

JOB

"The Voice of Career Insight"

Global Information Technology - Monthly Newsletter

April 2016

Where in Michigan to Find Jobs

According to The Michigan Department of Technology, Management and Budget, the top locations for employment growth in Michigan (through 2018) includes some places in the Detroit area. That being said, EconomicModeling.com ranks two Michigan areas within its top 10 of America's most competitive metros since 2010. The Grand Rapid-Wyoming area was ranked 7th nationally, while the Detroit-Warren-Livonia area was ranked 10th.

Global I.T.'s Monthly Thought Provocation

You are never too old to set another goal or to dream a new dream.

C. S. Lewis

Michigan Council of Women in Technology Helps Inspire (And Advance) a Growing Industry

Michigan Council of Women in Technology (MCWT) is a progressive organization that inspires and supports women as they enter, advance, and contribute to Michigan's technology community.

In this network, members meet people dedicated to a thriving technology industry. Through robust resources, MCWT helps share industry issues, upgrade technology knowledge, sharpen leadership skills and build upon networks.

Global Information Technology conducts workshops and events for the community to help in the learning of new technology and latest skills. Our workshops are absolutely FREE. Upcoming workshops for the Month of April include:

Tuesday, 4/17 @ 4:30pm - Careers Using CompTIA Certifications Thursday, 4/19 @ 4:30pm - Why a Career in IT? Thursday, 4/25 @ 4:00pm - LinkedIn Basics

Special Points of Interest in this Issue of 'JobPrep'

- Organization for Women in Technology
- 5 Job Search Shortcuts
- The 'Why should we hire you?' Question
- GIT Wellness Corner
- Trends Impacting Hiring
- And much more!



Three Trends Impacting Tech Hiring Right Now

(Written for hiring mangers, but good for everyone.)

A snapshot of the current technology and engineering hiring market reveals several major trends that are creating a challenging landscape for employers and recruiters. Economic factors, changing candidate behaviors and increasing social media usage have converged to reshape the way recruiters and HR staff connect with tech candidates. Here are three key trends and ideas for addressing them:

1. Immobile talent pool

Roughly 25% of American homeowners are underwater with their mortgages due to the housing bubble. Because of this, many excellent tech candidates who are willing to move for a new job or relocate to a more active hiring market, simply cannot because they are unable to sell their homes. One way to overcome the challenge of an immobile talent pool is to focus your efforts and resources on finding local candidates who don't require relocation. "Companies could pay more for local candidates in terms of salary and sign on bonuses and still come out ahead compared to what it would cost to get someone to move," says Warner.

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2. Candidates coming in the back door

Today, candidates are avoiding established screening and hiring processes and using other ways to access information about a company's job opportunities and work environment. Candidates often know someone who works at the company and will ask that person for help getting a job, or they'll reach out to their social media network to learn about open positions and get direct referrals to hiring managers. A smart, cost-effective way to manage this change in candidate behavior is to build talent networks that meet prospective candidates at different entry points. One strategy is to involve your current technology employees in the recruiting process and find ways to leverage their social media networks to connect with current and prospective candidates. The new Dice Talent Network lets you do just that by seamlessly integrating recruiting and social networking. With it, you can build a network of professionals, communicate with that network quickly and manage your employment brand through social media outlets.

3. Greater employment brand transparency

Because of this greater transparency, authentic employment brands should be supported by company employees. Consider conducting an audit of your employment branding messages and materials to ensure that the message you're sending is true and supported throughout the company. Also, make sure that the candidate experience you provide is positive and consistent so even those professionals you don't hire have good things to say about their interaction with your organization.

We accept Veterans/GI Bill Post 911 benefits.



5 Job search shortcuts to help speed up the process

Abridged: Business Insider

- 1) Know what you want so that people can help you. Knowing what you want accomplishes two important things. First, you give your network important clues about who they know who can help you. Second, you reassure your network that their credibility won't be damaged when they refer you to someone. By r referring you, they are putting their credibility at risk. If you make a bad impression, you hurt them, too.
- 2) Clearly communicate what you want to do NEXT. Your job search is about your future not your past! Make your target job clear in all your communications and, particularly, in your resume, online profiles, and other job search documents. 3) Ask people for help (and help them, too). Put your network to work. Former co-workers, former bosses, former clients, current and former neighbors, current and former classmates, etc. Networking is what connects people to jobs 70% to 80% of the time!
- 4) Pay attention. Recruiters and employers get the impression that some job seekers don't seem to read the job posting past the job title. So, show them that YOU are different by paying attention all the way through the process from the initial connection to the acceptance.
- 5) Use the Internet as a tool, not a solution. Be sure your LinkedIn Profile is up-to-date and spiffy. Twitter intelligently. Watch your Facebook friends and privacy.



Dress For Success

How to look for that interview









GIT Wellness Corner

Be sure to take it easy Relax.

Relax: Many experts equate a job search to a full-time job. There's nothing wrong with spending a full workday looking for new employment. But as with a full-time job, you need to take breaks, including lunch, to breathe and rejuvenate. Take time to relax throughout your job-seeking days. Create a job search schedule so that you don't overwhelm yourself with thoughts of employment. Relaxing is a great way to rest your mind and recharge for the next day's searches.

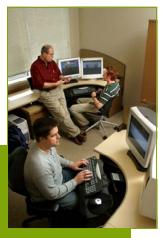
Career Guidance Column



Andrei - "Is there ONE unorthodox practice you can think of that would be a new activity for my job search??' Yes. Consider volunteering at a local organization a couple of days a week. There are a number of benefits that can arise from volunteering. For one thing, you'll keep your mind sharp so that you're ready to hit the ground running when you do find work. In addition, you can add your volunteer efforts to your resume to show you've been busy in between jobs. And finally, you get the opportunity to network with professionals who might be able to help you find your next position.

Upcoming IT Courses - Starting Soon

A+ - 9, 18,	Oracle I2c - 4, 8	Access - 6
Dreamweaver - 10	Oracle Big Data—16, 17	Professional - na
MCTS - 18	Security+ - 6, 18	PowerPoint - na
Ethical Hacker - 15	SQL - na	Project - 10
CCNA - 18, 21	MCITP - 25	SharePoint - na
ASP.Net - 18	Network+ - 19, 23	HTML - 10
Java - 4, 18, 26	MCSA - 18	Photoshop - 3, 28
Linux+ - 14, 17	Word - 1, 8	Flash - 10, 17
Excel - 20	PMP - 25	Software Q&A - 21
MCSA - 18	Sales - 27	Social Media - 7
CISSP - 15	CCNP - 27	



Contact Us

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3 ways to master the 'Why should we hire you?' question



- 1: The answer is more about the "We" than the "Me". Instead of focusing on what's great about you, focus on the employer's needs. Do you have a particular skill that would shine and bring about growth at the same time? Does the prospective employer have a situation before them to which you can uniquely contribute? If there's a specific example of how you can advance the company, while advancing your own career, then absolutely share it!
- 2: It's about your ability to solve problems they have. A smart answer focuses on solving existing problems the company is experiencing. Interviewers love to hear about a mutually beneficial solution or arrangement. Turnover is a real problem for some industries or companies and the better the likelihood that you both get something out of it, the better chances that you'll stick around and they'll want you to.
- 3: Your passion shines through. Top-notch employees come with motivation and great companies know how to supercharge and channel that already-there mojo. Sharing what made you interested in finance or what inspired you to get involved in the pharmaceutical industry can show a company how you come to them already fired up and all you need is the proverbial gas to fuel that passion. This information combined with your earlier research about the company will emphasize that your personalities and interests mesh well, making you a great hire for them.



Technical Advice



"Marcial, once and for all—what is THE best laptop on the market right now?"

Quite the engineering feat, the Dell XPS 13 manages to cram a vibrant and sharp display into an 11-inch chassis, making it one of the most compact Ultrabooks yet. (You can barely see the razor-thin bezel.) This 2.8-pound laptop also delivers fast performance, thanks to its Core i5 processor and SSD. Starting at \$799, the non-touch-screen version of this machine lasted nearly 12 hours on a charge, giving you plenty of endurance. Dell also sells a version with a sharper quad-HD touch display, which is even more vibrant. Overall, the new XPS 13 is the best ultraportable for the money.



Get professional help with your LinkedIn profile

The Career News

Two hundred million users can't be wrong. LinkedIn has exploded onto the employment search scene and is now used across 200 different countries. It has sparked a recruiting revolution of sorts, as many hiring managers search its massive database of prospective employees before even announcing a job opening. Is your profile being found?

If the content within your profile is a simple copy-and-paste from your resume, you could be damaging your chances of landing that dream job. The Career News recommends having your profile overhauled by "LinkedIn Builder", the professional writing service with a rapidly growing list of happy clients. The company will turn your LinkedIn content from passive to powerful in 72 short hours. **Here's how:** Precise, targeted headline; Conversational summary section with a perfectly social tone; Optimized job descriptions crafted to ensure maximum visibility; 100% profile completeness; Fast, email delivery with easy upload instructions; Downloadable DIY Guide loaded with best practices, LinkedIn insights and how-to tips.

LinkedIn Builder's writers specialize in structuring your online professional profile to effectively chronicle your career, achievements and key skills. Their writers possess the knowledge and cross-industry expertise to link your career aspirations with a smashing online presence. Opportunity is waiting.



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STATE OF THE ART RESUMES! EXPERT CAREER COACHING! MEET THE BEST RECRUITERS!



"Keep away from people who try to belittle your ambitions. Small people always do that, but the really great ones make you feel that you too can become great."
-Mark Twain

Resume Workshop Topics

- RESUME Re-Boot
- Online Foot-Printing
- The Power of Networking
- Expert Career Coaching.
- Mock Interviewing
- IT Networking
- POWER HOUR JOB FAIR

May 5, 2016 11 a.m.-5 p.m. at Automation

Alley to register: https://www.eventbrite.com/e/the-best-resume-workshop-of-all-times-tickets-24180620888

