

## August Sees Modest Job Growth

*Unemployment Rate Unchanged*

**JOB GROWTH:** The number of new jobs rose in August by 151,000, significantly lower than in the previous two months (271,000 in June and 275,000 in July) and somewhat below many analyst predictions.

**TOP INDUSTRIES:** In August, employment was up slightly in professional and business services, more so in healthcare—but still slower than in previous months. Hospitality continued to trend up, while the energy sector saw continued—albeit lower—losses. Manufacturing took the biggest hit, moving from job gains the previous month to job losses in August.

**UNEMPLOYMENT:** The unemployment rate was unchanged at 4.9 percent, although teens still struggle to find jobs, with an unemployment rate more than triple that for the general population.

**WAGES:** Salaries rose by three cents in August, bringing the annual average increase down to 2.4 percent.

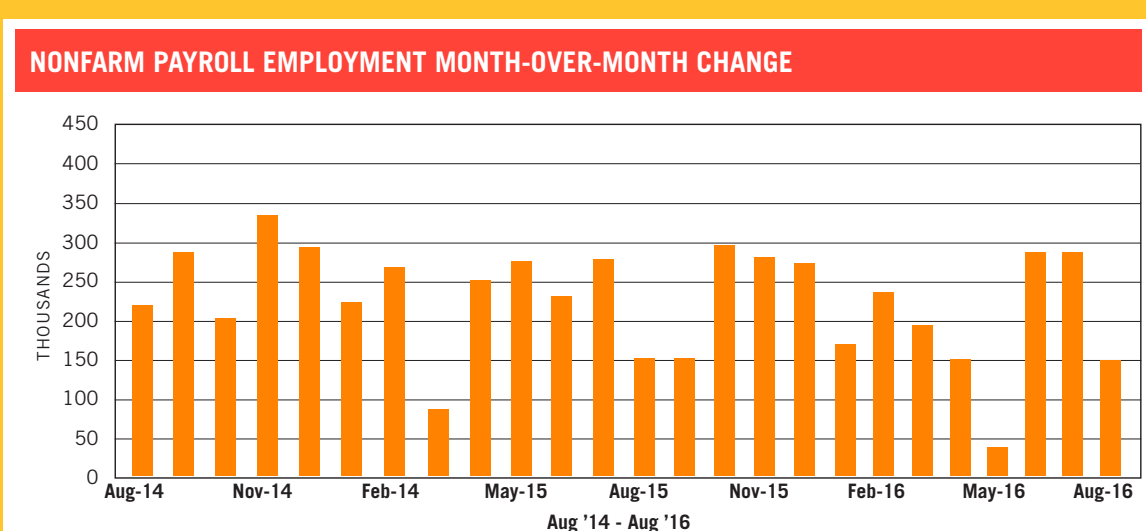
**WORK WEEK:** Workers worked less in August, with a drop of .1 hour in the average work week, which now sits at 34.3 hours.

**TEMPORARY JOB TRENDS:** The temporary staffing sector took a slight dip in August, losing 3,100 jobs.

**SO WHAT DOES IT ALL MEAN?** On a month-to-month basis, the slowing of job growth in August may seem disappointing, but August numbers are traditionally lower than preceding months. Overall, the economy continues to add jobs, with average monthly job growth over the past 12 months of 204,000. Whether job growth is labeled moderate or robust, employers continue to face challenges as they search for the best combination of skills, experience and cultural fit to grow their organizations.

Sources: U.S. Bureau of Labor Statistics (BLS), Steinberg Employment Research, Bloomberg, CNBC, ERE Media, Staffing Industry Analysts, The Wall Street Journal

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Employers added 151,000 jobs in August.



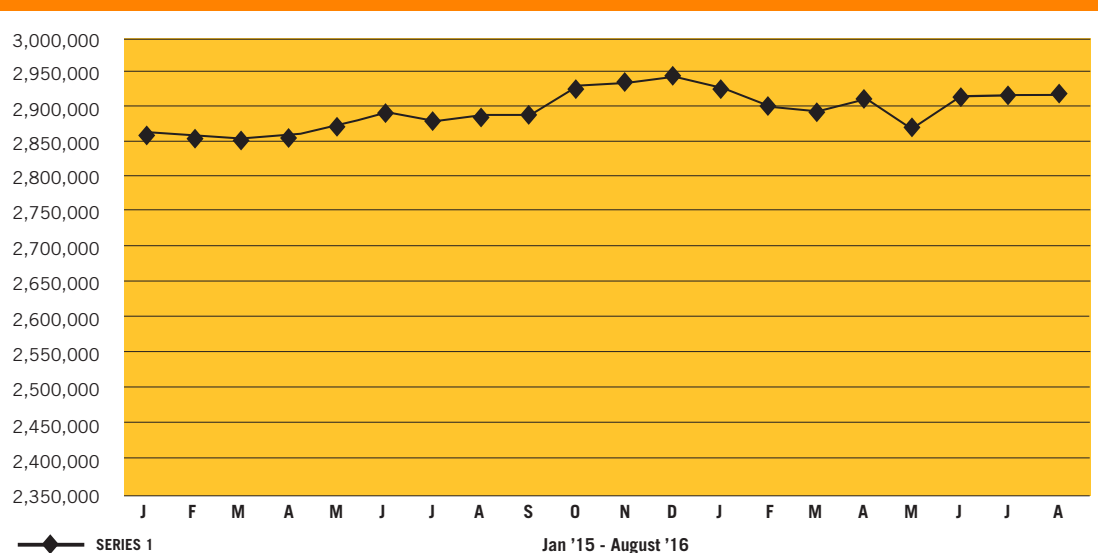
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Nonfarm jobs increased by 151,000 in August 2016, with the biggest gains in healthcare and hospitality services.

JOB GAINS	JOB INCREASE
Education & Health Services	+39,000
Leisure & Hospitality	+29,000
Professional & Business Services	+22,000
Retail Trade	+15,100
Transportation & Warehousing	+14,900
JOB LOSSES	JOB DECLINE
Mining & Logging	-4,000
Manufacturing	-14,000



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



Temporary help services lost 3,100 jobs in August, marking little change in total temp employment of more than 2,916,500, or 2.02 percent of the U.S. workforce.



### Mind the Skills Gap Don't Leave Workers Behind

Little progress has been made in recent years to close the palpable skills gap that's plaguing the workforce. According to the Emerging Workforce® Study, "finding qualified/skilled workers" has been the #1 HR concern among employers for the past three years running. Employees share this concern, and are as worried today as in 2015, both about the quality of their skills and its potential impact on their career progression.

Further complicating matters, employers believe the principal skills the current workforce lacks are nearly identical to those they consider essential for future workplace success. These skills, including the emotional quotient to do a job well and the people skills to lead, are some that are concerning employers about the newest generations of the workforce. With so much at stake, a solution is critical.

Consider this:

*CFO: What happens if we invest in developing our people and they leave?*

*CEO: What happens if we don't and they stay?*

CHART 4: EMPLOYER CONCERNS / 2016 SPHERION EMERGING WORKFORCE STUDY

Employers worry that workers fail to demonstrate the skills necessary for future success.



Skills employers believe will be required for future employment

—2016—

Skills employers say their current workforce lacks



CHART 5: BIGGEST TALENT CHALLENGES / SOURCE: 2016 SPHERION EMERGING WORKFORCE STUDY

A lack of critical skills has workers worried, with Millennials feeling the least prepared or equipped to further their careers.

WHAT EMPLOYEES THINK	GEN Y	GEN X	BABY BOOMERS
I worry a lot about falling behind in acquiring new skills that will be needed in the future	47%	36%	32%
My current job skills won't help me attain a promotion today	38%	31%	32%
My current employer hasn't trained me adequately enough to keep my skills up to date	43%	32%	29%
My current job skills fall short of what will be required in my future positions	41%	31%	29%

GEN Y - The Millennial (Born 1982 – 1995) | GEN X (Born 1965 – 1981) | BABY BOOMERS (Born 1946 – 1964)

Now what?

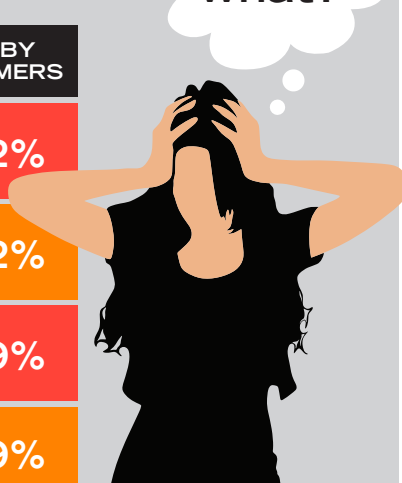
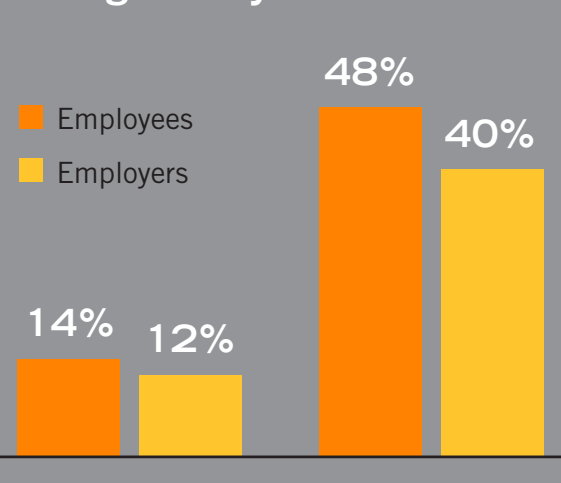


CHART 6: CURRENT STATE OF TRAINING / 2016 SPHERION EMERGING WORKFORCE STUDY

Both employers and employees agree on one thing: Current training clearly misses the mark!



Learn more about the [Emerging Workforce® Study](#) and how to [subscribe](#) to this newsletter.