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# Understanding the Pathway to Employment for Syrian Refugee Newcomers

Wednesday, November 30, 2016

Welcome Centre Immigrant Services – Markham North

Presented by:

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# Agenda

- Change and Transition
- Morale Curve
- Change and Career Planning
- Employability Dimensions
- Resources
- Employment Options
- Guest Speaker
- Q&A

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# The Fable Activity



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# Change and Transition

**Does anyone know the difference between change and transition?**

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# Change and Transition Defined

- Change is situational and happens without people transitioning
- Transition is psychological and is a process where people gradually accept the details of the new situation and the changes that come with it

“Managing Transitions” by William Bridges

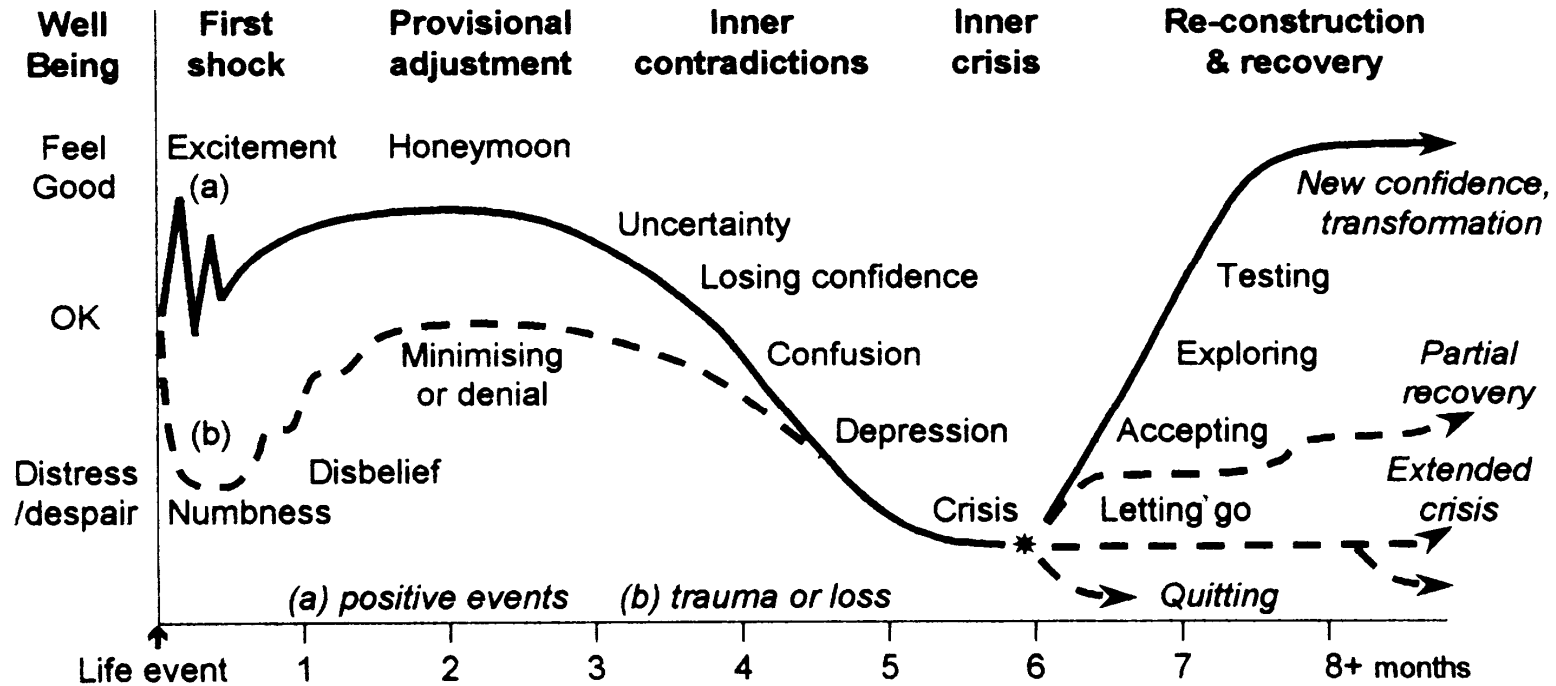
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# Stages of Transition



<http://www.eoslifework.co.uk/>

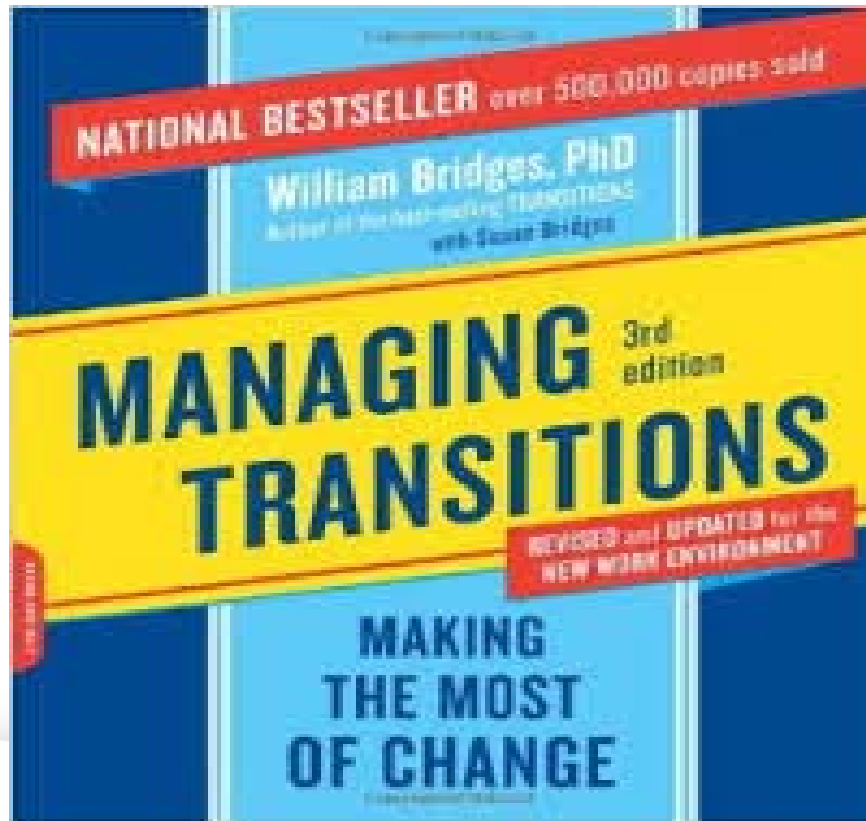
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# Recommended Reading:



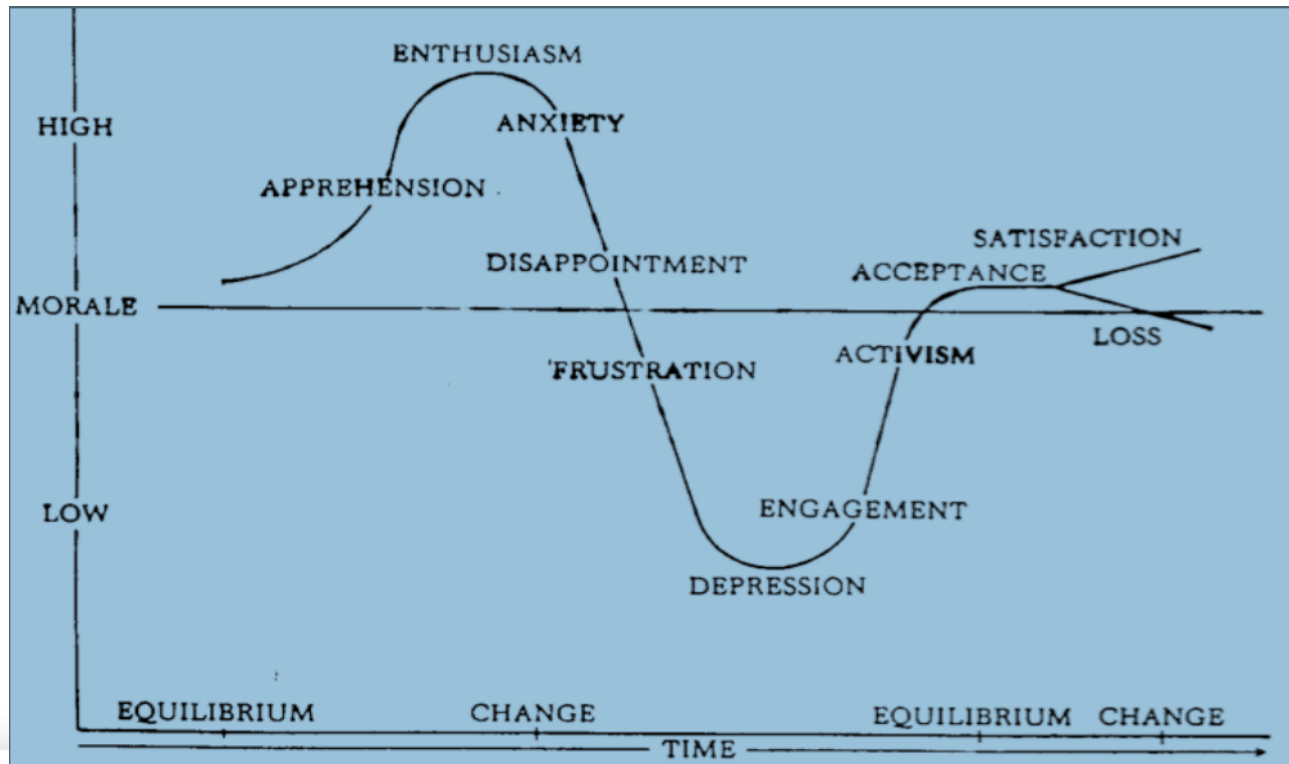
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# The Morale Curve



morale curve; W. W. Menninger, 1975

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# Metaphors



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# Recommended Reading



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# Physics of Change

## **Inertia:**

An object at rest will remain at rest, and an object in motion will remain in uniform motion, unless some force acts upon it

## **Job Seeker Inertia:**

A client – or group - will continue to move at its current speed and in its current direction unless some force acts upon it.

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# Physics of Change



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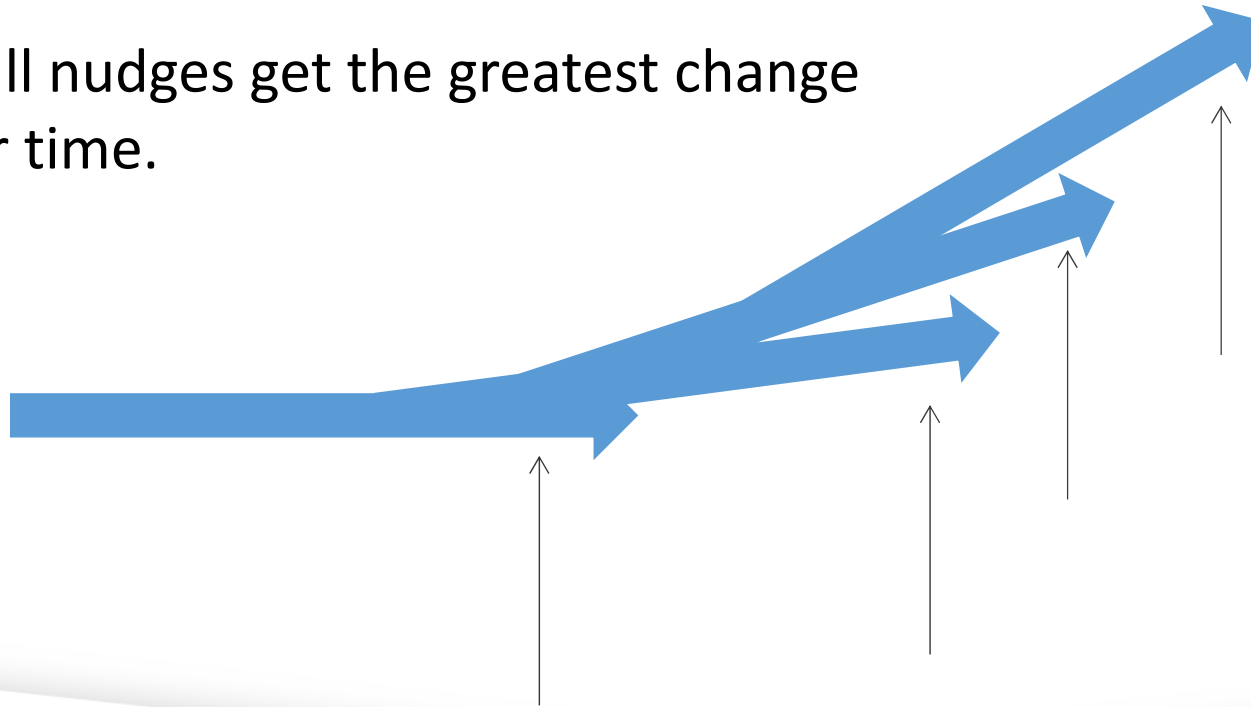




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# Physics of Change

Small nudges get the greatest change over time.



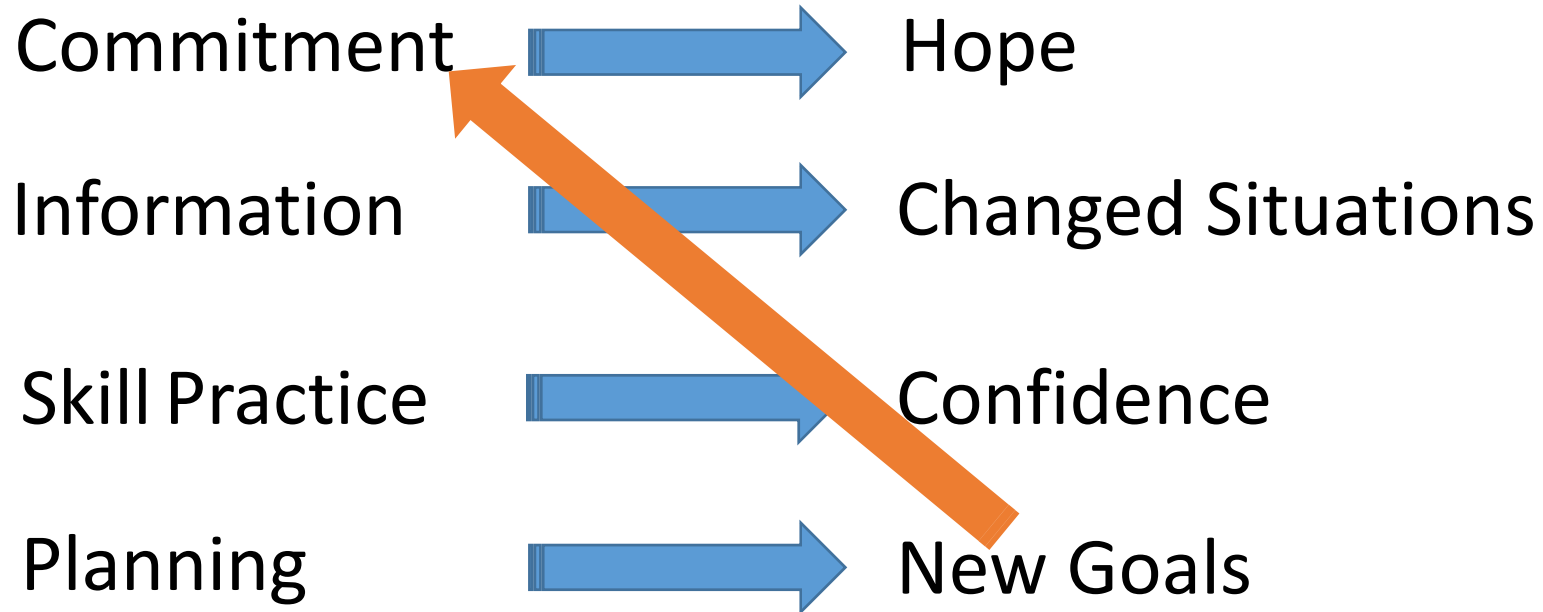
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# Positive Change Cycle



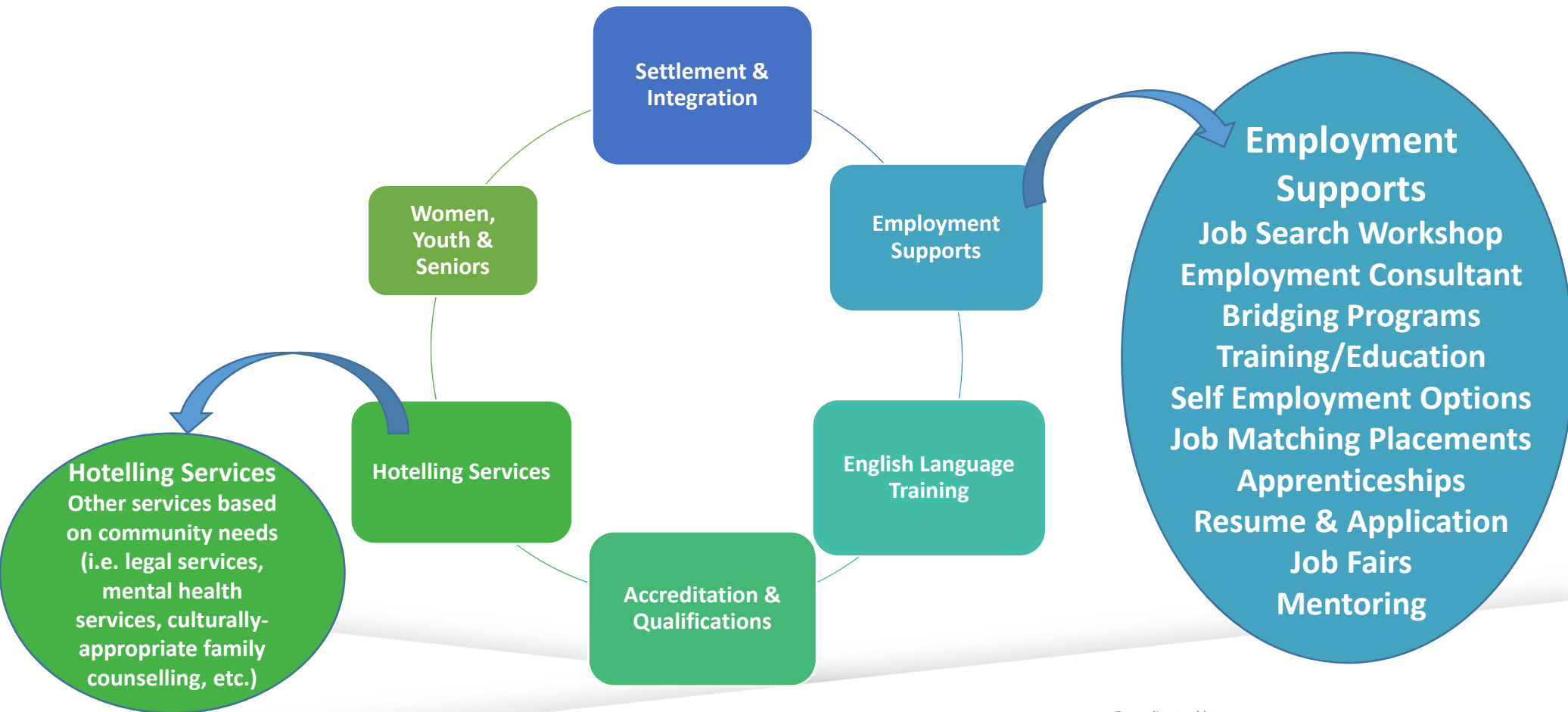
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# How Can Welcome Centre & Job Skills Help?



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# Client Story

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# Employability Stages

1. Environmental and Personal Factors
2. Inner/ Self-Exploration / Decisions Making (Who am I?)
3. Outer Exploration / Skills Enhancement (What's out there?)
4. Outer Exploration / Job Search Enhancement (How do I get there?)
5. Job /Work Maintenance
6. New Career Growth / Growth Enhancement

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# 1. Environmental and Personal Factors

- Physical or emotional needs.
- Any cultural issues impacting on employment
- Personal attitudes.

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## 2. Inner/Self – Exploration/Decision Making (Who am I?)

- The Nature of supports needed to look for work.
- Personal skills, interests, values.
- Examining whether the individual has a specific career or job in mind
- Determining whether the choices seems realistic in light of the client background, and labor market conditions.

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### 3. Outer Exploration / Skills Enhancement (What's Out There?)

- Skills and requirements related to generic and occupational competencies associated with the occupation.
- Formal training through the trades, colleges or universities.
- Training and skill development through participation in voluntary activities.
- Informal skill development that occurs with organizations and through mentoring and coaching relationships.

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## 4. Outer Exploration / Skills Enhancement (How do I get there?)

- Resume preparation
- Occupational research
- Networking ability to contact employers
- Interview skills

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## 5. Job/Work Maintenance

- Past work history
- Any evidence of difficulty in holding a job
- Quality of references.

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# Employment Options

- It is important to clarify their long term career aspirations so that so that their short term occupation can support refugees long term career goals, to support career resilience and maintenance
- Roadmap to Employment

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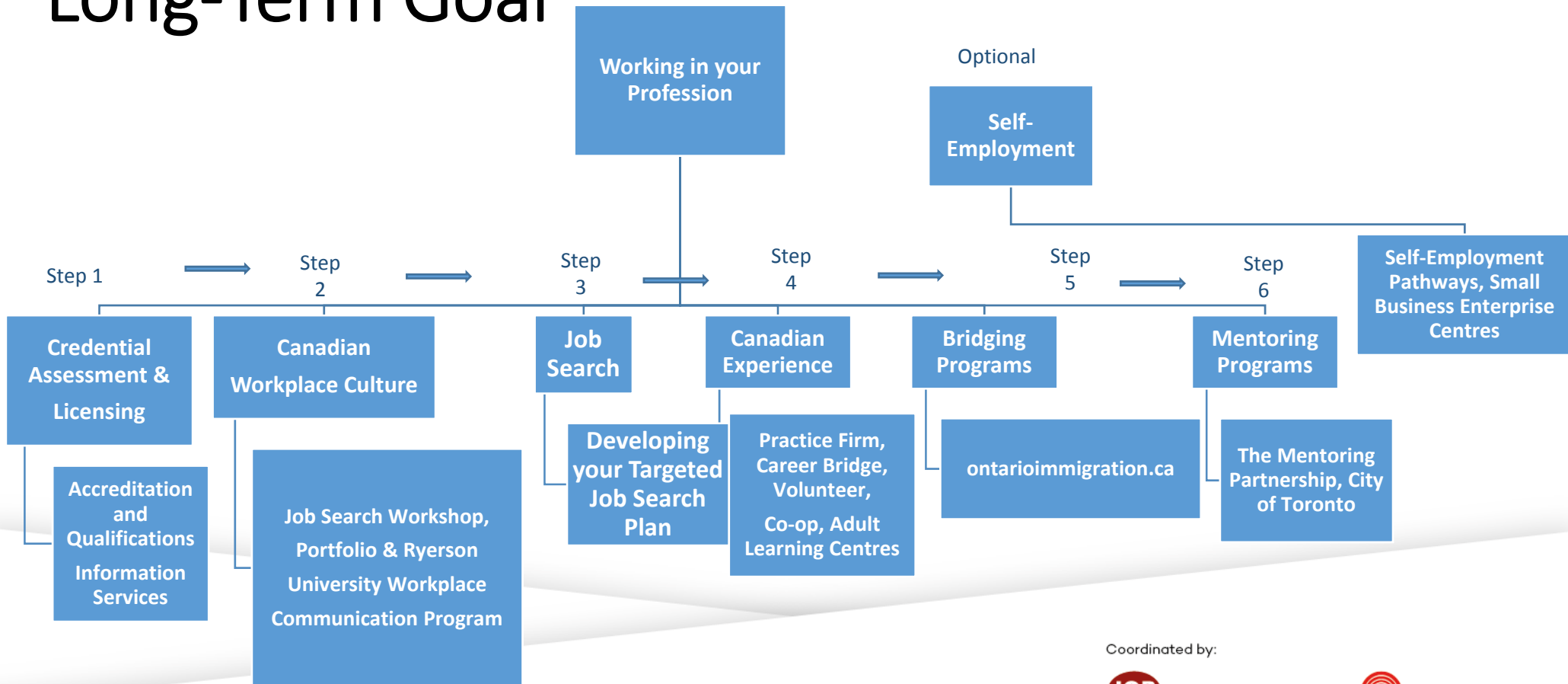






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# Sample Roadmap to Employment for Long-Term Goal



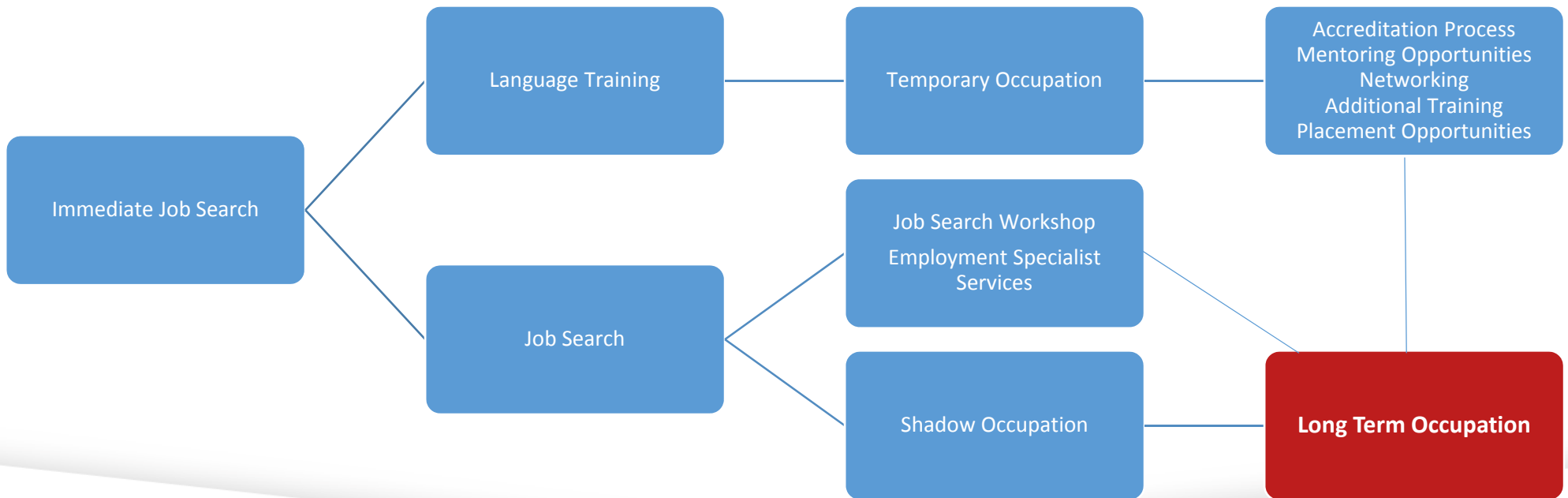
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# Sample Roadmap to Employment for Long-Term Goal



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Let Job Skills work with you  
to provide Employment supports  
and get you working!



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# Guest Speaker

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# Questions and Answers

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