

THE UNIVERSITY OF FINDLAY

ECONOMIC SUMMIT



NEW CHALLENGES • NEW SOLUTIONS

FEBRUARY 6, 2009

FINDLAY
THE UNIVERSITY OF FINDLAY



The RightThing Overview

- **Ranked #1 RPO Provider In North America By HRO Magazine** with over 200 Successful RPO Implementations.
- **Award winning developer of SourcePoint Candidate Sourcing Technology & AIRS Training** with over 300 technology clients and 65,000 training alumni.
- **Leader in Hiring Manager Interview and Onboarding Training.**
- **Global reach with 500+ Employees** in Findlay, OH; Philadelphia, PA; Los Angeles, CA; Wilder, VT; & London UK.
- **Best-in-class workplace**...recognized by SHRM & Great Place to Work Institute as one of the "Best Small & Medium Places to Work" in 2006, 2007 and 2008



Build a Successful Partnership



NEW CHALLENGES  NEW SOLUTIONS

The RightThing Clients



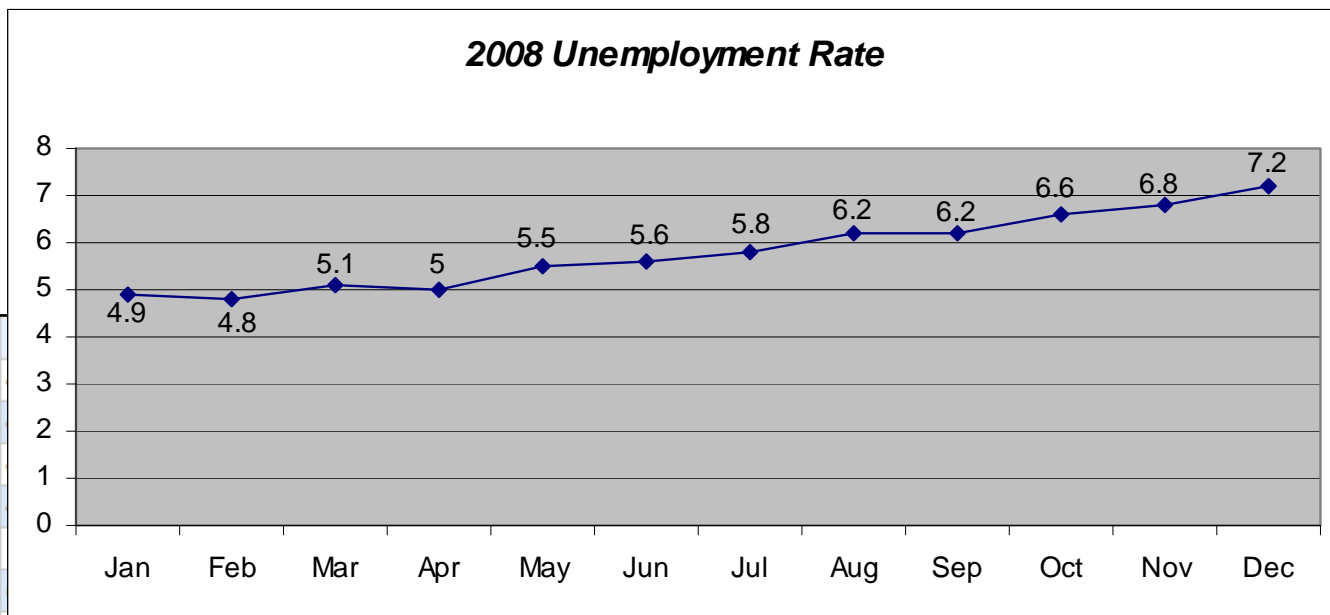


The Impact of The Economic Crisis on Today's Student



2008 Employment Rates

December 2008 marked the highest unemployment rate in the last 10 years



Year	Jan	Feb	Mar	Apr
1998	4.6	4.6	4.7	4.3
1999	4.3	4.4	4.2	4.3
2000	4.0	4.1	4.0	3.8
2001	4.2	4.2	4.3	4.4
2002	5.7	5.7	5.7	5.9
2003	5.8	5.9	5.9	6.0
2004	5.7	5.6	5.8	5.6
2005	5.2	5.4	5.2	5.2
2006	4.7	4.8	4.7	4.7
2007	4.6	4.5	4.4	4.5
2008	4.9	4.8	5.1	5.0

*Source: U.S. Dept. of Labor Bureau of Labor Statistics



Many Markets Downsizing

The New York Times

Big Companies Around Globe Lay Off Tens of Thousands

By JACK HEALY
Published: January 26, 2009

The cuts announced Monday included 20,000 jobs at the heavy-equipment manufacturer Caterpillar; 8,000 at the wireless provider [Sprint Nextel](#), 7,000 at [Home Depot](#) and 8,000 from the expected merger of the pharmaceutical makers [Pfizer](#) and [Wyeth](#).

Los Angeles Times

New jobless claims increase more than expected

Associated Press
6:47 AM PST, January 15, 2009

WASHINGTON -- New claims for jobless benefits increased more than expected last week, reflecting continued weakness in the labor market in the new year that is not expected to ease anytime soon.

The Labor Department reported Thursday that first-time requests for unemployment insurance jumped to a seasonally adjusted 524,000 in the week ending Jan. 10, from an upwardly revised figure of 470,000 the previous week. Analysts had expected 500,000 new claims.

INTERNATIONAL BUSINESS TIMES

INDUSTRIES

International Edition | Monday, January 26, 2009 2:09 PM EST



Caterpillar reports 32 pct drop in 4Q, slashes 20,000 jobs

Caterpillar Inc., the world's largest maker of mining and construction equipment, said

Monday its fourth-quarter profit fell more than 32 percent, and plans about 20,000 job cuts. (10:10 AM EST)



January 26, 2009

Layoff Hurdles Make 9% Unemployment Look Optimistic (HD, S, CAT, IBM, NOV)

We have been tracking the layoffs and the weekly jobless claims to figure out what they mean for the economy. Just this morning we noticed many job cut announcements from companies.. Home Depot (NYSE: HD) just joined in on the layoff parade with the announcement that it will slash some 7,000 jobs.



Where The Jobs Are

Top 10 Job Searching Sites

BILINGUAL CAREER



THE WALL STREET JOURNAL. CAREERS





Career Resources Toolkit for Job-Seekers



Visit: http://www.quintcareers.com/career_resources.html

Find resources such as:

Career, College, and Job-Related Articles

Career-Related Tutorials

Career, Job-Search, and Job-Hunting FAQs for Job-Seekers

Career Checklists for Job-Seekers

Tests and Quizzes for Job-Seekers

Career and Job-Hunting Blog

News & Trends for Job-Seekers

Free Career Industry Magazines

Personal Branding & Career Self-Marketing Tools

Career & Job-Hunting Do's and Don'ts

Guide to Researching Companies, Industries, and Countries

Job-Hunting Samples and Examples

Cover Letter Resources

Resume and CV Resources

Action Verbs

Networking Resources

Interviewing Resources

Job References & Portfolio Services

Salary Negotiation Resources

Job and Career Fair Resources

Job-Hunting & Business Etiquette Resources

Job-Seeker Relocation Resources

Workplace Wellness Resources

Q&A Interviews with Career and College Experts

Tips to Guide Your Job Search and Work Life

Career Videos for Students, Job-Seekers

Resumes and Cover Letters

Speechwriting Services



How Employers Find You



How Employers Search For Candidates





Go Where Employers Are Looking

- On-campus recruiting
- Organization's internship program
- Employee referrals
- Organization's co-op program
- Career/job fairs
- Faculty contacts
- Job postings on the company web site
- Job postings on the campus web site
- Student organizations/clubs
- Job postings on commercial web sites



Where Should You Look



2008 Best Cities For Grads

1. Houston, Texas

Average Starting Salary: \$44,100

Job-Growth Rank: 3

Population in 20s: 22%

2. Dallas-Ft. Worth, Texas

Average Starting Salary: \$41,000

Job-Growth Rank: 5

Population in 20s: 23%

3. Austin, Texas

Average Starting Salary: \$38,700

Job-Growth Rank: 4

Population in 20s: 26%

4. Denver, Colorado

Average Starting Salary: \$40,900

Job-Growth Rank: 11

Population in 20s: 22%

5. Seattle, Washington

Average Starting Salary: \$42,300

Job-Growth Rank: 10

Population in 20s: 21%

6. Atlanta, Georgia

Average Starting Salary: \$40,100

Job-Growth Rank: 15

Population in 20s: 21%

7. Charlotte, North Carolina

Average Starting Salary: \$38,400

Job-Growth Rank: 9

Population in 20s: 21%

8. Raleigh-Durham, North Carolina

Average Starting Salary: \$36,400

Job-Growth Rank: 2

Population in 20s: 22%

9. Washington, D.C.

Average Starting Salary: \$43,300

Job-Growth Rank: 17

Population in 20s: 20%

10. San Francisco, California










Average Starting Salary: \$48,900

Job-Growth Rank: 21

Population in 20s: 19.6%



Industries & Companies Who Are Hiring Now

Healthcare	Insurance	Software	Globalization
 	  	 	 

***Of course, the best job is the one that you can land, no matter what the industry. With the way unemployment numbers have jumped, any opening is up for grabs.*



Top 10 Majors and Who Are Hiring

Class of 2009's Most Wanted List: Who's Hiring

Top 10 Majors	Employers Most Likely to Hire	Average Salary Offer*
Accounting	<ul style="list-style-type: none"> • Public accounting firms • Financial services firms • Utilities • Federal Government 	\$48,020
Mechanical Engineering	<ul style="list-style-type: none"> • Federal Government • Chemicals & allied products • Food & beverage processing 	\$57,024
Electrical Engineering	<ul style="list-style-type: none"> • Federal government • Electrical & electronic machinery & equipment manufacturers • Chemicals & allied products 	\$57,603
Computer Science	<ul style="list-style-type: none"> • Computer software development & data processing services • Communication services • Federal government 	\$61,220
Business Administration/Management	<ul style="list-style-type: none"> • Insurance • Financial services • Food & beverage processing • Federal government 	\$46,171



Top 10 Continued...

Economics/Finance	<ul style="list-style-type: none"> • Insurance • Financial services • Federal Government 	\$51,062
Information Sciences & Systems	<ul style="list-style-type: none"> • Financial services • Insurance • Computer software development & data processing services 	\$52,322
Computer Engineering	<ul style="list-style-type: none"> • Communication services • Computer software development & data processing services • Electrical & electronic machinery & equipment manufacturers • Research organizations 	\$60,280
Management Information Systems	<ul style="list-style-type: none"> • Financial services • Insurance • Merchandising (retail/wholesale) 	\$51,489
Marketing/Marketing Management	<ul style="list-style-type: none"> • Insurance • Food and beverage processing • Financial services 	\$41,506



How to Improve Your Job Search Outcome

- Research
- Experience
- Have a little class



Employer Expectations

1. Punctuality
2. Dependability
3. Getting along with others
4. Working as a team member
5. Organizing the work activities of others
6. Understanding written information
7. Basic writing skills
8. Basic speaking skills
9. Being neat and clean in appearance
10. Maintaining good health
11. Knowing your strengths and weaknesses
12. Giving an honest day's work
13. Loyalty to your organization
14. Making independent decisions
15. Using initiative and imagination
16. Knowing what is expected
17. Basic arithmetic skills
18. Knowing how to use equipment
19. Locating information
20. Having specialized training
21. Knowledge of operating procedures
22. Following instructions
23. Working without close supervision
24. Working under pressure
25. Adjusting to work situations
26. Managing time and materials effectively
27. Following safety regulations



Work Experience

Importance of work experience to employers:

	2009	2008
I prefer to hire candidates with relevant work experience	76.3%	76.2%
I prefer to hire candidates with any type of work experience	18.9%	18.2%
Work experience doesn't typically factor into my decision when hiring a new college graduate	2.6%	4.8%
Other	2.2%	0.7%



Projected Hiring For Class of 2009

Figure 1: Hiring projection trends

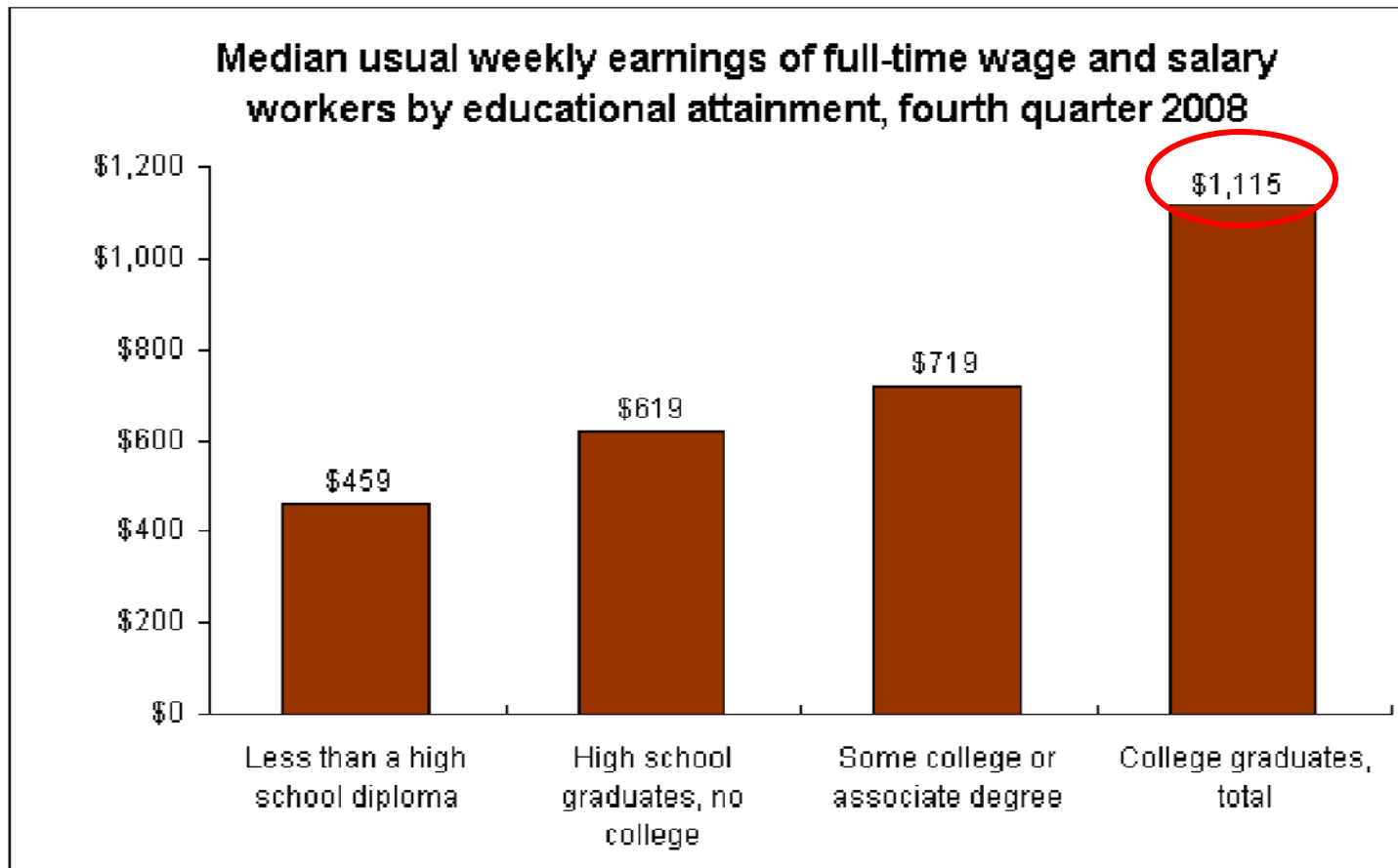
Projection	Mean	Median	Total
08-09 Projected Hires (October poll)	141	30	19,797
08-09 Projected Hires (August poll)	143	35	20,117
07-08 Actual Hires	139	30	19,542

More than 2008

Despite the economy, the overall projected hires for 2009 is more than the actual hires in 2008.



It pays to be where you are today



*Source: Bureau of Labor Statistics of the U.S. Department of Labor



Smart Moves to Success

- Figure out who you are and where you want to go
- Get experience
- Build social and networking relationships
- Identify and fill your competence gap
- Find your “hook”



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