

One-in-Five Employers to Hire Summer Help and Nearly Half to Pay \$10 or More Per Hour, According to CareerBuilder.com Survey

- Workers Reveal Most Unusual Summer Jobs They've Ever Held -

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Looking to work on more than your tan this summer? Want to get your foot in the door at a top employer? Seasonal hiring for summer jobs is underway. Twenty-three percent of hiring managers plan to hire seasonal workers for the summer this year; 14 percent are undecided. Of those hiring, 66 percent are considering their summer recruits for permanent placement within their organizations, according to CareerBuilder.com's latest survey of more than 3,000 U.S. employers.

In addition to acquiring new skills, summer workers may be acquiring bigger paychecks. Twenty-four percent of employers plan to pay their summer hires and/or interns more this year than they did last year. Nearly half (47 percent) plan to dish out \$10 or more per hour; 7 percent will pay \$20 or more per hour. Twenty-nine percent anticipate paying between \$8 and \$10 per hour while 11 percent expect to pay less than \$7 per hour.

Comparing industries, it's not surprising that Hospitality and Retail are leading in the number of hiring managers planning to recruit summer workers at 40 percent and 39 percent respectively. Among all employers, the most popular summer positions being offered include:

- Office support (28 percent)
- Customer service (19 percent)
- Landscape/maintenance (14 percent)
- Research (14 percent)
- Restaurant/food service (8 percent)
- Construction/painting (8 percent)
- Sales (8 percent)

"Summer jobs provide great networking and learning opportunities and should be approached by workers as an extended job interview," said Rosemary Haefner, Vice President of Human Resources for CareerBuilder.com.

"Two-thirds of employers plan to hire a portion of their summer help on a permanent basis. If you want to parlay a seasonal stint into a year-round placement, make sure to let your employer know you're interested and showcase your talents through action, results, leadership and accountability."

Haefner recommends the following tips to make the most of your summer job search:

- 1) Apply now. The majority of employers (70 percent) start recruiting candidates for summer positions before May. Sixteen percent begin recruiting in January and February; 44 percent start recruiting by March.
- 2) Leverage all your resources. You can find information on summer jobs and internships through online job sites, newspaper classifieds, guidance counselors and college career services and networking with family and friends.
- 3) Be respectful of the interviewer's time. Research the company you are applying to, arrive for your interview early and show enthusiasm for the position.
- 4) Dress the part. Appearances are important, so make sure to dress appropriately for your audience. For an interview for an office job, wear a business suit. If you're going for a gig in a retail clothing outlet, make sure to wear clothes from that store.
- 5) Ask for additional responsibility. Taking on more challenges, asking good questions and showing enthusiasm for the position and company are great ways to get noticed for permanent placement.

Unusual Summer Jobs

In addition to typical summer jobs, the survey also revealed that opportunities arise in unconventional areas

as well. When asked about the most unusual or memorable summer jobs they've ever held, workers shared the following responses:

- Chicken wrangler
- Caretaker for diabetic monkeys
- Clown in an underwater theater
- Cast member in a haunted house
- Bomb painter
- Gopher hunter
- Soap-maker in a mock colonial village
- Picked burnt potato chips off a conveyor belt
- Erased pencil marks out of used books
- Scrubbed rubber ducks for national rubber duck race

Survey Methodology

This survey was conducted online within the U.S. by Harris Interactive on behalf of CareerBuilder.com among 3,147 hiring managers and human resource professionals (employed full-time; not self-employed; with at least significant involvement in hiring decisions); and 7,688 U.S. employees (employed full-time; not self-employed) ages 18 and over between February 11, and March 13, 2008, respectively (percentages for some questions are based on a subset U.S. employers, based on their responses to certain questions). With a pure probability sample of 3,147 and 7,688, one could say with a 95 percent probability that the overall results have a sampling error of +/- 1.75 percentage points and +/- 1.2 percentage points, respectively. Sampling error for data from sub-samples is higher and varies. A full methodology is available upon request.

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