

ABOUT THE INDEX

Because the staffing sector often feels the effects of economic shifts before any other sector, Elwood actively monitors the pulse of its applicants to detect changes and predict and prepare for market shifts. As part of our standard application process, we ask every applicant to answer a set of questions anonymously so we can measure favorable or unfavorable sentiment towards parts of the job seeker’s local employment landscape. The sheer number of responses and the stability of the questions over time allow us to track shifts in workers’ mindsets to predict and prepare for market changes.

Q3 2018

OPTIMISM ABOUT QUANTITY OF JOBS

We measure optimism by the number of respondents who say they feel the quantity of local jobs is increasing or staying the same. Currently, 92% of local job seekers are optimistic about the number of open jobs available locally, which represents 6% decline from last year. Across the nation, 89% of job seekers report optimism towards the number of jobs available in their local markets, which represents virtually no change from the same time last year.

92%

OPTIMISM ABOUT QUALITY OF JOBS

We measure optimism by the number of respondents who say they feel the quality of local jobs is increasing or staying the same. Currently, 94% of local job seekers are optimistic about the quality of open jobs available locally, which represents 3% growth from the same time last year. Across the nation, 92% of job seekers report optimism towards the quality of jobs available in their local markets, which represents virtually no change from the same time last year.

94%

OPTIMISM ABOUT QUALITY OF WAGES

We measure optimism by the number of respondents who say they feel their local wages are higher than or equal to those in surrounding areas. Currently, 78% of local job seekers are optimistic about local wages, which represents 9% growth from the same time last year. Across the nation, 76% of job seekers report optimism about the quality of wages available in their local markets, which represents 1% decline from the same time last year.

78%

WILLINGNESS TO COMMUTE 30+ MINUTES

We measure willingness to commute by asking respondents to report the length of time they are willing to commute one way to and from work. Currently, 30% of local job seekers are willing to commute more than 30 minutes before and after work, which represents 12% decline from the same time last year. Across the nation, 37% of job seekers are willing to commute more than 30 minutes before and after work, which represents 9% decline from the same time last year. Consider this data when allocating your recruiting expenditures.

30%

Continued on pg. 2

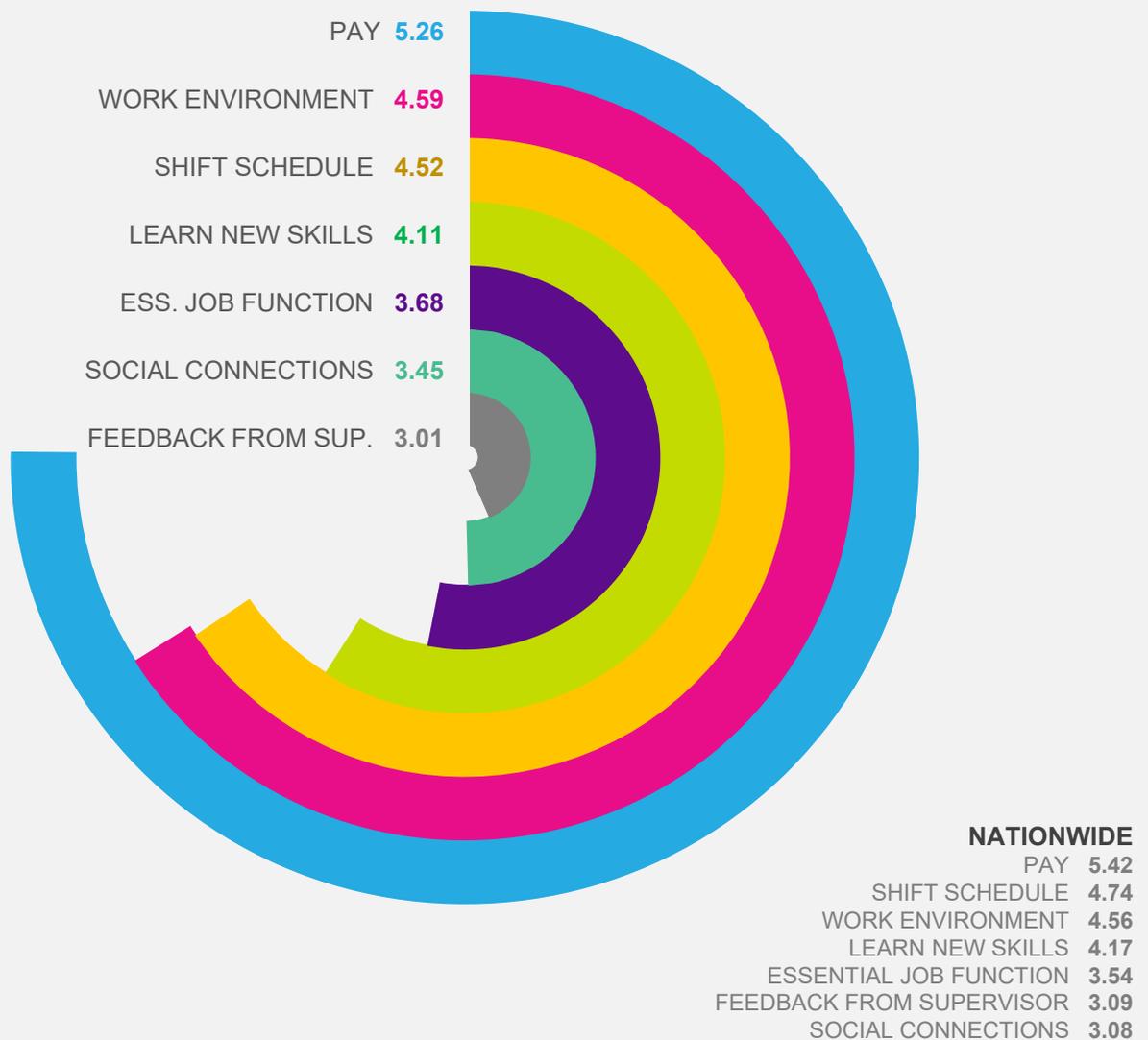
■ YOY DECLINE
■ YOY STABILITY
■ YOY GROWTH

IDAHO APPLICANT SENTIMENT INDEX™ REPORT

Continued from pg. 1

IMPORTANCE OF JOB CHARACTERISTICS

We ask job seekers to rate the importance of seven job characteristics they consider when applying for a job. The chart below depicts the order of importance of these seven factors to Idaho's job seekers. Items are ranked from most important (weighted as 7) to least important (weighted as 1).

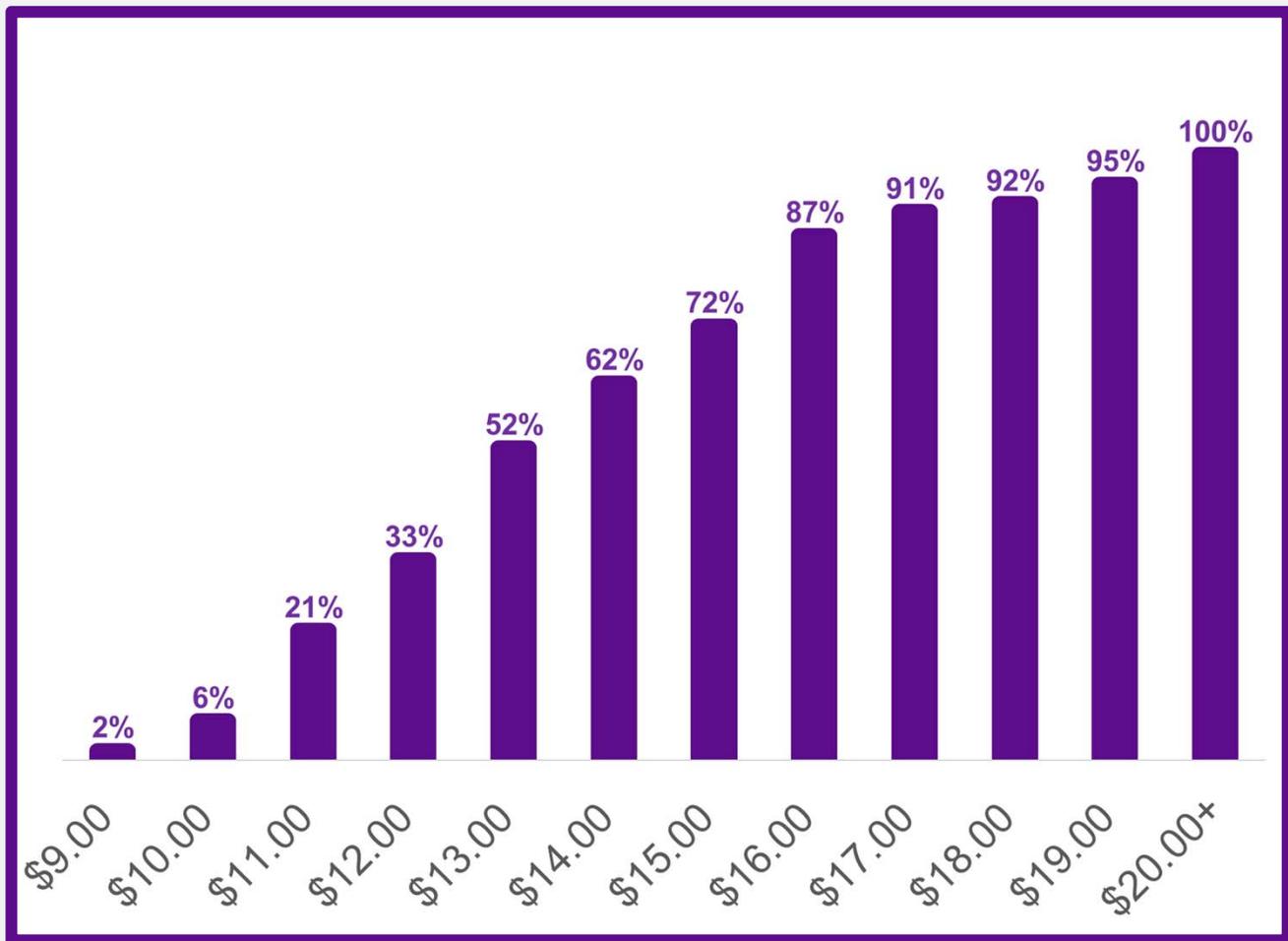


BOISE WAGES DESIRED BY JOB SEEKERS

ABOUT THIS REPORT

On our application, we ask every applicant to input his or her desired hourly wage (the wage at which he or she will accept work). We calculate the number of respondents who say they are willing to accept work at each given wage. Looking at the data in aggregate helps us understand the normal wage expectations in a market, as they are often very different than the local minimum wage or median wage.

AVAILABLE ASSOCIATES BY DESIRED PAY RATE



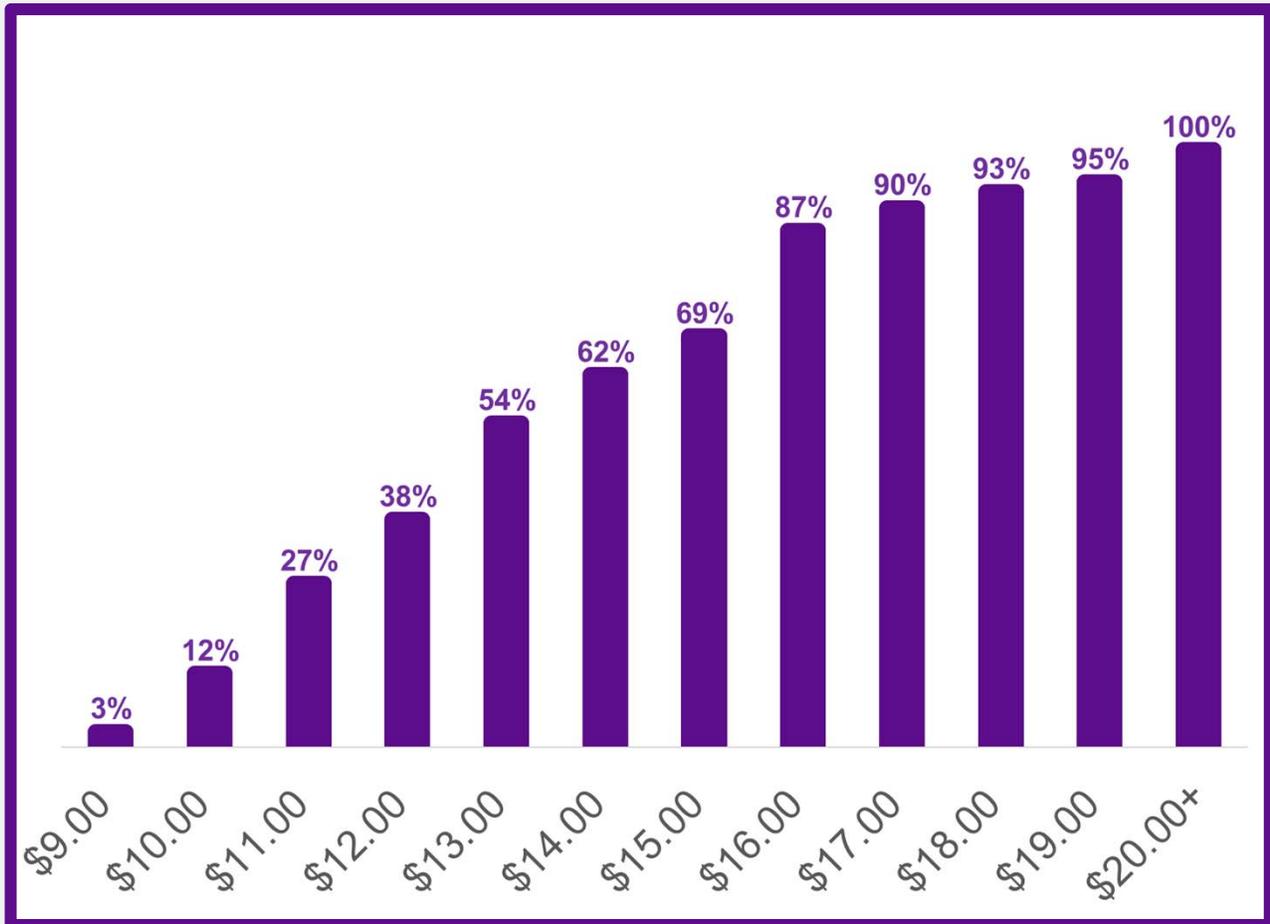
The data above reflects the breakdown of responses for the six months ending October 24, 2018, by candidates applying to the Elwood Staffing branch located in Boise, ID. The total number of responses included is 308.

IDAHO FALLS WAGES DESIRED BY JOB SEEKERS

ABOUT THIS REPORT

On our application, we ask every applicant to input his or her desired hourly wage (the wage at which he or she will accept work). We calculate the number of respondents who say they are willing to accept work at each given wage. Looking at the data in aggregate helps us understand the normal wage expectations in a market, as they are often very different than the local minimum wage or median wage.

AVAILABLE ASSOCIATES BY DESIRED PAY RATE



The data above reflects the breakdown of responses for the six months ending October 24, 2018, by candidates applying to the Elwood Staffing branch located in Idaho Falls, ID. The total number of responses included is 186.

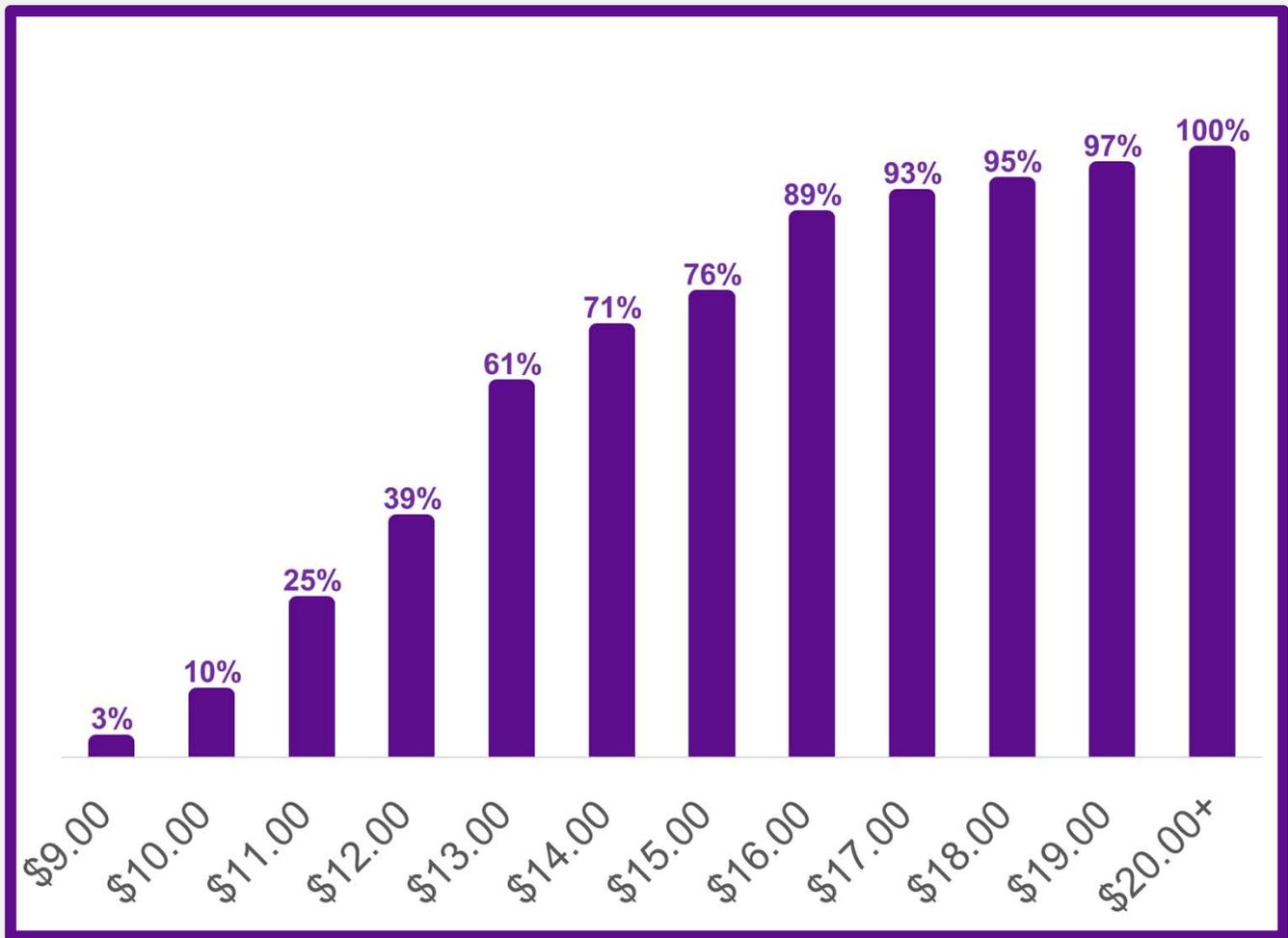
NAMPA

WAGES DESIRED BY JOB SEEKERS

ABOUT THIS REPORT

On our application, we ask every applicant to input his or her desired hourly wage (the wage at which he or she will accept work). We calculate the number of respondents who say they are willing to accept work at each given wage. Looking at the data in aggregate helps us understand the normal wage expectations in a market, as they are often very different than the local minimum wage or median wage.

AVAILABLE ASSOCIATES BY DESIRED PAY RATE



The data above reflects the breakdown of responses for the six months ending October 24, 2018, by candidates applying to the Elwood Staffing branch located in Nampa, ID. The total number of responses included is 310.

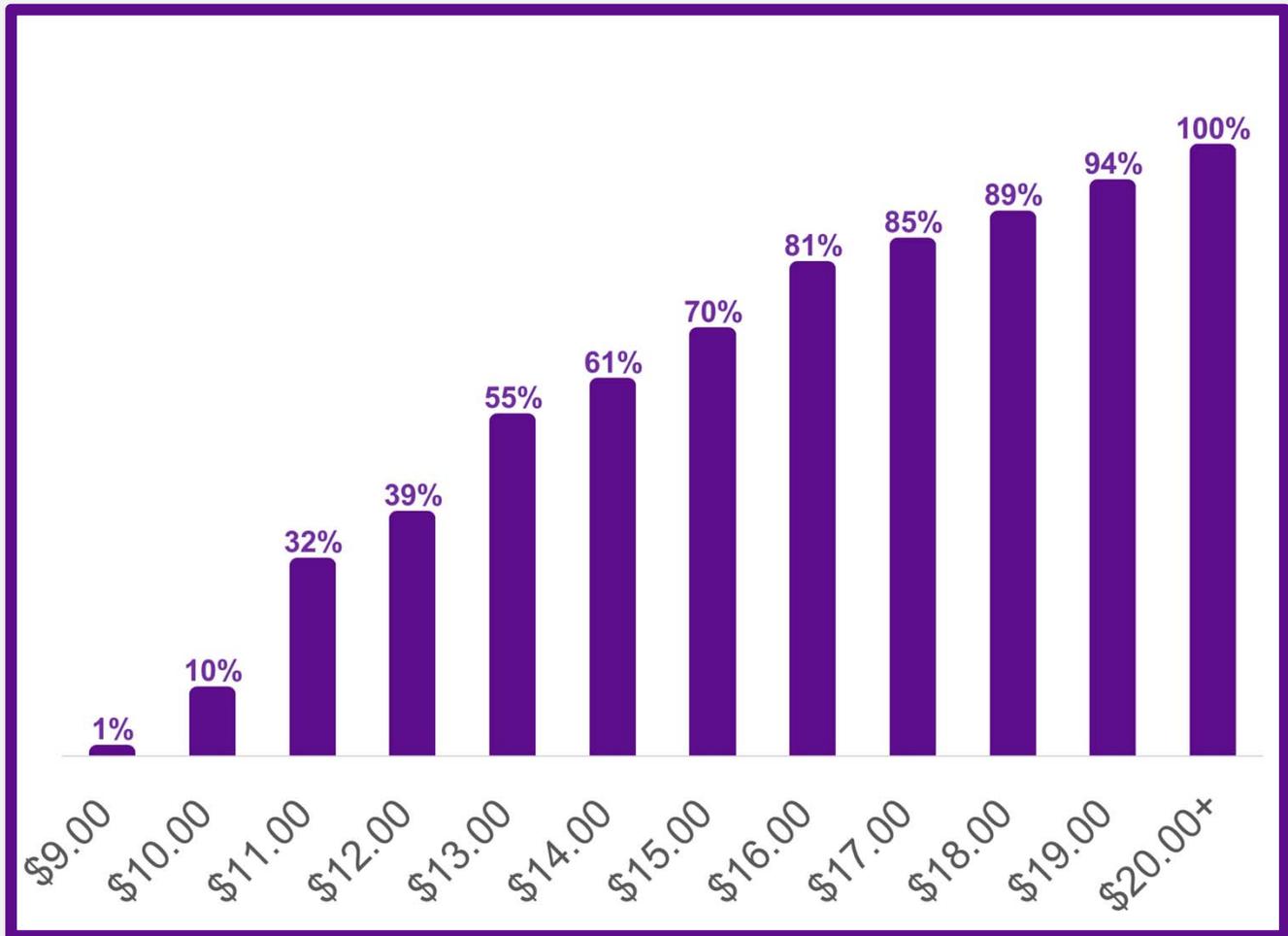
POCATELLO

WAGES DESIRED BY JOB SEEKERS

ABOUT THIS REPORT

On our application, we ask every applicant to input his or her desired hourly wage (the wage at which he or she will accept work). We calculate the number of respondents who say they are willing to accept work at each given wage. Looking at the data in aggregate helps us understand the normal wage expectations in a market, as they are often very different than the local minimum wage or median wage.

AVAILABLE ASSOCIATES BY DESIRED PAY RATE



The data above reflects the breakdown of responses for the six months ending October 24, 2018, by candidates applying to the Elwood Staffing branch located in Pocatello, ID. The total number of responses included is 155.

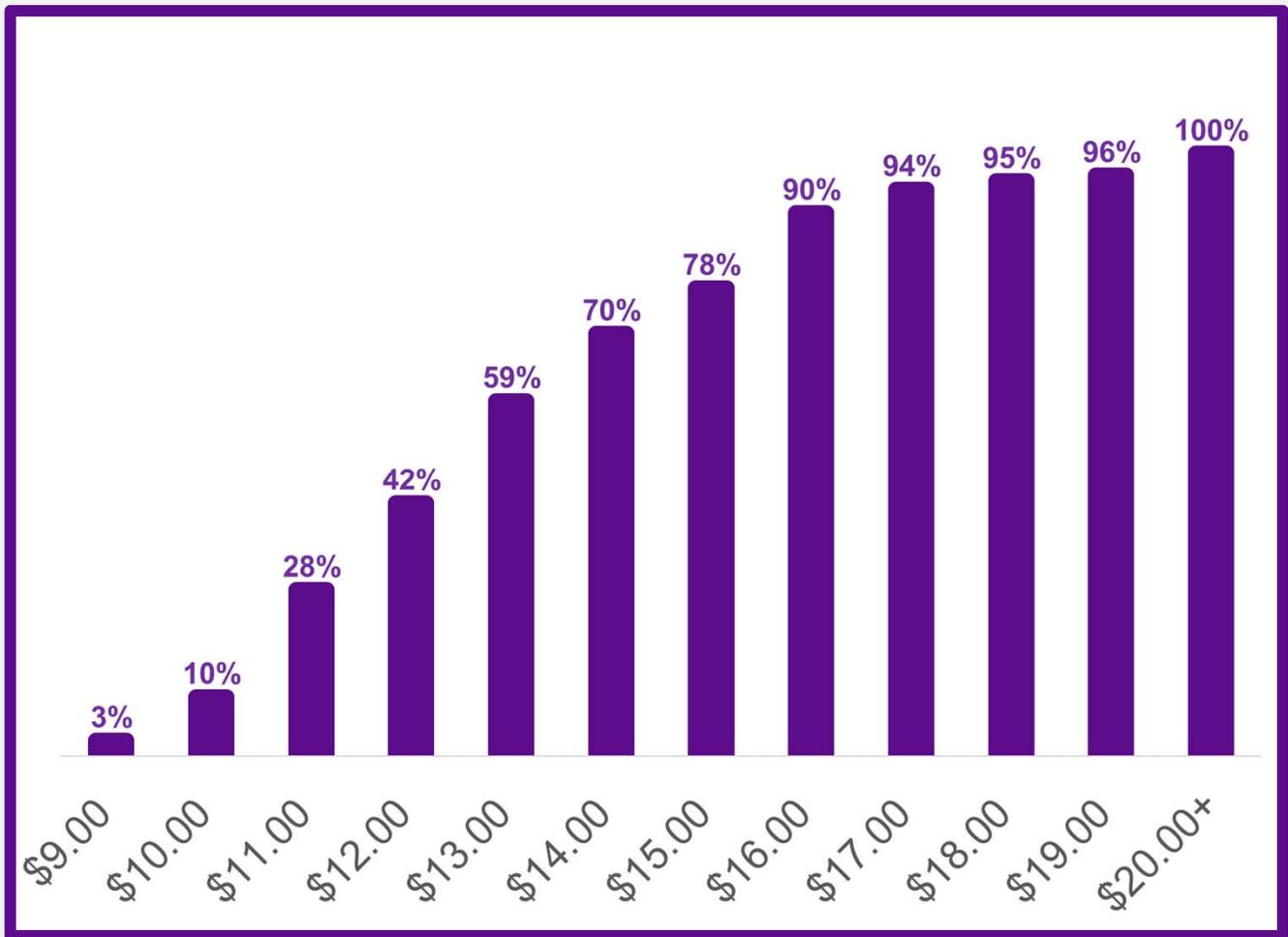
TWIN FALLS

WAGES DESIRED BY JOB SEEKERS

ABOUT THIS REPORT

On our application, we ask every applicant to input his or her desired hourly wage (the wage at which he or she will accept work). We calculate the number of respondents who say they are willing to accept work at each given wage. Looking at the data in aggregate helps us understand the normal wage expectations in a market, as they are often very different than the local minimum wage or median wage.

AVAILABLE ASSOCIATES BY DESIRED PAY RATE



The data above reflects the breakdown of responses for the six months ending October 24, 2018, by candidates applying to the Elwood Staffing branch located in Twin Falls, ID. The total number of responses included is 305.