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Did You Know?

The ratio of unemployed workers in USA to hiring is 6 to 1?

40% of hiring managers say a cell phone ringing in the middle of an interview is a "deal breaker?"

Consumer spending represents 71% of our nation's \$14.3 trillion economy?

The first college football coach to be paid \$1 million for a single year was Bobby Bowden (Florida State) in 1995?

The population of the USA is 308 million; the number of smokers in China is 350 million?

In the current 2010 fiscal year (10/09 to 9/10), the US Postal Service expects to lose \$7.8 billion?

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Loyalty Reality

The pendulum is starting to move back and the loyalty factor for those still employed is very low. Over 70% of employees under age 35 could potentially walk when times get better for more money, better company, and/or new challenges. Retention of talent will be a major challenge from 2010-2012 as companies that can offer pay increases, promotions, and proactive cultures will attract talent to drive business strategies.

Completed Searches

Ten examples of completed searches managed by Bohan & Bradstreet include:

CFO	B2C Service Provider
Development Engineer	Motion Controls
E-Marketing Manager	Consumer Products
VP Rainmaker	Business Products
IT Manager	Fashion Products
Global Controller	Consumer Products
VP Manufacturing	Semiconductor Products
HR Manager	Environmental Controls
Engineering Support	Energy Products
Lean Project Manager	Medical Products

New Decade Expectations

Job growth projections by the Labor Department list the following 4 roles as the fastest to add jobs: (1) engineers (biomedical leads the pack); (2) network/communications analysts, (3) home healthcare aides, and (4) financial examiners (tax, audit, forensic, security).

Interview Killers

Good jobs are hard to come by and great jobs are a rarity. Competition is keen and candidates need to be attractive rather than distractive. First impressions are critical. Potential interview killers are: (1) arriving late for the interview; (2) dressing provocatively or sloppy; (3) weak hand shakes; (4) cell phone call during interview; and (5) bringing up salary, benefits, vacation, time off or working at home too early in the conversation.

Quote of the Month

"Success is not a destination, it's a journey." *Zig Ziglar*

Jump Starting 2010

To achieve annual goals, companies are implementing incentive and recognition programs. If a company is in a state of emergency, then implement a recognition program that highlights and rewards company values and boosts morale. To inspire performance, set expectations, empower to achieve goals, and establish a reward system for attainment of results (i.e. time off, dinner for two, tickets to events).

Reality

Job loss claims should start to drop in 2010 to below 500,000 weekly. The breakeven is about 450,000 to 480,000 range (losses) and historically in the best of times there are about 245,000 weekly job losses. In Connecticut, there have been 80,000 jobs lost and unemployment claims have in the 6,700-7,500 range weekly. To gain jobs Connecticut needs to have job losses fall below 5,000