

Workforce and Logistics Analytics Briefing

Volume 15

June 2018

Overview



All three supply chain commercial sectors adding jobs month over month, combined with renewed growth rate acceleration.

Labor market tightening more: unemployment rate down another 0.1% to 3.8%.

Labor participation rate stays flat.

'Persons not in the labor force' continues to increase led almost entirely by those 55 years old and up.

Logistics

- Big month over month jump in [Warehousing & Storage jobs](#), and growth rates are accelerating again after a brief lull.
- It is never too soon to plan for peak season. A critical leading indicator of the holiday season – [retail imports](#) – are projected to set new records this summer. Retailers are confident in their ability to 'move the merchandise' this year.
- Combining user-friendly technology (smartphones, apps, emojis) with a younger workforce more comfortable using it, can be a productive combination used to reduce upfront training costs among other things. Some smaller DC/logistics operations are incorporating this into their technology strategy.

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Workforce

- **Why Millennials Choose Skilled Trades**: Job security, Flexibility, Learn technical skills, Work with their hands, Solve everyday challenges, Make a difference...all useful information to apply to recruitment process.

'Real' wages are adjusted for inflation. By that measure, much of the hourly workforce is just barely staying ahead of cost of living despite overall upward pay trends. **Note the red line on this [chart](#).**



- The negative effect of traditional **scheduling and time off policies** on employee engagement is growing. It is compounded by the tightening labor market. Clients are having to rethink their approach.
- **1st Quarter Labor Productivity numbers are out**: Up year over year in Hours Worked, Output and (barely) Labor Productivity. Improvements are very modest and worth monitoring closely.
- One reason companies partner with the staffing industry is to better weather the uncertainties of the market place. And those uncertainties are increasing according to the latest report on supply chain disruptions. **Read the report [here](#).**