

> Key Economy and Labor Market Indicators

210k jobs gained in November

Private sector payrolls gained 235K jobs while Local government employment fell in Education. Seasonal hiring is in full swing amid a tightening labor market. Demand for Science & Engineering roles remains robust.

61.8% labor force participation rate

Monthly gains were strong but labor force participation has a long road to recovery (it was 63.3% in Feb 2020). Fewer people were working or looking for work in November compared to pre-pandemic.

4.2% Overall unemployment rate

Actalent labor categories have far lower unemployment levels. Unemployment fell from 4.6% in October. Degreed workers have a 2.3% unemployment rate.

A near record-breaking 4.2M workers quit jobs in October.

- A record 77% of separations (layoffs or quits) were workers quitting.
- Quits are up 22% from pre-pandemic levels.

The talent drought is evident comparing the ratio of unemployed workers to job openings in Actalent’s core labor categories.

- Software-Hardware-IT & Mathematics, Architecture & Engineering and Life, Physical, and Social Sciences all have under 0.2 unemployed workers per job opening over the last 3 months (September-November), continuing a trend of fewer unemployed in these areas.

Factors limiting worker availability remained strong:

- The childcare industry lost jobs in November and is missing 1 in 10 workers from pre-pandemic, a weak recovery that threatens the ability of parents to return to the labor force by denying stable childcare.

For 2022, companies are planning the largest pay raises in more than a decade (3.9%) amid inflation and attrition fears.

Pay rates rose YoY 5.9% for non-supervisory workers, continuing accelerated wage growth that is 70% higher than the pre-pandemic average.

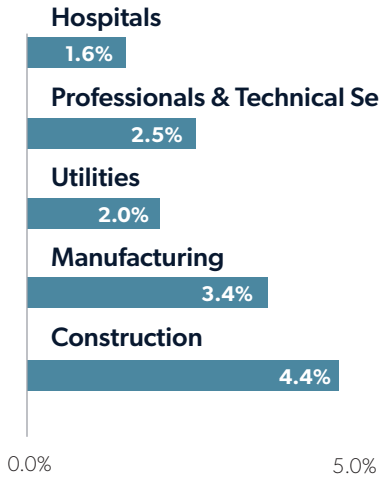
> Industry Employment Trends

Industry	Monthly Job Change + YoY Difference	Trends Impacting Hiring?
Overall Economy	210K (4.1%)	Despite improving economic conditions and strong consumer spending, job growth fell well short of expectations in November. Unemployed workers continue to show lower than expected interest in returning to work. while worker quits remain near record highs as employees seek higher wages, increased flexibility, and improved benefits.
Manufacturing	31K (2.9%)	Manufacturing indexes indicated continued expansion in this sector. Despite rising costs and order backlogs, demand and consumption continued to increase. Through Q3, robotics sales are on track for their biggest year yet (\$1.5B) due to automation installs intended to counteract talent shortages and supply chain struggles.
Automotive Manufacturing	-10.1K (1.9%)	Overall hiring dropped as supply chain shortages continue to plague this sector. On the other hand, demand for controls, manufacturing, battery, and industrial engineers, as well as for software engineers and developers did increase.
Healthcare	2.1K (0.7%)	Demand increased for pharmacy techs, pharmacists, medical and clinical lab techs, and medical assistants.
Scientific R&D Services	3.3K (8.1%)	This industry continues to grow and expand beyond COVID-only studies.
Construction	31K (2.4%)	Heavy & Civil Engineering Construction gained 8.1K jobs even as non-residential construction struggled with soaring costs, labor shortages, and project delays. However, hundreds of billions in federal funding for new infrastructure projects have resulted to increasing demand for civil engineering workers, including project managers, drafters/designers, and surveyors.
Architectural & Engineering Services	2K (4.9%)	Gains continued in November as the ABI Index, a leading indicator of nonresidential construction, showed increases in orders on new design projects and inquiries, suggesting companies want to build.

> Unemployment Analysis

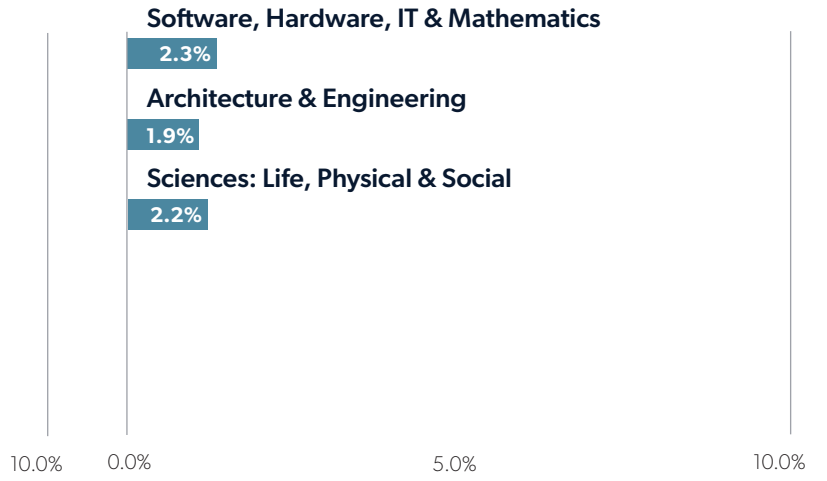
UNEMPLOYMENT

by Industry (Sept-Nov rolling unemployment average)



UNEMPLOYMENT

by Labor Category (Sept-Nov rolling unemployment average)



Due to frequent data revisions and statistical noise on a month-to-month basis, Actalent employs a rolling 3-month average to best represent unemployment by labor category or industry.