

Special Report: 2005 Career Planning Guide

NOTE: *Alice Snell, vice president, iLogos Research was featured as a career expert and gave tips for four different areas in this April 2005 Computerworld feature.*

1) Tips for Getting Started in IT

“Take advantage of today's technology. Increasingly, leading organizations are implementing talent management software to help filter candidates according to skills and interests and then match qualified candidates with available job openings. This advanced technology ensures that your skills-based profile is properly matched to the available work that needs to be completed throughout an organization, providing you with an accurate match of opportunities based on your profile. Put an automated "job agent" to work for you. It's a win-win situation.”

2) Tips to Kick-Start Your Career

“Explore internal options. Understand your company's internal mobility process and leverage resources -- especially your careers Web site and intranet -- to investigate internal IT job opportunities before jumping ship. Your skills and knowledge of your company's business are valuable assets and should be kept on file for future opportunities.”

3) Tips for Those Nearing Retirement

“Legacy pays. Be aware of the prevalence of legacy IT systems and the need that many companies still have in maintaining these systems. Market your knowledge and skills of these systems to potential employers, if you are considering a late-stage career change. While you might have used these skills years ago, they certainly are not obsolete and you should ensure that they're captured in the company's skills database. You might have knowledge and key skill sets that the company needs for a project down the road.”

4) Common Career Derailers

- “Being reactive and relying only on job-board postings to help plan your next career move instead of investigating corporate career Web sites for potential job opportunities.”

- “Having a narrow focus when beginning a job search can make it difficult to advance a career.”
- “Blanketing your resume out there just because you can, and sitting back to see what happens rather than engaging with the company through its careers portal.”
- “As the IT world has become more project-based, not capturing the details of this experience on a resume can make a long-term position look stagnant to a potential employer.”

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