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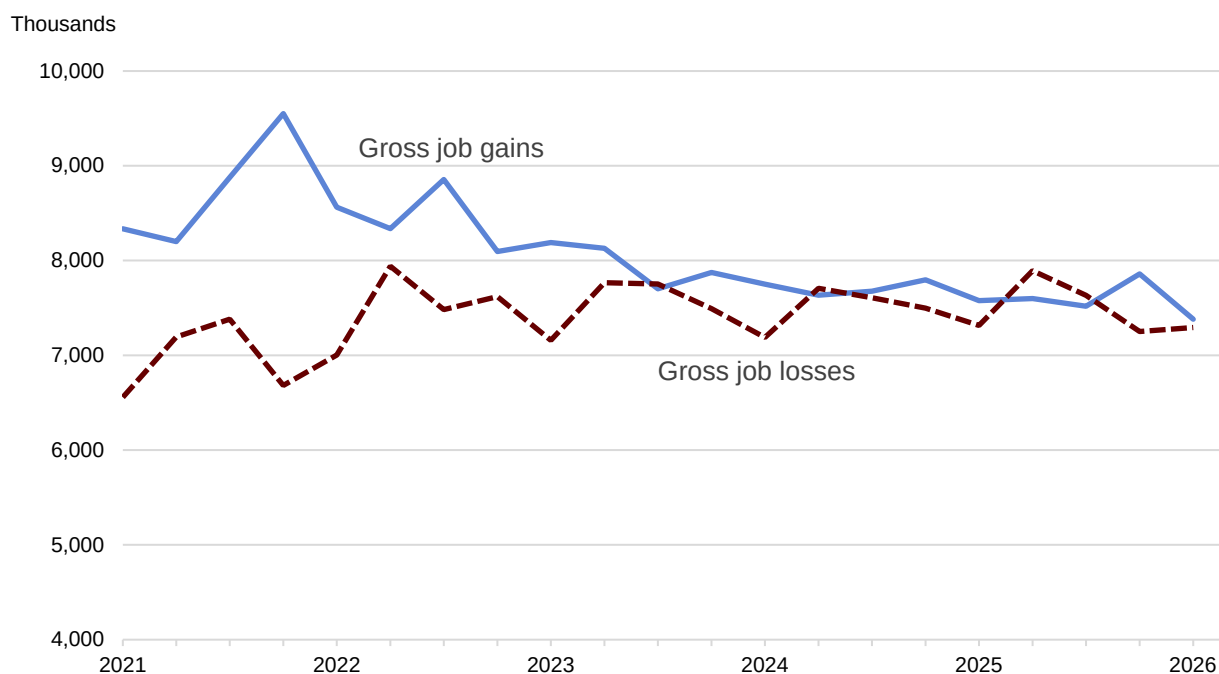
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BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2026

From December 2025 to March 2026, **gross job gains** from expanding and opening private-sector establishments were 7.4 million, a decrease of 478,000 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 7.3 million, an increase of 43,000 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 2021 - March 2026



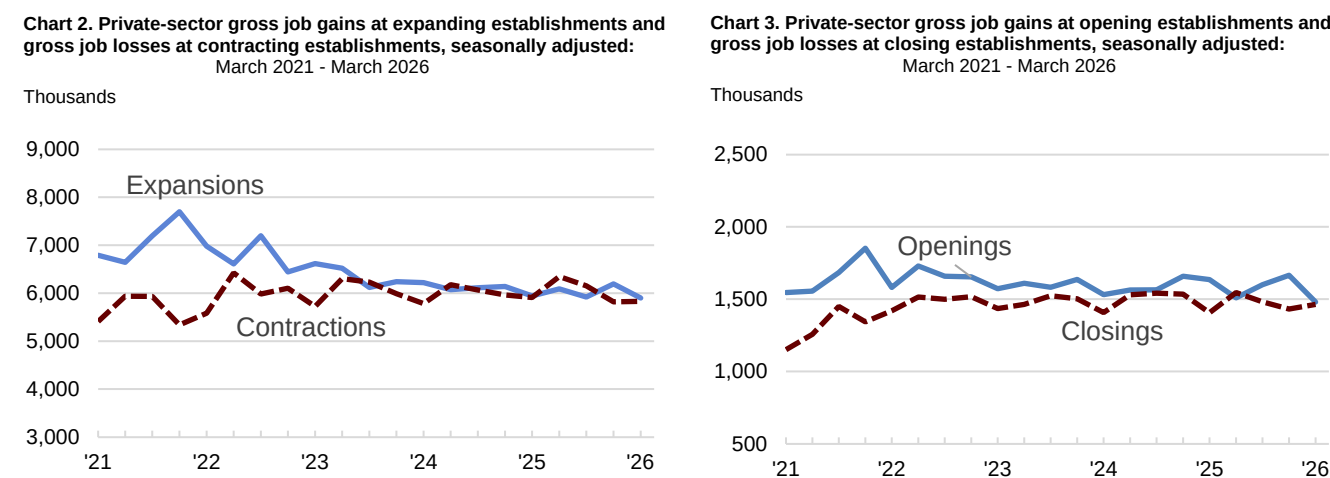
The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter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

Gross Job Gains

In the first quarter of 2026, gross job gains represented 5.5 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 5.9 million jobs in the first quarter of 2026, and **opening** establishments gained 1.5 million jobs. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Gross Job Losses

In the first quarter of 2026, 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 first quarter of 2026, and **closing** establishments lost 1.5 million jobs. (See charts 2 and 3, and tables A, 1, 2, and 3.)



Establishment Births and Deaths

In the first quarter of 2026, there were 323,000 **establishment births** which accounted for 949,000 jobs. Data for **establishment deaths** are available through the second quarter of 2025, when 923,000 jobs were lost at 310,000 establishments. (See Technical Note and table 8.)

Firm Size

In the first quarter of 2026, firms with 1 to 49 employees had a net employment decrease of 67,000. Firms with 50 to 249 employees experienced a net employment loss of 5,000. Firms with 250 or more employees added 255,000 net jobs. (See tables 4 and 5.)

States

Gross job gains surpassed gross job losses in 29 states and the Virgin Islands in the first quarter of 2026. (See tables 6 and 7.)

Industries

Gross job gains exceeded gross job losses in 6 out of 13 industry sectors in the first quarter of 2026. The service-providing industries experienced a net job loss of 8,000. The goods-producing industries had a net job increase of 96,000. (See table 3.)

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

Category	3 months ended				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
Levels (in thousands)					
Gross job gains.....	7,577	7,598	7,518	7,859	7,381
At expanding establishments	5,942	6,089	5,918	6,194	5,900
At opening establishments.....	1,635	1,509	1,600	1,665	1,481
Gross job losses.....	7,315	7,893	7,633	7,250	7,293
At contracting establishments	5,909	6,347	6,151	5,818	5,829
At closing establishments.....	1,406	1,546	1,482	1,432	1,464
Net employment change ¹	262	-295	-115	609	88
Rates (percent)					
Gross job gains.....	5.7	5.7	5.7	6.0	5.5
At expanding establishments	4.5	4.6	4.5	4.7	4.4
At opening establishments.....	1.2	1.1	1.2	1.3	1.1
Gross job losses.....	5.5	6.0	5.7	5.5	5.5
At contracting establishments	4.4	4.8	4.6	4.4	4.4
At closing establishments.....	1.1	1.2	1.1	1.1	1.1
Net employment change ¹	0.2	-0.3	0.0	0.5	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.

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 Second Quarter 2026 is scheduled to be published on Wednesday, January 27, 2027, at 10:00 a.m. (ET).

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2026 Business Employment Dynamics data incorporates annual revisions in accordance with standard procedures. The revisions include the previous 4 quarters of not seasonally adjusted data and 5 years of seasonally adjusted data. Charts in the PDF version of the press release have been modified to show the most recent 5 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 12.4 million total reports of employment and wages submitted by states to BLS in the first quarter of 2026. 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 2026.

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

	Millions
Total establishments QCEW program.....	12.4
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	2.4
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	<ul style="list-style-type: none"> Count of UI administrative records submitted by 12.4 million establishments in first quarter of 2026 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 9.5 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 622,000 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
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	1,776	8,334	6,788	1,546	6,558	5,407	1,151
	June	1,006	8,200	6,644	1,556	7,194	5,937	1,257
	September	1,497	8,877	7,193	1,684	7,380	5,931	1,449
	December	2,868	9,550	7,697	1,853	6,682	5,339	1,343
2022	March	1,559	8,562	6,981	1,581	7,003	5,583	1,420
	June	397	8,337	6,608	1,729	7,940	6,425	1,515
	September	1,372	8,854	7,195	1,659	7,482	5,983	1,499
	December	476	8,095	6,441	1,654	7,619	6,102	1,517
2023	March	1,031	8,189	6,617	1,572	7,158	5,723	1,435
	June	364	8,129	6,519	1,610	7,765	6,301	1,464
	September	-51	7,701	6,119	1,582	7,752	6,229	1,523
	December	381	7,874	6,238	1,636	7,493	5,990	1,503
2024	March	563	7,751	6,220	1,531	7,188	5,781	1,407
	June	-72	7,634	6,071	1,563	7,706	6,176	1,530
	September	69	7,676	6,112	1,564	7,607	6,066	1,541
	December	298	7,796	6,138	1,658	7,498	5,963	1,535
2025	March	262	7,577	5,942	1,635	7,315	5,909	1,406
	June	-295	7,598	6,089	1,509	7,893	6,347	1,546
	September	-115	7,518	5,918	1,600	7,633	6,151	1,482
	December	609	7,859	6,194	1,665	7,250	5,818	1,432
2026	March	88	7,381	5,900	1,481	7,293	5,829	1,464

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
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	0.4	6.6	5.2	1.4	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	0.2	5.9	4.7	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	5.7	4.5	1.2	5.5	4.4	1.1
	June	-0.3	5.7	4.6	1.1	6.0	4.8	1.2
	September	0.0	5.7	4.5	1.2	5.7	4.6	1.1
	December	0.5	6.0	4.7	1.3	5.5	4.4	1.1
2026	March	0.0	5.5	4.4	1.1	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)				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
Total private ¹										
Gross job gains	7,577	7,598	7,518	7,859	7,381	5.7	5.7	5.7	6.0	5.5
At expanding establishments	5,942	6,089	5,918	6,194	5,900	4.5	4.6	4.5	4.7	4.4
At opening establishments	1,635	1,509	1,600	1,665	1,481	1.2	1.1	1.2	1.3	1.1
Gross job losses	7,315	7,893	7,633	7,250	7,293	5.5	6.0	5.7	5.5	5.5
At contracting establishments	5,909	6,347	6,151	5,818	5,829	4.4	4.8	4.6	4.4	4.4
At closing establishments	1,406	1,546	1,482	1,432	1,464	1.1	1.2	1.1	1.1	1.1
Net employment change	262	-295	-115	609	88	0.2	-0.3	0.0	0.5	0.0
Goods-producing										
Gross job gains	1,315	1,247	1,202	1,294	1,323	5.8	5.4	5.3	5.8	5.8
At expanding establishments	1,086	1,054	994	1,071	1,123	4.8	4.6	4.4	4.8	4.9
At opening establishments	229	193	208	223	200	1.0	0.8	0.9	1.0	0.9
Gross job losses	1,256	1,339	1,329	1,276	1,227	5.5	5.9	5.9	5.6	5.4
At contracting establishments	1,050	1,111	1,110	1,062	1,019	4.6	4.9	4.9	4.7	4.5
At closing establishments	206	228	219	214	208	0.9	1.0	1.0	0.9	0.9
Net employment change	59	-92	-127	18	96	0.3	-0.5	-0.6	0.2	0.4
Natural resources and mining										
Gross job gains	220	220	213	199	224	12.1	12.2	12.0	11.2	12.5
At expanding establishments	188	191	186	173	197	10.3	10.6	10.5	9.7	11.0
At opening establishments	32	29	27	26	27	1.8	1.6	1.5	1.5	1.5
Gross job losses	231	206	204	239	210	12.7	11.4	11.4	13.4	11.7
At contracting establishments	200	180	177	211	182	11.0	10.0	9.9	11.8	10.1
At closing establishments	31	26	27	28	28	1.7	1.4	1.5	1.6	1.6
Net employment change	-11	14	9	-40	14	-0.6	0.8	0.6	-2.2	0.8
Construction										
Gross job gains	719	650	638	694	720	8.6	7.9	7.9	8.4	8.6
At expanding establishments	568	529	503	546	589	6.8	6.4	6.2	6.6	7.0
At opening establishments	151	121	135	148	131	1.8	1.5	1.7	1.8	1.6
Gross job losses	615	694	679	643	608	7.4	8.4	8.3	7.8	7.2
At contracting establishments	489	548	540	509	483	5.9	6.6	6.6	6.2	5.7
At closing establishments	126	146	139	134	125	1.5	1.8	1.7	1.6	1.5
Net employment change	104	-44	-41	51	112	1.2	-0.5	-0.4	0.6	1.4
Manufacturing										
Gross job gains	376	377	351	401	379	3.0	2.9	2.8	3.2	3.0
At expanding establishments	330	334	305	352	337	2.6	2.6	2.4	2.8	2.7
At opening establishments	46	43	46	49	42	0.4	0.3	0.4	0.4	0.3
Gross job losses	410	439	446	394	409	3.2	3.4	3.5	3.1	3.2
At contracting establishments	361	383	393	342	354	2.8	3.0	3.1	2.7	2.8
At closing establishments	49	56	53	52	55	0.4	0.4	0.4	0.4	0.4
Net employment change	-34	-62	-95	7	-30	-0.2	-0.5	-0.7	0.1	-0.2
Service-providing ¹										
Gross job gains	6,262	6,351	6,316	6,565	6,058	5.7	5.8	5.8	5.9	5.5
At expanding establishments	4,856	5,035	4,924	5,123	4,777	4.4	4.6	4.5	4.6	4.3
At opening establishments	1,406	1,316	1,392	1,442	1,281	1.3	1.2	1.3	1.3	1.2
Gross job losses	6,059	6,554	6,304	5,974	6,066	5.5	6.0	5.7	5.4	5.4
At contracting establishments	4,859	5,236	5,041	4,756	4,810	4.4	4.8	4.6	4.3	4.3
At closing establishments	1,200	1,318	1,263	1,218	1,256	1.1	1.2	1.1	1.1	1.1
Net employment change	203	-203	12	591	-8	0.2	-0.2	0.1	0.5	0.1
Wholesale trade										
Gross job gains	259	247	240	250	234	4.3	4.1	4.0	4.2	3.9
At expanding establishments	207	199	191	202	190	3.4	3.3	3.2	3.4	3.2
At opening establishments	52	48	49	48	44	0.9	0.8	0.8	0.8	0.7
Gross job losses	255	275	257	247	253	4.2	4.5	4.3	4.1	4.2
At contracting establishments	200	213	205	193	197	3.3	3.5	3.4	3.2	3.3
At closing establishments	55	62	52	54	56	0.9	1.0	0.9	0.9	0.9
Net employment change	4	-28	-17	3	-19	0.1	-0.4	-0.3	0.1	-0.3

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
Retail trade										
Gross job gains	849	788	797	727	794	5.5	5.1	5.2	4.8	5.2
At expanding establishments	732	669	677	611	686	4.7	4.3	4.4	4.0	4.5
At opening establishments	117	119	120	116	108	0.8	0.8	0.8	0.8	0.7
Gross job losses	716	915	841	872	717	4.6	5.9	5.4	5.8	4.7
At contracting establishments	607	777	710	756	610	3.9	5.0	4.6	5.0	4.0
At closing establishments	109	138	131	116	107	0.7	0.9	0.8	0.8	0.7
Net employment change	133	-127	-44	-145	77	0.9	-0.8	-0.2	-1.0	0.5
Transportation and warehousing										
Gross job gains	361	332	351	508	286	5.4	5.0	5.4	7.6	4.2
At expanding establishments	235	285	295	457	245	3.5	4.3	4.5	6.8	3.6
At opening establishments	126	47	56	51	41	1.9	0.7	0.9	0.8	0.6
Gross job losses	439	384	334	307	448	6.6	5.8	5.1	4.6	6.7
At contracting establishments	391	336	284	256	401	5.9	5.1	4.3	3.8	6.0
At closing establishments	48	48	50	51	47	0.7	0.7	0.8	0.8	0.7
Net employment change	-78	-52	17	201	-162	-1.2	-0.8	0.3	3.0	-2.5
Utilities										
Gross job gains	16	18	17	19	15	2.6	3.0	2.8	3.1	2.4
At expanding establishments	14	15	14	16	13	2.3	2.5	2.3	2.6	2.1
At opening establishments	2	3	3	3	2	0.3	0.5	0.5	0.5	0.3
Gross job losses	13	16	14	14	13	2.1	2.6	2.3	2.3	2.1
At contracting establishments	11	14	12	11	11	1.8	2.3	2.0	1.8	1.8
At closing establishments	2	2	2	3	2	0.3	0.3	0.3	0.5	0.3
Net employment change	3	2	3	5	2	0.5	0.4	0.5	0.8	0.3
Information										
Gross job gains	126	144	156	143	155	4.4	5.0	5.4	5.0	5.4
At expanding establishments	95	118	115	109	129	3.3	4.1	4.0	3.8	4.5
At opening establishments	31	26	41	34	26	1.1	0.9	1.4	1.2	0.9
Gross job losses	157	160	166	155	148	5.5	5.6	5.9	5.5	5.2
At contracting establishments	129	117	133	122	119	4.5	4.1	4.7	4.3	4.2
At closing establishments	28	43	33	33	29	1.0	1.5	1.2	1.2	1.0
Net employment change	-31	-16	-10	-12	7	-1.1	-0.6	-0.5	-0.5	0.2
Financial activities										
Gross job gains	383	406	379	407	369	4.4	4.7	4.4	4.7	4.2
At expanding establishments	295	311	284	293	287	3.4	3.6	3.3	3.4	3.3
At opening establishments	88	95	95	114	82	1.0	1.1	1.1	1.3	0.9
Gross job losses	373	403	391	372	392	4.2	4.6	4.5	4.3	4.5
At contracting establishments	274	296	295	277	285	3.1	3.4	3.4	3.2	3.3
At closing establishments	99	107	96	95	107	1.1	1.2	1.1	1.1	1.2
Net employment change	10	3	-12	35	-23	0.2	0.1	-0.1	0.4	-0.3
Professional and business services										
Gross job gains	1,381	1,460	1,475	1,489	1,334	6.2	6.5	6.7	6.6	5.9
At expanding establishments	1,068	1,143	1,128	1,143	1,056	4.8	5.1	5.1	5.1	4.7
At opening establishments	313	317	347	346	278	1.4	1.4	1.6	1.5	1.2
Gross job losses	1,378	1,513	1,491	1,437	1,380	6.2	6.7	6.7	6.4	6.1
At contracting establishments	1,070	1,190	1,160	1,114	1,059	4.8	5.3	5.2	5.0	4.7
At closing establishments	308	323	331	323	321	1.4	1.4	1.5	1.4	1.4
Net employment change	3	-53	-16	52	-46	0.0	-0.2	0.0	0.2	-0.2
Education and health services										
Gross job gains	1,200	1,227	1,218	1,195	1,120	4.7	4.8	4.6	4.5	4.2
At expanding establishments	949	978	976	929	887	3.7	3.8	3.7	3.5	3.3
At opening establishments	251	249	242	266	233	1.0	1.0	0.9	1.0	0.9
Gross job losses	992	1,150	1,037	1,000	1,028	3.8	4.4	4.0	3.8	3.9
At contracting establishments	780	908	814	769	795	3.0	3.5	3.1	2.9	3.0
At closing establishments	212	242	223	231	233	0.8	0.9	0.9	0.9	0.9
Net employment change	208	77	181	195	92	0.9	0.4	0.6	0.7	0.3

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
Leisure and hospitality										
Gross job gains	1,335	1,372	1,329	1,466	1,318	7.9	8.2	7.9	8.7	7.7
At expanding establishments	1,017	1,067	1,009	1,128	1,042	6.0	6.4	6.0	6.7	6.1
At opening establishments	318	305	320	338	276	1.9	1.8	1.9	2.0	1.6
Gross job losses	1,409	1,390	1,434	1,257	1,355	8.4	8.3	8.6	7.4	8.0
At contracting establishments	1,159	1,135	1,179	1,033	1,101	6.9	6.8	7.1	6.1	6.5
At closing establishments	250	255	255	224	254	1.5	1.5	1.5	1.3	1.5
Net employment change	-74	-18	-105	209	-37	-0.5	-0.1	-0.7	1.3	-0.3
Other services										
Gross job gains	310	314	299	302	291	6.9	7.1	6.7	6.7	6.6
At expanding establishments	234	240	225	225	226	5.2	5.4	5.0	5.0	5.1
At opening establishments	76	74	74	77	65	1.7	1.7	1.7	1.7	1.5
Gross job losses	302	318	310	285	298	6.8	7.1	7.0	6.4	6.7
At contracting establishments	231	242	240	217	222	5.2	5.4	5.4	4.9	5.0
At closing establishments	71	76	70	68	76	1.6	1.7	1.6	1.5	1.7
Net employment change	8	-4	-11	17	-7	0.1	0.0	-0.3	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
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	1,788	6,873	5,085	960	3,636	2,676	222	1,103	881	606	2,134	1,528
	June	1,048	6,659	5,611	751	3,533	2,782	217	1,141	924	80	1,985	1,905
	September	1,452	7,156	5,704	416	3,533	3,117	262	1,200	938	774	2,423	1,649
	December	2,738	7,651	4,913	884	3,754	2,870	460	1,301	841	1,394	2,596	1,202
2022	March	1,617	6,969	5,352	299	3,385	3,086	273	1,165	892	1,045	2,419	1,374
	June	364	6,599	6,235	202	3,362	3,160	142	1,153	1,011	20	2,084	2,064
	September	1,403	7,115	5,712	91	3,326	3,235	264	1,238	974	1,048	2,551	1,503
	December	461	6,295	5,834	175	3,292	3,117	150	1,126	976	136	1,877	1,741
2023	March	1,120	6,618	5,498	347	3,391	3,044	293	1,200	907	480	2,027	1,547
	June	337	6,456	6,119	42	3,259	3,217	140	1,168	1,028	155	2,029	1,874
	September	-100	6,037	6,137	-107	3,101	3,208	10	1,056	1,046	-3	1,880	1,883
	December	333	6,135	5,802	233	3,267	3,034	110	1,103	993	-10	1,765	1,775
2024	March	642	6,191	5,549	125	3,181	3,056	121	1,096	975	396	1,914	1,518
	June	-108	5,982	6,090	-171	3,072	3,243	69	1,094	1,025	-6	1,816	1,822
	September	48	6,060	6,012	-92	3,131	3,223	-29	1,034	1,063	169	1,895	1,726
	December	234	6,074	5,840	130	3,191	3,061	113	1,095	982	-9	1,788	1,797
2025	March	377	6,016	5,639	129	3,178	3,049	-12	1,007	1,019	260	1,831	1,571
	June	-344	5,948	6,292	-184	3,042	3,226	33	1,085	1,052	-193	1,821	2,014
	September	-163	5,932	6,095	-105	3,059	3,164	-68	1,006	1,074	10	1,867	1,857
	December	492	6,080	5,588	231	3,172	2,941	135	1,089	954	126	1,819	1,693
2026	March	183	5,784	5,601	-67	2,970	3,037	-5	981	986	255	1,833	1,578

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)				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
Total private by firm ¹										
Gross job gains	6,016	5,948	5,932	6,080	5,784	4.5	4.5	4.5	4.6	4.3
At expanding firms	4,978	5,008	4,893	4,984	4,856	3.7	3.8	3.7	3.8	3.6
At opening firms	1,038	940	1,039	1,096	928	0.8	0.7	0.8	0.8	0.7
Gross job losses	5,639	6,292	6,095	5,588	5,601	4.2	4.8	4.6	4.2	4.2
At contracting firms	4,680	5,286	5,139	4,678	4,635	3.5	4.0	3.9	3.5	3.5
At closing firms	959	1,006	956	910	966	0.7	0.8	0.7	0.7	0.7
Net employment change	377	-344	-163	492	183	0.3	-0.3	-0.1	0.4	0.1
Firm size 1 to 49 employees										
Gross job gains	3,178	3,042	3,059	3,172	2,970	8.9	8.6	8.7	9.0	8.4
At expanding firms	2,178	2,143	2,073	2,118	2,076	6.1	6.1	5.9	6.0	5.9
At opening firms	1,000	899	986	1,054	894	2.8	2.5	2.8	3.0	2.5
Gross job losses	3,049	3,226	3,164	2,941	3,037	8.6	9.1	9.0	8.4	8.6
At contracting firms	2,122	2,259	2,245	2,070	2,100	6.0	6.4	6.4	5.9	5.9
At closing firms	927	967	919	871	937	2.6	2.7	2.6	2.5	2.7
Net employment change	129	-184	-105	231	-67	0.3	-0.5	-0.3	0.6	-0.2
Firm size 50 to 249 employees										
Gross job gains	1,007	1,085	1,006	1,089	981	4.3	4.7	4.4	4.8	4.2
At expanding firms	974	1,048	971	1,053	950	4.2	4.5	4.2	4.6	4.1
At opening firms	33	37	35	36	31	0.1	0.2	0.2	0.2	0.1
Gross job losses	1,019	1,052	1,074	954	986	4.4	4.5	4.6	4.1	4.3
At contracting firms	990	1,018	1,042	920	960	4.3	4.4	4.5	4.0	4.2
At closing firms	29	34	32	34	26	0.1	0.1	0.1	0.1	0.1
Net employment change	-12	33	-68	135	-5	-0.1	0.2	-0.2	0.7	-0.1
Firm size 250 or more employees										
Gross job gains	1,831	1,821	1,867	1,819	1,833	2.5	2.4	2.5	2.4	2.4
At expanding firms	1,826	1,817	1,849	1,813	1,830	2.5	2.4	2.5	2.4	2.4
At opening firms	5	4	18	6	3	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,571	2,014	1,857	1,693	1,578	2.1	2.7	2.5	2.3	2.1
At contracting firms	1,568	2,009	1,852	1,688	1,575	2.1	2.7	2.5	2.3	2.1
At closing firms	3	5	5	5	3	0.0	0.0	0.0	0.0	0.0
Net employment change	260	-193	10	126	255	0.4	-0.3	0.0	0.1	0.3

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)				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
United States ¹	7,577,000	7,598,000	7,518,000	7,859,000	7,381,000	7,315,000	7,893,000	7,633,000	7,250,000	7,293,000
Alabama	93,945	94,816	94,056	102,508	94,549	94,353	96,413	94,457	91,909	90,811
Alaska	26,777	25,838	19,118	30,456	24,704	21,302	25,845	25,398	23,971	24,439
Arizona	163,722	145,789	157,428	159,909	162,475	150,421	174,053	150,266	153,020	158,955
Arkansas	56,971	56,781	59,610	67,250	59,304	56,657	61,512	59,178	58,727	61,100
California	949,211	997,193	979,077	1,059,184	977,489	986,577	1,034,630	951,322	933,715	941,371
Colorado	154,078	157,583	158,135	151,509	144,034	158,974	162,062	155,012	151,841	158,858
Connecticut	82,833	85,120	78,264	80,505	78,341	76,837	83,702	84,241	80,555	78,533
Delaware	24,928	24,788	21,668	22,618	22,739	21,995	25,267	24,939	22,803	22,312
District of Columbia	25,130	29,117	23,502	27,911	24,876	29,951	31,415	30,779	26,045	25,186
Florida	510,155	499,979	521,298	519,696	466,488	483,995	504,894	519,615	487,235	477,540
Georgia	234,283	233,069	237,844	248,511	225,131	237,257	234,934	238,078	227,063	233,759
Hawaii	26,604	25,227	26,736	26,236	26,012	27,025	27,049	24,957	24,274	26,502
Idaho	56,095	56,362	49,686	59,906	58,013	54,026	52,603	55,992	46,951	53,232
Illinois	264,235	275,067	244,253	278,873	268,238	260,446	271,382	262,606	276,475	259,069
Indiana	150,233	141,365	143,141	155,597	138,172	143,160	149,687	142,238	142,319	141,534
Iowa	78,132	71,545	62,416	81,425	77,592	72,205	77,005	76,507	70,222	70,987
Kansas	65,832	65,007	68,393	68,588	64,746	64,533	74,385	68,742	63,510	63,302
Kentucky	89,945	85,828	90,144	90,120	87,844	82,712	90,350	93,622	86,255	90,166
Louisiana	93,938	90,552	96,293	96,958	92,488	92,472	100,894	95,428	95,254	87,645
Maine	39,468	38,822	34,645	37,429	35,095	34,880	40,043	38,341	38,145	34,705
Maryland	133,584	128,364	129,250	136,789	124,218	128,879	147,435	139,167	121,239	132,446
Massachusetts	161,588	176,218	166,588	172,136	165,250	164,087	182,040	185,579	172,911	168,577
Michigan	203,750	219,538	187,789	214,598	207,324	201,694	206,768	224,269	201,577	188,324
Minnesota	131,487	146,244	133,460	140,777	133,910	137,438	140,458	141,907	140,409	142,677
Mississippi	56,269	57,490	60,161	60,764	53,490	57,544	58,321	56,113	54,975	59,272
Missouri	133,763	137,236	140,477	152,612	139,141	131,331	150,465	143,784	135,889	133,205
Montana	34,338	32,652	30,193	35,689	33,593	32,333	35,515	33,464	31,566	30,266
Nebraska	45,142	46,014	47,339	48,384	45,978	45,867	46,795	50,197	44,716	46,223
Nevada	75,007	84,375	95,940	88,676	80,460	81,063	85,985	72,649	76,686	79,639
New Hampshire	40,000	37,811	33,613	37,751	36,334	37,108	40,635	40,925	34,598	38,129
New Jersey	201,559	213,836	197,662	214,073	196,645	203,312	205,495	215,315	200,844	206,886
New Mexico	41,970	41,508	41,371	43,114	40,811	40,177	41,285	43,495	41,282	40,874
New York	583,670	509,298	491,934	464,561	447,063	437,401	579,655	478,711	466,798	437,635
North Carolina	236,230	237,455	227,915	253,017	243,032	229,658	228,662	238,956	213,191	226,278
North Dakota	23,924	22,570	21,860	24,572	23,909	23,189	24,156	23,199	22,850	23,882
Ohio	250,251	251,280	245,850	254,650	249,059	238,511	259,682	255,429	239,112	244,111
Oklahoma	75,575	76,363	81,006	84,728	71,495	72,833	85,172	84,868	71,409	71,968
Oregon	103,489	104,583	95,915	98,965	95,660	103,843	108,599	110,237	100,040	98,357
Pennsylvania	269,803	263,381	267,163	277,291	254,037	253,649	278,327	273,673	251,296	258,099
Rhode Island	29,174	27,531	26,067	28,529	25,502	25,845	29,042	28,524	26,759	26,080
South Carolina	119,956	113,260	122,509	128,258	119,729	108,862	119,485	118,372	107,589	113,440
South Dakota	24,420	23,055	22,819	22,976	23,248	26,503	24,571	22,904	22,897	23,644
Tennessee	156,033	148,096	162,259	168,660	151,084	149,367	182,601	153,993	149,699	139,808
Texas	621,156	621,493	638,549	692,069	654,260	610,035	637,691	625,649	587,218	653,018
Utah	99,128	101,383	100,129	97,143	94,120	90,957	99,851	95,675	91,555	90,081
Vermont	17,906	17,703	16,963	17,928	16,905	17,374	18,874	19,478	17,717	16,673
Virginia	190,052	197,972	198,327	197,261	186,522	176,386	197,278	206,427	176,003	185,840
Washington	172,799	180,870	157,274	169,305	171,381	183,833	177,988	180,684	171,672	165,467
West Virginia	37,511	31,909	33,668	33,793	36,187	33,009	35,851	34,413	34,857	30,435
Wisconsin	130,944	137,206	124,982	142,234	138,482	126,199	139,186	141,219	130,084	125,753
Wyoming	17,473	17,774	16,445	19,211	18,945	19,037	18,998	17,864	17,087	17,670
Puerto Rico	48,944	53,740	39,257	34,327	34,689	38,803	46,247	41,561	40,203	34,966
Virgin Islands	1,426	2,772	1,631	1,990	1,747	2,040	2,145	1,759	1,331	1,725

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)				
	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026	Mar. 2025	June 2025	Sept. 2025	Dec. 2025	Mar. 2026
United States	5.7	5.7	5.7	6.0	5.5	5.5	6.0	5.7	5.5	5.5
Alabama	5.5	5.5	5.5	5.9	5.5	5.5	5.6	5.5	5.3	5.2
Alaska	10.4	10.0	7.4	11.9	9.6	8.3	9.9	10.0	9.4	9.4
Arizona	5.8	5.2	5.6	5.7	5.7	5.3	6.2	5.3	5.4	5.6
Arkansas	5.1	5.1	5.4	6.0	5.3	5.1	5.6	5.4	5.3	5.4
California	6.1	6.4	6.3	6.9	6.3	6.4	6.7	6.1	6.1	6.0
Colorado	6.4	6.5	6.5	6.3	6.0	6.6	6.7	6.4	6.2	6.5
Connecticut	5.7	5.8	5.4	5.5	5.3	5.2	5.7	5.7	5.5	5.4
Delaware	6.0	6.0	5.3	5.5	5.5	5.4	6.1	6.0	5.6	5.4
District of Columbia	4.9	5.7	4.6	5.5	5.0	5.8	6.1	6.0	5.1	4.9
Florida	5.8	5.7	6.0	5.9	5.3	5.5	5.8	5.9	5.6	5.5
Georgia	5.6	5.5	5.7	5.9	5.3	5.7	5.6	5.7	5.4	5.5
Hawaii	5.2	4.9	5.2	5.1	5.0	5.2	5.2	4.8	4.7	5.1
Idaho	7.5	7.6	6.7	8.0	7.7	7.3	7.1	7.6	6.3	7.0
Illinois	5.0	5.2	4.7	5.3	5.1	5.0	5.1	5.0	5.3	5.0
Indiana	5.4	5.1	5.1	5.5	4.9	5.1	5.4	5.1	5.1	5.1
Iowa	6.0	5.5	4.8	6.2	6.0	5.6	5.8	5.9	5.4	5.4
Kansas	5.5	5.4	5.8	5.8	5.4	5.4	6.3	5.8	5.4	5.3
Kentucky	5.3	5.0	5.3	5.3	5.2	4.9	5.3	5.6	5.1	5.3
Louisiana	5.8	5.6	6.0	6.0	5.7	5.7	6.2	5.9	5.9	5.4
Maine	7.3	7.1	6.4	6.8	6.4	6.4	7.3	7.0	7.0	6.3
Maryland	5.9	5.7	5.8	6.1	5.6	5.8	6.6	6.3	5.5	6.0
Massachusetts	5.0	5.5	5.3	5.4	5.2	5.1	5.7	5.9	5.5	5.3
Michigan	5.3	5.8	4.9	5.6	5.4	5.3	5.4	5.9	5.3	4.9
Minnesota	5.1	5.8	5.3	5.5	5.2	5.4	5.5	5.6	5.5	5.6
Mississippi	6.0	6.2	6.4	6.4	5.7	6.1	6.2	6.0	5.9	6.3
Missouri	5.4	5.6	5.7	6.2	5.6	5.2	6.1	5.9	5.4	5.3
Montana	8.0	7.7	7.1	8.4	7.8	7.6	8.3	7.9	7.4	7.0
Nebraska	5.3	5.4	5.6	5.7	5.4	5.3	5.5	6.0	5.3	5.4
Nevada	5.4	6.1	6.9	6.4	5.7	5.9	6.3	5.3	5.4	5.7
New Hampshire	6.6	6.3	5.6	6.3	6.1	6.1	6.7	6.8	5.7	6.3
New Jersey	5.4	5.7	5.3	5.8	5.3	5.5	5.6	5.8	5.4	5.5
New Mexico	6.1	6.0	6.1	6.3	6.0	5.8	6.0	6.4	6.0	5.9
New York	7.0	6.1	5.9	5.6	5.4	5.2	7.0	5.7	5.5	5.2
North Carolina	5.6	5.7	5.4	6.0	5.8	5.5	5.4	5.7	5.0	5.3
North Dakota	6.7	6.4	6.2	6.9	6.8	6.5	6.8	6.6	6.4	6.7
Ohio	5.2	5.3	5.2	5.3	5.2	4.9	5.4	5.3	5.0	5.1
Oklahoma	5.5	5.6	6.0	6.2	5.3	5.3	6.2	6.3	5.3	5.3
Oregon	6.1	6.1	5.7	5.9	5.7	6.1	6.4	6.6	6.0	5.9
Pennsylvania	5.0	4.9	5.0	5.1	4.7	4.7	5.1	5.1	4.7	4.8
Rhode Island	6.6	6.3	6.0	6.6	5.8	5.9	6.7	6.6	6.2	6.0
South Carolina	6.1	5.9	6.3	6.6	6.0	5.6	6.1	6.1	5.5	5.7
South Dakota	6.3	6.0	6.0	6.0	6.0	6.9	6.4	6.0	5.9	6.1
Tennessee	5.5	5.3	5.8	6.0	5.4	5.3	6.5	5.5	5.3	4.9
Texas	5.1	5.2	5.3	5.8	5.4	5.1	5.3	5.2	4.9	5.4
Utah	6.8	6.9	6.9	6.6	6.4	6.2	6.8	6.5	6.2	6.1
Vermont	7.0	6.9	6.7	7.0	6.6	6.8	7.4	7.7	7.0	6.5
Virginia	5.6	5.9	5.8	5.8	5.5	5.2	5.8	6.1	5.2	5.4
Washington	5.7	6.0	5.2	5.6	5.7	6.0	5.9	6.0	5.7	5.5
West Virginia	6.7	5.6	6.1	6.1	6.4	5.9	6.4	6.2	6.2	5.4
Wisconsin	5.1	5.3	4.9	5.5	5.4	5.0	5.4	5.6	5.1	4.9
Wyoming	8.1	8.3	7.7	9.0	8.8	8.8	8.9	8.4	8.0	8.2
Puerto Rico	6.5	7.0	5.2	4.6	4.6	5.2	6.0	5.4	5.3	4.6
Virgin Islands	6.1	11.9	6.9	8.4	7.3	8.8	9.2	7.5	5.7	7.1

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
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	610	0.5
	June	351	4.1	226	2.6	980	0.8	663	0.5
	September	360	4.2	245	2.8	1,024	0.8	732	0.6
	December	379	4.3	254	2.9	1,114	0.9	776	0.6
2022	March	350	3.9	256	2.9	966	0.8	753	0.6
	June	365	4.1	321	3.6	1,058	0.8	922	0.7
	September	350	3.9	294	3.3	1,028	0.8	910	0.7
	December	342	3.8	289	3.2	1,040	0.8	897	0.7
2023	March	329	3.6	292	3.2	946	0.7	821	0.6
	June	333	3.6	293	3.2	1,013	0.8	885	0.7
	September	319	3.5	295	3.2	980	0.7	924	0.7
	December	326	3.5	322	3.5	1,015	0.8	916	0.7
2024	March	326	3.5	281	3.0	939	0.7	811	0.6
	June	324	3.5	332	3.6	972	0.7	932	0.7
	September	317	3.4	306	3.3	973	0.7	919	0.7
	December	324	3.5	306	3.3	1,003	0.8	938	0.7
2025	March	329	3.5	283	3.0	1,018	0.8	807	0.6
	June	309	3.3	310	3.3	951	0.7	923	0.7
	September	325	3.5	N/A	N/A	967	0.7	N/A	N/A
	December	342	3.6	N/A	N/A	1,010	0.8	N/A	N/A
2026	March	323	3.4	N/A	N/A	949	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