

## Don't give up, employers still hiring

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SAED HINDASH/THE STAR-LEDGER Lee Miller is a career coach and the author of "Get More Money on Your Next Job... In Any Economy."

Keith Mullin, chief executive for Mullin & Associates/Lincolnshire International, a worldwide executive outplacement firm with an office in Parsippany, related a comment that a senior HR leader at Citibank had made to him this week:

"We can't hire fast enough."

Even though unemployment is higher than it has been in almost 30 years, businesses are still hiring. In just the last 30 days, 42 professionals Mullin's firm was providing outplacement services to found new employment.

They found jobs in 11 different industry groups ranging from financial services to media to professional services.

U.S. Department of Labor statistics show there are almost 3,000,000 jobs employers are currently seeking to fill, many of which have been open for more than six months.

According to Ed Garvey, a labor economist and author of "Winning the Global Talent Showdown," nearly three quarters of the open jobs are in the fields of science, technology, engineering and math (STEM).

Many of them require only a two-year degree, an occupational certificate or an apprenticeship. Among the STEM jobs currently in demand that do not require a four-year degree are lab technicians, X-Ray and radiology technicians, nursing assistants, computer-assisted designers, automobile and airplane technicians, carpenters, electricians and plumbers.

Among the STEM jobs requiring four-year degrees that employers are not able to fill are nurses, physicians' assistants, math and science teachers, engineers, computer programmers and technical salespeople.

Areas where you would expect hiring to occur during a recession are, in fact, hiring. For example, Rod Adams, a recruiting professional at PricewaterhouseCoopers describes the following hiring trends in the accounting field: "Professionals with skills and expertise in areas that help companies manage through and navigate a recession are in significant demand, including individuals with experience in financial restructuring, managing credit risk, talent management and operational and IT effectiveness. Potential changes in U.S. tax codes also are creating opportunities for tax professionals."

PricewaterhouseCoopers is itself hiring professionals across the country to work in its audit, tax and advisory groups. To support that growth they are also hiring individuals to work in marketing, sales and information technology.

Security is another area where job growth remains robust. According to a report by the Freedonia Group, the market for security and patrol services is expected to rise at annual rate of 5.5 percent resulting in an increase in the number of security officers employed by private security firms of 4.8 percent annually to 1.1 million by 2012.

According to Jerry Ramos, talent acquisition manager for AlliedBarton, a national firm providing security services to business:

"Thus far this year we have hired over 12,000 new employees. While the majority of those hired were security officers, supervisors and managers, hiring also included fire fighters, off duty police officers, emergency medical technicians, front desk receptionists and alarm technicians.

There is a lot of talk about the growth of "green" jobs but the potential for growth in this area seems to be greater than actual current opportunities. Yet there are real "green" jobs available.

According to John Fox, CEO of Innovation Fuels, a renewable energy company with a bio-refinery in Newark which has hired more than a dozen employees since the beginning of the year, the company is looking to hire supervisors, production assistants, salespeople, boiler and utilities operators and employees to load and unload renewable fuel products from barges, rail transport vehicles and trucks.

The recession has also created some unexpected job opportunities like the need for additional help taking care of people's children, elder parents and pets due to increased work demands.

According to a recent survey by Sittercity.com, an online source for child care, pet care, senior care, home care and tutoring, 42 percent of respondents were working additional hours, 27 percent of respondents have had to return to the workforce and 8 percent of working parents have had to take a second job, requiring additional help at home. As a result, Sittercity.com is hiring at a brisk pace, "posting a new job every five minutes."

While there are almost four times as many job seekers as there are jobs at the moment, many jobs are going begging. Some of those jobs may require relocation and others may require retraining.

Many will require taking the skills you have and applying them in a different setting. But if you approach your job search in the right way and maintain a positive outlook, there is probably a job out there waiting for you.

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