

News-Review

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Why doesn't a candidate get the job?

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August 28, 2018

Being ready for the career or job you want is the most important aspect of obtaining the position. It remains true that your appearance, your desire to work, your ability to communicate, and your positive attitude are most important. I often hear from business people that if a person shows up for an interview with these soft skills, the company would hire them and train the specific skills needed to perform the job.

A relatively common comment given for businesses not finding the people they need is because of unemployment or welfare benefits. So what are these benefits and how do they stop people from a good career? I have always felt that people would rather have a full-time job with a compensation package than being one of the unemployed. I also understand that these government programs offer a specific time frame to receive benefits and then they stop. So why wouldn't a person be looking for that job which can provide a living?

“There is little doubt that one of the most important long-term steps toward avoiding or getting out of poverty is taking a job,” as stated in the Cato Institute report on Work vs. Welfare. “Only 2.6 percent of full-time workers are poor, as defined by the Federal Poverty Level standard, compared with 23.9 percent of adults who do not work. Even part-time work makes a significant difference — only 15 percent of part-time workers are poor. And while many anti-poverty activists decry low wage jobs, a minimum-wage job can be a springboard out of poverty.” Raise your hand if you want to be poor.

An interesting take from Mark Whitehouse of the Bloomberg Report: “Maybe recruiters are keeping the people out of work.”

Steven Davis, an economist at the Chicago Booth School of Business and a senior fellow at the Hoover Institution, sees another possible explanation: a change in hiring practices. Nowadays, recruiters are often more proactive. They turn to specialized intermediaries, which scour social media sites such as LinkedIn for the best matches.

The newer, more targeted, approach would tend to identify more candidates who fit the employers' requirements — and more prospects who are already employed. The whole process might bypass a lot of people who are out of work, putting them at a disadvantage. Networking, speaking with people at several different companies, is more important than ever.

Then there are the statements about people taking unemployment benefits. However, this social benefit requires that you have worked even before you can apply and it's also very limited in the time you can receive these benefits. Let's look at the base requirements to receive unemployment payments in Michigan:

- 1) Out of work through no fault of your own

2) Ready to work, willing to work, and able to work

3) You must register for work within two or three business days of applying for benefits by filing your resume with the Michigan Talent Bank and by reporting to your local Michigan Works! Agency center

The amount that you receive for your unemployment benefits will be based off of your past wages. The unemployment office will multiply the highest amount that you earned in your base period by 4.1 percent. The UIA will also add \$6 for each dependent you claim (maximum of 5). The maximum amount of weekly benefits you can receive is \$362. The duration of your benefits will be calculated by multiplying your total base period wages by 43 percent, then dividing by your weekly benefit amount. However, the claim cannot be less than 14 weeks or exceed 20 weeks, as outlined on aboutunemployment.org; check it out.

What keeps people from getting a job? Not being ready or prepared for the position is a possibility. Know what you want and obtain the skills, both soft and hard. Get help and information if you need it from North Central Michigan College, Michigan Works!, Women's Resource Center, Department of Human Services or any employment support agency. It is up to you. The careers/jobs are available here in northwest Michigan.

Education provides choices. Inform yourself and create a rewarding life.