

H-1B RTW LTU SUBJECT MATTER EXPERT SERIES WEBINAR

Breaking Down the Barriers: Helping the Long-Term Unemployed Overcome Obstacles and Secure Jobs September 25, 2015

Moderators: Megan Baird, RTW Policy Lead, DOL Division of Strategic Investments; Jen Swidler, H1-B RTW Technical Assistance Coach

Topic: This webinar focused on the challenges long-term unemployed (LTU) workers experience and the solutions to help LTU overcome obstacles as they look for jobs and prepare for new employment. It provided information on the differences between working with LTU jobs seekers versus other types of job seekers, and provided techniques for serving this unique population.

Presented by: Ofer Sharone, Mitsubishi Career Development Professor and Assistant Professor of Work and Organization Studies at the MIT Sloan School of Management

WEBINAR LINK: <https://www.workforce3one.org/view/5001525232881797026/info>

The Importance of Your Support: A Look at the Statistics

August 2007	August 2015
18% of unemployed are LTU	28% of unemployed are LTU

- Once unemployed, the risk of becoming LTU cuts across all education levels.
- Among unemployed who are 55 years or older, 45% are LTU
- A series of job rejections over a long period of time makes the LTU experience significantly different from the short-term unemployment experience. Service providers may need to address job search discouragement issues, and physical and mental health risks before LTU clients are ready to go back to work.
- For LTU job seekers, the typical American white-collar hiring practices with the focus on candidate fit and interviews that can feel like first dates, can generate a debilitating perception that the rejection is personal and reflects an evaluation of their core self.
- BUT this can be overcome with support!

“Resumes are the hardest things to write because it taps into my identity, my pride, my fears . . . Putting yourself out to be judged is pretty heavy.” - LTU

“I find [networking] difficult to do. There is a hesitation about calling people and putting myself out there. It’s just difficult.” - LTU

Empowering LTU Clients: When LTU feel under confident, blame themselves for their situation, and feel stuck in the “black hole,” what can we do to help?

Overcoming Self-Blame

- 1) Deliver careful messaging regarding the *degree* of job seeker control to avoid boomerangs.
- 2) Set expectations for marathon not a sprint to a new job, slow, steady, and persistent.
- 3) Provide space/time to share range of emotions to reduce isolation.
- 4) Encourage group work to facilitate recognition of own merits and to feel valuable to others.
- 5) Discuss strategies and resources to maintain/repair friendships and marriages.

Keys to Networking

- 1) Telling people to get out there and network is usually not enough.
- 2) Break the typical resistance by setting clear targets/goals.
- 3) Encourage follow through by making steps manageable for the client and their comfort level. Start small and work up.
- 4) Find situations (e.g., Hackathons) where job seekers can organically meet others as peers.
- 5) Partner LTU to attend networking events together and provide support.

ADDITIONAL RESOURCES:

Transforming U.S. Workforce Development Policies for the 21st Century

<http://www.heldrich.rutgers.edu/projects/transforming-us-workforce-development-policies-21st-century>

Working Scared (Or Not at All): The Lost Decade, Great Recession, and Restoring the Shattered American Dream

http://www.amazon.com/Working-Scared-Not-All-Recession/dp/1442232412/ref=asap_bc?ie=UTF8

Why Good People Can't Get Jobs: The Skills Gap and What Companies Can Do About It

<http://www.amazon.com/Why-Good-People-Cant-Jobs-ebook/dp/B00850ZOKI>

Flawed System/Flawed Self

<http://press.uchicago.edu/ucp/books/book/chicago/F/bo16668097.html>

Follow-Up Roundtable Discussion	Contact Information
<p style="text-align: center;">LTU Subject Matter Deep Dive! Hosted by Ofer Sharone Sept 30, 2015 at 2:00 p.m. Eastern.</p> <ul style="list-style-type: none"> • Bring your questions and comments in a lively follow-up discussion on the information presented during the webinar. • Hear from fellow grantees on the topic: <ul style="list-style-type: none"> – Rochester Works – Workforce Alliance 	<p style="text-align: center;">Ofer Sharone: osharone@mit.edu</p> <p style="text-align: center;">Your Federal Project Officer, DOL National Office, and Technical Assistance Providers: RTW@dol.gov</p> <div style="text-align: center;">  </div>