



Professional Development

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Standing Out in a Virtual Interview

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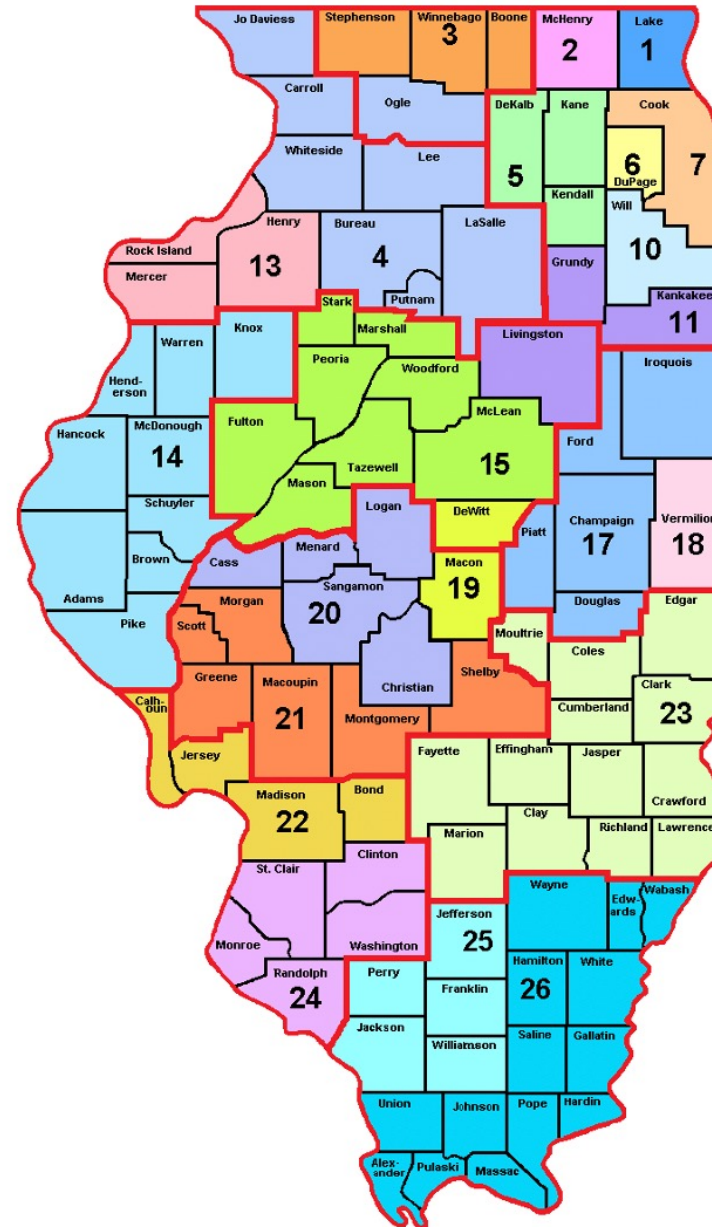
Presenter



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Where is Your Local Area?



Which partner do you best represent?



Agenda

- Introduction to Virtual Interviewing
- Virtual Interview Tips
- Introduction to Illinois workNet Interview Prep tool



Virtual Interviews, Here to Stay?

- 1,100 U.S. employers
- 82% said they adopted virtual interviews for candidates because of the pandemic.
- 93% expect to continue to use virtual interviews in the future.



Virtual Interviews, Here to Stay?

- 61% of surveyed recruiters said the hiring process will be a combination of virtual and in-person going forward
- 22% said they plan to conduct all virtual hiring.



Types of Virtual Interviewing

- 1. Live Video Interviews or two-way live
 - Used as a replacement for in-person interviews in a remote environment
 - Interviewers use videoconferencing tools

- 2. One-Way Interviews
 - Typically used earlier in the hiring process as a preliminary screen interview, not meant to replace face-to-face, live interactions.

Poll

- Have you ever done a live video interview/two-way virtual interview?
- Was it more or less difficult than a face-to-face/ in-person interview?
- Why?



Poll

- Have you ever done a one-way virtual interview?
- Was it more or less difficult than a face-to-face/ in-person interview?
- Why?



Benefits to Virtual Interviewing

- Accessibility
- A Shorter time-to-hire for the employer
- A more streamlined hiring process
- A better candidate experience for some because applicants have more control over when and where they interview.



Benefits to One-Way Virtual Interviews

- Standardized the preliminary interview process
- Boosts hiring collaboration, as hiring managers can provide input earlier on.
- Results in better hiring outcomes
- Employers can interview more people giving candidates more opportunities
- The decision on whether a candidate advances isn't solely dependent on one person, reducing bias.

Presenter

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Presenter

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Illinois workNet Interview Prep Tool

- **Interview Prep Tool** - Practice for interviews. New features allow students to:
 - Browse through over 1,000 types of interviews
 - Record responses to interview questions
 - Customize and create their own interview and choose from over 12,000 questions
- Practicing an interview in advance will get students thinking about how best they can answer questions they may be asked.



Accessing the Interview Prep Tool

- Free to use and access with an Illinois workNet account
- Once account has been created
 - Login to Illinois workNet
 - Click the Resumes button in the banner
 - Select Take a Practice Interview
- Browse through over 1,000 interviews available to create your own interview from over 12,000 available questions



Tech Tips to Prepare for the Practice and Interview

- Make sure microphone and webcam work properly. (Close any other programs that may be using a webcam or microphone, especially video chat programs such as Skype.)
- Prior to an interview, if the customer knows whether it will be on Zoom, Teams, or another platform they should check and make sure their audio/video works in that platform to make certain they are ready to go.
- Customers may find that their computer needs updates, software needs to be updated or installed, or their internet speed works better in one area of their house than another.
- Additionally, they will want to be comfortable using the webinar or meeting platform and device equipment.
- They should be sure that they know how to easily mute and unmute themselves and that they are able to access any files they may want to send.



Illinois workNet Interview Prep Tool

Demonstration

Questions?
