



How technology is changing the recruitment industry

Technology continues to help improve operations, including the recruitment process. Read [here](#) to know how to leverage technology for your hiring needs.

Before the internet, recruiters often placed job ads in newspapers while candidates applied in person or faxed resumes. However, the recruitment landscape has radically transformed over the years. New trends have emerged as companies improve their recruitment processes. The need to stand out and attract the best candidates with increased efficiency has opened the doors for new hiring tools and strategies. Whether through recruitment outsourcing or utilizing an employer of record, companies have leveraged these methods to land top global talent.

However, most of all, integrating technology has revolutionized how organizations attract, assess,



and hire employees. It has become an indispensable tool in the recruitment toolbox, from AI-powered applicant tracking systems to virtual interviews.

How Technology Influenced Today's Recruitment Industry

Undoubtedly, technology has empowered organizations to streamline hiring efforts and attract the best talent. These advancements have more than just enhanced efficiency and speed in recruitment. They also created a paradigm shift in candidate expectations and the hiring landscape. Here are some key technological advancements shaping the hiring efforts of today's businesses.

1. Application Tracking System

Application tracking system (ATS) platforms have become an integral part of modern recruitment processes. They reduce the time and effort required to look for suitable candidates because they automate candidate data collection, storage, and analysis. With this technology, recruiters can efficiently manage large volumes of applications and identify top candidates—significantly enhancing the overall hiring experience.

2. Artificial Intelligence and Machine Learning

As with other business processes, Artificial Intelligence (AI) and Machine Learning (ML) algorithms enable intelligent



automation for data-driven decision making in recruitment. For instance, some recruiters now use AI-powered chatbots to engage with candidates. These chatbots can help answer frequently asked questions or schedule interviews, providing a seamless candidate experience. On the other hand, Machine Learning algorithms can help recruiters analyze vast amounts of data, determine patterns, and predict candidate success easily. With this technology, companies can enhance the accuracy and efficiency of candidate selection.

3. Video Interviews and Assessments

With the rise of remote work and global talent sourcing, video interviews and assessments have become

integral. Gone are the days when people had to attend interviews and take tests in person. Instead, most companies now use platforms with video interviewing capabilities to save time and resources while ensuring a more inclusive hiring process as they conduct virtual interviews. Additionally, AI-driven video assessments can evaluate candidate skills and cultural fit, providing valuable insights for decision making. This way, you can ensure a globally competitive team of employees.

4. Social Media and Online Presence

Social media platforms, such as LinkedIn, Facebook, and Twitter, have become powerful tools for recruitment in the past decade.

With over 4 billion active social media users, employers have leveraged these platforms to proactively source talents, engage with potential candidates, and showcase their employer branding. Moreover, professional networking sites let recruiters access vast candidate pools. It also allows them to conduct targeted candidate searches based on their required skills, experience, and qualifications.

5. Data Analytics and Predictive Hiring

Besides ATS platforms, recruitment analytics and predictive hiring have become integral in the hiring process. These technologies enable recruiters to identify trends, measure the effectiveness of their recruitment strategies, and optimize their processes for better outcomes. Meanwhile, recruiters use historical data for predictive hiring models to forecast candidate performance and retention. Organizations can make informed hiring decisions and choose the best candidates while increasing retention rates.



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Veterans, get ready to power your tech future here at Global IT

Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive Veterans benefits. We accept Chapter 33 Post 9/11 GI Bill®, Chapter 30 Montgomery GI Bill® for Active Duty, Ch 31 Vocational Rehabilitation and Employment (VR&E), and VRRAP. Whether you are serving or have already served, Global Information Technology is here to work with you to start your IT career. These benefits may cover up to 100% of tuition and fees and housing allowance, courseware, and other training related costs as well.

The Department of Veterans Affairs (VA) is accepting new training program enrollments for veterans wishing to use their GI Bill benefits. These training programs help veterans get the technology skills they need to join some of the fastest-growing industries in the United States. Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive benefits under the GI

Bill - Chapter 31 and Post-911 programs. Participating veterans will receive high-tech training, tuition, and housing allowance assistance).

For more information about your specific benefits in regards to your service, call 248-557-2480 to set up an appointment with one of our School Certified Officers (SCO, career advisors) or complete the inquiry form at <https://www.globalitech.com/va-p>





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Career Guide



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Quick and to the point Career Advice

Question: *“Andrei, I need your help. I was fired from my last job and it seems to be coming up in job interviews. How do you suggest for me to respond when asked about my past?”*
– Thomas Downery

Thomas, I get it - trust me. Things do happen, so don't beat yourself up too much. When addressing being fired in an interview, be honest and brief about the situation, explain what you learned from the experience, focus on positive takeaways, and avoid blaming your previous employer; instead, emphasize how you've grown and are now a better candidate for the role.

Key points to remember:

- **Be upfront:** Don't try to hide the fact that you were fired, but present the information calmly and professionally.
- **Understand the reason:** Before the interview, clearly understand why you were terminated to give a well-informed answer.

- **Focus on the positive:** Frame your explanation around the lessons learned and how they will benefit your performance in the new role.
- **Avoid negativity:** Don't badmouth your previous employer or colleagues.

Here is an example response as well: "While my previous role at [Company Name] didn't work out as planned due to [brief explanation of reason for termination], I took the opportunity to reflect on the situation and learned valuable lessons about [specific skill or area of improvement]. I'm now confident that I can apply these insights to be even more successful in this new position."

Lastly, avoid these things right here:

- **Excuses:** Don't make excuses or try to shift blame to others.
- **Emotional language:** Stay calm and professional, avoid sounding defensive

I hope this advice helps. You got this, and best of luck!

- *Andrei*



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November 2024 Career Services Workshops: GIT's Lunch and Learn Events

*Message from Jennifer Bowden,
GIT's Career Services Manager*

Hello Global IT community!
GIT's workshops and 'Lunch and Learn' events are short sessions with the information you need to get a jump-start on your job search. Our upcoming workshops here at GIT include:

Tuesday, Nov. 5, 5 p.m. –

Resume Writing

Your resume is the foundation of a successful job search. This session will explain the essential sections of a resume and show you how to add the skills and experience that get you noticed.

Wednesday, Nov. 13, 12 p.m. –

Lunch and Learn:

Communication Skills

Communication skills are listed as an essential qualification in nearly every job posting. Learn more about what employers are looking for and ways to show these skills in your resume and interview.

Thursday, Nov. 21, 5 p.m. –

Interviewing Skills

Interviewing is a skill you can improve with practice. Learn strategies for taming those pre-interview jitters, how to answer tough questions (including the dreaded “Tell me about yourself”), and the best way to follow up with employers.

Register today
at <https://www.global-itech.com/free-seminars/> or
email placement.services@global-itech.com.



GIT thought provoking corner



“Smile and let everyone know that today, you’re a lot stronger than you were yesterday.”

- Drake

Understanding positive thinking and self-talk

Positive thinking doesn't mean that you ignore life's less pleasant situations. Positive thinking just means that you view unpleasantness in a more positive and productive way. You think the best is going to happen, not the worst. It often starts with self-talk. Self-talk is the endless stream of unspoken thoughts that run through your head. If your thoughts are mostly positive, you're likely an optimist — someone who practices positive thinking.



8 Steps to technology career planning and development

When you want to transition to a career in Information Technology (IT/Tech), it is important for you to have a career plan in place. A career plan will help you document how you plan to achieve your career goals. In this article we will share eight steps for successful technology career planning and development for your career transition to tech.

First let's start by defining career planning.

What is Career Planning?

Career planning is the strategic mapping of the key steps that are required to help you achieve your professional goals.

The goal of career planning is to create a blueprint that you can follow as you start your technology career planning and development journey.

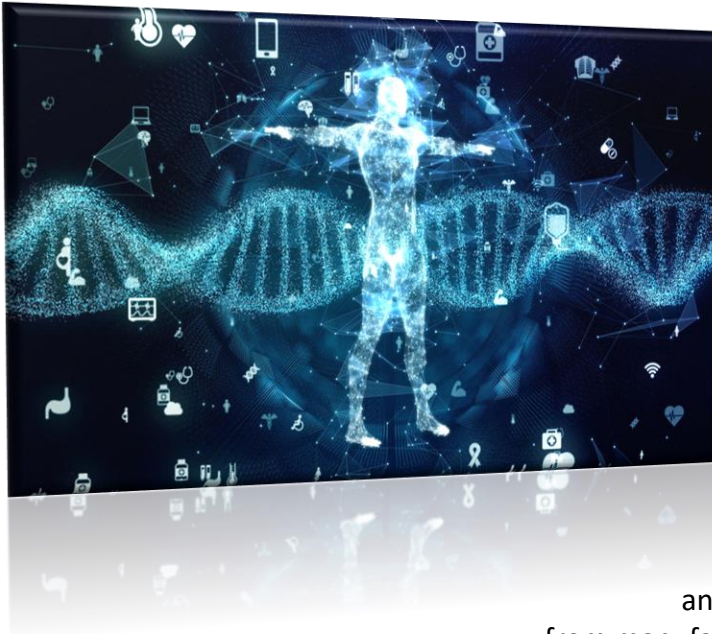
Now that we know what career planning is, let us reveal the steps required to successfully plan your technology career. Below is a list of these steps.

- Step 1: Identify Your Goals
- Step 2: Identify the Skills
- Step 3: Create a Career Path Map
- Step 4: Identify the next-step Job
- Step 5: Acquire the Skills
- Step 6: Apply to Jobs
- Step 7: Network, Network, Network!
- Step 8: Evaluate your Progress



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and regional travel by COVID-19, companies that design and build products will rapidly adopt cloud-based technologies to aggregate, intelligently transform, and contextually present product

and process data from manufacturing lines

Amazon and Instacart - but it has been limited. With 5G networks in place, tied directly into autonomous bots, goods would be delivered safely within hours. Low latency 5G networks would resolve this lack of network reliability and even allow for more high-capacity services like telehealth, telesurgery and ER services. Businesses can offset the high cost of mobility with economy-boosting activities including smart factories, real-time monitoring, and content-intensive, real-time edge-compute services. 5G private networks make this possible and changes the mobile services economy.

The roll-out of 5G creates markets that we only imagine - like self-driving bots, along with a mobility-as-a-service economy - and others we can't imagine, enabling next generations to invent thriving markets and prosperous causes.



2 Predictions made about technology in 2020 that would change the world by 2025

Two views on how technology would change the world stated almost five years ago Did they come true??

1. AI-optimized manufacturing

Paper and pencil tracking, luck, significant global travel and opaque supply chains are part of today's status quo, resulting in large amounts of wasted energy, materials and time. Accelerated in part by the long-term shutdown of international

throughout their supply chains. By 2025, this ubiquitous stream of data and the intelligent algorithms crunching it will enable manufacturing lines to continuously optimize towards higher levels of output and product quality – reducing overall waste in manufacturing by up to 50%. As a result, we will enjoy higher quality products, produced faster, at lower cost to our pocketbooks and the environment.

2. 5G will enhance the global economy and save lives

Overnight, we've experienced a sharp increase in delivery services with a need for “day-of” goods from providers like