

# RJM Associates, Inc.

The Staffing and Marketing Solutions Providers  
FACT SHEET 2005 AND THE FUTURE

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**Medford MA**– We wanted to give our clients and candidates a sneak peek of 2005 and the future. Also, we're changing our format to a quick reference fact sheet that will be sent out via email every quarter. We hope these facts will keep you ahead of the competition.

## Information, ideas and resources that you need to know.

Want to know what you're worth? Check out: [swz.salary.com/salarywizard/layouthtmls/MA/swzl-compresult-state-MA-IT10000015.HTML](http://swz.salary.com/salarywizard/layouthtmls/MA/swzl-compresult-state-MA-IT10000015.HTML)

**The workforce is changing, this generation of professional is more likely to change professions.**

**For every type of low-or-moderate-skill position replaced by technology, more and better jobs will be created in design, manufacturing, marketing and distribution fields that will flourish in a high-tech era.**

**Professions with growth: Health care-baby boomers getting older need care, Managers-good communicators, motivators and builders of teams. Having additional language skills is helpful. Scientists and Engineers, Electrical and Environmental engineers will see demand in fields such as nanotechnology, microelectronics and computers. Financial/legal/benefit/repair specialists and teachers will all be needed next 8 to 10 years.**

**Retirements are expected from workers born from 1946 to 1964. By 2015 this age group with 78 million members will need to be replaced the 45 million members or Generation X can't replace them or the 20 million white collar jobs that will be created by 2013.**

### TAX CHANGES

**Social Security wage base jumps to \$90,000, a \$2,100 hike.**

**401(k), 403 (b) and 457 plan rises to \$14,000 in 2005. Workers born prior to 1956 can contribute an additional \$4,000. Check with your benefits or financial advisor for additional details.**

**The standard allowance for business travel rises to 40.5 cents from 37.5 cents.**

### LABOR TRENDS

**More temporary, contract and part-time help will be added.**

**No letup in outsourcing is likely, manufacturing, service call centers, data processing, medical data review, architecture, accounting and legal services will all expand abroad.**

**Employers must recognize the growing conflict between work and personal life. Finding balance is one of the top issues facing workers today.**