

This month's "Spotlight" topic:
The Rise of the Agile Workforce

Labor Market Sees Continued Growth with Addition of 201,000 Jobs

Unemployment Remains at Near-Record Low

JOB GROWTH: The pace of job growth accelerated in August, with an increase of 201,000 new jobs. This was in line with the average growth of 196,000 per month over the past 12 months and slightly ahead of the most recent three-month average of 185,000.

TOP INDUSTRIES: Strong growth continued in the professional and business services and healthcare sectors. Transportation and warehousing saw a healthy gain, while manufacturing and retail moved backwards.

UNEMPLOYMENT: The unemployment rate remained at 3.9 percent, a near-record low, with more discouraged workers entering the market and more part-timers switching to full-time employment.

WAGES: Payrolls showed excellent forward momentum in August, with average hourly earnings moving from 2.7 percent to 2.9 percent on an annual basis, the highest annual increase in nine years.

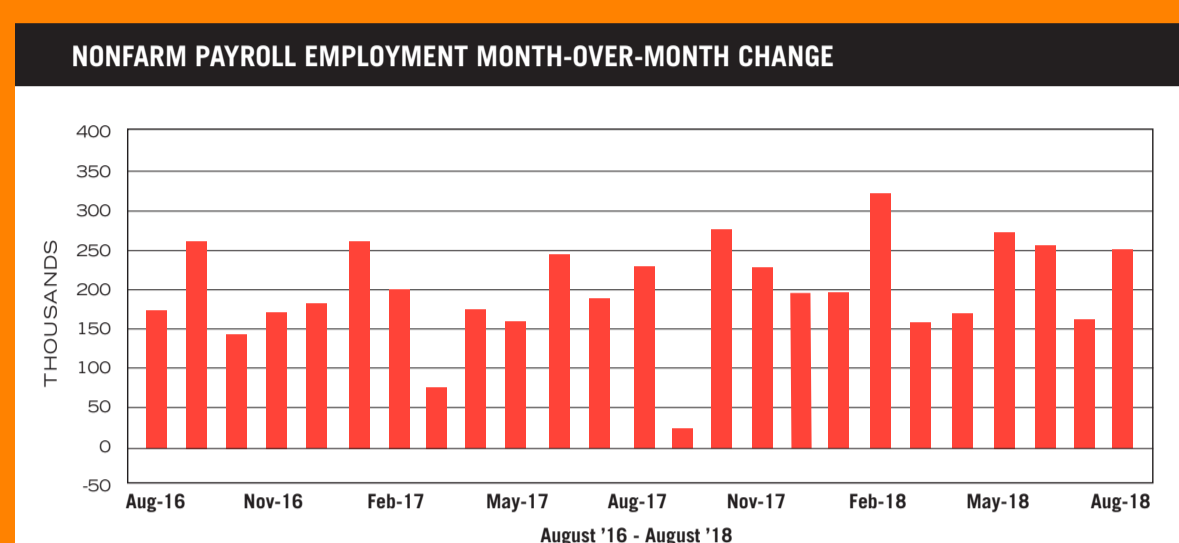
WORK WEEK: There was no change in the average work week from July to August, remaining at 34.5 hours.

TEMPORARY JOB TRENDS: Growth in temporary employment in August reached 10,000, which was essentially even with July, following a downward adjustment of that figure.

WHAT DOES IT ALL MEAN? The big news in the August jobs report was the positive movement in wages. Although still shy of the three percent threshold, paychecks got a little bit healthier in the past month. Overall job growth remained robust with continued low unemployment. As the talent supply tightens further, employers are starting to raise wages to both attract the best job candidates and retain the talent already on the payroll. They are also increasing skills training and career development opportunities to capture and retain the talent they need, as competition grows more heated.

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

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth
jumped to
201,000 in
August.



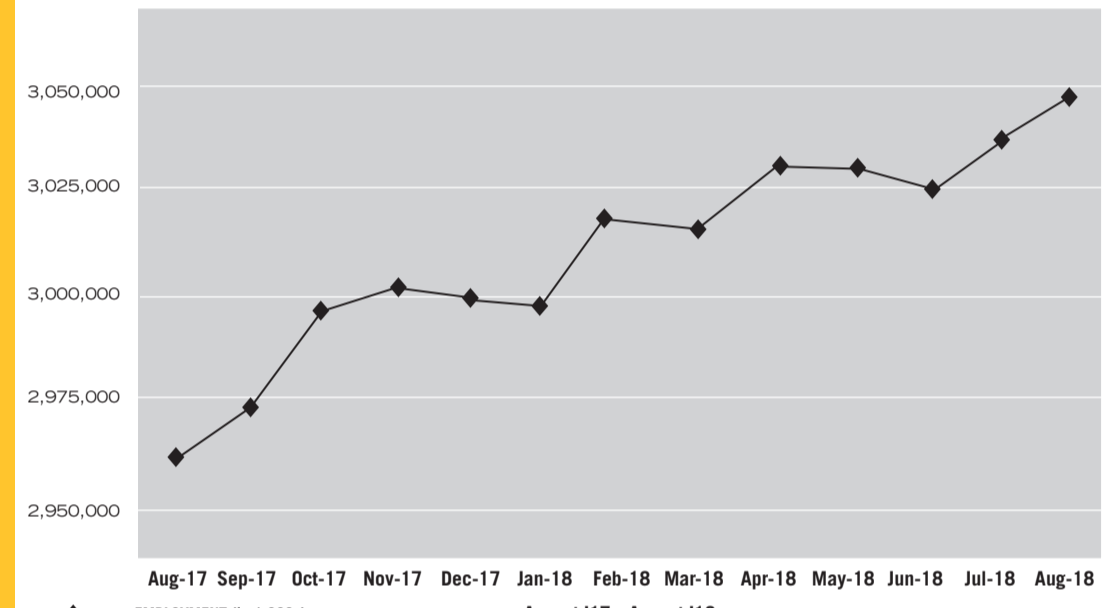
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Employment increased
by 201,000 in August,
with strong growth
in professional and
business services.



SECTOR GAINS	JOB INCREASE
Professional & Business Services	+53,000
Healthcare & Social Assistance	+40,700
Transportation & Warehousing	+20,200
Leisure & Hospitality	+17,000
SECTOR LOSSES	JOB DECREASE
Manufacturing	-3,000
Retail Trade	-5,900

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



Temporary job
growth of 10,000
in August ran
close to even with
an adjusted July.



Rise of the Agile Workforce

The continuing talent shortage has led to increased reliance on a new pool of "agile" workers. These are non-traditional workers who enter an organization in a variety of non-employee roles, such as staffing agency contractors, consulting firm associates, freelancers, alumni and retirees. This new way of working has given rise to the "blended" workforce, with traditional employees working alongside a growing number of contingent workers. As the size and penetration of the contingent workforce grows, employers face new challenges to integrate many different types of workers sourced via multiple avenues and under the day-to-day direction of multiple managers.

The latest Emerging Workforce® Study, commissioned by Spherion, explored these challenges to gain a better understanding of how the blended workforce impacts engagement and productivity and how traditional workers feel about their agile colleagues.

Most employers and employees, especially younger workers, are positive about a more blended workforce. Employers believe a blended workforce can enhance workforce quality, flexibility and business agility. Employees say contract/freelance and temporary employees in their company work well with permanent employees and contribute equally to the workforce. The biggest employer challenges in managing a blended workforce relate to team effectiveness and culture.

As employers explore the potential of the blended workforce, new approaches to workforce management are emerging. Traditional human resources policies and practices are evolving. Communication and collaboration are becoming increasingly important in the drive to enhance performance. Now more than ever, employers need to focus on creating cohesive work environments that embrace collaboration between the contingent and traditional workforces to ensure the business potential of a blended workforce can be maximized.

CHART 4: AGILE WORKFORCE GROWTH / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

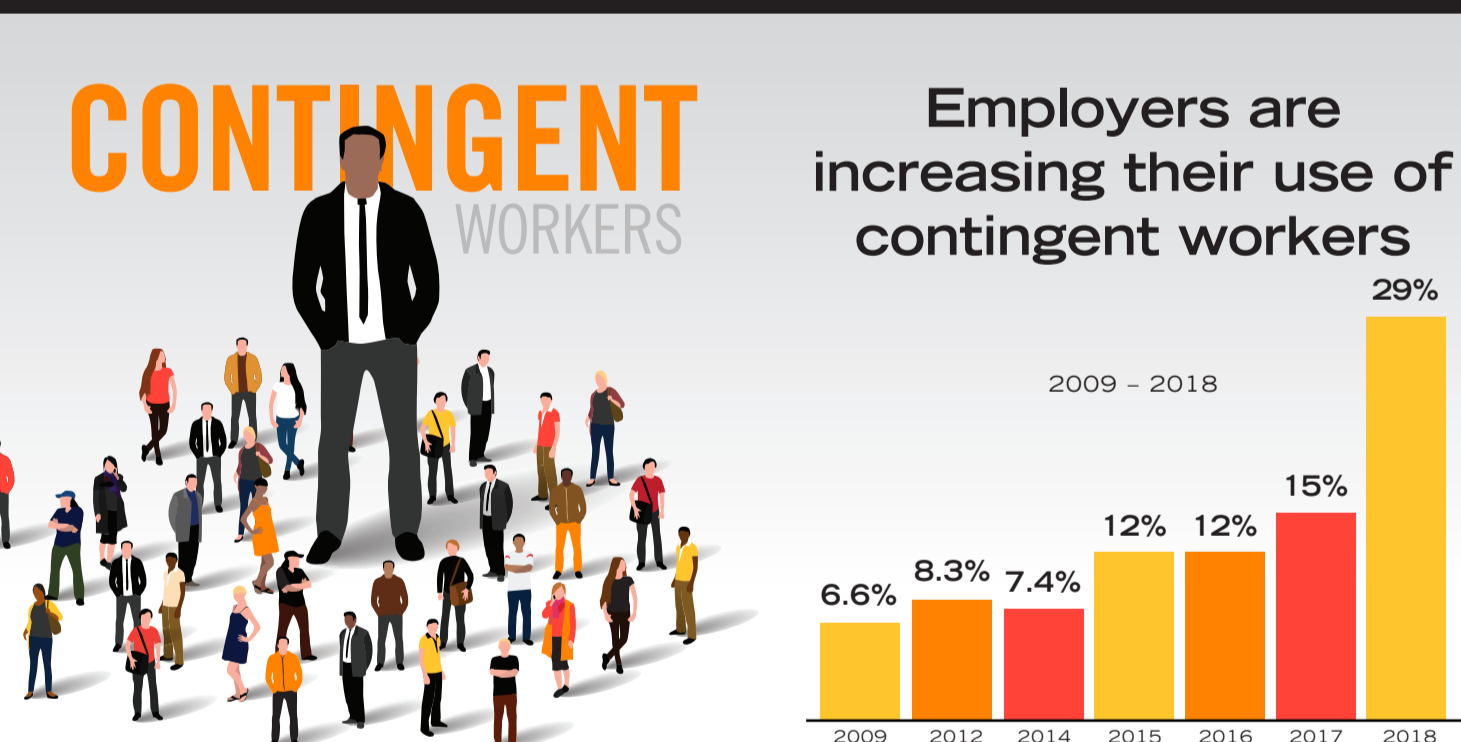


CHART 5: AGILE WORKFORCE ADVANTAGES / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

In what ways does agile workforce flexibility create unique business advantages?

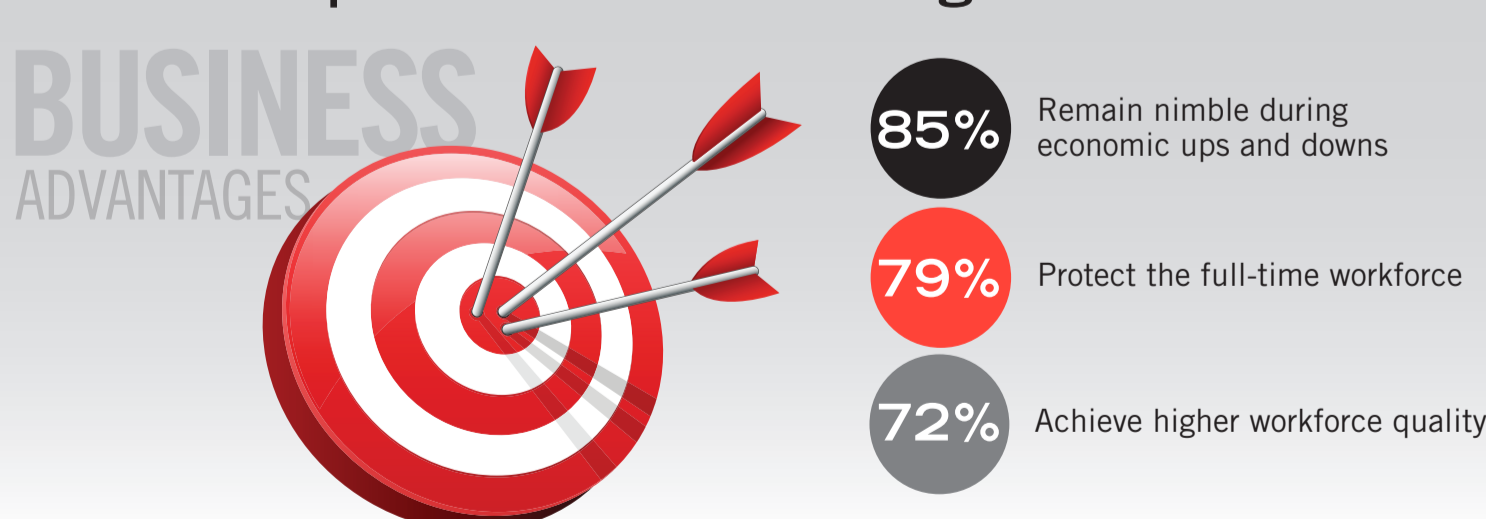
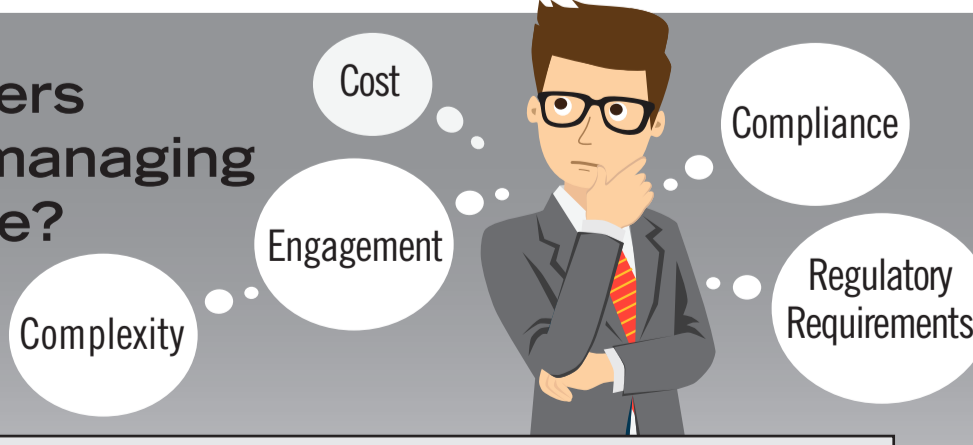


CHART 6: CHALLENGES TO MANAGE / SOURCE: 2018 SPHERION EMERGING WORKFORCE STUDY

Where do employers struggle most in managing an agile workforce?



51%	Balancing agile worker engagement with compliance and regulatory requirements
47%	Visibility into the total size and cost of the agile workforce
44%	Increasing complexity