

# NEW YEAR *New Career*

Embrace Your New Journey!

*January 14, 2025*



A SPECIAL SECTION OF THE DERRICK. / THE NEWS-HERALD



# Navigating the 2025 job market

## What you need to know about the future of work

The job market is a source of growing anxiety as we head into 2025. Headlines about layoffs, inflation, and advancing AI paint a picture of uncertainty and instability.

While the challenges are undeniable, they also present opportunities for those willing to adapt and evolve. By understanding trends and preparing strategically, job seekers can position themselves for success in a shifting job market.

### 3 key statistics on the 2024 job market

Is the job market facing significant difficulties? Why are there so many

ghost job postings? Can you even find a job these days?

We hear you. If you've spent time on LinkedIn, you may see a barrage of layoff announcements and questionable job postings. As a career changer, you may even have encountered firsthand accounts of job-hunting challenges.

These occurrences are less than inspiring. However, the 2024 job market has improved.

The national unemployment rate was down to 4.2% in Q3 2024. The low unemployment rate reflects a relatively stable labor market compared to historical

averages. (Economic Policy Institute)

As unemployment rates were down, jobs were being created. For example, 250,000 jobs were added to the job market in September 2024.

Job growth was concentrated in sectors like healthcare, renewable energy, and technology, with these industries adding thousands of positions each quarter.

As you can see, the 2024 job market was stable. That said, if you or your peers are facing challenges, your experience is valid—ongoing obstacles like artificial intelligence continue to affect professionals worldwide, but understanding a few predictable trends can help you stay ahead.

roles across industries at an unprecedented pace.

In healthcare, AI-powered tools streamline diagnostics, automate administrative tasks, and enable personalized patient care.

In finance, AI algorithms analyze massive datasets to improve decision-making and detect fraud faster than ever.

Creative industries like marketing and design also feel the impact, with AI tools generating content, editing visuals, and optimizing campaigns.

The technology boosts efficiency and innovation. AI also changes the skills employers need, shifting demand from repetitive tasks to critical thinking and technical expertise.

According to the Harvard Business Review, job listings that listed "ChatGPT" as a skills requirement increased after its introduction.

"[...] we found 903 job posts listing ChatGPT in the skill tags. In addition, more than 88% of these jobs fall into automation-prone categories, with the majority (82%) specifically related to software, app, and web development."

See **JOB MARKET**, Page 3

### 3 trends shaping the 2025 job market

#### 1. AI and automation

ChatGPT, Google Gemini, Apple Intelligence—you couldn't escape the rush of AI innovation in 2024. Currently, it isn't going anywhere in 2025. Here's what you need to know about AI and how it will impact the job market and your search.

Artificial intelligence is transforming

## EMPLOYMENT OPPORTUNITY

# NEW LIGHT, INC.

*Are you a compassionate person looking for a great career opportunity?*

### Look no further!

New Light, Inc. is now accepting applications for **Direct Care Personnel for the Clarion area**. This position will provide support for intellectually/developmentally disabled individuals in a community based residential program.

**Competitive Hourly Wages (\$17/hr.) • Weekends a must!**  
**Restraint/Restriction free agency • Benefit Package Available!**  
**Open Availability greatly appreciated! • Paid vacation!**

**Opportunity for advancement in company!**

**CNA's Needed**

Interested individuals must be able to obtain a criminal background check free of certain serious violations, child abuse clearance, FBI clearance and possess a valid, driver's license and a reliable, registered, insured vehicle.

**All interested individuals contact HR Department at New Light, Inc., P.O. Box 761, Clarion PA 16214**

**@ 814-226-6444, Ext. 103 or email [hmche@newlightnewlife.net](mailto:hmche@newlightnewlife.net)**  
New Light Inc. is an equal opportunity employer



## TITUSVILLE FIRE DEPARTMENT

### 2025 TESTING ANNOUNCEMENT

The Titusville Fire Department is looking to hire motivated people for the position of Minuteman. This job will be part-time with opportunity for advancement in the future. Applications will be received through February 2, 2025 at 3:30pm to establish an eligibility list. This is a civil service position and applicants must qualify on written, oral, physical, medical, and psychological examinations. A civil service testing fee of \$35 must be returned with the application. Applicants claiming veteran's preference must provide written proof (Form DD214) prior to the written test date.

The City of Titusville is in the southeast corner of Crawford County and is approximately 2.9 square miles. The city has an estimated population of 5,158. The Titusville Fire Department is an "all-hazards" organization that responds to a wide variety of emergency and non-emergency incidents.



APPLICATIONS MAY BE PICKED UP AT THE CITY MANAGER'S OFFICE (107 N. FRANKLIN STREET, TITUSVILLE, PA 16354) OR PRINTED ONLINE AT THE CITY'S WEBSITE: [WWW.CITYOFTITUSVILLEPA.GOV](http://WWW.CITYOFTITUSVILLEPA.GOV), AND RETURNED TO THE CITY MANAGER'S OFFICE.



# Now Hiring!

## BROOKVILLE AREA SCHOOL DISTRICT

is accepting applications for the following position:

- **Health Aide – Full-time**  
(180 days-follows school calendar)

This position is responsible to assist with the school health services program, screening, administering medications, and first aid. Also performs a variety of clerical duties. Starting wage from \$13.05-\$15.05 per hour. Minimum requirement: LPN license. Full-time positions offer family health care, dental, and vision insurances. Please see instructions for applying below. Applications will be accepted until the position is filled.

- **Custodian Positions – Full-time & Part-time**
- **Food Service I Workers – Part-time**
- **Child Specific Aides – Part-time**
- **Substitutes in all areas**

Interested applicants for these positions should submit a completed All Support Staff application, available on the district's website, [www.basd.us/jobs](http://www.basd.us/jobs) > Employment Forms. Please note candidates for these positions must obtain all required clearances and complete all paperwork before being hired. Application packets should be emailed in one file to [jobs@basd.us](mailto:jobs@basd.us) or mailed to Jill Orcutt, Administration Office, Brookville Area School District, P.O. Box 479, Brookville, PA 15825. Applications will be accepted until the positions are filled. EOE



## ► Job Market

Continued from Page 2

To stay relevant in an AI-driven workforce, workers must focus on continuous learning and adaptability. Developing technical skills like data analysis and AI tool proficiency can open new career opportunities.

### 2. Hybrid and remote work

Remote work was all the rave post-pandemic for good cause. Employees value the ability to manage their time effectively, reduce commuting stress, and maintain a better work-life balance.

However, going into 2025, flexibility will vary significantly by industry.

According to HR Executive, 33% of U.S. employers required full-time in-office work in 2024. This number is expected to increase but not exceed 50% in 2025.

Tech, finance, and professional services have embraced hybrid models, blending remote work with occasional in-office collaboration to foster teamwork and innovation.

Conversely, industries like healthcare, manufacturing, and retail often require in-person roles due to the nature of their work.

Even within flexible industries, organizations are experimenting with different approaches. From fully remote setups to structured hybrid schedules, companies are trying to reflect the diverse needs of their workforce and business objectives.

As you consider a career transition, carefully consider the industry, as some favor remote or hybrid work, and others may require in-person attendance. Expectations will also vary by company.

### 3. Skills over degrees

Employers are increasingly shifting their focus from traditional credentials, like degrees, to skills-based hiring.

Companies are focusing on candidates who can show skills in important areas like coding and project management, even if they do not have a related degree. This shift allows for a more diverse talent pool and gives candidates without degrees a chance to prove their capabilities through relevant skills.

The rise of certifications and nontraditional educational pathways has significantly influenced this shift.

Platforms offering industry-specific certifications in areas like data analytics, cybersecurity, and cloud computing empower job seekers to acquire the skills employers seek. These credentials are becoming more recognized and valued as they clearly signal expertise in specific areas.

These options are helping workers transition into new fields and upskill within their current roles, making skills the true currency in today's job market.

### Tips for 2025's job market

**Stay informed: Follow economic and industry updates**

Staying informed about economic and

industry trends is essential for navigating the job market in 2025. With rapid technological changes, market demands, and global economies, knowing shifts can help you make strategic career decisions.

Whether it's understanding how automation impacts your field or identifying thriving industries despite economic uncertainty, staying informed enables you to anticipate changes rather than react to them.

Beyond general economic updates, focusing on trends in your specific industry can help you identify skill gaps and align your expertise with future demands. For instance, if you notice a rise in demand for project managers or digital marketers proficient in AI tools, you can plan your learning accordingly.

Subscribing to newsletters, attending webinars, and participating in professional forums can provide the knowledge and network needed to remain competitive. Staying informed doesn't just keep you ahead of changes—it empowers you to confidently position yourself in a rapidly evolving job market.

**Upskill and Reskill: Invest in training or certificates for resilience**

You must upskill if your goal is to transition or advance your career in 2025.

New technologies and process advancements are made across industries every year. For example, in 2025, artificial intelligence will shake up how everyone operates.

Project managers will use AI software

to automate repetitive tasks. IT support will use AI tools like chatbots and virtual assistants to provide customers with self-service options. UX designers will encounter AI that increases on-page personalization opportunities.

Proactively understanding the AI landscape and upskilling can help position you as an indispensable asset.

Beyond technical skills, developing soft skills such as communication, problem-solving, and teamwork is equally important for long-term success.

By investing time and effort into upskilling, you build confidence, expand your career options, and set yourself apart in a competitive job market.

**Network: Build authentic connections online and offline**

Networking is one of the most powerful tools for advancing your career and navigating the job market in 2025.

Building and maintaining professional relationships can open doors to opportunities that might not be advertised publicly, such as referrals or insider knowledge about upcoming roles.

Effective networking goes beyond simply exchanging business cards or connecting on LinkedIn—it's about fostering genuine, mutually beneficial relationships.

By engaging with industry peers, attending events, and participating in professional groups, you can stay informed about trends, gain valuable insights, and enhance your visibility in your field.



## NOW HIRING!

**We are looking for highly motivated individuals to join our team.**

**Great Benefits! 401K + Dental + Vision & More!**

**Competitive Pay:**

**CDL Drivers Starting at: \$17.75/HR**

**Apply online at [www.catabus.org](http://www.catabus.org) or [Indeed.com](https://www.indeed.com)**

**285 Elm Street, Oil City, PA 16301**



**CONTINUOUS CASTER MOLD & SEGMENT REPAIR**

BEYOND STANDARD PERFORMANCE

**cunova Service USA**

## HIRING

**FULL-TIME POSITIONS AVAILABLE**

**CNC Machinist**

**Welding Technician**

- Competitive compensation based on experience/qualification
- Health, Vision and Dental Insurance
- 401K with Company Match
- Quarterly Profit Sharing\*

**Interested applicants may apply in person or resumes can be submitted at [employment@cunova.us](mailto:employment@cunova.us)**

\*Profit sharing contingent on meeting quarterly production goals

\*Employees must meet requirements to qualify



# NOW HIRING

- Manager, Roll Change/Roll Shop
- Industrial Engineer
- Sales Representative
- Group Lead, Maintenance
- Guide Controller, Mill
- Mill Pulpit & Furnace Pulpit Operator back-ups
- Maintenance & Press Set-Up, Highway
- Maintenance & Press Set-Up, Farm
- Press Set-Up Associate, Farm
- Crane Operator, Shears
- General Laborers, Mill/Shears/Highway
- General Laborers, Roll Change (night shift)

PLEASE SCAN THE QR CODE OR SEND YOUR  
COVER LETTER AND RESUME TO LYNN  
BRANDT AT LBRANDT@FIPOSTS.COM



A local place to start your career.

# Take charge of your career

(Family Features) Whether you want to advance your career or make the change to a new career, it's up to you to make it happen.

### Determine your career goals

Think about what you really want to do with your career — and be specific. Ask yourself some questions:

What are the things that interest you most?

What motivates you?

In what kind of work environment do you thrive?

What kinds of jobs fit these criteria?

If you're not sure, it can be helpful to take a personal assessment.

### Identify skills gaps

There are more than three million job openings in this country, according to the Bureau of Labor Statistics, yet many companies are finding it difficult to fill those positions. A common reason given for this is that employers can't find qualified people with the appropriate skills.

A survey by University of Phoenix found that many people are recognizing the need to add skills in order to improve their careers:

89 percent of working Americans believe there is still room for them to grow

in their careers, and can point to at least one skill they will need to learn.

58 percent who are not currently enrolled in school full-time believe that going back to school would be crucial if they were considering a new career path.

36 percent say they need additional education in order to get to the next level of their careers.

Start by writing down the skills, knowledge and qualifications you currently have.

Next, research the types of jobs you want, and write down the qualifications needed.

Compare the two lists, and take notes on the skills you're currently missing.

### Bridge the gaps

If you have a skills gap in one area, such as knowledge of current computer software, you can take a single course or seminar to catch up. But for many, getting or finishing a college degree is the key to making a positive career change.

Online coursework is one way that many adults are achieving their goals while holding down a job and/or raising a family. When investigating education opportunities, look into your online options to help you maximize your time and pursue the degree plan that best fits your needs.



**Sunrise**  
**in-home care**  
**NOW HIRING**

Personal Care Assistants!

We are a home grown, Western Pennsylvania company that loves and cares for the communities we serve.

### Sunrise offers its caregivers:

- A stable, rewarding work environment, where you will work closely with our clients on a daily basis.
- One of the best compensation packages in the business.
- Flexible hours, both full-time and part-time to help with accommodating busy lifestyles.
- Training available and financial assistance for certifications.

Apply online at: [www.sunriseinhomecare.com](http://www.sunriseinhomecare.com)



# Essential home office supplies for maximum productivity

The global COVID-19 pandemic opened people's eyes to many things. One of the more lasting impressions was how the traditional workplace environment was not as essential as people once thought. Millions of people pivoted to remote work during the pandemic, and a significant percentage of those individuals continue to work from home.

Remote work is now common in many industries. According to an Upwork study, 22 percent of the American workforce will be remote by 2025. The Pew Research Center says around 22 million employed adults (ages 18 and over) in the United States work from home all the time, which is equal to about 14 percent of all employed adults. Homeowners are increasingly outfitting their homes with spaces that can accommodate working from home. Maximizing a home office with essentials comes down to some key components.

## Superior PC or laptop

Chances are that it will be nearly impossible to get any work done without a computer. Most people have devices at home, but it's best to check with employers to see which kind of specifications would be needed in a machine to run the types of applications that keep the business functioning. An older laptop or PC might need to be upgraded to a newer,

more powerful model.

## Reliable internet connection

Connectivity is vital when working from home. Remote workers must be accessible via email, and many companies rely on messaging applications. Those who have been considering an upgrade to bandwidth and internet speed may want to take the plunge if they expect high volume of data uploads and downloads and constant connectivity. Experts advise a minimum of 100 Mbps download speed and 10 Mbps upload speed as a good starting point for remote work.

## Ergonomic desk and chair

Remote workers can outfit a home office with furniture that's customized to their needs, rather than what would just be provided in a traditional office setting. One item to consider is a convertible desk, which can be raised or lowered to accommodate sitting or standing at a workstation. No home office is complete without a comfortable chair. Choose a chair with lumbar support and adjustability.

## Laptop stand

A laptop stand can help a person avoid a condition called "tech neck," which the Mayo Clinic describes as being caused from poor posture while using technology. Instead

of looking down at the laptop, the stand will raise the device to a proper eye level.

## Noise-cancelling headphones

Many times a home office is tucked into whatever nook in the house is available. That may mean it is adjacent to a

living room or the kitchen in the midst of the hustle and bustle. Things can get noisy, and a pair of quality noise-cancelling headphones can help mitigate ambient sounds.

Remote work continues to gain steam and home offices need to meet the demands of working from home.



# WE'RE HIRING!

Harrisville, PA *Why Join Our Team? Start Working Immediately!*

- ✓ \$500 Management sign-on bonus!
- ✓ Flexible work schedule
- ✓ Competitive wages
- ✓ Next day pay
- ✓ Career advancement opportunities
- ✓ Employee discount
- ✓ Employees refer friends, both get bonuses!
- ✓ Eye, dental, & life insurances available
- ✓ Major medical insurance for full time
- ✓ 401 (k) matching



FLAME GRILLING SINCE 1954



**Text 16SB0041 to 31063 or scan to apply**

Empowering Youth for Positive Change

# Pathways

## Adolescent Center

...for the following positions:



*We are hiring*

**COORDINATOR**  
Bachelor's Degree  
2 years experience  
working with at-risk youth  
**\$55,000/YEAR**

**DIRECT CARE SUPERVISOR**  
Minimum 60 College Credits,  
2 years experience  
working with at-risk youth  
**\$25.00/HOUR**

**DIRECT CARE STAFF**  
**\$20.00/HOUR**

**COOK POSITION**  
**\$17.50/HOUR**

Send your resume to: [sneely@pathwaysacenter.com](mailto:sneely@pathwaysacenter.com). Applicants must be at least 21 years of age to apply. Clearances and background checks will be performed. We offer excellent benefits following a 30 day probationary period which include: Medical, Prescription, Dental, Vision, and Life Insurances provided as well as 401k, 401K Match, Paid Vacations, Paid Holidays, and Paid Sick Leave. If interested, please drop off or mail in your resume to Pathways Adolescent Center, 370 Seneca Street, Oil City, PA 16301. EOE

# RANDY & BOB'S

## AUTO BODY

# NOW HIRING!

[randyandbobs.com/careers](http://randyandbobs.com/careers)

# Paint Prep Technician

**724-282-2933**

**JOIN OUR TEAM!**

# CAREER OPPORTUNITIES AT VENANGO COUNTY HUMAN SERVICES

## PIC UNIT (Protective/Intake/Crisis)

- Crisis Investigation Specialist **\*\$5,000 SIGNING BONUS\***

## CHILDREN, YOUTH & FAMILY SERVICES

- Family Case Consultant **\*\$5,000 SIGNING BONUS\***
- Foster Care Case Consultant
- Department Clerk III – Older Adult Services
- Independent Living Case Consultant
- GPS/CPS Investigator
- Foster Care Program Specialist



## MENTAL HEALTH AND DEVELOPMENTAL SERVICES

- Service Coordinator I – Mental Health **\*\$5,000 SIGNING BONUS\***
- Service Coordinator I – Early Intervention **\*\$5,000 SIGNING BONUS\***

## COMMUNITY SUPPORT SERVICES

- Case Manager – Social Determinate of Health/Community Based Health Worker

## HOUSING

- Housing Supports Coordinator

### **Benefits Include:**

- Health, Dental, Vision and Life Insurance
- Vacation earned from day 1
- 16 paid holidays per year & sick leave
- County Pension Plan

### **To Apply:**

All interested, qualified individuals should contact Human Resources at 814-432-9758, or email: [Amanda.Carbaugh@venangocountypa.gov](mailto:Amanda.Carbaugh@venangocountypa.gov).



# Updating a resume to align with today's job market

The job market can be unpredictable. Though reports on jobs suggest the market is now flooded with openings, working professionals looking to change careers or switch firms know the reality of modern job hunting is no walk in the park.

Reports indicate that there was an average of one opening for every two applicants on the professional social networking site LinkedIn at the onset of summer 2023. Professionals also are contending with a job market in which firms that hurried to hire applicants during the pandemic are now being more deliberate with their hiring process, sometimes interviewing candidates as many as six times before concluding the process. In addition, a 2023 survey from TIME/Harris Poll found that 52 percent of applicants with a bachelor's degree or higher completed an interview process without receiving a job offer.

There's no denying the difficulty professionals seeking new jobs face when they begin their search. Though there's no guarantee the right opportunity will come along quickly, professionals can update their resumes in three notable ways to increase the chances their applications are seen.

## 1. Write a new summary.

The professional resources experts at Indeed recommend individuals write a new summary of their work history that reflects their qualifications for any job they intend to apply for. Consider past accomplishments, tasks and responsibilities that are applicable to each opening and emphasize those in the summary. For example, individuals aspiring to move up to management level can emphasize past experiences in which they took on a supervisory role to complete a project.

## 2. Include important keywords.

The frustration many modern profes-



sionals feel when looking for new opportunities may stem from how easy it can be to apply for a job but never hear back. Indeed notes that many hiring managers utilize applicant tracking system (ATS) software when considering applications. Such programs scan resumes for predetermined keywords, discarding applications that do not include them. Reading each listing carefully can shed light on which keywords to include, as the right terms tend to be right there in the job description. Indeed also advises mentioning the company's name and exact position title in the summary statement or career objective section.

## 3. Don't forget the person who will read your resume.

Though ATS software plays an integral role in modern hiring, eventually a

human being will see the resume if it gets past the ATS portion of the vetting process. Before submitting a resume, read it several times to ensure it reflects your accomplishments, talents and aspirations and not just the keywords that will get the document seen by human eyeballs. Numerous resumes will get past the ATS

software, so it's imperative that the resume illustrates a candidate's qualifications and talents.

Modern job seeking is time-consuming and often frustrating. Getting past the vetting process involves updating a resume so applicants can use the modern hiring process to their advantage.



### TITUSVILLE POLICE DEPARTMENT

#### 2025 TESTING ANNOUNCEMENT



The City of Titusville Police Department will be accepting applications through February 7, 2025 at 3:30pm to establish an eligibility list. One immediate hire is expected. A written and physical agility test, along with an oral interview will be scheduled on a date to be announced.

The City of Titusville is in the southeast corner of Crawford County and is approximately 2.9 square miles. The city has an estimated population of 5,158. The City of Titusville Police Department's complement is 13 full-time officers and is a very progressive, pro-active, community-based police department.

<b>BENEFITS:</b> <ul style="list-style-type: none"> <li>• Starting Salary (2025) \$55,072.07</li> <li>• Defined Pension Plan</li> <li>• Generous Vacation, Sick, Personal and Comp Time</li> <li>• Longevity Pay</li> <li>• Health, Dental and Eye Insurance</li> <li>• Annual Uniform and Training Allowance</li> </ul>	<b>REQUIREMENTS:</b> <ul style="list-style-type: none"> <li>• PA Act 120 (Prior to Employment)</li> <li>• Pass Written, Physical, Medical and Extensive Background Check</li> <li>• Overtime (Court, Shift Work, Aggressive Driver/DUI Patrols)</li> </ul>	<b>CAREER ADVANCEMENT:</b> <ul style="list-style-type: none"> <li>• Supervisor Positions</li> <li>• Detective Positions</li> <li>• Canine Handler</li> <li>• School Resource Officer</li> <li>• Task Force Officer Opportunities with Multiple Agencies</li> <li>• S.R.T. Team Opportunities</li> <li>• Firearms, Taser, and Less Lethal Instructor</li> </ul>
--	--	--

APPLICATIONS MAY BE PICKED UP AT THE CITY MANAGER'S OFFICE (107 N. FRANKLIN STREET, TITUSVILLE, PA 16354) OR PRINTED ONLINE AT THE CITY'S WEBSITE: WWW.CITYOFTITUSVILLEPA.GOV, AND RETURNED TO THE CITY MANAGER'S OFFICE.



## Become a Nurse in 1 Year!





## FREE Application Process For a Limited Time

**Students with 30 college credits and a 2.2 GPA or higher do not have to take entrance testing.**

### Oil City Campus

1 Vo-Tech Drive, Oil City, PA • 814-493-6590

[www.vtc1.org](http://www.vtc1.org)



"like" us on facebook



Gainful employment data is available on our website.





PROUDLY SERVING WESTERN PA FOR OVER 30 YEARS

# YOU CAN MAKE A DIFFERENCE WHILE MAKING A LIVING-- BECOME A VFI CAREGIVER TODAY!

- ***PAID TRAINING***
- ***PAID TIME OFF (PTO)***
- ***TIME-AND-A-HALF  
ON HOLIDAYS WORKED***
- ***AND MUCH MORE!***

Join a team with over **30 years** of experience-- scan the QR code or visit the website below to apply online today!



CONTACT US DIRECTLY AT THE NUMBER BELOW TO SCHEDULE YOUR INTERVIEW TODAY!

**(814) 874-0064 | WWW.VFICIL.ORG**