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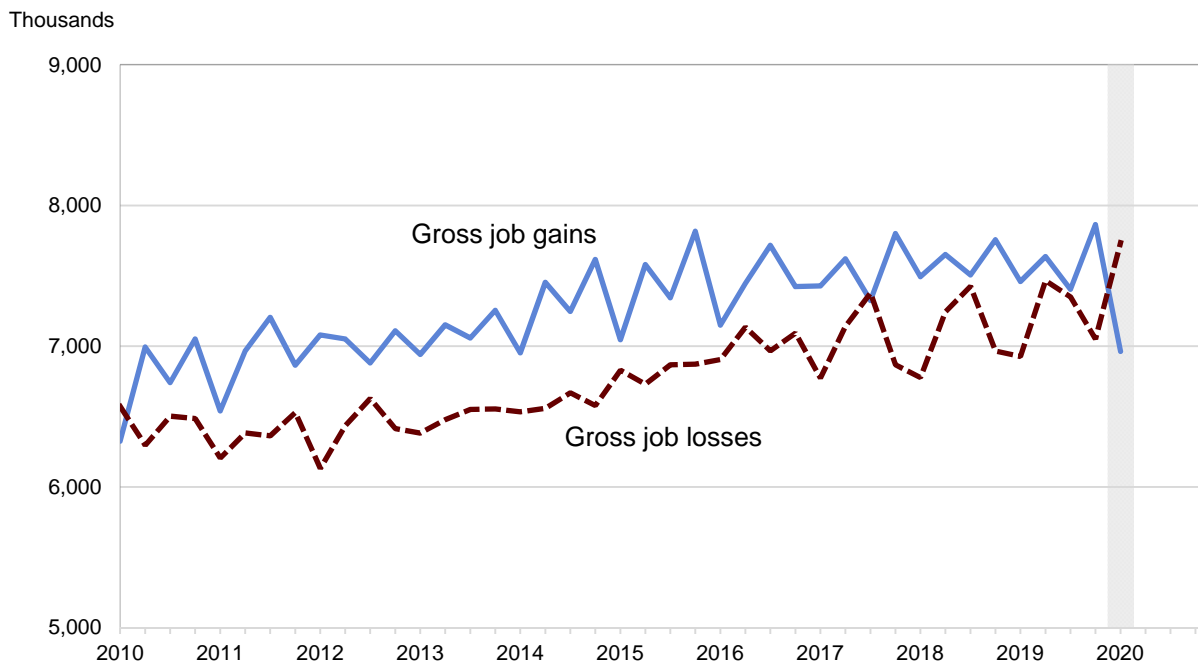
Technical Information: (202) 691-6553 • BDMInfo@bls.gov • www.bls.gov/bdm

Media Contact: (202) 691-5902 • PressOffice@bls.gov

**BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2020**

From December 2019 to March 2020, **gross job gains** from opening and expanding private-sector establishments were 7.0 million, a decrease of 901,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 7.7 million, an increase of 685,000 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 loss** of 773,000 jobs in the private-sector during the first quarter of 2020. (See chart 1, and tables A and 1.)

**Chart 1. Total private-sector gross job gains and gross job losses, seasonally adjusted**  
 March 2010 - March 2020



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

**Coronavirus (COVID-19) Effect on First Quarter 2020 Business Employment Dynamics**

Data collection and processing methods have been impacted because of the COVID-19 pandemic. More detail can be found at [www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm](http://www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm)

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.

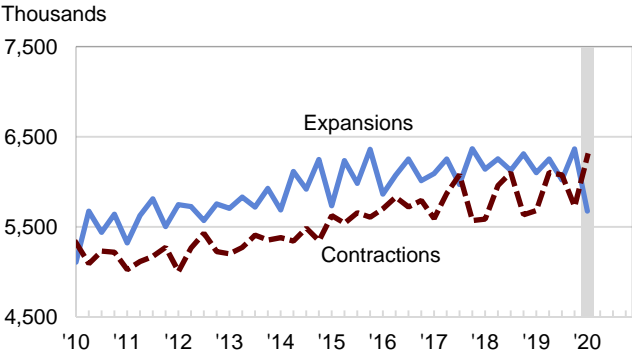
**Gross Job Gains**

In the first quarter of 2020, gross job gains represented 5.5 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 5.7 million in the first quarter of 2020, a decrease of 689,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.3 million of the jobs gained in the first quarter of 2020, a decrease of 212,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

**Gross Job Losses**

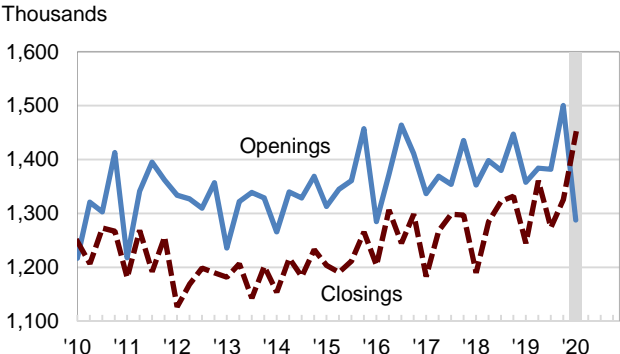
In the first quarter of 2020, gross job losses represented 6.1 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 6.3 million jobs in the first quarter of 2020, an increase of 563,000 jobs from the prior quarter. In the first quarter of 2020, **closing** establishments lost 1.4 million jobs, an increase of 122,000 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 2010 - March 2020



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 2010 - March 2020



NOTE: Shaded area represents NBER defined recession period.

## Establishment Births and Deaths

In the first quarter of 2020, the number of **establishment births** (a subset of the openings data) increased by 12,000, to a total of 280,000 establishments. These new establishments accounted for 800,000 jobs, a decrease of 107,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the second quarter of 2019, when 810,000 jobs were lost at 241,000 establishments, an increase of 116,000 jobs from the first quarter of 2019. (See Technical Note and table 8.)

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

Category	3 months ended				
	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020
	Levels (in thousands)				
Gross job gains.....	7,460	7,637	7,404	7,864	6,963
At expanding establishments...	6,102	6,253	6,022	6,364	5,675
At opening establishments....	1,358	1,384	1,382	1,500	1,288
Gross job losses.....	6,927	7,466	7,351	7,051	7,736
At contracting establishments	5,682	6,105	6,077	5,725	6,288
At closing establishments.....	1,245	1,361	1,274	1,326	1,448
Net employment change <sup>1</sup> .....	533	171	53	813	-773
	Rates (percent)				
Gross job gains.....	6.0	6.1	5.9	6.2	5.5
At expanding establishments...	4.9	5.0	4.8	5.0	4.5
At opening establishments....	1.1	1.1	1.1	1.2	1.0
Gross job losses.....	5.5	5.9	5.8	5.5	6.1
At contracting establishments	4.5	4.8	4.8	4.5	5.0
At closing establishments.....	1.0	1.1	1.0	1.0	1.1
Net employment change <sup>1</sup> .....	0.5	0.2	0.1	0.7	-0.6

<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.

## **Industries**

Gross job losses exceeded gross job gains in 9 of 13 industries in the first quarter of 2020. The service-providing industries experienced a net job decline of 764,000 jobs in the first quarter of 2020. Within the service-providing industries, the leisure and hospitality sector had the largest over-the-quarter net job decrease, losing 544,000 jobs. This was the result of 1,116,000 gross job gains and 1,660,000 gross job losses. The professional and business services sector also experienced a net decrease in the first quarter of 2020, with 107,000 net jobs lost. The goods-producing industries realized a net job decrease of 9,000 jobs in the first quarter of 2020. Of the goods-producing industries, the manufacturing sector had a net decrease of 54,000 jobs, and the natural resources and mining sector showed a net loss of 12,000 jobs. However, the construction sector produced a net gain of 57,000 jobs. (See table 3.)

## **Firm Size**

In the first quarter of 2020, firms with 1-49 employees had a net employment loss of 346,000. Firms with 50-249 employees had a net employment loss of 95,000. Firms with 250 or more employees had a net employment decline of 140,000. (See tables 4 and 5.)

## **States**

Gross job losses exceeded gross job gains in 46 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the first quarter of 2020. (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 on the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and other 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).

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

Data in this release incorporate regular annual revisions to the BED series. These revisions cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

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**The Business Employment Dynamics for Second Quarter 2020 are scheduled to be released on Wednesday, January 27, 2021 at 10:00 a.m. (ET).**

# Technical Note

**Special technical note:** The following technical note details procedures regularly adhered to for tabulating the quarterly Business Employment Dynamics series on private-sector gross job gains and gross job losses. Data collection and processing methods have been impacted by the COVID-19 pandemic. More detail can be found at [www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm](http://www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm)

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as 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 8.3 million private-sector employer reports out of 10.4 million total reports of employment and wages submitted by states to BLS in the first quarter of 2020. 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 2020.

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

	Millions
Total establishments QCEW program.....	10.4
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.6
Total establishments included in Business Employment Dynamics data.....	8.3

### 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 10.4 million establishments in first quarter of 2020</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 8.3 million private-sector establishments</li> </ul>	<ul style="list-style-type: none"> <li>Sample survey: 697,000 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 level</li> </ul>	<ul style="list-style-type: none"> <li>Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level 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 are used for the measurement of the 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 either units with positive third month employment in the previous quarter, with no employment or zero employment reported 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 an establishment that had positive employment in the third month of a given quarter followed by four con-

secutive 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), telephone (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.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; TDD message referral phone number: 1 (800) 877-8339.



**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
2010	March	-247	6,325	5,108	1,217	6,572	5,324	1,248
	June	698	6,995	5,674	1,321	6,297	5,090	1,207
	September	237	6,741	5,438	1,303	6,504	5,231	1,273
	December	566	7,052	5,639	1,413	6,486	5,219	1,267
2011	March	334	6,540	5,322	1,218	6,206	5,025	1,181
	June	582	6,966	5,625	1,341	6,384	5,115	1,269
	September	841	7,205	5,810	1,395	6,364	5,172	1,192
	December	335	6,865	5,503	1,362	6,530	5,273	1,257
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	243	7,149	5,864	1,285	6,906	5,702	1,204
	June	310	7,446	6,074	1,372	7,136	5,829	1,307
	September	750	7,717	6,253	1,464	6,967	5,722	1,245
	December	329	7,423	6,012	1,411	7,094	5,795	1,299
2017	March	654	7,428	6,091	1,337	6,774	5,591	1,183
	June	480	7,621	6,252	1,369	7,141	5,873	1,268
	September	-55	7,324	5,970	1,354	7,379	6,080	1,299
	December	933	7,801	6,366	1,435	6,868	5,571	1,297
2018	March	717	7,494	6,141	1,353	6,777	5,587	1,190
	June	407	7,652	6,254	1,398	7,245	5,960	1,285
	September	79	7,506	6,126	1,380	7,427	6,104	1,323
	December	790	7,756	6,309	1,447	6,966	5,634	1,332
2019	March	533	7,460	6,102	1,358	6,927	5,682	1,245
	June	171	7,637	6,253	1,384	7,466	6,105	1,361
	September	53	7,404	6,022	1,382	7,351	6,077	1,274
	December	813	7,864	6,364	1,500	7,051	5,725	1,326
2020	March	-773	6,963	5,675	1,288	7,736	6,288	1,448

<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
2010	March	-0.2	6.0	4.8	1.2	6.2	5.0	1.2
	June	0.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	0.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	0.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	0.3	6.1	5.0	1.1	5.8	4.7	1.1
	June	0.5	6.4	5.2	1.2	5.9	4.7	1.2
	September	0.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	0.4	6.4	5.1	1.3	6.0	4.8	1.2
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	0.8	6.4	5.2	1.2	5.6	4.5	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	0.7	6.3	5.1	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	0.7	6.2	5.0	1.2	5.5	4.5	1.0
2020	March	-0.6	5.5	4.5	1.0	6.1	5.0	1.1

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

<sup>2</sup> Net change is the difference between total gross job gains and total gross job losses.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020
<b>Total private <sup>1</sup></b>										
Gross job gains .....	7,460	7,637	7,404	7,864	6,963	6.0	6.1	5.9	6.2	5.5
At expanding establishments .....	6,102	6,253	6,022	6,364	5,675	4.9	5.0	4.8	5.0	4.5
At opening establishments .....	1,358	1,384	1,382	1,500	1,288	1.1	1.1	1.1	1.2	1.0
Gross job losses .....	6,927	7,466	7,351	7,051	7,736	5.5	5.9	5.8	5.5	6.1
At contracting establishments .....	5,682	6,105	6,077	5,725	6,288	4.5	4.8	4.8	4.5	5.0
At closing establishments .....	1,245	1,361	1,274	1,326	1,448	1.0	1.1	1.0	1.0	1.1
Net employment change .....	533	171	53	813	-773	0.5	0.2	0.1	0.7	-0.6
<b>Goods-producing</b>										
Gross job gains .....	1,359	1,372	1,254	1,319	1,286	6.1	6.2	5.7	5.9	5.7
At expanding establishments .....	1,154	1,172	1,059	1,114	1,098	5.2	5.3	4.8	5.0	4.9
At opening establishments .....	205	200	195	205	188	0.9	0.9	0.9	0.9	0.8
Gross job losses .....	1,255	1,351	1,331	1,329	1,295	5.7	6.1	6.1	6.0	5.8
At contracting establishments .....	1,063	1,138	1,139	1,126	1,098	4.8	5.1	5.2	5.1	4.9
At closing establishments .....	192	213	192	203	197	0.9	1.0	0.9	0.9	0.9
Net employment change .....	104	21	-77	-10	-9	0.4	0.1	-0.4	-0.1	-0.1
<b>Natural resources and mining</b>										
Gross job gains .....	244	266	228	234	239	12.5	13.7	11.9	12.2	12.4
At expanding establishments .....	213	233	197	201	208	10.9	12.0	10.3	10.5	10.8
At opening establishments .....	31	33	31	33	31	1.6	1.7	1.6	1.7	1.6
Gross job losses .....	250	250	243	273	251	12.7	12.9	12.7	14.2	13.1
At contracting establishments .....	218	217	215	242	220	11.1	11.2	11.2	12.6	11.5
At closing establishments .....	32	33	28	31	31	1.6	1.7	1.5	1.6	1.6
Net employment change .....	-6	16	-15	-39	-12	-0.2	0.8	-0.8	-2.0	-0.7
<b>Construction</b>										
Gross job gains .....	711	690	649	676	683	9.5	9.2	8.8	9.1	9.0
At expanding establishments .....	574	563	523	545	560	7.7	7.5	7.1	7.3	7.4
At opening establishments .....	137	127	126	131	123	1.8	1.7	1.7	1.8	1.6
Gross job losses .....	623	673	647	649	626	8.4	9.0	8.7	8.7	8.3
At contracting establishments .....	505	543	526	523	506	6.8	7.3	7.1	7.0	6.7
At closing establishments .....	118	130	121	126	120	1.6	1.7	1.6	1.7	1.6
Net employment change .....	88	17	2	27	57	1.1	0.2	0.1	0.4	0.7
<b>Manufacturing</b>										
Gross job gains .....	404	416	377	409	364	3.2	3.2	3.0	3.2	2.9
At expanding establishments .....	367	376	339	368	330	2.9	2.9	2.7	2.9	2.6
At opening establishments .....	37	40	38	41	34	0.3	0.3	0.3	0.3	0.3
Gross job losses .....	382	428	441	407	418	3.0	3.3	3.4	3.2	3.3
At contracting establishments .....	340	378	398	361	372	2.7	2.9	3.1	2.8	2.9
At closing establishments .....	42	50	43	46	46	0.3	0.4	0.3	0.4	0.4
Net employment change .....	22	-12	-64	2	-54	0.2	-0.1	-0.4	0.0	-0.4
<b>Service-providing <sup>1</sup></b>										
Gross job gains .....	6,101	6,265	6,150	6,545	5,677	5.9	6.0	5.9	6.2	5.5
At expanding establishments .....	4,948	5,081	4,963	5,250	4,577	4.8	4.9	4.8	5.0	4.4
At opening establishments .....	1,153	1,184	1,187	1,295	1,100	1.1	1.1	1.1	1.2	1.1
Gross job losses .....	5,672	6,115	6,020	5,722	6,441	5.5	5.9	5.8	5.5	6.2
At contracting establishments .....	4,619	4,967	4,938	4,599	5,190	4.5	4.8	4.8	4.4	5.0
At closing establishments .....	1,053	1,148	1,082	1,123	1,251	1.0	1.1	1.0	1.1	1.2
Net employment change .....	429	150	130	823	-764	0.4	0.1	0.1	0.7	-0.7
<b>Wholesale trade</b>										
Gross job gains .....	264	270	256	267	250	4.5	4.6	4.3	4.6	4.3
At expanding establishments .....	217	223	208	216	209	3.7	3.8	3.5	3.7	3.6
At opening establishments .....	47	47	48	51	41	0.8	0.8	0.8	0.9	0.7
Gross job losses .....	246	264	266	249	258	4.2	4.5	4.5	4.2	4.4
At contracting establishments .....	194	206	212	194	200	3.3	3.5	3.6	3.3	3.4
At closing establishments .....	52	58	54	55	58	0.9	1.0	0.9	0.9	1.0
Net employment change .....	18	6	-10	18	-8	0.3	0.1	-0.2	0.4	-0.1

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020
<b>Retail trade</b>										
Gross job gains .....	914	876	858	891	906	5.8	5.6	5.5	5.7	5.8
At expanding establishments .....	792	753	739	775	808	5.0	4.8	4.7	5.0	5.2
At opening establishments .....	122	123	119	116	98	0.8	0.8	0.8	0.7	0.6
Gross job losses .....	872	976	943	887	874	5.5	6.2	6.1	5.8	5.6
At contracting establishments .....	758	833	821	769	754	4.8	5.3	5.3	5.0	4.8
At closing establishments .....	114	143	122	118	120	0.7	0.9	0.8	0.8	0.8
Net employment change .....	42	-100	-85	4	32	0.3	-0.6	-0.6	-0.1	0.2
<b>Transportation and warehousing</b>										
Gross job gains .....	290	312	343	508	278	5.4	5.8	6.3	8.9	4.9
At expanding establishments .....	247	265	290	443	240	4.6	4.9	5.3	7.8	4.2
At opening establishments .....	43	47	53	65	38	0.8	0.9	1.0	1.1	0.7
Gross job losses .....	348	269	255	254	416	6.4	5.0	4.7	4.4	7.2
At contracting establishments .....	310	227	217	212	369	5.7	4.2	4.0	3.7	6.4
At closing establishments .....	38	42	38	42	47	0.7	0.8	0.7	0.7	0.8
Net employment change .....	-58	43	88	254	-138	-1.0	0.8	1.6	4.5	-2.3
<b>Utilities</b>										
Gross job gains .....	14	14	14	13	10	2.6	2.6	2.6	2.4	1.8
At expanding establishments .....	12	12	12	12	9	2.2	2.2	2.2	2.2	1.6
At opening establishments .....	2	2	2	1	1	0.4	0.4	0.4	0.2	0.2
Gross job losses .....	13	14	14	12	9	2.4	2.6	2.6	2.2	1.7
At contracting establishments .....	12	12	13	10	8	2.2	2.2	2.4	1.8	1.5
At closing establishments .....	1	2	1	2	1	0.2	0.4	0.2	0.4	0.2
Net employment change .....	1	0	0	1	1	0.2	0.0	0.0	0.2	0.1
<b>Information</b>										
Gross job gains .....	162	164	162	155	152	5.7	5.8	5.7	5.4	5.3
At expanding establishments .....	138	138	129	124	130	4.9	4.9	4.5	4.3	4.5
At opening establishments .....	24	26	33	31	22	0.8	0.9	1.2	1.1	0.8
Gross job losses .....	133	163	154	161	139	4.8	5.7	5.4	5.6	4.9
At contracting establishments .....	106	135	127	134	111	3.8	4.7	4.5	4.7	3.9
At closing establishments .....	27	28	27	27	28	1.0	1.0	0.9	0.9	1.0
Net employment change .....	29	1	8	-6	13	0.9	0.1	0.3	-0.2	0.4
<b>Financial activities</b>										
Gross job gains .....	373	410	386	406	356	4.5	4.9	4.6	4.9	4.2
At expanding establishments .....	296	324	301	308	285	3.6	3.9	3.6	3.7	3.4
At opening establishments .....	77	86	85	98	71	0.9	1.0	1.0	1.2	0.8
Gross job losses .....	351	364	364	362	363	4.2	4.4	4.4	4.3	4.3
At contracting establishments .....	266	279	282	276	276	3.2	3.4	3.4	3.3	3.3
At closing establishments .....	85	85	82	86	87	1.0	1.0	1.0	1.0	1.0
Net employment change .....	22	46	22	44	-7	0.3	0.5	0.2	0.6	-0.1
<b>Professional and business services</b>										
Gross job gains .....	1,347	1,490	1,408	1,506	1,270	6.4	7.0	6.6	7.0	5.9
At expanding establishments .....	1,089	1,210	1,130	1,202	1,032	5.2	5.7	5.3	5.6	4.8
At opening establishments .....	258	280	278	304	238	1.2	1.3	1.3	1.4	1.1
Gross job losses .....	1,333	1,370	1,375	1,378	1,377	6.3	6.4	6.4	6.5	6.5
At contracting establishments .....	1,071	1,090	1,111	1,083	1,105	5.1	5.1	5.2	5.1	5.2
At closing establishments .....	262	280	264	295	272	1.2	1.3	1.2	1.4	1.3
Net employment change .....	14	120	33	128	-107	0.1	0.6	0.2	0.5	-0.6
<b>Education and health services</b>										
Gross job gains .....	1,036	1,020	1,052	1,034	976	4.5	4.4	4.6	4.4	4.2
At expanding establishments .....	846	835	868	824	771	3.7	3.6	3.8	3.5	3.3
At opening establishments .....	190	185	184	210	205	0.8	0.8	0.8	0.9	0.9
Gross job losses .....	863	977	921	904	983	3.8	4.2	4.0	3.8	4.2
At contracting establishments .....	681	787	739	707	767	3.0	3.4	3.2	3.0	3.3
At closing establishments .....	182	190	182	197	216	0.8	0.8	0.8	0.8	0.9
Net employment change .....	173	43	131	130	-7	0.7	0.2	0.6	0.6	0.0

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020
<b>Leisure and hospitality</b>										
Gross job gains .....	1,354	1,353	1,337	1,407	1,116	8.2	8.2	8.2	8.5	6.8
At expanding establishments .....	1,069	1,067	1,047	1,102	864	6.5	6.5	6.4	6.7	5.3
At opening establishments .....	285	286	290	305	252	1.7	1.7	1.8	1.8	1.5
Gross job losses .....	1,215	1,407	1,409	1,218	1,660	7.4	8.6	8.6	7.4	10.1
At contracting establishments .....	999	1,168	1,175	995	1,344	6.1	7.1	7.2	6.0	8.2
At closing establishments .....	216	239	234	223	316	1.3	1.5	1.4	1.4	1.9
Net employment change .....	139	-54	-72	189	-544	0.8	-0.4	-0.4	1.1	-3.3
<b>Other services</b>										
Gross job gains .....	305	314	299	307	283	7.2	7.4	7.0	7.1	6.6
At expanding establishments .....	237	247	233	237	218	5.6	5.8	5.5	5.5	5.1
At opening establishments .....	68	67	66	70	65	1.6	1.6	1.5	1.6	1.5
Gross job losses .....	279	293	300	279	336	6.5	6.9	7.0	6.5	7.9
At contracting establishments .....	218	225	236	214	250	5.1	5.3	5.5	5.0	5.9
At closing establishments .....	61	68	64	65	86	1.4	1.6	1.5	1.5	2.0
Net employment change .....	26	21	-1	28	-53	0.7	0.5	0.0	0.6	-1.3

<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	
2010	March	-234	5,115	5,349	-195	2,863	3,058	-2	914	916	-37	1,338	1,375
	June	664	5,805	5,141	235	3,093	2,858	204	1,071	867	225	1,641	1,416
	September	226	5,525	5,299	26	2,946	2,920	87	998	911	113	1,581	1,468
	December	502	5,781	5,279	92	3,051	2,959	92	1,034	942	318	1,696	1,378
2011	March	340	5,375	5,035	99	2,983	2,884	122	971	849	119	1,421	1,302
	June	537	5,746	5,209	190	3,073	2,883	169	1,063	894	178	1,610	1,432
	September	852	5,974	5,122	272	3,137	2,865	171	1,066	895	409	1,771	1,362
	December	297	5,585	5,288	45	2,970	2,925	44	981	937	208	1,634	1,426
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	260	5,755	5,495	206	3,119	2,913	56	1,019	963	-2	1,617	1,619
	June	320	6,039	5,719	71	3,122	3,051	115	1,102	987	134	1,815	1,681
	September	743	6,259	5,516	185	3,155	2,970	99	1,088	989	459	2,016	1,557
	December	260	5,898	5,638	64	3,065	3,001	42	1,029	987	154	1,804	1,650
2017	March	667	6,002	5,335	360	3,240	2,880	186	1,080	894	121	1,682	1,561
	June	527	6,191	5,664	145	3,157	3,012	146	1,125	979	236	1,909	1,673
	September	-104	5,829	5,933	-115	2,997	3,112	-46	1,014	1,060	57	1,818	1,761
	December	845	6,211	5,366	233	3,188	2,955	154	1,090	936	458	1,933	1,475
2018	March	741	6,067	5,326	311	3,215	2,904	160	1,067	907	270	1,785	1,515
	June	439	6,178	5,739	132	3,190	3,058	151	1,130	979	156	1,858	1,702
	September	25	5,979	5,954	-97	3,023	3,120	-29	1,028	1,057	151	1,928	1,777
	December	712	6,119	5,407	202	3,176	2,974	146	1,083	937	364	1,860	1,496
2019	March	577	6,004	5,427	274	3,196	2,922	149	1,060	911	154	1,748	1,594
	June	188	6,132	5,944	54	3,155	3,101	94	1,120	1,026	40	1,857	1,817
	September	-9	5,867	5,876	-20	3,041	3,061	-30	1,017	1,047	41	1,809	1,768
	December	700	6,227	5,527	210	3,191	2,981	103	1,070	967	387	1,966	1,579
2020	March	-581	5,593	6,174	-346	2,964	3,310	-95	966	1,061	-140	1,663	1,803

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

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

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020
<b>Total private by firm <sup>1</sup></b>										
Gross job gains .....	6,004	6,132	5,867	6,227	5,593	4.8	4.8	4.6	4.9	4.4
At expanding firms .....	5,054	5,226	4,965	5,221	4,713	4.0	4.1	3.9	4.1	3.7
At opening firms .....	950	906	902	1,006	880	0.8	0.7	0.7	0.8	0.7
Gross job losses .....	5,427	5,944	5,876	5,527	6,174	4.3	4.7	4.7	4.4	4.9
At contracting firms .....	4,549	5,038	5,020	4,643	5,134	3.6	4.0	4.0	3.7	4.1
At closing firms .....	878	906	856	884	1,040	0.7	0.7	0.7	0.7	0.8
Net employment change .....	577	188	-9	700	-581	0.5	0.1	-0.1	0.5	-0.5
<b>Firm size 1 to 49 employees</b>										
Gross job gains .....	3,196	3,155	3,041	3,191	2,964	9.3	9.1	8.8	9.2	8.6
At expanding firms .....	2,272	2,286	2,173	2,223	2,115	6.6	6.6	6.3	6.4	6.1
At opening firms .....	924	869	868	968	849	2.7	2.5	2.5	2.8	2.5
Gross job losses .....	2,922	3,101	3,061	2,981	3,310	8.4	9.0	8.9	8.6	9.5
At contracting firms .....	2,080	2,235	2,232	2,137	2,327	6.0	6.5	6.5	6.2	6.7
At closing firms .....	842	866	829	844	983	2.4	2.5	2.4	2.4	2.8
Net employment change .....	274	54	-20	210	-346	0.9	0.1	-0.1	0.6	-0.9
<b>Firm size 50 to 249 employees</b>										
Gross job gains .....	1,060	1,120	1,017	1,070	966	4.7	4.9	4.5	4.8	4.2
At expanding firms .....	1,035	1,088	986	1,036	938	4.6	4.8	4.4	4.6	4.1
At opening firms .....	25	32	31	34	28	0.1	0.1	0.1	0.2	0.1
Gross job losses .....	911	1,026	1,047	967	1,061	4.0	4.5	4.6	4.2	4.6
At contracting firms .....	884	998	1,023	934	1,030	3.9	4.4	4.5	4.1	4.5
At closing firms .....	27	28	24	33	31	0.1	0.1	0.1	0.1	0.1
Net employment change .....	149	94	-30	103	-95	0.7	0.4	-0.1	0.6	-0.4
<b>Firm size 250 or more employees</b>										
Gross job gains .....	1,748	1,857	1,809	1,966	1,663	2.5	2.7	2.6	2.8	2.4
At expanding firms .....	1,747	1,852	1,806	1,962	1,660	2.5	2.7	2.6	2.8	2.4
At opening firms .....	1	5	3	4	3	0.0	0.0	0.0	0.0	0.0
Gross job losses .....	1,594	1,817	1,768	1,579	1,803	2.3	2.6	2.6	2.3	2.6
At contracting firms .....	1,585	1,805	1,765	1,572	1,777	2.3	2.6	2.6	2.3	2.6
At closing firms .....	9	12	3	7	26	0.0	0.0	0.0	0.0	0.0
Net employment change .....	154	40	41	387	-140	0.2	0.1	0.0	0.5	-0.2

<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 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. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Mar. 2020
United States <sup>1</sup> .....	7,460,000	7,637,000	7,404,000	7,864,000	6,963,000	6,927,000	7,466,000	7,351,000	7,051,000	7,736,000
Alabama .....	98,440	94,193	94,423	101,210	88,038	89,875	96,296	94,743	89,724	96,125
Alaska .....	25,046	26,837	24,031	25,708	22,994	22,341	25,164	25,082	25,494	23,781
Arizona .....	142,509	140,914	158,912	161,684	142,660	136,506	138,413	122,446	131,921	151,494
Arkansas .....	54,288	51,536	56,712	66,058	52,888	52,811	58,717	59,055	49,413	56,439
California .....	964,053	991,200	957,511	1,033,526	922,323	913,878	972,002	910,802	902,580	1,016,052
Colorado .....	151,438	161,505	151,336	154,775	146,864	142,316	142,271	148,249	143,528	161,908
Connecticut .....	75,200	82,854	79,268	78,282	74,079	82,197	82,692	82,472	79,999	84,157
Delaware .....	25,137	23,284	24,058	25,783	23,973	21,563	25,651	24,066	24,376	25,771
District of Columbia .....	29,568	29,197	29,652	28,907	28,449	26,336	29,577	28,702	25,084	28,599
Florida .....	476,216	500,015	510,367	518,476	427,989	434,028	485,529	446,393	463,711	482,375
Georgia .....	258,363	238,049	240,087	253,759	217,790	217,934	247,803	231,298	214,268	230,425
Hawaii .....	29,548	25,534	29,731	30,150	27,999	31,937	31,198	27,699	27,912	31,192
Idaho .....	46,915	45,245	43,568	49,082	49,081	38,324	42,034	42,672	39,995	39,897
Illinois .....	273,223	291,180	258,724	288,093	254,939	270,604	276,155	290,410	268,919	310,548
Indiana .....	156,429	138,368	144,096	160,186	133,045	131,461	157,118	150,279	135,961	160,208
Iowa .....	67,469	76,335	68,869	76,115	68,219	73,171	74,873	73,909	71,270	77,348
Kansas .....	64,164	65,865	64,305	72,463	62,633	64,879	66,180	64,958	65,013	68,682
Kentucky .....	93,600	92,471	94,832	100,449	85,377	89,014	95,700	91,725	89,006	97,894
Louisiana .....	97,072	100,827	95,554	94,925	84,883	99,012	105,384	98,111	92,085	100,952
Maine .....	38,883	38,753	34,024	38,413	33,604	35,107	38,846	38,081	36,140	36,819
Maryland .....	142,136	140,100	135,677	141,093	124,904	125,430	142,571	139,786	128,868	148,152
Massachusetts .....	193,777	192,844	168,415	187,728	165,169	166,994	177,352	187,880	177,913	193,240
Michigan .....	195,103	210,494	192,884	218,726	189,764	177,223	217,822	221,284	199,952	215,440
Minnesota .....	131,255	147,507	134,330	146,583	125,105	129,687	136,492	143,662	139,721	141,062
Mississippi .....	51,412	52,644	50,622	56,241	49,812	56,110	54,610	52,011	50,181	56,733
Missouri .....	130,095	135,649	139,066	149,173	123,536	125,923	140,017	138,282	126,959	138,015
Montana .....	29,543	30,891	28,367	33,231	29,990	31,111	29,789	29,594	27,933	30,358
Nebraska .....	46,577	47,077	46,815	51,291	47,643	46,116	46,496	45,346	46,946	49,831
Nevada .....	75,792	74,040	75,765	85,282	67,736	66,925	77,042	69,258	63,901	79,198
New Hampshire .....	37,051	37,172	33,686	38,739	35,160	33,256	36,948	38,396	34,427	37,525
New Jersey .....	201,917	215,885	211,609	229,606	202,323	201,756	207,181	218,949	204,729	222,150
New Mexico .....	43,176	41,097	44,494	45,847	40,322	38,087	42,452	39,997	41,643	42,675
New York .....	487,174	489,954	469,675	480,529	442,737	435,506	476,870	482,643	465,753	515,065
North Carolina .....	238,204	229,161	218,043	235,197	223,550	192,337	224,574	224,248	203,674	218,100
North Dakota .....	24,889	23,563	23,085	23,552	24,097	22,444	23,630	24,976	23,417	24,502
Ohio .....	262,791	268,764	253,121	269,713	239,254	245,625	268,195	275,676	249,121	264,866
Oklahoma .....	76,446	77,538	82,603	83,429	69,577	75,769	81,043	80,343	80,887	85,430
Oregon .....	106,313	104,398	103,032	111,629	104,027	96,277	100,951	102,740	96,963	108,302
Pennsylvania .....	270,548	277,104	275,857	283,898	261,356	250,120	279,063	272,037	255,290	296,782
Rhode Island .....	24,981	26,967	25,104	27,573	25,545	24,396	27,606	26,536	25,146	27,474
South Carolina .....	115,324	113,102	106,943	115,720	97,016	114,382	109,288	103,035	104,081	116,474
South Dakota .....	20,457	22,101	20,692	22,892	21,343	22,278	21,022	21,235	20,534	23,763
Tennessee .....	140,108	142,942	143,410	147,817	128,960	125,770	134,010	134,154	132,149	140,158
Texas .....	593,214	616,107	621,816	646,101	544,673	553,074	570,355	569,866	548,150	598,020
Utah .....	93,282	88,988	87,882	87,902	85,420	79,848	84,678	80,452	81,579	83,326
Vermont .....	17,709	18,167	16,048	17,695	14,932	16,213	18,440	19,565	16,345	19,399
Virginia .....	204,719	195,103	177,767	211,840	181,461	175,869	187,642	200,915	177,757	196,921
Washington .....	182,351	190,598	174,815	190,519	216,627	171,257	167,681	175,064	167,332	215,647
West Virginia .....	33,843	34,489	32,234	34,064	32,860	37,599	36,536	37,364	39,055	37,162
Wisconsin .....	128,771	139,554	120,219	136,067	126,388	122,544	135,059	146,059	124,896	132,770
Wyoming .....	19,105	18,039	17,931	19,831	18,182	16,664	20,291	18,641	18,365	19,707
Puerto Rico .....	48,574	44,047	40,432	36,994	34,391	34,864	39,887	37,460	33,546	35,428
Virgin Islands .....	3,279	2,357	3,268	2,927	2,087	1,932	1,827	1,754	2,086	2,389

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

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



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

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2019	2019	2019	2019	2020	2019	2019	2019	2019	2020
United States .....	6.0	6.1	5.9	6.2	5.5	5.5	5.9	5.8	5.5	6.1
Alabama .....	6.1	5.9	5.8	6.2	5.5	5.6	5.9	5.9	5.5	5.9
Alaska .....	10.1	10.7	9.6	10.3	9.2	9.0	10.1	10.1	10.2	9.5
Arizona .....	5.7	5.7	6.3	6.4	5.6	5.5	5.6	4.9	5.2	5.9
Arkansas .....	5.3	5.0	5.6	6.5	5.1	5.1	5.7	5.8	4.9	5.5
California .....	6.4	6.6	6.3	6.8	6.1	6.1	6.4	6.0	6.0	6.7
Colorado .....	6.6	7.0	6.6	6.7	6.3	6.3	6.2	6.4	6.2	7.0
Connecticut .....	5.3	5.8	5.5	5.5	5.2	5.7	5.8	5.8	5.6	5.9
Delaware .....	6.5	6.0	6.2	6.7	6.2	5.6	6.6	6.3	6.2	6.6
District of Columbia .....	5.5	5.4	5.5	5.4	5.2	5.0	5.5	5.3	4.7	5.3
Florida .....	6.2	6.5	6.6	6.6	5.4	5.6	6.3	5.8	5.9	6.2
Georgia .....	6.7	6.1	6.2	6.5	5.6	5.7	6.5	6.0	5.5	5.9
Hawaii .....	5.5	4.8	5.6	5.7	5.2	5.9	5.8	5.2	5.2	5.8
Idaho .....	7.5	7.1	7.0	7.7	7.6	6.1	6.7	6.8	6.3	6.1
Illinois .....	5.2	5.6	5.0	5.6	5.0	5.2	5.3	5.6	5.2	6.0
Indiana .....	5.8	5.1	5.4	6.0	4.9	4.8	5.9	5.6	5.1	6.0
Iowa .....	5.1	5.8	5.3	5.8	5.2	5.6	5.8	5.7	5.5	5.9
Kansas .....	5.6	5.7	5.6	6.3	5.4	5.7	5.8	5.7	5.7	6.0
Kentucky .....	5.8	5.8	5.9	6.2	5.3	5.5	6.0	5.7	5.6	6.1
Louisiana .....	6.1	6.2	5.9	5.9	5.3	6.1	6.5	6.1	5.7	6.3
Maine .....	7.5	7.4	6.5	7.3	6.4	6.7	7.4	7.3	6.9	7.0
Maryland .....	6.4	6.4	6.2	6.4	5.7	5.7	6.5	6.3	5.9	6.7
Massachusetts .....	6.1	6.0	5.3	5.8	5.2	5.2	5.6	5.9	5.6	6.0
Michigan .....	5.2	5.5	5.1	5.8	5.0	4.6	5.7	5.9	5.3	5.7
Minnesota .....	5.2	5.8	5.4	5.8	5.0	5.2	5.5	5.8	5.6	5.6
Mississippi .....	5.7	5.8	5.7	6.2	5.6	6.2	6.1	5.7	5.6	6.2
Missouri .....	5.4	5.7	5.8	6.2	5.2	5.3	5.8	5.8	5.3	5.7
Montana .....	7.6	8.1	7.4	8.6	7.7	8.1	7.7	7.7	7.2	7.7
Nebraska .....	5.7	5.7	5.7	6.2	5.8	5.7	5.7	5.5	5.8	6.1
Nevada .....	6.1	6.0	6.1	6.8	5.4	5.4	6.2	5.5	5.0	6.3
New Hampshire .....	6.4	6.4	5.8	6.6	6.0	5.7	6.3	6.6	6.0	6.4
New Jersey .....	5.7	6.2	6.0	6.5	5.7	5.7	5.9	6.2	5.8	6.3
New Mexico .....	6.7	6.3	6.8	7.0	6.1	5.8	6.5	6.1	6.3	6.5
New York .....	6.0	6.1	5.8	6.0	5.5	5.4	5.9	5.9	5.7	6.4
North Carolina .....	6.4	6.0	5.8	6.3	5.8	5.1	5.9	6.0	5.4	5.7
North Dakota .....	7.1	6.7	6.5	6.7	6.8	6.4	6.7	7.1	6.6	7.0
Ohio .....	5.6	5.7	5.3	5.7	5.1	5.2	5.7	5.9	5.3	5.6
Oklahoma .....	5.9	6.0	6.4	6.5	5.4	5.9	6.3	6.2	6.2	6.7
Oregon .....	6.4	6.3	6.2	6.7	6.2	5.8	6.1	6.2	5.8	6.5
Pennsylvania .....	5.2	5.3	5.2	5.4	4.9	4.8	5.4	5.1	4.9	5.6
Rhode Island .....	5.9	6.3	6.0	6.5	6.1	5.7	6.5	6.2	5.9	6.5
South Carolina .....	6.6	6.4	6.0	6.5	5.5	6.5	6.2	5.9	5.9	6.6
South Dakota .....	5.7	6.2	5.9	6.4	6.0	6.2	5.9	6.0	5.8	6.6
Tennessee .....	5.4	5.5	5.5	5.7	4.9	4.9	5.2	5.1	5.0	5.3
Texas .....	5.6	5.8	5.9	6.0	5.0	5.3	5.3	5.3	5.1	5.5
Utah .....	7.3	7.0	6.8	6.8	6.6	6.2	6.6	6.3	6.3	6.4
Vermont .....	6.9	7.1	6.3	6.9	5.8	6.3	7.1	7.6	6.4	7.6
Virginia .....	6.4	6.1	5.5	6.5	5.6	5.5	5.8	6.3	5.5	6.1
Washington .....	6.4	6.6	6.1	6.6	7.4	6.1	5.8	6.1	5.8	7.4
West Virginia .....	6.1	6.2	5.9	6.2	6.0	6.7	6.6	6.7	7.1	6.8
Wisconsin .....	5.2	5.5	4.8	5.4	5.0	4.9	5.3	5.9	5.0	5.3
Wyoming .....	9.0	8.5	8.6	9.4	8.6	7.8	9.5	8.9	8.7	9.3
Puerto Rico .....	7.2	6.4	5.9	5.4	5.0	5.2	5.8	5.5	4.9	5.2
Virgin Islands .....	12.9	8.9	12.0	10.3	7.2	7.6	6.9	6.4	7.3	8.3

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 <sup>1</sup>		Births		Deaths	
		Level	Rate <sup>2</sup>	Level	Rate	Level	Rate	Level	Rate
2010	March	193	2.7	211	3.0	706	0.7	687	0.7
	June	193	2.7	202	2.9	730	0.7	665	0.6
	September	207	2.9	204	2.9	754	0.7	701	0.7
	December	216	3.0	201	2.8	805	0.8	700	0.7
2011	March	204	2.9	200	2.8	715	0.7	632	0.6
	June	210	2.9	205	2.9	767	0.7	689	0.6
	September	206	2.9	196	2.7	794	0.7	675	0.6
	December	214	3.0	198	2.8	800	0.7	700	0.6
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	235	3.0	204	2.6	788	0.7	670	0.6
	June	241	3.1	213	2.7	838	0.7	720	0.6
	September	240	3.1	214	2.7	872	0.7	745	0.6
	December	239	3.0	217	2.8	868	0.7	727	0.6
2017	March	242	3.0	203	2.6	802	0.7	664	0.5
	June	240	3.0	224	2.8	849	0.7	755	0.6
	September	243	3.0	225	2.8	851	0.7	760	0.6
	December	245	3.1	216	2.7	853	0.7	731	0.6
2018	March	248	3.1	214	2.7	812	0.7	664	0.5
	June	264	3.3	231	2.9	879	0.7	772	0.6
	September	252	3.1	231	2.8	868	0.7	786	0.6
	December	249	3.1	222	2.7	861	0.7	762	0.6
2019	March	260	3.2	219	2.7	806	0.6	694	0.6
	June	255	3.1	241	2.9	848	0.7	810	0.6
	September	252	3.1	N/A	N/A	850	0.7	N/A	N/A
	December	268	3.2	N/A	N/A	907	0.7	N/A	N/A
2020	March	280	3.4	N/A	N/A	800	0.6	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