

This month's "Spotlight" topic:
How Giving Are Employers in the Season of Giving?

Labor Market Adds 155,000 New Jobs in November Unemployment Maintains a Record Low of 3.7 Percent

JOB GROWTH: The pace of job growth in November, while still strong at 155,000, slowed down from October's revised count of 237,000 and was off from the average monthly gain for the past 12 months of 209,000.

TOP INDUSTRIES: The top sectors for growth in November included healthcare, manufacturing and transportation and warehousing. Job growth continued to be strong in professional and business services, which has added more than half a million jobs in the past year.

UNEMPLOYMENT: For the third consecutive month, the unemployment rate remained steady at 3.7 percent, its lowest rate in five decades.

WAGES: Hourly earnings trended up, maintaining an average annual rate of 3.1 percent.

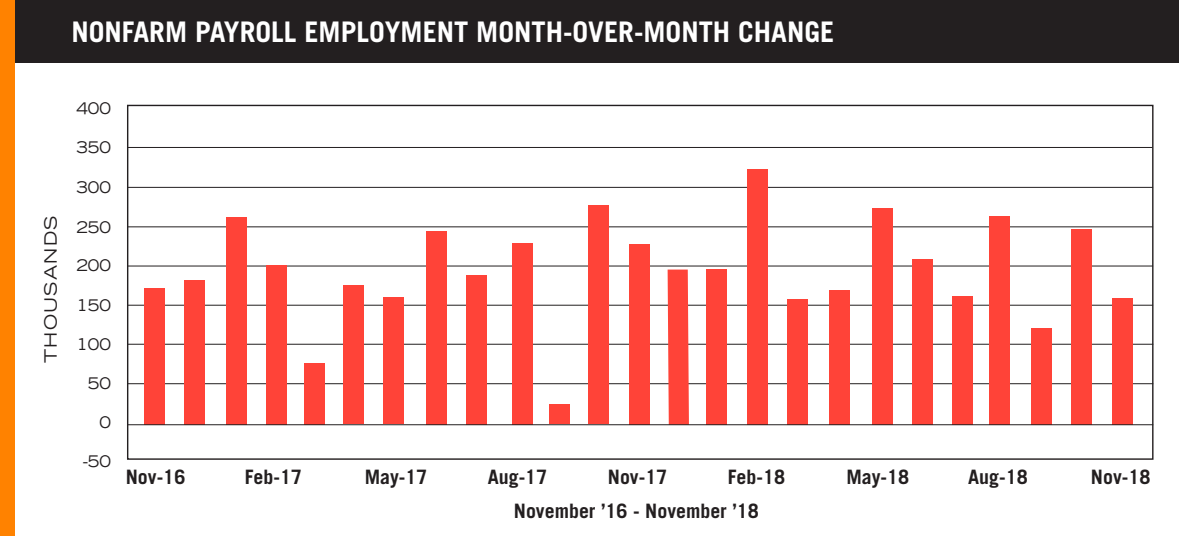
WORK WEEK: The average work week decreased by 0.1 hour to 34.4 hours in November.

TEMPORARY JOB TRENDS: The temporary jobs sector experienced its fifth consecutive month of growth, adding 8,300 jobs in November. This strong performance followed upward revisions for the two previous months (from +3,300 to +16,500 in October and from +7,600 to +12,800 in September), which pushed the temp penetration rate to a record 2.06 percent for the year.

WHAT DOES IT ALL MEAN? Although job gains in November failed to meet economists' expectations, solid job growth, coupled with continued low unemployment, are clear hallmarks of a strong economy. The slower pace of growth may be indicative of the mounting challenge employers face in filling jobs with a tightened supply chain. That bodes well for workers, many of whom are frustrated by minimal wage gains and lack of opportunity to grow their careers. If employers can turn that around, stronger growth will follow for all.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, CNBC, Staffing Industry Analysts, Bloomberg, The Wall Street Journal, The New York Times, USA Today, MSNBC, Yahoo Finance

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth continued in November with 155,000 new jobs.

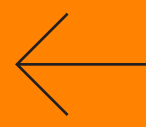


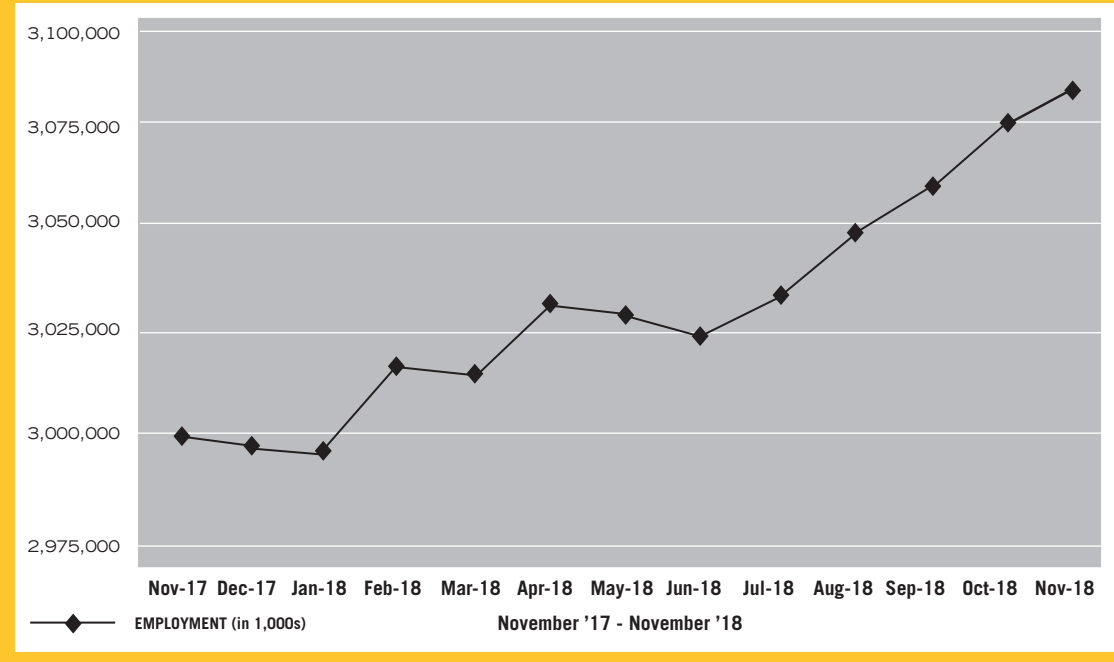
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Employment increased by 155,000 in November, with continued strong momentum across all key sectors.



SECTOR GAINS	JOB INCREASE
Healthcare & Social Assistance	+40,100
Professional & Business Services	+32,000
Manufacturing	+27,000
Transportation & Warehousing	+25,400
Retail Trade	+18,200
Leisure & Hospitality	+15,000

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



Temporary help services added 8,300 jobs in November.



How Giving Are Employers in the Season of Giving?

The holiday season traditionally brings out the best in people, but does it bring out the best in employers? According to Spherion's 2018 Holidays at Work Survey, many employers choose this time of year to share their bounty with both employees and the community. This, however, is not a universal truth, as most employees report that the holiday season is not marked by any unusual activity by their employers, despite the opportunity to increase employee engagement and loyalty through the art of giving.

In terms of employee appreciation, half of employees surveyed (52 percent) describe the holidays at their workplaces as "business as usual," while 36 percent label their companies "generous" and 13 percent say they are downright "stingy" during the holidays.

Although the year-end financial boost of a holiday bonus may be as fleeting as the Ghost of Christmas Past, of those surveyed, nearly half say their company provides support to the community during the holiday season.

It is clear from the Emerging Workforce® Study, commissioned by Spherion, that most people only want to work for companies that contribute to communities they care about and help better the world. Many companies encourage employees to pursue philanthropic activities and a growing number offer paid time off to do so. Corporate community outreach can make work more meaningful and ultimately drive a more productive, engaged workforce. In a study by The Best Places To Work, those employees who had a positive experience of giving back at work were four times more likely to say their teams were willing to give extra to get the job done. They were also more likely to be brand ambassadors eager to express pride in their employers and to say they want to stay with their companies for a long time.

These are strong incentives for employers to expand holiday giving to year-round community outreach. Giving back to the community encourages employees to give more effort and more loyalty to their employers.

CHART 4: EMPLOYER GENEROSITY / SOURCE: 2018 SPHERION HOLIDAYS AT WORK SURVEY

How generous are employers at holiday time?

Father Christmas



36%

Business as Usual



52%

Scrooge



13%

CHART 5: HOLIDAY OUTREACH / SOURCE: 2018 SPHERION HOLIDAYS AT WORK SURVEY

46% of employees say their employer gives back to the community at holiday time. How?



51%

Food/clothing/
toy drives

18%

Company-sponsored
volunteer events

15%

Adopting a
needy family
or child

CHART 6: EMPLOYERS SUPPORT EMPLOYEE GIVING / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

Employers support employee desires to give back

55%

Employers that host and encourage office-wide volunteer initiatives

48%

Employees that say their employers allow them to dedicate part of their workday to community service

