



What is Important to Job-Seeking New Grads?

Experience, Inc., a company which produces recruiting software used by colleges, does annual new graduate surveys. In 2005 the grad priorities were: **matching the skills to the job, professional development opportunity, and the company reputation and ethics.** Knowing their interests, you can prepare for their questions.

Matching job skills. Not only does the potential employee want to be comfortable in a new job, the employer does not want to waste time and money with a mis-fit. In addition to checking references from any previous jobs, the company may want to pre-screen with skills testing, a working interview, or personality analysis.

Professional development. Even a simple plan will be assuring to an applicant. The interview can include information about on-going education: orientation, mentoring, educational reimbursement policies, annual company retreats, in-house seminars, on-line classes, off-site workshops, conventions, or professional CEUs.

The company reputation and ethics. An organization has a definite recruiting advantage with good press, noted community or world service, no headlined lawsuits, a stable workforce, and a polished website. No time? Consider hiring a PR firm to feature professional education and awards, affiliations, convenient location, reasonable pricing, state-of-the-art technology and equipment, personalized service, testimonials, specific numbers ("we created over 1000 beautiful noses"), articles, appearances, and publications.

Although not in the top three survey results, new grads still look for workforce flexibility, a competitive wage, time off instead of money, potential for advancement, rewarded job longevity, and being part of a bigger purpose.

Free Classes and Services

Presbyterian/St. Lukes Hospital has a private Denver Medical Library on the first floor for hospital patients, the neighboring community, and practitioners. Their services include literature searches, interlibrary loans, and access to the Internet, E-mail, fax, copiers, and computers for processing.

Denver Botanic Gardens, 1005 York, Denver. Free Tai-Chi exercise and summer fitness walks. Tues. 6:45-8:45am

National Jewish Hospital gives classes on allergies, asthma, lung diseases, eczema, stress control, how to stop smoking, restless legs syndrome, and using oxygen equipment. They give free lung function screening. www.njc.org.

Rose Hospital, a HealthOne affiliate, has an ever-changing list of workshops. www.rosebabies.com

NCAR National Center for Atmospheric Research, Boulder. www.ucar.edu. Their website is full of weather information, a child-friendly newsletter, and lectures by top national scientists and astronauts. Visitors are welcome at their facility.

Littleton Adventist Hospital has an online cardiovascular risk assessment test at <http://www.littletonhosp.org>. For family life classes at Littleton or St. Anthony's call 303-777-6877 for a list of workshops to be mailed to you.

Jefferson and Douglas Counties, Boulder, Westminster, Aurora, and Denver Public Libraries teach basic computer-internet classes. Check out knitting, teen improv, music, citizenship classes, and book clubs. Free!

Need Staffing? Call **Medical Match**. 303-980-1000 or try our **background checking services** to update your HR records. For your convenience, archived newsletter can be found at www.medicalmatch.net