

How, if at all, has the economy changed what it means to be overqualified when applying for a job?

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Four years ago, many job applicants deemed overqualified were often dismissed from consideration for employment. It was often thought these applicants would remain with an organization long enough to find a job they really wanted, and then leave.

Today, applicants previously deemed overqualified are getting a second look --- and with good reason: the economy ... and opportunity.

A number of companies are experiencing an uptick in business, and because of the unprecedented lay-offs of the last few years, there's a pool of candidates who previously would have been overlooked due to their qualifications and experience.

This circumstance requires a company to view an applicant's work history in a different light. There may now be opportunity to hire an individual with better qualifications, greater levels of experience and higher education at a more affordable wage than in recent years. In fact, these applicants may bring a needed level of expertise and position an organization for greater success moving forward.

With that said, discernment is a must! Interviewers need to ask tough questions, gather input from a number of perspectives, and use all of the valid interviewing tools available to them to make a wise decision.

This article written by Holly Culhane first appeared online and in The Bakersfield Californian on March 11, 2011. Holly Culhane is president of the Bakersfield-based human resources consulting firm P.A.S. Associates. She can be contacted through her website www.pasassociates.com and through the [PAS Facebook](#) page or by phone at 631-2165.