5.6	5.7	5.5	5.4	5.6	5.3
West Virginia	6.5	6.4	5.5	5.8	5.9	6.1	5.7	6.3	6.0	6.0
Wisconsin	5.3	5.0	5.3	4.9	5.6	5.2	4.9	5.5	5.6	5.1
Wyoming	8.9	8.1	8.3	7.7	9.0	8.3	8.7	8.9	8.4	8.0
Puerto Rico	4.3	6.3	7.0	5.4	4.4	5.4	5.4	6.1	5.7	5.2
Virgin Islands	5.2	5.4	15.0	7.1	9.1	10.8	7.6	9.5	8.4	7.2

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
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	813	0.6	738	0.6
	June	227	2.8	325	4.0	658	0.5	1,150	1.0
	September	278	3.4	232	2.8	820	0.7	686	0.6
	December	286	3.4	218	2.6	913	0.8	687	0.6
2021	March	308	3.6	210	2.5	837	0.7	609	0.5
	June	350	4.1	226	2.6	979	0.8	663	0.5
	September	359	4.1	244	2.8	1,025	0.8	732	0.6
	December	380	4.3	254	2.9	1,116	0.9	777	0.6
2022	March	350	3.9	256	2.9	963	0.8	751	0.6
	June	364	4.0	321	3.6	1,060	0.8	924	0.7
	September	351	3.9	294	3.3	1,031	0.8	910	0.7
	December	343	3.8	289	3.2	1,043	0.8	896	0.7
2023	March	329	3.6	291	3.2	945	0.7	818	0.6
	June	332	3.6	293	3.2	1,012	0.8	887	0.7
	September	319	3.5	295	3.2	980	0.7	925	0.7
	December	327	3.5	322	3.5	1,019	0.8	920	0.7
2024	March	327	3.5	281	3.0	936	0.7	809	0.6
	June	324	3.5	333	3.6	973	0.7	931	0.7
	September	317	3.4	306	3.3	974	0.7	919	0.7
	December	324	3.5	306	3.3	1,006	0.8	939	0.7
2025	March	328	3.5	284	3.0	1,012	0.8	809	0.6
	June	309	3.3	N/A	N/A	955	0.7	N/A	N/A
	September	323	3.4	N/A	N/A	967	0.7	N/A	N/A
	December	338	3.6	N/A	N/A	1,006	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