

Session Four: The Art and Science of Networking

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OBJECTIVES:

- Report and reflect on independent research assignment
- Update Blueprint for Employment
- Begin to map personal contacts
- Introduce the concept of networking and begin to map personal contacts
- Review and discuss independent research assignment

Mapping Personal Contacts

Review ↓

DID YOU KNOW?

About 80% of all jobs are never formally advertised!
If employers don't advertise, how do people find their jobs?

Think of at least 3 different ways people find jobs.

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DISCUSSION

If people can't answer, ask them if anyone has found a job through their parents? Siblings? Friends? School counselor or teacher? Other?

How do people get their first jobs if they don't have experience? It is generally through "who they know" – people willing to recommend them and speak positively on their behalf.

Facilitate a discussion on why it is important to reach out to people and let them know you are looking for work, and the type of work that would be a good match.

Review ↓

GIVEN THE CHOICE

- People are almost always more willing to hire someone that is recommended to them by a colleague or a friend.
- About 60% of people looking for employment find a job with the help of friends, family members, and acquaintances.

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DISCUSSION

Given the choice, most employers prefer to fill positions without advertising. It saves money and time. More importantly, managers who do the hiring often believe the best candidates are people who already work for them (or used to) or are referrals from people they know. People tend to be *much* more willing to offer an opportunity to a person who is recommended to them by a friend or colleague.

About 60% of people looking for employment find a job with the help of friends, family members, and acquaintances – and many people get their first job through a friend or family member. Think about *your* first job or a time when you, or someone you know, got a job because they had a “connection” or knew someone.

Networking is all about connecting with people who you can help and who can help you. Your network begins with the people you know and the people who *they* know.

Think about who you know that could help you in your job search. You already started this list when you identified your network of support.

Now it's time to add to it. Map out your personal contacts by making a list of the different people in your life who can help you find employment.

Review ↓

WHO DO YOU KNOW THAT GOT A JOB THROUGH:

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- Friends
- Family
- Teacher, Counselor, Other Helper
- Community



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DISCUSSION

In activity 20, write the names of people in each category. For example, Jason listed "Larry," "Dawn," and "John" as friends. He lists "Mom" and "sister" under family. Under "Helper," he lists "Stephanie," his case manager at the Workforce Center, and "Kari," his VR Counselor. For Community, he identifies his neighbor and some acquaintances from church.

Try to identify at least a few in each category.

- ➔ How can these people help?
- ➔ Who are you willing to ask for help?
- ➔ What would you ask?
- ➔ Is it reasonable to ask that person based on your relationship?