

Workforce Specialists Market Insights

Volume 17

August 2018

Overview



Supply chain job growth momentum continues across all commercial sectors, including manufacturing growth *acceleration*.

Strong forecasts, increased investment spending and favorable leading indicators continue to fuel optimism...

(...even as labor market tightens further, number of available jobs goes up and tariff concerns remain...)

Manufacturing

10% of women working are in manufacturing. But only 25% of manufacturing workers are women, well short of the nearly 47% of the [overall workforce female share](#), pointing to a recruiting opportunity for manufacturers.



No signs of [factory production](#) slowing. Up again in July.

Cutting tools are common in many manufacturing processes, so their 'consumption' can be a good leading indicator of manufacturing sector health. That metric is up a strong 10.8% year to date over 2017.

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As promised, [U.S. Immigration & Customs Enforcement \(ICE\) is ramping up its workplace investigations.](#) focusing on 'criminal prosecution of employers who knowingly break the law', according to their recent press release. EB's ability to get the word out in our markets is especially important now.

[The shift to more 'inclusive' hiring continues,](#) especially for entry level jobs, including lower standards for: formal education, length of employment history, skills required, and on. New term for this approach: *down-skilling*. Again, there is a great opportunity to educate clients on how other companies are adjusting their workforce strategies

An example of the need for more inclusive hiring: [percentage of mothers who are sole or primary breadwinner](#) in household has increased by a *factor of four*.



Logistics

Consumer spending accounts for about 70% of total U.S. economic output. That makes retail sales forecasts an important data point ahead of peak season (among other things). [The National Retail Federation just bumped up its projected year over year growth number.](#) Busier peak season than last year still 'teed up'.

[Supply chains to manufacturers are overheating,](#) having trouble keeping up with demand. Late deliveries, transportation costs and other costs are rising.

[70% of warehouse facilities will be using wearable technology in the next five years.](#) It could be as simple as a bar code scanner, too. But the ability to use technology at all levels in logistics is increasingly a standard, no-exceptions requirement.

