



A Declassified Job Market Revival HTM Job Search Guide.



MD EXPO
April 11-13, 2023 • Houston, TX



DISCLAIMER

The views discussed and presented in this session are those solely of the presenter themselves and do not represent the collective or singular official view of the Department of Veterans Affairs.



ABOUT ME




Joemart Ian Contreras
VA North Texas Healthcare
System
Staff Biomedical Engineer





TABLE OF CONTENTS

- 
- 01 IMPACT OF COVID-19
 - 02 NAVIGATING THE MARKET
 - 03 THE JOB SEARCH
 - 04 FINAL THOUGHTS



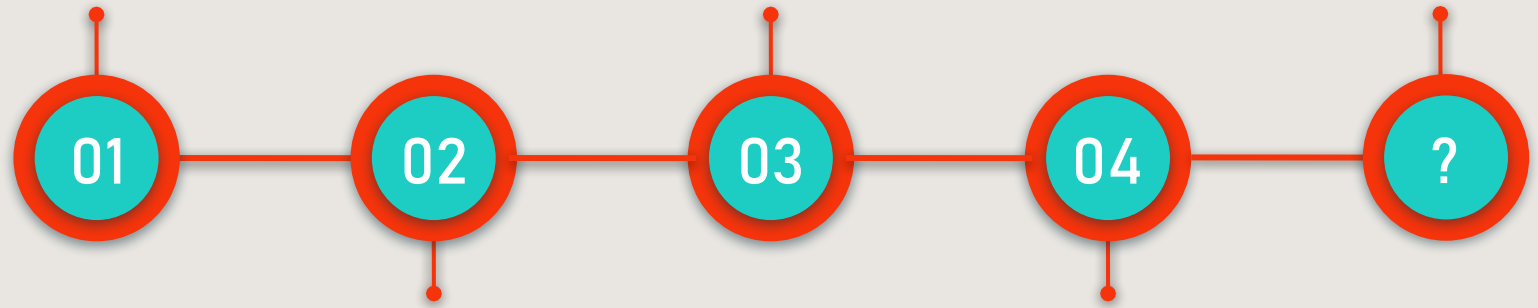
01 IMPACT
OF
COVID-19

TIMELINE

Mar-Apr 2020
Unemployment spikes to levels since the Great Depression

2021-2022
Great Resignation gains traction and employers face labor shortage and talent retention

2023-



May-Dec 2020
Businesses reopen, companies adopt remote work/hybrid policies, market shows signs of improvement

2022
Quiet quitting term coined, beginning of big-tech layoffs, continuation of Great Resignation trends



HOSPITAL IMPACT

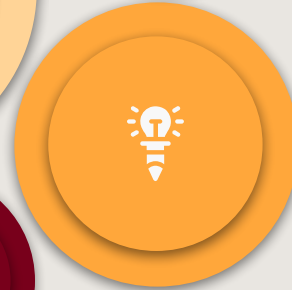
INCREASED
DEMAND FOR
MEDICAL
EQUIPMENT



FINANCIAL
PRESSURE



HIGHLIGHT HTM
AS CRITICAL
ROLE



SHIFT TO TELEHEALTH
SERVICES





THE GREAT RESIGNATIO N





50.5

M

U.S. Bureau of Labor Statistics' Job Opening and Labor Turnover Survey





QUIET
QUITTING

VS

QUIET
HIRING



MINDSET SHIFT



REMOTE/HYBRID
WORK



MENTAL
HEALTH



WORK-LIFE
BALANCE



PRIORITIES OF HTM WORKFORCE



COMPETITIVE SALARY



WORK-LIFE BALANCE



INNOVATIVE TECHNOLOGY



OPPORTUNITIES FOR GROWTH



ORGANIZATIONAL CULTURE



JOB SECURITY



EFFECTS ON EMPLOYEES & EMPLOYERS



EMPLOYEE

Technician/Engineer

Increased bargaining power
Better work-life balance
Chance to pivot career



EMPLOYER

HR Dept/Hiring Manager

Opportunity to hire top talent
Focus on developing current staff
Redefine company culture



DIFFICULTIES FOR JOB SEEKERS




02 NAVIGATING THE MARKET



SETTING CLEAR GOALS





“A goal without a plan is just a dream
and plan without a goal is just a hobby.
With both you can make progress.”

—SOMEONE FAMOUS



RESOURCES

01

PROFESSIONAL
ASSOCIATIONS

02

LINKEDIN

03

04

ONLINE
JOB
BOARDS

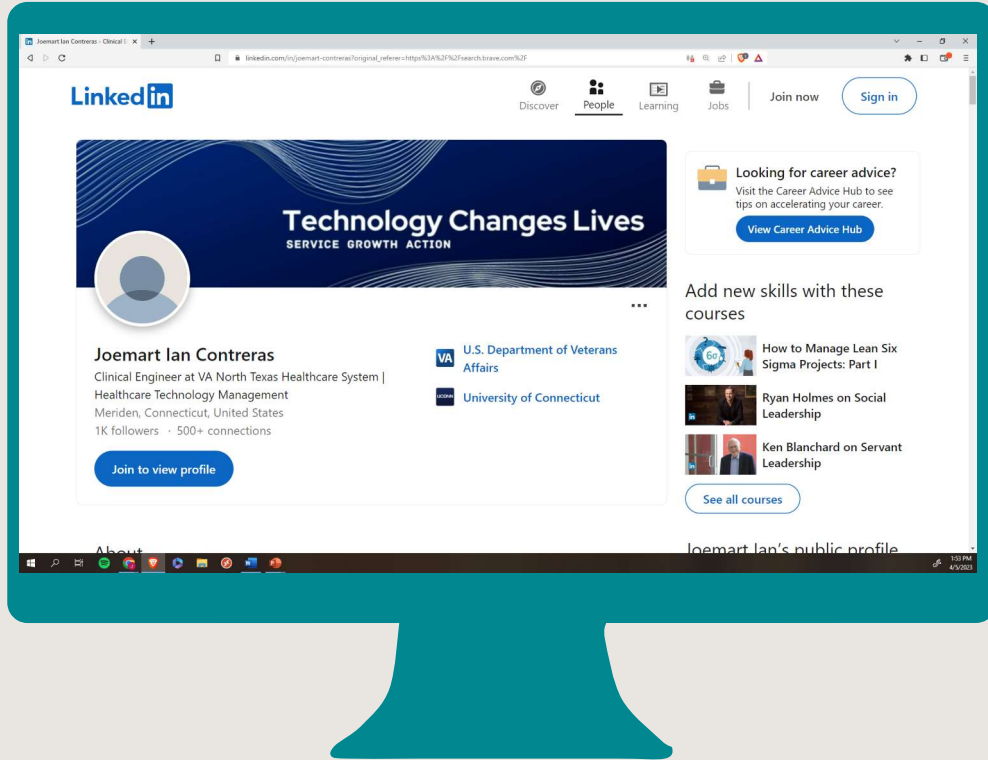
05

06

STAFFING
AGENCIES

07





CREATE A PERSONAL BRAND

Build out your LinkedIn page or create your own personal website.



STAY CURRENT ON TRENDS

CONFERENCES

MDEXpo | AAMI |
RSNA | HIMSS

WEBINARS

ACCE | GCEA |
ECRI | IAMERS



PUBLICATIONS

TechNation | JCE |
24x7 | BI&T

NETWORKING

LinkedIn | r/BMET

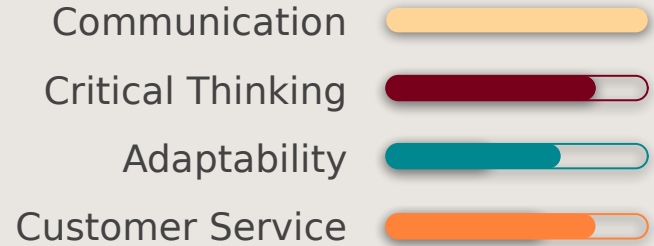


DEVELOP NEW SKILLS

TECHNICAL SKILLS



SOFT SKILLS



CERTIFICATIONS

- CCE, CHTM
- CABT, CBET, CRES, CISS
- CompTIA A+, N+, Sec+
- ITIL
- CCNA, CCNP



PROFESSIONAL NETWORKING

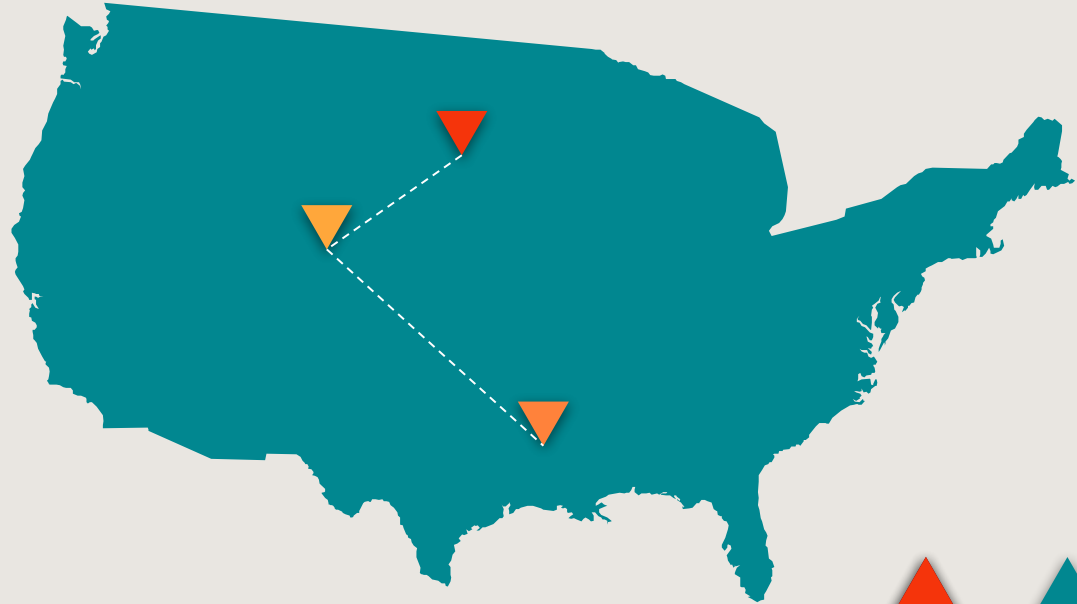
ORGANIZATIONS



CONFERENCES & EVENTS



LINKEDIN





“Your network is your net worth.”

—Porter Gale



03 THE JOB SEARCH





INFORMATIONAL INTERVIEWS | COFFEE CHATS

1. Tasks and Responsibilities
2. Career Path
3. **“Based on what we discussed today, is there anyone else you think I should talk to?”**

RESUMES & COVER LETTERS

KEYWORDS



Get your application noticed by ATS

ACHIEVEMENTS



Use specific, quantifiable examples with metrics (X-Y-Z)

TAILOR



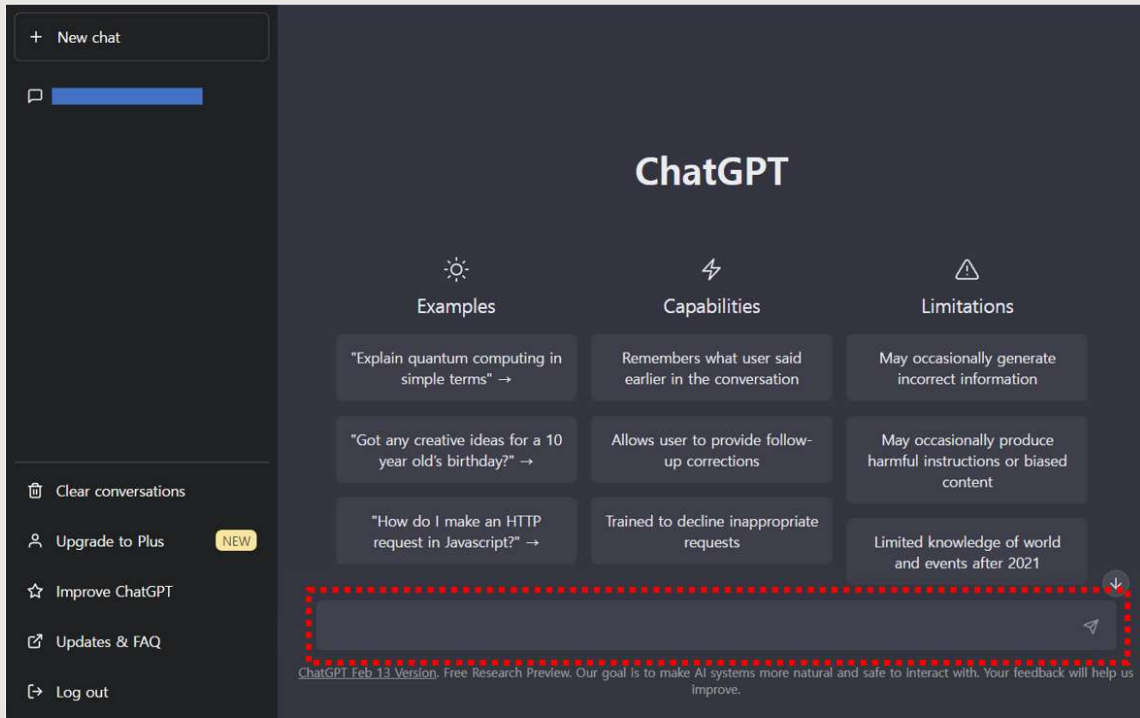
Customize based on the job description and role

EDIT



Proofread and get multiple eyes to review





<https://tinyurl.com/VARES23>



“I am going to send you a job description and resume. Can you optimize my resume for this job?”

“Write resume bullet points for [insert job title here] and include metric-based achievements.”

<https://tinyurl.com/HARGUI23>

“I am going to send you a job description. What are the keywords for [insert job title here] at [insert company name here]?”



THE INTERVIEW

- MOCKMATE
- SHADOWING AI
- INTERVIEW WARMUP

POWER OF TIMING



POWER OF REST



POWER OF PRIMACY



POWER OF SIMILARITY



POWER OF RECENCY



POWER OF PREPARATION





SITUATION



TASK



ACTION



RESULTS





CONTEXT



ACTION



RESULTS



LESSONS



<https://tinyurl.com/MDINT036>



Interview-Questions-Prep-TEMPLATE



File Edit View Insert Format Data Tools Extensions Help

100% | \$ % .0+ .00 123 | Calibri | - 12 + | B I U A | [Icons]

A1 | fx Question

	A	B	C	D
1	Question	Answer	Notes	
2	Tell me about yourself		Start with an icebreaker, explain who you are, provide a highlight reel, why you are here and what makes you a good fit for the job.	
3	What interests you in this position?		Focus on the company, highlight job responsibilities, show your passion, and connect with company culture.	
4	What are three words that best describe you?		Be honest, consider the job requirements, and use specific examples.	
5	What is your greatest strength?		Choose a specific strength and provide an example that you demonstrated it and emphasize the impact it has.	
6	What is your greatest weakness?		Choose a weakness that is not critical to your job and explain how you are working on improving it and show your progress.	
7	Where do you see yourself in 5 years?		Show enthusiasm, be specific and realistic, and relate your goals to the job.	
8	Why did you leave your previous role?		Be truthful and positive and highlight your achievement in your previous role and connect it to the new role.	
9	What type of work environment do you prefer?		Be honest and focus on what matters to you and provide specific examples. Connect your answer to the position.	
10	What is your leadership style?		Identify your leadership style, provide examples and highlight your strengths with that style.	
11	Why should we hire you?		Highlight your skills and experiences, show your passion and enthusiasm, emphasize your personality and values, highlight your ability to solve problems and be arrogant.	
12	What motivates you?		Connect your motivation to the job, emphasize your values, show your passion and provide examples.	
13	Do you have any questions?	What do you want this role to accomplish in the first 30, 60, and 90 days? What is your leadership style? Can you explain the job in your own words? What will be the biggest challenges for this role? How do you measure success for this role? What motivates you to come into work everyday? What does the new-hire need to accomplish after one year for you to feel like the decision was a success? Can you explain the job in your own words? What makes this role available?	Ask at least 2-3 questions to end your interview.	
14				
15				
16				
17				



<https://tinyurl.com/MDINT06> **SCAN ME**

	A	B	C	D	E	F	
1	Level	Type	PBI	Context	Action	Result	Lesson
2	I	Customer Service	Give a specific example of a time when you had to deal with an angry customer. What was the problem and what was the outcome?				
3	I	Customer Service	Tell about a situation at work where you realized a person needed help. How did you realize the person needed assistance?				
4	I	Customer Service	Tell about a situation where you assisted a co-worker. What was the situation? What was your involvement and what was the outcome?				
5	I	Customer Service	Tell me about a specific time when you resolved a difficult customer complaint. What did you do? What was the outcome?				
6	I	Flexibility/Adaptability	Describe a change in your work you have personally had to make in the last couple years. At the time, how did you feel about it?				
7	I	Flexibility/Adaptability	Tell me about the last new procedure you had to learn in your job. Tell me what specifically was the hardest aspect of learning it?				
8	I	Interpersonal Effectiveness	Describe a situation where you felt you had not communicated well. How did you correct the situation?				
9	I	Interpersonal Effectiveness	Give a specific example of a time you had to deal with an upset co-worker, patient, or other customer. What was the person upset about?				
10	I	Interpersonal Effectiveness	A part of this job is documenting your work. Give a specific example of something you had to write for your supervisor in the past year.				
11	I	Organizational Stewardship	Give two examples of things you've done in previous jobs that demonstrate your willingness to work hard.				
12	I	Organizational Stewardship	There are times we work without close supervision or support to get the job done. Tell us about a time when you found yourself in that situation.				
13	I	Personal Mastery	Tell us about a job or setting where great attention to detail was required to complete a task. What steps were involved? How did you ensure quality?				
14	I	Personal Mastery	Name three things you have done in the past two years to grow in your job.				
15	I	Personal Mastery	Describe a time when you received negative feedback and turned it into something positive.				
16	I	Personal Mastery	What self development activities are you currently engaged in?				
17	I	Systems Thinking	How does the work you are currently doing affect your organization's ability to meet its mission and goals? Do you think your work is contributing?				
18	I	Systems Thinking	Describe a time when you went over and above your job expectation. What motivated you to put forth the extra effort?				
19	I	Systems Thinking	Tell me about a time when you had to take on extra duties or make some other sacrifice (such as changing your duty hours) to get the job done.				
20	I	Personal Mastery	Can you describe your understanding of what a clinical engineer does on a day-to-day basis and its relationship to healthcare?				
21	I	Technical Skills	What is your favorite medical equipment?				
22	I	Personal Mastery	Tell me about your Biomed schooling and experiences it applies to this position.				
23	I	Technical Skills	Describe how an MRI produces an image.				
24	I	Technical Skills	Describe how a PACS system works				
25	I	Technical Skills	Describe how an ultrasound works				
26	I	Creative Thinking	Tell me about two suggestions you have made to your supervisor in the past year. How did you come up with the ideas?				
27	I	Creative Thinking	Tell me about a specific time when you made a suggestion to improve the quality of the work done in your unit. Tell me how you implemented it.				
28	I	Organizational Stewardship	Give an example of a time you defended your organization. How did you feel about doing it? How did you go about doing it? What was the outcome?				
29	I	Organizational Stewardship	Tell me about a specific time when people outside your organization were criticizing it unfairly. What did you do or say? How successful was it?				
30	II	Creative Thinking	Tell me about a time when a co-worker had a good idea and you agreed but no one else was willing to listen. How did you handle it?				
31	II	Interpersonal Effectiveness	Describe a time when you were able to effectively communicate a difficult or unpleasant idea to a superior. What made your communication successful?				
32	II	Interpersonal Effectiveness	How do you go about explaining a complex technical problem to a person who does not understand the technical jargon? What a good approach is?				
33	II	Interpersonal Effectiveness	Describe a time when you took personal accountability for a conflict and initiated contact with the individual(s) involved to explain your side.				
34	II	Interpersonal Effectiveness	Describe a time when you've had to work with strong-willed peers. What did you do? How did you handle them so you could influence them?				
35	II	Interpersonal Effectiveness	Give a specific example of a situation where the group of people you work with on a regular basis had a serious conflict. What was the conflict about?				





A1 CARLS

	A	B	C	D	E	F	G
1	CARLS	Problem Solving Hero (A)	Problem Solving Hero(B)	Interpersonal Relationship (A)	Interpersonal Relationship (B)	Moment of Failure	Achivement/Proudest Moment
2	Context						
3	Action						
4	Result						
5	Lesson						
6							
	Summary						
7							
8							
9							
10							
11							
12							

Add more rows at the bottom



<https://tinyurl.com/MDINTQ23> **SCAN ME**

TITLE/
POSITION



RELOCATI
ON

VERSION

ENT

BENEFIT
S

NEGOTIATING



15%
Got nothing
from it

55%
Job seekers negotiated
for a higher salary

60%
Received a
higher offer





**ACCEPTING
THE JOB
OFFER**



04 FINAL THOUGHTS



CONTRIBUTIONS

01

EXPLAINED

The impact of COVID-19 on the HTM job market

02

OUTLINED...

Ways to navigate and prepare yourself for the current market

03

OFFERED...

Tools and strategies to be confident in the job search



Q&A

Do you have any questions?
Joemart.contreras@va.gov
214-857-2516

