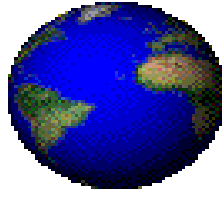


AUTHORITY



Career Concepts, Inc., experts in Career Transition/Management, Human Resource Consulting, Search, Executive Coaching, Training, Business Mentoring...www.careerconceptsinc.net

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Career Management— Graduate Level

A very talented HRIS professional was looking to make a change. Sally was referred to the search division of CCI. One of our senior search consultants had just learned of an opportunity with an established client company. Sally, along with two other talented individuals, was presented to this New Jersey-based pharmaceutical giant. She was selected, and offered an outstanding compensation package—a 25% increase in base, stronger benefits and a sign-on bonus. Sally was thrilled and appreciative of our efforts in that her new position allowed her to reduce her commuting time from 1 hour to 15 minutes. Better job, better comp & benefits, and more time for her family. Sally was very appreciative that CCI came into her life.

CCI Consulting is Moving Mountains

One very satisfied client reports that the Career Concepts consulting team has “moved a mountain of outstanding job requisitions.” This Fortune 100, locally headquartered pharmaceutical supply chain distributor selected CCI as its outsourcing vendor for all national recruiting efforts. Onsite, CCI recruiters positively impacted national recruiting efforts resulting in closing 123 job requisitions within a four-month interval. The synergistic effects of CCI’s ongoing recruiting efforts included supporting/boosting the HR team and organizational efforts necessary to effectively integrate new hires and transfers. CCI has been attributed with creating the positive effects which were felt throughout the client organization and presently continue.

This is Why We Are in the Career Management Business

When people speak of the economy and the employment situation it is usually with much gloom. In light of this, we thought that it would be interesting to share with you the brighter side of the employment situation. Here are some stories of the people we helped throughout this wonderful year.

It is Never Too Late

Lynne is a candidate who refused outplacement assistance when she lost her position. She was angry at her former employer and wanted to show them how wrong they were in having her be part of a large restructuring—necessitated by the continuing lack of profitability of a struggling division.

Lynne admits now that she did all of the wrong things; at the end of 5 months, she was still unemployed with no strong leads or prospects. After all this time, she really needed assistance so she called the Career Concepts consultant who had reached out to her after her separation. He called Lynne’s former company, and was advised that her outplacement program would still be honored, even though she hadn’t immediately accessed the help. Our consultant met with Lynne that same afternoon and began work on her resume.

By the end of the week, Lynne’s resume had been repackaged to strengthen her appeal in the marketplace. Together, Lynne and her consultant developed a strong list of 25 target organizations that, given Lynne’s experience, accomplishments and objectives, could possibly have interest in her potential contributions.

Three weeks after their first meeting, Lynne achieved success! What is amazing is that she was offered a job at a major financial services organization that had ignored her resume 4 months earlier. Lynne is convinced that her new resume and newly-developed interviewing skills helped immeasurably in her success with the company this time. Here are some comments she made to her consultant in her thank-you letter after she had completed her first full week on the job:

“Dan: Sorry we keep missing one another by phone. I felt strongly enough about all that you did to help that I wanted to say thank you, thank you, thank you! As you know, I just finished my first full week at (company). I am in a brand-new position in a brand-new department. I am very excited; I enjoy the people, the place and the benefits! While my salary is comparable to what I was earning before, I would have accepted less money and almost did—except that I remembered your advice about being comfortable with what I am worth in this marketplace. Your network referral was a tremendous help to me in gaining more information about the company and their culture before I had my first interview. You are absolutely on target when you say that effective networking is crucial to one’s success.

I had tough competition for the job! The company interviewed 12 internal candidates and I was fortunate enough to be selected. No one (including me) would have believed that I would accept a great position that is less than a mile from my home. As you know, I used to travel 300 miles a week for the same type of job!

Dan, I couldn’t be happier! My only regret is that I didn’t take advantage of your services 5 months earlier. I will never forget you! My family thinks you are a magician! You have turned a bad situation into one that could be the best career move that I could ever make.

If I can ever help you in your efforts to help someone else, please, please just ask. Thanks, and let me buy you lunch sometime soon once your schedule eases a bit! Lynne”

**Career Concepts, Inc., 800-214-7537
Offices throughout PA, NJ, DE & MD**

Are Retirement-Eligible Folks Retiring?

Often, during a workforce reduction we learn of employees being laid off who are “retirement eligible.” In years past, this meant that they would stay home, take up a new hobby, enjoy the next phase of life and utilize savings and pensions.

Several factors are altering that reality. Life expectancy is increasing. The current life expectancy is well into the late 70s and increasing into the 80s as the decade progresses. Aside from having to remain financially solvent longer, we find ourselves in a persistent bear market where our retirement money is waning and folks are worrying. We are finding more “retirement eligible” folks wanting and needing to work.

Statistics show that the trend we see is not isolated. In 2002, the workforce population for those over 55 years old increased by 2%¹. By 2004, 15% of the workforce will be over 55 years old, and over 50% will be over 40 years old.² In the next five years, the fastest growing age group will be the 45 to 64-year-olds³. Add to these numbers and the financial needs, the new law allowing workers aged 65 to 70 to earn an unlimited amount of income without losing social security and you have a formula for continued employment.

It's not all just about money, though. Many of our retirement eligible candidates want to work. They are seeking an opportunity to give back, mentor others, and explore new options. They enjoy working. They are also finding that there are many opportunities for non-traditional employment such as contract work and consulting.

We coached one individual who had been with the largest private employer in the United States for over 35 years. He was retirement eligible and financially could make less money. He was in perfect health, an avid hiker and looked younger than most 50 year olds. Chances are he will need money longer. His favorite pastime, other than hiking, was working with a local food bank. He fantasized that his ideal job was to work for them and make some supplemental income in doing so. He is working there now, and while his income is much less, he is happy.

We have many stories that prove over and over that “older” workers are very employable and find new energy and passion as they earn less money, by choice. More importantly, they are valued and appreciated. So, if you are “retirement eligible,” you may find yourself planning a second career, vocation, avocation, or whatever helps make your vision for the future a reality.

Other Short but Wonderful Stories

Joe was an information technology executive for a major healthcare insurer in the area for the last 20 years. His layoff hit him hard and he needed to reemploy quickly. Joe was introduced to several members of the CCI team so that we could jump start his search. He networked diligently and gained a position with a company that supports the pharmaceutical area, which was a nice shift in industry while using some of his background. He raised his salary and level of responsibility, and cut his commute in half. Joe wrote to us, “Many thanks to all the staff at CCI who have supported my job search **over the last 73 days.**”

When sent a client satisfaction survey by email, **Barbara** responded “yes” to all areas. “Your ears must have been burning yesterday because I spoke to a fellow co-worker about the life altering experience I enjoyed through your services. First off, I am doing well. The last 8 weeks have been filled with training sessions. I never had the latitude of having such a long run-in period before actually doing work! The environment is so laid back and I am getting a chance to identify the path(s) that will lead me to my goal of obtaining training experience. It is all good...I will complete the survey. Feel free to refer anyone in my direction. I can even render a rousing testimonial on the entire experience with Career Concepts!”

Gene began his search for his next opportunity in August. As an expert in the aerospace industry primarily in business development, he felt that his best bet was to pursue the same type of position. He was also worried about “his mature look.” While his first desire was to stay local, he decided to expand his search to the East Coast. He asked to meet with his consultant daily as he wanted to move quickly and apply structure to the process. When meetings were not possible, they made daily contact via phone and email. On November 4, 2002, he began working for a major aerospace communications company, with an increase in compensation. The flower arrangement he sent still adorns our office!

As a laboratory assistant for a major research university, **Bob** loved his job and wanted to continue in a laboratory setting. His consultant considered his job responsibilities and decided that he should target other research organizations outside of the academic setting. Bob landed a job with one of the area's top pharmaceutical companies with the same responsibilities (except working with animals, not humans) and a 30% increase in compensation. Obviously thrilled, he asked his consultant for help in one other matter. Since his life was turning around for him, he wanted her to help him find someone with whom he could share it. The consultant, although assuring him that we were a full service provider, could only offer hopes and prayers. These must have worked, however, because she just received an invitation to his wedding.

Juanita, an insurance underwriting manager, finally received an offer of employment after an intense, four-month job search. The offer came in with an income level comparable to what she had been making and a weak relocation package to an expensive area of the country. Juanita and her consultant developed a counter-offer that included a partial work-from-home arrangement, more variable compensation and additional relocation money. The company would not negotiate enough. Faced with a very difficult decision, Juanita turned down the job. Luckily, she followed her consultant's advice and had not stopped her search activity. A very short time later, Juanita received a great offer. More money, a great relocation package and a southern location were the rewards for making the gutsiest decision she had ever made in her life.

Scott worked in the mail room of a large corporation for 25 years. His department was outsourced. He has disabilities that prohibit him from functioning at a higher mental level and therefore, his next job had to meet both his mental and physical challenges. Considering his tenure, he made an income that was higher than what many positions suitable for him could offer. Thus, he had two challenges to tackle. His consultant helped to draft a very basic resume and to market him to companies with which we have a close relationship. He also contacted the Office of Vocational Rehabilitation (OVR) to get help assessing Scott's abilities and determining what, if any, retraining he may be eligible for. He was assigned a counselor through the OVR and received assessment and job leads. Scott accepted an assignment within a security department for only a little less than he had been making. His OVR counselor spent the first couple of weeks helping him to acclimate to his new environment.

Paul was an operations manager for a local trucking company. During his first meeting, he was angry, upset and confused as to future direction. Frustration had him considering returning to driving a truck. His consultant felt that she needed to understand his personality, skills and interests more before helping design a path forward. She administered several industry assessment tools. Based on the assessments and several hours of discussion, she had a better feel for the type of corporate culture he needed, the scope of responsibilities he was searching for and his personality. Paul is also an ordained minister and toyed with the idea of incorporating that into his next career. He now is an operations manager at a dairy company and making \$20,000 more than he had been. He has renewed his ministry credentials and is serving in this capacity part time. He expressed that as much as he would like to say thank you, he did not know how to put his feelings of gratitude into words.

Brian lost his job twice within two years. Having spent his career in one industry that obviously was struggling, he wanted his next position in a new arena. Brian tells his story better than anyone... “Immediately he (his consultant) and I began to develop a resume that got results within the first three weeks of our campaign. Byron introduced me to tools that placed my profile on the desk of key decision-makers at the senior executive level...Jeff, Dan and Beverly all acted as networking points to their contacts and Jessica seemed to greet me with a smile at all times when I needed it most...Today, I accepted a position as a loan officer. Specifically, I will act as the business development liaison for the tri-state area. The job description is exactly what I have been seeking. Due to a combined diligent effort, my goal for stabilizing employment in a foreign industry has been accomplished.”

¹ Bureau of Labor Statistics, 2002

² The Administration on Aging: Profile of Older Americans, 2001

³ Bureau of Labor Statistics, 1999