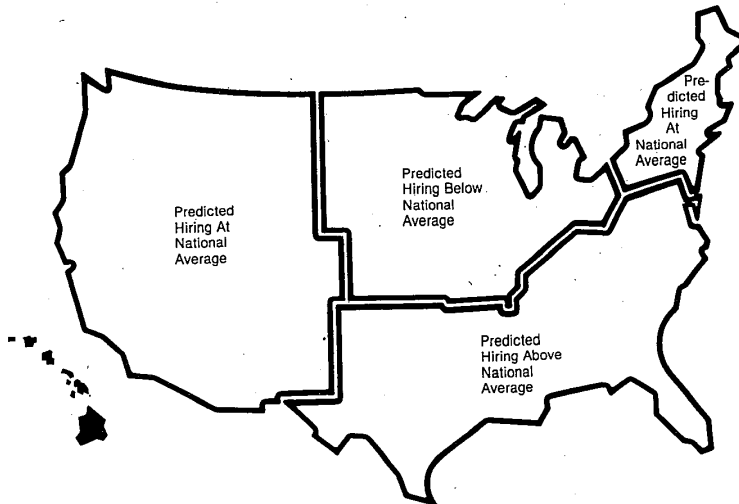


Help wanted: wizard to change employment outlook

Employers nationwide predict a sharp drop in hiring plans for the first quarter of 1982. Results are the worst recorded for any quarter in the six-year history of the Manpower survey, even though hiring expectations historically decline following the holiday period.



While Southern area employers report the most optimistic survey results of any region for the first quarter of 1982, their figures are substantially below those reported for all other quarters of the past six years. Only slightly more employers plan to increase staff as expect to reduce staff.

Employers in the Detroit area report a sluggish employment outlook for the next three months, according to a quarterly survey conducted by Manpower Inc., a temporary service firm.

The survey is a quarterly measurement of employment intentions for changes in the permanent work force. It is based upon telephone interviews with more than 10,000 public and private employers in more than 300 cities throughout the United States.

Jerry Heller, owner of Manpower's Detroit office, said, "Overall, 8 percent of the area employers polled plan to hire additional workers during the first quarter (January, February and March), down from the 10 percent with similar intentions one year ago."

"Another 12 percent expect staff reductions, 75 percent plan no change in staff levels, and 5 percent are unsure of their hiring plans."

In a similar survey conducted a year ago at this time, 18 percent expected staff reductions, 67 percent predicted no change in staff levels, and 5 percent were unsure of their hiring plans.

Local increased job opportunities are predicted by non-durable goods manufacturers and service industry employers, though these are projected to be slight. Reductions are expected by construction employers and durable goods manufacturers. The outlook is stable in other sectors of employment.

Detroit area results are slightly less optimistic than those reported nationally but more optimistic than those reported regionally.

A SHARP deterioration in hiring plans for the first quarter of 1982 is predicted. Overall, 15 percent of employers polled plan to increase staff size in the next three months while 18 percent expect staff reductions.

Another 63 percent plan no changes and 4 percent were unsure of their hiring plans.

One year ago, 18 percent planned staff additions, 14 percent expected reductions, 64 percent planned no change, and 5 percent were unsure of their hiring plans.

Regionally, the South reports the strongest hiring expectations with Northeast, West and Midwest survey results at a much slower pace.

Manufacturers of both durable and non-durable goods report a softening in their hiring plans for the coming three months. In fact, figures are the lowest recorded for a first quarter since the beginning of the survey (third quarter, 1976).

Slightly more employers expect staff reduction than plan staff additions in both sectors with the non-durable goods sector being the stronger of the two.

In the durable goods manufacturing sector, 15 percent of employers polled plan to increase the number of workers while 22 percent expect to decrease staff. Another 59 percent plan no changes in hiring levels and 4 percent are unsure of their plans.

In a similar survey conducted one year ago, 26 percent of employers polled planned to add staff, 12 percent expected reductions, 58 percent planned no changes, and 4 percent were unsure.

Job opportunities in this sector are strongest in the West, but figures are slightly less optimistic than those reported one year ago. In the South and Northeast, nearly the same number of firms plan to increase staff as expect to decrease staff, and the Midwest region reports that more than twice as many firms plan to reduce staff as expect to increase staff.

Figures reported by non-durable goods manufacturers were slightly better, with 14 percent planning to hire additional workers, 16 percent expecting reductions, 67 percent planning no changes and 3 percent unsure.

One year ago, 20 percent of employers polled planned to hire additional workers, 8 percent expected reductions, 69 percent planned no changes, and 3 percent were unsure of their hiring plans.

Southern employers report the most optimistic results in this sector with the Northeast and Western reporting a greater slowdown in hiring expectations. Midwestern employers in the non-durable goods sector report the least optimistic survey results.

WHILE SERVICE sector employers report hiring expectations to be similar to last year at this time, the number of employers planning to increase staff size during the first quarter of 1982 is the lowest number recorded since the survey began six years ago.

Nineteen percent of employers polled plan to hire additional workers during the coming three months while 10 percent expect to reduce staff. Another 67 percent plan no changes in hiring levels, and 4 percent are unsure of their hiring plans.

In a similar survey conducted last year at this time, 20 percent planned to increase staff size, 9 percent expected reductions, 67 percent planned no changes, and 4 percent were unsure of their hiring plans.

While employment opportunities in the service sector are expected to soften, the sector continues to lead all other sectors, with the exception of mining, in hiring strength. Southern employers in this sector report the most optimistic hiring plans, but these figures are not as optimistic as those recorded one year ago. The West and Northeast regions lag slightly behind the South, and the Midwest reports the greatest softening in hiring plans in this sector.

CONSTRUCTION employers report the least optimistic survey results of any sector for the first quarter with nearly three times as many employers expecting to reduce staff as plan to hire additional workers.

Thirteen percent of employers polled plan to increase the number of workers while 35 percent expect to decrease the number of workers on their staff. Another 48 percent plan no changes in their employment levels, and

4 percent are unsure of their hiring plans.

Last year's figures reported 18 percent of employers polled planned to increase staff size, 29 percent expected reductions, 49 percent planned no changes, and 3 percent were unsure of their plans.

The most optimistic survey results in this sector are reported by Southern employers, but more employers there expect to reduce staff than increase staff. Hiring expectations by Midwestern employers are the least optimistic with more than five times the number of employers expecting to reduce staff as planning to increase staff size.

WHILE THE number of employers planning to hire additional workers during the first quarter of 1982 exceeds the number expecting to reduce staff, transportation and public utilities survey results are the least optimistic for any quarter since the survey began six years ago.

Nineteen percent of employers polled plan to increase staff size while 14 percent expect reductions. Another 65 percent plan no changes in staff levels, and 2 percent are unsure of their hiring plans.

Last year, 21 percent of employers polled planned to hire additional staff, 10 percent expected reductions, 67 percent planned no changes and 2 percent were unsure of their hiring plans.

Southern area employers are the most optimistic in their hiring plans for this sector with more than twice as many firms reporting plans to add staff as expecting to reduce staff. But figures for the region are slightly lower than last year at this time.

The Northeast is also optimistic with slightly more firms planning to add staff as expect to reduce staff. Western employers are part a dramatic decline in employment opportunities in this sector with slightly more firms expecting reductions as planning to add staff.

Midwestern employers report the greatest caution in this area with slightly more firms expecting reductions than planning additions. However, a similar situation was reported one year ago by Midwestern employers.

WHOLESALE AND retail merchants report an anticipated seasonal drop in hiring expectations for the first quarter of 1982 as employment levels return to pre-holiday status. However, the number of employers planning to increase staff size is lower than recorded for any other quarter. This sector appears to be in a holding pattern with employers anticipating the current recession to last at least through the first quarter of 1982.

Twelve percent of employers polled plan to hire additional workers during the coming three months while 25 percent expect reductions. Another 59 percent plan no changes in hiring levels, and 4 percent are unsure of their plans.

One year ago, 14 percent planned an increase in staff size, 23 percent expected reductions, 59 percent planned no changes, and 4 percent were unsure of their plans.

Regionally, the South is most optimistic with slightly more employers expecting to reduce staff as planning to increase staff. The West reports figures which are similar to those reported one year ago.

The Northeast and Midwest report the most depressed first quarter since the survey began six years ago.

Survey results for the first quarter reported by educators are generally stable with figures similar to those recorded one year ago. Nearly the same number of employers plan to add as expect to reduce staff with slightly more planning to increase staff.

Ten percent of employers polled plan to hire additional workers during the first quarter of 1982 while 10 percent expect reductions. Another 77 percent plan no change in staff levels, and 3 percent are unsure of their hiring plans.

Southern educators report the most optimistic figures with nearly three times the number planning to increase staff size as expecting to reduce staff. This is an improvement over a year ago.

A nearly equal number of employers in the Northeast plan to add staff as expect to reduce staff with slightly more increasing staff size. These figures too are an improvement over those reported last year and are similar to 1980 first-quarter figures.

The Midwest expects nearly twice as many employers to reduce staff as planning to increase staff size. For the region, survey results are the worst reported for first quarters since the survey began.

Western employers are the least optimistic with more than three times as many educators expecting reductions as planning increases. This is the smallest number of employers planning staff increases in the past six years.

PUBLIC administrators predict a sharp drop in employment opportunities during the first quarter of 1982 with twice as many employers expecting to reduce staff levels as planning to increase staff. This quarter's figures are the lowest of any previous quarter in six years.

The current Reagan Administration budget cuts may be the reason for this drop in hiring expectations.

Twelve percent of employers polled plan to hire additional workers while 22 percent expect to reduce staff. Another 63 percent plan no change in staff levels and 3 percent are unsure of their hiring plans.

Last year, 14 percent planned to increase staff size, 12 percent expected reductions, 71 percent planned no changes, and 3 percent were unsure of their hiring plans.

Regionally, the Midwest is expected to be hardest hit with nearly seven times the number of employers expecting staff reductions as planning staff additions.

Southern employers also predict low hiring levels, but are slightly more optimistic than other regions. The Northeast and Western regions are similar in their employment outlook with more employers expecting reductions than are planning additions.

Regional breakdown of hiring expectations by occupation

Midwest



Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	9	42	46	3
Manufacturing—Durable Goods	11	57	28	4
Manufacturing—Non-durable Goods	11	68	18	3
Transportation & Public Utilities	12	70	17	1
Wholesale & Retail Trade	7	60	29	4
Finance, Insurance & Real Estate	15	69	12	4
Education—Public & Private	5	83	10	2
Services	18	66	12	4
Public Administration	6	60	31	3
All Industries	11	63	23	3

Northeast



Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	11	53	33	3
Manufacturing—Durable Goods	18	62	16	4
Manufacturing—Non-durable Goods	14	72	10	4
Transportation & Public Utilities	18	66	10	6
Wholesale & Retail Trade	10	61	25	4
Finance, Insurance & Real Estate	14	76	6	4
Education—Public & Private	8	78	8	5
Services	15	72	9	4
Public Administration	7	74	17	2
All Industries	14	66	16	4

West



Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	40	40	20	0
Construction	9	55	32	4
Manufacturing—Durable Goods	26	46	20	8
Manufacturing—Non-durable Goods	16	61	21	2
Transportation & Public Utilities	20	55	24	1
Wholesale & Retail Trade	12	58	25	5
Finance, Insurance & Real Estate	20	71	6	3
Education—Public & Private	6	72	18	4
Services	18	66	10	6
Public Administration	11	64	22	3
All Industries	15	61	19	5

South



Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	33	61	3	3
Construction	18	51	27	4
Manufacturing—Durable Goods	18	62	17	3
Manufacturing—Non-durable Goods	19	63	15	3
Transportation & Public Utilities	24	64	10	2
Wholesale & Retail Trade	17	60	20	3
Finance, Insurance & Real Estate	23	63	10	4
Education—Public & Private	15	76	7	2
Services	25	61	11	3
Public Administration	17	61	19	3
All Industries	20	62	15	3