



***MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS***

2025 Promising Practice Award Winner

Career Solutions - Reverse Job Fair



Reverse Job Fair

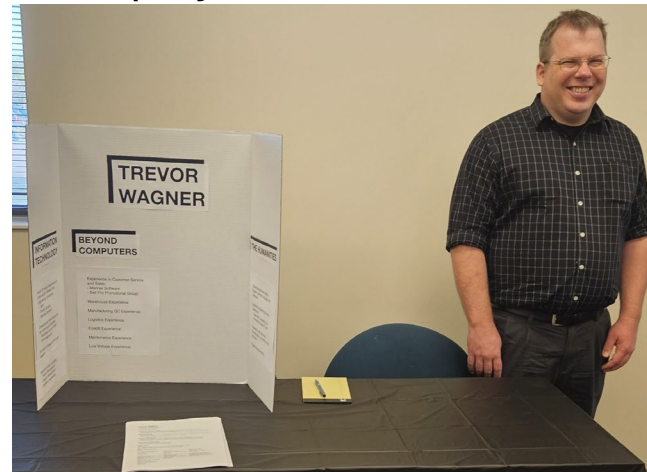
Overview:

Job seekers, rather than employers, took the lead in showcasing their skills and talents to potential employers. Instead of job seekers visiting booths to discuss their qualifications, employers circulated among the job seeker booths, each showcasing a specific skill or talent.

Marketing: Shared our flyer with our jobseekers & local employers and posted on social media

Jobseeker Prep Session prior to event:

- ✓ Decorate cardboard trifold displays to showcase skills & attributes
- ✓ Resume Tips
- ✓ How to Dress
- ✓ Professional Portfolios
- ✓ Elevator Speech
- ✓ Media Releases



REVERSE JOB FAIR

WEDNESDAY, MAY 7TH 2025

9:30 AM - 11:30 AM

at Career Solutions: 1542 Northway
Dr, St. Cloud, Lot B, Door 2

Reverse Job Fair flips the typical career fair design! Job seekers sit at tables with their resumes while employers circulate the booths.

Ask about our Job Fair Prep workshop when you register!

This event is a great opportunity for both job seekers and employers!



CAREER SOLUTIONS
Explore. Discover. Succeed.

**JOB SEEKERS CONTACT
ANGELA TO REGISTER:**
320-260-4219
angela.schmitz@csjobs.org

Impact & Benefits

Job Seeker Impact

Jobseekers (clients & public) developed their communication, confidence, and networking skills, as they actively engaged with employers and showcased their talents:

- ✓ Direct Employer Interaction
- ✓ Comprehensive Skill Showcase
- ✓ Networking Opportunities
- ✓ Confidence Building
- ✓ Practiced Soft Skills



Impact & Benefits

Employer/Community Impact

About 20 employers attended and gained a unique perspective on potential employees, seeing their skills and interests firsthand, rather than just reading about them on a resume:

- ✓ Identified and connected with motivated talent
- ✓ In-depth conversations
- ✓ Reduced logistical burden
- ✓ Relaxed and supportive environment
- ✓ Streamlined initial screening



Replication & Future Directions

Tips & Recap

- ✓ We hosted the job fair right after our HR Networking Group, as employers were already at CareerForce St. Cloud/our office
- ✓ Keep the event to 1.5 hours tops. 2 hours seemed a little long.
- ✓ Have the employers register for the event, so you know who is attending
- ✓ Have employers sign in
- ✓ Name tags for employers
- ✓ Host job seeker prep session
 - ✓ Media releases for photos and success stories
- ✓ Cardboard displays and tablecloths



May 7th Reverse Job Fair Candidates

Mikkel S.

- Operations Management
- Supervising & Leading large teams
- Defect Reduction in Manufacturing & Assembly

Kate W.

- Planner, Manager, Buyer
- Eligible for OJT

Wendy A.

- Administrative Assistant
- Internal & External Customer Service
- Advertising & Social Media
- Extensive Media
- Eligible for OJT

Nafi B.

- Administrative Assistant

Jutta Marie (Missy) A.

- Experienced Banking Professional
- Accounts receivable, billing, payroll
- Underwriting, credit analysis, and financial services
- Administrative management/front desk operations

Amadou T.

- Data Analyst (SAS, R, Python) for 13+ years
- Experience with Data Visualization tools (Power BI)

Gina B.

- Entry-level position that doesn't require too much standing

Tim R.

- Hospital Administration

Trevor W.

- Software Development
- Humanities/Communications
- Web Marketing
- Manufacturing, Clerical, Warehouse
- Eligible for OJT

Miles M.

- IT Specialist
- Computer Systems
- Administrator/Infrastructure Engineer
- 15+ years' experience

Leah S.

- Human Services:
- Housing Specialist/Outreach Coordinator
- Lived Experience

Christopher L.

- Warehouse Worker/Custodian
- Hard-working professional
- Punctual, always on time
- Attention to detail & cleanliness

Ricky B.

- Production

Reginald C.

- Production

Michelle K.

- Respectful of others; Punctual
- Extensive volunteering experience
- Experience as a cook
- Seeking regular hours