



Greetings from Geneva's Center for Calling and Career. Many of you may have recently found yourselves with a soon to be graduate living in your house full time again. Though I'm sure all of you were anticipating the upcoming transition for your son or daughter from college to the working world, you probably weren't anticipating it to look quite like this.

As many of you know, the job search process can be long, ambiguous and stressful but it can help tremendously to have someone in your corner reminding you that you will eventually make it across the finish line and find a job. In light of that, I wanted to take a minute to talk about three different types of students I've encountered in the senior job-search process and ways to walk alongside them.

### **Category #1: The Go-Getter**

The "go-getter" is the student who starts well in advance, preparing their resume, networking with people, researching jobs and applying to the ones they find. Essentially, they do everything "right." The upside to this category of students is their motivation. The drawback is that sometimes they believe their motivation and initiative will equal a short and successful job search. The weird thing about the job search is that preparation doesn't always equal success. Perseverance is actually a better indicator.

Research shows that job applicants tend to hear back from roughly 5% of the jobs for which they apply. Just hearing that sounds maddening let alone living it out. For the student who started applying during the fall semester and is still in the job search process, this can be a particularly difficult reality. If your student falls into this category, it might be worth gently reminding them occasionally that the job search is more often like a marathon than it is a sprint. Consistency and perseverance will likely get them there but will probably take longer than they originally planned. It can be easy for these students to worry that something is wrong with them or their applications but in reality, this is a normal part of the process.

### **Category #2: The Student that Applies to Every Online Job**

Given the number of jobs that are posted online, you would think that exclusively applying online would be sufficient. In reality, only 20-40% of jobs are posted online. This means that the student solely applying online is possibly accessing only one-fifth of the job market. The rest of the jobs are still found through good old-fashioned networking.

This can actually be good news if your son or daughter is willing to go a little outside their comfort zone (though I would recommend not using the word "networking" around them). This is also an easy way for you to help them in the job search.

One thing I often tell students is to always let other people know when they start looking for a job (or an internship) and what they're looking for. The more people they inform, the more people they have listening out for opportunities.

Often, students' parents know more people in the workforce than they do. If there are people you know that you can connect your son or daughter with, that's one more person who can be on the lookout for them. It can be tempting to think you need to know someone in their field but really you just need to know someone that knows someone in their field and that's typically much more doable.

### **Category #3: The Student Who Feels the Pressure but Puts Off Applying**

It can be tempting to believe these students don't feel any pressure to find a job and perhaps some of them don't. More often than not though, these students do feel the pressure. They're just not sure how to start the process or are somewhat overwhelmed by the process so put it off for as long as they can.

For these students, moving them through one step at a time can be helpful. Encourage them to start with preparing or updating their resume and then finding 1-2 jobs or companies that interest them. Though your journey and their journey will likely look different, sometimes it can be helpful for them to hear about how you decided on your own vocation and the joys and struggles of your process. People's vocational journeys are rarely (if ever) a straight line but it can often look that way from the outside. Sometimes it's helpful for students to hear about the twists and turns of other people's journeys.

It doesn't matter which category your student falls in, whether it's one of these or a category all their own, we are here to help them wherever they find themselves. Whether they need help with their resume, have no idea how to write a cover letter or are still discerning exactly what it is they want to do, we can work with them one-on-one to help move them forward. Feel free to encourage your student to reach out to us at [calling@geneva.edu](mailto:calling@geneva.edu). We are excited and ready to walk this journey with them.

All the best,  
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