

Strong Job Growth Continued in July Unemployment at Record Low

JOB GROWTH: The employment market continued to show steady growth in July, with the addition of 209,000 new positions.

TOP INDUSTRIES: The sectors recording the largest gains in July included hospitality, healthcare/social assistance and professional/business services.

UNEMPLOYMENT: The unemployment rate remained low, dipping back to 4.3 percent in July from 4.4 percent in June, as more people moved off the sidelines to look for work.

WAGES: Payrolls remained steady in July, gaining an average increase of nine cents per hour, sustaining an annual average hourly increase of 2.5 percent.

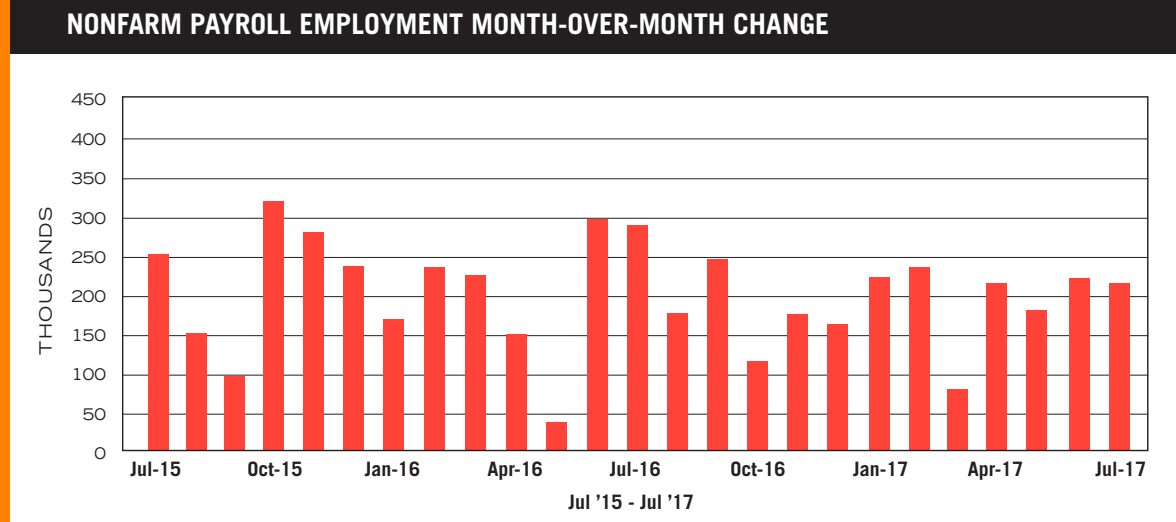
WORK WEEK: The average work week was unchanged at 34.5 hours.

TEMPORARY JOB TRENDS: For the fourth consecutive month, temporary job penetration exceeded three million jobs, helped by the addition of 14,700 new jobs in July.

WHAT DOES IT ALL MEAN? Positive momentum in the labor market continues to signal optimism in the economy, as solid job growth in July exceeded expectations from analysts. Unemployment remained low as more people, many of whom may have been discouraged previously, re-entered the job market. Despite this good news, the persistent dark cloud on the horizon continues to be sluggish wage acceleration. It seems clear that employers are keeping a tight rein on labor expenses, but at what cost? Workers are more optimistic about their opportunities and more confident of their ability to secure higher pay. As competition for talent heats up, employers need to up their game in terms of offering the appropriate financial incentives to both attract candidates and retain valued employees.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, CNBC, The Wall Street Journal, Staffing Industry Analysts, The Conference Board, Associated Press, Reuters, CNN Money

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



209,000 new jobs were created in July 2017.



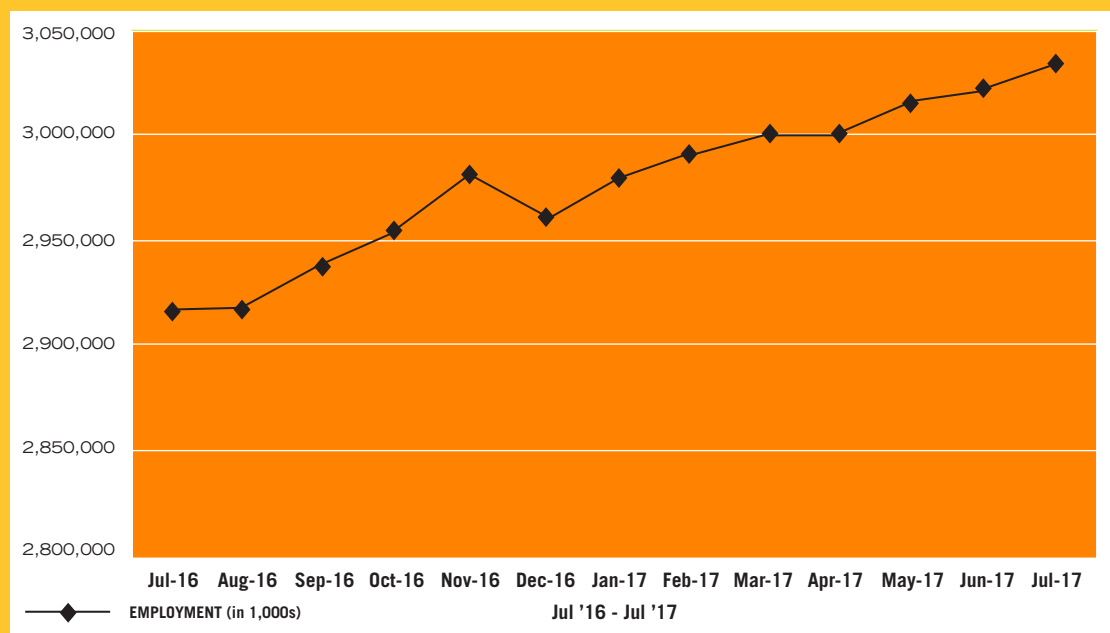
CHART 2: TOP INDUSTRIES / SOURCE: BLS

For the second consecutive month, jobs increased across every sector tracked by Spherion.



SECTOR GAINS	JOB INCREASE
Leisure & Hospitality	+62,000
Professional & Business Services	+49,000
Healthcare & Social Assistance	+45,000
Manufacturing	+16,000
Financial Activities	+6,000
Transportation & Warehousing	+900
Retail Trade	+900

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



For the fourth consecutive month the temporary workforce topped 3 million people, after a July gain of 14,700 jobs.



Is Anything More Important to the Workforce than Money?

Ask any worker the number one reason to accept a job and stay with it, and the answer is invariably money. In today's tight labor market, however, money is not always a differentiator; it is a prerequisite. If pay is subpar, candidates turn away and employees defect. How else can employers stand out from the crowd?

Beyond salary, workers want flexibility. According to the 2017 Emerging Workforce® Study commissioned by Spherion Staffing, four in ten workers say they would accept more paid vacation time in lieu of a pay raise. With strong career goals and increasingly demanding jobs, workers want relief from hectic schedules. Nearly 90 percent say work/life balance programs heavily influence their decision when considering a new job. Despite how much workers care about flexibility, in the past year employers actually pulled back on their investments in some of the programs most favored by employees: flextime, telecommuting and PTO for community service.

Even as businesses face greater pressure than ever to retain top employees, worker satisfaction with time and flexibility scored lower this year than in the previous four years. Although employers continue to struggle to define optimal work/life balance programs, one thing is clear: workers want a more seamless divide between their work and personal lives. For companies that cannot afford to offer substantial raises, greater flexibility can elevate morale, increase retention and build positive perceptions of the workplace.

CHART 4: BENEFITS OF FLEXIBILITY / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY



CHART 5: ARE WORKERS SATISFIED? / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

Only 41% of workers are extremely/very satisfied with their ability to achieve work/life balance

- 43%** My employer doesn't offer work/life balance programs
- 21%** My employer doesn't offer work/life balance programs that fit my needs
- 14%** Because of technology, I feel I have to work outside my regular work day



CHART 6: BETTER BALANCE? / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

