

## Workforce Specialists Analytics Briefing

Volume 16

July 2018

### Overview

In June, job numbers up in all major goods-producing and service-providing industries, including 36,000 in manufacturing.



Tight labor market keeps setting near-historic metrics, including:

Highest 'voluntary quits':

A first: job openings higher than number of those eligible to fill them.

Predicting peak season less certain due to potential trade war effects, but to date all factors point to another strong one.

Bottlenecks like limited warehouse space and trucker shortages don't seem to be having a significant negative impact on the supply chain.

### Manufacturing

National Association of Manufacturers reports [record levels of confidence from manufacturers](#) in their 2Q survey. What does it mean? A predicted once-in-a-generation acceleration of upward pressure on wages, according those same respondents.

[Reshoring is not as strong as some suggest](#). What it means: the looming trade wars certainly make forecasting re- or off-shoring even more difficult.

As a result of the expanding skills gap, some manufacturers are beginning to [value their 'blue collar' workers more highly](#). What it means: traditional views of blue- and white-collar workers are becoming more aligned.

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### Workforce

For the first time in history, there are [more job openings than those eligible to fill them.](#) What it means: it should create more upward pressure on wage growth.

Another record: [number of voluntary job 'quits' at all-time high.](#) What it means: available jobs are so prevalent, workers feeling assured of finding a better job.

Purpose, philanthropy, inclusiveness, embrace of technology (including robotics!). A few words to describe Generation Z (born in mid-90s or later). What it means: employers must expand their workforce knowledge beyond the Baby Boomers and Generation X.

The tight job market has an effect on so many work-related issues. For example: failed workplace drug tests are at a 13-year high. At the same time, there may be a trend developing among employers: [...the coming decline in the workplace drug test...](#)

[U.S. warehouse space is tight.](#) Inventory lowest levels in twenty years. But the gap between supply and demand is lessening. What it means: space is a potential growth bottleneck for logistics sector.

How big will Amazon get? By the end of this year, [they will control nearly 50% of the U.S. e-commerce market.](#) That is up nearly 30% over 2017. What it means: if trends continue, it will only gain share at expense of others in the sector.

#### [Some uncertainty regarding peak season.](#)

Retailers have already decided what they want, but the specter of tariffs on imports are a new factor. What it means: maybe higher prices which trigger less buying.

