

# Employers and job-seekers can meet online

Liz Corey is far from a geek. As the human resource manager for Price Waterhouse in Philadelphia, she knows her way around computers. But she uses them only as tools, like typewriters and calculators and telephones.

And when she started hearing more and more about the Internet and how business professionals were finding all sorts of efficient and innovative ways to put it to use, she started listening. So, for the last year, she's spent more and more time online, looking at the Internet as a resource for talent.

Her decision to "go online" was

two-fold. First, since people in the information technology field are familiar with and use the Internet, it made sense to her that she use that medium to find qualified candidates. Second, going on-line turned out to be a much more inexpensive and faster way to get qualified responses than through her company's traditional means of recruiting.

One of her favorite spots these days is something called The Monster Board (www.monster.com), a Web site that specializes in putting job seekers in touch with prospective employers. Well over a half-million people hit the site every month, looking through or posting 50,000 on-line resumes.

She was surprised at the number of professionals who posted. "I was looking for a simple, effective method of attracting

high-quality people that would serve as a supplement to our traditional hiring pipelines—like newspaper classified advertising, employment agencies, job fairs, etc," she said.

She checked out several career-oriented Web sites and tested them for their ease-of-use and quality of job-seekers posting their resumes to them. In conducting this initial search, she was immediately impressed with how quickly and easily employers could locate and respond to potential employees.

"I was relieved to discover that I didn't need an advanced degree in 'Internet Technology' to easily navigate my way around these Web sites," said Corey. "Right away, it impressed me as a great tool to use in finding the right fit between companies and career-seekers."

She spent a week or so surfing

the different sites, finally deciding to announce openings for several information technology positions at Price Waterhouse on The Monster Board. She was overwhelmed with the number of quality responses she started getting, as many as fifteen a day sent by e-mail, fax and snail mail, or standard U.S. Postal Service delivery.

She ended up hiring three people found through The Monster Board.

"I believe the on-line recruitment trend will continue to grow in the next few years," she predicts. "It's really a 'win-win' technology for HR departments and job hunters. It provides both groups with wider access, a greater depth of information and increased response rates."

She now estimates that, in the next year, ten percent of the new hires she makes will come from

the Net ... and that still doesn't make her a geek.

Here's some more online employment sources for businesses looking for employees and for job seekers, too:

- America's Employers (www.americaemployers.com)
- Career Connection (www.career.com)
- Career path (www.careerpath.com)
- Career Site (www.careersite.com)
- Career Toolbox (www.career-toolbox.com)
- JobTrak (www.jobtrak.com)
- Online Career Center (www.occ.com)
- Select Candidate Career Network (www.eagleview.com)

Seminar update: My Oct. 31st seminar "Internet 101" at the Computer Learning Center in Madison Heights is now filled. But, we've added several more.

A business seminar on the Internet and networking will be held Nov. 12 from 7-9 p.m. at the MSU Management Center in Troy. And other seminars are set for Nov. 14 in Auburn Hills and Dec. 5 in Southfield.

You can get all the registration details from my Web site <http://www.pcmlake.com>

Mike Wendland covers the Internet for NBC-TV Newschannel stations across the country and can be seen locally on WDIV-TV4, Detroit. His "PC Talk" radio show airs Saturday and Sunday afternoons on WXYT-Radio AM1270. His latest book "The Complete No Geek Speak Guide to the Internet" is available in book stores or through his Web site <http://www.pcmlake.com>

# Former commissioner appears to be shoe-in for clerk

BY PAT MURPHY STAFF WRITER

The apparent front-runner to be appointed the Oakland County clerk is G. William "Doc" Caddell, a chiropractor by trade who was a county commissioner for 13 years before being named deputy clerk to Lynn D. Allen in 1993.

In his resignation letter submitted to the Oakland County Circuit Judges—who are scheduled to appoint a successor on Nov. 3—Allen endorsed Caddell as a "key player" in the office.

"In my estimation, he (Caddell) is the best person for the job because he will continue the departments' move forward with technology, serve the public efficiently, preserve employee morale and maintain a great working relationship with the Sixth Judicial Circuit Court Bench," wrote Allen, 73, who retired Friday, Oct. 16.

"Equally important," Allen said, "Doc Caddell has a conscience for people."

Caddell said he appreciates the unqualified endorsement of Allen, who became something of a legend during his 30 years in office. "I fully intend to live up to those expectations," he said.

While Caddell's appointment

**■ 'The clerk's office is a whole different ball game compared to the job of county commissioner.'**

G. William Caddell  
—Front-runner

is likely, it's not a foregone conclusion.

Caddell has support from many officials. Even so, circuit court administrator Judith Cunningham is advertising for other qualified applicants, urging them to submit a resume and cover letter by 4 p.m. on Oct. 30—the Friday before the Nov. 3 general election and the day the judges are expected to appoint Allen's successor.

Oakland's judges generally have high regard for Caddell, said Edward N. Sosnick, chief circuit court judge. But the judges believe common sense dictates advertising for an important position. The job pays \$100,015 annually and entails supervising a staff of 125 people.

If appointed as expected, Caddell would be required to seek election in the year 2000.

Caddell described his nearly six years as deputy clerk as "a very good learning experience."

"The clerk's office is a whole different ball game compared to the job of county commissioner," said Caddell, who served as chair of the county board's finance committee for 10 years.

Perhaps the most challenging part, Caddell said, was his introduction—into the high tech world of computers, scanners and other electronic advancements. "Eight years ago," he recalled, "my son hooked up my first computer for me. He said it was easy, but it certainly wasn't easy for me."

That was the opening of a whole new world. "I've always been a quick study," he said,

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"and I certainly wanted to learn about computers."

Since then, Caddell has had three computers, and "technology doesn't frighten me anymore."

While the emphasis on innovation and high tech is challenging, Caddell said he still sees the main function of the clerk's office as serving people.

Perhaps the most satisfying moment during his six years as deputy clerk, Caddell said, occurred Thursday when he was called to the front desk. "Two

people with hearing impairments were trying to obtain a marriage license," he said, "and our clerk couldn't communicate."

Caddell had learned sign language—or "to sign"—through his younger son, Jonathan, who last year graduated from the Michigan School for the Deaf in Flint.

"It was a small thing," Caddell said. "But being able to help was a very gratifying thing."

Caddell was born in Kentucky,

but moved to Detroit at an early age when his father took a job in one of the auto plants. He graduated from Denby High School in 1953, and graduated from the Detroit Institute of Technology before enrolling in the Palmer College of Chiropractic in Davenport, Iowa.

In addition to Jonathan, Caddell and his wife have another son Geoffrey and a grandson.

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