

April Jobs Report Less Robust than Expected

JOB GROWTH: Employment grew by 160,000 in April, down from last month and a year ago, but still a sign of forward momentum. While the April growth reflects the lowest gain in seven months, over the past three months, job gains have averaged 200,000 per month.

TOP INDUSTRIES: Employment was up in professional and business services, health care and financial activities. Job losses continued in mining.

UNEMPLOYMENT: The unemployment rate was unchanged at 5.0 percent, showing little movement over the past seven months.

WAGES: Paychecks were healthier in April, with average hourly earnings up 0.3 percent. Over the past 12 months, pay has risen 2.5 percent.

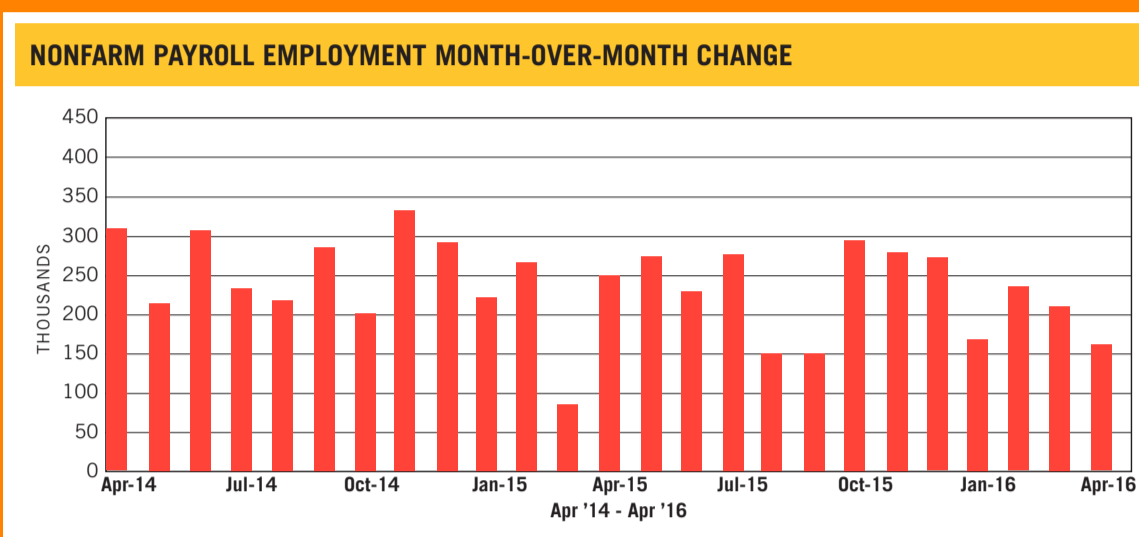
WORK WEEK: The average workweek for all employees on private nonfarm payrolls increased by six minutes to 34.5 hours in April.

TEMPORARY JOB TRENDS: Temporary staffing jobs increased by 9,300 in April, matching growth in March (after an upward adjustment that added 5,300 more temp jobs than initially reported). Temp jobs as a percent of total employment rose slightly, reaching 2.9 million, up 2.3 percent year-over-year.

SO WHAT DOES IT ALL MEAN? While job gains in April are a bit disappointing, a look behind the numbers indicates a surge in hiring in business and professional “white collar” jobs. This is a more significant indicator of positive momentum than the larger gains posted recently in lower-paying retail jobs. While hiring may be less robust than desired, the unemployment rate held steady, wages are trending up and the economy continues to move in the right direction.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, Bloomberg, MSN.com, The Wall Street Journal, CNBC, CNN Money, Staffing Industry Analysts

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Employers added 160,000 jobs in April.



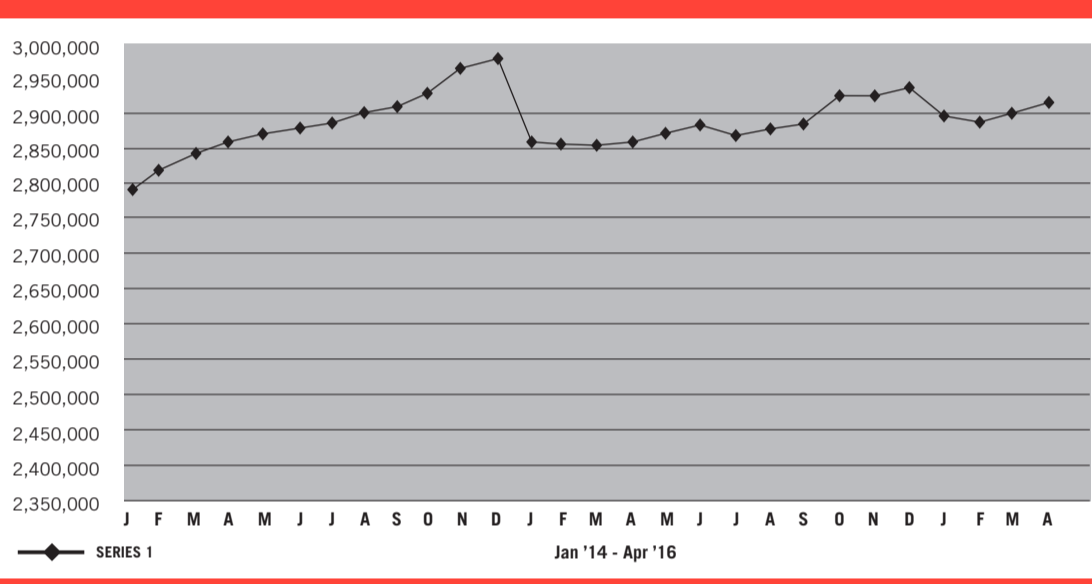
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Total number nonfarm jobs increased by 160,000 in April 2016, with slightly accelerated growth in white collar jobs.

JOB GAINS	JOB INCREASE
Professional & Business Services	+65,000
Education & Health Services	+54,000
Leisure & Hospitality	+22,000
Transportation & Warehousing	+8,600
Manufacturing	+4,000
Construction	+1,000
JOB LOSSES	JOB DECLINE
Mining & Logging	-7,000
Retail Trade	-3,100



CHART 3: TEMPORARY WORKFORCE / SOURCE: BLS & STEINBERG EMPLOYMENT RESEARCH



Temporary help services added 9,300 jobs in April, bringing the total number of jobs created to 2,916,700 or 2.03 percent of the U.S. workforce.



Growing Acceptance for “Boomerang Employees”?

Are workplace departures only temporary goodbyes? More of today’s workers are open to being—and more companies are open to hiring—“boomerang” employees. In fact, according to Spherion’s latest WorkSphere survey, nearly one-third of workers have returned for a second act with a former employer at least once in their career.

Employer-driven interest has fueled much of the rise in boomerang employees, who represent a known quantity in the candidate market and a proven resource. Boomerang employees are already familiar with the company culture, likely have many established relationships in the organization and can quickly get up to speed. With an accelerated productivity ramp, boomerang employees represent a quicker than usual return on investment.

Because the boomerang concept is growing in popularity as a job-seeking strategy and accepted by a majority of American workers, employers may want to rethink their approach to each phase of the employment life cycle. Some questions to consider:

- What are the most effective ways to cast the recruitment net wider to include those who may be looking to come back?
- Should ex-employees be given some slack in terms of hiring process requirements?
- Will returning employees get credit for “previous time clocked” when they are evaluated for tenure-based benefits?

Adding a new layer of complexity to the rich fabric of the workforce, boomerangers prove that you really can go home again.

CHART 4: RETURN RECEPTIVENESS / SOURCE: SPHERION WORKSPHERE SURVEY

Are former employees willing to return for a second act?



Maybe

Top reasons to return

- A more flexible schedule
- An opportunity to work in a position uniquely created for me

No Thanks!

Top reasons NOT to return

- Don't want to take a step back in my career
- Poor cultural fit



CHART 5: REACH OUT AND TOUCH? / SOURCE: SPHERION WORKSPHERE SURVEY

Should employers proactively recruit former employees?



55%

Boomerang employees prefer to reach out directly to a former supervisor, teammates or HR manager if they see an opportunity that interests them.

28%

Potential boomerangers want to hear about opportunities from their former employer.

CHART 6: REHIRE VALUE / SOURCE: SPHERION WORKSPHERE SURVEY

Why are boomerangers favored over new candidates?

- 37%** Boomerangers can save us money on recruiting and training costs
- 36%** My company trusts boomeranger abilities to perform
- 20%** Former colleagues feel more comfortable working with someone they already know



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