



February Ecosystem Enrichment: Introduction to Self-Care

Housekeeping Items

- The session is being recorded, the PowerPoint and other materials will be sent out after the session.
- Please mute yourselves to make sure that speakers can be heard and we do not experience feedback. No need to keep video on unless you want!
- We plan to use breakout groups for some discussion around the topics you're learning about today. When this happens, go ahead and do brief name introductions, go over the questions presented, and offer any reflective thoughts.
- You will be able to ask questions using the chat function
 - If you'd like to ask your question live, please wait until Q&A
 - If you have are having issues with anything, feel free to text 317-690-4238

Agenda for Today



Welcome &
Introductions

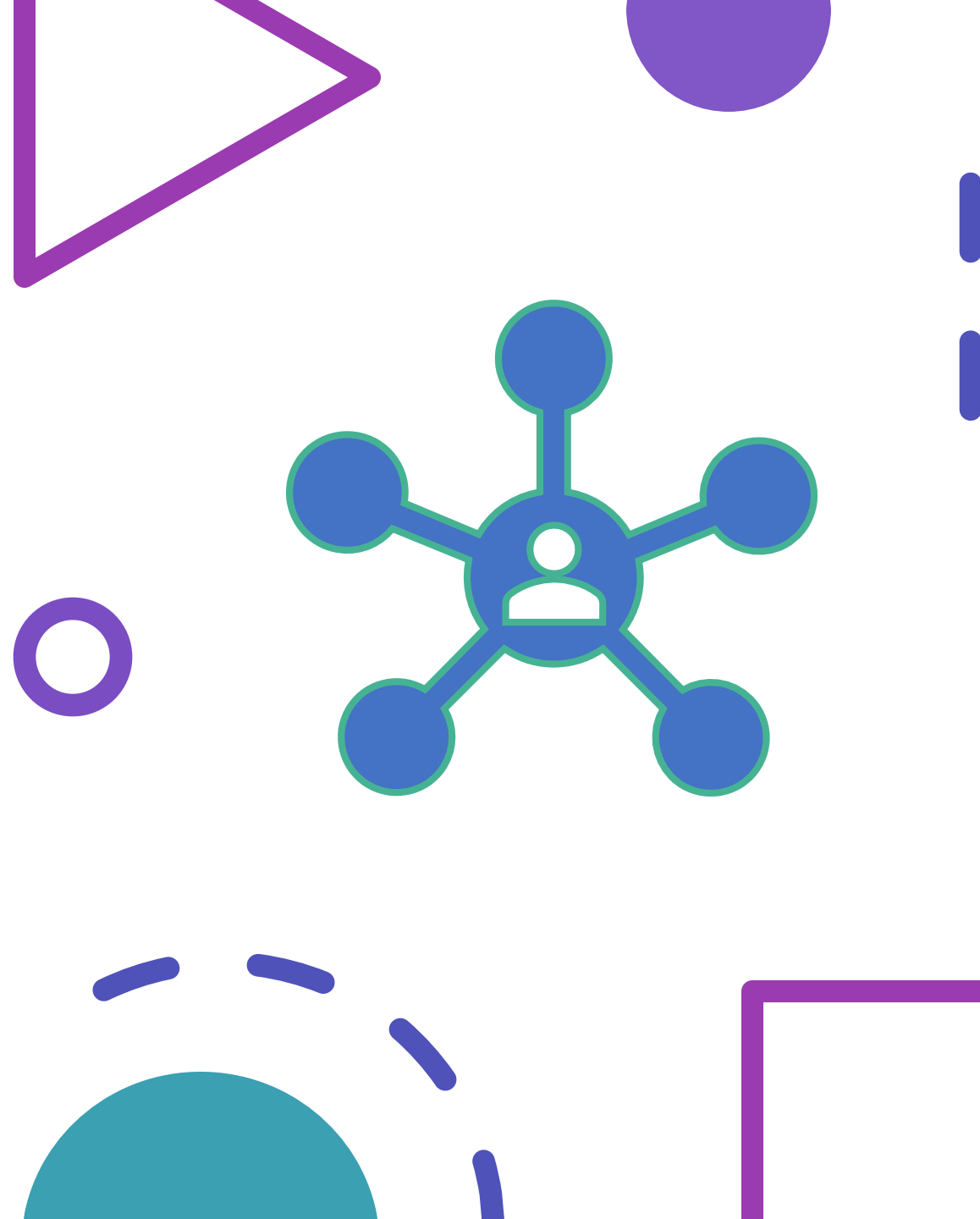
Self-Care
Workshop

Key
Takeaways

Learning
Hub from
EmployIndy

Welcome to Ecosystem Enrichment!

- Monthly professional development opportunity
- Information that helps connect a complex system of services so that jobseekers can get the support they need to find, obtain, and maintain quality employment - no matter where they start!
 - Broadly applicable workforce development skills/knowledge with local context
- Join us each month for more, invite others you think are a good fit, and reach out if you have questions about previous or upcoming sessions



Introductions

- Attendees: Post in the chat!
 - Name, Organization, Title
- Presenters:
 - Meg Kovacs
 - Social Work Manager at Eskenazi Health Midtown
 - Over 30+ years of experience
 - EmployIndy Team Members
 - Kevin Duffy, Senior Director of Ecosystem Enrichment
 - Ashley Downey, Associate Director, Learning & Technical Assistance
 - Connor Tomasko, Learning Management System Manager



Key Learning Objectives

There are two ways to think about today's session:

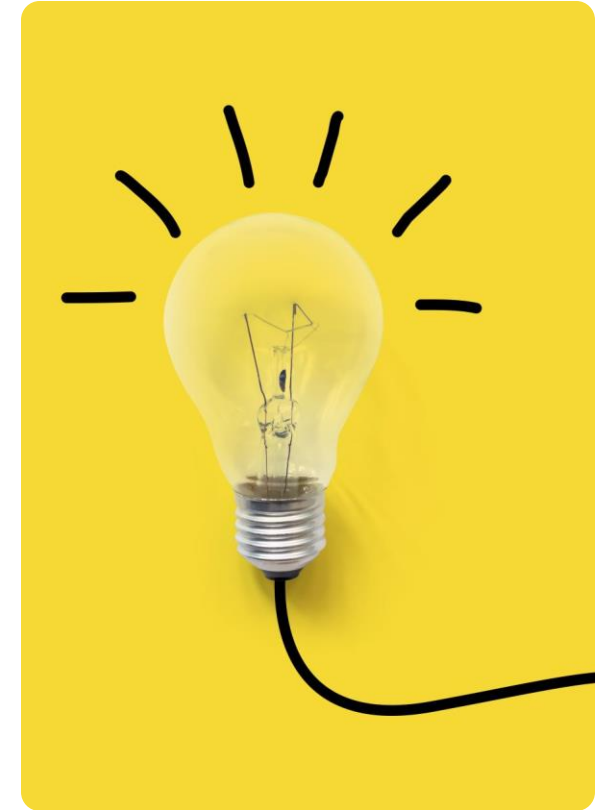
1. *Tools for career services professionals to practice better self-care techniques*
2. *Ways to help jobseekers use self-care when they are having a tough time finding employment*

For YOU:

1. Recognizing your need self-care
2. Techniques you can try
3. 3 perspectives of self-care

For your clients/jobseekers/students:

1. How does self-care fit into the job search process
2. What exercises would might work best for each individual
3. How to recognize when they need additional supports



An introduction to Self- Care

Presented by

Meg Kovacs, LCSW

Behavioral Health Academy Coordinator

Eskenazi Health

Indianapolis, Indiana

ESKENAZI HEALTH



The Center for

**Mind-Body
Medicine**

What is your WHY?

- * And why is self care SO important?

- * And why is self care SO hard?



*not all
wounds
are
visible*

Vicarious Trauma: Profound shift in worldview after being repeatedly exposed to the traumatic experiences of others

Compassion fatigue:

Deep emotional exhaustion experienced after repeated exposure to traumatic situations or stories

Burnout:

The physical and emotional erosion that someone can experience when they regularly feel unsatisfied, powerless and overwhelmed at work

Secondary Trauma

WHAT IS IT?

Secondary Trauma the emotional duress that results when an individual hears about the firsthand trauma experiences of another.

(National Child Trauma Stress Network)

WHO DOES IT IMPACT?

- * Social Workers
- * Therapists
- * Physicians
- * Nurses
- * Other Caregivers
- * ALL Human Service professionals

Secondary Trauma

Grow a
thicker
skin!

It's not
that big
of a deal.



*"I'm right there in the room, and no
one even acknowledges me."*

It's just
how the
world is.

At least
it didn't
happen
to you!

Would you just get over it already!



How we respond to trauma draws on our experience of trauma personally... as well as trauma occurring in the public consciousness.

What Are Those Cumulative, Transformative Effects?



Let's Stop and Perform an Experiment!

Sit comfortably...

Allow your breathing to deepen...

Allow your eyes to close if you are
comfortable...

And join us...



The Lemon Experiment

What was that like for you?

What did you notice in the kitchen?

What senses could you feel stimulated?

What happened when you 'bit into the lemon'?



Our Minds Think...

Our Senses Respond

Because events have sensory input, our minds process thoughts related to an event by substituting the memory of sensory input experienced in the past.

When we salivate during the Lemon Experiment, it is because our mind is providing the sensory input, and we biologically respond as expected.

If this is the case for a lemon... what does that mean for a significant trauma, or for a secondary trauma experience?



Fight – Flight - Freeze

- * Great evolutionary trait for prehistoric times.
- * When a stressor is introduced, our bodies bring energy to the core so that we can fight or flee.
- * Sometimes, we become so overwhelmed, we freeze.
- * Intrusive thoughts, as well as ‘stuck’ emotions can generate this effect, just as surely as a saber-toothed tiger, or a train heading at you while you are stuck on the tracks.

Disclaimer: No cavepeople or
saber-toothed tigers were
harmed in the making of this
Power Point.

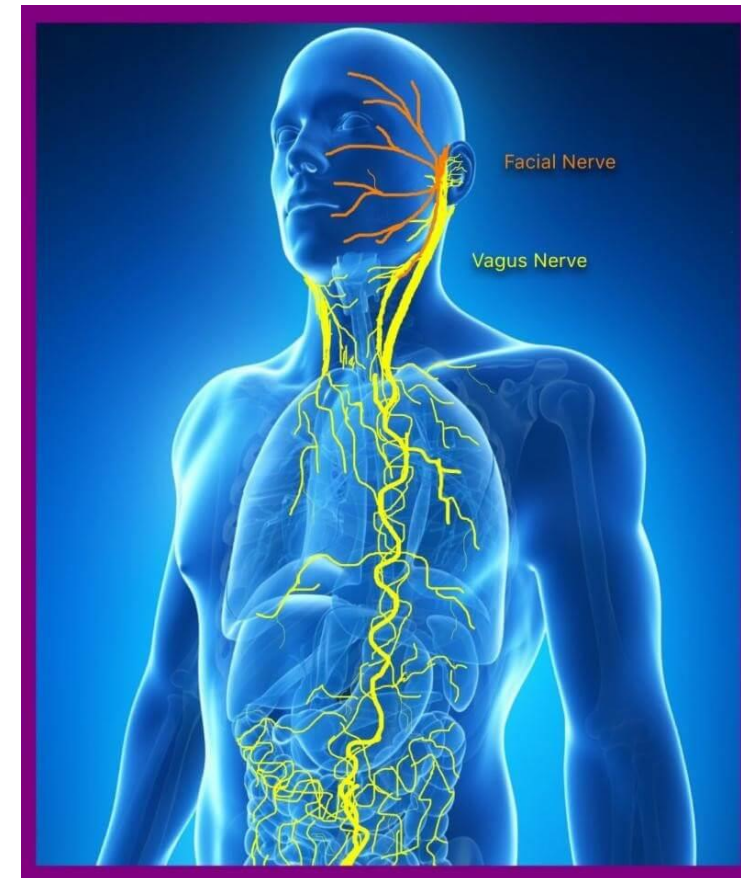


What is the Antidote?

The Vagus Nerve

Responsible for the regulation various functions:

- * Digestion
- * heart rate
- * respiratory rate
- * vasomotor activity
- * certain reflex actions

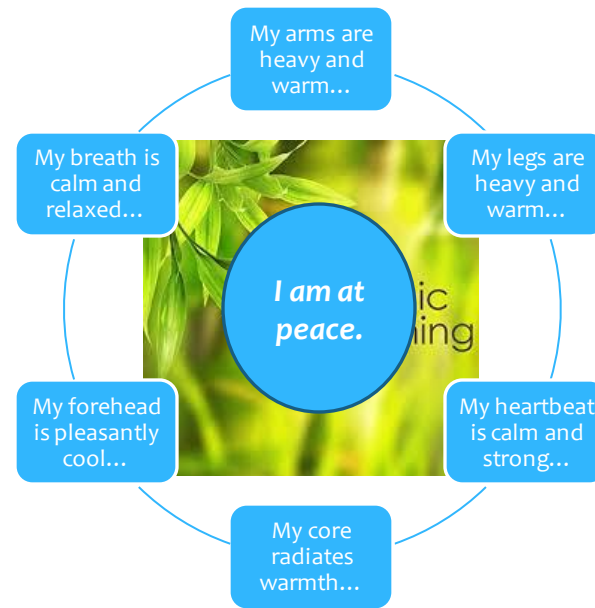


What is the Antidote?

The Vagus Nerve

Mind Body Medicine Techniques:

- * *Meditation*
- * *Visualization*
- * *Movement*
- * *Breathing*
- * *Mindfulness*
- * *Journaling*
- * *Gratitude*



Soft Belly Breathing

- * Allow yourself to get comfortable.
- * Be aware of any distractions you can control (tight collar, wallet in pocket, things in your lap).
- * Gently close your eyes or soften your gaze as we begin...

Belly breathing

Automatically slows the heart rate, helping to relax & calm

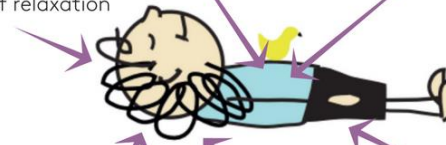
The most efficient and relaxed way of getting enough air into your lungs.

Supports the life skill of relaxation

Can boost energy levels with a few minutes of relaxation throughout the day

Emulates breathing during the regenerating processes (sleep, digesting food or resting)

Increased awareness of the breath & its effect on the body



Soft Belly Breathing

- * Your breath is always with you. It is a free and readily accessible intervention, either on its own or in concert with other techniques...





SELF CARE

FROM 3 PERSPECTIVES

Past Self-Care

RESOLVING PAST TRAUMA

ALLOWING YOURSELF TO GRIEVE

REMINISCING ABOUT PEOPLE,
PLACES, OR THINGS FROM THE PAST

MEANINGFUL TRADITIONS
(AND LET THE OTHERS GO)

FORGIVING YOURSELF

COOKING SOMETHING THAT
REMINDS YOU OF SOMETHING
OR SOMEONE

LETTING GO

FORGIVING OTHER PEOPLE

HYGGE!

MEDITATE

EXERCISE

Present Self-Care

TREAT YO SELF

BOUNDARIES!

ASK FOR HELP

MEET UP WITH A FRIEND

GET A MANICURE,
PEDICURE, MASSAGE,
FACIAL, ETC.

GET READY FOR THE
DAY, EVEN IF YOU'RE
NOT GOING ANYWHERE

EAT SOMETHING NUTRITIOUS

BINGE WATCH A TV SHOW

WORSHIP/PRAY

BUY SOMETHING FROM
AMAZON "SAVED FOR LATER"

TAKE A MENTAL
HEALTH DAY

TAKE A
WEEKEND
TRIP

BLAST YOUR
FAVORITE MUSIC

TAKE A LONG, HOT
EPSOM SALT BATH

ORDER TAKE-OUT
AND DON'T SHARE

DRINK A BIG GLASS OF WATER

Future Self-Care

SAY NO

GO TO BED

MEAL PREP

MAKE YOUR BED

MAKE YOUR KIDS
DO CHORES

CLEAN UP
AFTER YOURSELF

ESTABLISH
A
REALISTIC
BUDGET

IF YOU CAN,
PAY YOUR
BILLS AS THEY
COME IN

DON'T SKIP
THAT
APPOINTMENT

DELEGATE
RESPONSIBILITIES

NURTURE
RELATIONSHIPS

FILL UP YOUR CAR

THROW A LOAD OF
LAUNDRY
IN THE WASHER

Feeling overwhelmed or stressed: HALT

- * HUNGRY
- * ANGRY
- * LONELY
- * TIRED

WHAT can I do for myself
right now?

IF I could do one thing TODAY it would be:

- * Shake it up: Move (your body)
- * Plant based eating
- * Gratitude
- * Structure your day (including sleep)
- * Pet Animals
- * Try a mind-body exercise
- * Control social media
- * Schedule fun & creativity
- * Be aware of the energy you bring into the room

As you have heard before....



Additional Resources

More Self-Care Training?

- [Marion County Commission on Youth \(MCCOY\)](#)
 - A few upcoming sessions, each 12-1:30pm, each \$5
 - Meditation and Breathing Practices (March 11th)
 - Laughter Yoga (April 8th)
 - Racial Healing and Movement (May 6th)

Crisis & Other Resources


- [Be Well](#) – can be reached through 211
- Sandra Eskenazi Mental Health Center
 - ACCESS: 317-880-8491 for mental health treatment
 - General Line: 317-880-8485 to triage what services you may need
- [National Alliance on Mental Illness](#) (Indiana)





EmployIndy

Learning Hub & Resource Library



The Chicago Jobs Council's Frontline Focus Training Institute has reported that providing workforce professionals with training and resources **can help decrease burnout and increase job effectiveness** with

91%

of frontline workers saying the training had a **positive impact on their work.**

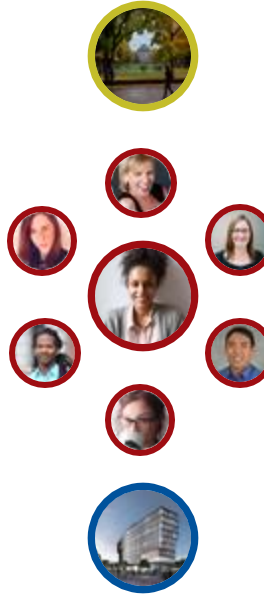


In order to support and grow the following within the Ecosystem

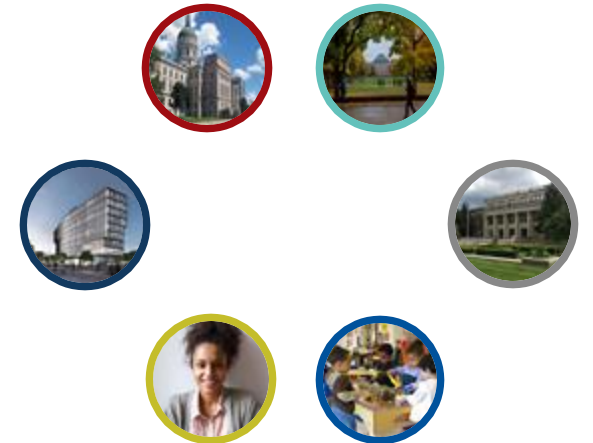
**A shared set of
industry standards**



**Best and emerging
practices training for
career coaches**



**Knowledge about where
& how to leverage
strengths, tools &
supports that exist in the
ecosystem**



Improve & Compliment Ecosystem Strategies & Activities



EmployIndy

Ascend



INDIANA COMMISSION for
HIGHER EDUCATION



GOODWILL OF CENTRAL
& SOUTHERN INDIANA

myIPS

CONEXUS
INDIANA



INDY
CHAMBER



SKILLFUL
A MARKLE INITIATIVE

Indiana Office of
**WORK BASED
Learning**
and Apprenticeship



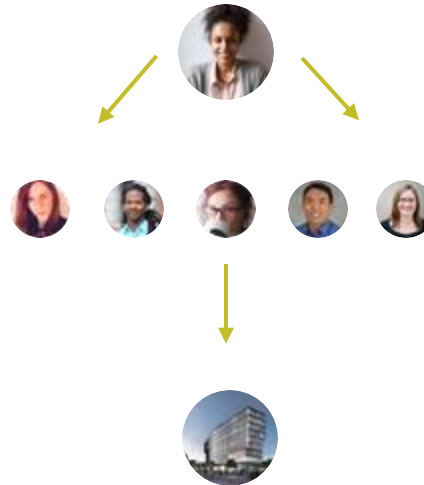
United
Way
United Way
of Central Indiana

How do we support the Ecosystem's needs?

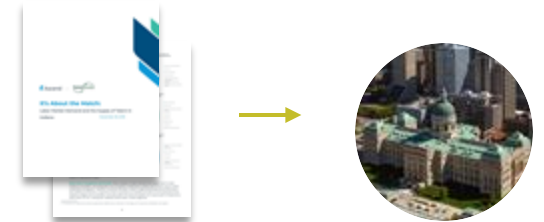
Learning Hub: Online learning platform



Courses for all ages, roles, clients, and services



Resource Library: Catalogue of materials



Our commitment to our partners & our ecosystem



- **Content development**

- Selected based on inputs and suggestion paths

- **Elicit input from the Ecosystem**

- TPMA landscape analysis & surveys
- Community of Practice
- Learning Module request forms
- Ecosystem Committee

- **Capacity to Grow**

- Outline of the planned modules for 2021
- Three full-time employees

What is the value?



Accessible throughout the ecosystem

- **Free professional development for frontline staff**; not required to receive funding from EmployIndy to access courses
- **Addresses identified needs** in the ecosystem
- Increases frontline staff efficiency through technical system training
- **Locally sourced content**, relevant to Central Indiana workforce development
- Courses are aligned with Certified Workforce Development Professional (CWDP) competencies
- Capacity to expand and update content on a regular basis
- **Peer-to-peer networking and sharing best practices through integrated forum**

Phases of Evolution & Success

Create 10 Learning Modules

Shared with WorkOne Indy, in-school & out-of school frontline staff

Modules address job placement reporting & participant tracking in Indiana Career Connect

Confirming knowledge & sharing resources for WIOA supportive services

Establish a Framework

Create a comprehensive framework for online professional development for career coaches in our ecosystem

Create six online learning modules to enhance coaching for youth 16-29 in cooperation with Generation Work

Conduct Focus Groups

Conduct a focus group to review the first two sets of learning modules

Create a brand

Identify training gaps for priority in creating a third set of online learning modules

Fulfill Training Gaps

Map ecosystem career coaches to identify training gaps & ensure resources, tools, & learning modules are available and relevant

Map occupational training & create searchable database

Develop 16 how-to videos for ETO modules for YES Indy

← **Where it Started & How it Evolved** →

By the end of 2021, the EmployIndy team seeks to have developed

**over 60
courses**

across EmployIndy's span of services.

Courses Currently Available to the Ecosystem



Professional Development

1. Financial Empowerment: Your Money, Your Goals
2. Getting Acquainted with Motivational Interviewing
3. Intro to Implicit Bias
4. Intro to Resilience Focused Service Delivery
5. Intro to Self Coaching
6. Intro to Working with the Re-Entry Population

Technical WIOA

- 7.WIOA 1 | WIOA Performance Indicators Overview
- 8.WIOA 2 | Employment Rate - 2nd Qrt after exit
- 9.WIOA 3 | Employment/Education Rate- 2nd Qrt after exit
- 10.WIOA 4 | Employment Rate - 4th Qrt after exit
- 11.WIOA 5 | Employment/Education Rate - 4th Qrt after exit
- 12.WIOA 6 | Median Earning 2nd Quarter after exit
- 13.WIOA 7 | Credential Attainment
- 14.WIOA 8 | Measurable skills gain
- 15.WIOA 9 | WIOA Annual and Quarterly Performance Reports
- 16.WIOA 10 | ICC Predictive Reports and Their

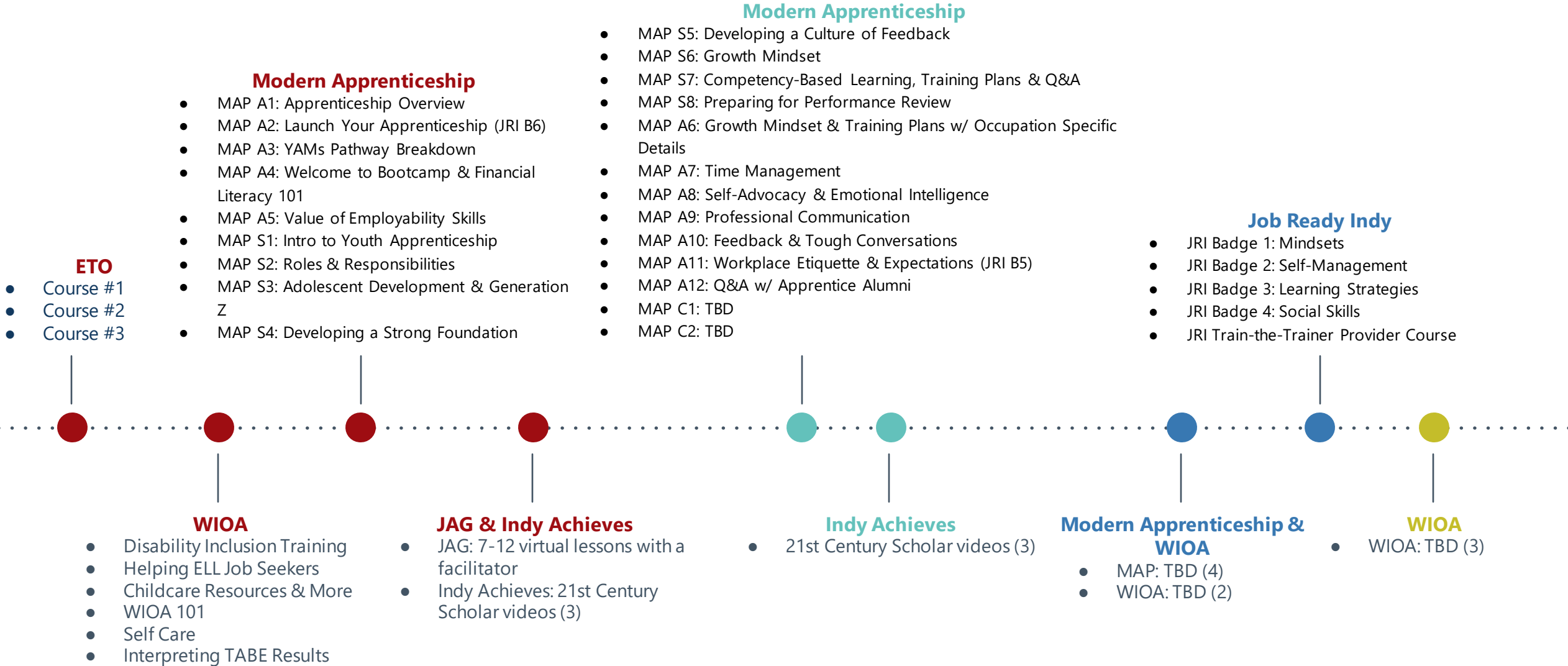
2021 Timeline

January - March

July - September

April - June

October - December



How to register for the Learning Hub & Resource Library



Ecosystem

Register at learning.employindy.org as part of the Ecosystem to gain access to the Learning Hub & Resource Library.

YES Indy Providers

Use the [YES Provider registration link](#) to register for an account and gain access to all 16 Ecosystem courses plus the below YES ETO technical courses.

1. ETO Getting Started
2. ETO Core Services
3. How to Pull Reports in ETO



Questions & Conversation

The background features a series of overlapping geometric shapes in dark blue, teal, yellow, and light blue. In the upper right corner, there is a white line-art silhouette of a city skyline with several buildings of varying heights.

Demonstration



LEARNING HUB

This is EmployIndy's Learning Management System where you can complete modules and find helpful resources.



LEARNING HUB

Visit the Learning Hub to complete online learning and training courses as well as participate in discussions with peers in forums.

[Sign In or Register](#)



RESOURCE LIBRARY

Visit the Resource Library to find helpful content that complements Learning Hub courses as well as EmployIndy policies and procedures along with other resources.

[Sign In or Register](#)



EMPLOYINDY ECOSYSTEM

Register below if you are a part of the [EmployIndy Ecosystem](#).

Upon registering, you will gain access to courses on topics including career development, case management & customer service, foundational skills & qualifications, self care & personal wellness, technical & compliance, and WIOA. Many courses address competencies outlined by the CWDP certification. The purpose of the courses is to help you upskill as you support your clients. This resource could be found helpful to individuals in roles at community-based organizations like career navigators, financial coaches, and more.

Questions? [Contact us](#).

Register



Dashboard



Courses



Forum



Resource Library



Learner Overview

Welcome to EmployIndy's Learning Hub!

Welcome to EmployIndy's Learning Hub, where you can complete online learning and training courses as well as participate in discussions with peers in forums. Below you can learn about the menu options on the left.

- **Courses** - Access all of the online courses here.
- **Forum** - Participate in discussions with peers.
- **Resource Library** - Find helpful content that complements Learning Hub courses as well as EmployIndy policies and procedures along with other resources.
- **Contact** - Submit any questions or notice of bugs here.



Dashboard



Courses



Forum



Resource Library



Learner Overview

A2: Launch Your Apprenticeship



Lessons

6

Explore this Course →

EmployIndy



5. Employment/Education Rate- 4th Quarter after exit

Financial Empowerment: Your Money, Your Goals



Lessons

33

Explore this Course →

WorkOne



Getting Acquainted with Motivational Interviewing

A1: Modern Apprenticeship (MAP) Overview



Lessons

4

Explore this Course →

WorkOne



Intro to Resilience Focused Service Delivery






Recent Updates

Latest Resources

-  [Case Management](#)
-  [Background Checks for Training Services](#)
-  [Supportive Services](#)
-  [Individual Employment Plan \(IEP\)/Individual Service Strategy \(ISS\)](#)

EmployIndy News

-  [From High School to Postsecondary, EmployIndy Prepares Youth for Workforce Through Mentorship](#)
-  [Remembering "Mr. Johnny"](#)
-  [Honorees Recognize Successes at the October YES Indy Power Huddle Celebration](#)

Latest Glossary Terms

El Policy 2015-006: Case Management
El Policy 2015-004: WIOA Participant Eligibility
procurement
privileged information
priority of service

Resources

Dashboard > Resources



On this page, you will find a library of useful documents and resources for your reference. Click on a folder or category name to expand the resources housed within it.

Edit

Career Development

Case Management

Relationship Building

YES Indy REC

YES Indy

Policies

Foundational Skills

Talent Portal

WorkOne Indy & WIOA

NEW RESOURCE



Wrap-Up



Next Session: March 25th [Register Here](#)



Want to Info from Past
Ecosystem Enrichment
Sessions? [Click Here](#)



More [Learning and Resources](#) from
EmployIndy