

# HR 101: How to get a job as a new grad

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## ABSTRACT (ENGLISH)

The Department of Labor's most recent jobs report revealed there are 11.3 million job openings, and job resignations are up 23% from pre-pandemic levels. New grads can take advantage of the opportunities from the Great Resignation, as long as they've done their homework first, says Stephanie Lovell, career expert and head of marketing at hiring app Hirect. Young employees should lean into their soft skills, and look for jobs where they can learn technical skills once employed.

## FULL TEXT

As college graduates toss their caps in the air and prepare for a move into the job market, they're heading into a world of work that's desperate to hire them.

The Department of Labor's most recent jobs report revealed there are 11.3 million job openings, and job resignations are up 23% from pre-pandemic levels. New grads can take advantage of the opportunities from the Great Resignation, as long as they've done their homework first, says Stephanie Lovell, career expert and head of marketing at hiring app Hirect.

"There is a ton of opportunity and it's hard for companies to get talent because there's just so much demand right now," Lovell says. "That's good for new grads. There's going to be ample opportunities, and it's all about positioning yourself and marketing yourself in the right way to be able to land some of those opportunities."

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Since most new grads are entering the job market with little to no experience, applying for roles that may require skills they don't yet have is a big hurdle they'll have to overcome, Lovell says. Young employees should lean into their soft skills, and look for jobs where they can learn technical skills once employed.

"Make sure that your resume markets yourself appropriately and highlights your skills —of course, hard skills are important, but they can be taught," she says. "Soft skills are super important and can't really be taught. If you're entrepreneurial, if you're a go-getter, if you're a really eager learner, these are the kinds of skills that show you'll be an asset to the company."

Lovell says it's tempting for many new grads to pursue their dream roles, without considering the career trajectory needed to get there. While it's important to be ambitious, new grads should understand that a first job is a time to grow and learn, rather than find a forever fit.

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"There's no problem in having that dream, but take a step back and recognize that a job may require 5 to 10 years of experience," Lovell says. "Instead, think about what you can do right now to set yourself up for success to eventually get to that role. There's a reason that people request a certain amount of skills, and that's something you can learn in the early stages of your career."

However, this doesn't mean young employees should take any job that's offered to them. Aside from being clear about the type of role a new grad is looking for, they should also do their research for the compensation and benefits that are important —and appropriate —for them.

"I know there's often a lot of hesitation to talk about things like salary and pay bands, and that should all be really transparent, but unfortunately it's not," Lovell says. "You have to do your due diligence off the bat to really research the market. What's fair compensation for this job? What should my benefits look like? Have some knowledge going

into the process of what would be fair for you so you're not being under-negotiated."

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While it's an anxiety-inducing process for many, doing the work first can help new grads find an organization where they can grow long-term. Now, more than ever, job seekers are in a position to do just that.

"We're in a very hot job market, so don't undersell yourself," Lovell says. "Definitely do the research, and don't just take a job because of the job. Only take a job if it's going to bring you closer and closer to your long-term goals."

Credit: Alyssa Place

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