



# CPI Quarterly Review

**CAREER PROFESSIONALS, INC.**

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## TYPES OF CANDIDATES CPI PLACES:

- Plant Managers
- Production Supervisors
- Engineering Managers
- Manufacturing Engineers
- Product Design Engineers
- Industrial Engineers
- Electrical Engineers
- Maintenance Engineers, Supervisors and Technicians
- Accounting Professionals
- Human Resources Managers
- Quality Engineers
- Purchasing Professionals

## A Message From CPI

### Good Afternoon,

In looking back at our newsletter from March 2009, the economy was still reeling and manufacturing job loss was massive---it was a bleak time. While we are still in an uncertain time, manufacturing seems to have stabilized somewhat and forecasts are improving. In fact, the Bureau of Labor Statistics recently announced that 1,000 manufacturing jobs were added in February 2010. Compared to last February when nearly 338,000 manufacturing jobs were lost, the job market has come a long way.

Our recruiting firm works with manufacturing plants throughout the Southeast in a number of different industries---automotive, plastics, packaging, consumer products, etc. We definitely have more job searches to work on now than we did last year at this time. However, companies are being extremely selective in hiring. The interview process is being prolonged and candidates are screened very thoroughly.



Our feeling is that we're on the road to recovery...but the trip isn't over quite yet.

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### Ask the Recruiter:

**Q:** *I've been out of work for almost a year now. In the past, it's always been seen as a red flag if someone has been out of work this long. How does this gap in employment affect my resume and my future career opportunities?*

**A:** Unfortunately, it's not uncommon in today's economy for manufacturing professionals to be out of work for several months, even a year or more. The important thing is to show how you've been spending your time. If you've been volunteering, working jobs outside of manufacturing, remodeling, etc. it's important to list this activity on your resume. You might explain that during this period you "have been working in non-manufacturing roles while continuing to look for full-time employment." Make sure you include the dates (month & year), just as you would for your other work history.

(continued)



### Quote:

**"Life is the art of drawing without an eraser."**

John W. Gardner

**Ask the Recruiter:** *continued*

Hopefully you've built up a solid work history over the years. If your track record shows a stable work history (meaning you haven't consistently changed jobs every couple of years), then potential employers are more willing to base their decisions on your past work history and chalk up your current unemployed status to the poor economy. Good, high-quality employees have lost their jobs this past year through no fault of their own, and employers recognize that job opportunities have been scarce.

**The Recession & Salary Expectations:**

If you've been out of work for a while, there's no doubt that you'll feel very fortunate when a job offer comes through, especially if it's a job that keeps you in your field of expertise. However, when you receive the job offer, you may also feel a little under-whelmed with the starting salary.

Salaries have definitely compressed over the last 18 months---with so many people out of work and so few jobs available, competition for jobs has been fierce. We are seeing candidates who had prior salaries in the six-figure range who are thrilled with job offers that are 30-40% lower. Realistic candidates know that it is incredibly difficult, and in some cases almost impossible, to replace the prior salary level. The important thing is to join a stable company that offers career growth opportunities.

Salary levels will eventually rise again, but until the economy smoothes out, companies won't have big budgets for hiring. To put the salary compression in different terms, it's a lot like the housing market--with so many homes on the market right now, home values have decreased. If you're not in the market to buy or sell right now (i.e. you're currently employed), you're not affected too much. But if you're buying a home (or if you're the company making the job offer), you can get a lot of house (higher skilled candidates) for less money than you could two years ago. If you need to sell your home (find a new job), you should expect to come out with less money on the deal right now because the market isn't as strong.

Eventually the pendulum will start to swing the other way, but no one is sure when this will happen. In the meantime, keep your expectations realistic so you don't miss out on good opportunities.

***Quote:***

**Hard work spotlights the character of people: some turn up their sleeves, some turn up their noses, and some don't turn up at all.**

Sam Ewing

**Current Job Searches:****Engineering Manager** (TN)

BS Engineering degree required. Experience in coating, packaging or slitting operations preferred. Position will progress to Plant Manager role within 5 years.

**Production Supervisor** (TN)

Requires BS degree and 3+ years supervision experience in manufacturing.

**Quality Test Engineer** (TN)

AS or BS degree required. Will procure & calibrate equipment and control devices to analyze test data for automotive supplier.



*Since referrals are the backbone of our business, we'd appreciate you sharing this newsletter with your friends, colleagues and co-workers who may be interested in considering new job opportunities.*

**FOR ANY ADDITIONAL INFORMATION**

**PLEASE REFER TO OUR WEBSITE:**

**[www.cpisearch.com](http://www.cpisearch.com)**

**OR CALL US AT 1-800-476-1103**

**PLEASE KEEP US INFORMED OF ANY UPDATES TO YOUR RESUME.**

**WE WELCOME ANY COMMENTS OR QUESTIONS REGARDING THE NEWSLETTER CONTENT.**