

April Job Growth Exceeds Expectations with 211,000 New Positions

Unemployment Rate Sets a New 10-Year Low at 4.4 Percent

JOB GROWTH: Job growth rebounded in April following a significant slowdown in March, with the addition of 211,000 positions far surpassing industry forecasts. Even with the March downturn, the average monthly job growth of 184,500 through the first four months of the year indicates a strengthening market.

TOP INDUSTRIES: Seasonal change sparked growth in the leisure and hospitality industry, with warmer and more stable weather fostering the need for workers in travel and food and beverage settings. The information sector continues to struggle, with the Internet and telecommunications fields contributing most to the overall loss of 45,000 positions over the last six months.

UNEMPLOYMENT: The unemployment rate continued its recent steady improvement, dropping to a decade-low 4.4 percent in April. Since the start of the year, the number of unemployed Americans has fallen by 854,000.

WAGES: In April, the average hourly wage rose by seven cents, marking a 2.5 percent increase since the start of the year.

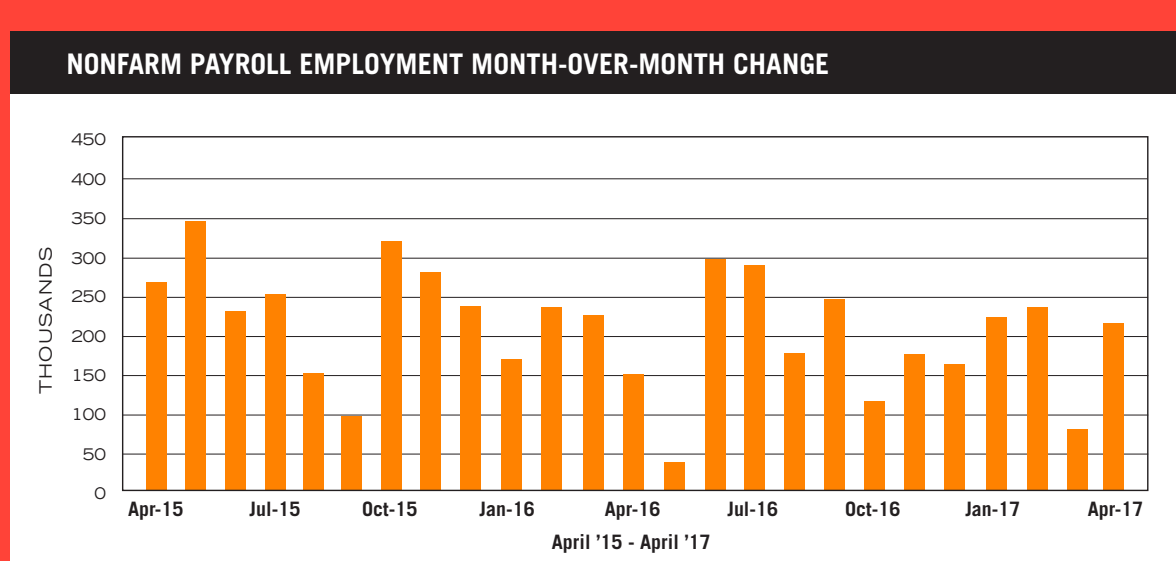
WORK WEEK: The average work week remains unchanged from March at 34.4 hours.

TEMPORARY JOB TRENDS: The temporary jobs sector finally broke through the coveted three million position milestone with the addition of 5,800 jobs in April. Thus far, the temporary job market has grown every month this year, and April's numbers represent an excellent 3.89 percent year-over-year growth rate.

WHAT DOES IT ALL MEAN? April's job growth signals a much-needed rebound from a dive in March, a month made even more disappointing with a readjusted growth number 19,000 positions lower than originally estimated. A host of factors, ranging from less variable weather to the health of the overall global economy, drove gains and simultaneously pushed unemployment to a 10-year low. These numbers indicate that the workforce is nearing "full employment," and ultimately may place additional pressure on employers to raise wages to meet growing demand for talented workers.

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

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth accelerated in April, with a gain of 211,000 new jobs.



CHART 2: TOP INDUSTRIES / SOURCE: BLS

Leisure and hospitality fueled overall April job growth, led by gains in the food services and arts, entertainment and recreation sectors.

SECTOR GAINS	JOB INCREASE
Leisure & Hospitality	+55,000
Education and Health Services	+41,000
Professional and Business Services	+39,000
Financial Activities	+19,000
Government	+17,000
Mining and Logging	+10,000
SECTOR LOSSES	JOB DECLINE
Retail Trade	-7,000

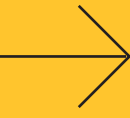
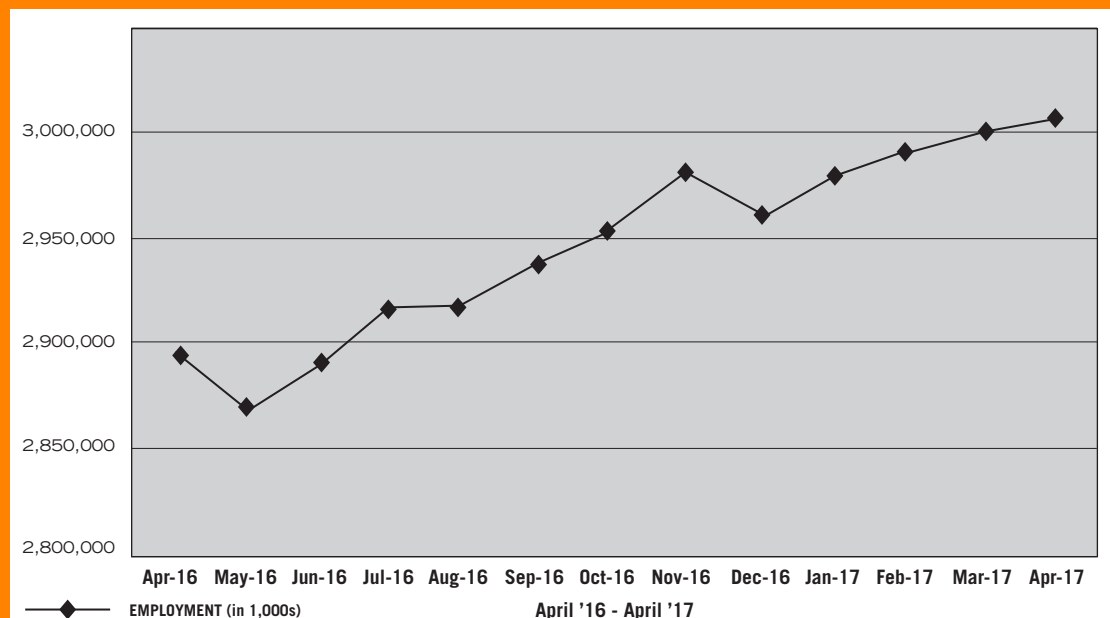


CHART 3: TEMPORARY WORKFORCE / SOURCE: BLS & STEINBERG EMPLOYMENT RESEARCH



Temporary help services finally surpassed the three million milestone with the addition of 5,800 new positions in April.



Taking Sides: How the "Side Gig Movement" Shapes the Modern Workplace

For more than four in five American workers, the workday may just be getting started when 5 p.m. hits or the weekend arrives. Released last week, the latest Spherion WorkSphere survey confirmed that employees' interest in picking up side gigs – or secondary sources of employment beyond their primary job – remains strong. The survey found that 85 percent of American workers currently hold at least one side gig, with more than half (54 percent) of that segment holding two or more. Even among workers who have yet to seek secondary employment, the idea is intriguing – nearly two-thirds (65 percent) of those who have never held a side gig say they have at least given it some thought.

As Spherion uncovered, the rising popularity of side gigs stems not from employees' dissatisfaction with their current job, but rather their interest in finding new opportunities to pursue their passions and goals. Not surprisingly, workers cite the bonus salary as their main reason for picking up side gigs, even if just to stow away money for future needs. However, the survey also found that societal pressures also factor into employees' decisions. Nearly half (47 percent) of workers say that they feel that modern workplace norms make them feel as if they have to hold at least one side gig.

For employers, the escalating "side gig movement" calls for greater flexibility and communication to develop strategies that allow employees to seek secondary work without disrupting their productivity or performance. Already, 40 percent of businesses say they have implemented policies to define employees' side gig participation. Nevertheless, emergent employers also recognize a chance to capitalize upon the trend. Beyond worker retention, office leaders also understand the potential to translate employees' side gig involvement into networking opportunities and wider exposure that can fuel possible new business ventures.

CHART 4: CHOOSING SIDES / SOURCE: SPHERION MAY 2017 WORKSPHERE SURVEY



Workers are Split on their Preferred Side Gig Direction

- 48 percent of workers seeking a side gig would prefer one closely related to their primary job.
- Conversely, 26 percent would prefer a side gig unrelated to their main duties.
- Millennial females (28 percent) are more likely than millennial males (9 percent) to pursue a side gig outside of their main career field.

CHART 5: THE DOWN SIDE OF SIDE GIGS / SOURCE: SPHERION MAY 2017 WORKSPHERE SURVEY

Does Side Gig Involvement Impact Main Job Performance?

- Nearly half (48 percent) of employees worry that their side gig responsibilities will interfere with their main job duties.
- An equal number (48 percent) have taken time off from their main job to work on their side gig.
- 43 percent of workers believe their coworkers' involvement in side gigs harms their job performance.



CHART 6: FINDING THE BRIGHT SIDE / SOURCE: SPHERION MAY 2017 WORKSPHERE SURVEY



Employers Encourage Worker Involvement in Side Gigs

- 40 percent of companies have formal policies regarding side gig involvement.
- Nonetheless, an equal number (40 percent) of employers see opportunity to leverage employees' side gigs for new business.
- Many workers feel comfortable discussing their side gigs with their manager (74 percent) and other senior company leaders (73 percent).