

GET THE JOB

Find a Job While You're Still Employed

Searching for a new role in today's turbulent job market has many job-seekers scratching their heads for answers. In some industries, hiring has come to a screeching halt as companies continue to deal with tanking revenues and bleak outlooks.

On the other hand, some industries have never been busier and continue to hire new employees, even in the face of the COVID-19 pandemic.

SUCCESS OF PASSIVE CANDIDATES

No matter what industry you come from, you likely possess transferable skills to make a difference in sectors on the rise. And as always, professionals who are employed versus unemployed remain a hot commodity in today's market.

Recruiters and hiring managers are drawn to workers who currently hold down full-time work and who may or may not be looking for new work. These professionals are



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called passive job-seekers and are sought after because recruiters don't have to guess what led to their most recent job loss because they are still actively employed.

So as you consider leaving your current company for better pay, more flexibility or enhanced stability, read on for some tips on how to successfully execute a job search while still working full-time.

WHY DO EMPLOYEES QUIT?

There are many reasons workers leave their jobs. Check out these statistics

from a recent OC Tanner report:

- 79% of employees who quit their jobs claim that a lack of appreciation was a major reason for leaving.
- 65% of Americans claimed they weren't even recognized one time last year.
- 60% say they are more motivated by recognition than money.

PROTECT YOURSELF

The average job-search process takes slightly more than six weeks but that number varies considerably by industry, according to a report by

Money.com. Can you financially weather a six-week lay-off or furlough? This is a key question to ask yourself as you analyze your current vocational situation.

If the answer is no, it may make sense to keep your eye out for new potential job opportunities. Taking this approach can make sure you don't miss out on prospective roles that fit your skill set, experience and passion.

SET REALISTIC EXPECTATIONS

Since you are employed full-time now, you likely have

various deadlines and projects on your plate that can keep you from entering a full-on job search. That's OK. Give your current employer all of your efforts during the work day and devote early morning or after-hours to searching for something new.

While you're at it, give yourself some leeway as you try to balance your full-time work and your new search efforts. A new role is unlikely to fall in your lap right away, but the more you network and search digitally, the better your chances are of finding the right fit for you.

USE FORMER EMPLOYERS AS REFERENCES

When it comes to making a strong first impression on a potential employer, third-party validation may be the key to your success. This means someone other than yourself is making an endorsement for you.

Think about past peers and bosses when it comes to finding these validators. Hiring managers are generally comfortable with being given references from a previous employer, so compile a list of previous companies and supervisors to tack on to your resume. Be sure to give them a heads-up ahead of time so they know to expect a call.

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HOT JOB PROFILE

FLOORING INSTALLERS

Number of jobs in 2018: 119,600

Job outlook, 2018-28: 11% (Much faster than average)

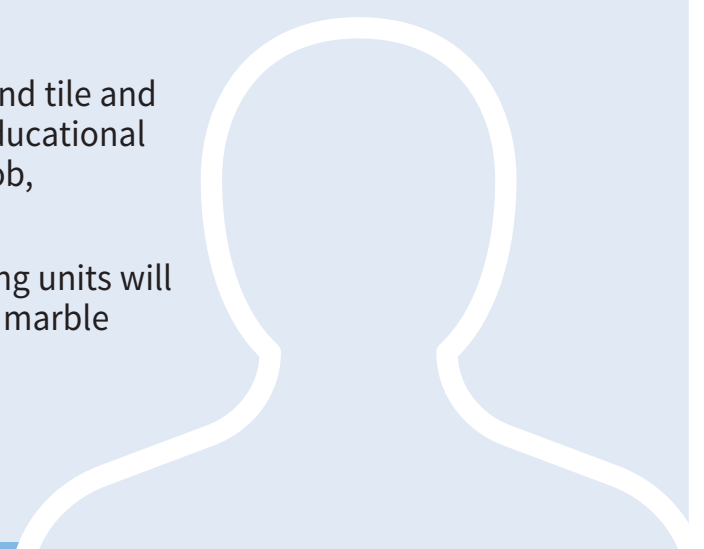
Employment change, 2018-28: 13,500

The role: Flooring installers and tile and marble setters lay and finish carpet, wood, vinyl and tile.

Education required: Flooring installers and tile and marble setters typically need no formal educational credential. They learn their trade on the job, sometimes starting as a helper.

The need: The construction of new housing units will be the primary source of flooring, tile and marble installation work over the next decade.

Source: U.S. Bureau of Labor Statistics



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