

Job Market Resources for the Post-COVID-19 World and the 2020's

In response to COVID-19 and the resulting impact on the economy, several online resources are provided here to inform students about recruiting, hiring trends, the employment market and other career-related topics to help navigate the post-COVID 19 work environment:

Workforce Authorities

National Association of Colleges and Employers (NACE): Ongoing NACE Quick Poll Results

<https://www.naceweb.org/talent-acquisition/trends-and-predictions/coronavirus-quick-poll-preliminary-results/>

Updated labor market and college placement surveys assessed weekly, includes information regarding:

- National employer recruiting and hiring trends, including internships
- Trends in workplace changes
- Responses by college campuses

<https://www.naceweb.org/career-readiness/competencies/career-readiness-resources/>

- General resources to assist students in becoming career ready, regardless of job market

Texas Education Agency

<https://tea.texas.gov/texas-schools/job-searches>

- Teaching and education-related positions

Texas Workforce Commission

<https://twc.texas.gov/news/covid-19-resources-job-seekers>

- Resources and updates for jobseekers impacted by COVID-19

Filing for Unemployment – Some States Allowing New Options:

Federal Information: <https://www.dol.gov/general/topic/unemployment-insurance>

State of Texas: <https://twc.texas.gov/jobseekers/unemployment-benefits>

- Information regarding eligibility and application for unemployment benefits

U.S. Bureau of Labor Statistics

Main page: <https://www.bls.gov/>

Career Information for jobseeker or worker: <https://www.bls.gov/audience/jobseekers.htm>

Occupational Outlook Handbook: <https://www.bls.gov/ooh/>

Linking College Majors to Careers:

<https://www.bls.gov/careeroutlook/2021/article/field-of-degree-and-careers.htm>

Occupational Employment and Wage Statistics Query System: <https://data.bls.gov/oes/#/home>

Covid-19 Questions and Answers: <https://www.bls.gov/covid19/home.htm>

Southwest Region: <https://www.bls.gov/regions/southwest/>

- National and regional employment trends and updates

U.S. Department of Labor/O-NET OnLine

<https://www.dol.gov/>

- Labor market resources and articles

<https://www.onetonline.org/>

- Database considered the nation's primary source of occupational information
- Contains consolidated online job search by industry/occupation

Updated Guidance on State Unemployment Insurance:

<https://www.dol.gov/newsroom/releases/eta/eta20200402-0>

Additional Job Search/Resource Sites

LinkedIn: <https://www.linkedin.com/>

- The preeminent online professional networking source, and the #1 channel for business-to-business marketing, which primarily includes employers posting jobs and job seekers building a robust online CV. LinkedIn allows members (both workers and employers) to create profiles and “connections” to each other in an online social network which may represent real-world professional relationships. Members can invite anyone (whether an existing member or not) to become a connection. **Current world usage: over 670 users worldwide, including nearly 170 million in the U.S. 95% of recruiters use LinkedIn regularly.** Additional LinkedIn statistics can be found here: <https://www.omnicoreagency.com/linkedin-statistics/>
- **LinkedIn Learning:** <https://www.linkedin.com/learning/topics/job-searching> (requires UNTHSC authentication)
 - <https://www.linkedin.com/learning/find-a-job-in-the-hidden-job-market/finding-your-unadvertised-dream-job?u=74650474>

The Muse: <https://www.themuse.com/>

- Creates in-depth profiles of companies seeking top talent, showcasing their brand through behind-the-scenes videos of the office and team culture, interviews with employees, and current job openings.
- Numerous up-to-date articles about the job market, including response to COVID-19

Monster/Employer Resources: <https://hiring.monster.com/employer-resources/>

- Global employment website/job search engine with up-to-date employment trend articles

Marketplace: <https://www.marketplace.org/>

- Focuses on business, the economy, and events that influence them; includes affiliated radio program and podcasts

PA JobSource (AAPA job search site for physician assistants): <https://jobs.aapa.org>

Robert Half: <https://www.roberthalf.com/research-and-insights/career-development/job-market>

US News & World Report/Careers: <https://money.usnews.com/careers>

Workforce Solutions – North Central Texas: <https://dfwjobs.com/>

WorkinTexas.com: <https://www.workintexas.com/vosnet/Default.aspx>

UNTHSC-Affiliated Job Boards

<https://www.unthsc.edu/texas-college-of-osteopathic-medicine/tcom-career-development/>

- Career Center Website for TCOM students

<https://unthscconnect.com/> (required UNTHSC/social media login)

- UNTHSC online community integrating social media for connecting and sharing among students, alumni, faculty, and staff. Includes employer-driven job board for all disciplines.

<https://www.unthsc.edu/pajobs/> (PA positions only)

- Hosted by Career Center/PA Studies, includes employer-posted opportunities for PA jobs only

<https://unt.joinhandshake.com/login>

- Handshake: UNT/UNTHSC joint collaboration college-to-career network

Virtual Career Fairs

Jobfairsin.com: Virtual Job Fairs

The United States' Job and Hiring Events Calendar

<https://jobfairsin.com/online-virtual-job-fairs/#>

CareerEco Virtual Events, Grad School Fairs

<https://www.careereco.com/Fair/UpcomingFairs#2>

General Articles

- **Webinar: The Impact of COVID-19 on Healthcare Recruiting, April 7, 2020 (may have to create login):**
<https://www.healthcareers.com/article/recruiting/the-impact-of-covid-19-on-healthcare-recruiting>
- **Spring 2021 Quick Poll on Internships and Fall Recruiting**
<https://www.naceweb.org/talent-acquisition/trends-and-predictions/spring-2021-quick-poll-on-internships-and-fall-recruiting/>
- **Your Guide to Virtual Career Fairs – So You Can Impress from Afar**, Kaila Key-Lewis
https://www.themuse.com/advice/job-search-coronavirus?utm_source=facebook&utm_medium=social&utm_campaign=jobsearch_march2020&utm_content=advice
- **The Future of Work after COVID-19**, McKinsey Global Institute
<https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19#>
- **The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine**, M.L. Dahlberg
<https://www.ncbi.nlm.nih.gov/books/NBK570960/#pz22-3>
- **8 Job Skills to Succeed in a Post-Coronavirus World**, Bernard Marr
<https://www.forbes.com/sites/bernardmarr/2020/04/17/8-job-skills-to-succeed-in-a-post-coronavirus-world/?sh=67e77692096d>
- **8 COVID-Related Interview Questions You Should Be Ready to Answer During – and After – the Pandemic**, Jaclyn Westlake
<https://www.themuse.com/advice/covid-pandemic-interview-questions>
- **What Does the Coronavirus Pandemic Mean for Your Job Search?**, Lisa Rabasca Roepe
<https://www.themuse.com/author/lisa-rabasca-roepe>
- **COVID-19 Wreaks Economic Havoc, Spurs Health Care Hiring**, Mitchell Hartman
<https://www.marketplace.org/2020/03/13/demand-health-care-workers-up-covid-19/>
- **How to Navigate Job Hunting During a Period of Layoffs and Extreme Unemployment**, Mark Hall
<https://www.forbes.com/sites/markhall/2020/04/05/job-hunting-during-unemployment/?sh=22de350324d3>
- **15 Industries that Would Benefit from a Recession**
<https://www.aol.com/article/finance/2020/03/20/15-industries-that-would-benefit-from-a-recession/23956591/>

- ***One Year Later: Five Post-COVID-19 Considerations For Healthcare Employers***, Michael R. Bertoncini
<https://www.healthcareworkplaceupdate.com/covid-19/one-year-later-five-post-covid-19-considerations-for-healthcare-employers/>
- ***5 Skills Worth Developing to Land a New Role in a Post-COVID-19 Job Market***, Laura Ross
<https://www.thomasnet.com/insights/5-skills-worth-developing-to-land-a-new-role-in-a-post-covid-19-job-market/>

Ongoing Career Center Services and Resources

<https://www.unthsc.edu/career-center/> | CareerCenter@unthsc.edu

Consultation Appointments

- Staff members are available during regular business hours to consult with students in-person or via e-mail, phone, or Zoom if you prefer video/audio (a Zoom account is not required).
- Appointments are scheduled in **GradesFirst** at <https://unthsc.gradesfirst.com/> which can be also be accessed from the Career Center home page at <https://www.unthsc.edu/career-center/>.
- Students will be assigned to an advisor based on academic program; in TCOM this is determined by Advisory College.
- If scheduling via Zoom, you will receive a confirmation email with a link to the Zoom meeting.

Online Resources for Career Prep

- CV and resume building tools along with cover letter and personal statement guides can be located on the website under “Career Documents.”
- For Interviewing prep (all disciplines), we recommend using **Big Interview**: <https://unthsc.biginterview.com/>. Students can set up a free account using their UNTHSC e-mail.
- Current employment opportunities can be searched using HSC Connect: <https://unthscconnect.com/>. Additional career search data bases can be found at O-NET OnLine: <https://www.onetonline.org/>.

Events and Activities

- Check the Career Center “Events and Workshops” page and social media feeds for updates and announcements: <https://www.unthsc.edu/career-center/events-and-workshops/>.

Professional Attire Resource Closet

- On-site browsing, pickup, and delivery of clothing items is suspended until further notice.
- Current inventory of available clothing can be browsed under the Career Center “Professional Essentials” page for pickup at a future, yet-determined date.

What Can You Be Doing Now?

Career Readiness

As a graduate student, you are encouraged to think about what you're doing today and in the future as part of your personal career development. It is an ongoing, lifelong endeavor critical to your professional success.

At UNTHSC, we have identified six Career Readiness Skills (aka Marketable Skills) that are valued by employers and can be applied in a variety of work and other professional settings. A truly robust professional career development plan includes much more than just academic accomplishments and technical acumen.

Mastering the following skills indicates you have developed attributes that broadly prepare you to successfully transition from being a graduate student to an outstanding health care professional.

Regardless of where you are in your academic program, your current job search status, or job market trends, continue to engage in activities that will help you master these

Communication

- Able to articulate thoughts and ideas clearly and effectively in written and verbal communications.
- Confident public speaking skills, able to express ideas to others, and can write/edit memos, letters, and complex reports clearly and effectively.

Career Center: Update your CV or resume; practice your general interview skills using Big Interview or virtual mock interview; practice your "2-Minute Commercial" (aka, "Elevator Pitch"); write your Personal Statement and have it reviewed; be consulted on enhancing your LinkedIn profile!

Interprofessional Teamwork

- Able to build collaborative relationships with colleagues representing diverse backgrounds and viewpoints, with the ability to negotiate and manage conflict.
- Works effectively within a team structure comprised of individuals from different disciplines with shared values in order to provide an integrated and cohesive approach to problem solving and patient care.

Career Center: Connect with fellow UNTHSC students (virtually) in other academic disciplines to learn about their branch of the profession; set up "informational interviews" (virtually) with professionals in different disciplines; explore interprofessional organizations you can join, both on and off campus.

Problem Solving

- Exercises sound reasoning to analyze issues, make decisions, and overcome problems.
- Obtains, interprets, and uses knowledge, facts, and data in this process, and may demonstrate originality and inventiveness.
- Able to generate new ideas and creative thoughts.

Career Center: Create a strategic job search plan, with specific objectives and key results with an established timeline; develop a job application strategy, including practicing by applying to current positions; write a cover letter or other correspondence to employers articulating your qualifications and "goodness of fit" for their open position.

Leadership

- Demonstrates personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understands the impact of non-verbal communication on professional work image.

- Strong commitment to integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from his/her mistakes.
- Leverages the strengths of others to achieve common goals and use interpersonal skills to coach and develop others.
- Able to assess and manage his/her emotions and those of others, use empathetic skills to guide and motivate, and organize, prioritize, and delegate work.

Career Center: Conduct “informational interviewing” (virtually); devise strategy for professional “dress for success” strategies (peruse Professional Attire Resource Closet inventory online); seek resources on professional etiquette, including consultation from Career Center Staff; explore campus leadership and community service organizations that you may be able to join in the future.

Resiliency

- Adapts well in the face of adversity, trauma, tragedy, threats or significant sources of stress.
- Adept at mentally and emotionally managing crisis situations and able to quickly “bounce back” from difficult experiences such as family and relationship problems, serious health problems, academic difficulties and/or financial stressors.

Career Center: Practice interview question in Big Interview or virtual mock interview such as “Tell me about a time that you failed,” “What has been your biggest setback/disappointment,” “How do you overcome adversity?,” explore campus wellness initiatives, including those that are part of the campus Quality Enhancement Plan “Be Well.”

Intercultural Fluency

- Values, respects, and learns from diverse cultures, races, ages, genders, sexual orientations, and religions.
- Demonstrates an openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals’ differences.

Career Center: Explore resources pertaining to cultures, including searching for jobs in different regions or countries; set-up “informational interviews” (virtually) with professionals in different parts of the country/world or different industries representing diverse backgrounds; practice interviews in Big Interview or virtual mock interview that pertain to subjects such as “Tell me about a time when you worked with people from different cultures,” “How do you communicate with (team members, patients, community members) who come from different backgrounds than you?” etc.