



TRUCKING & WAREHOUSING

TRUCKING EMPLOYMENT

The for-hire trucking industry added **7,400** jobs on a seasonally adjusted basis in June, pushing the industry's employment total to a **new all-time high** and past the previous high mark set in January 2007. (Source: U.S. Bureau of Labor Statistics | www.bls.gov)

WAREHOUSE EMPLOYMENT

Warehousing employment edged up in May adding **9,600 jobs**. Support activities for transportation remained mostly unchanged. (Source: U.S. Bureau of Labor Statistics | www.bls.gov)

TRUCK ORDERS

Preliminary data for heavy duty Class 8 trucks in North America totaled **19,714 units** in May 2015. May orders were **11% lower** than the previous month and **23% lower** than a year ago. (Source: FTR Associates | ftrassociates.com)

CASS TRUCKLOAD LINE HAUL INDEX

May's index remains higher than in each of the past three years, coming in **3.5% higher** than May 2014 and **9.5% higher** than two years ago. With demand increasing and capacity remaining tight, we should continue to see **contract rate increases**. (Source: Cass Information Systems | www.cassinfo.com)

U.S TRANSPORTATION & WAREHOUSING JOB OPENINGS

The number of job openings at U.S. transportation, warehousing and utility companies jumped **70.3%** year over year in **April**, the **highest point in a decade**. Large trucking companies, both truckload and LTL are reporting strong demand in the early 2nd quarter. (Source: U.S. Bureau of Labor Statistics | www.bls.gov)

PURCHASING MANAGER'S INDEX (PMI)

The PMI Employment Index was **up in June by 0.7 points to 53.5%**. The National PMI was registered **53.6% in June**, down from **54% in May** and the lowest reading since October 2013. New orders were **up 0.2 points to 56** and production **decreased 0.5 to 54**. (Index #'s over 50 indicate + growth) (Source: Institute for Supply Management)

Employer Costs for Compensation:

Employer costs for employee compensation nationally averaged **\$33.49 per hour** worked in March 2015.

Wages and salaries averaged \$22.88 per hour worked and accounted for **68.3%** of these costs, while **benefits averaged \$10.61** and accounted for the remaining **31.7%**.

Health insurance benefits accounted for **\$2.43** per hour worked across all private industries or **7.7%** of total compensation. **However, in transportation, employer costs for health benefits averaged \$2.74 per hour or 10.1% of total salary.**

This is the HIGHEST % share of ANY industry!



HUMAN RESOURCES & BENEFITS

COST OF LOGISTICS

CSCMP recently released its **26th Annual State of Logistics Report®**. The report revealed total US **business logistics costs rose to \$1.45 trillion in 2014**, a **3.1% increase** from the previous year. (Source: www.cscmp.org)

HIRES & SEPERATIONS

The number of **hires** was unchanged at **5 million in May** and the number of **separations** was little changed at **4.7 million**. Within separations, the **quits** rate was unchanged at **1.9%** and the **layoffs** and **discharges** rate was little changed at **1.2%**. (Source: U.S. Bureau of Labor Statistics | www.bls.gov)

AVERAGE U.S. HIRING TIME

The time it takes to hire has grown dramatically in recent years, according to new research. Glassdoor Economic Research found that the process of getting hired in the U.S. took almost twice as long in **2014 (an average of 22.9 days)** as it did in **2010 (12.6 days)**. (Source: Glassdoor | www.shrm.org)

TEMPORARY WORK INDUSTRY

The US had **19,800** more temp jobs in June than May, up from an increase of **17,200** in May based on revised numbers. The temp penetration rate in June rose to **2.055%** from May's rate of **2.044%**. (The penetration rate reflects temporary help services jobs as a percent of total US nonfarm employment.) (Source: Staffing Industry Analysts | www.staffingindustry.com)

HELP WANTED!

The number of US job openings in May edged up to **5.4 million opportunities**. This marks the **highest level of job openings** since being monitored in December 2000.

The job openings rate - a measure of job openings compared with total employment - remained at **3.6%** in May.

Interesting... Especially considering the June labor participation rate of 62.6% is the lowest since October of 1977!



GOVERNMENT & REGULATIONS

E-LOGS

A final rule to mandate the use of electronic logging devices (E-Logs) has been sent from the FMCSA to the Office of Secretary of Transportation. The rule will mandate the use of electronic logging devices by truck operators who are required to keep records of duty status. The rule is still projected by the DOT to be published **Sept. 30**, which would mean the rule would start being enforced in late **2017**. (Source: *Commercial Carrier Journal* | ccj.com)

DRIVER TRAINING REGULATIONS

Following the final meeting of the Entry Level Driver Training Advisory Committee in May, formed to help regulators produce an entry-level driver training rule, the group released its final recommendation to the Federal Motor Carrier Safety Administration, issuing a 106-page report covering a long list of procedures and criteria it wants included in the upcoming rulemaking. (Source: *Commercial Carrier Journal* | ccj.com)

OVERTIME RULE

President Obama announced a proposed change in the rules governing time-and-a-half overtime pay, expanding the number of people eligible for overtime from about **8%** of the salaried workforce to about **40%**, covering nearly **5 million** more workers. (Source: *Washington Post* | www.washingtonpost.com)

UNEMPLOYMENT INSURANCE

In the week ending June 27, the advance figure for seasonally adjusted initial claims was **281,000**, an **increase of 10,000** from the previous week's unrevised level of **271,000**. The 4-week moving average was 274,750, an increase of 1,000 from the previous week's unrevised average of 273,750. (Source: *U.S. Dept. of Labor*)

UNEMPLOYMENT RATE

The unemployment rate fell remarkably to 5.3%, hitting the lowest in 7 years, as there were **223,000 new jobs added in June**. The **May** total of jobs added was **revised from 201,000 to 203,000**. Job gains occurred in **professional and business services, health care, retail trade, financial activities, and in transportation and warehousing**. (Source: *U.S. Dept. of Labor*)

LABOR PARTICIPATION RATE

The June labor participation rate of **62.6%** is the lowest since October of 1977. Even though the labor-participation rate is almost as low now as it was then, the workforce has grown faster than the population (**which was 220 million then and is around 319 million now**).

EMPLOYEE COST INDEX

Compensation costs for civilian workers **increased 0.7%, in Q1**. Wages and salaries (*which make up about 70% of compensation costs*) **increased 0.7%**, and benefits (*which make up the remaining 30% of compensation*) **was up 0.6%**. (Source: *U.S. Bureau of Labor Statistics* | www.bls.gov)

Teenager Workplace Injuries:

Teen workplace injuries are on the increase as the summer job season enters full swing. In fact, **teens are twice as likely as adults to be hurt on the job**.

A total of **547** youth aged **17 and under** were injured in the workplace in **2014**, up nearly **14.7%** over the previous year.

Of the total, **173** were in the food and hospitality industries. The next highest total, **80**, was reported each in the retail trades and agriculture.

Training and good workplace safety practices are very important for these young workers; the job injuries can have a lifetime of consequences!



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Felicia Cushenberry
 info@teamonelogistics.com | 770.232.9902
 960 North Point Parkway, Suite #300, Alpharetta, GA 30005

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MILLENNIALS & TECHNOLOGY

HR TOOLS

Millennials want real-time services and solutions in the workplace. HR is streamlining tech solutions for a generation of workers raised on apps: timesheet services (**TSheets and When I Work**), financial tools (**Mint.com or Level Money**), and keeping services in one place (**Zenefits and Bamboo**). (Source: *The Business Journals* | www.bizjournals.com)

TSHEETS & WHEN I WORK

Timesheet services like **TSheets** and **When I Work** give HR and employees simple visibility into their hours and scheduling — even letting them swap shifts if necessary — all from their mobile phones. (Source: *The Business Journals* | www.bizjournals.com)

MINT.COM & LEVEL MONEY

Financial apps like **Mint.com** or **Level Money** can help employees understand how much spending money they have and how much they should be saving. Both apps have simple-to-use interfaces that also work on mobile devices, so employees can keep a close watch on spending. (Source: *The Business Journals* | www.bizjournals.com)

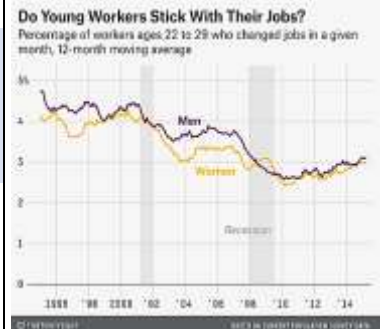
ZENEFITS & BAMBOO

Zenefits and **Bamboo**, all-in-one HR services, make it easy for employees to keep track of multiple sites providing access to — or the means to view — personal information and pay, insurance, or tax details. (Source: *The Business Journals* | www.bizjournals.com)

JOB RETENTION

The Bureau of Labor Statistics' data shows the typical worker aged **20 to 24** have been in their job for about **16 months** and **3 years** for ages **25 to 34**; still far short of the **5.5-year median** tenure for all workers age **25 and over**. Millennials are changing jobs as a key way for them to make more money. (Source: *U.S. Dept. of Labor*)

Are Job-Hopping Millennials a Myth?



Americans in their 20's were almost exactly the same in the 1980's as they are today. The above chart tells a similar story: Every month, about 3% of young workers (defined as those between 22 and 29) change jobs, compared to about 4% in the mid-1990's.