

IEEE Sections Congress

The Benefits of Membership



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IEEE Region 4 Membership Development Chair



ABOUT THIS SESSION

- Compare what you want in your work life to what others say is important.
- Learn about two truly transferable skills.
- Identify the payoffs from work most important to you.
- Recognize key elements of success and fulfillment.
- Confirm your personal Career Orientation.
- See what engineering specialties are predicted to grow most in the near future.
- Hear how IEEE supports engineering careers.



CONTINUING CHANGES



WORKPLACE CHANGES



WORKER CHANGES



OFF-SHORING AND ENGINEERING CAREERS

Your job is less subject to off-shoring if it:

1. Requires local knowledge
2. Utilizes analytical skills
3. Improves with increased face-time



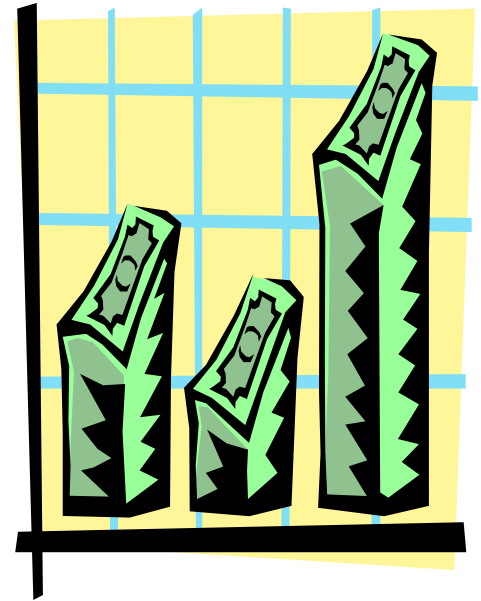
WHAT WE DO IS CHANGING

- We are separating careers from organizations where we work.
- We'll master one field then move to another.
- We will have jobs that do not exist today.



... AND THE RESULTS ARE NOT ENOUGH

- People still feel disconnected.
- Talent management efforts are among the most important initiatives in organizations today.
- There is a growing recognition that people are the only sustainable competitive advantage.



WHAT PEOPLE SAY THEY WANT AT WORK

- Opportunities to contribute and use talents - a challenge
- People who care about me as a person
- “Competent” supervisors
- Opportunities to grow, learn, and develop
- Employee-friendly environments
- Socially responsible organizations
- Fun!



A REAL PROFESSIONAL



Think of one time (preferably at work, but other situations are OK) when you felt really good about what you were doing or had just done.

1. What were you doing?
2. What information or expertise was required?
3. Who else was involved (if anyone)? How were they involved?
4. What makes this stand out? Why is it memorable?

WHAT YOU BRING TO WORK

- 1. Competence - knowledge, skills, attributes**
- 2. Values - preferences in work environment, style of supervision, challenges**
- 3. Interests – People, data, things, ideas**



TRANSFERABLE SKILLS

There are only two universally transferable skills:



1. Interpersonal Skills
2. Creativity



INTERPERSONAL SKILLS

Authentic

Not “slick” or polished

Not a cheerleader or salesman

Willing to share who you are

Articulate

Confident

Accepting others for who they are



CREATIVITY



“ . . . So essential in today’s world that saying this has become trite” Daniel Pink

1. Quick and dramatic
(conceptual innovators)
2. Careful and quiet –
(experimental innovators)

CAREER ORIENTATIONS

1. Getting Ahead
2. Getting Secure
3. Getting Free
4. Getting Challenged
5. Getting Balanced



SUCCESS AND FULFILLMENT

Success: The achievement of something desired, planned, or attempted.

Accomplishment.

Fulfillment: To develop the full potential of something. A sense of satisfaction and personal gratification.

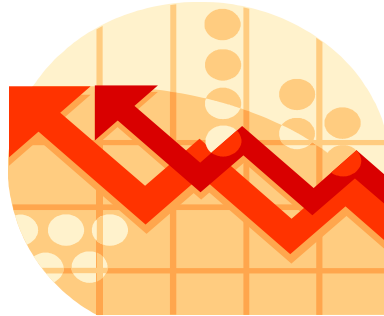
ALIGNMENT

Alignment includes:

- **Competencies**
- **Values**
- **Interests / Passions**
- **Goals – Yours and the Business**



ALIGNING WITH THE MARKET



Science & Engineering jobs with highest growth rate anticipated between 2004 – 2014:

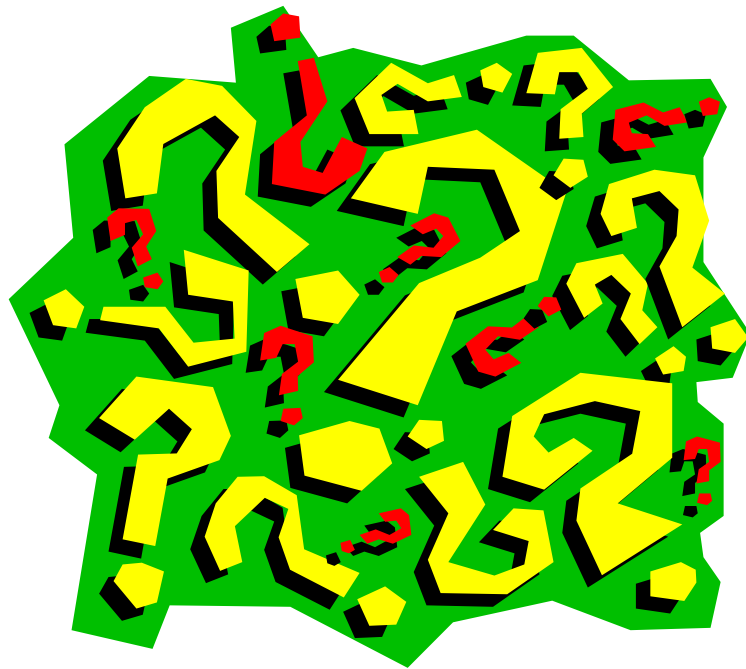
- ⑩ Network systems & data communications - **+55%**
- ⑩ Computer software engineers - **+46%**
- ⑩ Network and computer systems engineers - **+38%**
- ⑩ Database administrators - **+38%**
- ⑩ Computer & IS managers - **+72,622** new jobs

ALIGNING WITH WHAT WORKS

IEEE survey of unemployed engineers shows:

- Networking is #1 best way to shorten the time you are unemployed
- Outplacement services can shorten unemployment period – but only if you use them fully

**And less than 50% knew of IEEE's available
Employment and Career Services**



**CAN YOU NAME 3 PRODUCTS OR SERVICES
OFFERED TO HELP IEEE MEMBERS WITH YOUR
CAREERS?**

PROFESSIONAL ACTIVITIES

- Employment Assistance
- Career Development
- Enhancing Business



CareerNavigator

www.ieeeusa.org/careers

The screenshot shows the IEEE Career Navigator website. At the top, there is a navigation bar with links for IEEE HOME, SEARCH IEEE, SHOP, WEB ACCOUNT, and CONTACT IEEE. The main header features the IEEE logo and the text 'Career Navigator'. Below the header is a secondary navigation bar with links for Home, About IEEE-USA, Communications, Career Navigator, Public Policy, Today's Engineer Webzine, For Volunteers, and Event Calendar. The main content area is divided into three columns. The left column contains 'Quick Links' for Employment, Consulting, and Products/Services. The middle column features 'Career & Employment Features' with a sub-section for 'IEEE-USA Salary Service, Member Version, Now Available Online'. The right column lists 'IEEE Products/Svcs.' including Careers & Employment, Educational Resources, IEEE Spectrum Careers, IEEE Computer Society, The Institute Career Guidance, Student Careers, Scholarships, and Jobs at IEEE. The bottom of the page includes a 'New!' section for 'Career Planning Guide for IEEE Members' and 'IEEE-USA To Offer JobNavigator'.

- One Stop Shopping
 - Employment Assistance
 - Career Development
 - Consulting
 - Business Needs
 - Products & Services

EMPLOYMENT ASSISTANCE



ON LINE JOB SEARCH



- Collects 5 Million Job Leads
- EE 56,000 leads
- Resume Builder
- Powerful Search Engine
- Company Information

SALARY SERVICE

■ Member Salary Service

- Salary Survey
- Salary Calculator

■ Employer Salary Service

- Salary Database
- Salary Reports
- Compensation Analyzer
- Satisfaction Analyzer

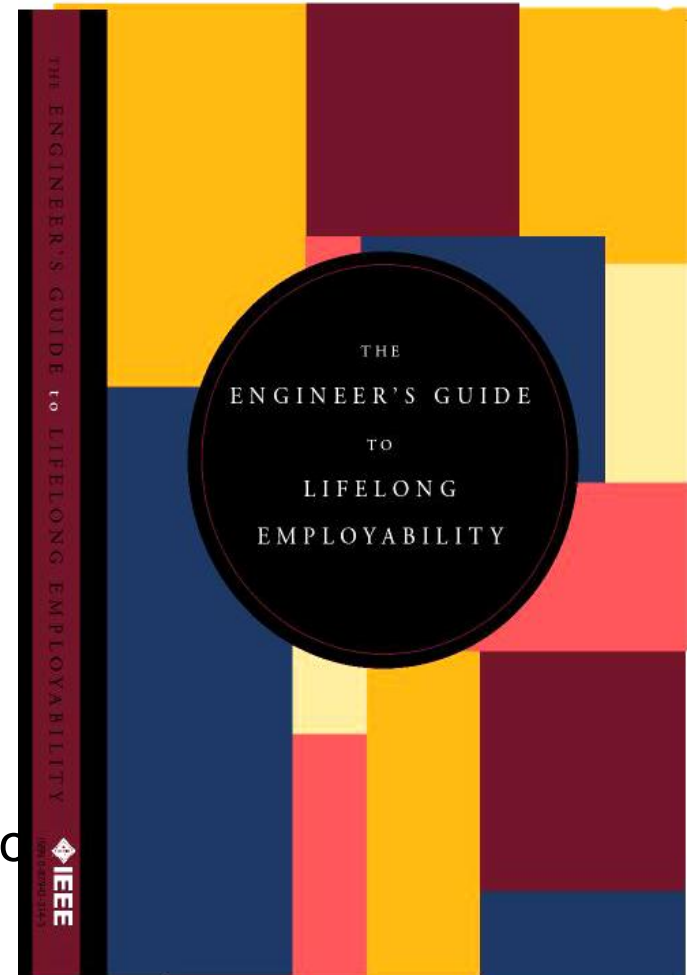


The screenshot shows the IEEE USA SalaryService website. At the top, there is a navigation bar with links for "IEEE HOME", "SEARCH IEEE", "SHOP", "WEB ACCOUNT", and "CONTACT IEEE". The IEEE logo is on the right. Below the navigation bar is the "IEEE USA SalaryService" logo. A blue bar contains "About" and "Help" links. The main content area features a welcome message: "Welcome to the IEEE USA SalaryService, the ultimate system for analyzing compensation of technical professionals!". Below this is a collage of images showing people in professional settings and a large stack of US dollar bills. Two login buttons are visible: "IEEE Members Login (forgot your password?)" and "Paid Subscribers Login (forgot your password?)". At the bottom, there is a copyright notice: "Copyright © 2005 The Institute of Electrical and Electronics Engineers, Inc. Permission to copy granted for non-commercial uses with appropriate attribution."

ENGINEERS GUIDE TO LIFELONG EMPLOYABILITY

Published in a series of e-books.

- ⑩ Booting Up Your Job Search
- ⑩ Taking Stock Of Yourself
- ⑩ The Transition From School To Work
- ⑩ Where EEs Are Employed
- ⑩ The Fine Art Of Networking
- ⑩ Resumes: Traditional And Otherwise
- ⑩ How To Find Job Leads On The Internet
- ⑩ How To Ace An Interview
- ⑩ What Are You Worth
- ⑩ The Value Of A Professional Society
- ⑩ What Recruiters Can And Can't Do For You
- ⑩ Should You Become A Consultant

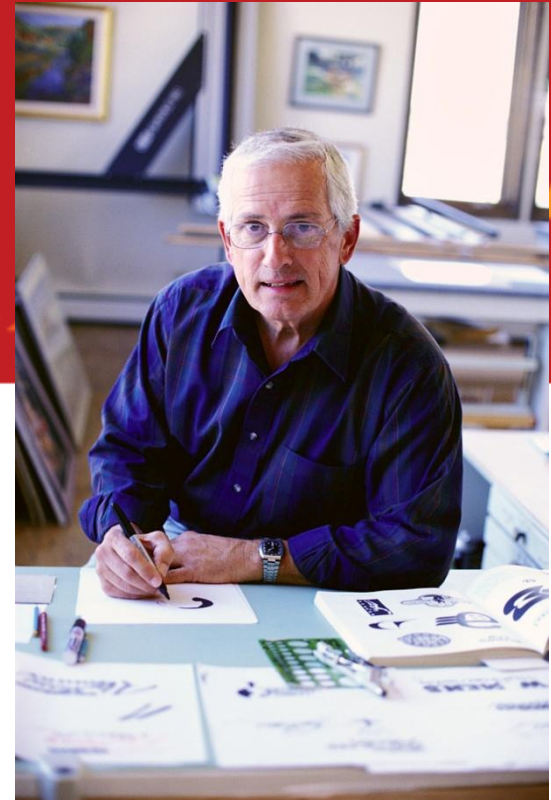


WEBINARS

- Career Satisfaction and Success
- Networking
- Interviewing Skills
- Resume Skills



CAREER DEVELOPMENT



CAREER PLANNING DOWNLOADABLE eBook



- Self Assessment
- Setting Direction
- Gap Analysis
- Planning Your Development
- Implementation

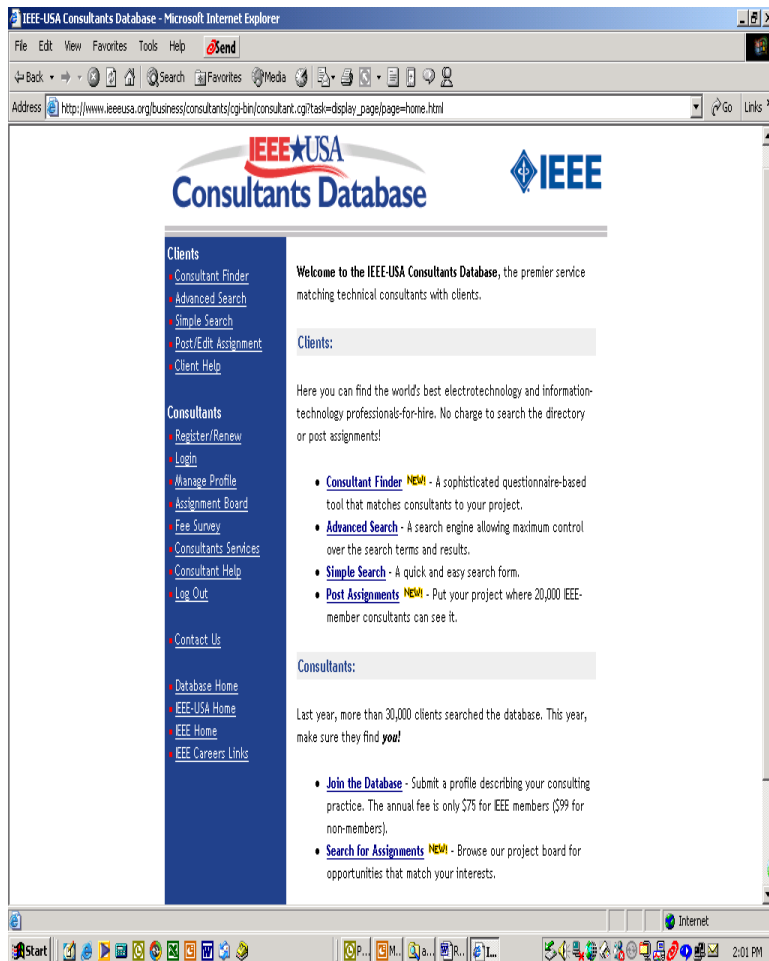
Enhancing Business Through



- **Consulting**
- **Entrepreneurship**
- **Innovation**



CONSULTING



- ❑ **Consultants Database**
www.ieeeusa.org/business/consultants
- ❑ **Local Consultants Networks**
 - 38 Local Networks
 - 5 non US Networks
- ❑ **Consultants Workshop**
 - How to Become A Consultant
 - How to Market Yourself
 - Intellectual Property
 - Networking

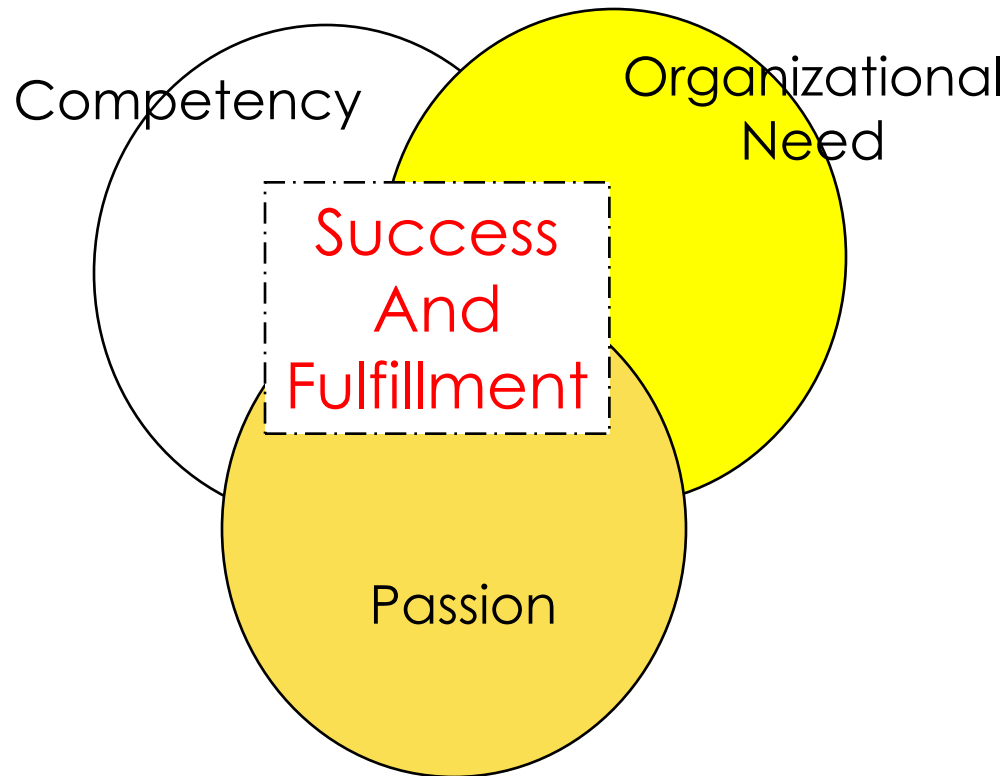
INNOVATION INSTITUTE



Innovation Institute

- ⑩ Innovation Forum
- ⑩ On-Line Community
- ⑩ Mentoring
- ⑩ More to come.....

FINAL THOUGHTS



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IEEE-USA Employment and Career Services Committee

Chair

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