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Bureau of Labor Statistics

News Release

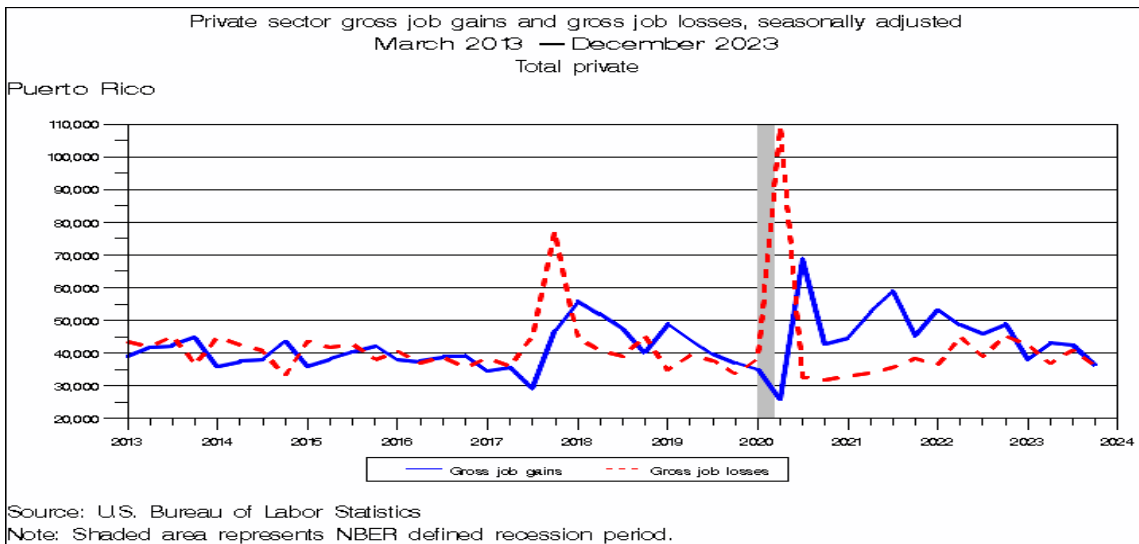
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2023

From October to December 2023 in Puerto Rico, gross job gains represented 4.9 percent of private sector employment and gross job losses represented 4.8 percent of private sector employment, according to preliminary data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This is less than the national rate of gross job gains (5.9 percent) and less for job losses (5.6 percent). The number of job gains from opening and expanding establishments was 36,480 and the number of job losses from closing and contracting establishments was 35,991. Expanding and contracting establishments accounted for most of the jobs gained and lost.



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

Trends in Gross Job Gains and Job Losses

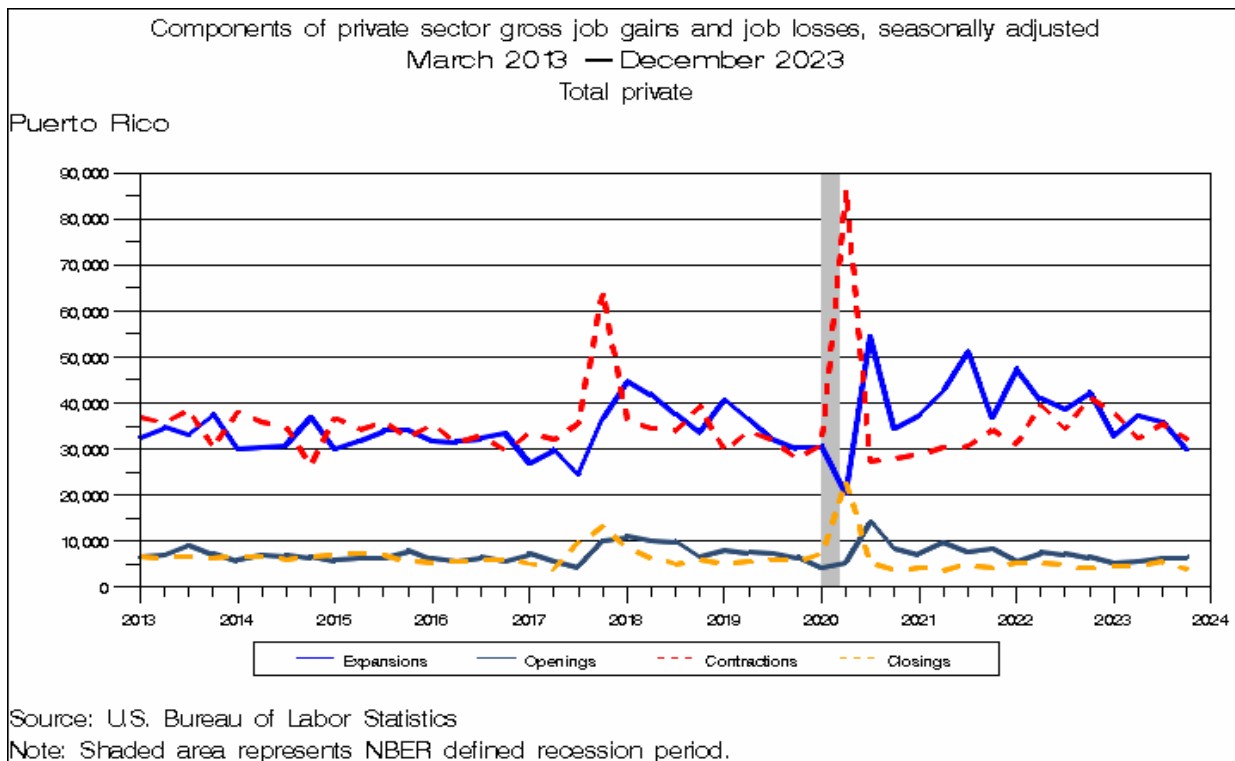
Opening and expanding private sector business establishments in Puerto Rico gained 36,480 jobs in the fourth quarter 2023. This represents a decrease of 6,002 from the previous quarter. Over the quarter, expanding establishments added 29,884 jobs, while opening establishments added 6,596.

Gross job losses totaled 35,991 in the fourth quarter of 2023, a decrease of 4,992 from the third quarter of 2023. This was the second decrease in gross job losses since June of 2023. In the fourth quarter of 2023, contracting establishments lost 32,104 jobs, while closing establishments accounted for a loss of 3,887. (See table A).

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

Category	(3 months ended)				
	Dec. 2022	March 2023	June 2023	Sep. 2023	Dec. 2023
Gross job gains.....	48,915	37,998	43,144	42,482	36,480
At expanding establishments.....	42,331	32,778	37,381	36,029	29,884
At opening establishments	6,584	5,220	5,763	6,453	6,596
Gross job losses.....	45,298	42,503	36,754	40,983	35,991
At contracting establishments	41,091	37,929	32,256	35,537	32,104
At closing establishments	4,207	4,574	4,498	5,446	3,887
Net employment change ¹	3,617	-4,505	6,390	1,499	489

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



Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From October to December 2023, Education and Health Services increased by 260 and Retail Trade decreased by -1,569 in net employment.

Rates of Gross Job Gains and Gross Job Losses

From October to December 2023, gross job gains represented 4.9 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 4.0 percent of private sector employment, and gross job gains at opening establishments represented 0.9 percent.

Nationally, these quarter gross job gains at expanding establishments represented 4.7 percent of private sector employment, and at opening establishments represented 1.2 percent.

For the same period, gross job losses represented 4.8 percent of private sector employment. Gross job losses at contracting establishments represented 4.3 percent of private sector employment, the national rate at contracting establishments was 4.5 percent. The rate of gross job losses at closing establishments was 0.5 for Puerto Rico, and 1.1 percent for the United States. (See table B)

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

Category	(3 months ended)				
	Dec 2022	March 2023	June 2023	Sep. 2023	Dec 2023
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	6.6	5.1	5.8	5.7	4.9
At expanding establishments.....	5.7	4.4	5.0	4.8	4.0
At opening establishments	0.9	0.7	0.8	0.9	0.9
Gross job losses.....	6.1	5.7	4.9	5.4	4.8
At contracting establishments	5.5	5.1	4.3	4.7	4.3
At closing establishments	0.6	0.6	0.6	0.7	0.5
Net employment change ¹	0.5	-0.6	0.9	0.3	0.1
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	6.3	6.2	6.2	5.8	5.9
At expanding establishments.....	5.0	5.0	5.0	4.6	4.7
At opening establishments	1.3	1.2	1.2	1.2	1.2
Gross job losses.....	5.9	5.4	5.9	5.9	5.6
At contracting establishments	4.7	4.3	4.8	4.7	4.5
At closing establishments	1.2	1.1	1.1	1.2	1.1
Net employment change ¹	0.4	0.8	0.3	-0.1	0.3

Number of Establishments Gaining and Losing Employment

Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 52,562 active private sector establishments, a total of 9,951 gained jobs from October to December 2023 (See table C). Of these, 8,466 were expanding establishments and 1,485 were opening establishments. During the fourth quarter of 2023, 10,876 establishments showed job losses. Of these, 9,760 were contracting establishments and 1,116 were closing establishments.

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

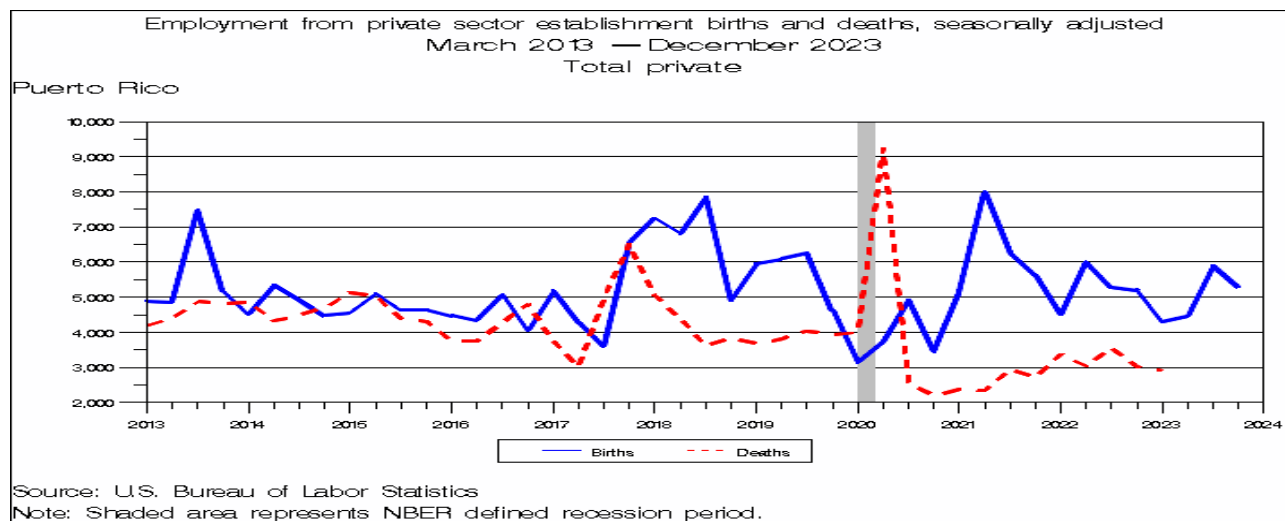
Category	(3 months ended)				
	Dec. 2022	March 2023	June 2023	Sep. 2023	Dec. 2023
Establishments gaining jobs.....	10,763	10,413	10,781	11,019	9,951
Expanding establishments	9,309	9,105	9,334	9,494	8,466
Opening establishments	1,454	1,308	1,447	1,525	1,485
Establishments losing jobs.....	10,142	10,654	9,937	9,907	10,876
Contracting establishments	9,123	9,336	8,870	8,709	9,760
Closing establishments	1,019	1,318	1,067	1,198	1,116
Net employment change ¹	435	-10	380	327	369

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

See the Technical Note for further information

Establishment Births and Deaths

From October to December of 2023, a total of 1,191 new private sector, non-farm businesses created 5,297 jobs. This represented an decrease of 43 establishment births from the prior quarter and lost of 595 jobs. The job loss from these new establishments represented 0.7 percent of total births employment. The historical time series of birth data (2013-2023) shows that the average of establishment births was 1,032. The quarter that shows the lower establishment births was the third quarter of 2017. (See Table 5).



Gross Job Gains and Losses by State

Gross job gains surpassed gross job losses in 41 states, and Puerto Rico, in the fourth quarter of 2023. (See tables 6 and 7.)

More Information

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

Technical Note

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

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

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures--QCEW, BED, and CES--makes use of the quarterly UI employment reports in producing data. However, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of over-the-quarter employment change. It is important to understand program differences as well as the intended uses of the program products. (See table below.)

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

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

	QCEW	BED	CES
Source	--Count of UI administrative records submitted by 9.2 million employers nationally	--Count of longitudinally-linked UI administrative records submitted by 6.8 million private sector employers	--Sample survey: 486,000 establishments
Coverage	--UI and UCFE coverage: all employers subject to state and federal UI Laws	--UI Coverage, excluding: government, private households, and establishments with zero employment	Nonfarm wage and salary jobs: --UI Coverage, excluding agriculture, private households, and self-employed --Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	--Quarterly -7 months after the end of each quarter	--Quarterly -8 months after the end of each quarter	--Monthly -First Friday of each month
Use of UI file	--Directly summarizes and publishes each new quarter of UI data	--Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses	--Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	--Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, state, and national levels by detailed industry	--Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super sectors and by size of firms, and at the state private-sector total level. --Future expansions will include data with greater industry details and data at the county and MSA level.	--Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	--Major uses include: -Detailed locality data -Periodic universe counts for benchmarking sample survey estimates -Sample frame for BLS establishment survey	--Major uses include: -Business cycle analysis -Analysis of employer dynamics underlying economic expansions and contractions -Analysis of employment expansion and contraction by size of firm	--Major uses include: -Principal national economic indicator -Official time series for employment change measures -Input into other major economic indicators
Program websites	www.bls.gov/cew/	www.bls.gov/bdm/	www.bls.gov/ces/

Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal employees (UCFE) laws are compiled from quarterly contribution reports submitted to the SESAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the "Multiple Worksite Report," which provides detailed information on the location of their establishments.

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

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

Gross job gains and gross job losses in this release are derived from longitudinal histories of over 6.8 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by States to BLS in the first quarter of 2012. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110), and do not include establishments with zero employment over three quarters. Data from Puerto Rico and the Virgin Islands (49,972 units rounded to 0.0 million) are also excluded from the National data. As an illustration, the table below shows, in millions of establishments, the number of establishments excluded from the gross job gains and gross job losses data in the first quarter 2012:

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

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

Unit of analysis

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

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

Concepts and methodology

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

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

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

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

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

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

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

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

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

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

Establishment Births and Deaths

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time, with positive employment in the third month of a quarter; or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of the longitudinal database, or an establishment that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well; and an establishment defined as a death in a quarter must also be a closing. Since openings include seasonal, and other re-openings and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances when the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

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

In order to ensure the highest possible quality of data, the Puerto Rico Department of Labor verifies with employers and updates, if necessary, the industry, location, and ownership classification of all establishments on a 4-year cycle. Changes in establishment classification codes, resulting from the verification process, are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting are also introduced in the first quarter.

Sizing methodology

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

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

Seasonal adjustment

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

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

The employment data series for opening, expanding, closing, and contracting establishments are independently seasonally adjusted. Net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, the establishment data series for opening, expanding, closing, and contracting establishments are independently adjusted, and net changes are calculated based on the difference between the number of opening and closing establishments. Additionally, establishment and employment levels are independently, seasonally adjusted to calculate seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA.

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

Reliability of the data

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

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and closings while understating expansions and contractions. BLS continues to refine methods for improving the linkage process and alleviating the effects of these complications.

Additional statistics

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

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

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

Other information

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

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

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

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Revisions to Business Employment Dynamics (BED) Data

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

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

Year	3 months ended	Gross job gains				Gross job losses		
		Net change(1)	Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-4,480	39,054	32,533	6,521	43,534	36,955	6,579
	June	-119	41,868	34,837	7,031	41,987	35,580	6,407
	September	-2,847	42,349	33,250	9,099	45,196	38,543	6,653
	December	8,286	44,846	37,608	7,238	36,560	30,175	6,385
2014	March	-8,802	36,006	30,147	5,859	44,808	37,989	6,819
	June	-5,046	37,530	30,501	7,029	42,576	35,883	6,693
	September	-2,544	38,082	31,056	7,026	40,626	34,567	6,059
	December	10,411	43,619	36,971	6,648	33,208	26,656	6,552
2015	March	-7,650	35,995	30,080	5,915	43,645	36,772	6,873
	June	-3,534	38,245	31,868	6,377	41,779	34,302	7,477
	September	-2,297	40,455	34,067	6,388	42,752	35,891	6,861
	December	4,177	42,270	34,187	8,083	38,093	32,574	5,519
2016	March	-2,428	38,139	31,872	6,267	40,567	35,312	5,255
	June	631	37,568	31,861	5,707	36,937	31,371	5,566
	September	217	38,906	32,394	6,512	38,689	32,878	5,811
	December	3,480	39,223	33,486	5,737	35,743	29,713	6,030
2017	March	-4,050	34,440	27,026	7,414	38,490	33,404	5,086
	June	-373	35,625	29,861	5,764	35,998	32,017	3,981
	September	-16,226	29,193	24,599	4,594	45,419	35,629	9,790
	December	-30,185	46,909	36,738	10,171	77,094	63,979	13,115
2018	March	11,138	55,781	44,726	11,055	44,643	36,134	8,509
	June	11,251	51,997	41,958	10,039	40,746	34,615	6,131
	September	8,541	47,578	37,623	9,955	39,037	33,952	5,085
	December	-4,964	40,288	33,683	6,605	45,252	39,343	5,909
2019	March	14,036	48,878	40,804	8,074	34,842	29,621	5,221
	June	4,709	44,075	36,561	7,514	39,366	33,919	5,447
	September	1,938	39,719	32,227	7,492	37,781	31,829	5,952
	December	3,492	37,117	30,473	6,644	33,625	27,934	5,691
2020	March	-3,131	35,064	30,673	4,391	38,195	30,837	7,358
	June	-83,014	26,062	20,502	5,560	109,076	86,269	22,807
	September	36,285	68,829	54,569	14,260	32,544	27,283	5,261
	December	11,247	42,934	34,542	8,392	31,687	27,969	3,718
2021	March	11,717	44,734	37,478	7,256	33,017	28,766	4,251
	June	18,682	52,575	42,897	9,678	33,893	30,267	3,626
	September	23,382	58,967	51,311	7,656	35,585	30,568	5,017
	December	7,006	45,229	36,842	8,387	38,223	34,137	4,086
2022	March	16,751	53,233	47,481	5,752	36,482	31,119	5,363
	June	3,812	48,698	40,917	7,781	44,886	39,469	5,417
	September	7,067	46,016	38,682	7,334	38,949	34,371	4,578
	December	3,617	48,915	42,331	6,584	45,298	41,091	4,207
2023	March	-4,505	37,998	32,778	5,220	42,503	37,929	4,574
	June	6,390	43,144	37,381	5,763	36,754	32,256	4,498
	September	1,499	42,482	36,029	6,453	40,983	35,537	5,446
	December	489	36,480	29,884	6,596	35,991	32,104	3,887

(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 2022	March 2023	June 2023	Sept 2023	Dec 2023	Dec 2022	March 2023	June 2023	Sept 2023	Dec 2023
Total private ¹										
Gross job gains	48,915	37,998	43,144	42,482	36,480	6.6	5.1	5.8	5.7	4.9
At expanding establishments	42,331	32,778	37,381	36,029	29,884	5.7	4.4	5.0	4.8	4.0
At opening establishments	6,584	5,220	5,763	6,453	6,596	0.9	0.7	0.8	0.9	0.9
Gross job losses	45,298	42,503	36,754	40,983	35,991	6.1	5.7	4.9	5.4	4.8
At contracting establishments	41,091	37,929	32,256	35,537	32,104	5.5	5.1	4.3	4.7	4.3
At closing establishments	4,207	4,574	4,498	5,446	3,887	0.6	0.6	0.6	0.7	0.5
Net employment change	3,617	-4,505	6,390	1,499	489	0.5	-0.6	0.9	0.3	0.1
Retail Trade										
Gross job gains	7,662	6,845	8,109	7,888	5,692	5.9	5.2	6.1	5.8	4.3
At expanding establishments	6,512	5,987	7,105	7,162	4,872	5.0	4.5	5.3	5.3	3.7
At opening establishments	1,150	858	1,004	726	820	0.9	0.7	0.8	0.5	0.6
Gross job losses	10,875	6,965	6,947	7,053	7,261	8.3	5.3	5.2	5.3	5.5
At contracting establishments	10,235	6,315	6,265	6,407	6,583	7.8	4.8	4.7	4.8	5.0
At closing establishments	640	650	682	646	678	0.5	0.5	0.5	0.5	0.5
Net employment change	-3,213	-120	1,162	835	-1,569	-2.4	-0.1	0.9	0.5	-1.2
Education and Health Services										
Gross job gains	6,526	5,285	6,775	6,596	5,766	5.5	4.5	5.8	5.6	4.8
At expanding establishments	5,953	4,472	6,097	5,665	5,114	5.0	3.8	5.2	4.8	4.3
At opening establishments	603	813	678	931	652	0.5	0.7	0.6	0.8	0.5
Gross job losses	5,940	6,716	5,363	5,145	5,506	5.1	5.7	4.6	4.4	4.6
At contracting establishments	5,361	5,861	4,764	4,375	5,099	4.6	5.0	4.1	3.7	4.3
At closing establishments	579	855	599	770	407	0.5	0.7	0.5	0.7	0.3
Net employment change	586	-1,431	1,412	1,451	260	0.4	-1.2	1.2	1.2	0.2

¹Includes unclassified sector, not shown separately.

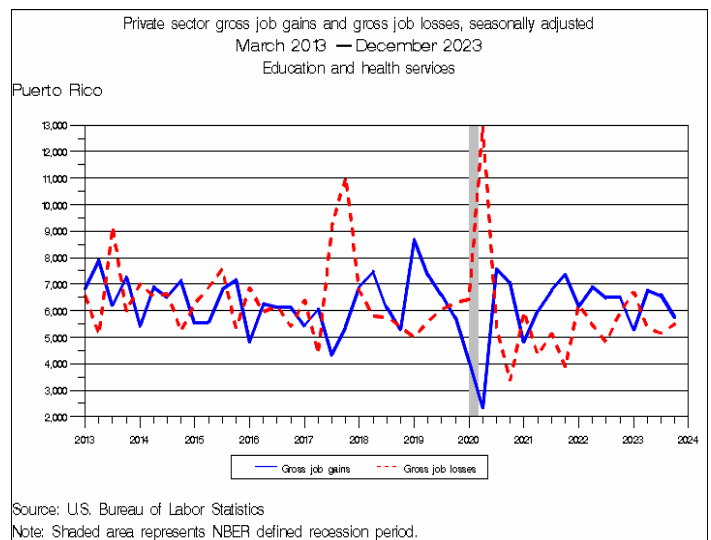
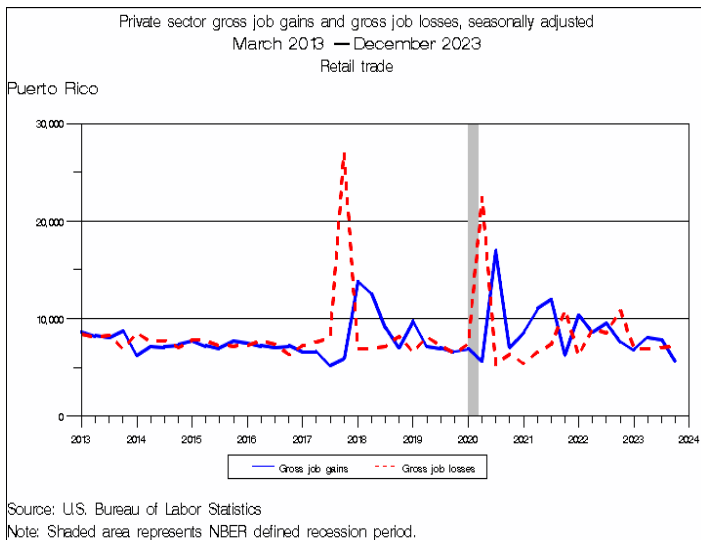


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted (Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-0.8	5.6	4.7	0.9	6.4	5.4	1.0
	June	0.0	6.1	5.1	1.0	6.1	5.2	0.9
	September	-0.5	6.1	4.8	1.3	6.6	5.6	1.0
	December	1.3	6.6	5.5	1.1	5.3	4.4	0.9
2014	March	-1.2	5.3	4.4	0.9	6.5	5.5	1.0
	June	-0.8	5.5	4.5	1.0	6.3	5.3	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.5	6.4	5.4	1.0	4.9	3.9	1.0
2015	March	-1.1	5.3	4.4	0.9	6.4	5.4	1.0
	June	-0.6	5.6	4.7	0.9	6.2	5.1	1.1
	September	-0.4	5.9	5.0	0.9	6.3	5.3	1.0
	December	0.7	6.3	5.1	1.2	5.6	4.8	0.8
2016	March	-0.4	5.6	4.7	0.9	6.0	5.2	0.8
	June	0.0	5.5	4.7	0.8	5.5	4.7	0.8
	September	0.0	5.8	4.8	1.0	5.8	4.9	0.9
	December	0.6	5.9	5.0	0.9	5.3	4.4	0.9
2017	March	-0.7	5.1	4.0	1.1	5.8	5.0	0.8
	June	0.0	5.3	4.4	0.9	5.3	4.7	0.6
	September	-2.4	4.4	3.7	0.7	6.8	5.3	1.5
	December	-4.6	7.2	5.6	1.6	11.8	9.8	2.0
2018	March	1.7	8.6	6.9	1.7	6.9	5.6	1.3
	June	1.7	7.9	6.4	1.5	6.2	5.3	0.9
	September	1.2	7.1	5.6	1.5	5.9	5.1	0.8
	December	-0.8	6.0	5.0	1.0	6.8	5.9	0.9
2019	March	2.1	7.3	6.1	1.2	5.2	4.4	0.8
	June	0.6	6.4	5.3	1.1	5.8	5.0	0.8
	September	0.3	5.8	4.7	1.1	5.5	4.6	0.9
	December	0.5	5.4	4.4	1.0	4.9	4.1	0.8
2020	March	-0.5	5.1	4.5	0.6	5.6	4.5	1.1
	June	-12.7	4.1	3.2	0.9	16.8	13.3	3.5
	September	5.9	11.0	8.7	2.3	5.1	4.3	0.8
	December	1.7	6.6	5.3	1.3	4.9	4.3	0.6
2021	March	1.8	6.8	5.7	1.1	5.0	4.4	0.6
	June	2.7	7.7	6.3	1.4	5.0	4.5	0.5
	September	3.4	8.5	7.4	1.1	5.1	4.4	0.7
	December	1.0	6.4	5.2	1.2	5.4	4.8	0.6
2022	March	2.4	7.4	6.6	0.8	5.0	4.3	0.7
	June	0.6	6.7	5.6	1.1	6.1	5.4	0.7
	September	0.9	6.2	5.2	1.0	5.3	4.7	0.6
	December	0.5	6.6	5.7	0.9	6.1	5.5	0.6
2023	March	-0.6	5.1	4.4	0.7	5.7	5.1	0.6
	June	0.9	5.8	5.0	0.8	4.9	4.3	0.6
	September	0.3	5.7	4.8	0.9	5.4	4.7	0.7
	December	0.1	4.9	4.0	0.9	4.8	4.3	0.5

(1) The rates measure gross job gains and gross job losses as a percentage of the average of the previous and current quarter employment levels.

(2) See footnote 1, table 1.

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

Year	3 months ended	Net change(1)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-237	8,588	7,260	1,328	10,027	8,462	1,565
	June	32	8,857	7,424	1,433	9,408	8,007	1,401
	September	247	9,036	7,401	1,635	9,567	8,179	1,388
	December	-95	9,575	8,192	1,383	8,914	7,436	1,478
2014	March	-365	8,259	6,982	1,277	10,204	8,562	1,642
	June	-128	8,656	7,255	1,401	9,499	7,970	1,529
	September	6	8,622	7,218	1,404	9,461	8,063	1,398
	December	38	9,394	8,032	1,362	8,372	7,048	1,324
2015	March	-350	8,267	7,026	1,241	9,928	8,337	1,591
	June	-463	8,557	7,374	1,183	9,490	7,844	1,646
	September	-186	8,314	7,062	1,252	9,547	8,109	1,438
	December	177	9,547	8,053	1,494	8,575	7,258	1,317
2016	March	-74	8,502	7,161	1,341	9,681	8,266	1,415
	June	-30	8,474	7,189	1,285	8,937	7,622	1,315
	September	139	8,646	7,311	1,335	9,006	7,810	1,196
	December	-125	9,026	7,816	1,210	8,571	7,236	1,335
2017	March	-51	8,678	7,318	1,360	9,518	8,107	1,411
	June	292	8,514	7,187	1,327	8,891	7,856	1,035
	September	-1,253	6,969	6,216	753	10,242	8,236	2,006
	December	-1,150	8,250	6,539	1,711	14,036	11,175	2,861
2018	March	-141	10,361	8,300	2,061	10,192	7,990	2,202
	June	686	10,687	8,655	2,032	8,410	7,064	1,346
	September	903	10,267	8,332	1,935	8,367	7,335	1,032
	December	198	9,125	7,723	1,402	9,044	7,840	1,204
2019	March	526	11,061	9,375	1,686	8,457	7,297	1,160
	June	354	10,104	8,396	1,708	9,016	7,662	1,354
	September	224	9,391	7,928	1,463	9,089	7,850	1,239
	December	71	9,025	7,673	1,352	9,157	7,876	1,281
2020	March	-517	8,770	7,709	1,061	9,619	8,041	1,578
	June	-4,936	6,838	5,441	1,397	19,267	12,934	6,333
	September	2,427	14,623	10,790	3,833	8,028	6,622	1,406
	December	1,440	11,136	8,789	2,347	8,646	7,739	907
2021	March	757	11,251	9,245	2,006	9,152	7,903	1,249
	June	795	11,861	9,979	1,882	8,871	7,784	1,087
	September	795	12,432	10,551	1,881	8,995	7,909	1,086
	December	949	11,513	9,532	1,981	9,796	8,764	1,032
2022	March	-63	12,099	10,754	1,345	9,751	8,343	1,408
	June	554	11,017	9,337	1,680	10,835	9,709	1,126
	September	303	10,815	9,411	1,404	9,733	8,632	1,101
	December	435	10,763	9,309	1,454	10,142	9,123	1,019
2023	March	-10	10,413	9,105	1,308	10,654	9,336	1,318
	June	380	10,781	9,334	1,447	9,937	8,870	1,067
	September	327	11,019	9,494	1,525	9,907	8,709	1,198
	December	369	9,951	8,466	1,485	10,876	9,760	1,116

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

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

Year	3 months ended	Net change(2)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2013	March	-0.6	20.3	17.2	3.1	23.7	20.0	3.7
	June	0.1	21.0	17.6	3.4	22.3	19.0	3.3
	September	0.6	21.4	17.5	3.9	22.7	19.4	3.3
	December	-0.2	22.6	19.3	3.3	21.0	17.5	3.5
2014	March	-0.9	19.5	16.5	3.0	24.2	20.3	3.9
	June	-0.3	20.6	17.3	3.3	22.6	19.0	3.6
	September	0.1	20.6	17.2	3.4	22.6	19.3	3.3
	December	0.0	22.3	19.1	3.2	20.0	16.8	3.2
2015	March	-0.8	19.8	16.8	3.0	23.7	19.9	3.8
	June	-1.1	20.7	17.8	2.9	22.9	18.9	4.0
	September	-0.5	20.1	17.1	3.0	23.2	19.7	3.5
	December	0.4	23.1	19.5	3.6	20.8	17.6	3.2
2016	March	-0.2	20.5	17.3	3.2	23.4	20.0	3.4
	June	-0.1	20.5	17.4	3.1	21.7	18.5	3.2
	September	0.3	20.9	17.7	3.2	21.8	18.9	2.9
	December	-0.3	21.7	18.8	2.9	20.6	17.4	3.2
2017	March	-0.1	21.0	17.7	3.3	23.0	19.6	3.4
	June	0.7	20.5	17.3	3.2	21.4	18.9	2.5
	September	-3.1	17.0	15.2	1.8	25.0	20.1	4.9
	December	-2.9	20.7	16.4	4.3	35.3	28.1	7.2
2018	March	-0.4	26.3	21.1	5.2	25.9	20.3	5.6
	June	1.7	27.0	21.9	5.1	21.2	17.8	3.4
	September	2.2	25.4	20.6	4.8	20.8	18.2	2.6
	December	0.5	22.2	18.8	3.4	22.0	19.1	2.9
2019	March	1.3	26.7	22.6	4.1	20.4	17.6	2.8
	June	0.9	24.2	20.1	4.1	21.5	18.3	3.2
	September	0.6	22.3	18.8	3.5	21.5	18.6	2.9
	December	0.2	21.3	18.1	3.2	21.6	18.6	3.0
2020	March	-1.2	20.8	18.3	2.5	22.7	19.0	3.7
	June	-12.4	17.2	13.7	3.5	48.4	32.5	15.9
	September	6.3	37.7	27.8	9.9	20.7	17.1	3.6
	December	3.6	27.4	21.6	5.8	21.2	19.0	2.2
2021	March	1.8	26.9	22.1	4.8	21.9	18.9	3.0
	June	1.9	27.8	23.4	4.4	20.8	18.3	2.5
	September	1.8	28.6	24.3	4.3	20.7	18.2	2.5
	December	2.2	26.0	21.5	4.5	22.1	19.8	2.3
2022	March	-0.1	27.0	24.0	3.0	21.7	18.6	3.1
	June	1.2	24.5	20.8	3.7	24.1	21.6	2.5
	September	0.7	23.8	20.7	3.1	21.4	19.0	2.4
	December	1.0	23.5	20.3	3.2	22.1	19.9	2.2
2023	March	-0.1	22.5	19.7	2.8	23.1	20.2	2.9
	June	0.8	23.3	20.2	3.1	21.5	19.2	2.3
	September	0.7	23.7	20.4	3.3	21.3	18.7	2.6
	December	0.8	21.2	18.0	3.2	23.2	20.8	2.4

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

(2) See footnote 1, table 3.

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

Year	3 months ended	Number of Establishments				Employment			
		Births ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2013	March	936	2.2	1,033	2.4	4,891	0.7	4,193	0.6
	June	943	2.2	921	2.2	4,881	0.7	4,406	0.6
	September	1,182	2.8	1,037	2.5	7,492	1.1	4,871	0.7
	December	968	2.3	1,088	2.6	5,176	0.8	4,815	0.7
2014	March	917	2.2	1,139	2.7	4,523	0.7	4,863	0.7
	June	937	2.2	1,008	2.4	5,340	0.8	4,320	0.6
	September	923	2.2	1,025	2.4	4,915	0.7	4,489	0.7
	December	904	2.2	988	2.4	4,483	0.7	4,706	0.7
2015	March	931	2.2	1,162	2.8	4,571	0.7	5,138	0.8
	June	807	1.9	1,163	2.8	5,109	0.8	5,031	0.7
	September	834	2.0	986	2.4	4,627	0.7	4,384	0.7
	December	908	2.2	924	2.2	4,647	0.7	4,306	0.6
2016	March	924	2.2	978	2.4	4,490	0.7	3,758	0.6
	June	874	2.1	863	2.1	4,351	0.6	3,755	0.6
	September	910	2.2	857	2.1	5,081	0.8	4,277	0.6
	December	811	2.0	970	2.3	4,058	0.6	4,812	0.7
2017	March	1,007	2.4	1,011	2.4	5,186	0.8	3,733	0.6
	June	903	2.2	736	1.8	4,284	0.6	3,026	0.4
	September	508	1.2	1,084	2.6	3,611	0.5	4,968	0.7
	December	802	2.0	1,417	3.6	6,540	1.0	6,523	1.0
2018	March	990	2.5	1,316	3.3	7,247	1.1	5,053	0.8
	June	1,066	2.7	863	2.2	6,822	1.0	4,383	0.7
	September	1,227	3.0	728	1.8	7,854	1.2	3,611	0.5
	December	1,043	2.5	760	1.9	4,917	0.7	3,851	0.6
2019	March	1,266	3.1	770	1.9	5,956	0.9	3,690	0.5
	June	1,265	3.0	911	2.2	6,106	0.9	3,809	0.6
	September	1,077	2.6	916	2.2	6,272	0.9	4,039	0.6
	December	968	2.3	890	2.1	4,644	0.7	3,929	0.6
2020	March	728	1.7	956	2.3	3,149	0.5	3,993	0.6
	June	915	2.3	2,638	6.6	3,736	0.6	9,247	1.4
	September	1,221	3.2	741	1.9	4,925	0.8	2,553	0.4
	December	1,032	2.5	509	1.3	3,459	0.5	2,191	0.3
2021	March	1,274	3.0	763	1.8	5,131	0.8	2,375	0.4
	June	1,380	3.2	691	1.6	7,989	1.2	2,333	0.3
	September	1,445	3.3	709	1.6	6,251	0.9	2,944	0.4
	December	1,536	3.5	748	1.7	5,625	0.8	2,723	0.4
2022	March	1,062	2.4	954	2.1	4,502	0.6	3,370	0.5
	June	1,249	2.8	788	1.8	6,009	0.8	3,038	0.4
	September	1,088	2.4	794	1.7	5,276	0.7	3,553	0.5
	December	1,158	2.5	667	1.5	5,209	0.7	3,019	0.4
2023	March	1,012	2.2	933	2.0	4,301	0.6	2,911	0.4
	June	1,051	2.3	N/A	N/A	4,455	0.6	N/A	N/A
	September	1,234	2.7	N/A	N/A	5,892	0.8	N/A	N/A
	December	1,191	2.5	N/A	N/A	5,297	0.7	N/A	N/A

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

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

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

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Dec. 2022	March 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	March 2023	June 2023	Sept. 2023	Dec. 2023
United States ¹	8,108,000	8,041,000	8,120,000	7,559,000	7,823,000	7,630,000	7,065,000	7,788,000	7,751,000	7,479,000
Alabama	111,392	107,346	100,702	100,216	104,753	101,269	92,757	95,939	100,987	100,067
Alaska	26,395	25,502	27,627	21,332	25,198	22,355	19,548	22,186	26,439	24,637
Arizona	179,255	162,184	192,346	183,856	183,915	162,816	147,769	178,441	162,523	193,895
Arkansas	66,289	61,533	63,471	60,444	66,620	55,695	54,248	65,458	61,771	57,045
California	1,023,199	950,611	1,028,190	961,078	976,336	1,014,015	998,801	993,780	999,313	998,218
Colorado	179,968	174,762	178,132	135,454	204,859	164,325	157,244	160,978	150,554	184,049
Connecticut	84,396	87,749	92,604	82,905	81,715	84,879	75,054	82,681	89,425	82,942
Delaware	27,950	26,861	24,278	24,305	24,784	29,640	20,741	22,852	26,130	23,774
District of Columbia	28,958	30,796	28,166	28,605	26,974	28,671	24,750	28,001	28,416	29,160
Florida	526,584	536,274	578,080	564,943	512,282	506,776	474,307	496,234	505,174	499,970
Georgia	272,908	257,840	265,731	254,774	255,644	243,103	240,875	269,241	252,692	237,057
Hawaii	30,578	28,383	29,151	27,109	31,270	24,784	25,797	26,822	34,974	25,288
Idaho	58,731	56,541	56,214	51,518	61,362	48,159	53,049	53,223	57,935	41,658
Illinois	277,741	302,001	285,519	249,357	256,291	265,645	252,853	281,545	287,850	264,419
Indiana	156,490	152,428	153,357	159,404	152,419	142,752	137,357	166,890	160,437	144,881
Iowa	83,521	79,072	79,017	71,800	78,723	80,755	69,866	77,599	76,191	74,153
Kansas	73,945	71,362	71,788	67,090	68,830	65,323	63,683	70,057	71,269	63,379
Kentucky	98,218	102,867	93,576	94,807	95,879	87,574	82,015	99,073	91,490	87,018
Louisiana	96,340	100,274	95,762	97,306	99,707	98,066	89,594	102,429	96,084	97,350
Maine	39,221	41,777	41,094	36,676	39,035	36,063	32,865	41,017	41,735	37,593
Maryland	143,112	147,510	145,726	137,846	138,269	148,916	121,490	137,170	140,643	128,529
Massachusetts	172,267	185,080	188,783	173,510	171,233	182,910	150,369	181,977	194,523	176,983
Michigan	222,363	214,563	226,977	201,709	208,226	195,166	187,424	204,760	226,384	212,563
Minnesota	145,971	142,357	152,737	79,408	172,550	144,366	121,788	140,597	107,468	174,726
Mississippi	63,543	56,698	58,299	57,651	57,470	57,383	53,845	61,507	57,930	52,682
Missouri	146,620	159,576	144,820	138,048	146,728	141,455	126,409	146,711	144,835	138,707
Montana	38,144	36,820	33,093	32,253	37,230	32,645	30,286	35,748	35,506	30,526
Nebraska	50,331	52,700	51,196	50,601	49,583	47,031	43,272	47,470	49,905	47,481
Nevada	86,046	81,960	89,121	87,646	90,143	80,560	76,372	80,568	74,367	70,277
New Hampshire	39,582	41,836	39,844	35,032	37,356	35,447	35,077	37,850	40,220	35,289
New Jersey	245,269	225,314	252,735	218,347	215,434	216,117	206,205	215,082	219,037	211,055
New Mexico	44,263	45,462	43,440	40,926	46,687	40,933	39,692	41,656	45,584	39,135
New York	475,568	519,705	505,166	474,709	466,156	477,112	415,967	463,070	493,186	462,312
North Carolina	268,628	263,089	248,661	230,670	253,988	230,657	214,252	235,494	253,947	195,372
North Dakota	21,763	26,282	23,960	23,154	23,528	22,691	19,560	23,576	22,941	22,045
Ohio	278,516	276,221	266,857	244,248	253,142	270,059	229,257	271,213	272,478	247,613
Oklahoma	88,157	83,640	82,988	83,010	81,669	78,069	70,808	80,274	80,312	77,731
Oregon	109,234	122,824	109,046	102,505	104,126	104,861	104,113	117,513	116,696	107,375
Pennsylvania	289,349	291,327	278,274	274,729	278,168	269,933	246,312	293,852	273,799	260,921
Rhode Island	29,058	31,968	28,983	27,524	28,813	27,302	25,190	29,771	29,163	27,200
South Carolina	128,661	127,086	120,255	126,620	118,070	115,506	108,926	126,837	107,643	102,775
South Dakota	23,909	27,136	25,414	23,793	25,195	23,831	21,836	23,210	23,941	22,395
Tennessee	160,803	162,157	165,165	76,516	138,177	155,186	137,669	152,886	116,184	127,186
Texas	710,535	693,258	680,662	661,812	675,159	614,067	583,324	631,214	643,035	611,560
Utah	97,694	100,736	97,876	97,547	92,386	93,248	87,902	89,247	92,500	89,705
Vermont	19,530	20,856	18,909	16,131	18,179	17,641	14,980	19,097	20,331	16,679
Virginia	205,926	202,603	199,417	193,148	198,561	190,156	172,074	191,775	200,751	184,565
Washington	178,131	192,039	181,419	161,082	182,034	159,252	164,600	168,647	179,554	154,930
West Virginia	35,765	38,724	33,896	35,651	33,938	34,246	29,218	33,964	35,499	35,291
Wisconsin	152,533	150,237	144,324	132,988	137,671	138,269	121,931	149,948	147,571	129,671
Wyoming	19,402	18,858	17,956	17,439	18,859	16,682	16,565	18,553	17,386	17,859
Puerto Rico	48,915	37,998	43,144	42,482	36,480	45,298	42,503	36,754	40,983	35,991
Virgin Islands	1,432	1,838	1,841	2,036	1,442	1,153	1,613	1,688	1,782	1,453

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

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

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

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Dec. 2022	March 2023	June 2023	Sept. 2023	Dec. 2023	Dec. 2022	March 2023	June 2023	Sept. 2023	Dec. 2023
United States	6.3	6.2	6.2	5.8	5.9	5.9	5.4	5.9	5.9	5.6
Alabama	6.6	6.4	5.9	5.9	6.2	6.1	5.5	5.7	6.0	5.8
Alaska	10.9	10.4	11.0	8.5	10.1	9.2	8.0	8.9	10.5	9.9
Arizona	6.6	5.9	7.0	6.7	6.6	6.0	5.4	6.5	5.9	6.9
Arkansas	6.2	5.8	5.8	5.6	6.1	5.2	5.0	6.0	5.7	5.3
California	6.6	6.1	6.7	6.2	6.3	6.6	6.4	6.4	6.5	6.5
Colorado	7.6	7.2	7.3	5.5	8.4	6.9	6.5	6.6	6.2	7.5
Connecticut	5.9	6.1	6.4	5.8	5.6	5.9	5.3	5.7	6.2	5.7
Delaware	7.0	6.7	6.0	6.0	6.2	7.5	5.2	5.7	6.5	5.9
District of Columbia	5.6	5.9	5.4	5.5	5.2	5.5	4.8	5.3	5.4	5.6
Florida	6.2	6.3	6.8	6.5	5.9	6.0	5.6	5.8	5.8	5.8
Georgia	6.7	6.2	6.4	6.1	6.1	5.9	5.8	6.5	6.1	5.7
Hawaii	6.0	5.5	5.7	5.3	6.1	4.9	5.0	5.2	6.9	5.0
Idaho	8.4	7.9	7.9	7.3	8.5	6.9	7.5	7.5	8.2	5.8
Illinois	5.4	5.8	5.4	4.8	4.9	5.1	4.8	5.3	5.5	5.1
Indiana	5.7	5.5	5.5	5.8	5.6	5.2	5.0	6.1	5.8	5.3
Iowa	6.4	6.0	6.0	5.5	6.0	6.2	5.4	5.9	5.8	5.7
Kansas	6.3	6.1	6.1	5.7	5.8	5.6	5.4	6.0	6.0	5.4
Kentucky	6.0	6.1	5.6	5.7	5.7	5.3	4.9	5.9	5.5	5.2
Louisiana	6.1	6.3	6.1	6.2	6.2	6.2	5.6	6.4	6.0	6.1
Maine	7.4	7.7	7.6	6.8	7.3	6.8	6.2	7.6	7.8	7.0
Maryland	6.6	6.8	6.7	6.4	6.3	6.9	5.6	6.3	6.5	5.9
Massachusetts	5.5	5.8	5.9	5.4	5.3	5.8	4.7	5.7	6.1	5.6
Michigan	5.9	5.7	5.9	5.2	5.5	5.2	4.9	5.3	5.9	5.6
Minnesota	5.9	5.7	6.0	3.1	6.8	5.8	4.9	5.6	4.2	7.0
Mississippi	6.8	6.1	6.3	6.2	6.1	6.2	5.7	6.6	6.2	5.7
Missouri	6.1	6.5	5.9	5.6	6.0	5.8	5.1	5.9	5.8	5.6
Montana	9.2	8.7	7.8	7.7	8.8	7.8	7.1	8.4	8.5	7.2
Nebraska	6.0	6.3	6.0	6.0	5.9	5.7	5.1	5.6	5.9	5.6
Nevada	6.4	6.2	6.6	6.5	6.6	6.1	5.7	6.0	5.5	5.1
New Hampshire	6.7	7.0	6.7	5.9	6.2	6.0	5.9	6.3	6.7	5.9
New Jersey	6.8	6.1	6.8	5.9	5.9	5.9	5.7	5.9	5.9	5.8
New Mexico	6.7	6.8	6.4	6.1	6.9	6.2	5.9	6.2	6.7	5.8
New York	5.9	6.5	6.3	5.8	5.8	6.0	5.1	5.7	6.1	5.7
North Carolina	6.6	6.4	6.1	5.6	6.1	5.7	5.3	5.7	6.2	4.7
North Dakota	6.4	7.6	6.9	6.6	6.7	6.7	5.6	6.7	6.6	6.3
Ohio	5.9	5.8	5.6	5.2	5.3	5.7	4.9	5.7	5.7	5.2
Oklahoma	6.6	6.3	6.2	6.2	6.1	5.9	5.3	6.0	6.0	5.7
Oregon	6.5	7.3	6.4	6.1	6.1	6.2	6.1	6.9	6.9	6.3
Pennsylvania	5.5	5.5	5.2	5.2	5.2	5.2	4.6	5.5	5.2	4.9
Rhode Island	6.9	7.5	6.7	6.5	6.8	6.4	5.9	7.0	6.8	6.4
South Carolina	6.9	6.8	6.4	6.8	6.2	6.2	5.8	6.8	5.7	5.4
South Dakota	6.5	7.2	6.8	6.3	6.6	6.5	5.9	6.2	6.3	5.9
Tennessee	5.8	5.9	5.9	2.7	4.9	5.6	5.0	5.5	4.2	4.6
Texas	6.2	5.9	5.8	5.7	5.7	5.3	5.0	5.4	5.5	5.2
Utah	6.9	7.0	6.8	6.8	6.4	6.6	6.2	6.2	6.5	6.2
Vermont	7.8	8.2	7.4	6.3	7.2	7.0	6.0	7.5	8.0	6.6
Virginia	6.2	6.2	6.0	5.8	5.9	5.8	5.2	5.8	6.0	5.6
Washington	5.9	6.4	6.0	5.4	6.0	5.3	5.5	5.6	6.0	5.2
West Virginia	6.6	7.1	6.1	6.5	6.1	6.4	5.3	6.1	6.5	6.5
Wisconsin	6.0	6.0	5.6	5.2	5.4	5.5	4.9	5.9	5.9	5.1
Wyoming	9.2	8.9	8.4	8.2	8.8	7.9	7.8	8.7	8.2	8.3
Puerto Rico	6.6	5.1	5.8	5.7	4.9	6.1	5.7	4.9	5.4	4.8
Virgin Islands	5.9	7.5	7.4	8.2	5.7	4.7	6.5	6.8	7.1	5.8

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