

U.S. Job Market Achieves Slow, but Positive Growth in January 2016  
Economic and seasonal factors inspire mixed results to begin the New Year

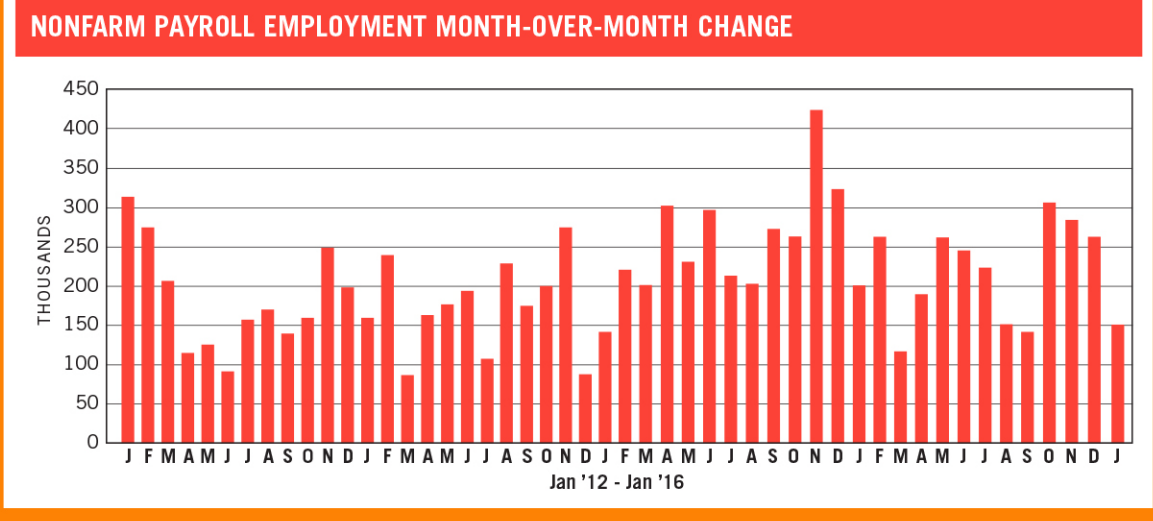
The Bureau of Labor Statistics' first monthly employment situation report of 2016 delivered both underwhelming and encouraging news for the U.S. job market. Nonfarm employment increased by 151,000 positions in January. While this total fell short of pre-release projections, which estimated expansion closer to 190,000, it represents the 71st consecutive month of positive job growth.

Based on expert forecasts, January's job growth drop-off should not come as a surprise. In the last three months of 2015, the U.S. job market grew by a monthly average of 231,000 positions, setting a pace that would be unrealistic to continue at the start of the New Year. Beyond a shakier-than-usual economy, several factors that may have inflated the jobs total in late 2015 worked against it in January. Winter weather slowed growth in the construction industry by nearly 30,000 positions following a milder-than-normal December. Additionally, the end of the holidays signaled significant month-to-month declines for industries reliant on seasonal workers, such as couriers and messengers (a 14,000 position loss) and postal workers (a 6,000 position loss).

Despite the decline in job growth volume, the latest employment report did offer some encouraging signs for the U.S. labor market. January's 4.9 percent unemployment rate marks the first month below 5 percent since February 2008. The average hourly earnings for U.S. employees also rose 12 cents to \$25.39, an improvement that Allianz chief economist Mohamed El-Erian says "suggests the impressive job creation of the last few years may finally be translating into higher wage growth."

Growth within the temporary services sector also declined by 25,200 positions during the last month, bringing the job creation total to 2,919,000. The market share for temporary help services (as it relates to all jobs) fell slightly to 2.04 percent as a result. (Source: Bruce Steinberg, [www.brucesteinberg.net](http://www.brucesteinberg.net))

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Employers added 151,000 jobs in January.



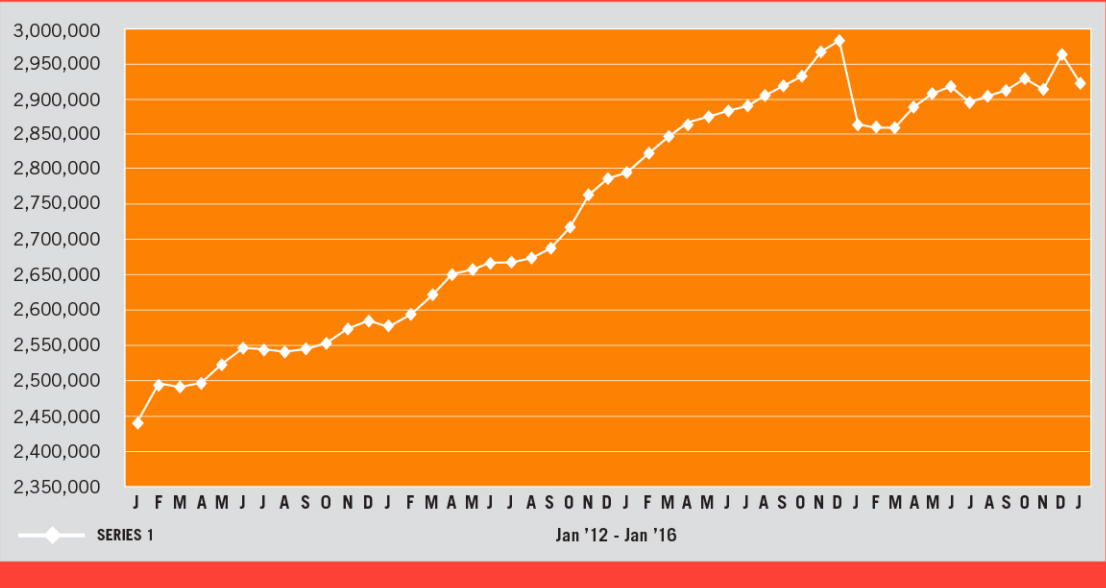
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Significant job gains in food services and drinking places have fueled continuous growth within the Leisure and Hospitality sector. During the last 12 months, food services and drinking places have enjoyed an average monthly addition of 32,000 new jobs.



JOB GAINS	JOB INCREASE
Retail Trade	+58,000
Leisure & Hospitality	+44,000
Manufacturing	+29,000
Financial Activities	+18,000
Construction	+18,000
JOB LOSSES	JOB DECLINE
Transportation & Warehousing	-20,000
Mining & Logging	-7,000
Government	-7,000

CHART 3: TEMPORARY WORKFORCE / SOURCE: BLS & BRUCE STEINBERG



Temporary help services decreased by 25,200 jobs in January, bringing the total number of jobs created to 2,919,100.



Predicting the Future: Understanding the Evolution of the Workplace

Where do you see yourself in five years? While this question is most likely to be asked in the workplace during candidate interviews, it's also one that businesses should be asking themselves. The "workplace of the future" is beginning to take shape now. With more generations in the workplace today than at any other time, businesses are encountering greater challenges to recruit, manage and retain workers with vastly different wants and needs. Satisfying such a diverse workforce will demand strategic thinking from employers and HR managers in order to meet workers' expectations and ensure continued business growth.

Arguably, the most important step companies can take to develop smart strategies that will engage and satisfy tomorrow's workforce is to examine the current factors that will influence the future of work. According to the most recent Emerging Workforce® Study (EWS) by Spherion, there are several dynamic trends employers should pay particular attention to:

- Workspace flexibility** – More workers and employers are debunking the myth that accessibility and productivity necessitate being tethered to one's desk. Thanks to smartphones, tablets, collaborative software and other convenience-driven technologies, workers and their employers can remain engaged anytime and at any place. According to the EWS, 37 percent of employees consider the ability to work full-time both in an office and remotely to be their ideal arrangement. This flexibility represents a potential solution to workers' desires for a better work/life balance, an incentive the EWS found that more than one-third (33 percent) of employees are unsatisfied with.
- Social media acceptance** – The role of social media in the workplace continues to be prevalent, and is increasingly important to workers – especially among the Generation Y (workers born between 1979-1994) and Generation Z (workers born between 1994-2010) demographics where employers have intensified recruiting. More workers believe social media access influences their productivity and ability to succeed at work. In addition, nearly one-in-three workers (30 percent) believe the ability to utilize social media during work factors greatly into their job satisfaction.
- Candidate pool composition** – Looking ahead, the needs of the job candidate pool will likely be much different in five years than they are currently. In continuing with recent trends, the candidate pool of the future will include Generation X workers (those born between 1965-1981) seeking to transition into leadership roles, as well as Generation Z candidates working – and potentially moving on from – their first jobs. In fact, the EWS found that 25 percent of employees don't see themselves at their current company in the next five years.

CHART 4: WORKING BEYOND WALLS / SOURCE: 2015 SPHERION EMERGING WORKFORCE STUDY

As more workers seek greater flexibility in their working location, the "workplace of the future" will likely force companies to expand beyond a single physical office.



What do workers consider the ideal working arrangement?	2015 Total
Working full-time both in an office and remotely	37%
Working full-time in an office	27%
Working full-time, but remotely	18%
As a remote freelancer or contractor	8%
Working part-time in an office	5%
Working part-time, but remotely	4%

CHART 5: SOCIAL CHANNELS BECOMING PROFESSIONAL TOOLS / SOURCE: 2015 SPHERION EMERGING WORKFORCE STUDY

As the modern workplace evolves, more employees consider access to social media tools essential to their ability to do their job well.



Employees' views on social media access within the workplace	2014 Total	2015 Total
I believe having access to social media sites and tools allows me to be more productive at work	34%	39%
Whether or not my company allows workers to utilize social media during work factors greatly in my job satisfaction	27%	30%

CHART 6: EMPLOYEES ON THE MOVE? / SOURCE: 2015 SPHERION EMERGING WORKFORCE STUDY

The workforce will look different in five years compared to today.



My likelihood of staying with my employer for at least the next 5 years is...	2015 Total
Excellent/Very Good	52%
Good	23%
Poor/Fair	25%

Learn more about the [Emerging Workforce® Study](#) and how to [subscribe](#) to this newsletter.