

THE BRIGHTON GROUP

WAYS TO REDUCE CAREER ANXIETY IN 2010

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Bellevue, WA – January 22, 2010 – More people are becoming part of the long-term unemployed and under-employed each month. With the unemployment rate expected to continue climbing and job growth slow, long-term unemployed/under-employed people need to focus on making a breakthrough and revitalizing their searches, according to OI Partners-The Brighton Group (Bellevue), a leading global career transition and executive coaching firm.

While the national unemployment rate remained at 10% in December 2009, 40% of unemployed people have been out of work for more than 27 weeks. That is over twice as many as when the recession officially began in December 2007 (17.5%) – and almost four times higher than at the start of the last recession in March 2001 (11.5%).

When counting people working at part-time jobs who would prefer full-time work, and those who have become discouraged and stopped looking altogether, the combined unemployment/under-employment rate now stands at 17.3%.

In addition, the ratio of job openings to unemployed people is at its highest since the Labor Department began tracking this in 2000 – 6 unemployed people for every job opening and 27% fewer job openings than a year ago.

"Unemployed people are facing some historic numbers and formidable competition. However, they need to pinpoint those areas they may be able to change, make a difference, and increase their chances for success. Despite the odds, people are still landing jobs every day. Job-seekers need to continually make adjustments and never give up," said Christopher J. Ihrig, Managing Partner of OI Partners-The Brighton Group (Bellevue) (www.oipartners.net).

The ways that long-term unemployed and under-employed people could make an impact on their job searches, according to OI Partners-The Brighton Group consultants, are:

- Double-check your references: "Make sure that your references are telling potential employers what you think they are, and they are up to date on your skills and accomplishments. Determine in advance exactly what your references will say about you, and use only those that will 'sell' you the best to potential employers," said Ihrig.
- Be sure you are targeting the right industries: The healthcare industry has added 630,000 jobs since the recession began. Also, the financial services, manufacturing, and services industries are the most likely to re-hire people they have previously laid off, according to an OI Partners survey, indicating they may have cut back too deeply.
- Increase your face-to-face contact: "Some long-term unemployed may be spending too much time looking for jobs and posting resumes online, and have not had enough face-to-face contact. Join networking groups, and increase your networking contacts by volunteering your services with civic, charitable, and religious groups. Continue attending professional association meetings. It's also important to work the phones," said Ihrig.
- Check out the competitors of all of the companies for which you have worked: Companies that have gaps in their management teams are more than twice as likely to hire people who have worked for their competitors as those that currently have sufficient bench strength, according to an OI Partners survey.
- Use social networking websites to identify contacts within targeted companies and possible jobs that have not been posted or advertised: LinkedIn, Facebook, and Twitter are particularly helpful for finding inside contacts. "Utilize different methods to identify internal contacts who can be helpful in getting your resume reviewed," said Ihrig.
- Focus on the immediate value you can bring to an employer: "You may not have clearly communicated to potential employers what you can do for them right now and within your first three months on the job. Write a proposal including a performance pledge and a timetable for achieving results," said Ihrig.

About OI Partners

OI Partners is a leading global career transition and coaching firm that helps individuals find new careers and employers to improve the performance of their employees and organizations. OI Partners is comprised of certified career management professionals who specialize in executive and group outplacement, executive coaching, leadership development, workforce planning, and talent management. The company was established in 1987 and is now located in 200, locally-owned offices in 27 countries with more than 100 U.S. offices. Please visit www.oipartners.net or call 800-232-5285.