

Job Growth Remains Steady from August to September

Unemployment Rate Edges Up

JOB GROWTH: Nonfarm employment rose by 156,000 in September. While that was slightly behind last month’s upwardly revised job growth figure of 167,000, monthly job growth over the past three months has averaged 192,000.

TOP INDUSTRIES: In September, the professional and business services sector more than doubled the gains it made last month. The most significant gains in the sector were seen in administrative and support services (+35,000) and management and technical consulting services (+16,000). Healthcare also showed continued job growth in September.

UNEMPLOYMENT: Although it registered a very slight spike up to five percent in September, from 4.9 percent in August, the unemployment rate has hovered in the neighborhood of five percent for more than a year.

WAGES: Average hourly earnings rose by six cents in September, bringing the annual average increase to 2.6 percent.

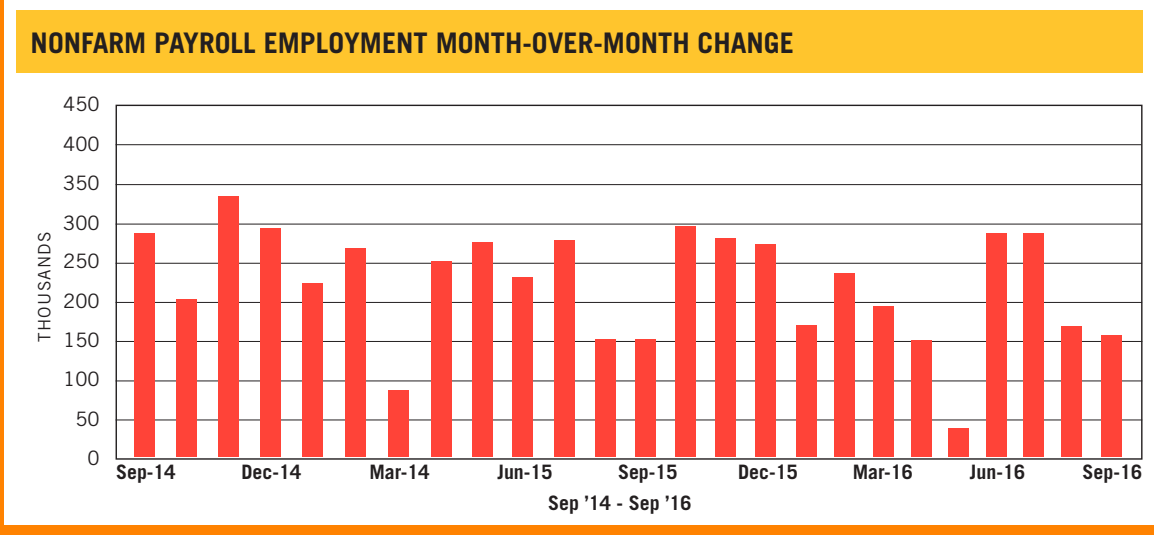
WORK WEEK: The average work week edged up by 0.1 hour to 34.4 hours in September.

TEMPORARY JOB TRENDS: The temporary staffing sector expanded in September, with a gain of 23,200 jobs.

SO WHAT DOES IT ALL MEAN? While September saw a good bump in employment, job growth throughout 2016 has not matched the pace set in the prior year. Tradition would point to the inevitable slowdown of economic expansion following a period of contraction. That is not necessarily the case now. The ongoing struggle to fill open positions may have more to do with the criticality of making the right hire, rather than simply making any hire. Employers are hesitant to make offers to candidates who do not meet their expectations, in terms of skills, experience and motivation.

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

CHART 1: EMPLOYMENT NUMBERS / SOURCE: BLS



Employers added 156,000 jobs in September.



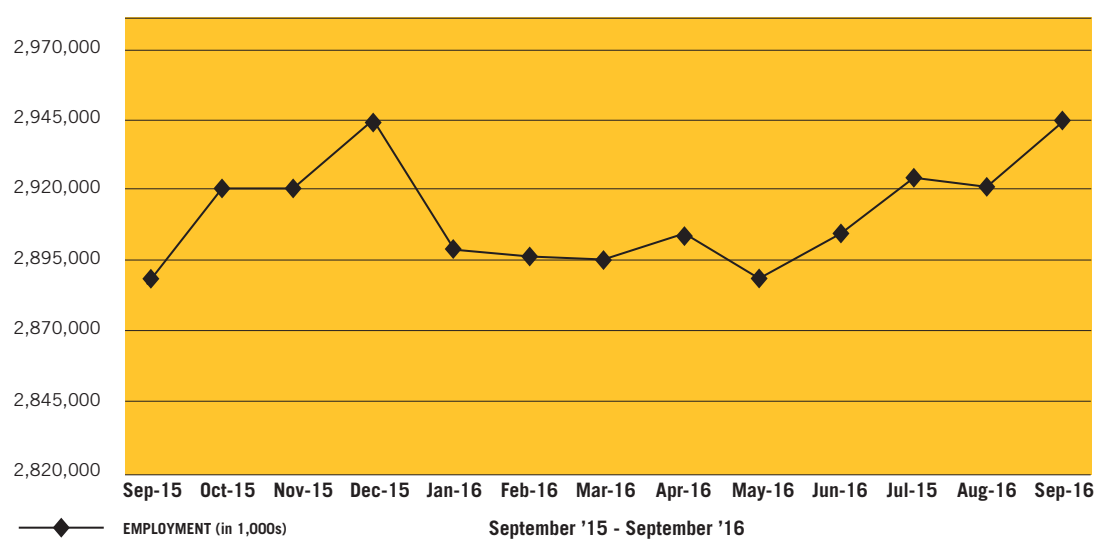
CHART 2: TOP INDUSTRIES / SOURCE: BLS

Good momentum in white-collar employment led to an overall gain of 156,000 jobs in September 2016.



JOB GAINS	JOB INCREASE
Professional & Business Services	+67,000
Healthcare	+33,000
Retail Trade	+22,000
Leisure & Hospitality	+15,000
JOB LOSSES	JOB DECLINE
Transportation & Warehousing	-9,000
Manufacturing	-13,000

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



Temporary help services added 23,200 jobs in September.



Is Work/Life Balance Out of Balance?

Long considered a must for workplace attraction and performance, work/life balance continues to create a significant divide between employers and employees. The 2016 Emerging Workforce® Study by Spherion indicates that while companies have reduced formal work/life programs, many remain available informally. However, the lack of formal guidelines and communication appears to limit the number of workers who either take advantage of work/life balance benefits or are even aware such perks exist. Work/life balance disconnects are driving down program satisfaction and overall worker satisfaction as well.

In an independent survey of 4,000 job seekers by job aggregator Indeed, after competitive pay and benefits, top performers cited work/life balance as their primary incentive for choosing a job. Clearly, employees crave opportunities to better integrate their personal and professional lives.

CHART 4: WORK/LIFE UNBALANCE / SOURCE: 2016 SPHERION EMERGING WORKFORCE STUDY



Even as the need for work/life balance grows, employers offer fewer formal programs—in some cases, dropping back to recession-era lows.

Formal Work/Life Balance Options

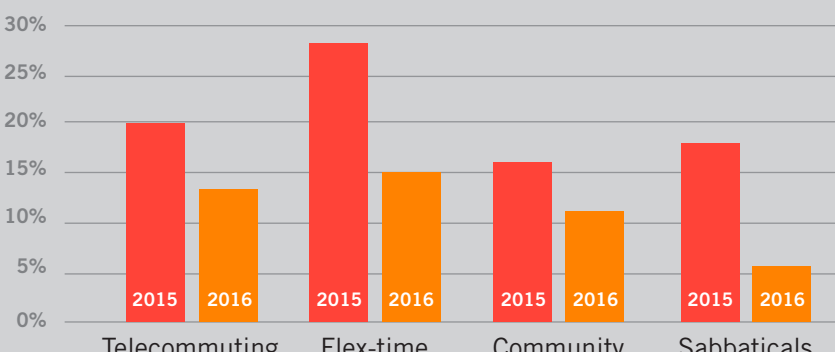


CHART 5: EMPLOYEES WANT MORE FLEXIBILITY / SOURCE: 2016 SPHERION EMERGING WORKFORCE STUDY

Despite fewer “formal” programs and less satisfaction with available options, employees still yearn for greater flexibility to better integrate personal and professional obligations.

WHAT EMPLOYEES WANT	2015	2016
Flex-time: starting or ending work outside regular work hours	54%	70%
Telecommuting: working from home 1 or more days each week	39%	57%
Sabbaticals: extended leave followed by a return to full-time status	40%	37%
Paid time off for community service	26%	40%



CHART 6: WORK/LIFE BALANCE BENEFITS / 2016 SPHERION EMERGING WORKFORCE STUDY

While employers may be investing less in formal work/life balance programs, most continue to see a positive impact on the workforce.

Where do you see an impact from work/life balance programs?



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