
PAPEN

The Pennsylvania Professional Employment Network

As Presented to PAPEN South by John Laslo on April 14, 2014

Introduction

- **PAPEN**
 - What it is
 - What it isn't
- **Job Search in the New Millennium**
- **Networking**
- **Administrative**

Pennsylvania

Professional Employment Network

- **History**
 - Founded: May 4, 1992
 - Members: more than 2500, 75+ meet weekly
 - All disciplines, all levels
- **Organization**
 - Non-profit corporation - 100% volunteers
 - Decentralized - ~~six~~ two local chapters
 - People helping people

Meetings

- **Where we meet**
 - ~~Beaver – Wednesday PM~~
 - ~~Butler County – Thursday AM~~
 - ~~East – Thursday PM~~
 - North - Monday AM
 - South - Monday PM
 - ~~Westmoreland County – Wednesday PM~~
- **What happens at meetings**
 - Informal search technique presentation
 - Job leads are announced
 - Focus groups meet
 - Relationships Established and Maintained

Benefits

- **What it costs**
 - Your donation
- **What you get**
 - Lifetime association
 - Other people willing to help
 - Access to job leads
 - Informal search technique tips
 - *Networking leads and practice*
 - *Relationship-based networks*

PAPEN

- **What we are not:**
 - We are not an employment agency
 - We are not formal search technique trainers
 - We are not psychiatric counselors
- **We are a professional employment networking organization!**
 - You *need* to network as part of your search

Job Search

- **How are jobs filled in the New Millennium?**
 - 35% -- Found job through a friend, relative or other associate
 - 30% -- Contacted an employer directly, without answering a classified ad
 - 14% -- Answered a job classified advertisement
 - 08% -- Found job through on-campus recruitment or job placement office
 - 06% -- Employment agency or search firm
 - 05% -- State-run unemployment office
 - 02% -- Other

Job Search

- **Want ads**
 - Least proactive
 - Highest rate of competition
- **Search professionals**
 - Usually specialize in *employed* candidates
 - Extremely reactive
- **Marketing letter**
 - Proactive
 - Still avoids rejection

Job Search

- **Social Media**
 - **LinkedIn**
 - **Facebook**
 - **Craig's List**

Networking Defined

- **A series of face to face meetings to:**
 - Try to provide value to the person we're meeting with.
 - Obtain information about companies, industries, and individuals.
 - Make a favorable impression of you, your background, skills and accomplishments.
 - Obtain further networking referrals.
 - Create a group of people who will keep you informed of opportunities.
 - Improve your interviewing skills.

Networking Process

1. Telephone someone you know.
2. Meet with him/her.
3. Present your skills, background & objective.
4. Discuss their business.
5. Query them about their business.
6. Obtain three referrals.
7. Adjourn on time.
8. Mail a thank you note.
9. Telephone each referral. Go to 2 above.
10. Re-contact each person periodically.

Networking Statistics

- The power of geometric progression

- **Example:**

• First round	3 people
• Second round	9 people
• Third round	27 people
• <u>Fourth round</u>	<u>81 people</u>
• Fifth round TOTAL	243 people

Career Search

- **What else do you need?**
 - Business Cards
 - Tracking Method
 - Pencil/Paper
 - MS Outlook
 - ACT/Other Contact Manager
 - Unemployment Information

Next Steps

- **You are ready to move on after going through**
 1. Denial
 2. Anger
 3. Grieving
 4. Acceptance
- **Visit *PAPEN* at <http://www.papen.us>**
- **Continue to visit a *PAPEN* Chapter**

PAPEN Administrative

- **Executive Board Organization**
 - Directors and Assistant Directors from Each Chapter
 - Members-At-Large
- **Chapter Organization**
 - Director
 - Assistant Director
 - Program Chair
 - Membership Chair
 - Marketing Chair
 - Focus Group Leaders (Chapter Officers)