

This month's "Spotlight" topic:
Automation and the Future Workplace

Job Growth Continues in November As Unemployment Rate Remains Steady

JOB GROWTH: November job growth was a healthy 228,000, albeit slightly lower than October's revised figure for job gains of 244,000.

TOP INDUSTRIES: There was positive momentum across most sectors in November, including professional and business services, manufacturing and healthcare.

UNEMPLOYMENT: The unemployment rate stayed steady at 4.1 percent, which is still its lowest level since 2000.

WAGES: Although not a significant change, the average hourly earnings rate moved up slightly in November to 2.5 percent for the year.

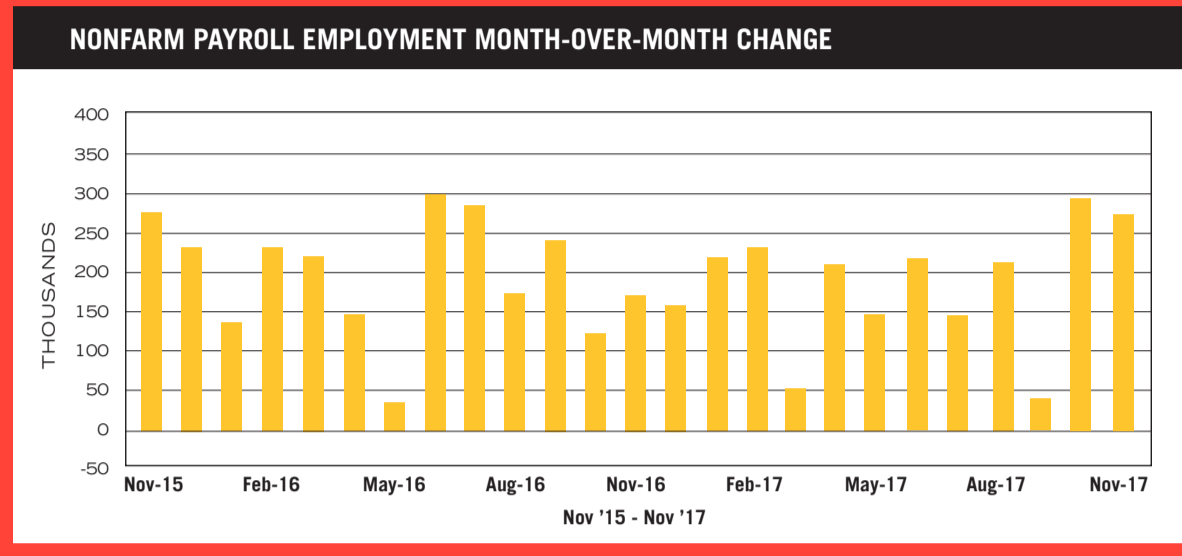
WORK WEEK: The average work week stretched slightly, rising to 34.5 hours.

TEMPORARY JOB TRENDS: November was another month of strong growth in the temporary help sector, with the addition of 18,300 jobs.

WHAT DOES IT ALL MEAN? From almost every indicator, November was a good month, with solid job growth across multiple sectors, signaling continued tightening of the labor market. The biggest downside is languishing wage growth, which remains a puzzle in an improving economy. These conditions are frustrating many workers, whose expectations for improved financial health are stymied. All of this also makes it more difficult for employers to fill open jobs, another stumbling block for accelerated growth.

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

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth in November reflected the addition of another 228,000 jobs.



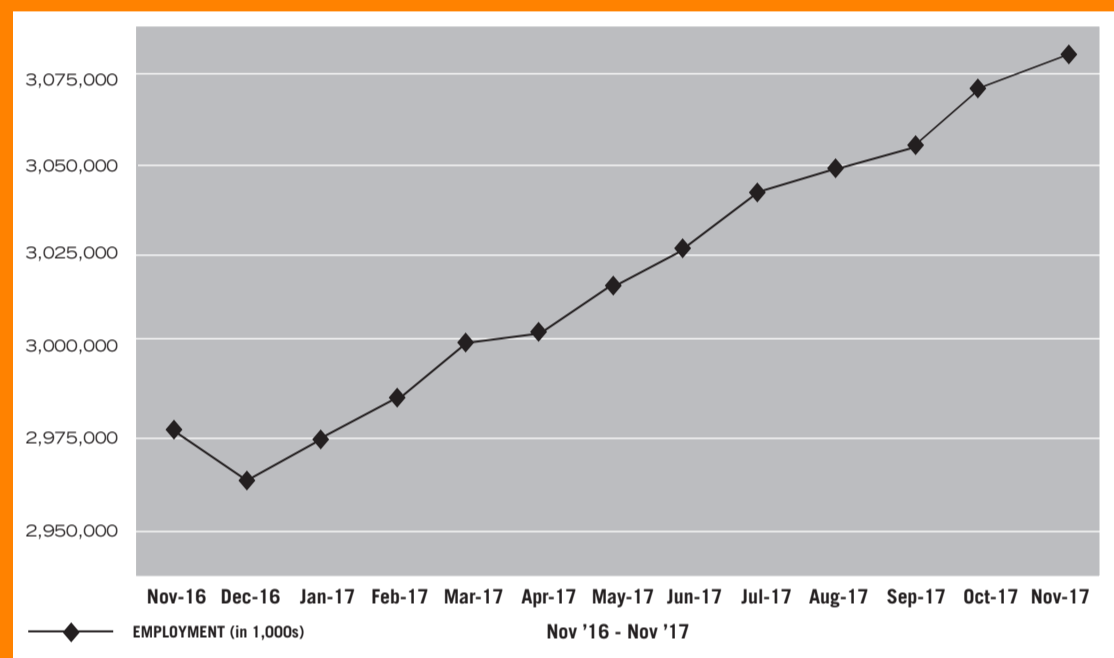
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Job growth in November trended positively in every highlighted sector.

SECTOR GAINS	JOB INCREASE
Professional & Business Services	+46,000
Healthcare & Social Assistance	+40,500
Manufacturing	+31,000
Retail Trade	+18,700
Leisure & Hospitality	+14,000
Transportation & Warehousing	+10,500
Financial Activities	+8,000



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



Temporary employment continued to trend positively, gaining a healthy 18,300 jobs in November.



How Will Automation Shape the Future Workplace?

There was a time when newspapers were delivered, film was processed and phone calls were connected ... by people. Technology has changed all that. Automation has eliminated some jobs entirely, reduced the need for others and created completely new roles in the process. In envisioning the workplace of the future, workers see automation as inevitable, and they're not necessarily happy about it. Employers are, naturally, more positive.

Based on the findings of the latest Emerging Workforce® Study, commissioned by Spherion, half of workers believe automation will lead to greater productivity. Yet they are also fairly confident people can do their jobs just as efficiently, if not more so, than machines.

Although more than three-quarters of both employees and employers admit that automation can improve performance, both agree that people would still rather work with people, not machines.

Employers are far more bullish about the benefits of automation. Nearly two-thirds expect to see greater productivity, and more than half say, "Many jobs will change but workers can be trained to interact with machines."

With a new study by the McKinsey Global Institute predicting that automation will eliminate between 39 and 73 million U.S. jobs by 2030, the need for more training will fast approach critical proportions. Not only will there be greater demand for technology roles, such as data analysts and programmers, employers will need to upskill and reskill the non-tech workforce. This goes far beyond a need for people to enhance their digital skills; it will require learning how to work differently and how to function cooperatively with machines in order to work more productively.

CHART 4: AUTOMATION IMPACT / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

How will automation impact jobs?

EMPLOYEES: My job will not be eliminated, but it will change due to automation **82%**

EMPLOYERS: Many jobs will change, but workers can be trained to interact with machines **54%**



CHART 5: AUTOMATION VIEWS / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

Automation and productivity, efficiency and performance

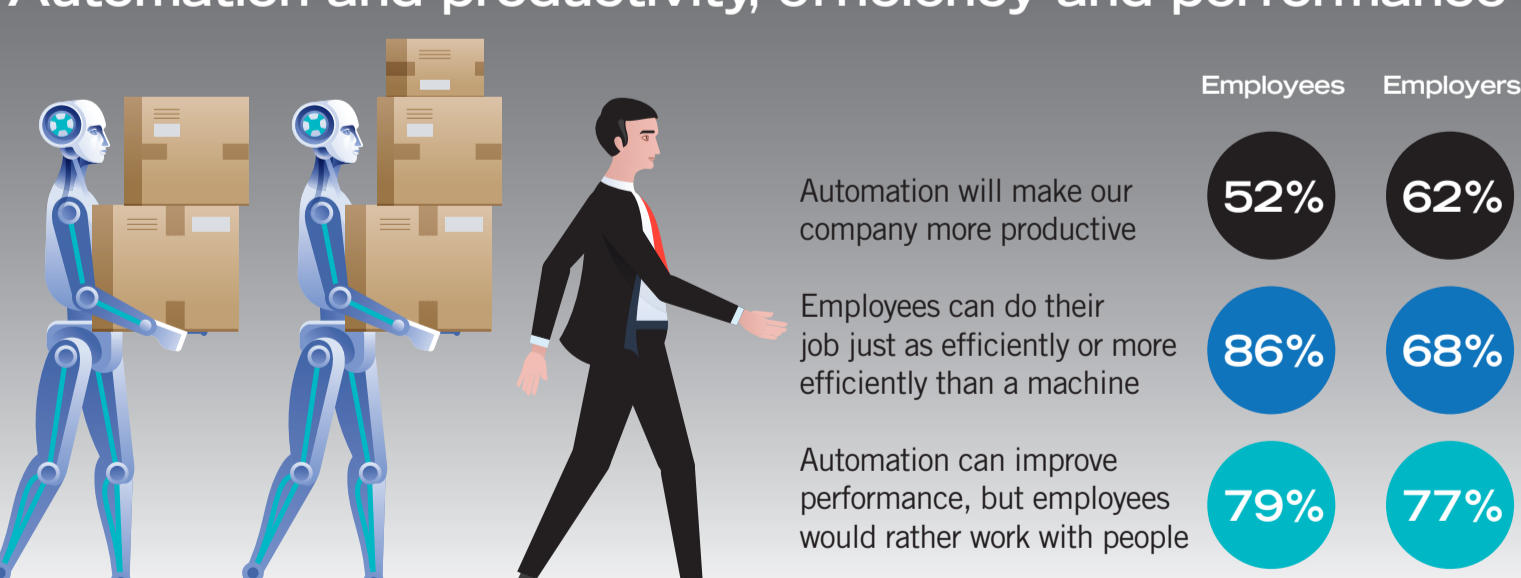


CHART 6: AUTOMATION & JOBS / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

75% of employees say their current job was around in 1997, but they are less confident about the future



How confident are you that your current job will exist in 2037?

Very/extremely confident **53%**

Somewhat confident **30%**

Not very or not at all confident **18%**