

Lunch with Cris Collie, CAE



arizona relocation alliance

June Meeting

June Meeting

June 8th 10:30—1:30 at Café Terra Cotta in Tucson. Mark your calendars!

Happy Tails Pet Travel

Bridget Monrad of Happy Tails Pet Travel will be helping us understand the logistics of pet travel and relocation.

Can You Top This?

Got a favorite Relocation Story? Submit it to Pat Moniak for our June event. The best story wins!

Tips for Flying with Pets

- Avoid stopovers and holiday or weekend flight travel
- Do not feed a pet six hours prior to the flight.
- provide a moderate amount of water.
- Do not give a pet a tranquilizer before flying. The sedative and high altitude can harm your pet.
- Accustom your pet to the pet carrier prior to departure.
- Make sure the pet carrier door latches securely.

-Investigate overseas quarantine requirements prior to departure.

-Bring a photo of our pet in the event it becomes lost.

-Write your name, address and phone number on the pet carrier and on the pet.

-Mobility, August 2001



Relocation Trends—a Look Back in Time

Historical Data!

- 1900 75% of Americans rent apartments or flats
- 1905—First Ranch Homes Built in California.
- 1908—Real Estate becomes a profession & NAR established.
- 1920—Homes cost \$5.50-\$7.50 per square foot.
- 1947—Tract homes cost about \$8000
- 1950—Condo concept arrives from Puerto Rico
- 1968—Discrimination in Housing outlawed.
- 1980s Gated Communities become popular
- Mid-80's—Offers begin to be faxed and not presented in person.
- 1985—California adopts seller property disclosure laws.
- 1980's First Mobile phones cost about \$1800 and \$1.00 a minute and weigh 3+ pounds!
- Late 80's Realtors start using pagers
- DOS Based MLS—Early 1990's
- 1992 Scottsdale Association votes to banish MLS books

1994—Listings available on the internet

1999—Home ownership reached 67%

Average Relocation Cost—Current Employee Homeowner

1993—\$45,263

2003—\$70,771

Time Spent working on line 2000

1-10 Hours 65%

Less than 1 Hour 9%

11-20 Hours—18%

% of organizations having problems with transferee Mold 2001

No—92% Yes—8%

Relocation Reluctance 2001

- Family resistance 81%
- High Housing Costs 60%
- Spouse reluctant to leave job 53%
- High Cost destination 49%

Settling in Time Allowed for EE 2001

- Average 4 Days
- Range 1-8 Days

Internet Recruitment Tool—2003

65% of companies use the company home page and commercial job site postings to recruit employees

EE Selection and the International Assignment 2002

94% Technical Expertise

Interest in an International posting 60%

51% Personal Flexibility & Adaptability 57%

Percentage of organizations with e formal Commuter Marriage relocation policy 2004

No 90% Yes 4% Considering 6%

Frequently cited intra-Europe moves 2004

78% Great Britain

66% Germany

63% Belgium

59% France

51% Switzerland

41% Italy

37% Russia, Spain



The Arizona Relocation Alliance has provided to it's CRP members 9 Hours of CRP Credits.



2000 Trends...

Employed by a Company that underwent a Merger in the past 5 years—2003

79% - 3rd Party
58% - Other Relocation Service Co
56% - Corporate
53% - Real Estate Agent/Broker
8% Appraiser

New Hire Payback Agreement—Overseas Assignment 2003

1983—21%
1990—32%
1996—47%
1998—62%
2002—83%

Top Reason to Relocate in 2002

-Reorganization

Who Orders the Appraisal 2004

76% Relocation Management Co
13% Appraisal Management Company
11% In-House

Mortgage Differential Provided 2004

68% Do not provide
27% have a formal policy
5% case-by-case

Profile of Average Real Estate Agent 2002

54 Years old
13 Years experience
Earns \$52,000 annually

Profile of Average Buyer in 2001

75% are 45 or younger
42% are first time buyers
64% are married
18% single women
17% single men

2003

Internet Leads

75% of consumes begin their home search on the internet
50% of them never hear back from the agent or company
Of those who do get a call, the average response time is 54 Hours!

Profile of the Typical Relocation Professional 2001

44 Year old female
Earns \$62,846
11 Years experience
80% of time spent on Relocation related duties.
Average staff of 2 people reporting to her.

57% have a College Degree

15% have a post-graduate degree

Method of Searching for a Job

1998—82% use newspaper
12% use internet
2003—48% use the newspaper
41% use the Internet

GPS Navigational Systems

1990-1992 Added to Moving Van Lines Trucks

OutSourcing US Relo Programs—2001

No—67% Yes—28%

Female Transferees

US—1993 = 15% International = 6%
US—1996 = 17% International = 10%
US—2000 = 24% International = 18%

Formal Spousal Employment Assistance

1990—22%

1995—27%

2000—48%

Transferee Marital Status 2001

Married Male 58%
Single Male 18%
Married Female 12%
Single Female 12%

Checking in with office while on vacation 2003

68% of working vacationers check in with the office
95% check voice mail
74% check e-mail
60% send e-mail

Info Sources: Mobility, NAR, AAR, ARA members.

Got CRP Test on the Brain?

Study Tips from Relocation Professionals who have been there!

Be consistent in your study

Start studying in January

Read the Mobility articles and have a thorough understanding of them.

Read the textbook first - 'Guide for Managing the Mobile Workforce' - as it paints an overall picture of the whole industry and gives relevant relocation history.

Visit the testing room the day before.

Create vocabulary flash cards on index cards. Keep them with you all the time. Have people quiz you in the car when driving.

Memorizing the terminology and the context that ERC uses it in is very helpful in deciphering the questions.

When reading the **Mobility** articles, pay close attention to trends and statistics mentioned, and memorize them.

DIRCKS was recently called upon to assist with the Extreme Makeover Home Edition project that took place in Gilbert Arizona. It took 20 of our professional movers, and we finished in just 3 ½ hours. I just thought I'd pass along some comments from the show's production coordinator, along with some pictures of the move. Please be sure to watch the program when it airs Sunday, March 13th 2005, and the "How'd They Do That" show which airs Monday March 14th 2005. Gus

