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EMPLOYMENT/INSTRUCTION SERVICES #500-598

ACCOUNTANT
Permanent position with growing business. CPA firm. Minimum 3 years public accounting experience. Computer experience helpful. Send resume to: 36701 Seven Mile, Ste. 245, Livonia, MI 48152.

APARTMENT MANAGER COUPLE
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JOBS/CAREERS

SUNDAY, JULY 13, 1997 • PAGE 4 SECTION H

How marketable are homegrown skills?

By Sheryl Silver, Career Source
Intense demand and a shortage of qualified candidates have made a growing number of employers receptive to hiring information technology (IT) professionals with "homegrown" expertise in sought after technologies. "IT talent is scarce," says Glenn Swanson, vice president of technology for Hutter, Barnes, & Associates, a search firm in Sherman Oaks, California. "Particularly in Southern California and Silicon Valley, employers can just not find enough people. Recruiting is at a fever pitch."

As a result of that circumstance, says Swanson, "anyone who can demonstrate proficiency in programming languages like Java and C++ or with Windows NT, will be considered. That's how strong the market is."

Swanson clarifies that if someone has no prior work experience, as might be the case with recent college graduates who have homegrown skills, they may initially be brought into an internship program. "However, someone with 2-3 years work experience programming in C, for example, who picks up C++ or Smalltalk on their own and can demonstrate that they conceptually understand object technology, they should market that," says Swanson.

Other major technology centers around the country like Broadman, director of staffing for International Management Consulting Inc. (IMCI), a systems integrator and developer of telecommunications products in Vienna, Virginia, confirms, "Employers are more receptive to homegrown skills today because people with formal training and on-the-job experience in certain technologies are hard to find. And everyone is competing for them."

Besides the immediate value expertise with a particular technology provides a company, Broadman says homegrown skills demonstrate other important qualities employers want. "It's the enlightened manager who looks for the person who can quickly learn new concepts—new principles and practices in software engineering—new principles and practices in software engineering—because there's always going to be something new to learn," he says.

Swanson and Broadman both encourage IT professionals to market their self-taught skills as part in their skill set when job hunting. "If, for example, someone picked up C++ or Smalltalk on their own and can demonstrate that they conceptually understand object technology, they should market that," says Swanson.

Broadman.
Patti Hiesegell, human resources manager for the U.S. headquarters of HSO Business Systems, a global ERP software consulting firm, agrees, and notes that even unpaid experience utilizing homegrown skills can enhance a candidate's marketability. "Now grads who may have used their skills during an internship or summer job working with an organization like Andersen Consulting, or more seasoned professionals who have done some pro bono or consulting work for associations, should definitely highlight that experience," she says. "And one thing I can't stress enough is that people should show these skills on their resumes. They can mention them in their cover letters, but they should also include them on their resumes, either in a 'Technical Skills' section or under the heading 'Other Professional Experience.'"

Swanson agrees that homegrown skills should be mentioned in resumes, but doesn't think people should go out of their way to highlight them as "self taught." "On the resume, they should list the hardware they're familiar with, the different platforms," he says. "They should also list the software and

programming languages, but not differentiate those that are homegrown. The idea is for them to get their foot in the door." For those who worry that this approach may seem misleading to employers, Swanson says, "As long as candidates can demonstrate they're proficient with a technology, they won't be viewed as having misrepresented or overstated their skills."

Broadman agrees. The key to making the most of such abilities, he says, "is being able to effectively answer questions about the technology during interviews."

Finally, besides greater receptivity to homegrown skills, Swanson says the current scarcity of people with expertise in certain technologies has made employers more flexible when it comes to college degrees. If someone can demonstrate proficiency in sought after technologies, he says, "they'll be marketable even without a formal degree."

Sheryl Silver may be contacted by writing to her at Career Source, P.O. Box 65764, Washington, D.C. 20003-5764.

Doctors make certain that we're productive

By David Graulich, Tribune Media
If you want to get some work done, make a doctor's appointment. That insight dawned on me last week, while I was sitting in a doctor's waiting room. I brought a thick folder of dull but necessary business reading.

Sure enough, I read the whole folder amid the ever-so-jolly ambience of the waiting room, whose decor reminded me of a Howard Johnson's motel lobby (circa 1971). My fellow patients in waiting were immersed in briefcases, binders, yellow markers and paper. My wife had a similar experience recently, when she showed through stacks of work while waiting 20 minutes for a five-minute consultation. We should be appreciative of doctors, who have provided us with a

highly productive place to concentrate on work. How else can you explain the typical doctor's office procedures?

For example, there is the little matter of punctuality. You leave work early for your 3:30 appointment and arrange for someone else to pick up your daughter at the day-care center.

At a 3:30 appointment means you see the doctor at 4... or 4:30... or maybe 5:15. We're conditioned to mutely accept this infuriating tardiness, which we wouldn't tolerate at our companies. But now I understand. Doctors do this intentionally, because their patients are getting so much work done in the waiting room.

There are other clever touches that

enhance your productivity. Doctors don't want you to be distracted by Big Reading, so they make sure the magazines strewn around the waiting room are 1) ripped and soiled and 2) ancient.

Doctors realize that you may get bright ideas about work in the great outdoors, so they reserve the closest parking spots for themselves and allow you, the customer, to park far away and hike back to their office.

Doctors don't want you to feel obliged to make small talk with the staff. So they place their personnel behind a Plexiglas window and train them to ignore you while they talk on the phone and do "filing." Should you desire to use the restroom, you can tap on the Plexiglas like a monkey until they notice you and bequeath the lavatory key upon you.

And if you get restless, a nurse thoughtfully moves you from the Big Waiting Room to the Little Examination Room With No Ventilation, where you wait some more. Don't forget to bring your work with you, unless you prefer to gaze at the explicit diagrams of diseased organs that hang on the walls of the Little Examination Room.

Yes, the working people of America owe an enormous thank-you to doctors. They've deliberately made our experience as health-care consumers tedious, disagreeable and degrading—so we'll have a great place to do our work.

David Graulich welcomes comments and stories about the workplace from readers.

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JOB FAIR

A Technical Job Fair will be held including representatives from the following area/related employers:

- Plastipak Packaging, Inc.
- Absopure Water Co.
- Clean Tech-Recycling

Tuesday, July 22, 1997
Quality Inn • 40455 Ann Arbor Rd.
Plymouth, MI (Just West of I-475)

Technical positions which will be discussed are:

- Machine Technicians
- Hi-Lo Drivers/Material Handler
- Electro/Mechanical Repair

Using resumes/work history
Photo refreshments will be provided

Be Part of a Winning Team!

SIGN-ON BONUS*

Village Green Management Company is a leading property management company that builds and manages luxury apartment communities throughout the Midwest.

We are currently interviewing in the Detroit area for the positions of:

- MAINTENANCE SUPERVISORS
- GROUNDS POSITIONS
- JANITORIAL
- EXPERIENCED MAINTENANCE TECHNICIANS
- CONSTRUCTION POSITIONS

As a full-time employee, you can enjoy a comprehensive benefit package, career enhancement training and advancement opportunities.

Call (248) 932-2754 or send fax or e-mail letter of interest or resume to: Village Green Management Company
50435 Northwestern Hwy.
Dept. LE 4508
Farmington Hills, MI 48334

FAX: (248) 951-7515
res@villagegreen.com
<http://www.villagegreen.com>
*Apply by 7/25/97 for eligibility. If hired, \$5,000 sign-on bonus will be paid.

CROSSWORD PUZZLER

ACROSS

- 1 Derby hat
- 12 French province
- 13 East State U. city
- 14 Flower plant
- 15 "You" (abbr.)
- 16 Earth, air, fire or water
- 19 You and me
- 21 Designer
- 22 Atlanta arena
- 24 Actress Ward
- 25 Harmon of Chicago
- 26 Command to stop
- 29 "In the court"
- 31 Ship ID
- 34 Seed coat
- 36 Singer Hank
- 38 Flicho 10
- 40 "Step" —
- 42 Available

DOWN

- 1 Cudgel
- 2 "Treat"
- 3 TV's Captain Kirk (abbr.)
- 4 Verb
- 5 Repetition of sound
- 6 Kingdom
- 7 Royals
- 8 during the French Revolution, e.g.
- 9 "Do" — others
- 10 Roman numeral
- 11 Kim Novak film
- 14 Ravens text
- 17 Harvest
- 20 "M*A*S*H" actor
- 23 Sheep ID
- 24 Thelma Houston
- 27 Flight prefix
- 30 "a-servio (chord)"
- 32 Washing machine instruction
- 35 Cincinnati radio station for TV's Dr. Johnny Fever
- 36 Shakespeare
- 39 Warm source
- 41 Around
- 43 Whirlwind
- 44 Orived ID
- 46 Providence
- 48 Bismuth
- 51 Bible
- 52 Avers of (2 wds.)
- 53 Redfish (abbr.)
- 55 Capable
- 56 Firmament
- 62 Concomber
- 64 Attached to

Answer to Previous Puzzle

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