



# Employment Report

## UNITED STATES



May 2006

Media Contact:

Kip Havel  
800 422-3819  
[kiphavel@spherion.com](mailto:kiphavel@spherion.com)

Employee Confidence Index



Macroeconomic Confidence Index



Personal Confidence Index



Job Security Index

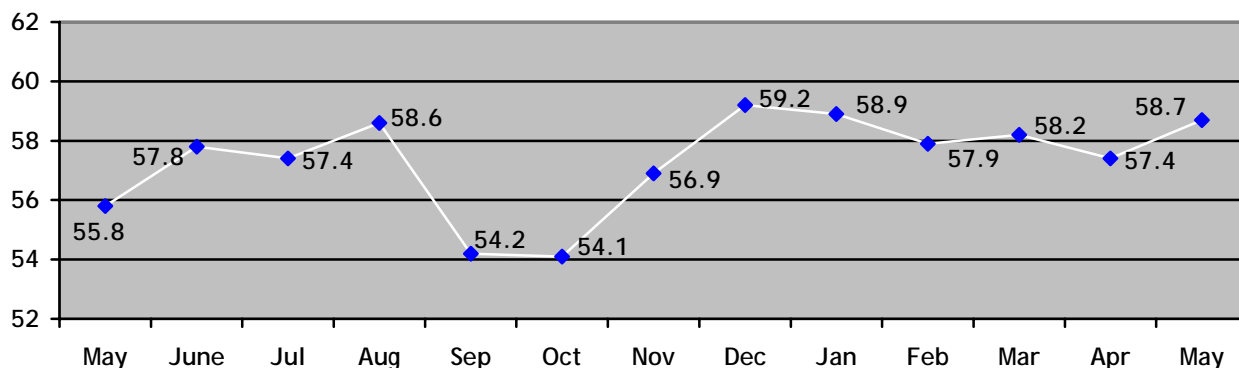


Job Transition Index



**Employee Confidence Index:** The overall May Employee Confidence Index was 58.7, rising 1.3 points from April. The Index, which measures workers' confidence in their personal employment situation and the macroeconomic environment, increased as a result of more workers reporting optimism in the job market, the future of their employer and their ability to find a new job. The Index level is 2.9 points higher than the level recorded in May 2005.

### Employee Confidence Index



The Employee Confidence Index is derived from the results of a continuing set of questions about the strength of the economy, availability of jobs, confidence in their ability to find a new job and confidence in the future of their current employer. To provide a more complete picture on employee attitudes, the Employee Confidence Index has been subdivided into two additional indices:

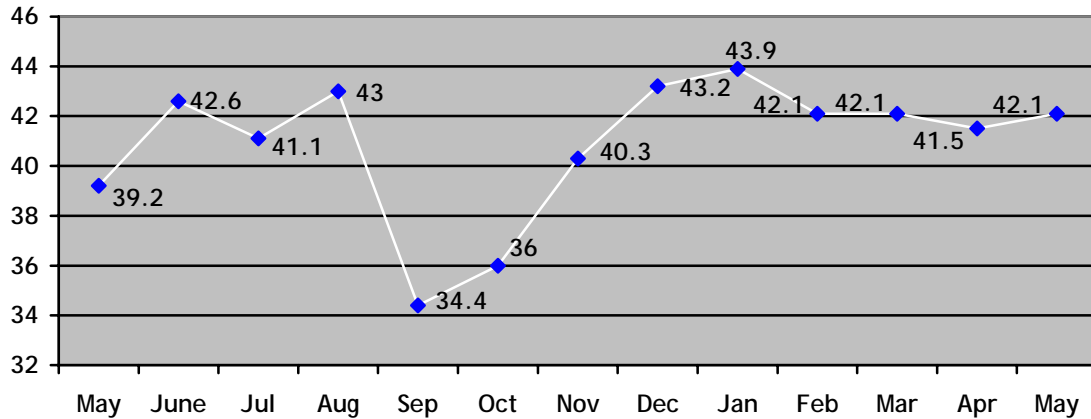
- *Macroeconomic Confidence Index*  
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*  
This index measures workers' opinions of their own personal employment situation, their confidence in their own ability to find a job, as well as their confidence levels in their current employer.

For more information on the calculation of the Employee Confidence Index, please see the "About the Spherion Employment Report" section on page 5.

(more)

**Macroeconomic Confidence Index:** The Macroeconomic Confidence Index increased to 42.1, a 0.6-point rise from April as more workers were confident about the availability of jobs. The Index level is 2.9 points higher than in May 2005.

### Macroeconomic Confidence Index



*Note: The data below were 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.*

- **Slightly More Workers Believe More Jobs Are Available:**  
27 percent of U.S. adult workers believe that more jobs are available, up one percentage point from April.

#### Job Availability

<u>May 2006</u>		<u>April 2006</u>	
More Jobs:	27%	More Jobs:	26%
Neutral:	34%	Neutral:	34%
Fewer Jobs:	39%	Fewer Jobs:	41%

- **Percentage of Workers That Believe Economy is Strengthening Unchanged:**  
23 percent of U.S. adult workers believe the economy is getting stronger, showing no change from the previous month.

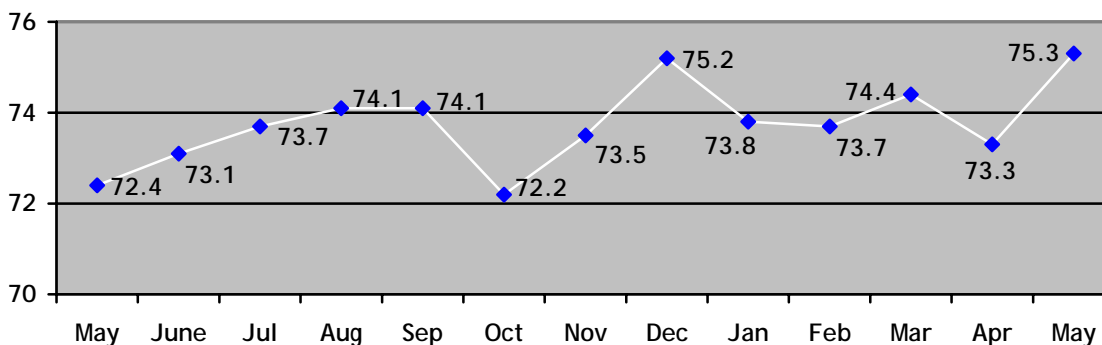
#### Strength of Economy

<u>May 2006</u>		<u>April 2006</u>	
Getting stronger:	23%	Getting stronger:	23%
Staying the same:	34%	Staying the same:	34%
Getting weaker:	43%	Getting weaker:	43%

(more)

**Personal Confidence Index:** The Personal Confidence Index was 75.3 in May, a two-point rise from April as more workers were confident in future of their employer and their ability to find a job. The Index level is 2.9 points higher than in May 2005.

### Personal Confidence Index



*Note: The data below were 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.*

- **Two-Thirds of Workers Confident in the Future of Their Employer:**  
66 percent of U.S. adult workers feel confident in the future of their employer, compared to 65 percent in April.

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

<u>May 2006</u>		<u>April 2006</u>	
Confident:	66%	Confident:	65%
Neutral:	22%	Neutral:	22%
Not Confident:	12%	Not Confident:	13%

- **Percentage of Workers Confident in Their Ability to Find a New Job Increases:**  
60 percent of U.S. adult workers have confidence in their own ability to find a new job, up three percentage points from the prior month.

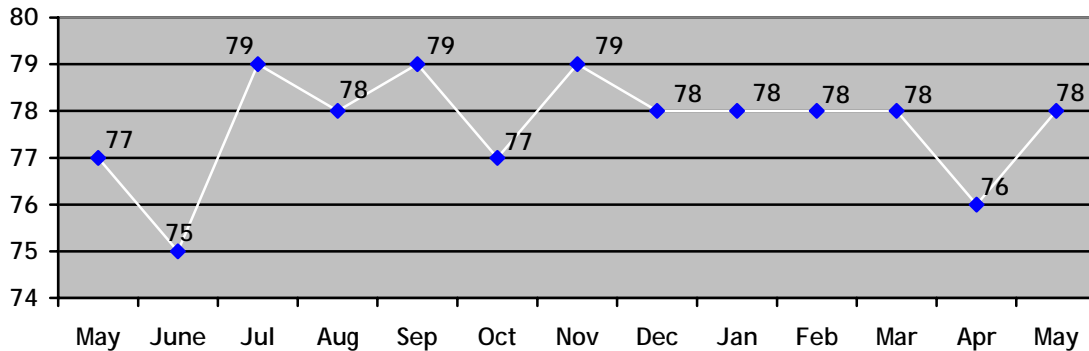
#### *Own Ability to Find New Job*

<u>May 2006</u>		<u>April 2006</u>	
Confident:	60%	Confident:	57%
Neutral:	27%	Neutral:	28%
Not Confident:	13%	Not Confident:	15%

(more)

**Job Security Index:** Rising for the first time in two months, the Job Security Index rebounded to 78 percent in May. The Index is virtually unchanged from May 2005.

### Job Security Index

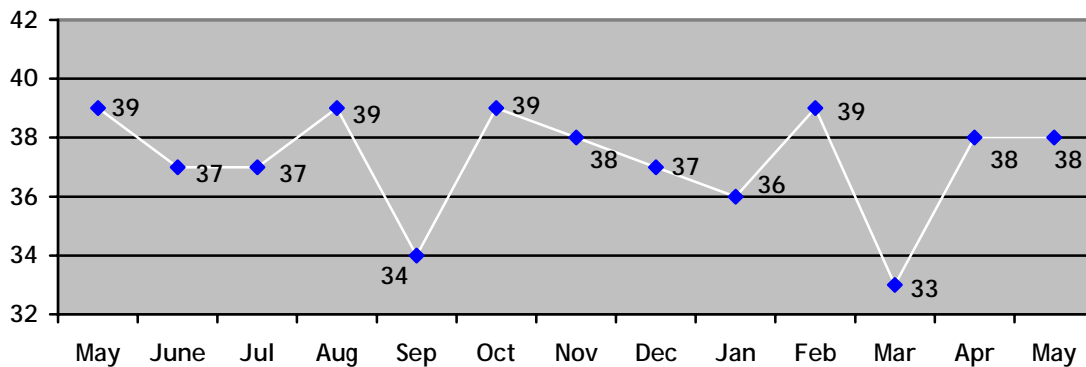


*Likelihood of losing job or job elimination in next 12 months*

<u>May 2006</u>		<u>April 2006</u>	
Likely:	12%	Likely:	13%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	11%
Unlikely:	78%	Unlikely:	76%

**Job Transition Index:** Holding steady for the second month in a row, 38 percent of U.S. workers said they are likely to look for a new job in the next 12 months. The Index is virtually unchanged from May 2005.

### Job Transition Index



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

<u>May 2006</u>		<u>April 2006</u>	
Likely:	38%	Likely:	38%
Neither unlikely nor likely:	9%	Neither unlikely nor likely:	11%
Unlikely:	53%	Unlikely:	51%

(more)

### 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, with each score ranking on a scale from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

### Methodology

The May 2006 Spherion Employment Report is based on data from the Harris Interactive QuickQuery<sup>SM</sup> online omnibus conducted monthly by Harris Interactive® on behalf of Spherion Corporation. A U.S. sample of 2,894 employed adults, aged 18 years and older, was interviewed in a series of two polls conducted between May 3-5 and May 9-11, 2006 (for April 2006 n=3,169). 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.

With pure probability samples, with 100 percent response rates, it is possible to calculate the probability that the sampling error (but not other sources of error) is not greater than some number. With a pure probability sample of 2,894 U.S. employed adults one could say with a 95 percent probability that the overall results have a sampling error of +/- 2 percentage points. However, that does not take other sources of error into account. This online survey is not based on a probability sample and therefore no theoretical sampling error can be calculated.

### About Spherion

Spherion Corporation (NYSE:SFN) is a leading recruiting and staffing company that provides integrated solutions to meet the evolving needs of companies and job candidates. As an industry pioneer for 60 years, Spherion has screened and placed millions of individuals in temporary, temp-to-hire and full-time jobs. Positions range from administrative and light industrial to a host of professions that include accounting/finance, information technology, engineering, manufacturing, legal, human resources and sales/marketing.

With more than 650 offices in the United States and Canada, Spherion delivers innovative workforce solutions that improve business performance. Spherion provides its services to more than 8,000 customers, from Fortune 500 companies to a wide range of small and mid-size organizations. Employing 375,000 people annually through its network, Spherion is one of North America's largest employers. To learn more, visit [www.spherion.com](http://www.spherion.com).

### About Harris Interactive®

Harris Interactive, the 13<sup>th</sup> largest and fastest-growing market research firm in the world, provides clients with research-driven insights and strategic advice to help them make more confident decisions, leading to measurable and enduring improvements in performance.

Widely known for *The Harris Poll*® and for pioneering online market research methods, Harris Interactive serves clients worldwide through its United States ([www.harrisinteractive.com](http://www.harrisinteractive.com)), Europe ([www.harrisinteractive.com/europe](http://www.harrisinteractive.com/europe)), and Asia offices and is supported by its wholly-owned subsidiary Novatris ([www.novatris.com](http://www.novatris.com)) in Paris and an independent global network of affiliate market research companies. Harris Interactive is headquartered in Rochester, New York, and Europe operations are based in London.

To become a member of the Harris Poll Online<sup>SM</sup> and be invited to participate in online surveys, go to [www.harrispollonline.com](http://www.harrispollonline.com). EOE M/F/D/V