



## Where are the Candidates and the Jobs?

# Career Trend Analysis Report – Q4-2005

*A Special Report for HR Managers, Business Owners, Entrepreneurs, or Anyone Who Is Responsible For the Recruiting and Hiring for Their Business*

## Quarterly Online Career Trend Report

Courtesy Rich Milgram

HRHQ, your leader in targeted resume distribution, is pleased to present the Career Trend Analysis Report which highlights online job postings and candidate resume data trends for fourth quarter 2005. Located below is a list of some key findings as a result of our review:

- Information Technology continues to be the dominant industry for the 5th consecutive month for online job postings; however Sales & Sales Management is very close behind with only a 0.22% difference.
- Clerical & Administrative continues as the top industry for candidate resumes, and also ranks as the #1 industry in most regional sectors for candidates.
- Marketing & Advertising entered into the list of Top 10 industry channels, capturing the # 7 position for online job postings, eliminating Construction and Extraction from the Top 10.
- Over the past 12 months, Engineering & Architecture had the largest decline in online job postings and Information Technology had the largest decline in candidate resumes, each exhibiting over a 7% decline.
- 52% of all candidates in the Talent Network have 5 or more years of experience, which remained the same from the previous quarter.

We hope you find the information contained in this report to be both informative and valuable in allowing you to achieve your individual or corporate goals. We want to help you Go Beyond!

## Candidate Resume Availability - Development and Trends:

### Industry

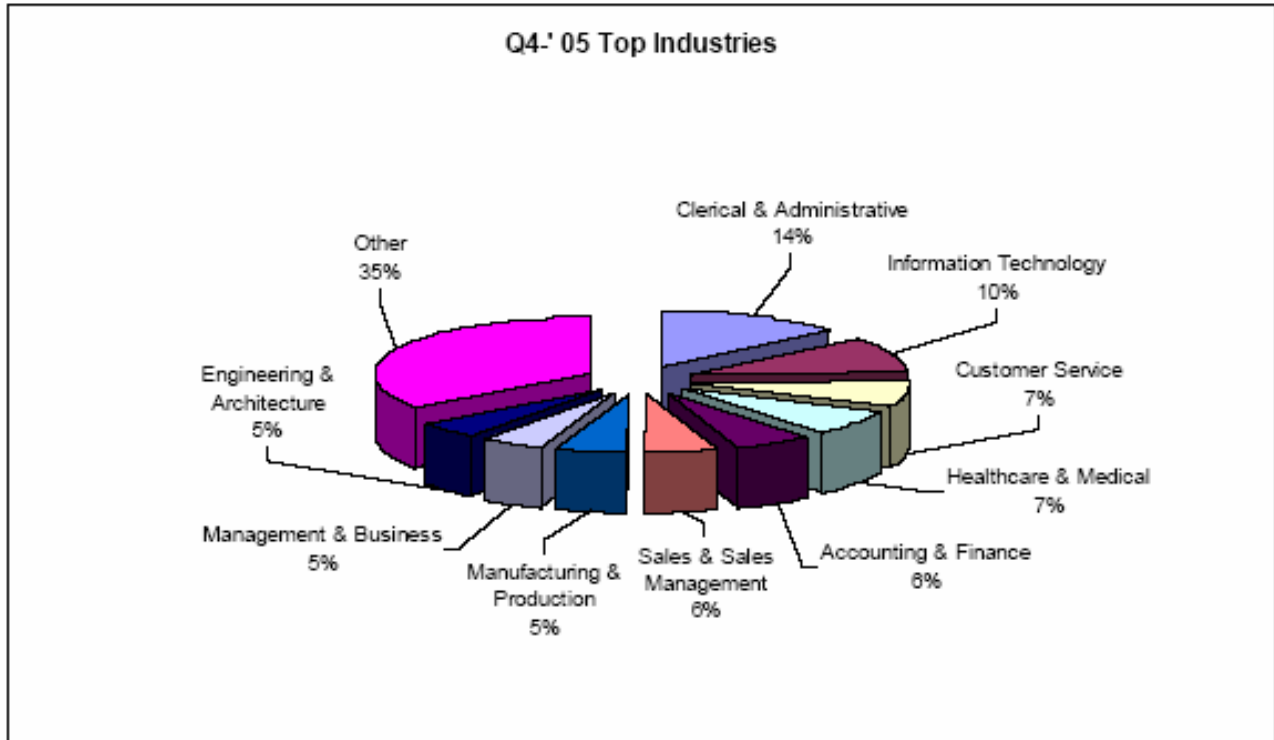
From a candidate perspective, Clerical & Administration continues to dominate online resume posting with 13.83%, surpassing Information Technology (10.44%) once again. Customer Service has also moved up to third place with 7.30%, replacing Healthcare & Medical now fourth with 7.22%.

The industries with the largest resume growth over the previous quarter included: Clerical & Administration (0.51%), Construction & Extraction (0.35%), and Accounting & Finance (0.28%).

On the other hand, the industries with the largest decrease in candidate resume postings over the previous quarter included: Healthcare & Medical (-0.66%), Marketing & Advertising (-0.35%), and Sales & Sales Management (-0.32%).

Over the past 12 months, the industries with the largest percentage of candidate growth included: Clerical & Administration (2.70%), Customer Service (2.26%), and Travel, Hospitality & Restaurant (1.56%). Information

Technology still has the largest percentage of candidate decline with 7.93%, with second and third place decline going to Engineering & Architecture with 2.56% and Accounting & Finance with 1.21%.



Industry	Q3 - '05
Clerical & Administrative	13.83%
Information Technology	10.44%
Customer Service	7.30%
Healthcare & Medical	7.22%
Accounting & Finance	5.82%
Sales & Sales Management	5.57%
Manufacturing & Production	5.49%
Management & Business	4.68%
Engineering & Architecture	4.65%
Other	35.00%

Experience Level	Q3 - '05	Q4 - '05
Less than 1 year	12.67%	12.41%
1 – 3 Years	19.71%	18.78%
3 – 5 Years	16.62%	16.63%
5 – 10 Years	19.36%	18.91%
10 – 15 Years	11.50%	11.55%
15 – 20 Years	9.73%	9.91%
21+ Years	10.41%	11.61%

Experience Level	Information Technology	Sales & Sales Management	Accounting & Finance	Clerical & Administration	Customer Service
Less than 1 year	11.36%	6.69%	11.70%	7.57%	9.33%
1 – 3 Years	13.89%	14.15%	16.90%	20.51%	22.97%
3 – 5 Years	12.11%	13.20%	15.07%	21.10%	21.57%
5 – 10 Years	20.34%	18.54%	19.68%	22.40%	22.63%
10 – 15 Years	14.32%	15.08%	12.41%	10.70%	10.32%
15 – 20 Years	13.08%	14.85%	10.83%	9.02%	6.77%
21+ Years	14.90%	17.48%	13.31%	8.70%	6.41%

### State and Regional

On a state level, the states with the largest percentage of online resume posting per capita over the fourth quarter were: 1) District of Columbia, 2) Georgia, 3) New Jersey, 4) Colorado and 5) Delaware. In comparing these ranking to the third quarter, the states with the largest increase included Washington State (.42%) and Arkansas (.39%), with Nevada, South Carolina and Colorado all tied for third place (.35%). Over the past 12 months, the states with the largest percentage of candidate growth included: Arkansas (0.52%), Nevada (0.51%), and Delaware (0.46%), while the largest decreases were noted in Utah, New Hampshire and Arizona.

Our regional view indicated that Clerical & Administrative continues to hold the #1 channel position as the industry leader with the most states nationwide with Information Technology still maintaining the #2 spot. The Customer Service channel still holds third place, however Healthcare & Medical leads the Northeastern region. Candidate Developments and Trends

We have been tracking new members to understand their experience levels and length of job search for the past three quarters. In comparing candidates from the previous quarter, the largest increase was noted in candidates with 21+ years of experience (1.20%), following with a 0.18% increase was the 15-20 year experience levels. The largest decrease in experience levels was candidates with 1-3 years of experience.

In assessing the length of candidates' job search, still the largest percentage (39.07%) continues to use the Beyond.com Network to start off their job search even though it slightly declined from the previous quarter by .57%. The largest increase in candidate length of job search was 6 months with 1.42%, while the largest decrease was candidates searching for 2 weeks (-0.76%). For the third consecutive quarter, we are able to conclude that Beyond.com continues to attract candidates with more experience and those searching for a job over 1 year continues to decrease, which is again a positive indication of a healthier economy.

### Job Availability Development and Trends:

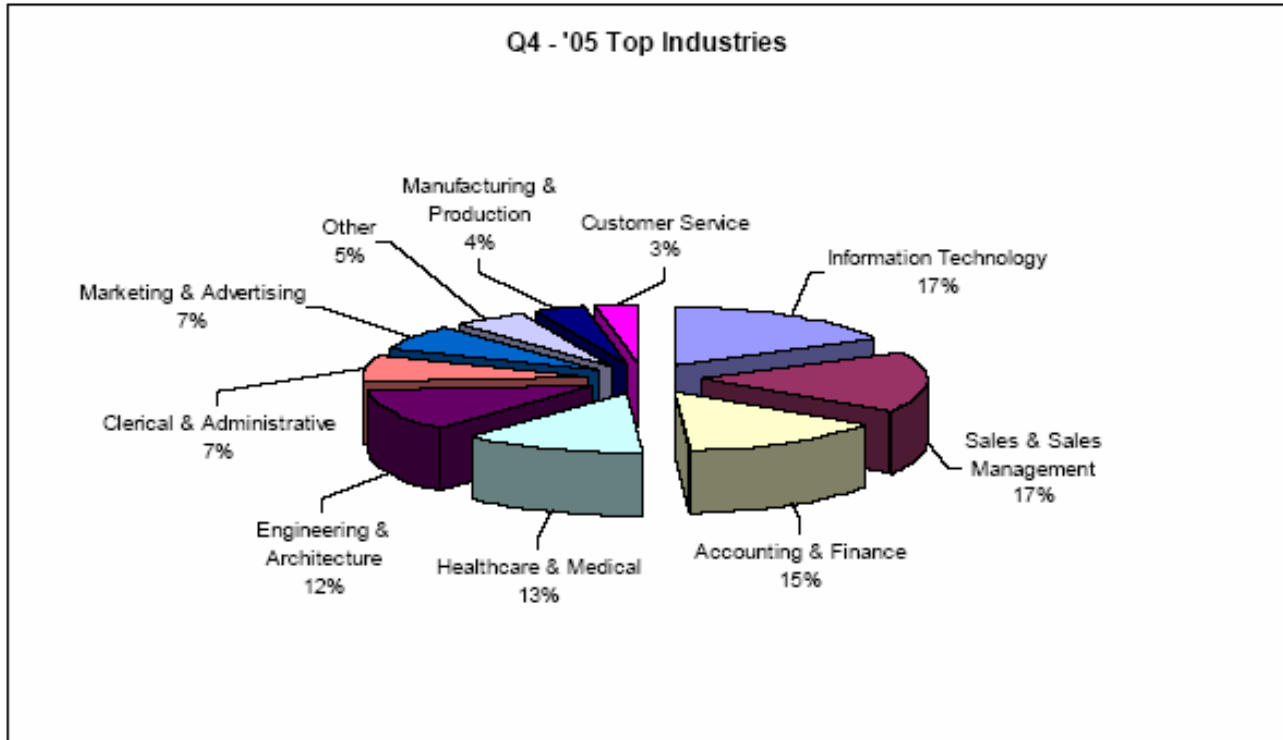
#### Industry

Information Technology continues to be the leading industry channel in the number of job postings with 14.48% of the overall online job posting market for the 5th consecutive quarter. However, Information Technology still shows a slow quarter-by-quarter decline over the last 12 months.

Sales & Sales Management is growing steadily and continues to hold second place with 14.26%, with Accounting and Finance at 12.28%. In comparing the top 10 industries from the previous quarter, Construction & Extraction and Science & Biotech were replaced by Marketing & Advertising and Customer Service.

Over the previous quarter, the industries with the largest growth included: Marketing & Advertising (4.27%), Sales & Sales Management (1.19%), and Clerical & Administration (1.11%). On the other hand, the industries with the largest decrease in job growth over the previous quarter included: Information Technology (-2.19%), Construction & Extraction (-1.32%), and Personal & Home Services (-0.74). No big surprise that Construction & Extraction declined due to a decrease in housing demand over the past few months.

We assessed overall industry channel growth over the past 12 months and the industries with the largest percentage of growth included: Sales & Sales Management (6.35%), Marketing & Advertising (3.53%), and Healthcare & Medical (3.24%). The industries with the largest decrease included: Engineering & Architecture (-8.50%), Information Technology (-7.51%), and Media & Communication (-0.99%).



*Job Postings – % of Talent Network*

### State & Regional

In the fourth quarter, the states with the largest percentage of online job postings per capita included: 1) District of Columbia, 2) Connecticut, 3) Nevada, 4) California, and dropping from third place to fifth place is New Jersey. Over the previous quarter, the states with the largest percentage of job growth included: Nevada (3.92%), California (2.57%), and Utah (1.07%). A steady upward trend was also noted in Kentucky. In analyzing the top states within each industry channel, the District of Columbia still holds the #1 spot with Connecticut, Idaho, and Colorado tied for second.

On the other hand, 26 states showed a decrease in the percentage of online jobs, with the largest declines in Delaware, New Mexico, and Wisconsin. Looking at our 12 month view, Nevada showed the largest overall percentage of overall job growth among all states with 3.46%, with our largest decrease in Delaware (-1.61%). The Nevada increase was attributed to the construction and staffing of a new major casino hotel, which typically hires thousands of employees.

In evaluating our regional data, Information Technology continues to be the top industry leader in both the Mid Atlantic and Northeast regions, with Sales & Sales Management taking the lead in the Mid West, Southern, and Western regions. In evaluating the second place industries, Sales & Sales Management takes the lead in the Northeastern region, Accounting & Finance in the Mid Atlantic region, Information Technology in the Mid

Western region, Healthcare & Medical in the Western region, and making a large presence in Marketing & Advertising in the Southern region.

## What to expect in first quarter 2006, and beyond

Despite record energy and fuel costs and the destruction caused by Hurricane Katrina and Rita, the U.S. economy will manage to expand at a healthy pace which will pave the way for a sturdy job market in 2006. Below are just a few industry trends that we expect to occur in first quarter 2006, and beyond:

- Overall, Construction & Extraction will slow down due to the rise in mortgage rates; however growth in this industry is expected to continue across the Western states and areas affected by recent hurricanes.
- Healthcare & Medical should exhibit an upward trend due to the continuing needs of aging baby-boomers. The most job growth is forecasted to occur on the clinical side, including doctors, nurses and technicians.
- Arts, Entertainment and Gaming should show an increase in first quarter 2006 due to the continued expansion in the gaming industry in the Western region as well as the influx of people enjoying recreational and fitness activities in the earlier part of the year.
- Marketing & Advertising will continue to show healthy signs as more companies will face competitive forces that will drive them to continue to develop and market new products and services.

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