Job Searching Within This Pandemic

📅 Mon, 10/18 9:59AM   🕐 56:57

SUMMARY KEYWORDS

people, job, library, questions, employers, interviews, naomi, applying, job seekers, remote, work, li, field, mls, pandemic, share, feel, strategies, position, years

SPEAKERS

Jamie Lin

00:00

Okay, I am going to get started. It looks like I set up the closed captioning incorrectly. So there is the live transcript feature once once I'm done with the intro, I'm gonna I'll do a little bit of troubleshooting. But let's get going and get Naomi started talking with you welcome everybody to this webinar job searching within this pandemic, on shifting priorities and strategies to consider for your job hunt. Or rather, on your job hunt. Okay, so we do have this as a webinar, we do have the chat box and the q&a. And so please, please do use them liberally. today. Naomi has said that she will answer questions throughout.

00:58

Hi, Jamie.

01:01

Okay, so we'll start off really great with some technical issues. Ah, love it. Okay. So it looks like I'm no longer sharing my screen. But that's okay. Because it's not about me, I just wanted to introduce Naomi House, our speaker for today. She is the founder, publisher and editor of Inalj.com, which was formerly called I need a library job. And today, she's going to talk with us about, you know, her, her experience. She's been tracking all of this for for many years now. So just how things have changed recently, especially with the pandemic, and as I was saying, Please put in your questions throughout. through, you know, as they come up, please put it in and she'll pause every once in a while, and then I can, you know, I'll look in and feed her any questions that have come in. So I am just going to stop there, Naomi, and let you get started. And hopefully so I did make you I'm so glad that it continued broadcasting because you are a co host. So hopefully I won't have any more technical difficulties on my end.

02:15

Thank you so much, Jamie. And I have hopeful wishes here for myself as well, um, that the internet stays connected and that we all are able to get through this another zoom meeting. But I really appreciate the opportunity to do this. So I wanted to just introduce myself again, I'm Naomi House, I've been running a website I created called I need a library job used to be called that I call it INALJ the acronym. And it's been, it'll be 11 years, while I was in the middle of my MLS program at Rutgers

that I founded it. October 16 will be 11 years. And it's mostly a jobs website where I share jobs that have been shared with me, as well as things that other people have sent me interviews and perspectives from people at all different levels and different types of Li s Library and Information Science work. I speak a lot are used to especially on the job hunt and the stresses related and the strategies. And being still in the middle of this pandemic. It's quite extraordinary, we are still doing this. And there have been a lot of changes over the last two years. I'm both on from the perspective of employers, as well as job seekers, I use job seekers and Job Hunters interchangeably. I prefer to use job seekers but I still find myself kind of holding on to that old terminology. Most of the time, I use a PowerPoint and I kind of walk people through and I wait for questions. This is going to be a little more of a direct chat conversation I've made something that I'm going to share with you right now. I've made a document that I'm going to edit slightly and add more to to be shared with all the participants after this, but it's it's a little tip sheet and I'm just want to share it with you very briefly. Here we are. There it is. So it's just um, questions to ask yourself resources that I like and some different strategies, things that I found that are very helpful and a lot of the things that I'm going to be mentioning, this is not I would leave it up, but this is not um, a path through the conversation today. So that could be a little distracting, but I'm happy to bring it back at any point. if people have questions and I'll be bringing it back at the end there I am. Okay. So I am going to be talking about, um doo doo doo. I'm pulling up my my notes screen. And I'm job hunting here now during COVID um, why are we here? And what can we do now? I want to open with a little story about a year ago doing this in Budapest, Hungary. So I'm november of 2019, I had my second child, January of 2020, we moved to back to Budapest, Hungary, where we have been staying, and I had been working remotely, mostly on Lj, but also on some presentations and, and piecemeal work not not, um, full time work. And almost immediately after we got there, within two months, we were on lockdown. And I realized my income was going to drop significantly. And that my timeline of waiting a few more years to start my own job hunt back in America or in Europe was about to change. And I needed to push it up dramatically and start really strategizing. But I was still doing the same amount of work, the job ads labor, but I was getting a whole lot less salary. So I had to be concerned about that one lockdown. And I thought that at that point, early 2020, late 2020 that, oh, my goodness, this is just sort of the worst of it. And and I don't know what's going on. I don't know how to strategize. I don't know how to do what I need to do to keep myself and my family safe. And and that's the problem. That was one of the big problems. So yes, let me see. I make sure that yes, please let us know if you can't see me. I'm hopefully I'm, I'm there not a blank screen. Um, yeah, so that was a and you will see people sometimes come up that that's because I'm in a mixed use space called a house. I think a lot of us know what those are. Yes, so that was a really big stress. And

07:19

this is a year later. And things are actually probably more stressful because we really felt like, we should at least have a handle on it, we have a handle on the technology, a lot of us using zoom, having online interviews and meetings. But what we don't have is any sense of an end, we don't have any sense of what the expectations a lot of people use the term normal, what the new normal is, but actually, it's just, you know, that was always shifting anyway to so I just want to acknowledge at the very beginning that this is stressful for a lot of people for a lot of reasons. And, and I'm good could really appreciate that. So part of me, heard me there it is. Um, so before we talk about, like the priorities for job seekers and Job Hunters, and the strategies, I want to talk a little bit about employers, and some of the issues there because, um, you know, one of the greatest challenges and this is not new for me, is I mean, since I've been working in LS for over 2020 years, I'm sorry, say Li s library. and information science is the acronym I'm using is that I know for a lot of people they've been told, you know, there's always going to be job opportunities. A lot of people felt misled, but that's nothing new. That's been something it seems for decades, they've been telling us. And with a lot of people leaving the field, there's an additional hope, maybe that that means there'll be more jobs opening up. But employers are finding ways to close them as well. So it's not, we're not coming into a new great boom, we're just slowly recovering from what happened to us in early 2020s. Still, and I think the greatest challenge over all of these years has been that people want to come to a webinar or come to a presentation. And they're just sort of, a lot of people are stuck. They'd like something prescriptive, they'd like a formula. If I do this plus this. Or if I change that, or if I fix this, aha, everything's going to come into place. And you know, there are some things you can absolutely do that may help and I'm definitely going to go over them. But it's not prescriptive in that. If you do X, Y will happen to you and I tried to be very real Think about that, because it's not like there's this giant group of employers that all have the same biases and perspectives and they're all sharing them. It's um, you know, these are all very different

organizations with very different people in them that are looking over these applications and making these decisions. So I want to talk a little bit about employer bias here at the beginning, and some of the employer frustrations, before I get into how we can deal with our own and address those things. I'm switching myself to my own notes, but I'm still here. And so often, you'll hear people say, we get too many applications. Every time an employer says, Oh, we had 130 applications. For something like an entry level job, it's telling you a few things. The first thing is that it's an organization that people want to work at, because it has either a good reputation or some level of prestige. It tells you that that employer created a job ad that a lot of new librarians felt comfortable applying to it didn't require two to five years of service or something or experience. And it's telling you there's just far too many people who who want a job that don't feel like there are enough jobs for them to employ to apply to. Well, as soon as I publish about that, and talk about that on Twitter, other employers come up usually at smaller organizations, ones that don't pay as well, on ones in smaller communities that are maybe more isolated, not big cities. And they'll say, No, no, I put out job ads, and I get nobody applying, or I get only two people applying. So there's a big challenge for employers that they're not getting, they're not seeing the same things. Either, they're not seeing the same results from their job ads, no matter where they advertise, or how much. Um, and I think it's kind of a little bit obvious that, you know, pay location, and the risk of the job seekers have to take to umpi

12:22

are big deals right there. And for many people, they don't, you know, they don't want to go to a precarious situation. With another employer in a town, they don't know, move their family Move, move, where their friends aren't, and find new housing, just to have a job that may or may not work out in the end for them. The other thing that I like to get across to people who are sitting in on hiring panels and creating these job ads is that for every person out there who's seeking a job, who really even is like the best candidate, they could apply for anything, they're open, they're open to moving, they're open to a lot of things, the great challenge for them is that there are too many jobs to apply for, even if there aren't, the field isn't still recovered, I cannot physically apply to more than a certain number of jobs a week with all the other commitments that I have. So I hope everybody out there under like, understands and gets us to that. Job seekers and employers, I really want them to understand this job seekers are frustrated because there isn't, this isn't a large system that we all are feeding into. It's it's dozens and hundreds, it's, um, it's a lot of work to hunt for a job and to apply for it. And to never hear back or to not know what the system is. So no matter what I talk about job seeking, I always try to lead with what what some of the frustrations are for employers and with job seekers, for employers, and I can take questions at any time I just, I just kind of, you know, talk like this and go through my go through some of my thoughts and everything. But if you have any questions, you're just like, wait, that doesn't make sense or what do you mean about this? I'm happy to stop and explain further or commiserate maybe a little bit. So, yes, no job seekers, um, the real thing that that people are coming to these panels and these different presentations is talking about the strategies what what can I do what is what is my reality? Um, what do I want and how can I possibly deal with this while dealing with COVID-19 and all the addition No stresses. So I just want to lead with a couple of things that I think are very big frustrations for me as a job hunter and for others, is the ease of applying. Um, unless I'm applying for a mid to high level position, so many positions require a lot out of you. And a lot of redundancies, upload your resume. Now fill in this form, you want to do a good job with your cover letter, but there comes a point where you just getting exhausted writing them, these frustrations, those kinds don't have a solution because job seekers only control within the job hunt is, is really what you apply for, and how you do it. Um, we haven't been able to change the systems, I talked about those systems and those various issues because I think that they inform who's able to apply for a job as well, who's able to take that time and, and put that energy into that process?

16:08

Naomi, we do have a question, which is, can you talk a little bit more about employer bias? What do you think is the top bias in library and information? science?

Okay, okay. Um, so, there are several, and they sometimes intersect, um, you know, one of the big ones I'll talk about, probably two of the big ones I'm one of them is accessibility, I know that I see people I know who are excellent candidates going for multiple interviews, and just the energy putting into doing all of this, in this new zoom, and I'm having to do everything online, it can be wearing and, and a lot of my friends are saying, you know, they're, they're starting to notice that they're always a candidate, and never the person who gets the job. And that they have a lot of accessibility needs or one accessibility need. So whether it's being I need something in print, because it's easier for me to read, um, versus doing everything virtual and online, that can be an issue, bias still extremely exists as far as, um, you know, bigotries like racism, misogyny, you know, anti trans different things, you know, we're still very much a visual culture and, and, and those still exist. So none of those have changed. And I don't know that they've gotten better or worse, systemically. It's just that they're still there, nothing actually improved. I just said, I don't know if they got better or worse, what I actually meant was, I know they haven't gotten better, I'm not entirely certain how they've gotten worse, except for from individual conversations I'm having with people about their frustrations about workplaces that are not safe for them to work in. One conversation I do want to kind of talk about a little bit is, um, people. There are safer spaces for people online things like I don't usually mention unless I've been given permission by an individual, but I'll mention organizations like libraries we hear that specifically space for, for bipoc. And for, you know, librarians to have their own private conversations. But it's very difficult when none of us are interacting in person are very few of us are to get a good sense of whether a library is a safe space to work. how I approach that now I'm a white woman. And, but I still approach it this way is I listen to what other people are talking about those workplaces online, specifically Twitter, I try to listen into conversations and, and be aware and mindful of those. But I also follow people at places that I've worked more competitive intelligence approach and see how they talk about work. And and I want to be somewhere that's safe for everybody or safe, not just for people like myself. So it's very important that I'm not just listening to the vast white people in positions of power within Li s. It's very important to me To sit back and be listening to my black librarian and library, worker, colleagues and others, and I find Twitter very helpful to that. It's not, I don't do it in a way that's I'm like, I'm not trying to go to Twitter to learn like, I'm in school taking notes. What I'm trying to do is understand better though the larger community of librarians and their experiences and hopefully signal boost as needed, but also spend more time being quiet listening, and less time. Leading chats, leading those discussions, I don't need to be the one doing that I have far too much to learn. So I hope that's a little bit helpful talking about those biases, they're the same ones, I would have probably mentioned the same top two that I would have mentioned before, the pandemic, the pandemic just means I don't get to interact with people, one on one and face to face. So a lot of those social cues I'm missing, and I have to do a better job of being a listener online. So hopefully, that's helpful. And if not, I'm happy to say if somebody is like, you just kind of rambling there, feel free to feel free to, to jump back in and I'm happy to, to elaborate or drill down to something if you'd like.

21:22

Me, do you want me to ask you another question? Do you want to go on?

21:26

Oh, sure. That's fine. Yes. In fact, I just want to very quickly point something out that I forgot to at the beginning. Um, one of the things that is most helpful to me, I know that some people are like me, when I asked a question, and it's in the middle of something I'm more likely to learn. And remember the answer. I do this with doctors all the time, who say, Oh, I'm going to get to that? No, I'm asking now because my brain is going to, it's, it's gonna stick with me better now. Because now is when I want to know, so I'm happy to take those breaks and interruptions.

21:59

Awesome. Okay, well, then I will interrupt you. Okay, so we have a question. I'm trying to relocate to a specific city or area,

and I'm having difficulty finding a job in my specific field, which is library resources. Do you have any suggestions for such a problem? It's in the q&a box, too, in case you want to read, read it.

Thank you. Thank you. Um, yes, so actually, I did this very same thing, um, with a different specialty. Back in 2007 2008. I was going to be relocating to Washington, DC, which is fantastic city for federal jobs and universities. But it's also a really good home Bay City, for vendors and publishers. So my strategy was, in that case, I needed a job. If I was going to work in a library great. I had several years of experience as a library assistant. At that point, I didn't have a bachelor's or even a master's degree, just associates and some experience. So what I did was, I looked into who were publishers and who were vendors that worked with libraries, and I went to their direct to their websites on their jobs list. And I actually got some really good interviews for jobs that sounded actually really terrible, like really high stress, customer service oriented. But um, if I hadn't had an interview at a library and been offered that job, I would have ended up going with one of those. These days, I would also suggest LinkedIn is where a lot of recruiters use I'm still not using it even close to optimally I mostly use it to read articles from people I've I'm admire within the field that what they're sharing, but it has a robust recruiter aspect to it people just that's where they're looking in a way that I'm you know, I always thought things like a indeed used to be I used to get a lot of recruiters through indeed, in my email boxes, I do more so now from LinkedIn. So if you know you're going to be moving there, that's that's incredible. Now what if you just want to move there, Chicago, LA, and you don't have an address there yet. I'm starting to see people mentioned that they're not mentioning their location, on their resumes and their CVS. I'm in a position where I'd feel comfortable leaving that off, but for a lot of people, they don't feel empowered to do that yet, but it's certainly something to consider and say, you know, in your cover letter, I want to work there. I have these reasons. And this is kind of new, new information, but it is something that that stayed true is I'm letting them know why they're and and that you really are serious about it. But those are places that I look. Definitely.

Another question, I thought I would like working in an academic library, however, I'm starting to dislike it and would like to work in public libraries instead, how do I go about getting Public Library experience so that I can start applying for Public Library jobs?

Well, that's exciting. You will, I know that it is exciting. I've mostly heard people going from public to academic, just friends, personal friends. I've interacted with 1000s of librarians over the past 11 years doing this, but you already had the experience. The challenge is usually, public libraries tend to have tests, and especially at local level, city wide tests. I know people who applied specifically a friend applied in the Los Angeles system and passed a test and it still took a year for them to get an interview and accept a position. But they needed to start somewhere, they needed to start by looking at their local system, or a system they're interested in seeing what that process is, because it's different place to place. Every city, every county, and every state have their own rules. Another great resource is if you're especially looking for a specific state, you want to stay in your own state or move to another one, checking out their local library associations, not just potentially joining but checking out if they have any free listservs finding out if they have a Facebook page or a Twitter or LinkedIn. I'm asking because you may get some different feedback on on that if it were a federal job search. I could give you very specific details. But I know it's better to get the answer from the local people. Because they may know some of the little tricks and twist so so definitely get involved locally.

The questions are coming in. This is great. Okay, so I have decades of high level experience in libraries but never got an MLS is that MLS requirement always a deal breaker.

27:36

Isn't there are some super incredible people working within libraries that don't have it, it's just usually a requirement for a reference librarian job. On the it level of things, they tend to be more forgiving, and open because it's truly about understanding transferable skills. Love the MLS I love the what I learned from it, I do not think it is the only group of people that have have what we need to make libraries great. You have experienced That's fantastic. But it is it is usually really clear from the job ad what they're willing to do for you. Um, there are really great groups and one of the things I'm going to put in my PDF that I'm going to edit slightly before I send it to Jamie to send everybody his M. Li s jobs there's there's a lot of different LinkedIn groups where people are chatting about this and talking about this, um, there are so many Job Hunters right now with the MLS, that it can be daunting to put in a resume and waste all of your time and effort for something they won't even consider. So it's a great idea before applying to reach out to them and say, You know what, I have a really great resume. I'm proud of my work. But and I would like to apply to this position. I see it says required this, but I have something transferable. Is this something you're open to and you can contact the library, sometimes as a contact person actually in the job ad, or you can contact the HR which will probably give you a much more unvarnished and direct answer. Um, even if they're not the people making the selections, they are the ones that are ultimately probably responsible. But it's um, yeah, it is a challenge. And I'm sorry, that's why those a lot of those people have these fantastic skills, end up working in related library and information science fields, and I can bring some of that stuff up next actually.

29:59

Do you want do that now you?

30:01

Yeah, no. Now. Okay.

30:05

And then and then I'll give you questions in a little bit, then Sure,

30:07

sure. Let me go ahead. Um, that's just my email. And oh, I hadn't shared my screen yet. My apologies, you know, as technology, I could do this in person, too, and mess it up. So what I'm going to do right now is I'm going to share my screen, doo doo doo. There it is. Okay, hopefully you can all see this. And this is my website inaljlj.com. And what I wanted to point out briefly here, and I can actually just take you through the two things I would point out here is this keywords for job searching on the left sidebar of every single page. There are library jobs out there at all levels, it's certainly been an improvement from 2020, where I went down to like 20% of my income from 2019. I'm closer to 60% of my income this year from job ads. So things are on the upswing a little bit. And, you know, those also include a lot of library jobs. But I've always been the kind of person who was interested in library and information science work, I wasn't, um, I didn't feel like I had to work in a library, I just happened to get those opportunities. But as I'm scrolling down here, and anyone can go to inlj.com. And what you'll see is, these are all real job titles, or suggestions for like als for vendors that you can look up and see on LinkedIn on indeed, or just in general. government jobs, industry jobs, these can be private nonprofit jobs. But these are all

things that use our skill sets, not all of us are able to do all of them, I want to be clear that I'm not implying that, you know, you should hire me to run your your UX, it'd be a fun learning experience for me, and if you've paid me, but that doesn't mean you should hire me to do that. So I just wanted to scroll through this very quickly, just so you can see that it's there. And then I also underneath it have a couple of old lists. These are from when I started the site, um, French ones and me and I apologize to me a bright cough if I'm mispronouncing her name, it's been many years since I've, I've actually interacted with a lot of the people and I apologize in advance. But their list of 61 job titles is fantastic. So that's another one you can click on. And that's an old list from back when they were in library school. And I've just kept it up on my website. So I just wanted to share that, Oh, I'm gonna go back and tell you the second thing very, very quickly. Since I said I was going to do both. Let's go back. And at the very top is something called the 2020 non library job interviews. This is a resource and I have every single one of the interviewees I have so much, thanks and gratitude to for the time that they took to put this together. But these are all people working in fields that we can do, a lot of us can do at any level, whether you have an MLS or not, a lot of these are applicable. And what I did is I interviewed them, there's two pages of search results. And then this is something that's really important to I want to point out I usually people think oh, I don't need to read the summary. It's it's very good to read the summaries, because what I did is every week I would go through and not just sum up what the people had said in their interviews, but provide additional links to jobs, what resources for those fields, like um, you know, brand archivists and social media managers, vendors and coordinators of volunteers. And some of these people have even moved on to do I know leaf has moved on and done something new. So I'm really, really grateful to everybody, for doing those. And these are well worth taking some time and reading through. I follow Ashley on LinkedIn for all of their great, great information that they provide. And if you're looking for information and working for the state of California, um, he says, fantastic interview there. So it's two pages of search results. I I only want to really point this out because sometimes people will miss it and some of the early interviews Wow. Phenomenal so I will leave that right there. And, yeah, happy to answer any questions about that as well or move on to the next part.

35:06

I'm glad you mentioned the interviews because as you were showing the keywords on the left, I was you were scrolling through some of those, and I and I thought, ooh, looks like a really interesting, you know, Article right there. Okay, so we do have a few more questions related to what you were talking about earlier, and your cover letter and your location. somebody writes that in their MLS program, they were specifically told not to mention a willingness to relocate in the cover letter. Can you talk a little bit more about what's acceptable to include or not include in a cover letter? No real, I think that there are many variables, and especially for those who are just starting their careers.

35:48

I think that that's it right there. The many variables Um, so I've sat on many, it's been years, several years. And to be clear on that. But every single hiring committee I sat on, and I've sat on many hiring at every level of libraries, from directors, to library systems, and I say, up to the library systems, because we all know those are the people, the foundational workers, and it's work I've done, as well. And every hiring committee is just people, we have guidelines. But despite those guidelines, everybody comes in with their own sets of prejudices, cover letter should have, this shouldn't be more than one page. Long. Bah, bah, bah, bah. And what you find is they're inconsistent, and they are not in the application. packet, the amplication information, what those are, and I school professors might tell you one thing, somebody in another workplace might tell you something else. All I found is being succinct, is really helpful. And maybe addressing those use telling I feel a need to explain this, because I am living in Maryland and applying to a job in Idaho. And you may wonder, now they'll tell you, somebody might tell you, you shouldn't have said that well, to who shouldn't you have said that. And so that's one of the greatest challenges in doing these applications is you have to decide based on not having that information. That's where going in and listening in on Twitter, to people who work in those spaces, especially in tweet chats. You know, I'm not, I'm not like trying to encourage people to go into people's personal spaces. But tweet chats are great when they're talking about these things. And I'm just thinking, on a personal level, I, I feel more like what I left out, would worry me more than what I left in. It's just doing so in a really succinct way. Another suggestion, I think I made it earlier is I've noticed more and more people on

listservs, who are sharing their job ads saying, if you have any questions, please contact me. And I'd asked that question. I'm a little, I'm in a little different position than a lot of Job Hunters, I have some name recognition in the field, but not for my work within the field, it's actually from our work in jobs within the field, talking about jobs sharing them, as opposed to being my work as a reference librarian. Um, so I feel empowered in a way that I think a lot of people aren't to be a little more pushy. And ask those questions and, and put in what I want in my in my cover letters, and I understand why other people don't feel as comfortable with that. Um, so it's terrible that it's not a prescriptive answer, but it's, um, hopefully that that's a little bit of guidance that you can feel comfortable reaching out, and finding out if they have any requirements.

39:18

Thank you, Naomi. We have two questions. I do want to mention there's 18 minutes left. So as you're gauging what you do want to cover and then the question so one is about being promoted into a library director job, but I'm not sure if this is the job for me. So mid career board doing instruction now what suggestions do you have to try to move into another area of the library, especially when you've been the boss and another position might be seen as a step down?

39:49

Oh, I had this happen to somebody, um, I worked for. They worked for several years as a library director in a federal library. fantastic person, the job was not for them at that library. So we were all chatting and talking about that. And what they ended up doing. So this was a smaller library, they went to a larger organization where they could be an assistant director. And what they did, and their cover letter and their discussions was just explained, you know, that's really great at that level, but I want to get back into using my skills, and these are the skills that I want to use. And these are skills I've developed over time. And that's often gives them a better feeling for you as a candidate, that you're aware that of that concern. Um, I know that I'm speaking very specifically about fat of federal contracting work, I'm not sure, in every library system in the country, or in every academic institution, this would this would work that way. And once again, we come back to the whole prejudices of the committee that you can't see. All you can do on your end is ask questions at the beginning. And, and tell your story, tell your your reasonings, um, you know, that that will help them a lot. And, you know, you have to put yourself first I know, it's, um, it's very scary right now, and especially if you don't know what, what you're walking into, but you know, what you need. That's something I can go over here at the very end to is, is really focusing on yourself, What do you need? And, and if you feel the need to, to explain that, get that in there in a couple sentences. You know, that's, that's an important part of why you want that job is the change that you need. So hopefully, that's helpful.

41:57

Thanks, Naomi. Let's talk about remote work. So do you have suggestions for someone who needs to work remotely and needs to move to a specific state to be with family? Well, I guess, with remote work, then, you know, if you're working, you have to move to a specific place. The location itself does not have publishers and vendors that work with libraries. And this is someone with over 15 years of professional library experience and an MLS.

42:23

Yeah, so one of the things that I one of the things I'd really like to spend more time on, um, we just moved from Budapest a little under five months ago, back to New York, into temporary housing into a, what I described as our hovel, but it's a shelter. So now we have a home. So I haven't spent the time I used to spend on adding remote job opportunities, specifically to my analogy jobs list. But what I have seen is only in very rare cases has been state specific. So let's say you need to move to Arizona. Most remote work just wants you to work in the United States somewhere. If it's a 100% remote work, I've seen some where they want you to be able to come a couple of times a year, especially with vendors and sales to specific places, but

they don't require you to live in a specific state, they might require you to live in a certain region. Um, I don't know why I feel like that hand gesture shows the region of the United States it doesn't. It's just interesting watching myself, give the presentation. Just want to take that little aside to say one of the odd things about job hunting right now is you see yourself a lot more and we didn't carry mirrors with us into interviews before. So just a little aside as I'm doing it. I'm sorry, back to your question. So I've even seen employers put down that they're willing to accept people who can legally work remotely in the United States and Canada. So definitely when you're looking, they're usually really clear on that. If they aren't clear. That's a red flag. Um, I've been helping a lot of friends start working with vendors looking for vendor jobs, different organizations, because a lot of them are now are comfortable already with remote, remote work. If there's something more I can touch on here, please let me know. Um, you know if I'm hopefully answering that question.

44:35

Okay, what I'm moving on to another question, what advice do you have for a mature professional, approximately 35 years of experience in close to retirement, who now needs a job because they have been suddenly and wrongfully terminated.

44:48

Oh my gosh, it's been so awful. I mean, it's just last year was so like, really, really terrible, but this has been really awful too. There is There's no sense of ease even when you get a job. If there is a lot of stress and anxiety that employers could just pull the rug out from under you, they could just terminate you at any time. It's highly stressful. So it really depends on what priority you have. I mean, you're already living somewhere, you want to stay there, you're open to remote, but you're also open to in person, those kinds of things. Um, yes, there are library specific smaller organization jobs that pay less that appreciate that experience. But a lot of a lot of what people I know are doing when they need more of like, five more years of work is working for these these non library jobs, those keywords for job searching, that I said, maybe it's for the state doing training, that one interview, I pointed out chisa amazing information in there if you weren't living California, on exactly how this was a question I asked in all of these interviews. Yeah, but how did you get that job? It wasn't just I found this job I applied for us it was what was the strategy involved? And what were your steps, and I am just so thankful for all of their answers. I'd read through a couple of those pick some of the sounded interesting if you're willing to work beyond the libraries, because your skills, I mean, especially with 35 years, and the experience of being terminated, suddenly, other people are going to be open to somebody like that I'm helping them grow or helping them maintain.

46:47

I want to go back to some of the remote work questions. So what are the trends for remote work in libraries, are there more jobs opening up for remote work, and various types of libraries, academic public special, and also, where should we look for remote work, it seems to be very rare in the field. Since LS is more of an in person type of field.

47:10

Yes, and the libraries of library of Li s are very in person. Um, so with remote, a lot of the problem with the remote opportunities, and I tried to be clear with this in my job ads is they're remote for now. They're remote in Las Vegas, but you know, you don't have to be here, but maybe next year, we're gonna make you be here. So that can be a challenge, because something can look like a good opportunity and actually be different than what you're looking for. Libraries have a real struggle with this, because libraries, public libraries, academic libraries haven't all settled into what they're going to do and what they're going to look like moving forward. There's sort of a hybrid right now, you can be in the office, some of the days of the week, especially if you're not working, you know, circulation access services. So because we are not settled or done, or on, or even seeing the end of this pandemic experience with workplaces, we're not feeling confident in what we're hearing

from libraries. Um, so that's, that's been the big challenge. I'm still not seeing a ton of beyond reference of, of remote opportunities that look like they're going to stay remote in libraries. That's why were you see so many people moving to non Library Information Science work. I'm sure we're going to start seeing some saddling, but um, I haven't yet. Great.

48:52

So nine minutes left to our session today. There's one question and then you know, I think after that any sort of final words that you wanted to say, for us, I'm hearing stories of how libraries are very much caught in the black white binary paradigm are discriminating against quote unquote, others any documented research on this?

49:14

Okay, um, like, as in racism? Is that to clarify, or is it a wider question? And I can speak a little to that.

49:32

Yeah. Yeah. And then if whoever wrote the question wants to clarify.

49:37

Thank you. Sure. Absolutely. There are, um, I don't have off the top of my head. Um, the research in the library with the lead pipe, absolutely. is a fantastic journal. Maybe I can just pull that up quickly. And I know they've done research and there's there's tons of citations and the articles that they publish on. That's off the top of my head. As far as that that work, let me just see if I'm using my dad's laptop, I hope I don't embarrass him, okay, good with anything, um, because he doesn't have tons of tabs open. That's why I'm using his laptop. So just to open this up to show you this is open access open peer reviewed journal. Fantastic. Um, lots of really great, informative articles. And absolutely on that topic. There have been several over the past few years. So I highly recommend looking into it in the library with the lead pipe, like the board game clue. And I'm going to happily put this into my PDF as well that I won't be sharing. Here. Let me go back to this and it's share. Great.

50:54

And there was a clarification racism, yes. But they were also talking about black people discriminating against others as well, not just

51:03

white. Well, that's that's kind of really what that's, that's not. That's a weird question. And it's kind of a wrongheaded one because like, why would I look at a group that's been oppressed, literally, within Li s since the beginning and be like, How you guys doing things wrong? No, I mean, that's absolutely not something I would even even attempt to answer or justify the racism within Li s and racism is systemic. That's, that's a white supremacy issue. So kind of period.

51:42

Yes. Thank you, Naomi, for answering that. And we have six more minutes left, if you if you wanted to. Anything else that you

wanted to share with us before we go?

Oh, sure. Sure, actually, I'm just going to run through these quickly. But I will share them with you guys as well, so that you can see them as I'm running through them and not have to listen to that. My SharePoint. Okay, desktop pologize, sticky fingers here. There we go. So this is the PDF that I'm going to be sending, I'm going to be adding to it. I appreciate it. I will be putting that in the library, the lead pipe resource, and thank you for the bat prompt that helped me to think of another resource to share with you. This this this is what I've been wanting to share with people the questions to ask yourself and when we're talking about shifting your priorities and strategies. I'm really focusing on what you want. Do I need a job to survive now or can I be choosy? So if I needed a job to survive now, I already have that so I'm not in that position. So I can be choosy. So that helps inform what I ended up applying for the boundaries you need to set for your own well being this can be your health, like employers that will give you time off or let you work or 100% remotely. employers that are known to be accessibility advocates not just doing the bare minimum. I'm thinking about your current employment if you're happy, do you feel safe? What what are your priorities flexible schedule remote work? What are you willing to change about your situation? Maybe it's nothing that's okay too. But location salary. Working for yourself, the advantages and disadvantages I can very quickly touch on as the person who runs their own site and never earned a lot anyway, but it was enough to live to live on for a while landing a job abroad, I have some resources I'm going to I'm going to share with you that you guys can all you all can go ahead and and take a look at and that's um, there it is, if my international there it is. Okay, some of the resources for jobs, as well as some suggestions on further reading. I'm happy to share some of those and share a lot more of those. And then my last question to ask yourself was, um, will I get hired just to get fired and we talked about competitive intelligence skills. For me, that was always something I was very interested in competitive intelligence is basically companies tend to use it to research each other coke trying to get one up on Pepsi, that kind of thing. Figure out what each other are doing and, and how to best each other. But in my case, and a personal level of competitive intelligence just means trying to put myself in a safe situation and learn as much about the situation I'm putting myself in. So it's researching the company research in the library. Then leadership looking at their financials looking at things like that so um you know I'm on Twitter that'll be on there too I'm typing it in here very quickly and I know Lj Naomi Feel free to DM me there or drop me a line there if I have you blocked because I'm a serial blocker um send me an email and be like please I just have this question I have no ill will towards anyone in the field. Um, but I am a serial blocker so just uh, you may have gotten on some blockchain that's no fault of your own. Feel free to ask me further questions there.

Thank you so much Naomi. I think that with everything that you shared today plus the website that has so many resources for people to sort of go down that research you know, rabbit hole and then the the PDF that will be included in the email that we send to everyone who registered so many great tips and resources and thank you for answering the questions you know, as as they happen, it definitely seems like something this is the conversation that people have a lot of questions about covering all different areas of job search. So I hope to the attendees, you know, that that this was helpful for you and again, you know, thanks again, Naomi for offering to, to continue to answer questions that that people may have.

Absolutely, thank you so much for this opportunity. And, and please, everyone, feel free to reach out to me, um, you know, every one of you is going to have a different series of questions. I'm okay with taking some time and, and, and working with you or answering something quickly for you. No problem.

56:51

All right. Thanks, everybody. Have a good rest of your day.

56:54

Thank you.