

Welcome

To listen in **Ukrainian** or **Russian**, please select:

- Interpretation > Preferred Language

Ласкаво просимо

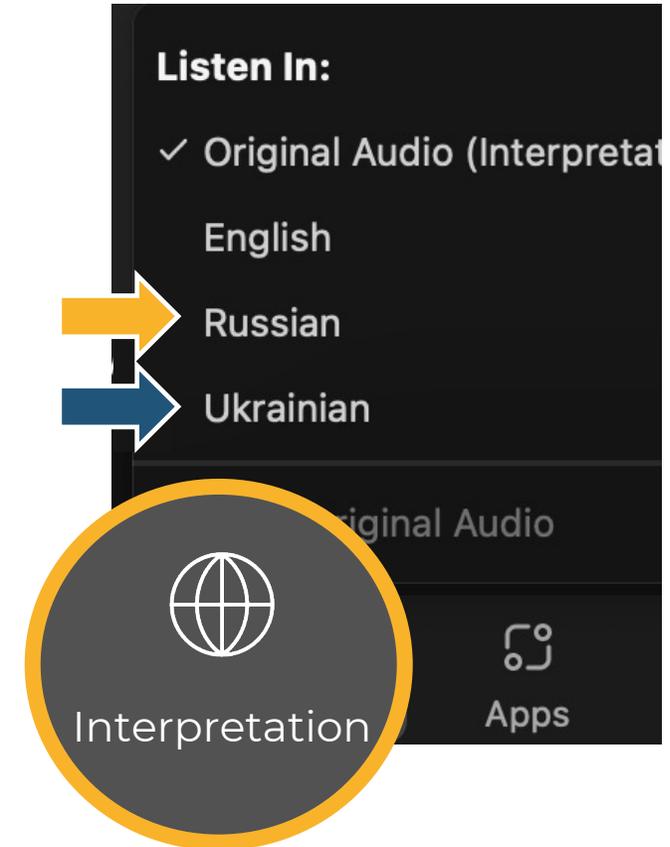
Для прослуховування українською або російською мовою, будь ласка, оберіть:

- Усний переклад
- Мова, якій надається перевага

Добро пожаловать

Для прослушивания на украинском или русском языке, пожалуйста, выберите:

- Устный перевод
- Предпочитаемый язык



Career Pathways: Professional Integration In The U.S. Job Market

Ukrainian Support Convening Sessions

Hosted by Solvera Consulting, in partnership with California
Department of Social Services' Refugee Programs Bureau



That's a **WRAP!**

This is the last session for the *Navigating Life in California for Ukrainians* series! Thank you so much for attending these sessions.

www.supportguide.org will still be live and updated

More to come!

Expectation Setting



Topics

- ✓ Networking in the U.S. for jobs
- ✓ Factors in career growth
- ✓ Strengthening your resume
- ✓ Professionalism expectations
- ✓ Next steps for job search

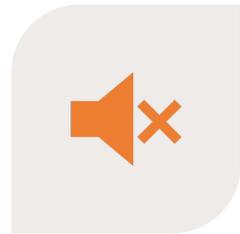
Will receive PPT (in-language) + links after



Not Covered

- x Personal details
- x All situations
- x Topics like immigration status, EAD delays, higher education
- x Enrolling in public benefits (CalWORKS, RCA, CalFresh, WIC)

Session Reminders



Mute



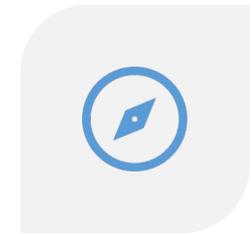
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Questions



Live Q&As



Survey

Who you are hearing from today



Outline of Session Topics

1

**Barriers for
UKR
Newcomers**

2

Networking

3

**Building
Your
Resume**

4

**Job
Searching**

Barriers for UKR Newcomers

Patterns and common obstacles

The Advantage of Long Ears



Inna Tregub

PhD, PCC, CPCC

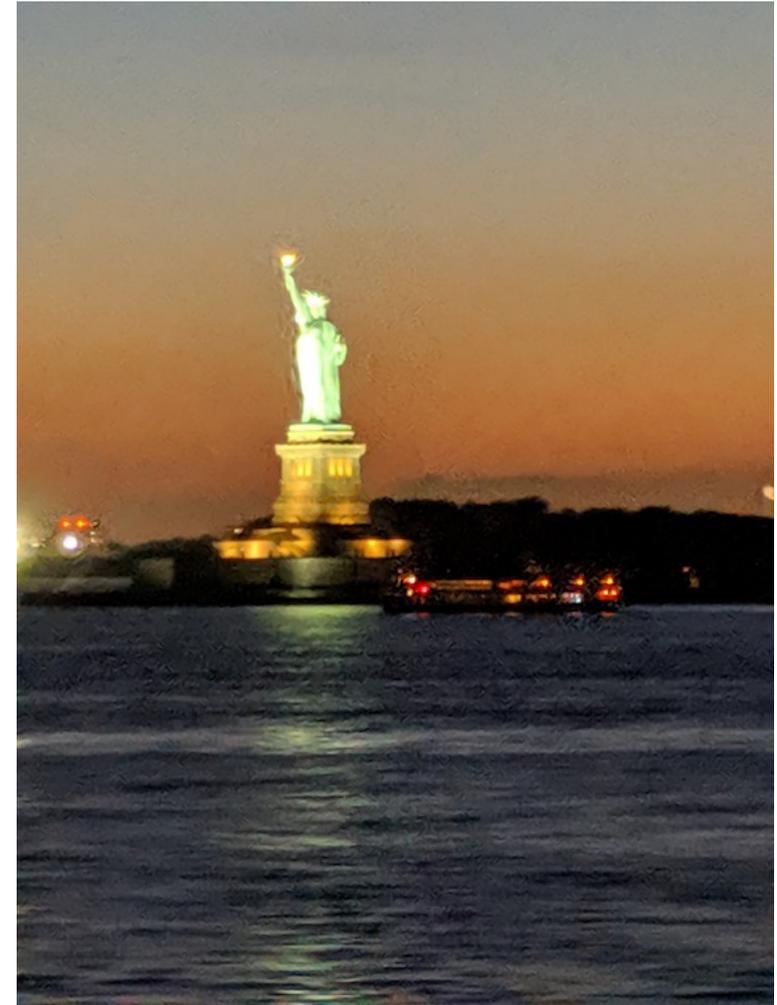
- Born in Kiev
- Graduated from the Kiev State University, Chemistry department
- Worked in the Institute of Physical Chemistry, PhD degree
- In 1990 emigrated to Israel
- In 1993-1994 lived and worked in Germany (Ulm, Munich)
- In the US from late 1994: Knoxville-San Diego-Los Angeles-Silicon Valley (since 2004)
- Worked full time as a chemist and pursued Life Coaching training and certifications
- Since 2019 self employed
- Leading social groups in person and virtual
- **My unique life circumstances and training in Life coaching inspired me to offer my services to NU** as I see similarities between our experience and the situation of the Ukrainian newcomers

But there are **differences...**

Refugees wanted to leave the Soviet Union and were prepared

Most of the Ukrainian newcomers today were forced to leave because of war

Levels of preparedness



Patterns in Ukrainian Newcomers Today

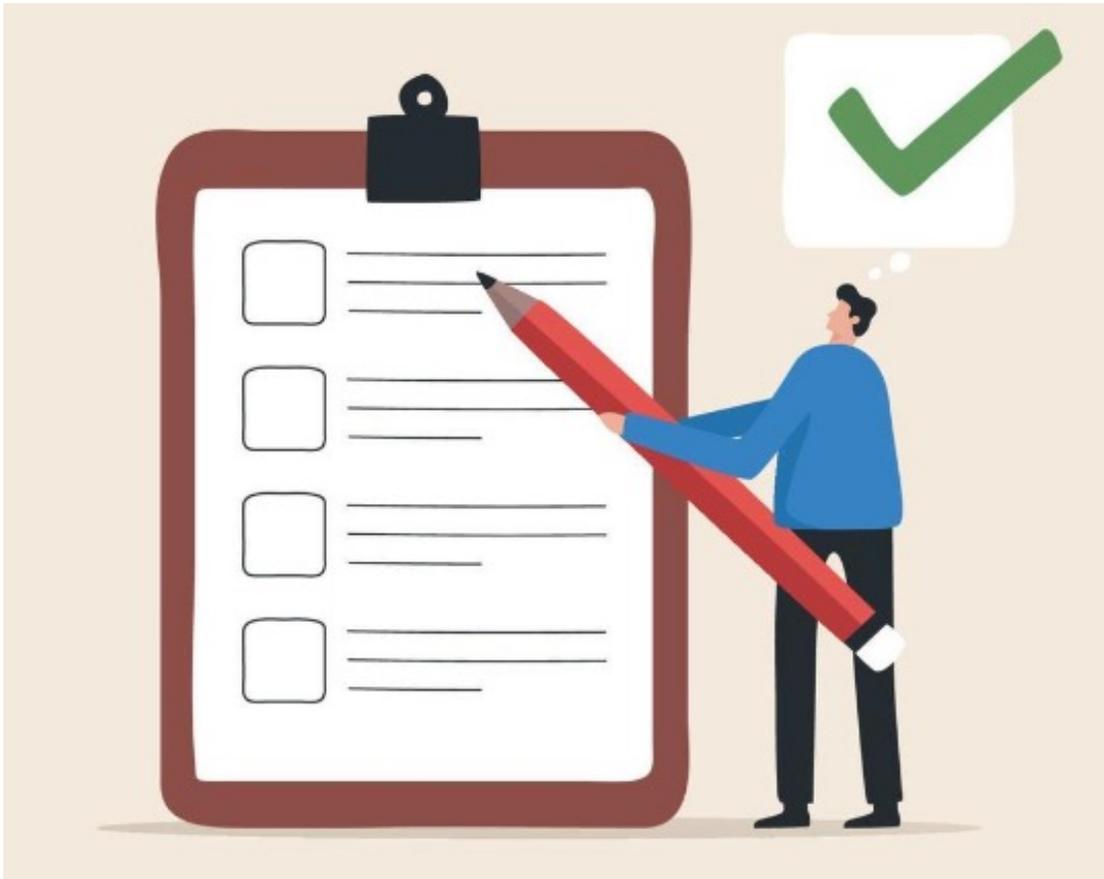
- Over year long residency in the U.S.
- Overqualified for their current employment
- Women are remaining at home to provide childcare
- Questioning next steps for their lives here
- Barriers exist that are preventing obtaining a better job
- Underestimating education and experience
- Isolated to their immediate community
- Believing the most challenging transition is over and staying in “the comfort zone”

How Motivated Are You?

- Normalize having fears (e.g. English proficiency level, rejection, etc.)
- Fears and comfort zones can sometimes take over
- Overcoming fears:
 - Contact a Life Coach



What Are You **Missing**?



- Validated diplomas
- Utilizing a wide variety of job search sites
- Using LinkedIn in full capacity
- Updated resume
- Networking and actively searching/making connections

The Value of Education and Certifications

- Validating an international degree in the United States
 - Submit a foreign transcript to a transcript evaluation company
 - Request an evaluation from a member organization of the National Association of Credential Evaluation Services (NACES), which is an association of 19 credential evaluation services
- *Some colleges may prefer that you use a specific agency
- TIP: Use your existing knowledge and education before looking for something new.

What is Networking?

Understanding how networking can help you

Networking

Networking is the process of making connections and building relationships.

- Exchange of information and ideas
- Professional or social
- Happens in the **non-formal setting**

You are looking for useful information!



Networking Benefits



- Direct benefits
 - Getting advice
 - Finding new jobs
 - Validating
 - Meeting people with similar interests
- Indirect benefits
 - Promoting ourselves
 - Sharing ideas

Where and When to Network

- Professional groups and societies.
 - Conferences, workshops, networking events, LinkedIn
- At leisure time and non-related activities

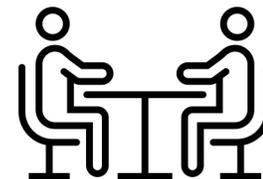
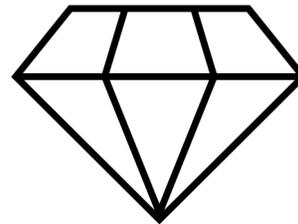
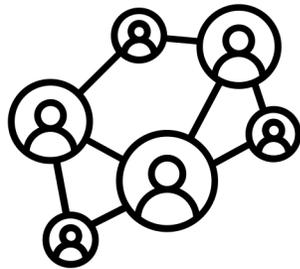


How to Network

1. Identify the company
2. Set up informational interviews
3. Meet with individuals for lunch/coffee
4. Showcase your competency
5. Can your resume be shared internally?
6. Ask for introductions to hiring manager or others in company
7. Prepare your elevator pitch *before*

Get Better at **Networking**

- Determine what you want to learn
- Build *relationships at all levels*
 - Advantage of one-to-one meetings
- Focus on your value
- Correct way and wrong way of networking



Networking for Jobs



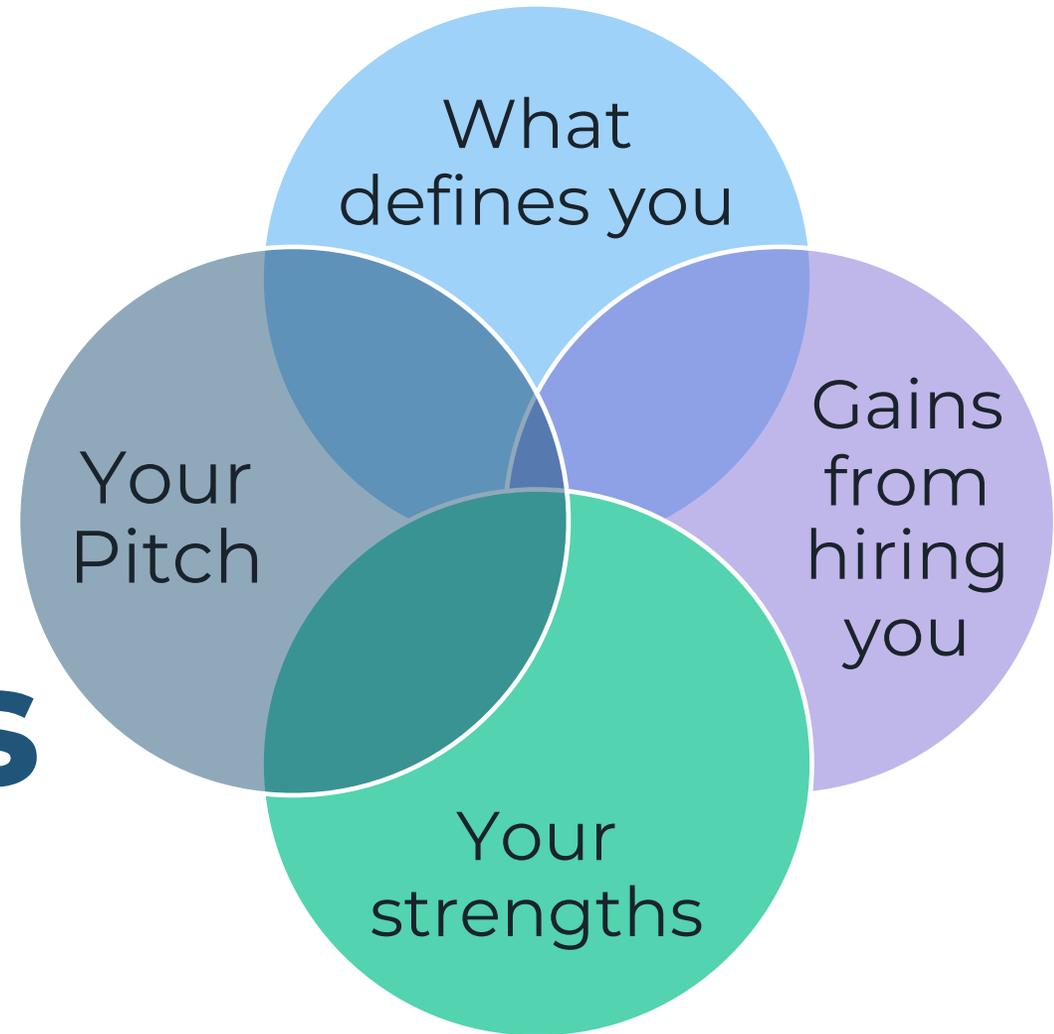
- Examples of how to network
 - Informational interviews
 - Utilizing personal contacts (family and friends)
 - Professional networking websites
 - Ask for introductions from other colleagues
 - Meeting in informal settings (i.e. Lunch or coffee)
 - Professional groups
- Have your “Elevator Pitch” ready at all times

Elevator Pitch

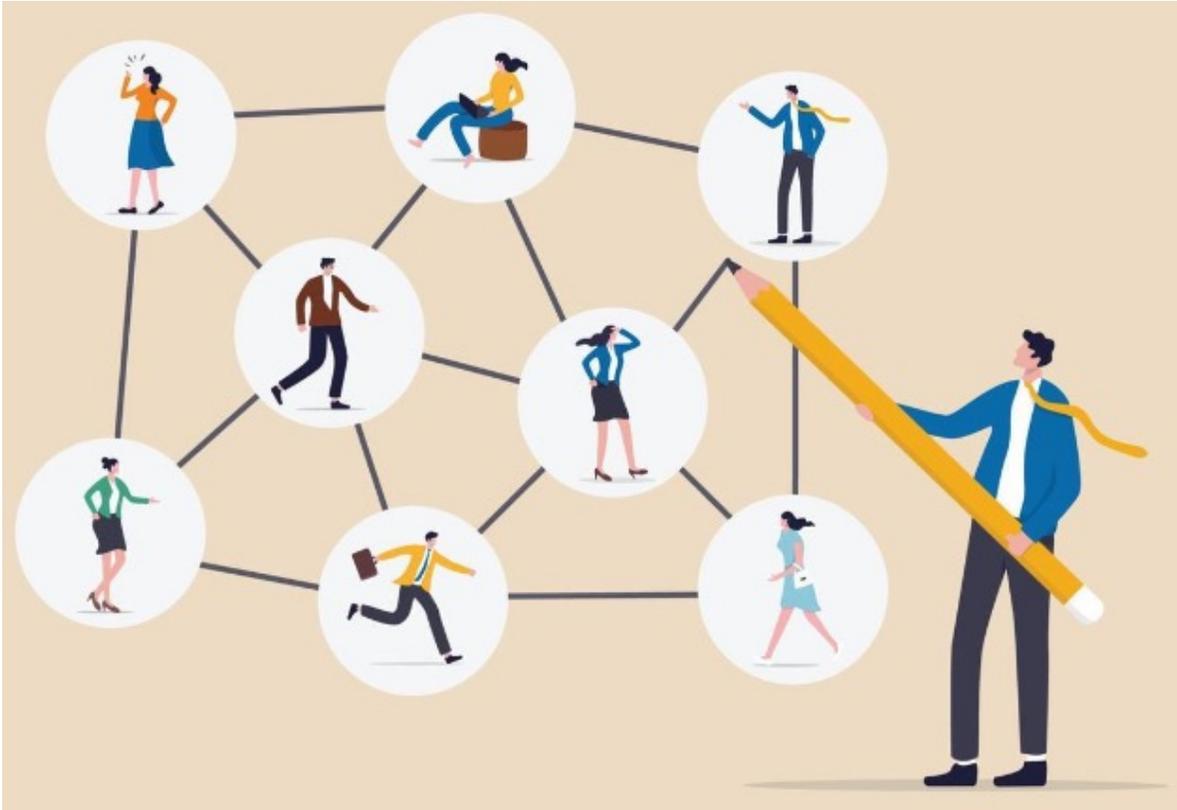
An elevator pitch is a brief (~1 min) way of introducing yourself, getting across key points and making a connection with someone.



Elevator Pitch Suggestions and **Tips**



Start Networking **Immediately**



- Be bold
- Be optimistic
- Be persistent
- Stretch yourself
- Networking is can be fun
- Networking never ends

General Recommendations

- Be prompt
- If you are going to miss your appointment, let the other party know as soon as possible
- Write a letter of thanks – it is expected
- Do not sell yourself short!
- **Be persistent and shoot for the stars!**

Building Your Resume

How to generate a successful resume

Alex Tregub

PhD, MS-EE, MBA

- Raised and educated in Kiev
- Graduated from Kyiv Polytechnic Institute- National University, MS-EE
- Earned PhD in Chemistry from Ukrainian Academy of Sciences
- In 1990 emigrated with family to Israel, worked at the University of Jerusalem .
- In 1993 awarded Humboldt Scholarship, worked at Ulm University, Germany
- In 1994 moved with family to the US, worked as a researcher at University of Tennessee, Knoxville
- In 1995 moved to San Diego, worked as a research scientist at UCSD
- In 2000 moved to the Bay Area to work for Intel Corp.
- Since 2023-independent technical consultant

What is a Resume?

Consider this:

- Type of job
- Previous job experience
- Researching the organization

The next steps could include any or all the following:

- Screening interview
- Interview with hiring manager
- Interview with hiring team



What Resumes Are **NOT**



- Resume is NOT your autobiography or questionnaire
- You are NOT required to list all your previous jobs, positions, etc.
- **Do NOT lie** or exaggerate
- **Always, always, always tell the truth.**

Unfortunate Story of Scott Thompson



Your Professional Resume

DO

- Use more common format
- Be brief and concise
 - 1 page if you are new in the career
- Include meaningful and relevant information
- Make it easy and clear to read
- Write in professional English

DO NOT

- Place a picture on your resume
- Absolutely NO TYPOS, MISSPELLINGS, AWKWARD GRAMMAR, AND ERRORS

Your Professional Resume

- Make sure it is **relevant** to the job description you are applying for
- Use **keywords** from the job description
- **Customize** your resume for each position; emphasize your relevant experience
- Mention **relevancy** at the beginning of your resume
- Place a generic, non-customized version of your resume on a professional site (example: LinkedIn)



Resume Writing Strategies

Emphasize Relevant Skills

Start with listing your relevant skills at the very top of the resume

List Experience Chronologically

- Company name, month/year From - TO
- Emphasize relevant past experiences

Your Past Professional Experiences

- Share your responsibilities and what you achieved
- IMPACT – ex: generated projects that brought in \$10k

Let's look at an example

Description of the position

The team is seeking a **Polymer** Materials expert.

What You'll Do

- Assume the role as a subject matter expert for **Polymers** at the company
- Work with design engineering to **select** and validate **materials**
- Write material **standards** for new materials
- Support process optimization for new materials
- Perform **root-cause-analysis** for difficult material issues
- Lead 1 or 2 development projects in support of our long-term goals

What You'll Bring

- Polymer or **Materials Engineering degree**
- Fundamental knowledge **of polymers and polymer chemistry**
- 5 years + experience working with **polymers**
- Hands-on experience with standard **analytical tools** (FTIR, DSC, Rheometry, DMA, etc.)
- Strong **technical writing skills** and experience **writing material standards** desired
- Ability to learn quickly, adapt to an ever-changing environment, and **lead projects**

Key words:

Polymer;
formulation;
standards;
material
selection; root-
cause analysis;
lead projects;
analytical tools
DSC,
rheometry,
DMA; technical
writing; writing
standards;
suppliers.

Resume Example

Joe Smith, PhD, MSEE, MBA

501-555-5555; joe.smith@gmail.com; <https://www.linkedin.com/in/joe-smith-XXXXXXXXX/>

POLYMER MATERIALS; SEMICONDUCTOR MANUFACTURING| SUPPLY CHAIN MANAGEMENT| INDUSTRY STANDARDS

|Metrology | Standards for Semiconductor Industry | Quality Systems | Supplier's Management| FMEA, Root Cause Analysis| Project & lab management |

PROFESSIONAL EXPERIENCE

ATCP Technical Consulting Services, |San Jose, CA: Owner April 2023-current

Job scope: advising metrology and materials suppliers for semiconductor industry. Developing SEMI Standards.

Impact: Successfully completed 3 projects with 5 metrology and material providers on advanced metrologies roadmaps and material analysis.

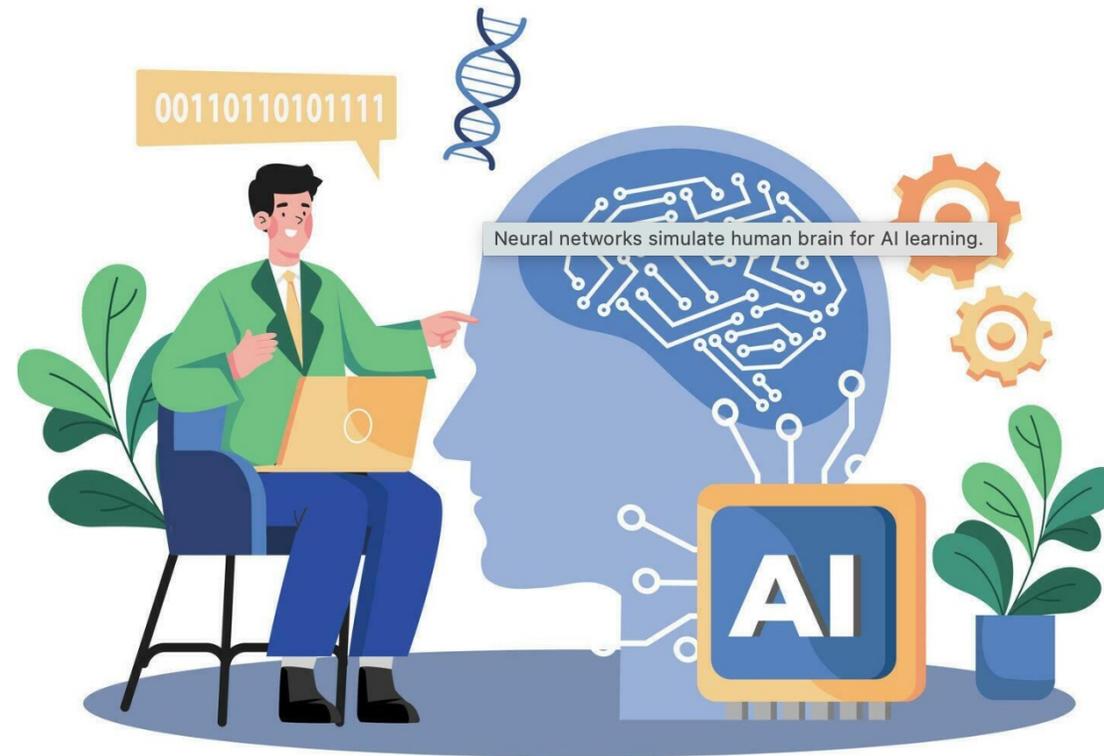
Received SEMI Merit Award for leading SEMI Task Force (TF) on developing new standards, July 2023

Explaining Career Breaks

- There is no stigma in having career breaks
- Do not try to hide your brakes in career
- Explain why you had a career break
- life circumstances, working full time on a degree, etc.
- **Elaborate what have you done during the breaks to improve your relevant skills**

Chat GPT and Your Resume

Chat GPT is just a tool for you, not your replacement!



Job Searching

Searching for jobs to apply for

Job Searching

1. Popular sites include LinkedIn, Indeed, Google
2. Create an account with the site
3. Create your profile w. keywords
4. Open your profile to be viewed by hiring managers
5. Actively search jobs yourself



Job Searching

DO

- Set up a weekly or monthly goal
- Aim to connect with professionals in your field
- Set out a “do not exceed” goal of how many resumes per week
- Customize your resume for the right position identified
- Send your resume via company career site

DO NOT

- Avoid using your “general” Resume
- Do not spend all your days researching multiple companies
- Resist the urge to desperately send your resume to multiple recipients

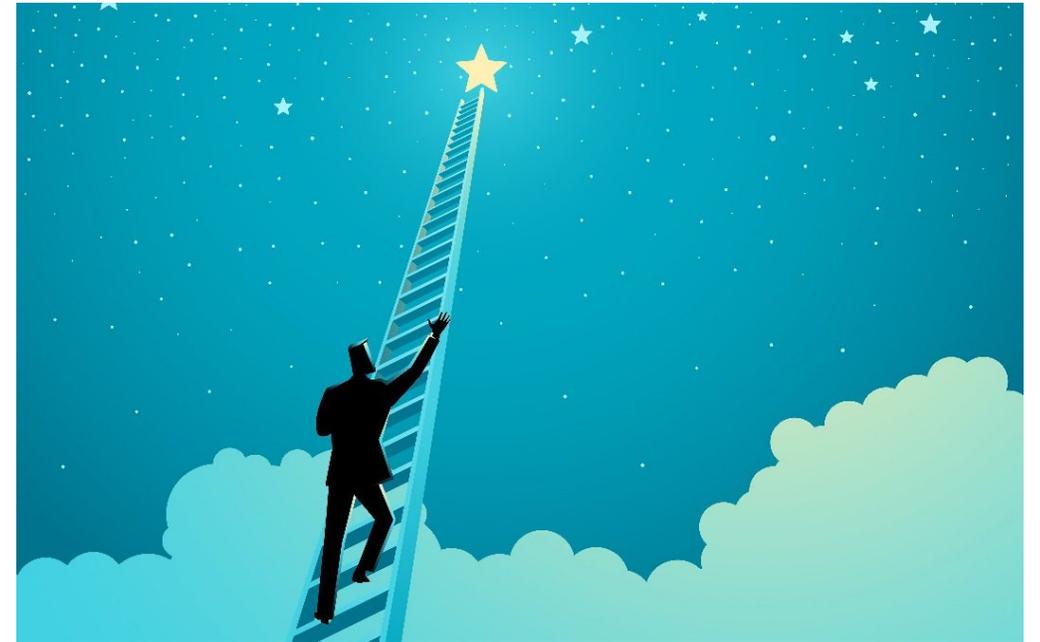
Good Luck in Your Job Searching!

- Absolute majority of job applicants sooner or later are hired to the position of their interest.
- Many people are happy with their job and stay with the company for a long time.
- Other people can find the next even better job



Summary

- Networking is crucial in establishing yourself.
- In your Resume, list **tangible** achievement and **relevant** experience.
- Use every opportunity to speak English.
- Do not underestimate importance of personal contacts, join groups.
- Use LinkedIn in full capacity.
- Belief in yourself and move forward.
- **Shoot for the stars!**



Additional Resources

- [Harvard resume template](#)
- [Creating High Quality Newcomer Resumes: Template and Sample](#)
- [Answering FAQs on Creating Effective Newcomer Resumes and Using Switchboard's Resume Template](#)
- [Career Development for Internationally Trained Refugees: Seven Steps for Service Providers](#)

County Employment Programs

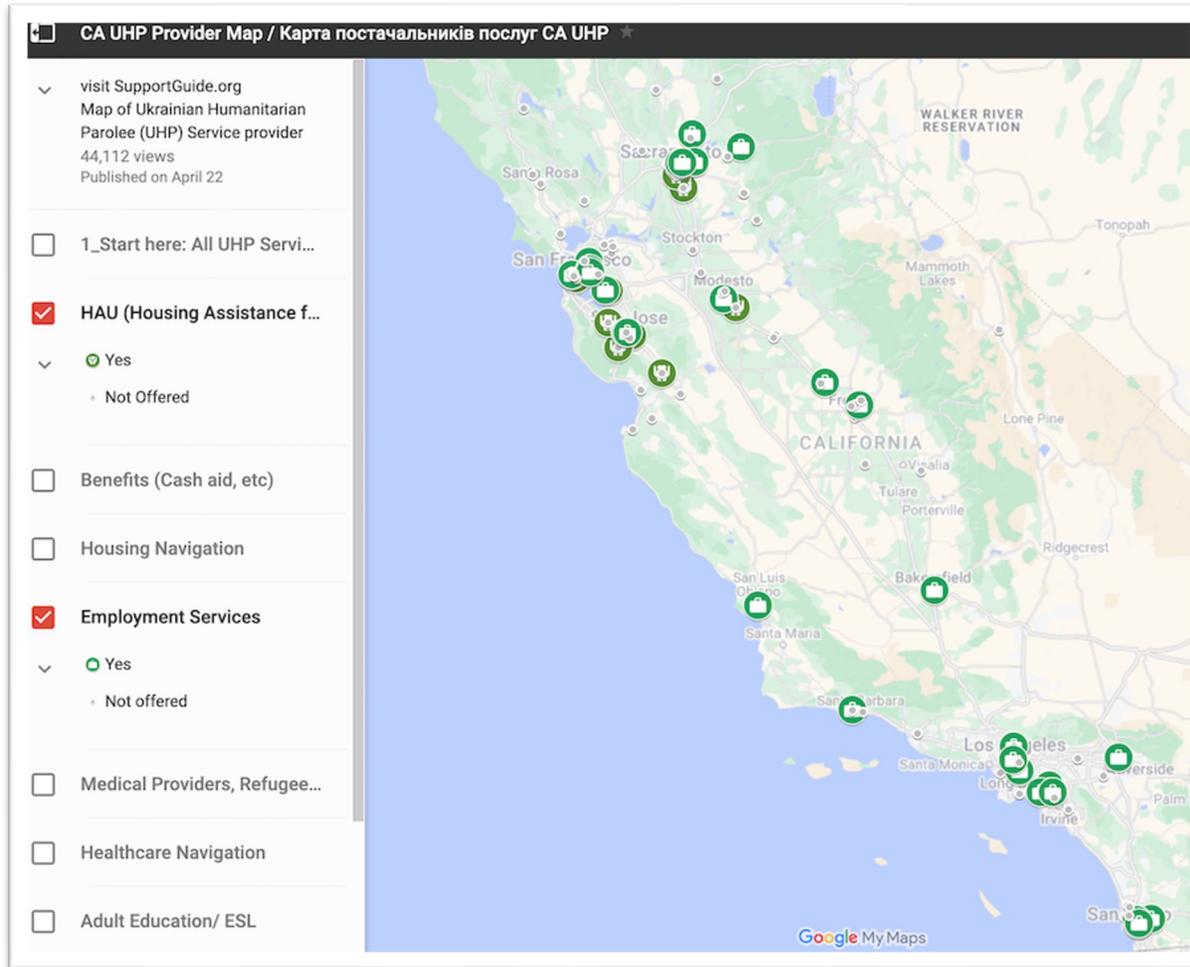


VESL (**V**ocational **E**nglish as a **S**econd **L**anguage): Pairs English classes with employment services

ES (**E**mployment **S**ervices):
Employment services standalone is for proficient English speakers

ELL (**E**nglish **L**anguage **L**earner):
Pairs employment services with education and/or credential assistance

Locating Employment Service Providers



California Department of Social Services (**CDSS**) .
Refugee Program Bureau (**RPB**).

Jobs & Training Providers link:
<https://www.cdss.ca.gov/inforesources/refugees/guidance/counties-providers/service-providers-list/job-training>

Currently Available Resources for Ukrainians



Find support

SupportGuide.org, a product of Solvera Consulting, connects refugees and providers across California to centralized information and resources.

[Read More](#)

Live Informational Webinars
All of our speakers have been carefully selected, ensuring that you receive the best experience. When you choose to learn from us, know that you are consistently choosing quality and excellence. Contact us to learn more.

Provider Map
We take the difficulty out of finding who can help you. Use our GoogleMap populated with providers who specifically want to serve you. Search based on service, location, or agency type and click in to find the right contact the first time.

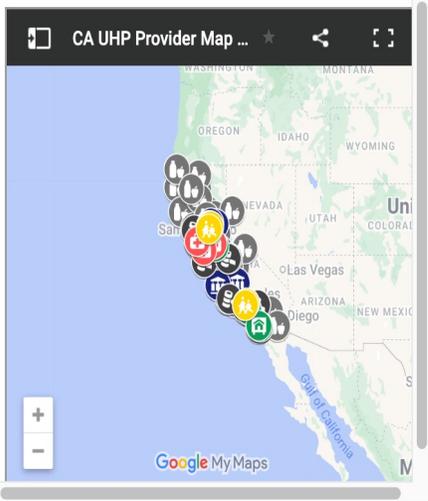
Centralized Online Resources
We compiled resources relevant to your needs and translated them into relevant languages. We are constantly updating these resources, so please check frequently and attend the online information sessions to receive live updates, too.



Find Providers

Visit our curated GoogleMap to find resources in your area

[Visit the Map](#)



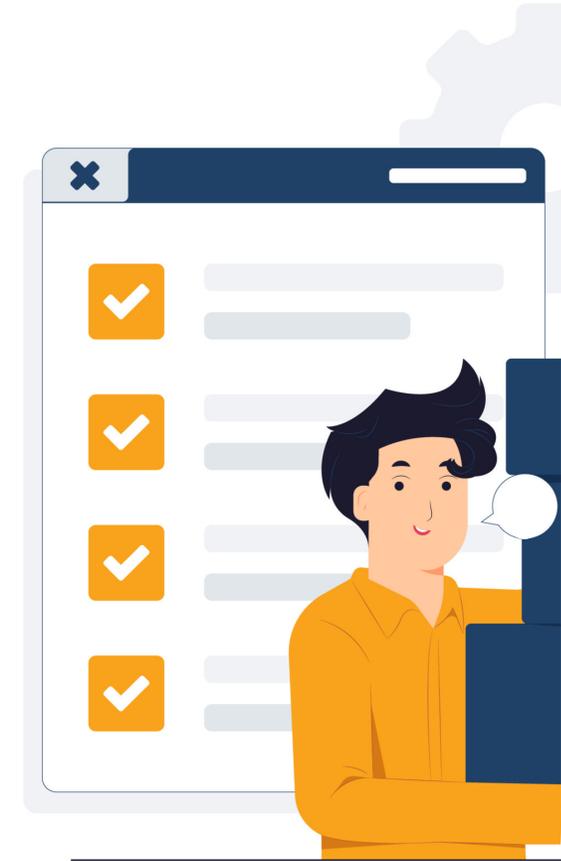
NOVA UKRAINE



Next Steps

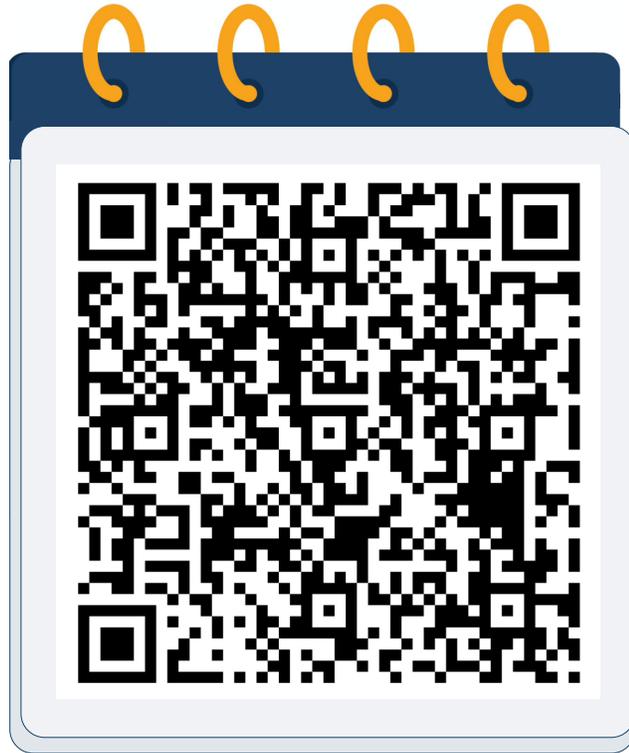
After this session you will receive:

- ✓ The slide deck
- ✓ Referenced links
- ✓ Survey to provide feedback on today's session
 - Ask additional questions
 - Suggest future topics



Question & Answers





Complete a **Feedback Survey** & Request **Future Session Topics**

Email the hosts: UHPinfo@solveraconsult.com,
RPBTTAU@cdss.ca.gov