Is the Public Sector Hiring in 2015?

2015 LOOKS ALOT LIKE 2014
FOR PUBLIC SECTOR EMPLOYMENT

With federal numbers for January 2015 showing more jobs and declining unemployment throughout all sectors of the U.S. economy, it bears looking at whether this seeming prosperity reaches into the public sector. To investigate this, IPMA-HR conducted its Eleventh Annual Employment Outlook Survey. More responses (n = 1,058) were received than in any previous year, and the greatest proportion of response (76 percent) came from members of local governments.

The survey addressed the likelihood of IPMA-HR members’ organizations hiring for newly created full- or part-time positions during 2015. Two-thirds (66 percent) of respondents said that their organizations will do so, which remains in line with responses in 2014, when 66 percent of organizations were expected to hire people for newly created positions. Both rates represent marked improvements over prior years following the Great Recession, especially 2010, when hiring for newly created positions was at its lowest point of 45 percent.

Thinking about fiscal year 2015, just over half (58 percent) of respondents said they expected newly created positions to represent less than 1 percent of their organization’s current workforce. Growth in that area has been typical over the years IPMA-HR has conducted this study.

Employee pay increases are likely to occur in 2015 (77 percent) as was predicted by IPMA-HR members in 2014 (77 percent).

The FULL article will be available in the March issue of HR News. But more survey results are provided in our infographics below.

For more information about this survey, please email hrresources@ipma-hr.org.
ELEVENTH ANNUAL EMPLOYMENT OUTLOOK SURVEY

Is the Public Sector Hiring in 2015?

Level of Government Surveyed

- Local/Municipality: 76%
- State: 12%
- Federal: 3%
- Other: 3%

HIRING

Do you plan to hire for new positions in 2014?

- Yes: 66%
- No: 34%

Of those who answered yes...

- 58% said they would hire less than 1% of their current workforce
- 25% would hire between 1-2%
- 17% said they would hire more than 2%

Departments to hire for...

- Public Safety: 36%
- Finance/Management: 23%
- Public Works: 25%
- Human Resources: 17%
- Parks/Recreation: 16%
- Health Services: 11%

LAYOFFS

Do you plan to have any layoffs in 2015?

- Yes: 16%
- No: 84%

EMPLOYMENT ACTIONS

Are there plans for any of the following actions in 2014?

- Furloughs: 7%
- Hiring Freeze: 10%
- Pay Freeze: 33%
- Pay Increases: 77%
- Increased Employee Contributions for Benefits:

With vacant jobs, do you plan to leave some unfilled for budgetary reasons?

- Yes: 89%
- No: 11%