

Labor Market and Economy Report:

A Look at Trends in June 2024

Sharp insights for well-rounded people.

Aston Carter's monthly Jobs Report offers insights into current market demand and trends across accounting and finance; human resources and talent acquisition; and supply chain and procurement. The report corresponds with the release of the U.S. Bureau of Labor Statistics' monthly data. Specifically, readers can expect to learn about:

- Job growth
- Unemployment trends
- Labor categories and industries
- Labor force participation rates
- Job quits and layoffs
- Wages
- Other important news impacting the labor market

 **206K**

Jobs Gained in June

U.S. employment increased by 206,000 jobs in June, exceeding expectations. Job gains primarily occurred within government, healthcare, social assistance and construction, while other industries experienced minimal change.

 **62.6%**

Labor Force Participation Rate

The labor force participation rate slightly increased from 62.5% to 62.6% between May and June.

 **4.1%**

Unemployment Rate

The unemployment rate increased from 4.0% to 4.1% between May and June, rising by 0.1% for the third month in a row.

 **1.7M**

May Layoffs

Layoffs increased from 1.5 million to 1.7 million between April and May. Quits changed little at 3.5 million.

June 2024 Market Trends

A closer look at unemployment by industry and labor category



Overall Unemployment Rate

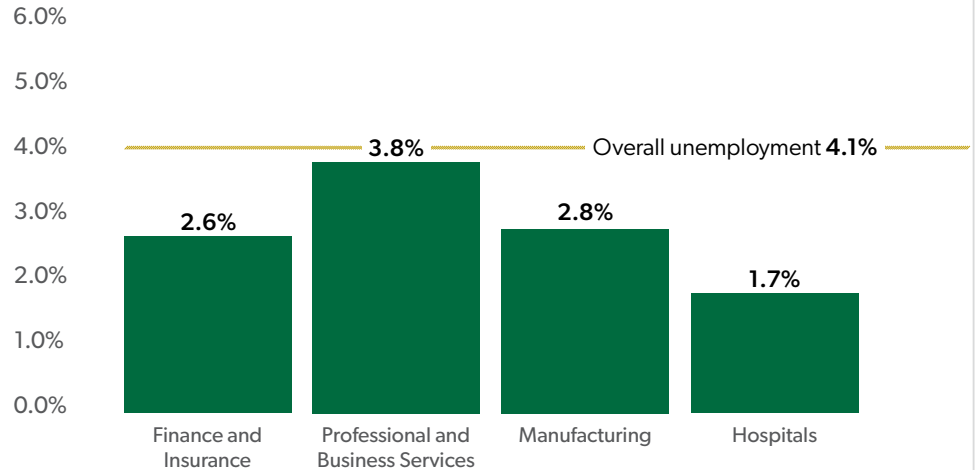


Unemployment Rate for
Degreed Workers

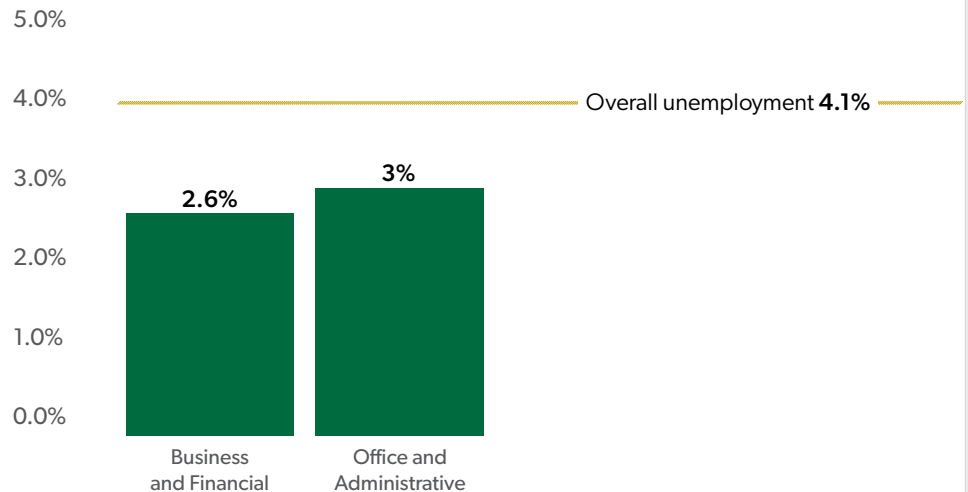


Ratio of unemployed workers
(procurement clerks, AP/
AR, and other core office and
administrative roles) available per
job opening

Unemployment Rates by Industry



Unemployment Rates by Labor Category



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

TRENDS

OVERALL ECONOMY

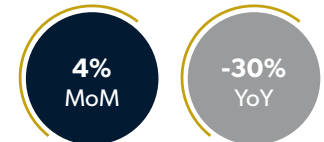
The U.S. employment increased by 206,000 jobs in June, exceeding expectations. Job gains from both April and May were revised down, suggesting that the labor market has cooled more than initially reported. The overall unemployment rate grew slightly to 4.1%, while the unemployment rates for business and financial occupations remained relatively unchanged at 2.6%. Office and administrative occupations saw unemployment drop to 3% from the prior month's 3.3%. Job gains were, once again, concentrated in the government, healthcare, social assistance and construction industries.



ACCOUNTING AND FINANCE

The Financial Accounting Standards Board (FASB) is keeping employers busy with ongoing changes and reforms, the most recent of which is a proposed requirement to report cash amounts tied to software expenditures as a line item in cash-flow statements to account for cash spending on software.

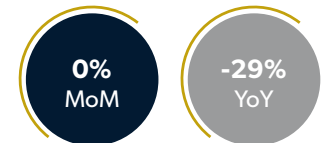
The deployment of AI in accounting functions continues as RSM reported success using generative AI to draft tax position documents, an often complex and time-consuming process that's now been automated. Labor-saving technology that leads to more productive teams is a must for a profession facing a persistent talent deficit and a more promising business outlook for 2024 and beyond as accounting needs increase from a growing economy.



HR AND TALENT ACQUISITION

Analysis by research platform Flex Index shows 2–3 days is the minimum requirement for days in office policies for nearly all (90%) employers among more than 8,500 companies in Flex Index's self-reported employer index. Only 5% of companies surveyed require four days or more.

People who left a job for a role with a new company in 2023 reported being less satisfied at work than those who stayed with their company, according to a wide-ranging worker survey by the Conference Board. This is a stark change in satisfaction compared to those who switched companies in 2022 and could drive attrition or lower engagement in 2024. While quits rates have normalized since pandemic highs, HR teams remain focused on retention, which is their highest priority (62%) per a new employer survey by professional consulting firm Gallagher.

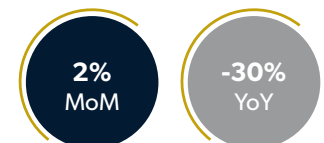


SUPPLY CHAIN AND PROCUREMENT

On the automation of supply chain teams and functions, 64% of companies surveyed by the World Economic Forum say AI is vital to driving supply chain improvements. But only 1% have eliminated manual, error-prone inputs like spreadsheets, suggesting there is far more work ahead for companies seeking to streamline procurement and supply chain processes.

June's Logistics Managers Index reported the seventh consecutive month of increasing logistics activity across the U.S., though there was a significant drop in warehousing utilization as inventory levels contracted.

Recently released government employment data unveiled which industries grew their supply chain and procurement teams the most: restaurants, trucking and transportation services, specialty trade contractors (construction), healthcare and chemical manufacturing.



Wages in the United States

How they've changed

+3%



Consumer Price Index

The consumer price index, a measure of inflation, increased by 3.0% for the 12 months ending June, down from the 3.3% increase recorded in May. The rate at which inflation has been increasing has slowed for three consecutive months.

+3.9%



Wage Increases

Average hourly earnings increased by 3.9% for the 12 months ending June. This was slightly below the year-over-year increase of 4.1% recorded in May.

+0.8%



"Real" Earnings

Because wage increases outpaced the consumer price index, "real," inflation-adjusted average hourly earnings increased by 0.8% between June 2023 and June 2024. In other words, average hourly earnings are keeping up with inflation, although consumers may still be feeling the pressure of higher prices.

References

ACCOUNTING AND FINANCE:

[Plan for New Accounting Rules on Software Costs Moves Forward](#)

[5 Ways Accountants are Using AI to Streamline Workloads](#)

HR / TALENT ACQUISITION:

[Is 3 Days in Office the Sweet Spot?](#)

[Workers Switching Jobs Find the Grass Isn't Always Greener Elsewhere](#)

[2024 US Workforce Trends Report: Organizational Wellbeing Report](#)

SUPPLY CHAIN / PROCUREMENT:

[From Disruption to Opportunity: Strategies for Rewiring Global Value Chains](#)

[June 2024 Logistics Managers' Index](#)

[U.S. Bureau of Labor Statistics: Occupational Employment and Wage Statistics](#)

About Aston Carter

Aston Carter provides world-class corporate talent solutions to thousands of clients across the globe. Specialized in accounting, finance, human resources, talent acquisition, supply chain, procurement and select administrative professions, we extend the capabilities of industry-leading companies. We draw on our deep recruiting expertise and expansive network to meet the evolving needs of our clients and talent community with agility and excellence. With offices across the U.S., Canada, Asia Pacific and Europe, Aston Carter serves many of the Fortune 500.

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