

# Washington State Business Employment Dynamics

First Quarter 2025, Published January 2026

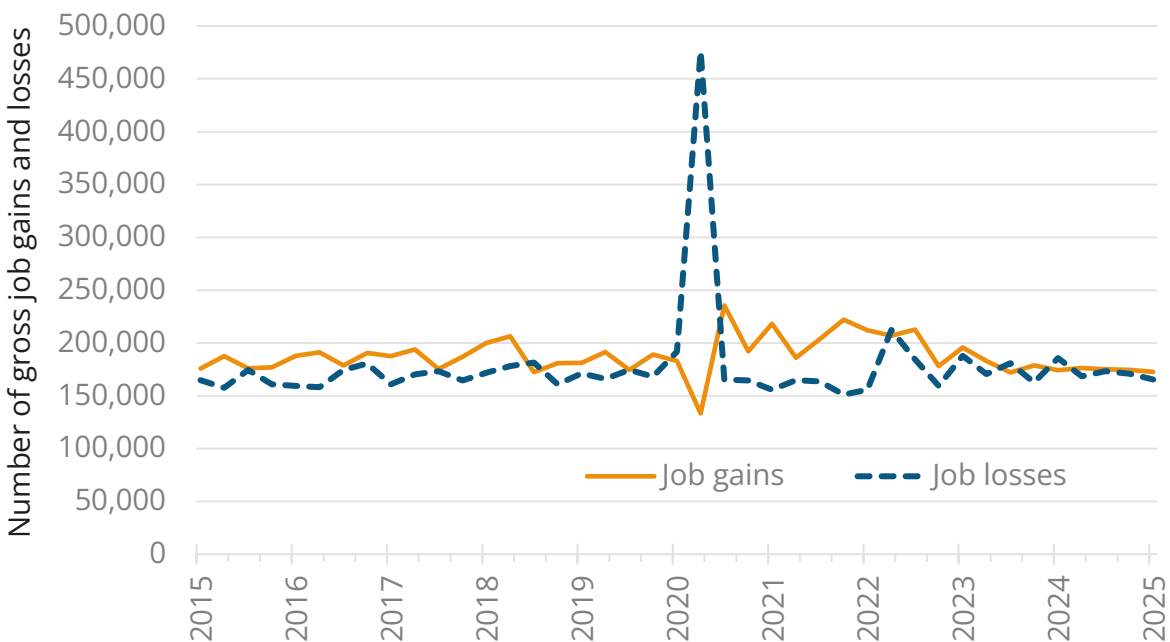
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From December 2024 to March 2025 **gross job gains** from opening and expanding private-sector establishments in Washington amounted to 172,479, a decrease of 1,841 job gains compared to the previous quarter, according to the U.S. Bureau of Labor Statistics.

Over this period, **gross job losses** from closing and contracting private-sector establishments totaled 165,224, a decrease of 5,676 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 7,255 jobs in the private sector during the first quarter of 2025 (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, 2015 Q1 through 2025 Q1

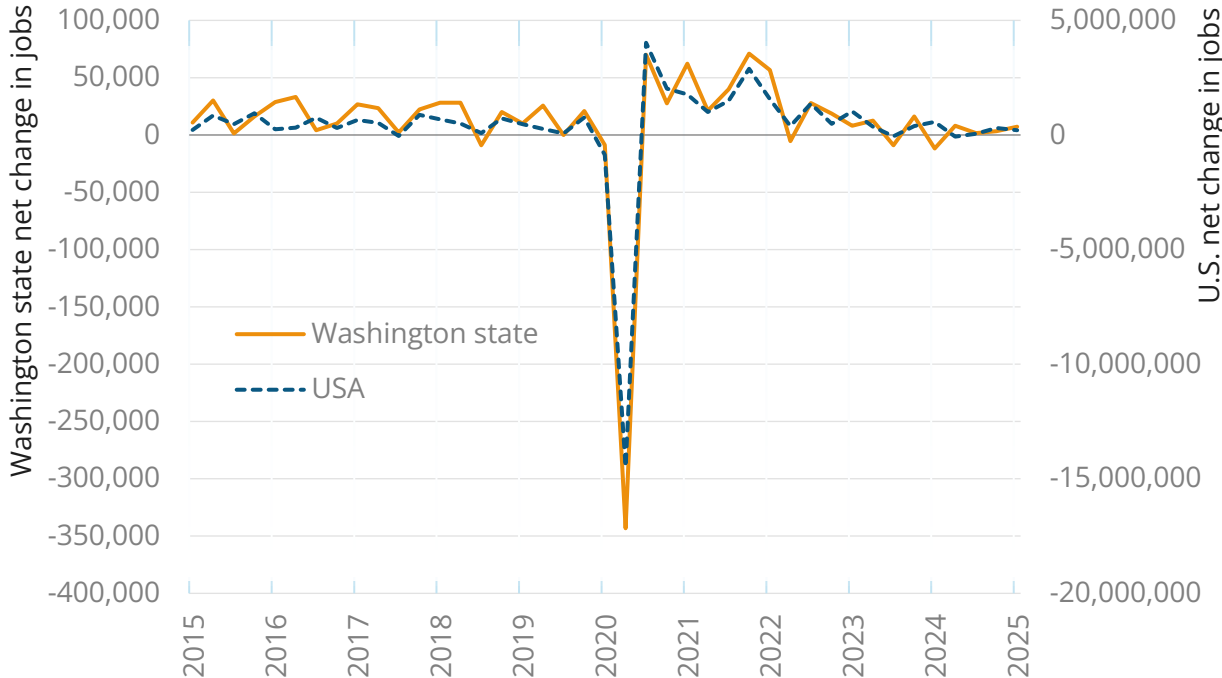


Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series

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 2025.

Net employment changes in Washington trend similarly to the nation. In the first quarter of 2025, Washington’s net employment gain was 7,255 or 0.2% of total private sector employment. Nationally, the percentage change also reflected a net gain of 0.2%.

Figure 2. Net change in jobs, seasonally adjusted, United States and Washington state, 2015 Q1 through 2025 Q1



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

In the aftermath of the Covid-19 pandemic, job gains outpaced job losses nationally and locally for every quarter until the third quarter of 2023. Since 2023, the difference between gross job gains and gross job losses has closed, and the net change in Washington has dropped below 8,000 for the past five quarters.

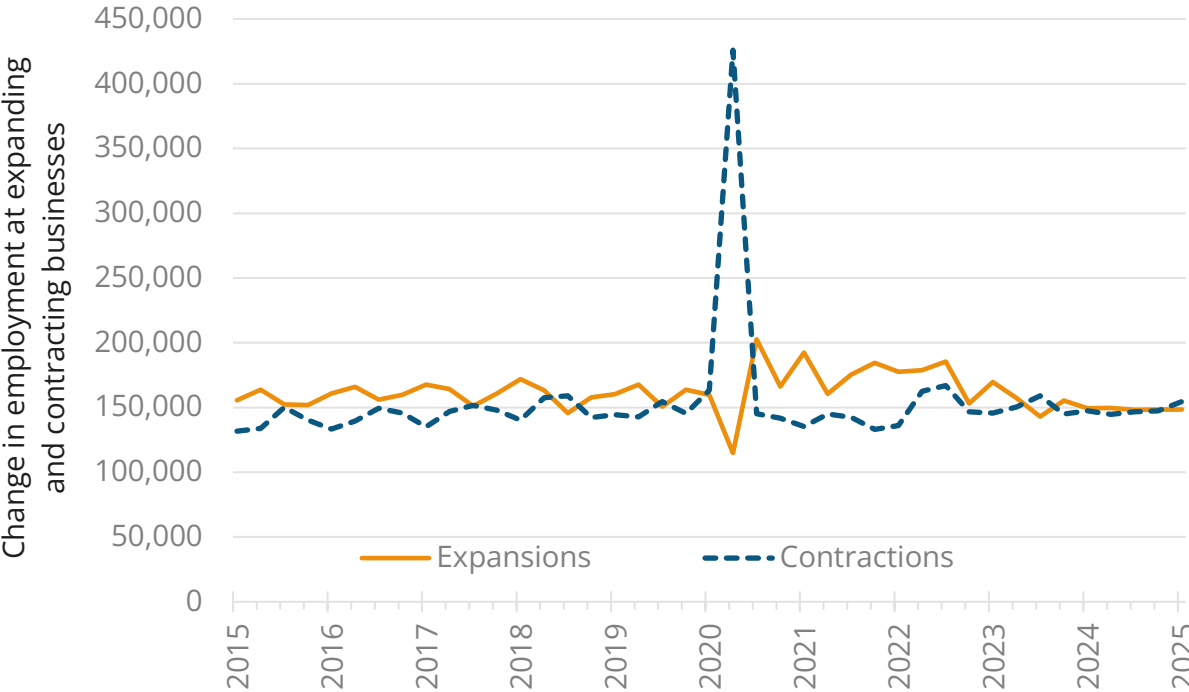
### Gross job gains

During each quarter in 2024, gross job gains represented between 5.7 and 5.9% of private-sector employment in Washington. Gross job gains in the first quarter of 2025 represented 5.7% of private sector employment. 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 148,495 in the first quarter of 2025. This is barely changed relative to the previous quarter (up 2). Newly opening establishments accounted for 23,984 private sector jobs added in the first quarter of 2025, down 1,843 (7.1%) below the number of jobs added at opening establishments in the previous quarter (see *Figures 3 and 4*).

### Gross job losses

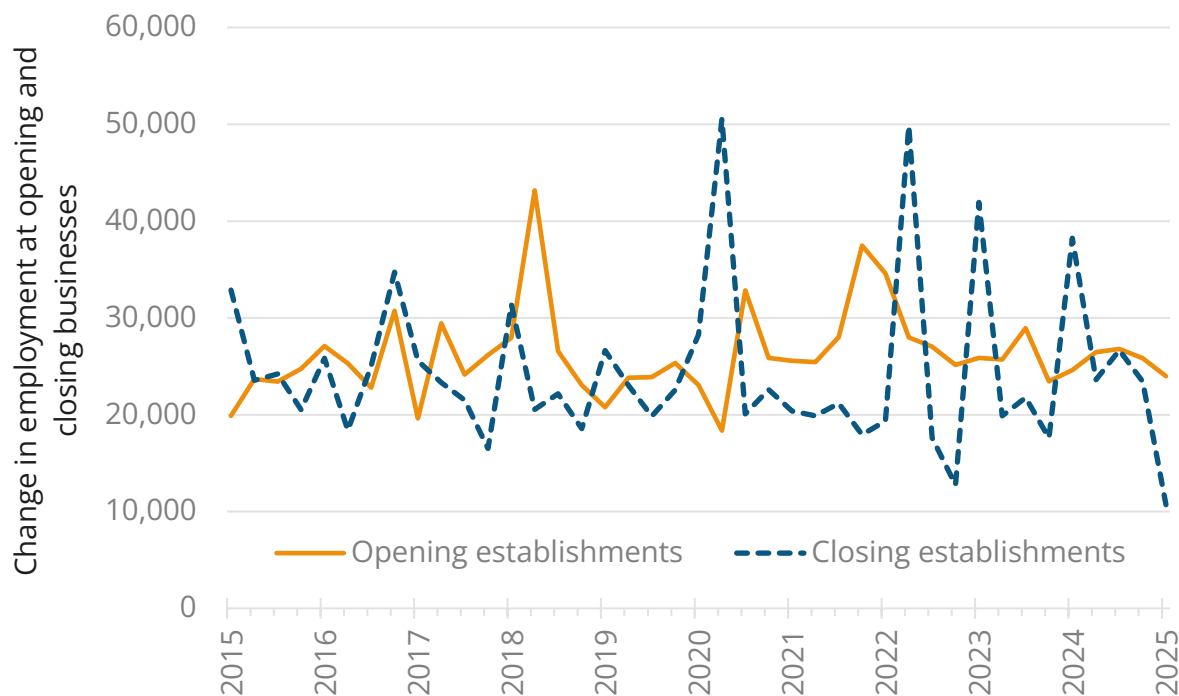
In the first quarter of 2025, gross job losses represented 5.5% of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. Contracting establishments lost 154,512 jobs in the first quarter of 2025, a 4.8% increase compared to the previous quarter. In the first quarter of 2025, closing establishments lost 10,712 jobs, a decrease of 12,700 or 54.2% 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, March 2015 – March 2025



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 2015 – March 2025



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	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
<b>Gross job gains</b>	174,050	176,199	175,085	174,320	172,479
Gross gains at expanding establishments	149,428	149,743	148,278	148,493	148,495
Gross gains at opening establishments	24,622	26,456	26,807	25,827	23,984
<b>Gross job losses</b>	185,713	168,275	173,313	170,900	165,224
Gross losses at contracting establishments	147,477	144,666	146,640	147,488	154,512
Gross losses at closing establishments	38,236	23,609	26,673	23,412	10,712
<b>Net employment change</b>	-11,663	7,924	1,772	3,420	7,255

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	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
<b>Gross job gains</b>	5.7	5.9	5.8	5.8	5.7
Gross gains at expanding establishments	4.9	5.0	4.9	4.9	4.9
Gross gains at opening establishments	0.8	0.9	0.9	0.9	0.8
<b>Gross job losses</b>	6.2	5.6	5.8	5.7	5.5
Gross losses at contracting establishments	4.9	4.8	4.9	4.9	5.1
Gross losses at closing establishments	1.3	0.8	0.9	0.8	0.4
<b>Net employment change</b>	4.4	5.1	4.9	5.0	5.3

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

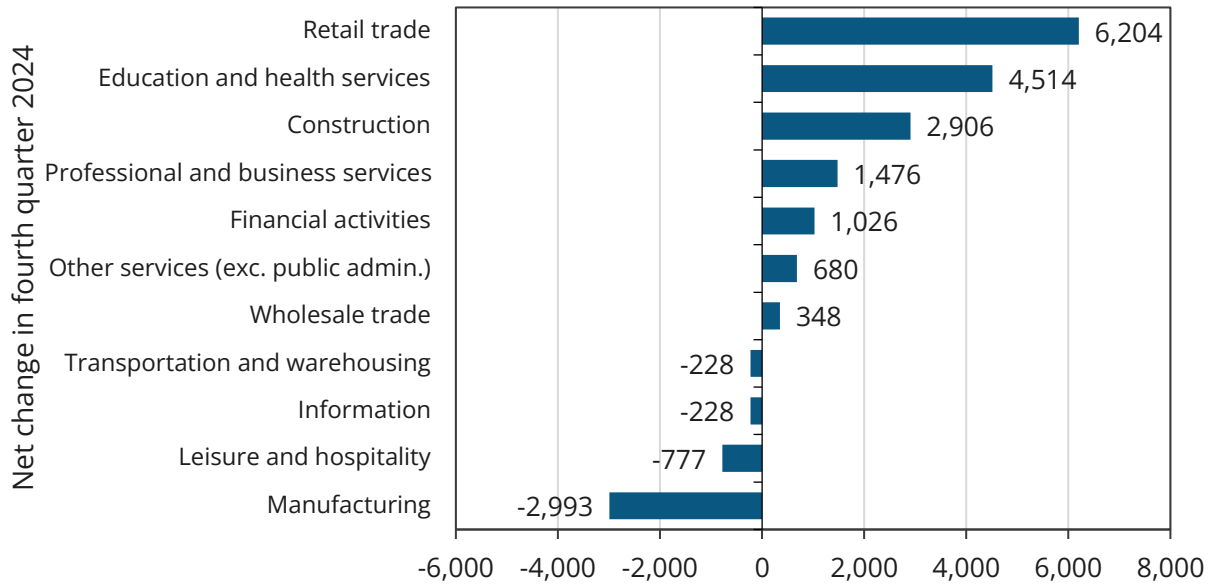
## Establishment births and deaths

In the first quarter of 2025, the number of jobs attributed to establishment births (a subset of the openings data) increased by 1,629 compared to the previous quarter. There were 5,795 establishment births during the quarter. These new establishments accounted for 18,016 new jobs. Data for establishment deaths (a subset of the closings data) are available through the second quarter of 2024, when 16,114 jobs were lost at 5,185 closing establishments.

## Industries

Gross job gains exceeded gross job losses in seven out of the 11 industry sectors detailed in this report during the first quarter of 2025. The largest net increases were observed in retail trade, education and health services, and construction. The three sectors reporting the deepest net losses were manufacturing, leisure and hospitality, and information (see *Figure 6*).

Figure 6. Quarterly net change in job gains and losses by industry, seasonally adjusted, Washington state, 2025 Q1



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

## States

Gross job gains in the first quarter of 2025 surpassed gross job losses in 33 states. Gross job losses surpassed job gains in 20 states. This report includes Washington D.C., Puerto Rico and the U.S. Virgin Islands. 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](http://www.bls.gov/bdm).

## Contact us

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

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