

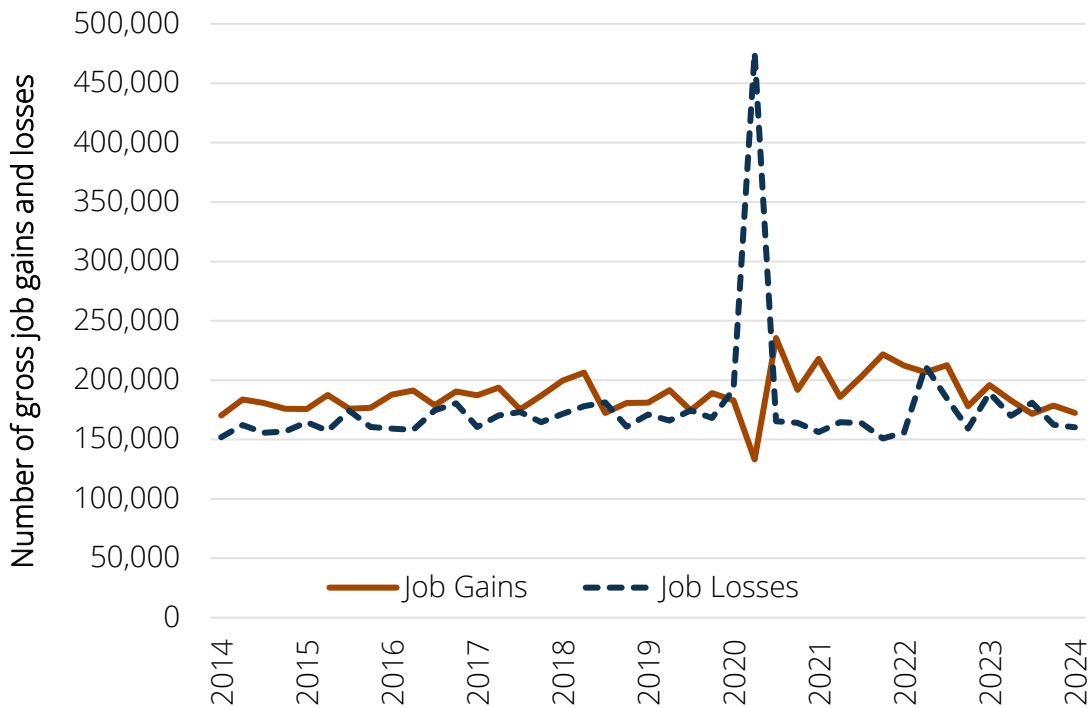
Washington State Business Employment Dynamics

First Quarter 2024, Published November 2024

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From January 2024 to March 2024, **gross job gains** from opening and expanding private-sector establishments in Washington amounted to 172,535, a decrease of 6,061 jobs from the previous quarter, according to the U.S. Bureau of Labor Statistics. Over this period, **gross job losses** from closing and contracting private-sector establishments were 160,252, a decrease of 2,210 jobs from the previous quarter. The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 12,283 jobs in the private sector during the first quarter of 2024 (see *Figures 1 and 2*). These numbers show the key changes in private sector employment, also called Business Employment Dynamics (BED).

Figure 1. Quarterly gross job gains and losses, seasonally adjusted, Washington state, 2014 Q1 through 2024 Q1

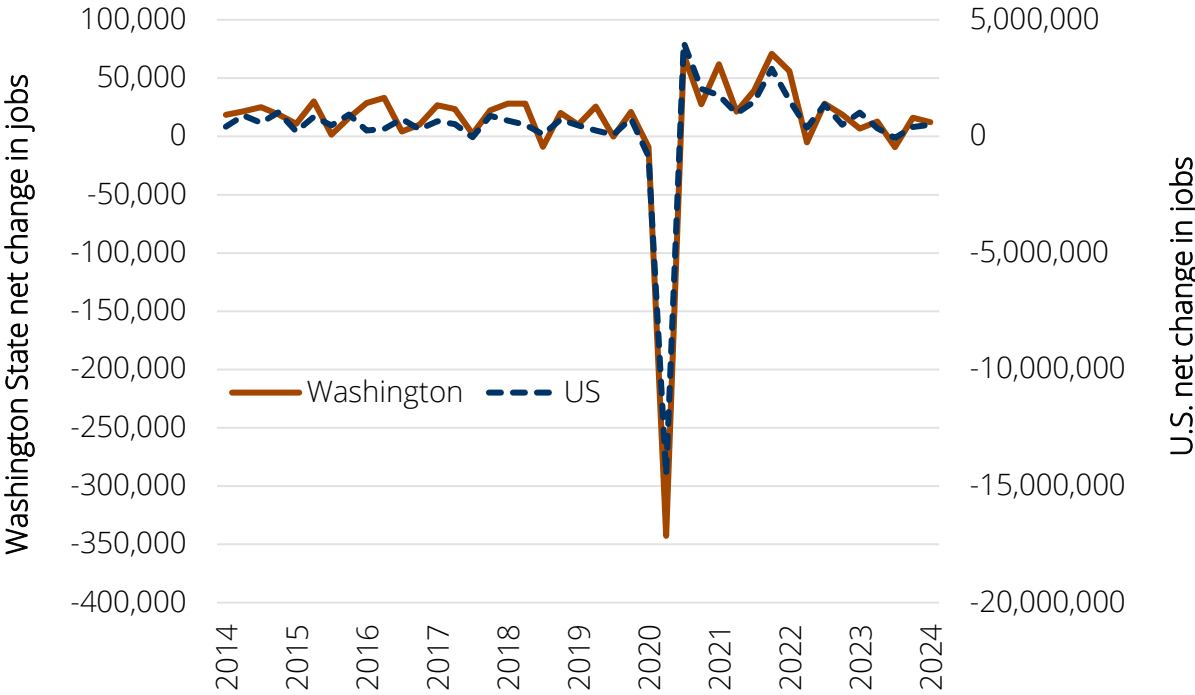


Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

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. 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. The BED data series includes gross job gains and gross job losses by industry subsector for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the firm level by employer size class. The most recent BED data covers events through the first quarter of 2024.

Net employment changes in Washington trend similarly to the nation. In the first quarter of 2024, Washington’s net employment gain was 12,283 or 0.4% of total employment. Nationally, the percentage change was slightly lower at 0.3%.

Figure 2. Net change in jobs, seasonally adjusted, United States and Washington state, 2014 Q1 through 2024 Q1



Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

Nationally and statewide, the third quarter 2023 business employment dynamics signaled weakness in the labor market, with gross job losses outpacing gross job gains. In the subsequent two quarters, employment gains outpaced losses, continuing the established trend of quarterly net job growth since 2020.

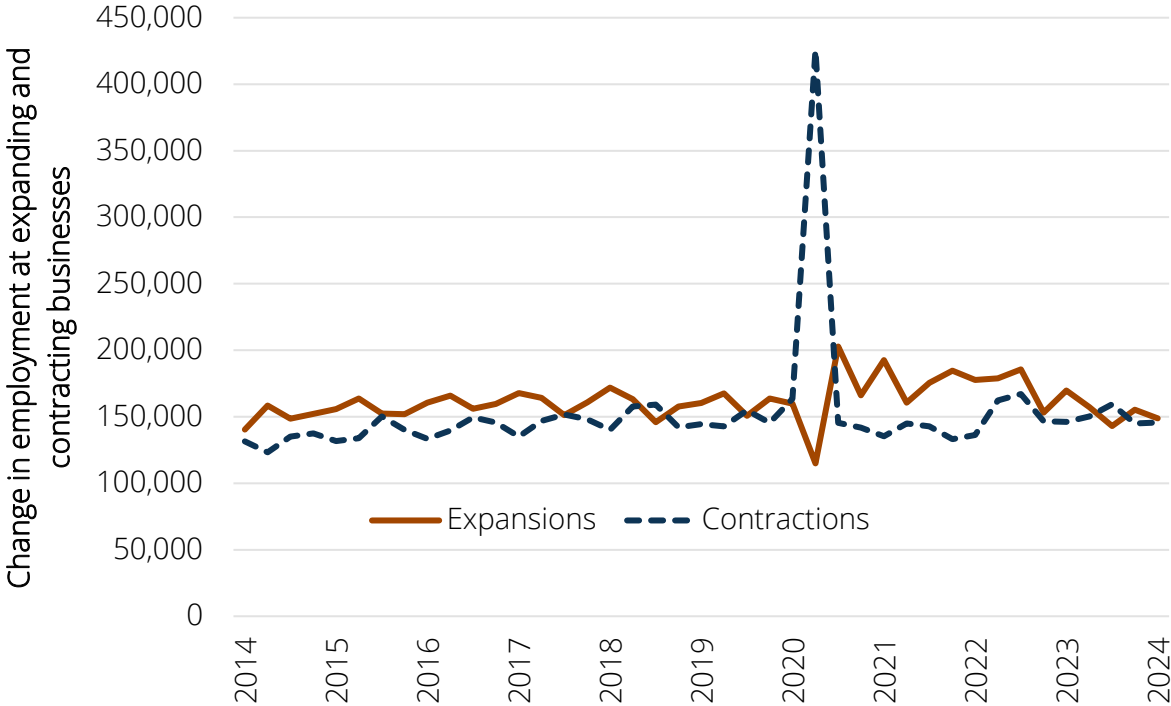
Gross job gains

In the first quarter of 2024, gross job gains represented 5.7% of private-sector employment in Washington. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at expanding establishments totaled 148,679 in the first quarter of 2024, a decrease of 6,716 jobs compared to the previous quarter. Opening establishments accounted for 23,856 million of the jobs gained in the first quarter of 2024, an increase of 655 jobs from the previous quarter (see *Figures 3 and 4*).

Gross job losses

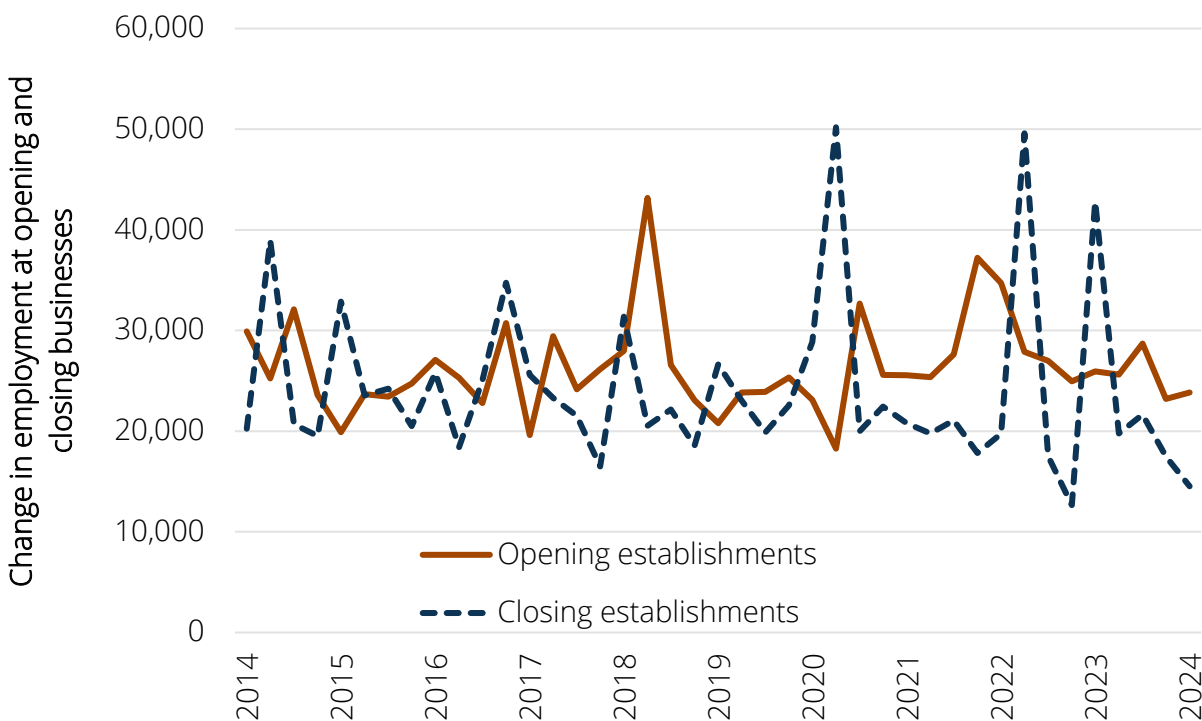
In the first quarter of 2024, gross job losses represented 5.3% of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. Contracting establishments lost 145,711 jobs in the first quarter of 2024, an increase of 720 jobs from the prior quarter. In the first quarter of 2024, closing establishments lost 14,541 jobs, a decrease of 2,930 jobs from the previous quarter (see *Figures 3 and 4*).

Figure 3: Private-sector gross job gains at expanding establishments and gross job losses at contracting establishments, seasonally adjusted, March 2014 – March 2024



Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

Figure 4: Private-sector gross job gains at opening establishments and gross job losses at closing establishments, seasonally adjusted: March 2014 – March 2024



Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

Establishment births and deaths

In the first quarter of 2024, the number of establishment births (a subset of the openings data) increased by 560. These new establishments accounted for an increase of 1,522 jobs from the previous quarter. Data for establishment deaths (a subset of the closings data) are available through the second quarter of 2023, when 14,333 jobs were lost at 3,375 establishments.

Figure 5 Three -month private-sector gross job gains and losses, seasonally adjusted

Category	Mar 23	Jun 23	Sep 23	Dec 23	Mar 24
Gross job gains	195,738	182,877	171,735	178,596	172,535
At expanding establishments	169,811	157,252	143,036	155,395	148,679
At opening establishments	25,927	25,625	28,699	23,201	23,856
Gross job losses	189,054	170,039	180,958	162,462	160,252
At contracting establishments	146,246	150,260	159,296	144,991	145,711
At closing establishments	42,808	19,779	21,662	17,471	14,541
Net employment change	6,684	12,838	-9,223	16,134	12,283
Gross job gains	6.6%	6.1%	5.8%	6.0%	5.7%
At expanding establishments	5.7%	5.2%	4.8%	5.2%	4.9%

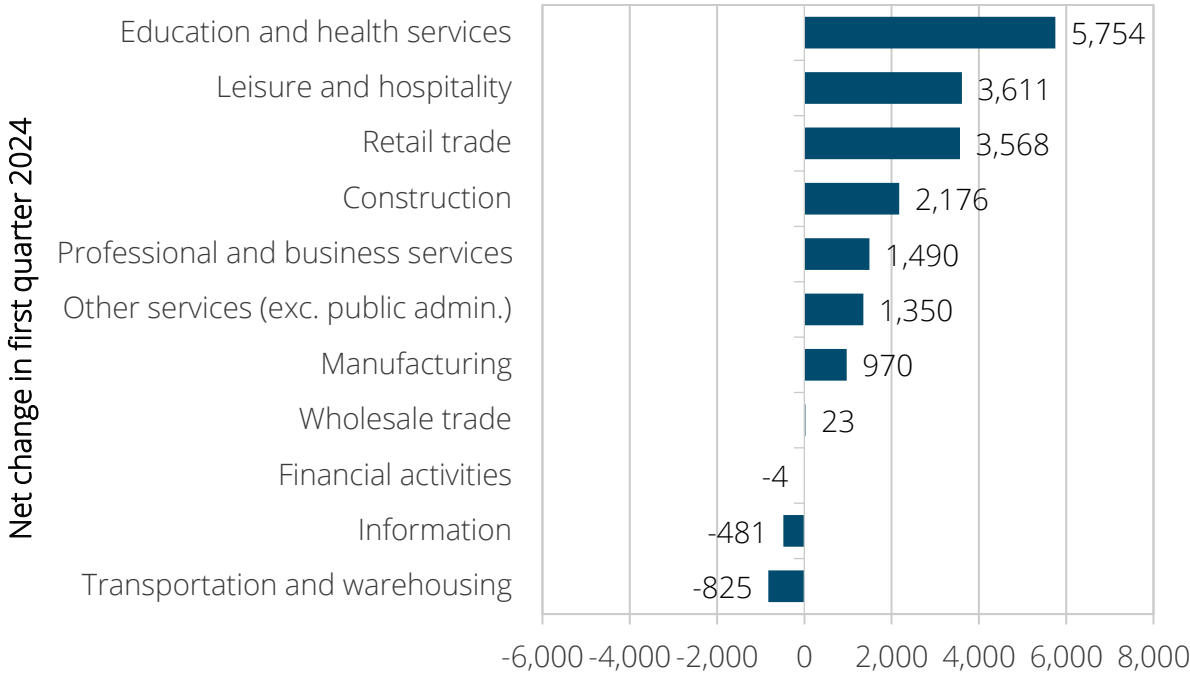
At opening establishments	0.9%	0.9%	1.0%	0.8%	0.8%
Gross job losses	6.3%	5.7%	6.0%	5.4%	5.3%
At contracting establishments	4.9%	5.0%	5.3%	4.8%	4.8%
At closing establishments	1.4%	0.7%	0.7%	0.6%	0.5%
Net employment change	0.3%	0.4%	-0.2%	0.6%	0.4%

Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

Industries

Gross job gains exceeded gross job losses in eight out of the 11 industry sectors detailed in this report in the first quarter of 2024. The largest net increases were observed in education and health services, leisure and hospitality, retail trade, and construction. The three sectors reporting net losses were transportation and warehousing, information, and financial activities (see *Figure 6*).

Figure 6. Quarterly net change in job gains and losses by industry, seasonally adjusted, Washington state, 2024 Q1



Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

States

Gross job gains in the first quarter of 2024 surpassed gross job losses in 47 states, including Puerto Rico and Washington DC. Gross job losses surpassed job gains in five states. Washington state had the 13th highest net job gains in the nation.

For more information

Additional information on gross job gains and gross job losses is available online at www.bls.gov/bdm.

Contact us

For more Washington Labor Market Information, visit us at esd.wa.gov/jobs-and-training/labor-market-information. Contact us at lmir@esd.wa.gov with any questions.

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