

Washington State Business Employment Dynamics

Fourth Quarter 2024, Published August 2025

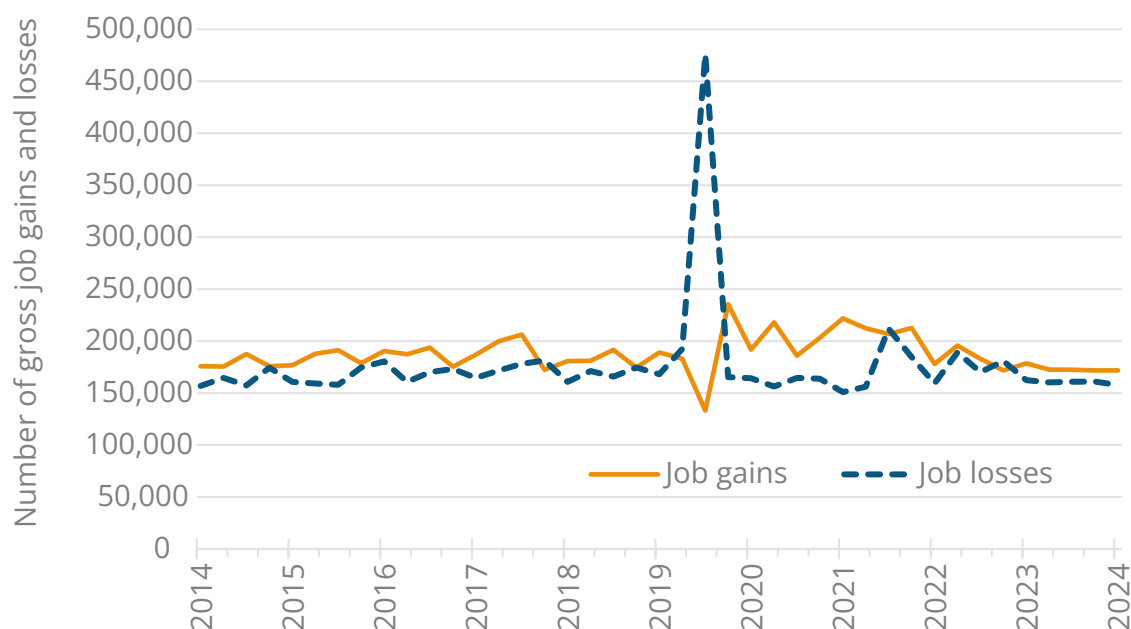
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From September 2024 to December 2024, **gross job gains** from opening and expanding private-sector establishments in Washington amounted to 171,820, an increase of 32 job gains compared to the previous quarter, according to the U.S. Bureau of Labor Statistics.

Over this period, **gross job losses** from closing and contracting private-sector establishments were 157,680, a decrease of 3,269 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 14,140 jobs in the private sector during the fourth 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 Q4 through 2024 Q4

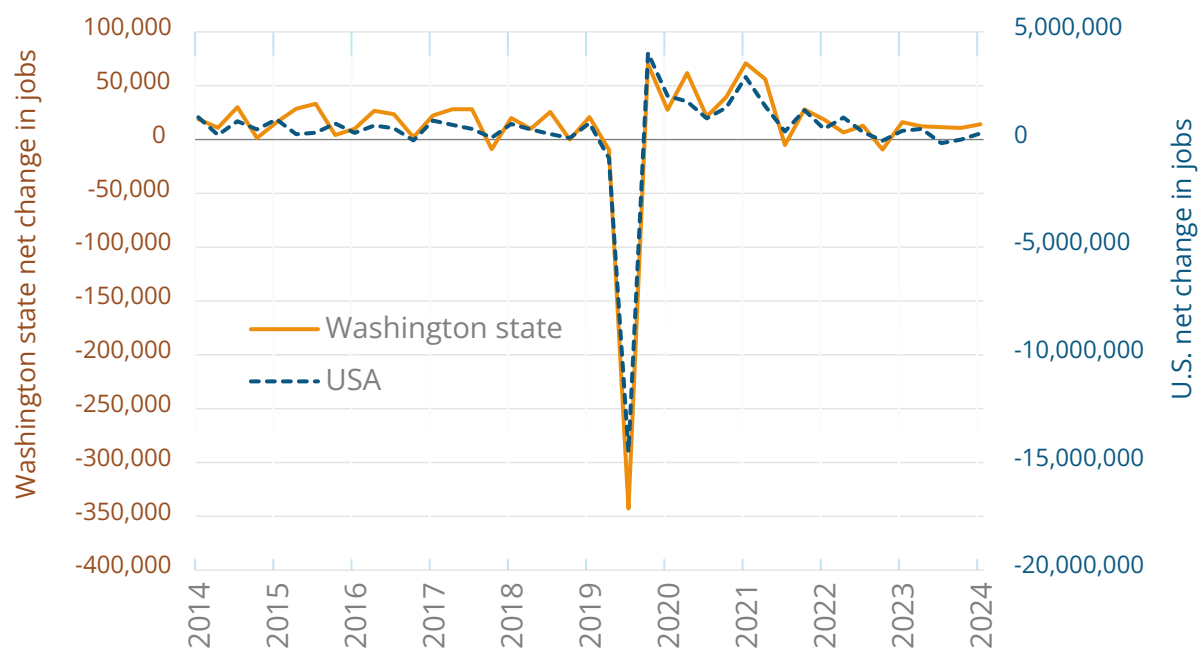


Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

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 fourth quarter of 2024.

Net employment changes in Washington trend similarly to the nation. In the fourth quarter of 2024, Washington's net employment gain was 14,140 or 0.5% of total private sector employment. Nationally, the percentage change was lower, reflecting a net gain of 0.2%.

Figure 2. Net change in jobs, seasonally adjusted, United States and Washington state, 2014 Q4 through 2024 Q4



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. Despite two weak quarters at the national level, job gains outpaced losses in the final quarter of 2024 at both the state and national levels.

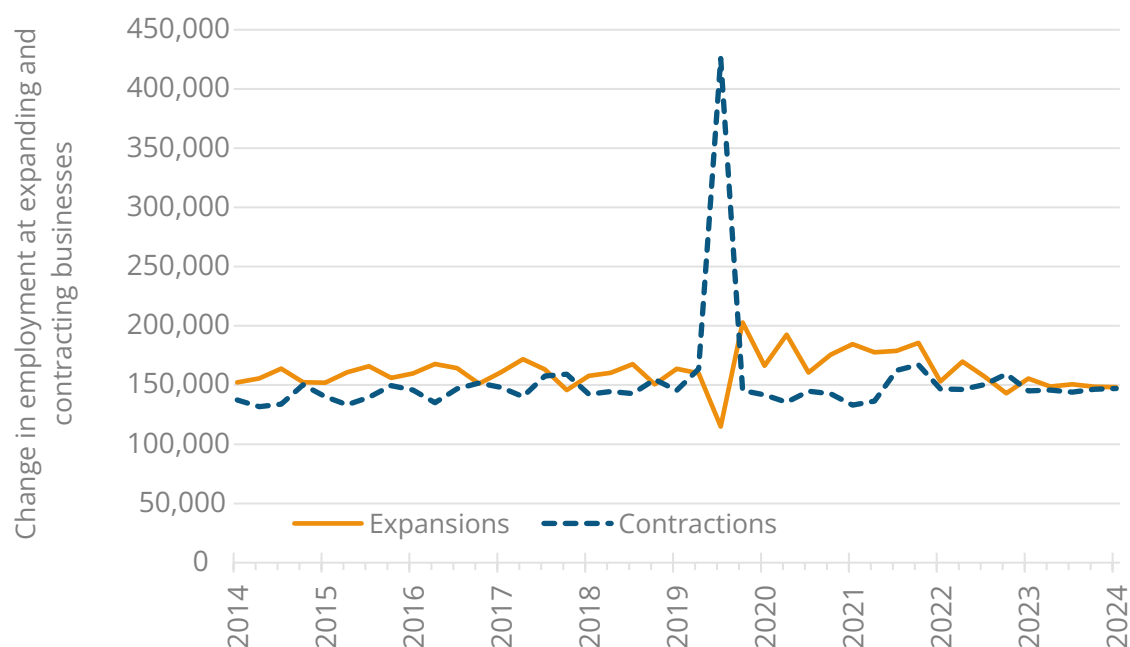
Gross job gains

During each quarter in 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 171,820 in the fourth quarter of 2024. Gross job gains were only slightly lower (32 jobs) relative to the previous quarter. Newly opening establishments accounted for 23,601 private sector jobs added in the fourth quarter of 2024, up 321 (1.4%) above the number of jobs added at opening establishments in the previous quarter (see *Figures 3 and 4*).

Gross job losses

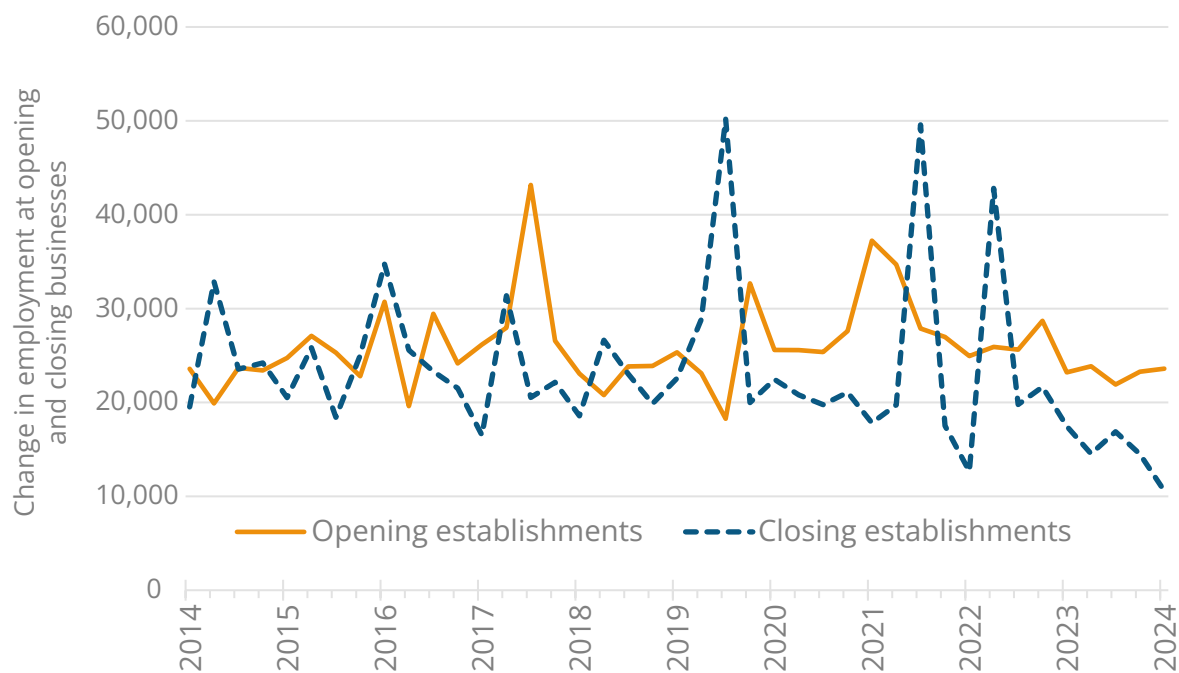
In the fourth quarter of 2024, gross job losses represented 5.3% of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. Contracting establishments lost 147,096 jobs in the fourth quarter of 2024, a 0.4% increase in job losses compared to the previous quarter. In the fourth quarter of 2024, closing establishments lost 10,584 jobs, a decrease of 3,910 or 27.0% 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, December 2014 – December 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: December 2014 – December 2024



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

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

Category	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Gross job gains	178,596	172,535	172,461	171,788	171,820
Gross gains at expanding establishments	155,395	148,679	150,551	148,508	148,219
Gross gains at opening establishments	23,201	23,856	21,910	23,280	23,601
Gross job losses	162,462	160,252	160,867	160,949	157,680
Gross losses at contracting establishments	144,991	145,711	143,974	146,455	147,096
Gross losses at closing establishments	17,471	14,541	16,893	14,494	10,584
Net employment change	16,134	12,283	11,594	10,839	14,140

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

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

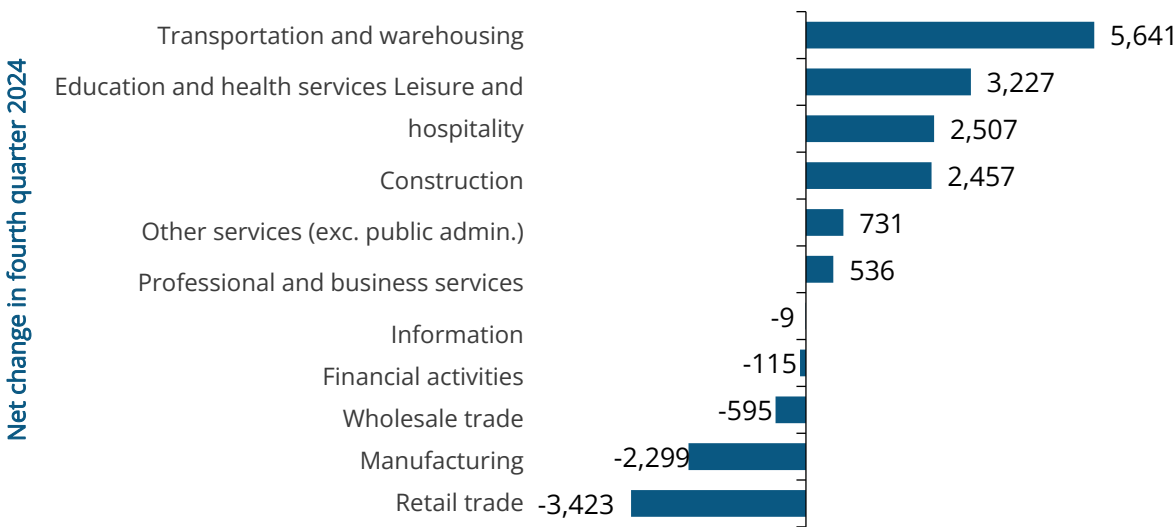
Establishment births and deaths

In the fourth quarter of 2024, the number of jobs attributed to establishment births (a subset of the openings data) decreased by 1,614 compared to the previous quarter. There were 5,200 establishment births during the quarter. These new establishments accounted for 16,382 new jobs. Data for establishment deaths (a subset of the closings data) are available through the first quarter of 2024, when 24,912 jobs were lost at 13,802 closing establishments.

Industries

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

Figure 6. Quarterly net change in job gains and losses by industry, seasonally adjusted, Washington state, 2024 Q4



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

States

Gross job gains in the fourth quarter of 2024 surpassed gross job losses in 36 states. Gross job losses surpassed job gains in 17 states plus Puerto Rico, the U.S. Virgin Islands and Washington, D.C. Washington state had the 9th 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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