



Q2 2022

U.S. Workforce Trends Quarterly Report



A TRUEBLUE COMPANY



Table of Contents

3 U.S. Workforce at a Glance

4 Employment by Sector

- Construction
- Manufacturing
- Retail
- Hospitality
- Cleaning & Janitorial
- Energy

11 Key Reasons for the Current Labor Shortage

13 Recruitment & Retention Strategies

U.S. Workforce at a Glance

The number of U.S. job openings has been at or near record highs for the past year, according to the U.S. Bureau of Labor Statistics (BLS). In June 2022, the BLS reported 11.3 million job openings. Meanwhile, there are nearly 4 million fewer workers in the labor force than before the Covid-19 pandemic due to early retirements, family responsibilities, and health and safety concerns.

WORKFORCE STATS, JUNE 2022

11.3M

Job openings

62.2%

Labor force participation rate

↓ from 62.4% end of Q1 2022

1.134M

Jobs added in Q2 2022

\$32.08

Average hourly wage

↑ 5.1% YoY

3.6%

Unemployment rate

= to end of Q1 2022



Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

Employment by Sector

WORKFORCE & WAGE INFO
ACROSS KEY INDUSTRIES

Construction

Industry Stats

7.67M

Total employment as of June 2022

3.7%

Unemployment rate as of June 2022

↑ 42K

Jobs added in Q2 2022
(based on payroll numbers)

303,069

Job postings in the last 90 days

\$34.68

Average hourly wage as of June 2022
(↑ 5.6% YoY)

Jobs to Watch



CARPENTERS

Job postings in the last 90 days: 13,937
Jobs change since previous quarter: **↑16.3%**
Median hourly wage as advertised: \$23.94



CONSTRUCTION LABORERS

Job postings in the last 90 days: 46,905
Jobs change since previous quarter: **↑11.9%**
Median hourly wage as advertised: \$20.00



PLUMBERS & PIPEFITTERS

Job postings in the last 90 days: 11,402
Jobs change since previous quarter: **↑6.4%**
Median hourly wage as advertised: \$27.51

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

Manufacturing

Industry Stats

12.797M

Total employment as of June 2022

3.0%

Unemployment rate as of June 2022

↑108K

Jobs added in Q2 2022
(based on payroll numbers)

375,262

Job postings in the last 90 days

\$25.00

Average hourly wage as of June 2022
(↑ 5.2% YoY)

Jobs to Watch



FREIGHT, STOCK & MATERIAL MOVERS

Job postings in the last 90 days: 223,311
Jobs change since previous quarter: ↑9.0%
Median hourly wage as advertised: \$17.05



INSPECTORS, TESTERS & SORTERS

Job postings in the last 90 days: 35,623
Jobs change since previous quarter: ↑1.3%
Median hourly wage as advertised: \$20.00



PRODUCTION WORKERS

Job postings in the last 90 days: 89,006
Jobs change since previous quarter: ↑2.9%
Median hourly wage as advertised: \$17.32

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

Retail

Industry Stats

15.78M

Total employment
as of June 2022

4.4%

Unemployment rate
as of June 2022

↓ 27,900

Jobs added in Q2 2022
(based on payroll numbers)

1.229M

Job postings in
the last 90 days

\$22.87

Average hourly wage
as of June 2022
(↑ 4.3% YoY)

Jobs to Watch



MERCHANDISERS

Job postings in the last 90 days: 87,408
Jobs change since previous quarter: **↑12.5%**
Median hourly wage as advertised: \$14.95



SHIPPING & RECEIVING CLERKS

Job postings in the last 90 days: 36,084
Jobs change since previous quarter: **↑5.8%**
Median hourly wage as advertised: \$17.05



STOCKERS & ORDER FILLERS

Job postings in the last 90 days: 121,674
Jobs change since previous quarter: **↑1.7%**
Median hourly wage as advertised: \$16.55

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

Hospitality

Industry Stats

15.665M

Total employment
as of June 2022

5.2%

Unemployment rate
as of June 2022

194K

Jobs added in Q2 2022
(based on payroll numbers)

1.293M

Job postings in
the last 90 days

\$20.16

Average hourly wage
as of June 2022
(↑ 9.1% YoY)

Jobs to Watch



LINE & PREP COOKS

Job postings in the last 90 days: 98,067
Jobs change since previous quarter: **↑ 16.4%**
Median hourly wage as advertised: \$16.58



HOSTS & HOSTESSES

Job postings in the last 90 days: 43,231
Jobs change since previous quarter: **↑ 3.8%**
Median hourly wage as advertised: \$14.00



WAITERS & WAITRESSES

Job postings in the last 90 days: 114,789
Jobs change since previous quarter: **↑ 2.7%**
Median hourly wage as advertised: \$14.98

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

Cleaning & Janitorial

Industry Stats

44.75M

Total employment as of June 2022*

4.0%

Unemployment rate as of June 2022**

↑ 324K

Jobs added in Q2 2022*
(based on payroll numbers)

242,390

Job postings in the last 90 days*

\$27.35

Average hourly wage as of June 2022**

(↑ 6.5% YoY)

Jobs to Watch



JANITORS & CLEANERS

Job postings in the last 90 days: 112,073
Jobs change since previous quarter: ↑ 9.4%
Median hourly wage as advertised: \$14.98



FIRST-LINE SUPERVISORS OF HOUSEKEEPING & JANITORIAL WORKERS

Job postings in the last 90 days: 16,781
Jobs change since previous quarter: ↑ 5.5%
Median hourly wage as advertised: \$18.28



MAIDS & HOUSEKEEPERS

Job postings in the last 90 days: 91,989
Jobs change since previous quarter: ↑ 3.5%
Median hourly wage as advertised: \$14.74

*Building and grounds cleaning and maintenance occupations (BLS)

**Service-providing industries supersector (BLS)

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

Energy

Industry Stats

540.8M

Total employment
as of June 2022*

1.2%

Unemployment rate
as of June 2022*

1.5M

Jobs added in Q2 2022*
(based on payroll numbers)

211,573

Job postings in
the last 90 days**

\$47.34

Average hourly wage
as of June 2022*
(↑ 6.1% YoY)

Jobs to Watch



ELECTRICIANS

Job postings in the last 90 days: 17,482
Jobs change since previous quarter: ↑19.9%
Median hourly wage as advertised: \$28.98



SOLAR PHOTOVOLTAIC INSTALLERS

Job postings in the last 90 days: 2,375
Jobs change since previous quarter: ↑17.5%
Median hourly wage as advertised: \$22.95



SHEET METAL WORKERS

Job postings in the last 90 days: 4,899
Jobs change since previous quarter: ↑4.7%
Median hourly wage as advertised: \$20.00

*Utilities sector (BLS)

**Solar industry only

Sources: 1. U.S. BLS, Local Area Unemployment Statistics | 2. Emsi, July 5, 2022

4 Key Reasons for the Labor Shortage

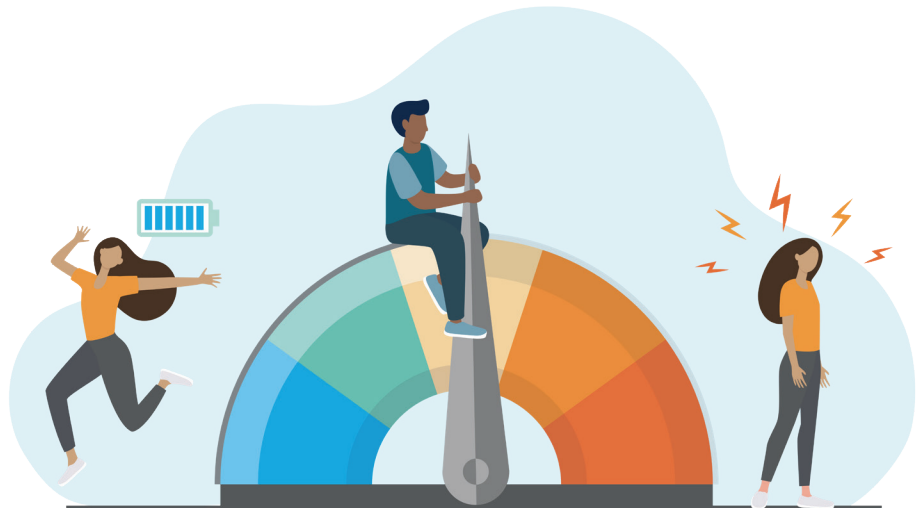
A 2021 survey from The Conference Board found that 80% of organizations looking to hire mostly blue-collar and manual services workers believe it's somewhat or very difficult to find qualified candidates. Here are four key reasons why businesses are struggling to find workers.

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. FLEXIBILITY AND BENEFITS

Meanwhile, workers also cited flexibility to choose when they put in their hours (45%) or not having good benefits such as health insurance and paid time off (43%) as their primary reason (Pew Research Center).



3. CHILD CARE ISSUES

When child care became inaccessible or unaffordable during the pandemic, it prevented working parents, particularly mothers, from working. An estimated one million women are now missing from the labor force (U.S. Chamber of Commerce). Their absence has largely been due to lack of child care, school closures and burnout.

4. JOB HOPPING

More than 47 million people quit their jobs in 2021 (BLS). These workers have tended to be in retail and leisure and hospitality. In leisure and hospitality, the rate of workers quitting rose to nearly 6%, compared to 4% pre-pandemic. In retail, the quit rate jumped to nearly 5%, compared to 3.5% pre-pandemic.

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 5.1% year over year, according to the June 2022 BLS jobs report.** Others are offering incentives such as signing bonuses and instituting workforce development programs that emphasize training and education. Meanwhile, benefits such as paid family and medical leave and health insurance along with flexible scheduling are being offered in order 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. Websites like [Payscale.com](https://www.payscale.com) and [Salary.com](https://www.salary.com) are good places to start.

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 and other personal responsibilities.

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 local presence in 650+ markets 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/find-workers.