

February 2010

We Don't Place People, We Build Careers

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Did You Know?

Of the 12 regional Federal banks, only 1 is west of Dallas?

39% say "chemistry" with a job applicant accounts for half of their hiring decision?

The lowest unemployment rate since 1947 was 2.5% in May and June 1953.

December 2009 was the 15th consecutive monthly Federal deficit (\$92B), an all-time record?

4% of Medicaid enrollees account for 50% of its expenses?

Total production capacity of automakers worldwide is 86 million vehicles annually?

That if a registered voter in Australia doesn't vote, they receive a \$20 fine?

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Bad News/Good News

Unemployment rose in 43 states in December. USA lost 1.3M manufacturing jobs in 2009. Who added jobs in 2009? The government added 16,000 employees. Increasing number of companies are bringing people back from furlough. In 2010 there will be increasing IPOs, acquisitions, and VC investments. More emphasis will be placed on product development, increasing revenues, and partnering with the end customer.

Completed Searches

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

Supply Chain Director	Design to Build Mfg.
Credit Manager	OEM Supplier
VP Underwriting	Commercial Bank
Tax Professional	Hospital
VP Marketing	B2B Distributor
Managing Director	Home Healthcare
Optical Engineer	Semiconductor Products
Audit Manager	Telecommunications
Controller	Medical Devices
Director, New Business	Packaging Materials

2010 Reality

Despite the high number of unemployed, 20% of employed workers plan on looking for new employment in 2010. Key reasons are employee satisfaction dropped by 10% in 2009 over previous year; there were very few promotions; close to 60% did not receive a raise; 70+% did not receive a bonus when in previous years they had; and over 80% had benefit costs increase and/or 401K matches either decrease or eliminated.

Quote of the Month

"Failure is the condiment that gives success its flavor." Truman Capote

Career Switching

The 2008-2009 recession has increased thoughts of changing careers because of uncertainty of job future or unhappiness in the functionality of the role. Top reasons for change are (1) the desire to pursue more a more interesting career; (2) potential for higher pay; (3) potential for career advancement; and (4) the likeliness of better job stability and security. In most cases career switching requires an investment in additional education.

Hiring Recoveries

The first sign of recovery is less people being laid off. The second sign is demand picks up like the last 2 quarters of 2009. The third is the addition of temporaries which started in 4th quarter of 2009 and the fourth is adding full time roles which will increase each quarter of 2010.

Top Performer Competencies

Top talent is commonly agreed to be the top 8-10% and (1) can quickly analyze complex problems; (2) execute needed change; (3) are driven to succeed; (4) are resourceful; (5) attract high performers; (6) build and lead teams; (7) have iron clad integrity; and (8) communicate exceptionally.