

This month's "Spotlight" topic:
How Job Candidates Influence Company Culture

October Job Growth Surges by 250,000

Unemployment Remains at Record Low of 3.7%

JOB GROWTH: Following a downward revision from 134,000 jobs to 118,000 in September, job growth more than doubled in October to 250,000.

TOP INDUSTRIES: The top sectors for growth in October included healthcare, manufacturing, construction and transportation and warehousing.

UNEMPLOYMENT: The unemployment rate remained steady at 3.7 percent, its lowest rate since 1969.

WAGES: Average hourly earnings finally broke through the three percent barrier for the first time in nearly a decade, increasing from 2.8 percent to 3.1 percent on an annual basis

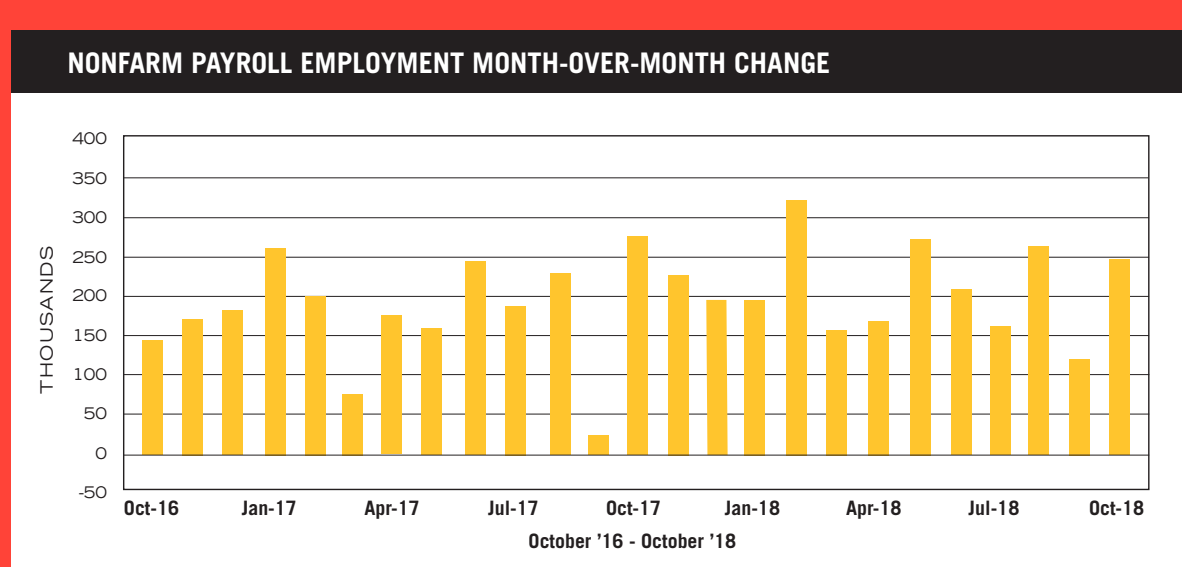
WORK WEEK: The average work week from September to October increased by 0.1 hour to 34.5 hours.

TEMPORARY JOB TRENDS: The temporary jobs sector experienced its fourth consecutive month of growth, adding 3,300 jobs.

WHAT DOES IT ALL MEAN? October was a strong month on all fronts. Better than expected job growth was coupled with no losses in any major sector. As more people come back to the job market, unemployment remains at its lowest point since 1969. In good news for workers, wages are on the upswing. With the number of job openings exceeding active jobseekers for more than six months now, the only downside is the one employers face as they continue to struggle to attract and retain the talent needed to fuel growth.

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

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth surged in October with 250,000 new jobs.



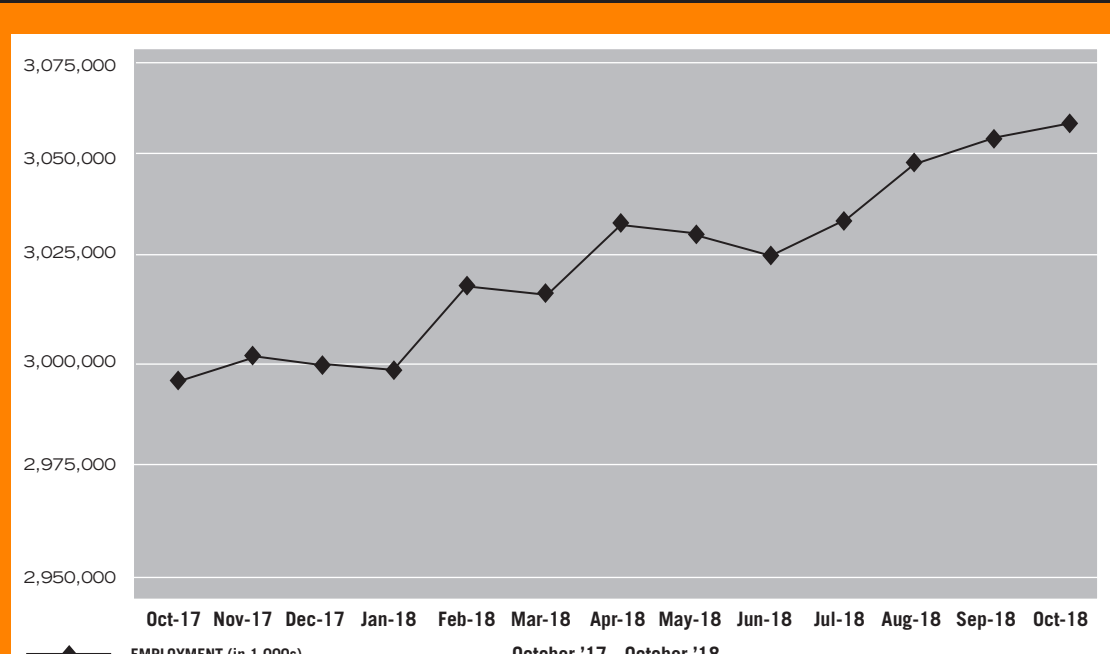
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Employment increased by 250,000 in October, with continued strong momentum across all key sectors.

SECTOR GAINS	JOB INCREASE
Healthcare & Social Assistance	+46,700
Leisure & Hospitality	+42,000
Professional & Business Services	+35,000
Manufacturing	+32,000
Transportation & Warehousing	+24,800
Retail Trade	+2,400



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



Temporary help services added 3,300 jobs in October.



How Job Candidates Influence Company Culture

With job growth up again this month and unemployment holding steady at a historic low, recruiting challenges continue to mount. Following the Great Recession, employers had it easy. Lots of talent eager to secure a new position, with workers not only grateful to have a position, many patiently waiting on the promise of better days and better compensation ahead. That is no longer true. Job candidates have a host of options, allowing them to be more selective. They can negotiate from a position of strength, and the demands they make impact more than the company wallet; they impact company culture.

Although money is often the biggest impetus driving candidate mobility, it is not the only factor. In the Emerging Workforce® Study, commissioned by Spherion, we asked workers why they are likely to seek new employment. Beyond salary, they said they don't feel valued, are unhappy with internal growth prospects and their skills are better suited elsewhere.

If workers can't get what they need from their current job in the way of challenges, promotions, career paths, feeling valued, understanding their contributions and being rewarded or recognized for those, then why wouldn't they look for better opportunities?

Candidates, especially younger candidates, look for companies that make the world better, advocate for causes they care about, share their passions and help them achieve their dreams. When company culture, as embodied by the employer brand, delivers on candidate expectations, the result is excellence in recruitment and retention.

CHART 4: EMPLOYER CONCERNS / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

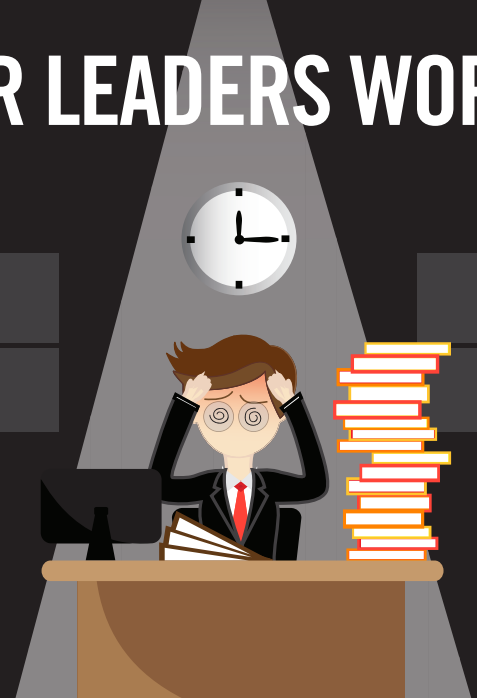
WHAT DO HR LEADERS WORRY ABOUT?

Finding and keeping great employees

2x

more important than:

- employee engagement
- labor costs
- healthcare reform



>2/3

of HR leaders more worried this year than last

CHART 5: EMPLOYEE ASPIRATIONS / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

Most employees want trust and personal connection from an employer



88% Lives up to its promises

66% Shares my passions and helps me achieve my dreams

63% Makes the world better

63% Advocates for causes I care about

CHART 6: OPPORTUNITY SHORTFALLS / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

Are potential employers meeting candidate expectations?

