

NEW YEAR



NEW JOB

A special section featuring advertisements from Granite State businesses hiring right now.

OCTOBER/NOVEMBER/DECEMBER

N.H. Online Job Ads Summary – 59,556 Unique Job Postings

The graphics below illustrate the six occupation categories with the most online job postings in the final three months of 2024.

SOURCE: Lightcast Developer • PREPARED BY: Economic and Labor Market Bureau, New Hampshire Employment Security

Health Care Practitioners & Technical Occupations



14,141 Job Ads

Sales and Related Occupations



6,329 Job Ads

Management Occupations



4,863 Job Ads

OCCUPATION WITH MOST ADS	OCCUPATION WITH MOST ADS	OCCUPATION WITH MOST ADS
Registered Nurses Physical Therapists Licensed Practical & Vocational Nurses Magnetic Resonance Imaging Technologists Health Technologists & Technicians (all other) Radiologic Technologists & Technicians Nurse Practitioners Pharmacy Technicians Cardiovascular Technologists & Technicians Diagnostic Medical Sonographers Physicians (all other) Surgical Technologists	Retail Salespersons First-Line Supervisors of Retail Sales Workers Sales Reps: Whole/Mfg., not Tech/Scientific Cashiers Sales Reps: Services Sales Reps: Wholesale/Mfg., Tech/Scientific Sales and Related Workers (all other) Securities, Commodities, Financial Sales Reps Demonstrators and Product Promoters Insurance Sales Agents Parts Salespersons Real Estate Sales Agents	Medical & Health Services Managers General & Operations Managers Sales Managers Financial Managers Food Service Managers Managers (all other) Marketing Managers Transportation, Storage & Distribution Managers Industrial Production Managers Architectural & Engineering Managers Human Resources Managers Facilities Managers
EMPLOYERS POSTING MOST ADS	EMPLOYERS POSTING MOST ADS	EMPLOYERS POSTING MOST ADS
Dartmouth Health • Portsmouth Regional Hospital Interim HealthCare • HCA Healthcare Mass General Brigham • Sondermind Solution Health • Atrium Health Concord Hospital • Genesis HealthCare Aya Healthcare • Catholic Medical Center	Whole Foods • Hannaford Brothers Co. TJX • Shaws Community Markets Safeway • Macy's Global Partners • Lowe's Staples • Hobby Lobby Stores Kohl's • Walmart	Dartmouth Health • Lonza BAE Systems • CVS Health Dartmouth College • Lumen Technologies Great Clips • Cardinal Health University of New Hampshire • Hannaford Brothers Co. Fidelity Investments • AutoZone

Office & Administrative Support Occupations



4,584 Job Ads

Business & Financial Operations Occupations



2,902 Job Ads

Transportation & Material Moving Occupations



2,845 Job Ads

OCCUPATION WITH MOST ADS	OCCUPATION WITH MOST ADS	OCCUPATION WITH MOST ADS
Customer Service Representatives Supervisors of Office & Admin Support Workers Secretaries & Admin Assistants Shipping, Receiving & Inventory Clerks Receptionists & Information Clerks Bookkeeping, Accounting & Auditing Clerks Production, Planning & Expediting Clerks Medical Secretaries & Administrative Assistants Hotel, Motel & Resort Desk Clerks Tellers Order Clerks Postal Service Clerks	Project Management Specialists Accountants & Auditors Market Research Analysts/Specialists Human Resources Specialists Buyers & Purchasing Agents Management Analysts Financial & Investment Analysts Compensation, Benefits & Job Analysts Tax Preparers Logisticians Claims Adjusters, Examiners & Investigators Training & Development Specialists	Heavy & Tractor-Trailer Truck Drivers Laborers: Freight/Stock/Material Movers Stockers & Order Fillers Driver/Sales Workers Packers & Packagers Industrial Truck & Tractor Operators Supervisors: Transportation/Material Moving Cleaners of Vehicles and Equipment Bus Drivers, School Parking Attendants Shuttle Drivers & Chauffeurs Motor Vehicle Operators (all other)
EMPLOYERS POSTING MOST ADS	EMPLOYERS POSTING MOST ADS	EMPLOYERS POSTING MOST ADS
Dartmouth Health • Hannaford Brothers Co. Kohl's • VIP Tires & Service State of New Hampshire • United States Postal Service Walgreens Boots Alliance • Walmart BJ's Wholesale Club • Whole Foods Global Partners • Fidelity Investments	Intuit • Lonza State of New Hampshire • Lumen Technologies BAE Systems • Harlan Electric Company Dartmouth Health • Fidelity Investments Cardinal Health • University of New Hampshire Jackson Hewitt • Walmart	UPS • Walmart SAS Retail Services • Hannaford Brothers Co. First Student • BJ's Wholesale Club Roehl Transport • FedEx Smith Transport • US Foods Holding Amazon • Performance Food Group

WorkReady NH provides essential skills training for job seekers

■ Free program has helped thousands of people, including high school students, stay-at-home parents, mid-career professionals looking for a change, veterans, immigrants and people going through recovery.

By Kathleen D. Bailey
Special to the Union Leader

ANGELA Kalampalikis, director of WorkReady New Hampshire, remembers one soft skills class the organization facilitated on the Seacoast. “We were training the employees of a local manufacturing plant, and also students from Spaulding High School in Rochester,” she explained. The capstone of a WorkReady soft skills program is always the joint business project worked on by small groups of students. “One person from Spaulding got up, started to give the presentation and lost his train of thought,” she said. “But the adults on his team rallied around him, and he got through it.” That class holds a special meaning for Kalampalikis, she noted: “The older students learned technology from the younger ones, and the younger ones learned work ethics.” Kalampalikis, also workforce development administrator for the state of New Hampshire, helms an organization determined to see that no New Hampshire resident goes to work without the soft skills employers want. She and her staff have trained 7,500 people since the program started in 2011. She called WorkReady “a hidden gem” for New Hampshire’s workforce. The idea came from a roundtable held by then-Gov. John Lynch and a number of business leaders, according to Kalampalikis. “The group found that many employers were faced with candidates that lacked essential skills. There was a massive need in New Hampshire for these resources and tools.” Though the first students were mostly women in transition, the idea spread and now students are a cross-section,



she added. The program has two components, soft skills and “foundational” skills. In the soft skills portion, students practice effective communication, teamwork, conflict resolution, problem-solving and decision-making. The Foundational Essential Skills include reading and interpreting workplace documents, interpreting graphical material, and applying mathematical reasoning. Professional Soft Skills is presented in a simulated workplace setting, while Foundational Skills is a series of online tutorials. Kalampalikis said the soft skills class is run like an actual business. There are attendance expectations, and students are “called out” when they don’t show up. The final project and presentation is similar to a “Shark Tank” proposal, according to Kalampalikis. The students create a product or service — together. Kalampalikis explained, “In today’s workplace, everything is collaborative. Even if you’re working remotely, you’re on a team.” It’s interesting, she mused, “It’s always the quiet ones who become the leaders. It’s fascinating to watch.” She added that some of the products or services created lasted well after graduation. She’s seen and served everyone from high school students to midcareer executives with the proverbial “golden parachute” to homemakers wanting to get



People looking for work, and sometimes recent hires at local companies, can attend the WorkReady NH tuition-free training program through the Community College System of New Hampshire.

“We try to leave our students with one idea ... that there’s no reason you can’t go out there and get what you want.”

ANGELA KALAMPALIKIS
Director of WorkReady NH

back in the working world. Of the people suffering from layoffs, she said, “Life stops when you’re suddenly unemployed. Fortunately, we have an empathetic team.” Employers are now sending their new hires, and some seasoned ones, to WorkReady. Recently her staff trained workers from Catholic Medical Center, Elliot Hospital, and the Portsmouth Naval Shipyard. Her staff members are also proactive, going into New Hampshire Employment Security offices and meeting with candidates. She’s also begun an outreach to the newest Americans, she said. WorkReady recently partnered with the International Institute of New England, in Manchester, and

trained eight immigrants from four countries in the Soft Skills course. “We are hitting some really neat populations,” she said. Her people have also worked with the New Hampshire Job Corps and with high school students in Apprenticeship New Hampshire. They also work with the recovery community, including Magnolia House on the Seacoast and Hope For Recovery in Manchester. They’ve trained members of the prison population and, on a lighter note, the year-round staff of Santa’s Village. Kalampalikis’s goal for 2025 is to better serve veterans. It has been a challenge, she said. “They have a ton of resources, and it’s overwhelming to them,” she said.

“They ask, ‘What do I do?’” The one thing WorkReady doesn’t do: job placement. But they try to follow their grads for up to three months, and Kalampalikis reported that the premier response is, “It’s helped me build my confidence.” “We try to leave our students with one idea,” she said. “It’s that there’s no reason you can’t go out there and get what you want.” The program is free and open to New Hampshire residents. In-person classes are held at the state’s community colleges. For more information, visit ccsnhtraining.org and click on the link for WorkReadyNH, or email WorkReadyNH@ccsnh.edu.



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What are the top three mistakes people make with resume writing?

• They try limiting their resume to one page based on outdated advice. We no longer spend 45 years at the same one or two companies (try 10-12 now, on average) so the idea that all of your experience should fit onto one page is unrealistic unless you're brand new to the workforce. I'll take a detailed, well-formatted, results-focused two or three-pager over a stripped-down one-pager with tiny font, any day. (And don't bother wasting space with a headshot! You can add that to your LinkedIn profile, but many HR systems use add-on modules that blur out pictures and other personal details to minimize bias.)

• They prioritize flashy templates over content. Content is king. I've called on some ugly resumes in my day because I could clearly see they had the experience we needed. (I wasn't hiring them to write resumes!) Some of these downloadable templates minimize the real estate your experience bullets get in order to fit in space-hogging graphics. They're also a nightmare to edit, so stick to a top-to-bottom format using MS Word and focus your efforts on articulating your skills, experience, and accomplishments.

• Don't just copy and paste the bullets from your job description when updating your resume. Your job description is worded in a way that tells me what you're responsible for. Your resume should tell me how well you did it. If you don't have quantifiable wins (metrics), try and describe the impact or result of your efforts in other ways. Add an "impact tail" on the end of the bullet (e.g., "...that resulted in..." or "...which led to...").

What are your top five interviewing tips?

• Do your homework and research the team members you'll be interviewing with on LinkedIn (not just the company). You might find something relatable you can leverage or realize you have connections in common.

• The best interviews are just conversations. Bring your most professional self to the interview, but don't forget to still be yourself. "Likability" goes a long way. Talk to everyone like they are a potential future colleague; they might be.

• Have questions ready for them and skip the, "What's your favorite..." stuff. Try something meatier like, "What is the difference between someone coming into this role and doing a good job, versus someone who comes in and does a great job?" This tells them you care about exceeding expectations and want a clear vision of what that looks like. THAT is the type of person they want to hire.

• Don't let your nerves sabotage you. If you trip up, pause for a moment and say, "I'm sorry, I'm just a little nervous because I'm so excited about this opportunity. This is the kind of role I've been waiting for." Being nervous for the right reasons will always soften their edges. They'll appreciate that you care enough to be nervous.

• Be kind to the recruiter or point person who is coordinating your rounds/communication. A lot of times, I was advocating behind the scenes for cordial/thoughtful candidates. If they were rude to me, I relayed that as well.

Q&A Krystal Hicks

JOB TALK Founder & Career Strategist

Why should every job seeker be on LinkedIn?

I could fill this entire page with reasons, but I'll just say this: You are missing out on making real, human connections with people (and recruiters) who work at your dream companies by not being on LinkedIn. Referrals are a huge way you can stand out from the volume and many companies offer employee referral bonuses (aka they are monetarily incentivized to help you get into their company).

The sad part is that most people have no idea how to actually leverage LinkedIn. They make a profile and use the job board — that's it. Sadly, the job board is my LEAST favorite feature. It's heavily monetized/bias and they keep roles posted long after they've been filled because they scrape roles off company sites without the company knowing. Taking the time to learn how to properly leverage LinkedIn is a game changer though as it provides a ton of ways to gain competitive advantages.

Do you have any words of encouragement for today's college grads who face an increasingly competitive hiring landscape?

Leverage your career services team and your alumni center. It doesn't matter how long ago you graduated or if you live near campus or not. They can make direct connections for you with alumni at companies you're interested in. You can also still use them (and hit their job fairs) after graduation — FOR FREE!

Also, don't forget that your college is a potential employer! They have HR, finance, IT, marketing, etc. just like every other company! Not only that, but if you land a full-time job within a college system, you usually become eligible for their "tuition benefit" within 12 months of starting. Free master's degree anyone?

What advice would you give job seekers who keep getting "ghosted" by potential employers?

Before I answer this, it's important to set the table here. We have record low unemployment right now, but we also have record HIGH amounts of confidential (employed) job seekers which is saturating the process. (And if it's a remote role, it's a national talent pool.) The more volume a recruiter is drowning in, the harder it will be for them to respond.

Now, I'm a firm believer that if someone has had an interview, they deserve to know the outcome, one way or another. If you don't hear back after applying, but you haven't talked to anyone, I don't consider that ghosting. That's more an issue of them not using their applicant tracking system (ATS) properly (which allows for auto-messaging for quick updates). If you have interviewed though, especially in person, I'd follow up via email a week later and ask for feedback/next steps. If a month goes by though, and they still don't respond, I'd light them up on Glassdoor and leave an anonymous review of their interview process (yep, that's a real thing). Sometimes the only way to change behaviors is to call them out. Period.

Besides social media, what are some other ways job seekers can expand their exposure and networking?

Talk about it! Everywhere. Mention to everyone you know that you are confidentially or currently searching for your next thing. It's amazing what people will offer up if they just know you need help, but many of us weren't raised to just ask. I have seen people land interviews because they casually mentioned their job search while they were working out, at the dog park, standing on the sidelines of their kid's ball game, etc. Don't let pride or nervousness stop you from talking about it. We've all been there.

You can also connect with your local Chamber of Commerce if you're looking for something local. They know everyone, and employers who have roles open tell people!

I also think staffing firms and temp agencies are excellent ways to gain short-term gigs while you're applying for more robust opportunities. It doesn't cost you anything and you can register with as many firms as you'd like. They all have different relationships and temp jobs turn into permanent ones all the time. (You can also tell them that "temp-to-perm" or "permanent placement" is all you're interested in.)

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Considerations for your second act

Metro Creative Connection

A phenomenon known as “unretirement” occurs when people who have previously retired return to the workforce. A 2010 paper published in the Journal of Human Resources found nearly 50% of retirees followed a nontraditional retirement path that involved partial retirement or unretirement.

According to a recent Retirement Saving & Spending Study from T. Rowe Price, around 20% of retirees are working either full- or part-time, while 7% of study respondents are looking for employment. Some people return to work for financial reasons while others seek the social and emotional benefits a job brings.

A second trip around the employment block can involve an entirely different line of work. The following are some things to look for in a second act.

- Flexibility: Choose a career path that enables you to set your own schedule or possibly work part-time if that is your preference. This way you can still reap some of the benefits of retirement, including the flexibility to travel.
- Social interaction: Adults may lose daily opportunities to be social when they retire, which can compound feelings of isolation common among retirees. Consider a second career that lets you interact with a number of people and continue to build relationships.
- Personal passions: Re-

flect on what you might do for work if money were no object. This may help you narrow down new opportunities that are in line with your interests and passions. Find a job that utilizes your skills and experience and meshes with your interests.

• Nonprofit opportunities: Many retirees spent years in high-stress corporate environments where bottom lines may be more important than the bigger picture. Shifting to a career in the nonprofit sector can be a personally fulfilling job that utilizes skills learned in the corporate world.

• Consulting or contract work: If you’re a retiree who loved your job, you might want to have a second career as a consultant or contractor in the same field.

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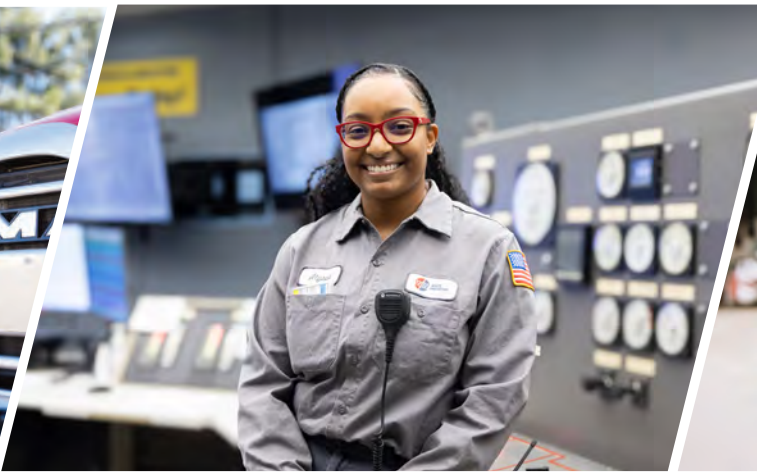
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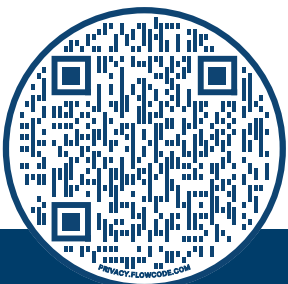
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