



5 Qualities employers look for in candidates

Throughout the interviewing process, candidates use work experience and accomplishments to show that they have the qualifications that employers seek. While hard skills (such as technical training and education) are important, employers also seek soft skills or interpersonal skills that directly influence what kind of employee each candidate will be. In this article, GIT reviews five qualities employers seek and discuss ways you can highlight these qualities during and after the hiring process.

1. Ambition

Ambition is a key trait that employers look for because of

what it communicates about the worker. Ambition can help you stay motivated and focused on what you want to achieve. Don't be afraid to share your big dream with potential employers. They'll likely find value in it, which will positively impact your worth.

2. Communication

Employers understand the value of effective communication and actively look for this skill in potential employees. It's important to show your competence in this area verbally, physically and through written communication. So double-check your message before sending it to ensure that you are being clear and concise, and employ listening actively and providing thoughtful feedback, so be sure to stay engaged.

3. Confidence

Being self-assured is a key characteristic that employers look for. They seek people to join their team who are confident in their abilities and know what they want. Confident employees are friendly and engaging, and have

a clear (and honest) idea of what makes them a valuable asset. Communicating your dreams to potential employers will prove that you are striving for something bigger and not just looking for a job to pay your bills.

4. Critical thinking

Critical thinking is the mental act of analyzing facts to understand a problem or topic thoroughly. The process typically includes steps, such as collecting information and data, asking thoughtful questions and analyzing possible solutions. That means analyzing the problem without allowing personal bias, emotions or assumptions to influence how you think.

5. Dependability

The ability to consistently follow through is a trait that employers seek and one that you can prove you have throughout the interviewing process. A dependable employee will meet deadlines, be punctual, and have a good work ethic. It's important to show a commitment to following deadlines by completing tasks as they're assigned.



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Career Guide

Quick and to the point career advice

Question: “Andrei, during a job interview how do you suggest responding to a question that you don’t know the answer? I want to be transparent, yet not come across as incompetent. What are your thoughts here? Thank you.” – *Louis Klay*

Answer: You are not alone here, trust me. (I’m surprised I’ve never gotten this question, actually.)

If you are asked a question during a technical interview that you don't know the answer to, it's ok to tell the interviewer you don't know the answer. However, you should elaborate on your answer and explain how you would go about finding the information for the answer if this were a problem you faced on the job. This will show the interviewer you can search for information to solve problems when you don't know how to do something.

Many technical interviews include an aspect where you are asked to prove your skills through a series of brainteasers, whiteboard coding challenges or remote coding assignments. While this phase typically occurs during the second or third interview, it's essential to be prepared for at least one brainteaser question or whiteboard challenge during your first technical interview. With these questions, remember to talk through your reasoning process and explain the steps you are taking to answer the question.

Lastly, to prepare for a technical interview, familiarize yourself with potential questions, and review the answers you may not know. Consider conducting mock interviews with your friends or family to practice your responses.

You got this! - *Andrei*



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Veterans, get ready to power your tech future here at GIT

Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive Veterans benefits. We accept Chapter 33 Post 9/11 GI Bill®, Chapter 30 Montgomery GI Bill® for Active Duty, Ch 31 Vocational Rehabilitation and Employment (VR&E), and VRRAP. Whether you are serving or have already served, Global Information Technology is here to work with you to start your IT career. These benefits may cover up to 100% of tuition and fees and housing allowance, courseware, and other training related costs as well.

The Department of Veterans Affairs (VA) is accepting new training program enrollments for veterans wishing to use their GI Bill benefits. These training programs help veterans get the technology skills they need to join some of the fastest-growing industries in the United States. Global Information Technology (Global IT) is approved by the Department of Veteran Affairs

to receive benefits under the GI Bill - Chapter 31 and Post-911 programs. Participating veterans will receive high-tech training, tuition, and housing allowance assistance).

For more information about your specific benefits in regards to your service, call 248-557-2480 to set up an appointment with one of our School Certified Officers (SCO, career advisors) or complete the inquiry form at <https://www.globalitech.com/va-p>





How IT training is changing in 2026

IT workforce training is undergoing a major transformation. New technologies are making learning more hands-on and personalized. Programs are shifting toward skill-based, microlearning formats with a focus on career development. Unsurprisingly, both employers and educators recognize that rapid tech change (AI, cloud, cybersecurity, etc.) requires continuous upskilling. Additionally, experts believe that AI will significantly transform how people learn, teach, and prepare for fast-changing careers, especially with trends like AI agents, new digital literacies, and human-centered skills shaping the curriculum.

In practice, this means IT training is increasingly career-driven: learners receive flexible, on-demand courses that build real-world skills, while employers invest in coaching and project-based learning to close skill gaps.

Aspiring students, especially those who are switching careers, should also understand that training is no longer just about completing a class. Now, it’s tied directly to career growth. This is why companies now view career development as a strategy to retain talent. LinkedIn’s 2025 Workplace Learning Report finds that

nearly half of L&D leaders see a skills crisis and say employees “do not have the right skills” for business goals.

In response, forward-thinking organizations combine formal training with career pathways (internal mobility, coaching, leadership programs) so that employees continually learn while advancing.

In short, IT workforce training in 2026 and beyond will emphasize continuous learning: certificates and badges stack into clear career ladders, and mentorship/gig projects reinforce new skills on the job.

| Key Insight | What It Means for Career Switchers |
|--|---|
| Skills-first hiring is the norm | Employers value job-ready IT skills over college degrees |
| Short-term, fast-track programs dominate | You can enter IT roles in months, not years |
| Microlearning replaces long classrooms | Flexible, bite-sized learning fits working adults |
| AI-enhanced training improves outcomes | Personalized learning paths speed up skill mastery |
| Entry-level IT roles remain critical | Help desk and support roles are still the fastest gateway into IT |
| Continuous upskilling is expected | IT workforce development now focuses on long-term career growth |



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Career Services: GIT’s Lunch and Learn Events

Message from Jennifer Bowden, GITs Career Services Manager

Hello Global IT community!
GIT’s workshops and ‘Lunch and Learn’ events are short sessions with the information you need to get a jump-start on your job search. Our upcoming workshops here at GIT include:

MARCH

Resume Writing – Tuesday, March 3 at 4 p.m.

Your resume is the foundation of a successful job search. This session will explain the essential sections of a resume and show you how to add the skills and experience that get you noticed.

Advanced Resume Writing – Wednesday, March 11 at 4 p.m.

You’re familiar with resume basics – but how can you address unique situations? Learn more about addressing career gaps, pivoting to a new career, listing gig or freelance work, and what to do if you’re over- or underqualified for the positions you’re applying for.

Getting the Most from LinkedIn – Tuesday, March 17 at 12 p.m.

Every serious job seeker should have an online presence to enhance their career search and help build their personal brand.

Don’t limit yourself to the just job board on LinkedIn! Learn how this valuable job search tool works, from understanding the algorithm and the settings that get you the most visibility, to optimizing your profile for maximum results and building your professional network.

Resume Keywords and Customization – Thursday, March 26 at 4 p.m.

Tailoring your resume for specific positions is an important element in showing an employer how you are a match for a particular position. Get a better understanding of keywords, how to identify them, and how to include them in your resume for maximum impact.



AI for Job Seekers – Tuesday, March 31 at 12 p.m.

AI is showing up everywhere; how can you use it as part of your job search? Learn what tools are available and how to make the most of this technology in planning, preparing, and executing your job search strategy.

APRIL

- ◇ **Creating a LinkedIn Profile – Tuesday, April 7 at 12 p.m.**
- ◇ **Networking – Wednesday, April 15 at 4 p.m.**
- ◇ **Communication Skills for Job Seekers – Thursday, April 23 at 12 p.m.**
- ◇ **Interviewing – Wednesday, April 29 at 4 p.m.**

Register today at <https://www.global-itech.com/free-seminars/> or email placement.services@global-itech.com.





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The Certified Cloud Security Professional (CCSP) is a globally recognized advanced certification that validates expertise in cloud security

architecture, design, operations, risk management, and compliance. It demonstrates a professional's ability to secure cloud-based data, applications, and infrastructure using industry best practices.

In the United States, demand for CCSP-certified professionals continues to grow as organizations accelerate cloud adoption and prioritize protection against evolving cyber threats. Roles such as Cloud Security Engineer, Cloud Security Architect, Security Analyst, and Security Consultant frequently list CCSP as a preferred or required credential, reflecting strong

employer demand. CCSP professionals in North America often command competitive salaries averaging around \$148,000 per year, with higher compensation for senior roles such as Cloud Security Architect highlighting the strong market value of this certification.

As cloud security remains a top priority for businesses, CCSP continues to be one of the most sought-after credentials for professionals seeking career growth in cybersecurity and cloud-focused roles.

To learn more, visit www.gogitgo.com or call 248-557-2480.





6 Ideas for creative job search strategies that get results

In today’s competitive job market, traditional job search methods like submitting resumes through online job boards and attending career fairs are often not enough to stand out. Creative job search strategies can significantly improve your chances of getting noticed by employers and landing the job you want. This article explores innovative and effective approaches that go beyond the conventional, helping you to differentiate yourself and accelerate your job search success.

1. Build a Personal Brand Online

Your personal brand is how you present yourself to the professional world. It encompasses your skills, experiences, values, and personality, all communicated consistently across platforms.

- Create a professional website or portfolio: Showcase your work, achievements,



testimonials, and contact information. A well-designed site can act as a dynamic resume and a platform to share your thoughts through blogging or case studies relevant to your industry.

- Leverage LinkedIn strategically: Optimize your profile with a professional photo, compelling summary, detailed experience, and endorsements. Publish articles and engage with industry groups to increase visibility.
- Use social media for professional networking: Platforms

like Twitter, Instagram, or even TikTok can highlight your expertise or creativity in ways traditional resumes cannot.

2. Network Creatively and Proactively

Networking remains one of the most powerful job search tools, but it requires creativity to break through the noise.

- Host or attend virtual meetups: If local meetups aren’t available, organize a virtual roundtable on an industry topic. This positions you as a connector and thought leader.



- Informational interviews with a twist: Instead of just asking questions, bring value by sharing an article, resource, or insight related to their role or company.
- Join niche online communities: Participate actively in professional forums or Slack groups related to your field.

3. Tailor Your Application with Customized Content

Generic resumes and cover letters rarely impress hiring managers. Tailoring your application shows genuine interest and attention to detail.

- Create personalized video cover letters: A short video allows recruiters to see your personality and communication skills.
- Design visually appealing resumes: Utilize infographics or creative layouts (especially for creative industries) but keep them ATS-friendly.
- Write targeted cover letters that tell stories: Use storytelling techniques to connect

your experience directly with the company’s challenges.

4. Volunteer or Freelance Strategically

Volunteering or freelancing within your desired industry or company can be a foot in the door.

- Offer pro bono work to nonprofits or startups: This builds experience, expands your network, and fills gaps in your resume.
- Pitch freelance projects demonstrating specific skills needed in target jobs: Use freelance platforms like Upwork or Fiverr or reach out directly with project proposals.
- Participate in hackathons or competitions: These events provide visibility and concrete proof of your capabilities.

5. Use Job Search Tools Creatively

Beyond basic usage of job boards, there are creative ways to harness technology to uncover hidden opportunities. Set up automated alerts with specific keywords: Use Boolean operators for refined searches.

Leverage AI tools for resume optimization: Tools like Jobscan analyze job descriptions against your resume and suggest improvements.

Explore unconventional platforms: Industry-specific websites, company career pages, alumni association portals, and LinkedIn’s “Open to Work” feature can yield exclusive leads.

6. Engage Directly with Hiring Managers

Instead of relying solely on HR departments or application systems, try engaging directly with decision-makers.

- Send personalized emails introducing yourself: Briefly outline why you admire their work/company and how you can contribute.
- Follow up thoughtfully after applications: Avoid generic “checking in” messages; instead share relevant updates like new certifications or completed projects.
- Leverage mutual connections for introductions: A referral from someone inside increases credibility dramatically.



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build real-world skills, our industry-recognized certification programs are designed to lead directly to job opportunities.

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Michigan employers are actively seeking skilled IT professionals — and your 529 plan can now help your family take advantage of these opportunities.

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Whether your son or daughter stepped away from college, wants a faster path to employment, or is ready to

What This Means for Michigan Families

Instead of letting unused 529 funds sit idle after a change in college plans, you can now invest those savings in:

- Accredited technical and certification programs
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- Faster completion timelines — often in months, not years
- High-growth fields such as Cybersecurity, Cloud, Data, Networking, and Project Management





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