



**Q1 2022**

# **U.S. Workforce Trends Quarterly Report**



A TRUEBLUE COMPANY



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# U.S. Workforce at a Glance

The number of U.S. job openings has been at or near record highs since June 2021, according to the U.S. Bureau of Labor Statistics (BLS). In December 2021, the BLS reported a record 11.448 million job openings. Meanwhile, there are nearly 4 million fewer workers in the labor force than before the beginning of the COVID-19 pandemic. Reasons for the decline include early retirements, family care responsibilities, and health and safety concerns.

## WORKFORCE STATS, MARCH 2022

**11.3M**

Job openings

**62.4%**

Labor force participation rate

↑ from 61.9% Q4 2021 end

**1.576M**

Jobs added in Q1 2022

**\$31.76**

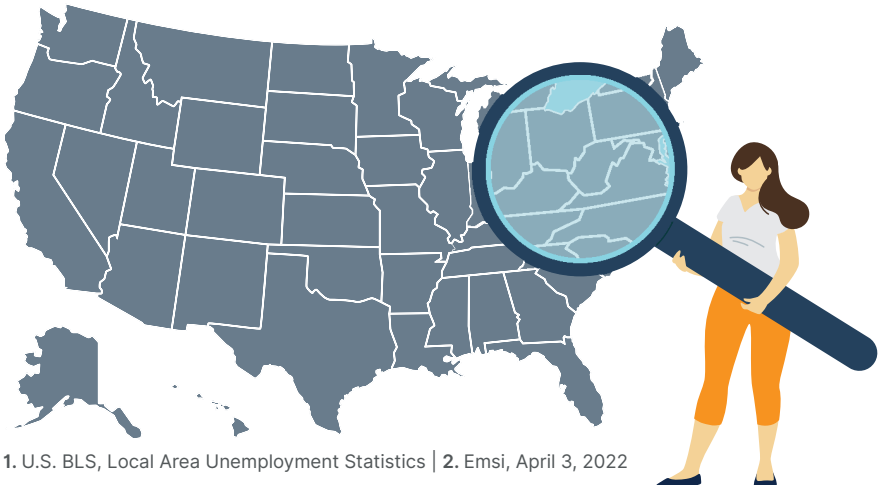
Median hourly wage

↑ 5.5% YoY

**3.6%**

Unemployment rate

↓ from 3.9% Q4 2021 end



Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, April 3, 2022

# Employment by Sector

WORKFORCE & WAGE INFO  
ACROSS KEY INDUSTRIES

# Construction

## Industry Stats

**7.628M**

Total employment  
as of March 2022

**6.0%**

Unemployment rate  
as of March 2022

**↑74K**

Jobs added in Q1 2022  
*(based on payroll numbers)*

**364K**

Job postings in  
the last 90 days

**\$34.07**

Median hourly wage  
as advertised in Q1

## Jobs to Watch



### CONSTRUCTION LABORERS

Job postings in the last 90 days: 40,812  
Jobs change since previous quarter: **↑17.3%**  
Median hourly wage as advertised in Q1: \$19.51



### PAINTERS

Job postings in the last 90 days: 11,521  
Jobs change since previous quarter: **↑14.9%**  
Median hourly wage as advertised in Q1: \$20.00



### PLUMBERS & PIPEFITTERS

Job postings in the last 90 days: 10,470  
Jobs change since previous quarter: **↑9.9%**  
Median hourly wage as advertised in Q1: \$27.51

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, April 3, 2022

# Manufacturing

## Industry Stats

**12.657M**

Total employment  
as of March 2022

**3.1%**

Unemployment rate  
as of March 2022

**↑ 87K**

Jobs added in Q1 2022  
*(based on payroll numbers)*

**802K**

Job postings in  
the last 90 days

**\$24.71**

Median hourly wage  
as advertised in Q1

## Jobs to Watch



### INSPECTORS, TESTERS & SORTERS

Job postings in the last 90 days: 34,753  
Jobs change since previous quarter: ↑ 19.8%  
Median hourly wage as advertised in Q1: \$20.00



### ASSEMBLERS & FABRICATORS

Job postings in the last 90 days: 30,107  
Jobs change since previous quarter: ↑ 18.1%  
Median hourly wage as advertised in Q1: \$17.05



### PRODUCTION WORKERS

Job postings in the last 90 days: 86,146  
Jobs change since previous quarter: ↑ 15.0%  
Median hourly wage as advertised in Q1: \$17.08

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, April 3, 2022

# Retail

## Industry Stats

**15.876M**

Total employment  
as of March 2022

**4.8%**

Unemployment rate  
as of March 2022

**↑147.3K**

Jobs added in Q1 2022  
*(based on payroll numbers)*

**1.061M**

Job postings in  
the last 90 days

**\$22.89**

Median hourly wage  
as advertised in Q1

## Jobs to Watch



### SHIPPING & RECEIVING CLERKS

Job postings in the last 90 days: 33,963

Jobs change since previous quarter: ↑8.5%

Median hourly wage as advertised in Q1: \$17.05



### SALES & CUSTOMER SERVICE ASSOCIATES

Job postings in the last 90 days: 327,516

Jobs change since previous quarter: ↑3.5%

Median hourly wage as advertised in Q1: \$15.48



### STOCKERS & ORDER FILLERS

Job postings in the last 90 days: 118,584

Jobs change since previous quarter: ↓7.0%

Median hourly wage as advertised in Q1: \$16.06

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, April 3, 2022

# Hospitality

## Industry Stats

**15.509M**

Total employment  
as of March 2022

**5.9%**

Unemployment rate  
as of March 2022

**↑442K**

Jobs added in Q1 2022  
*(based on payroll numbers)*

**1.619M**

Job postings in  
the last 90 days

**\$19.68**

Median hourly wage  
as advertised in Q1

## Jobs to Watch



### WAITERS & WAITRESSES

Job postings in the last 90 days: 109,493  
Jobs change since previous quarter: **↑17.7%**  
Median hourly wage as advertised in Q1: \$14.49



### LINE & PREP COOKS

Job postings in the last 90 days: 80,382  
Jobs change since previous quarter: **↑18.5%**  
Median hourly wage as advertised in Q1: \$16.22



### HOSTS & HOSTESSES

Job postings in the last 90 days: 41,508  
Jobs change since previous quarter: **↑14.1%**  
Median hourly wage as advertised in Q1: \$13.51



# Cleaning & Janitorial

## Industry Stats

**44.75M**

Total employment  
as of March 2022\*

**4.0%**

Unemployment rate  
as of March 2022\*\*

**↑ 22K**

Jobs added in Q1 2022  
*(based on payroll numbers)*

**275K**

Job postings in  
the last 90 days

**\$14.40**

Median hourly wage  
as advertised in Q1

## Jobs to Watch



### FIRST-LINE SUPERVISORS OF HOUSEKEEPING & JANITORIAL WORKERS

Job postings in the last 90 days: 4,116

Jobs change since previous quarter: **↑ 72.8%**

Median hourly wage as advertised in Q1: \$20.98



### MAIDS & HOUSEKEEPERS

Job postings in the last 90 days: 87,071

Jobs change since previous quarter: **↑ 19.0%**

Median hourly wage as advertised in Q1: \$14.49



### JANITORS & CLEANERS

Job postings in the last 90 days: 112,073

Jobs change since previous quarter: **↑ 9.4%**

Median hourly wage as advertised in Q1: \$14.98

\*Building and grounds cleaning and maintenance occupations (BLS)

\*\*Service-providing industries supersector (BLS)

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, April 3, 2022

# Energy

## Industry Stats\*

**537.1K**

Total employment  
as of March 2022

**4.7%**

Unemployment rate  
as of March 2022

**↓ 1K**

Jobs lost in Q1 2022  
*(based on payroll numbers)*

**39.7K**

Job postings in  
the last 90 days

**\$46.71**

Median hourly wage  
as advertised in Q1

## Jobs to Watch



### STRUCTURAL IRON & STEEL WORKERS

Job postings in the last 90 days: 1,114  
Jobs change since previous quarter: **↑19.0%**  
Median hourly wage as advertised in Q1: \$25.78



### GLAZIERS

Job postings in the last 90 days: 12,968  
Jobs change since previous quarter: **↑6.9%**  
Median hourly wage as advertised in Q1: \$22.15



### SOLAR PHOTOVOLTAIC INSTALLERS

Job postings in the last 90 days: 1,003  
Jobs change since previous quarter: **↑0.1%**  
Median hourly wage as advertised in Q1: \$26.15

\*Utilities sector (BLS)

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, April 3, 2022

# 3 Key Reasons for the Labor Shortage

A 2021 survey from The Conference Board found that 80% of organizations looking to hire mostly blue-collar and manual services workers believe it's somewhat or very difficult to find qualified workers. Here are three key reasons why businesses are struggling to find workers.

## 1. COMPETITIVE COMPENSATION LANDSCAPE

Competitive pay is a critical factor for today's workforce.

**63% of workers** who quit a job in 2021 said low pay was their primary reason (Pew Research Center).

## 2. INCREASING NUMBER OF RETIREES

**More than 3 million Americans** retired in 2020 compared to an average of about 2 million per year since 2011 (National Institute for Retirement Security).

## 3. CHILD CARE ISSUES

**Daycare costs increased 87%** during the pandemic (Center for American Progress). As a result, many parents are opting to reduce their work hours or leave the workforce completely to care for their children.

## Effects of the labor shortage on businesses



MISSED  
DEADLINES



REDUCED  
PRODUCTIVITY



EXCESSIVE  
OVERTIME



LOW EMPLOYEE  
MORALE

# Recruitment & Retention Strategies to Help Right Now

To fill the labor gap, some employers have increased pay: Wages and salaries are up 5.5% year over year, according to the BLS. Others are offering incentives such as signing bonuses and instituting workforce development programs that emphasize training and education. Meanwhile, benefits like paid family and medical leave and health insurance along with flexible scheduling are being offered to help employees achieve a better work-life balance.

To improve your ability to attract and retain workers, be sure to:

**Offer competitive compensation** for your industry and local market. With wages and salaries on the move, it's important to check on this frequently.

Ensure that you **have a plan in place for backfilling jobs** held by those who are retiring. If unexpected needs arise, consider filling the gap with a temporary worker.

**Get creative and consider benefits** like flexible scheduling that allow employees to adjust their work hours to accommodate child care needs.

Provide prospective employees with a **strong value proposition** so that they understand the benefits of working with you instead of a competitor.





PeopleReady, a TrueBlue company, connects people with work throughout North America. We put a Workforce Within Reach™ across a variety of industries, including hospitality, retail, manufacturing, construction and more. Leveraging our game-changing JobStack mobile app and 600-plus branch offices across all 50 states, Puerto Rico and Canada, PeopleReady put more than 218,000 people to work in 2021.

**If you're struggling to find workers in this competitive market, visit [peopleready.com](https://peopleready.com).**