

Job Growth Fairly Flat in May

JOB GROWTH: Employment grew by a mere 38,000 in May, down from last month and a year ago, and still far lower than newly reduced numbers for April and March.

TOP INDUSTRIES: Employment was up in healthcare, while mining continued to contract. The information sector took a hit due to a labor strike that has now been resolved.

UNEMPLOYMENT: The unemployment rate dipped further to 4.7 percent, its lowest point since 2007. The lower rate reflects an increase of nearly half a million people in “involuntary” part-time employment (i.e., people who would prefer full-time work, if they could find it).

WAGES: Salaries gained another five cents this past month, reaching an average hourly rate of \$25.29, following a slightly higher increase last month. Over the past 12 months, pay has risen 2.5 percent.

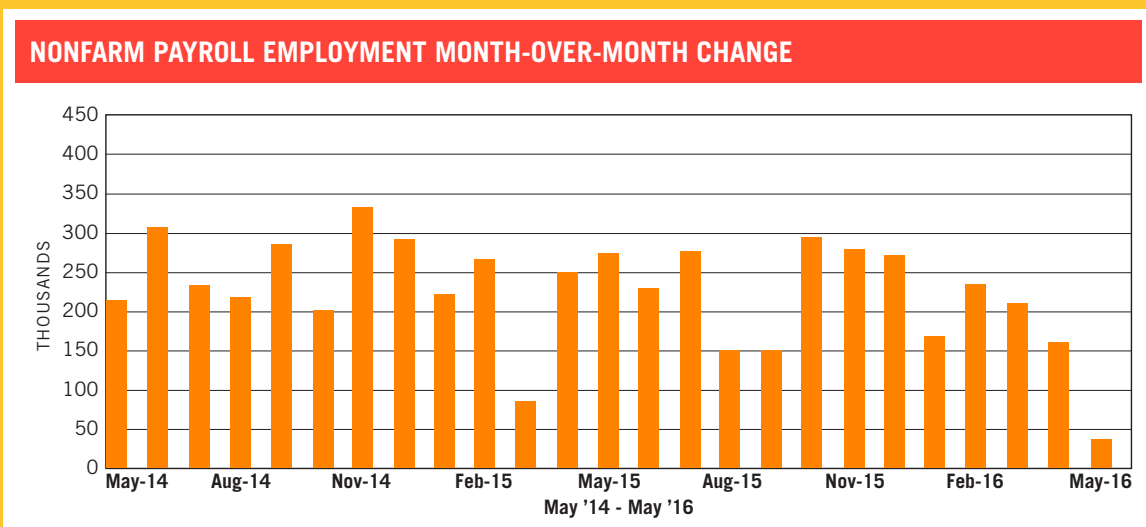
WORK WEEK: The average workweek was unchanged at 34.4 hours in May.

TEMPORARY JOB TRENDS: While temporary staffing jobs had shown an upswing last month, May saw a return to the downward trend of recent months, with a decrease of 21,000 jobs in May.

SO WHAT DOES IT ALL MEAN? While jobs growth has slowed to a near stall, most economists insist this is no cause for panic. Secretary of Labor Thomas E. Perez suggests that the closer we get to full employment, the smaller the gains become, and this is not out of the ordinary. The bottom line for employers: there are fewer job candidates available to fill open positions, making recruiting more challenging and putting the brakes on hiring. The small but steady increases in pay should translate to greater consumer purchasing power, which is a positive sign for the economy. At this point, rather than signaling a downturn, slower job growth may simply be a return to pre-recession normalcy.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, Bloomberg, The Los Angeles Times, USA Today, CNBC, CNN Money, Staffing Industry Analysts, ERE Media

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Employers added only 38,000 jobs in May.



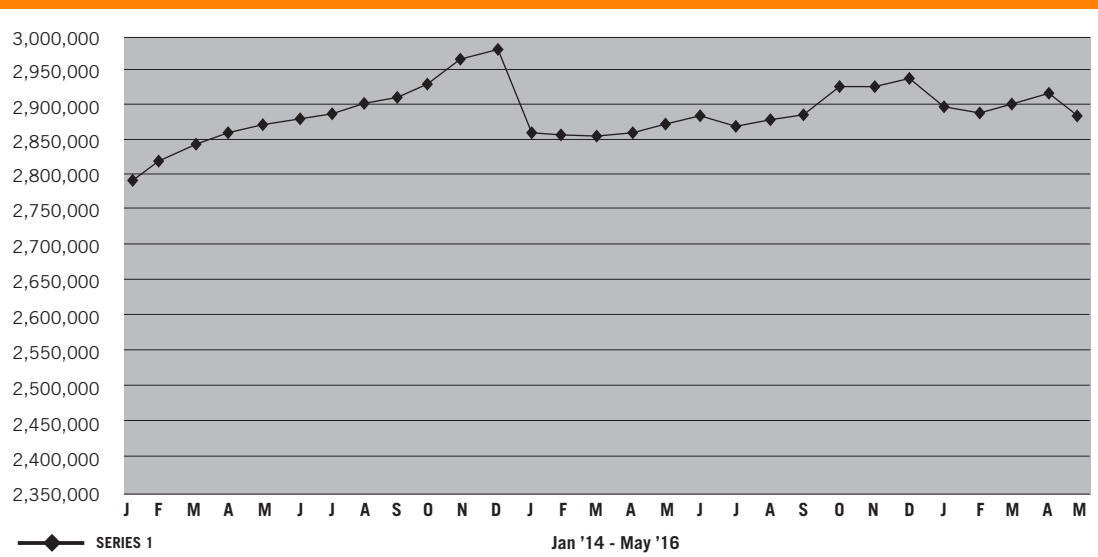
CHART 2: TOP INDUSTRIES / SOURCE: BLS

The total number of nonfarm jobs increased by 38,000 in May 2016, with the highest gains in healthcare.

JOB GAINS	JOB INCREASE
Education & Health Services	+67,000
Retail Trade	+11,400
Leisure & Hospitality	+11,000
Professional & Business Services	+10,000
JOB LOSSES	JOB DECLINE
Construction	-15,000
Mining & Logging	-11,000
Manufacturing	-10,000
Transportation & Warehousing	-500



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



Temporary help services shed 21,000 jobs in May, dropping total temp employment to 2,880,300 or 2.00 percent of the U.S. workforce.



The Power of Engagement

In any random group, there is often someone with more energy, more spirit, more oomph than everyone else. In the workplace, that oomph factor is likely a sign of high engagement, which can significantly boost performance. Highly engaged employees are more enthusiastic, inspired, confident and empowered to make things happen. Engagement can heighten productivity, enhance quality and accelerate results. It can factor into operating costs, sales and customer loyalty. According to Gallup, companies with engaged employees outperform those without by more than 200 percent. With stakes that high, ensuring employees are engaged should be a top priority for employers. The findings of Spherion’s most recent Emerging Workforce® Study bear this out, with 23 percent of employers citing it as one of their top three concerns over the next two years. The research also uncovers some surprising disconnects between what employers think and what employees believe.

CHART 4: ENGAGEMENT LEVELS / 2016 SPHERION EMERGING WORKFORCE STUDY

Employees are more engaged than employers believe.

17%
Percentage of employers who believe their employees are highly engaged.

EMPLOYERS



50%
Percentage of employees who say they are highly engaged.

EMPLOYEES

Could there be a disconnect on how each defines engagement?

CHART 5: ENGAGEMENT DISCONNECTS / SOURCE: 2016 SPHERION EMERGING WORKFORCE STUDY

EMPLOYER

Employers and employees are somewhat misaligned on what drives engagement.

EMPLOYEE

Biggest contributors to high engagement:

1. Relationship with boss
2. Company strength and stability
3. Impact on company success

1. Rewards for accomplishments*
2. Impact on company success
3. Relationship with boss

*Employers actually put rewards at the bottom of the list.

CHART 6: MEASURING ENGAGEMENT / 2016 SPHERION EMERGING WORKFORCE STUDY

While measuring engagement may not be easy, why do 60% of employers make the effort?

67%



Our employees feel comfortable sharing ideas for ways to address engagement challenges.

67%



Our employees have strong recommendations to improve team engagement.

70%



Employee feedback on engagement drives meaningful change in our company.

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