Does JLS Really Help Members Find Jobs?

Can you believe it? We are approaching our second anniversary of the Job Listing System (has it only been two years?).

In this article, we will review our progress to date and try to answer the question posed in the title. Please, help us to pass the word along to members and the employers of electronics, electricals and computer engineers.

Two years of JLS

Since its introduction in August 1994, the JLS has experienced exponential growth. We posted our 1000th job in July 1995 and our 2000th job only 6 months later.

And, since the JLS went up on the Web in March 1995, we have averaged almost 10,000 "hits" each month, making it the most frequently visited IEEE Web site.

So, we know the jobs are posted and IEEE members are looking at them — but are any of our members actually landing these jobs?

We don't know ... exactly. We have a statement at the beginning of each job file asking members to let us know if they get one of the jobs — but no one does. We do know that one of our Committee members got a JLS posted job.

So, earlier this year, we approached the problem from the other end and began sending survey questionnaires out to employers posting on JLS. This was marginally successful. Because the questionnaires went out with the invoices for the ads, we were getting only preliminary data. However, disappointing in some areas, the results, in many ways, have been encouraging. The employers' responses can be summarized as follows:

- The quantity of resumes received was smaller than expected
- Overall, the quality of responses was good
- The price is very attractive
- Despite the low number of responses, more than 50% of companies have or expect to interview one or more respondents
- And, overwhelmingly, companies say they will use the system again and will recommend the service to others

One company summed it up:

Overall, I have been pleased with the response we have had to our listing. The quantity of responses has not been huge, but the quality of respondents has been good. Unlike a print ad, responses were slow to start but picked up after the first week. Your questionnaire arrived at my office much too early, hence my initial review was not good.

Another commented:

Next to the fee listings, we got the most bang for the buck from your service. Yours also gave us better quality. I must admit that the

IEEE-USA Salary Information On Web

Selected data from the 1995 IEEEUSA Salary and Fringe Benefits Survey is now available on the IEEE-USA Web site at http://www.ieee.org/usab under the "Career and Member Services" section. At this location you will find charts for:

- Income by years of experience
- Income by highest degree earned
- Income by age

- Income vs. job function
- Income vs. level of responsibility
- Income vs. years with present employer
- Income vs. ethnic background
- Income by Primary Area of Technical Competence
- Income by IEEE-US Region
- Comparison of IEEE salary data vs. Engr. Workforce Commission data.
Does JLS Help Members?

continued from p. 1

electronic recruiting capability for a small investment of time and money.

The key to getting good responses from job postings on the JLS is to provide specific, detailed job descriptions.

Quote specific minimums for requirements such as experience. There is probably no way to eliminate student responses to a posting. However, by making the descriptions to actual requirements will tend to discourage unsolicited...

...Set realistic salary ranges. Experienced engineers will tend to avoid jobs with wide salary ranges, not knowing what to expect at the bottom of that range.

...If citizenship is a requirement or a security clearance will be necessary, include a statement in the posting. The Internet is borderless. A company can expect to receive responses from anywhere in the world.

Unlike a print ad in a newspaper or periodical, where a company will frequently give general job descriptions in a effort to retain flexibility, a JLS job description needs to be specific. Our experience show that usually when a company complains that they are not receiving inquiries from the types of engineers they want it's because the description is not realistic. Keep in mind what the people using the site are looking for: a single online service to search for jobs electronically and at leisure. Please, contact us immediately so we can encourage all of your job seeking members to check out the JLS. And, notify the companies in your area that the JLS is THE place to find their next engineer.

Here are some tips for both employers and job-seekers to help them take advantage of the JLS.

Employers: How to get the most from your JLS ad

The primary reason why employers use the JLS is to reach the 75,000+ members - the world's largest professional, technical organization and the only one that targets electrical, electronics and computer engineers - more than 500,000 of them. The JLS is quite simple, TELL us what you need to advertise electronically to this group.

And, priced as it is, the JLS gives the advertising coverage across the entire nation (and world) for less than $100.00 for thirty days. This service is particularly useful for those companies or recruiters who have not made the investment required to establish an electronic presence. The JLS provides an electronic recruiting capability for a small investment of time and money.

Members: How to take advantage of JLS

For the member, the JLS provides, free of charge, hundreds of detailed descriptions for various job openings. They have to do is access the Internet. And, it pays to start "surfing the Net." Our survey of unemployed members last year showed that those with Internet access experienced 19 fewer weeks of unemployment than those without.

Using the listings in the JLS members can take control of their job search. Rather than sending out dozens of resumes or posting with referral services...
Straight Talk: The Other Side of the Same Coin

by Richard L. Riddle

Some of our members continue to be caught in force reductions and are removed from active employment while others are being hired by companies who predict continued economic growth and prosperity. We are told that the average technical professional can expect to change employers every three years regardless of how hard they work in maintaining and advancing their technical proficiency. Employers tell us that they can’t find qualified US candidates so they must recruit foreign nationals. Are we looking at both sides of the age-old "supply and demand" coin? What can we do to get the two sides together?

The IEEE-USA Employment Assistance Committee (EAC) developed its National Job Listing Service in an attempt to bridge the gap. In other articles in this issue of FRONTLINE you will read more about the IEEE-USA Job Listing Service (JLS).

In spite of the success enjoyed by the JLS, in many parts of the US, our members are having a difficult time finding employment, particularly in the areas continued downsizing. Many of you are aware of the meetings Joel B. Snyder, Chair of USAB has been having with major industry leaders in an effort to reach some common ground on the issue of legal immigration of foreign technical professionals. You are also aware that due to the pressure by industrial lobbies on the US Congress, no additional restrictions will be placed on the immigration of foreign technical professionals recruited by these industries.

In an effort to offer a beneficial solution to this problem of supply and demand, the EAC proposed that a letter be signed by the Chairman of the IEEE-United States Activities Board and sent by the EAC to several hundred major industries who employ technical professionals. The letter would tell these companies about our Job Listing Service and ask them to use it prior to seeking foreign technical professionals to fill their job openings. If the employer is truly attempting to find technical talent for a job, what better way to demonstrate his intent than to list the job with an organization that has the largest audience of technical professionals in the US.

I am happy to report that Chairman Snyder supports this proposal and hopefully by the time you read this article, the letter will be in the mail. If after these employers list their jobs with IEEE-USA and can not find qualified candidates to fill these positions then I suggest that the members of IEEE and the electrical engineering profession have a more serious problem than supply and demand.

The last FRONTLINE?

It’s one of those good news - bad news situations. The bad news is that this may very well be our last edition of the FRONTLINE Report. We began this newsletter about two years ago to better communicate our services to volunteers and members. It accomplished that purpose very well.

IEEE-USA is reviewing all of its communication vehicles in an attempt to streamline services. And, little newsletters like this one will probably be incorporated into an expanded IEEEUSA Perspectives. The good news – we get our message directly to the member and you have fewer newsletters to read.

So, keep an eye on Perspectives and the IEEEUSA Web. You may not find us in this format anymore, but we’ll still be around. And, thanks for listening and passing our messages along to members.

IEEE-USA
1828 L Street, NW
Suite 1202
Washington, DC 20036-5104

Introducing the IEEE-USA National Job-Listing Service
The Information Superhighway...The Road to Your Next Job!

IEEE United States Activities has developed an electronic job-listing service that gives members free information on job openings across the nation.

To access current job listings, send an e-mail message to any of these Internet addresses (no subject line or text message is needed; files will automatically return to your e-mail address):

Regions 1-6: info.ieeeusa.jobs@ieee.org
Massachusetts: jobs.mass@ieee.org
California: jobs.cal@ieee.org
Non-U.S.: jobs.other@ieee.org

World Wide Web:
<http://www.ieee.org/jobs.html>

THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.
IEEE UNITED STATES ACTIVITIES
1828 L Street, N.W., Suite 1202
Washington, DC 20036-5104, U.S.A.