

## Unemployment Rate A Key Stat, Key Challenge In Ohio

One frequently overlooked but critical factor in finding a new job is the unemployment rate. The unemployment rate is the percentage of job seekers in the work force who are still looking for a job or career. The higher the percentage, the more difficult it is to find a job. Unfortunately, with 6% unemployment, Ohio ranks an unflattering seventh in the nation. Based on the most recent data from the Bureau of Labor Statistics, the national unemployment rate is 5%, meaning Ohio job seekers are more squarely behind the 8-ball.

For folks in central Ohio, the news is better or worse depending on the county where they're looking. Unemployment rates ranged from 4.2% in Delaware and Mercer counties to 10.2% in Morgan County. Franklin, Holmes, Hancock, Union, Warren, Lawrence, Auglaize, Washington and Hamilton counties all fell below 5%, while Meigs, Pike, Huron, Monroe, Adams and Ottawa counties were all above 9%.

For those of us in the recruiting industry, this information demonstrates that there are people out there looking. It's our job to find them.

### OHIO QUICK FACTS:

Unemployment rate: 6%

Population: 11,466,917

Mean annual wage: \$37,360

Top industry:  
Trade, transportation  
and utilities (19.3%)

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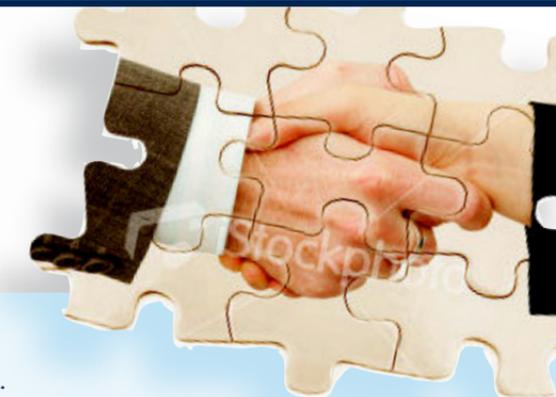
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## Addressing The Signed-Fee Agreement: The Pitfalls Of Waiting

BY CHERIE SWINDELL, PROFESSIONAL SEARCH CONSULTANT



Do you engage in a search based on a verbal agreement or follow a clear process that outlines when your work begins and how you'll be compensated? If you choose the former over the latter, you may be leaving money on the table. Here are some ideas on making your fee agreement more watertight:

- Get a contract signed prior to beginning work on the search.
- Clarify what number the total fee is based on. Do you want your fee based on the first year's annual base compensation or do you want it to include any bonus money?
- Understand what other perks the company is willing to extend to the selected candidate. Extras can win the candidate, count toward the first year's annual total compensation and increase your fee.
- If the client is not willing to pay a fee on anticipated bonuses, consider making the fee percentage on the base pay higher.
- Outlining the parameters of the fee agreement when you engage in a split situation with another recruiter as well.



## Generation X & Y In The Workplace

Those born in the 1970s and 80s – commonly known as Generation X and Y – already comprise much of the workforce, yet they’re unlike any generations that have come before.

Divorce and working moms created “latchkey kids” out of many in Generation X. This led to their independence and adaptability. They’ve redefined loyalty, committing to their work and boss, but not to the company. Gen Xers dislike authority and rigid work requirements. As a rule, you’ll want them to feel like they’re working with you, not for you.

Generation Y was raised at the most child-centric time in our history. That attention gave them a great deal of self-confidence. They’re tech-savvy, team-oriented and good multi-taskers. They acknowledge and respect positions and titles, and want a relationship with their boss. Breaking down goals into steps, as well as sharing the resources and information they’ll need to meet the challenge, are the best ways to promote their performance.



## Three Ways Using LinkedIn Can Boost Your Business

BY CATHERINE REYNOLDS,  
IT DIVISION MANAGER

LinkedIn, the popular and growing professional networking site, functions as a “six degrees of separation” tool. Here are three ways to make the most of your LinkedIn profile to help improve your prospects or boost your business:

- LinkedIn gives you the ability to reach more passive job candidates whose resumes and contact information are not posted on other sites. And, unlike a resume posted on Monster, HR people are less suspicious of employees with information on LinkedIn.
- By building up your profile and creating a positive reputation on

LinkedIn, candidates and clients will actually seek you out. Continuously add content to your page and let viewers know what you specialize in and what searches you’re currently working on.

- LinkedIn is also a powerful tool for business development. Before calling on a new prospect, go to the “People” tab and run a search on the company name along with any other relevant criteria. Find the name of a person who looks to be your best contact and ask for that person when you call. Your cold call just got warmer!

## Not So Fast: Reason Rules With Non-Compete Agreements

After dropping valuable employees and trade secrets to competitors, a growing number of businesses are asking or insisting that employees sign non-compete agreements – a promise not to work for a direct competitor for an allotted period of time after he or she leaves the company.

If one of your employees has access to sensitive business information or trade secrets, you obviously want to prevent disclosure of that information to competitors. A properly drafted non-compete agreement can help. Here are some tips:

- Have a good business reason for asking an employee to sign the agreement, whether it’s to protect your trade secrets or a customer base.
- Be choosy about the employees who sign non-compete agreements. Judges are more likely to enforce non-compete agreements against employees who strictly hold inside information.
- Be reasonable about the length of a non-compete agreement. Six months to two years should suffice.

As long as you are sensible with your non-competes, the law should be on your side.

