

Reality of the Job Market

Who is David Muir?

Your workshop...ask questions

“Take Home” Value Today

Today’s Agenda



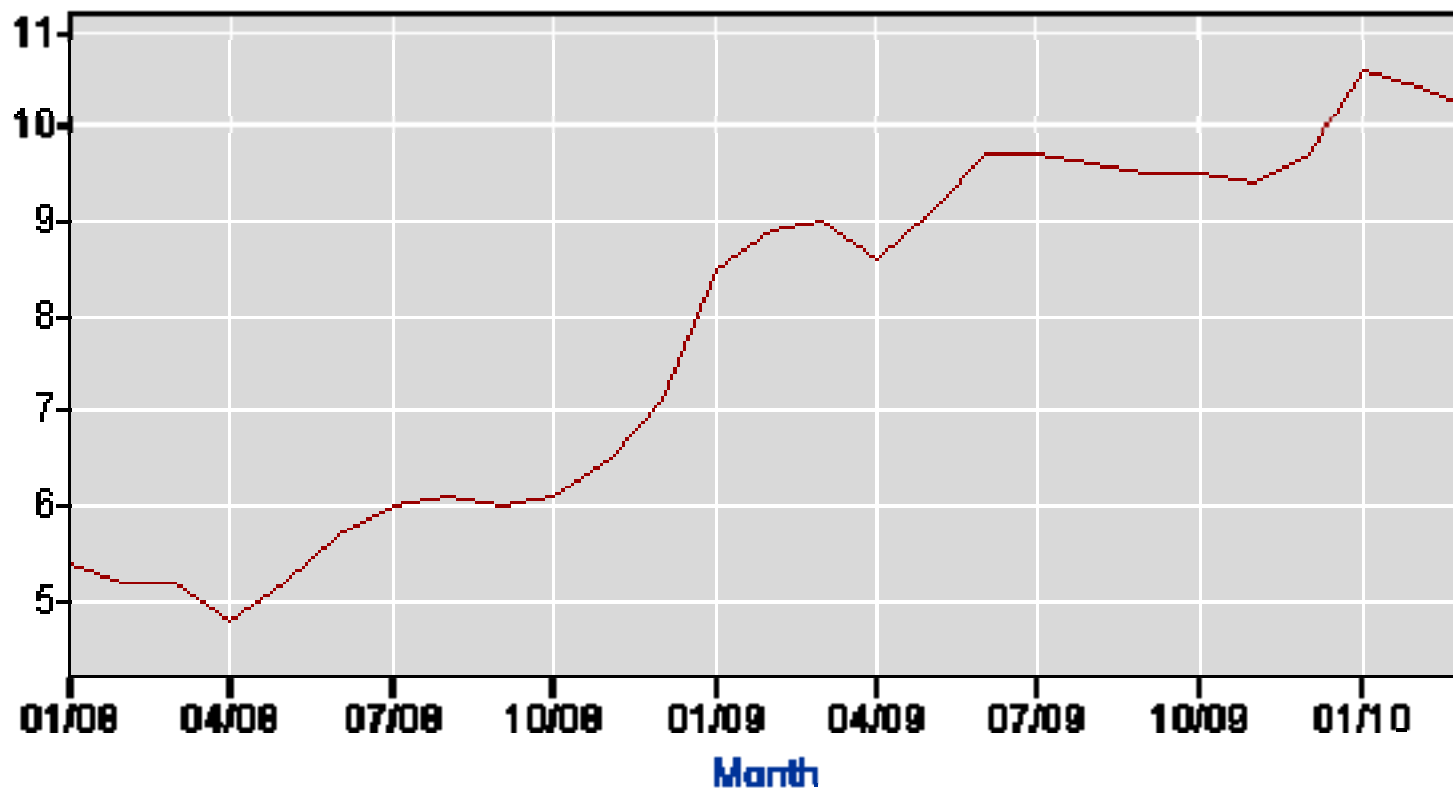
Goals for Today

Review the Market & Current
Hiring/Employment Challenges

Understand Alternate Corporate & Individual
Strategies for a Successful Hire

Action Items for Executing Strategies

Today's Current Market Unemployment



Today's Current Market Ugly Statistics



In March 2010

- 164 metropolitan areas reported jobless rates of at least 10.0 percent
- Washington-Arlington-Alexandria, D.C.-Va.-Md.-W.Va., 6.7 percent.
- 44.1 percent of unemployed persons were jobless for 27 weeks or more.

The unemployment level stands at 14.8 million persons as of January 2010.

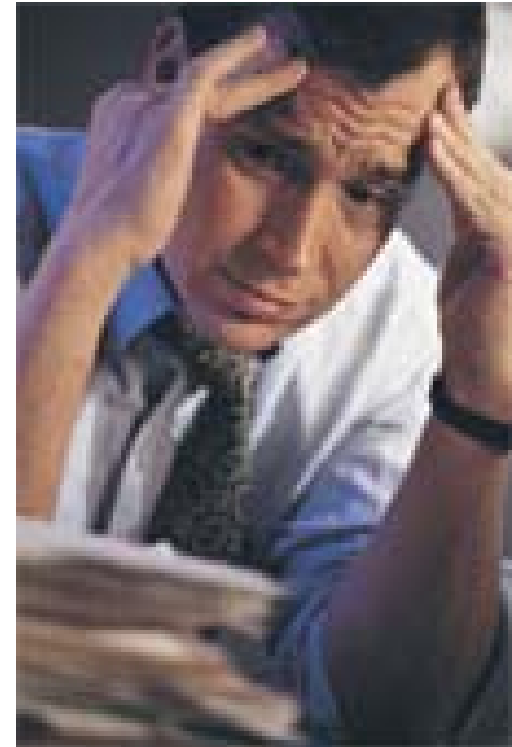
Today's Current Market Frustrating Facts

Employers

- Positions posted can receive up to 100+ resume submissions per day.
- Internal recruiting resources are overwhelmed, reducing productivity.
- Open positions remain empty, slowing company growth.

Job Seekers

- Search postings for hours, some applying to dozens of jobs per week.
- Most submittals receive little to no response.
- Calls into companies are rarely returned.
- Vague position descriptions lead to many short & unproductive phone interviews.



Reviewing Your Current Hiring/Job Search Processes

Employers

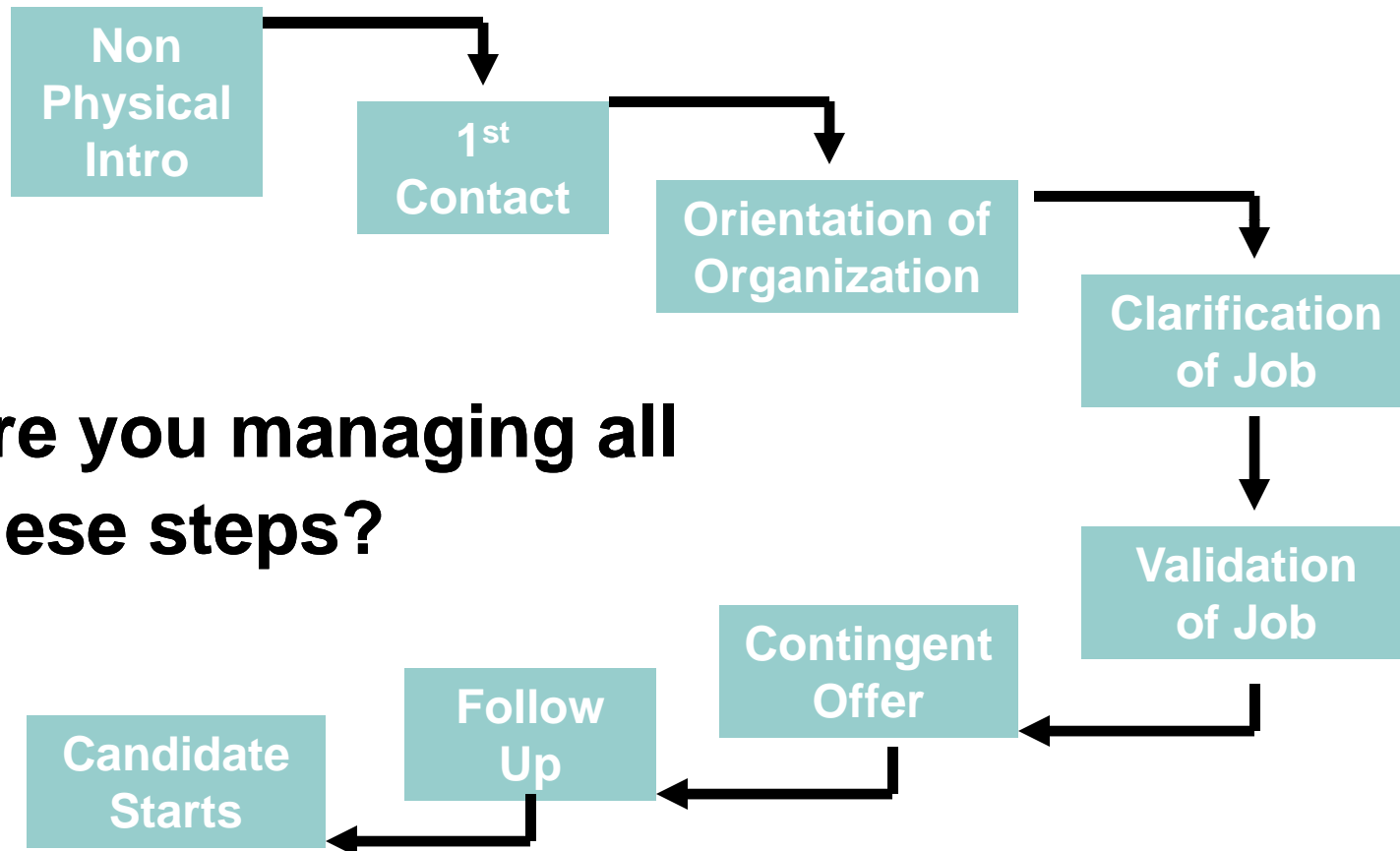
- Do you post jobs on job boards or corporate sites?
- Do you have a standard set of evaluation criteria for candidates?
- Can you capture talent quickly?
- Is there a thorough written job description?
- Do you understand a Candidate's perception of the steps involved in the hiring process?

Job Seekers

- Do you respond to postings on job boards or corporate sites?
- Do you have a standard set of evaluation criteria for employers?
- Can you accept an offer quickly?
- Is there a thorough resume customized to the company?
- Do you understand the steps involved in the typical corporate hiring process?

Candidate's Perspective

Steps in the hiring process



Are you managing all these steps?

Alternate Corporate & Individual Strategies For a Successful Hire



Change the way you do things.

M.E.R.I.T. Methodology

- M.** Market your position or yourself
- E.** Engage candidates or employers
- R.** Respond to opening positions
- I.** Interview candidates or employers
- T.** Timetable of the hiring process

M.E.R.I.T. Methodologies for the Hiring / Job Search Processes

Employers

Marketing

- Complete job descriptions address skill sets, education, corporate culture and position “X Factors.”

Engage

- Recruit proactively & enable selective methods to sort candidate vs. reviewing each submittal individually.

Respond

- Building a proactive database permits agile response times to new openings.

Interview

- Create a standardized interview process for baseline evaluation

Timetable

- Establish regular interview timeblocks and set candidate expectations at each step.

Job Seekers

Marketing

- Detailed resume that is customized for each position utilizing keywords in the job description.

Engage

- Research employers who hire people like you, identify hiring managers and call them for “informational interviews.”

Respond

- Practice your story and be able to communicate it effectively upon contact.

Interview

- Use accomplishment stories, keep answers brief & have questions to ask.

Timetable

- Ask what next steps are, when they will take place & when the hire will occur.

Alternate Strategy Action Items for Employers

Employer Checklist

- ❑ Hire using selection methods vs. rejection methods.
- ❑ Create a complete Position Profile (skills, education, corporate and group culture, clearances, etc.)
- ❑ Market the opportunity to specific individuals vs the masses.
- ❑ Identify dedicated times for recruiter/hiring manager conversations and interview timeslots.
- ❑ Provide Recruiting engine with specific screening questions generated by hiring manager.
- ❑ Proactively recruit skill sets inline with the corporate mission.

Alternate Strategy Action Items for Job Seekers

Job Seeker Checklist

- ❑ Develop a resume addressing keywords of the position, discussing accomplishments & has a clean presentation.
- ❑ Identify employers who hire people like you and proactively introduce yourself, go for the “informational interview.”
- ❑ NEVER depend on responding to job postings to generate results.
- ❑ Network in person, on the phone and through email.
- ❑ Maintain a regular work schedule during the search, treat your search like a job.
- ❑ Incorporate a stress relief activity into your schedule, no one wants to hire a stressed person.

Alternate Strategy Action Items for Both

Linked  

twitter[™]

facebook

Leverage Social Media

- Build a company/ personal profile.
- Position your company or yourself with updates & articles.
- Join groups associated with your candidates or skill sets.
- Post opportunities or your availability in targeted groups.
- Sort candidates or employers proactively and contact them directly.

Recap & Questions

What Can I Answer for You?

Consultant Services:

- **Preparing for the Proactive Search**
- **Optimizing The Hiring Process**
- **Developing a Strong Image**



Take Home Action Items

What Can I Use From Today?

1. _____
2. _____
3. _____

David Muir, Jr. - Owner
david@preparetobehired.com
www.PrepareToBeHired.com
571-224-8907



David Muir, Jr. - President
dmuir@resultsdrivenstaffing.com
www.ResultsDrivenStaffing.com
703-752-5600

