

Workforce Specialists Analytics Newsletter

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Unemployment down slightly to 4.1%.

Total nonfarm payroll employment up 261,000 in October. Big bounce back from September hurricane effect and driven by 89,000 increase in *Food Services & Drinking Places* category, hardest hit sector.

Labor force participation rate little changed and still at 30-year low, down .4% month over month.

Average hourly wages, down one cent nationally. But EB pay rates up 5.4% during past quarter

Manufacturing employment up strong 24,000 in October. 12-month total: 156,000 new jobs in sector.

Employment in Transportation and Warehousing up 8,400 jobs in October, after a 22,000 job increase in September. *Warehousing and Storage* subsector: up 3,100.

'Little change' in many other sectors including wholesale trade, retail trade, construction, mining, government.

Bottlenecks to job growth across sectors

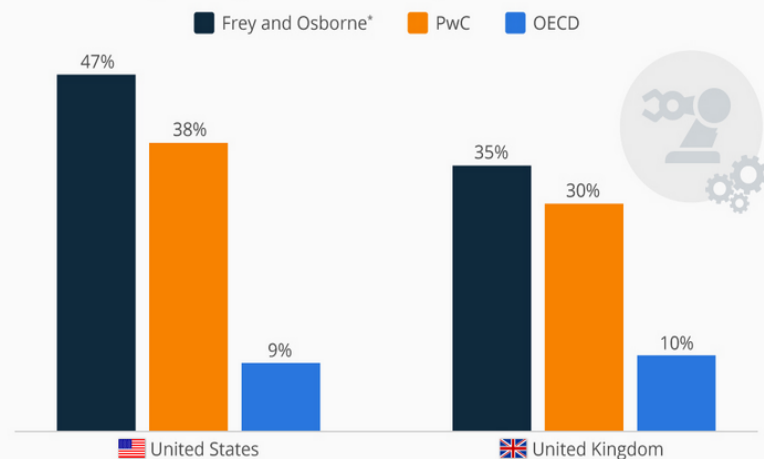
- Low unemployment.
- Labor participation stalled (with some long term contraction)
- Skills gaps

How are our client adjusting to these challenges?

- Automation (Projections vary widely. See chart to right)
- In-house skill development. Example: apprenticeship-like training programs
- Partnerships with outside training and educational organizations: trade schools, high schools, community colleges, technical institutes.

Replaced by Robots & Algorithms

Predicted share of jobs at high risk of automation by 2030 in the US & UK (in %)



* Professors and authors Carl Benedikt Frey and Michael Osborne
 @StatistaCharts Sources: Respective organizations, experts

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