

To all who are trying to find a suitable job and affiliate with HempsteadWorks:

I would like to share my own story regarding how I landed not only at 13 months out, but being part of that 50ish age when so many employers may believe that at 40+ there's a risk within many factors.

I spent almost twenty years with one company before returning to school for a graduate degree. The timing of the Master's completion was right on time for our recession and I was lucky to find employment soon afterward. The company was liquidated later on.

More recently, I had been employed by a very large firm for less than one year knowing that the firm had reorganized a couple of times within two to three years. Business was tough, they reorganized yet again and my position was eliminated even while we had been a skeleton staff.

I jumped right into my search immediately after taking one day off. I ran a very balanced search; I set up email alerts through company websites of which I was interested in, plus Google alerts. I optimized my LinkedIn profile. I reconnected with good recruiters. I networked not only with many I knew but with some in unrelated fields and offered advice, job leads, connections or friends that could help, and more. I DID let people know that I was unemployed and actively looking without embarrassment.

I attended job workshops and clubs. I researched companies like crazy! If there was a hiring manager or someone I knew within a firm on my target list, I would send a note, a message, a call, depending upon the person's level. I was found extremely often on LinkedIn and gained much interest and interviews that way. I posted good and interesting articles in regard to my field to LinkedIn groups and replied to comments in a thoughtful way.

All in all, I had more activity in either phone or in person interviews than most job seekers I know. I am not boasting about this as I felt as though I was spending time and money toward no fruition.

I returned to several firms many times and was a last candidate amongst 2-5 people and was rejected. I did not give up and suggest that no one should ever! I knew there were reasons. Perhaps the company believed I was too old. Perhaps they thought I would leave once the economy picked up. Perhaps I could run circles around the potential supervisor and that seemed like a threat. Career counselors could not understand why I had not landed. Recruiters could not understand, as I presented myself in exactly the ways suggested. I did mock interviews, and they went well. I told the short stories and had inserted achievements in tangible/quantitative ways.

I had given myself a date in time to stop the search and attempt to run a business of my own. That date passed as I went into more interviews, especially with my current employer.

Of the recruiters I had worked with or had been in contact with over years even while not seeking, one emailed me out of nowhere. This recruiter was someone I had not kept in touch with during my search. She asked if I could help her and she detailed a bit about the role. I let her know that I was the person for the job. This was certainly a fluke considering how I ran my search. The position happened to be with a corporation that was amongst my top 3 targets!

The process took a few months with several phone interviews and in person, but I gained a position that is absolutely what I wanted and what I do, has no age bias, and I did not have to negotiate one thing. My supervisor is older than I am, as are many of those I work with. I do work with several young people which can be tricky, but over time have partnered or have won over. I treat all with respect due.

Of course I do the job of 2-3 or more people and work long hours, but I am very pleased and happy with the job and company. That is how my field is, and that is how most are now.

I would wish that all who are seeking would find a position that is a good fit with good wages and with good people. Keep up with your skill set and technology and NETWORK. I cannot share my own persevering "type A" personality, but truly hope that all give the search 100% and a quick pick up after any rejection. Throw rejections over your shoulder and remind yourself that it's their loss.

Thank you and best of wishes,

AKH