

Maryland Job Resource Pre-Event Webinar for New Americans

With presentations from Maryland Department of Labor and World Education Services





Overview

- Introduction
 - Using Zoom and Interpretation Features
 - > Who We Are
- Resume Building by the Professional Outplacement Assistance Center (POAC)
- Credentialing by World Education Services (WES)
- Interview Skills by the Professional Outplacement Assistance Center (POAC)
- Job Seeker Services by the Division of Workforce Development and Adult Learning (DWDAL), Maryland Department of Labor (Labor)







Using Zoom and Interpretation Features

Today's event will be recorded.

If you have questions or need technical assistance, please use the Q&A (you can find it at the bottom of your screen). Responses are currently available in English.

We will have a Q & A session at the end of each presentation, so please type your questions in the Q&A box. Due to the limited time for each topic, any unanswered questions will be answered in a follow up email.







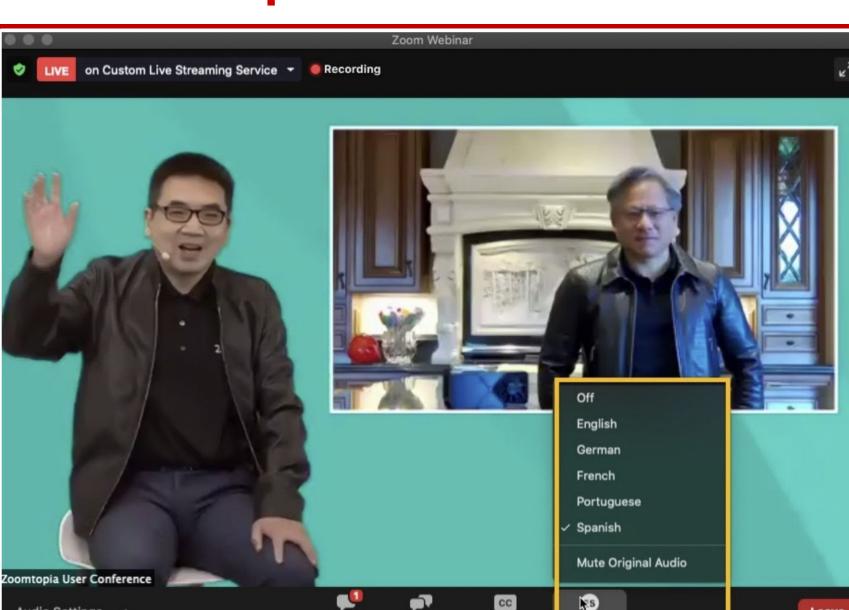
Using Zoom and Interpretation Features

To select the language you would like to hear the webinar in, select the world icon on the bottom right of the screen. If you want to mute the original audio, select "mute original audio". If you are listening from your cell phone, click on the three dots, "More", select the language, and press "done".

To utilize American Sign Language interpretation, "pin" the ASL Interpreter.



Audio Settings ^



Live Transcript

Spanist

Maryland Skilled Immigrant Task Force

The Skilled Immigrant Task Force collaborates across organizations to advance workforce system accessibility and career opportunities for foreign-trained individuals in Maryland.









NEW AMERICANS JOB FAIR RÉSUMÉ & INTERVIEWING PRESENTATION

Tom Dezell, CPRW

Assistant Director, Professional Outplacement Assistance Center

<u>Thomas.Dezell@maryland.gov</u>



GOAL OF A RÉSUMÉ

TO OBTAIN A JOB INTERVIEW



CHRONOLOGICAL RÉSUMÉ

Presents Work History in Reverse Chronological Order Bullets Organized Under Job Titles and Employer Names

Most Widely Accepted Format

ATS Compatible

CHRONO-FUNCTIONAL & HYBRID RÉSUMÉ

Organized by Skills, Not Work Chronology

Skills Can Come From Paid and Volunteer Work

Recommended for Career Changers

Helpful in Showcasing Project Work & Long-Tenured Positions

Sample Chronological Résumé

CLAIRE VOUYANT Columbia, MD • 410.612.3507 • cvouyant@gmail.com

PROFESSIONAL PROFILE

Creative and dynamic professional with extensive experience in career development and management. Skilled in training, recruiting and course development. Proven results in motivational and educational career growth for many individual groups and individual clientele. Visionary who continuously strives for and achieves creativity in diverse environments. Excellent oral and written communication skills. Extremely energetic, intuitive and dedicated to working in areas of human services and career counseling. Expertise includes:

Program Development Management Training Administration

SELECTED ACCOMPLISHMENTS

- Increased course offerings by 50% and experienced 102% growth in student enrollment through the development of innovative courses, aggressive marketing and sound program management.
- Managed a billing department with annual revenue of \$66 million and received highest achievement award.
- Authored users guide for kitchen display system now utilized by more than 4,000 food service operations throughout the nation.
- Recipient of President's Scholarship as an entering freshman at Case Western Reserve University.

PROFESSIONAL EXPERIENCE

Anne Arundel County Schools, Annapolis, MD 2008 to present School system of 115 schools serving diverse population of nearly 75,000 students, including pre-K through 12^{sc} Grade, as well as Adult Education programs.

Career Planning Program Specialist

- Coordinate and schedule career-planning efforts for county adult education program with an annual enrollment of 26,000.
- Designed and monitor career counseling program which covers topics including alternative work styles, entrepreneurship, career exploration and job hunting techniques.
- Conduct awareness seminars and team building workshops for individuals facing career transitions in professional, technical and managerial fields.

Instructor

- Interfaced with local high technology and health care businesses offering exploration at various work sites.
- Developed curricula and training programs in areas of
 Management Development
 Professional
 Image
 Job Hunting Techniques
 Résumé Writing
 Interviewing Skills
 Personal Marketing
- Created seminar reference materials including handouts, manuals, PowerPoint presentations and bibliographies.

Claire Vouyant 410.612.3507 Page 2 of 2

Xanadu Systems, Columbia, MD 1996 to 1998 Technical Writer

World's leading developer of enterprise applications serving the hospitality and specialty retail industries.

- Authored 27-page users guide for kitchen display system that remains in use at over 4,000 food service establishments.
- Reviewed production and engineering journals, reports and proposals in order to become familiar with product technologies and production methods.
- Saved the company more than 40% from the previous year by observed production, development and
 experimental activities to determine the most efficient and productive operating systems.
- Studied blueprints, sketches, drawings and product samples in order to illustrate technology, operating procedures, production and detail for several major board meetings.

Carolina-Atlantic Corporation, Rockville, MD 1989 to 1996 Major paper product supplier. Began with Atlantic Paper, which merged with Carolina in 1994.

District Billing Manager

1994 to 1996

1991 to 1994

- Authored administrative procedures manual for billing system.
 Implemented and coordinated new major account price plan, developed procedures and initiated changes in corporate policy.
- Established support position guidelines, performance standards and secretarial handbook for major corporation.

Office Services Supervisor

- Supervised administrative communications network of 22 secretaries supporting 200 office and billing managers.
- Developed and implemented credit and collection programs while maintaining cash flow of \$33 million in annual revenue.
- Recruited, and developed position descriptions for, a staff of 22 resulting in high morale and lowered workers compensations costs over the previous year.

Previous company experience includes • Customer Service Manager • Major Account Administrator • Credit and Collection Correspondent

EDUCATION

2013 to present

2008 to 2013

BA English	Case Western Reserve University
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PROFESSIONAL DEVELOPMENT

Carolina-Atlantic Management Training • Organizational Management Studies • New Management
 Seminar • Managing for Motivation • Management Action Workshop

AFFILIATIONS

American Society for Training Professionals - Association for Part Time Professionals

Sample Chrono-Functional or Hybrid Résumé

CLAIRE VOUYANT Columbia, MD | 410.612.3507 | cvouyant/@gmail.com | www.linkedin.com/in/clairevouyant

PROFESSIONAL PROFILE

Creative and dynamic professional with extensive experience in career development and management. Skilled in training, recruiting and course development. Proven results in motivational and educational career growth for many individual groups and individual clientele. Visionary who continuously strives for and achieves creativity in diverse environments. Excellent oral and written communication skills. Extremely energetic, intuitive and dedicated to working in areas of human services and career counseling. Expertise includes:

· Program Development · Management · Training · Administration

SELECTED ACCOMPLISHMENTS

- Increased course offerings by 50% and experienced 102% growth in student enrollment through the development of innovative courses, aggressive marketing and sound program management.
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AREAS OF EXPERTISE

Program Development

- Coordinated and scheduled career planning efforts for county adult education program with an average annual enrollment of 26,000.
- Designed career counseling program which included alternative work styles entrepreneurship career exploration job hunting techniques.
- Interfaced with local high technology and health care business offering career exploration at various work sites.

Training

- Developed curricula and training programs in areas of
 • Management Development
 • Professional Image
 • Job Hunting Techniques
 • Résumé Writing
 • Interviewing Skills
 • Personal Marketing.
- Conducted awareness seminars and team building workshops for individuals facing career transitions in professional, technical and managerial fields.
- Created seminar reference materials which included handouts, manuals, PowerPoint presentations and bibliographies.
- Facilitate American Society for Training Professionals approved seminars at annual conference for several hundred training professionals.

Claire Vouyant	(410) 612-3507	Page 2 of 2
AREAS OF EXPERTISE (cont.)		

Administration

- Authorized administrative procedures manual for billing system.
- Implemented and coordinated new major account price plan, developed procedures and initiated changes in corporate policy.
- Established support position guidelines, performance standards and secretarial handbook for major corporation.

Management

- Supervised administrative communications network of 22 secretaries supporting 200 office and billing managers.
- Developed and implemented credit and collection programs and maintained cash flow of \$33 million in annual revenue.
- Recruited and developed position descriptions for staff of 22 which resulted in high morale and lowered workers compensation by 40% from previous year.

PROFESSIONAL EXPERIENCE

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Anne Arundel County Schools, Annapolis, MD	2008-Present
Career Planning Program Specialist	2013-Present
Instructor	2008-2013
Xanadu Systems, Columbia, MD	2006-2008
Technical Writer	
With no multiple roles with one employer	
Career Planning Program Specialist Anne Arundel County Schools	2013-Present
EDUCATION	

BA English

Case Western Reserve University

PROFESSIONAL DEVELOPMENT

 Carolina-Atlantic Management Training • Organizational Management Studies • New Management Seminar • Managing for Motivation • Management Action Workshop

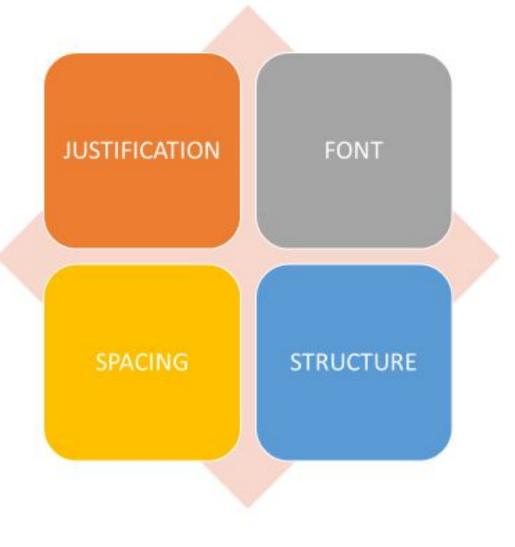
AFFILIATIONS

· American Society for Training Professionals · Association for Part Time Professionals

Strong References-Gladly Provided



FORMATTING FOR CONSISTENCY



FORMATTING FOR EASE OF REVIEW

- 10-12-Point, Depending on Font Used. 11 Probably Best.
- Use Bold, Uppercase Section Headings
- Space Lines Before and After Headings
- Bullets Instead of Paragraphs
- White Space Allows the Eye to Breath

SOURCES OF INFORMATION



CONTENT CONSIDERATIONS

Job Acquisition is a Sales & Marketing Process

Résumé is Your Professional Brochure

Average Time of Initial Review is 6-10 Seconds

Each Résumé Must Be Targeted to the Job or Company

Youthenize-But Qualify

CAREER SUMMARY | PROFESSIONAL PROFILE | QUALIFICATIONS SUMMARY



Replaces Objective

An Abbreviated, Written TMAY

5-6 Lines Long

Subjective & Descriptive Value Proposition

Adjust for Each Targeted Résumé



SELECTED ACCOMPLISHMENTS, ACHIEVEMENTS, HIGHLIGHTS

Place 3-4 Top Bullets Targeted to Job or Company

Show Action and Results

Place in Descending Order of Strength

ACCOMPLISHMENT STATEMENT FORMULA







Was Accomplished?

Measured by?

By Doing?

BULLET TIPS

No Personal Pronouns or Repetition of Job Titles/Skills

Don't Start with "Responsible For..." or "Duties Include..."

2-3 Lines Long

End With Periods

Numbers-Spell out 0-9, Numeric Form 10 and Above.

Utilize \$ and % Symbols

PROFESSIONAL EXPERIENCE

Documents Employment History in reverse chronological order

Bold job titles and right justify dates

Provide a 2-3 line outline of company/job in italics

Present maximum of 6 bullets focused on skills and achievements

Start each with a strong verb and quantify results Show enough experience to qualify for job



AREAS OF EXPERTISE



Comprised of relevant skill sets



Usually no more than 5 skill sets, presented in sequence of importance



Maximum of 6 bulleted statements per skill set.



Many such statements are already on your Chronological résumé

EDUCATION

THREE COLUMN FORMAT-DEGREE (ABBREVIATED), MAJOR, SCHOOL

CAN BE COMBINED WITH CERTIFICATIONS OR PROFESSIONAL DEVELOPMENT

DATE OF DEGREE NOT NEEDED UNLESS RECENT-LESS THAN 10 YEARS

ADDITIONAL SECTIONS



Q & A

Questions? Use the Q&A now to ask questions from our presenters.

THANK YOU!



Pathways to Success

International Credential Recognition

WES Global Talent Bridge



World Education Services (WES) is a non-profit social enterprise dedicated to helping international students, immigrants, and refugees achieve their educational and career goals in the United States and Canada. For more than 45 years, WES has set the standard of excellence in the field of international academic credential evaluation. WES Global Talent Bridge advocates integrating skilled immigrants into the workforce in the United States and Canada; and its philanthropic arm, the WES Mariam Assefa Fund, supports inclusive economies that help immigrants and refugees to thrive in the United States and Canada.

WES Global Talent Bridge is dedicated to helping immigrants and refugees with international credentials fully utilize their talents and education in the United States and Canada

We join with institutional partners, community-based organizations, and policymakers to help immigrants and refugees use their skills, leverage their training, and achieve their academic and professional goals

Providing Direct Service to Immigrants

Inform and empower individuals so they achieve professional success

Providing Institutional Support

Create and support targeted programs and services that offer effective support and placement outcomes

Advocating for Systemic Change

Inspire policy development, increased funding, systemic reforms to remove key barriers and advance a positive agenda for immigrants



U.S. systems and structures were not designed to address the needs of the immigrants and refugees that WES serves.

17.4%

In 2019, almost one-fifth of the U.S. civilian labor force had been born in another country. Yet there is **insufficient infrastructure** focused on **policies and programs** that serve the needs of immigrants and refugees, and the existing infrastructure is **fragmented.**

2.2M

More than two million college-educated immigrants in the labor market are either **unemployed or underemployed,** representing **23.4%** of the total college-educated labor force in the U.S.

(**-\$39B**)

Underemployment of college-educated immigrants and refugees leads to **\$39.4B in lost personal earnings** and **\$10.2B in forgone federal and local tax revenue** annually.

85%

On average, immigrant workers **earn 85%** of what U.S.-born workers do. The **wage gap persists** even as educational attainment increases.

Sources: Bureau of Labor Statistics 2020; American Immigration Council, 2017; The Brookings Institution, 2019; Migration Policy Institute, 2020; World Education Services, New American Economy, & Migration Policy Institute, 2016



Barriers to Employment

Why do individuals with skills, education, and high professional qualifications in the workplace find themselves unemployed or underemployed?



Inadequate recognition of international education and credentials



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Lack of education and/or work experience in the U.S.

ا (کی

Low social capital

Limited English proficiency



Credential Evaluation and Recognition





- **Compares** international academic accomplishments to standards in the U.S. or Canada
- **Provides** a U.S. or Canadian academic equivalency
- Helps receiving institutions understand internationally educated professionals' academic backgrounds

No universally accepted evaluation service



Who May Need a Credential Evaluation?

Individuals with international education considering:



Licensing in their profession



Attending a post-secondary institution



Employment opportunities



Types of Evaluation Reports



Document-by-Document (DxD)

Provides the U.S. equivalency of the credential obtained abroad **Use:** first-year admissions, employment



Course-by-Course (CxC)

Provides the U.S. equivalency of the applicant's courses and grades, and a U.S. GPA

Use: transfer credits, graduate school, licensure



WES Credential Evaluation Report

Document-by-Document Report

		applica interes their d	se-by-Course report is t ations to post-graduate ted in transferring scho egree, and licensing bo ATION AND AUTHE	programs, students pols before completing ard applications.
	PORT			
Nam Date	e: of Birth:	SAMPLE, Samp Month 01, 1993	le	Date : May 31, 2017 Ref #: Page: 1 of 2
U.S.	EQUIVALEN	CY SUMMARY		
		Bachelor's degree	e from a regionally accredited ir	nstitution
CRE	Credential Country: Credential: Year: Awarded by	Authentication:	Official transcripts were seri India Bachelor of Engineering 2016 University of Mumbai	t directly by the institution
	Length of p		Accredited Institution High school graduation Four years	
	Major/Spec U.S. Equiva		Mechanical Engineering Bachelor's degree 🌑	
	name of	credential, rec	nd describes each cred quirements for entry an ree in terms of U.S. edu	d program length,

INSTRUCTIONS FOR USING THIS REPORT: An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.

Course-by-Course Report

COURSE-	BY-COURSE /	ANALYSIS			
lame: Date of Birth:	SAMPLE, Sample Month 01, 1993			Date : May 31, 2017 Ref #: Page: 2 of 2	
NSTITUTIONS -	DATES - SUBJECTS		U.S. Semester Credits	U.S. Grades	
2015-2016 U) Machine Des	sign II		3.0	в	
U) Machine Des			1.0	A	
U) CAD/ CAM/C			3.0	С	
U) CAD/ CAM/C			1.0	A	
U) Mechanical			3.0	в	
	Utility Systems Lab	This report lists each	1.0	A	
	Planning and Control	course you have taken,	3.0	В	
 U) Production F U) Power Plant 	Planning and Control L		1.0 3.0	A B	
	Engineering Lab	a designation of the		A	
U) Project I	Engineening Lab	level (upper or lower)	3.0	Â	
	echanical Systems		3.0	ĉ	
	echanical Systems La	of each undergraduate	1.0	Ă	
	gineering and Manage	course, a U.S.	3.0	в	
	gineering and Manage	semester credit, and	1.0	A	
	and Air Conditioning		3.0	в	
	and Air Conditioning	U.S. grade equivalent.	1.0	A	
U) Renewable I			3.0	в	
	Energy Sources Lab		1.0	A	
U) Project II			4.0	А	
UMMARY			This	report	
				des a U.S	
otal Undergradu	ate Semester Credits:	176.0 GPA: 2.76			
			grad	e point	
			the second s	ICDA!	
			avera	age (GPA)	

What is Credential Recognition?

The **acceptance** of international academic credentials or a credential evaluation by the receiving institution.



Evaluations are **advisory** in nature. The recipient must decide whether to recognize and accept the equivalency or not.



Employer Recognition

A credential evaluation allows employers to understand education earned outside of the U.S.

Referencing a credential evaluation can **strengthen** résumés Example: *Evaluated by World Education Services as equivalent to a Bachelor's Degree specializing in Computer Engineering*

Note: Each employer has different requirements



Licensing Recognition

A credential evaluation can help meet education requirements to start the licensing process.

Other requirements for licensing include:

- Written and practical examinations
- Additional working hours
- Jurisdiction-specific requirements

Note: Each licensing body has different requirements. Licensing bodies are located in each jurisdiction.



Education Recognition

A credential evaluation can help individuals' meet education requirements to gain admission to higher education institutions.

Institutions have different requirements

- Universities, colleges
- Programs
- Full/part-time, continuing education, online

Note: Contact the admission office for:

- Program-specific requirements
- Credit and block transfers
- Additional admission requirements



Questions and Comments

(WES) © World Education Services. All rights reserved.

Thank you!

Need more information? wes.org/gtb nyc@wes.org

JOB INTERVIEWING





INTERVIEW QUESTIONS

We will provide feedback on questions you want help with. Enter these in the Q & A section. We will address as many as time allows later in the session.

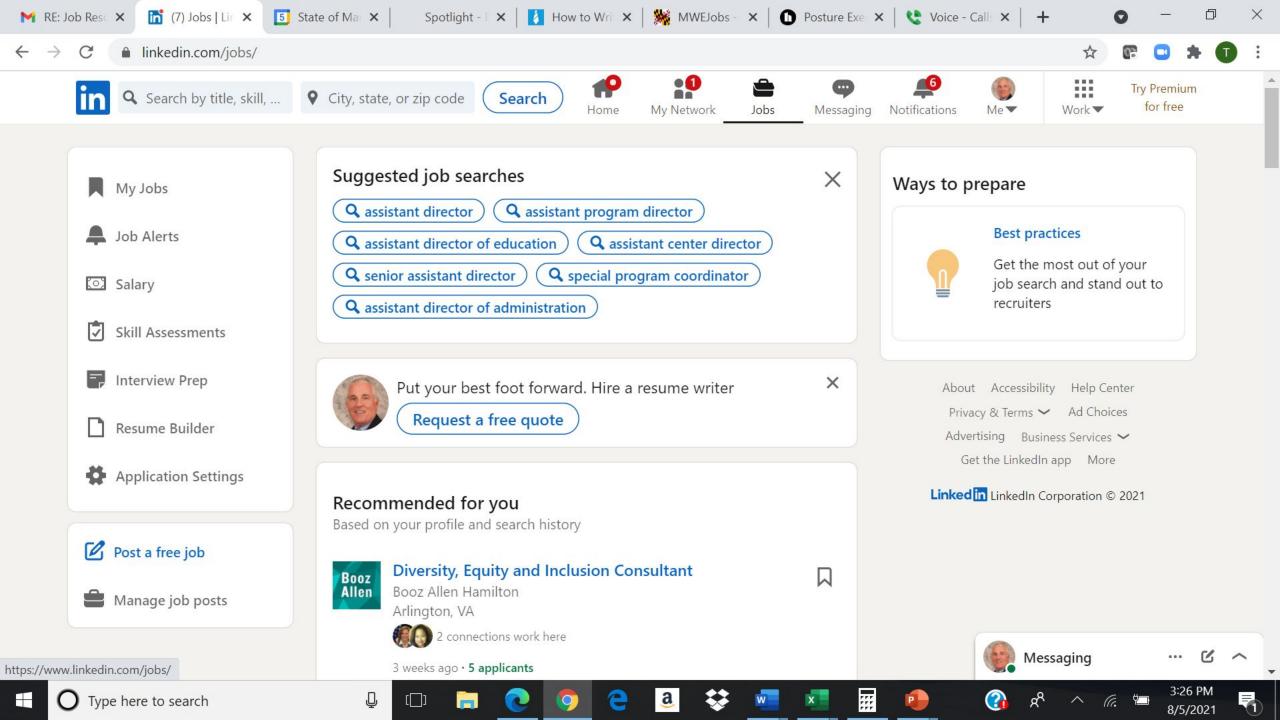
ANXIETY

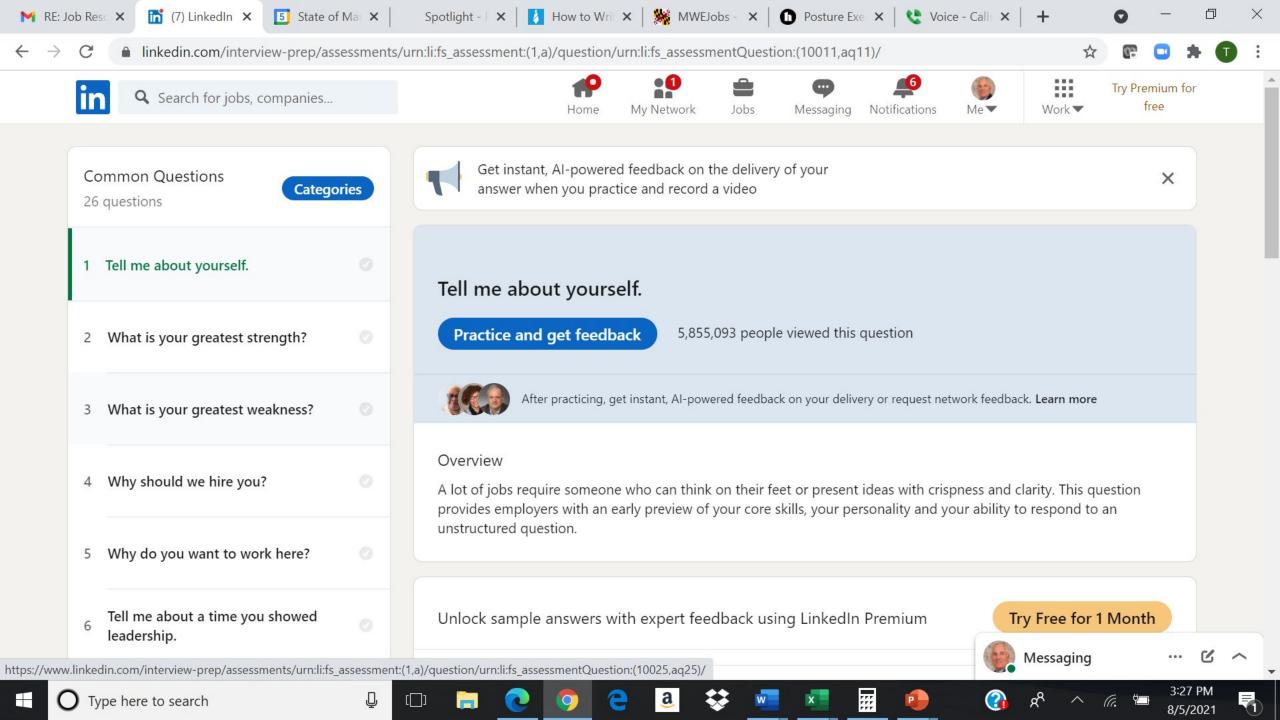




PRACTICE







INTERVIEW PREPARATION



Glassdoor-Go to Interview Tab

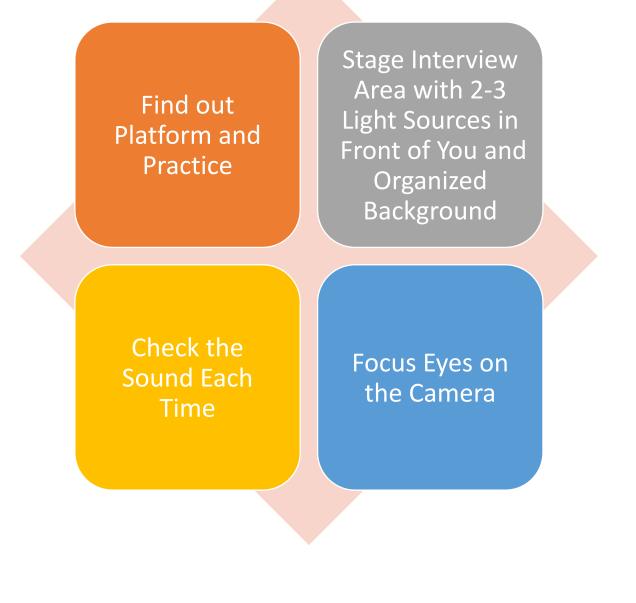


Read Company Blogs and Follow It on Social Media

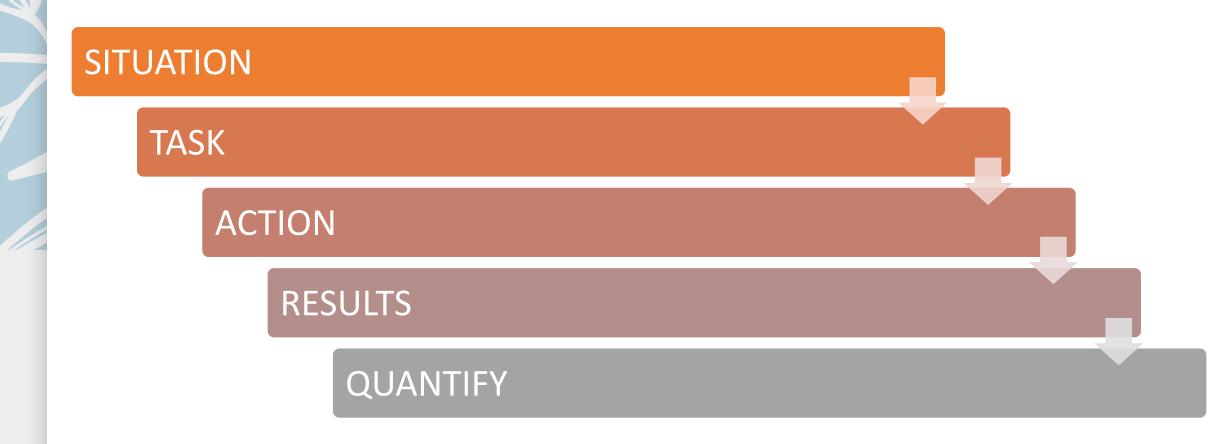


Contact any LinkedIn Connections for Interview Information

TECHNOLOGY



INTERVIEW ?-ANSWER WITH STARQ METHOD



Tell Me About Yourself





Questions to Ask the Employer

- What are the Most Important Skills/Qualities You Desire in This Candidate?
- What are the Biggest Challenges the Person in This Position Will Face in the First 30, 90, and 180 Days?
- How Did this Position Come Open?
- What is the Structure of Supervision and Communication?
- What do You Like Best About Working Here?

ASK FOR THE JOB



Thomas.Dezell@maryland.gov





HTTPS://WWW.LABOR.MARYLAND.GOV/POAC/

PROFESSIONAL OUTPLACEMENT ASSISTANCE CENTER (POAC)

Q & A

Questions? Use the Q&A box now to ask questions from our presenters.

THANK YOU!



Job Seeker Services







RECRUITMENT ASSISTANCE

Maryland's American Job Centers - Workforce Development & Adult Learning

Let the dedicated professionals at Maryland's American Job Centers help you find the job or the employee you want. Maryland's American Job Centers are located in each of Maryland's counties and Baltimore City. Job seekers and businesses will find Maryland American Job Centers to be leaders in using state-of-the-art technologies to match people with jobs and jobs with people.

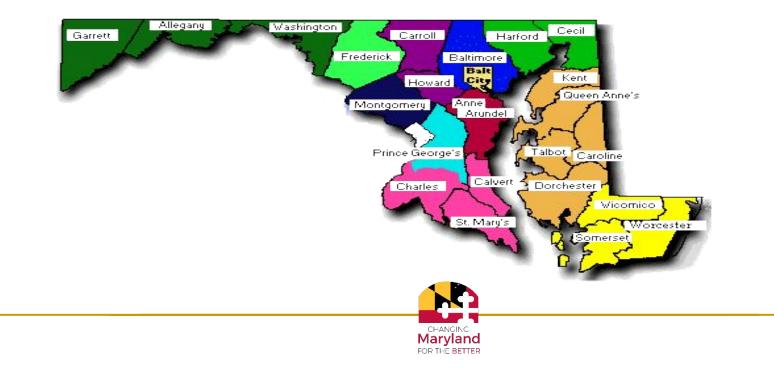
American Job Centers offer a variety of services to assist veterans, transitioning military personnel, and other qualified individuals. We also offer assistance for justice-involved returning citizens that are part of the qualified pool of citizens who are ready and eager to work.





Maryland's American Job Centers are conveniently located throughout the State and are dedicated to serving businesses and job seekers.

Use the county directory below to find the Center nearest you. Simply visit <u>https://www.labor.maryland.gov/county/</u> and click the **county** of your choice to find out more information about our services that help meet your employment needs.





Job Seeker Services & Resources

- Placement & Referral Assistance
- Job Search Workshops
 & Seminars
- Training Opportunities/WIOA
- GED Assistance
- Labor Market Information

- Career Assessments/Job Coaching
- Professional Outplacement Assistance Center (POAC)
- Veterans Services
- Re-Entry Navigator
- Department of Rehabilitation Services (DORS)





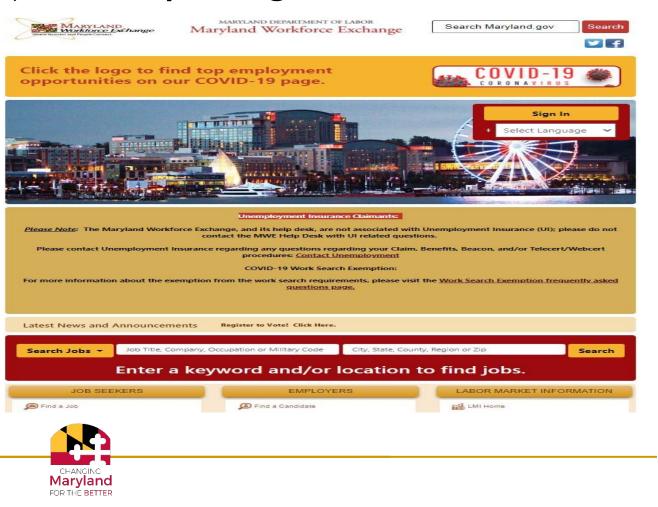
MARYLAND WORKFORCE EXCHANGE (MWE)

https://mwejobs.maryland.gov

You may access job search and self-service options utilizing the <u>Maryland Workforce</u> Exchange.

Instantly view any job posted to the web directly on your <u>mobile phone or tablet</u>.

Simply search for "MWEJOBS" in Apple iTunes or Google Play app store.





ADDITIONAL RESOURCES

STATE OF MARYLAND

MD Labor Business/Employer Services Homepage: https://labor.maryland.gov/employment/busservices.shtml

MD Labor COVID-19 Now Hiring Job Board: https://www.labor.maryland.gov/employment/jobfairs.shtml

MD Labor Facebook: <u>https://www.facebook.com/MarylandLabor</u>

MD Labor LinkedIn: <u>https://www.linkedin.com/company/maryland-department-of-labor/</u>

MD Labor Twitter: <u>https://twitter.com/MD_Labor</u>





Regional Business Solutions Consultants

Business Service Manager | <u>Ann Gunning</u> | 443-286-7919 Anne Arundel & Baltimore Counties | <u>Angela Harkness</u> | 443-927-6044 Baltimore County & Baltimore City | <u>Roseanne Fish</u> | 410-271-3682 Carroll, Howard & Frederick Counties | <u>Teresa Mena</u> | 443-202-0628 Frederick & Montgomery Counties | <u>Aneta Lefterov</u> | 443-926-3240 Lower & Upper Eastern Shore | <u>Alicia Dennis</u> | 443-397-7023 Prince George's & Montgomery Counties | <u>Jacqueline Davis</u> | 443-257-0371 Southern Maryland | <u>Laura F. Wright</u> | 443-986-2540 Susquehanna Region & Baltimore County | <u>Liz Rodriguez</u> | 667-500-4138 Western Maryland | <u>Angella Moon</u> | 410-241-2260





How to enter employment contacts and activities into the Maryland Workforce Exchange website:

Link to video tutorial:

https://www.labor.maryland.gov/employment/uivideomwe.s html



Q & A

Questions? Use the Q&A box now to ask questions from our presenters.

THANK YOU!

Thank you!

Join us for our **Hiring Fair** on **September 15th from 1-3pm!** Register at bit.ly/sitfhiringevent *Resources from the event will be sent via email.*









Community Initiatives

For further questions, please contact

dlwdalnewamericans-labor@maryland.gov.





