



Job Searching in a Pandemic

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Agenda

- COVID-19 & Today's Job Market
 - Current Trends
 - Strategies
- Q&A Break
- Job Search Fundamentals
 - How to Prepare
 - Open vs Hidden Job Market
 - Virtual Networking & Interviewing Tips
- Q&A

The Iceberg Illusion

Success
is an
iceberg

SUCCESS!

WHAT PEOPLE
SEE

Persistence



Failure



Sacrifice



Disappointment



WHAT PEOPLE
DON'T SEE

Dedication



Hard work



Discipline

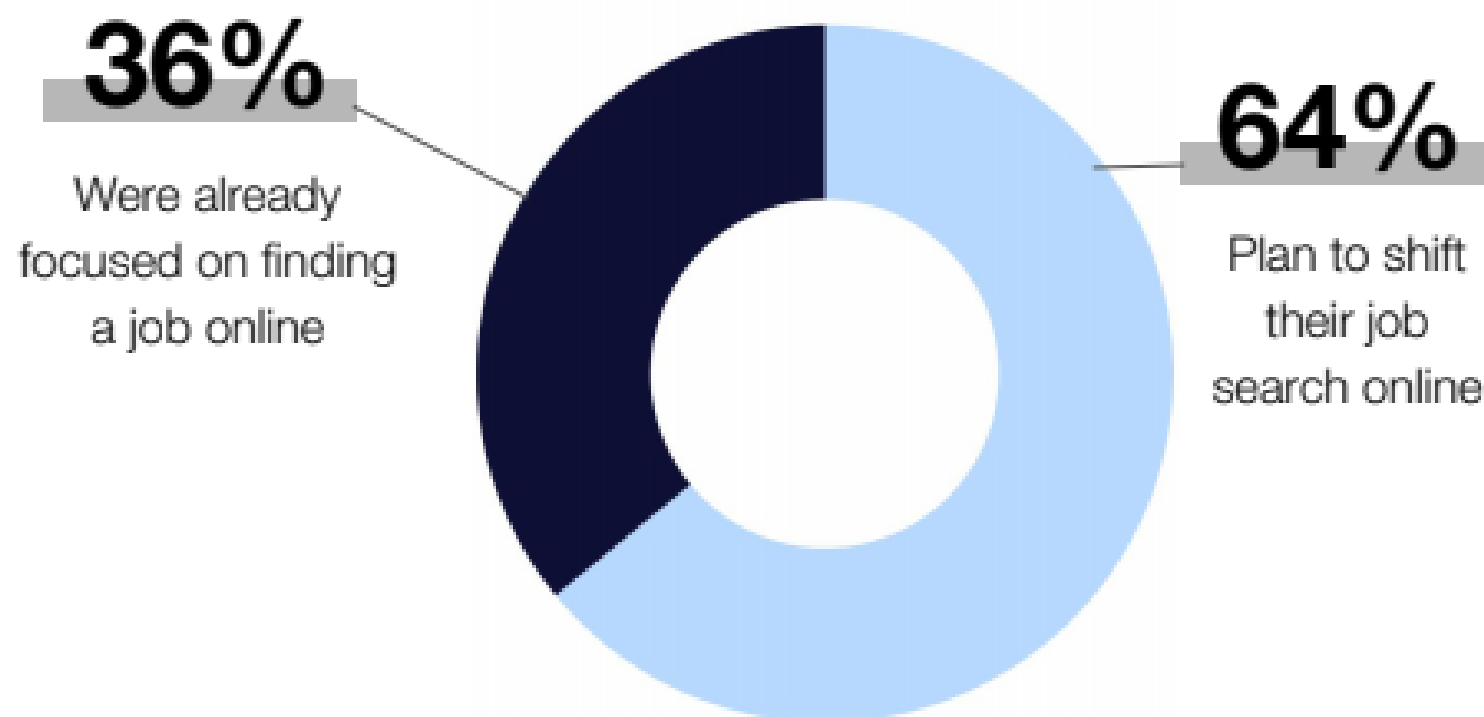


@sylviaaduckworth

Students are still in job search mode, with two-thirds having to quickly shift to the new online reality

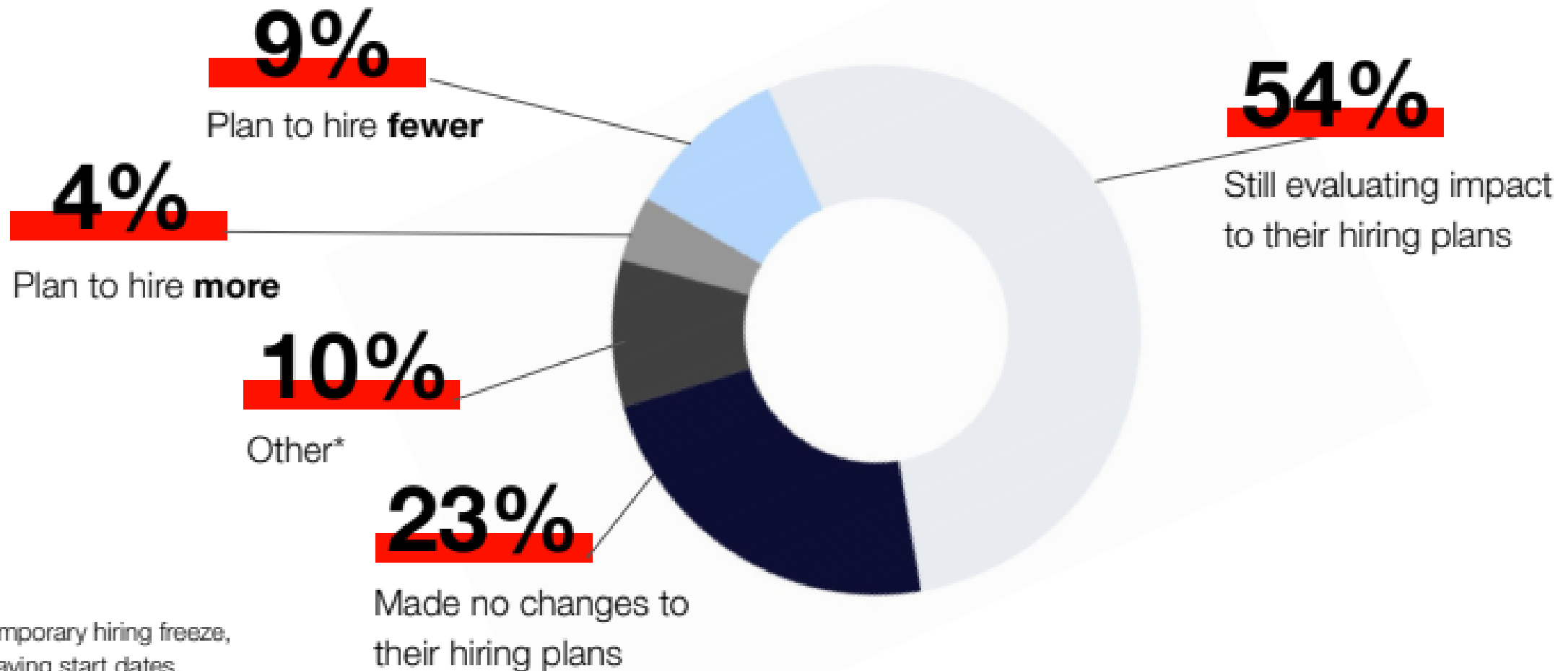
73%

Of college seniors are still searching for full-time jobs



Source: Handshake student COVID-19 survey, March 2020

Majority of employers still evaluating impact to hiring plans, only a small minority have decided to reduce



*Temporary hiring freeze, delaying start dates, pausing interviews

Source: Handshake employer COVID-19 survey, March 2020



NACE Quick Poll

Out of 234 surveyed employers:

- **64% are not revoking ANY offers at this time**
- **22% are considering revoking offers**
- **2% are actively revoking full-time offers**
- **About two thirds of employers say they will recruit class of 2021 at the same level as they did for class of 2020**

<https://www.nacweb.org/talent-acquisition/trends-and-predictions/coronavirus-quick-poll-preliminary-results/>

Who's Hiring?

- **Candor:** <https://candor.co/hiring-freezes/>
- **Still Hiring:** www.stillhiring.io
- **The Muse:**
<https://www.themuse.com/advice/companies-hiring-during-coronavirus-covid-19>
- **Handshake:**
<https://learn.joinhandshake.com/students/hiring-on-handshake-500/>
- **Top Entry Level Employers:**
<https://collegegrad.com/topemployers>
- **Follow #GetHired on LinkedIn**

COVID-19 Economy

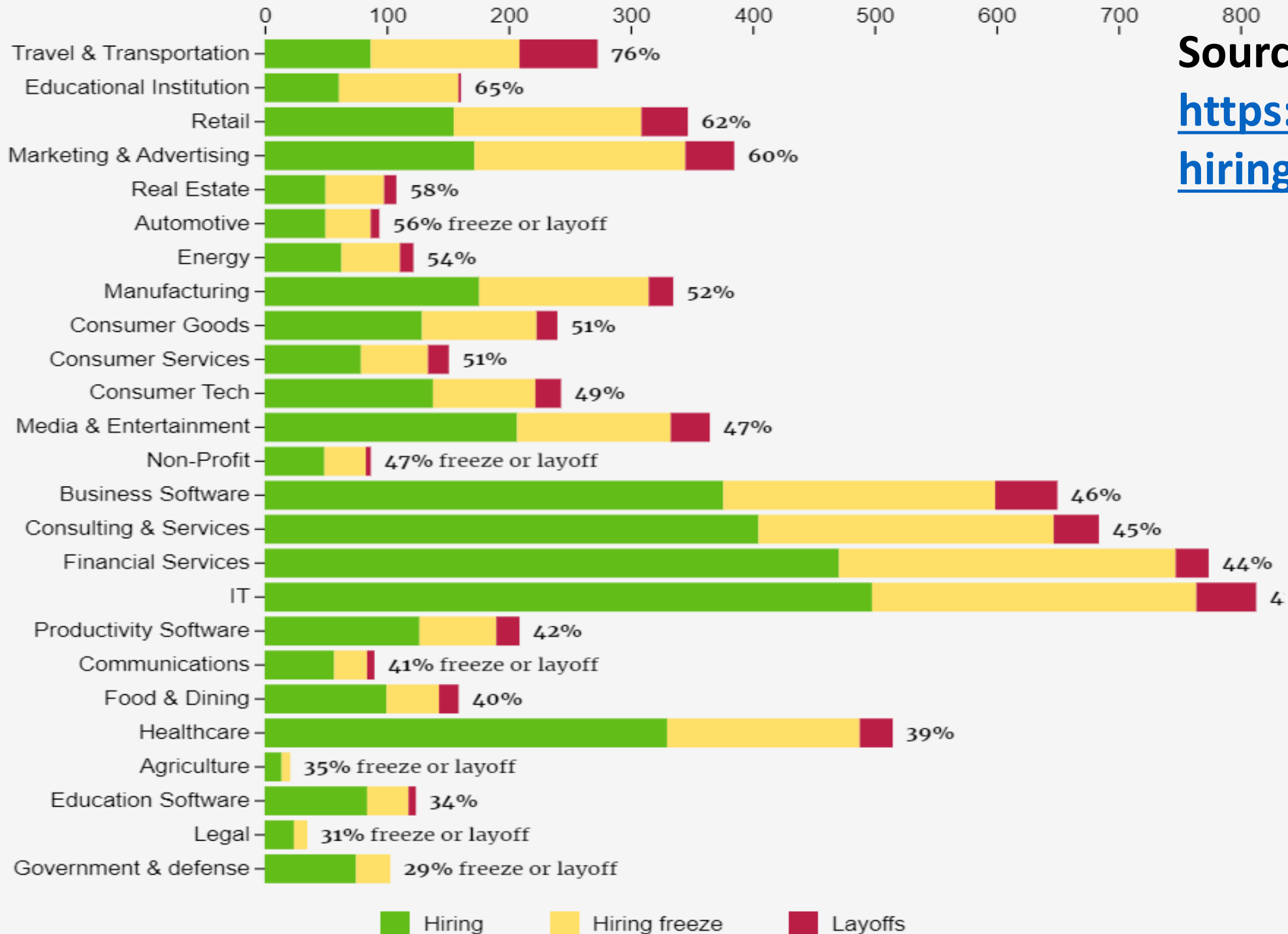


Most Heavily Impacted:

- Airlines
- Construction
- Hospitality
- In-Person Entertainment
 - Fitness
 - Gambling
 - Movie Theaters
 - Sports
- Restaurants
- Retail
- Transportation
 - Automobiles
 - Oil & Gas
 - Uber/Lyft
- Tourism

Potential to Thrive:

- Federal Government
- Financial Services
- Grocery
- Healthcare & Services
- Media & Telecommunications
- Non-Profit
- Online Education/Remote Learning
- Pharma & Med Devices
- Remote Entertainment
 - Gaming
 - Streaming
- Shipping & Delivery
- Technology



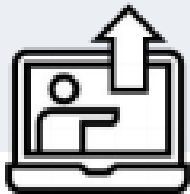
Source:

<https://candor.co/hiring-freezes/>

Interviewing is moving fully virtual, and many employers are ramping up digital candidate engagement

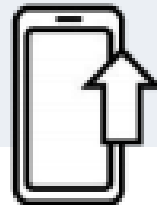
89%

Employers are adopting or increasing virtual (video) interviews



73%

Employers are adopting or increasing phone screens



59%

Employers are adopting or increasing digital engagement, including virtual events and more.



Source: Handshake employer COVID-19 survey, March 2020

Lessons from 2009 Great Recession

- Millennials now in long-term, meaningful careers
 - Learned resilience, resourcefulness, adaptability
- Job-hopping and gig work have advantages
 - Wide range of experience
- Time is on your side

Source: <https://www.fastcompany.com/90480980/i-started-my-career-in-the-great-recession-heres-my-advice-to-entry-level-workers>

Creative Job Searching

- Third-Party Staffing Firms
 - Examples: Kforce, Robert Half, C&A Industries
- Small Jobs (gigs) & Remote Opportunities
 - [Fiverr](#) , [FlexJobs](#), [Upwork](#), [WeWorkRemotely](#)
- Internships
 - [Symba](#), [Jumpstart](#)
- Resources
 - [Handshake Blogs](#)



If Your Offer is Frozen/Rescinded...

- **Re-open your search**
- **Creatively continue your momentum**
 - Externships/Job Shadow, Research, Fellowships, Network, Complement Classes, Temp Jobs and Agencies, Volunteer
- **Stay in contact with employers & network**
- **Check [Handshake](#), [Indeed](#), [LinkedIn](#) and [other sites](#) daily and apply to multiple opportunities**
- **Setup search agents**
- **Connect with a Career Advisor via [Handshake](#)**
- **Prepare and practice interviewing**
 - Check out the Career Center's growing list of videos (Students tab)

Check out Wake Forest's University's COVID response page:
<https://opcd.wfu.edu/what-should-i-do-if-i/>



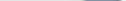
Q&A Break

Get Organized

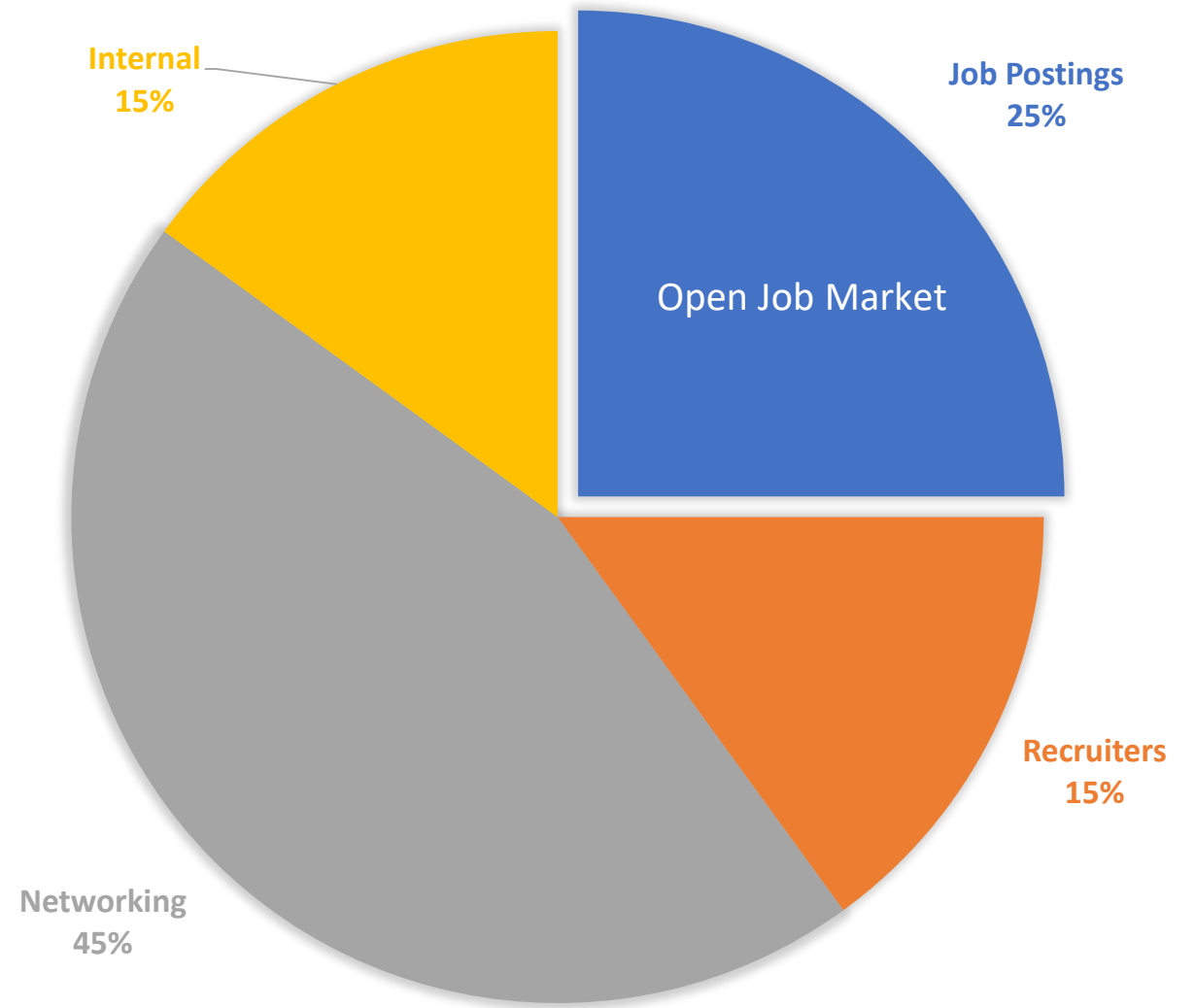
- Identify a **work space**
 - Double check **professional documents**— resume, sample cover letter, and reference list; contact your references
 - Develop and **maintain a routine**
 - Review social networking pages to be sure all **looks professional**
 - Create a system to **track opportunities**
-

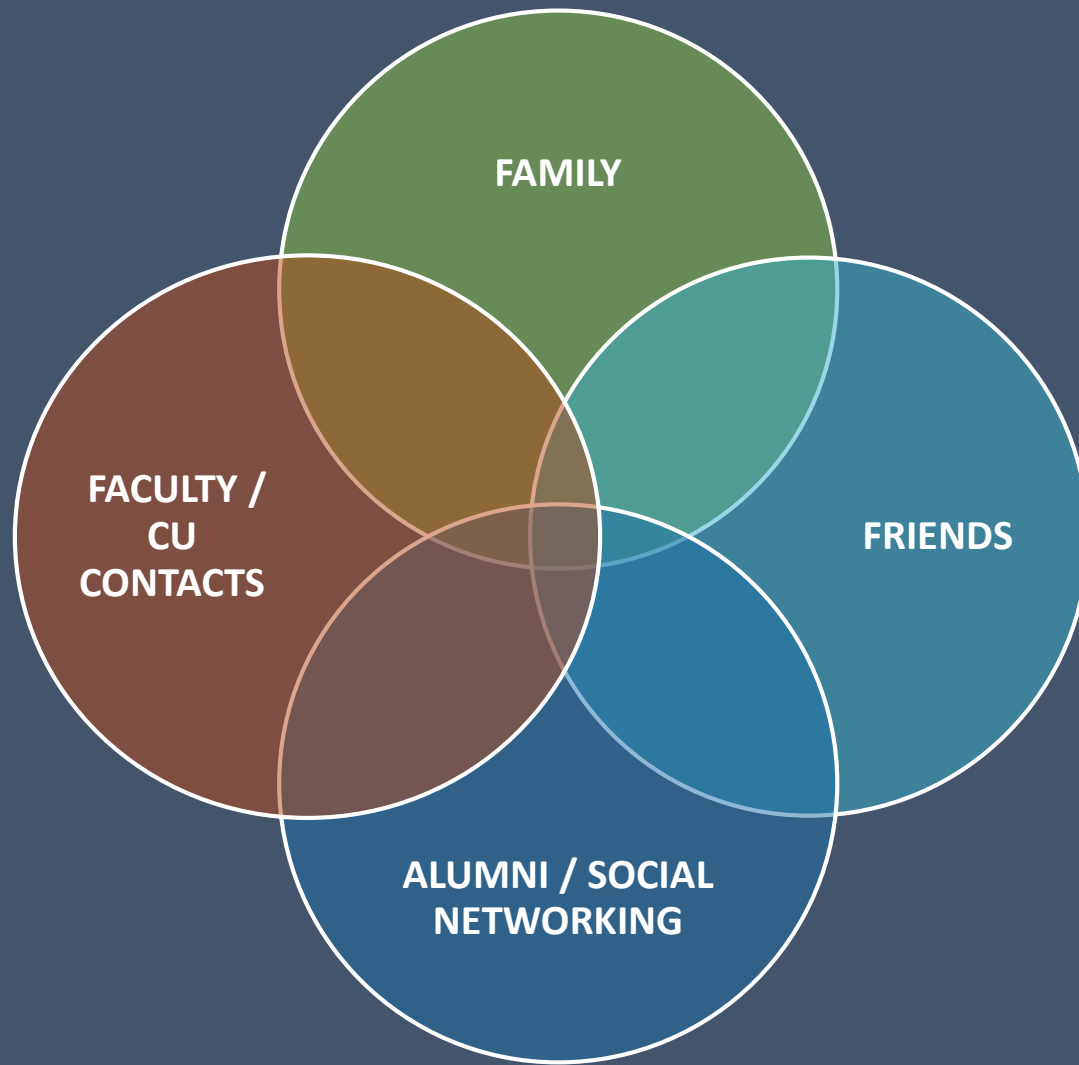


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[Resume submissions](#)
[Networking contacts](#)
[Interviews](#)
[Career Web sites](#)
[+](#)

Open vs Hidden Job Market





Breaking into the Hidden Job Market

- Talk to everyone about your job search!
- ASK THEM! “Who do you know who would know anything about _____?”
- Ask for referrals
- Tell your Faculty and Creighton contacts what you are looking for
- Conduct Informational Interviews
 - Yes, even during a pandemic you can conduct informational interviews!

103 alumni

Start year1900End year2020

Search alumni by title, keyword or company

Greater Minneapolis-St. Paul Area

Human Resources

Clear all

< Previous

Next >

Where they live

+ Add

2,084 | United States

656 | Greater Omaha Area

122 | Greater Denver Area

103 | Greater Minneapolis-St. Paul Area

Where they work

+ Add

3 | Target

2 | EY

2 | UnitedHealth Group

2 | Medtronic

Invite Jeff to connect

Build a quality network by connecting only with people you know.

Message (optional)

Dear Mr. Elston,


I am a senior at Creighton hoping to begin my career in HR in the Twin Cites. I see you are an alum with an impressive HR background. Would you be willing to speak with me over the phone or Zoom to share your perspective as I embark my job search? Thanks in advance!

-Billy BlueJay

2 / 300


Cancel

Send invitation




Mary Kubicek · 2nd

Senior Manager of Human Resources at Douglas... Finance and Economics


 1 shared connection

Connect




Brenna Finnegan · 2nd

Sr. Sourcing and Procurement Analyst at UnitedHealth... '19 Health Administration a...

 76 shared connections


Connect



Megan Gaines · 3rd


Human Resources Professional '01 Marketing Major, Comm...

Connect



Jeff Elston, MA · 2nd

Human Resources | Agile Product Leadership |... '04 Spanish

 1 shared connection

Connect

Dear Mr. Elston,

I am a Senior at Creighton University and will graduate this May with a Bachelor of Science in Psychological Science. I see on LinkedIn that you also graduated from Creighton University and are currently working as a Director of Human Resources. I was wondering if you would be willing to speak with me over the phone about your experiences and any advice you have about entering the industry? I appreciate any help you might be able to provide.

Sincerely,

Raven

Virtual Networking Tips

- Use your resources
 - LinkedIn, CareerShift, Handshake, etc.
- Virtual job fairs (JobFairsIn.com)
- Reach out to recruiters
- Research professionals
- Ask a few key questions
- Bring your positive attitude
- Have your resume ready
- Follow up with a thank you

Handshake Key Fields:

What are job interests?

The “Your Interests” section of your Handshake profile includes:

- Job type
- Location
- Job role

These are the most common fields that employers use to search for potential candidates—so including them in your profile is essential to getting recruited.



Create a
checklist



Clear the room
of distractions



Have a pen & paper
handy for notes



If the time isn't
convenient, ask
to reschedule

Phone Interview Tips



Turn call-waiting
off



If possible, use a
landline instead of
a cell phone



Keep your resume
in clear view

Tips for Conducting a Successful Video Interview from Home

- Do a trial run before the interview
- Set up your camera & any headset or microphone ahead of time
- The ideal background is tidy, distraction-free, quiet & well-lit
- Dress professionally
- Avoid making hand gestures, which can “stutter” on the screen



Adopting the Right Mindset

- **Keep applying**
 - **BUT be targeted in your approach**
 - Tailor your resume and cover letter
 - Network, network, network!
 - **Do regular re-evaluations**
 - **Think outside the box and consider your bottom line**
 - **Be proactive**
 - **Remember this isn't forever**
-



Q&A



Schedule with us online
through Handshake!



Visit our website at
Creighton.edu/CareerCenter!

Q&A
