

Interest in telecommuting rising along with gas prices



The high cost of gas means a brisk business for Telecommute Connecticut, a free service of the Connecticut Department of Transportation that helps companies develop and implement effective telecommuting programs. This summer, the organization has seen sharp increases in visits to their Web site and inquiries from employers seeking to start or

expand telecommuting programs.

Growing interest in telecommuting is also reflected in a recent survey of Connecticut businesses conducted by Telecommute Connecticut and CBIA. Half of the 354 employers responding have experienced an increase in employee requests for solutions that would help offset higher commuting costs — solutions such as telecommuting, carpooling, vanpooling and a four-day workweek.

Twenty-seven percent of employers said they are now considering offering employees the option of working from home one or more days a week as a way

to help counteract commuting costs. And when asked about their course of action if gas prices reach or exceed \$5 per gallon, 37% said they would be “very” or “somewhat” likely to consider offering a work-from-home option.

Nearly 60% of respondents said they would be more likely to pursue or expand their telecommuting program to attract and retain employees if gas prices continued to rise.

For more information, contact Telecommute Connecticut at 1-800-255-7433 or visit www.telecommutect.com. ■

Millennials seek security in first job

Survey findings contradict conventional wisdom



Do you think young adults — members of the Millennial generation — are more willing to take risks than previous generations? Not when it comes to their careers, according to results of a new study conducted by the National Association of Colleges and Employers (NACE).

NACE's 2008 Graduating Student Survey found that new college graduates are most focused on security when it comes to a potential job or employer. In fact, compared to those responding to a similar study NACE conducted in 1982, today's graduates are more conservative about jobs and employers than were their Baby Boomer counterparts.

Current respondents were asked to rank 15 job attributes in terms of their

importance. Results often run counter to conventional wisdom.

“Our study found that new graduates are looking for a long-term relationship with an employer that can provide them with ... a good insurance/benefits package, job security and room for growth without risk to their financial security,” says Marilyn Mackes, NACE executive director.

Interestingly, the study found that many preferences commonly associated with young adults, including the opportunity for personal development and the opportunity for self-expression and creativity, ranked toward the middle of the list.

Perhaps most surprising, as much has been made of Millennials' community-consciousness: “Respondents ranked the company taking an active role in the community much lower than expected, closer to the bottom than the top,” says Mackes.

Job/employer attributes in order of importance to new college grads

1. Company provides opportunity for advancement
2. Company offers job security
3. Company has good insurance package
4. Friendly coworkers
5. Company's location
6. Company offers opportunity for personal development
7. Company offers high starting salary
8. Recognition for good performance
9. Company offers opportunity for self-expression/creativity
10. Clearly defined assignments
11. Casual atmosphere (non-competitive environment)
12. Company embraces diversity
13. Company takes active role in the community
14. Company offers a signing bonus
15. Company is a recognized name ■