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Did You Know?

The US economy grew by +1.7% in 2011?

International students comprise 14% of graduate students in USA and 50% are from China?

There are 11.5M illegal immigrants in the USA?

An estimated 7,600 Americans turned 65 years old each day in 2011?

120,000 manufacturing jobs were created in the USA during the 1st quarter of 2012?

The unemployment rate in Europe is 10.8% at the end of the 1st quarter?

1 out of every 13 households in US has a net worth of at least \$1M not counting the value of a primary residence?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

IT Director
CFO
Purchasing Leader
Engineering Director
Senior Software Engineer
NA Controller
Supply Chain Director
Human Resources Director
Senior Auditor
Marketing Director

PE Infused Electronics Mfg.
Aerospace Components Mfg.
Motion Controls Industry
Custom Bearings Mfg.
Capital Equipment Mfg.
Waste Management
PE Infused Metals Parts Mfg.
PE Infused OEM Supplier
Consumer Products Leader
Medical Devices Mfg.

Drug Testing

Majority of companies are doing some form of drug testing as part of the pre-employment screening. On the rise is hair testing because testing will identify drug usage over last three months as opposed to urinalysis that is valid for last 72 hours. Key drugs that hair testing validates are amphetamines, cocaine, marijuana, opiates, and phencyclidine.

Seniors & Seniority

The 55 and older group is currently at 5.9% unemployment level while the national average hovers above 8%. When the recession impacted the economy, many companies wanted to retain the knowledge and experience of seasoned seniors who have navigated other downturns and could make a difference. That coupled with the need to work have kept seniors as contributing factors in today's economy.

Monthly Quote

"Perpetual optimism is a force multiplier." *Colin Powell*

Why Talent Leaves

Another reason talent leaves is failure to find a project that ignites their passion. Talent isn't driven by money and power, but by the opportunity to make a difference and contribute or lead initiatives that support strategy and evolution. Bosses are also usually tapped out on time and do not provide the challenges and opportunities for talent to demonstrate their value.

Unemployed Blues

There are 12.7M out-of-work people in the USA on unemployment and best guesses are another 8-10M have given up and are no longer eligible for unemployment. Add to that the 6M part time workers that can not find full time roles and the true unemployment rate is north of 15%. Every month over 1M people change employers but the majority are currently employed attempting to find a better home. Lack of formal education, current skills, and a connected network are the top three reasons why unemployed are struggling.

Physically Appealing

In recent studies, being attractive counts. Attractiveness goes beyond beauty and includes attire and grooming. When candidates with equal credentials were presented with photographs or cameos (i.e. Linked-in; Face Book), the more attractive applicant was selected first. The differential was that women more often chose males over attractive females and men selected attractive females first over all others.