

Special Interest

Trends and Projections 2008

Increase Your Company's
Visibility

Employer Survey Alert

Recruiting Passive
Candidates

Employer Recognition 2007

Upcoming Events

- Job Fairs
- Midwest ACE

Next "Finding Talent" Event

Thursday, April 17, 2008

8:30 - 10 a.m.

Using Social Networking Sites

200 S. Wacker Drive,
Chicago

Individual Highlights

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*Helping employers find
experienced talent*



UNIVERSITY OF ILLINOIS ALUMNI ASSOCIATION

Trends and Projections 2008

Despite much uncertainty in the economy, Phil Gardner, in his "2007-2008 Recruiting Trends" report, predicted employers' plans to hire to be "good" and "very good" across all geographic regions. Based on employers' responses, hiring is expected to increase by 12 percent for all degree levels.

Gardner mentioned that smaller- to medium-sized firms were cutting back because of concerns with the economy. Comments by Diane Swonk, Mesirow Financial's chief economist, and Gardner mirror each other in saying that uncertainties in the labor market were a result of the rising cost of commodities, the subprime mortgage debacle, constraints with borrowing and overall concerns with consumer confidence and spending. Gardner described the future college labor market as "cautious and aggressive" and reported that surveyed employers expressed concerns about having a qualified candidate pool, as well as parental influence over candidates' decisions involving job location.

Company size matters

Employers report different reasons to hire. Increases in hiring will come predominately from job creation in "entrepreneurial /second-stage growth firms," defined by Gardner as employers with fewer

than 100 employees, and from employers at larger firms who expect to increase hiring by 9 percent because of anticipated retirements and unfilled positions carried forward from last year. Gardner cited that one in three graduates with a bachelor's degree can expect to work for an entrepreneurial/second-stage growth firm.

Degree and major

Overall hiring of people with bachelor's degrees or MBAs is expected to increase 7 percent, while demand for those with an associate's degree or doctorate is down. The surveyed leaders in entrepreneurial/second-stage growth firms plan to increase hiring of candidates holding bachelor's degrees by 13 percent and all graduates by 16 percent; larger companies expect to increase hiring of candidates with bachelor's degrees by 10 percent and all graduates by 4 percent. Overall hiring is expected to increase 12 percent to 14 percent for engineers, 12 percent for health majors, 10 percent for candidates with a business degree and 5 percent for those in the computer science field.

Industry

Despite economic jitters, hiring is expected to increase in the following industries: finance and insurance, 17 percent; professional service (which, according to Gardner, is a

critical indicator of market strength), 9 percent; government, 6 percent; manufacturing, 3 percent. Administrative service hires are expected to increase 27 percent because of intense need and demand for scientific, technical and engineering positions.

Salary

Fifty-three percent of surveyed employers reported they plan to raise salaries an average of 4.2 percent. Despite their reluctance, employers may consider paying bonuses in order to remain competitive

Continued on page 5

Attn: Employers

Re: An opportunity
to find and
hire talent

The
Alumni Career
Center

312 575 7830
www.uiaa.org/careers



UNIVERSITY OF ILLINOIS
ALUMNI ASSOCIATION

Alumni Career Center
200 S. Wacker Drive
Chicago, IL 60606

Increases in hiring will come predominately from job creation from "entrepreneurial / second-stage growth firms" defined by Gardner as employers with fewer than 100 employees and from larger employers. Gardner cited one in three graduates with a bachelor's degree can expect to work for an entrepreneurial / second-stage growth firms.



Increase Your Company's Visibility

Raise your company's visibility with alumni through "Hire UI Alumni," UIAA's job and résumé database. Viewed by thousands of University of Illinois alumni job seekers "Hire UI Alumni" has space to recognize our Blue and Bronze Level Sponsors. Additionally, your company will gain visibility through the alumni magazines, ACC newsletters and the ACC Web site.

SPONSORSHIP RECOGNITION INCLUDES:

- Blue Level (\$5,000) Sponsor** (Blue is the primary color of the UIAA and a unifying color of the three UI campuses)
- Prominent placement of the company logo on the "Hire UI Alumni" home page for one calendar month.
 - Prominent placement of the company logo on the CareerSearch site (a research database of employers) for one calendar month.
 - Two tailored, on-screen announcements in "Hire UI Alumni"

- featuring a specific opportunity, event or your corporate careers Web page for the duration of two weeks.
- Annual recognition through the UIAA magazine, the ACC newsletters and on the ACC Web site.

Bronze Level (\$2,000) Sponsor (Bronze is the UIAA secondary color signifying our independence from the campus units)

- Two tailored, on-screen announcements in "Hire UI Alumni" featuring a specific opportunity, event or your corporate careers Web page for the duration of two weeks.
- Annual recognition through the UIAA magazine, the ACC newsletters and on the ACC Web site.

Star Level (\$200) Sponsor (The star design symbolizes the brilliant University of Illinois school spirit)

- Annual recognition through the UIAA magazine, the ACC newsletters and on the ACC Web site.

A screen shot of the "Hire UI Alumni" system showing where the Blue Level logo and Blue and Bronze level announcements can be found in the Employer Resource Room of the "Hire UI Alumni" system.

To discuss these sponsorship options in more detail, contact Bernice Allegretti at 312/575-7836 or ballegre@uillinois.edu.

We thank you for your continued support and look forward to working together in the future.

Employer Survey

We would appreciate your response to the employer recruiting tools survey recently emailed to you. If you have not completed the survey yet, you may simply cut and paste the link below to your browser to respond to 4 brief questions. www.surveymonkey.com/s.aspx

By sharing information about your recruiting programs, you will be able to benchmark your activities against colleagues in other companies and gauge the effectiveness of different tools.

Recruiting Passive Candidates

According to Workforce Recruiting survey conducted in September 2007, nearly one third of all employees and 48% of employees earning a salary greater than \$100,000 reported being approached by a recruiter or a hiring manager from another company within the past year.

	Yes	No	Not Sure
All employees	32%	67%	1%
Private Sector	33%	66%	1%
Managers	39%	59%	1%
Salary > \$100,000	48%	52%	0

Source: workforce.com, November 29, 2007 Vol. 5 No. 22

Employer Recognition, 2007

The University of Illinois Alumni Association's Alumni Career Center offers its sincere appreciation to those employers who used our services in 2007, including but not limited to the following:

1st Source Staffing	BP	Conway and Associates	Fisher College of Business
20-20 Foresight Executive Search	Bridgewater Associates	Corn Belt Energy	Flexible Steel Lacing Co.
3Core systems, Inc	BroadPeak Collaborative	Corporate Collaborations	FMC Corporation
ABA Search, Inc	Brookfield Zoo	Corporate Consulting Associates	Foley & Lardner
Abbott Laboratories	Brunswick Corporation	Cox eLearning Consultants	Follett Corp.
ABN AMRO, LaSalle Bank	California Department of Transportation (Caltrans)	The Creative Hands Group LLC	Forbes Technical Consulting
Accenture	California State University, Fresno	Credit Agricole Asset Management Alternative Investments	Forms+Surfaces
Access Community Health Network	Callan Associates Ltd.	Credit Suisse	Fox Development Corporation
Access Search Inc.	Cambridge Realty Capital	Crestview Capital Funds	Fox Valley PWI
ACNielsen	Camp Courageous of Iowa	CTS Corporation	FPL Advisory Group
Addison Search	Capital Assurance Group / Graduate Loan Center	Culligan	Frank Lynn & Associates, Inc.
Addus Healthcare Inc	Capstone Financial Advisors Inc.	Curry Company	Frankbishop.org
Adler Planetarium	Career Consultants, Inc.	Defense Training and Technologies	Frito-Lay, Inc
ADP	Career Education Corporation	Del Monte Foods	G-TECH Professional Staffing
AEON Corporation	Careers In Nonprofits	DHR International	Garfield Workforce Center
AFN	Caremark	Diamond Management & Technology Consultants, Inc	Gary W. Anderson & Associates
AG Edwards & Sons, Inc.	Carter & Burgess, Inc.	Digital Products International (DPI)	GDS Associates, Inc.
Agra Placements Ltd.	CASA of Cook County	Digital Staffing	GE Fleet Services
AgReliant	CashNetUSA	Discovery Group	General Electric
Ahlberg Engineering, Inc.	Cat-I Glass Manufacturing Inc.	Diversified Search Ray & Berndtson	General Mills
Alliance HR Network	Caterpillar Inc	DLC Inc.	Globus Medical Inc.
Allied Tube & Conduit	CB Richard Ellis	DMC, Inc	Golden Gate Bridge Highway & Transportation District
Allstate Insurance Agency	CBIZ / Mayer Hoffman McCann	Donegan & Associates	GoMembers
Allstate Financial Technology	CCTO	Donna Davis & Associates	Google Inc.
AltusWorks Inc.	CDI Corporation	Douglas Press Inc.	Goose Island Beer Company
American Academy Of Sleep Medicine	CDW Computer Centers Inc.	Dovenmuehle Mortgage Inc.	Gower District 62
American Association of Family & Consumer Sciences	Central States SER Youth Services	DRC & Associates, Inc.	GradStaff
American Board of Psychiatry & Neurology Inc.	Centro LLC	Dukane Precast	Greater Chicago Food Depository
American Education & Travel Services	Centurion Industries, Inc.	Dunham's Sports	Griffith Laboratories
American Institute of Steel Construction	Chicago Alternative Investment Partners LLC	Dunkin' Donuts Midwest Distribution Center Inc.	Guidester
American Medical Association	Chicago Botanic Garden	Dye Management Group, Inc.	Harris McCall & Associates
American Oil Chemists' Society	Chicago Christian Industrial League	Dyer, Riddle, Mills & Precourt, Inc.	Harvey Recruiting, LLC
Anders Minkler & Diehl LLP	Chicago Climate Exchange, Inc	Dyson	Hayden Consulting
Andrew Corp.	Chicago Legal Search Ltd.	Eagle Test Systems	HBE Corp.
Anthology, Inc.	Chicago LightHouse	Eaton Corp.	HCM Solutions Inc.
Applied Systems Inc.	Chicago Paper Tube & Can Co., Inc	EF Education	HCR Manorcare
AQS L.L.C.	Chicago Teaching Fellows	eFulgent	Health Care Staffing Networks
Archer Daniels Midland Co.	Chicago Transit Authority	Electrolux Home Care Products North America	Heartland Alliance
Architecture, Inc.	Chicago Tribune	Engineering Resources Group	Heartland Human Care Services
Archon Group, L.P.	Christian Homes, Inc.	Environmental Systems Design, Inc.	Hektoen Institute for Medical Research
Argus Systems Group	Cintas Corporation - NASD	eQuest	Herold & Associates
Associated General Contractors of Illinois	Citadel Investment Group	Equip for Equality Inc.	Herzum Software
Associates Planning/Design Group	Citigroup Capital Strategies	Erie Neighborhood House	Hewitt Associates LLC
ATK Launch Systems	Clear Channel Communications	ESPN Inc.	Hewlett Packard Company (HP)
Atomic Personnel, Inc.	City Colleges of Chicago	Espresso Specialists, Inc.	Hispanic Alliance for Career Enhancement
Baker & McKenzie	City of Alexandria, VA	Esquire Temporary Services, Inc.	Holy family Medical Center
Ballas Technical Staffing	City of Berkeley, California	Ethical Search Professionals	Home Depot
Barilla America Inc.	City of Chicago	Euromonitor International	Honeywell
Bally Total Fitness Holding Corp	City of Elmhurst	Executive Recruiting Solutions, Inc.	Horizon Hobby, Inc.
Banner Property Management, LLC	City of Naperville	Extreme Entrepreneurship Edu. Corp	Houlihan Lokey Howard & Zukin
Baxter International	City of North Las Vegas	Family Planning Associates Medical Group	Howard and O'Brien Associates
Bayser Consulting	City of Portland, Oregon	FBOP Corp.	Hu-Friedy Mfg. Co.
Beckman Coulter, Inc.	City of Rancho Palos Verdes, CA	Federal Transit Administration	Human Service Connections
Behr America, Inc.	City of San Marcos, California	FedEx	Hydro-Gear
Best Buy	City of Sausalito, California	Feldco Factory Direct, LLC	ICMediaDirect.com
Blue Cross Blue Shield Association	City of St. Charles	Fellowes Inc.	ICrossing
BNR Partners	City of Tucson, Arizona	Ferris Mfg. Corp.	Illinois Action for Children
Bodtke & Stewart	City of Ventura, California	Field Trip Factory	Illinois Dept. of Public Health
Boldt Consulting Services	Clear Channel Communications	FinanSure	Illinois Natural History Survey
Bonestroo & Associates	CMMS data group	Firefly Energy	Illinois Tool Works
Bonneville International Corp.	Coilcraft, Inc.	First Analysis	Illinois Youth Advocate Program
Boydell Global Executive Search	CommunityHealth	First Assist	Indianapolis Veterinary Emergency and Referral Center
	Computer Sciences Corp.	First Priority, Inc.	Infinity Group Management Services
	ConAgra Foods		Institute of Real Estate Management
	Concept Shopping		

Instrument Associates	Maurice Sporting Goods, Inc.	Pearson Scott Foresman	Symmetricom
Interactive Business Systems	Mayo Clinic	Pediatric Psychology Associates	Syngenta Seeds, Inc.
Interior Talent, Inc.	MB Financial Bank	Perry & Associates, LLC	Systems Research Inc. (SRI)
Internal Revenue Services (IRS)	McKesson Medical Mgmt.	Peterson Management Services, L.L	T-Mobile
International Survey Research	Mediacom Communications	Pfizer Inc.	Tahoe Regional Planning Agency
Intertek	Media Staffing Network	Philadelphia Gear Corporation	Takeda Pharmaceuticals Inc.
Inventables	Medline Industries Inc.	Philips Electronics	Talcott Publishing
INVISTA	Mercury Products Corp	Pillars	Target Corp.
iPCS Wireless, Inc.	Mergis Group	PinnacleCare	TCF Bank
Isaac Ray Canter	MES	Plante Moran	TDM & Associates
ITW	Mesirov Financial	Plastipak Packaging Inc.	Tempel Steel Co.
J. Morrison Group	Metropolitan Water	Plote Construction Inc.	Temperature Equipment Corp.
Jet Propulsion Laboratory	Reclamation Dist. Greater Chi.	Prado and Renteria, CPA's	Teng & Associates Inc.
JMA Architects	MFRI, Inc	Prudential Financial	Terlizzi and Associates
Jodi Gomberg Ltd.	Micron Technology, Inc.	PSW Group	The Alexander Group, Inc.
John D. and Catherine T. MacArthur	Mid America Motorworks	QStrat Inc.	The Brighton Group
Foundation	Midway Games Inc.	Quill Corporation	The Cara Program
Jewel Osco	Mid-West Family Broadcasting	R.M. Chin & Associates Inc.	The Kenrich Group LLC
Jewish Community Centers of	Midwest Energy Efficiency Alliance	Rand McNally & Co.	The LaSalle Network
Chicago	Millennia Group, LLC	Rand Thompson Consultants	The Reed Group
John Deere & Co.	Miller Brewing Company	Ray & Barney Group	The Remmick Group
John Imber Associates Ltd.	Miltec, A Ducommun Company	Recycled Paper Greetings	The Rockefeller Foundation
JPMorgan Chase	Mintel International Group	RedMane	The Ryland Group
Jupiter Oxygen Corp.	MJ Care	Reed Business Information	Thomas B. Fordham Foundation
JWT Specialized Communications	MobilityWorks	Regent Communications	TIMCO
Kahler Slater Architects, Inc.	Mormino Landscape Services, Inc.	Rehabilitation Institute of Chicago	Tipping Mar + Associates
Kane County Division of	Morningstar Inc.	Resource Bridge	Titan Group, Inc.
Transportation	Morton Manufacturing Co.	Respiratory Health Association of	Tradetec Skyline Chicago
Kappa Search, Inc.	Mosaic Inc.	Metropolitan Chicago	Transcontinental Fund
Kaye/Bassman	Motorola	Resource Technology Associates	Administration (TFA)
Kelly Services	The Murphy Group of Park Ridge	Reynolds, Smith & Hills Inc.	TransUnion Corp.
Kemet Corporation	MXOTech	Rhea & Kaiser Marketing	Travel Technology Group, Ltd.
Kennedy & Co.	Nascote Industries	Communications	Two Degrees LLC
Kenneth Orth & Associates, LTD	NASD	Rhon Ernest-Jones Consulting	Uline Inc.
Kensington International, Inc.	National Able Network	Engineers Inc	United States Postal Service (USPS)
The Kenrich Group LLC	National City Bank	Riveredge Hospital	United Airlines
Ketchum	National Council of Teachers of	Riverside Transit Agency	Univar USA
KeyBank USA	English	RMB Capital Management	Urban Communications
Kirkland & Ellis LLP	National Opinion Research Center	Rosenthal Manufacturing	Urban Consulting
Kittleman & Associates	Navigant Consulting	RR Donnelley	U.S. Navy
Klein and Hoffman, Inc.	NB Coatings, Inc.	RSM McGladrey	U.S. Dept. of Social Security
Knowledge Source	Neck to Back Medical Clinics	Rush-Presbyterian-St. Lukes	Administration
Knox Company	NES RENTALS	Medical Center	Val-Matic Valve & Mfg. Corp
Korean American Resources &	Neumann Association	Ryerson Tull Inc.	Vensoft Inc.
Cultural Center	New Century Bank	Sara Lee	Victaulic
Korn Ferry International	Newly Weds Foods Inc.	SCA Packaging	Viscofan USA
KPMG	New York City Department of	Scientel Wireless, LLC	VMWare Inc.
Kraft Foods Inc.	Health and Mental Hygiene	Scotts	VNU Inc.
Land O'Lakes, Inc.	New York City Housing Authority	Schwan Food Co.	Volt Services Group
LandAmerica Financial Group	NextMedia Group	Select Comfort Corp.	Walgreens
Larry Kanfer Photography Gallery	Nobel Learning Communities	Shive-Hattery	Wapiti Technology, Inc.
LaSalle Bank / ABN AMRO	Norelli & Company	Siebert Engineers, Inc.	Ward Howell International
Latin American Chamber of	Northern Environmental	Sinai Health System	Web Communications
Commerce	Technologies, Inc.	Smurfit-Stone Container Corp.	Webster Cantrell Hall
Law Office of Ava George Stewart	Northern Trust Co.	Society of Actuaries	Wells Fargo
Lawndale Christian Development	Northrop Grumman	Solano County, Fairfield California	Westell Technologies Inc.
Corporation	Northwestern Mutual Financial	Solidcore Systems Inc.	West Yost Associates
Lawndale Christian Health Center	Network	SolomonEdwards Group LLC	WGEM TV
LBP Manufacturing/Terrace Paper	Norvax, Inc	Southern California Edison	Whirlpool Corp.
LDR Industries	Norwood Builders	Spanish Broadcasting System	Whitehall Jewelers Inc.
Lincoln General Insurance Company	Novus Ice Sysytems	Spanish Coalition for Jobs Inc.	Wilmington Group
Lincoln Park Cooperative Nursery	Olenick & Associates Inc.	Spelman & Johnson Group	Wind River Systems
School	Open Systems Technologies	Spherion/Grainger	Windsor Partners Inc.
Little City Foundation	OpenLoop Technologies, Inc.	SPX Corporation	Winter Wyman
Loyola University Medical Center	Orbitz Worldwide	St. Paul Travelers	Wireless Generation
M. Wood Company	Ounce of Prevention Fund	State Farm Insurance	Witt Kieffer
MACTEC Inc.	Pacific Gas & Electric	Steinberg Advisors Ltd.	World Kitchen
Magnetar Capital LLC	Paladin	Steiner Systems	XM Services
Management Recruiters International	Pan American Mortgage LLC	Stevens Capital Management LP	YES Partners
Manpower Inc.	Panduit Corp.	Stout Risius Ross Inc.	YMCA / YWCA
Manufacturing Resource, Inc.	Panera Bread	Stryker Medical	You Tube
Maritime Brokers & Consultants	Pawlik/Dorman Partners	STS Consultants Ltd.	Z-Health Corporation
MarketSphere Consulting	PC Financial Corporation	SunGard	Zemple Inc.
Mather LifeWays	Pearson Partners International	SunGard	Zipaton

University of Illinois Career Fairs 2008



Illinois Business Career Fair

January 29 and 30, Illini Union, 11 a.m. - 4 p.m.
Contact: 217/265-2840

UIS 2007 Springfield Collegiate Career Fair

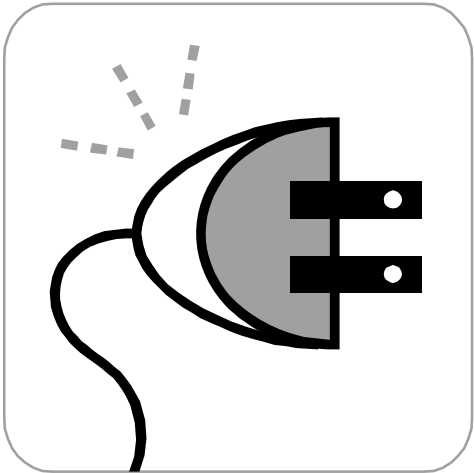
February 15, UIS Public Affairs Center, 9 a.m.-1 p.m.
Contact: 217/206-6508

Government Career Fair

March 27, Roosevelt University, Chicago, Noon - 4 p.m.
Hosted by multiple colleges. Registration is available online at www.gcrcassociation.org

UIC Diversity Job Fair

March 13, Student Center East, Illinois Room
10 a.m. - 2:30 p.m.
Contact: jaimbev@uic.edu



Midwest ACE Events

Midwest Association of Colleges and Employers offers several networking and professional development opportunities for recruiting and career services professionals.

Midwest ACE Annual Conference

July 28 – 31, 2008
St. Louis, MO.

Visit www.mwace.org for more information about how to get involved.

Trends and Projections 2008 continued, page 1

with the federal government. Employers reported using bonuses as a strategy to reduce turnover, by offering the bonus or a performance premium at the end of the candidates first full year of employment.

Millennials

Gardner reported that

Millennials, born between 1997-88, bring more positives than negatives to the workplace, contrary to recent negative publicity the group has received. The Millennial generation possesses enthusiasm, fresh ideas, technical aptitude and solid communication skills, which employers say adds value to their

organizations. However, the Millennials' sense of entitlement, unrealistic expectations, work ethic and loyalty/commitment continue to be areas that challenge employers.

RESOURCES:

Dr. Phil Gardner's **2007-2008 Recruiting Trends Report:**
Instructional Media Center

Michigan State University
P.O. Box 710
East Lansing, MI 48826-0710
P: 517/353-9229
F: 517/432-2650
www.ceri.msu.edu/recruiting/recruiting.html

Diane Swonk offers economic commentary and a newsletter at:
www.mesrowfinancial.com/media/dswonk/default.jsp

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312/575-7830

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careers@uillinois.edu

*Ask me about
opportunities to
increase your
company's visibility:*

*Bernice Allegretti,
assistant director of
employer relations
312/575-7836
ballegre@uillinois.edu*



We're on the Web!
See us at:
www.uiaa.org/careers

'Finding Talent' Series

Through the "Finding Talent" newsletters and events, the University of Illinois Alumni Association's Alumni Career Center aims to offer networking and professional development opportunities for people with hiring, interviewing or recruiting responsibilities. The series has covered a wide range of

topics, including technology f tools, trends, marketing and behavior-based interviewing.

The series has something to offer both new professionals and those with a solid background in the field.

Events hosted in the spring and fall offer an opportunity for professionals to network,

share information and benchmark their programs.

SAVE THE DATE

The next "Finding Talent" event
Thursday, April 17, 2008

USING SOCIAL NETWORKING SITES

200 S. Wacker Drive, Chicago
8:30 - 10 a.m.
RSVP: ballegre@uillinois.edu

Alumni Career Center Employer Services

The University of Illinois Alumni Association offers lifelong career assistance to its members. If your goals include recruiting experienced candidates, we can assist you in connecting with top talent.

The Alumni Career Center at the University of Illinois Alumni Association is one of a few comprehensive career centers in the nation focused on bringing alumni and employers together.

The University of Illinois Alumni Association is among the nation's largest, with more than 125,000 members. These graduates encompass all age and professional groups, holding degrees from some of the country's top universities.

Who's Who in the Alumni Association

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Jack Peirce, CFO
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Corporate Communications VP
Chan Nair, Business Information Unit
Joseph S. Rank, Membership VP
Arlene Norsym, UIC VP
Charles J. Schrage, UIS VP
Scott Williams, Alumni Travel Program

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Claudia Delestowicz, Associate Director
Bernice Allegretti, Assistant Director

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Jill Smart, Accenture

Members

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Career Services
Colleen Callahan Burns, Colleen Callahan
Communications
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Rose LaMantia, UIUC alumna
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Matt Massucci, Human Capital Management
Solutions
Kimberly Noah, Deloitte
Kathy L. Noerenberg, Long Term Care
Financial Partners
Eric Robinson, Frontline Public Strategies
Gail Rooney, The Career Center at UIUC
Hugh T. Smith Jr., Equip for Equality Inc.
Susan Snowden, UIUC alumna



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