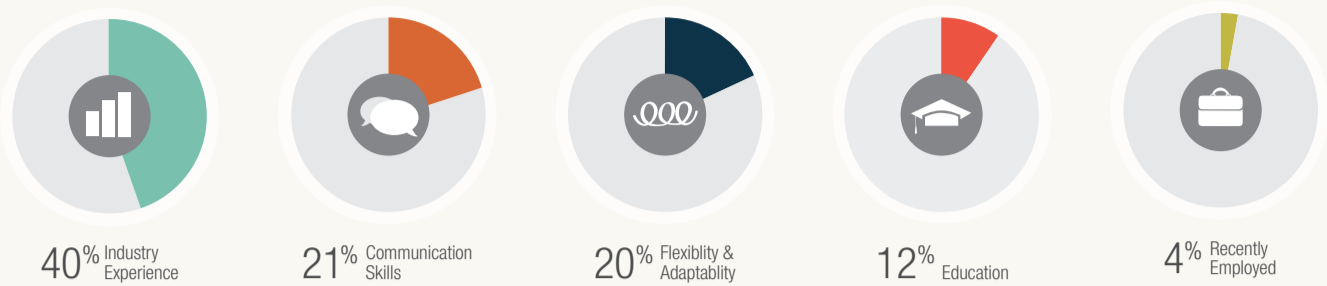


WHAT ARE HIRING MANAGERS THINKING?

Wondering what's on the minds of HR and hiring managers? So were we. Volt surveyed more than 1300 attendees at the SHRM 2012 summer conference to learn how they are finding, hiring, and retaining great employees. Here's what they told us.

WHICH TWO QUALIFICATIONS ARE MOST DIFFICULT TO FIND IN CURRENT CANDIDATES?



WHAT ARE YOU MISSING?

Companies are looking for the perfect employee—but nobody's perfect. Here's what employers want to see more of:

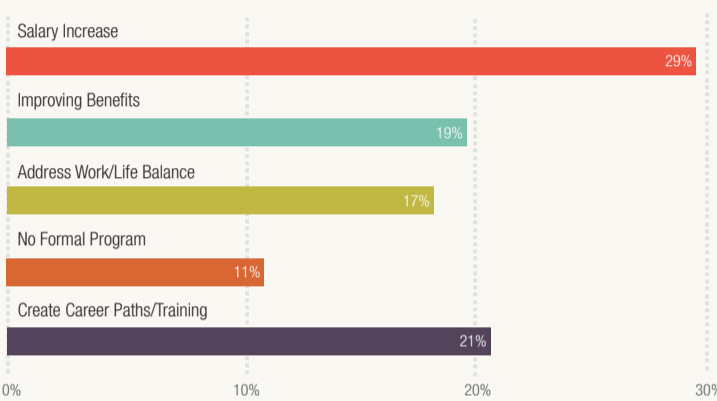
INDUSTRY EXPERIENCE IS A CATCH-22 You need experience to get the job, but need the job to get experience. Stuck? Get hands-on experience by volunteering – many non-profits appreciate professional assistance in a range of business areas.

COMMUNICATION SKILLS ARE ESSENTIAL If you're considering training to improve your job prospects, a writing or public speaking course may have more benefit than software or job skills training.

ADAPTABILITY/FLEXIBILITY The "new normal" means companies need employees to wear more than one hat. Embrace this mindset as a way to broaden your skills

*1% responded *Other*, 2% did not respond

DOES YOUR COMPANY OFFER ANY RETENTION BENEFITS?



LOOKING TO STICK AROUND?

Good companies know you have a choice about where you work—and try to make their company the best choice. What are they doing to keep their talent?

29% increase salaries 21% provide career paths and training 19% increase benefits

There's more to a great job than the paycheck. Ask your interviewer what the company does to encourage employee growth and retention.

*1% responded *Other*, 2% did not respond

HOW ARE YOU LEVERAGING SOCIAL MEDIA IN RECRUITING?

OPPORTUNITY KNOCKS CLICKS

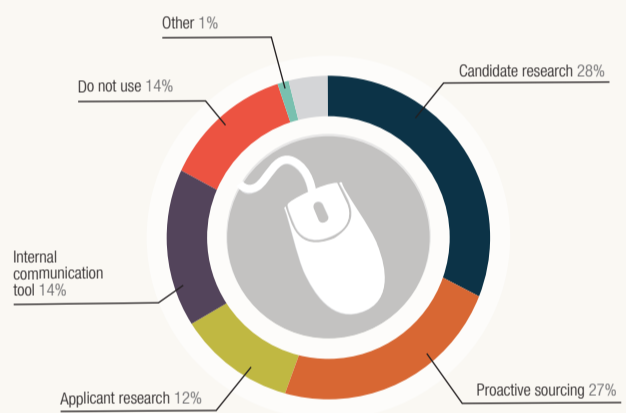
Employers are using social media to make hiring decisions:

55% are sourcing candidates on social media 12% are researching job applicants

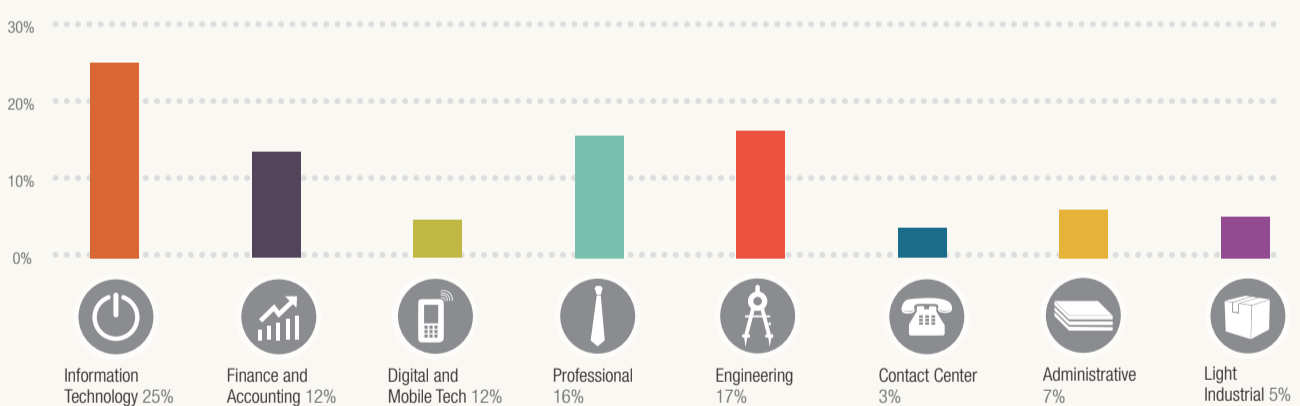
To improve your chances, make sure your professional networking sites are up-to-date and key-word rich, and that your personal pages are also professional and presentable.

RULE OF THUMB Hiring managers and recruiters won't differentiate between your "professional" and "personal" posts—whatever they see can have an impact. Adjust your privacy settings accordingly, but assume everyone can see what you post.

*4% did not respond



ARE YOU EXPERIENCING A TIGHTENING CANDIDATE POOL FOR THE FOLLOWING SKILLSETS?



WHO'S HARD TO FIND?

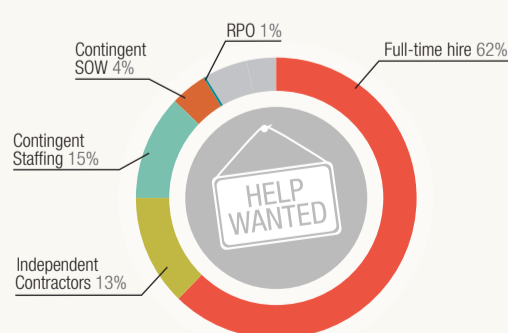
Even when unemployment is high, companies are having trouble finding skilled specialists.

If you aren't finding jobs in your current field, look at the positions that businesses are having trouble filling. What would it take for you to move in that direction?

Increase your odds by developing skills that aren't tied to a particular industry—for instance, companies in every industry need accounting and IT specialists.

*1% responded *Other*, 10% did not respond

HOW ARE YOU HIRING NEW EMPLOYEES?



KEEP YOUR OPTIONS OPEN

62% Direct Hire 15% Contingent Employees 13% Independent Contractors

Direct hiring remains the most common way employers build their workforce, but don't put all of your eggs in one basket: Companies use a variety of methods to build their teams, so use a variety of methods to get on their radar.

Remember: Contingent work isn't always temporary. Some companies bring on contingent employees to assess performance, and hire the people who can prove themselves.

*1% responded *Other*, 5% did not respond

Understanding what companies are looking for—and how they're looking—gives you an advantage over other job seekers.

If you want more than just "a job", you need to be proactive about capabilities and your career. Wishing isn't enough—it requires *doing*.