

## 2.22.2012 Job Transitions Meeting

Open Space: brainstorming exercise response when asked what they want from this community.

“Needs” identified by the community:

- Simply making connections
- Learning how to support my spouse in their journey to find more fulfilling, rewarding work
- Resume writing -- 2
- Online search engines
- Employment acquisitions
- Interview help/skills -- 2
- Support and encouragement
- Help with cold calling
  - Going to places that aren't specifically hiring
- Coming to terms with my introversion to be able to express self more fully
- Help negotiating salary and vacation time
- Alternate career choice if unable to find work in my field
- Age discrimination -- 2
  - Employment prospects for those over age 50
- How to handle overqualified
- How to handle out of the work force too long
- How to be relevant in today's search
- How to tap the hidden market (only 20% of jobs are actually posted)
- Tools for skills assessment
- Camaraderie – others in same boat helping each other
- Additional network sources or resources
- How to learn to tailor key words to honestly reflect my talents and abilities while fulfilling their needs/wants
- Figuring out “what's next” -- the next 20 years

“Would be nice to have” identified by the community:

- Talk to hiring managers about change search
- What answers do they *want* for gaps in employment
- A community of support and growth
- Group to serve as a clearinghouse of information on:
  - What all have done in their job searches
  - Info on careers held

- How to get into various careers
- Supportive and warm, yet motivating – emphasis on goals
- To be a member of a group that has the authority to bring in high paying jobs in high technologies in the St. Cloud area
- A position in Research and Development in renewable energy or automation (robotics)
- Eyes and ears of job openings
- To be a part in helping someone else find value in their job searching efforts
- Explore new opportunities, move into other fields of interest that are easily transferable to other locations
- Group become an incubator for placement, fight back instead of being the victims.

Roundtable discussion followed; Jim recorded the following:

Key facets:

- Networking
  - Business cards
  - Connections, community
- Volunteering
- LinkedIn

Resources:

- Book: What Color is Your Parachute? By Bolles
- Website: Wordle.com – to identify key words
- Workforce Center classes – Creative Job Search (Lori) inspiring and offered tips for everyone

Resume tips:

- Key words -- resumes are scanned by HR in 7 to 10 seconds
- Read ad and customize resume (in resume, not cover letter – new systems for screening)
- First 1/3 page is important, rest is never read
- Process:
  - Resume with cover letter
  - Confirm resume receipt and offer to have a conversation (avoid “interview” because it is such a loaded word; conversation is more exploratory without strings attached)
  - Interview
  - Thank you
  - Ask good questions
    - Research company
    - Questions focused on serving the company, not self

## Alternative pathways: turning your gifts into a business

- Consulting
- Projects
- Entrepreneurship
- Freelance
- Outsource