

“The Rise of the Hidden Job Market”. CDAA National Conference 2015.

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Notes from crowd source activity:

Group 1.

- Help them identify their networks and prompt them about the depth of their network.
- Use LinkedIn access to build an excellent profile, follow organisations, post updates and interact.
- The hidden job market has always been there, it's just the media is different.
- Getting in touch with decision makers.
- Understand all the elements of managing their reputation.
- Build confidence and self esteem.
- How to deal with rejection and follow up.
- Seek a mentor.
- Attend conferences.
- Measured follow up with people in their pipeline.
- Empty out your address book and help others to gain roles.
- Seek out opportunities for job shadowing and internships.
- Useful sites: www.krop.com
www.livehire.me
www.jobs.com.au
www.linkme.com.au
About.me (personal webpage app).

Group 2.

- Education on what the hidden job market is and the implications for job search.
- The iceberg image.
- Social media presence.
- Strategies for expanding your network.
- Training on networking skills, etiquette and communication skills and follow up.
- Value proposition – what can I bring to the market? Awareness of your skills.

- Have a strategy approach.

Group 3.

- Getting students out in the community.
- Canvassing employers in the area.
- Using family networks e.g. work experience.
- Putting the word out that you are seeking a job.
- Lack of networks can be a roadblock, particularly for international immigrants.
- Do your research – preparing job seekers for job search using LinkedIn and other social networking sites.
- Links and tools.
- Profiling – my career match tool.
- Includes mature age – all ages in job transitioning.
- Community groups.
- Online groups.
- A local might advertise.
- Alumni groups.

Group 4.

Tell more stories.

Listed to more stories about how people found jobs.

Group 5.

- Help clients understand the figures of the hidden job market and how they should allocate their time.
- Identify networks, sources and companies online.
- Identify companies and strategies to approach them.
- Help clients create a plan to network.
- Help students obtain work experience through their networks.
- Program called “Pathways” to build a database.
- Job shadowing opportunities.
- Build relationships and networks.
- Using referrals from someone you trust.
- Encouraging clients to get comfortable building networks and leveraging types of networks: colleagues, friends, sports networks, church.
- Sending resumes out to people you know and ask about job opportunities and ask for referrals.
- Sharing stories of successes from networking.
- Ask potential employers for advice, not a job.
- Volunteering.
- Using LinkedIn for networking, researching potential employers, potential career pathways.
- Managing your personal brand online.
- Mentor.
- Meet up groups of interest areas.
- Use address book.
- Internships.

- Join the Chamber of Commerce.
- Accessing alumni's.
- Community groups and cultural groups.
- Industry and professional organisations and being active.
- Inviting people for coffee catch ups.
- Informational interviews.
- Doing your research.

Group 6.

- Network map
 - Yours
 - Others
- Working the network
- Identifying various parts of the network:
 - Fellow graduates.
 - Colleagues past and present
 - Friends
 - Professional associations.
- Direct approach and referrals.
- Volunteering.
- Study.
- LinkedIn to build profile and research companies.
- Manage your reputation and social profile.
- Mentoring.
- Work experience and job shadowing.
- Look at others stories.
- Nurturing, growing and networking.