



Puerto Rico Department of Labor and Human Resources
Bureau of Labor Statistics

News Release

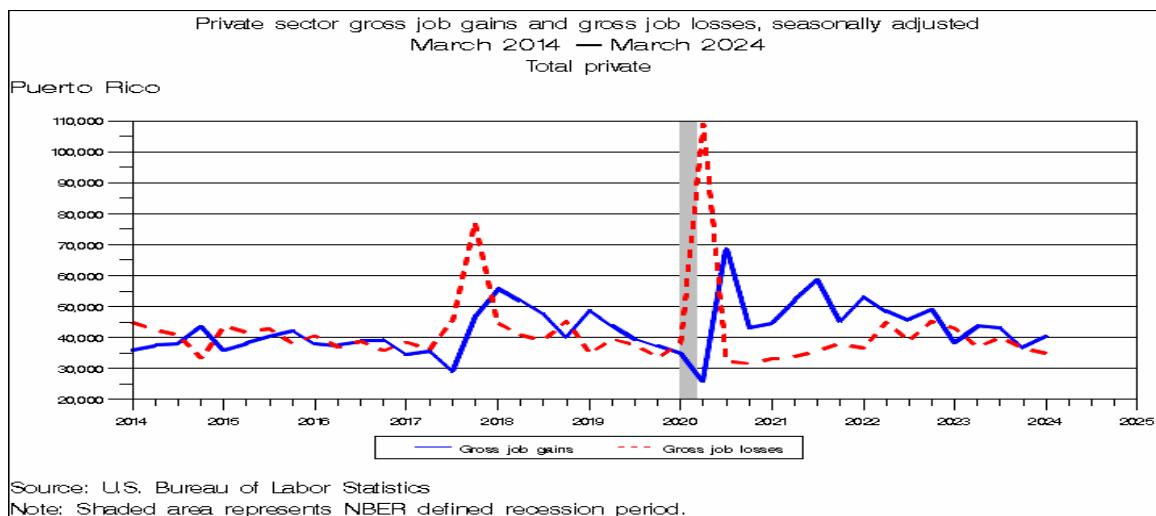
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BUSINESS EMPLOYMENT DYNAMICS: FIRST QUARTER 2024

From January to March 2024 in Puerto Rico, gross job gains represented 5.4 percent of private sector employment and gross job losses represented 4.6 percent of private sector employment, according to preliminary data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This is less than the national rate of gross job gains (5.7 percent) and less for job losses (5.4 percent). The number of job gains from opening and expanding establishments was 40,330 and the number of job losses from closing and contracting establishments was 34,865. Expanding and contracting establishments accounted for most of the jobs gained and lost.



The change in employment level over time is the net result of increases and decreases in employment that occur in all businesses within the economy. Business Employment Dynamics statistics track these changes in employment at private business units, from the third month of one quarter to the third month of the next. In this data series, gross job gains are defined as increases in employment resulting from expansions of employment at existing establishments, or from opening establishments. Gross job losses are defined as declines in employment at existing establishments, or from the closing of establishments. The difference between the number of gross jobs gained and the number of gross jobs lost is the net change in employment. The data series on Business Employment Dynamics are derived from the Quarterly Census of Employment and Wages (QCEW) program. This program is a quarterly census of all establishments covered under state and federal unemployment insurance programs, representing about 98 percent of employment in nonfarm payrolls. All data referred to the text are seasonally adjusted. (see Technical Note for more information.) The BED data series include gross job gains and gross job losses at the establishment level, by major industry sector, and for the 50 states, District of Columbia, Puerto Rico, and the Virgin Islands.

Trends in Gross Job Gains and Job Losses

Opening and expanding private sector business establishments in Puerto Rico gained 40,330 jobs in the first quarter 2024. This represents an increase of 3,460 from the previous quarter. Over the quarter, expanding establishments added 35,241 jobs, while opening establishments added 5,089.

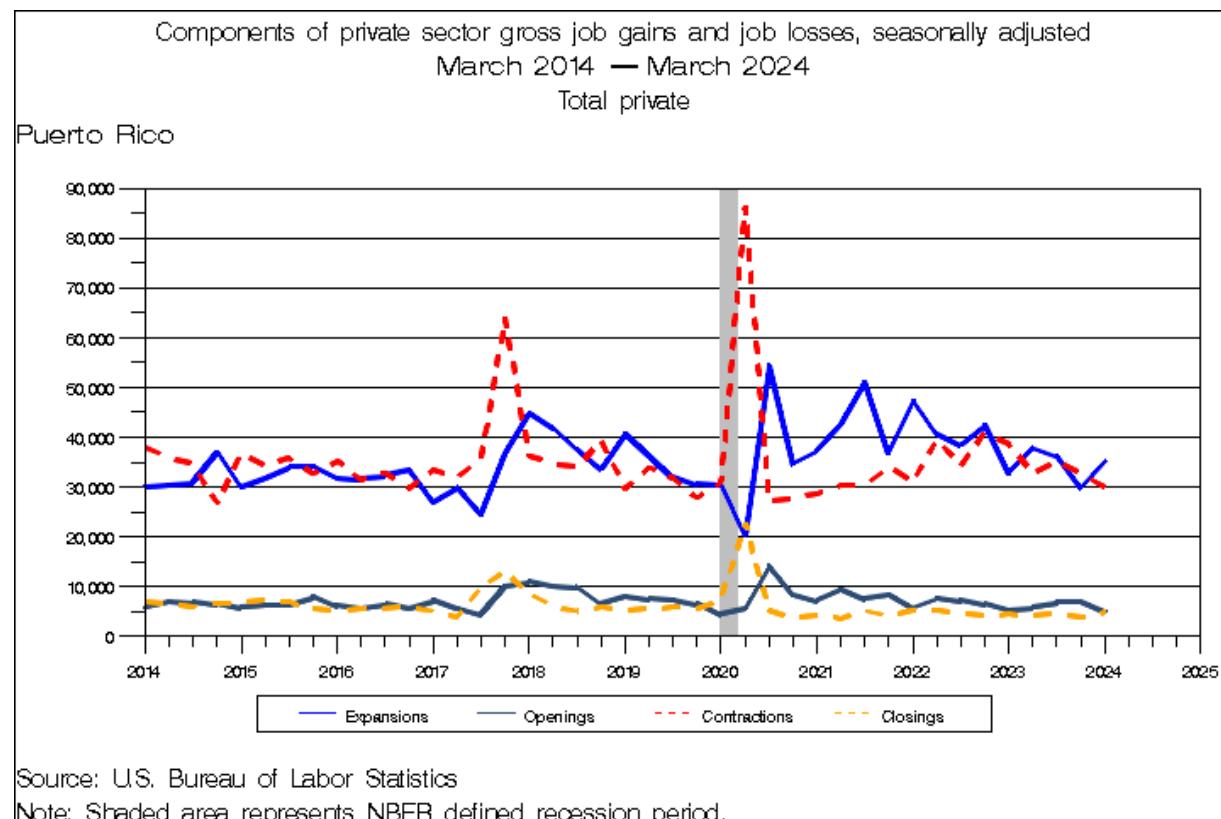
Gross job losses totaled 34,865 in the first quarter of 2024, a decrease of 1,607 from the fourth quarter of 2023. This was the second decrease in gross job losses since June of 2023. In the first quarter of 2024, contracting establishments lost 30,252 jobs, while closing establishments accounted for a loss of 4,813. (See table A).

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

Category	(3 months ended)				
	March 2023	June 2023	Sep. 2023	Dec. 2023	March 2024
Gross job gains.....	38,299	43,671	43,090	36,870	40,330
At expanding establishments.....	32,868	37,771	36,249	29,910	35,241
At opening establishments	5,431	5,900	6,841	6,960	5,089
Gross job losses.....	42,980	36,890	40,034	36,472	34,865
At contracting establishments	38,509	32,712	35,290	32,601	30,252
At closing establishments	4,471	4,178	4,744	3,871	4,813
Net employment change ¹	-4,681	6,781	3,056	398	5,465

¹The net employment change is the difference between total gross job gains and total gross job losses.

See the Technical Note for further information



Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From January to March 2024, Education and Health Services decreased by -404 and Retail Trade increased by 2,160 in net employment.

Rates of Gross Job Gains and Gross Job Losses

From January to March 2024, gross job gains represented 5.4 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 4.7 percent of private sector employment, and gross job gains at opening establishments represented 0.7 percent.

Nationally, these quarter gross job gains at expanding establishments represented 4.6 percent of private sector employment, and at opening establishments represented 1.1 percent.

For the same period, gross job losses represented 4.6 percent of private sector employment. Gross job losses at contracting establishments represented 4.0 percent of private sector employment, the national rate at contracting establishments was 4.3 percent. The rate of gross job losses at closing establishments was 0.6 for Puerto Rico, and 1.1 percent for the United States. (See table B)

Table B. Three-month private sector gross job gains and losses as percent of employment, seasonally adjusted

Category	(3 months ended)				
	March 2023	June 2023	Sep. 2023	Dec 2023	March 2024
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	5.1	5.9	5.7	4.9	5.4
At expanding establishments.....	4.4	5.1	4.8	4.0	4.7
At opening establishments	0.7	0.8	0.9	0.9	0.7
Gross job losses.....	5.8	5.0	5.3	4.8	4.6
At contracting establishments	5.2	4.4	4.7	4.3	4.0
At closing establishments	0.6	0.6	0.6	0.5	0.6
Net employment change ¹	-0.7	0.9	0.4	0.1	0.8
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	6.3	6.2	5.9	6.0	5.7
At expanding establishments.....	5.1	5.0	4.7	4.8	4.6
At opening establishments	1.2	1.2	1.2	1.2	1.1
Gross job losses.....	5.5	5.9	6.0	5.7	5.4
At contracting establishments	4.4	4.8	4.8	4.6	4.3
At closing establishments	1.1	1.1	1.2	1.1	1.1
Net employment change ¹	0.8	0.3	-0.1	0.3	0.3

Number of Establishments Gaining and Losing Employment

Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 52,878 active private sector establishments, a total of 10,648 gained jobs from January to March 2024 (See table C). Of these, 9,394 were expanding establishments and 1,254 were opening establishments. During the first quarter of 2024, 10,132 establishments showed job losses. Of these, 8,787 were contracting establishments and 1,345 were closing establishments.

Table C. Number of private sector establishments by direction of employment change, seasonally adjusted

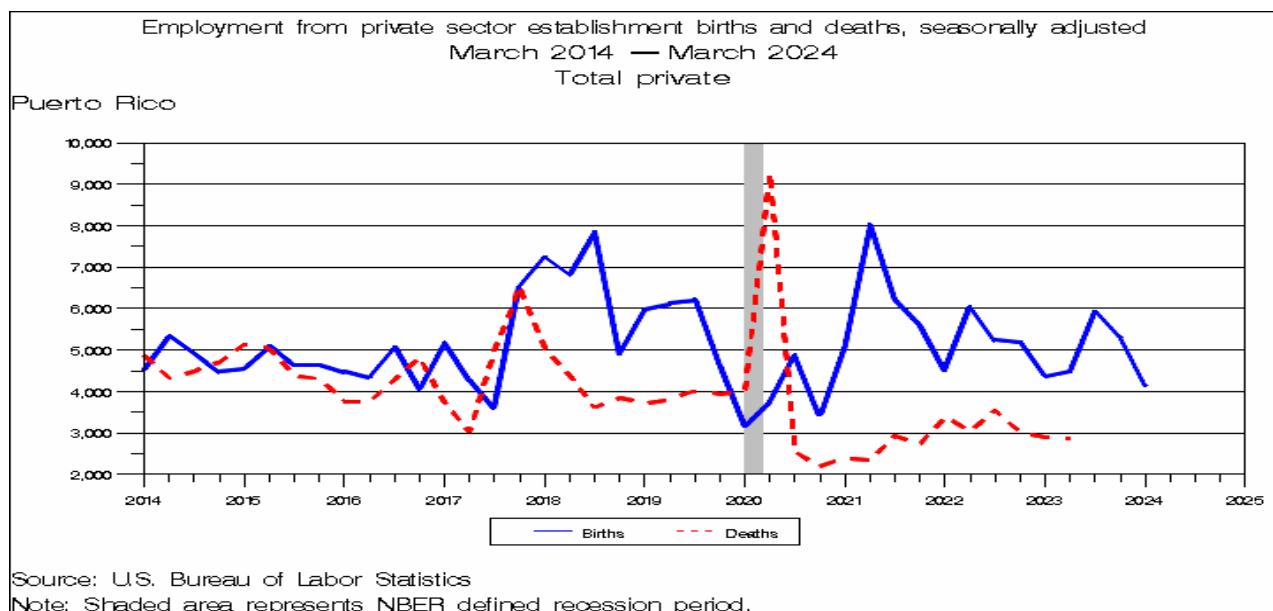
Category	(3 months ended)				
	March 2023	June 2023	Sep. 2023	Dec. 2023	March 2024
Establishments gaining jobs.....	10,440	10,943	11,207	10,038	10,648
Expanding establishments	9,095	9,451	9,638	8,507	9,394
Opening establishments	1,345	1,492	1,569	1,531	1,254
Establishments losing jobs.....	10,774	9,936	10,024	10,880	10,132
Contracting establishments	9,391	8,854	8,805	9,819	8,787
Closing establishments	1,383	1,082	1,219	1,061	1,345
Net employment change ¹	-38	410	350	470	-91

¹The net establishment change is the difference between the number of opening establishments and the number of closing establishments.

See the Technical Note for further information

Establishment Births and Deaths

From January to March of 2024, a total of 981 new private sector, non-farm businesses created 4,151 jobs. This represented an decrease of 215 establishment births from the prior quarter and lost of 1,154 jobs. The job loss from these new establishments represented 0.6 percent of total births employment. The historical time series of birth data (2013– March 2024) shows that the average of establishment births was 1,032. The quarter that shows the lower establishment births was the third quarter of 2017. (See Table 5).



Gross Job Gains and Losses by State

Gross job gains surpassed gross job losses in 45 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the first quarter of 2024.
(See tables 6 and 7.)

More Information

Additional information on gross job gains and gross job losses are available online at <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; the 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 frequently asked questions on firm-size data. Additional information about Business Employment Dynamics data can be found in the Technical Note of this release or may be obtained by e-mailing at BDMinfo@bls.gov.

Technical Note

Business Employment Dynamics (BED) data is a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW). BED data is compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. Most employers in the U.S. are required to file quarterly reports on employment and wages of workers covered by UI laws, and pay quarterly UI taxes. Quarterly UI reports are sent by the State Employment Security Agencies (SEAS) to the BLS and form the basis for the Bureau's establishment sampling frame universe. These reports are also used to produce the quarterly QCEW data on total employment and wages, and the longitudinal BED data on gross job gains and losses. Other important uses for the Bureau's UI reports are published by the Current Employment Statistics (CES) program.

In the BED program, quarterly UI records are linked across quarters to provide a longitudinal history of each establishment. The linkage process allows for the establishment level, which in turn allows for the estimation of jobs gained at opening, 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--QCEW, BED, and CES--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 over-the-quarter employment change. It is important to understand program differences as well as the intended uses of the program products. (See table below.)

Additional information about each program can be obtained from the program Web sites shown in the table in the following page.

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

	QCEW	BED	CES
Source	--Count of UI administrative records submitted by 11.9 million establishments in first quarter 2024	--Count of longitudinally-linked UI administrative records submitted by 9.2 million private sector establishments	--Sample survey: 629,000 establishments
Coverage	--UI and UCFE coverage: all employers subject to state and federal UI Laws	--UI Coverage, excluding: government, private households, and establishments with zero employment	Nonfarm wage and salary jobs: --UI Coverage, excluding agriculture, private households, and self-employed --Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	--Quarterly -6 months after the end of each quarter	--Quarterly - 7 months after the end of each quarter	--Monthly -First Friday of each month
Use of UI file	--Directly summarizes and publishes each new quarter of UI data	--Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses	--Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	--Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, state, and national levels by detailed industry	--Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super sectors and by size of firms, and at the state private-sector total level. --Future expansions will include data with greater industry details and data at the county and MSA level.	--Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	--Major uses include: -Detailed locality data -Periodic universe counts for benchmarking sample survey estimates -Sample frame for BLS establishment survey	--Major uses include: -Business cycle analysis -Analysis of employer dynamics underlying economic expansions and contractions -Analysis of employment expansion and contraction by size of firm	--Major uses include: -Principal national economic indicator -Official time series for employment change measures -Input into other major economic indicators
Program websites	www.bls.gov/cew	www.bls.gov/bdm	www.bls.gov/ces

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 SEAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the "Multiple Worksites Report," which provides detailed information on the location of their establishments.

These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

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

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

Number of active establishments included in Business Employment Dynamics data at the National Level

	Millions
Total establishments QCEW program.....	11.9
Excluded:	
Public sector	0.3
Private households	0.2
Zero employment	2.2
Establishments in Puerto Rico and the Virgin Islands	0.0
Total establishments included in Business Employment Dynamics data	9.2

Unit of analysis

Establishments are used in the tabulation of BED statistics by industry, and firms are used in the tabulation of 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's legal business, either corporate or otherwise, 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 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 establishments gain and loose within a firm are offset during the aggregation process. The total net changes in employment are the same for not seasonally adjusted data, but are similar for seasonally adjusted data.

Concepts and methodology

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

The formal definitions of establishment-level employment changes are as follows:

Openings. These are either establishments 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 establishments 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 establishments with positive third month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

Contractions. These are establishments 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 four quarters. Births are a subset of openings not including reopening of seasonal businesses.

Deaths. These are units with no employment or zero employment reported in the third month for 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 a lag of three quarters for the final publication of death statistics.

All employment changes are measured from the third month of each quarter. Not all establishments change their employment levels. These establishments count toward estimates of total employment, but not for levels of gross job gains or gross job losses.

Gross job gains and gross job losses are expressed in rates by dividing their levels by the average employment in the current and previous quarters. This provides a symmetric growth rate. Rates are calculated for the components of gross job gains and gross job losses, and then added to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between a gross job gain rate and gross job loss 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 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 when 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 the establishments' unique SESA identification numbers (SESA-ID), between 95 to 97 percent of establishments identified as continuous from quarter to quarter. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relate records with different Puerto Rico Department of Labor -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 Puerto Rico Department of Labor -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, the Puerto Rico Department of Labor verifies with employers and updates, if necessary, the industry, location, and ownership classification of all establishments on a 4-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 are also introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations of the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss, during a quarter to each respective size class where 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 the 9, 10 to size class 10 to the 19, and 19 to size class 20 to the 49.

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

Seasonal adjustment

Over the course of a year, the levels of employment and 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 the 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. Because the effect of student finishing school is known previously a year before, 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 establishments are independently seasonally adjusted. Net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, the establishment data series for opening, expanding, closing, and contracting establishments are independently adjusted, and 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 seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA.

The net over-the-quarter change derived by adding 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 labor market dynamic changes that underlie the net employment change statistic. As such, data users particularly interested in net employment change and not in 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 in Business Employment Dynamics is based on administrative rather than sample data, there are no issues related to sampling errors. Nonsampling errors, however, still exist. 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. BLS continues to refine methods for improving the linkage process and alleviating the effects of these complications.

Additional statistics

Several other programs within BLS produce closely related information. The QCEW program, also known as the ES-202 program, provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages, and average annual pay by state and industry are available upon request from the Division of Administrative Statistics and Labor Turnover, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone 202-691-6567;(<http://www.bls.gov/cew/>); (e-mail: QCEWInfo@bls.gov).

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

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

Other information

By publishing this report, the Puerto Rico Department of Labor and Human Resources is complying with the Cooperative Agreement signed with the Federal Bureau of Labor Statistics.

Copy of this report may be obtained by using the following sources: (1) Access www.mercadolaboral.pr.gov (2) Requesting a copy by sending a message to riveray@states.bls.gov (3) Calling (787) 754-5300 Extension 13135. (4) You may also send your request by mail to “Negociado de Estadísticas del Trabajo”, P.O. Box 195540, San Juan, PR 00919-5540, or (5) Visiting our office at the Puerto Rico Department of Labor, Prudencio Rivera Martinez Building, 17th Floor, 505 Muñoz Rivera Avenue, San Juan, Puerto Rico 00918 (Office hours: 7:30 to 11:30am – 12:30 to 4:00pm).

A copy of this report is free of charge and is available in hard copy on paper or in PDF format.

Published: October 2024

Next publication period: January 2025

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2024 Business Employment Dynamics data, scheduled for October 30, 2024, will incorporate annual revisions in accordance with standard procedures. The revisions will include the previous four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

Table 1 Private sector gross job gains and losses, seasonally adjusted
(In Thousands)

Year	3 months ended	Gross job gains				Gross job losses	
		Net change(1)	Total	Expanding establishments	Opening establishments	Total	Contracting establishments
2013	March	-4,480	39,054	32,533	6,521	43,534	36,955
	June	-119	41,868	34,837	7,031	41,987	35,580
	September	-2,847	42,349	33,250	9,099	45,196	38,543
	December	8,286	44,846	37,608	7,238	36,560	30,175
2014	March	-8,802	36,006	30,147	5,859	44,808	37,989
	June	-5,046	37,530	30,501	7,029	42,576	35,883
	September	-2,544	38,082	31,056	7,026	40,626	34,567
	December	10,411	43,619	36,971	6,648	33,208	26,656
2015	March	-7,650	35,995	30,080	5,915	43,645	36,772
	June	-3,534	38,245	31,868	6,377	41,779	34,302
	September	-2,297	40,455	34,067	6,388	42,752	35,891
	December	4,177	42,270	34,187	8,083	38,093	32,574
2016	March	-2,428	38,139	31,872	6,267	40,567	35,312
	June	631	37,568	31,861	5,707	36,937	31,371
	September	217	38,906	32,394	6,512	38,689	32,878
	December	3,480	39,223	33,486	5,737	35,743	29,713
2017	March	-4,050	34,440	27,026	7,414	38,490	33,404
	June	-373	35,625	29,861	5,764	35,998	32,017
	September	-16,226	29,193	24,599	4,594	45,419	35,629
	December	-30,185	46,909	36,738	10,171	77,094	63,979
2018	March	11,138	55,781	44,726	11,055	44,643	36,134
	June	11,251	51,997	41,958	10,039	40,746	34,615
	September	8,541	47,578	37,623	9,955	39,037	33,952
	December	-4,964	40,288	33,683	6,605	45,252	39,343
2019	March	13,969	48,820	40,697	8,123	34,851	29,646
	June	4,464	43,916	36,396	7,520	39,452	33,970
	September	1,821	39,530	32,090	7,440	37,709	31,809
	December	3,729	37,228	30,602	6,626	33,499	27,785
2020	March	-3,178	35,002	30,585	4,417	38,180	30,865
	June	-83,180	26,000	20,409	5,591	109,180	86,369
	September	36,021	68,500	54,324	14,176	32,479	27,237
	December	11,488	43,073	34,707	8,366	31,585	27,849
2021	March	11,656	44,674	37,366	7,308	33,018	28,788
	June	18,285	52,228	42,740	9,488	33,943	30,314
	September	23,125	58,796	51,156	7,640	35,671	30,543
	December	7,309	45,375	37,027	8,348	38,066	33,950
2022	March	16,631	53,111	47,316	5,795	36,480	31,144
	June	3,684	48,600	40,773	7,827	44,916	39,500
	September	6,926	45,803	38,521	7,282	38,877	34,319
	December	3,909	49,096	42,536	6,560	45,187	40,945
2023	March	-4,681	38,299	32,868	5,431	42,980	38,509
	June	6,781	43,671	37,771	5,900	36,890	32,712
	September	3,056	43,090	36,249	6,841	40,034	35,290
	December	398	36,870	29,910	6,960	36,472	32,601
2024	March	5,465	40,330	35,241	5,089	34,865	30,052
							4,813

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

Table 1A. Private sector gross job gains and losses by industry, seasonally adjusted.

Category	Gross job gains and losses					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	March 2023	June 2023	Sept 2023	Dec 2023	March 2024	March 2023	June 2023	Sept 2023	Dec 2023	March 2024
Total private¹										
Gross job gains	38,299	43,671	43,090	36,870	40,330	5.1	5.9	5.7	4.9	5.4
At expanding establishments	32,868	37,771	36,249	29,910	35,241	4.4	5.1	4.8	4.0	4.7
At opening establishments	5,431	5,900	6,841	6,960	5,089	0.7	0.8	0.9	0.9	0.7
Gross job losses	42,980	36,890	40,034	36,472	34,865	5.8	5.0	5.3	4.8	4.6
At contracting establishments	38,509	32,712	35,290	32,601	30,052	5.2	4.4	4.7	4.3	4.0
At closing establishments	4,471	4,178	4,744	3,871	4,813	0.6	0.6	0.6	0.5	0.6
Net employment change	-4,681	6,781	3,056	398	5,465	-0.7	0.9	0.4	0.1	0.8
Retail Trade										
Gross job gains	6,962	8,133	7,887	5,697	7,906	5.2	6.1	5.9	4.3	5.9
At expanding establishments	6,117	7,085	7,056	4,866	7,317	4.6	5.3	5.3	3.7	5.5
At opening establishments	845	1,048	831	831	589	0.6	0.8	0.6	0.6	0.4
Gross job losses	7,041	7,008	7,006	7,196	5,746	5.4	5.3	5.2	5.5	4.3
At contracting establishments	6,405	6,340	6,423	6,557	5,023	4.9	4.8	4.8	5.0	3.8
At closing establishments	636	668	583	639	723	0.5	0.5	0.4	0.5	0.5
Net employment change	-79	1,125	881	-1,499	2,160	-0.2	0.8	0.7	-1.2	1.6
Education and Health Services										
Gross job gains	5,341	6,887	6,803	5,845	5,305	4.6	5.9	5.7	4.9	4.4
At expanding establishments	4,528	6,185	5,748	5,146	4,687	3.9	5.3	4.8	4.3	3.9
At opening establishments	813	702	1055	699	618	0.7	0.6	0.9	0.6	0.5
Gross job losses	6,815	5,292	5,135	5,581	5,709	5.8	4.5	4.3	4.7	4.8
At contracting establishments	5,882	4,719	4,428	5,226	5,252	5.0	4.0	3.7	4.4	4.4
At closing establishments	933	573	707	355	457	0.8	0.5	0.6	0.3	0.4
Net employment change	-1,474	1,595	1,668	264	-404	-1.2	1.4	1.4	0.2	-0.4

¹Includes unclassified sector, not shown separately.

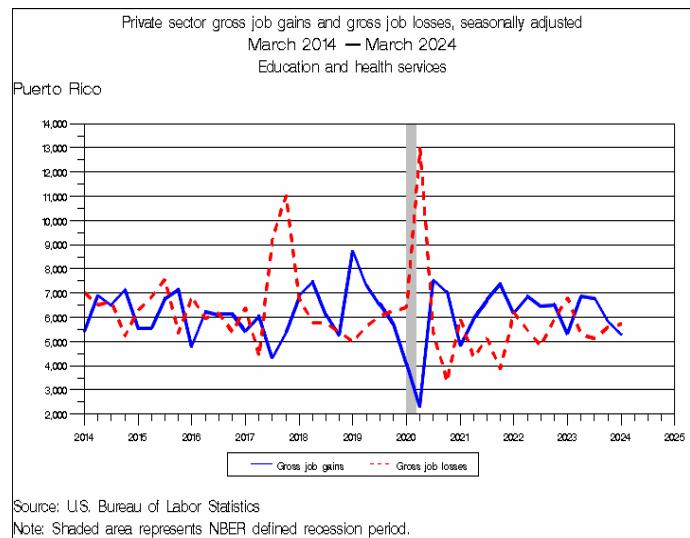
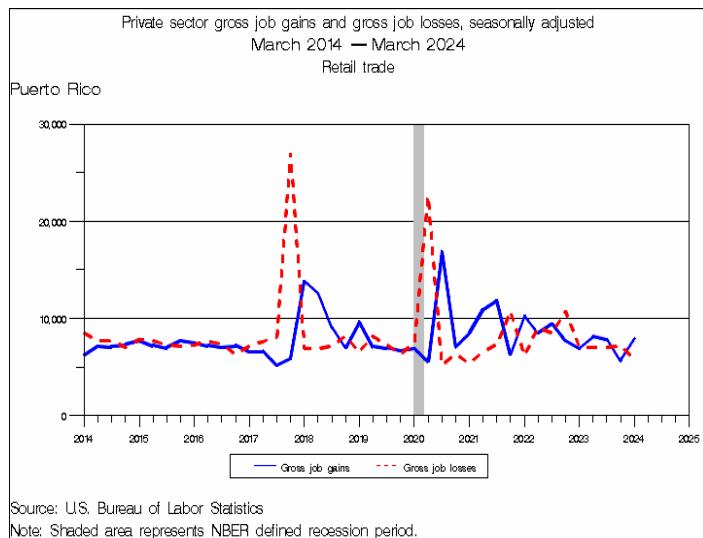


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-0.8	5.6	4.7	0.9	6.4	5.4	1.0
	June	0.0	6.1	5.1	1.0	6.1	5.2	0.9
	September	-0.5	6.1	4.8	1.3	6.6	5.6	1.0
	December	1.3	6.6	5.5	1.1	5.3	4.4	0.9
2014	March	-1.2	5.3	4.4	0.9	6.5	5.5	1.0
	June	-0.8	5.5	4.5	1.0	6.3	5.3	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.5	6.4	5.4	1.0	4.9	3.9	1.0
2015	March	-1.1	5.3	4.4	0.9	6.4	5.4	1.0
	June	-0.6	5.6	4.7	0.9	6.2	5.1	1.1
	September	-0.4	5.9	5.0	0.9	6.3	5.3	1.0
	December	0.7	6.3	5.1	1.2	5.6	4.8	0.8
2016	March	-0.4	5.6	4.7	0.9	6.0	5.2	0.8
	June	0.0	5.5	4.7	0.8	5.5	4.7	0.8
	September	0.0	5.8	4.8	1.0	5.8	4.9	0.9
	December	0.6	5.9	5.0	0.9	5.3	4.4	0.9
2017	March	-0.7	5.1	4.0	1.1	5.8	5.0	0.8
	June	0.0	5.3	4.4	0.9	5.3	4.7	0.6
	September	-2.4	4.4	3.7	0.7	6.8	5.3	1.5
	December	-4.6	7.2	5.6	1.6	11.8	9.8	2.0
2018	March	1.7	8.6	6.9	1.7	6.9	5.6	1.3
	June	1.7	7.9	6.4	1.5	6.2	5.3	0.9
	September	1.2	7.1	5.6	1.5	5.9	5.1	0.8
	December	-0.8	6.0	5.0	1.0	6.8	5.9	0.9
2019	March	2.0	7.2	6.0	1.2	5.2	4.4	0.8
	June	0.6	6.4	5.3	1.1	5.8	5.0	0.8
	September	0.3	5.8	4.7	1.1	5.5	4.6	0.9
	December	0.6	5.5	4.5	1.0	4.9	4.1	0.8
2020	March	-0.5	5.1	4.5	0.6	5.6	4.5	1.1
	June	-12.8	4.0	3.1	0.9	16.8	13.3	3.5
	September	5.8	10.9	8.6	2.3	5.1	4.3	0.8
	December	1.8	6.7	5.4	1.3	4.9	4.3	0.6
2021	March	1.8	6.8	5.7	1.1	5.0	4.4	0.6
	June	2.7	7.7	6.3	1.4	5.0	4.5	0.5
	September	3.3	8.4	7.3	1.1	5.1	4.4	0.7
	December	1.0	6.4	5.2	1.2	5.4	4.8	0.6
2022	March	2.4	7.4	6.6	0.8	5.0	4.3	0.7
	June	0.6	6.7	5.6	1.1	6.1	5.4	0.7
	September	0.9	6.2	5.2	1.0	5.3	4.7	0.6
	December	0.5	6.6	5.7	0.9	6.1	5.5	0.6
2023	March	-0.7	5.1	4.4	0.7	5.8	5.2	0.6
	June	0.9	5.9	5.1	0.8	5.0	4.4	0.6
	September	0.4	5.7	4.8	0.9	5.3	4.7	0.6
	December	0.1	4.9	4.0	0.9	4.8	4.3	0.5
2024	March	0.8	5.4	4.7	0.7	4.6	4.0	0.6

(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) See footnote 1, table 1.

Table 3. Number of private sector establishments by direction of employment change, seasonally adjusted

Year	3 months ended	Net change(1)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-237	8,588	7,260	1,328	10,027	8,462	1,565
	June	32	8,857	7,424	1,433	9,408	8,007	1,401
	September	247	9,036	7,401	1,635	9,567	8,179	1,388
	December	-95	9,575	8,192	1,383	8,914	7,436	1,478
2014	March	-365	8,259	6,982	1,277	10,204	8,562	1,642
	June	-128	8,656	7,255	1,401	9,499	7,970	1,529
	September	6	8,622	7,218	1,404	9,461	8,063	1,398
	December	38	9,394	8,032	1,362	8,372	7,048	1,324
2015	March	-350	8,267	7,026	1,241	9,928	8,337	1,591
	June	-463	8,557	7,374	1,183	9,490	7,844	1,646
	September	-186	8,314	7,062	1,252	9,547	8,109	1,438
	December	177	9,547	8,053	1,494	8,575	7,258	1,317
2016	March	-74	8,502	7,161	1,341	9,681	8,266	1,415
	June	-30	8,474	7,189	1,285	8,937	7,622	1,315
	September	139	8,646	7,311	1,335	9,006	7,810	1,196
	December	-125	9,026	7,816	1,210	8,571	7,236	1,335
2017	March	-51	8,678	7,318	1,360	9,518	8,107	1,411
	June	292	8,514	7,187	1,327	8,891	7,856	1,035
	September	-1,253	6,969	6,216	753	10,242	8,236	2,006
	December	-1,150	8,250	6,539	1,711	14,036	11,175	2,861
2018	March	-141	10,361	8,300	2,061	10,192	7,990	2,202
	June	686	10,687	8,655	2,032	8,410	7,064	1,346
	September	903	10,267	8,332	1,935	8,367	7,335	1,032
	December	198	9,125	7,723	1,402	9,044	7,840	1,204
2019	March	548	11,068	9,371	1,697	8,450	7,301	1,149
	June	333	10,080	8,385	1,695	9,024	7,662	1,362
	September	228	9,372	7,906	1,466	9,100	7,862	1,238
	December	62	9,049	7,700	1,349	9,136	7,849	1,287
2020	March	-502	8,770	7,706	1,064	9,613	8,047	1,566
	June	-4,972	6,832	5,434	1,398	19,302	12,932	6,370
	September	2,426	14,581	10,756	3,825	8,030	6,631	1,399
	December	1,436	11,163	8,817	2,346	8,625	7,715	910
2021	March	777	11,252	9,236	2,016	9,149	7,910	1,239
	June	789	11,851	9,969	1,882	8,877	7,784	1,093
	September	795	12,402	10,521	1,881	9,004	7,918	1,086
	December	944	11,543	9,563	1,980	9,770	8,734	1,036
2022	March	-46	12,096	10,744	1,352	9,748	8,350	1,398
	June	550	11,009	9,328	1,681	10,836	9,705	1,131
	September	297	10,780	9,382	1,398	9,746	8,645	1,101
	December	426	10,790	9,338	1,452	10,118	9,092	1,026
2023	March	-38	10,440	9,095	1,345	10,774	9,391	1,383
	June	410	10,943	9,451	1,492	9,936	8,854	1,082
	September	350	11,207	9,638	1,569	10,024	8,805	1,219
	December	470	10,038	8,507	1,531	10,880	9,819	1,061
2024	March	-91	10,648	9,394	1,254	10,132	8,787	1,345

(1) Net change is the difference between the number of opening establishments and the number of closing establishments.

Table 4. Private sector establishments by direction of employment change, as a percent of total establishments(1), seasonally adjusted.
(Percent)

Year	3 months ended	Net change(2)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-0.6	20.3	17.2	3.1	23.7	20.0	3.7
	June	0.1	21.0	17.6	3.4	22.3	19.0	3.3
	September	0.6	21.4	17.5	3.9	22.7	19.4	3.3
	December	-0.2	22.6	19.3	3.3	21.0	17.5	3.5
2014	March	-0.9	19.5	16.5	3.0	24.2	20.3	3.9
	June	-0.3	20.6	17.3	3.3	22.6	19.0	3.6
	September	0.1	20.6	17.2	3.4	22.6	19.3	3.3
	December	0.0	22.3	19.1	3.2	20.0	16.8	3.2
2015	March	-0.8	19.8	16.8	3.0	23.7	19.9	3.8
	June	-1.1	20.7	17.8	2.9	22.9	18.9	4.0
	September	-0.5	20.1	17.1	3.0	23.2	19.7	3.5
	December	0.4	23.1	19.5	3.6	20.8	17.6	3.2
2016	March	-0.2	20.5	17.3	3.2	23.4	20.0	3.4
	June	-0.1	20.5	17.4	3.1	21.7	18.5	3.2
	September	0.3	20.9	17.7	3.2	21.8	18.9	2.9
	December	-0.3	21.7	18.8	2.9	20.6	17.4	3.2
2017	March	-0.1	21.0	17.7	3.3	23.0	19.6	3.4
	June	0.7	20.5	17.3	3.2	21.4	18.9	2.5
	September	-3.1	17.0	15.2	1.8	25.0	20.1	4.9
	December	-2.9	20.7	16.4	4.3	35.3	28.1	7.2
2018	March	-0.4	26.3	21.1	5.2	25.9	20.3	5.6
	June	1.7	27.0	21.9	5.1	21.2	17.8	3.4
	September	2.2	25.4	20.6	4.8	20.8	18.2	2.6
	December	0.5	22.2	18.8	3.4	22.0	19.1	2.9
2019	March	1.3	26.7	22.6	4.1	20.4	17.6	2.8
	June	0.8	24.1	20.0	4.1	21.6	18.3	3.3
	September	0.6	22.3	18.8	3.5	21.6	18.7	2.9
	December	0.2	21.3	18.1	3.2	21.5	18.5	3.0
2020	March	-1.2	20.7	18.2	2.5	22.8	19.1	3.7
	June	-12.5	17.2	13.7	3.5	48.5	32.5	16.0
	September	6.3	37.6	27.7	9.9	20.7	17.1	3.6
	December	3.6	27.5	21.7	5.8	21.2	19.0	2.2
2021	March	1.8	26.9	22.1	4.8	21.9	18.9	3.0
	June	1.8	27.8	23.4	4.4	20.9	18.3	2.6
	September	1.8	28.5	24.2	4.3	20.7	18.2	2.5
	December	2.2	26.1	21.6	4.5	22.0	19.7	2.3
2022	March	-0.1	27.0	24.0	3.0	21.7	18.6	3.1
	June	1.2	24.4	20.7	3.7	24.1	21.6	2.5
	September	0.7	23.7	20.6	3.1	21.4	19.0	2.4
	December	1.0	23.5	20.3	3.2	22.0	19.8	2.2
2023	March	-0.1	22.6	19.7	2.9	23.4	20.4	3.0
	June	0.9	23.7	20.5	3.2	21.5	19.2	2.3
	September	0.8	24.1	20.7	3.4	21.5	18.9	2.6
	December	1.0	21.4	18.1	3.3	23.2	20.9	2.3
2024	March	-0.1	22.6	19.9	2.7	21.4	18.6	2.8

(1) The rates measure establishments gaining or losing jobs as a percentage of the average of the previous and current quarter total number of establishments.

(2) See footnote 1, table 3.

Table 5. Private Sector establishment births and deaths, seasonally adjusted

Year	3 months ended	Number of Establishments				Employment			
		Births ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2013	March	936	2.2	1,033	2.4	4,891	0.7	4,193	0.6
	June	943	2.2	921	2.2	4,881	0.7	4,406	0.6
	September	1,182	2.8	1,037	2.5	7,492	1.1	4,871	0.7
	December	968	2.3	1,088	2.6	5,176	0.8	4,815	0.7
2014	March	917	2.2	1,139	2.7	4,523	0.7	4,863	0.7
	June	937	2.2	1,008	2.4	5,340	0.8	4,320	0.6
	September	923	2.2	1,025	2.4	4,915	0.7	4,489	0.7
	December	904	2.2	988	2.4	4,483	0.7	4,706	0.7
2015	March	931	2.2	1,162	2.8	4,571	0.7	5,138	0.8
	June	807	1.9	1,163	2.8	5,109	0.8	5,031	0.7
	September	834	2.0	986	2.4	4,627	0.7	4,384	0.7
	December	908	2.2	924	2.2	4,647	0.7	4,306	0.6
2016	March	924	2.2	978	2.4	4,490	0.7	3,758	0.6
	June	874	2.1	863	2.1	4,351	0.6	3,755	0.6
	September	910	2.2	857	2.1	5,081	0.8	4,277	0.6
	December	811	2.0	970	2.3	4,058	0.6	4,812	0.7
2017	March	1,007	2.4	1,011	2.4	5,186	0.8	3,733	0.6
	June	903	2.2	736	1.8	4,284	0.6	3,026	0.4
	September	508	1.2	1,084	2.6	3,611	0.5	4,968	0.7
	December	802	2.0	1,417	3.6	6,540	1.0	6,523	1.0
2018	March	990	2.5	1,316	3.3	7,247	1.1	5,053	0.8
	June	1,066	2.7	863	2.2	6,822	1.0	4,383	0.7
	September	1,227	3.0	728	1.8	7,854	1.2	3,611	0.5
	December	1,043	2.5	760	1.9	4,917	0.7	3,851	0.6
2019	March	1,272	3.1	763	1.8	5,986	0.9	3,705	0.5
	June	1,268	3.0	912	2.2	6,135	0.9	3,815	0.6
	September	1,072	2.5	916	2.2	6,225	0.9	4,012	0.6
	December	965	2.3	897	2.1	4,525	0.7	3,939	0.6
2020	March	731	1.7	948	2.2	3,164	0.5	4,010	0.6
	June	917	2.3	2,641	6.6	3,754	0.6	9,262	1.4
	September	1,216	3.1	742	1.9	4,889	0.8	2,536	0.4
	December	1,029	2.5	513	1.3	3,445	0.5	2,196	0.3
2021	March	1,280	3.1	756	1.8	5,156	0.8	2,385	0.4
	June	1,384	3.2	692	1.6	8,027	1.2	2,336	0.3
	September	1,439	3.3	709	1.6	6,205	0.9	2,924	0.4
	December	1,531	3.4	753	1.7	5,603	0.8	2,730	0.4
2022	March	1,067	2.4	946	2.1	4,525	0.6	3,384	0.5
	June	1,252	2.8	789	1.8	6,038	0.8	3,042	0.4
	September	1,084	2.4	795	1.8	5,237	0.7	3,553	0.5
	December	1,155	2.5	669	1.5	5,188	0.7	3,017	0.4
2023	March	1,016	2.2	929	2.0	4,635	0.6	2,906	0.4
	June	1,058	2.3	794	1.7	4,491	0.6	2,863	0.4
	September	1,247	2.7	N/A	N/A	5,934	0.8	N/A	N/A
	December	1,196	2.5	N/A	N/A	5,305	0.7	N/A	N/A
2024	March	981	2.1	N/A	N/A	4,151	0.6	N/A	N/A

(1) Values for births are not available for the three quarters of the time series by definition.

(2) Values for deaths are not available for the most recent three quarters by definition.

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)				
	March 2023	June 2023	Sept. 2023	Dec. 2023	March 2024	March 2023	June 2023	Sept. 2023	Dec. 2023	March 2024
United States ¹	8,169,000	8,129,000	7,700,000	7,902,000	7,608,000	7,146,000	7,784,000	7,758,000	7,499,000	7,115,000
Alabama	109,836	102,681	102,525	105,481	97,926	93,815	96,418	101,092	98,028	94,618
Alaska	25,708	27,478	21,287	25,419	26,560	21,126	22,214	26,295	24,585	21,647
Arizona	165,105	193,152	187,565	179,807	235,926	151,044	174,195	156,859	184,201	177,592
Arkansas	62,668	64,041	61,366	67,364	60,550	54,583	64,817	61,852	54,535	57,049
California	979,136	1,039,377	980,219	989,074	901,094	1,016,612	1,003,771	1,001,105	992,517	859,064
Colorado	175,158	176,914	132,528	199,676	155,829	157,322	157,983	148,362	184,285	189,072
Connecticut	88,900	91,954	84,094	81,927	82,391	74,141	82,001	90,637	83,179	75,630
Delaware	27,064	25,805	24,368	24,771	24,458	20,806	23,209	26,026	23,563	20,535
District of Columbia	30,973	28,248	28,355	27,126	26,690	25,411	27,819	28,127	29,050	25,610
Florida	537,362	579,538	564,003	522,115	502,352	476,457	500,994	504,260	511,720	468,811
Georgia	270,796	262,324	253,474	259,589	251,318	246,010	265,285	251,559	236,746	236,982
Hawaii	28,768	29,286	27,047	31,427	28,206	26,240	27,279	35,242	25,549	26,471
Idaho	56,847	55,694	51,259	61,176	57,320	51,918	52,514	56,682	41,703	60,854
Illinois	305,298	284,509	250,297	257,689	265,871	249,208	275,623	282,780	264,465	254,116
Indiana	155,136	154,911	157,233	151,352	146,170	140,497	160,863	156,332	142,846	138,756
Iowa	80,427	79,331	73,525	79,668	80,687	70,784	77,980	76,218	75,075	74,669
Kansas	71,454	71,528	66,797	68,723	67,587	63,718	69,821	70,581	63,206	65,919
Kentucky	103,666	93,641	95,598	95,856	97,949	82,454	98,508	92,584	87,816	83,470
Louisiana	102,603	96,049	97,519	101,138	99,148	88,240	102,368	95,262	92,509	91,885
Maine	42,104	40,923	37,509	39,721	39,538	33,480	41,268	42,012	37,744	33,379
Maryland	155,593	145,566	137,001	136,697	126,204	130,127	143,399	139,447	126,936	125,028
Massachusetts	186,144	188,649	174,818	172,906	168,574	155,574	180,189	189,824	176,465	162,277
Michigan	223,058	227,572	200,421	207,909	207,857	189,937	204,482	225,394	210,627	198,797
Minnesota	144,982	152,628	83,684	172,857	147,189	120,964	139,937	108,074	173,549	145,765
Mississippi	59,787	59,432	57,864	57,103	53,493	56,484	60,477	57,529	52,763	56,662
Missouri	159,679	144,612	138,211	146,769	143,939	125,940	146,316	144,299	138,564	133,471
Montana	36,561	32,887	32,252	36,942	34,688	30,444	35,720	35,092	30,420	32,351
Nebraska	54,228	52,096	51,123	50,016	49,388	43,714	48,047	49,837	47,749	43,759
Nevada	82,926	87,792	87,797	91,350	80,893	77,227	79,148	75,937	74,522	85,249
New Hampshire	42,201	40,297	34,830	37,421	39,118	35,317	38,061	40,096	35,364	35,326
New Jersey	227,953	237,500	219,139	215,567	204,533	209,424	218,679	222,354	214,035	198,422
New Mexico	47,143	44,582	42,983	47,356	41,391	39,328	42,338	46,079	39,377	41,064
New York	522,904	508,264	473,385	461,485	488,342	415,828	471,042	488,435	459,785	409,509
North Carolina	267,982	248,920	236,764	261,585	226,681	216,247	236,074	252,527	203,579	226,676
North Dakota	26,288	24,058	23,159	23,549	24,451	19,715	23,535	22,901	22,048	21,536
Ohio	281,957	267,782	248,820	254,665	263,201	226,372	267,638	264,283	247,346	228,393
Oklahoma	83,818	83,811	84,727	82,628	76,918	72,044	81,668	80,262	77,515	71,037
Oregon	128,284	109,006	101,949	104,824	107,689	99,788	113,616	113,756	104,873	103,780
Pennsylvania	293,099	279,643	273,967	277,807	272,677	244,248	289,708	271,715	257,613	244,174
Rhode Island	31,697	29,039	27,420	28,835	29,862	25,230	29,333	28,999	27,265	24,846
South Carolina	126,532	119,860	124,869	118,122	123,861	110,072	123,341	106,590	100,598	120,378
South Dakota	27,190	25,446	23,680	25,014	24,201	21,824	22,861	24,063	22,271	22,300
Tennessee	164,400	163,383	156,864	173,332	157,457	139,682	153,178	161,268	155,145	137,922
Texas	699,178	677,532	662,610	677,439	638,289	586,970	628,833	643,975	609,870	610,710
Utah	100,442	99,142	98,829	95,280	95,737	90,220	90,825	95,522	93,465	86,315
Vermont	21,357	18,937	16,263	18,369	18,497	15,235	19,204	20,076	16,626	16,093
Virginia	206,511	200,818	195,386	199,237	191,176	172,366	192,946	199,133	183,131	174,641
Washington	195,738	182,877	171,735	178,596	172,535	189,054	170,039	180,958	162,462	160,252
West Virginia	40,042	34,051	35,632	35,511	38,745	29,891	35,607	36,423	32,129	31,878
Wisconsin	154,614	144,437	133,161	138,483	140,097	121,645	149,574	147,352	130,816	124,737
Wyoming	19,300	18,024	17,591	19,120	17,694	16,761	18,474	17,550	17,843	18,063
Puerto Rico	38,299	43,671	43,090	36,870	40,330	42,980	36,890	40,034	36,472	34,865
Virgin Islands	1,946	1,856	2,058	1,521	1,423	1,821	1,614	1,705	1,471	1,140

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 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)				
	March 2023	June 2023	Sept. 2023	Dec. 2023	March 2024	March 2023	June 2023	Sept. 2023	Dec. 2023	March 2024
United States	6.3	6.2	5.9	6.0	5.7	5.5	5.9	6.0	5.7	5.4
Alabama	6.5	6.0	6.0	6.2	5.7	5.6	5.7	6.0	5.7	5.5
Alaska	10.5	11.0	8.5	10.2	10.5	8.6	8.9	10.5	9.9	8.6
Arizona	6.0	7.0	6.8	6.5	8.4	5.6	6.3	5.7	6.6	6.4
Arkansas	5.8	5.9	5.6	6.2	5.6	5.1	6.0	5.8	5.0	5.2
California	6.3	6.8	6.4	6.4	5.8	6.6	6.4	6.5	6.4	5.6
Colorado	7.2	7.3	5.4	8.2	6.4	6.5	6.5	6.1	7.6	7.7
Connecticut	6.2	6.4	5.8	5.6	5.6	5.1	5.7	6.2	5.7	5.2
Delaware	6.7	6.4	6.0	6.1	6.0	5.2	5.8	6.5	5.8	5.1
District of Columbia	6.0	5.4	5.4	5.2	5.1	4.9	5.3	5.4	5.6	4.9
Florida	6.3	6.8	6.5	6.1	5.8	5.7	5.9	5.9	5.9	5.4
Georgia	6.5	6.3	6.1	6.2	6.0	6.0	6.4	6.1	5.7	5.7
Hawaii	5.6	5.7	5.3	6.1	5.4	5.1	5.3	6.8	5.0	5.1
Idaho	7.9	7.8	7.2	8.5	7.9	7.3	7.4	7.9	5.8	8.3
Illinois	5.8	5.4	4.8	5.0	5.1	4.8	5.2	5.3	5.1	4.8
Indiana	5.6	5.6	5.7	5.5	5.3	5.1	5.8	5.7	5.1	5.0
Iowa	6.1	6.0	5.6	6.1	6.1	5.4	5.9	5.8	5.7	5.6
Kansas	6.1	6.1	5.7	5.8	5.7	5.4	6.0	6.0	5.3	5.6
Kentucky	6.1	5.6	5.7	5.7	5.7	4.9	5.9	5.6	5.2	5.0
Louisiana	6.5	6.0	6.2	6.3	6.2	5.5	6.5	6.0	5.8	5.7
Maine	7.8	7.6	7.0	7.4	7.2	6.3	7.6	7.8	7.0	6.1
Maryland	7.2	6.7	6.3	6.2	5.8	6.0	6.6	6.4	5.8	5.7
Massachusetts	5.8	5.9	5.4	5.5	5.2	4.9	5.6	5.9	5.5	5.1
Michigan	5.8	5.9	5.2	5.5	5.4	5.0	5.3	5.9	5.5	5.2
Minnesota	5.8	6.0	3.3	6.9	5.8	4.8	5.5	4.3	6.9	5.7
Mississippi	6.5	6.4	6.2	6.1	5.7	6.1	6.5	6.2	5.7	6.1
Missouri	6.5	5.8	5.6	6.0	5.7	5.1	5.9	5.8	5.6	5.3
Montana	8.7	7.8	7.7	8.8	8.1	7.2	8.4	8.4	7.2	7.5
Nebraska	6.5	6.2	6.0	5.9	5.8	5.2	5.7	5.9	5.7	5.1
Nevada	6.2	6.5	6.5	6.7	5.9	5.8	5.9	5.6	5.4	6.2
New Hampshire	7.0	6.7	5.8	6.2	6.5	5.9	6.3	6.7	5.9	5.8
New Jersey	6.3	6.4	6.0	5.9	5.5	5.8	6.0	6.0	5.8	5.4
New Mexico	7.0	6.6	6.4	6.9	6.0	5.8	6.3	6.8	5.8	6.0
New York	6.5	6.2	5.8	5.7	5.9	5.2	5.8	6.0	5.6	5.0
North Carolina	6.6	6.1	5.7	6.3	5.4	5.3	5.7	6.1	4.9	5.5
North Dakota	7.6	6.9	6.6	6.7	6.9	5.7	6.7	6.6	6.3	6.1
Ohio	6.0	5.6	5.2	5.4	5.5	4.8	5.6	5.6	5.2	4.8
Oklahoma	6.3	6.3	6.3	6.1	5.6	5.4	6.1	6.0	5.8	5.2
Oregon	7.6	6.4	6.1	6.2	6.4	5.9	6.6	6.7	6.2	6.1
Pennsylvania	5.5	5.2	5.2	5.2	5.1	4.7	5.5	5.1	4.8	4.6
Rhode Island	7.4	6.7	6.4	6.8	6.9	5.9	6.8	6.7	6.3	5.7
South Carolina	6.8	6.4	6.6	6.2	6.4	5.9	6.6	5.7	5.3	6.3
South Dakota	7.3	6.7	6.3	6.6	6.3	5.9	6.0	6.3	5.8	5.8
Tennessee	5.9	5.8	5.6	6.2	5.5	5.0	5.5	5.7	5.5	4.9
Texas	6.0	5.8	5.7	5.7	5.4	5.1	5.4	5.5	5.2	5.1
Utah	7.0	6.9	6.9	6.6	6.7	6.3	6.4	6.6	6.5	6.0
Vermont	8.4	7.4	6.4	7.3	7.2	6.0	7.5	7.9	6.6	6.3
Virginia	6.2	6.1	5.9	5.9	5.7	5.2	5.9	6.0	5.5	5.2
Washington	6.6	6.1	5.8	6.0	5.7	6.3	5.7	6.0	5.4	5.3
West Virginia	7.3	6.1	6.5	6.5	6.9	5.5	6.4	6.6	5.8	5.7
Wisconsin	6.1	5.6	5.2	5.5	5.5	4.8	5.8	5.8	5.2	4.8
Wyoming	9.0	8.4	8.3	8.9	8.4	7.8	8.7	8.2	8.4	8.3
Puerto Rico	5.1	5.9	5.7	4.9	5.4	5.8	5.0	5.3	4.8	4.6
Virgin Islands	7.9	7.5	8.2	6.0	5.6	7.4	6.5	6.8	5.9	4.5

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