



'GOING THE EXTRA MILE'

DEALING WITH JOB LOSS AND SUCCESSFULLY FINDING NEW EMPLOYMENT

June 2021

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BEING RESILIENT

1. DEALING WITH JOB LOSS

If you are not working at present, one of the first things you should do – before you look for a new job – is to come to terms with any recent job loss you may have been through. If you feel sad or angry or frustrated about losing a job for more than for a few days, you probably need to deal with these emotions before moving on to searching for a new job. Otherwise, these more negative feelings are going to hold you back and impact on your success.

Always remember! Employers are mostly looking for positive, enthusiastic employees, in whatever industry or type of work you are applying for. If you bring any kind of negativity or ‘baggage’ to a job interview, they will probably pick this up. Here are some steps to take to bring you back on track:

Step One: What happened?

Start by being clear about why you lost your job. Any future employer is going to ask you why you lost it, so you need to be 100% sure exactly why you did lose it. Was it a retrenchment because of financial cutbacks? Was it something else, perhaps because you weren’t up to speed with a new technology? Whatever the reason was, you need to be clear in your own mind why it happened and what you’re doing about redressing any concerns a former employer might have had. For example, if the reason you lost your job was, in fact, because you couldn’t keep up with the technological changes, are you now studying to learn these new techniques? If you aren’t, and a potential employer asks you why you were retrenched, this will make a poor impression.

Step Two: Dealing with the loss

This may take time and you may need help in overcoming your sense of loss. However, you are probably also experiencing pressure – whether financial pressure or from your family or pressure from your ‘JobActive’ provider, to find work. This can be tough. On the one hand, you may not feel like looking for work; on the other hand, you may *have* to as the bills are mounting up. So, you need to get to a point where you can accept what has happened as smoothly as possible. Here are some suggestions for helping to deal with the job loss:

- Talk with your previous colleagues to find out precisely why you were retrenched, if you are still unclear in your own mind.
- Talk with a counsellor to ensure your mental health is being looked after.
- Start to put together a plan to go forward. Start by doing something positive every day. This could be as simple as mending a broken toy, cooking a nice meal, painting a fence or meeting up with friends. Anything that puts you in a positive frame of mind is fine; just avoid sitting around the house feeling down. Get up, move, do something that makes you feel good.
- Get the help you need to plan not only how to deal with what has happened in the past but also how to plan for the future, including your financial future for the next few weeks and months.

Step Three: Take stock

Evaluate your current circumstances. Hard as it may be, rather than see unemployment as an entirely negative experience, try to see it as just a phase in your life, a time perhaps for re-thinking or re-orienting your career. What do you really want to do in a job and with your career – not just for tomorrow – but for months and years to come? Where would you like to work? What would you like to do? What qualifications, skills and experience do you have that are helpful, and what do you still need to study or learn about? Is it time for a new start and, if it is, what will that be?

CLASS ACTIVITY: VIDEO

Watch these videos as a class.

- **Dealing with job loss during the pandemic:** <https://www.youtube.com/watch?v=1qGvUs2MsQM>
- **Coping with job loss:** <https://www.youtube.com/watch?v=ZirKYXBmtRw>

CLASS ACTIVITY: PAIR WORK

- In pairs, introduce yourself, discuss why you are searching for work, what happened in your previous job and what you're doing to overcome any shortfall in skills or knowledge.
- And what about your plan for the future? Briefly talk through your plan with your partner, outlining where you see your career going and what you're doing, in terms of study, to get there.
- Does either of you have tips for the other?

CLASS DISCUSSION

- Based on what you've seen in the videos, and what you have discussed in pairs, as a group name five things – your trainer will write them on the whiteboard – that help – emotionally or psychologically - during job loss.
- How many of these five are you doing at the moment?
- How many other things can you identify that will help? Write them on the whiteboard.

Write down all the things that will help you to overcome any lingering feelings you have about being jobless at the moment and will help you remain positive:

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MY NOTES (1)

Put a statement here, that you will use in future interviews, that says, in a few words, why you were retrenched / are unemployed:

Put a sentence here that describes, if necessary, what you are doing about making up for any shortfall in your skills or capabilities:

MY NOTES (2)

Briefly note down what type of job you'd like to be doing in the future, where you'd like to be doing it (either geographically or the type of company you'd like to working at (or both) and the kind of qualifications you're going to need to learn / relearn to be able to do this kind of work.



2. PREPARING FOR THE JOB APPLICATION PROCESS

There are a few things that you should (or shouldn't!) do – outlined on this page – that will help you enormously in your job search. Make sure you practice them!

Get Busy!

If you've been retrenched or lost your job, don't make the mistake of taking a long holiday and relaxing for a month or two. Get busy with your job search *immediately or as soon as practically possible*. If you take two months off to rest, paint the living room or work on that hobby you've been neglecting, you'll find that the job search itself takes time. You will then have a 4–6-month gap to explain to employers, which can be a problem in itself. Get busy – and get busy fast!!

Be consistent

Don't get into any 'highs' and 'lows' around job searching in terms of the effort you make. Don't make ten applications in a few days and then sit back and wait for something to happen. Be consistent. For example, make two applications a day, every day, for a month online – then try another job search technique for two weeks. Then come back to the online application process.

- Don't lie in bed till late: get up when you normally get up.
- Manage your expectations. Don't expect miracles and don't expect much to happen for a few weeks. It will take time to get responses.
- Be consistent and maintain a steady pace.
- Keep active. Volunteer, contribute to the community. Volunteering can lead to work, over time, so don't stay at home in front of the computer; get out and about and volunteer a few hours a week.

Keep to a routine

If at all possible, look for work in the same time routine (e.g., 9 to 5) that you had when you were working. Sitting at a desk at home searching for work 8 hours a day and sending in resumes can be monotonous, so mix up your day with volunteering work, researching companies that you might approach directly or using the computers at the library just to get out of the house for a while. You might even consider forming a 'job club' of yourself and a few friends or acquaintances that meets twice a week over coffee and swaps ideas. This could be face-to-face, or it could be online. Basically, whatever you do, keep to the same kind of routine that you had when you were working, except now you are spending your time looking for work.

Manage your social media profile

Have you ever googled yourself to see what comes up? You can assume that one of the first things that an employer is going to do is check you out on social media. So, make really sure that your social media profile is what you'd like it to be. Remove any inappropriate content – anything that would give the wrong impression about you – and make sure you do it across all the social media platforms that you're on.

PAIR WORK

- Read Case Study # 1 ('Jeff') then, based on this reading and the information you've just learnt (above) help each other to write down in 'My Notes' (below), as many points as you can about how to improve your job searching.
- Talk to each other about how well you're doing at the moment on these various factors, i.e., keeping busy in your job search, being consistent, keeping to a routine just as if you were in employment, managing your social media profile etc.
- What do you need to do better?

MY NOTES (3)

Write down all the things that you should (or shouldn't) do to improve your job searching.

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BEING RESOURCEFUL

3. REMEMBER HOW EMPLOYERS GO ABOUT HIRING

Most people searching for a job have never imagined they were on the other side of the fence and stopped to consider how companies go about hiring. This is a critical point. If you were learning soccer or tennis and you didn't bother to learn the rules of the game, you wouldn't get very far. Job searching is no different. *There are rules to the process.* And those rules are created by the companies that are doing the hiring.

Recruiting: how companies recruit

- When there's a vacancy, companies will often look internally, first, to fill the vacancy
- If that doesn't work, hiring managers might be too busy to put up an advert on SEEK. This is the time period when a direct approach to a company can yield a result (i.e., someone walking in the front door with a resume and leaving it at the front desk or giving it directly to a line manager might stand a chance of getting an interview). Or the hiring manager may fill the vacancy through personal and professional connections or word of mouth.
- Your application and resume may never see the light of day or be seen by a human being. Don't assume that because you've sent in a resume, anyone is going to read it. Most recruitment staff in bigger companies have multiple roles to fill (sometimes up to 30 or 40 at a time) and can have *hundreds* of applications for one job. The very largest companies can have thousands of applications for a single role.

This has led to computerised sorting of applications – so your application, which maybe took you 5 or 6 hours to prepare, is being reviewed by an AI, not a real person, and in a few seconds, based on key words, rather than overall appearance.

And even if the computer whittles the job applicants down to dozens or a couple of dozen, and yours is among these chosen CV's, who's to say that the recruitment officer reads them all? In many instances, they simply scan the top half of the pile and pick out a few interesting resumes because they don't have the time to read everything.

- In other words, there's a 'roll of the dice' element to this and luck does play a part. However, the more effort you make, the more you minimise the unpredictable element.

CLASS DISCUSSION

Discuss openly the efforts you have made- or the stories you have heard – about the effort that you or your friends / relatives have had to put into finding work. If you are mostly using 'SEEK' to find work, how is that going for you ?

Recruiting: what companies are looking for when they recruit

CLASS ACTIVITY: VIDEO

Watch this video as a class.

- **What companies are looking for:** <https://www.youtube.com/watch?v=ivs9S67wdEI>

CLASS DISCUSSION

Think about some of the jobs you've done in the past and think about some of the interviews you've gone for in the last couple of years. Can you name three things each that employers are looking for in their employees (or potential employees) other than qualifications? Just name them, and your trainer will put them on the whiteboard.

MY NOTES (4)

Copy down, from the whiteboard, the list of qualities that your trainer has listed up.

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CLASS DISCUSSION

As a group, discuss:

1. Which items you've noted are probably the top 3 or 4 qualities that employers are looking for.
2. How will you portray these qualities on your CV?
3. How will you talk about them or refer to them in a job interview situation so that a potential employer recognises that you know about them and actually display them?

4. KNOW THE TYPES OF WORK THAT ARE OUT THERE

Part of being resourceful while engaging in your job search is to realise that there are several different types of work out there. Traditionally, the majority of people worked full-time in a role. However, in the last three decades this has changed enormously. There are now about half a dozen different ways of working:

- **Full time:** working, typically 38 hours a week
- **Part time:** working perhaps 15 hours a week
- **Casual employment:** working when your employer needs you
- **Contract employment:** working for a specific time period. For example, for six, nine or 12 months but no longer.
- **Consulting:** working as a free-lancer to provide your skills or services at a fixed rate.
- **Traineeships and Apprenticeships:** studying while working over, say, a one-year period.

(INDIVIDUALLY) FIND OUT ABOUT:

- Go to SEEK - <https://www.seek.com.au/> - and click on 'Job Search'
- Click on 'classification' in the middle bar and pick an industry or industry sector you are interested in, say, 'hospitality' or 'retail'.
- Click on the 'SEEK' search button and just note how many jobs come up nationwide (say, 10,000). Note this number down.
- Next, click on 'more options' under the 'SEEK' search button. Under 'work types' click 'full time' and note down how many jobs now come up (say, 4,000). Note this down.
- Unclick 'full time' and click on 'part time'. Note down the number and then do the same for 'contract' and 'casual'. Note down the total numbers for each job type' remembering to unclick the previous entry each time.
- Lastly, under the search bar 'where' find your region and enter it and then do the same exercise again for your particular region, noting down the number of jobs in each category in the sector you are researching.

CLASS DISCUSSION:

- One at a time, report your findings to the trainer. What did you learn? With regard to your own region and the industry you are interested in, what, roughly, are the percentages of each type of working arrangement?
- Have you been applying for work that isn't full-time? If not, would you consider it? Why / why not?
- Have you considered doing two part-time jobs? or working casually? What are the advantages and disadvantages?

SPOT-CHECK AS A CLASS:

1. Read Case Study #2 and identify the three types of work Lavinia engaged in. Which one paid the most? Which one offered the least job security?
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2. What three things did Lavinia do that worked to her advantage?
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5. DISCOVER WHAT'S BOOMING AND WHAT'S NOT

You may have your heart set on going into a certain industry or a particular type of job. But what if the industry is in decline or is about to be overtaken by a new invention? Or perhaps a change in government policy is going to affect everyone in a certain region or type of work. You need to think about whether your choices are wise, in the current environment and for the next ten years. What's the point of studying hard to go and work in a coal mine if coal is about to be replaced by solar power or apply for jobs on cruise ships if cruise companies are about to go bankrupt? Would you want to be in tourism management if COVID goes on for years??

How secure is the type of work you are going to apply for? Will it still be around in a decade? And how do you find out about what's booming and what's not. With this in mind: here are Australia's five top industry sectors at present:

Australia's largest employing industries



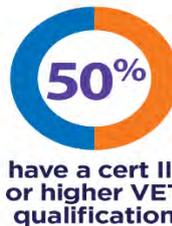
Top Employing Occupations

- 1 Registered Nurses
- 2 Aged and Disabled Carers
- 3 Child Carers



Top Employing Occupations

- 1 General Sales Assistants
- 2 Retail Managers
- 3 Checkout Operators and Office Cashiers



Top Employing Occupations

- 1 Carpenters and Joiners
- 2 Electricians
- 3 Construction Managers



Top Employing Occupations

- 1 Accountants
- 2 Software and Applications Programmers
- 3 Solicitors

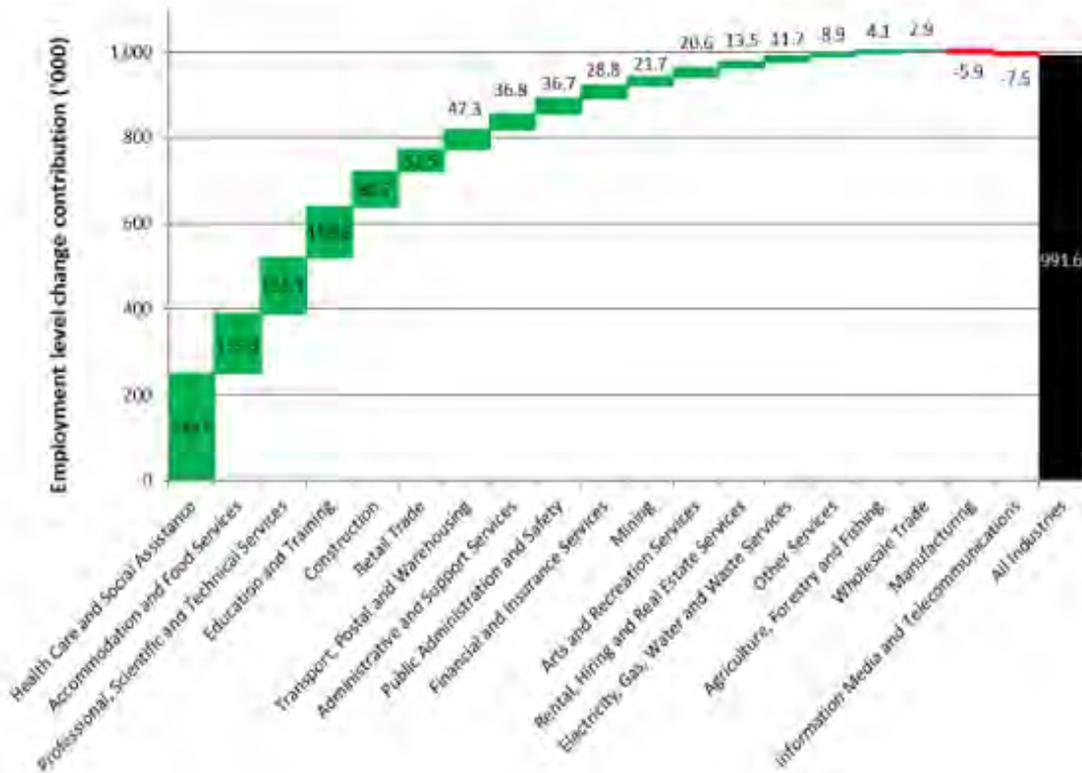


Top Employing Occupations

- 1 Primary School Teachers
- 2 Secondary School Teachers
- 3 Education Aides

And what about for the next five years, particular bearing COVID and the impact it's going to have on our society? Here are some projections of growth sectors from the Department of Employment for the next five years. (Bear in mind this is growth over five years, so, for example, Health and Social Assistance will grow by around 250% over five years as an industry sector.

Industry contribution to projected employment growth – five years to November 2025



Downloaded from <https://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>

SPOT-CHECK AS A CLASS:

LOOK AT THE FIRST CHART ('AUSTRALIA'S LARGEST EMPLOYING INDUSTRIES'):

- What % of the workforce do the top five industries account for ?
- Which sector still has a high % of full-time work
- Where might female workers stand an excellent chance of gaining employment?

LOOK AT THE SECOND CHART ('CONTRIBUTION TO EMPLOYMENT GROWTH TO 2025)

- Has anything changed regarding the top five industries?
- Which two industry sectors should you be wary about working in?
- How well will the type of work you are most interested in do in the next 5 years ?

VIDEO

Watch: industries where jobs are booming

<https://www.youtube.com/watch?v=3eQCaup84Rw>

BEING PROACTIVE

6. THE MANY WAYS OF SEARCHING FOR WORK

Many people assume that just sending in resumes through 'SEEK' is going to be enough to find work. However, if you're simply doing what everyone else is doing (applying online on SEEK and waiting for something to happen) then what are you doing that's different? Nobody is saying that this will not work, but you are reducing your chances of success when you put all your eggs in one basket. So, just ask yourself for a moment, how did people find work before there was an internet?

Here are some of the traditional ways:

1. Newspaper ads (especially the local paper)
2. By walking into recruitment agencies (especially labour hire type agencies)
3. The speculative approach: by physically going to companies and handing a resume to a hiring manager or at the front desk; (if the thought of this makes you nervous then why not do this with a friend or pair up with someone in your class and go out together?).
4. Networking: for example, approaching past employers or past colleagues; (take them for a coffee and ask for their help, rather than just phoning them out of the blue).
5. A 'job club'. Get together regularly with others in a similar situation and swap notes and stories / go to job fairs as a group.
6. Word of mouth from friends, family, relatives and neighbours.
7. Voluntary work and/or work experience as part of a training program.

And here are some other ways to find work in the internet age:

8. Use lesser-known job boards (see last section in this training manual).
9. Research companies that would be where you'd like to work and see if they have a job board on their website that you can apply to.
10. The (online) speculative approach: sending your resume and cover letter by email: just send your resume, with a polite covering email letter, to advertisers on SEEK that seem like the right kind of company for you but which aren't advertising something exactly suited to you right now.
11. Set up your job board profile: put your CV onto the job boards you're working with and set up job alerts. There should be a facility for you to program the job board to send you updates and alerts – by email or by phone – when a job that you'd be interested in comes up. Don't waste time trawling through hundreds of ads. Let the ads come to you.
12. Local business organisations like the Chamber of Commerce, business enterprise centre (BEC) or RDA (Regional Development Authority) may have information on who's hiring. The BEC would have on-the-ground information about small businesses starting up in your area. It depends on the organisation and on how helpful they are, but it's worth a try.

PAIR WORK

1. With your partner, discuss which of the twelve ways of finding work above you have tried, which you'd like to try and which you're a bit nervous of trying.
2. What holds you back from the ones that make you a bit nervous? How might you overcome this?
3. Look at the pie-chart below. What is the single most successful way of finding work according to a recent survey? Roughly what percentage of jobs come from applying to a job board?
4. Read the story about Pete (Case Study #3 below). What character qualities do you think he displayed in his quest for his dream job?

MY NOTES (5)

Which of the 12 ways of finding work have you tried?

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Which of the 12 ways of finding work would you like to try?

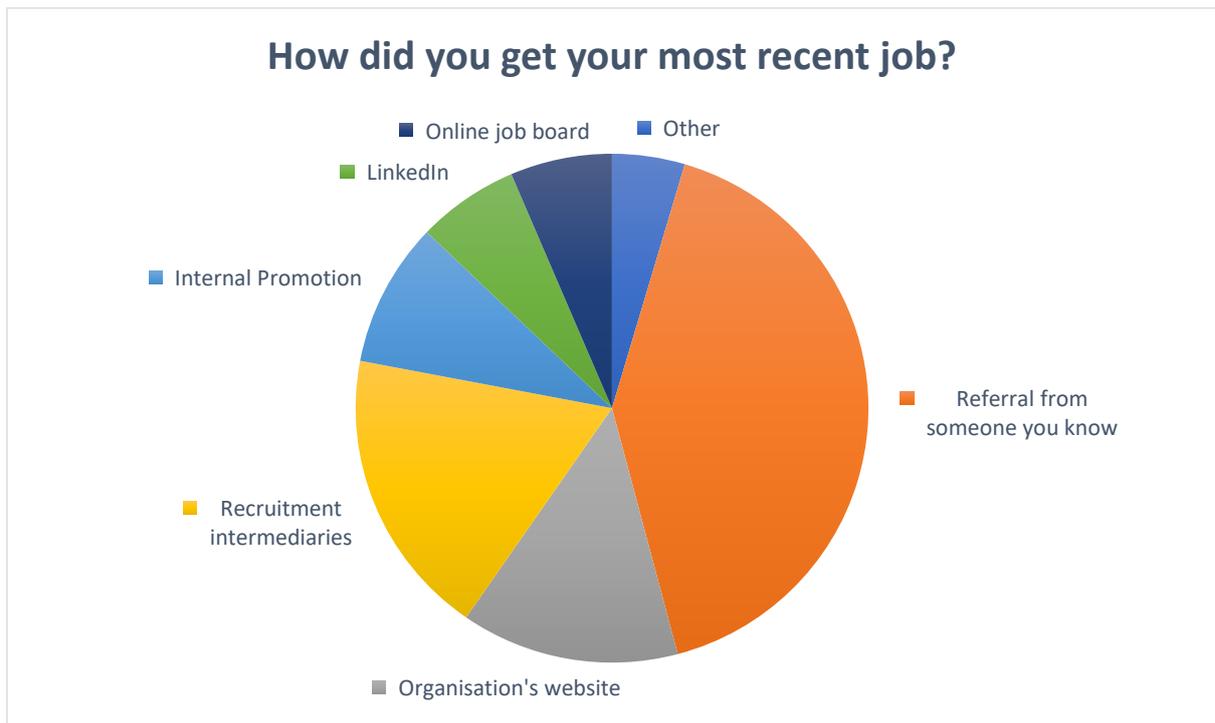
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Which of the 12 ways of finding work are you nervous of trying? **Why** ?

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How might you overcome your nervousness?

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7. MAKING YOUR JOB SEARCH PLAN; STAYING RESILIENT

Whether you are just at the start of your job search or well into it, you need to *make a plan*. Remember, job searching itself is a full-time 'job'. That doesn't always have to mean job searching every minute of every day in front of a computer, but it does mean thinking and planning ahead. How many hours a week can you dedicate to job searching? Where are you going to do it from? Do you have a quiet spot at home where you can be free of distractions? Will you have to go to the library? And how are you going to keep track of your activities? It would be embarrassing to have someone call you and you don't even remember approaching them; so, *keep records of what you are doing*. And, above all, you need to be completely realistic about the number of applications and approaches to employers you're going to have to make to be successful

Staying resilient: realise that it's a numbers game ...

SPOT CHECK AS A CLASS

Let's say that the job search process starts with applications, then goes to first interviews, then to a (second-stage) process of either another interview or reference checks and evaluations, then to offers.

- For ONE offer, how many second-stage interviews or evaluations would you have to go through, do you think (bearing in mind that, at that stage, there are still probably 3 or 4 other people being considered for the job)? As a class, discuss and agree on a number.
- To get to this (agreed) number of second stage evaluations, how many first interviews do you think you have to have? As a class, discuss and agree on a number, or a range of numbers.
- To get this (agreed) number of first interviews, how many applications do you think you have to make? As a class, discuss this and agree on a number or a range of numbers.

Let's say that the final number you've put just above is 20 – 30, *do you think that you're going to find that number of vacancies in your chosen area on SEEK? Why? Why not?*

MY NOTES (6)

For one offer, how many second interviews do you think you would have to engage in (write here):

To get to this number of second interviews, how many first interviews do you think you would have to engage in (write here):

To have this number of first interviews, how many job applications do you think you would have to engage in? Numbers are going to vary according to industry and the economic climate, so just put a general range if you like (write here):

Staying resilient: change up your approach now and again

Sitting at a computer, all day every day, applying for jobs is going to get monotonous sooner or later, so, switch your approach now and again. It's time to make a plan!!

PERSONAL REFLECTION / CLASS DISCUSSION

Have a look back at the list of ways of searching for work in Section 6. Let's assume that you're going to dedicate 30 hours a week to searching for work. Choose 5 – 6 of the activities from the list and work out how many hours you're going to dedicate to each one every week. For example, you might choose the following activities and allocate the following hours:

- Job application through job boards: 10 hours per week
- Networking and word-of-mouth / coffee meet-ups: 5 hours per week
- Volunteering: 6 hours per week
- (Offline) speculative approach: handing my CV in to appropriate companies: 6 hours
- Job Club: two, 90-minute meetings per week.

Work out your own 5 or 6 activities and the time you can comfortably allot to them every week. Report back to the class on what you've decided.

MY NOTES (7)

Activity One:
I will dedicate () hours per week to this activity.

Activity Two:
I will dedicate () hours per week to this activity.

Activity Three:
I will dedicate () hours per week to this activity.

Activity Four:
I will dedicate () hours per week to this activity.

Activity Five:
I will dedicate () hours per week to this activity.

Activity Six:
I will dedicate () hours per week to this activity.

Staying resilient: having a Plan 'B' and maybe even a 'Plan C'.

Many people think that if they've been working in one role then they should be seeking jobs just in that role. They've never thought that their work has given them certain skills and that those skills could be applicable in other jobs. For example, if you've been working in aged care, your background would probably be of interest to employers in disability services, community services or healthcare. Have you considered a Plan B or a Plan C that would include searching for work in these areas? Or if you've been a welder in a factory, what about working in mining or even on the offshore gas-rigs? They don't have to be your central focus for job searching but they

could be a plan B or a plan C. Have a look at the 'Bullseye' posters at <https://myfuture.edu.au/assist-others/career-bullseye-posters> to get you thinking about what else you could be working in as a job.

PERSONAL REFLECTION / PAIR-WORK / CLASS DISCUSSION

1. Reading Ron's story, (Case Study #4) could you improve your chances of finding work by being more mobile? How far could you reasonably travel to find work? Do you have friends / relatives / family that you could stay with at low or no rent, at least to start with, in a location where you're more likely to find work? Do you have a caravan or RV that could be your mobile home This isn't for everyone but have a think about it – even a location an hour away on the highway – and see if it works for you. Tell the class what you decide.
2. Finally, have a look at the Bullseye posters at <https://myfuture.edu.au/assist-others/career-bullseye-posters>. Open not only the one that is of most relevance to you but one or two others that could be close to what you do or just look interesting. Find 2 – 3 other job roles that you could be applying for, that have similar skills to what you've been doing and write them down. Discuss this with your partner and help him / her find their bullseye roles. Tell the class what you've found.

The most relevant bullseye poster(s) for me is / are:

The alternative work that I should be able to explore, given my background is:

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CLASS DISCUSSION

One by one, go through:

- What other, similar jobs you could consider applying for
- If you think, for you, being mobile would help your overall success.
- Roughly how many quality applications you think you're going to have to submit to get an offer
- How you're going to search for work and make those applications (your chosen five or six ways of searching for work) and the hours you're going to dedicate to them each week

8. RESOURCES TO HELP YOU

Finding work that suits your skills and interests:

- <https://joboutlook.gov.au/covid-19/>
- <https://myfuture.edu.au/assist-others/career-bullseye-posters>
- <https://www.dese.gov.au/mature-age-hub/information-job-seekers-over-45-years>
- https://www.verto.org.au/our-services/skills-checkpoint?gclid=EAIaIQobChMIIsqTziPiM8glV0yMrCh3yLwF1EAAAYASAAEgL15PD_BwE

Job Boards other than 'SEEK'

- <https://www.careerone.com.au/>
- <https://www.careerjet.com.au/>
- <https://www.adzuna.com.au/>
- <https://au.indeed.com/>
- <https://jobsearch.gov.au/employers/job>
- <https://www.gumtreeforbusiness.com.au/jobs/>
- <https://au.linkedin.com/jobs>
- <https://www.apsjobs.gov.au/s/>



APPENDIX: CASE STUDIES

CASE STUDY #1: JEFF: TREATING UNEMPLOYMENT LIKE A FULL-TIME JOB

One of the most remarkable job seekers we've ever encountered, Jeff had been a successful young business owner overseas.



Unfortunately, a deep downturn in the economy of the country he was working in nearly bankrupted his business and he spent both his company's remaining funds and nearly all his personal savings paying off his staff. He had just enough money left to fly back to Australia, in his late twenties, with no family home to return to, no connections, no network in Australia and no place to sleep other than the sofa in his mother's aged-care apartment.

We asked Jeff what he decided to do at that point that turned the situation around and he said that he decided to treat unemployment like a full-time job. He put on a business suit and tie, polished his shoes and went down to the local library every day, 9 – 5, Monday to Friday, treating the library as his new 'office' and treating unemployment as a 'job'. He spent forty hours a week either applying for jobs or researching companies and preparing for interviews. Within three months, from a standing start and with no contacts or experience, he had not only been interviewed on multiple occasions, but he was also offered a role in his local town.

CASE STUDY #2: LAVINIA: NEVER GIVE UP; BE MOBILE



When we first met Lavinia here in the college, she was living in an RV in the car park of the local pub. Prepared to roll up her sleeves and try anything to get back into the job market, she enrolled in an aged-care course. Within a couple of months, insisting on taking on more work experience than she needed to so that she got exposure to several employers, job offers started to come in and, before the end of the program, she had a full-time role.

Meanwhile, she listened to others who'd worked in the industry for a while and had worked out that she could earn nearly double the base rate paid to her as an employee by becoming a contractor locum, contracted in to exactly the same companies she'd been working with in exactly the same role - except via a labour-hire contractor. It meant a fair degree of strange hours and last-minute arrangements as companies called in, requesting she fill in for someone who was sick, absent or on holiday – either day or night – but she persisted. She was so dedicated, and so popular, that she was never without work.

Once again, it didn't stop there. Within another few months she had researched her industry and discovered that she could earn a significant increase yet again by moving to work in indigenous aged care. The last time we spoke to her was by phone when she was in Brisbane, preparing to drive to Darwin to take up the same kind of arrangement in the NT as a contract aged-care worker supporting indigenous seniors. She would be earning nearly three times the money she'd been earning in Wagga when she started in aged care. A touch of irony ends the story - because she drove there in her RV. So, within two years, Lavinia had lifted herself out of unemployment, tripled her starting salary, lived rent free in her new location (in the RV) and had turned the family home, after her parents had passed away, into an investment property. As she said on the phone, 'I'll never be unemployed – ever again - for the rest of my life'

CASE STUDY #3. PETE: THINKING OUTSIDE THE BOX



Pete was a young migrant from Taiwan who had applied for a role with a NSW government department. He had gone through the usual recruitment process of interview panels, pursuing what he believed was his ideal job, the one he'd set his heart on. Unfortunately, he wasn't offered the role. The feedback was that he'd come sixth in the overall evaluation. For many people, that would have been it – but not for Pete. He knew that if he was persistent it could lead to opportunities. So, he called back to the director of the division that he'd applied to and said how much he'd enjoyed interviewing and how interested he was in the role – and could he possibly volunteer for ten hours a week in any capacity? The answer that came back was a yes.

Pete started on a voluntary, unpaid basis for ten hours a week. Within two months that had turned into a paid role at ten hours a week and, within another month, into twenty hours a week. It took six months, but Pete eventually landed, in that time period, not only the full-time job he wanted, as the department he was working in was expanding, but a fully paid education scholarship.

CASE STUDY #4. RON: A MATURE AGE JOBSEEKER WINS THROUGH



Ron was a 56-year-old I.T. professional working in Sydney in a management role. He had worked with the company for 22 years and assumed he would work there until he retired. He'd never thought about looking for another job and felt himself to be a loyal company person. One day, out of the blue, his company restructured, and he was retrenched, along with many among the longer-term staff. Ron was gutted. It felt like a part of him had been torn out and he spent the first month of his retrenchment just pottering around at home and in his garden trying to recover.

Gradually, he realised that he needed to look for work. Retirement, realistically, was still ten years away and he didn't have enough money to never work again. So, he began to search for work in roles that were familiar territory to him – senior management roles in ICT in up-and-coming organisations in Sydney. He got interviews but ... something just didn't feel right. In the end, he realised that the 'invisible', unspoken message was really *'thanks, but all things considered, you're just too old'*. He really didn't know what to do but then, one day, at his job club, an acquaintance was talking about how he had found work in a regional town and Ron thought, 'why not'. He realised that he had a 4WD and a caravan and that he lived near the entrance to the M5 tunnel. He worked out that if he got up at 4.30 AM on a Monday, jumped behind the wheel and just drove through the tunnel while it was still early, he could have breakfast and a shower on the road and be anywhere within 350 Kms of home by 8.30 AM.

Using a new approach to searching, *within a month*, Ron had a job at a regional power generation company in Orange. It took him about 3 hours to get there. He rose early and then lived, rent-free, in his caravan Monday to Thursday evenings and drove back at 4PM on a Friday, arriving about 8PM. As a contractor, he made more money than he had been in a full-time role and, because of all the travel and living away from home, he qualified for 'DIDO' (drive-in, drive out) tax deductions and this boosted his earnings even more. He went, in the space of a few weeks, from desperation and no job, to earning more money than he had ever expected and the freedom of a great role in a new location.

GOOD LUCK! STAY FOCUSED!