

Dear clients and colleagues,

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Announcement:

We all know that the most qualified person does not always get the offer. More often than not, the candidate who interviews the best has the highest probability of getting the job. Tuesday, December 16th, I will be giving a half-day seminar on “**Interviewing Techniques That Get Results**” at the Marriott in San Mateo. For details click on <http://www.6figurejobs.com/>. Pre-registration is required.

This month's featured articles are:

- #1. Jobs Are Coming Back, But Not Where You'd Expect**
- #2. States With This Year's Top Job Growth**
- #3. Pros And Cons Of Using Job Boards**
- #4. Success Story**
- #5. Humor Department**
- #6. Words that Inspire**

#1. Jobs Are Coming Back, But Not Where You'd Expect

In the movie, *Matrix Revolutions*, there is a line of dialogue that says, “For every beginning there is an end.” And I might add that quote: “For every end, there can be a new beginning.”

A November 16 *Time* Magazine article written by Lisa Takeuchi Cullen says “New disappointments, new adventures, new cities, new life styles and new challenges. Don't call it a boom—yet. Call it a job thaw.”

Companies are being famously stingy about hiring. Mark Zandi, chief economist at Economy.com says: “What's happening is that businesses are telling workers to suck it up and work harder.”

What's different now is that jobs are migrating to new areas across the United States. Short term contracting will become a way of life for many as corporate downsizing continues (Autodesk just announced another reduction of 600+ employees).

An increasing number of companies are asking the question: “Do we really need this job?” If you are looking for a position outside the “hot areas” such as biotech and healthcare, and are only open to full time permanent openings, it could take 12 months or longer to find work according to DBM).

If you are experiencing an ending, it's time to get over it and look to a new beginning.

#2. States With This Year's Top Job Growth

According to recent article in CBS MarketWatch, the following states lead all others in job growth:

Nevada: For 16 years it has been the top state in terms of population growth, creating jobs in construction, education and financial services.

Idaho: this state has opportunities in banking, insurance, retail and food services. (Not a good place for high technology job seekers).

Georgia: this state continues to create jobs in construction along with commercial development.

Hawaii: The strongest growth in this state has come in professional, technology and scientific jobs (lawyers, accountants, engineers, computer services and marketing consulting services,

New Mexico: Increased defense spending has helped the state with construction jobs and healthcare services in demand for the state's growing retirement age population.

On the flip side, states heavy in manufacturing jobs such as rank at the bottom Michigan and South Carolina

#3. Pros And Cons Of Using Job Boards

Quintcarrers.com recently polled their readers about their experiences with major job boards (such as Monster, Hotjobs, Headhunter, and Career builder). Plus they looked at the big job boards to present a more balanced view:

Pros:

It's a good starting place. 73% of recruiters spend time online looking for candidates on Monster. It is easy to navigate and you get good career advice to a variety of jobs and search capabilities. Internet savvy job seekers believe that on-line job-search sites are a more effective tools to find a job than newspaper listings.

The major boards are more effective if you localize your search. A person using Monster.com will find little or no success when attempting to find work out of the state.

Cons:

Some job boards have very rigid requirements for how your resume or profile must be set up. It is hard to have your credentials stand out. E.g., at Monster.com, you can't use a functional resume

Some postings aren't real or outdated. Some employers post "fantasy jobs" to check out the available talent. Avoid listings with "vague" job descriptions.

Recruiters post a significant number of jobs. It makes it harder to connect with the employer.

Many report that they get no response whatsoever, not even an acknowledgement that their material was received. There is a huge volume of resumes inundating each posting.

On the job boards, it is very difficult to direct your resume to the hiring manager. The hiring process has become very mechanized

Many job seekers complain that posting a resume on major job boards often result in spam such as e-mail advertising, multilevel marketing and pyramid schemes.

Some job boards require a fee. There are mixed reviews to this. You can get postings for cooks, camp counselors insurance sales. ChiefMonster, ailed at executives offer4ed "ludicrous salaries (such as \$45,000)

Final thought: Job boards represent approximately only 4% of the opportunities out there. 80% of your time should be focused on networking.

#4. Success Story

Elaine Donahue Duncan, 58

Elaine retired and was enjoying life. The stock market tumbled and her 401K dwindled significantly. She needed to return to the workforce to make ends meet. After 30 years in the telephone business, she took her skills to and migrated to the relentlessly booming heat-care field.

She is now the purchasing manger for a hospital.

It starts with your transferable skills and natural talents.

#5. Humor Department



"No, the firm doesn't have a gym on the premises. We do, however, have so much work for you that you'll never miss it."

WORDS THAT INSPIRE:

"Success supposes endeavor."
--Jane Austen (1816)

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