



For release 10:00 a.m. (ET) Wednesday, October 26, 2022

USDL-22-2060

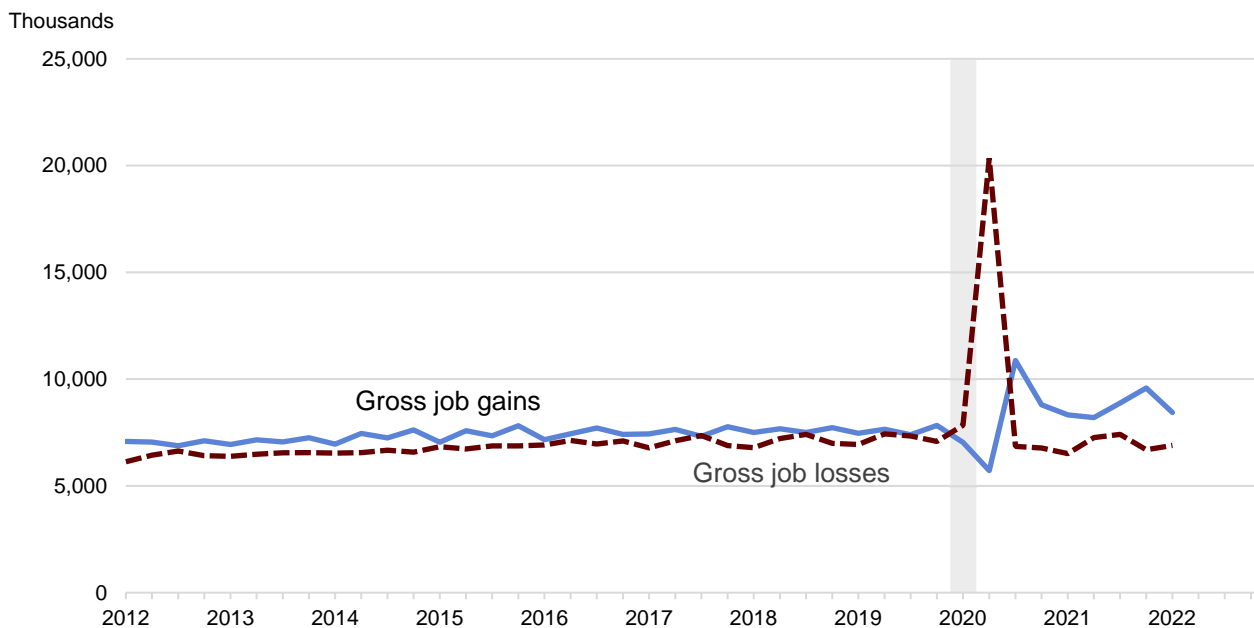
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BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2022

From December 2021 to March 2022, **gross job gains** from opening and expanding private-sector establishments were 8.4 million, a decrease of 1.1 million 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 6.9 million, an increase of 205,000 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 gain** of 1.5 million jobs in the private sector during the first quarter of 2022. (See chart 1, and tables A and 1.)

Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted
 March 2012 - March 2022



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

Revisions to Business Employment Dynamics (BED) Data

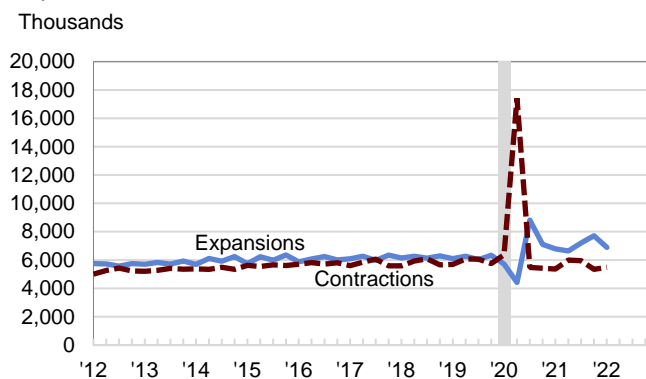
The release of First Quarter 2022 BED data incorporates annual revisions in accordance with standard procedures. However, the current release, published on October 26, 2022, includes two years of revisions to not seasonally adjusted data, along with the customary five years of revisions to seasonally adjusted data. This temporary procedural change is to amend spikes in the openings and closings series for the education and health services sector in Washington caused by an administrative change.

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

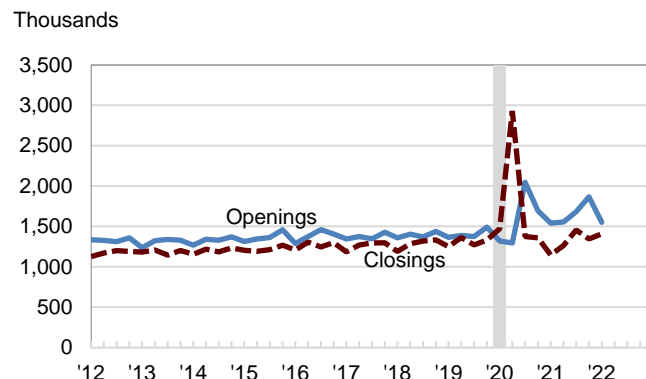
In the first quarter of 2022, gross job gains represented 6.6 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.9 million in the first quarter of 2022, a decrease of 828,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.6 million of the jobs gained in the first quarter of 2022, a decrease of 314,000 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 2012 - March 2022



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 2012 - March 2022



NOTE: Shaded area represents NBER defined recession period.

Gross Job Losses

In the first quarter of 2022, 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 5.5 million jobs in the first quarter of 2022, an increase of 142,000 jobs from the prior quarter. In the first quarter of 2022, **closing** establishments lost 1.4 million jobs, an increase of 63,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Establishment Births and Deaths

In the first quarter of 2022, the number of **establishment births** (a subset of the openings data) decreased by 32,000 to a total of 347,000 establishments. These new establishments accounted for 960,000 jobs, a decrease of 159,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the second quarter of 2021, when 663,000 jobs were lost at 225,000 establishments, an increase of 61,000 jobs from the first quarter of 2021. (See Technical Note and table 8.)

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

Category	3 months ended				
	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022
	Levels (in thousands)				
Gross job gains.....	8,322	8,196	8,882	9,580	8,438
At expanding establishments	6,781	6,641	7,201	7,715	6,887
At opening establishments.....	1,541	1,555	1,681	1,865	1,551
Gross job losses.....	6,512	7,260	7,408	6,688	6,893
At contracting establishments	5,367	5,997	5,953	5,344	5,486
At closing establishments.....	1,145	1,263	1,455	1,344	1,407
Net employment change ¹	1,810	936	1,474	2,892	1,545
	Rates (percent)				
Gross job gains.....	7.0	6.8	7.3	7.7	6.6
At expanding establishments	5.7	5.5	5.9	6.2	5.4
At opening establishments.....	1.3	1.3	1.4	1.5	1.2
Gross job losses.....	5.5	5.9	6.1	5.4	5.4
At contracting establishments	4.5	4.9	4.9	4.3	4.3
At closing establishments.....	1.0	1.0	1.2	1.1	1.1
Net employment change ¹	1.5	0.9	1.2	2.3	1.2

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

Firm Size

In the first quarter of 2022, firms with 1-49 employees had a net employment increase of 291,000. Firms with 50-249 employees had a net employment gain of 267,000. Firms with 250 or more employees had a net employment increase of 1.1 million. (See tables 4 and 5.)

Industries

Gross job gains exceeded gross job losses in 12 of the 13 industry sectors in the first quarter of 2022. The service-providing industries experienced a net job increase of 1.3 million. Within the service-providing industries, the retail trade sector had the largest over-the-quarter net employment gain, adding 279,000 jobs. This was the result of 1.0 million gross job gains and 731,000 gross job losses. The transportation and warehousing sector had gross job gains of 366,000 and gross job losses of 393,000, leading to a net job decline of 27,000. The goods-producing industries had a net job gain of 282,000 in the first quarter of 2022. Of the goods-producing industries, the construction sector had a net increase of 137,000, the manufacturing sector posted a net job gain of 130,000, and the natural resources and mining sector added 15,000 jobs. (See table 3.)

States

Gross job gains exceeded gross job losses in 49 states, the District of Columbia, and Puerto Rico in the first quarter of 2022. (See tables 6 and 7.)

For More Information

Additional information on gross job gains and gross job losses is available online at www.bls.gov/bdm. This information includes data for the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and seasonally adjusted time series not presented in this release, charts of gross job gains and gross job losses by industry and firm size, and answers to frequently asked questions. Additional information about the Business Employment Dynamics data can be found in the Technical Note of this release or can be obtained by emailing BDMinfo@bls.gov.

The Business Employment Dynamics for Second Quarter 2022 are scheduled to be released on Wednesday, January 25, 2023, 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 8.9 million private-sector employer reports out of 11.3 million total reports of employment and wages submitted by states to BLS in the first quarter of 2022. 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 2022.

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

	Millions
Total establishments QCEW program.....	11.3
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.9
 Total establishments included in Business Employment Dynamics data.....	 8.9

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

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 11.3 million establishments in first quarter of 2022 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 8.9 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 670,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 6 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – Usually the 3rd Friday after the end of the week including the 12th of the month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and data at the county and MSA levels 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national levels by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Detailed locality data – Periodic universe counts for benchmarking sample survey estimates – Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Business cycle analysis – Analysis of employer dynamics underlying economic expansions and contractions – Analysis of employment expansion and contraction by size of firm 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Principal federal economic indicator – Official time series for employment change measures – Input into other major economic indicators
Program web sites	<ul style="list-style-type: none"> www.bls.gov/cew 	<ul style="list-style-type: none"> www.bls.gov/bdm 	<ul style="list-style-type: none"> www.bls.gov/ces

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation, which is consistent with the role of corporations as the economic decision

makers, is used for the measurement of BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment or firm level. These changes come about in one of four ways. A net increase in employment can come from either opening units or expanding units. A net decrease in employment can come from either closing units or contracting units. Gross job gains include the sum of all jobs added at either opening or expanding units. Gross job losses include the sum of all jobs lost in either closing or contracting units. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of employment changes are as follows:

Openings. These are either units with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are units with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are units with positive third month employment in the previous quarter and either not reported, or reported with zero employment, in the current quarter.

Contractions. These are units with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

Deaths. These are units with no employment or zero employment reported in the third month of four consecutive quarters following the last quarter with positive employment. Deaths are a subset of closings not including temporary shutdowns of seasonal businesses. A unit that closes during the quarter may be a death, but we wait three quarters to determine whether it is a permanent closing or a temporary shutdown. Therefore, there is always a lag of three quarters for the publication of death statistics.

All employment changes are measured from the third month of the previous quarter to the third month of the current quarter. Not all establishments and firms change their employment levels. Units with no change in employment count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

Gross job gains and gross job losses are expressed as rates by dividing their levels by the average of employment in the current and previous quarters. This provides a symmetric growth rate. The rates are calculated for the components of gross job gains and gross job losses and then summed to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between the gross job gains rate and the gross job losses rate is the net growth rate.

Establishment Births and Deaths

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time with positive employment in the third month of a quarter, or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of

the longitudinal database or establishments that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well, and an establishment defined as a death in a quarter must also be a closing. Since openings include seasonal and other re-openings, and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

Prior to the measurement of gross job gains and gross job losses, QCEW records are linked across two quarters. The linkage process matches establishments' unique SWA identification numbers (SWA-ID). Between 95 and 97 percent of establishments identified as continuous from quarter to quarter are matched by SWA-ID. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relates records with different SWA-IDs across quarters. Predecessor and successor relations can come about for a variety of reasons, including a change in ownership, a firm restructuring, or a UI account restructuring. If a match cannot be attained in this manner, a probability-based match is used. This match attempts to identify two establishments with different SWA-IDs as continuous. The match is based upon comparisons such as the same name, address, and phone number. Third, an analyst examines unmatched records individually and makes a possible match.

In order to ensure the highest possible quality of data, SWAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size class in which the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

Dynamic sizing provides symmetrical firm-size estimates and eliminates any systematic effects which may be caused by the transitory and reverting changes in firms' sizes over time. Additionally, it allocates each job gain or loss to the actual size class where it occurred.

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on

March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for other quarters of the year are available upon request. The definitions and methodology in measuring annual gross job gains and gross job losses are similar to the quarterly measures. The linkage method considers all predecessor and successor relations that may come about due to changes in ownership and corporate restructuring over the entire year. At the establishment level, some of the quarterly job gains and job losses are offset during the estimation over the year. Therefore, the sum of four quarters of gross job gains and gross job losses are not equal to annual gross job gains and gross job losses. The net change in employment over the year, however, is equal to the sum of four quarterly net changes on a not seasonally adjusted basis.

Seasonal adjustment

Over the course of a year, the levels of employment and the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting units are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, for industry data, the establishment counts data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally, establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-13 ARIMA-SEATS. Seasonally adjusted data series for total private are the sum of seasonally adjusted data of all sectors including the unclassified sector, which is not separately published.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series

from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and closings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

The BED data series are subject to periodic minor changes based on corrections in QCEW records, updates on predecessors and successors information, and seasonal adjustment revisions.

Annual revisions are published each year with the release of the first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and 5 years of seasonally adjusted data.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages and the annual bulletin also are available upon request from the Division of Administrative Statistics and Labor Turnover (Quarterly Census of Employment and Wages), phone number: (202) 691-6567; (www.bls.gov/cew/); (e-mail: QCEWInfo@bls.gov).

The Current Employment Statistics program produces monthly estimates of employment, its net change, hours, and earnings by detailed industry. These estimates are part of the Employment Situation report put out monthly by BLS.

The Job Openings and Labor Turnover Survey program provides monthly measures of job openings, as well as employee hires and separations.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Table 1. Private-sector gross job gains and losses, seasonally adjusted
(In thousands)

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2012	March	948	7,080	5,746	1,334	6,132	5,005	1,127
	June	616	7,051	5,724	1,327	6,435	5,266	1,169
	September	252	6,881	5,571	1,310	6,629	5,430	1,199
	December	695	7,110	5,753	1,357	6,415	5,225	1,190
2013	March	558	6,941	5,705	1,236	6,383	5,201	1,182
	June	674	7,152	5,830	1,322	6,478	5,271	1,207
	September	507	7,058	5,719	1,339	6,551	5,408	1,143
	December	700	7,255	5,926	1,329	6,555	5,353	1,202
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	712	7,497	6,139	1,358	6,785	5,595	1,190
	June	458	7,673	6,270	1,403	7,215	5,930	1,285
	September	91	7,500	6,130	1,370	7,409	6,090	1,319
	December	731	7,724	6,287	1,437	6,993	5,660	1,333
2019	March	524	7,464	6,101	1,363	6,940	5,691	1,249
	June	218	7,653	6,265	1,388	7,435	6,073	1,362
	September	66	7,398	6,025	1,373	7,332	6,062	1,270
	December	750	7,831	6,340	1,491	7,081	5,750	1,331
2020	March	-803	7,035	5,717	1,318	7,838	6,367	1,471
	June	-14,621	5,719	4,425	1,294	20,340	17,410	2,930
	September	4,025	10,874	8,828	2,046	6,849	5,476	1,373
	December	2,024	8,797	7,104	1,693	6,773	5,416	1,357
2021	March	1,810	8,322	6,781	1,541	6,512	5,367	1,145
	June	936	8,196	6,641	1,555	7,260	5,997	1,263
	September	1,474	8,882	7,201	1,681	7,408	5,953	1,455
	December	2,892	9,580	7,715	1,865	6,688	5,344	1,344
2022	March	1,545	8,438	6,887	1,551	6,893	5,486	1,407

¹ Net change is the difference between total gross job gains and total gross job losses.

Table 2. Private-sector gross job gains and losses as a percent of employment, ¹ seasonally adjusted
(Percent)

Year	3 months ended	Net change ²	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2012	March	0.8	6.4	5.2	1.2	5.6	4.6	1.0
	June	0.5	6.4	5.2	1.2	5.9	4.8	1.1
	September	0.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
2013	March	0.5	6.2	5.1	1.1	5.7	4.6	1.1
	June	0.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
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	0.3	6.1	5.0	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	0.5	6.0	4.9	1.1	5.5	4.5	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	0.6	6.2	5.0	1.2	5.6	4.5	1.1
2020	March	-0.7	5.5	4.5	1.0	6.2	5.0	1.2
	June	-12.1	4.8	3.7	1.1	16.9	14.5	2.4
	September	3.5	9.5	7.7	1.8	6.0	4.8	1.2
	December	1.6	7.4	6.0	1.4	5.8	4.6	1.2
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	1.2	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	6.6	5.4	1.2	5.4	4.3	1.1

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

² Net change is the difference between total gross job gains and total gross job losses.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022
Total private ¹										
Gross job gains	8,322	8,196	8,882	9,580	8,438	7.0	6.8	7.3	7.7	6.6
At expanding establishments	6,781	6,641	7,201	7,715	6,887	5.7	5.5	5.9	6.2	5.4
At opening establishments	1,541	1,555	1,681	1,865	1,551	1.3	1.3	1.4	1.5	1.2
Gross job losses	6,512	7,260	7,408	6,688	6,893	5.5	5.9	6.1	5.4	5.4
At contracting establishments	5,367	5,997	5,953	5,344	5,486	4.5	4.9	4.9	4.3	4.3
At closing establishments	1,145	1,263	1,455	1,344	1,407	1.0	1.0	1.2	1.1	1.1
Net employment change	1,810	936	1,474	2,892	1,545	1.5	0.9	1.2	2.3	1.2
Goods-producing										
Gross job gains	1,390	1,287	1,350	1,526	1,426	6.5	6.0	6.3	7.1	6.4
At expanding establishments	1,170	1,092	1,128	1,290	1,220	5.5	5.1	5.3	6.0	5.5
At opening establishments	220	195	222	236	206	1.0	0.9	1.0	1.1	0.9
Gross job losses	1,196	1,335	1,256	1,138	1,144	5.6	6.2	5.9	5.3	5.2
At contracting establishments	1,014	1,136	1,047	946	941	4.7	5.3	4.9	4.4	4.3
At closing establishments	182	199	209	192	203	0.9	0.9	1.0	0.9	0.9
Net employment change	194	-48	94	388	282	0.9	-0.2	0.4	1.8	1.2
Natural resources and mining										
Gross job gains	239	222	220	230	238	13.5	12.7	12.8	13.0	13.1
At expanding establishments	209	195	191	200	210	11.8	11.2	11.1	11.3	11.6
At opening establishments	30	27	29	30	28	1.7	1.5	1.7	1.7	1.5
Gross job losses	235	222	201	218	223	13.3	12.7	11.7	12.4	12.3
At contracting establishments	203	195	175	192	191	11.5	11.2	10.2	10.9	10.5
At closing establishments	32	27	26	26	32	1.8	1.5	1.5	1.5	1.8
Net employment change	4	0	19	12	15	0.2	0.0	1.1	0.6	0.8
Construction										
Gross job gains	694	637	643	725	710	9.3	8.6	8.7	9.7	9.3
At expanding establishments	551	512	501	575	574	7.4	6.9	6.8	7.7	7.5
At opening establishments	143	125	142	150	136	1.9	1.7	1.9	2.0	1.8
Gross job losses	588	657	640	573	573	8.0	8.9	8.7	7.7	7.5
At contracting establishments	480	532	509	454	452	6.5	7.2	6.9	6.1	5.9
At closing establishments	108	125	131	119	121	1.5	1.7	1.8	1.6	1.6
Net employment change	106	-20	3	152	137	1.3	-0.3	0.0	2.0	1.8
Manufacturing										
Gross job gains	457	428	487	571	478	3.8	3.5	4.0	4.6	3.8
At expanding establishments	410	385	436	515	436	3.4	3.1	3.6	4.1	3.5
At opening establishments	47	43	51	56	42	0.4	0.4	0.4	0.5	0.3
Gross job losses	373	456	415	347	348	3.0	3.7	3.4	2.8	2.8
At contracting establishments	331	409	363	300	298	2.7	3.3	3.0	2.4	2.4
At closing establishments	42	47	52	47	50	0.3	0.4	0.4	0.4	0.4
Net employment change	84	-28	72	224	130	0.8	-0.2	0.6	1.8	1.0
Service-providing ¹										
Gross job gains	6,932	6,909	7,532	8,054	7,012	7.0	7.0	7.4	7.8	6.7
At expanding establishments	5,611	5,549	6,073	6,425	5,667	5.7	5.6	6.0	6.2	5.4
At opening establishments	1,321	1,360	1,459	1,629	1,345	1.3	1.4	1.4	1.6	1.3
Gross job losses	5,316	5,925	6,152	5,550	5,749	5.4	6.0	6.1	5.4	5.4
At contracting establishments	4,353	4,861	4,906	4,398	4,545	4.4	4.9	4.9	4.3	4.3
At closing establishments	963	1,064	1,246	1,152	1,204	1.0	1.1	1.2	1.1	1.1
Net employment change	1,616	984	1,380	2,504	1,263	1.6	1.0	1.3	2.4	1.3
Wholesale trade										
Gross job gains	269	284	313	357	307	4.8	5.0	5.5	6.2	5.3
At expanding establishments	220	234	252	286	257	3.9	4.1	4.4	5.0	4.4
At opening establishments	49	50	61	71	50	0.9	0.9	1.1	1.2	0.9
Gross job losses	224	248	271	224	237	4.0	4.4	4.7	3.9	4.0
At contracting establishments	175	191	201	171	177	3.1	3.4	3.5	3.0	3.0
At closing establishments	49	57	70	53	60	0.9	1.0	1.2	0.9	1.0
Net employment change	45	36	42	133	70	0.8	0.6	0.8	2.3	1.3

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022
Retail trade										
Gross job gains	1,005	936	970	931	1,010	6.6	6.0	6.3	6.0	6.5
At expanding establishments	876	807	841	801	900	5.8	5.2	5.5	5.2	5.8
At opening establishments	129	129	129	130	110	0.8	0.8	0.8	0.8	0.7
Gross job losses	755	948	1,000	823	731	5.0	6.2	6.5	5.3	4.7
At contracting establishments	655	843	880	714	626	4.3	5.5	5.7	4.6	4.0
At closing establishments	100	105	120	109	105	0.7	0.7	0.8	0.7	0.7
Net employment change	250	-12	-30	108	279	1.6	-0.2	-0.2	0.7	1.8
Transportation and warehousing										
Gross job gains	384	324	451	696	366	6.5	5.5	7.7	11.2	5.7
At expanding establishments	330	270	388	578	320	5.6	4.6	6.6	9.3	5.0
At opening establishments	54	54	63	118	46	0.9	0.9	1.1	1.9	0.7
Gross job losses	432	393	308	237	393	7.3	6.8	5.3	3.9	6.1
At contracting establishments	394	353	263	196	353	6.7	6.1	4.5	3.2	5.5
At closing establishments	38	40	45	41	40	0.6	0.7	0.8	0.7	0.6
Net employment change	-48	-69	143	459	-27	-0.8	-1.3	2.4	7.3	-0.4
Utilities										
Gross job gains	11	13	15	18	14	2.1	2.4	2.8	3.4	2.6
At expanding establishments	9	11	13	15	12	1.7	2.0	2.4	2.8	2.2
At opening establishments	2	2	2	3	2	0.4	0.4	0.4	0.6	0.4
Gross job losses	10	14	13	14	13	1.9	2.6	2.4	2.6	2.4
At contracting establishments	9	12	11	12	11	1.7	2.2	2.0	2.2	2.0
At closing establishments	1	2	2	2	2	0.2	0.4	0.4	0.4	0.4
Net employment change	1	-1	2	4	1	0.2	-0.2	0.4	0.8	0.2
Information										
Gross job gains	174	196	238	226	201	6.3	7.1	8.3	7.7	6.8
At expanding establishments	143	150	194	179	168	5.2	5.4	6.8	6.1	5.7
At opening establishments	31	46	44	47	33	1.1	1.7	1.5	1.6	1.1
Gross job losses	121	161	146	169	150	4.4	5.8	5.1	5.8	5.0
At contracting establishments	96	131	111	133	113	3.5	4.7	3.9	4.6	3.8
At closing establishments	25	30	35	36	37	0.9	1.1	1.2	1.2	1.2
Net employment change	53	35	92	57	51	1.9	1.3	3.2	1.9	1.8
Financial activities										
Gross job gains	396	427	490	518	467	4.8	5.1	5.9	6.1	5.5
At expanding establishments	307	327	377	388	376	3.7	3.9	4.5	4.6	4.4
At opening establishments	89	100	113	130	91	1.1	1.2	1.4	1.5	1.1
Gross job losses	345	421	427	399	421	4.1	5.1	5.1	4.8	4.9
At contracting establishments	259	323	319	301	310	3.1	3.9	3.8	3.6	3.6
At closing establishments	86	98	108	98	111	1.0	1.2	1.3	1.2	1.3
Net employment change	51	6	63	119	46	0.7	0.0	0.8	1.3	0.6
Professional and business services										
Gross job gains	1,498	1,562	1,755	1,961	1,613	7.1	7.4	8.3	9.0	7.2
At expanding establishments	1,197	1,228	1,381	1,585	1,295	5.7	5.8	6.5	7.3	5.8
At opening establishments	301	334	374	376	318	1.4	1.6	1.8	1.7	1.4
Gross job losses	1,258	1,473	1,454	1,302	1,361	6.0	7.0	6.9	6.0	6.1
At contracting establishments	1,008	1,200	1,120	988	1,050	4.8	5.7	5.3	4.6	4.7
At closing establishments	250	273	334	314	311	1.2	1.3	1.6	1.4	1.4
Net employment change	240	89	301	659	252	1.1	0.4	1.4	3.0	1.1
Education and health services										
Gross job gains	1,076	1,028	1,072	1,231	1,150	4.8	4.5	4.8	5.4	5.0
At expanding establishments	867	824	856	944	929	3.9	3.6	3.8	4.1	4.0
At opening establishments	209	204	216	287	221	0.9	0.9	1.0	1.3	1.0
Gross job losses	905	1,002	1,059	985	937	4.0	4.5	4.7	4.3	4.1
At contracting establishments	738	808	829	771	727	3.3	3.6	3.7	3.4	3.2
At closing establishments	167	194	230	214	210	0.7	0.9	1.0	0.9	0.9
Net employment change	171	26	13	246	213	0.8	0.0	0.1	1.1	0.9

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. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022
Leisure and hospitality										
Gross job gains	1,740	1,741	1,809	1,669	1,405	13.6	12.7	12.5	11.2	9.2
At expanding establishments	1,411	1,429	1,487	1,358	1,136	11.0	10.4	10.3	9.1	7.4
At opening establishments	329	312	322	311	269	2.6	2.3	2.2	2.1	1.8
Gross job losses	988	983	1,172	1,108	1,183	7.6	7.2	8.1	7.4	7.7
At contracting establishments	815	801	967	907	953	6.3	5.9	6.7	6.1	6.2
At closing establishments	173	182	205	201	230	1.3	1.3	1.4	1.3	1.5
Net employment change	752	758	637	561	222	6.0	5.5	4.4	3.8	1.5
Other services										
Gross job gains	330	336	355	367	322	8.7	8.7	9.0	9.1	7.8
At expanding establishments	242	259	272	276	251	6.4	6.7	6.9	6.8	6.1
At opening establishments	88	77	83	91	71	2.3	2.0	2.1	2.3	1.7
Gross job losses	257	259	275	263	287	6.8	6.7	7.0	6.5	7.0
At contracting establishments	198	192	197	198	213	5.2	5.0	5.0	4.9	5.2
At closing establishments	59	67	78	65	74	1.6	1.7	2.0	1.6	1.8
Net employment change	73	77	80	104	35	1.9	2.0	2.0	2.6	0.8

¹ Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job gains	losses	Net change	Gross job gains	losses	Net change	Gross job gains	losses	Net change	Gross job gains	losses
2012	March	972	5,904	4,932	388	3,173	2,785	220	1,054	834	364	1,677	1,313
	June	612	5,828	5,216	174	3,039	2,865	158	1,074	916	280	1,715	1,435
	September	226	5,581	5,355	55	2,963	2,908	54	1,006	952	117	1,612	1,495
	December	637	5,779	5,142	180	3,025	2,845	94	1,014	920	363	1,740	1,377
2013	March	582	5,743	5,161	212	3,071	2,859	156	1,029	873	214	1,643	1,429
	June	650	5,906	5,256	226	3,085	2,859	135	1,071	936	289	1,750	1,461
	September	473	5,764	5,291	225	3,063	2,838	69	1,021	952	179	1,680	1,501
	December	631	5,886	5,255	122	3,021	2,899	105	1,034	929	404	1,831	1,427
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	731	6,066	5,335	298	3,210	2,912	165	1,072	907	268	1,784	1,516
	June	477	6,202	5,725	127	3,192	3,065	156	1,133	977	194	1,877	1,683
	September	43	5,981	5,938	-78	3,031	3,109	-26	1,028	1,054	147	1,922	1,775
	December	670	6,094	5,424	203	3,172	2,969	132	1,074	942	335	1,848	1,513
2019	March	572	6,010	5,438	260	3,193	2,933	154	1,065	911	158	1,752	1,594
	June	225	6,154	5,929	46	3,156	3,110	98	1,122	1,024	81	1,876	1,795
	September	7	5,867	5,860	-2	3,047	3,049	-29	1,016	1,045	38	1,804	1,766
	December	656	6,199	5,543	210	3,186	2,976	91	1,062	971	355	1,951	1,596
2020	March	-652	5,606	6,258	-368	3,027	3,395	-99	970	1,069	-185	1,609	1,794
	June	-15,224	4,506	19,730	-4,719	2,555	7,274	-2,812	581	3,393	-7,693	1,370	9,063
	September	4,046	9,448	5,402	1,519	4,486	2,967	541	1,421	880	1,986	3,541	1,555
	December	1,862	7,073	5,211	510	3,487	2,977	345	1,189	844	1,007	2,397	1,390
2021	March	1,837	6,887	5,050	973	3,642	2,669	225	1,102	877	639	2,143	1,504
	June	974	6,650	5,676	719	3,522	2,803	213	1,143	930	42	1,985	1,943
	September	1,440	7,159	5,719	400	3,530	3,130	255	1,195	940	785	2,434	1,649
	December	2,744	7,650	4,906	914	3,767	2,853	466	1,304	838	1,364	2,579	1,215
2022	March	1,646	6,958	5,312	291	3,348	3,057	267	1,162	895	1,088	2,448	1,360

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

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

Table 5. Components of private-sector gross job gains and losses by firm size, seasonally adjusted

Category	Gross job gains and losses (in thousands)					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022	Mar. 2021	June 2021	Sept. 2021	Dec. 2021	Mar. 2022
Total private by firm ¹										
Gross job gains	6,887	6,650	7,159	7,650	6,958	5.7	5.5	5.9	6.1	5.5
At expanding firms	5,794	5,677	6,107	6,468	5,987	4.8	4.7	5.0	5.2	4.7
At opening firms	1,093	973	1,052	1,182	971	0.9	0.8	0.9	0.9	0.8
Gross job losses	5,050	5,676	5,719	4,906	5,312	4.3	4.7	4.7	4.0	4.2
At contracting firms	4,269	4,846	4,760	4,050	4,323	3.6	4.0	3.9	3.3	3.4
At closing firms	781	830	959	856	989	0.7	0.7	0.8	0.7	0.8
Net employment change	1,837	974	1,440	2,744	1,646	1.4	0.8	1.2	2.1	1.3
Firm size 1 to 49 employees										
Gross job gains	3,642	3,522	3,530	3,767	3,348	10.8	10.3	10.2	10.8	9.6
At expanding firms	2,591	2,580	2,513	2,627	2,414	7.7	7.5	7.3	7.5	6.9
At opening firms	1,051	942	1,017	1,140	934	3.1	2.8	2.9	3.3	2.7
Gross job losses	2,669	2,803	3,130	2,853	3,057	7.9	8.2	9.1	8.2	8.7
At contracting firms	1,914	1,999	2,200	2,029	2,107	5.7	5.8	6.4	5.8	6.0
At closing firms	755	804	930	824	950	2.2	2.4	2.7	2.4	2.7
Net employment change	973	719	400	914	291	2.9	2.1	1.1	2.6	0.9
Firm size 50 to 249 employees										
Gross job gains	1,102	1,143	1,195	1,304	1,162	5.3	5.4	5.6	6.0	5.2
At expanding firms	1,072	1,115	1,166	1,268	1,131	5.2	5.3	5.5	5.8	5.1
At opening firms	30	28	29	36	31	0.1	0.1	0.1	0.2	0.1
Gross job losses	877	930	940	838	895	4.2	4.4	4.4	3.8	4.1
At contracting firms	854	908	915	812	861	4.1	4.3	4.3	3.7	3.9
At closing firms	23	22	25	26	34	0.1	0.1	0.1	0.1	0.2
Net employment change	225	213	255	466	267	1.1	1.0	1.2	2.2	1.1
Firm size 250 or more employees										
Gross job gains	2,143	1,985	2,434	2,579	2,448	3.3	3.0	3.6	3.8	3.5
At expanding firms	2,131	1,982	2,428	2,573	2,442	3.3	3.0	3.6	3.8	3.5
At opening firms	12	3	6	6	6	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,504	1,943	1,649	1,215	1,360	2.3	2.9	2.5	1.8	1.9
At contracting firms	1,501	1,939	1,645	1,209	1,355	2.3	2.9	2.5	1.8	1.9
At closing firms	3	4	4	6	5	0.0	0.0	0.0	0.0	0.0
Net employment change	639	42	785	1,364	1,088	1.0	0.1	1.1	2.0	1.6

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

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

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

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2021	2021	2021	2021	2022	2021	2021	2021	2021	2022
United States ¹	8,322,000	8,196,000	8,882,000	9,580,000	8,438,000	6,512,000	7,260,000	7,408,000	6,688,000	6,893,000
Alabama	105,885	100,321	107,313	123,011	101,635	91,864	94,208	100,830	84,977	98,513
Alaska	25,532	21,854	24,165	27,704	24,382	21,604	21,452	22,226	20,460	22,348
Arizona	161,087	171,387	181,751	176,081	177,728	135,443	146,954	130,003	129,874	149,379
Arkansas	62,875	57,786	68,367	79,698	61,175	51,353	57,576	67,097	48,806	55,459
California	1,092,335	1,124,734	1,140,001	1,262,060	1,125,393	840,720	924,030	897,795	819,248	854,366
Colorado	190,278	175,362	184,293	176,521	176,404	122,558	144,398	159,236	140,744	147,988
Connecticut	87,276	91,231	95,258	96,011	90,157	72,583	79,366	82,955	74,432	74,954
Delaware	25,603	25,070	28,520	31,109	28,247	22,600	24,089	26,876	22,407	21,636
District of Columbia	25,543	33,379	38,398	36,343	30,589	24,817	25,450	23,712	24,348	24,466
Florida	531,589	598,198	709,162	617,316	528,678	431,070	475,639	471,323	473,940	460,834
Georgia	256,214	263,677	285,546	309,130	268,652	215,001	237,392	235,914	216,525	226,310
Hawaii	38,709	49,707	35,048	34,180	29,910	25,204	25,431	29,985	24,407	25,187
Idaho	54,398	48,649	51,017	57,952	59,454	37,539	47,632	48,848	42,358	43,197
Illinois	353,364	301,583	324,793	376,431	314,250	247,015	270,527	292,761	241,926	259,113
Indiana	162,982	148,624	165,974	195,577	164,473	131,786	156,612	150,106	127,405	129,843
Iowa	77,996	75,647	78,716	84,654	83,938	68,500	76,666	76,296	67,805	67,785
Kansas	69,498	68,239	73,198	85,411	70,885	62,033	68,062	72,903	59,286	61,952
Kentucky	115,385	100,922	106,179	117,441	107,884	83,502	99,996	100,144	78,247	81,658
Louisiana	101,804	104,138	103,194	146,643	101,345	87,382	92,861	126,817	87,586	109,685
Maine	45,400	38,465	40,107	42,590	42,068	32,449	39,413	39,717	35,914	32,315
Maryland	137,261	137,955	158,616	154,823	142,556	115,350	133,513	134,037	111,842	126,978
Massachusetts	197,125	208,104	218,115	216,317	207,793	147,904	169,210	176,875	176,714	158,999
Michigan	301,389	223,226	234,395	272,209	233,378	170,756	201,538	213,992	189,714	191,047
Minnesota	219,919	144,786	154,372	175,591	147,775	113,786	132,770	159,644	126,717	133,464
Mississippi	50,566	57,525	67,061	71,413	56,306	57,389	58,194	54,423	50,814	55,380
Missouri	148,305	141,704	156,150	174,351	154,875	120,443	143,625	140,849	131,101	130,222
Montana	34,618	33,331	33,440	39,683	38,089	26,918	31,733	32,822	28,758	34,500
Nebraska	52,716	49,956	50,591	56,712	55,634	46,391	48,885	52,173	46,629	48,798
Nevada	84,583	110,152	107,725	103,429	87,043	64,553	66,509	69,879	59,997	66,378
New Hampshire	41,827	39,745	39,841	43,659	44,904	30,395	35,479	38,509	36,729	31,555
New Jersey	236,799	237,743	251,481	303,908	250,014	192,077	190,046	207,095	187,278	195,389
New Mexico	52,661	45,578	51,303	52,440	47,735	33,799	40,438	40,382	40,038	39,948
New York	506,986	520,677	562,099	590,453	520,705	395,413	424,472	441,717	415,910	408,276
North Carolina	258,717	243,596	257,364	311,730	257,489	201,840	219,824	244,394	193,867	208,837
North Dakota	27,100	22,577	24,609	25,483	25,143	21,709	21,167	22,152	21,569	21,779
Ohio	276,212	267,748	279,666	320,621	284,863	226,691	264,711	270,186	234,473	226,562
Oklahoma	77,139	81,929	89,669	96,147	80,662	72,783	76,904	82,308	74,418	73,118
Oregon	137,670	106,656	114,033	125,828	124,997	88,110	106,342	104,595	99,966	94,957
Pennsylvania	324,793	279,724	313,381	345,124	324,890	228,261	265,157	253,645	243,523	251,630
Rhode Island	38,870	28,480	30,692	34,456	32,775	21,998	25,912	28,694	26,984	23,799
South Carolina	110,681	108,638	125,862	138,775	124,981	103,215	110,469	103,876	93,629	111,267
South Dakota	25,754	24,078	23,711	26,002	28,210	21,017	20,761	22,973	21,492	22,324
Tennessee	149,822	156,916	179,187	193,621	175,955	131,516	153,791	142,682	146,914	127,316
Texas	627,986	703,892	756,929	837,491	700,110	520,781	583,038	577,850	517,170	593,644
Utah	95,466	93,113	98,829	102,357	108,640	75,229	81,618	93,337	80,736	80,947
Vermont	19,761	20,145	19,191	19,701	19,574	14,502	16,658	18,685	16,817	15,566
Virginia	189,875	197,023	215,362	226,887	207,429	168,528	189,269	190,140	168,955	185,781
Washington	219,403	185,694	203,176	221,756	211,204	156,100	165,356	164,099	150,693	147,789
West Virginia	38,448	34,479	37,193	41,652	39,495	30,630	34,441	34,198	31,478	31,871
Wisconsin	145,388	140,957	134,603	160,882	160,365	113,408	129,275	140,924	127,962	117,824
Wyoming	18,671	17,618	18,267	20,688	18,653	16,398	16,902	16,909	15,914	17,325
Puerto Rico	44,536	52,929	58,934	45,326	50,478	33,024	34,011	35,503	38,654	35,144
Virgin Islands	1,813	2,692	1,867	1,963	1,658	2,572	1,419	2,094	2,327	2,459

¹ The sum of the states will not necessarily add to the U.S. total because of the independent seasonal adjustment of each state.

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 7. Private-sector gross job gains and losses as a percent of total employment by state, seasonally adjusted

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2021	2021	2021	2021	2022	2021	2021	2021	2021	2022
United States	7.0	6.8	7.3	7.7	6.6	5.5	5.9	6.1	5.4	5.4
Alabama	6.7	6.3	6.7	7.6	6.2	5.8	6.0	6.3	5.2	6.0
Alaska	11.1	9.5	10.5	11.8	10.1	9.4	9.3	9.7	8.7	9.3
Arizona	6.5	6.8	7.1	6.8	6.8	5.4	5.9	5.1	5.0	5.7
Arkansas	6.3	5.8	6.8	7.8	5.9	5.1	5.7	6.7	4.8	5.4
California	7.8	7.8	7.8	8.5	7.4	5.9	6.5	6.1	5.5	5.6
Colorado	8.6	7.8	8.0	7.6	7.5	5.5	6.4	7.0	6.1	6.3
Connecticut	6.5	6.7	6.9	6.9	6.3	5.4	5.8	6.0	5.3	5.3
Delaware	7.0	6.8	7.6	8.2	7.3	6.2	6.5	7.2	6.0	5.6
District of Columbia	5.5	7.1	7.9	7.3	6.0	5.4	5.4	4.9	4.9	4.9
Florida	7.0	7.8	9.0	7.7	6.5	5.8	6.3	6.0	6.0	5.7
Georgia	6.8	7.0	7.5	7.9	6.8	5.7	6.2	6.2	5.5	5.7
Hawaii	8.7	10.7	7.3	7.1	6.1	5.7	5.5	6.3	5.1	5.1
Idaho	8.2	7.2	7.7	8.5	8.5	5.7	7.2	7.3	6.3	6.2
Illinois	7.3	6.2	6.6	7.5	6.2	5.1	5.5	6.0	4.9	5.0
Indiana	6.2	5.7	6.3	7.3	6.0	5.0	6.0	5.7	4.7	4.8
Iowa	6.2	6.0	6.2	6.6	6.5	5.5	6.0	6.1	5.4	5.3
Kansas	6.3	6.2	6.6	7.6	6.2	5.7	6.2	6.5	5.3	5.4
Kentucky	7.4	6.5	6.7	7.4	6.6	5.4	6.4	6.4	4.9	5.0
Louisiana	6.8	6.9	6.9	9.6	6.5	5.9	6.1	8.5	5.8	7.1
Maine	8.9	7.5	7.8	8.2	8.0	6.4	7.7	7.8	6.9	6.1
Maryland	6.7	6.6	7.5	7.3	6.6	5.6	6.5	6.4	5.3	5.9
Massachusetts	6.7	6.9	7.2	7.0	6.6	5.0	5.7	5.8	5.7	5.1
Michigan	8.6	6.3	6.5	7.5	6.3	4.8	5.6	5.9	5.2	5.1
Minnesota	9.4	6.1	6.4	7.3	6.0	4.8	5.6	6.7	5.2	5.4
Mississippi	5.7	6.5	7.6	7.9	6.1	6.5	6.6	6.1	5.7	6.0
Missouri	6.4	6.1	6.7	7.4	6.5	5.2	6.1	6.1	5.5	5.4
Montana	8.9	8.5	8.5	9.9	9.3	6.9	8.1	8.3	7.2	8.5
Nebraska	6.6	6.2	6.3	7.0	6.8	5.8	6.0	6.5	5.8	5.9
Nevada	7.5	9.4	8.9	8.3	6.8	5.7	5.7	5.7	4.8	5.2
New Hampshire	7.5	7.0	7.0	7.6	7.7	5.4	6.3	6.8	6.4	5.4
New Jersey	7.2	7.1	7.5	8.7	7.1	5.9	5.7	6.1	5.4	5.5
New Mexico	8.7	7.4	8.2	8.2	7.4	5.6	6.6	6.5	6.3	6.2
New York	7.0	7.1	7.5	7.7	6.7	5.4	5.7	5.9	5.4	5.2
North Carolina	6.9	6.4	6.8	8.1	6.5	5.4	5.8	6.4	5.0	5.3
North Dakota	8.3	6.9	7.5	7.6	7.5	6.7	6.5	6.7	6.5	6.5
Ohio	6.1	5.9	6.1	7.0	6.1	5.0	5.8	6.0	5.2	4.8
Oklahoma	6.2	6.6	7.1	7.6	6.3	5.9	6.1	6.6	5.9	5.7
Oregon	8.7	6.6	7.1	7.8	7.5	5.6	6.6	6.5	6.1	5.7
Pennsylvania	6.7	5.7	6.3	6.8	6.3	4.7	5.3	5.0	4.8	4.9
Rhode Island	9.9	7.0	7.6	8.5	7.9	5.6	6.4	7.1	6.6	5.7
South Carolina	6.4	6.3	7.3	7.9	6.9	6.0	6.4	6.0	5.3	6.2
South Dakota	7.3	6.8	6.6	7.2	7.7	6.0	5.8	6.4	5.9	6.1
Tennessee	5.8	6.1	6.9	7.3	6.6	5.2	6.0	5.4	5.6	4.7
Texas	6.1	6.8	7.1	7.7	6.3	5.1	5.6	5.5	4.8	5.4
Utah	7.3	7.0	7.4	7.5	7.8	5.7	6.1	7.0	6.0	5.9
Vermont	8.4	8.4	8.0	8.1	8.0	6.2	7.0	7.7	6.9	6.3
Virginia	6.2	6.4	6.9	7.2	6.4	5.4	6.1	6.0	5.3	5.8
Washington	8.0	6.7	7.3	7.8	7.3	5.7	5.9	5.9	5.3	5.0
West Virginia	7.4	6.6	7.1	7.9	7.3	5.9	6.6	6.5	6.0	5.9
Wisconsin	6.0	5.8	5.5	6.6	6.5	4.7	5.3	5.8	5.2	4.8
Wyoming	9.3	8.8	9.1	10.1	8.9	8.2	8.4	8.4	7.8	8.3
Puerto Rico	6.8	7.8	8.5	6.4	7.0	5.0	5.0	5.1	5.5	4.9
Virgin Islands	7.4	11.0	7.5	8.0	6.9	10.6	5.8	8.5	9.5	10.3

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 8. Private-sector establishment births and deaths, seasonally adjusted
(Levels in thousands)

Year	3 months ended	Number of Establishments				Employment			
		Births		Deaths ¹		Births		Deaths	
		Level	Rate ²	Level	Rate	Level	Rate	Level	Rate
2012	March	236	3.3	188	2.6	787	0.7	614	0.6
	June	217	3.0	194	2.7	799	0.7	673	0.6
	September	210	2.9	196	2.7	804	0.7	692	0.6
	December	218	3.0	183	2.5	809	0.7	673	0.6
2013	March	205	2.8	193	2.6	748	0.7	648	0.6
	June	222	3.0	215	2.9	789	0.7	695	0.6
	September	219	2.9	195	2.6	818	0.7	678	0.6
	December	215	2.9	187	2.5	803	0.7	670	0.6
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	214	2.7	813	0.7	667	0.5
	June	264	3.3	229	2.8	879	0.7	767	0.6
	September	250	3.1	231	2.8	864	0.7	785	0.6
	December	249	3.1	223	2.7	857	0.7	760	0.6
2019	March	260	3.2	219	2.7	809	0.6	695	0.6
	June	257	3.1	241	2.9	849	0.7	803	0.6
	September	250	3.0	232	2.8	847	0.7	769	0.6
	December	269	3.2	235	2.8	905	0.7	789	0.6
2020	March	278	3.3	239	2.9	807	0.6	731	0.6
	June	228	2.8	326	4.0	661	0.6	1,151	1.0
	September	277	3.4	235	2.9	822	0.7	693	0.6
	December	287	3.5	218	2.6	916	0.8	689	0.6
2021	March	308	3.6	210	2.5	832	0.7	602	0.5
	June	352	4.1	225	2.6	981	0.8	663	0.5
	September	359	4.1	N/A	N/A	1,028	0.8	N/A	N/A
	December	379	4.3	N/A	N/A	1,119	0.9	N/A	N/A
2022	March	347	3.9	N/A	N/A	960	0.8	N/A	N/A

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

² The rates measure births and deaths as a percentage of the average of the previous and current quarter employment levels or total number of establishments.