

# Washington State Business Employment Dynamics

Third Quarter 2024, Published June 2025

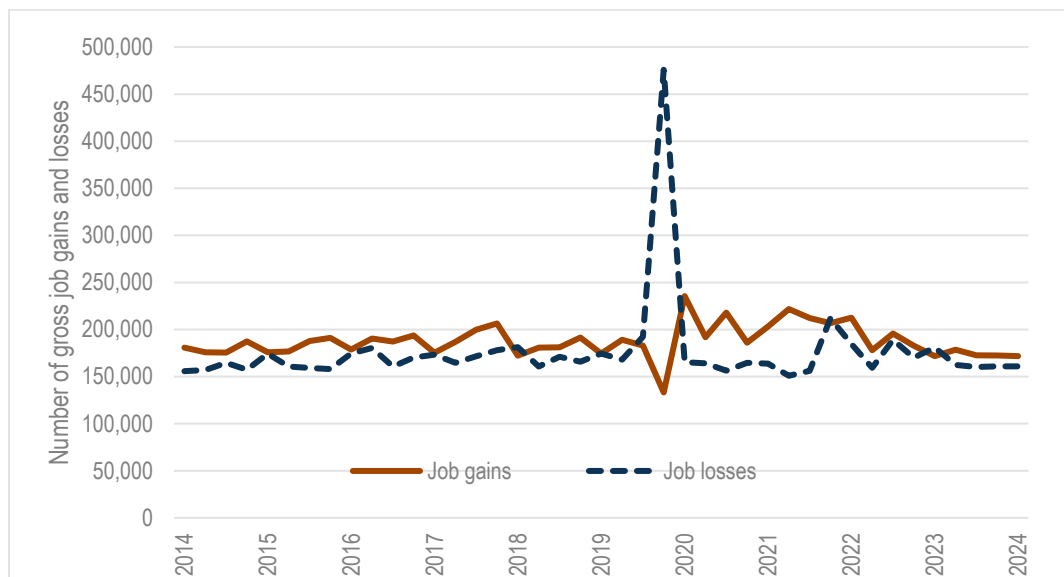
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From June 2024 to September 2024, **gross job gains** from opening and expanding private-sector establishments in Washington amounted to 171,788, a decrease of 673 job gains compared to the previous quarter, according to the U.S. Bureau of Labor Statistics.

Over this period, **gross job losses** from closing and contracting private-sector establishments were 160,949, an increase of 82 job losses compared to 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 10,839 jobs in the private sector during the third 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 Q3 through 2024 Q3

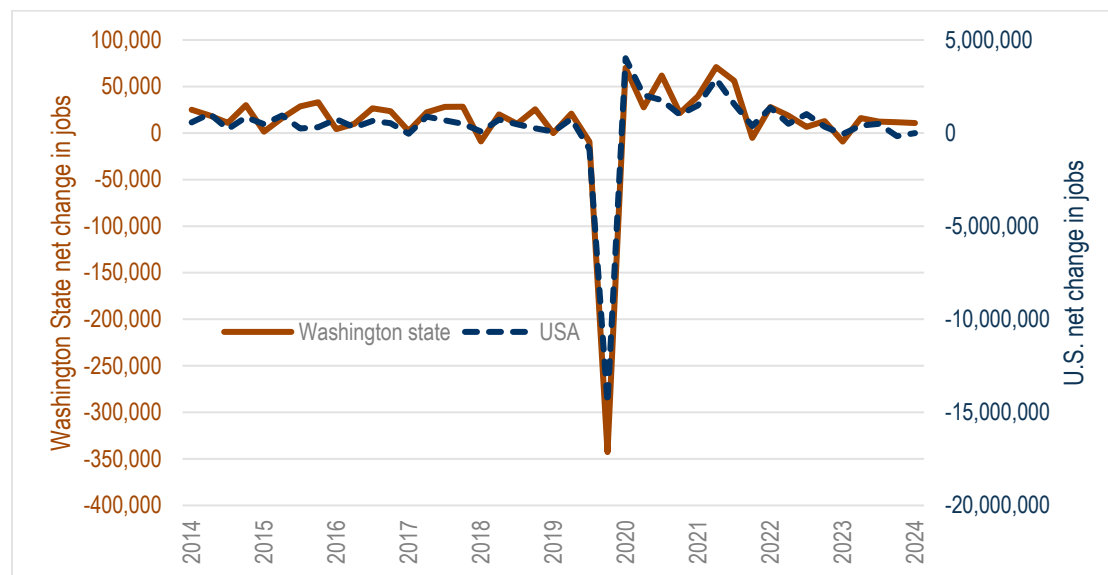


Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

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 third quarter of 2024.

Net employment changes in Washington trend similarly to the nation. In the third quarter of 2024, Washington's net employment gain was 10,839 or 0.4% of total employment. Nationally, the percentage change was lower, reflecting a net loss of 1,806 – an insignificant change on a percentage basis.

Figure 2. Net change in jobs, seasonally adjusted, United States and Washington state, 2014 Q3 through 2024 Q3



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. In the second and third quarters of 2024, Washington's dynamics remained slightly positive, however the national change reflected a slight loss of jobs.

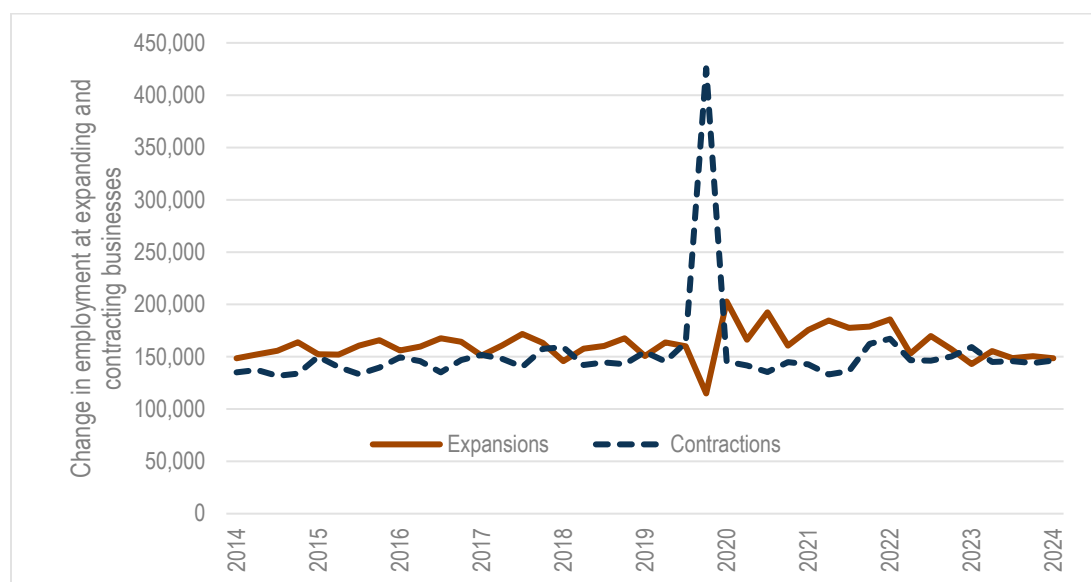
## Gross job gains

During each of the first three quarters 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 148,508 in the third quarter of 2024, 1.4% lower than the previous quarter. Newly opening establishments accounted for 23,280 million of the jobs added in the second quarter of 2024, up 1,370 (6.3%) above the number of jobs added at opening establishments in the previous quarter (see *Figures 3 and 4*).

## Gross job losses

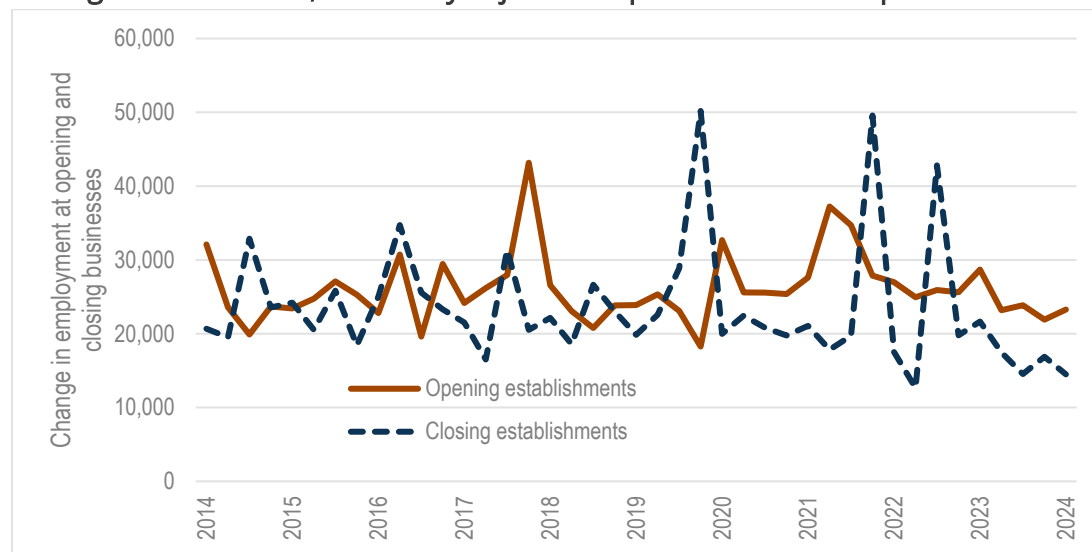
In the third quarter of 2024, gross job losses represented 5.4% of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. Contracting establishments lost 146,455 jobs in the third quarter of 2024, a 1.7% increase in job losses compared to the previous quarter. In the third quarter of 2024, closing establishments lost 14,494 jobs, a decrease of 2,399 or 14.2% relative to 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, September 2014 – September 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: September 2014 – September 2024**



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

## Establishment births and deaths

In the third quarter of 2024, the number of jobs attributed to establishment births (a subset of the openings data) decreased by 885 compared to the previous quarter. There were 5,622 establishment births during the quarter. These new establishments accounted for 17,996 jobs from the previous quarter, down 534 compared to the number of jobs created by new establishments in the previous quarter. Data for establishment deaths (a subset of the closings data) are available through the fourth quarter of 2023, when 13,748 jobs were lost at 3,059 closing establishments.

**Figure 5.a. Three-month levels private-sector gross job gains and losses, seasonally adjusted**

Category	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
<b>Gross job gains</b>	<b>171,735</b>	<b>178,596</b>	<b>172,535</b>	<b>172,461</b>	<b>171,788</b>
Gross gains at expanding establishments	143,036	155,395	148,679	150,551	148,508
Gross gains at opening establishments	28,699	23,201	23,856	21,910	23,280
<b>Gross job losses</b>	<b>180,958</b>	<b>162,462</b>	<b>160,252</b>	<b>160,867</b>	<b>160,949</b>
Gross losses at contracting establishments	159,296	144,991	145,711	143,974	146,455
Gross losses at closing establishments	21,662	17,471	14,541	16,893	14,494
<b>Net employment change</b>	<b>-9,223</b>	<b>16,134</b>	<b>12,283</b>	<b>11,594</b>	<b>10,839</b>

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

Figure 5.b. Three-month rates (percent) private-sector gross job gains and losses, seasonally adjusted

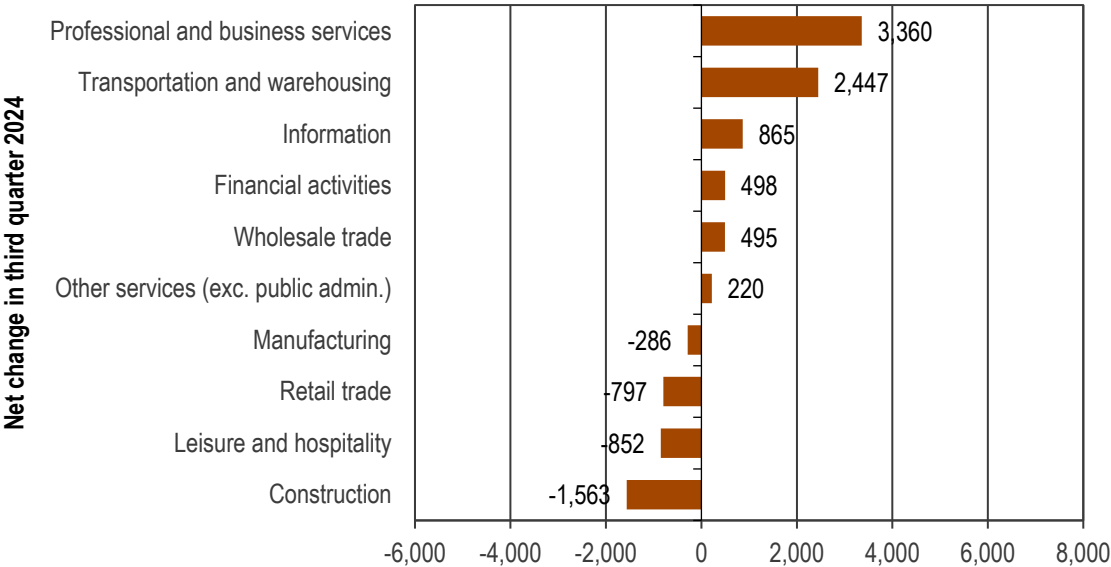
Category	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Gross job gains	5.8	6.0	5.7	5.7	5.7
Gross gains at expanding establishments	4.8	5.2	4.9	5.0	4.9
Gross gains at opening establishments	1.0	0.8	0.8	0.7	0.8
Gross job losses	6.0	5.4	5.3	5.3	5.4
Gross losses at contracting establishments	5.3	4.8	4.8	4.7	4.9
Gross losses at closing establishments	0.7	0.6	0.5	0.6	0.5
Net employment change	-0.2	0.6	0.4	0.4	0.3

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

### Industries

Gross job gains exceeded gross job losses in six out of the 11 industry sectors detailed in this report in the third quarter of 2024. The largest net increases were observed in professional and business services, transportation and warehousing and information. The three sectors reporting the deepest net losses were construction, leisure and hospitality and retail trade (see Figure 6).

Figure 6. Quarterly net change in job gains and losses by industry, seasonally adjusted, Washington state, 2024 Q3



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

## States

Gross job gains in the third quarter of 2024 surpassed gross job losses in 21 states, including Puerto Rico. Gross job losses surpassed job gains in 32 states plus the U.S. Virgin Islands and Washington, D.C. Washington state had the 6th 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](http://www.bls.gov/bdm).

## Contact us

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