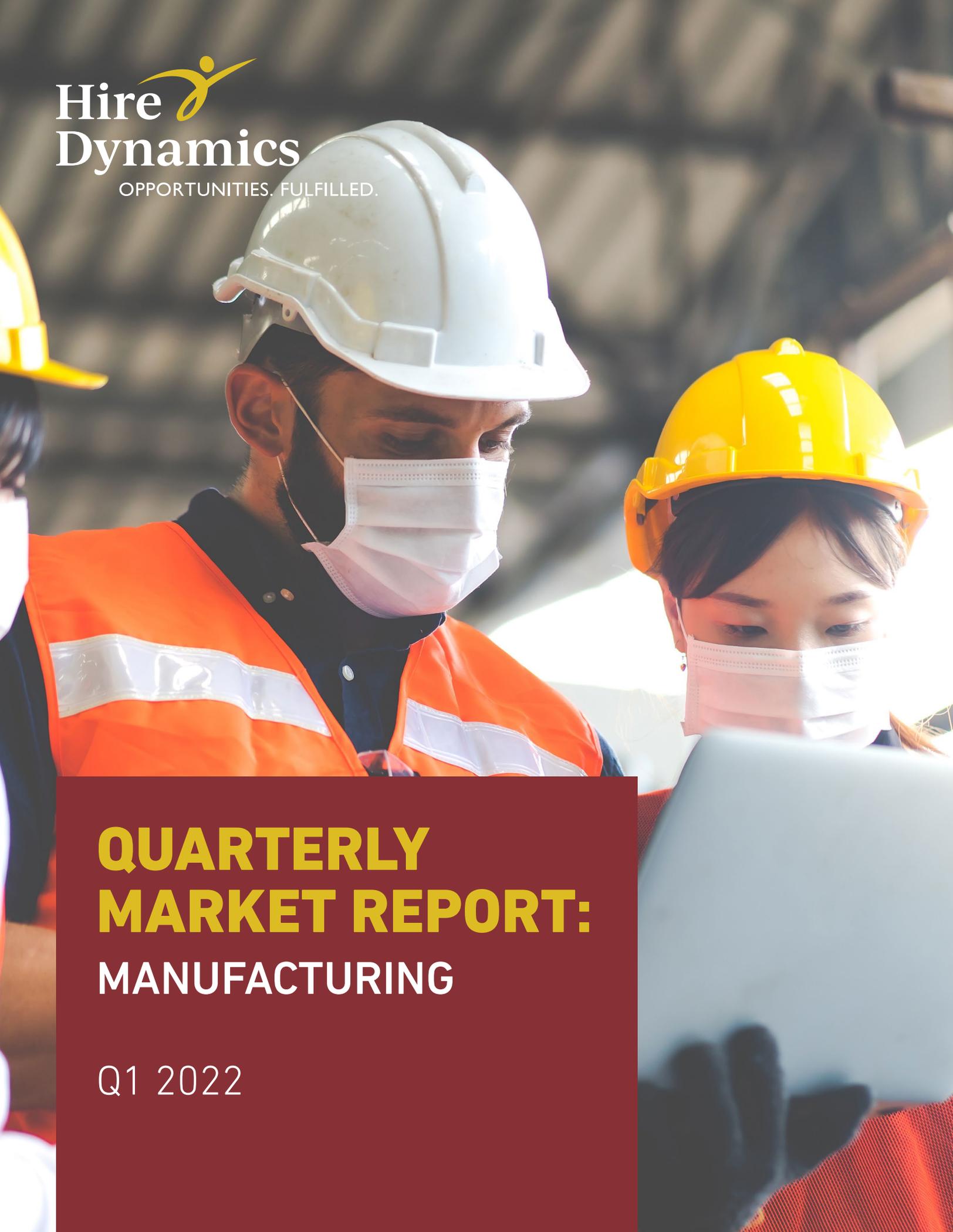




Hire
Dynamics

OPPORTUNITIES. FULFILLED.



**QUARTERLY
MARKET REPORT:**
MANUFACTURING

Q1 2022

Table of Contents

- Market Overview** 1
- Manufacturing** 5
- Trends By State** 7
 - Alabama 8
 - Georgia 10
 - Illinois 12
 - North Carolina 14
 - South Carolina 16
 - Tennessee 18
 - Texas 20
 - Virginia 22

1

Total Nonfarm Employment Rose by 210,000 in November; The National Unemployment Rate Declined Notably to 4.2%

The job gain of 210,000 in November was below analyst predictions of 573,000 (Wall Street Journal), but other elements of the jobs report were quite positive – including, the labor force participation rate ticked up to 61.8 percent and the unemployment rate dropped significantly from 4.6 percent to 4.2 percent.

The shortage of candidates continues to be a headwind across many skill segments of the U.S. staffing industry, but the overall economic growth environment remains strong and will provide a solid footing for continued high levels of job openings and demand for staffing industry services.

Source: [*Staffing Industry Analysts, Bureau of Labor Statistics*](#)

2

Unemployment Rates Were Lower in October Than a Year Earlier in 386 of the 389 Metropolitan Areas

A total of 110 areas had jobless rates of less than 3.0 percent. Nonfarm payroll employment increased over the year in 96 metropolitan areas and was essentially unchanged in 293 areas.

Source: [*U.S. Bureau of Labor Statistics*](#)

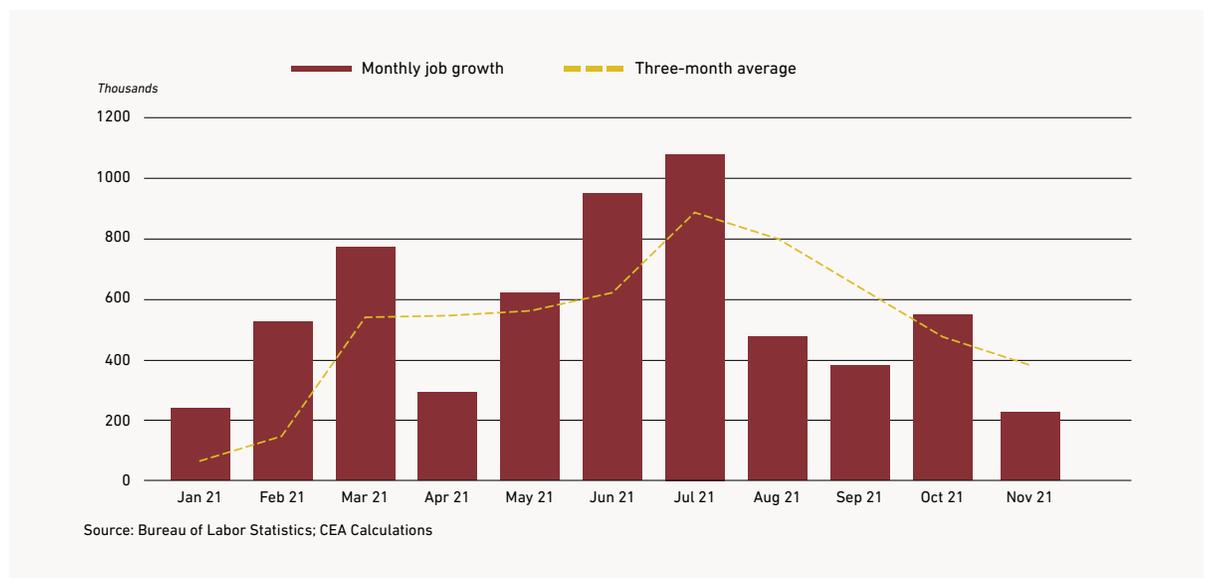
3

Job Growth Over the Last Three Months Has Averaged 378,000, A Solid Pace

In addition to the November job adds, the unemployment rate fell by 0.4 percentage point to 4.2 percent as labor force participation rose and the employment rate reached a new pandemic recovery high. This is the lowest the unemployment rate has been since the pandemic began. Wages rose by 0.3 percent over the month, for an increase of 4.8 percent year-over-year. Wage growth has been relatively rapid in recent months as employers try to hire as the economy recovers.

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2011	9.1	9.0	9.0	9.1	9.0	9.1	9.0	9.0	9.0	8.8	8.6	8.5
2012	8.3	8.3	8.2	8.2	8.2	8.2	8.2	8.1	7.8	7.8	7.7	7.9
2013	8.0	7.7	7.5	7.6	7.5	7.5	7.3	7.2	7.2	7.2	6.9	6.7
2014	6.6	6.7	6.7	6.2	6.3	6.1	6.2	6.1	5.9	5.7	5.8	5.6
2015	5.7	5.5	5.4	5.4	5.6	5.3	5.2	5.1	5.0	5.0	5.1	5.0
2016	4.8	4.9	5.0	5.1	4.8	4.9	4.8	4.9	5.0	4.9	4.7	4.7
2017	4.7	4.6	4.4	4.5	4.4	4.3	4.3	4.4	4.2	4.1	4.2	4.1
2018	4.0	4.1	4.0	4.0	4.8	4.0	3.8	3.8	3.7	3.8	3.8	3.9
2019	4.0	3.8	3.8	3.7	3.7	3.6	3.6	3.7	3.5	3.6	3.6	3.6
2020	3.5	3.5	4.4	14.8	13.3	11.1	10.2	8.4	7.8	6.9	6.7	6.7
2021	6.3	6.2	6.0	6.1	5.8	5.9	5.4	5.2	4.8	4.6	4.2	

Job growth from September to November averaged 378,000 jobs per month, but the labor market has not fully recovered: employment remains about 3.9 million jobs (2.6 percent) below the pre-pandemic level.



Source: [The White House, U.S. Bureau of Labor Statistics](#)

4

The Conference Board Employment Trends Index™ (ETI) Increased in November

- The Conference Board Employment Trends Index™ (ETI) increased slightly in November. The index now stands at 114.49, up from 113.03 in October (an upward revision).

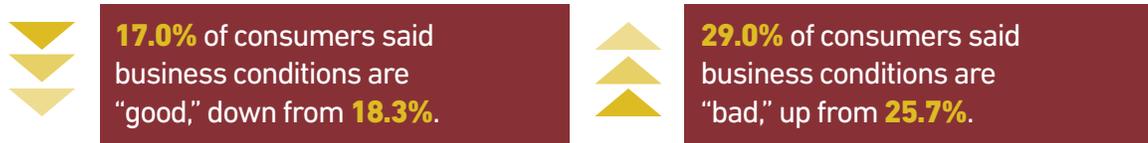
- November's increase in the Employment Trends Index was driven by positive contributions from six of eight components. From the largest positive contributor to the smallest, these were: Initial Claims for Unemployment Insurance; Industrial Production; Ratio of Involuntarily Part-time to All Part-time Workers; Job Openings; Number of Temporary Employees; and Real Manufacturing and Trade Sales. The two components that made negative contributions in November were Percentage of Firms With Positions Not Able to Fill Right Now and Percentage of Respondents Who Say They Find "Jobs Hard to Get."

Source: [The Conference Board](#)

5

Consumer Confidence Declined in November

Consumers' appraisal of current business conditions was less favorable in November.



Consumers' assessment of the labor market was moderately more favorable.



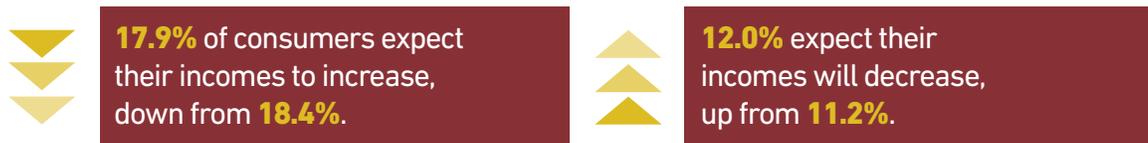
Consumers' optimism about the short-term business conditions outlook increased in November.



Consumers were less optimistic about the short-term labor market outlook.

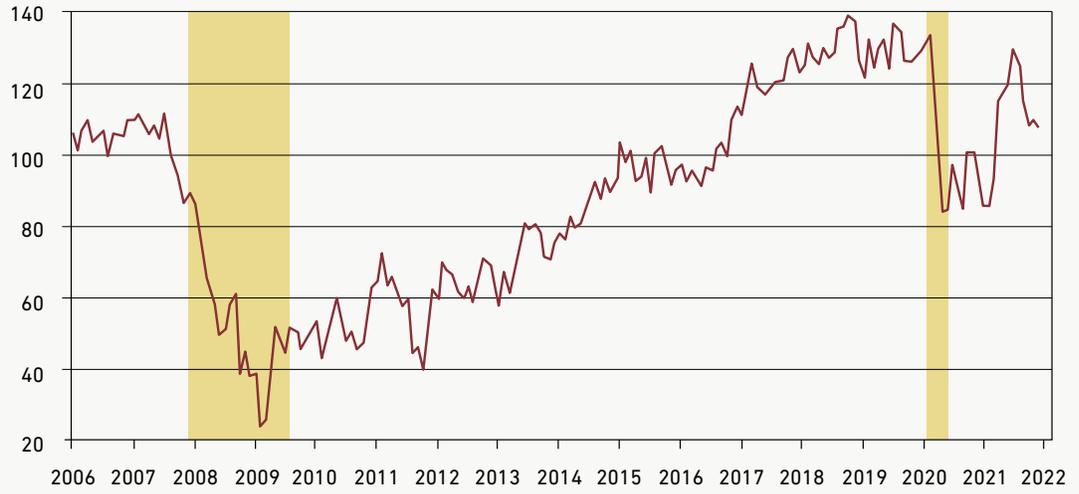


Consumers were less positive about their short-term financial prospects.



Consumer Confidence Index ©

Index, 1985 = 100



*Shaded areas represent periods of recession.

Source: The Conference Board: NBER

© 2021 The Conference Board. All rights reserved.

Source: [The Conference Board](#)

1

2022 Manufacturing Industry Outlook: 5 Trends to Watch For

The manufacturing industry is building back fast, undeterred by significant labor and supply chain challenges. To maintain this momentum, manufacturers should navigate elevated risks while advancing sustainability priorities. The Deloitte 2022 outlook explores five manufacturing industry trends; they include:

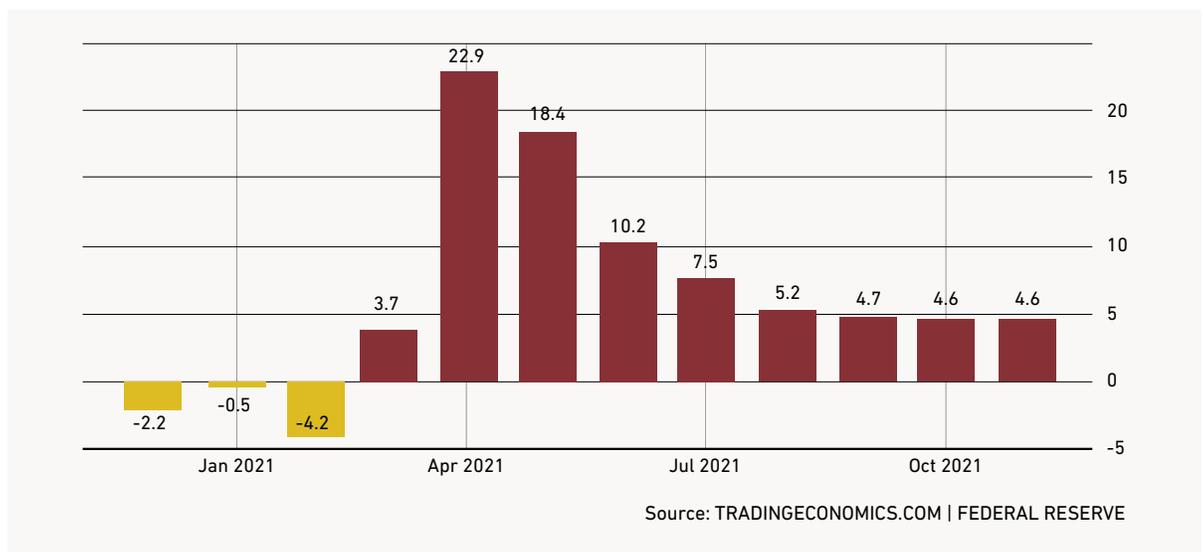
1. Workforce shortage: Preparing for the future of work could be critical to resolving current talent scarcity.
2. Supply chain instability: Manufacturers are remaking supply chains for advantage beyond the next disruption.
3. Smart factory initiatives: Acceleration in digital technology adoption could bring operational efficiencies to scale.
4. Cybersecurity: Rising threats are leading the industry to new levels of preparedness.
5. ESG investment: Manufacturers are likely to bring more resources and rigor to advancing sustainability.

Source: [Deloitte](#)

2

United States Manufacturing Production: 2021 Data

Manufacturing production in the United States increased 4.60 percent year-on-year in November of 2021, the same as in the previous month. On a monthly basis, factory activity increased 0.7 percent, the highest level since January 2019.



Source: [Trading Economics](#)

Manufacturing Expansion Forecast for 2022

- According to the Institute for Supply Management (ISM), manufacturing's economic expansion is forecast to continue into 2022.
- ISM surveyed executives across 18 industries; respondents expect gains in revenue and capital expenditures.
- Those surveyed "are optimistic about overall business prospects for the first half of 2022, with business continuing to expand through the second half, though at slightly lower rates."
- The manufacturing purchasing and supply executives surveyed by ISM expect an average 6.5 percent gain in revenue in 2022. ISM said 15 of 18 industries forecast revenue increases in 2022. The industries anticipating revenue boosts include machinery, fabricated metal products, transportation equipment, and miscellaneous manufacturing.
- The respondents also expect capital expenditures to increase by 7.7 percent in 2022. ISM also forecast that capacity utilization – how much plant capacity is being used – will rise to 88.7 percent next year, up from 88.3 percent in May 2021.
- ISM's manufacturing index, the PMI, has indicated that industry was running at strong rates during most of 2021. An index level above 50 percent indicates economic expansion in manufacturing. The PMI has averaged 60.8 percent for the 12 months ending in November. During that period, it reached a peak of 64.7 percent in March.
- ISM said manufacturers also forecast that employment will rise by 1 percent next year. The group said 14 of 18 industries expect to boost employment.

Source: [SME](#)



TRENDS BY STATE

Alabama Supply & Demand

Executive Summary: Alabama

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is associate degree.
- The cities where candidates most frequently live are Birmingham, AL and Huntsville, AL.

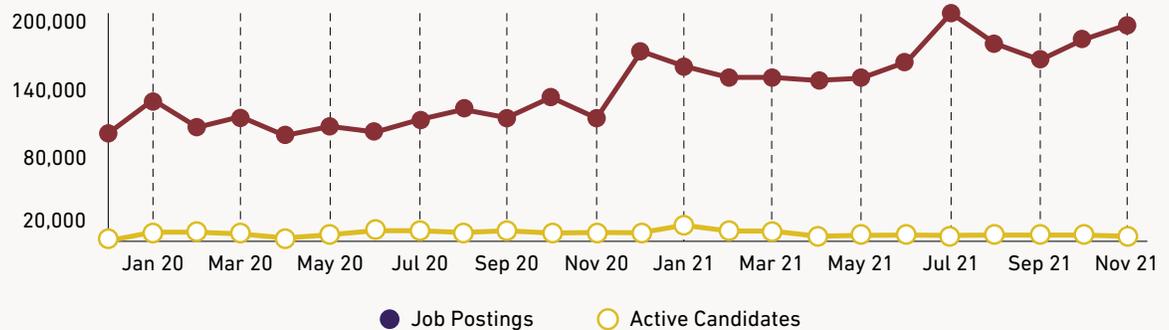
Alabama – Overview

Candidates: 285,902 (Difference from last quarter's market report: -1.77%)

Job Postings: 3,398,928 (Difference from last quarter's market report: +4.97%)

Trends

Supply & Demand Trend Comparison



Alabama – Office Support

Candidates: 3,748 (Difference from last quarter's market report: -4.97%)

Job Postings: 34,855 (Difference from last quarter's market report: +4.3%)

Executive Summary: Manufacturing in Alabama

- The median candidate has 11-15 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-five percent (85%) of candidates are male and 15 percent are female.
- The cities where candidates most frequently live are Huntsville, AL and Birmingham, AL.

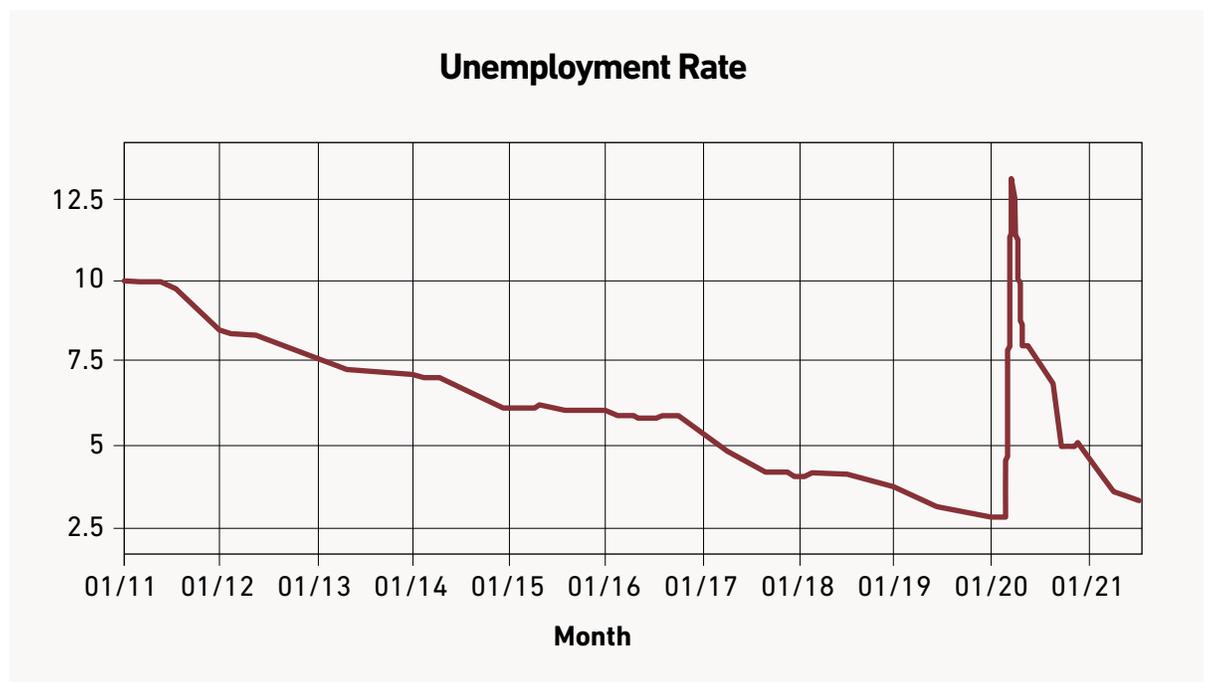
Top Manufacturing Job Titles in Alabama:

1. Production Supervisor
2. Manufacturing Engineer
3. Quality Assurance Engineer
4. Process Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

Alabama Unemployment Rate

November 2021: 3.1 percent (Difference from last quarter's market report: **unchanged**, August 2021)



Source: [U.S. Bureau of Labor Statistics](#)

Georgia Supply & Demand

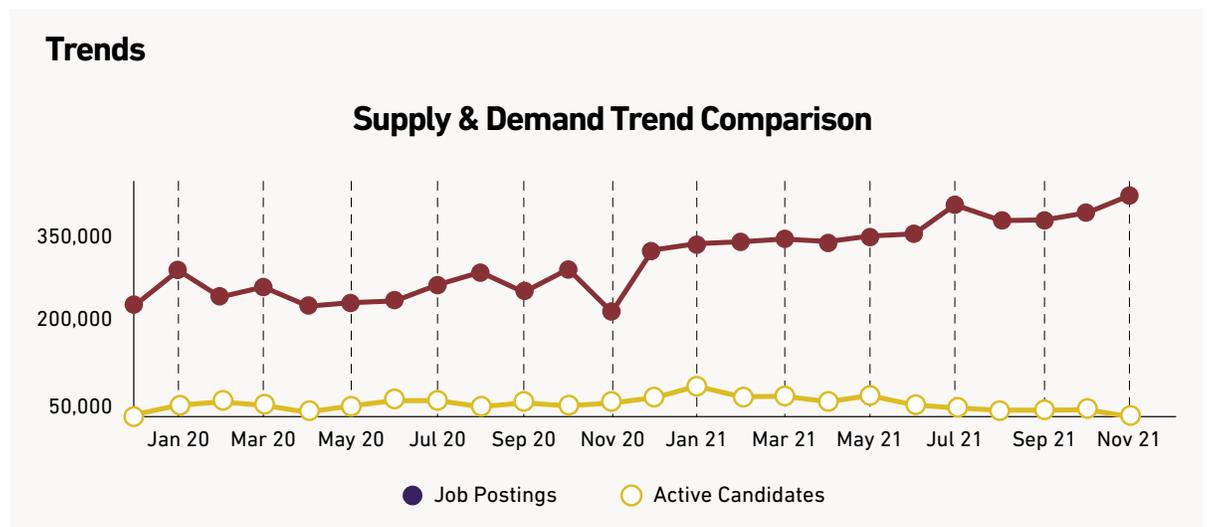
Executive Summary: Georgia

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Fifty-one percent (51%) of candidates are male and 49 percent are female.
- The cities where candidates most frequently live are Atlanta, GA and Augusta, GA.

Georgia – Overview

Candidates: 1,116,831 (Difference from last quarter's market report: -1.43%)

Job Postings: 7,327,556 (Difference from last quarter's market report: +4.52%)



Georgia – Manufacturing

Candidates: 10,006 (Difference from last quarter's market report: -4.84%)

Job Postings: 59,586 (Difference from last quarter's market report: +6.7%)

Executive Summary: Manufacturing in Georgia

- The median candidate has 11-15 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-four percent (84%) of candidates are male and 16 percent are female.
- The cities where candidates most frequently live are Atlanta, GA and Dalton, GA.

Top Manufacturing Job Titles in Georgia:

1. Production Supervisor
2. Quality Assurance Engineer
3. Process Engineer
4. Manufacturing Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

Georgia Unemployment Rate

November 2021: 2.8 percent (Difference from last quarter's market report: -0.7 percent; August 2021: 3.5 percent)



Source: [U.S. Bureau of Labor Statistics](#)

Illinois Supply & Demand

Executive Summary: Illinois

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Fifty-three percent (53%) of candidates are male and 47 percent are female.
- The cities where candidates most frequently live are Chicago, IL and Aurora, IL.

Illinois – Overview

Candidates: 720,440 (Difference from last quarter's market report: -2.98%)

Job Postings: 9,439,285 (Difference from last quarter's market report: +3.07%)



Illinois – Manufacturing

Candidates: 9,900 (Difference from last quarter's market report: -3.62%)

Job Postings: 87,177 (Difference from last quarter's market report: +6.18%)

Executive Summary: Manufacturing in Illinois

- The median candidate has 11-15 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-five percent (85%) of candidates are male and 15 percent are female.
- The cities where candidates most frequently live are Chicago, IL and Cicero, IL.

Top Manufacturing Job Titles in Illinois:

1. Production Supervisor
2. Quality Assurance Engineer
3. Manufacturing Engineer
4. Process Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

Illinois Unemployment Rate

November 2021: 5.7 percent (Difference from last quarter's market report: -1.3 percent; August 2021: 7.0 percent)



Source: [U.S. Bureau of Labor Statistics](#)

North Carolina Supply & Demand

Executive Summary: North Carolina

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Fifty-two percent (52%) of candidates are male and 48 percent are female.
- The cities where candidates most frequently live are Charlotte, NC and Raleigh, NC.

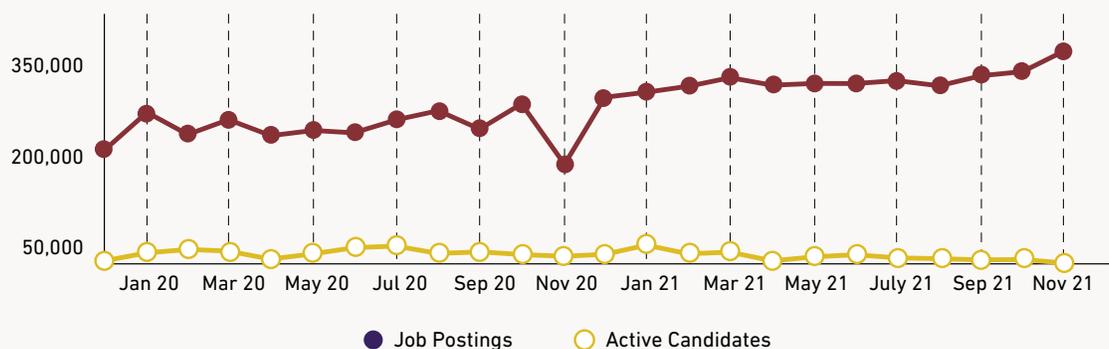
North Carolina – Overview

Candidates: 793,080 (Difference from last quarter's market report: -2.21%)

Job Postings: 6,845,466 (Difference from last quarter's market report: +3.41%)

Trends

Supply & Demand Trend Comparison



North Carolina – Manufacturing

Candidates: 9,968 (Difference from last quarter's market report: -3.52%)

Job Postings: 68,955 (Difference from last quarter's market report: +4.72%)

Executive Summary: Manufacturing in North Carolina

- The median candidate has 16-20 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-three percent (83%) of candidates are male and 17 percent are female.
- The cities where candidates most frequently live are Charlotte, NC and Durham, NC.

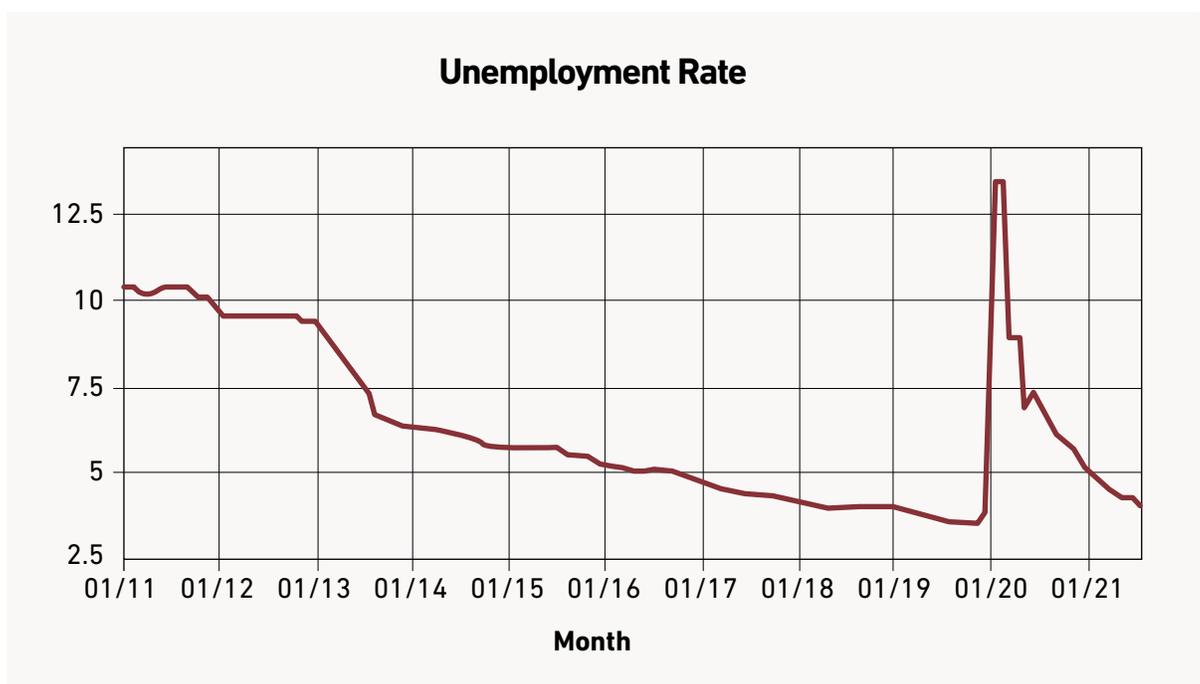
Top Manufacturing Job Titles in North Carolina:

1. Production Supervisor
2. Quality Assurance Engineer
3. Process Engineer
4. Manufacturing Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

North Carolina Unemployment Rate

November 2021: 3.9 percent (Difference from last quarter's market report: -0.4 percent; August 2021: 4.3 percent)



Source: [U.S. Bureau of Labor Statistics](#)

South Carolina

South Carolina Supply & Demand

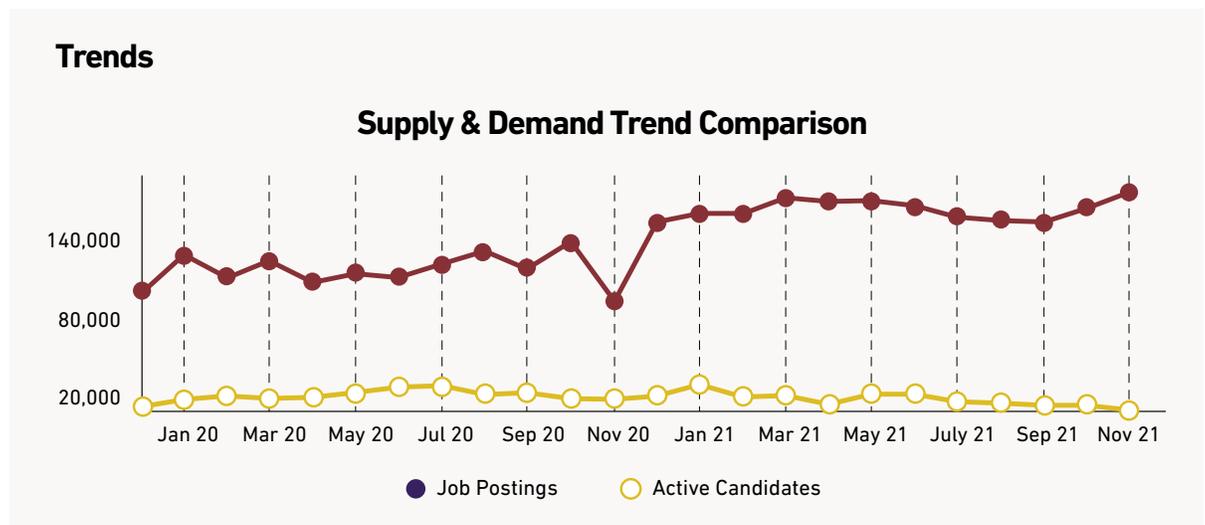
Executive Summary: South Carolina

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is associate degree.
- Fifty-one percent (51%) of candidates are male and 49 percent are female.
- The cities where candidates most frequently live are Columbia, SC and Greenville, SC.

South Carolina – Overview

Candidates: 437,356 (Difference from last quarter's market report: -2.27%)

Job Postings: 3,354,108 (Difference from last quarter's market report: +3.03%)



South Carolina – Manufacturing

Candidates: 9,034 (Difference from last quarter's market report: -3.93%)

Job Postings: 8,881 (Difference from last quarter's market report: +6.29%)

Executive Summary: Manufacturing in South Carolina

- The median candidate has 16-20 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty percent (80%) of candidates are male and 20 percent are female.
- The cities where candidates most frequently live are Charleston, SC and Greenville, SC.

Top Manufacturing Job Titles in South Carolina:

1. Production Supervisor
2. Manufacturing Engineer
3. Quality Assurance Engineer
4. Process Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

South Carolina Unemployment Rate

November 2021: 3.7 percent (Difference from last quarter's market report: -0.5 percent; August 2021: 4.2 percent)



Source: [U.S. Bureau of Labor Statistics](#)

Tennessee Supply & Demand

Executive Summary: Tennessee

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- The cities where candidates most frequently live are Memphis, TN and Nashville, TN.

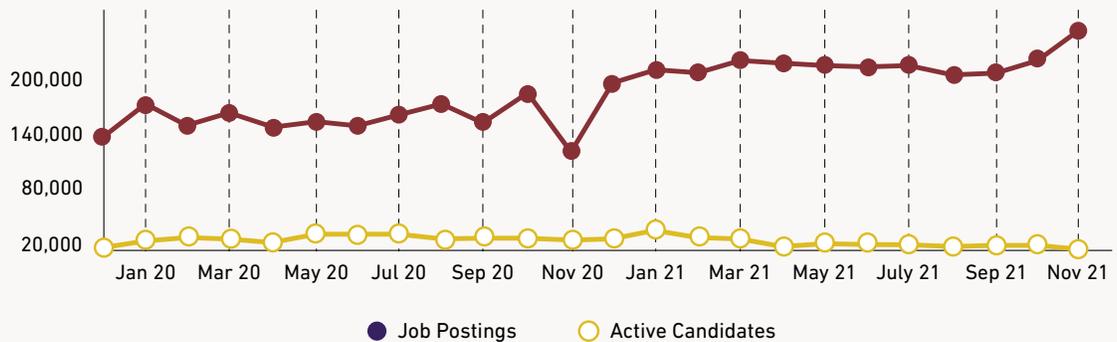
Tennessee – Overview

Candidates: 483,571 (Difference from last quarter's market report: -2.08%)

Job Postings: 4,446,865 (Difference from last quarter's market report: +3.48%)

Trends

Supply & Demand Trend Comparison



Tennessee – Manufacturing

Candidates: 6,195 (Difference from last quarter's market report: -4.96%)

Job Postings: 41,758 (Difference from last quarter's market report: +5.05%)

Executive Summary: Manufacturing in Tennessee

- The median candidate has 16-20 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-seven (87%) of candidates are male and 13 percent are female.
- The cities where candidates most frequently live are Memphis, TN and Murfreesboro, TN.

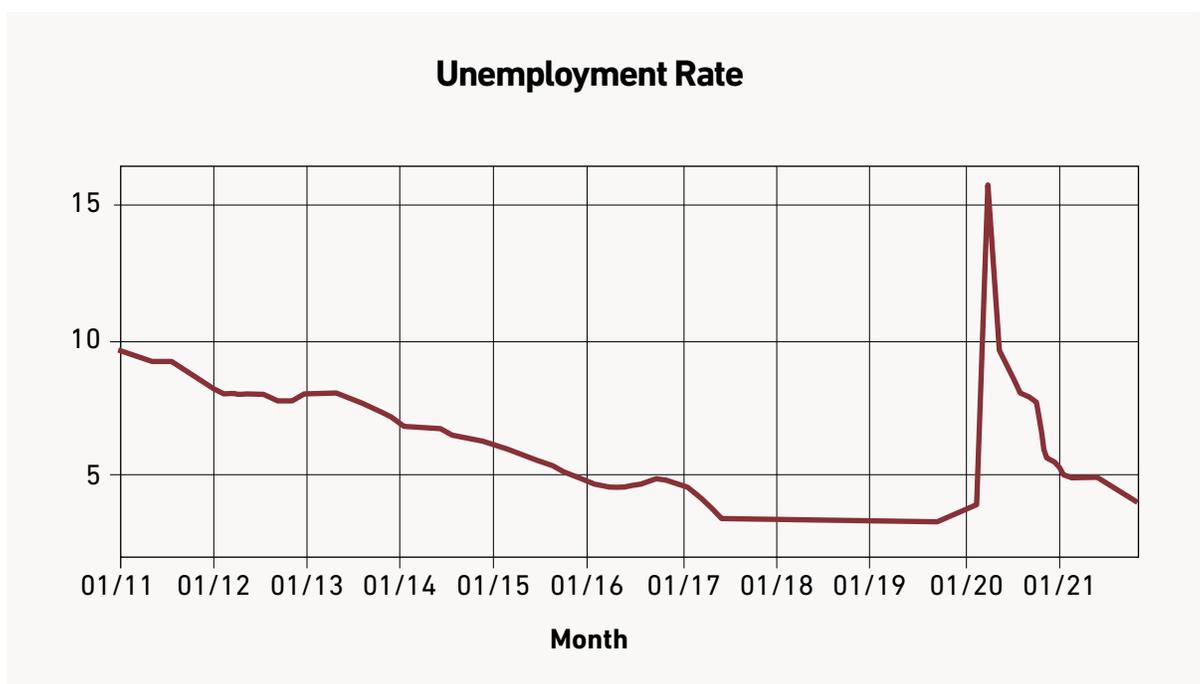
Top Manufacturing Job Titles in Tennessee:

1. Production Supervisor
2. Quality Assurance Engineer
3. Manufacturing Engineer
4. Process Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

Tennessee Unemployment Rate

November 2021: 4.0 percent (Difference from last quarter's market report: -0.6 percent; August 2021: 4.6 percent)



Source: [U.S. Bureau of Labor Statistics](#)

Texas Supply & Demand

Executive Summary: Texas

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Fifty-two percent (52%) of candidates are male and 48 percent are female.
- The cities where candidates most frequently live are Houston, TX and San Antonio, TX.

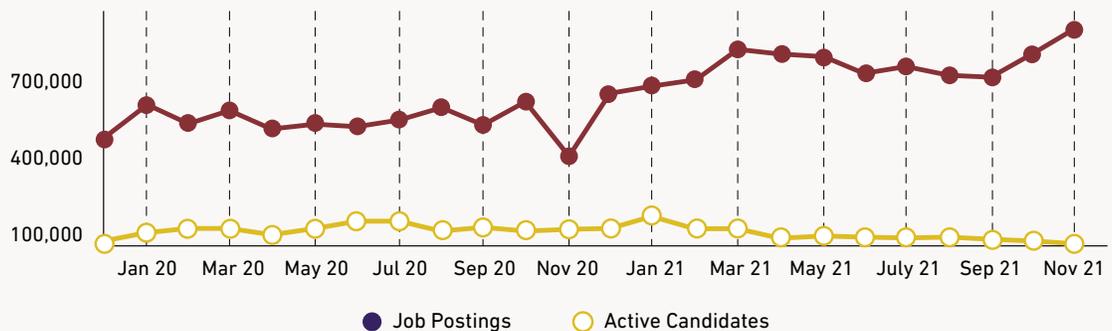
Texas – Overview

Candidates: 2,251,093 (Difference from last quarter's market report: -2.45%)

Job Postings: 15,775,050 (Difference from last quarter's market report: +3.87%)

Trends

Supply & Demand Trend Comparison



Texas – Manufacturing

Candidates: 22,087 (Difference from last quarter's market report: -1.99%)

Job Postings: 100,342 (Difference from last quarter's market report: +4.65%)

Executive Summary: Manufacturing in Texas

- The median candidate has 11-15 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-six (86%) of candidates are male and 14 percent are female.
- The cities where candidates most frequently live are Houston, TX and San Antonio, TX.

Top Manufacturing Job Titles in Texas:

1. Production Supervisor
2. Quality Assurance Engineer
3. Process Engineer
4. Manufacturing Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

Texas Unemployment Rate

November 2021: 5.2 percent (Difference from last quarter's market report: -0.7 percent; August 2021: 5.9 percent)



Source: [U.S. Bureau of Labor Statistics](#)

Virginia Supply & Demand

Executive Summary: Virginia

- The median candidate has 6-10 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Fifty-four percent (54%) of candidates are male and 46 percent are female.
- The cities where candidates most frequently live are Richmond, VA and Alexandria, VA.

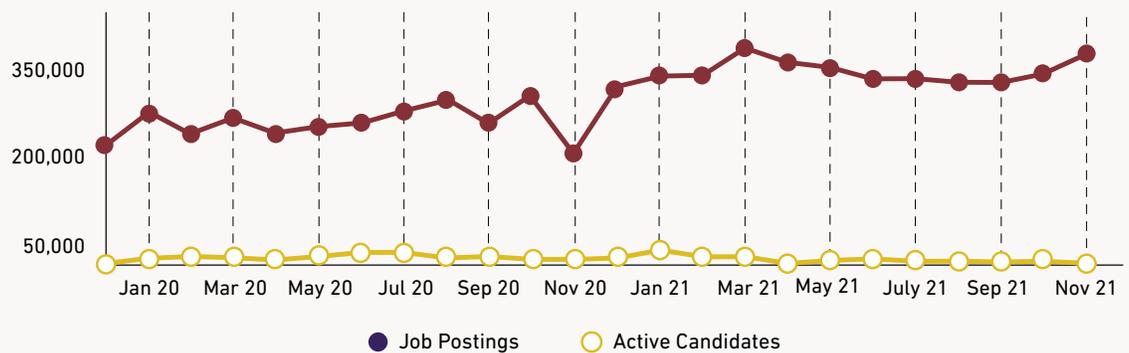
Virginia – Overview

Candidates: 576,116 (Difference from last quarter's market report: -1.78%)

Job Postings: 7,300,078 (Difference from last quarter's market report: +2.84%)

Trends

Supply & Demand Trend Comparison



Virginia – Manufacturing

Candidates: 3,385 (Difference from last quarter's market report: -3.15%)

Job Postings: 37,046 (Difference from last quarter's market report: +4.64%)

Executive Summary: Manufacturing in Virginia

- The median candidate has 11-15 years of experience.
- The median candidate's highest level of education is bachelor's degree.
- Eighty-four percent (84%) of candidates are male and 16 percent are female.
- The cities where candidates most frequently live are Roanoke, VA and Richmond, VA.

Top Manufacturing Job Titles in Virginia:

1. Production Supervisor
2. Quality Assurance Engineer
3. Manufacturing Engineer
4. Process Engineer
5. Quality Engineer

Source: [CareerBuilder Supply & Demand](#)

Virginia Unemployment Rate

November 2021: 3.4 percent (Difference from last quarter's market report: -0.6 percent; August 2021: 4.0 percent)



Source: [U.S. Bureau of Labor Statistics](#)

Prepared December 23-29, 2021