



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

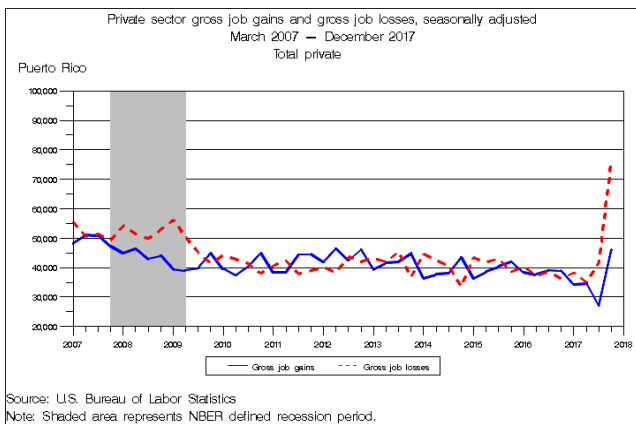
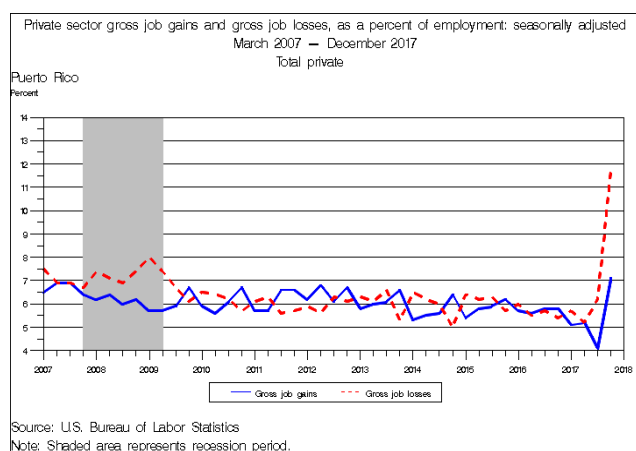
## News Release

Technical Information: (202) 691-6467  
Media Contact: (202) 691-5902

[www.bls.gov/bdm](http://www.bls.gov/bdm)

QCEW Puerto Rico: (787)754-5300  
[riveray@states.bls.gov](mailto:riveray@states.bls.gov)  
[sanchezde@states.bls.gov](mailto:sanchezde@states.bls.gov)  
[quinonesf@states.bls.gov](mailto:quinonesf@states.bls.gov)  
[espinosl@states.bls.gov](mailto:espinosl@states.bls.gov)

### BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2017



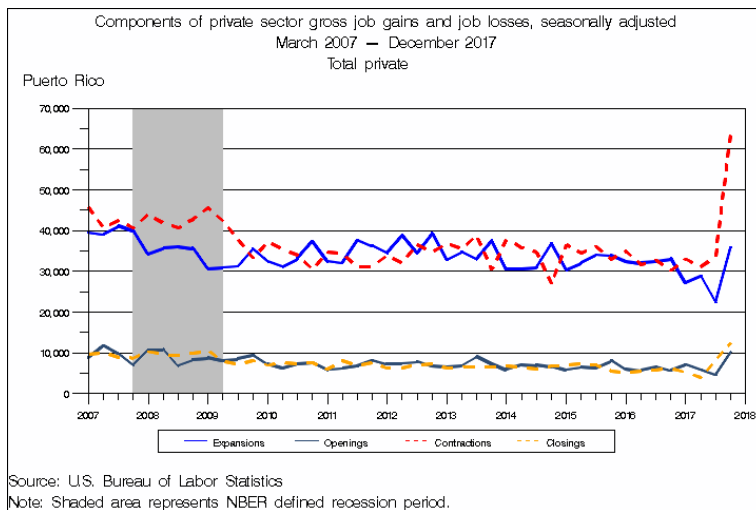
From October to December 2017 in Puerto Rico, gross job gains represented 7.1 percent of private sector employment and gross job losses represented 11.7 percent of private sector employment, according to preliminary data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This is more than the national rate of gross job gains (6.4 percent) and more for job losses (5.5 percent). The number of job gains from opening and expanding establishments was 45,987 and the number of job losses from closing and contracting establishments was 76,402. 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 45,987 jobs in the fourth quarter of 2017. This represents an increase of 18,808 from the previous quarter. Over the quarter, expanding establishments added 35,864 jobs, while opening establishments added 10,123.

Gross job losses totaled 76,402 in the fourth quarter of 2017, an increase of 34,614 from the second quarter of 2017. This was the second increase in gross job losses since June of 2017. In the fourth quarter of 2017, contracting establishments lost 64,007 jobs, while closing establishments accounted for a loss of 12,395 jobs (See table A).

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

Category	(3 months ended)				
	Dec. 2016	March 2017	June 2017	Sep. 2017	Dec. 2017
Gross job gains.....	38,952	34,349	34,820	27,179	45,987
At expanding establishments.....	33,194	27,190	28,926	22,514	35,864
At opening establishments .....	5,758	7,159	5,894	4,665	10,123
Gross job losses.....	36,267	38,301	35,043	41,788	76,402
At contracting establishments .....	30,241	33,047	31,145	33,602	64,007
At closing establishments .....	6,026	5,254	3,898	8,186	12,395
Net employment change <sup>1</sup> .....	2,685	-3,952	-223	-14,609	-30,415

<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 2017, both Retail Trade and Education and Health Services decreased its net employment by 21,504 and 5,038, respectively. (See table 1A.)

## Rates of Gross Job Gains and Gross Job Losses

From October to December 2017, gross job gains represented 7.1 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.5 percent of private sector employment, and gross job gains at opening establishments represented 1.6 percent.

Nationally, these quarter gross job gains at expanding establishments represented 5.2 percent of private sector employment, and at opening establishments represented 1.2 percent.

For the same period, gross job losses represented 11.7 percent of private sector employment. Gross job losses at contracting establishments represented 9.8 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 1.9 for Puerto Rico, and 1.0 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. 2016	March 2017	June 2017	Sep. 2017	Dec. 2017
<b>Total Private for Commonwealth of Puerto Rico</b>	Rates (percent)				
Gross job gains.....	5.8	5.1	5.2	4.1	7.1
At expanding establishments.....	4.9	4.0	4.3	3.4	5.5
At opening establishments .....	0.9	1.1	0.9	0.7	1.6
Gross job losses.....	5.4	5.7	5.2	6.2	11.7
At contracting establishments .....	4.5	4.9	4.6	5.0	9.8
At closing establishments .....	0.9	0.8	0.6	1.2	1.9
Net employment change <sup>1</sup> .....	0.4	-0.6	0.0	-2.1	-4.6
<b>Total Private for United States as a whole</b>	Rates (percent)				
Gross job gains.....	6.2	6.0	6.2	6.0	6.4
At expanding establishments.....	5.0	4.9	5.1	4.9	5.2
At opening establishments .....	1.2	1.1	1.1	1.1	1.2
Gross job losses.....	5.9	5.4	5.8	6.1	5.5
At contracting establishments .....	4.8	4.5	4.8	5.0	4.5
At closing establishments .....	1.1	0.9	1.0	1.1	1.0
Net employment change <sup>1</sup> .....	0.3	0.6	0.4	-0.1	0.9

<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

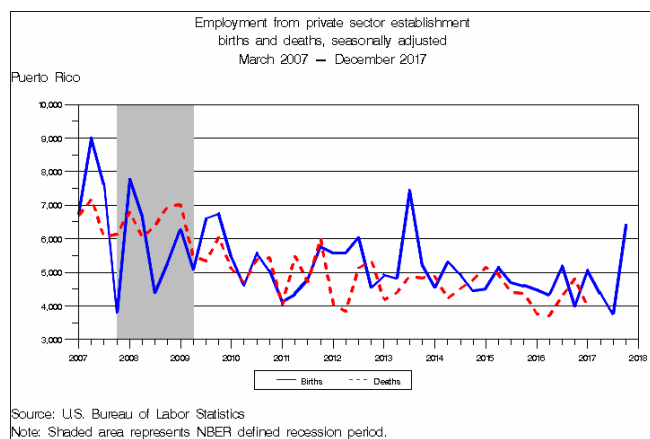
Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 44,875 active private sector establishments, a total of 8,153 gained jobs from October to December 2017 (See table C). Of these, 6,444 were expanding establishments and 1,709 were opening establishments. During the fourth quarter of 2017, 13,918 establishments showed job losses. Of these, 11,180 were contracting establishments and 2,748 were closing establishments.

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

Category	(3 months ended)				
	Dec. 2016	March 2017	June 2017	Sep. 2017	Dec. 2017
Establishments gaining jobs.....	8,957	8,640	8,498	6,738	8,153
Expanding establishments .....	7,744	7,297	7,148	5,996	6,444
Opening establishments .....	1,213	1,343	1,350	742	1,709
Establishments losing jobs.....	8,608	9,484	8,788	9,274	13,928
Contracting establishments .....	7,284	8,052	7,745	7,728	11,180
Closing establishments .....	1,324	1,432	1,043	1,546	2,748
Net employment change <sup>1</sup> .....	-111	-89	307	-804	-1,039

<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 2017, a total of 800 new private sector, non-farm businesses created 6,405 jobs. This represented an decrease of 289 establishment births from the prior quarter and a gain of 2,631 jobs. The job gains from these new establishments represented 1.0 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 last quarter which was lower. (See Table 5).

## Gross Job Gains and Losses by State

Gross job gains exceeded gross job losses in 49 states and the District of Columbia in the fourth quarter of 2017. Alaska had the highest rate of gross job gains as a percent of employment at 9.4 percent, above the U.S. rate of 6.4 percent. Hawaii had the lowest rate of gross job gains as a percent of employment at 5.1 percent. The Virgin Islands had the highest rate of gross job losses as a percent of employment at 24.1 percent, above the national rate of 5.5 percent. Hawaii, Pennsylvania, and Tennessee had the lowest rate of gross job losses as a percent of employment at 4.9 percent each. (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 November , 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 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	<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.

Copy of this report may be obtained by using the following sources: (1) Access [www.mercadolaboral.pr.gov](http://www.mercadolaboral.pr.gov) (2) Requesting a copy by sending a message to [riveray@states.bls.gov](mailto: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, 17<sup>th</sup> Floor, 505 Muñoz Rivera Avenue, San Juan, Puerto Rico 00918 (Office hours: 7:30 to 11:30am – 12:30 to 4:00pm).

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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
2007	March	-7,265	48,319	39,479	8,840	55,584	45,825	9,759
	June	352	51,018	39,189	11,829	50,666	40,640	10,026
	September	-339	51,002	41,183	9,819	51,341	42,476	8,865
	December	-2,124	47,187	40,114	7,073	49,311	40,585	8,726
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	-3,893	39,418	32,823	6,595	43,311	36,954	6,357
	June	-212	41,747	34,791	6,956	41,959	35,504	6,455
	September	-3,340	42,063	33,021	9,042	45,403	38,800	6,603
	December	7,985	44,820	37,567	7,253	36,835	30,406	6,429
2014	March	-8,160	36,451	30,535	5,916	44,611	37,783	6,828
	June	-4,664	37,746	30,666	7,080	42,410	35,840	6,570
	September	-2,687	38,066	31,005	7,061	40,753	34,684	6,069
	December	9,802	43,497	36,782	6,715	33,695	26,983	6,712
2015	March	-7,055	36,341	30,444	5,897	43,396	36,553	6,843
	June	-3,157	38,650	32,188	6,462	41,807	34,472	7,335
	September	-2,630	40,401	34,032	6,369	43,031	36,087	6,944
	December	3,471	42,037	33,914	8,123	38,566	32,963	5,603
2016	March	-1,844	38,377	32,391	5,986	40,221	35,008	5,213
	June	481	37,755	32,051	5,704	37,274	31,703	5,571
	September	479	39,088	32,473	6,615	38,609	32,752	5,857
	December	2,685	38,952	33,194	5,758	36,267	30,241	6,026
2017	March	-3,952	34,349	27,190	7,159	38,301	33,047	5,254
	June	-223	34,820	28,926	5,894	35,043	31,145	3,898
	September	-14,609	27,179	22,514	4,665	41,788	33,602	8,186
	December	-30,415	45,987	35,864	10,123	76,402	64,007	12,395

(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 2016	March 2017	June 2017	Sept 2017	Dec 2017	Dec 2016	March 2017	June 2017	Sept 2017	Dec 2017
<b>Total private<sup>1</sup></b>										
Gross job gains .....	38,952	34,349	34,820	27,179	45,987	5.8	5.1	5.2	4.1	7.1
At expanding establishments .....	33,194	27,190	28,926	22,514	35,864	4.9	4.0	4.3	3.4	5.5
At opening establishments .....	5,758	7,159	5,894	4,665	10,123	0.9	1.1	0.9	0.7	1.6
Gross job losses .....	36,267	38,301	35,043	41,788	76,402	5.4	5.7	5.2	6.2	11.7
At contracting establishments .....	30,241	33,047	31,145	33,602	64,007	4.5	4.9	4.6	5.0	9.8
At closing establishments .....	6,026	5,254	3,898	8,186	12,395	0.9	0.8	0.6	1.2	1.9
Net employment change .....	2,685	-3,952	-223	-14,609	-30,415	0.4	-0.6	0.0	-2.1	-4.6
<b>Retail Trade</b>										
Gross job gains .....	7,194	7,070	6,665	5,363	5,847	5.6	5.4	5.1	4.1	4.8
At expanding establishments .....	6,479	6,154	5,457	4,953	5,003	5.0	4.7	4.2	3.8	4.1
At opening establishments .....	715	916	1,208	410	844	0.6	0.7	0.9	0.3	0.7
Gross job losses .....	6,394	7,217	7,448	7,452	27,351	4.9	5.5	5.7	5.8	22.6
At contracting establishments .....	5,461	6,259	6,951	6,395	24,986	4.2	4.8	5.3	5.0	20.6
At closing establishments .....	933	958	497	1,057	2,365	0.7	0.7	0.4	0.8	2.0
Net employment change .....	800	-147	-783	-2,089	-21,504	0.7	-0.1	-0.6	-1.7	-17.8
<b>Education and Health Services</b>										
Gross job gains .....	6,103	5,350	6,140	4,076	5,247	5.2	4.6	5.2	3.5	4.7
At expanding establishments .....	5,422	3,624	5,507	3,529	4,259	4.6	3.1	4.7	3.0	3.8
At opening establishments .....	681	1,726	633	547	988	0.6	1.5	0.5	0.5	0.9
Gross job losses .....	5,422	6,531	4,344	8,194	10,285	4.7	5.6	3.7	7.0	9.1
At contracting establishments .....	4,766	5,873	3,732	6,906	8,454	4.1	5.0	3.2	5.9	7.5
At closing establishments .....	656	658	612	1,288	1,831	0.6	0.6	0.5	1.1	1.6
Net employment change .....	681	-1,181	1,796	-4,118	-5,038	0.5	-1.0	1.5	-3.5	-4.4

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

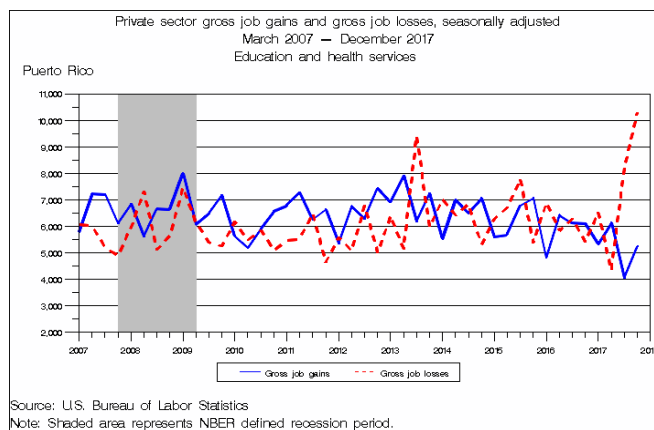
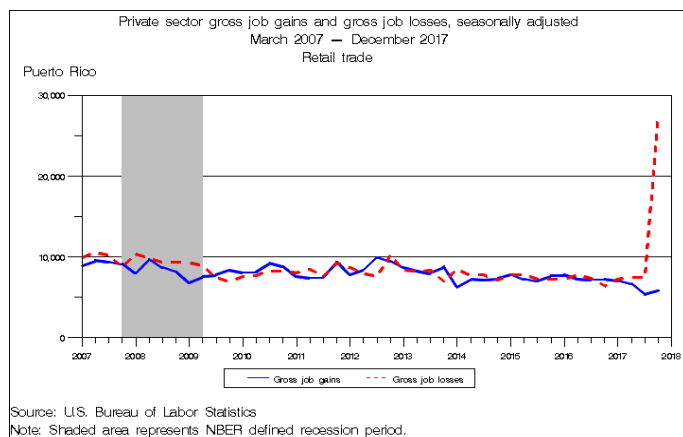


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted  
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2007	March	-1.0	6.5	5.3	1.2	7.5	6.2	1.3
	June	0.0	6.9	5.3	1.6	6.9	5.5	1.4
	September	0.0	6.9	5.6	1.3	6.9	5.7	1.2
	December	-0.3	6.4	5.4	1.0	6.7	5.5	1.2
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	-0.5	5.8	4.8	1.0	6.3	5.4	0.9
	June	-0.1	6.0	5.0	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	-0.7	5.5	4.5	1.0	6.2	5.2	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.4	6.4	5.4	1.0	5.0	4.0	1.0
2015	March	-1.0	5.4	4.5	0.9	6.4	5.4	1.0
	June	-0.4	5.8	4.8	1.0	6.2	5.1	1.1
	September	-0.4	5.9	5.0	0.9	6.3	5.3	1.0
	December	0.5	6.2	5.0	1.2	5.7	4.9	0.8
2016	March	-0.3	5.7	4.8	0.9	6.0	5.2	0.8
	June	0.1	5.6	4.8	0.8	5.5	4.7	0.8
	September	0.1	5.8	4.8	1.0	5.7	4.8	0.9
	December	0.4	5.8	4.9	0.9	5.4	4.5	0.9
2017	March	-0.6	5.1	4.0	1.1	5.7	4.9	0.8
	June	0.0	5.2	4.3	0.9	5.2	4.6	0.6
	September	-2.1	4.1	3.4	0.7	6.2	5.0	1.2
	December	-4.6	7.1	5.5	1.6	11.7	9.8	1.9

(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
2007	March	-272	10,171	8,357	1,814	11,602	9,516	2,086
	June	12	10,431	8,411	2,020	11,379	9,371	2,008
	September	148	10,453	8,447	2,006	11,048	9,190	1,858
	December	-225	10,517	8,862	1,655	10,472	8,592	1,880
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	-226	8,633	7,298	1,335	10,024	8,463	1,561
	June	40	8,866	7,437	1,429	9,390	8,001	1,389
	September	238	9,008	7,379	1,629	9,579	8,188	1,391
	December	-106	9,566	8,178	1,388	8,919	7,425	1,494
2014	March	-372	8,320	7,042	1,278	10,213	8,563	1,650
	June	-108	8,695	7,291	1,404	9,456	7,944	1,512
	September	10	8,608	7,206	1,402	9,448	8,056	1,392
	December	18	9,332	7,977	1,355	8,426	7,089	1,337
2015	March	-363	8,318	7,071	1,247	9,931	8,321	1,610
	June	-440	8,610	7,418	1,192	9,467	7,835	1,632
	September	-192	8,294	7,054	1,240	9,533	8,101	1,432
	December	165	9,484	7,995	1,489	8,629	7,305	1,324
2016	March	-103	8,536	7,201	1,335	9,703	8,265	1,438
	June	-25	8,525	7,239	1,286	8,926	7,615	1,311
	September	143	8,658	7,325	1,333	8,976	7,786	1,190
	December	-111	8,957	7,744	1,213	8,608	7,284	1,324
2017	March	-89	8,640	7,297	1,343	9,484	8,052	1,432
	June	307	8,498	7,148	1,350	8,788	7,745	1,043
	September	-804	6,738	5,996	742	9,274	7,728	1,546
	December	-1,039	8,153	6,444	1,709	13,928	11,180	2,748

(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
2007	March	-0.6	23.0	18.9	4.1	26.3	21.6	4.7
	June	0.1	23.6	19.0	4.6	25.7	21.2	4.5
	September	0.3	23.6	19.1	4.5	24.9	20.7	4.2
	December	-0.5	23.7	20.0	3.7	23.6	19.4	4.2
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	-0.5	20.5	17.3	3.2	23.7	20.0	3.7
	June	0.1	21.1	17.7	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	19.7	16.7	3.0	24.2	20.3	3.9
	June	-0.2	20.8	17.4	3.4	22.6	19.0	3.6
	September	0.0	20.5	17.2	3.3	22.5	19.2	3.3
	December	0.0	22.2	19.0	3.2	20.1	16.9	3.2
2015	March	-0.8	19.9	16.9	3.0	23.7	19.9	3.8
	June	-1.0	20.8	17.9	2.9	22.8	18.9	3.9
	September	-0.5	20.1	17.1	3.0	23.2	19.7	3.5
	December	0.4	23.0	19.4	3.6	20.9	17.7	3.2
2016	March	-0.3	20.6	17.4	3.2	23.5	20.0	3.5
	June	-0.1	20.6	17.5	3.1	21.6	18.4	3.2
	September	0.3	20.9	17.7	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	-0.3	20.8	17.6	3.2	22.9	19.4	3.5
	June	0.8	20.5	17.2	3.3	21.2	18.7	2.5
	September	-2.0	16.4	14.6	1.8	22.6	18.8	3.8
	December	-2.6	20.5	16.2	4.3	35.0	28.1	6.9

(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
2007	March	1,211	2.7	1,322	3.0	6,729	0.9	6,697	0.9
	June	1,254	2.8	1,263	2.9	9,001	1.2	7,180	1.0
	September	1,324	3.0	1,252	2.8	7,634	1.0	6,047	0.8
	December	880	2.0	1,203	2.7	3,817	0.5	6,134	0.8
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	943	2.2	1,038	2.5	4,921	0.7	4,185	0.6
	June	945	2.2	920	2.2	4,838	0.7	4,388	0.6
	September	1,169	2.8	1,032	2.4	7,445	1.1	4,879	0.7
	December	968	2.3	1,091	2.6	5,207	0.8	4,836	0.7
2014	March	923	2.2	1,137	2.7	4,547	0.7	4,871	0.7
	June	940	2.2	1,002	2.4	5,319	0.8	4,220	0.6
	September	918	2.2	1,026	2.4	4,922	0.7	4,519	0.7
	December	899	2.1	994	2.4	4,465	0.7	4,769	0.7
2015	March	933	2.2	1,159	2.8	4,534	0.7	5,151	0.8
	June	812	2.0	1,163	2.8	5,144	0.8	4,933	0.7
	September	830	2.0	984	2.4	4,692	0.7	4,397	0.7
	December	905	2.2	930	2.3	4,608	0.7	4,364	0.6
2016	March	925	2.2	978	2.4	4,482	0.7	3,766	0.6
	June	879	2.1	860	2.1	4,345	0.6	3,706	0.5
	September	913	2.2	858	2.1	5,194	0.8	4,294	0.6
	December	803	1.9	971	2.3	3,996	0.6	4,814	0.7
2017	March	995	2.4	1,018	2.5	5,059	0.8	3,940	0.6
	June	909	2.2	N/A	N/A	4,390	0.7	N/A	N/A
	September	511	1.2	N/A	N/A	3,774	0.6	N/A	N/A
	December	800	2.0	N/A	N/A	6,405	1.0	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. 2016	March 2017	June 2017	Sept. 2017	Dec. 2017	Dec. 2016	March 2017	June 2017	Sept. 2017	Dec. 2017
United States <sup>1</sup>	7,455,000	7,328,000	7,604,000	7,256,000	7,793,000	7,065,000	6,674,000	7,128,000	7,396,000	6,794,000
Alabama	91,681	95,018	87,409	94,500	94,535	90,287	81,340	88,801	91,500	85,499
Alaska	24,029	23,211	27,146	21,147	23,051	24,699	24,169	24,590	26,106	25,087
Arizona	138,291	136,971	145,129	156,480	150,080	126,313	126,704	134,184	124,785	126,790
Arkansas	58,062	56,151	52,890	56,574	59,343	53,892	50,773	56,758	54,500	50,039
California	980,183	962,840	1,008,489	945,420	1,012,893	910,192	872,313	963,220	921,087	878,611
Colorado	143,107	147,416	154,090	146,525	150,388	140,926	133,241	138,475	142,005	134,785
Connecticut	72,719	79,177	82,321	75,866	75,860	75,033	73,288	73,239	81,660	73,737
Delaware	23,338	24,976	25,141	24,514	27,053	23,351	22,313	26,277	25,233	24,440
District of Columbia	28,788	29,705	29,308	28,084	29,872	28,695	24,377	28,802	27,580	25,951
Florida	487,710	445,222	487,806	417,099	601,026	445,725	409,290	450,987	550,590	386,654
Georgia	239,884	230,965	229,623	224,926	255,553	211,569	212,760	225,490	228,351	205,236
Hawaii	26,673	27,379	27,647	28,750	27,120	26,775	25,523	28,656	28,034	26,110
Idaho	42,845	45,963	43,250	39,216	44,067	38,897	37,152	39,124	39,172	37,931
Illinois	309,191	298,256	295,556	287,491	310,581	290,285	276,590	283,177	309,665	274,431
Indiana	142,574	149,579	148,779	143,839	152,373	137,206	131,859	143,482	144,972	133,787
Iowa	73,955	78,764	73,448	70,162	76,283	76,993	71,324	73,959	73,416	68,723
Kansas	67,413	66,295	61,932	70,689	68,399	64,801	63,041	74,435	64,182	59,348
Kentucky	95,679	90,878	95,401	92,556	93,898	90,662	85,832	94,425	91,789	86,067
Louisiana	94,259	102,536	98,856	97,543	98,516	103,469	93,274	104,081	96,361	95,548
Maine	37,196	36,582	39,612	32,989	36,310	35,905	32,852	39,786	38,313	34,280
Maryland	140,769	131,540	137,552	133,359	135,848	131,349	126,358	133,284	134,027	132,634
Massachusetts	171,192	168,627	190,672	169,666	179,395	165,880	156,939	161,748	174,731	171,782
Michigan	204,720	211,095	214,607	196,743	209,001	200,138	184,414	198,700	221,387	204,433
Minnesota	140,520	142,651	140,705	131,688	143,126	138,963	117,302	129,066	140,788	137,173
Mississippi	56,611	51,514	52,591	51,045	57,005	50,218	52,216	53,075	52,367	48,701
Missouri	134,067	138,174	133,946	140,239	133,861	133,207	116,324	132,611	138,472	126,736
Montana	29,076	30,348	29,692	26,807	31,827	27,842	26,801	29,106	29,737	27,761
Nebraska	46,158	48,350	45,258	47,480	50,417	49,989	42,036	48,966	47,756	44,572
Nevada	71,548	75,922	73,628	73,242	77,451	64,782	59,528	69,752	68,063	61,756
New Hampshire	35,405	32,723	37,609	31,928	37,577	33,335	32,020	34,154	37,103	33,658
New Jersey	217,599	191,080	231,222	207,174	227,504	200,514	198,940	187,345	213,365	194,773
New Mexico	41,275	40,142	42,206	40,887	39,989	40,739	39,132	39,683	39,637	37,870
New York	472,712	482,960	512,229	488,700	483,363	461,337	446,567	452,251	485,909	457,296
North Carolina	225,601	222,190	228,495	215,246	229,058	205,302	199,056	214,667	218,341	200,335
North Dakota	23,021	26,128	23,242	23,088	23,360	26,535	22,998	23,826	23,383	23,106
Ohio	260,009	260,122	266,532	239,333	260,248	249,754	236,913	248,853	262,346	240,136
Oklahoma	81,574	78,427	82,854	81,713	80,947	78,496	81,448	74,136	75,734	74,095
Oregon	103,156	108,577	103,951	102,766	107,905	96,506	89,507	94,764	99,294	95,339
Pennsylvania	274,781	268,559	281,457	279,310	280,880	260,840	254,346	263,822	264,139	250,985
Rhode Island	23,989	26,217	27,377	24,892	27,480	23,904	24,785	24,775	26,563	25,372
South Carolina	108,676	100,891	102,376	96,040	116,023	90,148	92,823	99,787	106,344	85,962
South Dakota	21,044	22,209	21,870	19,852	22,384	21,233	20,656	21,953	20,797	20,129
Tennessee	144,675	128,481	136,278	134,472	147,416	126,150	123,277	129,537	128,703	123,782
Texas	588,802	580,416	588,070	595,615	641,177	538,726	519,376	539,188	579,631	537,456
Utah	79,259	91,646	81,427	82,619	84,690	75,963	72,367	74,004	75,903	70,508
Vermont	17,998	16,827	20,084	17,066	18,651	17,636	17,258	17,430	20,080	16,545
Virginia	194,325	186,996	196,028	182,441	196,190	180,449	172,727	183,875	193,605	170,840
Washington	191,782	185,519	193,086	172,479	188,287	179,259	152,983	167,385	170,855	160,099
West Virginia	34,777	34,065	35,135	37,743	34,247	33,887	34,690	35,391	35,798	33,151
Wisconsin	134,052	143,931	139,680	122,392	136,582	131,290	116,833	136,434	140,307	121,569
Wyoming	17,940	17,837	17,344	17,516	17,948	17,692	16,484	18,378	16,028	17,149
Puerto Rico	38,952	34,349	34,820	27,179	45,987	36,267	38,301	35,043	41,788	76,402
Virgin Islands	1,644	1,463	1,707	1,132	2,055	1,665	1,497	1,285	2,266	5,918

<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. 2016	March 2017	June 2017	Sept 2017	Dec. 2017	Dec. 2016	March 2017	June 2017	Sept 2017	Dec. 2017
United States	6.2	6.0	6.2	6.0	6.4	5.9	5.4	5.8	6.1	5.5
Alabama	5.8	6.1	5.5	6.0	6.0	5.8	5.2	5.6	5.8	5.4
Alaska	9.8	9.4	11.0	8.5	9.4	10.0	9.8	9.9	10.5	10.2
Arizona	6.0	5.8	6.2	6.6	6.2	5.5	5.4	5.7	5.3	5.3
Arkansas	5.9	5.6	5.2	5.7	5.9	5.4	5.0	5.6	5.5	5.0
California	6.9	6.7	6.9	6.5	6.9	6.3	6.0	6.6	6.4	6.0
Colorado	6.6	6.8	7.1	6.6	6.8	6.5	6.2	6.3	6.4	6.1
Connecticut	5.1	5.5	5.7	5.2	5.3	5.2	5.1	5.1	5.7	5.1
Delaware	6.2	6.6	6.6	6.5	7.1	6.2	5.9	7.0	6.6	6.4
District of Columbia	5.6	5.7	5.7	5.4	5.7	5.6	4.7	5.6	5.3	5.0
Florida	6.7	6.1	6.6	5.6	8.1	6.1	5.5	6.1	7.5	5.2
Georgia	6.6	6.3	6.2	6.1	6.9	5.8	5.8	6.1	6.2	5.5
Hawaii	5.0	5.1	5.2	5.4	5.1	5.0	4.8	5.4	5.3	4.9
Idaho	7.5	7.9	7.3	6.7	7.4	6.7	6.3	6.6	6.6	6.4
Illinois	6.1	5.8	5.7	5.6	6.0	5.6	5.4	5.5	6.0	5.3
Indiana	5.4	5.7	5.7	5.5	5.7	5.2	5.1	5.5	5.5	5.1
Iowa	5.7	6.1	5.6	5.4	5.9	5.9	5.5	5.7	5.7	5.3
Kansas	5.9	5.8	5.5	6.3	6.1	5.7	5.6	6.6	5.7	5.2
Kentucky	6.1	5.7	6.1	5.9	6.0	5.8	5.4	5.9	5.8	5.4
Louisiana	5.9	6.4	6.2	6.1	6.2	6.5	5.9	6.5	6.1	6.0
Maine	7.4	7.2	7.7	6.5	7.1	7.1	6.4	7.7	7.5	6.7
Maryland	6.6	6.1	6.4	6.1	6.2	6.2	5.9	6.2	6.2	6.2
Massachusetts	5.6	5.5	6.1	5.5	5.7	5.4	5.1	5.2	5.6	5.6
Michigan	5.5	5.6	5.7	5.3	5.6	5.4	5.0	5.3	6.0	5.5
Minnesota	5.7	5.8	5.7	5.4	5.8	5.7	4.7	5.3	5.7	5.6
Mississippi	6.3	5.7	5.9	5.7	6.3	5.6	5.9	6.0	5.9	5.5
Missouri	5.7	5.9	5.6	5.9	5.6	5.6	4.9	5.6	5.9	5.4
Montana	7.8	8.1	7.9	7.2	8.5	7.5	7.1	7.7	8.0	7.4
Nebraska	5.7	5.9	5.6	5.9	6.2	6.2	5.2	6.1	5.9	5.5
Nevada	6.2	6.6	6.3	6.3	6.5	5.6	5.2	6.0	5.8	5.2
New Hampshire	6.3	5.7	6.6	5.6	6.6	5.9	5.6	5.9	6.5	5.9
New Jersey	6.4	5.5	6.7	6.0	6.5	5.9	5.8	5.5	6.2	5.6
New Mexico	6.6	6.4	6.7	6.5	6.3	6.5	6.2	6.3	6.3	6.0
New York	6.1	6.2	6.5	6.2	6.1	5.9	5.7	5.7	6.1	5.8
North Carolina	6.3	6.2	6.3	6.0	6.3	5.7	5.5	5.9	6.0	5.5
North Dakota	6.7	7.6	6.8	6.7	6.8	7.7	6.7	6.9	6.8	6.7
Ohio	5.7	5.7	5.8	5.1	5.6	5.4	5.1	5.4	5.6	5.2
Oklahoma	6.5	6.3	6.6	6.5	6.4	6.3	6.5	5.9	6.0	5.8
Oregon	6.6	6.9	6.5	6.5	6.8	6.3	5.7	5.9	6.3	6.0
Pennsylvania	5.4	5.2	5.5	5.4	5.5	5.1	5.0	5.2	5.2	4.9
Rhode Island	5.7	6.3	6.5	5.9	6.6	5.8	5.9	5.9	6.3	6.0
South Carolina	6.5	6.0	6.1	5.7	6.9	5.4	5.6	6.0	6.4	5.1
South Dakota	6.0	6.4	6.3	5.7	6.4	6.1	5.9	6.3	6.0	5.7
Tennessee	5.8	5.1	5.4	5.4	5.8	5.1	4.9	5.1	5.2	4.9
Texas	5.9	5.8	5.8	5.9	6.3	5.4	5.2	5.4	5.7	5.3
Utah	6.8	7.7	6.8	6.8	7.0	6.4	6.1	6.2	6.3	5.8
Vermont	7.0	6.6	7.9	6.7	7.2	7.0	6.8	6.8	7.8	6.4
Virginia	6.2	6.0	6.2	5.8	6.3	5.9	5.6	5.9	6.2	5.5
Washington	7.1	6.8	7.1	6.3	6.9	6.7	5.6	6.1	6.3	5.8
West Virginia	6.4	6.3	6.4	6.9	6.3	6.2	6.4	6.5	6.5	6.1
Wisconsin	5.5	5.9	5.6	5.0	5.6	5.3	4.8	5.5	5.7	5.0
Wyoming	8.8	8.8	8.5	8.7	8.8	8.7	8.1	9.0	7.9	8.3
Puerto Rico	5.8	5.1	5.2	4.1	7.1	5.4	5.7	5.2	6.2	11.7
Virgin Islands	6.0	5.3	6.2	4.2	8.4	6.0	5.5	4.7	8.3	24.1

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