

## SHINING THE SPOTLIGHT SERIES: OUR EMPLOYMENT & EDUCATION SERVICES

### Employment that works for you!

#### Tips for Job Searching during COVID

These days the world of work seems ever changing and uncertain. Today's job seekers are quickly discovering that using standard ways of looking for work are just not producing the results that they want or expect for the effort that they are putting in. Many are left questioning whether they should even be looking for work during these uncertain economic times. But what if you don't have a choice and you need to find a job? Most people don't have the luxury of riding out this pandemic and putting their job transition on hold until the world gets back to "normal".

The following are quick tips from an article\* about searching for a job during COVID-19 [on www.randstad.ca](https://www.randstad.ca) that will uncover the answers to some of these questions, offer different approaches to consider and help you plan your next step to fulfill your return-to-work goals and find **employment that works for you!**

\*Source information and the complete article are at the end of this document.

#### 1. **Accept that things have changed**

The way we once looked for employment has changed and what was once done to secure employment needs to adjust to this change. Companies and their recruiting processes have also had to adapt to our new economic realities and what was once recruitment standards have now been replaced with ATS (automated tracking systems) and virtual job fairs. Simply put – you need to adjust to these new norms and accept that perhaps what you once did to get a job may no longer work.

#### 2. **Keep Looking**

Research has shown that the worst thing you can do during this pandemic to your career or job search is to do nothing! Don't put your job search on hold just because the companies that you want to work for might not be hiring – keep looking for opportunities and know that the situation will eventually change. Being visible and in the game will situate you for opportunities when they do become available.

#### 3. **Be Patient**

Hiring practices are taking longer now as hiring managers, recruiters and companies adjust to new systems and approaches. Although you might be waiting to hear back from an employer and losing patience, don't

despair everyone is adapting to the new normal and it takes time. Follow up after a reasonable amount of time following an interview if you haven't heard back from them. Re-communicating your interest will keep you top of mind when they do move forward with hiring.

#### **4. Expand your employment interests and job search**

Consider looking into opportunities that might not have been on your "radar" before the pandemic. Jobs that you are skilled to do but have not been a consideration before now, might provide you with a whole new career direction. Now, more than ever, look to your transferable skills for leverage and explore career options that present opportunities for you.

#### **5. Consider temporary positions**

Service, logistics and healthcare industries are still showing strong industry growth and need for employees. If you are not able to secure a job in your field, consider taking a temporary position and aligning with an Employment agency that has their "pulse" on who is hiring in these fields and what they are looking for in a successful applicant. Consider a temporary position to be "paid on the job training" - you will learn new skills, make new connections, and keep a steady stream of income coming in.

#### **6. Be ready for video interviews**

The new normal has arrived and it looks like participating in virtual job fairs and subsequent virtual interviews. Practice with your technology. Get comfortable seeing yourself on video – sorry it's the only way to get better at this new skill for most of us. If you are a true novice to this way of communicating, best way to start is by video chatting with friends and family using platforms like Zoom until you're comfortable using them.

At the best of times, looking for a job always has its challenges. Now, more than ever, applicants need to adjust to new processes and go that extra mile to secure employment. The good news is you don't have to take this journey alone – we are here to help! Get connected to our professional employment services and let us help you get Employment that works for you! If you require assistance with your return-to-work goals, Holly is available for one-on-one employment support.

Contact Holly today: [holly.rye@hrmfrc.onmicrosoft.com](mailto:holly.rye@hrmfrc.onmicrosoft.com) and take the first step to getting back to work.

#### **SOURCE**

(09 October 2021) 9 tips for searching for a job during COVID-19. Randstad.ca.

<https://www.randstad.ca/job-seeker/career-resources/job-search-tips/tips-for-searching-for-a-job-during-covid-19/>