



Q3 2022

U.S. Workforce Trends Quarterly Report



A TRUEBLUE COMPANY



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U.S. Workforce at a Glance

Although the high demand for U.S. workers has cooled a bit since its peak in April 2022 (11.9 million), the number of unfilled jobs remained high as of September 2022, with 10.1 million job openings, according to the Bureau of Labor Statistics (BLS). Meanwhile, the number of people quitting their jobs remained near record highs at 4.2 million in September, mostly unchanged from the previous month. Companies face a mismatch between supply and demand that has left about 1.7 job openings for every available worker, notes BLS data. The mismatch has led to increasing wages, with average hourly earnings up 5% year over year.

WORKFORCE STATS, SEPTEMBER 2022

10.1M

Job openings

62.3%

Labor force participation rate

↑ from .1% vs. end of Q2 2022

1.1M

Jobs added in Q3 2022

\$32.46

Average hourly wage

↑ 5.0% YoY

3.5%

Unemployment rate

↓ .1% vs. the end of Q2 2022

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

Employment by Sector

WORKFORCE & WAGE INFO
ACROSS KEY INDUSTRIES

Construction

Industry Stats

7.72M

Total employment as of September 2022

3.4%

Unemployment rate as of September 2022

50K

Jobs added in Q3 2022
(based on payroll numbers)

272K

Job postings in the last 90 days

\$35.04

Average hourly wage as of September 2022
(↑5.5% YoY)

Jobs to Watch



MAINTENANCE & REPAIR WORKERS

Job postings in the last 90 days: 161,134
Jobs change since previous quarter: ↑2.7%
Median hourly wage as advertised: \$20.12



ROOFERS

Job postings in the last 90 days: 5,662
Jobs change since previous quarter: ↓3.5%
Median hourly wage as advertised: \$25.05



CARPENTERS

Job postings in the last 90 days: 16,517
Jobs change since previous quarter: ↓9.0%
Median hourly wage as advertised: \$24.06

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

Manufacturing

Industry Stats

12.88M

Total employment as of September 2022

2.8%

Unemployment rate as of September 2022

86K

Jobs added in Q3 2022
(based on payroll numbers)

344K

Job postings in the last 90 days

\$31.13

Average hourly wage as of September 2022
(↑3.7% YoY)

Jobs to Watch



FOOD BATCHMAKERS

Job postings in the last 90 days: 4,795
Jobs change since previous quarter: ↑13.6%
Median hourly wage as advertised: \$16.06



PACKING & FILLING MACHINE OPERATORS

Job postings in the last 90 days: 5,425
Jobs change since previous quarter: ↓5.0%
Median hourly wage as advertised: \$17.54



PACKERS & PACKAGERS

Job postings in the last 90 days: 14,930
Jobs change since previous quarter: ↓18.7%
Median hourly wage as advertised: \$16.18

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

Retail

Industry Stats

15.8M

Total employment as of September 2022

4.5%

Unemployment rate as of September 2022

58K

Jobs added in Q3 2022
(based on payroll numbers)

1.1M

Job postings in the last 90 days

\$23.04

Average hourly wage as of September 2022
(↑4.1% YoY)

Jobs to Watch



RETAIL SALESPERSONS

Job postings in the last 90 days: 314,243
Jobs change since previous quarter: ↑3.2%
Median hourly wage as advertised: \$15.85



STOCKERS & ORDER FILLERS

Job postings in the last 90 days: 103,446
Jobs change since previous quarter: ↓9.9%
Median hourly wage as advertised: \$17.05



FREIGHT, STOCK & MATERIAL MOVERS

Job postings in the last 90 days: 186,891
Jobs change since previous quarter: ↓10.2%
Median hourly wage as advertised: \$17.08

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

Hospitality

Industry Stats

15.8M

Total employment as of September 2022

5.9%

Unemployment rate as of September 2022

203K

Jobs added in Q3 2022
(based on payroll numbers)

1.1M

Job postings in the last 90 days

\$20.30

Average hourly wage as of September 2022
(↑7.9% YoY)

Jobs to Watch



HOSTS & HOSTESSES

Job postings in the last 90 days: 39,701
Jobs change since previous quarter: ↓5.4%
Median hourly wage as advertised: \$14.74



DINING ROOM & CAFETERIA ATTENDANTS

Job postings in the last 90 days: 30,891
Jobs change since previous quarter: ↓9.8%
Median hourly wage as advertised: \$14.00



WAITERS & WAITRESSES

Job postings in the last 90 days: 99,850
Jobs change since previous quarter: ↓9.9%
Median hourly wage as advertised: \$16.09

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

Cleaning & Janitorial

Industry Stats

44.8M

Total employment as of September 2022*

4.4%

Unemployment rate as of September 2022**

324K

Jobs added in Q3 2022*
(based on payroll numbers)

260K

Job postings in the last 90 days

\$32.41

Average hourly wage as of September 2022**
(↑5.1% YoY)

Jobs to Watch



CLEANERS OF VEHICLES & EQUIPMENT

Job postings in the last 90 days: 14,520
Jobs change since previous quarter: ↓3.2%
Median hourly wage as advertised: \$14.98



JANITORS & CLEANERS

Job postings in the last 90 days: 113,861
Jobs change since previous quarter: ↓6.2%
Median hourly wage as advertised: \$15.48



FIRST-LINE SUPERVISORS OF JANITORS & HOUSEKEEPERS

Job postings in the last 90 days: 14,723
Jobs change since previous quarter: ↓12.0%
Median hourly wage as advertised: \$19.02

Notes: *Building and grounds cleaning and maintenance occupations (BLS)

**Service-providing industries supersector (BLS)

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

Energy

Industry Stats

542K

Total employment
as of September
2022

1.9%

Unemployment rate
as of September
2022*

15K

Jobs added in Q3 2022*
(based on payroll numbers)

207K

Job postings in
the last 90 days**

\$47.86

Average hourly wage
as of September 2022*
(↑5.7% YoY)

Jobs to Watch



SOLAR PHOTOVOLTAIC INSTALLERS

Job postings in the last 90 days: 2,823
Jobs change since previous quarter: ↑21.3%
Median hourly wage as advertised: \$23.94



ELECTRICIANS

Job postings in the last 90 days: 19,735
Jobs change since previous quarter: ↑16.5%
Median hourly wage as advertised: \$28.98



SHEET METAL WORKERS

Job postings in the last 90 days: 4,941
Jobs change since previous quarter: ↑4.1%
Median hourly wage as advertised: \$21.48

Notes: *Utilities sector (BLS) | **Solar industry only

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

Business & Professional Services

Industry Stats

22.5M

Total employment as of September 2022

2.9%

Unemployment rate as of September 2022

186K

Jobs added in Q3 2022
(based on payroll numbers)

736K

Job postings in the last 90 days

\$38.93

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

Jobs to Watch



CIVIL ENGINEERS

Job postings in the last 90 days: 37,584
Jobs change since previous quarter: ↑9.0%
Median hourly wage as advertised: \$42.77



INDUSTRIAL ENGINEERS

Job postings in the last 90 days: 43,023
Jobs change since previous quarter: ↑5.9%
Median hourly wage as advertised: \$45.72



BANK TELLERS

Job postings in the last 90 days: 20,418
Jobs change since previous quarter: ↓2.9%
Median hourly wage as advertised: \$16.06

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

Education & Health Services

Industry Stats

22.6M

Total employment as of September 2022

2.6%

Unemployment rate as of September 2022

287K

Jobs added in Q3 2022
(based on payroll numbers)

2.3M

Job postings in the last 90 days

\$31.96

Average hourly wage as of September 2022
(↑4.6% YoY)

Jobs to Watch



TUTORS

Job postings in the last 90 days: 15,727
Jobs change since previous quarter: ↑29.8%
Median hourly wage as advertised: \$20.98



SCHOOL PSYCHOLOGISTS

Job postings in the last 90 days: 5,513
Jobs change since previous quarter: ↓4.4%
Median hourly wage as advertised: \$36.86



CUSTOMER SERVICE REPRESENTATIVES

Job postings in the last 90 days: 219,574
Jobs change since previous quarter: ↓9.7%
Median hourly wage as advertised: \$17.57

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

Strategies for Hiring in a Job Seeker's Market

There are roughly 1.7 job openings for every unemployed worker, according to the BLS. While every sector is experiencing an increase in resignations, the healthcare, retail, hospitality and restaurant industries have been hit the hardest. Some workers in these industries are pivoting to new careers that promise better pay, benefits or rewards. **Here are four strategies for attracting top candidates to your open roles in a job seeker's market.**

ENHANCE YOUR EMPLOYER BRAND

If you want to stand out in a tight labor market, you need to harness the power of your organization's employer brand and recruitment marketing. Employers should emphasize their mission and values with all candidates. **Employees that understand and believe in the bigger vision of their work are more likely to be loyal, committed and engaged in their jobs.**

Not only is showcasing a positive company culture great for attracting candidates, but it also gives them a clear idea about their role and your company overall. You can communicate your employer brand through a variety of channels, including your careers website, social media, video, in job descriptions and more. Start with enhancing your website and job descriptions then move to other channels.

EVALUATE YOUR CANDIDATE EXPERIENCE

Candidate experience has always been important, but it's even more critical in a job seeker's market where candidates have plenty of options and aren't likely to take the time to complete a long or complicated application process. In fact, the candidate drop-off rate for people who click "Apply" on a job post but never complete an application is 92%, according to recruitment data provider Appcast.

Regardless of where they are located, candidates increasingly expect mobile-friendly applications that are fast and easy to fill out. They also expect engaging, well-written job descriptions and a smooth interview process with proactive communication. For this reason, be sure to evaluate every step of your candidate journey to identify where you can make improvements with technology, processes and communication.

OFFER COMPETITIVE WAGES

According to Payscale, 92% of employers expected to give pay increases in 2022 to attract new workers and retain their current staff. This figure is up from 85% in 2021 and 67% in 2020, highlighting the importance of proper compensation in attracting new candidates and enticing more experienced workers to return to your industry.

Competitive pay does more than just spark interest from potential candidates – it's also a sign of commitment to your current staff.

Higher pay and greater benefits can result in increases in productivity, engagement and retention, according to the Harvard Business Review. Candidates increasingly expect pay ranges to be shown in job descriptions as well, notes a CNBC report.

BOOST EMPLOYEE ENGAGEMENT

Employee survey group Energage notes that business leaders are finding that a driving factor of employee turnover is disengagement. Employee engagement in the U.S. saw its first annual decline in a decade, dropping from 36% engaged employees in 2020 to 34% in 2021, according to a Gartner study. During the last few years, many employees have reported experiencing burnout and negative effects on their mental health, driving a reevaluation of work-life balance.

To improve employee engagement, you must first determine what employees feel they're lacking from your organization. This is often done by surveying employees on a regular basis. Once you determine the biggest pain points for employees, make targeted improvements to your company culture and proactively communicate those changes to your employees.



Hiring Incentives to Attract Top Candidates

FLEXIBLE SCHEDULING

Many employers have adopted on-demand shifts or self-directed hours to allow workers to **coordinate child care, schedule personal appointments or take classes** while maintaining their employment. As a result, these workers can flex their schedules to meet personal goals and obligations while remaining an active part of the workforce. Employers benefit, too. The use of flexible schedules along with the addition of temporary workers can help fill vital roles during busy seasons.

HEALTH & WELLNESS PROGRAMS

Individual healthcare plans are still expensive for many families. Offering competitive insurance coverage to your employees can be a differentiator that attracts candidates and encourages them to stay long term. If providing insurance is too expensive, consider a wellness program that includes **gym memberships, medical screenings, stress management counseling** and other options.



CAREER GROWTH OPPORTUNITIES

According to the Society of Human Resource Management, 40% of workers worry that their skills will become outdated as industries embrace advanced equipment and technology. In turn, many of them are less likely to take a position that doesn't offer growth opportunities or a means to expand their skills. By offering **career development training programs, certification courses or tuition reimbursement**, you can show candidates that they can move up the ladder, which builds loyalty and, ultimately, business success.

SIGN-ON BONUSES AND INCENTIVES

Many job postings are listing sign-on bonuses to help attract new workers. Some businesses offer an extra amount after the employee has stayed with the company for an agreed-upon period while others pay out right away. Keep in mind that bonuses aren't always one-time cash offers. Depending on your budget, you can also provide **additional paid vacation, reimbursement for training courses, gift cards, childcare assistance or other incentives** for a job well done.



Summary

If you want great workers to stay at your company, you need to make it worth their while. That not only means offering competitive pay and benefits but also providing flexibility and a strong company culture. These hiring incentives and initiatives for attracting workers can help employers adjust to a new landscape and gain an advantage over their competitors.



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 600+ markets across all 50 states, Puerto Rico and Canada, PeopleReady served approximately 94,000 businesses and put more than 218,000 people to work in 2021. Learn more at www.peopleready.com.

If you're struggling to find workers in this competitive market, visit peopleready.com/find-workers.