



August 2022 Employment Update

Acara's monthly overview of the employment landscape, staffing updates, and industry trends





Overview

3.7%

Unemployment rate
up 0.2%

In August, the unemployment rate rose by 0.2 percentage points to 3.7 percent, and the number of unemployed persons increased by 344,000 to 6.0 million. In July, these measures had returned to their levels in February 2020, prior to the coronavirus (COVID-19) pandemic.

1.1M

Long-term unemployed—
little changed

The number of long-term unemployed (those jobless for 27 weeks or more) was little changed at 1.1 million in August. The long-term unemployed accounted for 18.8 percent of all unemployed persons.

62.4%

Labor force participation
rate up 0.3%

The labor force participation rate increased by 0.3 percentage points over the month to 62.4 percent but is 1.0 percentage point below its February 2020 level. The employment-population ratio was little changed at 60.1 percent in August and remains 1.1 percentage points below its February 2020 value.

[View unemployment rates by state](#)

[Learn More: Bureau of Labor Statistics](#)



Overview

\$32.36 

Average hourly earnings rose \$0.10

In August, average hourly earnings for all employees on private nonfarm payrolls rose by 10 cents, or 0.3 percent, to \$32.36. Over the past 12 months, average hourly earnings have increased by 5.2 percent. In August, average hourly earnings of private-sector production and nonsupervisory employees rose by 10 cents, or 0.4 percent, to \$27.68.

1.4M 

Number of permanent job losers increased

Among the unemployed, the number of permanent job losers increased by 188,000 to 1.4 million in August. The number of persons on temporary layoff was virtually unchanged at 782,000.

1.5% 

GDP projected to increase

Economists surveyed in August projected GDP in 3Q 2022 will increase 1.5%.

The *Wall Street Journal* conducts an Economic Forecasting Survey among a group of nearly 80 economists on more than 10 major economic indicators on a quarterly basis, including GDP.

[Learn More: Bureau of Labor Statistics](#) | [American Staffing Association](#)



Staffing Update

2.07% 

Temp penetration rate

Temporary help employment was 2.07 percent of total nonfarm employment in August, which is the same as last month.

10.4% 

Temp help jobs increased

Temporary help jobs in August increased 10.4 percent, seasonally adjusted, from the same month last year.

+315K 

Nonfarm payroll employment up

Total nonfarm payroll employment increased by 315,000 in August. Nonfarm employment has risen by 5.8 million over the past 12 months, as the labor market continued to recover from the job losses of the pandemic-induced recession. This growth brings total nonfarm employment 240,000 higher than its pre-pandemic level in February 2020.

Notable job gains occurred in

- Professional and business services
- Health care
- Retail



[Learn More: Bureau of Labor Statistics](#) | [American Staffing Association](#)



Industry Trends – Recession

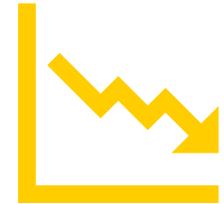


Online searches for
“Will I lose my job in a recession?”
are up

9,900%

With an uncertain economy and record-high inflation, American workers are feeling a growing unease about their job security during the next recession—if there is one—at an alarming rate. In the last 12 months, searches for “Will I lose my job in a recession?” are up 9,900 percent.

41% of workers
believe we’re in a recession.



76% of American workers are
worried about their job security in the
next recession.

54% of workers would take
a pay cut if it meant staying employed.

[Bloomberg](#) | [The Conference Board](#) | [HR Executive](#)



Industry Trends – Pay Transparency

29% of employees feel that their employer does not pay workers fairly.

22% of employees think pay gaps have increased over the past year.

68% of employees would switch to a more transparent employer—even for the same wage.

81% of Gen Z workers feel that sharing pay information—salary and bonus—will lead to better equality in pay.

The following percentages of each age group of U.S. workers agree that sharing pay information will lead to better equality in pay:

- 81 percent of Gen Z (ages 10-25)
- 75 percent of Millennials (ages 26-41)
- 47 percent of Gen X (ages 42-57)
- 28 percent of Baby Boomers (ages 58-67)

[LinkedIn](#) | [HR Executive](#) | [Forbes](#)



Industry Trends – Remote Engagement

90% of workers find connecting in the workplace important.

52% of people who started working remotely due to COVID felt less connected to their teammates.

34% of employees feel that transparency from leadership leads to connectedness at work.



By investing in remote employee engagement, businesses benefit from:

- 59 percent reduction in turnover and hiring costs
- 41 percent reduction in employee absenteeism
- 17 percent productivity increase

[Pumble](#) | [Happeo](#)