

December 8, 2017



U.S. Talent Market Monthly

U.S. EMPLOYERS HIRED

228,000

WORKERS IN NOVEMBER

AVERAGE HOURLY EARNINGS
(ALL WORKERS)

\$26.55

2.5% ABOVE LAST YEAR

THE UNEMPLOYMENT RATE STAYED AT

4.1%

4.6% LAST NOVEMBER

STEADY LABOR MARKET GAINS IN NOVEMBER

- **Broad-based employment growth shown in the first monthly jobs report free from distortions from the fall hurricanes.**
- **Unemployment and labor force participation remained unchanged, while wage growth bumped back up to a respectable 2.5%.**
- **The U.S. economy is in good shape, and the labor market continues to tighten.**

The U.S. labor market continued to generate jobs at a healthy pace in November. Employers added 228,000 workers to their payrolls, in line with consensus expectations. Revisions to the prior two months' payroll numbers were relatively insignificant. With one month remaining in 2017, the U.S. economy has added more than 1.9 million jobs, or 174,000 per month—the slowest pace since 2011, but still impressive at this late stage in the current business cycle.

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November’s employment growth was propped up by robust hiring in the construction and manufacturing sectors, where the number of jobs increased by 24,000 and 31,000 respectively. Perennial areas of strength—health care and professional and business services—also continued to add workers (29,500 and 46,000 respectively). Employment in the retail trade sector rebounded in November, with a gain of 18,700.

Labor force participation showed little change in November, and the unemployment rate remained at 4.1%—still the lowest rate since late 2000. Average hourly wage growth checked in at 2.5% year-over-year, a slight acceleration from 2.3% in October and just about at the average of 2.6% for 2017 year-to-date.

November’s on-trend employment numbers continue to reflect a labor market that remains resilient in a prolonged economic expansion. Whether and for how long job growth will persist in the face of a full employment scenario, and the puzzling lack of significant wage growth are still key question marks.

U.S. MONTHLY EMPLOYMENT CHANGE AND UNEMPLOYMENT RATE



EMPLOYMENT OVERVIEW

	JUN	JUL	AUG	SEP	OCT	NOV
Total non-farm employment growth	210K	138K	208K	38K	244K	228K
Private sector employment growth	207K	133K	184K	50K	247K	221K
Unemployment rate	4.4%	4.3%	4.4%	4.2%	4.1%	4.1%

Source: Bureau of Labor Statistics

HIRING MISSTEPS

In a tight talent market, finding good employees can be difficult—but it may be ultimately worth the effort in order to avoid costly mistakes. New research from CareerBuilder found that nearly three out of four employers say that they’ve hired the wrong person for a position, and they’ve lost on average nearly \$15,000 on each hiring mistake. Employers cite both hard and soft skills as the most common ways in which bad hires were lacking: not producing the quality of work expected was the top shortcoming, but the next three—bad attitude, not working well with others, and attendance problems—speak to deficiencies in soft skills.

Employers aren’t the only ones who make bad job decisions. CareerBuilder found that two-thirds of workers (66%) say that they have accepted a job only to realize that it was a bad fit, and half of those workers say they quit the undesirable job within the first six months. Workers who came to regret their job decisions rate toxic work cultures and conflicts with their new boss’ management styles at the top of their reasons for dissatisfaction, followed by finding that the job didn’t match what was conveyed in the posting and interviews.

Source: CareerBuilder, 12.07.17