

Workforce and Transportation Analytics Briefing

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Transportation



Unemployment rates remain locked at low levels and projected to tick down in near- to medium-term at least. Labor force size and participation rates continue to provide challenges.

Early signs of **slowing growth rates** in some manufacturing metrics, and potential capacity bottlenecks in transportation.

In this environment, importance of **Recruiting, Retention, Engagement** rising in importance.

- The [6,700 new trucking jobs added in April](#) completes the best quarter of hiring in the sector since 2012.
- Capacity challenge #1: trucks. First quarter new [big rig orders more than double last year](#). And a backlog at truck makers at three-year high.
- Capacity challenge #2: drivers. And companies, like [Walmart](#), are having to adjust their supply chains.

Workforce

- Unemployment rates still at 17-year low (4.1%) and projected by Fed to [dip to 3.8% by end of year](#). No end in site to environment of 'full employment'.
- Growth rate of [working age population will stay at chronically low levels](#), and will require strong, effective programs in recruiting, retention, engagement and related areas.
- Antidotal - and growing - evidence that **companies are more open to flexible workforce solutions like** part-time schedules, updated attendance points systems for better retention, and 'second chance' programs.

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Logistics

- **Job growth again** in the sector based on April numbers. But as noted before, growth rates are slowing and worth monitoring.
- It appears [warehouse space supply has caught demand](#) nationally, so as e-commerce continues to grow quickly, capacity bottlenecks should ease.



- Good thing because logistics labor-intensive [ecommerce growth is accelerating](#), now representing nearly half of *all* retail sales growth.