

Connecticut Career Resource Network UPDATE

CONNECTICUT'S EMPLOYMENT FORECAST LOOKING AHEAD TO 2014

CONNECTICUT DEPARTMENT OF LABOR—Connecticut will continue its 'soft revolution' as knowledge replaces physical resources as the main driver of economic prosperity. The State's high growth areas will be in **healthcare and healthcare support services, information technology, education, social services, and specialty trades.**

- Total employment in Connecticut is expected to increase by more than 150,000 jobs or 8.5% over the 10-year period from 2004 to 2014. In addition, another 420,000 workers will be needed to replace those that leave the workforce due to retirement or for other reasons.
- Connecticut's industrial make-up, along with the rest of the nation, will continue its shift from a manufacturing-based to a service-based economy. By 2014, Connecticut's manufacturing industry will employ just under 10% of the State's total workforce, higher than the 8.2% at the national level.
- All of the top ten industries expected to create the most new jobs over the 10-year period are in the Services sector. The Education and Health Services sector will account for half of these industries, and provide more than one-third of all new job opportunities.

Connecticut's Major Occupational Categories by 2014 Projected Employment

Occupational Category	Employment		Change 2004-2014		Total Annual Openings
	2004	2014	Net	%	
TOTAL, ALL OCCUPATIONS	1,760,690	1,910,870	150,180	8.5%	57,533
Office & Administrative Support	300,310	308,310	8,000	2.7%	8,233
Sales & Related	198,420	214,700	16,280	8.2%	8,102
Food Preparation & Serving Related	116,100	131,070	14,970	12.9%	6,164
Education, Training, & Library	113,070	123,270	10,200	9.0%	3,390
Production	119,190	115,100	-4,090	-3.4%	2,967
Healthcare Practitioners & Technical	94,750	108,490	13,740	14.5%	3,111
Management	93,250	104,050	10,800	11.6%	2,815
Business & Financial Operations	91,740	103,270	11,530	12.6%	2,759
Transportation & Material Moving	97,290	102,840	5,550	5.7%	2,734
Building & Grounds Cleaning & Maintenance	65,900	73,480	7,580	11.5%	2,065
Construction & Extraction	68,180	73,300	5,120	7.5%	1,844
Personal Care & Service	64,040	73,160	9,120	14.2%	2,459
Installation, Maintenance, & Repair	59,250	64,940	5,690	9.6%	1,914
Healthcare Support	50,700	59,050	8,350	16.5%	1,611
Computer & Mathematical	47,890	57,260	9,370	19.6%	1,605
Architecture & Engineering	39,940	42,140	2,200	5.5%	1,147
Protective Service	37,810	40,560	2,750	7.3%	1,331
Community & Social Services	31,990	37,440	5,450	17.0%	1,159
Arts, Design, Entertainment, Sports, & Media	28,550	32,280	3,730	13.1%	911
Life, Physical, & Social Science	20,490	22,810	2,320	11.3%	740
Legal	16,880	18,160	1,280	7.6%	318
Farming, Fishing, & Forestry	4,960	5,200	240	4.9%	155

Source: Connecticut Department of Labor, Office of Research

➤ Sixty percent of the twenty fastest growing occupations in Connecticut will require a minimum of a Bachelor's or Master's degree and command salaries in excess of \$75,000 annually. These occupations include: Computer Software Engineers, Network Systems Analysts, Personal Financial Advisors, and Physical Therapists. The remaining career opportunities will require some form of short-term/long-term or on-the-job training, or an Associate's degree, and can earn salaries ranging from \$25,000-\$56,000 per year—depending upon the position and the job candidate's knowledge area and experience.

➤ As measured by the number of new jobs created, nearly half of Connecticut's leading careers will be Management, Professional and Technical occupations. These include Healthcare Support and Practitioners (+14.5%, 13,700 new jobs), Business and Financial Operations (+12.6%, 11,500 new jobs), Management (+11.6% or 10,800 new jobs), Education and Training (+9.0%, 10,200 new jobs), and Computers and Mathematical occupations (+19% growth, 9,400 new jobs).

➤ Sales and Related occupations will generate 16,280 new jobs, followed by Food Preparation and Serving occupations, projected to grow nearly 15,000, and Personal Care and Services occupations, increasing by more than 9,000. Connecticut's burgeoning high-tech industries (e.g. fuel cell development, medical device manufacturing, and nanotechnology) should continue to increase employment.

➤ Only Production occupations are expected to see reduction in their numbers, down slightly more than 4,000. However, replacement of workers who leave the workforce in this group will provide close to 3,000 jobs annually.

➤ When looking at total job openings, a majority will require only short-term on-the-job training for employment. This positive dynamic will open the door for numerous members (e.g., displaced workers, first-time workers) of our State's workforce looking to establish or reestablish a foothold in today's fast paced economy.

➤ According to the Bureau of Economic Analysis, Connecticut's per capita income rose over 5.5% from 2004-2005, eclipsing the national average of 4.6%. Examining both ends of the wage spectrum, occupations that call for advanced levels of education and professional degrees were paid more than those associated with less education and fewer skills in demand. For example, jobs requiring Doctoral and/or professional degrees made on average more than \$110,000 annually; and those needing only short-term on-the-job training earned just over \$25,000 per year.

CONNECTICUT'S HOT JOBS

MAKE YOUR MOVE TODAY, FOR A BRIGHTER TOMORROW!

WONDERING WHERE THE JOBS WILL BE IN THE FUTURE?

Connecticut Department of Labor economists estimate which occupations will grow fastest between 2004 and 2014. They also predict which occupations will have the most new jobs. Total employment in Connecticut is expected to increase by more than 150,000 jobs or 8.5% over the 10-year period from 2004 to 2014. Furthermore, an additional 420,000 workers will be needed to replace those that leave the workforce each year due to retirement or for other reasons.

HOT JOBS

that don't require a college degree

Long-Term On-The-Job Training 12 months or more of instruction or apprenticeship	
Job Title	Hourly Wage Range
Police and Sheriff's Patrol Officers	19.61 - 30.80
Claims Adjusters, Examiners, and Investigators	17.23 - 35.60
Fire Fighters	17.21 - 28.74
Plumbers, Pipefitters, and Steamfitters	16.09 - 34.54
Heating, A/C, and Refrig. Mechanics/Installers	15.42 - 30.96
Electricians	15.08 - 33.96
Carpenters	14.78 - 29.28
Machinists	12.13 - 25.35
Cooks, Restaurant	8.77 - 17.03
Bakers	8.01 - 17.34

HOT JOBS

that require a 2-year degree or certification

Associate's degree requirement or vocational training which results in certification	
Job Title	Hourly Wage Range
Registered Nurses	22.55 - 40.50
Dental Hygienists	20.80 - 40.24
Radiologic Technologists and Technicians	18.67 - 34.05
Licensed Practical and Licensed Vocational Nurses	18.59 - 31.00
Paralegals and Legal Assistants	15.20 - 32.32
Computer Support Specialists	14.50 - 36.21
Medical Secretaries	11.61 - 21.70
Automotive Service Technicians and Mechanics	10.67 - 27.82
Fitness Trainers and Aerobics Instructors	8.86 - 40.64
Hairdressers, Hairstylists, and Cosmetologists	7.99 - 21.66

HOT JOBS

that require work experience

Skills and experience gained from a related occupation or activity, including military service	
Job Title	Hourly Wage Range
Supervisors of Construction Trades Workers	20.94 - 43.01
Non-Retail Sales Supervisors	20.65 - 67.30
Supervisors of Mechanics, Installers, and Repairers	19.09 - 45.37
Purchasing Agents	17.50 - 39.86
Cost Estimators	16.88 - 47.27
Supervisors of Production and Operating Workers	16.85 - 41.54
Office and Administrative Support Supervisors	15.33 - 35.26
Food Service Managers	13.98 - 40.86
Retail Sales Supervisors	11.84 - 32.11
Supervisors of Personal Service Workers	11.83 - 30.97
Housekeeping and Janitorial Supervisors	11.58 - 28.13
Chefs and Head Cooks	10.30 - 32.47
Food Preparation and Serving Supervisors	10.10 - 24.99

HOT JOBS

that require a 4-year degree and work experience

Bachelor's degree requirement plus work experience in a related occupation	
Job Title	Hourly Wage Range
Computer and Information Systems Managers	32.23 - ****
Sales Managers	28.04 - ****
Financial Managers	26.82 - ****
Medical and Health Services Managers	26.62 - ****
Computer Software Engineers, Applications	26.13 - 56.97
Computer Software Engineers, Systems Software	25.58 - 57.61
General and Operations Managers	25.55 - ****
Computer Systems Analysts	24.16 - 51.53
Mechanical Engineers	23.83 - 45.92
Industrial Engineers	23.09 - 46.00
Network Systems & Data Communications Analysts	22.19 - 48.72
Financial Services Sales Agents	21.73 - ****
Management Analysts	21.56 - 58.81
Computer Programmers	21.56 - 54.39
Network and Computer Systems Administrators	21.14 - 46.62
Financial Analysts	20.51 - ****
Accountants and Auditors	19.14 - 47.57
Market Research Analysts	18.72 - 57.23
Loan Officers	17.63 - 65.90
Social and Community Service Managers	17.58 - 41.27
Insurance Sales Agents	15.78 - 57.73
Child, Family, and School Social Workers	15.47 - 35.23

**** = greater than \$70.00

Staff in the **CTWORKS** Career Centers are familiar with training programs that are available in your area. Please feel free to ask them about training opportunities.

To find a local **CTWORKS** Career Center, visit:

www.ctdol.state.ct.us/ContactInfo/CTWorks/Directory.htm

Have you heard of apprenticeships? They combine on-the-job training, mentoring, and classroom instruction for certain jobs—plus **you get paid while you learn!** For a list of apprentice trades in Connecticut, you can search the

State's Office of Apprenticeship Training at:

www.ctapprenticeship.com

Connecticut Education & Training Connection—the most comprehensive source of information on education and training in Connecticut!

Visit <http://www1.ctdol.state.ct.us/etc/> to explore the world of Education & Training in Connecticut -- locate providers that offer the program or course you are interested in, or find out which programs/courses are related to the occupation you are interested in.

EXTRA! EXTRA! READ ALL ABOUT IT!

POLICY ANALYSTS: SHAPING SOCIETY THROUGH RESEARCH AND PROBLEM-SOLVING

When Will Wilkinson decided to major in philosophy, his father wondered about the usefulness of the degree. "My dad asked if I was going to work in a philosophy factory," says Wilkinson. "And now, I guess I do."

Wilkinson is a policy analyst for a think-tank in Washington, D.C. As his anecdote suggests, think-tanks are, in a sense, idea factories. They employ policy analysts to research and solve complex problems, or to predict or plan future developments.

This article details how they shape policy, what determines their research agenda, how much they earn, and how they train for these careers. You'll also learn where to get more info about opportunities in this occupation.

To read more about how the work of policy analysts affects the laws we live by, go to <http://www.bls.gov/opub/ooq/2007/spring/art03.htm>.



CURB YOUR ENTHUSIASM!

Jobseekers should think twice before posting something controversial or risqué online. Cyberspace is public space, and potential employers are watching. According to

respondents to the Job Outlook 2007 Fall Preview survey, more than 10 percent of employers planned to review job applicants' profiles on popular social networking sites. An additional 40 percent were considering such tactics. Moreover, a July 2006 poll showed that more than a quarter of employers used the Internet to search for candidate information—and what they found sometimes influenced their hiring decisions.

Job Outlook 2007 and the poll were both published by the National Association of Colleges and Employers. To learn more, visit the Association's website at www.naceweb.org.

GO GREEN!

When Spring is in the air, plant lovers delight in seeing things grow. For some student gardeners, it can also be a time to help their careers take root.



Every March 1st, garden clubs nationwide accept applications for more than 30 scholarships of about \$3,500 each. This money, offered by the National Garden Clubs, Inc., goes to college juniors, seniors, or Master's degree candidates who major in floriculture, horticulture, botany, or other approved areas of study. Applicants must have a grade point average of at least 3.25 on a 4.0 scale. The application requirements include a personal essay, a list of extracurricular activities and honors, a recent transcript, a financial aid form, and three letters of recommendation. All materials must be sent to the applicant's garden club in their State prior to the deadline.

For more details about the application process, contact Linda Nelson, NGC Scholarship Chairman, 543 Lakefair Place North, Keiser, Oregon 97303; call (503) 393-4439; or visit www.gardenclub.org.

OUT OF A JOB? DON'T PANIC!

by Ross Macpherson, President, Career Quest

For more articles from Career Quest, a dedicated career marketing firm specializing in professional resumes, job search coaching, and interview coaching go to www.yourcareerquest.com.

When the employment market takes a tumble, many people respond impulsively and tend to panic. Who can blame them, right? We all need our jobs, and no one likes uncertainty. The problem, though, is that panic tends to prevent you from taking the measured steps necessary to solve the problem effectively, which only in turn creates more panic. This insidious process just feeds upon itself, and can have seriously counterproductive, and even devastating results. In the employment world, the panic I'm speaking of can manifest itself in a variety of ways:

- Those who find themselves out of a job as the result of a recession FRANTICALLY start a knee-jerk job hunting process with little focus or direction—they quickly update an already poor résumé, apply for every job they see advertised whether it's a good fit or not, call every recruiter in the phone book, and otherwise make rash and haphazard decisions.
- Those who are lucky enough to remain employed when the recession hits tend to hang on to their current job for dear life, even if they desperately hate what they're doing.
- Others, on the other hand, are simply frozen and lose all sight of what they were doing, where they were trying to go, and ultimately don't or can't do anything at all.

Now don't get me wrong—I understand that food must go on the table, and mortgage payments have to be made. You need your job, whether that means keeping the one you have or finding a new one.

However, my concern is with any of the above responses that are motivated and characterized by PANIC. The problem with panic is that it causes you to lose focus, perspective, and judgement, and I don't want to see you jump from the pan into the fire!

Smart career management calls for a calculated and organized approach, and that still holds true even when you feel your back is against the wall. So, here are a few suggestions to handle panic when you feel it approaching.

- **Vent—let it out!** If you feel the emotions rising and your head is filled with worries about everything that could possibly go wrong, your best bet is to let those feelings out because they're just going to cloud your judgement. Find someone positive and caring to talk to and let it out. This will clear room for more productive thinking and a more positive attitude.
- **Assemble a plan**—if you remain frantic and unorganized, your results will quickly just frustrate you. Consider what you need to accomplish and put together a plan of action with specific goals and steps.
- **Get the help you need**—contact a professional who can help you with your resume, job search strategy, and interviewing skills, or contact a friend or colleague who has successfully navigated an organized job search in the past. There is great help out there, so take advantage of it.
- **Don't lose sight of your goals**—employment slowdowns are only temporary, and do not mean that you still can't get that job of your dreams. Channel any "panic" energy toward your goals and keep your eyes open for opportunities—you just might be thrilled with the results!

So, try not to hit the panic button—take a few days to collect your thoughts, consider the lay of the land, look at your situation objectively, consider what needs to be done, gather your support, and go to it with a clear head.

Good luck!



CCRN
UPDATE
WEB GEM

CareerPlanner.com provides online career tests, 1-on-1 career counseling sessions with leading headhunters and recruiters, and free career planning information, advice and ideas. Plus this site has lots of links to other high quality career and job sites. Check out this great website today!

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ARE YOU WORKING WITH INDIVIDUALS WHO ARE LOOKING FOR A NEW JOB OR ARE YOU CONSIDERING A CAREER OR JOB CHANGE?

What you can accomplish at a career fair could take you months on your own! The Connecticut Department of Labor career fairs are conducted in various areas of the State in a setting to create a professional, yet relaxed environment that is conducive to candidate-recruiter interaction. With over eight years in the career fair business, we are confident that our methods allow for job seekers and employers to talk freely without the stress of a formal interview situation. Employers that participate in our career fairs often use this initial encounter to decide whom to contact for a follow-up job interview.

GET A COMPETITIVE EDGE IN THE RECRUITING PROCESS!

For a schedule of upcoming Connecticut Department of Labor career fairs, visit <http://www.ctdol.state.ct.us/jobfairs/default.htm> today!

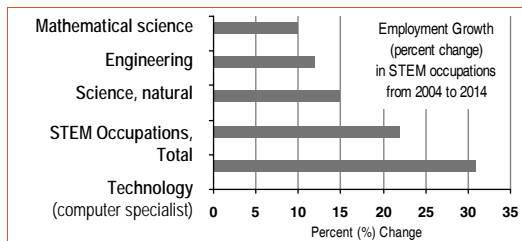
**The ladder of success is
best climbed by stepping on
the rungs of opportunity.**

Ayn Rand

STEM OCCUPATIONS: HIGH-TECH JOBS FOR A HIGH-TECH ECONOMY

What does 'STEM' mean, and why would you want a STEM job? Well, if you like Science, Technology, Engineering, or Mathematics—that's why!

Faster aircraft, bolder video games, better medicines, smaller electronic gadgets—technology moves forward every day. And tech-savvy workers make those



advances happen. Without the dedicated labor of scientists, technicians, engineers, mathematicians, and other skilled workers, most of the latest high-tech products and discoveries would never be developed.

Technical occupations are often defined as those related to science, technology, engineering, and mathematics (STEM). Workers in STEM occupations use science and math to solve problems. Educational requirements for STEM occupations range from a high school diploma and on-the-job training, to a Ph.D.—but all require the ability to think logically.

Growing demand for technological advances means more jobs for STEM workers. The U.S. Department of Labor's Bureau of Labor Statistics projects job growth of 22 percent for STEM occupations as a whole between 2004 and 2014. Nearly all the major STEM groups are expected to have about the same rate of growth as the national average of 13 percent. The exception is computer specialist occupations, which are expected to grow much faster than the average.

Find out more in "STEM occupations: High-tech jobs for a high-tech economy," by Nicholas Terrell, *Occupational Outlook Quarterly*, Spring 2007.
<http://www.bls.gov/opub/ooq/2007/spring/art04.htm>

WOMEN IN ENGINEERING

From 'The Herman Trend Alert' by Joyce Gioia-Herman (July 18, 2007)

A recent study demonstrates clearly that the field of engineering is still primarily a "Boys Club". Only 20 percent of all engineering degrees in America are earned by women; and only nine percent of engineers in the U.S. are women.



Though a study by the Families and Work Institute showed that young men are taking a much more active role in their children's lives, in the U.S. and Europe, the majority of people still expect that most of the burden of housekeeping, childcare, school interface, looking after aging parents, and similar family duties are handled by women.

In many industries, an engineering career frequently demands long hours and lots of travel—difficult for a man, even harder for a woman. It is challenging to take care of a family when the job of an engineer sometimes requires an emergency plant visit at 2:00 a.m., or worse, weeks to months on assignment overseas. When it comes to advancing in the corporate hierarchy, women engineers experience the most problems. There is a 'systemic pressure,' far more difficult than any 'overt discrimination,' that makes matters more challenging for women engineers.

There is no doubt that engineering will benefit from having more women who bring their unique perspectives, creativity, and innovative ideas to the industry. Women also possess keen intuitive skills, and provide different ways to solve complex problems through their distinctive points of view.

Engineering programs are being run throughout the country to get more women interested in the field. For more info check out the following websites:

WOMEN IN ENGINEERING ORGANIZATION—www.wieo.org
SOCIETY OF WOMEN ENGINEERS—www.swe.org
WOMEN IN ENGINEERING PROGRAMS & ADVOCATES NETWORK—www.wepan.org