

CIPMA-HR

Channel Islands Public Management Association – Human Resources
May 2007 Issue

Message from the President

Jenny Roney

My year as President flew by quickly and the Board accomplished our objectives. We have a great new meeting location at the Ventura Marriott that has been well received by all, we have had a great cadre of professional programs this year, we have a balanced budget and a full board of officers going into our next year! Thanks to all the current Board for their work to advance the profession of public sector Human Resources in Ventura County.

New Board Elected for 2007-08

Congratulations to our elected Board members for 2007-08:

Elena Keenan, President

Tracey Pirie, Vice President

Christie Lanning, Treasurer

Donna Smith, Secretary

Monique Nowlin & Armand Paez,
Co-Membership Officers

Patty Booker, Communications
Officer

Lynn Hutton, Member-At-Large

Kelly Shirk, Member-At-Large

Jenny Roney, Immediate Past
President

Special thanks to Nancy Rasmussen, Past President, who will be leaving the Board after 4 years and who will remain available for board counsel and guidance into the future

Board Actions

The Board approved a budget for 2007. This budget relies upon membership increasing to continue to provide quality programs and services to the membership.

To increase membership, the Board approved providing free lunches to the first meeting attended by potential new members. The Membership Officers, Monique Nowlin and Armand Paez will be identifying new members to invite to each monthly meeting.

Membership for 2007

Thanks to all the members renewing and welcome new CIPMA-HR members for 2007.

Member Announcements:

Rachel Shaw has a new baby girl Sarah. Please join us in congratulating Rachel!

Monique Nowlin's daughter, Kiara is competing in the Junior Olympic Trampoline and Power Tumbling events.

Upcoming Events

Developing Competencies for HR SUCCESS:

Training Session 3

September 20-21 and 27-28, 2007
Anaheim, California

Contact Danielle Tellez for more information:
dtellez@ci.monrovia.ca.us

SHRM's 59th Annual Conference & Exposition

June 24 - 27, 2007,
Las Vegas Convention Center
Las Vegas, Nevada
www.shrm.org/conferences/annual

2007 IPMA-HR International Training Conference

September 29 – October 3, 2007
“The Future of HR: Mapping the Course”
The Chicago Marriott Downtown
Chicago, IL
Contact [Carrie Hoover](mailto:choover@ipma-hr.org) for more information at: choover@ipma-hr.org

50th Annual PHIRA Conference & Exhibition

*Developing Leaders
Fostering Innovation
Reinforcing HR Essentials*
October 16 – 18, 2007
Long Beach Convention Center
www.pihraconference.org

Little Relief from Health Benefit Cost Increases Expected, Watson Wyatt, National Business Group on Health Survey Finds

WASHINGTON – Employers do not expect a decline in the rate of health benefit cost increases any time soon. Meanwhile, they continue to invest in on-site medical clinics, call-in medical help lines and employee health appraisals in efforts to control those costs. These are among the major findings of a forthcoming survey

conducted by [Watson Wyatt Worldwide](#) and the [National Business Group on Health](#).

The survey of 573 large employers reveals that annual median increases for health care costs will remain at eight percent in 2007. What's more, employers expect cost increases to stay at eight percent through 2008. While costs remain high, they have become more predictable in recent years. Eighty-two percent of employers also said their health care costs came in at or below budget in 2006, as did 84 percent in 2005.

IPMA-HR HR Bulletin 3-2-07

GAO Study Recommends Strategies for Hiring and Retaining Older Workers

In February 2007, the [Government Accountability Office](#) (GAO) released a report on engaging and retaining older workers. The report highlights the outcomes of a GAO forum on the topic that was held in December 2006. David M. Walker, the U.S. comptroller general and head of the GAO, introduced the report by saying, “If a larger proportion of older Americans were to remain in the labor force longer, even on a part-time basis, it could mitigate some of the economic pressures on Social Security as well as supplement individual retirement incomes and help finance health care.” Forum participants, however, identified several barriers to retaining older workers, including employers’ perceptions about the cost of hiring and retaining older workers, age discrimination, the mismatch of workers’ skills and availability of jobs because of changes in the economy, as well as the need to keep skills up to date. In addition, older workers themselves may not be interested in continuing to work because of financial incentives to retire as soon as possible, and some jobs’ requirements that make continued work unappealing. Finally, the legal and

regulatory requirements of such things as such as Medicare and some pension benefits might hinder the retention of older workers.

In terms of strategies, forum participants and GAO recommend a national campaign to promote employment opportunities, beginning a national discussion of the definition of "old" in order to change the culture of retirement, increase the financial literacy of workers, establish a national clearinghouse of best practices in engaging and retaining older workers, and that the federal government should serve as a model employer in this area.

IPMA-HR HR Bulletin 3-8-07

Large Majority of College Students Name the Internet as their Best Job Source

MILWAUKEE, Wis. – CollegeGrad.com, an entry level job site, recently released its survey results on what college students view as the best sources of entry level job information. Among those polled, 59 percent named the Internet as their best source for job information.

"There has been a fundamental shift in how college students conduct their job search," stated Brian Krueger, president and founder of CollegeGrad.com and author of the best-selling book for entry level job search, *College Grad Job Hunter, 5th Ed.* (© 2003, Adams Media Corporation). "As recent as 10 years ago, the Internet was only a minimal factor in the entry level job search. Now it is the dominant way that college students search for entry level jobs."

With the advent of powerhouse search engines, free online encyclopedias, job networking sites and more, the Internet has become the standard method for nearly all research, especially job research.

"Instead of recommending that we look in our textbooks for information,

my professors will often tell the class to 'Google it' if we don't know something," said Kelsey Paulson, a senior biochemistry major at the University of Wisconsin, Milwaukee. "And the Internet is definitely the first place I go to research grad schools, employers, jobs and other career information."

College students are typically tech-savvy, and they know right where to go to research the latest news, trends and other information needed to conduct a well-informed job search. Krueger advises that students start putting those skills to good use early in their college career. "Graduation is too late to start the job search process," Krueger said. "Students need to start finding all the Internet resources available to them early in their college career, and then learn to use those resources in their job search."

The other sources noted in the survey results—job fairs, career centers and classmates—altogether totaled less than the Internet as a source.

"The Internet is even more important to college students than other job seekers, since it provides them with a more level playing field in competing for entry level jobs with students from other colleges," Krueger said. "College grads are no longer restricted to interviewing only with those companies that are coming to their campus."

Following are the overall survey results:

What is your best source of entry level job information?

- The Internet: 59 percent
- Job Fairs: 19 percent
- Career Center: 13 percent
- Classmates: 9 percent

The survey was conducted nationally using an online poll placed on the CollegeGrad.com home page during January, 2007. The results are based on more than 500 respondents.

