



HRA-ECI

Human Resource Association of East Central Illinois



January 2016

Hardest Positions to Recruit for in 2016

Below are the hardest positions to recruit for according to Tony Lee, Vice President of editorial at SHRM:

Data Scientist: Roughly 6,000 companies are expected to hire for an estimated 4.4 million IT jobs with direct ties to data analysis next year, reported CareerCast via Stamford, Conn.-based Gartner.

Electrical Engineer: While demand for electrical engineers is expected to be strongest in Chicago, Houston and San Diego, the greatest supply of candidates will likely be in Los Angeles and New York, thus creating an imbalance, reported Randstad US, which also estimates that there are currently 17 openings for every electrical engineering candidate.

General and Operations Manager: To meet the expected 12.4 percent growth in demand that the BLS anticipates by 2022, recruiters will have to get busy soon. That growth rate translates into 613,000 open positions to fill for general and operations managers over the next seven years.

Home Health Aide: Hiring is projected to rise by 48 percent over the next seven years, which the BLS says is a direct result of the aging population. Nearly 600,000 positions will need to be filled to meet the expected demand, while the low median salary of \$20,820 limits the scope of the candidate pool.

Information Security Analyst: The proliferation of cloud-based technology is a driving force in the need for this job. Microsoft reported that by the beginning of next year, North American companies will need to employ at least 2.7 million cloud-computing workers, including information security analysts, and labor analysts say the supply can't meet that demand.

Marketing Manager: With the explosive growth in digital marketing and an already high average annual salary of \$127,130, marketing managers are in very short supply, reported the BLS.

Medical Services Manager: The BLS projects 73,300 new hires will be needed in the field by 2022, and predicts a 23 percent overall increase in employment.

Physical Therapist: The American Physical Therapy Association estimates that in 2016, demand for full-time physical therapists will exceed 229,000, with a pool of candidates of around 196,000—creating a gap of 33,000 unfilled jobs.

Registered Nurse: The BLS projects a 19 percent growth rate by 2022, but it also estimates that 525,000 currently working registered nurses will have to be replaced due to retirements, which puts the total number of new hires anticipated at 1.05 million over the next seven years. In addition, the average age of working nurses is expected to rise to 44.6 from the current 42.7.

Software Engineer: The Conference Board estimates there will be three jobs available for every new college graduate from a computer science program in 2016. Not surprising, since the BLS estimates 222,600 software engineering jobs will need to be filled by 2022.

- See more at:

<http://www.shrm.org/hrdisciplines/staffingmanagement/articles/pages/10-toughest-jobs-to-fill-2016.aspx#sthash.Gmc63GP3.dpuf>

January Meeting

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Attorney from  
Robbins Schwartz  
**Topic:** New  
Legislation effecting  
HR

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**Friday, January
8th**

11:30AM - 1:00PM
Lake Land College
Webb Hall- Room
081

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**RSVP**

**By 4 PM Tuesday,  
January 5th**

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Lunch will be
Provided

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Bring plenty of  
business cards!



# 10 Easy-To-Follow New Year's Resolutions

1. Take the stairs instead of an elevator or escalator
2. Schedule "Me" time, turn off electronic devices
3. Cook at home more often— learn new cooking skills and save money
4. Make more eye contact during conversations
5. Invest in your retirement
6. Pick a new Hobby
7. Cut out processed, pre-packaged foods
8. Support local small business, keep your money where you live
9. Have more fruit throughout the day to re-energize
10. Drink more water



<http://www.simpletruth.com/community/blog/101-easy-to-follow-new-year-28099s-resolutions/>

**HR TRAINING SEMINAR CALENDAR** **Figure out the puzzle**  **HR Learning**  **ILLINOIS CHAMBER OF COMMERCE**  
A Trusted Source for Knowledge

## HR Bootcamp

Thursday, Feb. 18, 2016 | 8:30 am - 4:30 pm | Belleville  
A full day seminar taught by attorneys from Sandberg Phoenix & Von Gontard P.C.

*This seminar has been pre-approved to offer 6.5 HRCI credits. This seminar has been submitted for approval to offer 6.5 CLE credits. This seminar has been pre-approved to offer 6.5 SHRM Professional Development Credits (PDCs).*

To register or for more information call Pam Holleman, HR Specialist/ Event & Publication Sales at 855-239-6150 or [pholleman@ilchamber.org](mailto:pholleman@ilchamber.org).



**DON'T CHANGE BECAUSE A NEW YEAR IS COMING UP BUT CHANGE FOR YOUR OWN PERSONAL GROWTH NO MATTER WHAT RESOLUTIONS YOU MAKE, THEY START WITH YOU.**

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