



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

News Release

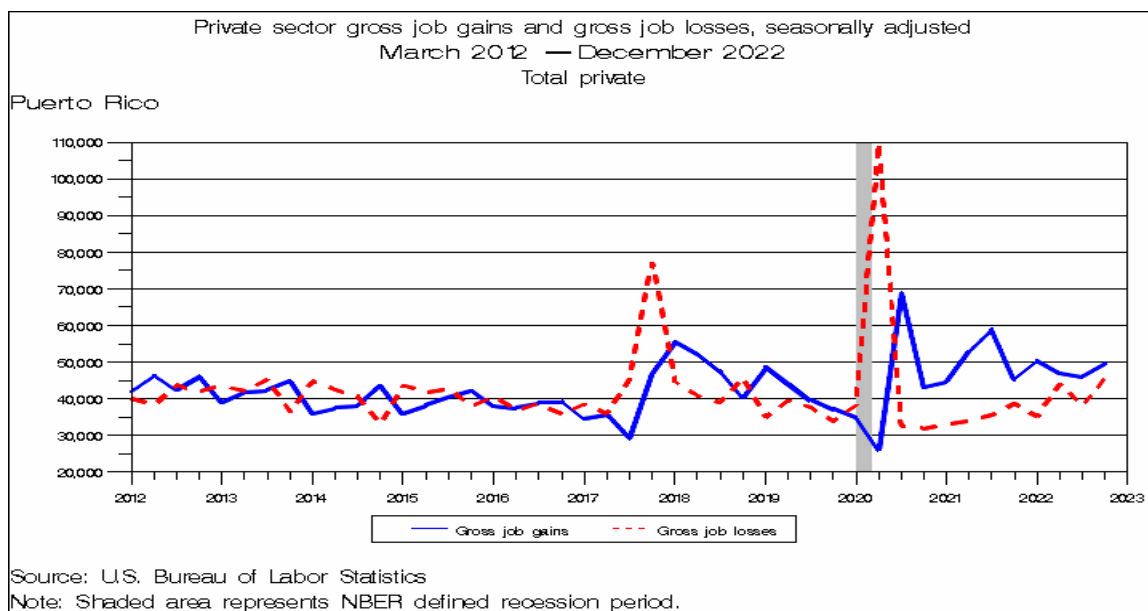
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2022

From October to December 2022 in Puerto Rico, gross job gains represented 6.7 percent of private sector employment and gross job losses represented 6.1 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 more than the national rate of gross job gains (6.2 percent) and more for job losses (5.9 percent). The number of job gains from opening and expanding establishments was 49,566 and the number of job losses from closing and contracting establishments was 45,516. 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

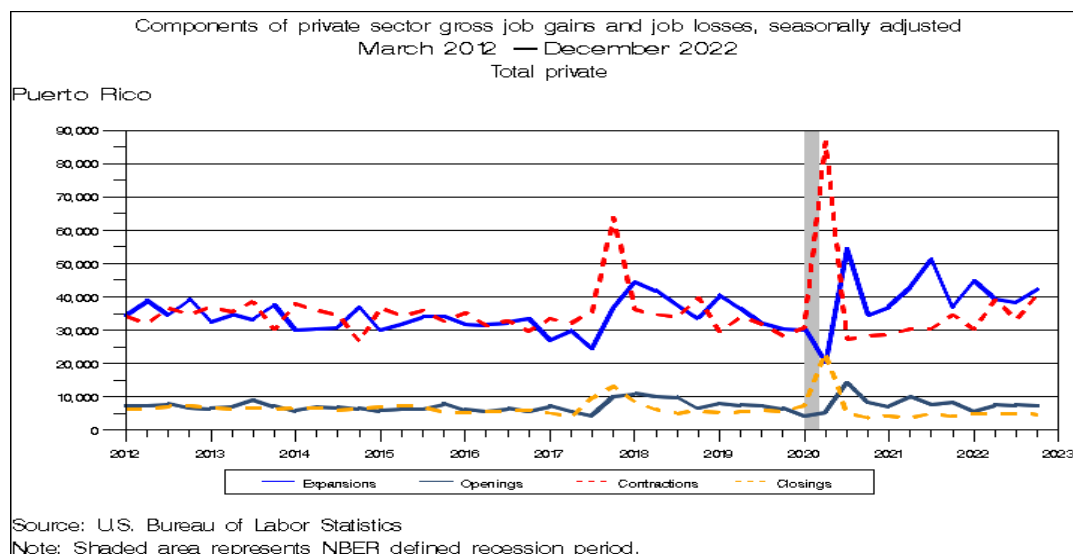
Opening and expanding private sector business establishments in Puerto Rico gained 49,566 jobs in the fourth quarter 2022. This represents an increase of 3,532 from the previous quarter. Over the quarter, expanding establishments added 42,254 jobs, while opening establishments added 7,312

Gross job losses totaled 45,516 in the fourth quarter of 2022, an increase of 7,337 from the third quarter of 2022. This was the second increase in gross job losses since June of 2022. In the fourth quarter of 2022, contracting establishments lost 40,860 jobs, while closing establishments accounted for a loss of 4,656. (See table A).

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

Category	(3 months ended)				
	Dec. 2021	March 2022	June 2022	Sep. 2022	Dec. 2022
Gross job gains.....	45,326	50,478	47,053	46,034	49,566
At expanding establishments.....	36,932	44,783	39,304	38,442	42,254
At opening establishments	8,394	5,695	7,749	7,592	7,312
Gross job losses.....	38,654	35,144	44,098	38,179	45,516
At contracting establishments	34,589	30,278	39,209	33,134	40,860
At closing establishments	4,065	4,866	4,889	5,045	4,656
Net employment change ¹	6,672	15,334	2,955	7,855	4,050

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



Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From October to December 2022, Education and Health Services increased by 478 and Retail Trade decreased by -3,390 its net employment.

Rates of Gross Job Gains and Gross Job Losses

From October to December 2022, gross job gains represented 6.7 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.7 percent of private sector employment, and gross job gains at opening establishments represented 1.0 percent.

Nationally, these quarter gross job gains at expanding establishments represented 4.9 percent of private sector employment, and at opening establishments represented 1.3 percent.

For the same period, gross job losses represented 6.1 percent of private sector employment. Gross job losses at contracting establishments represented 5.5 percent of private sector employment, the national rate at contracting establishments was 4.7 percent. The rate of gross job losses at closing establishments was 0.6 for Puerto Rico, and 1.2 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)				
	Dec. 2021	March 2022	June 2022	Sep. 2022	Dec 2022
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	6.4	7.0	6.5	6.2	6.7
At expanding establishments.....	5.2	6.2	5.4	5.2	5.7
At opening establishments	1.2	0.8	1.1	1.0	1.0
Gross job losses.....	5.5	4.9	6.1	5.2	6.1
At contracting establishments	4.9	4.2	5.4	4.5	5.5
At closing establishments	0.6	0.7	0.7	0.7	0.6
Net employment change ¹	0.9	2.1	0.4	1.0	0.6
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	7.7	6.6	6.4	6.8	6.2
At expanding establishments.....	6.2	5.4	5.1	5.5	4.9
At opening establishments	1.5	1.2	1.3	1.3	1.3
Gross job losses.....	5.4	5.4	6.7	5.8	5.9
At contracting establishments	4.3	4.3	5.1	4.6	4.7
At closing establishments	1.1	1.1	1.6	1.2	1.2
Net employment change ¹	2.3	1.2	-0.3	1.0	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 49,487 active private sector establishments, a total of 10,696 gained jobs from October to December 2022 (See table C). Of these, 9,280 were expanding establishments and 1,416 were opening establishments. During the fourth quarter of 2022, 10,101 establishments showed job losses. Of these, 9,065 were contracting establishments and 1,036 were closing establishments.

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

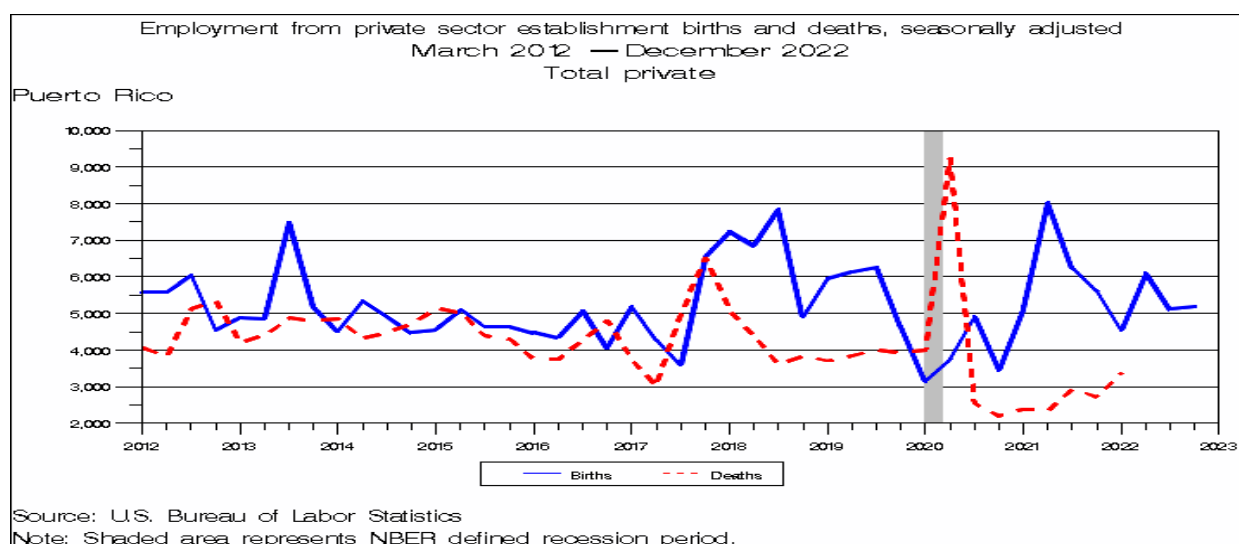
Category	(3 months ended)				
	Dec. 2021	March 2022	June 2022	Sep. 2022	Dec. 2022
Establishments gaining jobs.....	11,530	11,598	10,893	10,675	10,696
Expanding establishments	9,538	10,231	9,239	9,255	9,280
Opening establishments	1,992	1,367	1,654	1,420	1,416
Establishments losing jobs.....	9,782	9,514	10,889	9,632	10,101
Contracting establishments	8,757	8,244	9,689	8,516	9,065
Closing establishments	1,025	1,270	1,200	1,116	1,036
Net employment change ¹	967	97	454	304	380

¹ The 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 October to December of 2022, a total of 1,155 new private sector, non-farm businesses created 5,191 jobs. This represented a increase of 70 establishment births from the prior quarter and a gain of 71 jobs. The job loss from these new establishments represented 0.7 percent of total births employment. The historical time series of birth data shows that the number of establishment births has remained around 900 every quarter, with the except of the third quarter of 2017 and the first quarter of 2020 which were lower. (See Table 5).



Gross Job Gains and Losses by State

Gross job gains surpassed gross job losses in 42 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the fourth quarter of 2022. (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 (SESAs) 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 9.2 million employers nationally	--Count of longitudinally-linked UI administrative records submitted by 6.8 million private sector employers	--Sample survey: 486,000 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 -7 months after the end of each quarter	--Quarterly -8 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 NA-ICS 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 SESAs 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 over 6.8 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by States to BLS in the first quarter of 2012. 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 over three quarters. Data from Puerto Rico and the Virgin Islands (49,972 units rounded to 0.0 million) are also excluded from the National data. As an illustration, 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 2012:

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

..... Millions	
Total establishments QCEW program	9.2
Excluded:	
Public sector	0.3
Private households	0.8
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands	0.0
Total establishments included in Business Employment Dynamics data	6.8

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 lose 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; or by submitting your request to FAX (787) 765-4687. (3) Calling (787) 754-5300 Extension 3039. (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.

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Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2023 Business Employment Dynamics data, scheduled for October 25, 2023, 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	Net change(1)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2012	March	1,707	41,904	34,552	7,352	40,197	34,028	6,169
	June	8,060	46,365	38,917	7,448	38,305	32,105	6,200
	September	-1,240	42,455	34,591	7,864	43,695	36,551	7,144
	December	4,217	46,158	39,400	6,758	41,941	34,683	7,258
2013	March	-4,480	39,054	32,533	6,521	43,534	36,955	6,579
	June	-119	41,868	34,837	7,031	41,987	35,580	6,407
	September	-2,847	42,349	33,250	9,099	45,196	38,543	6,653
	December	8,286	44,846	37,608	7,238	36,560	30,175	6,385
2014	March	-8,802	36,006	30,147	5,859	44,808	37,989	6,819
	June	-5,046	37,530	30,501	7,029	42,576	35,883	6,693
	September	-2,544	38,082	31,056	7,026	40,626	34,567	6,059
	December	10,411	43,619	36,971	6,648	33,208	26,656	6,552
2015	March	-7,650	35,995	30,080	5,915	43,645	36,772	6,873
	June	-3,534	38,245	31,868	6,377	41,779	34,302	7,477
	September	-2,297	40,455	34,067	6,388	42,752	35,891	6,861
	December	4,177	42,270	34,187	8,083	38,093	32,574	5,519
2016	March	-2,428	38,139	31,872	6,267	40,567	35,312	5,255
	June	631	37,568	31,861	5,707	36,937	31,371	5,566
	September	217	38,906	32,394	6,512	38,689	32,878	5,811
	December	3,480	39,223	33,486	5,737	35,743	29,713	6,030
2017	March	-4,050	34,440	27,026	7,414	38,490	33,404	5,086
	June	-373	35,625	29,861	5,764	35,998	32,017	3,981
	September	-16,226	29,193	24,599	4,594	45,419	35,629	9,790
	December	-30,185	46,909	36,738	10,171	77,094	63,979	13,115
2018	March	10,819	55,495	44,497	10,998	44,676	36,129	8,547
	June	11,295	52,137	41,998	10,139	40,842	34,706	6,136
	September	8,594	47,520	37,589	9,931	38,926	33,842	5,084
	December	-5,282	40,389	33,770	6,619	45,671	39,816	5,855
2019	March	13,757	48,638	40,577	8,061	34,881	29,601	5,280
	June	4,678	44,164	36,617	7,547	39,486	34,016	5,470
	September	2,059	39,680	32,192	7,488	37,621	31,724	5,897
	December	3,326	37,184	30,525	6,659	33,858	28,224	5,634
2020	March	-3,318	34,889	30,515	4,374	38,207	30,814	7,393
	June	-83,411	26,144	20,530	5,614	109,555	86,596	22,959
	September	36,415	68,846	54,561	14,285	32,431	27,219	5,212
	December	11,074	43,019	34,627	8,392	31,945	28,239	3,706
2021	March	11,512	44,536	37,302	7,234	33,024	28,752	4,272
	June	18,918	52,929	42,935	9,994	34,011	30,369	3,642
	September	23,431	58,934	51,275	7,659	35,503	30,472	5,031
	December	6,672	45,326	36,932	8,394	38,654	34,589	4,065
2022	March	15,334	50,478	44,783	5,695	35,144	30,278	4,866
	June	2,955	47,053	39,304	7,749	44,098	39,209	4,889
	September	7,855	46,034	38,442	7,592	38,179	33,134	5,045
	December	4,050	49,566	42,254	7,312	45,516	40,860	4,656

(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)				
	Dec 2021	March 2022	June 2022	Sept 2022	Dec 2022	Dec 2021	March 2022	June 2022	Sept 2022	Dec 2022
Total private¹										
Gross job gains	45,326	50,478	47,053	46,034	49,566	6.4	7.0	6.5	6.2	6.7
At expanding establishments	36,932	44,783	39,304	38,442	42,254	5.2	6.2	5.4	5.2	5.7
At opening establishments	8,394	5,695	7,749	7,592	7,312	1.2	0.8	1.1	1.0	1.0
Gross job losses	38,654	35,144	44,098	38,179	45,516	5.5	4.9	6.1	5.2	6.1
At contracting establishments	34,589	30,278	39,209	33,134	40,860	4.9	4.2	5.4	4.5	5.5
At closing establishments	4,065	4,866	4,889	5,045	4,656	0.6	0.7	0.7	0.7	0.6
Net employment change	6,672	15,334	2,955	7,855	4,050	0.9	2.1	0.4	1.0	0.6
Retail Trade										
Gross job gains	6,257	9,442	8,612	8,891	7,620	4.8	7.3	6.5	6.8	5.8
At expanding establishments	5,172	8,947	7,288	8,409	6,500	4.0	6.9	5.5	6.4	4.9
At opening establishments	1,085	495	1,324	482	1,120	0.8	0.4	1.0	0.4	0.9
Gross job losses	11,282	6,242	9,095	8,490	11,010	8.7	4.8	6.9	6.4	8.4
At contracting establishments	10,659	5,416	8,402	7,650	10,370	8.2	4.2	6.4	5.8	7.9
At closing establishments	623	826	693	840	640	0.5	0.6	0.5	0.6	0.5
Net employment change	-5,025	3,200	-483	401	-3,390	-3.9	2.5	-0.4	0.4	-2.6
Education and Health Services										
Gross job gains	7,347	5,489	6,675	5,839	6,545	6.5	4.9	5.8	5.0	5.6
At expanding establishments	6,218	4,748	5,879	5,477	5,973	5.5	4.2	5.1	4.7	5.1
At opening establishments	1,129	741	796	362	572	1.0	0.7	0.7	0.3	0.5
Gross job losses	3,908	5,988	5,447	4,823	6,067	3.5	5.2	4.8	4.2	5.2
At contracting establishments	3,253	5,274	4,790	4,130	5,371	2.9	4.6	4.2	3.6	4.6
At closing establishments	655	714	657	693	696	0.6	0.6	0.6	0.6	0.6
Net employment change	3,439	-499	1,228	1,016	478	3.0	-0.3	1.0	0.8	0.4

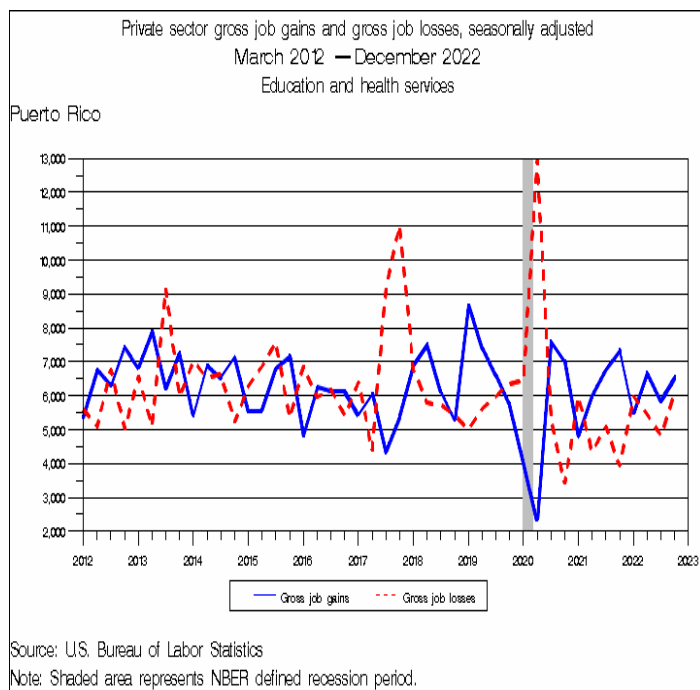
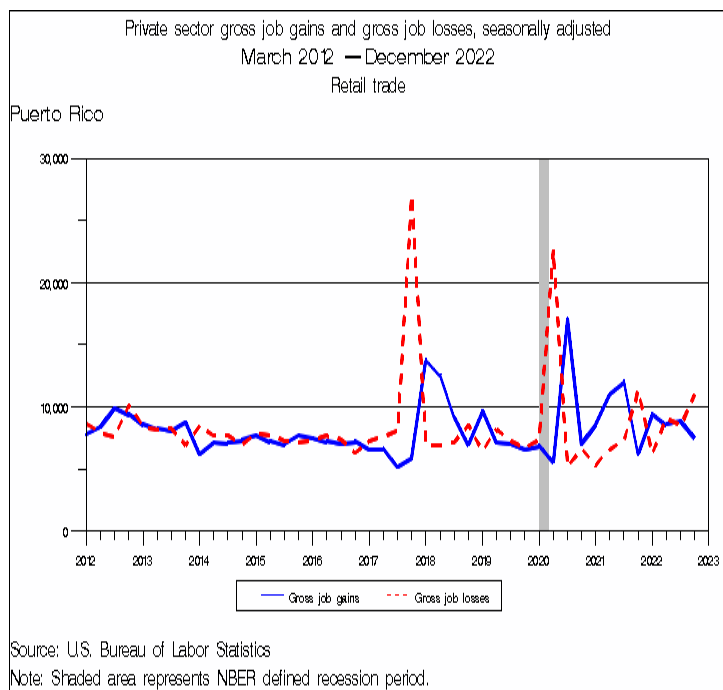


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2012	March	0.3	6.2	5.1	1.1	5.9	5.0	0.9
	June	1.2	6.8	5.7	1.1	5.6	4.7	0.9
	September	-0.2	6.1	5.0	1.1	6.3	5.3	1.0
	December	0.6	6.7	5.7	1.0	6.1	5.0	1.1
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	1.6	8.5	6.8	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	6.1	5.1	1.0	6.9	6.0	0.9
2019	March	2.0	7.2	6.0	1.2	5.2	4.4	0.8
	June	0.7	6.5	5.4	1.1	5.8	5.0	0.8
	September	0.3	5.8	4.7	1.1	5.5	4.6	0.9
	December	0.5	5.4	4.4	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	-12.7	4.1	3.2	0.9	16.8	13.3	3.5
	September	5.9	11.0	8.7	2.3	5.1	4.3	0.8
	December	1.6	6.6	5.3	1.3	5.0	4.4	0.6
2021	March	1.8	6.8	5.7	1.1	5.0	4.4	0.6
	June	2.8	7.8	6.3	1.5	5.0	4.5	0.5
	September	3.4	8.5	7.4	1.1	5.1	4.4	0.7
	December	0.9	6.4	5.2	1.2	5.5	4.9	0.6
2022	March	2.1	7.0	6.2	0.8	4.9	4.2	0.7
	June	0.4	6.5	5.4	1.1	6.1	5.4	0.7
	September	1.0	6.2	5.2	1.0	5.2	4.5	0.7
	December	0.6	6.7	5.7	1.0	6.1	5.5	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 Puerto Rico

Year	3 months ended	Net change(1)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2012	March	-71	8,841	7,340	1,501	10,038	8,466	1,572
	June	4	9,636	8,161	1,475	9,118	7,647	1,471
	September	236	9,573	7,943	1,630	9,215	7,821	1,394
	December	-99	9,695	8,317	1,378	8,535	7,058	1,477
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	-177	10,367	8,313	2,054	10,223	7,992	2,231
	June	696	10,693	8,655	2,038	8,418	7,076	1,342
	September	900	10,246	8,317	1,929	8,360	7,331	1,029
	December	208	9,139	7,731	1,408	9,031	7,831	1,200
2019	March	505	11,066	9,387	1,679	8,470	7,296	1,174
	June	358	10,102	8,394	1,708	9,024	7,674	1,350
	September	231	9,383	7,914	1,469	9,086	7,848	1,238
	December	84	9,037	7,679	1,358	9,143	7,869	1,274
2020	March	-544	8,773	7,718	1,055	9,640	8,041	1,599
	June	-4,919	6,842	5,438	1,404	19,271	12,948	6,323
	September	2,427	14,595	10,768	3,827	8,018	6,618	1,400
	December	1,452	11,148	8,794	2,354	8,634	7,732	902
2021	March	732	11,253	9,258	1,995	9,168	7,905	1,263
	June	805	11,866	9,978	1,888	8,881	7,798	1,083
	September	798	12,411	10,530	1,881	8,987	7,904	1,083
	December	967	11,530	9,538	1,992	9,782	8,757	1,025
2022	March	97	11,598	10,231	1,367	9,514	8,244	1,270
	June	454	10,893	9,239	1,654	10,889	9,689	1,200
	September	304	10,675	9,255	1,420	9,632	8,516	1,116
	December	380	10,696	9,280	1,416	10,101	9,065	1,036

(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
2012	March	-0.1	21.1	17.5	3.6	23.9	20.2	3.7
	June	0.0	22.9	19.4	3.5	21.7	18.2	3.5
	September	0.6	22.7	18.8	3.9	21.9	18.6	3.3
	December	-0.2	23.0	19.7	3.3	20.2	16.7	3.5
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	-0.5	26.3	21.1	5.2	26.0	20.3	5.7
	June	1.7	27.0	21.9	5.1	21.3	17.9	3.4
	September	2.3	25.4	20.6	4.8	20.6	18.1	2.5
	December	0.5	22.2	18.8	3.4	22.0	19.1	2.9
2019	March	1.3	26.8	22.7	4.1	20.4	17.6	2.8
	June	0.9	24.2	20.1	4.1	21.6	18.4	3.2
	September	0.6	22.3	18.8	3.5	21.5	18.6	2.9
	December	0.2	21.3	18.1	3.2	21.5	18.5	3.0
2020	March	-1.3	20.8	18.3	2.5	22.8	19.0	3.8
	June	-12.4	17.2	13.7	3.5	48.4	32.5	15.9
	September	6.3	37.7	27.8	9.9	20.7	17.1	3.6
	December	3.6	27.4	21.6	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	1.9	27.8	23.4	4.4	20.8	18.3	2.5
	September	1.8	28.6	24.3	4.3	20.7	18.2	2.5
	December	2.2	26.0	21.5	4.5	22.0	19.7	2.3
2022	March	0.2	25.8	22.8	3.0	21.1	18.3	2.8
	June	1.0	24.3	20.6	3.7	24.3	21.6	2.7
	September	0.6	23.5	20.4	3.1	21.2	18.7	2.5
	December	0.8	23.3	20.2	3.1	22.1	19.8	2.3

(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 Puerto Rico.

Year	3 months ended	Number of Establishments				Employment			
		Births ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2012	March	1,064	2.5	1,046	2.5	5,577	0.8	4,048	0.6
	June	1,002	2.4	952	2.3	5,583	0.8	3,826	0.6
	September	1,146	2.7	1,029	2.4	6,044	0.9	5,136	0.7
	December	950	2.2	1,070	2.5	4,547	0.7	5,343	0.8
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	991	2.5	1,327	3.4	7,241	1.1	5,074	0.8
	June	1,068	2.7	861	2.2	6,854	1.0	4,381	0.7
	September	1,225	3.0	726	1.8	7,839	1.2	3,604	0.5
	December	1,043	2.5	758	1.8	4,909	0.7	3,842	0.6
2019	March	1,267	3.1	776	1.9	5,951	0.9	3,705	0.5
	June	1,266	3.0	918	2.2	6,135	0.9	3,851	0.6
	September	1,075	2.6	913	2.2	6,259	0.9	4,003	0.6
	December	968	2.3	888	2.1	4,635	0.7	3,920	0.6
2020	March	728	1.7	963	2.3	3,146	0.5	4,010	0.6
	June	916	2.3	2,629	6.6	3,754	0.6	9,243	1.4
	September	1,219	3.1	740	1.9	4,915	0.8	2,548	0.4
	December	1,032	2.5	508	1.2	3,453	0.5	2,186	0.3
2021	March	1,275	3.0	769	1.8	5,126	0.8	2,385	0.4
	June	1,382	3.2	689	1.6	8,027	1.2	2,332	0.3
	September	1,442	3.3	706	1.6	6,239	0.9	2,931	0.4
	December	1,536	3.5	743	1.7	5,615	0.8	2,721	0.4
2022	March	1,075	2.4	956	2.1	4,552	0.6	3,378	0.5
	June	1,230	2.7	N/A	N/A	6,101	0.8	N/A	N/A
	September	1,085	2.4	N/A	N/A	5,120	0.7	N/A	N/A
	December	1,155	2.5	N/A	N/A	5,191	0.7	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)				
	Dec. 2021	March 2022	June 2022	Sept. 2022	Dec. 2022	Dec. 2021	March 2022	June 2022	Sept. 2022	Dec. 2022
United States ¹	9,580,000	8,438,000	8,253,000	8,814,000	8,045,000	6,688,000	6,893,000	8,540,000	7,512,000	7,645,000
Alabama	123,011	101,635	106,999	118,322	109,189	84,977	98,513	114,899	101,714	99,273
Alaska	27,704	24,382	24,504	20,442	26,232	20,460	22,348	22,953	24,828	22,405
Arizona	176,081	177,728	176,676	210,182	180,777	129,874	149,379	192,227	148,128	166,560
Arkansas	79,698	61,175	58,938	67,192	64,529	48,806	55,459	63,128	57,587	56,306
California	1,262,060	1,125,393	1,021,819	1,029,433	1,009,955	819,248	854,366	1,109,727	953,183	1,013,298
Colorado	176,521	176,404	173,472	118,445	180,372	140,744	147,988	157,258	135,759	164,924
Connecticut	96,011	90,157	89,453	89,467	83,780	74,432	74,954	93,111	87,560	84,460
Delaware	31,109	28,247	24,768	33,568	26,573	22,407	21,636	31,432	23,995	30,024
District of Columbia	36,343	30,589	30,221	36,868	29,047	24,348	24,466	33,946	24,371	28,894
Florida	617,316	528,678	610,483	650,116	527,992	473,940	460,834	557,231	458,810	510,581
Georgia	309,130	268,652	265,027	286,221	267,138	216,525	226,310	267,349	243,232	242,334
Hawaii	34,180	29,910	29,078	31,526	30,523	24,407	25,187	29,509	24,178	24,551
Idaho	57,952	59,454	49,524	58,556	58,821	42,358	43,197	63,804	52,078	47,952
Illinois	376,431	314,250	300,049	312,763	279,561	241,926	259,113	303,622	273,395	268,827
Indiana	195,577	164,473	151,587	176,553	156,061	127,405	129,843	185,172	151,514	143,098
Iowa	84,654	83,938	75,454	75,274	82,624	67,805	67,785	86,309	77,531	81,148
Kansas	85,411	70,885	73,978	87,263	73,955	59,286	61,952	85,352	63,457	65,965
Kentucky	117,441	107,884	102,311	108,709	97,861	78,247	81,658	140,172	88,180	86,827
Louisiana	146,643	101,345	102,644	115,243	95,312	87,586	109,685	112,436	88,312	102,524
Maine	42,590	42,068	93,397	39,102	38,968	35,914	32,315	42,750	38,701	36,302
Maryland	154,823	142,556	142,056	160,211	138,556	111,842	126,978	173,246	128,050	144,737
Massachusetts	216,317	207,793	194,864	194,546	171,527	176,714	158,999	172,892	192,065	183,473
Michigan	272,209	233,378	223,946	212,386	222,452	189,714	191,047	241,965	220,132	195,934
Minnesota	175,591	147,775	159,872	169,625	154,448	126,717	133,464	175,747	146,300	147,488
Mississippi	71,413	56,306	59,418	65,827	63,191	50,814	55,380	64,134	58,329	57,468
Missouri	174,351	154,875	151,307	165,076	146,218	131,101	130,222	143,601	153,125	140,653
Montana	39,683	38,089	33,900	35,038	38,132	28,758	34,500	38,543	31,586	32,720
Nebraska	56,712	55,634	49,079	56,330	49,006	46,629	48,798	54,250	50,617	47,457
Nevada	103,429	87,043	89,922	100,627	85,755	59,997	66,378	86,475	75,404	81,575
New Hampshire	43,659	44,904	38,334	40,603	39,450	36,729	31,555	46,290	39,163	35,783
New Jersey	303,908	250,014	233,195	246,502	243,710	187,278	195,389	225,337	228,764	214,434
New Mexico	52,440	47,735	42,315	50,834	42,944	40,038	39,948	46,113	38,631	40,959
New York	590,453	520,705	555,282	529,981	476,570	415,910	408,276	519,707	480,134	486,839
North Carolina	311,730	257,489	253,196	264,952	236,909	193,867	208,837	245,495	234,775	217,955
North Dakota	25,483	25,143	22,853	25,738	21,764	21,569	21,779	22,736	21,647	22,717
Ohio	320,621	284,863	265,564	269,541	277,230	234,473	226,562	291,178	265,688	275,749
Oklahoma	96,147	80,662	83,248	93,595	87,704	74,418	73,118	79,286	71,515	79,138
Oregon	125,828	124,997	101,997	108,658	107,720	99,966	94,957	118,845	141,016	105,924
Pennsylvania	345,124	324,890	282,938	314,901	289,557	243,523	251,630	292,347	269,585	271,017
Rhode Island	34,456	32,775	29,293	28,029	29,126	26,984	23,799	30,573	31,069	27,355
South Carolina	138,775	124,981	116,074	133,770	129,401	93,629	111,267	123,560	104,011	116,568
South Dakota	26,002	28,210	24,337	26,906	23,945	21,492	22,324	24,811	23,650	23,634
Tennessee	193,621	175,955	171,823	192,682	160,168	146,914	127,316	173,111	149,353	155,756
Texas	837,491	700,110	728,431	831,097	709,243	517,170	593,644	686,471	598,858	614,649
Utah	102,357	108,640	96,779	111,431	97,121	80,736	80,947	96,262	93,651	92,737
Vermont	19,701	19,574	18,262	17,756	19,263	16,817	15,566	20,951	20,040	17,786
Virginia	226,887	207,429	206,792	243,003	204,931	168,955	185,781	224,658	197,440	191,873
Washington	221,756	211,204	206,539	209,693	178,012	150,693	147,789	209,618	180,789	158,185
West Virginia	41,652	39,495	34,221	36,658	36,005	31,478	31,871	42,530	35,073	35,559
Wisconsin	160,882	160,365	146,548	152,158	152,450	127,962	117,824	171,335	146,159	141,055
Wyoming	20,688	18,653	17,431	18,938	19,383	15,914	17,325	18,873	17,445	16,700
Puerto Rico	45,326	50,478	47,053	46,034	49,566	38,654	35,144	44,098	38,179	45,516
Virgin Islands	1,963	1,658	2,062	1,904	1,482	2,327	2,459	2,945	1,164	1,058

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)				
	Dec. 2021	March 2022	June 2022	Sept 2022	Dec. 2022	Dec. 2021	March 2022	June 2022	Sept 2022	Dec. 2022
United States	7.7	6.6	6.4	6.8	6.2	5.4	5.4	6.7	5.8	5.9
Alabama	7.6	6.2	6.6	7.1	6.5	5.2	6.0	7.0	6.2	6.0
Alaska	11.8	10.1	10.1	8.6	10.9	8.7	9.3	9.6	10.3	9.3
Arizona	6.8	6.8	6.7	7.9	6.7	5.0	5.7	7.3	5.5	6.1
Arkansas	7.8	5.9	5.6	6.4	6.1	4.8	5.4	6.0	5.5	5.3
California	8.5	7.4	6.6	6.7	6.5	5.5	5.6	7.2	6.1	6.6
Colorado	7.6	7.5	7.3	5.0	7.6	6.1	6.3	6.7	5.8	6.9
Connecticut	6.9	6.3	6.3	6.3	5.9	5.3	5.3	6.5	6.2	6.0
Delaware	8.2	7.3	6.5	8.6	6.7	6.0	5.6	8.2	6.1	7.6
District of Columbia	7.3	6.0	6.0	7.2	5.6	4.9	4.9	6.8	4.8	5.6
Florida	7.7	6.5	7.5	7.8	6.2	6.0	5.7	6.9	5.5	6.1
Georgia	7.9	6.8	6.6	7.0	6.5	5.5	5.7	6.7	6.0	5.9
Hawaii	7.1	6.1	5.9	6.2	6.0	5.1	5.1	5.9	4.8	4.8
Idaho	8.5	8.5	7.1	8.5	8.4	6.3	6.2	9.1	7.5	6.9
Illinois	7.5	6.2	5.9	6.0	5.4	4.9	5.0	5.9	5.3	5.2
Indiana	7.3	6.0	5.6	6.4	5.7	4.7	4.8	6.8	5.5	5.2
Iowa	6.6	6.5	5.8	5.8	6.4	5.4	5.3	6.7	6.0	6.3
Kansas	7.6	6.2	6.5	7.6	6.3	5.3	5.4	7.5	5.6	5.6
Kentucky	7.4	6.6	6.3	6.7	5.9	4.9	5.0	8.7	5.4	5.3
Louisiana	9.6	6.5	6.6	7.3	6.0	5.8	7.1	7.3	5.7	6.5
Maine	8.2	8.0	17.7	7.4	7.3	6.9	6.1	8.1	7.4	6.9
Maryland	7.3	6.6	6.7	7.5	6.4	5.3	5.9	8.1	6.0	6.7
Massachusetts	7.0	6.6	6.1	6.2	5.5	5.7	5.1	5.4	6.1	5.8
Michigan	7.5	6.3	6.0	5.7	5.9	5.2	5.1	6.5	5.9	5.2
Minnesota	7.3	6.0	6.6	6.8	6.2	5.2	5.4	7.1	6.0	6.0
Mississippi	7.9	6.1	6.5	7.2	6.8	5.7	6.0	7.0	6.3	6.2
Missouri	7.4	6.5	6.3	6.8	6.0	5.5	5.4	5.9	6.3	5.8
Montana	9.9	9.3	8.2	8.5	9.2	7.2	8.5	9.4	7.7	7.8
Nebraska	7.0	6.8	6.0	6.9	5.9	5.8	5.9	6.6	6.2	5.7
Nevada	8.3	6.8	6.9	7.6	6.4	4.8	5.2	6.7	5.7	6.2
New Hampshire	7.6	7.7	6.6	6.9	6.7	6.4	5.4	7.9	6.7	6.0
New Jersey	8.7	7.1	6.5	6.8	6.8	5.4	5.5	6.3	6.3	5.9
New Mexico	8.2	7.4	6.5	7.7	6.5	6.3	6.2	7.1	5.9	6.2
New York	7.7	6.7	7.1	6.7	6.0	5.4	5.2	6.6	6.0	6.2
North Carolina	8.1	6.5	6.3	6.6	5.9	5.0	5.3	6.2	5.9	5.4
North Dakota	7.6	7.5	6.8	7.6	6.4	6.5	6.5	6.7	6.4	6.7
Ohio	7.0	6.1	5.7	5.8	5.9	5.2	4.8	6.3	5.6	5.8
Oklahoma	7.6	6.3	6.4	7.1	6.6	5.9	5.7	6.2	5.5	6.0
Oregon	7.8	7.5	6.1	6.7	6.5	6.1	5.7	7.1	8.6	6.4
Pennsylvania	6.8	6.3	5.5	6.1	5.5	4.8	4.9	5.6	5.2	5.1
Rhode Island	8.5	7.9	7.0	6.7	6.9	6.6	5.7	7.3	7.4	6.5
South Carolina	7.9	6.9	6.4	7.3	7.0	5.3	6.2	6.9	5.6	6.2
South Dakota	7.2	7.7	6.6	7.3	6.5	5.9	6.1	6.8	6.4	6.4
Tennessee	7.3	6.6	6.3	7.0	5.8	5.6	4.7	6.4	5.4	5.7
Texas	7.7	6.3	6.5	7.4	6.2	4.8	5.4	6.1	5.2	5.3
Utah	7.5	7.8	7.0	7.9	6.8	6.0	5.9	6.8	6.7	6.6
Vermont	8.1	8.0	7.3	7.2	7.8	6.9	6.3	8.4	8.0	7.1
Virginia	7.2	6.4	6.5	7.5	6.2	5.3	5.8	7.0	6.1	5.8
Washington	7.8	7.3	7.0	7.1	5.9	5.3	5.0	7.1	6.1	5.3
West Virginia	7.9	7.3	6.3	6.8	6.7	6.0	5.9	7.9	6.5	6.6
Wisconsin	6.6	6.5	5.9	6.1	6.1	5.2	4.8	6.8	5.9	5.6
Wyoming	10.1	8.9	8.4	9.2	9.2	7.8	8.3	9.1	8.5	8.0
Puerto Rico	6.4	7.0	6.5	6.2	6.7	5.5	4.9	6.1	5.2	6.1
Virgin Islands	8.0	6.9	8.8	7.9	6.0	9.5	10.3	12.6	4.9	4.3

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