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SAVE THESE DATES

4th Quarter 'Munch & Learn' and Charity Donation Drive

Tuesday, Dec. 9th, 2008

2:00pm

Location: Mesa Country Club

Overviews from 4 sessions of the Worldwide ERC® Global Workforce Symposium in Washington DC, cocktail network session to follow, and 3 CRP credits for attending.

To Register please contact:

Eileen.slowinski@pruaz.com

ARA Partners with Rocky Mountain Council

The Arizona Relocation Alliance and the Rocky Mountain Relocation Council have strengthened their alliances to bring you

The 5th Annual

"BEST OF THE WEST"

Relocation Summit

Wednesday, March 18, 2009

Location: Embassy Suites

Dynamic speakers, important information, and great networking!

** CRP credits will be available**

For details & to register go to:

<http://www.azcoconference.com/>

Two Worlds Collide: Staffing and Relocation

These days all you have to do is turn on the news and most of what you hear is doom and gloom about housing, the economy, and unemployment. One would think that there would be an abundance of good candidates for positions. But, many employers are now finding that seeking out and hiring top talent is getting even tougher. Statistics from the U.S Dept of Labor's Bureau show that the unemployment rate for college educated professionals has been hovering around 2.0 to 2.5 percent in 2008. In addition a recent survey conducted by Robert Half International, the worlds largest specialized staffing firm and Careerbuilder illustrates just that.

Below are a few highlights:

- On average it takes 8.1 weeks to find a professional/technical employee and up to 14 weeks for Senior Management.
- 59% of Hiring managers report that it is more challenging to find skilled professionals today, up 7% from last year.
- 43% of Hiring managers report that most of the resumes that they receive are from unqualified candidates.
- 63% of Employees reported that they are more likely to negotiate a better compensation package, up 58% from last year.
- Nearly two-thirds of hiring managers said their company is willing to negotiate higher compensation for qualified candidates.

These statistics are staggering especially when you combine them with the recent Employee Relocation Council survey. The 2008 survey by ERC shows that the acceptance (15 days) and reporting (35 days) increase 4 days from 2006 to 2007. Finding and attracting good talent is changing the face of relocation. It is taking employers longer to find good, qualified talent and when they do they are negotiating better compensation including relocation. This in turn is causing employers to look at their service providers to show them how to cut costs of relocation while increasing benefits. It is critical for relocation professionals to stay in front of their clients to ensure that they are consulting them on these items on a normal basis or they could be faced with competing in and RFP or worse yet losing a client to the next available consultant. So we leave you with this question: How are you staying in front of your clients and are you effective?



LinkedIn Are you plugged in?

It is all about your presence on the internet these days. People from all generations are turning to online communities not only to stay connected with other professionals, but also to find products and services. So the question at the top of everyone's mind is how do you use these tools effectively? Are they difficult? Are they really effective? Linked In is the #72 website for traffic on the internet and is a great place to put your professional information. Best of all it is free and easy to use. If you are not on Linked In these days, you should be. Tips to get you started or expanding are:

ANNOUNCEMENTS

The Board of Directors invites you to share your ideas!

We are always looking for new and compelling topics for educational sessions, fun events and industry updates.

Contact: Cheryl Bilancia at cbilancia@gmsmobility.com

Corporate Professionals

ARA is currently looking for Corporate Professionals who would be interested in helping us set up a Corporate Board.

Contact: Jason Vargas at Jason.Vargas@beltmann.com

Have you checked out ARA's website lately?

Visit often.! There are always updates and new information available on events & industry news to keep you informed.

AzRelocationAlliance.com!

Join our Member Forum and post information about you, your company and your talents!

ARE YOU A SPONSER YET?

We want you!!!

Sponsorships are still available for the 5th Annual Relocation Summit. Contact an ARA board member today for more details

www.azrelocationalliance.com



New Users:

- Visit www.Linkedin.com to sign up
- Have your professional information available and make your profile very descriptive and check your grammar.
- Once you have completed your profile, make it available for public view
- Within your profile make sure to link to a couple of different pages on your companies website (home page, *contact us*)
- Put a link to your profile in your email signature



Advanced users:

- Customize your profile link with your name at the end of it (This will bring up your profile when searching your name on Google)
- Join a Group in your field—there are several for relocation and HR professionals
- Type in LION (Linked In Open Net worker) after your name to increase your connections
- Put your email address in your Title line on your profile to increase contact from others
- Start participating in the 'discussion' groups by answering questions, commenting, and starting a discussion. (This is a great way to get your name out as an 'industry expert' on the topic)

No matter who you are it is important that once your profile is set up you solicit some recommendations. Clients and prospective connections will look at these and there is no better way to market yourself than with a glowing testimonial. Having a good online 'brand' and presence can put you in front of your clients and sell your company and services to passive buyers. Start today and you will be amazed at the return.



TOP 10 INTERNATIONAL DESTINATIONS TO WORK



1. United States
2. United Kingdom
3. Spain
4. Canada
5. Australia
6. United Arab Emirates
7. France
8. Italy
9. Germany



Source: Manpower's "Relocating for Work Survey 2008"

Arizona Relocation Alliance
602-912-1535
Fax 602-957-2412
www.azrelocationalliance.com
info@azrelocationalliance.com

Cat Naps A Workplace Perk?

Sleep-deprived Americans are turning to power naps to restore alertness and enhance job performance. A survey polling 1,000 American's showed that 54% of respondents said that they took at least 1 nap during the prior month at work. On average, they took 3.5 naps lasting about an hour during the month. Is this why unemployment is so high? Guess again. In fact 1/3 said that their employer allows them to nap during breaks, and 16% said that their employer even provides a place for them to nap.

Source: Chicago Tribune, 2008



Happy Hour: Is it still going strong?

According to a survey by Harris Interactive, 1 in 5 U.S. workers regularly attend after-work drink functions with co-workers. In fact, workers 25-34 are more likely to head out to the 'happy spot' while those over 55 are far less likely to attend. So what are the reasons they go?

- To bond with colleagues
- To hear the latest office gossip
- Because they feel obligated
- Networking
- Attending gets you closer to someone higher up or a promotion

Source: RIS Media 10/2008

What Do A Green Thumb & A Good Attitude Have in Common?

According to a study done recently by Texas State University...it is more than one might think. The study showed that workers are happier in offices that have window views and plants. Workers in offices with views or plants felt better about their job and the work they perform than workers in windowless and shrub free offices.

In the study 82% of the 450 office workers surveyed work in environments with plants and reported feeling content or very happy. Unfortunately only 52% of those who work without windows or plants felt this way.

Source: Yahoo!

On The Move....

Michael Ray, GMS—ARA member, formerly Prudential Relocation moves to Emigra as the Vice President of Business Development.

Linda Shawn, CRP—ARA member, formerly Chamness moves to Bristol Global Mobility as a Mobility Advisor.

