

Workforce and Logistics Analytics Briefing

Volume 13

April 2018

Logistics



Unemployment rates remain locked at low levels and projected to tick down in near- to medium-term at least. Labor force size and participation rates continue to provide challenges.

Early signs of **slowing growth rates** in some manufacturing metrics, and potential capacity bottlenecks in transportation.

In this environment, importance of **Recruiting, Retention, Engagement** rising in importance.

- Job growth again in the sector based on April numbers. But as noted before, growth rates are slowing and worth monitoring.
- It appears **warehouse space supply has caught demand** nationally, so as e-commerce continues to grow quickly, capacity bottlenecks should ease.
- Good thing because logistics labor-intensive **ecommerce growth is accelerating**, now representing nearly half of *all* retail sales growth.

Workforce

- Unemployment rates still at 17-year low (4.1%) and projected by Fed to **dip to 3.8% by end of year**. No end in site to environment of 'full employment'.
- Growth rate of **working age population will stay at chronically low levels**, and will require strong, effective programs in recruiting, retention, engagement and related areas.
- Antidotal - and growing - evidence that **companies are more open to flexible workforce solutions** like part-time schedules, updated attendance points systems for better retention, and 'second chance' programs.