

HUMAN RESOURCES PROFESSIONALS NEEDED



As the economy continues to face problems, there is one segment that is experiencing growth. According to one [recent report](#) there is increasing demand for Human Resources professionals. As companies face more competition and trends in business, Human Resources professionals with certain skills are being sought. They are needed to deal with issues like executive compensation, talent management, and benefits administration.

"According to Wanted Analytics, a Quebec City-based research firm that focuses on employment trends, the demand for HR professionals has increased by 28 percent in the past year," according to information from an [HREOnline.com article](#). Over 6800 positions were posted online in August 2011 up 33 percent from that same period in 2010. "The five most common advertised HR job titles were recruiter, human resource assistant, payroll specialist, human resource specialist and payroll clerk, according to the report," according to the same article. Cities with the most hiring were New York, Washington, Chicago, Los Angeles and Boston.

Recruiters are looking for candidates with strong business analytics and the ability to teach leadership skills. One of the concerns for businesses is the loss of seasoned employees due to retirement. Human Resources staff will be needed to provide management training and create a culture that encourages retention of employees. Succession of employees will be a major component in key fields. As the recession continues, ways of doing more with less will be common practice.

Employees will also be needed in the area of benefits and insurance for employees. New changes in health care laws and reforms may impact benefits for employees. Human Resources professionals will be needed to help interpret these laws effects on business and the choices employees will have for their health care.

Previously this year, *Inc.* magazine [predicted](#) that job training and career consulting would be one of the industries in demand for 2011. In a competitive job market, job seekers try to improve their skills to improve their skills to be more attractive to employers. People who may not be able to find work over an extended period of time will look into retraining in a field that may be in demand for work.

Recruiters and staffing firms are seeing [increased need](#) in their fields for professionals. Some companies may be anticipating more hiring in the future if the economy improves. Many companies are seeing increased need for recruiting staff. In one example this past summer, Sodexo USA outsourced hiring of potential recruits. The company's in house recruiters were busy with above normal hiring needs. The high unemployment has meant there are increased numbers of applicants for open positions. More support is needed in identifying quality candidates among applicants.

As companies prepare for new challenges and changes, competent Human Resource staff will be needed. Personnel with the ability to help companies adapt will be essential to future growth. As industries face future challenges Human Resources staff will be at the forefront of dealing with problems and developing solutions.