

# Redundancy – What Next?

## 1) Don't take it personally

Redundancy is not about how **you** have been performing in your job – it is about how your company or industry sector has been performing in the market. Try to remember that it was **your position not you** that has been made redundant.

## 2) Know what you are entitled to

Find out what your company is offering. Talk to union representatives or professional organisations. Seek financial guidance and talk to Centrelink about your eligibility for financial and job search assistance.

## 3) Take time

You may be feeling angry, bitter, resentful, sad, happy, depressed, joyful or all of the above at the same time. This is normal in any loss or change situation. Share how you are feeling with family, friends and colleagues or seek professional advice if you need more information. Start thinking about what next?

## 4) Moving on

Take the time to consider what it really is that you want from a job. What is important in your next role? What kind of company do you want to work for? What are your goals? Do you want to change industry? What matters to you?

## 5) Develop a career plan

- Make a list of all your skills, attributes, education and training.
- Research different jobs that interest you – do you have the skillset that is required? How can you get this skillset?
- Look at training and upskilling options
- Update your resume to be your best marketing tool. Your cover letter and resume need to be competency / skill based, well formatted with no spelling mistakes and targeted for every job you go for.
- Find out about your local labour market
- You may need to consider a 'B' or 'C' option if option 'A' is not available. This does not mean that you are stuck here forever – take what is available and wait for opportunities.

## 6) Network and utilise resources

Think about all the people you know; neighbour, taxi driver, friends, family, local newsagent..... **make sure** they all know you are looking for work.....job leads can come from anywhere!!  
Explore the hidden job market by cold calling.

## 7) Be flexible

In the current market some employers are not hiring full time staff. You may end up with several part-time or casual roles while waiting for your next "full-time" job. Learn from these experiences.....you are maintaining/developing new skills, meeting new people and creating new networks. These may lead to your next opportunity.

**“Try to keep your sense of humour – your attitude is one thing you have control over!”**

**“Focus on making the most of what you know, how you do your job and who you know.”**

**“Don't short change yourself with an average resume – this is usually the first impression of you.”**

**“Develop your interview skills”**

**“Be realistic about your expectations.”**

***To work through these steps call us at the Career Development Centre***



**Career Development Centre**