



The Art of Finding Work

By Nick Kossovian

Thank you, and welcomes, for reading my column The Art of Finding Work, which I hope will become part of your job search journey.

COVID19 has had a significant impact on the job market. Millions of Canadians have been laid off, had their hours reduced and furloughed. Companies are reassessing if, when, and how they hire. Yes, there are fewer jobs out there, but there are still plenty of jobs-you just need to be strategic in your job search.

Here are my top 5 job search strategies.

1. Have clear goals.

Reflect on your personal and professional goals. Start by asking yourself:

- What excites you?
- What are your non-negotiable "must-haves" for your next position?
- What are deal-breakers?
- What's your minimum salary and benefits requirement?
- Do you want to work for a start-up or a well-established company?

-What type of culture are you looking for? (Never underestimate the importance of "cultural fit".) By reflecting on how you want your next job to look like, you'll not be throwing (metaphorically) spaghetti at the wall to see what sticks. You'll be focusing your time and energy on opportunities that are right for you.

2. Freshen up your resume and LinkedIn profile.

Surprisingly in 2021, your resume is still the first document hiring managers ask for. Make sure your resume has a clean format with plenty of white space. Don't list every job you've ever had, just those that are recent and relevant.

Start your resume with a summary of your accomplishments and include any credentials, certifications, and relevant experiences. Highlight your achievements by numerically quantifying accomplishments (i.e., Successfully brought 75 new clients, surpassing the quarterly goal of 50.).

Keep in mind your resume is an organic document. When applying to openings, edit your resume to include phrases in the job description. Many employers use an Applicant Tracking System (ATS) to filter resumes. If the ATS doesn't pick up relevant language, your resume will not be selected.

Give this same attention as mentioned above to your LinkedIn profile, along with having a professional profile picture.

3. Write an enticing cover letter.

Your cover letter has one job: To get the reader to read your resume. Customize your cover letter for each position you apply to, don't simply repeat your resume. As with your resume, paraphrase the language found in the job description to show you're a fit. Use your cover letter to highlight your most relevant experiences. Don't focus on what you want, which is obviously a job. Focus on explaining (READ: selling) what value you'd bring to the employer.

4. Enlist Your Army.

It's common knowledge most jobs are never advertised-the job postings online are just a fraction of current job openings. Most positions, I've read as high as 70%, especially those of senior executive, are filled via professional and personal connections.

Often the word "networking" has a negative connotation-it shouldn't. Networking is simply connecting with people, the goal being for people to know you professionally and personally, and vice versa. I'm sure you heard the adage, it's not who you know, it's who knows you.

Right now, you have a network of people who can help you. Your family friends, neighbors, past colleagues and bosses, alumni, your barber, even your LinkedIn connections-anyone you touch base with regularly or have in the past, is a potential lead to a job opportunity. Start leveraging whatever current network you have while actively expanding your professional network.

Consider using a networking app, such as Invitly, LetsLunch, or Shapr. These apps will help you find professionals in your area who are open to meeting up for coffee or lunch.

5. Subscribe to job alerts.

There's no shortage of resources you can use to stay current with job openings. Indeed, Google for Jobs, Eluta, are just a few job boards you can receive job alerts from.

These sites curate from across the Internet job openings, which are then delivered to your inbox every day based on the criteria you specified. This saves you countless hours of not having to search job postings.

In next week's column, I'll discuss what is never mentioned, which is good news for job seekers-there's no universal hiring methodology.

SECURITY BREACH AT THE REGION

The Regional Municipality of Durham recently became aware of a cybersecurity incident that occurred with a third-party software provider, which impacted the region.

We have contacted the relevant authorities and regulators. Our IT teams, working with the service provider, took immediate steps to secure our systems. The incident did not impact the Region's core IT systems. Our experts are now investigating the matter to determine the information that may be involved and the impact of this incident. It is important to note that the vulnerability related to the service provider has been addressed and our systems have been secured.

We are committed to protecting the privacy of all residents and we are taking this matter very seriously. We are sorry for the inconvenience this may cause affected parties.

OSHAWA EXECUTIVE AIRPORT OPERATIONS RELATED TO COVID-19

The Oshawa Executive Airport is regulated by Transport Canada under the Federal Government. The Federal Government has not restricted any domestic aviation activity and as such, both private and business domestic aircraft activity may take place.

The airport is home to two flights schools, Durham Flight Centre (DFC) and Canadian Flight Academy (CFA). In addition to the federal aviation regulations, these schools are also regulated by the Ontario Ministry of Colleges and Universities as private career colleges.

The new Ontario Government orders implemented at 12:01 on April 8, 2021 have not affected the flight school operations. The Ministry of Colleges and Universities has advised the City that under the current Provincial emergency order and restrictions, private career colleges are not permitted to provide in-person teaching or instruction to students such as lectures or other instructional material that can be presented online. However, they are permitted to continue with instruction that requires it to be taught in-person, such as flight time.

Where in-person training does not lend itself to physical distancing protocols, private career colleges should follow the advice of the Chief Medical Officer of Health and, where possible, seek advice from industry experts (e.g. Air Transport Association of Canada, etc.) concerning best practices.

IF YOU SEE IT, REPORT IT! RESIDENTS AND BUSINESSES ENCOURAGED TO REPORT SAFETY CONCERNS

The City of Oshawa has launched a collaborative reporting campaign – If you see it, report it! – to encourage the reporting of safety concerns in the community. The campaign supports the mandate of the Mayor's Task Force on Community Safety, Security and Well-Being and its focus on community action for community solutions. If you see it, report it! aims to empower and educate residents, businesses and community organizations on the importance of taking action and reporting safety-related concerns, such as by-law infractions related to public nuisance and criminal activity. The campaign encourages all of us to be alert and to report incidents to help make safer neighborhoods and a better community for all. Residents, local businesses and community organizations are encouraged to report safety concerns to Service Oshawa or Durham Regional Police Service (DRPS). Report nuisance related issues (e.g. soliciting, loitering, camping, garbage, graffiti, discarded needles) to Service Oshawa: Call: 905-436-3311 Report online: www.serviceosshawa.ca Durham Regional Police Service Report criminal activity (e.g. vandalism to vehicles or property, including incidents of graffiti or drug-related activities underway)



GET THEIR KNEE OFF OUR NECK PLEASE!

by Cora Reid

DIVERSITY CONSULTANT | WORKSHOP FACILITATOR
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In the month of April, I am going to be focusing on the George Floyd Trial. Through writing on this subject, I hope to shed light and bring awareness on police brutality, anti-black and systemic racism. It is important to understand why racism is wrong and the adverse negative impact it has on our society. We all need to understand that racism is NOT subjective! It is not based on interpretation. It is real and it affects EVERYONE! The brutal murder and torture of George Floyd is one of many examples of police brutality on black people. Sadly, there are many including myself that are left with the scar's wounds and trauma of racist police.

This trial is an opportunity for the world to see what happens to many black people at the hands of racist police officers. Justifying, excusing, denying, or enabling police brutality, does not help anyone. We cannot talk about the good Police while the system is inherently racist and continues to abuse black and indigenous people.

I am hoping to use my platform as a means to bring education, information and insight to this subject. It is very important that people understand the impact that systemic oppression and racism is having on our communities. Those who continue to use their power, using excessive force in policing need to be held accountable. The system of policing needs reform and change.

I must say that following this case has been very difficult mentally and emotionally. I identify as a black woman and can relate to the bias and picture that is being painted of George Floyd in this trial. He is being pained as a drug addicted, abusive, belligerent non-compliant black beast. It is a picture being painted by the defense of a subhuman animal that needed to be restrained. It is the bias that many racist police officers have of black people. It is the excuse in justifying white supremacy power and privilege. It is sadly the common label and bias that black men have to encounter in a system that continues to target them. I am reliving the pain of systemic abuse in my own experience as a black woman. It is extremely painful.

I am sure many within the black community can identify with the abuse and mistreatment of George Floyd and his brutal death. Watching this trial, the black community is reminded that our Black Lives DO NOT MATTER! It is a reminder that the slavery, oppression and disrespect towards our community still exists. It is a reminder that North America has and continues uphold a system that abuses and oppresses Black and Indigenous people. It continues to enable and uphold white supremacy, white privilege and power while denying equal fair treatment for black and Indigenous people. It is a blatant denial of our human rights to peace protection safety and equality.

The term systemic racism is interchangeable with the organizational or institutional racism. The meaning of systemic or institutional racism taken from Wikipedia means:

Institutional racism, also known as systemic racism, is a form of racism that is embedded through laws within society or an organization. It can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues. Institutional racism can have harmful effects on people, especially on students in school where it is prominent.

The term institutional racism was first coined in 1967 by Stokely Carmichael and Charles V. Hamilton in Black Power: The Politics of Liberation.[2] Carmichael and Hamilton wrote that while individual racism is often identifiable because of its overt nature, institutional racism is less perceptible because of its "less overt, far more subtle" nature. Institutional racism "originates in the operation of established and respected forces in the society, and thus receives far less public condemnation than [individual racism]".

Institutional racism was defined by Sir William Macpherson in the UK's Lawrence report (1999) as: "The collective failure of an organization to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour that amount to discrimination through prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people."

This trial is a clear example of Anti-Black and Systemic Racism in policing. It is an example of the abuse that is common towards black people and a system that has enabled and allowed it to continue. It is a pain full reminder of the inequality and injustice towards black people in policing.

In following this case, it was problematic for me to see Nicole Makenzie, 6-year police officer on the stand as an expert witness. I am not a lawyer or a Judge. I am confused on what the court considers as "Expert" and why this officer was permitted to testify. In my opinion she is not a medical doctor. She does not have a background in medicine. Her experience as a Medical Support Trainer is equivalent of CPR First Aid Trainer. She has 6 years of experience as a police officer and a background in Human Resources. How does she qualify as an expert?

Nicole Makenzie spoke of the term "Excited Delirium" and "Superhuman Strength" as the cause for Derek Chauvin's need to restrain George Floyd. It is clearly the excuse the defence is using to strengthen Derek Chauvin's case. It is the bias of a black man who is uncontrollable, drug addicted resisting arrest.

LAPD Sergeant Jody Stiger with 28 years of experience holds the title of Use of Force Expert. He states "At the time of restraint, Mr. Floyd is not resisting. He was in the prone position. He was handcuffed. He was not attempting to evade; he was not attempting to resist arrest." Sergeant Stiger states that in his assessment of this case, Derek Chauvin is using excessive force as a police officer.

Medical expert Dr. Martin Tobin Pulmonary Specialist is considered to have written the bible on medical breathing. He states that Mr. Floyd died from a low level of oxygen that caused damage to his brain. He states that Derek Chauvin kept his knee on George Floyds neck for more than 3 minutes after George took his last breath. He states "Mr. Floyds knuckle against the tire is him literally trying to breathe through his fingers and toes."

In week 2 of this trial, my evaluation is that George Floyd was not just murdered but in fact slowly tortured to death. His Black Life did not Matter. His cries for help were not heard. His life slowly taken from him because of hate and the abuse of power by the police in this case Derek Chauvin.

As hard as it is to watch this case, my hope as many in our community is that justice will prevail. That finally good will win over evil. That this Trial will be the beginning of freedom for Black and Indigenous people. All Lives will not matter until Black Lives FINALLY Matter. If one of us hurt, we all hurt. Racism affects all of us. Hate and Systemic Injustice does not benefit anyone.

We are better Together than we are apart. We are a Human Family. We all need to say no to the beast of systemic oppression and racism.

Black People have had the beast of systemic racism consistently on our neck. It is slowly taking the life from our community. This beast is in our Schools, Judicial and Policing Systems. I am hoping this trial is the beginning of change. I am hoping for light at the end of this dark tunnel. We need this modern-day slavery to end. My Life Matters, Black Men Matter, Black Lives truly do Matter! When we recognize and come to terms with this cancer eroding our society, All Lives will Matter When Black Lives Matter!






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