



**For release 10:00 a.m. (ET) Wednesday, January 29, 2025**

USDL-25-0106

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

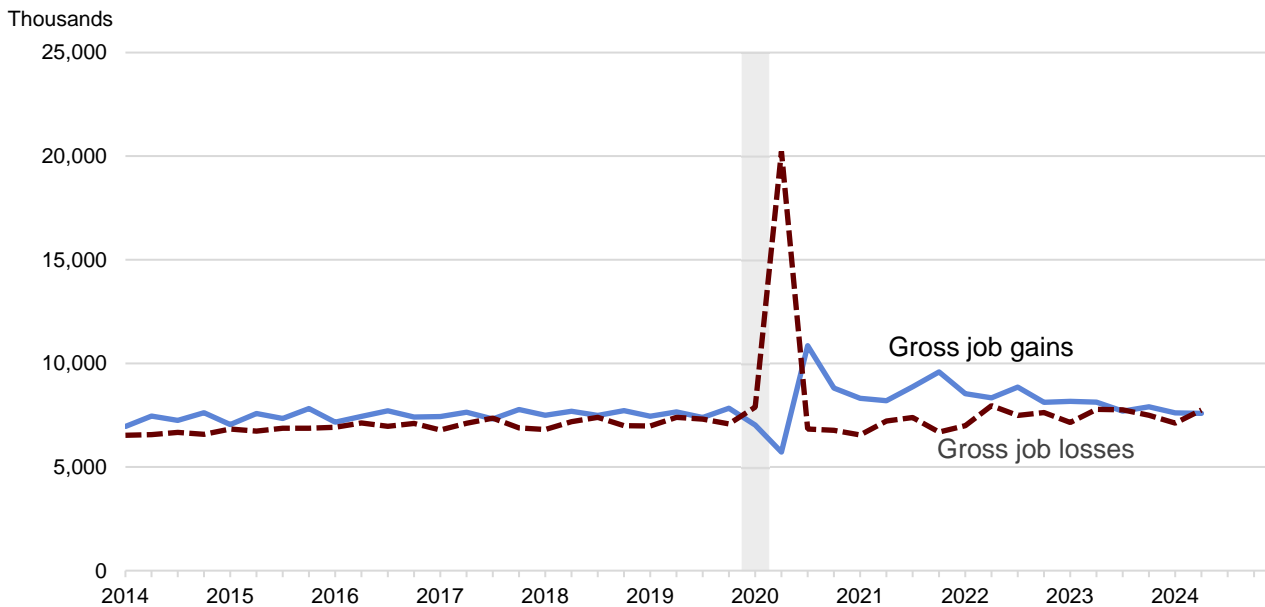
Media contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

## **BUSINESS EMPLOYMENT DYNAMICS – SECOND QUARTER 2024**

From March 2024 to June 2024, **gross job losses** from closing and contracting private-sector establishments were 7.8 million, an increase of 639,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job gains** from opening and expanding private-sector establishments were 7.6 million, a decrease of 17,000 jobs from the previous quarter. The difference between the number of gross job gains and the number of gross job losses yielded a **net employment decline** of 163,000 jobs in the private sector during the second quarter of 2024. (See chart 1, and tables A and 1.)

**Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted**

March 2014 - June 2024



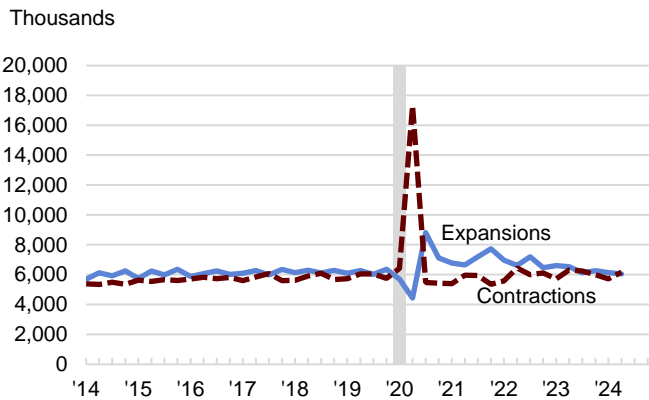
NOTE: Shaded area represents National Bureau of Economic Research (NBER) defined recession period.

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

## Gross Job Losses

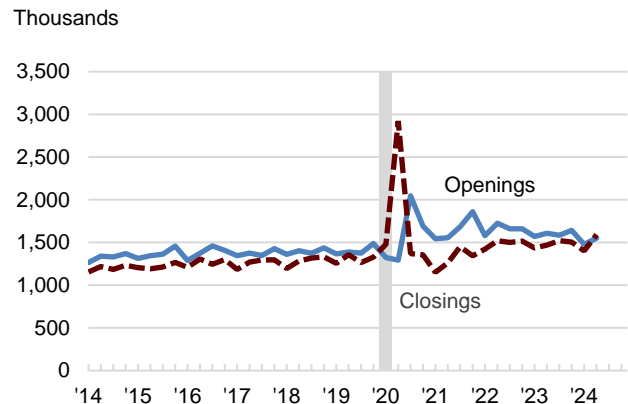
In the second quarter of 2024, gross job losses represented 5.9 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 6.2 million jobs in the second quarter of 2024, an increase of 448,000 jobs from the prior quarter. In the second quarter of 2024, **closing** establishments lost 1.6 million jobs, an increase of 191,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Chart 2. Private-sector gross job gains at expanding establishments and gross job losses at contracting establishments, seasonally adjusted: March 2014 - June 2024



NOTE: Shaded area represents NBER defined recession period.

Chart 3. Private-sector gross job gains at opening establishments and gross job losses at closing establishments, seasonally adjusted: March 2014 - June 2024



NOTE: Shaded area represents NBER defined recession period.

## Gross Job Gains

In the second quarter of 2024, gross job gains represented 5.8 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.0 million in the second quarter of 2024, a decrease of 91,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.6 million of the jobs gained in the second quarter of 2024, an increase of 74,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

## Establishment Births and Deaths

In the second quarter of 2024, the number of **establishment births** (a subset of the openings data) increased by 4,000 to a total of 326,000 establishments. These new establishments accounted for 975,000 jobs, an increase of 41,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the third quarter of 2023, when 927,000 jobs were lost at 295,000 establishments, an increase of 40,000 jobs from the second quarter of 2023. (See Technical Note and table 8.)

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

Category	3 months ended				
	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024
	Levels (in thousands)				
Gross job gains.....	8,129	7,700	7,902	7,608	7,591
At expanding establishments	6,521	6,116	6,262	6,131	6,040
At opening establishments.....	1,608	1,584	1,640	1,477	1,551
Gross job losses.....	7,784	7,758	7,499	7,115	7,754
At contracting establishments	6,316	6,237	5,995	5,714	6,162
At closing establishments.....	1,468	1,521	1,504	1,401	1,592
Net employment change <sup>1</sup> .....	345	-58	403	493	-163
	Rates (percent)				
Gross job gains.....	6.2	5.9	6.0	5.7	5.8
At expanding establishments	5.0	4.7	4.8	4.6	4.6
At opening establishments....	1.2	1.2	1.2	1.1	1.2
Gross job losses.....	5.9	6.0	5.7	5.4	5.9
At contracting establishments	4.8	4.8	4.6	4.3	4.7
At closing establishments.....	1.1	1.2	1.1	1.1	1.2
Net employment change <sup>1</sup> .....	0.3	-0.1	0.3	0.3	-0.1

<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 second quarter of 2024, firms with 1 to 49 employees had a net employment loss of 259,000. Firms with 50 to 249 employees had a net employment gain of 57,000. Firms with 250 or more employees had a net employment decline of 25,000. (See tables 4 and 5.)

## Industries

Gross job losses exceeded gross job gains in 8 out of the 13 industry sectors in the second quarter of 2024. The service-providing industries experienced a net job loss of 79,000. The goods-producing industries had a net job decrease of 84,000. (See table 3.)

## States

Gross job losses surpassed gross job gains in 30 states, the District of Columbia, and the Virgin Islands in the second quarter of 2024. (See tables 6 and 7.)

## **For More Information**

Additional information on gross job gains and gross job losses is available online at [www.bls.gov/bdm](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 Third Quarter 2024 are scheduled to be released on Wednesday, May 7, 2025, at 10:00 a.m. (ET).**

# Technical Note

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

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

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

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

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

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

## Coverage

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

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

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

Gross job gains and gross job losses in this release are derived from longitudinal histories of 9.2 million private-sector employer reports out of 11.9 million total reports of employment and wages submitted by states to BLS in the first quarter of 2024. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110) and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. The table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter of 2024.

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

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

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

	QCEW	BED	CES
<b>Source</b>	<ul style="list-style-type: none"> <li>Count of UI administrative records submitted by 11.9 million establishments in first quarter of 2024</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 9.2 million private-sector establishments</li> </ul>	<ul style="list-style-type: none"> <li>Sample survey: 629,000 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
2014	March	419	6,953	5,687	1,266	6,534	5,380	1,154
	June	895	7,454	6,114	1,340	6,559	5,342	1,217
	September	577	7,247	5,918	1,329	6,670	5,487	1,183
	December	1,038	7,617	6,248	1,369	6,579	5,346	1,233
2015	March	216	7,046	5,733	1,313	6,830	5,626	1,204
	June	849	7,580	6,235	1,345	6,731	5,540	1,191
	September	475	7,344	5,983	1,361	6,869	5,657	1,212
	December	944	7,817	6,360	1,457	6,873	5,607	1,266
2016	March	249	7,163	5,875	1,288	6,914	5,706	1,208
	June	318	7,443	6,070	1,373	7,125	5,820	1,305
	September	748	7,710	6,250	1,460	6,962	5,718	1,244
	December	308	7,413	6,007	1,406	7,105	5,806	1,299
2017	March	651	7,434	6,090	1,344	6,783	5,599	1,184
	June	526	7,639	6,265	1,374	7,113	5,844	1,269
	September	-39	7,321	5,975	1,346	7,360	6,065	1,295
	December	883	7,772	6,344	1,428	6,889	5,593	1,296
2018	March	683	7,494	6,135	1,359	6,811	5,616	1,195
	June	498	7,688	6,286	1,402	7,190	5,907	1,283
	September	86	7,485	6,113	1,372	7,399	6,083	1,316
	December	723	7,719	6,283	1,436	6,996	5,665	1,331
2019	March	472	7,453	6,088	1,365	6,981	5,727	1,254
	June	259	7,654	6,267	1,387	7,395	6,039	1,356
	September	72	7,385	6,011	1,374	7,313	6,049	1,264
	December	762	7,838	6,350	1,488	7,076	5,748	1,328
2020	March	-862	7,024	5,702	1,322	7,886	6,408	1,478
	June	-14,509	5,725	4,433	1,292	20,234	17,311	2,923
	September	4,021	10,855	8,808	2,047	6,834	5,465	1,369
	December	2,036	8,808	7,118	1,690	6,772	5,418	1,354
2021	March	1,769	8,313	6,769	1,544	6,544	5,394	1,150
	June	985	8,200	6,646	1,554	7,215	5,955	1,260
	September	1,483	8,870	7,186	1,684	7,387	5,937	1,450
	December	2,900	9,587	7,727	1,860	6,687	5,345	1,342
2022	March	1,551	8,541	6,962	1,579	6,990	5,569	1,421
	June	378	8,337	6,611	1,726	7,959	6,440	1,519
	September	1,362	8,851	7,191	1,660	7,489	5,989	1,500
	December	496	8,121	6,462	1,659	7,625	6,109	1,516
2023	March	1,023	8,169	6,599	1,570	7,146	5,712	1,434
	June	345	8,129	6,521	1,608	7,784	6,316	1,468
	September	-58	7,700	6,116	1,584	7,758	6,237	1,521
	December	403	7,902	6,262	1,640	7,499	5,995	1,504
2024	March	493	7,608	6,131	1,477	7,115	5,714	1,401
	June	-163	7,591	6,040	1,551	7,754	6,162	1,592

<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
2014	March	0.4	6.1	5.0	1.1	5.7	4.7	1.0
	June	0.8	6.5	5.3	1.2	5.7	4.6	1.1
	September	0.5	6.2	5.1	1.1	5.7	4.7	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.7	6.5	5.3	1.2	5.8	4.7	1.1
2016	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.2	6.2	5.1	1.1	6.0	4.9	1.1
	September	0.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	0.3	6.2	5.0	1.2	5.9	4.8	1.1
2017	March	0.5	6.1	5.0	1.1	5.6	4.6	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	-0.1	6.0	4.9	1.1	6.1	5.0	1.1
	December	0.7	6.4	5.2	1.2	5.7	4.6	1.1
2018	March	0.6	6.1	5.0	1.1	5.5	4.5	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	0.0	6.0	4.9	1.1	6.0	4.9	1.1
	December	0.6	6.2	5.0	1.2	5.6	4.5	1.1
2019	March	0.3	5.9	4.8	1.1	5.6	4.6	1.0
	June	0.2	6.1	5.0	1.1	5.9	4.8	1.1
	September	0.1	5.9	4.8	1.1	5.8	4.8	1.0
	December	0.7	6.2	5.0	1.2	5.5	4.5	1.0
2020	March	-0.8	5.5	4.5	1.0	6.3	5.1	1.2
	June	-12.0	4.8	3.7	1.1	16.8	14.4	2.4
	September	3.6	9.5	7.7	1.8	5.9	4.7	1.2
	December	1.7	7.4	6.0	1.4	5.7	4.6	1.1
2021	March	1.4	6.9	5.6	1.3	5.5	4.5	1.0
	June	0.9	6.8	5.5	1.3	5.9	4.9	1.0
	September	1.2	7.3	5.9	1.4	6.1	4.9	1.2
	December	2.3	7.7	6.2	1.5	5.4	4.3	1.1
2022	March	1.2	6.7	5.5	1.2	5.5	4.4	1.1
	June	0.3	6.5	5.2	1.3	6.2	5.0	1.2
	September	1.0	6.9	5.6	1.3	5.9	4.7	1.2
	December	0.4	6.3	5.0	1.3	5.9	4.7	1.2
2023	March	0.8	6.3	5.1	1.2	5.5	4.4	1.1
	June	0.3	6.2	5.0	1.2	5.9	4.8	1.1
	September	-0.1	5.9	4.7	1.2	6.0	4.8	1.2
	December	0.3	6.0	4.8	1.2	5.7	4.6	1.1
2024	March	0.3	5.7	4.6	1.1	5.4	4.3	1.1
	June	-0.1	5.8	4.6	1.2	5.9	4.7	1.2

<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)				
	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024
<b>Total private <sup>1</sup></b>										
Gross job gains .....	8,129	7,700	7,902	7,608	7,591	6.2	5.9	6.0	5.7	5.8
At expanding establishments .....	6,521	6,116	6,262	6,131	6,040	5.0	4.7	4.8	4.6	4.6
At opening establishments .....	1,608	1,584	1,640	1,477	1,551	1.2	1.2	1.2	1.1	1.2
Gross job losses .....	7,784	7,758	7,499	7,115	7,754	5.9	6.0	5.7	5.4	5.9
At contracting establishments .....	6,316	6,237	5,995	5,714	6,162	4.8	4.8	4.6	4.3	4.7
At closing establishments .....	1,468	1,521	1,504	1,401	1,592	1.1	1.2	1.1	1.1	1.2
Net employment change .....	345	-58	403	493	-163	0.3	-0.1	0.3	0.3	-0.1
<b>Goods-producing</b>										
Gross job gains .....	1,369	1,255	1,319	1,357	1,248	6.0	5.5	5.8	6.0	5.4
At expanding establishments .....	1,156	1,044	1,097	1,161	1,055	5.1	4.6	4.8	5.1	4.6
At opening establishments .....	213	211	222	196	193	0.9	0.9	1.0	0.9	0.8
Gross job losses .....	1,327	1,324	1,300	1,226	1,332	5.9	5.9	5.7	5.4	5.8
At contracting establishments .....	1,107	1,106	1,091	1,021	1,101	4.9	4.9	4.8	4.5	4.8
At closing establishments .....	220	218	209	205	231	1.0	1.0	0.9	0.9	1.0
Net employment change .....	42	-69	19	131	-84	0.1	-0.4	0.1	0.6	-0.4
<b>Natural resources and mining</b>										
Gross job gains .....	252	223	207	230	217	13.7	12.1	11.2	12.3	11.8
At expanding establishments .....	220	193	175	205	190	12.0	10.5	9.5	11.0	10.3
At opening establishments .....	32	30	32	25	27	1.7	1.6	1.7	1.3	1.5
Gross job losses .....	207	219	242	223	208	11.3	11.9	13.1	12.0	11.3
At contracting establishments .....	179	191	214	195	180	9.8	10.4	11.6	10.5	9.8
At closing establishments .....	28	28	28	28	28	1.5	1.5	1.5	1.5	1.5
Net employment change .....	45	4	-35	7	9	2.4	0.2	-1.9	0.3	0.5
<b>Construction</b>										
Gross job gains .....	678	634	695	720	634	8.5	8.0	8.7	8.9	7.8
At expanding establishments .....	546	501	553	593	514	6.8	6.3	6.9	7.3	6.3
At opening establishments .....	132	133	142	127	120	1.7	1.7	1.8	1.6	1.5
Gross job losses .....	668	645	621	596	692	8.4	8.2	7.8	7.3	8.5
At contracting establishments .....	528	511	494	470	546	6.6	6.5	6.2	5.8	6.7
At closing establishments .....	140	134	127	126	146	1.8	1.7	1.6	1.5	1.8
Net employment change .....	10	-11	74	124	-58	0.1	-0.2	0.9	1.6	-0.7
<b>Manufacturing</b>										
Gross job gains .....	439	398	417	407	397	3.4	3.1	3.3	3.1	3.1
At expanding establishments .....	390	350	369	363	351	3.0	2.7	2.9	2.8	2.7
At opening establishments .....	49	48	48	44	46	0.4	0.4	0.4	0.3	0.4
Gross job losses .....	452	460	437	407	432	3.5	3.5	3.4	3.2	3.3
At contracting establishments .....	400	404	383	356	375	3.1	3.1	3.0	2.8	2.9
At closing establishments .....	52	56	54	51	57	0.4	0.4	0.4	0.4	0.4
Net employment change .....	-13	-62	-20	0	-35	-0.1	-0.4	-0.1	-0.1	-0.2
<b>Service-providing <sup>1</sup></b>										
Gross job gains .....	6,760	6,445	6,583	6,251	6,343	6.2	6.0	6.0	5.7	5.8
At expanding establishments .....	5,365	5,072	5,165	4,970	4,985	4.9	4.7	4.7	4.5	4.6
At opening establishments .....	1,395	1,373	1,418	1,281	1,358	1.3	1.3	1.3	1.2	1.2
Gross job losses .....	6,457	6,434	6,199	5,889	6,422	6.0	5.9	5.7	5.4	5.8
At contracting establishments .....	5,209	5,131	4,904	4,693	5,061	4.8	4.7	4.5	4.3	4.6
At closing establishments .....	1,248	1,303	1,295	1,196	1,361	1.2	1.2	1.2	1.1	1.2
Net employment change .....	303	11	384	362	-79	0.2	0.1	0.3	0.3	0.0
<b>Wholesale trade</b>										
Gross job gains .....	282	266	276	261	257	4.6	4.3	4.5	4.3	4.2
At expanding establishments .....	231	215	222	214	208	3.8	3.5	3.6	3.5	3.4
At opening establishments .....	51	51	54	47	49	0.8	0.8	0.9	0.8	0.8
Gross job losses .....	261	260	255	253	269	4.3	4.2	4.1	4.1	4.4
At contracting establishments .....	205	202	198	196	208	3.4	3.3	3.2	3.2	3.4
At closing establishments .....	56	58	57	57	61	0.9	0.9	0.9	0.9	1.0
Net employment change .....	21	6	21	8	-12	0.3	0.1	0.4	0.2	-0.2

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)				
	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024
<b>Retail trade</b>										
Gross job gains .....	867	841	762	826	803	5.5	5.4	5.0	5.3	5.1
At expanding establishments .....	742	721	642	716	689	4.7	4.6	4.2	4.6	4.4
At opening establishments .....	125	120	120	110	114	0.8	0.8	0.8	0.7	0.7
Gross job losses .....	898	906	873	725	874	5.7	5.8	5.7	4.7	5.6
At contracting establishments .....	783	777	753	615	746	5.0	5.0	4.9	4.0	4.8
At closing establishments .....	115	129	120	110	128	0.7	0.8	0.8	0.7	0.8
Net employment change .....	-31	-65	-111	101	-71	-0.2	-0.4	-0.7	0.6	-0.5
<b>Transportation and warehousing</b>										
Gross job gains .....	332	345	504	272	294	5.2	5.3	7.7	4.1	4.6
At expanding establishments .....	281	291	449	232	249	4.4	4.5	6.9	3.5	3.9
At opening establishments .....	51	54	55	40	45	0.8	0.8	0.8	0.6	0.7
Gross job losses .....	373	344	292	452	338	5.8	5.4	4.5	6.9	5.3
At contracting establishments .....	321	293	241	406	287	5.0	4.6	3.7	6.2	4.5
At closing establishments .....	52	51	51	46	51	0.8	0.8	0.8	0.7	0.8
Net employment change .....	-41	1	212	-180	-44	-0.6	-0.1	3.2	-2.8	-0.7
<b>Utilities</b>										
Gross job gains .....	21	19	19	15	16	3.6	3.2	3.3	2.5	2.7
At expanding establishments .....	19	17	16	13	13	3.3	2.9	2.8	2.2	2.2
At opening establishments .....	2	2	3	2	3	0.3	0.3	0.5	0.3	0.5
Gross job losses .....	16	13	15	13	16	2.7	2.2	2.6	2.2	2.7
At contracting establishments .....	14	11	12	11	14	2.4	1.9	2.1	1.9	2.4
At closing establishments .....	2	2	3	2	2	0.3	0.3	0.5	0.3	0.3
Net employment change .....	5	6	4	2	0	0.9	1.0	0.7	0.3	0.0
<b>Information</b>										
Gross job gains .....	149	134	157	146	130	5.0	4.6	5.4	5.0	4.5
At expanding establishments .....	116	97	122	120	101	3.9	3.3	4.2	4.1	3.5
At opening establishments .....	33	37	35	26	29	1.1	1.3	1.2	0.9	1.0
Gross job losses .....	221	197	160	139	175	7.4	6.7	5.5	4.8	6.0
At contracting establishments .....	183	158	127	111	136	6.1	5.4	4.4	3.8	4.7
At closing establishments .....	38	39	33	28	39	1.3	1.3	1.1	1.0	1.3
Net employment change .....	-72	-63	-3	7	-45	-2.4	-2.1	-0.1	0.2	-1.5
<b>Financial activities</b>										
Gross job gains .....	451	395	399	363	396	5.2	4.5	4.6	4.2	4.6
At expanding establishments .....	354	298	291	284	304	4.1	3.4	3.4	3.3	3.5
At opening establishments .....	97	97	108	79	92	1.1	1.1	1.2	0.9	1.1
Gross job losses .....	412	420	425	383	387	4.8	4.8	4.9	4.4	4.5
At contracting establishments .....	311	314	323	286	278	3.6	3.6	3.7	3.3	3.2
At closing establishments .....	101	106	102	97	109	1.2	1.2	1.2	1.1	1.3
Net employment change .....	39	-25	-26	-20	9	0.4	-0.3	-0.3	-0.2	0.1
<b>Professional and business services</b>										
Gross job gains .....	1,516	1,445	1,426	1,364	1,437	6.7	6.3	6.4	6.0	6.4
At expanding establishments .....	1,183	1,120	1,098	1,087	1,120	5.2	4.9	4.9	4.8	5.0
At opening establishments .....	333	325	328	277	317	1.5	1.4	1.5	1.2	1.4
Gross job losses .....	1,583	1,546	1,550	1,351	1,523	7.0	6.8	6.9	6.0	6.8
At contracting establishments .....	1,264	1,209	1,216	1,050	1,193	5.6	5.3	5.4	4.7	5.3
At closing establishments .....	319	337	334	301	330	1.4	1.5	1.5	1.3	1.5
Net employment change .....	-67	-101	-124	13	-86	-0.3	-0.5	-0.5	0.0	-0.4
<b>Education and health services</b>										
Gross job gains .....	1,274	1,246	1,184	1,196	1,221	5.3	5.1	4.8	4.8	4.9
At expanding establishments .....	1,034	1,010	937	975	973	4.3	4.1	3.8	3.9	3.9
At opening establishments .....	240	236	247	221	248	1.0	1.0	1.0	0.9	1.0
Gross job losses .....	980	971	1,024	921	1,073	4.1	3.9	4.2	3.6	4.2
At contracting establishments .....	772	747	758	709	815	3.2	3.0	3.1	2.8	3.2
At closing establishments .....	208	224	266	212	258	0.9	0.9	1.1	0.8	1.0
Net employment change .....	294	275	160	275	148	1.2	1.2	0.6	1.2	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)				
	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024
<b>Leisure and hospitality</b>										
Gross job gains .....	1,443	1,363	1,460	1,360	1,368	8.8	8.3	8.8	8.1	8.2
At expanding establishments .....	1,133	1,052	1,131	1,067	1,065	6.9	6.4	6.8	6.4	6.4
At opening establishments .....	310	311	329	293	303	1.9	1.9	2.0	1.7	1.8
Gross job losses .....	1,375	1,436	1,278	1,315	1,421	8.3	8.8	7.7	7.8	8.5
At contracting establishments .....	1,121	1,179	1,047	1,073	1,141	6.8	7.2	6.3	6.4	6.8
At closing establishments .....	254	257	231	242	280	1.5	1.6	1.4	1.4	1.7
Net employment change .....	68	-73	182	45	-53	0.5	-0.5	1.1	0.3	-0.3
<b>Other services</b>										
Gross job gains .....	337	315	320	312	323	7.7	7.2	7.2	7.0	7.3
At expanding establishments .....	258	238	244	244	248	5.9	5.4	5.5	5.5	5.6
At opening establishments .....	79	77	76	68	75	1.8	1.8	1.7	1.5	1.7
Gross job losses .....	298	303	290	298	313	6.9	6.9	6.6	6.8	7.0
At contracting establishments .....	225	229	219	225	233	5.2	5.2	5.0	5.1	5.2
At closing establishments .....	73	74	71	73	80	1.7	1.7	1.6	1.7	1.8
Net employment change .....	39	12	30	14	10	0.8	0.3	0.6	0.2	0.3

<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	
2014	March	442	5,665	5,223	231	3,070	2,839	149	1,035	886	62	1,560	1,498
	June	893	6,134	5,241	302	3,178	2,876	214	1,119	905	377	1,837	1,460
	September	560	5,865	5,305	197	3,064	2,867	117	1,066	949	246	1,735	1,489
	December	951	6,155	5,204	212	3,105	2,893	150	1,085	935	589	1,965	1,376
2015	March	226	5,677	5,451	168	3,098	2,930	75	1,025	950	-17	1,554	1,571
	June	846	6,243	5,397	323	3,196	2,873	187	1,128	941	336	1,919	1,583
	September	456	5,914	5,458	148	3,057	2,909	79	1,047	968	229	1,810	1,581
	December	830	6,245	5,415	227	3,172	2,945	90	1,074	984	513	1,999	1,486
2016	March	254	5,754	5,500	191	3,114	2,923	59	1,022	963	4	1,618	1,614
	June	331	6,048	5,717	74	3,123	3,049	114	1,101	987	143	1,824	1,681
	September	752	6,266	5,514	192	3,160	2,968	102	1,089	987	458	2,017	1,559
	December	245	5,886	5,641	71	3,065	2,994	37	1,026	989	137	1,795	1,658
2017	March	662	6,007	5,345	346	3,236	2,890	191	1,085	894	125	1,686	1,561
	June	570	6,216	5,646	145	3,161	3,016	151	1,127	976	274	1,928	1,654
	September	-90	5,826	5,916	-100	2,999	3,099	-44	1,013	1,057	54	1,814	1,760
	December	804	6,185	5,381	235	3,184	2,949	142	1,082	940	427	1,919	1,492
2018	March	729	6,072	5,343	297	3,210	2,913	164	1,071	907	268	1,791	1,523
	June	515	6,214	5,699	134	3,194	3,060	162	1,135	973	219	1,885	1,666
	September	24	5,967	5,943	-83	3,027	3,110	-34	1,025	1,059	141	1,915	1,774
	December	663	6,087	5,424	198	3,171	2,973	138	1,076	938	327	1,840	1,513
2019	March	536	5,998	5,462	254	3,191	2,937	151	1,064	913	131	1,743	1,612
	June	269	6,157	5,888	64	3,161	3,097	104	1,121	1,017	101	1,875	1,774
	September	13	5,865	5,852	4	3,050	3,046	-30	1,017	1,047	39	1,798	1,759
	December	660	6,206	5,546	195	3,180	2,985	94	1,065	971	371	1,961	1,590
2020	March	-689	5,595	6,284	-373	3,027	3,400	-103	968	1,071	-213	1,600	1,813
	June	-15,060	4,506	19,566	-4,689	2,557	7,246	-2,793	581	3,374	-7,578	1,368	8,946
	September	4,049	9,442	5,393	1,531	4,492	2,961	539	1,421	882	1,979	3,529	1,550
	December	1,870	7,083	5,213	498	3,483	2,985	348	1,191	843	1,024	2,409	1,385
2021	March	1,804	6,872	5,068	968	3,639	2,671	220	1,099	879	616	2,134	1,518
	June	1,015	6,650	5,635	731	3,523	2,792	218	1,143	925	66	1,984	1,918
	September	1,445	7,156	5,711	409	3,534	3,125	254	1,196	942	782	2,426	1,644
	December	2,754	7,661	4,907	903	3,762	2,859	469	1,306	837	1,382	2,593	1,211
2022	March	1,633	6,970	5,337	308	3,389	3,081	270	1,161	891	1,055	2,420	1,365
	June	329	6,591	6,262	180	3,353	3,173	144	1,155	1,011	5	2,083	2,078
	September	1,394	7,115	5,721	83	3,327	3,244	256	1,234	978	1,055	2,554	1,499
	December	475	6,306	5,831	197	3,299	3,102	157	1,131	974	121	1,876	1,755
2023	March	1,139	6,623	5,484	359	3,398	3,039	289	1,196	907	491	2,029	1,538
	June	304	6,450	6,146	22	3,252	3,230	141	1,169	1,028	141	2,029	1,888
	September	-106	6,037	6,143	-114	3,101	3,215	2	1,053	1,051	6	1,883	1,877
	December	341	6,143	5,802	252	3,273	3,021	115	1,106	991	-26	1,764	1,790
2024	March	582	6,106	5,524	71	3,115	3,044	105	1,084	979	406	1,907	1,501
	June	-227	5,953	6,180	-259	3,033	3,292	57	1,094	1,037	-25	1,826	1,851

<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/bdmfirmssize.htm](http://www.bls.gov/bdm/bdmfirmssize.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)				
	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024
<b>Total private by firm <sup>1</sup></b>										
Gross job gains .....	6,450	6,037	6,143	6,106	5,953	4.9	4.6	4.7	4.6	4.5
At expanding firms .....	5,440	5,016	5,074	5,154	5,006	4.1	3.8	3.9	3.9	3.8
At opening firms .....	1,010	1,021	1,069	952	947	0.8	0.8	0.8	0.7	0.7
Gross job losses .....	6,146	6,143	5,802	5,524	6,180	4.7	4.6	4.4	4.2	4.6
At contracting firms .....	5,158	5,160	4,875	4,559	5,092	3.9	3.9	3.7	3.5	3.8
At closing firms .....	988	983	927	965	1,088	0.8	0.7	0.7	0.7	0.8
Net employment change .....	304	-106	341	582	-227	0.2	0.0	0.3	0.4	-0.1
<b>Firm size 1 to 49 employees</b>										
Gross job gains .....	3,252	3,101	3,273	3,115	3,033	9.1	8.8	9.2	8.8	8.6
At expanding firms .....	2,282	2,122	2,241	2,197	2,128	6.4	6.0	6.3	6.2	6.0
At opening firms .....	970	979	1,032	918	905	2.7	2.8	2.9	2.6	2.6
Gross job losses .....	3,230	3,215	3,021	3,044	3,292	9.1	9.1	8.5	8.5	9.3
At contracting firms .....	2,279	2,262	2,125	2,114	2,258	6.4	6.4	6.0	5.9	6.4
At closing firms .....	951	953	896	930	1,034	2.7	2.7	2.5	2.6	2.9
Net employment change .....	22	-114	252	71	-259	0.0	-0.3	0.7	0.3	-0.7
<b>Firm size 50 to 249 employees</b>										
Gross job gains .....	1,169	1,053	1,106	1,084	1,094	5.1	4.6	4.8	4.7	4.7
At expanding firms .....	1,133	1,021	1,072	1,053	1,060	4.9	4.5	4.7	4.6	4.6
At opening firms .....	36	32	34	31	34	0.2	0.1	0.1	0.1	0.1
Gross job losses .....	1,028	1,051	991	979	1,037	4.5	4.6	4.3	4.2	4.5
At contracting firms .....	999	1,025	962	951	1,006	4.4	4.5	4.2	4.1	4.4
At closing firms .....	29	26	29	28	31	0.1	0.1	0.1	0.1	0.1
Net employment change .....	141	2	115	105	57	0.6	0.0	0.5	0.5	0.2
<b>Firm size 250 or more employees</b>										
Gross job gains .....	2,029	1,883	1,764	1,907	1,826	2.8	2.6	2.4	2.6	2.5
At expanding firms .....	2,025	1,873	1,761	1,904	1,818	2.8	2.6	2.4	2.6	2.5
At opening firms .....	4	10	3	3	8	0.0	0.0	0.0	0.0	0.0
Gross job losses .....	1,888	1,877	1,790	1,501	1,851	2.6	2.6	2.5	2.0	2.5
At contracting firms .....	1,880	1,873	1,788	1,494	1,828	2.6	2.6	2.5	2.0	2.5
At closing firms .....	8	4	2	7	23	0.0	0.0	0.0	0.0	0.0
Net employment change .....	141	6	-26	406	-25	0.2	0.0	-0.1	0.6	0.0

<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)					
	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024	June 2023	Sept. 2023	Dec. 2023	Mar. 2024	June 2024
United States <sup>1</sup>	8,129,000	7,700,000	7,902,000	7,608,000	7,591,000	7,784,000	7,758,000	7,499,000	7,115,000	7,754,000
Alabama	102,681	102,525	105,481	97,926	95,330	96,418	101,092	98,028	94,618	96,686
Alaska	27,478	21,287	25,419	26,560	25,867	22,214	26,295	24,585	21,647	24,387
Arizona	193,152	187,565	179,807	235,926	157,818	174,195	156,859	184,201	177,592	190,055
Arkansas	64,041	61,366	67,364	60,550	58,006	64,817	61,852	54,535	57,049	64,586
California	1,039,377	980,219	989,074	901,094	947,453	1,003,771	1,001,105	992,517	859,064	1,058,196
Colorado	176,914	132,528	199,676	155,829	156,577	157,983	148,362	184,285	189,072	150,359
Connecticut	91,954	84,094	81,927	82,391	84,522	82,001	90,637	83,179	75,630	81,499
Delaware	25,805	24,368	24,771	24,458	24,091	23,209	26,026	23,563	20,535	26,580
District of Columbia	28,248	28,355	27,126	26,690	26,758	27,819	28,127	29,050	25,610	31,369
Florida	579,538	564,003	522,115	502,352	525,051	500,994	504,260	511,720	468,811	506,987
Georgia	262,324	253,474	259,589	251,318	239,513	265,285	251,559	236,746	236,982	239,487
Hawaii	29,286	27,047	31,427	28,206	26,588	27,279	35,242	25,549	26,471	27,880
Idaho	55,694	51,259	61,176	57,320	54,946	52,514	56,682	41,703	60,854	54,254
Illinois	284,509	250,297	257,689	265,871	272,769	275,623	282,780	264,465	254,116	273,224
Indiana	154,911	157,233	151,352	146,170	143,472	160,863	156,332	142,846	138,756	154,540
Iowa	79,331	73,525	79,668	80,687	72,286	77,980	76,218	75,075	74,669	74,255
Kansas	71,528	66,797	68,723	67,587	68,607	69,821	70,581	63,206	65,919	67,960
Kentucky	93,641	95,598	95,856	97,949	88,544	98,508	92,584	87,816	83,470	99,857
Louisiana	96,049	97,519	101,138	99,148	91,781	102,368	95,262	92,509	91,885	101,154
Maine	40,923	37,509	39,721	39,538	39,918	41,268	42,012	37,744	33,379	38,552
Maryland	145,566	137,001	136,697	126,204	157,499	143,399	139,447	126,936	125,028	144,265
Massachusetts	188,649	174,818	172,906	168,574	180,080	180,189	189,824	176,465	162,277	179,585
Michigan	227,572	200,421	207,909	207,857	217,106	204,482	225,394	210,627	198,797	211,860
Minnesota	152,628	83,684	172,857	147,189	145,354	139,937	108,074	173,549	145,765	137,582
Mississippi	59,432	57,864	57,103	53,493	53,402	60,477	57,529	52,763	56,662	59,048
Missouri	144,612	138,211	146,769	143,939	139,204	146,316	144,299	138,564	133,471	143,983
Montana	32,887	32,252	36,942	34,688	34,086	35,720	35,092	30,420	32,351	32,579
Nebraska	52,096	51,123	50,016	49,388	46,138	48,047	49,837	47,749	43,759	47,711
Nevada	87,792	87,797	91,350	80,893	78,551	79,148	75,937	74,522	85,249	78,922
New Hampshire	40,297	34,830	37,421	39,118	37,146	38,061	40,096	35,364	35,326	36,583
New Jersey	237,500	219,139	215,567	204,533	216,712	218,679	222,354	214,035	198,422	198,464
New Mexico	44,582	42,983	47,356	41,391	40,841	42,338	46,079	39,377	41,064	43,179
New York	508,264	473,385	461,485	488,342	482,351	471,042	488,435	459,785	409,509	458,336
North Carolina	248,920	236,764	261,585	226,681	235,180	236,074	252,527	203,579	226,676	238,434
North Dakota	24,058	23,159	23,549	24,451	23,370	23,535	22,901	22,048	21,536	23,336
Ohio	267,782	248,820	254,665	263,201	249,753	267,638	264,283	247,346	228,393	260,330
Oklahoma	83,811	84,727	82,628	76,918	76,038	81,668	80,262	77,515	71,037	86,024
Oregon	109,006	101,949	104,824	107,689	103,160	113,616	113,756	104,873	103,780	108,998
Pennsylvania	279,643	273,967	277,807	272,677	262,548	289,708	271,715	257,613	244,174	274,960
Rhode Island	29,039	27,420	28,835	29,862	28,453	29,333	28,999	27,265	24,846	29,251
South Carolina	119,860	124,869	118,122	123,861	114,024	123,341	106,590	100,598	120,378	122,940
South Dakota	25,446	23,680	25,014	24,201	22,857	22,861	24,063	22,271	22,300	24,131
Tennessee	163,383	156,864	173,332	157,457	156,914	153,178	161,268	155,145	137,922	162,432
Texas	677,532	662,610	677,439	638,289	636,642	628,833	643,975	609,870	610,710	624,731
Utah	99,142	98,829	95,280	95,737	92,068	90,825	95,522	93,465	86,315	96,024
Vermont	18,937	16,263	18,369	18,497	17,149	19,204	20,076	16,626	16,093	19,330
Virginia	200,818	195,386	199,237	191,176	190,520	192,946	199,133	183,131	174,641	189,462
Washington	182,877	171,735	178,596	172,535	172,461	170,039	180,958	162,462	160,252	160,867
West Virginia	34,051	35,632	35,511	38,745	37,030	35,607	36,423	32,129	31,878	38,023
Wisconsin	144,437	133,161	138,483	140,097	135,842	149,574	147,352	130,816	124,737	141,043
Wyoming	18,024	17,591	19,120	17,964	17,535	18,474	17,550	17,843	18,063	19,341
Puerto Rico	43,671	43,090	36,870	40,330	42,167	36,890	40,034	36,472	34,865	37,153
Virgin Islands	1,856	2,058	1,521	1,423	1,087	1,614	1,705	1,471	1,140	1,292

<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)				
	June	Sept.	Dec.	Mar.	June	June	Sept.	Dec.	Mar.	June
	2023	2023	2023	2024	2024	2023	2023	2023	2024	2024
United States .....	6.2	5.9	6.0	5.7	5.8	5.9	6.0	5.7	5.4	5.9
Alabama .....	6.0	6.0	6.2	5.7	5.6	5.7	6.0	5.7	5.5	5.6
Alaska .....	11.0	8.5	10.2	10.5	10.2	8.9	10.5	9.9	8.6	9.6
Arizona .....	7.0	6.8	6.5	8.4	5.6	6.3	5.7	6.6	6.4	6.8
Arkansas .....	5.9	5.6	6.2	5.6	5.2	6.0	5.8	5.0	5.2	5.8
California .....	6.8	6.4	6.4	5.8	6.1	6.4	6.5	6.4	5.6	6.8
Colorado .....	7.3	5.4	8.2	6.4	6.5	6.5	6.1	7.6	7.7	6.2
Connecticut .....	6.4	5.8	5.6	5.6	5.8	5.7	6.2	5.7	5.2	5.6
Delaware .....	6.4	6.0	6.1	6.0	5.9	5.8	6.5	5.8	5.1	6.5
District of Columbia .....	5.4	5.4	5.2	5.1	5.1	5.3	5.4	5.6	4.9	6.0
Florida .....	6.8	6.5	6.1	5.8	6.0	5.9	5.9	5.9	5.4	5.9
Georgia .....	6.3	6.1	6.2	6.0	5.7	6.4	6.1	5.7	5.7	5.7
Hawaii .....	5.7	5.3	6.1	5.4	5.1	5.3	6.8	5.0	5.1	5.4
Idaho .....	7.8	7.2	8.5	7.9	7.5	7.4	7.9	5.8	8.3	7.4
Illinois .....	5.4	4.8	5.0	5.1	5.2	5.2	5.3	5.1	4.8	5.3
Indiana .....	5.6	5.7	5.5	5.3	5.2	5.8	5.7	5.1	5.0	5.5
Iowa .....	6.0	5.6	6.1	6.1	5.5	5.9	5.8	5.7	5.6	5.7
Kansas .....	6.1	5.7	5.8	5.7	5.8	6.0	6.0	5.3	5.6	5.7
Kentucky .....	5.6	5.7	5.7	5.7	5.2	5.9	5.6	5.2	5.0	5.9
Louisiana .....	6.0	6.2	6.3	6.2	5.7	6.5	6.0	5.8	5.7	6.3
Maine .....	7.6	7.0	7.4	7.2	7.3	7.6	7.8	7.0	6.1	7.0
Maryland .....	6.7	6.3	6.2	5.8	7.2	6.6	6.4	5.8	5.7	6.5
Massachusetts .....	5.9	5.4	5.5	5.2	5.7	5.6	5.9	5.5	5.1	5.6
Michigan .....	5.9	5.2	5.5	5.4	5.7	5.3	5.9	5.5	5.2	5.6
Minnesota .....	6.0	3.3	6.9	5.8	5.7	5.5	4.3	6.9	5.7	5.4
Mississippi .....	6.4	6.2	6.1	5.7	5.8	6.5	6.2	5.7	6.1	6.3
Missouri .....	5.8	5.6	6.0	5.7	5.6	5.9	5.8	5.6	5.3	5.8
Montana .....	7.8	7.7	8.8	8.1	7.9	8.4	8.4	7.2	7.5	7.6
Nebraska .....	6.2	6.0	5.9	5.8	5.4	5.7	5.9	5.7	5.1	5.6
Nevada .....	6.5	6.5	6.7	5.9	5.8	5.9	5.6	5.4	6.2	5.7
New Hampshire .....	6.7	5.8	6.2	6.5	6.1	6.3	6.7	5.9	5.8	6.0
New Jersey .....	6.4	6.0	5.9	5.5	5.9	6.0	6.0	5.8	5.4	5.4
New Mexico .....	6.6	6.4	6.9	6.0	6.0	6.3	6.8	5.8	6.0	6.3
New York .....	6.2	5.8	5.7	5.9	5.9	5.8	6.0	5.6	5.0	5.5
North Carolina .....	6.1	5.7	6.3	5.4	5.6	5.7	6.1	4.9	5.5	5.7
North Dakota .....	6.9	6.6	6.7	6.9	6.6	6.7	6.6	6.3	6.1	6.6
Ohio .....	5.6	5.2	5.4	5.5	5.2	5.6	5.6	5.2	4.8	5.4
Oklahoma .....	6.3	6.3	6.1	5.6	5.6	6.1	6.0	5.8	5.2	6.4
Oregon .....	6.4	6.1	6.2	6.4	6.0	6.6	6.7	6.2	6.1	6.4
Pennsylvania .....	5.2	5.2	5.2	5.1	4.9	5.5	5.1	4.8	4.6	5.1
Rhode Island .....	6.7	6.4	6.8	6.9	6.6	6.8	6.7	6.3	5.7	6.7
South Carolina .....	6.4	6.6	6.2	6.4	5.9	6.6	5.7	5.3	6.3	6.4
South Dakota .....	6.7	6.3	6.6	6.3	6.0	6.0	6.3	5.8	5.8	6.3
Tennessee .....	5.8	5.6	6.2	5.5	5.5	5.5	5.7	5.5	4.9	5.7
Texas .....	5.8	5.7	5.7	5.4	5.4	5.4	5.5	5.2	5.1	5.3
Utah .....	6.9	6.9	6.6	6.7	6.4	6.4	6.6	6.5	6.0	6.6
Vermont .....	7.4	6.4	7.3	7.2	6.6	7.5	7.9	6.6	6.3	7.5
Virginia .....	6.1	5.9	5.9	5.7	5.7	5.9	6.0	5.5	5.2	5.6
Washington .....	6.1	5.8	6.0	5.7	5.7	5.7	6.0	5.4	5.3	5.3
West Virginia .....	6.1	6.5	6.5	6.9	6.6	6.4	6.6	5.8	5.7	6.8
Wisconsin .....	5.6	5.2	5.5	5.5	5.3	5.8	5.8	5.2	4.8	5.5
Wyoming .....	8.4	8.3	8.9	8.4	8.2	8.7	8.2	8.4	8.3	9.0
Puerto Rico .....	5.9	5.7	4.9	5.4	5.6	5.0	5.3	4.8	4.6	4.9
Virgin Islands .....	7.5	8.2	6.0	5.6	4.3	6.5	6.8	5.9	4.5	5.1

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 <sup>1</sup>		Births		Deaths	
		Level	Rate <sup>2</sup>	Level	Rate	Level	Rate	Level	Rate
2014	March	220	2.9	190	2.5	784	0.7	635	0.6
	June	221	2.9	204	2.7	806	0.7	711	0.6
	September	225	3.0	199	2.6	825	0.7	703	0.6
	December	224	2.9	198	2.6	836	0.7	705	0.6
2015	March	233	3.0	207	2.7	818	0.7	696	0.6
	June	234	3.1	211	2.8	838	0.7	728	0.6
	September	243	3.2	207	2.7	881	0.7	699	0.6
	December	247	3.2	209	2.7	892	0.7	733	0.6
2016	March	236	3.0	204	2.6	789	0.7	671	0.6
	June	241	3.1	213	2.7	838	0.7	719	0.6
	September	238	3.0	214	2.7	872	0.7	745	0.6
	December	238	3.0	217	2.8	865	0.7	729	0.6
2017	March	242	3.0	203	2.6	806	0.7	668	0.5
	June	240	3.0	223	2.8	848	0.7	752	0.6
	September	244	3.1	225	2.8	851	0.7	760	0.6
	December	246	3.1	216	2.7	849	0.7	731	0.6
2018	March	248	3.1	215	2.7	816	0.7	668	0.5
	June	263	3.3	228	2.8	879	0.7	769	0.6
	September	250	3.1	231	2.8	863	0.7	785	0.6
	December	249	3.1	222	2.7	855	0.7	758	0.6
2019	March	260	3.2	220	2.7	814	0.6	700	0.6
	June	258	3.1	240	2.9	846	0.7	801	0.6
	September	251	3.0	230	2.8	847	0.7	763	0.6
	December	269	3.2	235	2.8	903	0.7	783	0.6
2020	March	278	3.3	240	2.9	812	0.6	737	0.6
	June	228	2.8	326	4.0	659	0.5	1,150	1.0
	September	278	3.4	232	2.8	821	0.7	689	0.6
	December	287	3.5	218	2.6	913	0.8	688	0.6
2021	March	308	3.6	210	2.5	836	0.7	607	0.5
	June	351	4.1	226	2.6	978	0.8	663	0.5
	September	359	4.1	244	2.8	1,026	0.8	734	0.6
	December	380	4.3	254	2.9	1,115	0.9	779	0.6
2022	March	350	3.9	255	2.9	962	0.8	748	0.6
	June	365	4.1	322	3.6	1,062	0.8	926	0.7
	September	350	3.9	294	3.3	1,031	0.8	912	0.7
	December	343	3.8	289	3.2	1,044	0.8	897	0.7
2023	March	329	3.6	291	3.2	945	0.7	817	0.6
	June	332	3.6	293	3.2	1,011	0.8	887	0.7
	September	318	3.5	295	3.2	980	0.7	927	0.7
	December	327	3.5	N/A	N/A	1,019	0.8	N/A	N/A
2024	March	322	3.5	N/A	N/A	934	0.7	N/A	N/A
	June	326	3.5	N/A	N/A	975	0.7	N/A	N/A

<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