

Workforce and Logistics Analytics Newsletter

Volume 8

November 2017

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.

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

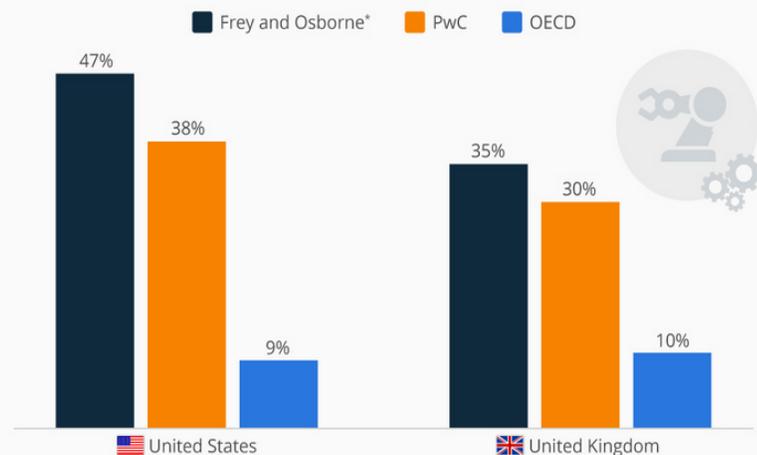
- Low unemployment.
- Labor participation stalled (with some long term contraction)
- Skills gaps

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
Sources: Respective organizations, experts

statista

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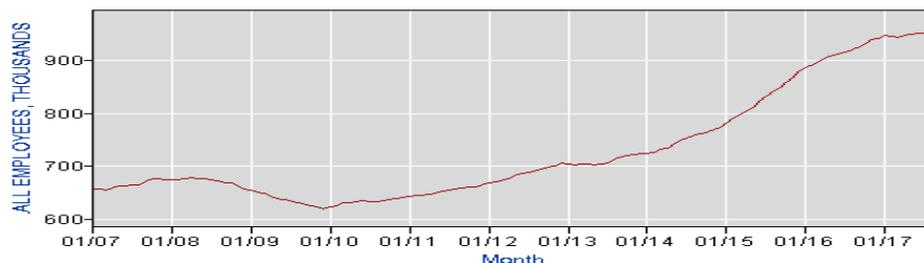
Steady hiring continues in warehousing/logistics, especially e-commerce. Our clients are in the early to mid-stages of a holiday season projected to be busier than last year. [Imports strong](#). Consumer confidence and retail sales forecasts solid. High level of competition for scarce labor.

Why? E-commerce sales will grow 14% this year, slightly less than the 15% gain in 2016. Sub-sector has shown remarkably solid growth over the past seven years, and will account for 9% of retail sales (13% of all goods sales) by the end of this year. In-store sales will inch up 1.6%, a slight pickup from last year's 1.4% gain.

Some indications from field reports that peak holiday season will be later this year as buying continues to move online.

Long Term Job Trends Per Sector: Warehousing and Storage

Super Sector: Transportation and warehousing
Industry: Warehousing and storage
NAICS Code: 493
Data Type: ALL EMPLOYEES, THOUSANDS



Download: [xls](#) [xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2007	656.7	656.5	656.1	659.7	663.5	663.6	664.6	664.2	670.7	676.2	676.6	675.8
2008	674.7	674.9	676.9	679.0	676.3	676.0	674.8	673.2	669.3	668.5	662.3	657.4
2009	654.3	650.6	650.0	643.2	639.2	638.1	634.9	632.4	629.4	624.5	622.7	620.5
2010	622.7	625.0	630.6	630.9	633.2	636.0	633.0	632.9	635.3	637.3	640.0	641.9
2011	643.5	644.5	644.8	647.2	648.8	652.8	654.9	657.3	659.8	660.3	660.9	665.0
2012	668.1	671.5	673.9	677.8	683.3	686.2	688.7	691.6	695.6	698.5	701.5	707.1
2013	704.9	702.6	705.0	704.4	703.1	704.7	707.4	712.2	719.1	719.7	722.7	723.7
2014	723.6	727.3	731.6	734.6	741.7	748.2	754.1	758.5	761.6	763.9	770.5	773.8
2015	781.0	792.5	797.5	803.7	812.1	822.8	834.3	841.0	849.3	859.8	867.1	880.0
2016	886.2	892.1	898.0	905.3	910.4	913.0	916.0	920.7	926.0	931.7	939.6	942.8
2017	947.4	945.9	945.1	947.2	949.6	951.9	952.0	956.2(P)	961.0(P)			

P : preliminary