

How are People Finding Jobs?

As a firm, CMP supports the [Southlake Focus Group](#), which is a volunteer-run group dedicated to people in career transition. CMP Senior Consultant, Charlie Zinger, has supported this group each week for years. When people land in their next career, we ask them to provide feedback on how they sourced the job. This data provides an interesting snapshot. Over the last two years, data gathered from hundreds of people confirms that networking is still the main source of job landings.



Job Landings	2014	2015
Networking	45%	42%
Job Boards	28%	37%
LinkedIn	9%	6%
SFG Posting	6%	4%
Recruiter/HH	5%	10%
Corp Posting	4%	N/A
Job Fairs	3%	1%

Networking is successful because it provides the job seeker with many advantages:

- You are in control of the contact – you select whom to contact and when.
- You are contacting friends or friends of friends. These contacts are more relaxed than cold calls for both you and the other person.
- You can be flexible and tailor your presentation to best showcase your strengths.
- You are in a position to take early action on the knowledge you gain about an impending job opening before it is formally announced through normal channels.
- Most people like to give advice and to help others, especially friends, if they are approached in a non-pressure way.

The internet, like job boards and LinkedIn, is still a crucial part to any job search. The research and insight compiled can often lead to face to face networking opportunities. Anyone in career transition should always be “pulling all levers” when it comes to job hunting.

About the Author: Faith Abbott is the Manager of Research and Communication at Career Management Partners (CMP) where she interfaces with clients and provides support to each Practice area at CMP. For more information on career transition, talent development, or talent acquisition please go to www.careermp.com.