

I'm Sorry - You Don't Have Enough Experience For The Job.

But How Do I Get Experience Without A Job?

Well, there are a lot of ways you can gain required experience without ever having worked a regular full-time job. How do you do that? Sometimes it will be through paid work experiences. Sometimes it will not. Some involve a long-term commitment, others involve a few hours of spare time. Some require previous education, others require only a willingness to learn. But all are valuable additions to a resume and a great opportunity to gain experience.

For information on which of these opportunities are available to you, talk to your school counselor, a teacher, your school-to-work coordinator, or your guidance office. You can even visit with a NH Employment Security Job and Career Center coordinator.

Job Shadowing/Mentoring

Job shadowing and mentoring team a student with a worker who does the kind of work that interests the student. The student follows, or shadows, the worker through a typical work period. The experience may last several hours or several days, and is usually limited to observing the work. The worker may also be a mentor, providing additional information and guidance as the student prepares for a career in the field.

Volunteering/Service Learning

Volunteering and service learning are usually unpaid experiences that provide services to individuals, families, or community organizations. Service learning is typically organized within a school setting, and volunteer service is typically planned by the individual. Examples are: hospital patient assistance services, peer tutoring, or providing animal care at a shelter.

School-Based Enterprises/Work Simulations

Many schools offer experience learning as part of an academic program. Examples include a day care center being operated as part of a child care services class, a greenhouse operated by an agricultural services class, publishing a community newspaper, or running a school store.

Internships

Internships are short work experiences, either paid or unpaid, in which students perform actual work in a business or industry under the supervision of an employer. The student may work with several people, in various parts of the business, or remain in the same work area for the entire internship.

Cooperative Education

Cooperative (co-op) education provides job placement directly related to a student's classroom studies. Since the job is part of the course the student is enrolled in, the student's work is monitored by both the teacher and the employer. Students usually receive both a grade and a wage.

CAREER CHOICES

What avenues do high school students have to research and learn about career development and future employment prospects?

A great place to begin is with the **New Hampshire Career Resource Network (NHCRN)**. NHCRN provides [career development resources](http://www.nhes.state.nh.us/elmi/nhcrn/index.htm) and information about the types of opportunities available in New Hampshire to high school students and the unemployed. This organization also provides publications for marketing career-related materials, many of which may be found on the web at <http://www.nhes.state.nh.us/elmi/nhcrn/index.htm>

To aid in the introduction of different professional options, the US Department of Education has reorganized occupations into what is now called *career clusters*. [The clusters provide a way for schools to organize around broad categories that include virtually all occupations from entry through professional level.](#) They also make it easier for students to explore broader areas of interest when choosing careers fields.

New Hampshire Career Pathways is a system of coordinated programs and experiences designed to match educational goals with employment needs of the future. Students are better prepared through a program of merged academics and real-work applications and experiences.

Apprenticeship

Apprenticeship is the best-known earn-while-you-learn program. Students enter into a partnership with an employer, spending part of their time on a work site learning on-the-job and part of their time in the classroom. Work site activities are paid, and generally pay increases with increased experience. Students who complete the program have attained qualifications that are recognized throughout the country.



Job Corps is a program run by the US Department of Labor that offers education and skills training to those between the ages of 16 and 25. Training is conducted at regional Job Corps centers and students receive a small living allowance for personal needs.

Through a unique teaching approach, students receive training and support services to help them become responsible, productive employees.

Peace Corps

The Peace Corps is an international organization that sends volunteers to help communities overseas. Volunteers may teach children, help with environmental issues, help people grow food, or offer medical assistance. Most assignments require a four-year college degree. Volunteers commit for two years of service, are paid a small stipend after service completion, and receive 24 vacation days annually.



AmeriCorps is a US national service program for people ages 17 and older. Volunteers provide up to 1,700 hours of service, and receive a small living allowance, health insurance, and education assistance. Child care may also be provided. There are a variety of activities in the New Hampshire AmeriCorps program, including NH AmeriCorps*VISTA, NH Parks AmeriCorps, Victim Assistance Program, and NH Reads AmeriCorps.

Transferable Skills -

Transferable Skills: What are they and why are they important?

Transferable skills are those skills that we learn in every day life and can use when we look for employment. Skills are activities that a person does well. If you are a young person, you might think that you don't have many job skills. As you begin your job search, it is important that you know your own qualifications. Over the years you have developed many skills from coursework, extracurricular activities, hobbies, volunteering and life experiences. For example, if you've researched topics and written, edited and presented papers for classes, you've used skills which are not limited to any one academic discipline or knowledge area but are transferable to many occupations.

Discovering your skills is the key! If you are like many other people, you may find it difficult to identify your skills or think that you don't really have any. The fact is that we all have them, hundreds of them! To be successful in these highly competitive times, you need to be aware of both your strengths and the areas you want to work on. The first step is to figure out which skills you'll

need to get the kind of job you really want. To do this, you'll have to get your mind around the concept of skills and give some thought to this subject.

According to Job Outlook 2000, NACE, the top personal qualities employers seek in job candidates are:

- Communication skills
- Motivation/initiative
- Teamwork skills
- Leadership skills
- Academic achievement/GPA
- Interpersonal skills
- Flexibility/adaptability
- Technical skills
- Honesty/integrity
- Work ethic
- Analytical/problem-solving skills

(Submitted by: Karen James, NH DOE)