

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Wednesday, December 17, 2025

USDL-25-1582

Technical information: (202) 691-6553 • [BDMInfo@bls.gov](mailto:BDMInfo@bls.gov) • [www.bls.gov/bdm](http://www.bls.gov/bdm)

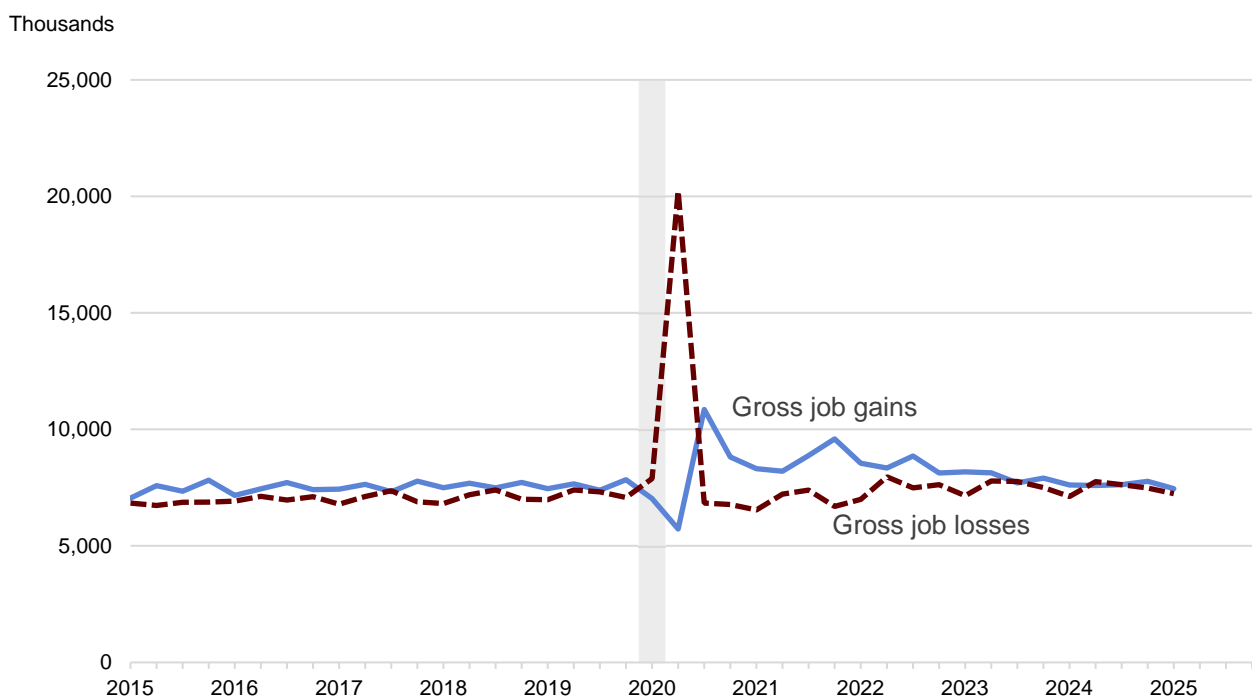
Media contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

### BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2025

From December 2024 to March 2025, **gross job gains** from opening and expanding private-sector establishments were 7.4 million, a decrease of 354,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 7.2 million, a decrease of 258,000 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 - March 2025



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

#### Revisions to Business Employment Dynamics (BED) Data

Data in this release contain annual revisions in accordance with standard procedures. These revisions include the previous four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

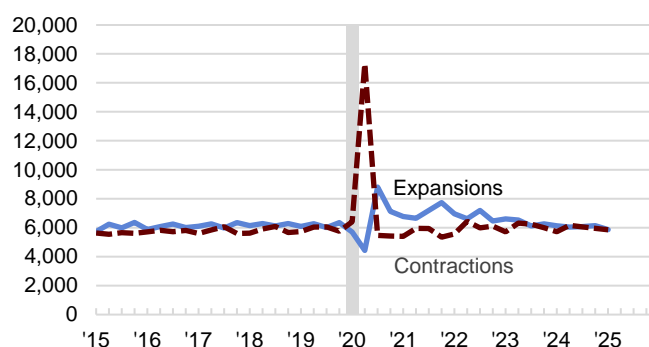
The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter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

## Gross Job Gains

In the first quarter of 2025, gross job gains represented 5.6 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 5.9 million jobs in the first quarter of 2025. **Opening** establishments accounted for 1.6 million of the jobs gained in the first quarter of 2025. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Chart 2. Private-sector gross job gains at expanding establishments and gross job losses at contracting establishments, seasonally adjusted: March 2015 - March 2025

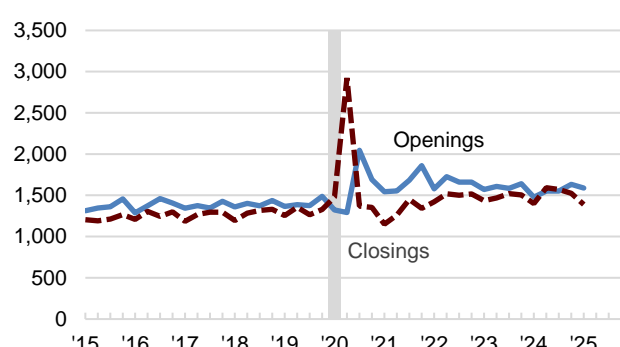
Thousands



NOTE: Shaded area represents NBER defined recession period.

Chart 3. Private-sector gross job gains at opening establishments and gross job losses at closing establishments, seasonally adjusted: March 2015 - March 2025

Thousands



NOTE: Shaded area represents NBER defined recession period.

## Gross Job Losses

In the first quarter of 2025, gross job losses represented 5.4 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 5.9 million jobs in the first quarter of 2025. In the first quarter of 2025, **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 first quarter of 2025, there were 328,000 **establishment births** which accounted for 1.0 million jobs. Data for **establishment deaths** are available through the second quarter of 2024, when 931,000 jobs were lost at 333,000 establishments. (See Technical Note and table 8.)

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

Category	3 months ended				
	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
Levels (in thousands)					
Gross job gains.....	7,748	7,639	7,665	7,802	7,448
At expanding establishments	6,217	6,078	6,101	6,142	5,859
At opening establishments.....	1,531	1,561	1,564	1,660	1,589
Gross job losses.....	7,183	7,716	7,607	7,496	7,238
At contracting establishments	5,775	6,183	6,065	5,964	5,850
At closing establishments.....	1,408	1,533	1,542	1,532	1,388
Net employment change <sup>1</sup> .....	565	-77	58	306	210
Rates (percent)					
Gross job gains.....	5.9	5.8	5.8	5.9	5.6
At expanding establishments	4.7	4.6	4.6	4.6	4.4
At opening establishments.....	1.2	1.2	1.2	1.3	1.2
Gross job losses.....	5.5	5.9	5.8	5.7	5.4
At contracting establishments	4.4	4.7	4.6	4.5	4.4
At closing establishments.....	1.1	1.2	1.2	1.2	1.0
Net employment change <sup>1</sup> .....	0.4	-0.1	0.0	0.2	0.2

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

## Firm Size

In the first quarter of 2025, firms with 1 to 49 employees had a net employment gain of 88,000. Firms with 50 to 249 employees had a net employment decline of 22,000. Firms with 250 or more employees had a net employment increase of 267,000. (See tables 4 and 5.)

## **Industries**

Gross job gains exceeded gross job losses in 7 out of the 13 industry sectors in the first quarter of 2025. The service-providing industries experienced a net job gain of 169,000. The goods-producing industries had a net job increase of 41,000. (See table 3.)

## **States**

Gross job gains surpassed gross job losses in 32 states and Puerto Rico in the first quarter of 2025. (See tables 6 and 7.)

### **Federal Government Shutdown**

Publication of first quarter 2025 data was delayed by more than 6 weeks because of a lapse in federal appropriations. Collection of first quarter Quarterly Census of Employment and Wages data – which Business Employment Dynamics data is based upon – had been completed in accordance with our normal schedule prior to the federal government shutdown.

## **For More Information**

Additional information on gross job gains and gross job losses is available online at [www.bls.gov/bdm](http://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](mailto:BDMinfo@bls.gov).

---

**The Business Employment Dynamics for Second Quarter 2025 are scheduled to be released on Thursday, February 26, 2026, at 10:00 a.m. (ET).**

# Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as the Quarterly Census of Employment and Wages (QCEW). The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing QCEW records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by unemployment insurance (UI) laws and to pay quarterly UI taxes. The QCEW is based largely on quarterly UI reports which are sent by businesses to the State Workforce Agencies (SWAs). These UI reports are supplemented by two additional BLS data collections to render administrative data into economic statistics. Together these data comprise the QCEW and form the basis of the Bureau’s establishment universe sampling frame.

These reports are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. The QCEW is also the employment benchmark for the Current Employment Statistics (CES), Occupational Employment Statistics (OES), and Job Openings and Labor Turnover Survey (JOLTS) programs and is a major input to the Bureau of Economic Analysis’s Personal Income Accounts.

In the BED program, the quarterly QCEW records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding units and jobs lost at closing and contracting units.

## Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures—Quarterly Census of Employment and Wages, Business Employment Dynamics, and Current Employment Statistics—makes use of the quarterly UI employment reports in producing data; however, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of employment change over time. It is important to understand program differences and the intended uses of the program products. (See table.) Additional information on each program can be obtained from the program websites shown in the table.

## Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal Employees (UCFE) laws are compiled from quarterly contribution reports submitted to the

SWAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the “Multiple Worksite Report,” which provides detailed information on the location of their establishments. These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

Major exclusions from UI coverage are self-employed workers, religious organizations, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Gross job gains and gross job losses in this release are derived from longitudinal histories of 9.5 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
<b>Source</b>	<ul style="list-style-type: none"> <li>Count of UI administrative records submitted by 12.2 million establishments in first quarter of 2025</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 9.5 million private-sector establishments</li> </ul>	<ul style="list-style-type: none"> <li>Sample survey: 631,000 establishments</li> </ul>
<b>Coverage</b>	<ul style="list-style-type: none"> <li>UI and UCFE coverage, including all employers subject to state and federal UI laws</li> </ul>	<ul style="list-style-type: none"> <li>UI coverage, excluding government, private households, and establishments with zero employment</li> </ul>	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> <li>UI coverage, excluding agriculture, private households, and self-employed workers</li> <li>Other employment, including railroads, religious organizations, and other non-UI-covered jobs</li> </ul>
<b>Publication frequency</b>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>6 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>7 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Monthly               <ul style="list-style-type: none"> <li>Usually the 3rd Friday after the end of the week including the 12th of the month</li> </ul> </li> </ul>
<b>Use of UI file</b>	<ul style="list-style-type: none"> <li>Directly summarizes and publishes each new quarter of UI data</li> </ul>	<ul style="list-style-type: none"> <li>Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses</li> </ul>	<ul style="list-style-type: none"> <li>Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)</li> </ul>
<b>Principal products</b>	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>Future expansions will include data with greater industry detail and data at the county and MSA levels</li> </ul>	<ul style="list-style-type: none"> <li>Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national levels by industry</li> </ul>
<b>Principal uses</b>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>Detailed locality data</li> <li>Periodic universe counts for benchmarking sample survey estimates</li> <li>Sample frame for BLS establishment surveys</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>Business cycle analysis</li> <li>Analysis of employer dynamics underlying economic expansions and contractions</li> <li>Analysis of employment expansion and contraction by size of firm</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>Principal federal economic indicator</li> <li>Official time series for employment change measures</li> <li>Input into other major economic indicators</li> </ul> </li> </ul>
<b>Program web sites</b>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/cew">www.bls.gov/cew</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/bdm">www.bls.gov/bdm</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/ces">www.bls.gov/ces</a></li> </ul>

### 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/](http://www.bls.gov/cew/)); (e-mail: [QCEWInfo@bls.gov](mailto: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 <sup>1</sup>	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

<sup>1</sup> 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, <sup>1</sup> seasonally adjusted**  
(Percent)

Year	3 months ended	Net change <sup>2</sup>	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

<sup>1</sup> The rates measure gross job gains and gross job losses as a percentage of the average of the previous and current quarter employment levels.

<sup>2</sup> 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. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
<b>Total private <sup>1</sup></b>										
Gross job gains .....	7,748	7,639	7,665	7,802	7,448	5.9	5.8	5.8	5.9	5.6
At expanding establishments .....	6,217	6,078	6,101	6,142	5,859	4.7	4.6	4.6	4.6	4.4
At opening establishments .....	1,531	1,561	1,564	1,660	1,589	1.2	1.2	1.2	1.3	1.2
Gross job losses .....	7,183	7,716	7,607	7,496	7,238	5.5	5.9	5.8	5.7	5.4
At contracting establishments .....	5,775	6,183	6,065	5,964	5,850	4.4	4.7	4.6	4.5	4.4
At closing establishments .....	1,408	1,533	1,542	1,532	1,388	1.1	1.2	1.2	1.2	1.0
Net employment change .....	565	-77	58	306	210	0.4	-0.1	0.0	0.2	0.2
<b>Goods-producing</b>										
Gross job gains .....	1,389	1,260	1,242	1,258	1,282	6.1	5.6	5.5	5.5	5.6
At expanding establishments .....	1,171	1,062	1,026	1,044	1,069	5.1	4.7	4.5	4.6	4.7
At opening establishments .....	218	198	216	214	213	1.0	0.9	1.0	0.9	0.9
Gross job losses .....	1,247	1,333	1,316	1,319	1,241	5.4	5.8	5.8	5.9	5.5
At contracting establishments .....	1,037	1,107	1,089	1,099	1,043	4.5	4.8	4.8	4.9	4.6
At closing establishments .....	210	226	227	220	198	0.9	1.0	1.0	1.0	0.9
Net employment change .....	142	-73	-74	-61	41	0.7	-0.2	-0.3	-0.4	0.1
<b>Natural resources and mining</b>										
Gross job gains .....	236	219	225	197	214	12.7	11.9	12.4	10.8	11.7
At expanding establishments .....	207	192	193	169	184	11.1	10.4	10.6	9.3	10.1
At opening establishments .....	29	27	32	28	30	1.6	1.5	1.8	1.5	1.6
Gross job losses .....	229	211	207	248	227	12.3	11.4	11.4	13.6	12.4
At contracting establishments .....	198	183	178	219	199	10.6	9.9	9.8	12.0	10.9
At closing establishments .....	31	28	29	29	28	1.7	1.5	1.6	1.6	1.5
Net employment change .....	7	8	18	-51	-13	0.4	0.5	1.0	-2.8	-0.7
<b>Construction</b>										
Gross job gains .....	740	642	643	678	699	9.0	7.8	8.0	8.3	8.4
At expanding establishments .....	598	517	507	539	560	7.3	6.3	6.3	6.6	6.7
At opening establishments .....	142	125	136	139	139	1.7	1.5	1.7	1.7	1.7
Gross job losses .....	603	689	656	633	608	7.4	8.4	8.1	7.8	7.4
At contracting establishments .....	475	548	517	497	486	5.8	6.7	6.4	6.1	5.9
At closing establishments .....	128	141	139	136	122	1.6	1.7	1.7	1.7	1.5
Net employment change .....	137	-47	-13	45	91	1.6	-0.6	-0.1	0.5	1.0
<b>Manufacturing</b>										
Gross job gains .....	413	399	374	383	369	3.3	3.2	3.0	3.0	2.9
At expanding establishments .....	366	353	326	336	325	2.9	2.8	2.6	2.6	2.6
At opening establishments .....	47	46	48	47	44	0.4	0.4	0.4	0.4	0.3
Gross job losses .....	415	433	453	438	406	3.2	3.3	3.6	3.4	3.2
At contracting establishments .....	364	376	394	383	358	2.8	2.9	3.1	3.0	2.8
At closing establishments .....	51	57	59	55	48	0.4	0.4	0.5	0.4	0.4
Net employment change .....	-2	-34	-79	-55	-37	0.1	-0.1	-0.6	-0.4	-0.3
<b>Service-providing <sup>1</sup></b>										
Gross job gains .....	6,359	6,379	6,423	6,544	6,166	5.8	5.8	5.8	5.9	5.5
At expanding establishments .....	5,046	5,016	5,075	5,098	4,790	4.6	4.6	4.6	4.6	4.3
At opening establishments .....	1,313	1,363	1,348	1,446	1,376	1.2	1.2	1.2	1.3	1.2
Gross job losses .....	5,936	6,383	6,291	6,177	5,997	5.4	5.8	5.7	5.6	5.5
At contracting establishments .....	4,738	5,076	4,976	4,865	4,807	4.3	4.6	4.5	4.4	4.4
At closing establishments .....	1,198	1,307	1,315	1,312	1,190	1.1	1.2	1.2	1.2	1.1
Net employment change .....	423	-4	132	367	169	0.4	0.0	0.1	0.3	0.0
<b>Wholesale trade</b>										
Gross job gains .....	268	261	258	251	255	4.3	4.2	4.2	4.2	4.2
At expanding establishments .....	217	210	208	199	207	3.5	3.4	3.4	3.3	3.4
At opening establishments .....	51	51	50	52	48	0.8	0.8	0.8	0.9	0.8
Gross job losses .....	256	270	265	264	254	4.1	4.4	4.3	4.4	4.2
At contracting establishments .....	198	210	204	206	200	3.2	3.4	3.3	3.4	3.3
At closing establishments .....	58	60	61	58	54	0.9	1.0	1.0	1.0	0.9
Net employment change .....	12	-9	-7	-13	1	0.2	-0.2	-0.1	-0.2	0.0

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
<b>Retail trade</b>										
Gross job gains .....	836	810	813	745	841	5.4	5.2	5.2	4.8	5.4
At expanding establishments .....	718	692	697	633	731	4.6	4.4	4.5	4.1	4.7
At opening establishments .....	118	118	116	112	110	0.8	0.8	0.7	0.7	0.7
Gross job losses .....	734	875	858	879	707	4.7	5.6	5.5	5.7	4.6
At contracting establishments .....	623	749	744	750	602	4.0	4.8	4.8	4.9	3.9
At closing establishments .....	111	126	114	129	105	0.7	0.8	0.7	0.8	0.7
Net employment change .....	102	-65	-45	-134	134	0.7	-0.4	-0.3	-0.9	0.8
<b>Transportation and warehousing</b>										
Gross job gains .....	281	295	353	477	342	4.3	4.6	5.4	7.3	5.1
At expanding establishments .....	238	250	299	425	220	3.6	3.9	4.6	6.5	3.3
At opening establishments .....	43	45	54	52	122	0.7	0.7	0.8	0.8	1.8
Gross job losses .....	451	337	296	281	428	6.9	5.3	4.6	4.3	6.5
At contracting establishments .....	405	287	245	228	384	6.2	4.5	3.8	3.5	5.8
At closing establishments .....	46	50	51	53	44	0.7	0.8	0.8	0.8	0.7
Net employment change .....	-170	-42	57	196	-86	-2.6	-0.7	0.8	3.0	-1.4
<b>Utilities</b>										
Gross job gains .....	15	16	15	18	16	2.5	2.7	2.5	3.0	2.6
At expanding establishments .....	13	13	13	15	14	2.2	2.2	2.2	2.5	2.3
At opening establishments .....	2	3	2	3	2	0.3	0.5	0.3	0.5	0.3
Gross job losses .....	13	16	13	13	13	2.2	2.7	2.2	2.2	2.1
At contracting establishments .....	11	14	11	11	11	1.9	2.4	1.9	1.9	1.8
At closing establishments .....	2	2	2	2	2	0.3	0.3	0.3	0.3	0.3
Net employment change .....	2	0	2	5	3	0.3	0.0	0.3	0.8	0.5
<b>Information</b>										
Gross job gains .....	151	134	143	139	123	5.2	4.6	4.9	4.8	4.2
At expanding establishments .....	123	103	111	107	96	4.2	3.5	3.8	3.7	3.3
At opening establishments .....	28	31	32	32	27	1.0	1.1	1.1	1.1	0.9
Gross job losses .....	141	174	152	166	156	4.8	6.0	5.3	5.7	5.5
At contracting establishments .....	112	137	118	128	128	3.8	4.7	4.1	4.4	4.5
At closing establishments .....	29	37	34	38	28	1.0	1.3	1.2	1.3	1.0
Net employment change .....	10	-40	-9	-27	-33	0.4	-1.4	-0.4	-0.9	-1.3
<b>Financial activities</b>										
Gross job gains .....	375	401	398	391	371	4.3	4.6	4.6	4.5	4.2
At expanding establishments .....	290	306	305	282	289	3.3	3.5	3.5	3.2	3.3
At opening establishments .....	85	95	93	109	82	1.0	1.1	1.1	1.3	0.9
Gross job losses .....	391	389	402	392	367	4.5	4.4	4.6	4.5	4.2
At contracting establishments .....	292	282	304	287	269	3.4	3.2	3.5	3.3	3.1
At closing establishments .....	99	107	98	105	98	1.1	1.2	1.1	1.2	1.1
Net employment change .....	-16	12	-4	-1	4	-0.2	0.2	0.0	0.0	0.0
<b>Professional and business services</b>										
Gross job gains .....	1,421	1,466	1,473	1,434	1,340	6.4	6.5	6.5	6.3	6.0
At expanding establishments .....	1,116	1,132	1,148	1,089	1,051	5.0	5.0	5.1	4.8	4.7
At opening establishments .....	305	334	325	345	289	1.4	1.5	1.4	1.5	1.3
Gross job losses .....	1,375	1,513	1,488	1,536	1,359	6.1	6.7	6.6	6.9	6.1
At contracting establishments .....	1,067	1,192	1,141	1,186	1,055	4.7	5.3	5.1	5.3	4.7
At closing establishments .....	308	321	347	350	304	1.4	1.4	1.5	1.6	1.4
Net employment change .....	46	-47	-15	-102	-19	0.3	-0.2	-0.1	-0.6	-0.1
<b>Education and health services</b>										
Gross job gains .....	1,234	1,232	1,247	1,247	1,169	5.0	4.9	4.9	4.9	4.5
At expanding establishments .....	993	978	1,012	966	933	4.0	3.9	4.0	3.8	3.6
At opening establishments .....	241	254	235	281	236	1.0	1.0	0.9	1.1	0.9
Gross job losses .....	928	1,063	1,001	1,044	983	3.7	4.2	3.9	4.1	3.8
At contracting establishments .....	718	817	773	797	771	2.9	3.2	3.0	3.1	3.0
At closing establishments .....	210	246	228	247	212	0.8	1.0	0.9	1.0	0.8
Net employment change .....	306	169	246	203	186	1.3	0.7	1.0	0.8	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)				
	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
<b>Leisure and hospitality</b>										
Gross job gains .....	1,394	1,378	1,344	1,476	1,302	8.3	8.2	8.1	8.8	7.7
At expanding establishments .....	1,079	1,071	1,025	1,141	1,000	6.4	6.4	6.2	6.8	5.9
At opening establishments .....	315	307	319	335	302	1.9	1.8	1.9	2.0	1.8
Gross job losses .....	1,312	1,404	1,474	1,262	1,400	7.8	8.4	8.9	7.5	8.3
At contracting establishments .....	1,074	1,144	1,192	1,027	1,148	6.4	6.8	7.2	6.1	6.8
At closing establishments .....	238	260	282	235	252	1.4	1.6	1.7	1.4	1.5
Net employment change .....	82	-26	-130	214	-98	0.5	-0.2	-0.8	1.3	-0.6
<b>Other services</b>										
Gross job gains .....	326	329	319	308	302	7.3	7.4	7.1	6.9	6.8
At expanding establishments .....	250	251	246	231	232	5.6	5.6	5.5	5.2	5.2
At opening establishments .....	76	78	73	77	70	1.7	1.8	1.6	1.7	1.6
Gross job losses .....	302	313	312	311	300	6.8	7.0	7.0	7.0	6.7
At contracting establishments .....	230	236	236	237	229	5.2	5.3	5.3	5.3	5.1
At closing establishments .....	72	77	76	74	71	1.6	1.7	1.7	1.7	1.6
Net employment change .....	24	16	7	-3	2	0.5	0.4	0.1	-0.1	0.1

<sup>1</sup> 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 <sup>1</sup>			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

<sup>1</sup> 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](http://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. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
<b>Total private by firm <sup>1</sup></b>										
Gross job gains .....	6,188	5,981	6,057	6,079	5,923	4.7	4.5	4.6	4.6	4.4
At expanding firms .....	5,189	5,018	5,050	4,970	4,927	3.9	3.8	3.8	3.8	3.7
At opening firms .....	999	963	1,007	1,109	996	0.8	0.7	0.8	0.8	0.7
Gross job losses .....	5,544	6,106	6,019	5,829	5,590	4.2	4.6	4.6	4.4	4.2
At contracting firms .....	4,577	5,062	4,992	4,851	4,649	3.5	3.8	3.8	3.7	3.5
At closing firms .....	967	1,044	1,027	978	941	0.7	0.8	0.8	0.7	0.7
Net employment change .....	644	-125	38	250	333	0.5	-0.1	0.0	0.2	0.2
<b>Firm size 1 to 49 employees</b>										
Gross job gains .....	3,180	3,070	3,130	3,195	3,113	8.9	8.6	8.8	9.0	8.8
At expanding firms .....	2,217	2,146	2,160	2,158	2,152	6.2	6.0	6.1	6.1	6.1
At opening firms .....	963	924	970	1,037	961	2.7	2.6	2.7	2.9	2.7
Gross job losses .....	3,057	3,247	3,226	3,055	3,025	8.6	9.2	9.1	8.6	8.6
At contracting firms .....	2,125	2,258	2,235	2,125	2,113	6.0	6.4	6.3	6.0	6.0
At closing firms .....	932	989	991	930	912	2.6	2.8	2.8	2.6	2.6
Net employment change .....	123	-177	-96	140	88	0.3	-0.6	-0.3	0.4	0.2
<b>Firm size 50 to 249 employees</b>										
Gross job gains .....	1,094	1,096	1,033	1,097	991	4.7	4.7	4.4	4.8	4.2
At expanding firms .....	1,061	1,065	1,000	1,060	960	4.6	4.6	4.3	4.6	4.1
At opening firms .....	33	31	33	37	31	0.1	0.1	0.1	0.2	0.1
Gross job losses .....	974	1,027	1,064	979	1,013	4.2	4.4	4.6	4.2	4.4
At contracting firms .....	947	996	1,031	945	986	4.1	4.3	4.5	4.1	4.3
At closing firms .....	27	31	33	34	27	0.1	0.1	0.1	0.1	0.1
Net employment change .....	120	69	-31	118	-22	0.5	0.3	-0.2	0.6	-0.2
<b>Firm size 250 or more employees</b>										
Gross job gains .....	1,914	1,815	1,894	1,787	1,819	2.6	2.4	2.6	2.4	2.4
At expanding firms .....	1,911	1,807	1,890	1,752	1,815	2.6	2.4	2.6	2.4	2.4
At opening firms .....	3	8	4	35	4	0.0	0.0	0.0	0.0	0.0
Gross job losses .....	1,513	1,832	1,729	1,795	1,552	2.1	2.4	2.3	2.4	2.1
At contracting firms .....	1,505	1,808	1,726	1,781	1,550	2.1	2.4	2.3	2.4	2.1
At closing firms .....	8	24	3	14	2	0.0	0.0	0.0	0.0	0.0
Net employment change .....	401	-17	165	-8	267	0.5	0.0	0.3	0.0	0.3

<sup>1</sup> 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](http://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. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
United States <sup>1</sup> .....	7,748,000	7,639,000	7,665,000	7,802,000	7,448,000	7,183,000	7,716,000	7,607,000	7,496,000	7,238,000
Alabama .....	101,248	96,032	99,198	98,916	92,217	95,836	94,915	101,412	92,228	95,520
Alaska .....	27,099	26,110	20,305	26,004	25,748	21,504	24,382	24,477	24,030	21,061
Arizona .....	228,020	157,341	181,452	169,532	163,781	182,285	182,582	160,169	164,857	151,984
Arkansas .....	61,455	58,085	59,478	64,055	56,374	56,312	62,995	56,349	52,715	56,305
California .....	935,079	956,316	982,911	1,037,801	932,658	882,911	1,072,979	959,690	985,054	952,704
Colorado .....	155,698	159,919	153,836	150,476	152,515	182,467	141,328	157,315	158,090	162,902
Connecticut .....	82,951	84,503	80,115	80,108	82,000	75,851	80,646	82,528	81,008	76,626
Delaware .....	25,441	23,919	28,053	24,969	24,351	20,470	26,592	26,106	25,605	21,986
District of Columbia .....	26,965	26,746	25,702	26,158	24,816	25,785	28,559	25,909	28,243	30,225
Florida .....	504,877	527,079	568,346	525,857	510,563	477,490	502,719	496,080	544,968	480,933
Georgia .....	254,350	244,654	240,635	252,707	231,169	239,028	239,107	255,502	224,795	238,711
Hawaii .....	28,950	26,591	29,526	27,275	25,339	26,394	28,777	25,910	25,923	26,079
Idaho .....	58,054	54,724	52,244	60,204	54,147	59,710	52,888	54,916	49,934	54,943
Illinois .....	271,667	271,626	258,666	266,402	262,450	252,763	270,607	263,109	267,989	261,424
Indiana .....	146,930	144,820	148,778	151,200	148,910	140,894	152,463	148,390	141,890	144,300
Iowa .....	80,955	73,223	68,302	73,268	75,001	74,569	75,463	78,242	73,301	71,372
Kansas .....	68,870	68,987	62,433	69,865	66,217	65,430	65,732	65,731	62,140	64,219
Kentucky .....	98,629	89,092	91,173	89,383	88,175	86,243	97,007	91,959	92,668	81,258
Louisiana .....	100,892	92,894	98,149	101,158	91,400	91,039	99,735	93,290	88,252	91,443
Maine .....	40,267	39,381	33,985	37,679	40,436	33,770	38,871	38,390	38,602	34,390
Maryland .....	134,111	156,151	131,460	133,596	132,241	122,383	132,501	135,166	131,199	128,205
Massachusetts .....	170,891	181,048	159,471	170,570	158,717	164,520	179,355	184,490	174,947	164,107
Michigan .....	210,196	216,912	202,834	205,581	200,702	198,922	208,716	222,703	224,680	202,820
Minnesota .....	152,743	145,116	127,706	137,436	129,481	130,563	132,339	147,566	129,174	139,190
Mississippi .....	55,402	53,426	58,102	58,948	53,782	53,966	58,904	53,671	57,777	57,475
Missouri .....	145,228	139,621	136,883	142,578	132,889	133,952	143,905	142,557	131,868	131,147
Montana .....	34,433	33,900	30,730	35,562	34,215	32,493	32,566	34,223	32,993	32,323
Nebraska .....	50,247	46,468	47,831	48,182	44,853	43,609	47,808	48,202	46,354	45,662
Nevada .....	81,922	79,377	84,912	84,468	74,494	85,117	79,094	80,748	78,017	81,055
New Hampshire .....	39,032	37,142	33,643	38,202	39,329	35,235	36,309	40,272	35,438	37,279
New Jersey .....	206,140	217,096	199,075	221,965	208,276	202,329	204,348	216,494	200,880	201,117
New Mexico .....	43,626	41,712	43,123	41,732	40,523	41,590	43,866	42,477	40,727	39,440
New York .....	492,263	479,811	474,063	463,032	547,829	408,590	458,265	471,701	455,330	415,859
North Carolina .....	229,846	236,425	228,393	255,168	227,385	229,239	230,500	245,726	232,265	230,646
North Dakota .....	24,458	23,416	23,220	22,979	23,803	21,498	23,426	23,081	23,431	23,167
Ohio .....	264,899	251,418	245,676	258,047	250,334	229,995	256,505	258,836	244,140	237,068
Oklahoma .....	78,298	76,548	81,705	81,013	74,761	72,172	86,853	75,580	74,449	72,113
Oregon .....	113,102	104,035	106,146	105,056	99,652	101,241	108,545	111,429	111,040	105,767
Pennsylvania .....	274,483	263,353	272,006	278,325	265,984	244,819	274,879	265,818	256,763	253,024
Rhode Island .....	29,619	28,361	27,098	31,924	29,048	24,695	29,011	27,874	27,324	26,008
South Carolina .....	123,985	117,273	119,009	124,330	117,725	119,862	114,953	112,351	113,949	107,863
South Dakota .....	24,303	22,982	22,346	25,432	23,881	22,392	23,722	22,236	22,697	25,012
Tennessee .....	164,645	156,457	159,677	156,103	152,502	143,603	161,441	162,778	175,306	146,100
Texas .....	650,343	645,705	673,111	698,310	610,808	605,198	628,691	631,503	611,785	614,624
Utah .....	99,812	93,852	98,207	99,094	96,433	91,018	99,969	90,040	92,157	88,877
Vermont .....	19,249	17,212	16,866	17,096	17,691	16,358	18,962	18,060	17,198	17,366
Virginia .....	193,698	190,287	194,280	194,563	187,135	177,528	191,174	191,383	183,824	174,551
Washington .....	174,050	176,199	175,085	174,320	172,479	185,713	168,275	173,313	170,900	165,224
West Virginia .....	39,199	39,152	32,797	36,358	36,060	34,190	37,458	36,503	33,990	31,822
Wisconsin .....	145,284	135,653	129,123	135,299	128,770	125,936	142,702	138,664	132,726	124,907
Wyoming .....	18,050	17,580	18,886	19,063	17,407	18,160	18,900	17,974	17,817	18,842
Puerto Rico .....	39,902	41,736	41,377	32,899	47,009	35,146	37,314	38,652	41,286	40,521
Virgin Islands .....	1,606	1,245	1,162	1,238	1,239	1,338	1,436	1,862	2,534	1,735

<sup>1</sup> 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. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025	Mar. 2024	June 2024	Sept. 2024	Dec. 2024	Mar. 2025
United States .....	5.9	5.8	5.8	5.9	5.6	5.5	5.9	5.8	5.7	5.4
Alabama .....	5.9	5.6	5.8	5.8	5.3	5.6	5.6	5.9	5.3	5.6
Alaska .....	10.7	10.2	8.0	10.3	10.0	8.5	9.6	9.6	9.5	8.1
Arizona .....	8.2	5.6	6.4	6.1	5.8	6.5	6.5	5.7	5.9	5.3
Arkansas .....	5.6	5.3	5.5	5.8	5.1	5.2	5.7	5.2	4.8	5.1
California .....	6.0	6.2	6.3	6.7	6.0	5.7	6.9	6.2	6.4	6.2
Colorado .....	6.4	6.6	6.3	6.2	6.2	7.4	5.8	6.4	6.5	6.8
Connecticut .....	5.8	5.8	5.5	5.5	5.6	5.2	5.5	5.6	5.5	5.3
Delaware .....	6.2	5.8	6.8	6.1	5.9	5.0	6.5	6.4	6.3	5.3
District of Columbia .....	5.1	5.1	4.9	5.0	4.8	5.0	5.4	5.0	5.5	5.8
Florida .....	5.8	6.1	6.5	6.0	5.8	5.5	5.8	5.7	6.2	5.5
Georgia .....	6.1	5.9	5.8	6.0	5.5	5.7	5.7	6.1	5.4	5.7
Hawaii .....	5.6	5.2	5.7	5.3	4.9	5.1	5.6	5.0	5.0	5.0
Idaho .....	7.9	7.5	7.1	8.2	7.3	8.1	7.2	7.5	6.8	7.3
Illinois .....	5.2	5.1	4.9	5.1	5.0	4.8	5.1	5.0	5.1	5.0
Indiana .....	5.3	5.2	5.3	5.5	5.4	5.1	5.5	5.3	5.1	5.2
Iowa .....	6.2	5.6	5.3	5.6	5.8	5.7	5.8	6.0	5.6	5.5
Kansas .....	5.9	5.9	5.3	5.9	5.5	5.5	5.6	5.6	5.2	5.4
Kentucky .....	5.9	5.3	5.4	5.3	5.2	5.1	5.8	5.4	5.5	4.8
Louisiana .....	6.3	5.8	6.1	6.2	5.6	5.6	6.2	5.8	5.5	5.6
Maine .....	7.4	7.2	6.2	7.0	7.4	6.3	7.1	7.1	7.1	6.3
Maryland .....	6.1	7.1	5.9	6.0	5.9	5.5	5.9	6.1	5.9	5.7
Massachusetts .....	5.3	5.7	5.0	5.3	5.0	5.1	5.6	5.8	5.5	5.1
Michigan .....	5.5	5.7	5.3	5.4	5.2	5.2	5.4	5.8	5.9	5.3
Minnesota .....	6.1	5.7	5.1	5.5	5.1	5.2	5.2	5.8	5.1	5.5
Mississippi .....	6.0	5.7	6.3	6.3	5.7	5.8	6.3	5.7	6.2	6.1
Missouri .....	5.9	5.6	5.6	5.7	5.4	5.4	5.8	5.8	5.3	5.2
Montana .....	8.1	7.9	7.2	8.4	8.0	7.6	7.6	8.0	7.8	7.5
Nebraska .....	5.9	5.5	5.6	5.6	5.2	5.1	5.6	5.6	5.5	5.3
Nevada .....	6.0	5.8	6.2	6.1	5.4	6.1	5.8	5.9	5.6	5.9
New Hampshire .....	6.4	6.1	5.6	6.3	6.5	5.8	6.0	6.7	5.9	6.1
New Jersey .....	5.5	5.9	5.4	6.0	5.6	5.5	5.5	5.8	5.5	5.4
New Mexico .....	6.4	6.1	6.3	6.1	5.9	6.1	6.5	6.2	5.9	5.8
New York .....	6.0	5.8	5.7	5.7	6.6	5.0	5.5	5.8	5.5	5.0
North Carolina .....	5.5	5.6	5.5	6.1	5.4	5.4	5.5	5.8	5.5	5.5
North Dakota .....	6.9	6.6	6.5	6.5	6.7	6.0	6.6	6.5	6.6	6.5
Ohio .....	5.5	5.2	5.2	5.4	5.2	4.8	5.3	5.4	5.1	4.9
Oklahoma .....	5.8	5.7	6.1	6.0	5.5	5.3	6.4	5.5	5.5	5.3
Oregon .....	6.6	6.0	6.3	6.2	5.8	5.9	6.3	6.6	6.6	6.2
Pennsylvania .....	5.1	4.9	5.1	5.2	5.0	4.6	5.2	5.0	4.8	4.7
Rhode Island .....	6.8	6.6	6.2	7.3	6.6	5.7	6.7	6.4	6.3	5.9
South Carolina .....	6.5	6.1	6.2	6.4	6.1	6.3	6.0	5.9	5.9	5.5
South Dakota .....	6.4	6.0	5.9	6.7	6.2	5.8	6.2	5.9	5.9	6.5
Tennessee .....	5.7	5.5	5.6	5.5	5.4	5.0	5.6	5.7	6.2	5.1
Texas .....	5.5	5.4	5.7	5.8	5.1	5.1	5.3	5.3	5.2	5.1
Utah .....	6.9	6.5	6.8	6.8	6.6	6.3	6.9	6.2	6.3	6.0
Vermont .....	7.5	6.7	6.6	6.7	6.9	6.3	7.4	7.1	6.7	6.8
Virginia .....	5.8	5.6	5.8	5.8	5.6	5.3	5.7	5.7	5.5	5.1
Washington .....	5.7	5.9	5.8	5.8	5.7	6.2	5.6	5.8	5.7	5.5
West Virginia .....	7.1	7.0	5.9	6.5	6.4	6.1	6.7	6.6	6.1	5.7
Wisconsin .....	5.7	5.3	5.1	5.3	5.0	4.9	5.6	5.5	5.2	4.9
Wyoming .....	8.4	8.2	8.9	8.9	8.1	8.4	8.8	8.5	8.3	8.7
Puerto Rico .....	5.3	5.5	5.4	4.3	6.3	4.7	4.9	5.0	5.4	5.4
Virgin Islands .....	6.4	4.9	4.7	5.2	5.4	5.3	5.7	7.5	10.8	7.6

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 <sup>1</sup>		Births		Deaths	
		Level	Rate <sup>2</sup>	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	N/A	N/A	974	0.7	N/A	N/A
	December	324	3.5	N/A	N/A	1,006	0.8	N/A	N/A
2025	March	328	3.5	N/A	N/A	1,012	0.8	N/A	N/A

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

<sup>2</sup> 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