



In This Issue...

- **Hot Jobs in a (Gulp!) Depression**
- **Everything You Ever Wanted to Know About Searches**
- **Giving Thanks**
- **Laying Off Employees**
- **The Continued Growth of Human Capital Solutions**
- **Attend the Open House at Human Capital Solutions**
- **Adding Value to Specialty Chemical Clients**
- **Human Capital Solutions Makes Another Placement for Integrated Steel Manufacturer**
- **Human Capital Solutions Welcomes Greg Miller and Brent Mann**
- **Looking for a Job?**

Hot Jobs in a (Gulp!) Depression

Marty Nemko | usnews.com

Most economists do not expect the U.S. economy will go through a depression related to the credit-crisis-mortgage-meltdown-bailout bonanza. Most Americans, however, do.

A recent CNN poll finds that nearly 60 percent of Americans believe we're very likely facing a depression. It's a bearish view but probably bolstered by recent headlines, like those about a survey from consulting firm Watson Wyatt, which found that 26 percent of companies expect they'll conduct layoffs in the next 12 months. Indeed, a depression spells bad news for workers. The last time this country's economy saw such a painful downturn, 1 in 4 American workers was unemployed and looking for work. The unemployment rate was 24.9 percent in 1933, according to Labor Department data.

Of course, that means that 75 percent of workers were employed. So, while most Americans would suffer in a depression, some careers should remain strong, maybe even be bolstered. Here's a look at career fields with particular resilience:

Accounting: Bad economic times increase businesses' and individuals' desire to wisely account for every last dollar.

Education: Even in the current slowdown, our political leaders seem committed to education spending, and voters continue to pass education bonds to upgrade facilities.

Entertainment: During the Great Depression, the movie industry boomed as people craved escapism and had time to burn. That would very likely be the same today: the film, video game, sports, and creative arts industries should remain viable.

Utilities: This is the classic defensive stock investment. Even in the worst of times, utilities stay cranking.

Home, car, commercial, and industrial repair: In a bad economy, the rule is—don't replace, repair. It doesn't just go for you and your 12-year-old sedan or your leaky toilet. In a depression, struggling car manufacturers will more often opt to repair than replace a balky welding robot.

Alternative energy: Despite all the media attention to solar and wind energy, it's possible that the nuclear industry would, over the next decade, create the most jobs.

Health care: The jobs with the most security include registered nurses, physician assistants, internal medicine physicians, dentists, optometrists, pharmacists, and physical therapy assistants.


Law firms: If they specialize in discrimination law, immigration law, or sexual harassment—they'll still need plenty of employees.

Law enforcement: In tough times, the level of crime tends to increase.

Community colleges: Many people return to school for retraining when they're unable to land a good job. Even people with college degrees will turn to community colleges because they typically teach technical skills and offer practical, career-related training at a price that's affordable—even in a depression.

Senior services: There's a wide range of industries and fields that will most likely continue to benefit from baby boomers getting older, including senior housing, home retrofitting, geriatric care management, and, of course, the aforementioned healthcare.

Repossession, foreclosure, and debt collection: When borrowers can't pay back their loans on homes or cars or credit cards, someone has to collect and evict. If you're a car person, there will be jobs repossessing giant SUVs from borrowers who took advantage of no-qualification loans even when they knew it was more than they could afford.

Government (especially homeland security, health care, accounting/auditing, information technology, and taxes): Government has the power to collect taxes in good times and bad. It may be the last bastion of secure employment, requiring 40-hour workweeks and offering ample sick days, holidays, and vacation days. 

Everything You Ever Wanted to Know About Searches (but were afraid to ask)

Jill Hohwald | Human Capital Solutions, Inc.

The term *recruitment agency* sometimes brings a feeling of hesitancy to both companies and job seekers. In this article, we will seek to simultaneously dispel myths and explain the illusive search process.

Contingency Search

Definition: A contingency search is one in which a fee is paid to a search firm by the client company *if and only if* the client company hires a candidate sent to them by that search firm.

Guarantee: Candidate is guaranteed for 30 days as long as all fees have been paid per the contract and the candidate's leaving is not a result of a downsizing event, a reduction-in-force, or an act of God.

When you should use a Contingency Search:

- Generally, lower-level positions are filled through contingency searches (office managers, technicians, entry-level engineers, etc.) unless you need "A" players.
- When it is not a difficult-to-fill position.
- When there is not a great deal of urgency to fill the position.
- When you already have a strong internal contender for the position. (*Let your recruiter know this!*)
- When likely candidates are actively looking for similar positions.

Engaged Search

Definition: An engaged search is one in which a percentage ("engagement" fee, often 25-30%) of the projected fee is paid to a search firm by the client company at the beginning of the search and the remainder is paid *if and only if* the client company hires a candidate sent to them by that search firm. The "engagement" fee is non-refundable but applies to the balance.

Guarantee: Candidate is guaranteed for 60-120 days as long as all fees have been paid per the contract and the candidate's leaving is not a result of a downsizing event, a reduction-in-force, or an act of God.

When you should use an Engaged Search:

- When looking for Managers, Technical Talent, and sometimes Directors.
- You want to have an "A" player in this position.
- When timely filling of the position is imperative and you want at least one recruiter working on your search every day until filled. The position vacancy is hurting your company's top or bottom line.
- Internal resources have been unsuccessful over a period of time in filling this position.
- The candidates who can fill the position are rare.
- You want to fill the position by someone now in the same position with your competitor.
- Candidly, when your company is not competitive in benefits, compensation, or location.
- When your ideal candidate is employed and probably not actively looking.


Retained Search

Definition: A retained search is one in which a fee is guaranteed to be paid to a search firm by the client company at the time the client company retains the search firm to launch the search. Usually, a percentage of the fee is paid at the time of retaining and the remainder at pre-agreed intervals.

Guarantee: Candidate is guaranteed for up to 180 days as long as all fees have been paid per the contract and the candidate's leaving is not a result of a downsizing event, a reduction in force, or an act of God.


When you should use a Retained Search:

- Always when looking for C-level candidates, VPs, and often for Directors.
- You have to have an "A" player in this position.
- When timely filling of the position is imperative as the vacancy is costing you a great deal of money and key decisions and results are being held up. You want two or more recruiters at the search firm working on your search daily.
- Internal resources have been unsuccessful over a period of time in filling this position.
- The candidates who can fill the position are rare.
- You want to fill the position by someone now in the same position with your competitor.

- Candidly, when your company is not competitive in benefits, compensation, technology, or location.
 - When your ideal candidate is employed and probably not actively looking. 
-

Giving Thanks

The Puritans designated a day after their first harvest to give thanks for survival and a successful harvest. Abraham Lincoln designated the last Thursday of November as a day of thanksgiving. This tradition was upheld until November 1941 which had five Thursdays. It was at this time that President Roosevelt changed the date to the fourth Thursday. Congress made that date a legal holiday in 1941.

But is a celebration begun almost four hundred years ago still relevant in 21st century America? America is facing strong challenges on many fronts. This year, many will struggle to put aside financial and employment difficulties to give thanks. Some have lost homes. Others are missing loved ones. Few can say they have no concerns. This country is facing serious challenges. Yet some fail to see that blessings do remain. One blessing may lack, but another lurks in the background. This may not be the year for the coveted promotion or even for job security, but this year just may hold more success than any other year to date. The challenge is to find that one beacon of hope and to cling desperately to it. There is always *something* to be thankful for. 

Laying Off Employees

Leila Bulling Towne | bnet.com

There's no easy way to broach this topic: laying off employees is hard. Let's get down to business and learn some key steps in preparing to have this difficult conversation.

Come on managers, it's time to learn to lay off employees.

Eliminating a position and delivering the message is one of the toughest tasks managers handle. No matter how often you do this, it's never going to be easy.

A lot is said about companies and managers by the way they lay off employees. The actions you take when you make an employee redundant speak to your character and values as well as to those of the organization. Here are some best practices.

#1: Work with HR to prepare.

HR is an essential partner in this process. HR reps guide managers on what to say (and not) and how to say it. They cover the details of the paperwork with you and the affected employee. They can be in the room with you when you deliver the message. And if you are concerned that the conversation may turn aggressive, HR can arrange for Security to be at hand.

#2: Write a script and stick to it.


Brevity is key. Saying more in this situation will not help you. After you utter, I'm laying you off or your position is being eliminated, the employee tunes out. Most often, at that moment, the employee has just a few thoughts racing around his mind: what's the package, if there is one,

and when can I end this conversation?! Deliver the message, pause for questions, don't rush, yet keep your words to a minimum.

#3: Don't say you know how the employee feels.

Avoid saying, I know how you feel. In truth, you don't know. Trying to express that you understand what it is like is a mistake. Emotions are high on both sides of the table, and if you try to make the person feel better by saying, I know what it is like, you may escalate the conversation.

It's natural to have the urge to deflect responsibility for the action away from you and onto HR, executives, or the company itself. Avoid that.

There are great rewards in becoming a manager and there are also great challenges. Laying someone off will never be a simple, effortless task, yet delivering it with respect for the employee will put you up there with the best of managers. 

The Continued Growth of Human Capital Solutions


Due to an increasing number of multi-national business clients relying on Human Capital Solutions, Inc. (HCS) as their preferred provider of talent and recruiting solutions, on November seventh HCS moved and relocated from 330 Military Cutoff Road to new corporate offices at 6317 Oleander Drive also located in Wilmington, NC.

In addition, HCS has been in merger talks with another North Carolina executive search firm since September. Both parties expect this deal to close January 1, 2009. With the advent of a merger and acquisition transaction, HCS will engage eleven associates at its newly up-fitted 5,300 square foot office and relates its success to their long history of consistent positive financial results achieved for their clients, their internal and externally placed talent, their technology, their methodology, and their proprietary tools.


HCS represents capital equipment and technology firms, energy and utility companies, health care organizations, metals and mining businesses, pharmaceutical, biotech and medical device groups along with specialty chemicals, electronic materials, and plastics manufacturers. HCS represents a wide range of industries and a comprehensive variety of disciplines. HCS placements range from the C-Suite to front line management, from finance and accounting to sales and marketing, from engineering to human resources, from operations to IT solutions, from R&D to strategic planning.

HCS continues to hire and ramp up relative to new and emerging markets globally increasing current employment levels another 255% over current levels by mid 2010.


HCS also has experienced year over year third quarter income up 55.5%. Year 2007 was their best on record with income up 71.8% over 2006.

Human Capital Solutions, Inc. (HCS) was founded in 2003 in Wilmington, NC and is striving to be the preferred leader in Executive Search, Business Consulting and Executive Coaching to small and large business enterprises around the globe. 


Attend the Open House at Human Capital Solutions

Human Capital Solutions Inc, is pleased to announce an Open House to celebrate the grand opening of their new office on Friday, December 5, from 5-7 p.m. The event will be sponsored by Human Capital Solutions, Acoustic Creations, The Alternative Board, BBX Computers, Commercial Interior Resources, and Worsley Real Estate. The public is invited to attend this special event. 

Adding Value to Specialty Chemical Clients

HCS is proud to announce the hire of another of their candidates who has been placed as Senior Manager of Business Development by the pharmaceutical division of one of the world's largest specialty chemicals companies. This position will be responsible for providing sales leadership to all fee for service development activities of contract lab services to pharmaceutical companies across the country. With masters' degrees in Chemical Engineering and Organic Chemistry and eight years of experience in global sales and marketing in fine chemical industries, we are certain that this candidate will be a valuable asset to our client. 

Human Capital Solutions Makes another Placement for Steel Manufacturer

HCS recently filled a project manager position for one of the largest integrated steel manufacturers in the nation. The candidate is well-prepared for his role as an electrical engineering project manager as a result of his BS in Electrical Engineering and his MS in Project Management. HCS is excited to continue their work with this leading steel company. 

Human Capital Solutions Welcomes Greg Miller and Brent Mann

Greg Miller was born and reared in the Midwest where he received his BA in Psychology from Millikin University (IL) and a Masters in Educational Administration (U of IL Springfield). He later launched his long and rewarding career in higher education administration, which was an effective precursor to his IT and Scientific recruiting success. Greg innovated many pilot programs in high-level college administration in private colleges and universities in enrollment services. Serving as Dean of both the undergraduate and graduate admissions he authored successful process improvements in financial aid, student orientation and student retention. More recently, Greg has served on the Board of Directors of the United Professional Sales Association (UPSA)-RTP Chapter where he obtained his CRSP designation (Certified and Registered Sales Professional). His 30 years of experience have positioned him to be one of the nation's most effective executive technical recruiters. Greg works closely with C-suite executives to assess and understand not only technical job requirements, but corporate culture as well. Greg is a pay it forward search consultant with a robust portfolio of various industry and discipline recruiting experiences. Greg and his wife, Nancy, have 4 children and 6 grandchildren and currently reside in Durham, NC.

Brent Mann hails from Charlotte, NC and graduated from the Cameron School of Business at the University of North Carolina at Wilmington. Concentrating in marketing, Brent focused his education on Professional Sales, Human Resource Management, and Competitive Strategy.

While attending college, Brent excelled as a Sales Recruiter for a national insurance company recruiting candidates in the Southeastern United States. Brent joins HCS as a Sourcing Consultant and directs his aptitude, knowledge, and passion for recruiting into many projects at Human Capital Solutions, Inc. In his spare time, you will find Brent working on his golf swing, enjoying live music, and spending time with family and friends. 🍷

Looking for a job? See if you are a fit for one of the available opportunities at [humancs.com](https://www.humancs.com).

6317 Oleander Drive | Suite A | Wilmington, NC 28405
o. 910.332.3535 | f. 910.332.3536 | www.humancs.com | info@humancs.com
Prosperity at Work