NOTE FROM THE EDITOR

Congrats on reaching the middle of the year! As we start the second half of 2016, the editorial staff at DCR TrendLine has been busy researching, analyzing, and writing to provide you with key insights into the non-employee workforce industry. Our up-to-date research and analysis of the temporary staffing space ensures that you have a clear reading of what's happening in the world of contingent worker supply and demand.

The **DCR National Temp Wage Index** focuses on wage trends over the year and analyzes the usage of temporary workers, along with related developments in the economy and labor market. This month, we examine the recent decline in temporary employment, the quits rate, and the number of job openings in the American market.

Over the past few years, temporary work has been a fast growing sector of the employment market, though recently we've seen a slowdown in staffing agency hiring. Due to the unevenness of temp hiring across the states, the impact of this trend could vary greatly across the country. We look at the states with the highest and lowest share of temp workers.

Self-employment has emerged as a popular and sustainable trend, not only in the U.S., but also across the world. We take a look at the OECD countries that have the highest self-employment rates.

Recent reports by both independent and government agencies have found that the number of independent workers is starting to decline. We dive into a recent report by MBO Partners to examine the projections on independent work through 2016. We also take a look at the demographics of the current independent workforce.

Our industry highlight for this month focuses on the manufacturing sector. We examine recent employment and wage trends in the industry, and also discuss various proposed strategies for revitalizing the manufacturing sector.

This month's feature article discusses the need of users to move beyond descriptive and predictive analytics to prescriptive analytics, turning "hows" and "whys" into "what nows". We describe the difference between predictive and prescriptive analytics, and also discuss how prescriptive analytics can be applied to workforce planning and management.

Often we see the same postings on job boards, lingering for weeks or even months. We discuss reasons why these jobs are actually crucial positions and list the jobs that employers constantly want to fill.

Neha Goel

Neha Goel, Editor-In-Chief

INSIDE THIS ISSUE

"There's one word for it, which is just shocking. Unfortunately it does look like a trend. It's not great news." ~Dan North, Chief Economist at Euler Hermes North America

DCR NATIONAL TEMP WAGE INDEX

The labor market slowed dramatically in May 2016, with employers adding only 38,000 jobs, according to the latest report by the Bureau of Labor Statistics (BLS). This is considerably lower than economist predictions of almost 162,000 jobs.

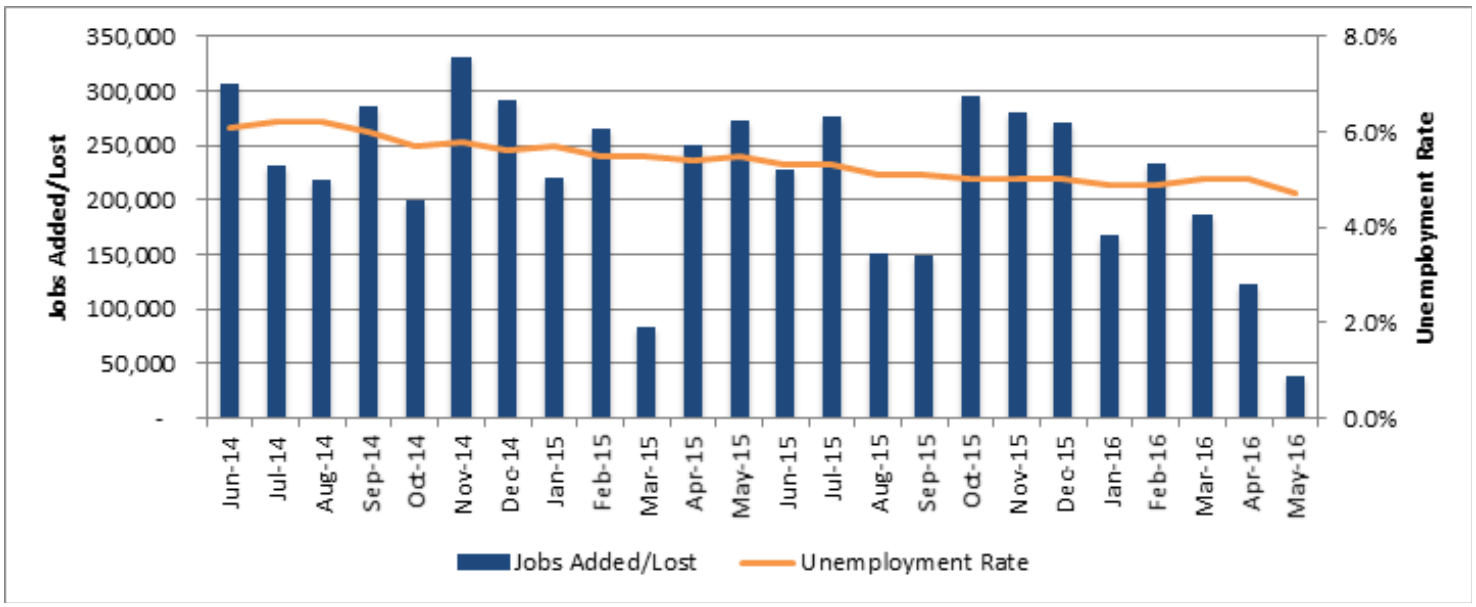
The rare bright spot was healthcare, which added 46,000 jobs. Professional and business services added 10,000 jobs in May 2016, after adding 55,000 jobs in the previous month. Meanwhile, mining shed 10,000 jobs and manufacturing lost 18,000 jobs. Information declined by 34,000 jobs, largely due to the Verizon strike.

"Boy, this is ugly. The losses were deeper and more broad-based that we expected, and with the downward revision to previous months, it puts the Fed back on pause. … The only good news is that wages held." ~Diane Swonk, an independent economist in Chicago.

Average hourly earnings for private-sector employees increased by 5 cents to $25.59, after increasing 9 cents in April 2016. Average hourly earnings have increased 2.5 percent so far in 2016.

The unemployment rate, however, fell from 5 percent to 4.7 percent, the lowest since November 2007. However, economists believe that this is not due to better employment but because nearly 500,000 Americans have stopped working or looking for jobs. The labor force participation rate declined 0.2 percent to 62.6 percent, while the number of workers employed part-time for economic reasons increased to 6.4 million.

Jobs Added/Lost and Unemployment Rate



Source: BLS

DCR NATIONAL TEMP WAGE INDEX

THE DECLINE IN TEMPORARY EMPLOYMENT

The most recent jobs report released by the BLS, revealing that the U.S. economy has created the fewest jobs in over five years, also indicated that temporary employment has also been declining. This trend is typically a leading indicator for declines in overall employment. For example, ahead of the Great Recession, temporary staffing jobs began declining on a consistent basis in the spring of 2007, roughly a year before overall employment began to plunge.

In the first five months of 2016, U.S. employers lost about 64,000 temporary jobs, the biggest decline since August 2009.
In May 2016, the number of temporary jobs fell by 21,000.

"Last quarter, we saw the slowdown at the commercial staffing companies. That's usually the first sector that sees this kind of slow down. I don't want to pull the fire alarm here, but those numbers indicate that we're not moving in the right direction." ~Jeff Silber, Analyst at BMO Capital Markets

DOES THE QUITS RATE INDICATE A WEAK JOB MARKET?

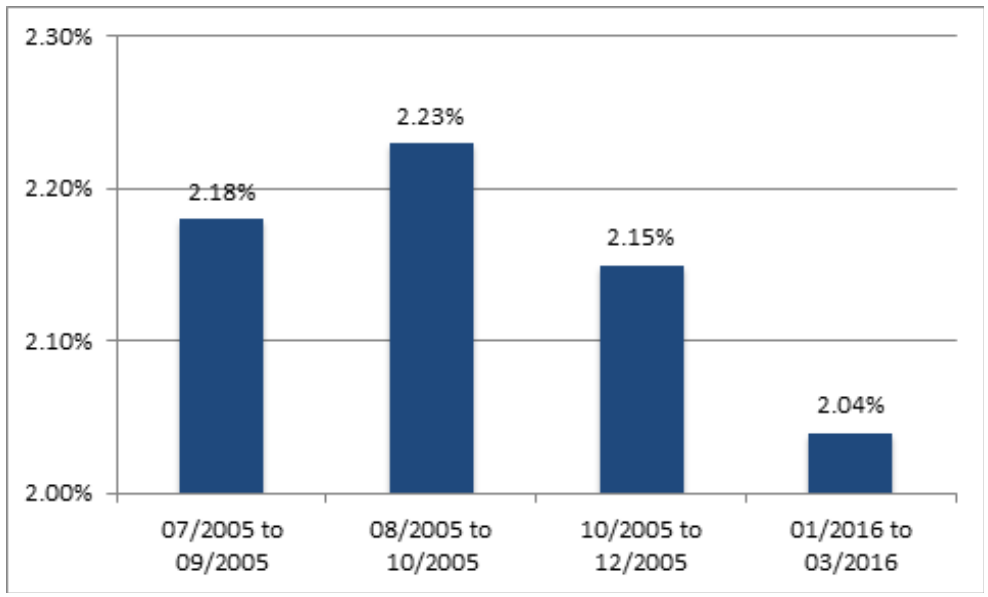
Data from the Job Openings and Labor Turnover Survey (JOLTS) indicates a continuing weakness in the labor market, despite the relatively low unemployment rate. While the unemployment rate has averaged 4.95 percent in Q1-2016, other measures from the labor market indicate weakness.

When workers feel that there are fewer job opportunities available, they are less likely to quit their job. Through the first quarter of the year, the quits rate has averaged only 2.04 percent, an unusually low rate.

By examining past data, a clearer picture is portrayed. Looking at the quits rates for prior periods where the unemployment rate has been 4.95 percent (same as current), shows that this level of unemployment is ordinarily associated with a considerably higher quit rate.

DCR NATIONAL TEMP WAGE INDEX

Quit Rate in Periods of 4.9% to 5.0% Unemployment



Source: BLS

AMERICA'S RECORD NUMBER OF JOB OPENINGS

According to the Labor Department data, there were 5.78 million job openings. This matches the all-time high set in July 2015. The openings were found across a range of industries, with manufacturing and trade and transportation each posting upwards of 46,000 jobs.

This data could represent both good and bad news. On one hand, it means employers are hiring more; during the worst part of the recession in 2009, there were only 2.3 million job openings. But on the other hand, it could indicate a symptom of a growing problem in the U.S. economy, where employers are unable to find skilled workers for the jobs they need.

Meanwhile the decline of job postings for professionals on LinkedIn has labor experts predicting that businesses are slashing their recruiting efforts in higher-paying professional categories. Online job postings on LinkedIn have plunged since February 2016, with May 2016 being portrayed as one of the worst months since January 2009.

According to job market experts, this could be another sign that the labor market, along with the overall U.S. economy, has taken a major hit, and that businesses have started to respond to falling sales (down since mid-2014), declining profits (down since early 2015), and lower productivity (weak since Q1-2016), and are looking at their workforce for savings.

TEMP WORKER TRENDS ACROSS THE STATES

For the past few years, temporary help has been one of the fastest growing sectors of the labor market. However, the distribution of those workers hired by staffing agencies is uneven across the United States. At the end of 2015, temp workers accounted for over 2 percent of total U.S. employment. However, the recent slowdown in staffing agency hiring, has some economists worried as businesses can easily dismiss non-permanent workers if they lose confidence in the economy.

If such a trend were to occur, the impact across the country would vary greatly due to the unevenness in temp hiring across the states.

STATES WITH THE HIGHEST SHARE OF TEMP WORKERS

In South Carolina, one in 25 workers is a temporary worker, the highest share in the country. Other southern states also have a relatively high percentage of staffing-agency workers. For example, Tennessee has a 3.9 percent share of employees who are temps, while Kentucky has 3.6 percent and Alabama has 3.5 percent.

Additionally, states with a strong manufacturing economy are also among top states for temp workers, such as Michigan and Illinois.

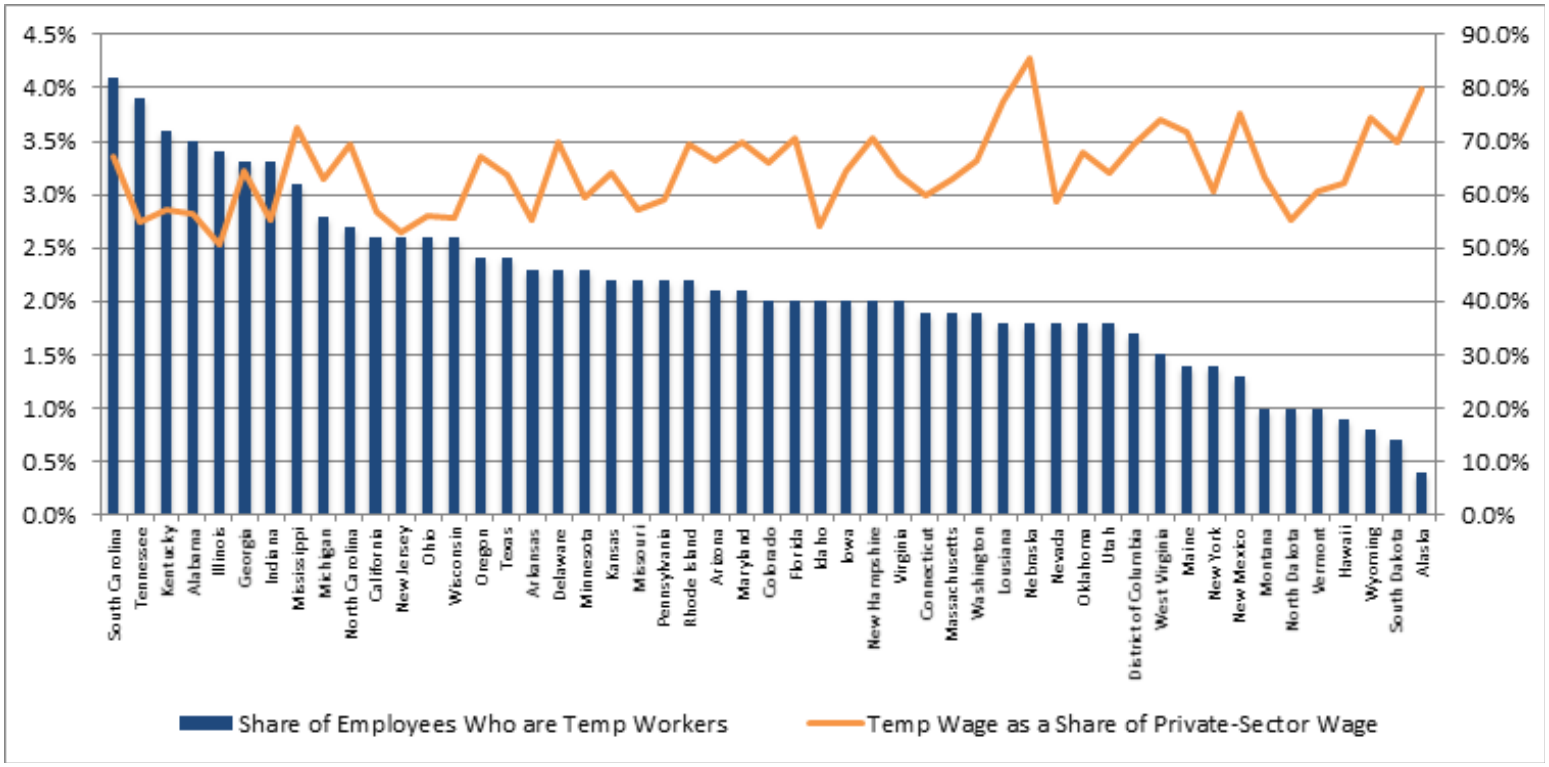
TEMP WORKER TRENDS ACROSS THE STATES

STATES WITH THE LOWEST SHARE OF TEMP WORKERS

In contrast, temps make up a smaller share of the workforce in less-populated states. For instance, in Alaska only 0.4 percent of workers are temporary. Fewer than one in 100 workers are temps in South Dakota, Hawaii, and Wyoming.

In such states, where temp workers make up a smaller share of the labor force, pay tends to be better. The average staffing-agency employee earns 85.6 percent of the average wage of all private-sector workers in Nebraska, where temps account for 1.8 percent of all workers. In Alaska, temps earn almost 80 percent of the average wage, while the national average is 60.3 percent.

Temp Worker Employment and Wage Share by State



Source: U.S. Department of Labor

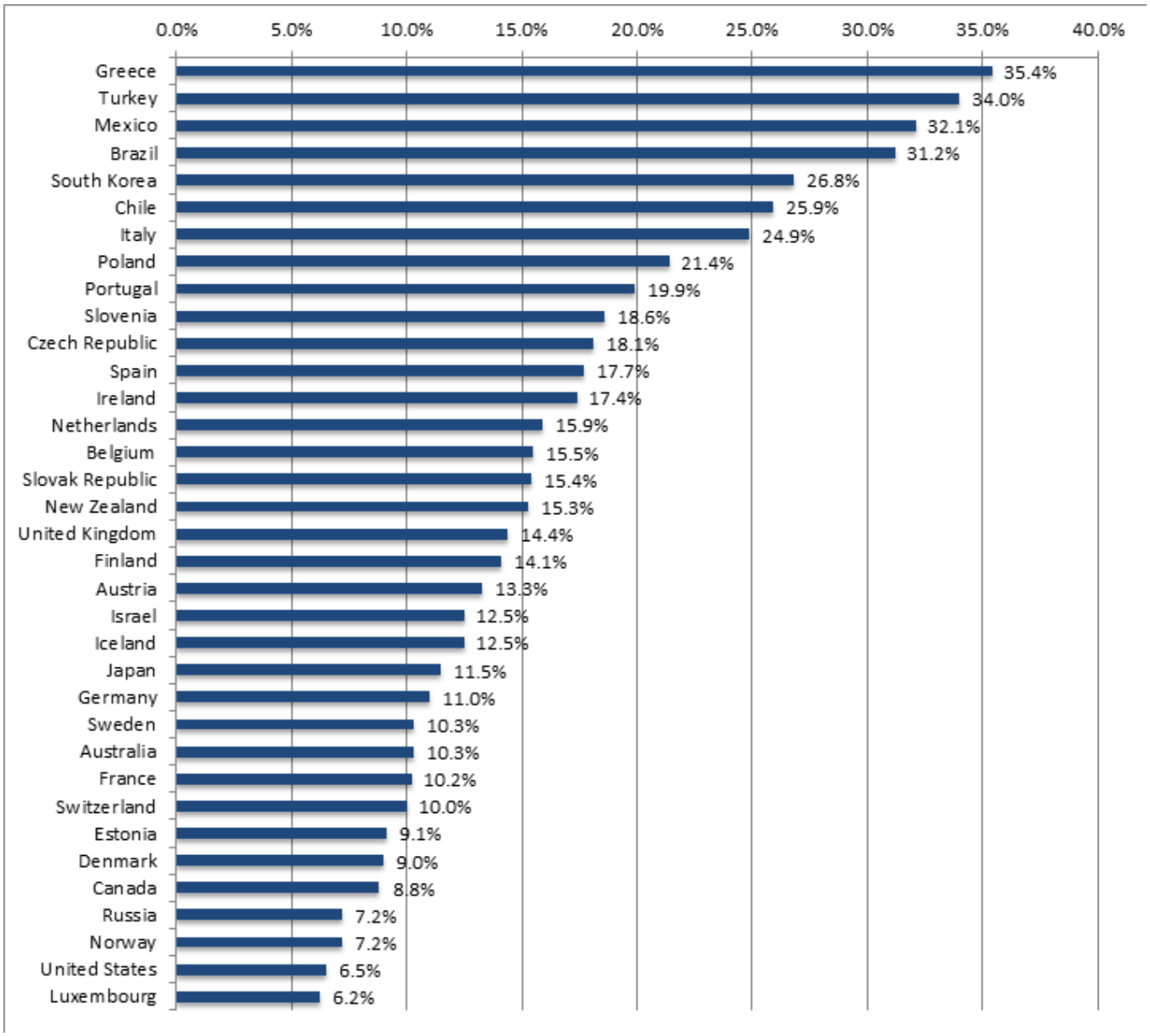
COUNTRIES WITH THE HIGHEST SELF-EMPLOYMENT

There's no denying that self-employment is emerging as a popular and sustainable trend. And this is not only in the United States, but also all across the world. According to the Organization for Economic Co-operation and Development (OECD), the share of self-employed workers as a percentage of total employment has been growing steadily in various countries.

The OECD defines self-employed people as employers, own-account workers, members of producers' co-operatives and unpaid family workers. In 2014, the share of self-employed workers ranged from under 7 percent to well over 30 percent across OECD countries.

Self-employment rates are highest in countries with lower income levels per capita. Countries such as Greece, Turkey, Brazil, and Mexico all have a self-employment rate higher than 30 percent.

Countries with the Highest Self-Employment Rates



Source: OECD

THE NUMBER OF INDEPENDENT WORKERS FALLS

Recent reports by industry experts and figures by government agencies reveal that the number of independent workers is starting to decline, as the labor market strengthens.

According to a recent report, "2016 State of Independence in America", by MBO Partners, the total number of independent workers is expected to decline by 5 percent in 2016, as companies transition workers to permanent roles. This annual study estimates that 39.8 million people are working independently in 2016, compared with 42.1 million in 2015, thus representing the first annual decline in the number of independent workers since 2011 (when MBO started its survey series).

Estimates Breakdowns, 2015 vs. 2016

	2016 (in millions)	2015 (in millions)	Difference (in millions)	Percentage Difference
Full-Time (over 15 hours/week of independent work consistently)	16.9	17.7	-0.8	-5%
Part-Time (1 to 15 hours/week of independent work consistently)	12.4	12.5	-0.1	-1%
Occasional (work sporadically)	10.5	11.9	-1.4	-12%
Total	39.8	42.1	-2.3	-5%

Source: Spend Matters | MBO Partners

Despite this decline, a majority of the workers surveyed indicated that they plan to remain independent. They cited benefits such as increased earning power, control over their career, and greater flexibility. As per MBO Partners, the numbers in the report reflect cyclical economic workforces as opposed to a retreat from independent work. These economic forces include the willingness of companies to transition independent workers to permanent positions as the labor market strengthens, the retirements of Baby Boomers, and independent workers returning to the traditional workforce for a "tour of corporate duty."

"I'm still confident that the long term trend towards independent work is still in place. But it's clear now we underestimated the extent of business cycle impacts on this sector." ~Steve King, Partner at Emergent Research (Designers of the MBO Partners survey)

THE NUMBER OF INDEPENDENT WORKERS FALLS

MBO Partners predicts that despite the fall this year, the independent workforce will continue to be strong due to several factors:

1) The infrastructure supporting independent work continues to grow in breadth and sophistication, making independent work less risky and easier to manager.
2) Millennials entering the workforce continue to use independent gig work to gain experience and build up resumes.
3) Baby Boomers are working even after retirement, as they want to remain socially and professional engaged.
4) Businesses across all industries are hiring more contingent workers.

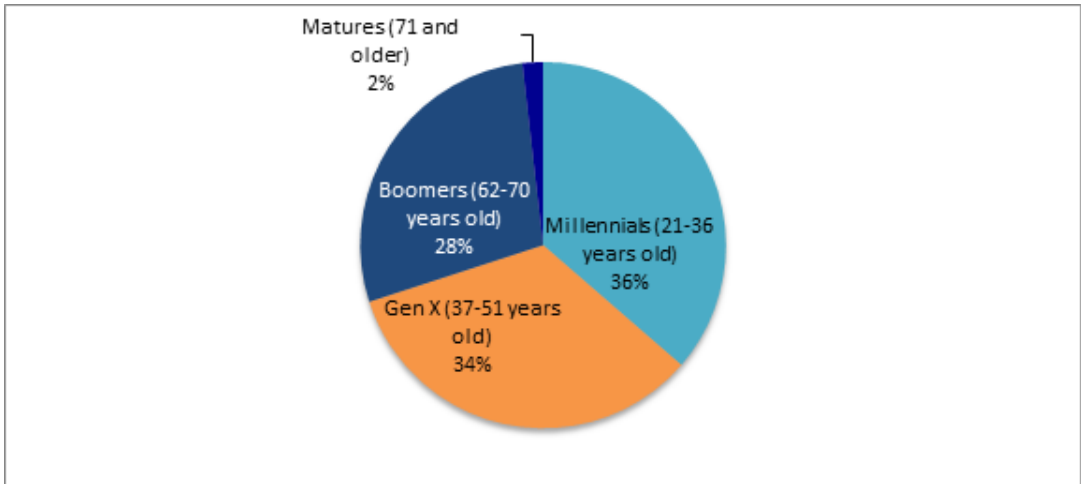
The 2016 study shows that 13 percent of adult Americans who are currently not independent workers are considering a shift in the next few years. Over the next five years, MBO expects the number of full-time and part-time independent workers in the U.S. to grow by 16.4 percent.

WHO ARE THESE INDEPENDENT WORKERS?

The 16.9 million full-time independent workers (those who work at least 15 hours each week in independent work) represent all ages, professions, educational levels, and geographies. These workers have generated approximately 41.1 trillion of revenue for the American economy over the past year, accounting for roughly 6 percent of the U.S. GDP.

Currently, millennials and Baby Boomers make up over 70 percent of the total independent workforce. The demographics of the independent workforce, however, are constantly changing.

Demographics of the Independent Workforce



Source: MBO Partners

Additionally, approximately 60 percent of independent workers have highly-desirable specialized skills that require certifications, special trainings or education; and 43 percent have a 4-year college degree or higher. The independent workforce is largely composed of service providers, with 83 percent providing services to their customers.

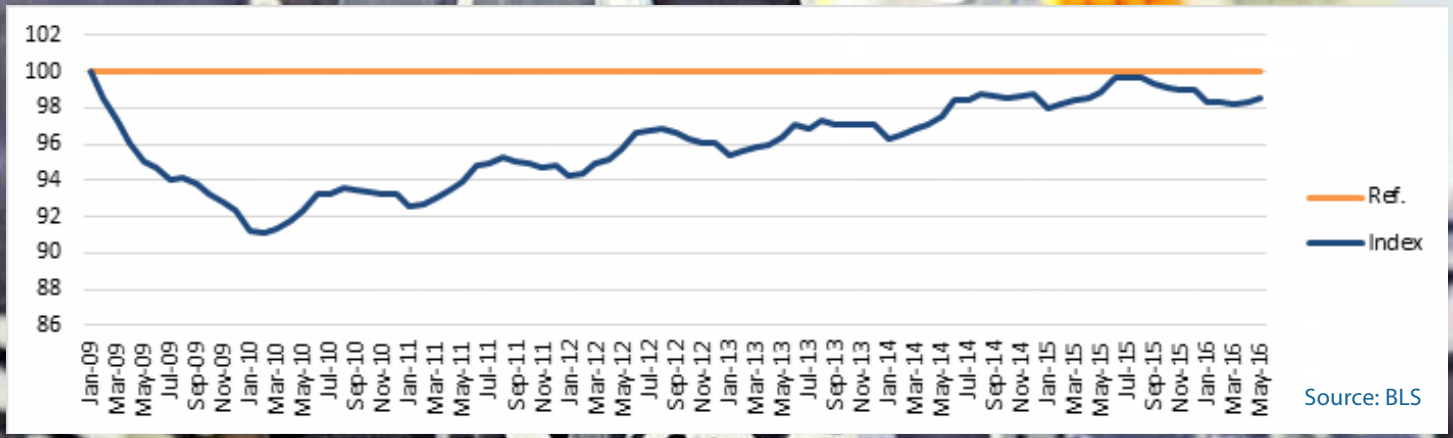
Of the independent workers included in the MBO Partners report, 47 percent say that they earned more money working on their own than they would in a traditional job. In 2016, 17.9 percent earned over $100,000 and more than 28 percent earned over $75,000. Average gross income generated from independent work, despite low inflation and overall wage stagnation, was $64,450.

INDUSTRY HIGHLIGHT: MANUFACTURING

Between 2000 and 2010, almost 6 million factory workers lost their jobs nationwide. Across the country, the manufacturing industry shed jobs due to outsourcing work due to lower wages found abroad and new machines that outpaced workers. In this time period, the country lost 5.7 million jobs, more than a third of the manufacturing workforce.

However, recently, manufacturing employment is starting to increase again, and in some parts of the country, foreign manufacturers are establishing factories and establishments. While it appears that traditional manual jobs are unlikely to return, there has been a shift of advanced manufacturing back to the U.S. amidst facts including a desire to enter the American market directly, the inconvenience of shipping across the world, and the rising wages in China. Throughout the south-east, local government and business groups are hoping that the presence of foreign manufacturers along with jobs "reshored" to the U.S. by American companies will help create stability in the industry. In particular, North Carolina and South Carolina are among the top three states for manufacturing jobs returning or created from overseas in 2015, according to the Reshoring Initiative.

Manufacturing Employment Index

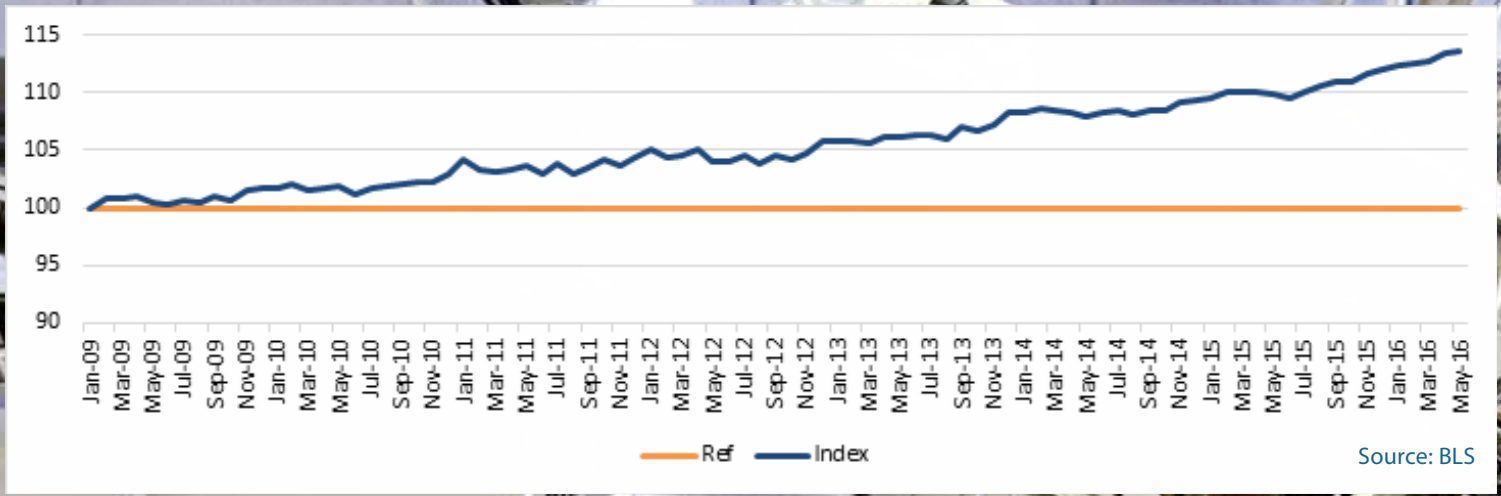


Source: BLS

According to the latest jobs report by the Bureau of Labor Statistics (BLS), the manufacturing sector lost 10,000 jobs in May 2016. Today, approximately 19.6 million Americans have jobs in the manufacturing sector, significantly lower than in 2009, when manufacturing jobs were the biggest component of the private sector job market and 20 million Americans worked in jobs in the sector. Higher-paying manufacturing jobs are shrinking relative to the economy, while jobs in health care, retail trade, and hospitality are growing quickly.

In 2009, the top three sectors for jobs were manufacturing, healthcare, and business services. Today, it's healthcare, business services, and manufacturing. However, average pay in the manufacturing sector is higher than the national average and much higher than the healthcare sector. The average weekly pay of a manufacturing worker is almost 30 percent higher than that of a worker in healthcare.

Manufacturing Wage Index



Source: BLS

REVITALIZING MANUFACTURING

Researchers, politicians, and business leaders are recently coming forward with strategies to accelerate job gains and investment in the manufacturing industry. These ideas range from trimming regulations that raise the cost and effort of running a manufacturing operation to imposing a value-added tax on imports to ramping up training programs so companies are easier able to find skilled workers. The upcoming U.S. election has renewed focus on the number of American manufacturing jobs abroad. Hillary Clinton has proposed penalizing companies taking jobs overseas, while Donald Trump has mentioned strong-arming manufacturers into returning to the U.S.

While revitalizing the manufacturing sector is not an easy task, it is an important one. Manufacturing business has historically been one of the best generators of wealth for an economy, requiring processes, materials, and skills that create employment and profit at each step.

Here's a look at some of the strategies proposed to revive the manufacturing sector.

1. **Make exports more valuable:** A plan promoted by investor Warren Buffet states that companies that export goods from the U.S. would accumulate certificates equal to the value of their exports, while companies that import goods would have to purchase certificates from exporters. This certificate would create two desired reactions – a) U.S. exporters could offer U.S.-made goods to foreign customers at lower prices, making them more competitive and shrinking the trade deficit over time; b) foreign-made items imported into the U.S. would become more expensive, making American-made goods more cost competitive with cheap imports. The appeal of this approach is that it's a decisive way to bring down the trade deficit, while the downside is that Americans would face higher prices for imported consumer items.

2. **Impose a value-added tax:** Another proposed idea for lowering the trade deficit is imposing a value-added tax (VAT). The tax, which is used in more than 130 countries, would be applied to each step along a production chain as a product or material increases in value or is consumed. Currently, almost all countries with VATs waive them on exports but impose them on imports. The VAT would need to be coupled with an elimination/reduction of existing taxes on businesses, and consumers would need tax relief to compensate for the higher prices they would face for many purchases. The advantage of this proposal is that it would put the U.S. on the same kind of tax system used throughout the world, making our exports more attractively priced. The disadvantage is that it's a regressive tax placed on essential, everyday items that every buyer faces regardless of their ability to pay.

3. **Look at the true cost of offshoring:** When companies offshore production, they often seek out the lowest initial price per unit. If they were required to take into account the hidden costs of foreign production, American-made goods would become more cost-competitive. Overseas manufacturing carries many unaccounted expenses and consequences, but companies often don't account for costs such as transportation, as well as expenses associated with product reliability, undependable supply chain, or the need to hold more inventory if overseas deliveries are delayed. Supporters of this strategy say that the requirement would raise awareness of the total cost of offshoring.

4. **Purge duplicate regulations:** When federal agencies instate new rules, they rarely repeal old ones or check to see if any other agency has a similar or conflicting regulation. As such, over decades this has resulted in layers of rules that are often redundant or outdated. The National Association of Manufacturers estimates that regulatory compliance costs manufacturers roughly $139 billion annually. If federal agencies removed redundancies, manufacturing executives say that complying with federal mandates wouldn't be so difficult.

5. Look beyond jobs: Typically, state and federal governments view manufacturing as employment generators. But economic-development policies that focus on boosting head counts risk missing a broader trend in manufacturing – automation. Analysts say that policy makers should do more to encourage investments in manufacturing technology and automation, even if it seems to undermine manufacturing-employment growth.

6. Spend more on R&D: Advocates say that training workers is not enough, and governments also need to spend more on applied research to solve specific problems in the sector and bring new products to market.

7. Create regional centers of expertise: Advocates argue that the U.S. will not be able to produce high-tech, high-margin products if it continues to abandon the ability to perform more basic manufacturing work. A proposed solution is to create regional centers of expertise, where a region looks to leverage an existing set of skills or an industrial legacy, such as casting metal or machinery.

8. Create career factories: One of the biggest issues in manufacturing, despite recent low payrolls, is that companies have difficulty finding skilled craft workers to replace retiring employees. Community colleges offer programs for skilled trades, but companies argue that the course work is often too generalized to meet job requirements, which means firms have to invest in on-the-job-training for new hires and are unable to quickly increase productivity through additional hiring. Some manufacturing companies are starting to collaborate with community colleges to design job-training programs specifically for their needs.

For years, predictive analytics has dominated the spotlight for analytics, overshadowing prescriptive analytics. However, that is starting to change. Today, adoption for prescriptive analytics is at an all-time high, with Gartner predicting that the market will reach $1.1 billion by 2019.

Currently, 10 percent of organizations use some form of prescriptive analytics. This will grow to 35 percent by 2020, as per Gartner. Part of this growth is attributed to the growth of the Internet of Things (IoT).

One of the greatest IoT market challenges for companies is how to manage, track, and analyze all of their data. ABI Research forecast that global revenues from the integration, storage, analysis, and presentation of IoT data will triple over the next five years, and surpass $30 billion in 2021 with a 29.4 percent CAGR. Data analysis from ABI Research suggests that early adoption of predictive and prescriptive analytics is occurring in more developed, mature Machine-to-Machine (MTM)/IoT verticals. Growth is especially high in asset-intensive industries where machinery cost is high, such as industrial, manufacturing, oil, and gas sectors.

"Descriptive analytics currently generate more than 75% of IoT analytics revenue. But over the next five years, rapid uptake of advanced analytics will overtake descriptive analytics' share of revenue to the extent that predictive and prescriptive analytics will account for more than 60% of IoT analytics revenue by 2021." ~Ryan Martin, Senior Analyst at ABI Research

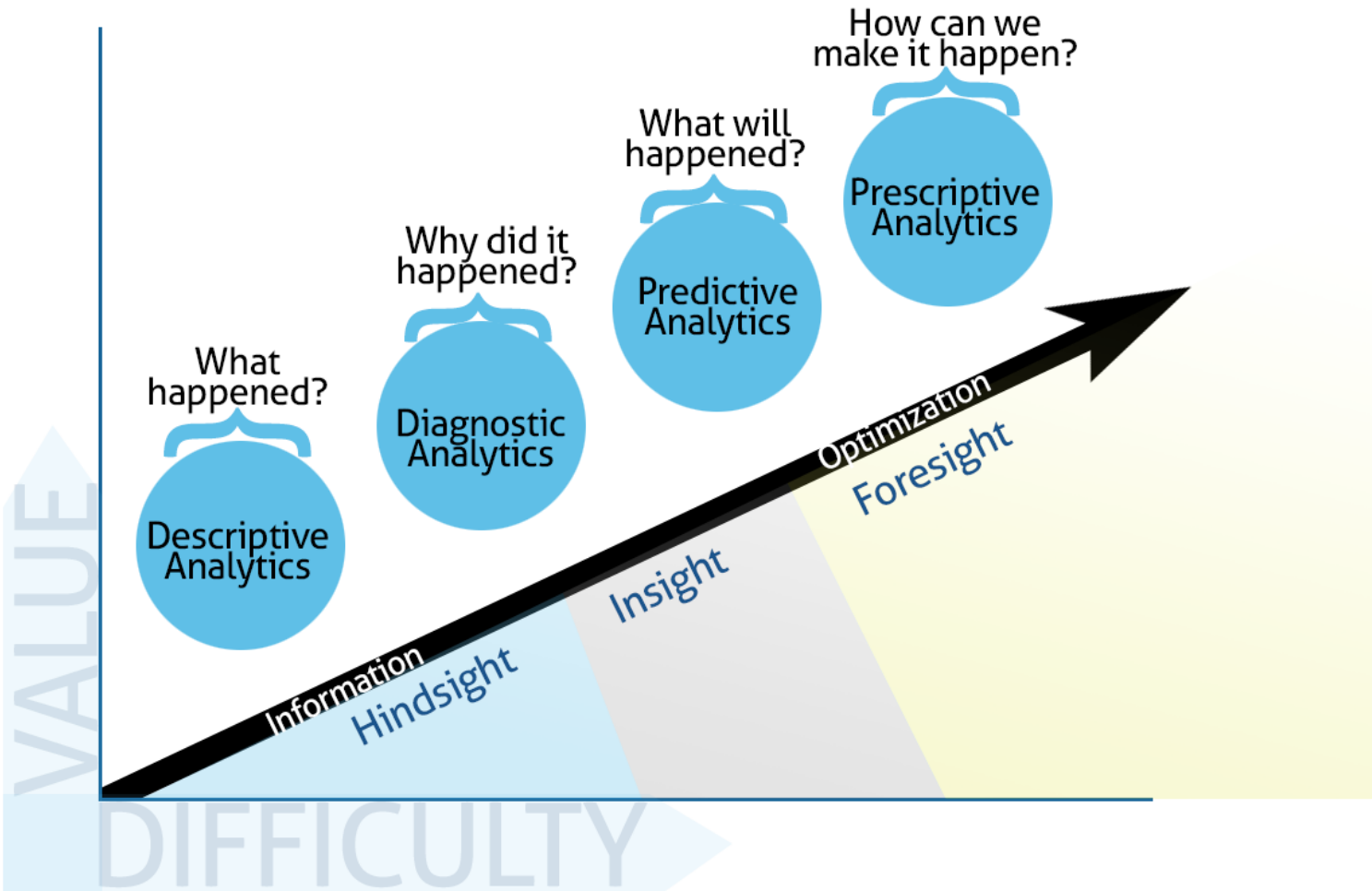
FROM INSIGHT TO ACTION

THE DIFFERENCE BETWEEN PREDICTIVE AND PRESCRIPTIVE ANALYTICS

Predictive analytics is often defined as the practice of extracting information from existing data sets to forecast future possibilities. It indicates what might happen in the future with an acceptable level of reliability, including some alternative scenarios and risk assessment. In terms of business application, predictive analytics is used to analyze current data and historical facts to better understand customers, partners, and products, and to identify potential opportunities and risks.

So what is prescriptive analytics? Prescriptive analytics goes a step further. It examines data or content to determine what decisions should be made and what steps should be taken to achieve an intended goal. The key difference is that prescriptive analysis looks at current pattern sets and provides actionable outcomes. Prescriptive analytics allows for a tailored approach for understanding both user behaviors and unlikely patterns that could cause organizations to waste resources. While both predictive and prescriptive analytics rely upon big data for gathering and understanding information, the main difference between them is that a prescriptive approach recommends an actionable plan to fix the issues.

Descriptive vs. Diagnostic vs. Predictive vs. Prescriptive Analytics



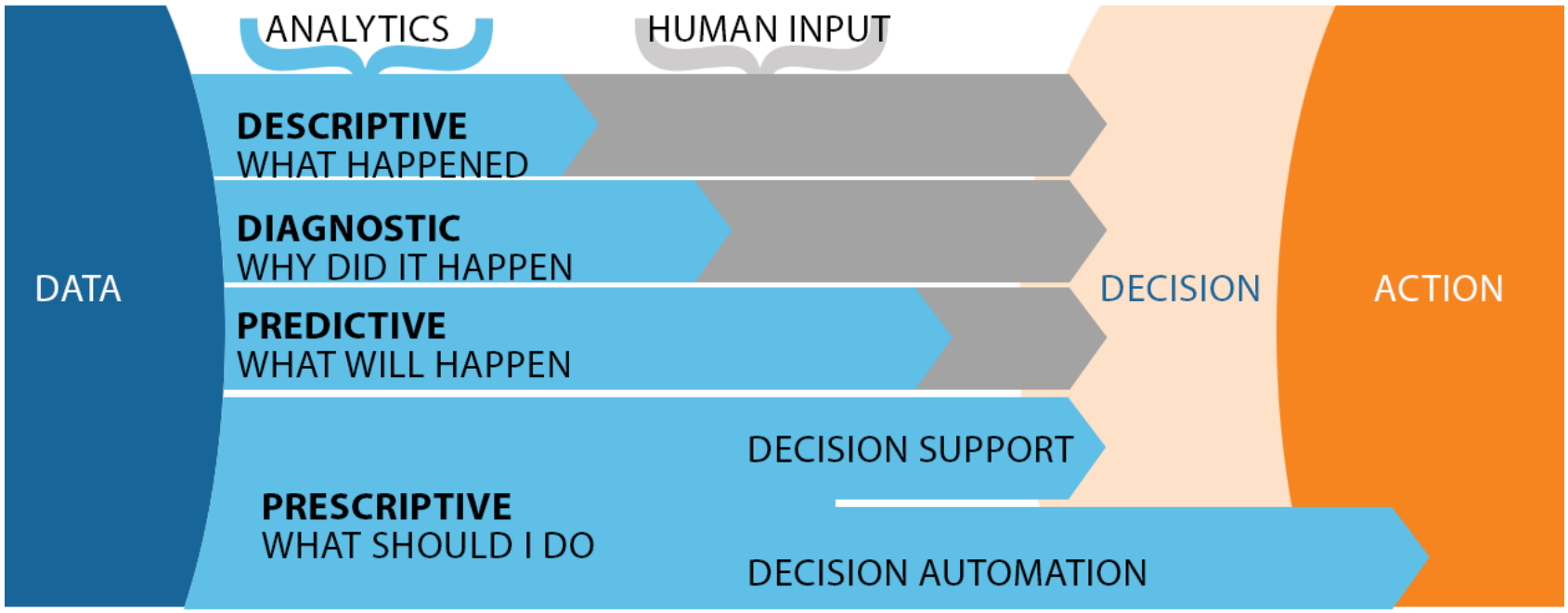
Source: Gartner

Prescriptive analytics solutions take predictive to the next level by providing a desired outcome. Rather than relying solely on predictions based on educated guesses and past results, prescriptive analytics provide pattern-seeking machine algorithms that provide resolution. Often, it is characterized by techniques such as graph analysis, simulation, neural networks, recommendation engines, and machine learning.

One of the best examples of prescriptive analytics is Google's self-driving car, which makes decisions based on various predictions and future outcomes. It needs to anticipate what's coming and what the effect of a possible decision will be before it makes the decision in order to prevent an accident.

The goal of prescriptive analytics is to see what the effect of future decisions will be, which helps to adjust decisions before they are actually made.

The Different Types of Analytics



Source: Gartner

FROM INSIGHT TO ACTION

APPLYING PRESCRIPTIVE ANALYTICS TO WORKFORCE PLANNING AND MANAGEMENT

Currently, 96 percent of organizations use descriptive or diagnostic analytics; however, just four percent use predictive or prescriptive analytics. One of the reasons for this big disparity is that the vast majority of companies use multiple, unrelated tools to manage their talent, which makes it difficult for predictive and prescriptive tools to glean accurate data. Recently, attitudes have begun to change. A recent PwC survey found that 86 percent of organizations said that creating or improving people analytics is a strategic priority over the next three years.

While the most common application examples of prescriptive analytics revolve around logistics or retail, there is a benefit for hiring managers and HR executives. Prescriptive analytics can be valuable when it comes to workforce planning and workforce management.

For example, if a company knows that they have a 27-year-old who has been employed for just over two years, prescriptive analytics could be used to suggest the likelihood of that worker leaving within the next year or the likelihood of that person becoming a high performer in the future. The prescriptive analytics solution could then notify the manager of these likelihoods, and offer a series of pre-determined actions (based upon this employee's exact profile). Thus, the manager is presented with data-driven guidance to help him or her understand the most viable next step to retain and develop a possibly high-potential employee.

Implementing and utilizing tools with prescriptive analytics can help companies gain a competitive edge in making critical workforce decisions. And prescriptive analytics also presents HR departments with a great avenue to move on from their traditional tactical role to provide the strategic guidance that organizations need.

THE MOST IMPORTANT JOBS

When you continuously see the same postings on jobs boards, it might lead you think that these jobs are unpopular or unwanted. Maybe the employers who post them simply cannot find anyone to fill the position. However, the truth is actually the opposite, according to SmartRecruiters. The companies that post ads for these jobs that seem to linger for weeks believe that these positions are so important that they can never stop accepting applications and hiring talented candidates to fill them.

These job postings never go away because the need for new talent never goes away.

"They leave those positions open and they try to hire as many people as they can. In the health sector and the tech sector, we're seeing companies that are basically on the lookout for talent and they effectively hire every good candidate that they can find because their ability to grow their companies is limited by their ability to access talent." ~Jerome Ternynck, CEO of SmartRecruiters

THE MOST IMPORTANT JOBS

Attracting and grabbing as much talent as is available on the market is part of a new strategy that SmartRecruiters has noticed from employers recently. This, combined with actively marketing to target candidates, is a way that companies are staying ahead of the talent economy.

"Hiring is less and less about people filling out a job application form and being tracked as applicants and (being told) 'we'll let you know if you've been accepted'. That's the old way of hiring. The new way of hiring is that organizations realize that people are, in fact, the only long term differentiator between businesses. They start to market to the talent in ways that are closer to the way they market to their customers. This is what people have referred to as the 'Talent Economy'." ~Jerome Ternynck, CEO of SmartRecruiters

The Jobs Employers Constantly Want to Fill

Job	Average Time Needed to Fill Position
Behavioral Therapist	310 days
Caregiver	256 days
Software Developer	247 days
Medical Assistant	220 days
Office Assistant	183 days
Tech Support Specialist	182 days
Intern	180 days
Business Development Manager	176 days
Accounts Receivable Manager	171 days
Program Manager	165 days

Source: SmartRecruiters

METHODOLOGY

The DCR National Temp Wage Index is developed to assess the relative movements of temporary wage rates in the U.S. economy. The wage rates for temporary workers or contingent workforce are based on payments made by staffing firms to these workers based upon hours worked. Data collected from sources such as Bureau of Labor Standards (BLS) and other government sites as well as an internal pool of staffing companies and consultants, is aggregated and classified based on regions and skill categories, to arrive at an aggregate index.

The baseline for the index is set at 100 for January 2007. Index value for a particular month indicates relative wages with the said baseline and is representative in terms of direction and scale of change. Five years of data has been included to observe seasonal patterns and distinguish seasonality from long-term wage movements. The data and the model has been further refined over last six months.

DCR TrendLine combines the exhaustive data from BLS with practical and more recent developments and data from on-field consultants and clients, to provide timely near-term indications of trends and consistent long-term actionable and objective information.

SOURCE DATA

DCR TrendLine uses multiple economic variables to ensure the robustness of its forecasts and cross-validation of trends.

Key data sources and parameters of interest included and influencing the index are:
Unemployment data
Gross Domestic Product
Prime rate of interest
New and seasonal Job openings
Non Farm employment
Job Openings
All Export
All Import
Average Hourly Earnings of All Employees Total Private
Aggregate consultant data on job market parameters

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DCR Workforce is an award winning, best-in-class service provider for contingent workforce and services procurement management. Our proprietary SaaS platform (SMART TRACK) assists in providing customizable VMS and MSP Solutions to manage, procure and analyze your talent with complete transparency, real-time control, high performance and decision-enabling business intelligence.

DCR Workforce serves global clientele including several Fortune 1000 companies. Customers realize greater efficiencies; spend control, improved workforce quality and 100% compliance with our services.

For more information about DCR Workforce and its Forecasting Toolkit (Rate, Demand, Supply and Intelligence) including Best Practice Portal, visit dcrworkforce.com

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