

Washington State Business Employment Dynamics

Second Quarter 2025, Published March 2026

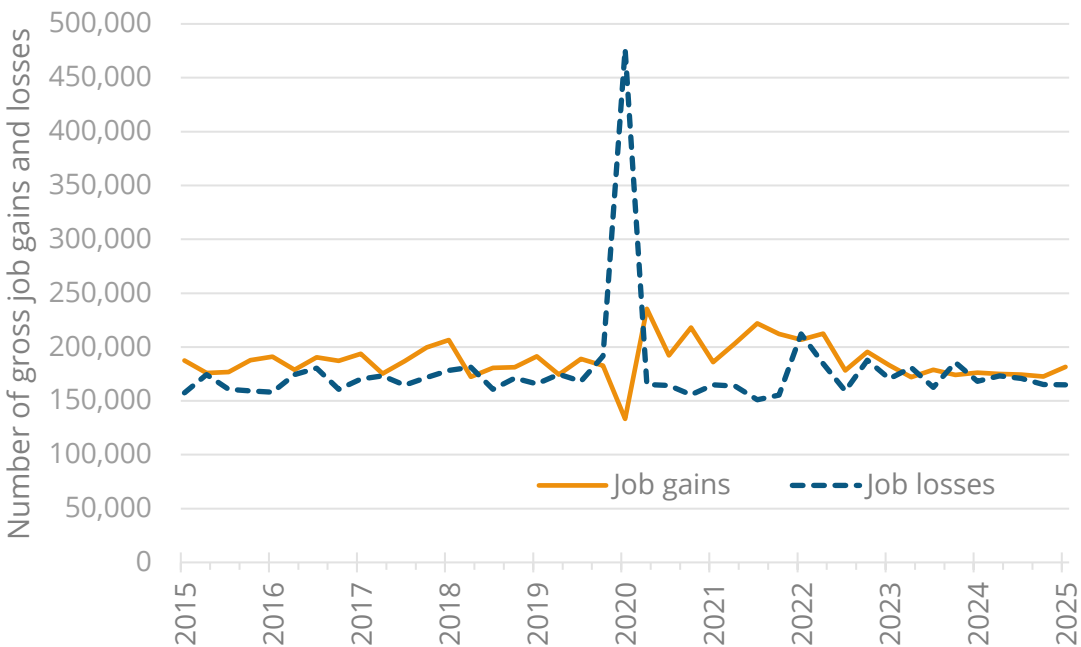
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From March to June 2025 **gross job gains** from opening and expanding private-sector establishments in Washington amounted to 181,397, an increase of 8,918 job gains compared to the previous quarter, according to the U.S. Bureau of Labor Statistics.

Over this period, **gross job losses** from closing and contracting private-sector establishments totaled 164,924, a decrease of 300 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 16,473 jobs in the private sector during the second 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 Q2 through 2025 Q2

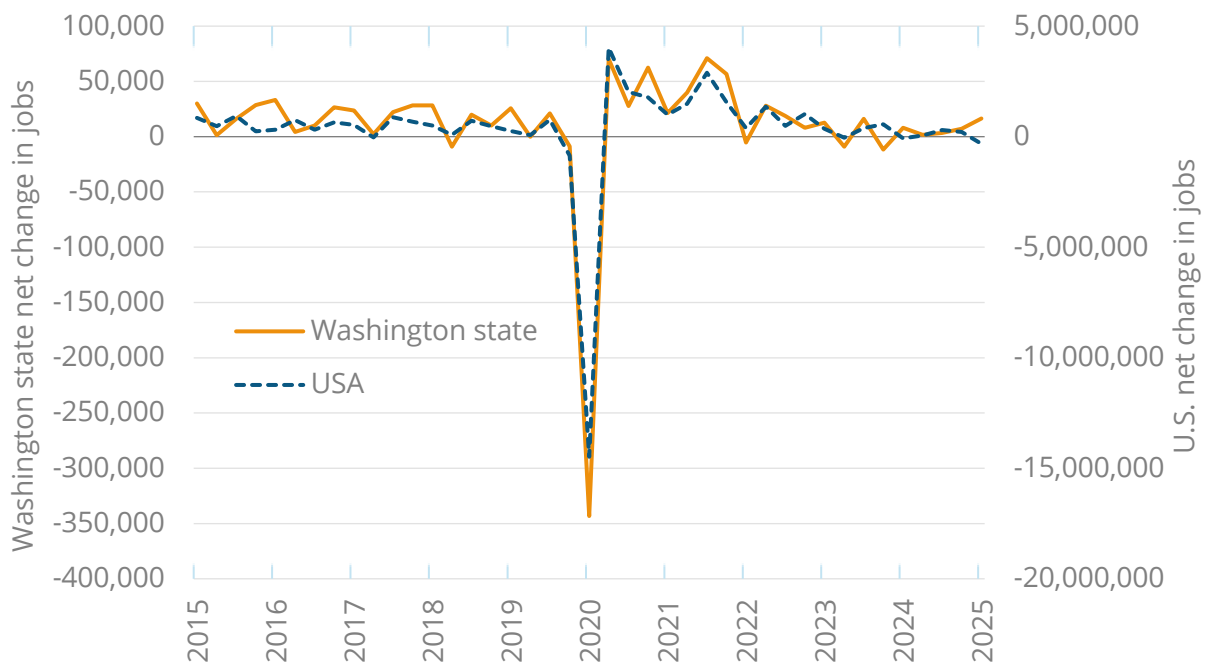


Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics data series
Business Employment Dynamics First Quarter 2025

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 second quarter of 2025.

Net employment changes in Washington trend similarly to the nation for the most part. In the second quarter of 2025, however, Washington’s net employment gain of 16,473 diverged from the net loss of 321,000 nationwide. Washington’s net employment gain was represented a 5.5% change, compared to a net loss of 0.3%. Washington had the largest net change compared with all other U.S. states and territories, and the second highest net change on a percentage basis, behind Puerto Rico.

Figure 2. Net change in jobs, seasonally adjusted, United States and Washington state, 2015 Q2 through 2025 Q2



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 dropped below 8,000

through the first quarter of 2025. The net increase in the second quarter of 2025 was the highest quarterly change observed since 2022. There are a number of different factors that could have been in play. It will be interesting to see whether the second quarter increase is sustainable into subsequent quarters.

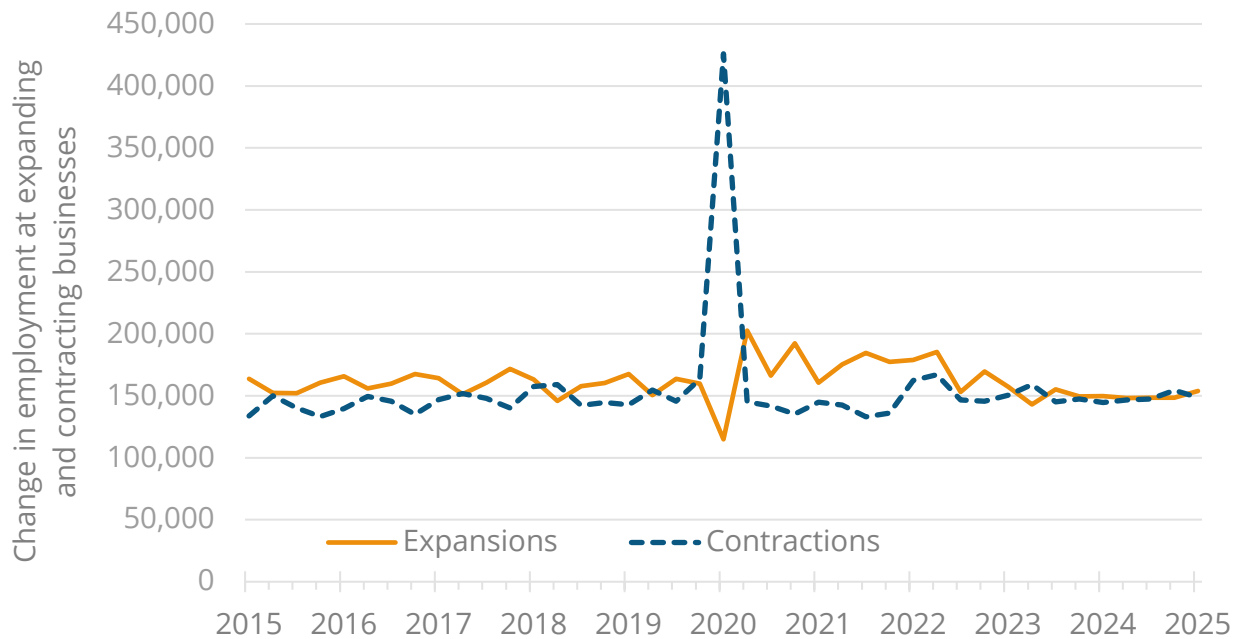
Gross job gains

Over the last 5 quarters, gross job gains represented between 5.7 and 6.0% of private-sector employment in Washington. Gross job gains in the second quarter of 2025 represented 6.0% 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 181,397 in the second quarter of 2025. This is up 8,918 relative to the previous quarter. Newly opening establishments accounted for 27,412 private sector jobs added in the second quarter of 2025, up 3,428 (14.3%) above the number of jobs added at opening establishments in the previous quarter (see *Figures 3 and 4*).

Gross job losses

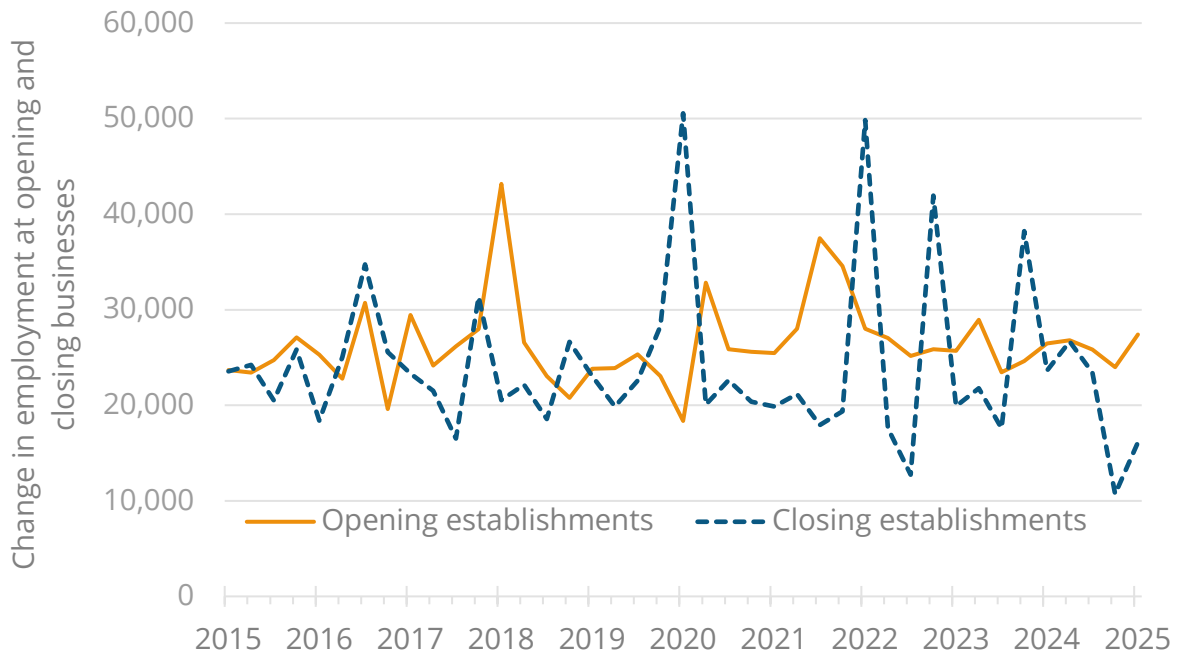
In the second quarter of 2025, gross job losses represented 5.4% of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. Contracting establishments lost 164,924 jobs in the second quarter of 2025, a 0.2% decrease compared to the previous quarter. In the second quarter of 2025, closing establishments lost 16,117 jobs, an increase of 5,405 or 50.5% 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, June 2015 – June 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: June 2015 – June 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	Jun-24	Sep-24	Dec-24	Mar-25	Jun-26
Gross job gains	176,199	175,085	174,320	172,479	181,397
Gross gains at expanding establishments	149,743	148,278	148,493	148,495	153,985
Gross gains at opening establishments	26,456	26,807	25,827	23,984	27,412
Gross job losses	168,275	173,313	170,900	165,224	164,924
Gross losses at contracting establishments	144,666	146,640	147,488	154,512	148,807
Gross losses at closing establishments	23,609	26,673	23,412	10,712	16,117
Net employment change	7,924	1,772	3,420	7,255	16,473

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	Jun-24	Sep-24	Dec-24	Mar-25	Jun-26
Gross job gains	5.9	5.8	5.8	5.7	6.0
Gross gains at expanding establishments	5.0	4.9	4.9	4.9	5.1
Gross gains at opening establishments	0.9	0.9	0.9	0.8	0.9
Gross job losses	5.6	5.8	5.7	5.5	5.4
Gross losses at contracting establishments	4.8	4.9	4.9	5.1	4.9
Gross losses at closing establishments	0.8	0.9	0.8	0.4	0.5
Net employment change	5.1	4.9	5.0	5.3	5.5

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

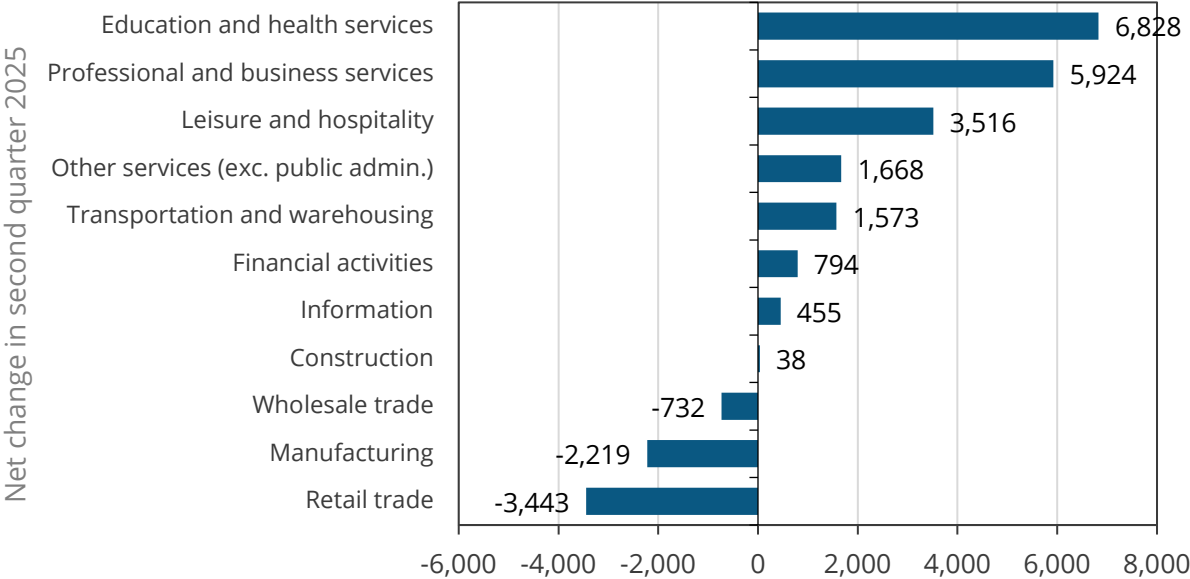
Establishment births and deaths

In the second quarter of 2025, the number of jobs attributed to establishment births (a subset of the openings data) increased by 892 compared to the previous quarter. There were 6,334 establishment births during the quarter. These new establishments accounted for 18,908 new jobs. Data for establishment deaths (a subset of the closings data) are available through the third quarter of 2024, when 19,216 jobs were lost at 6,308 closing establishments.

Industries

Gross job gains exceeded gross job losses in eight out of the 11 industry sectors detailed in this report during the second quarter of 2025. The largest net increases were observed in education and health services, professional and business services, and leisure and hospitality. 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, 2025 Q2



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

States

Gross job gains in the second quarter of 2025 surpassed gross job losses in 10 states. Gross job losses surpassed job gains in 42 states. This report includes Washington D.C., Puerto Rico and the U.S. Virgin Islands. Washington state had the 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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