

This month's "Spotlight" topic:
The Agile Workforce Model Goes Mainstream

Job Growth Bounces Back in June Unemployment Moves Up Slightly But Remains Low

JOB GROWTH: Following disappointing numbers in May, employment surged in June, reaching 224,000. Despite the roller coaster over the past two months, monthly job gains have averaged 172,000 to date in 2019.

TOP INDUSTRIES: Professional and business services, healthcare and transportation and warehousing were the three sectors showing the most activity in June.

UNEMPLOYMENT: For the first time since January, the unemployment rate moved up rather than down, coming in at 3.7% in June, still a near-record low but 0.1 percentage point higher than the previous month.

WAGES: June saw only a slight gain in wages, with average hourly earnings for the year holding steady at 3.1%.

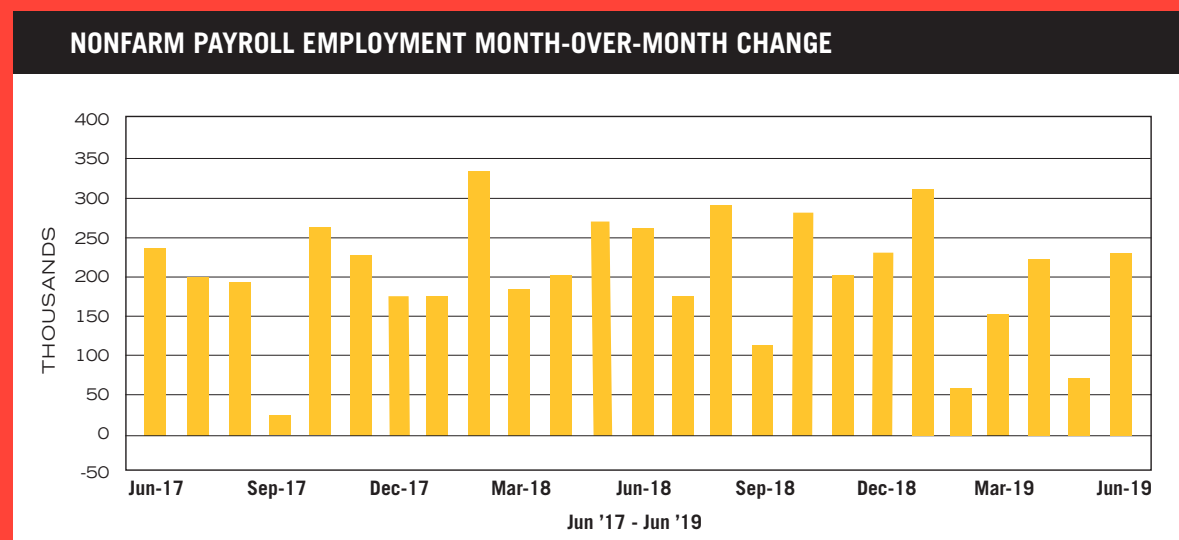
WORK WEEK: The average work week remained steady at 34.4 hours in June.

TEMPORARY JOB TRENDS: Temporary jobs continue to trend downward, although another 4,300 were added in June.

WHAT DOES IT ALL MEAN? The slowing of job growth in May created worries in some quarters which may have been unfounded, as job growth in June rebounded nicely. The economy continues to expand, albeit at a slower pace than a year ago. Wages again inched up, although the pace of growth is significantly less than anticipated, given the tightness of the labor supply. There is evidence that more people are entering the labor force, taking advantage of the best hiring environment in decades. The number of new entrants, however, is not robust enough to match the number of open positions. Under these conditions, employers continue to struggle to fill many of the key positions needed to power their growth.

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

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Job growth surged in June, adding 224,000 new jobs.



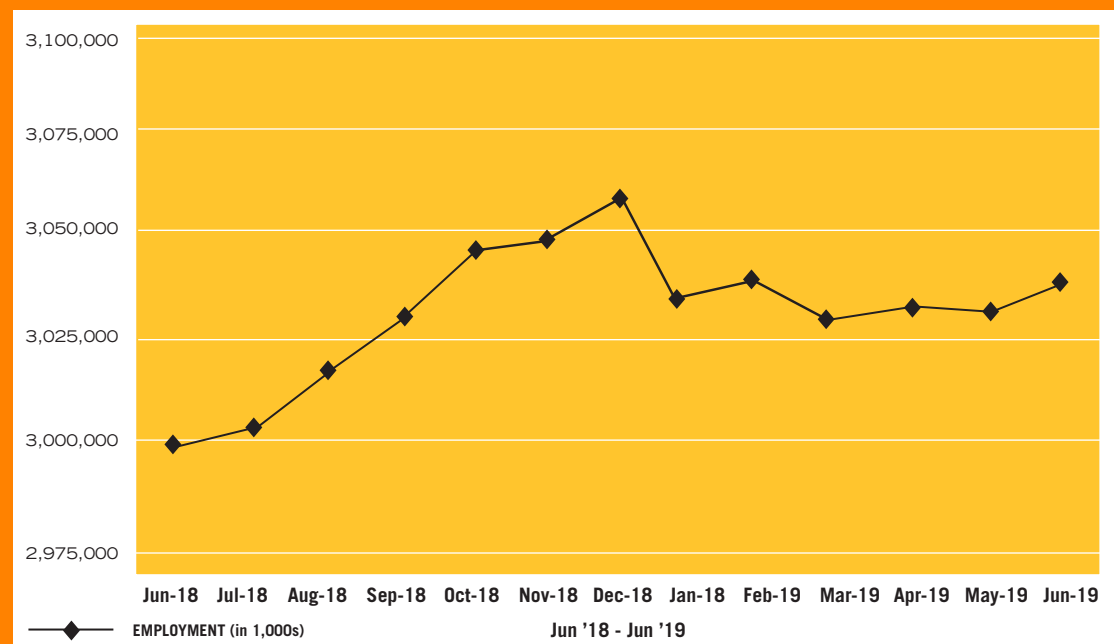
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Business and healthcare helped push job growth to 224,000 in June.

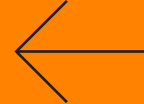


SECTOR GAINS	JOB INCREASE
Professional & Business Services	+51,000
Healthcare & Social Assistance	+50,500
Transportation & Warehousing	+23,900
Manufacturing	+17,000
Leisure & Hospitality	+8,000
SECTOR DECLINES	JOB DECREASE
Retail Trade	-5,800

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



June added 4,300 new temporary jobs.



The Agile Workforce Model Is Becoming More Mainstream

The agile workforce is growing in size and influence, as employers see clear advantages to a blended workforce that leverages the best talent available, whether employed in the traditional manner or not.

In the 2019 Emerging Workforce® Study, commissioned by Spherion, employers reported that, on average, 33% of their workforce is comprised of agile workers, with the majority believing they will need to be much more committed to building an agile workforce to achieve success in the future. Nearly 60% agree globalization will require them to do so, sourcing talent from around the world. That might explain why 43% of employers say they now offer benefits to their contract workers.

Despite a strong commitment to greater use of an agile workforce, many companies acknowledge they face challenges building and maintaining their agile workforce model. More than half (52%) struggle to find ways to engage their agile workforce because compliance and regulatory requirements hinder full integration. Nearly half do not have complete insight into the number of agile workers they utilize, nor the full scope of contingent labor costs. Staying up to date on legal issues and operational best practices associated with managing contingent labor is a problem for 45% of employers.

To help combat these challenges, two-thirds of companies acknowledge a need to rely on staffing and recruitment partners to help provide direction and guidance (67%) as well as assistance in building an agile workforce model (67%). Analyzing and planning for an integrated workforce mix should be a strategic talent priority for any employer looking to secure the best talent to grow.

CHART 4: AGILE ADVANTAGES FOR EMPLOYERS / SOURCE: 2019 SPHERION EMERGING WORKFORCE STUDY



CHART 5: BENEFITS OF THE AGILE MODEL / SOURCE: 2019 SPHERION EMERGING WORKFORCE STUDY

The TOP 3 BENEFITS of an agile workforce model

1. Secure specialized talent and skills to drive innovation and success

2. Better equipped to meet changing customer demands

3. Access a wider pool of talent



CHART 6: AGILE INFLUENCE GROWS / SOURCE: 2019 SPHERION EMERGING WORKFORCE STUDY

How employers believe agile workers impact performance



Missed opportunity? Only 54% of organizations promote agile work arrangements as part of their employer brand