

IEEE-USA Employment and Career Services Member Survey Summary and Report of Findings

On October 10, the attached survey was sent to 458 IEEE members who had agreed to serve on survey panels. The survey group were asked to respond to the web based survey within 2 weeks; a follow-up reminder was sent on October 20. Of those surveyed 94% were male. Their years of service ranged from 1 to 44 years, with a mean of 46 and a median of 46. The majority of those surveyed (81%) identified themselves as IEEE Members; 11% said they were Senior Members; 6% Associate; and 2% Fellows. 5% identified themselves as IEEE Volunteers.

Each Region in IEEE-USA was represented in the survey as the following table indicates.

IEEE Region	Frequency	Percent
R1	19	11.0%
R2	27	15.6%
R3	21	12.1%
R4	22	12.7%
R5	28	16.2%
R6	56	32.4%
Total	173	100.0%

The largest group of responses came from those employed in private industry, followed by self employed, and those in educational institutions.

Item	Frequency	Percent
Private industry	111	64.2%
Public/government	11	6.4%
Educational institution (public or private)	16	9.2%
Self-employed	18	10.4%
Retired	7	4.0%
Unemployed	6	3.5%
Other	4	2.4%
Total	173	100.0%

53% of respondents were in the 35 – 54 year age band, with 31% being older and 16% being younger than this.

Respondents were required to answer all questions, except the four essay questions. This web survey had eight questions to gather the member's opinion on the following:

- Most Important career issues
- Usefulness of IEEE-USA career-related products and services
- New career-related services needed by members
- Preferences on the delivery format of career-related information or assistance
- Comments about IEEE-USA's career-related information and services

The survey was closed at the end of October. At that time, 173 responses (38% of the panel) had been received. This response rate gives us $\pm 7.4\%$ margin of error at a 95% level of confidence.

Results

The first item asked participants to rate the importance of a list of career issues on a scale ranging from "Little or No Importance" to "Critical." Those rated highest in importance, based on a total of the number of Critical and Very Important ratings received, are:

1. Find job appropriate to skills & experience
2. Know skills to develop for future success
3. Resources to grow in current job
4. Increase skills in making decisions
5. Work Life Balance

When asked to identify the single most important issue for them, participants selected:

1. Find job appropriate to skills & experience
2. Know skills to develop for future success
3. Work Life Balance
4. Build network for advice, information, etc.
5. Better understand what will bring me satisfaction

The second most important issue, according to this group is:

1. Know skills to develop for future success
2. Work life balance
3. Resources to grow in current job
4. Increase skills in making decisions
5. Find job appropriate for skills & experience

Next respondents were asked to rate the usefulness of IEEE-USA's career-related services. The 10 services with the greatest number of positive ratings are:

1. Salary Survey
2. Today's Engineer
3. Employment Navigator
4. Legislative Action Center
5. PE License Review
6. Consultant Data Base
7. Career Navigator Web site
8. 10 Tax Favored Ways
9. Web-Based CD Courses
10. On-line Community

The most important finding from this item, however, is that the single most frequent response was "Not Aware".

Open-ended Responses

Brief open-ended responses to the item "Please identify any other career issues that you feel IEEE-USA should address" include comments in these categories:

- Training / Education – 8
- Age Discrimination – 2
- Identifying skills needed for future – 2
- Organizational Culture
- Retirement Planning – 2
- Local job search strategy
- Role understanding / transition – 2
- Addition of Technical Blog to website
- Relationships with co-workers and supervisors
- Outsourcing / offshoring
- Salary – 2

- Developing career breadth
- Small Business consulting
- Networking

Responses to the item “What is one career-related service you would like to see IEEE offer?” received the following categories of response:

- Career Development courses
- More useable job board / job search technology - 2
- Resume assistance
- Career counseling - 2
- Retirement Planning
- Good salary survey
- Improved consultant data base

When asked “How do you prefer to receive career related information or assistance?” most frequent responses (with frequency of response) were:

- Web-based training - 46
- Electronic Mail list - 26
- Printed Materials - 23
- One-on-one coach -19

Additional comments were invited and these indicated how little recognition the current career services have. Seventeen individuals indicated little or no familiarity with the products and services available in this open-ended comment.

Conclusions and Recommendations

The Employment and Career Services Committee can use this data in its planning efforts. Although the actual number of respondents is small, they provide statistically significant data on which to base decisions about products and services for the future.

1. Market existing products and services more effectively. Lack of familiarity with the products and services is pervasive.
2. Consider developing additional products and services related to finding a job that matches skills and experience. Perhaps a web-based course based on the *Job Satisfaction Fieldbook* or similar content would be appropriate.
3. Consider developing a product and/or service for projecting job skills most needed in the future. Engineers are concerned about how to focus their development efforts.

4. Explore developing product or service on retirement planning. Today's retirement planning is not just about managing finances, but includes finding rewarding activities after retirement.
5. Pay attention to the request for additional services regarding preparation for PE exam and other training and education opportunities.
6. Explore making career counseling available. Given the difficulty in "endorsing" individuals, this could be challenging. However, since respondents list one-on-one as one of their preferred delivery mechanisms, exploring options for career coaches could be useful.
7. Focus on web-based or electronic mail list delivery; explore emerging technologies for related delivery mechanisms.
8. Continue to improve existing services and publicize enhancements made. Making better use of existing products should be a priority.