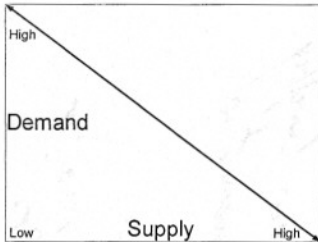




## The Breakfast Club – February 14, 2009

### Today's Job Market - Expectations, Perspectives and Effectiveness

- Introduction
- Perspectives and Expectations: Candidate, Opportunities



- What's the State of the job market? Active for specific skills
- Quality vs. Pricing
- Where to search?  
Job sites ~ Monster, Dice, company sites, SimplyHired, Indeed
- Importance of keywords
- Update resume often
- **Skills Inventory and your resume as marketing document**

Candidates	
90	10

Opportunities	
10	40

- Response Frustration? Jobs are pre-wired, so you need to NETWORK, but not just with IT colleagues. Work beyond the Standard process, like "the Networking Poster-Child". **Strategic, not just reactive.**
- The Managed Services Provider (MSP) process. double-blind model. Hiring manager identity, pricing expectation blocked. Clarification on requirements, feedback.
- The Interview: Every client and every interviewer personality is different  
 Requirement = Interest + Qualifications  
 Tech skills + Experience + Inter-personal (i.e. leader, proactive, loyal, professional, conscientious...)  
 How will you be perceived? Be honest, but don't be too humble  
 Show flexibility (i.e. location preference vs. willingness), but be honest with yourself.  
**Intangibles...**

- Consultant Compensation: W2 Salary vs. W2 Hourly vs. 1099. Behind the scenes...

Bill Rate	\$60.00
MSP Fee	\$2.40
Velankani Gross Margin	\$4.16
Employee Cost	\$53.44
Benefits	\$0.00
EER taxes (12.5%)	\$5.94
Hourly W2	\$47.50

- Are you expecting the job market to come to you? (Doctor, it hurts when I go like this) What are you doing beyond the standard process?  
 Your Job Search is a Project. What is your Project Plan? Do you set and pursue goals?  
 Take Responsibility for yourself (no one else is going to)  
 What are your Priorities? What are your Target companies? What is your Ideal job?  
 Are you applying the technology (i.e. LinkedIn)? LinkedIn is not your Web page.  
 Are you proactively Networking or just Socializing? Are you non-confrontational in asking for help? "Give me a job" vs. help with connection, referral  
**How well are you presenting/marketing yourself?** One generic resume vs. case by case?  
 Recruiters: Exclusives; Pay rate, charges for referrals...

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