



## **How to Get a Career Start in SMEs**

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Over 70% of jobs are in the Small and Medium Enterprise (SME) sector in Australia. Without an understanding of the business culture of this market it is difficult to place career starters. Most businesses do not advertise such positions but fill through networks. Also, most firms do not employ professional human resource managers, and don't offer formal induction and mentoring programs. The presenter will provide a deep understanding of this culture - how to access and use such networks to find jobs, how to rewrite resumes and letters of application to fit this culture, as well as how to answer interview questions to best advantage. One distinct advantage of this market is the business doesn't need a vacancy to employ a career starter. If applicants present themselves in a particular way the employer will create a job for them.