

Make Your Job Fair a Success!

Definition: An event for employers to meet with job seekers; they typically collect resumes, talk with people about their needs, bring sample job postings, pre-select candidates, perform interviews on the spot, and/or promote their businesses. If schools or training providers attend, they share their programs, calendars, start dates, and invite those interested to visit their campuses.

Some frequently asked questions/concerns:

Q - "HOW SHOULD I DRESS?" OR "I'M JUST GOING TO CHECK THINGS OUT - SHOULD I WEAR 'THIS'?"

First impressions speak volumes! Dress appropriately; as if this were a real job interview (it might be!) The rule of thumb: dress one level higher than what you would wear to work on a typical day. This event is geared toward different occupations and careers - so being well dressed will be expected. Remember: Leave your partners, kids, and friends coming for moral support at home - you wouldn't bring them to an interview - the same rules apply.

Q - "SO WHAT ... YOU JUST GO THERE AND HANDOUT RESUMES" OR "WHO'S COMING...?"

Decide on the organizations you are most interested in and **do some research on each beforehand**. Gather basic information about the company size, organization, locations, services, and standing in the industry. Find out who's coming... some people will apply after the fair, while others will leave a resume/application during the event, if possible, while others will apply before the event and say that they have completed the online application before coming.

Q - "THOSE COMPANIES DON'T WANT ME... THEY PROBABLY WANT SOMEONE DIFFERENT..."

Don't Assume! Many employers, like you, go with an intention on finding certain types of candidates. However, employers have various hiring needs. Even the forestry industry needs admin/bookkeepers. Job fairs like this are an opportunity to quickly talk about who and what the employer's needs actually are. A local HR manager in Kelowna recommended: **"Let me decide who I'm willing to invest in - don't talk yourself out of an opportunity"**

Q - "DO THEY INTERVIEW RIGHT THERE?" OR "CALL YOU BACK AT A LATER DATE?"

Expect to be interviewed. Practice your answers because some employers use job fairs to conduct preliminary screenings of job seekers and many ask similar questions to their interviews. Many of these employers are looking for good "people-people" and salespersons - so don't just say it -- sell it.



Quick Checklist:



- ✓ Did you dress appropriately?
- ✓ Bring enough resumes?
- ✓ Did you collect business cards or materials?
- ✓ Did you smile?
- ✓ Did you interact with the employers or others?
- ✓ Did you get an idea of the types of jobs offered?
- ✓ Did you leave a good memory with them or try to stand out?
- ✓ Do you know how to apply?
- ✓ Did you know about the company?



More on Job Fair preparation...

Q - "WHAT IF I DON'T HAVE A GOOD RESUME YET?"

- Leverage your time at the job fair. Employers meet many candidates in a short amount of time. Refer to meeting them in your cover letters, introductory emails, or when you meet again later. Scout out the skills and characteristics they tell you about – then build those elements into your resumes afterwards. Nowadays, in the electronic job search age, getting to talk to an actual person is becoming rare... use the opportunity to connect.

Q - "I DON'T DO WELL AT THOSE KINDS OF EVENTS; I GET NERVOUS"

- Almost everyone gets nervous, including employers. Go with the intention of just checking it out. Attending may open your eyes to various employers' needs and opportunities.
- You might not have to be aggressively selling yourself because the employers are there to sell themselves – so let them. Nothing ventured, nothing gained.
- Try to use the "30 sec commercial" or "elevator pitch" and see how it works. Don't be afraid to experiment. Practice, practice, practice meeting people. It is an important skill to have in job search and career management.

Q - "THERE ARE MANY PEOPLE THAT GO; I NEVER GET TO TALK WHO I WANT TO"

- This might be correct; job fairs attract many people because they can be so successful. Not everyone who attends is confident – so be patient, but be politely assertive. A smile can go a long way.

Our Featured Employers
June 27th, 2019: 1-4:00pm

CINTAS

WorkBC Centre

Platinum
PERSONNEL

open
door
group

Stutters
DKI

ita
YOUR TICKET.

First Transit



Paladin
Security



KCR

COMMUNITY RESOURCES

Kelowna - Community Resources – Employment Services Division is pleased to offer two amazing training programs to help those who are unemployed or underemployed and are seeking to improve their attachment to the labour force. With both of these programs, our goals are to help you identify your career goals, assist with your job search, resume, cover letter, interview skills,

and other job-relevant skills. If you want to know if you are eligible to participate, please use the contact information below:

620 Leon Avenue
2nd floor

Need help with your job search or help finding a career?

Stop by KCR any Tuesday afternoon at 1:30pm to talk with an employment specialist.

Phone: 250-763-8008
www.kcr.ca



KCR strives to accommodate various needs and disabilities for all of our events. If you require support or have accommodation needs we'd love to help and/or hear your ideas. If you plan on attending and need some additional support, please talk to staff when you register at the door. For advanced needs, we recommend you could consider emailing: rawle@kcr.ca to see what we can arrange.