



June 2024

Job Market Summary

TalentRise's monthly summary of the employment landscape, staffing updates, and industry trends

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Overview

4.1%

Unemployment rate changed little

Both the unemployment rate, at 4.1 percent, and the number of unemployed people, at 6.8 million, changed little in June. These measures are higher than a year earlier, when the jobless rate was 3.6 percent and the number of unemployed people was 6.0 million.

1.5M

Long-term unemployed was little changed

The number of long-term unemployed (those jobless for 27 weeks or more) rose by 166,000 to 1.5 million in June. This measure is up from 1.1 million a year earlier. The long-term unemployed accounted for 22.2 percent of all unemployed people in June.

62.6%

Labor force participation little changed

The labor force participation rate changed little at 62.6 percent in June, and the employment-population ratio held at 60.1 percent. These measures showed little or no changeover the year.

[View unemployment rates by state](#)

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



Overview

\$35.00 

Average hourly earnings rose by \$0.14

In June, average hourly earnings for all employees on private nonfarm payrolls increased by 10 cents, or 0.3 percent, to \$35.00. Over the past 12 months, average hourly earnings have increased by 3.9 percent. In June, average hourly earnings of private-sector production and nonsupervisory employees increased by 10 cents, or 0.3 percent, to \$30.05.

4.2M 

Number of people working part time for economic reasons changed little

The number of people employed part time for economic reasons, at 4.2 million, changed little in June. These individuals, who would have preferred full-time employment, were working part time because their hours had been reduced or they were unable to find full-time jobs.

5.2M 

People not in the labor force who currently want a job declined

The number of people not in the labor force who currently want a job declined by 483,000 to 5.2 million in June. These individuals were not counted as unemployed because they were not actively looking for work during the 4 weeks preceding the survey or were unavailable to take a job.

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



Staffing Update

1.68%

Temp penetration rate

Temporary help employment was 1.68% of total nonfarm employment in June.

7.7%

Temp help jobs decreased

Temporary help jobs in June decreased -7.7%, seasonally adjusted, from the same month last year.

+206K

Nonfarm payroll employment up

Total nonfarm payroll employment increased by 206,000 in June, similar to the average monthly gain of 220,000 over the prior 12 months.

Notable job gains occurred in

- Government (+70K)
- Health care (+49K)
- Social assistance (+34K)



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



Industry Trends – Employee Engagement

Employee engagement reflects the involvement and enthusiasm of employees in their work and workplace. Engaged business teams drive positive outcomes within organizations. Gallup estimates that low engagement costs the global economy US\$8.9 trillion, or 9% of global GDP.

23% Engaged
62% Not Engaged
15% Actively Disengaged

[Gallup](#)

Employee Mental Health: A Global Snapshot

- 20% of the world's employees experience daily loneliness.
- Wellbeing among younger employees dropped in 2023.
- Employee engagement is a significant factor in overall life experiences.

The Role of Economics and Policy in the Wellbeing of Workers

- Countries where it is a good time to find a job have lower active disengagement.
- Labor protections are associated with employees evaluating their present overall life better.
- Independent of labor laws, employee engagement is associated with hope for the future.
- Engaged employees in countries with substantial Labour Rights laws have the strongest emotional health.

The Role of the Manager in Worker Wellbeing and Organizational Performance

- Managers have more negative experiences than non-managers.
- When managers are engaged, employees are more likely to be engaged.
- In best-practice organizations, three-fourths of managers are engaged, along with seven in 10 non-managers.



Industry Trends – Legal Update

New Overtime Salary Thresholds for 2024

One of the fundamental principles of the American workplace is that a hard day's work deserves fair pay. The Fair Labor Standards Act (FLSA) ensures that most workers who put in over 40 hours a week receive overtime pay. The Department of Labor's (DOL) new overtime regulations are extending this promise to millions more salaried workers in the U.S.

The new DOL rule, effective July 1, 2024, updates the salary threshold for overtime exemption for the first time in several years. Here's a quick breakdown of the changes:

1. Current Threshold: To be exempt from an entitlement to overtime pay, workers must meet certain duties tests developed under the specific exemptions and be paid at least \$684 per week on a salary basis.
2. July 1, 2024: The threshold increases to \$844 per week.
3. January 1, 2025: The threshold rises again to \$1,128 per week.

In addition, the salary threshold for highly compensated employees (who are also exempt from overtime pay if they meet specific criteria) will rise from \$107,432 to \$132,964 per year on July 1, 2024, and to \$151,164 per year on January 1, 2025.

Starting July 1, 2027, these thresholds will be updated every three years to reflect current wage data, ensuring they remain relevant and effective.



For more information on TalentRise or to discuss how we can help you address an important talent challenge, contact:

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