

From Pink Slip to Paycheck!
How to Help Youth
Survive Layoffs and
Get Back into Job Search!

PRESENTED BY
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15. The Radar Approach To Job Retention!
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YOUTH AND JOB LOSS DUE TO LAYOFF

- 1. While the loss of a paycheck is important to youth, there are many other things youth can lose when they are laid off from their jobs.**
 - A. The co-worker workplace family**
 - B. Structure in their life**
 - C. The role of work as an anti-depressant**
 - D. Having a sense of purpose**
 - E. Pride and self-esteem**
 - F. The loss of being on the career pathway**
 - G. Physical activity**
 - H. Being mentored by their boss or older workers**
 - I. A reason to leave where they live**
 - J. Hope of advancement on the job**
 - K. Work making their life more interesting**
 - L. The ability to help their family**
 - M. Being a role model for younger siblings**
 - N. Work can help them avoid being involved with gangs**

2. **While layoffs are difficult situations for most youth, there are individual factors that will determine how an individual youth will react to being laid off. These include the following:**

The youth's history of being laid off

Their degree of satisfaction with the job

What the job meant to them and what needs it fulfilled

The degree of positive impact of the job on their overall quality of life

Their financial situation

The number and strength of their support systems

Their physical and mental health

How other people react to their job loss

THINGS TO DO AND NOT TO DO **IN EMPLOYMENT COUNSELING WITH** **YOUTH THAT HAVE BEEN LAID OFF**

THINGS NOT TO DO	THINGS TO DO
Treating everyone the same	Work to understand what job loss means to the individual
Rushing youth through the reactions to the job loss process.	Acknowledge and show empathy for the loss the youth feels.
Having endless depressing talks about the job loss	Integrating talk about the loss with talk about job search and their future.
Expecting youth to have a linear process through the stages of recovery from loss	Helping youth know that it is common for people to be surprised in post-layoff times
Getting into the role of mental health therapist	If necessary refer youth to mental health resources
Minimizing the challenge of job search in a recession	Give youth realistic hopes about getting hired
Overlooking what they have learned from the job they lost	Conducting an inventory of what they have learned that will help them be more employable now than they were for the last job
Over helping youth so they become dependent on you.	Help youth do what they can and use their support systems and develop new ones.

HELPFUL PROGRAM STRATEGIES

- 1. Give youth role models of youth that lost their jobs and became reemployed.**
- 2. Work with youth in mini-groups, workshops and Job Clubs more than you work with them individually except for individuals with special needs.**
- 3. Encourage youth to maintain the rituals of working.**
- 4. Help youth find more effective ways to stay connected with the workplace family.**
- 5. Encourage time limited vocational skill building volunteer work.**
- 6. Do a Support System Inventory and help youth add support systems.**
- 7. Teach youth how to plan the job search day the night before.**
- 8. Consider including other people in the lives of the youth in some of the employment counseling.**
- 9. At the right time, introduce the idea that learning how to make it through a layoff is now part of working. Help youth see this time as building a new skill set.**

WHAT I LEARNED FROM MY LAST JOB

HARD SKILLS	SOFT SKILLS	THINGS I LEARNED ABOUT MYSELF

MY SUPPORT SYSTEM AND JOB SEARCH CONTACT LIST

You can use this list to help make two other lists. One list will be called the Support System List. This is a list of people you can talk to that will help you stay motivated and deal with the stress of job search. The other list will be called the Job Search Contact List. This is a list of people who may be able to connect you with their employer, other employers and connect you with people who will know employers. Some people may be on both lists. At first glance, you may not be able to think of people in a certain category. Go back to the category later to see if any names come to mind, but do not expect to have names for every category.

1. Immediate and extended family members
2. Friends and their friends
3. Neighbors in the place I am currently living in and neighbors from places I have lived in.
4. People I know from social activities.
5. Former employers.
6. Former coworkers.
7. People I know from places I go to hang out.
8. People I know at businesses I buy things from.
9. People that have helped me.
10. People I know from doing things I like to do
11. People I know from agencies or schools I go to
12. Older people

What other categories can you think of?