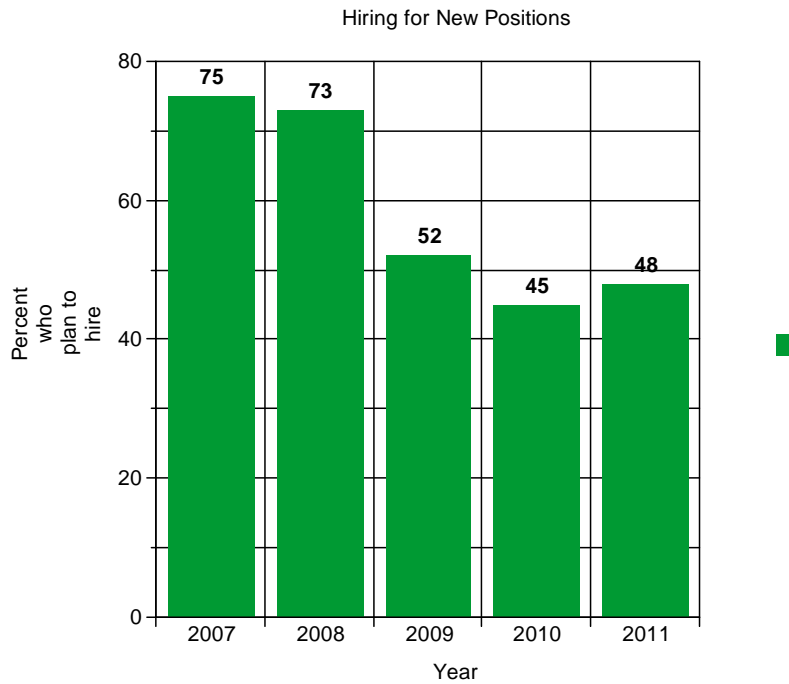


## Employment Outlook Improves for Public Sector

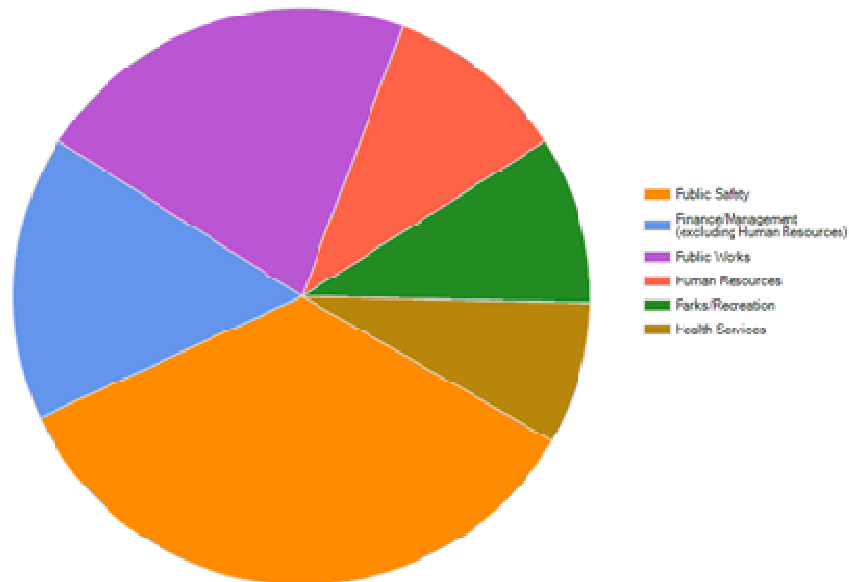
The Seventh Annual Employment Outlook Survey shows some improvements for the public sector. Forty-eight percent of respondents anticipate hiring for new positions in fiscal year 2011; up slightly from 2010 when 45% expected to hire for new positions. This is still a long way from pre-recession years when the number was closer to three-quarters of employers.



Similarly, the number of those anticipating layoffs is down from 2010. Twenty-three percent of respondents expect lay-offs in fiscal year 2011, down from 32% in 2010 and 30% in 2009. Prior to the recession, those expecting lay-offs were between 12 and 18 percent.

As in prior years, most of the hiring is expected to take place in the area of public safety (31 percent of respondents hiring said it would be in this area) followed by public works (19 percent), finance & management (14 percent) and health resources (9 percent). Public safety and public works have topped this list every year.

If yes, please indicate in which departments you anticipate hiring:



The overall number of jobs created will represent a small percentage of the current workforce with 35 percent of respondents indicating that the number will represent less than one percent of the current workforce, 16 percent indicated it would represent between 1-2 percent of the current workforce and the numbers drop off precipitously after that with only 3 percent of respondents indicating that it would represent between 2-3 percent of the current workforce.

hardest hit areas are public works, where 10 percent of respondents anticipate making cuts, followed by finance & management (9 percent), parks & recreation (9 percent) public safety (7 percent), and human resources (6 percent).

The anticipated layoffs represent a fairly small percentage of organizations' overall workforce with 15 percent of respondents indicating that the layoffs would represent less than 1 percent of the workforce, and 7 percent indicating that the layoffs would represent between 1-2 percent of the current workforce.

Slightly fewer respondents than last year indicated that they are purposefully keeping vacancies unfilled for budgetary reasons; 64 percent this year compared to 69 percent in 2010 and 67 percent in 2009. Prior to the recession that number ranged from 31 to 39 percent.

As in the past, those with vacancies report that they represent a fairly small percentage of the overall workforce – less than one percent (30 percent) between 1-2 percent (20 percent), between 2-3 percent (12 percent), between 3-4 percent (6 percent), between 4-5 percent (8 percent), between 5-10 percent (12 percent) and more than 10 percent of the current workforce (5 percent).

The survey was conducted between January 3, 2011 and January 17, 2011. Five hundred and twenty-two individuals responded 79 percent were from local/municipalities, 8 percent from states, 3 percent federal, 3 percent university or college and 8 percent from special districts.