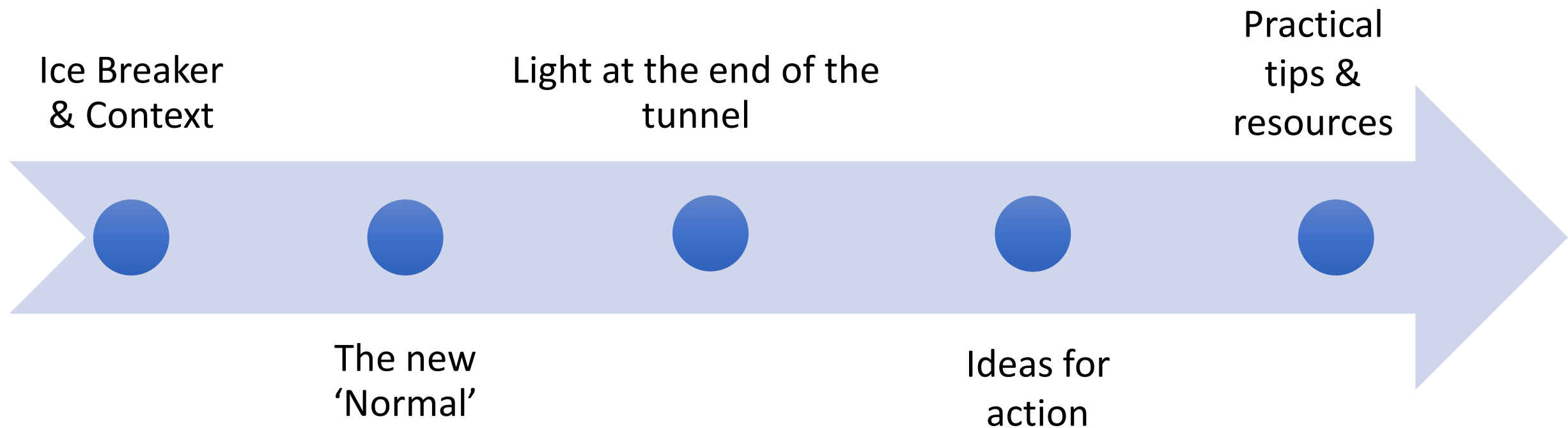




WELCOME!

Live CareerChat@Lockdown

6th April 2020





Ice Breaker Activity

Question 1

Over the past few weeks, what have children been putting in their windows to spread a little joy?



Question 2

dmh associates

What did Italians do to boost morale during the lockdown?



Question 3

dmh associates

Iceland

Shop now. We'll deliver.

What did a nurse recently do to his girlfriend in Iceland?



Question 4

Kind Canadians started '_____ ' trend.



Question 5

dmh associates

Recently, what did British Police go up and down the Thames doing?

**How many did you
get right?**

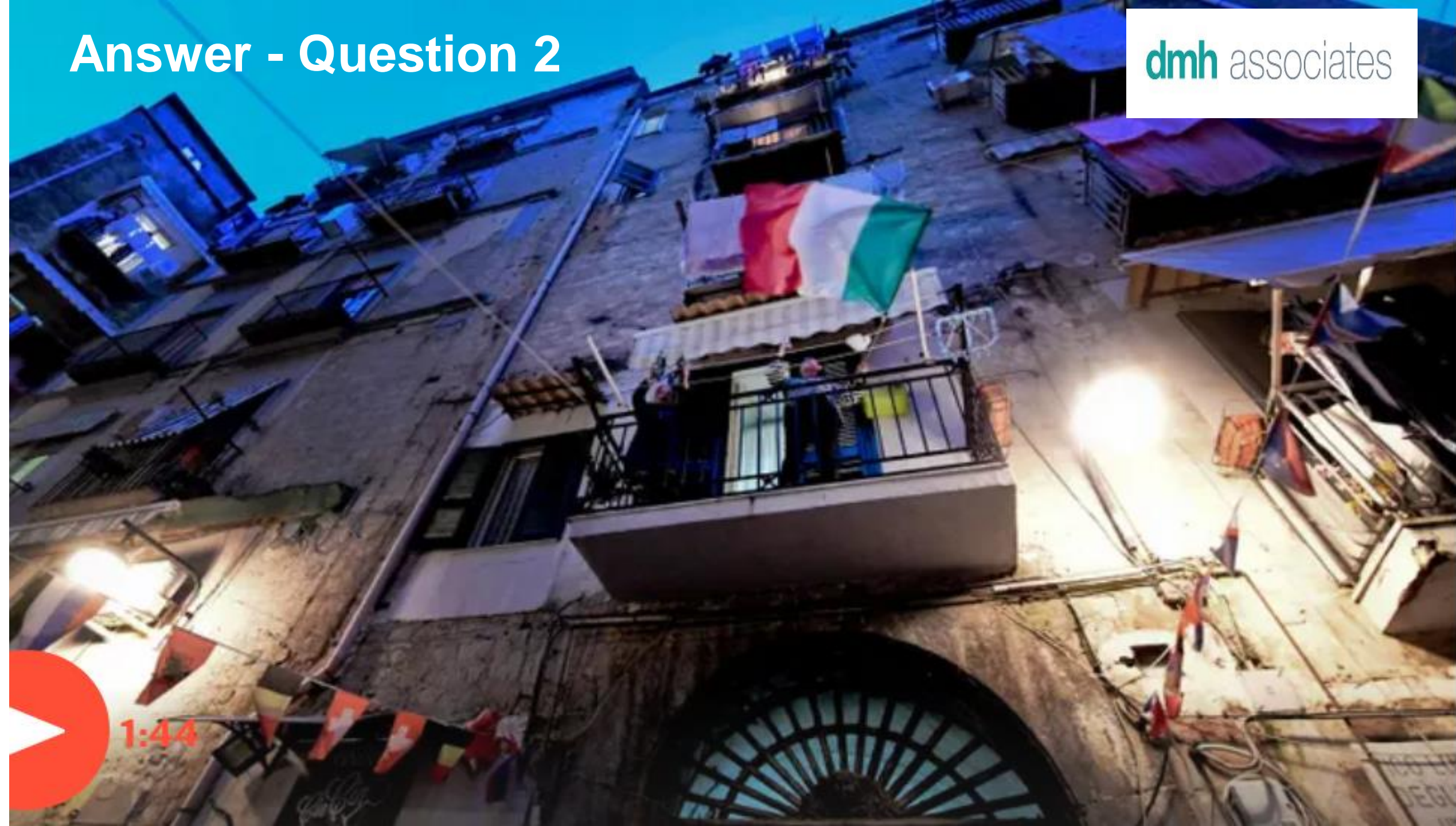
Answer - Question 1

dmh associates



Answer - Question 2

dmh associates



1:44

Answer - Question 3

dmh associates



Answer - Question 4

dmh associates



#Caremongering

Answer - Question 5

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

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

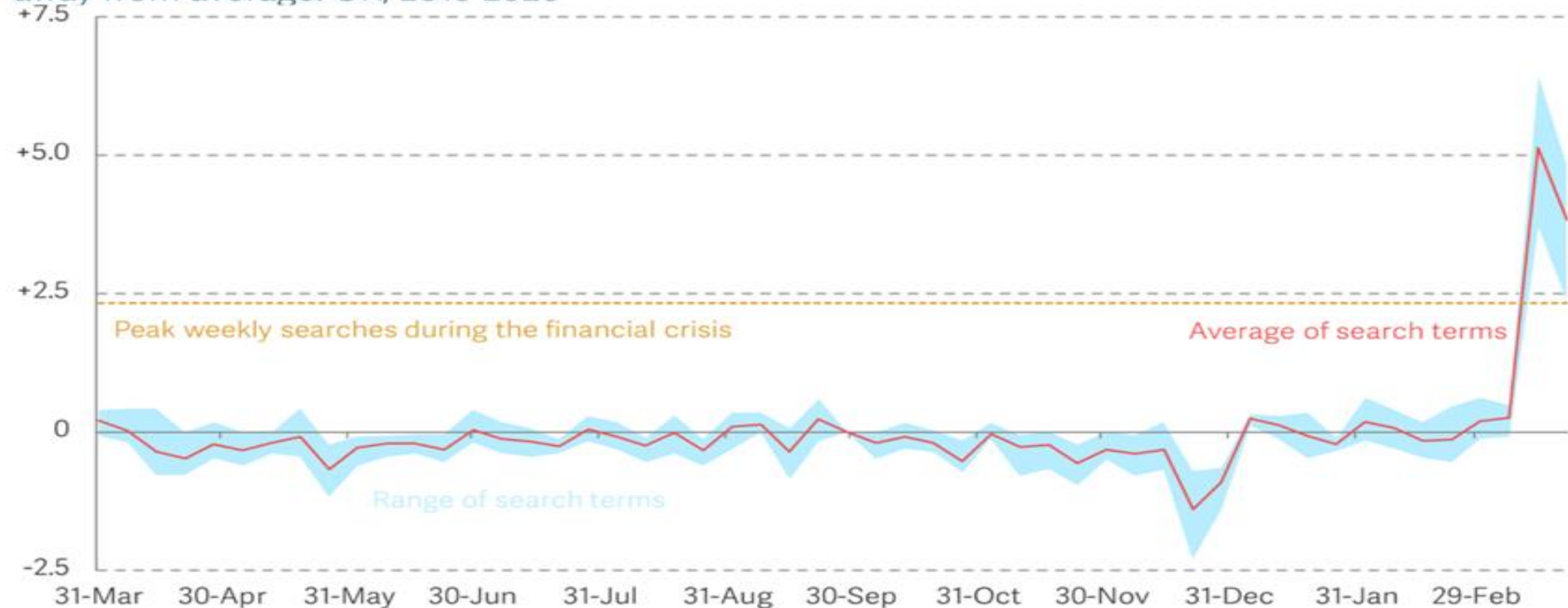
Source - <https://www.theguardian.com/business/live/2020/mar/30/oil-price-markets-coronavirus-recession-ftse-dow-confidence-profit-warnings-business-live>



Resolution Foundation – The Economic Effect of the Corona Virus in the UK

- 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

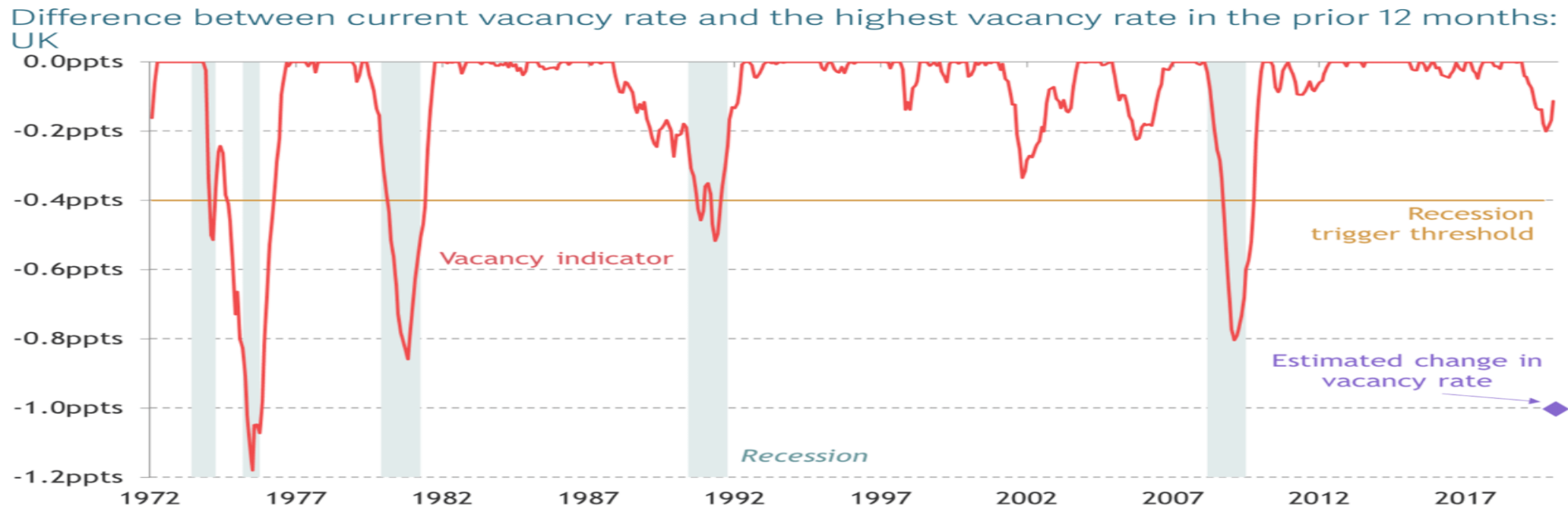
Web search frequency for a group of unemployment-related terms by week, standard deviations away from average: UK, 2019-2020



Notes: Terms include: "job seekers allowance", "JSA", "universal credit" and "unemployment benefit". The search frequency during the crisis peaked in July 2009 – the data is normalised from the start of 2007 until the end of 2009 based on the search terms "job seekers allowance", "JSA", and "unemployment benefit".
Source: RF analysis of Google Trends.

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resolutionfoundation.org

- 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



Notes: Recessions are defined as two quarters of negative GDP growth. Historic vacancy data are based on spliced series from jobcentres and employment offices. The estimated change is based on the relative frequency of new vacancies posted to the Government Find a Job website – collated using a webscraper. The indicator is adapted from the Sahm rule for indicating a US recession which is based on the unemployment rate rather than the vacancy rate. Source: RF analysis of ONS, Vacancy Survey; Bank of England, A millennium of macroeconomic data for the UK.

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Report from the Resolution Foundation – The Economic Effect of the Corona Virus in the UK

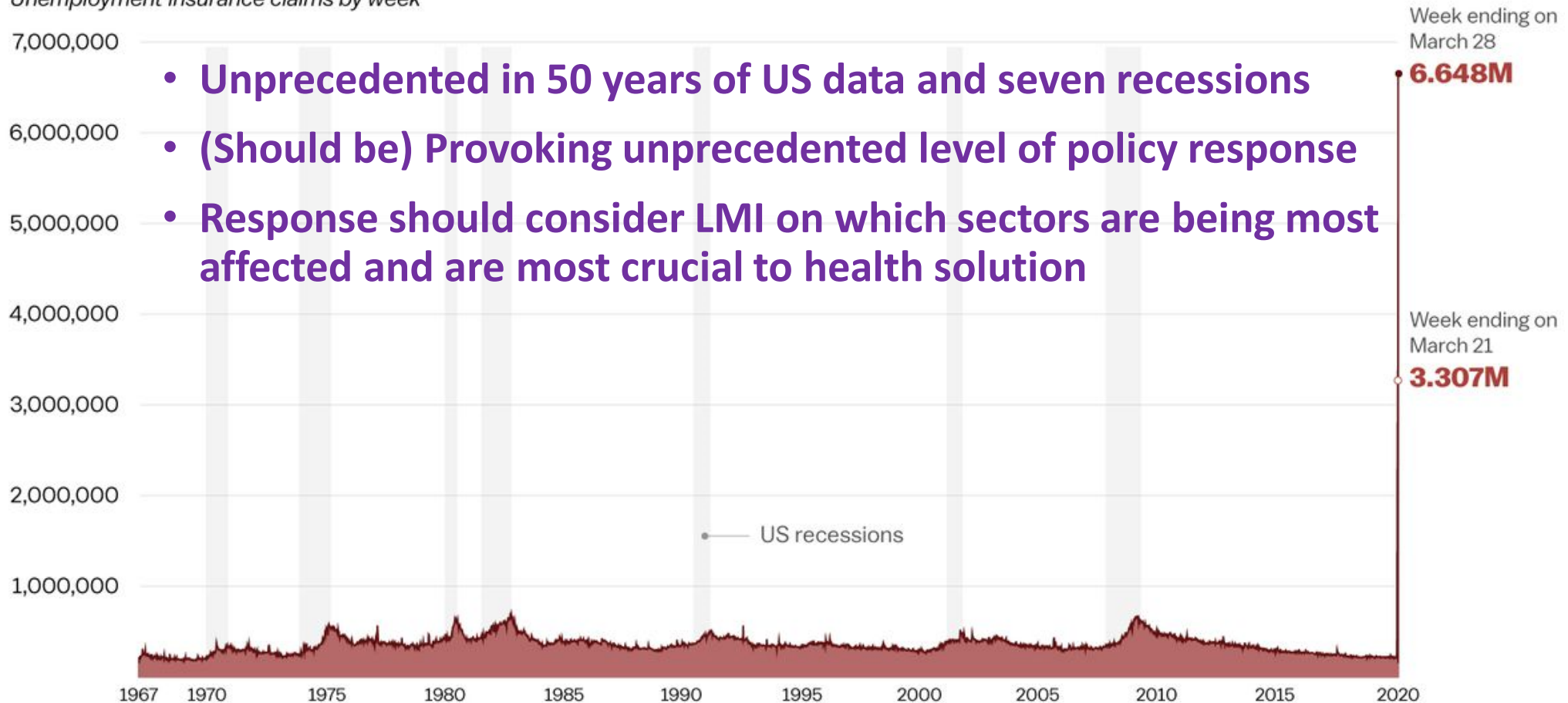
- Britain's unemployment rate may already be at 5.3%

-[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



Source: US Department of Labor

Vox



- 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. 1st 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

digital





Artificial intelligence and automation



The use of technology in
business operations



How do we measure skills?



Education

Prestige

Job satisfaction

Social value

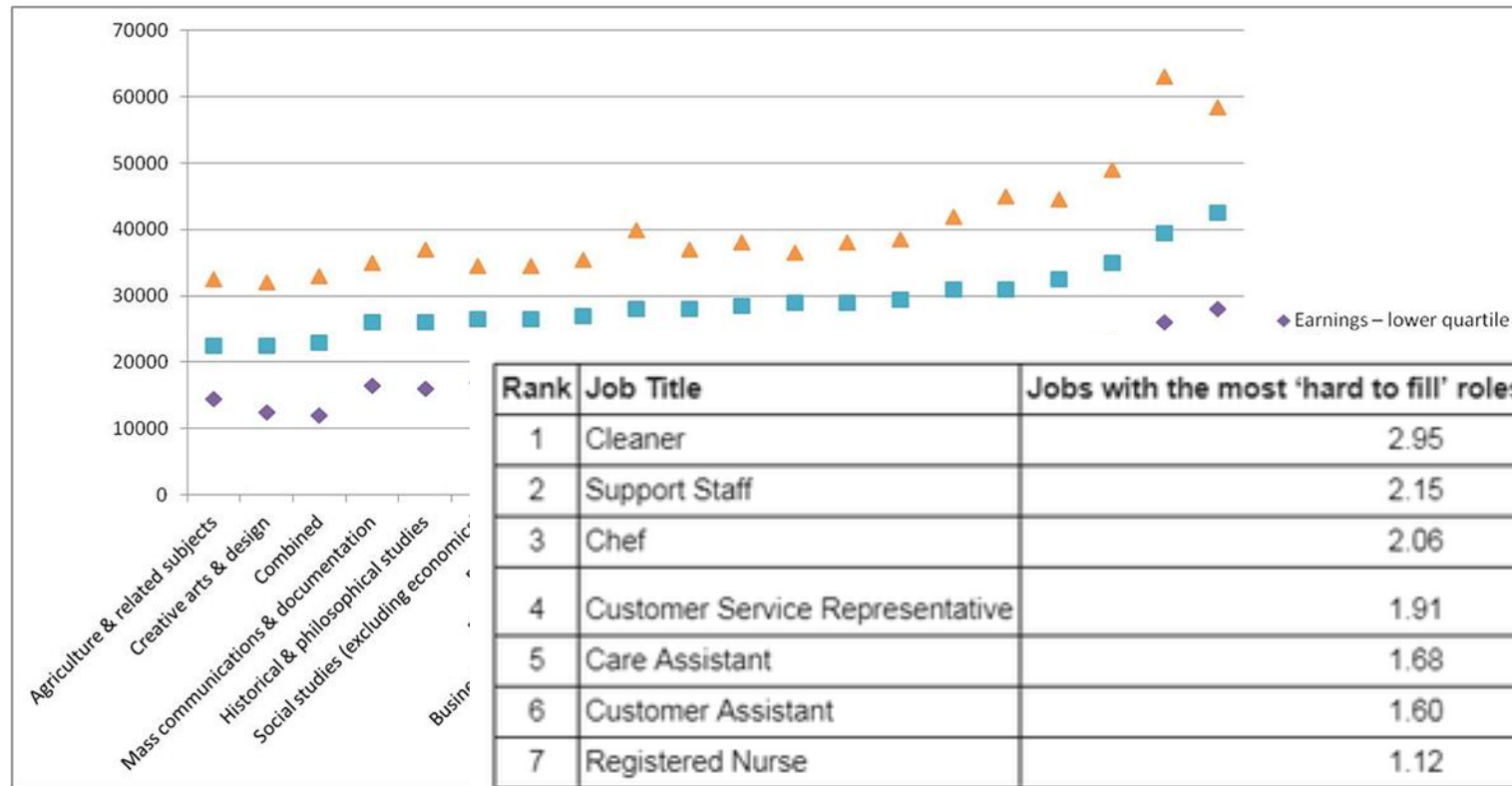




Life long
(online) learning:
what price Higher
Education?

How can LMI help us?

As short-term job-seekers: A bit less of...



Source: LEO

Rank	Job Title	Jobs with the most 'hard to fill' roles (by % market share)	Average Annual Salary
1	Cleaner	2.95	£16,640
2	Support Staff	2.15	£17,680
3	Chef	2.06	£18,408
4	Customer Service Representative	1.91	£18,000
5	Care Assistant	1.68	£18,221
6	Customer Assistant	1.60	£19,396
7	Registered Nurse	1.12	£35,360
8	Server	1.05	£17,722
9	Delivery Driver	1.00	£18,616
10	Sales Assistant	0.97	£16,432

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....



The screenshot shows the top of the REC website. The logo for 'The Recruitment & Employment Confederation' is at the top left, with the tagline 'Jobs transform lives'. Below the logo are buttons for 'MENU', 'SECTION MENU', and a search icon. The breadcrumb trail reads 'Recruitment & Employment Confederation » News & Policy » Coronavirus (COVID-19) hub'. The main heading is 'Coronavirus (COVID-19) hub'. Below this are social media icons for Facebook, Google+, LinkedIn, Twitter, and Email. The text states: 'We'll update this page at least twice daily, responding to the latest developments and announcements from Government. To help you stay informed, we're also producing a **podcast** twice weekly, as well as regular **'Fit for the new dawn'** webinar every Thursday at 10am, aimed at recruitment business owners to help you navigate these uncertain times effectively. We are committed to supporting all recruiters at this time of uncertainty. Help us understand the issues that are most urgent to your business via this **survey** - this will directly influence the content we produce, as well as our messages to Government.'



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



Birkbeck, University of London > Student services > Careers Service

CAREERS SERVICE

Our Careers Service is free and available for career development and enhancement.

Coronavirus update: Our office is currently closed.

- You can access your online career appointments via [My Birkbeck](#)
- Pre-booked one-to-one appointments can be confirmed.

CONTACT US

Alumni Careers Clinic Term

by Andy Stirups • a day ago

	Apr 30 THU	Apr 30 THU	Apr 30 THU	May 6 WED
	10:00 13:00	14:00 17:00	17:00 20:00	10:00 13:00
Chris Percy				



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

Black Swan or White Swan?

FROM "THE BLACK SWAN"
2007




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

Bloomberg

0:23 / 6:45

9.27	2.03%
8.94	2.32%
4.28	2.72%
54	



Nassim Taleb
NYU DISTINGUISHED PROFESSOR
OF RISK ENGINEERING

Bloomberg

TALEB: PANDEMIC WAS PREVENTABLE

2007

30 March 2020

Efficiency or resilience?

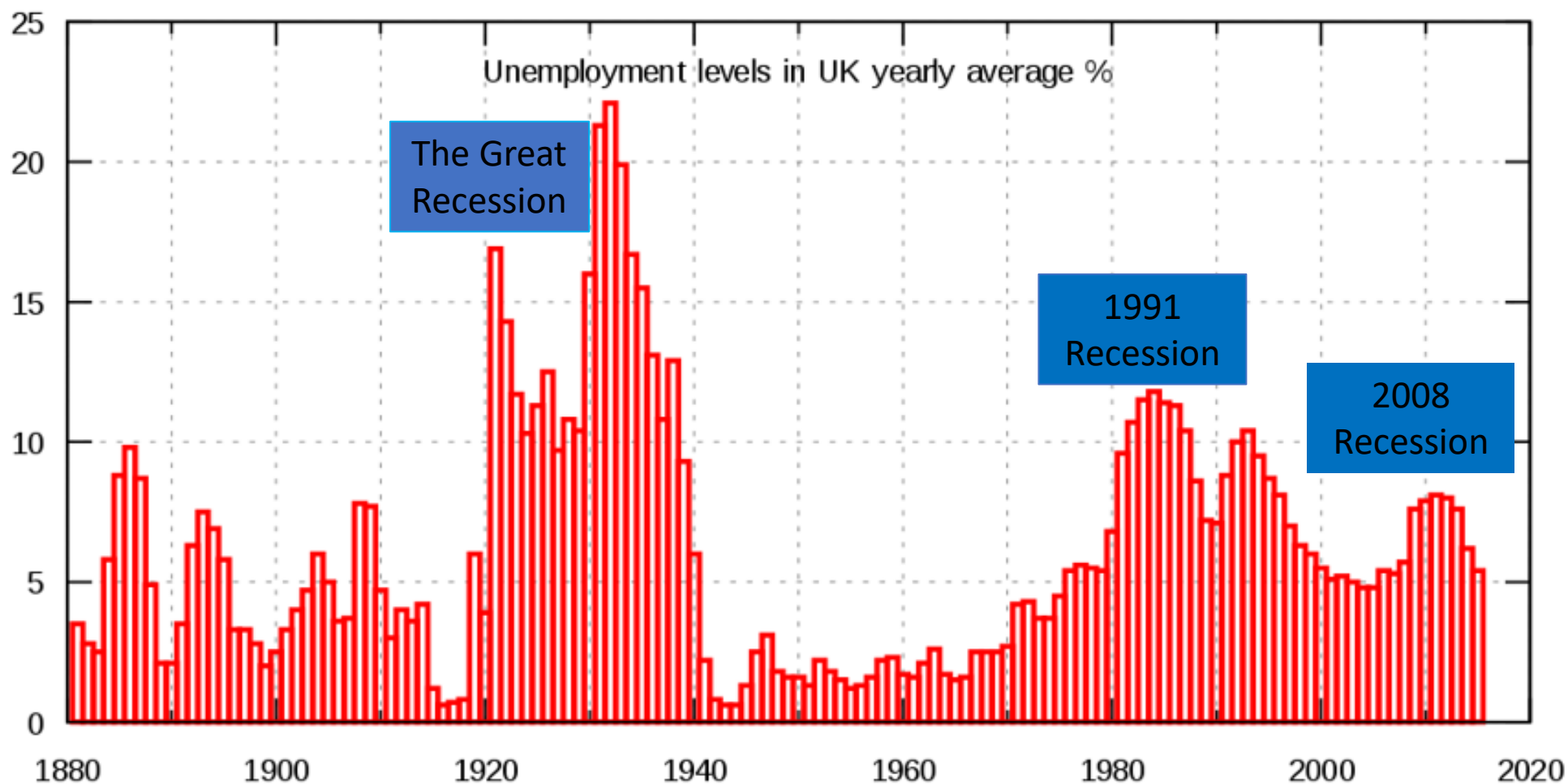


Usain Bolt injured, World Athletics Champs 2017

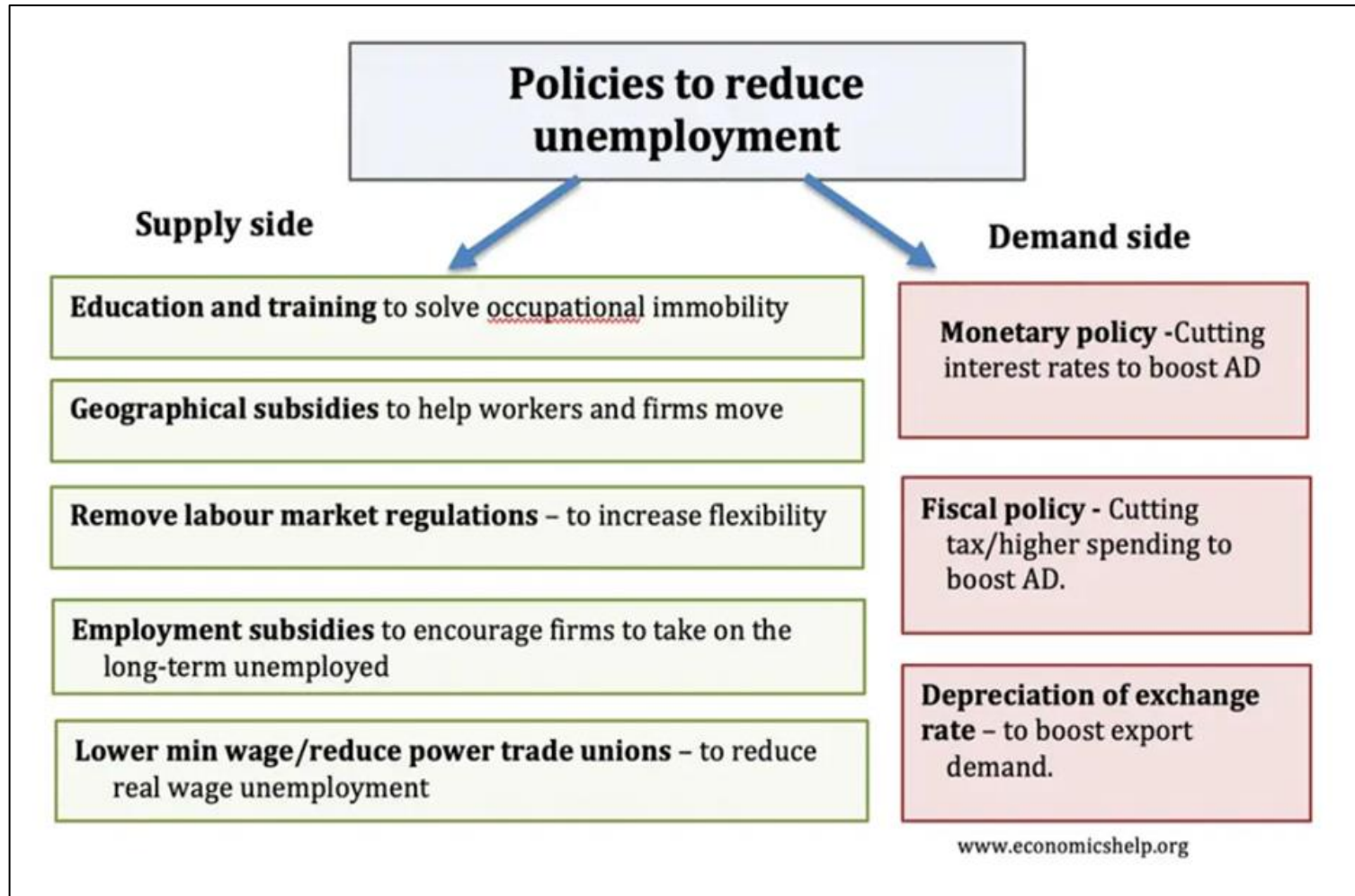
Finely-tuned muscles can be the most sensitive to tearing

- 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

UK Government policies during recessions



Government policies during recessions



- 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



Career support services: Practice options



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

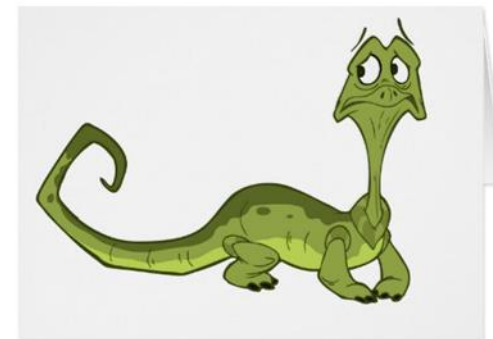
- Job postings still exist
- Many still need to work or find work
- Large parts of the economy are explicitly not on lock-down
- Many are thinking/planning for possible futures
- Practical support on navigating job sites and contrasting options is more important than structured LMI
- The coaching and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

Practical tips for maintaining wellbeing

Liane Hambly

lhambly@btinternet.com

creativecareercoaching.org



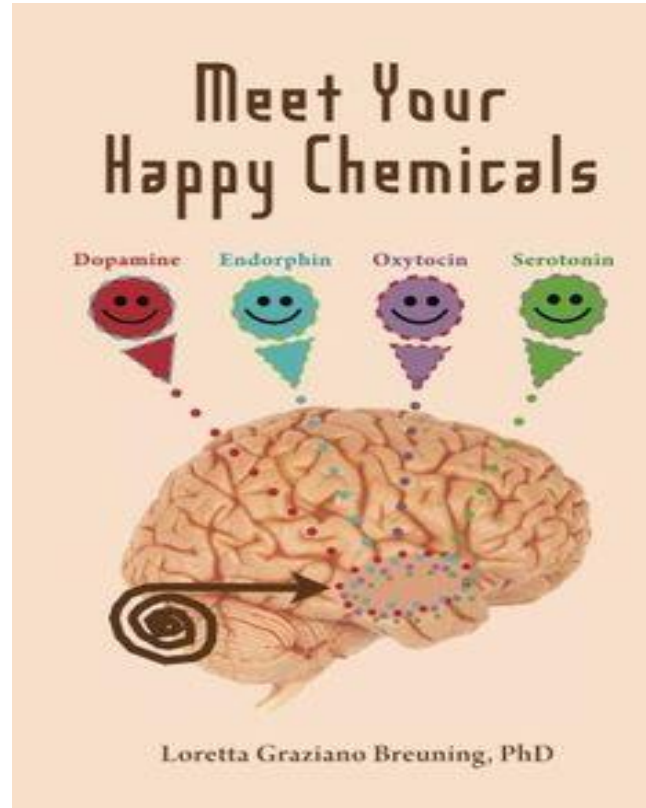
How to trigger happy chemicals

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

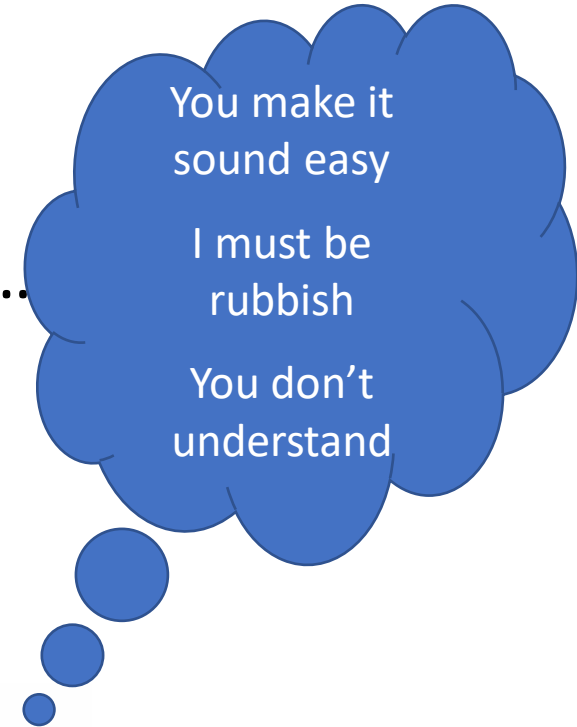
Some career coaching techniques

- 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!



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

Hambly, L. and Bomford, C. (2019) *Creative Career Coaching, Theory into Practice.* Routledge



Free Meditation course

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

Free yoga

<https://yogawithadriene.com/>

UK Career Development Institute

- 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

FUTURE WEBINARS

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



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8 OCTOBER 2020

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