

This month's "Spotlight" topic:

**Employer/Employee Disconnects on Training**

## Job Growth Continues in May, Adding 200,000+ Jobs

Unemployment Continues to Drop

**JOB GROWTH:** New job creation continued in May, with a gain of 223,000 jobs.

**TOP INDUSTRIES:** The most significant job gains this month were seen in retail, healthcare, construction and transportation and warehousing.

**UNEMPLOYMENT:** Following last month's record-setting pace, the unemployment rate dropped further in May, moving from 3.9 percent to 3.8 percent. In the past year, the number of unemployed persons has decreased by nearly three quarters of a million.

**WAGES:** Payrolls edged ahead slightly in May, with average hourly earnings moving back up to 2.7 percent on an annual basis.

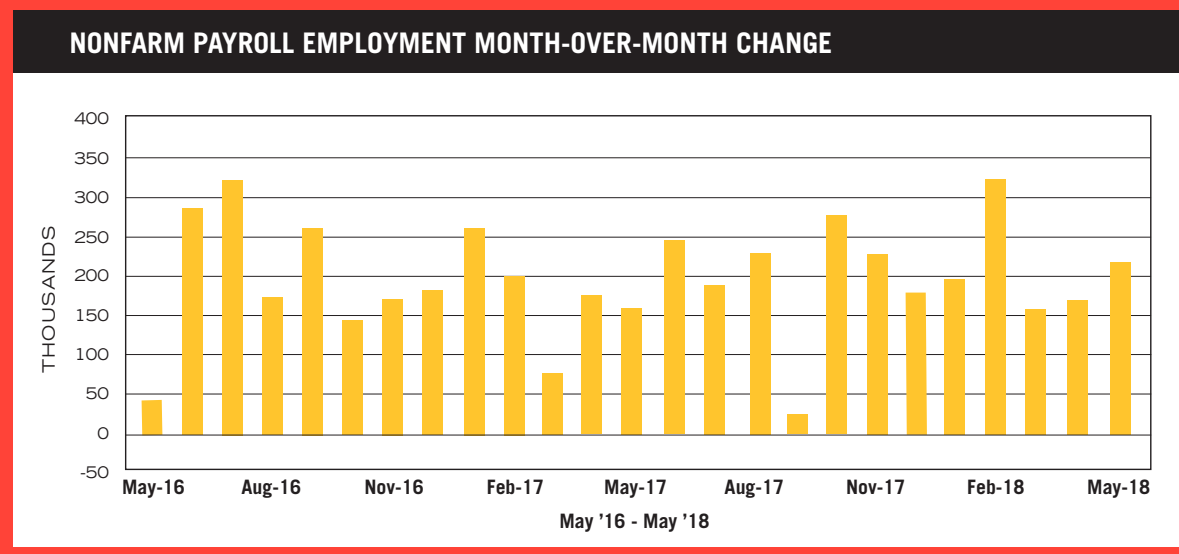
**WORK WEEK:** There was no change in the average work week in May, remaining at 34.5 hours.

**TEMPORARY JOB TRENDS:** Growth in the temporary jobs sector slipped in May, registering a loss of 7,800 jobs.

**WHAT DOES IT ALL MEAN?** As the economy experiences the longest period of job growth on record, the labor market continues to tighten. People who have long struggled to find employment are suddenly much more desirable candidates. Employers, finding it increasingly difficult to attract new talent, are making headlines by introducing new incentives and perks, such as college tuition, educational debt assistance, signing bonuses and more generous parental leave policies. More are opening their wallets wider to increase pay, although that is one area that continues to lag a bit. Better compensation is still a leading factor in job change decisions, putting retention at risk. With job candidates fielding multiple offers, employers need to speed up hiring decisions or lose the best candidates to competitors.

*Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, CNBC, Staffing Industry Analysts, Business Insider, The Wall Street Journal, The New York Times*

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth was up again in May, with 223,000 new jobs.

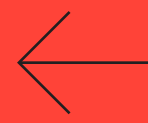


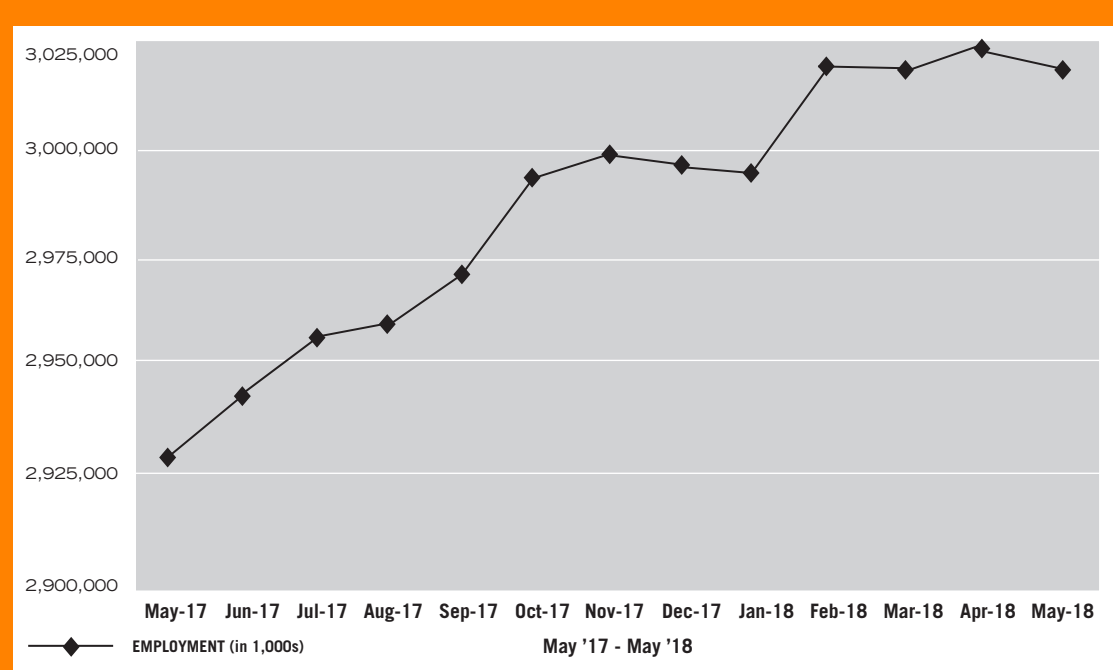
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Total nonfarm jobs increased by 223,000 in May, with the biggest monthly jump in transportation and warehousing.



SECTOR GAINS	JOB INCREASE
Healthcare & Social Assistance	+31,700
Retail Trade	+31,100
Professional & Business Services	+31,000
Leisure & Hospitality	+21,000
Transportation & Warehousing	+18,700
Manufacturing	+18,000

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



Temporary job growth took a hit in May, down 7,800 jobs.



## Employer/Employee Disconnects on Training

When the world's largest civilian employer announces its intent to pay every employee's college tuition, it is a clear signal that the workforce is in desperate need of upskilling. Employers spend billions on training every year, yet employees continue to worry that their skills are lagging and their future opportunities are shrinking in direct proportion to their inability to keep their skills up to date, let alone learn new skills to meet changing needs in their profession. Do employees value this investment?

The Emerging Workforce® Study, commissioned by Spherion, has consistently found that training, both keeping workers' skills in line with current demands as well as preparing workers for the future, often misses the mark. Nearly half of both employers and employees are more likely to give current training programs poor grades for effectiveness and relevance. One third of workers say not enough programs are offered; others say what's offered isn't applicable.

Although training is important to workers, it does not appear to stand out as a critical incentive in terms of engagement or retention. Employers think differently. In fact, 44 percent say ongoing training, development and educational experiences contribute more to a positive experience at work than perks and rewards, a cool and functional work space or modern, cutting-edge technology tools.

Employers may need to re-tool training after answering a few critical questions: Is training focused on the right skills? Do employees know what's available? Do they have the time to take advantage of training? Are they rewarded for taking the initiative to learn new things? How is training reinforced? That final question may be the most important. If what is learned is not reflected in the job and modeled by supervisors, its value will diminish as quickly as its lessons fade from memory.

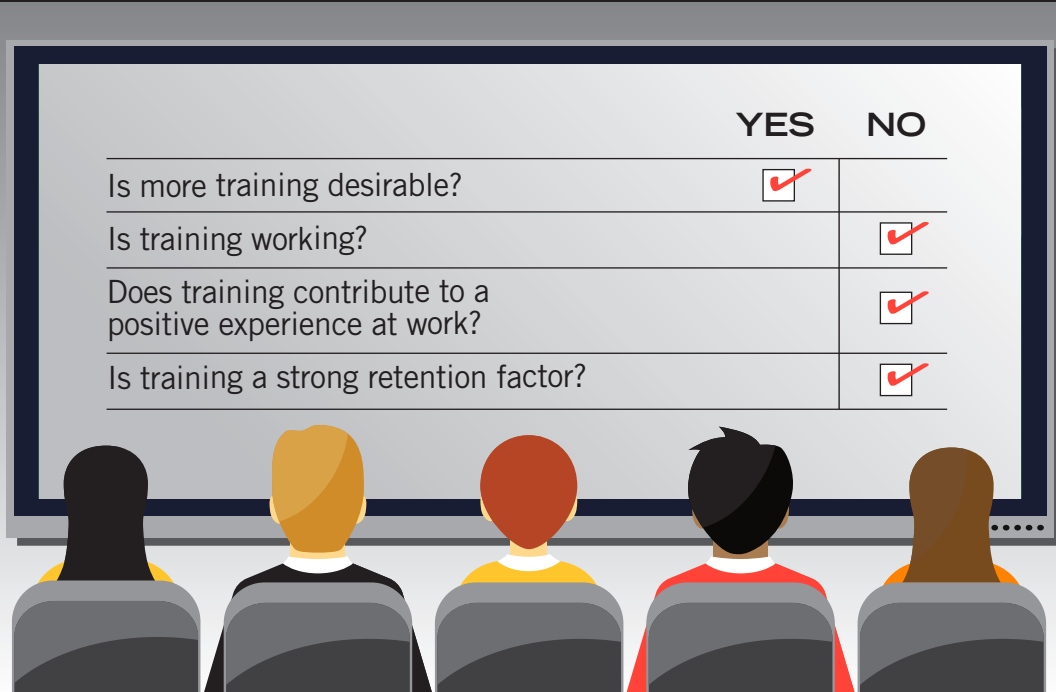
CHART 4: FAILING AT TRAINING / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

## Corporate training programs don't make the grade

	A	C/D/F
Employers	16%	44%
Employees	18%	46%



CHART 5: TRAINING TABLE STAKES / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY



Most workers want more training but don't necessarily see it as high value

CHART 6: WHY THE POOR GRADES? / SOURCE: 2017 SPHERION EMERGING WORKFORCE STUDY

## Both employers and employees are looking for more options to learn

	Employers	Employees
Not enough programs offered	44%	34%
No programs offered	12%	23%
What's offered doesn't apply to my job	n/a	16%

