



COMPASS CAREER NAVIGATOR October 2018

WHAT IS EXPECTED TO HAPPEN IN OUR METRO IN THE FUTURE

With over 60 people a day moving into the Charlotte area, many choose to live in Mecklenburg County, while others select Union, Gaston, Stanly, Cabarrus, Lincoln, and of course, some decide to live in South Carolina. Many of our roads are becoming four-lane highways, making it easier to travel and encouraging new residents to find a county with lower taxes or more affordable homes, etc.

For instance, the commute to Stanly county into Charlotte is approximately 40 minutes, + or -. The small city of Locust (in Stanly County) used to be considered too far out to live and work in Charlotte. However, that has changed, especially with people moving here from the northeastern United States and were accustomed to driving an hour each way to and from work, plus it is all 4-lane roads now.

The cost of gasoline is still a factor when choosing where to live, but most shop around for cheaper gas. As the population grows in different communities further outside of Charlotte, more businesses are coming to surrounding cities, providing more services close to their homes. In addition, these smaller communities are also having to grow their "infrastructure" including more schools, hospitals, utilities, police and fire departments, etc. This growth affects all aspects of community life and necessities.

Then there is the Republican National Convention coming to Charlotte in 2020, which is causing more building and development within the city of Charlotte and close-by neighborhoods. More hotels and restaurants are being built, plus adding to their spaces or updating what they have.

Charlotte is not an old city like some in the northeast or Midwest, but most people are noticing the construction showing up across our region as some of our pipes (water and gas lines) are aging. The increase of our traffic on the roads is also a contributing factor on these underground pipelines.

There have also been more solar farms appearing across the Carolinas, as you have surely spotted on your drives across the state. This is a positive development as our power lines often take a hard hit from winter storms and hurricanes. I have also noted more homes have added solar panels.

No doubt, we will all see more changes and development in Charlotte and beyond the far reaches of our Metro. Our rail system is slowly growing, and construction involving our interstate seems to currently cause more delays around and through our city. Unfortunately, Charlotte roads have always lagged behind our needs, frustrating most drivers. Clearly, Charlotte would benefit from more funding from the state for improved roads which can handle more cars.

OUR NEW RESIDENTS VALUE CHARLOTTE'S SOUTHERN HOSPITALITY

The real estate market has been very positive for quite some time now, and gradually more homes, condos, and apartments are being built. Obviously, there is a need as more people move into the Carolina's. Most new residents say they are tired of the long, cold winters. It is understandable when you hear about losing power in the "dead of winter" and being forced to stay indoors unable to get out in all the snow. Can you imagine NO heat?

My husband and I lived in northwest Illinois for two years (including two LONG winters) and experienced a -23 degrees. I can only say that once it becomes SO COLD, what does it matter how many degrees below zero it goes? Though the people were very friendly and pleasant, the winters (running from first of November to the end of April) spurred us to return to Charlotte.

Knowing how difficult it is to live in many areas, I was thrilled to return to Charlotte and pleased to say that I have always found the people in the whole Charlotte Metro to be very kind and pleasant. I am proud to say that Charlotte is a great example of "southern hospitality".

All who I have met here from the far north have all relayed what a friendly place Charlotte is. I hope we can stay that way.

In my career, which provides Job Search Support as part of my business, I have often experienced many people who have come to Charlotte to find a job, moving here without knowing anyone or having a job. I am in awe that anyone would come here without having a job, but I also know how hard it is to apply for a job here when you live hundreds of miles away. Still, the fact is it has taken many months to land a job, but a few are very fortunate. Charlotte does have many industries, but one must be organized to succeed in a job search.

WITH SO MUCH CONSTRUCTION IN OUR AREA, ONE MAJOR HIRING NEED IS FOR "SKILLED LABOR"

For quite some time, many Charlotte employers have relayed an extensive need for "skilled labor". Charlotte has many large and smaller construction firms, as well as engineering firms and architects, etc. Most of these businesses are specialized in certain types of construction, i.e. medical buildings, office buildings, retail, retirement communities, as well as residential/homes. All need skilled labor, and yet there continues to be a shortage of them.

Any young or healthy mature adults seeking a good-paying job and has the needed traits for construction work of some kind, would be wise to explore this industry. There seems to be a variety of work that someone could handle. With signs of Charlotte continuing to grow, it would seem a very wise career choice. Positions could include the use of a hammer and nail, welding, plumbing, electrical wiring, cabinet installers, drivers of front loaders, brick layers, etc.

There are still some positions that may be less physical, like a surveyor or truck driver, but it is for sure that these jobs would be best suited for being outside in a variety of weather. Still, most construction, unless inside of a building, wouldn't be dealing with rain or snow (which we seldom get).

This article should be shared with any parent of a young – mature adult, who is in a job search. One requirement would be to have good health. If the position the job seeker wants requires training or certification, there are many places in our Metro with such capabilities.

The only other factor would be that the job candidate must have a clean background check and driving record. Drug testing would also be required for a construction worker. You are encouraged to check this out.

A RESOURCE DURING A CAREER TRANSITION OR WHEN RETIRING....

As I meet credible resources, who could be beneficial to a person in “transition”, I encourage that they share something about their line of work, and how this industry could be helpful to them. If willing, I ask them to draft a short article about this, and use that to introduce them to my readers. In this case, let me introduce you to Allen Maupin, Financial Advisor of Edward Jones.

Because understanding the options for your retirement plan is so important, our firm wants to walk you through several key alternatives. In general, you have the following options: Leave it; Move it; Roll it; or Take it. Which is right for you? This is your decision.

Managing your funds is never easy. We all have routine expenses, items for which we need to save, small unexpected expenses, and those occasional expenses that “blows your budget out of the water”!

However, it helps if you have someone you trust and can offer some insight and choices based on current events, your age, what other financial commitments you have, etc.

Allen Maupin, Financial Advisor
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WHAT IS THE VALUE OF EMPLOYEE SURVEYS? (KEEPING GOOD EMPLOYEES)

How often do you have a “conversation” with your employees? Most employers and managers say seldom, if at all. Most keep exchanges to “Hi, how are you doing?” But that is it! If you were the employee, would you consider that YOU/Employer care about him/her? Though everyone is busy, it has a HUGE impact for Leaders to “talk WITH employees.”

Surveys may seem impersonal, but it allows you to gain some insight into the employees’ minds. CLEARLY, employers need to understand what is on the minds of their

workforces, and an EMPLOYEE SURVEY can allow those employees to share honest feedback without feeling singled out or be criticized for comments. The Employee Surveys of today are less invasive, more private, and assists management to be aware of concerns of the workforce. The key to its success is for the Employers to “**act on the information, looking for ways to resolve those major issues**”.

A company can use an **Employee Survey** to determine those problems that rank high with employees, but NOT to stop there. Be sure to respond to those concerns that employees have shared with you. *Review these matters with appropriate business leaders and clearly relay that how the company responds is a matter of TRUST!* Those employers who offer surveys and do “nothing” will definitely lose more good employees. A Survey is effective as long as employers respond supportively to feedback.

A possible follow-up to the survey is to have an impartial HR Professional to gather a Focus Group (a sampling of your employees) and discuss the survey and the computerized results. This professional would see if any of the Focus Group (employees) might expand on some of the findings and help to clarify in order to address a particular issue.

Compass Career Management Solutions can assist with this effort, and be an impartial facilitator to help determine the real concern. Give this serious consideration and help your workforce to have a healthy work culture. Visit: www.compasscareer.com/training

WHAT DO YOU SEEK IN YOUR BUSINESS LEADERS?

Do you trust your Business Leaders or Managers? If not, why? More businesspersons have voiced this concern and expanded by noting that the Manager or Leader doesn’t seem to be all that informed about what is happening, or what resources are available, etc. These leaders make

WHAT YOU SEEK IN YOUR BUSINESS LEADERS

decisions, give directions, and choose people to tackle matters that they may not be experienced doing, etc. Many doubt the leader has been trained sufficiently or understands what is the proper protocol.

Many Business Leaders have been poorly or inadequately trained for leadership. In fact, numerous managers/supervisors have admitted to not wanting this responsibility, and yet they felt they were expected to accept the role. Young professionals often try to do a perfect job and then are viewed as good “management” material, though that is NOT their preference. They may be responsible but not interested in managing others.

Therefore, there are **two** points to be made about the selection of a Business Leader:

- 1) Make sure the employee is one who wants to manage others and has the appropriate personality for this role.
- 2) Second, make sure the management prospect is given LOTS of good training on how to treat, inspire and develop good employees. Subordinates are not animals to be whipped and lashed, but to encourage and train professionally. The key words for these prospective leaders is to nurture and respect all employees.

As for the developing a Leader, it is CRITICAL to provide lots of GOOD TRAINING!!! Then in turn, these leaders should see how important it is to provide lots of GOOD ON-BOARD TRAINING to their employees, leading to success results.

It is a BIG risk when you consider the many consequences of making a BAD decision. Leaders must understand that their choices or responses could cost the “life of the business and jeopardize employees.” The owner had better have LOTS of insurance. Lack of Leadership Training is very irresponsible.

Compass Career Management Solutions does provide a “**Phased Leadership**

Training” program, which is practical, reasonably priced, and was designed to be flexible as all employees seldom have the exact same leadership knowledge and experience. This custom-designed Leadership program allows the employer to bring those employees with good Leadership characteristics, matching the different levels of leadership knowledge and experience. Once in our program, employees can gradually move up the ladder of Leadership Training, striving to reach their particular level or goal, always improving their skills and expertise. Call today: **704-849-2500**.

NAVIGATOR’S OBSERVATIONS

If unemployed in a Job Search, you are not alone. Though a Job Search today requires a Strategic Plan and Good Organizational skills. Even with low unemployment, the Job Market is very competitive!!!

Though this is a lovely city with many companies and friendly people, no place is perfect. There are numerous staffing firms, and many churches who provide Job Search Support Groups, including *Providence United Methodist Church*. Still, you need to know what position you are seeking, have a clear and professional resume, and use your time wisely as your job is now “to find a job”.

Though the government promotes the low unemployment, there are still MANY without jobs -- numerous people who’ve been unemployed for months or more than a year.

Compass Career Management Solutions is a *human-resources consulting firm*, who is hired by companies/individuals to teach how to address “transitions”. We are a resource to others with career & business transitions. Our services include proactive efforts re: Employee Surveys, Leadership Training, Team Building, Outplacement, Performance Mgmt., Supervisor/Mgmt Training, etc. To register for our once a month HR Job Support Roundtable: <https://www.compasscareer.com/job-support-groups/> www.compasscareer.com

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