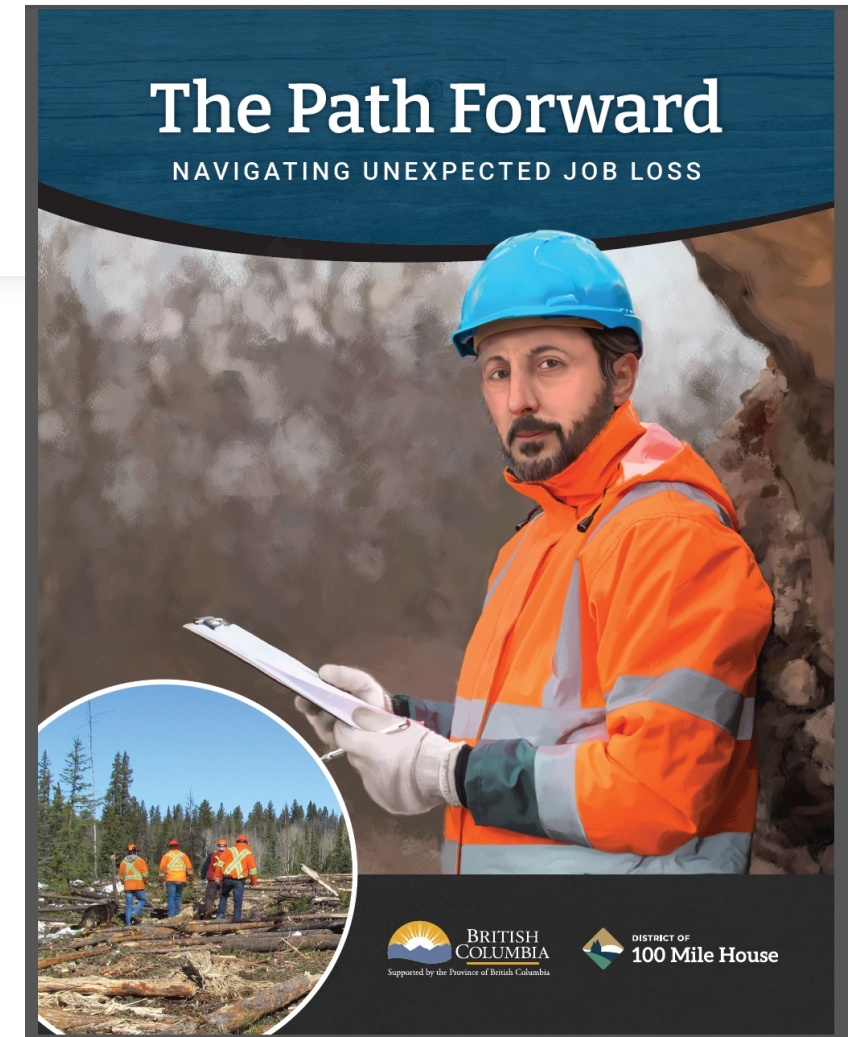


The Path Forward: Navigating Unexpected Job Loss

2023 UBCM Convention
Economic Recovery & Resiliency Panel
Sept. 18, 2023

The Path Forward: Navigating Unexpected Job Loss

- Service centre for the South Cariboo
- Forestry dependent
- 2019 - 2 full mill closures & 1 curtailment = 600 direct jobs
- Displaced forestry workers
- How to support workers & families to stay in home community
- Shelf-ready resource guide



Research

- Fly in – Fly out communities
- Community Development Institute - UNBC
- Hired a skilled researcher
- Confidential interviews with impacted workers & families
- Document common challenges
- Confirm what we were hearing

When a tree falls: Finding the Path Forward

Community Support Grant Program

Prepared for District of 100 Mile House

March 2022

By Barbara Perrey, M.S.W.



"We were on a pretty good path in life until the mill closed. It was like this giant tree crashed down right in front of us and everything stopped. It took us almost the last two years to crawl through that debris and to find a way to get back on track."

We gratefully acknowledge the financial support of the Province of British Columbia



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Evolution of the Resource Guide

Themes	Be informed Be prepared Be proactive
Sections	How are we going to pay the bills? What am I going to do about a job? I didn't expect to retire so soon. I'm worried about my kids. Looking after myself
Features	Checklists Workbook features Resources Action scenarios



How to use this book

By nature, humans are hardwired to resist change (unless we know for sure it will be beneficial, like a lottery win). When change happens to us, especially when we're taken by surprise, most of us resist and react first, and problem-solve later. Keep this information handy for a time when you are ready to read it. That may be before a job loss, soon after, or many months down the road.

By taking time to become:

- ➔ Informed (What do I need to know?),
- ➔ Prepared (What can I do now?), and
- ➔ Proactive (How can I regain some control of my future?)

...it will be easier to find and take the right path forward.

The local and provincial resources shared throughout this guide were selected as "first points of contact" for people experiencing unexpected job loss. There are many more services that could be of great help to people in this situation. It is anticipated that the services included a) will be operating with the same contact information in the foreseeable future and b) are informed and able to direct people in crisis to any service needed throughout the community and province.

This guide is organized by sections:

Each section addresses a different issue that a person might face when dealing with job loss. The sections are colour-coded and labelled on the outside of each page.

- SECTION 1
How are we going to pay the bills?
- SECTION 2
What am I going to do about a job?
- SECTION 3
I didn't expect to retire so soon.
- SECTION 4
I'm worried about my kids.
- SECTION 5
Looking after myself

The sections also contain the following:

- ☑ **Checklists:** These lists identify steps to take and different people to talk to.
- 📄 **Workbook features:** These are areas you can use to write down your thoughts, useful information, and other things that you may do to help as you plan for your future.
- ⚙️ **Resources:** Within the sections, for quick reference, useful resources are contained in coloured boxes.
- ▶️ **Action scenarios:** These are descriptions of what to do in specific situations, such as calling a resource provider. They include examples of what to say.

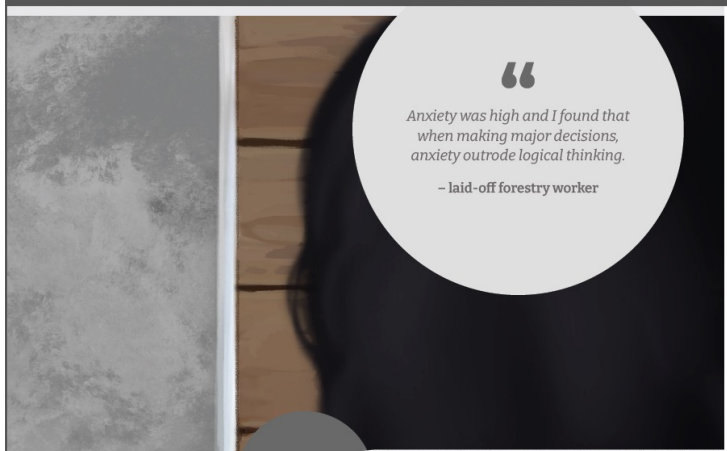
Intentional Design

- Design
- Content
- Language & voice
- Printing
- Illustrations



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Intentional Design Elements



“
Anxiety was high and I found that when making major decisions, anxiety outrode logical thinking.
— laid-off forestry worker

LOOKING AFTER MYSELF

SECTION 5

Looking after myself

People work hard for what they have. That includes their jobs. When a person loses their job and steady income, they face a lot of unknowns. The job search isn't easy, especially when you're still recovering from the shock of an unexpected closure.

Job loss is one of the major stressors a person goes through in life. Job loss is loss. Not everyone grieves unexpected layoffs the same, and some people have a harder time than others.

THE PATH FORWARD | NAVIGATING UNEXPECTED JOB LOSS

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“
It was very upsetting watching the younger guys, those you knew had little kids. [There was] fear and confusion—people were overwhelmed.
— laid-off forestry worker

“
We're going to have to sell the house.

IM WORRIED ABOUT MY KIDS.

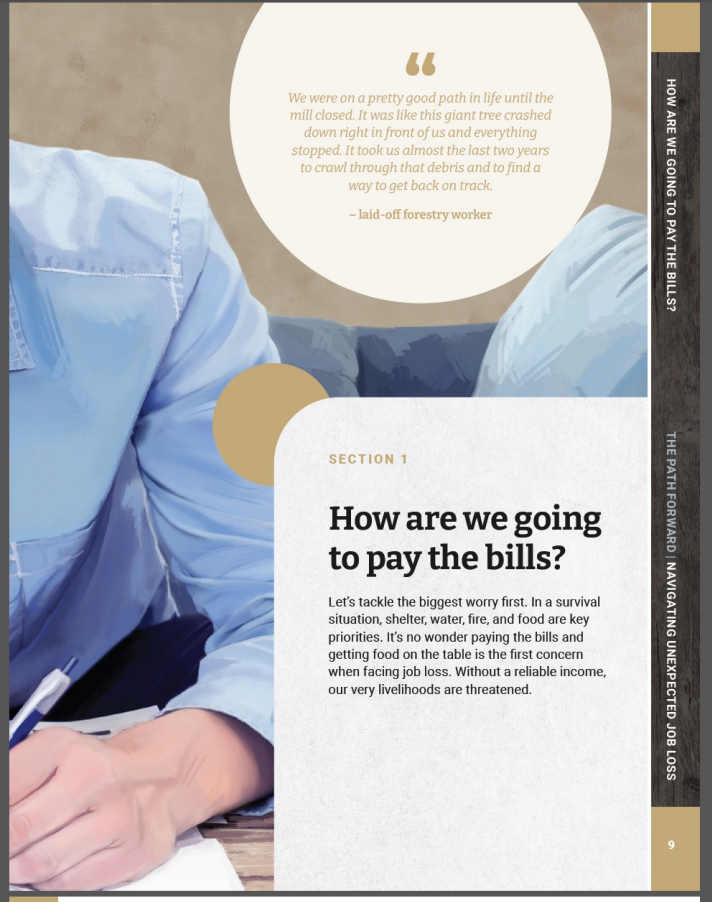
SECTION 4

I'm worried about my kids.

Job loss is a family crisis. While parents have life experience that helps them keep faith that the dust will settle, kids see economic insecurity as absolute. There is a lot to discuss when there is sudden unemployment in the family. Worries and ideas are shared back and forth among parents, and small ears often take these as inevitable facts.

THE PATH FORWARD | NAVIGATING UNEXPECTED JOB LOSS

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“
We were on a pretty good path in life until the mill closed. It was like this giant tree crashed down right in front of us and everything stopped. It took us almost the last two years to crawl through that debris and to find a way to get back on track.
— laid-off forestry worker

HOW ARE WE GOING TO PAY THE BILLS?

SECTION 1

How are we going to pay the bills?

Let's tackle the biggest worry first. In a survival situation, shelter, water, fire, and food are key priorities. It's no wonder paying the bills and getting food on the table is the first concern when facing job loss. Without a reliable income, our very livelihoods are threatened.

THE PATH FORWARD | NAVIGATING UNEXPECTED JOB LOSS

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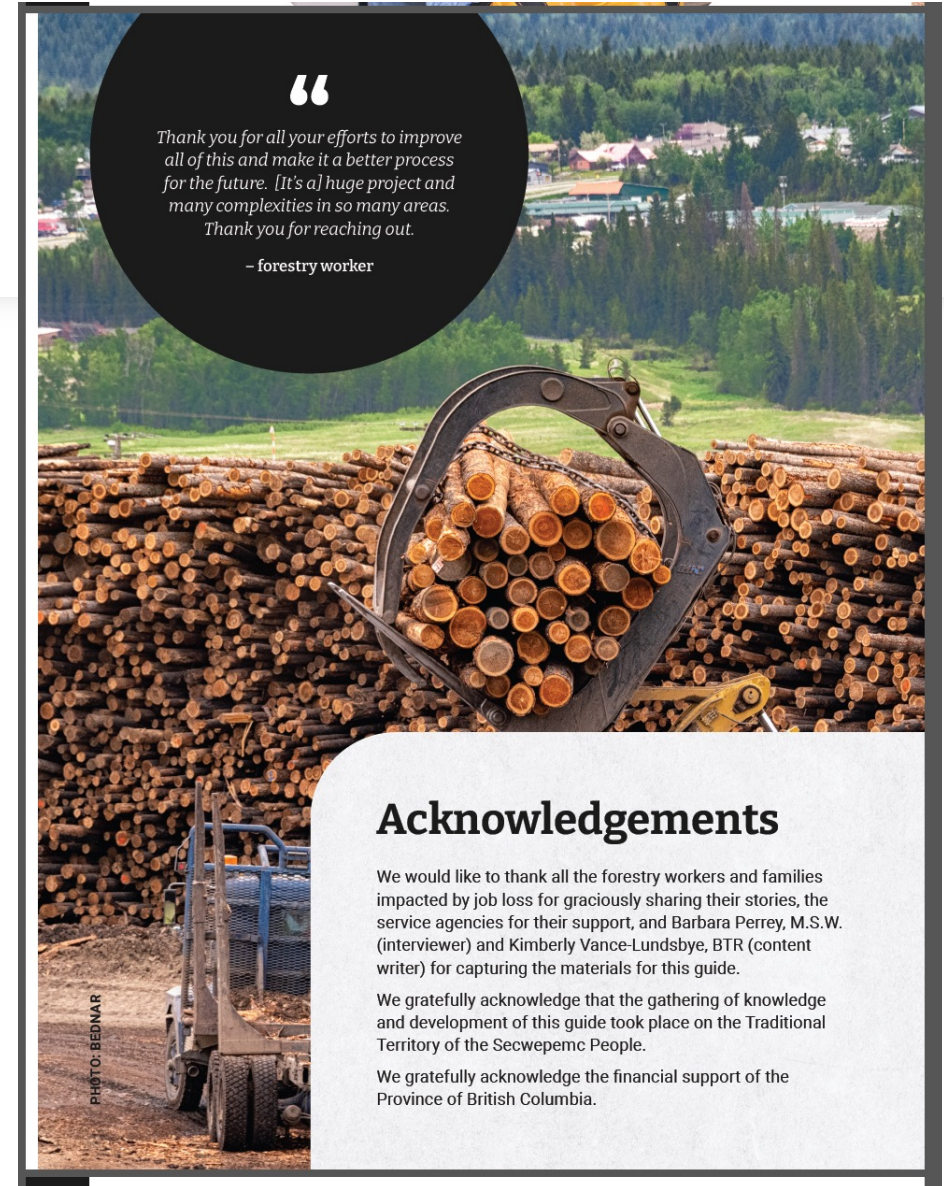
Community Resiliency

- Funding
- Adaptability
- Sharing our experience

- Real voices
- Lived experiences



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Closing Comments



This is a good, supportive and generous community. During events like the wildfires and mill closures, people stepped up in so many ways.

– service provider



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The path forward

When times are toughest, putting one foot in front of the other is sometimes all a person can do. Moving forward is just that; one step at a time. Finding the path itself isn't always easy, and moving forward takes courage, tenacity, and some blind faith that better times are on the horizon.

Job loss is not the end of the road. Even retirement is a new beginning.

To find your path forward, stay:

- ➔ **Informed:** Find out what is happening and how it will impact your life.
- ➔ **Prepared:** Take stock of what you can get done now to make life easier later.
- ➔ **Proactive:** Stay behind the driver's wheel of your life. Make things happen.

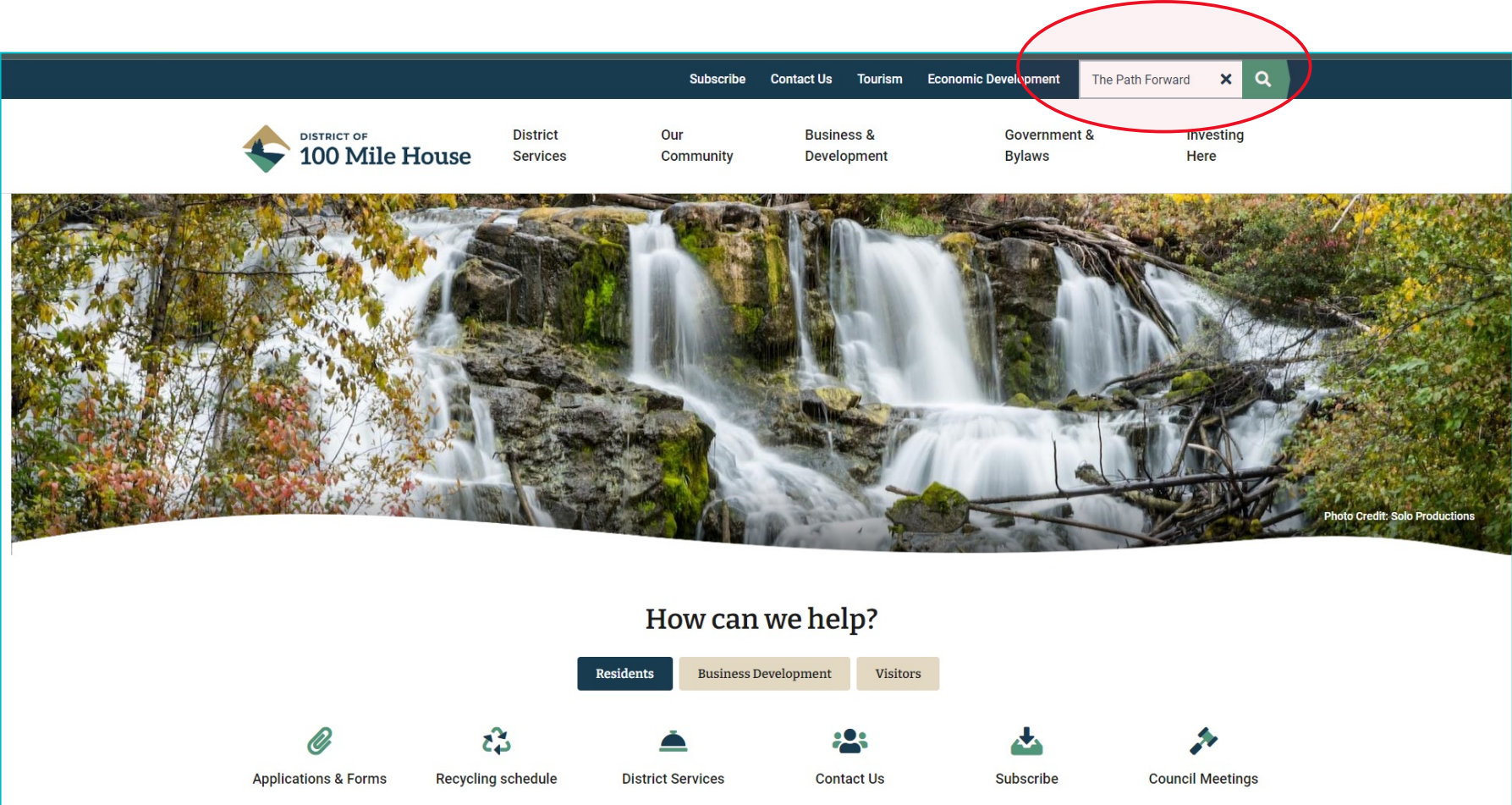
Life doesn't unfold in a straight line. When setbacks happen, reorient and keep on moving along the path forward.

Major industry changes are a community crisis. All along the path are neighbours, friends, and coworkers. Some chip in and clear the way of obstacles where they can. Others offer shortcuts or supplies to make the journey easier. If we do what we can and take what we need, everyone will make their way through to the other side.



The Path Forward: Navigating Unexpected Job Loss

www.100milehouse.com



The screenshot shows the website's navigation bar with a search bar containing the text "The Path Forward" and a magnifying glass icon. Below the navigation bar is the logo for the District of 100 Mile House and several menu items: District Services, Our Community, Business & Development, Government & Bylaws, and Investing Here. A large image of a waterfall is featured below the navigation bar. At the bottom of the page, there is a section titled "How can we help?" with buttons for Residents, Business Development, and Visitors. Below this are icons and labels for Applications & Forms, Recycling schedule, District Services, Contact Us, Subscribe, and Council Meetings.

