



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

## News Release

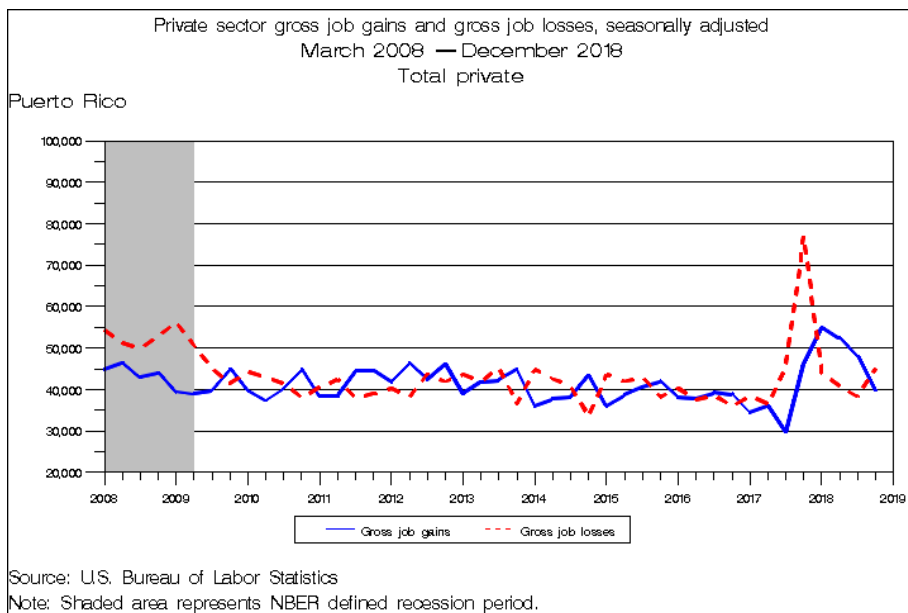
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### BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2018

From October to December 2018 in Puerto Rico, gross job gains represented 6.0 percent of private sector employment and gross job losses represented 6.7 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 (6.1 percent) and more for job losses (5.6 percent). The number of job gains from opening and expanding establishments was 39,799 and the number of job losses from closing and contracting establishments was 45,090. 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 occurs 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

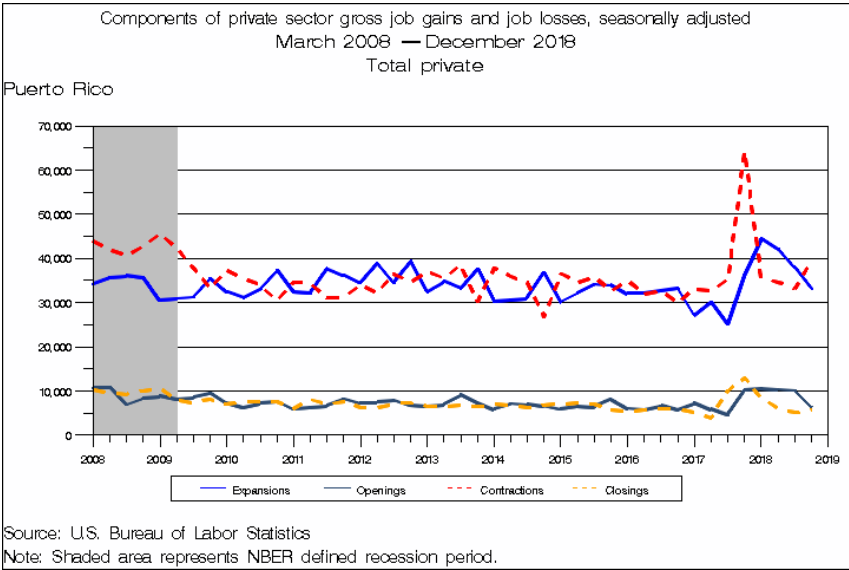
Opening and expanding private sector business establishments in Puerto Rico gained 39,799 jobs in the fourth quarter 2018. This represents a decrease of 8,262 from the previous quarter. Over the quarter, expanding establishments added 33,192 jobs, while opening establishments added 6,607.

Gross job losses totaled 45,090 in the fourth quarter of 2018, a decrease of 6,792 from the third quarter of 2018. This was the first increase in gross job losses since December of 2017. In the fourth quarter of 2018, contracting establishments lost 39,460 jobs, while closing establishments accounted for a loss of 5,630 jobs (See table A).

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

Category	(3 months ended)				
	Dec. 2017	March 2018	June 2018	Sep. 2018	Dec. 2018
Gross job gains.....	46,357	55,031	52,532	48,061	39,799
At expanding establishments.....	36,204	44,475	42,175	37,953	33,192
At opening establishments .....	10,153	10,556	10,357	10,108	6,607
Gross job losses.....	76,992	43,925	40,796	38,298	45,090
At contracting establishments .....	64,093	35,553	34,664	33,160	39,460
At closing establishments .....	12,899	8,372	6,132	5,138	5,630
Net employment change <sup>1</sup> .....	-30,635	11,106	11,736	9,736	-5,291

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



Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From October to December 2018, Education and Health Services increase its net employment and Retail Trade decrease its net employment by -1,774 (See table 1A.)

## Rates of Gross Job Gains and Gross Job Losses

From October to December 2018, gross job gains represented 6.0 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.0 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 5.0 percent of private sector employment, and at opening establishments represented 1.1 percent.

For the same period, gross job losses represented 6.7 percent of private sector employment. Gross job losses at contracting establishments represented 5.9 percent of private sector employment, the national rate at contracting establishments was 4.5 percent. The rate of gross job losses at closing establishments was 0.8 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)				
	Dec. 2017	March 2018	June 2018	Sep. 2018	Dec. 2018
<b>Total Private for Commonwealth of Puerto Rico</b>	Rates (percent)				
Gross job gains .....	7.1	8.4	8.0	7.2	6.0
At expanding establishments .....	5.5	6.8	6.4	5.7	5.0
At opening establishments .....	1.6	1.6	1.6	1.5	1.0
Gross job losses .....	11.8	6.8	6.2	5.8	6.7
At contracting establishments .....	9.8	5.5	5.3	5.0	5.9
At closing establishments .....	2.0	1.3	0.9	0.8	0.8
Net employment change <sup>1</sup> .....	-4.7	1.6	1.8	1.4	-0.7
<b>Total Private for United States as a whole</b>	Rates (percent)				
Gross job gains .....	6.4	6.0	6.1	6.0	6.1
At expanding establishments .....	5.2	4.9	5.0	4.9	5.0
At opening establishments .....	1.2	1.1	1.1	1.1	1.1
Gross job losses .....	5.6	5.4	5.8	6.0	5.6
At contracting establishments .....	4.5	4.5	4.8	4.9	4.5
At closing establishments .....	1.1	0.9	1.0	1.1	1.1
Net employment change <sup>1</sup> .....	0.8	0.6	0.3	0.0	0.5

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

## 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 43,340 active private sector establishments, a total of 9,016 gained jobs from October to December 2018 (See table C). Of these, 7,652 were expanding establishments and 1,364 were opening establishments. During the fourth quarter of 2018, 9,029 establishments showed job losses. Of these, 7,871 were contracting establishments and 1,158 were closing establishments.

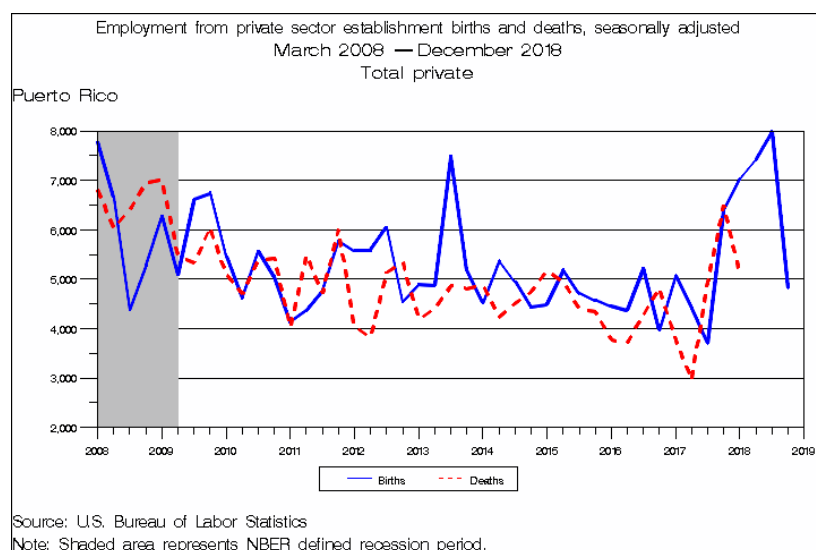
**Table C. Number of private sector establishments by direction of employment change, seasonally adjusted**

Category	(3 months ended)				
	Dec. 2017	March 2018	June 2018	Sep. 2018	Dec. 2018
Establishments gaining jobs.....	8,191	10,258	10,702	10,214	9,016
Expanding establishments .....	6,469	8,251	8,688	8,280	7,652
Opening establishments .....	1,772	2,007	2,014	1,934	1,364
Establishments losing jobs.....	14,075	10,089	8,363	8,299	9,029
Contracting establishments .....	11,296	7,937	7,024	7,255	7,871
Closing establishments .....	2,779	2,152	1,339	1,044	1,158
Net employment change <sup>1</sup> .....	-1,057	-145	675	890	206

<sup>1</sup> 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 2018, a total of 1,039 new private sector, non-farm businesses created 4,837 jobs. This represented a decrease of 195 establishment births from the prior quarter and a loss of 3,146 jobs. The job gains 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 exception of the third quarter of 2017 which was lower. (See Table 5).



## Gross Job Gains and Losses by State

Gross job gains exceeded gross job losses in 48 states, the District of Columbia, and the Virgin Islands in the fourth quarter of 2018. Among the states, Alaska had the highest rate of gross job gains as a percent of employment at 10.9 percent, above the U.S. rate of 6.1 percent. Connecticut and Pennsylvania had the lowest rate of gross job gains as a percent of employment at 5.3 percent each. Alaska had the highest rate of gross job losses as a percent of employment at 9.7 percent, above the national rate of 5.6 percent. Pennsylvania had the lowest rate of gross job losses as a percent of employment at 4.7 percent. (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](mailto: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.

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

Data in the next release, published on October, 2018, will incorporate annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions will cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

## 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 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	<a href="http://www.bls.gov/cew/">www.bls.gov/cew/</a>	<a href="http://www.bls.gov/bdm/">www.bls.gov/bdm/</a>	<a href="http://www.bls.gov/ces/">www.bls.gov/ces/</a>

### 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:

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**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

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**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](mailto: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.

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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
2008	March	-9,399	44,948	34,250	10,698	54,347	44,051	10,296
	June	-4,841	46,524	35,660	10,864	51,365	41,803	9,562
	September	-6,908	42,986	36,067	6,919	49,894	40,607	9,287
	December	-8,775	44,088	35,731	8,357	52,863	42,860	10,003
2009	March	-16,765	39,427	30,567	8,860	56,192	45,582	10,610
	June	-11,303	39,112	30,971	8,141	50,415	42,401	8,014
	September	-5,092	39,896	31,323	8,573	44,988	37,783	7,205
	December	3,570	45,005	35,507	9,498	41,435	33,272	8,163
2010	March	-4,536	39,666	32,455	7,211	44,202	37,265	6,937
	June	-5,549	37,414	31,215	6,199	42,963	35,422	7,541
	September	-985	40,399	33,164	7,235	41,384	33,945	7,439
	December	6,899	44,936	37,353	7,583	38,037	30,511	7,526
2011	March	-2,285	38,338	32,476	5,862	40,623	34,635	5,988
	June	-3,924	38,455	32,217	6,238	42,379	34,332	8,047
	September	6,547	44,453	37,680	6,773	37,906	31,041	6,865
	December	5,592	44,538	36,335	8,203	38,946	31,279	7,667
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	-8,759	36,098	30,246	5,852	44,857	37,823	7,034
	June	-4,774	37,796	30,652	7,144	42,570	35,997	6,573
	September	-2,516	38,199	31,157	7,042	40,715	34,524	6,191
	December	9,847	43,425	36,817	6,608	33,578	26,770	6,808
2015	March	-7,549	36,020	30,167	5,853	43,569	36,581	6,988
	June	-3,237	38,709	32,195	6,514	41,946	34,587	7,359
	September	-2,377	40,602	34,190	6,412	42,979	35,912	7,067
	December	3,790	42,003	33,957	8,046	38,213	32,609	5,604
2016	March	-2,237	38,089	32,078	6,011	40,326	35,011	5,315
	June	430	37,857	32,078	5,779	37,427	31,818	5,609
	September	689	39,324	32,673	6,651	38,635	32,634	6,001
	December	3,035	38,931	33,217	5,714	35,896	29,938	5,958
2017	March	-3,989	34,388	27,140	7,248	38,377	33,207	5,170
	June	-531	35,972	30,119	5,853	36,503	32,564	3,939
	September	-15,626	29,774	25,092	4,682	45,400	35,286	10,114
	December	-30,635	46,357	36,204	10,153	76,992	64,093	12,899
2018	March	11,106	55,031	44,475	10,556	43,925	35,553	8,372
	June	11,736	52,532	42,175	10,357	40,796	34,664	6,132
	September	9,736	48,061	37,953	10,108	38,298	33,160	5,138
	December	-5,291	39,799	33,192	6,607	45,090	39,460	5,630

(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 2017	March 2018	June 2018	Sept 2018	Dec 2018	Dec 2017	March 2018	June 2018	Sept 2018	Dec 2018
<b>Total private <sup>1</sup></b>										
Gross job gains .....	46,357	55,031	52,532	48,061	39,799	7.1	8.4	8.0	7.2	6.0
At expanding establishments .....	36,204	44,475	42,175	37,953	33,192	5.5	6.8	6.4	5.7	5.0
At opening establishments .....	10,153	10,556	10,357	10,108	6,607	1.6	1.6	1.6	1.5	1.0
Gross job losses .....	76,992	43,925	40,796	38,298	45,090	11.8	6.8	6.2	5.8	6.7
At contracting establishments .....	64,093	35,553	34,664	33,160	39,460	9.8	5.5	5.3	5.0	5.9
At closing establishments .....	12,899	8,372	6,132	5,138	5,630	2.0	1.3	0.9	0.8	8.0
Net employment change .....	-30,635	11,106	11,736	9,763	-5,291	-4.7	1.6	1.8	1.4	-0.7
<b>Retail Trade</b>										
Gross job gains .....	5,812	13,940	12,678	9,276	6,888	4.8	11.9	10.3	7.4	5.5
At expanding establishments .....	4,967	12,927	10,964	7,749	5,905	4.1	11.0	8.9	6.2	4.7
At opening establishments .....	845	1,013	1,714	1,527	983	0.7	0.9	1.4	1.2	0.8
Gross job losses .....	27,416	6,820	6,998	7,199	8,662	22.6	5.8	5.7	5.7	6.9
At contracting establishments .....	25,086	5,213	6,189	6,269	8,114	20.7	4.4	5.0	5.0	6.5
At closing establishments .....	2,330	1,607	809	930	548	1.9	1.4	0.7	0.7	0.4
Net employment change .....	-21,604	7,120	5,680	2,077	-1,774	-17.8	6.1	4.6	1.7	-1.4
<b>Education and Health Services</b>										
Gross job gains .....	5,385	6,668	7,500	6,178	5,266	4.8	6.1	6.9	5.6	4.7
At expanding establishments .....	4,379	5,177	6,775	5,283	4,700	3.9	4.7	6.2	4.8	4.2
At opening establishments .....	1,006	1,491	725	895	566	0.9	1.4	0.7	0.8	0.5
Gross job losses .....	10,679	6,826	5,787	5,747	5,158	9.4	6.2	5.3	5.2	4.6
At contracting establishments .....	8,605	5,743	4,412	4,987	4,035	7.6	5.2	4.0	4.5	3.6
At closing establishments .....	2,074	1,083	1,375	760	1,123	1.8	1.0	1.3	0.7	1.0
Net employment change .....	-5,294	-158	1,713	431	108	-4.6	-0.1	1.6	0.4	0.1

<sup>1</sup>Includes unclassified sector, not shown separately.

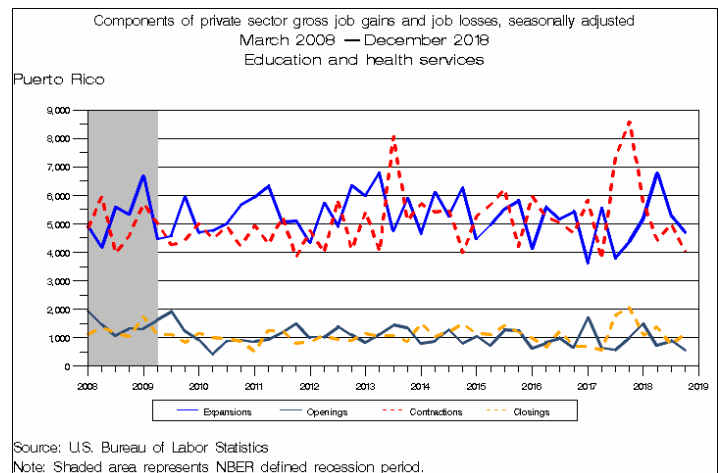
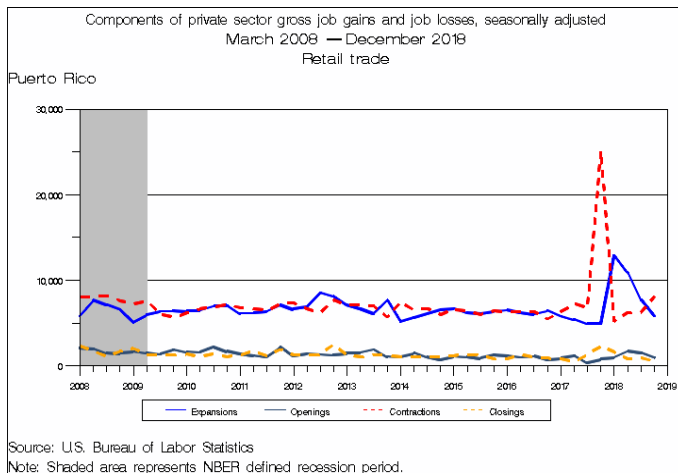


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted  
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2008	March	-1.2	6.2	4.7	1.5	7.4	6.0	1.4
	June	-0.7	6.4	4.9	1.5	7.1	5.8	1.3
	September	-0.9	6.0	5.0	1.0	6.9	5.6	1.3
	December	-1.2	6.2	5.0	1.2	7.4	6.0	1.4
2009	March	-2.3	5.7	4.4	1.3	8.0	6.5	1.5
	June	-1.7	5.7	4.5	1.2	7.4	6.2	1.2
	September	-0.8	5.9	4.6	1.3	6.7	5.6	1.1
	December	0.6	6.7	5.3	1.4	6.1	4.9	1.2
2010	March	-0.6	5.9	4.8	1.1	6.5	5.5	1.0
	June	-0.8	5.6	4.7	0.9	6.4	5.3	1.1
	September	-0.1	6.1	5.0	1.1	6.2	5.1	1.1
	December	1.0	6.7	5.6	1.1	5.7	4.6	1.1
2011	March	-0.4	5.7	4.8	0.9	6.1	5.2	0.9
	June	-0.6	5.7	4.8	0.9	6.3	5.1	1.2
	September	1.0	6.6	5.6	1.0	5.6	4.6	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
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	-0.4	5.8	4.8	1.0	6.2	5.1	1.1
	September	-0.2	6.1	5.1	1.0	6.3	5.3	1.0
	December	0.6	6.2	5.0	1.2	5.6	4.8	0.8
2016	March	-0.3	5.7	4.8	0.9	6.0	5.2	0.8
	June	0.2	5.7	4.8	0.9	5.5	4.7	0.8
	September	0.1	5.8	4.8	1.0	5.7	4.8	0.9
	December	0.4	5.7	4.9	0.8	5.3	4.4	0.9
2017	March	-0.6	5.1	4.0	1.1	5.7	4.9	0.8
	June	0.0	5.4	4.5	0.9	5.4	4.8	0.6
	September	-2.3	4.5	3.8	0.7	6.8	5.3	1.5
	December	-4.7	7.1	5.5	1.6	11.8	9.8	2.0
2018	March	1.6	8.4	6.8	1.6	6.8	5.5	1.3
	June	1.8	8.0	6.4	1.6	6.2	5.3	0.9
	September	1.4	7.2	5.7	1.5	5.8	5.0	0.8
	December	-0.7	6.0	5.0	1.0	6.7	5.9	0.8

(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
2008	March	-150	9,664	7,648	2,016	11,866	9,700	2,166
	June	-69	9,833	7,837	1,996	11,351	9,286	2,065
	September	-402	9,218	7,879	1,339	10,781	9,040	1,741
	December	-308	10,007	8,312	1,695	10,505	8,502	2,003
2009	March	-495	8,369	6,589	1,780	11,809	9,534	2,275
	June	-189	8,710	7,049	1,661	10,597	8,747	1,850
	September	181	9,208	7,386	1,822	10,179	8,538	1,641
	December	-117	9,733	8,004	1,729	9,515	7,669	1,846
2010	March	-300	8,461	6,965	1,496	10,677	8,881	1,796
	June	-435	8,681	7,373	1,308	10,112	8,369	1,743
	September	-216	8,970	7,524	1,446	9,655	7,993	1,662
	December	-177	9,846	8,376	1,470	8,938	7,291	1,647
2011	March	-204	8,802	7,381	1,421	10,254	8,629	1,625
	June	-360	8,697	7,317	1,380	9,716	7,976	1,740
	September	-75	9,018	7,551	1,467	9,125	7,583	1,542
	December	280	9,741	8,104	1,637	8,616	7,259	1,357
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	-384	8,276	7,004	1,272	10,219	8,563	1,656
	June	-117	8,685	7,276	1,409	9,475	7,949	1,526
	September	18	8,634	7,227	1,407	9,436	8,047	1,389
	December	28	9,346	7,994	1,352	8,421	7,097	1,324
2015	March	-376	8,274	7,036	1,238	9,935	8,321	1,614
	June	-452	8,602	7,405	1,197	9,488	7,839	1,649
	September	-185	8,319	7,076	1,243	9,519	8,091	1,428
	December	175	9,499	8,013	1,486	8,621	7,310	1,311
2016	March	-114	8,493	7,165	1,328	9,706	8,264	1,442
	June	-30	8,512	7,223	1,289	8,937	7,618	1,319
	September	151	8,690	7,350	1,340	8,965	7,776	1,189
	December	-98	8,971	7,761	1,210	8,600	7,292	1,308
2017	March	-104	8,668	7,320	1,348	9,550	8,098	1,452
	June	293	8,551	7,224	1,327	8,879	7,845	1,034
	September	-1,240	7,030	6,273	757	10,197	8,200	1,997
	December	-1,057	8,191	6,469	1,722	14,075	11,296	2,779
2018	March	-145	10,258	8,251	2,007	10,089	7,937	2,152
	June	675	10,702	8,688	2,014	8,363	7,024	1,339
	September	890	10,214	8,280	1,934	8,299	7,255	1,044
	December	206	9,016	7,652	1,364	9,029	7,871	1,158

(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
2008	March	-0.3	21.9	17.3	4.6	26.8	21.9	4.9
	June	-0.2	22.2	17.7	4.5	25.7	21.0	4.7
	September	-1.0	20.9	17.9	3.0	24.6	20.6	4.0
	December	-0.7	22.9	19.0	3.9	24.1	19.5	4.6
2009	March	-1.1	19.3	15.2	4.1	27.2	22.0	5.2
	June	-0.4	20.2	16.3	3.9	24.6	20.3	4.3
	September	0.4	21.3	17.1	4.2	23.6	19.8	3.8
	December	-0.3	22.5	18.5	4.0	22.0	17.7	4.3
2010	March	-0.7	19.6	16.1	3.5	24.8	20.6	4.2
	June	-1.0	20.3	17.2	3.1	23.7	19.6	4.1
	September	-0.5	21.1	17.7	3.4	22.7	18.8	3.9
	December	-0.4	23.3	19.8	3.5	21.1	17.2	3.9
2011	March	-0.5	20.9	17.5	3.4	24.3	20.4	3.9
	June	-0.9	20.8	17.5	3.3	23.3	19.1	4.2
	September	-0.2	21.6	18.1	3.5	21.9	18.2	3.7
	December	0.7	23.3	19.4	3.9	20.6	17.4	3.2
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	19.6	16.6	3.0	24.2	20.3	3.9
	June	-0.2	20.8	17.4	3.4	22.6	19.0	3.6
	September	0.1	20.7	17.3	3.4	22.5	19.2	3.3
	December	0.0	22.2	19.0	3.2	20.1	16.9	3.2
2015	March	-0.9	19.8	16.8	3.0	23.8	19.9	3.9
	June	-1.1	20.8	17.9	2.9	22.9	18.9	4.0
	September	-0.5	20.2	17.2	3.0	23.1	19.6	3.5
	December	0.4	23.0	19.4	3.6	20.9	17.7	3.2
2016	March	-0.3	20.5	17.3	3.2	23.5	20.0	3.5
	June	-0.1	20.6	17.5	3.1	21.7	18.5	3.2
	September	0.3	21.0	17.8	3.2	21.7	18.8	2.9
	December	-0.3	21.6	18.7	2.9	20.8	17.6	3.2
2017	March	-0.2	21.0	17.7	3.3	23.0	19.5	3.5
	June	0.7	20.6	17.4	3.2	21.4	18.9	2.5
	September	-3.1	17.1	15.3	1.8	24.9	20.0	4.9
	December	-2.7	20.5	16.2	4.3	35.4	28.4	7.0
2018	March	-0.4	26.0	20.9	5.1	25.6	20.1	5.5
	June	1.7	27.1	22.0	5.1	21.2	17.8	3.4
	September	2.2	25.3	20.5	4.8	20.6	18.0	2.6
	December	0.5	22.0	18.7	3.3	22.0	19.2	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 Puerto Rico.

Year	3 months ended	Number of Establishments				Employment			
		Births <sup>1</sup>		Deaths <sup>2</sup>		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2008	March	1,376	3.1	1,428	3.2	7,775	1.1	6,806	0.9
	June	1,300	2.9	1,284	2.9	6,654	0.9	6,033	0.8
	September	628	1.4	1,201	2.7	4,394	0.6	6,405	0.9
	December	1,019	2.3	1,369	3.1	5,283	0.7	6,959	1.0
2009	March	1,195	2.8	1,539	3.5	6,274	0.9	7,008	1.0
	June	996	2.3	1,224	2.8	5,094	0.7	5,481	0.8
	September	1,227	2.8	1,171	2.7	6,607	1.0	5,334	0.8
	December	1,107	2.6	1,342	3.1	6,744	1.0	6,041	0.9
2010	March	1,028	2.4	1,280	3.0	5,468	0.8	5,101	0.8
	June	837	2.0	1,102	2.6	4,623	0.7	4,710	0.7
	September	868	2.0	1,180	2.8	5,566	0.8	5,380	0.8
	December	860	2.0	1,144	2.7	5,048	0.8	5,430	0.8
2011	March	949	2.2	1,073	2.5	4,137	0.6	4,035	0.6
	June	870	2.1	1,117	2.7	4,370	0.7	5,478	0.8
	September	883	2.1	1,108	2.7	4,776	0.7	4,711	0.7
	December	1,152	2.8	979	2.3	5,764	0.9	6,004	0.9
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	916	2.2	1,132	2.7	4,519	0.7	4,880	0.7
	June	938	2.2	1,003	2.4	5,367	0.8	4,236	0.6
	September	928	2.2	1,031	2.5	4,953	0.7	4,512	0.7
	December	899	2.1	991	2.4	4,438	0.7	4,748	0.7
2015	March	926	2.2	1,154	2.8	4,505	0.7	5,161	0.8
	June	810	2.0	1,165	2.8	5,190	0.8	4,953	0.7
	September	839	2.0	988	2.4	4,721	0.7	4,390	0.7
	December	905	2.2	927	2.2	4,581	0.7	4,344	0.6
2016	March	918	2.2	974	2.4	4,454	0.7	3,744	0.6
	June	877	2.1	861	2.1	4,384	0.7	3,721	0.6
	September	923	2.2	861	2.1	5,227	0.8	4,289	0.6
	December	803	1.9	972	2.3	3,972	0.6	4,814	0.7
2017	March	994	2.4	1,013	2.4	5,070	0.8	3,772	0.6
	June	906	2.2	732	1.8	4,406	0.7	2,971	0.4
	September	515	1.3	1,086	2.7	3,715	0.6	4,938	0.7
	December	799	2.0	1,408	3.5	6,387	1.0	6,495	1.0
2018	March	974	2.5	1,346	3.4	7,021	1.1	5,107	0.8
	June	1,066	2.7	N/A	N/A	7,424	1.1	N/A	N/A
	September	1,234	3.1	N/A	N/A	7,983	1.2	N/A	N/A
	December	1,039	2.5	N/A	N/A	4,837	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. 2017	March 2018	June 2018	Sept. 2018	Dec. 2018	Dec. 2017	March 2018	June 2018	Sept. 2018	Dec. 2018
United States <sup>1</sup>	7,826,000	7,406,000	7,639,000	7,448,000	7,729,000	6,847,000	6,666,000	7,202,000	7,421,000	6,915,000
Alabama	94,822	95,408	92,414	94,873	100,130	86,247	84,599	91,229	93,501	85,072
Alaska	23,753	24,212	26,957	21,822	26,655	25,045	21,672	26,327	26,053	23,854
Arizona	149,164	143,329	144,858	159,633	154,603	126,322	127,123	142,484	122,205	125,642
Arkansas	61,837	54,713	50,184	60,077	59,430	51,164	51,129	57,117	55,090	49,735
California	1,006,720	943,168	994,036	952,711	1,010,567	879,820	873,921	943,723	916,902	889,366
Colorado	151,305	152,077	153,411	149,663	155,567	135,072	133,458	138,208	151,939	137,813
Connecticut	76,225	73,726	82,914	75,079	76,397	75,144	74,835	72,541	80,313	71,220
Delaware	26,545	27,296	24,983	21,527	25,360	24,302	22,600	23,141	25,465	21,909
District of Columbia	30,487	31,638	29,663	28,106	29,756	25,823	25,107	29,569	29,263	26,908
Florida	610,728	461,699	490,156	517,791	485,085	396,998	415,301	462,786	435,454	454,669
Georgia	256,202	243,572	236,252	253,249	238,969	206,907	211,926	240,874	234,073	217,289
Hawaii	27,322	26,880	28,019	27,074	30,445	25,437	26,108	29,625	29,782	27,615
Idaho	44,087	47,380	44,433	41,148	45,650	38,758	35,993	41,092	42,067	38,745
Illinois	306,642	297,390	291,226	289,306	286,523	273,761	263,419	287,764	295,943	290,151
Indiana	152,730	150,823	146,171	139,020	148,496	132,131	135,050	147,061	142,048	132,939
Iowa	77,044	72,763	74,977	69,092	75,387	69,393	68,476	70,344	74,016	68,764
Kansas	67,371	59,291	64,974	67,041	69,167	59,074	62,541	63,272	64,410	61,579
Kentucky	96,637	97,348	94,775	90,270	97,409	88,557	93,418	89,163	94,436	87,136
Louisiana	99,534	104,399	97,557	99,790	98,689	95,862	93,651	103,617	100,875	93,114
Maine	36,637	37,325	42,263	31,345	37,890	34,260	36,037	36,791	38,925	32,789
Maryland	135,910	136,190	131,382	137,227	146,999	136,873	124,625	127,460	144,016	140,316
Massachusetts	179,340	170,940	191,050	171,572	182,641	170,518	161,219	169,458	195,777	167,732
Michigan	209,924	215,009	212,862	190,601	212,435	201,345	172,727	194,576	232,016	196,541
Minnesota	142,622	133,031	143,233	135,941	143,079	137,459	124,520	130,411	141,344	135,193
Mississippi	57,247	49,047	51,181	52,089	57,676	48,680	52,670	53,851	50,879	46,751
Missouri	134,191	128,761	136,175	142,104	138,175	129,197	122,569	135,227	142,150	127,453
Montana	31,819	29,814	30,470	27,300	34,427	27,823	26,996	29,587	29,985	27,453
Nebraska	50,496	46,119	47,811	47,714	47,904	44,716	44,422	47,285	48,567	46,929
Nevada	77,583	77,239	74,203	81,864	80,791	61,853	64,015	70,292	68,534	66,139
New Hampshire	38,049	34,737	38,301	31,989	37,953	33,715	33,948	35,786	39,158	32,548
New Jersey	222,652	195,067	226,840	207,612	222,013	198,679	202,204	197,622	218,225	196,070
New Mexico	40,895	40,492	41,958	41,157	43,273	38,285	35,382	39,635	41,027	38,724
New York	486,419	487,774	501,866	485,791	503,189	458,703	446,548	463,111	507,585	458,865
North Carolina	228,877	227,451	228,600	209,332	247,084	201,030	190,130	202,562	239,220	196,545
North Dakota	23,364	24,123	23,378	22,946	23,527	23,093	21,767	21,525	22,656	21,749
Ohio	264,245	257,964	260,528	247,650	259,585	241,351	233,979	250,063	268,421	243,935
Oklahoma	82,246	78,771	81,185	84,980	83,749	74,837	70,899	82,922	77,976	77,698
Oregon	108,362	126,218	101,845	100,887	109,501	95,674	91,805	101,444	101,496	97,912
Pennsylvania	280,828	269,034	275,982	276,475	277,177	254,044	253,319	266,297	273,678	247,646
Rhode Island	27,510	26,816	26,413	26,106	26,804	25,380	25,611	25,793	27,015	24,413
South Carolina	117,366	101,452	130,498	100,034	128,834	88,279	80,164	113,086	113,956	94,634
South Dakota	22,366	22,660	21,354	21,085	22,230	20,135	20,837	21,540	20,475	20,496
Tennessee	148,658	128,609	140,227	149,180	149,515	124,382	122,183	132,038	134,468	125,914
Texas	647,693	594,270	605,354	618,195	647,373	543,784	524,628	542,770	565,234	530,060
Utah	85,107	91,524	85,608	90,954	86,722	70,867	73,492	79,338	80,550	76,884
Vermont	18,850	16,527	18,573	17,625	18,832	16,838	18,162	18,737	19,020	17,547
Virginia	196,457	184,748	193,648	176,965	197,460	171,383	167,145	183,646	197,904	175,551
Washington	188,715	201,454	204,773	171,856	181,728	163,741	160,868	176,916	177,466	159,139
West Virginia	34,506	37,645	37,803	38,930	35,351	33,250	32,156	35,644	35,662	36,484
Wisconsin	137,630	138,695	137,077	126,007	134,627	121,738	116,842	137,348	145,552	121,967
Wyoming	17,919	17,379	17,108	16,755	20,766	17,229	16,363	17,239	17,184	16,342
Puerto Rico	46,357	55,031	52,532	48,061	39,799	76,992	43,925	40,796	38,298	45,090
Virgin Islands	2,218	2,702	2,815	2,510	1,965	6,800	3,775	1,929	1,449	1,859

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

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



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. 2017	March 2018	June 2018	Sept 2018	Dec. 2018	Dec. 2017	March 2018	June 2018	Sept 2018	Dec. 2018
United States	6.4	6.0	6.1	6.0	6.1	5.6	5.4	5.8	6.0	5.6
Alabama	6.0	6.0	5.8	5.9	6.3	5.4	5.3	5.7	5.9	5.3
Alaska	9.7	9.8	10.9	8.9	10.9	10.2	8.8	10.7	10.6	9.7
Arizona	6.3	6.0	6.0	6.6	6.2	5.3	5.3	5.9	5.0	5.1
Arkansas	6.1	5.4	5.0	6.0	5.8	5.1	5.0	5.6	5.5	4.9
California	6.9	6.4	6.7	6.5	6.7	6.0	5.9	6.3	6.2	5.9
Colorado	6.8	6.8	6.8	6.6	6.8	6.1	6.0	6.1	6.8	6.0
Connecticut	5.3	5.1	5.8	5.2	5.3	5.2	5.2	5.0	5.6	4.9
Delaware	7.0	7.1	6.5	5.6	6.6	6.4	5.9	6.0	6.6	5.7
District of Columbia	5.8	6.0	5.6	5.3	5.6	5.0	4.7	5.5	5.5	5.1
Florida	8.2	6.1	6.5	6.7	6.3	5.3	5.5	6.1	5.7	5.9
Georgia	6.9	6.5	6.2	6.7	6.3	5.6	5.6	6.4	6.2	5.7
Hawaii	5.1	5.0	5.2	5.1	5.7	4.7	4.8	5.5	5.5	5.1
Idaho	7.4	7.9	7.3	6.8	7.4	6.6	5.9	6.7	6.9	6.3
Illinois	6.0	5.7	5.6	5.6	5.6	5.3	5.1	5.5	5.7	5.6
Indiana	5.7	5.6	5.4	5.2	5.6	5.0	5.1	5.5	5.4	4.9
Iowa	5.9	5.5	5.7	5.3	5.8	5.3	5.3	5.4	5.7	5.3
Kansas	5.9	5.2	5.7	5.9	6.1	5.2	5.5	5.6	5.7	5.4
Kentucky	6.1	6.2	5.9	5.7	6.1	5.6	5.9	5.6	6.0	5.5
Louisiana	6.2	6.5	6.1	6.2	6.2	6.0	5.8	6.5	6.2	5.7
Maine	7.2	7.2	8.1	6.0	7.3	6.6	7.0	7.1	7.5	6.3
Maryland	6.2	6.3	6.0	6.3	6.8	6.3	5.7	5.8	6.6	6.4
Massachusetts	5.7	5.4	6.1	5.5	5.8	5.4	5.2	5.4	6.2	5.3
Michigan	5.7	5.7	5.6	5.0	5.7	5.4	4.6	5.1	6.2	5.2
Minnesota	5.8	5.3	5.8	5.4	5.7	5.5	5.0	5.3	5.7	5.4
Mississippi	6.3	5.5	5.7	5.8	6.4	5.4	5.8	6.0	5.7	5.2
Missouri	5.7	5.4	5.7	5.9	5.8	5.5	5.2	5.7	6.0	5.4
Montana	8.5	7.8	8.0	7.2	9.0	7.4	7.1	7.8	7.9	7.2
Nebraska	6.2	5.6	5.9	5.8	5.9	5.5	5.5	5.8	6.0	5.8
Nevada	6.6	6.5	6.1	6.7	6.6	5.2	5.4	5.8	5.6	5.3
New Hampshire	6.7	6.1	6.7	5.6	6.7	5.9	5.9	6.3	6.8	5.7
New Jersey	6.4	5.6	6.5	6.0	6.3	5.8	5.8	5.7	6.3	5.6
New Mexico	6.5	6.3	6.5	6.4	6.7	6.1	5.5	6.2	6.4	6.0
New York	6.2	6.2	6.3	6.1	6.2	5.8	5.6	5.8	6.4	5.7
North Carolina	6.3	6.2	6.1	5.6	6.7	5.5	5.2	5.5	6.5	5.3
North Dakota	6.8	7.0	6.7	6.6	6.8	6.8	6.3	6.2	6.6	6.2
Ohio	5.7	5.5	5.6	5.3	5.6	5.2	5.0	5.4	5.7	5.2
Oklahoma	6.4	6.1	6.3	6.6	6.4	5.8	5.5	6.5	6.1	6.0
Oregon	6.8	7.8	6.2	6.2	6.7	6.0	5.6	6.2	6.3	5.9
Pennsylvania	5.5	5.2	5.3	5.4	5.3	5.0	4.9	5.1	5.2	4.7
Rhode Island	6.6	6.3	6.3	6.2	6.4	6.0	6.1	6.1	6.4	5.7
South Carolina	7.0	5.9	7.5	5.8	7.4	5.3	4.7	6.5	6.5	5.4
South Dakota	6.4	6.4	6.1	5.9	6.3	5.7	5.9	6.1	5.8	5.8
Tennessee	5.9	5.0	5.5	5.8	5.8	4.9	4.8	5.1	5.2	4.9
Texas	6.4	5.8	5.9	5.9	6.1	5.3	5.1	5.2	5.4	5.1
Utah	7.0	7.4	6.9	7.3	6.9	5.9	6.0	6.3	6.5	6.1
Vermont	7.4	6.4	7.2	6.9	7.4	6.5	7.0	7.3	7.4	6.8
Virginia	6.3	5.8	6.1	5.6	6.2	5.5	5.2	5.8	6.3	5.5
Washington	6.9	7.2	7.3	6.1	6.5	6.0	5.7	6.3	6.3	5.6
West Virginia	6.3	6.8	6.8	7.0	6.3	6.1	5.8	6.4	6.4	6.5
Wisconsin	5.6	5.6	5.4	5.1	5.4	5.0	4.7	5.5	5.9	4.9
Wyoming	8.7	8.4	8.2	8.2	10.0	8.4	8.0	8.3	8.3	7.8
Puerto Rico	7.1	8.4	8.0	7.2	6.0	11.8	6.8	6.2	5.8	6.7
Virgin Islands	9.2	12.0	12.5	10.9	8.3	28.2	16.8	8.6	6.3	7.8

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