

# Resiliency in Job Searching During COVID-19

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**Autism**ONTARIO  
*see the potential    voir le potentiel*

# About Redpath

- The Redpath Centre is a private mental health organization specializing in ASD and other neurodevelopmental conditions across the lifespan. In addition to providing a range of clinical services, we carry out research, educate stakeholders, and advocate for systems change.
- We offer psychological assessments, occupational therapy, speech assessment/therapy, individual, couple, family and group therapy, vocational and educational coaching.
- Main office located downtown Toronto and affiliates throughout the province



# About Sarah

- Undergraduate degree in Labour Studies and a Masters of Social Work
- Over 12 years experience directly counselling individuals with challenges finding and keeping work
- Provides counselling to youth and adults around employment, anxiety and social relationships
- Mom to three young boys and a dog
- [www.sarahsouthey.com](http://www.sarahsouthey.com)



# Agenda

- Breathing Exercise
- Checking in on Perspective and Mental Health
- Job Searching During a Recession
- Setting New Goals and Routine – what to include in your day
- Example Schedules
- Resources





# Mental Health and Emotions



# COVID-19 – Different Perspectives

- Difficulty getting motivated, feeling down or depressed
- Confusion
- Anxious/Fearful – worried for self and others
- Empathizing for others, but enjoying the break – “an introvert’s paradise”
- Life hasn’t seemed to change much



# Mental Health

- Needs to be prioritized
- People living with ASD are a potentially more vulnerable population during times of crisis
- High co-morbidity of mental health diagnoses
- Often find change difficult





# Mental Health Strategies

- Positive affirmations
- Talking to family members, friends or professional
- Meditation
- Breathing practice
- Exercise / get outside and walk
- Keep a routine
- Distraction techniques
- Yoga/Stretch
- Gratitude practice -
- Journaling



Pausing for a moment of gratitude that my sons were playing nicely together



# Job Searching During a Recession



# Job Searching During a Recession

- Job searching for the coming months will be more challenging than in the past due to increased unemployment rate creating more competition
- Government has deployed an unprecedented amount of economic relief and there is no question that opportunities will be available
- During past recessions the government funded many provincial employment programs/centres to help job seekers
- A clear job searching routine and effective strategy is now more important than ever
- <https://www.cbc.ca/news/business/jobs-hiring-postings-opportunity-covid-19-1.5506880>



# Typically Successful Job Search Methods

- Applying internally
- Networking
- Job Searching online
- Working with headhunters or temporary agencies



# Predicted Fastest Growing Industries in Canada for 2020 (Pre-COVID-19)

- Electric Power Transmission
- E-Commerce and Online Auctions
- Corn and Soybean Farming
- Gold, Silver and Ore Mining
- Physical Therapists
- Margarine and Cooking Oil Processing
- Employment and Recruitment Agencies
- Billboard and Sign Manufacturing
- Cannabis



# What Jobs Will Be Available?

- Not all businesses that have failed in this pandemic (ex. Zoom and video conferencing, grocery companies, toilet paper companies)
- Try to target your job search to essential services (healthcare, grocery)
- Employers are going to be looking for positions that add immediate value to their organization (example. Technology or sales focus)
- Pay attention to industries and specific places that have done large lay-offs
- “Digital Transformation” means IT careers are more valuable than ever



# Setting New Goals and Routine



# Routine

- There is a lot going on in the world that you don't have control over
- Creating or maintaining a routine may provide a sense of control over one's immediate environment
- Wake up at the same time daily
- Build in breaks - be realistic about focus
- Current job seekers may not be seeing as many job postings
- Taking a break from typical job searching may make sense; however, it is important not to break your general routine and continue to build skills





# Set SMART GOALS

Your goals may now look a bit different than they may have before

**So what exactly does SMART stand for?**

**Specific** – What is it exactly that you would like?

**Measurable** – How will you know when you've got it?

**Achievable** – are you capable of the goal? Do you have the necessary experience/ training to achieve it?

**Realistic** – How realistic is it?

**Timed** – When would you like it by?

Write it out, and talk it out with those that support you



# Activities When You're Not Job Searching

- Taking care of yourself
- Help with chores
- Get outside – switching up environment is important for mental health
- Activities that aid in self understanding of interests
- Activities that aid in labour market understanding
- Skill building/resume building work



# Activities That are Resume Building

- Learn languages
- Online courses that are skill building (ex. Coding)
- Non-traditional volunteer opportunities – call Grandma, do acts of kindness for your neighbours



# Activities that Aid in Labour Market Understanding

- Informational interviews – reach out to people in your network to learn more about what they may do
- Research companies, industries and specific job titles ([www.onetonline.org](http://www.onetonline.org))
- Plan for future volunteering
- Research growth industries
- Research Canadian companies that value diversity (<https://canadastop100.com>)
- Connect with local Employment Resource Centre

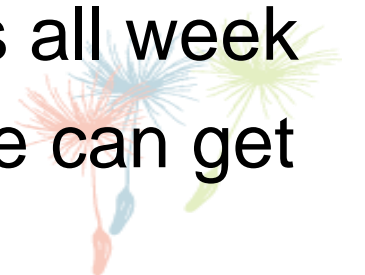


# Case Study Examples




# Case Study One - Cora

- 26 year old – laid off from retail – lives alone in basement apartment
- Currently very anxious about her grandmother getting COVID-19 and struggling with any self care
- Spends most of her day looking up statistics on COVID-19 prevalence
- Worried about getting another job in retail and not really wanting to return to it
- Sleeping late and has been wearing the same trackpants all week
- Has some background in Spanish and is wondering if she can get a new job in translating documents



# What Can Cora Do?

- First prioritize self care – get back into showering daily and putting on clean clothes
  - Next Cora needs to breakdown her schedule to figure out where she can carve out time to build new skills and do research
  - Cora can build a SMART goal around learning Spanish
  - Cora can then spend her morning working on Spanish lessons and her afternoon further researching different industry opportunities, more formal education and specific employers so that she is best prepared to re-enter the labour market
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# Sample Routine for Cora

8am – wake-up

8am- 9am – Morning routine (eat, grooming, leisure)

9am – 11am – Work on online Spanish course

11am – 12pm – Household chores

12pm – 1pm –Lunch and break

1pm – 3pm – Research education and job opportunities on translation

4pm – 5pm – Exercise time

5pm – 6pm Leisure or dinner prep

6pm – 7pm Eat and clean dishes

7pm – 11pm – Leisure and connect with a family member or friend, then bed





# Case study Two - Mavis

- 17 year old high school student – currently on break from school – wants to treat time off like a vacation
- Sleeping a lot of the day, gaming until late at night
- Frustrated that his summer job plans to work at the local public pool may not be an option anymore
- Uncertain about long-term goals
- Struggling to put in effort to school and job searching



# Mavis's Sample Schedule

8:30am – Wake-up, social media and breakfast

9am – 10am- Workout in home gym

10am – 10:30am Hygiene and snack

10:30am – 12:30pm – Work on online high school courses

12:30pm – 1:30pm –Lunch and break

1:30pm – 3pm – Complete online skills and values assessments, connect with employment coach, work on new summer job or volunteer plan, job search online and apply

3pm – 5pm – Walk the dog and leisure time

5-6pm – More schoolwork

6pm – 7pm Eat and clean dishes

7pm – 11pm – Leisure and connect with a family member or friend



# A Few More Tips On Getting Started

- Use To-do list (paper and pen, or through an App such as Waunderlist or Trello)
- Itemize what areas are priorities (colour code) and start with a challenging task first
- Chunk your time
- Use timers
- If you sit down and find that you are having trouble getting started, try to work on the task for ten minutes. If you're still struggling, be kind to yourself and give yourself permission to try again later \*

[Martin, Sharon. \(2019\). \*The CBT Workbook for Perfectionism: Evidence-Based Skills to Help You Let Go of Self-Criticism, Build Self-Esteem, and Find Balance\*](#)



# Resources

Mental Health during COVID-19:

[https://www.camh.ca/en/health-info/mental-health-and-covid-19?s\\_src=donoremail+covid&s\\_subsrc=&utm\\_campaign=breaking&utm\\_medium=email&utm\\_source=donoremail+covid&utm\\_content=4#coping](https://www.camh.ca/en/health-info/mental-health-and-covid-19?s_src=donoremail+covid&s_subsrc=&utm_campaign=breaking&utm_medium=email&utm_source=donoremail+covid&utm_content=4#coping)

Mindfulness Mondays: <https://www.eventbrite.ca/e/mindfulness-monday-tickets-100432038932?>

<https://www.huddle.care/covid/>

Calm.ca or Headspace App's



# Websites that Describe Growing Canadian Industries

- <https://www.bmmagazine.co.uk/news/canadian-industries-to-follow-in-2020/>
- <https://www.pivotalolutions.com/growing-industries-in-canada/>
- <https://www.canadianbusiness.com/growth-500-canadas-fastest-growing-companies/>
- <https://www.ibisworld.com/canada/industry-trends/fastest-growing-industries/>

