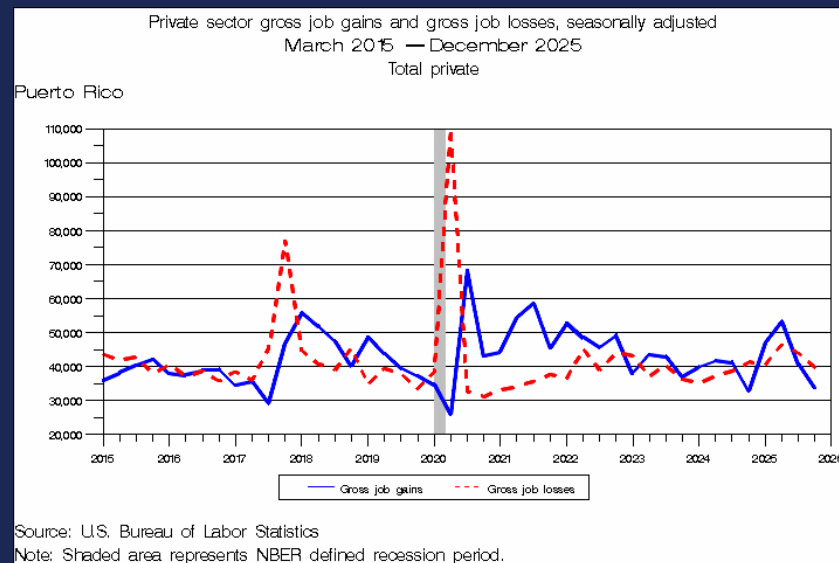


**Puerto Rico Department of Labor and Human Resources
Bureau of Labor Statistics**

News Release

BUSINESS EMPLOYMENT DYNAMICS - FOURTH QUARTER 2025

From October to December 2025 in Puerto Rico, gross job gains represented 4.4 percent of private sector employment, while gross job losses represented 5.2 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 lower than the national rate of gross job gains (5.9 percent) and less than the national rate for job losses (5.5 percent). The number of job gains from opening and expanding establishments was 33,967 and the number of job losses from closing and contracting establishments was 39,659. Expanding and contracting establishments accounted for most of the jobs gained and lost.



The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter to the third month of the next. The difference between the number of gross job gains and the number of gross job losses is the net change in employment. (See Technical Note.)

Trends in Gross Job Gains and Job Losses

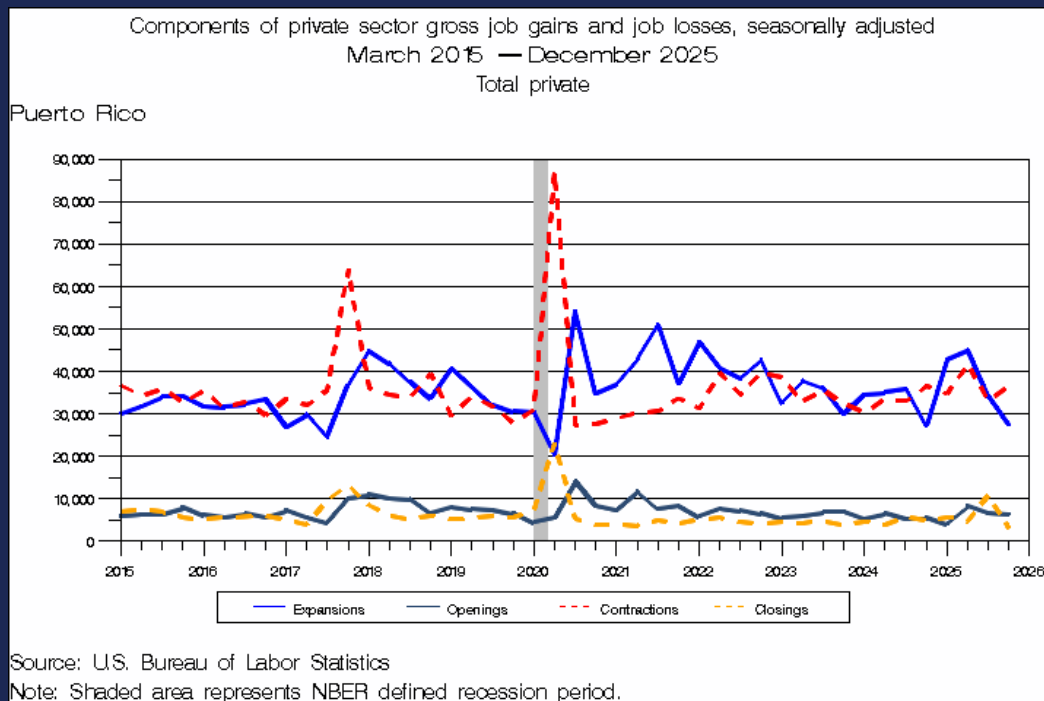
Gross job gains are the sum of increases in employment due to the expansions at existing establishments and the addition of new jobs openings. Opening and expanding private sector establishments in Puerto Rico gained 33,967 jobs in the fourth quarter of 2025. This represents a decrease of 6,902 from the previous quarter. Over the quarter, expanding establishments added 27,580 jobs, while opening establishments added 6,387.

Gross job losses are the result of contributions in employment at existing establishments and the loss of jobs at closing establishments. In the fourth quarter of 2025, gross job losses totaled 39,659, a decrease of 4,339 from the third quarter of 2025. This was the second quarterly decrease in gross job losses since March 2025. During the fourth quarter of 2025, contracting establishments lost 36,513 jobs, while closing establishments accounted for 3,146 (see Table A).

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

Category	(3 months ended)				
	Dec. 2024	March 2025	June 2025	Sep. 2025	Dec. 2025
Gross job gains.....	32,899	47,009	53,345	40,869	33,967
At expanding establishments.....	27,265	42,877	45,086	34,233	27,580
At opening establishments	5,634	4,132	8,259	6,636	6,387
Gross job losses.....	41,286	40,521	46,382	43,998	39,659
At contracting establishments	36,487	34,770	41,686	33,205	36,513
At closing establishments	4,799	5,751	4,696	10,793	3,146
Net employment change ¹	-8,387	6,488	6,963	-3,129	-5,692

^{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 data on selected industry sectors, including Education and Health Services and Retail Trade. From October to December 2025, net employment in both sectors decreased by 1,475 and 908, respectively (see Table 1A).

Rates of Gross Job Gains and Gross Job Losses

From October to December 2025, gross job gains represented 4.4 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 3.6 percent of private sector employment, and gross job gains at opening establishments represented 0.8 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 5.2 percent of private sector employment. Gross job losses at contracting establishments represented 4.8 percent of private sector employment, the national rate at contracting establishments was 4.4 percent. The rate of gross job losses at closing establishments was 0.4 percent for Puerto Rico, and 4.1 percent for the United States. (see Table B).

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

Table B. Three-month private sector gross job gains and losses as percent of employment, seasonally adjusted					
Category	(3 months ended)				
	Dec. 2024	March 2025	June 2025	Sep. 2025	Dec. 2025
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	4.3	6.3	7.0	5.4	4.4
At expanding establishments.....	3.6	5.7	5.9	4.5	3.6
At opening establishments	0.7	0.6	1.1	0.9	0.8
Gross job losses.....	5.4	5.4	6.1	5.7	5.2
At contracting establishments	4.8	4.6	5.5	4.3	4.8
At closing establishments	0.6	0.8	0.6	1.4	0.4
Net employment change ¹	-1.1	0.9	0.9	-0.3	-0.8
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	5.9	5.6	5.7	5.6	5.9
At expanding establishments.....	4.6	4.4	4.6	4.4	4.7
At opening establishments	1.3	1.2	1.1	1.2	1.2
Gross job losses.....	5.7	5.4	6.0	5.7	5.5
At contracting establishments	4.5	4.4	4.8	4.6	4.4
At closing establishments	1.2	1.0	1.2	1.1	4.1
Net employment change ¹	0.2	0.2	-0.3	-0.1	0.4
^{1/} The net employment change is the difference between total 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 52,613 active private sector establishments, a total of 9,215 gained jobs from October to December 2025 (see Table C). Of these, 7,821 were expanding establishments and 1,394 were opening establishments. During the fourth quarter of 2025, 11,053 establishments showed job losses. Of these, 10,269 were contracting establishments and 784 were closing establishments.

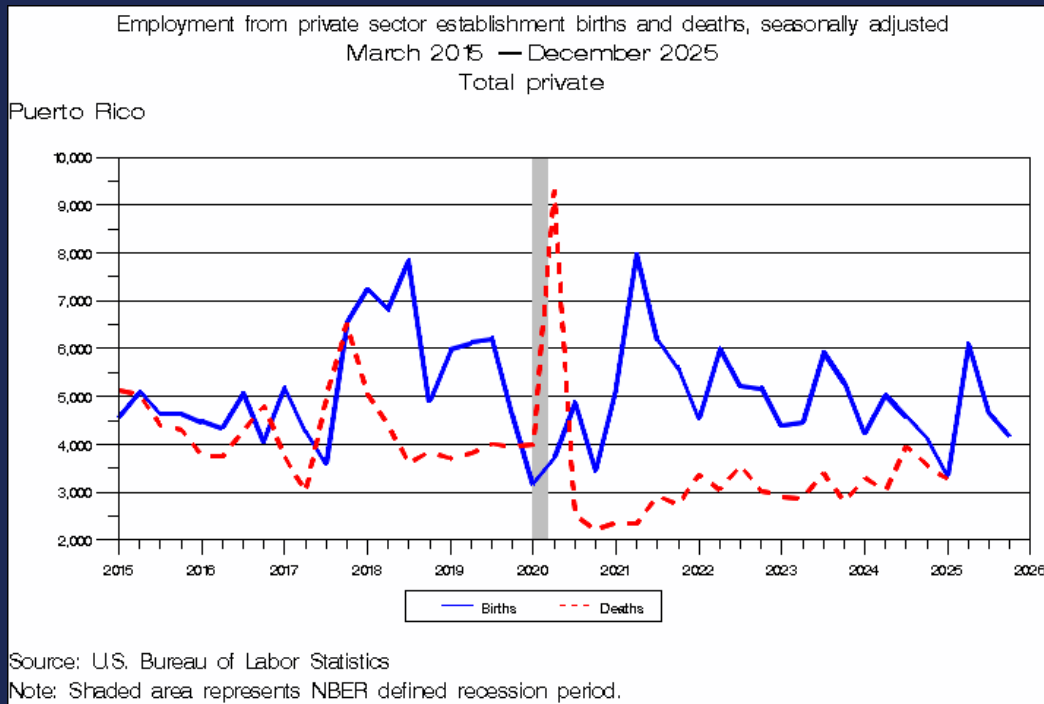
Table C. Number of private sector establishments by direction of employment change, seasonally adjusted

Category	(3 months ended)				
	Dec. 2024	March 2025	June 2025	Sep. 2025	Dec. 2025
Establishments gaining jobs.....	9,175	11,093	11,655	10,479	9,215
Expanding establishments	7,911	9,925	9,381	9,086	7,821
Opening establishments	1,264	1,168	2,274	1,393	1,394
Establishments losing jobs.....	11,742	10,248	10,586	10,868	11,053
Contracting establishments	10,491	8,756	9,403	8,554	10,269
Closing establishments	1,251	1,492	1,183	2,314	784
Net employment change ¹	13	-324	1,091	-921	610

^{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 2025, a total of 963 new private sector, non-farm businesses created 4,196 jobs. This represented a decrease of 48 establishment births from the prior quarter and a loss of 462 jobs. The job gains from these new establishments represented 0.6 percent of total births employment. The historical time series of birth data (2014-December 2025) shows that the average of establishment births was 1,035. The quarter that shows the lower establishment birth was the third quarter of 2017 (see Table 5).



Gross Job Gains and Losses by State

Gross job gains surpassed gross job losses in 42 states, the District of Columbia, and the Virgin Islands in the fourth quarter of 2025. (See tables 6 and 7.)

For More Information

Additional information on gross job gains and gross job losses is 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.

Revisions to Business Employment Dynamics (BED) Data

The release of First Quarter 2026 Business Employment Dynamics data, scheduled for October 28, 2026, 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. Charts in the PDF version of the press release will be modified to show the most recent 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
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.....	13,969	48,820	40,697	8,123	34,851	29,646	5,205
	June.....	4,464	43,916	36,396	7,520	39,452	33,970	5,482
	September..	1,821	39,530	32,090	7,440	37,709	31,809	5,900
	December...	3,729	37,228	30,602	6,626	33,499	27,785	5,714
2020	March.....	-3,523	34,813	30,358	4,455	38,336	31,014	7,322
	June.....	-83,967	25,993	20,397	5,596	109,960	87,008	22,952
	September..	35,720	68,334	54,167	14,167	32,614	27,430	5,184
	December...	11,979	43,197	34,848	8,349	31,218	27,491	3,727
2021	March.....	11,354	44,472	37,096	7,376	33,118	28,890	4,228
	June.....	20,337	54,450	42,765	11,685	34,113	30,446	3,667
	September..	23,122	58,650	51,002	7,648	35,528	30,571	4,957
	December...	7,742	45,494	37,156	8,338	37,752	33,626	4,126
2022	March.....	16,222	52,832	46,950	5,882	36,610	31,238	5,372
	June.....	3,442	48,553	40,787	7,766	45,111	39,646	5,465
	September..	6,646	45,692	38,414	7,278	39,046	34,510	4,536
	December...	5,130	49,220	42,678	6,542	44,090	39,855	4,235
2023	March.....	-4,926	38,122	32,646	5,476	43,048	38,587	4,461
	June.....	6,615	43,638	37,780	5,858	37,023	32,797	4,226
	September..	2,659	42,995	36,145	6,850	40,336	35,663	4,673
	December...	810	36,975	30,012	6,963	36,165	32,299	3,866
2024	March.....	4,756	39,902	34,577	5,325	35,146	30,417	4,729
	June.....	4,422	41,736	35,138	6,598	37,314	33,368	3,946
	September..	2,725	41,377	36,000	5,377	38,652	33,000	5,652
	December...	-8,387	32,899	27,265	5,634	41,286	36,487	4,799
2025	March.....	6,488	47,009	42,877	4,132	40,521	34,770	5,751
	June.....	6,963	53,345	45,086	8,259	46,382	41,686	4,696
	September..	-3,129	40,869	34,233	6,636	43,998	33,205	10,793
	December...	-5,692	33,967	27,580	6,387	39,659	36,513	3,146

(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 (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec 2024	March 2025	June 2025	Sept 2025	Dec 2025	Dec 2024	March 2025	June 2025	Sept 2025	Dec 2025
Total private ¹										
Gross job gains	32,899	47,009	53,345	40,869	33,967	4.3	6.3	7.0	5.4	4.4
At expanding establishments	27,265	42,877	45,086	34,233	27,580	3.6	5.7	5.9	4.5	3.6
At opening establishments	5,634	4,132	8,259	6,636	6,387	0.7	0.6	1.1	0.9	0.8
Gross job losses	41,286	40,521	46,382	43,998	39,659	5.4	5.4	6.1	5.7	5.2
At contracting establishments	36,487	34,770	41,686	33,205	36,513	4.8	4.6	5.5	4.3	4.8
At closing establishments	4,799	5,751	4,696	10,793	3,146	0.6	0.8	0.6	1.4	0.4
Net employment change	-8,387	6,488	6,963	-3,129	-5,692	-1.1	0.9	0.9	-0.3	-0.8
Retail Trade										
Gross job gains	5,466	11,646	8,415	6,351	6,017	4.1	8.8	6.2	4.7	4.5
At expanding establishments	4,500	11,022	7,503	5,987	5,154	3.4	8.3	5.5	4.4	3.9
At opening establishments	966	624	912	364	863	0.7	0.5	0.7	0.3	0.6
Gross job losses	8,990	5,805	9,401	7,704	6,925	6.8	4.3	6.9	5.7	5.2
At contracting establishments	8,188	4,959	8,575	6,243	6,316	6.2	3.7	6.3	4.6	4.7
At closing establishments	802	846	826	1,461	609	0.6	0.6	0.6	1.1	0.5
Net employment change	-3,524	5,841	-986	-1,353	-908	-2.7	4.5	-0.7	-1.0	-0.7
Education and Health Services										
Gross job gains	6,042	5,744	7,770	6,169	5,003	5.0	4.8	6.4	5.1	4.1
At expanding establishments	4,916	5,194	6,678	5,540	4,411	4.1	4.3	5.5	4.6	3.6
At opening establishments	1,126	550	1,092	629	592	0.9	0.5	0.9	0.5	0.5
Gross job losses	6,084	6,075	6,285	6,251	6,478	5.0	5.1	5.2	5.2	5.3
At contracting establishments	5,473	5,254	5,568	4,448	6,109	4.5	4.4	4.6	3.7	5.0
At closing establishments	611	821	717	1,803	369	0.5	0.7	0.6	1.5	0.3
Net employment change	-42	-331	1,485	-82	-1,475	0.0	-0.3	1.2	-0.1	-1.2

¹Includes unclassified sector, not shown separately.

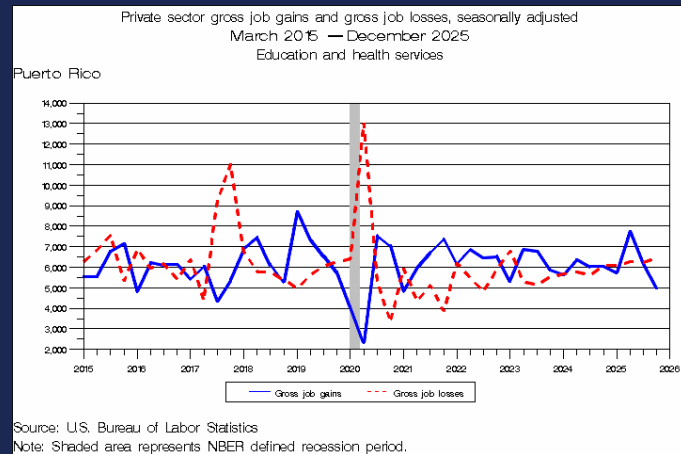
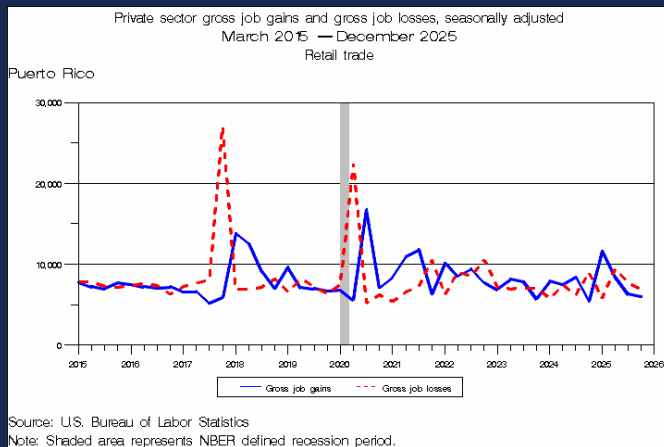


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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.....	2.0	7.2	6.0	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....	0.6	5.5	4.5	1.0	4.9	4.1	0.8
2020	March.....	-0.5	5.1	4.4	0.7	5.6	4.5	1.1
	June.....	-12.9	4.0	3.1	0.9	16.9	13.4	3.5
	September...	5.7	10.9	8.6	2.3	5.2	4.4	0.8
	December....	1.9	6.7	5.4	1.3	4.8	4.2	0.6
2021	March.....	1.7	6.7	5.6	1.1	5.0	4.4	0.6
	June.....	3.0	8.0	6.3	1.7	5.0	4.5	0.5
	September...	3.3	8.4	7.3	1.1	5.1	4.4	0.7
	December....	1.1	6.4	5.2	1.2	5.3	4.7	0.6
2022	March.....	2.3	7.3	6.5	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....	0.6	6.6	5.7	0.9	6.0	5.4	0.6
2023	March.....	-0.7	5.1	4.4	0.7	5.8	5.2	0.6
	June.....	0.9	5.9	5.1	0.8	5.0	4.4	0.6
	September...	0.4	5.7	4.8	0.9	5.3	4.7	0.6
	December....	0.1	4.9	4.0	0.9	4.8	4.3	0.5
2024	March.....	0.6	5.3	4.6	0.7	4.7	4.1	0.6
	June.....	0.6	5.5	4.6	0.9	4.9	4.4	0.5
	September...	0.4	5.4	4.7	0.7	5.0	4.3	0.7
	December....	-1.1	4.3	3.6	0.7	5.4	4.8	0.6
2025	March.....	0.9	6.3	5.7	0.6	5.4	4.6	0.8
	June.....	0.9	7.0	5.9	1.1	6.1	5.5	0.6
	September...	-0.3	5.4	4.5	0.9	5.7	4.3	1.4
	December....	-0.8	4.4	3.6	0.8	5.2	4.8	0.4

(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
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.....	548	11,068	9,371	1,697	8,450	7,301	1,149
	June.....	333	10,080	8,385	1,695	9,024	7,662	1,362
	September...	228	9,372	7,906	1,466	9,100	7,862	1,238
	December....	62	9,049	7,700	1,349	9,136	7,849	1,287
2020	March.....	-485	8,751	7,679	1,072	9,616	8,059	1,557
	June.....	-5,022	6,818	5,430	1,388	19,328	12,918	6,410
	September...	2,423	14,557	10,735	3,822	8,038	6,639	1,399
	December....	1,431	11,194	8,848	2,346	8,598	7,683	915
2021	March.....	795	11,230	9,203	2,027	9,152	7,920	1,232
	June.....	769	11,834	9,965	1,869	8,878	7,778	1,100
	September...	789	12,371	10,501	1,870	9,007	7,926	1,081
	December....	943	11,580	9,598	1,982	9,742	8,703	1,039
2022	March.....	-31	12,064	10,704	1,360	9,754	8,363	1,391
	June.....	529	10,991	9,322	1,669	10,833	9,693	1,140
	September...	304	10,767	9,366	1,401	9,755	8,658	1,097
	December....	424	10,822	9,371	1,451	10,087	9,060	1,027
2023	March.....	-21	10,417	9,062	1,355	10,781	9,405	1,376
	June.....	391	10,931	9,451	1,480	9,933	8,844	1,089
	September...	356	11,189	9,619	1,570	10,032	8,818	1,214
	December....	468	10,069	8,539	1,530	10,843	9,781	1,062
2024	March.....	-44	10,707	9,356	1,351	10,278	8,883	1,395
	June.....	551	11,008	9,386	1,622	10,253	9,182	1,071
	September...	-111	10,852	9,557	1,295	10,362	8,956	1,406
	December....	13	9,175	7,911	1,264	11,742	10,491	1,251
2025	March.....	-324	11,093	9,925	1,168	10,248	8,756	1,492
	June.....	1,091	11,655	9,381	2,274	10,586	9,403	1,183
	September...	-921	10,479	9,086	1,393	10,868	8,554	2,314
	December....	610	9,215	7,821	1,394	11,053	10,269	784

(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
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.....	0.8	24.1	20.0	4.1	21.6	18.3	3.3
	September.....	0.6	22.3	18.8	3.5	21.6	18.7	2.9
	December.....	0.2	21.3	18.1	3.2	21.5	18.5	3.0
2020	March.....	-1.2	20.7	18.2	2.5	22.8	19.1	3.7
	June.....	-12.6	17.1	13.6	3.5	48.6	32.5	16.1
	September.....	6.3	37.6	27.7	9.9	20.7	17.1	3.6
	December.....	3.6	27.6	21.8	5.8	21.1	18.9	2.2
2021	March.....	1.9	26.8	22.0	4.8	21.8	18.9	2.9
	June.....	1.8	27.8	23.4	4.4	20.8	18.2	2.6
	September.....	1.8	28.5	24.2	4.3	20.8	18.3	2.5
	December.....	2.2	26.1	21.6	4.5	21.9	19.6	2.3
2022	March.....	-0.1	26.9	23.9	3.0	21.8	18.7	3.1
	June.....	1.2	24.4	20.7	3.7	24.1	21.6	2.5
	September.....	0.7	23.7	20.6	3.1	21.5	19.1	2.4
	December.....	1.0	23.6	20.4	3.2	21.9	19.7	2.2
2023	March.....	-0.1	22.6	19.7	2.9	23.4	20.4	3.0
	June.....	0.8	23.7	20.5	3.2	21.6	19.2	2.4
	September.....	0.8	24.1	20.7	3.4	21.5	18.9	2.6
	December.....	1.0	21.4	18.1	3.3	23.1	20.8	2.3
2024	March.....	-0.1	22.7	19.8	2.9	21.8	18.8	3.0
	June.....	1.1	23.1	19.7	3.4	21.6	19.3	2.3
	September.....	-0.2	22.7	20.0	2.7	21.6	18.7	2.9
	December.....	0.0	19.1	16.5	2.6	24.5	21.9	2.6
2025	March.....	-0.7	23.2	20.8	2.4	21.5	18.4	3.1
	June.....	2.3	24.5	19.7	4.8	22.2	19.7	2.5
	September.....	-2.0	22.1	19.2	2.9	23.0	18.1	4.9
	December....	1.3	19.3	16.4	2.9	23.2	21.6	1.6

(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
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.....	1,272	3.1	763	1.8	5,986	0.9	3,705	0.5
	June.....	1,268	3.0	912	2.2	6,135	0.9	3,815	0.6
	September....	1,072	2.5	916	2.2	6,225	0.9	4,012	0.6
	December.....	965	2.3	897	2.1	4,625	0.7	3,939	0.6
2020	March.....	733	1.7	941	2.2	3,183	0.5	3,999	0.6
	June.....	913	2.3	2,648	6.7	3,732	0.6	9,302	1.4
	September....	1,216	3.1	741	1.9	4,878	0.8	2,529	0.4
	December.....	1,030	2.5	517	1.3	3,447	0.5	2,203	0.3
2021	March.....	1,284	3.1	751	1.8	5,188	0.8	2,378	0.4
	June.....	1,377	3.2	694	1.6	7,980	1.2	2,347	0.3
	September....	1,439	3.3	709	1.6	6,191	0.9	2,916	0.4
	December.....	1,533	3.5	759	1.7	5,606	0.8	2,738	0.4
2022	March.....	1,070	2.4	939	2.1	4,552	0.6	3,374	0.5
	June.....	1,246	2.8	791	1.8	6,002	0.8	3,056	0.4
	September....	1,084	2.4	794	1.7	5,225	0.7	3,544	0.5
	December.....	1,156	2.5	675	1.5	5,191	0.7	3,026	0.4
2023	March.....	1,019	2.2	922	2.0	4,392	0.6	2,898	0.4
	June.....	1,053	2.3	796	1.7	4,465	0.6	2,875	0.4
	September....	1,247	2.7	886	1.9	5,921	0.8	3,403	0.5
	December.....	1,197	2.5	769	1.6	5,308	0.7	2,817	0.4
2024	March.....	1,014	2.1	987	2.1	4,232	0.6	3,282	0.4
	June.....	1,161	2.4	844	1.8	5,033	0.7	3,041	0.4
	September....	1,013	2.1	1,032	2.2	4,585	0.6	3,958	0.5
	December.....	970	2.0	897	1.9	4,132	0.5	3,565	0.5
2025	March.....	891	1.9	1,033	2.2	3,353	0.4	3,274	0.4
	June.....	1,262	2.6	N/A	N/A	6,101	0.8	N/A	N/A
	September....	1,011	2.1	N/A	N/A	4,658	0.6	N/A	N/A
	December....	963	2.0	N/A	N/A	4,196	0.6	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 2024	March 2025	June 2025	Sept 2025	Dec 2025	Dec. 2024	March 2025	June 2025	Sept. 2025	Dec 2025
United States ¹	7,802,000	7,448,000	7,585,000	7,475,000	7,838,000	7,496,000	7,238,000	7,906,000	7,634,000	7,245,000
Alabama	98,916	92,217	94,286	93,102	105,062	92,228	95,520	95,829	94,794	93,120
Alaska	26,004	25,748	25,669	19,077	30,293	24,030	21,061	26,831	25,554	23,914
Arizona	169,532	163,781	147,357	161,622	160,261	164,857	151,984	178,260	154,202	152,309
Arkansas	64,055	56,374	55,899	58,645	66,161	52,715	56,305	61,370	58,386	55,956
California	1,037,801	932,658	1,017,298	961,945	1,048,011	985,054	952,704	1,026,067	924,772	935,872
Colorado	150,476	152,515	156,569	158,104	151,319	158,090	162,902	170,250	158,487	155,471
Connecticut	80,108	82,000	84,618	78,267	81,169	81,008	76,626	84,499	86,020	80,578
Delaware	24,969	24,351	24,683	21,709	22,438	25,605	21,986	25,110	25,321	22,626
District of Columbia	26,158	24,816	29,227	23,161	26,640	28,243	30,225	30,372	30,293	25,773
Florida	525,857	510,563	497,568	520,491	519,408	544,968	480,933	509,088	528,715	498,999
Georgia	252,707	231,169	231,057	237,554	248,272	224,795	238,711	236,595	240,319	228,446
Hawaii	27,275	25,339	25,197	26,510	26,090	25,923	26,079	27,078	24,980	24,274
Idaho	60,204	54,147	57,950	49,570	5,982	49,934	54,943	53,376	56,370	47,337
Illinois	266,402	262,450	276,218	244,806	278,325	267,989	261,424	274,601	262,060	277,132
Indiana	151,200	148,910	140,120	143,512	154,915	141,890	144,300	155,374	144,176	144,379
Iowa	73,268	75,001	73,435	62,023	81,954	73,301	71,372	76,285	77,197	70,010
Kansas	69,865	66,217	64,878	68,196	68,157	62,140	64,219	74,984	68,987	62,900
Kentucky	89,383	88,175	84,012	89,334	89,043	92,668	81,258	90,592	94,098	84,843
Louisiana	101,158	91,400	90,043	95,240	96,274	88,252	91,443	102,204	96,227	95,441
Maine	37,679	40,436	39,621	33,705	37,135	38,602	34,390	40,995	38,086	37,985
Maryland	133,596	132,241	126,989	125,735	134,168	131,199	128,205	139,324	144,091	123,799
Massachusetts	170,570	158,717	174,708	166,426	169,611	174,947	164,107	183,284	186,564	174,549
Michigan	205,581	200,702	219,328	187,766	213,098	224,680	202,820	210,470	224,430	202,447
Minnesota	137,436	129,481	146,717	133,813	142,428	129,174	139,190	141,771	143,206	140,940
Mississippi	58,948	53,782	58,239	60,412	60,684	57,777	57,475	61,024	56,933	54,989
Missouri	142,578	132,889	137,718	139,784	152,488	131,868	131,147	151,600	144,804	136,139
Montana	35,562	34,215	32,645	30,082	35,942	32,993	32,323	35,948	33,545	31,534
Nebraska	48,182	44,853	45,767	46,993	48,047	46,354	45,662	46,638	49,776	44,866
Nevada	84,468	74,494	84,177	95,623	88,011	78,017	81,055	86,086	71,414	76,254
New Hampshire	38,202	39,329	37,863	33,981	37,656	35,438	37,279	40,721	40,781	34,577
New Jersey	221,965	208,276	215,139	196,150	212,322	200,880	201,117	203,480	212,804	194,752
New Mexico	41,732	40,523	40,258	39,864	41,947	40,727	39,440	41,495	42,961	41,037
New York	463,032	547,829	494,678	489,252	464,179	455,330	415,859	584,210	482,473	468,850
North Carolina	255,168	227,385	234,654	225,364	251,507	232,265	230,646	229,071	239,026	212,979
North Dakota	22,979	23,803	22,520	21,835	24,570	23,431	23,167	23,754	23,400	22,853
Ohio	258,047	250,334	250,648	244,141	253,289	244,140	237,068	258,974	255,285	238,742
Oklahoma	81,013	74,761	75,218	80,382	83,371	74,449	72,113	84,979	86,420	70,488
Oregon	105,056	99,652	108,846	96,242	99,479	111,040	105,767	111,030	112,398	100,214
Pennsylvania	278,325	265,984	261,792	266,124	276,274	256,763	253,024	281,003	276,261	251,356
Rhode Island	31,924	29,048	27,675	26,251	28,673	27,324	26,008	29,304	29,242	26,739
South Carolina	124,330	117,725	112,729	120,535	130,511	113,949	107,863	126,572	124,225	107,896
South Dakota	25,432	23,881	23,041	22,549	22,937	22,697	25,012	23,436	23,062	21,717
Tennessee	156,103	152,502	144,915	161,528	176,311	175,306	146,100	167,565	145,664	146,925
Texas	698,310	610,808	622,516	632,135	686,824	611,785	614,624	642,596	626,093	590,952
Utah	99,094	96,433	96,089	97,980	95,419	92,157	88,877	97,704	93,100	90,191
Vermont	17,096	17,691	17,580	16,739	17,567	17,198	17,366	19,045	19,658	17,872
Virginia	194,563	187,135	197,863	200,106	196,698	183,824	174,551	196,049	205,675	174,309
Washington	174,320	172,479	181,397	156,351	168,354	170,900	165,224	164,924	168,029	157,310
West Virginia	36,358	36,060	31,484	32,615	32,720	33,990	31,822	35,829	33,816	33,626
Wisconsin	135,299	128,770	136,453	124,949	142,131	132,726	124,907	140,018	142,538	129,142
Wyoming	19,063	17,407	17,712	16,409	19,197	17,817	18,842	19,124	17,771	17,023
Puerto Rico	32,899	47,009	53,345	40,869	33,967	41,286	40,521	46,382	43,998	39,659
Virgin Islands	1,238	1,239	3,514	1,658	2,172	2,534	1,735	2,230	1,982	1,727

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					Gross job losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	Dec. 2024	March 2025	June 2025	Sept. 2025	Dec. 2025	Dec. 2024	March 2025	June 2025	Sept. 2025	Dec. 2025
United States.....	5.9	5.6	5.7	5.6	5.9	5.7	5.4	6.0	5.7	5.5
Alabama.....	5.8	5.3	5.5	5.4	6.1	5.3	5.6	5.6	5.5	5.4
Alaska.....	10.3	10.0	9.9	7.5	11.8	9.5	8.1	10.3	10.0	9.3
Arizona.....	6.1	5.8	5.3	5.8	5.7	5.9	5.3	6.3	5.5	5.4
Arkansas.....	5.8	5.1	5.1	5.3	6.0	4.8	5.1	5.5	5.3	5.0
California.....	6.7	6.0	6.6	6.2	6.8	6.4	6.2	6.7	6.0	6.1
Colorado.....	6.2	6.2	6.4	6.5	6.2	6.5	6.8	7.1	6.5	6.4
Connecticut.....	5.5	5.6	5.8	5.3	5.5	5.5	5.3	5.8	5.9	5.5
Delaware.....	6.1	5.9	5.9	5.3	5.5	6.3	5.3	6.1	6.1	5.5
District of Columbia..	5.0	4.8	5.7	4.6	5.2	5.5	5.8	5.9	5.9	5.0
Florida.....	6.0	5.8	5.7	5.9	5.9	6.2	5.5	5.8	6.0	5.7
Georgia.....	6.0	5.5	5.5	5.7	5.9	5.4	5.7	5.6	5.8	5.5
Hawaii.....	5.3	4.9	4.8	5.1	5.0	5.0	5.0	5.2	4.8	4.7
Idaho.....	8.2	7.3	7.7	6.7	8.1	6.8	7.3	7.2	7.6	6.3
Illinois.....	5.1	5.0	5.2	4.7	5.3	5.1	5.0	5.2	5.0	5.3
Indiana.....	5.5	5.4	5.0	5.1	5.5	5.1	5.2	5.6	5.1	5.1
Iowa.....	5.6	5.8	5.6	4.8	6.3	5.6	5.5	5.8	5.9	5.4
Kansas.....	5.9	5.5	5.4	5.8	5.7	5.2	5.4	6.3	5.8	5.3
Kentucky.....	5.3	5.2	5.0	5.3	5.2	5.5	4.8	5.4	5.6	5.0
Louisiana.....	6.2	5.6	5.5	5.9	6.0	5.5	5.6	6.3	6.0	5.9
Maine.....	7.0	7.4	7.2	6.2	6.8	7.1	6.3	7.4	7.0	7.0
Maryland.....	6.0	5.9	5.7	5.7	6.0	5.9	5.7	6.2	6.5	5.6
Massachusetts.....	5.3	5.0	5.5	5.3	5.4	5.5	5.1	5.8	5.9	5.6
Michigan.....	5.4	5.2	5.8	4.9	5.6	5.9	5.3	5.5	5.9	5.3
Minnesota.....	5.5	5.1	5.8	5.3	5.6	5.1	5.5	5.5	5.6	5.5
Mississippi.....	6.3	5.7	6.3	6.4	6.4	6.2	6.1	6.5	6.1	5.8
Missouri.....	5.7	5.4	5.5	5.6	6.1	5.3	5.2	6.1	5.9	5.5
Montana.....	8.4	8.0	7.7	7.0	8.4	7.8	7.5	8.3	7.9	7.4
Nebraska.....	5.6	5.2	5.4	5.5	5.7	5.5	5.3	5.5	5.8	5.2
Nevada.....	6.1	5.4	6.2	6.9	6.2	5.6	5.9	6.3	5.2	5.4
New Hampshire.....	6.3	6.5	6.3	5.6	6.2	5.9	6.1	6.7	6.8	5.7
New Jersey.....	6.0	5.6	5.8	5.3	5.7	5.5	5.4	5.5	5.8	5.3
New Mexico.....	6.1	5.9	5.9	5.8	6.1	5.9	5.8	6.0	6.2	6.0
New York.....	5.7	6.6	5.9	5.9	5.6	5.5	5.0	7.0	5.8	5.6
North Carolina.....	6.1	5.4	5.6	5.4	6.0	5.5	5.5	5.4	5.7	5.1
North Dakota.....	6.5	6.7	6.4	6.2	6.9	6.6	6.5	6.7	6.6	6.4
Ohio.....	5.4	5.2	5.3	5.1	5.3	5.1	4.9	5.4	5.3	5.0
Oklahoma.....	6.0	5.5	5.5	6.0	6.2	5.5	5.3	6.2	6.4	5.1
Oregon.....	6.2	5.8	6.4	5.7	6.0	6.6	6.2	6.5	6.7	6.0
Pennsylvania.....	5.2	5.0	4.9	5.0	5.1	4.8	4.7	5.2	5.2	4.7
Rhode Island.....	7.3	6.6	6.3	6.0	6.6	6.3	5.9	6.7	6.7	6.2
South Carolina.....	6.4	6.1	5.8	6.3	6.7	5.9	5.5	6.6	6.5	5.5
South Dakota.....	6.7	6.2	6.0	5.9	6.0	5.9	6.5	6.1	6.0	5.6
Tennessee.....	5.5	5.4	5.1	5.7	6.2	6.2	5.1	5.9	5.2	5.2
Texas.....	5.8	5.1	5.2	5.3	5.6	5.2	5.1	5.4	5.3	4.9
Utah.....	6.8	6.6	6.6	6.7	6.5	6.3	6.0	6.6	6.4	6.1
Vermont.....	6.7	6.9	6.9	6.6	6.9	6.7	6.8	7.5	7.8	7.0
Virginia.....	5.8	5.6	5.8	5.9	5.8	5.5	5.1	5.8	6.1	5.1
Washington.....	5.8	5.7	6.0	5.2	5.6	5.7	5.5	5.4	5.6	5.3
West Virginia.....	6.5	6.4	5.5	5.8	5.9	6.1	5.7	6.3	6.0	6.0
Wisconsin.....	5.3	5.0	5.3	4.9	5.6	5.2	4.9	5.5	5.6	5.1
Wyoming.....	8.9	8.1	8.3	7.7	9.0	8.3	8.7	8.9	8.4	8.0
Puerto Rico.....	4.3	6.3	7.0	5.4	4.4	5.4	5.4	6.1	5.7	5.2
Virgin Islands.....	5.2	5.4	15.0	7.1	9.1	10.8	7.6	9.5	8.4	7.2

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

Technical Note

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

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

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

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures—Quarterly Census of Employment and Wages, Business Employment Dynamics, and Current Employment Statistics—makes use of the quarterly UI employment reports in producing data; however, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of employment change over time. It is important to understand program differences and the intended uses of the program products. (See table.) Additional information on each program can be obtained from the program websites shown in the table.

Coverage

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

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

Gross job gains and gross job losses in this release are derived from longitudinal histories of 9.5 million private-sector employer reports out of 12.2 million total reports of employment and wages submitted by states to BLS in the first quarter of 2025. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110) and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. The table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter of 2025.

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

	Millions
Total establishments QCEW program ...	12.2
Excluded: Public sector.....	0.3
Private households	0.2
Zero employment	2.2
Total establishments included in Business Employment Dynamics data	9.5

Summary of Major Differences between QCEW, BED, and CES Employment Measures			
	QCEW	BED	CES
Source	▪ Count of UI administrative records submitted by 12.2 million establishments in first quarter of 2025	▪ Count of longitudinally-linked UI administrative records submitted by 9.5 million private-sector establishments	▪ Sample survey: 631,000 establishments
Coverage	▪ UI and UCFE coverage, including 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 workers ▪ Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	▪ Quarterly - 6 months after the end of each quarter	▪ Quarterly - 7 months after the end of each quarter	▪ Monthly - Usually the 3rd Friday after the end of the week including the 12th of the 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 to annually realign sample-based estimates to population counts (benchmarking)
Principal products	▪ Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry	▪ Provides quarterly dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS supersectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level ▪ Future expansions will include data with greater industry detail and data at the county and MSA levels.	▪ Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national levels by industry
Principal uses	▪ Major uses include: - Detailed locality data - Periodic universe counts for benchmarking sample survey estimates - Sample frame for BLS establishments surveys	▪ 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 federal 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

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry, and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation, which is consistent with the role of corporations as the economic decision makers, is 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 establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

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

The formal definitions of employment changes are as follows:

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

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

Closings. These are units with positive third month employment in the previous quarter and either not reported, or reported with zero employment, in the current quarter.

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

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

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

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

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

Establishment Births and Deaths

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

births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

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

In order to ensure the highest possible quality of data, SWAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

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

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

Seasonal adjustment

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

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

The employment data series for opening, expanding, closing, and contracting units are independently seasonally adjusted; net changes

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

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

Reliability of the data

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

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

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

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

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).

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