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VETERANS NEWSLETTER

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Dressing for Job Fairs

Marky Stein, Monster Interview Expert



Have you ever considered wearing sweatpants and a T-shirt to a job fair? After all, you're probably going to be on your feet all day, so you might as well forget the suit and tie or hosiery and high heels in favor of comfort. And who gets hired at a job fair anyway? The people in the booths are usually low- to mid-level recruiters with very little say in the hiring process, and you're really just there to drop off a resume and move on to the next booth.

Does that describe what you think about job fairs?

The US Department of Labor says 16 percent to 18 percent of all job seekers find jobs at career fairs. So the reality is that your formal interview begins the moment the person behind the booth lays eyes on you.

Most job seekers know you have to kick it up a notch -- or even two -- for an interview. So why do so many slack off when dressing for a job fair? Perhaps it's because you really can't read the minds of the people behind those booths. They all seem cheerful and sociable, but what are they really thinking? What is their power in the hiring process, and just how important is your manner of dress to them?

What Recruiters Say

Several years ago, in an effort to help my own career-coaching clients make the most of career fairs, I did an informal survey of more than 40 job fair recruiters. These recruiters described their gut reactions to both people who dressed extremely casually and those who obviously had taken the time to sport clean, pressed, conservative formalwear. Frankly, the results were startling.

Almost universally, recruiters at these events said that, simply on the basis of seeing the job seeker -- and before the seeker ever reached their booth, talked to them or handed over their resume -- that the prospect dressed in extremely casual clothing struck them as being unprepared, irresponsible, less capable, less educated, less qualified and possessing poor work habits.

On the other hand, they described more formally dressed individuals as capable, well-educated, intelligent, trustworthy and responsible -- the people they wanted to hire.

Now we all know that wearing faded jeans, a sweater and tennis shoes certainly does not make you less intelligent or capable than someone dressed in more traditionally formal business clothes. It's absurd to base a hiring decision on the basis of appearance. Isn't it?

Mind Your First Impressions

As much as you may hate to admit it, most people do judge other people within seconds of meeting them. Ever experienced love at first sight -- or the opposite? Making a conscious or subconscious decision in the first few seconds you see someone doesn't mean you're a snob; it means you're human. And so are the folks who recruit at job fairs.

A formal study of hiring managers in more than 400 companies by the San Jose Mercury News concluded the average employer makes a hiring decision within 15 seconds of meeting you. The study simply illustrates a point that psychologists and scientists have known for a long time: A part of the human brain is specifically designed to size up a stranger in the first few seconds. It is a built-in feature of the human nervous system to determine, within seconds, whether a stranger approaching us is friend or foe. And that's the very mechanism that drives employers, recruiters and human resource representatives to (perhaps not consciously) evaluate a

person on the basis of appearance.

So when you get ready to attend a job fair, pull out a professional outfit, pick some businesslike shoes, get your hair trimmed and go for it!

Upcoming Events:

Flagging Certification Classes (1 day class/\$50.00)

February 10, 9:00am-4:00pm

Big Bend Community College, Moses Lake, WA 98837

Call Jordan Shipley for more information: 509-793-2374

Big Bend Community College Job & Career Fair

March 1, 2017, 9am-3pm

7662 Chanute Street, Moses Lake, WA 98837

Chelan/Douglas Job & Resource Fair

March 30, 2017, 10am-1:30pm

Pybus Public Market

3 N. Worthen, Wenatchee, WA 98801

Job & Resource Fair

April 12, 2017, 10am-2:00pm

Colville Tribal Government Center

13 Belvedere, Nespalem, WA 99155

WorkSource Closed: February 20, 2017 (President's Day)

Did you know: --



Have you been thinking about applying for employment with the Federal Government? Would you like guidance from experts on preparing a Federal resume or tips on interviewing for Federal jobs? Join the staff of the Recruitment Policy and Outreach (RPO) division of the Office of Personnel Management (OPM), for a series of in-depth briefings on these and related topics designed to assist those seeking jobs with the Federal Government. There is no cost for these sessions

and, because they are virtual (online) sessions, you can participate from any location provided you have an Internet connection.

Sessions will be offered monthly. To find out more or to register, click on the event:

- [Finding and Applying for Jobs in the Federal Government \(Navigating USAJOBS\)](#)
- [Writing Your Federal Resume](#)
- [Interviewing Techniques](#)
- [Pathways Programs - Recruiting and Hiring Students and Recent Graduates into Federal Careers](#)
- [Employment Opportunities for Individuals with Disabilities](#)

The sessions are open to anyone who wants to learn more about the Federal hiring process; however, **registration for each event will be limited to 1500 attendees.**

For additional tools and resources, visit the [Applicants Tools and Resources](#) link.

We look forward to having you at one or more of the sessions!

Free Classes & Workshops

Skills & Abilities Analysis 1:30-4:30	Feb 7, 21	
Perfecting Applications/Resume & Cover Letter	Feb 8, 22	1:30-4:30
Interviewing Techniques 1:30-4:30	Feb 9, 23	
Basic Computer Classes Part 1 10:00-12:00	Feb 2, 9, 16, 23,	
Basic Computer Classes Part 2 10:00-12:00	Feb 3, 10, 17, 24	
Key Train 9:30-11:30	Feb 6, 13, 27	
Starting Fresh – How to get a job with 1:30-4:00 A Criminal Background	Feb 14	

***Attendees must provide an external memory device (Thumb/Stick Drive).*

Hot Jobs!

Go to WorkSourceWA.com for complete details and more jobs

Snow Plowing Technician. Work closely with Foreman in the de-icing and removal of snow from walks, driveways and parking lots for various residential and commercial properties according to the specified contracts. Always represent the company's best interest, maintain the highest level of integrity and professionalism. Maintain a clean and safe job site, while ensuring current landscape and property is not damaged in the efforts of removing snow. Maintain and care for your personal or company provided equipment, tools and vehicles. Proficiently and safely use snow removal equipment such as shovels, plows, snow blowers, ATV's, skid loaders, vehicles with plow blades, and other power and manually operated tools and equipment used to perform snow removal. Safely and appropriately distribute de-icing solutions, including calcium chloride or rock salt.

Employment Specialist. Employment Specialist is a position, with the primary function of assisting program clients to find and retain community employment. In addition to the employment services provided to program clients, the employee is required to develop and maintain professional working relationships with local businesses and community members; and to provide basic office management duties.

Snow Plow Drivers. Completes scheduled route in a timely manner. Ensures operation of equipment by completing preventive maintenance requirements, and filing maintenance request forms. Prepares truck for operation by inspecting general condition; checking fluid levels and tire pressure etc. Maintains safe operation and clean appearance by complying with Company policies, procedures, and standards, as well as state and local driving rules and regulations; cleans truck exterior and interior.

Laborer. General laborer, Will mostly be stacking lumber. May use small forklift. Maintains clean and safe work site by removing scrap; sweeping, general clean up
Full time position.

Care Provider. A DSP provides all services within Washington Supported Living Program rules, policies, regulations, and guidelines. Provide activities of daily living skills assistance and training in: hygiene, bathing, walking or moving about, medication assistance, health and safety or other skill areas. Provide instrumental activities of daily living skills assistance and training in: menu, shopping, meals preparation, transportation, behavior, recreation, integration, competence, power and choice.

Provide typical household cleaning and grounds maintenance such as basic repairs, cleaning, vacuuming, mopping, using home appliances, etc.

Store Supervisor. The Store Supervisor is responsible for providing assistance to the Store Management in all aspects of operations for a fast-paced, high volume duty-free retail store. This includes store operations in absence of managers, demonstrating outstanding sales and customer service skills for sales and support store associates, generate sales, store housekeeping, loss prevention, merchandising, pricing, cash register operations (POS), adherence to U.S. Custom Regulations and all company policies and procedures.

Warehouse Associate. The Warehouse Associate performs a variety of warehousing duties including receiving, distributing and delivering products to stores within the region. Prepare items for delivery. Load and unload stock items. Operate a forklift to move and arrange stock in warehouse. Receive, unload, check and shelve incoming items according to established procedures. Mark stock items and attach necessary paperwork as required. Assist shipping and receiving by unloading trucks, checking in merchandise, matching purchase orders to

sales orders and distributing merchandise to sales associates for processing. Maintain stock inventory. Maintain warehouse safety, cleanliness and organization.

Customer Account Representative. Maintain accurate records of customer account activity, to include current and past due accounts. Review past due accounts and communicate in person and via phone with the customers to promote timely payments. Collect customer payments on a timely basis and meet daily/weekly collection standards. Complete customer service calls in a timely manner as assigned. Load/unload truck, or other vehicle, per policy to safely protect coworker and merchandise. Deliver merchandise to customer homes in Company provided vehicle as assigned. Install and set up merchandise, and instruct customers on proper use of merchandise.

Information Technology Support. We are looking for candidates who love the energy of a rapidly growing start-up company and have a knack for creative problem solving to organize and integrate IT systems. Will be responsible to perform a company-wide IT audit and develop a plan for ERP integration.

WorkSource is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to persons with disabilities. TTY (Washington Relay Service 1-800-833-6384)