

# ISU CAREER CONNECTIONS

## Spring Comments

Comments from the Director – Kent Waggoner

### The Brighter Side of a Troubled Economy



With all the news coverage of the world-wide economic down-turn, it would be easy to become a discouraged job seeker. Daily reports of well-known companies laying off thousands of employees to save money and survive the economic turmoil are enough to discourage even the most optimistic student. With all this bad news, what should a new college graduate anticipate as the “real world” looms just around the corner? Interestingly enough, there are some bright spots hidden in all the “doom and gloom” news reporting. This is particularly true for first-time job seekers just graduating from college. Let’s take a look at the evidence.

The Career Opportunity Fair, held February 11th, 2009 hosted 89 employers. This is somewhat below the number we usually host in the spring. However, it does indicate a fairly significant commitment to hire new talent. Plus, a larger percentage than usual of attending employers has agreed to serve as sponsors of the Career Opportunity Fair, more than doubling their financial commitment to our event. I think these observations are reasons for being cautiously optimistic about career opportunities. If employers are still attending career fairs and spending more than the minimum registration fee to help ensure they have good visibility with student job seekers, they are obviously still engaged in hiring new employees.

Secondly, the retirement of Baby Boomers is still a reality. Sure, some have delayed their retirement due to the reduced value of 401Ks and other retirement investments. However, the demographics are still working in the favor of new job seekers. The loss of large numbers of older workers simply helps employers reduce the size of their work force (which they are doing anyway) while still needing newer, younger workers. Plus, in most cases, the older retiring workers are much higher on the salary scale than new young professionals. So, it is economically sound for employers to trade highly paid workers for new, entry-level salaried employees.

So what does all this mean to the class graduating in May of 2009? First, opportunities may not be as numerous as in previous years. However, employers still need talented employees, and they are taking all the regular steps to recruit them. Secondly, the U.S. workforce is aging, and replacements are needed even in a weak economy. Lastly, some things really never change – the most competitive applicants will have the most opportunities. By maximizing your competitive advantage you may very well find more job opportunity than all the economic bad news would seem to indicate. The Career Center stands ready to help you hone your job-seeking skills through resume reviews, practice interviews, and job search tips. Call 237-5000 to schedule an appointment.

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#### CAREER CENTER

##### HOURS

Monday—Thursday

8:00—5:00

Friday

8:00—4:30

#### STUDENT EMPLOYMENT

Monday—Friday

8:00—4:30

Phone 812-237-5000

Toll-free 888-892-6044

career-center@indstate.edu

<http://career.indstate.edu>

## Comments from the Editor– Ebony A. Roberts



February 6th and 7th, 2009 the African American Culture Center held its fourth annual Black Leadership Conference. This year's theme was "Health, Wealth, and Workforce Ready." Students from several universities from around Indiana attended the conference, including Wabash College, Vincennes University, and Ball State University, to enjoy the workshops, play, variety show, dinner, and luncheon. The BLC Committee hosted phenomenal workshops and activities throughout the conference, such as, the Friday evening play entitled "The Meeting" (a play about Martin Luther King Jr. & Malcolm X), as well as the extraordinary entrepreneur Kenneth Bizman Allen as the Keynote Speaker, on-sight HIV testing, and several beneficial and educational workshops focused around the theme of the conference.

The National Association for the Advancement of Colored People (NAACP) celebrated their 100 year anniversary on Thursday, February 12<sup>th</sup>, 2009. The 2<sup>nd</sup> place National College Chapter of the Year, ISU's very own NAACP College Chapter, hosted a Centennial Week of events celebrating the 100 year anniversary including, What is NAACP?, A Red Heart Fashion Show, A Tribute to Black History, and Founders Day Dinner.

## Employer Spotlight Recognizing Valued Partners of Indiana State University



[Federated Mutual Insurance Company](#) is a valued partner of Indiana State University. Career Center representative Mike Williamson, Assistant Director of Employer Relations, is shown in the photo to the left presenting a special award from the Indiana State University Career Center to Matt Sennott of Federated Insurance as an expression of appreciation for Matt's active support of Indiana State University students. Matt regularly attends our Career Opportunity Fairs, provides presentations for student organizations, and has been a guest classroom lecturer on campus.

Matt is Regional Risk Manager with Federated Insurance in Indianapolis. He began his career with Federated in 2003 as a Risk Consultant. In this role he works with business owners in various industries to help them manage exposure to risks and improve productivity and safety.

In his role as a Risk Manager, Matt supervises seven consultants in three states: Indiana, Ohio and Michigan. He is responsible for consulting with larger, select businesses along with responsibilities for recruiting and training his employees.

For over a century, Federated Mutual Insurance Company has provided insurance protection for businesses. Federated's home office is located in Owatonna, Minnesota, with regional offices in Atlanta and Phoenix, and several service offices located throughout the country. Federated has more than 2,600 employees and operates in 48 states and the District of Columbia.

The company specializes in business insurance for selected industries, including:

- Auto dealers and auto parts wholesalers
- Building contractors (materials, hardware, electrical, plumbing-heating-cooling)
- Equipment dealers (agricultural, lawn and garden, construction)
- Funeral Services
- Jewelers
- Machine and tooling shops
- Petroleum marketers and convenience stores
- Printers
- Tire dealers

Today more than 400 trade associations and industry organizations recommend one or more of Federated's programs.

# Freshmen & Sophomore Job Shadowing Scholarship Program



Beginning in Summer 2009, Indiana State University, sponsored by the Lilly Endowment, will be offering a select number of competitive \$500 scholarships to freshmen and sophomores upon completion of a Job Shadowing experience. ***The scholarship will be paid directly to the student.*** The Job Shadowing Scholarship can be awarded **once** and is only available during the summer!

## WHAT IS JOB SHADOWING?

Job Shadowing is a motivating activity designed to give students a once in a life-time chance of an up-close look at the world of work and provide the answer to one question, "Does this career interest me?" During the experience, the student will "shadow" a workplace mentor as they go through their normal routine for no more than 150 hours during the summer. Job Shadowing is a valuable tool for career awareness and exploration.

Job Shadowing is the way to find out if your academic preparation can be utilized in particular jobs. The program invites you to see firsthand how the skills learned in school relate to the workplace. It provides you with a look into the professional arena at the beginning of your academic career.

## PROGRAM OBJECTIVES

- Provide students with hands-on professional experience early in their academic career
- Provide professional mentoring
- Provide the opportunity for students to focus on their professional goals

## WHAT CONSTITUTES JOB SHADOWING?

Job shadowing activities may include (but are not limited to):

- Observation
- Short-term projects
- Office/plant tours
- Attendance at meetings or other social functions, etc

## HOW CAN JOB SHADOWING BENEFIT EMPLOYERS?

Employers benefit from the program in many ways.

- Allows employers the opportunity to interact with students early in their academic career
- Allows employers to create mentoring relationships
- Allows employers to directly influence young professionals in a positive and constructive manner
- Allows employers to create a pipeline for possible interns that are already familiar with their company's culture

## Positive Behavior Supports in the Schools

On Monday, March 2nd, David Dean Richey, co-author of the widely acknowledged text, "Behavior Management: Principles and Practices of Positive Behavior Supports," spoke at the College of Education in the 11th floor Conference Room from 3:00 to 4:00 p.m.

Richey discussed positive behavior supports (PBS) in schools. Positive behavior supports is increasingly gaining favor as a school-wide approach to maintaining appropriate behavior in all students in schools throughout the nation, including Indiana.

Richey is a recognized authority, author, and co-author. He has worked as a professor of special education at Tennessee Technology University and comes with much experience and many ideas for the use of PBS in the schools.

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## ASK THE HR GUY



*Pretend that you are sitting in the commons having a cup of coffee with a guy who has 37 years experience as a Human Resources Manager for large manufacturing companies, is certified by the Society for Human Resource Management as a Senior Professional in Human Resource Management (SPHR), and teaches HR Management as an adjunct professor at Indiana State University and Eastern Illinois University. What would you want to ask him about majors, jobs, careers, recruiting, employment screening, etc.? That's what we do in this column each month is answer your questions on these topics. So send your question to [mike.williamson@indstate.edu](mailto:mike.williamson@indstate.edu) and I will provide an answer in the next edition of the Career Center Newsletter.*

**Question:** Will there be any jobs out there when I graduate?

This is one of the most urgent and frequently asked questions we get at the Career Center these days.

**Answer:** At the Career Center, we monitor job market trends, closely checking the most current and reliable research on job prospects for interns and recent college graduates.

The National Association of Colleges and Employers (NACE) recently polled 146 employers in a range of industries and calculated a projected hiring increase of just 1.3 percent for 2009. Anything under 6 percent is considered pretty bad news, according to an article on the subject appearing in *The Chronicle of Higher Education*. Campus career centers are advocating that students who plan to graduate in May or August start their job hunt now, rather than waiting until closer to graduation. Another idea is to look into nonprofit organizations, government jobs, and other fields where demand remains steady in a recession.

Most employers decreased the number of new college graduates they planned to hire between August and October. Only government as a sector saw a significant increase in hiring expectations, while manufacturing and professional services remain essentially flat during this period of economic turmoil. (Source: *Job Outlook 2009*)

## Calendar of Events

### Speed Interview Reviews

- . Monday, April 6th, 2009
- . Tuesday, April 7th, 2009
- . Wednesday, April 8th, 2009



## INDIANA STATE UNIVERSITY CAREER CENTER

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It is time to visit the Career Center!



## MISSION STATEMENT

Our mission is to educate and assist ISU students and graduates throughout all phases of their career development, preparing them to meet the challenges of a competitive work environment, and forge dynamic relationships with employers and other relevant constituencies.



Editor: **Ebony A. Roberts**

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## GET CONNECTED WITH SYCAMORE CAREERLINK

Sycamore CAREERlink is a web-based system linking students, alumni and employers through the Career Center. Sycamore CAREERlink is part of the [NACELink Network](#), a partnership between [NACE](#) (National Association of Colleges and Employers), [DirectEmployers](#) Association, and [Syplicity Corporation](#).

### EMPLOYERS - How do I register to use SCL?

Fill out the Sycamore CAREERlink Employer Registration Form online at [https://indiana-state-csm.syplicity.com/employers/?signin\\_tab=2](https://indiana-state-csm.syplicity.com/employers/?signin_tab=2). Once registered, your username and password will be e-mailed to you, usually within 24 hours. For more information call the ISU Career Center at **812-237-3806** or toll free at **888-982-6044** (press 2).

#### What will I be able to do?

- Enter your job listing(s)
- Close, edit, or renew your job listing(s)
- Search for candidates who match your criteria
- Review candidate resumes online
- Receive information from applicants who apply directly online for posted positions



### STUDENTS - How do I use SCL?

All currently-enrolled ISU students automatically have a Sycamore CAREERlink account using their MyMail e-mail address as username. The password is auto-generated by the system and can be received by using the "Forgot Your Password?" link. For more information call the ISU Career Center during office hours at **812-237-3806** or toll free at **888-892-6044** (press 2).

#### What will I be able to do?

- View all types of positions, including off-campus part-time, full-time, internships, and co-ops
- Upload resumes and cover letters and apply for many of the positions directly online
- Track your job search, including job postings to which you have applied
- Print formatted copies of your job search materials