



How to Address Layoffs on Your Resume

Layoffs are inevitable for many people in today's time. We are living in an age where job security has diminished in certain fields. Being able to obtain work in these fields after a layoff can be hard, especially since layoffs are oftentimes related to failure. In most companies, the first employees to be targeted during a layoff are those who aren't performing well. Sometimes, your performance doesn't matter – the company simply has to reduce the company size to survive.

One way of dealing with layoffs is to not let it bring negativity to your life. This will definitely show when you go to interviews. Don't worry too much about what a layoff on your resume will look like to a potential employer. Negativity can seep through to where it is noticeable, which will make the employer feel you aren't a good candidate. The goal of candidates is to present themselves to employers in confident manner. Confidence is a big part of landing a job.

Bias against Unemployed Candidates?

One would think that someone who is looking for a job is usually unemployed, but this hasn't stopped biased companies from putting their resumes at the bottom of the pile. However, today, we are living in a society where unemployment rates are very high. So this translates into more understanding companies and a lot more hiring amongst the unemployed. This is known as "candidate forgiveness." In these cases, the candidates that are unemployed must meet certain education and experience requirements. Candidate forgiveness has come about because of the economy. Employers understand that layoffs aren't the fault of the candidate.

Problem with Stealth Layoffs

Some companies are tricky about their layoffs, labeling them instead as fired. This is usually done when the company fears acknowledging financial hardships within the organization, so they instead fire people instead of lay them off. There have been instances where last-round interviewees won't make it past the screening process because a prior employer wouldn't own up to the nature of the layoffs.

Looking Employed When You're Not

Don't allow too much time to lapse in between jobs. This means volunteering or taking up contractor positions as a means to show experience and employment on your resume. Just make sure to stick with fields that are related to the one you're in. For instance, if you're a sales



professional, you could take up fundraising in between jobs.