



Micro Hybrid Sessions to Lift Discouraged Long Term Unemployed Clients

RECORDED SESSION

Matching Service Intensity to Client Readiness

Fri, July 17, 2026 | 10 AM PDT (1 hour session)

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Future Webinar Offerings:

- **Sep 25, Oct 2 & Oct 9, 2026 – Career Advisor Training Course \$475 per person**
This is a 3-Day Online Course – Half days on Fridays (7.5-Hours in total: 2.5-Hours per day)
<https://growcd.ca/career-advising-programs>
- **Nov 19 & 20, 2026 (Thurs & Fri) – Digital Career Counselling Fall Conference**
(2.5-Hours Live Webinar per day) *More information to come!*
- **February 2027 – AI & Career Development Conference**
More information to come!
- **June 2027 – CDS 2027 Summer Career Development Skills Conference**
More information to come!



Session Agenda

RECORDED SESSION

- Full-Demand Services Can Overwhelm
- Designing Effective Micro Hybrid Sessions
- Implementing Micro Hybrid Sessions
- Practice Lab: Applying Concept to a Client Scenario
- Question & Answer Session



**Slides and a Session
Recording link will be
available after the session
via email**

Full-Demand Services Can Overwhelm



When Full-Demand Services Overwhelm LTU Clients

- Long-term unemployed clients working on re-engaging with Career Practitioners may have low energy or confidence.
- Full-demand services can feel too demanding or cognitively heavy at that stage.
- Some clients may not need more information first; they may need ***a lower-demand, more accessible approach.***



What Full-Demand Services Often Require

- ***Process a large volume of information*** in one sitting, i.e., during 1-hr appointments, 2-hr workshops, 3-hr networking events etc.
- ***Complete multiple independent activities*** after sessions and between appointments.
- ***Make multiple decisions*** before confidence or direction has been rebuilt.



How Smaller Actions Rebuild Momentum

Behavioral activation is a CBT-based (Cognitive Behavioral Theory) behavior-focused approach that uses structured action to interrupt avoidance and inactivity. It is grounded in the behavioral theory of depression.

<https://www.sciencedirect.com/topics/psychology/behavioral-activation>

<https://pmc.ncbi.nlm.nih.gov/articles/PMC9082162/>

For discouraged long-term unemployed clients, behavioral activation supports the idea that ***gradual reactivation and early action may need to come before motivation and confidence fully returns.***



Lower-Demand Accessible Approaches

- ***Establish early momentum*** instead of immediate overload.
- ***Gives clients enough structure to begin*** without overwhelming them.
- ***Rebuilds labor market confidence*** through early movement and small wins.
- ***Creates smaller, more manageable entry*** into job-search activity.



What This Looks Like in Practice

Instead of asking clients to:

- Attend a 2-hour workshop ...
 - Begin with a 20-minute Micro Hybrid Session.
- Complete five job search tasks ...
 - Focus on one achievable activity.
- Wait two weeks until the next appointment ...
 - Add one simple digital check-in between sessions.



Designing Micro Hybrid Sessions for Re-Engagement



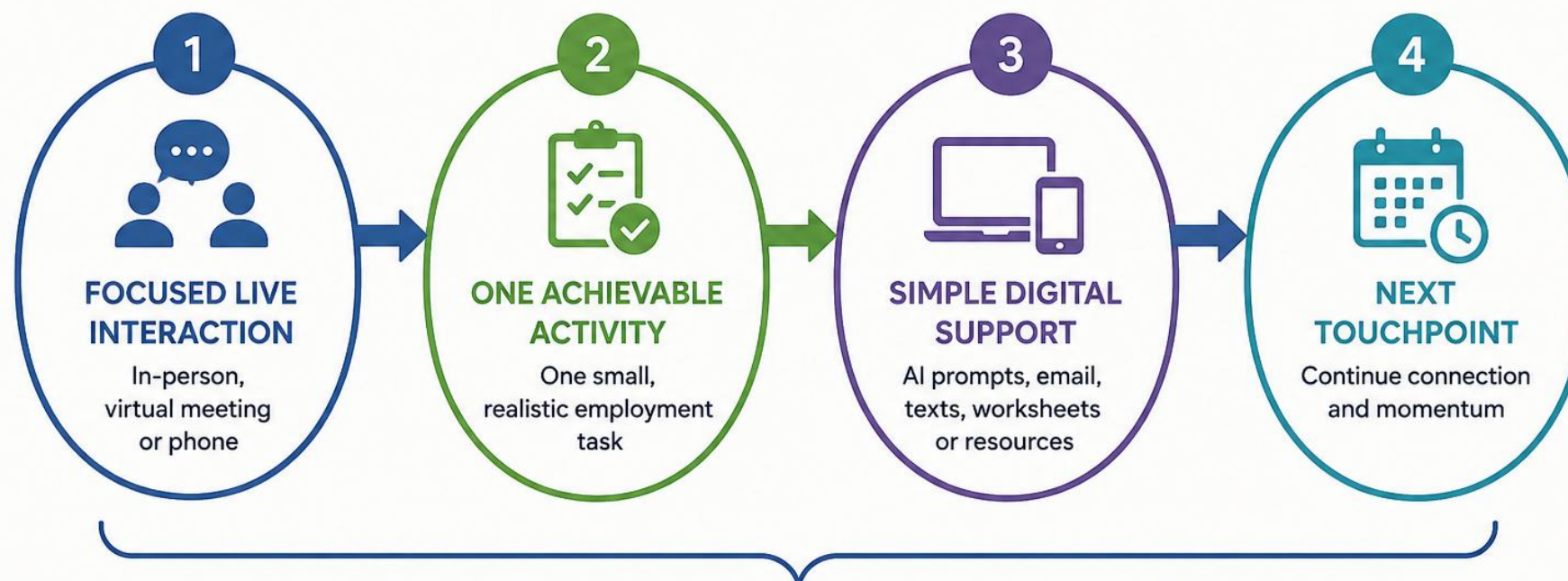
Designing Micro Hybrid Sessions for Re-Engagement

- Micro hybrid sessions are short, low-pressure activities that blend brief live interaction with light digital tasks.
- Delivers support in smaller, more manageable steps without lowering employment expectations.
- They are useful when clients are discouraged, unsure where to begin, or not ready for full-demand formats.
- The goal is *not a full restart; it is a structured step* that helps re-engagement begin.



MICRO HYBRID SESSIONS

Micro Hybrid Sessions are brief, low-pressure employment support sessions that combine a **focused live interaction** (in-person, virtual meeting or phone) with **one achievable activity** and **simple digital support** between sessions.



Small, connected steps that gradually rebuild confidence and labour market momentum.

Individual or Small-Group Delivery

Micro Hybrid Sessions can be delivered as **individual or small-group employment support**.

Individual sessions provide a private space to explore personal barriers, rebuild confidence and tailor support. These are conversations that benefit from privacy and individualized support.

Small-group sessions create opportunities for peer learning, shared experiences and mutual encouragement. The discussion stays focused on employment, not personal counselling.



Individual Micro Hybrid Sessions

Best for:

- Confidence rebuilding
- Addressing discouragement
- Understanding barriers
- Goal clarification
- Motivation and accountability
- Sensitive discussions



Small Group Micro Hybrid Sessions

Best for:

- Learning new job search skills
- Peer accountability
- Building routine
- Normalizing the job search process
- Encouragement through shared experiences (without requiring disclosure)



Implementing Micro Hybrid Sessions



Individual Micro Hybrid Session

One-on-one personalized support



Small-Group Micro Hybrid Session

Peer learning and shared encouragement



Individual Micro Hybrid Session - Example

Rebuilding Job Search Direction

- **15-minute Zoom meeting:** help the client narrow several possible career directions to one role they are willing to explore.
- **One achievable activity:** together, identify one job title and a reason it's a realistic fit.
- **Simple digital support:** Send a short AI prompt to help the client compare their existing skills with that role.
- **Next touchpoint:** the client emails back one question or concern about the role before the next Zoom meeting.

Individual Micro Hybrid Session *One-on-one personalized support*



Small Group Micro Hybrid Session - Example

Job Posting Review with Peer Support

- **20-minute Zoom meeting:** show 1 job posting and guide participants in identifying the 3 most important requirements.
- **One achievable activity:** each participant chooses one requirement they already meet.
- **Peer support:** participants share their example in the chat, helping one another recognize relevant experience
- **Simple digital support:** send a short worksheet asking participants to connect one experience to the requirement.
- **Next touchpoint:** participants bring their example to the next group session for brief peer feedback.



Facilitating Effective Micro Hybrid Sessions

- Focus on **one employment topic or challenge** per session.
- Ask **open-ended questions** that encourage discussion and reflection.
- **Listen for strengths, successes and opportunities** to build momentum.
- **End with one clear next step** the client feels ready to take.



Selecting the Right-Sized Action

Instead of asking clients to...

- Complete five job applications.
- Rewrite an entire resume.
- Spend several hours job searching.

Consider asking clients to...

- Identify one suitable job posting.
- Update one section of their resume.
- Contact one employer or networking contact.
- Spend 15–20 minutes on one job search activity.



Example of a Structured Work Cycle

The Pomodoro Technique was developed by Francesco Cirillo in the late 1980s as a time-management method.

The classic version is:

- 25 minutes of focused work
- 5-minute break
- Repeat four cycles
- Then take a longer 15 to 30-minute break



Adapting Micro Hybrid Sessions for Different Clients

Youth: Use shorter sessions, interactive activities and frequent check-ins.

Older workers or seniors: Allow more discussion time, build digital confidence gradually and highlight transferable experience.

Newcomers to Canada: Include Canadian labour market information, workplace culture and networking strategies.



Adapting Micro Hybrid Sessions for Different Clients

Clients with limited digital skills: Keep technology simple, demonstrate each step and provide more live support.

Clients facing multiple barriers: Focus on one priority at a time and reduce the pace when needed.



Practice Lab: Applying Concept to a Client Scenario



Client Scenario – Zoom Poll

- Sarah is 48 years old and has been unemployed for 14 months following a company closure.
- She has attended appointments but has become less engaged over the past few months.
- Says she feels overwhelmed by the job search and avoids looking at job postings.
- Has basic digital skills but lacks confidence using online job search tools.
- Wants to work again but doesn't know where to start.



Is This an Appropriate Micro Hybrid Plan for Sarah?

→ Live Session (45 minutes)

- Review labor market information; Update resume; Practice interview questions; Discuss networking strategies

→ Between Sessions

- Apply for 10 jobs; Attend an in-person networking event; Rewrite LinkedIn profile; Complete two online training modules

→ Next Appointment: Review completed activities in two weeks



Why Isn't This an Effective Micro Hybrid Plan?

- Too many activities for Sarah's current capacity.
- Requires a high level of motivation and energy.
- Focuses on productivity instead of rebuilding engagement.
- No single achievable first step.
- High risk of Sarah disengaging further if she cannot complete the plan.



A Better Micro Hybrid Plan

- **Live Session:** Explore what feels most overwhelming; Identify one realistic next step.
- **One Achievable Activity:** Find and save one suitable job posting.
- **Digital Support:** Complete two 20-minute structured work cycles; Send a simple AI prompt or job search checklist.
- **Next Appointment:** Review progress; Celebrate successes; Identify the next achievable step.

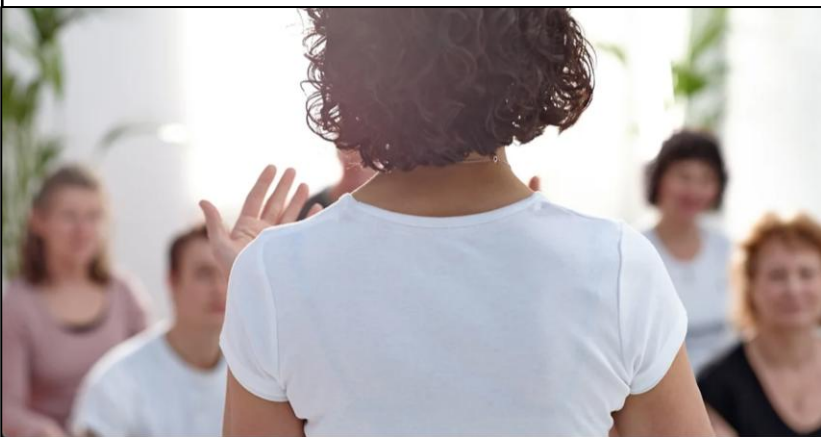


Please provide feedback - Zoom Survey Link:

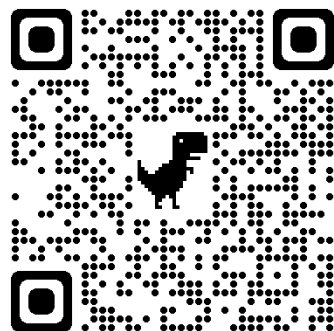




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