

**August 2021**

## **Job Seekers: Fortune Favors the Bold!**

By Guest Contributor Terrence Seamon

Back in 2010, wordsmith Ed Han wrote a blog [post](#) about ways that job seekers can apply the old Latin aphorism, Fortune favors the bold. He said: *"...at the end of the day, being BOLD will help you stay focused on the big picture: landing your next opportunity."*

More recently, resume expert and recruiter Lisa Rangel asked *"Are you being bold enough in your job search?"* wherein she posted some [wisdom](#) for job seekers on being more bold. She said: *"...if there is one place you should be bold, it's during your job search."*

I totally agree!

By coincidence, these past several years, I've found myself giving this maxim to many of my clients. What I would add is this: to really be BOLD, you have to really push yourself:

**Believe** in yourself. Be the Lion! (When you see my [presentation](#) called the Proactive Job hunter, you will get this.)

(Get) **Out** of your comfort zone. Out of the house! Put yourself out there.

**Lead** with your value and skills. **Learn** and improve yourself constantly.

**Don't** listen to the naysayers. Don't be reactive. Don't wait for something to happen. Do be proactive. Do go direct to hiring managers. Do be [SMART](#).

When Wall Street banker Charles Pixley was interviewed back in 2008 about lessons he learned in the Great Recession, he said: *"You have to: Believe in yourself. Improve yourself. Put yourself out there. You have to be seen."*

Get out there. Be visible. Make things happen! In closing, let me quote Ed Han one more time:

*"...we often say "nothing ventured, nothing gained", which is a re-formulation of the same sentiment: **bold action is rewarded.**"*



Terrence Seamon is a Career Transition Consultant helping his clients to reach their career goals. For this and other articles, follow Terry on LinkedIn: <https://www.linkedin.com/pulse/job-seekers-fortune-favors-bold-terrence-h-seamon/>

## Career Corner

### Career Gaps No Longer a Stigma

It is no secret that women were disproportionately affected by the pandemic, leaving the workforce in record numbers. According to LinkedIn, “More than 2.5 million women left the workforce during the COVID-19 pandemic, many voluntarily, due to a sudden lack of child-care or to manage virtual learning for their children.”

However a bright spot emerging from the havoc wreaked by Covid-19 is the new normal of job seekers

having gaps on their resumes and the changing corporate attitudes about what has traditionally been a barrier to employment.



Job Club Speaker Kenneth Lang (<https://www.linkedin.com/in/langk>) recently wrote on LinkedIn, “Article after article that I read mentions that a stigma around time between jobs has eased due to Covid-19. A survey on Monster found that 49% of 400 U.S. recruiters believed resume gaps had shifted from being a red flag to acceptable for things such as layoffs, child-care or illness.”

LinkedIn site research found. “The stigma of employment gaps is already starting to fade. While 72% of job seekers believe there’s a stigma associated with having a career gap, 79% of hiring managers today would hire a candidate with a career gap on their resume.” In fact, LinkedIn users can now address gaps in employment history with profile options to indicate when life events such as a parental leave or a sabbatical occurred, with the provision of new titles like “stay-at-home parent” or “stay-at-home mom”.

The pandemic may very well have reshaped the job market indelibly, making it easier for displaced homemakers to re-enter the workforce. That is very good news for our participants at the Women’s Center!



## Upcoming Events

### Job Seekers Support Group

Our Job Seekers Support Group continues over the summer, meeting virtually every 2 weeks, on Thursdays from 10:30 a.m. to 12:00 p.m.

August 12    Create Your 30-Second Elevator Pitch

August 26    LinkedIn Tutorial - How to Set Up Your Profile

Please join us by registering here: <https://forms.gle/xVBBrsuq6kaN87Jt5>

### Job Club Speaker Series

Our Job Club Speaker Series will return in September. Presently, we are planning on in-person meetings, in accordance with CCM’s return to campus plan.

### Job Search Workshop

Mark your calendars for: 9/9, 9/16, 9/23 and 9/30 .



## When You are Ghosted by an Employer

One of our job seekers at the Women's Center was recently "ghosted" by a company after what she thought was a very positive and encouraging interview. Despite emailing the hiring manager after more than a week went by, she never heard from them again. Sadly, this experience affected her confidence and caused a setback in her job search. Why do employers do this and what can you as a candidate do about it?

An article from the Society of Human Resources, *Why Employers Ghost Job Seekers and How to Respond* by Andrew Deichler provides some insight (<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/why-employers-ghost-job-seekers-and-how-to-respond.aspx>):



The most common form of employers ghosting applicants is early in the process when recruiters reach out to a multitude of candidates on LinkedIn and other platforms but then only set up calls with the first 10 people who get back to them and may not respond to the others.

Ghosting is less prevalent at the second or third stage of the process, after a phone screen or an interview, but it can still happen. This is when it is most confounding to the job seeker. Sometimes job seekers notice the job has been reposted; this may be because the job description wasn't drawing the right applicants and the company needed to reword it.

At the heart of the ghosting problem is a failure to communicate. Recruiters and hiring managers don't want to have tough conversations with candidates to explain why they are not the right fit or they may be concerned that rejecting a person will open the company up to litigation. You, the candidate, likely did nothing wrong. Perhaps they went with another candidate or decided not to hire anyone at all.

Consider the following tips when an employer ghosts you:

1. If a recruiter reached out to you and you responded but haven't heard back from them, try another channel. Go to the company website and see if you can apply online, indicating you were contacted about the job.
2. Understanding how the hiring process works may cause you to define "ghosting" differently and help manage your expectations. For example, not getting a call back from a recruiter before you have even been interviewed is not considered "ghosting".
3. If you had an initial phone interview, but haven't heard back, you can send an email as a follow up after a week has gone by. However, after that, it's probably best to let it go. Being too pushy can backfire.
4. Instead of continuing to pursue the recruiter, try connecting with other employees at the company. You can reach out to them on LinkedIn and ask for an informational interview to learn what that company looks for in new hires. Building relationships is important even before you begin your job search and is in fact one of the best ways to help you land interviews. If you are being ghosted regularly, it means you have not built those personal relationships.

It is important not to take things too personally during a job search, which can be filled with disappointment and rejection. Resilience and a positive mindset is key to moving forward and finding the company who will treat you with the respect you deserve as a candidate!

## A Better Way to Get Divorced

By Vincent P. Celli



We've all heard the horror stories about getting divorced. Divorce takes forever; it costs a fortune; and everyone is unhappy. The Courts have heard those stories, too, and they have done something about it. For many years, divorcing couples have been required to participate in at least one session of mediation to try to resolve financial issues.

Mediation is a process by which spouses meet with a neutral third party (the mediator) who attempts to assist them to reach a resolution that both can live with. The parties must be motivated to openly discuss contested issues in a spirit of fairness and compromise. Those who bring the necessary good will and good faith to the process are usually rewarded with an agreement each party is more likely to follow, because they had substantial input into creating the outcome.

Mediation is a non-adversarial process, where attorneys have a lesser role than they do in litigation. Savvy mediators encourage the parties to consult with counsel throughout the process, to guarantee that decisions made in mediation are informed and based on adequate understanding of rights and obligations. If investigation into income or assets or an evaluation relating to custody or time-sharing is necessary or desirable, the mediator will assist the parties and their attorneys in engaging a suitable expert.

While the mediator does not give legal advice, he or she can offer options based on education and experience that the parties might not have considered. Often the mediator can help the parties better understand their rights and their responsibilities under the law and thereby facilitate outcomes which meet the needs of both of them and the children. Sometimes the mediator will provide a reality check when a party's goals or expectations simply can not be met.

Any matrimonial issue can be mediated. In general, if a judge can be asked to rule on an issue, the parties can mediate their own outcome of that issue. These issues can include custody of children, parenting time, alimony, child support, distribution of property and the many other issues which arise in divorce and separation. Mediation is also a useful tool for couples that are already divorced and would like to avoid having to return to court when new situations arise.

Mediation is voluntary. You can not be forced to mediate. However, mediation offers many advantages over litigation. It allows the parties to have more personal control over the settlement. The parties decide what issues will be discussed. They decide how quickly or slowly they want to take things. They also decide how long the process will take, since mediation is handled on a session by session basis. If there comes a point when either party wants to stop mediation, they can do so. Because of this, many times mediation is less time-consuming and less expensive. Finally, mediation is private, which helps to avoid the distress and embarrassment of a public court battle.

Mediation is confidential. Your willingness to compromise an issue in mediation cannot be used against you in Court. Mediation is a better way to resolve issues in divorce. Studies show that couples who have worked together through a mediator are more than three times more likely to uphold the terms of their agreement than couples who have divorced through the adversarial system and that they are generally more satisfied with the outcome. Shouldn't you be part of that number?

Vincent P. Celli is an attorney and private mediator and active participant in the mandatory economic mediation program administered by the New Jersey Family Court in divorce cases. His office is in Parsippany, New Jersey. If you would like to discuss this article or your matrimonial concerns, contact him at (973) 292-7500. Visit [www.csdglaw.com](http://www.csdglaw.com) for a more detailed discussion of alternative dispute resolution and the divorce process in New Jersey.

## Top 50 Occupations in Demand

Not Sure Which Career Path to Pursue? Maybe you have the skills for one of these in-demand jobs! Check out O\*Net OnLine for more information: <https://www.onetonline.org/>

**Top 50 Occupations in Demand as of May 2021** - <https://www.nj.gov/labor/lpa/content/maps/>

- Registered Nurses
- Software Developers
- Retail Salespersons
- Customer Service Representatives
- Laborers & Material Movers
- Sales Representatives (Wholesale & Manufacturing)
- Retail Supervisors
- Truck Drivers
- Home Health Aides
- Food Prep & Serving Workers
- Medical & Health Services Managers
- General & Operations Managers
- Secretaries & Administrative Assistants
- Stock Clerks
- Security Guards
- Maintenance & Repair Workers
- Licensed Practical Nurses
- Marketing Managers
- Nursing Assistants
- Janitors
- Sales Managers
- Human Resources Specialists
- Management Analyst
- Medical Secretaries
- Food Service Managers
- Merchandise Displayers
- Accountants & Auditors
- Computer Systems Analysts
- Personal Care Aides
- Bookkeeping, Accounting & Auditing Clerks
- Driver/Sales Workers
- Waiters & Waitresses
- Computer Use Support Specialists
- Financial Managers
- Food Service Supervisors
- Medical Assistants
- Pharmacy Technicians\*
- Maids & Housekeepers
- Restaurant Cooks
- Automotive Service Technicians
- Office Clerks, General
- Office/Administrative Supervisors
- Childcare Workers
- Cashiers
- Market Research Analysts & Marketing Specialists
- Receptionists
- Financial Services Agents
- Web Developers
- Medical and Clinical Lab Technicians
- Database Administrators

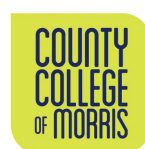


### \*Introducing CCM's New Pharmacy Technician Program

Learn the knowledge and skills needed to become a Certified Pharmacy Technician (CPhT), credentialed by the Pharmacy Technician Certification Board (PTCB), in CCM's brand new **Pharmacy Technician Apprenticeship** program.

Pharmacy technicians work with licensed pharmacists in pharmacies, hospitals, and assisted living facilities to properly dispense medications and with insurance companies to ensure the best coverage for the consumer. Apprentices in this new program will serve skilled nursing facilities, pharmacies, hospitals, and other healthcare settings in northern NJ. Apprentices will complete 144 hours of classroom instruction, earn industry-valued credentials, gain hands-on experience, make a direct connection to an employer and receive competitive wages during a period of additional on-the-job training.

To enroll in the program, you need to be at least 18 years of age, have a high school diploma or equivalent, be proficient in math and English, and pass background and drug screening checks. If you are interested in learning more about our pharmacy technician apprenticeship program, please e-mail [apprenticeship@ccm.edu](mailto:apprenticeship@ccm.edu) and a member of the CCM team will reach out to you.



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