Laid Off – Now What?

A presentation from the
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The Ohio State University Alumni Association

go.osu.edu/alumnicareermanagement
Your Career Management Team

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Career Management

• Programs/Resources
  ▫ Web resources, job board, webinars, programs, career fairs, individual career advising (in-person and remotely). Visit: go.osu.edu/alumnicareermanagement for more info

• Career Changes
  ▫ Launching
  ▫ Transition
  ▫ Underemployment
  ▫ Unemployment
  ▫ Encore Career

• A Lifelong Process
  ▫ Assessment
  ▫ Exploration/Research
  ▫ Personal Branding
  ▫ Networking/Job Search
  ▫ Professional Development
Agenda

- What job loss looks like
- Financial fortification
- Layoff week one
- Layoff week two
- Beyond the first weeks
- Local/national resources for assistance
- Q&A
Layoff Scenario #1:
Prior warning – possibly 3 – 6 months to prepare for layoff

Commonality:
Unemployment

Layoff Scenario #2:
Little or no prior warning – job loss same day or within a week
GRIEF

- Acceptance
- Denial
- Bargaining
- Depression
- Anger
Grieving Your Job Loss

When facing **denial**... take time to **reflect**.

When **angry** and **indignant**... work to minimize **stress**.

Keep **guilt** at bay throughout the **bargaining** process.

Focus on **self-care** to stave off **depression**.

Based on guidance from Kristin Wong
Financial Fortitude

Making the “right” money moves following a job loss is critical to reducing your stress and helping you maintain your quality of life during a job loss.

1. – Build an emergency budget (if you have notice and can prepare)

2. - Call your creditors and explore grace programs

3. - Check out community assistance organizations

4. - Avoid debt traps where possible – stay away from your retirement account!

5. - Rework your budget and reduce spending

6. - Avoid/limit credit card use
Week One:

Take a break on your first day and then...

• Apply for unemployment ASAP
• Request a letter stating you were laid off without cause
• Review any severance benefits due to you
• Get healthcare sorted out
Week Two:

Once you’ve gotten the paperwork out of the way, you’ll next want to update your job search materials.

Rework your resume
- Update to include a clear professional summary and statement of qualifications
- Highlight skills and experience, using numbers where possible

Write a strong cover letter
- Avoid rehashing resume
- Offer a brief (1-2 line) acknowledgement of layoff

Craft a winning LinkedIn
- Be positive and upbeat
- Add/update any skills and qualifications
- Get recommendations from colleagues and supervisors
Once you’ve gotten your unemployment and severance paperwork out of the way and updated your job search materials, you’ll need to begin the job search anew.

- Get yourself out there
- Account for your availability (and be unashamed about it!)
- Use your freedom wisely – don’t allow yourself to be overwhelmed
Resources to Assist You

- **CareerOneStop.org** (worker re-employment/unemployment benefits)
- **211.org** (referrals to local food, housing, employment, and healthcare)
- **Benefits.gov** (financial assistance, housing and public utilities, education and training, etc.)
- **NeedHelpPayingBills.com** (assistance paying utility/medical bills)
- United Way/Hands On (local to each area)
- Job and Family Services
- PIPP Plus (Ohio only)
- HEAP (Ohio only)
- IMPACT Community Action (local to each area)
Questions?

To access our online resources, visit: u.osu.edu/alumnicareermanagement (Coach’s Corner blog & podcast) go.osu.edu/alumnicareermanagement (office website)