

What Is a Good Website for Career Search?

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A while ago, I was utilizing a career board website to identify and apply for employment opportunities. The site had a reputation for posting many opportunities daily. On the site, a career seeker could create a profile, upload a resume and then click away; applying to careers in seconds. I had another window open on my laptop and could see that immediately after I applied, I received a confirmation email saying that I applied. For three months, I would see hundreds of new careers posted daily and I would apply to over 100 careers daily. I was sure that an interview or an offer would be coming soon.

However, after three months, not only was I still unemployed but I had not even been called for an interview. I did not understand why no one would call me being that I had a college degree and several years of experience. I literally applied to over 100 careers a day for three months. I was depressed because my money was running low and bills were overdue. So, I went to a workforce development agency to get assistance with my career search. I heard from a friend about an agency that would help me with my resume, cover letter, interviewing skills and provide me with a Career Developer who would search on my behalf.

While sitting in a career readiness class, I listened to an Instructor with years of business experience. He provided me with some good information that would assist me with my career search. He provided me with resources that would make my search more effective. I learned that on average, 30,000 people apply to one position on a career search website like the one I was using.

After listening to the Instructor and thinking to myself, I experienced an epiphany. The website that I used, which I upload all my information to and could click away for careers, had a lot of pop-ups coming across my screen while applying as well as advertisements in columns on the left and right side of my screen. I could click to learn about educational opportunities, buy furniture and learn how to invest money. I thought to myself, “Why would a website for career seekers, mostly unemployed and/or underemployed, be solicited to buy things while looking for a career?”

I came to realize something that I wish I knew from the beginning: A site that is supposed to be for career seekers and providing information on careers should not be trying to get me to invest money, buy furniture or obtain an online degree from an unaccredited institution. I also came to realize that since I started applying to careers on this website, I had been getting a lot of random emails about opportunities to get a 30 day trial of Viagra, getting a high school diploma in the mail in thirty days, and winning a trip to Hawaii by taking a survey – to name a few. The offers were ridiculous and not the least bit believable.

I went on to find a few career board websites that did not solicit me to buy things or take surveys. These websites did not require me to create a profile and answer un-related career questions. These websites simply posted careers by companies that were hiring and provided a direct email address. I found three good career board websites that did this:

1. Nonprofit Career Board (www.npo.net)
2. Idealist (www.idealist.org)
3. Craigslist (www.craigslist.org)

These three career board websites do not offer the opportunity to click and apply in seconds, but rather provide an email address where I can email a cover letter as in-message text and attach a resume, direct me to the employer's website to apply for the position and instruct me to come to a physical location during business hours to complete an application. After using these resources, I began to get calls and secured a position with a good company.

When I encounter a career seeker who has been unsuccessful in securing employment, I advise him/her on the advantages of using good career board websites to identify opportunities. A career seeker will not be able to apply to careers as fast and easily, but will probably get better results. The focus should be on quality and not quantity.