

Special Interest

Trends and Projections 2010

Employee Engagement Matters

Employer Recognition 2009

New Service: Informational Recruiting Session

Upcoming Events

- Job Fairs
- Midwest ACE

Next "Finding Talent" Event

Thursday, April 15, 2010

8:30 - 10 a.m.

Web 2.0 Tools to Network, Source & Recruit

200 S. Wacker Drive,
Chicago

Individual Highlights

Main Article	1 & 5
Additional Article	2
Employer Recognition	3 & 4
Calendar	5
Employer Services	6

Helping employers find experienced talent



UNIVERSITY OF ILLINOIS ALUMNI ASSOCIATION

Trends and Projections 2010

The contraction of the economy, or tsunami described by both Dr. Gardner and Diane Swonk, Mesirov Financial's chief economist, and hiring in 2009 were the worst experienced since the Great Depression. Dr. Gardner in his "2009-2010 Recruiting Trends" reported employers eliminated 35 percent to 40 percent of their hiring targets with "no change" being projected for the 2010 recruiting season. On a brighter note, according to Swonk, the 2010 economy is forecast to expand 3 percent. Additionally small employers (less than 500 employees) are expected to increase hiring over the next 10 months, based on Gardner's report.

The following results are based on 2500 surveyed employers which is Gardner's largest, geographically broad and most diverse mix of employers represented to date:

Recruiting Strategies

In comparing Gardner's report to last year's, not much changed in recruiting. Competition continues to be intense for college graduates due to a limited number of jobs. The difference this year is their competitors will be other graduates instead of experienced candidates. On-campus recruiting, career fair attendance and especially interviewing are

reported to be down, with the latter down because Gardner believes employers are extending offers to interns before they return to campus.

Company Size Matters

Hiring this year, down 11 percent, was decimated by the financial and banking industry meltdown which, according to Gardner, is why there is a significant drop reported in predicted average hires per company from 46 to 26 this year. Employer hiring is still reported to be driven by small, fast-growth companies, up 11 percent across all degree levels. However, even some of the smaller, as well as the medium-sized companies are not hiring because of a lack of credit being given from the banks. Larger employers are reported to be seeking efficiencies over hiring.

Degree and Major

Total hiring in comparison to last year will decrease by less than 2 percent. Bachelor degree hiring will be down 1 percent, and MBA hiring will increase 11 percent. In contrast to last year, employers are seeking talent across all majors rather than specific concentrations, as well as all business majors, with the exception of accounting and all IT majors. Hiring for Bachelors in Accounting will decrease 3 percent and 5 percent for masters. The majors in greatest demand

are E-commerce, entrepreneurial and environmental sciences while opportunities for statistics majors will increase 11 percent.

Industry

The economy is recovering slowly. The steel, chemicals and electronics sectors are starting to breathe while the construction, automotive, aerospace, banking and finance and retail industries are still on ventilators. Where are the jobs? Well, jobs in non-profits are projected to increase 20 percent, due to stimulus money and a change of job seeker's attitude. Jobs in small manufacturing are projected to be up 12 percent.

Continued on page 5



UNIVERSITY OF ILLINOIS ALUMNI ASSOCIATION

Alumni Career Center

Your global connection to...

- Alumni Networks
- Employment Opportunities
- Career-related Advising & Programs
- Virtual Career Center
- Hiring Experienced Talent

24/7 wherever you live throughout your career!

www.uiaa.org/careers
careers@uillinois.edu
 312/575-7830



Frauenheim cited two surveys: one by Workforce Management which found 45 percent of respondents reported engagement had decreased a little or a lot and the other by Watson Wyatt which found the engagement level of top performers fell close to 25 percent year over year.



Employee Engagement Matters

Employee Engagement

Employee Engagement matters if companies want their top performers to be motivated, dedicated and productive and if they also expect to retain the top performers once the recession thaws and hiring resumes. According to an article written by Frauenheim, "Commitment Issues", a recent Gallup study found that staff in a business unit in the top quartile on engagement had 18 percent higher productivity, 16 percent higher profitability and 49 percent fewer safety incidents compared with those in the bottom quartile. Similar results were found in an internal study conducted by Ernst & Young.

Over the past year, top performers have developed a lot of mistrust, economic insecurity, and anxiety toward their employer's handling of massive layoffs, pay freezes or cuts and restructurings as a result of the recession. Employees feel that they are getting less compared to what companies are taking away. Executives are concerned and have reason to be. Frauenheim cited two surveys: one by *Workforce Management* which found 45 percent of respondents reported engagement had decreased a little or a lot and the other by Watson Wyatt which found the engagement level of top performers fell close to 25 percent year over year.

On-boarding

According to Kevin Wheeler, employee engagement should begin on day one with a good on-boarding process which helps new employees feel better connected to the corporate strategy and to the company culture. He mentioned that this translates into higher engagement and a feeling of belonging.

Talking To Workers

Employers can keep top performers engaged and help to prevent a mass exodus once the

economy improves by increasing communications about the company's financial strength, staffing plans and business goals. Other helpful tactics mentioned to engage top performers include changing roles to expand responsibilities, extra focus on coaching and mentoring and increasing opportunities for special projects. According to the article, Sodexo successfully improved its employee engagement using employee recognition, increased opportunities to communicate with senior leaders and training.

Gaining Trust

Employers do not seem to know what employees want or are looking for in an employer. Frauenheim cited a Randstad Staffing report which found that three-fourths of 2,200 surveyed employees mentioned their dream employer "has an active leadership who serves the company, not themselves," up from 58 percent last year. Frauenheim also cited a survey conducted by Watson Wyatt which found, job insecurity, nature of work and trust/confidence in management among the top reasons employees gave for leaving an organization. Ironically, these reasons were not mentioned when employers were asked why employees leave.

Economic Security

Over the past few decades, as a result of corporate downsizing to improve profits, how employees defined worker loyalty shifted from employers providing lifetime employment to a workplace where employers demonstrate how they care for and value their employees. To convey a sense of security, Brian Kropp, a consultant with the Corporate Executive board, mentioned employers

can opt for salary reductions and furloughs rather than layoffs during tough times. To convey concern for an employee's employability an employer can commit to training. Business consultant Laurie Bassi mentioned that employees are not going to give an employer the gift of their discretionary effort if the employer is not worthy of it.

Value Initiatives

More companies are turning to "employee value propositions" or developing "high-involvement" workplaces as a means of increasing employee engagement and maintaining a competitive advantage. For example, Sodexo developed the tag line "Your Future, So Sodexo" after receiving results from its study on employee engagement. The company also pledged that it cares about its employees in the same way that it cares about its clients. Some qualities of high-involvement workplaces are: challenging jobs, a voice in the management of their tasks, a commitment to low turnover and few layoffs, shared company profits or gains in productivity and generous benefits. According to the article, companies that have a more involved relationship with employees seem to have stronger employee engagement. Similar results were found in a study conducted by The Institute of Corporate Productivity, where surveyed employees in higher-performing companies experienced no decline in engagement.

RESOURCES:

Ed Frauenheim, "Commitment Issues," *www.workforce.com*, Nov. 16, 2009

Kevin Wheeler, "On-boarding In Tough Economic Times: Build Engagement and Promote Retention," *www.ere.net* March 5, 2009

Employer Recognition 2009

The University of Illinois Alumni Association's Alumni Career Center offers its sincere appreciation to those employers who helped with our programs (*) or used our services in 2009, including but not limited to the following:

2020 Communications	Communications *	Healy & Schulte	MedLogix Communications LLC
8th Light	Colorado Technical University	Heinold-Banwart Ltd	Menards
Accenture *	Comarch Inc...	Hewitt Associates	The Menta Group
Accessory Brainstorms	ComPsych Corp.	The Himmelfarb Group	Mentor Graphics
Across World Education Co. Inc...	ConMed Linvatec	Hospira Inc...	Mercer
Adams Foam Rubber Co.	Conrad Consulting Group *	Howell & Associates	Mesirow Financial
The Adler Planetarium	Contax Inc.	Human Capital Consulting *	Methode Electronics Inc...
Aerotek *	Corn Products International	Human Capital Management	Metropolitan Water Reclamation
AE Ventures	Corporate Collaborations	Solutions *	District of Greater Chicago
Affinova Inc...	Cox Professional Resources Inc.	Hyatt Gaming Management, Inc. *	The Midtown Group
Alcatel-Lucent	CPS IT	The Icon Companies	Midwest Generation
Allied Health Professionals	Creative Financial Staffing	Illinois Department of Public Health	Mihlfeld & Associates
Allstate Insurance Co.	Creative HR Solutions	Illinois Department of Veterans	MII Alternative Assets
Alter EatGo *	Creative Marketing Associates Inc.	Affairs	Millennium Park Prosthodontics
American Hearing Aid Associates	Crowe Horwath LLP *	IMC Financial Markets	Model Metrics LLC
American Inc...ome Life	Crown Imports LLC	IMO	Modern Woodmen of America
American Oil Chemist Society	CuraInc.. Healthcare	Inc..isent Technologies	Mona Vie
American Specialty Advertising	The D. E. Shaw Group	Industrial Valco	Morgan Stanley Smith Barney
and Printing Co.	Daniels SharpSmart Inc.	Infinera	Morningstar Inc...
Arabella Philanthropic Investment	DHR International	Infinity Consulting Solutions	Mosaic Inc... *
Advisors	Diamond Management &	Inland Cutting Products	MyWorkster *
Archon Hospitality	Technology Consultants	Intelligentsia International Inc...	nAblement *
Argus Systems Group	Direct Recruiters	Interactive Brokers Group LLC	Nalco Co.
Avaya Inc...	Dominos LLC	Intuitive Surgical	National Enrichment Industries
AvePoint Inc...	Downers Grove Public Library	Iowa State University	National Field
AXA Advisors LLC	DRW Trading Group	Iroquois Mental Health Center	National Latino Education Institute
Bankers Life & Casualty Co.	Duff & Phelps	ITT Corp.	The Nature Conservancy *
Barnes Distribution	Echo Global Logistics	ITT Industries	Network for Teaching
BASF - The Chemical Co.	Edelman, Combs, Lattner &	JF Kacena Associates *	Entrepreneurship
Bayser Consulting	Goodwin LLC	JHL Capital Group	New Trier High School
Black Rhino Financial *	Ekon Benefits	John Deere	New York Institute of Finance
Bloomberg	Environmental Design International	Johnson & Johnson Consumer	North Shore Pediatric Therapy
Blue Cross and Blue Shield	Inc... (EDI)	Products Co.	Northwestern Memorial Hospital
Association	Epic Systems Corp.	Jones Lang LaSalle	Northwestern University
Boehringer Ingelheim Roxane Inc...	Ernst & Young *	Keyence Corporation of America	The Novo Group *
The Bradford Group (Hammacher	ER Group Inc...	KIPP Foundation	NPD Recruiting
Schlemmer)	Equip for Equality Inc... *	K.O. Strategies LLC *	Oak Ridge National Laboratory
Bridgewater Associates Inc...	Esquire Temporary Services	Korjob Canada Recruiting	Olympic Steel Inc.
Burke and Associates	Executive Search Link Inc.	Kreg Medical Inc...	Olympus
Callan Associates Ltd	The Executive's Attorney *	La Marche Manufacturing	OPTIMAL Consulting Group Pte. Ltd.
Campaign For Better Health Care	Farnsworth Group Inc...	Labor & Employment Law &	Optiver US LLC
Careers In Nonprofits	Fast Enterprises	Human Resources Counseling	Paladin
Casa Central	Fave Media Inc...	on Behalf of Management *	Parexel International/Perceptive
Catenon S.A.	Fellowes Inc...	Lakeview Farms Inc.	Informatics
CCC Information Services Inc... *	First Investors Corp. *	The LaSalle Network *	Partnership for New Communities
The CDC Group	First Look LLC	The Leverage Group	Patrick Engineering & Patrick Energy
CDW Corp.	Firstcare	Liberty Mutual	Services *
Center for Research Libraries	Five Rings Capital	Lighthouse Academies Inc...	Perfect Staffing Solution
Cerner Corp.	Florida Tile	Linc..oln Park Zoo	Personified
Chartis Insurance	Forbes Technical Consulting	Long Term Care Financial Partners *	PinnacleCare
Chicago Financial Search *	Forsythe Solutions Group Inc... *	Lorax	Pinnacle Partners
Chicago Housing Authority	Forsythe Technology Inc... *	Loyola University *	Pioneer Hi-Bred International Inc...
Chicago Legal Search Ltd.	Francis W. Parker School	Lynn Hazan & Associates	Primary Title Services
Chicago Symphony Orchestra	Friedman & Huey Associates LLP	Lyons Pruitt International Inc...	Produce Pro Inc...
The Children's School	Funtastic Gymnastic	Malt-O-Meal	Protein Solutions
Cinc..innati Children's Hospital	Gallup	Manpower	Proven Solutions Inc... *
Medical Center	GC America Inc...	Manymoon	QPS Companies
Cisco Systems	GE Consumer & Industrial *	MassMutual Pearre & Associates Lt	The QTI Group
Citadel Investment Group LLC	General Mills	MassMutual Water Tower Financial	Quantitative Risk Management Inc...
city of Ames, Iowa	George J. Dangles MD, PC	Partners	Quincy College
city of Champaign, Illinois	GIA Publications Inc...	Mark/Ryan Associates *	Recruita Star *
city of Urbana, Illinois	Global Learning Resources Inc. *	Matching Donors	Red Chalk Group
City Year Chicago	Goldman Sachs	Mather LifeWays	Regions Bank
Clark Dietz Inc	GradStaff	The MathWorks	The Rehabilitation Institute of
Clifton Gunderson LLP	Graduate Marketing Inc...	MCC Healthcare Services Inc.	Chicago
Clorox *	Grand Prairie Services Behavioral	McDonald's *	Renaissance Staffing
Coilcraft Inc.	Healthcare	Meaden & Moore LLP	Research In Motion *
Collections Etc.	Harvard University Graduate School	Medix Staffing Solutions	Revere Group *
Colleen Callahan	of Design	Medline Industries Inc...	Revolution

Right Response LLC
 River North Consulting LLC *
 RK Inventions
 RLG INTERNATIONAL Inc...
 Robert Bosch Tool Corp.
 Robert Crown Centers for Health
 Education
 Robert W. Baird & Co.
 Roquette America Inc...
 RW Baird
 Sargent & Lundy
 Sava Senior Care
 Scholle Packaging
 Scot Forge
 SFM Technology Inc...
 Shopko
 Siemens Medical Solutions
 SigmaCare
 Southeast Chicago Development
 Commission *
 Spot Trading LLC
 Spyglass Search Inc...
 State Farm Insurance
 State Universities Annuity
 Association *
 Sterling Engineering
 Strata Decision Technology
 The Summit Group Inc.
 Sun Trading LLC
 Sustainable Lean Enterprise
 Svoboda Capital Partners
 Swagger Foods
 TDM & Associates
 Technical Training Inc...
 Thresholds
 Total Quality Logistics
 Trading Technologies
 Treasury Strategies Inc...
 TRU a division of TNS
 T.Y. Lin International
 United McGill Corp.
 United Way
 University of Chicago
 University of Illinois
 University of Illinois at Chicago
 University of Illinois at Chicago
 Business Career Center *
 University of Illinois at Chicago Office
 of Career Services *
 University of Illinois at Springfield
 University of Illinois at Springfield
 Career Services Center *
 University of Illinois Medical Center
 University of Notre Dame
 University of Wisconsin *
 University YMCA
 Urban Innovations
 U.S. Army Research Lab
 U.S. Cellular
 U.S. Department of State
 US Peroxide Chicago *
 VALIC Financial Advisors
 Vedder Price Kaufman & Kammholz
 Verizon Wireless
 Victory Search Group
 Vista Equity Partners
 Volpe National Transportation System
 Center
 Walgreens Health Initiative *
 Watchfire Signs
 Watson Dwyer
 WCIA 3 News
 Weed Man
 Whirlpool Corp. *
 White, Roberts & Stratton *
 Willis North America Inc...
 Wolfram Research
 Wolters Kluwer *
 Wolverine Trading LLC
 ZS Associates

University of Illinois Career Fairs 2010



Illinois College of Business Career Fair

Date: Feb. 2-3, 2010

Call: 217/ 265-0864

Illinois College of Engineering Career Fair

Date: Feb. 9-10, 2010

Call: 217/ 333-1960

UIC Engineering Career Fair

Date: Feb. 18, 2010

UIS 2010 Springfield Collegiate Career Fair

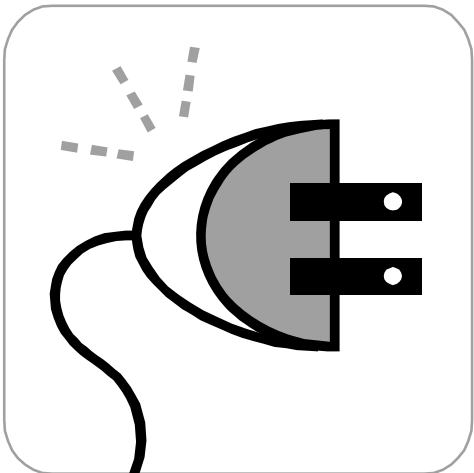
Date: Feb. 18, 2010

Contact: 217/206-6508

UIC Diversity Job Fair

March 18, 2010

Contact: jaimyv@uic.edu



The Midwest ACE conference is a cost-effective professional development, business development and networking opportunity for recruiting and career services professionals.

Join us to exchange best practices and learn about trends.

Aug. 1-3, 2010
Marriott City Center
Minneapolis

"Land of 10,000 Possibilities"

Visit www.mwace.org for details and to get involved.

Trends and Projections 2010 continued, page 1

Emerging Skills

With double-digit unemployment Gardner recommends that students know their skills, competencies and build strong professional connections to land a job. Experienced talent will have to emphasize their critical thinking, communication skills, leadership, initiative and entrepreneurial spirit. All job

seekers will have to be extremely patient and persistent to be successful.

RESOURCES:

Phil Gardner's 2009-2010 Recruiting Trends Report:
Instructional Media Center
Michigan State University
www.ceri.msu.edu

Diane Swonk offers economic commentary and a newsletter at:
http://www.mesirowfinancial.com/economics/swonk/themes/themes_1209.pdf

University of Illinois
Alumni Association's
Alumni Career Center
200 S. Wacker Drive
First Floor, MC 200
Chicago, IL 60606

Phone
312/575-7830

Fax
312/575-7832

E-mail
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

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

"Finding Talent" event
Thursday, April 15, 2010
8:30 - 10 a.m.

WEB 2.0 TOOLS TO NETWORK, SOURCE & RECRUIT

200 S. Wacker Drive, Chicago

RSVP: ballegre@uillinois.edu

New Service: Informational Recruiting

If your future hiring strategies include reaching out to passive, experienced talent, recent graduates or increasing your visibility or brand, an Informational Recruiting session is a service to consider through the Alumni Career Center. An invitation will be sent to

a targeted alumni audience based on your hiring specification.

To learn more about how an Informational Recruiting session can assist you in connecting with top talent, contact Bernice in Employer Relations at 312-575-7836 or

e-mail ballegre@uillinois.edu.

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.

Who's Who in the Alumni Association

ALUMNI ASSOCIATION CORPORATE STAFF

Loren R. Taylor, President & CEO
Jack Peirce, CFO
Vanessa Faurie, Acting VP, Illinois Alumni Relations & VP, Corporate Communications
Richard Williams, Chief Information Officer
Chan Nair, Director, Business Information Unit
Joseph S. Rank, VP, Membership
Arlene Norsym, VP, UIC
Charles J. Schrage, VP, UIS
Scott Williams, Senior Director, Alumni Travel Program
Amy Eichhorst, Director, Illinois Connection
Jim Runyan, GM, Alice Campbell Alumni Center

ALUMNI CAREER CENTER STAFF

Julie Hays Bartimus, Vice President
Claudia Delestowicz, Associate Director
Bernice Allegretti, Assistant Director
Rosahlee Solomon, Office Operations Specialist

CAREER CENTER ADVISORY COMMITTEE, 2009-10

Chair
Jill Smart, Accenture

Members

John Anderson, UIC Business Career Center
Katherine Battee-Freeman, UIC Office of Career Services
Colleen Callahan Burns, Colleen Callahan Communications
Dr. Edward Cohen, Walgreens Health Initiative
Tammy Craig, UIS Career Services
Robert Dyer, Proven Solutions Inc.
Stephen Johnson, GE Consumer & Industrial
James Kacena, J.F. Kacena Associates
Rose LaMantia, Illinois alumna
Matt Massucci, Human Capital Management Solutions
Kimberly Noah, Deloitte & Touche Services
Kathy L. Noerenberg, Long Term Care Financial Partners
Gail Rooney, The Career Center at Illinois
Susan Snowden, Forsythe Technology Inc.
William Stratton, White, Roberts & Stratton



UNIVERSITY OF ILLINOIS
ALUMNI ASSOCIATION