

## How has COVID impacted job search

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### Biggest outcome of COVID is that hiring process has gone virtual

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This is an unprecedented time in our country. As individuals and companies adapt to the coronavirus, so too does the job hiring process. Companies are still hiring, but the interview process has changed.

The hiring process has gone virtual. From school districts to hospitals to businesses large and small, interviews are being conducted by phone and video like **Skype, Zoom, GoToMeeting, Webex, Google Hangouts etc .**

#### Here are helpful tips to navigate your job search during COVID-19.

1. Be ready for the hiring process to take longer than usual.
2. Expect to apply for five to 10 times the number of jobs that you had planned to before the COVID-19 pandemic.
3. Set aside time each day to search and apply for jobs. Finding a job *is* a job.
4. Keep your online profile updated.
5. Make sure your social presence reflects you in the best light.
6. Use online job search sites such as Handshake, Indeed, LinkedIn, and Glassdoor.
7. Be willing to take a temporary job to demonstrate your abilities.
8. Tailor your cover letter and resume to the specific job for which you are applying.
9. Set job alerts with each of the online search engines.
10. Practice a virtual or phone interview before the actual one happens.
11. Hone your elevator speech. Practice telling that story over and over again.
12. Research companies that are hiring. The health care industry needs workers. Companies including Aldi, Amazon are looking to hire thousands of employees.

**Tip:** If you are creative, flexible, and patient, you will succeed. Be mindful that hiring is constantly shifting and the timelines are changing. Stay positive and motivated in your job search. Continue to apply for jobs. Your efforts will pay off.

## **Digital/Video Interview Tips**

### **Before your video interview:**

- Be aware of your surroundings. Dress professionally — the interviewers can see everything around you, so be sure the background is neutral and professional.
- Check the technology ahead of time to ensure it works. Check both sound and video.
- The video interview requires practice. Make time to practice, review, and correct.

### **Before your phone interview:**

- Take the phone interview seriously. Make sure you are in a quiet place and not distracted.
- Make sure that you have strong cell coverage.
- Be aware of potential time differences.
- Always confirm the time zone when scheduling the interview.