



Mission Statement: Meeting the array of needs for the established IT professional while seeking to develop the IT profession and provide a service to our community and society.

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NEWSLETTER INFORMATION

Published nine times per year (September – June) by the Minnesota Information Professional Society. We welcome materials for publication (articles, news or letters). Submit materials on disk or via E-mail to:

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NOTE MEETING INFORMATION

MEETING PLACE:
Holiday Inn – Bloomington
35W at 94th St.
Phone (952) 884-8211

Meeting Times:

3:30 PM Networking Event

There will be no Dinner Meetings from June through August 2005, but MnIPS *will* continue the Networking Meetings every 3rd Tuesday from 3:30 – 5:00 pm (June 21, July 19, August 16).

Meeting NOTICE

Tuesday, Jun. 21, 2005

Minnesota Information Professional Society

Networking Event Topic:
“IT Recruitment Strategies at Cargill”

Speakers:
**Greg Warfield
&
Sheri Lynch**

Dinner Topic:
No June dinner meeting

**Next dinner meeting –
Sept. 20, 2005**

SPEAKER TOPIC

In this talk, Greg Warfield will review what a Cargill recruiter looks for and how job candidates can differentiate themselves. Greg will be joined by Sheri Lynch to describe what goes on in the background of recruiting.

SPEAKER PROFILES

Greg Warfield has 8 years of recruiting experience. He has been focusing primarily on IT Recruiting within Cargill for the past 18 months.

Sheri Lynch is an IT Recruiter at Cargill with 10 years of recruiting experience.

President’s Letter

The MnIPS Education Seminar held on April 27th, at Hamline University was a great success. Thank to all the volunteers that devoted their time to this project. Also, thank you the sponsors, eNRGi Technology Solutions, Born, Robert Half Technology, Capella University, and Hamline University.

Our next major event is the MnIPS Annual Charity Golf Outing. This year, Braemar Golf Course is hosting the event on June 20th. For more detail please visit the MnIPS web site at mnips.org.

Also, please remember that there are no dinner meetings in June, July, and August. The next dinner meeting is scheduled for September 20th. However, MnIPS will continue to host the Networking meetings every 3rd Tuesday in June, July and August. The meetings are held at the Bloomington Holiday Inn, 35W and 94 St. from 3:30 p.m. until 5 p.m.

Finally, the MnIPS elected board and committee chairs are in the process of planning for up coming events and meetings. We value member input. Please e-mail your comments and ideas to president@mnips.org

– Jeff O’Connor,

MnIPS President
president@mnips.org

MnIPS Officers elected to 2005-6 term

At the May 21st meeting, the MnIPS membership elected by acclamation a slate of officers for the new year (MnIPS bylaws year runs from July to June). The new officers are:

- Jeff O'Connor, President
- Chris Retkwa-Strupp, Vice President
- Steve Muscanto, Treasurer
- John Etchison, Secretary

Congratulations to the new officers and many, many thanks to last years' elected officers: Sylvia Wiebe, President; Jeff O'Connor, Vice President; Steve Muscanto, Treasurer; Greg Brown, Secretary. In running the organization, the officers are assisted by the appointed Committee Chairs. See the website at www.mnips.org <<http://www.mnips.org/>> for a list of the committees and committee chairs.

Volunteer Recognition / Volunteer Chair needed

MnIPS has been operating without a Volunteer Coordinator for over a year. If anyone is interested in volunteering for this duty, please contact president@mnips.org.

Thank you David Kari, Dan Fischer, and Bill Fremming for volunteering to run the monthly MnIPS networking meetings. This monthly event is a valuable service to MnIPS members and none members.

Of course volunteers are always needed. It's a great way to get involved in the organization and expand your

sphere of influence. For more information about volunteer opportunities, please visit the MnIPS web site at <http://www.mnips.org/doc/memserv.html> or feel free to send an e-mail to one of the committee chairs - they are always looking for help.

- Jeff O'Connor,
MnIPS President
president@mnips.org

Last call for MnIPS Charity Golf event - June 20th, 2005



Fun, Fun, Fun 'til the last golf ball is hit, the last morsel of food is eaten, the last silent auction prize is bid on and the last prize is given.

We hope you have signed up for the MnIPS Charity Golf outing this year. As of this writing we have 150 golfers signed up. We're thrilled to have the turn out and looking forward to seeing everyone and getting out on the course for some good golf. Well, okay I have to admit, I am counting on good weather and the great course as my golf swing, not so good. But I love to get out there and have fun as I hope you all do.

Here are the details: **Braemer Golf Course, June 20th, 1:30 PM Shotgun start.** You can find more information at the MnIPS website at www.mnips.org with information on the course at http://www.ci.edina.mn.us/content/facilities/braemar_golf/.

As you know this is a charity golf outing so come prepared for the fun but also bring your credit cards, check books, or cash to help support the charities we have represented at the course.

The **Fairway Foundation** is once again providing caddies for the outing. Please use them to provide help on the course but to also give them an opportunity to get out there and learn golf tips from all you pros out there. A nice tip at the end of the game is appreciated. You can find out more about this organization by visiting their website at <http://www.fairwayfoundation.org/>.

The **Southern Valley Alliance for Battered Women** will join us again with their Silent Auction, proceeds supporting programs such as their I'M o'K Childrens Visitation Center and 24 hour crisis line. Find out more about this organization by visiting their website at <http://www.southernvalleyalliance.org/main.html>.

The **Make-A-Wish Foundation** will also be represented with gifts that you can purchase, proceeds going to support their goal of granting the wishes of children with life-threatening medical conditions. You can find out more about this organization by visiting their website at <http://www.wishmn.org/>.

In return you will be rewarded with a fun time, meet fun people, and go away with some prizes, hopefully, and a good feeling that you helped someone in need.

As for prizes don't forget the chance you have to drive a new Hummer for the year courtesy of Tech-Pro, Inc. See details at the course. You also have the opportunity for any of the low gross/low net prizes everywhere one may turn during the day.

So once again join us for a fun time. Even if you don't walk away with a prize you will walk away with a smile on your face after having a fun day of golf. See you at Braemer Golf Course on June 20th.

Update : 150 golfers and 16 sponsors already on board. Only a few spots are left for each!!!

Jeff Hemauer
Joe Perzel
Sylvia Wiebe

"IT Career Prospects, Compensation... and related Trends Since Y2K"

(Summary of the May, 2005 dinner topic presented by Tim Voller, a Data Architect at LarsonAllen Search.)

The focus of Tim's discussion was IT Careers in terms of jobs, wages and the outlook from three perspectives (pre-Y2K, early 2000's/current and 2010 and beyond).

At some point in the late 90's, the pendulum shifted in terms of jobs available to job seekers. The Bureau of Labor Statistics, MN DEED, trade associations and others have discussed this, though the recession of the early 2000's masked what will likely become much more noticeable in the next decade. In IT, I'd say that this "trend" has been masked, though in other industries the effect has been amplified and is on the verge of threatening public safety (e.g. the Oil and Gas industry expects more than 60% of workers will retire by 2010). The list goes on, teachers, government, nuclear power and others face equally dismal (matter of one's perspective) projections.

The 90's will be remembered as the Internet revolution. As the Millennium came and went without great fanfare, there was continued rapid growth in the "technology" sector, abounding economic successes (low inflation and interest rates, lofty equity market projection, etc.) that insulated many of us from what was actually taking place. Lofty technology resources, increased sala-

ries, employee-centric job prospects and little global influence changed abruptly. If you remained in an IT role from 1999-2002, you were fortunate and probably at little if any "upward" salary/benefit increases. If you changed positions during this period, you likely sacrificed pay and benefits that you're still trying to "reconnect" to today.

Each year, the Information Technology Association of America conducts a survey that provides a good snapshot into both current trends and some projections. The survey uses NWCET job categories (Technical Support, Database Developers, Programmers/SW Engineers, Web Developers, Network Design/Administration, Enterprise System Integration, Digital Media and Technical Writers). For comparison sake, I'll use the 2001 vs. 2004 survey. In 2001, supply (jobs) was at 10.6 million, there were 900,000 new jobs (though down 44% from 2000) and more than 425,000 unfilled positions. The survey projected that the "bubble had burst". In 2004, supply was projected at 10.5 million jobs (up slightly from 2003) with only 230,000 new jobs (more than 500,000 were reported in 2003) though there was no discussion on "unfilled positions." Almost 80% of jobs are in non-IT companies, with the added comment that the lack of new job creation may be a sign of increased "outsourcing".

In regard to outsourcing, a recent Deloitte Consulting report cited the following (PA Consulting Group's survey of 116 businesses across North America, Europe and Asia): 1) 66% reported that business benefits were either only "partially" realized or not delivered at all. 2) More than half of the benefits rated as "highly important" had not been fully realized. 3) 15% were thinking about bringing services back in-house. While this data does not seem surprising, it somewhat contradicts the ITAA survey and may, in fact, be supportive of local anecdotal data on outsourcing.

Finally, the balance of Tim's discussion focused on four business issues (knowledge management, workforce dynamics in the next decade, L-1 visas and convergence). The basis for this discussion was a quote attributed to Diane Morello, VP of Research-Gartner:

"...those who remain in the IT field "will become IT Versatilists, equally at ease with technical and business issues."

Knowledge management was discussed in terms of the need to confront the threat of an aging workforce. As those in the "age bubble" (50 years of age and older) begin to retire from the workforce, knowledge will be lost. This will decrease the capacity for effective action or decision-making in a specific organizational context.

Tim concluded that employers still put the hiring emphasis on a solid track record. The best background for IT jobs appears to be previous experience in a related field and a four-year college degree in a related field.

Networking Meeting Agenda – Jun. 21, 2005

30-second commercials for all attendees

"IT Recruitment Strategies at Cargill"
- Greg Warfield,

Lead Exchange and Individual Networking

Please view our Networking Resources area on our website at:
<http://www.mnips.org/doc/network.htm>

Thanks to Telex Communications, Inc. for their help in publishing this month's MnIPS newsletter.

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MnIPS MEETING
June 21 2005, 3:30-5:00 PM

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at Cargill"

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Sheri Lynch

**Next Dinner meeting –
Sept. 20, 2005**

Holiday Inn Bloomington
35W & 94th (1201 W. 94th St.)

**"A clean desktop is a
sign of a cluttered
hard drive!"**



by Earl C. Joseph, Futurist