

Finding Job Opportunities

6 NOVEMBER 2015



Brainstorm Results: Where and how we look for opportunities

Company websites

Cambridge news newspapers

Recruitment agencies

Job fair

University website

Trade journals

Post office window

LinkedIn

Network contacts

Cambridge network

National press

Job Centre

Job club

Job Board websites

Go and ask - speculative

Facebook

Gumtree

Start your own business

Grafton centre notice board

Setup own web page blog

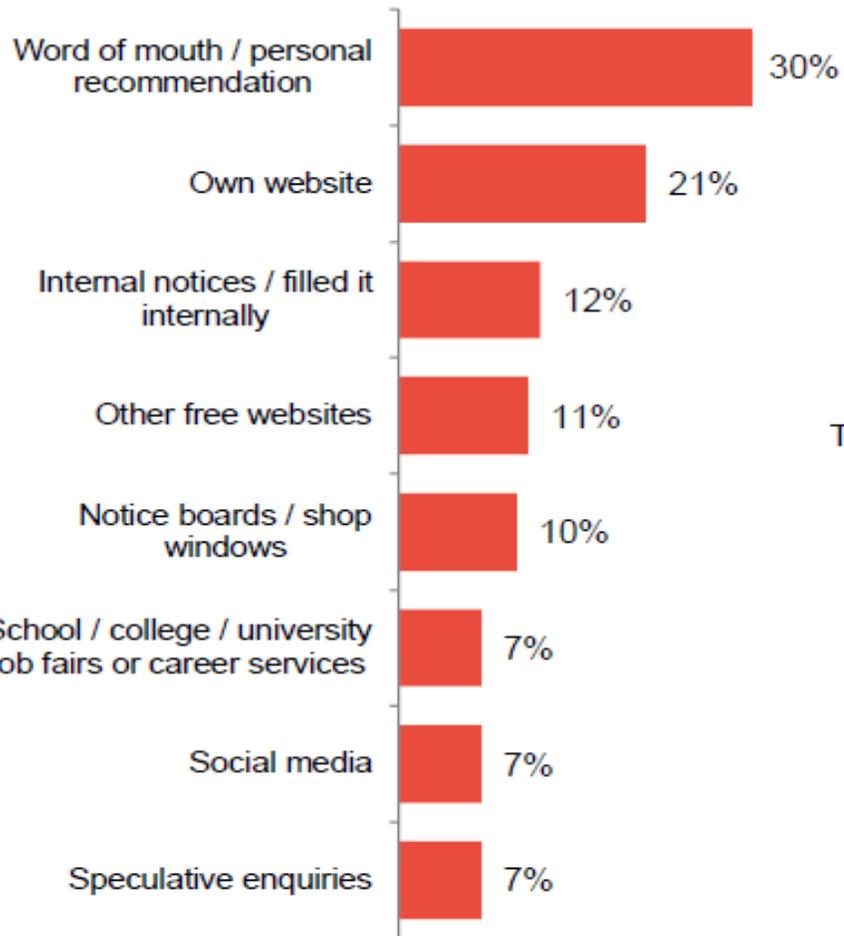
Speculative letter

TV and radio adverts

Friends

How Employers Say They Recruit

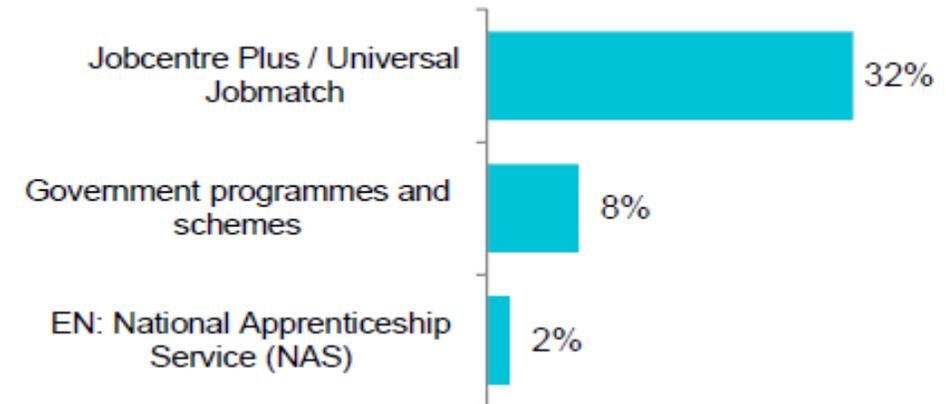
Private Free 74%



Private Paid 44%



Public Free 38%



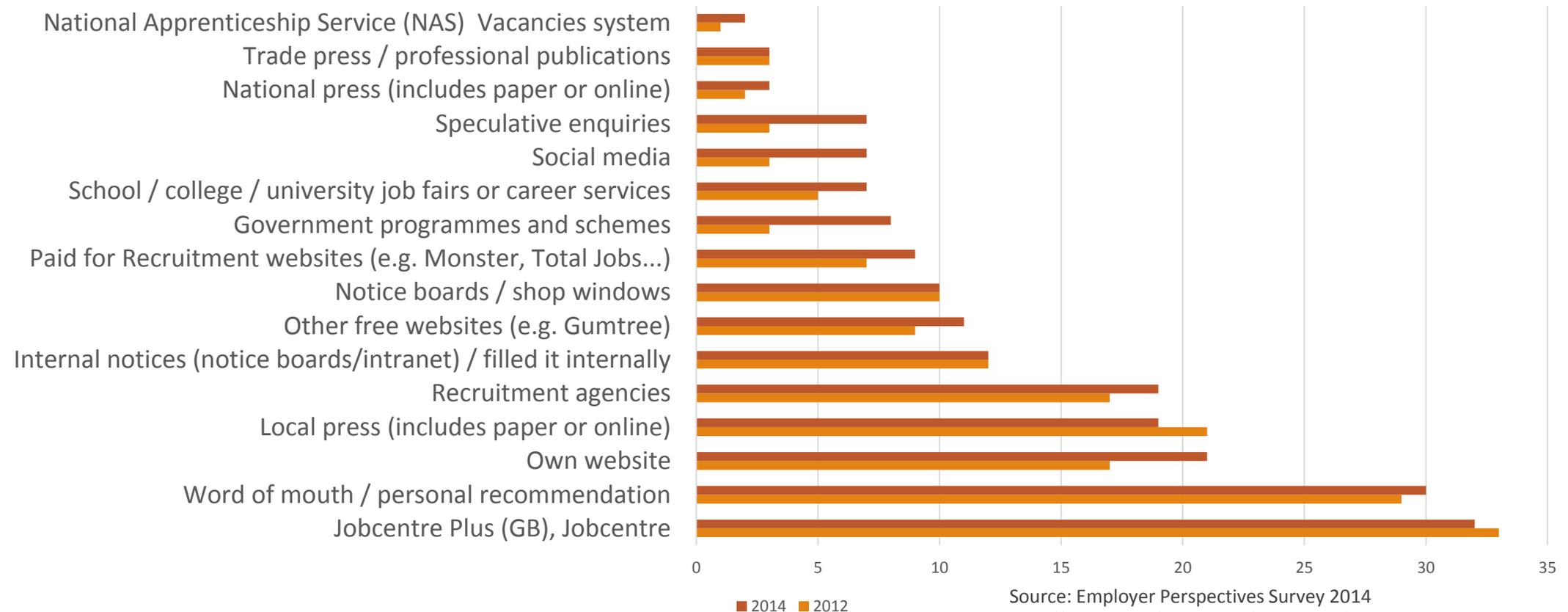
Source: Employer Perspectives Survey of 18,059 employers in the UK in 2014
<https://www.gov.uk/government/publications/employer-perspectives-survey-2014>

Views of the approaches

Perceived Difficulty to Job Hunter	Recruitment Method	Perceived Risk to Employer
High	1. Personal connections	Low
	2. Word of mouth recommendations	
	3. Using external recruiters	
Medium	4. Finding people using social media	Medium
	5. Unsolicited approaches from candidates	
	6. Advertising the job on the company website	
Low	7. Advertising the job externally	High

Changes between 2014 and 2012

Recruitment channels used by establishments reporting a vacancy



Source: Employer Perspectives Survey 2014

<https://www.gov.uk/government/publications/employer-perspectives-survey-2014>

Recruitment Success by Sector

Recruitment Success by sector 2014

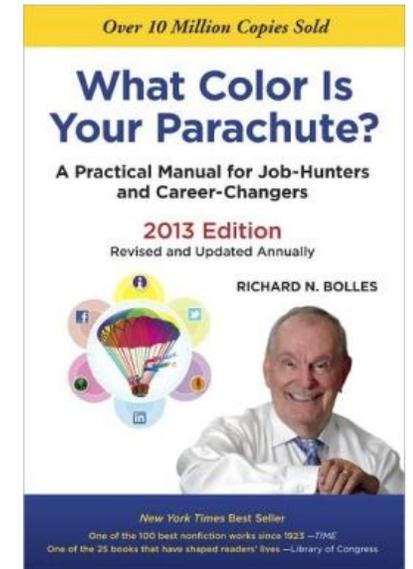


Source: Employer Perspectives Survey 2014
<https://www.gov.uk/government/publications/employer-perspectives-survey-2014>

14 approaches to job hunting

1. Using the Internet to look for job-postings or to post one's own resume. (1%)
 - For Technical jobs this increases to 10%
2. Mailing out resumes to employers at random. (7%)
3. Answering ads in professional or trade journals appropriate to your field. (7%)
4. Answering local newspaper ads. (5-24% depending on salary demands)
5. Going to private employment agencies or search firms. (5-24% depending on salary demands)
6. Going to places where employers come to pick out workers, such as union hiring halls. (8%)
7. Taking a Civil Service exam. (12%)

(US success rates)



www.jobhuntersbible.com

14 different approaches to job hunting

8. Asking a former teacher or professor for job-leads. (12%)
9. Going to the state/Federal employment service office. (14%)
10. Asking family members, friends, or professionals you know for job-leads. (33%)
11. Knocking on the door of any employer, factory, or office that interests you, whether they are known to have a vacancy or not. (47%)
12. By yourself, using the phone book's Yellow Pages to identify fields that interest you, then calling employers in those fields to see if they're hiring for the kind of work you can do. (69%)
13. In a group with other job-hunters, using the phone book's Yellow Pages as above. (84%)
14. Doing what is called "the creative approach to job-hunting or career-change": (86%)
 - doing homework on yourself, to figure out what your favorite and best skills are;
 - then doing face-to-face interviewing for information only, at organizations in your field;
 - followed up by using your personal contacts to get in to see, at each organization that has interested you, the person-who-actually-has-the-power-to-hire-you (not necessarily the human resources department).

Observations of the 14 methods

Generally speaking the effectiveness rate for each method is directly proportional to how much work that method requires of you.

- That is to say, method #1 requires the least work, but it is also the least effective;
- method #14 requires the most work, but it is also the most effective.

Observations of the 14 methods

You want to use more than one method, but less than five.

- Researchers discovered that one third of all job-hunters never find a job because they give up too soon.
- And the ones who give up most easily are the ones who are using only one job-hunting method (such as sending out resumes).
- 51% of those who use only one method of job-hunting abandon their job-hunt by the second month.
- only 31% of those who are using two or more methods abandon their search by the second month.

Researchers discovered that job-hunting success increases with each additional method you use, but only up to four methods.

- If you use five or more of the fourteen methods listed above, job-hunting success starts to decrease.
- the explanation may lie in the fact that you can give up to four methods the time each deserves, but if you try to do five or more, you start cutting too many corners.

Brainstorm Results: How not to get a job

Being arrogant

Ask for too much money

Not replying to messages

Ignoring their hospitality

Flat mobile phone battery

Being negative

Don't look for one

Thinking for too long

Being distracted

Do nothing

Lack of research

Lack of support

Poor cv

Waiting until you are good enough

Not leaving the house

Don't apply

Bad interpersonal skills

Poor personal presentation

Poor interview skills

Disorganised

Not joining the job club

Not know what you want

Not enough time spent looking

Isolation

Apply for an unsuitable job

Putting yourself down

Bad mental state

Typos in documents

No education

Lack of confidence

Cancelled internet