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economicrecovery

Saving top talent

Many executives are planning to use their pre-recession playbooks to manage their talent programs," said Jeff Schwartz, principal, Deloitte Consulting. "However, relying on old methods to address entirely new talent challenges may prove detrimental in today's global economy that is desperate for innovation, refreshed leadership programs, and new demographic and skill gap challenges." More than one-third of surveyed employees (34 percent) reported that new opportunities in the market could prompt them to leave their current job, closely followed by a lack of compensation increases (33 percent) and a lack of career progress (24 percent).

careerspotlight

Project managers cash in

Project managers, instead of suffering income losses like so many other professionals, are actually earning more than they were two years ago, before the worst of the recession hit. How much more depends on location, experience, and certification level. Of the nearly 35,000 project manager practitioners who responded to a survey by the Project Management Institute, 51 percent reported an increase in their total compensation, with the global median salary reaching \$90,260.



numberscrunching

Jobs that count

Despite only 17 percent of adults thinking that the accounting profession will offer many job opportunities for the future, Labor Department data actually indicates that the profession will continue to be one of the fastest growing fields over the next decade. While the official Tax Day may be behind us, almost all adults (98 percent) recognized that accountants work hard all year round and not only the months during tax season.



careerdevelopment

Rewarding top talent

OfficeTeam, a leading staffing service specializing in the placement of administrative professionals, offers meaningful ways to express gratitude: handwritten thank-you note acknowledging great work; encourage support staff to participate in industry associations by reimbursing membership dues; pay travel and registration fees for your administrative personnel to attend professional development seminars and conferences; treat employees to lunch and discuss career goals; and if budgets permit, consider spot bonuses for successful completion of high-priority projects.

Pet projects

Just because you work like a dog doesn't mean you can't have one

For animal lovers, there's no feeling like coming home to a wagging tail or a furry nuzzle.

Unfortunately, a demanding work schedule has a way of keeping people from having pets.

There's good news for hard-working employees who dream of having an animal sidekick: Even if you're gone all day, you still can have a furry friend.

"There are options," says Adam Goldfarb, director of the Pets at Risk Program for The Humane Society of the United States. "Depending on your resources and how you manage your lifestyle, there are certainly ways to keep your pets happy even if you're gone a long time."

Lower maintenance pets

Goldfarb, for example, has two rabbits. "They're most active at dusk and dawn, which a lot of times is a really good schedule for someone working," he says. "As long as you give the rabbit plenty of time to exercise, then a rabbit can be a really good fit."

The next best option, says Ernie Ward, author of the new book, "Chow Hounds" (HCI, \$14.95), is a cat.

"When it comes to the fast-track life, perhaps no other pet is better suited to the urban lifestyle than a cat," says Ward, who's the resident vet for the "Rachael Ray Show." "Cats typically require less walking and interaction than dogs, meaning you have more time to watch 'American Idol' together. Cats are often completely comfortable living indoors, even in tiny apartments."

However, Goldfarb cautions against labeling either cats or dogs one way or another. "There are a lot of stereotypes of the differences between cats and dogs, but the reality is that there is a variety of personalities in both cats and dogs," Goldfarb says. He recommends going to your local shelter and talking to the adoption counselors there. He says they'll know the animals well and will be able to find your ideal pet based on your lifestyle and personality.

Puppy love

And, yes, dogs are an option for hard-working canine lovers of the world.

"When it comes to dogs, a bit more planning is necessary to ensure your best friend has the best life," Ward says. "If, for example, you'll be at work late, you'll need to arrange to have your canine companion taken out for a walk and potty-break during the day."

Monica Leighton, president of the National Association of Professional Pet Sitters, says the first step to selecting a pet sitter is making sure the sitter is a professional, as well as bonded and insured.

"Watch closely how the sitter interacts with your pet and make sure your pet is comfortable with the sitter," Leighton says. "The sitter you choose will be caring for two of the most precious things in your life: your pet and your home. A true



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professional pet sitter should not have any issues with the pet parent asking a lot of questions as well as interviewing multiple sitters before deciding who they want to entrust the care of their pet to."

Regardless of who's walking your babies by day, not all dogs make for workingman's best friend.

"Don't even think about a Great Dane, Border Collie, Golden Retriever, Boxer or Lab," says Bruce Kananoff, co-founder of DrawTheDog.com, a Web site that turns true and often destruction-centered dog tales into humorous cartoons. "They are the most popular breeds featured in our DrawtheDog.com cartoons, which means these breeds have 1,001 creative ways to teach you not to ignore them."

Old dog, new companion

Regardless of whether you choose a dog or a cat, if you work a lot, Kananoff has a piece of adoption advice.

"Really, really old dogs," he says. "Seriously. Go to the pound and adopt a nine or 10-year-old dog no one else wants."

Goldfarb backs him up. "If you're not going to be home for 10 hours a day, a puppy or a kitten is not a good fit for you," Goldfarb says. "They're balls of energy, they're learning about the world and they're either going to destroy your home or become very frustrated."

"The take-home message for stay-at-home dogs is that you need to provide them with some physical activity outlet each day to ensure a healthy mind and body," Ward advises. He warns that breeds such as Labs will need to be walked at least 30 to 45 minutes per day while purse-pets such as Maltese may need much less trail time.

Which pet is right for me?

The consensus among animal experts is that there's no textbook answer when it comes to finding the perfect career-friendly pet. The best plan is to assess your lifestyle and compare it with the temperament of the pet you're considering. And, if you're adopting from a shelter, it's important to discuss your lifestyle with the shelter employees, who can help you find an animal companion.

While cats are considered a generally safe bet if you're out of the house for long hours, don't count out a dog.

"It's certainly possible. A healthy, happy dog sleeps up to 18 hours a day anyway, and if they've been properly trained they can hold their bladders for quite a while too," says Jonathan Klein, dog behaviorist and owner of the Los Angeles-based I Said Sit! Personalized Dog Training School. He concedes you can even teach your dog to use a 'pee-pee pad' for those extra long days you're away from home.

Klein outlines some key factors to consider when choosing a dog:

- Exercise needs
- Size
- Natural temperament
- Coat (short-haired dogs may shed more when running around the house and long-haired dogs tend to lose their hair during brushing.)
- Is your living arrangement suitable?
- Are you financially prepared to care for a dog?

"How you pick your dog really depends on what appeals to you. I suggest listing all the types of dogs you're considering and jump on the Internet to look into the specifics of the breed," Klein recommends. "The dog needs to fit in to your lifestyle. For example, if you'd like to have a companion on your daily jog, consider a breed that will take to that kind of activity."

— Emily Hughey Quinn, Tribune Media Services

Selecting a pet sitter

The National Association of Professional Pet Sitters Web site, www.petsitters.org, is one resource for finding a professional pet sitter through a zip code locator. "Your veterinarian and local chamber of commerce may also be a good resource as far as knowing some of the sitters in your area," says Monica Leighton, president. Some important things pet parents should look for in a pet sitter:

- Are they bonded and insured?
- Can they provide you with contact information from other clients who will be a reference to their service?
- Is the sitter certified?
- What are the sitter's policies and procedures?
- Does the sitter have an emergency plan if they were to become ill?
- Does the sitter have a disaster plan if rough weather were to strike?

