

November 1, 2019



U.S. Talent Market Monthly

U.S. EMPLOYERS HIRED

128,000

WORKERS IN OCTOBER

AVERAGE HOURLY EARNINGS
(ALL WORKERS)

\$28.18

3.0% ABOVE LAST YEAR

THE UNEMPLOYMENT RATE ROSE TO

3.6%

3.8% LAST OCTOBER

HIRING REMAINS HEALTHY IN OCTOBER

- Job gains were led by robust growth in the leisure and hospitality sector, but offset by strike-related declines in auto manufacturing.
- The unemployment rate edged higher, but labor force participation also rose to its highest level in more than six years.
- Despite recent concerns about a potential slowdown in the U.S. economy, the labor market remains on a steady path.

The U.S. job market remained resilient in October, with employers adding 128,000 workers to their payrolls, slightly above consensus expectations. August employment numbers were revised upwards by 51,000 and September was revised up by 44,000, bringing the average monthly job gain through the first ten months of 2019 to 174,000. Although slower than the average of 223,000 per month in 2018, this pace of job creation is similar to the 179,000 jobs per month added in 2017.

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October's headline employment number was negatively affected by the General Motors strike, as motor vehicle manufacturing employment was down by nearly 42,000. The leading sector for job gains in October was leisure and hospitality, which added 61,000 workers during the month. Employment growth in other sectors was modest; professional and business services was up by 22,000 and health care employment rose by 14,600.

The unemployment rate, which edged up to 3.6% in October, has remained in a narrow band between 4% and 3.5% for the past twenty months. Labor force participation ticked up to 63.3% in October, the highest level since mid-2013. Average hourly earnings rose by 3.0% year-over-year for the second straight month.

Ongoing low unemployment, solid monthly employment gains in October, and strong revisions to the previous months' job totals suggest that the U.S. labor market remains relatively healthy, despite recent concerns about an economic slowdown.

U.S. MONTHLY EMPLOYMENT CHANGE AND UNEMPLOYMENT RATE



EMPLOYMENT OVERVIEW

	MAY	JUN	JUL	AUG	SEP	OCT
Total non-farm employment growth	62K	178K	166K	219K	180K	128K
Private sector employment growth	81K	161K	122K	163K	167K	131K
Unemployment rate	3.6%	3.7%	3.7%	3.7%	3.5%	3.6%

Source: Bureau of Labor Statistics

GEN Z AND MILLENNIALS

Generation Z, whose oldest members were born in the mid-1990s, are now beginning to make their presence felt in the workforce. While Gen Z shares some similarities with the generation preceding it, signs of its unique characteristics are also starting to show. Like the Millennials, Gen Z shares an ease with technology, a heightened social conscience, and desire for flexibility. 65% of Millennials and Gen Z say they interact with each other more digitally than they do in the real world. Nearly half of both Gen Z and Millennials say they aspire to make a positive impact on their community/society. And over 80% of both Gen Z and Millennials say they would consider joining the gig economy.

Despite the similarities, there are also indications that Gen Z will not just be “Millennials 2.0” when it comes to the workplace. Studies suggest that Gen Z is more independent and entrepreneurial: 72% of Gen Z high school students say that they want to start a business, and 69% of Gen Z say they would rather have their own workspace than share it with someone else. Growing up in an on-demand culture, Gen Z also seems to have less tolerance for stagnation, including at work: 75% of Gen Z say they would be interested in a situation in which they could have multiple roles within one place of employment.

Sources: Deloitte 2019 Millennial Survey, Inc.com, Forbes.com,