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## IMPLEMENTING A JOB SEARCH MANAGEMENT NETWORK

**What is the Hatala Model to Job Search?** Dr. John-Paul Hatala's seminal work in social networks and the transition towards re-employment (Hatala, 2003) has introduced a job search framework for employment training. The model is based on the principle of assisting the unemployed to move from step-to-step within a normal job hiring cycle. Using a Job Search Board provides a *visual representation* of the job search process and assists individuals in monitoring their job search progress each step of the way. This system allows individuals and their counsellor's to track the activity and identify any corrective actions that may be necessary when looking for employment. There are five (5) key components to the model, which include:

1. Knowing the **NUMBERS**
2. Identifying what the client **DOES**
3. Understanding the **HIRING CYCLE**
4. Generating the **NEXT STEP**
5. Managing the **JOB SEARCH PROCESS**

Hatala's model has identified job search forces that affect an individual's ability to make the transition towards re-employment. If these forces are not brought to the attention of the client and dealt with, the chances for success is limited. In addition to these job search forces, the amount of time a job search practitioner takes to successfully identify the appropriate intervention is critical. An intervention must be correctly determined at the beginning of an individual's unemployment if they are going to re-enter the labor market within a reasonable amount of time. This intervention window becomes a critical measurement stick for job search practitioners and some of the difficulties they may face in assisting their client's job search.

**What is the Job Search Management Network?** The **Job Search Management Network (JSMN)** was created by John-Paul Hatala PhD within the construct of his Job Search Model to deal with the changing labor market. The JSMN focuses on *identifying* an individual's job search behavior and works with those behaviors to develop skills that will last far beyond the workshop period. The focus is to identify the behavior of the participants within their social networks and their access to contacts that can provide job-related information. If contacts within the participant's network cannot provide job-related information, steps are taken to increase the number of contacts made who can provide relevant information. As well, a structured framework is provided for participant's that includes a plan A and Plan B and most importantly, a management tool for organizing their job search. Skills acquired through the JSMN have been identified as being stable over time, simply meaning that those individuals who participate in a JSMN retain much more job related information then the traditional job finding club participant and make the transition towards re-employment in a shorter amount of time. This retention of job search skill acquisition not only reduces recidivism in future programs but provides the participant with skills that will last though out their career. The model consists of 5 key principles: Knowing the numbers, Identifying what the client is doing, understanding the hiring cycle, generating the next step and managing the job search process.

**Who created the Job Search Management Network concept?** Dr. John-Paul Hatala has been involved in employment training programs for the last decade. Recently, he conducted research dealing with social networks and their impact on the transition towards re-employment. The study demonstrated that an individual's network that possesses contacts with job related information had a greater likelihood of finding employment. Although this may appear to be common sense, determining the value of a network member who can provide job related information is a major oversight in many employment programs. Dr. Hatala developed a program that deals specifically with the monitoring, maintenance and building of social networks for the unemployed. Through his Job Search Management System, he is able to assist participant's in evaluating their networks to determine whether there is an optimal flow of job-related information available to them.

**How does the Job Search Management Network work?** The network is a 3 week workshop with internet support for an additional 7 weeks. A job search board is provided to each participant, which allows the ability to track job search activity. Resume and cover letter writing, Interview Techniques, cold calling, network analysis, job search management and script writing are just a few of the areas the JSMN covers.

**What’s the difference between a JSMN and a traditional job finding club?**

<b>Traditional Job Finding Club</b>	<b>NEW Job Search Management Network</b>
Usually limited in time (3 weeks)	3 weeks of workshops and 7 weeks of online job search management spread out over a 10 week period. Communication with amongst participants and job search facilitator goes well beyond workshop dates.
Set Curriculum geared to time frame	Curriculum is introduced based on individuals or groups status. A ‘Just-in-time’ training strategy is utilized to generate the greatest impact
Limited Framework	Structured process using job search boards
Difficult to benchmark members	Easy to benchmark progress, which will assist facilitators in determining status of each participant. Allows for corrective actions to be implemented before the program has expired.
Focus on Need of participant	Focuses on what the participant is doing and allows the JSMN facilitator to maintain what is working
Provide information when client may not be ready to receive it	Because there is not a set timeline when curriculum is delivered, participants are going to receive new information when they are ready
Works on networking skills	Focuses on social networks by measuring participants existing network and adding new contacts that put them in the flow of job-related information
Difficult to measure impact on client	Can generate a report on the participants activity and how it will affect them
Limited job search management techniques	Focuses on job search management and the job search forces behind it – motivation, realism and activity
One Action Plan	Plan A and Plan B
Focuses on Changing behaviour	Focuses on Identifying existing behavior – most individuals have found a job before – how did they do it? And what skills can we use to find employment now?
Has a hard time defining “looking for work is a full-time job”	Provides structure that enables participants to maintain confidence that their job search is moving forward
Not responsive to the hiring cycle	Job search is date driven

**What’s the benefit of implementing a Job Search Management Network?** The benefit of implementing a JSMN is the time it takes for your participants to become employed. Typically an individual who participates in the program will secure employment within 10 weeks\*. This means that your agency will be able to report positive results as well as continue to attract referrals and participants to fill spaces in your programs.