

## Analysis ECS Survey Results as of December 23, 2009

Overall Results	<p>The number of people responding to the survey was 1,699. The vast majority of the responses came from two regions, with 49.8% of responses coming from Region 1 and 41.8% , from Region 5. The remaining four regions account for only 8.4% of all responses.</p> <p>The contrast in the number of responses from Region 1 and Region 5 versus the number from the other regions would suggest some difference in the communication technique used to request that the various regions respond to the survey or a difference in the regions receptivity to doing so. I recommend that we ascertain if Regions 1 and 5 used the same means of communicating with the members in their regions and if that was different from the way the other regions communicated with their members.</p>														
Extent of Unemployment	<p>Although 79% of the members responding are currently employed, 26. 8% of those responding do not feel secure about the longevity of their employment.</p> <p>Although 354 people indicated that they are unemployed, 483 answered the Question 3, If unemployed, what is the approximate length of your unemployment? So, imbedded in the answers to question 3 are 129 answers, or ¼ of the responses to question 3, to be disregarded. Of course, the discrepancy may come from some number of people not responding to Question 2 appropriately.</p> <p>Looking at the longevity of unemployment for those responding to Question 3 in order of frequency of response, from most frequent to least frequent we have:</p> <table><tr><td>More than 3 months, less than a year</td><td>34.2%</td></tr><tr><td>More than 2 years</td><td>34.0%</td></tr><tr><td>0-3 months</td><td>17.2%</td></tr><tr><td>1 year to 2 years</td><td>14.7%</td></tr></table> <p>Significant here is the fact that of those unemployed, 48.7% have been unemployed for at least one year.</p>	More than 3 months, less than a year	34.2%	More than 2 years	34.0%	0-3 months	17.2%	1 year to 2 years	14.7%						
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Significant Employment Challenges	<p>Question 4, <i>What are the most significant challenges you face in obtaining or maintain on-going employment?</i>, called for respondents to choose all that applied. The most significant challenges faced by the respondents to the survey, in order of most frequently chosen to least frequently chosen are:</p> <table><tr><td>e. Need help in identifying potential employers/jobs</td><td>35.3%</td></tr><tr><td>a. Need for additional technical skills or certifications</td><td>31.9%</td></tr><tr><td>d. Lack of professional recognition for my leadership or technical achievement</td><td>30.4%</td></tr><tr><td>g. Other</td><td>27.2%</td></tr><tr><td>f. Need for improved job search skills (networking, completing applications, resume, interviewing)</td><td>23.1%</td></tr><tr><td>d. Lack of “soft skills” (e.g. interpersonal skills, presentation skills, political savvy)</td><td>16.7%</td></tr><tr><td>c. Need for an advanced degree</td><td>10.3%</td></tr></table>	e. Need help in identifying potential employers/jobs	35.3%	a. Need for additional technical skills or certifications	31.9%	d. Lack of professional recognition for my leadership or technical achievement	30.4%	g. Other	27.2%	f. Need for improved job search skills (networking, completing applications, resume, interviewing)	23.1%	d. Lack of “soft skills” (e.g. interpersonal skills, presentation skills, political savvy)	16.7%	c. Need for an advanced degree	10.3%
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For 58.4% of the respondents, finding potential jobs and securing them (e. and f.) are one of their most significant challenges. This suggests we might examine our offerings in the gaining employment arena, identify what we have not addressed, eliminate what might not be effective and strengthen what we have by adding/modifying offerings.

The next most significant area of challenge is gaining professional recognition for their leadership or technical achievement; this may be an area we have not addressed.

Since no specifics have been provided for the “g. Other” response, we cannot make decisions on it.

16.7% of respondents recognize lack of soft skills as a challenge for them. However, our committee membership talks of this as being a significant area for improvement. The committee should visit this area in determining our direction for 2010.

### Significant Career Management Challenges

More people answered this question than Question 4 on challenges faced in maintaining ongoing employment: 171 respondents did not answer Questions 4, while 72 did not answer question 5. It is also noted that 161 people chose *f. Other* as an answer for Question 5 of career management challenges while 415 chose the corresponding *Other* response to Question 4. Based on this it is suggested that we rework the response selections for Question 4 to more completely contain the challenges perceived, if we continue to use this survey.

The responses to Question 5 are listed below in highest to lowest frequency order:

a. Staying abreast of technical developments	45.3%
d. Having the time and the skills to network	43.7%
b, Choosing options that will keep me employable long-term	43.5%
e. Being recognized for my contributions	36.1%
c. Knowing where to look for help	19.9%
f. Other	9.9%

The first and third most frequently selected responses (a. and b.) appear to be related to the general area of keeping abreast of change in the work place, the global business world and the professional area and the (potential) effects of those changes on ones career choices. Also, responses b. and c suggest a common theme. Item e., *Being recognized for my contributions*, received a little stronger response than did its counterpart in Question 4. But, in both questions more than 30% of the respondents indicated a lack of recognition being a significant challenge: 30.4% for Question 4 and 36.1 percent for question 5. These results would suggest that there are three areas here for us to address.

### How Can IEEE-USA/ ECS Help?

The most frequently chosen response to the question, *How can IEEE-USA help you most?*, was item f., *Lobby and advocate for regulations and policies that support US innovation and technology careers*. This action appears to be beyond the charter of this committee; however, the perceived importance of it can be communicated to those in IEEE-USA who are chartered with lobbying and advocating to various governmental and private agencies.

Other than the responses *f. Lobby...* and *f. Other*, The response selections for this questions deal with (1) organization and communication of information and (2) content of information made available to IEEE members: a., b. and d. address improving the access to and

communication of those products and services that are available from IEEE and other sources, c. and e. address content of those products and services. Let's look at the results organized into those two areas.

Responses dealing with HOW information should be organized and communicated to the members:

a/ Organize career/job search information from a single entry point	40.9%
b/ Provide more information on what products and services are available made readily available through my region and section	26.8%
d/ Information on non-IEEE resources that are also available and how to access them	29.6%

Responses dealing with WHAT information should be provided through the products and services made available to members:

c/ Provide information on what skills are needed for new jobs and an introduction to those topics or skills – e.g. Green Energy, BioMed	39.8%
e/ Offer webinars, workshops or meetings focused on career topics.	31.0%

## Summary

The results from this survey suggest that we should consider the following actions:

- Organize the products and services addressing job search/career information from a single entry point on-line
- Communicate through the regions and sections, information about what job search/career products and services are available
- Examine offerings in the following areas and make them available if they are not adequately addressing current needs:
  - How to make time for networking/how to network
  - Staying abreast of changes that effect your career
  - How to give your employees recognition/How to gain recognition for professional/technical contribution
  - Identifying potential employers and jobs
  - Future technical competencies
  - Soft skills