



NOW HIRING

Where are the jobs—is anybody hiring out there?

These are tough times. Nine million people out of work. Seven million working part-time jobs because they have to and millions more who just gave up and stopped looking for work.

But, there are jobs out there. Did you know, employer's hire more than 4 million people every month—mostly to replace those who quit, retired, became ill, or transferred to another position. In fact, employers have hired 4 million people a month for the past four years. That's 48 million new hires a year—which is almost a third of the total U.S. workforce.

To get one of those jobs, though, you can't just go online and fill out dozens of job applications. Everybody does that and there's way too much competition. Some employers say that they receive over 100 applications for each job opening. It's hard to compete with that many people.

There is a better way to do this and it's easier than you think. To begin, make a

list of all the people you know who work in your industry. Then, reach out to them. Ask each of them if they would give your resume to their hiring manager and put in a good word for you. It's as simple as that.

See, in every department of every company, the employees know who's thinking about leaving the job, who's already left, and how short-handed the department is.

Here's another thing—when hiring managers need people to replace those who've left their jobs, they turn first to their employees. Employees almost always have friends who would be a good fit for those open positions. Nine out of ten hiring managers say that friends-of-employees are their best sources for high-value hiring. Plus, it's not uncommon for hiring managers to reward an employee with a

finder's fee for recommending a good hire.

So, don't hesitate to ask your friends to recommend you for an open position. Getting an employee recommendation could get you in the door before the job is announced and the public swarms it.

Here's another approach: Make a list of all the different companies that employ people with your skills. But, before you apply for a job there, ask family, friends, and neighbors if they know a mutual friend who works at any of those companies. Call that friend, have a chat, and ask if you could mention his or her name on your cover letter, resume, or job application. Better yet, ask if she would give your resume to the hiring manager and put in a good word for you.

Again, it's all about having that inside connection—a connection that could open the door to an interview with little or no competition. It's been said that you are 50 times more likely to be hired if you have that inside connection.