



Recruiting Trends for College Graduates

This report is based on research shared in a webinar on 12/17/08 - Recruiting Trends: A College Recruiting Outlook for the 2009 Economy and Beyond - sponsored by the Midwest Association of Colleges and Employers in collaboration with Dr. Phil Gardner, Director of the Collegiate Employment Research Institute at Michigan State University.

Dr. Phil Gardner, leading researcher in the area of career guidance and employment of college graduates, reported on the wide range of activities and levels of new college graduate hiring based on the most recent Bureau of Labor Statistics reports and a survey of over 900 employers.

Although new hires of college graduates are down 8% from last year, there are several pockets of employers increasing efforts to recruit new talent. Some represent large employers but the most promising employment prospects are in fast-growth small companies who remain committed to growth despite the downturn in the economy.

The bad news is that the U.S. lost 2 million jobs in 2008, and needs 3 million new jobs to keep pace with the current labor market and place the 1.1 million new college graduates expected in 2009. Gardner estimates that the economy will need to create 7 million new jobs within the next few years.

The good news is that 49% of the businesses surveyed say they have definite plans to hire new workers, and only 7% of employers surveyed will not be hiring at all this year.

There have been dramatic employment shifts over the last few years, a series of short recessionary periods lasting 8 - 12 months followed by recovery, reflecting the slight lag of the labor market behind general economic indicators. Small, fast-growth companies with 9 - 150 employees are doing well, and are optimistic about the future. Gardner said these companies are holding the current economy together, while large employers are down 17 - 20%.

Gardner said "recession proof" industries, such as food production, health, energy, utilities, and many business services, are doing well. Utilities expect an 8 - 10% increase. Insurance companies are expected to expand by 4 - 5%. Consulting services, professional and technical, accounting, computer software and hardware, civil engineering, marketing, advertising, and public relations all are expected to remain the same or increase their levels of employment.

Automobile manufacturing is suffering, and that has a direct effect on automotive suppliers. Retail industries are also suffering, down as much as 30% in new hires from last year. Defense contractors are expected to decrease sales by 8 - 10% as cut-backs in military spending are expected.

An area where employment needs are unmet is in computer technology, where the numbers of new graduates do not meet employers' needs. Shortages also exist for health care workers, especially nurses, therapists, and technicians. Engineering, computer science and other technical majors can expect good job prospects, but arts and humanities majors can expect stiff competition.

Baby Boomer retirement is not offsetting the lack of economic growth currently, but that is expected to change within a few years. Serious problems will exist for about 1/3 of large employers who do not have a pool of experienced workers ready to step into positions that will be vacated by retiring Baby Boomers. Dr. Gardner expects another 1/3 to have moderate problems with worker replacement and 1/3, mostly newer companies, will not experience those problems, as they have a younger

"The college labor market hangs on a steep precipice. With employment opportunities down 8% from last year, the college labor market is avoiding further collapse through the efforts of three groups of employers, according to the information provided by over 900 employers...Students need to be focused, directed and connected...Students will have to be patient and persistent."

Dr. Phil Gardner

work force.

Dr. Gardner's advice for college students is to get as much work-related experience as possible. Internships, co-ops, volunteer work, and part time jobs will place job seekers at a distinct advantage. Many employers are actively seeking new college grads, and no matter how sluggish the economy, there are good jobs waiting for those with the right skill sets.

"The key to success in job seeking is knowing what you want and being able to market yourself. It's all about skills," said Dr. Gardner. He cites the following as crucial skills:

- Networking and building working relationships
- Analyzing and interpreting data

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CAREER AND PLACEMENT SERVICES CENTER

Moberly Area
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Rooms C02 and C21
MACC Career Center
(660) 263-4110
(800) 622-2070
Patricia Twaddle x 232
Elaine Avery x 319
<http://www.macc.edu>

- Engaging in continuous learning
- Communication through justification
- Creating new knowledge
- Planning and managing projects from start to finish
- Seeking global understanding



New Traditions Scholarships Fall 2008

In a ceremony held on November 3, 23 MACC students in the New Traditions Scholarship program received a variety of private, institutional and state awards totaling **\$5,041**. Five **Institutional Scholarships** were allocated this semester. These renewable scholarships provide **\$300** each semester for up to four semesters. **Private scholarships** totaling \$1625 from eight local business and community organizations were awarded to 13 students. **Displaced Homemaker Fee Waivers** totaling \$2516 were awarded to five students. These fee waivers can cover up to 100% of unmet need for tuition, fees and books. Not pictured: Bobbie Smith, Lacy Peavler, Michelle Arnold, and Melinda Elliott.



Carolee Hazlet Scholarship: From Left to Right: Dr. Jeff Lashley, MACC Vice President for Instruction, Kylee Gooch (Recipient), Carolee Hazlet-presenter, and Patricia Twaddle, Director Career and Placement Services



GE Financial Solutions: Dr. Jeff Lashley, Vonda Stevenson, Lisa McAlister, Lindsey Hull, Sharissa Jackson, Leslie Redding, G.E. Financial Solutions Corporate Citizenship Committee representative, and Patricia Twaddle



PEO- Chapter KJ, Moberly: Dr. Jeff Lashley, Amy Hager, PEO-KJ Chapter representative, Angel Hartung, and Patricia Twaddle



Family and Community Education - Randolph County Chapter: Dr. Jeff Lashley, Keri Welker, Recipient, Bonnie Kisor, presenter, Shelly Hess, recipient, and Patricia Twaddle



Displaced Homemaker Fee Waiver: Dr. Jeff Lashley, Erin Payton, Aimee McFarland, Christy Brockman, Deb Drummond, Paula Hessel-recipients, and Patricia Twaddle



New Traditions Departmental: Dr. Jeff Lashley, Susan White, Nicole Shields, Christy Dutton, Tiffany Timbrook, Andrea Krog, recipients, and Sue Brouk, Director of Career and Technical Programs



UPCOMING EVENTS

SUICIDE PREVENTION & MENTAL WELLNESS

Tuesday, February 3, 11:30 a.m. - 1:30 p.m. Auditorium, Main Building, Moberly MACC campus. This event is sponsored by the COALITION FOR MENTAL WELLNESS in collaboration with the National Alliance on Mental Illness (NAMI) and the Randolph County Council of Social Agencies. This will be an informational session and luncheon at Moberly Area Community College, featuring a film on suicide prevention and guest speaker NAMI state president Cindi Keele. If you would like a boxed lunch for \$7.50, please RSVP by 1/29/09 to Elaine Avery or Pat Twaddle at MACC. People can also bring their own brown bag lunch. Students, faculty, staff, social service agencies, educators and all interested community residents are invited.

SPRING 2009 NEW TRADITIONS SCHOLARSHIP AWARDS CEREMONY

Monday, April 27, 2 - 3 p.m. Blue Room, Main Building, Moberly MACC campus.

MENTAL HEALTH SUPPORT GROUP

This therapeutic support group meets every Thursday evening at 6 p.m. at Timberlake Christian Church, Gratz Brown Rd., in Moberly. For more information, please call Linda Dumm at 660-263-8797.

MACC CAREER EXPO

Wednesday, April 8, 10 a.m. - 2 p.m.
MACC Moberly campus, Activity Center
This annual event will feature approximately 60 exhibitors representing employers and colleges.

The Career Expo is a combination job and college fair, designed to showcase regional employers, colleges and universities and provide networking opportunities for job seekers, MACC students, alumni, and high school seniors interested in finding a new or better job. There will be opportunities for completing job applications, scheduling employment interviews, gathering labor market information, and networking with employers and college representatives.

DISPLACED HOMEMAKER FEE WAIVER APPLICATIONS

Applications are due by January 30, 2009 to the Career and Placement Services office.

NEW TRADITIONS SCHOLARSHIP APPLICATIONS

Applications are due by May 15, 2009 to the Career and Placement Services office.

CHANGES IN DISPLACED HOMEMAKER FEE WAIVER REQUIREMENTS

The Department of Elementary and Secondary Education has made some changes to the requirements for eligibility for the Displaced Homemaker Fee Waiver program. This state legislated funding program can provide up to 100% of unmet need for tuition and fees for secondary and post-secondary students pursuing a career and technical certificate or degree. Those college majors include Associate Degree in Nursing and Career and Technical Associate of Applied Science degrees and Certificates in the following majors: Business Accounting Technology, Business and Office Technology, Early Childhood Education, Computer Information Technology, Drafting Design Technology, Industrial Technology, Graphic Arts Technology, Law Enforcement Training Certificate, Marketing/Management, Medical Laboratory Technology, Occupational Therapy Assistant, Welding and Metals Technology, and Practical Nursing Certificate.

Eligibility for fitting the criteria of a "displaced homemaker" formerly included that a person had to have been married at some point and lost the support of his or her spouse due to death, disability or divorce. The rules have now changed to include single parents who meet the rest of the eligibility guidelines. Those include that a person's principal job has been homemaking and that because the family has lost their main source of income, the person needs career and technical skills training in order to support herself and/or her family. Other criteria include meeting federal poverty level guidelines, and un- or under-employment for at least three years.

Because of the changes, more New Traditions scholars will now be eligible for this grant. Students will need to complete an application process through the Career and Placement Services Department in order to equitably distribute these funds in the future. Students who received Displaced Homemaker funds in the past will receive applications through the mail.

Students who are single parents who meet the other eligibility criteria can come to our offices in the Career Center Rooms C-02 or C-21 to get an application. Students who attend other campuses can obtain those applications from their Off-Campus Coordinators. Applications will also be available through the Financial Aid Office. We hope that this will provide more students opportunities to acquire the training they desire for their futures.

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www.211missouri.org

One easy, free call can get you the answers you need to receive assistance and get on the right track. 2-1-1 is a toll-free number connecting people with available community resources and volunteer opportunities. Whether you need help or want to provide help, 2-1-1 is the best way to locate hundreds of services in your community. This new service is supported by the Missouri Foundation For Health and the United Way. It is NOT the number you call for fire, police, or emergency needs. It IS a number that is always available, any time you need it, to put you in touch with the resources that will meet your needs. All calls are confidential. When you dial 2-1-1 you will be connected to a trained professional who can provide referrals to valuable health and human services in your area. Referrals can be for basic human needs such as food pantries, shelters, rent or utility assistance, physical or mental health resources, work initiatives, educational and training programs, financial or transportation assistance, day care, agencies on aging, adult day care, respite care, home health care, tutoring, etc.



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'HOT JOBS' REPORT

Excerpts from a 10/24/08 article by Anita Neal Harrison for MissouriConnections.org

Missourians now have access to a resource that identifies which Missouri jobs are expected to be hot through 2016. The "Missouri's Hot Jobs" report, available at www.MissouriConnections.org, provides information on hundreds of occupations with bright outlooks.

"It is important for students to look at the long-term trends so they will know which occupations are most likely to be in demand," said Michele Clark, a spokesperson for the Missouri Department of Elementary and Secondary Education (DESE). To be rated 'hot,' an occupation must be growing, have numerous openings and offer better-than-average wages, according to the Missouri Economic Research and Information Center, which partnered with DESE's Division of Career Education to create the report. The 10-page report groups the hot occupations under six career paths: 1) arts and communication, 2) business, management and technology, 3) health services, 4) human services, 5) industrial and engineering technology and 6) natural resources/agriculture. This organization allows users of the report to easily find jobs related to their areas of interest.

There are good jobs in all the paths. Featured occupations range from plumbers and music directors to aerospace engineers.

The report also organizes the careers according to level of education that is typically required, such as a bachelor's degree, associate degree or on-the-job-training. For each occupation, the report shows the number of expected openings through 2016, as well as the average annual wage at the entry, experienced and average levels. The report helps students make informed decisions about their career prospects, salary ranges and how that fits into what they aspire to be.

DESE is working with career-focused agencies to expand the locations where the report can be accessed. The statewide job search website, MissouriCareerSource.com (administered by the Division of Workforce Development) now features a link to the "Hot Jobs" report, allowing job seekers to integrate this valuable information into their job searches.

New Resource Adds Even More

While the "Hot Jobs" report identifies Missouri's high-demand occupations, a brand new resource gives students a great start in planning for these and other popular occupations. DESE recently released a compilation of more than 250 Missouri occupation profiles on the Missouri Connections site. The occupations, which reflect those commonly pursued and demanded in Missouri, are organized according to 16 career clusters. Students can click on a cluster, such as Health Science, and

see various occupations in that field, from a public health social worker to a microbiologist. Selecting an occupation brings up a one- to two-page profile that contains a brief description of the occupation, education requirements, wage information (state and national), employment trends (state and national) and a list of Missouri schools that may offer related education and training for that career. The profiles draw upon a national database sponsored by the U.S. Department of Labor, CareerOneStop.org, as well as the program inventory database maintained by the Missouri Department of Higher Education.

MissouriConnections.org

The "Hot Jobs" report and occupation profiles are just two examples of the career exploration features offered on the Missouri Connections site, which was revamped this fall. Students (grades 6-14), parents, educators and job seekers can all find sections devoted to their needs on the DESE-sponsored site. Topics on the main menu bar include career exploration, education and career planning, college exploration, paying for college, a career search and more. Students can contact their school counselors for more information.