

How Graduates Can Get Hired During the Coronavirus Pandemic



As final-year students graduating soon, it is understood when you panic and doubt thinking about finding a job.

We spoke to Graduate Recruitment Bureau co-founder and marketing director, Dan Hawes, to find out the strategies students can do to secure jobs.

Are companies hiring graduates now?

While some companies are not currently hiring, those like logistics, health, medicine, and retail companies (particularly online retailers) are growing and are actively hiring workers. **These are the industries you should be focusing on applying to. Focus on these companies because they might not be advertising widely.**



Gaining new skills in lockdown

Using your time in lockdown to your benefit is a great way to help you. Hawes pointed out the big question interviewers will ask that is ‘What did you do in lockdown?’. The fact that the lockdown has taken much like a year out, employers will want to know what candidates have done to put themselves in a better position.

Your choice will differ from one person to another, **but you should focus on building your CV.** This might be through volunteering or developing your skills in an online course **such as Microsoft Excel or Photoshop.** **This will show potential employers that you have done something useful with your time.** Hawes also reminded candidates to **have a reason** for doing what you are doing during this time, otherwise your efforts will just look very unfocused.

These are among the many places for you to look for jobs:

LinkedIn



LinkedIn is a great place to look for jobs, according to Hawes. **Create a profile, even if you have not got much to put on it.** This will mean that when recruiters Google your name, your LinkedIn profile is what will appear first.

Speculative applications

Hawes further shared that he believes in speculative applications because so many employers do not advertise. He recommended going on Google Street View and have a look to see that at the entrance of a business park, there will be a list of all the companies that are based there. To add to that, you could look at associations and the members within them. Follow the same process as you would with a university project: focus on your research, submit your applications, and then go one step further and give them a call.



When to apply for jobs



You need to apply as early as possible. Big employers have quite fixed timetable, whereas smaller companies tend to hire all year round, according to Hawes. It is wrong to believe that if you do not have a job by the autumn you have missed your chance. **Even if you get to the autumn and have not got anything, keep going – that will be the key time.**

While this applies to direct entry jobs, lots of graduate scheme recruiters are choosing to postpone recruitment: Hawes explained that most are postponing, but none have canceled. There are clients who have had start dates this month and next month and are still honoring them. Hawes explained that these graduates had joined the company online where they were posted company laptops so they can start working remotely.



Online Interviews and assessment centres

Most employers are changing to online selection process. Companies now have a strong online presence that it has replaced the in-person interview.

Nearly all interviews, assessments, and selection tests are now conducted fully online. This means that firms are able to employ students and graduates without breaking lockdown rules.

You can prepare yourselves for this by doing mock online interviews. This will help you to be more comfortable, as well as making sure that the camera angle's right and that there are no interruptions in the background.

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