

SEARCHING FOR EARLY CHILDHOOD EMPLOYMENT DURING COVID: NY EARLY CHILDHOOD CAREER DEVELOPMENT CENTER'S TOP TEN TIPS

Searching for employment at any point in one's career can be time consuming, stressful, and even overwhelming. We understand that searching for employment during and post-pandemic may seem even more daunting. The Early Childhood Career Development Center at the New York Early Childhood Professional Development Institute recently launched the Early Childhood Educators' Employment Network, connecting early childhood job seekers to meaningful employment. We are career advisors, with expertise in early childhood, social work, workforce development and human resources. As you are there for the children you care for, we are here to support you in your professional development. To help, we've created our Top Ten Tips to Employment Searching during the COVID pandemic.

- 1. Identify your career path.** With research showing the critical importance of learning during the earliest years, there are many opportunities in the ever-growing field of early childhood. Positions in a classroom are not the only choice for early childhood professionals. To learn more about the correct path for you, take the [early childhood career pathway survey](#).
- 2. Self-reflection.** Now is a good time to be thoughtful about your career path and hone in on the qualities that are important to you in your work. Take time to journal and write down your ideal role – this will be key to finding satisfaction and enjoyment in your future place of employment.
- 3. Know your options.** Consider how urgent your job search is. If you're unemployed, don't think of your next job as perfect, it could instead be a bridge or a short-term position to best meet your needs. If it's not urgent, you can be more targeted and discerning in your approach.
- 4. Résumé, Résumé, Résumé!** Use this time to work with a career advisor to create a résumé that highlights your strengths and contributions to the workforce. Work with us through Zoom to help build your résumé to make sure nothing is left out. Contact careeradvisor@earlychildhoodny.org to setup a meeting.
- 5. Increase your marketability.** This potential down time is a great opportunity to evaluate your résumé, practice your interviewing skills, and close gaps in training or certifications. For example, CUNY SPS will be hosting [CPAC courses](#) online this summer for program directors and aspiring leaders. Explore professional development opportunities and free webinars to show how you've been productive and using your time efficiently in order to stand out from the crowd. Watch this [CUNY video](#) for more detail.
- 6. Use professional social media.** Follow, comment and like an organization's page and posts to show your interest. Stay current on the latest knowledge and research by sharing relevant articles and building your professional network on social sites such as LinkedIn and Facebook.
- 7. The new norm.** It may feel awkward, but we all have to get comfortable with video sharing platforms. Many job seekers will have to proceed with video interviewing. Practice, practice, practice with a career advisor, professional colleague, or mentor. Preparation will be the key to limiting your nervousness.
- 8. Use your network.** Connect with mentors and professional colleagues to ask their advice and develop a plan moving forward. The most common way a person is hired is through a mutual connection, as two-thirds of all positions are filled through an employee referral.
- 9. Stay current on job postings.** Employer and workforce specialists are responding to new needs and requests every moment. [The Early Childhood Educators' Employment Network](#), [Indeed](#), and possibly even your [county's website](#) (Erie County as an example) are being updated throughout the day.
- 10. NYS Emergency COVID-19 Teacher Certificate.** The NYS Department of Education recently announced the [Emergency COVID Teacher Certification](#). If you have met all the requirements for certification but are missing the state exams, you can apply for the Emergency COVID-19 Certificate. Also, learn more about [CUNY's test preparation program](#).

Lastly, the Early Childhood Career Development Team's main advice is to focus on what you can control. We know how difficult these uncertain times are, so feel empowered knowing that you are essential during this crisis, as well as vital to our communities' recovery. Allow yourself some grace in your job searching efforts, and always know that the entire NY early childhood workforce is in this together.

**When it's time to go back to work,
will you be job-search ready?**

Visit our website: earlychildhoodny.org/cdsc

Contact your regional advisor to schedule individual career counseling:

NYC: Careeradvisor@earlychildhoodny.org

Buffalo Western NY: Careercenter.buffalo@earlychildhoodny.org

Oneida Mohawk Valley: Careercenter.oneida@earlychildhoodny.org

Capital District: Careercenter.capitaldistrict@earlychildhoodny.org

Long Island: Careercenter.longisland@earlychildhoodny.org