

# Employment Report

NEW YORK



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Employee Confidence Index	↑	Macroeconomic Confidence Index	↑	Personal Confidence Index	↓	Job Security	↑	Job Transition	↑
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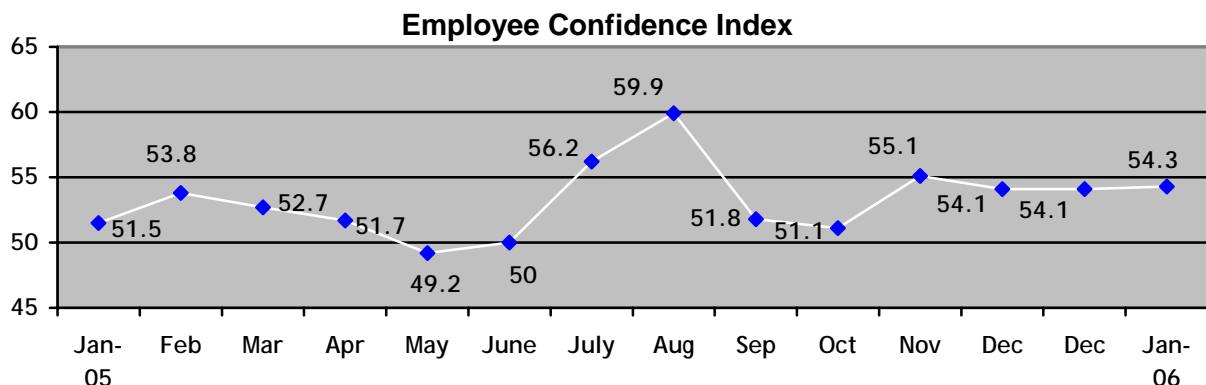
## New York Employee Confidence Index Down Slightly As Fewer Workers Confident in Economy

NEW YORK, NY, January 19, 2006 - The New York Employee Confidence Index dropped one point to 54.1 in December, as fewer workers were confident in the economy, according to the New York Spherion® Employment Report. While fewer workers believed in the strength of the economy, they continued to express confidence in their own personal employment situation. The monthly survey, conducted by Harris Interactive® on behalf of Spherion Corporation (NYSE:SFN), showed a one point increase in the subscale Personal Confidence Index to 74.4 in December. The Index is 2.5 points higher than one year ago.

The subscale Macroeconomic Confidence Index declined 3.1 points to 33.7 in December. Most notably, 49 percent of New York adult workers believe the economy is getting weaker, an increase of nine percentage points from the prior month. Nonetheless, the Job Transition Index showed that 42 percent of workers are likely to look for a new job in the next 12 months, up nine percentage points from the previous month. *For detailed information on the calculation of the Employee Confidence Index and its subscale measurements, please see the "About Spherion Employment Report" section below.*

"Despite the setback in macroeconomic confidence, New York workers' confidence in their personal employment situation remains strong," said John Gramer, New York branch director of Spherion Professional Services. "We believe the decline in the macroeconomic level may have been a temporary blip, as the survey was taken just before the transit strike in New York which ultimately impacted the retail industry during the height of the holiday season. For 2006, we expect continued strong demand for skilled accounting and financial services professionals. Other hot industries include media communications and digital marketing services. Professionals who understand how to use new media tools to reach an increasingly diverse and fragmented market will be in great demand this year."

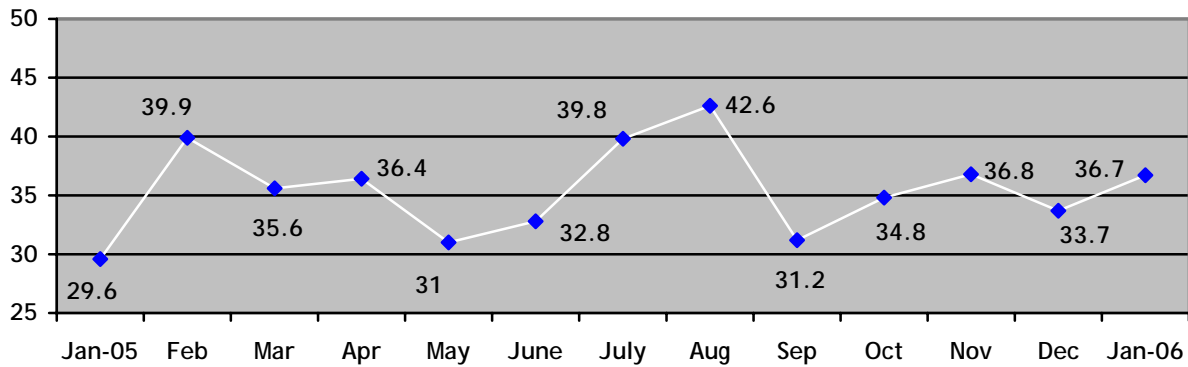
**Employee Confidence Index:** The New York Employee Confidence Index was 54.3 in January, up .2 points from the previous month, and 2.8 points higher from a year ago. The Index, which measures adult workers' confidence in their personal employment situation and the macroeconomic environment, increased because more workers were confident in the economy.



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**Macroeconomic Confidence Index:** The Macroeconomic Index was 36.7 in January, up from 33.7 in December, as more workers believe the economy is strengthening and more jobs are available. The Index is 7.1 points higher than the level seen in January 2005.

### Macroeconomic Confidence Index



*Note: The data below was used to calculate the Macroeconomic Confidence Index. For the following, respondents were asked to select a point on a scale of 1 to 5 (where a "1" indicates a weak economy or fewer jobs available while a "5" indicates a stronger economy or more jobs available) that best represents their opinions.*

- **Fewer Workers Believe More Job Are Available:** Only 15 percent of adult workers in New York believe that more jobs are available, compared to 17 percent of workers in the previous month.

#### Job Availability

<u>January 2006</u>		<u>December 2005</u>	
More Jobs:	15%	More Jobs:	17%
Neutral:	41%	Neutral:	34%
Fewer Jobs:	45%	Fewer Jobs:	49%

- **More Workers Believe the Economy is Stronger:** 21 percent of adult New York workers believe the economy is getting stronger, up five percentage points from December.

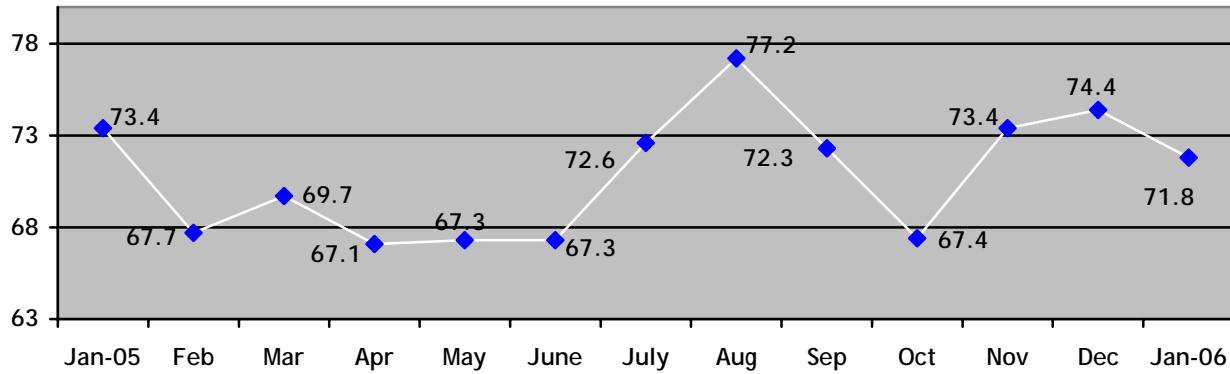
#### Strength of Economy

<u>January 2006</u>		<u>December 2005</u>	
Getting stronger:	21%	Getting stronger:	16%
Staying the same:	34%	Staying the same:	34%
Getting weaker:	45%	Getting weaker:	49%

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**Personal Confidence Index:** The New York Personal Confidence Index was 71.8 in January, down 2.6 points from the previous month. The Index is 1.6 points lower than the level last year.

### Personal Confidence Index



*Note: The data below was used to calculate the Personal Confidence Index. For the following, respondents were asked to select a point on a scale of 1 to 5 (where a "1" indicates no confidence in either one's ability to find a job or no confidence in the future or one's employer, while a "5" indicates a lot of confidence in one's ability to find a job or the future of one's employer) that best represents their opinions.*

- **More than Half of New York Workers Remain Confident in the Future of Their Employer:** 57 percent of adult workers in New York feel confident in the future of their employer, compared to 66 percent in December.

#### *Confidence in Future of Current Employer*

<u>January 2006</u>		<u>December 2005</u>	
Confident:	57%	Confident:	66%
Neutral:	27%	Neutral:	23%
Not Confident:	16%	Not Confident:	11%

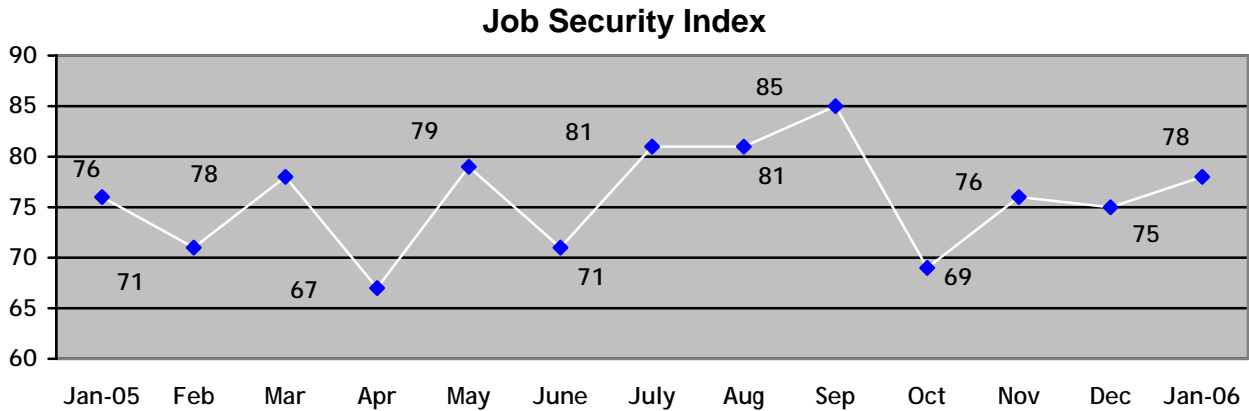
- **Percentage of Workers Confident in Ability to Find New Job Increases:** 59 percent of adult workers in New York have confidence in their own ability to find a new job, an increase of five percentage points from the previous month.

#### *Own Ability to Find New Job*

<u>January 2006</u>		<u>December 2005</u>	
Confident:	59%	Confident:	54%
Neutral:	29%	Neutral:	35%
Not Confident:	12%	Not Confident:	11%

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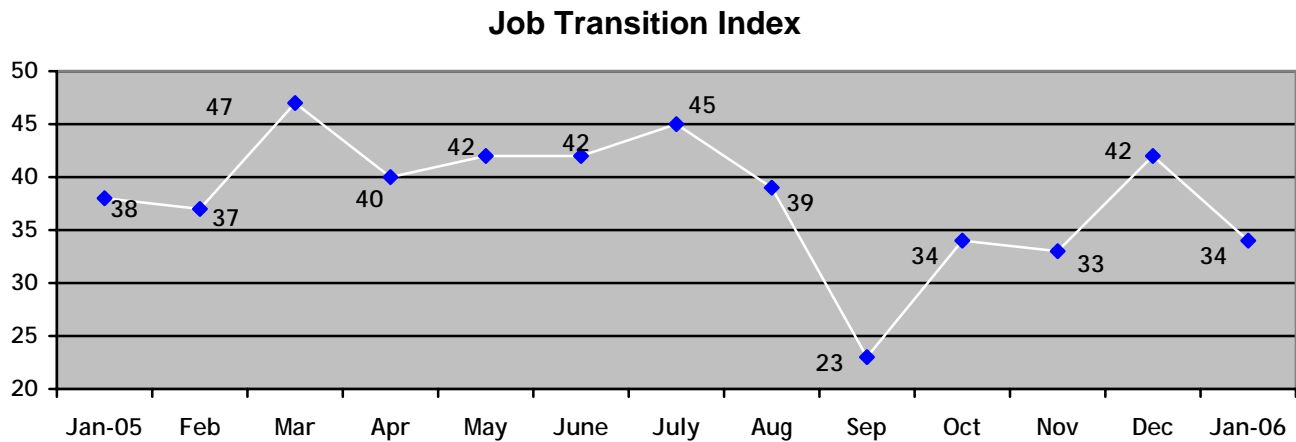
**Job Security Index:** The New York Job Security Index was 78 percent in January, compared to 75 percent in December. The Index level is two percentage points higher than in January 2005.



*Likelihood of losing job or job elimination in next 12 months*

<u>January 2006</u>		<u>December 2005</u>	
Likely:	12%	Likely:	11%
Neither unlikely nor likely:	11%	Neither unlikely nor likely:	13%
Unlikely:	78%	Unlikely:	75%

**Job Transition Index:** 34 percent of working adults in New York said they are likely to look for a new job in the next 12 months, down eight percentage points from the previous month and four percentage points from a year ago.



*Likelihood of looking for new job in next 12 months*

<u>January 2006</u>		<u>December 2005</u>	
Likely:	34%	Likely:	42%
Neither unlikely nor likely:	13%	Neither unlikely nor likely:	12%
Unlikely:	53%	Unlikely:	46%

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### About the Spherion Employment Report

As part of the Spherion® Emerging Workforce® Series of employment surveys, the monthly Spherion Employment Report provides a snapshot of the latest workforce trends across the country and is issued in conjunction with state and national labor market releases. Three key indices are measured: the Spherion Job Security Index, which captures how likely respondents think it is that they will lose their job or that their job will be eliminated in the next 12 months; the Spherion Job Transition Index, which captures how likely respondents are to look for a new job in the next 12 months and the Employee Confidence Index that measures employees' overall confidence in the economy, their employer and their ability to find other employment. The Employee Confidence Index is calculated from the results of four components that reflect these aspects of employee confidence. For each component item a 'score' is calculated by taking the difference of the percentage of positive responses and the percentage of negative responses. These four scores are then averaged to indicate an overall level of employee confidence and is scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

### Methodology

The January 2006 Spherion Employment Report is based on data from the Harris Interactive® online survey conducted monthly on behalf of Spherion Corporation. A U.S. sample of 3194 employed adults, aged 18 years and older, of whom 226 are employed in New York (for December 2005 n=179), was interviewed in a series of two polls conducted between January 3-5 and January 10-12, 2006. Figures for age, sex, race/ethnicity, income, education and region were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting adjusted for respondents' propensity to be online. In theory, with probability samples of this size, one can say with 95 percent certainty that the results for the overall sample have a sampling error of plus or minus 2 percentage points. Sampling error for the New York sample results is plus or minus 8 percentage points of what it would be if the entire New York employed adult population had been polled with complete accuracy. This online sample is not a probability sample.

### About Spherion

Spherion Corporation is a leader in the staffing industry in North America, providing value-added staffing, recruiting and workforce solutions. Spherion has helped companies improve their bottom line by efficiently planning, acquiring and optimizing talent since 1946. To learn more, visit [www.spherion.com](http://www.spherion.com).

### About Harris Interactive®

Harris Interactive Inc. ([www.harrisinteractive.com](http://www.harrisinteractive.com)), based in Rochester, New York, is the 13<sup>th</sup> largest and the fastest-growing market research firm in the world, most widely known for *The Harris Poll*® and for its pioneering leadership in the online market research industry. Long recognized by its clients for delivering insights that enable confident business decisions, the Company blends the science of innovative research with the art of strategic consulting to deliver knowledge that leads to measurable and enduring value.

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EOE M/F/D/V

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