

*7th Annual*  
**Eastern Iowa Online**  
**Job Fair**



See the Employment ads in this section and log on to the Online Gallery August 2-16th  
[www.northscottpress.com](http://www.northscottpress.com)

*Find Jobs At These Businesses Inside:*



Davenport,  
Bettendorf  
& Eldridge



**Tri-City Electric Co.**  
Since 1895  
CONFIDENCE DELIVERED.®



*The* **HUNGRY HOBO**



**EASTERN IOWA COMMUNITY COLLEGES**  
CLINTON ♦ MUSCATINE ♦ SCOTT

**THE Community's College**



**VERA FRENCH**



Media Sponsors include these local newspapers:



# Eastern Iowa Online Job Fair



## 6 ways to tame nerves before a job interview



Interviews are an integral component of the hiring process. According to Zipia, the average corporate job opening garners 250 résumés. Among those, only four to six people are likely to be interviewed.

With such competition for jobs, landing an interview is an opportunity to be cherished. Furthermore, candidates should do their best to ensure interviews

go as smoothly and effectively as possible. Nerves can derail an interview. Nervous energy is a byproduct of humans' "flight or fight" response in stressful situations. Adrenaline builds up in the body and that can make for a nervous interview. The following anxiety-taming tips can help anyone remain calm, cool and collected during an interview.

1. Laugh out loud. Humor can diffuse

nervous feelings. Rather than stewing on the upcoming interview, watch a funny movie or listen to some standup comedy to help you laugh and lighten up.

2. Leave plenty of time for travel. Anxiety can creep in if you're running late for an interview. Leave plenty of time to get there when interviewing in person. You don't want to stroll in sweaty and out of breath because you just ran from the subway station or parking lot. For remote interviews, ensure that meeting links are working properly and that you understand how to use the conferencing application in advance of the interview.

3. Be prepared. Prepare for the interview and conduct a trial run with a friend or family member. Research commonly asked interview questions but be prepared to answer more job-specific queries as well. Preparation can help you feel less nervous and more in control.

4. Clear your mind. Figure out which relaxation method works for you and employ it. Some find taking a short stroll outside enjoying nature clears

their mind, while others prefer deep breathing and meditation. Some people may feel more relaxed after an exercise session. Build these coping mechanisms into your schedule on the day of an interview.

5. Change your perception. An interview is a conversation and not an interrogation. Certainly you are selling yourself to the recruiter, but the company also has to sell itself to you. Interviews are two-way streets to determine if the employer-employee dynamic is the right fit. Remembering that you are on somewhat equal footing can make the interview less nerve-wracking.

6. Make small talk. While waiting to be called into the interview, speak with others, such as the receptionist, other employees walking by or even people in the elevator. Small conversations can shift your focus from internal thoughts to external stimuli.

Job interviews can drum up nerves, but there are strategies to help candidates overcome their nerves.

# The Right Job. Right here!

See the Employment ads in this section and log on to the Online Gallery August 2-16th and go to the Job Fair tab.

[www.northscottpress.com](http://www.northscottpress.com)



## How to navigate a remote interview

Not so long ago, job interviews were conducted almost exclusively in person. Hiring managers were able to assess candidates during these interviews, getting an idea about everything from the applicant's skill set to how he or she affected the energy in the room to body language and the confidence of a handshake.

Today a growing number of interviews are virtual. Many are conducted via popular video conferencing apps like Zoom. In a recent survey of talent leaders and recruiters conducted by the tech firm Talview, 80 percent of respondents said their hiring process is now fully remote. There are many advantages to remote/virtual interviews. They tend to be more convenient for screening applicants for remote positions because the applicant pool may be coming from anywhere around the world. Remote interviews also can be less time-consuming.

As useful as they can be, remote interviews are not foolproof. Technical snarls or uncooperative conditions at home can affect remote interviews. Virtual interviews also may not give candidates an accurate idea of the culture at a given firm. But remote interviews are likely here to stay, so here's how candidates can put their best (virtual) foot forward.

### Test the technology

Open the conferencing app and test links to make sure that you can get on the service and understand how it functions. Log in early, even if it means sitting in a virtual waiting room until the meeting organizer arrives. At least you'll be ensured of being on time.

### Have a cheat sheet at the ready

A remote interview gives candidates a distinct advantage, as they can utilize notes without it being obvious. Place them just above the device camera or off to the side slightly so you can refer to them like one may read a teleprompter or cue cards on television.

### Use your space wisely

If you'll be on video, set up your space and your appearance so that it is professional but engaging. Use your home office environment to make a strong impression. Keep background clutter to a minimum. If necessary, use a virtual office backdrop, which was preferred by 97 percent of the 513 recruiters that Harvard Business Review observed and interviewed over an eight-month period in 2020.

### Engage with the interviewer and avoid distractions

Distractions can knock you off of your game and make you come across as less engaging to recruiters. Ask housemates to make themselves scarce during the interview and lock pets out of the room. Silence your phone (if it isn't the device

being used for the interview) and look into the camera while speaking. Maintaining eye contact is a sign of respect and confidence. If the interviewer is speaking at length, utilize the mute button on your phone or conferencing app to silence ambient noise.

Remote interviews are a large part of modern working environments. Mastering an ability to interview remotely can help candidates ace their next interview.



## NOW HIRING



### COMPANY DRIVERS

Established in Eldridge, Iowa, Amhof Trucking, Inc. has over 47 years of experience delivering aluminum products, planters, tractors, combines, robotics & pet food for some of the most successful shippers in the world. Located just north of the Quad Cities, we have established a solid network of shippers to give our drivers the best of both worlds; the miles they want, the pay they deserve. We have immediate openings for CDL Class A truck drivers to join our growing team. Be home every other night, every weekend, or stay out longer - it is up to you! Create the perfect balance of home time and miles for you and your family. Amhof drivers pull van, flatbed, and oversized freight and with pre-loaded trailers, you can leave straight from our terminal, no waiting at a shipper. Top pay guaranteed with \$5,000 sign on bonus, earned vacation time after 90 days and 80 hours paid vacation after year 1, holiday pay, medical coverage after 30 days, accessorial pay, safety, performance, & inspection Bonuses, state of the art equipment, premium 401K retirement plan, rider, pet policy and more!

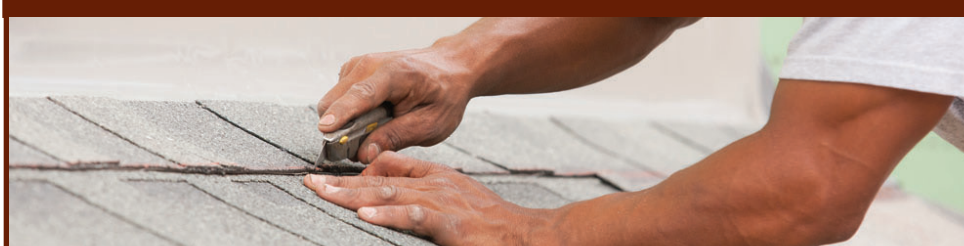
### WAREHOUSE POSITION

Local, family-owned and operated trucking company with 40 years of service in the Quad Cities has an opening for a full-time warehouse position. Forklift experience required. Must be able to lift over 75 pounds. Must have a good work ethic and also must have a driver's license. Excellent benefits package that includes paid vacation, holidays, sick leave and 401K retirement plan. Apply at [www.amhof.com](http://www.amhof.com) looking for, Amhof Trucking is your carrier!



Visit [Amhof.com](http://Amhof.com) to apply and follow us on Facebook

## NOW HIRING COMMERCIAL AND RESIDENTIAL ROOFERS



Looking for dependable people to join our team.

Prior roofing a plus but not required. On-the-job training available. Benefits include Health, Dental, Vision, Life and Simple IRA package. Stop in for details.



**APPLY IN PERSON AT:**  
220 N. 9th Ave., Eldridge, Iowa

## SEARCHING FOR THE RIGHT



Join our team building HVAC accessories!

- Flexible with schedules
- First shift hours 8am - 4:30pm
- Part time & full time positions available

Email your resume to:  
[jreynolds@suncourt.com](mailto:jreynolds@suncourt.com)



## NEED EXTRA CASH?



is looking for more Team Members for our Eldridge & LeClaire locations. Those accepted may be subjected to: flexible hours, weekly paychecks, free sandwiches and a variety of bonus opportunities.

apply at  
[hungryhobo.com/careers](http://hungryhobo.com/careers) or at any of our 12 greater Quad-City locations.



FULL-TIME AND SEASONAL OPENINGS  
**JOIN OUR TEAM**  
SEASONAL DRIVERS AND OPERATORS

[WWW.RIVERVALLEYCOOP.COM/CAREERS](http://WWW.RIVERVALLEYCOOP.COM/CAREERS)

## You deserve MORE.



### Earn it at Eastern Iowa Community Colleges.



**EASTERN IOWA**  
COMMUNITY COLLEGES  
CLINTON • MUSCATINE • SCOTT

Train for the career you want today!  
Choose from more than 30 hands-on career programs.

Fall classes begin August 21!

**THE Community's College**

Get started today at [eicc.edu](http://eicc.edu) | Toll-free 1-888-336-3907

EICC is an EEO/AA/Title VI, VII & IX/ Section 504/ADA/ADEA institution. For a complete copy of our statement, please visit [eicc.edu/eoo](http://eicc.edu/eoo).

### Looking for MORE?

Pay? Benefits? Opportunity?

Apply for a job with Eastern Iowa Community Colleges! Now hiring for dozens of positions, including faculty and staff.



Scan the QR code or visit [eicc.edu/jobs](http://eicc.edu/jobs) to explore all of our openings.

### BENEFITS

- ✓ Medical, Dental, and Vision Insurance
- ✓ Retirement
- ✓ Vacation and Sick Leave
- ✓ Community Perks

# Eastern Iowa Online Job Fair



## How mid-career professionals can find their next job

Newly minted college graduates often utilize career placement services at their colleges and universities as they seek to land their first job in their chosen field. Such services typically are not utilized by mid-career professionals, who are generally those individuals with ample experience but who are still many years away from retirement. But it's not necessarily easy for anyone to find a new job in the digital era, so mid-career professionals can utilize some strategies to increase their chances of finding a job that allows them to advance to the next step in their careers.

- Identify your priorities. Mid-career professionals who are working but want to move on to a new opportunity have the luxury of looking for a position that aligns with their priorities and should take full advantage of that position. Identify what you like or don't like about your current job. Variables that merit consideration include the job itself, but also company

size, workplace culture and benefits and perks. Make a list of these priorities and identify which are most and least important to you, and then allow that list to inform your search for a new job.

- Determine if your next job will be your last job. Many mid-career professionals looking for a new job may be looking with the intention that their next employer will be the last company they work for. If that's the case, then it's important to keep that in mind as you begin your search. Opportunity for professional growth and advancement should be available within an organization that you envision being the last firm you work for. If you enjoy the challenges and excitement that comes with switching employers, or even careers, then you may not need to prioritize advancement opportunities over chances to beef up your experience.
- Practice interviewing. Mid-career

professionals may not have interviewed for a job in many years, and the process of interviewing has undoubtedly changed since individuals were offered their current jobs. For example, initial interviews are now often conducted over conferencing apps like Zoom, so mid-career professionals may want to study up on how to master such interviews. Everything from lighting to backgrounds to how you sit during the call can affect interviewers' impression of you as a candidate. So preparing for interviews may involve more than traditional steps like studying up on the company and preparing responses to questions interviewers may ask.

- Utilize a recruiter. Mid-career professionals can benefit from the services of a recruiter. Recruiters can provide pointers on constructing a résumé and how to answer interview questions with the goal of emphasizing your experience and accomplishments. Such insight can be invaluable for established professionals.

Mid-career professionals looking

for their next job can utilize various strategies to ensure they ultimately land at a company that values their experience and challenges them in new and exciting ways.



**Sevita**

Leading with our hearts and minds, that's living.

Careers, well lived.

### Discover a promising future at Sevita!

If you enjoy working alongside dedicated teammates and trusting leaders, you'll find meaningful opportunities to grow your career and use your energy and skills to help people live well.

#### Join our REM Iowa team as a Caregiver. We offer:

- > Competitive pay
- > Full benefits\*
- > The chance to make an impact
- > Instant access to earned wages
- > Opportunities to grow
- > Employee referral bonuses

\*For employees working 30 or more hours per week. Equal Opportunity Employer, including disability/veterans.

\$1,500 SIGN ON BONUS!  
Explore careers, well lived at [SevitaCareers.com](http://SevitaCareers.com)



# The Right Job. Right here!

See the Employment ads in this section and log on to the Online Gallery August 2-16th and go to the Job Fair tab.

[www.northscottpress.com](http://www.northscottpress.com)



## How to navigate salary inquiries during the interview process

Navigating a job search can be exciting. As professionals look to take the next, or even the first, step in their careers, they may encounter numerous opportunities that will allow them to make the most of their talents and fulfill their potential.

The excitement of a job search is sometimes accompanied by nerves. Nervousness often fluctuates during the hiring process, and salary is one area that can cause some anxiety. As candidates progress through the interview process, salary can seem like the elephant in the room. No matter how great an opportunity may be, professionals still want to ensure their salaries are commensurate with their experience and reflective of their talent.

In an ideal situation, hiring managers will discuss salary early in the process. In fact, many job postings list salary range in the job description. However, that information may not be as readily available when professionals earn interviews through networking. That's a significant distinction,

as surveys have indicated that networking is how many experienced professionals find new jobs. In fact, a 2012 analysis of data from sources such as the U.S. Bureau of Labor Statistics and Glassdoor conducted by Interview Success Formula concluded that as many as 80 percent of job openings are never advertised. So it's often not as simple as scouring a job listing to determine salary range.

Candidates should not interpret a failure to broach the topic of salary as a firm having something to hide. A lack of salary information in a job posting might be related to potential legal concerns. In an effort to combat pay discrimination, a growing number of state and local governments now forbid employers from asking about candidates' salary histories. The human resources experts at HR Dive note that 21 states in the United States have state-wide bans that prohibit employers from asking about salary histories. Those bans are not in place in Canada, but in 2019 Ontario

became the first province to pass pay transparency legislation that mandated all publicly advertised job postings include a salary range. Various firms in the United States insist they are committed to transparency and will list salary ranges in job listings. But even those that do not list salary range in a listing may reference it during an initial interview. Candidates in the early stages of the hiring process can therefore benefit from being patient.

If salary still hasn't been brought up after an initial interview or a second interview, candidates can request a range. An initial interview is not the appropriate time to do that, as it can make candidates appear overeager about salary. However, requesting a range after a first or second interview indicates to a firm that candidates are still interested in the position. And though it can spark some nervousness on the part of candidates, it's entirely reasonable to request a salary range before com-

mitting any additional time to the interview process, especially since that process may require travel and time off from work.

Salary can be the elephant in the room during a job interview. A patient and delicate approach to salary discussions can reflect positively on candidates and ensure they get the information they need to make the most informed career decision.

## Your place to find your new path.

**This McDonald's Provides Benefits That Will Make You Say, "i'm lovin' it!"\***

- Starting wage up to \$14 per hour (15 year-olds start at \$10 per hour)
- Tuition assistance of \$2,500 - \$3,000 per year
- Flexible work schedule
- Free meal whenever you work
- \$250 bonus for any referral employed at least 60 days
- \$100 bonus for every Employee of the Month
- Attendance recognition with Amazon gift cards
- Birthday bags with Amazon gift cards and other fun prizes
- Paid Time Off (PTO)
- People Week recognition and celebrations
- Years of service recognition awards
- Frequent wage and performance reviews
- 401K retirement plan + health, dental and vision insurance
- Prize bins loaded with fun items
- Free uniforms

**ARCHWAYS TO OPPORTUNITY™**  
[ArchwaysToOpportunity.com](http://ArchwaysToOpportunity.com)

**Apply in person** at any of our Davenport, Bettendorf or Eldridge locations.

\*McDonald's of Davenport, Bettendorf, and Eldridge, Iowa. Please see the restaurant General Manager (GM) for additional details.



**Now Hiring People Like You!**

**Retail Service Specialist & Job Coach Positions**

Excellent Benefits, to include: Generous store discount, PTO and holidays (PT eligibility too!) Health insurance and retirement benefits for Full time

**Not looking? Tell someone you know!**  
[www.workatgoodwill.com](http://www.workatgoodwill.com)

**great place to work**

Goodwill of the Heartland is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, creed, color, religion, age, sex, national origin, genetic information, sexual orientation, gender identity, physical or mental disability, marital status, veteran status or other protected categories.

**Discover a promising future at Sevita!**

If you enjoy working alongside dedicated teammates and trusting leaders, you'll find meaningful opportunities to grow your career and use your energy and skills to help people live well.

**Join our REM Iowa team as a Caregiver. We offer:**

- > Competitive pay
- > Full benefits\*
- > The chance to make an impact
- > Instant access to earned wages
- > Opportunities to grow
- > Employee referral bonuses

\*For employees working 30 or more hours per week. Equal Opportunity Employer, including disability/veterans.

\$1,500 SIGN ON BONUS!  
Explore careers, well lived at [SevitaCareers.com](http://SevitaCareers.com)

**Start a career with us today!**

**Apply online via the QR code, or email your resume to [apply@tricityelectric.com](mailto:apply@tricityelectric.com) or mail to Tri-City Electric Co., 6225 N. Brady Street, Davenport, IA 52806**

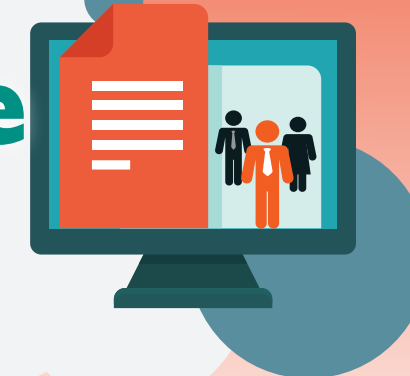
**Tri-City Electric Co.**  
Since 1895  
CONFIDENCE DELIVERED.™



# Eastern Iowa Online Job Fair



# Eastern Iowa Online Job Fair



## 4 topics to avoid during a job interview

A 2018 survey of more than 1,000 hiring managers and human resources professionals revealed some surprising things about modern hiring practices. The survey, conducted by The Harris Poll on behalf of CareerBuilder®, provided a wealth of insight about the hiring process, including some of the unusual things people have done in interviews. Asked to share the most unusual things candidates have done during interviews, employers and hiring managers indicated job seekers had asked for a cocktail, broke out in song in the middle of an interview, asked to taste an interviewer's coffee, and even wore a costume of Darth Vader to an interview.

Though many of those replies undoubtedly elicited a laugh (and likely some shock), they indicate that many people aren't entirely sure about how to act during a job interview. Most professionals probably don't need to be told to avoid asking for a cocktail or to leave their costumes at home when leaving for an interview, but some might not know to avoid certain topics. Others may simply venture into uncomfortable conversational territory due to nerves. Though there might not be a formula for a successful interview, if there were it might include avoiding these four topics.

1. Negative experiences about current or past employers: Positivity should reign supreme during a job interview, so candidates should avoid any negative comments about a current or past employer. Such comments give interviewers the impression that a candidate could be

difficult to work with. Negative comments about an employer also suggest a candidate is unprofessional.

2. Politics: Whether it's office politics or the goings-on in the political arena, this topic should not make it into a job interview. Politics understandably brings out a passion in many people, but candidates should emphasize their passion for the opportunity at hand and not their enthusiasm for a particular politician or political party during a job interview.

3. Personal life: Hiring managers and in fact anyone conducting a job interview is legally obligated to avoid topics that could be interpreted as discriminatory. Candidates who bring up their personal life in an interview could be putting interviewers in an awkward position, which may ultimately affect their impressions of the person being interviewed. Candidates can do their candidacy and their interviewers a favor by avoiding discussions of their personal life during an interview.

4. Salary: Bringing up salary might not be as big a red flag as political opinions or negative comments about past employers, but it's best to wait until the interviewer broaches the topic. Asking about salary before the interviewer brings it up could give the impression that a candidate is only interested in the money and not the opportunity.

Successful interviewing is a skill that candidates can cultivate. Knowing which topics to avoid during an interview is an important part of that cultivation process.



## Did you know?

Applying for a job can be an exciting experience, and many applicants get their hopes up about landing interviews and eventually job offers. It's important to note that early action is key when filling out applications. Chegg CareerMatch™ indicates competitive roles at major companies may garner hundreds of applications, and most employers look over them in the order they have been received. That underscores the importance of early submission. Due to an abundance of

applications, applicants should not expect regular communication from a potential employer after the application is submitted. Applicants likely will not hear from anyone unless they are asked to be interviewed. An automated email confirming receipt of an application followed by radio silence is not uncommon. Feel free to follow up with the hiring manager if it's been two weeks and you have not heard back.

## How to negotiate a job offer

Job offers can spark a whirlwind of emotions. After spending weeks or months trudging through job postings, remote interviews, phone calls, and reference requests, individuals may be eager to sign on the dotted line and get to work. Though it's easy to let that excitement take over, professionals must carefully study a job offer to ensure it's in their best interests.

It's not uncommon for professionals to worry that careful consideration of a job offer can make them appear greedy or unappreciative. However, any firm worth working for will allow candidates ample time to consider an offer and even negotiate terms if the need arises. In such instances, professionals can consider these negotiation tips.

- Work with a recruiter. A professional recruiter can be your best advocate. Recruiters function as the intermediary between candidates and companies. These individuals can help professionals negotiate a fair offer and benefits in line with market compensation levels and current trends, according to LinkedIn. Employers may take recruiters seriously, and recruiters will have no qualms about negotiating because they are third parties in these conversations and can serve as the proverbial "bad guys" if need be.

- Think about what you want most. Negotiation terms should reflect what matters most to you, which may differ from person to person. Salary is not the only negotiable. Perhaps a certain amount of vacation time

is important because you routinely need an alternative start time to accommodate childcare needs? Or you may want to solidify retirement savings and can negotiate for a larger match to your 401(k) plan? Focus on one or two negotiation points to get the best employment terms.

- Verbally negotiate with the hiring rep. It's important to negotiate before a written offer is presented. This is when you have the most leverage. Once an offer is put on paper, managers may be more reluctant to change terms. Take a day to mull over the offer and make a list of wants; then ask for a call with the recruiter. You never know what you can get if you don't ask.

- Expect some give and take. An

employer likely will not cave to all of your demands unless they are desperate to fill the role. Negotiations often are marked by trading one thing for another. For example, an uptick in personal time off may come at the compromise of having to work longer hours each day. While you may not be able to get a big salary increase, the employer may be able to offer you a better title, which can translate into more upward growth in the industry when you move on to another job. Again, if money is an issue, an employer may be willing to make up for a certain salary by offering stock options, expense account allowances or other perks.

Job seekers shouldn't be afraid to negotiate offers with prospective employers.

# Find the Perfect Job

You can find plenty of local job listings located in our classified section Bend of the River Bizzzy Bee, that runs in the North Scott Press, Wilton-Durant Advocate News, and West Liberty Index



563-285-8111



563-732-2029

319-627-2814



VERA FRENCH COMMUNITY MENTAL HEALTH CENTER  
1441 W Central Park Ave. Davenport, IA • 563-383-1900

## JOIN OUR TEAM

### Direct Support Staff

Full-time or part-time, all three shifts available

Opportunities available in our Habilitation Homes, Residential Care Facilities and Crisis Stabilization Home

- Work with clients on various skills and goals
- Provide protective oversight
- Transport clients to appointments, jobs, etc.

+ \$3/hr shift differential (2nd shift)  
+ \$2/hr shift differential (3rd shift)  
+ \$2/hr weekend differential

### We're Expanding!

Opening Fall 2023 in Bettendorf!



Various openings for professional and support staff are open now!

### Competitive salary and benefit package:

- Paid Holiday, Vacation & Sick Time
- Group Health, Dental & Vision
- Life Insurance, AD&D, LTD
- 401(k) with Employer Match & Contribution
- Tuition & Loan Reimbursement Program
- Employee Referral Program



For more information and to apply please visit:  
[www.verafrenchmhc.org/careers](http://www.verafrenchmhc.org/careers)



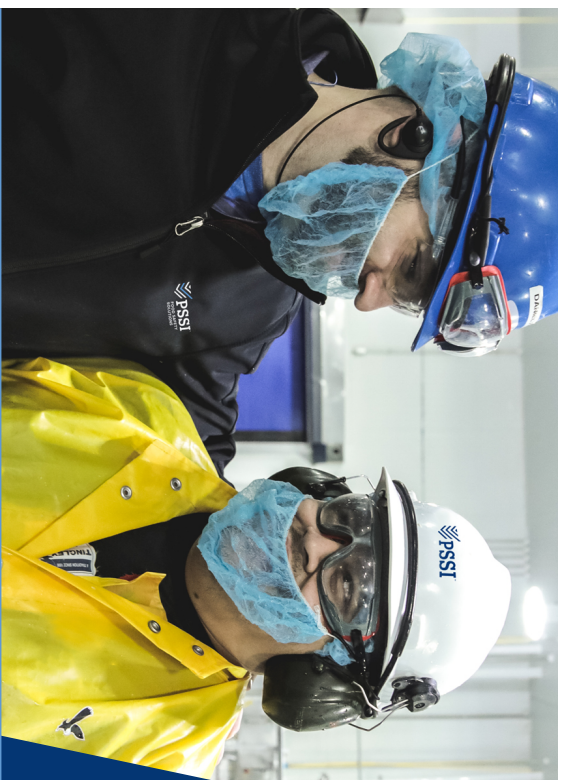
SCAN ME

## SSAB



SSAB Iowa is transforming the future of steelmaking.

Come join our team!  
[ssabjobs.com](http://ssabjobs.com)



# Join Our Team!

- Paid Weekly
- Overtime Available
- Full Benefit Package Available
- Advancement Opportunities



## APPLY NOW

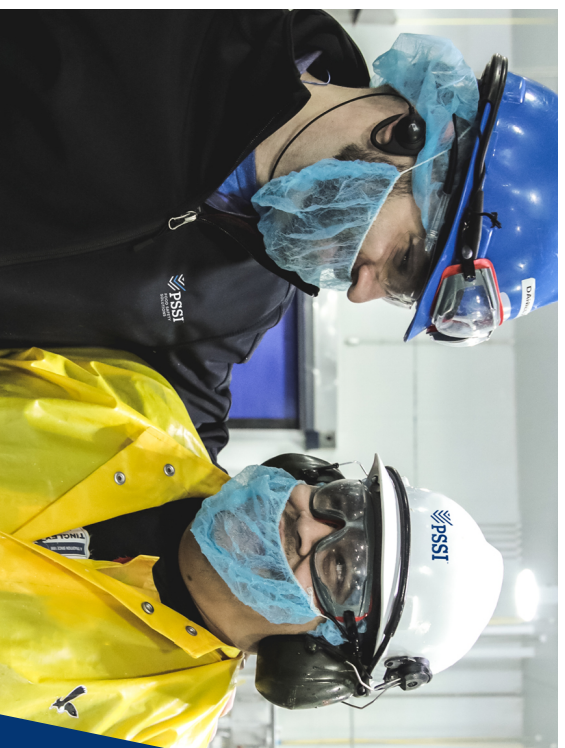
Find out more or apply now using one of these options.

VISIT [JOBS.PSSI.COM](http://JOBS.PSSI.COM)

CALL **608-632-3269**

TEXT **PSSIJOB**s to 85000

- No experience necessary
- 30-day training provided
- Must be 18 years old or older
- Ability to work with machinery and lift up to 40 lbs.



# ¡Únete a Nuestro Equipo!

- Pago semanal
- Horas adicionales disponible
- Paquete de Beneficios Completo Disponible
- Oportunidades para Avance



## APLICA AHORA

Descubre mas o aplica ahora usando una de las opciones:

VISITA [JOBS.PSSI.COM](http://JOBS.PSSI.COM)

HABLA **608-632-3269**

ENVIE TEXTO **PSSIJOB**s a 85000

- No necesita experiencia
- 30 días de entrenamiento
- Necesita tener 18 años o mas
- Poder trabajar con maquinaria y levantar hasta 40 libras

## LOCATIONS

3rd Shift Columbus Junction, IA  
\$23.00 per hour  
Tercer Turno Columbus Junction, IA \$23.00 por hora

3rd Shift Hillsdale, IL  
\$18.00 per hour  
Tercer Turno Hillsdale, IL \$18.00 por hora

2nd & 3rd Shift West Liberty, IA  
\$19.00 per hour  
Segundo y Tercer Turno West Liberty, IA \$19.00 por hora

## SCAN HERE

AIM YOUR MOBILE DEVICE CAMERA AT THIS CODE FOR MORE INFORMATION

