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10 Cities with the Most Job Postings Per Capita

Liz Wolgemuth | U.S. News & World Report

Among the 50 largest cities in the U.S., one stands out for having the most abundant job postings per capita: Washington, D.C. The nation's capital boasted 133 postings per 1,000 residents in the second quarter of 2009, according to a report by Indeed.com, a broad job search engine that combs company and association websites, job boards, newspapers, and blogs for postings. That Washington took the top spot is no great surprise, as government hiring has held up during the recession.

The runner up is Baltimore, Md., which is aided by its close proximity to Washington, but also boasts an economy fueled by recession-hearty industries like healthcare and higher education. Baltimore's unemployment rate was 7.2 percent in May, well below the 9.4 percent national average that month.


San Jose ranked no. 3 for job postings per capita in the second quarter, despite a regionally high unemployment rate in May, and continued fallout from the housing collapse. Still, the tech industry is resilient, and Alan Berube, co-author of a recent Brookings report on metro area economies, has said the Bay Area economy may recover more quickly than the rest of the nation. The metropolitan San Jose economy has remained one of the strongest through the recession, according to the Brookings report.

Here's the top 10 list--pulled from Indeed's list of 50 largest metro areas ranked according to job postings per capita in the second quarter of this year (last quarter's ranking is in parentheses):


1. (1) Washington, D.C.
2. (2) Baltimore
3. (3) San Jose, Calif.
4. (7) Austin
5. (6) Hartford, Conn.

6. (9) Seattle, Wash.
7. (8) Salt Lake City
8. (11) Denver
9. (5) Boston
10. (4) Las Vegas (Note: Charlotte, N.C. shared the same number of postings per capita as Las Vegas)


The city capturing the bottom spot on Indeed's list is Detroit. See the full list of 50 here. One thing to keep in mind about this list is commuter populations--some metro areas may have high volumes of job openings per capita in part because their resident population is small compared to the total workforce employers draw from. In other words--lots of commuters.

According to Census Bureau data on "daytime populations," based on the 2000 census, Washington and Salt Lake City's expanded the most by percentage on the list. Hartford, Seattle and Boston also rank high for commuters. However, this doesn't seem to skew the data too much: Portland, San Francisco, Charlotte, Houston, Atlanta, Tampa, Pittsburgh and Nashville had among the highest percent changes in daytime populations. 

HCS Places the National Sales Leader for Global Medical Device Company

HCS is pleased to announce that one of the nation's leading electroencephalography (EEG) research companies has selected new talent and ended their search for a new National Sales Director. HCS received the search opportunity a few months ago after successfully completing several other talent searches for this client. HCS continues to be well positioned and well networked in the global medical device space, neuroscience and imaging product talent acquisition, states Bo Burch, Chief Principal and Founder of HCS. 

Human Capital Solutions Places Key Compensation Executive for Global CRO / Pharmaceutical Client

Human Capital Solutions, Inc. successfully recruited a Compensation Manager for the worldwide headquarters in North Carolina as they expand their Compensation Department. HCS continues to partner with this client with workforce development, talent acquisition, and other critical human capital needs. 

Surviving the Reduction in Force

Bo Burch | Chief Principal | Human Capital Solutions

A change in career status is a major life transition, and it naturally brings with it many conflicting emotions. When an individual faces a period of unemployment, whether it is due to reorganization, downsizing in a tough economic environment, mergers and acquisitions, a performance issue, or even a retirement, he or she is likely to experience many strong feelings.

Immediately after hearing the news of termination, most people experience shock, numbness, or disbelief. This is the mind's way of helping deal with what is too painful to be fully experienced at that moment and is usually a healthy coping mechanism. Other people will be angry with the company or with managers or with co-workers. Whether the angry feelings are justified is not the issue. The feeling is real and as long as it does not result in damage to self or others, it is also a healthy coping mechanism. Some individuals may actually feel relief. The rumors may have been circulating for weeks. The pressures of the job may have seemed overwhelming. It can be a relief to finally have the question settled or to be able to walk away from a very stressful situation.


Perhaps most people will feel some degree of shame or embarrassment, especially when they think about how they will tell family, friends, and colleagues the news. Fear and confusion are also common reactions. It may be impossible to see what lies ahead. This in itself can cause anxiety. If one has extraordinary financial or family responsibilities, the anxiety will be intensified. Work also structures time. When one is without a job, knowing what to do can be somewhat confusing. You may have experienced one or more of these reactions when you heard the news about the change in your job status. As the days and weeks continue, people normally experience a grieving process. After all, they have just experienced a major loss. The grieving process usually consists of periods of denial, in which it seems impossible that the loss could really have happened. Another form that denial can take is an unfounded feeling that everything is just wonderful and couldn't possibly be better.

Most individuals will experience some level of anger. After all, change is uncomfortable. Who wouldn't be angry when his or her life changes radically? Anger can be very healthy. It releases an energy which is then available to be used in other ways, for example, to get on the phone and make those networking calls. It is common for people to experience periods of mental bargaining. They may go over and over what has happened to try to figure out what they should have done to avert the job loss. Or they may try to figure out what they can do to convince the company or their boss to hire them back.

Individuals who have lost their jobs may also experience periods of depression. These can be periods of low energy or lethargy that last from a few hours to days or weeks. When one is depressed, he or she finds that both appetite and sleeping patterns are likely to change. One person suffers insomnia, while another begins sleeping around the clock. Both are depressed. Periods of depression are common following any loss and are usually not a cause for concern so long as they alternate with other feeling states. However, if one gets stuck in feelings of depression, transitional counseling can often be helpful. Your career counselor can help you decide whether or not you could benefit from personal counseling and will help you locate resources if necessary.

One of the most satisfying aspects of our work at Human Capital Solutions, Inc. is seeing people move into the acceptance phase. It doesn't happen overnight, but people gradually begin to feel better about their situation. They feel empowered to control their response to the loss of their job and to take control of their career and job search. A career counselor can help you learn job search skills that work. Together, you will establish an action plan designed to help you move forward and attract the career opportunities you are seeking. One initial key objective is to move out of the grief zone and into the acceptance zone. It is crucial that this take place prior to any networking activity.

Human Capital Solutions Welcomes Cynthia Simpson

Cindy, a graduate of McNeese State University in Lake Charles, Louisiana and a Certified Employee Benefit Specialist (CEBS), was born in Texas and has lived and worked in Louisiana, Oklahoma, and the Washington, D.C. area. She has extensive experience in human resources and benefits management with both public and private organizations. This experience has given her a deep appreciation for the relationship between good human resources practices and the success of an organization. Well-designed job descriptions, performance evaluations, reward systems, and benefit and leave programs create an environment for employees to add value because there is clarity of purpose and responsibility which fosters a sense of partnership and commitment. Whether it is construction, retail, professional or trade associations, or public entities, when there is value placed on human resources, the organization succeeds. 

Human Capital Solutions Invests in Their Career Advancement Solutions Division

Are you getting frustrated or down with how your job search is going? Do you need help with your job search campaign and could you use some pointers from the pros? HCS has added the following resources to their library and is working directly with companies and individuals to aid advancement to their next career.

Introduction

- Career Transition Project Plan
- The Career Planning Process

Job Loss / Transition

- Surviving the Layoff
- Process for Making Your Personal Transition
- Support Groups

Self Assessment

- Personal Skills and Competencies
- Transferable Skills
- Work Specific Skills

Resume Writing

- Resumes
- PARs (Problem Action Results)
- Constructing Your Resume
- “The Rules of the Resume Game” - William S. Frank
- Reference Checks
- “How to Select References” -Paul W. Barada
- Cover Letters
- Follow Up Letters

Networking


- Why Network?
- Networking Spreadsheet
- Networking – Measure Yourself
- How to Increase Your People Power
- Creating an Infomercial
- Cold Calling
- Networking Timeline
- Participation at a Networking Event
- Tips to Ponder
- Networking Scenarios
- FAQ's
- “Get the Most Out of Your Network” - Kevin Donlin
- “Neat Networking” - Dr. Donald E. Wetmore
- “Why Network?” - wetfeet.com

Interviewing Skills

- Preparation
- What to Do When Nothing Happens - Kevin Donlin

Salary Negotiations

- What's Your Salary I.Q.?
- Salary Negotiations — Do's and Don'ts
- Salary vs. Total Compensation
- Have You Gotten What You Wanted?

Email or call for an appointment to review your search strategy, and take a look at what you need to do to become more attractive in the marketplace. 

Human Capital Solutions Streamlines and Spins off TWG

On April 1st, HCS assisted TWG, LLC in forming a recruiting practice to be located in the Raleigh, NC area. “This is a great opportunity for HCS to streamline our operating costs and focus on our core divisions and key customers,” says Chief Principal and Founder Bo Burch. “This transaction will strengthen the HCS brand and position our firm to gain market share as the economy improves,” adds Burch. 

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Prosperity at Work