



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

News Release

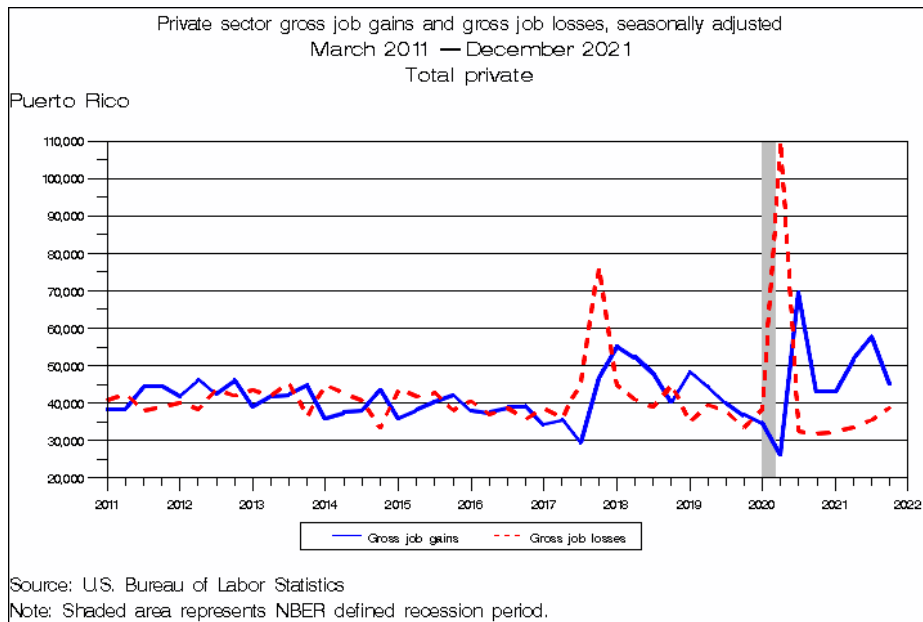
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2021

From October to December 2021 in Puerto Rico, gross job gains represented 6.4 percent of private sector employment and gross job losses represented 5.5 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 (7.7 percent) and more for job losses (5.4 percent). The number of job gains from opening and expanding establishments was 45,192 and the number of job losses from closing and contracting establishments was 34,750. 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

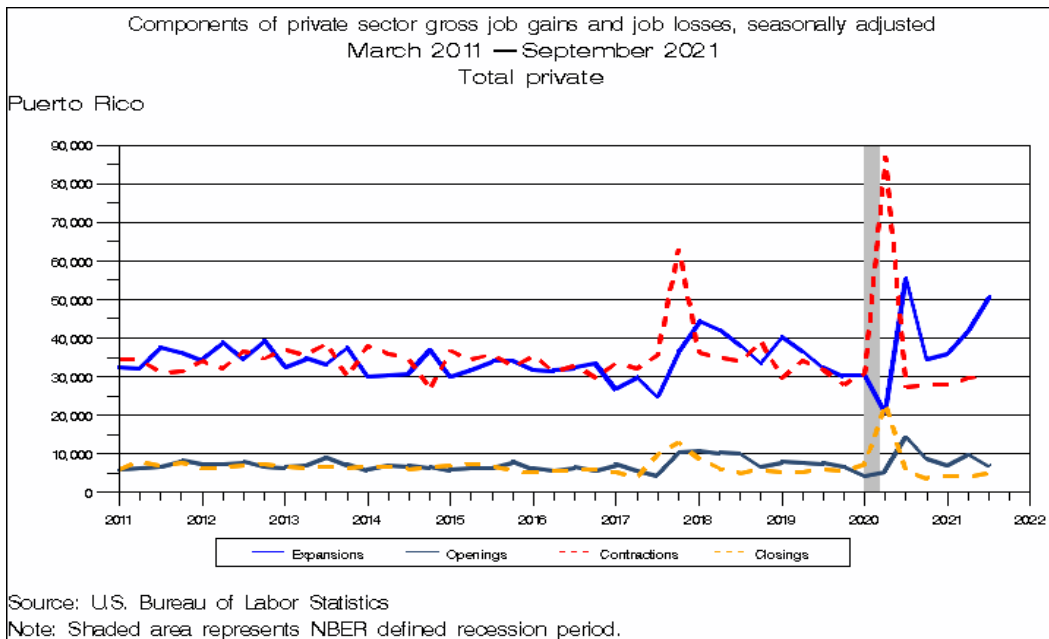
Opening and expanding private sector business establishments in Puerto Rico gained 45,192 jobs in the fourth quarter 2021. This represents an decrease of 12,610 from the previous quarter. Over the quarter, expanding establishments added 36,667 jobs, while opening establishments added 8,525.

Gross job losses totaled 38,820 in the fourth quarter of 2021, an increase of 3,414 from the third quarter of 2021. This was the third increase in gross job losses since March of 2021. In the fourth quarter of 2021, contracting establishments lost 34,750 jobs, while closing establishments accounted for a loss of 4,070. (See table A).

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

Category	(3 months ended)				
	Dec. 2020	March 2021	June 2021	Sep. 2021	Dec. 2021
Gross job gains.....	43,022	43,139	51,860	57,802	45,192
At expanding establishments.....	34,418	36,053	41,949	50,734	36,667
At opening establishments	8,604	7,086	9,911	7,068	8,525
Gross job losses.....	31,747	32,409	33,495	35,406	38,820
At contracting establishments	28,084	28,025	29,607	30,415	34,750
At closing establishments	3,663	4,384	3,888	4,991	4,070
Net employment change ¹	11,275	10,730	18,365	22,396	6,372

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 2021, Education and Health Services increased by 3,305 and Retail Trade decreased by -5,009 its net employment. (See table 1A.)

Rates of Gross Job Gains and Gross Job Losses

From October to December 2021, gross job gains represented 6.4 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.2 percent of private sector employment, and gross job gains at opening establishments represented 1.2 percent.

Nationally, these quarter gross job gains at expanding establishments represented 6.2 percent of private sector employment, and at opening establishments represented 1.5 percent.

For the same period, gross job losses represented 5.5 percent of private sector employment. Gross job losses at contracting establishments represented 4.9 percent of private sector employment, the national rate at contracting establishments was 4.3 percent. The rate of gross job losses at closing establishments was 0.6 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. 2020	March 2021	June 2021	Sep. 2021	Dec. 2021
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	6.6	6.6	7.7	8.3	6.4
At expanding establishments.....	5.3	5.5	6.2	7.3	5.2
At opening establishments	1.3	1.1	1.5	1.0	1.2
Gross job losses.....	4.9	5.0	5.0	5.1	5.5
At contracting establishments	4.3	4.3	4.4	4.4	4.9
At closing establishments	0.6	0.7	0.6	0.7	0.6
Net employment change ¹	1.7	1.6	2.7	3.2	0.9
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	7.4	6.8	6.7	7.2	7.7
At expanding establishments.....	6.0	5.5	5.4	5.8	6.2
At opening establishments	1.4	1.3	1.3	1.4	1.5
Gross job losses.....	5.7	5.4	5.9	6.2	5.4
At contracting establishments	4.6	4.5	4.9	4.9	4.3
At closing establishments	1.1	0.9	1.0	1.3	1.1
Net employment change ¹	1.7	1.4	0.8	1.0	2.3

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.

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 46,885 active private sector establishments, a total of 11,443 gained jobs from October to December (See table C). Of these, 9,453 were expanding establishments and 1,990 were opening establishments. During the fourth quarter of 2021, 9,829 establishments showed job losses. Of these, 8,843 were contracting establishments and 986 were closing establishments.

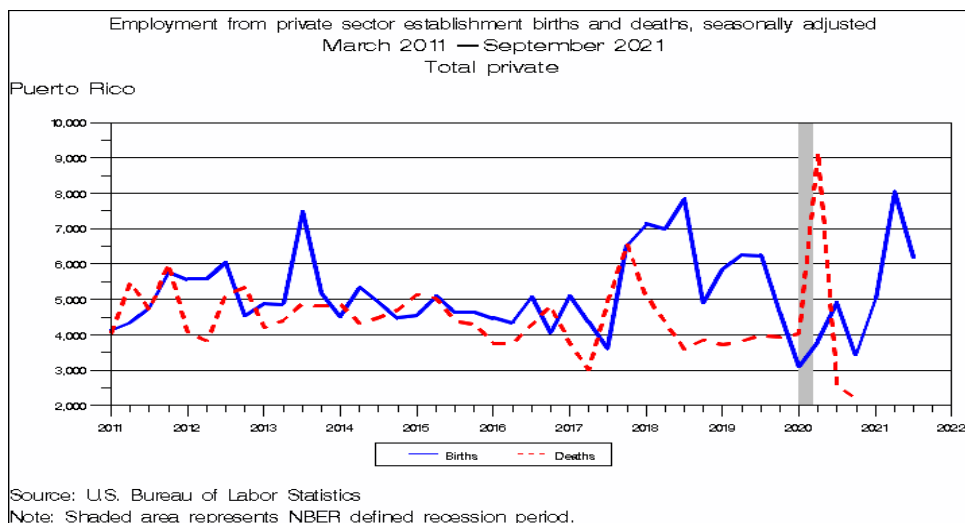
Table C. Number of private sector establishments by direction of employment change, seasonally adjusted

Category	(3 months ended)				
	Dec. 2020	March 2021	June 2021	Sep. 2021	Dec. 2021
Establishments gaining jobs.....	11,128	11,131	11,809	12,357	11,443
Expanding establishments	8,763	9,150	9,926	10,476	9,453
Opening establishments	2,365	1,981	1,883	1,881	1,990
Establishments losing jobs.....	8,649	9,052	8,740	8,864	9,829
Contracting establishments	7,753	7,855	7,691	7,799	8,843
Closing establishments	896	1,197	1,049	1,065	986
Net employment change ¹	1,469	784	834	816	1,004

¹ The net establishment change is the difference between the number of opening establishments and the number of closing establishments. See the Technical Note for further information.

Establishment Births and Deaths

From October to December of 2021, a total of 1,546 new private sector, non-farm businesses created 5,633 jobs. This represented an increase of 111 establishment births from the prior quarter and a loss of 554 jobs. The job gains from these new establishments represented 0.8 percent of total births employment. The historical time series of birth data shows that the number of establishment births has remained around 900 every quarter, with the exception of the third quarter of 2017 and the first quarter of 2020 which were lower. (See Table 5).



Gross Job Gains and Losses by State

Gross job gains exceeded gross job losses in all 50 states, the District of Columbia, and Puerto Rico in the fourth quarter of 2021. (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.

Coronavirus (COVID-19) Effect on Fourth Quarter 2021 Business Employment Dynamics

Data collection and processing methods have been impacted because of the COVID-19 pandemic. More detail can be found at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2022 Business Employment Dynamics data will incorporate annual revisions in accordance with standard procedures. However, the release scheduled for October 26, 2022 will include two years of not seasonally adjusted data, along with the customary five years of seasonally adjusted data. This temporary procedural change is to amend spikes in the openings and closings series for the education and health services sector in Washington caused by an administrative change.

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; or by submitting your request to FAX (787) 765-4687. (3) Calling (787) 754-5300 Extension 3039. (4) You may also send your request by mail to “*Negociado de Estadísticas del Trabajo*”, P.O. Box 195540, San Juan, PR 00919-5540, or (5) Visiting our office at the Puerto Rico Department of Labor, Prudencio Rivera Martinez Building, 17th Floor, 505 Muñoz Rivera Avenue, San Juan, Puerto Rico 00918 (Office hours: 7:30 to 11:30am – 12:30 to 4:00pm).

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

Year	3 months ended	Net change(1)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2011	March	-2,285	38,338	32,476	5,862	40,623	34,635	5,988
	June	-3,924	38,455	32,217	6,238	42,379	34,332	8,047
	September	6,547	44,453	37,680	6,773	37,906	31,041	6,865
	December	5,592	44,538	36,335	8,203	38,946	31,279	7,667
2012	March	1,707	41,904	34,552	7,352	40,197	34,028	6,169
	June	8,060	46,365	38,917	7,448	38,305	32,105	6,200
	September	-1,240	42,455	34,591	7,864	43,695	36,551	7,144
	December	4,217	46,158	39,400	6,758	41,941	34,683	7,258
2013	March	-4,480	39,054	32,533	6,521	43,534	36,955	6,579
	June	-119	41,868	34,837	7,031	41,987	35,580	6,407
	September	-2,847	42,349	33,250	9,099	45,196	38,543	6,653
	December	8,286	44,846	37,608	7,238	36,560	30,175	6,385
2014	March	-8,802	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	-4,272	34,368	26,913	7,455	38,640	33,498	5,142
	June	-375	35,669	29,904	5,765	36,044	32,109	3,935
	September	-15,957	29,488	24,868	4,620	45,445	35,571	9,874
	December	-29,293	46,775	36,498	10,277	76,068	63,122	12,946
2018	March	10,427	55,275	44,367	10,908	44,848	36,206	8,642
	June	11,464	52,380	42,094	10,286	40,916	34,829	6,087
	September	9,050	47,998	38,035	9,963	38,948	33,864	5,084
	December	-4,569	40,240	33,557	6,683	44,809	39,014	5,795
2019	March	13,408	48,422	40,436	7,986	35,014	29,668	5,346
	June	4,824	44,360	36,688	7,672	39,536	34,121	5,415
	September	2,490	40,157	32,534	7,623	37,667	31,733	5,934
	December	3,553	37,044	30,342	6,702	33,491	27,901	5,590
2020	March	-3,617	34,744	30,412	4,332	38,361	30,895	7,466
	June	-83,524	26,290	20,606	5,684	109,814	87,009	22,805
	September	37,185	69,660	55,349	14,311	32,475	27,218	5,257
	December	11,275	43,022	34,418	8,604	31,747	28,084	3,663
2021	March	10,730	43,139	36,053	7,086	32,409	28,025	4,384
	June	18,365	51,860	41,949	9,911	33,495	29,607	3,888
	September	22,396	57,802	50,734	7,068	35,406	30,415	4,991
	December	6,372	45,192	36,667	8,525	38,820	34,750	4,070

(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 2020	March 2021	June 2021	Sept 2021	Dec 2021	Dec 2020	March 2021	June 2021	Sept 2021	Dec 2021
Total private ¹										
Gross job gains	43,022	43,139	51,860	57,802	45,192	6.6	6.6	7.7	8.3	6.4
At expanding establishments	34,418	36,053	41,949	50,734	36,667	5.3	5.5	6.2	7.3	5.2
At opening establishments	8,604	7,086	9,911	7,068	8,525	1.3	1.1	1.5	1.0	1.2
Gross job losses	31,747	32,409	33,495	35,406	38,820	4.9	5.0	5.0	5.1	5.5
At contracting establishments	28,084	28,025	29,607	30,415	34,750	4.3	4.3	4.4	4.4	4.9
At closing establishments	3,663	4,384	3,888	4,991	4,070	0.6	0.7	0.6	0.7	0.6
Net employment change	11,275	10,730	18,365	22,396	6,372	1.7	1.6	2.7	3.2	0.9
Retail Trade										
Gross job gains	7,106	8,346	11,004	11,499	6,237	5.8	6.8	8.5	8.7	4.7
At expanding establishments	5,880	7,117	9,685	10,288	5,156	4.8	5.8	7.5	7.8	3.9
At opening establishments	1,226	1,229	1,319	1,211	1,081	1.0	1.0	1.0	0.9	0.8
Gross job losses	6,631	5,592	6,424	7,790	11,246	5.4	4.5	5.1	5.9	8.6
At contracting establishments	5,997	4,962	5,969	6,991	10,638	4.9	4.0	4.7	5.3	8.1
At closing establishments	634	630	455	799	634	0.5	0.5	0.4	0.6	0.5
Net employment change	475	2,754	4,580	3,709	-5,009	0.4	2.3	3.4	2.8	-3.9
Education and Health Services										
Gross job gains	7,056	4,633	5,941	6,653	7,281	6.6	4.3	5.5	6.0	6.5
At expanding establishments	5,609	3,877	4,954	5,885	6,166	5.2	3.6	4.6	5.3	5.5
At opening establishments	1,447	756	987	768	1,115	1.4	0.7	0.9	0.7	1.0
Gross job losses	3,304	6,039	4,241	4,933	3,976	3.1	5.6	3.9	4.5	3.5
At contracting establishments	2,895	5,430	3,698	4,276	3,282	2.7	5.0	3.4	3.9	2.0
At closing establishments	409	609	543	657	694	0.4	0.6	0.5	0.6	2.9
Net employment change	3,752	-1,406	1,700	1,720	3,305	3.5	-1.3	1.6	1.5	3.0

¹Includes unclassified sector, not shown separately.

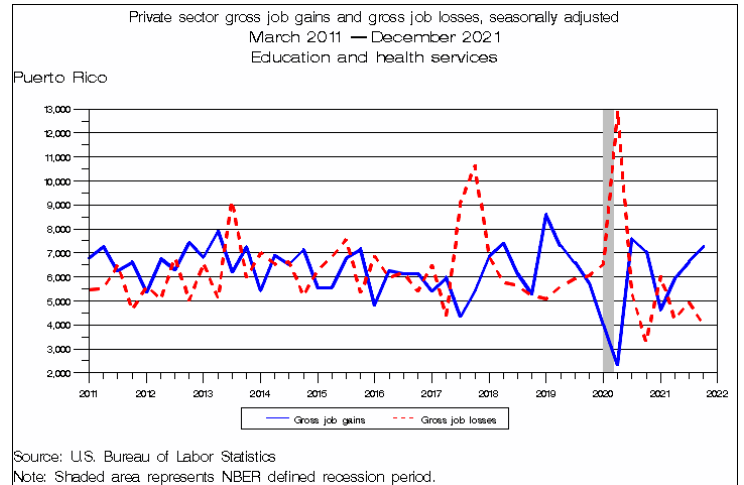
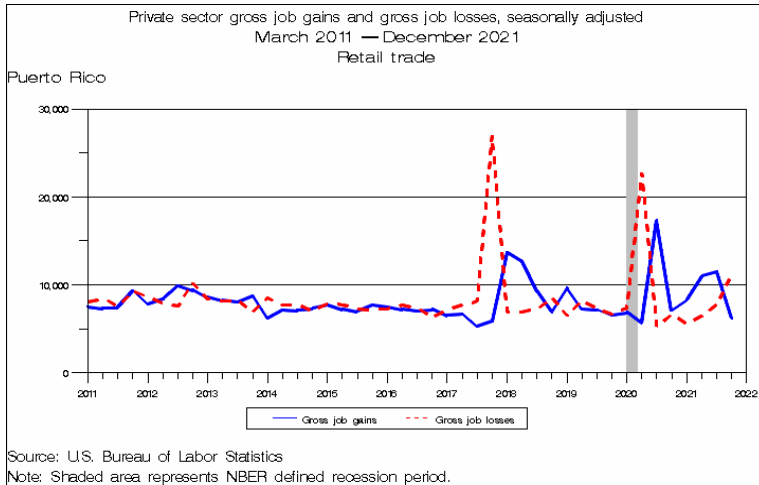


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted (Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2011	March	-0.4	5.7	4.8	0.9	6.1	5.2	0.9
	June	-0.6	5.7	4.8	0.9	6.3	5.1	1.2
	September	1.0	6.6	5.6	1.0	5.6	4.6	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2012	March	0.3	6.2	5.1	1.1	5.9	5.0	0.9
	June	1.2	6.8	5.7	1.1	5.6	4.7	0.9
	September	-0.2	6.1	5.0	1.1	6.3	5.3	1.0
	December	0.6	6.7	5.7	1.0	6.1	5.0	1.1
2013	March	-0.8	5.6	4.7	0.9	6.4	5.4	1.0
	June	0.0	6.1	5.1	1.0	6.1	5.2	0.9
	September	-0.5	6.1	4.8	1.3	6.6	5.6	1.0
	December	1.3	6.6	5.5	1.1	5.3	4.4	0.9
2014	March	-1.2	5.3	4.4	0.9	6.5	5.5	1.0
	June	-0.8	5.5	4.5	1.0	6.3	5.3	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.5	6.4	5.4	1.0	4.9	3.9	1.0
2015	March	-1.1	5.3	4.4	0.9	6.4	5.4	1.0
	June	-0.6	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	-0.1	5.3	4.4	0.9	5.4	4.8	0.6
	September	-2.4	4.4	3.7	0.7	6.8	5.3	1.5
	December	-4.5	7.2	5.6	1.6	11.7	9.7	2.0
2018	March	1.6	8.5	6.8	1.7	6.9	5.6	1.3
	June	1.8	8.0	6.4	1.6	6.2	5.3	0.9
	September	1.3	7.2	5.7	1.5	5.9	5.1	0.8
	December	-0.7	6.0	5.0	1.0	6.7	5.8	0.9
2019	March	2.0	7.2	6.0	1.2	5.2	4.4	0.8
	June	0.7	6.5	5.4	1.1	5.8	5.0	0.8
	September	0.3	5.8	4.7	1.1	5.5	4.6	0.9
	December	0.5	5.4	4.4	1.0	4.9	4.1	0.8
2020	March	-0.6	5.0	4.4	0.6	5.6	4.5	1.1
	June	-12.8	4.1	3.2	0.9	16.9	13.4	3.5
	September	6.0	11.1	8.8	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	1.6	6.6	5.5	1.1	5.0	4.3	0.7
	June	2.7	7.7	6.2	1.5	5.0	4.4	0.6
	September	3.2	8.3	7.3	1.0	5.1	4.4	0.7
	December	0.9	6.4	5.2	1.2	5.5	4.9	0.6

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

(2) See footnote 1, table 1.

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

Year	3 months ended	Net change(1)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2011	March	-204	8,802	7,381	1,421	10,254	8,629	1,625
	June	-360	8,697	7,317	1,380	9,716	7,976	1,740
	September	-75	9,018	7,551	1,467	9,125	7,583	1,542
	December	280	9,741	8,104	1,637	8,616	7,259	1,357
2012	March	-71	8,841	7,340	1,501	10,038	8,466	1,572
	June	4	9,636	8,161	1,475	9,118	7,647	1,471
	September	236	9,573	7,943	1,630	9,215	7,821	1,394
	December	-99	9,695	8,317	1,378	8,535	7,058	1,477
2013	March	-237	8,588	7,260	1,328	10,027	8,462	1,565
	June	32	8,857	7,424	1,433	9,408	8,007	1,401
	September	247	9,036	7,401	1,635	9,567	8,179	1,388
	December	-95	9,575	8,192	1,383	8,914	7,436	1,478
2014	March	-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	-62	8,673	7,312	1,361	9,525	8,102	1,423
	June	294	8,509	7,187	1,322	8,877	7,849	1,028
	September	-1,255	6,997	6,245	752	10,243	8,236	2,007
	December	-1,120	8,235	6,515	1,720	14,050	11,210	2,840
2018	March	-196	10,360	8,305	2,055	10,237	7,986	2,251
	June	700	10,694	8,660	2,034	8,406	7,072	1,334
	September	892	10,279	8,358	1,921	8,359	7,330	1,029
	December	221	9,116	7,704	1,412	9,045	7,854	1,191
2019	March	494	11,060	9,381	1,679	8,476	7,291	1,185
	June	360	10,104	8,400	1,704	9,012	7,668	1,344
	September	231	9,413	7,949	1,464	9,082	7,849	1,233
	December	103	9,019	7,653	1,366	9,150	7,887	1,263
2020	March	-555	8,772	7,715	1,057	9,645	8,033	1,612
	June	-4,900	6,846	5,442	1,404	19,244	12,940	6,304
	September	2,413	14,635	10,823	3,812	8,019	6,620	1,399
	December	1,469	11,128	8,763	2,365	8,649	7,753	896
2021	March	784	11,131	9,150	1,981	9,052	7,855	1,197
	June	834	11,809	9,926	1,883	8,740	7,691	1,049
	September	816	12,357	10,476	1,881	8,864	7,799	1,065
	December	1,004	11,443	9,453	1,990	9,829	8,843	986

(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
2011	March	-0.5	20.9	17.5	3.4	24.3	20.4	3.9
	June	-0.9	20.8	17.5	3.3	23.3	19.1	4.2
	September	-0.2	21.6	18.1	3.5	21.9	18.2	3.7
	December	0.7	23.3	19.4	3.9	20.6	17.4	3.2
2012	March	-0.1	21.1	17.5	3.6	23.9	20.2	3.7
	June	0.0	22.9	19.4	3.5	21.7	18.2	3.5
	September	0.6	22.7	18.8	3.9	21.9	18.6	3.3
	December	-0.2	23.0	19.7	3.3	20.2	16.7	3.5
2013	March	-0.6	20.3	17.2	3.1	23.7	20.0	3.7
	June	0.1	21.0	17.6	3.4	22.3	19.0	3.3
	September	0.6	21.4	17.5	3.9	22.7	19.4	3.3
	December	-0.2	22.6	19.3	3.3	21.0	17.5	3.5
2014	March	-0.9	19.5	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	17.1	15.3	1.8	25.0	20.1	4.9
	December	-2.8	20.7	16.4	4.3	35.2	28.1	7.1
2018	March	-0.5	26.3	21.1	5.2	26.0	20.3	5.7
	June	1.7	27.0	21.9	5.1	21.3	17.9	3.4
	September	2.3	25.5	20.7	4.8	20.6	18.1	2.5
	December	0.5	22.2	18.8	3.4	22.0	19.1	2.9
2019	March	1.2	26.8	22.7	4.1	20.5	17.6	2.9
	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	21.2	18.0	3.2	21.6	18.6	3.0
2020	March	-1.3	20.8	18.3	2.5	22.8	19.0	3.8
	June	-12.3	17.2	13.7	3.5	48.3	32.5	15.8
	September	6.2	37.7	27.9	9.8	20.7	17.1	3.6
	December	3.6	27.3	21.5	5.8	21.2	19.0	2.2
2021	March	1.8	26.6	21.9	4.7	21.7	18.8	2.9
	June	1.9	27.7	23.3	4.4	20.5	18.0	2.5
	September	1.8	28.4	24.1	4.3	20.5	18.0	2.5
	December	2.3	25.8	21.3	4.5	22.1	19.9	2.2

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

(2) See footnote 1, table 3.

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

Year	3 months ended	Number of Establishments				Employment			
		Births ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2011	March	949	2.2	1,073	2.5	4,137	0.6	4,035	0.6
	June	870	2.1	1,117	2.7	4,370	0.7	5,478	0.8
	September	883	2.1	1,108	2.7	4,776	0.7	4,711	0.7
	December	1,152	2.8	979	2.3	5,764	0.9	6,004	0.9
2012	March	1,064	2.5	1,046	2.5	5,577	0.8	4,048	0.6
	June	1,002	2.4	952	2.3	5,583	0.8	3,826	0.6
	September	1,146	2.7	1,029	2.4	6,044	0.9	5,136	0.7
	December	950	2.2	1,070	2.5	4,547	0.7	5,343	0.8
2013	March	936	2.2	1,033	2.4	4,891	0.7	4,193	0.6
	June	943	2.2	921	2.2	4,881	0.7	4,406	0.6
	September	1,182	2.8	1,037	2.5	7,492	1.1	4,871	0.7
	December	968	2.3	1,088	2.6	5,176	0.8	4,815	0.7
2014	March	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	1,000	2.4	1,018	2.5	5,110	0.8	3,756	0.6
	June	903	2.2	734	1.8	4,373	0.6	2,998	0.4
	September	508	1.2	1,083	2.6	3,612	0.5	4,956	0.7
	December	808	2.0	1,412	3.5	6,527	1.0	6,555	1.0
2018	March	985	2.5	1,335	3.4	7,135	1.1	5,106	0.8
	June	1,067	2.7	858	2.2	6,996	1.1	4,340	0.7
	September	1,227	3.0	726	1.8	7,841	1.2	3,595	0.5
	December	1,050	2.6	755	1.8	4,899	0.7	3,860	0.6
2019	March	1,259	3.0	781	1.9	5,864	0.9	3,729	0.6
	June	1,266	3.0	916	2.2	6,262	0.9	3,815	0.6
	September	1,076	2.6	913	2.2	6,261	0.9	3,993	0.6
	December	976	2.3	885	2.1	4,626	0.7	3,939	0.6
2020	March	723	1.7	970	2.3	3,100	0.5	4,035	0.6
	June	916	2.3	2,625	6.6	3,832	0.6	9,161	1.4
	September	1,221	3.1	741	1.9	4,917	0.8	2,556	0.4
	December	1,039	2.6	507	1.2	3,446	0.5	2,190	0.3
2021	March	1,259	3.0	770	1.8	5,004	0.8	2,377	0.4
	June	1,377	3.2	N/A	N/A	8,050	1.2	N/A	N/A
	September	1,435	3.3	N/A	N/A	6,187	0.9	N/A	N/A
	December	1,546	3.5	N/A	N/A	5,633	0.8	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. 2020	March 2021	June 2021	Sept. 2021	Dec. 2021	Dec. 2020	March 2021	June 2021	Sept. 2021	Dec. 2021
United States ¹	8,821,000	8,154,000	8,141,000	8,795,000	9,576,000	6,757,000	6,469,000	7,248,000	7,482,000	6,697,000
Alabama	119,294	92,377	98,458	105,158	123,121	84,720	92,107	94,344	106,750	86,692
Alaska	30,084	25,286	21,847	23,961	27,986	17,167	21,662	21,303	21,918	20,502
Arizona	180,158	157,582	171,297	175,461	176,424	120,914	137,245	149,126	152,372	127,115
Arkansas	71,401	59,076	56,022	66,061	78,152	51,611	50,250	56,824	59,874	46,913
California	1,171,574	1,081,628	1,111,041	1,123,411	1,263,445	848,243	833,574	924,896	914,395	817,715
Colorado	161,665	190,034	175,095	185,136	177,505	157,038	123,149	145,073	159,851	142,139
Connecticut	88,630	85,542	90,384	93,752	96,125	79,517	71,646	80,149	82,471	75,282
Delaware	24,803	25,344	23,474	26,568	31,132	21,870	22,245	23,794	26,033	23,023
District of Columbia	24,490	25,353	33,099	38,409	36,154	25,795	24,772	25,367	23,534	24,965
Florida	586,615	521,589	594,873	714,440	620,547	443,199	435,096	473,304	472,323	485,513
Georgia	290,819	251,594	260,499	282,737	319,390	191,946	214,348	235,681	238,242	222,404
Hawaii	61,190	37,733	49,250	34,438	32,973	18,902	26,185	26,298	31,537	23,158
Idaho	55,980	53,979	48,505	50,776	57,988	39,115	37,762	47,768	48,823	42,391
Illinois	311,130	352,016	298,372	311,542	378,074	292,410	235,866	274,482	293,148	241,186
Indiana	174,192	157,471	149,586	164,891	195,758	127,593	131,642	156,760	151,625	125,550
Iowa	84,795	76,915	75,276	77,596	84,090	62,908	68,172	76,158	75,839	66,943
Kansas	76,509	68,181	68,087	73,154	85,507	64,495	61,530	68,174	73,086	59,413
Kentucky	112,311	112,708	99,257	104,949	117,852	93,275	80,297	102,580	103,046	79,208
Louisiana	127,528	96,274	101,433	102,880	146,763	81,705	88,400	93,676	129,960	84,232
Maine	41,979	45,104	39,009	39,590	42,215	31,261	32,096	40,073	40,434	35,966
Maryland	147,691	129,076	137,692	157,519	152,777	119,660	114,275	136,921	138,640	120,002
Massachusetts	203,528	193,648	207,270	217,283	215,423	160,761	145,185	171,566	178,055	176,669
Michigan	233,463	297,237	222,680	234,583	273,189	237,554	172,427	202,472	217,395	190,282
Minnesota	159,532	215,284	145,938	153,700	175,774	157,602	113,923	133,050	162,284	127,029
Mississippi	69,883	48,982	56,390	65,966	72,504	42,799	57,760	57,656	54,905	50,572
Missouri	162,655	145,842	141,163	155,844	174,451	119,914	120,759	145,379	141,012	130,144
Montana	35,500	34,300	32,865	33,259	39,855	25,794	26,870	31,529	32,508	28,711
Nebraska	53,943	52,031	49,834	50,268	54,692	43,750	49,507	48,886	53,014	44,600
Nevada	97,898	83,087	111,229	107,324	102,935	63,782	62,689	67,662	70,153	60,754
New Hampshire	40,432	41,089	39,516	39,515	44,497	34,841	30,261	35,760	38,462	38,281
New Jersey	262,647	231,639	239,708	250,454	304,548	189,844	186,170	192,503	207,816	185,576
New Mexico	43,561	51,283	43,694	49,266	51,063	45,015	34,014	40,189	39,930	40,182
New York	528,197	502,099	518,958	559,006	590,361	452,008	393,029	422,051	443,330	417,053
North Carolina	288,961	249,484	241,817	256,502	314,572	182,519	200,141	221,426	244,858	201,434
North Dakota	23,213	25,429	22,525	24,467	25,764	22,713	20,985	21,227	22,197	21,551
Ohio	291,848	273,126	265,532	275,693	321,925	233,327	223,339	265,035	269,431	234,247
Oklahoma	97,432	75,490	81,271	88,311	94,365	71,686	75,024	75,108	87,915	80,657
Oregon	115,457	134,802	105,790	112,694	123,365	101,713	88,715	106,130	104,372	102,163
Pennsylvania	298,990	318,356	277,331	309,749	344,695	258,653	227,213	266,006	260,551	244,777
Rhode Island	29,475	38,212	28,289	30,784	34,713	27,610	21,750	25,839	26,839	26,519
South Carolina	135,839	106,718	108,572	125,492	138,925	88,242	104,928	112,384	115,618	92,872
South Dakota	25,154	25,621	24,015	23,510	25,968	21,283	21,112	20,932	23,057	21,513
Tennessee	188,799	144,611	154,802	176,734	194,757	116,317	128,007	151,018	143,369	130,096
Texas	766,575	597,160	697,328	753,292	836,520	489,322	512,772	566,281	572,188	509,280
Utah	104,801	94,104	92,724	98,710	101,982	71,466	80,546	80,574	92,372	80,008
Vermont	17,749	19,463	20,027	18,981	19,628	18,518	14,209	16,320	18,107	16,684
Virginia	214,569	184,421	195,231	213,826	225,872	162,104	169,083	187,666	192,102	172,065
Washington	192,772	215,904	184,755	200,914	221,233	163,861	149,132	161,011	159,079	143,605
West Virginia	38,074	37,107	33,867	35,398	41,116	31,713	29,736	33,480	33,627	30,914
Wisconsin	149,052	140,399	140,340	134,511	159,842	121,780	112,350	130,321	140,845	132,035
Wyoming	19,560	18,202	17,488	17,924	20,579	15,116	16,576	16,985	17,152	15,896
Puerto Rico	43,022	43,139	51,860	57,802	45,192	31,747	32,409	33,495	35,406	38,820
Virgin Islands	2,379	1,794	2,590	1,833	1,976	1,394	2,621	1,535	2,079	2,297

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. 2020	March 2021	June 2021	Sept 2021	Dec. 2021	Sept 2020	Dec. 2020	March 2021	June 2021	Dec. 2021
United States	7.4	6.8	6.7	7.2	7.7	5.7	5.4	5.9	6.2	5.4
Alabama	7.6	5.9	6.2	6.6	7.6	5.5	5.9	6.0	6.7	5.3
Alaska	13.4	11.0	9.5	10.4	11.9	7.7	9.4	9.2	9.5	8.7
Arizona	7.3	6.3	6.8	6.9	6.8	5.0	5.5	6.0	6.0	4.9
Arkansas	7.2	5.9	5.5	6.6	7.6	5.2	5.1	5.6	5.9	4.5
California	8.5	7.7	7.8	7.8	8.5	6.1	5.9	6.4	6.3	5.5
Colorado	7.5	8.6	7.8	8.1	7.6	7.2	5.6	6.4	7.0	6.1
Connecticut	6.6	6.3	6.6	6.8	6.9	5.9	5.3	5.9	6.0	5.4
Delaware	6.8	6.8	6.4	7.2	8.3	6.0	6.0	6.4	7.0	6.1
District of Columbia	5.3	5.5	7.0	7.9	7.3	5.5	5.3	5.4	4.8	5.0
Florida	8.0	6.9	7.8	9.2	7.7	6.0	5.8	6.2	6.0	6.1
Georgia	7.9	6.7	6.9	7.4	8.1	5.2	5.7	6.2	6.2	5.7
Hawaii	14.7	8.5	10.7	7.2	6.8	4.6	5.9	5.6	6.6	4.8
Idaho	8.7	8.1	7.2	7.7	8.6	6.1	5.7	7.2	7.3	6.3
Illinois	6.5	7.2	6.0	6.3	7.5	6.1	4.9	5.6	6.0	4.9
Indiana	6.8	6.0	5.7	6.3	7.3	5.0	5.1	6.0	5.8	4.7
Iowa	6.8	6.1	6.0	6.2	6.6	5.1	5.4	6.0	6.0	5.2
Kansas	7.0	6.2	6.2	6.6	7.6	5.9	5.5	6.1	6.6	5.3
Kentucky	7.3	7.3	6.4	6.6	7.4	6.1	5.1	6.5	6.5	5.0
Louisiana	8.7	6.4	6.8	6.9	9.7	5.6	5.9	6.2	8.6	5.6
Maine	8.5	9.0	7.7	7.8	8.2	6.3	6.3	7.8	8.0	7.0
Maryland	7.3	6.3	6.6	7.5	7.2	5.8	5.5	6.6	6.7	5.7
Massachusetts	7.0	6.6	6.9	7.2	7.0	5.5	5.0	5.7	5.9	5.7
Michigan	6.7	8.5	6.2	6.6	7.5	6.9	4.9	5.6	6.1	5.3
Minnesota	6.9	9.2	6.1	6.4	7.3	6.8	4.9	5.5	6.8	5.2
Mississippi	8.0	5.6	6.4	7.5	8.0	4.9	6.6	6.5	6.2	5.7
Missouri	7.1	6.3	6.0	6.7	7.4	5.2	5.3	6.3	6.1	5.5
Montana	9.4	8.8	8.3	8.4	10.0	6.8	6.9	8.1	8.3	7.2
Nebraska	6.8	6.5	6.2	6.2	6.7	5.5	6.2	6.0	6.6	5.5
Nevada	8.8	7.3	9.5	8.9	8.2	5.7	5.5	5.7	5.8	4.9
New Hampshire	7.4	7.4	7.0	7.0	7.8	6.4	5.4	6.4	6.8	6.7
New Jersey	8.1	7.0	7.2	7.4	8.8	5.9	5.6	5.7	6.1	5.3
New Mexico	7.3	8.5	7.1	7.9	8.0	7.5	5.7	6.6	6.3	6.3
New York	7.4	6.9	7.1	7.5	7.7	6.3	5.4	5.7	6.0	5.5
North Carolina	7.9	6.6	6.4	6.8	8.1	5.0	5.4	5.8	6.4	5.2
North Dakota	7.2	7.8	6.9	7.5	7.7	7.1	6.5	6.5	6.7	6.5
Ohio	6.6	6.1	5.9	6.1	7.0	5.2	5.0	5.8	6.0	5.2
Oklahoma	7.9	6.1	6.5	7.1	7.4	5.8	6.1	6.0	7.0	6.4
Oregon	7.4	8.5	6.6	7.0	7.7	6.5	5.6	6.6	6.5	6.2
Pennsylvania	6.2	6.4	5.6	6.2	6.8	5.3	4.6	5.3	5.3	4.8
Rhode Island	7.6	9.8	7.0	7.6	8.5	7.1	5.5	6.4	6.6	6.5
South Carolina	8.0	6.2	6.3	7.2	7.9	5.2	6.1	6.5	6.6	5.3
South Dakota	7.2	7.3	6.8	6.6	7.2	6.2	6.0	5.8	6.5	5.9
Tennessee	7.5	5.6	5.9	6.8	7.4	4.6	5.0	5.8	5.5	4.9
Texas	7.6	5.7	6.7	7.1	7.7	4.8	5.0	5.4	5.4	4.7
Utah	8.1	7.1	6.9	7.3	7.5	5.6	6.1	6.0	6.8	5.8
Vermont	7.6	8.2	8.4	7.9	8.1	8.0	6.1	6.8	7.5	6.9
Virginia	7.0	6.0	6.2	6.8	7.1	5.3	5.4	6.0	6.1	5.4
Washington	7.2	7.9	6.7	7.2	7.8	6.1	5.4	5.8	5.7	5.1
West Virginia	7.4	7.2	6.5	6.7	7.8	6.2	5.8	6.4	6.5	5.9
Wisconsin	6.3	5.8	5.8	5.5	6.5	5.1	4.7	5.4	5.8	5.4
Wyoming	10.0	9.1	8.8	8.9	10.1	7.7	8.3	8.5	8.6	7.8
Puerto Rico	6.6	6.6	7.7	8.3	6.4	4.9	5.0	5.0	5.1	5.5
Virgin Islands	9.9	7.4	10.6	7.4	8.1	5.8	10.8	6.2	8.5	9.4

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