

JOBS/CAREERS

SUNDAY, JUNE 8, 1997 • PAGE 1 SECTION 1H

Technology Companies Compete for New Grads

By Sheryl Silver, Career Source
It's hard to believe but true. Another school year has nearly clicked by and a new crop of college graduates will soon enter the job market. Those with computer science (CS) and electrical engineering (EE) degrees are receiving particularly warm welcomes.

According to the April '97 quarterly salary survey conducted by the National Association of Colleges and Employers (NACE) based in Bethlehem, Pennsylvania, demand for CS, EE, and IS (information systems) graduates is up this year. Dawn Traub, employment information director for NACE, says the 340 career service offices nationwide that participated in the survey reported an increase in the number of employers recruiting on campus as well as in the number of opportunities from those employers.

"Employers are having in difficult time recruiting these grads, because so many are jumping multiple jobs early," says Traub.

Not surprisingly, the increase in demand for new graduates has had an impact on starting salaries. According to Traub, "In the technical fields, salaries nationwide are showing a 4-6 percent increase over last year. We see it as tied to demand. Employers have to

be competitive to get the best new graduates." According to the NACE survey, companies involved in hardware and software development and computer consulting are among the most active recruiting on campus. California headquartered Computer Sciences Corporation (CSC), which has offices around the country, is among the high tech employers aggressively pursuing new CS graduates this year. According to Paul Orvos, corporation manager of employment for CSC, "Interest in CS grads is greater than ever. We estimate this year making about 650 new graduate hires - that's U.S. domestic hires - versus 450 last year. Eighty-four percent of those hires will be at the undergraduate level and 30 percent of those undergrads will have CS degrees."

According to Orvos, 25 percent of the undergrads CSC hires will have IS degrees, 8 percent electrical engineering degrees, another 8 percent mathematics degrees. The fact that the remaining 29 percent will include business administration, economics, and other nonscience majors highlights a growing trend by employers facing today's shortage of technical talent. Many are broadening their range of candidates they'll consider in an

effort to reach their recruiting goals.

"The number of students completing degrees in the sciences is down and competition is keener than ever for these people," says Orvos. In looking at a more diverse pool of applicants, Orvos says, "We've found students pursuing liberal arts degrees who have the computer skills and interest level necessary to join our commercial consulting organization. If people are sharp enough, we can train and mentor them into roles as associates. It's a consulting career, but as part of it, they learn the fundamentals of programming and systems analysis."

Fairfax, Va., headquartered American Management Systems (AMS) is also including graduates from non-technical disciplines in its college recruiting effort. "Of the 900 college hires AMS will take this year, 75-100 will probably be liberal arts grads," says Al Jones, manager of college recruiting for AMS. "In part, we're making that switch as a result of the statistics that indicate a drop in the number of computer science grads coming out of school."

Besides, Jones adds, "When hiring new grads, we look for good analytical, commun-

cation, and problem solving skills and liberal arts grads have those skills as often as CS or IS grads."

Like CSC, AMS provides technology training for new hires from non-technical disciplines. Nonetheless, Jones says, when recruiting, he looks for students with "a demonstrated aptitude and interest in information technology." To illustrate, he points to an English major at Brown University who worked in the school's computer center for two years. "Frankly," says Jones, "we're finding today there aren't really many liberal arts grads who aren't graduating with pretty sophisticated computer skills."

Are AMS and CSC unusual in their willingness to consider non-technical grads as an alternative to CS or IS grads? Traub of NACE doesn't think so. "In response to a survey we did last fall called Job Outlook '97, we found that even for graduates in non-technical disciplines, having some background in computers and proficiency with various computer applications would significantly increase a graduate's marketability."

Sheryl Silver may be contacted by writing to her at Career Source, P.O. Box 65759.

WORKING LIFE: The Dollars and Sense of Striking Out on Your Own

By Deborah L. Jacobs
Chronicle Features
Launching a business can be a wonderful way to supplement your income or hedge your bets against the ups and downs of corporate life. But in the excitement of starting a new venture, many people overlook some hard-headed facts.

One of the most sobering is how little of what you earn is left when all the bills are paid. Many of your hard-earned bucks (sometimes as much as half) go towards paying for things you've used to getting to free, such as office space, telephone calls, and supplies. Those making the switch to full-time self-employment will likely have other huge expenses, the health, life, and disability insurance.

Under a 10 percent, your tax bill could go up, since suddenly you're paying your own Social Security tax. When you're on the corporate payroll, the company pays half; self-employed people must pick up this portion themselves (though half of it is deductible on the federal tax return). Plus, the tax collector expects to hear from you four times a year.

While credits require you to pay promptly, most of your own clients won't rush to compensate you. Even if you wait "payment due in 30 days" on your bills, it's a rare client who sticks to that time frame.

Fortunately, there are some steps you can take to balance out the bleak financial picture:

Check as many expenses as you can. Chances are, you'll start out as a sole proprietor, and file Schedule C ("Profit or Loss From Business") on your federal tax return. The more expenses you can write off on this form, the lower your taxes, and the more money you'll take home. A home office is deductible if it's your primary place of business, and is as separate space used regularly, including advertising, business telephone, and fuel your travel, mail and entertainment expenses.

On the main tax Form 1040, you can also deduct 30 percent of the premiums if you buy your own health insurance. For the 1997 tax year, the deduction goes up to 40 percent.

To help track these and other expenses, you might want to use accounting software like QuickBooks Pro by Intuit. It's available in both Windows and Mac versions at a "street price" of about \$170. Or, if you prefer to keep your books by hand, "Small Time Operator," by Bernard Kamoroff, an accountant and small business owner (\$18.95 from Bol Spring Publishing at (800) 515-9050) can guide you in setting them up.

"Sack away money for retirement. One of the best tax advantages for small business owners is being able to save for retirement without immediately paying tax on those funds. Even if you have a retirement plan at your day job, you can start a Keogh plan or Simplified Employee Pension (SEP) for your sideline business. You can do this through some banks, large mutual fund companies, and trade or professional organizations. For details, consult your tax adviser."

Sum by a least 30 percent to cover overhead. Let's say you were earning \$50,000 per year. Assuming you can command comparable pay for your new services, that works out to \$25 and hour (\$50,000 divided by 2,000 hours). Ordinarily, you'd add \$7.50 (30 percent of \$25) to your bid for overhead and come up with an hourly rate of \$32.50. If you have hefty project expenses that your client isn't reimbursing, factor those into the hourly rate, too.

Being paid what you're worth can be one of the chief satisfactions of running your own business. You'll reap even greater rewards - and out on down surprise - if you also factor in what you must spend.

Deborah Jacobs welcomes letters from readers and will address topics of general interest in this column. Contact her by e-mail (DJWorking@aol.com) or by letter at: Chronicle Features, 870 Market Street, Suite 1011, San Francisco, Calif., 94102. Please include your name, address and telephone number. (Copyright 1997 Deborah L. Jacobs; Distributed by Chronicle Features.)

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Corporation located in Madison Heights needs to change accounting controller. Must be CPA, 10 yrs. exp. and some job knowledge. Computer experience required. Salary \$45,000-50,000. Send resume to: 30300 Telegraph, Suite 400, Detroit, MI 48226. EOE M/F

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