

Hidden Jobs Market (Dec 2024)

The **Hidden Job Market** is a term used to describe accessing jobs that are not advertised or posted online. You can access these opportunities in a variety of different ways. Remember when job hunting don't just rely on the same 2 or 3 different ways – use as many as you can.

Networking:

Top Networking Tips:

- Make a list of contacts e.g.
 - family
 - friends
 - friends of friends
 - lecturers
 - placement contacts
 - students on your course
 - career coaches
 - contacts made from college projects / thesis
 - work colleagues
 - members of clubs / societies you belong to
 - customers / suppliers from work
 - guest speakers
 - neighbours
 - people you volunteer with
 - professional body members

Let them know that you are looking for work and see whether they can help you and provide you with contacts

- Attend Formal networking functions such as Careers Fairs, Chamber of Commerce Events, Conferences, Webinars.
- Attend employer events organised by TU Dublin career development centre or employers directly themselves. For details of events organised see: www.tudublin.ie/careersconnect
- Reach out to people in your networks including TU Dublin Alumni and LinkedIn connections.

Information Interviews:

An **informational interview** is a meeting with a professional to learn about the real-life experience of someone working in a field or company that interests you. It's a great way to get really useful information and can be a covert way of job hunting.

- Use any contacts that you might have in your chosen industry – they may be able to provide you with more contacts. Ask your lecturers for contacts. Use the TU Dublin Alumni on LinkedIn to give you more contacts in your industry. They can provide you with very useful information on what it is like to work in the area and provide you with job hunting tips.

LinkedIn

Ways to use LinkedIn to help you get a job

- **Use the jobs tab** to view jobs of interest to you
- **Keep your profile up to date.** Add a profile photo, and include your notable skills.
- **Be comprehensive about current skills and objectives.**
- **Update your headline.** Your photo, name, and headline (which is listed below your photo)
- **Let people know you're available.** If you can announce the fact that you're looking for a job, do so. Use your headline to make the announcement.
- **Build your network to the 1st degree.** Your connections can exponentially increase your exposure and access to other connections.
- **Research the companies you're interested in and follow them.**
- **Ask for an introduction.** Once you're ready to reach out, you can ask your connection(s) to make an introduction to someone they're connected to within the organisation.
- **Look for alumni associated with TU Dublin.** Doing a search for TU Dublin is a great way to connect with alumni who went to the TU Dublin too. You can reach out to them and share this common interest to help you land your next job.
- **Be more than a wallflower.** Be active on LinkedIn. Be authentic and current. Post any articles you write, videos you post, and so on, as updates. Get involved with groups and interact with others on LinkedIn. The more you interact and post as a professional, the more you'll be noticed and build recognition.
- **Get involved in LinkedIn Professional Groups.** Do a search to identify professional groups in your area and get involved. This will help expand your network, show your expertise (when you engage in online conversations and answer questions that come up), and possibly connect you to the organisations you want to work for in the future.

Other Ways

- **Volunteering** – is a great way to build up skills sought after by employers and can give you a taste of what it is like to work in a field of interest to you
- **Work experience** – can provide you with excellent experience and great contacts that can lead to other opportunities.
- **Prospective applications** – making prospective applications to companies of interest to you can be well worth the effort. Many companies do not need to advertise their vacancies as people come to them directly. Useful Directories for lists of companies include:
www.redbook.ie www.goldenpages.ie www.kompass.com
- **Graduate Outcome Survey** – TU Dublin career development centre has details of what employment past graduates went into after completing your course. This can provide you with great leads to companies who have recruited from your course in the past.
- **Find a mentor** – they can be a great help in providing you with contacts and supporting you in your hunt for employment
- **Free-lancing** – offering to do short term work can be a great way to get your foot in the door with an organisation while gaining excellent experience and developing your skills
- **Track companies** – keeping an eye on which companies are doing well and expanding can help you target companies that may be hiring. Also be aware of who has won tenders / awards can give you indications that they may be in a period of expansion. See:
<https://www.idaireland.com/newsroom/publications/labour-market-pulse>
- **Enter competitions** – consider entering an industry relevant competitions, can be very strong for your CV