



For release 10:00 a.m. (EST), Wednesday, November 7, 2018

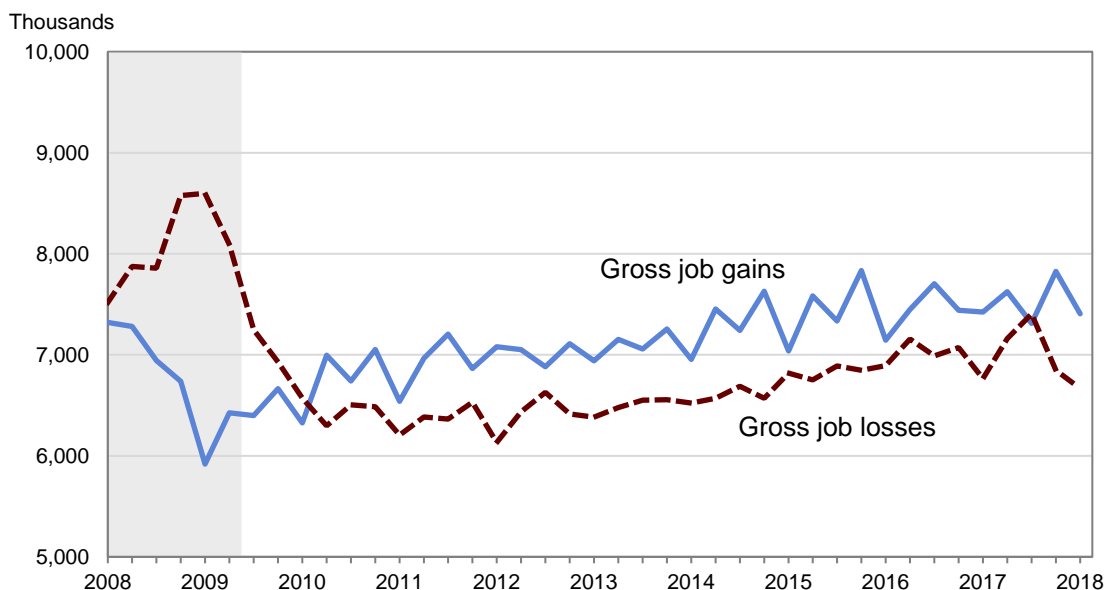
USDL-18-1787

Technical Information: (202) 691-6553 • BDMInfo@bls.gov • www.bls.gov/bdm
 Media Contact: (202) 691-5902 • PressOffice@bls.gov

BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2018

From December 2017 to March 2018, **gross job gains** from opening and expanding private-sector establishments were 7.4 million, a decrease of 420,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 6.7 million, a decrease of 181,000 jobs from the previous quarter. The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 740,000 jobs in the private sector during the first quarter of 2018. (See chart 1, and tables A and 1.)

Chart 1. Total private sector gross job gains and gross job losses, seasonally adjusted
 March 2008 - March 2018



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

Revisions to Business Employment Dynamics (BED) Data

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

The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter to the third month of the next. The difference between the number of gross job gains and the number of gross job losses is the net change in employment. (See Technical Note.) The BED data series include gross job gains and gross job losses by industry subsector, for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the firm level by employer size class.

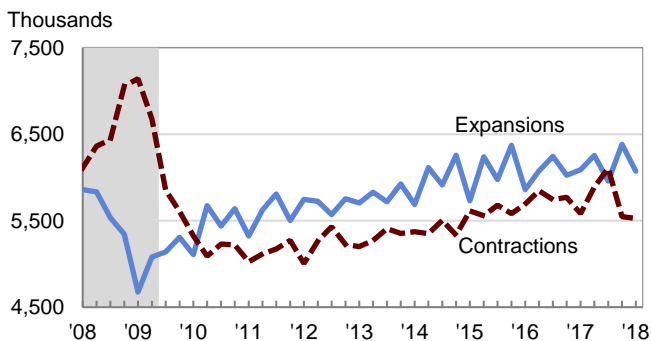
Gross Job Gains

In the first quarter of 2018, gross job gains represented 6.0 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.1 million in the first quarter of 2018, a decrease of 312,000 compared to the previous quarter. **Opening** establishments accounted for 1.3 million of the jobs gained in the first quarter of 2018, a decrease of 108,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Gross Job Losses

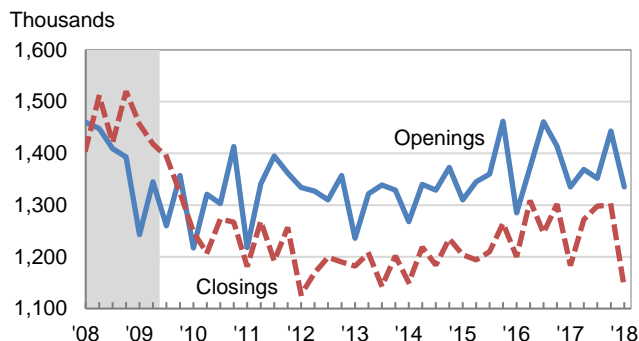
In the first quarter of 2018, gross job losses represented 5.4 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.5 million jobs in the first quarter of 2018, a decrease of 21,000 jobs from the prior quarter. In the first quarter of 2018, **closing** establishments lost 1.1 million jobs, a decrease of 160,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Chart 2. Private sector gross job gains at expanding establishments and gross job losses at contracting establishments, seasonally adjusted: March 2008 - March 2018



NOTE: Shaded area represents NBER defined recession period.

Chart 3. Private sector gross job gains at opening establishments and gross job losses at closing establishments, seasonally adjusted: March 2008 - March 2018



NOTE: Shaded area represents NBER defined recession period.

Establishment Births and Deaths

In the first quarter of 2018, the number of **establishment births** (a subset of the openings data) increased by 4,000, to a total of 250,000 establishments. These new establishments accounted for 817,000 jobs, a decrease of 36,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the second quarter of 2017, when 760,000 jobs were lost at 225,000 establishments, an increase of 101,000 jobs from the first quarter of 2017. (See Technical Note and table 8.)

Industries

Gross job gains exceeded gross job losses in 11 of 13 industries in the first quarter of 2018. The service-providing industries experienced a net job increase of 524,000 jobs in the first quarter of 2018. Within service-providing industries, leisure and hospitality had the largest over-the-quarter net job increase, with a gain of 148,000 jobs. The net job increase in leisure and hospitality was the result of 1.3 million gross job gains and 1.2 million gross job losses. The transportation and warehousing industry had the only decrease among service-providing industries, with a loss of 70,000 jobs. The goods-producing industries experienced a net job increase of 216,000 jobs in the first quarter of 2018. Of the goods-producing industries, construction added 132,000, manufacturing added 66,000 jobs, and natural resources and mining experienced a net increase of 18,000 jobs. (See table 3.)

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

Category	3 months ended				
	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018
	Levels (in thousands)				
Gross job gains.....	7,423	7,624	7,311	7,826	7,406
At expanding establishments.....	6,088	6,255	5,959	6,383	6,071
At opening establishments.....	1,335	1,369	1,352	1,443	1,335
Gross job losses.....	6,765	7,161	7,404	6,847	6,666
At contracting establishments....	5,582	5,889	6,106	5,547	5,526
At closing establishments.....	1,183	1,272	1,298	1,300	1,140
Net employment change ¹	658	463	-93	979	740
	Rates (percent)				
Gross job gains.....	6.1	6.2	6.0	6.4	6.0
At expanding establishments.....	5.0	5.1	4.9	5.2	4.9
At opening establishments.....	1.1	1.1	1.1	1.2	1.1
Gross job losses.....	5.6	5.8	6.1	5.6	5.4
At contracting establishments....	4.6	4.8	5.0	4.5	4.5
At closing establishments.....	1.0	1.0	1.1	1.1	0.9
Net employment change ¹	0.5	0.4	-0.1	0.8	0.6

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

Firm Size

In the first quarter of 2018, firms with 1-49 employees had a net employment gain of 334,000. Firms with 50-249 employees had a net employment gain of 167,000. Firms with 250 or more employees had a net employment gain of 278,000. Of the 2.0 million net jobs created over the last four quarters, firms with 1-49 employees contributed 29.0 percent of net job growth, while firms with 50-249 employees contributed 20.4 percent, and firms with 250 or more employees contributed 50.6 percent. (See tables 4 and 5.)

States

Gross job gains exceeded gross job losses in 45 states and the District of Columbia in the first quarter of 2018. Alaska had the highest rate of gross job gains as a percent of employment at 9.8 percent, above the U.S. rate of 6.0 percent. Hawaii and Tennessee had the lowest rate of gross job gains as a percent of employment at 5.0 percent each. Alaska had the highest rate of gross job losses as a percent of employment at 8.8 percent, above the national rate of 5.4 percent. Michigan had the lowest rate of gross job losses as a percent of employment at 4.6 percent. (See tables 6 and 7.)

For More Information

Additional information on gross job gains and gross job losses is available online at www.bls.gov/bdm. This information includes data on the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and other seasonally adjusted time series not presented in this release, charts of gross job gains and gross job losses by industry and firm size, and frequently asked questions on firm size data. Additional information about the Business Employment Dynamics data can be found in the Technical Note of this release or can be obtained by emailing BDMinfo@bls.gov.

The Business Employment Dynamics for Second Quarter 2018 are scheduled to be released on Wednesday, January 30, 2019 at 10:00 a.m. (EST).

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW). The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing QCEW records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by unemployment insurance (UI) laws and to pay quarterly UI taxes. The QCEW is based largely on quarterly UI reports which are sent by businesses to the State Workforce Agencies (SWAs). These UI reports are supplemented by two additional BLS data collections to render administrative data into economic statistics. Together these data comprise the QCEW and form the basis of the Bureau’s establishment universe sampling frame.

These reports are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. The QCEW is also the employment benchmark for the Current Employment Statistics (CES), Occupational Employment Statistics (OES), and Job Openings and Labor Turnover Survey (JOLTS) programs and is a major input to the Bureau of Economic Analysis’s Personal Income Accounts.

In the BED program, the quarterly QCEW records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding units and jobs lost at closing and contracting units.

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

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 10.0 million establishments in first quarter of 2018 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 8.0 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 651,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 6 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – Usually the 3rd Friday after the end of the week including the 12th of the month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and data at the county and MSA level 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Detailed locality data – Periodic universe counts for benchmarking sample survey estimates – Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Business cycle analysis – Analysis of employer dynamics underlying economic expansions and contractions – Analysis of employment expansion and contraction by size of firm 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Principal federal economic indicator – Official time series for employment change measures – Input into other major economic indicators
Program Web sites	<ul style="list-style-type: none"> www.bls.gov/cew 	<ul style="list-style-type: none"> www.bls.gov/bdm 	<ul style="list-style-type: none"> www.bls.gov/ces

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures—Quarterly Census of Employment and Wages (QCEW), Business Employment Dynamics (BED), and Current Employment Statistics (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 employment change over time. It is important to understand program differences and the intended uses of the program products. (See table.) Additional information on each program can be obtained from the program websites shown in the table.

Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal Employees (UCFE) laws are compiled from quarterly contribution reports submitted to the SWAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the “Multiple Worksite Report,” which provides detailed information on the location of their establishments. These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

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

Gross job gains and gross job losses in this release are derived from longitudinal histories of 8.0 million private sector employer reports out of 10.0 million total reports of employment and wages submitted by states to BLS in the first quarter of 2018. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110) and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. The table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter 2018.

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

	Millions
Total establishments QCEW program.....	10.0
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.5
Total establishments included in Business Employment Dynamics data.....	8.0

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation which is consistent with the role of corporations as the economic decision makers are used for the measurement of the BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

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

The formal definitions of employment changes are as follows:

Openings. These are either units with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are units with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

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

Contractions. These are units with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

Deaths. These are units with no employment or zero employment reported in the third month of four consecutive quarters following the last quarter with positive employment. Deaths are a subset of closings not including temporary shutdowns of seasonal businesses. A unit that closes during the quarter may be a death, but we wait three quarters to determine whether it is a permanent closing or a temporary shutdown. Therefore, there is always a lag of three quarters for the publication of death statistics.

All employment changes are measured from the third month of the previous quarter to the third month of the current quarter. Not all establishments and firms change their employment levels. Units with no change in employment count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

Gross job gains and gross job losses are expressed as rates by dividing their levels by the average of employment in the current and previous quarters. This provides a symmetric growth rate. The rates are calculated for the components of gross job gains and gross job losses and then summed to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between the gross job gains rate and the gross job losses rate is the net growth rate.

Establishment Births and Deaths

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time with positive employment in the third month of a quarter, or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of the longitudinal database or an establishment that had positive employment in the third month of a given quarter followed by four 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 in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

Prior to the measurement of gross job gains and gross job losses, QCEW records are linked across two quarters. The linkage process matches establishments' unique SWA identification numbers (SWA-ID). Between 95 and 97 percent of establishments identified as continuous from quarter to quarter are matched by SWA-ID. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relates records with different SWA-IDs across quarters. Predecessor and successor relations can come about for a variety of reasons, including a change in ownership, a firm restructuring, or a UI account restructuring. If a match cannot be attained in this manner, a probability-based match is used. This match attempts to identify two establishments with different SWA-IDs as continuous. The match is based upon comparisons such as the same name, address, and phone number. Third, an analyst examines unmatched records individually and makes a possible match.

In order to ensure the highest possible quality of data, SWAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the veri-

fication process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size class in which the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

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

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for other quarters of the year are available upon request. The definitions and methodology in measuring annual gross job gains and gross job losses are similar to the quarterly measures. The linkage method considers all predecessor and successor relations that may come about due to changes in ownership and corporate restructuring over the entire year. At the establishment level, some of the quarterly job gains and job losses are offset during the estimation over the year. Therefore, the sum of four quarters of gross job gains and gross job losses are not equal to annual gross job gains and gross job losses. The net change in employment over the year, however, is equal to the sum of four quarterly net changes on a not seasonally adjusted basis.

Seasonal adjustment

Over the course of a year, the levels of employment and the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting units are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, for industry data, the establishment counts

data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-13 ARIMA-SEATS. Seasonally adjusted data series for total private are the sum of seasonally adjusted data of all sectors including the unclassified sector, which is not separately published.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and clos-

ings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

The BED data series are subject to periodic minor changes based on corrections in QCEW records, updates on predecessors and successors information, and seasonal adjustment revisions.

Annual revisions are published each year with the release of the first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and 5 years of seasonally adjusted data.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages and the annual bulletin also are available upon request from the Division of Administrative Statistics and Labor Turnover (Quarterly Census of Employment and Wages), telephone (202) 691-6567; (www.bls.gov/cew/); (e-mail: QCEWInfo@bls.gov).

The Current Employment Statistics (CES) program produces monthly estimates of employment, its net change, hours, and earnings by detailed industry. These estimates are part of the Employment Situation report put out monthly by BLS.

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

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

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

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2008	March	-199	7,320	5,860	1,460	7,519	6,111	1,408
	June	-593	7,281	5,833	1,448	7,874	6,363	1,511
	September	-913	6,944	5,535	1,409	7,857	6,436	1,421
	December	-1,838	6,738	5,345	1,393	8,576	7,056	1,520
2009	March	-2,680	5,918	4,675	1,243	8,598	7,142	1,456
	June	-1,667	6,425	5,080	1,345	8,092	6,674	1,418
	September	-849	6,399	5,139	1,260	7,248	5,854	1,394
	December	-264	6,665	5,308	1,357	6,929	5,605	1,324
2010	March	-247	6,325	5,108	1,217	6,572	5,324	1,248
	June	698	6,995	5,674	1,321	6,297	5,090	1,207
	September	237	6,741	5,438	1,303	6,504	5,231	1,273
	December	566	7,052	5,639	1,413	6,486	5,219	1,267
2011	March	334	6,540	5,322	1,218	6,206	5,025	1,181
	June	582	6,966	5,625	1,341	6,384	5,115	1,269
	September	841	7,205	5,810	1,395	6,364	5,172	1,192
	December	335	6,865	5,503	1,362	6,530	5,273	1,257
2012	March	948	7,080	5,746	1,334	6,132	5,005	1,127
	June	616	7,051	5,724	1,327	6,435	5,266	1,169
	September	252	6,881	5,571	1,310	6,629	5,430	1,199
	December	695	7,110	5,753	1,357	6,415	5,225	1,190
2013	March	558	6,941	5,705	1,236	6,383	5,201	1,182
	June	674	7,152	5,830	1,322	6,478	5,271	1,207
	September	507	7,058	5,719	1,339	6,551	5,408	1,143
	December	700	7,255	5,926	1,329	6,555	5,353	1,202
2014	March	433	6,955	5,687	1,268	6,522	5,372	1,150
	June	885	7,454	6,114	1,340	6,569	5,350	1,219
	September	553	7,241	5,912	1,329	6,688	5,504	1,184
	December	1,060	7,629	6,256	1,373	6,569	5,334	1,235
2015	March	221	7,039	5,729	1,310	6,818	5,614	1,204
	June	832	7,584	6,239	1,345	6,752	5,558	1,194
	September	445	7,335	5,975	1,360	6,890	5,680	1,210
	December	987	7,834	6,372	1,462	6,847	5,582	1,265
2016	March	253	7,145	5,860	1,285	6,892	5,692	1,200
	June	294	7,449	6,076	1,373	7,155	5,846	1,309
	September	714	7,704	6,243	1,461	6,990	5,744	1,246
	December	368	7,440	6,026	1,414	7,072	5,770	1,302
2017	March	658	7,423	6,088	1,335	6,765	5,582	1,183
	June	463	7,624	6,255	1,369	7,161	5,889	1,272
	September	-93	7,311	5,959	1,352	7,404	6,106	1,298
	December	979	7,826	6,383	1,443	6,847	5,547	1,300
2018	March	740	7,406	6,071	1,335	6,666	5,526	1,140

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

Table 2. Private sector gross job gains and losses as a percent of employment,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	-0.1	6.4	5.1	1.3	6.5	5.3	1.2
	June	-0.5	6.4	5.1	1.3	6.9	5.6	1.3
	September	-0.9	6.1	4.9	1.2	7.0	5.7	1.3
	December	-1.7	6.0	4.8	1.2	7.7	6.3	1.4
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.5	6.0	4.7	1.3	7.5	6.2	1.3
	September	-0.8	6.0	4.8	1.2	6.8	5.5	1.3
	December	-0.3	6.3	5.0	1.3	6.6	5.3	1.3
2010	March	-0.2	6.0	4.8	1.2	6.2	5.0	1.2
	June	0.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	0.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	0.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	0.3	6.1	5.0	1.1	5.8	4.7	1.1
	June	0.5	6.4	5.2	1.2	5.9	4.7	1.2
	September	0.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	0.4	6.4	5.1	1.3	6.0	4.8	1.2
2012	March	0.8	6.4	5.2	1.2	5.6	4.6	1.0
	June	0.5	6.4	5.2	1.2	5.9	4.8	1.1
	September	0.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
2013	March	0.5	6.2	5.1	1.1	5.7	4.6	1.1
	June	0.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
2014	March	0.4	6.1	5.0	1.1	5.7	4.7	1.0
	June	0.7	6.5	5.3	1.2	5.8	4.7	1.1
	September	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.8	6.6	5.4	1.2	5.8	4.7	1.1
2016	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.2	6.2	5.1	1.1	6.0	4.9	1.1
	September	0.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	0.3	6.2	5.0	1.2	5.9	4.8	1.1
2017	March	0.5	6.1	5.0	1.1	5.6	4.6	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	-0.1	6.0	4.9	1.1	6.1	5.0	1.1
	December	0.8	6.4	5.2	1.2	5.6	4.5	1.1
2018	March	0.6	6.0	4.9	1.1	5.4	4.5	0.9

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

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018
Total private ¹										
Gross job gains	7,423	7,624	7,311	7,826	7,406	6.1	6.2	6.0	6.4	6.0
At expanding establishments	6,088	6,255	5,959	6,383	6,071	5.0	5.1	4.9	5.2	4.9
At opening establishments	1,335	1,369	1,352	1,443	1,335	1.1	1.1	1.1	1.2	1.1
Gross job losses	6,765	7,161	7,404	6,847	6,666	5.6	5.8	6.1	5.6	5.4
At contracting establishments	5,582	5,889	6,106	5,547	5,526	4.6	4.8	5.0	4.5	4.5
At closing establishments	1,183	1,272	1,298	1,300	1,140	1.0	1.0	1.1	1.1	0.9
Net employment change	658	463	-93	979	740	0.5	0.4	-0.1	0.8	0.6
Goods-producing										
Gross job gains	1,414	1,400	1,271	1,435	1,390	6.7	6.6	6.0	6.8	6.4
At expanding establishments	1,214	1,205	1,083	1,226	1,200	5.8	5.7	5.1	5.8	5.5
At opening establishments	200	195	188	209	190	0.9	0.9	0.9	1.0	0.9
Gross job losses	1,209	1,295	1,331	1,233	1,174	5.7	6.0	6.3	5.8	5.4
At contracting establishments	1,020	1,094	1,129	1,039	997	4.8	5.1	5.3	4.9	4.6
At closing establishments	189	201	202	194	177	0.9	0.9	1.0	0.9	0.8
Net employment change	205	105	-60	202	216	1.0	0.6	-0.3	1.0	1.0
Natural resources and mining										
Gross job gains	290	270	253	256	254	15.5	14.4	13.6	13.5	13.2
At expanding establishments	254	237	220	223	224	13.6	12.6	11.8	11.8	11.6
At opening establishments	36	33	33	33	30	1.9	1.8	1.8	1.7	1.6
Gross job losses	238	263	243	258	236	12.7	14.0	13.0	13.6	12.3
At contracting establishments	203	225	212	227	206	10.8	12.0	11.3	12.0	10.7
At closing establishments	35	38	31	31	30	1.9	2.0	1.7	1.6	1.6
Net employment change	52	7	10	-2	18	2.8	0.4	0.6	-0.1	0.9
Construction										
Gross job gains	717	686	622	719	716	10.4	9.9	9.0	10.4	10.0
At expanding establishments	587	563	504	582	590	8.5	8.1	7.3	8.4	8.2
At opening establishments	130	123	118	137	126	1.9	1.8	1.7	2.0	1.8
Gross job losses	589	641	663	608	584	8.6	9.3	9.6	8.8	8.1
At contracting establishments	479	525	541	491	476	7.0	7.6	7.8	7.1	6.6
At closing establishments	110	116	122	117	108	1.6	1.7	1.8	1.7	1.5
Net employment change	128	45	-41	111	132	1.8	0.6	-0.6	1.6	1.9
Manufacturing										
Gross job gains	407	444	396	460	420	3.3	3.6	3.2	3.7	3.4
At expanding establishments	373	405	359	421	386	3.0	3.3	2.9	3.4	3.1
At opening establishments	34	39	37	39	34	0.3	0.3	0.3	0.3	0.3
Gross job losses	382	391	425	367	354	3.1	3.2	3.4	3.0	2.8
At contracting establishments	338	344	376	321	315	2.7	2.8	3.0	2.6	2.5
At closing establishments	44	47	49	46	39	0.4	0.4	0.4	0.4	0.3
Net employment change	25	53	-29	93	66	0.2	0.4	-0.2	0.7	0.6
Service-providing ¹										
Gross job gains	6,009	6,224	6,040	6,391	6,016	6.0	6.2	6.0	6.3	5.9
At expanding establishments	4,874	5,050	4,876	5,157	4,871	4.9	5.0	4.8	5.1	4.8
At opening establishments	1,135	1,174	1,164	1,234	1,145	1.1	1.2	1.2	1.2	1.1
Gross job losses	5,556	5,866	6,073	5,614	5,492	5.5	5.9	6.0	5.5	5.3
At contracting establishments	4,562	4,795	4,977	4,508	4,529	4.5	4.8	4.9	4.4	4.4
At closing establishments	994	1,071	1,096	1,106	963	1.0	1.1	1.1	1.1	0.9
Net employment change	453	358	-33	777	524	0.5	0.3	0.0	0.8	0.6
Wholesale trade										
Gross job gains	268	284	270	280	263	4.6	4.8	4.6	4.7	4.5
At expanding establishments	222	236	225	233	220	3.8	4.0	3.8	3.9	3.8
At opening establishments	46	48	45	47	43	0.8	0.8	0.8	0.8	0.7
Gross job losses	250	248	267	249	243	4.3	4.2	4.5	4.2	4.2
At contracting establishments	197	195	213	193	192	3.4	3.3	3.6	3.3	3.3
At closing establishments	53	53	54	56	51	0.9	0.9	0.9	0.9	0.9
Net employment change	18	36	3	31	20	0.3	0.6	0.1	0.5	0.3

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands)					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018
Retail trade										
Gross job gains	945	930	891	907	919	5.9	5.8	5.6	5.7	5.8
At expanding establishments	817	802	764	793	811	5.1	5.0	4.8	5.0	5.1
At opening establishments	128	128	127	114	108	0.8	0.8	0.8	0.7	0.7
Gross job losses	890	936	986	898	848	5.6	5.9	6.2	5.7	5.3
At contracting establishments	782	807	860	783	748	4.9	5.1	5.4	5.0	4.7
At closing establishments	108	129	126	115	100	0.7	0.8	0.8	0.7	0.6
Net employment change	55	-6	-95	9	71	0.3	-0.1	-0.6	0.0	0.5
Transportation and warehousing										
Gross job gains	252	271	307	390	257	5.1	5.6	6.2	7.6	4.9
At expanding establishments	220	234	266	343	224	4.5	4.8	5.4	6.7	4.3
At opening establishments	32	37	41	47	33	0.6	0.8	0.8	0.9	0.6
Gross job losses	321	254	232	231	327	6.5	5.2	4.6	4.5	6.3
At contracting establishments	287	216	195	190	296	5.8	4.4	3.9	3.7	5.7
At closing establishments	34	38	37	41	31	0.7	0.8	0.7	0.8	0.6
Net employment change	-69	17	75	159	-70	-1.4	0.4	1.6	3.1	-1.4
Utilities										
Gross job gains	11	12	11	12	11	2.0	2.2	2.0	2.2	2.0
At expanding establishments	10	11	10	11	10	1.8	2.0	1.8	2.0	1.8
At opening establishments	1	1	1	1	1	0.2	0.2	0.2	0.2	0.2
Gross job losses	10	13	13	12	11	1.8	2.4	2.4	2.2	2.0
At contracting establishments	9	12	12	10	10	1.6	2.2	2.2	1.8	1.8
At closing establishments	1	1	1	2	1	0.2	0.2	0.2	0.4	0.2
Net employment change	1	-1	-2	0	0	0.2	-0.2	-0.4	0.0	0.0
Information										
Gross job gains	144	158	157	147	154	5.1	5.6	5.6	5.3	5.5
At expanding establishments	121	132	125	120	131	4.3	4.7	4.5	4.3	4.7
At opening establishments	23	26	32	27	23	0.8	0.9	1.1	1.0	0.8
Gross job losses	152	175	155	148	143	5.5	6.2	5.6	5.3	5.1
At contracting establishments	128	149	130	121	120	4.6	5.3	4.7	4.3	4.3
At closing establishments	24	26	25	27	23	0.9	0.9	0.9	1.0	0.8
Net employment change	-8	-17	2	-1	11	-0.4	-0.6	0.0	0.0	0.4
Financial activities										
Gross job gains	362	394	374	389	351	4.5	4.9	4.6	4.8	4.3
At expanding establishments	295	317	298	301	281	3.7	3.9	3.7	3.7	3.4
At opening establishments	67	77	76	88	70	0.8	1.0	0.9	1.1	0.9
Gross job losses	343	346	366	370	338	4.3	4.3	4.5	4.6	4.1
At contracting establishments	266	269	286	283	262	3.3	3.3	3.5	3.5	3.2
At closing establishments	77	77	80	87	76	1.0	1.0	1.0	1.1	0.9
Net employment change	19	48	8	19	13	0.2	0.6	0.1	0.2	0.2
Professional and business services										
Gross job gains	1,317	1,451	1,387	1,499	1,324	6.5	7.2	6.8	7.3	6.4
At expanding establishments	1,075	1,190	1,129	1,215	1,088	5.3	5.9	5.5	5.9	5.3
At opening establishments	242	261	258	284	236	1.2	1.3	1.3	1.4	1.1
Gross job losses	1,286	1,338	1,384	1,315	1,255	6.3	6.6	6.8	6.4	6.1
At contracting establishments	1,036	1,075	1,114	1,029	1,016	5.1	5.3	5.5	5.0	4.9
At closing establishments	250	263	270	286	239	1.2	1.3	1.3	1.4	1.2
Net employment change	31	113	3	184	69	0.2	0.6	0.0	0.9	0.3
Education and health services										
Gross job gains	972	994	985	987	971	4.4	4.5	4.5	4.4	4.4
At expanding establishments	802	815	813	805	799	3.6	3.7	3.7	3.6	3.6
At opening establishments	170	179	172	182	172	0.8	0.8	0.8	0.8	0.8
Gross job losses	824	902	908	863	830	3.7	4.1	4.1	3.9	3.7
At contracting establishments	667	730	731	681	668	3.0	3.3	3.3	3.1	3.0
At closing establishments	157	172	177	182	162	0.7	0.8	0.8	0.8	0.7
Net employment change	148	92	77	124	141	0.7	0.4	0.4	0.5	0.7

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018
Leisure and hospitality										
Gross job gains	1,348	1,346	1,302	1,391	1,331	8.5	8.4	8.2	8.8	8.2
At expanding establishments	1,065	1,057	1,011	1,093	1,058	6.7	6.6	6.4	6.9	6.5
At opening establishments	283	289	291	298	273	1.8	1.8	1.8	1.9	1.7
Gross job losses	1,165	1,334	1,423	1,221	1,183	7.4	8.4	9.0	7.6	7.3
At contracting establishments	966	1,110	1,187	997	991	6.1	7.0	7.5	6.2	6.1
At closing establishments	199	224	236	224	192	1.3	1.4	1.5	1.4	1.2
Net employment change	183	12	-121	170	148	1.1	0.0	-0.8	1.2	0.9
Other services										
Gross job gains	292	310	284	295	287	7.1	7.5	6.8	7.1	6.9
At expanding establishments	230	243	222	232	228	5.6	5.9	5.3	5.6	5.5
At opening establishments	62	67	62	63	59	1.5	1.6	1.5	1.5	1.4
Gross job losses	277	284	305	275	275	6.7	6.8	7.4	6.6	6.6
At contracting establishments	215	222	240	212	215	5.2	5.3	5.8	5.1	5.2
At closing establishments	62	62	65	63	60	1.5	1.5	1.6	1.5	1.4
Net employment change	15	26	-21	20	12	0.4	0.7	-0.6	0.5	0.3

¹ Includes unclassified sector, not shown separately.

Table 4. Private sector gross job gains and losses by firm size, seasonally adjusted
(In thousands)

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change ^{2,3}	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses
2008	March	-274	5,831	6,105	-152	3,235	3,387	-11	1,079	1,090	-111	1,517	1,628
	June	-548	5,850	6,398	-287	3,174	3,461	-44	1,090	1,134	-217	1,586	1,803
	September	-956	5,532	6,488	-343	3,051	3,394	-140	1,020	1,160	-473	1,461	1,934
	December	-1,886	5,338	7,224	-689	2,910	3,599	-375	947	1,322	-822	1,481	2,303
2009	March	-2,638	4,617	7,255	-983	2,721	3,704	-616	810	1,426	-1,039	1,086	2,125
	June	-1,763	5,169	6,932	-474	2,946	3,420	-281	950	1,231	-1,008	1,273	2,281
	September	-906	5,164	6,070	-372	2,826	3,198	-110	932	1,042	-424	1,406	1,830
	December	-317	5,403	5,720	-159	2,940	3,099	-45	962	1,007	-113	1,501	1,614
2010	March	-234	5,115	5,349	-195	2,863	3,058	-2	914	916	-37	1,338	1,375
	June	664	5,805	5,141	235	3,093	2,858	204	1,071	867	225	1,641	1,416
	September	226	5,525	5,299	26	2,946	2,920	87	998	911	113	1,581	1,468
	December	502	5,781	5,279	92	3,051	2,959	92	1,034	942	318	1,696	1,378
2011	March	340	5,375	5,035	99	2,983	2,884	122	971	849	119	1,421	1,302
	June	537	5,746	5,209	190	3,073	2,883	169	1,063	894	178	1,610	1,432
	September	852	5,974	5,122	272	3,137	2,865	171	1,066	895	409	1,771	1,362
	December	297	5,585	5,288	45	2,970	2,925	44	981	937	208	1,634	1,426
2012	March	972	5,904	4,932	388	3,173	2,785	220	1,054	834	364	1,677	1,313
	June	612	5,828	5,216	174	3,039	2,865	158	1,074	916	280	1,715	1,435
	September	226	5,581	5,355	55	2,963	2,908	54	1,006	952	117	1,612	1,495
	December	637	5,779	5,142	180	3,025	2,845	94	1,014	920	363	1,740	1,377
2013	March	582	5,743	5,161	212	3,071	2,859	156	1,029	873	214	1,643	1,429
	June	650	5,906	5,256	226	3,085	2,859	135	1,071	936	289	1,750	1,461
	September	473	5,764	5,291	225	3,063	2,838	69	1,021	952	179	1,680	1,501
	December	631	5,886	5,255	122	3,021	2,899	105	1,034	929	404	1,831	1,427
2014	March	455	5,666	5,211	240	3,073	2,833	152	1,035	883	63	1,558	1,495
	June	887	6,136	5,249	300	3,179	2,879	215	1,121	906	372	1,836	1,464
	September	536	5,860	5,324	185	3,060	2,875	110	1,063	953	241	1,737	1,496
	December	967	6,158	5,191	217	3,107	2,890	154	1,086	932	596	1,965	1,369
2015	March	230	5,665	5,435	172	3,097	2,925	77	1,022	945	-19	1,546	1,565
	June	833	6,252	5,419	318	3,199	2,881	189	1,133	944	326	1,920	1,594
	September	417	5,899	5,482	133	3,048	2,915	65	1,041	976	219	1,810	1,591
	December	879	6,267	5,388	242	3,179	2,937	98	1,077	979	539	2,011	1,472
2016	March	265	5,746	5,481	213	3,121	2,908	58	1,016	958	-6	1,609	1,615
	June	302	6,046	5,744	66	3,126	3,060	115	1,106	991	121	1,814	1,693
	September	701	6,245	5,544	164	3,143	2,979	88	1,084	996	449	2,018	1,569
	December	302	5,912	5,610	76	3,070	2,994	50	1,033	983	176	1,809	1,633
2017	March	674	5,992	5,318	367	3,241	2,874	189	1,077	888	118	1,674	1,556
	June	513	6,198	5,685	143	3,162	3,019	146	1,128	982	224	1,908	1,684
	September	-153	5,812	5,965	-136	2,985	3,121	-60	1,009	1,069	43	1,818	1,775
	December	885	6,224	5,339	245	3,194	2,949	161	1,092	931	479	1,938	1,459
2018	March	779	6,021	5,242	334	3,182	2,848	167	1,061	894	278	1,778	1,500

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

² Net change is the difference between total gross job gains and total gross job losses.

³ Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment.

NOTE: See <http://www.bls.gov/bdm/bdmfirmsize.htm> for more detailed firm size class data

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

Category	Gross job gains and losses (in thousands)					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018
Total private by firm ¹										
Gross job gains	5,992	6,198	5,812	6,224	6,021	4.9	5.0	4.7	5.1	4.9
At expanding firms	5,042	5,291	4,929	5,264	5,078	4.1	4.3	4.0	4.3	4.1
At opening firms	950	907	883	960	943	0.8	0.7	0.7	0.8	0.8
Gross job losses	5,318	5,685	5,965	5,339	5,242	4.4	4.7	4.9	4.3	4.3
At contracting firms	4,472	4,832	5,078	4,460	4,433	3.7	4.0	4.2	3.6	3.6
At closing firms	846	853	887	879	809	0.7	0.7	0.7	0.7	0.7
Net employment change	674	513	-153	885	779	0.5	0.3	-0.2	0.8	0.6
Firm size 1 to 49 employees										
Gross job gains	3,241	3,162	2,985	3,194	3,182	9.5	9.2	8.8	9.4	9.3
At expanding firms	2,323	2,296	2,142	2,270	2,283	6.8	6.7	6.3	6.7	6.7
At opening firms	918	866	843	924	899	2.7	2.5	2.5	2.7	2.6
Gross job losses	2,874	3,019	3,121	2,949	2,848	8.5	8.9	9.2	8.7	8.3
At contracting firms	2,060	2,197	2,271	2,107	2,064	6.1	6.5	6.7	6.2	6.0
At closing firms	814	822	850	842	784	2.4	2.4	2.5	2.5	2.3
Net employment change	367	143	-136	245	334	1.0	0.3	-0.4	0.7	1.0
Firm size 50 to 249 employees										
Gross job gains	1,077	1,128	1,009	1,092	1,061	4.9	5.1	4.5	4.9	4.7
At expanding firms	1,047	1,091	976	1,060	1,032	4.8	4.9	4.4	4.8	4.6
At opening firms	30	37	33	32	29	0.1	0.2	0.1	0.1	0.1
Gross job losses	888	982	1,069	931	894	4.0	4.4	4.8	4.2	4.0
At contracting firms	860	955	1,038	898	871	3.9	4.3	4.7	4.1	3.9
At closing firms	28	27	31	33	23	0.1	0.1	0.1	0.1	0.1
Net employment change	189	146	-60	161	167	0.9	0.7	-0.3	0.7	0.7
Firm size 250 or more employees										
Gross job gains	1,674	1,908	1,818	1,938	1,778	2.5	2.9	2.7	2.9	2.6
At expanding firms	1,672	1,904	1,811	1,934	1,763	2.5	2.9	2.7	2.9	2.6
At opening firms	2	4	7	4	15	0.0	0.0	0.0	0.0	0.0
Gross job losses	1,556	1,684	1,775	1,459	1,500	2.4	2.5	2.7	2.2	2.2
At contracting firms	1,552	1,680	1,769	1,455	1,498	2.4	2.5	2.7	2.2	2.2
At closing firms	4	4	6	4	2	0.0	0.0	0.0	0.0	0.0
Net employment change	118	224	43	479	278	0.1	0.4	0.0	0.7	0.4

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

Table 6. Private sector gross job gains and losses by state, seasonally adjusted

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018	Mar. 2017	June 2017	Sept. 2017	Dec. 2017	Mar. 2018
United States ¹	7,423,000	7,624,000	7,311,000	7,826,000	7,406,000	6,765,000	7,161,000	7,404,000	6,847,000	6,666,000
Alabama	95,396	87,628	94,446	94,822	95,408	81,548	89,429	91,407	86,247	84,599
Alaska	23,446	26,852	21,397	23,753	24,212	24,956	24,550	26,684	25,045	21,672
Arizona	139,743	145,184	155,502	149,164	143,329	128,188	133,759	123,614	126,322	127,123
Arkansas	57,171	53,955	57,887	61,837	54,713	51,795	57,494	55,030	51,164	51,129
California	978,752	1,011,827	944,355	1,006,720	943,168	897,392	946,159	912,206	879,820	873,921
Colorado	148,598	155,332	147,249	151,305	152,077	131,149	138,368	141,723	135,072	133,458
Connecticut	83,754	82,431	76,526	76,225	73,726	77,019	75,429	83,269	75,144	74,835
Delaware	24,795	25,363	24,438	26,545	27,296	22,289	25,080	25,225	24,302	22,600
District of Columbia	30,043	29,471	28,320	30,487	31,638	24,747	27,883	26,722	25,823	25,107
Florida	450,422	487,933	423,467	610,728	461,699	413,230	453,918	556,886	396,998	415,301
Georgia	232,653	230,899	229,356	256,202	243,572	214,385	225,148	226,960	206,907	211,926
Hawaii	28,595	27,783	29,071	27,322	26,880	25,342	28,038	27,155	25,437	26,108
Idaho	45,855	43,239	39,562	44,087	47,380	37,658	39,161	39,690	38,758	35,993
Illinois	303,386	296,909	291,827	306,642	297,390	278,250	285,523	309,933	273,761	263,419
Indiana	148,024	148,425	143,899	152,730	150,823	133,190	144,525	146,250	132,131	135,050
Iowa	79,118	73,924	70,270	77,044	72,763	72,462	75,216	74,090	69,393	68,476
Kansas	66,146	62,158	70,776	67,371	59,291	63,234	73,961	63,746	59,074	62,541
Kentucky	92,657	95,753	94,074	96,637	97,348	88,853	94,600	93,321	88,557	93,418
Louisiana	104,037	99,314	98,944	99,534	104,399	93,946	104,220	97,205	95,862	93,651
Maine	36,553	39,440	33,579	36,637	37,325	33,783	34,978	38,391	34,260	36,037
Maryland	133,097	137,314	137,981	135,910	136,190	127,134	132,372	133,326	136,873	124,625
Massachusetts	172,569	191,505	170,033	179,340	170,940	161,240	162,662	175,714	170,518	161,219
Michigan	209,978	214,731	197,425	209,924	215,009	185,458	196,603	221,611	201,345	172,727
Minnesota	144,230	140,365	131,527	142,622	133,031	121,219	130,303	141,017	137,459	124,520
Mississippi	52,077	52,756	51,886	57,247	49,047	52,469	53,369	52,345	48,680	52,670
Missouri	138,795	134,103	140,341	134,191	128,761	117,736	133,913	139,943	129,197	122,569
Montana	30,342	29,677	26,820	31,819	29,814	27,206	29,181	29,704	27,823	26,996
Nebraska	48,701	45,194	47,837	50,496	46,119	41,711	49,129	47,865	44,716	44,422
Nevada	76,362	72,388	73,746	77,583	77,239	59,916	68,792	68,376	61,853	64,015
New Hampshire	32,928	37,680	31,569	38,049	34,737	32,092	34,282	37,293	33,715	33,948
New Jersey	193,582	230,234	207,984	222,652	195,067	202,338	191,941	215,560	198,679	202,204
New Mexico	40,909	42,742	41,437	40,895	40,492	39,306	40,518	40,213	38,285	35,382
New York	487,109	509,041	494,576	486,419	487,774	446,228	457,553	486,906	458,703	446,548
North Carolina	229,283	228,081	217,327	228,877	227,451	203,934	221,870	218,183	201,030	190,130
North Dakota	26,055	23,247	23,228	23,364	24,123	23,084	23,818	23,107	23,093	21,767
Ohio	265,464	269,114	243,678	264,245	257,964	239,648	254,723	262,622	241,351	233,979
Oklahoma	79,282	82,735	83,769	82,246	78,771	78,593	74,918	74,871	74,837	70,899
Oregon	109,493	105,170	103,655	108,362	126,218	91,556	96,792	100,748	95,674	91,805
Pennsylvania	270,123	281,115	280,427	280,828	269,034	255,325	264,277	264,778	254,044	253,319
Rhode Island	26,447	27,373	25,029	27,510	26,816	24,894	24,811	26,569	25,380	25,611
South Carolina	103,729	102,603	96,088	117,366	101,452	94,832	102,112	104,581	88,279	80,164
South Dakota	22,280	21,835	19,999	22,366	22,660	20,586	21,781	20,660	20,135	20,837
Tennessee	130,766	136,862	135,735	148,658	128,609	125,921	130,049	131,055	124,382	122,183
Texas	585,792	590,669	600,634	647,693	594,270	523,798	543,780	583,688	543,784	524,628
Utah	91,980	81,928	83,405	85,107	91,524	72,807	75,631	76,415	70,867	73,492
Vermont	16,912	20,125	16,838	18,850	16,527	17,343	17,580	20,048	16,838	18,162
Virginia	190,197	197,726	184,675	196,457	184,748	175,344	185,613	193,851	171,383	167,145
Washington	187,588	194,267	174,549	188,715	201,454	161,186	170,639	174,372	163,741	160,868
West Virginia	34,668	34,901	36,996	34,506	37,645	34,265	35,528	34,633	33,250	32,156
Wisconsin	145,194	140,042	123,582	137,630	138,695	117,887	136,344	140,499	121,738	116,842
Wyoming	18,072	17,444	17,775	17,919	17,379	16,553	18,518	16,180	17,229	16,363
Puerto Rico	34,388	35,972	29,774	46,357	55,031	38,377	36,503	45,400	76,992	43,925
Virgin Islands	1,542	1,856	1,111	2,218	2,702	1,500	1,451	3,103	6,800	3,775

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

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

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

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2017	2017	2017	2017	2018	2017	2017	2017	2017	2018
United States	6.1	6.2	6.0	6.4	6.0	5.6	5.8	6.1	5.6	5.4
Alabama	6.1	5.6	6.0	6.0	6.0	5.2	5.6	5.8	5.4	5.3
Alaska	9.4	10.9	8.7	9.7	9.8	10.1	9.9	10.8	10.2	8.8
Arizona	6.0	6.2	6.6	6.3	6.0	5.5	5.7	5.2	5.3	5.3
Arkansas	5.7	5.4	5.8	6.1	5.4	5.2	5.7	5.5	5.1	5.0
California	6.8	6.9	6.5	6.9	6.4	6.2	6.5	6.3	6.0	5.9
Colorado	6.9	7.0	6.7	6.8	6.8	6.0	6.3	6.5	6.1	6.0
Connecticut	5.8	5.7	5.4	5.3	5.1	5.4	5.2	5.8	5.2	5.2
Delaware	6.6	6.7	6.4	7.0	7.1	5.9	6.6	6.6	6.4	5.9
District of Columbia	5.8	5.7	5.4	5.8	6.0	4.8	5.4	5.2	5.0	4.7
Florida	6.1	6.6	5.8	8.2	6.1	5.6	6.1	7.5	5.3	5.5
Georgia	6.3	6.2	6.2	6.9	6.5	5.9	6.1	6.1	5.6	5.6
Hawaii	5.4	5.2	5.4	5.1	5.0	4.8	5.3	5.1	4.7	4.8
Idaho	7.8	7.3	6.7	7.4	7.9	6.4	6.6	6.8	6.6	5.9
Illinois	5.9	5.7	5.6	6.0	5.7	5.5	5.6	6.0	5.3	5.1
Indiana	5.7	5.7	5.4	5.7	5.6	5.1	5.5	5.6	5.0	5.1
Iowa	6.1	5.7	5.5	5.9	5.5	5.6	5.8	5.7	5.3	5.3
Kansas	5.9	5.5	6.3	5.9	5.2	5.6	6.5	5.7	5.2	5.5
Kentucky	5.9	6.1	6.0	6.1	6.2	5.6	6.0	6.0	5.6	5.9
Louisiana	6.5	6.3	6.2	6.2	6.5	5.9	6.6	6.1	6.0	5.8
Maine	7.2	7.7	6.5	7.2	7.2	6.6	6.8	7.5	6.6	7.0
Maryland	6.1	6.4	6.3	6.2	6.3	5.9	6.1	6.2	6.3	5.7
Massachusetts	5.6	6.1	5.4	5.7	5.4	5.2	5.3	5.6	5.4	5.2
Michigan	5.6	5.8	5.3	5.7	5.7	5.0	5.3	6.0	5.4	4.6
Minnesota	5.9	5.7	5.3	5.8	5.3	4.9	5.3	5.7	5.5	5.0
Mississippi	5.9	5.9	5.9	6.3	5.5	5.9	6.0	5.9	5.4	5.8
Missouri	5.9	5.6	5.9	5.7	5.4	5.0	5.6	5.9	5.5	5.2
Montana	8.1	7.9	7.2	8.5	7.8	7.2	7.7	7.9	7.4	7.1
Nebraska	6.0	5.5	5.9	6.2	5.6	5.1	6.1	5.9	5.5	5.5
Nevada	6.6	6.2	6.2	6.6	6.5	5.2	5.9	5.8	5.2	5.4
New Hampshire	5.8	6.6	5.5	6.7	6.1	5.7	6.0	6.6	5.9	5.9
New Jersey	5.6	6.7	6.0	6.4	5.6	5.9	5.6	6.3	5.8	5.8
New Mexico	6.5	6.8	6.6	6.5	6.3	6.2	6.4	6.3	6.1	5.5
New York	6.2	6.4	6.3	6.2	6.2	5.7	5.8	6.1	5.8	5.6
North Carolina	6.4	6.3	6.0	6.3	6.2	5.7	6.2	6.0	5.5	5.2
North Dakota	7.6	6.8	6.7	6.8	7.0	6.8	6.9	6.7	6.8	6.3
Ohio	5.8	5.8	5.3	5.7	5.5	5.2	5.5	5.7	5.2	5.0
Oklahoma	6.3	6.6	6.6	6.4	6.1	6.2	6.0	6.0	5.8	5.5
Oregon	7.0	6.7	6.6	6.8	7.8	5.9	6.1	6.4	6.0	5.6
Pennsylvania	5.3	5.5	5.5	5.5	5.2	5.0	5.2	5.2	5.0	4.9
Rhode Island	6.4	6.5	6.0	6.6	6.3	6.0	5.9	6.3	6.0	6.1
South Carolina	6.2	6.1	5.8	7.0	5.9	5.7	6.1	6.2	5.3	4.7
South Dakota	6.4	6.2	5.8	6.4	6.4	5.9	6.2	5.9	5.7	5.9
Tennessee	5.2	5.5	5.4	5.9	5.0	5.0	5.2	5.2	4.9	4.8
Texas	5.9	5.9	5.9	6.4	5.8	5.2	5.4	5.8	5.3	5.1
Utah	7.7	6.8	7.0	7.0	7.4	6.1	6.3	6.3	5.9	6.0
Vermont	6.6	7.9	6.5	7.4	6.4	6.8	6.8	7.8	6.5	7.0
Virginia	6.1	6.4	5.9	6.3	5.8	5.6	5.9	6.2	5.5	5.2
Washington	6.9	7.1	6.4	6.9	7.2	6.0	6.2	6.4	6.0	5.7
West Virginia	6.3	6.4	6.7	6.3	6.8	6.3	6.5	6.3	6.1	5.8
Wisconsin	5.9	5.6	5.0	5.6	5.6	4.8	5.5	5.7	5.0	4.7
Wyoming	8.9	8.6	8.7	8.7	8.4	8.1	9.1	7.9	8.4	8.0
Puerto Rico	5.1	5.4	4.5	7.1	8.4	5.7	5.4	6.8	11.8	6.8
Virgin Islands	5.6	6.7	4.2	9.2	12.0	5.5	5.3	11.6	28.2	16.8

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

Table 8. Private sector establishment births and deaths, seasonally adjusted
(Levels in thousands)

Year	3 months ended	Number of Establishments				Employment			
		Births		Deaths ¹		Births		Deaths	
		Level	Rate ²	Level	Rate	Level	Rate	Level	Rate
2008	March	226	3.1	224	3.1	919	0.8	832	0.7
	June	221	3.0	238	3.3	876	0.8	913	0.8
	September	216	3.0	233	3.2	849	0.8	881	0.8
	December	211	2.9	253	3.5	819	0.7	951	0.9
2009	March	197	2.7	247	3.4	738	0.7	869	0.8
	June	201	2.8	238	3.3	767	0.7	837	0.8
	September	192	2.7	227	3.2	725	0.7	793	0.7
	December	202	2.8	218	3.1	728	0.7	749	0.7
2010	March	193	2.7	211	3.0	706	0.7	687	0.7
	June	193	2.7	202	2.9	730	0.7	665	0.6
	September	207	2.9	204	2.9	754	0.7	701	0.7
	December	216	3.0	201	2.8	805	0.8	700	0.7
2011	March	204	2.9	200	2.8	715	0.7	632	0.6
	June	210	2.9	205	2.9	767	0.7	689	0.6
	September	206	2.9	196	2.7	794	0.7	675	0.6
	December	214	3.0	198	2.8	800	0.7	700	0.6
2012	March	236	3.3	188	2.6	787	0.7	614	0.6
	June	217	3.0	194	2.7	799	0.7	673	0.6
	September	210	2.9	196	2.7	804	0.7	692	0.6
	December	218	3.0	183	2.5	809	0.7	673	0.6
2013	March	205	2.8	193	2.6	748	0.7	648	0.6
	June	222	3.0	215	2.9	789	0.7	695	0.6
	September	219	2.9	195	2.6	818	0.7	678	0.6
	December	215	2.9	187	2.5	803	0.7	670	0.6
2014	March	220	2.9	189	2.5	781	0.7	635	0.6
	June	221	2.9	205	2.7	805	0.7	716	0.6
	September	225	3.0	199	2.6	827	0.7	704	0.6
	December	224	2.9	197	2.6	839	0.7	707	0.6
2015	March	234	3.1	206	2.7	814	0.7	694	0.6
	June	234	3.1	212	2.8	839	0.7	732	0.6
	September	242	3.1	207	2.7	880	0.7	704	0.6
	December	247	3.2	208	2.7	893	0.8	733	0.6
2016	March	236	3.0	203	2.6	786	0.7	663	0.6
	June	242	3.1	214	2.7	839	0.7	723	0.6
	September	239	3.0	215	2.7	872	0.7	747	0.6
	December	239	3.0	217	2.8	869	0.7	729	0.6
2017	March	241	3.0	203	2.6	800	0.7	659	0.5
	June	240	3.0	225	2.8	851	0.7	760	0.6
	September	241	3.0	N/A	N/A	851	0.7	N/A	N/A
	December	246	3.1	N/A	N/A	853	0.7	N/A	N/A
2018	March	250	3.1	N/A	N/A	817	0.7	N/A	N/A

¹ Values for deaths are not available for the most recent three quarters. See the Technical Note for more information.

² The rates measure births and deaths as a percentage of the average of the previous and current quarter employment levels or total number of establishments.