

Strong Job Growth Seen in June Unemployment Ticks Up Slightly

JOB GROWTH: June recorded a good bump in new employment, adding 222,000 jobs, following an upwardly revised increase of 152,000 in May.

TOP INDUSTRIES: In June, healthcare, social assistance, financial activities and mining saw good increases. Positive momentum also continued in professional and business services and the hospitality sector.

UNEMPLOYMENT: The unemployment rate remained low, moving up marginally from 4.3 percent in May to 4.4 percent in June, as more people moved off the sidelines to look for work. While higher rates of joblessness continue for selected work groups, including teenagers (13.3 percent) and minorities (11.9 percent), unemployment rates improved slightly last month for both men and women.

WAGES: Paychecks in June averaged an increase of four cents per hour, sustaining an annual average hourly increase of 2.5 percent.

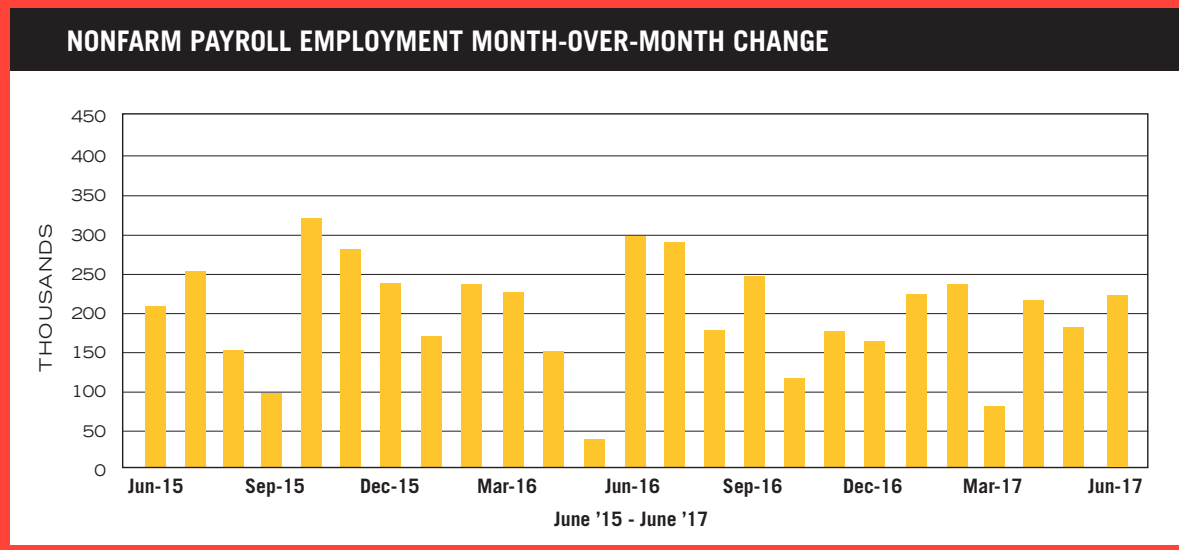
WORK WEEK: The average work week got a little bit longer, increasing from 34.4 to 34.5 hours.

TEMPORARY JOB TRENDS: Temporary job growth accelerated again in June with the addition of 13,400 new jobs. For the third consecutive month, temporary job penetration exceeded three million jobs.

WHAT DOES IT ALL MEAN? June gave us another month of strong job growth that was higher than anticipated by analysts. Unemployment remained low as more people entered the job market. At the same time, wages are stagnant, especially at the lower economic rungs, and employers continue to struggle in filling jobs. Although the overall outlook remains positive, employers looking to grow need to understand what attracts job candidates, what motivates employees and what changes they need to make to meet those desires.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, Fox News, InvestorPlace, CNBC, The Wall Street Journal, The New York Times, Business Insider, CNN Money

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



June saw a bump in employment of 222,000 new jobs.



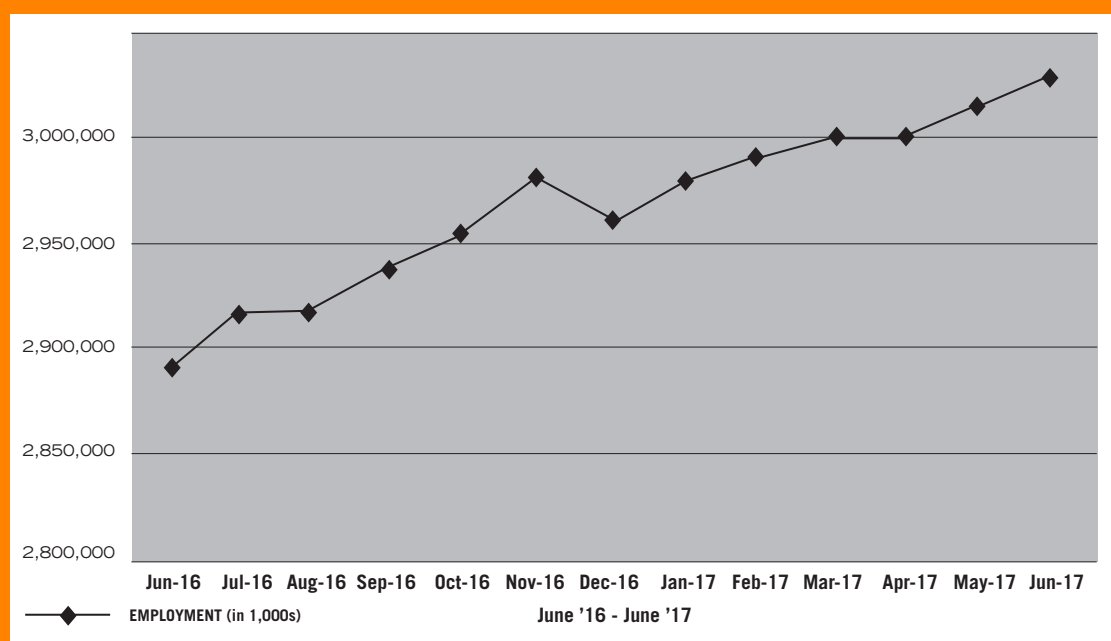
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Employment increased across almost every sector tracked by Spherion.



| SECTOR GAINS | JOB INCREASE |
|----------------------------------|--------------|
| Healthcare & Social Assistance | +59,100 |
| Leisure & Hospitality | +36,000 |
| Professional & Business Services | +35,000 |
| Transportation & Warehousing | +24,000 |
| Financial Activities | +17,000 |
| Retail Trade | +8,100 |
| Manufacturing | +1,000 |

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



Temporary help services gained 13,400 jobs in June, topping 3 million total jobs for the third consecutive month.



What a Difference a Couple of Decades Can Make

Twenty years ago, the workplace was different in many ways. Back in 1997, jeans usually stayed in the closet until the workday ended, the Blackberry was still considered a fruit and employee engagement was a prelude to marriage (and a good excuse for cake in the breakroom).

In fact, 1997 was also the first year Spherion conducted its Emerging Workforce® Study. This landmark research initiative provides a comprehensive portrait of changes and trends shaping the American workforce. To commemorate the Study's 20th year, we asked both employees and employers to share their thoughts on progress across many workplace dimensions. Perhaps not surprisingly, they view progress quite differently.

Employees cited improvements in productivity, leadership quality and workplace technology. However, they believe employee morale, benefits and training are worse today. The needle has barely moved in other key areas. For example, employees don't believe we've made much progress in internal communications and collaboration, succession planning, culture, pride in company, salary and wage equality.

Employers are more positive about progress in nearly every area we tracked. The one exception is employee morale. No big surprise there, given all the ups and downs people have experienced economically, socially, politically, globally and professionally.

As Spherion continues to track the changing workplace, what will the next 20 years uncover?

CHART 4: MOST OBVIOUS CHANGES / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

Today's workplace carries a different vibe compared to 20 years ago

| | 1997 | 2017 |
|-------------------|--|--------------------------------|
| Where they work | 9 out of 10 workers went to the office every day | 5 out of 10 work more flexibly |
| What they wear | Half wore formal attire | 2/3 dress more casually |
| Top tool they use | 53% say desktop computer | 24% say smartphone |

20 YEARS AGO



CHART 5: FOR BETTER OR WORSE? / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY



Employees haven't seen enough progress in their work lives

| BETTER | WORSE | UNCHANGED |
|----------------------|----------|-------------------------------|
| Productivity | Morale | Collaboration & Communication |
| Leadership Quality | Benefits | Succession Planning |
| Workplace Technology | Training | Culture |
| | | Salary & Wage Equality |

CHART 6: BIGGEST CHANGES / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

What are the biggest changes seen over 20 years?

| | EMPLOYEES | EMPLOYERS |
|--|-----------|-----------|
| Technology has radically changed my job over time | 24% | 28% |
| My employer cares less about employees | 19% | 11% |
| Expectations to produce efficiently are much greater | 12% | 11% |
| More diverse workforce | 9% | 12% |