WELCOME!

6th April 2020

Live CareerChat@Lockdown
Ice Breaker & Context

The new ‘Normal’

Light at the end of the tunnel

Ideas for action

Practical tips & resources
Ice Breaker Activity
Question 1

Over the past few weeks, what have children been putting in their windows to spread a little joy?
What did Italians do to boost morale during the lockdown?
What did a nurse recently do to his girlfriend in Iceland?
Kind Canadians started '_____________ ' trend.
Recently, what did British Police go up and down the Thames doing?
How many did you get right?
Answer - Question 1
Answer - Question 3
Answer - Question 4
#Caremongering

dmh associates
Always look on the bright side of life
CovID-19: The month that changed life as we knew it...

- **Direct impact on lives** – Mortality rates, health, wellbeing and livelihoods

- **Direct impact on economies** – Country-wide lockdowns substantially impacting on industries and jobs

- **Supply chain and market disruption** – Many manufacturing firms in UK and elsewhere rely on imported intermediate inputs from China and other countries affected by the disease

- **Delayed shipments and production schedules** create financial problems for companies with heavy debts

- **Small and medium-sized firms** likely have the greatest difficulty surviving the disruption

- **Companies that rely on intermediate goods from affected regions**, and are not able to easily switch sourcing – the size of the impact may depend on how quickly the outbreak fades

Predicted economic impact of Covid 19 pandemic - Deloitte
The impact of Covid 19 so far – some examples

- The Italian restaurant chain Carluccio’s and rent-to-own retailer BrightHouse both collapsed, putting about 4,400 jobs at risk, as the government’s coronavirus lockdown biting the high street

- Retail experts warned that more firms will also collapse, as customers continue to obey the government lockdown

- Airline EasyJet was forced to ground all its planes, due to a slump in demand for flights, while cruise operator Cunard suspended sailings for another month

- Hammerson, one of Britain’s biggest shopping centre owners, was paid only about a third of the quarterly rent it was due last week as cash-strapped retailers struggled to survive the coronavirus

- UK manufacturing group Melrose have just issued a profits warning, due to the impact of the coronavirus on its business. (Melrose Industries plc is a London-based company that specialises in buying and improving underperforming businesses)

- Zoopla warns coronavirus will paralyse property markets

A huge spike in web searches for unemployment-related terms suggesting that a large number of people have either become unemployed or are at risk of becoming so.
- An immediate drop in job vacancy postings – despite reports that some sectors (e.g. food retail and delivery) have been trying to recruit more staff.

- Britain's unemployment rate may already be at 5.3%

  "Tom Belger, Finance and policy reporter Yahoo Finance UK (28 March 2020)"
For Policy-Makers: Gauge on severity

An unprecedented rise in unemployment

Unemployment insurance claims by week

• Unprecedented in 50 years of US data and seven recessions
• (Should be) Provoking unprecedented level of policy response
• Response should consider LMI on which sectors are being most affected and are most crucial to health solution

Source: US Department of Labor
Consistent with the dramatic increase in Universal Credit claimants: almost 500,000 people started the process of claiming UC in a single nine-day period to 25 March – around eight times the average level in recent months. 1\textsuperscript{st} April 2020 - Coronavirus: Nearly a million universal credit claims in past two weeks
The new normal: the future of work, skills and the new (green) economy
Better labour market regulation
The gig economy and job security

Photo: Neil Schofield
Artificial intelligence and automation
The use of technology in careers guidance
How do we measure skills?
Education
Prestige
Job satisfaction
Social value
Life long (online) learning: what price Higher Education?
How can LMI help us?
As short-term job-seekers: A bit less of...

Source: LEO

Source: Indeed, 2019
As short-term job-seekers: A bit more of...

**EMPLOYMENT**

**WE NEED STAFF**

**Retail**
Sales up 21% over the month and supermarkets are recruiting thousands of extra workers, with applicants sometimes starting work on the same day as applying. Tesco recruited more than 35,000 extra people in 10 days.

**Farming**
Farms are urgently looking for fruit and vegetable pickers, as there is a shortage of seasonal labour. The roles start between the end of April and early May, harvesting crops on placements from six weeks to six months. [British Summer Fruits has an interactive map](#) of available jobs.

**Transport and logistics**
Applicants for driving or warehouse operations are urgently in demand as lockdown has prompted a surge in home deliveries. Morrisons is recruiting 2,500 pickers and drivers, and a further 1,000 staff in its distribution centres. Other retailers, including Ocado, Lidl and Iceland….
As short-term job-seekers?

And overall: LMI perhaps matters a bit less in decision making than before.

What might often matter more?

- **Hyperlocal** – capacity to travel or relocate significantly hindered in short-term.
- **Fit with personal constraints** (which are less flexible than they used to be), e.g. hours, family set-up / joint decisions, need for flexibility.
- **Immediate salary** rather than long-term potential.
- **Fit with home-working potential** or **safety of environment** (masks, distancing).
- **Kindness**
Many careers support services shifting partly online

CAREERS SERVICE

Our Careers Service is free and av.
career development and enhance

Coronavirus update: Our office i
- You can access your online can
  appointments via My Birkbeck
- Pre-booked one-to-one appoint
  confirm.

CONTACT US

Alumni Careers Clinic
Term

by Andy Stirups • 1 day ago

Developing a virtual offer

In this context we are exploring what role you and other volunteers from the world of work could play. Responding to requests from primary and secondary schools and in lieu of volunteers not being able to go into schools we are developing a virtual offer. With our partners we are also looking at what might be done to excite and motivate young people when they are finally able to go back to school.

We are running online sessions with schools (both primary and secondary) and volunteers immediately after the Easter break and throughout the summer term. During the summer term, we will also be organising virtual encounters with volunteers for children who are still at school – predominantly the children of key workers and those who are most vulnerable. These virtual sessions will continue once schools return and will complement and enhance our normal activities. The virtual sessions will include webinars facilitated by our staff which are live-streamed and teacher-facilitated careers insight talks and Q&As. These sessions will then be made available to download for those children and young people unable to join in real-time. We will provide our volunteers with practical guidance on how to prepare and present to young people over video. If you’d be interested in taking part please let us know by emailing enquiries@inspiringthefuture.org.

In the meantime, here are some other things you can do if you’d like to get involved:
- If you haven’t already, please update your profile to let us know you’re happy to volunteer remotely. You can do this by logging into your profile, selecting ‘update profile’, clicking on the ‘volunteering opportunities’ tab and selecting yes under the
As we travel more on this planet, epidemics will be more acute -- we will have a germ population dominated by a few numbers, and the successful killer will spread vastly more effectively.

Nassim Taleb
Author

2007
Efficiency or resilience?

- After this, we need to debate whether we have the right approach to risk
- Economic compromise between resilience and efficiency
- Last 50 years have heavily prioritised efficiency (and this has come with many benefits)
- Is it what we want for the next 50 years?
- The society macrocosm also plays out in individual decision making – both in the risks we take in our careers and our approach to well-being

Usain Bolt injured, World Athletics Champs 2017

*Finely-tuned muscles can be the most sensitive to tearing*
UK Government policies during recessions

Unemployment levels in UK yearly average %

The Great Recession
1991 Recession
2008 Recession
Demand side policies are critical when there is a recession and rise in cyclical unemployment. (e.g. after the great recession in 1930’s; the 1991 recession and the 2008 recession)

Fiscal policy can decrease unemployment by helping to increase aggregate demand (AD) and the rate of economic growth

If firms produce more, there will be an increase in demand for workers and therefore lower demand-deficient unemployment.

Lower interest rates will reduce exchange rate and make exports more competitive – how low can they go?
Career support services: Policy options

- A strong **central policy objective** (macro economic and social imperative) address under-employment, harness talent & skills – **build new knowledge on LMI and career journeys** i.e. employment/self-employment/training/retraining opportunities
  
- **National Careers Service (all-age)** Pause Payment By Results (PBRs) and the restricted **Priority Groups in England** – open up careers support for those in need (both individuals and employers)
  
- Programmes for training/retraining young people and adults embedded **deep in local communities** – **social inclusion** and **economic development** e.g. Denmark post-war ‘Bootcamps’, Britain ‘Youth Employment Programmes/Service’…….focus on livelihoods, resilience and dignity
  
- Employment subsidies
  
- Stimulate and incentivise community support, family engagement & entrepreneurship
  
- **Universal basic income**
Leadership/ Champions from within local communities and national bodies e.g. careers support services firmly aligned and committed to (i) social inclusion (inc. well being & family engagement) and (ii) economic development.

Providers working more closely together to share expertise, intelligence and resources e.g. careers companies, public employment service, health centres, local authorities, training providers –co-creation.

Digital reboot offers new opportunities to shape and reshape the design and delivery of career support services, including online 1:1 and group sessions, greater use of Chat bots, LMI exchange.

An online repository of career stories / trajectories i.e. stories and named feelings - identity, displacement, livelihood, overcoming setbacks, resilience.
As careers advisers? We still matter!

Important to remember: Not all are on a Netflix diet
- Job postings still exist
- Many still need to work or find work
- Large parts of the economy are explicitly not on lock-down
- Many are thinking/planning for possible futures
- Practical support on navigating job sites and contrasting options is more important than structured LMI
- The coaching and kindness part of our work, holding space for others, has never been more important...
Practical tips for maintaining wellbeing

Liane Hambly
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How to trigger happy chemicals

Dopamine – pleasure and reward
Set a goal and anticipate the reward, each step will release dopamine

Endorphine – pain and stress
e.g. the high from exercise.
Laugh or exercise, aromatherapy oils/smell

Oxytocin – social interaction
Hug, give, trust, receive

Serotonin – self confidence, believing in yourself
Focus on your strengths, reflect on achievements, keep a gratitude diary

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Some career coaching techniques

• Notice destructive thinking, reflect back, encourage client to notice and gain distance e.g. “what makes you say that (evidence) .. What if it weren’t true, what difference would it make? .. That’s one way of looking at it ..”

• Reframing ... “what would you say a friend who said that about themselves?”

• What’s the worst that can happen?” “How would you manage that?

• “What’s worked in the past in similar situations?”

• Scaling

• Keeping a Gratitude diary

• Reviewing strengths and achievements

• Chair work – dialogical technique (your anxious self, your confident self etc)
Motivational Interviewing: avoid the “Fix-It” tendency.

• Offering solutions too soon

• Taking the positive position... look on the bright side!

You make it sound easy
I must be rubbish
You don’t understand
Acceptance, gentleness, recovery

The self isolating bird club
When you/they are ready ...

• Who makes you feel good about yourself?
• What makes you laugh?
• What elicits feelings of awe?
• What in your life are you grateful for?
• When are you most relaxed?
• When are you at your calmest?
• What makes you lose track of time?
• When do you feel most energised ... most alive?
• If time and money were no object what would you spend your day doing?
Useful resources

Beth Benatti Kennedy,(2018) Career ReCharge: Five strategies to Boost Resilience and Beat Burnout


Free Meditation course
https://product.soundstrue.com/resilience-in-challenging-times/?inf_contact_key=395b0b0bfdd846193f64556d7fc300edcc0558ed5d4c28cbfab114022b1ec50d

Free yoga
https://yogawithadriene.com/
Community of Practice for Careers Leaders to ‘all’ careers leaders on a free three-month trial, completely free of charge for the next three months. The platform is very easy to access:

https://www.careersleaders.thecdi.net/

Click on the ‘Sign In- Sign-Up’ square and when completing the form, simply put Free Trial in the space for membership number.

The system will let Careers Leaders join automatically and use the forum until the end of June 2020.

Forthcoming CPD webinars planned.
This is our second webinar of 2020 – we hope you found this interesting and informative😊

We’ll be hosting more webinars

6th May – CareerChat digital innovations
6th July - Youth Transitions: Creating Pathways to Success
6th September – The Careers Landscape: Evidence and Impact Assessment

For more details

Sign up to our Newsletter: http://eepurl.com/glOP2f

Visit our website: http://dmhassociates.org
SAVE THE DATE – INTERNATIONAL CONFERENCE

INTERNATIONAL CONFERENCE 2020

Evolving Careers
Share, Learn & Transform

Hosted by dmh associates

8 October 2020
Maple House, Birmingham, England
www.dmhassociates.org