

The CLEAR Report. It's a thoughtful look at employment in New Jersey, New York and Pennsylvania, showing how our region is faring compared to the rest of the country.



Figure 1

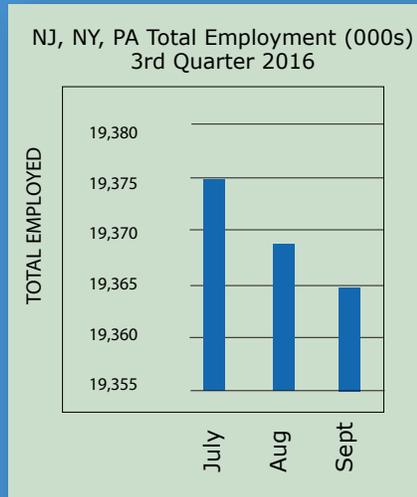


Figure 2

Nationally, total employment in 2016 continued to trend upward, steadily increasing in each of the three months of the third quarter. Total people in the U.S. workforce hit 145,942,000 in September, an increase of 604,000 jobs since the end of the second quarter. (Figure 1)

In New York, New Jersey and Pennsylvania, employment was higher than 2nd quarter, but did not have the same steady rise as the national job market. In fact, the picture is quite the opposite. July posted the highest number of jobs at 19,376,000 dipping slightly to 19,365,000 in September. (Figure 2) The reason: seasonal employment in the tri-state area, primarily at the shore.

Figure 3 shows that month over month, CLEAR clients added jobs in July and August, reflecting the national trend, but lost jobs in September. The two-month job growth is an indication of the strength of our clients' businesses, while the decline in September is simply a reflection of the seasonal nature of employment in the tri-state area.

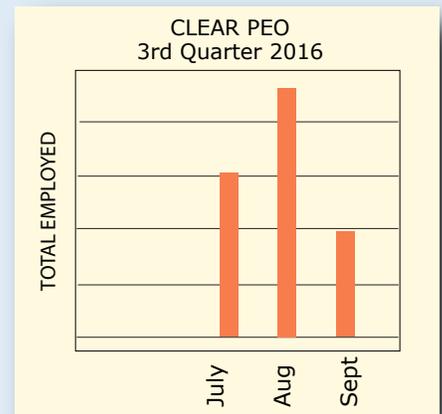


Figure 3

**Start Planning for Summer Now.** As 2017 begins, now is a good time for business owners to start planning for summer hires, including college interns. Here are five tips to make the intern experience a positive one for the student and for your business:

1

Give the candidates material to review prior to the interview - let them learn about your company. This will allow you to assess their willingness to learn.

2

Articulate a clear job description and establish expectations early on, in writing! College students are used to having a syllabus so give them physical materials.

3

Assign the intern an unofficial mentor - this gives him/her a go-to person for questions or support. The mentor can make sure they are on task and provide guidance.

4

Delegate a variety of tasks - the intern (and you) have a chance to discover their strengths and weaknesses.

5

Assign the intern a long-term project at the start of the internship - it is a great way to assess their performance.