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NJHSA WIN Training

January 27, 2021

11:30 am – 1:30 pm

Welcome!

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Setting the Stage



Agenda

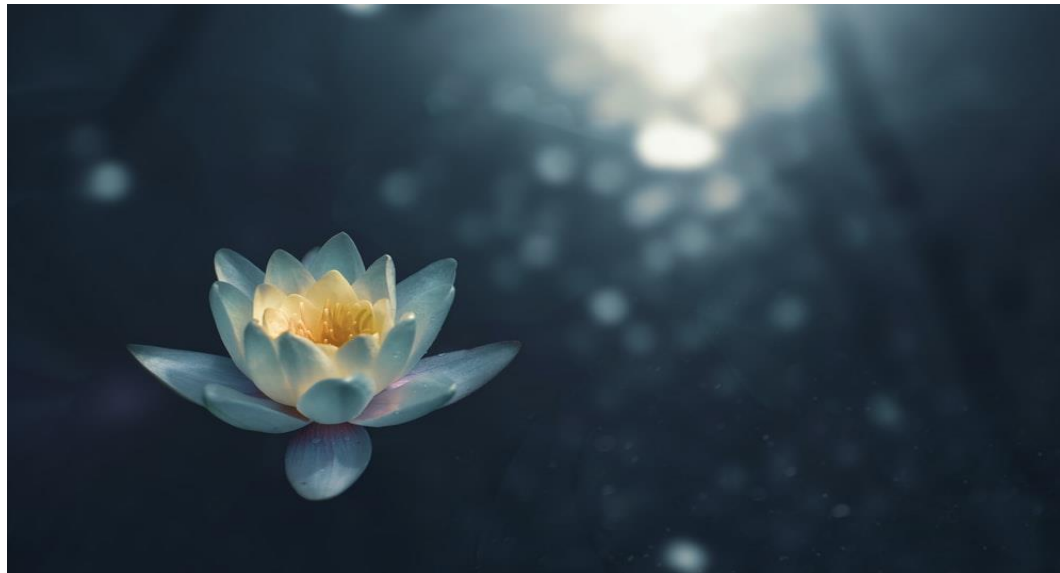
- Introduce WIN Team
- What to Expect Today/Logistics
- Deepening Knowledge About WIN Program
- Moving Forward



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Starting with a Reflection



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Conceptual Framing



Psychology of Working Theory

- Inclusive view of how work functions in people's lives
- Identifies core needs that working can fulfill
 - Survival and Power
 - Social connection/contribution
 - Self-Determination
- Focuses on all who work and who want to work
- Uses a theory of change paradigm for individuals and systems



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Conceptual Framing



• Critical Consciousness

- Being able to read the world and take action for oneself and others.
 - Protective factor
-
- Relational Support
 - Self-care
 - Job Search and Career Planning
-



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Module One - Deepening & Sustaining Relationships



Purpose:

- Practice deepening relationships
- Increase sense of possibility
- Forefront importance of connection in job search process
- Based on research that says support and connection matters and helps



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Grounded in Relational Theory



- Focuses on **centrality of relational experiences**, contrasted with conventional approaches to career decision-making as individual and autonomous.
- A feminist paradigm that foregrounds gendered, cultural, psychological and **relational nature of careers** and addresses **relational influences** and interactions in career decision-making, transitions and job search.
- **5 Good Things:**
 - Sense of Zest/Well-Being
 - Empowered Action
 - Increased Knowledge of Self & Other
 - Increased Sense of Worth
 - Desire for More Connection



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Implementation



- Ice Breaker
 - Describe a time when you felt like you were part of a community OR
 - What does a community of support look like for you?
- Who Is In Your Corner? Relational Map
- Next Steps – Staying Connected



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Module Two - Fostering Self-Awareness & Reducing Self-Blame



Reframing Unemployment

- Addressing harmful tendency to individualize causes of unemployment
- Emphasizing structural forces like growing precarity
 - Misleading nature of unemployment statistics



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Barriers & Employers' Biases



- Discussing employer biases that underlie "black hole."
- Discussing audit studies
 - E.g., callback rates 10.4% if employed but 4.2% if LTU
- Providing non-individualizing way to interpret employers' low level of response



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Experience of Stigma



- Jobseekers often experience stigma, shame, and pain in isolation
- Important goal is to help jobseekers recognize they are not alone in their feelings and to normalize their experience

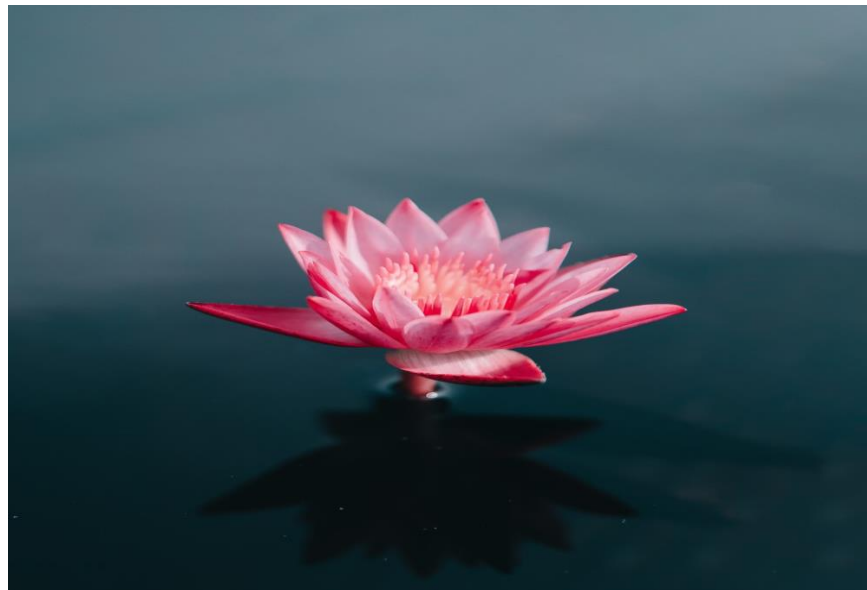
As you imagine presenting this module to unemployed jobseekers what questions, concerns, comments arise?



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Break



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Module Three - Building Emotional Resilience & Self-Care



- Two workshops
- Overarching Goal: Provide participants with skills, resources, and support to enhance their capacity to cope with the stress of job loss and other work-based disruptions



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Workshop One - Building Emotional Resilience



Purpose:

Increase participant self-awareness regarding common reactions to job loss & disruptions while creating space for reflection & identification of coping resources

- Common reactions
 - Developing shared language
 - Decreasing isolation
- Acknowledging & sharing resources
 - Internal: beliefs, health, attitudes, healthy habits
 - External: friends, family, roommates, this group



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Workshop Two - Taking Care of Ourselves



Purpose:

Foster participant understanding of importance of self-care to build capacity for emotional resilience.

- Self-Care Definitions & Myths
 - Recognition of toll of job loss & work disruptions
- Emotional Resilience: ability to adapt & cope in stressful situations
- Various dimensions of life require care
 - Physical & mental health, spirituality, creativity
 - Sleep, movement, nutrition, hydration, calm, joy
- Eliciting commitments to care self-care



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Module Four - Planning, Exploring & Engaging in the Job Search



- Two Workshops
- Overarching goal: Provide participants with skills and innovative ideas in exploring and planning for their career development and in engaging in a sustained job search



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Workshop One - Planning & Exploring



Purpose: Frame job search around a broader career planning perspective; Instill hope for participants by helping them reconnect to hopes/dreams about work

- Reconnecting with hopes for a sustainable and rewarding career.
- Exploring self-concept and developing career plans



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Workshop Two - Engaging in the Job Search



Purpose: Support participants in developing and implementing action plans in searching for new work options and opportunities.

- Review myths about the job search
- Connect the job search to participants' hopes and dreams
- Review evidence-based job search strategies



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Moving Forward



- Questions/Feedback
- Evaluation
- Consultation
- References and Job Search Resources to be shared

Thank you!