

This month's "Spotlight" topic:  
**Gen Z Graduates**

## April Job Growth Surges to 263,000 Unemployment Drops Down to 3.6 Percent

**JOB GROWTH:** The employment market saw continued strengthening in April with the addition of 263,000 new jobs.

**TOP INDUSTRIES:** Robust gains in professional and business services, construction, healthcare and social assistance contributed to the strength of the numbers in April.

**UNEMPLOYMENT:** The unemployment rate declined to 3.6 percent in April, hitting its lowest point since December 1969.

**WAGES:** Wages rose slightly in April, sustaining an average annual rate of 3.2 percent.

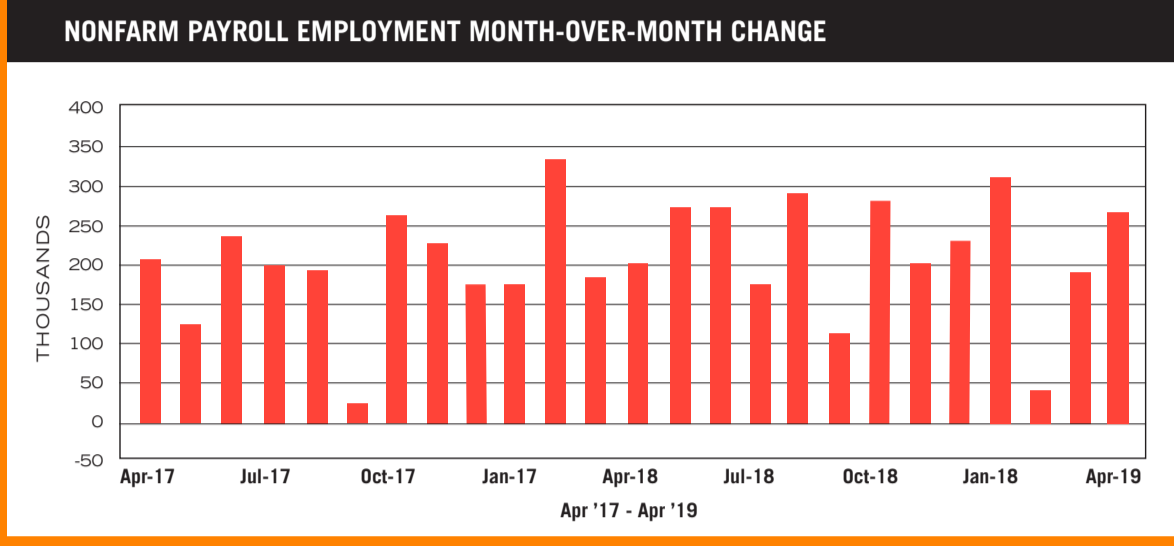
**WORK WEEK:** The average work week decreased in April to 34.4 hours.

**TEMPORARY JOB TRENDS:** The temporary help sector added 17,900 jobs in April. Although clearly a positive turn, the gain did not quite make up for losses in the first quarter of the year.

**WHAT DOES IT ALL MEAN?** Hiring was up significantly in April with the addition of 263,000 jobs, exceeding expectations. Robust jobs numbers, coupled with the recent bump in GDP, no signs of inflation, increases in productivity and a declining unemployment rate are all indicators of a strong economy. Some lingering concerns stem from the continued slow pace of wage growth; the possibility that some job additions relate to the gig economy, which does not offer traditional job security and benefits; as well as the high number of Americans who have essentially left the job market because they are too discouraged to continue to search for work. Overall, however, the outlook is positive, with businesses continuing to briskly compete for available talent.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, CNBC, Staffing Industry Analysts, MarketWatch, The Wall Street Journal, Forbes, CBS News, FOX News

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth trended positive in April, with an increase of 263,000 jobs.



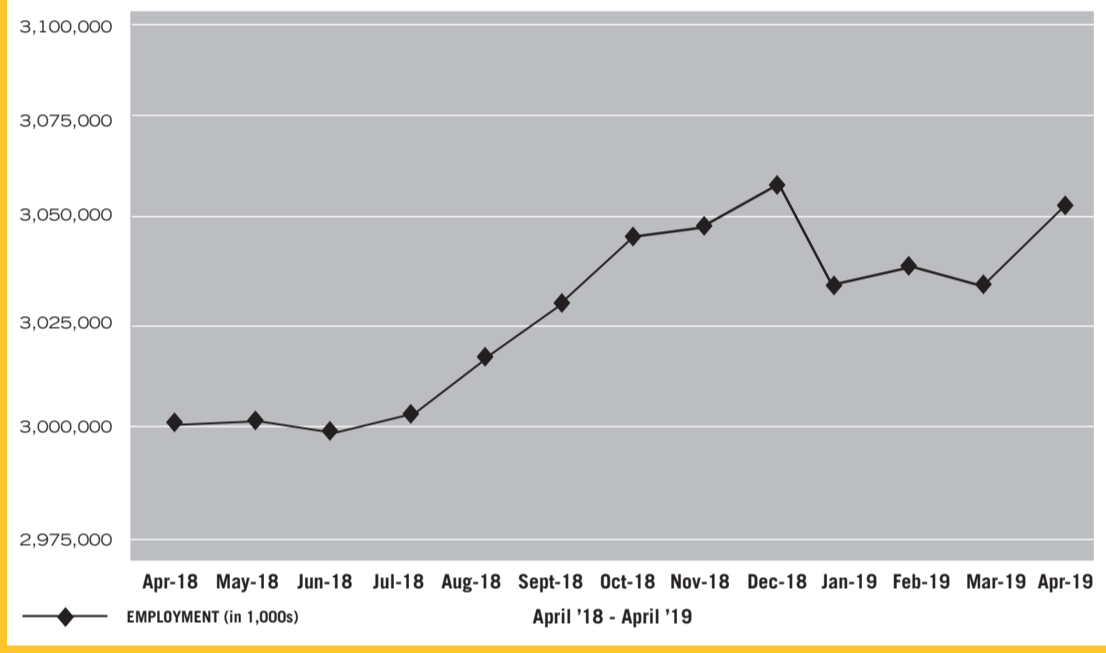
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Robust growth in white-collar employment drove a strong job market in April.



SECTOR GAINS	JOB INCREASE
Professional & Business Services	+76,000
Healthcare & Social Assistance	+52,600
Leisure & Hospitality	+34,000
Transportation & Warehousing	+11,100
Manufacturing	+ 4,000
SECTOR DECLINES	JOB DECREASE
Retail Trade	-12,000

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



Temporary help services saw positive growth of 17,900 new jobs in April.



## Gen Z Is Graduating. Are Employers Ready?

As May rolls into June, high schools across the country will send their three million graduates out into the world. While 70 percent of these members of Generation Z plan to go directly to college, about 900,000 will enter the workforce. Another 1.9 million college grads will join them, although experts differ on whether they qualify as true Gen Zers or merely the youngest Millennials. Either way, they represent nearly three million more reasons why employers need to understand how the newest generation thinks and feels about the workplace.

So, what distinguishes Gen Z? The first truly digital generation, they may depend on their devices more than any other generation, but they are not focused solely on selfies and socializing. They consider digital devices to be their personal window to the world and a vital link for information and communications. Although 98 percent own a smartphone, they do not use it to communicate in the traditional way but invariably opt for instant messaging to "talk." At the same time, they prefer face-to-face communications but not necessarily in-person contact.

Given these preferences, they expect employers to be as digitally savvy as they are themselves and set high expectations for the digital workplace. That starts with a recruiting process that is mobile first, including SMS job notifications and video interviews. On the job, that means relying more on video to communicate and web conferencing to collaborate.

According to the Emerging Workforce® Study, commissioned by Spherion, Gen Zers want a job that offers flexibility and a means to pursue their passions. "Walk the talk" issues, such as diversity and inclusion, corporate reputation and mission, are key factors in choosing an employer. Opportunities for growth and development are expected.

If the Gen Z employment wish list sounds Millennial familiar, it is, but to a greater degree. What's important to note is that Gen Z may have far less patience with employers who are slow to adapt to the demands of a digital workforce.

CHART 4: THE GEN Z WISH LIST / SOURCE: SPHERION EMERGING WORKFORCE STUDY



### After salary, what tops the Gen Z employment wish list?

- Mission I can believe in: 26%
- Location/commute: 22%
- Ability to work from home: 22%
- Person I'll be working for: 19%
- Company reputation: 11%

CHART 5: GEN Z PASSIONS / SOURCE: SPHERION EMERGING WORKFORCE STUDY

GEN Z



## Gen Z believes an ideal employer can help change the world

	GEN Z	ALL EMPLOYEES
Advocates for causes I care about	78%	58%
Shares my passions and helps me achieve my dreams	70%	62%
Makes the world a better place	70%	59%

CHART 6: GEN Z & DIVERSITY / SOURCE: SPHERION EMERGING WORKFORCE STUDY

## DIVERSITY AND INCLUSION can be a deal-breaker for most Gen Z job candidates

**78%** say "The composition of a company's workforce has great influence on my desire to work there."

