

How Can Your Section Start an Employment Network



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Building The Employment Network

Today the competition is greater than at any other time because of,

- World wide pool of people
- Many jobs can be done anywhere in the world
- The economy is still recovering
- People are staying longer in the workforce
- More young people are coming into the workforce

Building The Employment Network

Success Mind Set

- Be positive and clear (can make a script)
- Know why you are contacting people
- Don't be needy
- Be respectful
- Be prepared for / know how to handle Rejection

Building The Employment Network

Success Mind Set

- Test how prepared you are for the job market or your next career move:

<http://www.quintcareers.com/test.html>

- Informational Interviewing Tutorial:

http://www.quintcareers.com/informational_interviewing.html

- Interviewing information:

<http://www.quintcareers.com/intvres.html>

Building The Employment Network

- Some statistics on how Americans find employment:
 - 35% Found job through a **friend, relative or other associate**
 - 30% Contacted an employer directly, **without answering classified ad**
 - 14% Answered a job classified advertisement
 - 08% Found job through on-campus recruitment or job placement office
 - 06% Employment agency or search firm
 - 05% State-run unemployment office
 - 02% Other
 - 65% of people found a job that was never publicly advertised.
 - **Less than half** of all available jobs are ever advertised.
 - Significant number persuaded employer to **create job just for them!**
There is no reason an employer couldn't create a job for you.

<http://www.resumagic.com/networking.html>

Network Building The Employment

2008 IEEE-USA Employment Survey

Respondents reported they found networking and Internet job sites effective, whereas job fairs, headhunters, outplacement services, and classified ads were not much help. *Respondents relying heavily on the classifieds reported being unemployed for 24 more weeks than those who didn't.*

Severance pay seems to have a psychological effect on efforts to find new jobs. *Respondents receiving severance reported being unemployed for 34 more weeks on average than those receiving nothing.*

Building The Employment Network

Make a plan,

- Don't try to find you old job again. It's gone. The world has changed.
- Am I prepared to move, accept more / less money / do work than I did 10 years ago ?
- Decide on what you want to do. Remember that companies will only hire you if they know they can make money off of you.
- Don't be afraid of reinventing what you are.
- Get out of the house and network

Building The Employment Network

Build your Job Search Tool Kit,

- A new Resume
- Online business style profiles and references of your good work
- The IEEE, IEEE-USA, Region 3, your Section
- Online job boards; Monster, Dice, etc.
- LinkedIn & Twitter
- Become a Business News and Google Guru
- Create a database of contacts, communications, etc

Building The Employment Network

The new Resume,

- Resumes today come in various forms
 - Traditional, don't go cheap on the paper
 - Electronic; Word or PDF
 - Online job boards
 - Online articles that say nice things about what you have done
 - Online profiles such as LinkedIn
 - The local business journal or professional magazine

The Job Search Tool Kit

The screenshot shows the IEEE-USA Career Navigator website. At the top, there is a navigation bar with links for IEEE HOME, SEARCH IEEE, SHOP, WEB ACCOUNT, and CONTACT IEEE. Below this is a secondary navigation bar with links for Membership, Publications, Services, Standards, Conferences, and Careers/Job. The main header features the IEEE-USA logo and the title "Career Navigator". A sub-navigation bar includes Home, About IEEE-USA, Communications, Career Navigator, Public Policy, Today's Engineer Online, For Volunteers, and Event Calendar. The main content area is divided into several sections: "Quick Links" with icons for Job Seeking, Networking, Blog, and Premium Services; "Consulting" with links to IEEE-USA Consultants Database, Consultants Services, Find Networks Near You, and Entrepreneur Resources; "Employment" with links to IEEE-USA Employment Navigator, Employment Assistance, IEEE Job Site, Entry Level Resources, and Employment & Career Strategies Community; "Products/Services" with links to Salary Service, IEEE-USA E-Books, Innovation Skills Profile, Career Assessment, Career Development Sources, Beyond Job Satisfaction, Emotions, Employee Guide to Lifelong Employability, Engineering License, and CEMindex; "IEEE Products & Services" with links to Career & Employment, Educational Resources, IEEE Spectrum Careers, IEEE Computer Society, The Institute Career Guidance, Student Careers, Scholarships, and Jobs at IEEE. The main content area features a "Career & Employment Features" section with a "Webinar Alert: What's Gender Got To Do with It? Gender Inclusive Engineering Education" and an "InnovationWebinars: SBA Innovation webinar & Creative Thinking and Innovation webinar". Below these are sections for "IEEE Members Eligible for Discount on PnP Entrepreneurship Program" and "IEEE-USA Launches TechMatch Service for Entrepreneurs". At the bottom, there is a "Career Resources For IEEE Members" section.

IEEE-USA Career Navigator



The Job Search Tool Kit



About IEEE | Join IEEE | Search IEEE | IEEE Home

[Getting Started](#)
[Employment News](#)
[Company Database Request](#)
[Employment & Career Strategies Forum](#)
[Career Planning](#)
[IEEE Jobs](#)
[IEEE USA Jobs](#)
[National Jobs](#)
[Area Job Links](#)
[Ala./Miss.](#)
[Florida](#)
[Georgia](#)
[Jamaica](#)
[Kentucky](#)
[North Carolina](#)
[South Carolina](#)
[Tennessee](#)
[Virginia](#)
[Industry Links](#)
[Continuing Education](#)
[Company Research](#)
[Submit a Link](#)
[Region 3 Web Page](#)

IEEE Region 3 Employment Assistance

Welcome to the IEEE Region 3 Employment Assistance Project.

This web site has been developed to bring together into one location the best sources of career planning, current job openings and information about companies that may be hiring. The site has been organized to promote job searching at both the local and national levels.

A key feature of the site is the availability of company contact information. The [Company Database Request](#) will provide information that can be used to find potential companies and make that first important contact.

The success of this site depends on input from IEEE members in Region 3. Please [submit](#) your Employment Assistance links and help us continue to improve this important member resource.

A brochure has been created that lists all of the IEEE Career and Employment Benefits. Please [download](#) and share with your fellow members.



Region 3 Employment Assistance Web Site

The Job Search Tool Kit

How would you develop code for a system? advance your career at ASML

IEEE Home | Shop IEEE | Join IEEE | myIEEE | Contact IEEE | IEEE Xplore

IEEE JobSite

The Right Candidate - Right Now!

Search Job Listings

Home | What's New | Employment Resources | Job Seeker Tools | Webinars | Career Fairs

For IEEE Members

- Member Login
- Create/Update a Profile
- Post Resumes
- Job Search Widget

For Employers

- Employer Login
- Post Jobs
- Search Resumes
- Online Products
- Print Products

Video Center

Featured Employers

- Pratt & Whitney
- General Dynamics C4 Systems
- Vestas Wind Systems

Employer Profiles

- Pratt & Whitney
- General Dynamics C4 Systems
- Vestas Wind Systems

Job Clips

- Electrical Engineers
- Harris Corporation

Featured Jobs

- Electrical Engineer, Audio, Signal Processing, L&E, Pennsylvania
- Analyst, Reston, Virginia
- Business Consultant, SAP, Robotics, Randers, Aarhus, Denmark
- Electrical Project Engineer, Philadelphia, Pennsylvania
- PhD Research

Featured Articles

Women Engineers Inch Up the Management Ladder

Seven percent of engineering managers are women, but things are looking up. [Read On](#)

Latest Headlines

Women are fading from the U.S. finance, with 2.6% or female employees leaving the industry in the past 10 years even as the ranks of men grew by 9.6%, but there is no single explanation for it.

[Banks of Women on Wall Street Top](#)

Mon, 20 Sep 2010 11:00:26 PDT

[More](#)

Which best describes your situation within your company?

- Happy with career options - am not looking elsewhere
- Have some career options - may consider other opportunities
- Limited career options - probably consider other opportunities
- Very limited career options - considering other opportunities

[Vote](#)

Powered by PollMonkey

[View Archive](#)

onrec
The 2010 onrec Industry Awards WINNER

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IEEE Job Site



The Job Search Tool Kit

Account Type: Business Welcome, Lee Stogner, PMP Add Connections Settings Help Sign Out

LinkedIn Home Profile Contacts Groups Jobs Inbox (39) More... People Advanced

Pepsi is giving millions to fund your ideas. Vote for your favorite!

Messages Invasions Go to inbox >

Raman Vaidyanathan ("Nathan") [SmartGrids - Energy & Water] I would like to join SmartGrids - Energy & Water Oct 1
Reply Forward Archive Delete

Samuel T. Staehle AW: RE: Hello Mr Stogner - It is possible that you (or the linkedIn team?) deleted one comment from José in this group? For some strange... Oct 1
Reply Forward Archive Delete

Jani Palomaki [SmartGrids - Energy & Water] I would like to join SmartGrids - Energy & Water Oct 1
Reply Forward Archive Delete
See all messages >

Network Activity

Share an update
Attach a link

Nicolas Liu, CPA "Most obstacles melt away when we make up our minds to walk boldly through them" -Orison Swett Marden #quote via @Flipbooks
56 seconds ago Like Comment Reply privately

Ayanansha Acharya is now connected to Daren Mongello
1 minute ago

Brandon Pemberton has a birthday on October 2
5 minutes ago Update your personal information Reply privately Like Comment

Lyndie A. Savage Sr. has a birthday on October 2
5 minutes ago Update your personal information Reply privately Like Comment

Mike Bowler Sr. REALTOR <http://www.michigan.org/Things-to-Do/Events/Detail.aspx?city=G42&ContentId=7691a072-446a-42b1-9120-f717dccc5e15> <http://fb.me/Jdx4mwk0> via Twitter
8 minutes ago Like Comment Reply privately

Roberto Grossi The #SMM Daily is out - read this Twitter newspaper on <http://bit.ly/8x8EcS> (361 contributions today) via Twitter
8 minutes ago Like Comment Reply privately

Bruce Breger OpenHouseDirectory.com domain name for sale or lease. <http://54z.com/ohdr> via Twitter
12 minutes ago Like Comment Reply privately

Mike Bowler Sr. REALTOR The Lansing-area Daily is out! <http://bit.ly/aKbQY> • Top stories today by @localmusicbeat @ambadler @LansingNOISE @TechSmith via Twitter
18 minutes ago Like Comment Reply privately

Mike Bowler Sr. REALTOR More Reform in Real Estate Finance <http://amply.com/rubilly> via Twitter
20 minutes ago Like Comment Reply privately

Who's Viewed My Profile?

8 Your profile has been viewed by 8 people in the past 3 days.

7 You have shown up in search results 7 times in the past 7 days.

Your LinkedIn Network

2,831 Connections link you to 14,506,548+ professionals

20,532 New people in your Network since September 30

Add Connections

Reading List by Amazon

ReadingList by amazon

Your Reading List
Network Updates
Industry Updates
All Updates

Update Your Reading List
Search books

LinkedIn
100,000,000+ people

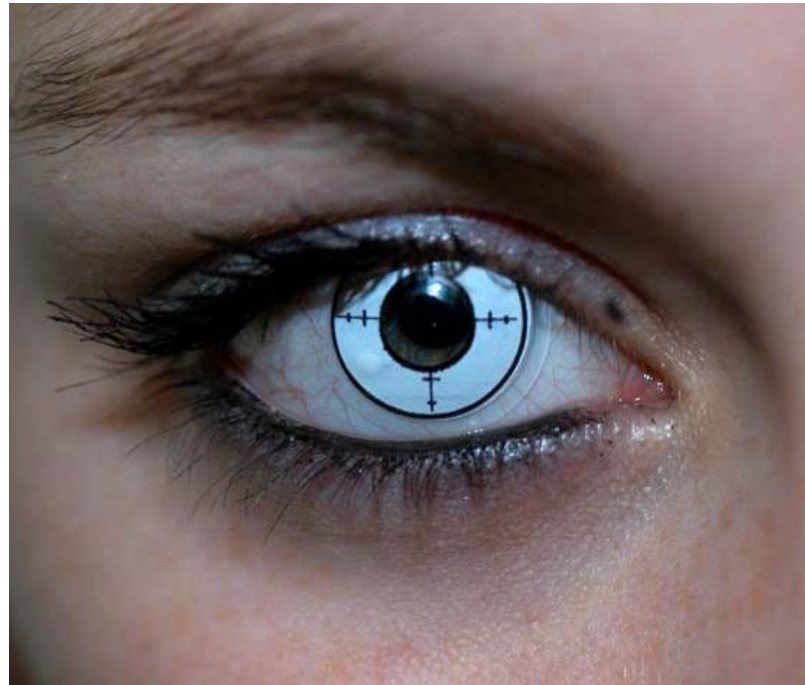


Networking



The Region 3 IEEE Network

Target Companies



Creative Job Search

How do I target companies?

- Location
- What they do and their need for me
- Opportunity for success in their market
- I know someone there that I can network through
- Do I want to work there ?
- Get professional help if needed from a Recruiter

Creative Job Search

How do I target people?

- Are they in a position to help / hire me ?
- Do I know them ?
- Does anyone in my network know them ?
- Are my friends willing to make an introduction for me ?

Creative Job Search

How do I get an interview?

- Find the person in a position to make a hiring decision
- Make your business case to your company contact
- Ask

Creative Job Search

Preparing for the interview:

- Research the company; their products, services, market, competition, history and their people.
- Know the key people you will be talking to.
- Look the part and always be professional. Leave politics and other issues at home.
- Ask for the job.

Creative Job Search

The follow up:

- Nice email / letter after the interview
- Ask for the job again
- If you don't get the job, ask why and learn from the experience
- Also things change, you can revisit the company in six months

Trust



**Keep trying and don't give up
Bottom line, don't stay at home, get out and meet people !**

How Can Your Section Start an Employment Network?

Dr. Gary L. Blank
Vice-President, Career and
Member Services



SPEAKER'S IEEE-USA RESPONSIBILITIES

- **EMPLOYMENT AND CAREER SERVICES**
- CONSULTANTS NETWORKS
- PRE-COLLEGE EDUCATION
- INNOVATIVE INSTITUTE
- ENTREPRENEURS NETWORKS
- LICENSURE & REGISTRATION

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HISTORY AND BACKGROUND

- IEEE Members Need Help in Finding Employment Opportunities
- IEEE Consultants Networks have been very successful
- Can we use what we have learned from the success of the Consultants Networks in the field of Employment?

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STRATEGY

- Rock River Valley Section (Northern Illinois, Region 4)
- Let us experiment and see what happens.
- Protocol necessary to start anything new.
- Section Leaders, Ex Com, PACE chair.
- ***IEEE-USA President, IEEE-USA Manager & Staff, Region Director ***
- Plan, set a date for first meeting, publicize

FIRST MEETING

- Met where the Section meetings are usually held.
- About 30 members in attendance (most were unemployed, a few at risk, a few employed).



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PURPOSE OF MEETING

1. TO EXPLAIN WHAT AN EMPLOYMENT NETWORK IS and WHAT WE PLAN TO ACCOMPLISH.
2. TO REVIEW WHAT THE **IEEE** IS DOING AT PRESENT IN THE AREAS OF EMPLOYMENT, CAREERS, and SERVICES.
3. TO ESTABLISH A NETWORK TO HELP OUR MEMBERS WITH EMPLOYMENT ISSUES.

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PRODUCTS, PROGRAMS, AND SERVICES FOR MEMBERS

- How many Products, Programs, and Services are there for IEEE-USA members? What is your estimate?

2. The List. (update)

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1-12

- Annual Meeting
- AskIEEE
- Association with IEEE Brand
- Awards
- Career Asset Manager
- Career Checkup
- Career Development Courses
- Career Navigator
- Careers In Engineering
- Careers Webinars
- Competitions (E.G. IEEE Xtreme, Robotics, etc)
- Consultants Database

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13-23

- **Consultants Services Website**
- Contact Center – Internet
- Contact Center – Phone
- Discounts on IEEE Publications
- Education Partners Program
- **Employment & Career Strategies Communities**
- **Employment Navigator**
- Entrepreneurs Village
- eWeek - includes Future City Competition
- Expert Now
- Eye on Washington

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24-35

- Financial Services College Parents of America
- Financial Services Educational Financial Services
- Financial Services Grogan Advisory Services
- Financial Services Simple Tuition
- Government Fellowships
- Home & Office Services - DHL Express
- Home & Office Services - MyHomeBenefits
- Home & Office Services - Office Supplies and Furniture
- Humanitarian Programs
- IEEE Conference
- IEEE e-mail Alias
- **IEEE Job Site**

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36-46

- IEEE Member Digital Library (Access to)
- IEEE memberNet
- IEEE Mentoring Connection
- IEEE Potentials Magazine – Digital
- IEEE Potentials Magazine – Print
- IEEE Societies
- IEEE Spectrum Magazine
- IEEE Standards
- IEEE Women in Engineering
- IEEE Xplore AbstractsIEEE.tv
- **IEEE-USA Career Alert**

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47-58

- IEEE-USA Career Asset Manager
- IEEE-USA Career Checkup
- IEEE-USA Career Enhancement Courses
- IEEE-USA Career Navigator
- IEEE-USA E-books
- IEEE-USA Entrepreneurs Village
- IEEE-USA Salary Service
- Innovation Institute
- Innovation Styles Profile
- Insurance Services (Access to) - Cancer Expense
- Insurance Services (Access to) - Catastrophe Major Medical
- Insurance Services (Access to) - Catastrophic Disability Income

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59-70

- Insurance Services (Access to) – Dental
- Insurance Services (Access to) - Group 10-Year Level term
- Insurance Services (Access to) - Group 20-Year Level Term
- Insurance Services (Access to) - Group Disability Income
- Insurance Services (Access to) - Group Level Term Life to Age 65
- Insurance Services (Access to) - Group Term Life
- Insurance Services (Access to) - High Limit Accident
- Insurance Services (Access to) - Liberty Mutual – Auto
- Insurance Services (Access to) - Long Term Care
- Insurance Services (Access to) - Medicare Supplement
- Insurance Services (Access to) - Professional Liabilities
- Insurance Services (Access to) - RxAmerica Prescription Plan

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71-82

- Insurance Services (Access to) - Short Term Medical
- Insurance Services (Access to) - Short Term Recovery
- Insurance Services (Access to) - Small Employer Group
- Insurance Services (Access to) - Travel and Accident Insurance
- Insurance Services (Access to) - Travelers - Auto & Home
- Mass Media Fellow Program
- Membership Card
- Merchandise
- Microsoft Software Offer for IEEE Students
- myIEEE
- Online Communities
- P.E. Exam Review Courses

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83-94

- Participate in Local Technical Forums
- Participation in Local Meetings
- Participation in Pre-University Activities
- Participation with LinkedIn Group
- Proceedings of the IEEE
- Public Policy Awareness
- Public Policy Awareness - Press Releases
- Salary Service - Employer Version
- Salary Service - Member Version
- Scholarships
- ShopIEEE
- SPACs

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95-104

- Student Video Competition
- **The Beyond Job Satisfaction Fieldbook**
- The Institute Newsletter
- Today's Engineer - Online and print
- Travel Services
- Virtual Communities
- Volunteering
- Voting
- Website
- What's New @ IEEE

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SOME NETWORK DETAILS

- www.ieeeusa.org choose “Career Navigator”
- RESOURCES
- ARCHIVED WEBINARS
- TRAINING ON BEST PRACTICES
- HOW-TO-BE-FOUND TECHNIQUES
- WHAT WORKS (EXAMPLE: CONSULTANTS)
- BUSINESS CARDS

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FIRST MEETING (continued)

- Resume Writing
- Elevator Speech
- Interview Strategy
- Networking
- 1 Opening/Interview/Offer

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SECOND MEETING

- Speaker (HR Manager)
- Training
 - Resume
 - Elevator Speech
 - Interview
 - Networking



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END OF SECOND MEETING



At the end of the meeting, members brought, shared, and described 16 Available Positions. Some of the members who provided this information were employed, or were Networking with fellow members.

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THIRD MEETING



- Some Training (REIN) & Review of our purpose.
- 5 Companies Seeking Employees (HR) attended the meeting without direct invitations. They had 30 Positions Available they were trying to fill. They described these positions in detail to our members.

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CONCLUSION

- Focus on the PURPOSE
- Make adjustments to improve the results
- Keep it simple
- Questions?
- Contact Gary Blank g.i.blank@ieee.org
if you need help or have questions.



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